



Full District

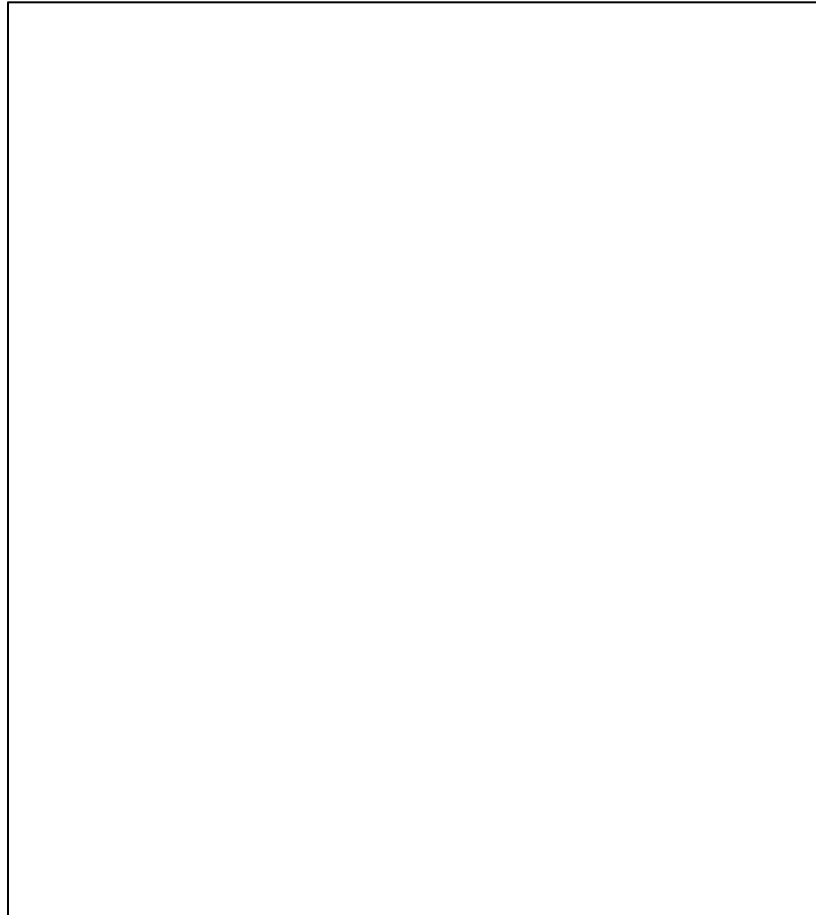
Arlington Heights School District 25

INSIGHTeX DIEAHR Feedback

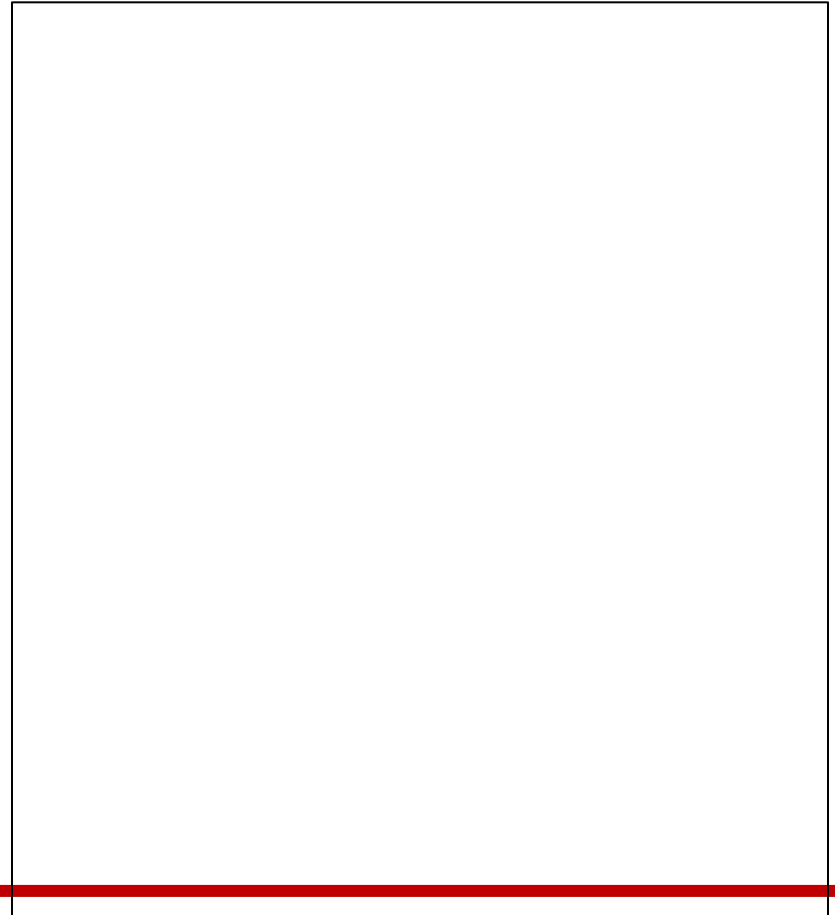
December 2020

The WHY...

Climate

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Culture

A large, empty rectangular box with a thin black border, intended for notes related to the 'Culture' section.

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.

HOW DO WE MEASURE CULTURE?

- Online Assessment
- Confidential & Anonymous
- 74+24 (DEIAHR) Statements
- 15 Dimensions
- Four Areas Assessed:
 - You
 - Team/Department
 - Administrator or Supervisor
 - Whole Organization

