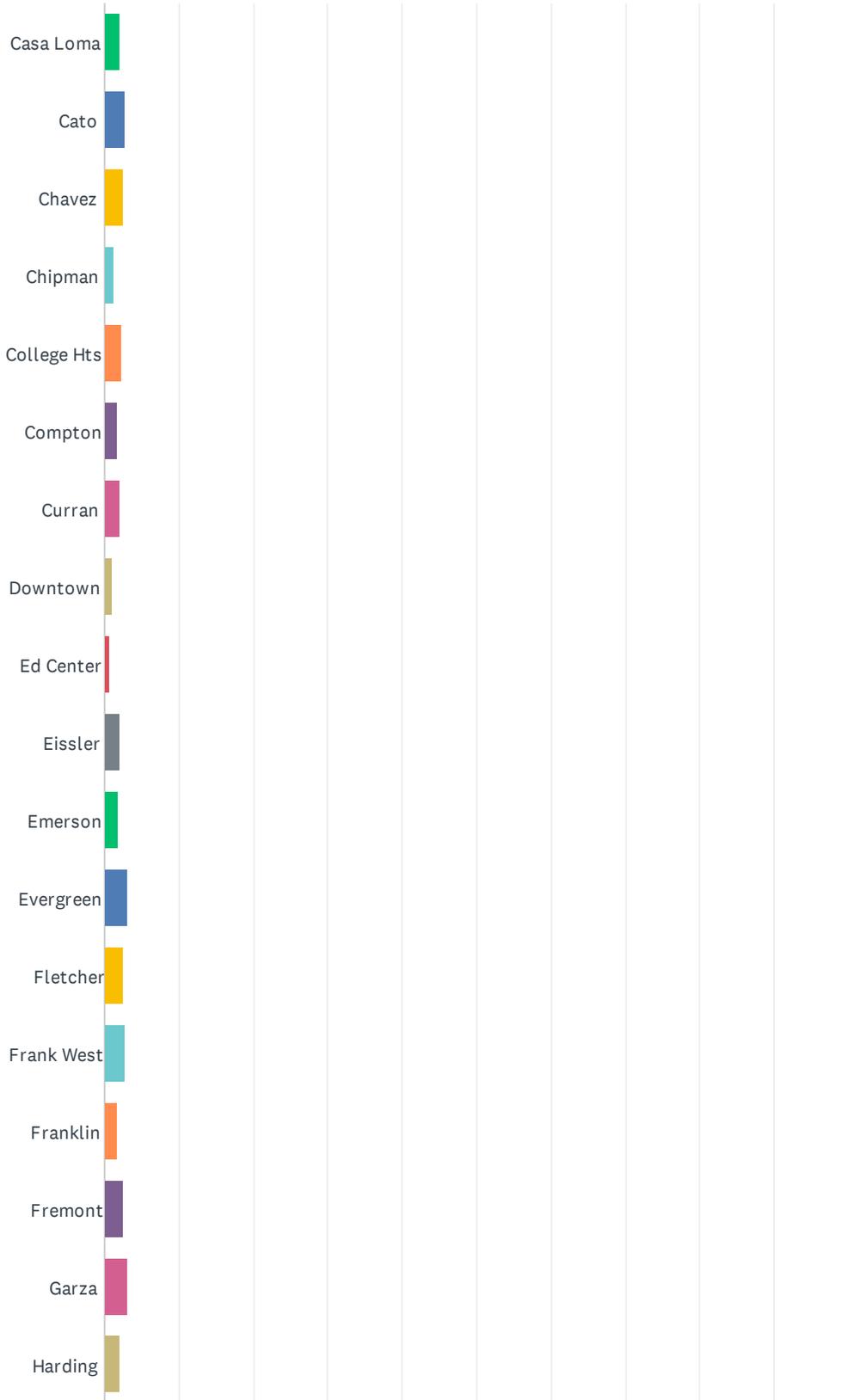


Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

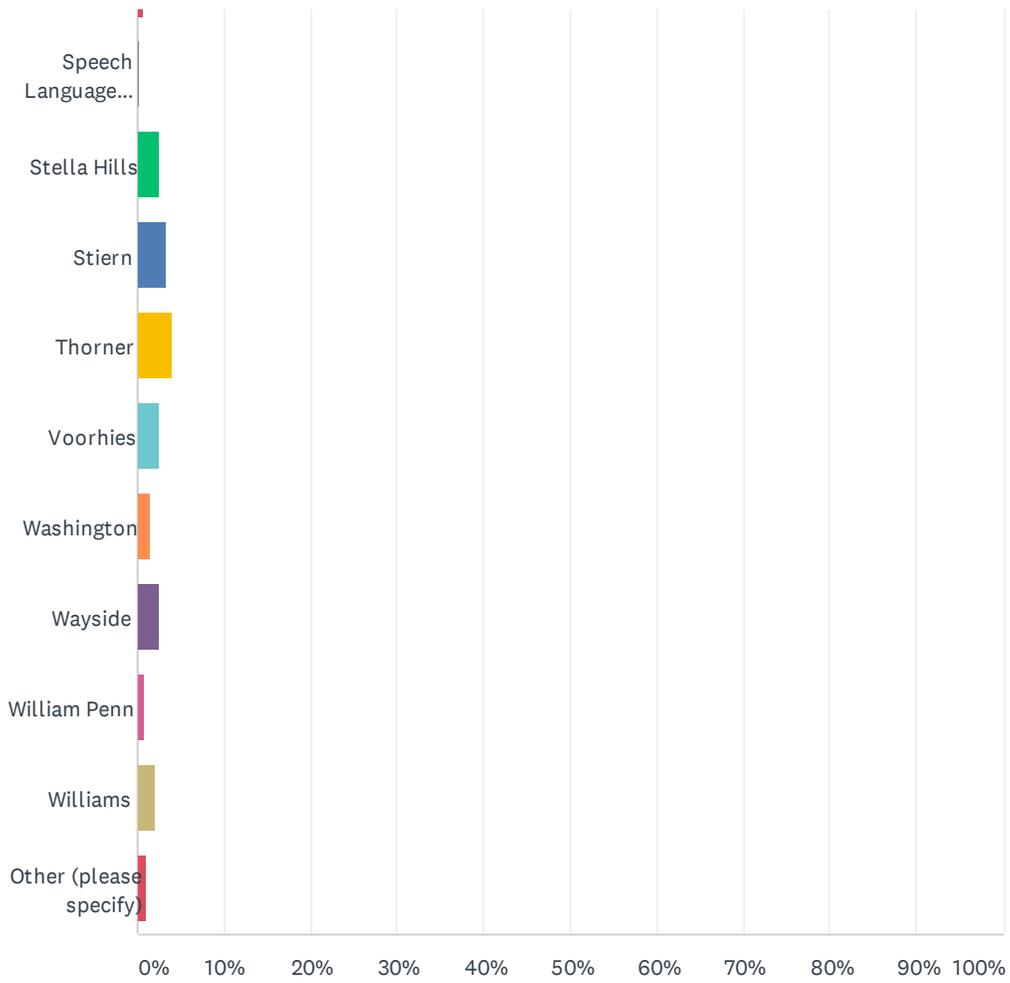
Answered: 690 Skipped: 1



2020-2021 BETA Administration/Site Climate Survey



2020-2021 BETA Administration/Site Climate Survey



2020-2021 BETA Administration/Site Climate Survey

ANSWER CHOICES	RESPONSES	
Casa Loma	2.03%	14
Cato	2.75%	19
Chavez	2.46%	17
Chipman	1.30%	9
College Hts	2.32%	16
Compton	1.74%	12
Curran	2.03%	14
Downtown	1.01%	7
Ed Center	0.72%	5
Eissler	2.03%	14
Emerson	1.88%	13
Evergreen	3.04%	21
Fletcher	2.46%	17
Frank West	2.75%	19
Franklin	1.59%	11
Fremont	2.46%	17
Garza	3.19%	22
Harding	2.03%	14
Harris	2.32%	16
Horace Mann	3.04%	21
Hort	2.46%	17
Jefferson	0.29%	2
Longfellow	2.61%	18
McKinley	2.32%	16
MLK	2.75%	19
Mt. Vernon	2.46%	17
Munsey	2.03%	14
Nichols	2.75%	19
Noble	1.88%	13
Nurses	0.72%	5
Owens Intermediate	2.03%	14
Owens Primary	1.59%	11

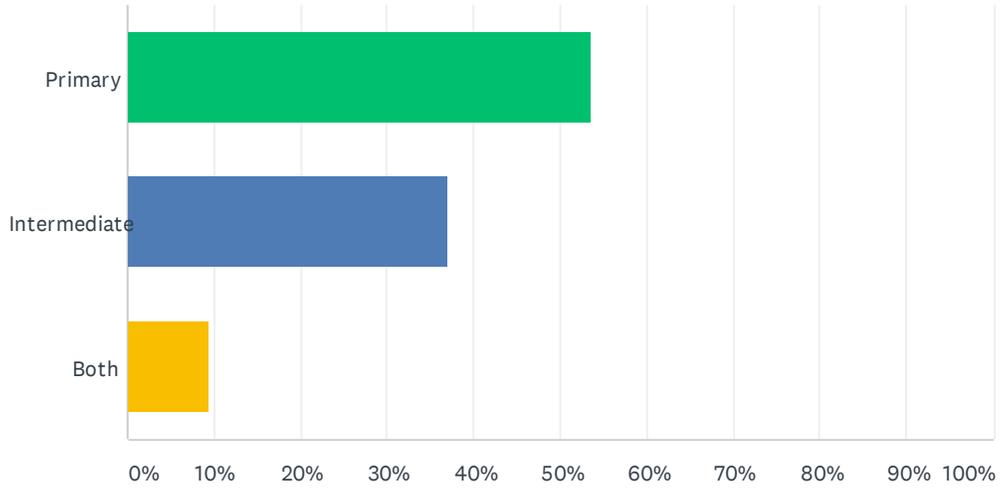
2020-2021 BETA Administration/Site Climate Survey

Pauly	2.03%	14
Pioneer	3.62%	25
Rafer Johnson	0.58%	4
Roosevelt	2.03%	14
Sequoia	1.45%	10
Sierra	2.75%	19
Special Ed Office	0.72%	5
Speech Language Pathologist	0.29%	2
Stella Hills	2.61%	18
Stiem	3.33%	23
Thorner	3.91%	27
Voorhies	2.46%	17
Washington	1.45%	10
Wayside	2.46%	17
William Penn	0.87%	6
Williams	2.17%	15
Other (please specify)	1.01%	7
Total Respondents: 690		

#	OTHER (PLEASE SPECIFY)	DATE
1	State Pre-K	2/19/2021 8:17 AM
2	Rafer Johnson Children Center	2/18/2021 7:30 PM
3	Home	2/18/2021 12:07 PM
4	school health	2/4/2021 5:47 PM
5	Independent Contractor-Retired BCSD Speech Pathologist	2/4/2021 2:25 PM
6	Visual and Performing Arts	2/1/2021 6:29 AM
7	Rafer Johnson childrens center	1/30/2021 1:06 PM

