

# InsighteX Cultural Assessment

for D41: Hadley - Certified Staff







		Strongly				Strongly	
	Mean	Disagree (1)	Disagree (2)	Neutral (3)	$Agree \ (4)$	Agree (5)	N/A
Talent/Fit	4.06						
11. I am in a role that allows me to maximize my talents							
and strengths.	4.15						
		1.5%	7.5%	9.0%	38.8%	43.3%	0.0%
1. In my role I have the opportunity to do things that I		n=1	n=5	n=6	n=26	n=29	n=0
both do well and enjoy.	4.34						
		0.0%	6.0%	6.0%	35.8%	52.2%	0.0%
		n=0	n=4	n=4	n=24	n=35	n=0
7. I have encouraged someone to apply at D41.							
	3.85	6.00/	6.00/	10.40/	25.00/	20.00/	0.00/
		6.0% n=4	6.0% n=4	13.4% n=9	35.8% n=24	29.9% n=20	9.0% n=6
39. My supervisor/administrator knows the talents to look		n-4	п-4	11-9	H-24	n-20	n-0
for in selecting new associates who will be successful.	3.71						
		4.5%	7.5%	20.9%	43.3%	20.9%	3.0%
		n=3	n=5	n=14	n=29	n=14	n=2
56. I feel D41 is a great fit for me.							
	4.39	0.00/	0.00/	11.00/	25.00/	50.50/	1.70/
		0.0% n=0	0.0% n=0	11.9% n=8	35.8%	50.7% n=34	1.5%
72. Our school district selects highly talented individuals		n-0	n-0	11-0	n=24	11-54	n=1
when hiring.	4.15						
		3.0%	1.5%	16.4%	34.3%	43.3%	1.5%
		n=2	n=1	n=11	n=23	n=29	n=1
63. D41 selects the right people for the right job.							
	3.82						
		3.0%	7.5%	26.9%	29.9%	32.8%	0.0%
Sunnant Farrin	3.57	n=2	n=5	n=18	n=20	n=22	n=0
Support-Equip	9.91						
3. I am provided the core needs necessary for me to excel in my role.	3.90						
my rote.		1.5%	13.4%	6.0%	52.2%	26.9%	0.0%
		n=1	n=9	n=4	n=35	n=18	n=0
19. I am provided the materials, equipment, and							
information necessary to effectively perform my job.	3.69						
		3.0%	13.4%	16.4%	46.3%	20.9%	0.0%
34. My supervisor/administrator is actively responsive to my		n=2	n=9	n=11	n=31	n=14	n=0
needs.	3.48						
		6.0%	17.9%	17.9%	38.8%	19.4%	0.0%
		n=4	n=12	n=12	n=26	n=13	n=0
28. I am provided the opportunity to spend quality time							
with my supervisor/administrator.	3.06		2 - 22 -				
		11.9%	26.9%	16.4%	32.8%	11.9%	0.0%
33 My supervisor/administrator is available for me		n=8	n=18	n=11	n=22	n=8	n=0
33. My supervisor/administrator is available for me when needs arise.	3.76						
10000 11100	J. 10	3.0%	7.5%	20.9%	47.8%	20.9%	0.0%
		n=2	n=5	n=14	n=32	n=14	n=0
23. I have a supportive coaching relationship with my							
supervisor/administrator.	3.57						
		7.5%	13.4%	14.9%	43.3%	20.9%	0.0%
		n=5	n=9	n=10	n=29	n=14	n=0