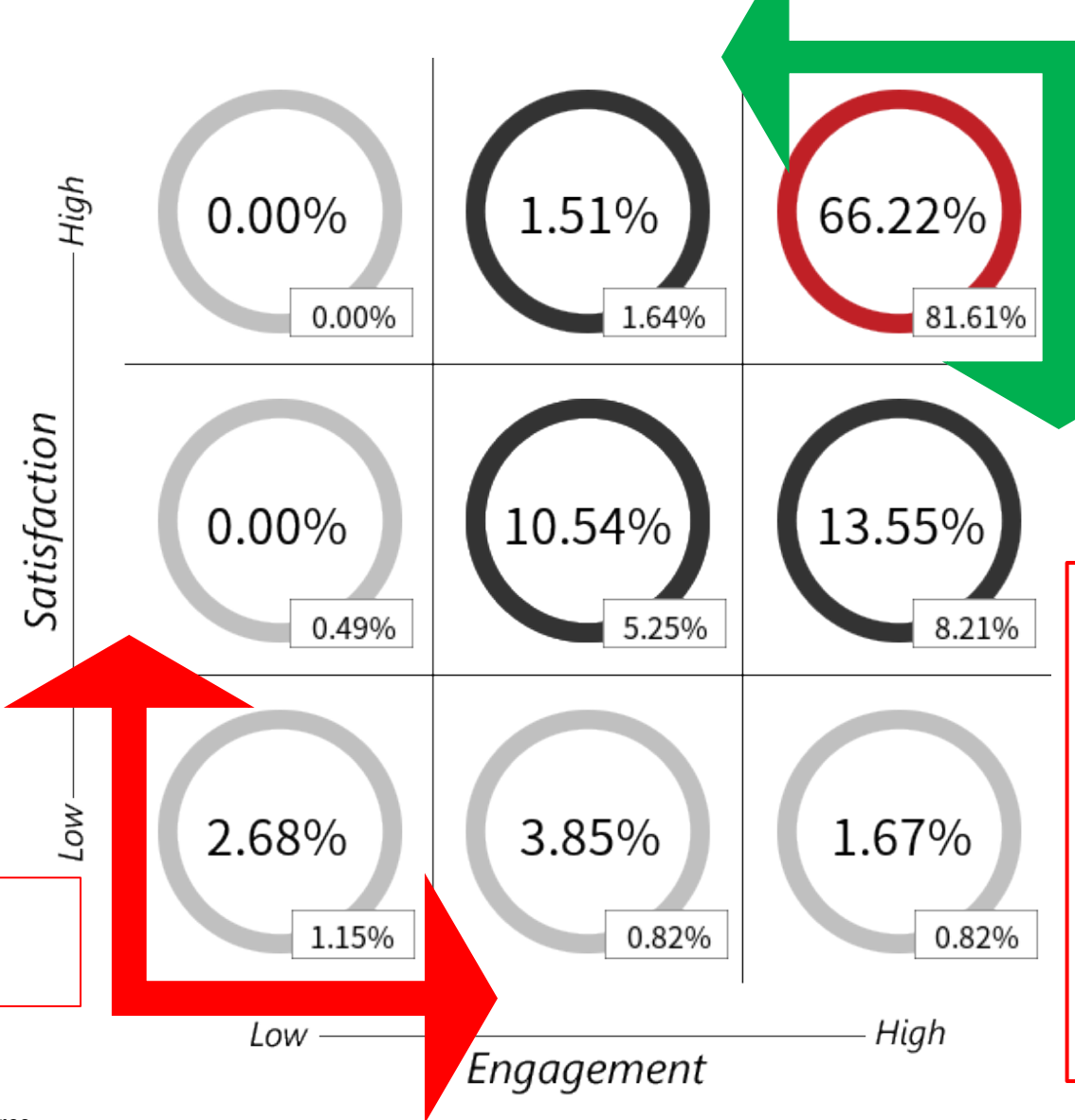
AH25 (n=598/839) 71% Participation

DIMENSIONS

DIMENSIONS RANK ORDERED	PREVIOUS MEAN	CURRENT MEAN
Quality	4.46	4.38
Engage-Inspire	4.58	4.37
Continuous Improvement	4.47	4.33
Innovation	4.38	4.28
Pride	4.54	4.27
Support-Equip	4.13	4.17
Talent & Fit	4.27	4.16
Training & Development	4.19	4.14
Relationships	4.14	4.13
Communication	4.15	4.13
Satisfaction	4.40	4.08
Recognition	4.10	4.06
Career Development	4.17	4.03
Performance Planning	4.10	3.96
Mission Conscious	4.11	3.92