Q2 Instructional Grade Level or Support Services

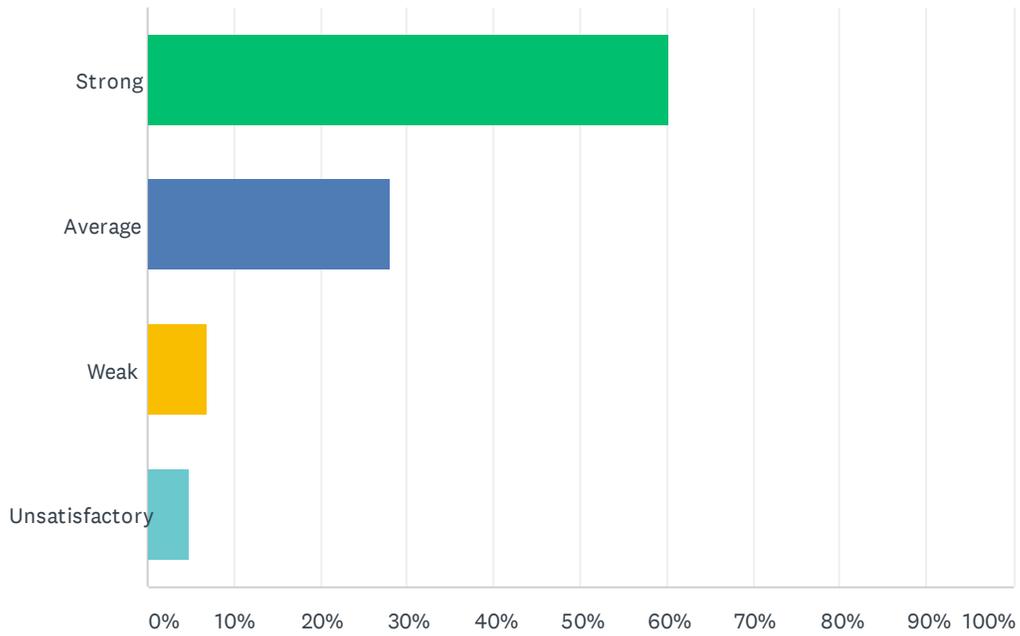
Answered: 679 Skipped: 12



ANSWER CHOICES	RESPONSES	
Primary	53.61%	364
Intermediate	36.97%	251
Both	9.43%	64
TOTAL		679

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

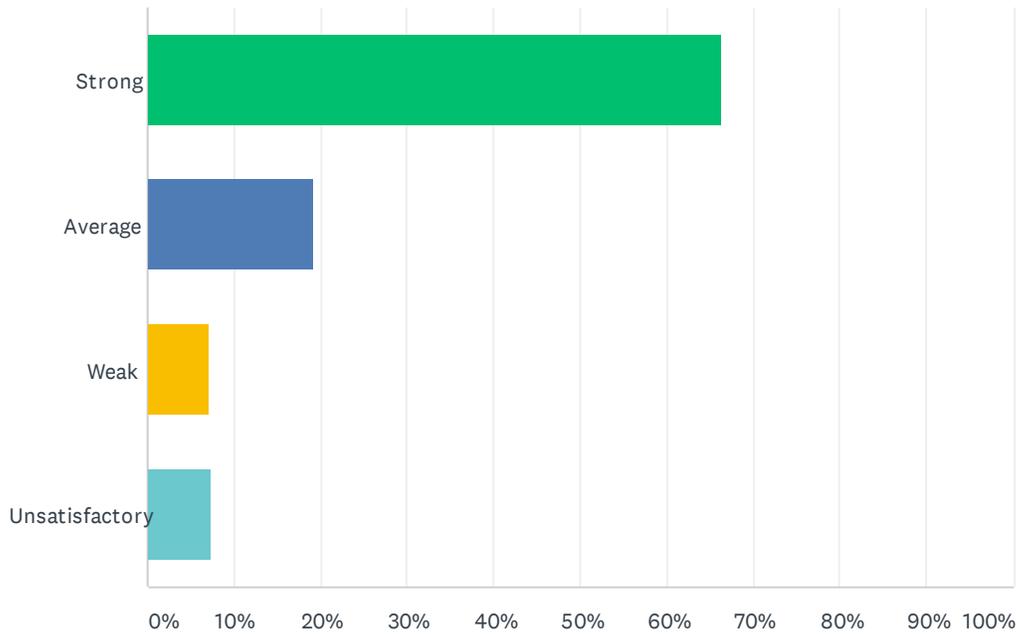
Answered: 690 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	60.29%	416
Average	28.12%	194
Weak	6.81%	47
Unsatisfactory	4.78%	33
TOTAL		690

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

Answered: 690 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	66.38%	458
Average	19.28%	133
Weak	7.10%	49
Unsatisfactory	7.25%	50
TOTAL		690

2020-2021 BETA Administration/Site Climate Survey

#	COMMENT	DATE
1	Davidson is just mean.	2/23/2021 1:20 PM
2	There is very little respect for teachers. It is her way or else.	2/23/2021 12:15 PM
3	The Principal seems to actually look down on staff and even parents.	2/23/2021 11:44 AM
4	Caring, compassionate, and understanding.	2/20/2021 9:31 PM
5	Information is withheld on a regular basis.	2/19/2021 10:11 PM
6	Information is inaccurate. Lack of support and concern towards teachers.	2/19/2021 4:35 PM
7	I don't feel respected by the principal; not valued by principal (didn't have option to participate in the staff xmas parade and card for example)	2/19/2021 12:40 PM
8	I have enjoyed 18 years at Casa Loma. I feel less as a valued member the last few years, with the new administration.	2/19/2021 7:45 AM
9	Not sincere, and doesn't value her staff. She is not friendly .	2/18/2021 11:47 PM
10	If you TRY to give a response back to something that was seen and it was not accurate, it's best not to say anything. We are given constructive criticism with evaluations but I've never felt like I can correct or clarify what was going on at the time.	2/18/2021 8:19 PM
11	Certain staff members are favorites and others are picked on. Admin. takes sides with their favorite staff and gives them special treatment.	2/18/2021 7:49 PM
12	I feel like all staff is treated with respect but I definitely feel unappreciated and overlooked in favor of the favorites of the admin.	2/18/2021 6:50 PM
13	Administration is very supportive.	2/18/2021 6:16 PM
14	Lemuel Kwon has been a hindrance rather than a help in all aspects of virtual learning. She has disseminated information provided by the district, however, has not fulfilled her duties as an administrator when it comes to any leadership form whatsoever. She feels it appropriate to reprimand staff with no consideration for the nature of the work required to complete the duties of a teacher working virtually.	2/18/2021 5:20 PM
15	I feel like if my principal could get rid of me she would.	2/18/2021 5:11 PM
16	There are days where I feel like Mrs. Fitch is very sensitive to my needs and respects me, and there are also times where I feel unvalued and unappreciated.	2/18/2021 5:08 PM
17	The teachers at Nichols are treated like naughty children. Tapia micromanages us. The worst was last year when we had a Math coach. Kim Larkin drove everyone crazy. She was like a little yappy dog always nipping at our heels. All we ever heard was how badly we did things. She always let us know that she had Tapia's blessing. Thanks to her, we had to work with Claudia, the district math guru. We had to plan with her for 2 months like we were first years! The ideas and methods were utter nonsense. Meeting with them was a waste of time. But since Tapia clearly thinks we're morons to force us into something as useless as that! We never have any input. Hours for classified have been bumped up every year. Why? They are rude and useless. Probably so there is more time to get in the teacher's business. We don't get support, we get harassed.	2/18/2021 5:00 PM
18	Rarely do we receive words of encouragement (via email etc.).	2/18/2021 4:20 PM
19	P and VP rock!! I believe what they tell me and that they view my time as valuable.	2/18/2021 4:12 PM
20	Yes! She is an amazing administrator. She always listens to all staff members and values every ones opinion.	2/18/2021 3:23 PM
21	Vice Principal is mean and does not care.	2/18/2021 3:19 PM
22	We have amazing leadership at Sierra! I am happy to be a Spartan.	2/18/2021 3:02 PM
23	Respectful and sympatric to everyone needs	2/18/2021 2:52 PM
24	My admin is really helpful, and supportive. I feel special. I feel welcomed. I am new this year, and I feel valued. All admin and office staff have been very kind, welcoming, and helpful. :)	2/18/2021 2:42 PM

2020-2021 BETA Administration/Site Climate Survey

25	Great listener, doesn't always follow through.	2/18/2021 2:32 PM
26	Teacher opinion is not valued.	2/18/2021 2:07 PM
27	The principal yelled at me twice even though he was making a mistake.	2/18/2021 2:07 PM
28	Singles out certain employees. Criteria is not equitable treatment for all staff. Favoritism.	2/18/2021 2:04 PM
29	Our site administrator is always taking into consideration the input we provide.	2/18/2021 1:45 PM
30	I have been called unprofessional for asking questions, even though I've been told that admins doors are always open.	2/18/2021 1:22 PM
31	Mrs. Short is great, Mrs. Tapia not so respectful, she likes to threaten people. Ms. Beed is fine but not very intelligent.	2/18/2021 1:11 PM
32	Administration praises staff in numerous ways.	2/18/2021 1:05 PM
33	Dayna is amazing at making sure her staff has everything they need to do their job. She has been very supportive during this time.	2/18/2021 12:54 PM
34	Mrs. Jensen is a true leader. She treats all of her staff with respect. She calls us her family. She always makes herself available and we can go to her with any problem that comes up. She truly is a great principal.	2/18/2021 12:49 PM
35	The principal has favorite staff so I would definitely say no. She lacks empathy towards people problems and shows very low leadership skills.	2/18/2021 12:42 PM
36	Not the vice principal. She does not treat staff with much respect. Everyone else is great.	2/18/2021 12:40 PM
37	lack of concern for teacher safety during planning for in-person instruction	2/18/2021 12:29 PM
38	Very caring and thoughtful administration at Franklin that wants to help everyone succeed.	2/18/2021 12:18 PM
39	Mrs. Baker is amazing. As principal, she has the ability to see things from all perspectives. She gives clear directions when the district provides her with clear directions.	2/18/2021 12:15 PM
40	Unfair expectations for certain people, doesn't treat all staff equally. Favoritism.	2/18/2021 12:14 PM
41	The Principal, Academic Coach and Reading Specialist do. The Vice Principal Does NOT	2/18/2021 12:11 PM
42	I am often treated like I'm stupid and I need someone to help me all the time because of it.	2/18/2021 12:06 PM
43	I ask for supplies and they say special ed. should get it for me. My students did not get supplies no sped. students recieved the 25 per student in August.	2/18/2021 12:04 PM
44	Site administration has their favorites and unless you hang out with them outside of school, you will never get the respect you deserve.	2/18/2021 12:01 PM
45	Washington Middle Schools current administration is excellent and supportive.	2/18/2021 12:00 PM
46	Excellent!!!	2/18/2021 11:58 AM
47	Ms. Stamper, Mr. Richardson, and the ENTIRE staff have been respectful and very supportive. From Principal and Vice Principal all the way to the nutrition staff, teachers, etc.	2/18/2021 11:54 AM
48	Top down. Poor moral throughout.	2/18/2021 11:53 AM
49	Rude and demeaning to teachers.	2/18/2021 11:51 AM
50	I am treated in a professional manner.	2/18/2021 11:51 AM
51	I feel like admin is doing the best job they can given the situation.	2/18/2021 11:49 AM
52	Admin is respectful, honest, and direct. Admin makes me feel part of the team and welcomed into the new school. I do not feel awkward or pressured. When I got COVID-19, Admin was respectful and offered me whatever support that I needed or asked for. Thank you.	2/18/2021 11:46 AM
53	We need more support through virtual learning; more comunication.	2/18/2021 11:44 AM
54	I have the best admin!!!	2/18/2021 11:43 AM
55	Administration is very supportive and always has my back. I feel valued and appreciated.	2/18/2021 11:41 AM