Relationships   3.75   State   Plane	D41. Hadiey - Gertified Staff Results (n=01)		Strongly				Strongly	
5. I have at least one close friend at work.    1.5%		Mean	Disagree	_			Agree	N/A
1.50	Relationships	3.75						
1.5%   1.5%   3.0%   32.8%   3.7%   1.5%	5. I have at least one close friend at work.							
1		4.50			2 22			
3.88 supervisor/administrator.  3.88 supervisor/administrator cares about me as a person.  3.80 supervisor/administrator.  4.12 supervisor/administrator.  4.12 supervisor/administrator.  4.13 supervisor/administrator.  4.14 supervisor/administrator.  4.15 supervisor/administrator.  4.16 supervisor/administrator.  4.17 supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with examples expectations.  4.15 supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with experiment supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with experiment supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with experiment supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with experiment supervisor/administrator demonstrates effort in experiment supervisor/admin								
Supervisor/administrator   Supervisor/administrator   Supervisor/administrator   Caree about me as a person.   Supervisor/administrator caree about me as a person.   Supervisor/administrator caree about me as a person.   Supervisor/administrator caree about me as a person.   Supervisor/administrator caree about me as a person.   Supervisor/administrator   Supervisor/a	32. I have an open and trusting relationship with my		n-1	n-1	n-2	n-22	n-40	n-1
10,4%   13,4%   20,9%   35,8%   17,9%   1.5%   1.		3.38						
3.45	•		10.4%	13.4%	20.9%	35.8%	17.9%	1.5%
3.45			n=7	n=9	n=14	n=24	n=12	n=1
1.1 mg provided personal coaching from my supervisor/administrator.   3.20	25. My supervisor/administrator cares about me as a person.	9 45						
1.1 m provided personal coaching from my supervisor/administrator.   3.20   10.4%   22.4%   22.4%   22.4%   20.9%   20.9%   3.0%   3.0%   2.0%   2.0%   3.		3.43	9.0%	13.4%	20.9%	34 3%	20.9%	1.5%
3.1 am provided personal coaching from my supervisor/administrator.  3.20  1.0.4% 2.2.4% 20.9% 20.9% 3.0% n=7 n=15 n=15 n=14 n=14 n=2 n=2 n=14 n=14 n=14 n=2 n=2 n=14 n=14 n=14 n=14 n=14 n=14 n=14 n=14								
10.4%   22.4%   20.9%   20.9%   3.0%   n=7   n=15   n=15   n=14   n=14   n=2	31. I am provided personal coaching from my							
1.5	supervisor/administrator.	3.20						
1.5								
1.5%   1.5%   7.5%   7.5%   44.8%   38.8%   0.0%   1.5%	51 Merteam has anon and trustion relationships		n=7	n=15	n=15	n=14	n=14	n=2
1.5%   7.5%   7.5%   44.8%   38.8%   0.0%   n=1   n=5   n=5   n=30   n=26   n=0   n=0   n=5   n=30   n=26   n=0   n=0   n=5   n=30   n=26   n=0   n=0   n=20   n=	51. My team has open and trusting relationships.	4.12						
50. Based on relationships demonstrated on my team, I would recommend someone to join this team.  4.24    1.5%   4.5%   7.5%   41.8%   44.8%   0.0%     n=1   n=3   n=5   n=28   n=30   n=0     n=3   n=5   n=28   n=30   n=0     n=4   n=5   n=18   n=23   n=17     n=0   n=4   n=5   n=18   n=23   n=17     n=0   n=1   n=3   n=5   n=18     n=0   n=1   n=18   n=23   n=17     n=0   n=1   n=20   n=18     n=0   n=1   n=20   n=18     n=0   n=1   n=20   n=18     n=0   n=1   n=20   n=20     n=0   n=1   n=20   n=20     n=0   n=1   n=20   n=20     n=0   n=1   n=20   n=20     n=0   n=2   n=10   n=20   n=20     n=0   n=2   n=10   n=20   n=20     n=0   n=2   n=10   n=20   n=20     n=0   n=0   n=2   n=10   n=20   n=20     n=0   n=0   n=2   n=10   n=20   n=20     n=0   n=0   n=2   n=4   n=20   n=30     n=0   n=0   n=2   n=4   n=30   n=30     n=0   n=0   n=0   n=2   n=4   n=30   n=30     n=0   n=0   n=0   n=30   n=30   n=30     n=			1.5%	7.5%	7.5%	44.8%	38.8%	0.0%
A			n=1	n=5	n=5	n=30	n=26	n=0
1.5%   4.5%   7.5%   41.8%   44.8%   0.0%   n=1   n=3   n=5   n=28   n=30   n=0	50. Based on relationships demonstrated on my team, I							
1	would recommend someone to join this team.	4.24	1.50/	4.50/	5 5 0 /	41.00/	44.00/	0.00/
61. D41 has a genuine concern and interest about me as a person.  3.66  6.0% 7.5% 26.9% 34.3% 25.4% 0.0% n=4 n=5 n=18 n=23 n=17 n=0  54. Quality relationships are valued across our school district.  3.81  4.5% 7.5% 20.9% 37.3% 29.9% 0.0% n=3 n=5 n=14 n=25 n=20 n=0  38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with establishing and reinforcing a coaching rel								
Same	61. D41 has a genuine concern and interest about me as a			н о	п о	11 20	н оо	H 0
6.0% 7.5% 26.9% 34.3% 25.4% 0.0% n=4 n=5 n=18 n=23 n=17 n=0  54. Quality relationships are valued across our school district.  3.81  4.5% 7.5% 20.9% 37.3% 29.9% 0.0% n=3 n=5 n=14 n=25 n=20 n=0  38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with establishing and reinforcing a coaching relationship with nestablishing negative response to the nestablishing and reinforcing a coaching relationship with nestablishing negative response to the nestablishing negative response to the nestablishing negative response to the nestablishing negative response response to the nestablishing negative response re	_	3.66						
54. Quality relationships are valued across our school district.  3.81  4.5% 7.5% 20.9% 37.3% 29.9% 0.0% n=3 n=5 n=14 n=25 n=20 n=0  38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with at a coaching relationship with setablishing and reinforcing a coaching relationship with at a coaching relationship with a coaching relations			6.0%	7.5%	26.9%	34.3%	25.4%	0.0%
3.81			n=4	n=5	n=18	n=23	n=17	n=0
4.5%   7.5%   20.9%   37.3%   29.9%   0.0%   n=3   n=5   n=14   n=25   n=20   n=0		2 01						
New York and excellence.   New York and excellence   New York and	district.	9.01	4.5%	7.5%	20.9%	37 3%	20 0%	0.0%
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with establishing and reinforcing a coaching relationship with and reinforcing a coaching relationship with and reinforcing a coaching relationship with a stablishing and reinforcing a stablishing a stablishing and reinforcing a stablishing a stablishing a stablishing and reinforcing a stablishing a stablishing a stablishing								
4.5% 16.4% 31.3% 29.9% 17.9% 0.0% n=3 n=11 n=21 n=20 n=12 n=0  Quality 4.32  47. I am on a team that encourages each member to surpass expectations.  4.09  0.0% 6.0% 14.9% 43.3% 35.8% 0.0% n=0 n=4 n=10 n=29 n=24 n=0  43. My associates demonstrate a commitment to quality work and excellence.  4.46  0.0% 3.0% 6.0% 32.8% 58.2% 0.0% n=0 n=2 n=4 n=22 n=39 n=0  57. D41 is committed to quality work and excellence.  4.41  1.5% 1.5% 6.0% 35.8% 53.7% 1.5%	38. My supervisor/administrator demonstrates effort in						-	
Name	establishing and reinforcing a coaching relationship with	3.40						
Quality     4.32       47. I am on a team that encourages each member to surpass expectations.     4.09       0.0% one one one one one of the first								
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	Quality	4.20	n=3	n=11	n=21	n=20	n=12	n=0
A.09		4.52						
10.0% 6.0% 14.9% 43.3% 35.8% 0.0% n=0 n=4 n=10 n=29 n=24 n=0  43. My associates demonstrate a commitment to quality work and excellence.  4.46  0.0% 3.0% 6.0% 32.8% 58.2% 0.0% n=0 n=2 n=4 n=22 n=39 n=0  57. D41 is committed to quality work and excellence.  4.41  1.5% 1.5% 6.0% 35.8% 53.7% 1.5%		4.09						
43. My associates demonstrate a commitment to quality work and excellence.  4.46  0.0% 3.0% 6.0% 32.8% 58.2% 0.0% n=0 n=2 n=4 n=22 n=39 n=0  57. D41 is committed to quality work and excellence.  4.41  1.5% 1.5% 6.0% 35.8% 53.7% 1.5%			0.0%	6.0%	14.9%	43.3%	35.8%	0.0%
4.46     4.46       0.0%     3.0%     6.0%     32.8%     58.2%     0.0%       n=0     n=2     n=4     n=22     n=39     n=0       57. D41 is committed to quality work and excellence.     4.41       1.5%     1.5%     6.0%     35.8%     53.7%     1.5%			n=0	n=4	n=10	n=29	n=24	n=0
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	43. My associates demonstrate a commitment to quality							
n=0         n=2         n=4         n=22         n=39         n=0           57. D41 is committed to quality work and excellence.         4.41         1.5%         1.5%         6.0%         35.8%         53.7%         1.5%	work and excellence.	4.46	0.00/	2 00/	6.00/	20.00/	FO 20/	0.09/
57. D41 is committed to quality work and excellence.  4.41  1.5% 1.5% 6.0% 35.8% 53.7% 1.5%								
<b>4.41</b> 1.5% 1.5% 6.0% 35.8% 53.7% 1.5%	57. D41 is committed to quality work and excellence		п-0	n−∠	n-4	n-22	11-39	п-0
1.5% $1.5%$ $6.0%$ $35.8%$ $53.7%$ $1.5%$	with the execution	4.41						
n=1 $n=1$ $n=4$ $n=24$ $n=36$ $n=1$			1.5%	1.5%	6.0%	35.8%	53.7%	1.5%
			n=1	n=1	n=4	n=24	n=36	n=1





