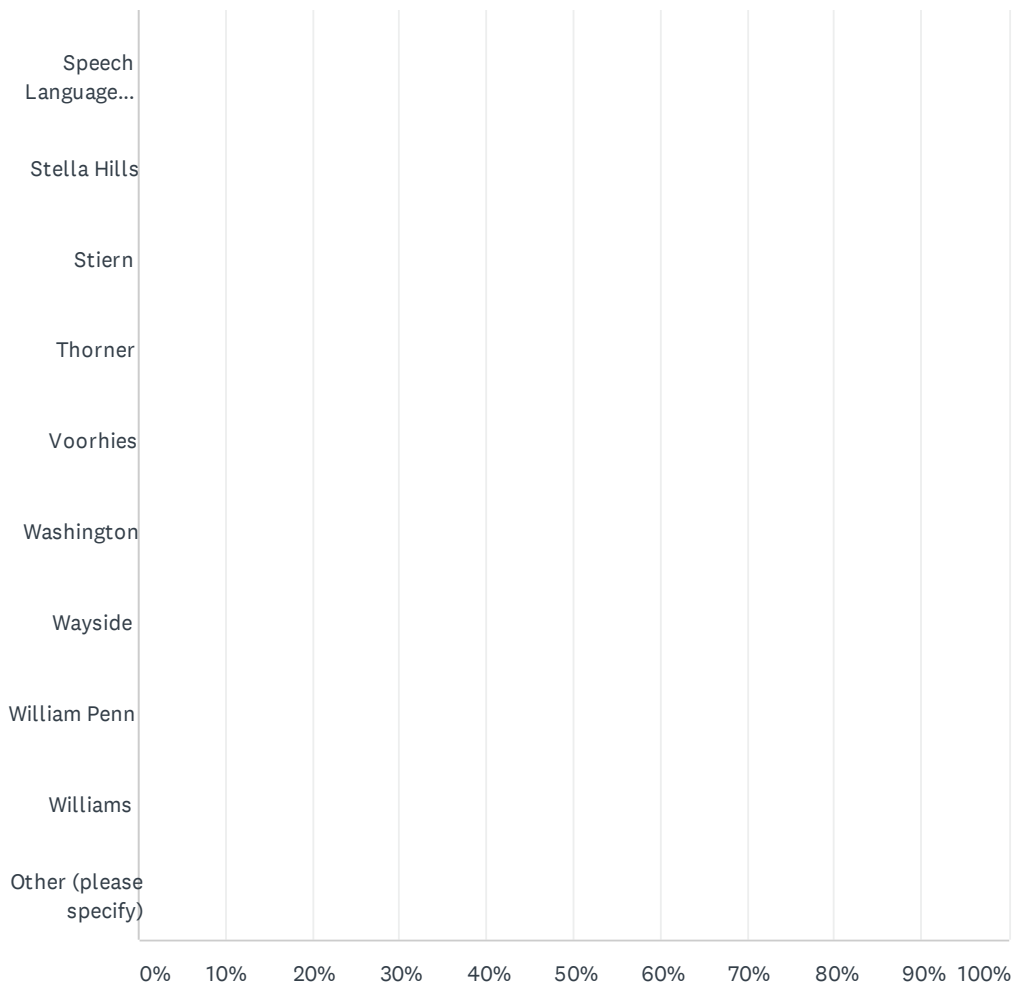




# 2020-2021 BETA Administration/Site Climate Survey



# 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	0.00% 0
Noble	0.00% 0
Nurses	0.00% 0
Owens Intermediate	0.00% 0
Owens Primary	0.00% 0

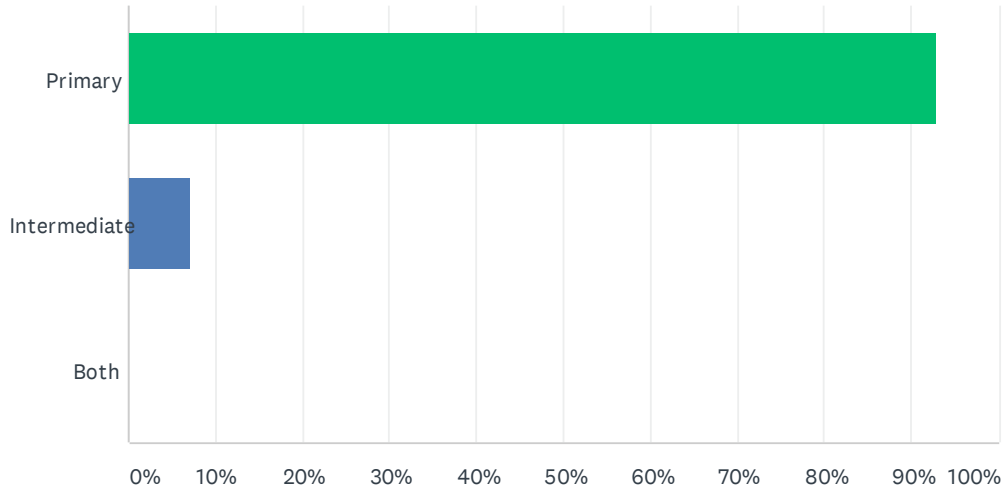
2020-2021 BETA Administration/Site Climate Survey

Pauly	0.00%	0
Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	100.00%	14
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

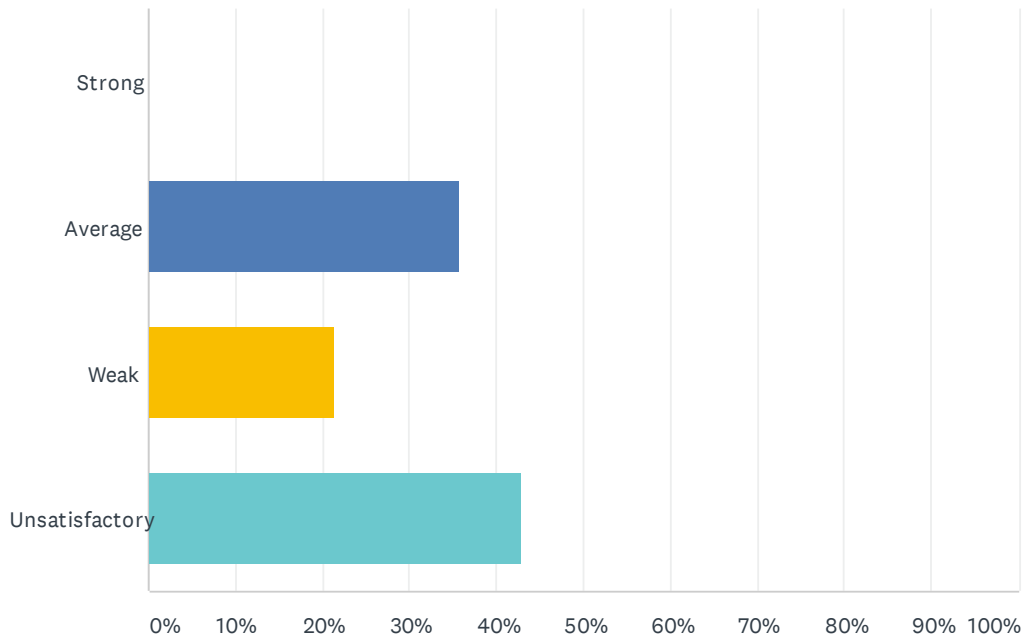
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Primary	92.86%	13
Intermediate	7.14%	1
Both	0.00%	0
<b>TOTAL</b>		<b>14</b>

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

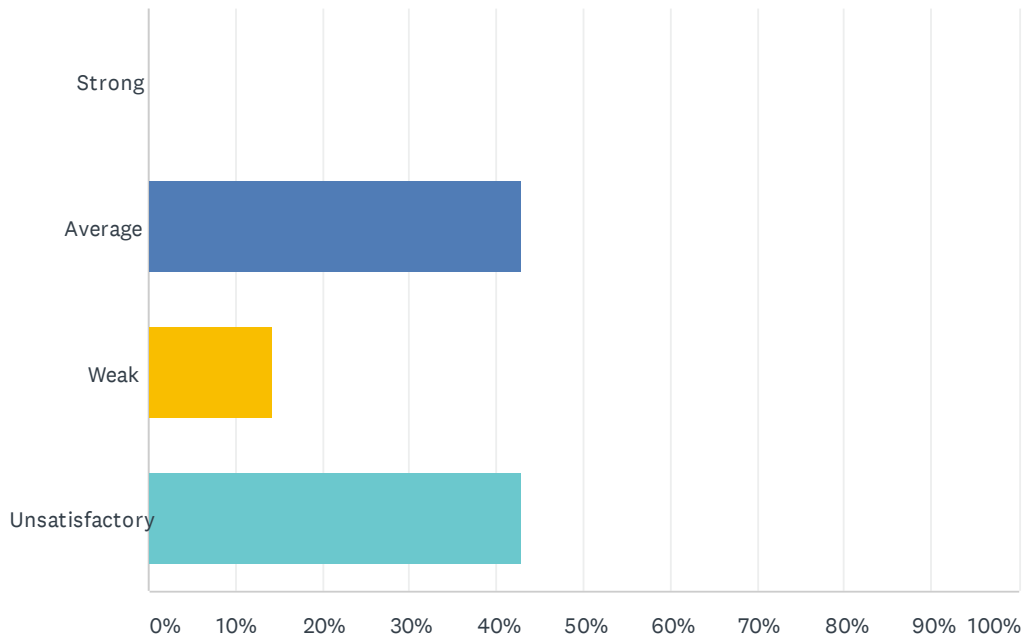
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	35.71%	5
Weak	21.43%	3
Unsatisfactory	42.86%	6
<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



