

Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

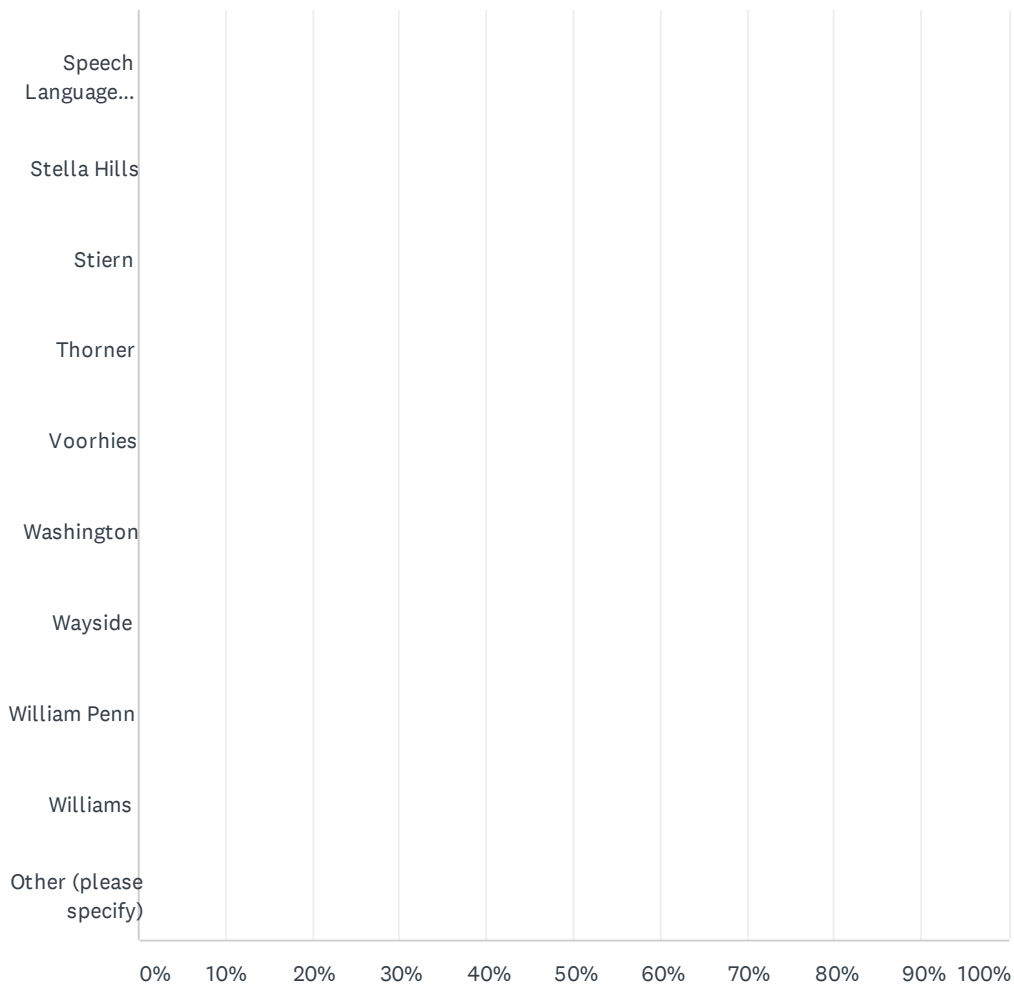
Answered: 17 Skipped: 0

Casa Loma										
Cato										
Chavez										
Chipman										
College Hts										
Compton										
Curran										
Downtown										
Ed Center										
Eissler										
Emerson										
Evergreen										
Fletcher										
Frank West										
Franklin										
Fremont										
Garza										
Harding										

2020-2021 BETA Administration/Site Climate Survey



2020-2021 BETA Administration/Site Climate Survey



2020-2021 BETA Administration/Site Climate Survey

ANSWER CHOICES	RESPONSES	
Casa Loma	0.00%	0
Cato	0.00%	0
Chavez	0.00%	0
Chipman	0.00%	0
College Hts	0.00%	0
Compton	0.00%	0
Curran	0.00%	0
Downtown	0.00%	0
Ed Center	0.00%	0
Eissler	0.00%	0
Emerson	0.00%	0
Evergreen	0.00%	0
Fletcher	0.00%	0
Frank West	0.00%	0
Franklin	0.00%	0
Fremont	0.00%	0
Garza	0.00%	0
Harding	0.00%	0
Harris	0.00%	0
Horace Mann	0.00%	0
Hort	100.00%	17
Jefferson	0.00%	0
Longfellow	0.00%	0
McKinley	0.00%	0
MLK	0.00%	0
Mt. Vernon	0.00%	0
Munsey	0.00%	0
Nichols	0.00%	0
Noble	0.00%	0
Nurses	0.00%	0
Owens Intermediate	0.00%	0
Owens Primary	0.00%	0

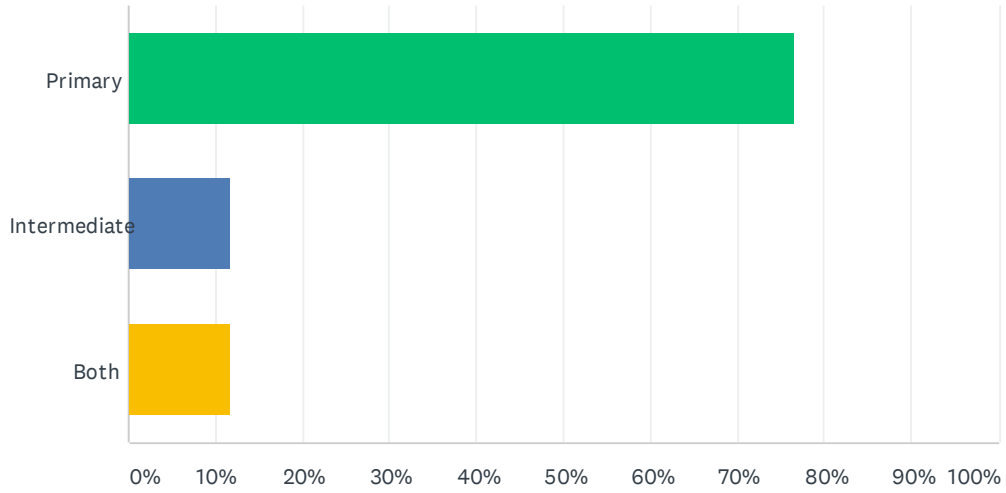
2020-2021 BETA Administration/Site Climate Survey

Pauly	0.00%	0
Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Special Ed Office	0.00%	0
Speech Language Pathologist	0.00%	0
Stella Hills	0.00%	0
Stiem	0.00%	0
Thorner	0.00%	0
Voorhies	0.00%	0
Washington	0.00%	0
Wayside	0.00%	0
William Penn	0.00%	0
Williams	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 17		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Instructional Grade Level or Support Services

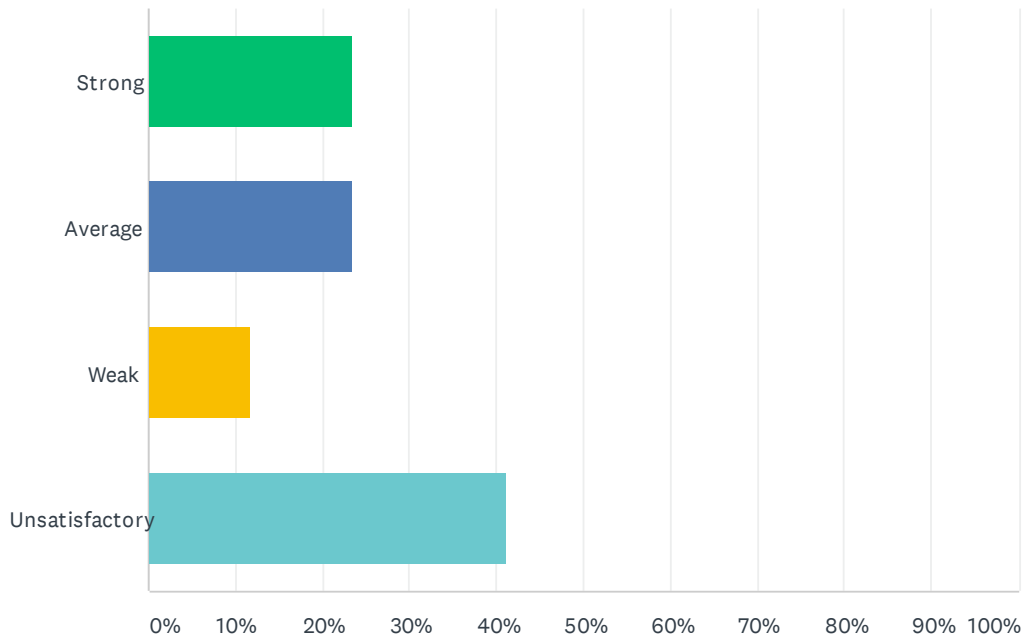
Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES	
Primary	76.47%	13
Intermediate	11.76%	2
Both	11.76%	2
TOTAL		17

Q3 Site administration is sensitive to the needs of students, staff, and community.

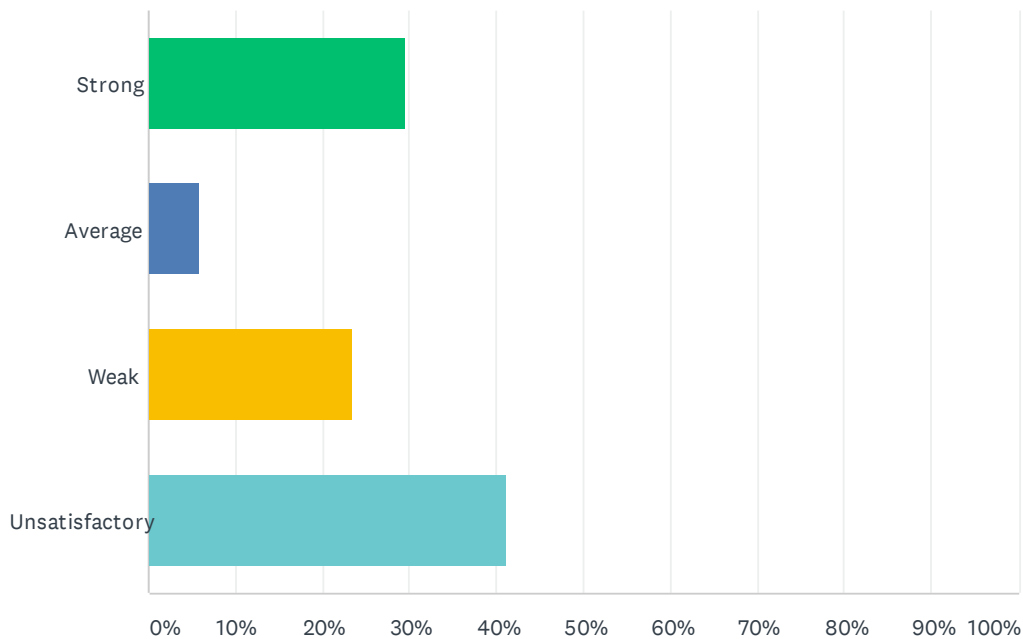
Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	23.53%	4
Average	23.53%	4
Weak	11.76%	2
Unsatisfactory	41.18%	7
TOTAL		17