3 33 ( )		Strongly				Strongly	
	Mean	$Disagree \ (1)$	Disagree (2)	Neutral (3)	$Agree \ (4)$	$Agree \ (5)$	N/A
Communication	3.74						
36. I have the opportunity to communicate with my							
supervisor/administrator.	3.84						
		3.0%	3.0%	20.9%	53.7%	19.4%	0.0%
		n=2	n=2	n=14	n=36	n=13	n=0
24. My supervisor/administrator effectively communicates	2.60						
his/her expectations.	3.60	3.0%	14.00/	22 40/	20.00/	20.00/	0.0%
		5.0% n=2	14.9% n=10	22.4% n=15	38.8% n=26	20.9% n=14	n=0
26. My supervisor/administrator gives me constructive		H-2	H-10	H-13	H-20	11-14	11-0
feedback about my work performance.	3.51						
recubick about my work performance.		4.5%	16.4%	23.9%	34.3%	20.9%	0.0%
		n=3	n=11	n=16	n=23	n=14	n=0
27. My supervisor/administrator and I have effective two-							
way communication.	3.52						
		7.5%	11.9%	17.9%	46.3%	16.4%	0.0%
		n=5	n=8	n=12	n=31	n=11	n=0
65. I feel "in on things" that are happening at D41.	0.40						
	3.69	4.50/	7.50/	20.40/	24.20/	25 40/	0.00/
		4.5% n=3	7.5% n=5	28.4% n=19	34.3% n=23	25.4% n=17	0.0% n=0
44. Our team effectively communicates with each other.		n-5	11-5	11-17	11-25	п-1;	11-0
44. Our team enectivery communicates with each other.	4.27						
		0.0%	6.0%	6.0%	43.3%	44.8%	0.0%
		n=0	n=4	n=4	n=29	n=30	n=0
Recognition	3.79						
29. My supervisor/administrator recognizes me for a job well							
done.	3.33						
		7.5%	22.4%	20.9%	28.4%	20.9%	0.0%
		n=5	n=15	n=14	n=19	n=14	n=0
9. I have received meaningful recognition in the past 10	0.07						
days.	3.01	13.4%	20.40/	16 40/	26.00/	14.00/	0.0%
		15.4% n=9	28.4% n=19	16.4% n=11	26.9% n=18	14.9% n=10	n=0
66. Excellence is recognized in my school district.		11-9	11-19	11-11	11-10	n-10	11-0
oo. Extenence is recognized in my school district.	3.96						
		1.5%	4.5%	20.9%	43.3%	29.9%	0.0%
		n=1	n=3	n=14	n=29	n=20	n=0
18. I have provided meaningful recognition to others in the							
past 10 days.	4.32						
		0.0%	3.0%	4.5%	49.3%	41.8%	1.5%
		n=0	n=2	n=3	n=33	n=28	n=1
48. My team recognizes each other's efforts and impact.	4.96						
	4.36	0.0%	2.00/	7 5 0/	40.20/	40.20/	0.0%
		0.0% n=0	3.0% n=2	7.5% n=5	40.3% n=27	49.3% n=33	0.0% n=0
		п-0	n-2	п-9	H-41	п-ээ	n-0