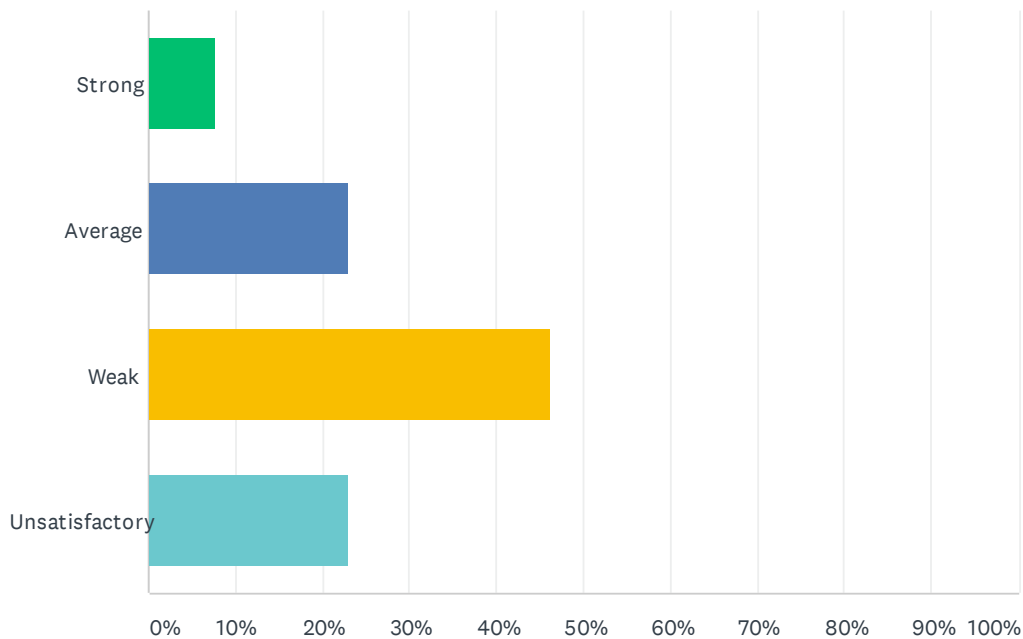
ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	42.86% 6
Weak	14.29% 2
Unsatisfactory	42.86% 6
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	The Principal seems to actually look down on staff and even parents.	2/23/2021 11:44 AM
2	Not sincere, and doesn't value her staff. She is not friendly .	2/18/2021 11:47 PM
3	I feel like I don't have a voice. Our ideas or comments are never respected. I feel like there is a critical lack of professionalism on the administration's part.	2/15/2021 11:35 AM
4	I am a first year teacher, and whenever I ask for help I always feel like the site administration is irritated by my questions and their answers always carries a tone that I should have known the answers and their way of doing things. Also, when you email the principal for questions, she likes to call you back after work hours so she does not leave any paper trace. She is either over the top micromanaging or MIA in her communication style.	2/5/2021 12:02 PM
5	She is very standoffish with her staff. Not very open or friendly. Tends not to provide support to new teachers.	2/4/2021 4:40 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

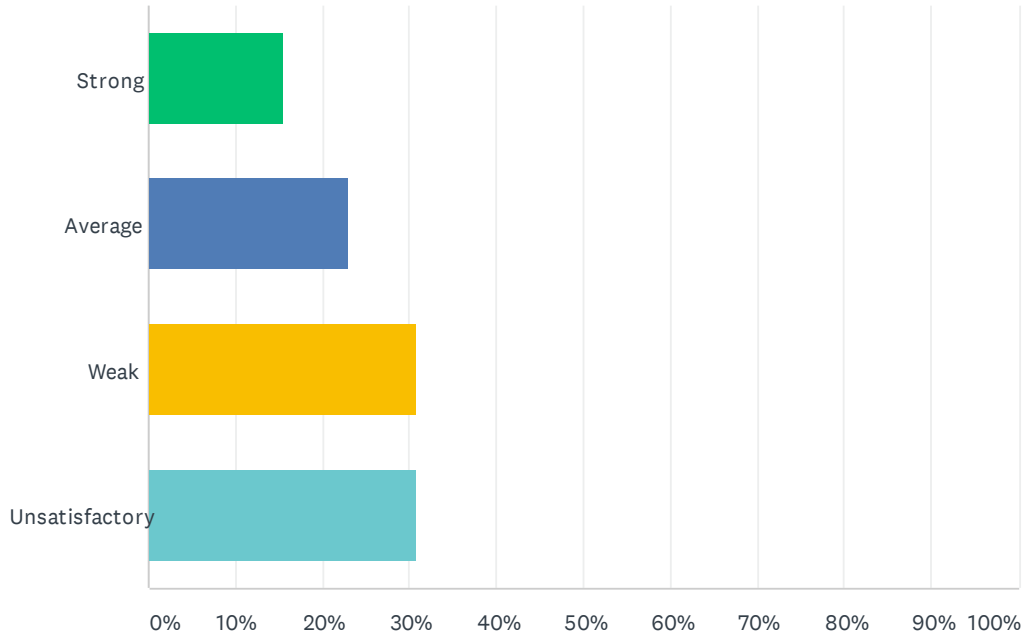


ANSWER CHOICES	RESPONSES
Strong	7.69% 1
Average	23.08% 3
Weak	46.15% 6
Unsatisfactory	23.08% 3
<b>TOTAL</b>	<b>13</b>

#	COMMENT:	DATE
1	She sometimes sits in rooms for well over an hour with no feedback.	2/23/2021 11:44 AM
2	Rarely does she ever give feedback after a visit.	2/18/2021 11:47 PM
3	No feedback when visits are made. We feel abandoned.	2/18/2021 3:44 PM
4	We never get any feedback from her classroom visits, we even complained to Mr. Havens when he was in charge of our area and he never did anything about it.	2/4/2021 4:40 PM
5	I have received little to no feedback during classroom visits. The feedback I have received has been 2nd hand information.	2/3/2021 5:31 PM
6	The APL provides feedback.	1/30/2021 7:10 PM

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

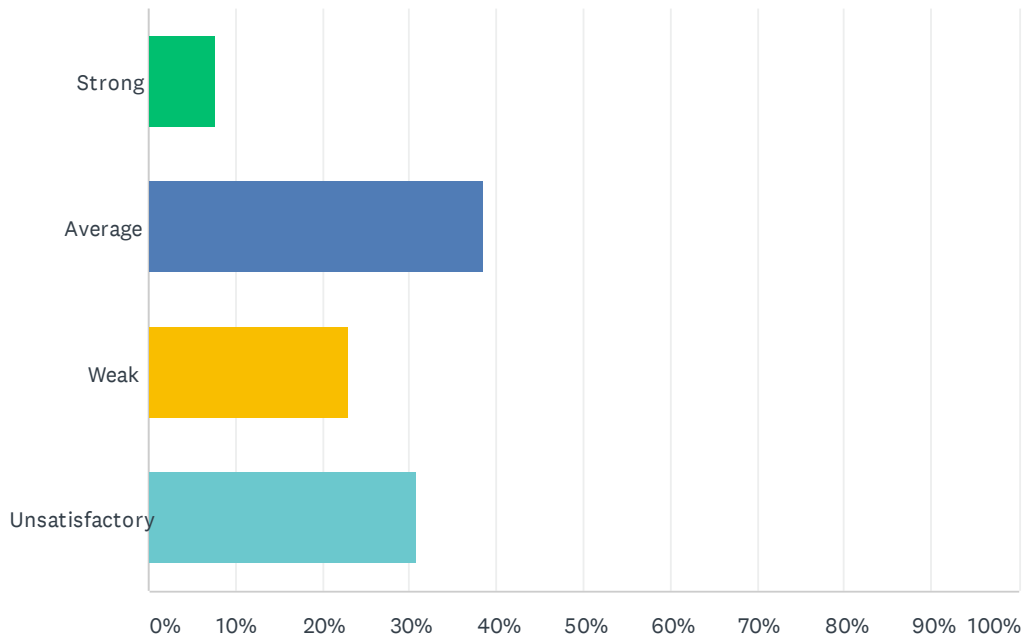
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	15.38%	2
Average	23.08%	3
Weak	30.77%	4
Unsatisfactory	30.77%	4
<b>TOTAL</b>		<b>13</b>

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

Answered: 13 Skipped: 1

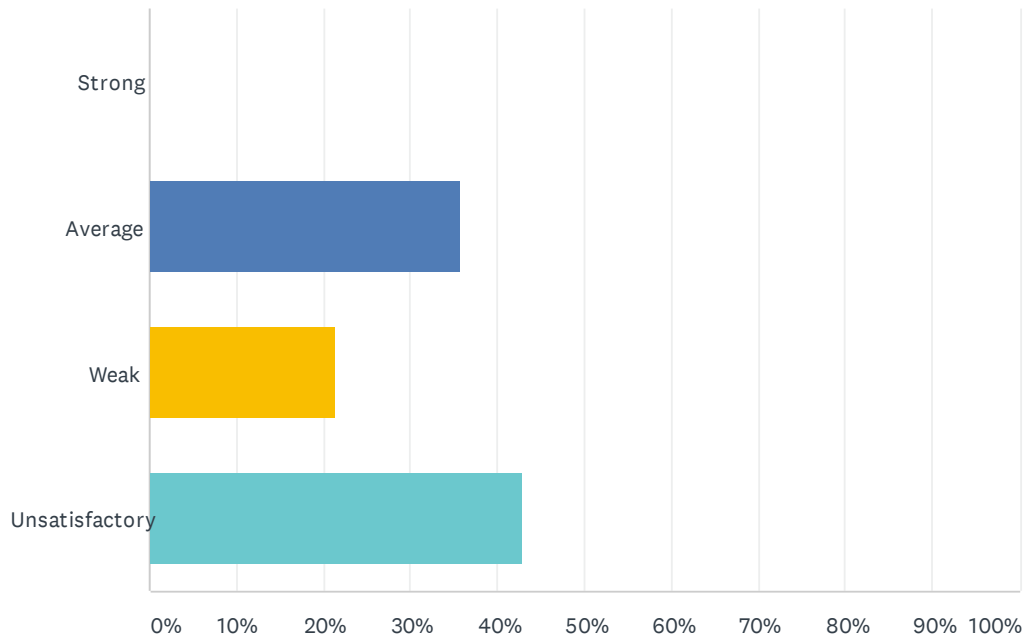


ANSWER CHOICES	RESPONSES
Strong	7.69% 1
Average	38.46% 5
Weak	23.08% 3
Unsatisfactory	30.77% 4
<b>TOTAL</b>	<b>13</b>

#	COMMENT	DATE
1	She assumes people can't do their jobs correctly, orders people, doesn't ask. Very intense.	2/18/2021 11:47 PM

