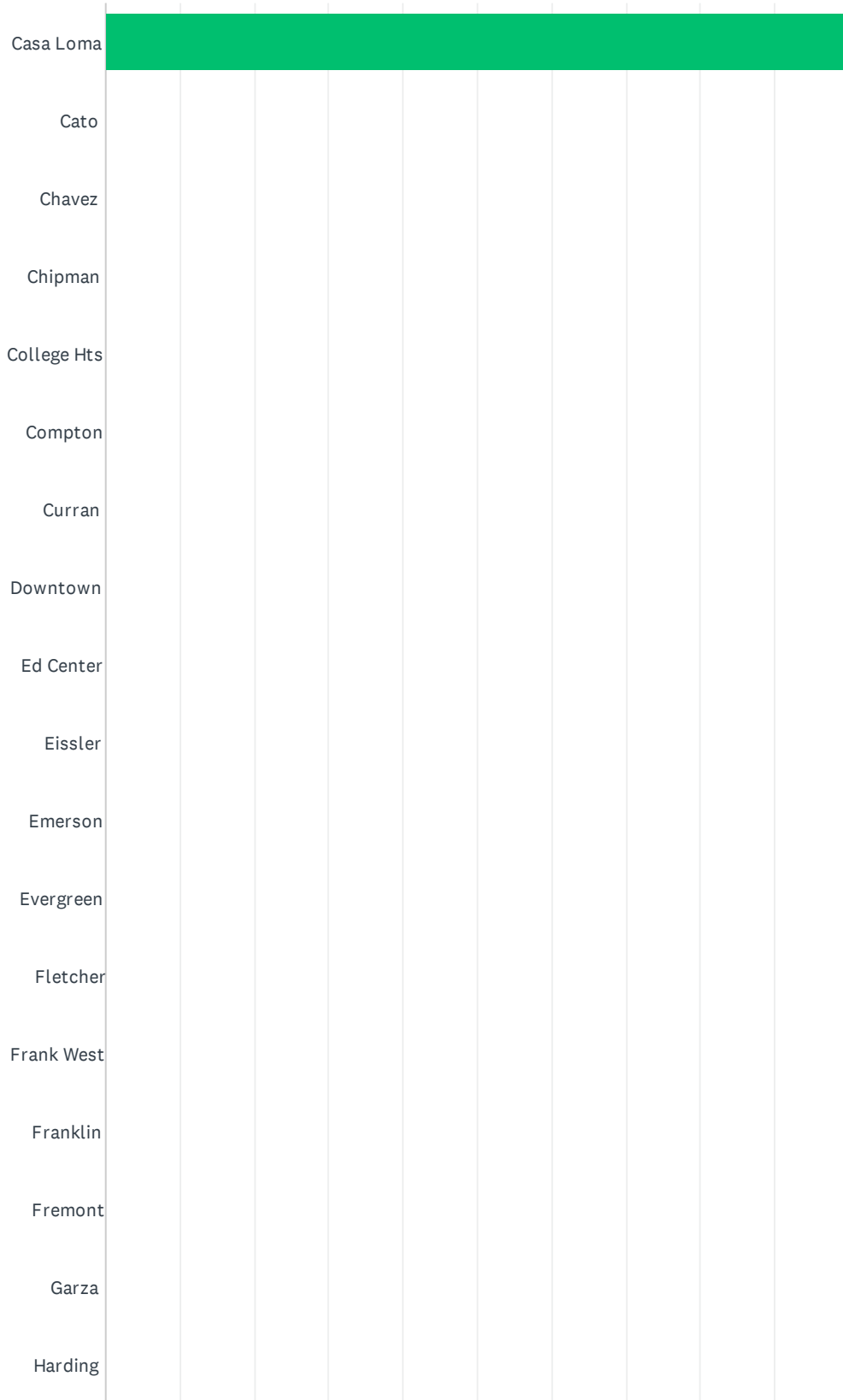


Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

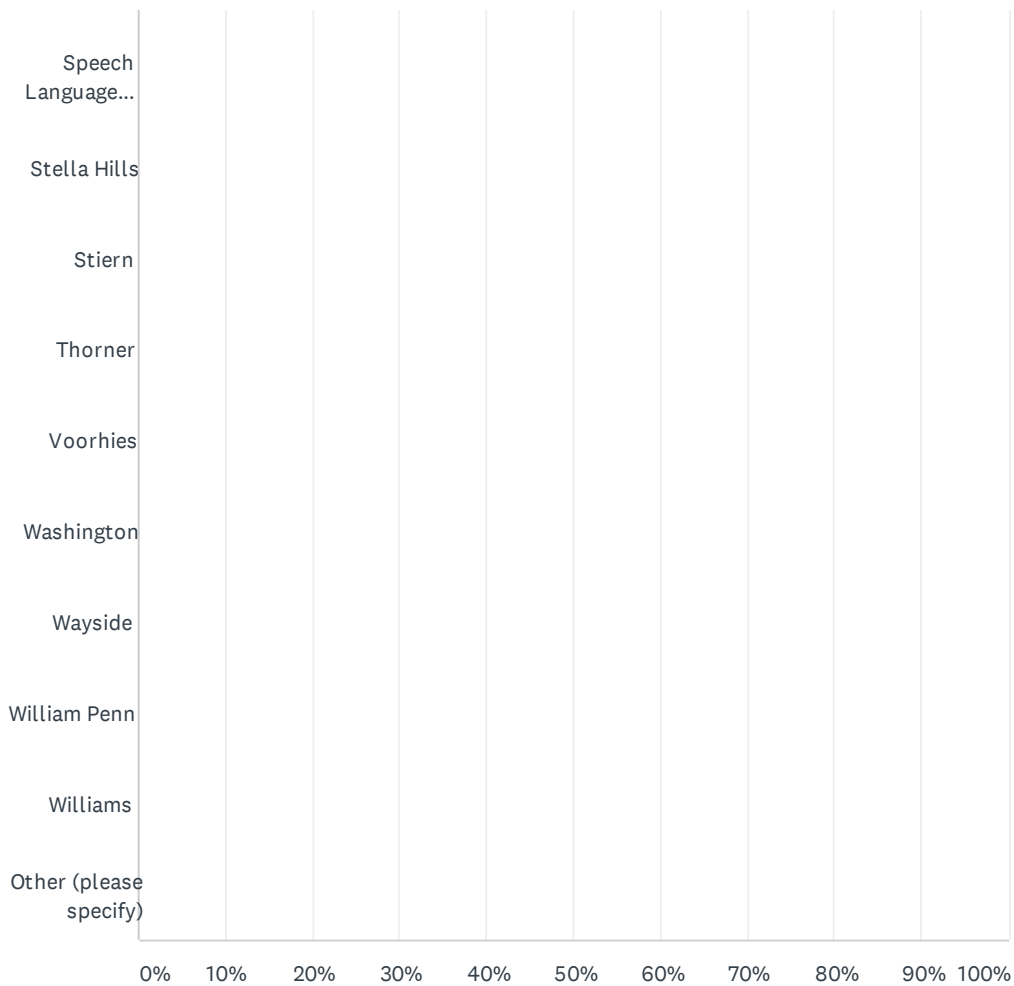
Answered: 14 Skipped: 0



2020-2021 BETA Administration/Site Climate Survey

Harris										
Horace Mann										
Hort										
Jefferson										
Longfellow										
McKinley										
MLK										
Mt.Vernon										
Munsey										
Nichols										
Noble										
Nurses										
Owens Intermediate										
Owens Primary										
Pauly										
Pioneer										
Rafer Johnson										
Roosevelt										
Sequoia										
Sierra										
Special Ed Office										

2020-2021 BETA Administration/Site Climate Survey



2020-2021 BETA Administration/Site Climate Survey

ANSWER CHOICES	RESPONSES	
Casa Loma	100.00%	14
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

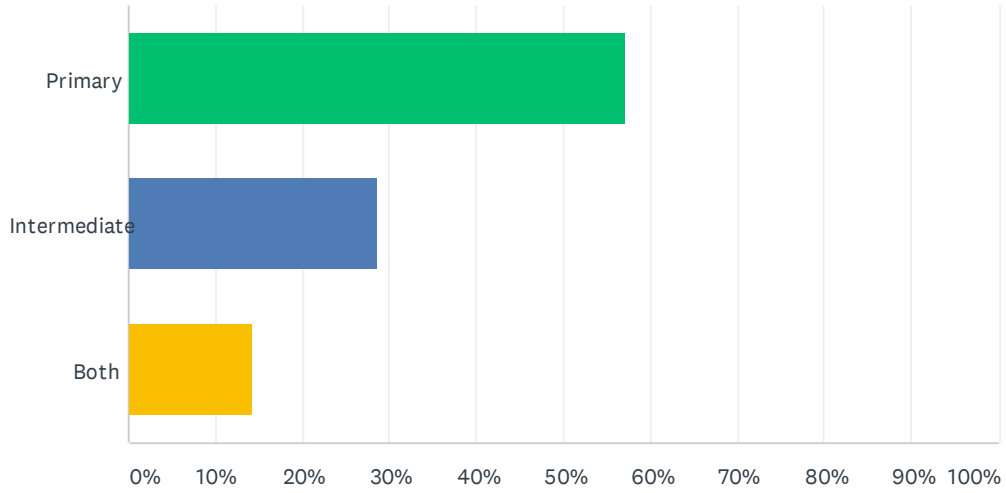
2020-2021 BETA Administration/Site Climate Survey

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

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

Q2 Instructional Grade Level or Support Services

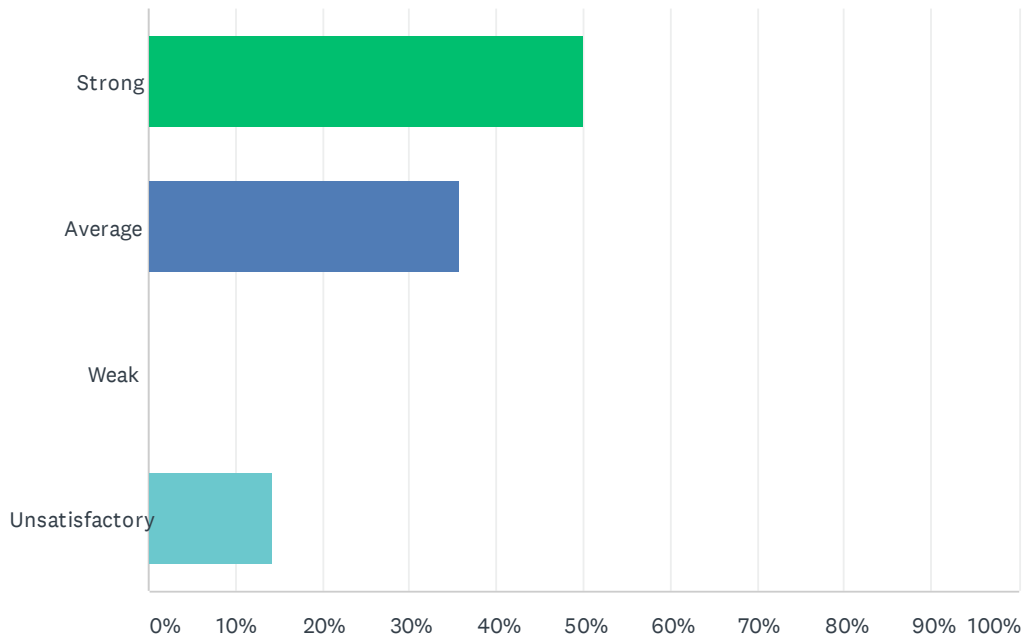
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Primary	57.14%	8
Intermediate	28.57%	4
Both	14.29%	2
TOTAL		14