D41: Hadiey - Certified Suff Results (n=01)	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	$A gree \ (4)$	Strongly Agree (5)	N/A
Performance Planning	3.91						
40. In the past three months, my supervisor/administrator	9.16						
has discussed my successes and progress with me.	3.16	9.0%	28.4%	19.4%	23.9%	19.4%	0.0%
		n=6	n=19	n=13	n=16	n=13	n=0
17. I have set the right goals for myself to excel in my		11 0	11 17	11 10	11 10	11 10	
role/position.	4.49						
		0.0%	1.5%	3.0%	40.3%	55.2%	0.0%
		n=0	n=1	n=2	n=27	n=37	n=0
49. Our team effectively sets goals to further enhance our	4.24						
performance.	4,24	0.0%	1.5%	7.5%	56.7%	34.3%	0.0%
		n=0	n=1	n=5	n=38	n=23	n=0
10. In my current role, I am encouraged to set							
motivational/stretch goals for myself.	4.06						
		1.5%	6.0%	13.4%	43.3%	35.8%	0.0%
07 W		n=1	n=4	n=9	n=29	n=24	n=0
37. My supervisor/administrator motivates me to achieve	3.60						
my goals.	3.00	3.0%	13.4%	28.4%	31.3%	23.9%	0.0%
		n=2	n=9	n=19	n=21	n=16	n=0
Training & Development	3.92						
35. My supervisor/administrator supports my personal and							
professional development.	3.81						
		3.0%	6.0%	20.9%	47.8%	22.4%	0.0%
6 I		n=2	n=4	n=14	n=32	n=15	n=0
6. I am provided opportunities to further my growth and development.	4.09						
development.	1107	0.0%	9.0%	7.5%	49.3%	34.3%	0.0%
		n=0	n=6	n=5	n=33	n=23	n=0
15. I am properly trained to achieve excellence in my work.							<u>.</u>
	4.37	0.00/	2.00/	0.00/	25.00/	52.20/	0.00/
		0.0% n=0	3.0% n=2	9.0% n=6	35.8% n=24	52.2% n=35	0.0% n=0
67. D41 provides the "right" training for me to excel in my		n-0	H-2	H=0	H-24	п-33	n-0
role.	3.67						
		3.0%	9.0%	28.4%	37.3%	22.4%	0.0%
		n=2	n=6	n=19	n=25	n=15	n=0
30. My supervisor/administrator encourages opportunities	0.44						
for my growth and development.	3.64	2.00/	0.00/	20.40/	40.20/	10.40/	0.00/
		3.0% n=2	9.0% n=6	28.4% n=19	40.3% n=27	19.4% n=13	0.0% n=0
		11-4	11-0	11-17	11-4	11-13	11-0





