

InsighteX Cultural Assessment

for D41: Hadley - Support Staff







| D41. Hadiey - Support Staff Results (n=17) | Strongly | | | Strongly | | | |
|--|----------|--------------|---------------|----------------|----------------|--------------|--------------|
| | Mean | Disagree (1) | Disagree (2) | Neutral (3) | $A gree \ (4)$ | Agree (5) | N/A |
| Talent/Fit | 4.09 | | | | | | |
| 11. I am in a role that allows me to maximize my talents | | | | | | | |
| and strengths. | 3.95 | F 20/ | 7.20 / | 15 00/ | 36.8% | 26.00/ | 0.00/ |
| | | 5.3% n=1 | 5.3% n=1 | 15.8% n=3 | 30.8% n=7 | 36.8% n=7 | 0.0% n=0 |
| 1. In my role I have the opportunity to do things that I | | | | | | | |
| both do well and enjoy. | 4.53 | | | | | | |
| | | 0.0% | 5.3% | 0.0% | 31.6% | 63.2% | 0.0% |
| 7. I l | | n=0 | n=1 | n=0 | n=6 | n=12 | n=0 |
| 7. I have encouraged someone to apply at D41. | 3.63 | | | | | | |
| | 0.00 | 5.3% | 10.5% | 15.8% | 31.6% | 21.1% | 15.8% |
| | | n=1 | n=2 | n=3 | n=6 | n=4 | n=3 |
| 39. My supervisor/administrator knows the talents to look | | | | | | | |
| for in selecting new associates who will be successful. | 4.19 | 0.0% | 0.0% | 91 10/ | 26 20/ | 26 00/ | 15.8% |
| | | n=0 | n=0 | 21.1% n=4 | 26.3% n=5 | 36.8% n=7 | n=3 |
| 56. I feel D41 is a great fit for me. | | н 0 | н 0 | п г | н о | н . | п о |
| 0 | 4.26 | | | | | | |
| | | 5.3% | 0.0% | 5.3% | 42.1% | 47.4% | 0.0% |
| 50.0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | | n=1 | n=0 | n=1 | n=8 | n=9 | n=0 |
| 72. Our school district selects highly talented individuals when hiring. | 4.24 | | | | | | |
| when hiring. | 1,21 | 0.0% | 5.3% | 15.8% | 21.1% | 47.4% | 10.5% |
| | | n=0 | n=1 | n=3 | n=4 | n=9 | n=2 |
| 63. D41 selects the right people for the right job. | | | | | | | |
| | 3.76 | | | | | | |
| | | 0.0% n=0 | 5.3% n=1 | 36.8% n=7 | 21.1% n=4 | 26.3% n=5 | 10.5% n=2 |
| Support-Equip | 3.97 | п-0 | 11-1 | n- 1 | n-4 | п–5 | II-2 |
| 3. I am provided the core needs necessary for me to excel in | 9.71 | | | | | | |
| my role. | 4.16 | | | | | | |
| • | | 0.0% | 5.3% | 5.3% | 57.9% | 31.6% | 0.0% |
| | | n=0 | n=1 | n=1 | n=11 | n=6 | n=0 |
| 19. I am provided the materials, equipment, and | 4.16 | | | | | | |
| information necessary to effectively perform my job. | 4.10 | 0.0% | 0.0% | 10.5% | 63.2% | 26.3% | 0.0% |
| | | n=0 | n=0 | n=2 | n=12 | n=5 | n=0 |
| 34. My supervisor/administrator is actively responsive to my | | | | | | | |
| needs. | 4.05 | - 00/ | | | | 24.004 | |
| | | 5.3% | 0.0% | 15.8% | 42.1% | 36.8% | 0.0% |
| 28. I am provided the opportunity to spend quality time | | n=1 | n=0 | n=3 | n=8 | n=7 | n=0 |
| with my supervisor/administrator. | 3.53 | | | | | | |
| | | 5.3% | 15.8% | 21.1% | 36.8% | 21.1% | 0.0% |
| | | n=1 | n=3 | n=4 | n=7 | n=4 | n=0 |
| 33. My supervisor/administrator is available for me when | 4.77 | | | | | | |
| needs arise. | 4.11 | 5.3% | 0.0% | 5.3% | 57.9% | 31.6% | 0.0% |
| | | 5.5% n=1 | n=0 | 5.5% n=1 | 57.9% n=11 | 51.0% n=6 | n=0 |
| 23. I have a supportive coaching relationship with my | | | | | 11 | 0 | 0 |
| supervisor/administrator. | 3.84 | | | | | | |
| | | 5.3% | 5.3% | 26.3% | 26.3% | 36.8% | 0.0% |
| _ | | n=1 | n=1 | n=5 | n=5 | n=7 | n=0 |





