

Appendix - N-1

Table showing the factor scores of 25 schools:

Sl. No.	Case-studies	II	AA	LB*	OC	CP	TM	Type	Level
1.	Case Study No.1.	5.1	86	25.4	4	2.6	6.0	I	H
2.	,, 2.	1.0	44	22.0	1	1.5	1.4	NI	-
3.	,, 3.	6.0	100	27.4	5	3.2	6.1	I	H
4.	,, 4.	4.9	87	24.9	4	2.8	4.5	I	H
5.	,, 5.	5.5	99	26.6	6	2.9	7.2	I	H
6.	,, 6.	4.5	92	26.8	5	3.3	5.7	I	H
7.	,, 7.	5.4	94	27.6	6	2.8	5.1	I	H
8.	,, 8.	5.2	89	27.2	6	2.9	7.6	I	H
9.	,, 9.	4.1	82	25.8	6	2.7	7.2	I	H
10.	,, 10.	4.8	98	26.2	5	2.2	5.1	I	H
11.	,, 11.	4.6	88	22.7	1	2.8	3.7	I	A
12.	,, 12.	4.2	82	24.9	3	2.3	7.3	I	A
13.	,, 13.	3.8	87	23.2	6	2.8	5.3	I	A
14.	,, 14.	4.0	96	23.4	3	2.7	4.1	I	A
15.	,, 15.	3.8	80	26.5	6	2.6	5.3	I	A
16.	,, 16.	3.9	94	24.4	1	2.7	5.2	I	A
17.	,, 17.	3.2	82	23.6	3	2.6	5.5	I	A
18.	,, 18.	4.0	79	25.8	4	2.5	4.3	I	A
19.	,, 19.	3.6	90	23.0	1	2.4	5.6	I	L
20.	,, 20.	4.7	80	22.8	2	2.1	5.9	I	L
21.	,, 21.	2.1	81	21.1	1	2.7	3.7	I	L
22.	,, 22.	2.4	73	22.1	1	2.4	2.0	NI	-
23.	,, 23.	3.7	78	23.6	2	2.4	3.9	NI	-
24.	,, 24.	2.3	78	23.1	3	2.4	4.5	NI	-
25.	,, 25.	1.9	78	21.9	1	2.0	2.9	NI	-
Mean		3.9	81.1	24.5	3.4	2.6	5.0		

II : Innovative Index Score

AA : Academic Achievement Score

LB : Leadership Behaviour Score

OC : Organisational Climate Score

CP : Change Proneness Score

TM : Teacher Morale Score

A : Average Innovative

I : Innovative

NI : Non-innovative

H : High innovative

L : Low innovative

Table showing the factor-levels of 25 schools as indicated in the school-profile diagram:

Sl. No.	Case-studies	II	AA	LB	OC	CP	TM
1.	Case Study No.1.	H	A	A	A	A	A
2.	,, 2.	L	L	L	L	L	L
3.	,, 3.	H	H	H	H	H	A
4.	,, 4.	A	A	A	A	A	L
5.	,, 5.	H	H	H	H	A	H
6.	,, 6.	A	H	H	H	H	A
7.	,, 7.	H	H	H	H	A	A
8.	,, 8.	H	A	H	H	A	H
9.	,, 9.	A	A	A	H	H	H
10.	,, 10.	A	H	H	H	L	A
11.	,, 11.	A	A	L	L	A	L
12.	,, 12.	A	A	A	A	L	H
13.	,, 13.	L	A	L	H	A	A
14.	,, 14.	A	H	H	A	A	L
15.	,, 15.	A	L	H	H	A	A
16.	,, 16.	A	H	A	L	A	A
17.	,, 17.	A	A	L	A	A	A
18.	,, 18.	A	L	A	A	L	L
19.	,, 19.	A	A	L	L	A	A
20.	,, 20.	A	L	L	L	L	A
21.	,, 21.	L	A	L	L	A	L
22.	,, 22.	L	L	L	L	A	L
23.	,, 23.	A	L	L	L	A	L
24.	,, 24.	L	L	L	A	A	L
25.	,, 25.	L	L	L	L	L	L

II : Innovative Index Score level

AA : Academic Achievement Score Level.

LB : Leadership Behaviour Score level.

OC : Organisational Climate Score level.

CP : Change Proneness score level.

TM : Teacher Morale Score level.

