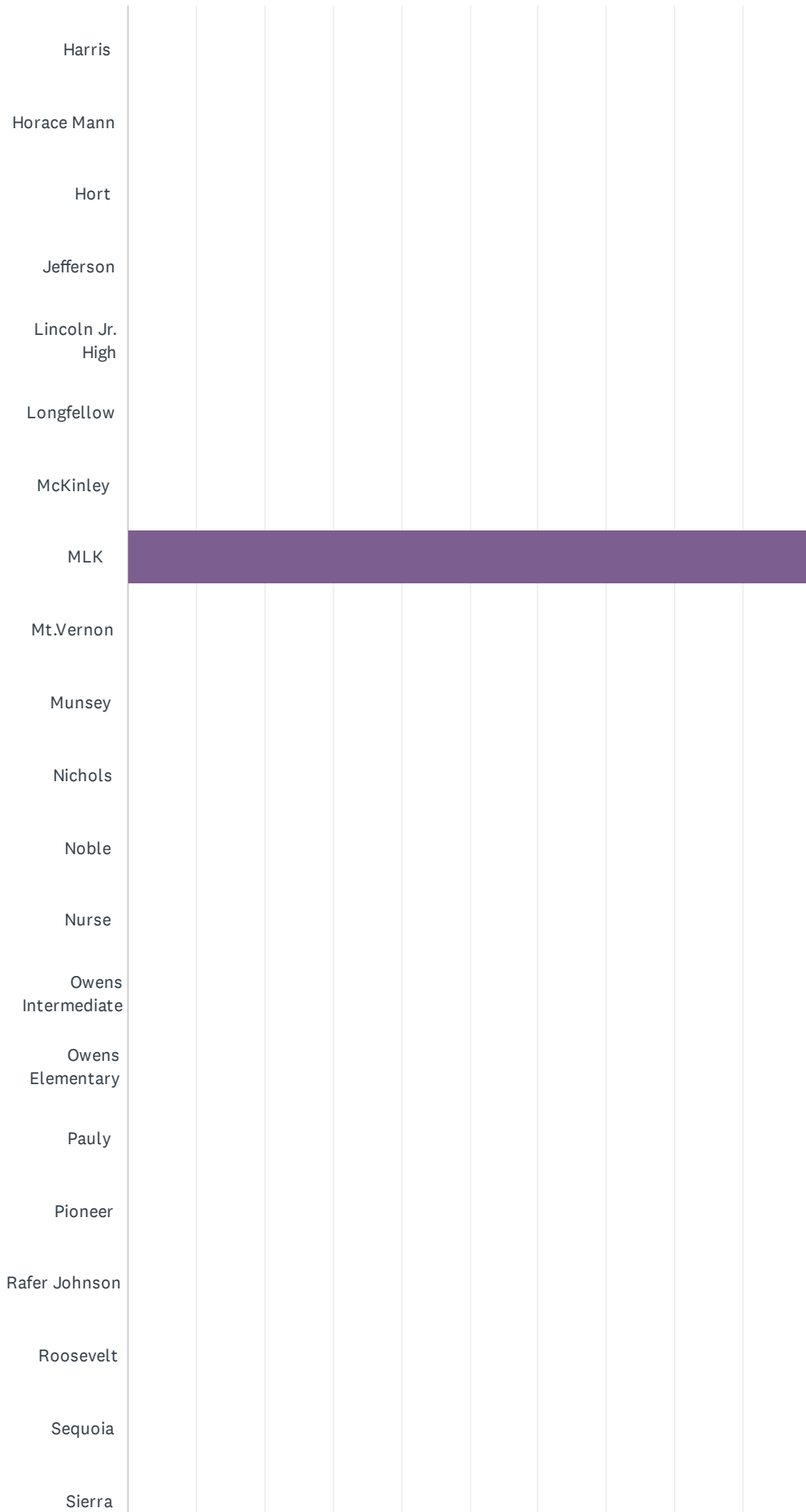


Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

Answered: 11 Skipped: 0

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

2022-2023 BETA Administration/Site Climate Survey



2022-2023 BETA Administration/Site Climate Survey



2022-2023 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	0.00%	0
MLK	100.00%	11
Mt. Vernon	0.00%	0
Munsey	0.00%	0
Nichols	0.00%	0
Noble	0.00%	0
Nurse	0.00%	0
Owens Intermediate	0.00%	0

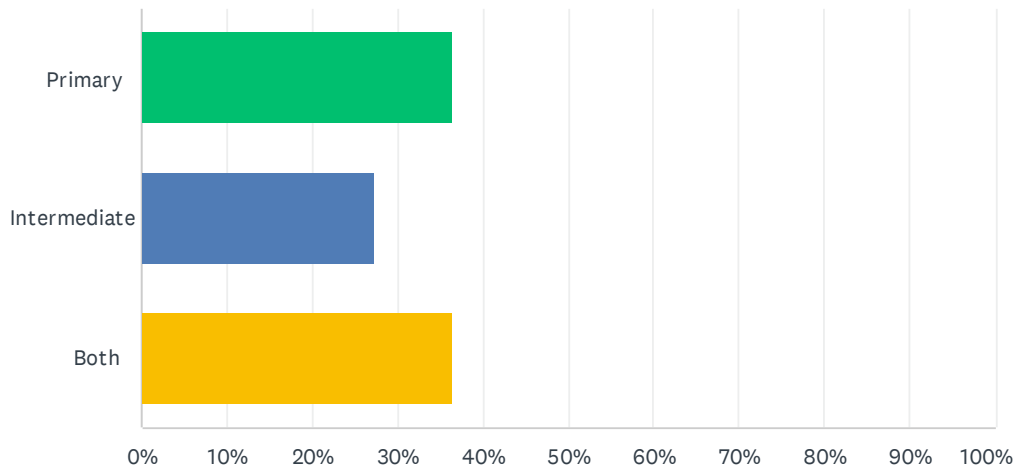
2022-2023 BETA Administration/Site Climate Survey

Owens Elementary	0.00%	0
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/Specialist	0.00%	0
Stella Hills	0.00%	0
Stiern	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: 11		

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

Q2 Instructional Grade Level or Support Services

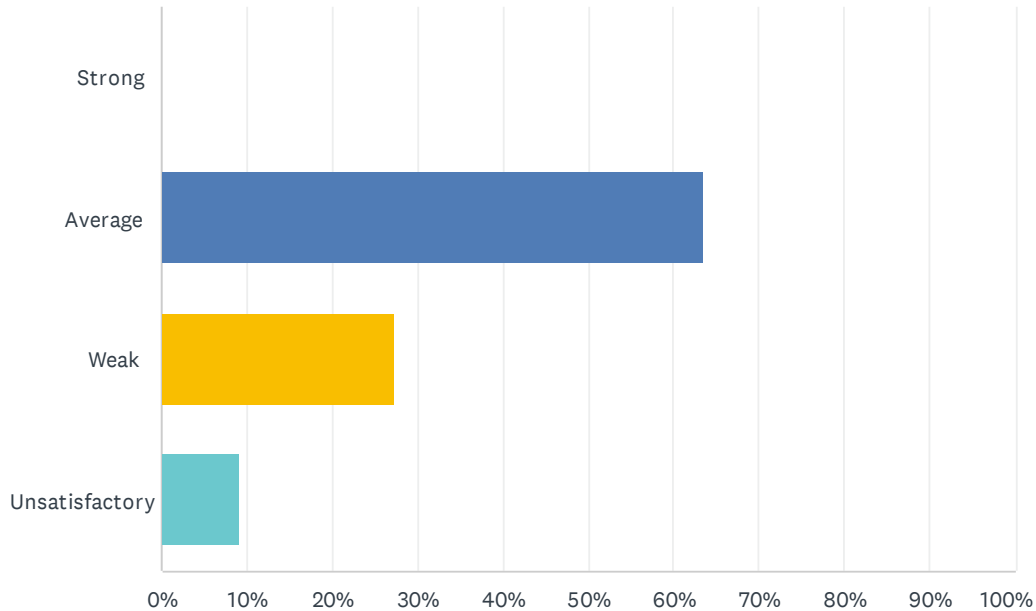
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Primary	36.36%	4
Intermediate	27.27%	3
Both	36.36%	4
TOTAL		11

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

Answered: 11 Skipped: 0

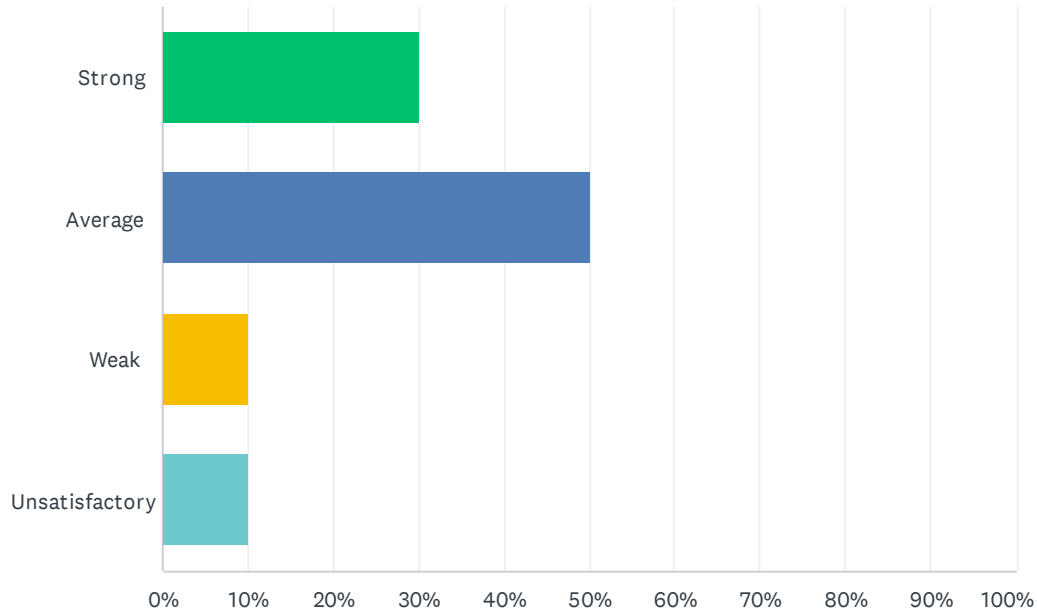


ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	63.64%	7
Weak	27.27%	3
Unsatisfactory	9.09%	1
TOTAL		11

#	COMMENTS:	DATE
1	I feel that the admins are sensitive to the needs of the staff and students, but many times it seems that when a student is repeatedly causing issues or being harmful to others, there are no real consequences for their actions.	2/4/2023 10:42 AM
2	Being sensitive by listening to valid concerns is one thing, taking action to correct the issues is where we are lacking.	1/24/2023 5:42 PM
3	Admin does interact or make any connections with my students.	1/20/2023 2:44 PM
4	Marked weak as lack of communication makes it impossible to really know what admin is doing or not doing	1/19/2023 2:15 PM

