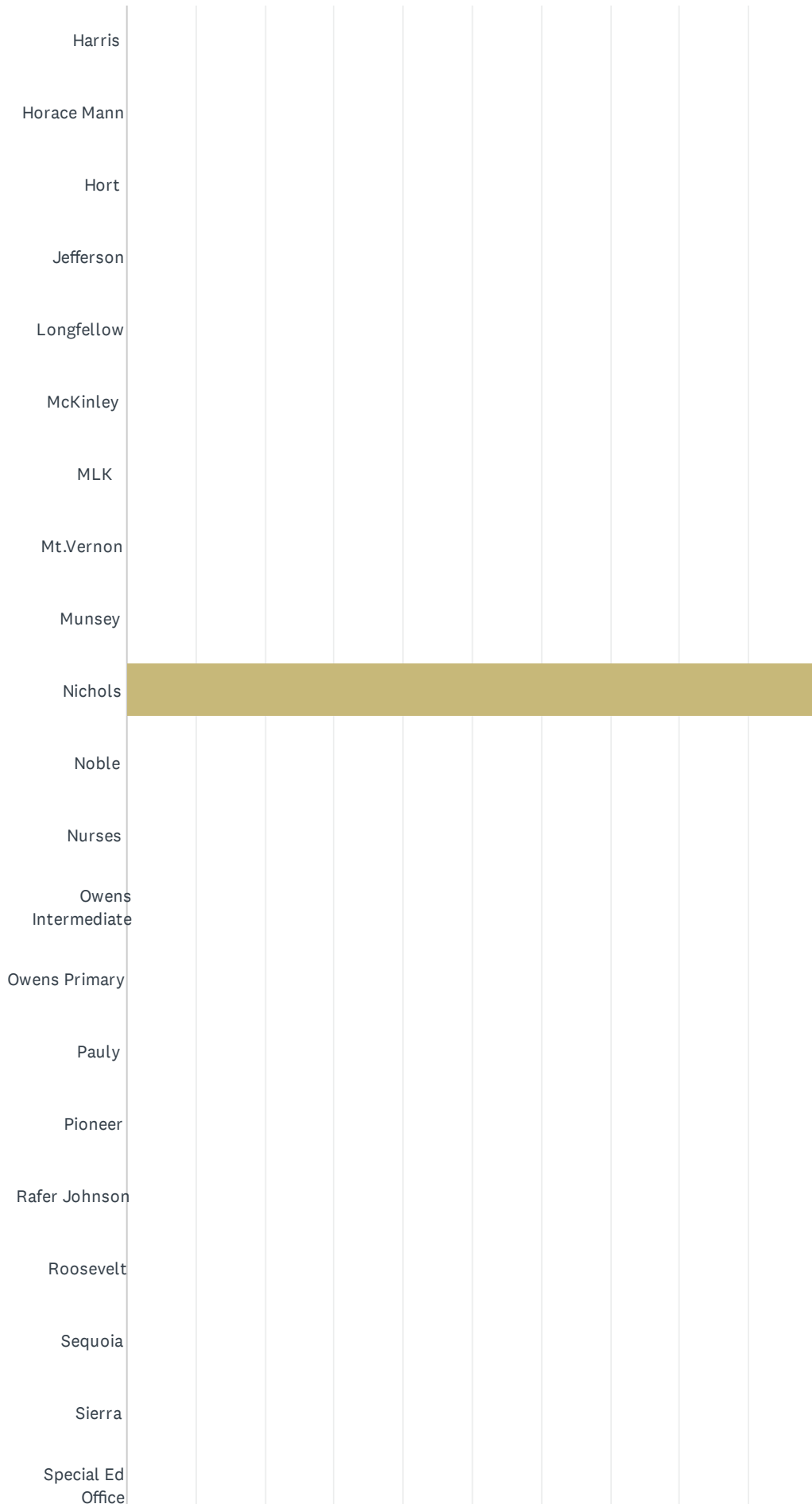


Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

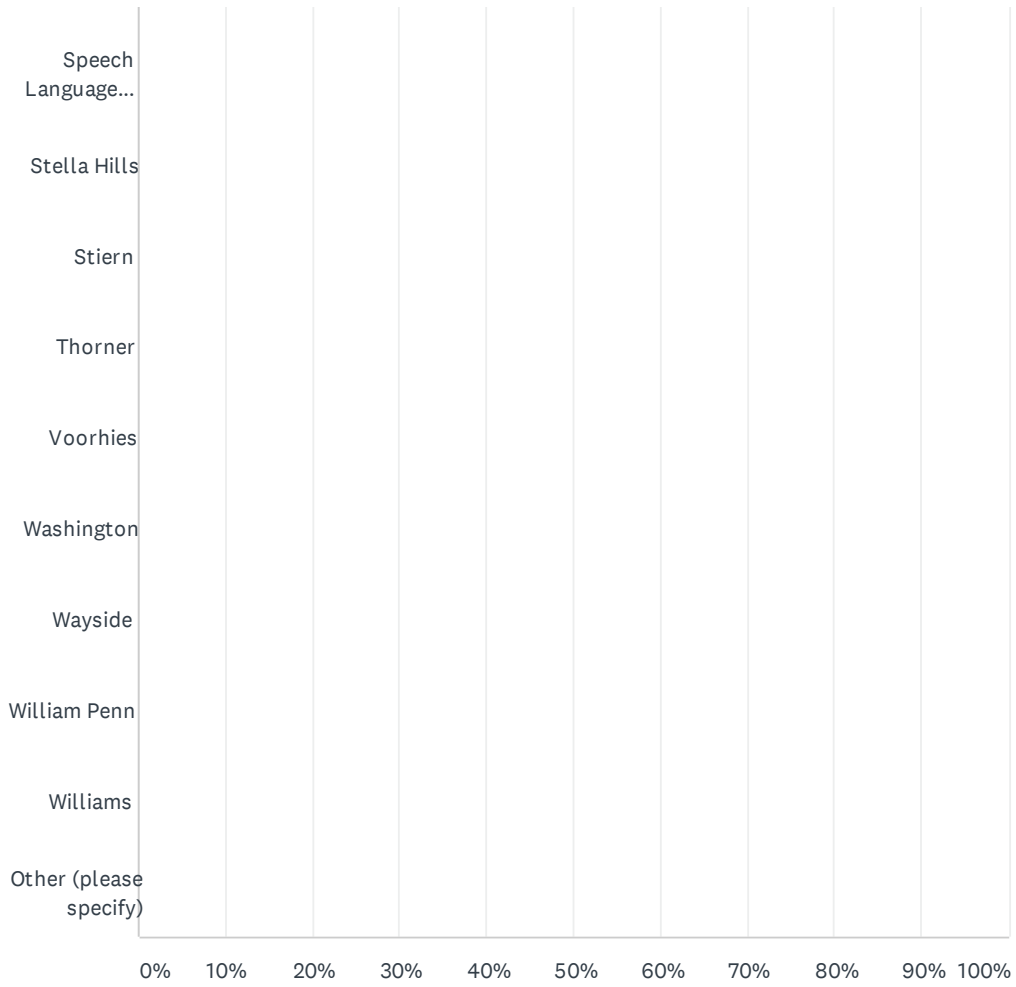
Answered: 19 Skipped: 0

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	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	100.00%	19
Noble	0.00%	0
Nurses	0.00%	0
Owens Intermediate	0.00%	0
Owens Primary	0.00%	0

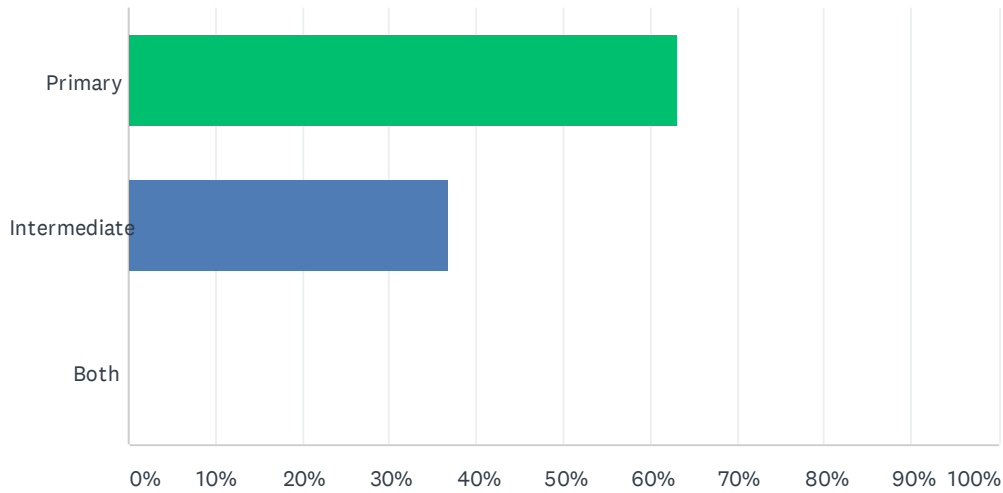
2020-2021 BETA Administration/Site Climate Survey

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: 19		

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

Q2 Instructional Grade Level or Support Services

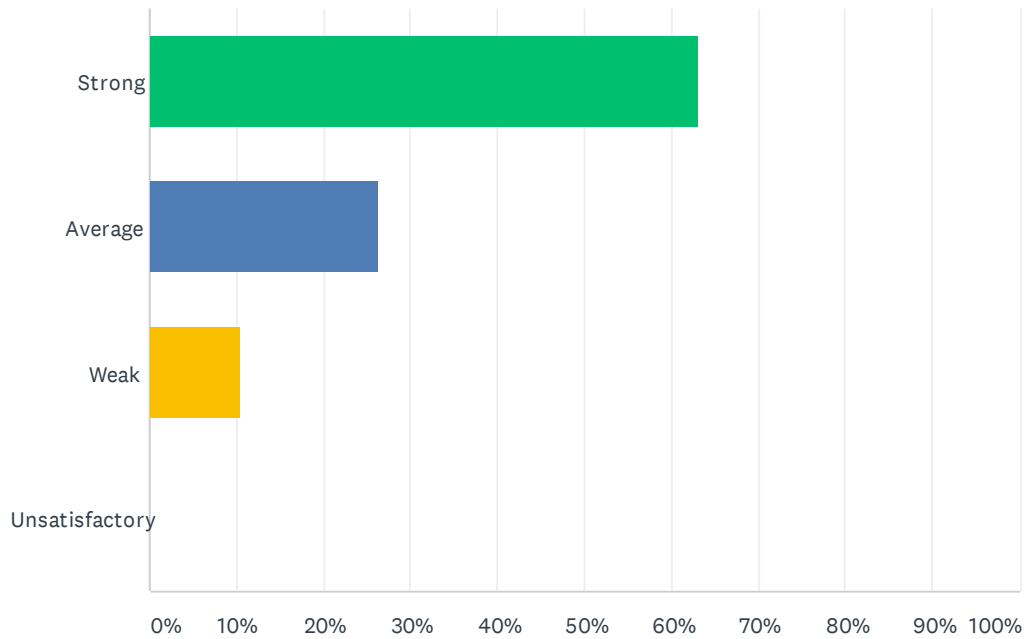
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Primary	63.16%	12
Intermediate	36.84%	7
Both	0.00%	0
TOTAL		19