AH25 (n=598/839) 71% Participation

INSIGHTeX 3x3



2019=91.46%
2020=81.28%

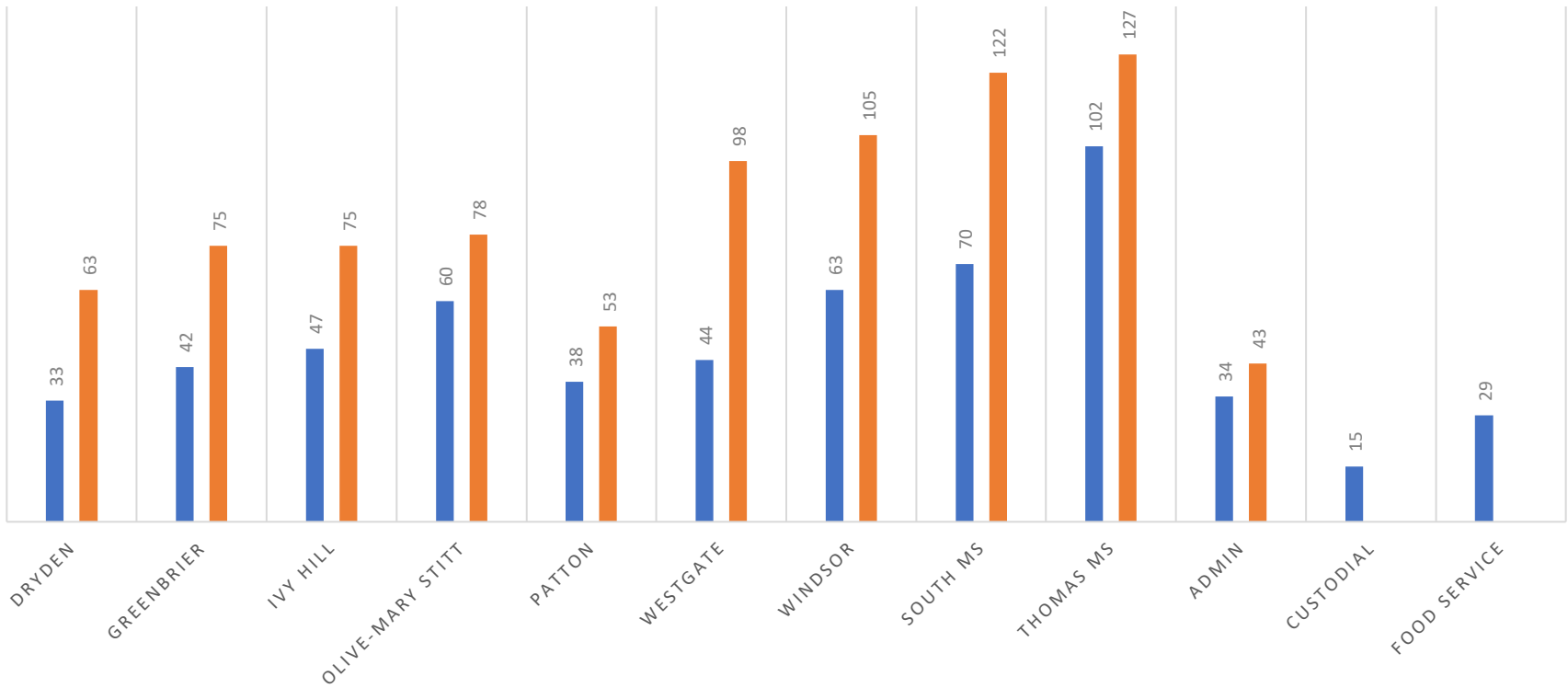
2019= 2.46%
2020= 6.53%

- ### Top 5 Predictors:
1. Pride
 2. Talent/Fit
 3. Relationships
 4. Continuous Improvement
 5. Career Development