Q4 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 17 Skipped: 0

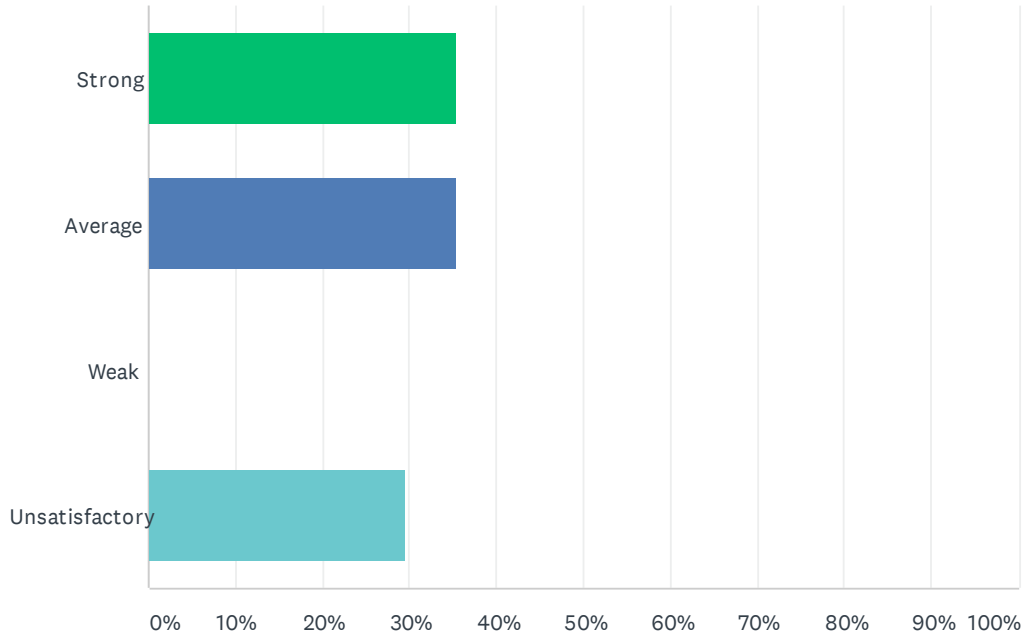


ANSWER CHOICES	RESPONSES	
Strong	29.41%	5
Average	5.88%	1
Weak	23.53%	4
Unsatisfactory	41.18%	7
TOTAL		17

#	COMMENT	DATE
1	There is very little respect for teachers. It is her way or else.	2/23/2021 12:15 PM
2	I am often treated like I'm stupid and I need someone to help me all the time because of it.	2/18/2021 12:06 PM
3	I feel very respected and valued by my Principal.	2/4/2021 3:55 PM
4	Our principal likes to micromanage us. She'll believe the parents over her teachers. Her support with behavior students is, "Did you can the parents!"	2/1/2021 7:17 PM

Q5 Site administration conducts classroom visits (ZOOM visits) in the least disruptive manner and leaves timely feedback (within 24 hours).

Answered: 17 Skipped: 0

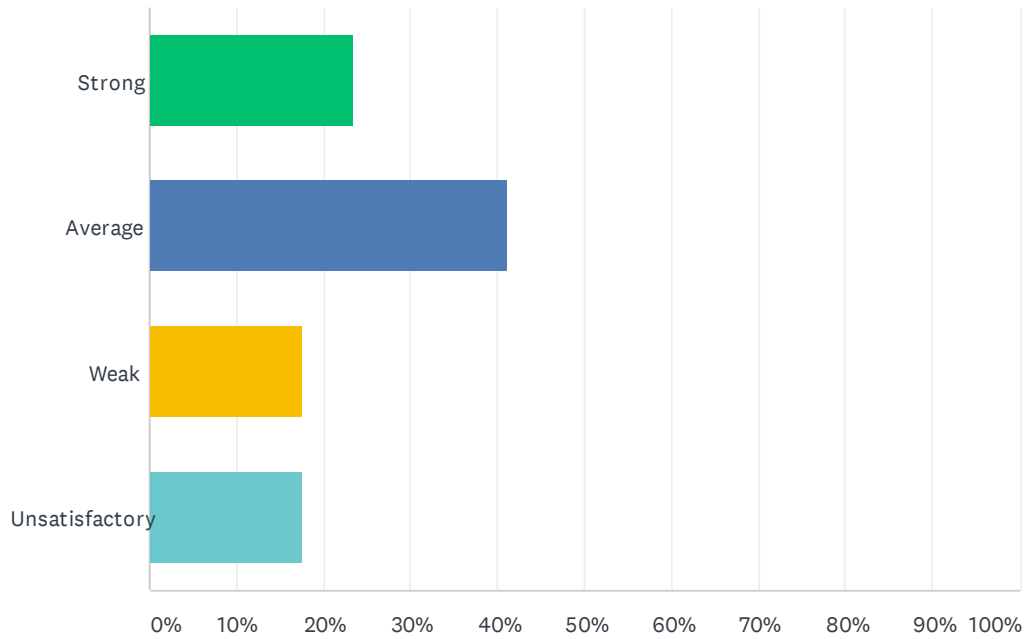


ANSWER CHOICES	RESPONSES
Strong	35.29% 6
Average	35.29% 6
Weak	0.00% 0
Unsatisfactory	29.41% 5
TOTAL	17

#	COMMENT:	DATE
1	This year she has given us timely feedback, and she is more disruptive coming into our zoom class then our regular classroom.	2/1/2021 7:17 PM
2	Amazing admin at Hort!	1/30/2021 3:42 PM
3	2-3 unannounced popins a week (lasting between two minutes and twenty) with critical feedback only.	1/30/2021 1:58 PM

Q6 Site administration follows the contract and respects personal rights.

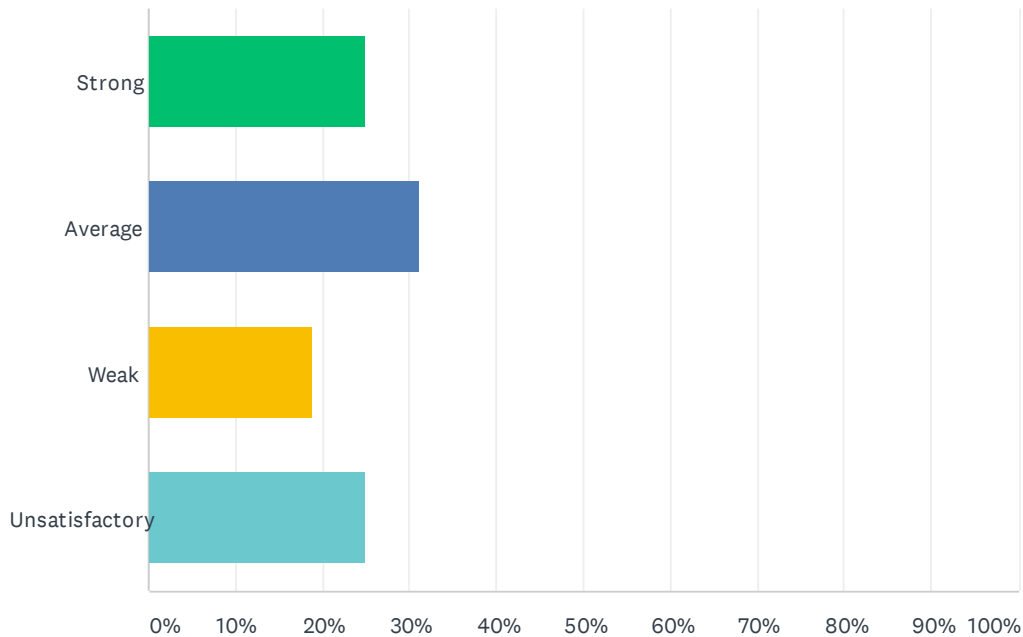
Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	23.53%	4
Average	41.18%	7
Weak	17.65%	3
Unsatisfactory	17.65%	3
TOTAL		17

Q7 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 16 Skipped: 1

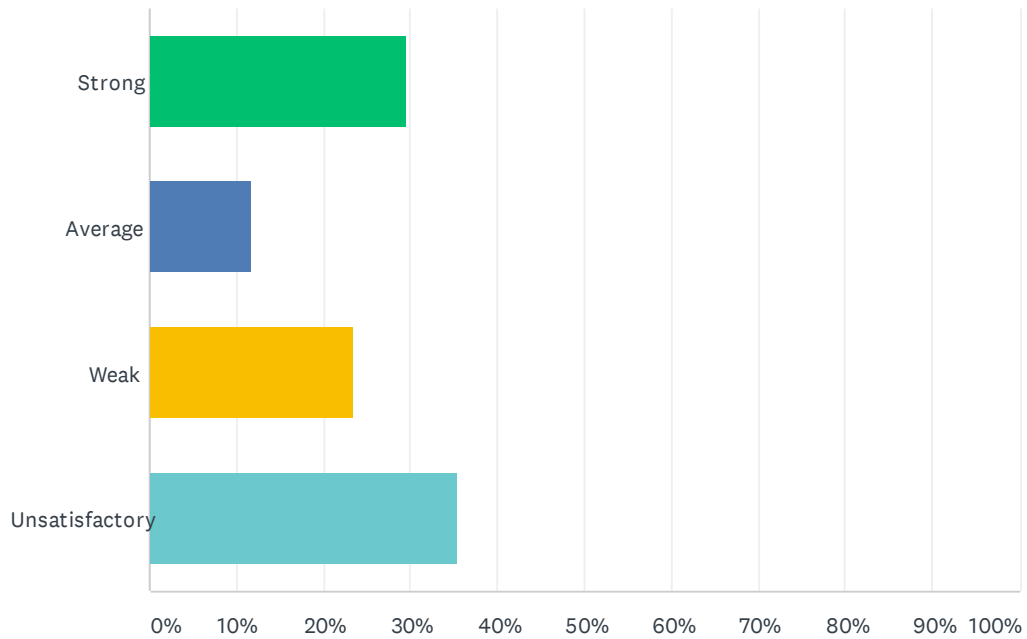


ANSWER CHOICES	RESPONSES
Strong	25.00% 4
Average	31.25% 5
Weak	18.75% 3
Unsatisfactory	25.00% 4
TOTAL	16

#	COMMENT	DATE
1	I feel that there could have been more support from these individuals in contacting student's parents who are not participating in distance learning. They call them but nothing changes and it is too much to ask teachers to do that while trying to teach a class full of students. I feel there could have been a better system in place and the resource of having these additional staff members could have been used better during this time.	2/4/2021 3:55 PM

Q8 Administration maintains open communication with staff, parents, and students.