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

Answered: 10 Skipped: 1

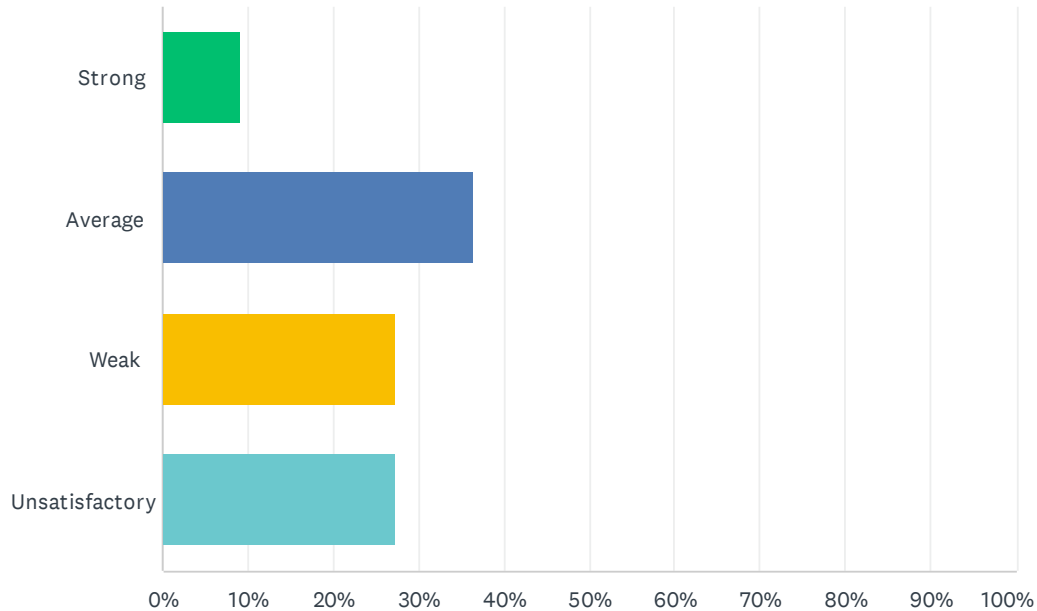


ANSWER CHOICES	RESPONSES	
Strong	30.00%	3
Average	50.00%	5
Weak	10.00%	1
Unsatisfactory	10.00%	1
TOTAL		10

#	COMMENT	DATE
1	Could be more personable	2/11/2023 7:37 AM
2	There are times that I feel valued, but it's over shadowed by lack of consistency.	1/24/2023 5:42 PM
3	Admin avoids me and my students.	1/20/2023 2:44 PM
4	lack of communication, time is not respected and meetings often start late and run longer than needed as admin is not organized and often goes off in random directions	1/19/2023 2:15 PM

Q5 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 11 Skipped: 0

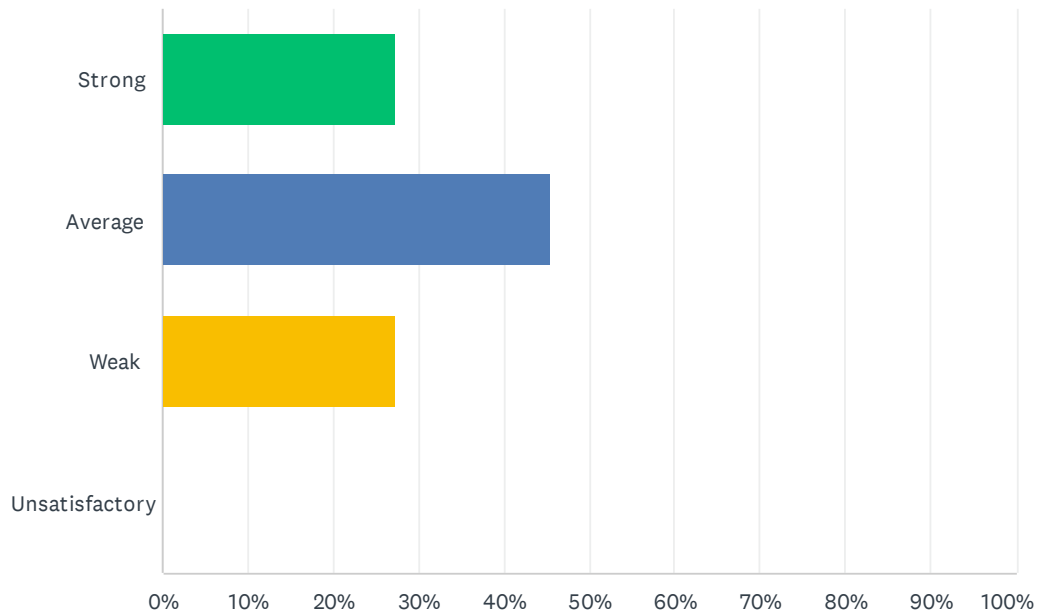


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	36.36% 4
Weak	27.27% 3
Unsatisfactory	27.27% 3
TOTAL	11

#	COMMENT:	DATE
1	Not often unless being observed	2/11/2023 7:37 AM
2	They do a good job of not being disruptive, but I have received no feedback this year.	1/24/2023 5:42 PM
3	I think each of them has come once or twice to ask a question but that is it.	1/20/2023 2:44 PM
4	No feedback has been received	1/19/2023 2:15 PM

Q6 Site administration follows the contract and respects personal rights.

Answered: 11 Skipped: 0

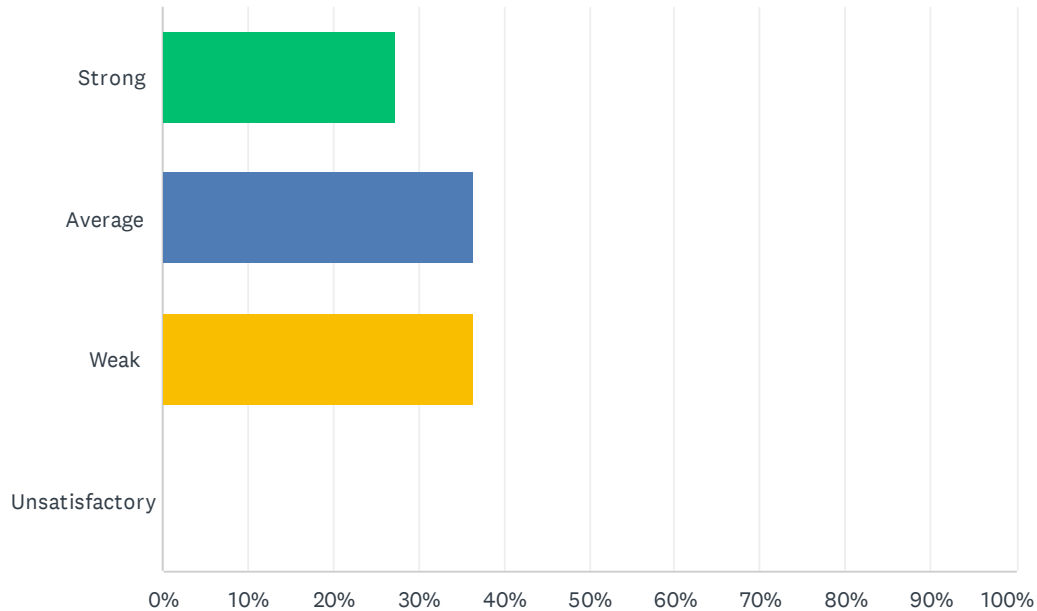


ANSWER CHOICES	RESPONSES	
Strong	27.27%	3
Average	45.45%	5
Weak	27.27%	3
Unsatisfactory	0.00%	0
TOTAL		11

#	COMMENTS:	DATE
1	I do strongly agree that they respect personal rights. One academic coach has suggested several times that we should just do some work on our off time. (I do realize that most teachers do, however it should not necessarily be suggested on a regular basis like it is expected.) I am curious about our contract as it applies to rainout day schedules when we do not get the full break at the morning recess nor our full 40min lunch break. If we are only allowed 20min for lunch are we still required to stay until the end of our contracted time? Just curious.	2/4/2023 10:42 AM
2	For the first part of the year, I couldn't take my lunch break due to not being fully staffed.	1/20/2023 2:44 PM
3	New admin does not always seem to know contract language , on the positive seems to make corrections as soon as it is brought to her attention but lack of knowledge causes undue stress with staff	1/19/2023 2:15 PM

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

Answered: 11 Skipped: 0

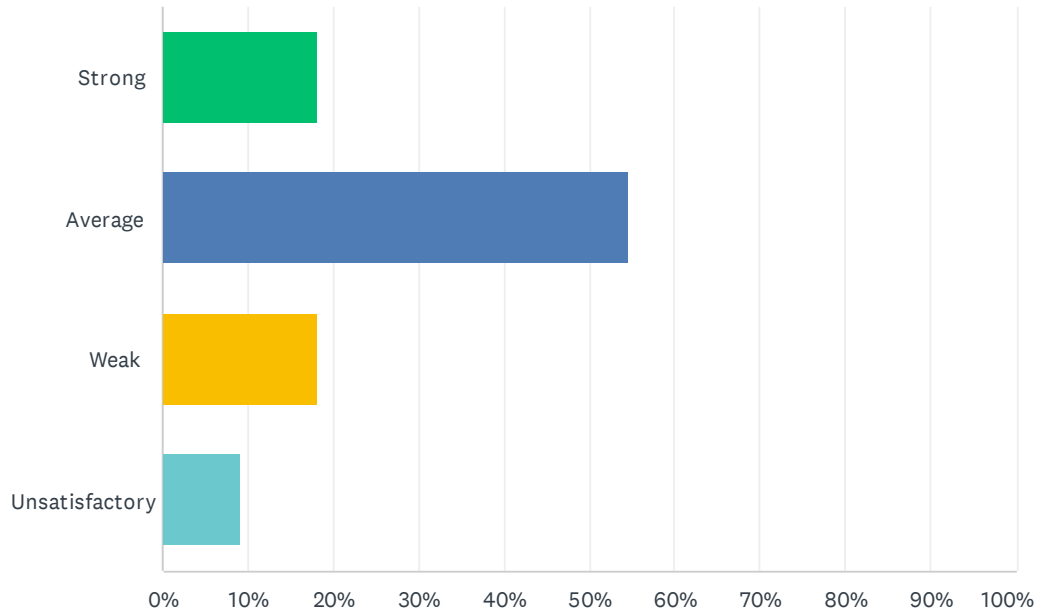


ANSWER CHOICES	RESPONSES	
Strong	27.27%	3
Average	36.36%	4
Weak	36.36%	4
Unsatisfactory	0.00%	0
TOTAL		11

#	COMMENT	DATE
1	It seems like everyone is a substitute teacher and doesn't get to do their jobs way too often	1/19/2023 2:15 PM

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

Answered: 11 Skipped: 0

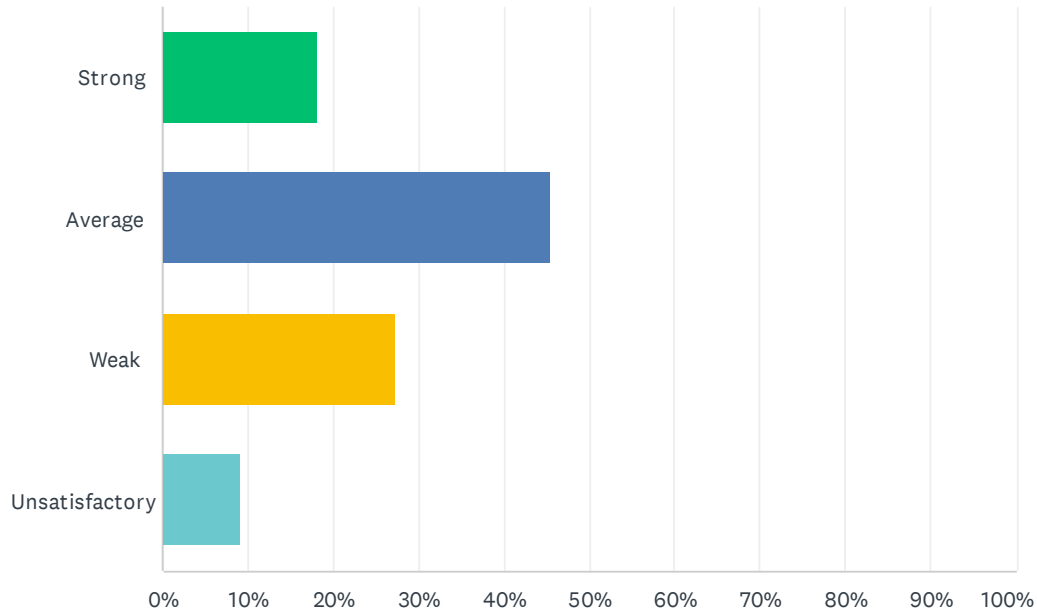


ANSWER CHOICES	RESPONSES	
Strong	18.18%	2
Average	54.55%	6
Weak	18.18%	2
Unsatisfactory	9.09%	1
TOTAL		11

#	COMMENTS:	DATE
1	When students are removed from class or taken aside during recess, 9/10 times, teachers are not notified of their location.	2/4/2023 10:42 AM
2	Not at all.	1/20/2023 2:44 PM
3	Serious lack of communication in a timely manner, or the emails are so long that they have to be read multiple times to figure out what admin is talking about	1/19/2023 2:15 PM

Q9 Administration supports staff against attacks and criticism from parents.