()		Strongly				Strongly	
	Mean	Disagree	Disagree	Neutral	Agree	Agree	N/A
		(1)	(2)	(3)	(4)	(5)	
Career Development	4.16						
70. I would like to work at D41 long term.							
	4.36						
		1.5%	3.0%	7.5%	34.3%	53.7%	0.0%
58. D41 provides the experience and development for me to		n=1	n=2	n=5	n=23	n=36	n=0
further my career here.	4.16						
further my career nere.	1110	1.5%	4.5%	16.4%	31.3%	46.3%	0.0%
		n=1	n=3	n=11	n=21	n=31	n=0
71. I am aware of the career opportunities that are available							
for me at D41.	4.00						
		3.0%	9.0%	11.9%	34.3%	38.8%	3.0%
70 T. I. d		n=2	n=6	n=8	n=23	n=26	n=2
59. I value the career opportunities that I have at D41.	4.25						
	1.20	1.5%	1.5%	11.9%	40.3%	44.8%	0.0%
		n=1	n=1	n=8	n=27	n=30	n=0
60. I have the opportunity to express my career interests at							
D41.	4.02						
		3.0%	3.0%	14.9%	46.3%	31.3%	1.5%
P. 7.		n=2	n=2	n=10	n=31	n=21	n=1
Engage-Inspire	4.42						
2. I am fully engaged in the work that I do.	4.71						
	1,11	0.0%	1.5%	0.0%	23.9%	73.1%	1.5%
		n=0	n=1	n=0	n=16	n=49	n=1
12. I am highly committed to and energized by my work.				-		-	
	4.39						
		1.5%	0.0%	7.5%	40.3%	50.7%	0.0%
		n=1	n=0	n=5	n=27	n=34	n=0
8. I am driven to contribute to the success of D41.	4.38						
	4.30	1.5%	3.0%	3.0%	40.3%	50.7%	1.5%
		n=1	n=2	n=2	n=27	n=34	n=1
53. I am committed to the success of my school district.						-	
•	4.67						
		0.0%	0.0%	4.5%	23.9%	70.1%	1.5%
		n=0	n=0	n=3	n=16	n=47	n=1
62. I would recommend D41 to a friend as a great place to	3.97						
work.	3.71	1.5%	4.5%	20.9%	41.8%	31.3%	0.0%
		n=1	n=3	n=14	n=28	n=21	n=0
-			-				





D41. Hadiey - Gertifted Staff Results (n=01)		Strongly				Strongly	
	Mean	Disagree (1)	Disagree (2)	$Neutral \ (3)$	$rac{Agree}{(4)}$	Agree (5)	N/A
Satisfaction	4.09						
13. I am satisfied with my role/work.							
	4.09	0.0%	7.5%	9.0%	50.7%	29 00/	0.0%
		n=0	n=5	9.0% n=6	n=34	32.8% n=22	n=0
46. I am satisfied being a part of my team.							
	4.30						
		0.0% n=0	4.5% n=3	10.4% n=7	35.8% n=24	49.3% n=33	0.0% n=0
73. Overall, I am very satisfied with D41 as a place to work.		n-0	11-3	11-1	11-24	n-33	H=0
	4.15						
		1.5%	0.0%	16.4%	46.3%	35.8%	0.0%
20. 11. 1.6. 1		n=1	n=0	n=11	n=31	n=24	n=0
20. I look forward to coming to work every day.	3.84						
		1.5%	9.0%	20.9%	41.8%	26.9%	0.0%
		n=1	n=6	n=14	n=28	n=18	n=0
Mission Conscious	3.84						
41. My supervisor/administrator effectively communicates	2.50						
our school district's mission to me.	3.58	3.0%	11.9%	25.4%	41.8%	16.4%	1.5%
		n=2	n=8	n=17	n=28	n=11	n=1
74. D41 effectively aligns our day-to-day activities with the school district's mission.							
	3.93						
		3.0% n=2	6.0% n=4	22.4% n=15	32.8% n=22	35.8% n=24	0.0% n=0
22. I am aware and knowledgeable about our school		11-2	11-4	n-15	11-22	11-24	11-0
district's mission.	4.36						
		0.0%	3.0%	3.0%	49.3%	44.8%	0.0%
68. Business decisions made are consistent with our mission		n=0	n=2	n=2	n=33	n=30	n=0
and core values.	3.51						
and out value.		4.5%	11.9%	31.3%	32.8%	19.4%	0.0%
		n=3	n=8	n=21	n=22	n=13	n=0
Pride	4.25						
4. I feel great pride in the work I do.	4.60						
	4.00	0.0%	1.5%	3.0%	29.9%	65.7%	0.0%
		n=0	n=1	n=2	n=20	n=44	n=0
14. I feel great pride in being a part of D41.							
	3.99	3.0%	3.0%	10.40/	41.00/	22.00/	0.0%
		5.0% n=2	5.0% n=2	19.4% n=13	41.8% n=28	32.8% n=22	n=0
45. I feel great pride in the team of which I am a part.	4.36	<b>-</b>		10	<b>-</b> -		v
		0.0%	4.5%	11.9%	26.9%	56.7%	0.0%
		n=0	n=3	n=8	n=18	n=38	n=0
64. I speak of D41 with pride.	4.04						
	7.07	1.5%	4.5%	14.9%	46.3%	32.8%	0.0%
		n=1	n=3	n=10	n=31	n=22	n=0
· · · · · · · · · · · · · · · · · · ·							