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

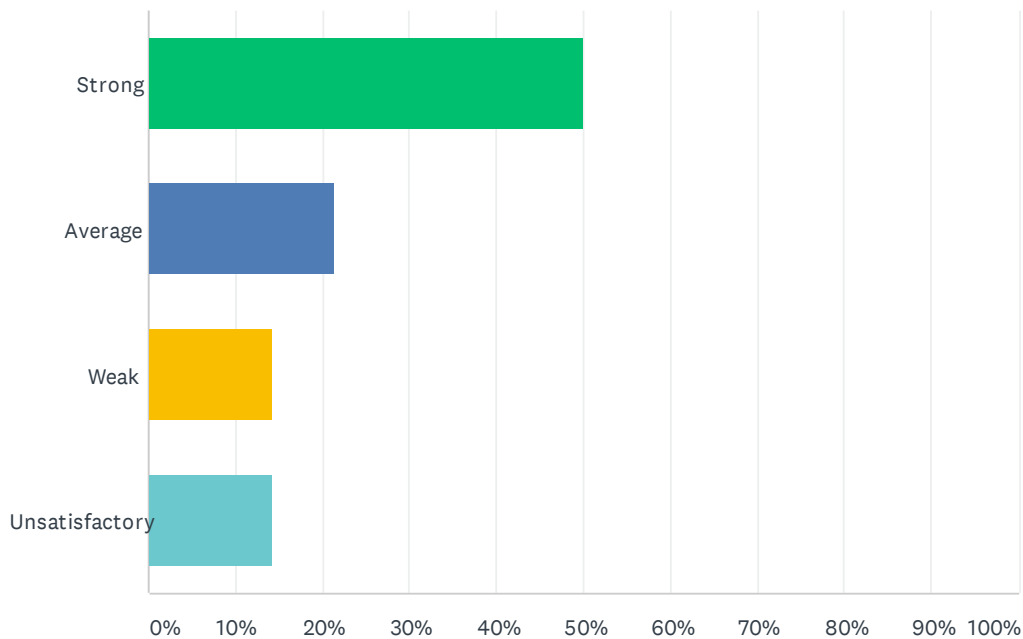
Answered: 14 Skipped: 0



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

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

Answered: 14 Skipped: 0

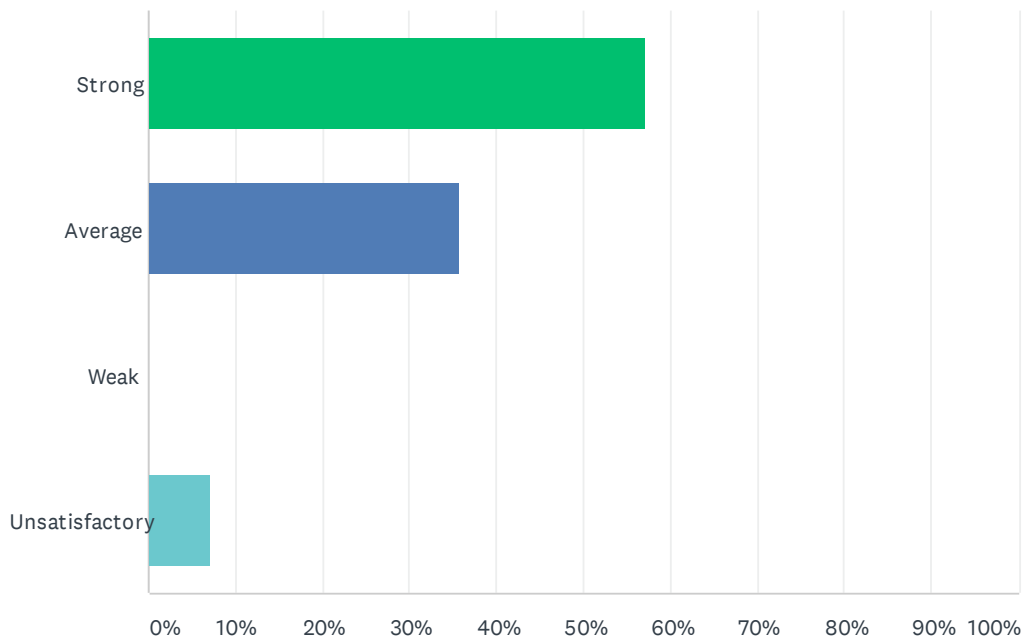


ANSWER CHOICES	RESPONSES
Strong	50.00% 7
Average	21.43% 3
Weak	14.29% 2
Unsatisfactory	14.29% 2
TOTAL	14

#	COMMENT	DATE
1	I have enjoyed 18 years at Casa Loma. I feel less as a valued member the last few years, with the new administration.	2/19/2021 7:45 AM
2	Lemuel Kwon has been a hindrance rather than a help in all aspects of virtual learning. She has disseminated information provided by the district, however, has not fulfilled her duties as an administrator when it comes to any leadership form whatsoever. She feels it appropriate to reprimand staff with no consideration for the nature of the work required to complete the duties of a teacher working virtually.	2/18/2021 5:20 PM
3	I feel like if my principal could get rid of me she would.	2/18/2021 5:11 PM
4	Teacher opinion is not valued.	2/18/2021 2:07 PM
5	Administration praises staff in numerous ways.	2/18/2021 1:05 PM
6	I am treated in a professional manner.	2/18/2021 11:51 AM

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

Answered: 14 Skipped: 0

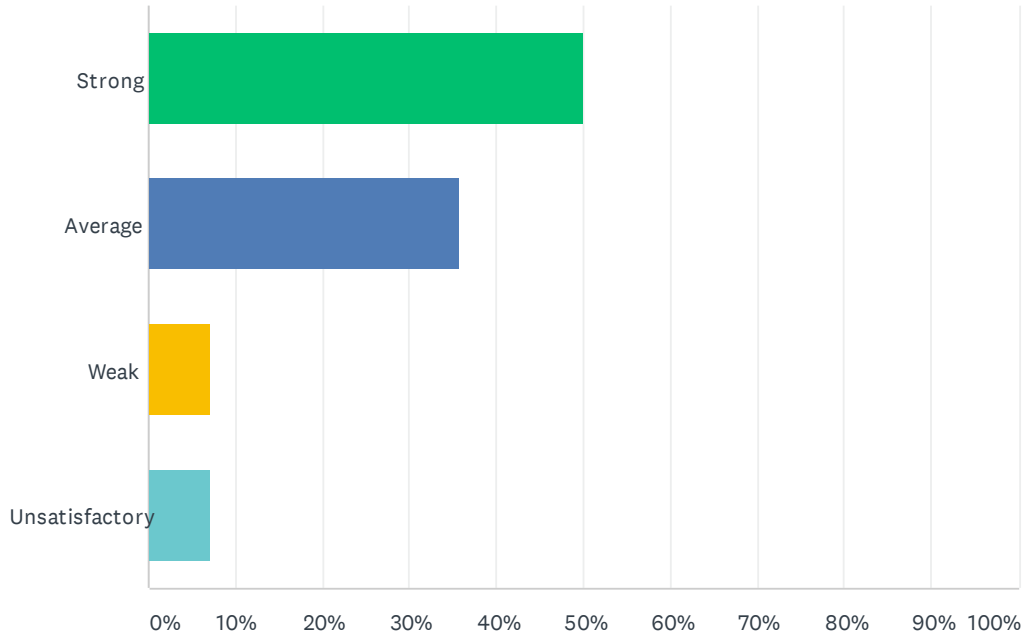


ANSWER CHOICES	RESPONSES
Strong	57.14% 8
Average	35.71% 5
Weak	0.00% 0
Unsatisfactory	7.14% 1
TOTAL	14

#	COMMENT:	DATE
1	communicates in zoom at the time of visit sometimes, and that's disruptive.	2/19/2021 7:45 AM
2	She does leave feedback almost instantly and I do appreciate it very much.	2/18/2021 7:00 PM
3	Most times Lemuel leaves her typical, formulaic feedback where more effort is placed in her criticism than positive feedback. All professionals are capable of receiving constructive criticism, however, her feedback is based on adhering to what she believes will present her in a favorable light to district officials rather than the needs of the students.	2/18/2021 5:20 PM
4	I have never received feedback except for my evaluation, when I was pulled out of class to attend meeting with less than 30 minutes notice.	2/18/2021 5:11 PM
5	Administration leaves weekly feedback in the chat. There are resources provided also.	2/18/2021 1:05 PM

Q6 Site administration follows the contract and respects personal rights.

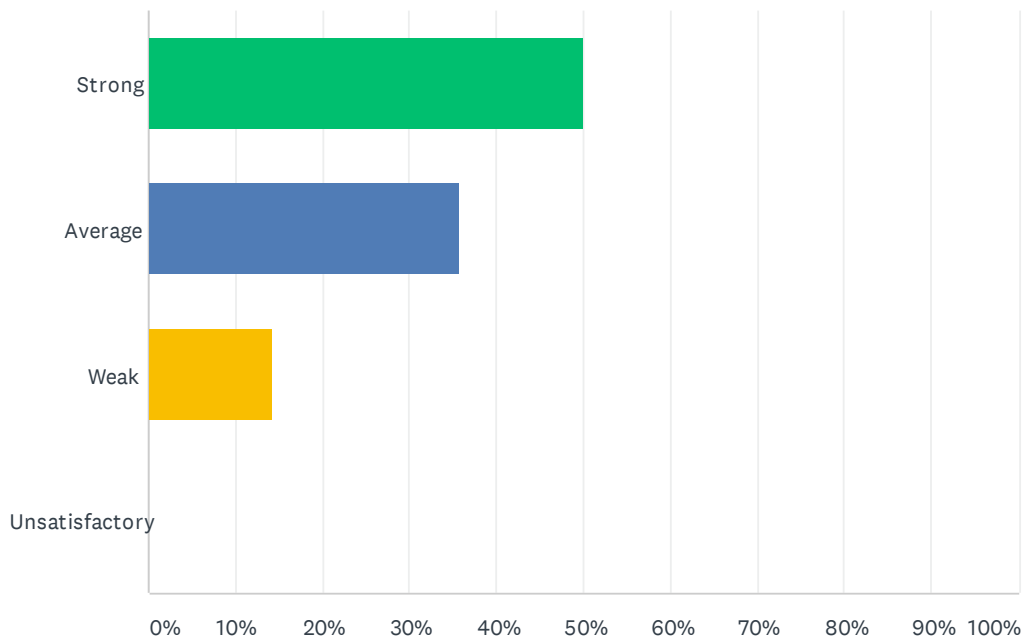
Answered: 14 Skipped: 0



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

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

Answered: 14 Skipped: 0

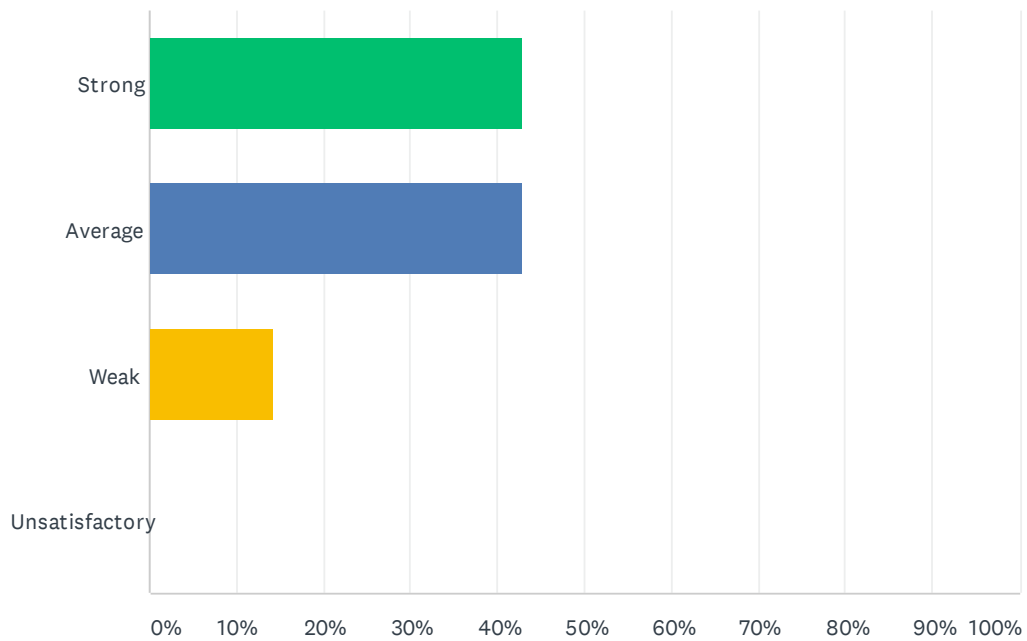


ANSWER CHOICES	RESPONSES
Strong	50.00% 7
Average	35.71% 5
Weak	14.29% 2
Unsatisfactory	0.00% 0
TOTAL	14