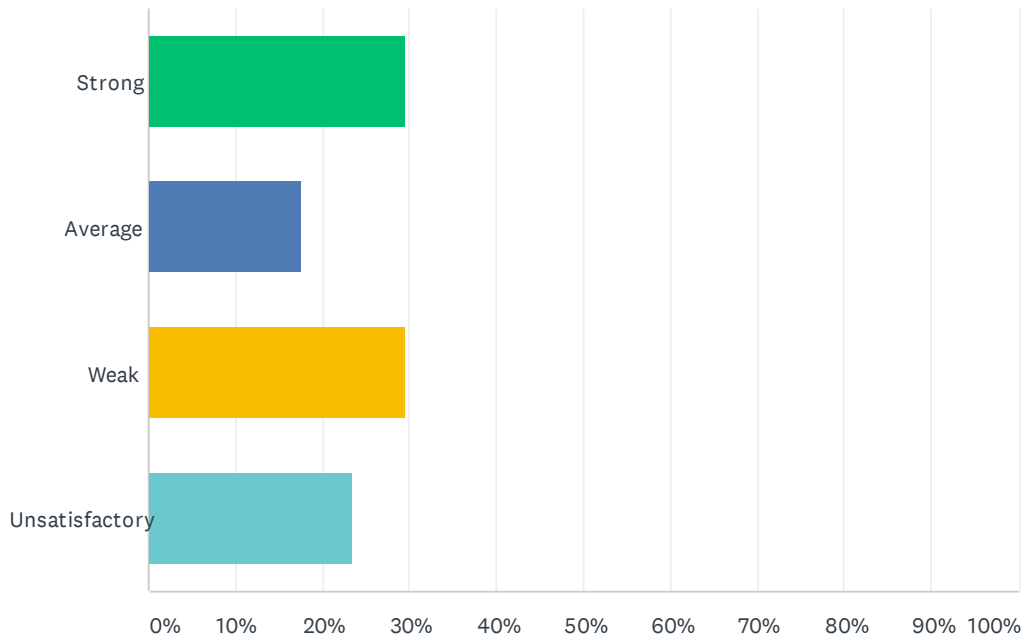
Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	29.41%	5
Average	11.76%	2
Weak	23.53%	4
Unsatisfactory	35.29%	6
TOTAL		17

Q9 Administration is available for teachers to communicate with during Distance Learning

Answered: 17 Skipped: 0

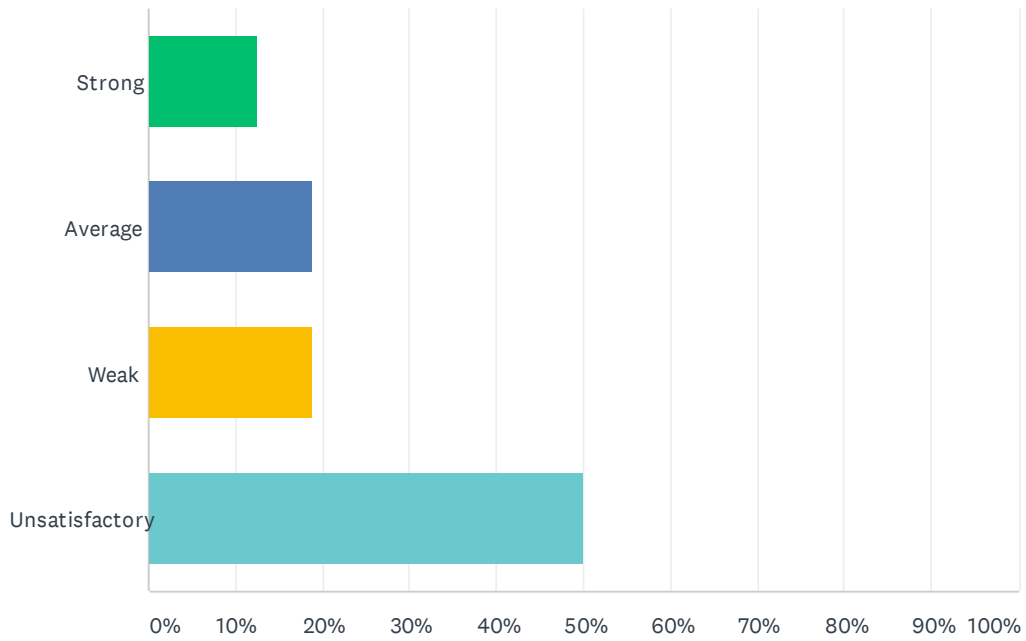


ANSWER CHOICES	RESPONSES
Strong	29.41% 5
Average	17.65% 3
Weak	29.41% 5
Unsatisfactory	23.53% 4
TOTAL	17

#	COMMENTS	DATE
1	An email that says "let us know if you need anything" is the extent of support offered by Hort admin.	1/30/2021 1:58 PM

Q10 Administration supports staff against attacks and criticism from parents.

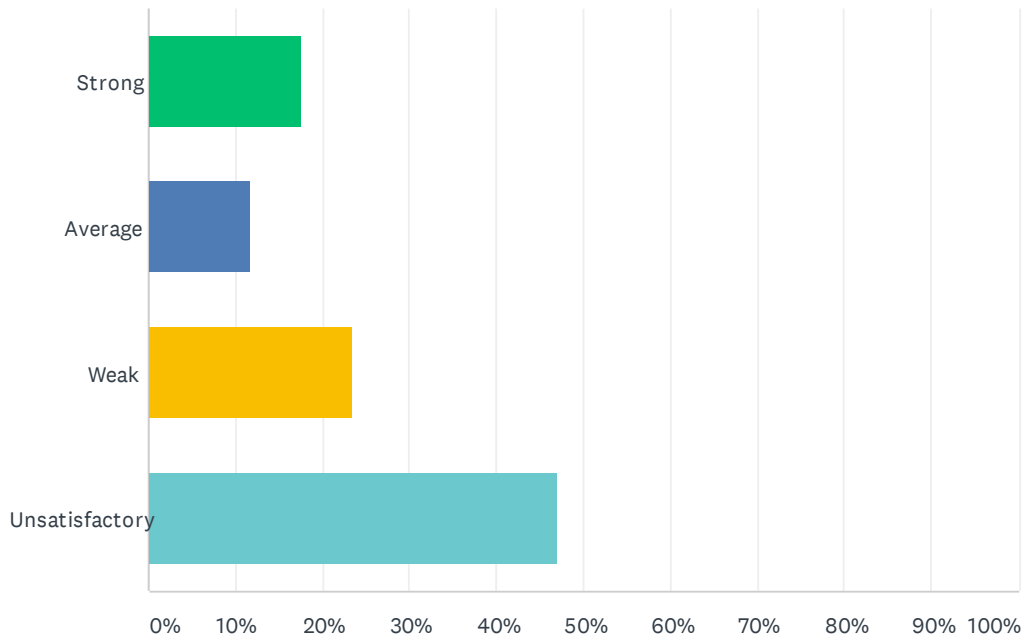
Answered: 16 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	12.50%	2
Average	18.75%	3
Weak	18.75%	3
Unsatisfactory	50.00%	8
TOTAL		16

Q11 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 17 Skipped: 0

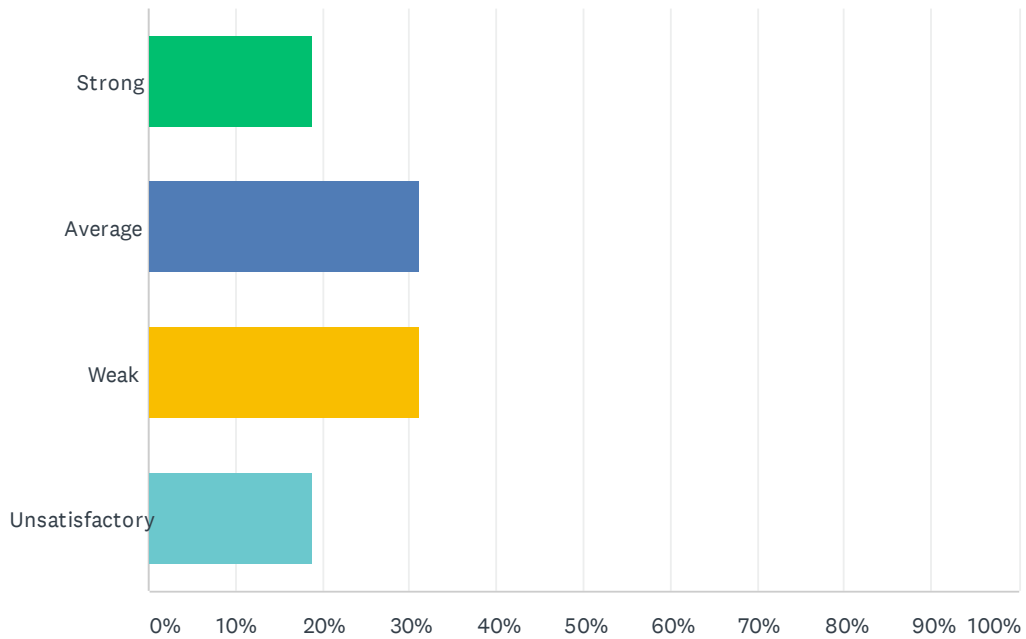


ANSWER CHOICES	RESPONSES
Strong	17.65% 3
Average	11.76% 2
Weak	23.53% 4
Unsatisfactory	47.06% 8
TOTAL	17

#	COMMENT	DATE
1	If you are not favored you are nothing.	2/23/2021 12:15 PM
2	It seems that other teachers receive more satisfactory evaluations because they are liked by administration than ones who aren't liked.	2/18/2021 12:06 PM

Q12 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 16 Skipped: 1

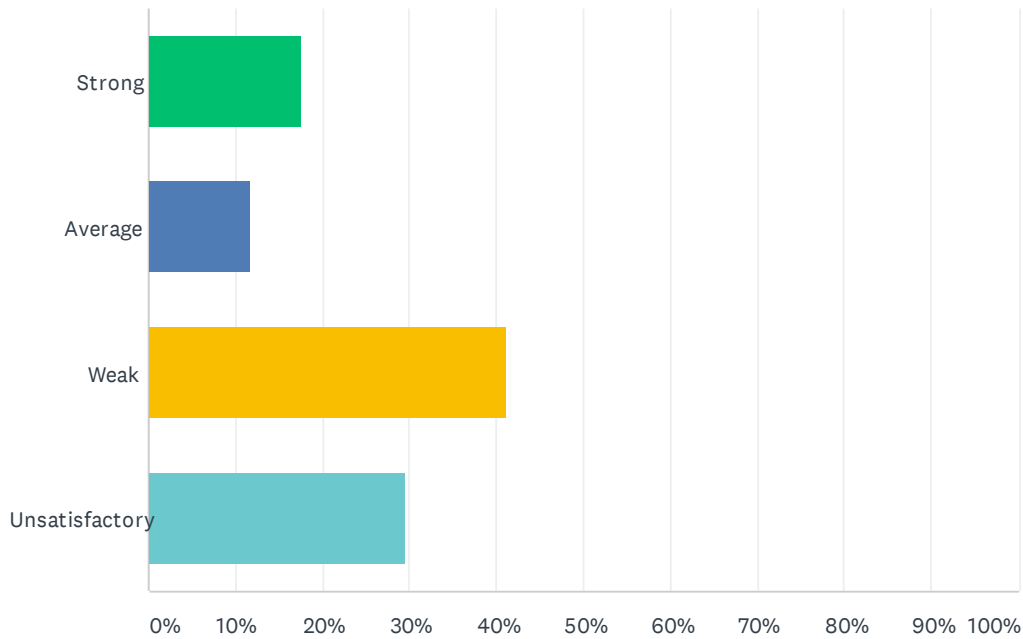


ANSWER CHOICES	RESPONSES
Strong	18.75% 3
Average	31.25% 5
Weak	31.25% 5
Unsatisfactory	18.75% 3
TOTAL	16

#	COMMENTS	DATE
	There are no responses.	

Q13 Administration making sure teachers have materials needed for Distance learning.

