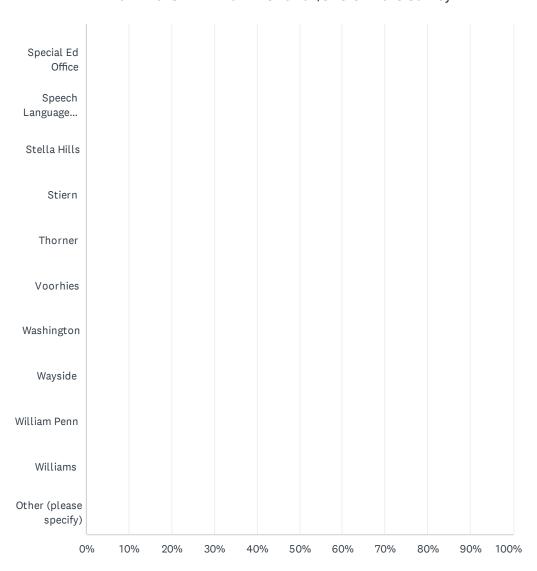
## Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

	- )				_		- 1	9
			Answere	ed: 11	Skippe	d: 0		
Casa Loma								
Casa Luilla								
Cato								
Chavez								
Chipman								
College Hts								
Compton								
Curran								
Downtown								
Ed								
Center/Distr								
Eissler								
2100101								
Emerson								
Emerson								
_								
Evergreen								
Fletcher								
Frank West								
Franklin								
Fremont								
Garza								
Harding								

Harris					
Horace Mann					
Hort					
Jefferson					
Lincoln Jr. High					
Longfellow					
McKinley					
MLK					
Mt.Vernon					
Munsey					
Nichols					
Noble					
Nurse					
Owens Intermediate					
Owens Elementary					
Pauly					
Pioneer					
Rafer Johnson					
Roosevelt					
Sequoia					
Sierra					



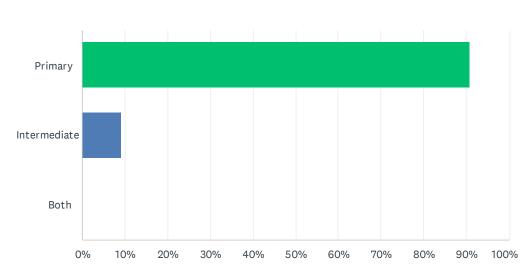
ANSWER CHOICES	RESPONSES	
Casa Loma	0.00%	0
Cato	0.00%	0
Chavez	0.00%	0
Chipman	0.00%	0
College Hts	0.00%	0
Compton	0.00%	0
Curran	0.00%	0
Downtown	0.00%	0
Ed Center/District Office	0.00%	0
Eissler	0.00%	0
Emerson	0.00%	0
Evergreen	0.00%	0
Fletcher	0.00%	0
Frank West	0.00%	0
Franklin	0.00%	0
Fremont	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	100.00%	11
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
Nurse	0.00%	0
Owens Intermediate	0.00%	0

Owens Elementary 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.	

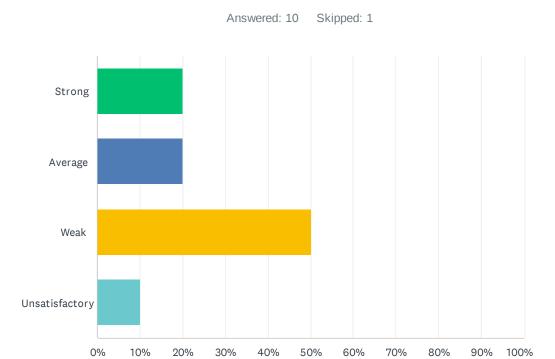
### Q2 Instructional Grade Level or Support Services





ANSWER CHOICES	RESPONSES	
Primary	90.91%	10
Intermediate	9.09%	1
Both	0.00%	0
TOTAL		11

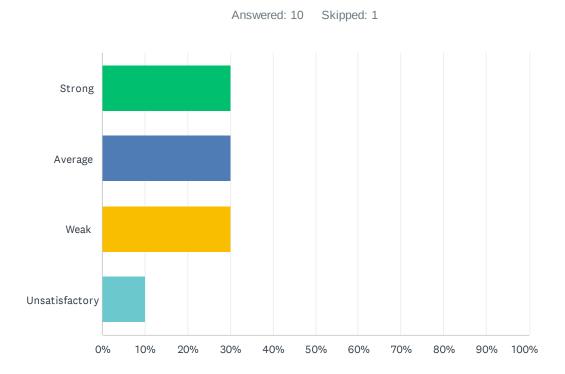
## Q3 Site administration is sensitive to the needs of students, staff, and the community.



ANSWER CHOICES	RESPONSES	
Strong	20.00%	2
Average	20.00%	2
Weak	50.00%	5
Unsatisfactory	10.00%	1
TOTAL		10

#	COMMENTS:	DATE
1	Students are not receiving the services necessary to succeed. No support is given to teachers when they ask for help.	2/7/2023 7:53 PM
2	Depending on who you are, the support is provided but then used against you later. The way criticism is presented is not well executed and is often times surprising.	2/6/2023 9:11 PM
3	Principal is very supportive	2/1/2023 12:49 PM
4	Understanding of Early childhood education has improved greatly, but there is still more work that needs to be done as far as understanding the needs of our early learners. Classroom environments need to be respected more and considered in our curriculum and the outdoor space needs to be modified to meet the student's needs. Also, our classroom schedule needs to be respected, needs fewer transitions, and should be discussed with the teachers before changes are expected to take place.	1/19/2023 9:41 PM

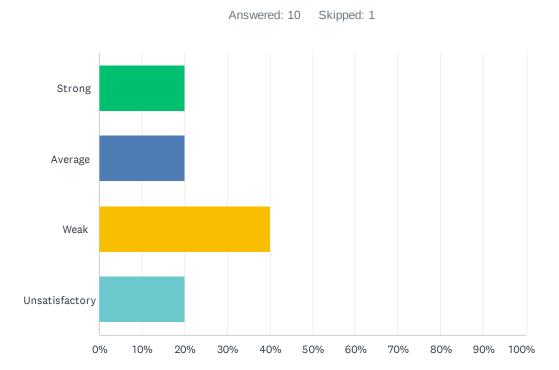
## Q4 Site administration treats staff with respect; you feel like a valued member of a team.



