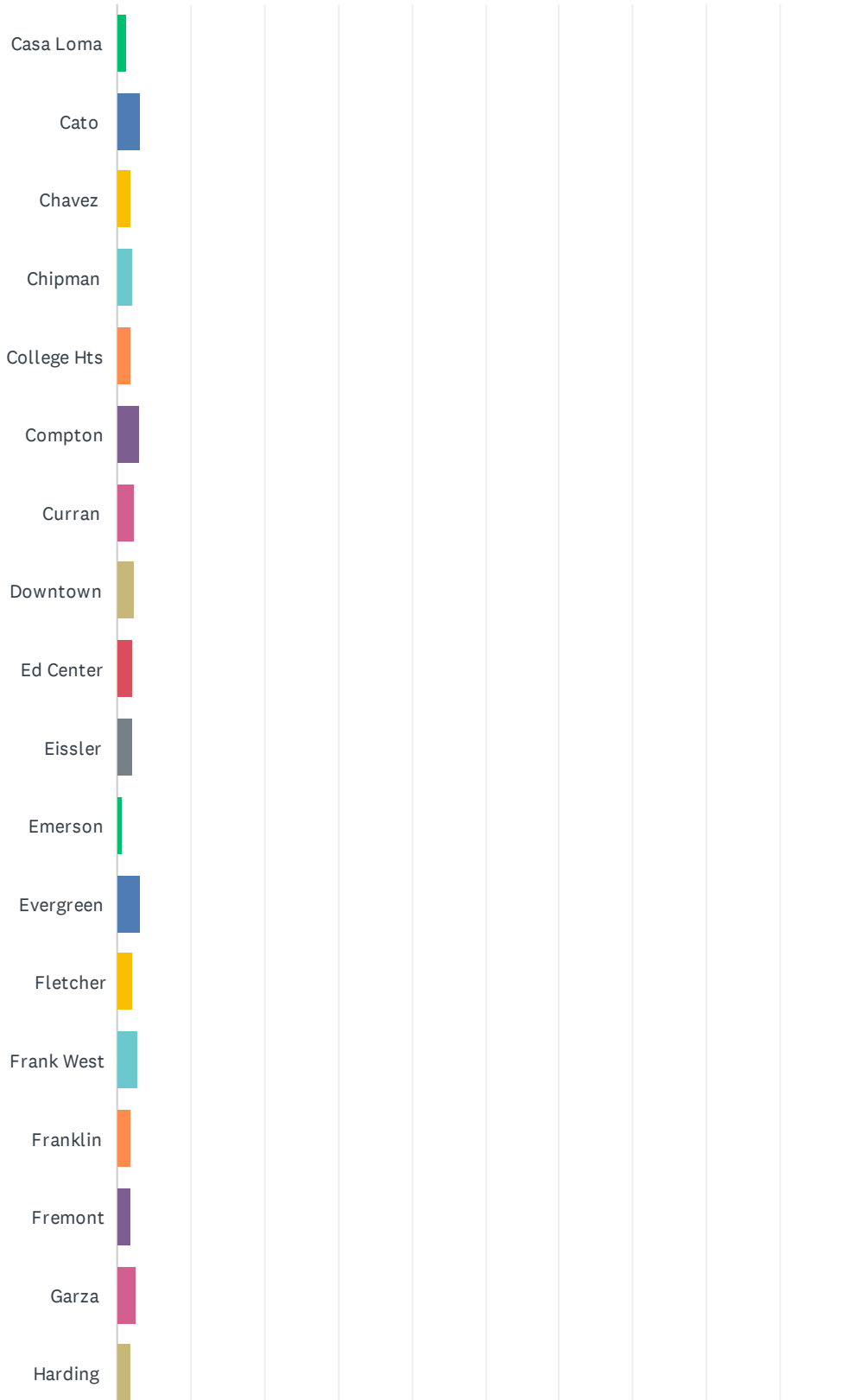
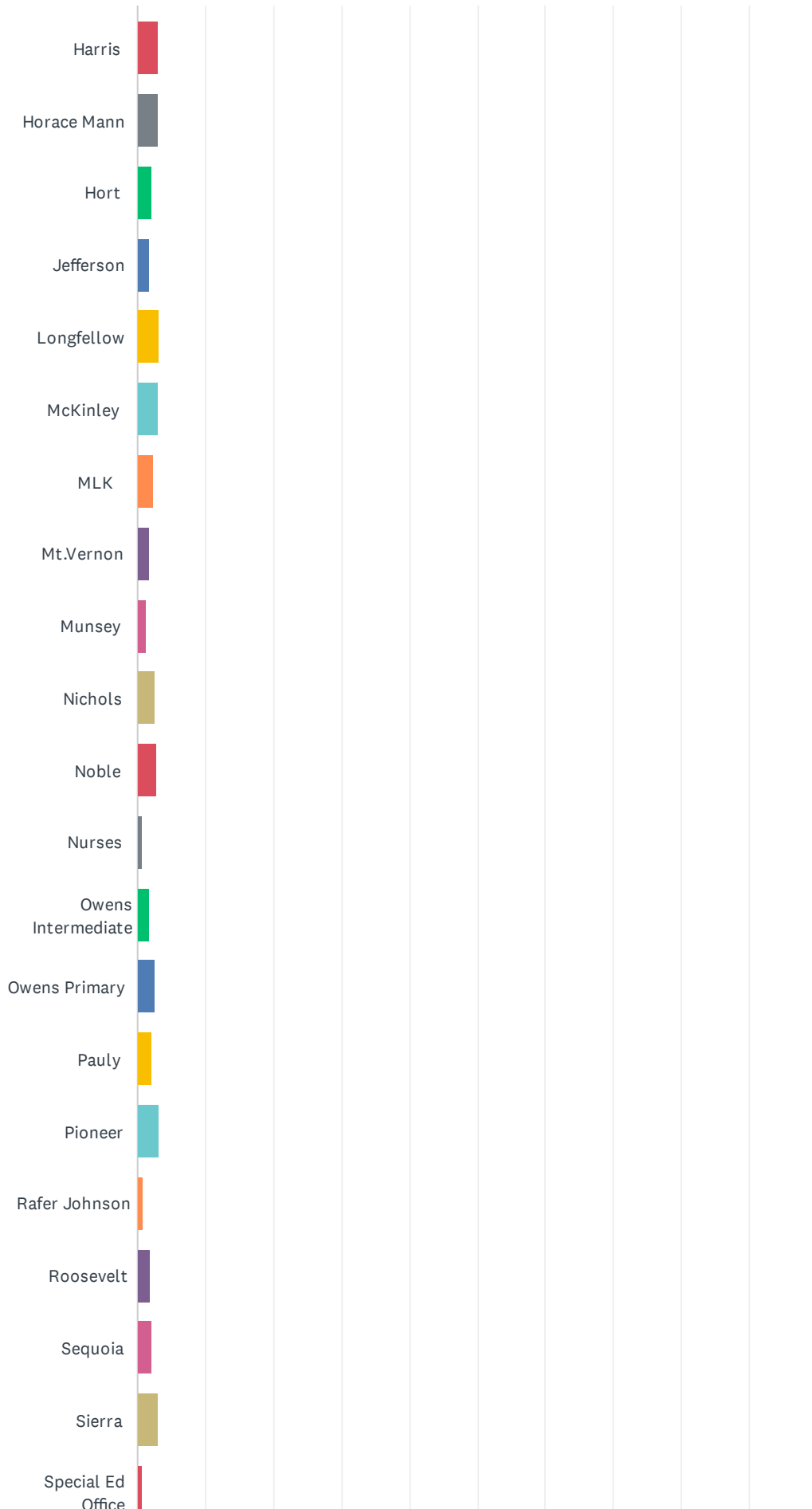


Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

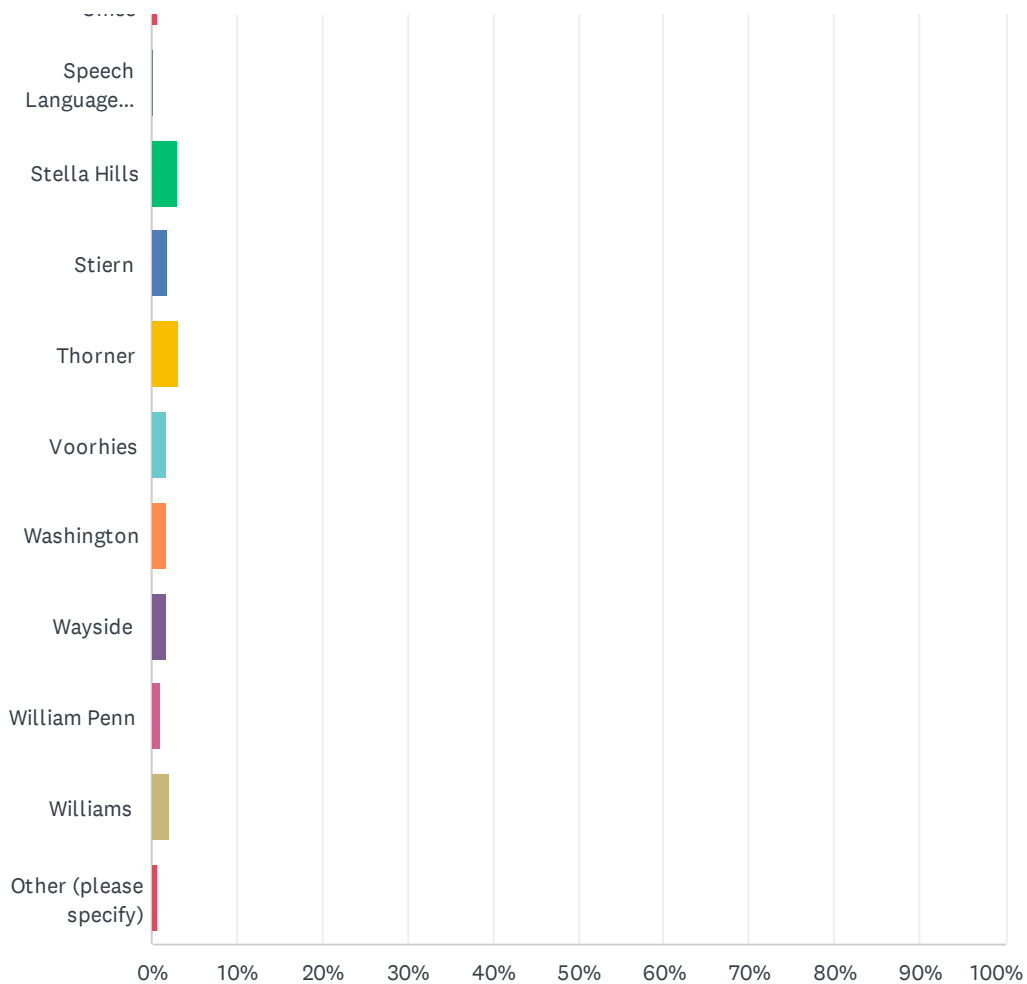
Answered: 543 Skipped: 0



2021-2022 BETA Administration/Site Climate Survey



2021-2022 BETA Administration/Site Climate Survey



2021-2022 BETA Administration/Site Climate Survey

ANSWER CHOICES	RESPONSES	
Casa Loma	1.29%	7
Cato	3.13%	17
Chavez	1.84%	10
Chipman	2.21%	12
College Hts	1.84%	10
Compton	2.95%	16
Curran	2.39%	13
Downtown	2.39%	13
Ed Center	2.21%	12
Eissler	2.21%	12
Emerson	0.74%	4
Evergreen	3.13%	17
Fletcher	2.03%	11
Frank West	2.76%	15
Franklin	1.84%	10
Fremont	1.84%	10
Garza	2.58%	14
Harding	1.84%	10
Harris	2.95%	16
Horace Mann	2.95%	16
Hort	2.21%	12
Jefferson	1.66%	9
Longfellow	3.13%	17
McKinley	2.95%	16
MLK	2.39%	13
Mt.Vernon	1.66%	9
Munsey	1.29%	7
Nichols	2.58%	14
Noble	2.76%	15
Nurses	0.55%	3
Owens Intermediate	1.66%	9
Owens Primary	2.58%	14

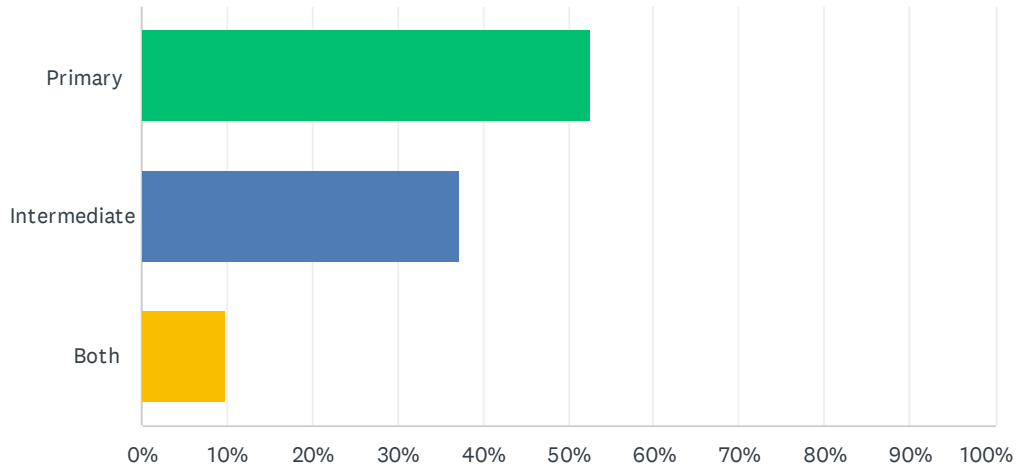
2021-2022 BETA Administration/Site Climate Survey

Pauly	2.21%	12
Pioneer	3.13%	17
Rafer Johnson	0.92%	5
Roosevelt	1.84%	10
Sequoia	2.21%	12
Sierra	2.95%	16
Special Ed Office	0.55%	3
Speech Language Pathologist	0.18%	1
Stella Hills	2.95%	16
Stiem	1.84%	10
Thorner	3.13%	17
Voorhies	1.66%	9
Washington	1.66%	9
Wayside	1.66%	9
William Penn	1.10%	6
Williams	2.21%	12
Other (please specify)	0.55%	3
Total Respondents: 543		

#	OTHER (PLEASE SPECIFY)	DATE
1	VAPA	3/21/2022 3:40 PM
2	VAPA	2/9/2022 9:29 AM
3	VAPA	2/3/2022 12:21 PM

Q2 Instructional Grade Level or Support Services

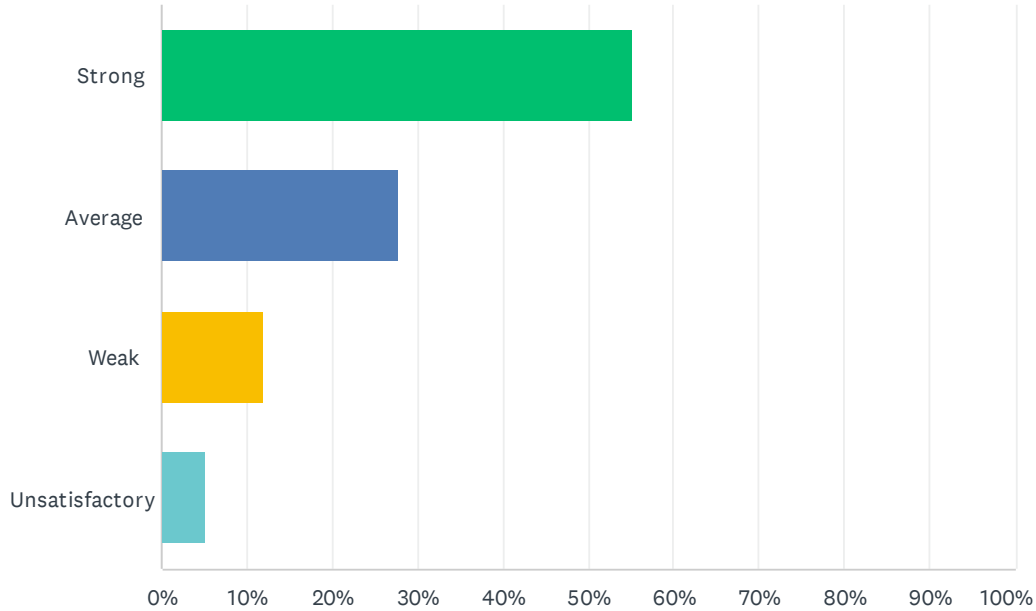
Answered: 527 Skipped: 16



ANSWER CHOICES	RESPONSES
Primary	52.75% 278
Intermediate	37.38% 197
Both	9.87% 52
TOTAL	527

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

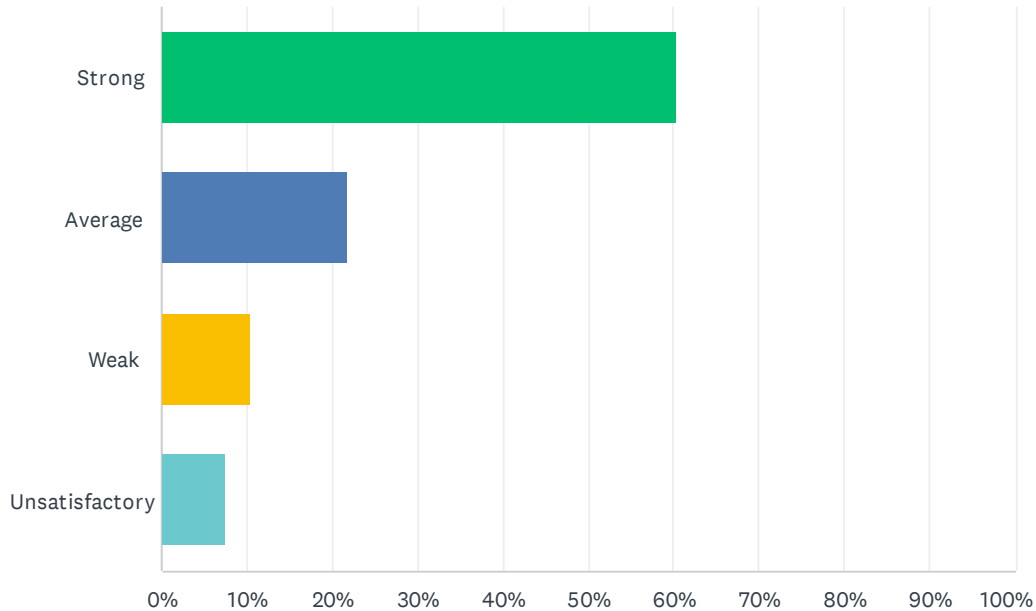
Answered: 542 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	55.17%	299
Average	27.68%	150
Weak	11.99%	65
Unsatisfactory	5.17%	28
TOTAL		542

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

Answered: 541 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strong	60.26%	326
Average	21.81%	118
Weak	10.54%	57
Unsatisfactory	7.39%	40
TOTAL		541

#	COMMENT	DATE
1	I appreciate how she supports and is attentive and helps us in Pre-Kindergarten to meet the needs of our parents and students.	3/21/2022 6:09 PM
2	Things seem to get worse every year.	3/21/2022 3:05 PM
3	There is no respect from the administration.	3/20/2022 6:00 PM
4	Consistent favoritism shown - way too negative without any support	3/8/2022 1:41 PM
5	Does not do what they say they will do to take care of any issues.	2/22/2022 11:56 AM
6	I do feel very micromanaged. The support staff runs their own programs, but the teaching staff is just nitpicked. Especially before covid. Constant scrutiny!! Especially on pet programs like Guided reading.	2/21/2022 8:54 AM
7	The manner in which she talks to teachers is questionable, when she has a point to make. Disregarding the fact that others have an opinion. Many times it's her way or no way.	2/19/2022 6:31 AM
8	Mr. Taylor promotes a positive and fair work environment. The education staff has access to	2/18/2022 5:54 PM

2021-2022 BETA Administration/Site Climate Survey

	necessary resources and trainings to teach effectively.	
9	Our input is asked but never considered or put into action.	2/18/2022 4:30 PM
10	I feel that we all should be	2/18/2022 4:01 PM
11	Mr. Casallas treats everyone with respect, even when he is disrespected by staff. He tries to be fair across the board.	2/18/2022 12:50 PM
12	When voicing concerns to VP, he takes things personally and replies by saying that it's a personal issue and that I'm the only one who has voiced that concern.	2/18/2022 12:11 PM
13	Front office has tension and shows towards teachers. Sometimes it feels like it's the office against the teachers. It should feel like a team. Could be that all office staff is new. Old team all left. It has been getting better but it was not good the first half of the year.	2/18/2022 11:59 AM
14	I feel like she puts teachers at the top of the priority list when we need something or have concerns. That is very much appreciated!	2/18/2022 11:46 AM
15	Everybody smiles and gets along.	2/18/2022 11:42 AM
16	We get little to no guidance	2/18/2022 7:57 AM
17	We have had many Admin changes over the years. The team we have now is the best I've ever worked with. They truly have the best interest of our students and staff at heart.	2/14/2022 6:04 PM
18	He dies with me.	2/14/2022 10:51 AM
19	They are always available to listen to concerns and will actively try to find a solution.	2/10/2022 3:42 PM
20	I always feel I can voice any concerns and will be listened to with respect.	2/9/2022 9:00 PM
21	Site administration is doing what they can. This survey should include district level administration as site administration's hands are tied due to level above which is VERY FRUSTRATING and has a NEGATIVE IMPACT on site.	2/9/2022 5:44 PM
22	The admin and admin team (apl & academic coach) have been nothing less than supportive, encouraging and helpful this year.	2/9/2022 7:47 AM
23	This principal has a gift for seeing the whole picture, students, parents & staff. Empathy is evident for all groups and their needs.	2/9/2022 7:46 AM
24	Like all admin they have favorites which they treat better than the rest.	2/9/2022 6:08 AM
25	When I went out for personal reasons, and covid I was still asked to complete work for other classes as well as my own.	2/8/2022 10:34 PM
26	Great culture at Casa Loma I see high morale	2/8/2022 9:50 PM
27	I have never had an issue with staff at this site.	2/8/2022 9:35 PM
28	Vice principal does not respect mou or contract time. She is mean and yells at teachers while the whole class is present. Principal just allows this to happen and doesn't intervene.	2/8/2022 8:47 PM
29	Site admin is good at lending ear to staff. Appreciate way admin finds creative ways to meet needs of staff.	2/8/2022 8:40 PM
30	Isn't very talkative toward me so I don't know if they are someone I can talk to openly with.	2/8/2022 8:17 PM
31	Way too much favoritism from the principal towards her friends.	2/8/2022 8:06 PM
32	Use of support staff available should have been used to cover class and need for subs.	2/8/2022 8:04 PM
33	This is a KUTR campus. If you are a KUTR you rock! The rest of us? Not so much.	2/8/2022 7:34 PM
34	I feel like I can go talk to them with anythin I need.	2/8/2022 7:25 PM
35	My principal is a wonderful person! She cares for all of us, especially during the "pandemic" time. Two of my family members have suffered from COVID19, my principal has been very supportive during these difficult times.	2/8/2022 10:59 AM
36	there seems to be favoritism	2/8/2022 12:03 AM

2021-2022 BETA Administration/Site Climate Survey

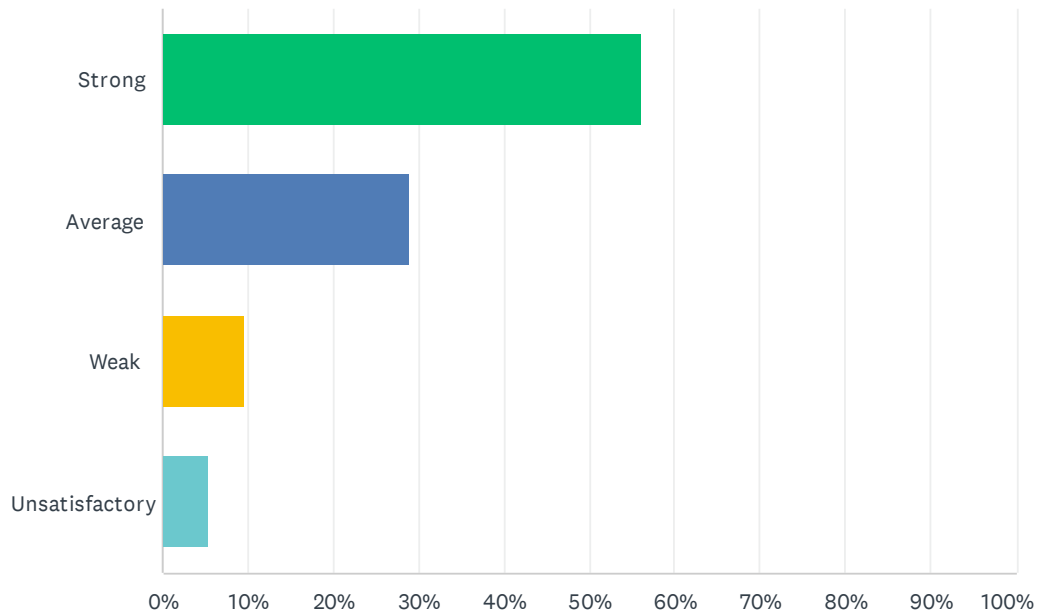
37	The staff has been welcoming and very supportive.	2/7/2022 12:21 PM
38	During evaluation principal directly told me I didn't belong to the school because I don't have experience teaching this type of population.	2/5/2022 8:43 AM
39	Admin(principal) rolls her eyes during meetings and is confrontational in front of other staff and parents.	2/5/2022 7:03 AM
40	I feel invisible most of the time and lonely on campus because I am forced to plan on my own. Administration is aware that I plan on my own due to no one wanting to work as a team and nothing is done.	2/4/2022 7:07 PM
41	Any feedback given feels very negative. I was told I need to smile less.	2/3/2022 2:57 PM
42	Plugge, Woodard, Broussard, and IMC are always willing to listen & provide support.	2/1/2022 6:47 PM
43	The administration has done a great job making the everyone feel like part of a big family!	2/1/2022 6:35 PM
44	They are supportive and encouraging!	2/1/2022 10:25 AM
45	It depends on who you are. If the admin likes you then you will have a great year. If you are not liked admin will find things to claim you are doing wrong.	1/31/2022 12:39 PM
46	Very approachable and responsive	1/31/2022 10:50 AM
47	I do not feel like I am a part of a team, let alone a valued member of one. I feel like a toy brought out of a box when it serves administration, and then discarded and ignored until the next flight of whimsy strikes.	1/31/2022 9:03 AM
48	Our principal does not micro manage; she trusts us to be professional and to put the best interests of students first.	1/30/2022 8:15 PM
49	We are treated with respect, but excellence is not properly acknowledged.	1/29/2022 7:40 PM
50	Not one visit to my classroom. This was/is a stressful year. Lied too and no support. No staff moral. Talent and skills Not utilized despite talking about it.	1/28/2022 10:42 PM
51	Mrs. Plugge and Mrs. Woodard definitely make me feel valued and a part of the team. When I started at Compton, I did not have the same feeling so it has been really nice as a newer teacher.	1/28/2022 9:19 AM
52	Many teachers do feel ignored at the site.	1/28/2022 8:45 AM
53	The principal can be dismissive and cold at times.	1/28/2022 3:38 AM
54	There is way too much preferential treatment given to certain members of the staff and these are not the ones that will step up and take on extras. They are the ones that may have been there for a while or were hired by the current administration and some how they are better than the rest in thier view	1/27/2022 8:10 PM
55	I sometimes feel there is little respect for our time.	1/27/2022 4:50 PM
56	She really listens and is empathic to employee's needs.	1/27/2022 12:32 PM
57	Mrs.Michaud is amazing. She is ver professional and considerate	1/27/2022 12:03 PM
58	INCREDIBLE SUPPORT AND HELP!!!	1/27/2022 7:54 AM
59	Vice Principal receptive to needs of staff, makes self-available, listens attentively to adults and children.	1/26/2022 7:34 PM
60	Admin realizes the extreme pressure that we are under on a daily basis. Mrs. Baker takes the time and makes the effort to relieve some of our burden and let's us know that she values us.	1/26/2022 7:11 PM
61	They are simply the best! I always feel supported and respected.	1/26/2022 5:01 PM
62	This year has been difficult for us all. However since, the beginning of the year we have had little support from admin. We have had class splits all year long increasing the risk of covid transmission, and when we voiced anything a rude video was sent out to convey the message about being a "team player." When we try to get help for struggling learners it's been nonexistent.	1/26/2022 4:30 PM

