



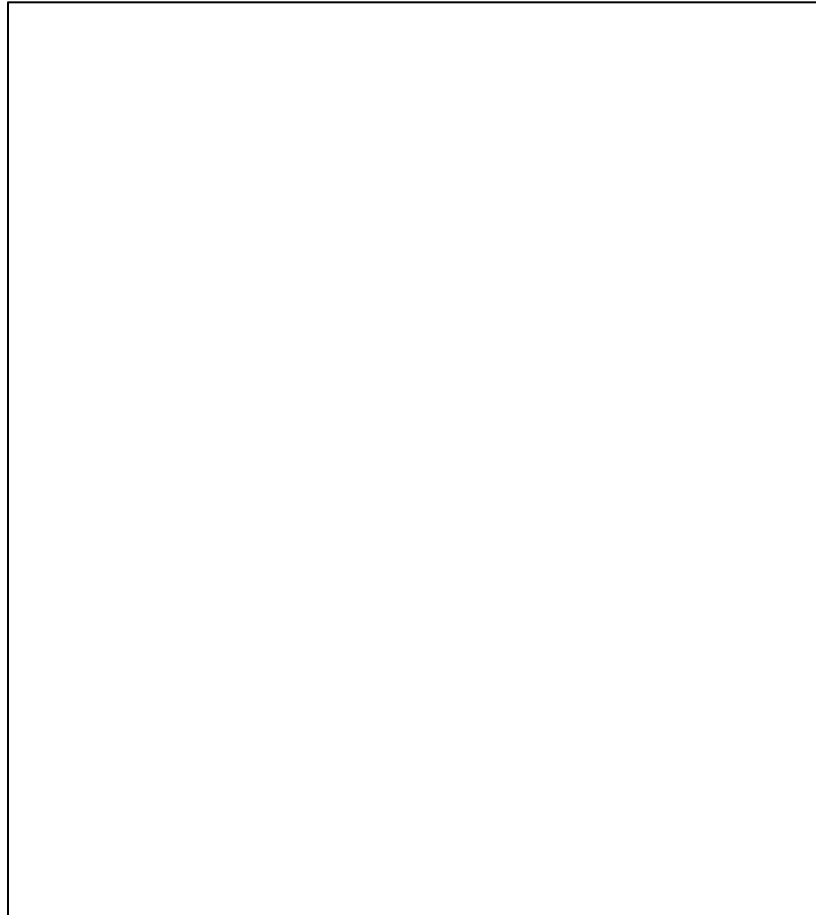
# ARLINGTON HEIGHTS SCHOOL DISTRICT 25

*Full District*

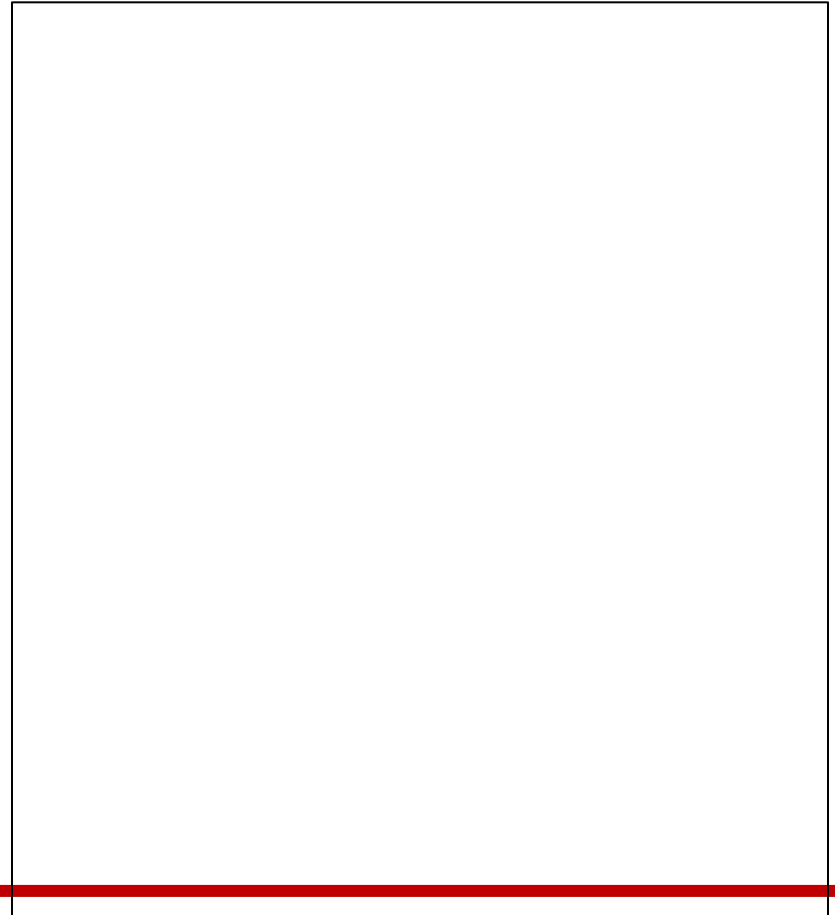
INSIGHTeX Feedback  
October 2019

# The WHY...

## Climate

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## Culture

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# The WHY...

## Climate

**CLIMATE** is more of the system structure, feel, buildings & grounds, welcoming component, feel of the school and people as a whole. Things like cleanliness and décor, organization and appearance.

## Culture

According to Fullan (2007) school **CULTURE** can be defined as the **guiding beliefs and values** evident in the way a school operates. 