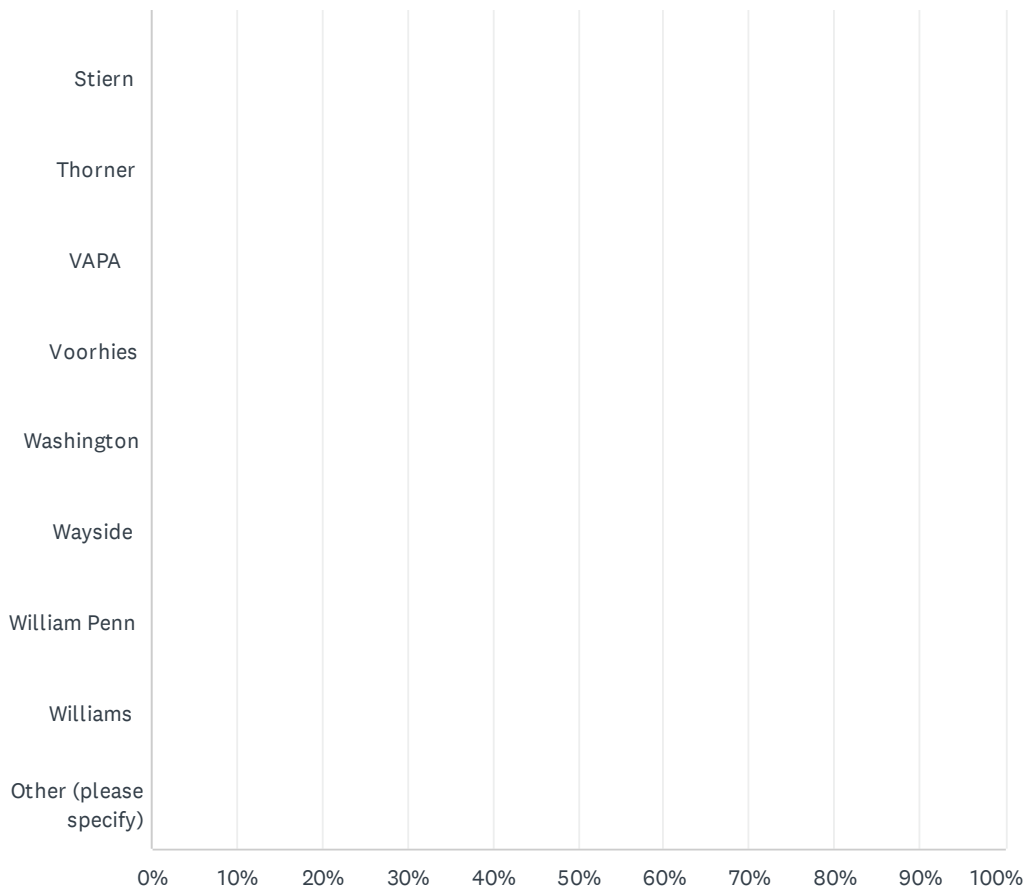




2023-2024 BETA Administration/Site Climate Survey



# 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	0.00% 0
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

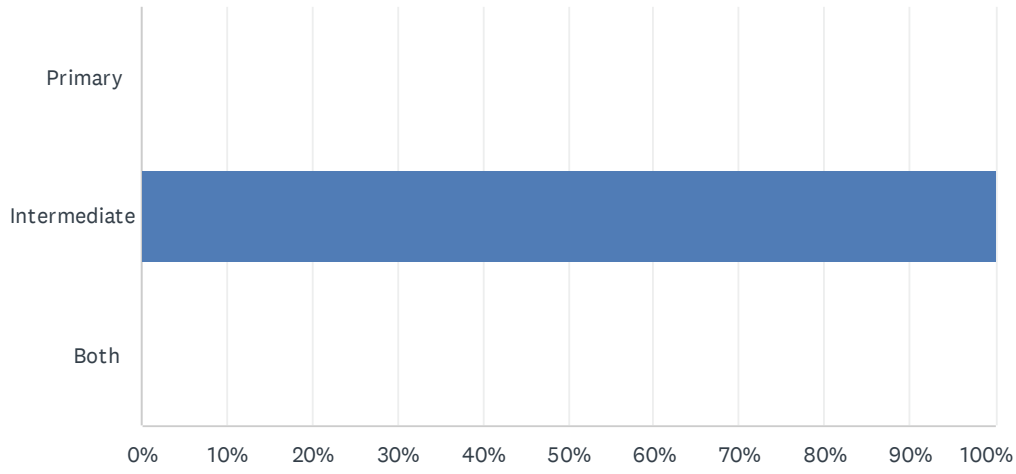
2023-2024 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	100.00%	23
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: 23		

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

## Q2 Instructional Grade Level or Support Services

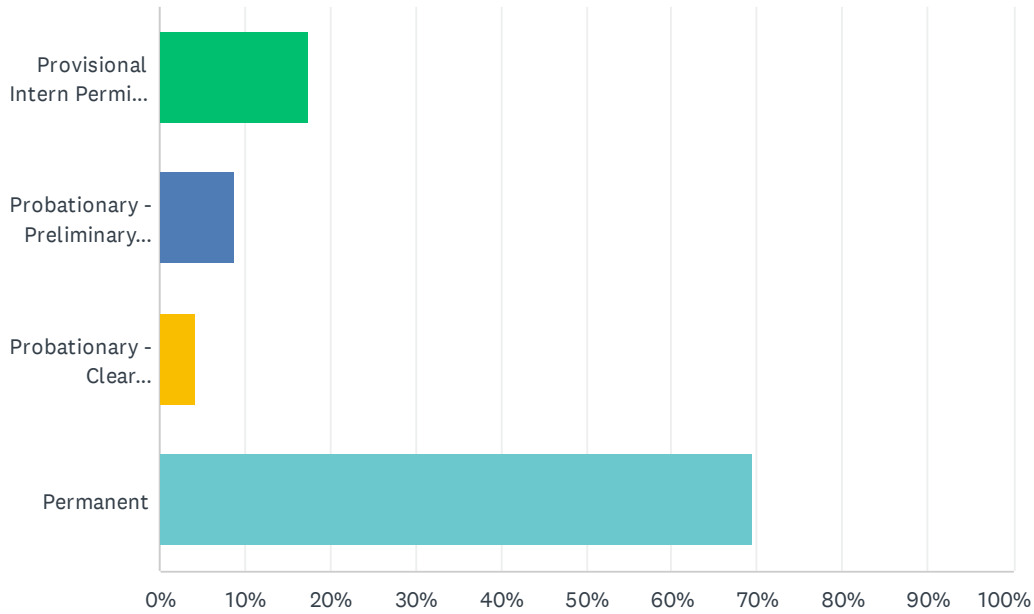
Answered: 20 Skipped: 3



ANSWER CHOICES		RESPONSES	
Primary		0.00%	0
Intermediate		100.00%	20
Both		0.00%	0
TOTAL			20

## Q3 Experience

Answered: 23 Skipped: 0

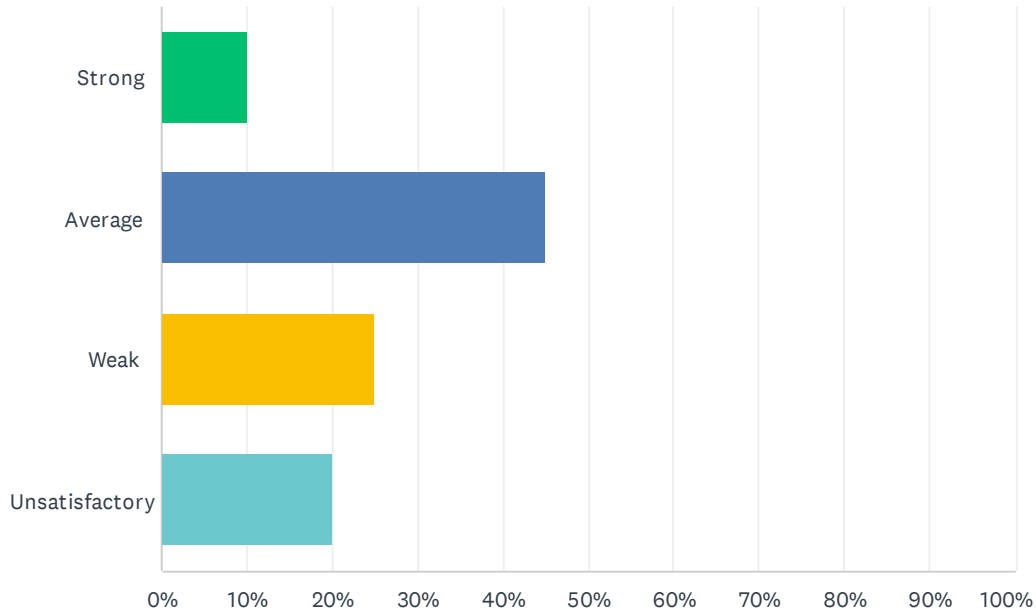


ANSWER CHOICES	RESPONSES	
Provisional Intern Permit, Short Term Staffing Permit, or Intern	17.39%	4
Probationary - Preliminary Credential	8.70%	2
Probationary - Clear Credential	4.35%	1
Permanent	69.57%	16
<b>TOTAL</b>		<b>23</b>

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

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

Answered: 20 Skipped: 3



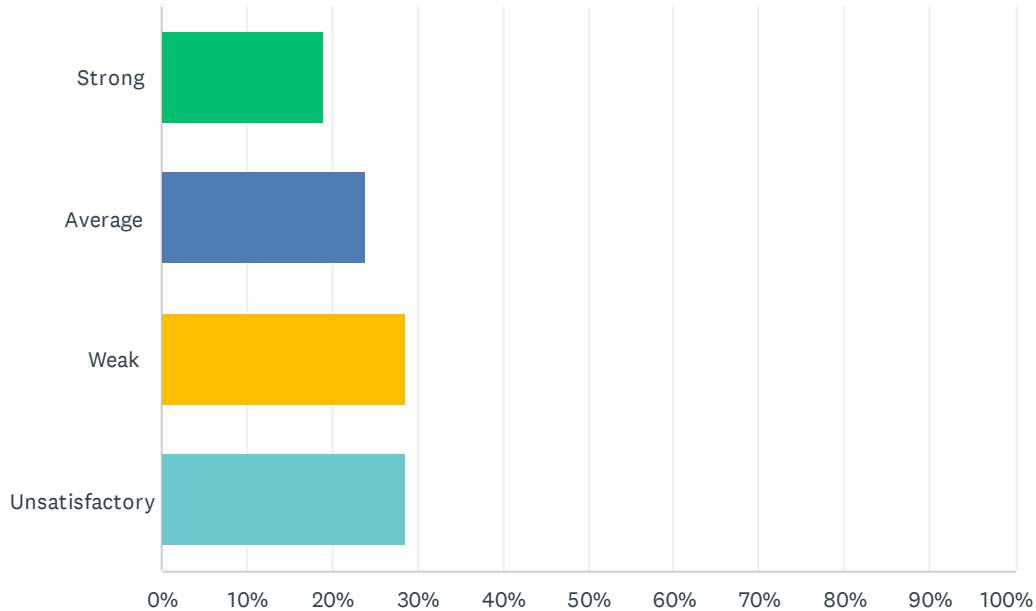
ANSWER CHOICES	RESPONSES
Strong	10.00% 2
Average	45.00% 9
Weak	25.00% 5
Unsatisfactory	20.00% 4
TOTAL	20

#	COMMENTS:	DATE
1	She seems to have her own agenda. When you bring issues to her, she hears whatever she wants to hear, rather than listening and helping her teachers. We don't feel safe, heard, or respected.	
2	Toxic work environment. Materials don't come in until later. Communication is nonexistent.	
3	From an outsiders perspective things may look one way, but after a closer look you see the truth.	
4	Principal is rude to staff when they are on their "bad" list, even excellent teachers who ask questions for clarity.	
5	students are a priority staff? not so much. We are expendable	
6	sensitive to students not so much to the staff	
7	Administration has been very unorganized throughout the entire school year, and has not been strong when it comes to discipline at the school.	