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

#	COMMENT	DATE
1	I don't think she realizes how negatively her messages are being received some of the time. The vp doesn't say much.	2/15/2023 6:20 PM
2	It feels like site admin picks and chooses favorites. It is very obvious the teachers that are not their favorites as they are constantly torn down or given negative feedback with no specific examples of improvement given.	2/10/2023 4:57 PM
3	The admin micromanages constantly. It feels as though you no longer have a voice or freedom to teach as you would like.	2/6/2023 9:11 PM
4	I feel more valued this year than I have ever felt at my school site.	1/19/2023 9:41 PM

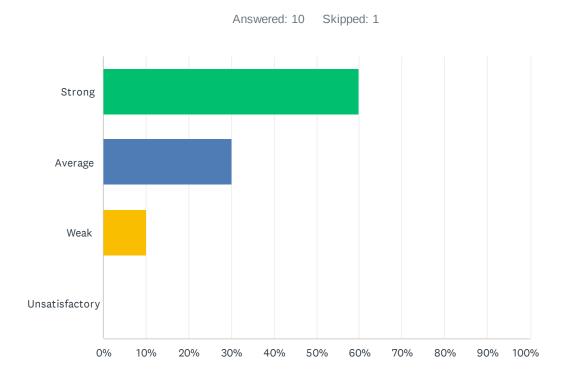
# Q5 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).



ANSWER CHOICES	RESPONSES	
Strong	20.00%	2
Average	20.00%	2
Weak	40.00%	4
Unsatisfactory	20.00%	2
TOTAL		10

#	COMMENT:	DATE
1	My students have absolute anxiety as soon as someone walks through that door. Students share that they feel like it's almost hard to breathe because they anticipate being scolded or told they're doing things wrong.	2/10/2023 4:57 PM
2	Surprise visits are done at random leaving teachers stressed and at times feedback is right after the visit. This leads to disruption during teaching and also when feedback is harsh it leads to negative impact on entire day.	2/7/2023 7:53 PM
3	Admin comes in and brings an academic coach to provide coverage so after the visit admin can pull you out right then and there and provide feedback. Depending on the feedback, I feel that this can be discouraging to already overwhelmed teachers.	2/6/2023 9:11 PM
4	Feedback is verbal and you are pulled out of the classroom immediately. The way feedback is given is disruptive.	2/1/2023 3:00 PM

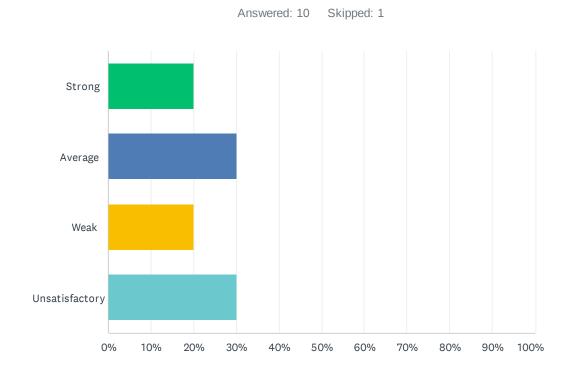
#### Q6 Site administration follows the contract and respects personal rights.



ANSWER CHOICES	RESPONSES	
Strong	60.00%	6
Average	30.00%	3
Weak	10.00%	1
Unsatisfactory	0.00%	0
TOTAL		10

#	COMMENTS:	DATE
1	Emails are received outside of contract hours and should be scheduled to be received for following day within contract hours.	2/6/2023 9:11 PM

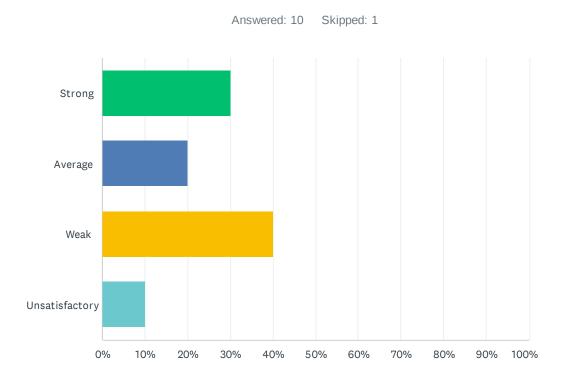
# Q7 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).