2020-2021 BETA Administration/Site Climate Survey

56	Preferential treatment and unfair working conditions.	2/18/2021 5:42 AM
57	Anne has always been more than understanding about professional and personal issues that may arise with her staff. I also know that she respects teachers, and values what each person brings to the school. Knowing this she always seeks out our points of view on subjects that she feels would benefit the collective group and community as a whole! Teachers are encouraged and allowed to voice concerns, and give input and ideas that he/she feels would benefit the Harris community.	2/17/2021 5:48 PM
58	Sometimes the jokes can cross the line and be deemed as disrespectful to some.	2/16/2021 5:35 PM
59	I feel that I am treated with respect from my staff, even if I am just a first year teacher.	2/16/2021 3:46 PM
60	Taylor and Brown are very supportive as Principal and VP.	2/16/2021 3:44 PM
61	I feel like I don't have a voice. Our ideas or comments are never respected. I feel like there is a critical lack of professionalism on the administration's part.	2/15/2021 11:35 AM
62	Anne Styles has been very supportive!	2/12/2021 7:16 AM
63	Makes you feel intimidated.	2/11/2021 10:52 PM
64	Site administration treats teachers in a condescending manner if they do not agree or sees things from a different perspective. There is no respect of others beliefs or opinions. Admin belittles and ignores their staffs concerns.	2/11/2021 4:20 PM
65	All voices are heard and given opportunities to create the school culture	2/11/2021 7:41 AM
66	Moving students around and never telling the teachers the reason behind the move is not very respectful of the teacher or being profesional.	2/9/2021 6:08 PM
67	The principal doesn't care about the staff, except her support staff (APL, Intervention Specialist, Coach.) She has no empathy for anyone going through a hard time. An excellent teacher transferred to another school precisely because of that.	2/8/2021 12:49 PM
68	In general good, although difficult to have access to materials and little flexibility with regards to classroom access and materials distribution	2/5/2021 5:37 PM
69	You never want to be on their bad side. They will make you feel unwanted.	2/5/2021 3:36 PM
70	It is clear that the administration spends time with staff outside of contracted time. There are remarks and inside jokes during meetings about celebrations and holidays that are taken together.	2/5/2021 3:28 PM
71	When we bring up concerns/issues as a staff or individual the admin is quick to try to come up with solutions.	2/5/2021 12:29 PM
72	I am a first year teacher, and whenever I ask for help I always feel like the site administration is irritated by my questions and their answers always carries a tone that I should have known the answers and their way of doing things. Also, when you email the principal for questions, she likes to call you back after work hours so she does not leave any paper trace. She is either over the top micromanaging or MIA in her communication style.	2/5/2021 12:02 PM
73	Terri is amazing!	2/5/2021 8:47 AM
74	I feel that I have complete support from the administration.	2/4/2021 10:55 PM
75	Mrs. Short is very respectful	2/4/2021 8:20 PM
76	Terri is an exemplary leader, no complaints.	2/4/2021 5:48 PM
77	The main administrator has a very aggressive or authoritarian attitude that has put off several staff members. I know of at least one who has actually stated that she is scared of her. She is not someone I would ever call on for help. I was having trouble with the technology at the beginning of the year and was called on the carpet demanding explanations rather than asking how she could help. When I explained the problem the response was, "I don't know what to tell you. You need to figure it out."	2/4/2021 5:02 PM
78	Terri is one of the best leaders with whom I have ever worked in my 40 plus years of nursing. She is a tremendous asset to BCSD and the community.	2/4/2021 4:52 PM
79	She is very standoffish with her staff. Not very open or friendly. Tends not to provide support to	2/4/2021 4:40 PM

2020-2021 BETA Administration/Site Climate Survey

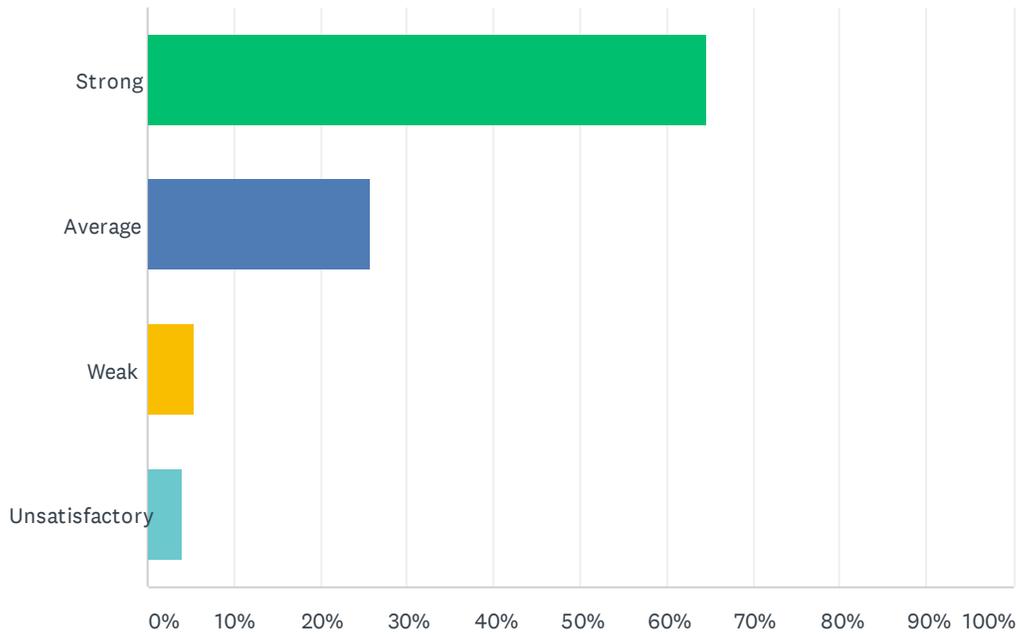
	new teachers.	
80	It seems like some people are treated better than others. Maybe its just people bragging.	2/4/2021 4:07 PM
81	Principal listens to concerns and tries out solutions for things that are within her control to help fix.	2/4/2021 4:04 PM
82	I feel very respected and valued by my Principal.	2/4/2021 3:55 PM
83	Frias is pretty upbeat and positive.	2/4/2021 3:48 PM
84	Everyone works as a team and I cannot be more grateful to be at this site.	2/4/2021 3:39 PM
85	I tend to feel that my admin talk a lot about collaboration and teamwork...but I don't usually FEEL like I am a valued member of the team. Saying it is different from showing it. In general I feel that I have an impossible task in my position and very little control over what I do.	2/4/2021 3:30 PM
86	Site administration is extremely supportive and is amazing at highlighting strengths of each individual.	2/4/2021 3:26 PM
87	Favorites are obvious.	2/4/2021 3:08 PM
88	She sends cards in the mail and words of encouragement spontaneously.	2/4/2021 2:59 PM
89	Disrespectful when addressing certain staff members (overly praising others)and treats staff unequally-allowing passes for some (certain staff with tech issues allowed to continue working at home while others were called to work at the school site).	2/4/2021 2:57 PM
90	Our administration seeks team feedback and suggestions in all major decision making. Feedback is respected and responded to, to the extent practicable.	2/4/2021 2:55 PM
91	I want to say I am a valued member of the team, but administration has their favorites and often caters to them - passing over others who aren't in that inner circle.	2/4/2021 2:51 PM
92	I have literally been ignored all year. I am part of the support staff, and I am not allowed to attend any MTSS meetings, TSS meetings, or grade level meetings. A Christmas card went out from the entire administration and support staff team, and I wasn't in it, and I'm not included in any school-wide decisions. I am also not consulted when decisions are made about the students I work with, nor am I informed when changes are made. I do feel like I am part of the school at all. I feel like I am a mere accessory, and since I work from home, it has caused extreme feelings of isolation, loneliness, and depression. For these reasons, and many more, I requested to be put on the surplus list, and now they won't let me attend any leadership meetings, they won't return my calls, and the general email demeanor is very curt.	2/4/2021 2:49 PM
93	The first words out of her mouth are how are you and is there anything you need.	2/4/2021 2:42 PM
94	There is a lack of people skills. Very very bossy even though we will do anything asked. Disrepectful (publicly) at times.	2/4/2021 2:41 PM
95	Receiving compliments for a job well done during these crazy times have been appreciated.	2/4/2021 2:40 PM
96	My feedback is read, heard, and acted upon with sincerity.	2/4/2021 2:35 PM
97	Cheryl Stamper and Anthony Richardson are phenomenal individuals. They are very understanding during these uncertain times and provide nothing, but strong support to all their staff members.	2/4/2021 2:34 PM
98	I feel very comfortable going to admin with questions or concerns.	2/4/2021 2:30 PM
99	INCREDIBLE, VERY SUPPORTIVE, LISTENS WITH INTEREST, AND GOES OUT OF THEIR WAY!	2/2/2021 12:36 PM
100	Julie is always putting staff first as much as possible, listening to concerns, and thinking of staff responsibilities before delegating anything.	2/2/2021 12:19 PM
101	Treats staff with respect, not valued, based on the cultural environment that is not inclusive and becoming less diversified!	2/2/2021 8:48 AM
102	Our principal likes to micromanage us. She'll believe the parents over her teachers. Her support with behavior students is, "Did you can the parents!"	2/1/2021 7:17 PM
103	It would be nice to be included or informed when school has extra fun things happening like	2/1/2021 1:31 PM