#	COMMENT	DATE
1	During this virtual teaching yes, in regular schedule, it was challenging to find the support staff for questions and support.	2/19/2021 7:45 AM
2	She abuses staff's "assigned as needed" bullet to their job description.	2/18/2021 5:20 PM
3	Abuses the *as needed* bullet on job description	2/18/2021 5:11 PM
4	Support staff is utilized according to their job description. All support staff go above and beyond their job descriptions and help wherever needed.	2/18/2021 1:05 PM

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

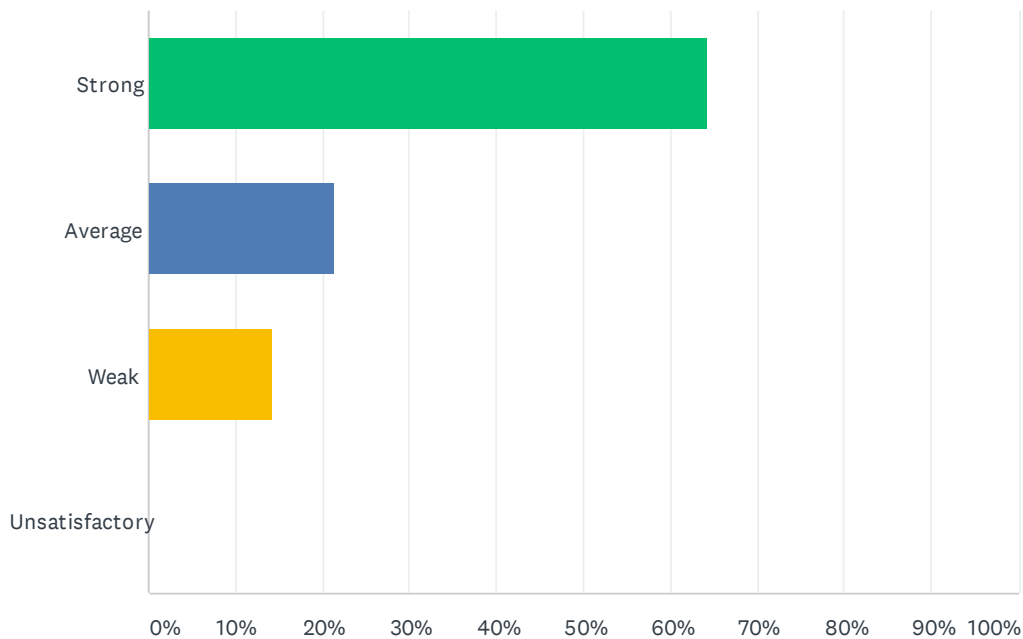
Answered: 14 Skipped: 0



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

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

Answered: 14 Skipped: 0

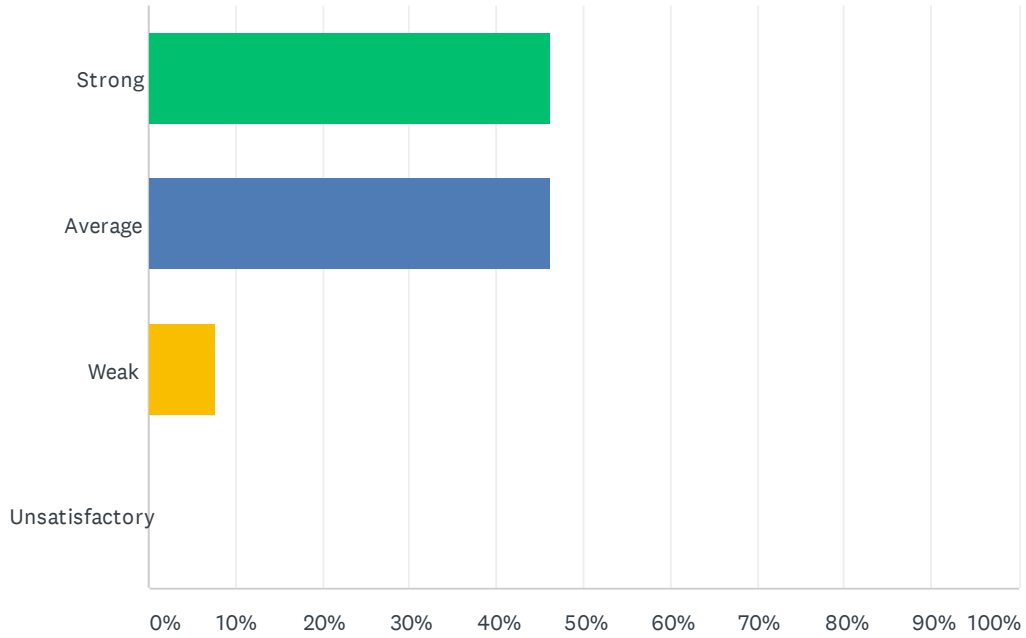


ANSWER CHOICES	RESPONSES
Strong	64.29% 9
Average	21.43% 3
Weak	14.29% 2
Unsatisfactory	0.00% 0
TOTAL	14

#	COMMENTS	DATE
1	She is available, however, she is entirely unapproachable if you have a question about decisions she has made.	2/18/2021 5:20 PM
2	Says she is but have not seen it.	2/18/2021 5:11 PM
3	Administration gave every staff member their cell numbers so staff can text them when they have a question. Administration schedules Zoom meetings and answers emails as necessary when staff has concerns or need coaching.	2/18/2021 1:05 PM
4	Administration is quick to respond to any concerns.	2/18/2021 11:51 AM

Q10 Administration supports staff against attacks and criticism from parents.

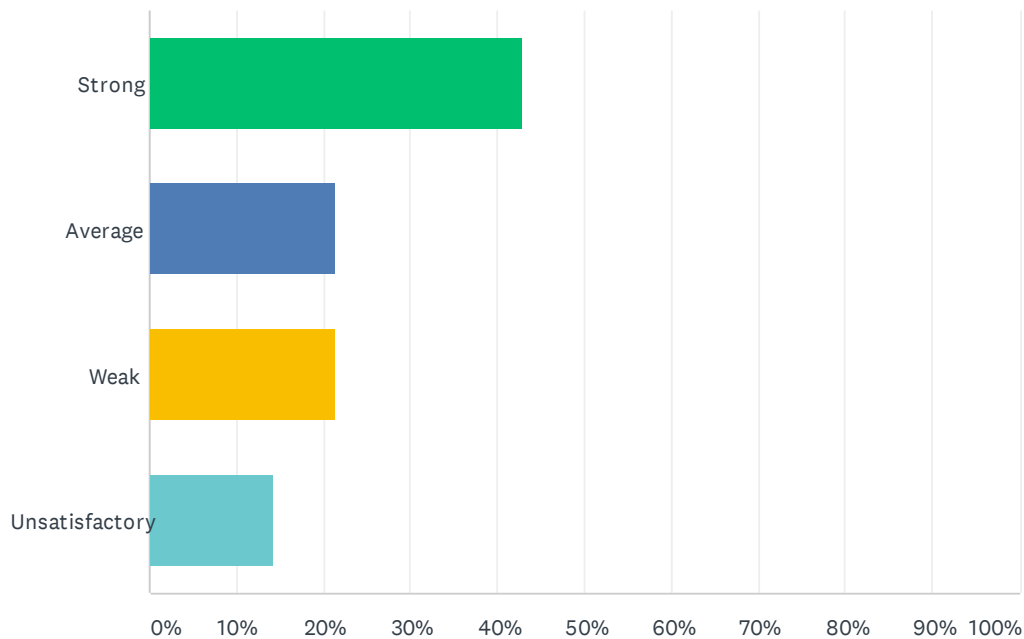
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	46.15%	6
Average	46.15%	6
Weak	7.69%	1
Unsatisfactory	0.00%	0
TOTAL		13

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

Answered: 14 Skipped: 0

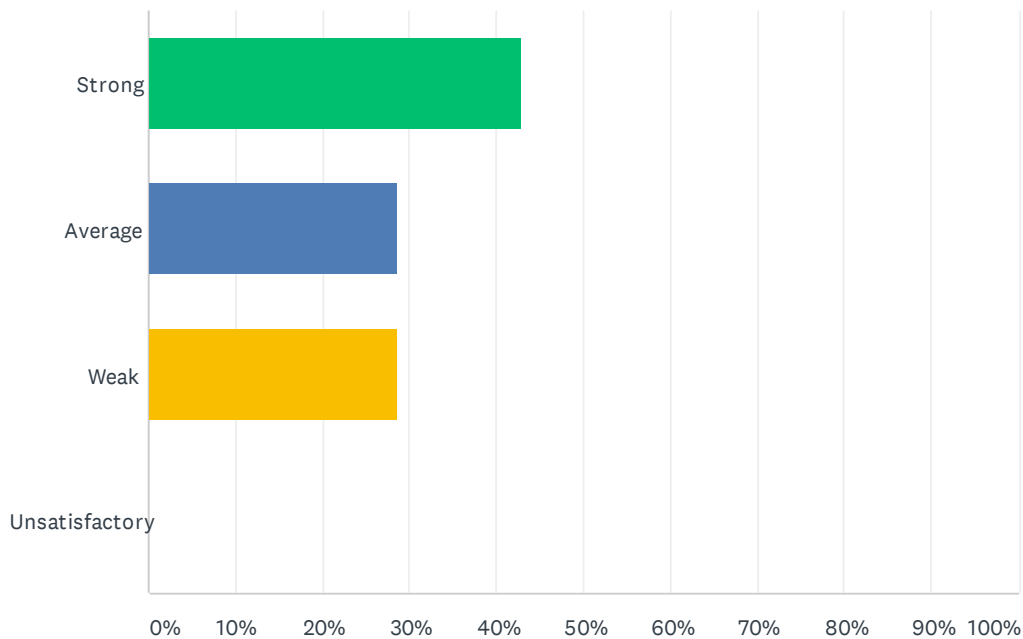


ANSWER CHOICES	RESPONSES
Strong	42.86% 6
Average	21.43% 3
Weak	21.43% 3
Unsatisfactory	14.29% 2
TOTAL	14

#	COMMENT	DATE
1	I thought it was average, but uses in evaluation even if the issue is resolved after better communication with parents. I don't feel the teachers are treated equally. There is some preferential treatment.	2/19/2021 7:45 AM
2	Lemuel Kwon has shown favoritism towards certain staff members who fit within her "bubble" of teachers she wants to promote. This bubble tends to be teachers within a certain age group and experience level.	2/18/2021 5:20 PM
3	Has her favorites and they can do no wrong.	2/18/2021 5:11 PM