| D41: Hadley - Support Staff Results (n=19) | | ~ . | | | | ~ . | |
|---|------|-----------------------------|---------------|----------------|--------------|--------------------------|--------------|
| | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | $Strongly \ Agree \ (5)$ | N/A |
| Relationships | 4.01 | | | | | | |
| 5. I have at least one close friend at work. | | | | | | | |
| | 4.56 | | | | 24.204 | 40.004 | |
| | | 0.0% | 5.3% | 0.0% | 26.3% | 63.2% | 5.3% |
| 32. I have an open and trusting relationship with my | | n=0 | n=1 | n=0 | n=5 | n=12 | n=1 |
| supervisor/administrator. | 4.00 | | | | | | |
| 1 | | 5.3% | 0.0% | 31.6% | 15.8% | 47.4% | 0.0% |
| | | n=1 | n=0 | n=6 | n=3 | n=9 | n=0 |
| 25. My supervisor/administrator cares about me as a person. | 0.00 | | | | | | |
| | 3.89 | 5 20/ | 10.50/ | 15 00/ | 26 20/ | 49 10/ | 0.00/ |
| | | 5.3% n=1 | 10.5% n=2 | 15.8% n=3 | 26.3% n=5 | 42.1% n=8 | 0.0% n=0 |
| 31. I am provided personal coaching from my | | 11-1 | 11-2 | 11-9 | 11-0 | 11-0 | 11-0 |
| supervisor/administrator. | 3.89 | | | | | | |
| • | | 0.0% | 10.5% | 26.3% | 21.1% | 36.8% | 5.3% |
| | | n=0 | n=2 | n=5 | n=4 | n =7 | n=1 |
| 51. My team has open and trusting relationships. | 4.04 | | | | | | |
| | 4.06 | 0.0% | 5.3% | 91 10/ | 31.6% | 36.8% | 5.3% |
| | | n=0 | 3.3 70 n=1 | 21.1% n=4 | n=6 | n=7 | 3.3 % n=1 |
| 50. Based on relationships demonstrated on my team, I | | н 0 | | 11 1 | п о | | |
| would recommend someone to join this team. | 4.06 | | | | | | |
| • | | 0.0% | 5.3% | 21.1% | 31.6% | 36.8% | 5.3% |
| | | n=0 | n=1 | n=4 | n=6 | n =7 | n=1 |
| 61. D41 has a genuine concern and interest about me as a | 0.00 | | | | | | |
| person. | 3.89 | 5 20/ | F 20/ | 26 20/ | 91 10/ | 49 10/ | 0.00/ |
| | | 5.3% n=1 | 5.3% n=1 | 26.3% n=5 | 21.1% n=4 | 42.1% n=8 | 0.0% n=0 |
| 54. Quality relationships are valued across our school | | 11-1 | 11-1 | 11-3 | п-т | п-0 | 11-0 |
| district. | 4.05 | | | | | | |
| | | 0.0% | 5.3% | 15.8% | 47.4% | 31.6% | 0.0% |
| | | n=0 | n=1 | n=3 | n=9 | n=6 | n=0 |
| 38. My supervisor/administrator demonstrates effort in | 0.70 | | | | | | |
| establishing and reinforcing a coaching relationship with | 3.68 | 5 20/ | 10.50/ | 26.3% | 06.207 | 21 (0/ | 0.0% |
| | | 5.3% n=1 | 10.5% n=2 | 20.3% n=5 | 26.3% n=5 | 31.6% n=6 | n=0 |
| Quality | 4.23 | | | 11 0 | 11 0 | n o | n v |
| 47. I am on a team that encourages each member to surpass | 1.20 | | | | | | |
| expectations. | 4.00 | | | | | | |
| • | | 0.0% | 5.3% | 26.3% | 31.6% | 36.8% | 0.0% |
| | | n=0 | n=1 | n=5 | n=6 | n=7 | n=0 |
| 43. My associates demonstrate a commitment to quality | 4.07 | | | | | | |
| work and excellence. | 4.21 | 0.00/ | E 20/ | 10 50/ | 49 10/ | 49 10/ | 0.00/ |
| | | 0.0% n=0 | 5.3% | 10.5% n=2 | 42.1% | 42.1% n=8 | 0.0% n=0 |
| 57. D41 is committed to quality work and excellence. | | п-0 | n=1 | 11-2 | n=8 | п-0 | п-0 |
| 5 2.1. 2. committeed to quarry work and excenence. | 4.47 | | | | | | |
| | | 0.0% | 0.0% | 10.5% | 31.6% | 57.9% | 0.0% |
| | | n=0 | n=0 | n=2 | n=6 | n=11 | n=0 |





| D41: Hadley - Support Staff Results (n=19) | | | | | | ~ . | |
|--|------|-----------------------------|--------------|----------------|---------------|--------------------------|-------------|
| | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | $Agree \ (4)$ | Strongly Agree (5) | N/A |
| Communication | 4.09 | | | | | | |
| 36. I have the opportunity to communicate with my supervisor/administrator. | 4.21 | | | | | | |
| | | 5.3% n=1 | 0.0% n=0 | 10.5% n=2 | 36.8% n=7 | 47.4% n=9 | 0.0% n=0 |
| 24. My supervisor/administrator effectively communicates his/her expectations. | 4.11 | | | | | | |
| · | | 0.0% n=0 | 5.3% n=1 | 15.8% n=3 | 42.1% n=8 | 36.8% n=7 | 0.0% n=0 |
| 26. My supervisor/administrator gives me constructive | | | | 11 0 | | | |
| feedback about my work performance. | 4.16 | | | | | | |
| | | 0.0% n=0 | 5.3% n=1 | 15.8% n=3 | 36.8% n=7 | 42.1% n=8 | 0.0% n=0 |
| 27. My supervisor/administrator and I have effective two- | | | | | | | |
| way communication. | 4.05 | | | | | | |
| | | 5.3% | 0.0% | 21.1% | 31.6% | 42.1% | 0.0% |
| 65 I feel "in on things" that are homoning at D41 | | n=1 | n=0 | n=4 | n=6 | n=8 | n=0 |
| 65. I feel "in on things" that are happening at D41. | 3.68 | | | | | | |
| | 5.00 | 5.3% | 10.5% | 15.8% | 47.4% | 21.1% | 0.0% |
| | | n=1 | n=2 | n=3 | n=9 | n=4 | n=0 |
| 44. Our team effectively communicates with each other. | | | | | | | |
| | 4.32 | | | | | | |
| | | 0.0% | 5.3% | 10.5% | 31.6% | 52.6% | 0.0% |
| | | n=0 | n=1 | n=2 | n=6 | n=10 | n=0 |
| Recognition | 3.96 | | | | | | |
| 29. My supervisor/administrator recognizes me for a job well | 3.89 | | | | | | |
| done. | 3.07 | 5.3% | 5.3% | 21.1% | 31.6% | 36.8% | 0.0% |
| | | n=1 | n=1 | n=4 | n=6 | n=7 | n=0 |
| 9. I have received meaningful recognition in the past 10 | | | | | | | |
| days. | 3.67 | | | | | | |
| | | 15.8% | 0.0% | 15.8% | 31.6% | 31.6% | 5.3% |
| | | n=3 | n=0 | n=3 | n=6 | n=6 | n=1 |
| 66. Excellence is recognized in my school district. | 0.00 | | | | | | |
| | 3.89 | 5.3% | 5.3% | 15.8% | 42.1% | 31.6% | 0.0% |
| | | 5.5% n=1 | 5.5% n=1 | n=3 | 42.1% n=8 | 51.0% n=6 | n=0 |
| 18. I have provided meaningful recognition to others in the | | н-1 | 11-1 | 11-9 | 11-0 | 11-0 | 11-0 |
| past 10 days. | 4.22 | | | | | | |
| - | | 0.0% | 5.3% | 10.5% | 36.8% | 42.1% | 5.3% |
| | | n=0 | n=1 | n=2 | n=7 | n=8 | n=1 |
| 48. My team recognizes each other's efforts and impact. | 4 | | | | | | |
| | 4.11 | 0.00/ | 0.00/ | 96 997 | 26.007 | 26.007 | 0.00/ |
| | | 0.0% n=0 | 0.0% n=0 | 26.3% n=5 | 36.8% n=7 | 36.8% n=7 | 0.0% n=0 |
| | | п-0 | п-0 | п-9 | п- (| n- (| n-0 |