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

Answered: 21 Skipped: 2



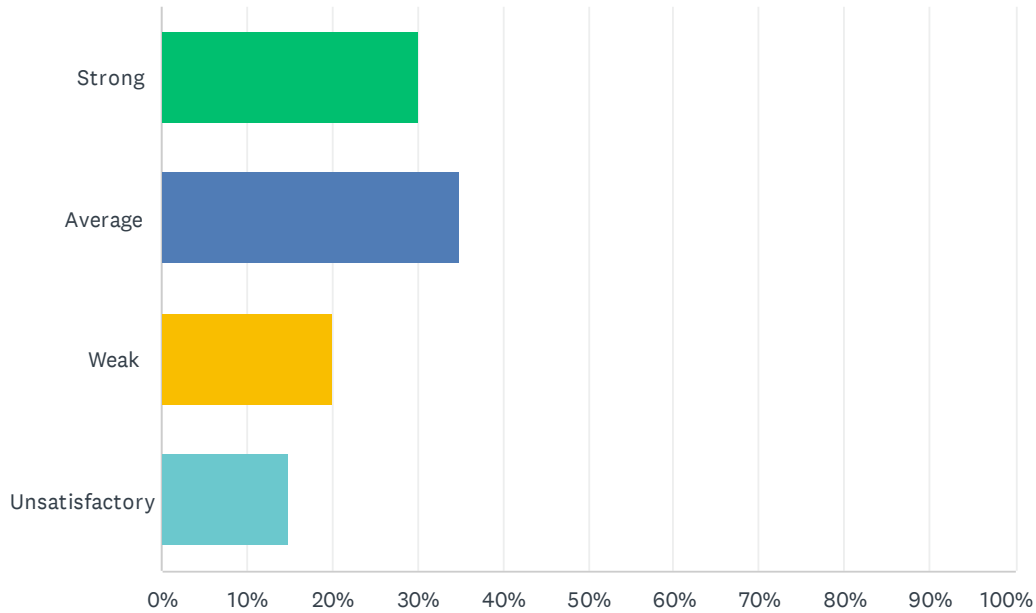
ANSWER CHOICES	RESPONSES
Strong	19.05% 4
Average	23.81% 5
Weak	28.57% 6
Unsatisfactory	28.57% 6
<b>TOTAL</b>	<b>21</b>

#	COMMENT	DATE
1	She has poor listening and communication skills, and instead focuses on stories about herself to try to teach lessons. She interrupts before you have a chance to get to the point.	
2	I haven't experienced any disrespect but I can't say the same for some of my coworkers that have been berated in front of others .	
3	If respect means yelling, berating, belittling and gaslighting then yes.	
4	Other leadership is considerate, but principal is not respectful of all staff.	
5	Admin speaks down to teachers. Is combative. Does not value teacher input.	
6	Thats funny. The gaslighting is real here	
7	The school runs on a micromanaged and misinformed administration/front office creating a culture of distrust among staff and overall low morale on campus.	
8	opinions or suggestion from teachers don't seem to be valued.	
9	There is a form of respect, but it does not feel like I am valued as a team member.	



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

Answered: 20 Skipped: 3

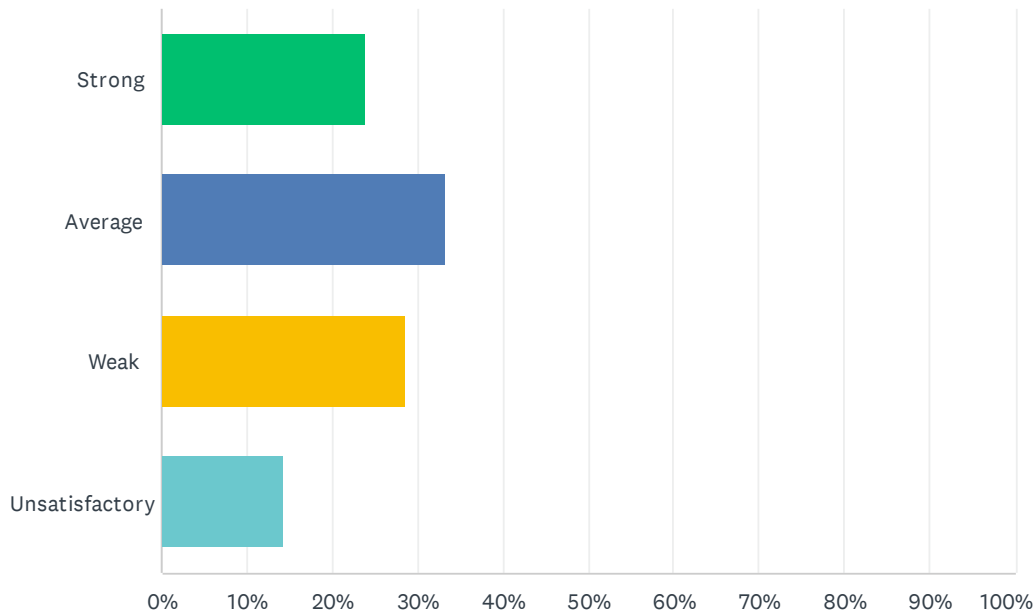


ANSWER CHOICES	RESPONSES
Strong	30.00% 6
Average	35.00% 7
Weak	20.00% 4
Unsatisfactory	15.00% 3
<b>TOTAL</b>	<b>20</b>

#	COMMENT:	DATE
1	She tends to spend more time in her office, rather than visiting classrooms. My department and I rarely get feedback.	
2	While the visits are not disrupted, the feedback doesn't arrive unless we ask.	
3	Never any feedback, just passive aggressive mentions in the staff gazette.	
4	Never comes into classrooms. Does not provide feedback. Evaluations were not done properly.	
5	A lot of the time when they visit my classroom, I do not get feedback on what they saw or what I need improvement on. If I do get feedback, it is sent to me days after.	

## Q7 Site administration follows the contract and respects personal rights.

Answered: 21 Skipped: 2



ANSWER CHOICES	RESPONSES
Strong	23.81% 5
Average	33.33% 7
Weak	28.57% 6
Unsatisfactory	14.29% 3
TOTAL	21

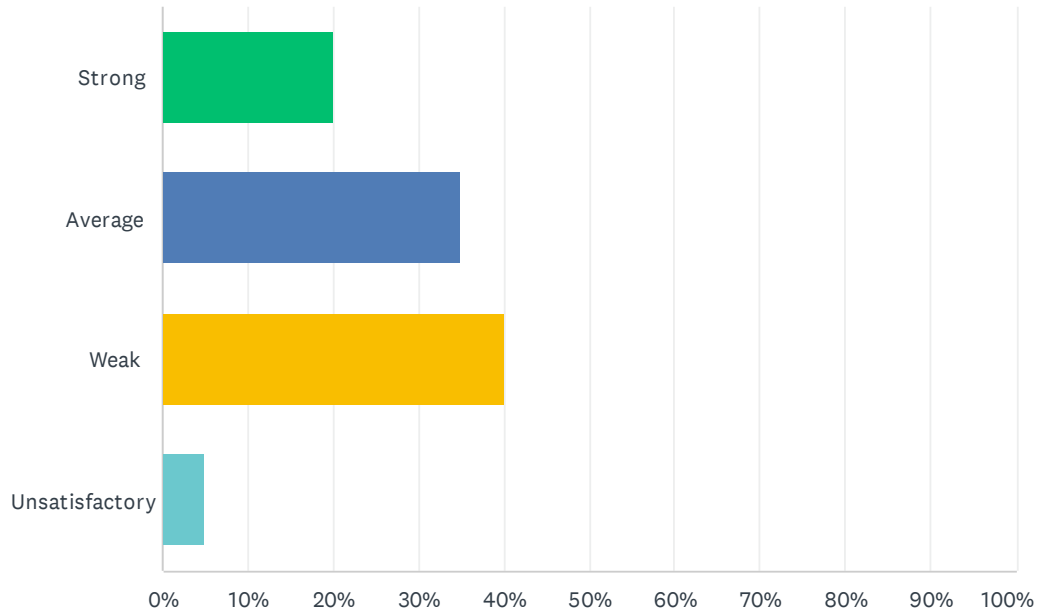
#	COMMENTS:	DATE
1	The Principal got very upset when another staff member went to BETA to discuss something about evaluations this year. I wasn't a part of this situation, but she openly shared frustration, showing a lack of respect for the other teacher's privacy and rights.	
2	We are expected to be at our doors at 7:55. I do not appreciate the insistence on checking out mailboxes before class begins. Their lack of preparation should not become my responsibility to fix.	
3	Expected to answer or check emails outside of contract hours if we are 'dedicated employees' like her. If the meeting runs past our time and you leave admin look down on you.	
4	Requiring us to check our mailboxes, emails in the morning and requesting documentation when our contract clearly states we don't makes me believe the admin team is trying to micromanage and, unless you're a male, the office staff will make you feel like you are a child, talk condescending to you and you are last on the list of receiving things and or we dont receive anything till 6 months later. need, ordered,	
5	We have a contract? Im not certain the office is aware	
6	Site administration does not allow staff to voice opinions without immediately becoming	

defensive, continually interrupts conversations that express feelings of concern. Admin staff demands and does not approach staff with respect in various situations.