Answered: 11 Skipped: 0

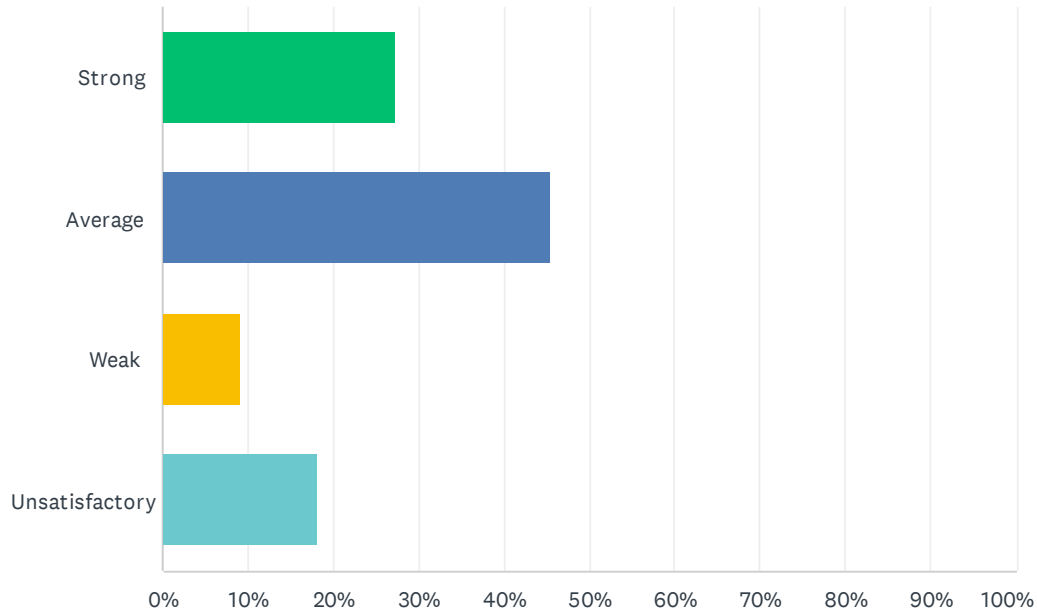


ANSWER CHOICES	RESPONSES	
Strong	18.18%	2
Average	45.45%	5
Weak	27.27%	3
Unsatisfactory	9.09%	1
TOTAL		11

#	COMMENTS:	DATE
1	Admin seems to move kids from class to class to avoid conflicts, often making teacher lose any position of authority with students that were showing the negative behaviors...admin does call teacher in to hear their side and give advice when a parent complains	1/19/2023 2:15 PM

Q10 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 11 Skipped: 0

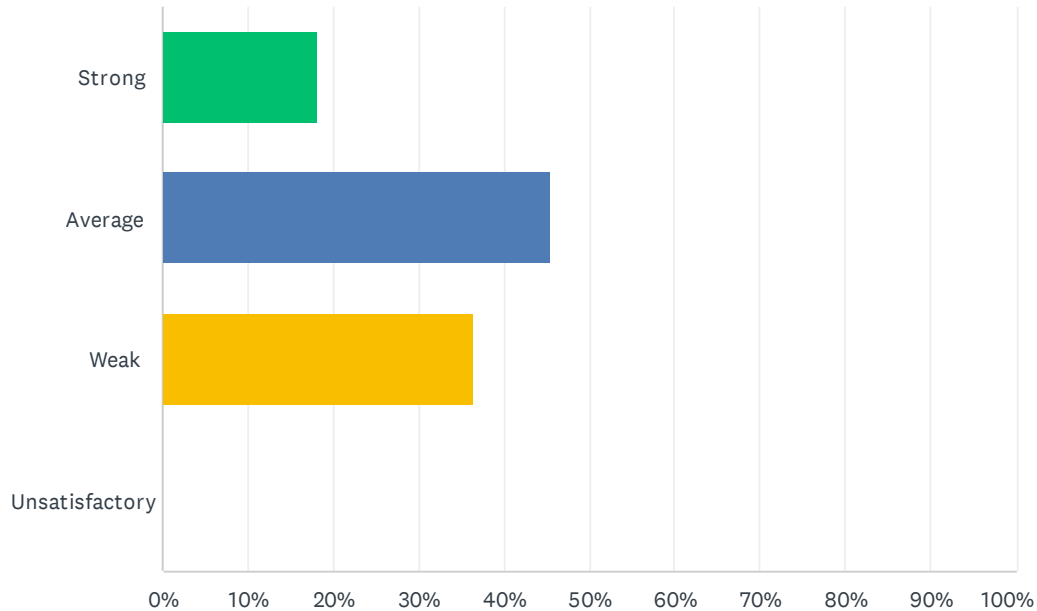


ANSWER CHOICES		RESPONSES	
Strong		27.27%	3
Average		45.45%	5
Weak		9.09%	1
Unsatisfactory		18.18%	2
TOTAL			11

#	COMMENT	DATE
1	The VP does a great job of treating everyone equally.	1/24/2023 5:42 PM

Q11 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 11 Skipped: 0

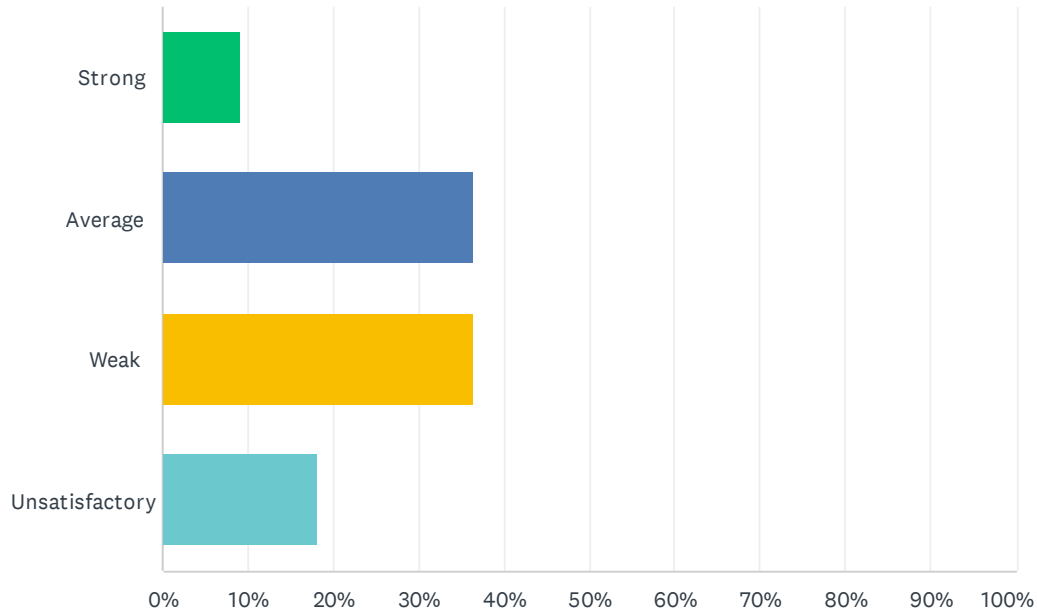


ANSWER CHOICES	RESPONSES	
Strong	18.18%	2
Average	45.45%	5
Weak	36.36%	4
Unsatisfactory	0.00%	0
TOTAL		11

#	COMMENTS	DATE
1	Admin is supportive of discipline procedures and guidelines. However, I do wish there was a separate location for detention as it is easy for students to simply walk away and go to recess instead.	2/4/2023 10:42 AM
2	Lots of student movement between classes (and grade levels). Sometimes the actual roster gets changed and the move is permanent sometimes it is for a few hours or days, the classroom teacher is not always even notified of the changes.	1/19/2023 2:15 PM

Q12 The administration has been supportive and minimized additional stress.

Answered: 11 Skipped: 0

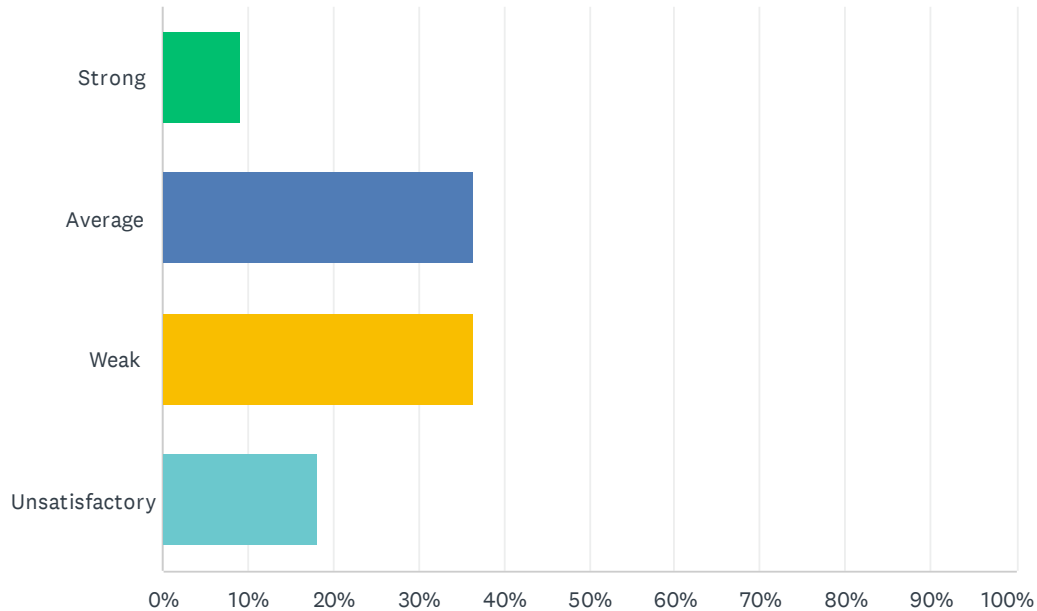


ANSWER CHOICES	RESPONSES	
Strong	9.09%	1
Average	36.36%	4
Weak	36.36%	4
Unsatisfactory	18.18%	2
TOTAL		11

