# Dimension and Item Mean and Favorability by Campus

#### **East Campus**

The scorecards below display campus dimension (category) and item average and favorability along with least and most favorable items.

# **Understanding Favorability Scores**

Favorability is calculated by taking the item frequency of responses from strongly disagree to strongly agree and creating a percentage for negative and positive statements as follows:

Favorable (green): Strongly Agree to Agree Neutral (yellow): Neither Agree nor Disagree Unfavorable (red): Disagree to Strongly Disagree

\*The calculation remains consistent for all 5-pt rating scales.

Example: If an item has a 71.22% favorable response, then 71.22% of the responses were either strongly agree or agree.

This feature takes the place of item frequency reports and provides a better platform for action planning.

### Understanding the Average/Mean

Multiple-choice items are scored on a 1.00 to 5.00 scale, with 5.00 being the most positive possible score.

The numerical values used in this survey can generally be interpreted as follows:

Very Positive: 3.75 and above

**Positive**: 3.45 - 3.74

Somewhat Positive: 3.23 - 3.44

Neutral: 3.01 - 3.22 Negative: Less than 3.00

#### Note:

-Negatively worded items (2), such as "There are tensions between members of different groups in this organization.", have been reverse-coded such that "Strongly Disagree and "Disagree" become the highest scores (5 or 4) and will be considered favorable. This will allow these statements to properly reflect their impact on the overall average and meaning of the item.

-Your organization's 2022 dimension and item favorability has been provided for comparison. Percentages in the 2022 Score column that are green indicate the campus' favorability percentage for that item is higher. Percentages in the 2022 Overall column that are red indicate the campus' favorability percentage for that item is lower.

2022 Overall Participation

75.93%

24.07%

Responses

41 of 54

ame	Responses	Mean	Distribution	2022 Score
Overall Score		3.34	52.81% 20.31% 26.87%	53.24%
Leadership		2.94	36.94% 23.88% 39.18%	29.20%
ne behavior of our COO is consistent with Monument Academy's values.	39	2.87	<b>35.90% 17.95%</b> 46.15%	25.51%
nave confidence in the COO to make the right decisions for Monument cademy.	41	2.88	34.15% 21.95% 43.90%	29.41%
ne COO demonstrates that employees are important to the success of onument Academy.	41	2.78	39.02% <mark>12.20%</mark> 48.78%	23.81%
onument Academy is making changes necessary to compete effectively.	41	3.05	36.59% 29.27% 34.15%	29.81%
ne COO gives employees a clear picture of the direction Monument cademy is headed.	41	2.73	<b>36.59% 14.63%</b> 48.78%	29.25%
nave confidence in the future of Monument Academy.	41	3.17	41.46% 29.27% 29.27%	40.19%
recutive Leadership encourages new ideas or suggestions from employees.	41	3.10	46.34% 17.07% 36.59%	31.43%
ne COO keeps me informed about important issues that affect me.	41	2.85	31.71% 29.27% 39.02%	24.53%
ne COO will take the necessary steps to correct the problems identified by is survey.	41	3.00	36.59% 29.27% 34.15%	28.57%
ne COO provides the strategic direction that keeps this organization strong.	41	2.80	<b>29.27% 26.83%</b> 43.90%	20.00%
ne COO is aware of employee attitudes and opinions.	41	3.12	48.78% 14.63% 36.59%	46.15%
OO decisions make it harder to do my job.	41	2.90	26.83% 43.90% 29.27%	21.36%
Supervision		4.32	90.45%	91.37%
y Assistant Principal cares about me as a person.	39	4.31	87.18% 12.82%	90.57%
y Assistant Principal sets a good example.	40	4.30	95.00%	96.26%
y Assistant Principal is a good leader.	40	4.28	95.00%	95.33%
m comfortable talking with my Principal/Assistant Principal about things at bother me at work.	40	4.13	75.00% 20.00%	77.36%
y Principal/Assistant Principal treats employees with the kind of respect a rson deserves.	40	4.60	100.00%	97.20%