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

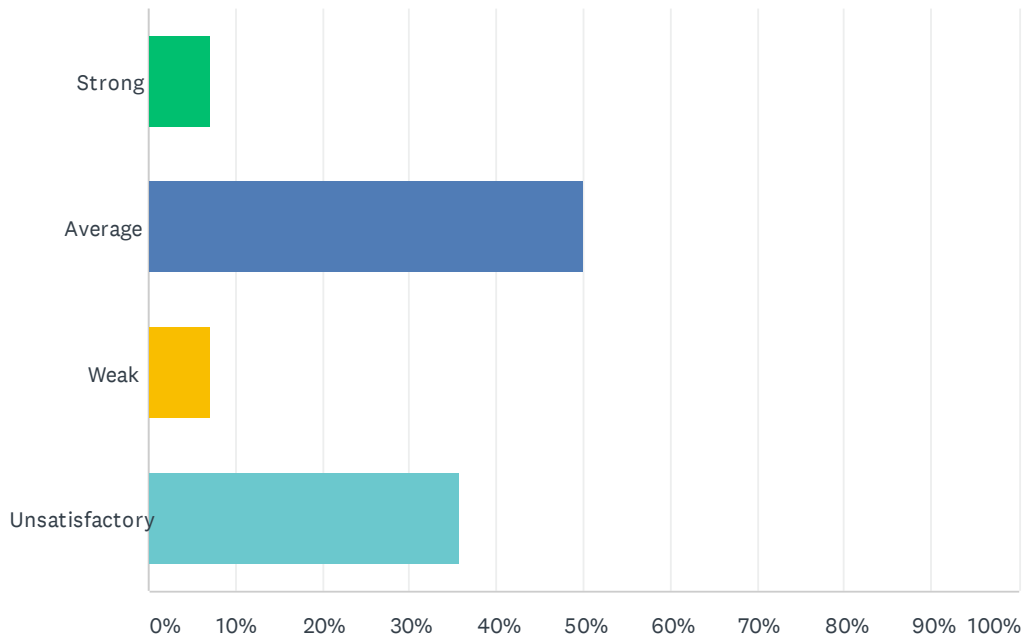
Answered: 14 Skipped: 0



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

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

Answered: 14 Skipped: 0

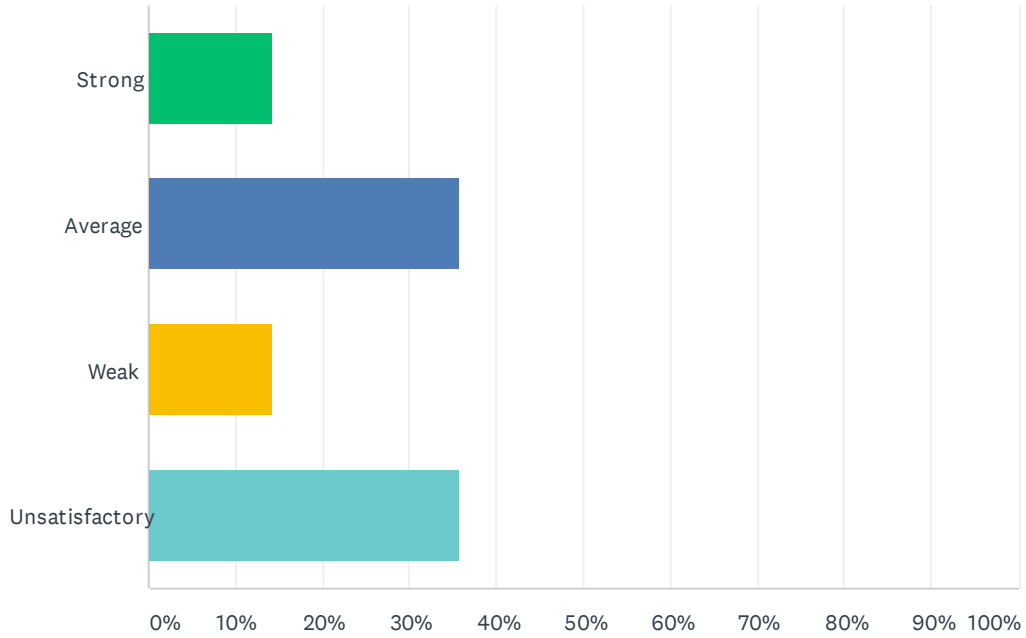


ANSWER CHOICES	RESPONSES
Strong	7.14% 1
Average	50.00% 7
Weak	7.14% 1
Unsatisfactory	35.71% 5
<b>TOTAL</b>	<b>14</b>

#	COMMENTS	DATE
1	She dictates not communicates.	2/23/2021 11:44 AM
2	Admin is always rushing you to finish your conversation, really doesn't listen when you need her to help with a problem or would like to talk about a student.	2/18/2021 11:47 PM
3	Asked for help and we did not get response back.	2/18/2021 3:44 PM
4	The administrator has replied in a timely manner to most communication during Distance_Learning.	2/15/2021 11:35 AM
5	The principals email communication is usually unpredictable, sometimes she is on top of it and tell you to call her, and when you call, she is not on campus. And when she does reply it is usually late.	2/5/2021 12:02 PM
6	We only communicate through email or she pops up in our zoom with no notice.	2/4/2021 4:40 PM

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

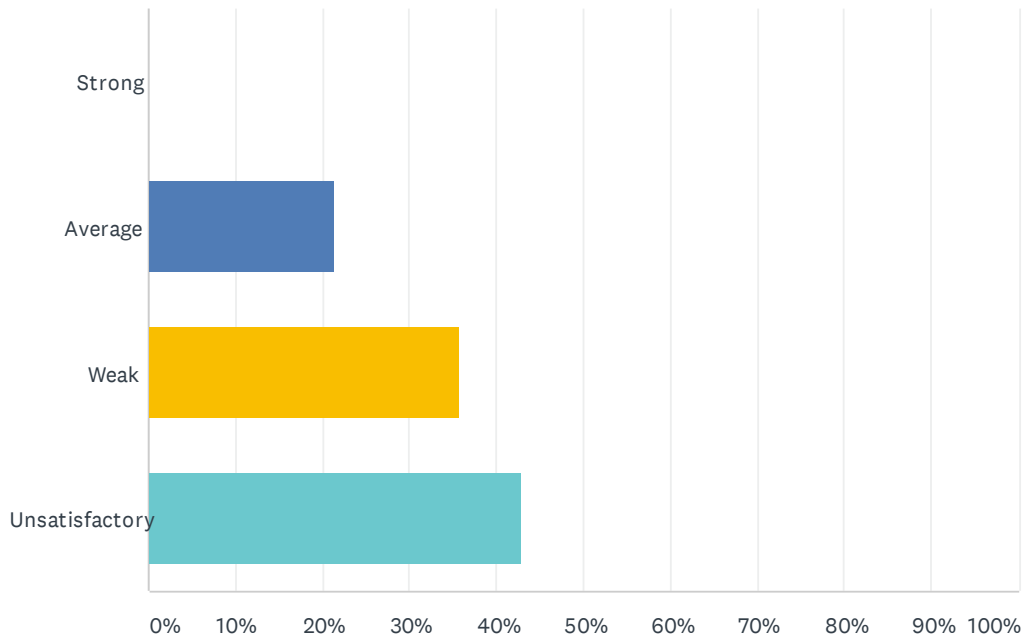
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	14.29%	2
Average	35.71%	5
Weak	14.29%	2
Unsatisfactory	35.71%	5
TOTAL		14

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

Answered: 14 Skipped: 0

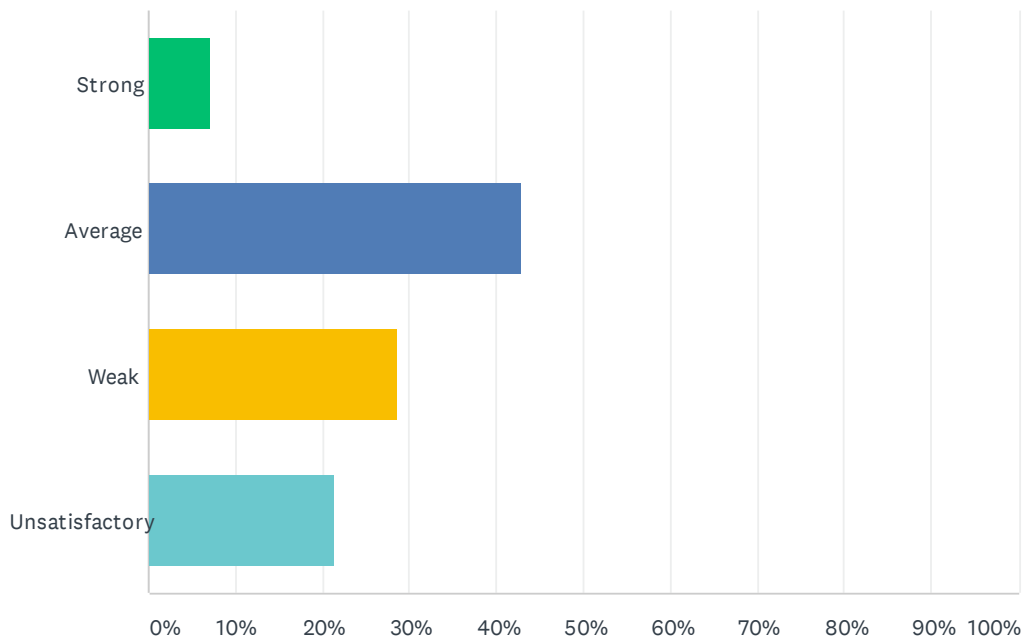


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	21.43% 3
Weak	35.71% 5
Unsatisfactory	42.86% 6
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	Teachers do not feel comfortable expressing their thoughts and/or concerns due to a fear of retaliation. The principal will often criticize staff without reason or feedback for improvement while complimenting other teachers who take the same action. The teachers all work well together, but are constantly concerned if we will be a target of the principal.	2/15/2021 11:35 AM
2	I feel welcome and supported by the custodian and cafeteria staff.	2/5/2021 12:02 PM
3	She tends to have certain teachers that she likes and only has them be on committees.	2/4/2021 4:40 PM
4	The same rules don't seem to apply to every teacher. Admin seems more lenient towards some and not others. Inconsistent with what we are told.	2/3/2021 5:31 PM