#	COMMENT	DATE
1	Because there are so many behaviors and they don't seem to have adequate consequences, it does create additional stress trying to figure out what is going on with students and helping them realize that their behavior and attitudes need to improve.	2/4/2023 10:42 AM
2	The undo stress has been incredible this year because of the lack of planning on the principals part with everything from assemblies to lock down procedures.	1/24/2023 5:42 PM
3	Admin does not support for stress.	1/20/2023 2:44 PM
4	Lack of timely, clear communication causes lots of stress When emails are sent there are often multiple and they typically come out on the weekend, instead of being scheduled for appropriate times Emails are sent out to all staff even when the information doesn't apply to all, leading to the unnecessary length Most staff members are stressed and gripe a lot but do not feel that saying anything will help	1/19/2023 2:15 PM

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

Answered: 11 Skipped: 0

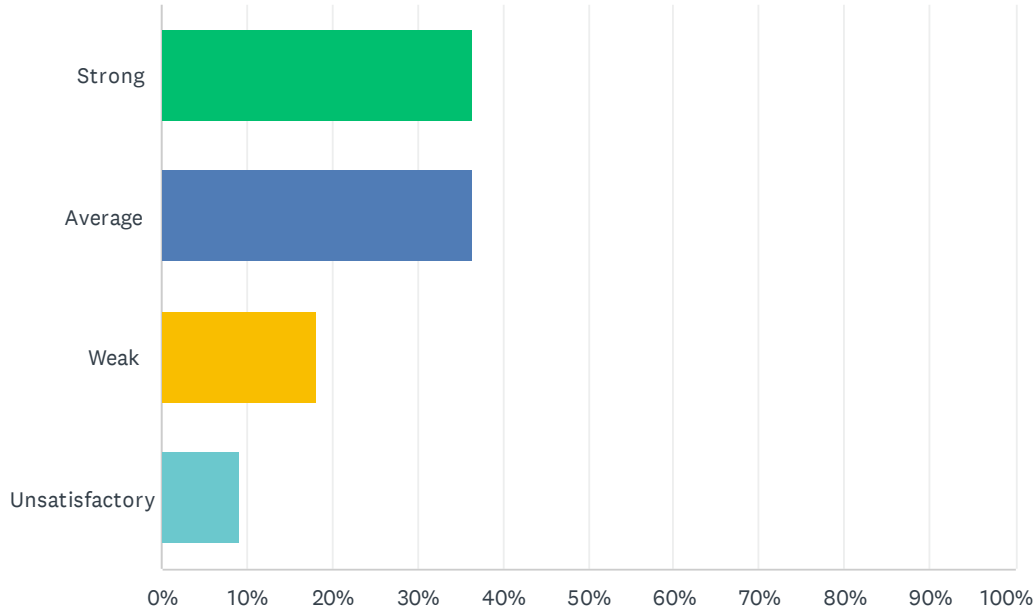


ANSWER CHOICES	RESPONSES	
Strong	9.09%	1
Average	36.36%	4
Weak	36.36%	4
Unsatisfactory	18.18%	2
TOTAL		11

#	COMMENT	DATE
1	They attempt to communicate about everything, but it's not always timely. More advanced notice will be nice.	3/13/2023 10:07 AM
2	When there are issues with students and they speak to admin, specifically the campus supervisors, teachers are not notified of the situation, consequences, or their location while out of the classroom. If a student is being moved to another classroom temporarily, we are usually not notified until that day and are not given adequate time to prepare materials for the student.	2/4/2023 10:42 AM
3	Admin will tell me what expectations are but I feel they need to know what I expect from them.	1/20/2023 2:44 PM
4	Admin is far from effective or timely, she always seems frazzled and overwhelmed When she (Stamper) shares expectations it is obvious that she is passing on district information and doesn't always seem like she is confident in her explanations, when it is her expectation she is too worried about seeming like she doesn't trust staff so she often wavers and makes changes which is stressful and confusing	1/19/2023 2:15 PM

Q14 Does your administrator impact the working conditions, positively or negatively, at your worksite?

Answered: 11 Skipped: 0

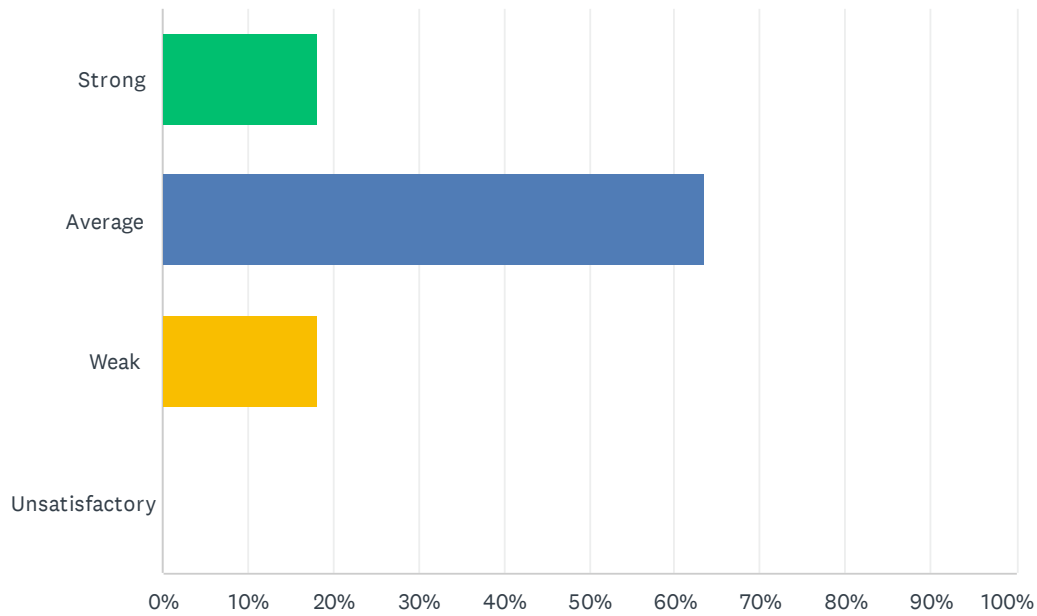


ANSWER CHOICES	RESPONSES	
Strong	36.36%	4
Average	36.36%	4
Weak	18.18%	2
Unsatisfactory	9.09%	1
TOTAL		11

#	COMMENT:	DATE
1	I believe our principal impacts working conditions very positively. She is aware of the struggles of the classroom and is very supportive of all staff and students.	2/4/2023 10:42 AM
2	It has been impacted negatively by my principal. I, and many of the teachers that I have talked to, will be leaving if she is still here. She is a nice person, but I have lost all trust in her abilities to lead. While her intentions are good, her skills are hampering our schools ability to thrive.	1/24/2023 5:42 PM
3	negatively	1/20/2023 2:44 PM
4	Stamper seems in way over her head, putting a brand new principal at a brand new school was a bad idea. She lacks confidence, organization and other skills that make a good leader. Kindness can only get you so far. The vision for King was that it was a STEAM School, and it seems to be just like all BCSD schools at this point and I don't know if that is a district decision or admin, but it is sad either way. Our VP doesn't seem to have a lot of say so when it comes to decisions yet Stamper is so busy that many things just don't get done.	1/19/2023 2:15 PM

Q15 Site staff is involved in setting school policies and budgetary priorities.

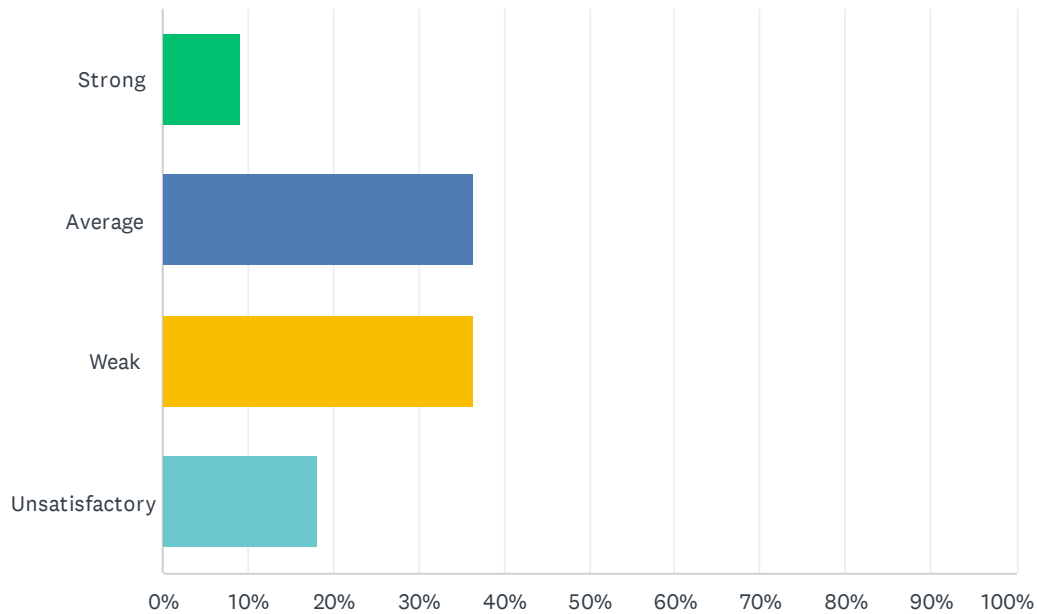
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	18.18%	2
Average	63.64%	7
Weak	18.18%	2
Unsatisfactory	0.00%	0
TOTAL		11

Q16 Site meetings are productive and not excessive.

Answered: 11 Skipped: 0

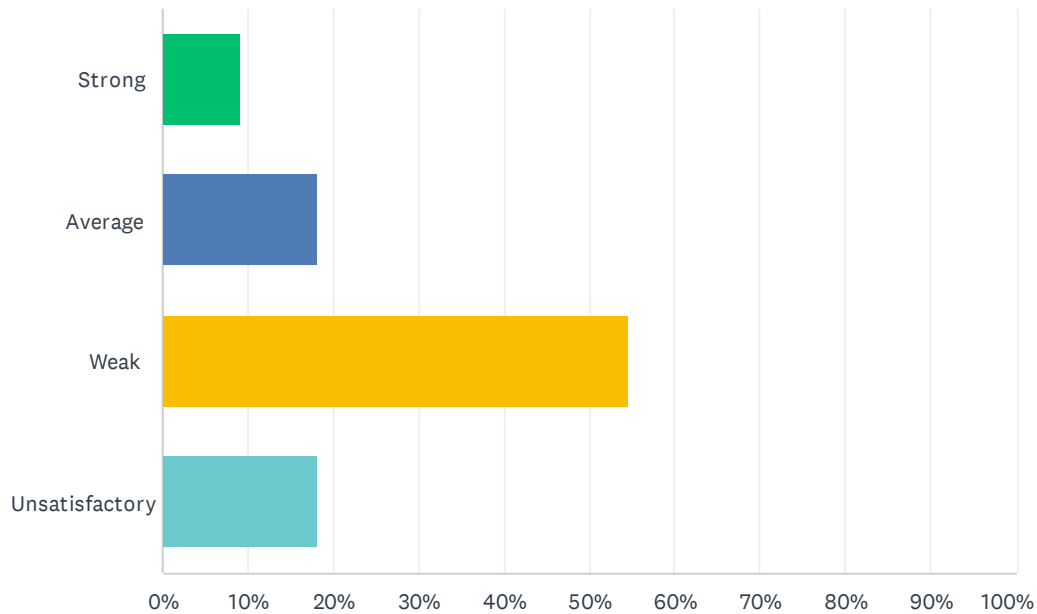


ANSWER CHOICES	RESPONSES	
Strong	9.09%	1
Average	36.36%	4
Weak	36.36%	4
Unsatisfactory	18.18%	2
TOTAL		11

#	COMMENT	DATE
1	Not productive	3/13/2023 12:37 PM
2	We do not have a lot of full staff meetings. When we do Stamper usually is unorganized and starts 10-15 late. She blabs on and on about stuff that is not relevant. She started something called PLC plus this year and it is a huge waste of time as we do not get it to plan together like we need.	1/19/2023 2:20 PM

Q17 Meetings are not excessive and have been productive.