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

Answered: 20 Skipped: 3

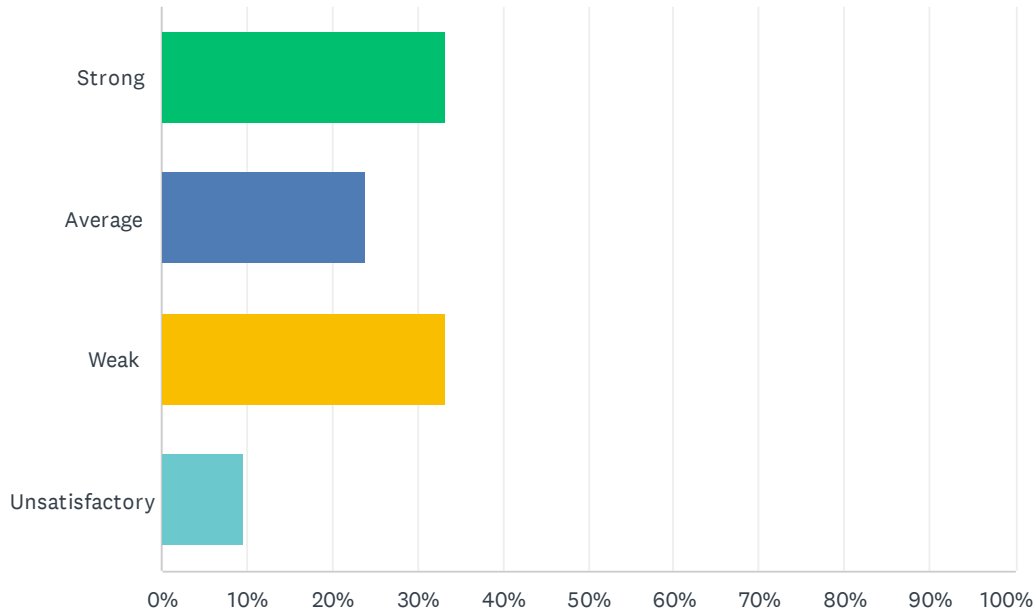


ANSWER CHOICES	RESPONSES
Strong	20.00% 4
Average	35.00% 7
Weak	40.00% 8
Unsatisfactory	5.00% 1
<b>TOTAL</b>	<b>20</b>

#	COMMENT	DATE
1	If the APL's job description includes schedule changes then I am wrong. As far as I know it should be the vice principal in charge (it was last year). It feels like the APL is being overworked.	
2	Many support staff people are doing work that is not under their job description or things that don't make sense.	
3	The coach does 1000 jobs, which gives no time to actually do their job. Other office staff too busy planning events to complete job description.	

## Q9 Administration maintains open communication with staff, parents, and students.

Answered: 21 Skipped: 2



ANSWER CHOICES	RESPONSES
Strong	33.33% 7
Average	23.81% 5
Weak	33.33% 7
Unsatisfactory	9.52% 2
<b>TOTAL</b>	<b>21</b>

#	COMMENTS:	DATE
1	She claims she listens, but is very defensive or argumentative if you provide feedback or disagree on anything.	
2	Parent Square is updated frequently so that is good. Staff has a gazette we can refer to for important events.	
3	There were cops and ambulance on campus multiple times without any word as to why. Things are always communicated the day of with lack of organization and staff have continuously asked for more of an advance warning about things like field trips or events, but then are told that they don't tell staff because they don't trust that they will not call out of work.	
4	lack of clarity from principal	
5	There is no communication on campus. Despite the countless emails and interruptions. Teachers are expected to follow the rules and not to question anything.	
6	She tries but comes across	
7	Yep they talk AT US all the time. But there is not communication. No listening to understand	

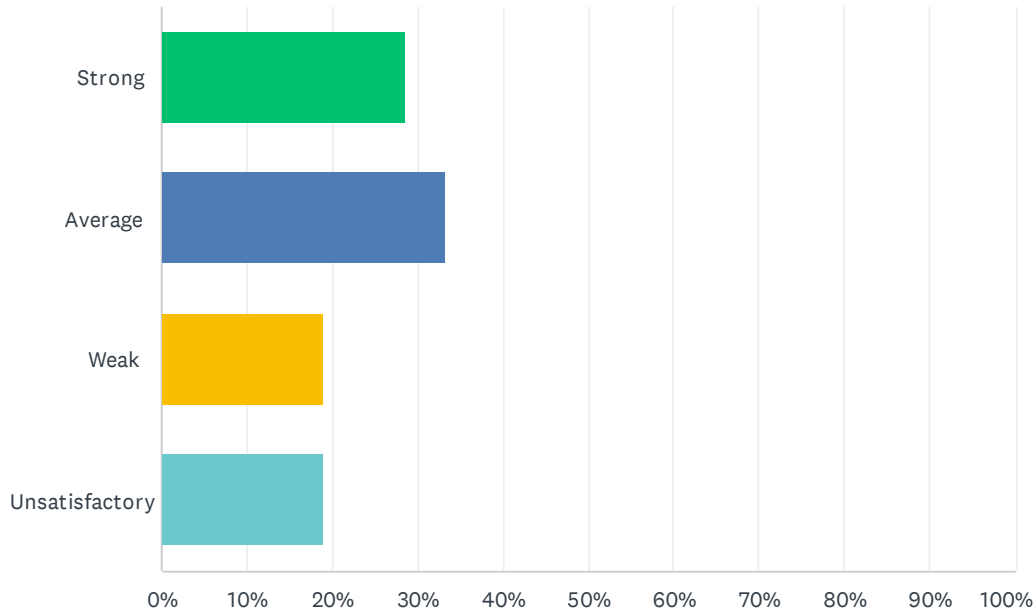
8 Administration is not open to communication when it is in regards to staff expressing concerns.

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

Answered: 21 Skipped: 2

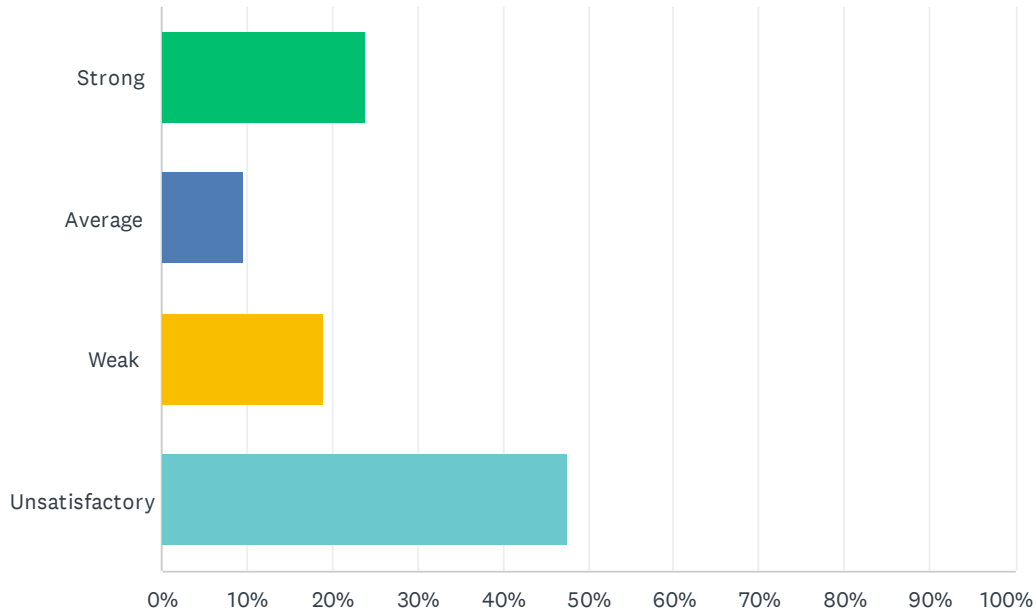


ANSWER CHOICES	RESPONSES	
Strong	28.57%	6
Average	33.33%	7
Weak	19.05%	4
Unsatisfactory	19.05%	4
<b>TOTAL</b>		<b>21</b>

#	COMMENTS:	DATE
1	There have been multiple instances where both I and other teachers don't feel protected or supported with parent issues. She takes sides against her staff.	
2	I have not experienced this. Unable to choose neutral.	
3	Throwing teachers under the bus and driving forward and reversing is the Sequoia way. It has been done many times in front of or behind their backs.	
4	Do not feel supported by admin. Feel administration is quick to throw teachers under the bus if it means them looking good.	
5	Sometimes admin doesnt want to deall the the	

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

Answered: 21 Skipped: 2



ANSWER CHOICES	RESPONSES
Strong	23.81% 5
Average	9.52% 2
Weak	19.05% 4
Unsatisfactory	47.62% 10
TOTAL	21

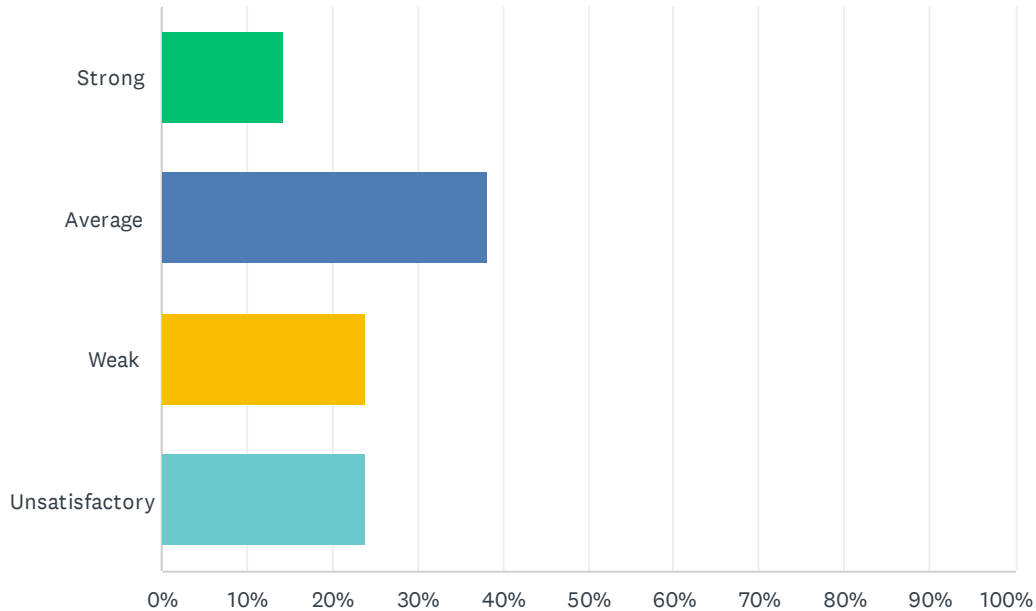
#	COMMENT	DATE
1	She is very cliquish, and it is obvious that she has her favorite employees, who are treated differently.	
2	Expectations are not the same with everyone and that is palpable. Favoritism is a problem at Sequoia.	
3	It is clear that there are preferred teachers and staff and they are the ones that follow blindly and never voice their opinion when someone is wrong or mention the need of improvement or change.	
4	The are favorites. It's clear-everyone sees it but it's unspoken. Certain people are able to do things others are not. People are held to different standards.	
5	Males get special treatment and flirted with throughout the process	
6	There are definitely favorites	
7	There is definitely an US and THEM mentality	

## 2023-2024 BETA Administration/Site Climate Survey

8	It is very apparent by site administration when you are disliked or being "pushed" out of your position on campus.
9	There is preferential treatment. It is obvious who the favorites are.
10	It is obvious that administration has favorites within the school.

