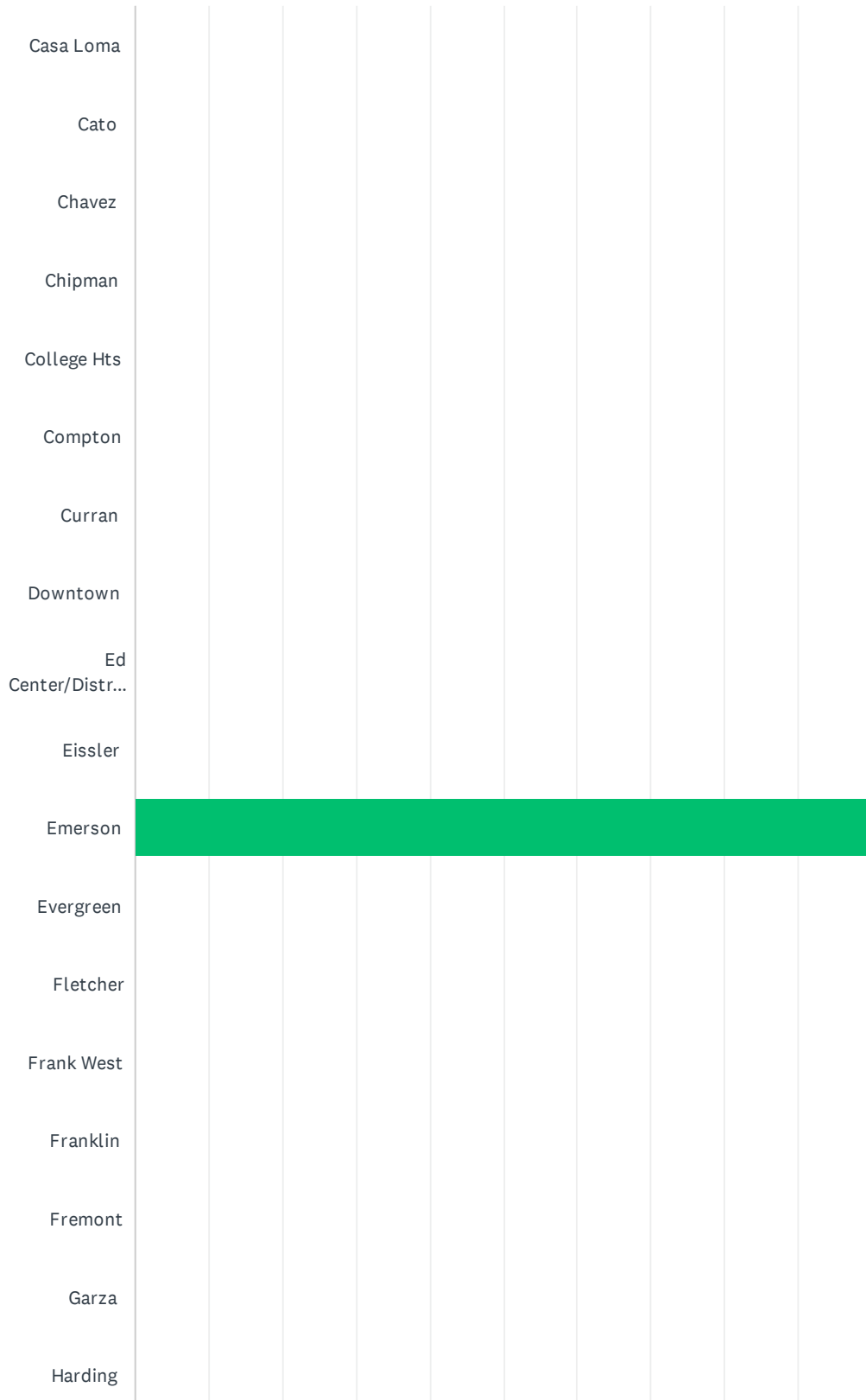


# Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

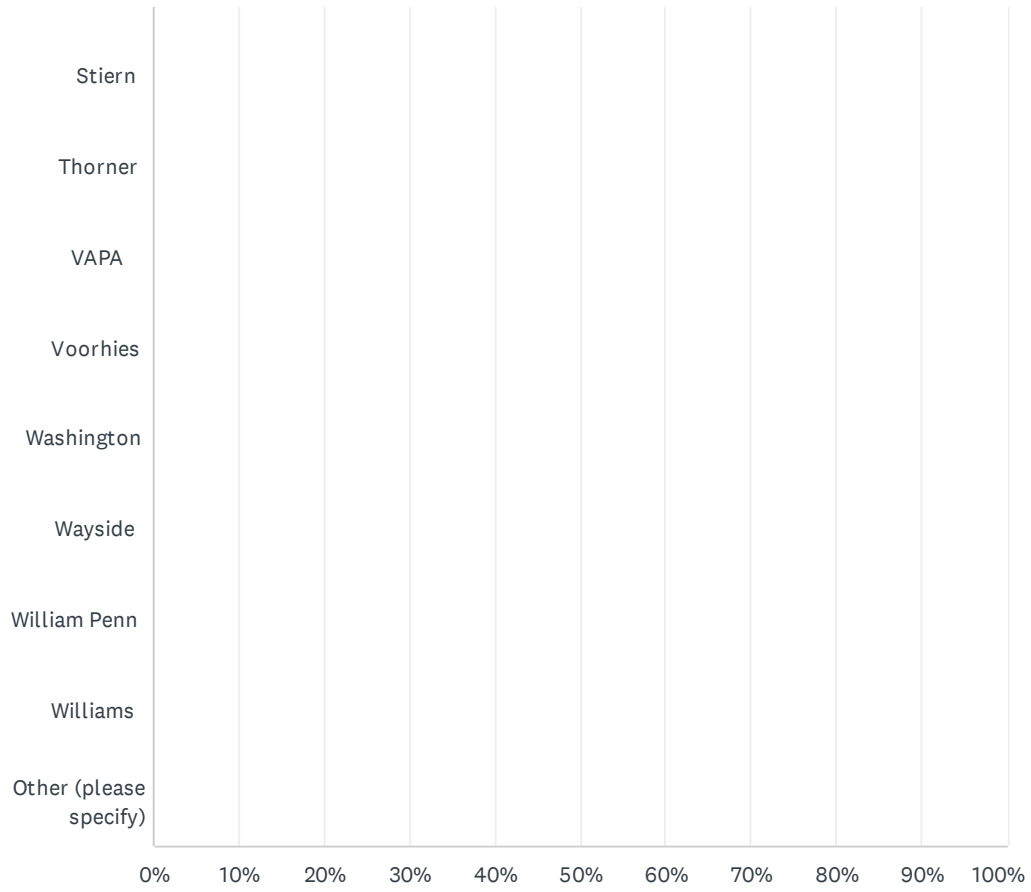
Answered: 11 Skipped: 0



2023-2024 BETA Administration/Site Climate Survey

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

# 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	100.00%	11
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

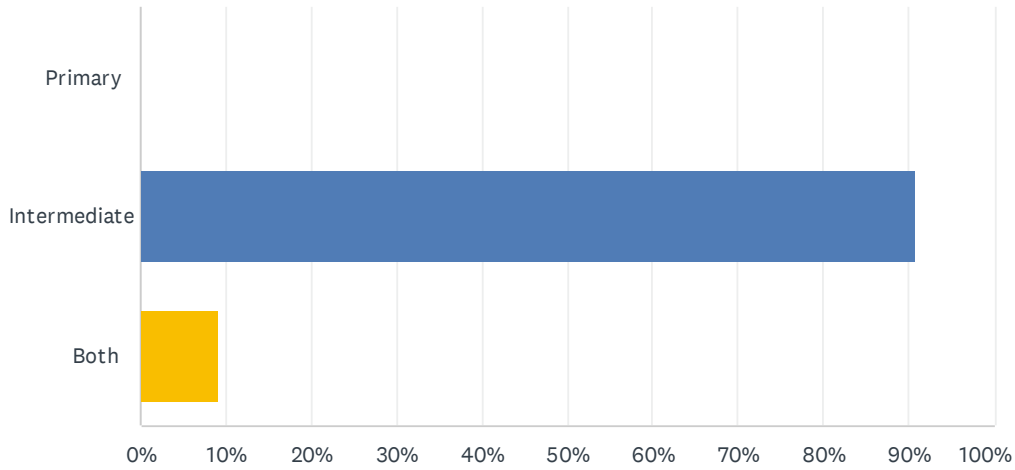
2023-2024 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
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: 11		

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

## Q2 Instructional Grade Level or Support Services

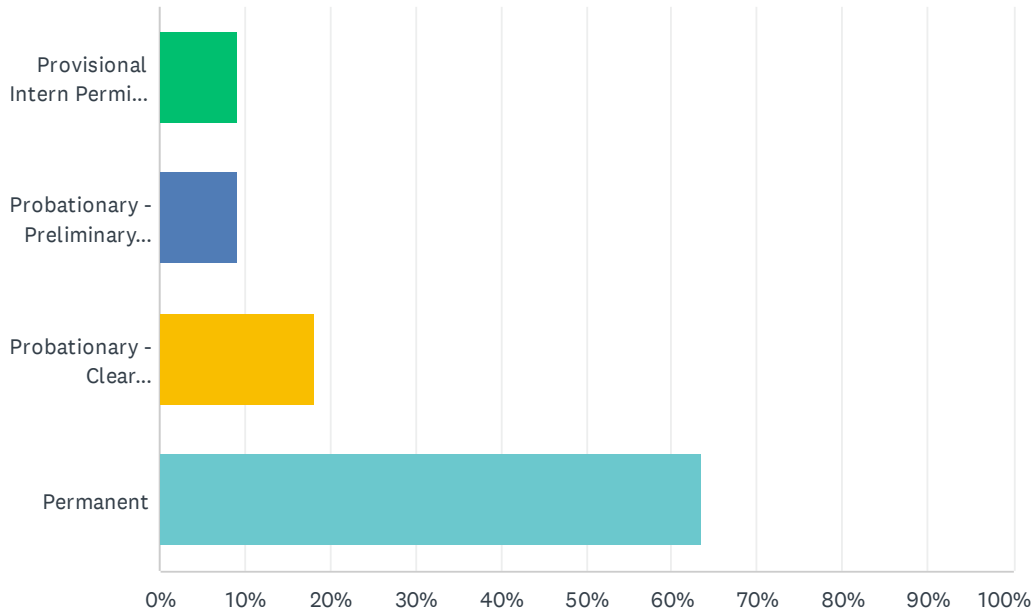
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES
Primary	0.00% 0
Intermediate	90.91% 10
Both	9.09% 1
<b>TOTAL</b>	<b>11</b>