Answered: 17 Skipped: 0

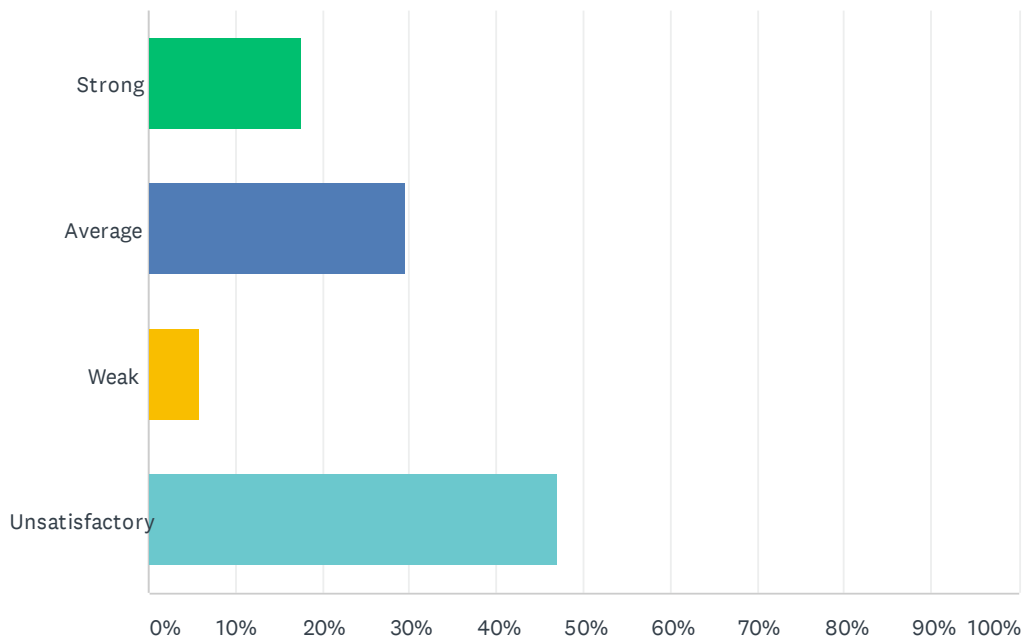


ANSWER CHOICES	RESPONSES
Strong	17.65% 3
Average	11.76% 2
Weak	41.18% 7
Unsatisfactory	29.41% 5
TOTAL	17

#	COMMENTS	DATE
1	I feel that supply distribution could have been more organized. Different schools gave out different supplies and I believe it should have been standard district wide.	2/4/2021 3:55 PM
2	We (my grade level team) asked for whiteboards from the beginning of the school year and we never received them. They kept saying they are back ordered. I don't know if that is true or false, but she has lied to us before. So, who knows.	2/1/2021 7:17 PM

Q14 Administration has been supportive during COVID and minimized adding extra stress.

Answered: 17 Skipped: 0

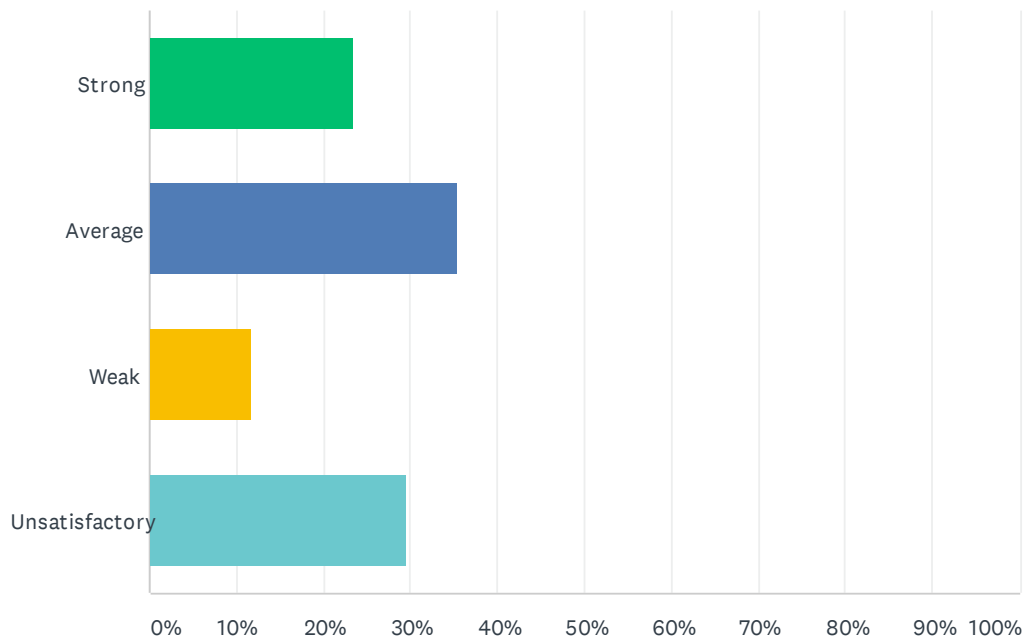


ANSWER CHOICES	RESPONSES
Strong	17.65% 3
Average	29.41% 5
Weak	5.88% 1
Unsatisfactory	47.06% 8
TOTAL	17

#	COMMENT	DATE
1	She made a stressful year even worse.	2/23/2021 12:15 PM
2	I know a lot of it is from the district, but principals should stand up for their teachers. It is obvious that they don't, because the stress is really high among a lot of us teachers.	2/1/2021 7:17 PM
3	Communication is nearly absent. A daily email continues, but the extent of the email is "have a wonderful Wednesday." Or "Have a terrific Thursday, only one more wake up." And "have a fabulous Friday"	1/30/2021 1:58 PM

Q15 Administration has communicated expectations and information during the COVID pandemic.

Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	23.53% 4
Average	35.29% 6
Weak	11.76% 2
Unsatisfactory	29.41% 5
TOTAL	17

#	COMMENT	DATE
1	Of course, so she can micromange us.	2/1/2021 7:17 PM

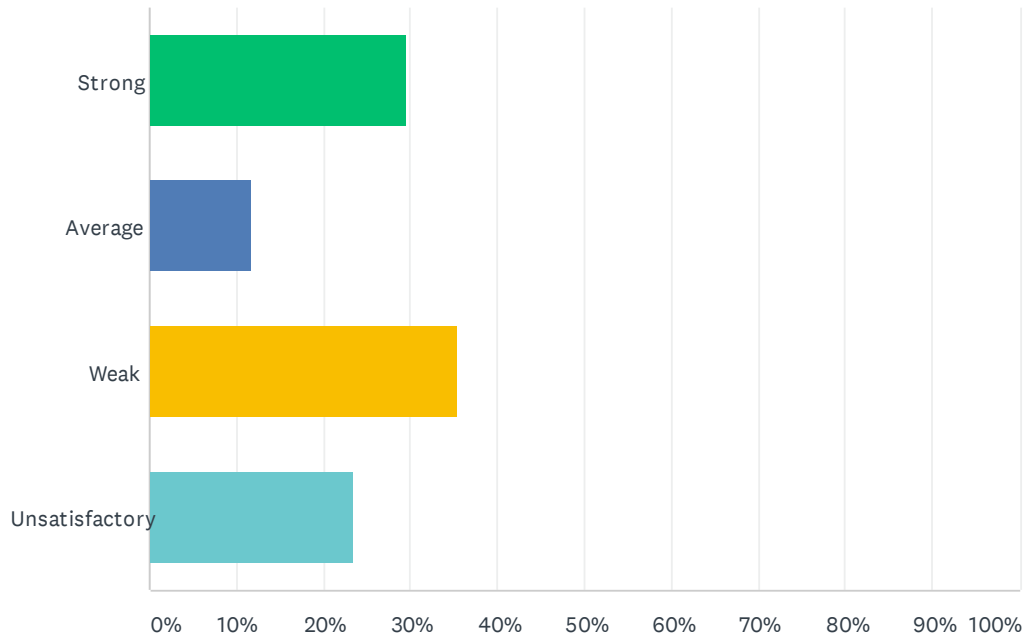
Q16 Does your administrator impact the working conditions, positively or negatively, at your worksite?

Answered: 12 Skipped: 5

#	RESPONSES	DATE
1	She has chased off so many teachers and other staff. Why won't the district do something about her?	2/23/2021 12:15 PM
2	Negatively	2/19/2021 7:40 AM
3	NEGATIVELY!	2/19/2021 7:34 AM
4	Negatively	2/18/2021 4:31 PM
5	negatively	2/18/2021 1:27 PM
6	I think negatively. It seems to me that the older teachers aren't treated as well as the younger teachers. I don't know why this is the case.	2/18/2021 12:06 PM
7	positively	2/18/2021 11:52 AM
8	I feel my principal has impacted my working conditions in a positive manner. She shows consideration for the amount of work distance learning has been and also is understanding to the challenges we have faced this year. I feel comfortable talking to her and asking questions. I feel she is a good leader and someone who I look up to.	2/4/2021 3:55 PM
9	It is negative for the reasons I gave above. i can only talk about my grade level since we meet once a week. Except, lately we have had the privilege of having both the principal and vice-principal in our grade level meeting.	2/1/2021 7:17 PM
10	positively	2/1/2021 10:17 AM
11	Impacts them positively end does an amazing job daily!	1/30/2021 3:42 PM
12	More negative than positive.	1/30/2021 1:58 PM

Q17 Site staff is involved in setting school policies and budgetary priorities.

