

360° PRO-REF

360° Performance Evaluation System

Demo User
Principal

India

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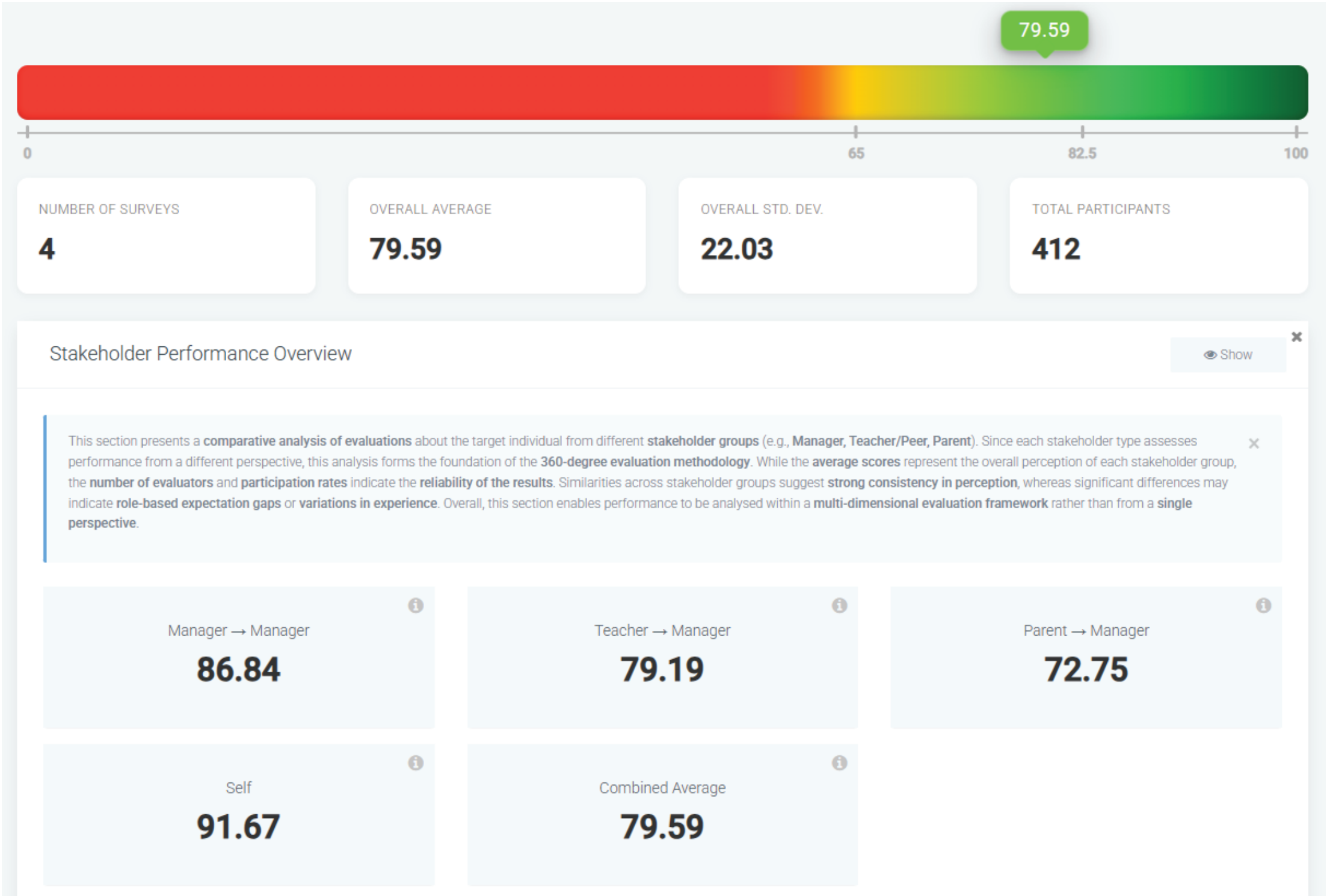
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Campus