H : High

A : Average

L : Low

Table showing the standardised scores for 'Teacher Morale' of all the 25 schools:

Case Study No.	1	2	3	4	5	6	7	8	9	10
1	69.60	68.00	46.20	24.20	34.40	16.20	25.20	16.60	17.60	12.60
2	58.13	59.13	41.00	17.63	25.75	10.13	18.13	10.50	10.38	11.63
3	60.00	72.00	47.90	22.20	32.10	16.90	23.20	14.10	18.00	15.10
4	65.67	70.33	44.67	17.00	35.33	14.67	19.00	12.33	17.33	12.67
5	74.75	74.63	50.75	22.25	33.88	17.00	26.75	17.50	18.13	13.88
6	70.75	71.75	46.50	24.50	31.00	14.50	25.00	17.75	13.50	13.00
7	72.00	67.50	50.30	23.50	32.20	16.80	21.20	11.00	19.60	6.20
8	75.00	69.00	52.00	25.50	38.00	17.00	28.50	19.00	18.50	13.00
9	74.13	68.38	51.25	23.50	36.25	17.38	25.88	17.25	19.25	14.38
10	64.89	63.78	49.11	18.89	32.56	15.33	26.22	15.44	16.89	12.67
11.	57.44	64.78	48.00	17.44	31.00	13.11	21.78	13.44	16.00	11.89
12	75.38	69.88	51.28	23.25	36.25	16.88	28.50	17.13	19.25	13.38
13	65.22	70.89	45.00	23.67	28.89	15.56	26.89	15.78	15.56	11.56
14.	61.40	65.80	46.20	19.60	30.20	14.40	22.40	13.20	15.60	12.40
15	69.20	66.90	47.50	19.30	31.20	15.40	24.10	17.70	15.20	13.40
16.	67.40	67.80	46.40	20.60	29.20	15.60	24.20	17.00	17.80	12.20
17	64.80	67.30	47.10	20.50	33.40	14.80	27.30	16.50	17.20	12.30
18.	63.90	66.20	42.40	23.60	31.40	15.10	22.20	13.00	16.00	11.40
19	70.75	66.75	46.50	24.25	32.25	13.50	25.25	14.75	16.00	15.00
20	65.22	67.67	49.56	21.89	33.44	16.56	25.78	17.11	17.56	12.78
21.	64.89	61.44	43.11	19.22	26.89	15.11	21.67	15.22	14.78	12.56
22	60.00	61.25	40.00	17.00	27.88	11.13	20.00	13.63	11.00	10.75
23	63.33	65.00	44.00	17.83	32.67	14.00	22.00	14.00	13.50	13.00
24	72.22	66.78	50.33	21.78	30.44	12.89	24.44	11.56	10.44	12.56
25	58.78	66.11	43.56	16.22	27.56	12.78	71.22	11.22	15.22	11.89
Mean	66.91	67.14	46.82	21.01	31.77	14.91	23.87	14.99	16.01	12.49
S.D.	5.29	3.42	3.25	2.76	2.99	1.84	2.79	2.40	2.56	1.64

SCHOOL CLIMATE OF 25 SCHOOLS

Table showing the 'Similarity scores' of all the 25 schools, derived from comparing the double-standardised scores with the Halpin's 'prototypic profile' scores :

Sl. No.	Open (6)	Auto- nomous (5)	Contro- lled (4)	Fami- liar (3)	Pater- nal (2)	Closed (1)	*School Climate	Case Study No.
1.	61.56	73.08	57.80	102.06	111.00	126.54	Controlled	1
2.	117.27	109.91	85.49	95.27	75.33	37.61	Closed	2
3.	67.77	57.59	80.97	79.77	80.77	100.97	Autonomous	3
4.	106.40	81.32	61.34	118.40	103.12	78.60	Controlled	4
5.	55.42	68.40	97.74	70.58	67.58	105.64	Open	5
6.	51.37	50.51	70.87	78.13	93.49	90.65	Autonomous	6
7.	44.91	85.91	91.91	72.53	64.19	113.53	Open	7
8.	43.94	46.14	96.86	74.96	104.46	111.54	Open	8
9.	43.54	79.94	89.84	79.78	84.68	119.06	Open	9
10.	91.20	51.94	73.50	87.24	97.94	83.94	Autonomous	10
11.	98.28	92.20	112.14	63.28	69.52	54.46	Closed	11
12.	62.78	64.32	97.92	56.30	61.34	88.84	Familiar	12
13.	47.38	81.18	94.38	67.98	79.18	123.04	Open	13
14.	107.81	80.99	96.33	67.65	110.49	70.01	Familiar	14
15.	76.26	81.26	85.96	78.02	99.02	87.72	Open	15
16.	98.59	97.87	77.75	96.89	87.53	74.95	Closed	16
17.	75.08	76.08	100.46	56.32	60.82	86.53	Familiar	17
18.	90.46	91.46	54.16	98.14	70.08	90.48	Controlled	18
19.	111.01	94.25	102.01	74.01	87.53	52.77	Closed	19
20.	79.58	107.02	74.26	92.56	74.04	89.02	Paternal	20
21.	118.73	101.27	69.07	118.73	89.73	59.93	Closed	21
22.	122.25	109.25	81.85	100.25	77.41	53.15	Closed	22
23.	68.49	97.95	82.73	74.07	56.41	93.77	Paternal	23
24.	94.20	86.98	99.20	73.46	92.36	75.86	Familiar	24
25.	122.17	108.25	75.95	100.17	83.22	55.15	Closed	25