## Q3 Experience

Answered: 11 Skipped: 0

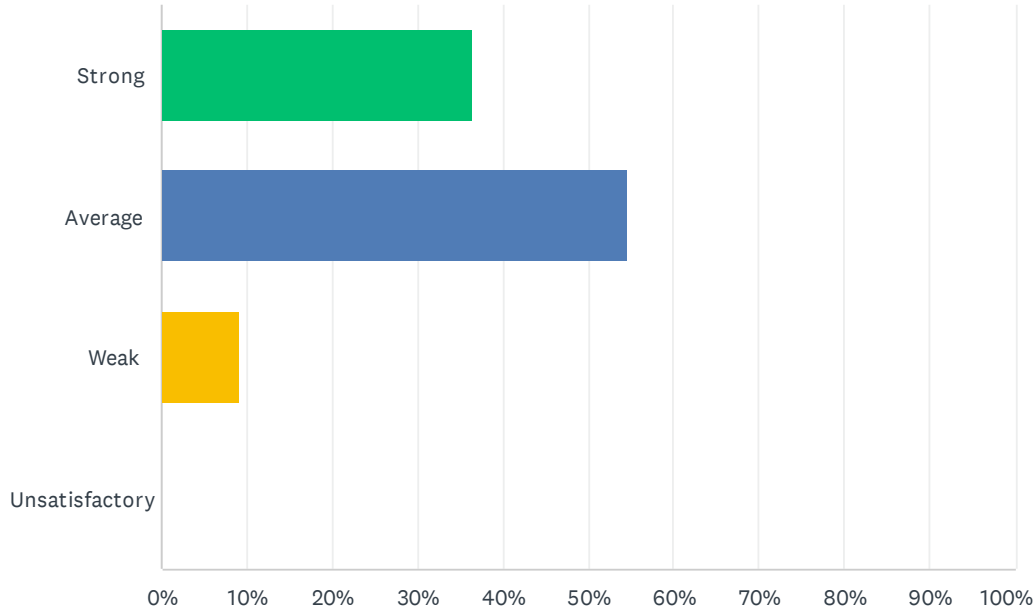


ANSWER CHOICES	RESPONSES	
Provisional Intern Permit, Short Term Staffing Permit, or Intern	9.09%	1
Probationary - Preliminary Credential	9.09%	1
Probationary - Clear Credential	18.18%	2
Permanent	63.64%	7
TOTAL		11

#	OTHER (PLEASE SPECIFY)	DATE

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

Answered: 11 Skipped: 0



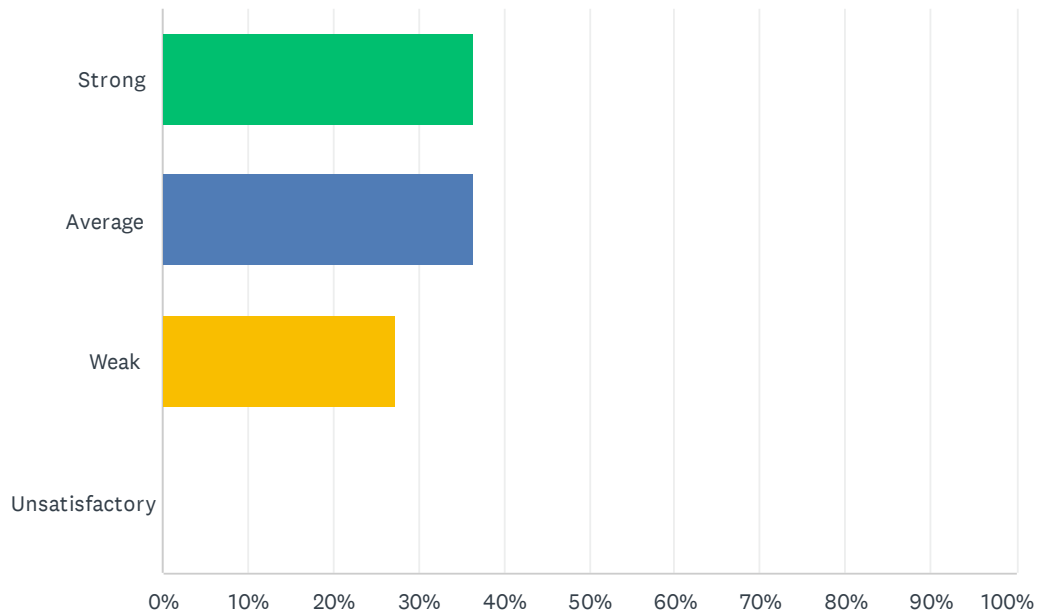
ANSWER CHOICES	RESPONSES
Strong	36.36% 4
Average	54.55% 6
Weak	9.09% 1
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
1	Principal is all about painting a picture where he did everything.	
2	Site admin is very sensitive to the needs of students and community and not so much with the staff.	
3	Positive changes happening with community and the view of the school.	



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

Answered: 11 Skipped: 0

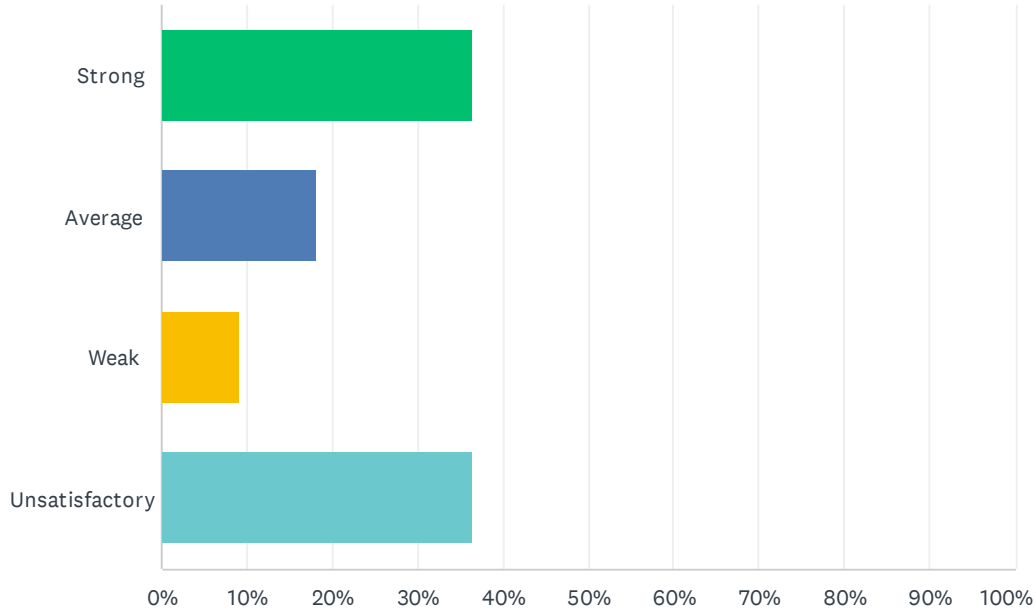


ANSWER CHOICES	RESPONSES	
Strong	36.36%	4
Average	36.36%	4
Weak	27.27%	3
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>11</b>

#	COMMENT	DATE
1	Staff locked out of office and being treated like students for the majority of the year. Only recently we found out our keys now work. There was never an announcement/email. I had to find out from a coworker. Have to turn our lesson plans on google classroom like the students. When we turn in our lessons we lose access to them so we have to make copies every time. If admin is monitoring our lesson plans then why can't they return them once they check us off their list?	
2	I am a said valued member of a team, but teacher input is not used or asked for most times.	
3	Admin takes time to listen. Doesn't always mean they hear you, but they do listen.	

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

Answered: 11 Skipped: 0

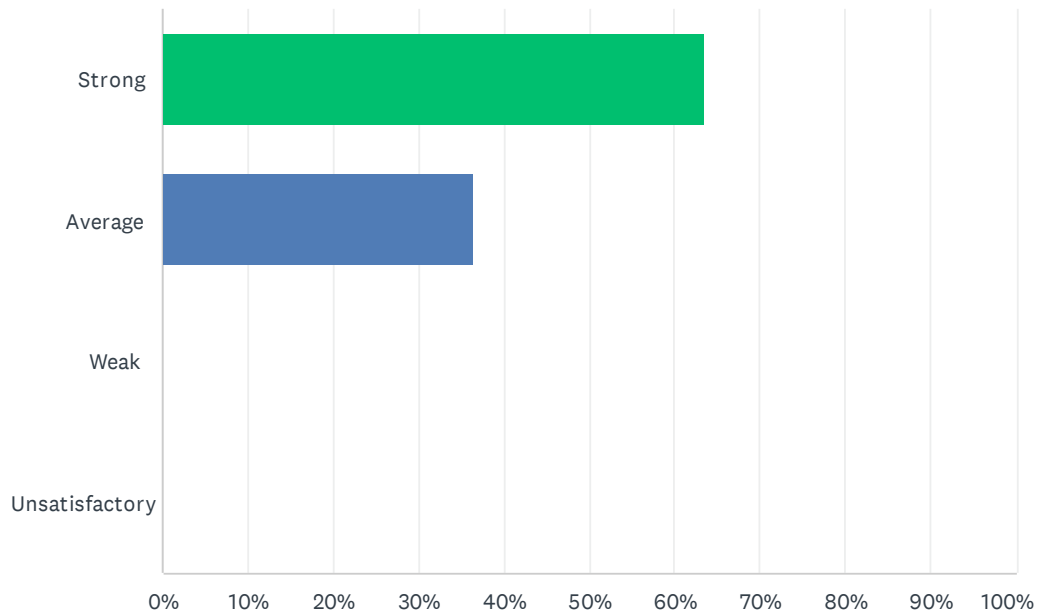


ANSWER CHOICES	RESPONSES	
Strong	36.36%	4
Average	18.18%	2
Weak	9.09%	1
Unsatisfactory	36.36%	4
<b>TOTAL</b>		<b>11</b>

#	COMMENT:	DATE
1	Admin is not disruptive but no feedback is ever given.	
2	Administration has never visited my classroom.	
3	Admin does not conduct visits. If site admin walks into the room for some reason, no feedback is ever given.	

