



Case Study 1 Elementary

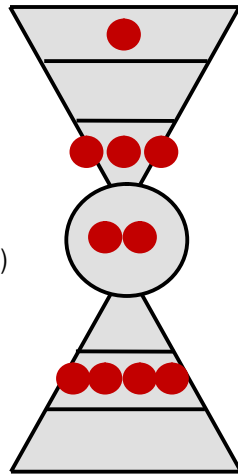
Cultural Assessment: School Values



Case Study 1 Elementary School: Parents (145)

Personal Values

1. family (94)
2. honesty (79)
3. caring (76)
4. responsibility (57)
5. humor/fun (53)
6. compassion (52)
7. accountability (46)
8. friendship (43)
9. respect (42)
10. trust (42)

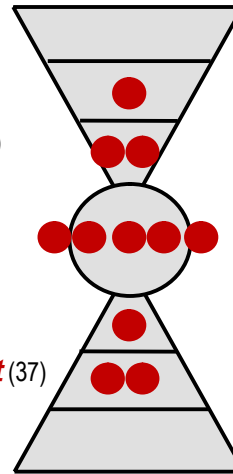


PL = 10-0
 IRS (P) = 3-7-0
 IRS (L) = 0-0-0

1 Match

Current Culture Values

1. **academic excellence** (88)
2. **parent involvement** (72)
3. **encouragement** (55)
4. **character development** (52)
5. discipline (45)
6. **student achievement** (44)
7. **commitment** (43)
8. accountability (40)
9. student centered (38)
10. **continuous improvement** (37)
11. open communication (37)

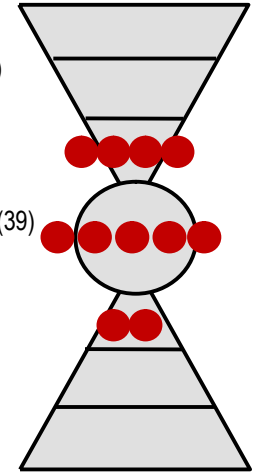


PL = 11-0
 IROS (P) = 1-4-6-0
 IROS (L) = 0-0-0-0

7 Matches

Desired Culture Values

1. **academic excellence** (85)
2. **character development** (61)
3. life skills (49)
4. **encouragement** (46)
5. fairness (43)
6. **continuous improvement** (39)
7. creativity (38)
8. balance (home/work) (36)
9. **parent involvement** (36)
10. **commitment** (35)
11. **student achievement** (35)



PL = 11-0
 IROS (P) = 3-2-6-0
 IROS (L) = 0-0-0-0

0 Matches

Underline = PV & CC match
Red = PV, CC & DC match
Red = CC & DC match
Blue = PV & DC match

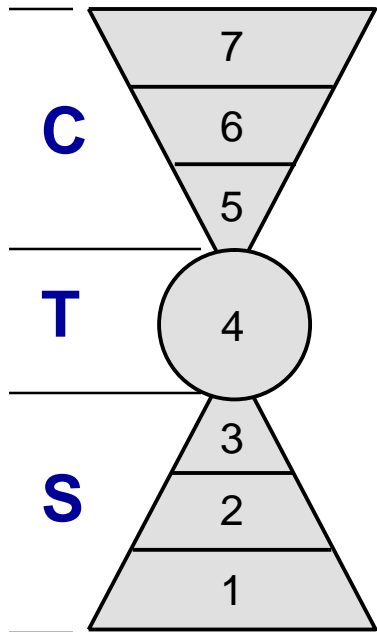
LEGEND

P = Positive
 L = Potentially Limiting
 (hollow dots)

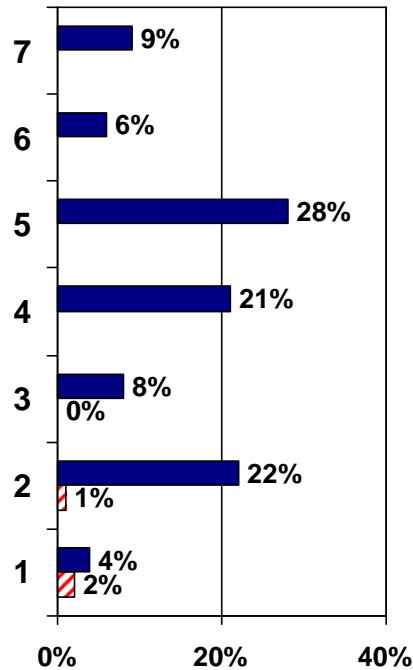
I = Individual
 R = Relationship
 O = Organizational
 S = Societal