Answered: 11 Skipped: 0

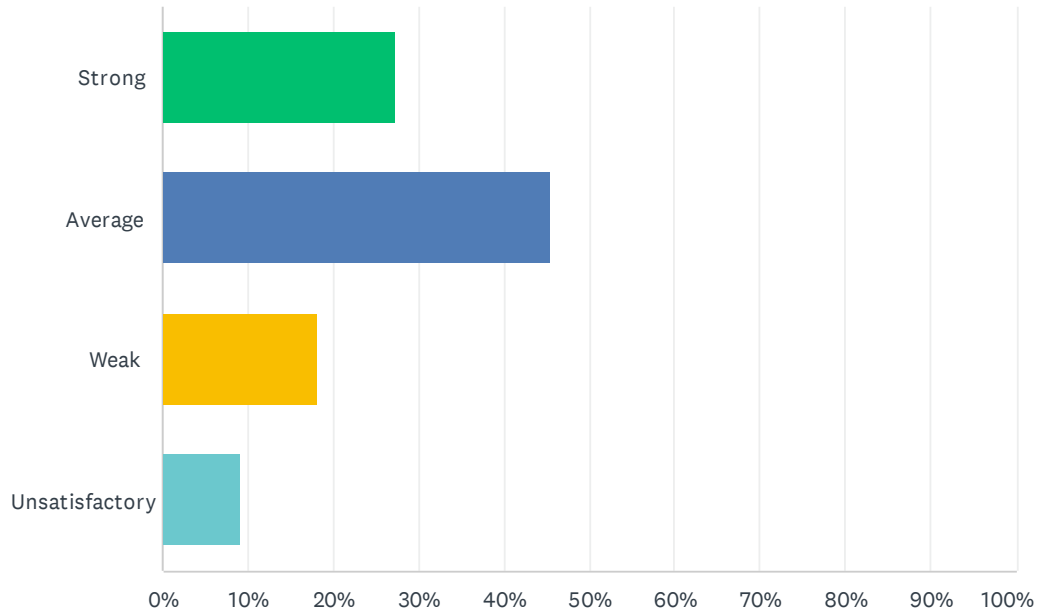


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	18.18% 2
Weak	54.55% 6
Unsatisfactory	18.18% 2
TOTAL	11

#	COMMENT	DATE
1	Not productive	3/13/2023 12:37 PM
2	This has been much better this year.	1/24/2023 5:44 PM
3	On late starts, so much time is wasted repeating the same thing, and not enough time for planning.	1/20/2023 2:46 PM
4	Productive is not a word I would ever use to describe any meeting at King. They all lack timeliness and focus. Our time is not respected.	1/19/2023 2:20 PM

Q18 My site receives daily consecutive uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 11 Skipped: 0

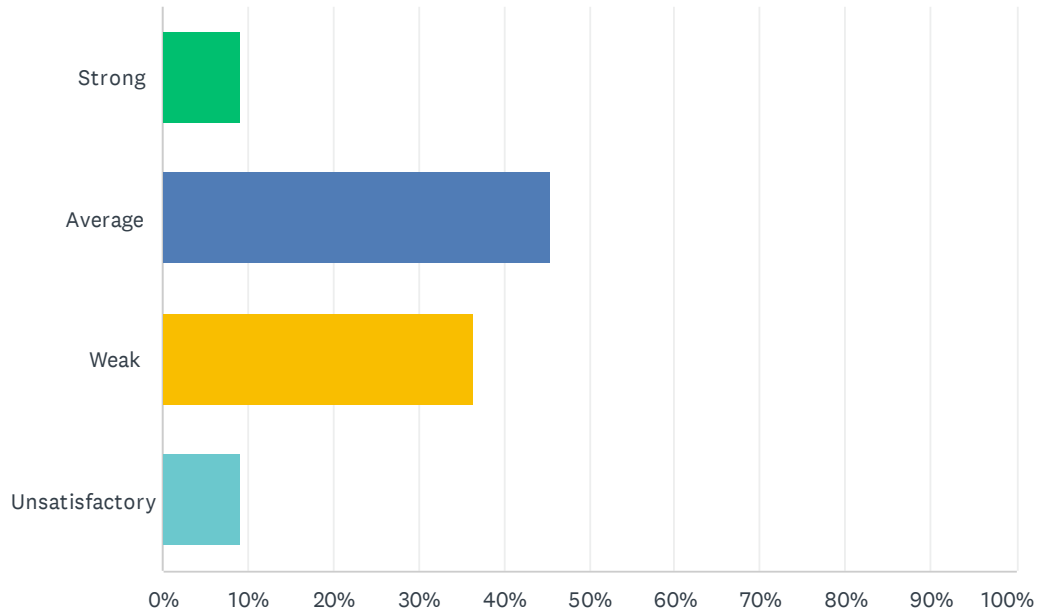


ANSWER CHOICES	RESPONSES	
Strong	27.27%	3
Average	45.45%	5
Weak	18.18%	2
Unsatisfactory	9.09%	1
TOTAL		11

#	COMMENT	DATE
	There are no responses.	

Q19 Staff is given time to input district required data (ie. Benchmarks, Dibels, CFAs, Report Cards, etc).

Answered: 11 Skipped: 0

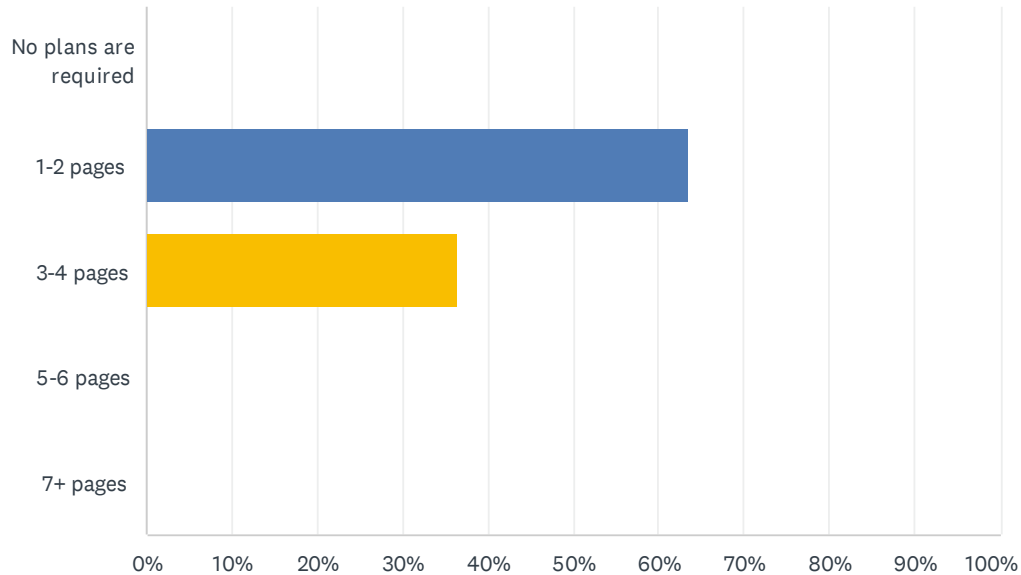


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	45.45% 5
Weak	36.36% 4
Unsatisfactory	9.09% 1
TOTAL	11

#	COMMENT:	DATE
1	During our planning time or throughout the day.	2/4/2023 10:46 AM
2	Only of you use your planning time	1/19/2023 2:20 PM

Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 11 Skipped: 0

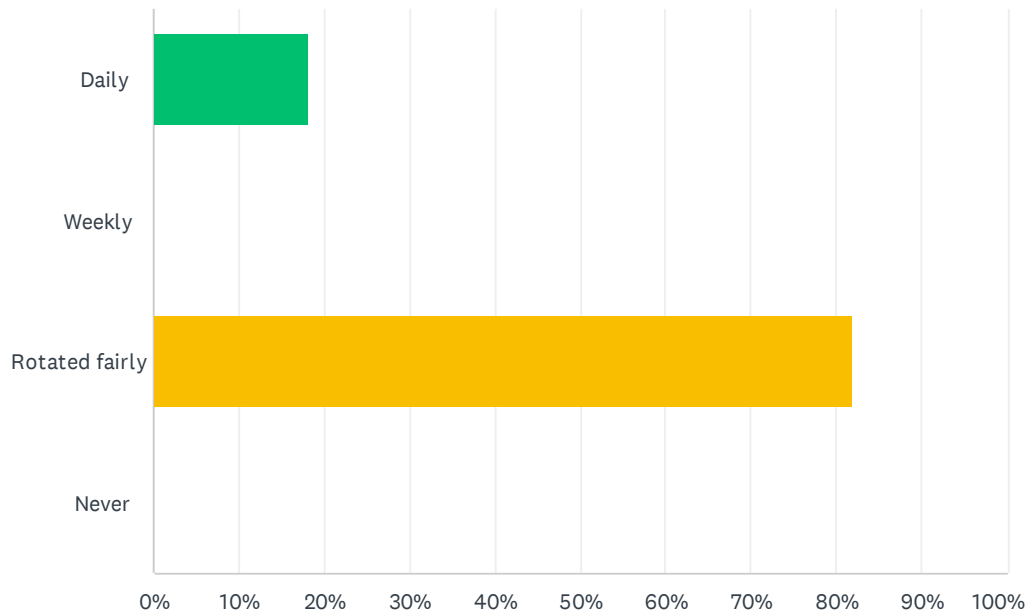


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	63.64%	7
3-4 pages	36.36%	4
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		11

#	COMMENT	DATE
1	As a grade level, we submit our weekly lesson plans with any appropriate links to curriculum as well as our learning intentions and success criteria which we then post in the classroom.	2/4/2023 10:46 AM
2	Weekly grade level plans are due by Friday morning for the following week	1/19/2023 2:20 PM

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 11 Skipped: 0

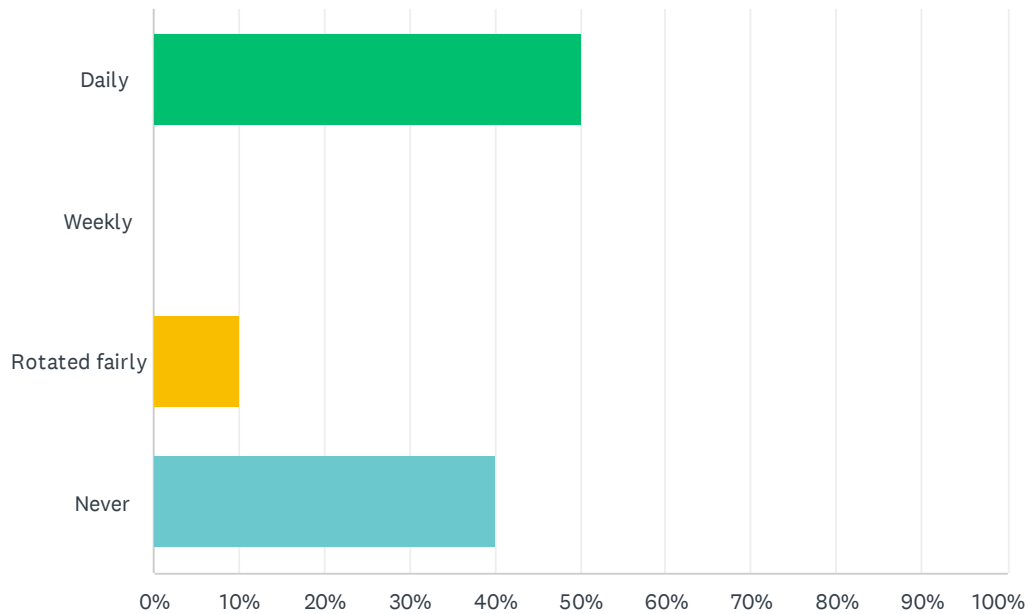


ANSWER CHOICES	RESPONSES
Daily	18.18% 2
Weekly	0.00% 0
Rotated fairly	81.82% 9
Never	0.00% 0
TOTAL	11

