

# 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.)

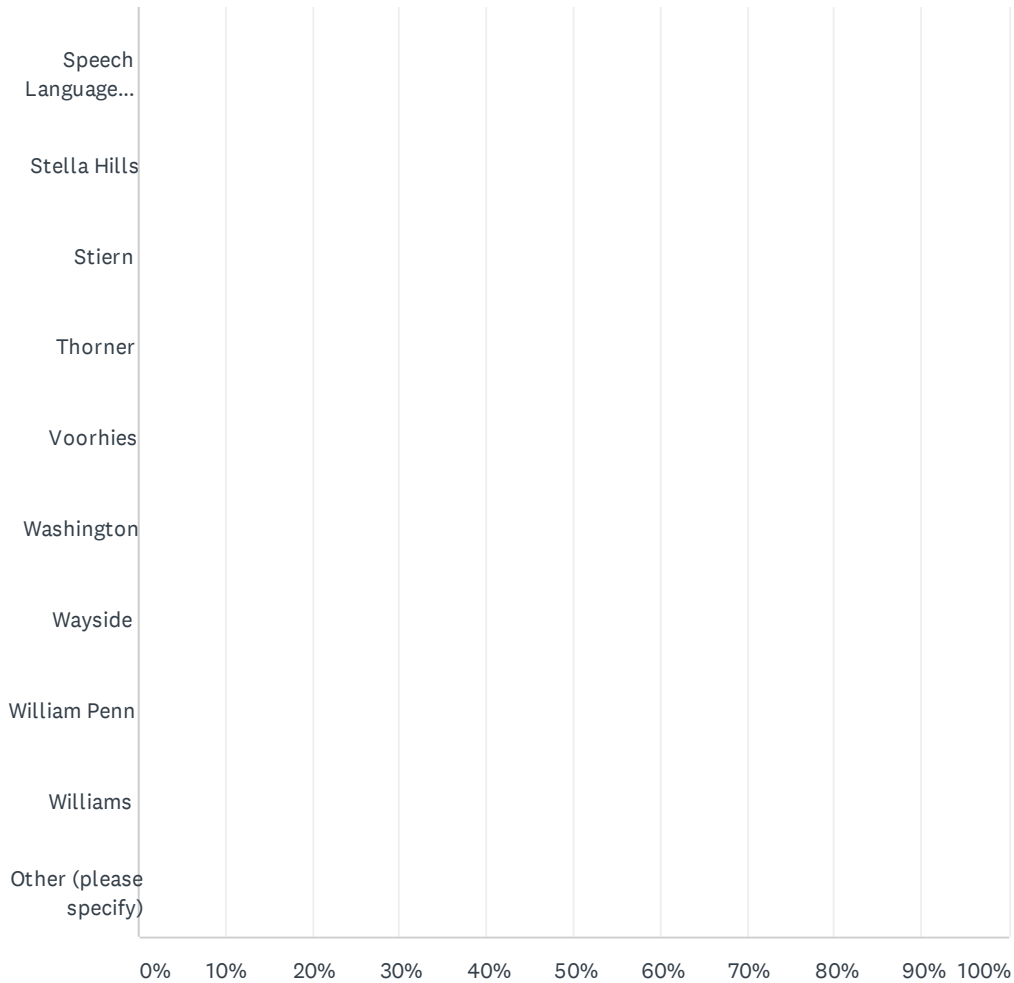
Answered: 14 Skipped: 0



2020-2021 BETA Administration/Site Climate Survey

Harris										
Horace Mann										
Hort										
Jefferson										
Longfellow										
McKinley										
MLK										
Mt.Vernon										
Munsey										
Nichols										
Noble										
Nurses										
Owens Intermediate										
Owens Primary										
Pauly										
Pioneer										
Rafer Johnson										
Roosevelt										
Sequoia										
Sierra										
Special Ed Office										

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	100.00%	14
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	0.00%	0
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

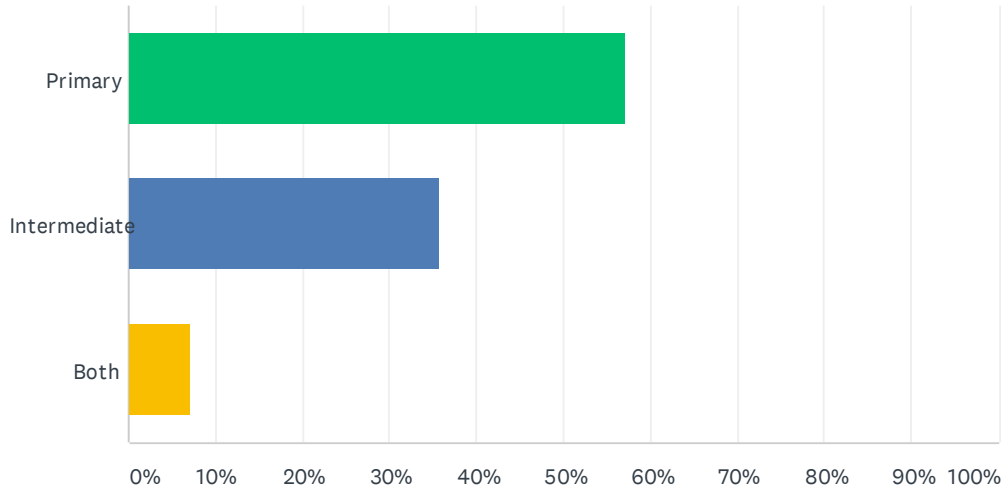
2020-2021 BETA Administration/Site Climate Survey

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: 14		

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

## Q2 Instructional Grade Level or Support Services

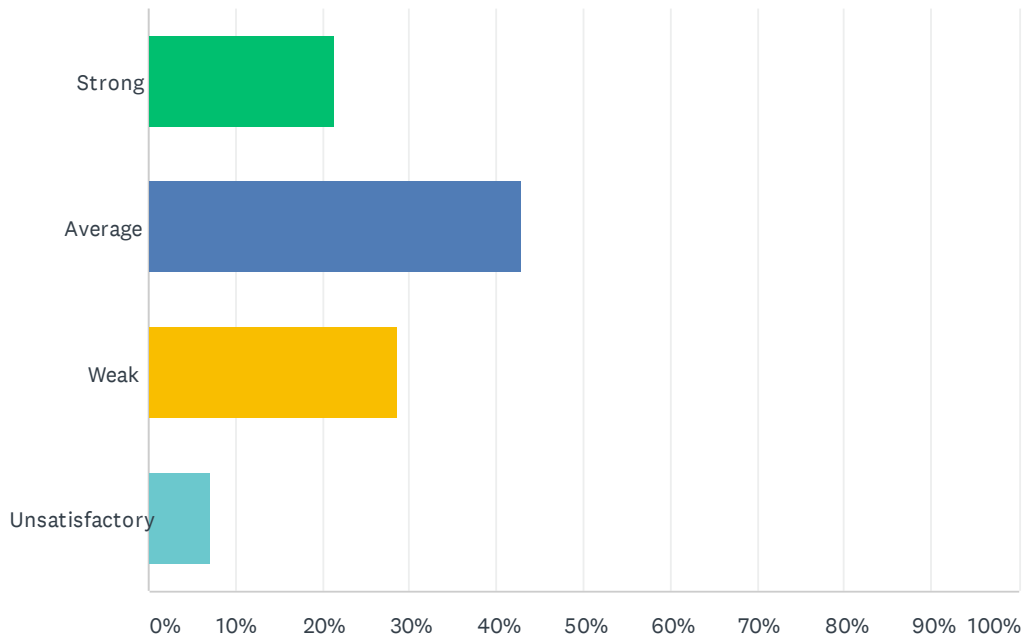
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Primary	57.14%	8
Intermediate	35.71%	5
Both	7.14%	1
<b>TOTAL</b>		<b>14</b>

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

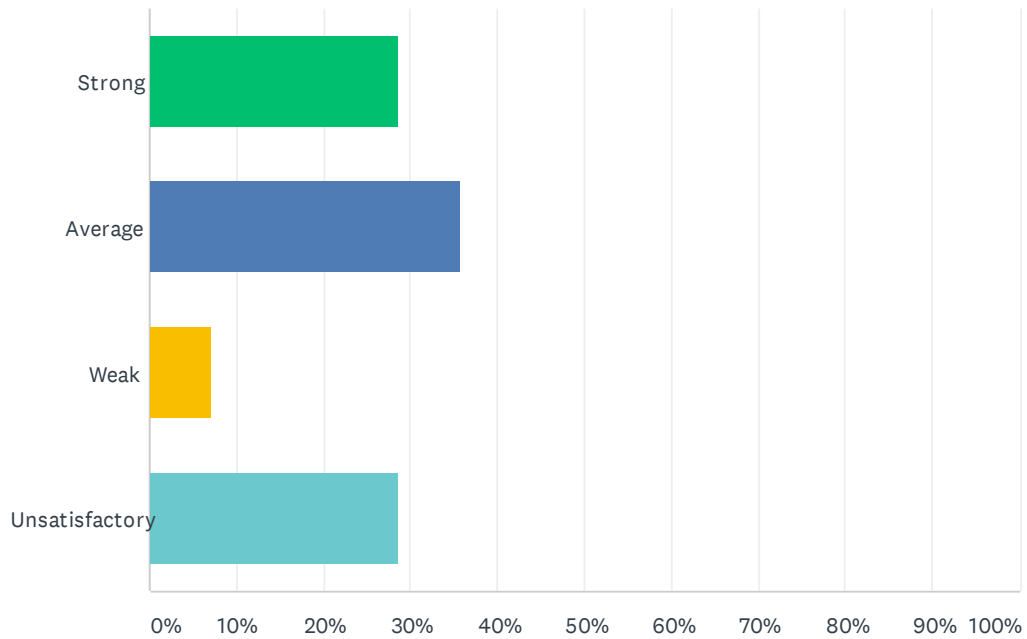
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	21.43%	3
Average	42.86%	6
Weak	28.57%	4
Unsatisfactory	7.14%	1
<b>TOTAL</b>		<b>14</b>

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

Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	28.57%	4
Average	35.71%	5
Weak	7.14%	1
Unsatisfactory	28.57%	4
<b>TOTAL</b>		<b>14</b>