2021-2022 BETA Administration/Site Climate Survey

63	She has done a great job in keeping staff safe. I appreciate all she does for us as teachers. She treats as professionals.	1/26/2022 3:42 PM
64	The treat staff as if they are the lowest on the totem pole.	1/26/2022 3:00 PM
65	I am constantly put down when I express any frustrations or ask questions.	1/26/2022 2:23 PM
66	Mrs. Ross has been supportive to our well being this year. She is always positive in my interactions with her. I feel she supports my needs as a team member along with our grade level.	1/26/2022 1:57 PM
67	He is juggling sick teachers and students.	1/26/2022 1:33 PM
68	Admin has their favorites.	1/26/2022 12:53 PM
69	Due to being a virtual teacher at my school site I feel pretty much forgotten about.	1/26/2022 12:46 PM
70	My site administration is extremely supportive and respectful to ALL staff and VALUES everyone with the same respect, regardless of their position and who they are.	1/26/2022 12:42 PM
71	Ms. Tafoya makes staff and students feel valued and respected.	1/26/2022 12:28 PM
72	Best admin staff ever.	1/26/2022 6:53 AM
73	Any concerns have been met with compassion and understanding. We are looking for solutions together.	1/25/2022 9:40 PM
74	some not friendly.....likes it's just a job	1/25/2022 8:52 PM
75	Treats us with respect by keeping hands off but does not facilitate making our job easier by communicating	1/25/2022 6:15 PM
76	The absolute best!	1/25/2022 6:03 PM
77	The admins take the time to listen and value all that is being said.	1/25/2022 4:53 PM
78	Hort has an amazing team that treats everyone with dignity and respect!	1/25/2022 4:32 PM
79	My principal actively works with our BETA rep to create a cooperative climate.	1/25/2022 3:38 PM
80	Sometimes I feel like they are just looking for things staff does wrong or different and I feel they dont address us the right way. They kind of are harsh to you and question why certain things arent done or youre not doing a certain thing at a certain time if it is on your lesson plan without thinking there must be a reason something is different and they are harsh to you about it. Then if you get a chance to explain and it is valid reason they act all kind and giggly like they are friends with you to make it seem like they didnt just come at you without asking about the situation first kindly. hope that makes sense	1/25/2022 2:48 PM

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

Answered: 522 Skipped: 21



ANSWER CHOICES	RESPONSES
Strong	56.13% 293
Average	28.93% 151
Weak	9.58% 50
Unsatisfactory	5.36% 28
TOTAL	522

#	COMMENT:	DATE
1	Site administration's feedback isn't clear.	3/18/2022 4:12 PM
2	think they can summarize up what is taking place in a few minutes	3/8/2022 1:41 PM
3	Has never stepped foot in my classroom, even when he says he will be visiting on a particular day.	2/22/2022 11:56 AM
4	The feedback is immediate, you are asked to step outside to get the info.	2/19/2022 6:31 AM
5	Taylor is fantastic!	2/18/2022 5:54 PM
6	No feedback	2/18/2022 4:36 PM
7	This administrator visits in the least disruptive manner, but individual feedback is rarely received unless it's a formal evaluation.	2/18/2022 4:30 PM
8	not applicable	2/18/2022 3:12 PM
9	I would like for admin to have weekly or biweekly walkthrough classrooms to ensure consistency by teachers, and support those who need it.	2/18/2022 12:50 PM

2021-2022 BETA Administration/Site Climate Survey

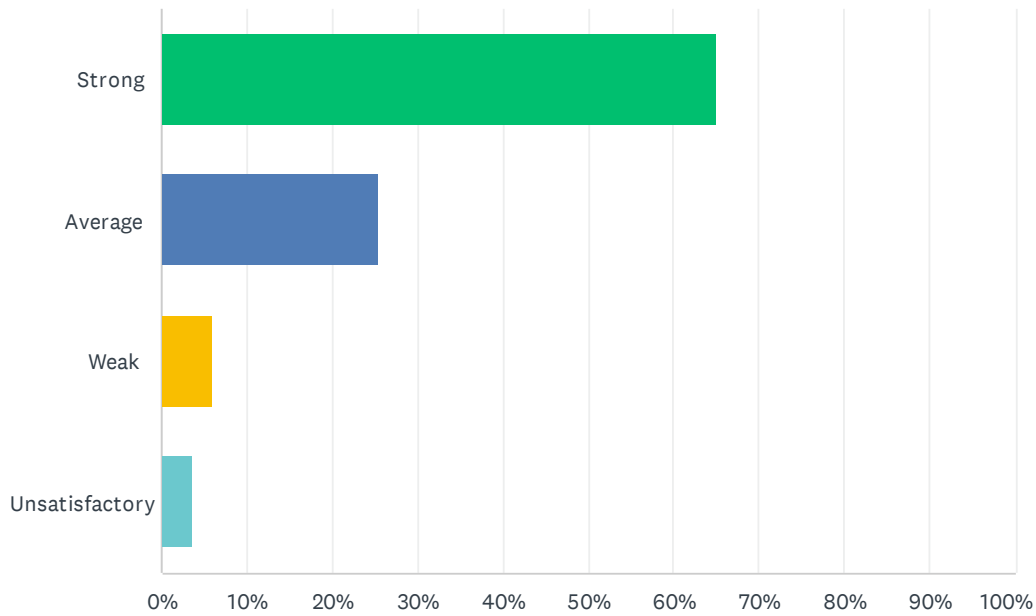
10	Never any feedback	2/18/2022 12:11 PM
11	There haven't been much visits lately.	2/18/2022 11:46 AM
12	Feedback is never provided.	2/13/2022 1:55 PM
13	No feedback received (written/verbal) from classroom visits.	2/11/2022 7:13 PM
14	Most visits underscore her lack of understanding of what we do.	2/9/2022 8:31 PM
15	New administration should receive instruction as to previous visits so that it is more streamlined and similar to before change i positions. Our site has experienced many position changes and too many new faces coming in and out that have their "own" way to visit and leave feedback. It should be more uniform.	2/9/2022 5:44 PM
16	They rarely visit my classroom.	2/9/2022 4:07 PM
17	My principal has been too busy with contract tracing and COVID related duties to visit very often.	2/9/2022 3:13 PM
18	We do not receive consistent feedback in a timely manner or if at all.	2/9/2022 2:03 PM
19	Being in the classroom is a priority for this principal.	2/9/2022 7:46 AM
20	Feedback is not given.	2/9/2022 6:15 AM
21	Feedback is not provided in a timely manner.	2/8/2022 10:34 PM
22	Anytime he has come in has been very professional and has given me feedback by the end of the same day.	2/8/2022 8:17 PM
23	Feedback is rare, however if the principal knows that you are a good teacher and is constantly driving your students to perform at their best, she will only visit at the beginning of the year, a few times, and allow you to do your job without very many visits the remainder of the year.	2/8/2022 8:06 PM
24	Little to no feedback.	2/8/2022 8:04 PM
25	Unsure	2/8/2022 7:56 PM
26	I rarely receive visits nor feedback	2/8/2022 7:34 PM
27	Does not visit my class	2/8/2022 7:27 PM
28	Yes, minimum classroom interruptions!	2/8/2022 10:59 AM
29	Class/Zoom visits are always conducted professionally and they offer positive feedback that helps me to better reach my students.	2/7/2022 12:21 PM
30	My visit was in September. Feedback was in November. Not 24 hours but 2 months afterwards.	2/5/2022 8:43 AM
31	When they do visit they have quick feedback but I have only had maybe 2 classroom visits all year.	2/3/2022 12:44 PM
32	I don't receive feedback within 24hrs. We schedule a day to talk about it.	2/1/2022 5:02 PM
33	Classroom is not disrupted but feedback only comes if it is negative. If it was a good visit usually you do not receive anything on the visit.	1/31/2022 12:39 PM
34	Coach gives good friendly feedback	1/31/2022 10:50 AM
35	The children usually do not realize when administration enters the room.	1/30/2022 8:15 PM
36	Classroom visits are not disruptive because they never happen. Administration has no idea what goes on in our classrooms.	1/30/2022 6:28 AM
37	Doesn't leave feedback	1/29/2022 7:40 PM
38	No visits.	1/28/2022 10:42 PM
39	N/A	1/28/2022 2:07 PM
40	Yes anytime a visit has happened, I have received feedback same day.	1/28/2022 9:19 AM

2021-2022 BETA Administration/Site Climate Survey

41	Unfortunately, visits are not often enough for supportive feedback.	1/28/2022 8:45 AM
42	Rarely are we given any feedback if they drop into the room. VP can be very caustic not only with the teacher but the students also. She does not know how to relate to the younger -4th grade and below- students and tends to make them feel uncomfortable.	1/27/2022 8:10 PM
43	Plugge sends constructive and positive feedback via email with hours of her visit. She always takes time to acknowledge the positives that she sees in our classes.	1/27/2022 12:32 PM
44	N/A	1/26/2022 11:31 PM
45	Classroom visits usually include her interrupting student learning to do a very minuet tasks. I.e. pick a pencil up, wrap up headphones, etc. I also have only received feedback one time in the last 100 days. This has been a constant the last 5 years. She also will come in to ask questions that could be sent in an email or at a later time.	1/26/2022 2:23 PM
46	She has visited my room and comes in quietly. She has given feedback in a timely manner.	1/26/2022 1:57 PM
47	Have never received feedback from any visit this year.	1/26/2022 1:52 PM
48	N/A	1/26/2022 12:52 PM
49	The feedback is not in a timely manner.	1/26/2022 12:46 PM
50	They are very respectful and helpful. If there is a critique to be made they are kind and very respectful.	1/26/2022 12:42 PM
51	Too busy with disciplining students and/or subbing in other positions.	1/26/2022 8:24 AM
52	Not disruptive but rarely get feedback.	1/26/2022 6:53 AM
53	NA (I'm an intervention spec. forced to sub)	1/25/2022 7:48 PM
54	Twice this year	1/25/2022 6:29 PM
55	Administration has not been in the classroom since September.	1/25/2022 6:15 PM
56	Never a disruption and always so encouraging!	1/25/2022 6:03 PM

Q6 Site administration follows the contract and respects personal rights.

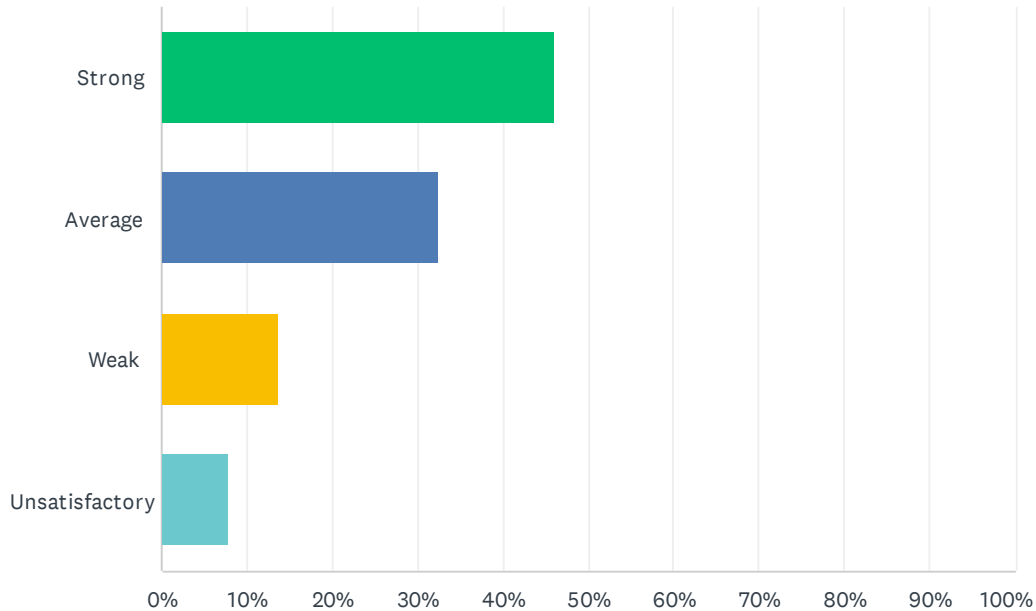
Answered: 539 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strong	65.12%	351
Average	25.42%	137
Weak	5.94%	32
Unsatisfactory	3.53%	19
TOTAL		539

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

Answered: 536 Skipped: 7



ANSWER CHOICES	RESPONSES
Strong	46.08% 247
Average	32.46% 174
Weak	13.62% 73
Unsatisfactory	7.84% 42
TOTAL	536

#	COMMENT	DATE
1	They sub a lot more this school year.	2/22/2022 9:04 PM
2	It looks like our Campus supervisor is handling most discipline issues. A teacher quoted out VP as saying, "I don't do discipline!" Why do we have her? She makes the big bucks, she should do discipline!! Our campus supervisor is great, but that seems like it is above her pay grade to handle ALL of the discipline.	2/21/2022 8:54 AM
3	Taylor is fantastic!	2/18/2022 5:54 PM
4	So many in "office" yet teachers have more and more to do	2/18/2022 4:36 PM
5	Every Everyone has had to step up and help out with tasks they may not regularly perform due to Covid restrictions.	2/18/2022 4:30 PM
6	Mr. Pacheco is used too many times for tech support nothing to do with his title, he has too many roles to fill on campus. Our intervention specialists have not been able to fulfill the demand for intervention due to other "jobs" on campus.	2/18/2022 12:50 PM
7	This is an unprecedented year and our admin staff has been amazing covering, and being	2/18/2022 12:45 PM

2021-2022 BETA Administration/Site Climate Survey

	exemplary leaders.	
8	Academic coach is like a VP. More admin work instead of coaching. It's always been like that since I've been here.	2/18/2022 11:59 AM
9	The pandemic has created difficulties for any staff to do their job consistently and completely in all areas.	2/18/2022 11:47 AM
10	They try to but with so many shortages everyone is trying to fill in for whatever is needed!	2/18/2022 11:46 AM
11	It is February and I feel staff is just starting to do their assigned jobs. This isn't a poor reflection of our administrative staff, but a reflection of how much we struggled to meet all the changes and coverage for staff that was out.	2/10/2022 5:28 PM
12	This is not the year to evaluate this area.	2/9/2022 9:00 PM
13	She's very lucky to have a Coach, an APL and a VP who know their stuff.	2/9/2022 8:31 PM
14	Reading specialist constantly called out to sub. VP is coaching teachers. Roles are not clear.	2/9/2022 5:44 PM
15	Coaches, APLs and Specialists have not been able to do their jobs because they have been subbing.	2/9/2022 3:18 PM
16	Sometimes we all pitch in and go above and beyond, but we are never required to do so.	2/9/2022 9:58 AM
17	As best as can be expected considering the substitute shortage. Respect was given to the fact that these positions have time sensitive, mandatory duties.	2/9/2022 7:46 AM
18	I've had to work as a substitute instead of Interv. Spec. 85/100 days Aug.-Jan., but that is not the fault of admin. The other 15 days, district employees helped w/ this issue on and off (and less as months continued on).	2/9/2022 7:21 AM
19	Coaches are unable to do coaching due to extra responsibilities.	2/8/2022 10:34 PM
20	This rating is average only because of our current lack of subs due to Covid-19 absences which causes additional staff to be pulled in different directions.	2/8/2022 9:21 PM
21	This has been a weird year. As support staff have been called on to sub a lot. But I know my Admin is doing the best she can	2/8/2022 8:48 PM
22	They are being used for a lot of subbing at the moment so I don't know.	2/8/2022 8:17 PM
23	Use of available support staff has not eased teacher stress.	2/8/2022 8:04 PM
24	The Harris academic coach does not provide any "coaching".	2/8/2022 7:52 PM
25	She always utilizes staff outside of their job descriptions even prior to covid	2/8/2022 7:45 PM
26	Due to covid this is hardly happening	2/8/2022 7:38 PM
27	covid	2/8/2022 7:34 PM
28	I only rated this weak because we rarely had support from APL's to cover classes when no subs were available. Classes were split consistently from Aug to January, when APL's were available to cover,	2/8/2022 7:30 PM
29	I've noticed support staff covering for different grade levels when teachers are absent due to family, COVID19, unknown, etc.	2/8/2022 10:59 AM
30	Academic coach disregards the teams ability to teach.	2/7/2022 9:19 PM
31	Academic Coach needs to be more supportive, resourceful, approachable, and knowledgeable, not simply be another office personnel. Teachers need to feel comfortable to ask questions and assistance without feeling judged or viewed negatively by Academic Coach. Staff should not be disrespected or spoken to rudely when asking for student and classroom supplies. Students and Teachers should not be left without learning materials, such as pencils, markers, paper for 2-3 weeks.	2/6/2022 6:56 PM
32	Our intervention specialist is walking around school as an academic coach since there is no academic coach available at the school site.	2/5/2022 8:43 AM
33	When they are not subbing yes.	2/4/2022 7:07 PM

2021-2022 BETA Administration/Site Climate Survey

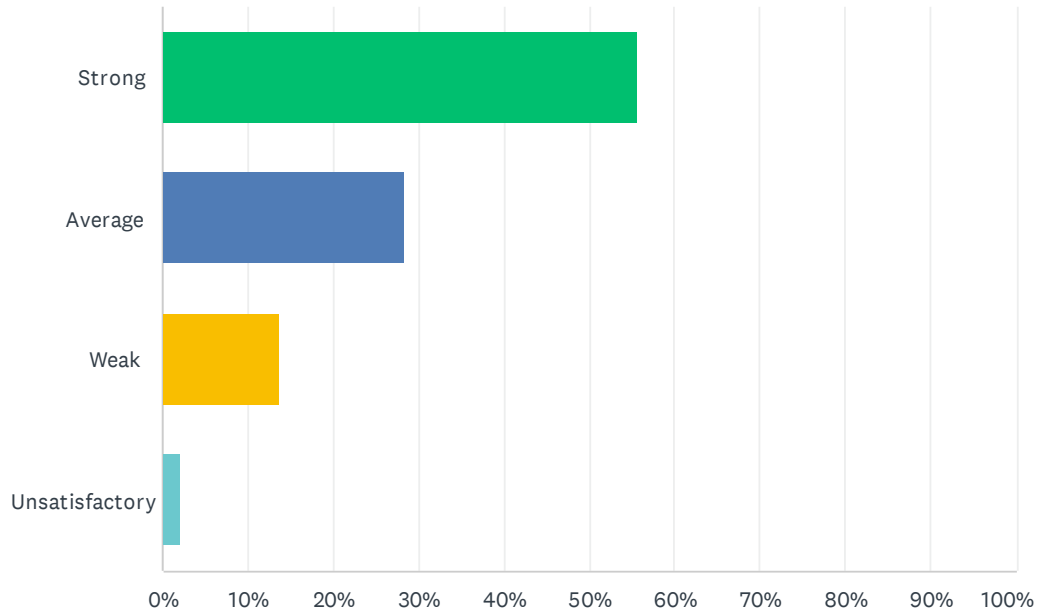
34	But i think this is mostly due to covid and not actually admin issue.	2/3/2022 12:44 PM
35	Only due to recent staff shortages do I feel they are average. Years past, I would rate strong.	2/3/2022 12:44 PM
36	Coaches, APL, Specialists are eager to help out.	2/1/2022 6:47 PM
37	They have sped teachers covering Gen Ed classes during prep	1/31/2022 8:39 PM
38	They are all doing whatever needs to get done to keep the school running	1/31/2022 10:50 AM
39	Our specialists and support staff are often pulled for subbing (which I know is an issue right now), or sometimes their intervention groups are cancelled so they can complete specially assigned "projects" that do not directly impact student learning, and only serve to improve optics. Support staff is given new duties and responsibilities outside of their job description and certification without training, guidance, check-ins, or feedback.	1/31/2022 9:03 AM
40	Our support staff works together seamlessly for the benefit of all.	1/30/2022 8:15 PM
41	The special ed teachers/paras are being used for tutoring groups. Teacher-tutor is subbing all the time.	1/30/2022 5:47 PM
42	Lack of subs cause staff to be utilized in different areas or capacities	1/28/2022 10:42 PM
43	Yes	1/28/2022 9:19 AM
44	This year it has been all hands on deck. This year there have been several teachers who could easily handle positions of more responsibility and it is definitely not the "favored group" that have filled the void when necessary	1/27/2022 8:10 PM
45	Subbing everyday is exhausting, stressful, and unhealthy practice being exposed to 25 different students and staff every. Single. Day.	1/26/2022 11:31 PM
46	While in these crazy COVID times, it is often necessary to utilize staff (as directed by the district office) to cover classrooms, Mrs. Baker tries to keep this to a minimum realizing that the Coaches' job is very important also.	1/26/2022 7:11 PM
47	We have had to split so many classes this year. While there have been 2 APL's, that rarely have ever taken on covering classes to reduce class splits and exposure.	1/26/2022 5:41 PM
48	Not sure where coaching goes on.	1/26/2022 4:30 PM
49	This a difficult question to respond because due to the COVID situation a lot of support staff are having to cover/sub in classrooms.	1/26/2022 3:42 PM
50	Job title and job responsibilities/duties rarely match up.	1/26/2022 3:23 PM
51	In a normal year, yes. But this is a weird year, so everybody is doing over and beyond their own job descriptions, which is not the fault of the administration.	1/26/2022 3:13 PM
52	I am frequently lost when it comes to who to ask for things and when I try to clarify, I am usually met with hostility. Our academic coach does not coach and has not since I have been here.	1/26/2022 2:23 PM
53	until this Covid mess recently	1/26/2022 1:59 PM
54	Everyone is a sub! Our Academic Coach and specialists spend more time on other peoples' jobs than their own.	1/26/2022 12:48 PM
55	I'm not privy to what other staff members are doing because I am in my classroom all day and we don't get mingle or eat with other staff so I am unable to answer this	1/26/2022 12:46 PM
56	ALL SITE ADMINISTRATION IS WORKING ACCORDING TO THEIR JOB DESCRIPTION. They also jump in and assist others in their jobs when the need arises or someone is absent that day.	1/26/2022 12:42 PM
57	It is all hands on deck, but some employees are afraid to tell that they are overwhelmed and can't get their own jobs finished. I think it is a lack of communication.	1/26/2022 12:40 PM
58	Job descriptions for staff are not clear from administration and certain staff take advantage of that by doing little to nothing.	1/26/2022 12:36 PM
59	As other duties as assigned.	1/26/2022 8:24 AM

2021-2022 BETA Administration/Site Climate Survey

60	This year we needed support staff to sub classes and that has not happened at all. Classes are always split putting extra strain on teachers.	1/26/2022 6:53 AM
61	BIS, social workers, vice principal, and YIS used as cpals and are not providing classroom supports.	1/25/2022 10:57 PM
62	There has been a lot of support staff movement (no fault of admin) but with that some certificated staff feel admin should have made sure incoming support staff knew what was expected and how to get it done.	1/25/2022 9:40 PM
63	I am forced to sub. Staff does not want to receive students from other classes. I am an intervention spec. I have not started my job yet this year.	1/25/2022 7:48 PM
64	I don't think this question is fair for this school year. NO-ONE is following just their job description, but EVERYONE is pulling together. I will say that Covid 21-22 has shown how amazing we work as a team	1/25/2022 7:01 PM
65	So little communication that it is not clear who is doing what	1/25/2022 6:15 PM
66	When a teacher is absent, and no sub is available, that class is put in different classrooms. Coaches are not used as subs in classroom and continue with their regular duties.	1/25/2022 3:15 PM
67	This is done really well.	1/25/2022 3:06 PM
68	Not much choice as we often do not have sub coverage	1/25/2022 3:02 PM

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

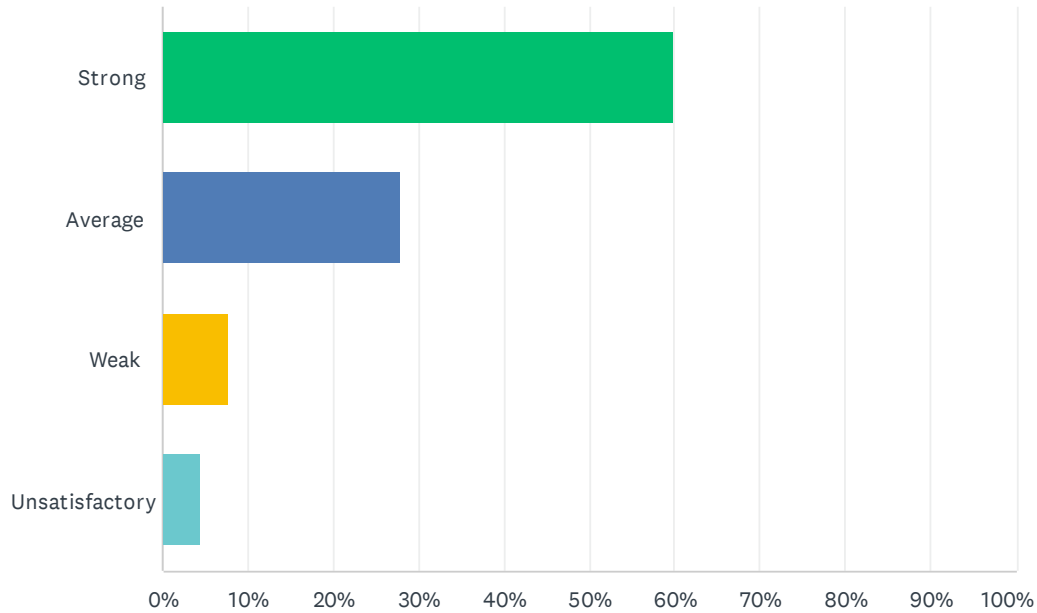
Answered: 540 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strong	55.74%	301
Average	28.33%	153
Weak	13.70%	74
Unsatisfactory	2.22%	12
TOTAL		540

Q9 Administration supports staff against attacks and criticism from parents.