| Nean Disagree Disagree Colorate Agree Agree Agree Colorate | ((((| | Strongly | T. | | | Strongly | |
|--|---|------|--------------|--------|--------|--------|----------|--------|
| 40. In the past three months, my supervisor/administrator has discussed my successes and progress with me. 0.0% 21.1% 15.8% 15.8% 36.8% 10.5% n=2 | | Mean | 0 | _ | | | | N/A |
| As discussed my successes and progress with me. 3.76 | Performance Planning | 4.08 | | | | | | |
| 10.0% 21.1% 15.8% 15.8% 36.8% 10.5% 10.5% 10.2 | | 0.74 | | | | | | |
| Name | has discussed my successes and progress with me. | 3.76 | 0.09/ | 91 10/ | 15 00/ | 15 00/ | 26 00/ | 10.59/ |
| 17. I have set the right goals for myself to excel in my role/position. | | | | | | | | |
| 10.0% | 17. I have set the right goals for myself to excel in my | | | | | | | |
| 1.00 | role/position. | 4.53 | | | | | | |
| 4.06 | | | | | | | | |
| Performance. A.06 | 49. Our team effectively sets goals to further enhance our | | 11-0 | 11-0 | n-0 | 11-9 | H-10 | n-0 |
| 10. In my current role, I ame neouraged to set motivational/stretch goals for myself. | | 4.06 | | | | | | |
| 10. In my current role, I am encouraged to set motivational/stretch goals for myself. | | | | | | | | |
| Motivational/stretch goals for myself. | 10. In my ourrent role I am encouraged to get | | n=0 | n=1 | n=4 | n=5 | n=7 | n=2 |
| S.3% 0.0% 10.5% 47.4% 36.8% 0.0% 10.5% | • | 4.11 | | | | | | |
| 3.89 S.3% 0.0% 31.6% 26.3% 36.8% 0.0% 31.6% 26.3% 36.8% 0.0% 31.6% 26.3% 36.8% 0.0% 31.6% 36.8% 36 | | | 5.3% | 0.0% | 10.5% | 47.4% | 36.8% | 0.0% |
| Same | | | n=1 | n=0 | n=2 | n=9 | n=7 | n=0 |
| 5.3% 0.0% 31.6% 26.3% 36.8% 0.0% n=1 n=0 n=6 n=5 n=7 n=0 n=0 | | 2 90 | | | | | | |
| N=0 N=6 N=5 N=7 N=0 N=5 N=5 N=7 N=0 N=5 N=5 | my goals. | 3.09 | 5.3% | 0.0% | 31.6% | 26.3% | 36.8% | 0.0% |
| 35. My supervisor/administrator supports my personal and professional development. | | | | | | | | |
| Simple sessional development. Signature Signatur | | 4.00 | | | | | | |
| S.3% 0.0% 21.1% 31.6% 42.1% 0.0% n=1 n=0 n=4 n=6 n=8 n=0 | | 4.05 | | | | | | |
| N | professional development. | 4.05 | 5.3% | 0.0% | 21.1% | 31.6% | 42.1% | 0.0% |
| Sample S | | | | | | | | |
| $ \begin{array}{c ccccccccccccccccccccccccccccccccccc$ | 6. I am provided opportunities to further my growth and | | | | | | | |
| $ \begin{array}{c ccccccccccccccccccccccccccccccccccc$ | development. | 3.89 | 5 20/ | 10.50/ | 10.50/ | 26.00/ | 26.00/ | 0.00/ |
| 15. I am properly trained to achieve excellence in my work. 4.21 0.0% 0.0% 0.0% 121.1% 36.8% 42.1% 0.0% n=0 n=0 n=4 n=7 n=8 n=0 67. D41 provides the "right" training for me to excel in my role. 3.89 0.0% 5.3% 26.3% 42.1% 26.3% 0.0% n=0 n=1 n=5 n=8 n=5 n=0 30. My supervisor/administrator encourages opportunities for my growth and development. 5.3% 0.0% 31.6% 21.1% 42.1% 0.0% | | | | | | | | |
| 0.0% 0.0% 21.1% 36.8% 42.1% 0.0% 1.0% | 15. I am properly trained to achieve excellence in my work. | | | 11 2 | 11 2 | 11 1 | н . | n 0 |
| n=0 n=0 n=4 n=7 n=8 n=0 | | 4.21 | | | | | | |
| $ \begin{array}{c ccccccccccccccccccccccccccccccccccc$ | | | | | | | | |
| role. 3.89 0.0% 5.3% 26.3% 42.1% 26.3% 0.0% n=0 n=1 n=5 n=8 n=5 n=0 30. My supervisor/administrator encourages opportunities for my growth and development. 3.95 5.3% 0.0% 31.6% 21.1% 42.1% 0.0% | 67 D41 provides the "right" training for me to excel in my | | n=0 | n=0 | n=4 | n= (| n=8 | n=0 |
| n=0 n=1 n=5 n=8 n=5 n=0 n=0 n=1 n=5 n=8 n=5 n=0 n=0 n=0 n=1 n=5 n=8 n=5 n=0 n=0 n=0 n=1 n=5 n=8 n=5 n=0 n=0 n=0 n=0 n=0 n=0 n=1 n=5 n=8 n=5 n=0 n=0 n=0 n=0 n=0 n=0 n=5 n=8 n=5 n=0 n=0 n=0 n=0 n=0 n=0 n=5 n=8 n=5 n=0 n=0 | 1 0 0 | 3.89 | | | | | | |
| 30. My supervisor/administrator encourages opportunities for my growth and development. 3.95 $5.3\% 0.0\% 31.6\% 21.1\% 42.1\% 0.0\%$ | | | 0.0% | 5.3% | 26.3% | 42.1% | 26.3% | 0.0% |
| for my growth and development. 3.95 5.3% 0.0% 31.6% 21.1% 42.1% 0.0% | 20.36 | | n=0 | n=1 | n=5 | n=8 | n=5 | n=0 |
| 5.3% 0.0% 31.6% 21.1% 42.1% 0.0% | 5 1 | 3.95 | | | | | | |
| n=1 $n=0$ $n=6$ $n=4$ $n=8$ $n=0$ | for my growth and development. | 0.70 | 5.3% | 0.0% | 31.6% | 21.1% | 42.1% | 0.0% |
| | | | n=1 | n=0 | n=6 | n=4 | n=8 | n=0 |