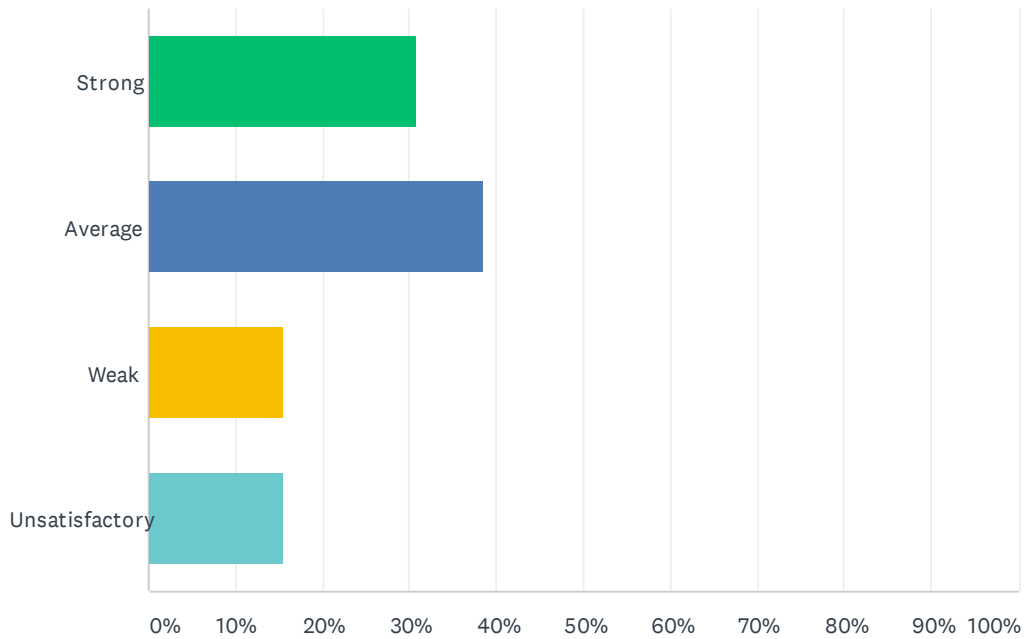


2020-2021 BETA Administration/Site Climate Survey

#	COMMENT	DATE
1	I don't feel respected by the principal; not valued by principal (didn't have option to participate in the staff xmas parade and card for example)	2/19/2021 12:40 PM
2	Principal listens to concerns and tries out solutions for things that are within her control to help fix.	2/4/2021 4:04 PM
3	It would be nice to be included or informed when school has extra fun things happening like Santa Parade.	2/1/2021 1:31 PM
4	Administration is very negative towards certain teachers that she has deemed to be bad teachers in her opinion and treats those teachers harshly. She has picked out different teachers to do this too, each year that she has worked there. Teachers have left because of her micromanagement and harassment towards staff. It is known by staff that someone new will be on her "target" list each year, then the next year, the same teacher magically is ok again, even though nothing has changed except in the eyes of the administrator. If a staff member disagrees with her or stands up for themselves, they are then added to the list of target teachers for that year. On the other side of the coin, teachers are told that they are responsible for "lifting up the confidence" of another teacher(s) who were once on her unfavored list and are now back on her favored list again. The teachers on her target lists have to endure weekly if not daily observations, and then maybe are critique and told lies that didn't occur from training, that no one else is being held to that standard, yet that teacher(s) are being held to a different standard than others. She will use hear say information from one teacher and use it against a teacher(s) that she doesn't care for or one that is on her target list each year. Teachers are discouraged to come into the office (pre-corvid days), and they do not want to ask her questions for fear of being put on her target list like others that they have seen it happen too. She will intentionally bring up teachers' names during staff meetings to intentionally embarrass them in front of their peers. This administrator is known by staff to talk about other teachers and their problems, personal and professional to other teachers and also to parents. Because of her disrespect and mistreatment of teachers, teachers feel like they are walking on eggshells, so they don't say or do something to be put on that target list.	1/30/2021 11:59 PM

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

Answered: 13 Skipped: 1



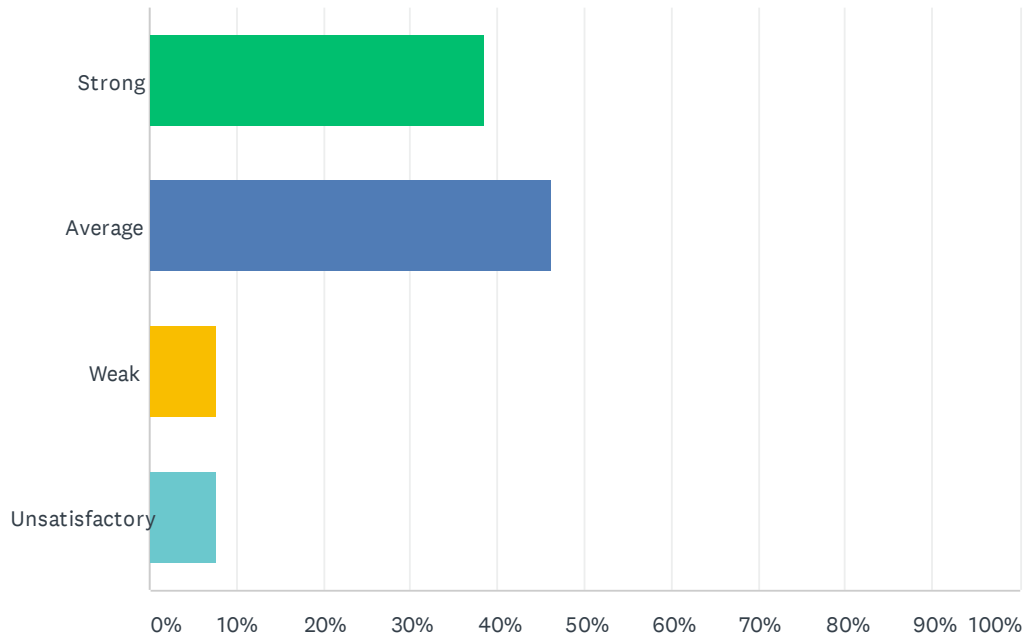
ANSWER CHOICES	RESPONSES
Strong	30.77% 4
Average	38.46% 5
Weak	15.38% 2
Unsatisfactory	15.38% 2
<b>TOTAL</b>	<b>13</b>

2020-2021 BETA Administration/Site Climate Survey

#	COMMENT:	DATE
1	Only feedback is negative and do not get feedback most of the time.	2/16/2021 7:50 PM
2	There is no disruption to the learning when any of the office staff visits the virtual classroom.	2/4/2021 4:04 PM
3	<p>There is no feedback from any visit and this has been talked about from numerous teachers. Additionally, she won't show her face, just a photo, yet most of the teachers have a rule that their students must have their cameras on at all times, By doing this, she doesn't set a very good example to them or to her staff. There are some teachers whom she visits at least one or more times per week. Yet, when teachers talk to their peers at other schools, they may only see their administrators once every few weeks. If a teacher is on her "target" list for that year, she will visit that teacher's Zoom classroom frequently, one or more per week. This is well known among the teachers. If the teacher isn't on her "target" list for that year, the teacher doesn't get frequent visits to their Zoom classrooms. Additionally, the principal will go over the targeted teachers' lesson plans with a fine tooth comb, looking for anything that she can complain about or talk to others about. She has lied about what is even on a teacher's lesson plans on emails to that teacher, when she is complaining how that everything that teacher did was wrong and terrible. It seems to be more important to her that a site link is shorten or other like technology type things than what is actually in the lesson plans and what is being taught. As teachers we have enough on our plates this year, and don't need nor deserve to have extra pressure from her. Many teachers have talked about how anxious and nervous they get whenever she comes into their rooms, especially because they never know if they are ever doing anything "right", for praise isn't a word that she seems to know or use very often, especially for those who are on her target list for that year.</p>	1/30/2021 11:59 PM

## Q6 Site administration follows the contract and respects personal rights.

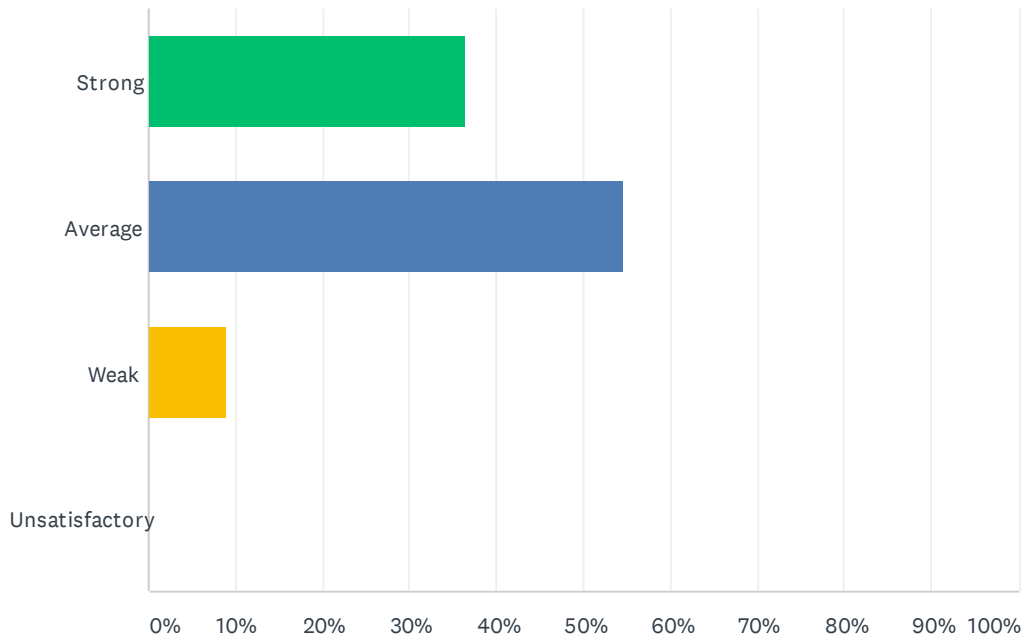
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	38.46%	5
Average	46.15%	6
Weak	7.69%	1
Unsatisfactory	7.69%	1
<b>TOTAL</b>		<b>13</b>

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

Answered: 11 Skipped: 3



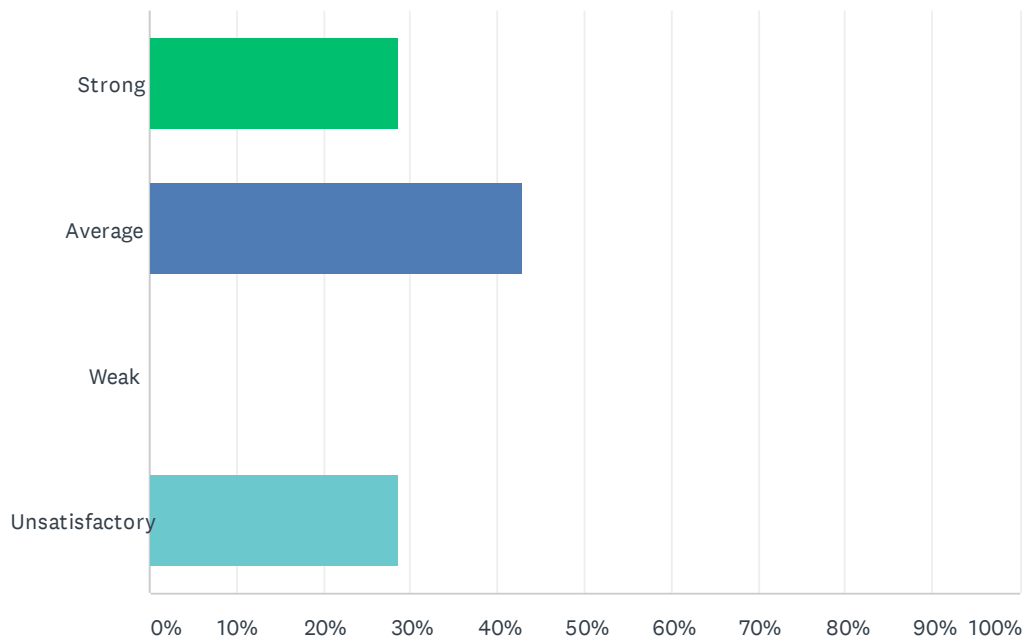
ANSWER CHOICES	RESPONSES	
Strong	36.36%	4
Average	54.55%	6
Weak	9.09%	1
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>11</b>

2020-2021 BETA Administration/Site Climate Survey

#	COMMENT	DATE
1	Special Ed teachers are pulled for subbing	2/16/2021 7:50 PM
2	I feel like our APL is spread too thin which gives her less time to support teachers, which, in my opinion, should be her primary responsibility .	2/4/2021 4:04 PM
3	<p>Recently, the Administrator couldn't go to a classroom for an observation for an evaluation, so the academic coach seemed to go in her place. Even though the teacher said it was ok until the administrator arrived, it wasn't right. That's the only time that I've heard of that occurring. She has sent the campus supervisor and the BIS to check on the teachers who are on her target list or just to find out what certain teachers are doing. She has admitted to doing this because she asks them about questions about what certain teachers are doing, and they seem to go into certain teachers' rooms or Zooms more often than others. When confronted about using classified staff to evaluated certificated staff, she backed off from her statement. But if she has made this statement to one staff member, she has probably did the same thing to other certified staff members without their knowledge. Teachers have been told that they can't write referrals, only the campus supervisors can. Which is against what the district says. So she does use staff members in ways outside of their job descriptions. She has had the campus supervisor investigate incidents involving teachers, that should had been handled by an administrator. I don't believe that a campus supervisor is supposed to be questioning certificated staff members about incidents involving them where they could be disciplined for it.</p>	1/30/2021 11:59 PM