'School culture' can be used to encompass all the **attitudes, expected behaviors** and values that impact how the school operates.

# AGENDA

1. Overview of survey
2. Review Dimensions
3. Review Culture Snapshot (3x3)
4. Review Top 5 Dimensions
  - Vote one item to sustain and set goals
5. Review Bottom 5 Dimensions
  - Vote two items to brainstorm continuous improvement plans

# HOW DO WE MEASURE CULTURE?

- Online Assessment
- Confidential & Anonymous
- 88 Statements
- 15 Dimensions
- Four Areas Assessed:
  - You
  - Team/Department
  - Administrator or Supervisor
  - Whole Organization

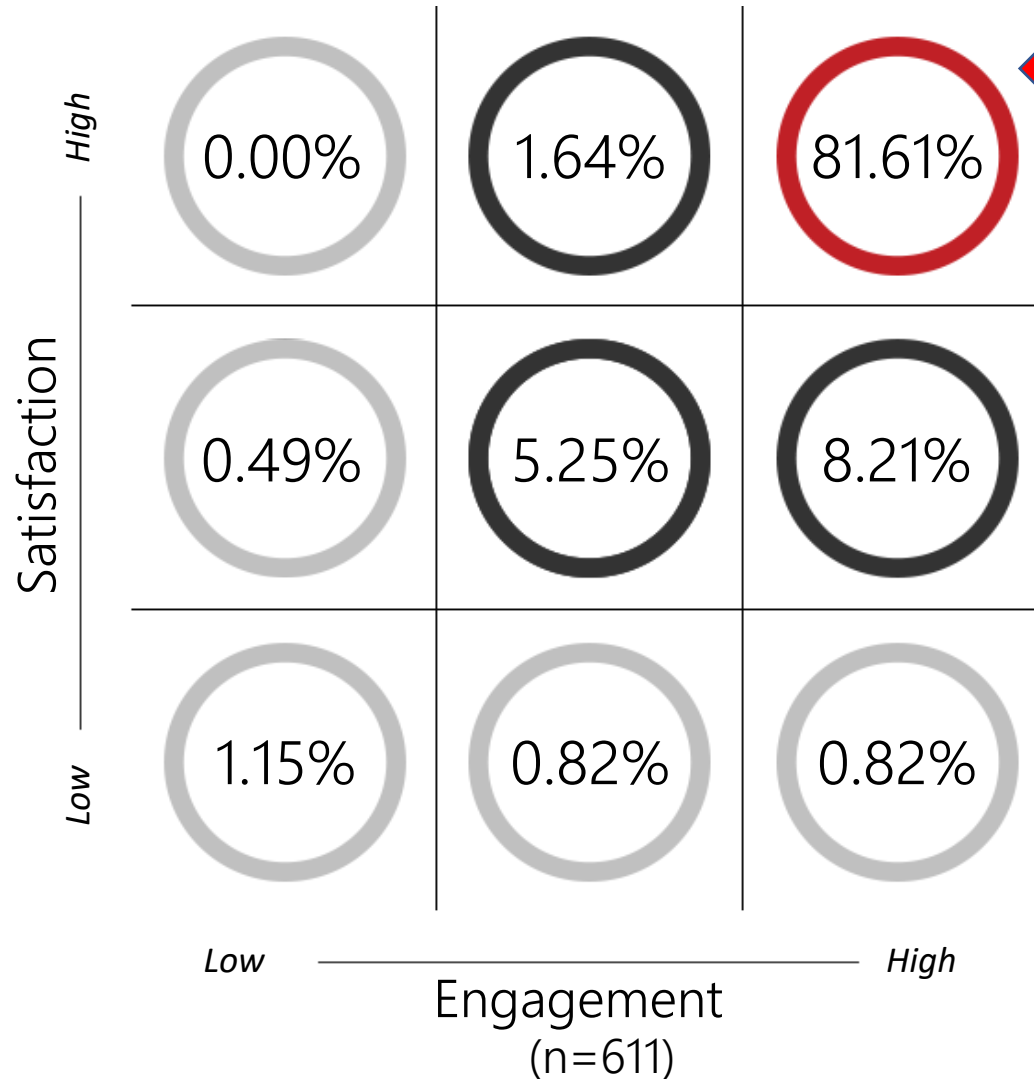
# AH25 Full District(n=611) 839/611 **73%**