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

Answered: 14 Skipped: 0

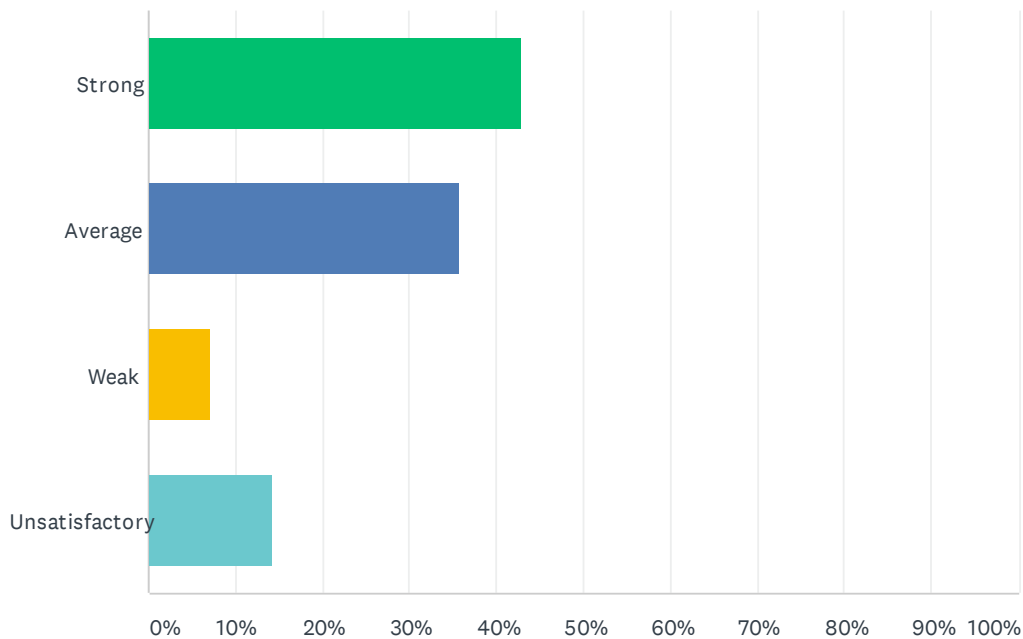


ANSWER CHOICES	RESPONSES
Strong	42.86% 6
Average	28.57% 4
Weak	28.57% 4
Unsatisfactory	0.00% 0
TOTAL	14

#	COMMENTS	DATE
1	Her support regarding disciplinary procedures is simply following protocol to the extent that she can diminish liability. Her main concern is attendance which she has shown she is fine with stretching the truth on.	2/18/2021 5:20 PM
2	The only concern she shows is for attendance.	2/18/2021 5:11 PM
3	Administration Zoom's into classrooms to help with students who need encouraging. Administration conducts and assigns support staff to conduct home visits as necessary following COVID-19 protocols.	2/18/2021 1:05 PM

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

Answered: 14 Skipped: 0

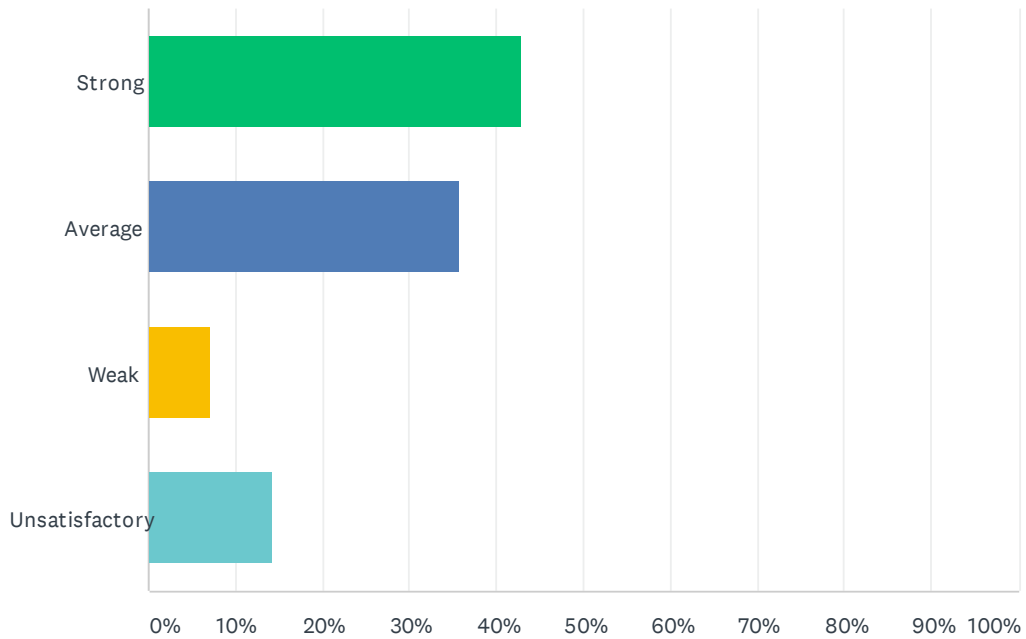


ANSWER CHOICES	RESPONSES
Strong	42.86% 6
Average	35.71% 5
Weak	7.14% 1
Unsatisfactory	14.29% 2
TOTAL	14

#	COMMENTS	DATE
1	The appointments required for a period of time made it difficult for parents to get supplies from school. That situation is made easier now.	2/19/2021 7:45 AM
2	Her response to us when asking about materials is that they're on order and we must not be "problem finders" in this situation. To this point, the only materials we've received that we asked for at the beginning of the year were rods that showed up too late for the unit we were going to teach using them.	2/18/2021 5:20 PM
3	Her response when asked about about materials is "there on order, we need to be problem solvers not finders for the situation"	2/18/2021 5:11 PM
4	If teachers need supplies from their room, COVID-19 protocols are followed and staff are able to retrieve necessary materials.	2/18/2021 1:05 PM

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

Answered: 14 Skipped: 0



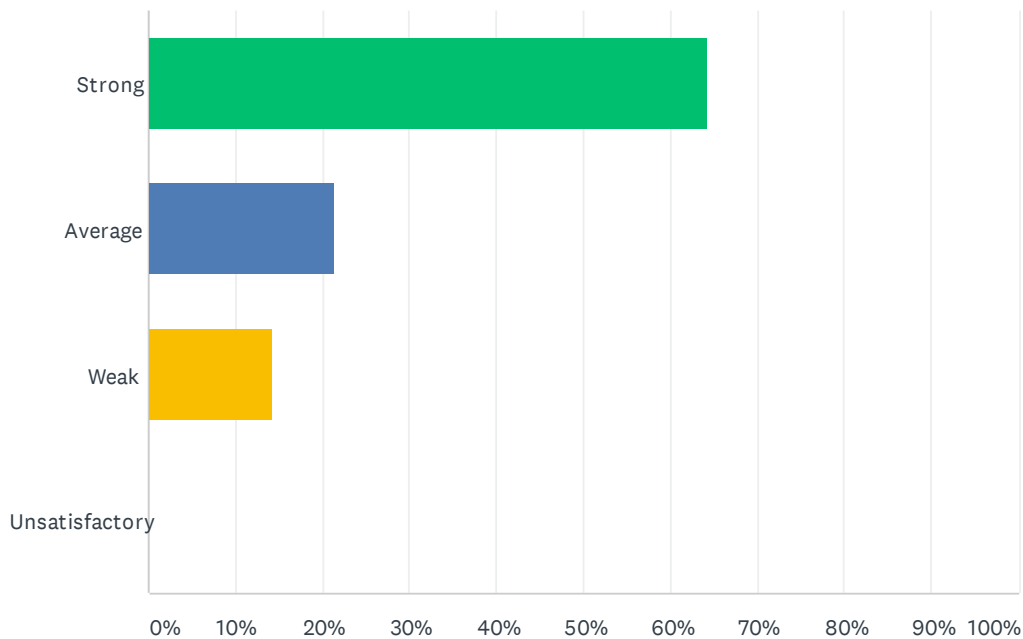
ANSWER CHOICES	RESPONSES	
Strong	42.86%	6
Average	35.71%	5
Weak	7.14%	1
Unsatisfactory	14.29%	2
TOTAL		14

2020-2021 BETA Administration/Site Climate Survey

#	COMMENT	DATE
1	I felt more stressed after my evaluation this time, since my evaluation is almost perfect every year. This year I was checked "working toward in 8. areas, and one of them is very close to my heart."I felt most confident before that. I have attended most of the trainings last year and this year in technology and incorporated district plans and have used all the resources. I didn't feel recognized for that. The visits were not enough to evaluate fairly. The video off was ok by district for students, but expectations seemed different during visits.	2/19/2021 7:45 AM
2	She has given positive feedback from her virtual visits to my classroom which I strongly value. I do feel appreciated.	2/18/2021 7:00 PM
3	Lemuel Kwon has found it necessary to not only reprimand teachers without consideration for the nature of these times, but she has also shown she finds it necessary to misrepresent events in order to reprimand those teachers she feels make her job harder which are those teachers who seek clarification on her hastily-made decisions.	2/18/2021 5:20 PM
4	Principal has not only reprimanded teachers at this time without consideration of the times, but also has misrepresented events in order to make herself look better(in the right) when questioned.	2/18/2021 5:11 PM
5	Administration is accomodating and is concerned with the safety of their staff.	2/18/2021 1:05 PM

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

Answered: 14 Skipped: 0



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

#	COMMENT	DATE
1	She forwards emails that are already sent to us by the district with nothing added other than "please read the following email. This is where we end up feeling not only as though she believes us to be inept when it comes to reading emails provided by the district but leaves us feeling she is out of touch with the fact that we already receive enough emails in this virtual academic environment.	2/18/2021 5:20 PM
2	She floods our emails by forwarding emails already sent to us from the district, with nothing added to them other than a "please read" This makes me feel like she doesn't trust me to read what I am sent by the district and causes to to spend more time making sure she hasn't added something this time so more time on the computer. Joy joy more time on the computer just what I want after being virtual all day.	2/18/2021 5:11 PM
3	As soon as administration knows of changes, they communicate the changes with the staff.	2/18/2021 1:05 PM

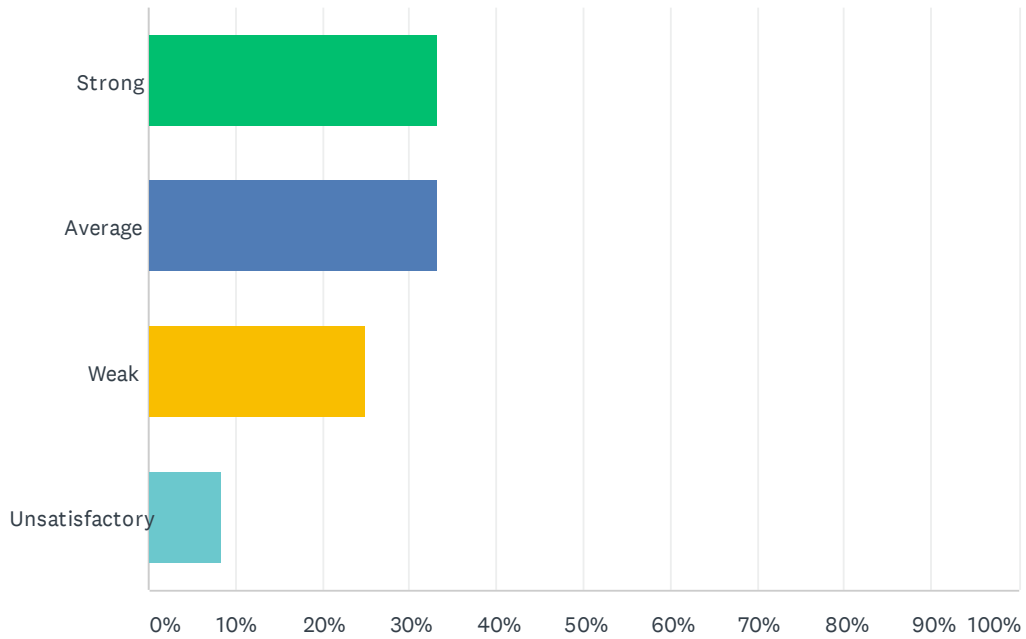
Q16 Does your administrator impact the working conditions, positively or negatively, at your worksite?