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

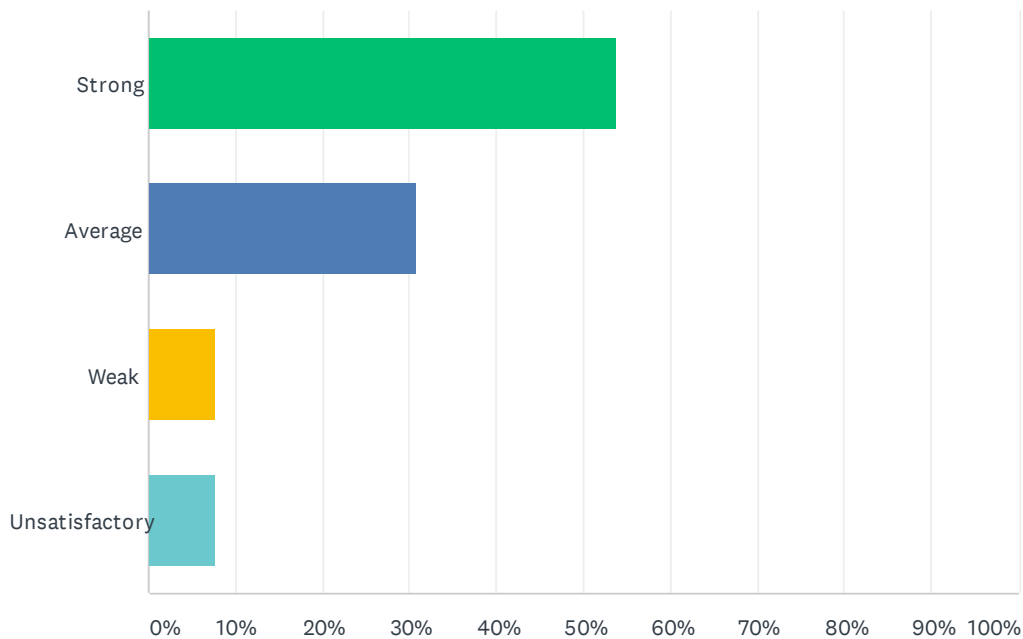
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	28.57%	4
Average	42.86%	6
Weak	0.00%	0
Unsatisfactory	28.57%	4
<b>TOTAL</b>		<b>14</b>

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

Answered: 13 Skipped: 1



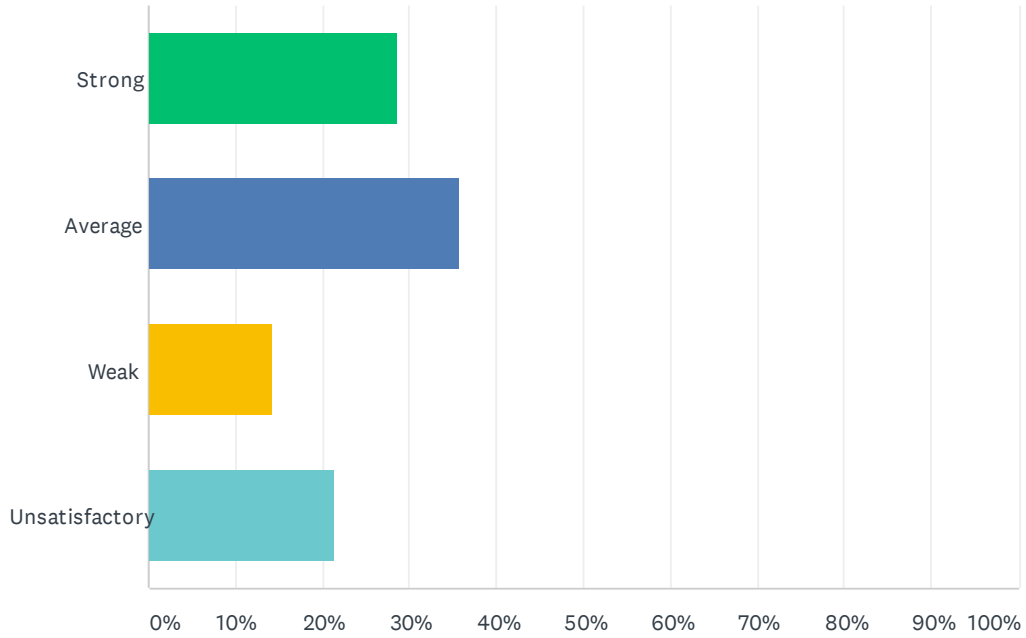
ANSWER CHOICES	RESPONSES
Strong	53.85% 7
Average	30.77% 4
Weak	7.69% 1
Unsatisfactory	7.69% 1
<b>TOTAL</b>	<b>13</b>

#	COMMENTS	DATE
1	emails are not answered or have to be sent more than once	2/19/2021 12:40 PM
2	I have always been able to get in touch with the principal to address concerns immediately, maybe even more so than an in person year.	2/4/2021 4:04 PM
3	Teachers do not feel comfortable communicating with her unless it is of a nature that they don't have any other choice. There are numerous incidents where any time no matter how insignificant the email, question, or inquiry is from certain teachers, especially those on her target list, that she has to be informed about it and then she either sends a response directly or who ever it was addressed to, they send a response but will indicate that it was her decision. Because of her actions, there are several teachers who are fearful to send her an email for fear of some type of reprisal from her then or later. Which has happened.	1/30/2021 11:59 PM



## Q10 Administration supports staff against attacks and criticism from parents.

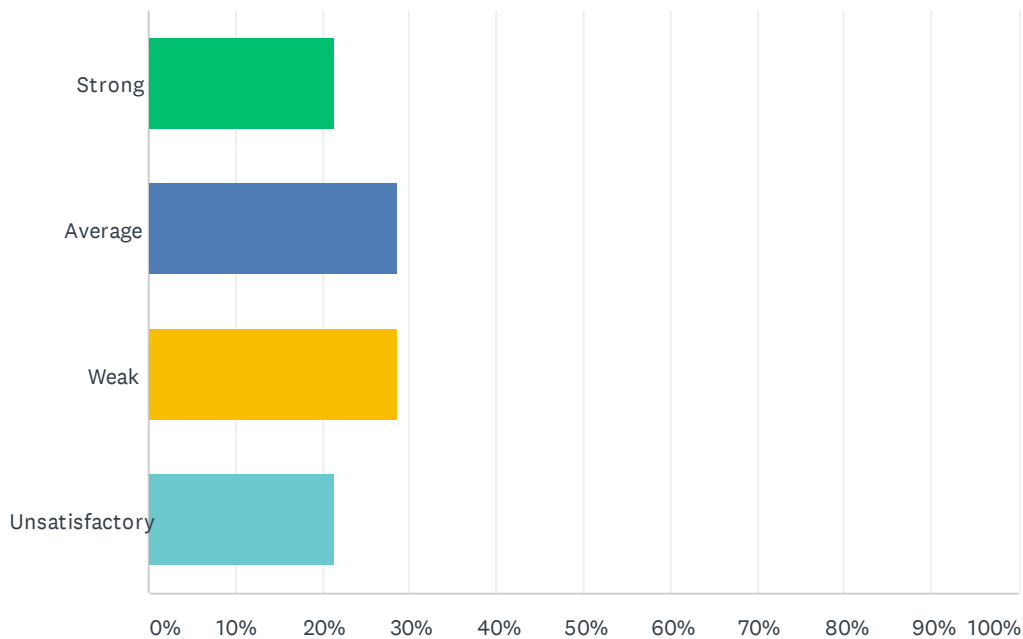
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	28.57%	4
Average	35.71%	5
Weak	14.29%	2
Unsatisfactory	21.43%	3
<b>TOTAL</b>		<b>14</b>

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

Answered: 14 Skipped: 0

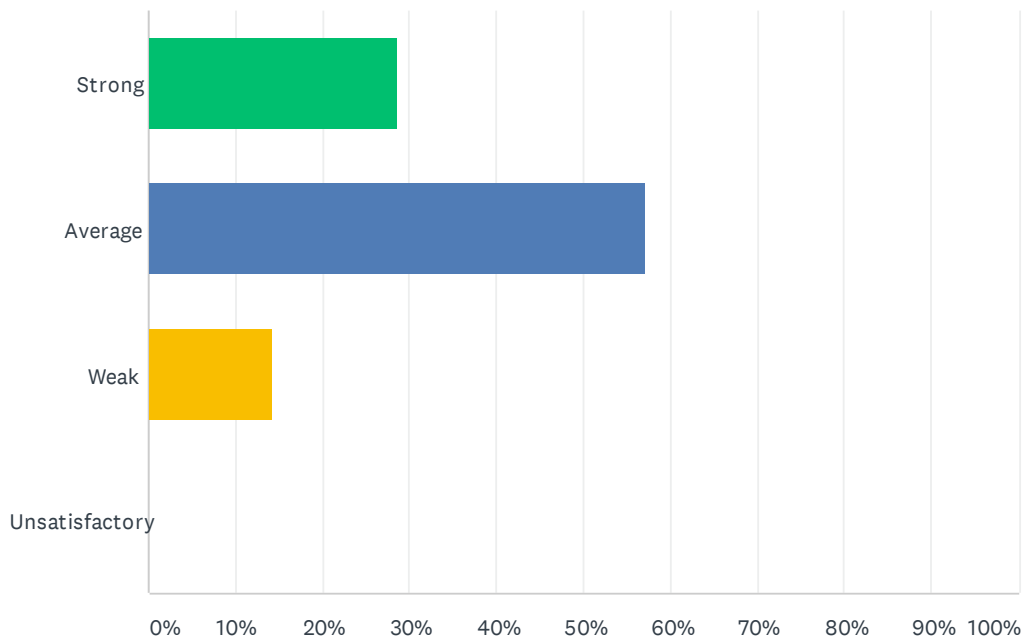


ANSWER CHOICES	RESPONSES
Strong	21.43% 3
Average	28.57% 4
Weak	28.57% 4
Unsatisfactory	21.43% 3
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	This year I have heard more complaints from other teachers that they feel like there are favorites and targets. This is a complaint every year, but seems more so this year. Could be due to changes on the leadership team without a satisfactory explanation has caused a lot of hurt feelings and grumbling.	2/4/2021 4:04 PM
2	Teachers who are on her target list, are not treated the same as the other teachers, and no matter what they do, everything is wrong. Yet another teacher who isn't on her target list, can do the same thing or worse, and nothing is said to them. Many teachers have learned not to talk to her, because she has the habit of talking about teachers in front of the office staff and with the office staff. Several staff members have walked in on the conversations and have felt very awkward and upset for the staff member that they are talking about it, usually not in a good way either.	1/30/2021 11:59 PM

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

Answered: 14 Skipped: 0

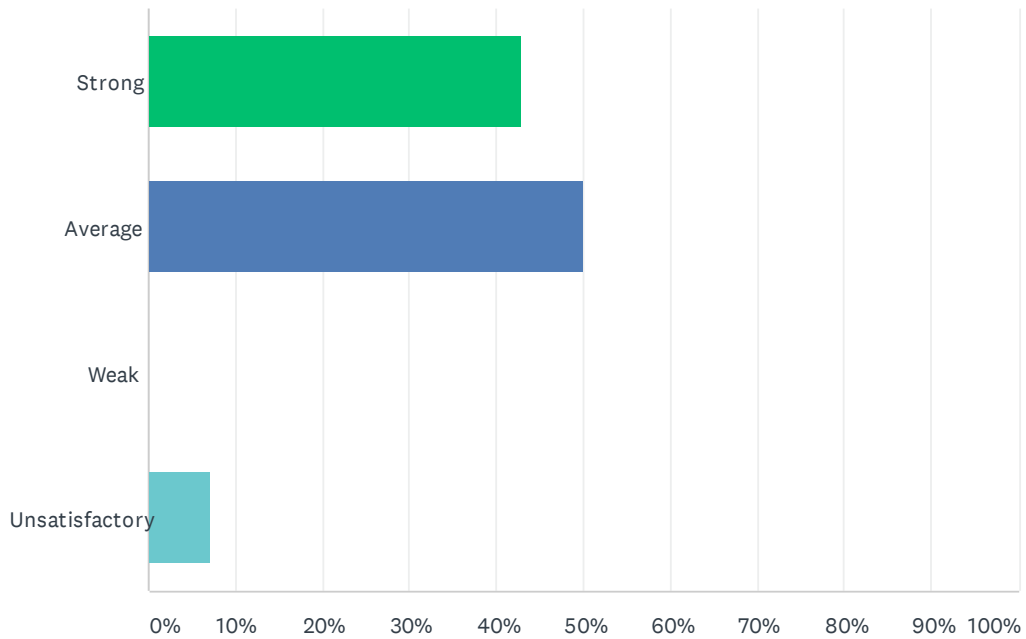


ANSWER CHOICES	RESPONSES
Strong	28.57% 4
Average	57.14% 8
Weak	14.29% 2
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>14</b>