* The actual climate of a school is indicated by the smallest among the six scores shown in a row under various climates for the respective schools. (The smallest number is indicative of the minimum difference between the standardised score of the school and the author's (Halpin) prototypic profile score.)

Appendix : N-5

"School Morale Scores" of all the 25 schools after conversion of the standard scores into stanine scores :

Case Study No.	F A C T O R S										Mean	SD
	1	2	3	4	5	6	7	8	9	10		
1	6.01	5.50	4.61	7.30	6.26	6.41	5.95	6.41	6.24	5.14	6.03	0.77
2	1.68	0.31	1.41	2.55	0.98	0.20	0.88	1.32	0.61	3.96	1.37	1.10
3	5.78	7.84	5.66	5.86	5.22	7.17	4.51	4.33	6.55	8.18	6.11	1.24
4	4.53	6.87	3.66	2.10	7.38	4.74	1.50	2.85	6.03	5.22	4.49	1.87
5	7.96	9.38	7.42	5.90	6.41	7.28	7.06	7.16	6.65	6.69	7.19	0.92
6	6.45	7.40	4.80	7.52	4.49	4.55	5.80	7.37	3.04	5.62	5.70	1.44
7	6.92	5.21	7.14	6.80	5.29	7.05	3.08	1.74	7.80	2.65	5.10	2.51
8	8.05	6.09	8.19	8.25	9.16	7.27	8.31	8.41	6.94	5.62	7.63	1.05
9	7.73	5.72	7.73	6.80	8.00	7.69	6.44	6.95	7.53	7.30	7.19	0.66
10	4.24	3.03	6.41	3.46	5.53	5.46	6.68	5.44	5.68	5.22	5.12	1.10
11	1.42	3.61	5.72	2.41	4.49	3.04	3.50	3.77	4.99	4.27	3.72	1.19
12	8.19	6.60	7.74	6.62	8.00	7.15	8.32	6.85	7.53	6.09	7.31	0.71
13	4.36	7.19	3.88	6.92	3.08	5.71	7.16	5.72	4.64	3.87	5.25	1.44
14	2.92	4.21	4.62	3.98	3.95	4.55	3.94	3.57	4.67	4.89	4.12	0.56
15	5.49	4.86	5.42	3.76	4.62	5.53	5.16	7.33	4.37	6.11	5.27	0.91
16	5.18	5.39	4.74	4.70	3.29	5.75	5.23	6.74	6.39	4.64	5.21	0.90
17	4.20	5.09	5.17	4.63	6.09	4.88	7.46	6.33	5.93	4.77	5.46	0.91
18	3.86	4.44	2.27	6.87	4.76	5.21	3.80	3.41	4.99	3.67	4.33	1.19
19	6.45	4.77	4.80	7.34	5.32	3.47	5.98	4.87	4.99	8.05	5.60	1.31
20	4.36	5.31	6.69	5.63	6.12	6.80	6.36	6.84	6.20	5.35	5.97	0.73
21	4.24	1.66	2.71	3.70	1.74	5.22	3.42	5.26	4.04	5.09	3.71	1.27
22	2.39	1.55	0.80	2.10	2.40	0.89	2.22	3.93	1.09	2.88	2.03	0.92
23	3.65	3.74	3.26	2.70	5.60	4.01	3.66	4.24	3.04	5.62	3.95	0.94
24	7.00	4.79	7.16	5.56	4.11	2.80	5.40	2.20	0.65	5.08	4.48	1.96
25	1.93	4.39	2.99	1.53	2.19	2.68	3.10	1.92	4.38	4.27	2.94	1.03