Answered: 10 Skipped: 4

#	RESPONSES	DATE
1	Positively	2/19/2021 12:11 PM
2	Negatively because I know I am a very good teacher, but after most of the visit from the administrator, I feel stressed.	2/19/2021 7:45 AM
3	Positively	2/19/2021 1:55 AM
4	I feel my administrator has provided positive support at my worksite.	2/18/2021 7:00 PM
5	Lemuel Kwon negatively impacts working conditions. She provides us with no PD opportunities that are worthwhile to a virtual teacher. She provides us with no insight on how to navigate the virtual world other than what she feels the school district administration wants to see when they visit our rooms. She makes the job more difficult. When she is in the room, you already know you're going to be attacked in her feedback regardless of what she actually she sees happening in the room. She has shown she has a lack of understanding with vertical articulation of the common core standards. She has also shown that when it comes to our contract, if she can get away with cutting corners or loopholes, she will take advantage. At times, she has shown that she will make attempts to go against contract, apparently only to see if she can get away with it. She has shown her decision-making is not with the students' best interest in mind. She has shown a lack of respect towards the teachers who are working under her. She speaks ill of teachers in front of other teachers. She has shown she has no qualms about creating a negative working environment so long as it is for teachers that are not in her bubble of favorites.	2/18/2021 5:20 PM
6	For me the administrator has a negative impact on my work conditions. Every interaction with her is either a demand that requires more work for me or is a negative request/demand for information.	2/18/2021 5:11 PM
7	It is positive for the most part.	2/18/2021 2:07 PM
8	I feel that Casa Loma has a positive worksite environment.	2/18/2021 1:05 PM
9	Ms. Kwon is on top of her communication. All of her staff and admins makes me feel like I am part of the team as the traveling music teacher. I really appreciate the supportive atmosphere from Casa Loma.	2/18/2021 12:16 PM
10	Our administrator goes above and beyond to create opportunities for staff to be successful.	2/18/2021 11:51 AM

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

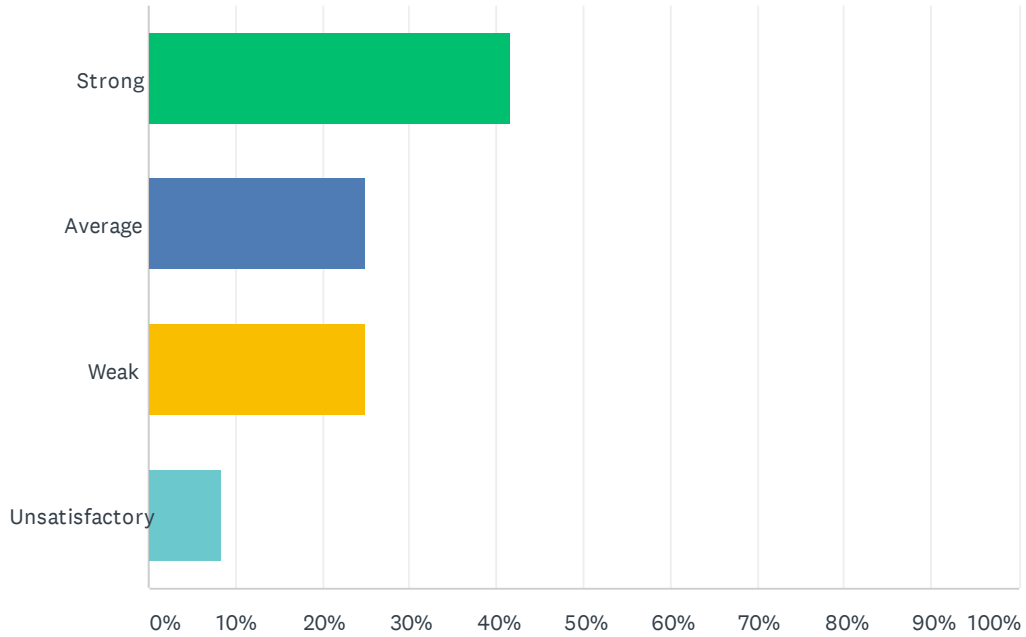
Answered: 12 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strong	33.33%	4
Average	33.33%	4
Weak	25.00%	3
Unsatisfactory	8.33%	1
TOTAL		12

Q18 Site meetings are productive and not excessive.

Answered: 12 Skipped: 2

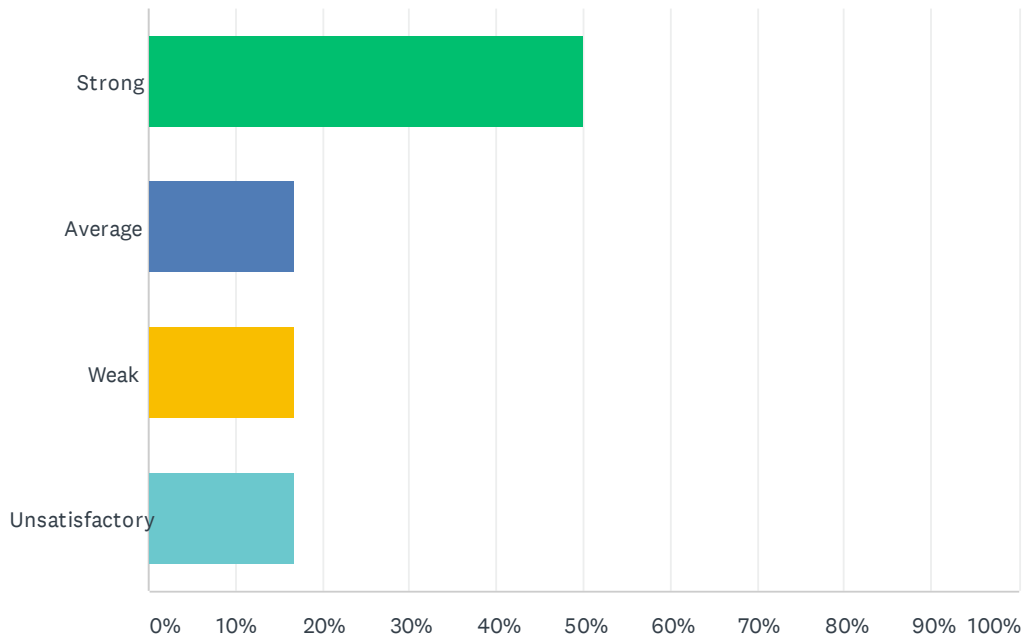


ANSWER CHOICES	RESPONSES
Strong	41.67% 5
Average	25.00% 3
Weak	25.00% 3
Unsatisfactory	8.33% 1
TOTAL	12

#	COMMENT	DATE
1	Meetings we're told would be quick could last longer than contracted time if she was allowed.	2/18/2021 5:25 PM
2	Staff meeting every week and PD's once a month.	2/18/2021 5:25 PM

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

Answered: 12 Skipped: 2

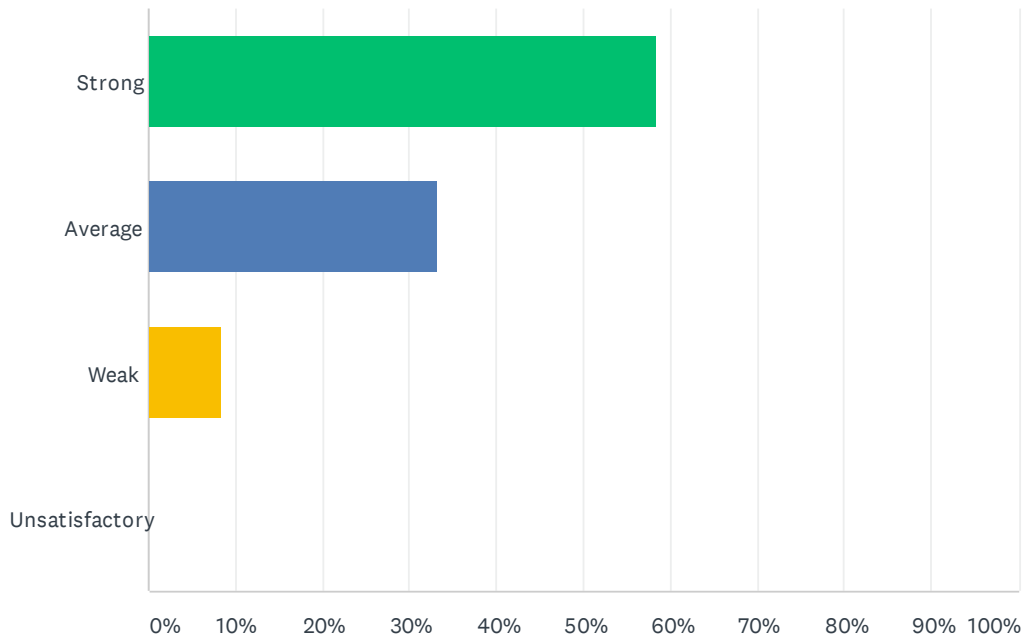


ANSWER CHOICES	RESPONSES
Strong	50.00% 6
Average	16.67% 2
Weak	16.67% 2
Unsatisfactory	16.67% 2
TOTAL	12

#	COMMENT	DATE
1	The less time watching unnecessary videos and reading unnecessary quotes, the better.	2/18/2021 5:25 PM
2	Meetings are usually 2:15-3:15 and most could have been taken care of in less than 15 minutes.	2/18/2021 5:25 PM

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

Answered: 12 Skipped: 2

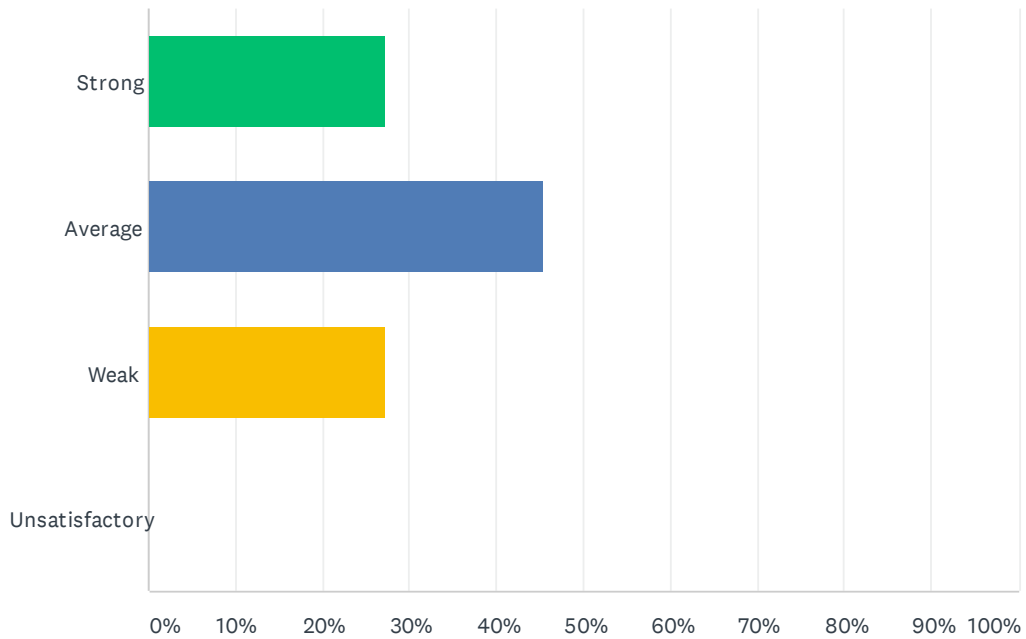


ANSWER CHOICES	RESPONSES
Strong	58.33% 7
Average	33.33% 4
Weak	8.33% 1
Unsatisfactory	0.00% 0
TOTAL	12