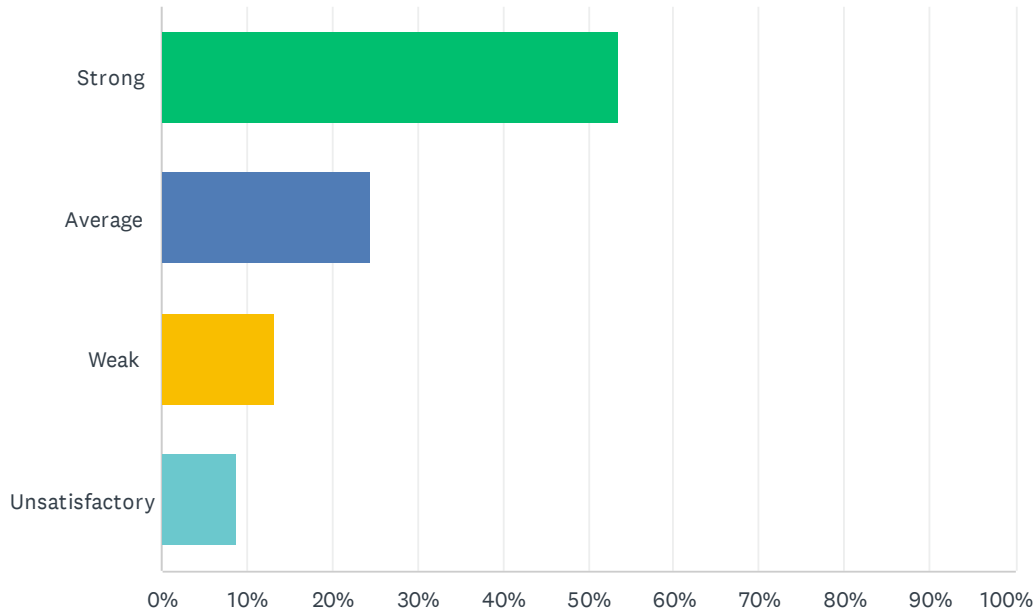
Answered: 536 Skipped: 7



ANSWER CHOICES	RESPONSES
Strong	59.89% 321
Average	27.99% 150
Weak	7.65% 41
Unsatisfactory	4.48% 24
TOTAL	536

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

Answered: 537 Skipped: 6



ANSWER CHOICES	RESPONSES	
Strong	53.45%	287
Average	24.58%	132
Weak	13.22%	71
Unsatisfactory	8.75%	47
TOTAL		537

#	COMMENT	DATE
1	One of the biggest problems is she is not fair with all employees.	3/21/2022 3:05 PM
2	There are favorites and even they get treated badly.	3/20/2022 6:00 PM
3	She has her favorites and it is easy to see.	3/20/2022 4:58 PM
4	There is nothing BUT preferential treatment for a few and they are constantly doing "shout outs" for the same people over and over again as if the rest of us do nothing	3/8/2022 1:41 PM
5	I think there are some teachers who talk down to their students, and it seems like it does not get addressed. Even though complaints are made.	2/22/2022 9:04 PM
6	Plays favorites to popular or out spoken teachers.	2/22/2022 11:56 AM
7	It's pretty obvious who the favorites are and those that are not.	2/19/2022 6:31 AM
8	Taylor is fantastic!	2/18/2022 5:54 PM
9	No they do not. There are favorites and there are one that get picked on and even harassed. I was left somewhat alone this year, however before the pandemic I was harassed. Which is	2/18/2022 4:01 PM

2021-2022 BETA Administration/Site Climate Survey

against the law. We have to take a test on it. Our grade level took our students' on a field trip the week before we were sent home, we raised money so that we could get the charter buses, but instead were given the superintendent of schools busses. On the very same day of our field trip the second grade had theirs and they got charter busses. I was so embarrassed standing there and my chaperones witnessing this favoritism going on. Admin blamed it on the superintendent of schools, however their bus driver gave me their paperwork and right on that paper showed the signature for school busses. She also favors her apl, as she scolded a fellow teacher and told her she needed to apologize to the apl because that was her best friend. As things have gotten better for me due to virtual teaching last year and the conditions this year, I know and have witnessed other now getting that negative interaction.

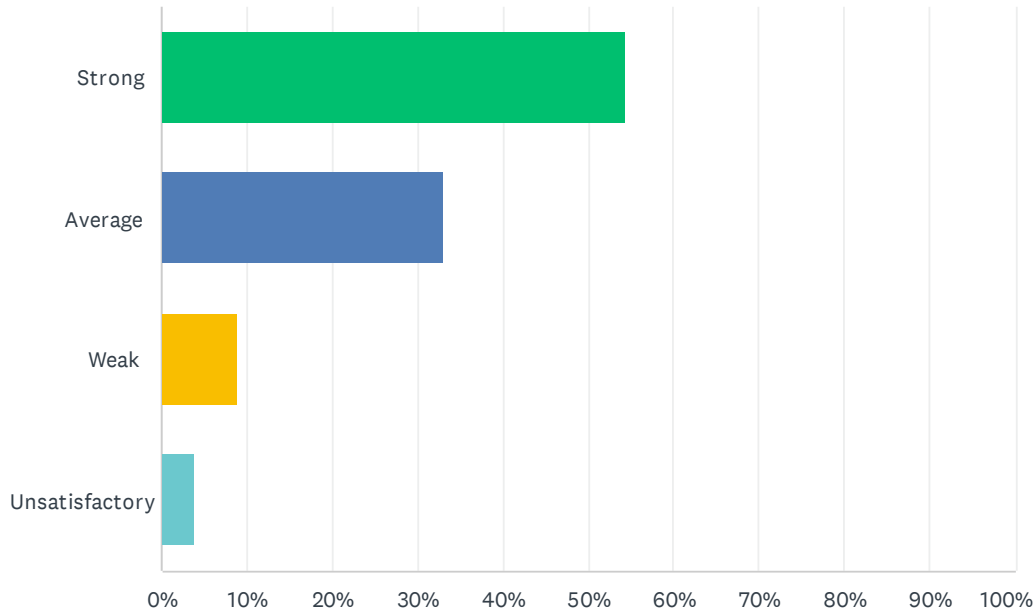
10	I feel seen and heard.	2/18/2022 11:46 AM
11	Some teachers get away with not fulfilling their duties (i.e. yard duty). Not sure why some teachers are on the schedule but exempt from being out on the yard. There is an overabundance of individuals on the yard when and if everyone shows up, but regardless some don't ever show up. Support staff should be held to the same expectations as all staff members.	2/17/2022 5:18 PM
12	#8 again is weak do to being unable to meet regularly which weakens communication. Administration was not resistant to communication it just was difficult to maintain effectively.	2/10/2022 5:28 PM
13	He has his favorite teachers and staff members, which are noticeably treated differently than the rest of the staff.	2/9/2022 3:28 PM
14	Our principal shows the same compassion for everyone on the team.	2/9/2022 9:58 AM
15	This principal is sensitive to what traditions and effective routines were in place in previous years and works to respect that where reasonable and practical.	2/9/2022 7:46 AM
16	They have favorites which they allow them to do things others cannot or they look the other way.	2/9/2022 6:08 AM
17	I know who the favorites are and one will be late 5 minutes but I'm walking in the gate when bell rings to go to class and called into the principal's office. A student wrote on their chromebook that "Ms. Parr is a retarded white B" to another student and principal tells the parents and the student, "Well, that's not that bad". Saying this in front of the support staff at which she was having a meeting when parents arrived and instead of asking everyone to step out, she lets the parent conference continue and her comment made me feel as if she thinks its ok to call staff names. I never felt so worthless, not valuable to the team, and honestly, I felt like crap. The parent didn't agree with her and she back pedaled from that comment. I'm thankful for the parents at seaouia. Very supportive of the teachers, unlike the principal. VP has been supportive of me.	2/8/2022 11:16 PM
18	Very Professional	2/8/2022 9:50 PM
19	This does not happen.	2/8/2022 8:47 PM
20	Seems that he likes other teachers more because he will actually talk to them during recesses or when in the office.	2/8/2022 8:17 PM
21	.Way too much favoritism from the principal towards her friends.	2/8/2022 8:06 PM
22	Kutr	2/8/2022 7:34 PM
23	I think this is true	2/8/2022 7:25 PM
24	In my short time here, the admin has ben fair and unbiased with everything they do.	2/7/2022 12:21 PM
25	All STAFF needs to be valued and respected.	2/6/2022 6:56 PM
26	Some teachers have not attended mandatory professional development.	2/5/2022 8:43 AM
27	Principal uses passive aggressive behavior to attempt to intimate staff.	2/5/2022 7:03 AM
28	Teachers who are in person are treated better than CBIS(virtual) teachers. Virtual teachers feel invisible on campus. In person teachers get opportunities to receive incentives such as tickets to leave 30 minutes early while virtual teachers aren't given opportunities like those. Virtual teachers are the last to find out what is happening on campus and we do not even get award recognitions for our students. Even to some extent our students are invisible as well.	2/4/2022 7:07 PM

2021-2022 BETA Administration/Site Climate Survey

29	There are teachers admin loves and they can do no wrong. There are teachers who admin hates and they cannot do anything right.	1/31/2022 12:39 PM
30	Diana has high expectations for all teachers. Some teachers need more support than others, but she is always fair.	1/31/2022 10:50 AM
31	Unless all the teachers are equally treated like garbage, there has to be preferential treatment for a designated few.	1/31/2022 9:03 AM
32	I have always felt like a valued member of our staff.	1/30/2022 8:15 PM
33	Certain teachers get the grade levels they want; while others have the education/degree for those positions but aren't given them. Other teachers get help for their problem kids, but other people aren't given support.	1/30/2022 5:47 PM
34	Our principal is amazing and treats us equally. However, our vice principal has his favorites in which they gain preferential treatment.	1/29/2022 6:08 PM
35	She holds everyone to the same rules, and if someone is not being professional she will address it. I applaud her for this and I can only imagine how hard it is when educated professionals give push back because of this.	1/28/2022 9:19 AM
36	There is definitely blatant favoritism shown to select people simply because they have been there longer. The VP is caustic at best to many and in the next minute when a favorite appears treat them respectfully and jokes with them, Too many times the same people over and over again are being "shouted out and praised" for some little thing that got done-it is eroding the morale of the staff and people are growing tired of it-especially now-too often comments are made in the hallway that it doesn't matter what I do they just don't care. As for criticism from the parents many of the staff have literally been attacked by parents at dismissal and it is just washed over, Staff is doing the best they can -we are tired of excuses as to why things are not done and when we put effort into a GC classroom only to learn that a student who did not show up for zoom and turned nothing in is given credit-it makes you stop and say why are we doing this and where is the accountability-and why doesn't the administration have our backs.	1/27/2022 8:10 PM
37	Definite preferential treatment for certain staff members. Do not share your opinion unless it aligns or bolsters that of the Principal.	1/26/2022 7:34 PM
38	Administration talks about other teams to different teams when unsatisfied with the way a team is functioning.	1/26/2022 4:30 PM
39	Absolutely not. There are clear favorites. This can be seen through communication, inside jokes, etc.	1/26/2022 2:23 PM
40	It is very clear who the favorites on campus are.	1/26/2022 12:53 PM
41	I am not privy to conversations between staff members and the principal so I am unable to answer this question. However I have not heard of any complaints from staff members this year	1/26/2022 12:46 PM
42	ALL OF US ARE TREATED FAIRLY AND EQUALLY.	1/26/2022 12:42 PM
43	By the book.	1/25/2022 10:57 PM
44	I'm one of his favorites.	1/25/2022 6:29 PM
45	It is evident which teams and teachers are preferred.	1/25/2022 2:52 PM
46	Admin definitely show at times who are their favorites even if they think that they dont and many others see it	1/25/2022 2:48 PM

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

Answered: 530 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strong	54.34%	288
Average	33.02%	175
Weak	8.87%	47
Unsatisfactory	3.77%	20
TOTAL		530

#	COMMENTS	DATE
1	We get little to know support in this area	3/8/2022 1:41 PM
2	They do NOT believe in any form of discipline. They never carry through with any disciplinary rules that they form. Discipline is a joke on campus!!	2/22/2022 11:56 AM
3	There are kids in the upper grades that are TOTALLY out of control. They need to be in an alternative setting. NOBODY will help the teacher. All they hear is that the district won't do anything. So basically, the whole class is SOL. So maybe this is more of a district thing.	2/21/2022 8:54 AM
4	The answer is that students with issues should go through the BIS and of course that will fix everything.	2/19/2022 6:31 AM
5	Taylor is fantastic!	2/18/2022 5:54 PM
6	not applicable	2/18/2022 3:12 PM
7	PBIS structures are not strong and have not been clearly defined or implemented.	2/18/2022 12:17 PM
8	This is hard to tell because this is an extremely unique year for all.	2/18/2022 11:47 AM

2021-2022 BETA Administration/Site Climate Survey

9	New staff has helped A LOT behaviors are now being addressed and plans are in place. The beginning of the year this was weak	2/10/2022 5:28 PM
10	She's average for the district which truly translates into weak as the District talks a good talk but doesn't truly follow through on really solving issues.	2/9/2022 8:31 PM
11	It takes great effort on teacher's part to see that discipline procedures are followed.	2/9/2022 5:44 PM
12	Yes, and ensures that other support staff such as VP and Campus Supervisor have the tools to implement the discipline guidelines.	2/9/2022 7:46 AM
13	discipline is the strength at the at this school but the having the teacher 's back is weak when it comes to the teacher said student said of the incident. I'm supposed to build relationships with my students but refrain from talking about myself because "no one wants to hear about me". This does not make sense at all. 23 years of teaching and now I can't talk about myself with my students. Really? PBIS and SEL out the door there!	2/8/2022 11:16 PM
14	Students get away with attacking, choking other students, and creating unsafe environment. They do not get suspended only put on the wall for one recess.	2/8/2022 8:47 PM
15	I had an issue with cell phones that the students have and they told the kids that they can have them in their pockets. I ask for them to be placed in a bucket at the beginning of the day and then given back at the end of the day so none of them are tempted to make calls or videos and then they get in trouble for that. I wish that everyone would be on the same page. I also had an issue with a student using racial slurs towards other students and admin was more upset about the other students having their phones out than the racial slurs that were said by the other student. I do not like that one bit.	2/8/2022 8:17 PM
16	Students are allowed to disrupt classrooms and can often get away with things that other schools would suspend for. However, serious consequences are dealt with swiftly.	2/8/2022 8:06 PM
17	Use of 2 BIS, VP, 2 coaches, 1 part time Prgram spec, campus super, and CPALS	2/8/2022 8:04 PM
18	N/A	2/8/2022 7:56 PM
19	Yes, and she sticks up for what's right for kids even if it's not popular.	2/8/2022 7:25 PM
20	The admin does an outstanding job of making sure all procedures are followed.	2/7/2022 12:21 PM
21	I am confused with what to use as discipline procedures on Aeries because unless I have 5 discipline notes on Aeries will admin take action. I have only been trained on pre-intervention and assertive discipline and I have noted on Aeries more than 5 times regarding student.	2/5/2022 8:43 AM
22	Constantly report and state when students are being disrespectful, not completing assignments, screens are idle and their parents are disrespectful as well and nothing is done.	2/4/2022 7:07 PM
23	I feel everyone is so stretched thin, following through on discipline has not been as strong as it should be.	2/3/2022 12:44 PM
24	Woodard & Broussard listen to concerns, and address concerns promptly.	2/1/2022 6:47 PM
25	The school site as a whole does well in enforcing district and campus rules and procedures.	2/1/2022 6:35 PM
26	I have always felt supported when I have an issue with discipline. Some teachers fail to manage their students then want to say they don't have enough support.	1/31/2022 10:50 AM
27	There is no support for discipline, no follow through.	1/31/2022 9:03 AM
28	Our staff follows schoolwide procedures regarding discipline.	1/30/2022 8:15 PM
29	Certain kids are allowed to run out of the room, hit other kids, destroy their classrooms, etc., and nothing is done. Other kids are allowed to fight, and nothing is done to help the teacher.	1/30/2022 5:47 PM
30	There seems to be a disconnect.	1/28/2022 10:42 PM
31	Admin follows the District's guidelines very closely which allows me to always know what to expect.	1/28/2022 9:19 AM
32	Too often we are told it is not a big deal and the child is returned to the classroom no matter the severity of what was done	1/27/2022 8:10 PM
33	Administration is very responsive and quick to address this point. I also appreciate the fact	1/27/2022 12:32 PM

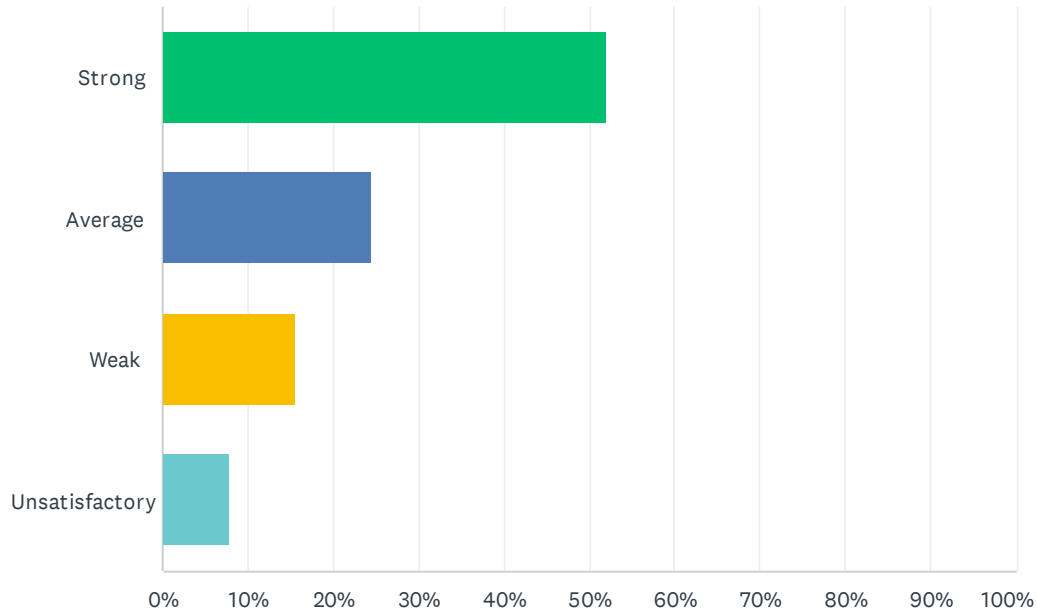
2021-2022 BETA Administration/Site Climate Survey

that they check in with the wellbeing of the teacher, asking if the teacher is okay.

34	Forces some teachers to do whole brain teaching while other teachers do not have to.	1/26/2022 7:34 PM
35	No follow through. The kids are not given any consequences.	1/26/2022 4:30 PM
36	Discipline is non existent at this site.	1/26/2022 3:00 PM
37	N/A	1/26/2022 12:52 PM
38	Yes they support classroom discipline procedures and they all follow the district discipline guidelines.	1/26/2022 12:42 PM
39	The discipline has been inconsistent.	1/26/2022 8:24 AM
40	By the book	1/25/2022 10:57 PM
41	I think their hands are tied to some extent, which is not good for ongoing disruptions in the classroom	1/25/2022 8:52 PM

Q12 The administration has been supportive and minimized additional stress.

Answered: 541 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strong	51.94%	281
Average	24.58%	133
Weak	15.53%	84
Unsatisfactory	7.95%	43
TOTAL		541

#	COMMENT	DATE
1	It has been a very stressful year to date, I cannot imagine my job w/out my supervisors support.	3/21/2022 6:14 PM
2	Rios has added stress to everyone's lives for years and seems to get worse every year.	3/20/2022 6:00 PM
3	She has caused a tough year to be my worst year in education.	3/20/2022 4:58 PM
4	Help is only offered to her favorites.	3/18/2022 4:12 PM
5	Everything gets dumped on our desk and then they have the nerve to say we look and act tired	3/8/2022 1:41 PM
6	Made us to individual ISP Classes for any student out. Makes us still do the audits for our advisory students.	2/22/2022 11:56 AM
7	I get sick of all the contests. If there was no covid I guess it would be better, but everyone is still overwhelmed with trying to navigate Independent study and all the fall out from the mess distance learning was last year.	2/21/2022 8:54 AM
8	Taylor is fantastic!	2/18/2022 5:54 PM

2021-2022 BETA Administration/Site Climate Survey

9	We have had very few meetings - much appreciated	2/18/2022 4:36 PM
10	I know that all of our plates have been filled. with in person, isb, virtual, including the office staffs load and admin, having to step in to sub. However, it is not right to belittle teachers and allow other staff members to talk down to us and when we confront them with we all need to work together to get through this go complain to admin, and then get a talking to. Where is the support and professionalism in that . It makes you not want to do the extra. and I have been doing the extra for many years.	2/18/2022 4:01 PM
11	Admin does not require a lot of our additional time and respects our time. We are dismissed from meetings when it is time, no extra recess or yard duty, extra time given as needed to test.	2/18/2022 12:17 PM
12	The Principal is great, but the VP has almost caused me to have a mental breakdown.	2/18/2022 12:11 PM
13	Lack of communication is the only stressor.	2/18/2022 11:59 AM
14	The stress level is at an alarmingly high rate but not just admin is to blame for this.	2/18/2022 11:46 AM
15	We have been asked multiple times "what can we do to take some things off your plate"?	2/18/2022 11:46 AM
16	Everyone has been working hard at my school site to support each other and do what's best for the students.	2/14/2022 7:53 PM
17	Admin is very supportive but very unorganized and communication amongst admin and teachers is lacking. A lot of the times, teachers don't know procedures or are not aware of events or meetings going on until a day prior (if lucky) or the morning of. That adds some stress to the weeks as well as planning...	2/12/2022 1:45 PM
18	Admin. came to my classroom for 2 days in a row to complain and take me to task about parent complaints without offering any support or solutions to this issue. I was supposed to come up with the answer by myself. All of my prep time was used for this.	2/11/2022 3:36 PM
19	I know the restrictions make it limited but I think more face-to-face time with staff would improve morale. I don't know if or when in person meetings can resume but it would probable decrease stress.	2/10/2022 5:28 PM
20	It's always.... well, we can only deal with what we can deal with. Just acknowledging that the problem is there and that we currently don't deal with it doesn't solve it.	2/9/2022 8:31 PM
21	This has been the most stressful year ever! The admin is following district protocol and adding new programs without care for the stress teachers are facing. I can barely catch my breath and a new e-mail with a new expectation is given almost daily. It is time, admin come into the room or cafeteria and speak to students. More and more is falling on the teachers' shoulders with no consideration of the stress it causes.	2/9/2022 5:44 PM
22	I think what is causing my stress is coming from higher up. Move those students who are so far below grade level, but do it without small group instruction or separate ELD classes. At the same time, do BAS, ELPAC, and soon SBAC. There isn't enough time to meet the expectations.	2/9/2022 4:07 PM
23	My principal does her best, but there is a lot of stuff that gets forced on all of us from the district office.	2/9/2022 3:13 PM
24	Mr. Robinson takes as much off the teachers as he possibly can. No one does a better job of understanding that everyone's plates are full and we need assistance and support to complete some tasks.	2/9/2022 2:02 PM
25	That is a real feat due the circumstances we all have had to deal with this year. However, our principal has done a very good job with trying to minimize our stress.	2/9/2022 9:58 AM
26	This principal is respectful of others' time, communicates using means that don't involve additional meetings, and makes every effort to hear every voice. There is empathy and action when a concern arises and effort is made to reduce whatever stressors are present.	2/9/2022 7:46 AM
27	The administration goes over and beyond to make sure teachers have the support they need. They are always checking in with how we are doing.	2/9/2022 4:34 AM
28	Admin adds extra responsibilities and telling us to do self care within the same document.	2/8/2022 10:34 PM
29	Admin listens to staffs' voices then tries to find and execute satisfactory solutions.	2/8/2022 8:40 PM

2021-2022 BETA Administration/Site Climate Survey

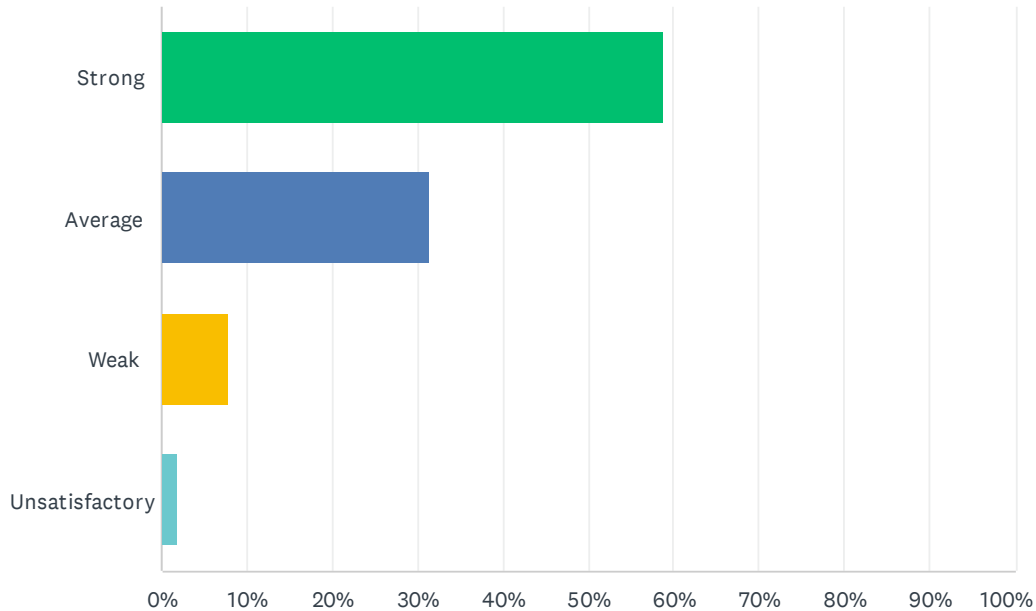
30	Doesn't put a lot of pressure on us this year since we are just trying to get the students back into being in school again.	2/8/2022 8:17 PM
31	The administration can't be entirely blamed for the additional stress the district has placed on teachers this academic year. EVERYONE is doing additional duties just to keep the school functioning.	2/8/2022 8:06 PM
32	All the above listed staff plus teacher tutor often focused on more admin than classroom assistance	2/8/2022 8:04 PM
33	She is always "last minute" tell us she needs something from us, so our stress levels are very high. We try to anticipate what she need so we can have ready for when she asks for it...so that causes us stress...	2/8/2022 7:45 PM
34	I feel like they are trying really hard to help everyone survive this year.	2/8/2022 7:25 PM
35	This year has been overwhelming, numerous PDs have been given. I feel as a school we have not been given the opportunity to master at least one area.	2/7/2022 9:19 PM
36	Administration really listens and does what is best for the staff during these stressful times.	2/6/2022 12:11 PM
37	When two teachers were out in our grade level team, the rest of the teachers took in over 10 students and needed extra desks and chairs. Admin also has not been helpful with students who are on ISP or independent study.	2/5/2022 8:43 AM
38	The principal has actually INCREASED stress in the workplace. She speaks in a condensing manner and instead of showing leader qualities it feels more like being around a dictator.	2/5/2022 7:03 AM
39	Our IMC clerk needs to be present in order for us to use the IMC. If she's not there then the IMC is closed. It's a HUGE inconvenience.	2/4/2022 9:53 PM
40	I constantly felt like my teaching was being criticized with no positive feedback. I was told to smile less. I always feel stressed when they come in because I feel like there is always something wrong.	2/3/2022 2:57 PM
41	We are given more and more tasks everyday. Team leads are expected to check the staff absence list daily and if one of their team members is out, they then have to split the class to the rest of the team. Why are we given these tasks? Isn't this an office job?	2/2/2022 5:29 PM
42	Admin has done what they can to minimize stresses that they have control over. There has been a lot they dont have control over.	2/2/2022 3:25 PM
43	The administration does a great job in aiding all teachers and doing what they can to make the job less stressful.	2/1/2022 6:35 PM
44	We go home ready to vomit to cry do to the additional stress placed from admin.	1/31/2022 12:39 PM
45	Diana has gone above and beyond to make us feel supported and to minimize pressures and stress this year where she has the power to.	1/31/2022 10:50 AM
46	When I approached admin because I was literally drowning and unable to do my regular job duties due to all the extra responsibilities this year, the response was to have a "duties and responsibilities" meeting where I was assigned additional duties outside of my knowledge, experience, job role, and certification.	1/31/2022 9:03 AM
47	I believe our principal has been under tremendous stress this year but she has never shown it. Her warmth and compassion comes through.	1/30/2022 8:15 PM
48	There is still a strong emphasis on test scores during 2 years of chaos and pandemic.	1/29/2022 7:40 PM
49	The administration looks for ways minimalize stress for staff by eliminating weekly lesson plans and has given us time to work independently. This has relieved stress for me because I can grade assignments, create lessons, and independently work with my PLC without interference.	1/29/2022 7:09 AM
50	Absolutely not even close to the truth. Most stressful year. No supplies till January. No check ins, no support. Worst year ever.	1/28/2022 10:42 PM
51	Yes, Mrs. Plugge does a really good job at supporting her staff and delivering District messages with complete understanding and clarity.	1/28/2022 9:19 AM

2021-2022 BETA Administration/Site Climate Survey

52	Too many PD's . No time to plan for the expectation /implementation, or master any of the PDs given from previous years.	1/27/2022 10:29 PM
53	Too often we have more tasks placed on our schedules and plates that just add to the stress of a difficult year. Once in a while we would like to see that we are appreciated rather than in general being told we are-actions speak louder than words	1/27/2022 8:10 PM
54	I sometimes feel like a lot of work falls on the teachers.	1/27/2022 4:50 PM
55	Total failure during COVID pandemic.	1/27/2022 1:13 AM
56	He would rather farm out a class then step up and have the VP or himself take the class.	1/26/2022 8:15 PM
57	Mrs. Baker goes above and beyond to alleviate our stress. She is willing to help out in anyway that she can and eliminates unnecessary (and time wasting) duties.	1/26/2022 7:11 PM
58	We have been bombarded with meetings and trainings etc... and changes and adjustments in spite of working during a pandemic. It feels like a graceless year!	1/26/2022 4:30 PM
59	It has been difficult and challenging with the split classrooms.	1/26/2022 4:19 PM
60	I appreciate that she is supportive and has minimized the stress during this school year.	1/26/2022 3:42 PM
61	They have added more stress.	1/26/2022 3:00 PM
62	I feel the most stress from administration. They do not set clear expectations and react negatively if we do not meet these unsaid expectations.	1/26/2022 2:23 PM
63	So caring, understanding; KIND!	1/26/2022 1:59 PM
64	This year admin has been kind and not add to the stress of some the additional workload. Also, admin is always offering how they can help me and if there is anything they can do to help, which I appreciate.	1/26/2022 1:57 PM
65	Very supportive with minimizing additional stress especially with everything going on this school year!!!!	1/26/2022 12:46 PM
66	THEY ARE ALWAYS ASKING IF WE NEED ADDITIONAL THINGS TO HELP ELEVATE OUR STRESS AND THEY ALWAYS ASK IF THERE IS ANYTHING WE NEED TO HELP WITH THE STRESS WE ARE HAVING.	1/26/2022 12:42 PM
67	We have had some ridiculous focuses this year considering what is going on in the workplace. Again no support in covering classes and splitting them has added to the stress and lower morale.	1/26/2022 6:53 AM
68	Feedback always has positive notes. I like when I am asked questions. I like that my expertise is considered and validated.	1/25/2022 10:57 PM
69	again if it comes from the top how is the admin going to minimize stress	1/25/2022 8:52 PM
70	Schedules were miss managed. New teachers did not receive needed communication about observations or upcoming deadlines.	1/25/2022 6:15 PM
71	Our office team is amazing.	1/25/2022 5:06 PM
72	This year I have felt a lack of support, even more, I have felt undervalued.	1/25/2022 2:52 PM

Q13 Administration has communicated expectations and information during the COVID pandemic.