#	COMMENTS	DATE
1	I don't think this is the fault of the principal, but seems like things come from the district and then changes are made. The principal passes on the info, but the info changes. Ex. don't make them have their cameras, make them have their cameras on, go easy on them, you got to be tougher, participation is imperative, don't ride them too much if they aren't participated and don't count it against their grades.... we are confused.	2/4/2021 4:04 PM
2	The administration seems to be more concerned about keeping her stats down, than to discipline when its warranted. Instead of disciplining the student, she will take the position that it is the teachers' fault that the student is disrupting class constantly.	1/30/2021 11:59 PM

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

Answered: 14 Skipped: 0



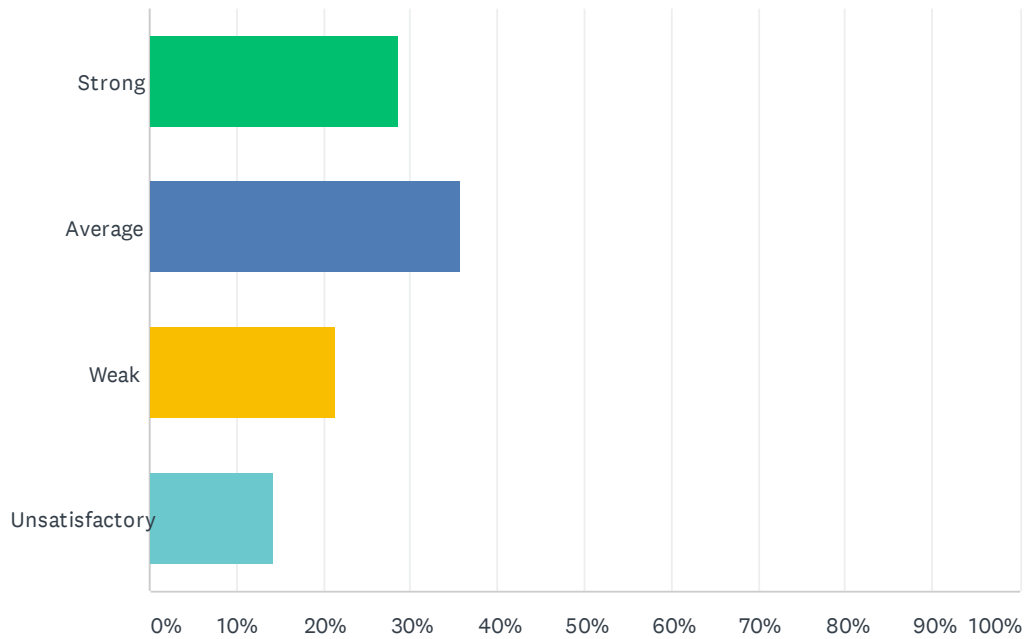
ANSWER CHOICES	RESPONSES	
Strong	42.86%	6
Average	50.00%	7
Weak	0.00%	0
Unsatisfactory	7.14%	1
<b>TOTAL</b>		<b>14</b>

## 2020-2021 BETA Administration/Site Climate Survey

#	COMMENTS	DATE
1	Again, I don't think this is all on the site, some of this is district or just the situation we are in, document cameras have been on order for ... 6 months, can't get specialized items to specific classes like cards, dice, specific manipulatives has to be the entire grade level agreeing on materials	2/4/2021 4:04 PM
2	Teachers were forced to move their Virtual classrooms this fall to their homes, they weren't asked if they had adequate equipment, or anything, one teacher was very embarrassed during a meeting about it because she brought up her name in regards to it, and this teacher had never been asked if she was ready to do that .It should noted that teacher was one of the teachers on her "target" list for the year also, so others were not surprised and felt badly for her. Because of that, many others who weren't ready yet, started teaching from home anyways. Many teachers went out and purchased thousands of dollars of equipment for their new classrooms. Teachers were offered a chromebook to take home to use, but when they would go to get it, there was never one there for them. Staff wasn't offered an additional monitor when we were allowed to teach from our rooms, instead we had to go out and purchase our own, or someone was kind enough to give us one. Teachers purchased programs to use to support the students when there wasn't anything to available to use to teach certain subjects. Teachers weren't told that they could receive post it notes, pens, white board pens, or any thing that they might need to teach with, instead we brought it ourselves.	1/30/2021 11:59 PM

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

Answered: 14 Skipped: 0



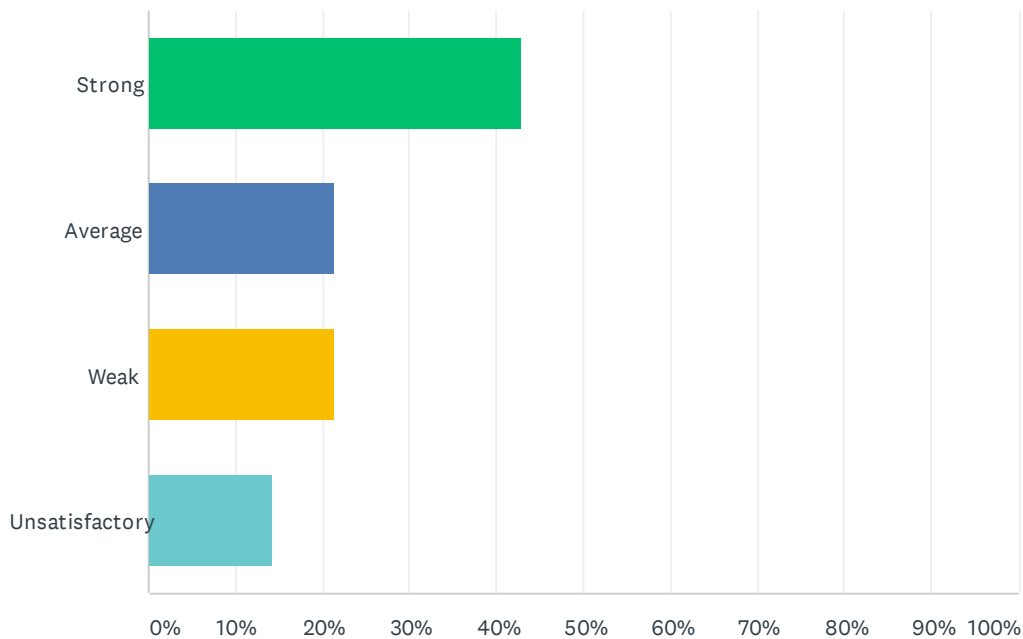
ANSWER CHOICES	RESPONSES	
Strong	28.57%	4
Average	35.71%	5
Weak	21.43%	3
Unsatisfactory	14.29%	2
<b>TOTAL</b>		<b>14</b>

2020-2021 BETA Administration/Site Climate Survey

#	COMMENT	DATE
1	so much stress and pressure was added; new things were added when not needed	2/19/2021 12:40 PM
2	Kind of...again, is it site or district, they said they were giving us planning time, and those have been filled with meetings and PD, they said we could give kids async, but they need constant support and we are expected to give it, they said they wouldn't put more on our plates and they have, where are the lesson plans with the min/standards/ etc written to perfection, people are sick or have family members sick, where are your sub plans. This has been unprecedented times, and sometimes we hear that message of giving/getting grace, but it seems pretty one sided. We are expected to give a great heaping helping of grace to all the families and students but we are not given grace as teachers who also might have big circumstances happening to us too.	2/4/2021 4:04 PM
3	At our site, instead of teaching writing the older way, we had to teach writing with the new program that we had started with last year. Then additionally, we had to start teaching something entirely new in writing to the students. Many teachers were very upset about it, because we didn't have any guidance on how to do it virtually except being told to use a white board. Some teachers asked for a demonstration in their virtual classroom, but somehow it was never accomplished for some reason. Overall the staff feel that they have had little support during this extremely already stressful year. Some praise, some good words, some laughter, or just something other than putting more stress on us would be very helpful.	1/30/2021 11:59 PM

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

Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	42.86% 6
Average	21.43% 3
Weak	21.43% 3
Unsatisfactory	14.29% 2
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	compared to other school sites, expectations and info was not the same as other schools were given	2/19/2021 12:40 PM
2	Communication has not been good. I feel pretty in the dark this year with what is going on. I feel like I get more information from the news or social media groups than I get from my site. We have only had a handful of all staff meetings and when we do, it seems like we are in a hurry to be done with the meeting before discussion or questions can happen.	2/4/2021 4:04 PM
3	Not really. It's more like, go forth and do it. Yet, teachers will be told how to do it, and the ones telling us this even admit themselves that they have never taught in a virtual educational world! When the riot occurred on Jan. 6, we didn't receive any guidance on what we should say or not say, so most of us didn't say much at all in fear that we would get into trouble. Teachers voiced concerns even about the inauguration, could we talk about that, and how much. Things that should addressed to the whole staff instead of just leadership, isn't. Very little information is being handed down to staff from her. Teachers want guidance, they want someone to tell them that we can do this, that we are doing a good job, and instead nothing.	1/30/2021 11:59 PM



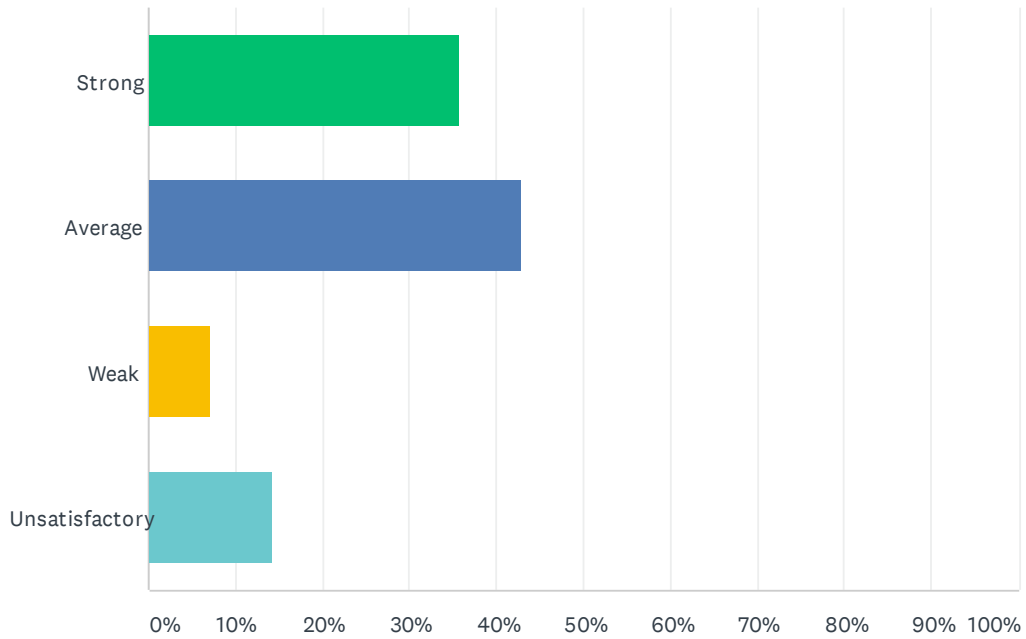
## Q16 Does your administrator impact the working conditions, positively or negatively, at your worksite?