| | | Strongly | | | | Strongly | |
|---|-------------|--------------|----------|---------|-------|----------|------|
| | Mean | Disagree | Disagree | Neutral | Agree | Agree | N/A |
| | | (1) | (2) | (3) | (4) | (5) | |
| Career Development | 3.98 | | | | | | |
| 70. I would like to work at D41 long term. | | | | | | | |
| | 4.32 | | | | | | |
| | | 5.3% | 0.0% | 5.3% | 36.8% | 52.6% | 0.0% |
| 50 D41 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | | n=1 | n=0 | n=1 | n=7 | n=10 | n=0 |
| 58. D41 provides the experience and development for me to further my career here. | 3.84 | | | | | | |
| further my career here. | 5.01 | 10.5% | 0.0% | 26.3% | 21.1% | 42.1% | 0.0% |
| | | n=2 | n=0 | n=5 | n=4 | n=8 | n=0 |
| 71. I am aware of the career opportunities that are available | | | | | | | |
| for me at D41. | 3.79 | | | | | | |
| | | 10.5% | 10.5% | 10.5% | 26.3% | 42.1% | 0.0% |
| TO T. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. | | n=2 | n=2 | n=2 | n=5 | n=8 | n=0 |
| 59. I value the career opportunities that I have at D41. | 4.06 | | | | | | |
| | 1.00 | 5.3% | 5.3% | 15.8% | 21.1% | 47.4% | 5.3% |
| | | n=1 | n=1 | n=3 | n=4 | n=9 | n=1 |
| 60. I have the opportunity to express my career interests at | | | | | | | |
| D41. | 3.89 | | | | | | |
| | | 5.3% | 0.0% | 26.3% | 31.6% | 31.6% | 5.3% |
| | | n=1 | n=0 | n=5 | n=6 | n=6 | n=1 |
| Engage-Inspire | 4.36 | | | | | | |
| 2. I am fully engaged in the work that I do. | 4.63 | | | | | | |
| | 4.00 | 0.0% | 0.0% | 0.0% | 36.8% | 63.2% | 0.0% |
| | | n=0 | n=0 | n=0 | n=7 | n=12 | n=0 |
| 12. I am highly committed to and energized by my work. | | | | | | | |
| | 4.47 | | | | | | |
| | | 0.0% | 0.0% | 5.3% | 42.1% | 52.6% | 0.0% |
| | | n=0 | n=0 | n=1 | n=8 | n=10 | n=0 |
| 8. I am driven to contribute to the success of D41. | 4.26 | | | | | | |
| | 4.20 | 0.0% | 5.3% | 5.3% | 47.4% | 42.1% | 0.0% |
| | | n=0 | n=1 | n=1 | n=9 | n=8 | n=0 |
| 53. I am committed to the success of my school district. | | | | | / | | |
| · | 4.47 | | | | | | |
| | | 0.0% | 5.3% | 0.0% | 36.8% | 57.9% | 0.0% |
| | | n=0 | n=1 | n=0 | n=7 | n=11 | n=0 |
| 62. I would recommend D41 to a friend as a great place to | 2 05 | | | | | | |
| work. | 3.95 | 5.3% | 0.0% | 31.6% | 21.1% | 42.1% | 0.0% |
| | | 5.5 % n=1 | n=0 | n=6 | n=4 | n=8 | n=0 |
| | | 11-1 | 11-0 | 11-0 | 11-1 | 11-0 | 11-0 |