#	COMMENT:	DATE
1	Not always fair. Primary has more shifts than intermediate. Some intermediate teachers have 6-7 shifts and others have 3-4 shifts.	3/13/2023 12:37 PM

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 10 Skipped: 1

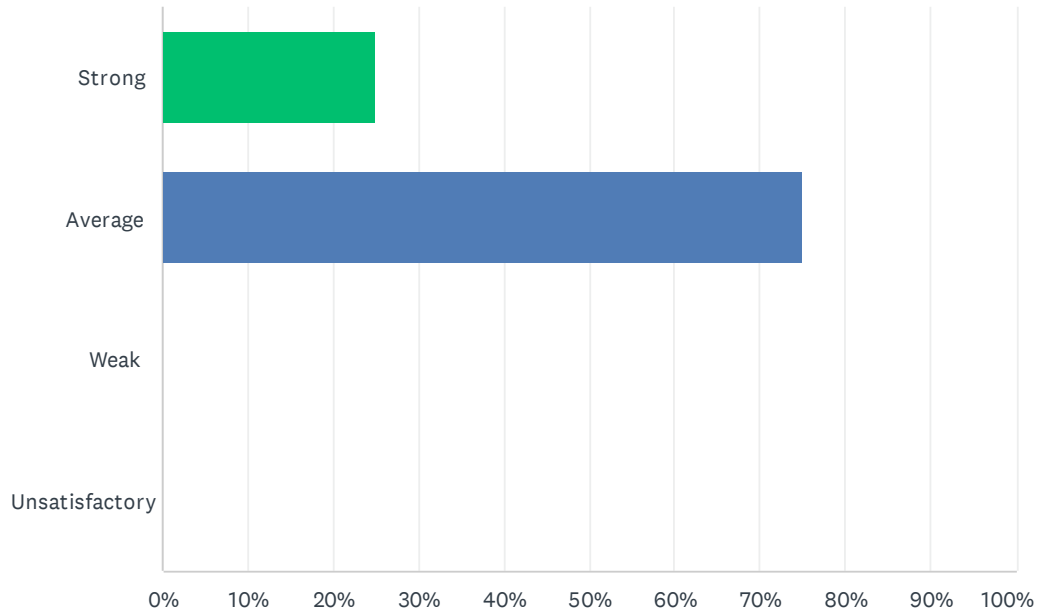


ANSWER CHOICES	RESPONSES	
Daily	50.00%	5
Weekly	0.00%	0
Rotated fairly	10.00%	1
Never	40.00%	4
TOTAL		10

#	COMMENT:	DATE
1	Support staff has assigned coverage duties at dismissal.	3/13/2023 12:37 PM

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

Answered: 4 Skipped: 7

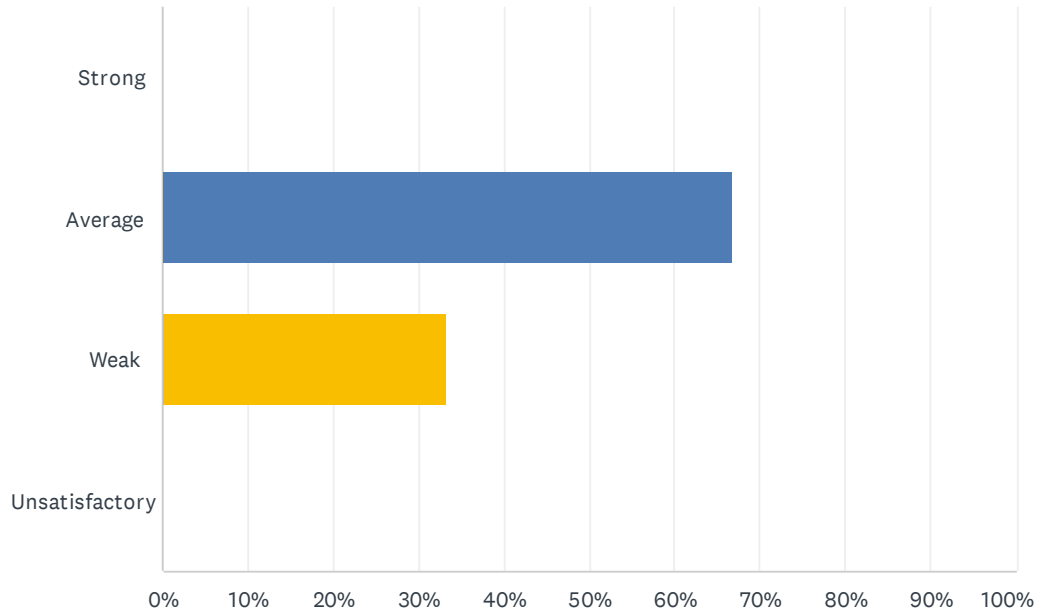


ANSWER CHOICES	RESPONSES	
Strong	25.00%	1
Average	75.00%	3
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		4

#	COMMENTS:	DATE
	There are no responses.	

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

Answered: 3 Skipped: 8

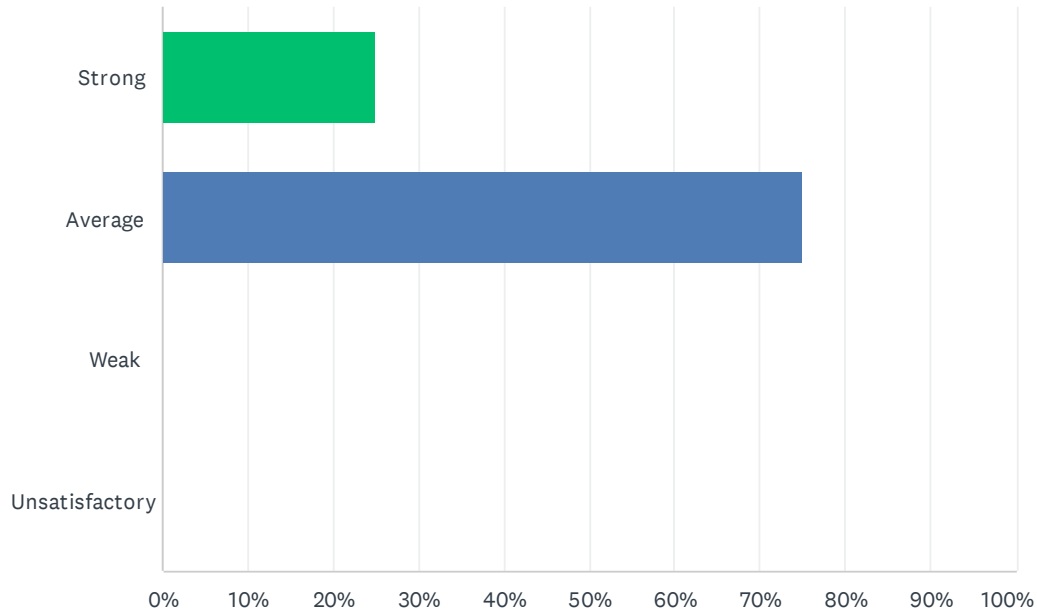


ANSWER CHOICES		RESPONSES	
Strong		0.00%	0
Average		66.67%	2
Weak		33.33%	1
Unsatisfactory		0.00%	0
TOTAL			3

#	COMMENTS:	DATE
	There are no responses.	

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

Answered: 4 Skipped: 7

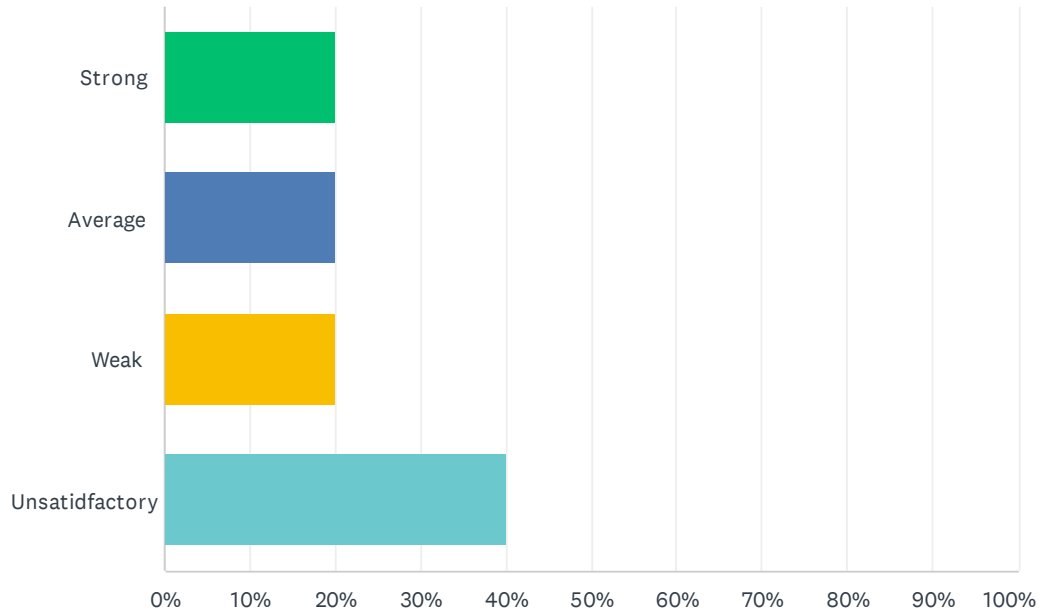


ANSWER CHOICES	RESPONSES	
Strong	25.00%	1
Average	75.00%	3
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		4

#	COMMENTS:	DATE
	There are no responses.	

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

Answered: 5 Skipped: 6

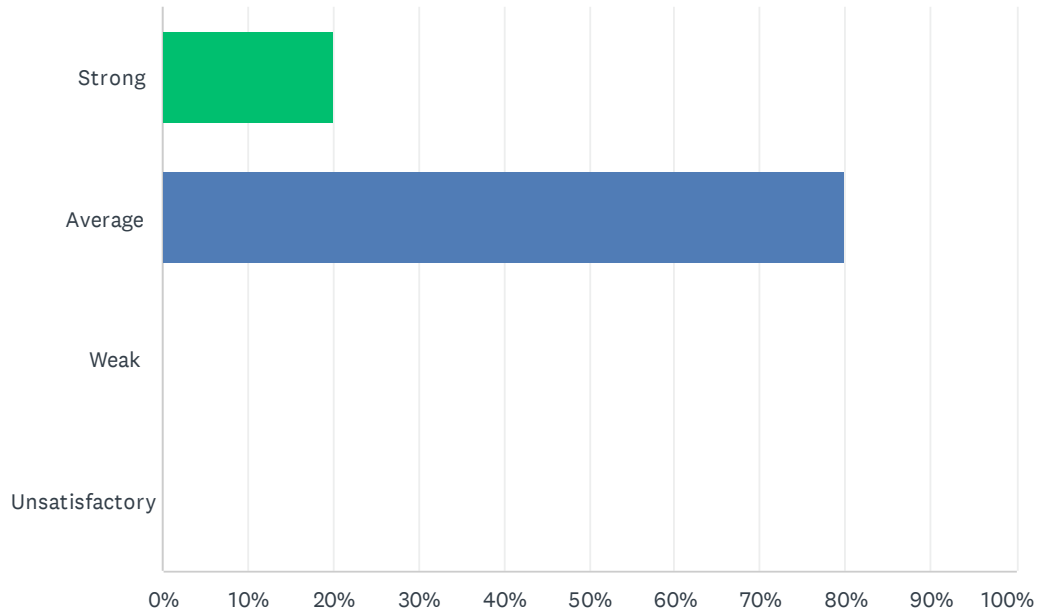


ANSWER CHOICES	RESPONSES	
Strong	20.00%	1
Average	20.00%	1
Weak	20.00%	1
Unsatisfactory	40.00%	2
TOTAL		5