Performance Management 3.65 63.85% 21.51% 14.55% 68.61% nave the training I need to do my job effectively. 40 3.95 77.50% 15.00% 83.18% net training I need to do my job effectively. 40 3.68 62.50% 25.00% 12.50% 70.19% 15.00% 15.00% 12.50% 70.19% 15.00% 15.00% 12.50% 70.19% 15.00% 15.00% 15.00% 12.50% 70.19% 15.00% 15.00% 15.00% 12.50% 70.19% 15.00% 1	ame	Responses	Mean	Distribution	2022 Score
y supervisor keeps me informed about the things I need to know.  41 3.49 58.54% 19.51% 21.95% 68.22%  The formation I receive from this organization.  41 3.37 51.22% 24.39% 21.51% 14.55% 68.51%  Performance Management.  3.65 6.399% 21.51% 14.55% 68.51%  Save the training I need to do my job effectively.  40 3.95 77.50% 15.00% 33.18%  The training I receive from Monument Academy has been relevant to my job. 40 3.68 62.50% 25.00% 12.50% 15.00% 10.00%  The training I receive from Monument Academy has been relevant to my job. 41 3.56 55.54% 29.27% 12.20% 43.89%  The training I receive from Monument Academy has been relevant to my job. 42 50.00% 15.00% 15.00% 15.00% 15.00%  The training I receive from Monument Academy. 40 3.20 45.00% 30.00% 25.00% 12.50%  The training I receive from Monument Academy. 40 3.20 45.00% 30.00% 25.00% 57.41%  The efformance reviews I have received have helped me to improve my job accepted effective that helps me improve my performance. 33 3.21 55.52% 12.12% 36.30% 44.33%  The efformance reviews I have received have helped me to improve my job accepted effective that helps me improve my performance. 33 3.45 57.89% 28.95% 13.10% 64.23%  The human resources department is responsive to my needs. 41 4.29 50.00% 15.51% 15.51% 17.07% 64.22%  That a work-related glevance, it would know who to go to for resolution. 41 2.73 58.33% 13.23% 48.33% 19.51% 19.51% 19.51% 17.07%  64.22% 17.59% 17.50%	Communication		3.19	45.53% 21.95% 32.52%	47.66%
Performance Management 3.05 5325% 21.51% 14.53% 68.61% 14.53% 68.61% 14.53% 5325% 21.51% 14.53% 68.61% 14.53% 15.00% 15.0	here is open and honest communication at this company.	41	2.71	26.83% 21.95% 51.22%	28.04%
Performance Management 3.65 6.395% 21.51% 14.53% 68.61% have the training I need to do my job effectively. 40 3.95 77.50% 15.00% 83.18% her training I need to do my job effectively. 40 3.68 62.50% 25.00% 12.50% 70.09% 15.00% 12.50% 70.09% 15.00% 12.50% 12.50% 70.09% 15.00% 12.50% 70.09% 15.00% 12.50% 12.50% 12.50% 70.09% 15.00% 12.50% 1	ly supervisor keeps me informed about the things I need to know.	41	3.49	58.54% 19.51% 21.95%	68.22%
have the training I need to do my job effectively.  40 3.95 77.50% 15.00% 33.8%  he training I receive from Monument Academy has been relevant to my job.  40 3.68 62.50% 25.00% 12.50% 70.19%  his company provides me with the opportunity for learning and evelopment.  41 3.56 58.54% 29.27% 12.20% 63.89%  Everall, I feel that my career goals can be met at Monument Academy.  40 3.20 45.00% 30.00% 25.00% 57.41%  have received a formal performance review in the past year.  33 3.21 51.52% 12.12% 36.36% 64.13%  he performance reviews I have received have helped me to improve my job efformance.  38 3.45 57.89% 28.95% 13.16% 61.90%  42.90 90.24% 17.00% 62.20%  42.90 90.24% 17.00% 64.22%  42.90 90.24% 17.00% 64.22%  43.91% 19.51% 17.00% 64.22%  44.90 17.50% 62.50% 17.50%  45.95% 17.50% 64.22%  46.95% 17.50% 62.20% 17.50%  47.70tal Rewards  48 2.15 20.00% 17.50% 62.20% 17.50%  49.21% 17.50% 62.20% 17.50%  40 2.15 20.00% 17.50% 62.20% 17.50%  40 2.15 20.00% 17.50% 62.20% 17.50%  40 2.15 20.00% 17.50% 62.20% 17.50%  41.80% 17.50% 17.50%  42.90% 17.50% 17.50%  43.98% 17.50% 17.50%  44.90% 17.50% 17.50%  45.96% 17.50% 17.50%  46.90% 17.50% 17.50%  46.90% 17.50% 17.50%  40 2.15 20.00% 17.50% 62.20% 17.50%  41.80% 17.50% 17.50%  42.90% 17.50% 17.50%  43.98% 17.50% 17.50%  44.90% 17.50% 17.50%  45.90% 17.50% 17.50%  46.90% 17.50% 17.50%  46.90% 17.50% 17.50%  47.90% 17.50% 17.50%  48.90% 17.50% 17.50%  49.20% 17.50% 17.50%  40 2.15 20.00% 17.5	trust the information I receive from this organization.	41	3.37	51.22% 24.39% 24.39%	46.73%
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his company provides me with the opportunity for learning and evelopment.  41 3.56 58.54% 29.27% 12.20% 63.89% evelopment.  42 3.56 58.54% 29.27% 12.20% 63.89% evelopment.  43 3.20 45.00% 30.00% 25.00% 57.41% 57.	have the training I need to do my job effectively.	40	3.95	77.50% 15.00%	83.18%