2020-2021 BETA Administration/Site Climate Survey

	Santa Parade.	
104	All staff is trusted to do what is best for students. Administration does not hover over us.	2/1/2021 6:29 AM
105	There is blatant favoritism shown by the administration to a very small set of teachers. Praise is always being given to the same people all the time to the point that the rest of the staff is tired of hearing how they do everything right and perfect and the rest of us do not.	1/31/2021 10:06 PM
106	Favoritism is a problem, though	1/31/2021 3:23 PM
107	Attentive to concerns and works well with staff.	1/31/2021 9:00 AM
108	She treats her favorites with respect.	1/31/2021 8:48 AM
109	Administration is very negative towards certain teachers that she has deemed to be bad teachers in her opinion and treats those teachers harshly. She has picked out different teachers to do this too, each year that she has worked there. Teachers have left because of her micromanagement and harassment towards staff. It is known by staff that someone new will be on her "target" list each year, then the next year, the same teacher magically is ok again, even though nothing has changed except in the eyes of the administrator. If a staff member disagrees with her or stands up for themselves, they are then added to the list of target teachers for that year. On the other side of the coin, teachers are told that they are responsible for "lifting up the confidence" of another teacher(s) who were once on her unfavored list and are now back on her favored list again. The teachers on her target lists have to endure weekly if not daily observations, and then maybe are critique and told lies that didn't occur from training, that no one else is being held to that standard, yet that teacher(s) are being held to a different standard than others. She will use hear say information from one teacher and use it against a teacher(s) that she doesn't care for or one that is on her target list each year. Teachers are discouraged to come into the office (pre-corvid days), and they do not want to ask her questions for fear of being put on her target list like others that they have seen it happen too. She will intentionally bring up teachers' names during staff meetings to intentionally embarrass them in front of their peers. This administrator is known by staff to talk about other teachers and their problems, personal and professional to other teachers and also to parents. Because of her disrespect and mistreatment of teachers, teachers feel like they are walking on eggshells, so they don't say or do something to be put on that target list.	1/30/2021 11:59 PM
110	Administration has been very supportive and always available to help and answer questions.	1/30/2021 8:57 PM
111	Principal is always available as well as the Vice Principal.	1/30/2021 5:53 PM
112	There are definite favorites and those who are not are ignored.	1/30/2021 4:33 PM
113	The pandemic seems to have had a positive impact on my principal. In many ways, she seems kinder and more understanding. She has been supportive in ways not seen before.	1/30/2021 2:48 PM
114	Sierra Support Staff is great.	1/30/2021 2:18 PM
115	I feel generally respected by admin, but I also feel like I'm just a score- producing robot as well. The district must foster a "Data above all else" mentality, and our admin does aim to please.	1/30/2021 2:16 PM

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

Answered: 670 Skipped: 21



ANSWER CHOICES	RESPONSES	
Strong	64.63%	433
Average	25.82%	173
Weak	5.52%	37
Unsatisfactory	4.03%	27
TOTAL		670

2020-2021 BETA Administration/Site Climate Survey

#	COMMENT:	DATE
1	She sometimes sits in rooms for well over an hour with no feedback.	2/23/2021 11:44 AM
2	I feel I do not need feedback unless there is an issue that needs to be corrected.	2/21/2021 9:27 PM
3	We seldom see them .	2/20/2021 10:38 AM
4	Timely feedback is not provided	2/19/2021 10:11 PM
5	A few visits but no feedback.	2/19/2021 8:22 AM
6	communicates in zoom at the time of visit sometimes, and that's disruptive.	2/19/2021 7:45 AM
7	Rarely does she ever give feedback after a visit.	2/18/2021 11:47 PM
8	Administration conducts classroom visit but rarely leave feedback.	2/18/2021 8:29 PM
9	have not gotten any feedback this year . The comment is, "you all are doing great, if you weren't I'd tell you"	2/18/2021 8:19 PM
10	Classroom visits are inconsistent, admin chooses when to pop in with co-host rights and then pop in as participants. No consistency or communication about what the difference is, or what their pop in expectations are.	2/18/2021 7:33 PM
11	She does leave feedback almost instantly and I do appreciate it very much.	2/18/2021 7:00 PM
12	Feedback information is always positive and encouraging.	2/18/2021 6:16 PM
13	Most times Lemuel leaves her typical, formulaic feedback where more effort is placed in her criticism than positive feedback. All professionals are capable of receiving constructive criticism, however, her feedback is based on adhering to what she believes will present her in a favorable light to district officials rather than the needs of the students.	2/18/2021 5:20 PM
14	I have never received feedback except for my evaluation, when I was pulled out of class to attend meeting with less than 30 minutes notice.	2/18/2021 5:11 PM
15	Mrs. Fitch, comes into the Zoom, observes, leaves a note in the chat box and then exits in the least disruptive manner.	2/18/2021 5:08 PM
16	Rarely receive feedback. And if we do, it is in the format of questions. Ex) How do you think you lesson went? How do you think student engagement was? what would you do differently? What worked best? What is a strength of yours? I feel like I am answering questions that administrator has to fill out somewhere. It's not constructive or helpful.	2/18/2021 4:20 PM
17	Administrators have come to visit and are a distraction. Visibly having conversations with other staff members while on mute, texting on the phone, and not paying attention.	2/18/2021 4:14 PM
18	No feedback when visits are made. We feel abandoned.	2/18/2021 3:44 PM
19	No feedback	2/18/2021 3:00 PM
20	I feel like sometime feedback is within 48 hours, but other then that Zoom visits are not disruptive, and the feedback is helpful.	2/18/2021 2:42 PM
21	Micro managing to the point I keep records of the dates and times of the visits and no feedback. Employed at Curran and and not being evaluated and was "visited" more than 30 times.	2/18/2021 2:04 PM
22	Administrator is always very considerate when she comes in and leaves by leaving a message in the chat.	2/18/2021 1:45 PM
23	I am a speech teacher. I do not have Zoom visits from the principal. I have them from Special Ed.	2/18/2021 1:13 PM
24	Only Mrs. Short has done this.	2/18/2021 1:11 PM
25	Administration leaves weekly feedback in the chat. There are resources provided also.	2/18/2021 1:05 PM
26	Mrs. Jensen provides feedback every time she visits our classroom.	2/18/2021 12:49 PM
27	feedback was better during first trimester but no feedback during second trimester	2/18/2021 12:42 PM

2020-2021 BETA Administration/Site Climate Survey

28	There is no need for Zoom drop ins they forget we have been doing this for months while they just get a snapshot of the day.	2/18/2021 12:42 PM
29	Very dissatisfied with the support from my special education academic coach.	2/18/2021 12:39 PM
30	Visits are not disruptive but feedback is rarely given.	2/18/2021 12:25 PM
31	Yes, we have a weekly visit and are provided feedback that day.	2/18/2021 12:18 PM
32	My admin. let's us sign up for a day and 20 min. block for monthly Zoom visits. It is great!	2/18/2021 12:17 PM
33	She has not disrupted my class at any time.	2/18/2021 12:15 PM
34	Feedback rarely given	2/18/2021 12:14 PM
35	Mrs. Arredondo loves to see students learning and is respectful of what teachers are doing.	2/18/2021 12:11 PM
36	No feedback is ever given.	2/18/2021 12:09 PM
37	I feel I do not need comments left unless I am doing something incorrectly.	2/18/2021 12:07 PM
38	Unfortunately, between all of the pulls by the district, being sick, and daily crisis, he has not been able to do many classroom visits.	2/18/2021 12:06 PM
39	Not always is feed back left for the teachers.	2/18/2021 12:01 PM
40	Yes they are very respectful when they enter. If they need to ask us anything they will leave us a message in the chat.They want us to continue teaching and usually they are just observing us or they are looking for certain students.	2/18/2021 11:54 AM
41	Too often.	2/18/2021 11:53 AM
42	Interrupts and never gives positive feedback.	2/18/2021 11:51 AM
43	Admin often leaves a note in the chat and a more official and thorough follow up email.	2/18/2021 11:49 AM
44	i have had maybe 5 zoom visits all year	2/18/2021 11:46 AM
45	She does not give feedback.	2/18/2021 11:46 AM
46	Done in a Google form, stayed for a good amount of time, was not intrusive, saw lessons and student responses from beginning to end so they did not get a snippet so brief that it was not reflective of my proficiency or my students' proficiencies. Admin respects me and my students.	2/18/2021 11:46 AM
47	Not very many visits have been conducted. Little to no feedback.	2/18/2021 11:44 AM
48	Rarely visits classrooms. I've witnessed this admin visit one class in 5 years for only 10 mins and reported several negative findings--nothing positive.	2/18/2021 5:42 AM
49	In the times that I have known Anne to visit either virtually or in person, she is respectful of the learning process, and always has given feedback in a timely and positive manner.	2/17/2021 5:48 PM
50	Only feedback is negative and do not get feedback most of the time.	2/16/2021 7:50 PM
51	Although I get them constantly, I do not feel they are disruptive.	2/16/2021 3:46 PM
52	They are very polite and comments are helpful.	2/16/2021 3:44 PM
53	don't always get feedback	2/12/2021 7:16 AM
54	Always interrupts me while I am teaching.	2/11/2021 10:52 PM
55	Not from my personal experience but I know staff that were scheduled for evaluations and their evaluations were not scheduled for the first visit and admin visited their zoom to evaluate them. I know from my experience prior to this year visits from admin in 2018-2019 school year did not provide feedback within 24 hours.	2/11/2021 4:20 PM
56	This year she has not given feedback and stays way to long which becomes distracting to the students. Before Zoom she would rarely leave feedback.	2/9/2021 6:08 PM
57	Admin never leaves feedback.	2/9/2021 10:49 AM
58	Have received 2 classroom visits this school year, with no feedback. No disruption was	2/6/2021 11:50 AM

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caused, however.

