Reviewer's report

Title: Do you live your mission statement? How to use your own mission statement as an indicator of the learning environment and for the detection of site-specific need for change

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Reviewer: Victor Lim

Reviewer's report:

The research hypothesis is fairly well defined i.e. to use a questionnaire to measure the extent to which the organisation (in this case a medical school) is in compliance with its mission statement.

The mission statement of the medical school has not been stated in the article. It is therefore difficult to ascertain if the questions asked in the instrument can adequately capture the essence of the statements. Many mission statements usually contain long term goals including the desired characteristics of their products. It would be difficult to ascertain this through just feedback from current students and the teachers. There should be some evidence to demonstrate that the instrument is a valid instrument i.e. it really measures to what extent the organisation is fulfilling its mission.

The data collected pertains primarily to the perceptions of the educational environment by both teachers and students. The instrument does not appear to be able to capture the quality of the products of the school.

The manuscript adheres to the relevant standards for the writing of a scientific paper.

The discussion is focussed on the the correlation between the MS instrument and the DREEM instrument. The correlation appears to be good. However the DREEM is primarily to ascertain the quality of the educational environment and not designed as an instrument to measure compliance with mission statements. What is shown is that the MS instrument is probably as good an instrument as DREEM to measure quality of the educational environment.

The limitations in the response rate among teachers is mentioned in the article.

In the discussion the authors have not made any conclusions as to the extent they are meeting the organisational goals as expressed in their mission statements. What are the gaps if any and what remedial measures should be put in to close these gaps.

The title of the paper is " Do you live your mission statement? How to use your own mission statement as an indicator of the learning environment " is perhaps not too accurate. There is little evidence to show that the MS questionnaire gives
any indication as to whether the organisation is living up to its mission statement with perhaps the exception of the educational environment. Surely mission statements must be much more that the educational environment. Moreover there is already an internationally accepted and validated instrument, the DREEM, for this purpose.

and for the detection of site-specific need for change.

Overall the article is written in a fairly clear and comprehensible manner.

**Level of interest:** An article of limited interest

**Quality of written English:** Acceptable

**Statistical review:** Yes, but I do not feel adequately qualified to assess the statistics.

**Declaration of competing interests:**

'I declare that I have no competing interests'