Case Study 1 Elementary School: Parents (145)



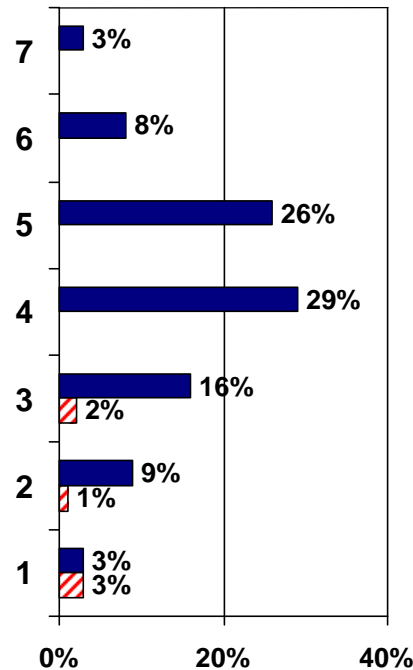
Personal Values



CTS = 43 - 21 - 36

Entropy = 3%

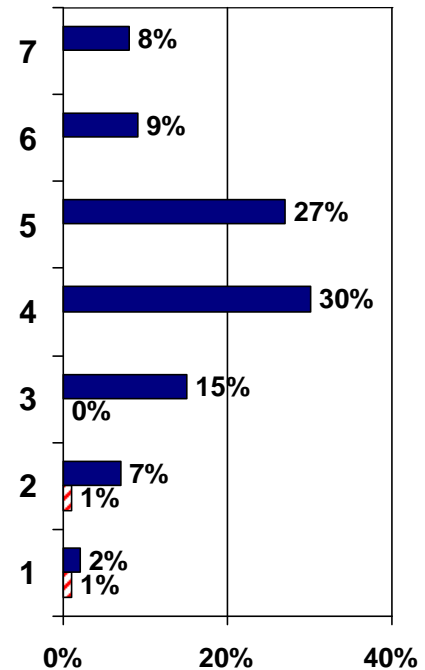
Current Culture Values



CTS = 37 - 29 - 34

Entropy = 6%

Desired Culture Values



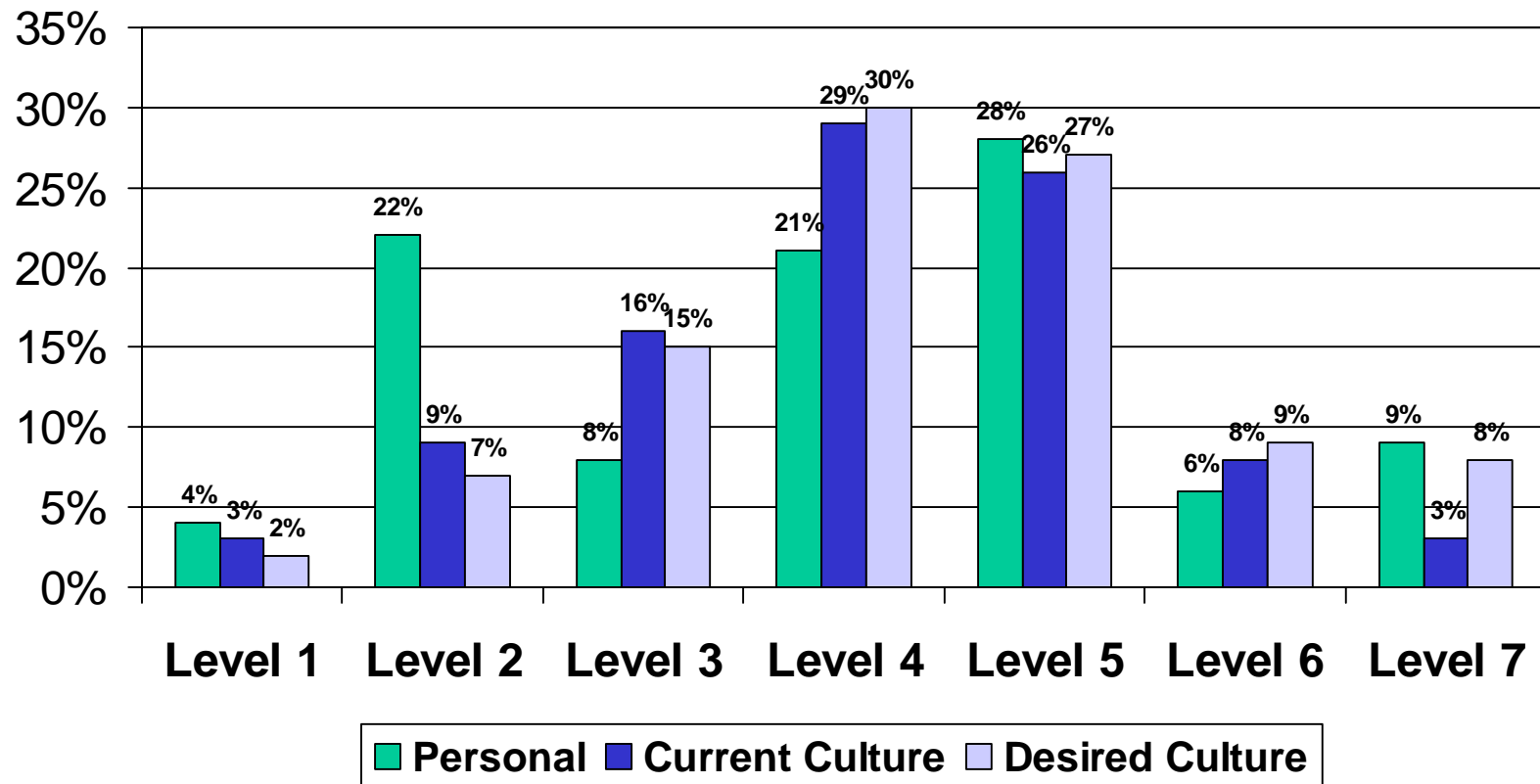