ANSWER CHOICES	RESPONSES	
Strong	20.00%	2
Average	30.00%	3
Weak	20.00%	2
Unsatisfactory	30.00%	3
TOTAL		10

#	COMMENT	DATE
1	No. Everyone is a CPAL or an Aide at Longfellow.	2/7/2023 7:53 PM
2	We need to better utilize our BIS', Social workers, and Psychologists to help meet the needs of our students and their families.	1/19/2023 9:41 PM

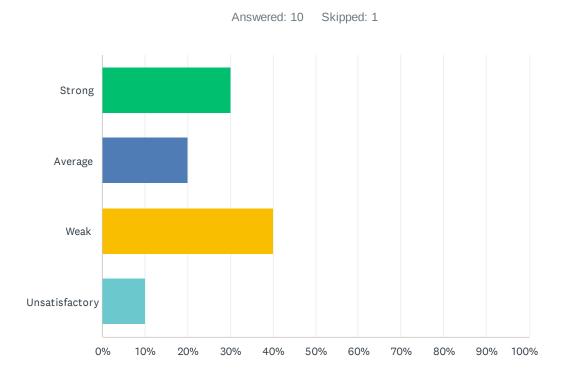
## Q8 Administration maintains open communication with staff, parents, and students.



ANSWER CHOICES	RESPONSES	
Strong	30.00%	3
Average	20.00%	2
Weak	40.00%	4
Unsatisfactory	10.00%	1
TOTAL		10

#	COMMENTS:	DATE
1	More interaction would help being community to our campus.	2/15/2023 6:20 PM
2	There was a threat made to the school once and teachers were not made aware of it. Teachers only found out when parents were angry at dismissal asking questions. Parents found out about threat before teachers did.	2/7/2023 7:53 PM
3	Transparency is the word used on our campus. However, transparency is not always the provided communication with staff.	2/6/2023 9:11 PM
4	Communication is not open. There is CONSTANT miscommunication.	2/1/2023 3:00 PM

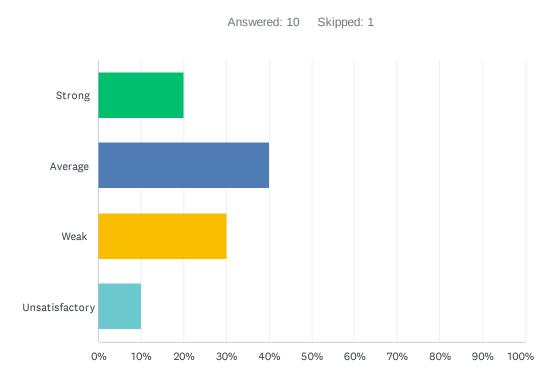
## Q9 Administration supports staff against attacks and criticism from parents.



ANSWER CHOICES	RESPONSES	
Strong	30.00%	3
Average	20.00%	2
Weak	40.00%	4
Unsatisfactory	10.00%	1
TOTAL		10

#	COMMENTS:	DATE
1	If a parent requests a student be moved from a class admin honors it but then tells the original teacher that they lack classroom management and that's the only reason that the student needed to be moved	2/10/2023 4:57 PM
2	Parents disrespect teachers publicly and they take the parents side without hearing both sides of the situation.	2/7/2023 7:53 PM
3	It appears that admin is for the students and parents and not there to back or support staff.	2/6/2023 9:11 PM

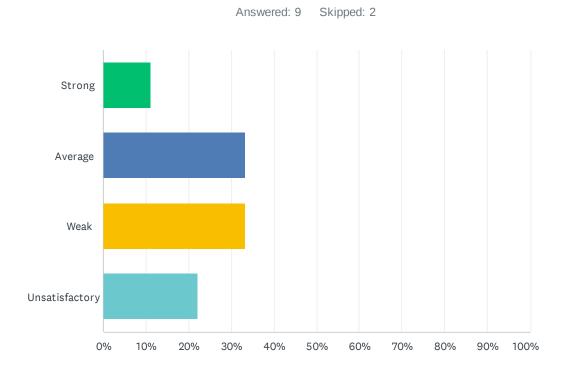
### Q10 Site administration treats all teachers equally; there is no preferential treatment.



ANSWER CHOICES	RESPONSES	
Strong	20.00%	2
Average	40.00%	4
Weak	30.00%	3
Unsatisfactory	10.00%	1
TOTAL		10

#	COMMENT	DATE
1	It is evident who are the favorites and who aren't. Those who are not worthy of favoritism are constantly belittled and torn down. It creates a very negative work environment.	2/10/2023 4:57 PM
2	You can tell who are the favorites by how late they are to work everyday and are told nothing.	2/7/2023 7:53 PM
3	If you are on the good side of admin you have nothing to worry about. But if you are not, good luck with not being stressed, overwhelmed, or constantly worried about what admin will tell you next.	2/6/2023 9:11 PM
4	I don't really know teachers like to nit pick on what benefits them	2/1/2023 12:49 PM

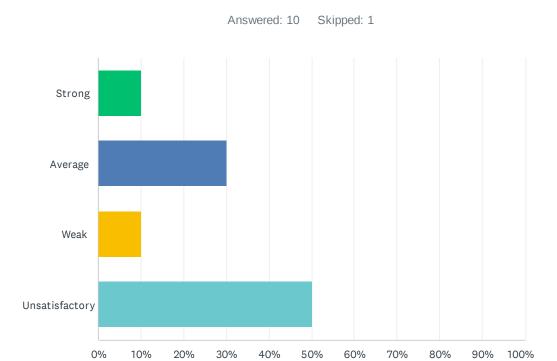
# Q11 Administration supports classroom discipline procedures and follows District discipline guidelines.