| D41. Hadiey - Support Staff Results (n=17) | | Strongly | | | Strongly | | | |
|--|---------|--------------|--------------|-----------------|---------------|---------------|--------------|--|
| | Mean | Disagree (1) | Disagree (2) | $Neutral \ (3)$ | $Agree \ (4)$ | Agree (5) | N/A | |
| Satisfaction | 4.30 | | | | | | | |
| 13. I am satisfied with my role/work. | | | | | | | | |
| | 4.32 | 0.0% | 5.3% | 0.0% | 52.6% | 42.1% | 0.0% | |
| | | n=0 | 3.5 % n=1 | n=0 | n=10 | n=8 | n=0 | |
| 46. I am satisfied being a part of my team. | | | | | | | | |
| | 4.21 | | | | | | | |
| | | 0.0% n=0 | 5.3% n=1 | 15.8% n=3 | 31.6% n=6 | 47.4% n=9 | 0.0% n=0 | |
| 73. Overall, I am very satisfied with D41 as a place to work. | | n-0 | п-1 | 11-3 | п-0 | 11-9 | n-0 | |
| · · · · · · · · · · · · · · · · · | 4.26 | | | | | | | |
| | | 5.3% | 0.0% | 10.5% | 31.6% | 52.6% | 0.0% | |
| 20.11.16.1 | | n=1 | n=0 | n=2 | n=6 | n=10 | n=0 | |
| 20. I look forward to coming to work every day. | 4.42 | | | | | | | |
| | | 0.0% | 5.3% | 0.0% | 42.1% | 52.6% | 0.0% | |
| | | n=0 | n=1 | n=0 | n=8 | n=10 | n=0 | |
| Mission Conscious | 4.11 | | | | | | | |
| 41. My supervisor/administrator effectively communicates | 2.00 | | | | | | | |
| our school district's mission to me. | 3.82 | 0.0% | 10.5% | 21.1% | 31.6% | 26.3% | 10.5% | |
| | | n=0 | n=2 | n=4 | n=6 | n=5 | n=2 | |
| 74. D41 effectively aligns our day-to-day activities with the school district's mission. | | | | | | | | |
| | 4.35 | 0.00/ | 0.00/ | 70 70/ | 06.004 | 12.10/ | 10.50/ | |
| | | 0.0% n=0 | 0.0% n=0 | 10.5% n=2 | 36.8% n=7 | 42.1% n=8 | 10.5% n=2 | |
| 22. I am aware and knowledgeable about our school | | n 0 | H 0 | 11 2 | | п 0 | 11 2 | |
| district's mission. | 4.42 | | | | | | | |
| | | 0.0% | 0.0% | 5.3% | 47.4% | 47.4% | 0.0% | |
| 68. Business decisions made are consistent with our mission | | n=0 | n=0 | n=1 | n=9 | n=9 | n=0 | |
| and core values. | 3.83 | | | | | | | |
| | | 5.3% | 5.3% | 15.8% | 42.1% | 26.3% | 5.3% | |
| | | n=1 | n=1 | n=3 | n=8 | n=5 | n=1 | |
| Pride | 4.37 | | | | | | | |
| 4. I feel great pride in the work I do. | 4.53 | | | | | | | |
| | 1100 | 0.0% | 0.0% | 0.0% | 47.4% | 52.6% | 0.0% | |
| | | n=0 | n=0 | n=0 | n=9 | n=10 | n=0 | |
| 14. I feel great pride in being a part of D41. | | | | | | | | |
| | 4.21 | F 20/ | F 20/ | F 20/ | 21 60/ | F9 60/ | 0.0% | |
| | | 5.3% n=1 | 5.3% n=1 | 5.3% n=1 | 31.6% n=6 | 52.6% n=10 | n=0 | |
| 45. I feel great pride in the team of which I am a part. | 4.37 | | * | | v | 10 | 0 | |
| | | 0.0% | 5.3% | 5.3% | 36.8% | 52.6% | 0.0% | |
| | | n=0 | n=1 | n=1 | n=7 | n=10 | n=0 | |
| 64. I speak of D41 with pride. | 4.39 | | | | | | | |
| | 4.37 | 0.0% | 0.0% | 10.5% | 36.8% | 47.4% | 5.3% | |
| | | n=0 | n=0 | n=2 | n=7 | n=9 | n=1 | |





| | | Strongly | | | | Strongly | |
|---|------|----------|----------|---------|-------|----------|------|
| | Mean | Disagree | Disagree | Neutral | Agree | Agree | N/A |
| | | (1) | (2) | (3) | (4) | (5) | |
| Continuous Improvement | 4.33 | | | | | | |
| 52. My team strives to pursue excellence. | | | | | | | |
| | 4.21 | | | | | | |
| | | 0.0% | 5.3% | 10.5% | 42.1% | 42.1% | 0.0% |
| | | n=0 | n=1 | n=2 | n=8 | n=8 | n=0 |
| 21. I strive to find a better way every day. | | | | | | | |
| | 4.47 | | | | | | |
| | | 0.0% | 0.0% | 5.3% | 42.1% | 52.6% | 0.0% |
| | | n=0 | n=0 | n=1 | n=8 | n=10 | n=0 |
| 55. I am part of a school district that continues to pursue | | | | | | | |
| excellence every day. | 4.32 | | | | | | |
| | | 0.0% | 5.3% | 5.3% | 42.1% | 47.4% | 0.0% |
| | | n=0 | n=1 | n=1 | n=8 | n=9 | n=0 |
| Innovation | 4.20 | | | | | | |
| 69. D41 encourages innovation. | | | | | | | |
| | 4.22 | | | | | | |
| | | 5.3% | 0.0% | 10.5% | 31.6% | 47.4% | 5.3% |
| | | n=1 | n=0 | n=2 | n=6 | n=9 | n=1 |
| 16. I am continuously seeking ways to improve my overall | | | | | | | |
| productivity. | 4.26 | | | | | | |
| | | 0.0% | 5.3% | 10.5% | 36.8% | 47.4% | 0.0% |
| | | n=0 | n=1 | n=2 | n=7 | n=9 | n=0 |
| 42. Our team encourages innovation. | | | | | | | |
| | 4.11 | | | | | | |
| | | 0.0% | 5.3% | 21.1% | 31.6% | 42.1% | 0.0% |
| | | n=0 | n=1 | n=4 | n=6 | n=8 | n=0 |





