



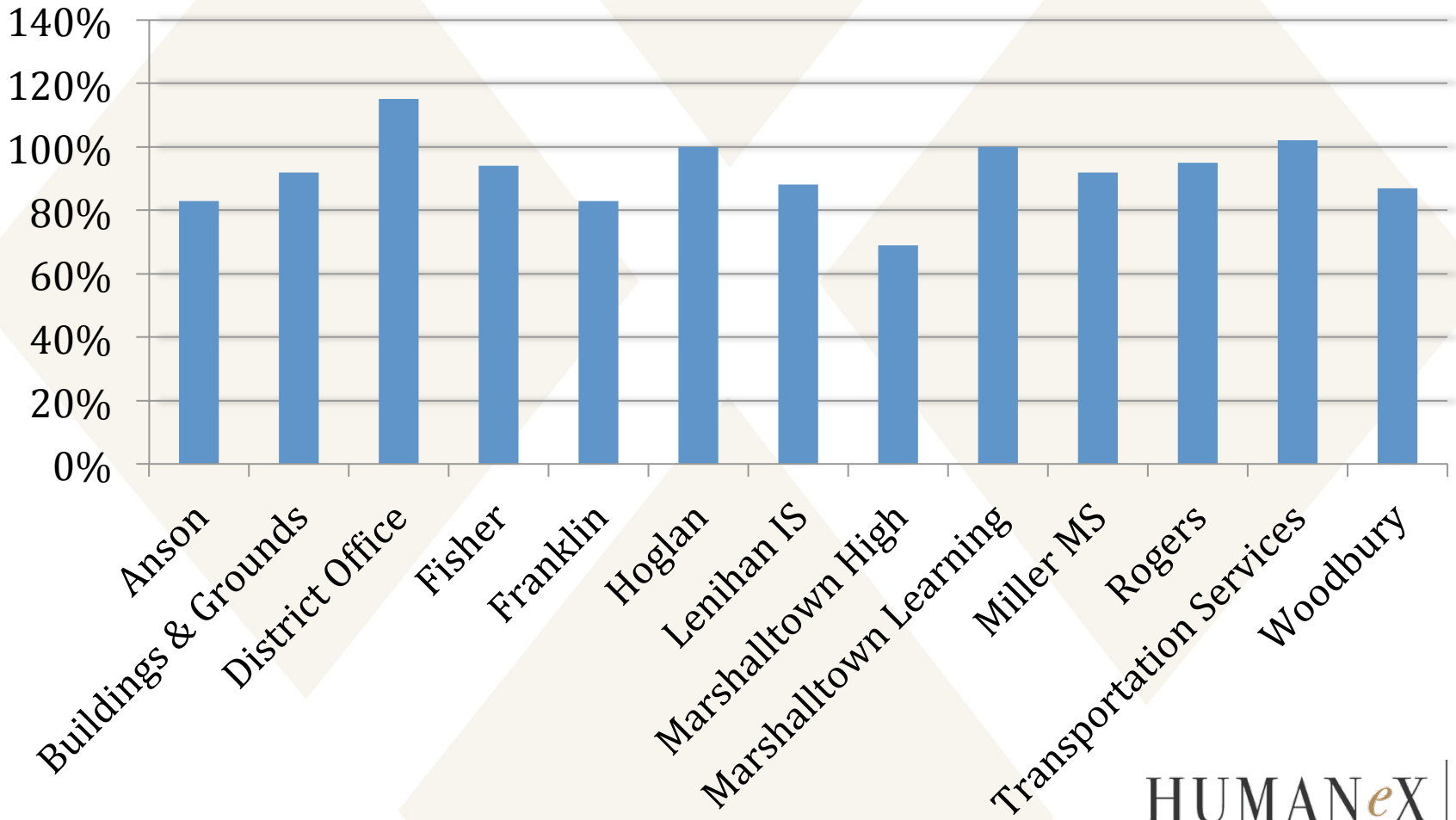
# **INSIGHTeX Cultural Assessment**

## **January 2017 Results**

# Participation Rates

by Building/Department  
(Relative to the Expected Participation #)