AH25 (n=598/839) 71% Participation 2020

AH25 PARTICIPATION%

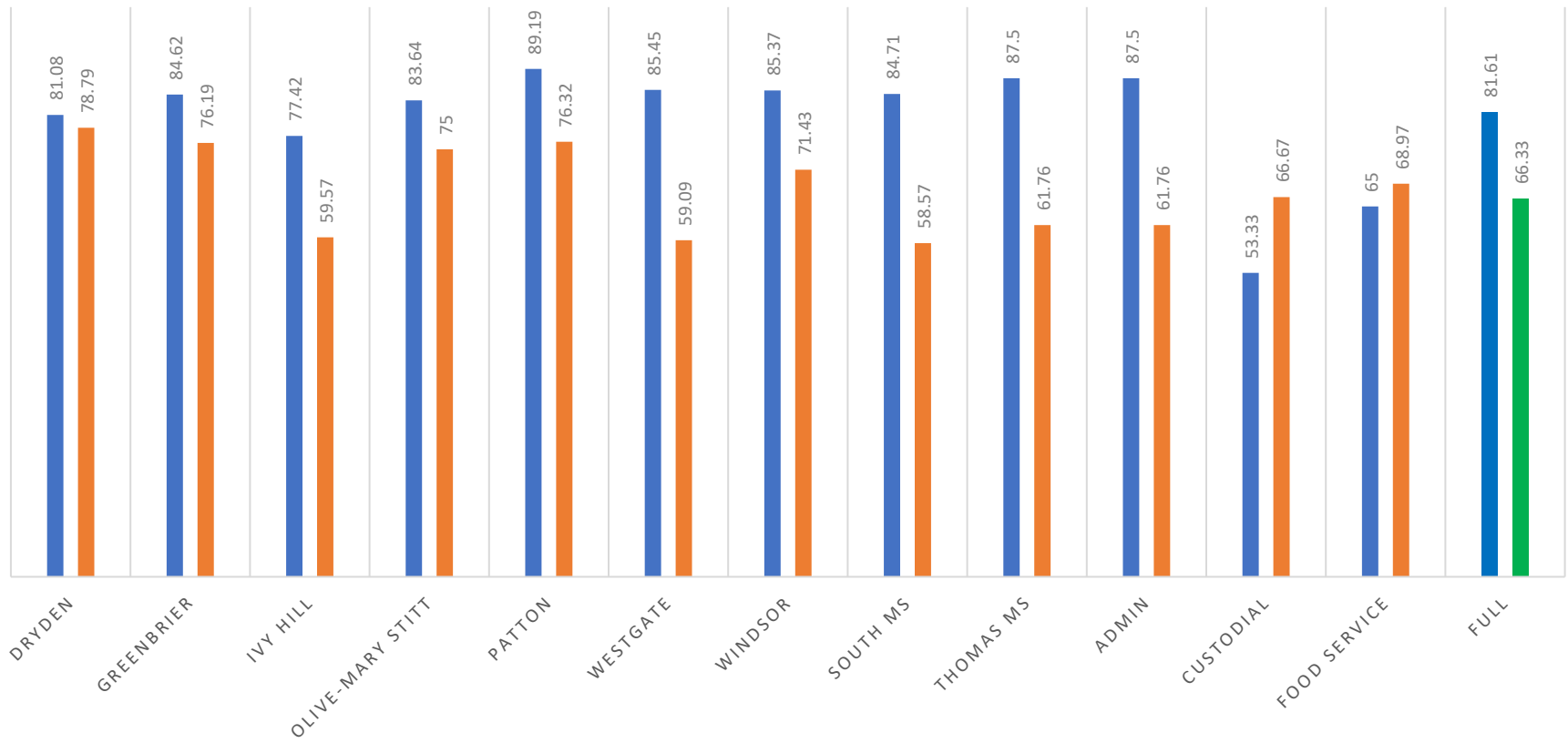
Actual Expected



HUMANEX VENTURES CULTURAL ASSESSMENT INDEX™

AH25 DREAM BOX %

■ 2019 ■ 2020



AH25 (n=598/839) 71% Participation

Top Items

RANK ORDERED BY MEAN	Dimension	PREVIOUS MEAN	CURRENT MEAN
53. I am committed to the success of our organization.	Engage-Inspire	4.73	4.60
4. I feel great pride in the work I do.	Pride	4.71	4.58
2. I am fully engaged in the work that I do.	Engage-Inspire	4.71	4.58
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent & Fit	4.65	4.57
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.61	4.54

AH25 (n=598/839) 71% Participation

Bottom Items

RANK ORDERED BY MEAN	Dimension	PREVIOUS MEAN	CURRENT MEAN
68. Business decisions made are consistent with our mission and core values.	Mission Conscious	3.92	3.50
65. I feel "in on things" that are happening at our organization.	Communication	3.75	3.54
31. I am provided personal coaching from my supervisor.	Relationships	3.55	3.59
40. In the past three months, my supervisor has discussed my successes and progress with me.	Performance Planning	3.68	3.60
9. I have received meaningful recognition in the past 10 days.	Recognition	3.61	3.66

AH25 (n=598/839) 71% Participation

DIEAHR (Additional 24 Questions)

TOP RANK ORDERED BY MEAN	DIMENSION	MEAN