	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
Continuous Improvement	4.39						
52. My team strives to pursue excellence.							
	4.39						
		1.5%	1.5%	6.0%	38.8%	52.2%	0.0%
		n=1	n=1	n=4	n=26	n=35	n=0
21. I strive to find a better way every day.							
	4.40						
		0.0%	1.5%	6.0%	43.3%	49.3%	0.0%
		n=0	n=1	n=4	n=29	n=33	n=0
55. I am part of a school district that continues to pursue							
excellence every day.	4.37						
		1.5%	1.5%	6.0%	40.3%	50.7%	0.0%
		n=1	n=1	n=4	n=27	n=34	n=0
Innovation	4.34						
69. D41 encourages innovation.							
	4.22						
		1.5%	0.0%	13.4%	44.8%	40.3%	0.0%
		n=1	n=0	n=9	n=30	n=27	n=0
16. I am continuously seeking ways to improve my overall							
productivity.	4.64						
		0.0%	1.5%	1.5%	28.4%	68.7%	0.0%
		n=0	n=1	n=1	n=19	n=46	n=0
42. Our team encourages innovation.							
	4.16						
		0.0%	6.0%	10.4%	44.8%	38.8%	0.0%
		n=0	n=4	n=7	n=30	n=26	n=0





<i>D</i> <del>1</del> 11.	Hadley - Certified Staff Results (n=67)  Rank Ordered Questions According to Mean	<u>Mean</u>	Dimension/Mean
2.	I am fully engaged in the work that I do.	4.71	Engage-Inspire 4.42
53.	I am committed to the success of my school district.	4.67	Engage-Inspire 4.42
16.	I am continuously seeking ways to improve my overall productivity.	4.64	Innovation 4.34
4.	I feel great pride in the work I do.	4.60	Pride 4.25
5.	I have at least one close friend at work.	4.50	Relationships 3.75
17.	I have set the right goals for myself to excel in my role/position.	4.49	Performance Planning 3.91
43.	My associates demonstrate a commitment to quality work and excellence.	4.46	Quality 4.32
57.	D41 is committed to quality work and excellence.	4.41	Quality 4.32
21.	I strive to find a better way every day.	4.40	Continuous Improvement 4.39
56.	I feel D41 is a great fit for me.	4.39	Talent/Fit 4.06
12.	I am highly committed to and energized by my work.	4.39	Engage-Inspire 4.42
52.	My team strives to pursue excellence.	4.39	Continuous Improvement 4.39
8.	I am driven to contribute to the success of D41.	4.38	Engage-Inspire 4.42
55.	I am part of a school district that continues to pursue excellence every day.	4.37	Continuous Improvement 4.39





	Rank Ordered Questions According to Mean	Mean	<u>Dimension/Mean</u>
15.	I am properly trained to achieve excellence in my work.	4.37	Training & Development 3.92
45.	I feel great pride in the team of which I am a part.	4.36	Pride 4.25
22.	I am aware and knowledgeable about our school district's mission.	4.36	Mission Conscious 3.84
48.	My team recognizes each other's efforts and impact.	4.36	Recognition 3.79
70.	I would like to work at D41 long term.	4.36	Career Development 4.16
1.	In my role I have the opportunity to do things that I both do well and enjoy.	4.34	Talent/Fit 4.06
18.	I have provided meaningful recognition to others in the past 10 days.	4.32	Recognition 3.79
46.	I am satisfied being a part of my team.	4.30	Satisfaction 4.09
44.	Our team effectively communicates with each other.	4.27	Communication 3.74
59.	I value the career opportunities that I have at D41.	4.25	Career Development 4.16
49.	Our team effectively sets goals to further enhance our performance.	4.24	Performance Planning 3.91
50.	Based on relationships demonstrated on my team, I would recommend someone to join this team.	4.24	Relationships 3.75
69.	D41 encourages innovation.	4,22	Innovation 4.34
42.	Our team encourages innovation.	4.16	Innovation 4.34
58.	D41 provides the experience and development for me to further my career here.	4.16	Career Development 4.16





	Rank Ordered Questions According to Mean	<u>Mean</u>	<u>Dimension/Mean</u>
72.	Our school district selects highly talented individuals when hiring.	4.15	Talent/Fit 4.06
73.	Overall, I am very satisfied with $\mathrm{D}41$ as a place to work.	4.15	Satisfaction 4.09
11.	I am in a role that allows me to maximize my talents and strengths.	4.15	Talent/Fit 4.06
51.	My team has open and trusting relationships.	4.12	Relationships 3.75
47.	I am on a team that encourages each member to surpass expectations.	4.09	Quality 4.32
13.	I am satisfied with my role/work.	4.09	Satisfaction 4.09
6.	I am provided opportunities to further my growth and development.	4.09	Training & Development 3.92
10.	In my current role, I am encouraged to set motivational/stretch goals for myself.	4.06	Performance Planning 3.91
64.	I speak of D41 with pride.	4.04	Pride 4.25
60.	I have the opportunity to express my career interests at D41.	4.02	Career Development 4.16
71.	I am aware of the career opportunities that are available for me at D41.	4.00	Career Development 4.16
14.	I feel great pride in being a part of D41.	3.99	Pride 4.25
62.	I would recommend D41 to a friend as a great place to work.	3.97	Engage-Inspire 4.42
66.	Excellence is recognized in my school district.	3.96	Recognition 3.79
74.	D41 effectively aligns our day-to-day activities with the school district's mission.	3.93	Mission Conscious 3.84