## Q12 The administration has been supportive and minimized additional stress.

Answered: 21 Skipped: 2



ANSWER CHOICES	RESPONSES
Strong	14.29% 3
Average	38.10% 8
Weak	23.81% 5
Unsatisfactory	23.81% 5
TOTAL	21

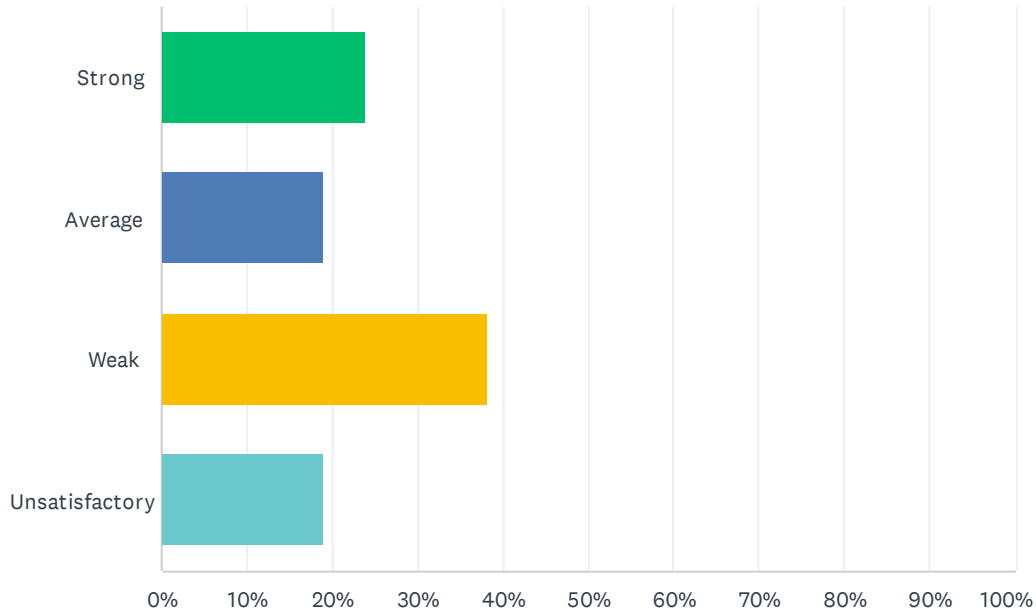
#	COMMENT	DATE
1	She mostly allows staff to be self- sufficient, but when there are issues with staff, parents, or other teachers, she does not help to resolve them. She admits that conflict resolution is not her strength, and it creates additional stress.	
2	Admin is the reason my job is stressful. We have no support to deal with behavior issues in the classroom. The fights at the campus are out of control. Why admin releases students back to the classroom when they know they aren't in a state to do so is beyond me.	
3	Everyone hides in their rooms afraid to speak to one another or admin for fear of being yelled at, talked to passive aggressively or belittled.	
4	walks by staff and will not respond back to a "hello" or "good morning." Basic human respect. Just an exemplary standard of leadership right? There's a reason there are over 15 new teachers on this campus this year. You don't have that many teachers leaving your campus if you are a quality leader or principal.	
5	Administration adds to the stress of teachers. By not making teachers feel supported, not holding students accountable, being inconsistent with procedures, not communicating	

## 2023-2024 BETA Administration/Site Climate Survey

	effectively, and creating a toxic work environment.	
6	Supportive is such a relative term.	
7	Administration allows front office staff to speak to other staff members unkindly and allows front office staff to be demanding and unprofessional at times. It has been witnessed several times. The front office is uninformed and abrasive to other district employees.	
8	I only mark average because student behavior is out of control which adds the most stress to my job. Our campus is not safe for students or staff.	
9	Teachers voice their needs and stress, but administration does help with the issues. They basically say to get over it or that happens and we should just move on. There is no change to minimize the situations at this school site.	

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

Answered: 21 Skipped: 2

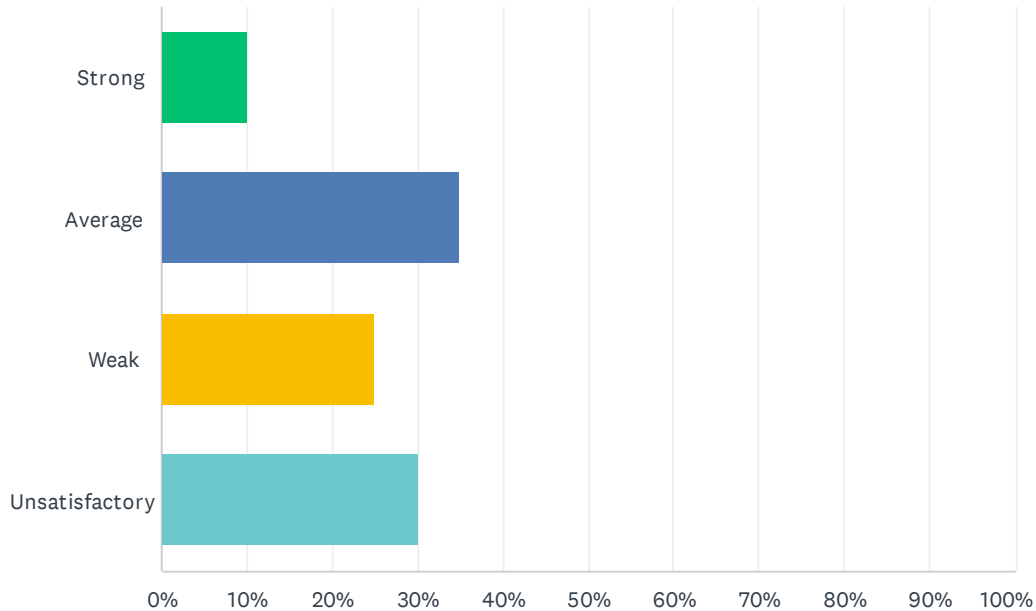


ANSWER CHOICES	RESPONSES	
Strong	23.81%	5
Average	19.05%	4
Weak	38.10%	8
Unsatisfactory	19.05%	4
<b>TOTAL</b>		<b>21</b>

#	COMMENT	DATE
1	There are daily 5-10 minute announcements, but there are too many classroom overhead interruptions otherwise. We end up missing out on protected instructional minutes.	
2	Everything is shared the day of. From field trip chaperone lists, to rally schedules, seating arrangements, communication is frustrating and non existent. It makes me wonder whether admin has successful experience in planning events.	
3	Day of if at all. Don't count the gazette because it's updated the morning of or into t advisory period and we are gaslit to believe that it was our fault we didn't know.	
4	Timely manner as in the morning of... i ask myself how long some of the office staff have been in their positions and why are we still dealing with the same issues	
5	The communicate to leae	
6	Only if you are "in the know"	
7	Administration is always sending emails late or they do not effectively communicate with the teachers.	

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

Answered: 20 Skipped: 3



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

#	COMMENT:	DATE
1	She spends too much time in her office, rather than being out to see and support all of the issues around school. Negative issues with both students and staff tend to grow and become worse due to lack of administrator intervention.	
2	If you're part of the favorites then the answer will be different. There's no work culture at Sequoia, unfortunately.	
3	Admin is the problem. Everyone is afraid of saying something or calling out all the problems that we are facing. We are supposed to believe that everything is fine, the toxic positivity and if we call out or mention any of the issues we are facing WE are the problem instead of the dumpster fire that we are burning in.	
4	Campus climate is terrible. No school spirit. Everyone appears defeated	
5	Sc	
6	Depends who you are and how well you play the game	
7	Administration and front office staff are abrasive and demanding to other staff members.	

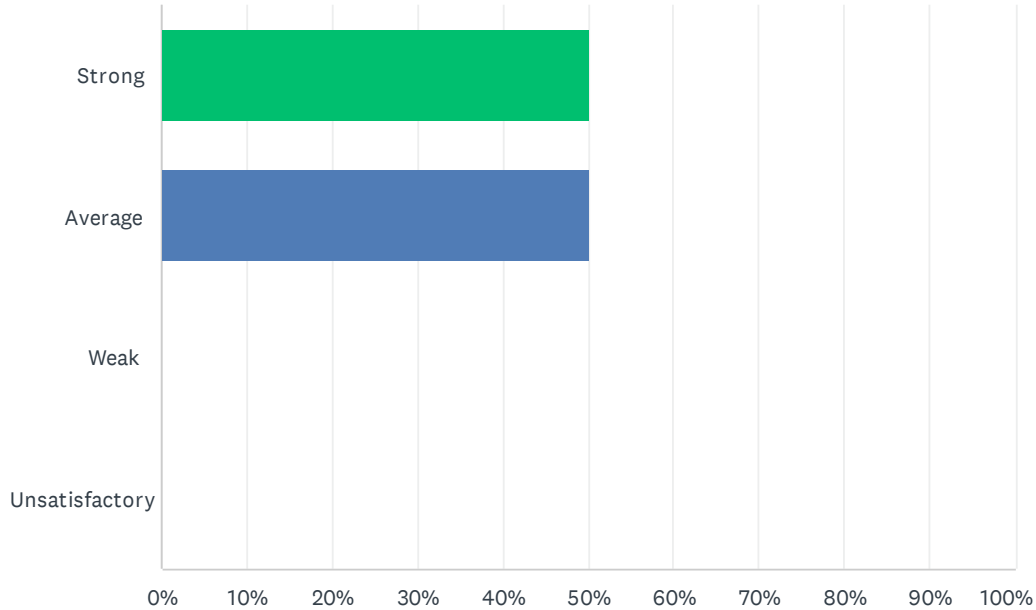
## 2023-2024 BETA Administration/Site Climate Survey

8	Positive working conditions aren't possible when students are disruptive day after day with little to no discipline or at least discipline that does not encourage behavior change. Lunch detention is a joke where students like to go to chill. Many students actually asked to be written up for detention.
9	Student discipline NOT controlled. Children defy teachers on a DAILY basis.