**Total Participation : 87%**



# Full District Dimension Results

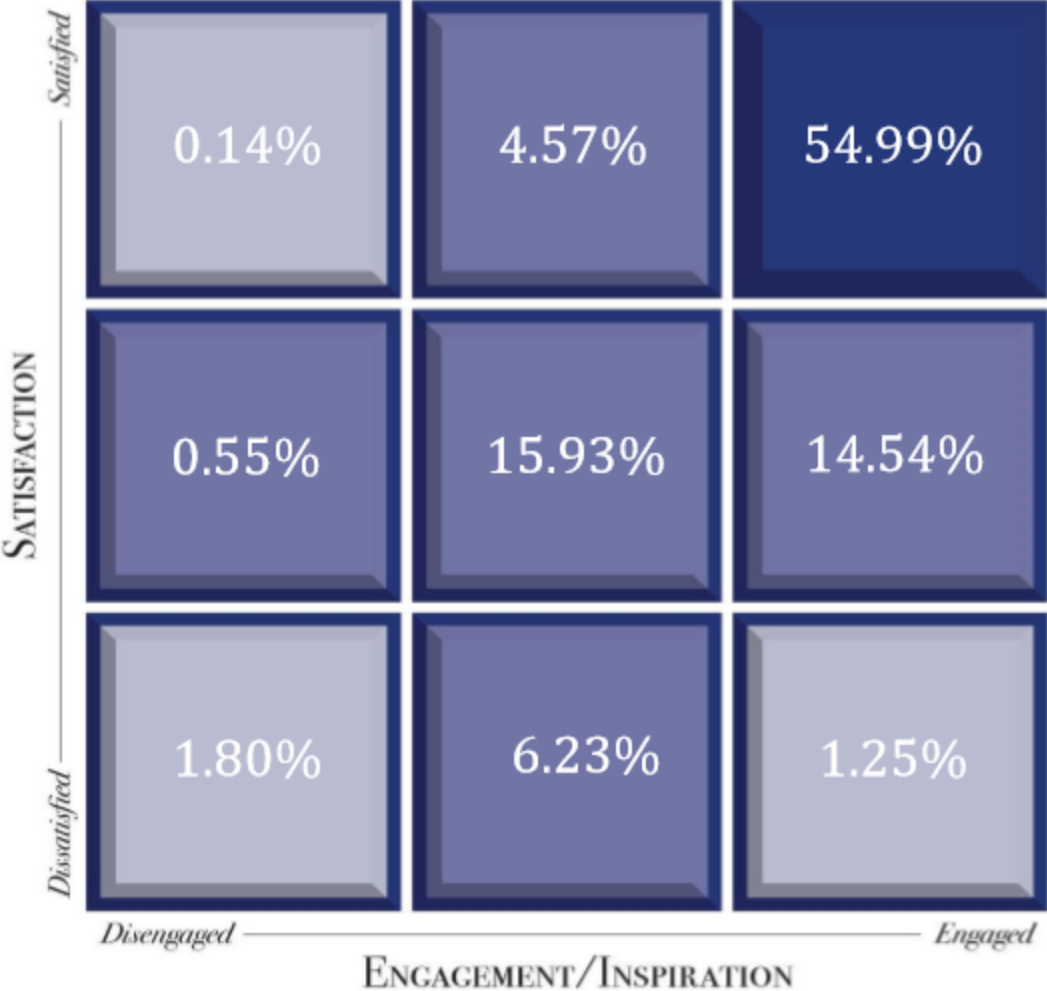
## Rank Ordered Dimensions by Mean

## Dimension Mean

<b>Engage-Inspire</b>	<b>4.19</b>
<b>Pride</b>	<b>4.10</b>
<b>Continuous Improvement</b>	<b>4.01</b>
<b>Satisfaction</b>	<b>3.93</b>
<b>Innovation</b>	<b>3.91</b>
<b>Quality</b>	<b>3.90</b>
<b>Career Development</b>	<b>3.77</b>
<b>Talent/Fit</b>	<b>3.77</b>
<b>Training &amp; Development</b>	<b>3.63</b>