Answered: 11 Skipped: 3

#	RESPONSES	DATE
1	negative	2/19/2021 12:40 PM
2	Negatively	2/19/2021 12:39 PM
3	A lot of teachers have expressed the desire to leave. Not understanding and retaliates if upset with you or you speak up.	2/16/2021 7:50 PM
4	both	2/5/2021 1:04 PM
5	Unfortunately, I think this depends on who you are. I am independent, technologically savvy, self-motivated and very professional, so my interactions feel positive. Some of my colleagues that might be newer, less tech savvy, have strong opinions, etc, do not feel the same way. As teachers, we are working harder than ever before at a job that seems pretty impossible to do, with long hours, and planning time that runs into most weekends. That grace that was talked about so much at the beginning of the year, it is time for that to be a reality not just words.	2/4/2021 4:04 PM
6	Positively	2/4/2021 3:17 PM
7	Negatively. It seems that the office is the priority and the classrooms come second. Poor leadership overall. Plays both sides and pits staff members against each other. Time for a change.	2/4/2021 2:57 PM
8	Need more effort in raising staff morale	2/1/2021 1:31 PM
9	Positively	2/1/2021 8:58 AM
10	Mostly negative. When she wants to positive, it is a great thing and it's great! But then she'll have an office staff member ask whose funeral are you going to, which we don't have to tell, or do all the negative things to the teachers who are on her target lists, or don't provide any guidance and encourage at a time where we need it the most. To defend us against parents, to listen to our side of it, instead of rushing to "get something" on us so we can face disciplinary actions. The list goes on and on. Right now, so many of the staff members feel that they are drowning in some ways, and we could use that extra hand to bring us back up and to help us keep going, but we don't receive that there, especially not if you're on the list.	1/30/2021 11:59 PM
11	My principal has been very supportive and understanding this year.	1/30/2021 1:13 PM

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

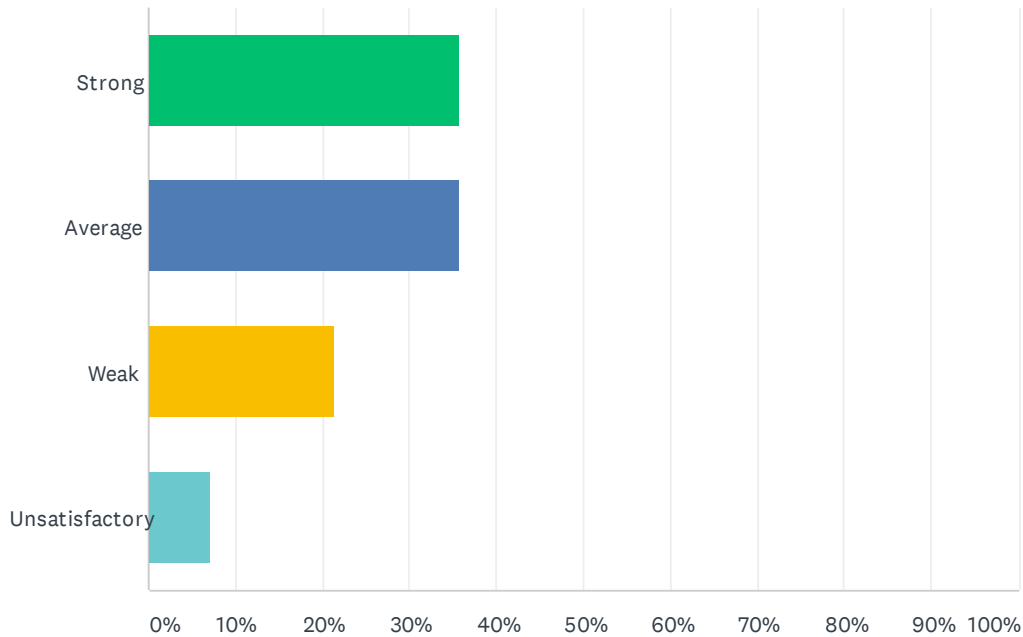
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	35.71%	5
Average	42.86%	6
Weak	7.14%	1
Unsatisfactory	14.29%	2
<b>TOTAL</b>		<b>14</b>

## Q18 Site meetings are productive and not excessive.

Answered: 14 Skipped: 0

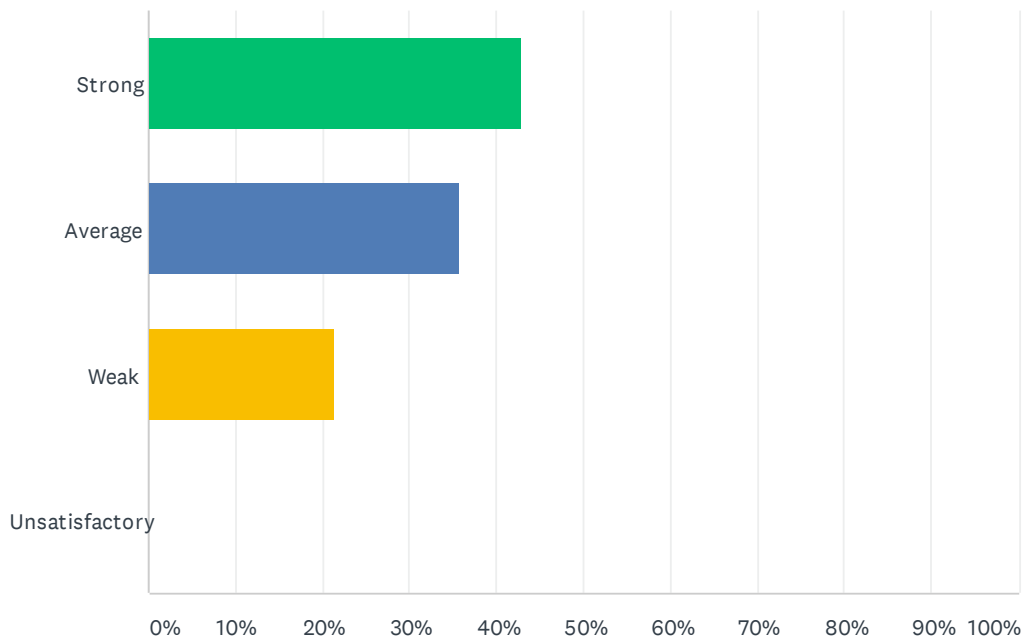


ANSWER CHOICES	RESPONSES
Strong	35.71% 5
Average	35.71% 5
Weak	21.43% 3
Unsatisfactory	7.14% 1
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	Admin has really tried to limit our meetings to give us that precious planning time we so badly need. We do need a few more all site staff meetings because we are so disconnected with each other, we need to see the faces of our colleagues not just our grade level team.	2/4/2021 4:09 PM
2	Poorly planned and poorly run.	2/4/2021 3:00 PM
3	There are no scheduled monthly staff meetings-only held if necessary (haven't had a complete staff meeting since September), only 1 Leadership meeting per month and 1 MTSS Tier 1 meeting per month. In place of a monthly staff meeting admin uses email to communicate updates and site information	2/1/2021 9:02 AM
4	Nothing really happens at them. No one wants to talk for fear that they will be in trouble, so we sit there and just look plus maybe nod once in awhile.	1/31/2021 12:11 AM

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

Answered: 14 Skipped: 0

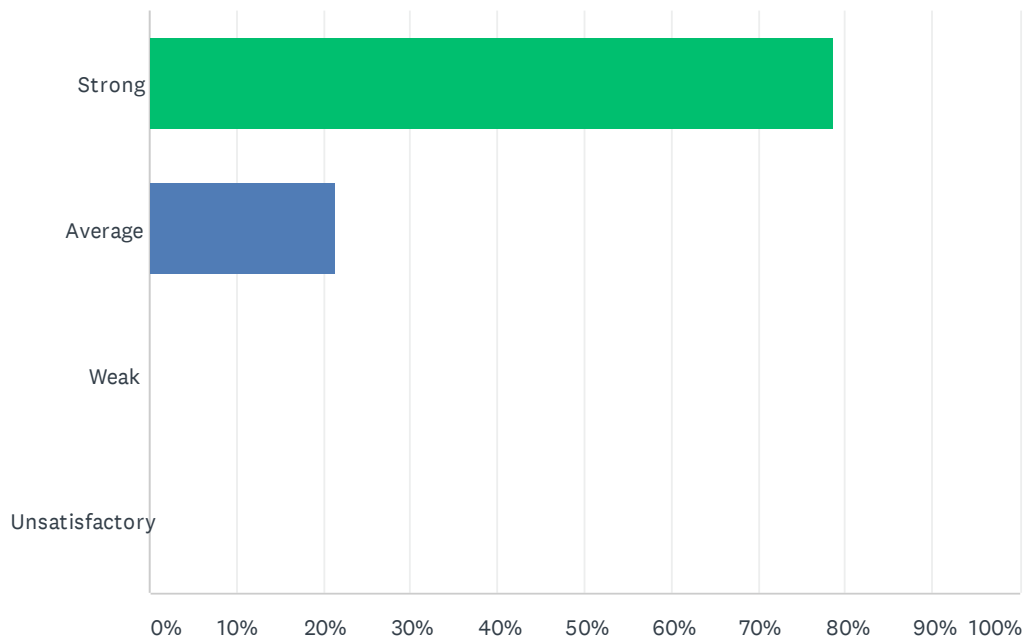


ANSWER CHOICES	RESPONSES
Strong	42.86% 6
Average	35.71% 5
Weak	21.43% 3
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	plc-waste of time staff meetings- so, so pd- sometime unproductive	2/19/2021 12:44 PM
2	see above	2/4/2021 4:09 PM
3	There have not been excessive meetings, however, a few more short informational meetings would have been nice. Many staff feels out of the loop and expectations for distance learning have not been clearly expressed.	2/4/2021 3:00 PM
4	She tells us what to do, really doesn't want anyone to talk, ask questions, or to bring up areas of concern. So for fear of getting in trouble, staff doesn't say anything any more.	1/31/2021 12:11 AM

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

Answered: 14 Skipped: 0

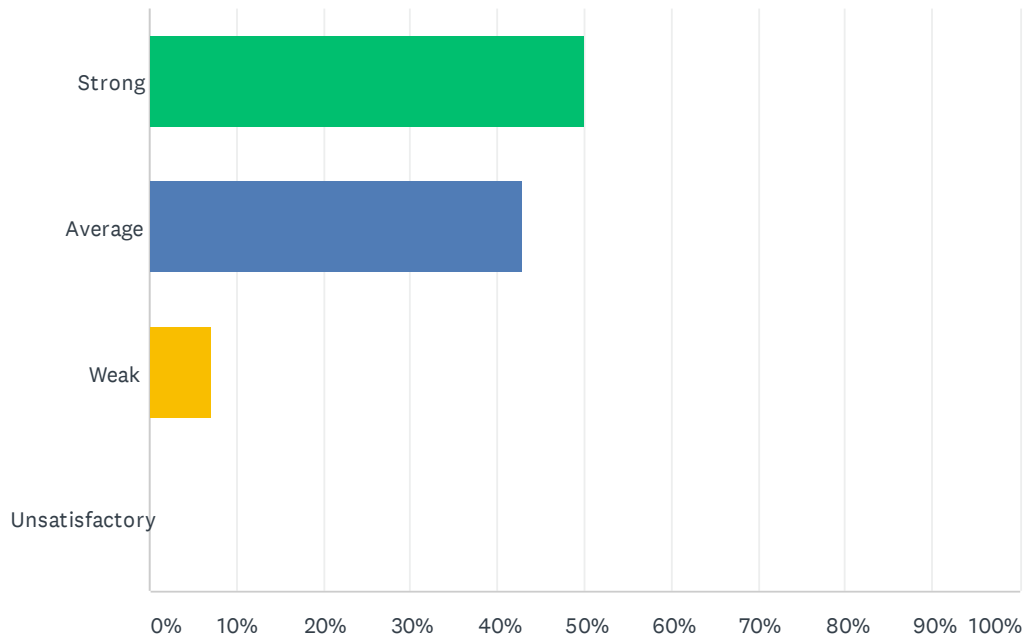


ANSWER CHOICES	RESPONSES
Strong	78.57% 11
Average	21.43% 3
Weak	0.00% 0
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	still not enough time	2/19/2021 12:44 PM
2	depends on how many things you are involved in, if you are involved in a lot, you have less planning time	2/4/2021 4:09 PM
3	For myself, I have better planning time at my home now that I'm teaching from there that I did at school. Especially after being told last year by my principal, 'Why do I stay after school, since nothing that I do, benefits my students.' That's not exactly words of encouragement to plan.	1/31/2021 12:11 AM