ANSWER CHOICES	RESPONSES	
Strong	11.11%	1
Average	33.33%	3
Weak	33.33%	3
Unsatisfactory	22.22%	2
TOTAL		9

#	COMMENTS	DATE
1	She is very meticulous!	2/15/2023 6:20 PM
2	NO support is given to teachers.	2/7/2023 7:53 PM
3	The discipline provided by admin is not consistent at all. It seems that students are disciplined based on how admin feels that day regardless of the disruptions the student is exhibiting in class.	2/6/2023 9:11 PM
4	Maybe in the higher grade levels, yes, but in our younger classrooms, I feel that everyone needs to learn how to better meet the discipline needs of our younger learners.	1/19/2023 9:41 PM

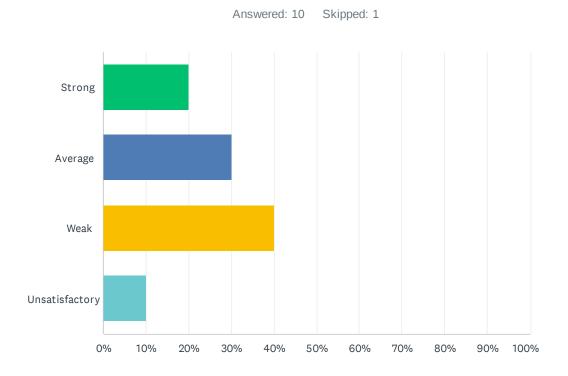
## Q12 The administration has been supportive and minimized additional stress.



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

#	COMMENT	DATE
1	I feel stressed almost everyday I walk on campus. Walkthroughs are done on an almost weekly basis which not only leaves me absolutely stressed but my students as well worry they are going to come in. My students always ask me if admin is going to come in and they worry they're going to not work to their expectation.	2/10/2023 4:57 PM
2	No. We are continuously given more tasks and deadlines on top of the regular demands.	2/7/2023 7:53 PM
3	If anything, admin adds more stress because of the way criticism is presented.	2/6/2023 9:11 PM
4	This year has been very stressful.	2/1/2023 3:00 PM
5	For me, yes, but for my co-workers, I feel they are overly stressed and need more support with classroom behaviors and teaching strategies for the students need more help.	1/19/2023 9:41 PM

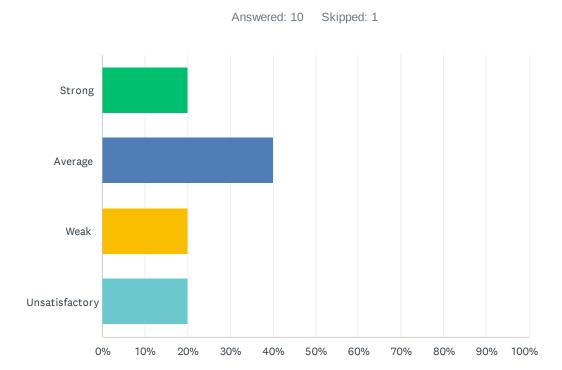
# Q13 Administration communicates expectations and information in an effective and timely manner.



ANSWER CHOICES	RESPONSES	
Strong	20.00%	2
Average	30.00%	3
Weak	40.00%	4
Unsatisfactory	10.00%	1
TOTAL		10

#	COMMENT	DATE
1	Short notices are given.	2/7/2023 7:53 PM
2	Expectations are given, with little time to make adjustments.	2/1/2023 3:00 PM

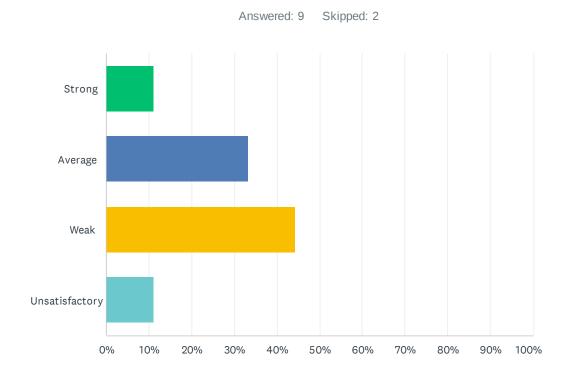
# Q14 Does your administrator impact the working conditions, positively or negatively, at your worksite?



ANSWER CHOICES	RESPONSES	
Strong	20.00%	2
Average	40.00%	4
Weak	20.00%	2
Unsatisfactory	20.00%	2
TOTAL		10

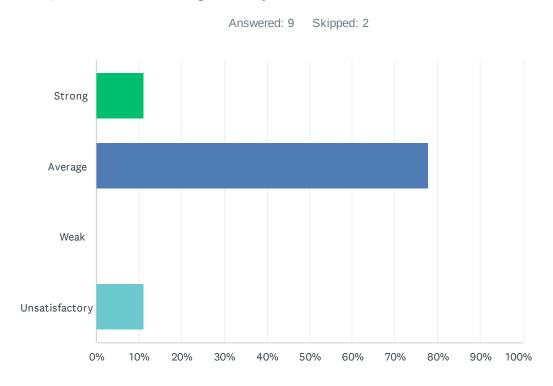
#	COMMENT:	DATE
1	Going to work is so stressful. I am always concerned that I'm going to be ridiculed for something whether it be my lesson, my classroom organization, or management.	2/10/2023 4:57 PM
2	I believe that admin impacts working conditions in a negative manner, constantly.	2/6/2023 9:11 PM
3	positively	2/1/2023 12:49 PM
4	I feel working conditions have been more positive this year than last year, especially in my grade level.	1/19/2023 9:41 PM

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



ANSWER CHOICES	RESPONSES	
Strong	11.11%	1
Average	33.33%	3
Weak	44.44%	4
Unsatisfactory	11.11%	1
TOTAL		9

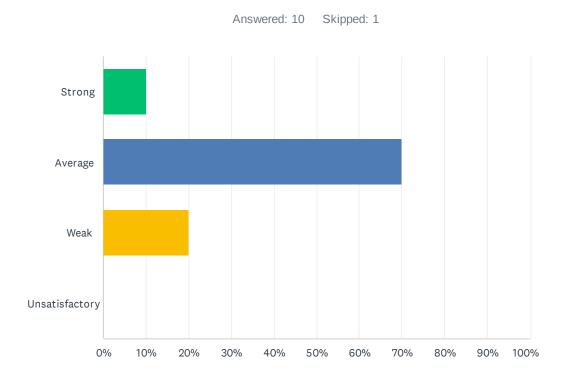
### Q16 Site meetings are productive and not excessive.