Everall, I feel that my career goals can be met at Monument Academy.  40 3.20 45.00% 30.00% 25.00% 57.41%  have received a formal performance review in the past year.  33 3.21 51.52% 12.12% 36.36% 64.13%  he performance reviews I have received have helped me to improve my job serformance.  38 3.45 57.89% 28.95% 13.16% 61.90%  he human resources department is responsive to my needs.  41 4.29 90.24% 87.16%  41 4.29 90.24% 87.16%  41 4.29 90.24% 87.16%  42 3.33 63.41% 19.51% 17.07% 64.22%  43 3.33 63.41% 19.51% 17.07% 64.22%  44 2.23 20.00% 17.50% 62.50% 17.59%  45 20.00% 17.50% 62.50% 17.50%  46 20.37%  47 20.00% 17.50% 62.50% 17.50%  48 20.37%  48 20.00% 17.50% 17.50% 17.50% 17.50%  48 20.37%  48 20.00% 17.50% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50% 17.50%  48 20.00% 17.50% 17.50%  48 20.00% 17.50% 17.50%  48 20.00% 17.50% 17.50%  48 20.00% 17.50% 17.50%  48 20.00% 17.50% 17.50%  48 20.00% 17.50	The training I receive from Monument Academy has been relevant to my job.	40	3.68	62.50% 25.00% 12.50%	70.19%
have received a formal performance review in the past year.  33 3.21 51.52% 12.12% 36.36% 64.13%  the performance reviews I have received have helped me to improve my job and a serior mance.  30 3.73 66.67% 30.00% 63.53%  receive feedback that helps me improve my performance.  38 3.45 57.89% 28.95% 13.16% 61.90%  The human resources department is responsive to my needs.  41 4.29 90.24% 87.16%  That a work-related grievance, I would know who to go to for resolution.  41 3.73 63.41% 19.51% 17.07% 64.22%  Total Rewards  2.75 38.33% 13.33% 48.33%  39.81%  The pay range for my job is reasonable.  40 2.15 20.00% 17.50% 62.50% 17.59%  21.50% 21.50% 21.50% 21.50% 21.50%  20.37%		41	3.56	58.54% 29.27% 12.20%	63.89%
the performance reviews I have received have helped me to improve my job serformance.  38 3.45 57.89% 28.95% 13.16% 61.90	Overall, I feel that my career goals can be met at Monument Academy.	40	3.20	45.00% 30.00% 25.00%	57.41%
Performance. 30 3.73 60.87% 30.00% 63.55% 65.55% 13.16% 61.90% 61	have received a formal performance review in the past year.	33	3.21	51.52% <mark>12.12%</mark> 36.36%	64.13%
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f I had a work-related grievance, I would know who to go to for resolution.  41 3.73 63.41% 19.51% 17.07% 64.22%  Total Rewards 2.75 38.33% 13.33% 48.33% 39.81%  am paid fairly compared to others doing similar work in other organizations.  40 2.23 20.00% 17.50% 62.50% 17.59%  The pay range for my job is reasonable.  40 2.15 20.00% 70.00% 12.50	receive feedback that helps me improve my performance.	38	3.45	57.89% 28.95% 13.16%	61.90%
✓ Total Rewards 2.75 38.33% 13.33% 48.33% 39.81%  am paid fairly compared to others doing similar work in other organizations. 40 2.23 20.00% 17.50% 62.50% 17.59%  The pay range for my job is reasonable. 40 2.15 20.00% 70.00% 12.50% 12.50% 12.50% 13.50%	the human resources department is responsive to my needs.	41	4.29	90.24%	87.16%
am paid fairly compared to others doing similar work in other organizations. 40 2.23 20.00% 17.50% 62.50% 17.59%  The pay range for my job is reasonable. 40 2.15 20.00% 70.00% 20.37%  Leadership in Monument Academy respects the importance of personal and 40 3.88	I had a work-related grievance, I would know who to go to for resolution.	41	3.73	63.41% 19.51% 17.07%	64.22%
The pay range for my job is reasonable.  40 2.15 20.00% 70.00% 20.37%	* Total Rewards		2.75	<b>38.33% 13.33% 48.33%</b>	39.81%
eadership in Monument Academy respects the importance of personal and	am paid fairly compared to others doing similar work in other organizations.	40	2.23	20.00% 17.50% 62.50%	17.59%
	he pay range for my job is reasonable.	40	2.15	20.00%	20.37%
		40	3.88	75.00% 12.50% <b>12</b> .50%	81.48%



Question	Responses	Mean ▼	Distribution
There is open and honest communication at this company.	41	2.71	51.22%
I rarely think about looking for a new job in another school.	40	2.60	50.00%
I am paid fairly compared to others doing similar work in other organizations.	40	2.23	62.50%
The pay range for my job is reasonable.	40	2.15	70.00%
There are tensions between members of different groups in this organization.	41	1.93	85.37%

2022 Mo	st Favorable Items	5		
Question		Responses	Mean ▼	Distribution
treats emplo	/Assistant Principal yees with the kind of rson deserves.	40	4.60	100.00%
My Assistan me as a pers	t Principal cares about son.	39	4.31	87.18%
My Assistan example.	t Principal sets a good	40	4.30	95.00%
	resources department to my needs.	41	4.29	90.24%
My Assistan leader.	t Principal is a good	40	4.28	95.00%
View All				