	Rank Ordered Questions According to Mean	<u>Mean</u>	<b>Dimension/Mean</b>
3.	I am provided the core needs necessary for me to excel in my role.	3.90	Support-Equip 3.57
7.	I have encouraged someone to apply at D41.	3.85	Talent/Fit 4.06
20.	I look forward to coming to work every day.	3.84	Satisfaction 4.09
36.	I have the opportunity to communicate with my supervisor/administrator.	3.84	Communication 3.74
63.	D41 selects the right people for the right job.	3.82	Talent/Fit 4.06
35.	My supervisor/administrator supports my personal and professional development.	3.81	Training & Development 3.92
54.	Quality relationships are valued across our school district.	3.81	Relationships 3.75
33.	My supervisor/administrator is available for me when needs arise.	3.76	Support-Equip 3.57
39.	My supervisor/administrator knows the talents to look for in selecting new associates who will be successful.	3.71	Talent/Fit 4.06
19.	I am provided the materials, equipment, and information necessary to effectively perform my job.	3.69	Support-Equip 3.57
65.	I feel "in on things" that are happening at D41.	3.69	Communication 3.74
67.	D41 provides the "right" training for me to excel in my role.	3.67	Training & Development 3.92
61.	D41 has a genuine concern and interest about me as a person.	3.66	Relationships 3.75
30.	My supervisor/administrator encourages opportunities for my growth and development.	3.64	Training & Development 3.92
24.	My supervisor/administrator effectively communicates his/her expectations.	3.60	Communication 3.74



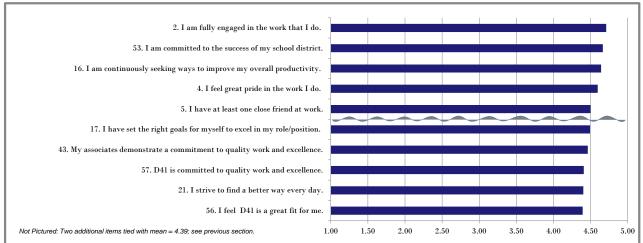


	Rank Ordered Questions According to Mean	<u>Mean</u>	<b>Dimension/Mean</b>
37.	My supervisor/administrator motivates me to achieve my goals.	3.60	Performance Planning 3.91
41.	My supervisor/administrator effectively communicates our school district's mission to me.	3.58	Mission Conscious 3.84
23.	I have a supportive coaching relationship with my supervisor/administrator.	3.57	Support-Equip 3.57
27.	My supervisor/administrator and I have effective two-way communication.	3.52	Communication 3.74
26.	My supervisor/administrator gives me constructive feedback about my work performance.	3.51	Communication 3.74
68.	Business decisions made are consistent with our mission and core values.	3.51	Mission Conscious 3.84
34.	My supervisor/administrator is actively responsive to my needs.	3.48	Support-Equip 3.57
25.	My supervisor/administrator cares about me as a person.	3.45	Relationships 3.75
38.	My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	3.40	Relationships 3.75
32.	I have an open and trusting relationship with my supervisor/administrator.	3.38	Relationships 3.75
29.	My supervisor/administrator recognizes me for a job well done.	3.33	Recognition 3.79
31.	I am provided personal coaching from my supervisor/administrator.	3.20	Relationships 3.75
40.	In the past three months, my supervisor/administrator has discussed my successes and progress with me.	3.16	Performance Planning 3.91
28.	I am provided the opportunity to spend quality time with my supervisor/administrator.	3.06	Support-Equip 3.57
9.	I have received meaningful recognition in the past 10 days.	3.01	Recognition 3.79





Top 10 Rank Ordered By Mean	Hirtenston	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	4.71				22.00/		
			0.0% n=0	1.5% n=1	0.0% n=0	23.9% n=16	73.1% n=49	1.5% n=1
53. I am committed to the success of my school district.	Engage-Inspire	4.67						
			0.0% n=0	0.0% n=0	4.5% n=3	23.9% n=16	70.1% n=47	1.5% n=1
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.64						
			0.0% n=0	1.5% n=1	1.5% n=1	28.4% n=19	68.7% n=46	0.0% n=0
4. I feel great pride in the work I do.	Pride	4.60						
			0.0% n=0	1.5% n=1	3.0% n=2	29.9% n=20	65.7% n=44	0.0% n=0
5. I have at least one close friend at work.	Relationships	4.50						
			1.5% n=1	1.5% n=1	3.0% n=2	32.8% n=22	59.7% n=40	1.5% n=1
$17.\ I$ have set the right goals for myself to excel in my role/position.	Performance Planning	4.49			0.00/	40.00/		
			0.0% n=0	1.5% n=1	3.0% n=2	40.3% n=27	55.2% n=37	0.0% n=0
${\bf 43}.$ My associates demonstrate a commitment to quality work and excellence.	Quality	4.46						
			0.0% n=0	3.0% n=2	6.0% n=4	32.8% n=22	58.2% n=39	0.0% n=0
57. D41 is committed to quality work and excellence.	Quality	4.41						
			1.5% n=1	1.5% n=1	6.0% n=4	35.8% n=24	53.7% n=36	1.5% n=1
21. I strive to find a better way every day.	Continuous Improvement	4.40						
			0.0% n=0	1.5% n=1	6.0% n=4	43.3% n=29	49.3% n=33	0.0% n=0
56. I feel D41 is a great fit for me.	Talent/Fit	4.39						
			0.0% n=0	0.0% n=0	11.9% n=8	35.8% n=24	50.7% n=34	1.5% n=1