#	COMMENT	DATE
1	If you do not count the weeking staff meetings, monthly PDs and other emergency meetings that pop up.	2/18/2021 5:25 PM

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

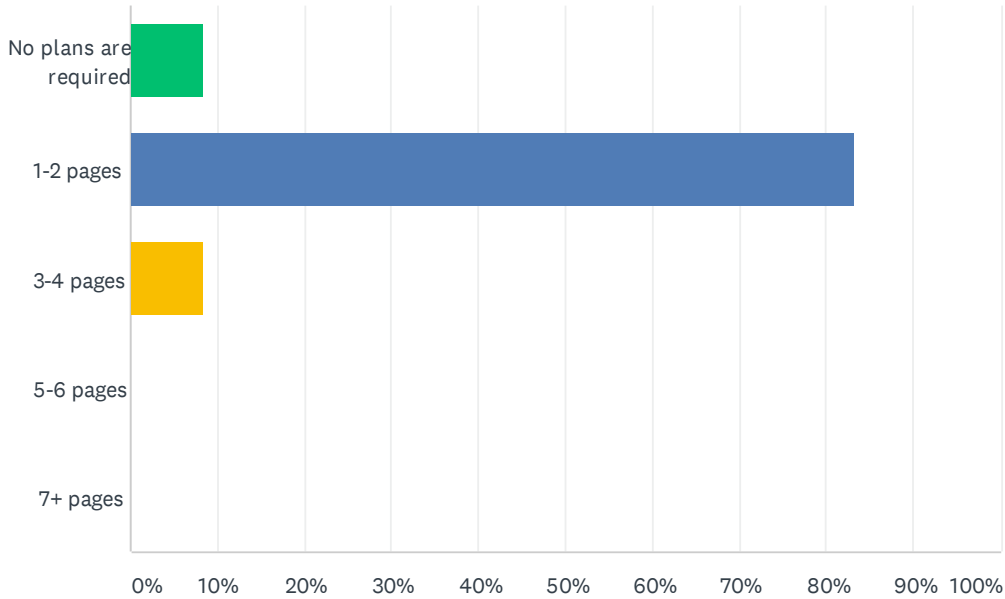
Answered: 11 Skipped: 3



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

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

Answered: 12 Skipped: 2

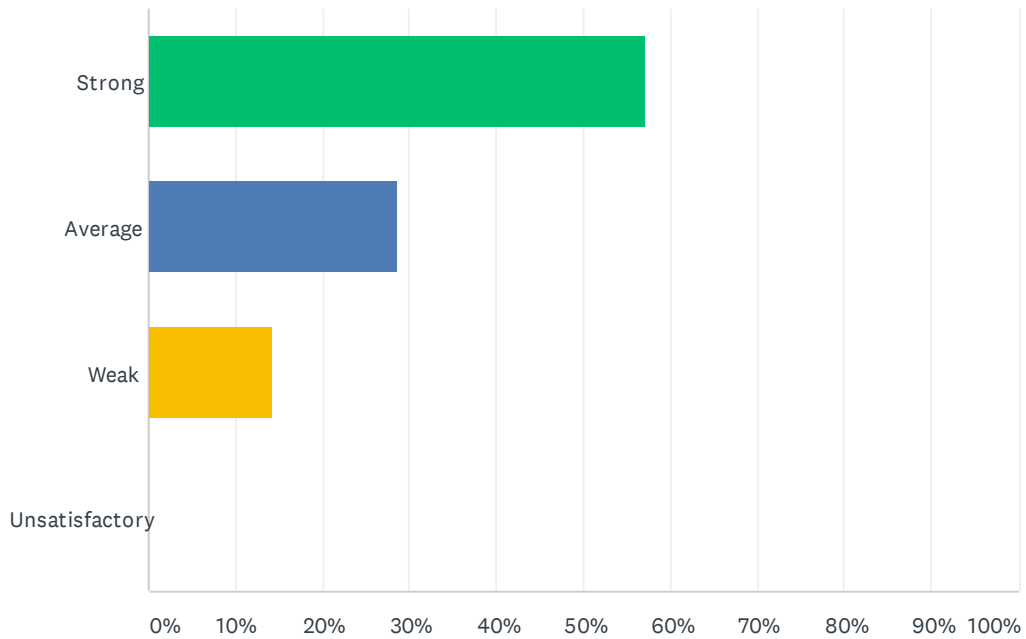


ANSWER CHOICES	RESPONSES	
No plans are required	8.33%	1
1-2 pages	83.33%	10
3-4 pages	8.33%	1
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		12

#	COMMENT	DATE
1	Plans are required to be turned in every week on Monday by 8:00 a.m. and not a minute later.	2/18/2021 5:25 PM

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

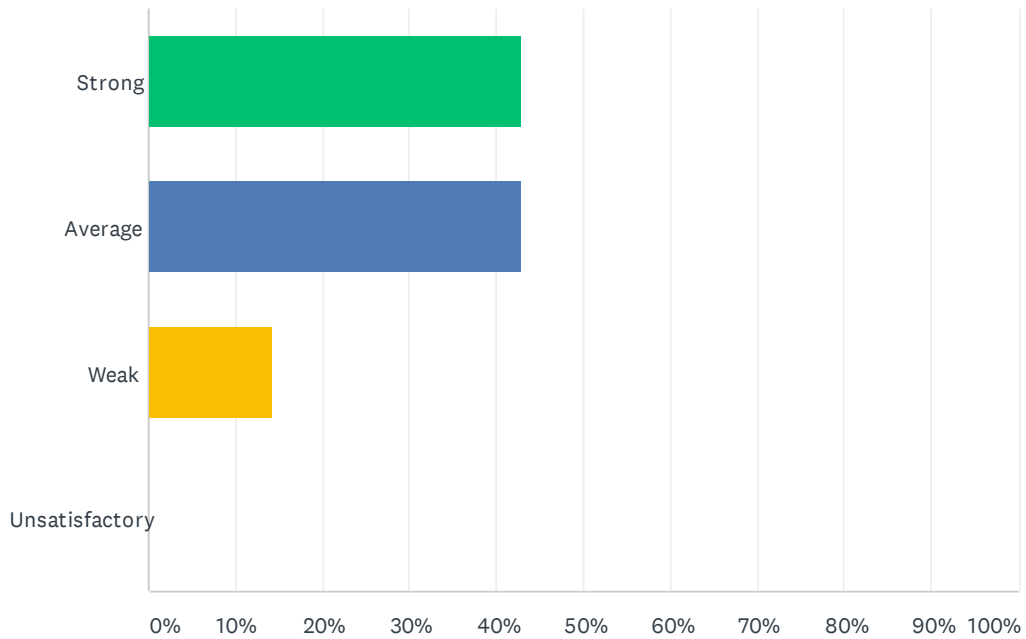
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	57.14%	4
Average	28.57%	2
Weak	14.29%	1
Unsatisfactory	0.00%	0
TOTAL		7

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

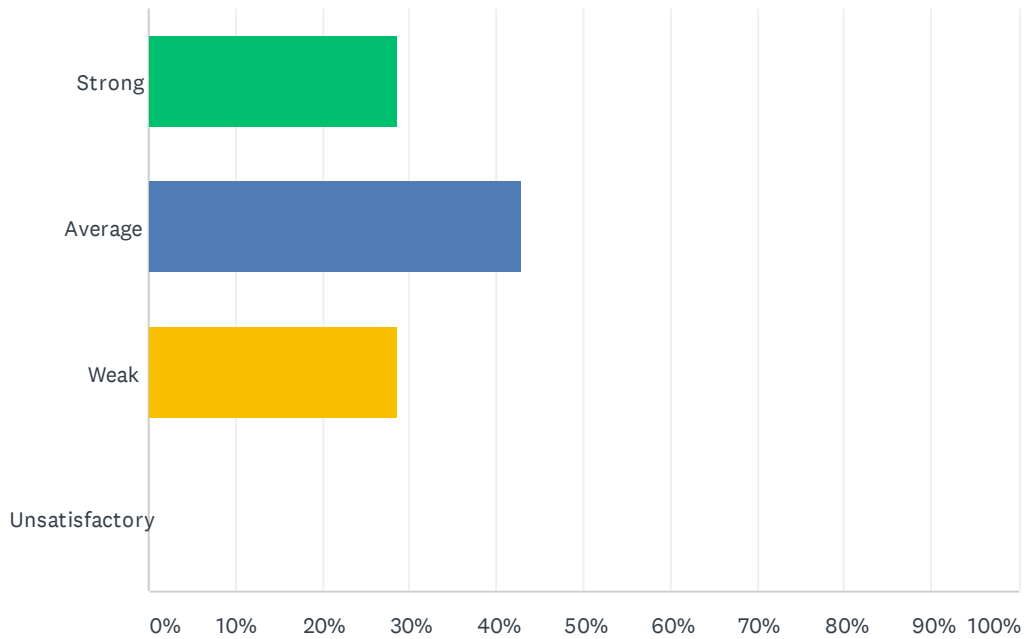
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	42.86%	3
Average	42.86%	3
Weak	14.29%	1
Unsatisfactory	0.00%	0
TOTAL		7

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

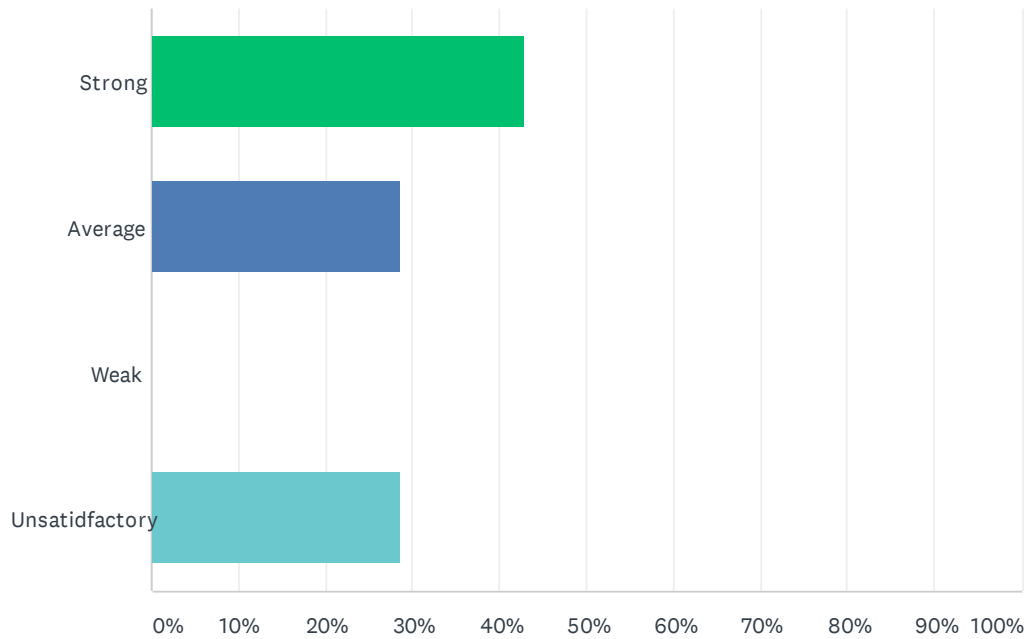
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	28.57%	2
Average	42.86%	3
Weak	28.57%	2
Unsatisfactory	0.00%	0
TOTAL		7