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

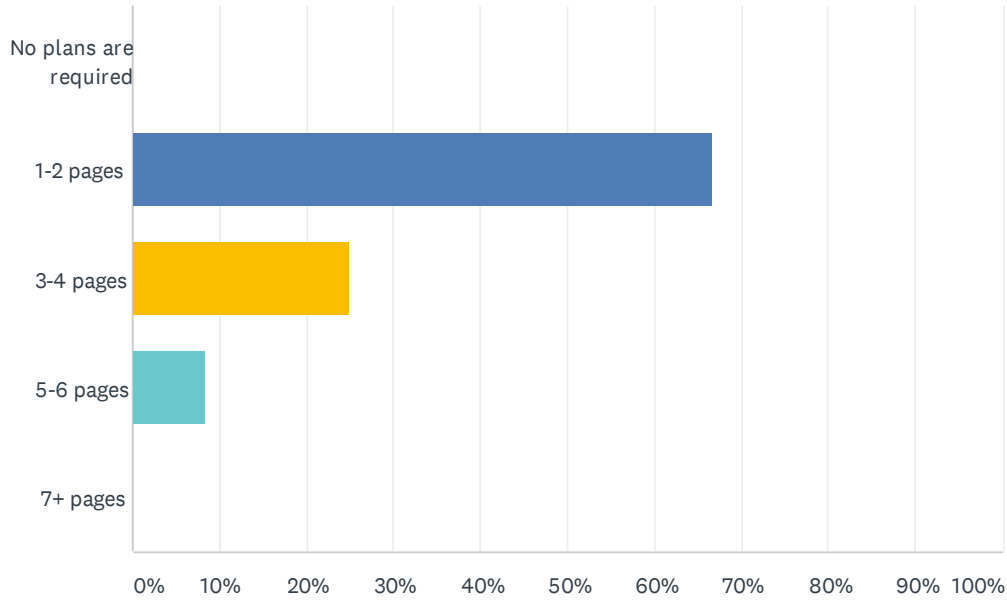
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	50.00%	7
Average	42.86%	6
Weak	7.14%	1
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>14</b>

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

Answered: 12 Skipped: 2



ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	66.67%	8
3-4 pages	25.00%	3
5-6 pages	8.33%	1
7+ pages	0.00%	0
<b>TOTAL</b>		<b>12</b>

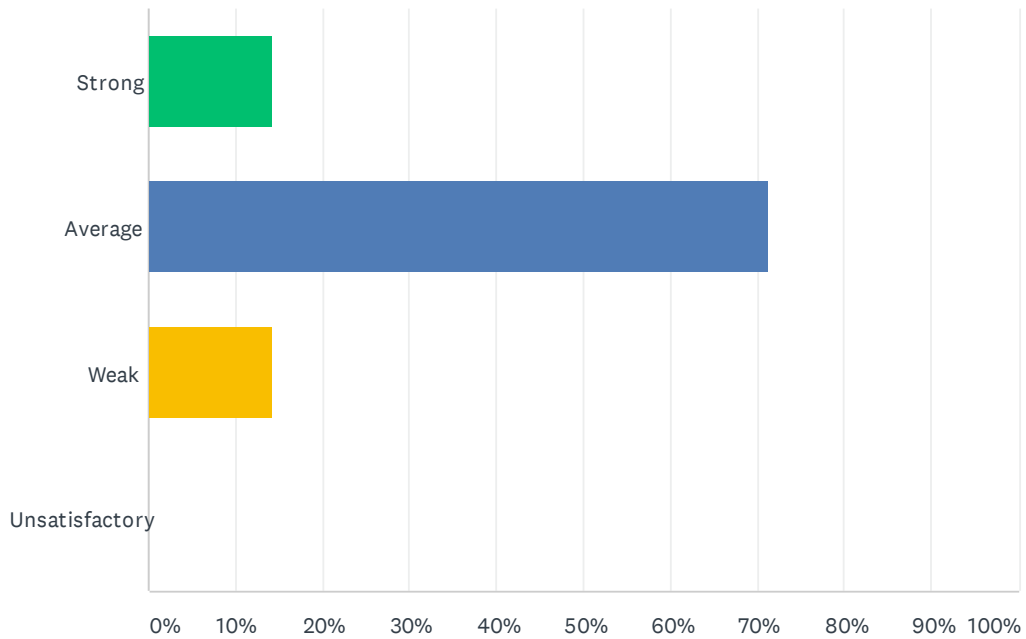
2020-2021 BETA Administration/Site Climate Survey

#	COMMENT	DATE
1	expectations for lesson plans have INCREASED this year	2/19/2021 12:44 PM
2	too many changes to plans not sure if that is a site or district change but lesson plans have become something to fill out rather than for a teacher to use.	2/16/2021 7:52 PM
3	a little too picky on plans, lots of teachers are having to redo them	2/4/2021 4:09 PM
4	We are required to submit lesson plans but there's no limit on the number of pages they need to be.	2/1/2021 3:25 PM
5	There is no set template used. Lesson plans are expected but it is up to each teacher to determine what format/structure they want to use in planning	2/1/2021 9:02 AM
6	This depends on who you are. Some teachers have been told to hand in detailed lesson plans, while others haven't. Some have to have certain information on them like which standard and learning intentions/success, etc, while others don't have to. There is a large discrepancy in this area from her. She isn't and never has been consistent in exactly what her expectations are for lesson plans, unless she doesn't like them all of a sudden, or you're on her target lesson. If the teacher is some of the honored ones to be on her target list for that year, they get to experience having their lesson plans being gone through very thoroughly, looking for any, minute detail that catches her eye, yet the exact same detail can be on another teacher's lesson plans and it would be acceptable there.	1/31/2021 12:11 AM
7	Mine are 3 to 4 pages per week, but we were never given a specific amount. I believe if their were weak lessons she would have talked to those teachers privately	1/30/2021 1:15 PM



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

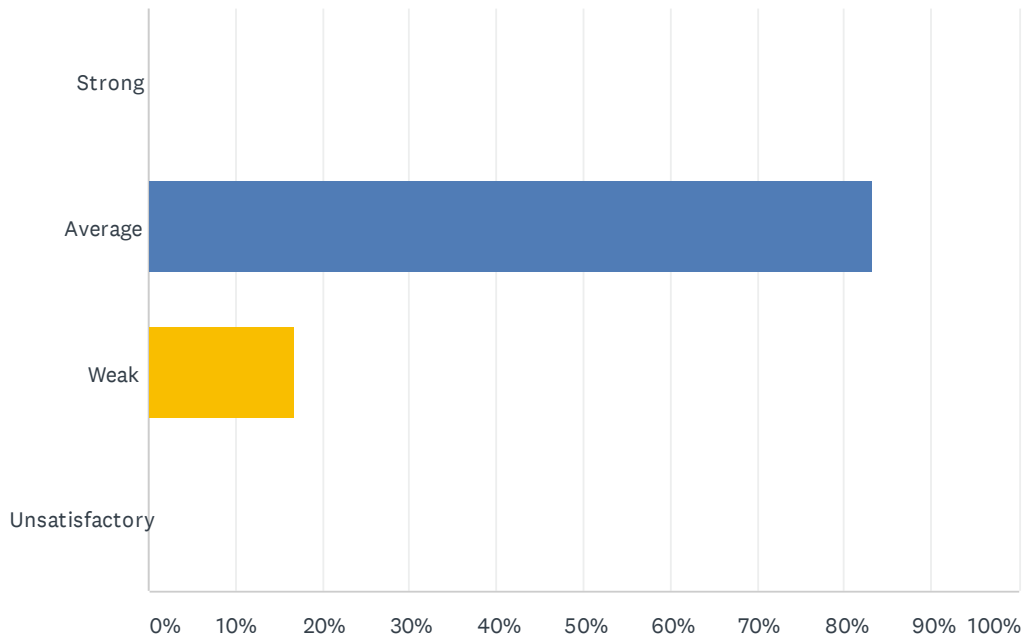
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES
Strong	14.29% 1
Average	71.43% 5
Weak	14.29% 1
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>7</b>

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

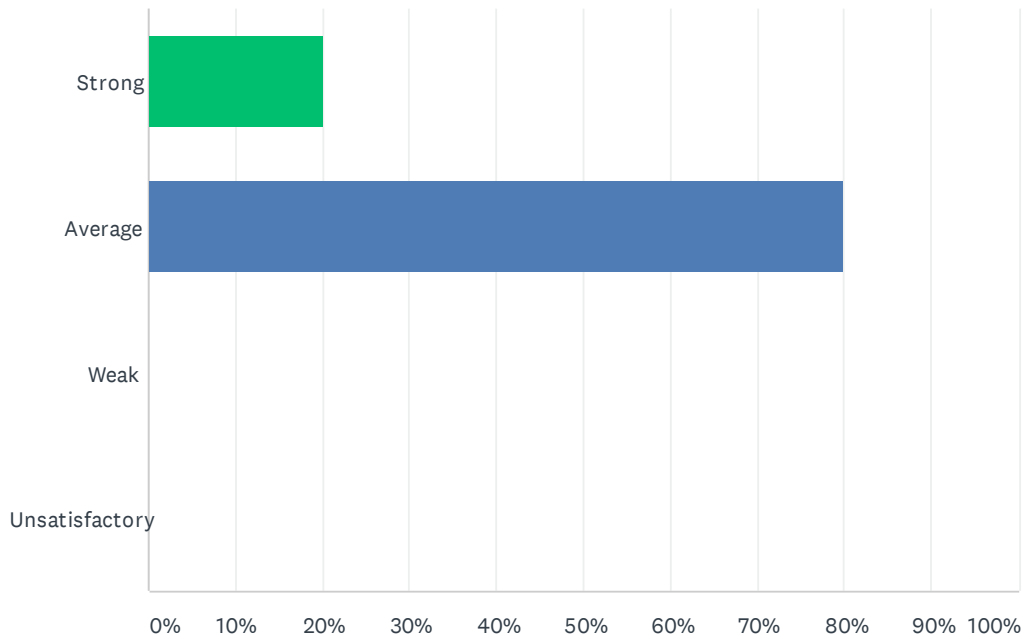
Answered: 6 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	83.33%	5
Weak	16.67%	1
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>6</b>