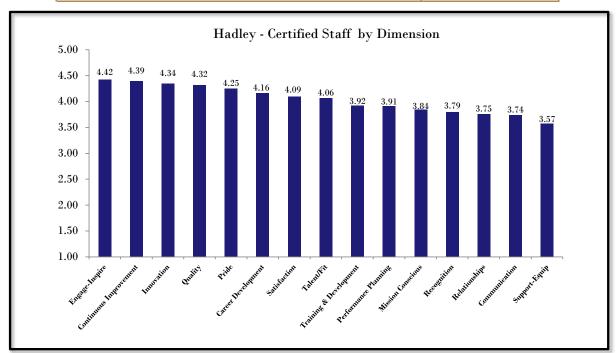


Bottom 10 Rank Ordered By Mean	Hiperaion	Mean	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	N/A
I have received meaningful recognition in the past 10 days.	Recognition	3.01	-		-	•	•	
		3.01	13.4% n=9	28.4% n=19	16.4% n=11	26.9% n=18	14.9% n=10	0.0% n=0
8. I am provided the opportunity to spend quality time with my upervisor/administrator.	Support-Equip	3.06	,	<u> </u>		n 10	<u> </u>	
			11.9% n=8	26.9% n=18	16.4% n=11	32.8% n=22	11.9% n=8	0.0% n=0
0. In the past three months, my supervisor/administrator has liscussed my successes and progress with me.	Performance Planning	3.16						
			9.0% n=6	28.4% n=19	19.4% n=13	23.9% n=16	19.4% n=13	0.0% n=0
31. I am provided personal coaching from my supervisor/administrator.	Relationships	3.20						
			10.4% n=7	22.4% n=15	22.4% n=15	20.9% n=14	20.9% n=14	3.0% n=2
29. My supervisor/administrator recognizes me for a job well done.	Recognition	3.33						
		1	7.5% n=5	22.4% n=15	20.9% n=14	28.4% n=19	20.9% n=14	0.0% n=0
32. I have an open and trusting relationship with my								
supervisor/administrator.	Relationships	3.38			20.00/	2= 22/		
			10.4% n=7	13.4% n=9	20.9% n=14	35.8% n=24	17.9% n=12	1.5% n=1
38. My supervisor/administrator demonstrates effort in establishing and reinforcing a coaching relationship with me.	Relationships	3.40						
			4.5% n=3	16.4% n=11	31.3% n=21	29.9% n=20	17.9% n=12	0.0% n=0
25. My supervisor/administrator cares about me as a person.	Relationships	3.45						
		1	9.0% n=6	13.4% n=9	20.9% n=14	34.3% n=23	20.9% n=14	1.5% n=1
34. My supervisor/administrator is actively responsive to my needs.	Support-Equip	0.40						
		3.48	6.0%	17.9%	17.9%	38.8%	19.4%	0.0%
68. Business decisions made are consistent with our mission and	Mission Conscious		n=4	n=12	n=12	n=26	n=13	n=0
core values.	Mission Conscious	3.51	4.5%	11.9%	31.3%	32.8%	19.4%	0.0%
			n=3	n=8	n=21	n=22	n=13	n=0
9. I have received meaningful recognition in the p	ast 10 days.							
28. I am provided the opportunity to spend quality t								
supervisor/administrator.  40. In the past three months, my supervisor/administrator has of successes and progress with me.	discussed my							
31. I am provided personal coaching from my supervisor/ac	lministrator.							
29. My supervisor/administrator recognizes me for a jo	ob well done.							
32. I have an open and trusting relationship with my supervisor/ac	lministrator.							
38. My supervisor/administrator demonstrates effort in establishing and coaching relationship with me.	reinforcing a							
25. My supervisor/administrator cares about me	e as a person.							
34. My supervisor/administrator is actively responsive	to my needs.							
68. Business decisions made are consistent with our mission and	core values.							
Not Pictured: One additional item tied with mean = 3.51; see previous section.	1.00	1.50	2.00	2.50 3	.00 3.5	4.00	4.50	5.00





Rank Ordered Dimensions by Mean	<b>Dimension Mean</b>
Engage-Inspire	4.42
Continuous Improvement	4.39
Innovation	4.34
Quality	4.32
Pride	4.25
Career Development	4.16
Satisfaction	4.09
Talent/Fit	4.06
Training & Development	3.92
Performance Planning	3.91
Mission Conscious	3.84
Recognition	3.79
Relationships	3.75
Communication	3.74
Support-Equip	3.57







## D41: Hadley - Certified Staff Results (n=67)

### HUMANeX Ventures Cultural Assessment Index<sup>sм</sup> Satisfaction / Engagement 3x3