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

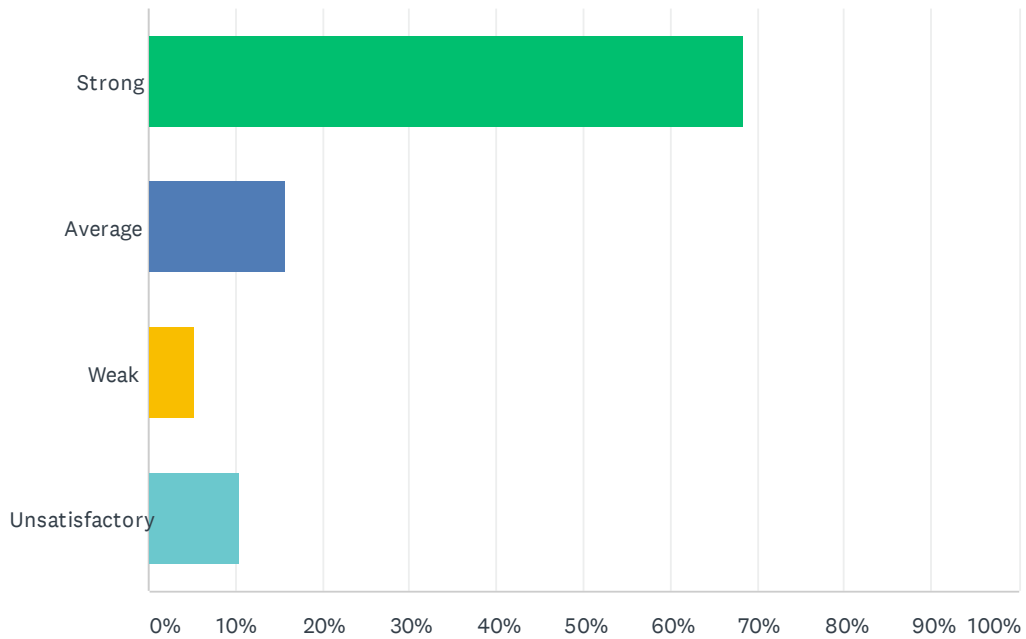
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	63.16%	12
Average	26.32%	5
Weak	10.53%	2
Unsatisfactory	0.00%	0
TOTAL		19

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

Answered: 19 Skipped: 0



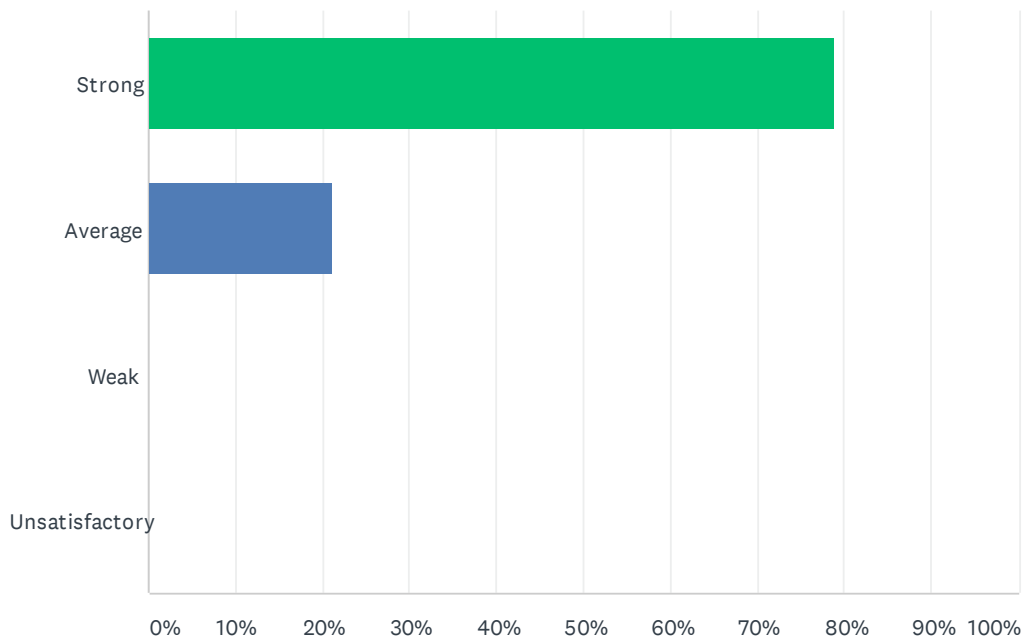
ANSWER CHOICES	RESPONSES	
Strong	68.42%	13
Average	15.79%	3
Weak	5.26%	1
Unsatisfactory	10.53%	2
TOTAL		19

2020-2021 BETA Administration/Site Climate Survey

#	COMMENT	DATE
1	The teachers at Nichols are treated like naughty children. Tapia micromanages us. The worst was last year when we had a Math coach. Kim Larkin drove everyone crazy. She was like a little yappy dog always nipping at our heels. All we ever heard was how badly we did things. She always let us know that she had Tapia's blessing. Thanks to her, we had to work with Claudia, the district math guru. We had to plan with her for 2 months like we were first years! The ideas and methods were utter nonsense. Meeting with them was a waste of time. But since Tapia clearly thinks we're morons to force us into something as useless as that! We never have any input. Hours for classified have been bumped up every year. Why? They are rude and useless. Probably so there is more time to get in the teacher's business. We don't get support, we get harassed.	2/18/2021 5:00 PM
2	I ask for supplies and they say special ed. should get it for me. My students did not get supplies no sped. students recieved the 25 per student in August.	2/18/2021 12:04 PM
3	Excellent!!!	2/18/2021 11:58 AM
4	Anne Styles has been very supportive!	2/12/2021 7:16 AM
5	I feel that I have complete support from the administration.	2/4/2021 10:55 PM
6	I feel generally respected by admin, but I also feel like I'm just a score- producing robot as well. The district must foster a "Data above all else" mentality, and our admin does aim to please.	1/30/2021 2:16 PM

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

Answered: 19 Skipped: 0

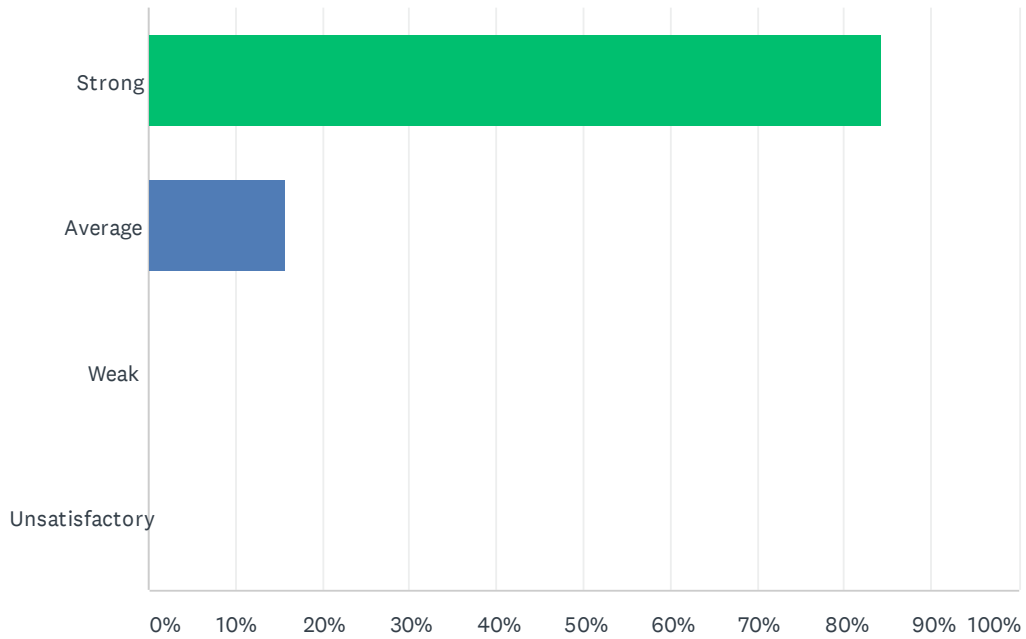


ANSWER CHOICES	RESPONSES
Strong	78.95% 15
Average	21.05% 4
Weak	0.00% 0
Unsatisfactory	0.00% 0
TOTAL	19

#	COMMENT:	DATE
1	feedback was better during first trimester but no feedback during second trimester	2/18/2021 12:42 PM
2	My admin. let's us sign up for a day and 20 min. block for monthly Zoom visits. It is great!	2/18/2021 12:17 PM
3	don't always get feedback	2/12/2021 7:16 AM
4	This is strong during distance learning, but when we are on campus, there is too much micromanaging that goes on, even with success-proven veteran teachers.	1/30/2021 2:16 PM

Q6 Site administration follows the contract and respects personal rights.

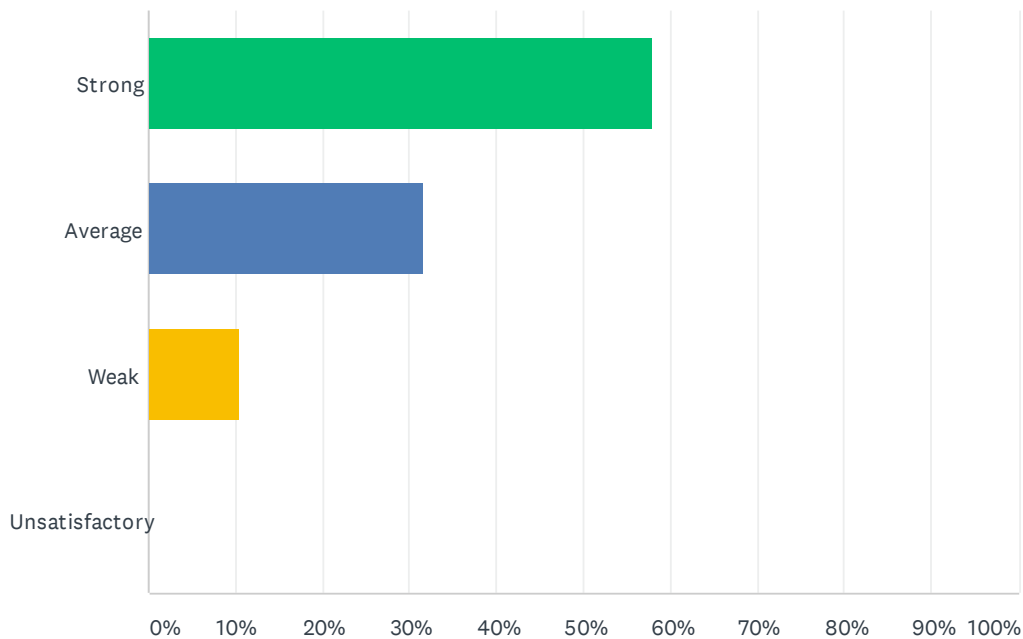
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	84.21%	16
Average	15.79%	3
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		19