Answered: 538 Skipped: 5



ANSWER CHOICES	RESPONSES
Strong	58.92% 317
Average	31.41% 169
Weak	7.81% 42
Unsatisfactory	1.86% 10
TOTAL	538

#	COMMENT	DATE
1	I work in the CARE team and information changes sometimes weekly, my supervisors have done their best to keep us up to date w/those changes at district level and w/in public health department.	3/21/2022 6:14 PM
2	My principal is an awesomeness person.	3/21/2022 6:09 PM
3	We find everything out from other campuses or second hand	3/8/2022 1:41 PM
4	Taylor is fantastic!	2/18/2022 5:54 PM
5	She has informed us through email and at times during a Zoom meeting. She has also asked if any of us had any questions. However if we have a question and we email there are many times that no one will email a response.	2/18/2022 4:01 PM
6	My Admin doesn't have many staff meetings, which is good in many respects. The downside of less meetings is a feeling of disconnectedness for me.	2/14/2022 7:53 PM
7	The staff was never without the latest information that this principal could provide. Whenever she knew it, we knew it, and the expectations were clear. If information came from the district	2/9/2022 7:46 AM

2021-2022 BETA Administration/Site Climate Survey

level and it was confusing or needed clarification, she sought it and relayed it to staff as soon as she could.

8	Mrs. Jensen is extremely organized: (The Chavez Google Classroom holds all information and has proven to be a great resource).	2/9/2022 3:41 AM
9	Admin has done well with many meetings and powerpoints updating us on expectations throughout the pandemic	2/1/2022 6:35 PM
10	Keeps staff up to date	1/31/2022 12:39 PM
11	Very clearly	1/31/2022 10:50 AM
12	We receive timely updates as to any changes in COVID protocol. Supplies are plentiful and within easy reach.	1/30/2022 8:15 PM
13	We are told things at the last minute, or after I get information from BETA.	1/30/2022 5:47 PM
14	Communication with Longfellow administration is so far from functional. Communication about the same things and daily bulletins without useful information. Missed information.	1/28/2022 10:42 PM
15	Mrs. Plugge continually updates us with COVID expectations and ensures everyone is practicing safe COVID procedures around campus. She holds us to a high level of professionalism which I really respect.	1/28/2022 9:19 AM
16	Much of the communication is done at the last minute and sometimes it gets buried in emails.	1/28/2022 8:45 AM
17	Quite often we hear it from other campuses before we are told or notified	1/27/2022 8:10 PM
18	They are doing the best they can as it had been changing daily or weekly in the beginning.	1/26/2022 1:57 PM
19	THEY HAVE COMMUNICATED ALL THE INFORMATION REGARDING COVID THROUGHOUT THE ENTIRE PANDEMIC. ANYTIME THERE IS A CHANGE THEY WILL EMAIL US IMMEDIATELY AND THEN WE HAVE A STAFF MEETING REGARDING THE ISSUES THAT HAVE AROSE.	1/26/2022 12:42 PM
20	Administration puts most of the decision making on the Leadership/PLC's which under normal circumstances would be nice. Unfortunately, during the Covid crisis, school staff needs clear expectations and guidelines that come from admin on how to proceed with several issues. Leadership is needed and communication needs to clear.	1/26/2022 12:36 PM
21	It is frustrating that I have read information regarding COVID policy from the district but it is not what we follow at school. I will send sick students to the office to go home and they are sent back to class.	1/26/2022 12:28 PM
22	I have no idea how decisions are being made in regards to students being in school after exposure to covid. None of it makes sense anymore.	1/26/2022 6:53 AM
23	Communication could be better. I feel somethings are left out and not explained well.	1/25/2022 10:57 PM
24	Not sure, BCSD district office seems to give admin info and then admin acts on it based on their interpretation. This COVID isolation/exposure protocol seems to change without warning or explanation. Sick children, need to be sent home, not back to class! (More if an office issue probably!)	1/25/2022 9:46 PM
25	The best as he can nailing jello to the wall.	1/25/2022 3:06 PM

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

Answered: 404 Skipped: 139

#	RESPONSES	DATE
1	Positive	3/21/2022 6:14 PM
2	positively	3/21/2022 6:14 PM
3	Positive	3/21/2022 6:13 PM
4	Positively	3/21/2022 6:12 PM
5	Uplifting positive	3/21/2022 6:09 PM
6	I work with 4 different administrator and the ALL have had a positive impact. All have been supportive, encouraging and sympathetic through everything this district has gone through.	3/21/2022 3:40 PM
7	The Principal has always been a significant lead. She is welcoming makes me feel valued and heard. Her walkthroughs are not disruptive or intimidating.	3/21/2022 3:33 PM
8	Negatively	3/21/2022 3:05 PM
9	Negatively	3/21/2022 11:14 AM
10	Roosevelt could be an amazing school except Rios makes everyone miserable.	3/20/2022 6:00 PM
11	Negatively	3/20/2022 5:42 PM
12	Very negative	3/20/2022 5:01 PM
13	Negatively	3/20/2022 4:58 PM
14	Positively	3/20/2022 4:07 PM
15	Very negatively	3/18/2022 4:39 PM
16	Negatively.	3/18/2022 4:12 PM
17	Negatively	3/18/2022 2:02 PM
18	Negatively	3/18/2022 2:01 PM
19	Definitely negatively they sit in their offices and really have no idea what is going on -it is a lot of do as I say not as I do	3/8/2022 1:41 PM
20	Positively so. He is very encouraging and supportive.	2/22/2022 9:04 PM
21	He has a negative impact. Very little guidance given to staff as far as upcoming events, changes in district protocols. He/they offer no disciplinary consequences for excessive tardies even though they put a process in place. Have no consequences for disruptive behaviors that occur in a classroom--no teacher support!!!	2/22/2022 11:56 AM
22	positively	2/22/2022 8:24 AM
23	Positively	2/21/2022 10:14 PM
24	There are minor positives.	2/21/2022 3:29 PM
25	It has been a very stressful year, not only with Covid, but also the fact that our school is being remodeled. We all have had to move classrooms and will have to move a second time. We are asking questions about furniture in the new rooms, work space, storage space, etc. and getting no answers. It is creating a negative feeling among the staff and definitely adding to our stress.	2/21/2022 10:18 AM
26	Definitely, Mr Tapia impacts the campus in a positive manner.	2/21/2022 8:54 AM

2021-2022 BETA Administration/Site Climate Survey

27	Lynn and Noemi are both amazing and supportive. It is my first year on this campus and I have never felt more welcomed on to team. They are very supportive. College heights is a great learning community and a very friendly staff. All that is because of Lynn being such a transformative and positive leader.	2/19/2022 9:06 PM
28	Positively. Both y principal and vice principal are extremely supportive and truly care about staff and students	2/19/2022 6:31 PM
29	Negatively	2/18/2022 11:07 PM
30	Neutral impact	2/18/2022 8:43 PM
31	positively	2/18/2022 7:29 PM
32	positively	2/18/2022 6:23 PM
33	positively	2/18/2022 6:02 PM
34	Taylor is fantastic! Everything is positive!!!	2/18/2022 5:54 PM
35	Positively. I feel that our principal, Mrs. Lopez gives us the freedom to accommodate our students based on what we think they need. She does not nitpick our lesson plans and I believe she values all of the staff.	2/18/2022 4:46 PM
36	No comment	2/18/2022 4:36 PM
37	Neutral	2/18/2022 4:35 PM
38	Both. It is a hit and miss with certain situations. Sometimes it gets taken care of while most of the time it does not.	2/18/2022 4:32 PM
39	Our administrator leads by intimidation. This is well known to the district. For the last nine years (which is longer than any other principal has been appointed a school) more teachers have transferred or have been non reelected more than any other school site. We do not feel appreciated or the freedom to speak our mind in a respectful manner. It makes the workplace stressful to never know how you are doing according to the administrator.	2/18/2022 4:30 PM
40	Negatively, luckily this year I wasn't the victim. She has been ok with me, however I have seen what she has done with the other staff members.	2/18/2022 4:01 PM
41	Admin has created a culture of tattle tailing and often asks you to tell them anything that is going on that you think they need to know. Admin also tends to talk about other staff members and grade levels negatively and in a unprofessional manner.	2/18/2022 3:53 PM
42	Positively	2/18/2022 3:36 PM
43	positively	2/18/2022 3:30 PM
44	Postively	2/18/2022 3:12 PM
45	Positively.	2/18/2022 3:12 PM
46	Site administrator pits staff against each other by showing favoritism to some by letting them ignore their duties while pushing the contract limits with others.	2/18/2022 2:56 PM
47	Positively	2/18/2022 2:53 PM
48	Ms. Padilla is a very positive admin. I feel comfortable around her and not intimidated by her...	2/18/2022 2:50 PM
49	Positively	2/18/2022 2:20 PM
50	Positively	2/18/2022 2:13 PM
51	Positively	2/18/2022 1:55 PM
52	positively	2/18/2022 1:44 PM
53	positively	2/18/2022 1:37 PM
54	No	2/18/2022 1:36 PM
55	positive	2/18/2022 1:34 PM

2021-2022 BETA Administration/Site Climate Survey

56	positively	2/18/2022 1:23 PM
57	Positively	2/18/2022 1:17 PM
58	positively	2/18/2022 1:16 PM
59	positively	2/18/2022 1:02 PM
60	It depends upon the issue. If the issue is site-based, he is mostly supportive. If the issue involves the district, your working conditions may be impacted in a negative way.	2/18/2022 1:00 PM
61	NEGATIVELY	2/18/2022 12:58 PM
62	Overall- positively	2/18/2022 12:53 PM
63	Mr. Casallas has definitely been a positive leader for the school staff and students.	2/18/2022 12:50 PM
64	Our admin staff impacts positively. They always share and are attentive to our needs when they are able to support.	2/18/2022 12:45 PM
65	Positively	2/18/2022 12:44 PM
66	Positively!!!!	2/18/2022 12:38 PM
67	Negatively!	2/18/2022 12:35 PM
68	Positively	2/18/2022 12:35 PM
69	Positively!	2/18/2022 12:26 PM
70	positively	2/18/2022 12:18 PM
71	Positively	2/18/2022 12:17 PM
72	Our administrator positively impacts the working conditions at our worksite.	2/18/2022 12:15 PM
73	Hills is a wonderful place to work. We have a solid, strong leader. With fantastic communication skills.	2/18/2022 12:12 PM
74	The Principal is very kind and approachable. I cannot say the same for the VP. If he doesn't leave, I may have to transfer.	2/18/2022 12:11 PM
75	Positively, he is a great asset to Stella Hills	2/18/2022 12:03 PM
76	Can be both. Usually more positive but this year has been both.	2/18/2022 11:59 AM
77	Positively	2/18/2022 11:58 AM
78	It depends on wo you ask, in my opinion, YES! I have felt he has been a great support and ear during this crazy year. I feel blessed to have had an understanding principal who doesn't micromanage our every move!	2/18/2022 11:57 AM
79	Neither	2/18/2022 11:56 AM
80	positively	2/18/2022 11:51 AM
81	positively	2/18/2022 11:49 AM
82	positively	2/18/2022 11:49 AM
83	My administrators impact our worksite positively. They do all they can to assist staff.	2/18/2022 11:49 AM
84	Positively	2/18/2022 11:48 AM
85	Admin positively impacts our worksite.	2/18/2022 11:47 AM
86	positively	2/18/2022 11:47 AM
87	POSITIVELY	2/18/2022 11:46 AM
88	Positive impact, my stress level is very low here compared to my old school site!	2/18/2022 11:46 AM
89	I love that my administrator is supporting teachers with behavior students.	2/18/2022 11:45 AM
90	Positively	2/18/2022 11:43 AM

2021-2022 BETA Administration/Site Climate Survey

91	Yes.	2/18/2022 11:43 AM
92	Can be negative at times when you do not feel welcomed or part of the team.	2/18/2022 11:25 AM
93	Positively! I feel I have the support of our admin in all areas.	2/18/2022 11:18 AM
94	POSITIVELY!	2/18/2022 11:17 AM
95	Positively	2/18/2022 11:06 AM
96	My administrator is very supportive.	2/18/2022 11:01 AM
97	I enjoy working at Stella Hills.	2/18/2022 11:01 AM
98	The administrator has negatively impacted working conditions. Before this administrator, we had a policy for students who were late in the morning. Now, we aren't allowed to even give those student detention because "we don't know why they're late." It seems like it's the job of the administration to find out why. I have requested assistance with Spanish speaking parents and get no response from admin. I have requested parent conference and got no response from admin. The students run wild on passing period, and though I have seen the safety team try and address this chaos, there aren't any consequences. In fact, my administrator does not believe in discipline, but instead relies on "building relationships." That only goes so far with 8th graders. If they know they can get away with behavior because there aren't any consequences, then they will. Also, communication can be a problem. We had an assembly with no planning communicated to the teachers. Literally, the memo said TBA. TBA isn't actually planning.	2/18/2022 7:57 AM
99	Positively	2/17/2022 7:49 PM
100	Positively for the most part. She has kind and supportive to some but has been overly hard on others for things that didn't need to be addressed so aggressively. Expectations need to be communicated clearly prior to reprimanding us for not following those expectations.	2/17/2022 5:18 PM
101	Positively.	2/16/2022 9:00 PM
102	Very positively!	2/15/2022 4:42 PM
103	Positively!	2/15/2022 11:52 AM
104	Positively!	2/14/2022 7:53 PM
105	Positively. I feel valued by my admin.	2/14/2022 6:04 PM
106	I don't feel they follow the district's policy of wearing mask indoors and I feel unsafe. I teach ELD which requires lots of intervention with small groups.	2/14/2022 4:46 PM
107	positive for me	2/14/2022 10:51 AM
108	negatively	2/13/2022 1:55 PM
109	Our principal is new this year and the tone at our school site has changed for the worse. All school staff, not just teachers, are discouraged and morale is low.	2/12/2022 7:51 PM
110	Positively. She supports staff and encourages collaboration. She is in constant communication with staff via email and has made her self readily available by giving staff her cell number. She reminds staff weekly of important dates and strives to make the work place as least stressful as possible. She has been a great mentor and supervisor all school year despite the ongoing challenges we have faced during the pandemic and with covid.	2/12/2022 5:12 PM
111	Lastly negatively.	2/12/2022 2:29 PM
112	Positively	2/12/2022 1:45 PM
113	Negatively	2/11/2022 7:13 PM
114	Positively	2/11/2022 4:08 PM
115	Negatively	2/11/2022 3:36 PM
116	Great, administrator!	2/11/2022 1:38 PM
117	Positive	2/10/2022 9:02 PM

2021-2022 BETA Administration/Site Climate Survey

118	Positively in a very negative time. I do feel appreciated and supported even though I sometimes feel like I am in survival mode.	2/10/2022 5:28 PM
119	The administrators have made an extremely positive impact on my worksite.	2/10/2022 3:42 PM
120	David Tapia is an outstanding principal in every aspect of his job.	2/10/2022 2:56 PM
121	Pretty neutral, admin does no classroom walks, gives little interaction and feedback.	2/10/2022 2:16 PM
122	Positive and extremely supportive.	2/10/2022 11:25 AM
123	She positively impacts working conditions at our site.	2/10/2022 9:32 AM
124	Positive response	2/10/2022 8:39 AM
125	Positively	2/10/2022 5:46 AM
126	positively	2/9/2022 9:34 PM
127	There is a positive interaction between staff and administration.	2/9/2022 9:00 PM
128	Positively	2/9/2022 8:32 PM
129	Shrug	2/9/2022 8:31 PM
130	Principal - positive	2/9/2022 7:18 PM
131	Very Positively	2/9/2022 6:53 PM
132	Positively for me.	2/9/2022 6:15 PM
133	My administrator (principal) positively impacts the worksite.	2/9/2022 5:44 PM
134	Positively	2/9/2022 4:07 PM
135	Neutral	2/9/2022 3:54 PM
136	Goes both ways, at times positive and others negative.	2/9/2022 3:28 PM
137	For the most part, my principal is a positive leader at our school. I think a lot of parents are angry at her about many COVID-related things that she can't really control.	2/9/2022 3:13 PM
138	positively	2/9/2022 2:57 PM
139	Positively	2/9/2022 2:47 PM
140	negatively	2/9/2022 2:33 PM
141	positive	2/9/2022 2:22 PM
142	Mr. Robinson positively impacts our working conditions. He is very understanding of issues that arise, and help in whatever way he can.	2/9/2022 2:02 PM
143	Positively	2/9/2022 11:30 AM
144	Positively	2/9/2022 11:17 AM
145	My administrator makes me feel comfortable and welcome.	2/9/2022 11:03 AM
146	Positively	2/9/2022 10:41 AM
147	Very positively. I feel like I am part of a team working toward the same goal. Great leaders make that happen.	2/9/2022 9:58 AM
148	Always positive	2/9/2022 9:30 AM
149	Positively	2/9/2022 8:32 AM
150	neutral	2/9/2022 8:31 AM
151	Yes and not very positive, all I get is negative feedback and no motivation from them.	2/9/2022 8:09 AM
152	positively	2/9/2022 8:05 AM
153	Negatively	2/9/2022 8:00 AM

2021-2022 BETA Administration/Site Climate Survey

154	Since our administrator is new this year, I haven't really seen where they have impacted the worksite in either direction. I'm kind of holding out on my opinion.	2/9/2022 7:54 AM
155	So far, it has been positive.	2/9/2022 7:52 AM
156	Administration impacts working conditions positively at my work site. They have maintained campus "life" and try to handle all the changes with a positive outlook & support.	2/9/2022 7:47 AM
157	My administrator impacts working conditions positively at my worksite.	2/9/2022 7:46 AM
158	positively	2/9/2022 7:45 AM
159	Positively	2/9/2022 7:45 AM
160	Our administrator is one of the most supportive and positive in the district.	2/9/2022 7:35 AM
161	Very positive!	2/9/2022 7:35 AM
162	Positively	2/9/2022 7:33 AM
163	My admin. has a positive impact in working conditions at my site.	2/9/2022 7:24 AM
164	HM is lucky to have a fair and supportive admin.	2/9/2022 7:23 AM
165	positively I've had 6+ admins over my 23 years @ BCSD and the principal & VP I'm currently with is wonderful.	2/9/2022 7:21 AM
166	Positively	2/9/2022 7:15 AM
167	Positively	2/9/2022 6:41 AM
168	positively	2/9/2022 6:41 AM
169	I wouldn't be able to say that admin impacted the work place positively. This has been a very difficult year and admin has not shown effort to make it any easier.	2/9/2022 6:15 AM
170	Positively	2/9/2022 6:09 AM
171	Mostly positive except in a few situations where they make decisions that are negative. Once they allowed their APLE to record on her phone an incident where the APLE fell on a student. The APLE was allowed to show other staff members the footage that was recorded on the phone. It was reported to the district but nothing seems to have come of it. That sounds illegal to do.	2/9/2022 6:08 AM
172	My administrator has been a rock star during this pandemic and has definitely impacted working conditions in a positive way. I have never seen an administrator work as hard as she does. I feel good knowing that she is steering our ship, especially during this pandemic.	2/9/2022 5:05 AM
173	Negatively	2/9/2022 4:43 AM
174	Absolutely positive impact. The school culture is positive and works as a team, our administration has cultivated that feeling on our campus.	2/9/2022 4:34 AM
175	Mrs. Jensen can be depended upon to tackle both sides of an issue with fairness. The love she has for the school can be felt.	2/9/2022 3:41 AM
176	negatively-with added covid guidelines to follow, and stresses of trying to just be here every day, added responsibilities-2nd step evidence, literacy support using Acheive3000, CFA approval (why? I know what I'm doing in regards to math and meeting the needs of the students than the administrator.does. Why adding more tasks?	2/8/2022 11:16 PM
177	positively	2/8/2022 10:35 PM
178	Negatively because I feel under supported and over worked.	2/8/2022 10:34 PM
179	Positively	2/8/2022 10:30 PM
180	Positively	2/8/2022 10:15 PM
181	Positively	2/8/2022 9:57 PM
182	Positively, Casa Loma is a wonderful site to work at.	2/8/2022 9:50 PM

2021-2022 BETA Administration/Site Climate Survey

183	My administrator likes to make sure she is aware of everything that happens at this site. I think it helps because that way she can assist as necessary and make sure that communication is quite clear. She is fair when it comes to decision making.	2/8/2022 9:35 PM
184	Positively	2/8/2022 9:27 PM
185	The administrator at Wayside has always been professional and addresses the work conditions in a positive way at all times.	2/8/2022 9:25 PM
186	positively	2/8/2022 9:24 PM
187	positively	2/8/2022 9:21 PM
188	Our site administrator definitely impacts our working conditions in a positive manner. There is a ton of support and positive climate at Franklin Elementary. I love working with such an amazing staff!	2/8/2022 9:21 PM
189	Our admin is positive and has realistic expectations. We are just frustrated that the District moved our extremely strong principal to Chavez the week staff was returning after only 3 years of which 2 involved Covid-19 issues. Jefferson students deserve strong leadership(nothing against current admin who was thrown into the position the week staff was returning) Jefferson's morale has taken quite a few hits in the last 4 years. It's hard being the 'scapegrace' of BCSD. The entire ZOOM goodbye to Shannon and 'Welcome' to Ana was disrespectful to every staff member present.	2/8/2022 9:18 PM
190	There is a very positive vibe at Stella Hills with all staff members. I am very happy to be part of the Hills team. Expectations are communicated thoroughly and effectively.	2/8/2022 9:02 PM
191	Positive	2/8/2022 8:51 PM
192	Having more than one administrator causes the work environment to continually swing between positive and negative daily.	2/8/2022 8:49 PM
193	Positively	2/8/2022 8:48 PM
194	I believe they are very negative. They lack encouragement and support.	2/8/2022 8:47 PM
195	Negatively	2/8/2022 8:42 PM
196	Positively	2/8/2022 8:40 PM
197	The administrator impacts the working condition in a positive manner.	2/8/2022 8:35 PM
198	Positively	2/8/2022 8:34 PM
199	Positive	2/8/2022 8:17 PM
200	Positively	2/8/2022 8:14 PM
201	positively	2/8/2022 8:11 PM
202	Weak communication and organization	2/8/2022 8:08 PM
203	Positively	2/8/2022 8:06 PM
204	Very positive. She is always kind and shows respect and care for us as individuals. Much more than I can say about our previous administrator.	2/8/2022 8:06 PM
205	The principal is a workaholic and leads by example. Unfortunately, her lack of professionalism when it comes to defending and promoting her friends drags down morale and impacts this location in a negative way.	2/8/2022 8:06 PM
206	Positively	2/8/2022 8:05 PM
207	Positively	2/8/2022 8:04 PM
208	Principal doesn't seem to make an impact. She's unseen for the most part. Vice principal seems to negatively impact the worksite.	2/8/2022 8:00 PM
209	Positively	2/8/2022 7:59 PM
210	Positively	2/8/2022 7:59 PM

2021-2022 BETA Administration/Site Climate Survey

211	The principal is positive.	2/8/2022 7:56 PM
212	Neutral. Often times more negatively than positively.	2/8/2022 7:56 PM
213	She positively affect the worksite. She's always telling us how much she appreciates us coming to work every day	2/8/2022 7:55 PM
214	We recieve minimal communications from our site admin. For example, we have no Cato representation on the TAC because our principal failed to communicate with the team regarding appointments. Our administration also failed to communicate with the ELA department regarding class book orders using Title 1 funds. The forms were due last week. No books were ordered because we were not notified.	2/8/2022 7:54 PM
215	The administration impacts the working conditions positively at my worksite.	2/8/2022 7:52 PM
216	Positively	2/8/2022 7:51 PM
217	positively	2/8/2022 7:48 PM
218	This school year the administrator has negatively impacted work conditions.	2/8/2022 7:46 PM
219	negative, we are too afraid to even tell her the messages she sends out in parent square are grammatically incorrect. When she posts holidays and the school is "close" instead of closed for a particular holiday. We are afraid of her retaliation to tell her she is wrong, but its starting to be embarrassing that she sends out these messages to our parents.	2/8/2022 7:45 PM
220	Negatively	2/8/2022 7:43 PM
221	My administrator has impacted my working conditions in a positive manner.	2/8/2022 7:40 PM
222	Positively. But we do need more staff. There's a terrible shortage in staff	2/8/2022 7:38 PM
223	neither	2/8/2022 7:34 PM
224	On several occasions conditions have been negative due to the lack of communication.	2/8/2022 7:32 PM
225	Positively	2/8/2022 7:31 PM
226	Positively!	2/8/2022 7:30 PM
227	Positively	2/8/2022 7:29 PM
228	positively	2/8/2022 7:27 PM
229	Positively	2/8/2022 7:26 PM
230	I love Mrs. O'Neal. She is super supportive and really cares about what's best for kids.	2/8/2022 7:25 PM
231	Positively	2/8/2022 7:22 PM
232	Definitely positively!	2/8/2022 10:59 AM
233	Positively	2/7/2022 9:12 PM
234	I believe the staff has been very positive and supportive in my time here.	2/7/2022 12:21 PM
235	We all need more Positivity!	2/6/2022 6:56 PM
236	100% positive impact.	2/6/2022 12:11 PM
237	Positively	2/5/2022 11:28 PM
238	Negatively! I requested for support for academics and behavior and admin went back and forth on who should support me. Due to the business of this year during a pandemic and it appears I am being evaluated poorly. I also had extra students during my evaluation.	2/5/2022 8:43 AM
239	Absolutely NEGATIVELY!!!!!!!!! I'm confused if we are her to support our students and families or be treated with disrespect when emailed or spoken to.	2/5/2022 7:03 AM
240	It is difficult to state because I do feel like she tries to some extent, but there is a lot of room for improvement.	2/4/2022 7:07 PM
241	Most positively. I want to feel more supported and understood while teaching during a pandemic.	2/4/2022 6:13 PM