CTS = 45 - 30 - 25

Entropy = 2%

C = Common Good
 T = Transformation
 S = Self-interest
 ■ Positive Values
 ▨ Potentially Limiting



Case Study 1 Elementary School: Parents (145)





Case Study 1 Elementary School: Parents (145)

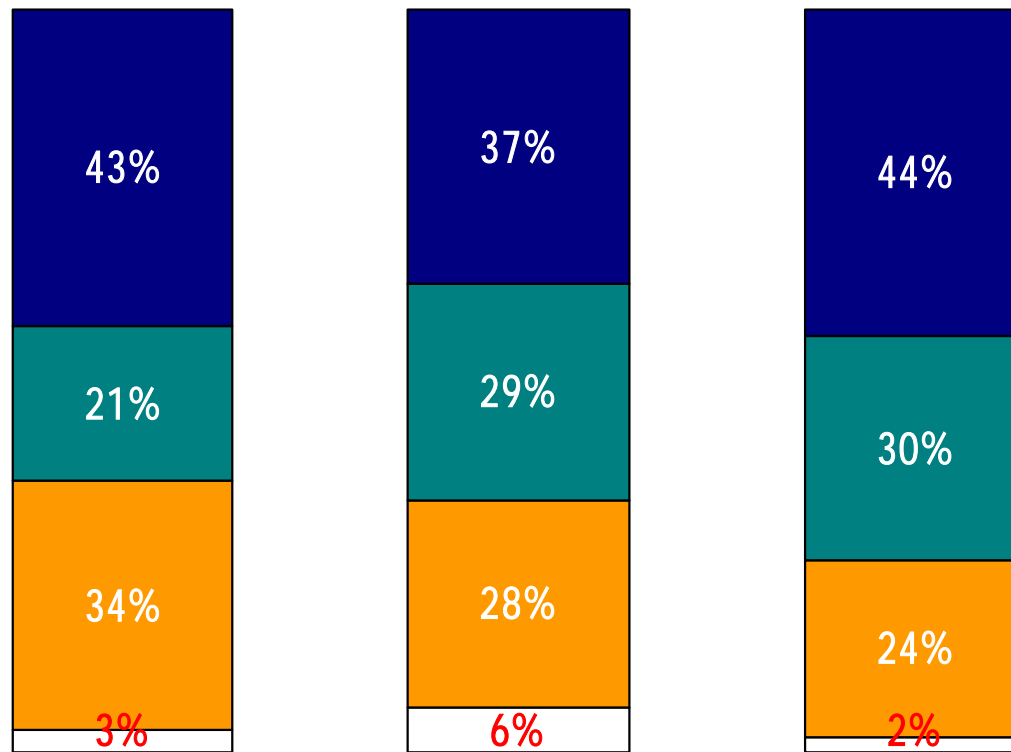
Personal Values Current Culture Desired Culture

