

Excellence in Education Award Glossary

Organizational Profile

A description of an organization's missions, goals, values and vision for the future. It also provides insight into how well the organization functions by describing the Organizational Culture and Organizational Environment/Climate.

Organizational Culture

A description of personal and/or cultural values of the employees of an organization. It may include a description of how those values impact the way employees interact and how well the organization operates.

Organizational Environment/Climate

How the organization is perceived by employees including, but not limited to, organizational pride, job satisfaction, fairness of performance appraisals, physical conditions of the workplace, sexual harassment, or discrimination.

Life-Long Learning

A commitment to continuing education and training beyond the initial training that prepares employees to fulfill their current duties.

Individual Development Plan

A formal document that states an employee's short-range and long-range goals and lists the steps the employee needs to take to achieve them. The steps can include, but are not limited to, classroom instruction, workshops, conferences, field trips, discussion groups, reading books, and writing professional articles.