2021-2022 BETA Administration/Site Climate Survey

242	Negatively. I feel like I cannot be my usually positive self. I was told I need to smile less around my students that I can speak to them without smiling. I came the next day to work feeling like I wasn't allowed to be happy. It has added to the already very stressful year we have had.	2/3/2022 2:57 PM
243	negatively	2/3/2022 1:59 PM
244	Marilyn and Jason have my greatest respect.	2/3/2022 1:17 PM
245	positively	2/3/2022 12:44 PM
246	Mostly positive	2/3/2022 12:24 PM
247	I feel like administrator does not care about the level of stress that teachers are in.	2/2/2022 5:29 PM
248	I believe the admin has a positive impact on working conditions. They always maintain positive attitudes and look toward improvement of lacking areas rather than punishment for those lacking areas.	2/2/2022 3:25 PM
249	The administrator impacts the working conditions in a positive manner.	2/2/2022 1:44 PM
250	Positive impact on working conditions!	2/1/2022 7:26 PM
251	Positively! I have no desire to teach anywhere but BCSD!	2/1/2022 6:47 PM
252	As a first year teacher I can say that the administration has been phenomenal in creating a positive work space for all teachers.	2/1/2022 6:35 PM
253	Positively. I feel much more supported here than at my previous worksite.	2/1/2022 3:36 PM
254	My administrator is respectful and considerate of creating as little stress as possible and maintaining a positive environment for all.	2/1/2022 1:55 PM
255	My administrator impacts the working conditions positively at my worksite.	2/1/2022 10:25 AM
256	No help or support students are out of control and no consequences for many because of being overwhelmed. BP can not do it alone.	1/31/2022 8:39 PM
257	Negatively	1/31/2022 12:39 PM
258	Diana impacts working conditions positively! She does have high expectations though. I think some people wish she didn't care about kids so they could do nothing all day.	1/31/2022 10:50 AM
259	I dread coming to work daily. I avoid walking into the office on the off chance I may see admin and be assigned extra work, so I would say they impact my working conditions negatively.	1/31/2022 9:03 AM
260	positively	1/30/2022 10:07 PM
261	Negatively	1/30/2022 9:18 PM
262	Because our administrator remains calm and in focus, the rest of the staff follows suit. She is a positive influence and working conditions are positive.	1/30/2022 8:15 PM
263	positively	1/30/2022 5:47 PM
264	Negatively, especially the Vice Principal	1/30/2022 7:31 AM
265	negatively	1/30/2022 6:28 AM
266	Mostly positive	1/29/2022 7:40 PM
267	our principal has maintained our school into a positive work environment.	1/29/2022 6:08 PM
268	From my perspective, the administration has had a positive impact at our school site. It's a tight run ship, but I appreciate the transparency and the lack of chaos.	1/29/2022 7:09 AM
269	The admin impacts the working conditions in a negatively. Staff moral has gone down. No checking in, no attempt to help or reach out.	1/28/2022 10:42 PM
270	Positively	1/28/2022 5:45 PM
271	She is extremely supportive	1/28/2022 5:43 PM

2021-2022 BETA Administration/Site Climate Survey

272	Positively	1/28/2022 4:46 PM
273	Negatively	1/28/2022 4:35 PM
274	She relies on her staff to do the work for her. The staff does not want to take directions from the other staff. They want to her from her.	1/28/2022 2:07 PM
275	Very positively in my opinion. Our campus no longer has a chaotic feel and there is accountability on every level. I have seen a huge change since Mrs. Plugge has been on campus. After my first year, I was ready to leave but now I would like to stay under her direction.	1/28/2022 9:19 AM
276	The impact is average.	1/28/2022 8:45 AM
277	Positively :)	1/28/2022 5:17 AM
278	Negatively. I feel she could be more understanding of the staff under the present conditions.	1/28/2022 3:38 AM
279	negatively	1/27/2022 10:03 PM
280	Neutrsl	1/27/2022 9:18 PM
281	The principal is always willing to listen and offer support when she can. Most staff would not go to or ask help from the VP because it is usually a negative response - she really does not understand the workings of an elementary campus or school	1/27/2022 8:10 PM
282	I mean, it hasn't been sunshine and rainbows.	1/27/2022 4:50 PM
283	Shannon Jensen is the best thing that has happened at Chavez. She is on the other end of the spectrum compared to our previou administrator. In just a few months she has turned the school around and treats everyone with respect. Shannon communicates with the staff and we all feel supported and as professionals.	1/27/2022 1:17 PM
284	Positively, most definitely.	1/27/2022 12:32 PM
285	She creates a positive environment and Mr. Sanchez does too.	1/27/2022 12:03 PM
286	Positively	1/27/2022 8:45 AM
287	EXTREMELY POSITIVE, VERY RESPECTFUL!	1/27/2022 7:54 AM
288	Denise is a positive, bright light at our school. She is fair, extremely knowledgeable, and tries her best to make our job easier.	1/27/2022 7:46 AM
289	Positively	1/27/2022 6:32 AM
290	Negatively	1/27/2022 3:11 AM
291	Negatively	1/27/2022 1:13 AM
292	Positively	1/26/2022 11:56 PM
293	Neutral	1/26/2022 11:31 PM
294	50/50	1/26/2022 9:28 PM
295	Neither.	1/26/2022 8:15 PM
296	For some staff our Principal is a pillar of strength, encouragement, and even a friend. To other staff members she causes stress, panic, and anxiety. There is no rhyme or reason to her ire or a way to get off her radar. Her "encouragement" comes off as disingenuous as it is clear she has some staffs best interest and not others at heart.	1/26/2022 7:34 PM
297	more neg	1/26/2022 7:12 PM
298	Positively - I love working at Noble and for Mrs. Baker. Through all of the chaos, she has been very helpful and supportive doing whatever she can to support our staff.	1/26/2022 7:11 PM
299	positively	1/26/2022 6:25 PM
300	Positively	1/26/2022 5:01 PM
301	Positively	1/26/2022 4:46 PM

2021-2022 BETA Administration/Site Climate Survey

302	It feels like lots of pressure, and the morale is low.	1/26/2022 4:30 PM
303	Both	1/26/2022 3:53 PM
304	Positively, as I stated previously. There is a lot of stress with the teaching situation, but there is also a lot of stress with our family situations. I know for myself and other colleagues, she has been supportive and has made this year survivable.	1/26/2022 3:42 PM
305	Positively	1/26/2022 3:37 PM
306	Both. Overall, positively. Extra tasks are kept to a minimum, which is helpful.	1/26/2022 3:13 PM
307	I love my principal and the administrative staff under her. They have bent over backwards to accommodate teachers and relieve excess stress. I could not be happier.	1/26/2022 3:07 PM
308	Negatively	1/26/2022 3:00 PM
309	Positively, they try to minimize added stressors and support staff needs.	1/26/2022 2:52 PM
310	Negatively.	1/26/2022 2:23 PM
311	Positively	1/26/2022 2:13 PM
312	+	1/26/2022 2:13 PM
313	Positive	1/26/2022 2:05 PM
314	Positively!	1/26/2022 2:00 PM
315	POSITIVE! He is a hard worker and exemplifies what a productive and positive employee should be.	1/26/2022 1:59 PM
316	The change was different in the beginning, but Mrs. Ross has impacted our working conditions in a positive way. The process looked different from years past but her positive manner has been just as positive as before. Mr. Anthony is amazing and is always positive.	1/26/2022 1:57 PM
317	Positively	1/26/2022 1:42 PM
318	For the most part, their impact is positive. I would like for there to be more communication between site administration and staff so, we have a better idea of what is happening and when. Most times, things are handed down to us for us to figure out. This causes needless stress. I think we have had maybe 5 staff meetings all year long.	1/26/2022 1:37 PM
319	The administrator has a positive impact on working conditions, and he also takes our yard duty.	1/26/2022 1:33 PM
320	Positively impacts the working conditions on campus.	1/26/2022 1:24 PM
321	My administrator impacts the working conditions positively at my worksite.	1/26/2022 1:17 PM
322	My administrator positively impacts the working conditions.	1/26/2022 1:16 PM
323	Positively	1/26/2022 1:11 PM
324	Positively. Ramona is supportive, helpful, and a great leader. She's organized and I love coming to my site each day.	1/26/2022 1:09 PM
325	Yes, the site administrator has created a wonderful work environment.	1/26/2022 1:00 PM
326	Positively	1/26/2022 12:59 PM
327	Positively	1/26/2022 12:56 PM
328	Positively	1/26/2022 12:52 PM
329	She is positive, but the worksite is nothing like it used to be! People are very political, and stressed out! Every time we have a handle on something, something else is implemented or changes. Half of our classes are always out, and it's hard to test, give CFA's or simply provide adequate instruction to a class that is missing half of our students.	1/26/2022 12:48 PM
330	I really don't have any interaction with my admin unless they are doing an observation.	1/26/2022 12:46 PM
331	Positively	1/26/2022 12:46 PM

2021-2022 BETA Administration/Site Climate Survey

332	The school climate overall is negative due to admin.	1/26/2022 12:42 PM
333	MY ADMINISTRATORS BOTH (PRINCIPAL AND VP) ARE EXTREMELY POSITIVE TO EVERYONE AT OUR CAMPUS AND SITE.	1/26/2022 12:42 PM
334	Positively. The persons who impact our worksite negatively are the people that are not committed to doing their jobs. Some teachers are not putting kids first. The administrator tries to always put the kids first.	1/26/2022 12:40 PM
335	POSITIVELY!	1/26/2022 12:39 PM
336	Both, she is creative and kind, but avoids confrontation at the expense of getting the work done that needs to be done.	1/26/2022 12:36 PM
337	My admin is a positive influence in these dark times.	1/26/2022 12:35 PM
338	I think we are all doing the best we can under stressful circumstances.	1/26/2022 12:28 PM
339	Mostly positively	1/26/2022 12:27 PM
340	Our administrator listens to feedback and is open to new ideas. This has a positive impact on our school.	1/26/2022 12:27 PM
341	My administrator creates a caring, safe and positive work environment.	1/26/2022 12:26 PM
342	Love my admin both Mrs. Johnson and Mr. Taylor are very supportive to both me and my students.	1/26/2022 12:21 PM
343	Positively	1/26/2022 12:20 PM
344	Our administrator is very optimistic and supportive. He definitely impacts the working conditions in a positive way.	1/26/2022 12:19 PM
345	Positively	1/26/2022 12:19 PM
346	Positively	1/26/2022 12:18 PM
347	positively	1/26/2022 12:17 PM
348	Positively !!	1/26/2022 11:42 AM
349	Very positively	1/26/2022 10:32 AM
350	It depends on the day. If she is stressed then you will feel her stress. If she is happy then she is very supportive.	1/26/2022 9:52 AM
351	Positively	1/26/2022 9:17 AM
352	positively	1/26/2022 8:38 AM
353	Ou administration is doing the best that they can. They are new to their positions, therefore, given grace and understanding from staff. In my responses, I based them on feedback from others and what I've seen myself. Overall, I am satisfied with our administrators here on campus. No one is perfect, we are trying our best to just stay away from sinking and trying to provide the best for our students.	1/26/2022 8:24 AM
354	positively	1/26/2022 8:14 AM
355	Positively.	1/26/2022 6:53 AM
356	Usually positively and I like working there however, this year has been difficult.	1/26/2022 6:53 AM
357	In between. There is positive feedback. Communication and organization is lacking. There is too much focus on things that don't matter, like how the cafeteria is decorated and not enough focus on student behaviors.	1/25/2022 10:57 PM
358	Admin does their best to ensure our school is safe.	1/25/2022 10:42 PM
359	Positively!	1/25/2022 9:46 PM
360	Positively for sure!	1/25/2022 9:40 PM
361	Positively	1/25/2022 9:29 PM

2021-2022 BETA Administration/Site Climate Survey

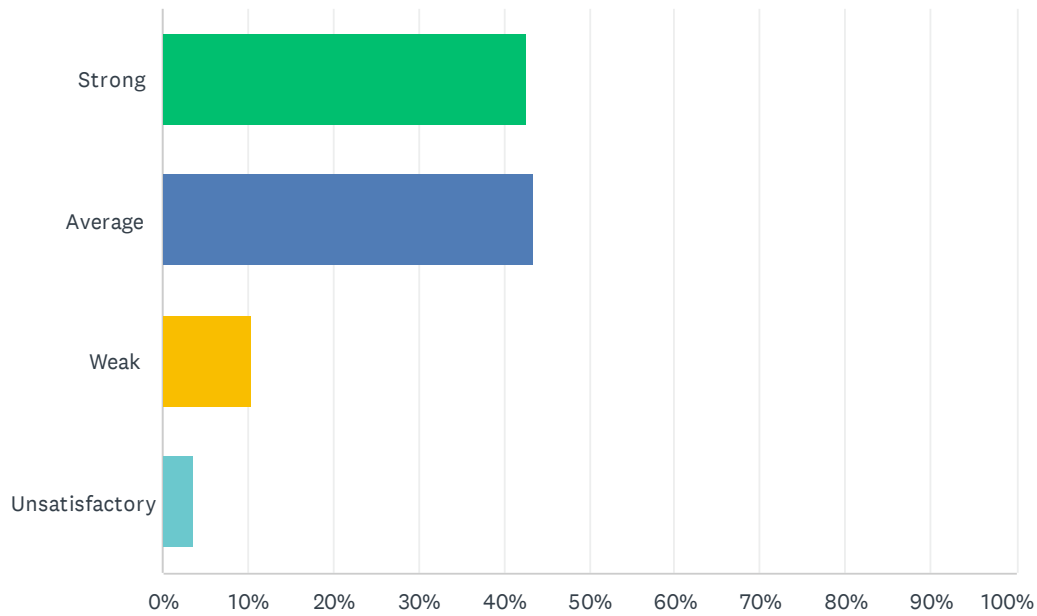
362	This year it would be negatively	1/25/2022 8:24 PM
363	Positively	1/25/2022 8:22 PM
364	Positively	1/25/2022 7:53 PM
365	Positively	1/25/2022 7:48 PM
366	Positively	1/25/2022 7:02 PM
367	Positively. Believes in her teachers and staff and the decisions were make.	1/25/2022 7:01 PM
368	Positively	1/25/2022 6:39 PM
369	Positively	1/25/2022 6:29 PM
370	Positive	1/25/2022 6:24 PM
371	Because of lack of communication, moral is low.	1/25/2022 6:15 PM
372	Always Positively. So supportive and helpful. Could not ask for a better administrator.	1/25/2022 6:03 PM
373	Postively - but scarely visible.	1/25/2022 5:39 PM
374	Average	1/25/2022 5:36 PM
375	Positively. She rocks!	1/25/2022 5:12 PM
376	Positively!	1/25/2022 5:06 PM
377	I have had horrible experiences with our admin, but there is nothing I can do. Unfortunately when I've said anything, including in "anonymous" surveys, things come back to make things worse. Oh well.	1/25/2022 5:01 PM
378	Positively. Wow. They are absolutely amazing. They bend over backwards to make sure their teachers are doing well and successful.	1/25/2022 4:53 PM
379	Positively	1/25/2022 4:52 PM
380	Positively	1/25/2022 4:50 PM
381	Positively	1/25/2022 4:35 PM
382	Our administrator does an outstanding job and keeps our work environment amazing!	1/25/2022 4:32 PM
383	Positively. The site administrator has done so much this year to support staff and to not put additional work on them.	1/25/2022 4:11 PM
384	Positively	1/25/2022 4:00 PM
385	Positive	1/25/2022 3:44 PM
386	Positively	1/25/2022 3:38 PM
387	Very positive. Very teacher-centered.	1/25/2022 3:26 PM
388	Coaches should be used as subs instead of dividing a class into two or three other classrooms.	1/25/2022 3:15 PM
389	Positively	1/25/2022 3:07 PM
390	POSITIVELY!😊	1/25/2022 3:06 PM
391	Positive tvely	1/25/2022 3:02 PM
392	Negative	1/25/2022 3:01 PM
393	Love our Principal! She's stuck between a rock & hard place. This pandemic has ruined all of us emotionally	1/25/2022 3:01 PM
394	POSTIVELY	1/25/2022 3:00 PM
395	negatively	1/25/2022 2:58 PM
396	Positively they are always at work. Negatively I felt undervalued for my work and the constant	1/25/2022 2:52 PM

2021-2022 BETA Administration/Site Climate Survey

	changes I have faced throughout this year.	
397	I feel like I am walking on eggshells alot of the time and that we cant really say how we feel or if we dont agree with something. It feels like they are always watching and waiting for us to mess up. Causes stress and anxiety at times	1/25/2022 2:48 PM
398	positively	1/25/2022 2:47 PM
399	Positively- he is fantastic!	1/25/2022 2:47 PM
400	Positively	1/25/2022 2:44 PM
401	Positive, Ana is the best. She cares deeply about her students and works hard to meet the needs of the community. She appreciates all staff and does not stress us out more, She is calm but efficient and tackles problem as they come.	1/25/2022 2:43 PM
402	Positively. Mr. Brannen has always been very supportive and helpful, even during these trying times.	1/25/2022 2:42 PM
403	Not sure. Responses from the site administrator have been completely neutral and have not been negative or positive.	1/25/2022 2:40 PM
404	Totally POSITIVELY.	1/25/2022 2:39 PM

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

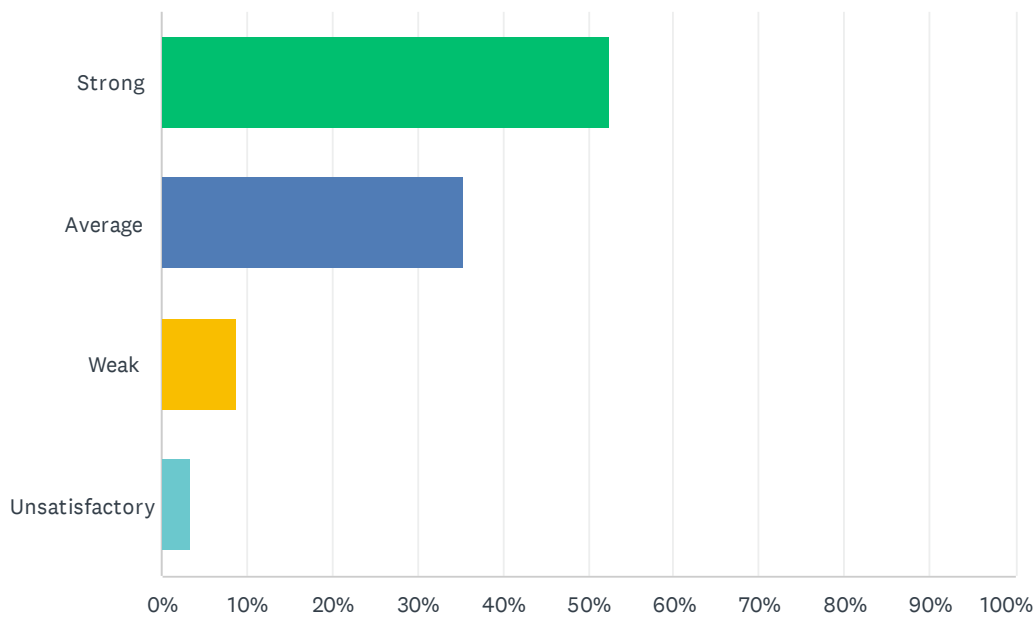
Answered: 530 Skipped: 13



ANSWER CHOICES	RESPONSES	
Strong	42.64%	226
Average	43.40%	230
Weak	10.38%	55
Unsatisfactory	3.58%	19
TOTAL		530

Q16 Site meetings are productive and not excessive.

Answered: 530 Skipped: 13



ANSWER CHOICES	RESPONSES
Strong	52.45% 278
Average	35.47% 188
Weak	8.68% 46
Unsatisfactory	3.40% 18
TOTAL	530

#	COMMENT	DATE
1	She also cancels most recesses due to bad weather, every day.	3/20/2022 6:02 PM
2	Must given two weeks of plans instead of the usual one week. Results in having to make changes to lesson plans frequently as classes may progress at different rates and also unexpected classroom interruptions/assemblies, fire drills, etc.	2/22/2022 11:59 AM
3	One particular time the main topic was how to properly wear a mask.	2/19/2022 6:43 AM
4	Taylor is fantastic!	2/18/2022 5:55 PM
5	I am on the site and my grade level was suppose to have math manipulatives that we gave to our students last year be reimbursed to us and we didn't get our ten rods one ones cubes. We also wanted to do a book read on phonics as a grade level and asked is site could purchase these books. I got a yes however never saw the book and later asked and said it was too late to order them.,Also We want phonics books for the students and the Apl said no. again to late. We don't have a booster club right now yet our student council has had fund raisers and they have done very well on those fundraisers but where is the money being kept? and where is this money being spent on?	2/18/2022 4:10 PM
6	They are not excessive- I would say a little unclear and unproductive at times. We don't have	2/18/2022 12:20 PM

2021-2022 BETA Administration/Site Climate Survey

enough staff meetings in my opinion to all be on the same page. We have had at most 3 this year.

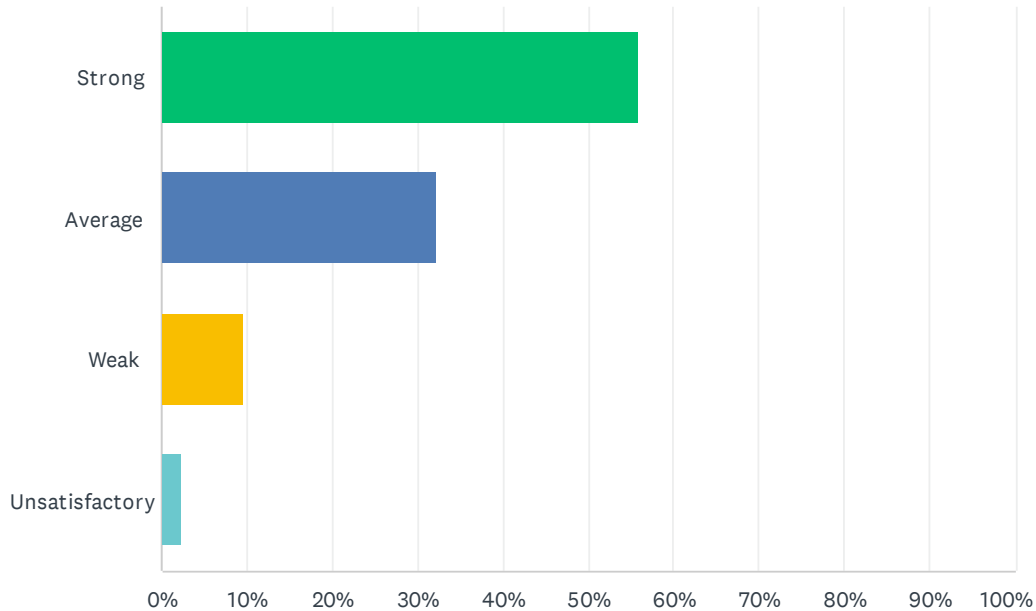
7	Setting clear concrete goals with who is doing what with deadlines I think would help get more done	2/10/2022 5:32 PM
8	75% of all meetings could be done by memo or google form with a focus on WHO needs to attend given meetings.	2/9/2022 8:39 PM
9	This principal communicates as much as possible WITHOUT excessive meetings. Meetings that occur have a clear and direct purpose.	2/9/2022 8:00 AM
10	Sometimes meetings feel unnecessary when there are other issues to address.	2/8/2022 10:37 PM
11	#15 School site council is packed with teachers who are friends of the principals outside of work. This has got to be some sort of ethical violation. #16 Site meetings can sometimes be unproductive.	2/8/2022 8:13 PM
12	I'm not a part of school site council. We very rarely have staff meetings.	2/8/2022 8:02 PM
13	She loves to talk and is often repetitive, and she takes longer than necessary.	2/8/2022 7:50 PM
14	We are not allowed to read the materials for ourselves. Someone has to read them out loud, the entirety of every single document!	2/8/2022 7:40 PM
15	We have many PD's including Saturday ones, that add a lot more work to our current load.	2/8/2022 7:36 PM
16	Too many Professional Development, please let us get great at mastering one thing. Allow more time for planning and implementing new learning material.	2/6/2022 6:57 PM
17	Site meetings only happen when deemed necessary, which is not often.	2/2/2022 3:27 PM
18	The meetings are always a disaster. Admin and academic coach appear lost and confuse staff.	1/31/2022 12:42 PM
19	We do not have too many meetings.	1/31/2022 10:53 AM
20	Our meetings are brief and efficient. We are made aware of the material to be discussed prior to the meeting.	1/30/2022 8:18 PM
21	We don't have site meetings except for late start days.	1/30/2022 5:49 PM
22	Meetings have now turned into administration listing data on test scores. We do not bring up issues/areas for improvement because it is not solicited.	1/29/2022 7:42 PM
23	We do not have them. We really do not know what is happening here.	1/28/2022 2:09 PM
24	She keeps them on track on never excessive.	1/28/2022 9:35 AM
25	The meetings are not excessive but they are not very productive.	1/28/2022 8:46 AM
26	I do not recall ever being asked to being involved in school policies or budgets. Very few staff meetings this year and not sure how productive they are when we do. We started out with shout outs which usually center on the same handful of people every time	1/27/2022 8:23 PM
27	some meetings don't feel applicable to all grade levels	1/27/2022 9:42 AM
28	Due to subbing we haven't had a meeting in months.	1/26/2022 11:33 PM
29	too many pds	1/26/2022 7:13 PM
30	Waste of time and money.	1/26/2022 3:01 PM
31	I am often wondering the purpose of the meetings.	1/26/2022 2:33 PM
32	Since I am a virtual teacher, there are things that are addressed in CBIS PD's that I have to sit through again for school site meetings and or PDs.	1/26/2022 12:56 PM
33	We have zero prep time right now, it would be nice to utilize this late start to get caught up and prepare for our students. Every single late start is taken up with a PD.	1/26/2022 12:32 PM
34	Sometimes meetings can turn into vent sessions.	1/26/2022 8:25 AM

2021-2022 BETA Administration/Site Climate Survey

35	I do not find meetings very productive. Some of the items do not pertain to my grade level or do not include my grade level	1/25/2022 10:57 PM
36	Agenda is too full during busy weeks, when we could use the time for duties - report cards, putting scores into programs, etc.	1/25/2022 9:50 PM

Q17 During Covid, meetings have not been excessive and have been productive.