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

Answered: 11 Skipped: 0

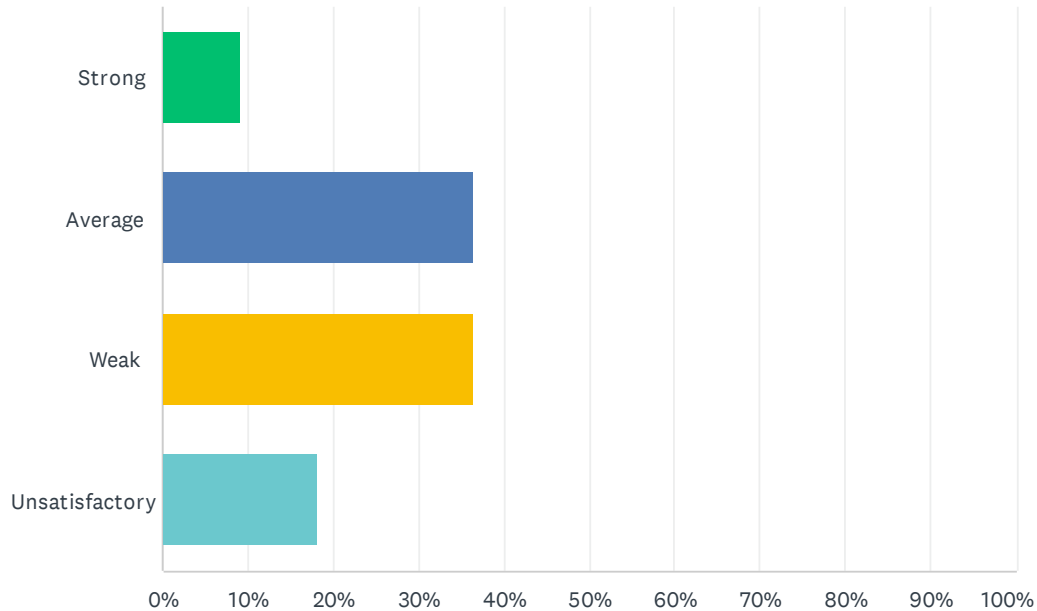


ANSWER CHOICES	RESPONSES
Strong	63.64% 7
Average	36.36% 4
Weak	0.00% 0
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
	There are no responses.	

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

Answered: 11 Skipped: 0

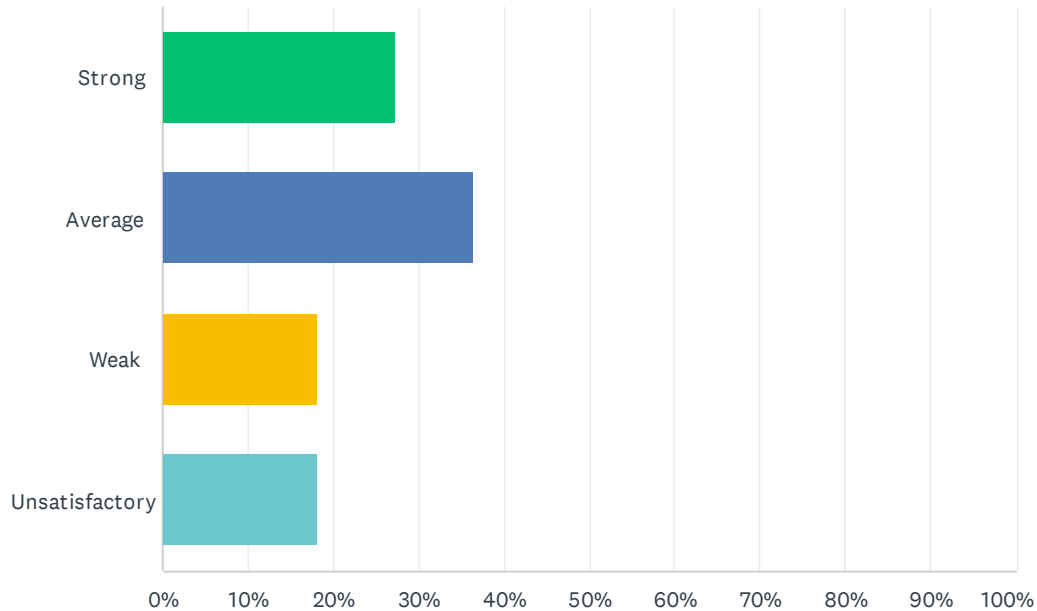


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	36.36% 4
Weak	36.36% 4
Unsatisfactory	18.18% 2
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	The coach is not coaching; the APL is acting as Admin.	
2	The academic coach doesn't coach. BIS: I've seen just this week	
3	Coaches and BIS are too busy performing other tasks to visit classrooms or support teachers/students.	
4	The coach is never able to coach teachers because she is doing so many other things at the request of the principal. the APL is considered admin and in admin meetings with teachers making it uncomfortable.	
5	Behavioral intervention specialist support is non-existent. No tier 2 or above support or plans. Teachers left to create supports on their own. Coaches, ELD and intervention specialist do not provide adequate classroom supports in the classroom and teach in bubbles.	

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

Answered: 11 Skipped: 0

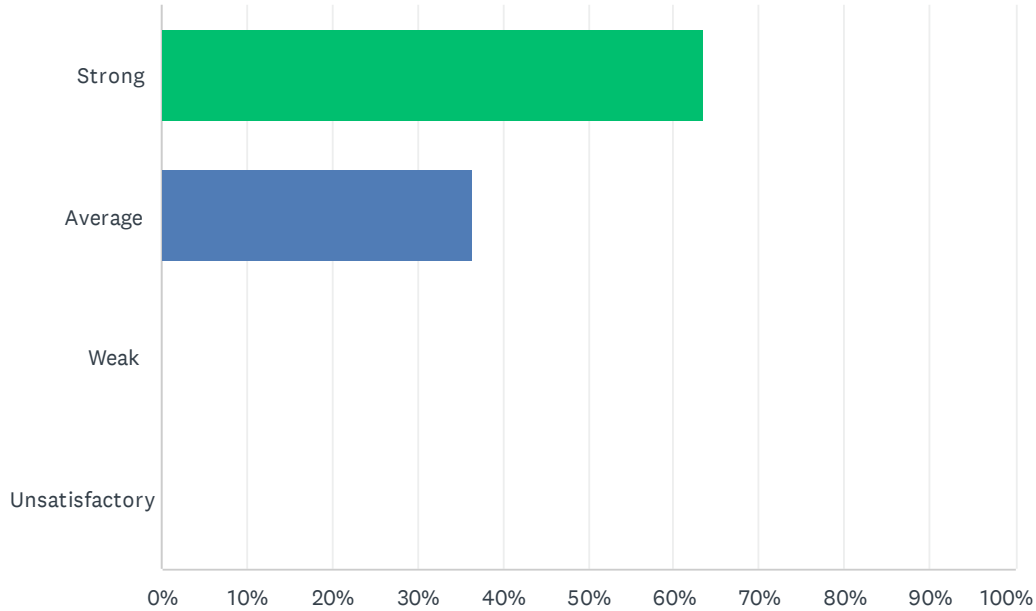


ANSWER CHOICES	RESPONSES
Strong	27.27% 3
Average	36.36% 4
Weak	18.18% 2
Unsatisfactory	18.18% 2
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
1	Staff are the last to know if anything is told to us. I get much information when it is sent out in ParentSquare.	
2	no open communication. Teachers are the last to know anything and I get most of the information from the students. The day of our field trips are when we are told what our assignment is for the day.	
3	Teachers are often either the last to know what is going on or not informed at all.	
4	Open communication with parents and students. Teachers are the last to know most everything.	
5	Weak: Lacking in timely communication.	

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

Answered: 11 Skipped: 0

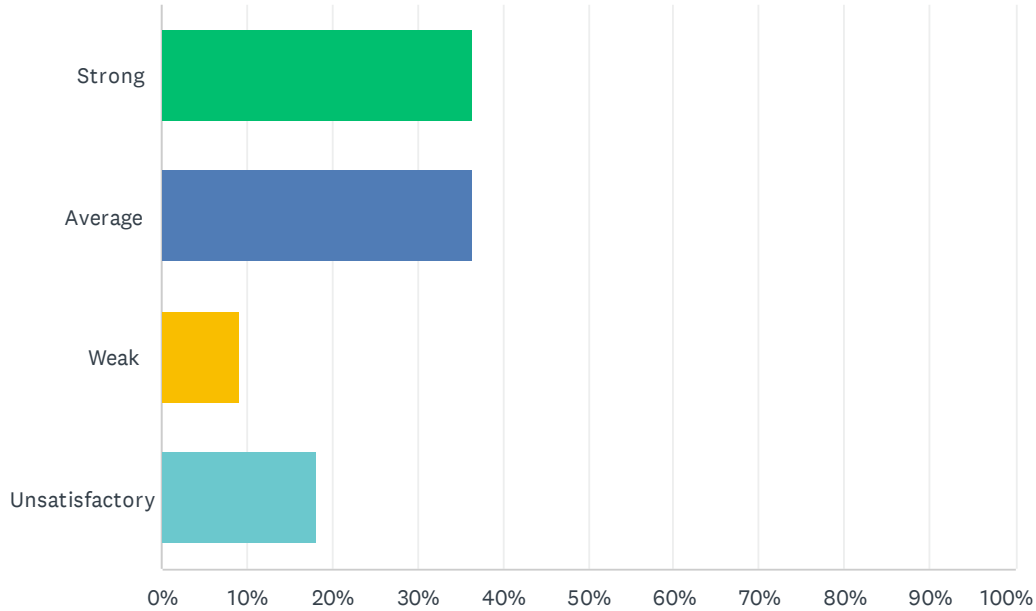


ANSWER CHOICES	RESPONSES	
Strong	63.64%	7
Average	36.36%	4
Weak	0.00%	0
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>11</b>

#	COMMENTS:	DATE
1	I have heard that our site admin supports us against attacks and criticism from parents.	
2	I haven't heard anything so I will assume this is true	
3	The principal is a teacher advocate and back teachers vehemently.	