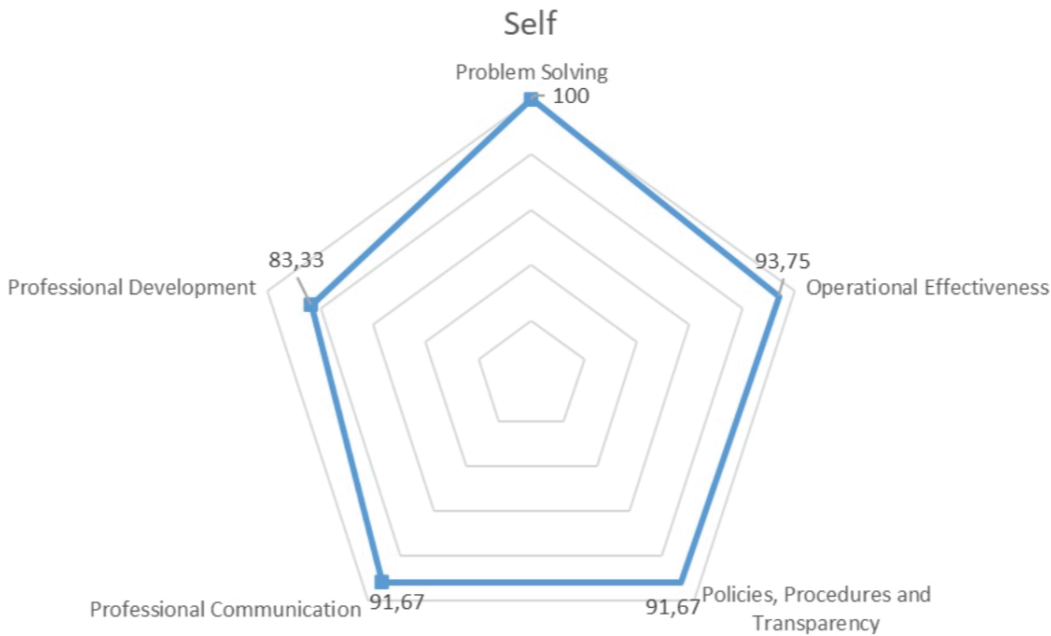
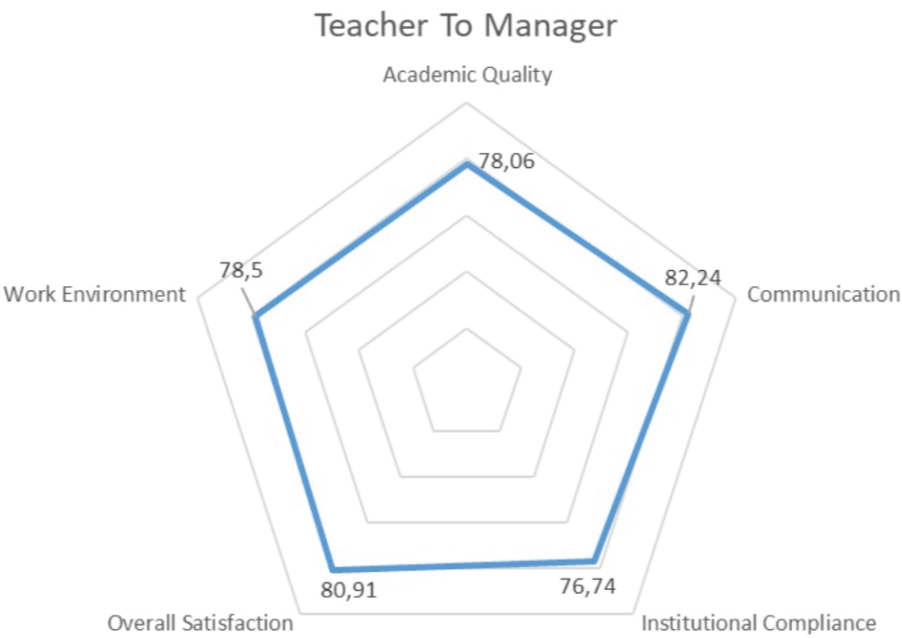