Answered: 534 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strong	55.81%	298
Average	32.21%	172
Weak	9.55%	51
Unsatisfactory	2.43%	13
TOTAL		534

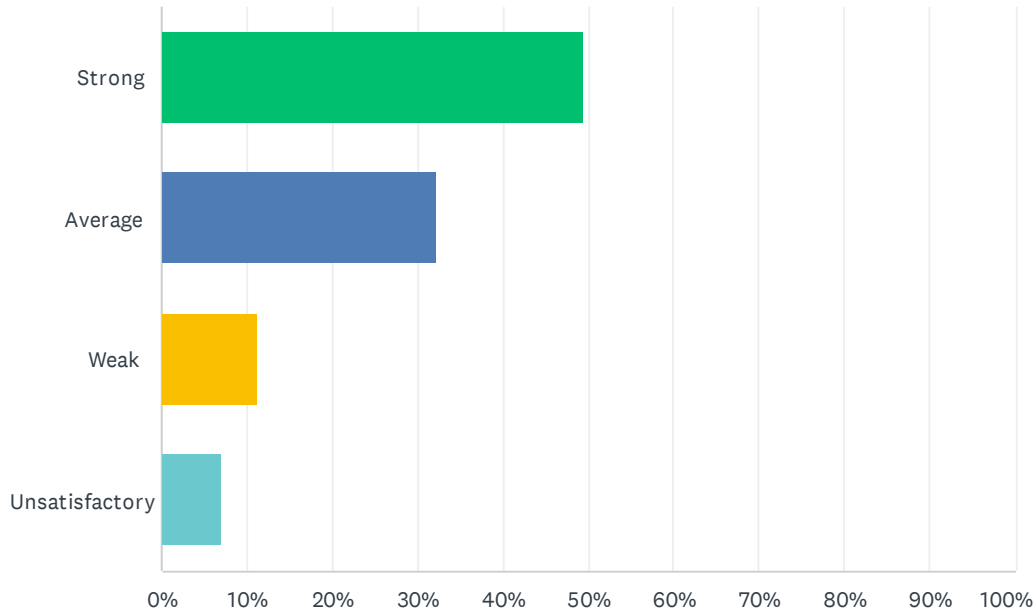
#	COMMENT	DATE
1	We haven't had many meetings the staff has been subbing all year.	3/21/2022 6:12 PM
2	Taylor is fantastic!	2/18/2022 5:55 PM
3	Sometimes information is slow	2/18/2022 4:37 PM
4	Not productive and not engaging. It's more of sit and listen to receive information.	2/14/2022 4:48 PM
5	Especially since this ridiculous MOU with the District regarding the quarantined and those who simple don't want to come to school. We were told SPECIFICALLY that the zoom time for ISP students had to be set by the grade level and then not changed because it was confusing for the parents.... then we're told... oh we all have to attend this meeting at this time and just tell the parents the zoom will be at a different time.	2/9/2022 8:39 PM
6	No excessive meetings, ever.	2/9/2022 8:00 AM
7	staff meetings are a waste and not productive.	2/8/2022 11:18 PM
8	Awesome	2/8/2022 9:22 PM

2021-2022 BETA Administration/Site Climate Survey

9	Info is sometimes passed on by designee not principal	2/8/2022 8:06 PM
10	Tired of ElTool kit, Nextgen math, and Achieve Math meetings. We now have too many math applications for our students. We also have Freckle math but no meetings for that.	2/8/2022 7:50 PM
11	They make good use of the time.	2/3/2022 1:18 PM
12	We have not been able to have any meeting this year.	2/1/2022 7:55 AM
13	Too many new things to add on a year we are barley surviving. We should not be rewriting and creating ELD curriculum, learning WFTBB curriculum, there are too many new things with ISP and the current excessive workload	1/31/2022 12:42 PM
14	We have had less meetings than normal because admin knows we are stressed and time is taken with ISP	1/31/2022 10:53 AM
15	Our time is more precious now and our administrator knows this and assists us in any way she can.	1/30/2022 8:18 PM
16	We haven't had many meetings.	1/28/2022 2:09 PM
17	Our meetings are always productive. She delivers the information and opens for questions. Straight to the point :)	1/28/2022 9:35 AM
18	They are almost non existent which is why we learn things from colleagues on other campuses	1/27/2022 8:23 PM
19	Admin has reduced meeting times to give the time back to teachers for planning and working on ISP.	1/27/2022 12:34 PM
20	No meetings have occurred recently.	1/26/2022 11:33 PM
21	Very few meetings, more emails with information and an open door if we have questions	1/26/2022 7:13 PM
22	Waste of time and money.	1/26/2022 3:01 PM
23	definitely not excessive but not exactly productive	1/25/2022 8:53 PM
24	Not excessive but also probably fewer than we're needed for clarity.	1/25/2022 6:18 PM

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

Answered: 525 Skipped: 18



ANSWER CHOICES	RESPONSES
Strong	49.52% 260
Average	32.19% 169
Weak	11.24% 59
Unsatisfactory	7.05% 37
TOTAL	525

#	COMMENT	DATE
1	not possible w/in CARE team.	3/21/2022 6:15 PM
2	Planning time is now taken with ISP students daily.	2/22/2022 9:05 PM
3	Too much time has to be spent on ISP students.	2/22/2022 11:59 AM
4	Not their fault but ISP has made it to where we only have our lunch to prep	2/19/2022 6:33 PM
5	Due to isp, prep time feels like it's been cut short	2/18/2022 8:45 PM
6	Taylor is fantastic!	2/18/2022 5:55 PM
7	504, IEP, parent calls do interrupt	2/18/2022 4:37 PM
8	We get out at 3:05 so that give us 10 to walk back to our rooms, clean up plan. No can't plan unless you stay till 4:30-5:00. Our mornings 8:15-8:45 isb so you have to set up for virtual when you get in the room and you have time to go to the restroom before you start class.	2/18/2022 4:10 PM
9	I do not yet have enough support staff for consistent planning time.	2/18/2022 1:54 PM

2021-2022 BETA Administration/Site Climate Survey

10	The District requirements are causes this , when trying to meet state guidelines	2/18/2022 1:47 PM
11	It's because I'm SPED, not the site's fault.	2/18/2022 12:48 PM
12	Being a late start school this is a challenge. Prep and planning time is not sufficient. Dismissal is when duty time ends.	2/18/2022 12:20 PM
13	Being Pre-K, we have limited time for prep.	2/18/2022 11:19 AM
14	This interruption is more due to the ISP expectations.	2/17/2022 5:20 PM
15	Any planning and preparation is done on my own time. My administrator requires our PLC meet every week, unless a staff meeting is taking place. After finishing with ISP students at 8:30, I have approximately 15 minutes before I have to use the restroom and go to my line. If it is a Covid testing day, I have even less time. After school, by the time students are walked to the bus lines and I return to my classroom. it is 3:20 already. It is exhausting and overwhelming to spend much of my personal time fulfilling work demands.	2/12/2022 7:59 PM
16	With ISP and prep time to prepare for the following day and week there is little time to input district required data. Our team is often inputting data and working on lesson plans from home while off duty. We had to spend time used for planning and prepping to complete the ELPAC training quizzes and calibration. We had to complete report cards and progress reports from home and while off duty because their is just not enough time if you have ISP students who have to meet on zoom and the uninterrupted prep time to input data.	2/12/2022 5:20 PM
17	I have to attend 2 meetings in one morning and get no prep time.	2/11/2022 3:45 PM
18	Due to teaching on zoom, this has not been possible this year.	2/11/2022 1:39 PM
19	ISP Zooms have interfered with this	2/10/2022 5:32 PM
20	The site supports and respects uninterrupted planning/preparation time but district has that planning time being used for ISP Zoom meetings.	2/10/2022 11:29 AM
21	Covid and ISPs have taken all prep tiime.	2/9/2022 9:01 PM
22	Only because we are now staying past 315 due to having zoom from 245 to 315 for the ISP students.	2/9/2022 8:39 PM
23	It is in our day, but with the extra time needed for ISP and zooming, etc., it isn't even close to enough time.	2/9/2022 4:10 PM
24	Planning/prep time is constantly being interrupted. Some week there is no prep time during contract hours due to visits regarding students or parents. IEP's are done during prep time, along with leadership meetings with little or no time at all to prep/plan that same day.	2/9/2022 2:06 PM
25	PLC time is prioritized. ISP duties cut into planning time but that is not the fault of the principal. Every chance to be flexible to accommodate teacher planning time is taken.	2/9/2022 8:00 AM
26	Because of ISP Zooming, we've lost our prep. time.	2/9/2022 7:25 AM
27	We do unless we have a student on zoom.	2/9/2022 6:10 AM
28	Planning time is when conferences, debriefing, behavior support etc. is conducted.	2/8/2022 10:37 PM
29	However, due to online learning 30 minutes of my prep time is being used up and I am working outside of my work day even more than before.	2/8/2022 9:27 PM
30	Through no fault of the principal, this can't even happen bc of ISP on zoom each day for the 1st-5th grade teachers.	2/8/2022 9:22 PM
31	IEPs are scheduled during planning period and even go over contracted time.	2/8/2022 8:48 PM
32	Beyond site admin control. School days really just need to be shorter in order to have adequate uninterrupted planning/ preparation time.	2/8/2022 8:22 PM
33	Not since ISB has started. I have not had morning of prep since November	2/8/2022 8:10 PM
34	Yes with the exception of isp	2/8/2022 8:01 PM
35	Due to ISP	2/8/2022 7:39 PM

2021-2022 BETA Administration/Site Climate Survey

36	ISP	2/8/2022 7:35 PM
37	Our grade level team used our prep time to meet with our ISP students.	2/5/2022 8:46 AM
38	No. I have ISP every morning. We asked about our planning time and the response from Fulenwider was, "well... that's why you're getting paid" I would much rather have the choice of opting out of ISP and be able to prepare thoroughly for my in person class.	2/4/2022 9:57 PM
39	I spend my planning and prep time teaching on zoom five days a week.	2/3/2022 2:57 PM
40	Due to shortages we are often pulled or asked to assist in CPAL duties. Prior to staffing shortages it was strong.	2/3/2022 12:45 PM
41	ISP has changed this but not my site's fault and we do get a stipend for it	1/31/2022 10:53 AM
42	Our planning/preparation time is valued and not interrupted.	1/30/2022 8:18 PM
43	not for primary teachers who have ISP students, but that's a different story.	1/30/2022 5:49 PM
44	ISP Zoom meetings and ISP contracts/audit trails interrupt my planning time.	1/30/2022 6:30 AM
45	It is difficult to have uninterrupted planning/prep time every day because of the MOU ISP tracking sheet. It takes me the full prep time to complete for the amounts of students needing to be tracked.	1/29/2022 7:13 AM
46	Yes she is very good about not taking our planning/preparation time away.	1/28/2022 9:35 AM
47	Due to ISP	1/28/2022 5:17 AM
48	Our uninterrupted planning time is being consumed with ISP Zoom meetings so you either stay late, work through lunch or take home any thing that has to get done or graded cutting into our family time	1/27/2022 8:23 PM
49	When we have ISPs, we do not have prep time.	1/27/2022 4:54 PM
50	N/A	1/26/2022 11:33 PM
51	Due to the MOU, NOT due to the administration. Admin is very flexible in helping us to meet the demands of the MOU and still get as much planning/prep time as possible.	1/26/2022 7:13 PM
52	This has been taken away due to ISP.	1/26/2022 4:20 PM
53	Wednesdays are difficult now. No planning time unless with our team.	1/26/2022 2:02 PM
54	Is this question a joke?????? We get no planning time because some of us have to do Zoom everyday after school for the rest of the year!!!!!!!!!!!!!! This is due the district's policy not our principal	1/26/2022 12:57 PM
55	PLC with virtual has been difficult since we are all at different sites. Its more like planning on your own.	1/26/2022 12:56 PM
56	WE ARE BEING CREATIVE ON THIS AS SOME OF US NOW HAVE ISP STUDENTS. BUT OUR ADMINISTRATORS HAVE ALWAYS AND ARE SUPER SUPPORTIVE OF THIS AND HAVE GIVEN US A LOT OF SUPPORT BECAUSE THEY KNOW WE ARE EXTREMELY STRESSED OUT.	1/26/2022 12:44 PM
57	The administration tries very hard to do this. If it is not happening, it is an accident or a failure of teachers to communicate.	1/26/2022 12:42 PM
58	No planning time due to Zoom independent study daily.	1/26/2022 12:28 PM
59	Because of ISP my only prep time is now recess and my lunch.	1/26/2022 12:23 PM
60	Not with ISP... Also I gave up asking to go to the curriculum lab with no response to requests.	1/25/2022 10:57 PM
61	With Zoom every day, no. I was told I could live the Zoom to when I have in class students, I'm hesitant to do this, there are behaviors that need to have eyes on constantly!	1/25/2022 9:50 PM
62	Most of Sped on campus still does not get prep time if they have students on ISP	1/25/2022 6:41 PM
63	Planning time has been disrupted because of the new ISP policies, but now that the district is allowing teachers to meet with their ISP students at other more reasonable times, planning	1/25/2022 4:14 PM

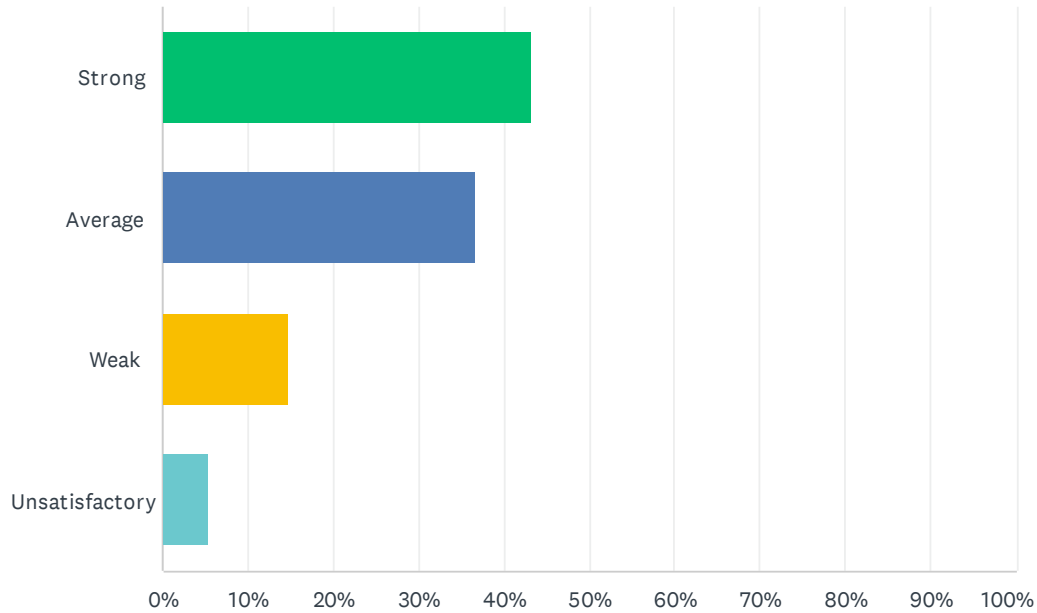
2021-2022 BETA Administration/Site Climate Survey

time is better now. So this wasn't the fault of the site administrator who was following directions from the district.

64	Staff losing planning time, but not due to administrative reasons but due to ISP expectations.	1/25/2022 2:49 PM
----	--	-------------------

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

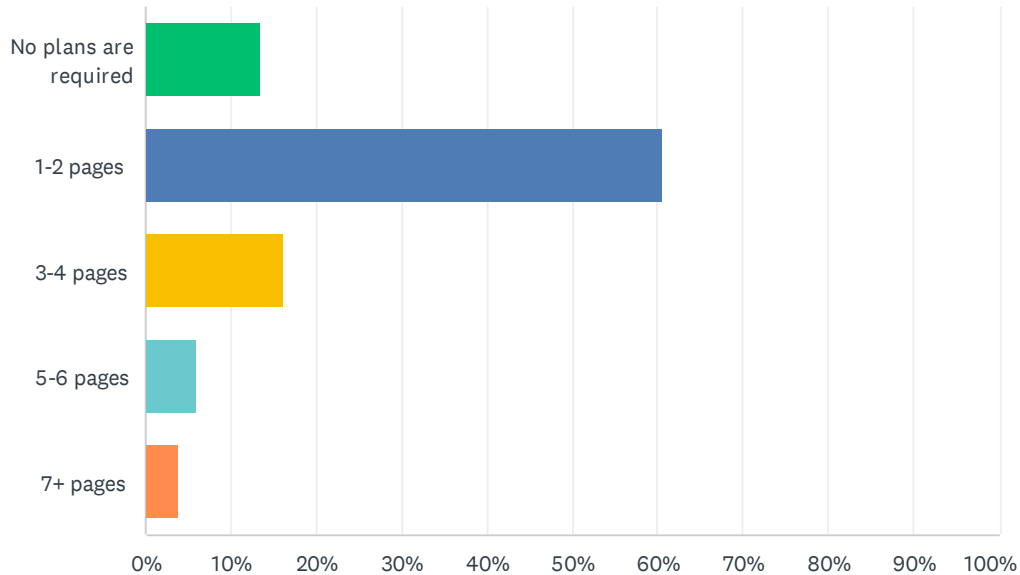
Answered: 521 Skipped: 22



ANSWER CHOICES	RESPONSES	
Strong	43.19%	225
Average	36.66%	191
Weak	14.78%	77
Unsatisfactory	5.37%	28
TOTAL		521

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

Answered: 508 Skipped: 35



ANSWER CHOICES	RESPONSES	
No plans are required	13.39%	68
1-2 pages	60.63%	308
3-4 pages	16.14%	82
5-6 pages	5.91%	30
7+ pages	3.94%	20
TOTAL		508

#	COMMENT	DATE
1	n/a	3/21/2022 6:15 PM
2	Again, the administration is excellent. However, there is not enough time to create CFAs, analyze data, deconstruct standards, and complete required lesson plans. Why not give us the standard deconstructed since it is something you are requiring? The fact that all of us need to be on the same standard and learning intention simultaneously is not realistic. I can understand why you may want us all on the same standard, but my class needs should be the priority, and it is not at this moment because we must all be on the same plan.	3/21/2022 3:33 PM
3	When the ELD plans are added it might as well be a book.	3/20/2022 6:02 PM
4	I have not been told anything about turning in lesson plans.	3/18/2022 4:13 PM
5	due every week	3/8/2022 1:45 PM
6	Thank you! You can either waste time creating plans or use the time to work with student centered activities.	2/21/2022 8:56 AM

2021-2022 BETA Administration/Site Climate Survey

7	But rewritten Unit plans are a requirement. Not to mention that the district already has unit plans laid out for the year.	2/19/2022 6:43 AM
8	does not apply	2/18/2022 7:29 PM
9	Taylor is fantastic!	2/18/2022 5:55 PM
10	There is no page limit.	2/18/2022 4:48 PM
11	However,our grade level has plans that they can access anytime they want.	2/18/2022 4:10 PM
12	Not applicable	2/18/2022 3:13 PM
13	page limit is not specific; only required every few weeks (each week is a different grade)	2/18/2022 2:55 PM
14	Reasonable	2/18/2022 1:56 PM
15	Backwards mapping of essential standards per quarter are our lesson plans	2/18/2022 1:47 PM
16	It varies with grade levels	2/18/2022 12:46 PM
17	I appreciate the flexibility with our plans. Admin is respectful to particular grade level needs and circumstances	2/18/2022 12:20 PM
18	For emergency sub purposes only. It's very flexible here and I feel the workload is not intense. I know what I am teaching and love that I don't have to prove that in a written or typed form.	2/18/2022 11:48 AM
19	Weekly.	2/18/2022 11:47 AM
20	I am thankful that our plans do NOT require excessive busy work. My plans are useful to me and are not excessive in any way.	2/17/2022 5:20 PM
21	We complete lesson plans weekly for the next week at our team PLC. We are still able to meet weekly for PLC. If any of our team members have students on ISP but have had to push back our PLC till 2:30 and can leave little time for planning.	2/12/2022 5:20 PM
22	Plans are too detailed and take too long to plan. Unrealistic expectations of very detailed lesson plans.	2/12/2022 2:31 PM
23	Not expected a specific number of pages but my team's are about 3-4, not too detailed just standards, LISC, resources/pages, and they have been accepted.	2/12/2022 1:45 PM
24	.y plans have to have every detail included. What I will say, every book, page number used , paper, computer program etc.	2/11/2022 3:45 PM
25	In this day and age of "shared" planning and links.... this admin has stated she doesn't like to see plans that are all links. Follow the links and you will find 2 and 3 pages for every assignment -- Links are the only way to keep the plan usable.	2/9/2022 8:39 PM
26	1 page per day, but submitted once per week	2/9/2022 5:21 PM
27	Length not specified	2/9/2022 4:21 PM
28	There is no page requirement. We submit them every week.	2/9/2022 4:10 PM
29	Lesson plans are excessive and many times admin does not even use them when doing walkthroughs.	2/9/2022 2:06 PM
30	I chose 1-2, but "pages" is outdated terminology. All regular and sub plans are on the drive and are required, along with a daily schedule and any other necessary information, such as links to slides.	2/9/2022 8:00 AM
31	We submit plans on a rotating schedule but there is no length requirement.	2/9/2022 5:06 AM
32	I teach music.	2/8/2022 9:35 PM
33	Google slides are use for dELD and daily lesson plans.	2/8/2022 9:27 PM
34	Complete but not excessive -no specific amount of pages. That's ridiculous	2/8/2022 9:22 PM
35	No page requirement	2/8/2022 8:22 PM
36	There is no consistency in lesson plan requirements for all grade levels. Some grade level	2/8/2022 8:13 PM

2021-2022 BETA Administration/Site Climate Survey

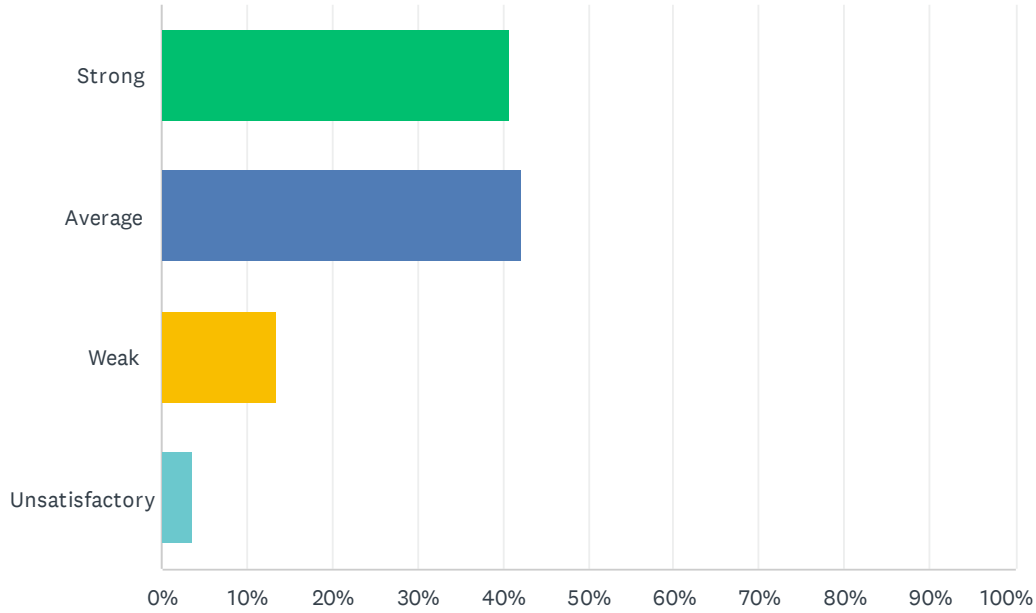
	lesson plans are far more extensive while others are mediocre at best.	
37	Very reasonable	2/8/2022 8:06 PM
38	We turn them in but there is no set page requirement.	2/8/2022 8:01 PM
39	ISP guidelines must be followed. Only plans if specified on improvement plans.	2/8/2022 8:00 PM
40	We are allowed to use our slides as lesson plans. This makes it easier and I do not have make two separate lesson plans.	2/8/2022 7:54 PM
41	We must have Learning intentions and Success criteria for every standard taught, so we have long lesson plans!	2/8/2022 7:50 PM
42	What is needed to cover our daily overview.	2/8/2022 7:41 PM
43	No time for inputting anything cause we all have independent study teaching during our prep times	2/8/2022 7:40 PM
44	We are required to store our lesson plans in a shared Google Drive folder, but there's no limit to how many pages it may be.	2/8/2022 7:36 PM
45	Detailed plans are required, but there is not a page number requirement	2/8/2022 7:33 PM
46	Lesson plan submission is due every few weeks. It rotates around the grade levels.	2/6/2022 12:15 PM
47	Lesson planning on own feels excessive on its own already.	2/4/2022 7:09 PM
48	Lesson plan requirements are not lengthy, provided we give an idea what we are doing on a daily basis.	2/2/2022 3:27 PM
49	We submit lesson plans and there is not limit of pages.	2/1/2022 5:04 PM
50	I was never advised of a particular number of pages. We just have to make sure that we include standards, learning intentions and success criteria, etc.	2/1/2022 3:39 PM
51	There are no rigid guidelines, they just need to cover required material and be clear/concise	2/1/2022 1:58 PM
52	Some have to do more if admin does not like you.	1/31/2022 12:42 PM
53	We don't have to turn in our plans	1/31/2022 10:53 AM
54	I do not believe there is a limit on pages. Ours just happens to be 4 usually.	1/30/2022 10:09 PM
55	We know the required components of the lesson plan and a certain length is not mandatory.	1/30/2022 8:18 PM
56	We have to do them online, so they're not "pages".	1/30/2022 5:49 PM
57	Our admin switches on this according to the whim of the district.	1/29/2022 7:42 PM
58	No plans are required for the 3rd quarter. However, prior to this 1-2 pages were required. Turning in lesson plans is stressful during covid because of the time constraints.	1/29/2022 7:13 AM
59	Yes, we submit our lessons plans weekly.	1/28/2022 9:35 AM
60	Just for DELD	1/28/2022 5:17 AM
61	With the new ELD standards and sentence frames for the different leveling , plans can be up to 3 pages.	1/27/2022 10:32 PM
62	Inputting data is accomplished by coming in early, working through lunch or after zoom meetings or at home. We are not given time at school to accomplish this. We do know of several campuses that at early outs or lates starts teachers are allowed to do this. As for lesson plans each team is required to have them in by Monday morning and when they visit they carry them to check you are following them	1/27/2022 8:23 PM
63	I find our principal's policy in this area to be extremely fair.	1/27/2022 4:54 PM
64	I am not sure of a limit or maximum. We simply submit our completed daily plans.	1/27/2022 1:18 PM
65	There is no page or length requirement for lesson plans	1/27/2022 3:14 AM
66	Plans are expected, but they are not required to be sent to the principal.	1/26/2022 3:09 PM

2021-2022 BETA Administration/Site Climate Survey

67	It is nice because we are allowed to use our google slides as our lesson plans. Therefore, we are not creating twice the work	1/26/2022 2:14 PM
68	There are no set page requirements for lesson plans.	1/26/2022 1:18 PM
69	#19 and #20 Due to no planning time	1/26/2022 12:57 PM
70	N/A	1/26/2022 12:53 PM
71	We only have to submit plans once a month.	1/26/2022 12:42 PM
72	The length is based on the need of the grade level.	1/26/2022 12:21 PM
73	It is up to the team in what they need .	1/26/2022 11:43 AM
74	Some teachers have not turned in lesson plans/LI&SC for the week.	1/26/2022 8:25 AM
75	I am required to turn in a lesson plan on time, yet no one looks at it? Turned in a schedule, no one knows it, created a whole google drive folder for my grade, but still get asked to turn things in when its all in there in a timely manner.	1/25/2022 10:57 PM
76	Only what you would make for yourself to stay on track	1/25/2022 9:41 PM
77	Plans are due every three weeks. Nothing crazy and no nit picking on our plans. Very easy and stress free.	1/25/2022 7:02 PM
78	As requested.	1/25/2022 6:41 PM
79	3 to four by my choice	1/25/2022 6:30 PM
80	Every week we need: Daily lesson plans with standards listed for each subject, learning intentions, success criteria for each subject, section of all skills for the week for our reading specialist, small group lesson plans with list of materials, skills, lists of groups, daily dELD lesson plans (separate lesson plans for each ELD level) including sentence frames for each level, SEL , UA lesson plans, etc. Well over 7 pages each week.	1/25/2022 5:13 PM
81	Plans are done as a grade level in Google and shared with the principal.	1/25/2022 3:07 PM

Q21 The Special Education Department is assisting you with your questions, problems, and concerns.