59	No Feedback received. Do Zoom in the least disruptive manner.	2/5/2021 3:36 PM
60	We get feedback within minutes of visit to my knowledge and they sneak in quietly for the most part.	2/5/2021 12:29 PM
61	I would like to know why admin is there	2/5/2021 8:11 AM
62	N/A	2/4/2021 4:52 PM
63	We never get any feedback from her classroom visits, we even complained to Mr. Havens when he was in charge of our area and he never did anything about it.	2/4/2021 4:40 PM
64	I have had some visits that received feedback and others no feedback	2/4/2021 4:07 PM
65	There is no disruption to the learning when any of the office staff visits the virtual classroom.	2/4/2021 4:04 PM
66	has not left feedback yet this year; other than 10.0 observation. at least 3 visits	2/4/2021 3:55 PM
67	She always sends me with a note via email after each visit. She always has something nice to say.	2/4/2021 3:48 PM
68	Not always given feedback.	2/4/2021 3:08 PM
69	Zoom visits are too frequent and administration has an unclear focus on how to support teachers during this time.	2/4/2021 3:03 PM
70	Sometimes we receive feedback and sometimes we do not.	2/4/2021 2:59 PM
71	Feedback not given other than in the chat; unless there was an issue and then the staff was called during instructional time.	2/4/2021 2:57 PM
72	I receive feedback almost immediately after admin exits my classroom. Any clarification needed is given in a timely manner.	2/4/2021 2:55 PM
73	Site admin does visit on occasion, but feedback is not always left.	2/4/2021 2:51 PM
74	I personally wouldn't know. They've never visited my Zoom meetings.	2/4/2021 2:49 PM
75	Fewer walk ins than any other school I've ever worked at (3 school). I appreciate the respect and confidence of the admin to let me focus on my teaching.	2/4/2021 2:35 PM
76	Not applicable	2/4/2021 2:27 PM
77	I have received little to no feedback during classroom visits. The feedback I have received has been 2nd hand information.	2/3/2021 5:31 PM
78	Least disruptive but minimal feedback	2/3/2021 6:42 AM
79	Pays attention to details and enforce protocols	2/2/2021 8:48 AM
80	This year she has given us timely feedback, and she is more disruptive coming into our zoom class then our regular classroom.	2/1/2021 7:17 PM
81	Comments immediately! Always something positive included.	2/1/2021 6:29 AM
82	I have had all four show up at one time and no less than 2 of them at other times. There is NEVER any feedback given as to whether they like what they see or do not. Several staff have stated it has been obvious to them that the admin did not like what they saw but no feedback formally	1/31/2021 10:06 PM
83	Don't always get feedback.	1/31/2021 10:01 AM
84	I have not received any feedback from observations.	1/31/2021 8:48 AM
85	There is no feedback from any visit and this has been talked about from numerous teachers. Additionally, she won't show her face, just a photo, yet most of the teachers have a rule that their students must have their cameras on at all times, By doing this, she doesn't set a very good example to them or to her staff. There are some teachers whom she visits at least one or more times per week. Yet, when teachers talk to their peers at other schools, they may only see their administrators once every few weeks. If a teacher is on her "target" list for that year, she will visit that teacher's Zoom classroom frequently, one or more per week. This is well	1/30/2021 11:59 PM

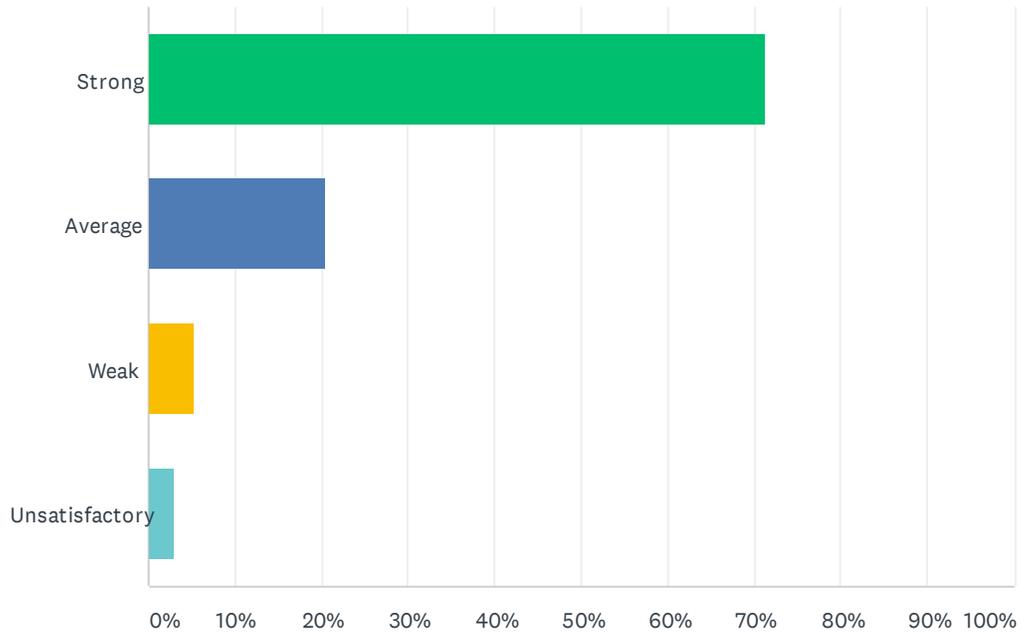
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known among the teachers. If the teacher isn't on her "target" list for that year, the teacher doesn't get frequent visits to their Zoom classrooms. Additionally, the principal will go over the targeted teachers' lesson plans with a fine tooth comb, looking for anything that she can complain about or talk to others about. She has lied about what is even on a teacher's lesson plans on emails to that teacher, when she is complaining how that everything that teacher did was wrong and terrible. It seems to be more important to her that a site link is shorten or other like technology type things than what is actually in the lesson plans and what is being taught. As teachers we have enough on our plates this year, and don't need nor deserve to have extra pressure from her. Many teachers have talked about how anxious and nervous they get whenever she comes into their rooms, especially because they never know if they are ever doing anything "right", for praise isn't a word that she seems to know or use very often, especially for those who are on her target list for that year.

86	I've had 1 visit this entire year so far.	1/30/2021 7:52 PM
87	The APL provides feedback.	1/30/2021 7:10 PM
88	The administration enters and exits with no distractions.	1/30/2021 5:53 PM
89	They always make it fun and not stressful	1/30/2021 4:46 PM
90	Amazing admin at Hort!	1/30/2021 3:42 PM
91	I haven't received any feedback but it's been a while since she was in my class.	1/30/2021 3:06 PM
92	This is strong during distance learning, but when we are on campus, there is too much micromanaging that goes on, even with success-proven veteran teachers.	1/30/2021 2:16 PM
93	2-3 unannounced popins a week (lasting between two minutes and twenty) with critical feedback only.	1/30/2021 1:58 PM
94	Admin has conducted classroom (Zoom visits) but has not left feedback. Actually my Admin rarely leaves feedback with or without Zoom.	1/30/2021 1:30 PM
95	Na	1/30/2021 1:07 PM

Q6 Site administration follows the contract and respects personal rights.

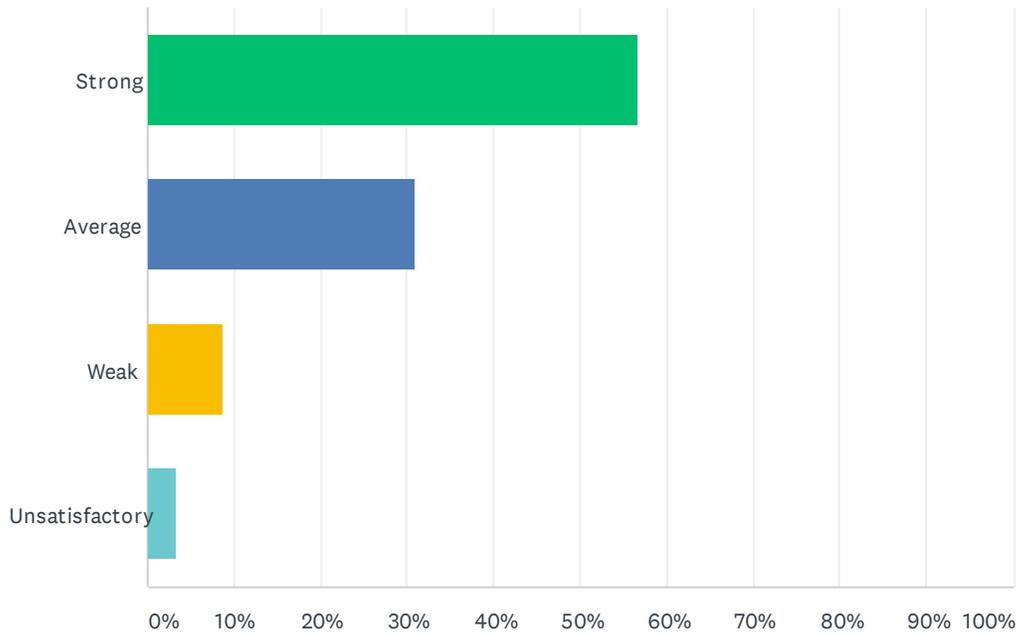
Answered: 682 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strong	71.41%	487
Average	20.53%	140
Weak	5.13%	35
Unsatisfactory	2.93%	20
TOTAL		682

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

Answered: 670 Skipped: 21



ANSWER CHOICES	RESPONSES	
Strong	56.72%	380
Average	31.04%	208
Weak	8.81%	59
Unsatisfactory	3.43%	23
TOTAL		670

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#	COMMENT	DATE
1	Due to covid, job descriptions have changed; support staff is making attendance calls.	2/19/2021 3:08 PM
2	i would like to see preventative measures with regards to academic goals, instead of reactive measures after the fact. I would like to see the grade level guided into who needs help and what we can do. Maybe a professional development with looking at our data and making goals, as we use to do in the past.	2/19/2021 11:50 AM
3	Coaches are continually used in other capacities than that which they were hired for-to assist teachers in their team be successful.	2/19/2021 9:10 AM
4	During this virtual teaching yes, in regular schedule, it was challenging to find the support staff for questions and support.	2/19/2021 7:45 AM
5	With vacant positions and resources being stretched thin, I believe we have been left to provide extra support to our at risk students	2/19/2021 6:28 AM
6	She assumes people can't do their jobs correctly, orders people, doesn't ask. Very intense.	2/18/2021 11:47 PM
7	She abuses staff's "assigned as needed" bullet to their job description.	2/18/2021 5:20 PM
8	Abuses the *as needed* bullet on job description	2/18/2021 5:11 PM
9	Mrs. Fitch does follow contract for the most part. The Coach and APL are not used fully to their job description. The coach and APL could be a lot more helpful to special ed teachers, as well as general ed teachers by helping with sub plans or offering other access to materials.	2/18/2021 5:08 PM
10	We have amazing staff at our site, but I feel they are not being managed well (which impedes their support and job at times).	2/18/2021 4:20 PM
11	There have been numerous times where staff members have questioned the use of the interventionists as well as the clerk.	2/18/2021 4:14 PM
12	YES!!!! The academic coaches, Specialist, ... at MLK are not pulled to do any other tasks that are not in their job description.	2/18/2021 3:23 PM
13	Our Reading Coach is doing an APL's job. And trying to do her job.	2/18/2021 3:00 PM
14	unless district has required otherwise	2/18/2021 2:36 PM
15	Coaches are protected, and they are not required to help teachers. There's always an excuse.	2/18/2021 2:07 PM
16	They are not making the home visits or keeping up with the contacts of the students under the "watch" of the Intervention Specialist.	2/18/2021 2:04 PM
17	Support staff is utilized according to their job description. All support staff go above and beyond their job descriptions and help wherever needed.	2/18/2021 1:05 PM
18	Our Behavior Intervention Specialist has not been running small groups.	2/18/2021 12:39 PM
19	Coaches are always doing administrative work and do not spend time working with teachers or giving them any support.	2/18/2021 12:25 PM
20	Due to absences some support staff are moved around.	2/18/2021 12:18 PM
21	He tries but we are short staff and the district would not let him hire even though we asked several times.	2/18/2021 12:00 PM
22	We all have become ELA/ELD teachers to correct low student performance data, so says the Administration	2/18/2021 11:53 AM
23	They mainly do principals work for them.	2/18/2021 11:51 AM
24	My grade level doesn't receive reading intervention support for the students.	2/18/2021 11:48 AM
25	Cooperative Admin and does not brow beat, not mean, or abusive. Glad to be here.	2/18/2021 11:46 AM
26	Inclusion classes do not receive support from instructional specialist.	2/18/2021 11:44 AM
27	Special Ed teachers are pulled for subbing	2/16/2021 7:50 PM
28	Intervention specialist have not really been able to meet with students. They just work on	2/16/2021 3:46 PM

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testing or other things. Students need to meet with them. What's the point of me inserting interventions and getting them a TSS if I'm the only support they are getting.

