



Culture Survey- FAQ

Updated- March 2023

What is the research behind the Culture Survey?

- We can provide a bibliography of more than 25 academic resources that support the importance of having a collaborative, innovative learning culture. Three key resources you may want to review are:
 - Kools, M., Stoll, L., George, B., Steijn, B., Bekkers, V., & Gouëdard, P. (2020). The school as a learning organisation: The concept and its measurement. *European Journal of Education*, 55(1), 24–42.
<https://doi.org/10.1111/ejed.12383>
 - Elmore, D. R. F., Forman, M. L., & Stosich, E. L. (2010a). *Internal Coherence Survey*. 7.
 - Fullan, M., & Quinn, J. (2016). *Coherence: The right drivers in action for schools, districts and systems*. Thousand Oaks, CA: Corwin, A Sage Publishing Company.

What does this survey evaluate?

- This updated survey is based on the latest research regarding a culture of innovation. In it, five culture constructs are evaluated: shared vision; inquiry, innovation, and exploration; collective efficacy; psychological safety; and modeling learning leadership.
- The survey will ask you to rate each question based on the degree to which the System embodies that statement and the degree to which the School embodies that statement.

Are we required to administer the survey to all of our staff or can we start with just our Leadership Team(s)?

- Please administer the culture survey to all certified staff. You may choose to add classified staff, as well. The data does not help you if you limit the survey to just the Building/District Leadership Team.

Is the Building Culture Survey required Systems/Schools?

- No. Each system/school can utilize whichever culture survey they believe is best for evaluating their system/school.
- This culture survey was built originally for Kansans Can School Redesign buildings as part of gauging their progress toward Redesign Competency 6 which states "A successful Redesign school can develop and grow a collaborative learning culture through shared leadership." You can review the [Redesign Success Rubric](#) to learn more about this competency and rubric.

We gave the survey to all certified/administrative staff. Do we also need to administer the survey to our classified staff?

- While all school stakeholders impact your school culture, we understand that administering the survey to classified staff can be a challenge. It is recommended that your school obtain input from both certified and classified staff as it pertains to culture, but we will allow schools a choice when it comes to classified staff taking the survey.

I stepped away from the survey and it was submitted before I could finish. What should I do?

- Each user is allowed to take the survey one time. Thus, it is recommended that you do not start the survey unless you are able to dedicate approximately 10-15 minutes to finish it. If you experience any issues and are unable to submit a completed survey, please email Sarah Perryman (sperryman@ksde.org) and she can send you a one time use link.

I clicked through the survey to preview it, but now I can't go back and answer the questions. What should I do?

- Each user is allowed to take the survey one time. You should not click through the survey to preview the questions; you should only click through the survey with the intention of completing it. If you submit an incomplete survey, please email Sarah Perryman (sperryman@ksde.org) and she can send you a one time use link. If you are interested in previewing the survey questions, you can review this [PDF](#).