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

Answered: 11 Skipped: 0

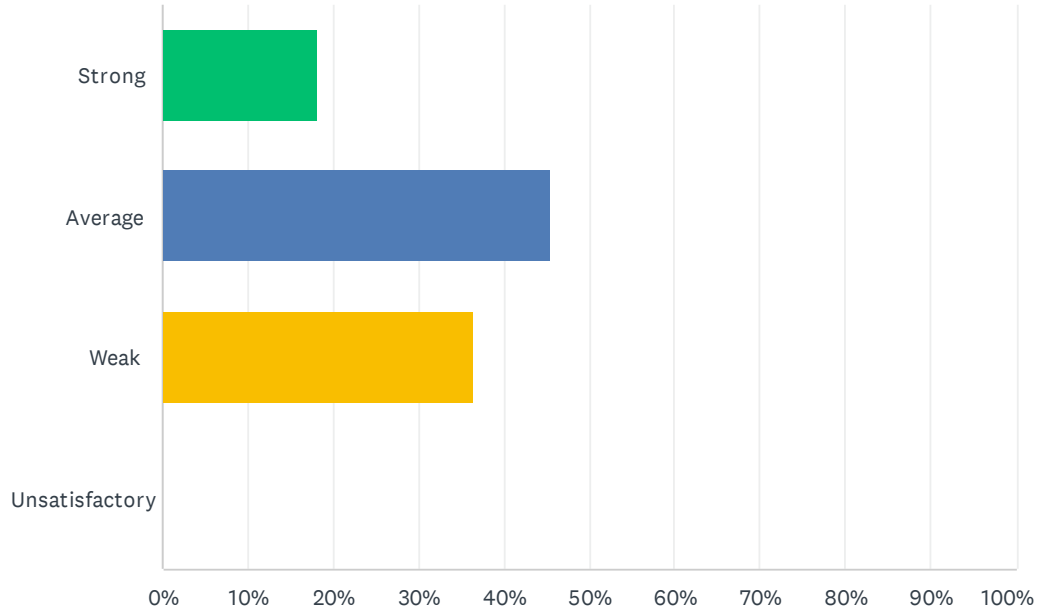


ANSWER CHOICES	RESPONSES
Strong	36.36% 4
Average	36.36% 4
Weak	9.09% 1
Unsatisfactory	18.18% 2
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	There are some teachers and staff who get special treatment.	
2	Not all teachers receive the same information. Certain content areas are left out of pertinent information	
3	General education teacher appear to have more privilege. Students/general education teachers/school administration treat special education teachers as aides.	
4	There is a clear division of who spends time in the office and who does not. Some teachers get asked about students class transfers, some do not.	

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

Answered: 11 Skipped: 0



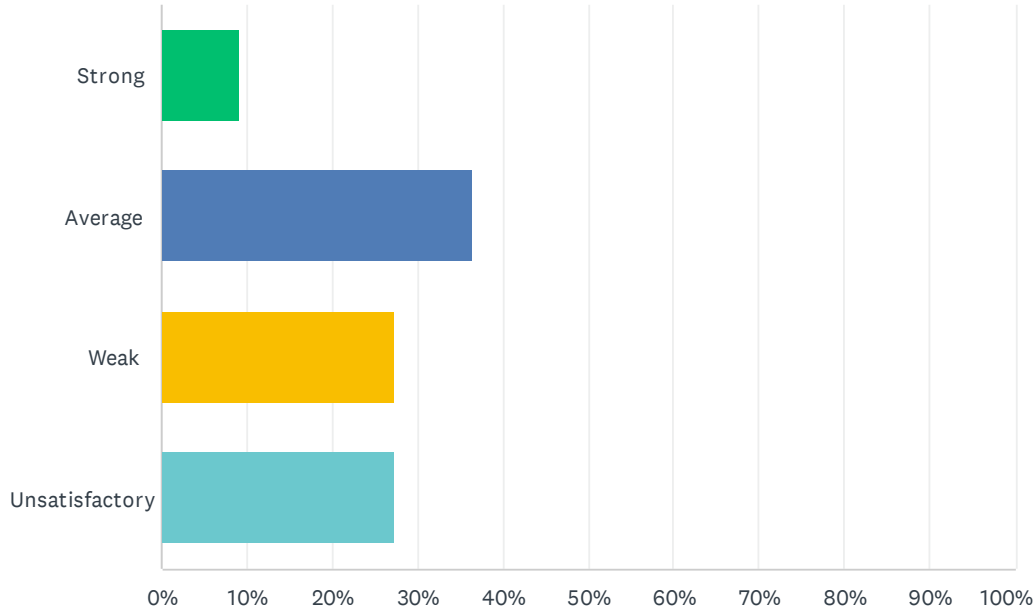
ANSWER CHOICES	RESPONSES	
Strong	18.18%	2
Average	45.45%	5
Weak	36.36%	4
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>11</b>

#	COMMENT	DATE
1	Backwards mapping and lesson plans are redundant. Lesson Plan format changed multiple times	
2	It is very stressful to have things cancelled without notice, be informed of events last minute, have no input on events, or given contradictory instructions by people in charge.	
3	Admin has acted like they are supportive to minimize stress, but in reality, nothing has changed.	
4	Last minute communication issues making planning rough.	



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

Answered: 11 Skipped: 0

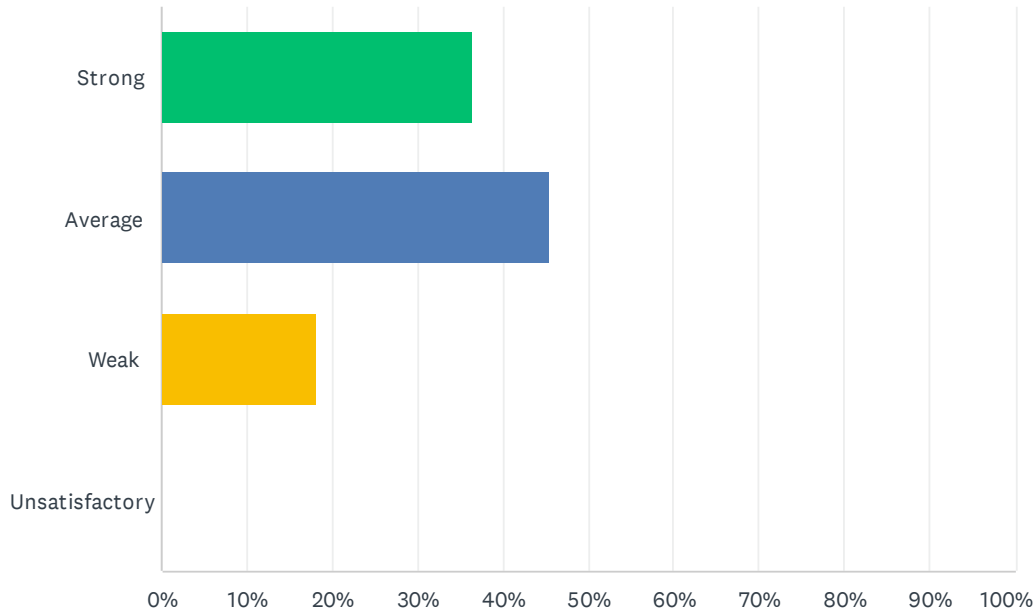


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	36.36% 4
Weak	27.27% 3
Unsatisfactory	27.27% 3
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	No. Staff has to seek out the information	
2	Almost never are staff informed in a timely manner. There is a field trip...teachers don't know which students are going, which staff are going, what time we are leaving and what time we are expected back. Most times the info is given the afternoon before or the morning of.	
3	Last minute notifications and reminders.	