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

Answered: 20 Skipped: 3

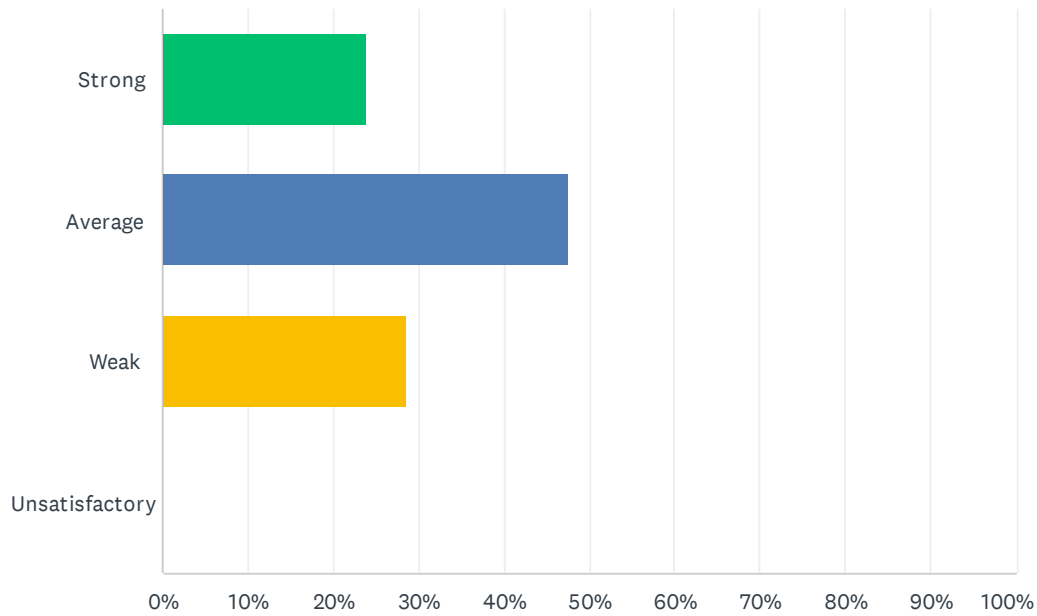


ANSWER CHOICES	RESPONSES	
Strong	50.00%	10
Average	50.00%	10
Weak	0.00%	0
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>20</b>

#	COMMENT	DATE
	There are no responses.	

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

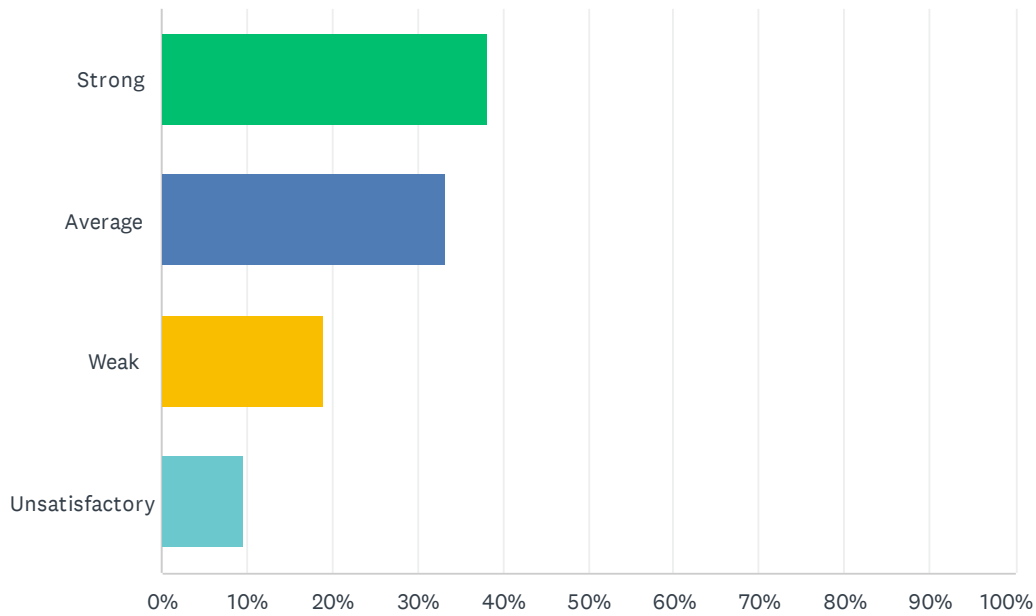
Answered: 21 Skipped: 2



ANSWER CHOICES	RESPONSES
Strong	23.81% 5
Average	47.62% 10
Weak	28.57% 6
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>21</b>

## Q17 Site meetings are productive and not excessive.

Answered: 21 Skipped: 2

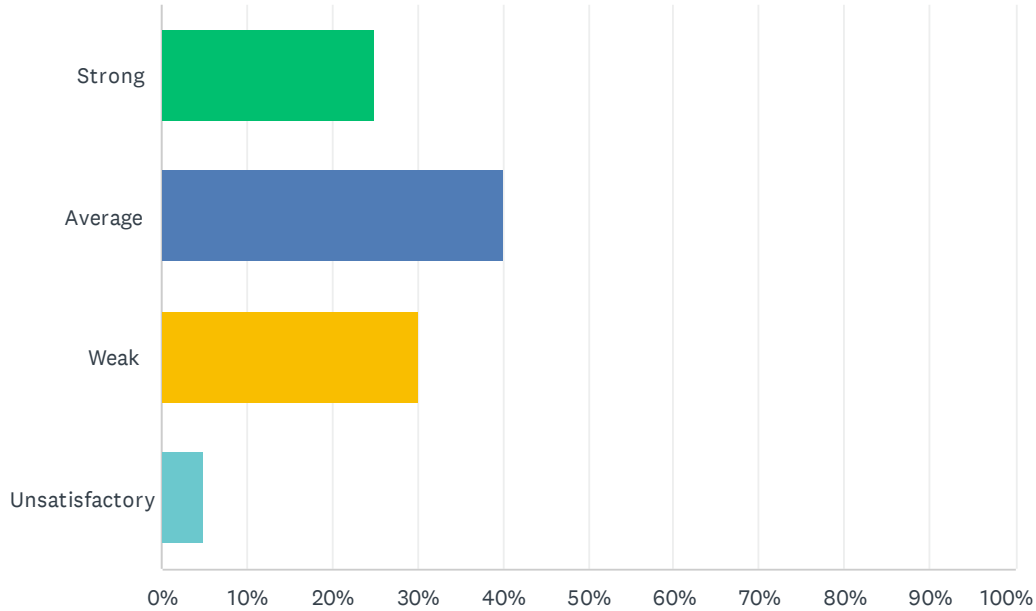


ANSWER CHOICES	RESPONSES
Strong	38.10% 8
Average	33.33% 7
Weak	19.05% 4
Unsatisfactory	9.52% 2
TOTAL	21

#	COMMENT	DATE
1	We almost never meet as a whole staff, so never feel like we know what is going on.	
2	Our late starts are not used effectively. Teachers do not have autonomy of using their time productively	
3	my lead teacher sucks at delivering the message to the team. Don't get the full extent of the message. Too much is relied on the leadership team to deliver the admin message. I and most time i dont get it.	
4	I dont feel we have an excessive amount of meetings	
5	A lot of the meetings are unnecessary and all they do is waste our time.	

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

Answered: 20 Skipped: 3

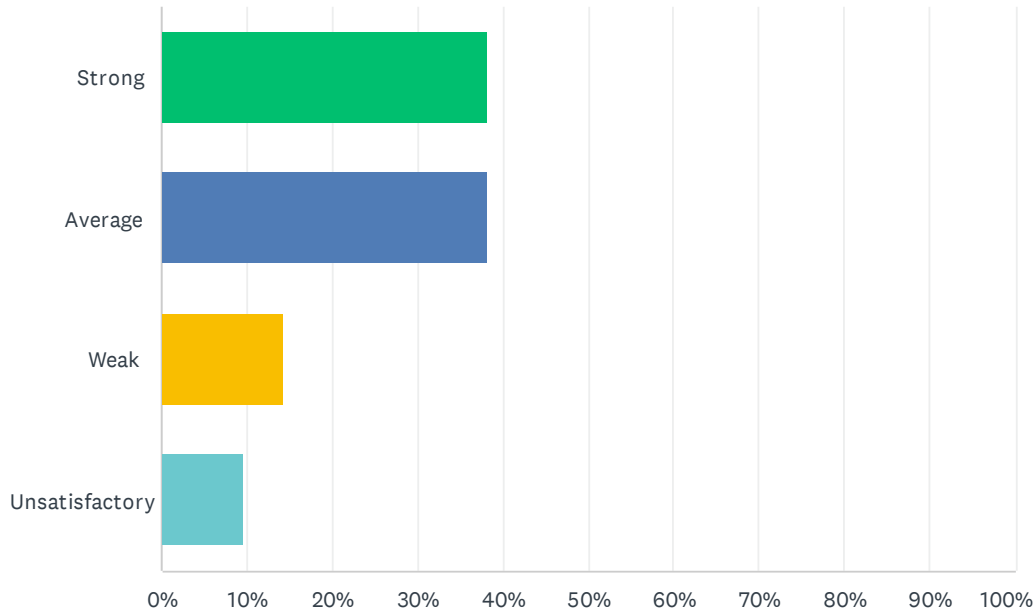


ANSWER CHOICES	RESPONSES
Strong	25.00% 5
Average	40.00% 8
Weak	30.00% 6
Unsatisfactory	5.00% 1
<b>TOTAL</b>	<b>20</b>

#	COMMENT	DATE
1	I haven't had to do anything outside of contract hours.	
2	A lot of the 504s and IEPs meetings are rushed and are done very last minute.	