DIMENSIONS RANK ORDERED		CURRENT MEAN
Engage-Inspire	89% at or Above 4.0	4.58
Pride		4.54
Continuous Improvement		4.47
Quality		4.46
Satisfaction		4.40
Innovation		4.39
Talent/Fit		4.28
Training & Development		4.19
Career Development		4.17
Communication		4.15
Relationships		4.14
Support-Equip		4.13
Performance Planning		4.11
Mission Conscious		4.11
Recognition		4.10

(n=611)

### HUMANEX VENTURES CULTURAL ASSESSMENT INDEX™

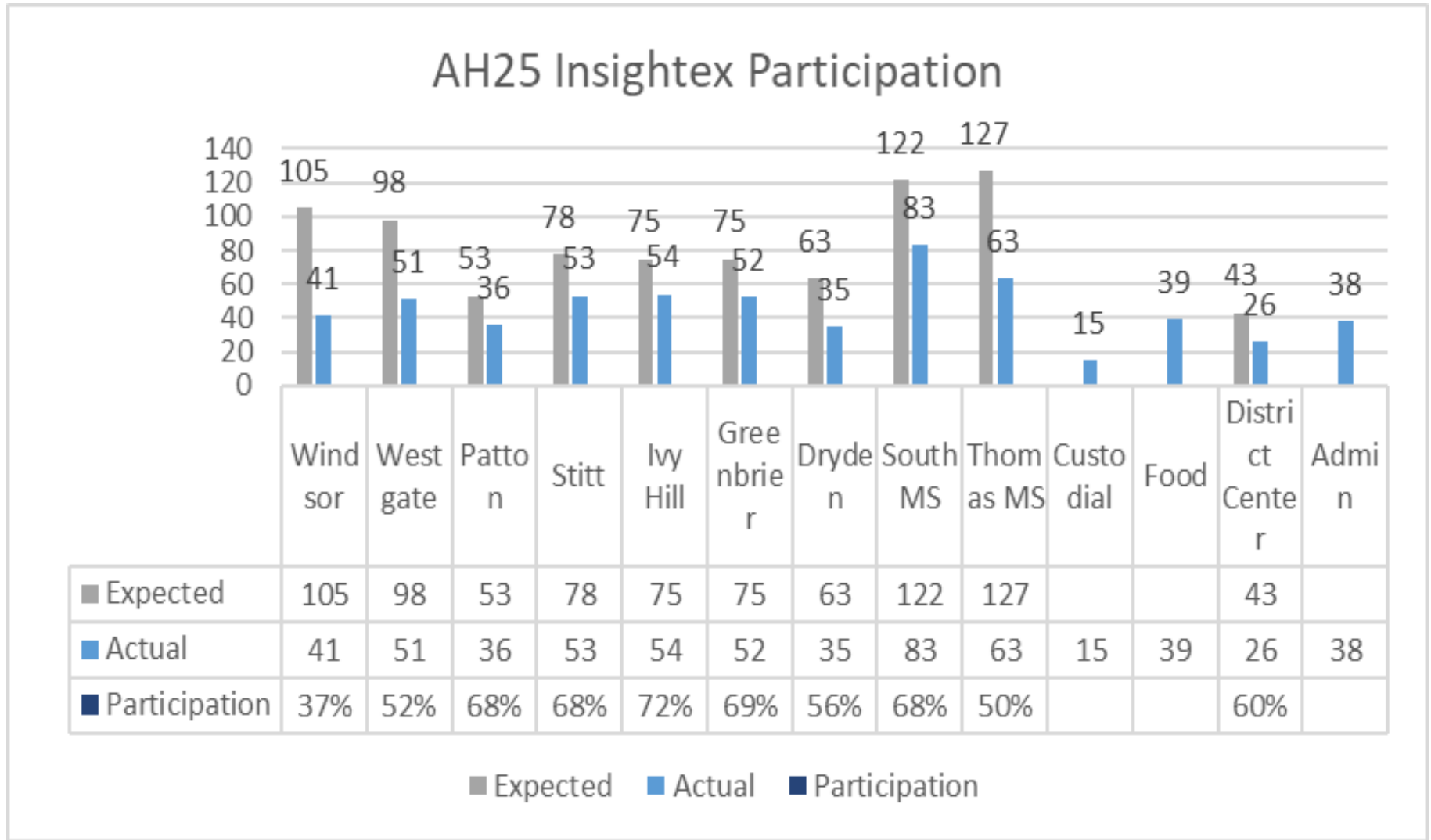
Satisfaction/Engagement 3x3



#### Top 5 Predictors:

1. Pride
2. Talent/Fit
3. Relationships
4. Continuous Improvement
5. Career Development

# AH25 Full District(n=611) 839/611 73%

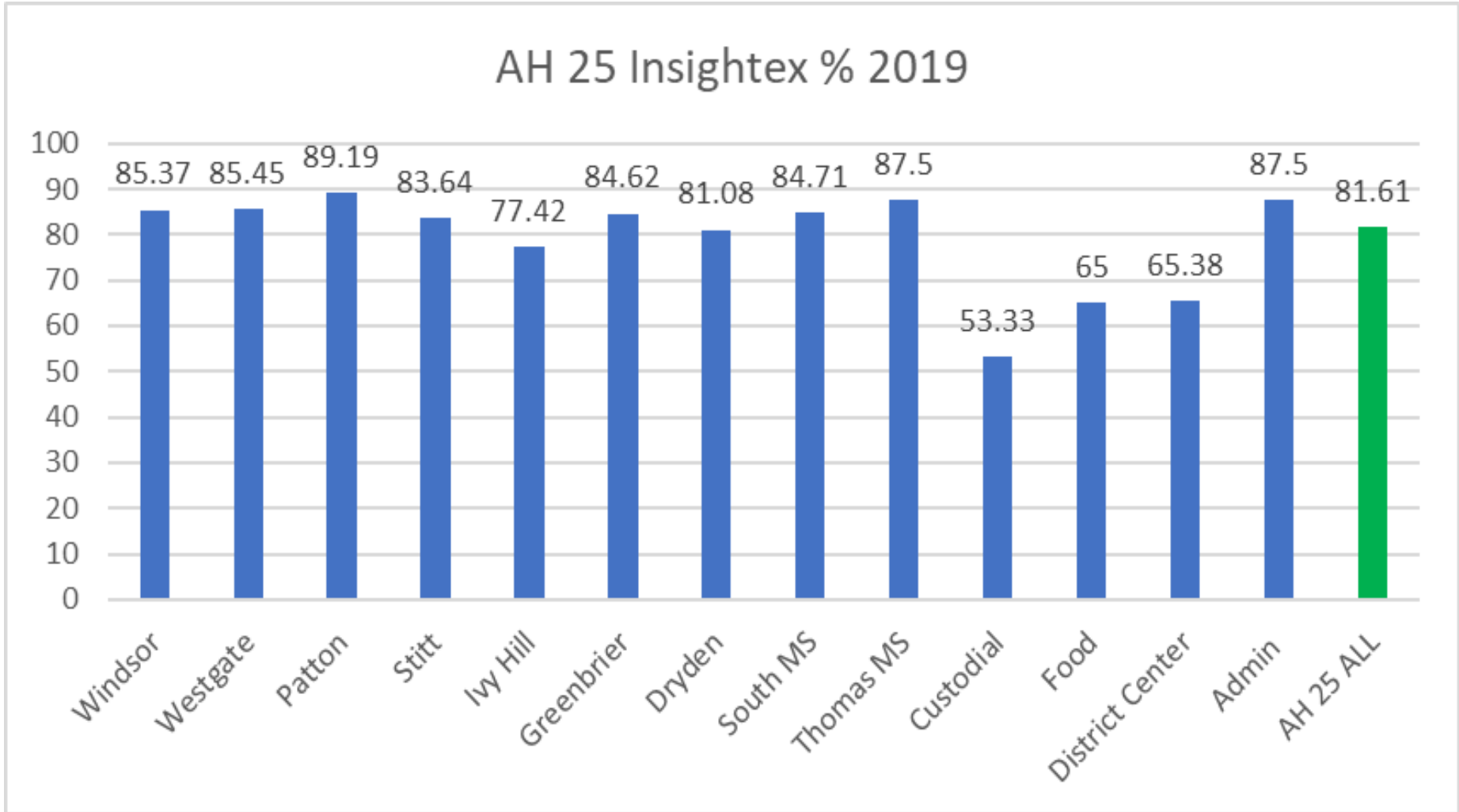


(n=611)



AH25 Full District(n=611) 839/611 73%