#	COMMENTS:	DATE
1	They do not have access to general education materials. This is a huge issues ACROSS THE DISTRICT.	3/13/2023 12:38 PM

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

Answered: 5 Skipped: 6

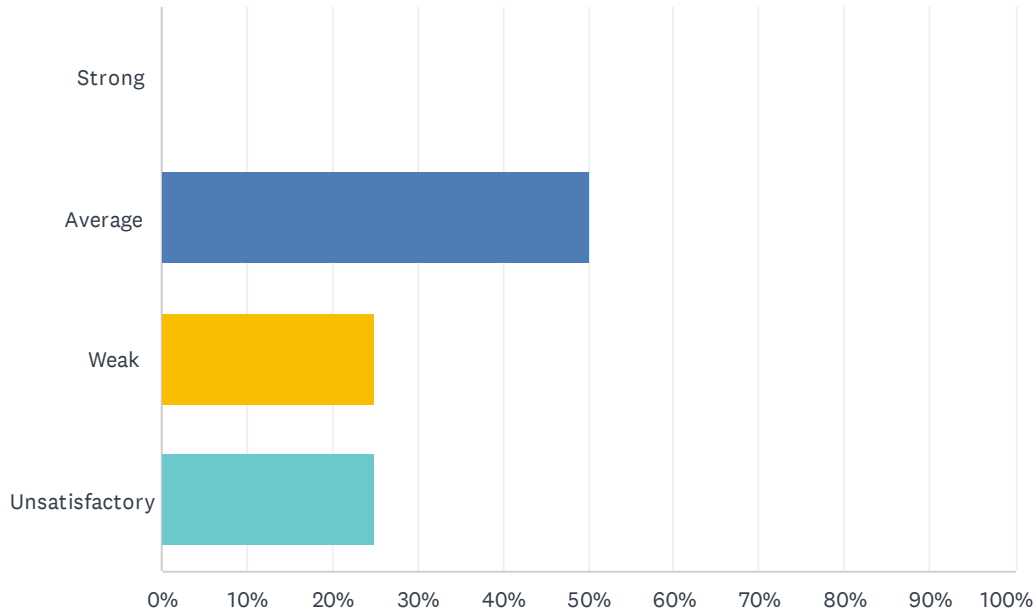


ANSWER CHOICES	RESPONSES	
Strong	20.00%	1
Average	80.00%	4
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		5

#	COMMENTS:	DATE
1	I would like more training	1/24/2023 5:46 PM

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

Answered: 4 Skipped: 7

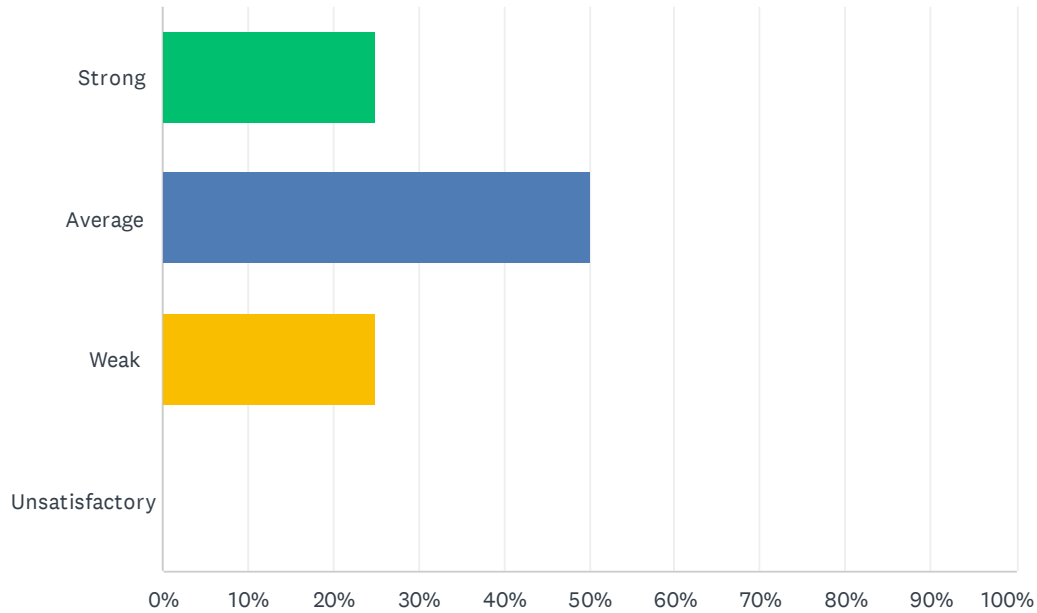


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	50.00% 2
Weak	25.00% 1
Unsatisfactory	25.00% 1
TOTAL	4

#	COMMENTS:	DATE
1	She's available but not adequately trained to help in many instances.	1/24/2023 5:46 PM

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

Answered: 4 Skipped: 7

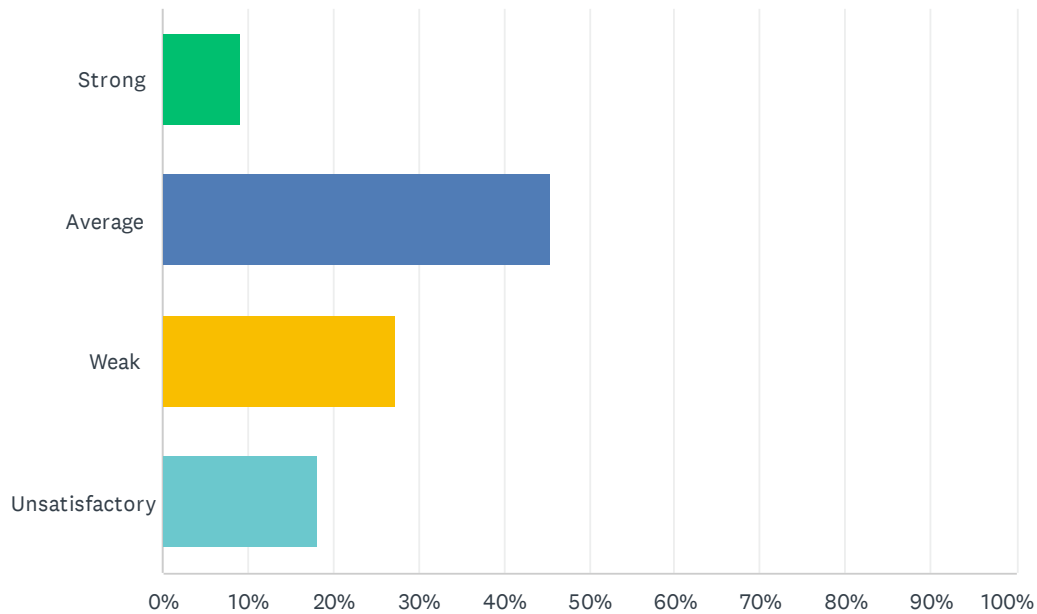


ANSWER CHOICES		RESPONSES	
Strong		25.00%	1
Average		50.00%	2
Weak		25.00%	1
Unsatisfactory		0.00%	0
TOTAL			4

#	COMMENTS:	DATE
	There are no responses.	

Q30 Staff and students feel safe.

Answered: 11 Skipped: 0

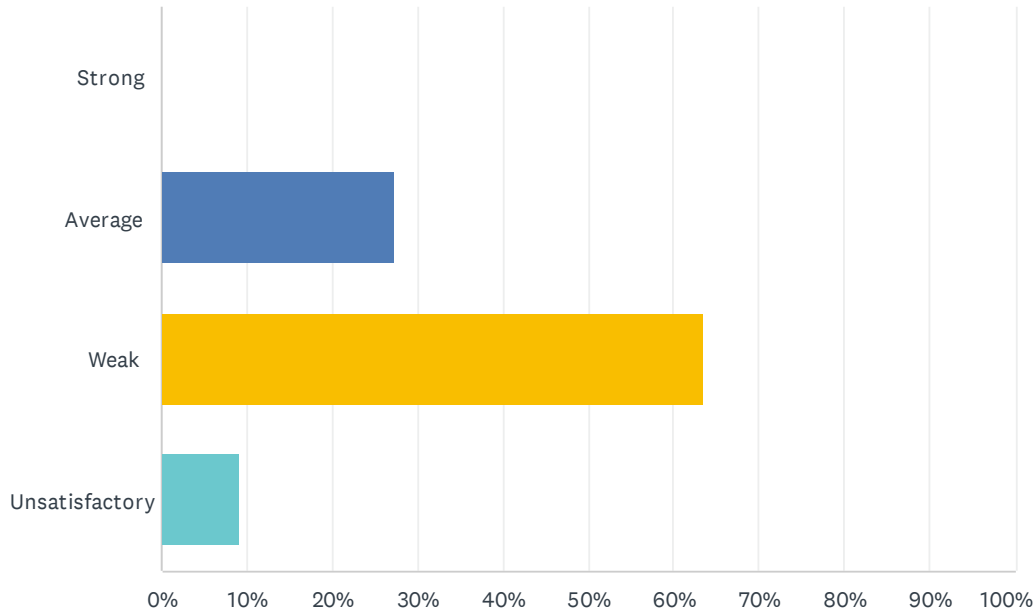


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	45.45% 5
Weak	27.27% 3
Unsatisfactory	18.18% 2
TOTAL	11

#	COMMENTS:	DATE
1	Law enforcement does not always notify us of their presence and there have been situations our students have been exposed to/witnessed that shouldn't have occurred.	3/13/2023 12:41 PM
2	Students feel safe in the classroom. However they feel unsafe when out on the playground due to unsafe students.	2/4/2023 11:02 AM
3	Lockdown procedures for reporting who is in our classroom is a disaster. I do not feel safe.	1/24/2023 5:47 PM
4	There was a police involved shooting directly across the field, police were notified about a man with a gun on the tracks and the school was never placed on lockdown until staff heard the shots and got kids inside....the school and the district should have a better protocol in place. The office door is open to parents, staff does not relocate doors they open, there have been several instances of druggie individuals just outside the school gates and little is done, we have a special ed student leave out of the gates twice in one day, once making it across the street to the park	1/19/2023 2:33 PM

Q31 Administration has been helpful and supportive regarding student discipline.

