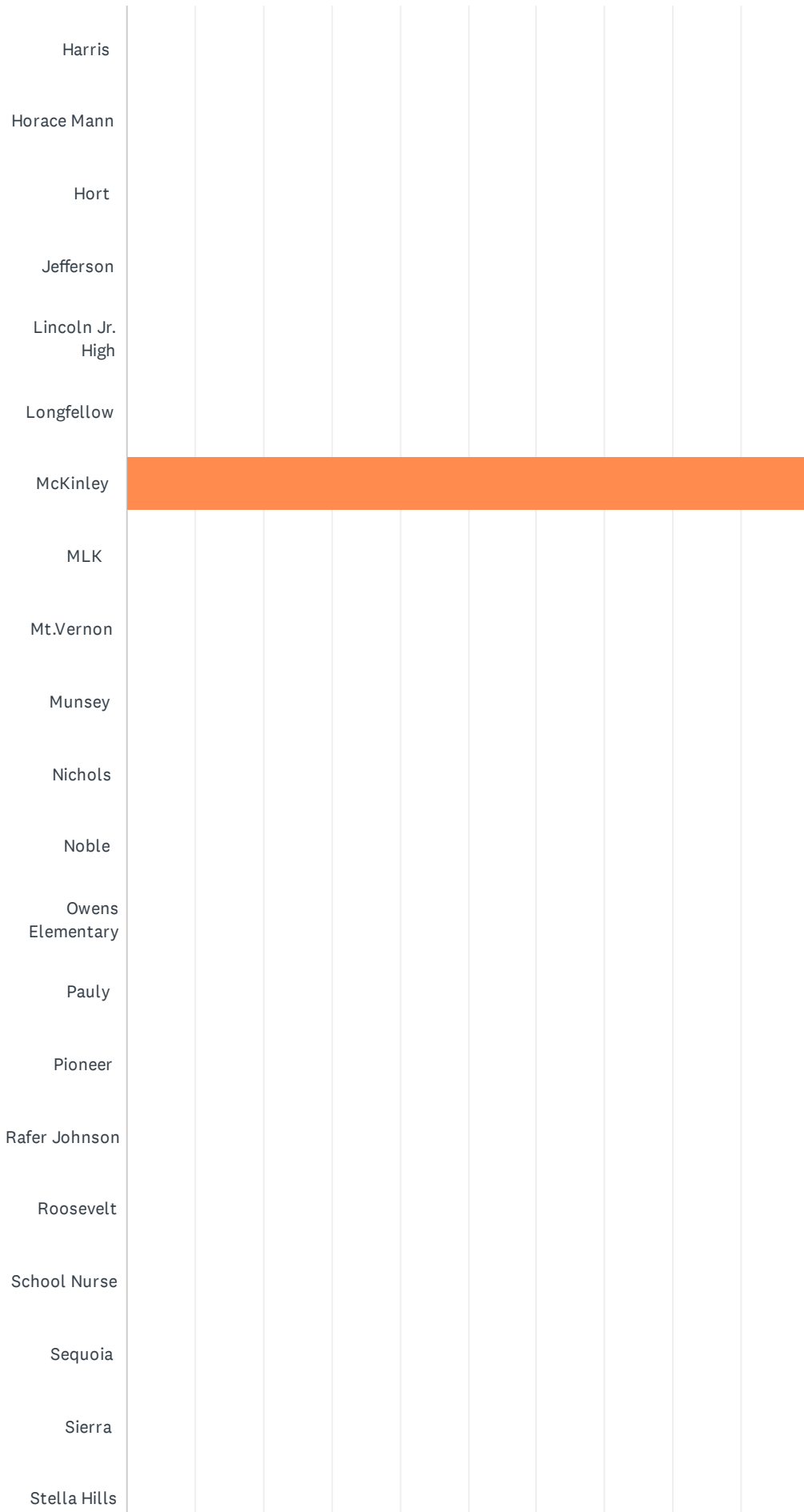
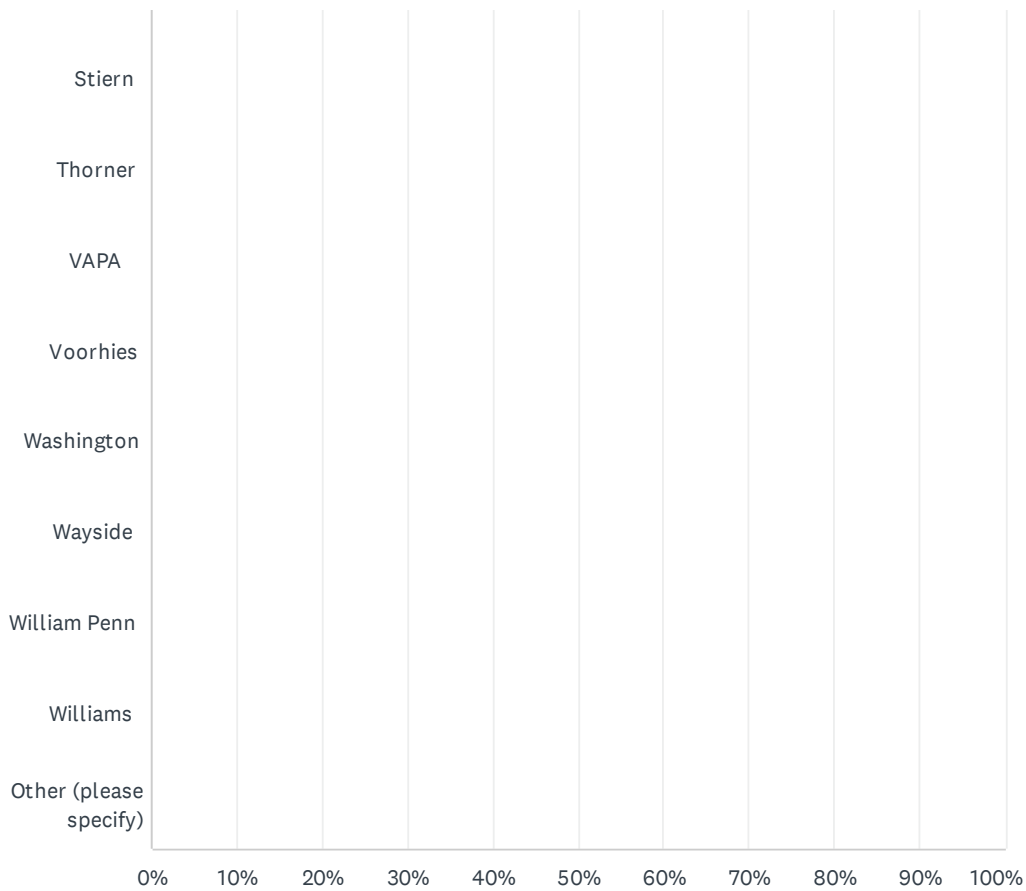


2023-2024 BETA Administration/Site Climate Survey



2023-2024 BETA Administration/Site Climate Survey



2023-2024 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/District Office	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	0.00%	0
Jefferson	0.00%	0
Lincoln Jr. High	0.00%	0
Longfellow	0.00%	0
McKinley	100.00%	20
MLK	0.00%	0
Mt. Vernon	0.00%	0
Munsey	0.00%	0
Nichols	0.00%	0
Noble	0.00%	0
Owens Elementary	0.00%	0
Pauly	0.00%	0

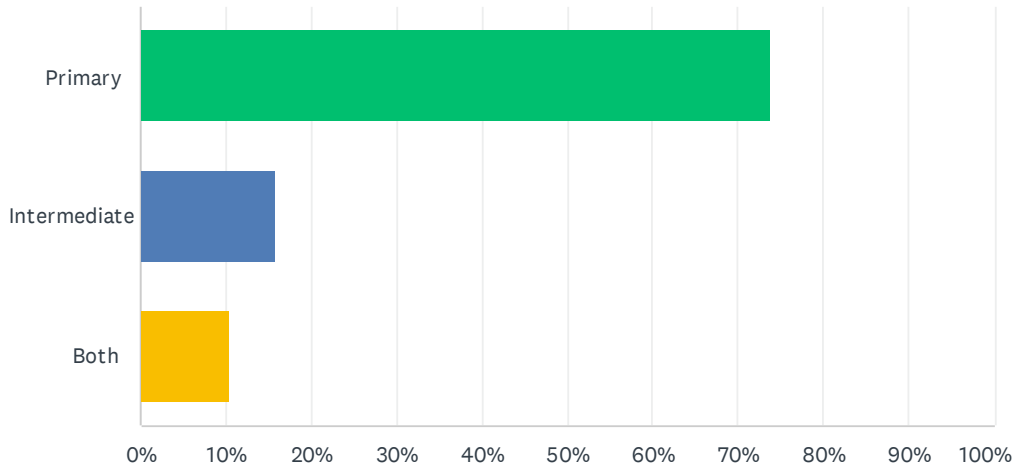
2023-2024 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiern	0.00%	0
Thorner	0.00%	0
VAPA	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: 20		

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

Q2 Instructional Grade Level or Support Services

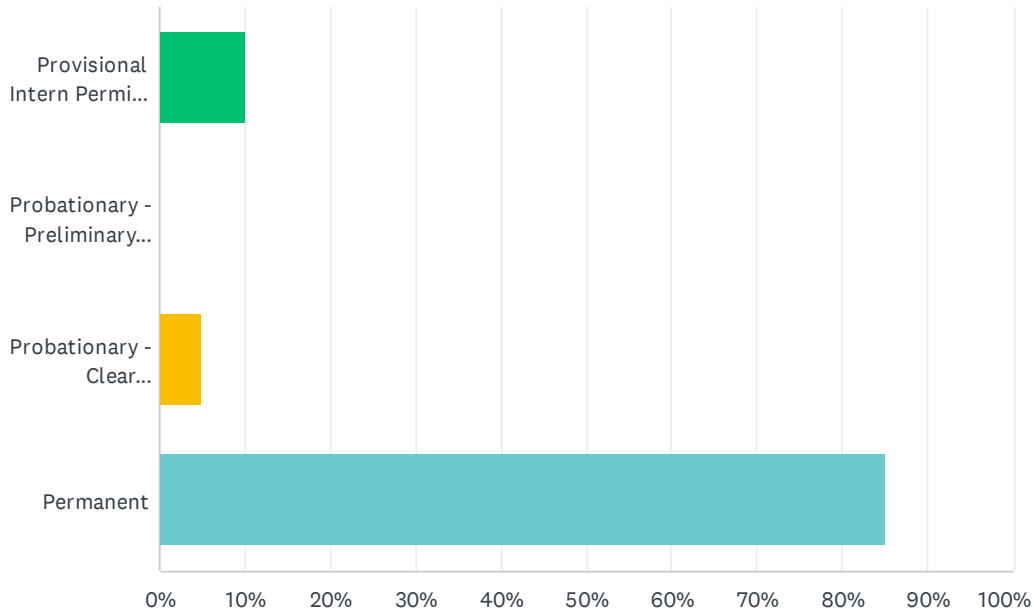
Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
Primary	73.68%	14
Intermediate	15.79%	3
Both	10.53%	2
TOTAL		19

