

### Dimension and Item Mean and Favorability by Campus

#### West 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

# 80.95%



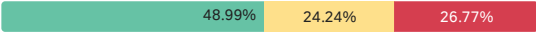









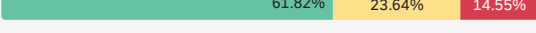







Responses

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## 2022 Dimension and Item Average and Favorability

Name	Responses	Mean	Distribution	2022 Score
➤ Overall Score		3.33		53.24%
▼ Leadership		2.64		29.20%
The behavior of our COO is consistent with Monument Academy's values.	59	2.47		25.51%
I have confidence in the COO to make the right decisions for Monument Academy.	61	2.52		29.41%
The COO demonstrates that employees are important to the success of Monument Academy.	64	2.33		23.81%
Monument Academy is making changes necessary to compete effectively.	63	2.73		29.81%
The COO gives employees a clear picture of the direction Monument Academy is headed.	65	2.45		29.25%
I have confidence in the future of Monument Academy.	66	2.97		40.19%
Executive Leadership encourages new ideas or suggestions from employees.	64	2.69		31.43%
The COO keeps me informed about important issues that affect me.	65	2.58		24.53%
The COO will take the necessary steps to correct the problems identified by this survey.	64	2.73		28.57%
The COO provides the strategic direction that keeps this organization strong.	64	2.42		20.00%
The COO is aware of employee attitudes and opinions.	63	2.92		46.15%
COO decisions make it harder to do my job.	62	2.81		21.36%
▼ Supervision		4.47		91.37%
My Assistant Principal cares about me as a person.	67	4.46		90.57%
My Assistant Principal sets a good example.	67	4.63		96.26%
My Assistant Principal is a good leader.	67	4.51		95.33%
I am comfortable talking with my Principal/Assistant Principal about things that bother me at work.	66	4.17		77.36%
My Principal/Assistant Principal treats employees with the kind of respect a person deserves.	67	4.60		97.20%

## 2022 Dimension and Item Average and Favorability

Name	Responses	Mean	Distribution	2022 Score
✓ Communication		3.33		47.66%
There is open and honest communication at this company.	66	2.73		28.04%
My supervisor keeps me informed about the things I need to know.	66	3.94		68.22%
I trust the information I receive from this organization.	66	3.33		46.73%
✓ Performance Management		3.71		68.61%
I have the training I need to do my job effectively.	67	4.06		83.18%
The training I receive from Monument Academy has been relevant to my job.	64	3.80		70.19%
This company provides me with the opportunity for learning and development.	67	3.52		63.89%
Overall, I feel that my career goals can be met at Monument Academy.	68	3.56		57.41%
I have received a formal performance review in the past year.	59	3.54		64.13%
The performance reviews I have received have helped me to improve my job performance.	55	3.56		63.53%
I receive feedback that helps me improve my performance.	67	3.49		61.90%
The human resources department is responsive to my needs.	68	4.25		87.16%
If I had a work-related grievance, I would know who to go to for resolution.	68	3.56		64.22%
✓ Total Rewards		2.74		39.81%
I am paid fairly compared to others doing similar work in other organizations.	68	2.01		17.59%
The pay range for my job is reasonable.	68	2.15		20.37%
Leadership in Monument Academy respects the importance of personal and family life.	68	4.06		81.48%

## 2022 Dimension and Item Average and Favorability

Name	Responses	Mean	Distribution	2022 Score
Employee Engagement		3.27		48.52%
I rarely think about looking for a new job in another school.	67	2.88		31.78%
This school motivates me to contribute more than is normally required to complete my work.	68	3.28		45.37%
I would recommend Monument Academy to people I know as a great place to work.	68	3.34		44.95%
I am given the opportunity to be involved in decisions that affect me.	67	2.91		39.25%
I have the authority I need to do my job.	68	3.91		80.73%
Diversity & Inclusion		3.50		59.66%
I am comfortable voicing my ideas and opinions, even if they are different from others.	68	3.18		54.13%
The people I work with cooperate to get the job done.	68	4.28		86.24%
I trust my supervisor.	68	4.10		81.65%
The leadership at Monument Academy treats all employees fairly.	65	3.20		47.62%
There are tensions between members of different groups in this organization.	65	2.11		5.66%
I am treated with respect at work.	68	4.07		80.73%

### 2022 Least Favorable Items

Question	Responses	Mean	Distribution
The COO provides the strategic direction that keeps this organization strong.	64	2.42	
The COO demonstrates that employees are important to the success of Monument Academy.	64	2.33	
The pay range for my job is reasonable.	68	2.15	
There are tensions between members of different groups in this organization.	65	2.11	
I am paid fairly compared to others doing similar work in other organizations.	68	2.01	
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### 2022 Most Favorable Items

Question	Responses	Mean	Distribution
My Assistant Principal sets a good example.	67	4.63	
My Principal/Assistant Principal treats employees with the kind of respect a person deserves.	67	4.60	
My Assistant Principal is a good leader.	67	4.51	
My Assistant Principal cares about me as a person.	67	4.46	
The people I work with cooperate to get the job done.	68	4.28	
<a href="#">View All</a>			