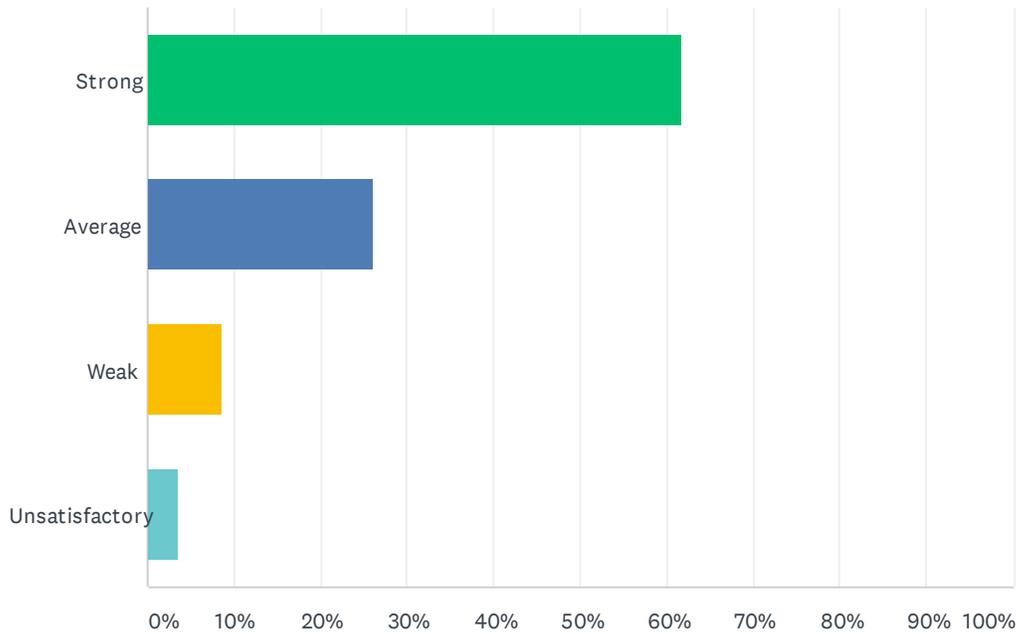
29	Only use of staff outside of described duties to benefit the students.	2/14/2021 12:53 PM
30	Our academic coaches are not included in our staff meetings with teachers. When trying to determine how to aid students during the new scheduled intervention hour our coaches were not included in the meeting and were not able to offer insight or assistance to help figure out the best way to help students AND teachers. Our behavior intervention specialists have not been allowed to assist with behavior students.	2/11/2021 4:20 PM
31	Coach does not work with my grade level team as expected as part of Coach job responsibilities.	2/6/2021 11:50 AM
32	I feel like our support staff is stretched thin. They don't have time to support us and the students.	2/5/2021 4:32 PM
33	Been getting better at finding a Translator for IEP meetings.	2/5/2021 3:36 PM
34	The coaches are not helping as much as they could with our struggling teachers. It feels like they are visiting every classroom about twice a week to check of a box they did it (it doesn't feel/seem like they are working with staff that needs help, just going to everyone)	2/5/2021 12:29 PM
35	The coach seems to do a lot of paperwork rather than actually coaching/providing support to teachers and students.	2/4/2021 10:55 PM
36	Coaches and APL should be more involved with supporting small groups of students and coaching teachers that need supported!	2/4/2021 7:02 PM
37	I have no idea if this happens or not.	2/4/2021 4:07 PM
38	I feel like our APL is spread too thin which gives her less time to support teachers, which, in my opinion, should be her primary responsibility .	2/4/2021 4:04 PM
39	I feel that there could have been more support from these individuals in contacting student's parents who are not participating in distance learning. They call them but nothing changes and it is too much to ask teachers to do that while trying to teach a class full of students. I feel there could have been a better system in place and the resource of having these additional staff members could have been used better during this time.	2/4/2021 3:55 PM
40	Possibly due to skill set and the need, our coach fulfills several roles outside of coaching.	2/4/2021 3:51 PM
41	Not sure...	2/4/2021 3:48 PM
42	I am a special education teacher, yet I mostly feel like an intervention specialist assistant. My aides and I spend soo much time working with intervention students, supporting non-sped students, and complying with the requests of the intervention staff (per our admin), that it often does affect my ability to do my actual job as case carrier for my SpEd students.	2/4/2021 3:30 PM
43	This could be managed better. Long term subs are not given enough guidance and extra work falls on teachers.	2/4/2021 3:08 PM
44	She includes them and lets them voice their concerns without invalidating their what they have to say.	2/4/2021 2:59 PM
45	Data is not reviewed and skills of individuals are not utilized	2/4/2021 2:54 PM
46	We really don't have another option. Very understaffed.	2/4/2021 2:54 PM
47	I believe that direction from the district is often left to the interpretation of the site admin and this results in a lack of consistency throughout the district.	2/4/2021 2:51 PM
48	The AC and office staff are helpful and eager to ease my workload on non teaching jobs.	2/4/2021 2:35 PM
49	In the current situation these people are being used more b/c they have to. But if we were back on campus, I feel that they are not being used to their full potential.	2/3/2021 1:47 PM
50	Talented and experienced personnel is limited and minimized below their skill set. Job description may be the reason why	2/2/2021 8:48 AM
51	I honestly don't know what they are doing.	2/1/2021 3:15 PM

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52	Truly everyone is respected in all capacities.	2/1/2021 6:29 AM
53	Feel we have little or no access to our Academic Coach as she is being utilized to do a hundred other things. Even contacting her for questions -go unanswered.	1/31/2021 10:06 PM
54	Our Academic Coach has taken on so many different things it is almost as if she has taken on the job of a VP.	1/31/2021 4:13 PM
55	Recently, the Administrator couldn't go to a classroom for an observation for an evaluation, so the academic coach seemed to go in her place. Even though the teacher said it was ok until the administrator arrived, it wasn't right. That's the only time that I've heard of that occurring. She has sent the campus supervisor and the BIS to check on the teachers who are on her target list or just to find out what certain teachers are doing. She has admitted to doing this because she asks them about questions about what certain teachers are doing, and they seem to go into certain teachers' rooms or Zooms more often than others. When confronted about using classified staff to evaluate certificated staff, she backed off from her statement. But if she has made this statement to one staff member, she has probably did the same thing to other certified staff members without their knowledge. Teachers have been told that they can't write referrals, only the campus supervisors can. Which is against what the district says. So she does use staff members in ways outside of their job descriptions. She has had the campus supervisor investigate incidents involving teachers, that should had been handled by an administrator. I don't believe that a campus supervisor is supposed to be questioning certificated staff members about incidents involving them where they could be disciplined for it.	1/30/2021 11:59 PM
56	Academic coach conducts administrative tasks rather than coach.	1/30/2021 6:29 PM
57	We hired an intervention specialist, but never had intervention.	1/30/2021 3:35 PM
58	CPALs are teaching small groups and do not have the education or training to teach effectively. Since CPALs are acting as teachers, teachers have to supervise recess so that CPALs can have breaks. CPALs should be doing their hired job so teachers can prepare and plan during recess.	1/30/2021 3:32 PM
59	I think our campus is a bit different that a lot of other BCSD campuses, mainly because we have virtually no turnover of students during the school year. Because we don't require clerks for mid-year registrations, our staff is used in different ways than they might be in another BCSD setting.	1/30/2021 2:48 PM
60	Teachers are micromanaged by admin as far as what/when/how we teach. Other staff, including CPAL's, Coaches, BIS, and the FACE really need to be micromanaged much more. Their schedules are open to interpretation, they appear to have lots of unaccounted for time, and admin needs to make sure these staff members are held accountable for every minute of their day (Just like teachers are.). The quality of their work also needs to be monitored.	1/30/2021 2:16 PM

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

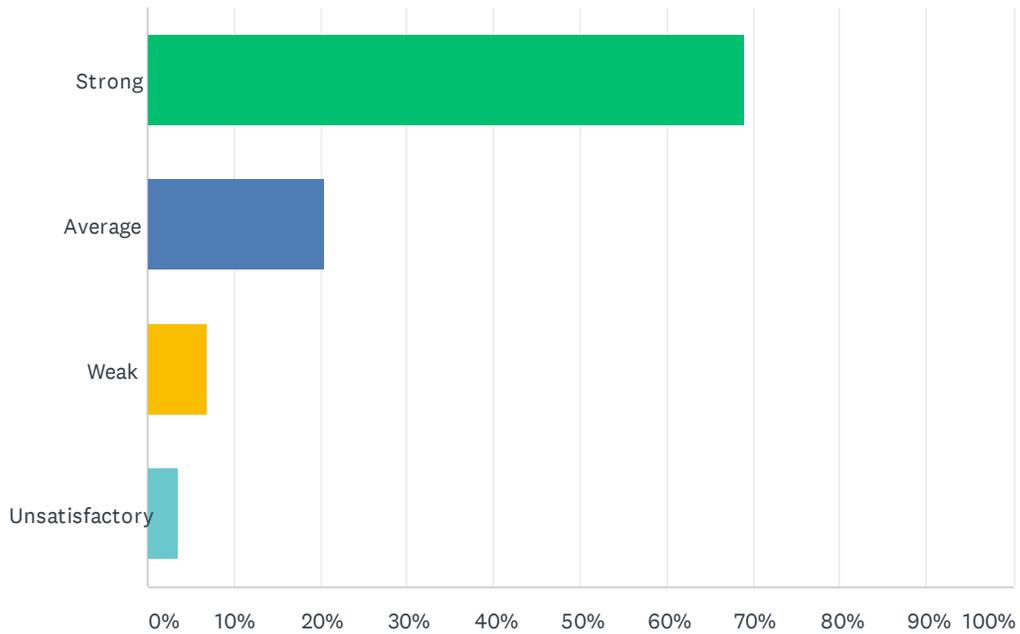
Answered: 682 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strong	61.73%	421
Average	26.25%	179
Weak	8.50%	58
Unsatisfactory	3.52%	24
TOTAL		682