Common Good

Transformation

Self-Interest

CULTURAL ENTROPY

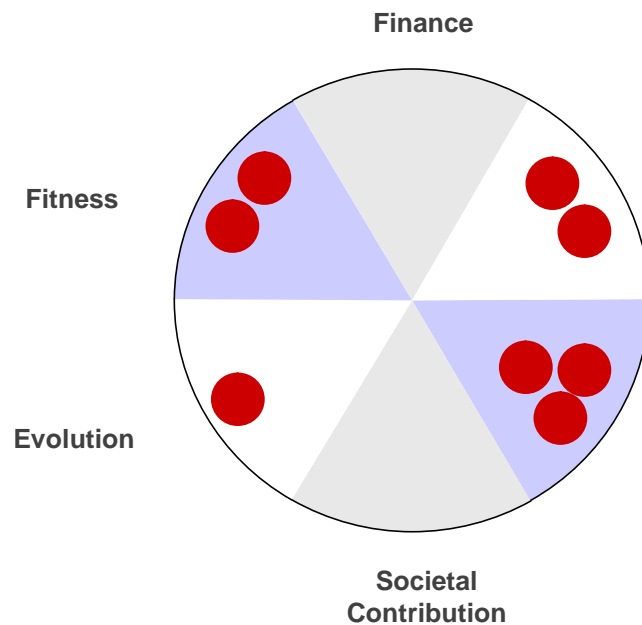




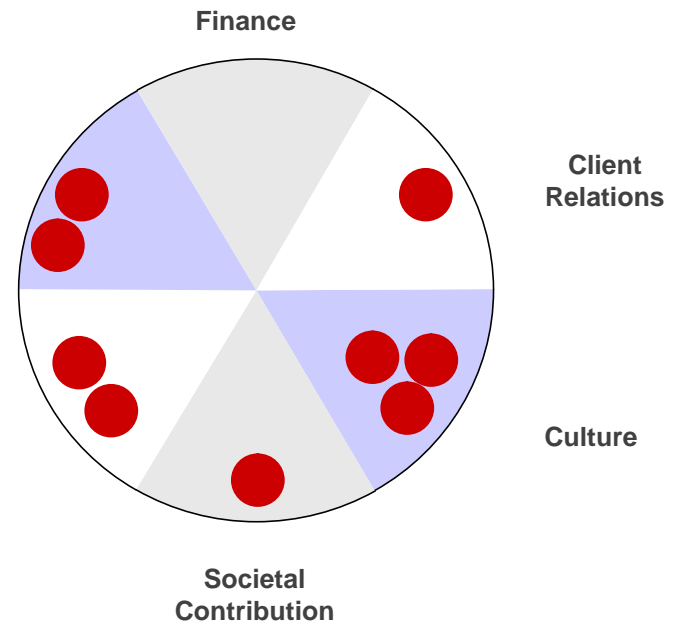
Case Study 1 Elementary School: Parents (145)

BUSINESS NEEDS SCORECARD

Current Culture Values



Desired Culture Values

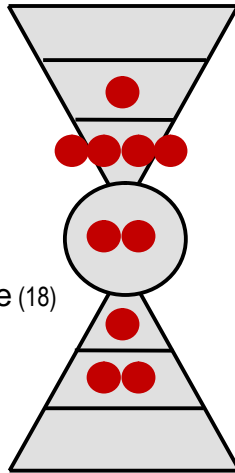




Case Study 1 Elementary School: Staff (55)

Personal Values

1. caring (27)
2. commitment (26)
3. family (25)
4. honesty (24)
5. **humor/fun** (21)
6. adaptability (19)
7. responsibility (19)
8. making a difference (18)
9. reliability (18)
10. integrity (17)

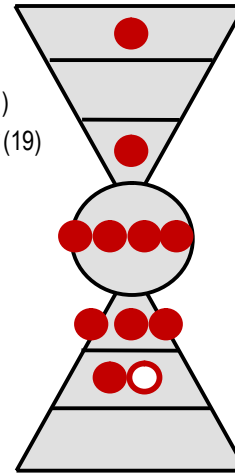


PL = 10-0
 IRS (P) = 6-3-1
 IRS (L) = 0-0-0

0 Matches

Current Culture Values

1. **academic excellence** (35)
2. **parent involvement** (30)
3. **character development** (21)
4. **continuous improvement** (19)
5. student achievement (19)
6. **discipline** (18)
7. accountability (17)
8. being the best (15)
9. compassion (14)
10. reputation (14)
11. tradition (14) (L)