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

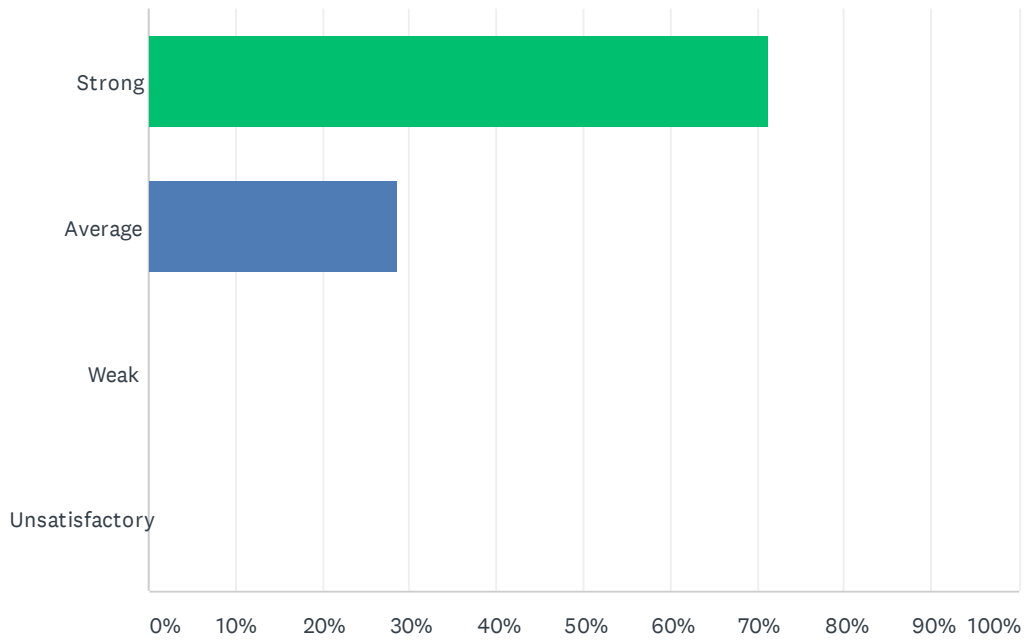
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	42.86%	3
Average	28.57%	2
Weak	0.00%	0
Unsatisfactory	28.57%	2
TOTAL		7

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

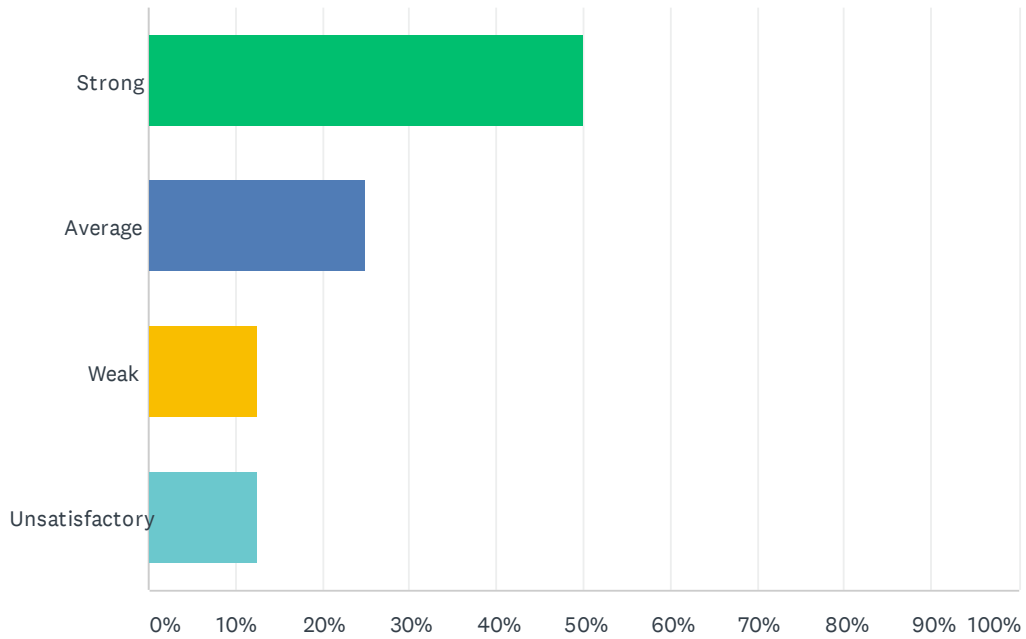
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	71.43%	5
Average	28.57%	2
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		7

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

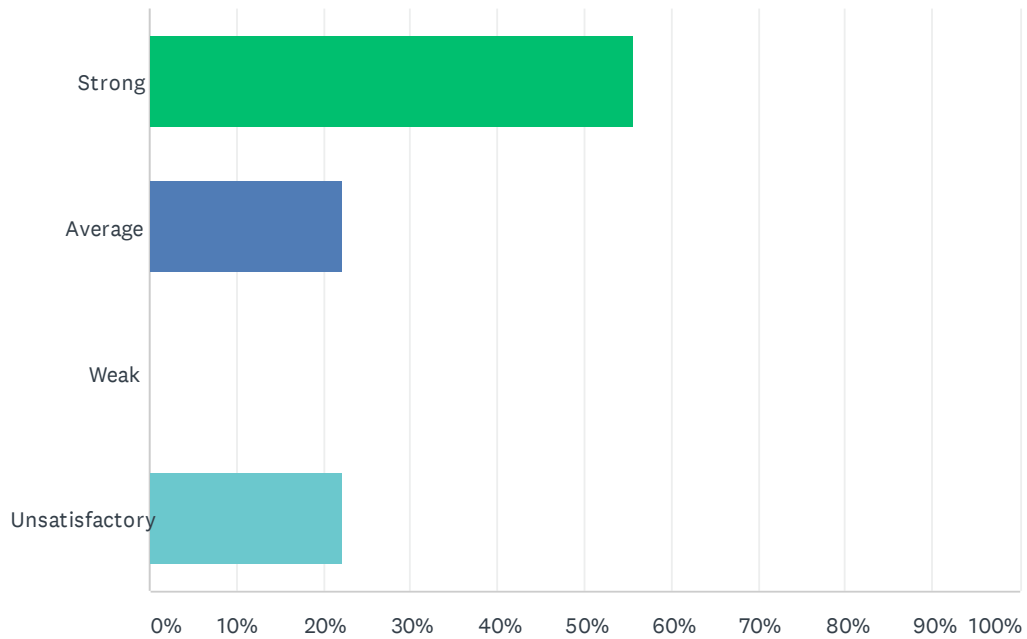
Answered: 8 Skipped: 6



ANSWER CHOICES	RESPONSES	
Strong	50.00%	4
Average	25.00%	2
Weak	12.50%	1
Unsatisfactory	12.50%	1
TOTAL		8

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

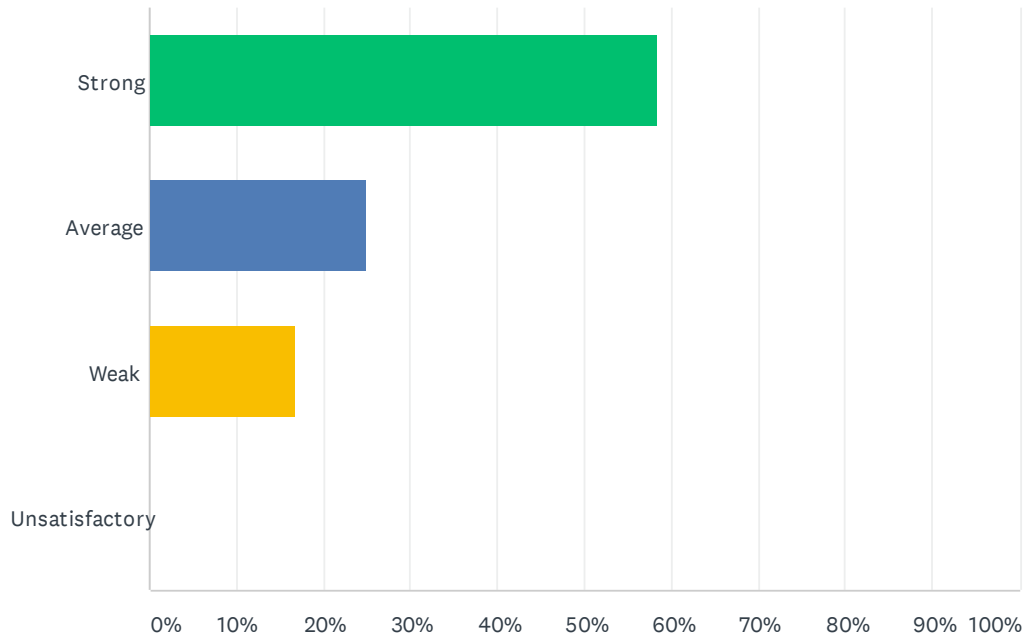
Answered: 9 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strong	55.56%	5
Average	22.22%	2
Weak	0.00%	0
Unsatisfactory	22.22%	2
TOTAL		9

Q30 Staff and students feel safe while attending online classes.

Answered: 12 Skipped: 2

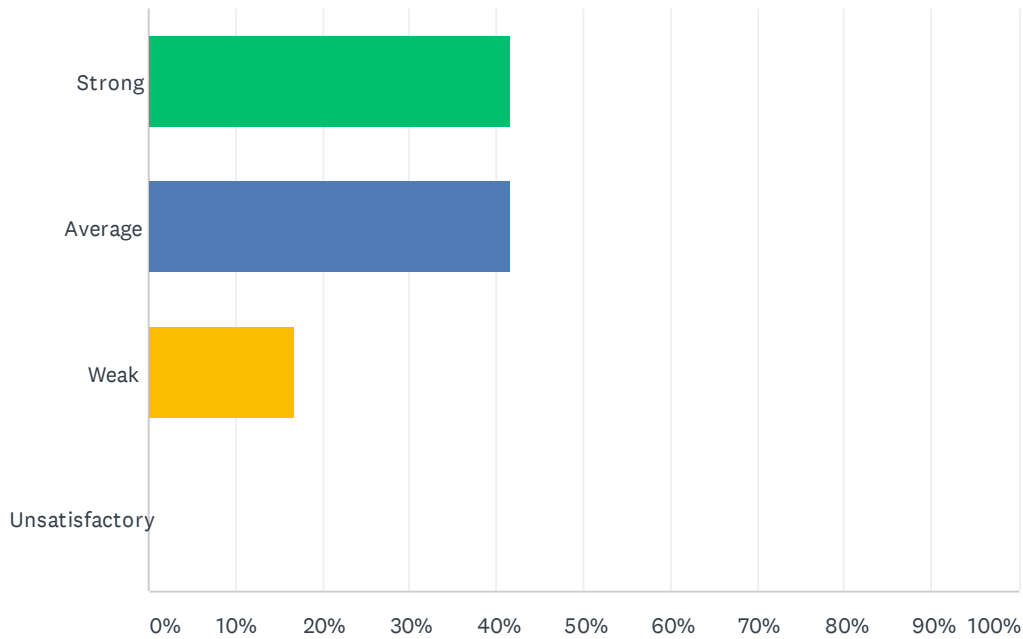


ANSWER CHOICES	RESPONSES	
Strong	58.33%	7
Average	25.00%	3
Weak	16.67%	2
Unsatisfactory	0.00%	0
TOTAL		12