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

Answered: 683 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strong	68.96%	471
Average	20.50%	140
Weak	6.88%	47
Unsatisfactory	3.66%	25
TOTAL		683

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#	COMMENTS	DATE
1	Both Hicks and Davidson seem unavailable.	2/23/2021 1:20 PM
2	She dictates not communicates.	2/23/2021 11:44 AM
3	They are available almost immediately, whenever needed.	2/19/2021 6:45 PM
4	emails are not answered or have to be sent more than once	2/19/2021 12:40 PM
5	Admin is always rushing you to finish your conversation, really doesn't listen when you need her to help with a problem or would like to talk about a student.	2/18/2021 11:47 PM
6	Our administration has taken time to visit our Zoom PLC meetings to answer doubtful questions regarding learning packets and school technology we can utilize during restriction time. Administration has also given suggestions of how we can safely utilize resources in our school and keep everyone safe according to social distance mandate.	2/18/2021 8:29 PM
7	She is available, however, she is entirely unapproachable if you have a question about decisions she has made.	2/18/2021 5:20 PM
8	Says she is but have not seen it.	2/18/2021 5:11 PM
9	Mrs. Fitch takes a while to respond to emails. Mrs. Fitch has not communicated with us in regards to what is happening at materials pick up/distribution, we are not informed of hours of operation for the office staff, we were not informed of what is being discussed as to hybrid, face to face or virtual continuing on the year.	2/18/2021 5:08 PM
10	I believe my administrator is very intelligent. However, I do not agree with certain approaches, management, and support opportunities.	2/18/2021 4:20 PM
11	Emails do not get answered in a timely manner and sometimes not at all.	2/18/2021 4:14 PM
12	Asked for help and we did not get response back.	2/18/2021 3:44 PM
13	Yes they are available, but they don't address our concerns. We are discouraged from complaining about things we can't control. The lack of parental support and the lack of student participation, both things we can't control, are 2 of the big reasons distance learning isn't working.	2/18/2021 3:00 PM
14	Unless, I would get another zoom interruption from my V.P. I was not sure I had a principal this year until our staff meeting last week.	2/18/2021 2:04 PM
15	He doesn't seem to like email very much. I often have to send a few emails, which makes me feel like I am nagging him.	2/18/2021 1:51 PM
16	Our administrator has made herself available on her personal phone and after hours.	2/18/2021 1:45 PM
17	Administration gave every staff member their cell numbers so staff can text them when they have a question. Administration schedules Zoom meetings and answers emails as necessary when staff has concerns or need coaching.	2/18/2021 1:05 PM
18	I never get any responses to my emails.	2/18/2021 12:40 PM
19	messaging is weak and incomplete in order for teachers to feel safe returning to work	2/18/2021 12:29 PM
20	Always available through email, text messaging, or phone calls.	2/18/2021 12:18 PM
21	She welcomes all communication at all hours. Quite often she is working late into the evening and always responds quickly.	2/18/2021 12:15 PM
22	No, unavailable when calling. Every time I call the office to speak to Admin	2/18/2021 11:53 AM
23	Communication to staff is weak : not a lot of staff meetings to update teachers on current situations. Especially with the new schedule rolling out for the 3rd trimester, there was not a lot of notice ahead of time. The information itself was not given in advance, but other sites had information about this before our school staff were aware of it.	2/18/2021 11:51 AM
24	Administration is quick to respond to any concerns.	2/18/2021 11:51 AM
25	they return emails in a timely fashion	2/18/2021 11:46 AM

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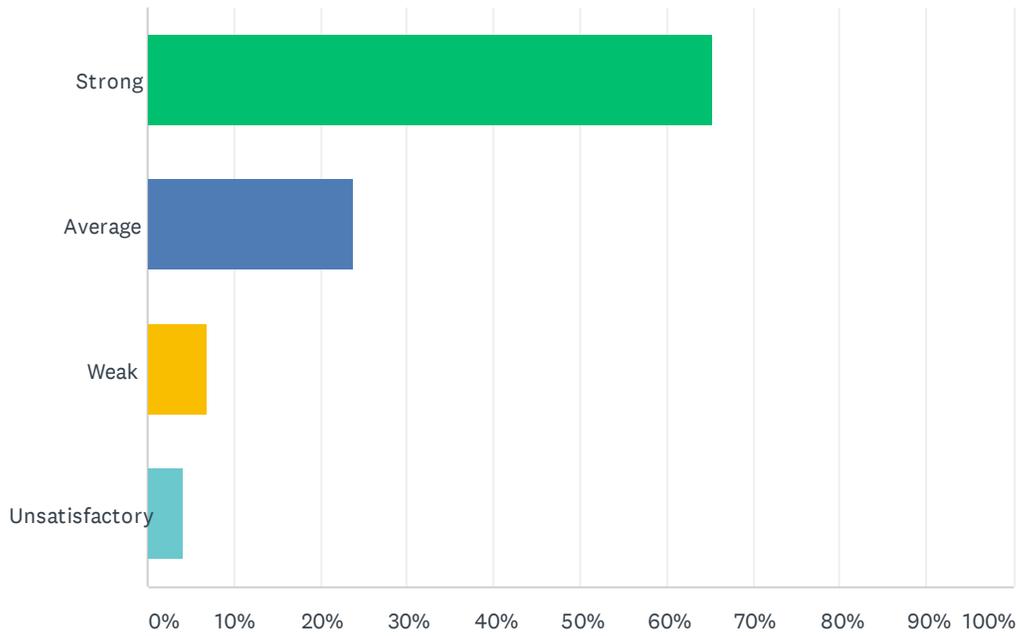
26	She does not answer emails.	2/18/2021 11:46 AM
27	If I need help, I get help real quick -phone or email.	2/18/2021 11:46 AM
28	Communication is done better through text than email, potential issue.	2/18/2021 11:44 AM
29	Parents and students are never wrong no matter the situation. We are also often guilty no matter what the student did.	2/18/2021 11:09 AM
30	Extremely poor communication with the team. Often hear new updates from other departments, teachers, and admin before we hear from our direct supervisor.	2/18/2021 5:42 AM
31	Administration responds to emails in a timely manner.	2/16/2021 3:46 PM
32	The administrator has replied in a timely manner to most communication during Distance_Learning.	2/15/2021 11:35 AM
33	Emails are not always responded to.	2/11/2021 4:20 PM
34	Emails and phone calls are answered quickly, if not immediately	2/11/2021 7:41 AM
35	Admin has been very supportive.	2/10/2021 3:28 PM
36	She will rarely answer texts or emails directly to her. She will move students out of teachers' rooms and into another teacher's room and will not tell either teacher why.	2/9/2021 6:08 PM
37	Unsure	2/8/2021 12:49 PM
38	Can contact administration by email or phone and they respond quickly.	2/6/2021 11:50 AM
39	Anytime we try to set up an impromptu conversation it seems they are being pulled in too many directions during the time teachers are available...it takes around a week to get together, but they do respond to emails quickly.	2/5/2021 12:29 PM
40	The principals email communication is usually unpredictable, sometimes she is on top of it and tell you to call her, and when you call, she is not on campus. And when she does reply it is usually late.	2/5/2021 12:02 PM
41	While I feel very comfortable communicating with the secondary administrator, I would never purposely seek out the main administrator.	2/4/2021 5:02 PM
42	Replace the word teachers with nurses	2/4/2021 4:52 PM
43	We only communicate through email or she pops up in our zoom with no notice.	2/4/2021 4:40 PM
44	They can track me down for a parent complaining about me and want immediate answers. I don't feel it is the same as far as support when I need it.	2/4/2021 4:07 PM
45	I have always been able to get in touch with the principal to address concerns immediately, maybe even more so than an in person year.	2/4/2021 4:04 PM
46	All staff has the principal's personal number. I've always experienced a quick response whenever I've contacted her.	2/4/2021 3:51 PM
47	I am new to the school and we are on distance learning mode, so I do not get to observe this.	2/4/2021 3:48 PM
48	My admin is available and easy to get in touch. I just feel that my admin often "talks in circles" and is confusing. We spend a lot of time in meetings with no conclusion or confusing conclusions.	2/4/2021 3:30 PM
49	Admin is very good here. They respond quickly to texts and emails.	2/4/2021 3:08 PM
50	They are available in the morning and during lunchtime to check-in with, hear concerns, or provide a little cheer.	2/4/2021 2:59 PM
51	I appreciate the accessibility of our site administration.	2/4/2021 2:55 PM
52	The principal has met with me once this entire year.	2/4/2021 2:49 PM
53	No, when internet goes down making direct contact is difficult.	2/4/2021 2:41 PM
54	Ask for help several times and never got it	2/4/2021 2:25 PM

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55	Always available and responds in a timely manner	2/2/2021 8:48 AM
56	We have a weekly "open mic" style Zoom meeting during our prep where Mike Stone and Steve Engel are there to answer questions and provide support.	2/1/2021 6:35 AM
57	We have everyone's cell phone number and feel comfortable texting if a need arises.	2/1/2021 6:29 AM
58	We are usually told that they ar "too busy" to talk-answer questions- or help with problems and we never get a response to email or text messages	1/31/2021 10:06 PM
59	Fantastic response time.	1/31/2021 9:00 AM
60	She does not respond to emails, texts, or answer her office phone.	1/31/2021 8:48 AM
61	Teachers do not feel comfortable communicating with her unless it is of a nature that they don't have any other choice. There are numerous incidents where any time no matter how insignificant the email, question, or inquiry is from certain teachers, especially those on her target list, that she has to be informed about it ant then she either sends a response directly or who ever it was addressed to, they send a response but will indict that it was her decision. Because of her actions, there are several teachers who are fearful to send her an email for fear of some type of reprisal from her then or later. Which has happened.	1/30/2021 11:59 PM
62	Outside of chosen leadership, very little is communicated to staff.	1/30/2021 4:33 PM
63	Sometimes our principal is hard to get ahold of but within a day or two we will make contact.	1/30/2021 4:02 PM
64	Admin does not respond well to emails. Lots of emails go unanswered and ignored.	1/30/2021 3:32 PM
65	Almost always responds in a timely manner.	1/30/2021 2:16 PM
66	An email that says "let us know if you need anything" is the extent of support offered by Hort admin.	1/30/2021 1:58 PM

Q10 Administration supports staff against attacks and criticism from parents.