94. I am committed to being a positive contributor to a workplace culture of inclusion, diversity, and equity.	DIEAHR	4.76
95. I am committed to being a positive contributor to a workplace culture of anti-bias, anti-hate, and anti-racism with equality for all.	DIEAHR	4.76
91. I embrace our ideals and commitment of anti-bias, anti-hate, and anti-racism to promote what is right for all.	DIEAHR	4.69
92. My team models kindness and respect for all, not hateful, hurtful, or racist behavior towards anyone.	DIEAHR	4.60
82. I value the contributions of all team members.	DIEAHR	4.54
93. Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	DIEAHR	4.51
78. I firmly believe that inclusion and diversity make us a stronger team and organization.	DIEAHR	4.47
77. I value inclusion efforts to build a quality team culture of respect, kindness, and positive impact.	DIEAHR	4.44
97. Our organization is a safe place for people of color to work and be successful.	DIEAHR	4.42
98. We have a workplace that promotes a professional and inclusive culture, where all are respected, treated with dignity, and supported for success and potential to be realized.	DIEAHR	4.34
83. My team values the contributions of all team members, no matter their role, background, experiences, qualities, or perspectives.	DIEAHR	4.30
90. In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	DIEAHR	4.26

AH25 (n=598/839) 71% Participation

DIEAHR (Additional 24 Questions)