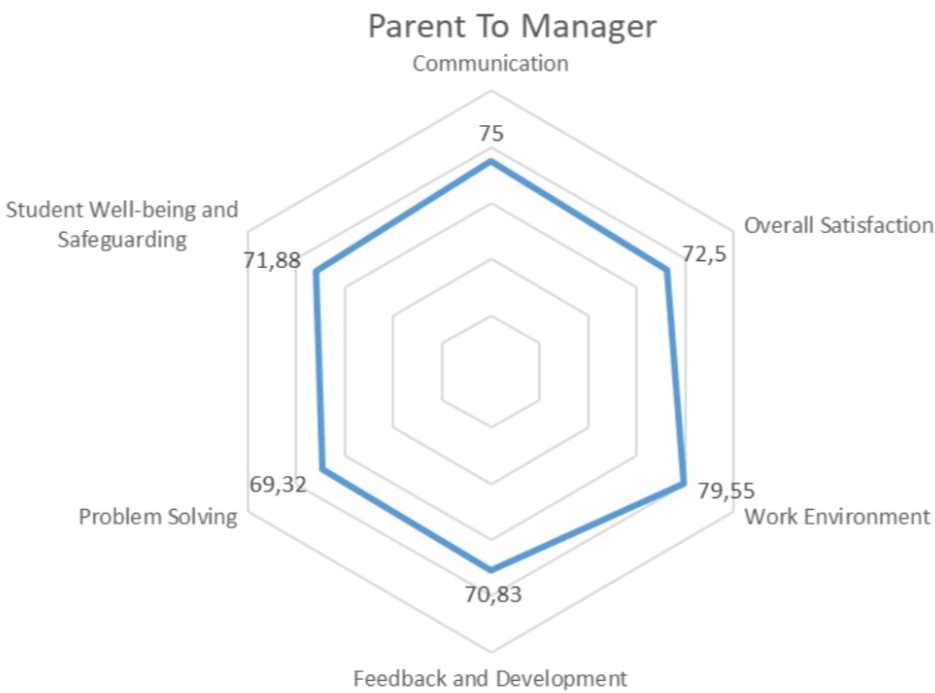
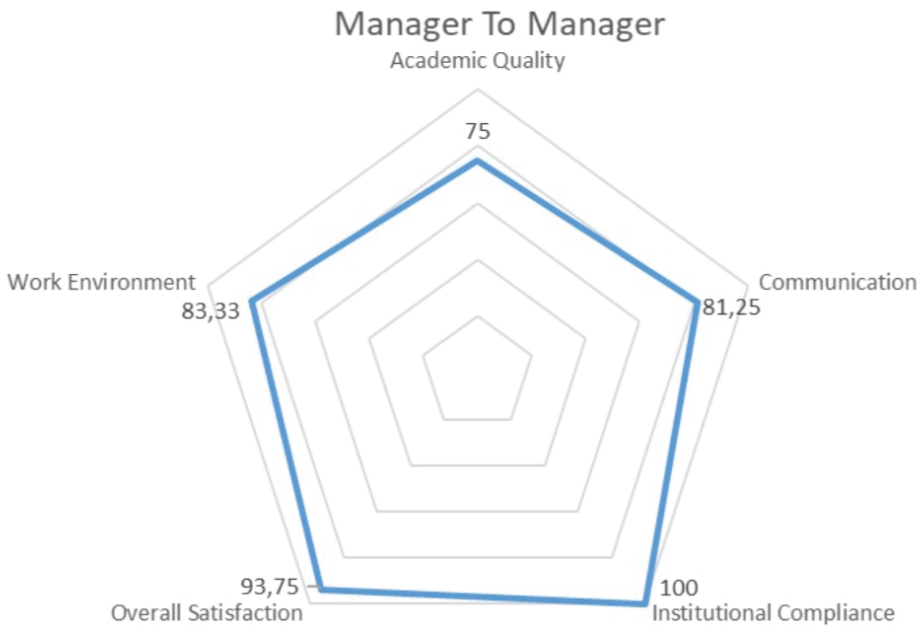
Divisions