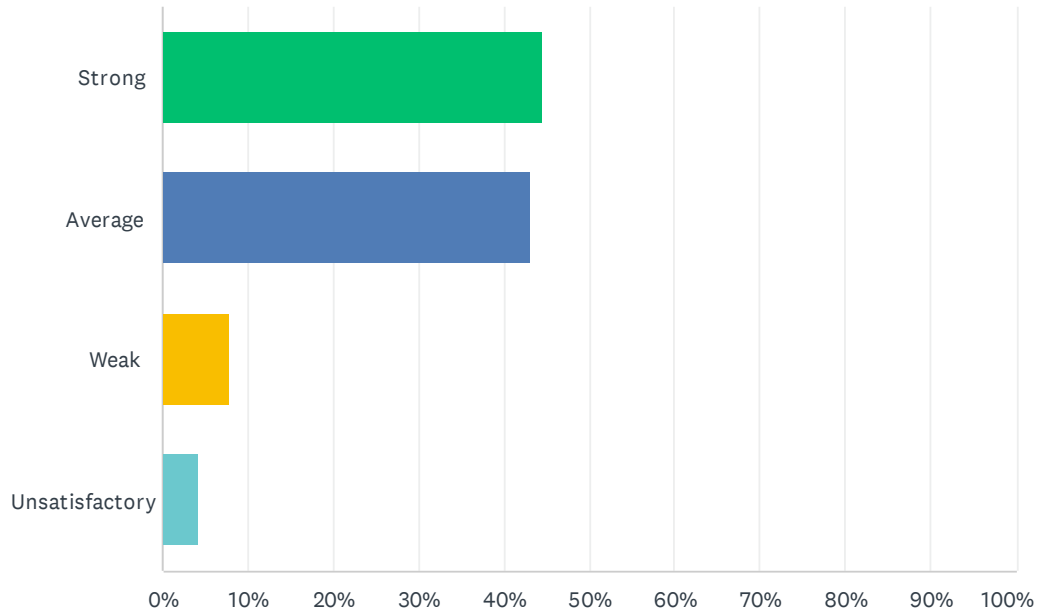
Answered: 268 Skipped: 275



ANSWER CHOICES	RESPONSES	
Strong	40.67%	109
Average	42.16%	113
Weak	13.43%	36
Unsatisfactory	3.73%	10
TOTAL		268

Q22 Special Education class size is balanced within each program to ensure student safety and individualized instruction.

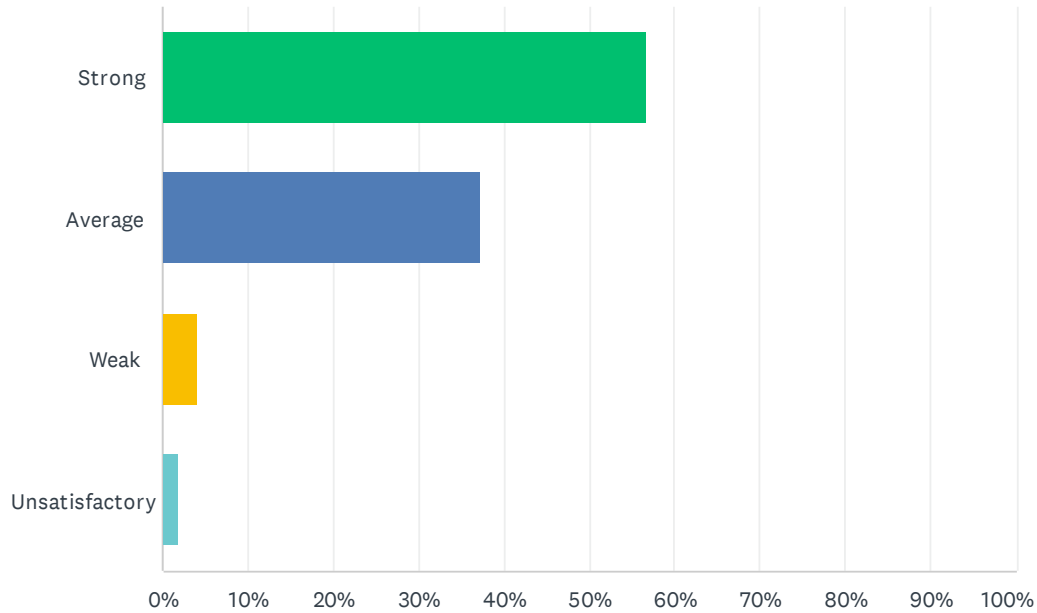
Answered: 253 Skipped: 290



ANSWER CHOICES	RESPONSES	
Strong	44.66%	113
Average	43.08%	109
Weak	7.91%	20
Unsatisfactory	4.35%	11
TOTAL		253

Q23 Special education teachers have opportunities to participate in school-based, content area staff development.

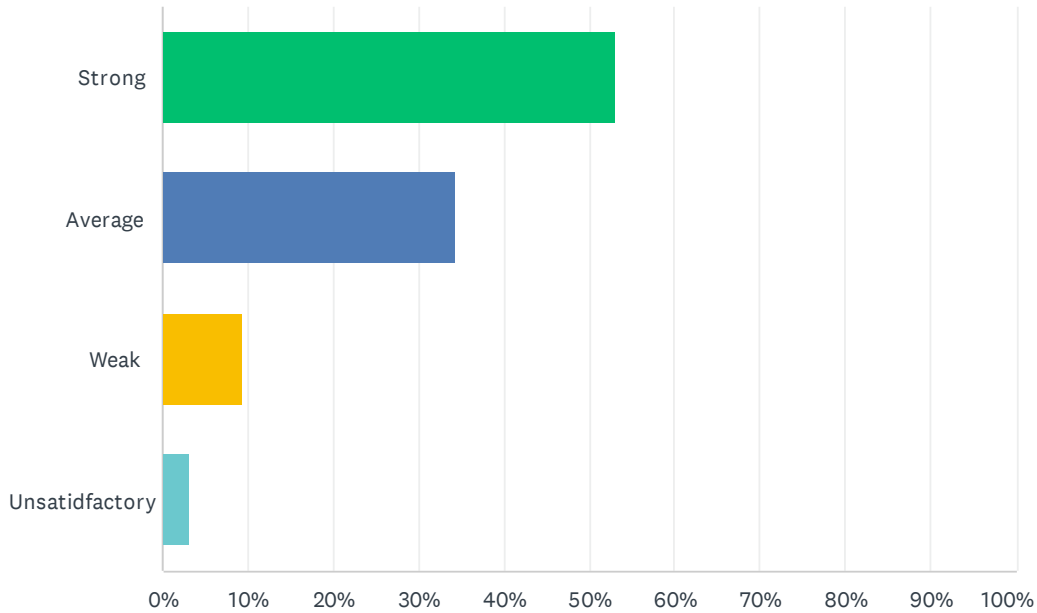
Answered: 247 Skipped: 296



ANSWER CHOICES	RESPONSES	
Strong	56.68%	140
Average	37.25%	92
Weak	4.05%	10
Unsatisfactory	2.02%	5
TOTAL		247

Q24 Special education teachers have access to ALL instructional resources provided to general education teachers.

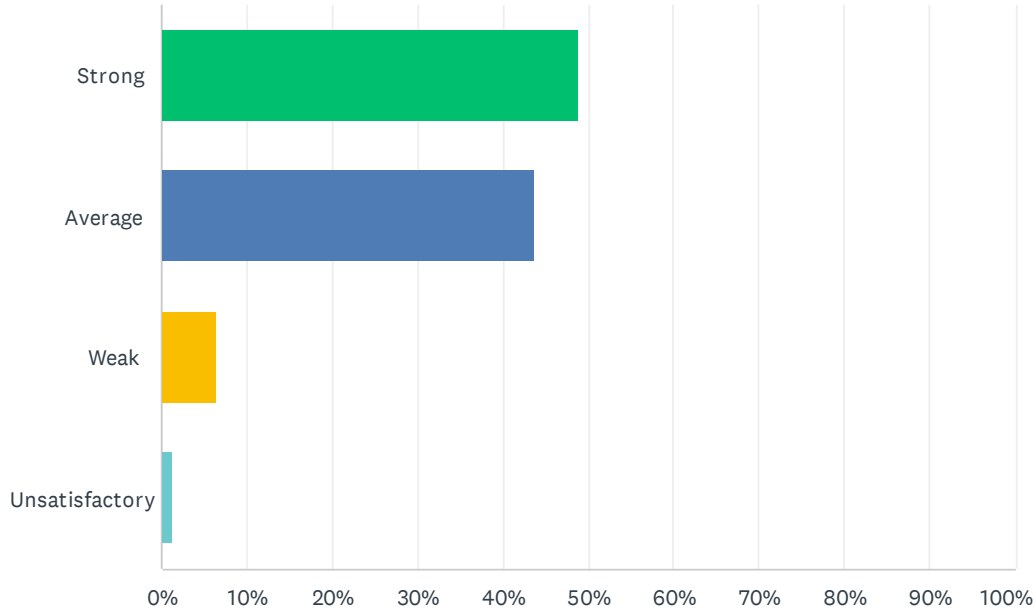
Answered: 245 Skipped: 298



ANSWER CHOICES	RESPONSES	
Strong	53.06%	130
Average	34.29%	84
Weak	9.39%	23
Unsatisfactory	3.27%	8
TOTAL		245

Q25 Special education teachers are adequately trained in the administration of state assessments and District IEP's.

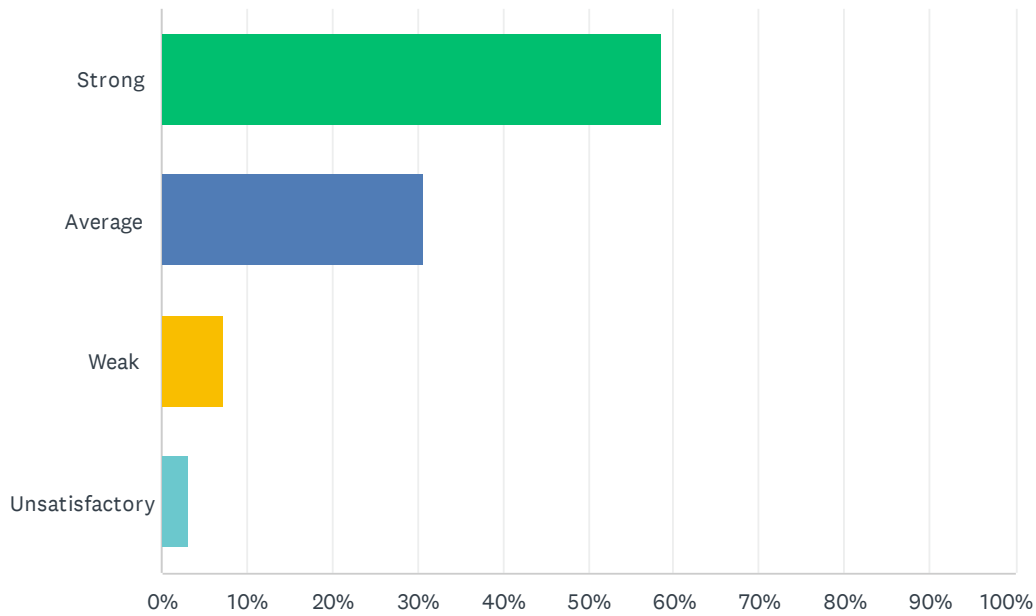
Answered: 238 Skipped: 305



ANSWER CHOICES	RESPONSES	
Strong	48.74%	116
Average	43.70%	104
Weak	6.30%	15
Unsatisfactory	1.26%	3
TOTAL		238

Q26 The site principal is accessible to discuss special education issues.

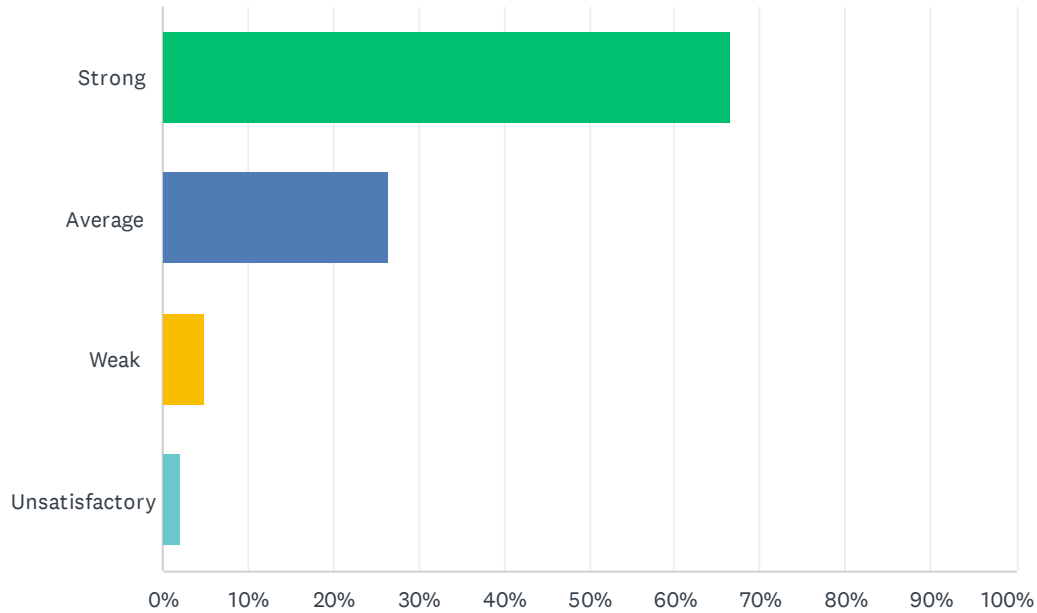
Answered: 247 Skipped: 296



ANSWER CHOICES	RESPONSES	
Strong	58.70%	145
Average	30.77%	76
Weak	7.29%	18
Unsatisfactory	3.24%	8
TOTAL		247

Q27 The site principal promotes equal opportunities for all students to learn.

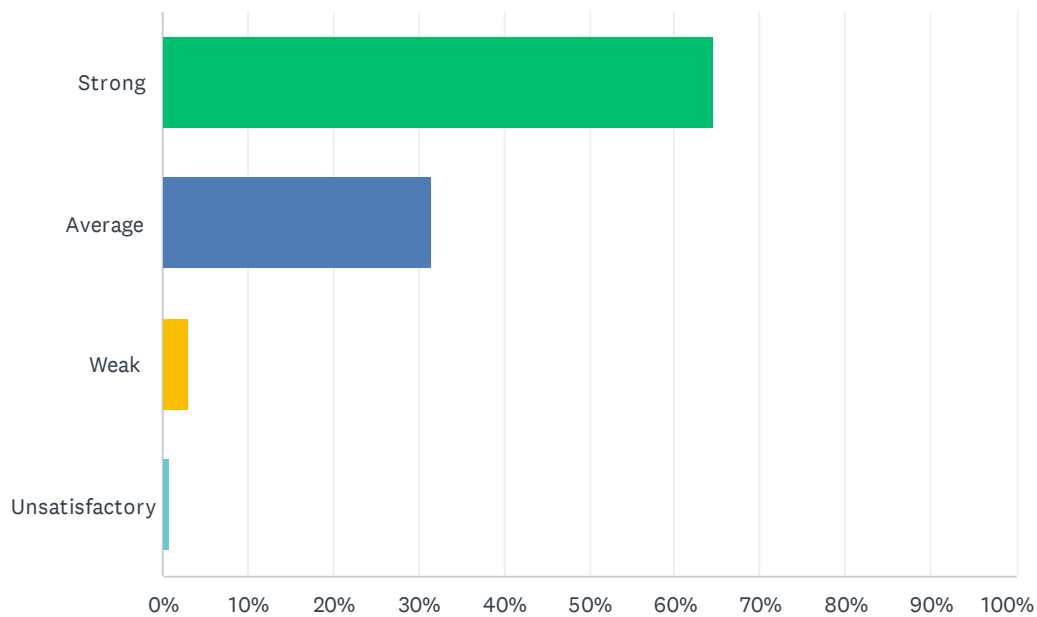
Answered: 280 Skipped: 263



ANSWER CHOICES	RESPONSES	
Strong	66.43%	186
Average	26.43%	74
Weak	5.00%	14
Unsatisfactory	2.14%	6
TOTAL		280

Q28 Staff and students feel safe while attending online classes.

Answered: 478 Skipped: 65



ANSWER CHOICES	RESPONSES	COUNT
Strong	64.64%	309
Average	31.59%	151
Weak	2.93%	14
Unsatisfactory	0.84%	4
TOTAL		478

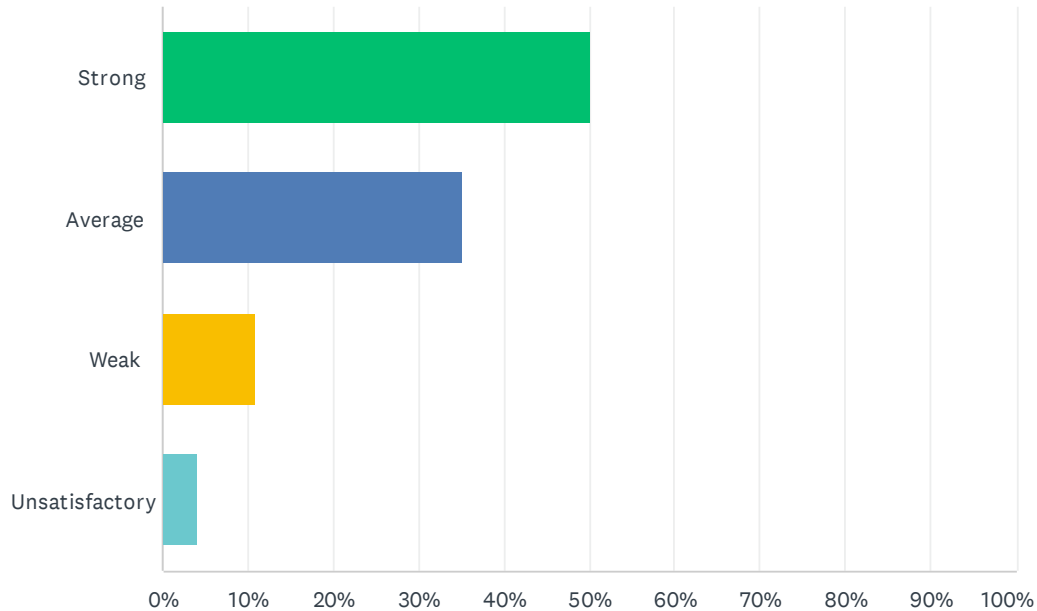
#	COMMENT	DATE
1	I do not know this since I am not teaching virtually	3/21/2022 3:40 PM
2	In person all year.	3/20/2022 6:04 PM
3	No online classes	3/20/2022 5:00 PM
4	N/A	3/18/2022 4:30 PM
5	N/A	3/18/2022 2:06 PM
6	Taylor is fantastic!	2/18/2022 5:56 PM
7	n/a	2/18/2022 11:20 AM
8	NA	2/18/2022 11:20 AM
9	Why online only in this question?	2/10/2022 9:35 AM
10	online or in person.... what safety is involved with online?? As regards to discipline.. it's a good front but like a donut there's holes in the center.	2/9/2022 8:42 PM
11	But we are not attending online classes.	2/9/2022 6:17 PM

2021-2022 BETA Administration/Site Climate Survey

12	I have never felt unsafe in any meeting.	2/9/2022 8:09 AM
13	Except when having to leave campus after dark.	2/8/2022 8:50 PM
14	Students have voiced concerns	2/8/2022 8:08 PM
15	N/A	2/8/2022 7:58 PM
16	no online classes, just isp	2/8/2022 12:06 AM
17	We are no longer online.	2/7/2022 7:50 PM
18	There is always support staff available should a safety issue arise.	1/30/2022 8:25 PM
19	online? yes. in-person? no.	1/30/2022 5:50 PM
20	There are no online classes	1/28/2022 5:45 PM
21	My first year, before Plugge came, I did not feel safe. I feel completely comfortable now.	1/28/2022 9:41 AM
22	We have seen and heard too much of the family atmosphere in the last few years which tends to make you worry as to how safe our students are at home	1/27/2022 8:32 PM
23	There have been many issues with social media and students posting inappropriate content.	1/26/2022 8:31 AM
24	This specifically says online classes. At school I think we all feel safe except the amount of ditching happening. However that is more of a not enough staff due to covid to catch it all, once they are caught, it's handled	1/25/2022 9:44 PM
25	I feel safe, I don't know how one would feel safe if they were completing a class online	1/25/2022 8:57 PM
26	And in person	1/25/2022 3:08 PM
27	The world is crazy right now	1/25/2022 3:04 PM

Q29 Administration has been helpful and supportive regarding student discipline during COVID.

Answered: 518 Skipped: 25



ANSWER CHOICES	RESPONSES
Strong	50.00% 259
Average	35.14% 182
Weak	10.81% 56
Unsatisfactory	4.05% 21
TOTAL	518

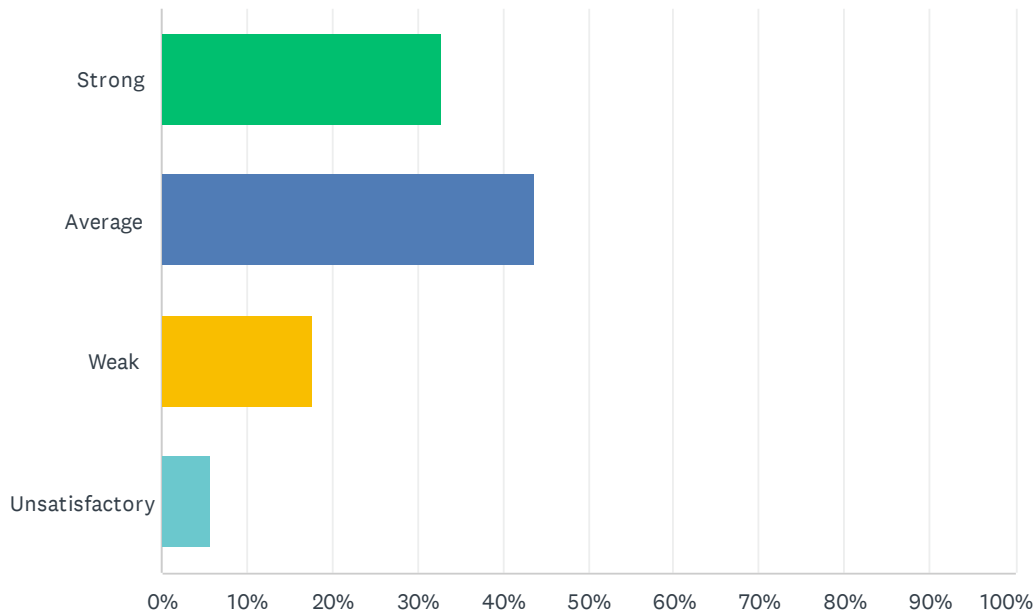
#	COMMENT	DATE
1	n/a	3/21/2022 6:15 PM
2	Not even a little	3/20/2022 6:04 PM
3	Supportive yes....not always the most helpful.	2/22/2022 9:08 PM
4	Social skill class is the answer for everything.	2/19/2022 6:51 AM
5	Taylor is fantastic!	2/18/2022 5:56 PM
6	I really can't say. I don't have any discipline problems that need their attention.	2/18/2022 4:18 PM
7	There are threats to students and altercations weekly with no consequences.	2/18/2022 3:56 PM
8	Hard...this is a different environment.	2/18/2022 11:52 AM
9	Always have supplies on hand or in my room when requested.	2/18/2022 11:49 AM
10	It is hard to tell... students are treated like they are the adult's buddies. I don't know if this so much is the site principals doing or if this is coming down from the district personnel.	2/17/2022 5:25 PM

2021-2022 BETA Administration/Site Climate Survey

11	"There's not much we can do about it." or sends the coach, the apl or the vp to handle it.	2/9/2022 8:42 PM
12	I think discipline is weak, but I think the administration is following district guidelines. For example, some students were caught smoking pot at school, and except for the student who provided it, they were all back at school the next day acting like nothing had happened. That sends the wrong message.	2/9/2022 4:16 PM
13	Daily/Weekly announcements have emphasized safety and positive behavior during COVID.	2/9/2022 8:09 AM
14	Some students are allowed to getaway with too much and they are not properly delt with - often even rewarded.	2/8/2022 8:31 PM
15	I don't feel that much happens when a student is disciplined. It is all like don't do it again this will be taken away but then they don't take anything away.	2/8/2022 8:25 PM
16	N/A	2/8/2022 7:58 PM
17	I think due to the business I have not been trained on how to input information into Aeries. Parent cannot come into class to observe student behavior due to Covid.	2/5/2022 8:57 AM
18	There's no consequences other than the teachers for students.	2/4/2022 7:16 PM
19	Yes! Very supportive. I love the recess rotations.	1/31/2022 11:00 AM
20	The students are very happy to be on campus. Many incentives have been implemented to support positive behavior.	1/30/2022 8:25 PM
21	Had a student call me a whore. Wrote referral and nothing came about it. Like literally nothing. Students come late, leave early and don't do any classwork. Online learning is not working. Students are not doing well. Despite best efforts, communication to families, adjusting activities or teaching students are not engaged. They are working on other devices or playing with toys at home or pets. CBIS IS NOT WORKING. IT IS NOT SUCCESSFUL.	1/28/2022 11:09 PM
22	Very helpful.	1/28/2022 9:41 AM
23	To many are not being held accountable for their behavior and responsibilities	1/27/2022 8:32 PM
24	Have not had to use.	1/27/2022 5:03 PM
25	Cruz(VP) is excellent at working with BIS, contacting parents, and reaching out to all involved to get the the bottom problems.	1/26/2022 7:42 PM
26	What discipline?	1/26/2022 3:03 PM
27	We have a lot of behaviors happening and have repeatedly asked for support. It hasn't happened.	1/26/2022 6:57 AM
28	Several TSS' done, all were accepted, none have been addressed except the ones that the parents request.	1/25/2022 10:57 PM
29	The discipline needed is very small. Admin responds to phone calls, texts, and radio almost immediately. Offers suggestions and coaching on handling issues as well.	1/25/2022 7:04 PM
30	Student behavior has been the worst I have ever seen it this year. I have 10/26 students who go see our behavior specialist weekly to work on bad behaviors. I do not feel that my schools administrators seriously take into consideration student behaviors when doing class placements because it is very uneven at my school.	1/25/2022 5:00 PM

Q30 Teachers have been given or trained to use effective tools to improve online behavior.