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

Answered: 19 Skipped: 0

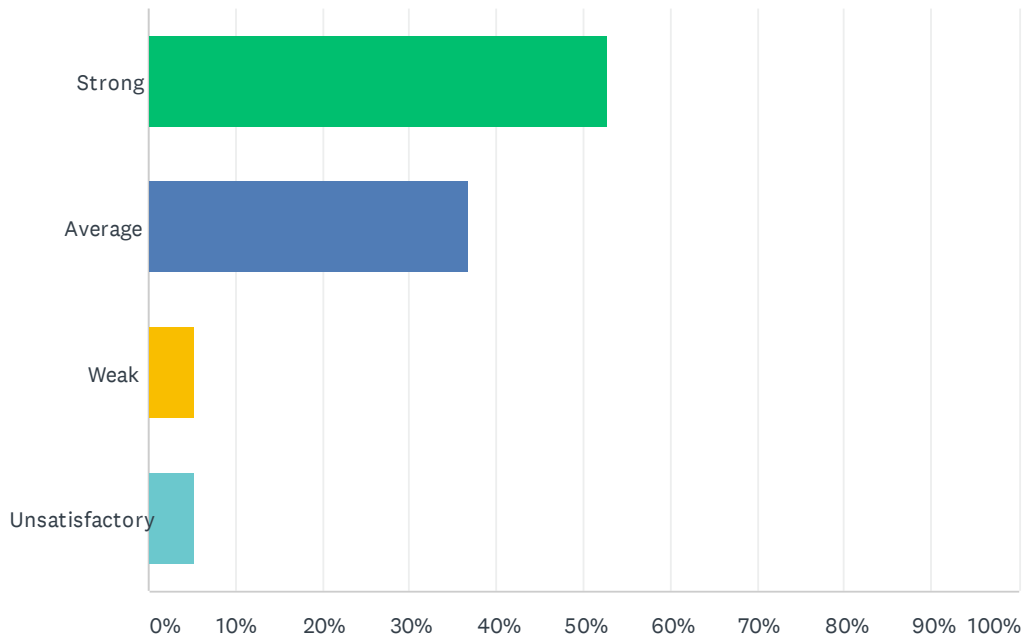


ANSWER CHOICES	RESPONSES
Strong	57.89% 11
Average	31.58% 6
Weak	10.53% 2
Unsatisfactory	0.00% 0
TOTAL	19

#	COMMENT	DATE
1	The coach seems to do a lot of paperwork rather than actually coaching/providing support to teachers and students.	2/4/2021 10:55 PM
2	Teachers are micromanaged by admin as far as what/when/how we teach. Other staff, including CPAL's, Coaches, BIS, and the FACE really need to be micromanaged much more. Their schedules are open to interpretation, they appear to have lots of unaccounted for time, and admin needs to make sure these staff members are held accountable for every minute of their day (Just like teachers are.). The quality of their work also needs to be monitored.	1/30/2021 2:16 PM

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

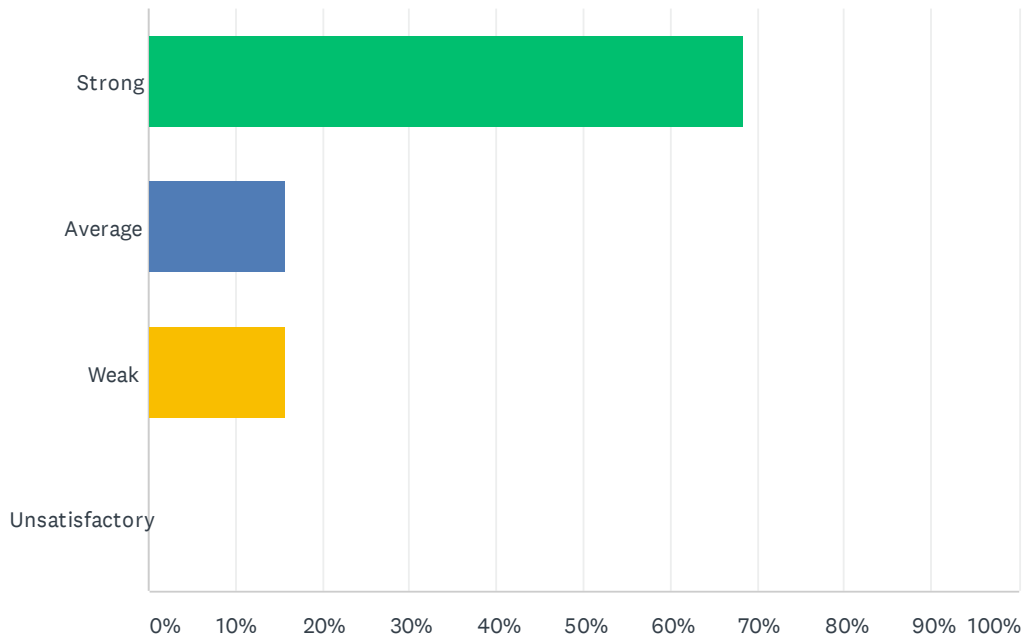
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	52.63%	10
Average	36.84%	7
Weak	5.26%	1
Unsatisfactory	5.26%	1
TOTAL		19

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

Answered: 19 Skipped: 0

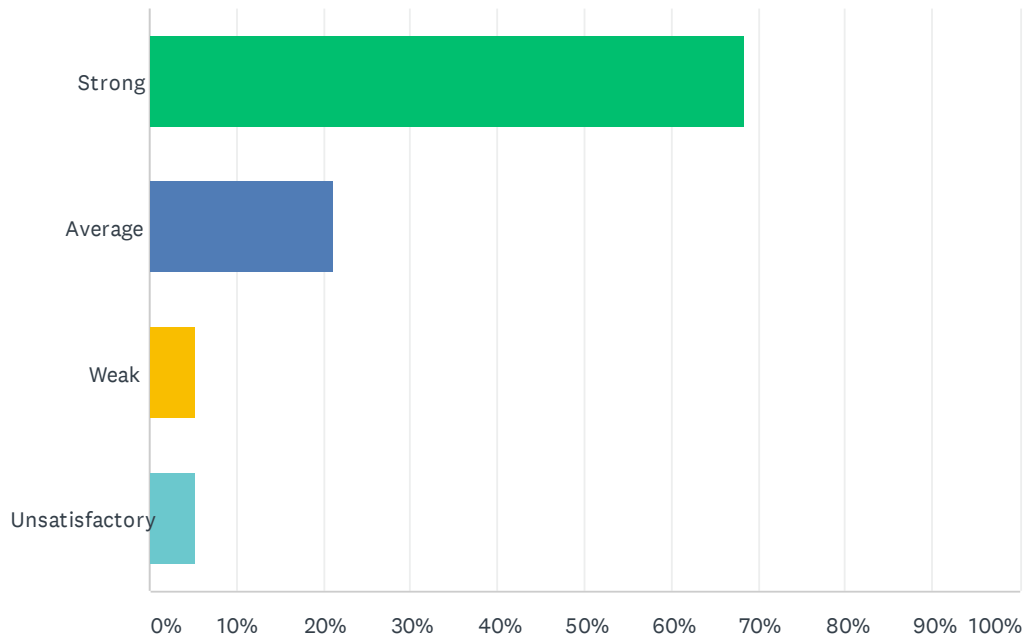


ANSWER CHOICES	RESPONSES
Strong	68.42% 13
Average	15.79% 3
Weak	15.79% 3
Unsatisfactory	0.00% 0
TOTAL	19

#	COMMENTS	DATE
1	He doesn't seem to like email very much. I often have to send a few emails, which makes me feel like I am nagging him.	2/18/2021 1:51 PM
2	Almost always responds in a timely manner.	1/30/2021 2:16 PM

Q10 Administration supports staff against attacks and criticism from parents.

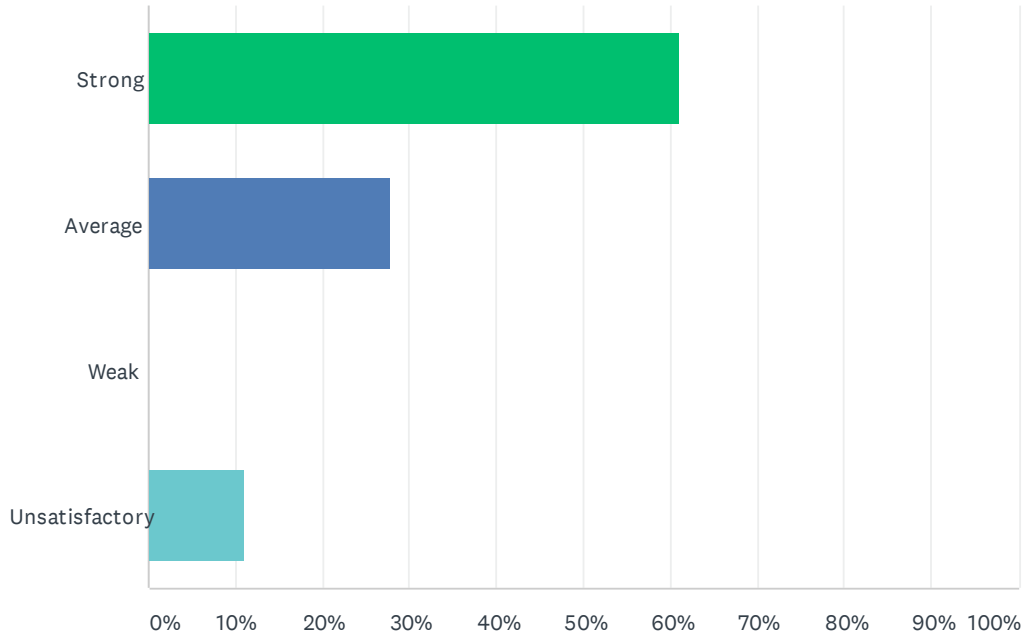
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	68.42%	13
Average	21.05%	4
Weak	5.26%	1
Unsatisfactory	5.26%	1
TOTAL		19

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

Answered: 18 Skipped: 1

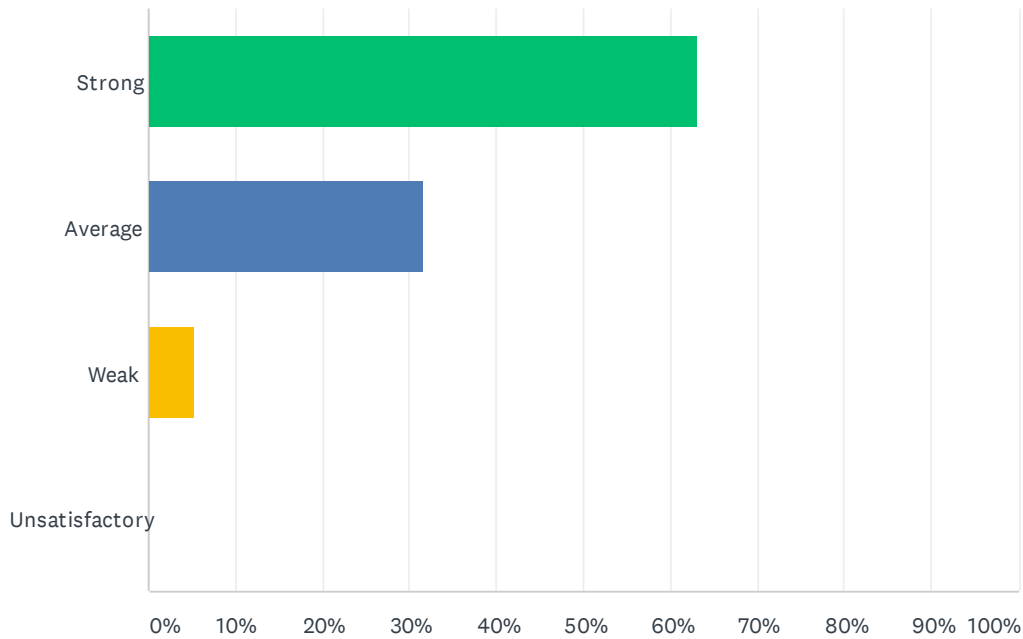


ANSWER CHOICES	RESPONSES
Strong	61.11% 11
Average	27.78% 5
Weak	0.00% 0
Unsatisfactory	11.11% 2
TOTAL	18