ANSWER CHOICES	RESPONSES	
Strong	11.11%	1
Average	77.78%	7
Weak	0.00%	0
Unsatisfactory	11.11%	1
TOTAL		9

#	COMMENT	DATE
1	They do not always apply to my grade level with is not productive for me.	1/19/2023 9:44 PM

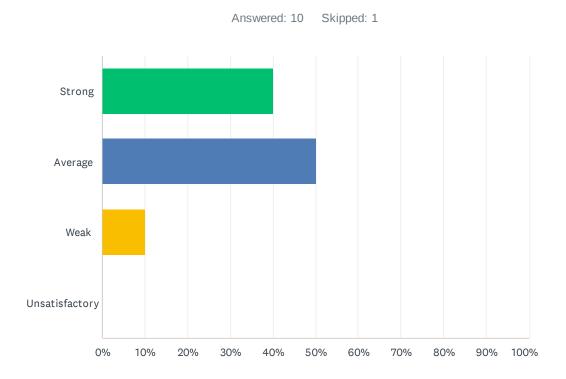
### Q17 Meetings are not excessive and have been productive.



ANSWER CHOICES	RESPONSES	
Strong	10.00%	1
Average	70.00%	7
Weak	20.00%	2
Unsatisfactory	0.00%	0
TOTAL		10

#	COMMENT	DATE
1	They do not apply to my grade level so it is not productive for me.	1/19/2023 9:44 PM

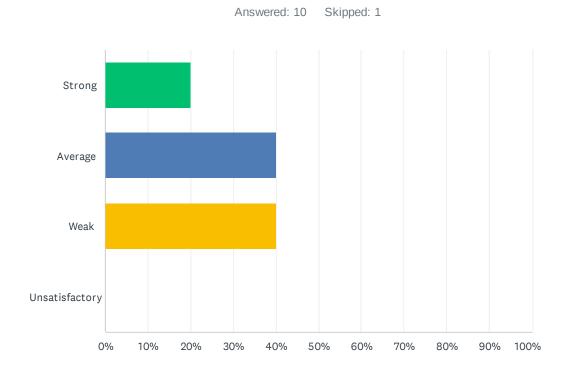
# Q18 My site receives daily consecutive uninterrupted planning/preparation time. (30 minutes / 40 minutes)



ANSWER CHOICES	RESPONSES	
Strong	40.00%	4
Average	50.00%	5
Weak	10.00%	1
Unsatisfactory	0.00%	0
TOTAL		10

#	COMMENT	DATE
1	When planning, admin/ academic coaches come in and present a topic to be discussed or nitpicks items that interrupts the PLC commitment.	2/6/2023 9:18 PM

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

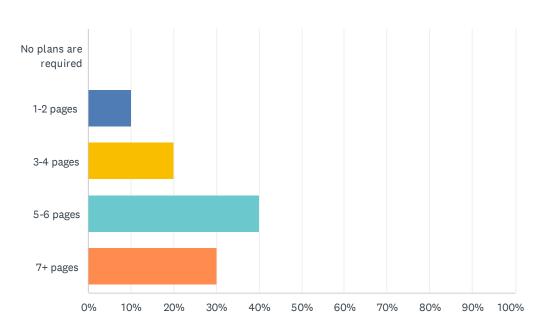


ANSWER CHOICES	RESPONSES	
Strong	20.00%	2
Average	40.00%	4
Weak	40.00%	4
Unsatisfactory	0.00%	0
TOTAL		10

#	COMMENT:	DATE
1	If I didn't have to fill out an additional lesson plan that is planned out two weeks in advance along with my weekly lesson plan then I might be able to finish during contracted time.	2/10/2023 5:00 PM
2	No, because we are constantly having to address other items that are requested for us to complete by a certain time frame. Then, we have to rush to meet deadlines of getting district required data entered.	2/6/2023 9:18 PM
3	Time is not given to enter this data.	2/1/2023 3:01 PM

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

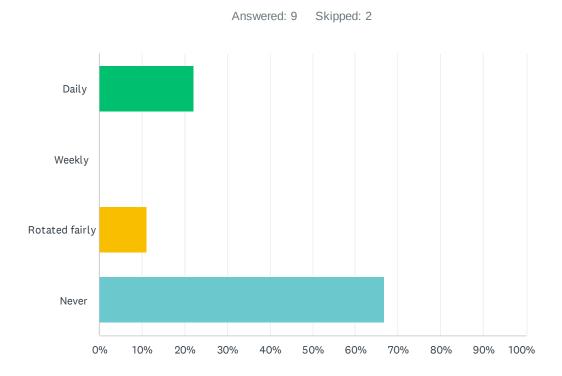




ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	10.00%	1
3-4 pages	20.00%	2
5-6 pages	40.00%	4
7+ pages	30.00%	3
TOTAL		10

#	COMMENT	DATE
1	We have to complete an intensively detailed backwards planning template AND lesson plans.	2/15/2023 6:20 PM
2	We are required to submit two lesson plans. Our weekly and a two week in advanced planned backwards mapped lesson plan due every Friday.	2/10/2023 5:00 PM
3	We are required to complete a lesson planning template during our PLC and then a lesson plan for our grade level (lesson plan is to be done outside of our PLC time). Both of which have the same information. Why are we doing double to work?	2/6/2023 9:18 PM