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

Answered: 11 Skipped: 0

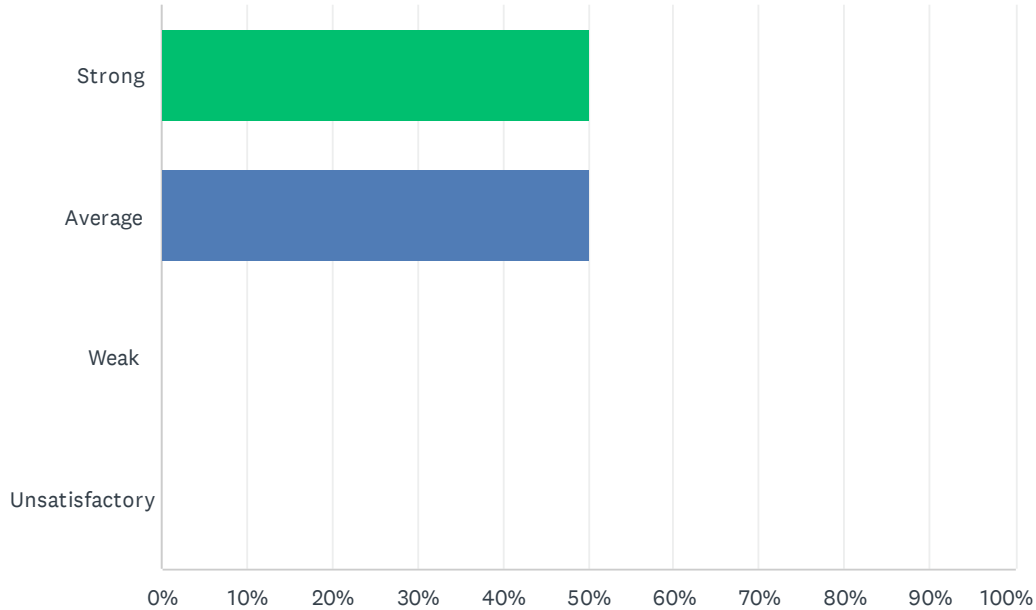


ANSWER CHOICES	RESPONSES	
Strong	36.36%	4
Average	45.45%	5
Weak	18.18%	2
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>11</b>

#	COMMENT:	DATE
1	For some staff, yes. For others, no. There's toxic positivity spewed at us all the time, with no real genuine feedback. It's mostly about how great the admin team are doing to make Emerson such a great place.	

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

Answered: 10 Skipped: 1

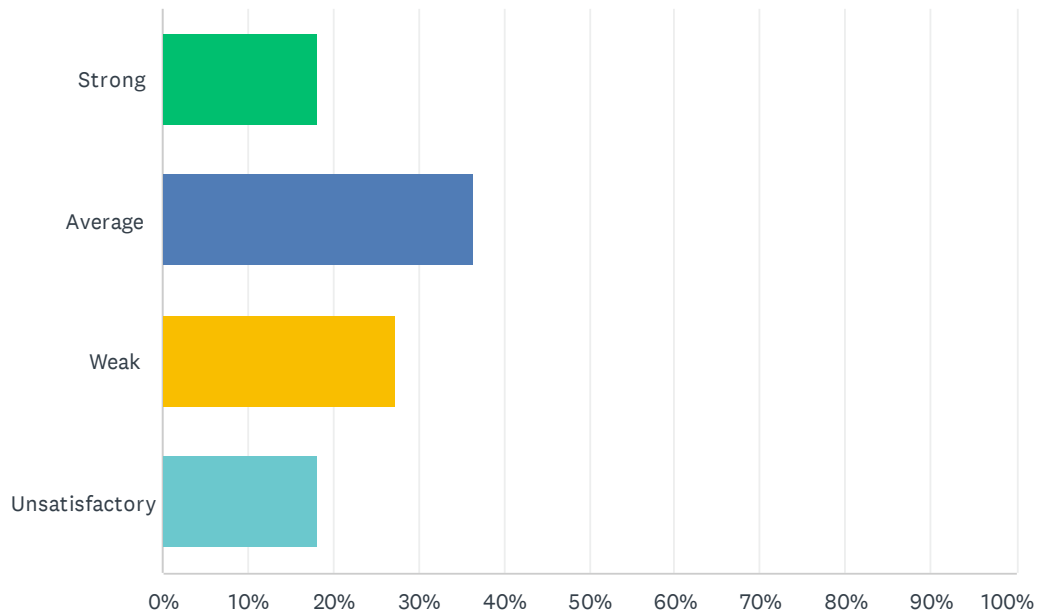


ANSWER CHOICES	RESPONSES	
Strong	50.00%	5
Average	50.00%	5
Weak	0.00%	0
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>10</b>

#	COMMENT	DATE
	There are no responses.	

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

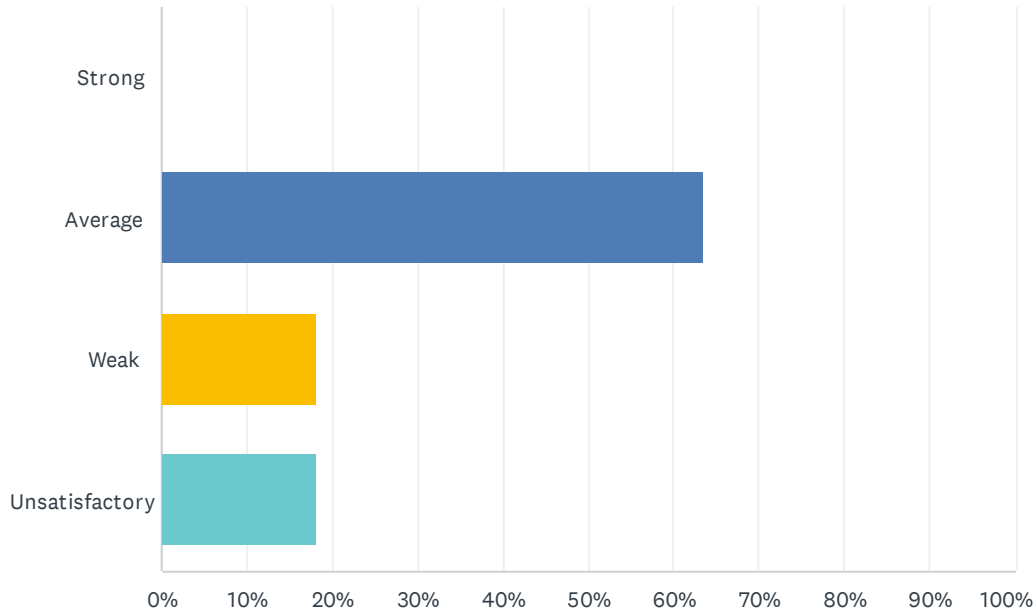
Answered: 11 Skipped: 0



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

## Q17 Site meetings are productive and not excessive.

Answered: 11 Skipped: 0

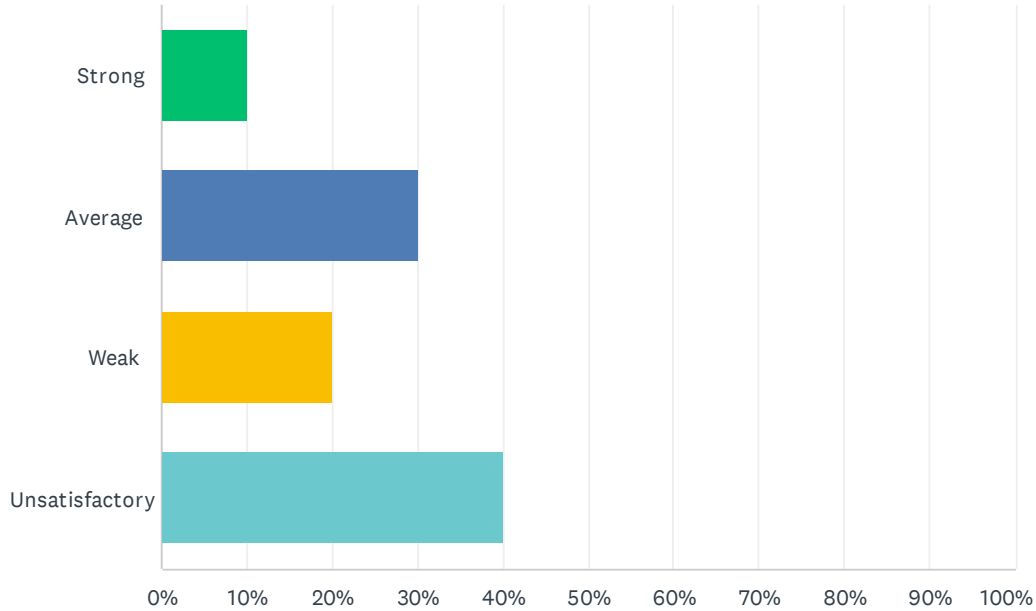


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	63.64% 7
Weak	18.18% 2
Unsatisfactory	18.18% 2
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	Meetings are not productive. Anything that has been said could be done in an email.	
2	Site meetings are not productive because it's just admin bragging about how great they are.	
3	HA!?!?	

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

Answered: 10 Skipped: 1

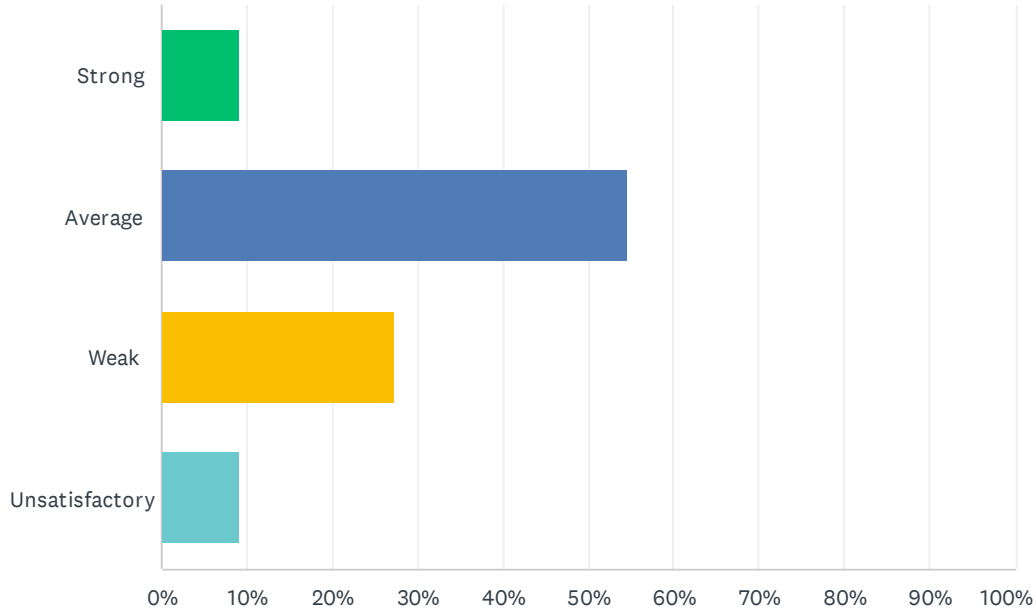


ANSWER CHOICES	RESPONSES
Strong	10.00% 1
Average	30.00% 3
Weak	20.00% 2
Unsatisfactory	40.00% 4
<b>TOTAL</b>	<b>10</b>

#	COMMENT	DATE
1	All of the meetings I have been scheduled for have been during my prep time.	
2	nope. Scheduled at 2:30pm	
3	IEPs are supposed to be scheduled at 2:30 but there is not enough time in 30 minutes to hold an IEP.	
4	This is more of a SPED department issue. I haven't had a meeting planned by admin. The meetings that are scheduled are by SPED teachers and they plan them during my planning time.	