Q3 Experience

Answered: 20 Skipped: 0

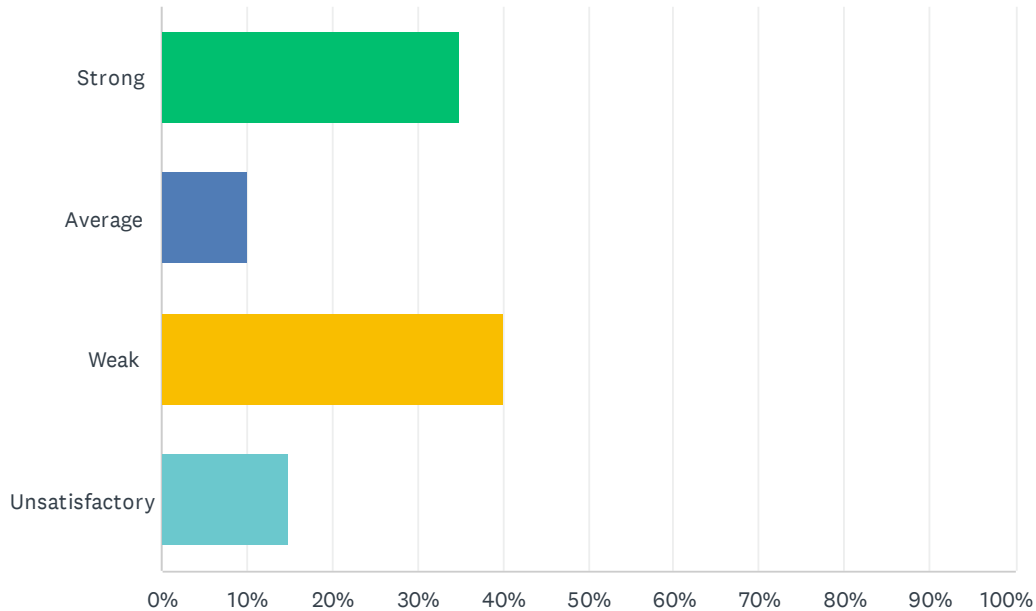


ANSWER CHOICES	RESPONSES	
Provisional Intern Permit, Short Term Staffing Permit, or Intern	10.00%	2
Probationary - Preliminary Credential	0.00%	0
Probationary - Clear Credential	5.00%	1
Permanent	85.00%	17
TOTAL		20

#	OTHER (PLEASE SPECIFY)	DATE
1	ETK	

Q4 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 20 Skipped: 0

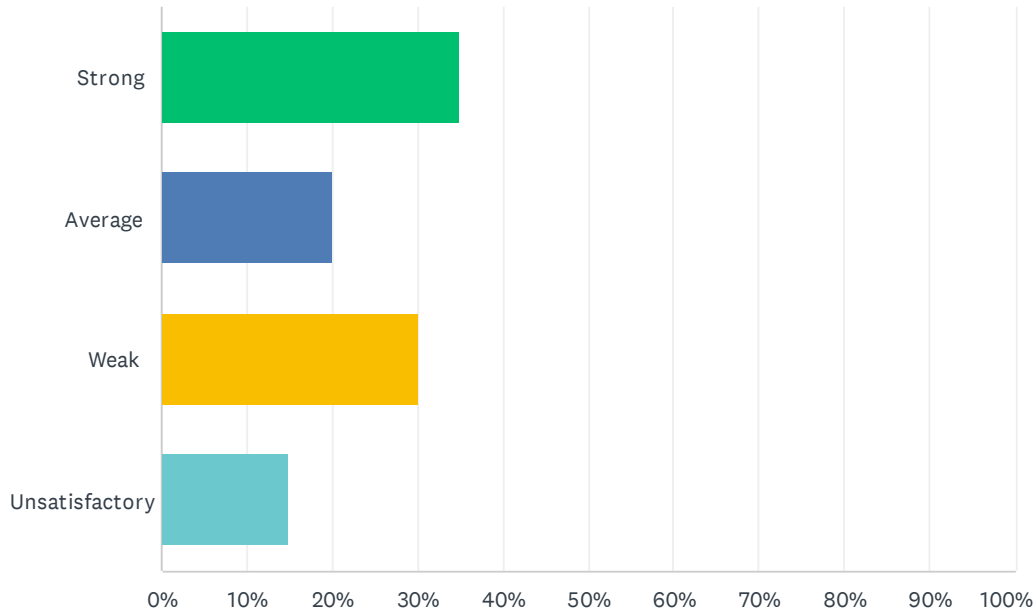


ANSWER CHOICES	RESPONSES
Strong	35.00% 7
Average	10.00% 2
Weak	40.00% 8
Unsatisfactory	15.00% 3
TOTAL	20

#	COMMENTS:	DATE
1	Site administrators are sensitive to the needs of the community, with the sole purpose of avoiding any confrontation or difficult situations. Administration does not always do what is best for the students, but rather, what is convenient for their agenda.	
2	A high importance is placed on the image of the school rather than the success of students	
3	Some of the decisions that are made do not appear to be made for overall well being of the school collectively. The students needs are not entirely put first because they cut corners. We are supposed to be focused on helping our students learn how to read but they refuse to hire instructional aides? They pull students out for small group instruction instead of pushing in. They say they care for and appreciate us but but their actions do not line up with their words.	
4	Admin has a tendency to make choices without consulting classroom teachers and staff and then informing us of the outcomes after the fact, especially on matters that teacher input would have been beneficial/was necessary.	
5	Admin supports students beyond academics such as finding housing for families.	

Q5 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 20 Skipped: 0

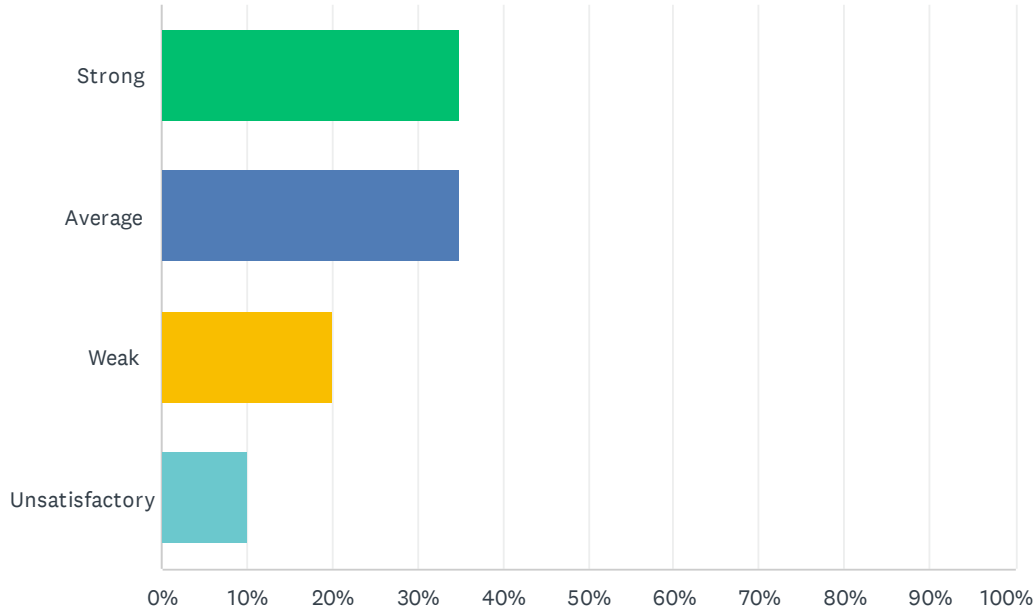


ANSWER CHOICES	RESPONSES
Strong	35.00% 7
Average	20.00% 4
Weak	30.00% 6
Unsatisfactory	15.00% 3
TOTAL	20

#	COMMENT	DATE
1	Site administrators treat staff as less than. They do not take into account, the vital needs of the staff. Henceforth, staff not feeling appreciated or valued as a professional.	
2	We have a serious parking problem that has been unaddressed. It has come to the point to where our VP has threatened to call the cops on us so that we can get ticketed. Why is that even necessary? It is not but she does out of her way to get what she wants. They do not provide the support we need. There are no repercussions for student behaviors.	
3	It's hard to feel like a valued staff member when you have to fight for parking every morning. Yet, during events, visitors get their own reserved marked parkings and are coned off and prohibited for teachers.	

Q6 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 20 Skipped: 0

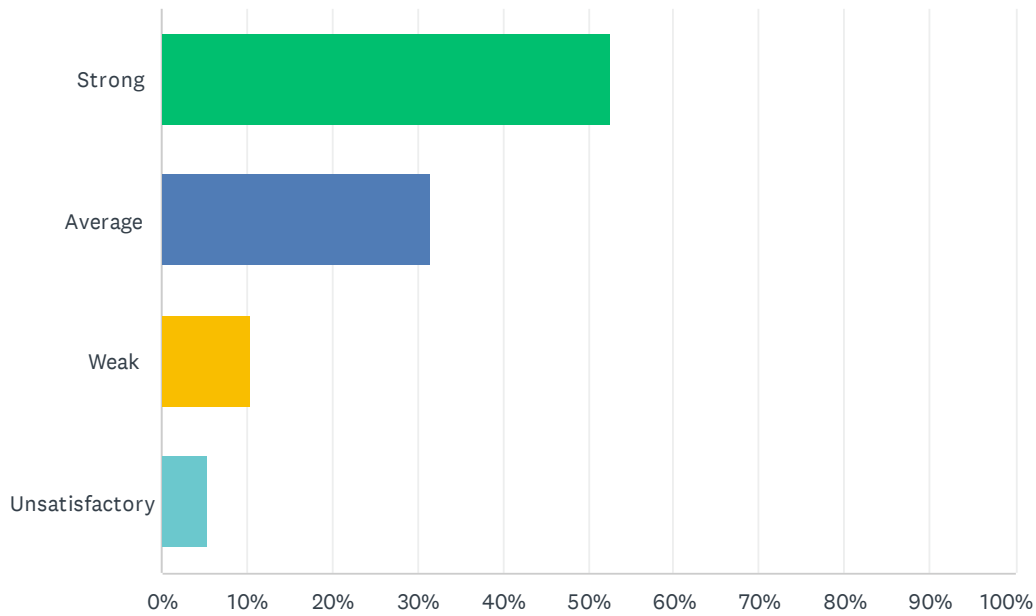


ANSWER CHOICES	RESPONSES
Strong	35.00% 7
Average	35.00% 7
Weak	20.00% 4
Unsatisfactory	10.00% 2
TOTAL	20

#	COMMENT:	DATE
1	Administrators lack in providing clear and timely feedback, after conducting a classroom visit.	
2	I have been randomly visited a few times this year and never get feedback.	
3	Admin provides feedback as necessary.	
4	No feedback, but minimal visits	
5	I do not get feedback - they just come and go. We might get a generic email sent to all staff saying, "Great job team" but never anything specific to each teacher.	