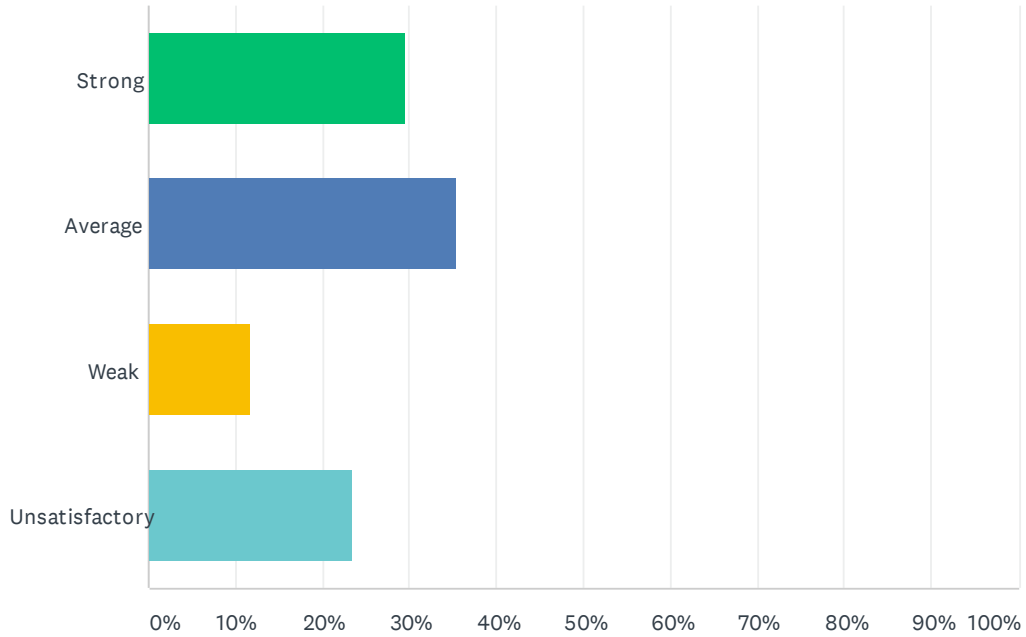
Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	29.41%	5
Average	11.76%	2
Weak	35.29%	6
Unsatisfactory	23.53%	4
TOTAL		17

Q18 Site meetings are productive and not excessive.

Answered: 17 Skipped: 0

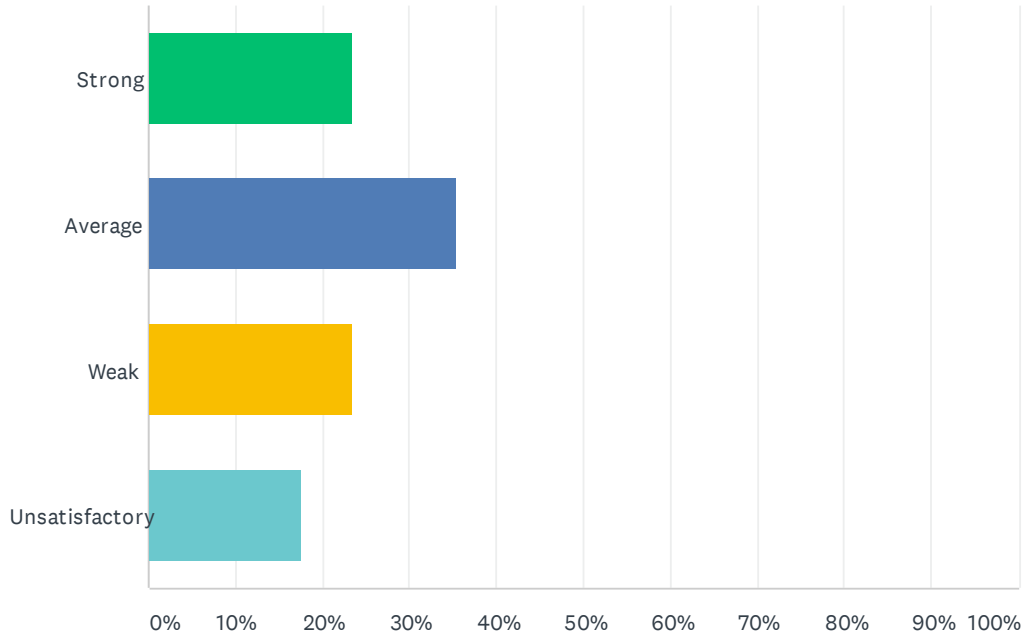


ANSWER CHOICES	RESPONSES
Strong	29.41% 5
Average	35.29% 6
Weak	11.76% 2
Unsatisfactory	23.53% 4
TOTAL	17

#	COMMENT	DATE
1	Much could be communicated with a simple email so staff could develop any questions. Meetings are the only form of communication disseminated to staff about expectations.	1/30/2021 2:02 PM

Q19 During Covid, meetings have not been excessive and have been productive.

Answered: 17 Skipped: 0

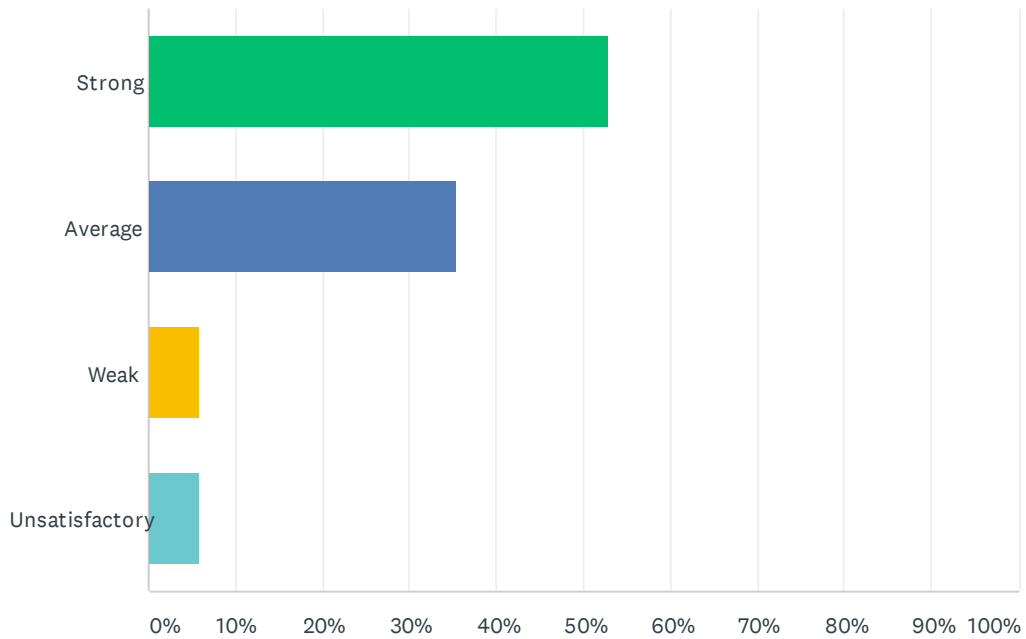


ANSWER CHOICES	RESPONSES
Strong	23.53% 4
Average	35.29% 6
Weak	23.53% 4
Unsatisfactory	17.65% 3
TOTAL	17

#	COMMENT	DATE
1	Hort has had five staff meetings without agendas in the first six months of the 20-21 school year via zoom with chat turned off.	1/30/2021 2:02 PM

Q20 My site receives daily consecutive uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 17 Skipped: 0

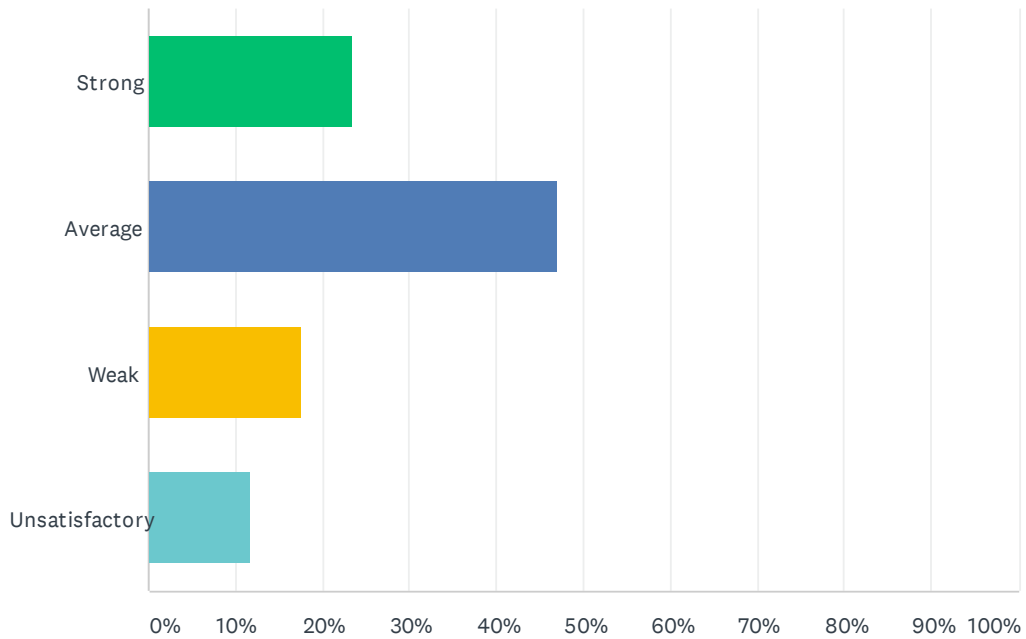


ANSWER CHOICES	RESPONSES
Strong	52.94% 9
Average	35.29% 6
Weak	5.88% 1
Unsatisfactory	5.88% 1
TOTAL	17

#	COMMENT	DATE
	There are no responses.	

Q21 Staff is given time to input district required data (ie. Benchmarks, Dibels, CFAs, Report Cards, and etc).

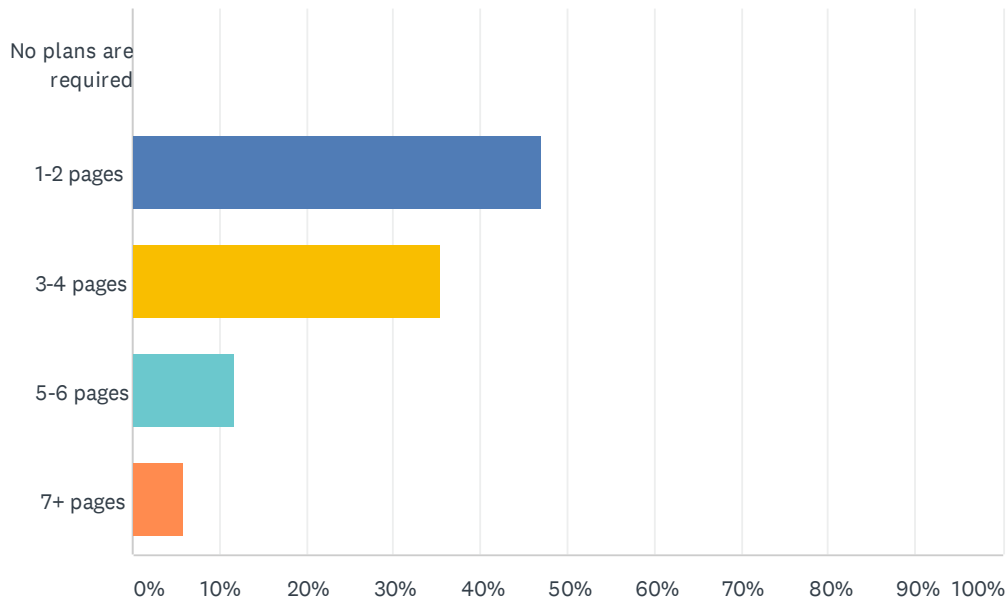
Answered: 17 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	23.53% 4
Average	47.06% 8
Weak	17.65% 3
Unsatisfactory	11.76% 2
TOTAL	17