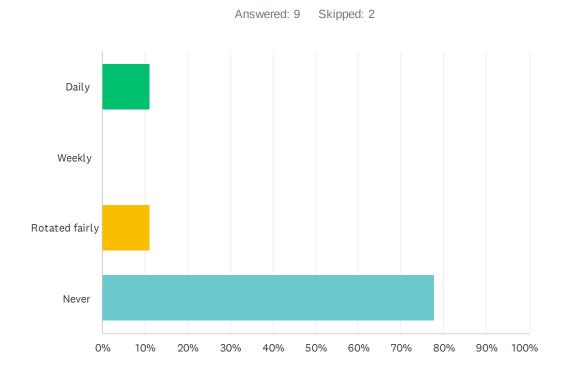
### Q21 Staff (teachers and/or coaches) have recess duty.



ANSWER CHOICES	RESPONSES	
Daily	22.22%	2
Weekly	0.00%	0
Rotated fairly	11.11%	1
Never	66.67%	6
TOTAL		9

#	COMMENT:	DATE
1	When short staffed, yes.	2/7/2023 7:55 PM
2	Teachers do not have recess duty.	2/1/2023 6:27 PM
3	In my grade level, we take an extra recess, which is part of our learning, so of course, we are with the students at that time.	1/19/2023 9:44 PM

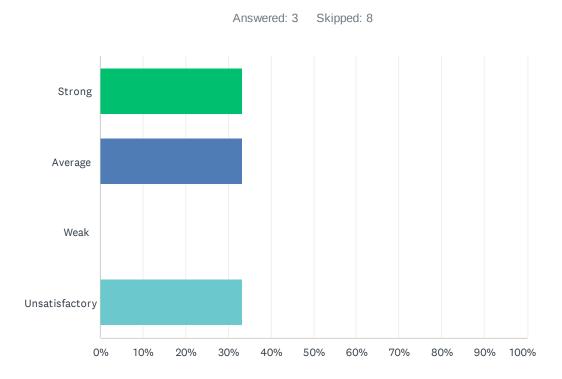
#### Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.



ANSWER CHOICES	RESPONSES	
Daily	11.11%	1
Weekly	0.00%	0
Rotated fairly	11.11%	1
Never	77.78%	7
TOTAL		9

#	COMMENT:	DATE
1	Not teachers	2/15/2023 6:20 PM
2	When short staffed, yes.	2/7/2023 7:55 PM
3	Gen Ed teachers do not have bus duty.	2/1/2023 6:27 PM
4	This has been an awesome change for us! I love it!	1/19/2023 9:44 PM

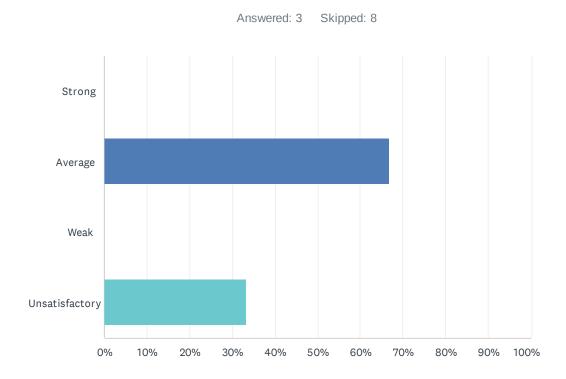
# Q23 The Special Education Department is assisting you with your questions, problems, and concerns.



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

#	COMMENTS:	DATE
	There are no responses.	

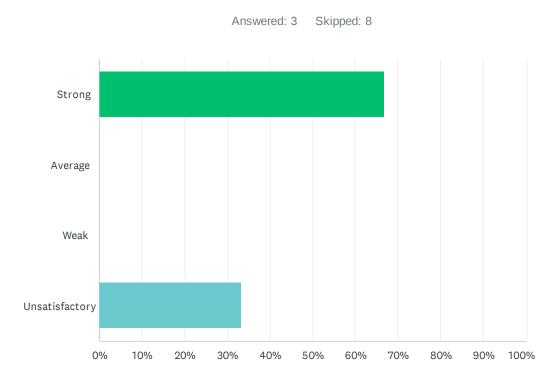
## Q24 Special Education class size is balanced within each program to ensure student safety and individualized instruction.



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

#	COMMENTS:	DATE
	There are no responses.	

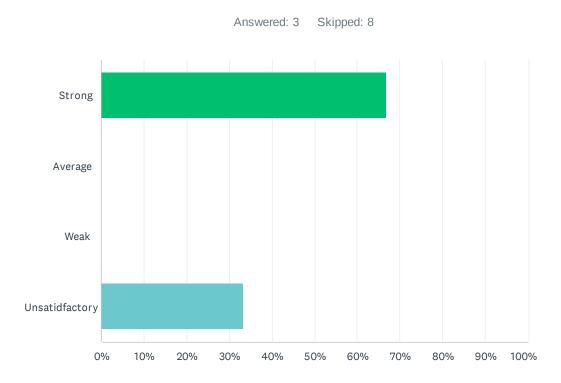
## Q25 Special education teachers have opportunities to participate in school-based, content area staff development.