Q7 Site administration follows the contract and respects personal rights.

Answered: 19 Skipped: 1

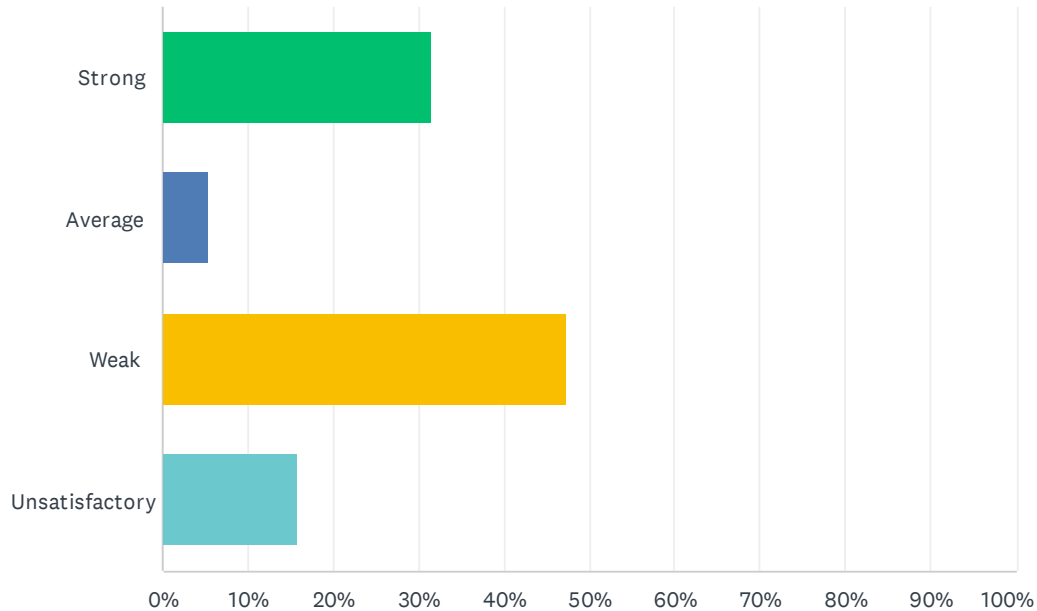


ANSWER CHOICES	RESPONSES
Strong	52.63% 10
Average	31.58% 6
Weak	10.53% 2
Unsatisfactory	5.26% 1
TOTAL	19

#	COMMENTS:	DATE
1	Site events (holiday activities, presenters, IEP's, etc.) are scheduled to coincide with administrator's personal rights/beliefs, not taking into account the personal beliefs/rights of staff members.	
2	People often get ugly emails/phone calls from admin when they are not at work because they want some type of information or task completed.	

Q8 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 19 Skipped: 1



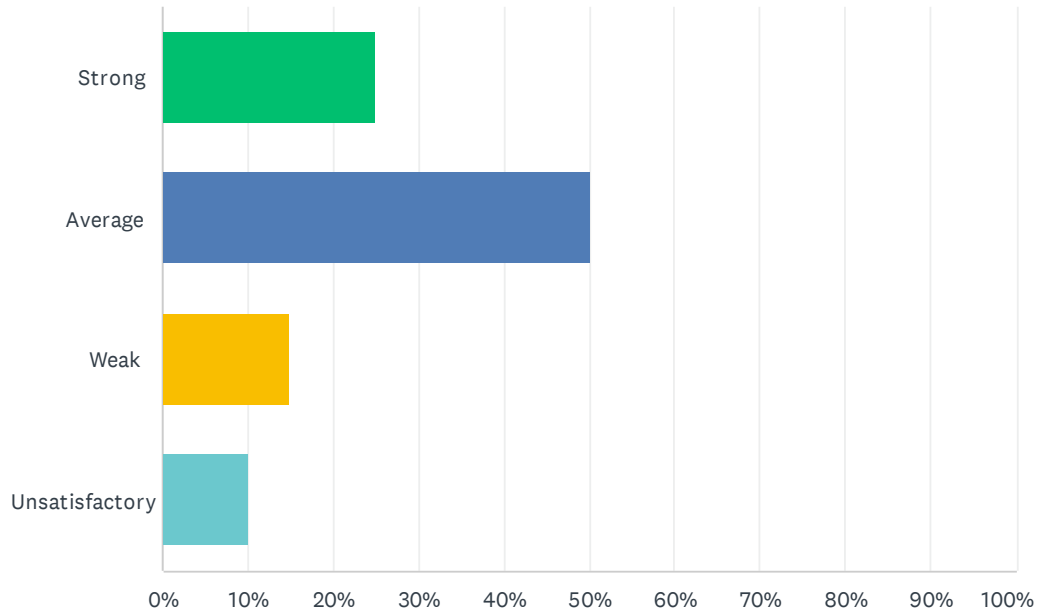
ANSWER CHOICES	RESPONSES
Strong	31.58% 6
Average	5.26% 1
Weak	47.37% 9
Unsatisfactory	15.79% 3
TOTAL	19

#	COMMENT	DATE
1	APL is not supportive and job duties are not closely monitored by Admin, to ensure proper support is being provided for Teachers. There is no Academic Coach for this site. Specialists are often used to complete additional duties.	
2	Why do we not have a coach? We have so many new teachers and we do not have a coach!? TThere is clearly no training for people new to these roles. Site administration fails to use these members are their job descriptions note.All of these decisions are being made either with admin's consent or without but no matter what- these decisions are not okay!!	
3	Responsibilities seem to be scattered. Some staff members are given more "power" when they should be focusing on other responsibilities.	

4	I see staff members getting pulled left and right to do other tasks.	
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Q9 Administration maintains open communication with staff, parents, and students.

Answered: 20 Skipped: 0

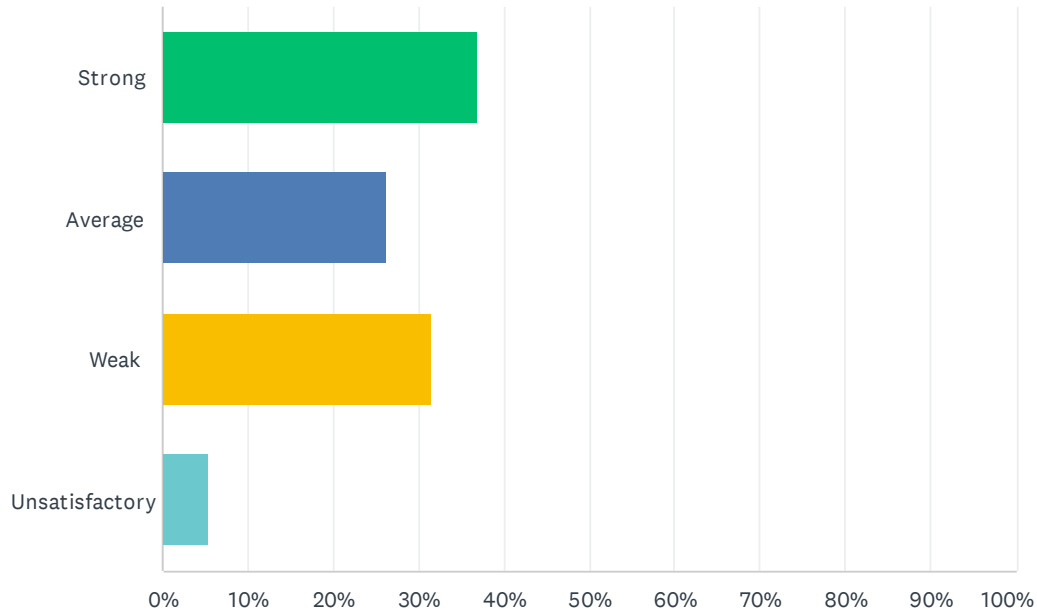


ANSWER CHOICES	RESPONSES
Strong	25.00% 5
Average	50.00% 10
Weak	15.00% 3
Unsatisfactory	10.00% 2
TOTAL	20

#	COMMENTS:	DATE
1	Teachers are last to find out about incidents involving their students. Often times, teachers hear about a prior incident through parents (conferences) or students and are never told by Administrators. When a parent complains to Admin, teachers are not notified.	
2	Staff finds out about things very late. We are also not told about situations involving our students that affect the classroom	
3	Principal is very open whereas Vice Principal does not take the time to get to know staff and pushes concerns to the side.	
4	We are not notified about situations at the school, be it with regarding staff or our own students.	

Q10 Administration supports staff against attacks and criticism from parents.