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

Answered: 21 Skipped: 2

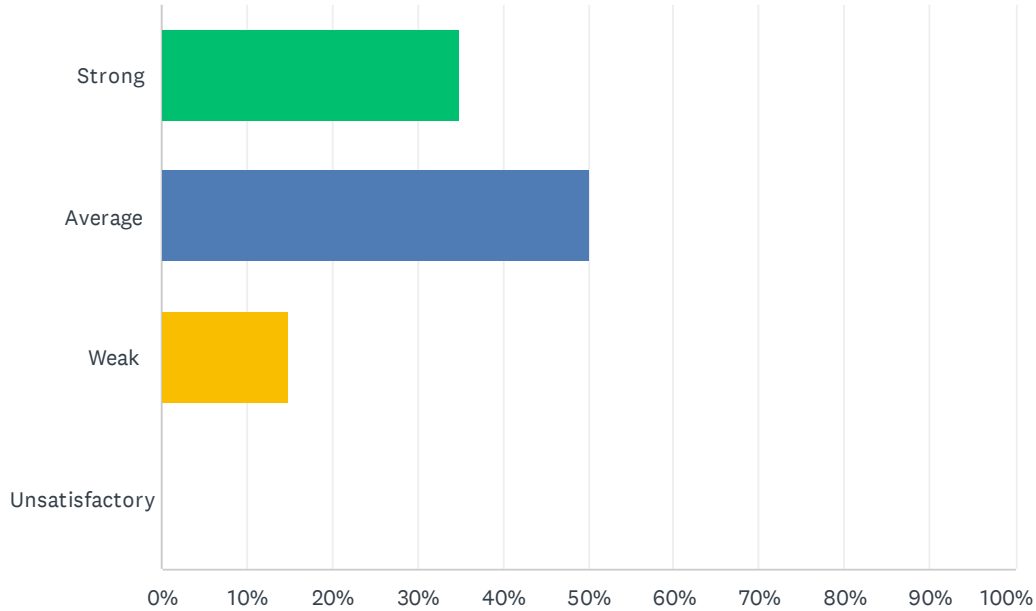


ANSWER CHOICES	RESPONSES	
Strong	38.10%	8
Average	38.10%	8
Weak	14.29%	3
Unsatisfactory	9.52%	2
<b>TOTAL</b>		<b>21</b>

#	COMMENT	DATE
1	Our school site has required after school bus duty every other week which uses, on average, 15 minutes of our prep time. This time adds up to lost prep time wich is supposed to be uninterrupted.	
2	Aside from bus duty.	
3	Walking our students to their lines, Bus duty falls into this time.	
4	The use of the school intercom system is abused with constant,lengthy, unnecessary interruptions to instructional time with students.	
5	Emails and memos are sent very late, then they excessively announce things going on throughout the day at the very last minute. Things that need to occur during the beginning of class are sent and announced during first period, instead of before school start. All this late sending of emails and announcing interrupts my teaching time, and it does not let the students focus.	

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

Answered: 20 Skipped: 3

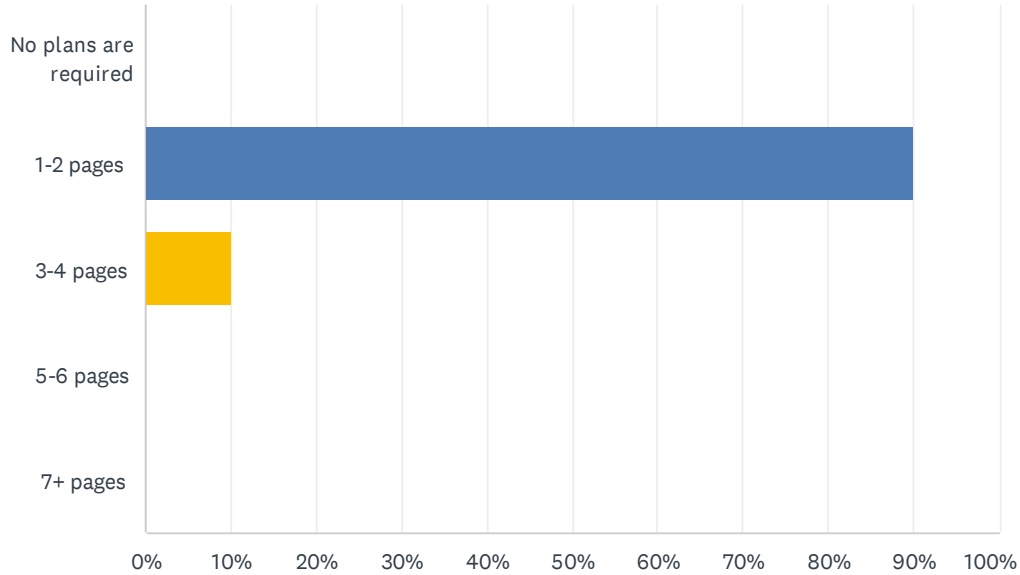


ANSWER CHOICES	RESPONSES
Strong	35.00% 7
Average	50.00% 10
Weak	15.00% 3
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>20</b>

#	COMMENT:	DATE
1	Teachers are given time but it is not sufficient especially when data needs to be entered and at the same time prep for the next day(s) need to be done	

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

Answered: 20 Skipped: 3

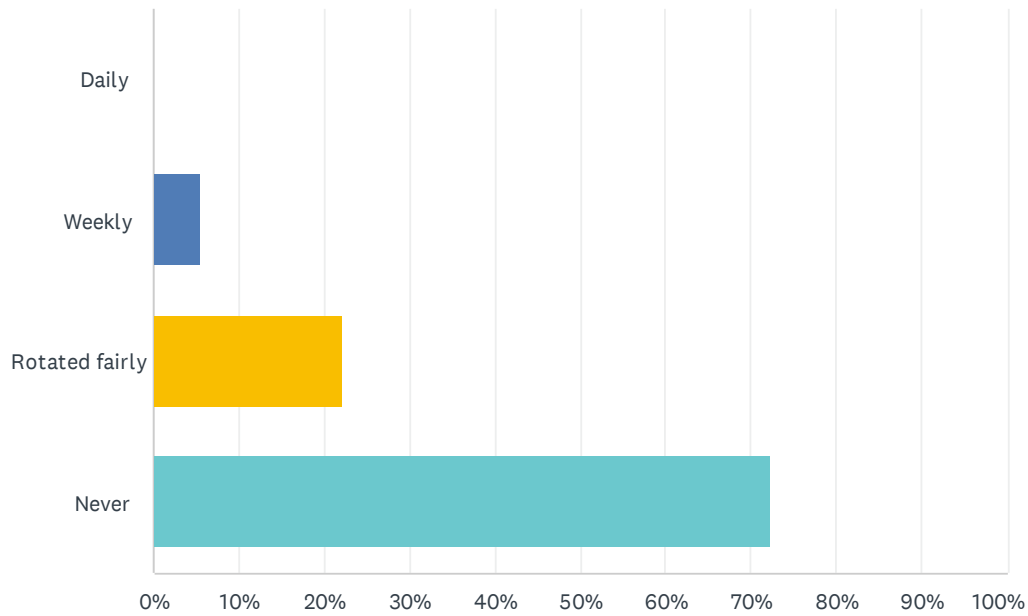


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	90.00%	18
3-4 pages	10.00%	2
5-6 pages	0.00%	0
7+ pages	0.00%	0
<b>TOTAL</b>		<b>20</b>

#	COMMENT	DATE
1	I believe lesson planning evidence is fair	

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

Answered: 18 Skipped: 5



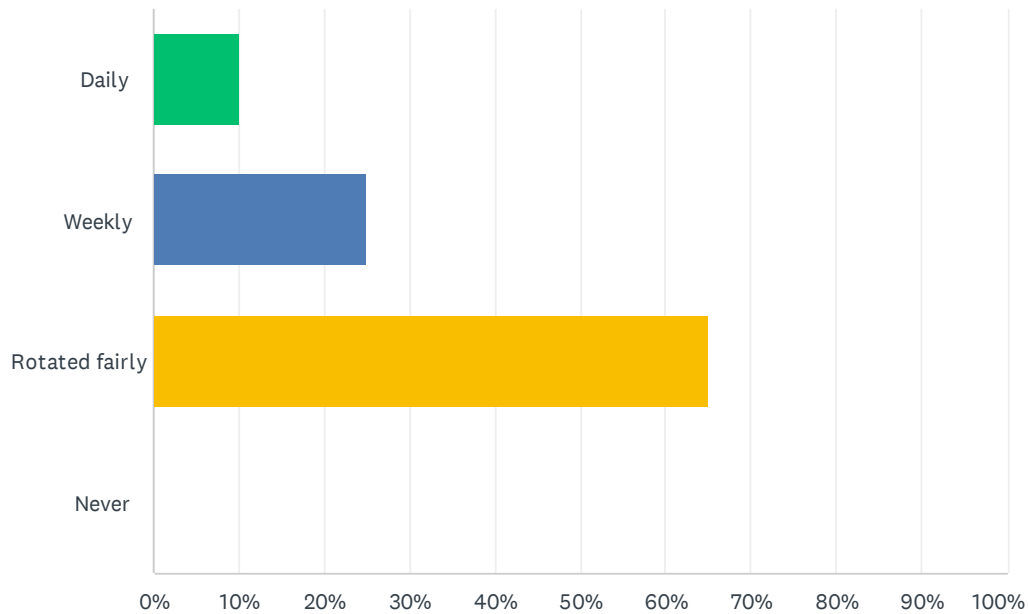
ANSWER CHOICES	RESPONSES
Daily	0.00% 0
Weekly	5.56% 1
Rotated fairly	22.22% 4
Never	72.22% 13
<b>TOTAL</b>	<b>18</b>

#	COMMENT:
1	We have bi-weekly yard duty after school with bus lines
2	We don't have a recess.
3	No recess at JH.



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

Answered: 20 Skipped: 3

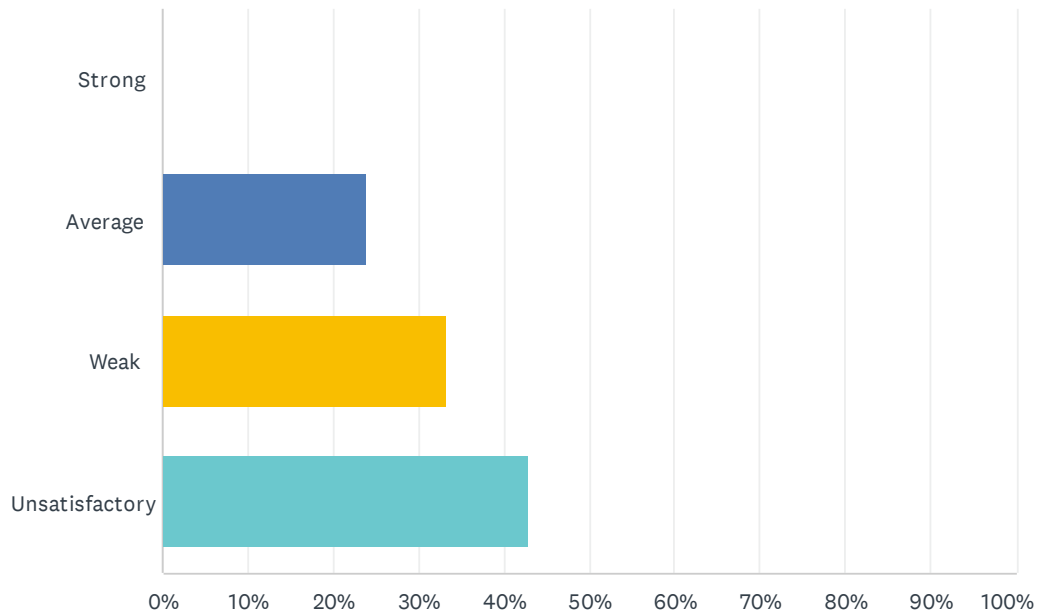


ANSWER CHOICES	RESPONSES
Daily	10.00% 2
Weekly	25.00% 5
Rotated fairly	65.00% 13
Never	0.00% 0
<b>TOTAL</b>	<b>20</b>

#	COMMENT:
1	Our school site has required after school bus duty every other week which uses, on average, 15 minutes of our prep time. This time adds up to lost prep time wich is supposed to be uninterrupted.
2	Every other week
3	wish this could be handled by staff other than teachers. Some of the duties really cut into prep time.