| | Rank Ordered Questions According to Mean | <u>Mean</u> | Dimension/Mean |
|-----|--|-------------|-----------------------------------|
| 2. | I am fully engaged in the work that I do. | 4.63 | Engage-Inspire 4.36 |
| 5. | I have at least one close friend at work. | 4.56 | Relationships 4.01 |
| 4. | I feel great pride in the work I do. | 4.53 | Pride 4.37 |
| 17. | I have set the right goals for myself to excel in my role/position. | 4.53 | Performance Planning 4.08 |
| 1. | In my role I have the opportunity to do things that I both do well and enjoy. | 4.53 | Talent/Fit 4.09 |
| 53. | I am committed to the success of my school district. | 4.47 | Engage-Inspire 4.36 |
| 57. | D41 is committed to quality work and excellence. | 4.47 | Quality 4.23 |
| 21. | I strive to find a better way every day. | 4.47 | Continuous Improvement 4.33 |
| 12. | I am highly committed to and energized by my work. | 4.47 | Engage-Inspire 4.36 |
| 22. | I am aware and knowledgeable about our school district's mission. | 4.42 | Mission Conscious 4.11 |
| 20. | I look forward to coming to work every day. | 4.42 | Satisfaction 4.30 |
| 64. | I speak of D41 with pride. | 4.39 | Pride 4.37 |
| 45. | I feel great pride in the team of which I am a part. | 4.37 | Pride 4.37 |
| 74. | D41 effectively aligns our day-to-day activities with the school district's mission. | 4.35 | Mission Conscious 4.11 |





| | Rank Ordered Questions According to Mean | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|---|-------------|-----------------------------------|
| 55. | I am part of a school district that continues to pursue excellence every day. | 4.32 | Continuous Improvement 4.33 |
| 70. | I would like to work at D41 long term. | 4.32 | Career Development 3.98 |
| 44. | Our team effectively communicates with each other. | 4.32 | Communication 4.09 |
| 13. | I am satisfied with my role/work. | 4.32 | Satisfaction 4.30 |
| 16. | I am continuously seeking ways to improve my overall productivity. | 4.26 | Innovation 4.20 |
| 56. | I feel D41 is a great fit for me. | 4.26 | Talent/Fit 4.09 |
| 8. | I am driven to contribute to the success of D41. | 4.26 | Engage-Inspire 4.36 |
| 73. | Overall, I am very satisfied with D41 as a place to work. | 4.26 | Satisfaction 4.30 |
| 72. | Our school district selects highly talented individuals when hiring. | 4.24 | Talent/Fit 4.09 |
| 18. | I have provided meaningful recognition to others in the past 10 days. | 4.22 | Recognition 3.96 |
| 69. | D41 encourages innovation. | 4.22 | Innovation 4.20 |
| 43. | My associates demonstrate a commitment to quality work and excellence. | 4.21 | Quality 4.23 |
| 52. | My team strives to pursue excellence. | 4.21 | Continuous Improvement 4.33 |
| 15. | I am properly trained to achieve excellence in my work. | 4.21 | Training & Development 4.00 |
| 46. | I am satisfied being a part of my team. | 4.21 | Satisfaction 4.30 |





| | Rank Ordered Questions According to Mean | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|---|-------------|---------------------------------|
| 14. | I feel great pride in being a part of D41. | 4.21 | Pride 4.37 |
| 36. | I have the opportunity to communicate with my supervisor/administrator. | 4.21 | Communication 4.09 |
| 39. | My supervisor/administrator knows the talents to look for in selecting new associates who will be successful. | 4.19 | Talent/Fit 4.09 |
| 3. | I am provided the core needs necessary for me to excel in my role. | 4.16 | Support-Equip 3.97 |
| 19. | I am provided the materials, equipment, and information necessary to effectively perform my job. | 4.16 | Support-Equip 3.97 |
| 26. | My supervisor/administrator gives me constructive feedback about my work performance. | 4.16 | Communication 4.09 |
| 48. | My team recognizes each other's efforts and impact. | 4.11 | Recognition 3.96 |
| 42. | Our team encourages innovation. | 4.11 | Innovation 4.20 |
| 10. | In my current role, I am encouraged to set motivational/stretch goals for myself. | 4.11 | Performance Planning 4.08 |
| 33. | My supervisor/administrator is available for me when needs arise. | 4.11 | Support-Equip 3.97 |
| 24. | My supervisor/administrator effectively communicates his/her expectations. | 4.11 | Communication 4.09 |
| 49. | Our team effectively sets goals to further enhance our performance. | 4.06 | Performance Planning 4.08 |
| 59. | I value the career opportunities that I have at D41. | 4.06 | Career Development 3.98 |
| 50. | Based on relationships demonstrated on my team, I would recommend someone to join this team. | 4.06 | Relationships 4.01 |
| 51. | My team has open and trusting relationships. | 4.06 | Relationships 4.01 |





| | Rank Ordered Questions According to Mean | <u>Mean</u> | <u>Dimension/Mean</u> |
|-----|---|-------------|-----------------------------------|
| 35. | My supervisor/administrator supports my personal and professional development. | 4.05 | Training & Development 4.00 |
| 54. | Quality relationships are valued across our school district. | 4.05 | Relationships 4.01 |
| 27. | My supervisor/administrator and I have effective two-way communication. | 4.05 | Communication 4.09 |
| 34. | My supervisor/administrator is actively responsive to my needs. | 4.05 | Support-Equip 3.97 |
| 47. | I am on a team that encourages each member to surpass expectations. | 4.00 | Quality 4.23 |
| 32. | I have an open and trusting relationship with my supervisor/administrator. | 4.00 | Relationships 4.01 |
| 11. | I am in a role that allows me to maximize my talents and strengths. | 3.95 | Talent/Fit 4.09 |
| 62. | I would recommend D41 to a friend as a great place to work. | 3.95 | Engage-Inspire 4.36 |
| 30. | My supervisor/administrator encourages opportunities for my growth and development. | 3.95 | Training & Development 4.00 |
| 6. | I am provided opportunities to further my growth and development. | 3.89 | Training & Development 4.00 |
| 66. | Excellence is recognized in my school district. | 3.89 | Recognition 3.96 |
| 67. | D41 provides the "right" training for me to excel in my role. | 3.89 | Training & Development 4.00 |
| 61. | D41 has a genuine concern and interest about me as a person. | 3.89 | Relationships 4.01 |
| 37. | My supervisor/administrator motivates me to achieve my goals. | 3.89 | Performance Planning 4.08 |
| 25. | My supervisor/administrator cares about me as a person. | 3.89 | Relationships 4.01 |