Answered: 19 Skipped: 1

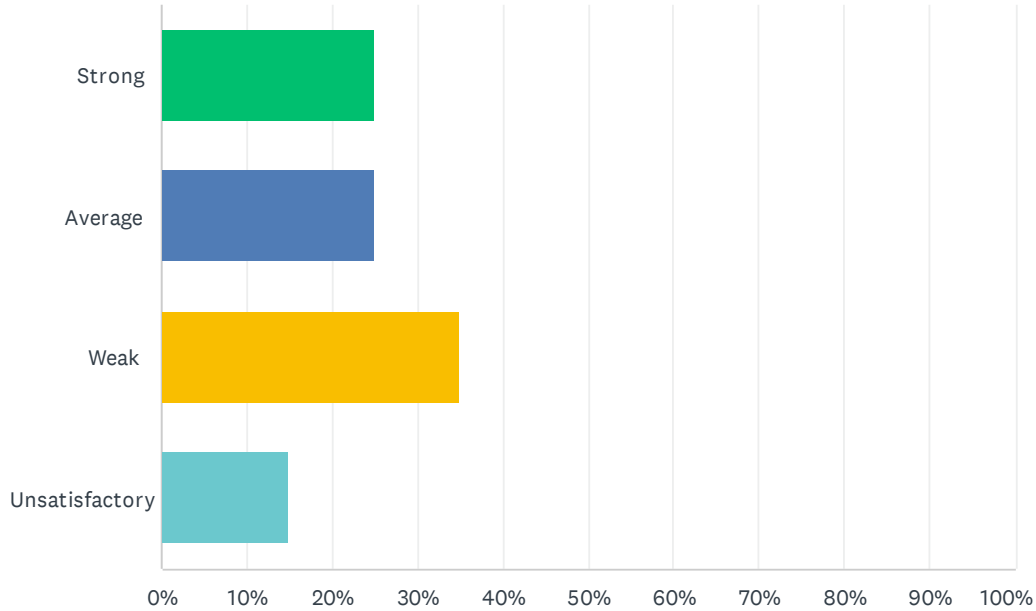


ANSWER CHOICES	RESPONSES
Strong	36.84% 7
Average	26.32% 5
Weak	31.58% 6
Unsatisfactory	5.26% 1
TOTAL	19

#	COMMENTS:	DATE
1	Administrators do not tell teachers about every single incident or concern involving parents. This in turn, hinders the classroom environment or puts students at risk. E.g., Students have an altercation on the playground and Admin is notified by another adult. Students are in the same class and sit next to each other or are partnered to work together. The next day, the two students have an altercation inside the classroom. This could have possibly been prevented, had the Teacher been made aware of the initial altercation between the two students.	
2	I don't feel like they have our back at all. They are only here to make sure they look good.	
3	I've seen them cave to parent demands to alleviate criticism on administration	
4	The principal is weak - she puts on a smiling face and just tries to avoid confrontation and make everyone happy. She will not take action to get things done when needed.	

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

Answered: 20 Skipped: 0

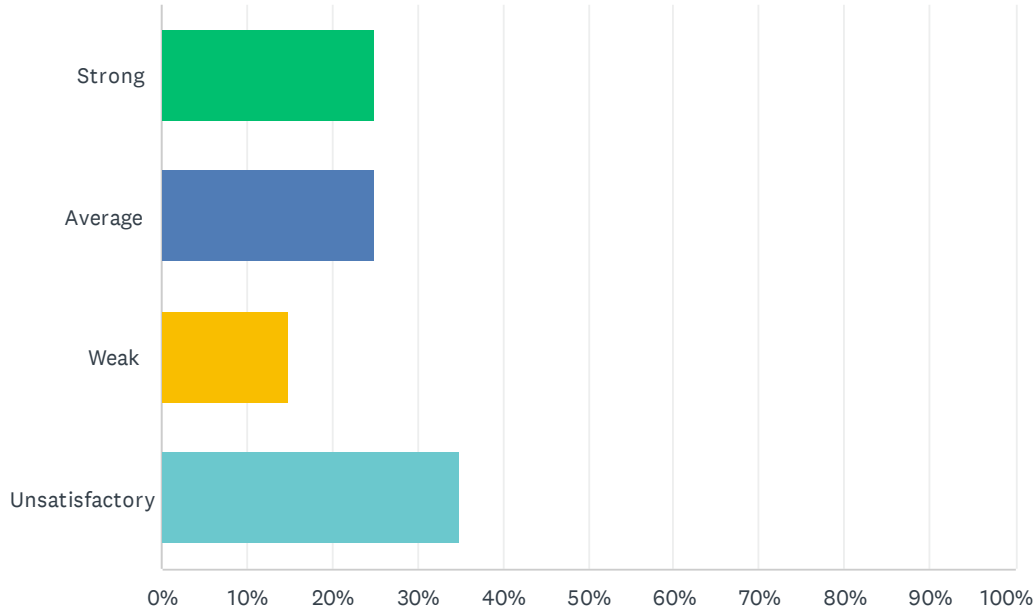


ANSWER CHOICES	RESPONSES
Strong	25.00% 5
Average	25.00% 5
Weak	35.00% 7
Unsatisfactory	15.00% 3
TOTAL	20

#	COMMENT	DATE
1	There are times when certain rules are not for every teacher. Certain teachers/grade levels get special treatment and are able to do/not do things that are expected of everyone else.	
2	Some teachers are treated more unfairly than others.	
3	It's a joke - there is blatant preferential treatment of teachers and even grade levels. There are favorites - it's not professional.	

Q12 The administration has been supportive and minimized additional stress.

Answered: 20 Skipped: 0

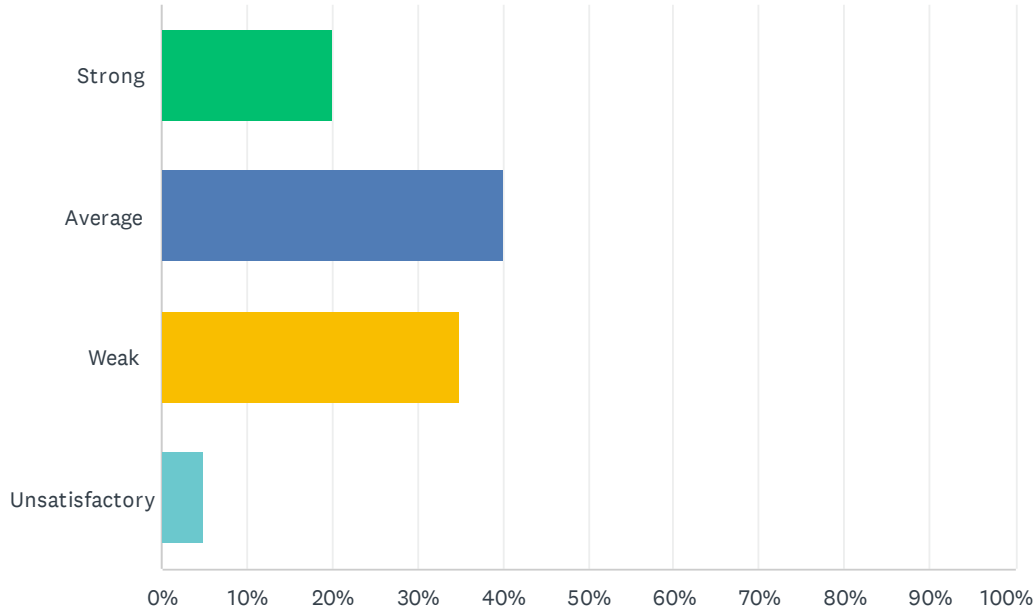


ANSWER CHOICES	RESPONSES
Strong	25.00% 5
Average	25.00% 5
Weak	15.00% 3
Unsatisfactory	35.00% 7
TOTAL	20

#	COMMENT	DATE
1	Teachers are bombarded with additional duties and are not paid to complete them. Staff is not supportive and add stress because teachers are left to figure things out on their own.	
2	Throwing so many useless trainings and last min things at us does not help alleviate stress!	
3	It seems as if we are always in PDs, meetings, or changing the curriculum. It is so overwhelming and burns out the teachers and staff.	
4	Last minute deadlines, not supportive with high student behaviors	

Q13 Administration communicates expectations and information in an effective and timely manner.

Answered: 20 Skipped: 0

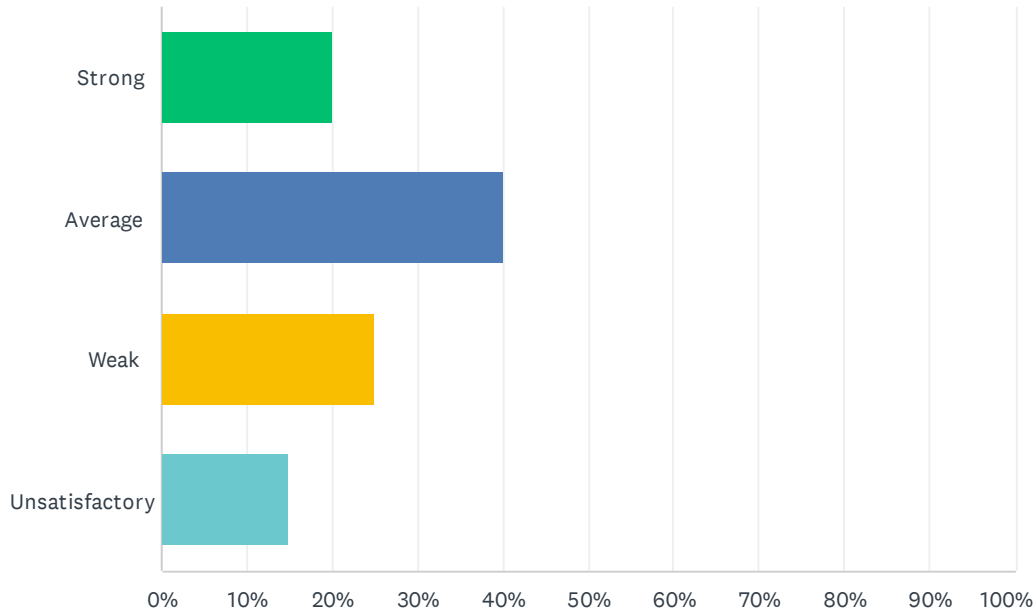


ANSWER CHOICES	RESPONSES
Strong	20.00% 4
Average	40.00% 8
Weak	35.00% 7
Unsatisfactory	5.00% 1
TOTAL	20

#	COMMENT	DATE
1	We are frequently either ill informed, informed the day of, or not informed at all.	

Q14 Does your administration ensure positive working conditions at your worksite?

