



INSIGHTeX Culture Survey

Arlington Heights School District 25
January 2026

humanex
ventures.



STRATEGIC PLAN | 21-25

Our mission is to:

empower an
inclusive, diverse
community of
learners to innovate
and thrive as global
citizens.



OUR GOALS & STRATEGIES

This presentation falls under the:

1. Student Achievement Goal
2. Family & Community Goal
3. Learning Environment Goal
4. High-Quality Staff Goal
5. Stewardship of Resources Goal



How do we measure CULTURE

Online assessment administered annually in the Fall

467 Respondents (Certified, Non-Certified, Facilities, Food Service, Administration, District Center)

Four Areas Assessed

- Individual
- Team/Department
- Administrator or Supervisor
- Whole Organization

Definitions

Climate is the way that people experience an organization, school or team. When people describe what it is like to work at a place, they are talking about the climate.

Culture is the team's identity, reflected in its mission, vision, values, and norms. It is the collection of expectations and practices that guide and inform the actions of all the team members.

DIMENSIONS

Results ordered by highest to lowest dimension

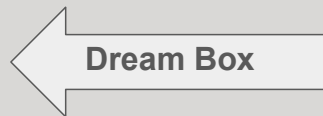
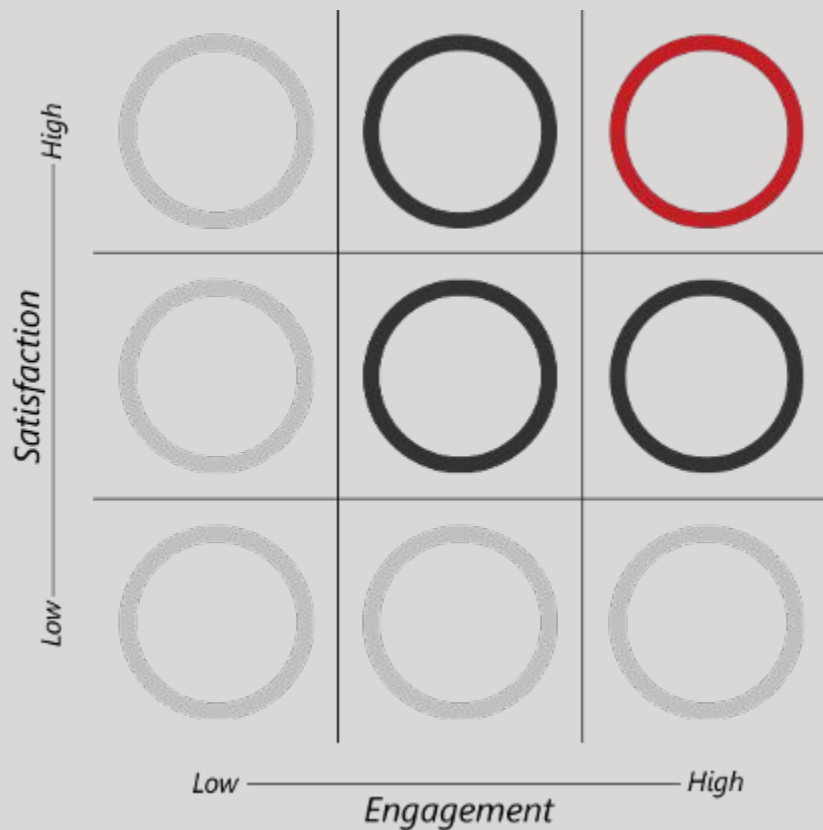
4.0 and above is considered “EXCELLENT”

Change of greater than 0.1 is considered significant

Growth based on change from Fall 2024

DIMENSION	MEAN	CHANGE
Pride	4.46	-0.08
Engage-Inspire	4.39	-0.11
Quality	4.36	-0.09
Relationships	4.29	-0.06
Continuous Improvement	4.25	-0.08
Satisfaction	4.25	-0.10
Communication	4.24	-0.04
Talent/Fit	4.20	-0.11
Career Development	4.17	-0.10
Innovation	4.17	-0.11
Performance Planning	4.14	-0.06
Support-Equip	4.14	-0.11
Training & Development	4.11	-0.14
Mission Conscious	4.11	-0.12
Recognition	4.08	-0.12