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

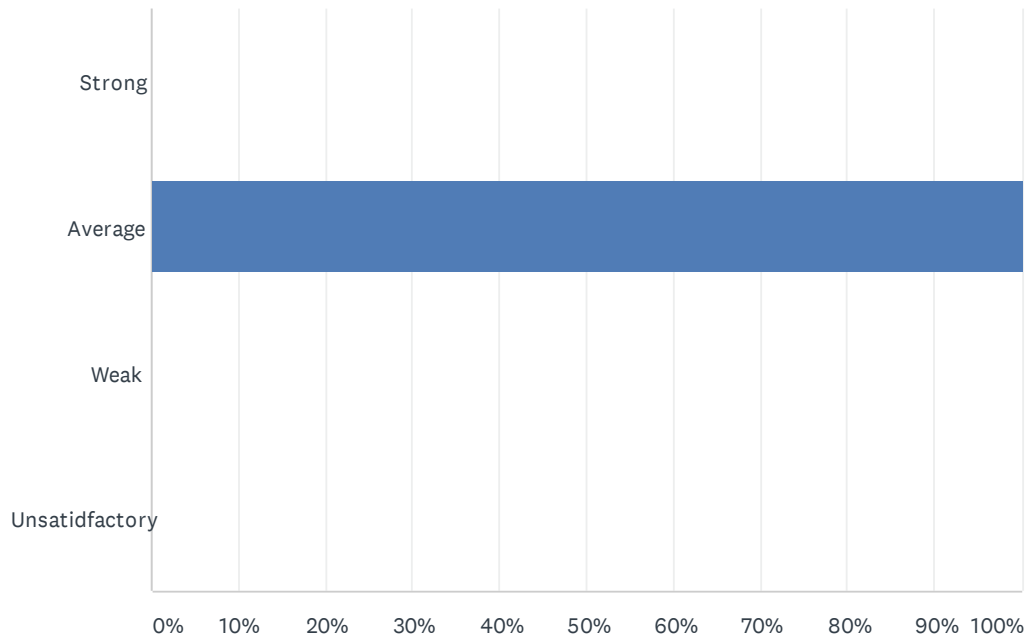
Answered: 5 Skipped: 9



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

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

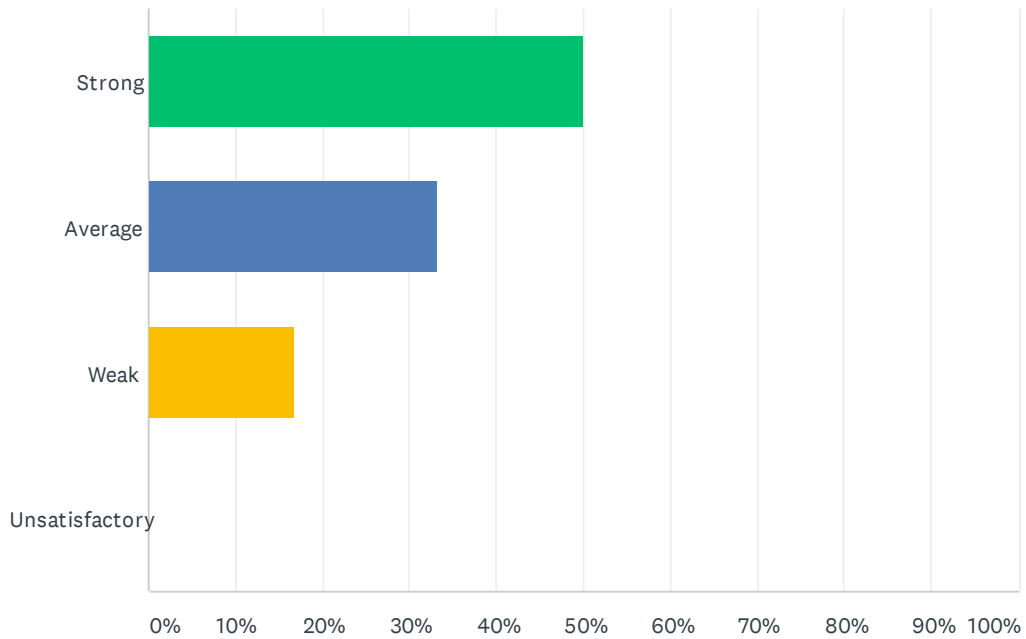
Answered: 5 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	100.00%	5
Weak	0.00%	0
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>5</b>

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

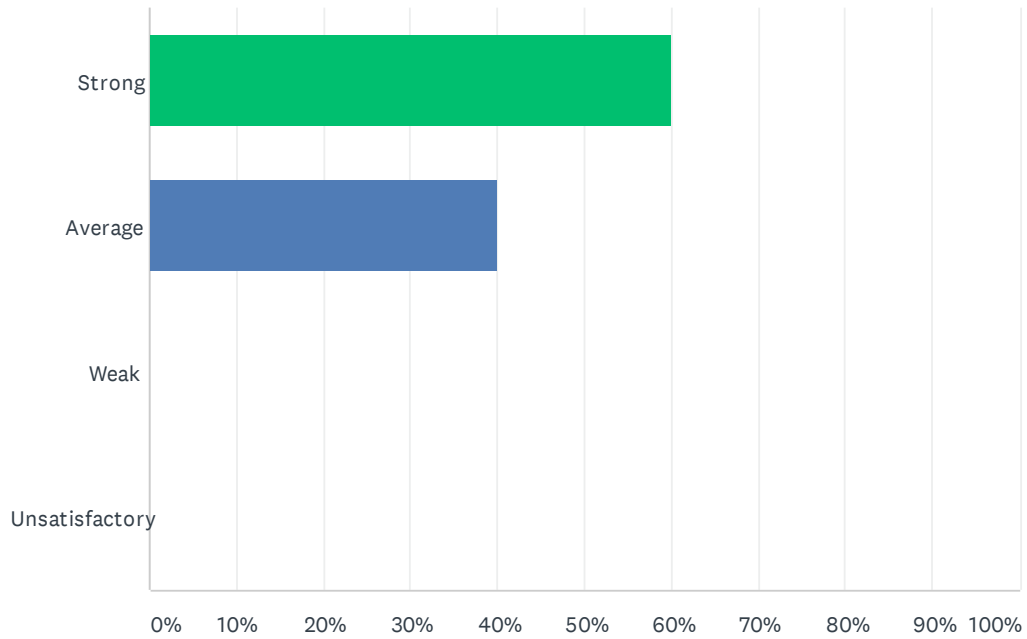
Answered: 6 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strong	50.00%	3
Average	33.33%	2
Weak	16.67%	1
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>6</b>

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

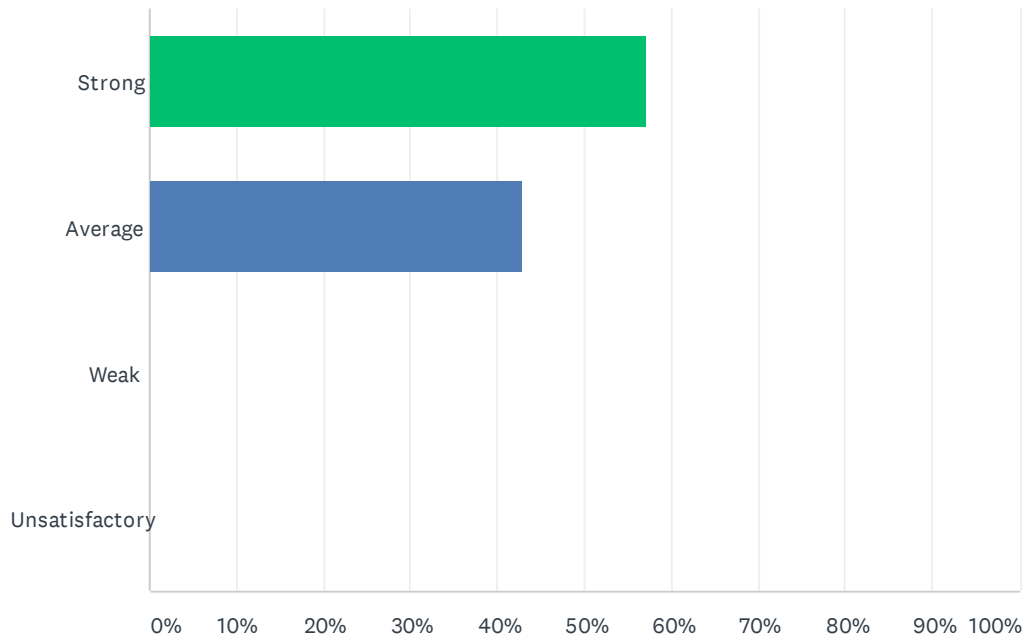
Answered: 5 Skipped: 9



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

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

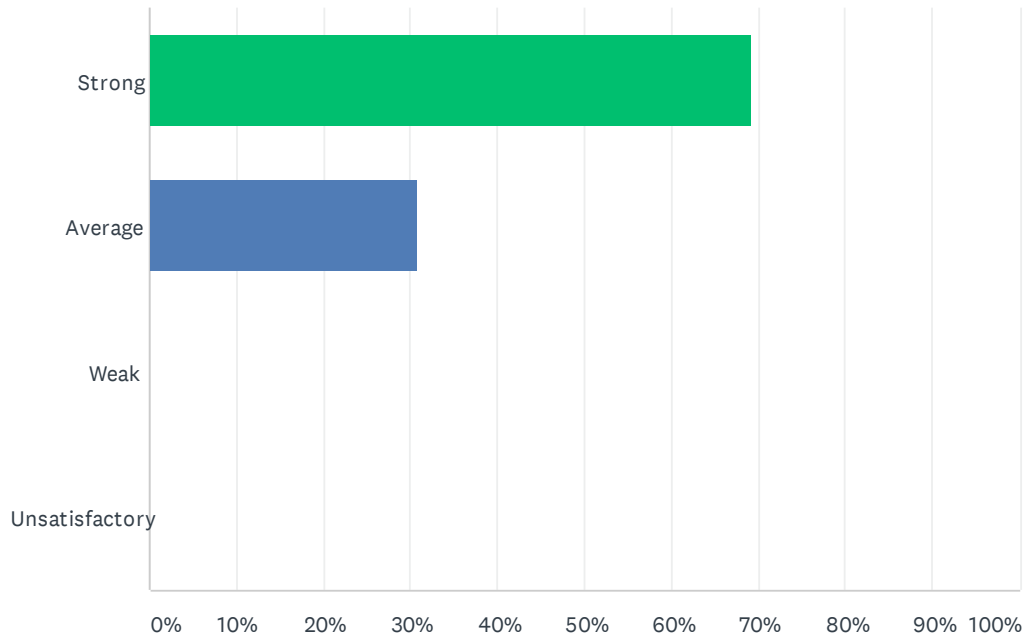
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	57.14%	4
Average	42.86%	3
Weak	0.00%	0
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>7</b>

### Q30 Staff and students feel safe while attending online classes.

Answered: 13 Skipped: 1



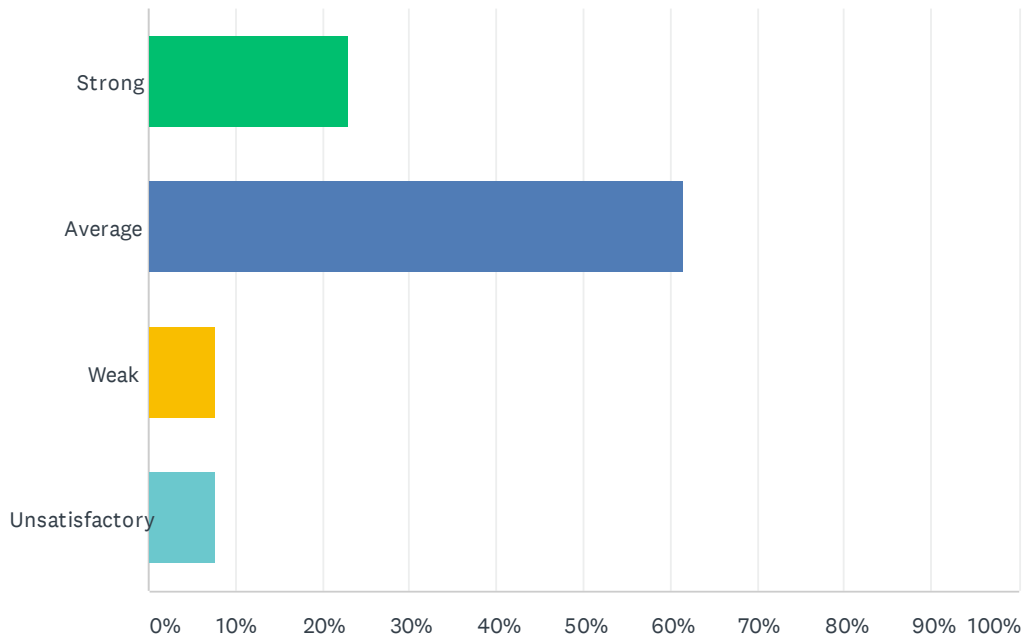
ANSWER CHOICES	RESPONSES	
Strong	69.23%	9
Average	30.77%	4
Weak	0.00%	0
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>13</b>