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

Answered: 11 Skipped: 0

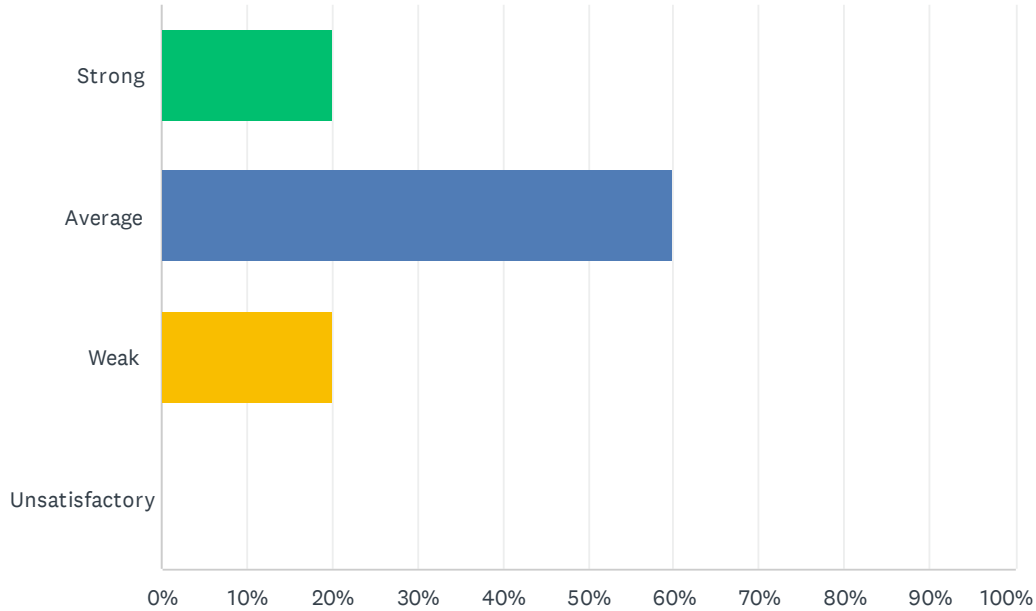


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	54.55% 6
Weak	27.27% 3
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	Mostly uninterrupted. Not always	
2	Not enough time during the day to teach and watch modules to get certified for state testing.	
3	Same issue as above	

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

Answered: 10 Skipped: 1



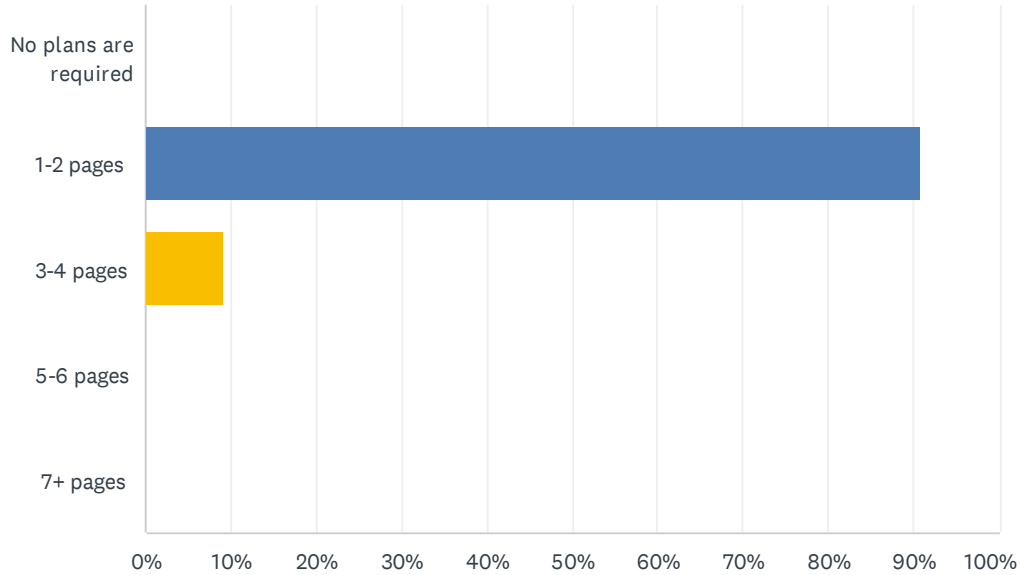
ANSWER CHOICES	RESPONSES
Strong	20.00% 2
Average	60.00% 6
Weak	20.00% 2
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>10</b>

#	COMMENT:	DATE
1	Again not enough time to teach, attend meetings, and input district required data.	



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

Answered: 11 Skipped: 0

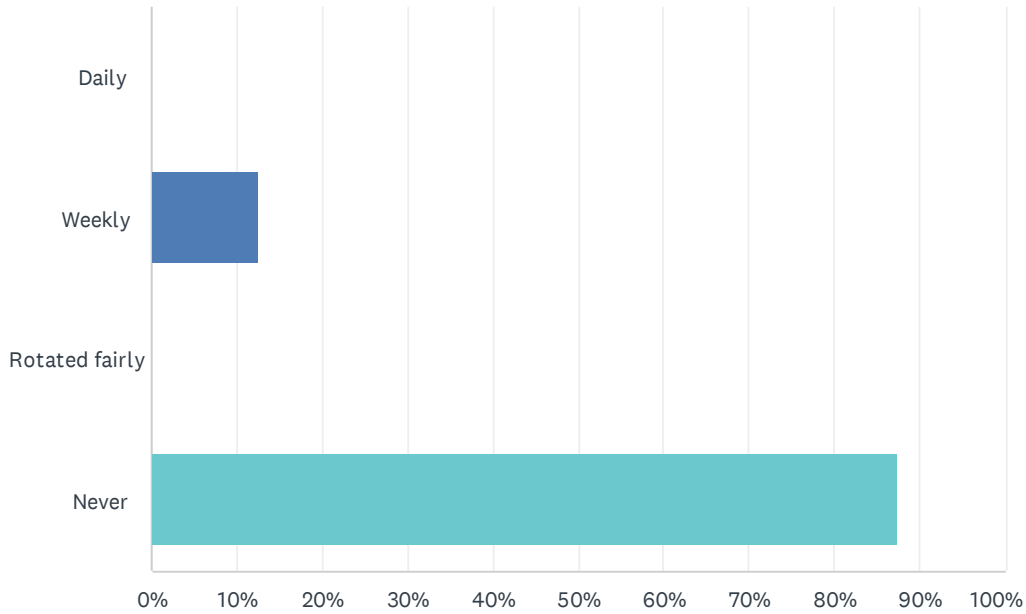


ANSWER CHOICES	RESPONSES
No plans are required	0.00% 0
1-2 pages	90.91% 10
3-4 pages	9.09% 1
5-6 pages	0.00% 0
7+ pages	0.00% 0
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	Our backward mapping should be our lesson plan. We could just add the thinking map to it	
2	The lesson plans are not excessive just laziness sets in and copy and past amongst teachers is common.	

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

Answered: 8 Skipped: 3

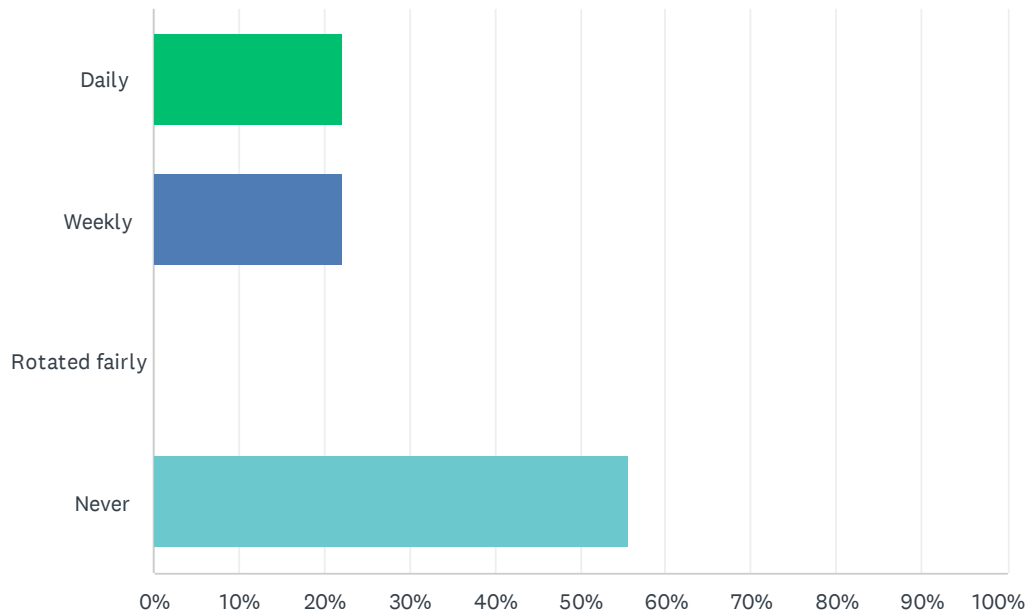


ANSWER CHOICES	RESPONSES
Daily	0.00% 0
Weekly	12.50% 1
Rotated fairly	0.00% 0
Never	87.50% 7
<b>TOTAL</b>	<b>8</b>