#	COMMENT	DATE
1	We are all treated like like we're incompetent.	2/18/2021 5:00 PM

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

Answered: 19 Skipped: 0

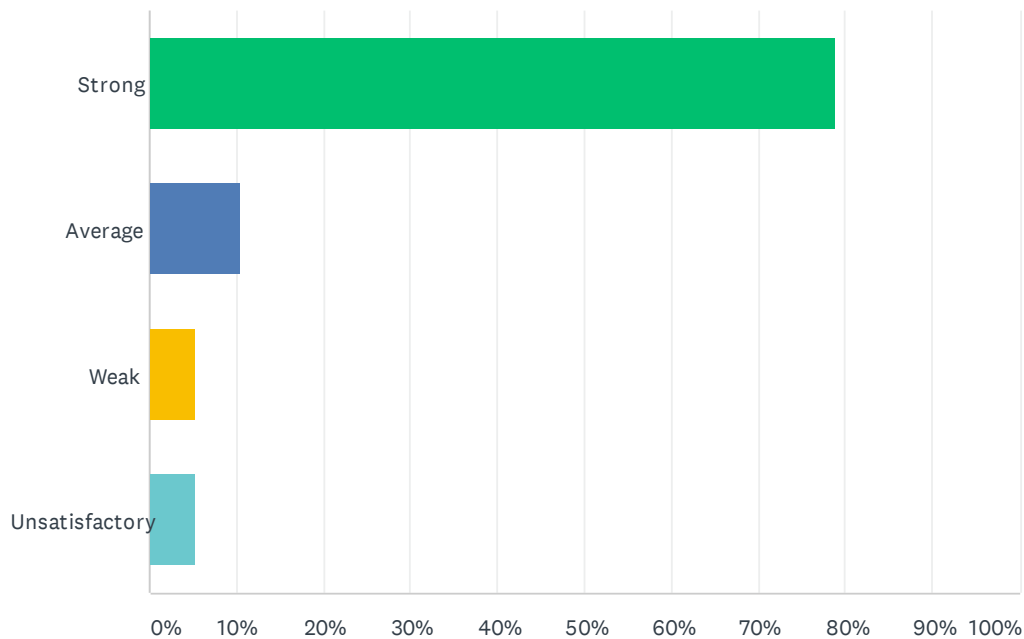


ANSWER CHOICES	RESPONSES
Strong	63.16% 12
Average	31.58% 6
Weak	5.26% 1
Unsatisfactory	0.00% 0
TOTAL	19

#	COMMENTS	DATE
1	Tapia loves all that PBIS crap. If I child goes ballistic or has some crazy fit, they'll be back in your room instantly to tear it up again. This practice is irresponsible and dangerous. I don't see why peaceful hard working teachers and students should be terrorized by lunatics. It defys reason.	2/18/2021 5:00 PM

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

Answered: 19 Skipped: 0

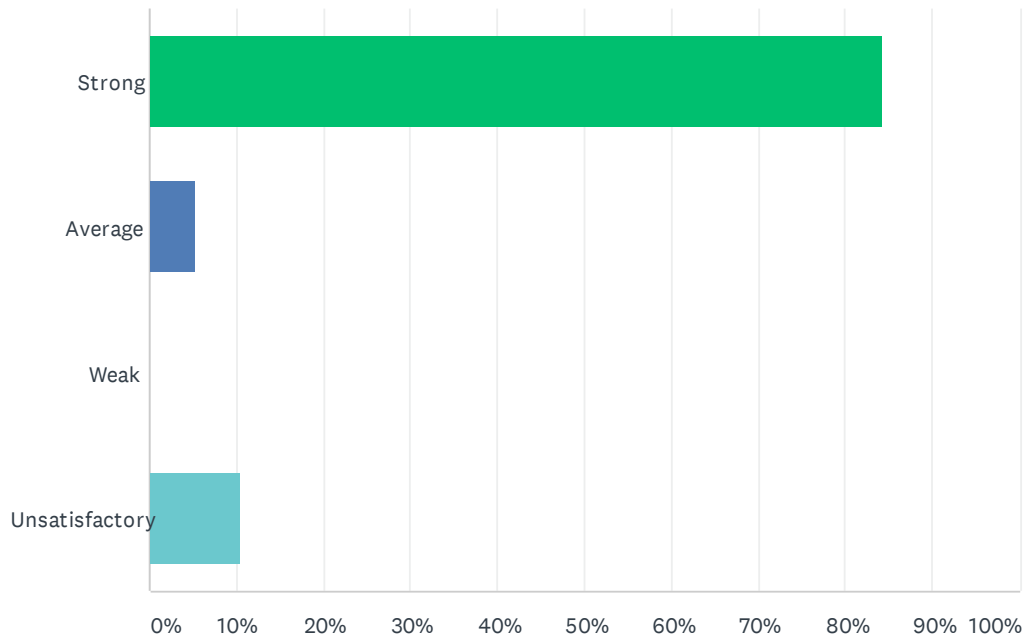


ANSWER CHOICES	RESPONSES
Strong	78.95% 15
Average	10.53% 2
Weak	5.26% 1
Unsatisfactory	5.26% 1
TOTAL	19

#	COMMENTS	DATE
1	I did not receive enough supplies for my students and this was never rectified. However, he has been great about parents picking things up in the cafeteria and allowing me to get paper from the office.	2/18/2021 1:51 PM
2	I emailed my principal about including writing paper for first graders in this next distribution, he never even responded to my email, nor the children received the writing paper. Our firsties need writing paper for writing!!! No support	2/4/2021 2:39 PM
3	Very strong on this. Always available to assist.	1/30/2021 2:16 PM

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

Answered: 19 Skipped: 0

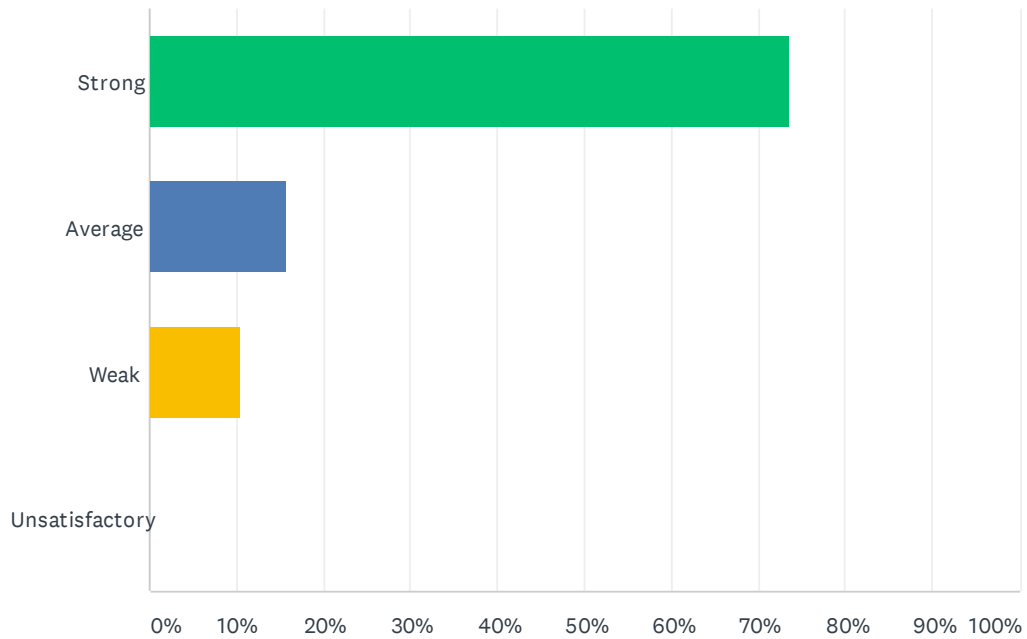


ANSWER CHOICES	RESPONSES
Strong	84.21% 16
Average	5.26% 1
Weak	0.00% 0
Unsatisfactory	10.53% 2
TOTAL	19

#	COMMENT	DATE
1	As much as he could. BCSD and State requirements tied his hands which caused MUCH unnecessary stress.	2/18/2021 12:03 PM
2	Admin tries to be sensitive to staff stress.	1/30/2021 2:16 PM

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

Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	73.68% 14
Average	15.79% 3
Weak	10.53% 2
Unsatisfactory	0.00% 0
TOTAL	19

#	COMMENT	DATE
	There are no responses.	

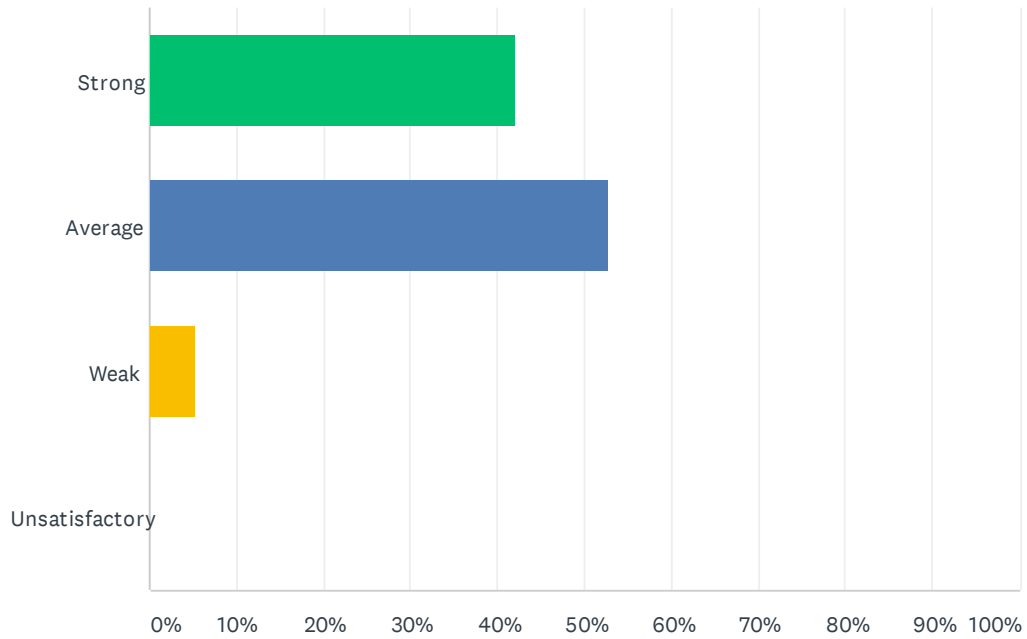
Q16 Does your administrator impact the working conditions, positively or negatively, at your worksite?