Q22 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 17 Skipped: 0

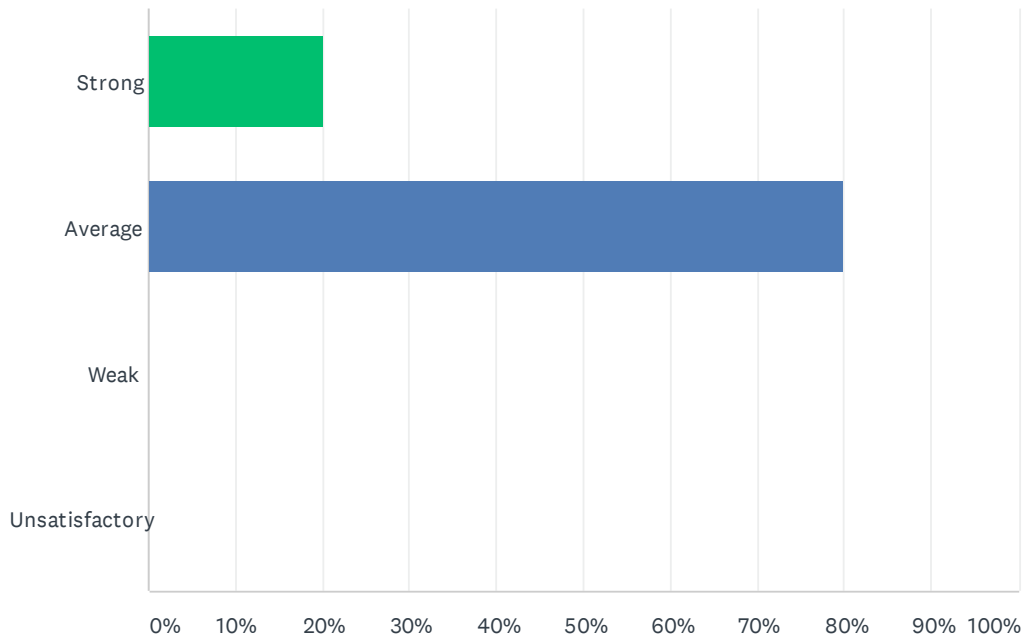


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	47.06%	8
3-4 pages	35.29%	6
5-6 pages	11.76%	2
7+ pages	5.88%	1
TOTAL		17

#	COMMENT	DATE
1	I feel that the state's requirement of lesson plans this year has not been helpful as distance learning is very hard to plan for. I am daily having to change plans, so what I submit is not accurate it is just to check off another box required of me.	2/4/2021 3:57 PM
2	We have our agenda (2 pages) which looks more like lesson plans, plus the actual lesson plans which are 2 pages.	2/1/2021 7:21 PM

Q23 The Special Education Department is assisting you with your questions, problems, and concerns.

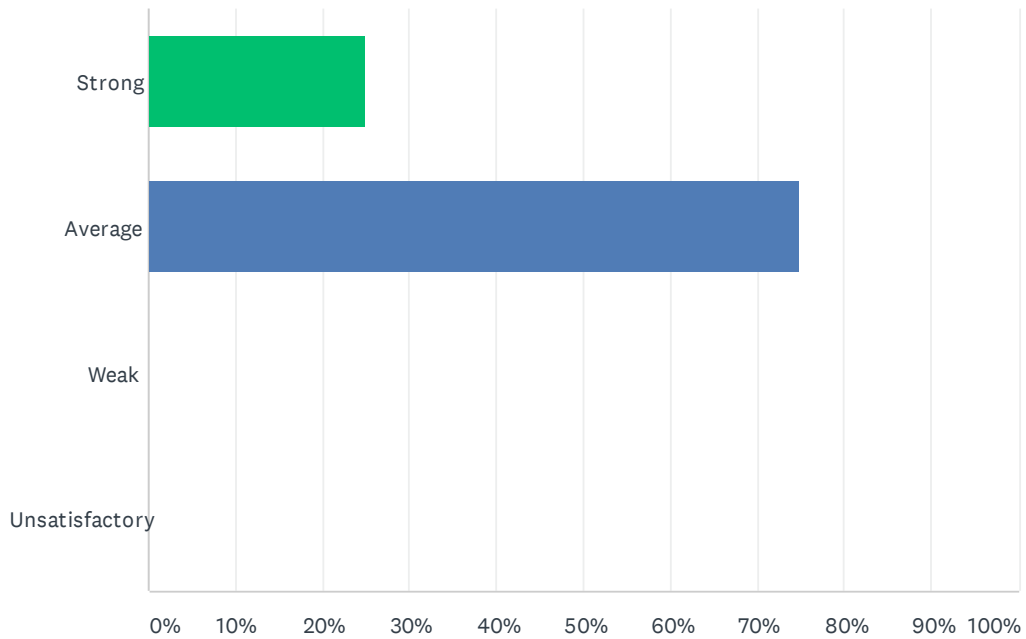
Answered: 5 Skipped: 12



ANSWER CHOICES	RESPONSES	
Strong	20.00%	1
Average	80.00%	4
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		5

Q24 Special Education class size is balanced within each program to ensure student safety and individualized instruction.

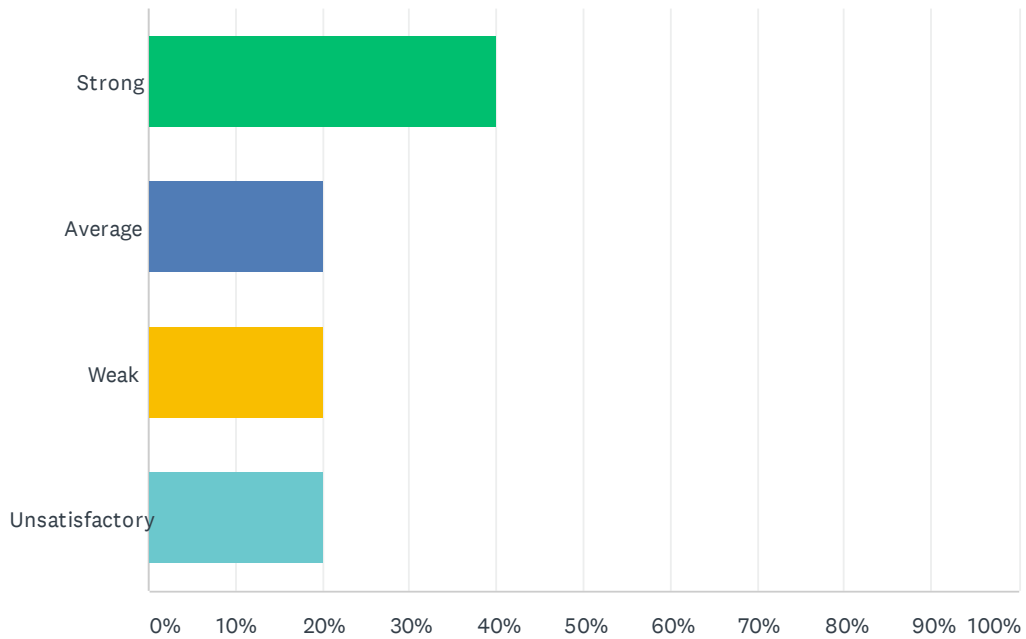
Answered: 4 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strong	25.00%	1
Average	75.00%	3
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		4

Q25 Special education teachers have opportunities to participate in school-based, content area staff development.

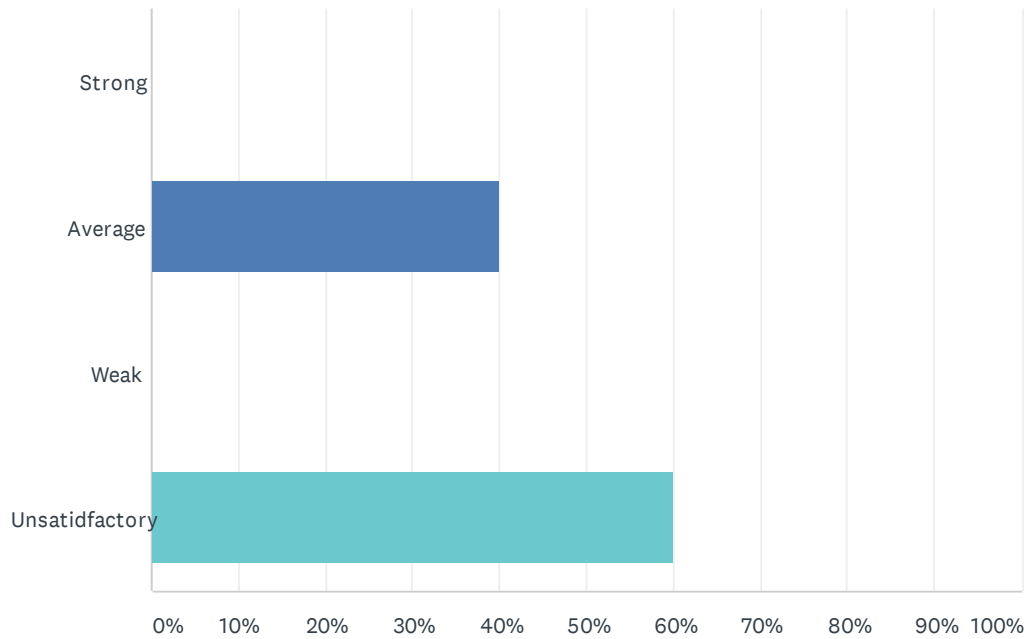
Answered: 5 Skipped: 12



ANSWER CHOICES	RESPONSES	
Strong	40.00%	2
Average	20.00%	1
Weak	20.00%	1
Unsatisfactory	20.00%	1
TOTAL		5

Q26 Special education teachers have access to ALL instructional resources provided to general education teachers.

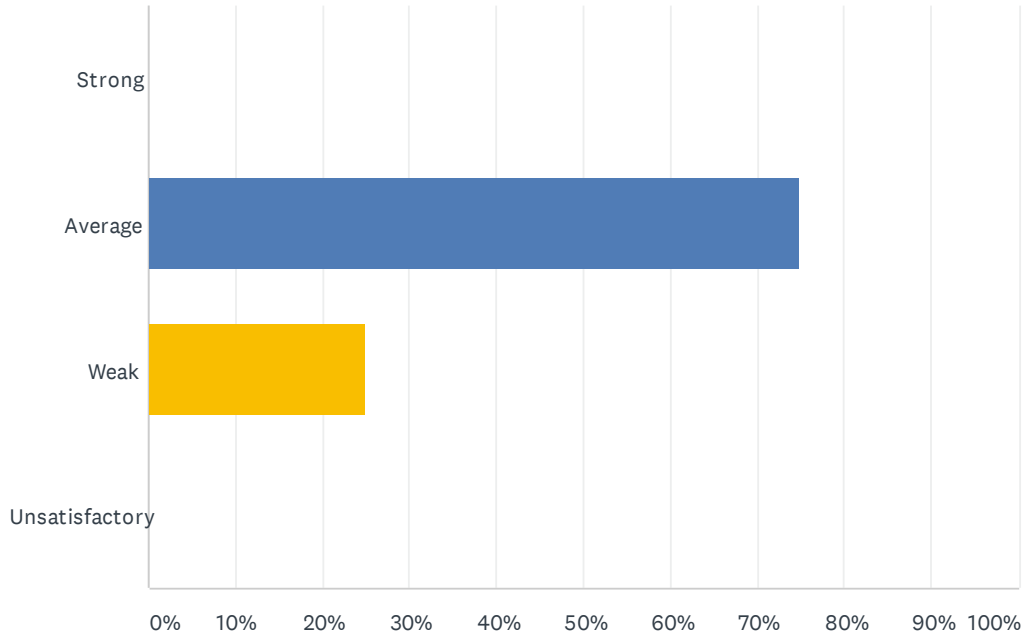
Answered: 5 Skipped: 12



ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	40.00%	2
Weak	0.00%	0
Unsatisfactory	60.00%	3
TOTAL		5

Q27 Special education teachers are adequately trained in the administration of state assessments and District IEP's.