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

Answered: 14 Skipped: 0



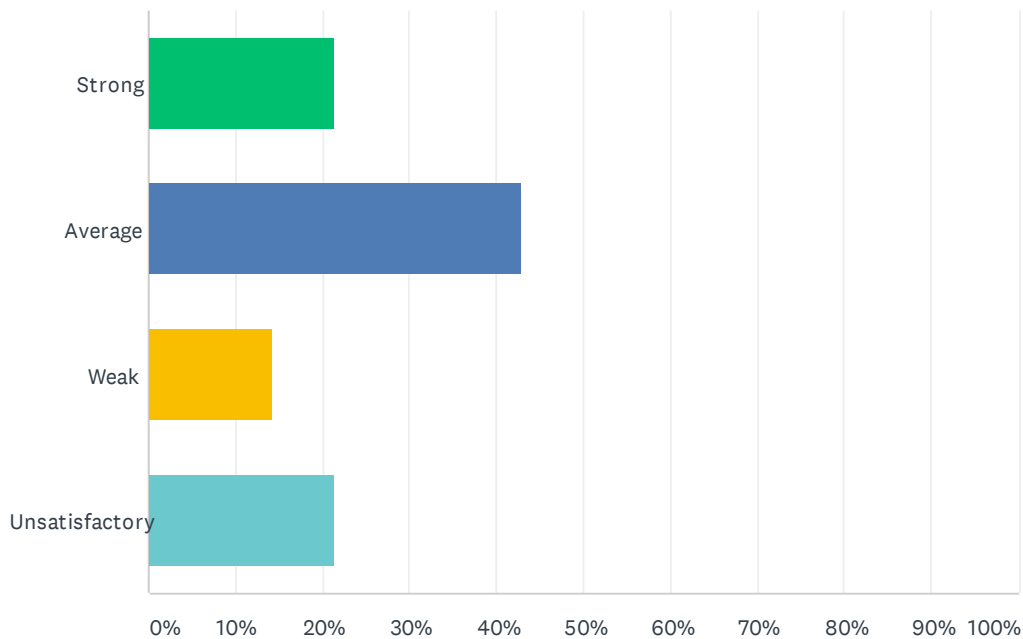
ANSWER CHOICES	RESPONSES
Strong	7.14% 1
Average	42.86% 6
Weak	28.57% 4
Unsatisfactory	21.43% 3
<b>TOTAL</b>	<b>14</b>

#	COMMENTS	DATE
1	Students who have recurring discipline issues are often ignored. These behavioral issues and consequences may be documented on paper and may appear to be handled, but are rarely followed through in practice. All the teachers feel very much supported by our campus supervisor, Nathan Dominguez.	2/15/2021 11:35 AM
2	I asked specific questions about what I can/should do in certain classroom situations, and was sent an electronic version of a very long book about PBIS as a response.	2/3/2021 5:31 PM



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

Answered: 14 Skipped: 0

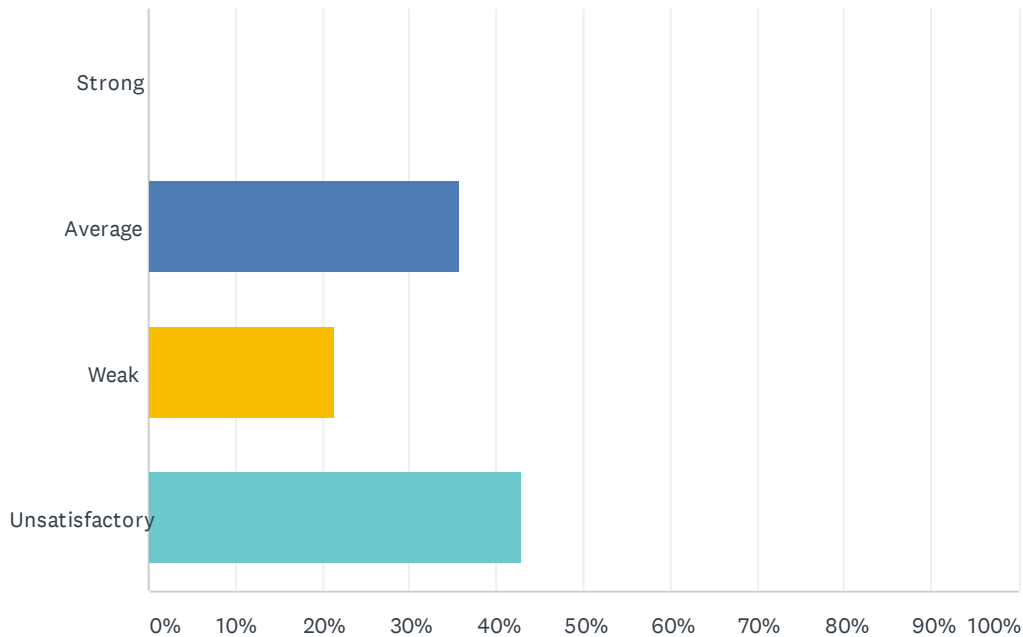


ANSWER CHOICES	RESPONSES
Strong	21.43% 3
Average	42.86% 6
Weak	14.29% 2
Unsatisfactory	21.43% 3
<b>TOTAL</b>	<b>14</b>

#	COMMENTS	DATE
1	I've had no issue receiving supplies.	2/15/2021 11:35 AM
2	I tried my best to follow the principal's rules about distribution, and yet, the site administration still turned away my students when they tried to pick up musical materials even during the designated times. the site administration claimed to the parents that I did not tell the admin that these parents are coming... I had it set up just like how it was instructed to me. All materials are distributed during the lunch hours. And when parents show up at the wrong time or call to confirm time to pick up the site administrator will email me about how I did not communicate properly and turn the parents away. This happened several times, causing the parents a lot of time and causing the student missing out on their music education.	2/5/2021 12:02 PM
3	She will not let teachers use hot spots in case power goes out, told us to use our phone to conduct classes.	2/4/2021 4:40 PM

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

Answered: 14 Skipped: 0

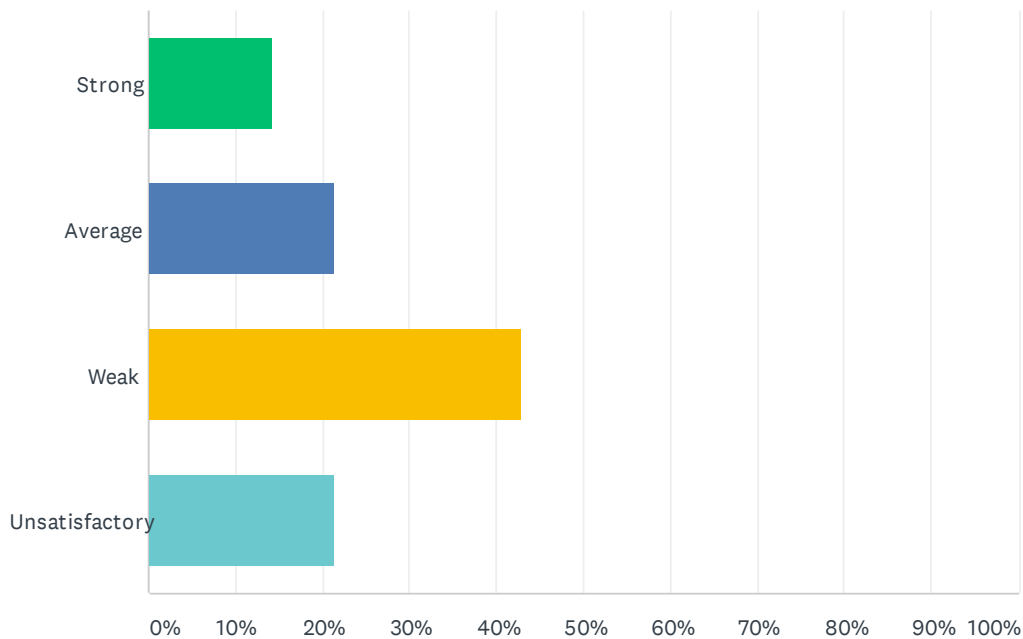


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	35.71% 5
Weak	21.43% 3
Unsatisfactory	42.86% 6
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	Unfortunately, she seems driven to add more stress.	2/23/2021 11:44 AM
2	Extra stress has been a problem since the beginning. She is not helpful.	2/18/2021 11:47 PM
3	The district has placed an enormous burden on teachers. They claim curriculum and standards are helping with planning, without seeing their plans in action in the classroom. I feel administration is following district procedure, which has been cumbersome and has interfered with supporting students.	2/15/2021 11:35 AM
4	Always wanting us to change our lesson plans and then requires we go back 3-4 weeks to put in her new ideas for the plans. She tends to wait a few weeks then will read them and wants new changes. She is last minute on different items that she may require from us.	2/4/2021 4:40 PM

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

Answered: 14 Skipped: 0



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

#	COMMENT	DATE
1	It seems like staff reaches out to her.	2/18/2021 11:47 PM
2	There has been a lot of misinformation. Some grade levels are allowed to do certain tasks or complete tasks in a certain way while other grade levels has been told to do the same tasks differently. Teachers are never told why we are to do these tasks, just to do them.	2/15/2021 11:35 AM
3	She only communicates when the district requires her to speak to her staff. She will then use the district video.	2/4/2021 4:40 PM
4	Expectations seem to change often.	2/3/2021 5:31 PM

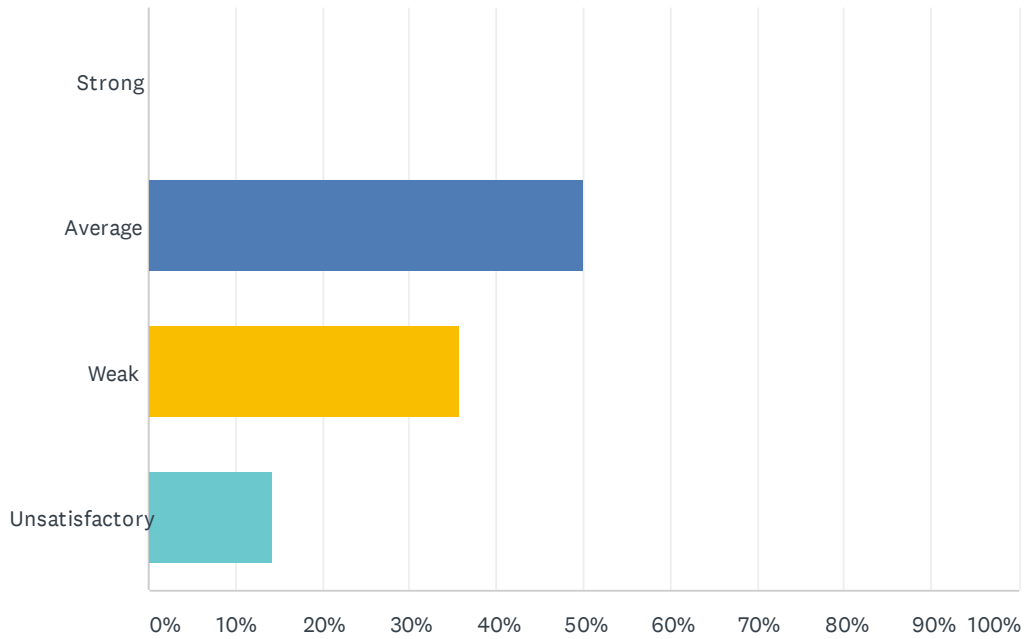
## Q16 Does your administrator impact the working conditions, positively or negatively, at your worksite?