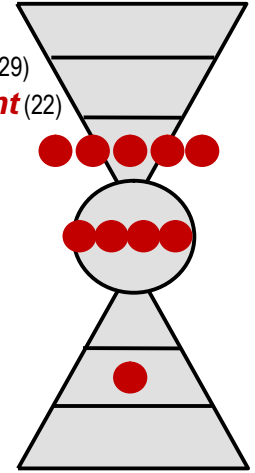


PL = 10-1
 IROS (P) = 2-2-6-0
 IROS (L) = 0-0-1-0

5 Matches

Desired Culture Values

1. **academic excellence** (33)
2. **character development** (29)
3. **continuous improvement** (22)
4. **parent involvement** (17)
5. teamwork (15)
6. cooperation (14)
7. **discipline** (14)
8. creativity (13)
9. **humor/fun** (12)
10. passion for learning (12)



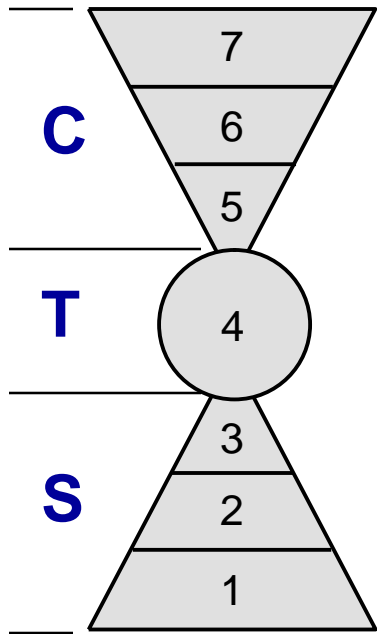
PL = 10-0
 IROS (P) = 3-3-4-0
 IROS (L) = 0-0-0-0

1 Match

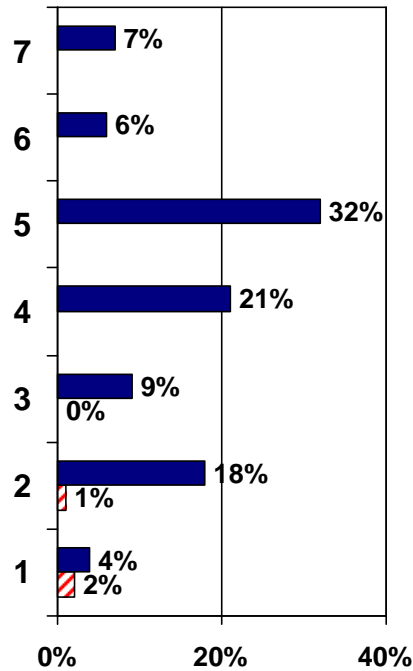
LEGEND		
<u>Underline</u> = PV & CC match	P = Positive	I = Individual
Red = PV, CC & DC match	L = Potentially Limiting (hollow dots)	R = Relationship
Red = CC & DC match		O = Organizational
Blue = PV & DC match		S = Societal



Case Study 1 Elementary School: Staff (55)