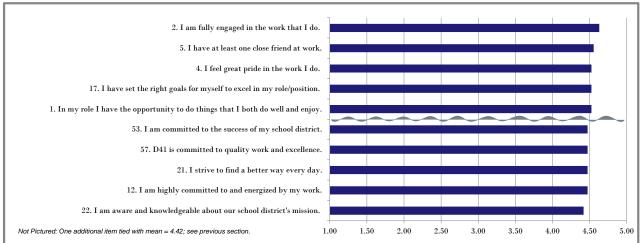


| | Rank Ordered Questions According to Mean | Mean | Dimension/Mean |
|-----|--|-------------|---------------------------------|
| 29. | My supervisor/administrator recognizes me for a job well done. | 3.89 | Recognition 3.96 |
| 60. | I have the opportunity to express my career interests at D41. | 3.89 | Career Development 3.98 |
| 31. | I am provided personal coaching from my supervisor/administrator. | 3.89 | Relationships 4.01 |
| 58. | D41 provides the experience and development for me to further my career here. | 3.84 | Career Development 3.98 |
| 23. | I have a supportive coaching relationship with my supervisor/administrator. | 3.84 | Support-Equip 3.97 |
| 68. | Business decisions made are consistent with our mission and core values. | 3.83 | Mission Conscious 4.11 |
| 41. | My supervisor/administrator effectively communicates our school district's mission to me. | 3.82 | Mission Conscious 4.11 |
| 71. | I am aware of the career opportunities that are available for me at D41. | 3.79 | Career Development 3.98 |
| 63. | D41 selects the right people for the right job. | 3.76 | Talent/Fit 4.09 |
| 40. | In the past three months, my supervisor/administrator has discussed my successes and progress with me. | 3.76 | Performance Planning 4.08 |
| 65. | I feel "in on things" that are happening at D41. | 3.68 | Communication 4.09 |
| 38. | My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me. | 3.68 | Relationships 4.01 |
| 9. | I have received meaningful recognition in the past 10 days. | 3.67 | Recognition 3.96 |
| 7. | I have encouraged someone to apply at D41. | 3.63 | Talent/Fit 4.09 |
| 28. | I am provided the opportunity to spend quality time with my supervisor/administrator. | 3.53 | Support-Equip 3.97 |





| Top 10 Rank Ordered By Mean | Titurensian | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A |
|--|---------------------------|------|-----------------------------|--------------|--------------|--------------|--------------------------|-------------|
| 2. I am fully engaged in the work that I do. | Engage-Inspire | 4.63 | | | | | | |
| | | | 0.0% n=0 | 0.0% n=0 | 0.0% n=0 | 36.8% n=7 | 63.2% n=12 | 0.0% n=0 |
| 5. I have at least one close friend at work. | Relationships | 4.56 | | | | | | |
| | | | 0.0% n=0 | 5.3% n=1 | 0.0% n=0 | 26.3% n=5 | 63.2% n=12 | 5.3% n=1 |
| 4. I feel great pride in the work I do. | Pride | 4.53 | | | | | | |
| | | | 0.0% n=0 | 0.0% n=0 | 0.0% n=0 | 47.4% n=9 | 52.6% n=10 | 0.0% n=0 |
| $\overline{17}.$ I have set the right goals for myself to excel in my role/position. | Performance Planning | 4.53 | | | | | | |
| | | 1.00 | 0.0% n=0 | 0.0% n=0 | 0.0% n=0 | 47.4% n=9 | 52.6% n=10 | 0.0% n=0 |
| 1. In my role I have the opportunity to do things that I both do well and enjoy. | Talent/Fit | 4.53 | | | | | | |
| | | | 0.0% n=0 | 5.3% n=1 | 0.0% n=0 | 31.6% n=6 | 63.2% n=12 | 0.0% n=0 |
| | | | | | | | | |
| 53. I am committed to the success of my school district. | Engage-Inspire | 4.47 | | | | | | |
| | | | 0.0% n=0 | 5.3% n=1 | 0.0% n=0 | 36.8% n=7 | 57.9% n=11 | 0.0% n=0 |
| 57. D41 is committed to quality work and excellence. | Quality | 4.47 | | | | | | |
| | | | 0.0% n=0 | 0.0% n=0 | 10.5% n=2 | 31.6% n=6 | 57.9% n=11 | 0.0% n=0 |
| 21. I strive to find a better way every day. | Continuous Improvement | 4.47 | | | | | | |
| | | | 0.0% n=0 | 0.0% n=0 | 5.3% n=1 | 42.1% n=8 | 52.6% n=10 | 0.0% n=0 |
| 12. I am highly committed to and energized by my work. | Engage-Inspire | 4.47 | | | | | | |
| | | | 0.0% n=0 | 0.0% n=0 | 5.3% n=1 | 42.1% n=8 | 52.6% n=10 | 0.0% n=0 |
| $22.\ I$ am aware and knowledgeable about our school district's mission. | Mission Conscious | 4.42 | | | | | | |
| | | | 0.0% n=0 | 0.0% n=0 | 5.3% n=1 | 47.4% n=9 | 47.4% n=9 | 0.0% n=0 |