#	COMMENT	DATE
	There are no responses.	



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

Answered: 13 Skipped: 1

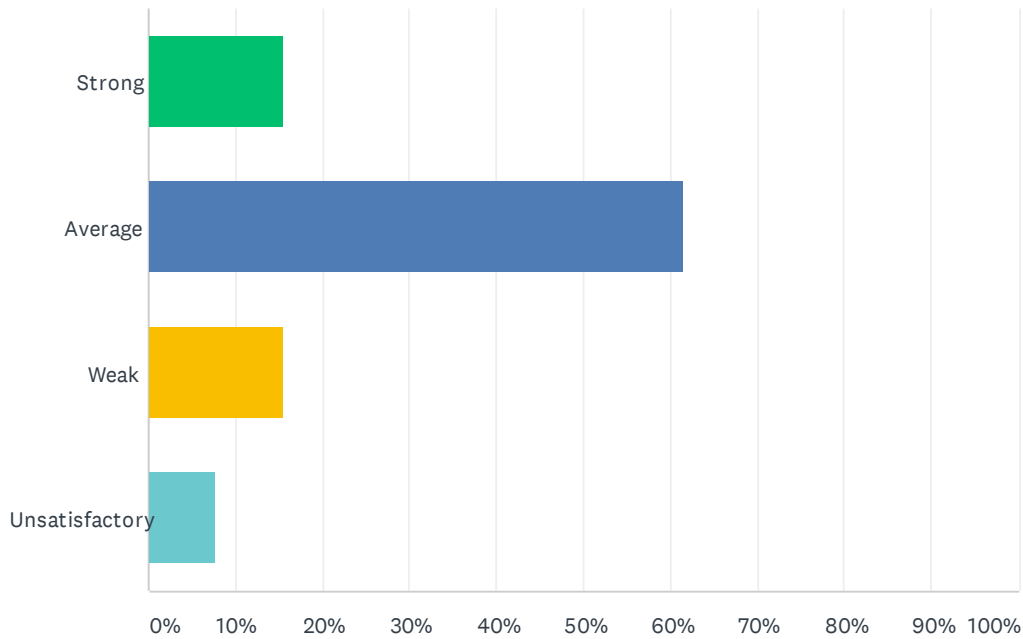


ANSWER CHOICES	RESPONSES
Strong	23.08% 3
Average	61.54% 8
Weak	7.69% 1
Unsatisfactory	7.69% 1
<b>TOTAL</b>	<b>13</b>

#	COMMENT	DATE
1	solution to discipline problem consisted of redirecting the issue instead of dealing with the issue	2/19/2021 12:52 PM
2	Support staff has done home visits and online visits when requested	2/4/2021 4:39 PM
3	Initially teachers were told that we couldn't give even minor referrals, then by accident, some learned that we could. But none of it was ever told to us, we have never received any updated information in regards to student discipline from either the principal or from the district.	1/31/2021 12:31 AM

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

Answered: 13 Skipped: 1

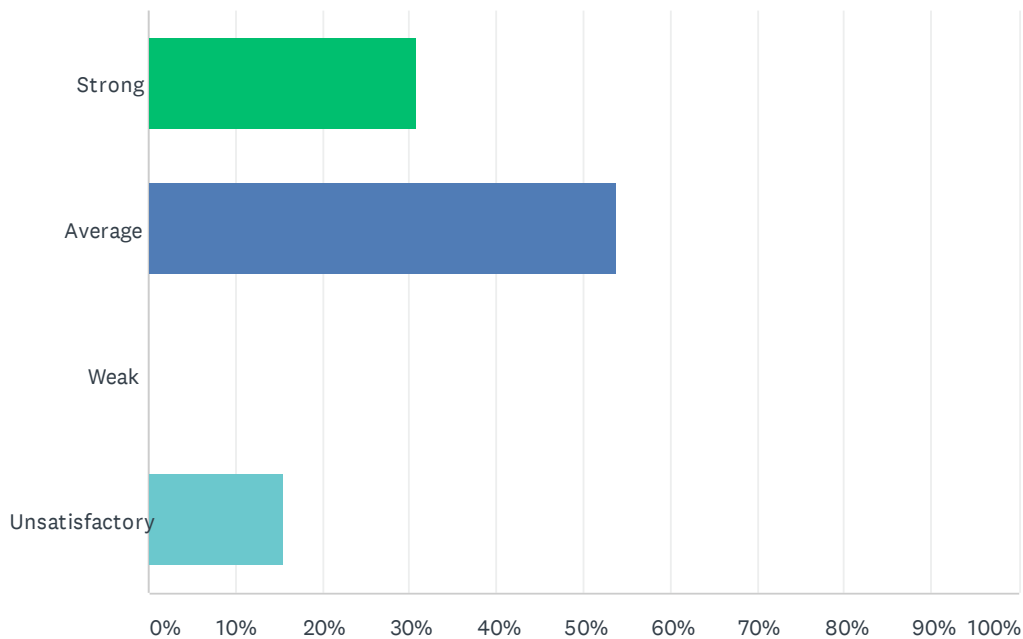


ANSWER CHOICES	RESPONSES
Strong	15.38% 2
Average	61.54% 8
Weak	15.38% 2
Unsatisfactory	7.69% 1
<b>TOTAL</b>	<b>13</b>

#	COMMENT	DATE
1	We could use more training on engagement and participation, real ideas not just told it needs to happen.	2/4/2021 4:39 PM
2	NO! Teachers learned from each other through trial and error.	1/31/2021 12:31 AM

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

Answered: 13 Skipped: 1

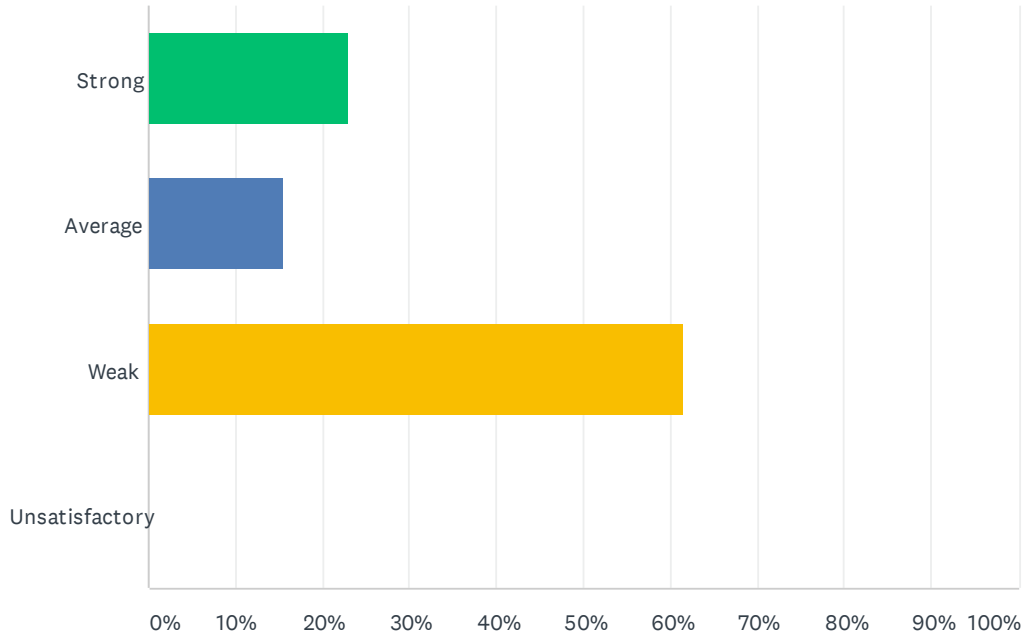


ANSWER CHOICES	RESPONSES
Strong	30.77% 4
Average	53.85% 7
Weak	0.00% 0
Unsatisfactory	15.38% 2
<b>TOTAL</b>	<b>13</b>

#	COMMENT	DATE
1	n/a	2/19/2021 12:52 PM
2	Not really, for many times when a teacher has wanted to have a student given an ODR, ( we are not allowed to write them ourselves at this site), it isn't done, because the campus supervisor doesn't feel that it's that big of a deal. Or he'll say that one will be written, and it isn't. Another thing, is that when an ODR is written on student, or is suspended, in our classroom, we aren't always informed about it, even it involves a weapon or drugs.	1/31/2021 12:31 AM

### Q34 My site has a positive atmosphere.

Answered: 13 Skipped: 1

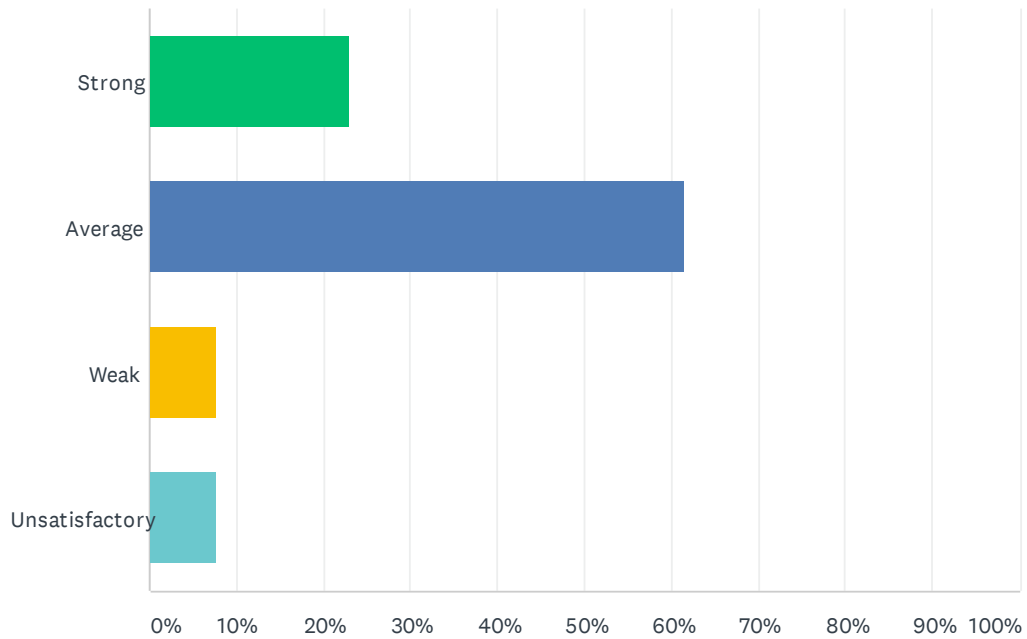


ANSWER CHOICES	RESPONSES
Strong	23.08% 3
Average	15.38% 2
Weak	61.54% 8
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>13</b>

#	COMMENT	DATE
1	backbitting and gossip continues	2/19/2021 12:52 PM
2	Morale has gone way down, we need a boost of love and positivity to get back on track to being the amazing school we are.	2/4/2021 4:39 PM

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

Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	23.08%	3
Average	61.54%	8
Weak	7.69%	1
Unsatisfactory	7.69%	1
<b>TOTAL</b>		<b>13</b>

## 2020-2021 BETA Administration/Site Climate Survey

#	COMMENT	DATE
1	This site is better than others that I've heard about.	2/19/2021 12:57 PM
2	site is way better than others but lacks in several key areas (for example-trust, etc.)	2/19/2021 12:52 PM
3	<p>While this site in many ways is a great place to work, great teachers, many supportive parents to work with, and students who are not violent towards staff, I wouldn't recommend it because of how the administration treats teachers. A teacher shouldn't have to work under conditions where they could be the next teacher on the "target" list for the following year, for some unknown reason. Where the principal will use the contents of the contract to hide under when she visits the classrooms of teachers, saying she is just "observing" them, when in fact it's a way to harass the teacher on the "target" list, for she will come to that class at the same time every week. She is well known for doing this, under the disguise of "observation". Strange that a teacher, has to have multiple observations every week, while others don't. Teachers don't feel free to speak at meetings for fear of being targeted. Staff talks about how they don't feel welcomed in the office any longer, so they don't go there, and then she talks about why we don't go there, because we are welcomed. Staff members don't care to be talked about by our principal to other staff members and to parents. Especially because she has the tendency to label teachers to others, like so and so is more lax, while so and so is more military or strict, etc. which can set a back tone before the teacher can even meet the student or the parent. Teachers are tired of her micromanagement of everything. While they realize that she is the one in charge which she makes sure that everyone knows that because she has said it many times which many have taken as a threat, as professionals, we should be able to make some decisions without fear from getting into trouble from her.</p>	1/31/2021 12:31 AM