Answered: 20 Skipped: 0

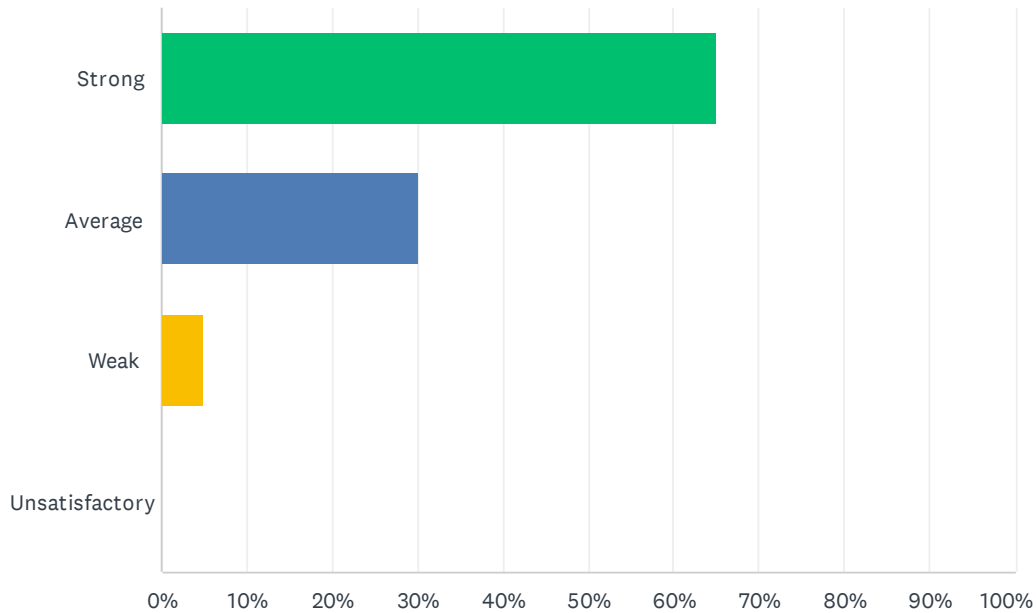


ANSWER CHOICES	RESPONSES
Strong	20.00% 4
Average	40.00% 8
Weak	25.00% 5
Unsatisfactory	15.00% 3
TOTAL	20

#	COMMENT:	DATE
1	No, students are allowed to yell and disrespect teachers with little to no consequences. Students are allowed to walk out of class, destroy class property, and other student's property. This type of tolerance makes the learning environment negative and ineffective for the whole class.	
2	Very negative.	
3	I do not feel welcome or like I belong here.	
4	Admin provides fun activities for staff occasionally such as scavenger hunts. They also promote fun events provided by our school's social committee.	
5	Students and parents rule the school. It is not positive, students are allowed to disrupt daily and get babied and rewarded.	

Q15 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 20 Skipped: 0

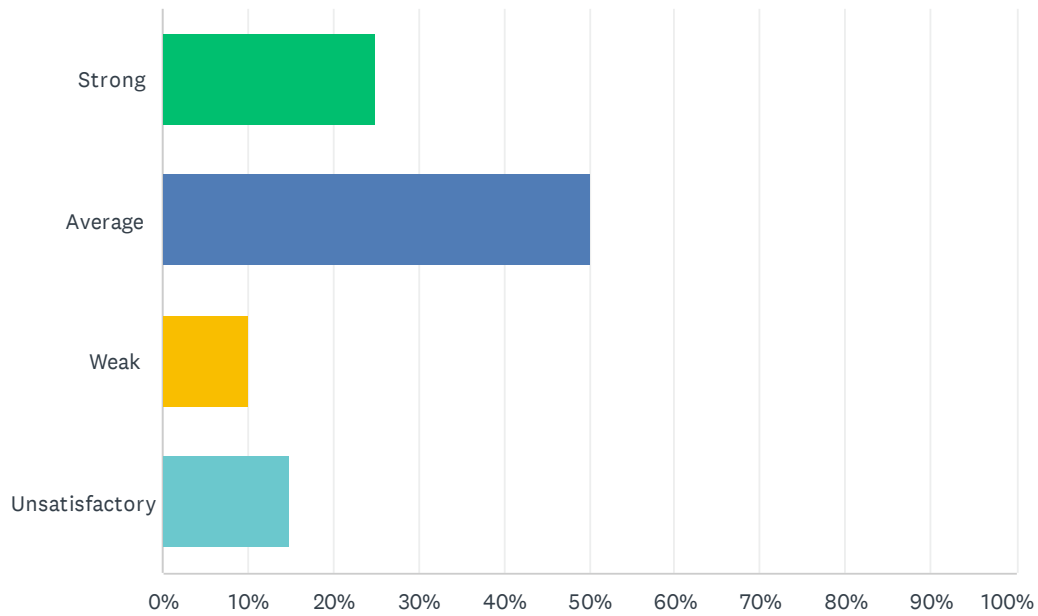


ANSWER CHOICES	RESPONSES	
Strong	65.00%	13
Average	30.00%	6
Weak	5.00%	1
Unsatisfactory	0.00%	0
TOTAL		20

#	COMMENT	DATE
1	Rainy days are called when necessary. However, it is sometimes confusing and non communicated well with all the staff members.	
2	They really try to help us out in this area.	

Q16 Site staff is involved in setting school policies and budgetary priorities.

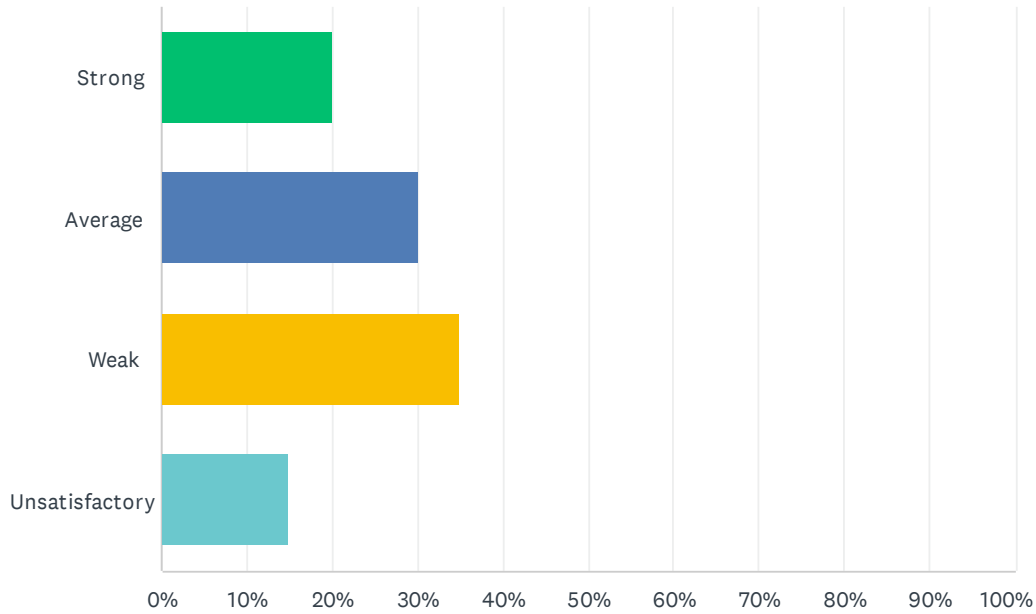
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	25.00%	5
Average	50.00%	10
Weak	10.00%	2
Unsatisfactory	15.00%	3
TOTAL		20

Q17 Site meetings are productive and not excessive.

Answered: 20 Skipped: 0

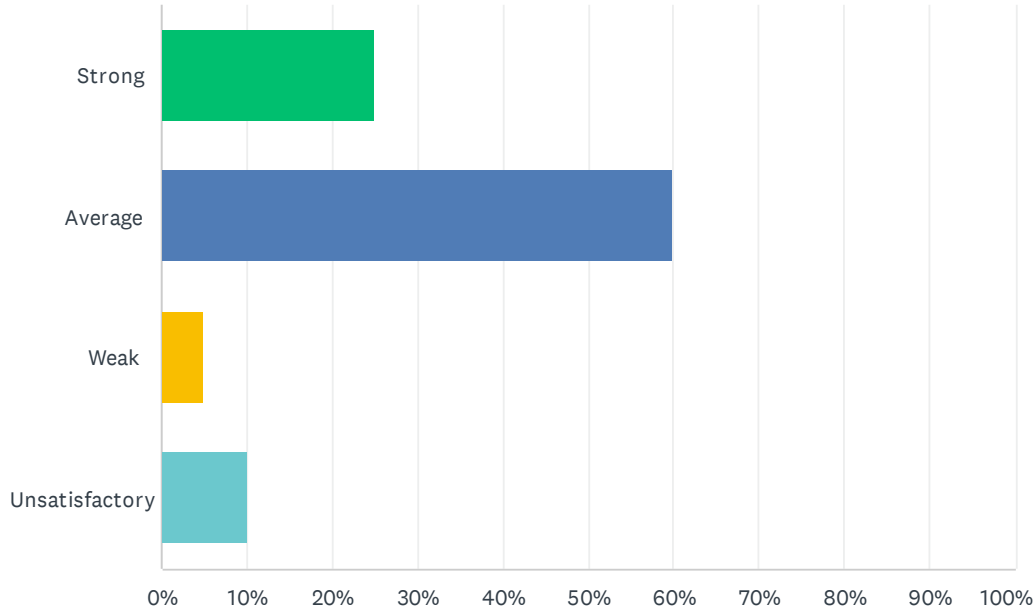


ANSWER CHOICES	RESPONSES
Strong	20.00% 4
Average	30.00% 6
Weak	35.00% 7
Unsatisfactory	15.00% 3
TOTAL	20

#	COMMENT	DATE
1	We have way too many meetings/PDs. It's burning us out!	
2	Most meetings are pointless and could have been sent via email instead of wasting time.	
3	Our late start trainings have not been effective or meaningful.	

Q18 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 20 Skipped: 0

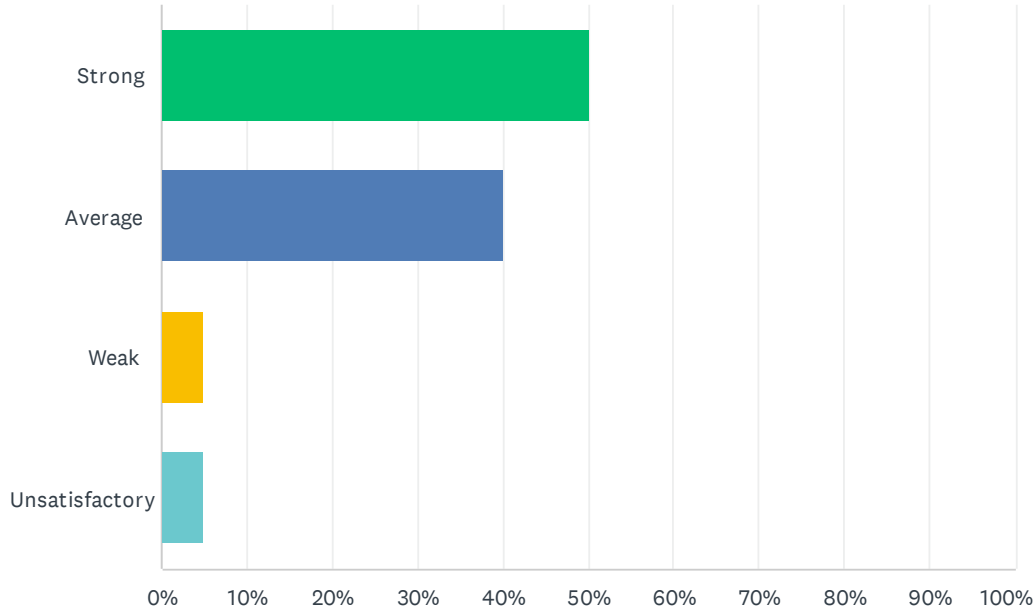


ANSWER CHOICES	RESPONSES
Strong	25.00% 5
Average	60.00% 12
Weak	5.00% 1
Unsatisfactory	10.00% 2
TOTAL	20

#	COMMENT	DATE
1	IEP's are scheduled at anytime of the day, during class instruction time, prep time, and during other scheduled commitments (tutoring or trainings).	
2	Friday meetings at the end of the day are very common!!	