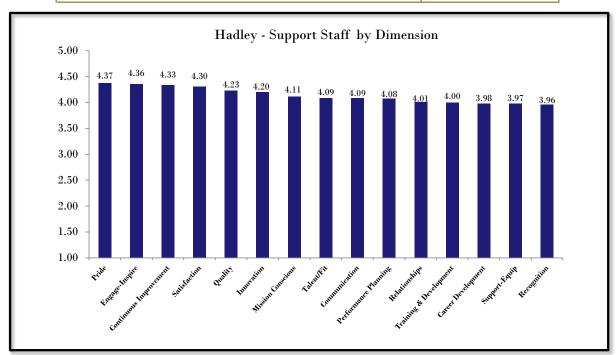


| Bottom 10 Rank Ordered By Mean | Hineneint | Mean | Strongly Disagree (1) | Disagree (2) | Neutral (3) | Agree (4) | Strongly Agree (5) | N/A |
|--|----------------------|------|-----------------------------|--------------|----------------|--------------|--------------------------|--------------|
| I am provided the opportunity to spend quality time with my upervisor/administrator. | Support-Equip | 3.53 | 5.3% | 15.8% | 21.1% | 36.8% | 21.1% | 0.0% |
| 7. I have encouraged someone to apply at D41. | Talent/Fit | 3.63 | n=1 | n=3 | n=4 | n=7 | n=4 | n=0 |
| | | | 5.3% n=1 | 10.5% n=2 | 15.8% n=3 | 31.6% n=6 | 21.1% n=4 | 15.8% n=3 |
| 9. I have received meaningful recognition in the past 10 days. | Recognition | 3.67 | | | | | | |
| | | | 15.8% n=3 | 0.0% n=0 | 15.8% n=3 | 31.6% n=6 | 31.6% n=6 | 5.3% n=1 |
| 38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me. | Relationships | 3.68 | | | | <u> </u> | | |
| | | | 5.3% | 10.5% n=2 | 26.3% | 26.3% | 31.6% | 0.0% |
| 55. I feel "in on things" that are happening at D41. | Communication | 3.68 | n=1 | n-2 | n=5 | n=5 | n=6 | n=0 |
| | | 0.00 | 5.3% n=1 | 10.5% n=2 | 15.8% n=3 | 47.4% n=9 | 21.1% n=4 | 0.0% n=0 |
| 40. In the past three months, my supervisor/administrator has | | | | | | | | |
| discussed my successes and progress with me. | Performance Planning | 3.76 | | | | | | |
| | | | 0.0% | 21.1% | 15.8% | 15.8% | 36.8% | 10.5% |
| 53. D41 selects the right people for the right job. | | | n=0 | n=4 | n=3 | n=3 | n=7 | n=2 |
| 8 . F . F | Talent/Fit | 3.76 | | | | | | |
| | | | 0.0% | 5.3% n=1 | 36.8% | 21.1% | 26.3% | 10.5% |
| 71. I am aware of the career opportunities that are available for me | | | n=0 | n-1 | n=7 | n=4 | n=5 | n=2 |
| at D41. | Career Development | 3.79 | | | | | | |
| | | | 10.5% n=2 | 10.5% n=2 | 10.5% n=2 | 26.3% n=5 | 42.1% n=8 | 0.0% n=0 |
| 11. My supervisor/administrator effectively communicates our | Mining Committee | | 11 2 | 11 2 | 11 2 | н 0 | по | n o |
| school district's mission to me. | Mission Conscious | 3.82 | 0.00/ | 10.50/ | 21.10/ | 21.60/ | 26.207 | 10.50 |
| | | | 0.0% n=0 | 10.5% n=2 | 21.1% n=4 | 31.6% n=6 | 26.3% n=5 | 10.5% n=2 |
| 68. Business decisions made are consistent with our mission and | Mission Conscious | | • | | | - | - | |
| core values. | sission conscious | 3.83 | 5.3% | 5.3% | 15.8% | 42.1% | 26.3% | 5.3% |
| | | | n=1 | n=1 | n=3 | n=8 | n=5 | n=1 |
| 00.7 | ,] | 1 | 1 | 1 | 1 1 | 1 | | |
| 28. I am provided the opportunity to spend quality to supervisor/administrator. | ime with my | | | | | | | |
| 7. I have encouraged someone to ap | pply at D41. | | | | | | | |
| 9. I have received meaningful recognition in the pa | et 10 days | | | | | | | |
| 38. My supervisor/administrator demonstrates effort in establishing and coaching relationship with me. | | | | | | | | |
| 65. I feel "in on things" that are happer | ning at D41. | | | | | | | |
| 40. In the past three months, my supervisor/administrator has d | | | | | | | | |
| 63. D41 selects the right people for t | he right job. | | | | | | | |
| 71. I am aware of the career opportunities that are available fo | r me at D41 | | | | | | | |
| | _ | | | | | | | |
| 41. My supervisor/administrator effectively communicates our sch mission to me. | oor district s | | | | | | | |
| 68. Business decisions made are consistent with our mission and | core values. | | | | | | | |
| I . | | | | | | | | |





| Rank Ordered Dimensions by Mean | Dimension Mean | | |
|---------------------------------|-----------------------|--|--|
| Pride | 4.37 | | |
| Engage-Inspire | 4.36 | | |
| Continuous Improvement | 4.33 | | |
| Satisfaction | 4.30 | | |
| Quality | 4.23 | | |
| Innovation | 4.20 | | |
| Mission Conscious | 4.11 | | |
| Talent/Fit | 4.09 | | |
| Communication | 4.09 | | |
| Performance Planning | 4.08 | | |
| Relationships | 4.01 | | |
| Training & Development | 4.00 | | |
| Career Development | 3.98 | | |
| Support-Equip | 3.97 | | |
| Recognition | 3.96 | | |







HUMANeX Ventures Cultural Assessment Index^{sм} Satisfaction / Engagement 3x3