Answered: 17 Skipped: 2

#	RESPONSES	DATE
1	Things are neutral. It is obvious that support staff and classified workers are valued, he's always running his mouth about how great they are. I guess the fact that Cyndi isn't sending every email in all capitals is an improvement. Someone might want to mention to Aguilera that she isn't the boss. If someone throws something at her when she is looking at her watch in an exaggerated way if you are a minute or two off schedule she only has herself to blame. These nasty attitudes really are morale busters. A lot of the "support staff" are lazy, this gets you down as you spend hour after hour trying to keep up with the workload. Mr. Tapia does a great job during teacher appreciation week. It is very thoughtful when he books a taco truck, coffee cart, etc. It is very generous. He also is very generous with the leadership team taking them out and buying appetizers for the December and May meetings. Other qualities that help morale is treating people humanely. I have heard more than one teacher say that when they were having a personal or family crisis he reached out and was compassionate. That is a really great quality.	2/18/2021 5:00 PM
2	Very positive	2/18/2021 3:37 PM
3	In general, I feel that my site is a positive place to work.	2/18/2021 1:51 PM
4	Positively	2/18/2021 12:42 PM
5	positively	2/18/2021 12:17 PM
6	Both	2/18/2021 12:04 PM
7	Very positive - best principal I've ever had (Zavalla & Castro were great too). He's night and day compared to McEntire. Morale and test scores are both positive since he took over this campus.	2/18/2021 12:03 PM
8	Positively- don't want him to leave.	2/18/2021 11:58 AM
9	positively	2/12/2021 7:16 AM
10	Positively	2/11/2021 7:39 AM
11	Mr. Tapia is a great principal. He is fair to all staff members. He has a nice rapport with parents as well.	2/5/2021 7:51 AM
12	The administration definitely has a positive impact at the worksite. This year has been filled with uncertainties and numerous challenges, but the support and encouragement from the administration has made it easier.	2/4/2021 10:55 PM
13	fairly positively	2/4/2021 2:40 PM
14	Average	2/4/2021 2:39 PM
15	positively	1/30/2021 4:20 PM
16	Positively (90%)	1/30/2021 2:16 PM
17	Negative	1/30/2021 1:25 PM

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

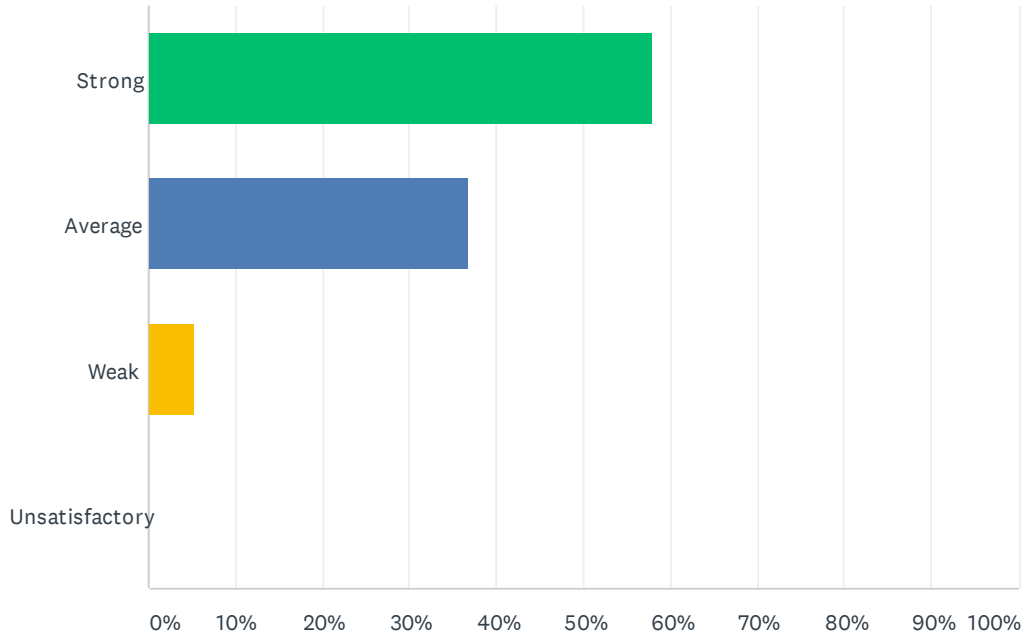
Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	42.11%	8
Average	52.63%	10
Weak	5.26%	1
Unsatisfactory	0.00%	0
TOTAL		19

Q18 Site meetings are productive and not excessive.

Answered: 19 Skipped: 0

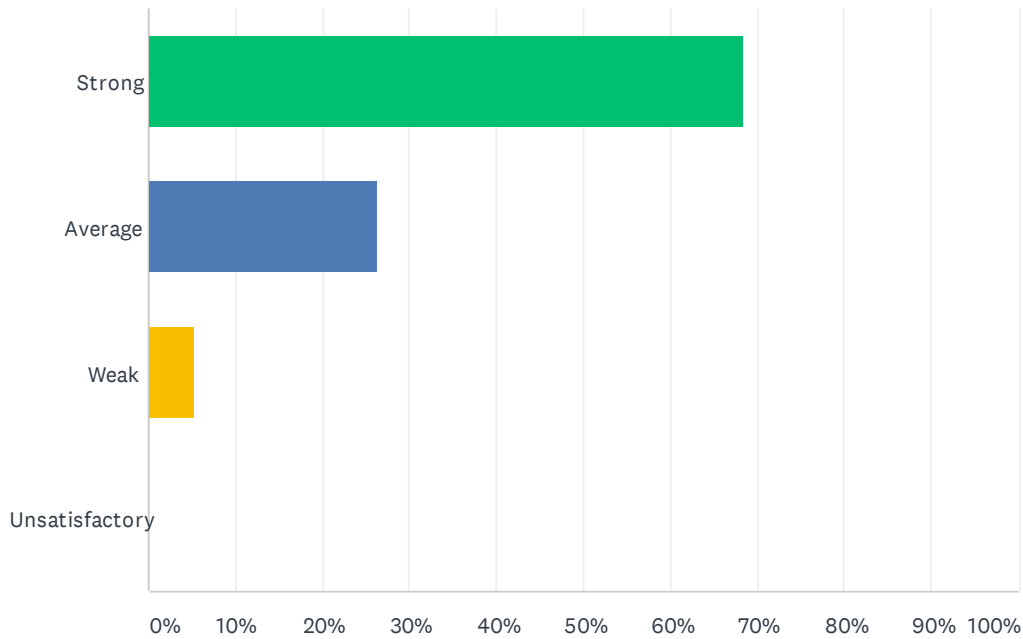


ANSWER CHOICES	RESPONSES
Strong	57.89% 11
Average	36.84% 7
Weak	5.26% 1
Unsatisfactory	0.00% 0
TOTAL	19

#	COMMENT	DATE
1	I don't think it is necessary to go on about data. I think we could do with less of that.	2/18/2021 5:08 PM

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

Answered: 19 Skipped: 0

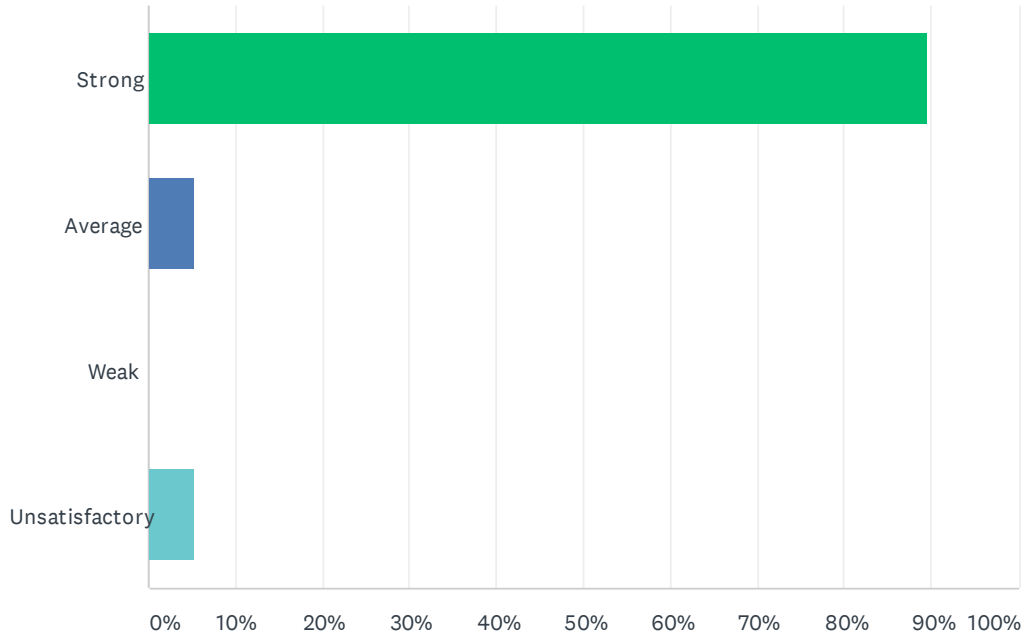


ANSWER CHOICES	RESPONSES
Strong	68.42% 13
Average	26.32% 5
Weak	5.26% 1
Unsatisfactory	0.00% 0
TOTAL	19

#	COMMENT	DATE
1	It has been a lot better. He has a tendency to book trainings a couple of times a month. That is rough. He stopped though. I hope he doesn't start that again if we go back in person.	2/18/2021 5:08 PM
2	Meetings are called when necessary. We have been informed all year. I appreciate the information that he shares with us very much.	2/18/2021 1:53 PM

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

Answered: 19 Skipped: 0

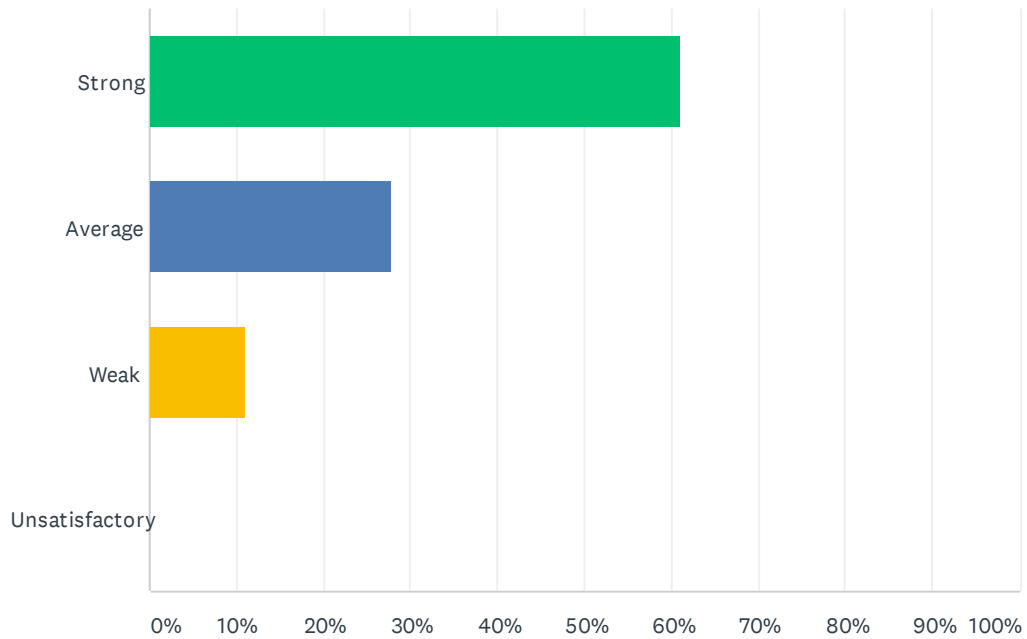


ANSWER CHOICES	RESPONSES
Strong	89.47% 17
Average	5.26% 1
Weak	0.00% 0
Unsatisfactory	5.26% 1
TOTAL	19

#	COMMENT	DATE
1	Tapia instituted an extra planning period last year. We did lose it to Claudia for a couple of months, but it was at least an acknowledgement that we do better work when there is more time.	2/18/2021 5:08 PM