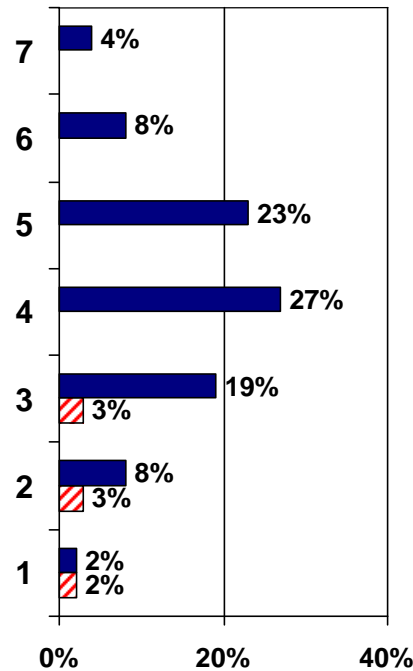
Personal Values



CTS = 45 - 21 - 34

Entropy = 3%

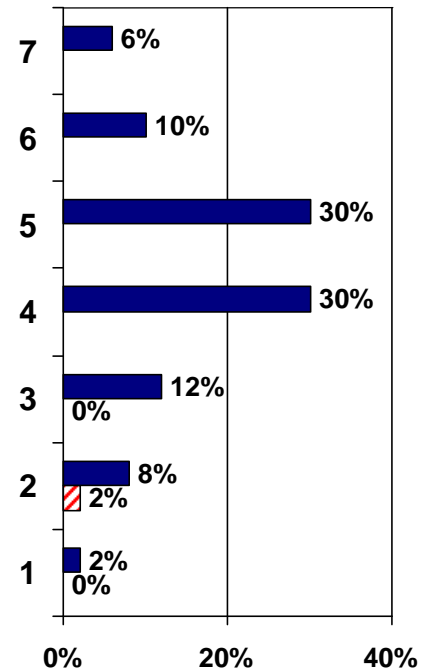
Current Culture Values



CTS = 35 - 27 - 38

Entropy = 8%

Desired Culture Values



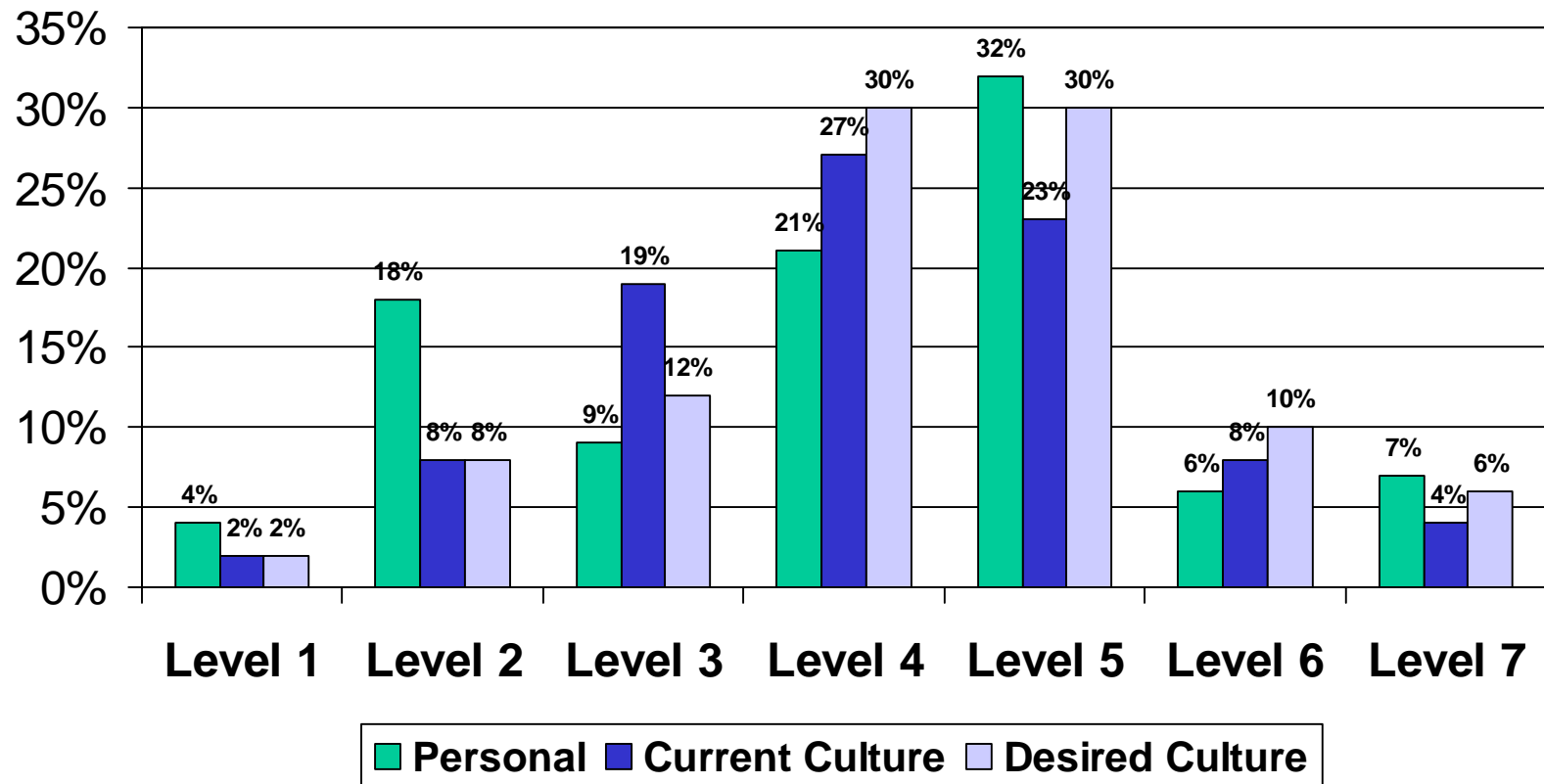
CTS = 46 - 30 - 24

Entropy = 2%

C = Common Good	■ Positive Values
T = Transformation	▨ Potentially Limiting
S = Self-interest	



Case Study 1 Elementary School: Staff (55)





Case Study 1 Elementary School: Staff (55)