Answered: 471 Skipped: 72



ANSWER CHOICES	RESPONSES
Strong	32.91% 155
Average	43.74% 206
Weak	17.62% 83
Unsatisfactory	5.73% 27
TOTAL	471

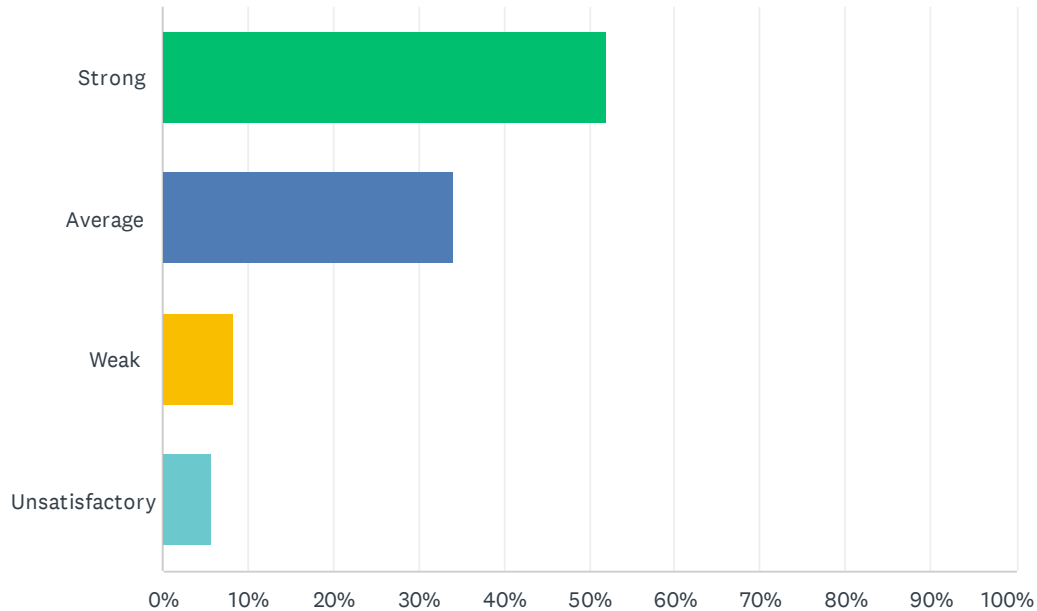
#	COMMENT	DATE
1	n/a	3/21/2022 6:15 PM
2	Not applicable--I don't teach virtually	3/21/2022 3:40 PM
3	N/A	3/18/2022 2:06 PM
4	Given none!	2/22/2022 12:01 PM
5	I just use the mute button.	2/19/2022 6:51 AM
6	Taylor is fantastic!	2/18/2022 5:56 PM
7	There has been no training on tools to use for online behavior that I am aware of.	2/18/2022 12:03 PM
8	n/a	2/18/2022 11:20 AM
9	NA	2/18/2022 11:20 AM
10	We only have one online class so this I don't think is an issue for Williams	2/10/2022 5:38 PM

2021-2022 BETA Administration/Site Climate Survey

11	I have not been trained in this area	2/9/2022 5:51 PM
12	Wherever possible. This is an extremely challenging ask since online students are in the home, being controlled by the parent or guardian present. No amount of training changes that.	2/9/2022 8:09 AM
13	None that I know of.	2/8/2022 8:25 PM
14	N/A	2/7/2022 9:13 PM
15	I have not had any PDs regarding improving student behavior, classroom management or effective online teaching.	2/4/2022 7:16 PM
16	No guidance	1/31/2022 1:25 PM
17	Online behavior is easy to improve as there are few online students.	1/30/2022 8:25 PM
18	NA	1/28/2022 5:45 PM
19	Yes, we have received training and both Plugge and Woodard are really good about answering questions when they come up.	1/28/2022 9:41 AM
20	Very little has been done in this area and again where is the accountability to make the students and parents keep to the agreement of the learning contract-Some of these students have been off campus for close to 3 years-they use Covid as an excuse but can go shopping, take vacations, go to the mall during the day it has really become very dishonest and ridiculous	1/27/2022 8:32 PM
21	Have not had to use.	1/27/2022 5:03 PM
22	No training as of this year.	1/27/2022 12:36 PM
23	NA	1/27/2022 9:43 AM
24	not applicable	1/26/2022 2:03 PM
25	Documentation of students not completing work or being engaged or participate has not been helpful.	1/26/2022 1:02 PM
26	Not needed	1/26/2022 12:58 PM
27	Teacher's are just limited as to what they can do to discipline students during virtual classes.	1/26/2022 8:31 AM
28	During summer institute 2020 not from our school site.	1/25/2022 10:57 PM
29	We haven't been trained about online because we are in person	1/25/2022 9:44 PM
30	we aren't teaching virtual so no tools were needed	1/25/2022 8:57 PM
31	N/A	1/25/2022 7:04 PM
32	Not teaching virtually this year.	1/25/2022 3:08 PM

Q31 When ODR's (office disciplinary referral) are written, the teacher's word is valued and trusted.

Answered: 493 Skipped: 50



ANSWER CHOICES	RESPONSES
Strong	51.93% 256
Average	34.08% 168
Weak	8.32% 41
Unsatisfactory	5.68% 28
TOTAL	493

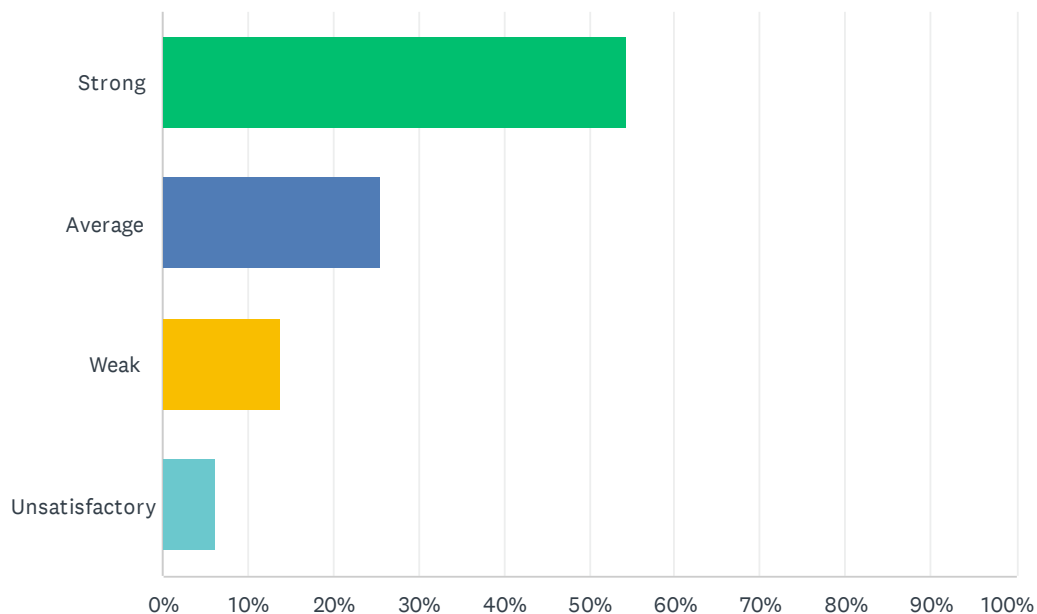
#	COMMENT	DATE
1	n/a	3/21/2022 6:15 PM
2	they are frequently deleted	3/8/2022 1:47 PM
3	No consequences are given for student misbehavior. Teacher OFR are ignored. Emails asking for action are ignored.	2/22/2022 12:01 PM
4	Nobody can remember how to write them. As previously stated, all discipline is referred to the Campus supervisor.	2/21/2022 9:27 AM
5	It falls on the teacher to make sure several attempts were made to connect with the student and or in class discipline was followed.	2/19/2022 6:51 AM
6	not applicable	2/18/2022 3:14 PM
7	Doesn't apply to my class.	2/18/2022 11:49 AM
8	na	2/18/2022 11:44 AM
9	n/a	2/18/2022 11:20 AM

2021-2022 BETA Administration/Site Climate Survey

10	NA	2/18/2022 11:20 AM
11	Need more information and training in this area. It was covered once briefly at start of year	2/9/2022 5:51 PM
12	I can't remember the last time I had a student referred.	2/9/2022 3:17 PM
13	This principal is very serious about the MTSS process and teacher comments are reviewed with an eye toward supporting students and teachers. There are some teachers who need to remember to write referrals that are clear and factual. Clarity is sought when a referral does not follow that guideline.	2/9/2022 8:09 AM
14	Often the teacher's remarks are disregarded or even erased. ODR's seem useless.	2/8/2022 8:31 PM
15	I'm not sure but I think so. The person in charge of discipline honestly never talks to me at all. Not a hi or how are you. Nothing.	2/8/2022 8:25 PM
16	N/A	2/8/2022 7:58 PM
17	I feel everything has been fair and I feel listened to	2/8/2022 7:31 PM
18	N/A	2/7/2022 9:13 PM
19	We don't receive any follow up information from admin when ODRs are input.	2/2/2022 5:35 PM
20	I feel they hear you but they follow-through and follow-up could be improved.	2/1/2022 1:32 PM
21	If they like you yes if not then no.	1/31/2022 1:25 PM
22	Admin is very fair and considers things logically	1/31/2022 11:00 AM
23	We are offered training each year on entering ODR's. ODR entries are respected.	1/30/2022 8:25 PM
24	We aren't told how to do ODR's on students who aren't in our classes.	1/30/2022 5:50 PM
25	Absolutely. I feel that I am fully supported by my Admin team.	1/28/2022 9:41 AM
26	Absolutely not -many times it is deleted from the file.	1/27/2022 8:32 PM
27	Have not had to use.	1/27/2022 5:03 PM
28	No action is taken and the teachers is often asked to apologize.	1/26/2022 3:03 PM
29	None of my behaviors have been addressed.	1/25/2022 10:57 PM
30	I don't know because I have never been asked about any ODR. VP does an excellent job of assigning detentions for tardies.	1/25/2022 8:57 PM
31	I have no idea.	1/25/2022 6:32 PM
32	What referrals? We can't write actual referrals, and if we do they might be removed. Only minor discipline on Aeries. I was told to stop writing them for a specific student when they got too many. This has happened more than once.	1/25/2022 5:20 PM
33	I have written so many referrals for the same couple students who take away the opportunity to learn away from others by making consistent poor choices and I feel like I'm wasting my time doing so. Nothing is ever done about referrals at my school.	1/25/2022 5:00 PM

Q32 My site has a positive atmosphere.

Answered: 538 Skipped: 5



ANSWER CHOICES	RESPONSES
Strong	54.46% 293
Average	25.65% 138
Weak	13.75% 74
Unsatisfactory	6.13% 33
TOTAL	538

#	COMMENT	DATE
1	I keep telling myself it is time to do like everyone else and leave for a better campus, which is likely any of them.	3/20/2022 6:04 PM
2	The coach, intervention specialist, Ms. Gardea and the Campus supervisor all do their jobs with their eye on the ball. By that they understand students needs are met when teachers are supported. Issac Hedgemon is still ineffective. I didn't know how much until Ms. Gardea started working with students. The biggest morale buster is the office. We had a great opportunity with Sissy and Rachel moving on to really change the culture. Not with Cyndi Valencia there!! We're back to only getting supplies one day a week, because it is difficult for THEM. No attendance until 9:00, because it is difficult for THEM. Stay out of the office between 7:30 and 8:00, because it is busy for THEM. Then a day or two later, we are chewed out because nobody is getting the lunch count in. This is because 8:30 is a natural breaking point before we start instruction and 9:00 is in the middle of a teaching block. No grace for the teachers!! Cyndi sent out a plea for TEACHERS to get in contact with the parents to get them to sign contracts. I don't mind sending out a parent square, but WE DO NOT HAVE THE TIME TO CALL. I was told how great Cyndi is because she works on Saturdays and weekends. Seriously?? Teachers do that ALL THE TIME!! See how you are overwhelmed with Independent study and no help?? That's how teachers work ALL THE TIME. Welcome to the club!! Also, they have little potlucks and luncheons. Everybody orders with their grade level all	2/21/2022 9:27 AM

2021-2022 BETA Administration/Site Climate Survey

the time, everyone expects the office to do it too. I don't know what it is, but somehow they come off as a morale buster.

3	The campus is divided between the vaxed and the unvaxed.	2/19/2022 6:51 AM
4	Taylor is fantastic!	2/18/2022 5:56 PM
5	The teachers all get along great. We are constantly concerned about administration.	2/18/2022 4:33 PM
6	My grade level team is the best. We help one another. The office is getting better but before you would call and they took a tally on how many times that we bothered them. An actual teacher walked in and heard them comment ..She came right to me in tears of their negative comments. There are many times that they wouldn't answer their phones. and the isb procedures were let's throw it all on the teachers because the teachers are getting paid.	2/18/2022 4:18 PM
7	Staff members enjoy coming to work each day here at Horace Mann.	2/18/2022 12:47 PM
8	Office staff is all new, old staff all left. Felt like it was the office against the teachers in the beginning but it is better now.	2/18/2022 12:03 PM
9	Best decision I ever made was to transfer to this site. My heart is happy.	2/18/2022 11:49 AM
10	We have wonderful people on our campus. The adults work together and uplift each other. We support each other.	2/17/2022 5:25 PM
11	I feel very anxious when I see the principal because every interaction with her is negative. I am very often stressed out when she visits my classroom because every interaction with her is negative. I feel that I can't do anything right for her.	2/11/2022 3:54 PM
12	Times have been hard, but I think admin has been supportive, and as a whole school unit, Williams teachers and staff support one another. I am happy to be part of this team.	2/10/2022 5:38 PM
13	Need more supervision by support staff in all halls during recess, before and after school	2/9/2022 5:51 PM
14	It is usually positive, but everyone is exhausted, stressed, and overworked. It is all about Covid, extra responsibilities for all staff, and not about teaching.	2/9/2022 4:16 PM
15	The atmosphere is very positive. The principal has fun with the students and participates in all the silliness that elementary students love (dressing up like a 100 year old lady on the 100th day of school, decorating her car for the literacy event) and also brings treats and surprises for the staff. She highlights a staff member every week in the weekly calendar and truly cares about the well-being of others.	2/9/2022 8:09 AM
16	Not much interaction outside of grade levels.	2/9/2022 6:19 AM
17	I do think we have a positive atmosphere. It has been tested greatly during the past two years.	2/9/2022 5:08 AM
18	While I say weak to this answer, there are some amazing teachers and staff that make this the school site to be at. Almost everyone at this site is warm, kind, and genuinely caring. If it wasn't for the dark cloud of blatant favoritism, this would be the school everyone would want to be working at.	2/8/2022 8:31 PM
19	I have had a few issues where a teacher found out that I am gay and then she kept giving me dirty looks. Along with her team in first grade. It made me feel so weird cause like who cares. I didn't say anything because I don't know if I am being sensitive or not but still it is weird that she will basically not talk to me when she doesn't even know me.	2/8/2022 8:25 PM
20	Atmosphere has greatly changed since change in admin.	2/8/2022 8:12 PM
21	We are afraid of her. We are always afraid of retaliation. She has harassed certificated and classified staff. Everyone is afraid of making her mad. She does a lot of nonre-elects and a lot of classified staff do not make it past probation.	2/8/2022 7:54 PM
22	Principal has made it almost impossible to feel a positive atmosphere. She dictates directives but then will modify them to her convenience. She appears to have difficulty respecting staff. We are ALL employees of the district and should not be spoken to like we are her children. Two days into the school year I wanted to leave the district because of her horrible attitude.	2/5/2022 7:12 AM
23	My site is afraid of COVID, therefore it's more like a fearful atmosphere.	2/4/2022 9:59 PM
24	It feels very negative this year. I stress about coming each day due to concerns of being	2/3/2022 2:59 PM

2021-2022 BETA Administration/Site Climate Survey

	criticized about something whether it be my positivity, smiling, or teaching.	
25	Curran is a great place to work.	2/3/2022 1:19 PM
26	Like I said before the staff has done an amazing job in being extremely friendly and personable with everyone. There isn't a staff member on campus that I would be intimidated to ask for help or advice when needed.	2/1/2022 6:55 PM
27	My site has a positive atmosphere. We have COVID-19 protocols in place, but we still keep each other encourage and support each others. We make the magic happen. We have "Fun Fridays" and we check on each other.	2/1/2022 1:32 PM
28	It is sickening how bad this campus has become. What use to be a family is torn by the horrible admin leadership. Teachers are scared and isolated to become a target. New teachers come to our school to be ran off. Admin talks about staff to other staff. This school needs help and need guidance. The admin and academic coach are not leading school they are destroying it.	1/31/2022 1:25 PM
29	Yes, as good as it can be with all of this covid stuff.	1/31/2022 11:00 AM
30	We have some amazing teachers and staff, but despite that, the overall environment is toxic and negative.	1/31/2022 9:05 AM
31	The entire staff supports each other, even more so during this unique time of COVID protocols.	1/30/2022 8:25 PM
32	COVID has had a detrimental effect to our school site. I notice teachers, especially new teachers, are not as open. Their is lack of relationships among colleagues.	1/29/2022 7:17 AM
33	Staff told not to take time off or given hard time if you do. office and cafeteria told not to talk. No inviting break room or space. No moral check ins. Rarely see admin on yard interacting. Worst year yet.	1/28/2022 11:09 PM
34	Yes, there is a great atmosphere on campus. The culture here has grown into something I am proud to be a part of.	1/28/2022 9:41 AM
35	I love working at Noble for this very reason. Staff and admin are friendly, supportive, and helpful.	1/28/2022 5:19 AM
36	Among certain members of the staff -definitely a division among the grade levels -some do not even respond when another staff member says good morning	1/27/2022 8:32 PM
37	Rapport and spirit are at a low point	1/26/2022 11:35 PM
38	The culture of this school is amazing.	1/26/2022 5:06 PM
39	I LOVE MY SCHOOL SITE AND ALL THE STAFF. WE HAVE A VERY POSITIVE ATMOSPHERE HERE AT MLK.	1/26/2022 12:46 PM
40	The negative feelings at our school are caused by people who are angry about the pandemic in general.	1/26/2022 12:44 PM
41	The weight of the work that needs to get done is definitely not equally distributed. Some staff have it easy with very little to do and a lot of down time, while others are overwhelmed and doing the jobs of others. This makes for a stressful environment and feeling of inequality.	1/26/2022 12:44 PM
42	Our campus is hanging on to any type of positivity, but are losing that spirit very fast. We are all frustrated, waiting for the pandemic to end, and to return to what used to be "normalcy". The constant absences of both staff and students takes a toll in the classroom. Students are not motivated, teacher's are overworked, and there's no end in sight.	1/26/2022 8:31 AM
43	Its been a tough year. Many of us do not feel positive and are looking at transfers or moving out of the district completely.	1/25/2022 10:57 PM
44	We have a school site social committee that spreads lots of positivity!	1/25/2022 10:45 PM
45	We are a hidden gem of BCSD	1/25/2022 7:04 PM
46	The site is wonderful, the issue is the other special Ed staff on campus, at times it is very uncomfortable and I feel very as I constantly have double it not more than those classes and when they need support, I have to give it, but even when they have 2 kids and 3 aides, they	1/25/2022 6:46 PM

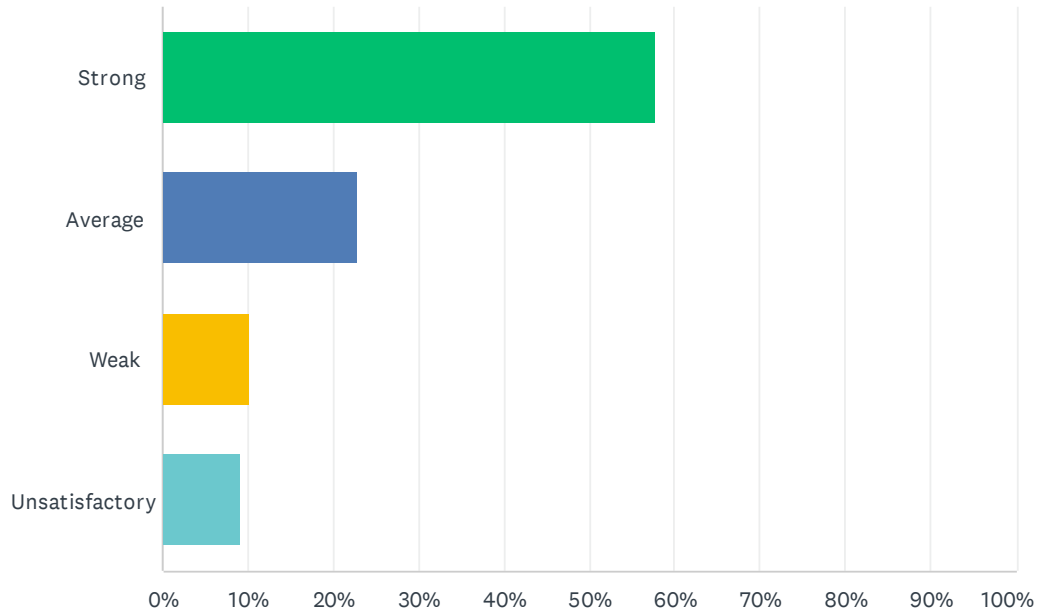
2021-2022 BETA Administration/Site Climate Survey

still do not send help or expect me, who has nine kids and 5 with extremely aggressive behaviors to spare an aide to assist in a class with 4 kids.

47	Absolutely	1/25/2022 6:32 PM
48	Great co-workers, overall good site and school. I have been told horrible things by our administrator however. I'm obviously not well liked.	1/25/2022 5:20 PM

Q33 I would recommend my site to other employees and prospective teachers.

Answered: 534 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strong	57.68%	308
Average	22.85%	122
Weak	10.30%	55
Unsatisfactory	9.18%	49
TOTAL		534

#	COMMENT	DATE
1	I would recommend all my sites to other employees and prospective teachers.	3/21/2022 3:40 PM
2	Do not come to Eissler until we have new leadership.	3/21/2022 3:06 PM
3	If you have to come here I would check to see if anyone else is hiring.	3/20/2022 6:04 PM
4	If you come here you will not stay long.	3/20/2022 5:43 PM
5	Do not come here.	3/20/2022 5:04 PM
6	There was a time Mt. Vernon was a good school to be at, this is not that time Stay away while Mrs. Prieto is here.	3/20/2022 5:00 PM
7	Sequoia has gotten so much better this year!	3/20/2022 4:09 PM
8	Best school and staff I have ever worked for.	3/20/2022 4:08 PM
9	Not until administration changes.	3/18/2022 4:45 PM
10	I would! Mr. Tapia is a really smart, compassionate person, with a real commitment to student	2/21/2022 9:27 AM

2021-2022 BETA Administration/Site Climate Survey

achievement. The only negatives are the office, passing the buck with discipline, and the micromanaging.

11	This is a very challenging school site. It is not for everyone. Not bad, just tiring.	2/18/2022 8:48 PM
12	Taylor is fantastic!	2/18/2022 5:56 PM
13	We have been told it is difficult to get subs to come to our campus (even before Covid)	2/18/2022 4:39 PM
14	Not to a new teacher and not to a seasoned teacher that isn't their friend before.	2/18/2022 4:18 PM
15	MLK is the best school!!!! I've been teaching for a long time,I've seen the good , the bad, and the ugly. At MLK we have a meaningful,trustng, low stress school climate. (For now) I hope it never changes. I think that our STEAM school should be a model for the rest of the district.	2/18/2022 12:55 PM
16	Horace Mann is an amazing site. The staff is supportive and the students are amazing.	2/18/2022 12:47 PM
17	This is a special place and not for people who are easily offended by kids	2/18/2022 12:47 PM
18	100%	2/18/2022 11:49 AM
19	Not with this administration. The teachers are amazing, but it can be hard to teach with no back up on discipline issues with students.	2/18/2022 8:02 AM
20	I have!	2/9/2022 9:01 PM
21	Teaching in K - 12 anywhere is something I would not recommend at this time. Much change and support for teachers is needed.	2/9/2022 5:51 PM
22	I would normally, but not right now.	2/9/2022 4:16 PM
23	It is not always easy to work at a school like Downtown Elementary. Our parents are very demanding. Teachers who are used to working at BCSD schools where parents are not engaged might find the level of parent involvement here to be a little intense. It's a different dynamic than a lot of BCSD schools.	2/9/2022 3:17 PM
24	I would definitely recommend this site to other employees and prospective teachers. They will find a challenging student population but will also find support in all aspects of the work. This principal is a strong leader.	2/9/2022 8:09 AM
25	It is not a site that is geared towards new teachers. Support is limited and many new teachers are drowning.	2/9/2022 6:19 AM
26	Fletcher is a great place to work!	2/9/2022 5:08 AM
27	I truly appreciate our administrators, Mrs. Short and Ms. Beed. They are hardworking and supportive to our students, staff, and parents. Thank you to our Support Staff Ms. Abraham, Mrs. Tapia, Mrs. Hacker, Mrs. Borreli, and Ms. Peter for their continued support and dedication.	2/8/2022 9:31 PM
28	If you don't mind the fact that you will never get ahead or be respected like the chosen few - I recommend this school site to anyone who is okay with that. On the other hand, if you can become close friends with and are able to get into the clique of friends that surround the principal - you won't be any happier than here.	2/8/2022 8:31 PM
29	Yes because I want more diversity and people who have different opinions at my school.	2/8/2022 8:25 PM
30	I do often!	2/8/2022 8:02 PM
31	I would only recommend if they were tenured to work on our site.	2/8/2022 7:54 PM
32	Good staff, but students are rough. So, if you don't mind rough students, then working at Longfellow is nice.	2/8/2022 7:47 PM
33	I love hort!	2/8/2022 7:31 PM
34	No. I do not think it is supportive for prospective teachers like myself because I do not think everyone is treated fairly especially during a pandemic.	2/5/2022 8:57 AM
35	Before this principal was hired....ABSOLUTELY!!!!!!!!!! NOW NEVER!!!!!! We are all trying to rebuild ourselves after the worldwide catastrophic and the last thing we need is to have a principal that rolls her eyes, is confrontational in front of parents and other staff, is NOT	2/5/2022 7:12 AM

2021-2022 BETA Administration/Site Climate Survey

approachable and thinks she owns staff. In all of my years as a professional, I am sad to say this has been the WORSE experience at a school site. Administration from the ED.Center seriously need to talk to her about professionalism in the workplace.

36	Unfortunately I would not recommend my site to another person in education. Teachers feel unappreciated, invisible and overworked.	2/4/2022 7:16 PM
37	Given the location of the site and the surrounding area I am always pleasantly surprised that there are not more issues, particularly in regard to behaviours. The issues that do arise are dealt with quickly. I enjoy being at this site.	2/2/2022 3:29 PM
38	Absolutely! Great school, great staff, and amazing support to all teachers!	2/1/2022 6:55 PM
39	I would strongly recommend my site to other employees and prospective teachers. The culture and climate is positive and supportive. We agree to disagree sometimes but we remain a close knit unit. We celebrate and build each other up with encouraging words and air hugs. We feel the pressure, but it is a little lighter when you have support from all angles.	2/1/2022 1:32 PM
40	Absolutely...unless you don't want to do what's best for kids. Then you might want to go somewhere else.	1/31/2022 11:00 AM
41	After this year, I will be leaving. I can no longer work for this admin. I won't survive.	1/31/2022 9:05 AM
42	Our school has always been known as a preferred place to work.	1/30/2022 8:25 PM
43	Overall, yes I do recommend my site to other employees and prospective teachers. I know my administration is for us and wants the best for us and our students.	1/29/2022 7:17 AM
44	I would and I have. Mrs. Plugge is a great principal to work under. She is fair, honest, and professional. She hold everyone on campus to a high level. Mrs, Woodard always has a smile on her face and is always willing to help when needed.	1/28/2022 9:41 AM
45	Not sure at this time-we are very supportive of each other on the same grade level - but the morale is pretty low right now- not sure what it would take to get it on a more positive tone	1/27/2022 8:32 PM
46	The teachers are great.	1/27/2022 5:03 PM
47	I HAVE. DEFINITELY!!!	1/27/2022 7:57 AM
48	Find another site!	1/27/2022 1:15 AM
49	In the decade that I have been here I have never done so. I have seen so many talented educators flee this site due to administration (current and past) and nothing has changed. Our location has its challenges, but our staff deserves something better from administration and the district.	1/26/2022 7:42 PM
50	Noble is a wonderful school to work out. Children are basically well behaved. Parents mostly care and value education. Admin is helpful, understanding and supportive. While there is necessary paperwork and lesson plans, it is not excessive. The school environment is safe and the staff is friendly.	1/26/2022 7:17 PM
51	Absolutely not	1/26/2022 2:41 PM
52	I WOULD MOST DEFINITELY RECOMMEND THIS SCHOOL SITE.	1/26/2022 12:46 PM
53	Absolutely love the staff and school!!	1/26/2022 9:28 AM
54	Stiern is a great campus. The staff is great! This site can be challenging, but the staff genuinely care for each other and do what they can to make sure that each other succeeds in their roles.	1/26/2022 8:31 AM
55	Nope. There used to be so much support. This is a stressful environment and many of us are not happy. Covid has a hand in some of it, but it could be better.	1/25/2022 10:57 PM
56	Absolutely love my school!	1/25/2022 10:45 PM
57	I love working at Hort!	1/25/2022 4:34 PM
58	The administrator is just like most administrators in the district - a puppet. There are no innovators or true leaders because leadership is weak in the district. We are a district without vision, guidance, or direction and we are all sinking from lack of direction and clear expectations.	1/25/2022 4:25 PM

2021-2022 BETA Administration/Site Climate Survey

59	McKinley School is such a great school site to work at. It's safe, teachers and staff are respected plus respectful. The site administrator is easy to talk to and is eager to listen to us. She has a great working relationship with everyone. I haven't heard one negative comment from anyone about her.	1/25/2022 4:17 PM
60	I send my own child to Cato. Many other teachers do as well.	1/25/2022 3:27 PM
61	No comment	1/25/2022 3:18 PM
62	Best school!!	1/25/2022 3:08 PM