Answered: 11 Skipped: 3

#	RESPONSES	DATE
1	I would fill this out but am afraid of retaliation.	2/23/2021 1:06 PM
2	Our Principal targets staff and is constantly attacking them. She brings a very negative feeling to a great staff and campus.	2/23/2021 11:44 AM
3	Unfortunately she has had a negative impact on Roosevelt. It has brought the moral down amongst the staff for years. Not a happy place.	2/18/2021 11:47 PM
4	Teachers feel as if we are doing this alone. We have no support and no feedback.	2/18/2021 3:44 PM
5	Extremely negatively	2/15/2021 11:35 AM
6	The worksite atmosphere tends to be tense between teachers and administration. There is a lack of trust from both sides which leads for everyone to walk on eggshells out of fear of getting harassed or lose their job. It's a shame to not see a team collaboration between teachers and admin.	2/11/2021 6:57 PM
7	I feel negative towards this school site.	2/5/2021 12:02 PM
8	positively	2/4/2021 5:42 PM
9	She is a negative force on our campus. Even the staff is always wondering what is going on and have to go to BETA to find out what is happening and is normal for it to be so bad. Many staff members have either transferred, retired, or resigned from our campus due to her negative attitude to her staff. She tends to do 1 non re-elect per year for our campus. She also gives low evaluations every year saying we always need to improve, so she will not give 4's, so it is very demoralizing to her staff and she is very critical of her staff. She tends to be more critical of her older staff and those are the employees that she will target.	2/4/2021 4:40 PM
10	Negatively.	2/3/2021 5:31 PM
11	She is a little bit of a micromanager. Each class had to follow her way of teaching. There is very little room for creativity in the classroom to benefit student engagement, especially while online.	1/30/2021 1:47 PM

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

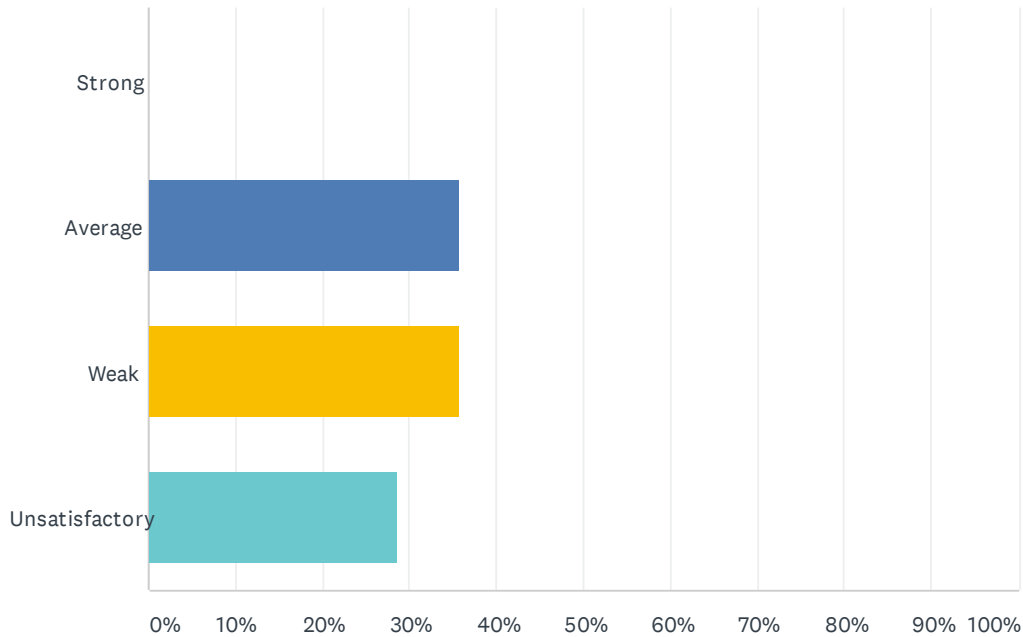
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	50.00%	7
Weak	35.71%	5
Unsatisfactory	14.29%	2
<b>TOTAL</b>		<b>14</b>

## Q18 Site meetings are productive and not excessive.

Answered: 14 Skipped: 0

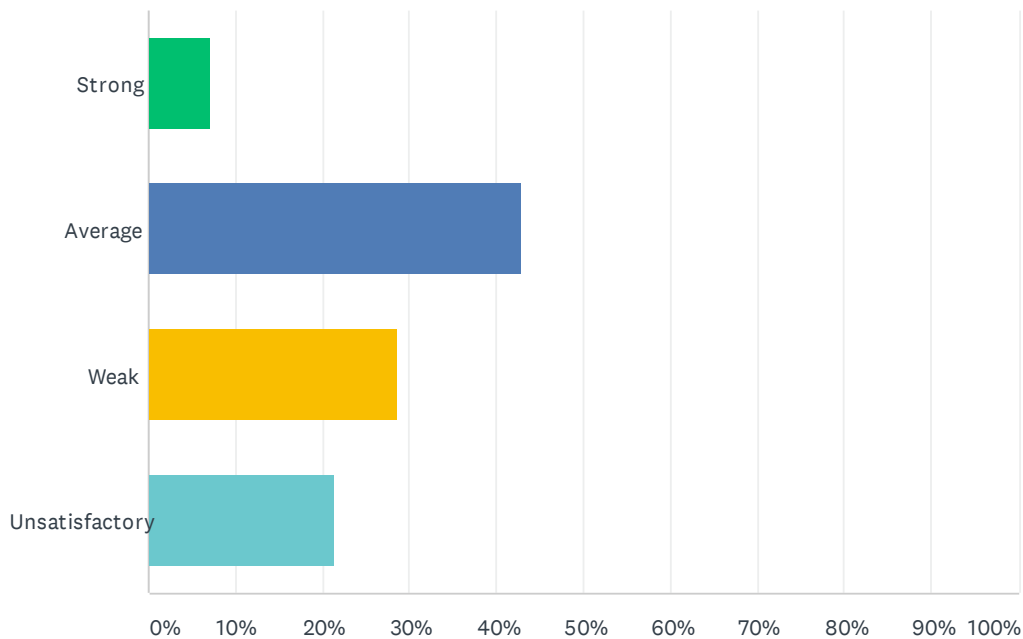


ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	35.71%	5
Weak	35.71%	5
Unsatisfactory	28.57%	4
<b>TOTAL</b>		<b>14</b>

#	COMMENT	DATE
1	Not productive, unless it is a PD.	2/18/2021 11:47 PM
2	They are not excessive but are also not productive. Teachers are not asked for their input. Even when teachers give ideas or input they are never addressed or utilized.	2/15/2021 11:40 AM
3	We tend to have the same PD's on the same subject over and over and will tell us we need a refresher... Our meetings are boring and we are not learning anything new. Then she'll ask us what we want the next PD about and will then not listen to us and will pick her own PD again...	2/4/2021 4:43 PM
4	We need a PD on technology websites to engage our students during a pandemic, not an academic language PD that can not be implemented effectively online!	1/30/2021 1:50 PM

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

Answered: 14 Skipped: 0

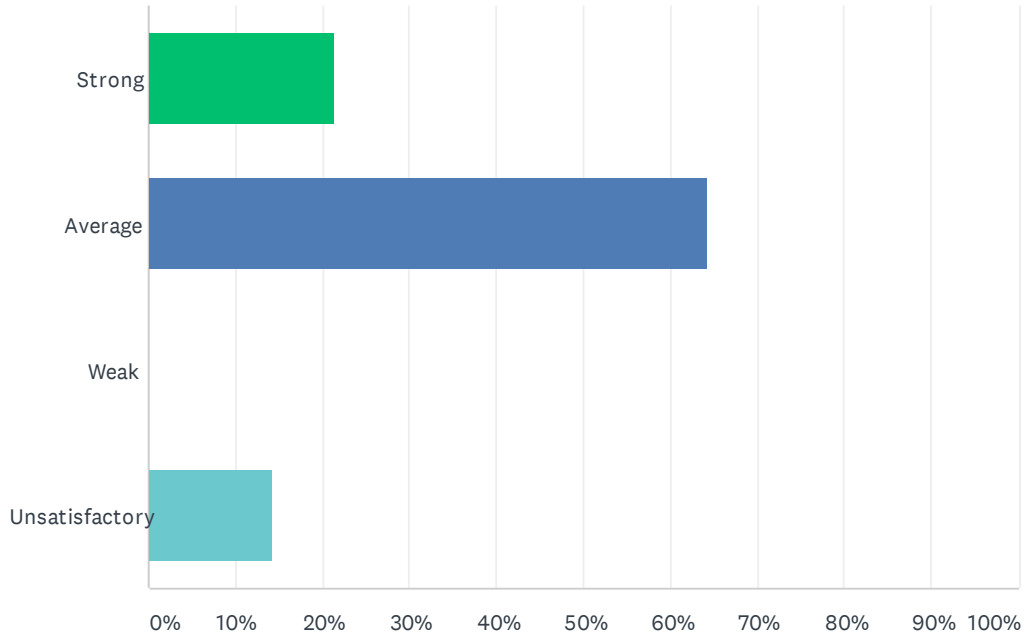


ANSWER CHOICES	RESPONSES
Strong	7.14% 1
Average	42.86% 6
Weak	28.57% 4
Unsatisfactory	21.43% 3
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	During Covid the meetings are informative but rushed. You seldom feel like a team and that you may ask questions.	2/18/2021 11:47 PM
2	Meetings are not excessive but have created more questions than answers.	2/18/2021 3:47 PM
3	We need a PD on technology websites to engage our students during a pandemic, not an academic language PD that can not be implemented effectively online!	1/30/2021 1:50 PM