<b>Relationships</b>	<b>3.60</b>
<b>Mission Conscious</b>	<b>3.59</b>
<b>Communication</b>	<b>3.57</b>
<b>Performance Planning</b>	<b>3.53</b>
<b>Support-Equip</b>	<b>3.51</b>
<b>Recognition</b>	<b>3.51</b>

# Full District Engagement/Satisfaction 3x3

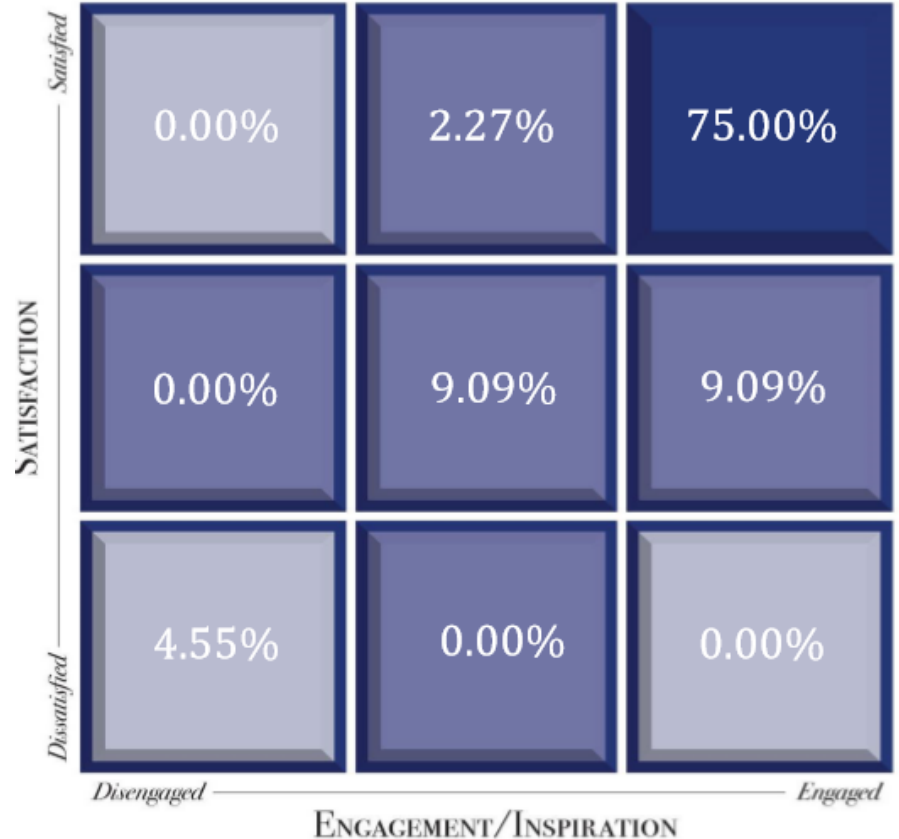
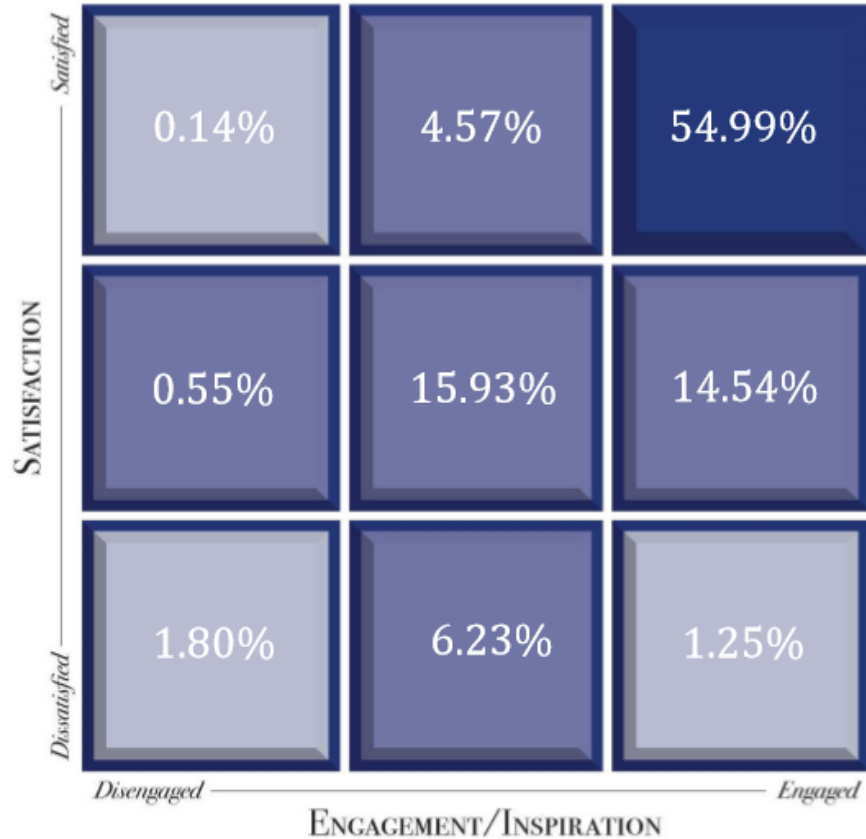
HUMANeX Ventures Cultural Assessment Index<sup>SM</sup>  
Satisfaction / Engagement 3x3