CULTURAL ASSESSMENT INDEX

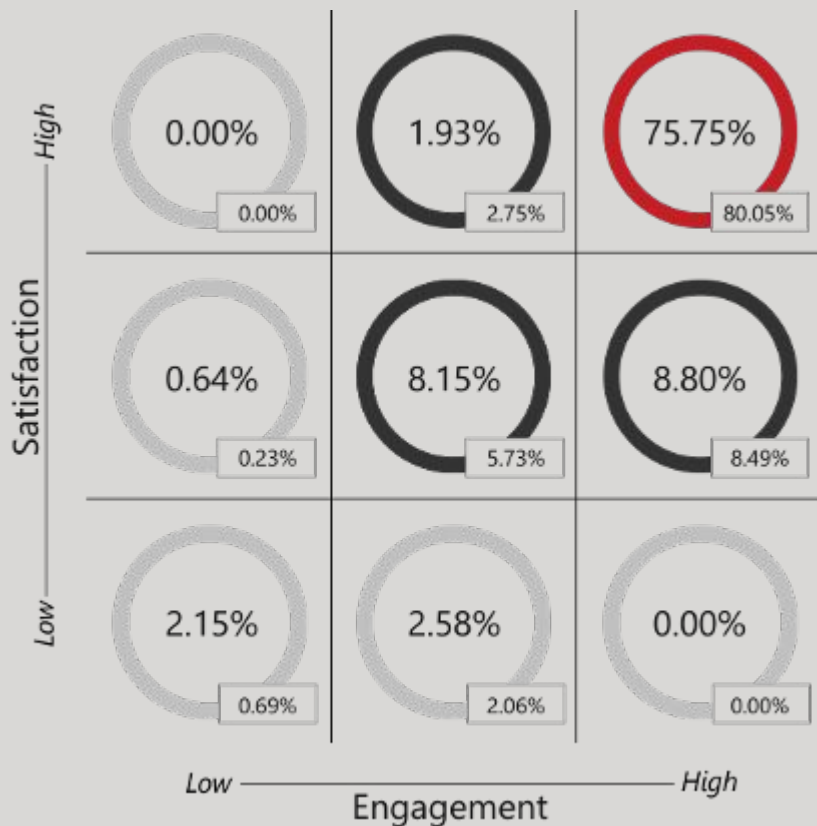


Dream Box

Engagement: I enjoy what I get to do.

Satisfaction: I want to do it here.

CULTURAL ASSESSMENT INDEX



Dream Box

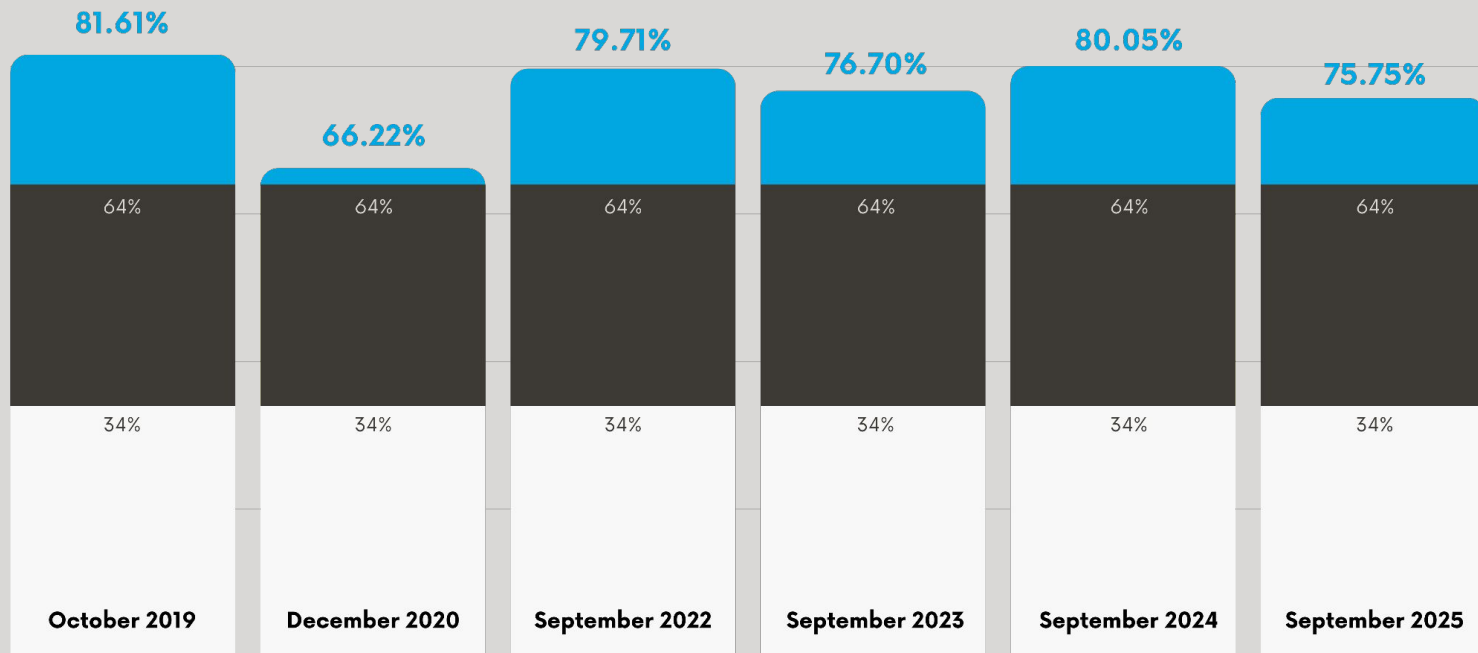
94.63 % of respondents reported feeling satisfied and engaged at work