## Q24 Staff and students feel safe.

Answered: 21 Skipped: 2



ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	23.81% 5
Weak	33.33% 7
Unsatisfactory	42.86% 9
<b>TOTAL</b>	<b>21</b>

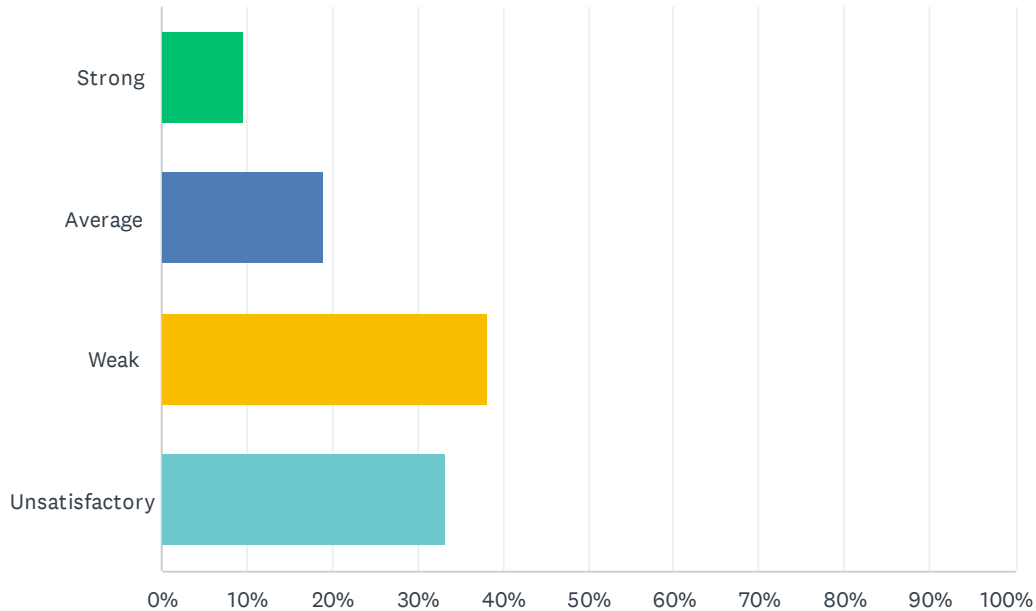
#	COMMENTS:
1	Staff believes behavior is out of control. Students rule the school, and are always out in the yard or in the halls. There are no consequences or repercussions for poor behavior.
2	Too many fights. I believe we had up to 4-5 in one day.
3	This is not a safe school anymore. We have always been on the tougher side of town, but it was a safe space. Now, there are multiple fights daily. Students are now being caught with weapons at school. I'm afraid that these weapons will continue to escalate from pepper spray and tasers to something that could be seen on the news.
4	The students complain that there are way too many fights.
5	At the beginning of the year, CPALs were on it and the site felt better again. Less fights, less kids vaping an on their phones during passing periods, lunch. Now the fights are almost daily like it was last year. Bad.
6	Too much violence on this campus to possibly feel safe. Students and staff are expected to carry on as if nothing happened after witnessing violent assaults.
7	Its like a ticking time bomb here. I have had many conversations with students who are fearful to leave the classroom due to threats, harassment and violence

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8	The school administration has a difficult time maintaining the safety of students with multiple altercations happening daily.
9	There are way too many fights that occur at the school site, which stress the teachers and the students. A lot of the students cannot focus in class because they are too busy wondering and thinking when is the next fight.
10	Way too many fights day after day.
11	Many many fights. Highly doubt students feel safe. Same for teachers.

## Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 21 Skipped: 2



ANSWER CHOICES	RESPONSES
Strong	9.52% 2
Average	19.05% 4
Weak	38.10% 8
Unsatisfactory	33.33% 7
<b>TOTAL</b>	<b>21</b>

#	COMMENTS:
1	There are certain offenses that should have resulted in an expulsion; however, the student(s) were allowed to return to campus.
2	Students are rarely disciplined, so feel enabled to do whatever they want.
3	Kids are back the next day. We need another restorative classroom at the pace we're headed.
4	Students can talk to and treat teachers however they want and there is no consistency in how their behavior is addressed. The left hand doesn't know what the right hand is doing.
5	There are little consequences to students physically assaulting one another and being verbally disrespectful to teachers.
6	Kids appear to get away with everything here and they KNOW it. It is absolute chaos
7	Students are not held accountable for their actions or failure to comply with school expectations.
8	It is usually the same students that get in trouble and get into fights, yet administration does

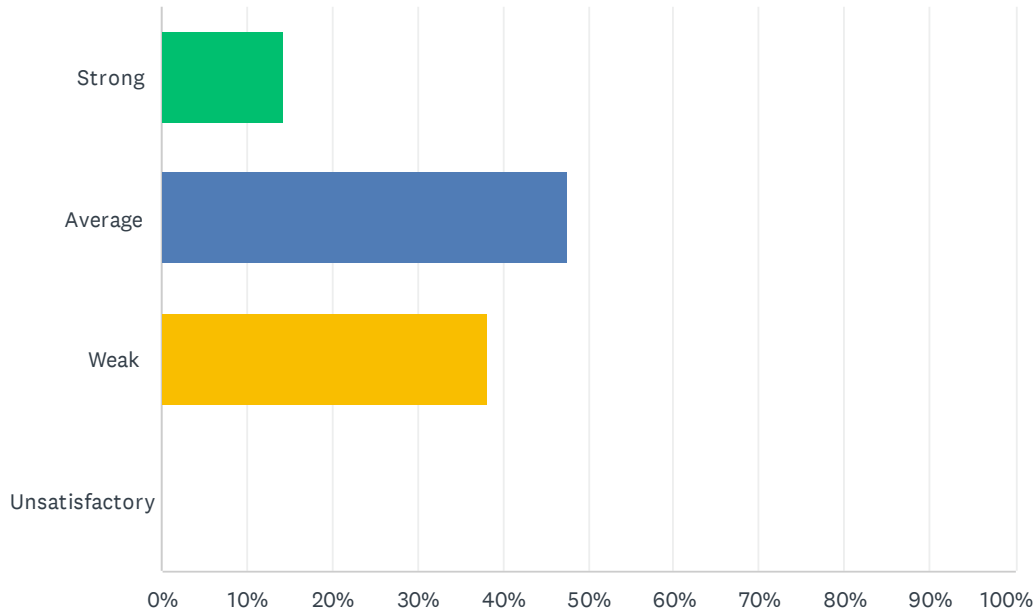
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not give the students proper discipline and consequences for their actions.

9	Student discipline NOT effective. ODR one day. Kid is back in class next day.
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## Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 21 Skipped: 2

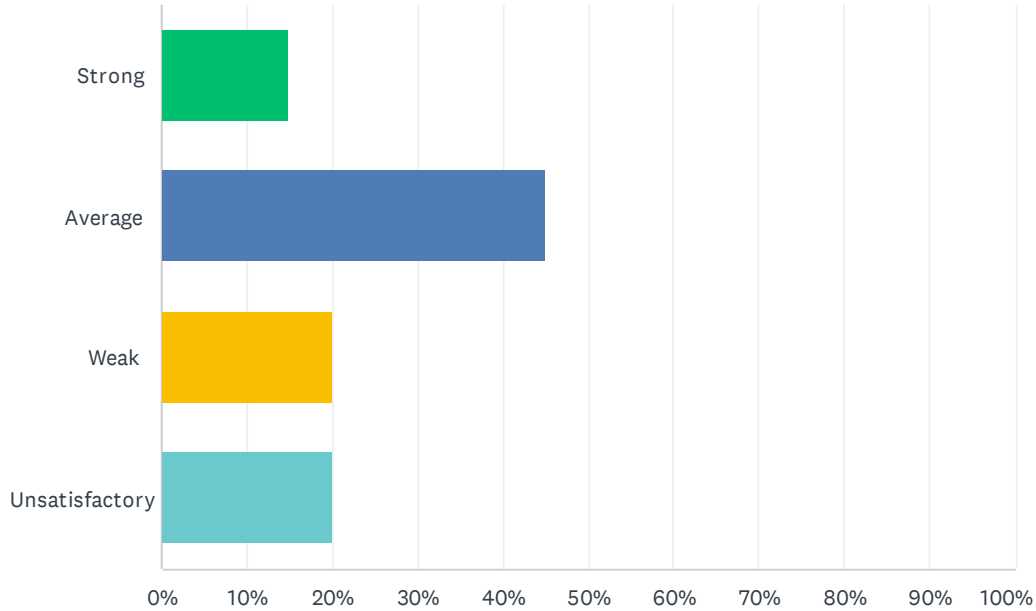


ANSWER CHOICES	RESPONSES
Strong	14.29% 3
Average	47.62% 10
Weak	38.10% 8
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>21</b>

#	COMMENTS:
1	Rather than observing and giving constructive criticism, she spends time in her office. When there are issues, she makes angry and rash decisions, rather than enabling staff to learn and grow.
2	Training doesn't help with the chain of command or the MTSS chart isn't working OR that it isn't being followed.
3	We need to learn self defense to protect ourselves from the fights and chaos. No one is trained to break up fights that happen multiple times a day