### HUMANEX VENTURES CULTURAL ASSESSMENT INDEX™



(n=611)

# AH25 Full District(n=611) 839/611 73%

TOP ITEMS RANK ORDERED	DIMENSION	MEAN
53. I am committed to the success of our organization.	Engage-Inspire	4.73
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71
4. I feel great pride in the work I do.	Pride	4.71
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.65
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.61

(n=611)

# AH25 Full District(n=611) 839/611 73%

BOTTOM ITEMS RANK ORDERED	DIMENSION	MEAN
31. I am provided personal coaching from my supervisor.	Relationships	3.55
9. I have received meaningful recognition in the past 10 days.	Recognition	3.61
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.68
28. I am provided the opportunity to spend quality time with my supervisor.	Support-Equip	3.72
65. I feel "in on things" that are happening at our organization.	Communication	3.75

(n=611)

TOP DIMENSION	MEAN	VOTE/GOAL

- What has been going well?

- What will we do to improve?

BOTTOM #1 DIMENSION	MEAN	VOTE/GOAL

- What has been going well?

- What will we do to improve?

BOTTOM #2 DIMENSION	MEAN	VOTE/GOAL

- What has been going well?

- What will we do to improve?

# NEXT STEPS

1. Post the action items
2. Revisit the plans and implement
  - Choose people to champion efforts
  - Accountability
3. Contact Humanex for support
  - ❖ [Svetlana.Popovic@humanexventures.com](mailto:Svetlana.Popovic@humanexventures.com)
  - ❖ 224-358-2503
  - ❖ @SvetsThinkTank