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

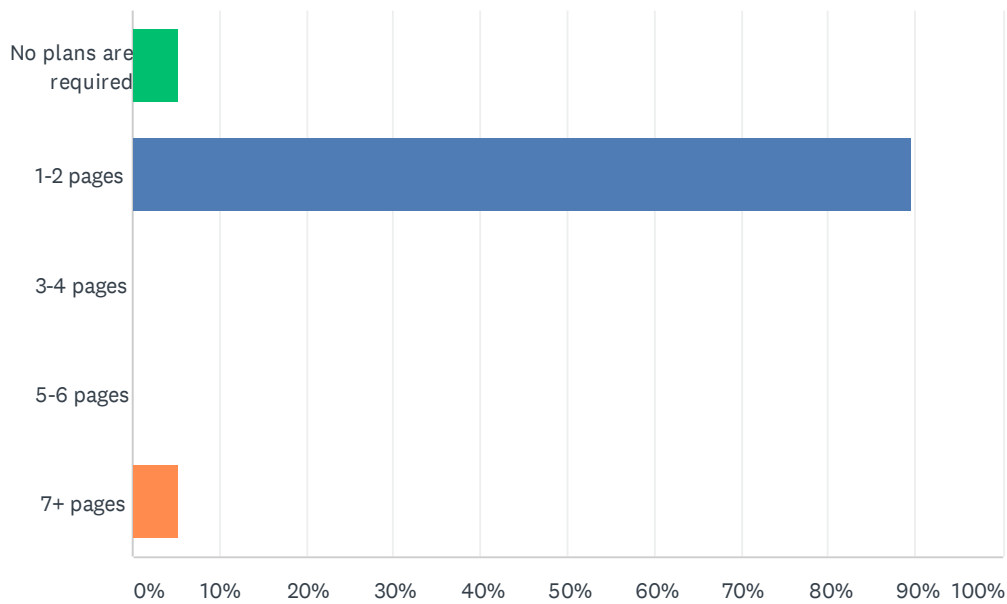
Answered: 18 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	61.11%	11
Average	27.78%	5
Weak	11.11%	2
Unsatisfactory	0.00%	0
TOTAL		18

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

Answered: 19 Skipped: 0

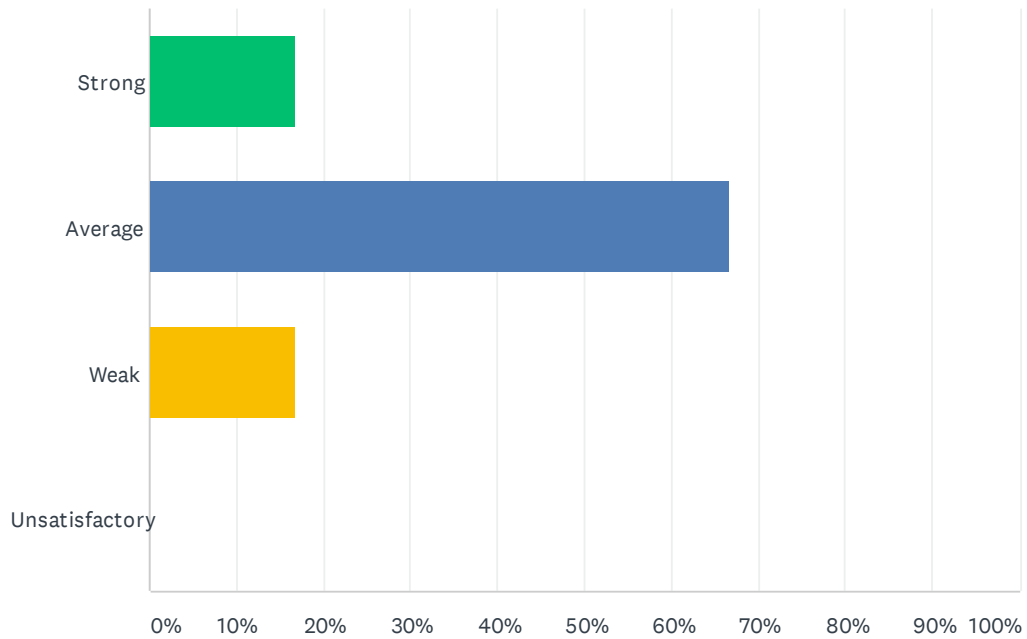


ANSWER CHOICES	RESPONSES
No plans are required	5.26% 1
1-2 pages	89.47% 17
3-4 pages	0.00% 0
5-6 pages	0.00% 0
7+ pages	5.26% 1
TOTAL	19

#	COMMENT	DATE
1	we turn in weekly plans, I have never had a page count requirement	2/18/2021 12:43 PM
2	#21 - not sure - in addition to reg. planning time or during planning time by not interrupting?	2/18/2021 12:19 PM
3	We have to create both lesson plans AND very detailed Google Classroom assignments which is very time-consuming. But that is NOT a site choice.	2/18/2021 12:06 PM
4	No probs here. VERY reasonable.	2/18/2021 11:59 AM

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

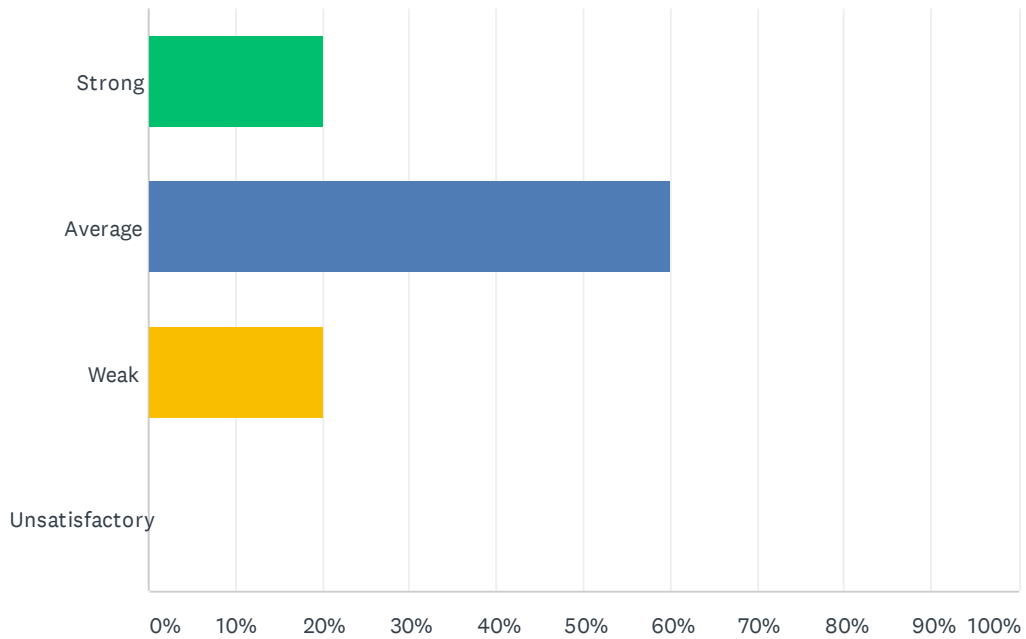
Answered: 6 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strong	16.67%	1
Average	66.67%	4
Weak	16.67%	1
Unsatisfactory	0.00%	0
TOTAL		6

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

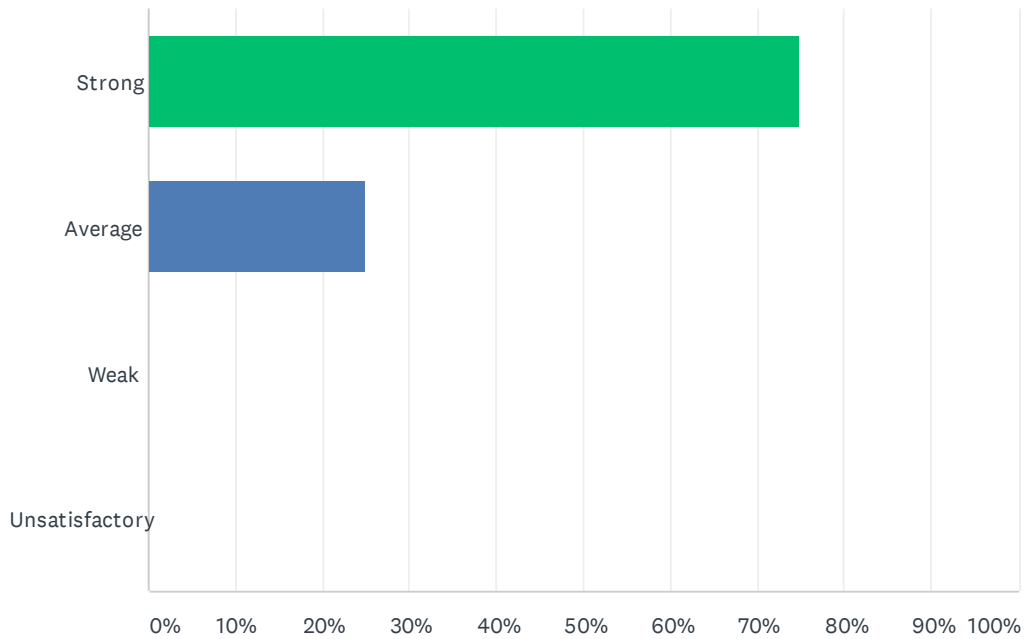
Answered: 5 Skipped: 14



ANSWER CHOICES	RESPONSES
Strong	20.00% 1
Average	60.00% 3
Weak	20.00% 1
Unsatisfactory	0.00% 0
TOTAL	5