Q19 My site receives daily, consecutive, uninterrupted, planning/preparation time. (30 minutes / 40 minutes)

Answered: 20 Skipped: 0

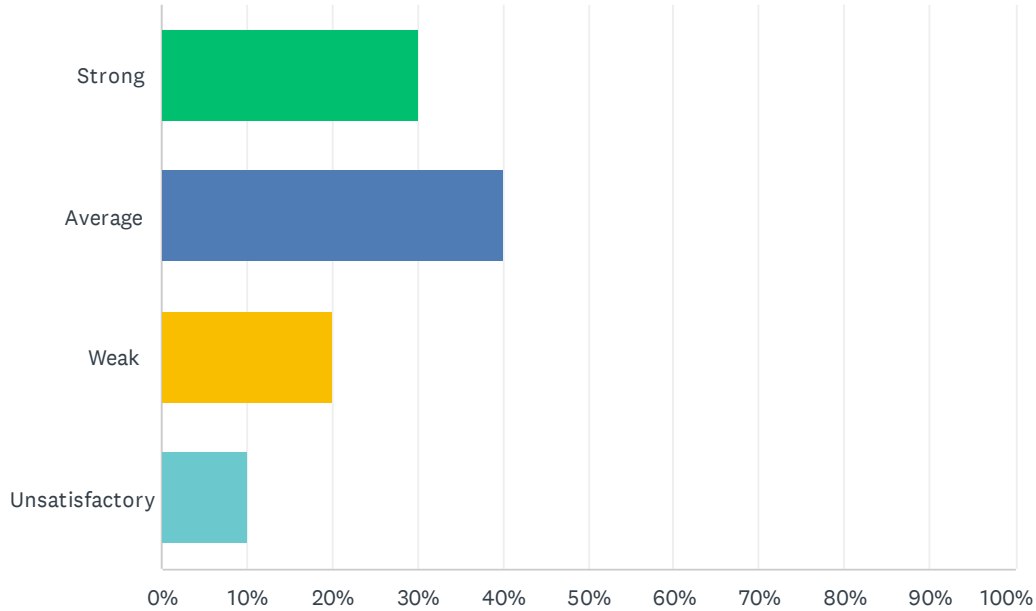


ANSWER CHOICES	RESPONSES
Strong	50.00% 10
Average	40.00% 8
Weak	5.00% 1
Unsatisfactory	5.00% 1
TOTAL	20

#	COMMENT	DATE
1	Planning/prep time is constantly being interrupted or non existent.	

Q20 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 20 Skipped: 0

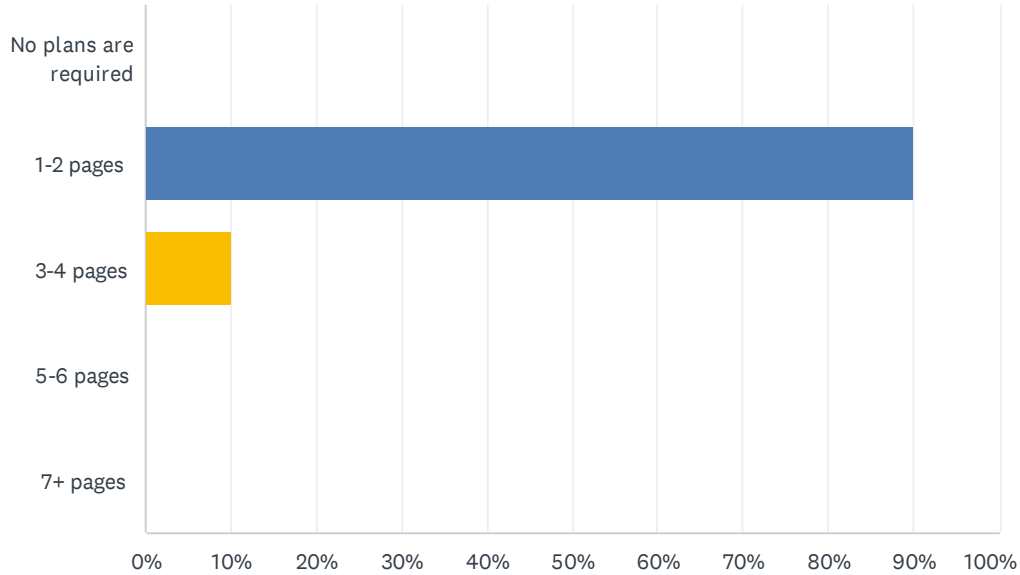


ANSWER CHOICES	RESPONSES
Strong	30.00% 6
Average	40.00% 8
Weak	20.00% 4
Unsatisfactory	10.00% 2
TOTAL	20

#	COMMENT:	DATE
1	Personal time is always used to complete district required data and report cards.	
2	IDK how other teachers have time to do everything within contract time and still leave when they are allowed to leave.	

Q21 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 20 Skipped: 0

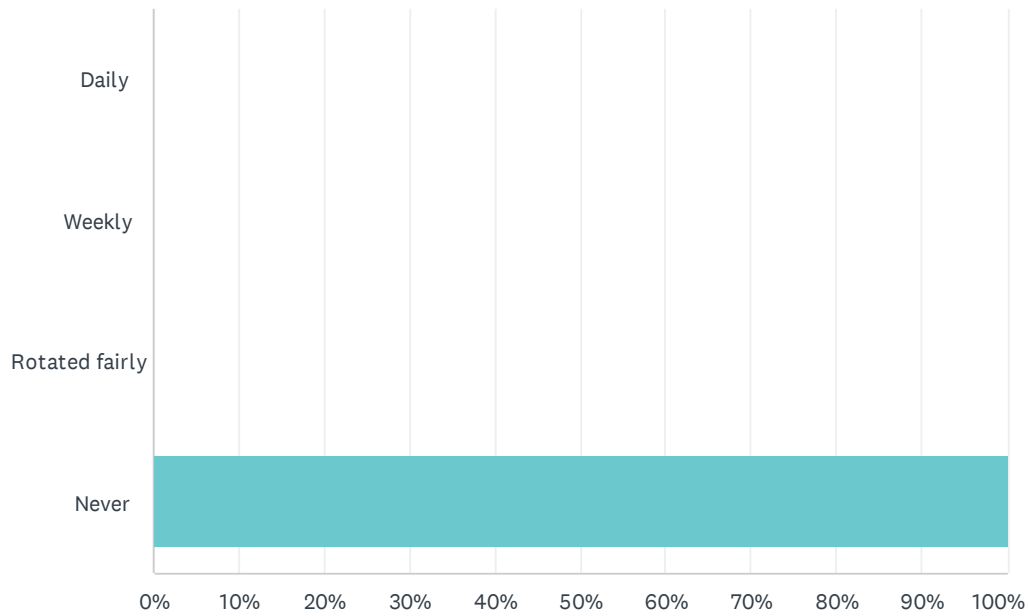


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	90.00%	18
3-4 pages	10.00%	2
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		20

#	COMMENT	DATE
	There are no responses.	

Q22 Staff (teachers and/or coaches) have recess duty.

Answered: 20 Skipped: 0

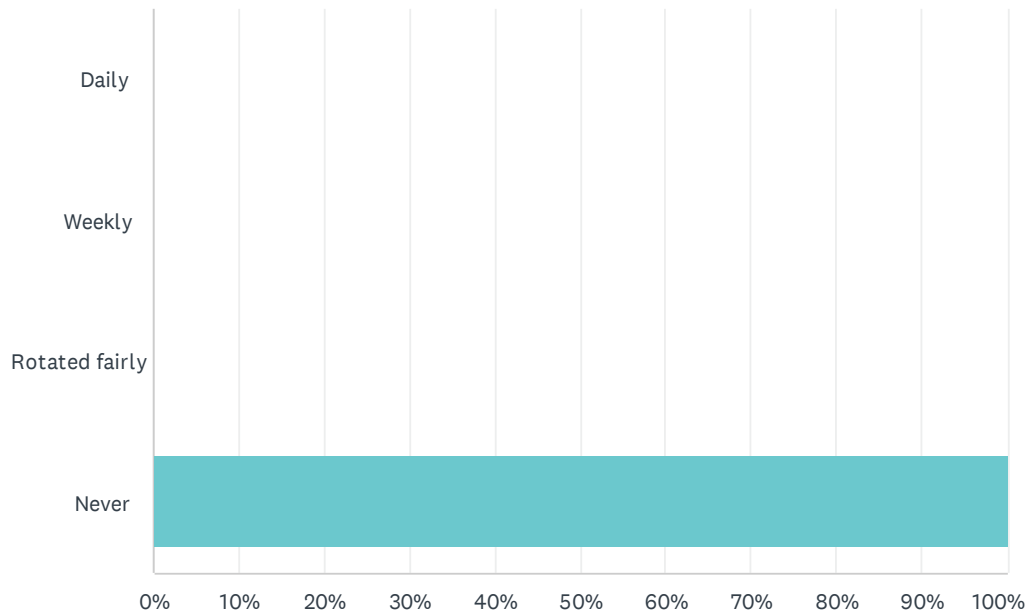


ANSWER CHOICES	RESPONSES
Daily	0.00% 0
Weekly	0.00% 0
Rotated fairly	0.00% 0
Never	100.00% 20
TOTAL	20

#	COMMENT:	DATE
1	That is nice but we also have so many CPALS its a bit ridiculous. They could use some of that money to pay for instructional aides.	
2	thank you!!!!	
3	We appreciate this greatly!	
4	A huge shout-out in this area!!! Thank you!! We get to be teachers, not forced to be yard supervisors.	