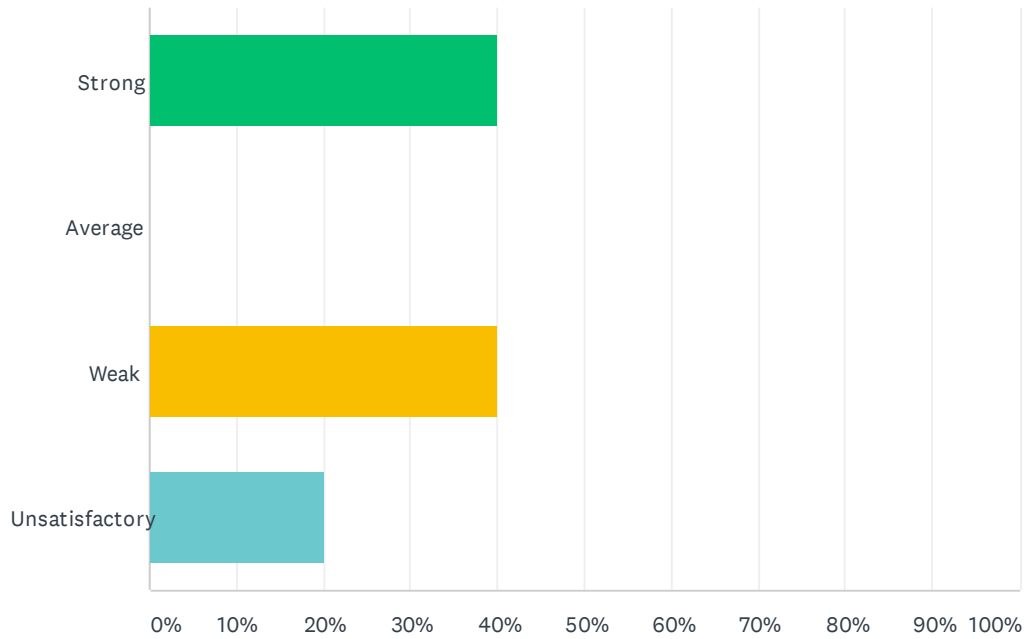
Answered: 4 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	75.00%	3
Weak	25.00%	1
Unsatisfactory	0.00%	0
TOTAL		4

Q28 The site principal is accessible to discuss special education issues.

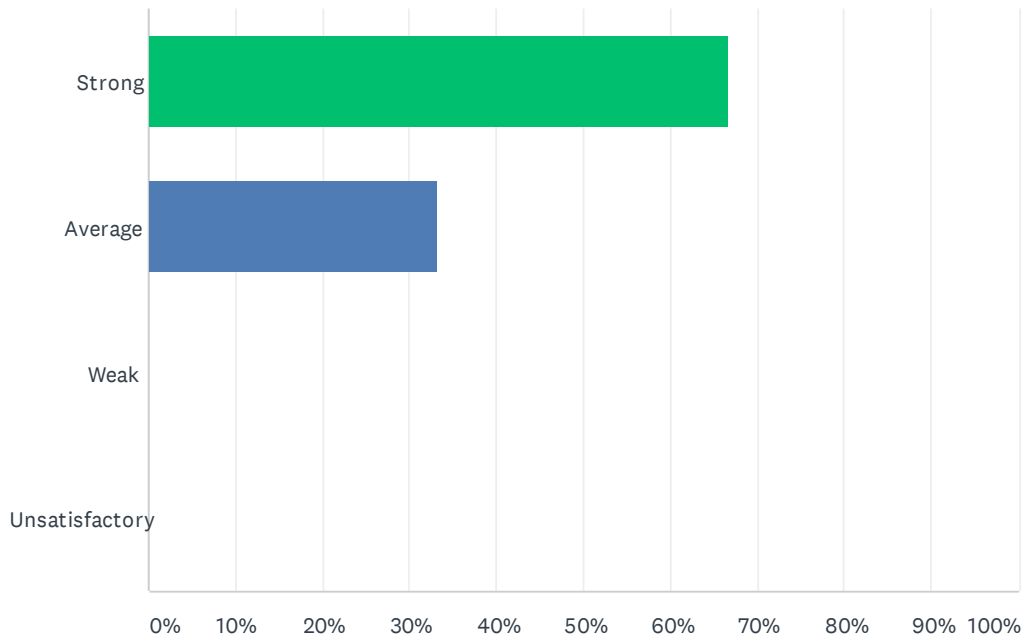
Answered: 5 Skipped: 12



ANSWER CHOICES	RESPONSES	
Strong	40.00%	2
Average	0.00%	0
Weak	40.00%	2
Unsatisfactory	20.00%	1
TOTAL		5

Q29 The site principal promotes equal opportunities for all students to learn.

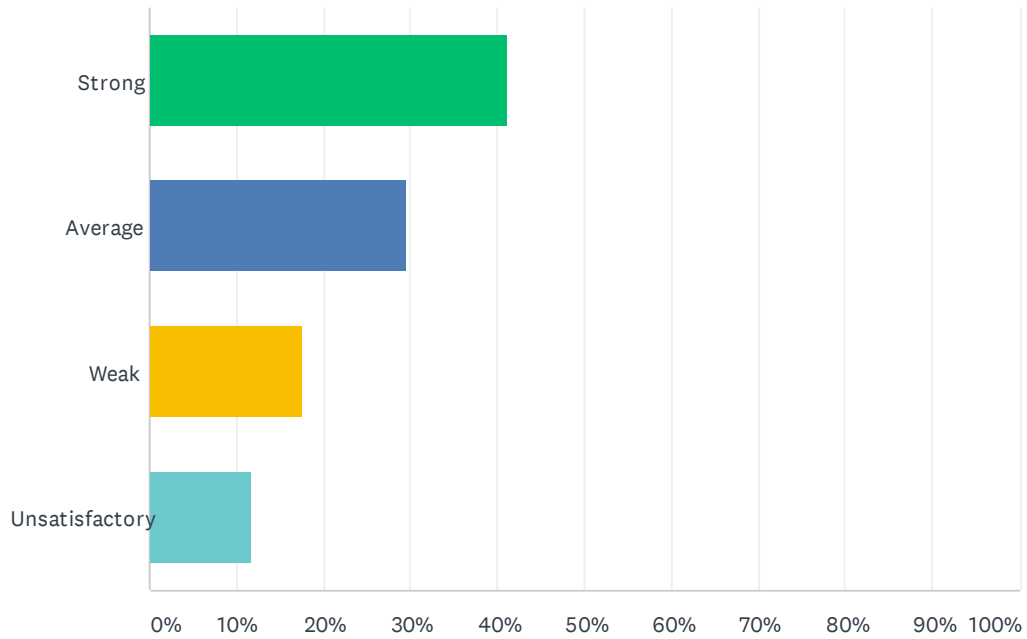
Answered: 6 Skipped: 11



ANSWER CHOICES	RESPONSES	
Strong	66.67%	4
Average	33.33%	2
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		6

Q30 Staff and students feel safe while attending online classes.

Answered: 17 Skipped: 0

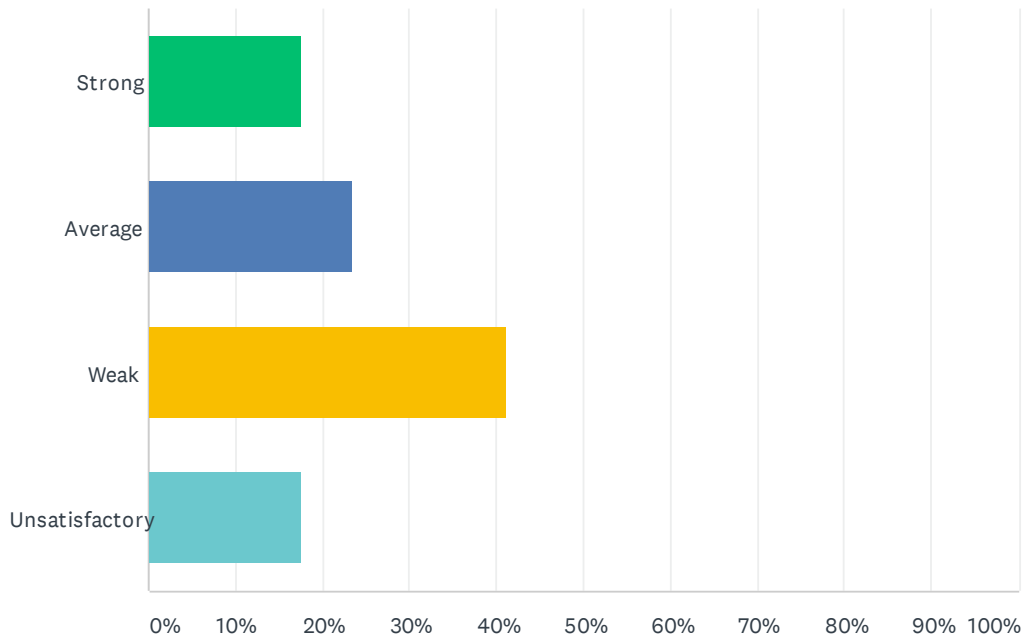


ANSWER CHOICES	RESPONSES
Strong	41.18% 7
Average	29.41% 5
Weak	17.65% 3
Unsatisfactory	11.76% 2
TOTAL	17

#	COMMENT	DATE
1	I believe my students do feel safe since they are at home. In the beginning of the school year I kept hearing the door bell sound and never saw who came in. So this is why I gave it Average.	2/1/2021 7:37 PM

Q31 Administration has been helpful and supportive regarding student discipline during COVID.