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

#	COMMENTS:	DATE
	There are no responses.	

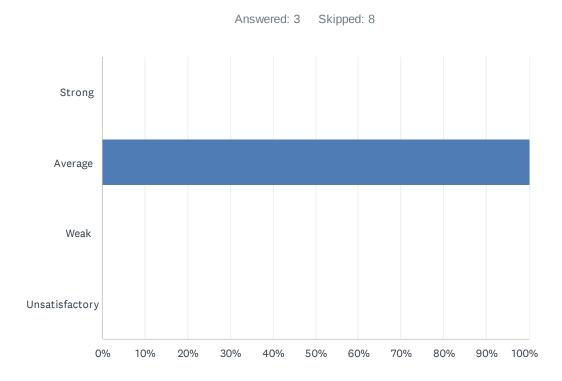
## Q26 Special education teachers have access to ALL instructional resources provided to general education teachers.



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

#	COMMENTS:	DATE
	There are no responses.	

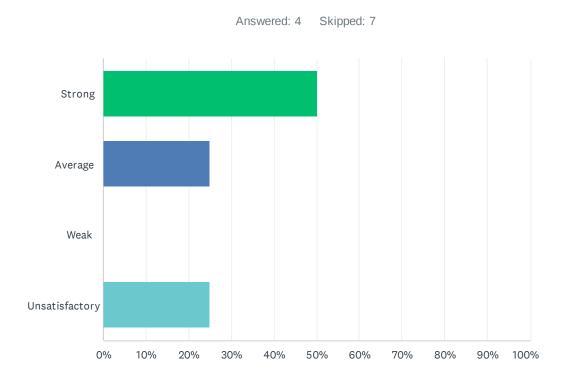
### Q27 Special education teachers are adequately trained in the administration of state assessments and District IEP's.



ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	100.00%	3
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		3

#	COMMENTS:	DATE
	There are no responses.	

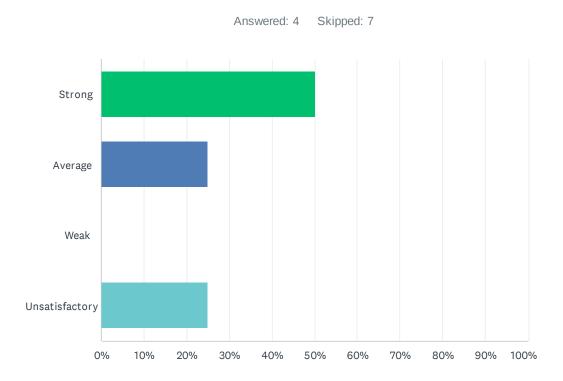
#### Q28 The site principal is accessible to discuss special education issues.



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

#	COMMENTS:	DATE
	There are no responses.	

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

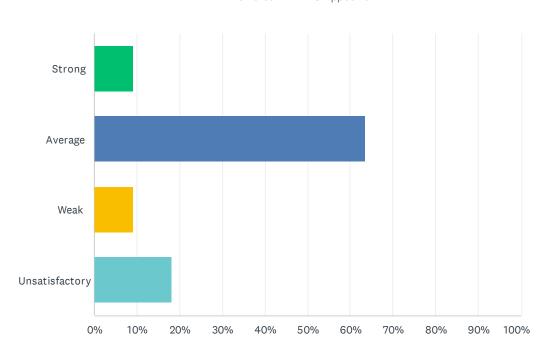


ANSWER CHOICES	RESPONSES	
Strong	50.00%	2
Average	25.00%	1
Weak	0.00%	0
Unsatisfactory	25.00%	1
TOTAL		4

#	COMMENTS:	DATE
	There are no responses.	

### Q30 Staff and students feel safe.

Answered: 11 Skipped: 0

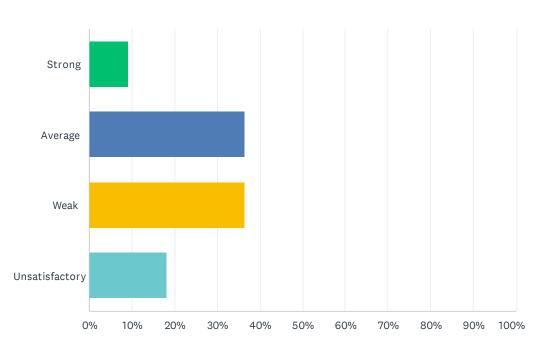


ANSWER CHOICES	RESPONSES	
Strong	9.09%	1
Average	63.64%	7
Weak	9.09%	1
Unsatisfactory	18.18%	2
TOTAL		11

#	COMMENTS:	DATE
1	My students have constant anxiety and are stressed when site admin comes in.	2/10/2023 5:05 PM
2	Students who have physical aggression or exhibit aggressive behaviors towards teacher and peers are brought back to class after a 2 minute talk. This applies if support shows up.	2/7/2023 8:02 PM
3	I have parents who send messages through school platforms (class dojo/parentsquare) regarding how their student doesn't want to come to school or is constantly complaining about being bullied. Sprigeo flyer sent to the parents to complete.	2/7/2023 6:25 PM
4	Students with aggressive behaviors are not being assessed and their needs are not being addressed. They continue to be allowed to come to school after hitting, biting, scratching, and kicking, staff and students.	1/19/2023 9:53 PM

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

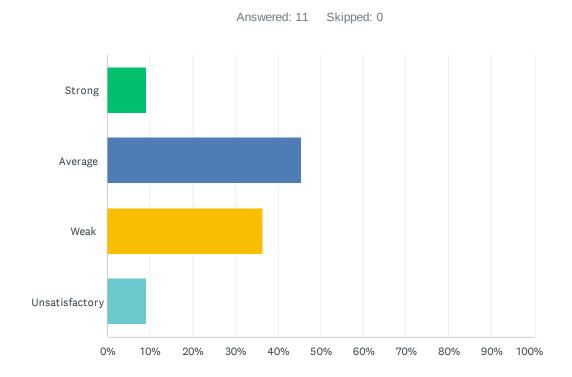




ANSWER CHOICES	RESPONSES	
Strong	9.09%	1
Average	36.36%	4
Weak	36.36%	4
Unsatisfactory	18.18%	2
TOTAL		11

