

Scoring The School Climate Index and Organizational Citizenship Behavior

Scoring directions for the School Climate Index are described below. In addition, directions for calculating a standardized score are included so that schools can compare their results with other schools. The standardized score is presented on a scale with a mean of 500 and a standard deviation of 100, much like an SAT or GRE score. For example, a school with a score of 600 on teacher professionalism is one standard deviation above the average score on teacher professionalism of all schools in the sample. That means that the school has higher faculty trust in colleagues than 84% of the schools in the sample.

The range of the standardized scores is presented below:

If the score is 200, it is lower than 99% of the schools.

If the score is 300, it is lower than 97% of the schools.

If the score is 400, it is lower than 84% of the schools.

If the score is 500, it is average.

If the score is 600, it is higher than 84% of the schools.

If the score is 700, it is higher than 97% of the schools.

If the score is 800, it is higher than 99% of the schools.

It is critical that ethical standards are adhered to in administering the surveys. The surveys (other than the principal survey) must be administered anonymously so that there is no way for the results to be traced to the individual who completed the survey. Participants should be told that their participation is voluntary and that they may skip any items they are uncomfortable answering. Faculty, parent, and student surveys should be returned to someone other than the principal. Student surveys should be administered outside of class because they may perceive their completion of the survey to be compulsory, even if they are told their participation is voluntary.

Scoring Directions for the Faculty SCI Survey

There are four subscales to the School Climate Index: Collegial Leadership, Teacher Professionalism, Academic Press, and Community Engagement. The SCI can be used at the elementary, middle school or high school levels. The Organizational Citizenship Behavior Survey is computed as a single score.

Step 1: Calculate the average score for each item on the survey.

You will need to calculate the average of all the responses to the survey for each item on the questionnaire. Assign 2 pts for every Rarely response, 3 pts for every Sometimes response, 4 pts for every Often response, and 5 pts for every Very Frequently response. You can use a spreadsheet program like Microsoft Excel or calculate the means by hand. If you are using a statistical package such as SPSS, you can skip this step and go directly to Step 2 because the package will calculate the mean of the means.

Step 2: Calculate the mean score for your school on each of the four subscales:

Use your spreadsheet or statistical package to calculate the school means on each of the subscales.

Collegial Leadership

Mean (7, 8, 16, 17, 23, 24, 25)

Teacher Professionalism

Mean (3, 4, 11, 12, 13, 18, 19, 20)

Academic Press:

Mean (5, 6, 14, 15, 21, 22)

Community Engagement:

Mean (1, 2, 9, 10, 26, 27, 28)

Organizational Citizenship Behavior

Mean (29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43)

Step 3: Computing the Standardized Scores for the School Climate Index for purposes of comparison:

You can convert your school score on each of the subscales to a standardized score with a mean of 500 and a standard deviation of 100 to make comparison with other schools possible. First, compute the difference between your school score on Collegial Leadership (CL) and the mean for the normative sample. For a high school, this would mean $(CL - 3.946)$. Then multiply the difference by one hundred $[100(CL - 3.946)]$. Next divide the product by the standard deviation of the normative sample (.4127). Then add 500 to the result. You have computed a standardized score Standard Score for Collegial Leadership. Repeat the process for each subscale as follows, depending on the level of your school:

For **Elementary Schools**, calculate standardized trust scores using the following formulas:

$$\text{Standard Score for Collegial Leadership (CL)} = 100(\text{CL} - 3.847) / .4946 + 500$$

$$\text{Standard Score for Teacher Professionalism (TP)} = 100(\text{TP} - 4.072) / .280 + 500$$

$$\text{Standard Score for Academic Press (AP)} = 100(\text{AP} - 3.656) / .286 + 500$$

$$\text{Standard Score for Community Engagement (CE)} = 100(\text{CE} - 3.597) / .431 + 500$$

For **Middle Schools**, calculate standardized trust scores using the following formulas:

$$\text{Standard Score for Collegial Leadership (CL)} = 100(\text{CL} - 3.886) / .380 + 500$$

$$\text{Standard Score for Teacher Professionalism (TP)} = 100(\text{TP} - 3.932) / .265 + 500$$

$$\text{Standard Score for Academic Press (AP)} = 100(\text{AP} - 3.574) / .318 + 500$$

$$\text{Standard Score for Community Engagement (CE)} = 100(\text{CE} - 3.60) / .418 + 500$$

For **High Schools**, calculate standardized trust scores using the following formulas:

$$\text{Standard Score for Collegial Leadership (CL)} = 100(\text{CL} - 3.946) / .4127 + 500$$

$$\text{Standard Score for Teacher Professionalism (TP)} = 100(\text{TP} - 4.089) / .218 + 500$$

$$\text{Standard Score for Academic Press (AP)} = 100(\text{AP} - 3.631) / .276 + 500$$

$$\text{Standard Score for Community Engagement (CE)} = 100(\text{CE} - 3.48) / .343 + 500$$

Organizational Citizenship Behavior

$$\text{Standard Score for Organizational Citizenship Behavior (OCB)} = 100(\text{OCB} - 3.675) / .194 + 500$$