# Satisfaction and Engagement 3x3 Results

## Full District

## (Highest Performing)



# Full District Current Top 5 Items

Top 5 Rank Ordered By Mean (high to low)	Dimension	Current Mean	Strongly Agree
2. I am fully engaged in the work that I do.	Engage-Inspire	4.47	54.5% n=395
4. I feel great pride in the work that I do.	Pride	4.45	56.6% n=410
53. I am committed to the success of my school district.	Engage-Inspire	4.43	50.6% n=367
1. In my role I have the opportunity to do things that I both do well and enjoy.	Talent/Fit	4.40	49.9% n=362
16. I am continuously seeking ways to improve my overall productivity.	Innovation	4.29	39.6% n=287

# Full District Current Bottom 5 Items

Bottom 5 Rank Ordered By Mean (low to high)	Dimension	Current Mean	Strongly Agree
9. I have received meaningful recognition in the past 10 days.	Recognition	2.86	13.8% n=100
40. In the past three months, my principal/supervisor has discussed my successes and progress with me.	Performance Planning	2.91	14.2% n=103
31. I am provided personal coaching from my principal/supervisor.	Relationships	3.09	11.7% n=85
28. I am provided the opportunity to spend quality time with my principle/supervisor.	Support-Equip	3.14	15.6% n=113
61. Marshalltown Community School District has a genuine concern and interest about me as a person.	Relationships	3.18	12.4% n=90

# Additional Questions to INSIGHTeX Survey

1. The Marshalltown CSD School Board is committed to quality work and excellence.
2. The Marshalltown CSD School Board provides the experience and development for me to further my career here.
3. I feel "in on things" that are happening with the Marshalltown CSD School Board.
4. Business decisions made are consistent with our mission and core values.
5. The Marshalltown CSD School Board encourages innovation.
6. The Marshalltown CSD School Board has open and trusting relationships with district employees.
7. The Marshalltown CSD School Board is committed to creating an enjoyable work environment.



# Full District Additional Questions

**Full District Results (N=725)**