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

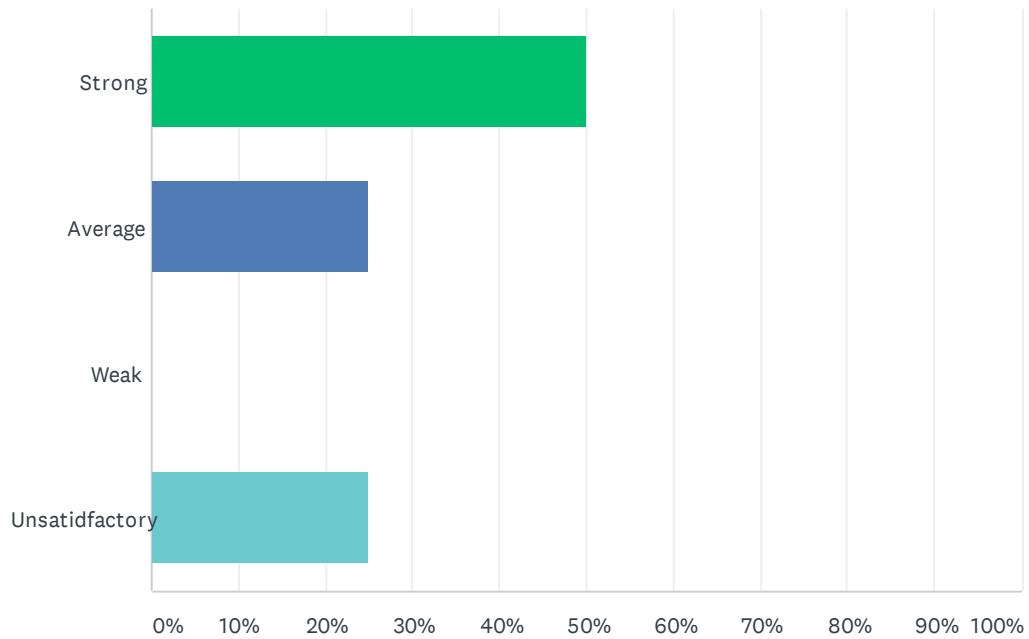
Answered: 4 Skipped: 15



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

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

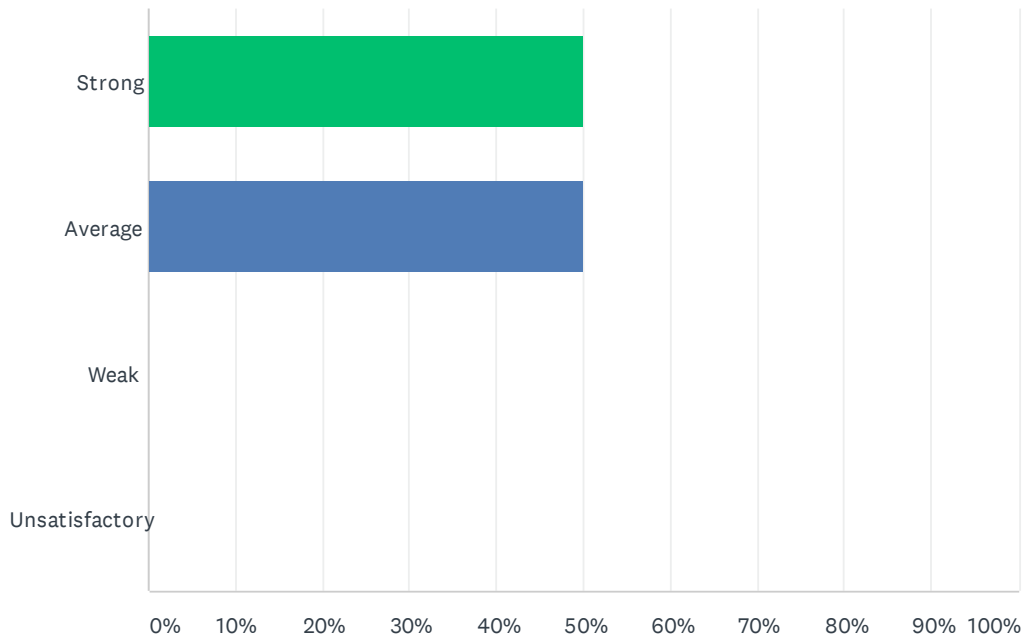
Answered: 4 Skipped: 15



ANSWER CHOICES	RESPONSES	
Strong	50.00%	2
Average	25.00%	1
Weak	0.00%	0
Unsatisfactory	25.00%	1
TOTAL		4

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

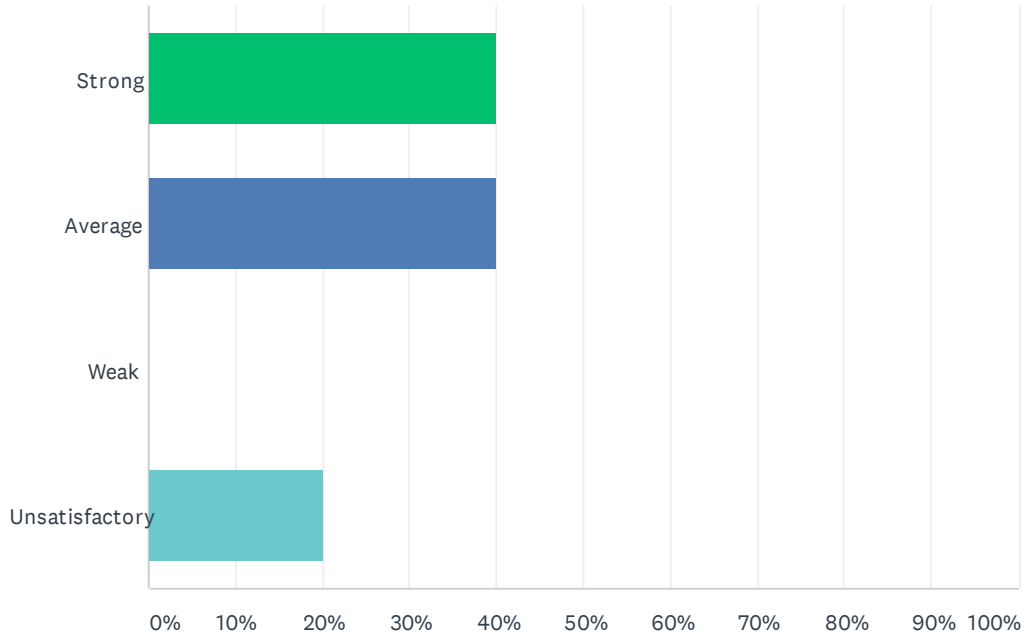
Answered: 4 Skipped: 15



ANSWER CHOICES	RESPONSES	
Strong	50.00%	2
Average	50.00%	2
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		4

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

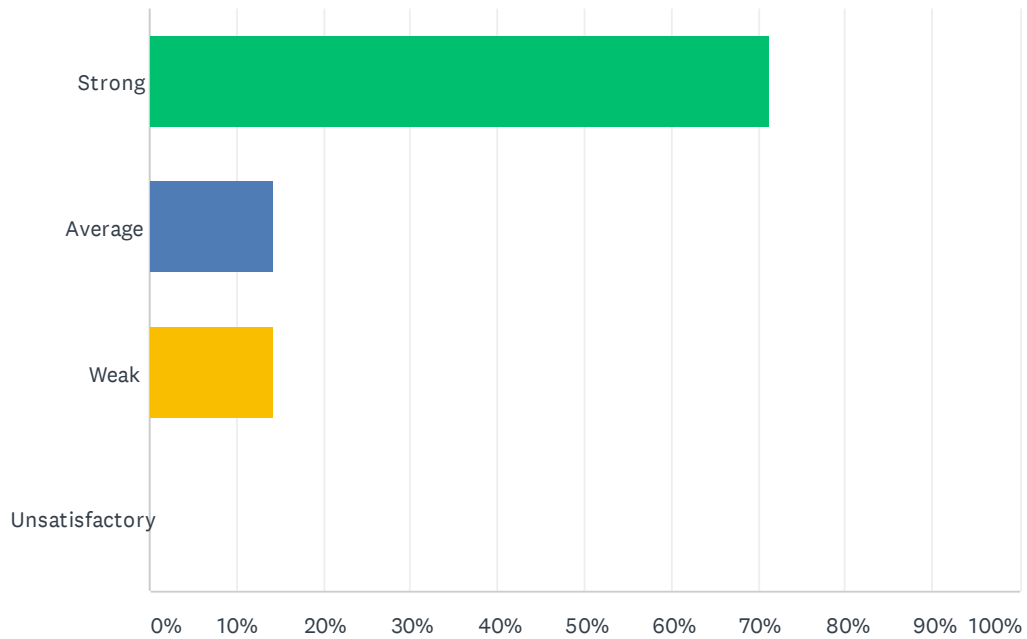
Answered: 5 Skipped: 14



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

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

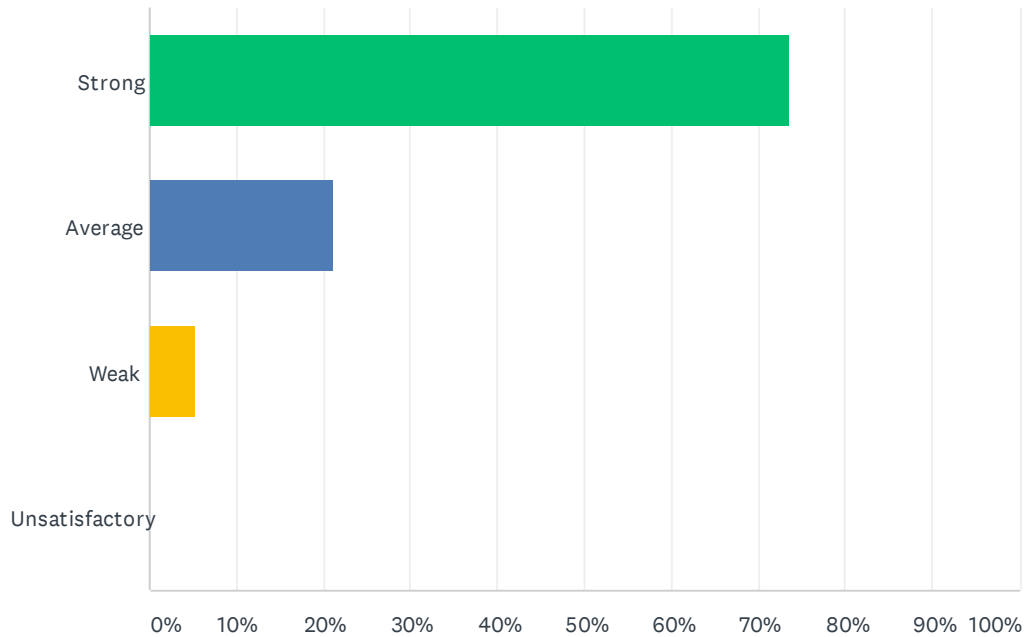
Answered: 7 Skipped: 12



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

Q30 Staff and students feel safe while attending online classes.

Answered: 19 Skipped: 0

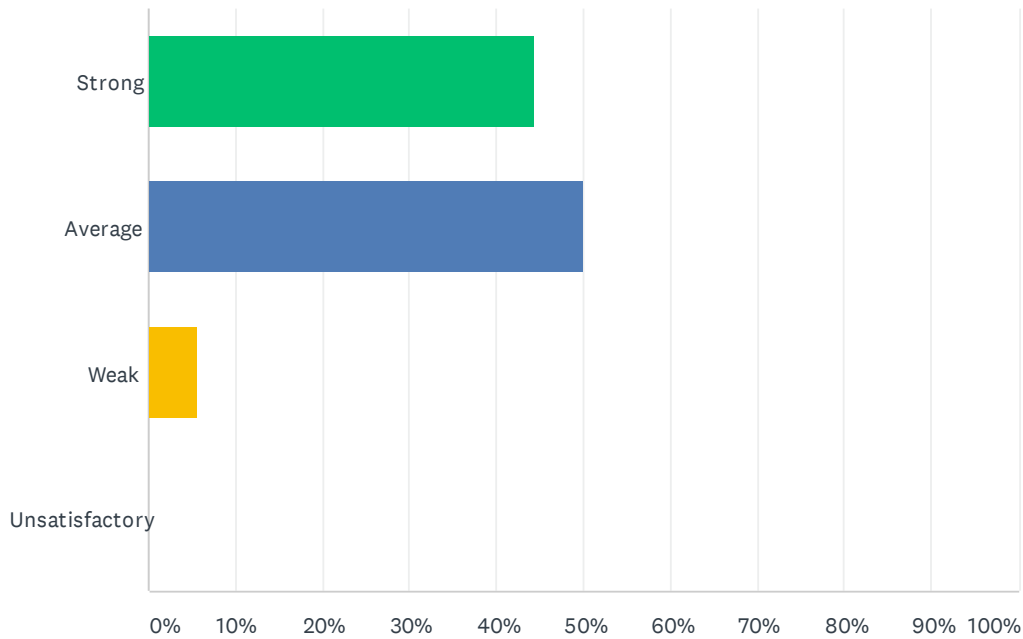


ANSWER CHOICES	RESPONSES	
Strong	73.68%	14
Average	21.05%	4
Weak	5.26%	1
Unsatisfactory	0.00%	0
TOTAL		19