75.75 % of respondents felt *highly* satisfied and *highly* engaged

The small number in the box is the score from the last survey (Fall 2024)

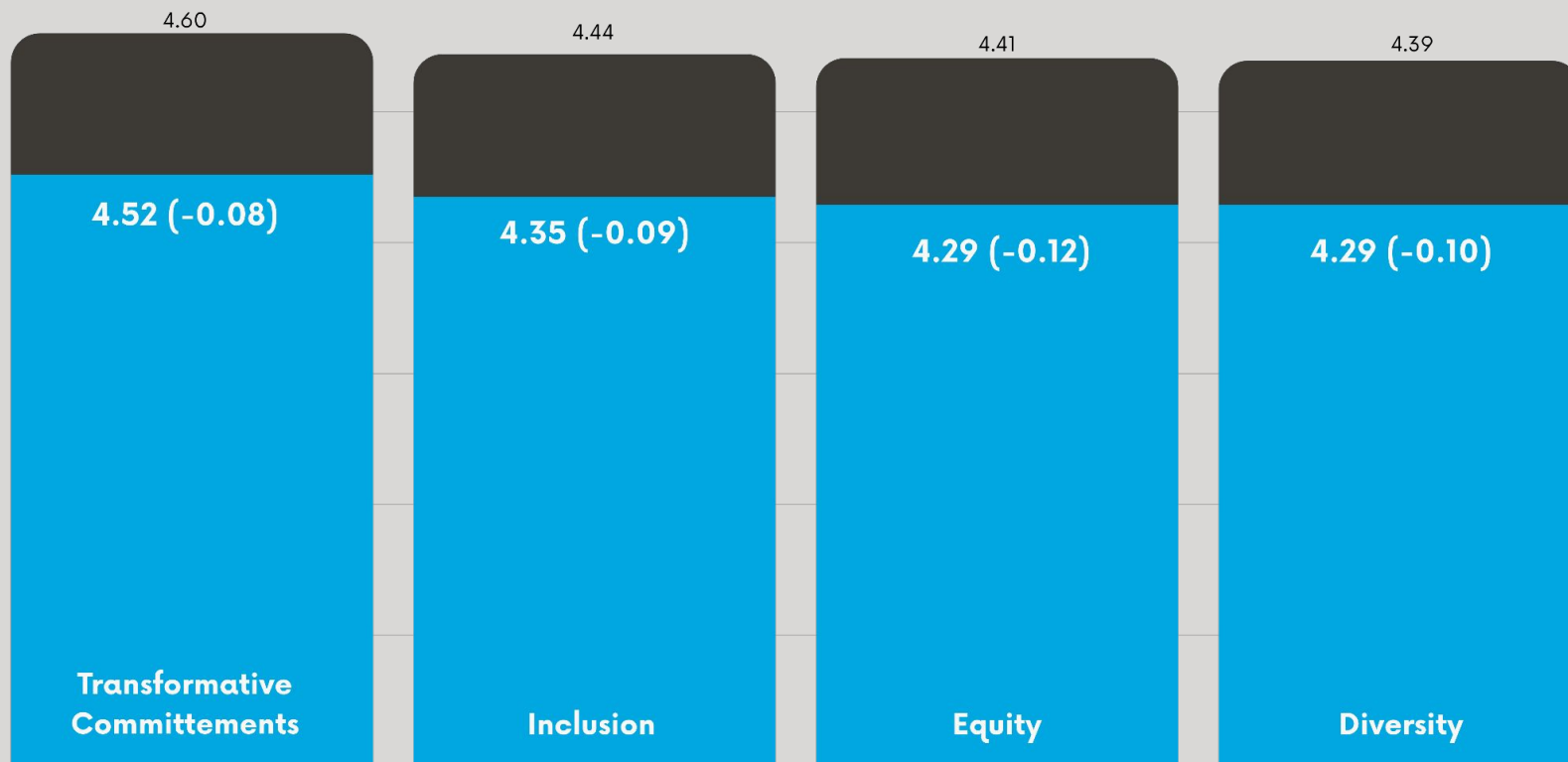
STAFF SATISFACTION & ENGAGEMENT

● Corporate Average ● Education Average ● District 25



DEI +

● Current ● Previous



PROMPT EXAMPLES

Dimension	Mean	Change
TRANSFORMATIVE PROMPT: In my department or team, we demonstrate quality efforts in building a culture of anti-bias, anti-hate, and anti-racism.	4.52	-0.08
INCLUSION PROMPT: Our organization stands for a workplace culture that does not tolerate racism or hurtful behaviors.	4.35	-0.09
EQUITY PROMPT: Our organization demonstrates a commitment to promoting equity and efforts to see potential of all be realized.	4.29	-0.12
DIVERSITY PROMPT: Our organization demonstrates a belief with actions, to support a culture of inclusion and diversity.	4.29	-0.10

A stylized, isometric illustration of a house with a light blue facade and a grey roof. The house is centered within a large, light grey circular frame. The number '25' is displayed in white on a grey rectangular base at the bottom of the house.

QUESTIONS?