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

Answered: 14 Skipped: 0



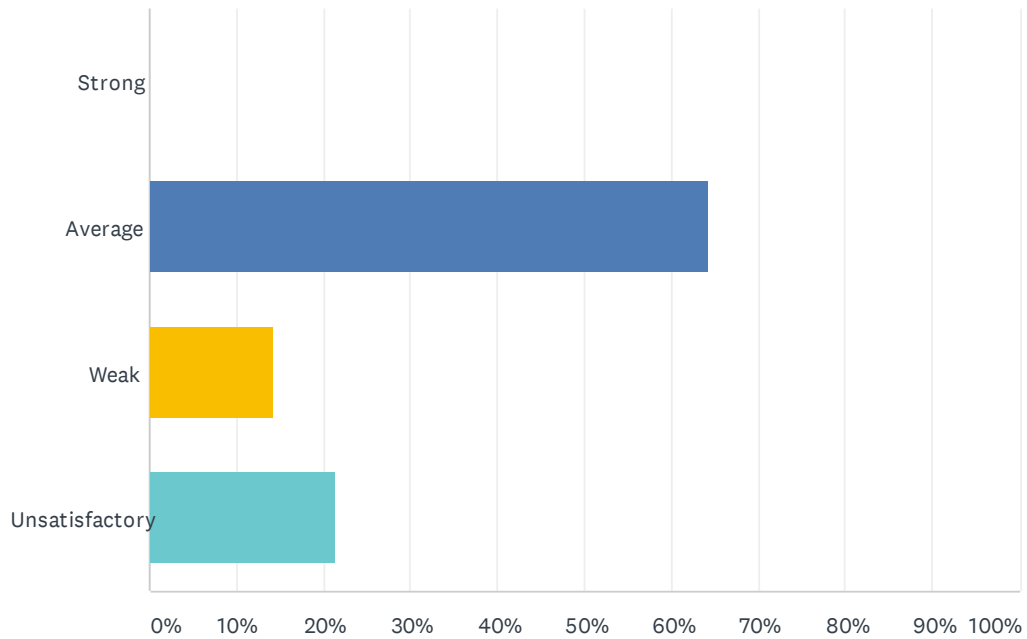
ANSWER CHOICES	RESPONSES
Strong	21.43% 3
Average	64.29% 9
Weak	0.00% 0
Unsatisfactory	14.29% 2
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
	There are no responses.	



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

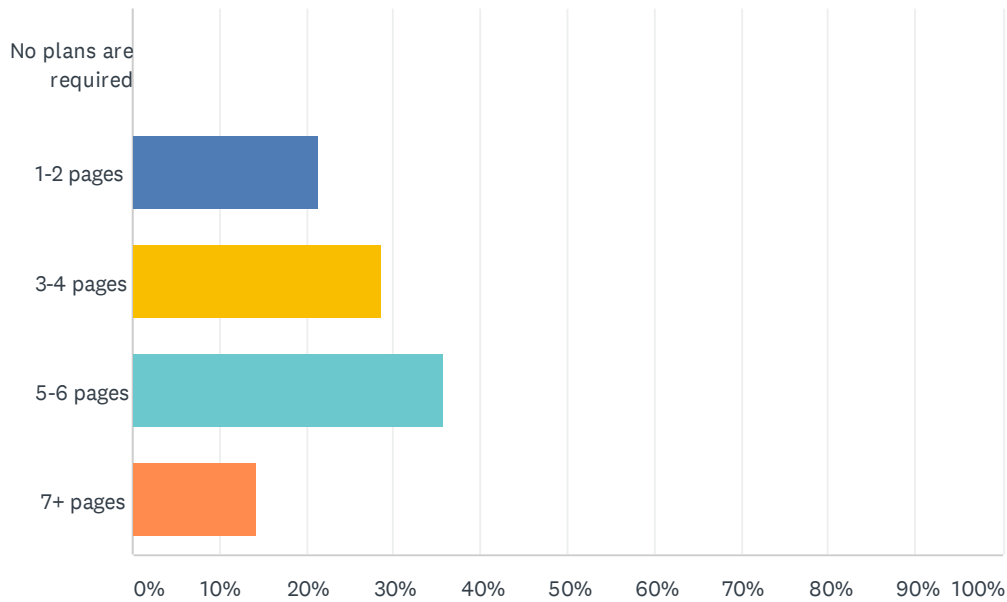
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	64.29% 9
Weak	14.29% 2
Unsatisfactory	21.43% 3
<b>TOTAL</b>	<b>14</b>

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

Answered: 14 Skipped: 0

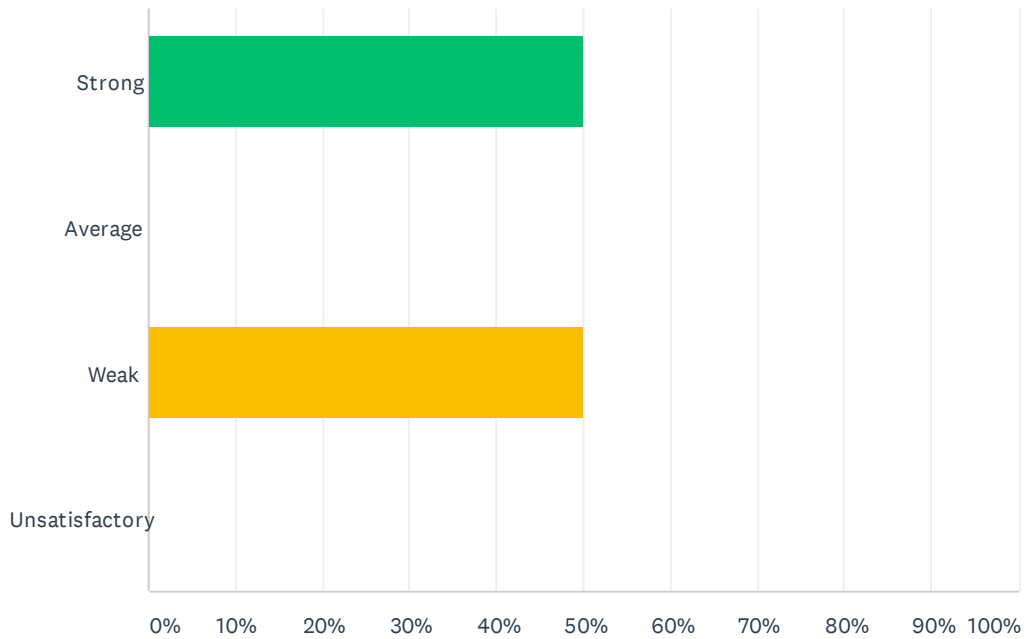


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	21.43%	3
3-4 pages	28.57%	4
5-6 pages	35.71%	5
7+ pages	14.29%	2
<b>TOTAL</b>		<b>14</b>

#	COMMENT	DATE
1	This is not the normal. During regular years our lesson plans are 20+ pages	2/18/2021 3:47 PM
2	The amount of time creating slide shows for Distance-Learning has been ineffective for teaching. They are so time consuming because it seems like the district is more concerned about passing an audit than having effective and practical lesson plans.	2/15/2021 11:40 AM
3	In previous years lesson plans were extremely long.	2/11/2021 6:59 PM
4	She has gotten better about this...	2/4/2021 4:43 PM

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

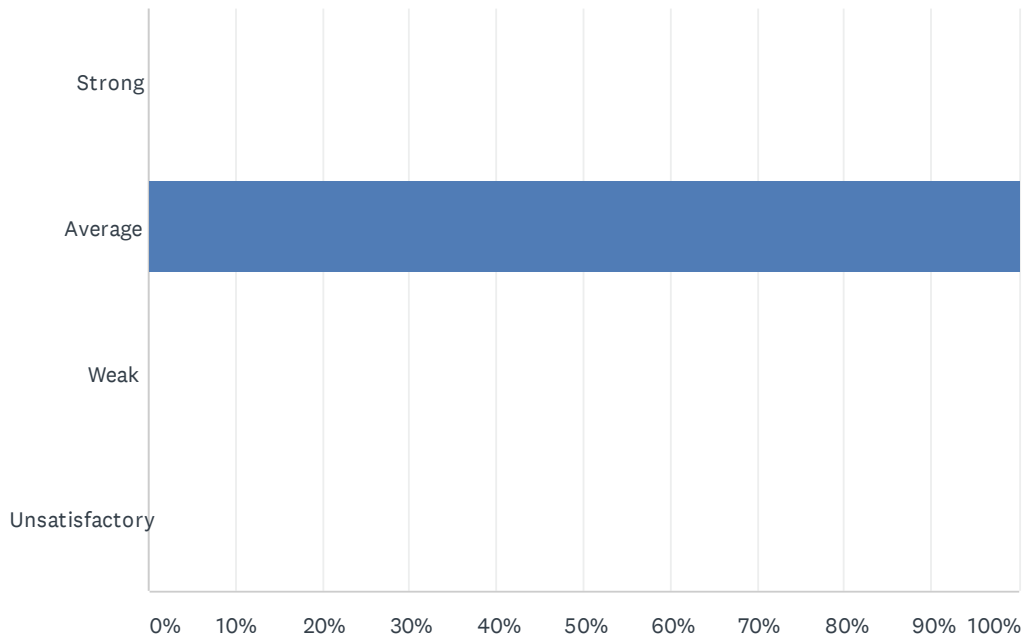
Answered: 2 Skipped: 12



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

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

Answered: 1 Skipped: 13



ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	100.00% 1
Weak	0.00% 0
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>1</b>

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

Answered: 0 Skipped: 14

 No matching responses.

ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	0.00%	0
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		0

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

Answered: 0 Skipped: 14

 No matching responses.

ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	0.00% 0
Weak	0.00% 0
Unsatisfactory	0.00% 0
TOTAL	0

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

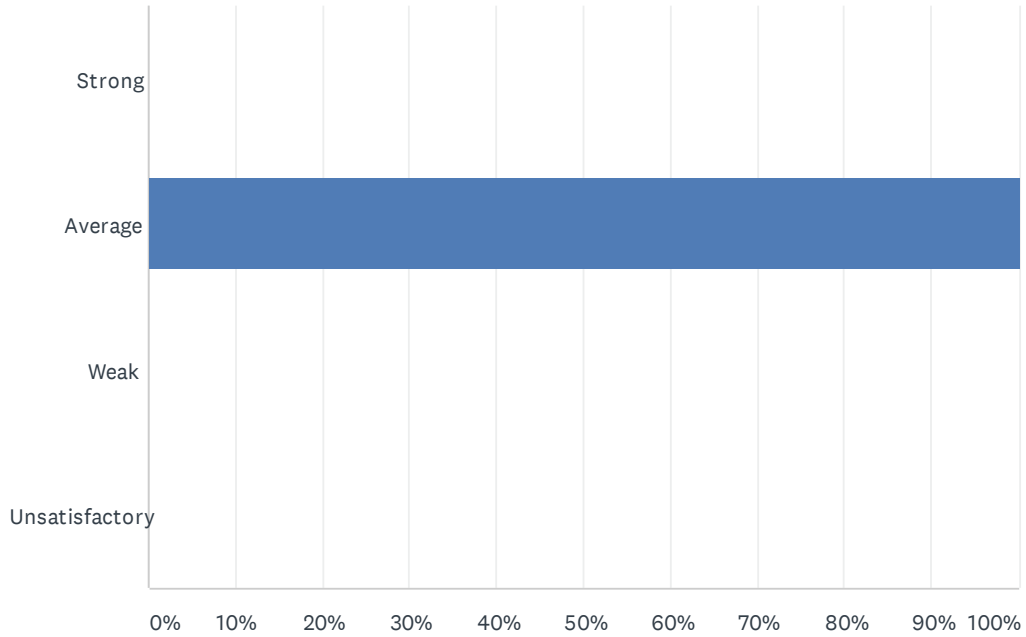
Answered: 0 Skipped: 14

 No matching responses.

ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	0.00% 0
Weak	0.00% 0
Unsatisfactory	0.00% 0
TOTAL	0

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

Answered: 1 Skipped: 13

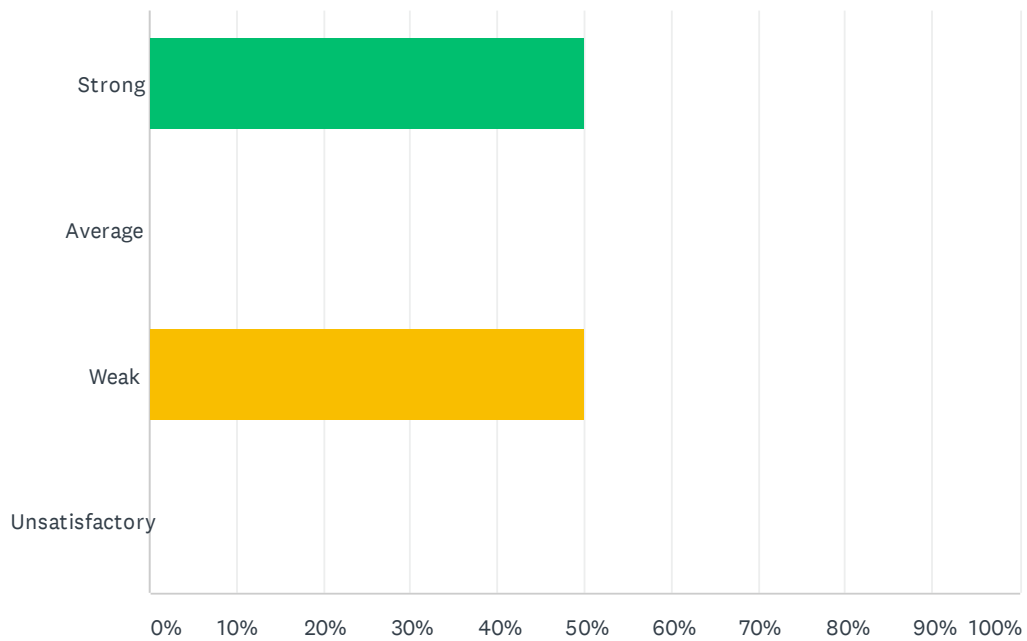


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	100.00% 1
Weak	0.00% 0
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>1</b>



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

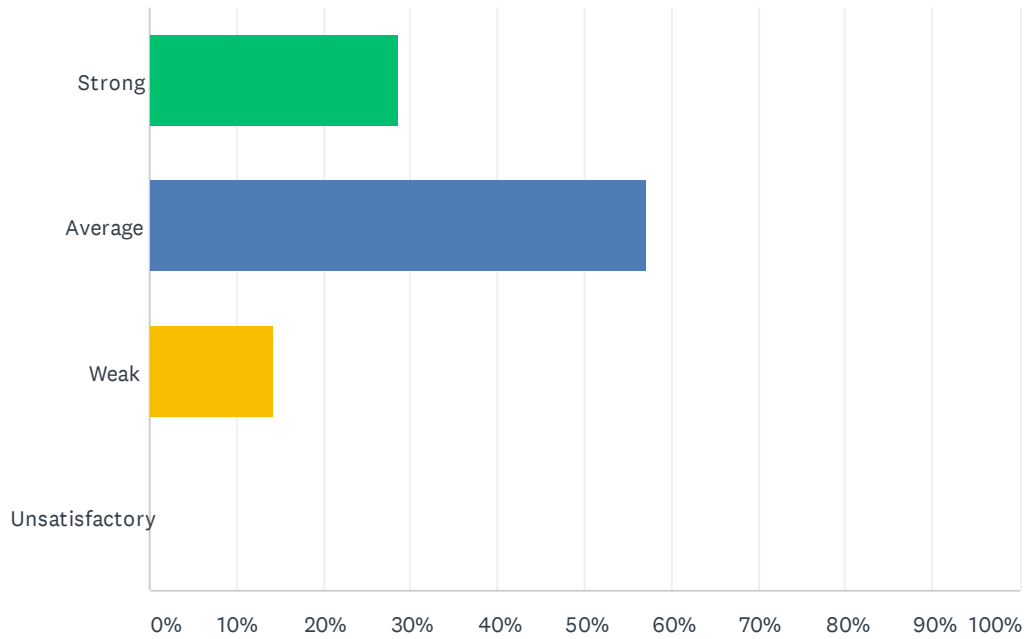
Answered: 2 Skipped: 12



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

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

Answered: 14 Skipped: 0

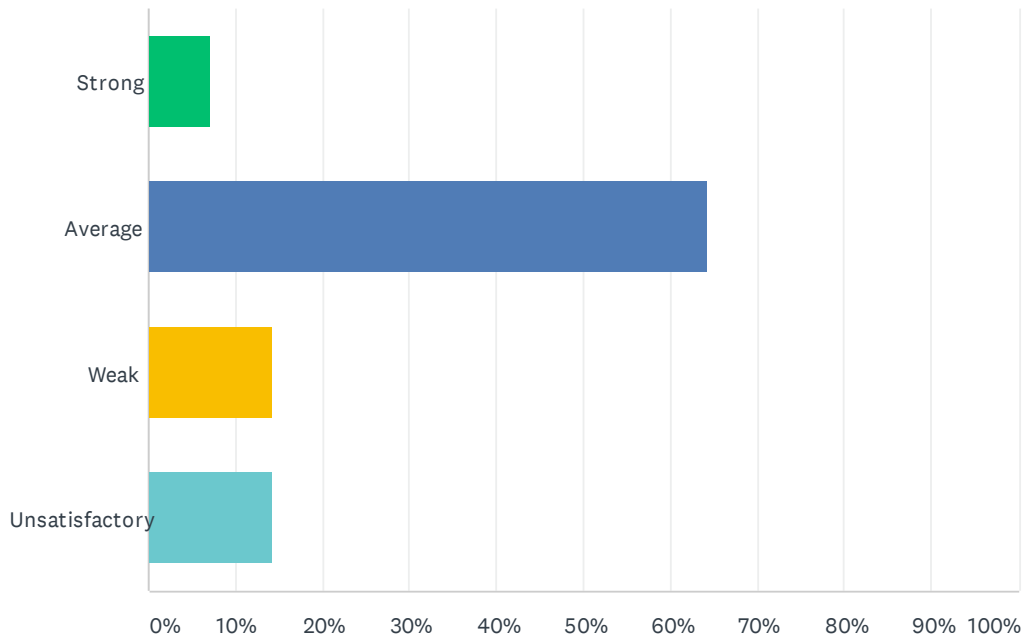


ANSWER CHOICES	RESPONSES
Strong	28.57% 4
Average	57.14% 8
Weak	14.29% 2
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
1	Although students and parents would like to go back to in person learning, they have expressed they feel safe in my virtual classroom setting. They do not feel comfortable or heard when they express safety concerns to the principal.	2/15/2021 11:46 AM