Q23 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 20 Skipped: 0

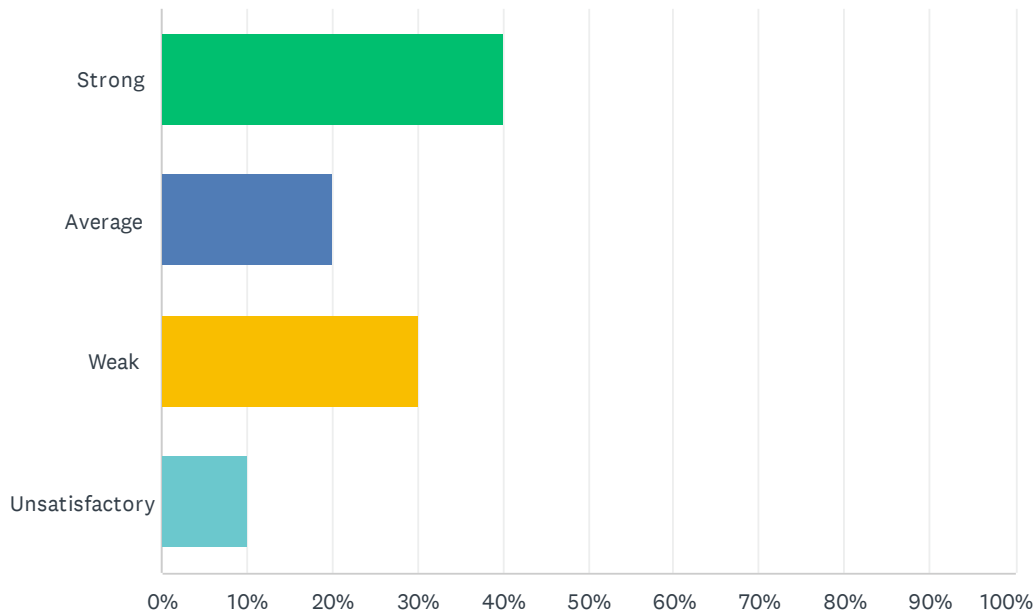


ANSWER CHOICES	RESPONSES
Daily	0.00% 0
Weekly	0.00% 0
Rotated fairly	0.00% 0
Never	100.00% 20
TOTAL	20

#	COMMENT:	DATE
1	thank you!!!	

Q24 Staff and students feel safe.

Answered: 20 Skipped: 0

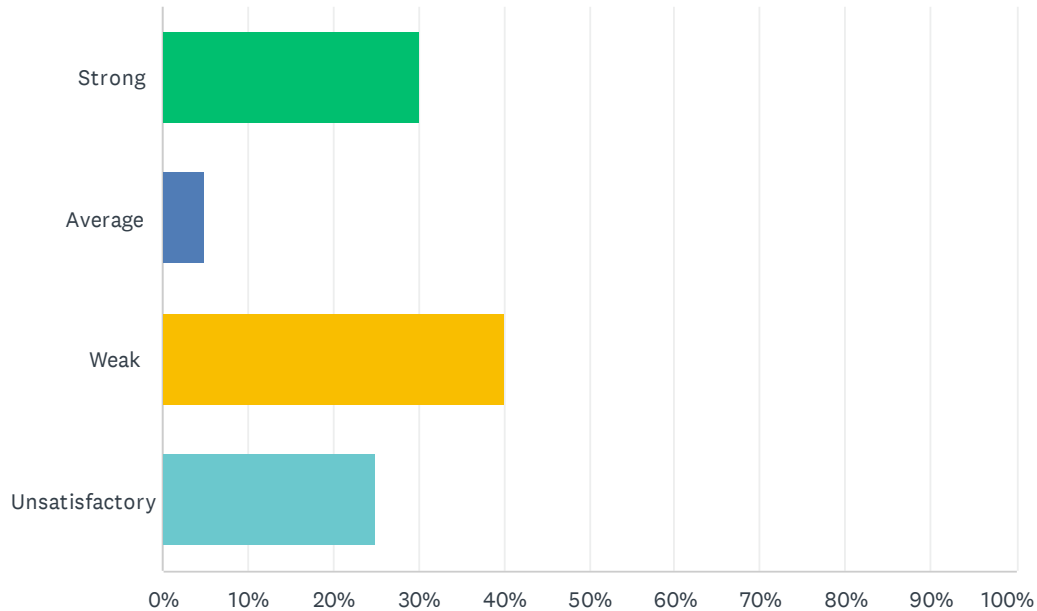


ANSWER CHOICES	RESPONSES	
Strong	40.00%	8
Average	20.00%	4
Weak	30.00%	6
Unsatisfactory	10.00%	2
TOTAL		20

#	COMMENTS:	DATE
1	Students are allowed to hit or yell at teachers/peers and destroy teacher/school property. Support staff is limited or often unavailable when students are in danger.	
2	The procedures are not structured and the rules aren't followed so when a real emergency happens no one knows what to do.	
3	Campus security has been demoted to CPAL. I do not feel safe here at all.	
4	Students love being at school and some don't want to leave. We, as a staff, carry on traditions and create relationships!	
5	CPALs have been allowed to continuously call students slurs, taunt them, and never actively monitor areas for the past few years. Every time this has been brought up it is either blown off or an excuse is made for their lack of training.	
6	Students and parents run the school. The principal is weak and a push-over. Both principal and vice will smile and say everything is fine just to cover things up.	
7	So many behavior students. Apparently it's ok for them to wander around school putting this it hands on other students in and outside of the classroom and disrupting.	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	30.00% 6
Average	5.00% 1
Weak	40.00% 8
Unsatisfactory	25.00% 5
TOTAL	20

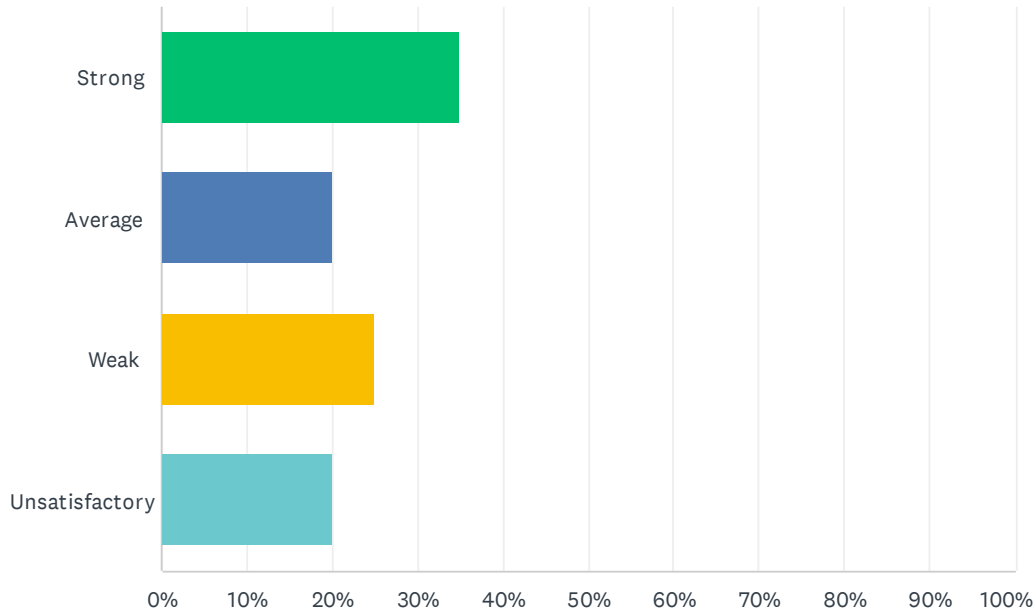
#	COMMENTS:	DATE
1	What discipline?	
2	There is no consistency or follow through with student discipline or consequences. Students are often rewarded for negative behaviors through treats, time out of class, individual attention, or preferential treatment from staff.	
3	The students don't have any real structure of consequences unless it's in the classroom (which isn't supported by admin) and they know this.	
4	Their discipline methods are not working. Bring back a male figure to help with discipline- these kids NEED male figures in their lives!	
5	Admin picks and chooses students they have expectations for versus other students who get special treatment, no matter the continual behavior.	
6	Students are not afraid of consequences because they are not always enforced. We need a set of expectations to follow when certain issues arise, such as disruption in the classroom and hitting a teacher.	

2023-2024 BETA Administration/Site Climate Survey

- | | |
|---|--|
| 7 | There is no support for behavior outside of them going to the office or BIS room to be bribed to work for 10 minutes for a prize. Students will flip tables, yell, and hit other students only for the teacher to not be supported in setting goals and structures for them. |
| 8 | This is a joke. They will not take a stand in this area - they care more about numbers and percentages instead of ensuring McKinley is a great place to learn. You can't tell the difference between McKinley and the streets - it's all chaos. |

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 20 Skipped: 0

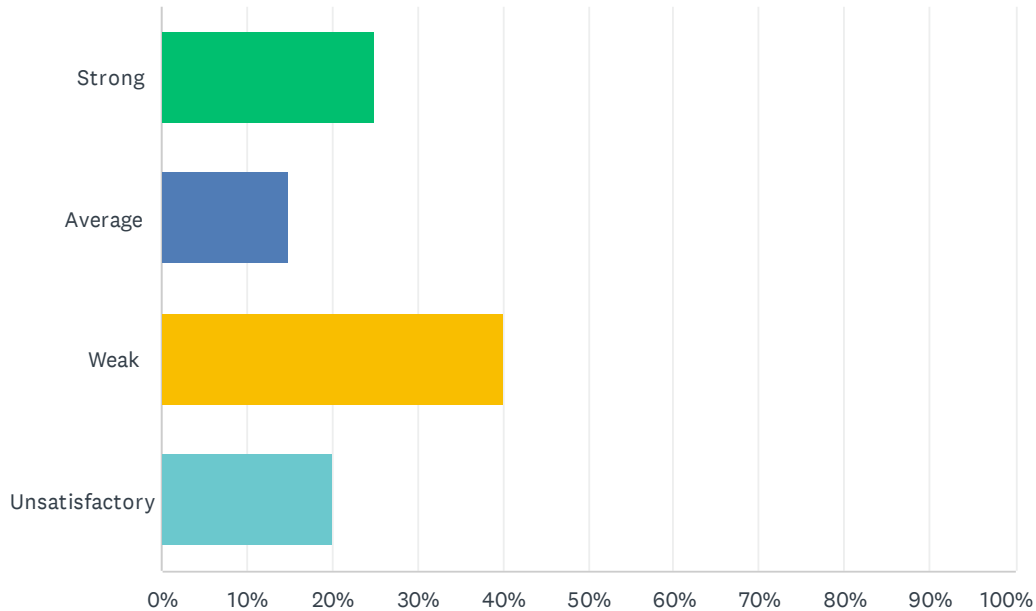


ANSWER CHOICES	RESPONSES	
Strong	35.00%	7
Average	20.00%	4
Weak	25.00%	5
Unsatisfactory	20.00%	4
TOTAL		20

#	COMMENTS:
1	Teachers do not have any training to handle extreme student behaviors (physical/verbal aggression, active refusal to follow directions everyday, anger, etc.).
2	The lack of clear structure in the school allows for students and CPALS to run wild outside of the classroom.
3	Due to the coach position being optionally removed and no one stepping in to help, new teachers have been left on their own with major behaviors and no support.
4	We get training on how to implement things like "mindful coloring" when we have students with extreme behaviors - that does not work! They just give students treats and rewards, let them walk around campus, hang out in the office, and push them right back into the classroom.
5	Yes the teachers here are amazing. They use what they can to improve student behavior.