BOTTOM RANK ORDERED BY MEAN	DIMENSION	MEAN
75. Our organization demonstrates quality efforts in building a culture of diversity.	DIEAHR	3.76
76. Diversity in ideas, viewpoints, cultures, backgrounds, qualities, and perspectives are respected and valued in our organization.	DIEAHR	3.95
85. Our workplace culture demonstrates that everyone in every role is valued and supported for our collective success.	DIEAHR	4.02
86. Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	DIEAHR	4.02
79. Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	DIEAHR	4.03
88. We strive to achieve and model 'more together' in an inclusive and diverse culture with strong respect and support for all.	DIEAHR	4.11
81. Our organization demonstrates quality efforts in building a culture of inclusion and equity, where individuals are treated fairly and respectfully, and provided access to resources and opportunities.	DIEAHR	4.11
80. Our team embraces challenging, uniting, and inclusive opportunities to work together for quality outcomes.	DIEAHR	4.13
87. We are committed to a workplace culture where we value, respect, and learn from each other to achieve maximum success, happiness, and potential.	DIEAHR	4.17
96. Our team is comfortable addressing issues of race, racism, and bias in our workplace.	DIEAHR	4.18
84. Our organization embraces a 'better together' mindset and efforts to support success for all.	DIEAHR	4.22
89. Our organization demonstrates quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	DIEAHR	4.26



ARLINGTON HEIGHTS SCHOOL

DISTRICT 25

INSIGHTeX Feedback
Full District

October 2019

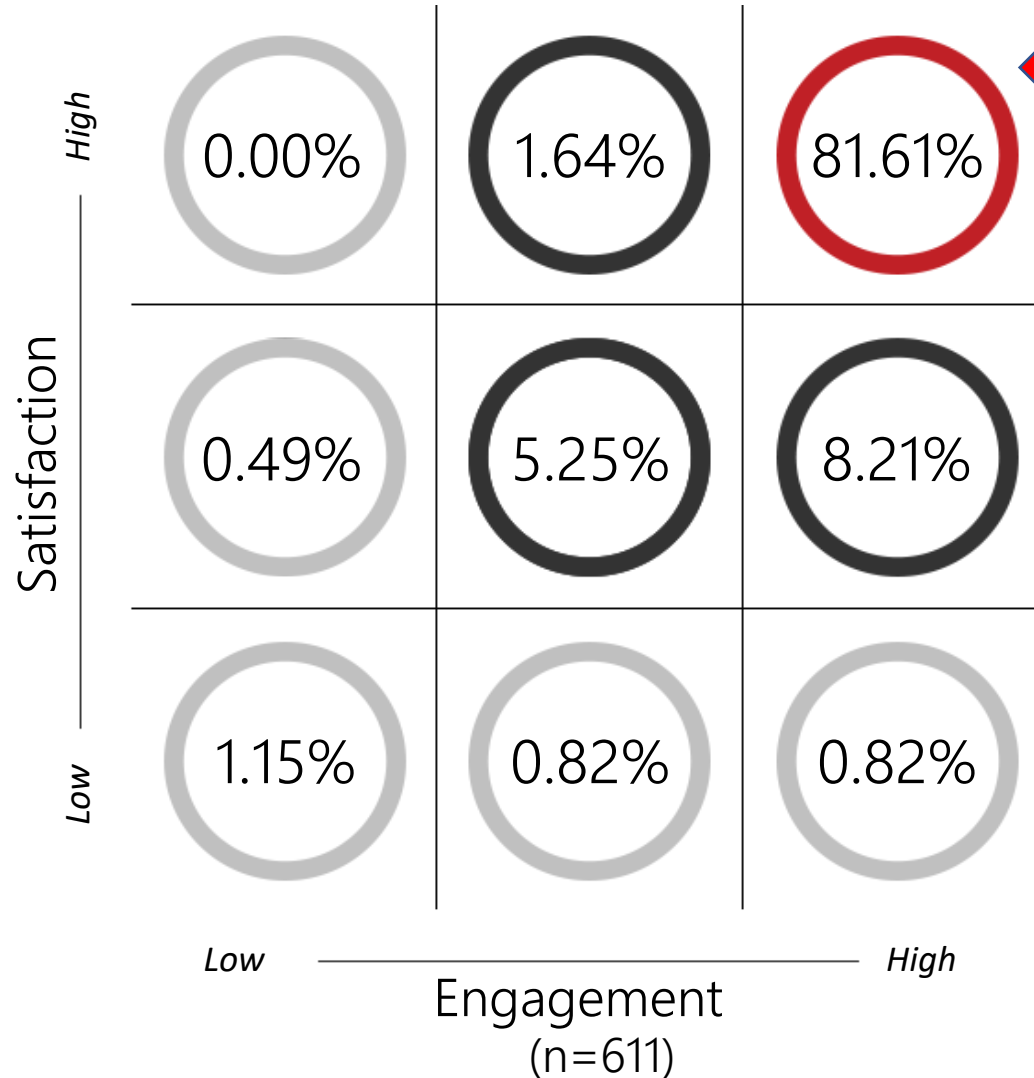
AH25 Full District(n=611) 839/611 73%

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)