Answered: 17 Skipped: 0

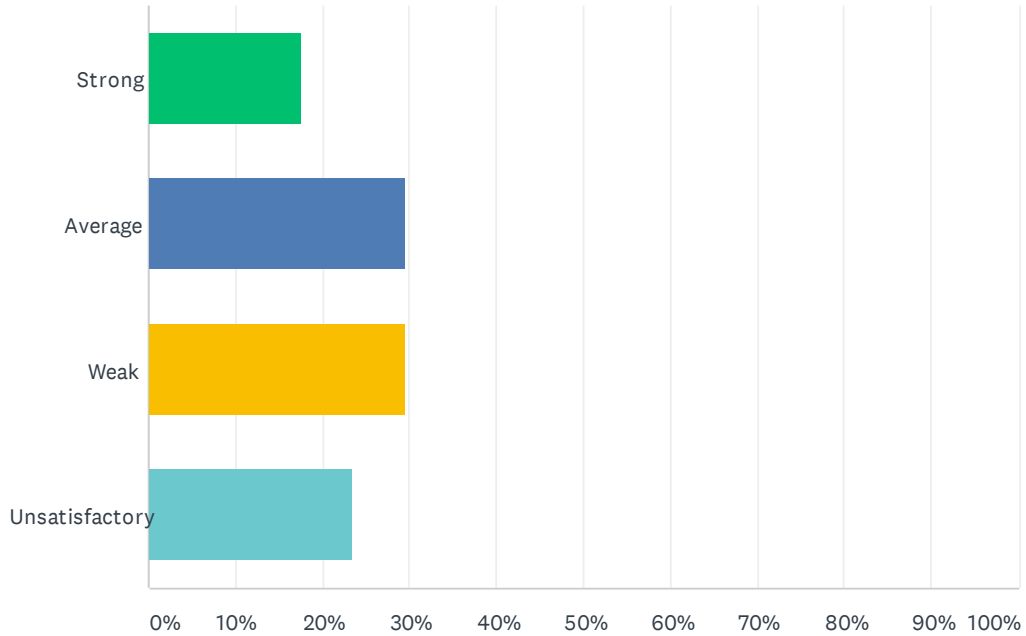


ANSWER CHOICES	RESPONSES
Strong	17.65% 3
Average	23.53% 4
Weak	41.18% 7
Unsatisfactory	17.65% 3
TOTAL	17

#	COMMENT	DATE
1	I do not feel that there has been enough support for teachers in assisting with students who do not log on to Zoom, do not participate, and do not complete assignments. Students are not being held accountable as teachers are told to just do their best. We are being told by administration to give multiple opportunities to make up work, turn in late work, and that is being taken advantage of by students and parents.	2/4/2021 4:01 PM
2	They say they are there to help us. Our coach is wonderful, but unfortunately our principal is not. Even our vice principal is a lot more helpful then the principal.	2/1/2021 7:37 PM

Q32 Teachers have been given or trained to use effective tools to improve online behavior.

Answered: 17 Skipped: 0

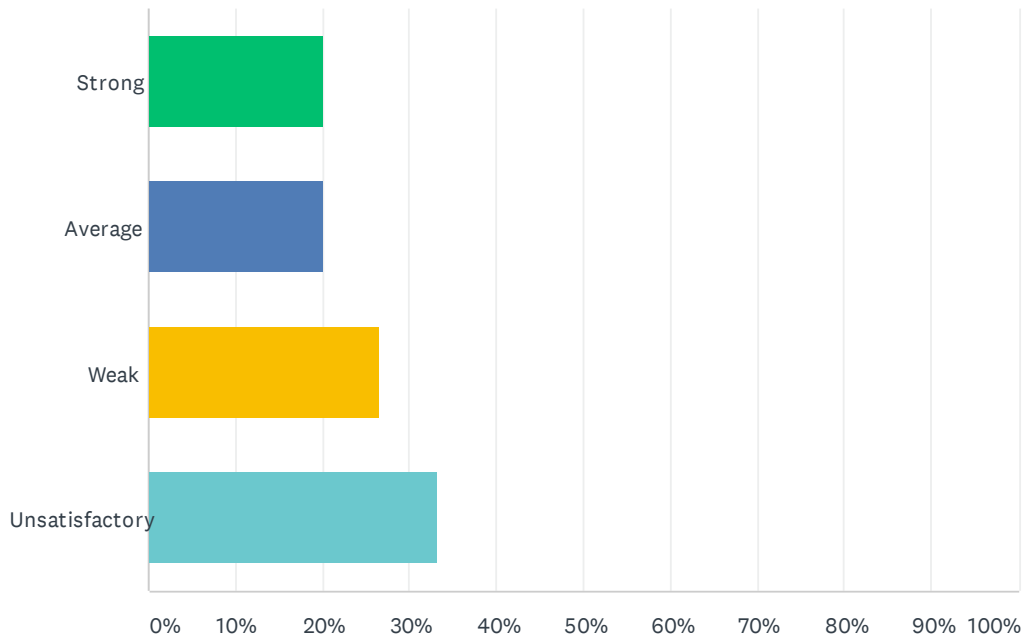


ANSWER CHOICES	RESPONSES
Strong	17.65% 3
Average	29.41% 5
Weak	29.41% 5
Unsatisfactory	23.53% 4
TOTAL	17

#	COMMENT	DATE
1	Do such tools even exist?	2/23/2021 12:18 PM

Q33 When ODR's (office disciplinary referral) are written, the teacher's word is valued and trusted.

Answered: 15 Skipped: 2

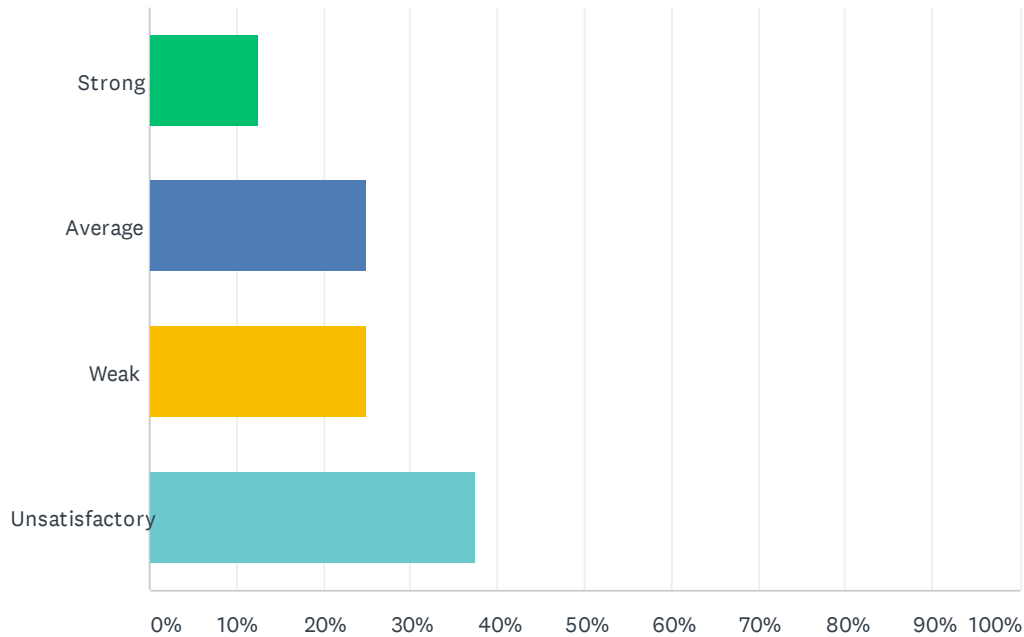


ANSWER CHOICES	RESPONSES
Strong	20.00% 3
Average	20.00% 3
Weak	26.67% 4
Unsatisfactory	33.33% 5
TOTAL	15

#	COMMENT	DATE
1	They value what the parent says, so they don't value or trust us teachers.	2/1/2021 7:37 PM

Q34 My site has a positive atmosphere.

Answered: 16 Skipped: 1

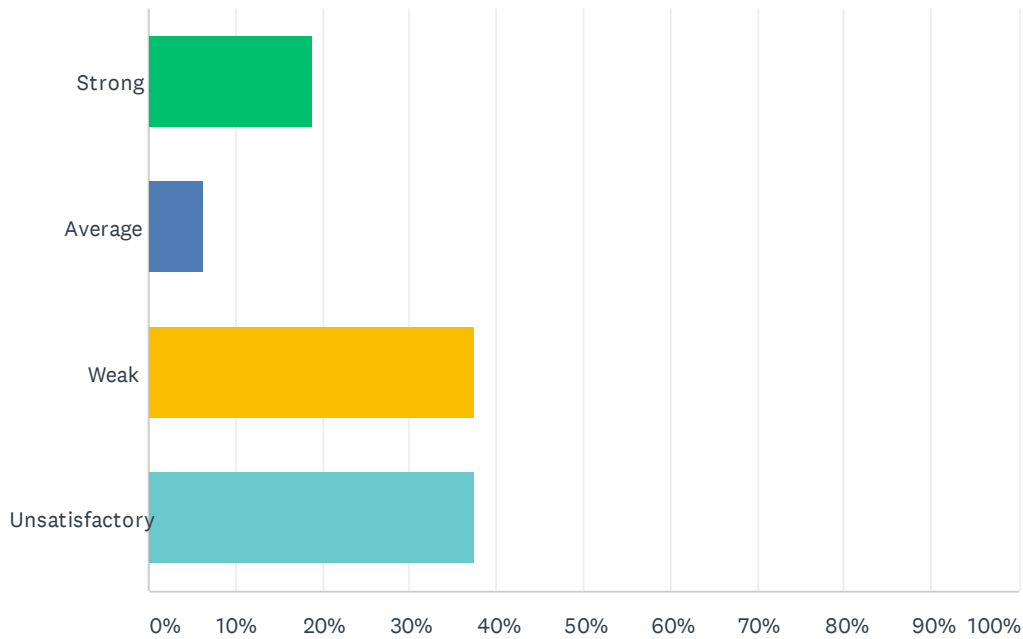


ANSWER CHOICES	RESPONSES
Strong	12.50% 2
Average	25.00% 4
Weak	25.00% 4
Unsatisfactory	37.50% 6
TOTAL	16

#	COMMENT	DATE
1	This site gets worse with every year. Veteran staff leaves and people feel trapped. Mr. Robinson may not have been perfect but he was fair and was a leader.	2/23/2021 12:18 PM
2	No! The atmosphere is very toxic. It seems as though there is a US versus THEM mentality. I feel very uneasy going to work. Sometimes I don't want to go.	2/18/2021 12:10 PM
3	I love my school and feel that most of the administrators at my school do a good job. However, our office staff is not welcoming and I do not feel comfortable in the office area.	2/4/2021 4:01 PM
4	When I first came to Hort it was a very welcoming with great teachers, including the principal. Unfortunately, the district moved principal and our school has changed dramatically! I don't know how it is now due to teaching virtually and we have a lot of new teachers. So, it is not the school I came to enjoy working at. So many have left, and she ousted 3 in her second year at Hort. Which started the domino effect of teachers leaving.	2/1/2021 7:37 PM

Q35 I would recommend my site to other employees and prospective teachers.

Answered: 16 Skipped: 1



ANSWER CHOICES	RESPONSES
Strong	18.75% 3
Average	6.25% 1
Weak	37.50% 6
Unsatisfactory	37.50% 6
TOTAL	16

#	COMMENT	DATE
1	Avoid this site like the plague until the principal is changed.	2/23/2021 12:18 PM
2	I would only warn them of our principal. If she likes you, you are fine.	2/1/2021 7:37 PM