#	COMMENT	DATE
1	I worry about some the kids who aren't appropriately placed attacking. There are violent kids who shouldn't be in regular ed with no support. Aguilera and Hedgemon just get mad it you bother them with cases that aren't going to get better.	2/18/2021 5:18 PM
2	Safe, provided students live in a safe place.	2/18/2021 1:58 PM
3	I usually feel safe, but not sure how students feel at home.	2/18/2021 12:22 PM
4	physically yes - but not mentally - It's overwhelming and isolating	2/18/2021 12:10 PM
5	This year, strong, because I'm at home. In previous years, less strong, because certain volatile students were not dealt with properly.	1/30/2021 2:18 PM

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

Answered: 18 Skipped: 1

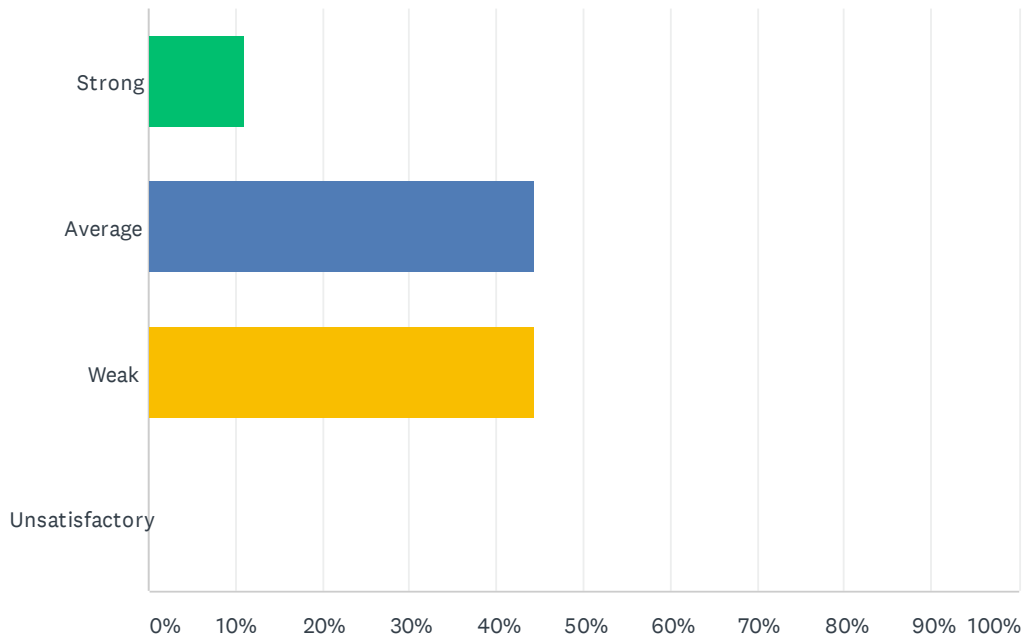


ANSWER CHOICES	RESPONSES
Strong	44.44% 8
Average	50.00% 9
Weak	5.56% 1
Unsatisfactory	0.00% 0
TOTAL	18

#	COMMENT	DATE
1	I have not had issues, so unsure.	2/18/2021 12:22 PM
2	strong/average	2/12/2021 7:19 AM
3	The district in general has been too lax regarding student attendance/participation/and behavior during distance learning.	1/30/2021 2:18 PM

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

Answered: 18 Skipped: 1

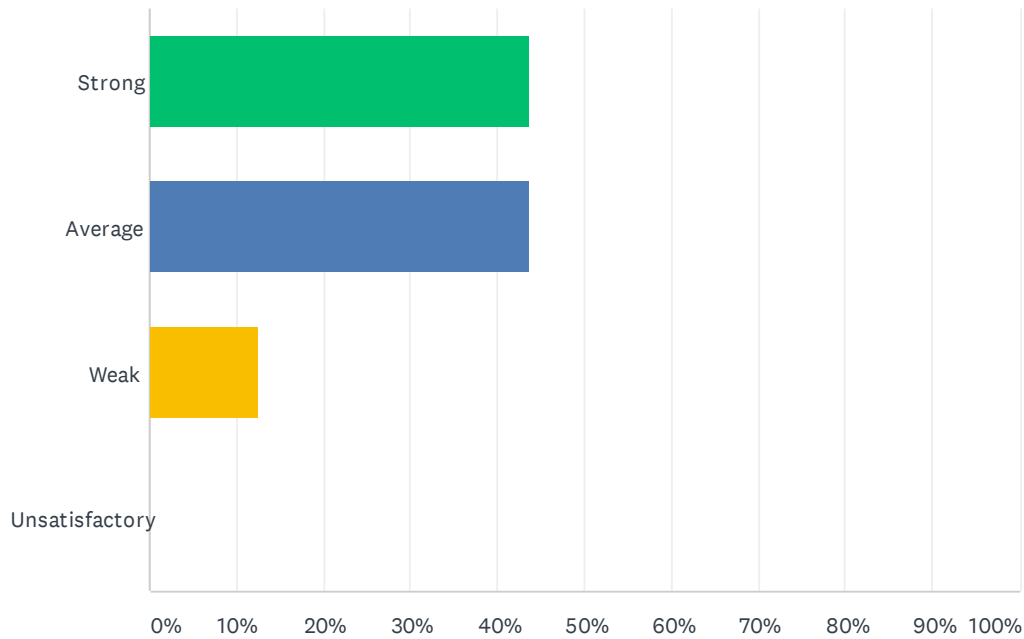


ANSWER CHOICES	RESPONSES
Strong	11.11% 2
Average	44.44% 8
Weak	44.44% 8
Unsatisfactory	0.00% 0
TOTAL	18

#	COMMENT	DATE
1	unsure	2/18/2021 12:22 PM
2	parents are overwhelmed so the expectations are lower - but that's district policy, not site-specific	2/18/2021 12:10 PM

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

Answered: 16 Skipped: 3

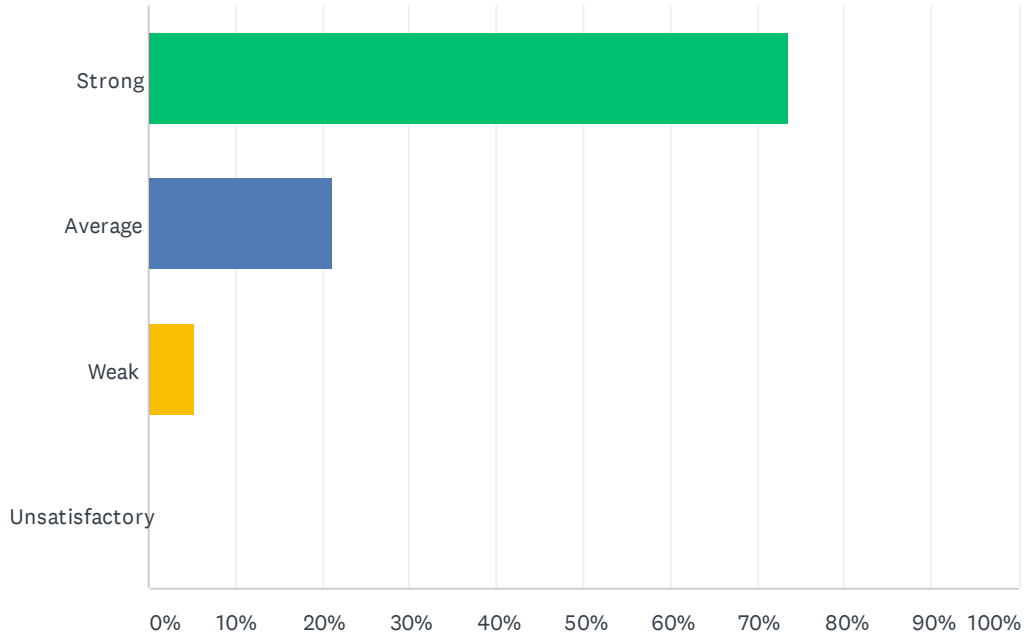


ANSWER CHOICES	RESPONSES
Strong	43.75% 7
Average	43.75% 7
Weak	12.50% 2
Unsatisfactory	0.00% 0
TOTAL	16

#	COMMENT	DATE
1	We never get any feed back. It is like the behavior is swept under the rug.	2/18/2021 5:18 PM
2	I haven't had this experience.	2/18/2021 1:58 PM
3	NA - our intervention specialist and VP handle issues and ODR's are discouraged during COVID.	2/18/2021 12:10 PM
4	N/A	1/30/2021 2:18 PM

Q34 My site has a positive atmosphere.

Answered: 19 Skipped: 0

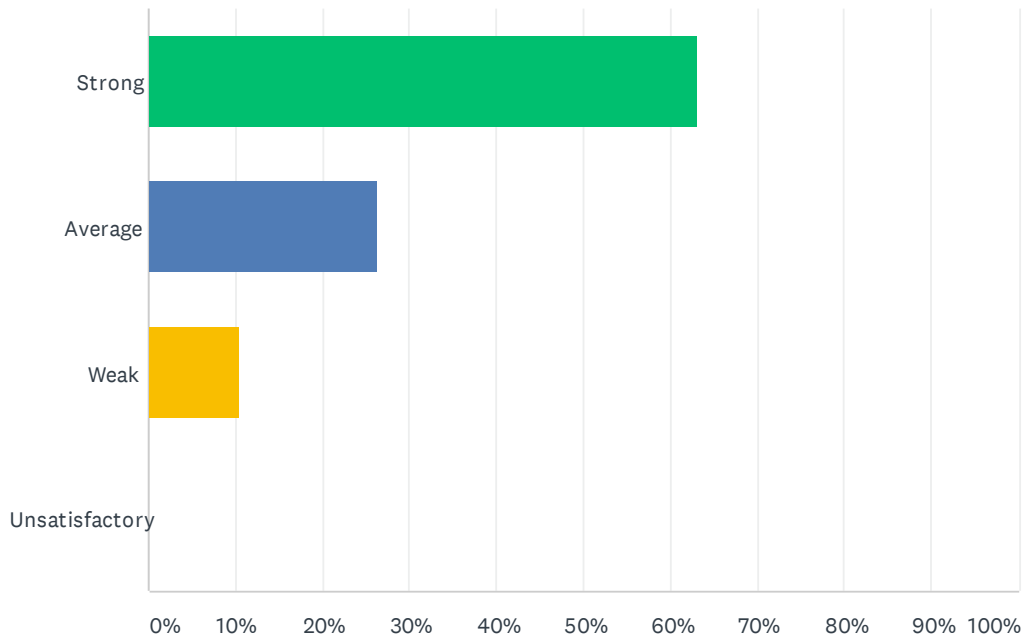


ANSWER CHOICES	RESPONSES	
Strong	73.68%	14
Average	21.05%	4
Weak	5.26%	1
Unsatisfactory	0.00%	0
TOTAL		19

#	COMMENT	DATE
1	Some of the support staff are kind of a joke. Gloria snips at you for no reason. The office staff lose important paperwork on a regular basis. The teachers here are great to work with.	2/18/2021 5:18 PM
2	GREAT!!!	2/18/2021 12:00 PM

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

Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	63.16% 12
Average	26.32% 5
Weak	10.53% 2
Unsatisfactory	0.00% 0
TOTAL	19

#	COMMENT	DATE
1	Tapia is a decent guy, and really committed to student achievement. He is very smart and knowledgeable. You just need to be ready to have everything dumped on you. I get along with the support staff as well as anyone, but they are frequently inefficient, cliquish, and mean.	2/18/2021 5:18 PM
2	The teaching staff can be a little rough to work with.	2/18/2021 1:58 PM
3	Tapia and Styles are a great asset to our school!	2/12/2021 7:19 AM