#	COMMENT:	DATE
	There are no responses.	

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

Answered: 9 Skipped: 2

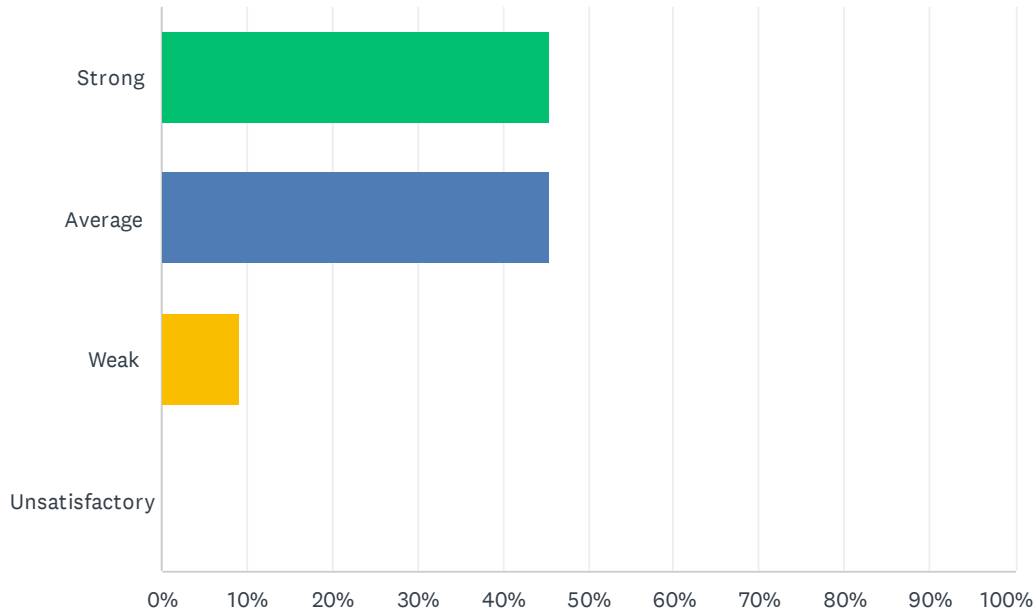


ANSWER CHOICES	RESPONSES
Daily	22.22% 2
Weekly	22.22% 2
Rotated fairly	0.00% 0
Never	55.56% 5
<b>TOTAL</b>	<b>9</b>

#	COMMENT:	DATE
1	Teachers have after school duty. I have never seen coaches outside doing it. Maybe they are assigned a different week than me	
2	Special Ed self-contained classroom.	

## Q24 Staff and students feel safe.

Answered: 11 Skipped: 0

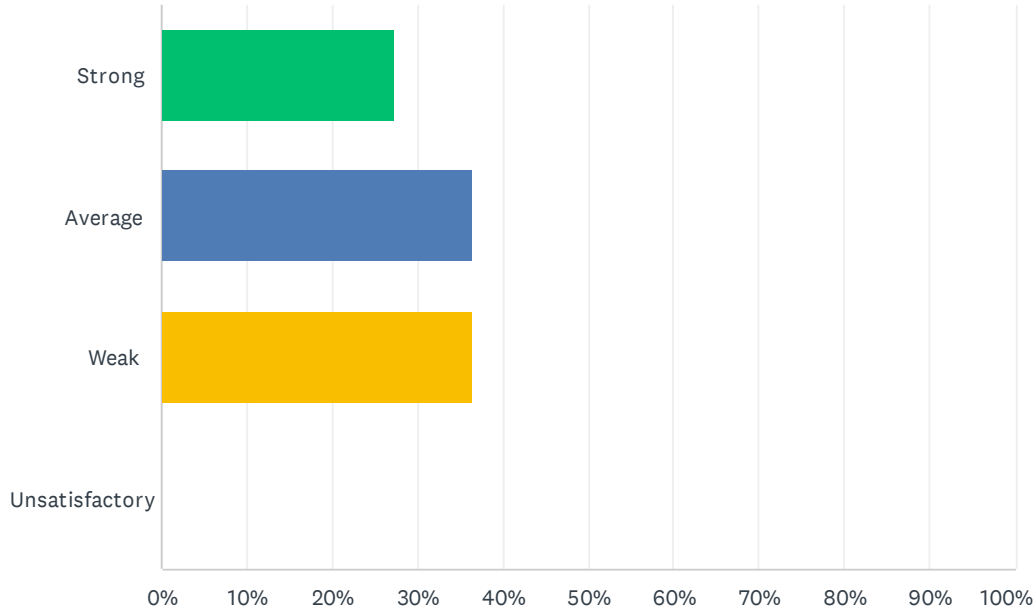


ANSWER CHOICES	RESPONSES
Strong	45.45% 5
Average	45.45% 5
Weak	9.09% 1
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
1	The atmosphere on campus has changed immensely. Admin responds quickly and appropriately to any student threat to teacher	
2	The admin plays favorites with different students. Disruptive students have consequences that are all different depending on the admin's view of the student.	

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

Answered: 11 Skipped: 0

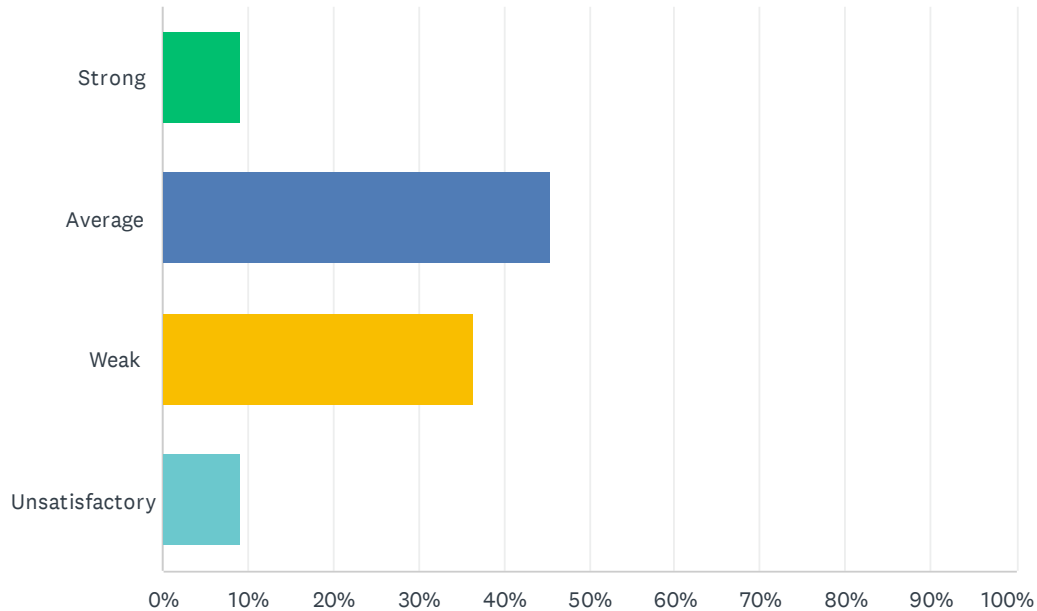


ANSWER CHOICES	RESPONSES	
Strong	27.27%	3
Average	36.36%	4
Weak	36.36%	4
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>11</b>

#	COMMENTS:	DATE
1	There has been plenty of behaviors ignored and not written in Aeries.	
2	The site is more talk but less action.	
3	Strong with the major issues, but not with chronic issues. Chronic tardies are a huge issue. There should be a consequence for minor offenses as well. Classroom disruptions from the same student on a regular basis should be addressed	
4	Depends on which administrator is dealing with the problem.	
5	Same thing. Different admin. No follow through. No consequences.	
6	Getting there...	

## Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 11 Skipped: 0

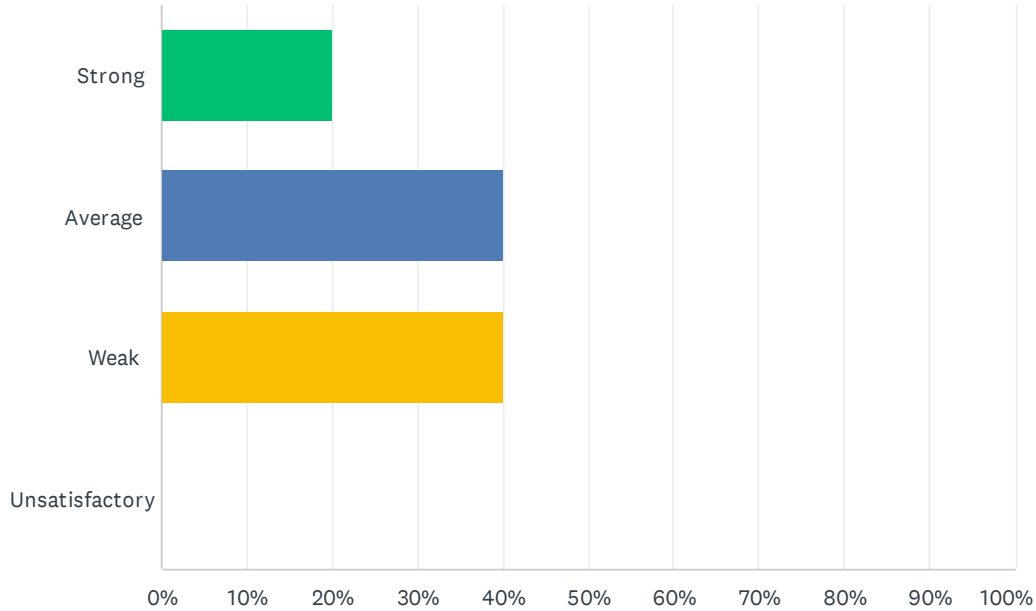


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	45.45% 5
Weak	36.36% 4
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
1	Tools such as no cell phone policy and bathroom escorts were initially working well, but staff has become lax and are not held accountable.	
2	Again, where is the BIS intervention and support? Accolades need to be given to the restorative classroom that is in place. Great addition to Emerson and the positive benefits are being seen around campus.	
3	The tools are in place. The PDs have happened. The issue is I don't believe every teacher knows how to actually use them without holding anything against the student.	