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 20 Skipped: 0

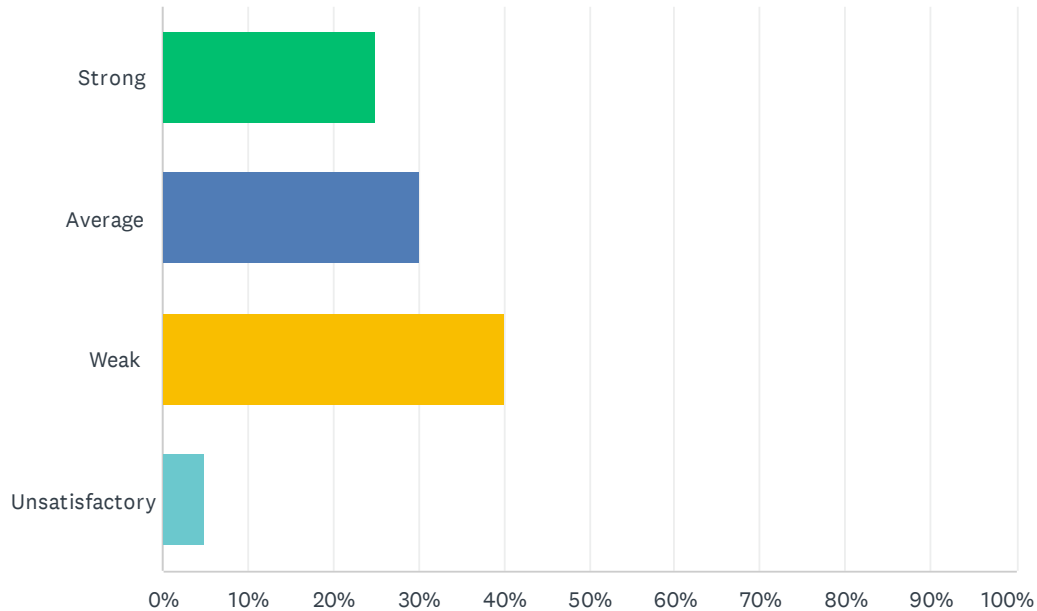


ANSWER CHOICES	RESPONSES
Strong	25.00% 5
Average	15.00% 3
Weak	40.00% 8
Unsatisfactory	20.00% 4
TOTAL	20

#	OTHER (PLEASE SPECIFY)
1	Major student behaviors are documented as minor or ignored.
2	Admin will walk by students having meltdowns and blatantly breaking rules and act like it's not happening.
3	Depends on the student and teacher. Admin allows some students to have continued behaviors with little to no discipline while others are given immediate discipline for similar behaviors. Students know if they run to admins offices, they'll get a break, a toy or be allowed to sit and color and that is all the discipline they'll get.
4	Since we aren't allowed to call for the campus supervisor anymore, students know admin will not follow through with anything. If you don't have a very strong classroom management strategy, it will be a struggle. But as long as our data looks good on paper and in photos, I don't think they really care.
5	Teachers have asked for help with student behavior . Administration has never stepped in to help in a positive way. They put it on the teacher and make them feel as if it's their fault for the behaviors.

Q28 When ODR's (office disciplinary referral) are written, the teacher's word is valued and trusted.

Answered: 20 Skipped: 0

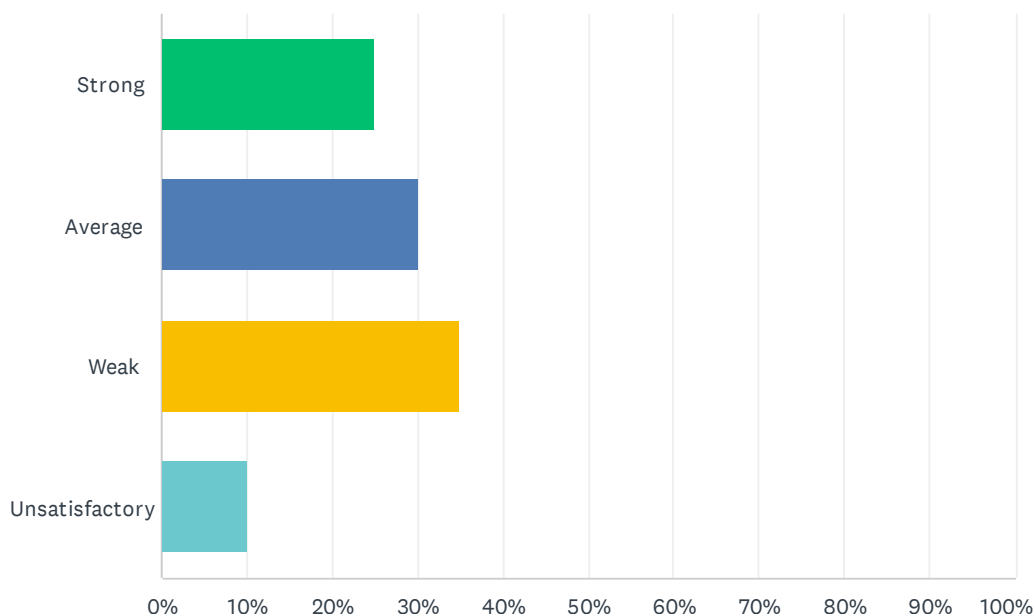


ANSWER CHOICES	RESPONSES
Strong	25.00% 5
Average	30.00% 6
Weak	40.00% 8
Unsatisfactory	5.00% 1
TOTAL	20

#	COMMENTS:
1	Most ODRs are not written at all or written as low levels.
2	Admin has created an environment that students run to their offices because they know admin will listen to them over the teacher. Teacher's input and voices have been lessened in value and/or questioned because admin believes they know the students better but then send students right back to classrooms with rewards and aren't the ones still working with the student trying to regulate and eliminate those behaviors.
3	I've had them be deleted before, despite being told to write them. I've also seen admin write low level referrals for things that should have been ODR (physically assaulting staff, assaulting other student with intent to harm, etc.)
4	They would rather cover it up and look good to the district over taking a stand and finally making McKinley a great school.

Q29 My site has a positive atmosphere.

Answered: 20 Skipped: 0

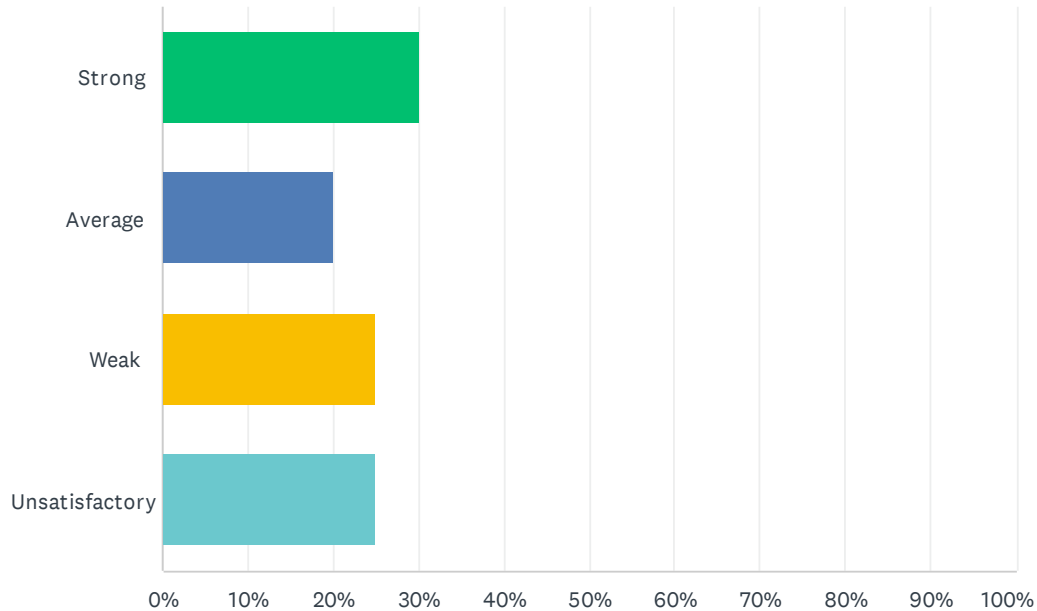


ANSWER CHOICES	RESPONSES
Strong	25.00% 5
Average	30.00% 6
Weak	35.00% 7
Unsatisfactory	10.00% 2
TOTAL	20

#	COMMENTS:
1	It doesn't seem like admin and those they hire after getting rid of other staff are actually here for the students. A lot of stuff that happens seems like a power play which makes for a negative work environment. But as long as we look good on the outside, that's all that people really seem to care about.
2	A lot of people won't say it in fear of being on the bad list but they are tired of the nonsense that goes on at our school.
3	We have an amazing staff who work well with each other. We have a social committee team who also puts events together such as potlucks, cookie nights, and dinners.
4	It's very "Stepford wife". People come to campus and see fake smiles and waves but really 80% are unhappy and don't feel supported or comfortable on campus. It's sad to watch the school once have a great community go down the drain. There is a reason so many veteran teachers have left.
5	The admin will walk around smiling "all rainbows and unicorns" but most days, it's hell. They have lost touch with reality. The teachers are hurting and most importantly, the students.

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	30.00% 6
Average	20.00% 4
Weak	25.00% 5
Unsatisfactory	25.00% 5
TOTAL	20

#	COMMENTS:
1	Certainly not for new or struggling teachers.
2	Definitely would not.
3	not for new teachers, there is a lack of support and coaching for new teachers / pips / stips / probationary teachers
4	The lack of support for new or struggling teachers is a detriment to the school. Admin has also been replacing all prominent positions with their own people who are not the most competent, but will do as they say. Probably not the worst, but I would not recommend.
5	Do not come here. Our previous principal was amazing!! The current admin team is running this school into the ground. McKinley has so much potential, we just need the right people to run the school. I really hope the district reads this and makes some changes. We need admin here who loves the students enough to stop the radical behavior, instead of taking the easy route and just giving them what they want then literally pushing them back into the classroom and walking away. This place is a joke and it breaks my heart because we have some dedicated and hard-working staff here! The students deserve better.