Personal Values

Current Culture

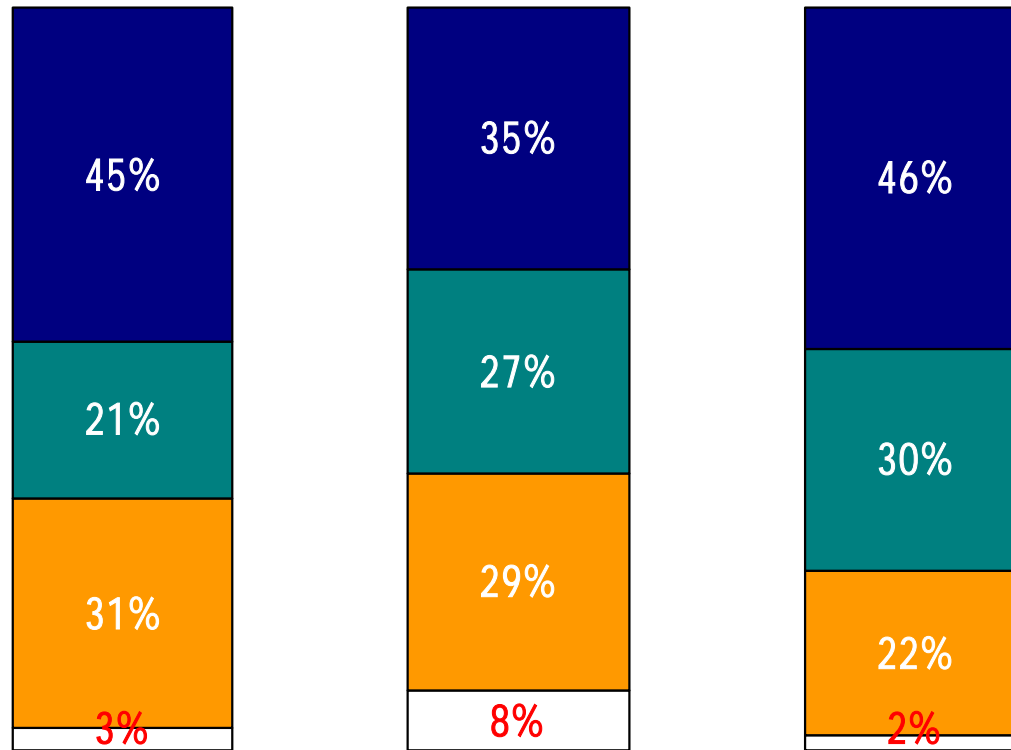
Desired Culture

Common Good

Transformation

Self-Interest

CULTURAL ENTROPY

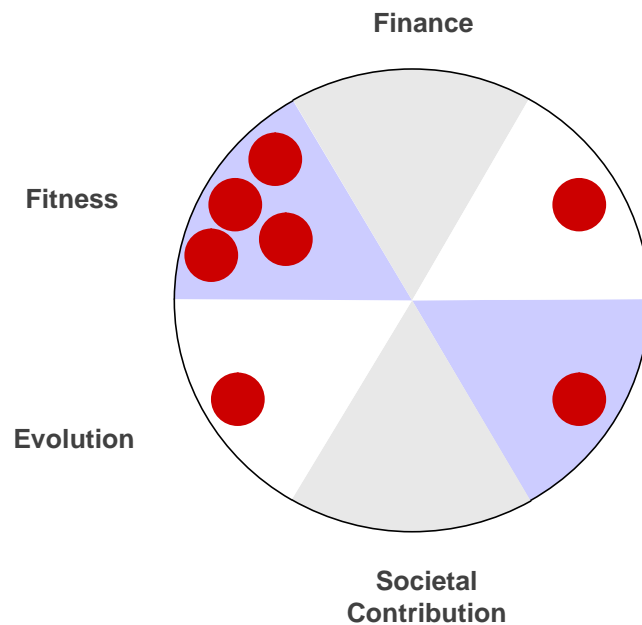




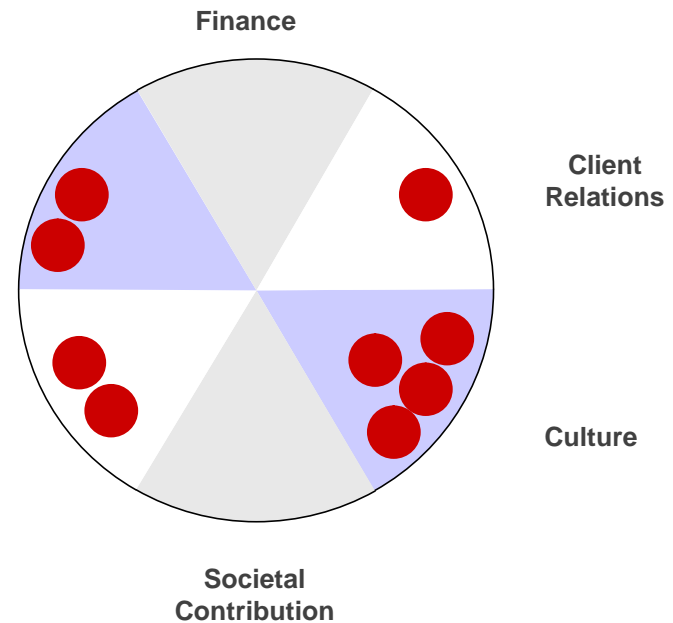
Case Study 1 Elementary School: Staff (55)

BUSINESS NEEDS SCORECARD

Current Culture Values



Desired Culture Values

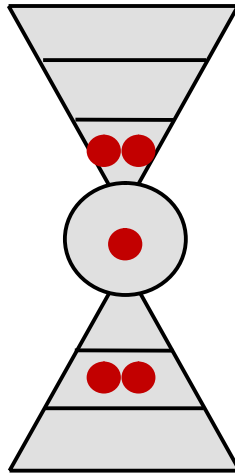




Case Study 1 Elementary School: Staff & Parents Values Alignment (200)

Personal Values

1. family (119)
2. honesty (103)
3. caring (103)
4. responsibility (76)
5. humor/fun (74)

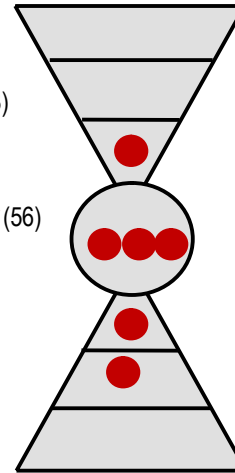


PL = 5-0
IRS (P) = 3-2-0
IRS (L) = 0-0-0

0 Matches

Current Culture Values

1. **academic excellence** (123)
2. **parent involvement** (102)
3. **character development** (73)
4. discipline (63)
5. student achievement (63)
6. **continuous improvement** (56)

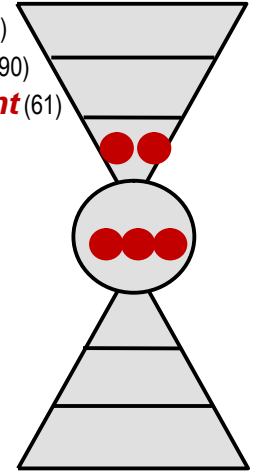


PL = 6-0
IROS (P) = 0-1-5-0
IROS (L) = 0-0-0-0

5 Matches

Desired Culture Values

1. **academic excellence** (118)
2. **character development** (90)
3. **continuous improvement** (61)
4. **parent involvement** (53)
5. creativity (51)



PL = 5-0
IROS (P) = 1-0-4-0
IROS (L) = 0-0-0-0

0 Matches

Underline = PV & CC match
Red = PV, CC & DC match
Red = CC & DC match
Blue = PV & DC match

LEGEND

P = Positive
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(hollow dots)

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