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

Answered: 10 Skipped: 1

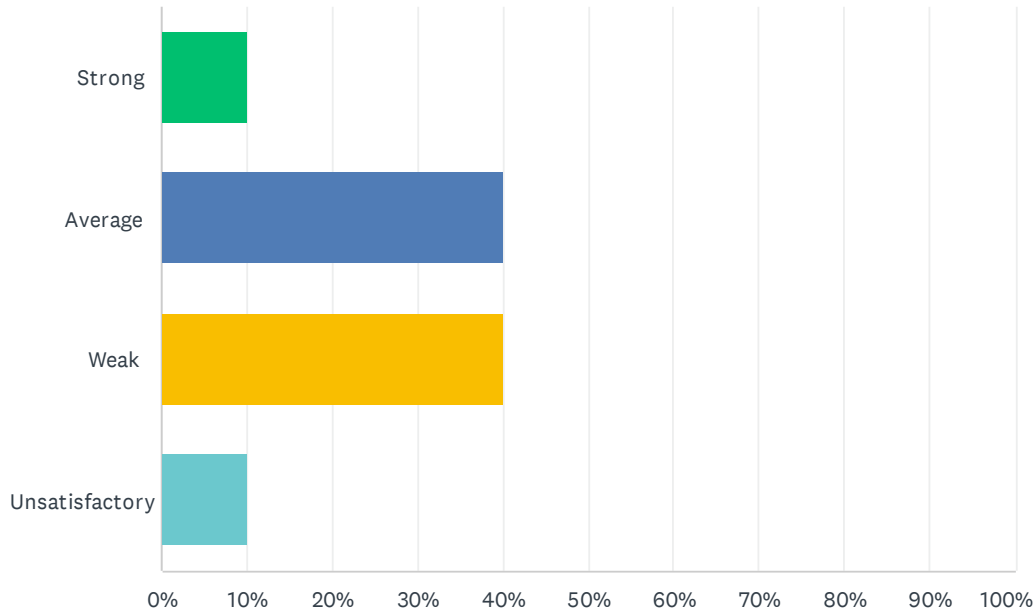


ANSWER CHOICES	RESPONSES
Strong	20.00% 2
Average	40.00% 4
Weak	40.00% 4
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>10</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	I have not had anyone question my classroom discipline procedures.	
2	No feedback is given when referrals are written. School policies aren't enforced by the office in terms of cell phone or Airpods usage. Teachers are told to turn them into the office if they are out in the class. Student goes up to the office and they are handed back. No consequence. Undermines the teacher, especially when student brags about it in class	

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

Answered: 10 Skipped: 1



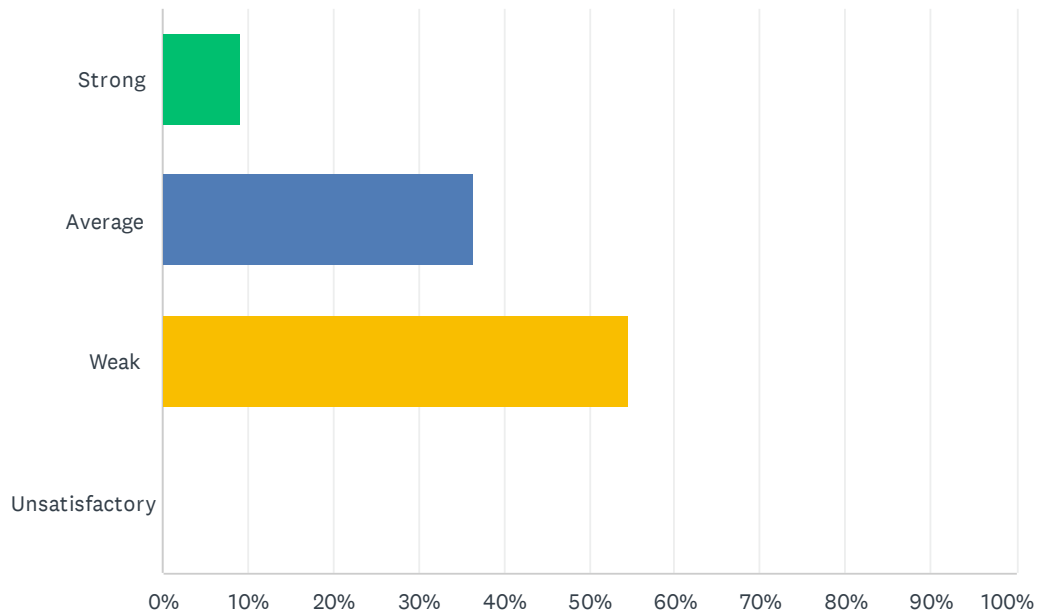
ANSWER CHOICES	RESPONSES
Strong	10.00% 1
Average	40.00% 4
Weak	40.00% 4
Unsatisfactory	10.00% 1
<b>TOTAL</b>	<b>10</b>

#	COMMENTS:
1	Referrals are written and then teacher will get an email asking to explain the situation or campus supervisor will interrupt class to ask teacher what happened. Why not read the referral? I am not asked clarification questions either. It's just a summary of what was written in the email.
2	The Vice Principal shows favoritism and leniency towards certain students. Also, not all teachers are supported equally.
3	The student's word is always valued above the teacher's here.
4	Many times staff/teachers are told wording is too lengthy and admin changes verbiage.



## Q29 My site has a positive atmosphere.

Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	36.36% 4
Weak	54.55% 6
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:
1	I keep to my classroom as much as possible and surround myself by positive and supportive people. The IMC is not a positive environment. Any time I have to go in there I am filled with dread. There are obvious cliques that hang out in there. More than once there was loud laughter and voices and then I open the door and not only does it go instantly silent, but no eye contact or greeting. It is awkward to say the least. The academic coach is the most difficult and rudest person I have ever had to work with on the job. She scowls all of the time or mumbles showing her displeasure, and rarely gives eye contact. There is no consistency in scheduling. Students schedules get changed all of the time with no reason given to me and sometimes not in a way that is best for the student. Other teachers are informed of the reason or have requests granted. I think the APL and the coach should be separated. They are best friends and I think it blurs the line of professionalism. I think the opinion of the academic coach influences how the APL treats people. Emails asking for help to either person goes unanswered. If they were given separate offices then I believe the clique behavior would end.
2	Help is needed at Emerson. Site meetings including PLC's turn in to complain or gossip sessions. Ideas aren't shared they are copied and stolen from one another. Communication is a minimum amongst team members. New teachers are left to their own devices as coaches and support staff are being pulled for other duties (ie: party planning). Senior staff are quick to complain but don't offer positive suggestions that move the school in a good direction and are

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set in their ways (ie: lesson planning). There is resistance to positive change that admin is trying to implement and make on campus. Students are receptive it is the adults who don't play in the sandbox well together.

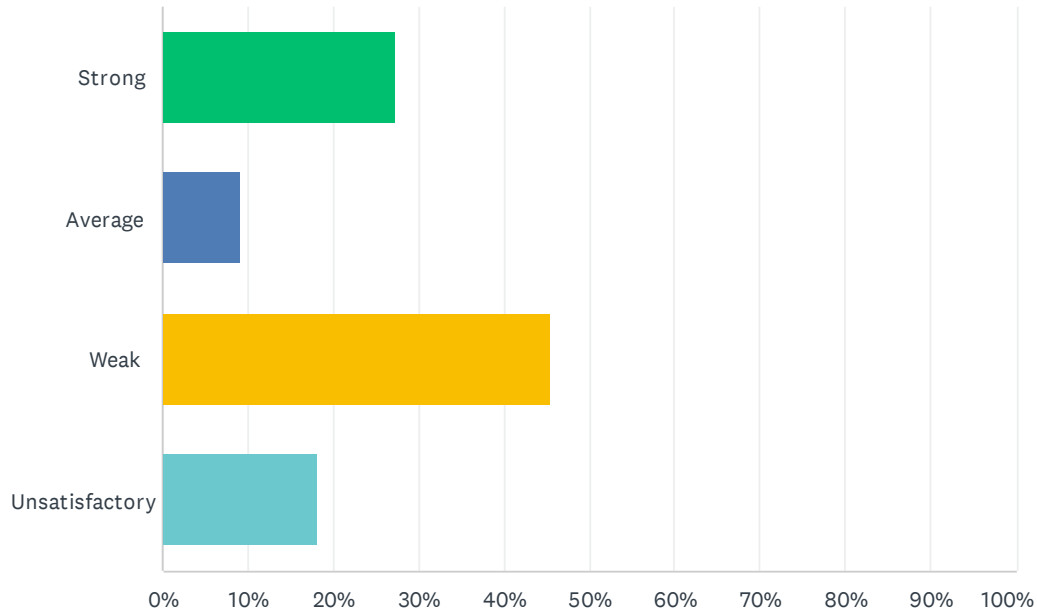
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3 It's average here because there are teachers on campus that want to hold on to the past. They won't allow their minds to open up to the positive things that are going on. They live in the negative and bring down the environment. Community is being built with our new admin and if those that don't want to be here just leave it can continue to be built.

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

Answered: 11 Skipped: 0



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

#	COMMENTS:
1	I can't recommend this site to a teacher until the Academic Coach and the BIS team are available to do their jobs. This school is a tough school and supports are needed to be successful. New teachers to Emerson would require academic coaching and classroom management assistance. Maybe our academic coach should be given a different title and an actual coach hired to do the job.
2	No way.
3	The future of Emerson is bright. Rome wasn't built in a day and clearly neither is the culture at Emerson, but we are getting there. Our students come to school ready to learn, the altercations on campus are at a minimum and we are taking steps in the right direction. It is no one persons fault we are just a culture that has been steeped in continuity and lack luster change. Now that change is coming, there is resistance but to every dark there is light.