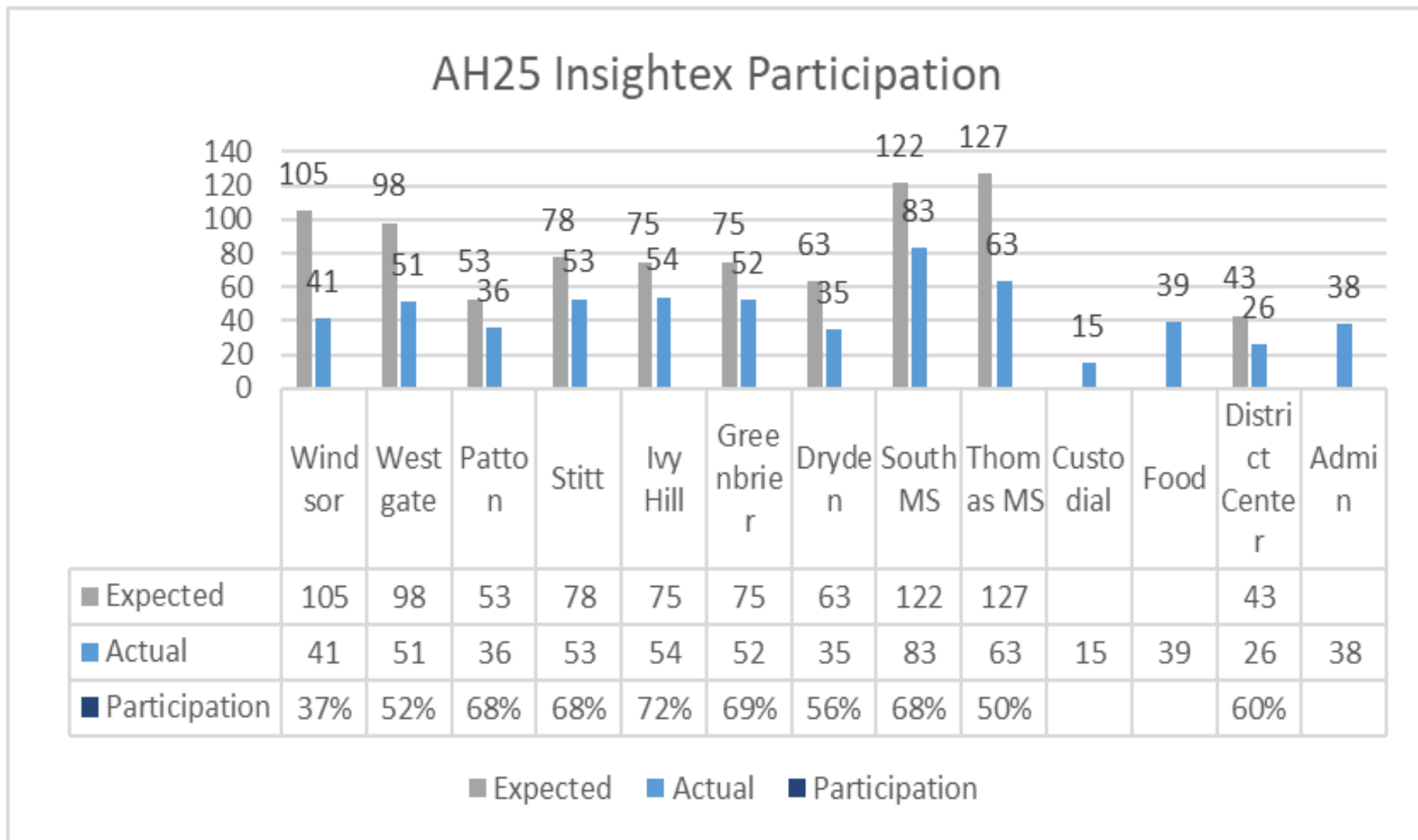
HUMANEX VENTURES CULTURAL ASSESSMENT INDEX™

Satisfaction/Engagement 3x3



- Top 5 Predictors:**
1. Pride
 2. Talent/Fit
 3. Relationships
 4. Continuous Improvement
 5. Career Development