#	COMMENTS:	DATE
1	The campus supervisor gives support. He works extremely hard.	2/15/2023 6:20 PM
2	They just move students to a new class.	2/10/2023 5:05 PM
3	Teachers ask for help with student discipline and nothing is done.	2/7/2023 8:02 PM
4	Again, based on the day and how the admin feels, support for student discipline is inconsistent.	2/7/2023 6:25 PM
5	Teachers are completing the documentation necessary to get help with students' behaviors, yet there is no follow-through, especially with the younger students and no one seems to know how to address younger students' behaviors or discipline in the appropriate manner.	1/19/2023 9:53 PM

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

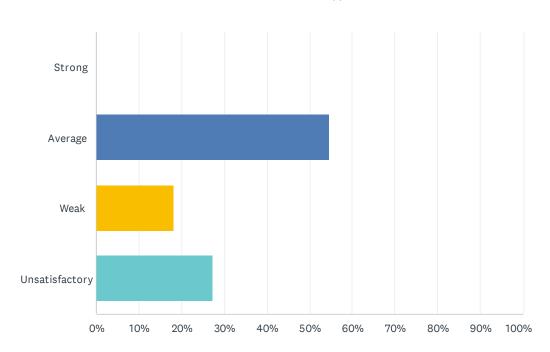


ANSWER CHOICES	RESPONSES	
Strong	9.09%	1
Average	45.45%	5
Weak	36.36%	4
Unsatisfactory	9.09%	1
TOTAL		11

#	COMMENTS:	DATE
1	Providing a reward for bad behaviors is an ineffective tool that is given as a solution. The bad behaviors continue and the rewards get bigger.	2/7/2023 6:25 PM

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



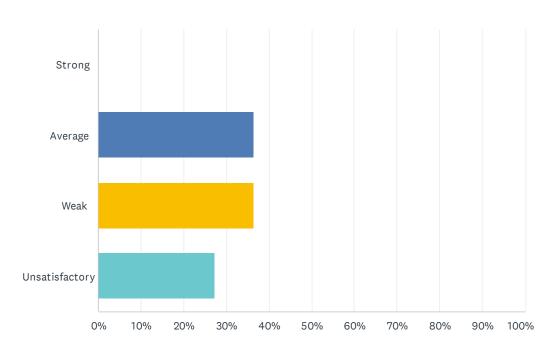


ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	54.55%	6
Weak	18.18%	2
Unsatisfactory	27.27%	3
TOTAL		11

#	COMMENTS:	DATE
1	I hate that you have to write several referrals of the same category before they are even acknowledged by admin. If a referral is written it should be acknowledged by admin immediately rather than having to fill out a minor referral which is openly said to not even be looked at to then once it's a repeated offense finally filling it out as a major and then taken seriously.	2/10/2023 5:05 PM
2	Teachers are told that the ODR is their fault because of classroom management.	2/7/2023 8:02 PM
3	I never hear back from the ODR's Unless I send a reminder email.	1/19/2023 9:53 PM

### Q34 My site has a positive atmosphere.

Answered: 11 Skipped: 0

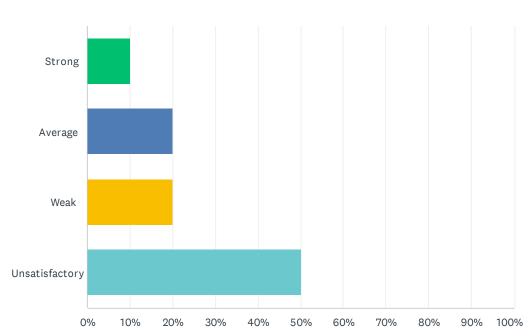


ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	36.36%	4
Weak	36.36%	4
Unsatisfactory	27.27%	3
TOTAL		11

#	COMMENTS:	DATE
1	I'd love more team building, community events, and BETTER COMMUNICATION. We are a focus school, so we have more work to do, but it'd be nice to be acknowledged for the great amount of progress made.	2/15/2023 6:20 PM
2	It feels so stressful all the time. I constantly feel like I need to be on my toes and stress admin is going to come in to my room and question what we are doing or being told everything I'm doing wrong and stress my students out.	2/10/2023 5:05 PM
3	Most colleagues have expressed unhappiness, have mention being disrespected and how they contemplate leaving for another district.	2/7/2023 8:02 PM
4	I have seen the most positive people on campus become hopeless and negative due to the lack of appreciation and support on our site.	2/7/2023 6:25 PM
5	It is not very positive for my young learners. All staff needs to learn how to work with younger students: BIS, psychologist, cpals, admin.	1/19/2023 9:53 PM

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





ANSWER CHOICES	RESPONSES	
Strong	10.00%	1
Average	20.00%	2
Weak	20.00%	2
Unsatisfactory	50.00%	5
TOTAL		10

#	COMMENTS:	DATE
1	If you're comfortable with constantly being stressed, judged, or torn down to the point you debate leaving the profession then this is the site for you.	2/10/2023 5:05 PM
2	This is a rough campus and group of students that we serve. Although, there are many students that make this campus worth while, there are some difficult students and parents to deal with. However, if your love for teaching is there, our kiddos could use your passion and skills. Admin on the other hand is not the best to work for.	2/7/2023 6:25 PM