Classes





This section enables performance to be analysed across different competencies or evaluation categories. Each category represents a specific dimension of performance (for example, communication, academic quality, or professional attitude). Category averages help identify strengths as well as areas for development, while standard deviation values indicate whether there are differences in perception among stakeholders within that category. Overall, this analysis allows performance to be evaluated dimensionally rather than as a single overall measure.



ParentToManager



Communication



7.5 / 10

Missing Responses: 0

1

2

3

4

5

6

7

8

9

10

Strengths

- The communication strategies employed are effective in fostering understanding and collaboration.
- There is a significant positive impact on organizational cohesion and employee morale.
- The current communication practices are sustainable and can be maintained over the long term.

Development Areas

- Inconsistent communication can lead to misunderstandings and operational inefficiencies.
- There is a risk of cultural disconnect if communication is not inclusive and transparent.

Feedback and Development

7.5 / 10

Missing Responses: 0

1

2

3

4

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10

Strengths

- Feedback mechanisms are well-structured and contribute to personal and professional growth.
- The development programs are impactful, fostering a culture of continuous improvement.

Development Areas

- Feedback may not always be timely, leading to missed opportunities for improvement.
- There is a risk of academic stagnation if development initiatives are not regularly updated.

Overall Satisfaction

7.0 / 10

Missing Responses: 2

1

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Strengths

- Overall satisfaction levels indicate a generally positive perception of management.
- The satisfaction contributes to a stable and motivated workforce.

Development Areas

- There are areas of dissatisfaction that could lead to disengagement if not addressed.
- Operational risks may arise if satisfaction levels do not improve over time.

Problem-Solving

7.5 / 10

Missing Responses: 2

1

2

3

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10

Strengths

- Problem-solving skills are robust, leading to effective resolution of issues.
- The ability to solve problems enhances operational efficiency and innovation.

Development Areas

- Some problem-solving approaches may lack creativity, limiting potential solutions.
- Cultural risks may arise if diverse perspectives are not considered in problem-solving.

Student Wellbeing and Safeguarding

7.5 / 10

Missing Responses: 4

1

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Strengths

- Student wellbeing initiatives are comprehensive and effectively implemented.
- The safeguarding measures in place ensure a safe and supportive environment for students.

Development Areas

- There may be gaps in addressing all aspects of student wellbeing, leading to potential risks.
- Operational risks could arise if safeguarding protocols are not consistently applied.

Work Environment

8.2 / 10

Missing Responses: 1

1

2

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Strengths

- The work environment is conducive to productivity and employee satisfaction.
- Positive work conditions contribute to high levels of employee engagement and retention.

Development Areas

- Some aspects of the work environment may not fully support all employees' needs.
- Cultural risks may emerge if the work environment does not promote inclusivity.

TeacherToManager

Academic Quality

7.5 / 10

Missing Responses: 13

1

2

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Strengths

- The academic programs are well-structured and deliver high-quality education.
- Strong academic quality positively influences student outcomes and institutional reputation.

Development Areas

- There may be inconsistencies in academic delivery that could affect student learning.
- Operational risks could arise if academic standards are not consistently maintained.

Communication

8.0 / 10

Missing Responses: 7

1

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Strengths

- Communication channels are effective in facilitating information flow and collaboration.
- Strong communication practices enhance organizational transparency and trust.

Development Areas

- Some communication methods may not reach all stakeholders effectively, leading to gaps.
- Cultural risks could arise if communication does not adequately address diverse needs.

Institutional Compliance

7.5 / 10

Missing Responses: 23

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Strengths

- Compliance with institutional policies is strong, ensuring regulatory adherence.
- Effective compliance practices contribute to organizational stability and integrity.

Development Areas

- Inconsistent compliance could lead to operational risks and potential penalties.
- Cultural risks may arise if compliance measures are perceived as overly rigid.



HR Executive Commentary

The overall performance direction indicates a stable and positive trajectory, with several areas demonstrating strong capabilities. Notably, **communication** and **work environment** have shown significant strengths, contributing to enhanced organizational cohesion and employee satisfaction. These areas are crucial in maintaining a motivated and engaged workforce, which is essential for long-term success. However, there are critical risks in areas such as feedback and development and institutional compliance, where inconsistencies could lead to operational and cultural challenges. Addressing these risks is imperative to prevent potential disengagement and ensure sustained organizational integrity. The perception differences across the ParentToManager and TeacherToManager surveys highlight the need for tailored strategies to address specific concerns and enhance overall satisfaction. Proactive measures should be taken to bridge these gaps and foster a more unified organizational culture.

Question Score Distribution (per Question)

This section presents the **distribution of scores for each question**, allowing individual responses to be analysed in detail rather than relying solely on overall averages. Questions are grouped under their respective **categories**, and for each category key indicators such as **average score (Avg)**, **standard deviation (StdDev)**, **number of valid responses**, and **No Opinion percentage** are displayed to provide context on the **reliability and spread of the data**. For each question, the **average score** is shown alongside the **individual score values** submitted by evaluators, visualised as **coloured badges**, making it easier to identify patterns such as **clusters of high scores**, **isolated low ratings**, or **unanswered items**. It should be noted that **Score = 0** values are treated as **"No Score / No Opinion"** and are **excluded from average calculations** by default. Overall, this section helps analysts and decision-makers assess the **distribution, variability**, and **consistency** of responses at **question level**, providing a deeper understanding of how specific aspects of performance are perceived.

- > Managers Evaluation Survey For Teachers 25-26 First Survey (TeacherToManager)
- > Managers Evaluation Survey for Parents 25-26 First Survey (ParentToManager)
- > Self Evaluation Survey For Managers 25-26 First Survey (Self)
- > Managers Evaluation Survey for Deputy Managers 25-26 First Survey (ManagerToManager)



NOTES