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

Answered: 14 Skipped: 0

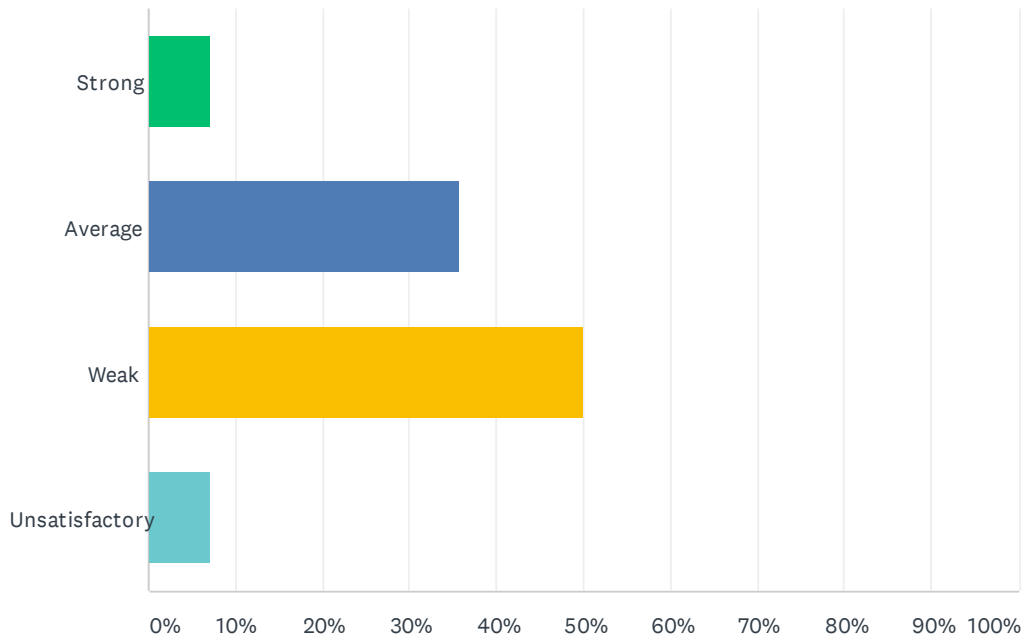


ANSWER CHOICES	RESPONSES
Strong	7.14% 1
Average	64.29% 9
Weak	14.29% 2
Unsatisfactory	14.29% 2
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
	There are no responses.	

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

Answered: 14 Skipped: 0

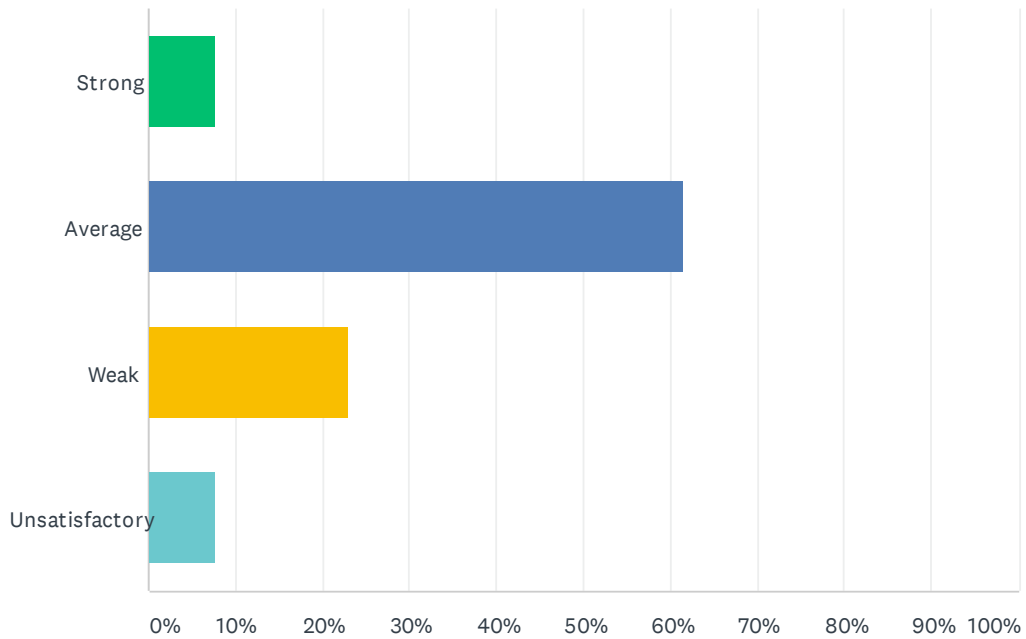


ANSWER CHOICES	RESPONSES
Strong	7.14% 1
Average	35.71% 5
Weak	50.00% 7
Unsatisfactory	7.14% 1
<b>TOTAL</b>	<b>14</b>

#	COMMENT	DATE
	There are no responses.	

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

Answered: 13 Skipped: 1

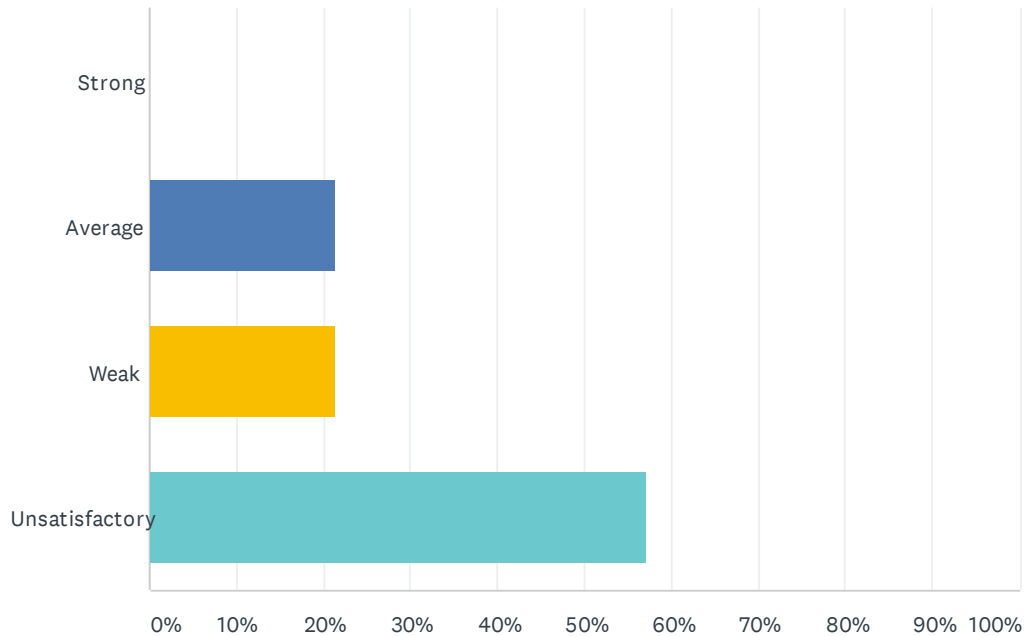


ANSWER CHOICES	RESPONSES
Strong	7.69% 1
Average	61.54% 8
Weak	23.08% 3
Unsatisfactory	7.69% 1
<b>TOTAL</b>	<b>13</b>

#	COMMENT	DATE
1	There is no support only accusations.	2/23/2021 11:46 AM

## Q34 My site has a positive atmosphere.

Answered: 14 Skipped: 0

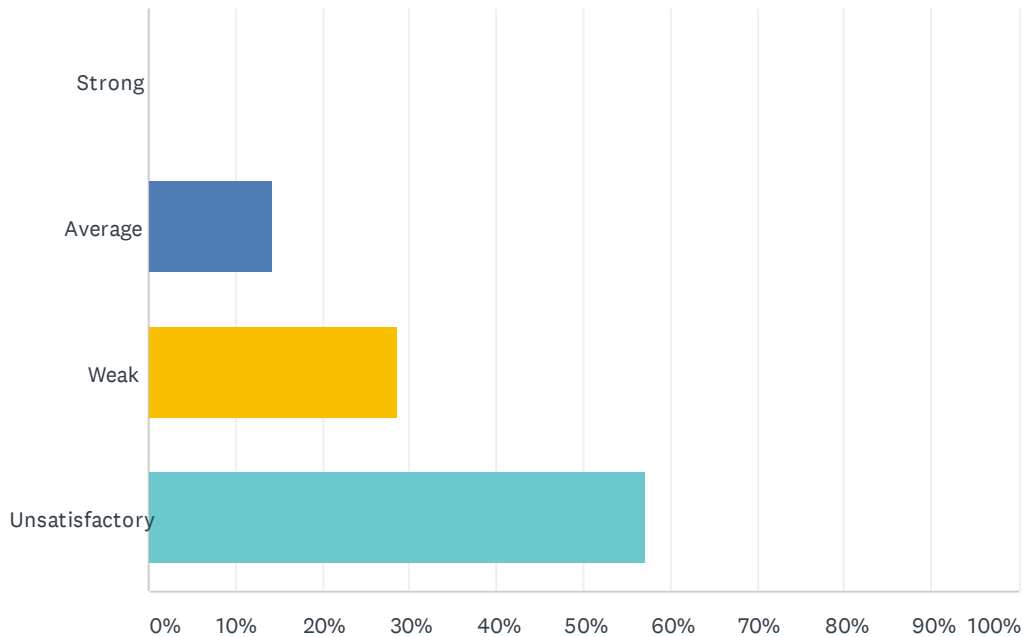


ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	21.43%	3
Weak	21.43%	3
Unsatisfactory	57.14%	8
<b>TOTAL</b>		<b>14</b>

#	COMMENT	DATE
1	No, it is not a positive atmosphere.	2/18/2021 11:55 PM
2	The teachers are wonderful and beyond supportive to each other and students. Unfortunately, the principal has created an uncomfortable and timid atmosphere.	2/15/2021 11:46 AM
3	We do not have any positive atmosphere at our school site. Everybody is always feeling like they are on eggshells when they have to talk to her. The staff is intimidated by her attitude toward them. She tends to hold grudges towards anybody who disagrees with her. She tends to be meaner to new teachers and to older staff members.	2/4/2021 4:48 PM
4	I work with a great team of teachers. Without their help, I would be lost for sure.	2/3/2021 5:34 PM

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

Answered: 14 Skipped: 0



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

#	COMMENT	DATE
1	Save yourself, don't come here.	2/23/2021 1:07 PM
2	Roosevelt has a great staff, families, and students. Unfortunately, we have a terrible Principal that makes people question whether being a teacher is worth it. Stay away until she is gone.	2/23/2021 11:46 AM
3	I don't know how they would be treated by the principal. I would not want them to be subjected to claims that could be meritless and unprofessional from administration.	2/15/2021 11:46 AM
4	I would never recommend a person to come to our site. I would if we had a different principal.	2/4/2021 4:48 PM