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

Answered: 20 Skipped: 3

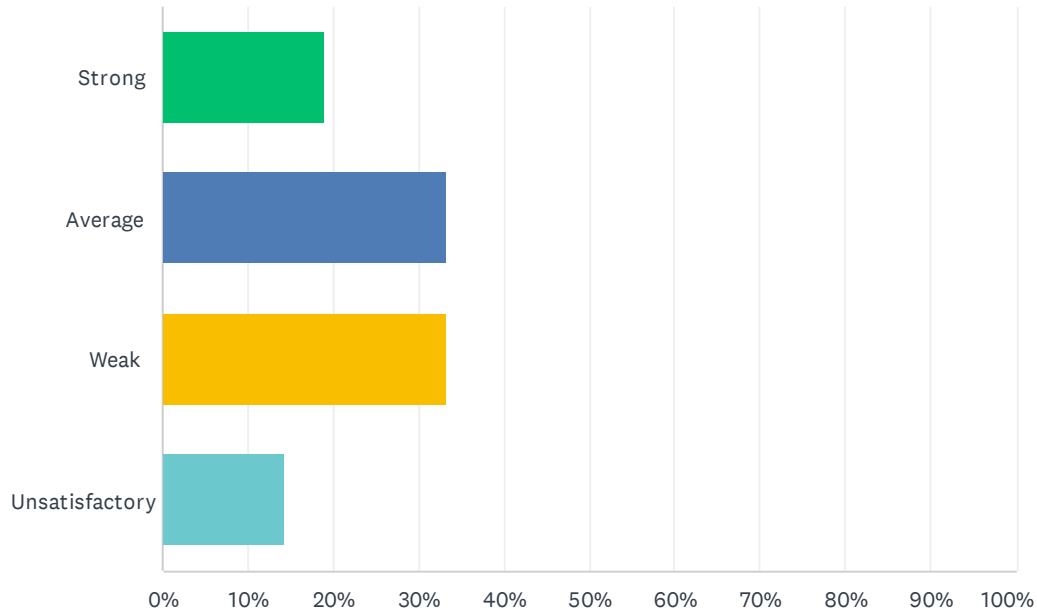


ANSWER CHOICES	RESPONSES
Strong	15.00% 3
Average	45.00% 9
Weak	20.00% 4
Unsatisfactory	20.00% 4
<b>TOTAL</b>	<b>20</b>

#	OTHER (PLEASE SPECIFY)
1	I would like to know what the district discipline guidelines are.
2	Our referrals started disappearing or being deleted.
3	Looks the other way and does not hold students even semi accountable for extreme behaviors. ridiculous
4	There's a lot of fighting going throughout the school cite, and it's usually the same students getting into fights.
5	It is likely that district guideline are followed, but if this is what is happening the district guidelines are terrible.

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

Answered: 21 Skipped: 2



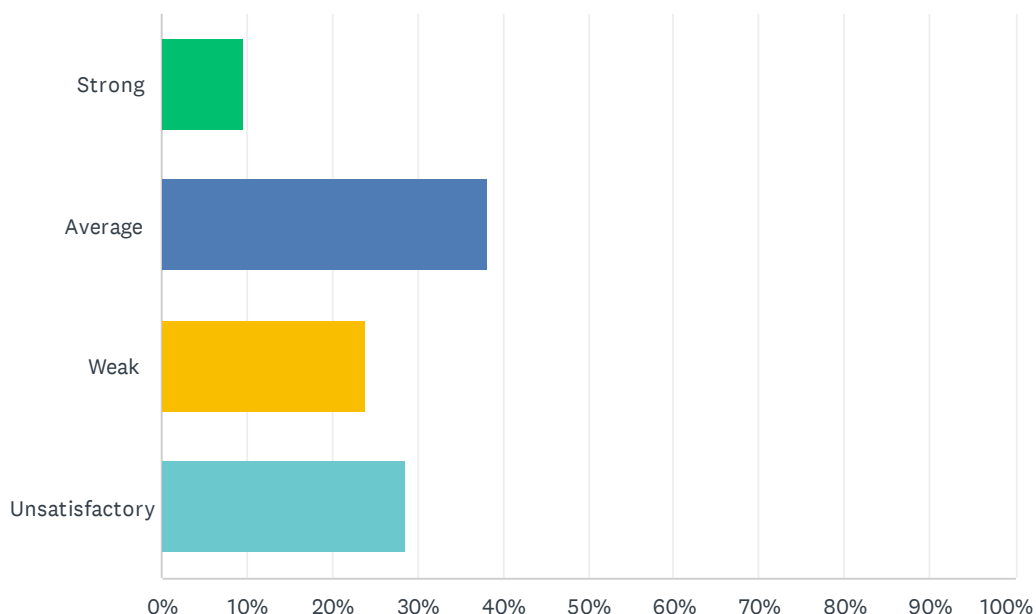
ANSWER CHOICES	RESPONSES	
Strong	19.05%	4
Average	33.33%	7
Weak	33.33%	7
Unsatisfactory	14.29%	3
<b>TOTAL</b>		<b>21</b>

#	COMMENTS:
1	I don't know if we're valued or trusted, but nothing more than detention happens, and students often prefer to go to detention, so this is not effective at changing behavior.
2	Sometimes referrals disappear.
3	Teacher's referrals have been deleted or they have been sternly talked into changing wording. Our word means nothing anymore. They will not defend you here. If it makes them look bad they will throw you out to fend for yourself.
4	The follow up to ODR's is slow and almost unhelpful because they are not resolved in a timely manner.



## Q29 My site has a positive atmosphere.

Answered: 21 Skipped: 2



ANSWER CHOICES	RESPONSES
Strong	9.52% 2
Average	38.10% 8
Weak	23.81% 5
Unsatisfactory	28.57% 6
<b>TOTAL</b>	<b>21</b>

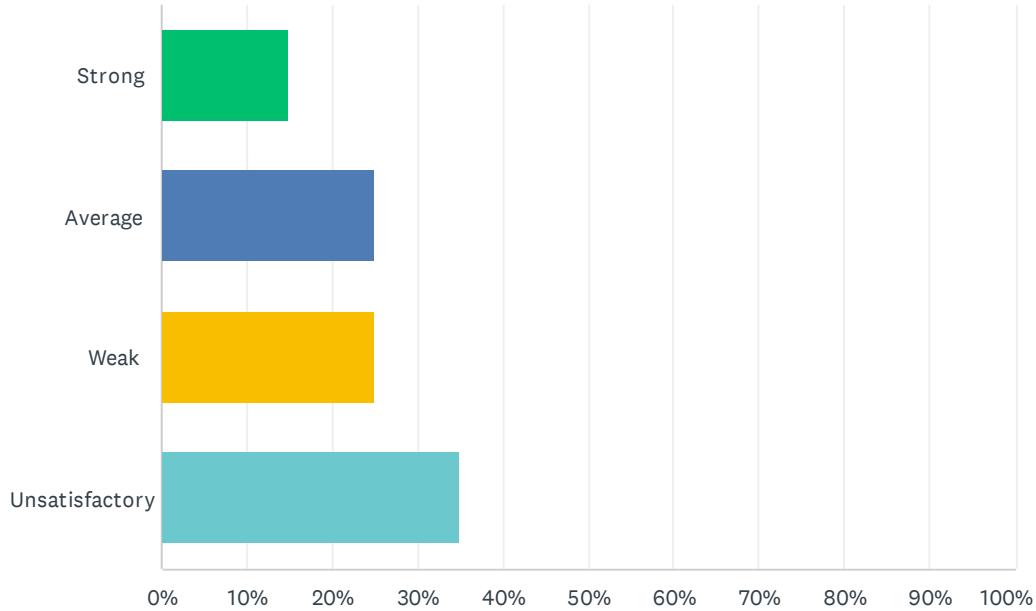
#	COMMENTS:
1	Besides the student behavior and the breakdown on the communication with events and decision making, overall I think we try our best with what we have to work with. If people would work together rather than against each other, stop trying to throw people under the bus to make themselves look good, and understand we all make mistakes, the bottom line is- we are all here to work together for the students. Sequoia is on the right path to a more positive atmosphere.
2	It is obvious around the school that the climate is unsafe and the culture is increasingly negative. I have loved this school for years, but there was a drastic change that occurred this year, and now many of us do not feel safe or supported.
3	No. This school has changed so much. There were many teachers and staff that left this school and I would not be surprised if another round leaves again. This is a very toxic environment that admin tries to show off as everything is great and amazing. Teachers and staff are told that they are the problem instead of fixing the issues that we are faced with. Admin will not work with staff to make this a better school. They are not open to ideas, there is no true open door policy when people are afraid to tell the truth. People should not be treated this way and children cannot learn in environments that are unsafe, chaotic, and unhealthy.
4	Again it is an OBVIOUS US vs THEM

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5	The morale amongst all staff is at an all time low.	
6	The school site appreciates and values certain staff more than others.	
7	between average and weak	
8	There is constant physical violence to which other students run to and become part of the problem by taking video's of the fights and posting on Social Media, immediately. It would help immensely if phones were not allowed to be used on campus.	

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

Answered: 20 Skipped: 3



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

#	COMMENTS:
1	Absolutely not.
2	Once admin gets it together.
3	I would stay far away. Years ago, I would have said yes, but now. No. If you want to :constantly feel the burnout, be micromanaged, watched on cameras, breakup fights, watch people be treated like dirt, experience confusion on what is happening at your own workplace, gaslit, or in fear of what these fights will escalate to next, then come to Sequoia. This campus is on fire and admin is every reason why. They paint a pretty picture or what I they want the outside to think Sequoia is, but when you take away the filters and peel back the layers, it's ugly, and terrible. They lost amazing staff and continue to treat the existing like trash. There are good people still here and are trying the best they can, but there is only so much we can do in our classes to shield our students and ourselves from the chaos that surrounds us. maybe we all just have to look in the mirror to see if the power of toxic positivity can help save us or maybe we need to just pray. Keep us in your thoughts and prayers.
4	I would tell them to look at the evals. We have awesome support staff but the principal is another level. Literally our Christmas party was her 50th birthday party - all about her, her

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family and friends, and then oh yeah - here's my staff. I have no idea how she is still a principal.

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5 We should never have inexperienced, weak, first year teachers here. Or they should at least warn them of what they are about to walk into, so they can make an informed decision

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6 Personally I would not recommend this site to someone simply because the neighborhood can be challenging for new teachers, and the work environment can be toxic from time to time. There's a lot of miscommunication between administration and the teachers. Administration does not appreciate or praise their teachers for the hard work and effort we do everyday. Plus, the constant fights can be very stressful for a new teacher because you have to constantly be on high alert and make sure the students do not fight one another.

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