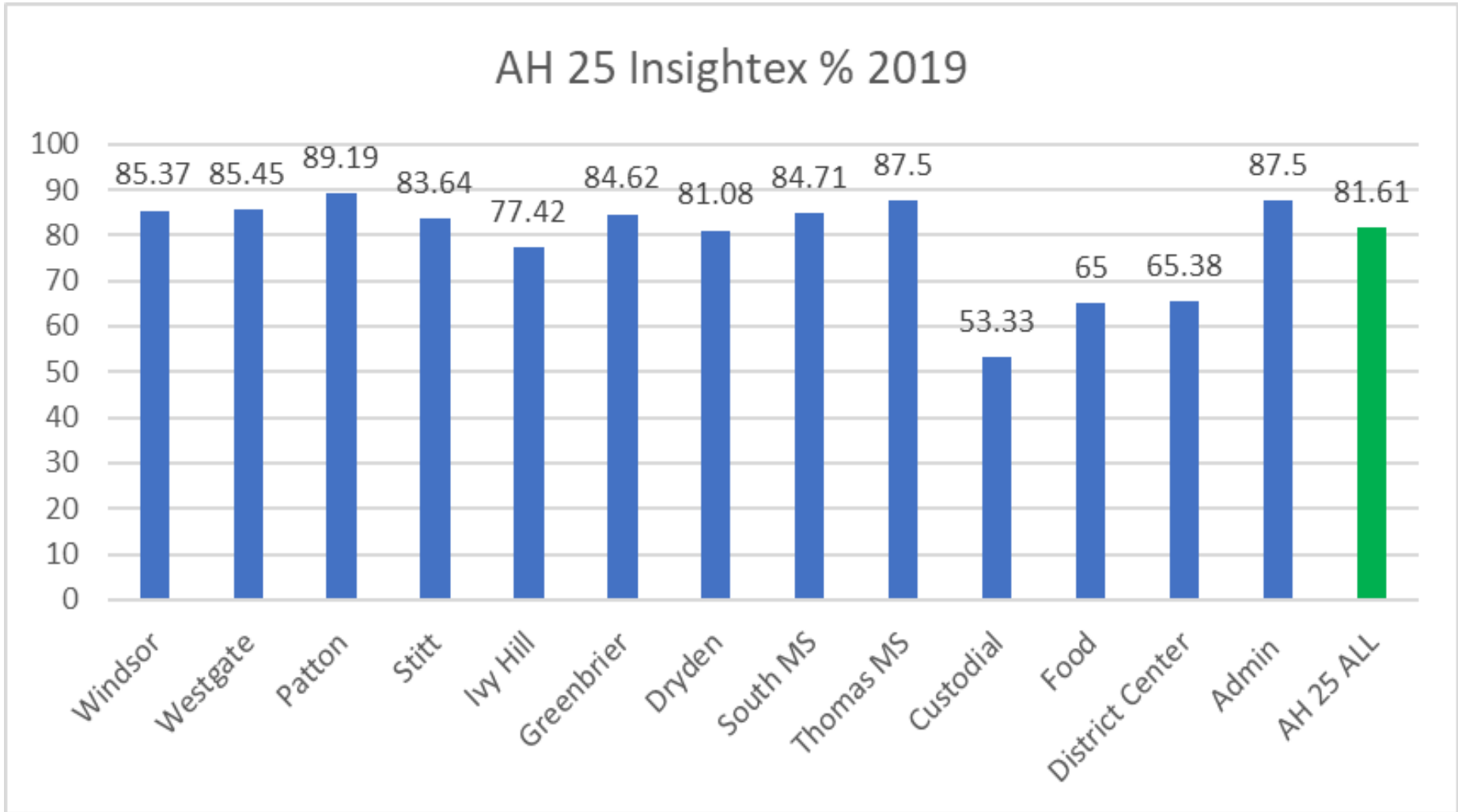
AH25 Full District(n=611) 839/611 73%



(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
 - ❖ 224-358-2503
 - ❖ @SvetsThinkTank