Answered: 11 Skipped: 0

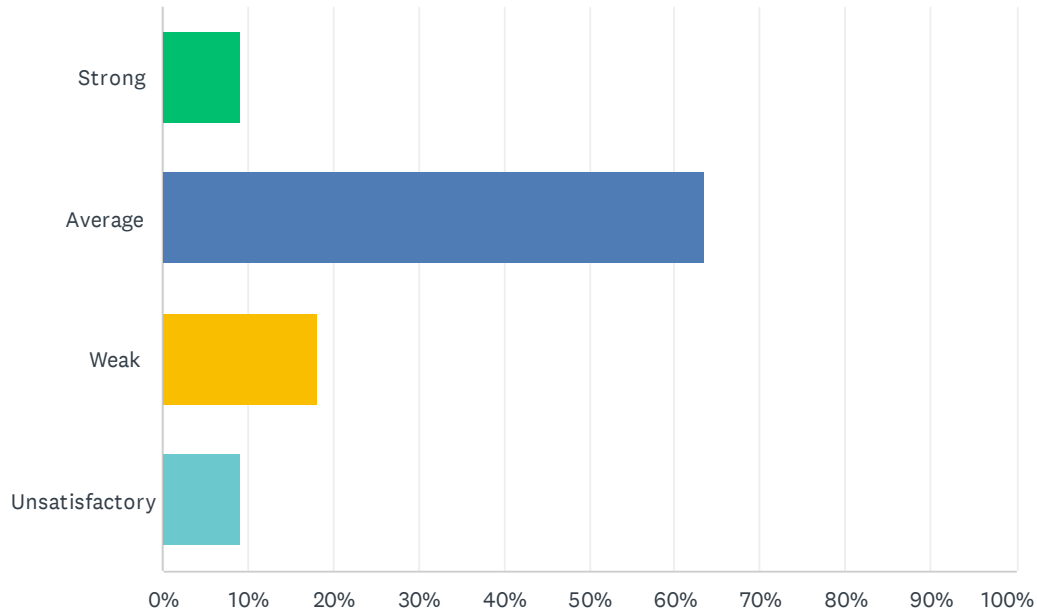


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	27.27% 3
Weak	63.64% 7
Unsatisfactory	9.09% 1
TOTAL	11

#	COMMENTS:	DATE
1	Behaviors have gotten out of hand and teachers do not feel supported or really even always know what to do or who to call.	3/13/2023 12:41 PM
2	I feel that the consequences should be harsher, especially for the students who repeatedly bully or start fights.	2/4/2023 11:02 AM
3	Admin seems to just put kids in someone else's class as the solution	1/19/2023 2:33 PM

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

Answered: 11 Skipped: 0

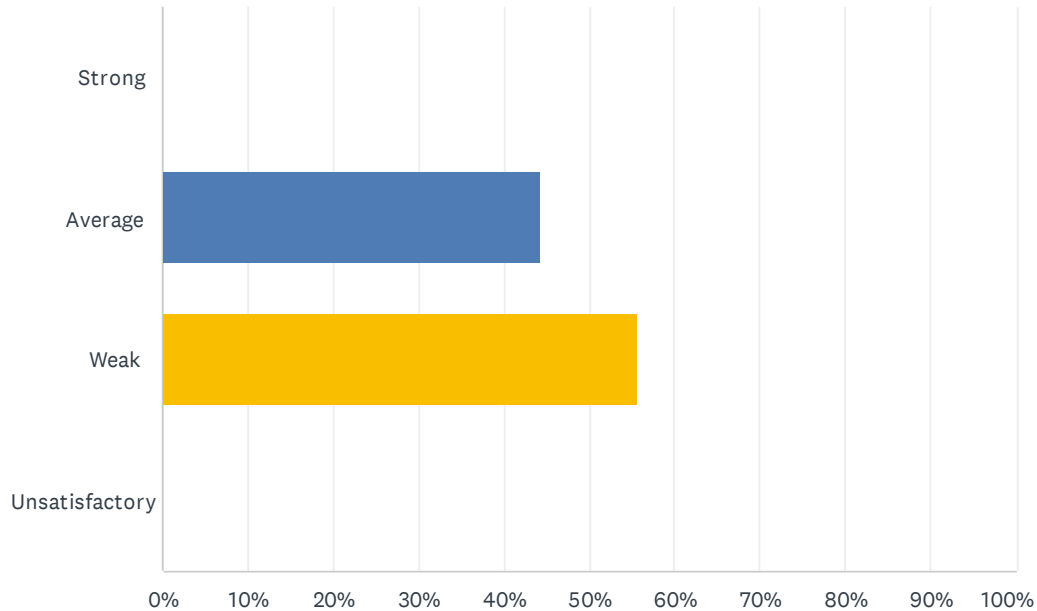


ANSWER CHOICES	RESPONSES	
Strong	9.09%	1
Average	63.64%	7
Weak	18.18%	2
Unsatisfactory	9.09%	1
TOTAL		11

#	COMMENTS:	DATE
1	We work with the students and remind them of their toolbox. The issue I see is that the students who need to use it the most, refuse to. They hold onto anger rather than letting something go or talking about it.	2/4/2023 11:02 AM
2	Lots of brand new teachers with no classroom management and they do not seem to be improving	1/19/2023 2:33 PM

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

Answered: 9 Skipped: 2

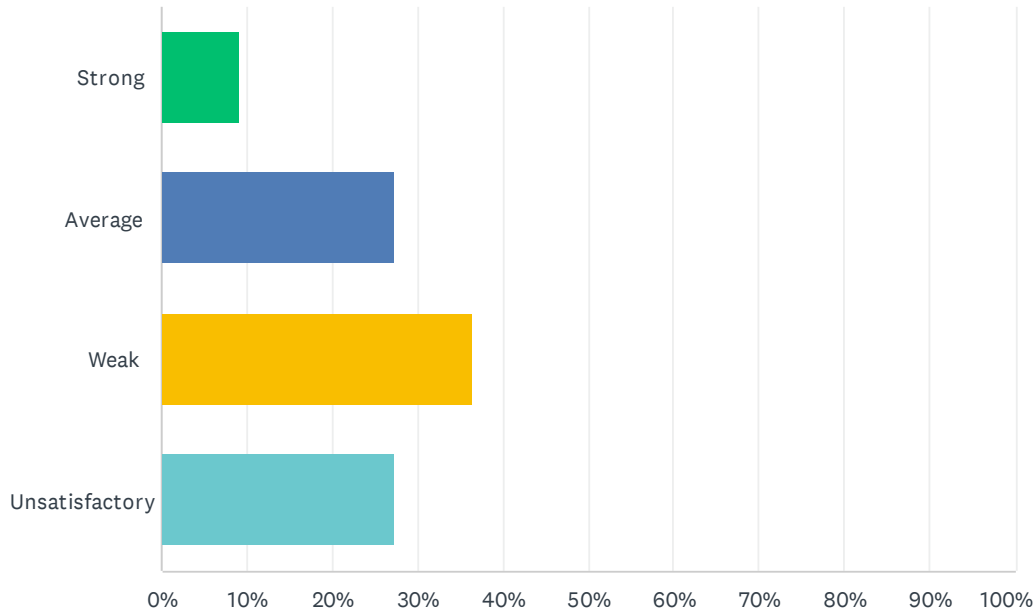


ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	44.44%	4
Weak	55.56%	5
Unsatisfactory	0.00%	0
TOTAL		9

#	COMMENTS:	DATE
1	Sometimes admin seems to value the word of parents before teachers and do not feel protected or supported.	3/13/2023 12:41 PM
2	I'm not sure what ODRs are. I am aware of assertive discipline referrals in the Aeries system...	2/4/2023 11:02 AM

Q34 My site has a positive atmosphere.

Answered: 11 Skipped: 0

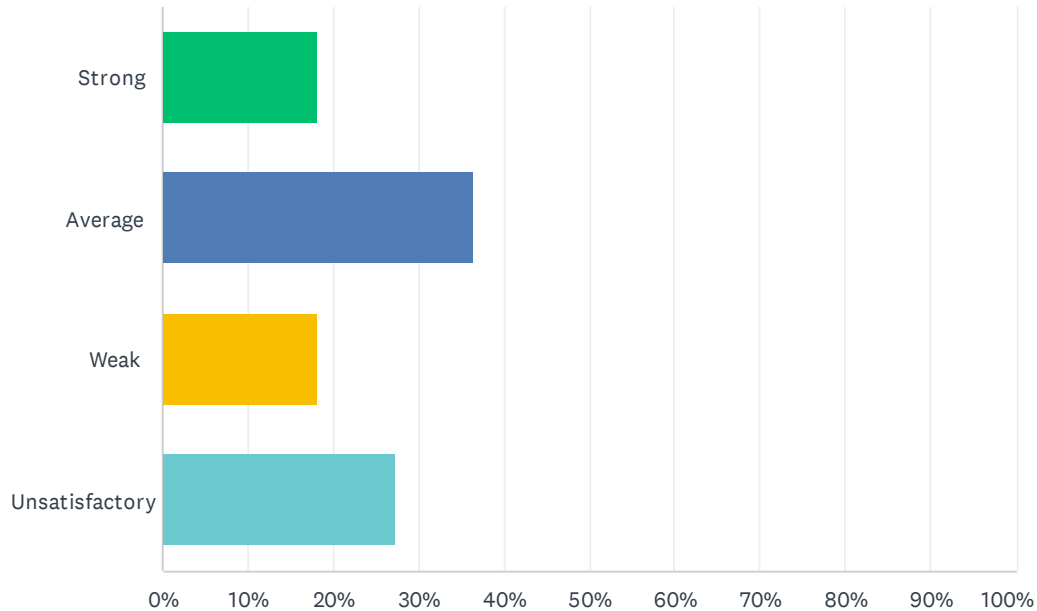


ANSWER CHOICES	RESPONSES	
Strong	9.09%	1
Average	27.27%	3
Weak	36.36%	4
Unsatisfactory	27.27%	3
TOTAL		11

#	COMMENTS:	DATE
1	Moral is going down.	3/13/2023 12:41 PM
2	I think our school site does have a positive and supportive atmosphere. However, students who repeatedly create problems, bully others, or start fights affect our atmosphere negatively. As does their behavior negative and disrespectful attitude towards staff and students. When those students are not being disrespectful, the atmosphere is drastically improved.	2/4/2023 11:02 AM
3	The morale is low.	1/24/2023 5:47 PM
4	While there are a few staff members that are wonderful and positive, the majority are negative and gripe about everything they are asked to do. Many teachers seem to have forgotten that certain expectations were just paused during the closure and now can't seem to handle things like BAS testing, STAR testing, etc. New teachers do not seem to have been trained on BAS which causes support staff to be occupied helping them and this site has a lot of new staff.	1/19/2023 2:33 PM

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

Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	18.18%	2
Average	36.36%	4
Weak	18.18%	2
Unsatisfactory	27.27%	3
TOTAL		11

#	COMMENTS:	DATE
1	It seems to be like a lot of other places now.	3/13/2023 12:41 PM
2	Even with the issues that I have mentioned, I can see that all staff, admin, and students are trying to create a more positive environment and make our school a community. We are still new and our students are still adjusting from the regulations of the pandemic and still learning social emotional skills. Everyone is supportive and helpful to each other and we are a team. Communication could use some improvement in some areas, but I would absolutely recommend our site to other employees. I think our site is well on its' way to being the best we can be. We're always learning and making adjustments and a little bit of time will iron out any kinks.	2/4/2023 11:02 AM
3	The layout of the school is awful, the playground is right next to classrooms instead of out where it should be and the bathrooms are at the other end of the buildings causing lots of supervision problems...the classrooms themselves are small, minimal storage, awful seating and tables, no pods....lack of communication from our leader that herself lacks organization and confidence makes this place one I would not recommend to anyone. Culture needs to be worked on here as it is a negative, disorganized place.	1/19/2023 2:33 PM