#	COMMENT	DATE
1	There is only so much that can be done through a computer. However, given this fact, the emotional health of our students typically falls on an overwhelmed BIS and the teachers. Lemuel Kwon is no help when it comes to emotional support for our students. Her main concern is attendance.	2/18/2021 5:42 PM
2	Physically I feel staff and students are safe, however you can be harmed in other ways other than physically.	2/18/2021 5:38 PM

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

Answered: 12 Skipped: 2

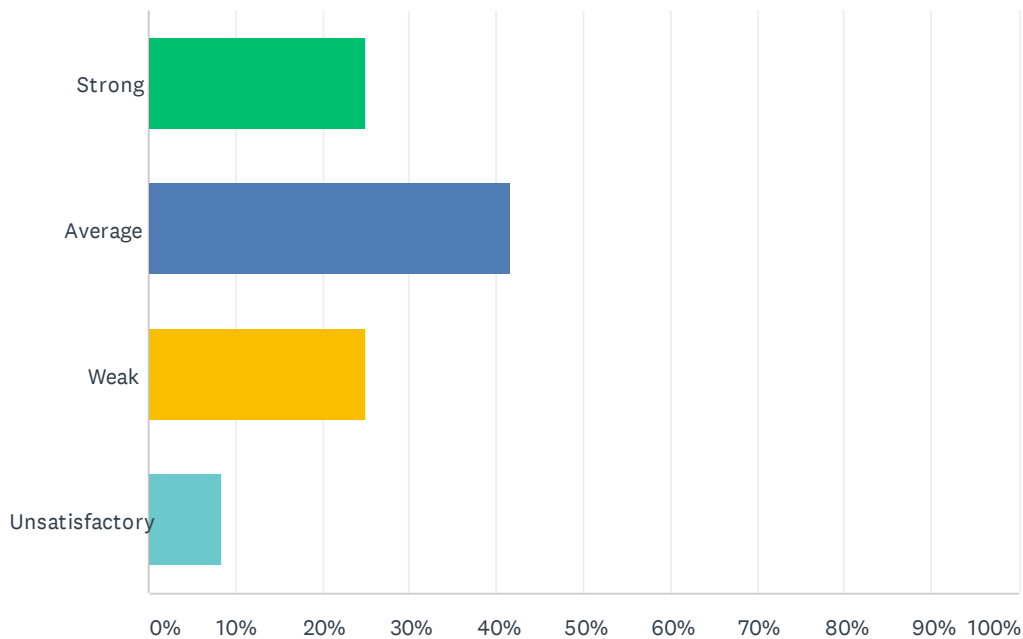


ANSWER CHOICES	RESPONSES
Strong	41.67% 5
Average	41.67% 5
Weak	16.67% 2
Unsatisfactory	0.00% 0
TOTAL	12

#	COMMENT	DATE
1	Support is provided to make sure the student is logged into zoom, regardless of if they are in front of the computer or not.	2/18/2021 5:42 PM
2	All that she worries about is attendance. Is the student's chromebook logged on. Does not matter if their camera is on, if they are participating or even if they are in the room with the chromebook.	2/18/2021 5:38 PM

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

Answered: 12 Skipped: 2

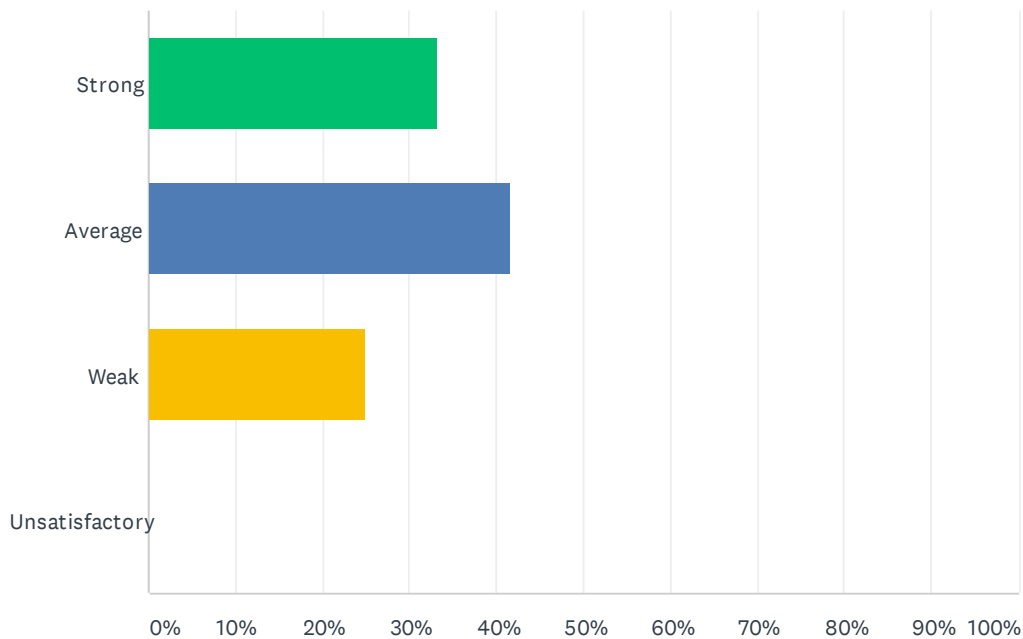


ANSWER CHOICES	RESPONSES
Strong	25.00% 3
Average	41.67% 5
Weak	25.00% 3
Unsatisfactory	8.33% 1
TOTAL	12

#	COMMENT	DATE
1	Teachers have not been trained in effective tools to improve online behavior. There is a "wild west" atmosphere when it comes to virtual learning behavior. We've been pushed to call parents ourselves from our personal phones, if not email or call the office.	2/18/2021 5:42 PM
2	We have been told to call, or email office if we need help. We see little to no results when we do this.	2/18/2021 5:38 PM

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

Answered: 12 Skipped: 2

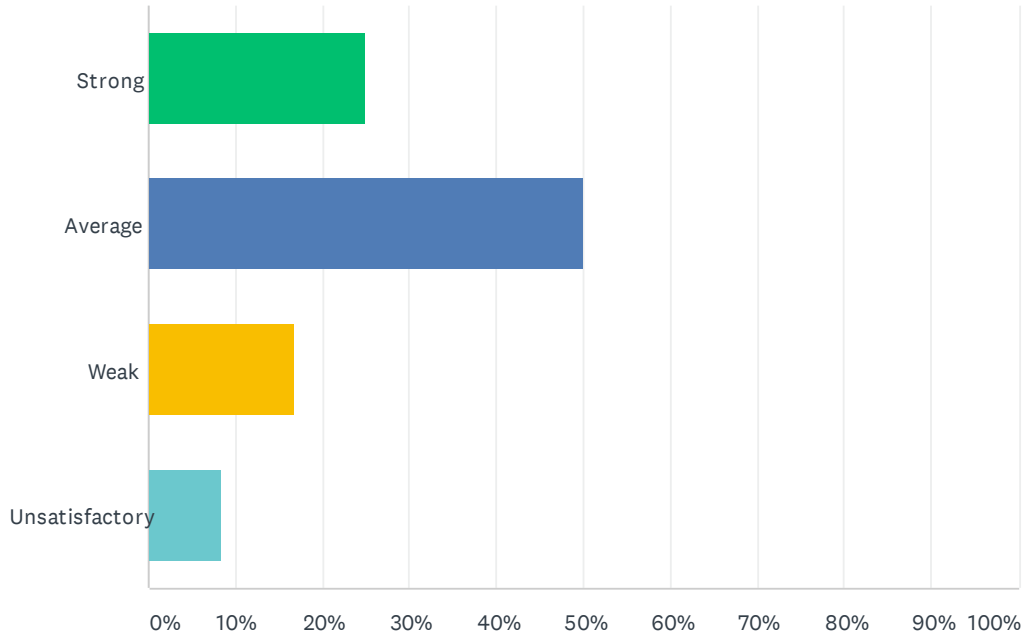


ANSWER CHOICES	RESPONSES
Strong	33.33% 4
Average	41.67% 5
Weak	25.00% 3
Unsatisfactory	0.00% 0
TOTAL	12

#	COMMENT	DATE
1	The classroom teacher is viewed as the main culprit for any behavior issues that arise in the class.	2/18/2021 5:42 PM
2	Have been discouraged from writing them and if we do we are basically questioned as to why we didn't do something earlier to stop the situation before it became necessary.	2/18/2021 5:38 PM

Q34 My site has a positive atmosphere.

Answered: 12 Skipped: 2

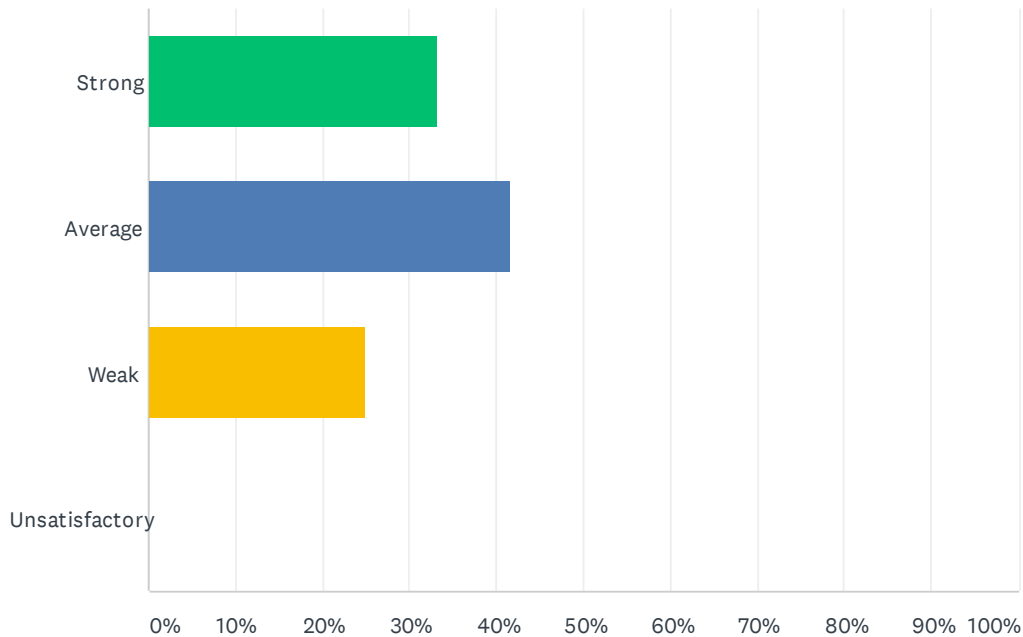


ANSWER CHOICES	RESPONSES
Strong	25.00% 3
Average	50.00% 6
Weak	16.67% 2
Unsatisfactory	8.33% 1
TOTAL	12

#	COMMENT	DATE
1	There are too many non discussables when it comes to situations and occurrences at our site, and it has created a toxic environment.	2/18/2021 5:42 PM
2	Only in certain rooms with certain people.	2/18/2021 5:38 PM

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

Answered: 12 Skipped: 2



ANSWER CHOICES	RESPONSES
Strong	33.33% 4
Average	41.67% 5
Weak	25.00% 3
Unsatisfactory	0.00% 0
TOTAL	12

#	COMMENT	DATE
1	With reservation because quite a few veteran teachers have left due to the the way they were valued as members.	2/19/2021 7:46 AM
2	The site administrator is the main reason I would not encourage other employees and prospective teachers to work with her. With regards to prospective teachers, I feel it would require too many hoops to jump in order to have a positive, rewarding, and beneficial experience here. I would be afraid for a new teacher who questioned or sought clarification. She has shown a willingness to non-reelect new teachers whom she felt were unwilling to comply. Given the fact that there is already a teacher shortage, this is yet another poorly-made decision she tends to make.	2/18/2021 5:42 PM
3	Possibly if we had a new principal.	2/18/2021 5:38 PM