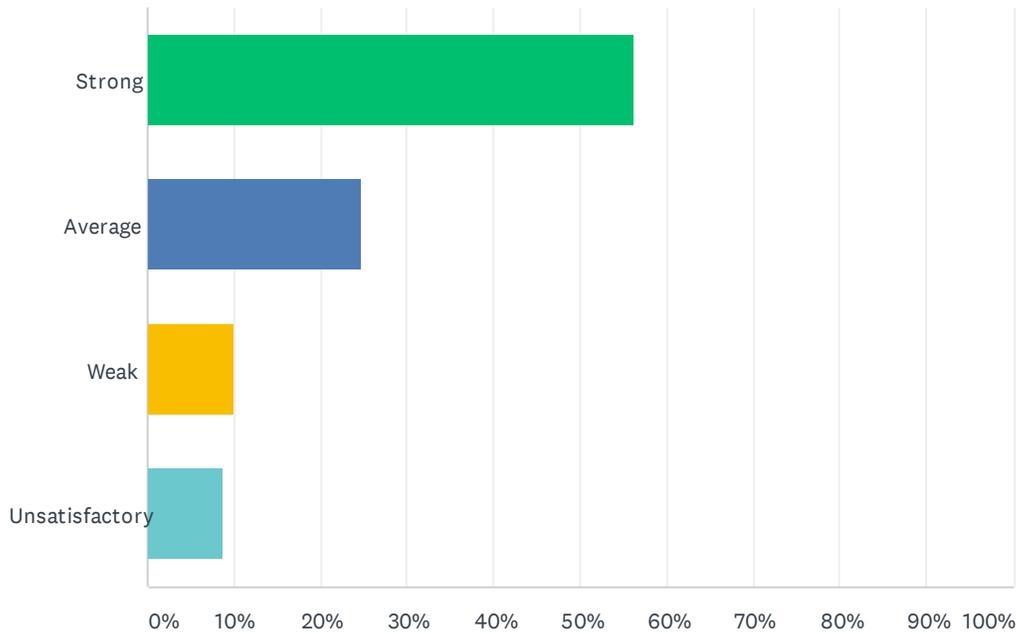
Answered: 675 Skipped: 16



ANSWER CHOICES	RESPONSES	
Strong	65.19%	440
Average	23.85%	161
Weak	6.81%	46
Unsatisfactory	4.15%	28
TOTAL		675

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

Answered: 682 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strong	56.30%	384
Average	24.78%	169
Weak	10.12%	69
Unsatisfactory	8.80%	60
TOTAL		682

2020-2021 BETA Administration/Site Climate Survey

#	COMMENT	DATE
1	There are clicks.	2/23/2021 1:20 PM
2	If you are not favored you are nothing.	2/23/2021 12:15 PM
3	I don't feel like I've been supported by our administration. I believe that he supports and sides with parents more. Parents have all the power. He likes to mention "Year of grace ", but that only applies to parents and students .	2/20/2021 10:38 AM
4	Favors some teachers over others.	2/19/2021 4:35 PM
5	Administration has clear preferred staff(leadership)and has eliminated the second leadership position; thus removing other opinions/voices. Speaking an opinion other than one that is a regurgitation of the administration is not favorable.	2/19/2021 9:10 AM
6	I thought it was average, but uses in evaluation even if the issue is resolved after better communication with parents. I don't feel the teachers are treated equally. There is some preferential treatment.	2/19/2021 7:45 AM
7	This year I haven't notice preferential treatment since we are all distance teaching. But, when administration is needed they are available to answer any questions.	2/18/2021 8:29 PM
8	Not sure. When a parent complained, I was questioned about it, but was not told what was said to the parent. I did ask if I could call the parent and straighten out the misunderstanding.	2/18/2021 8:19 PM
9	Certain staff members are favorites and others are picked on. Admin. takes sides with their favorite staff and gives them special treatment.	2/18/2021 7:49 PM
10	As mentioned, the favoritism is obvious and well known by the staff. There are definitely the favorites of the admin and it is well known. I definitely don't feel valued or appreciated at times. I don't feel welcome to voice any concerns about favored members of the staff without repercussions.	2/18/2021 6:50 PM
11	Sometimes I feel as if a few individuals in our team push over administrators and always get what they want without considering the rest of the team's efforts. Sometimes these few individuals will unjustly throw people under the bus to make them look bad. In reality, most teachers are just trying to do their best with all the tasks that teachers have to juggle with.	2/18/2021 5:41 PM
12	Lemuel Kwon has shown favoritism towards certain staff members who fit within her "bubble" of teachers she wants to promote. This bubble tends to be teachers within a certain age group and experience level.	2/18/2021 5:20 PM
13	Has her favorites and they can do no wrong.	2/18/2021 5:11 PM
14	As far as I know, Mrs. Fitch does tell parents that she is supporting us. But is there really a way to know for sure? There are several teachers on campus who get preferential treatment from Mrs. Fitch and it is obvious.	2/18/2021 5:08 PM
15	There are definitely favorites at this school site!	2/18/2021 5:03 PM
16	We are all treated like like we're incompetent.	2/18/2021 5:00 PM
17	There is definitely favoritism between the principal and some teachers!	2/18/2021 4:48 PM
18	Clear preferential treatment with staff. Staff are selected for certain projects or committees based on principal preference instead of staff input.	2/18/2021 4:14 PM
19	Does have favorites.	2/18/2021 2:32 PM
20	Personal friendships should not influence treatment of others. When a staff member thinks they are speaking to them in a private setting, things discussed should not be "leaked" out to other staff members or support staff. Or should not be discussed with other personnel during the work day or on our personal time. Certain staff members should not be given priority to others and they shouldn't know information before the majority of the staff does.	2/18/2021 2:21 PM
21	He has his favorites.	2/18/2021 2:07 PM
22	Again holding certain teachers to unreasonable standards, inequity.	2/18/2021 2:04 PM
23	There is favoritism on campus among admin with staff.	2/18/2021 1:54 PM

2020-2021 BETA Administration/Site Climate Survey

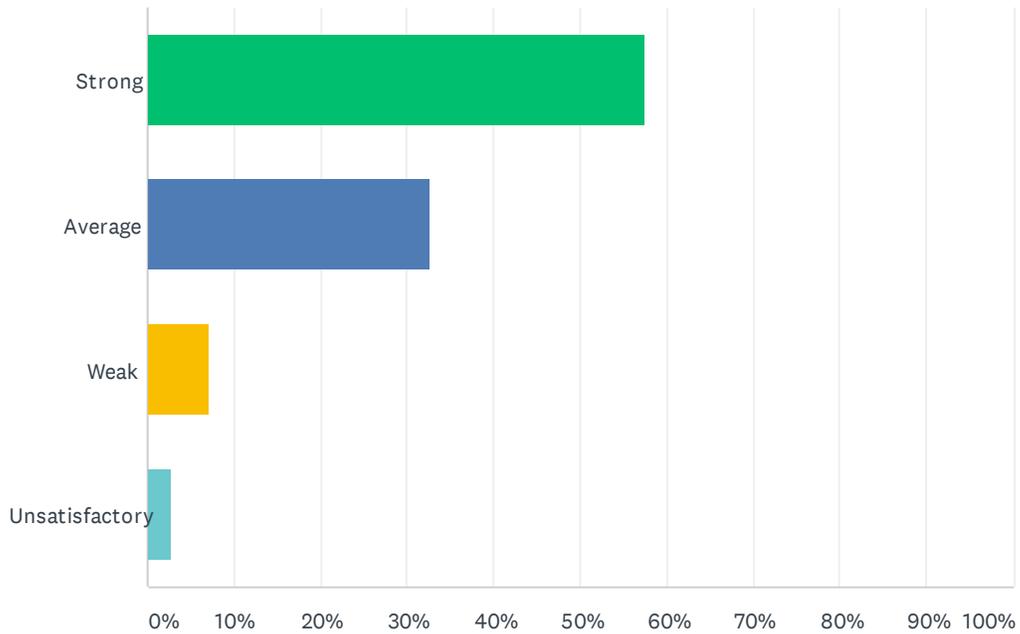
24	I say this because I feel she does not assign or select teachers with strong voices to be a part of District Teacher committees. Teachers who will speak up and share what is best for the classroom.	2/18/2021 12:58 PM
25	Like I said the principal has her favorite and this sometimes feels like uninvited environment.	2/18/2021 12:42 PM
26	This is usually happening when it's uncomfortable for admin. The vp always takes parents side without asking teachers.	2/18/2021 12:40 PM
27	There are meetings that should be held with the entire staff not just certain teachers, or team leads.	2/18/2021 12:16 PM
28	It seems that other teachers receive more satisfactory evaluations because they are liked by administration than ones who aren't liked.	2/18/2021 12:06 PM
29	As mentioned earlier, the site administration has favorites taht are in the site admins click both in and outside of work. I don't think that admin should be allowed to hang out with subornimates outside of the work place as this is a conflict of interest.	2/18/2021 12:01 PM
30	Yes we are all treated equally and no one person is given preferential treatment.	2/18/2021 11:54 AM
31	Our current ELD teacher is over monitored because of the student's low performance. The levels of the students should make no difference when reviewing the Teachers.	2/18/2021 11:53 AM
32	Plays favorites	2/18/2021 11:51 AM
33	It is apparent that some teachers receive more leniency.	2/18/2021 11:44 AM
34	This is the biggest offense. Clearly preferential treatment between coaches and specialists on this team. For instance, taking only 2 members to a conference with the admin and leaving the other member behind without an invite. Not including all members during updates. Only providing updates and plans moving forward with the same coach and specialist prior to notifying the rest of the team. Often hear of upcoming expectations from a team member rather than our admin.	2/18/2021 5:42 AM
35	As stated above Anne values each person equally, and wants us to feel welcome as part of the Harris and BCSD community!	2/17/2021 5:48 PM
36	I believe that our admin treats us all fairly. Given, this is my first year here. I haven't seen anyone be treated preferentially.	2/16/2021 3:46 PM
37	Teachers do not feel comfortable expressing their thoughts and/or concerns due to a fear of retaliation. The principal will often criticize staff without reason or feedback for improvement while complimenting other teachers who take the same action. The teachers all work well together, but are constantly concerned if we will be a target of the principal.	2/15/2021 11:35 AM
38	Has favorites that can do what ever they want.	2/11/2021 10:52 PM
39	It is very clear who is liked and disliked on our site. Some are allowed to speak and others are rushed or talked over.	2/11/2021 4:20 PM
40	Everyone is given the same opportunities to share thoughts, feelings, ideas, and celebrations.	2/11/2021 7:41 AM
41	In a staff meeting she has personally insulted me and a couple of staff members at other meetings. She definately plays favorites. She has not evaluated or officially observed her favorite teachers, including never stepping a foot into their classroom all year, but will give them an outstanding evaluation and has these favorite teachers sign their evaluations on the last day of school during checkout. Another example is she has not rotated who the grade level team leaders are. When Chavez won the Distinguished School award she took her favorites to the awards ceremony and did not provide the opportunity to other teachers. Those are minor, but anything extra she will not offer to the whole staff.	2/9/2021 6:08 PM
42	The principal acts like "best friends"with her three Support Staff (APL, Intervention Specialist, Academic Coach.) They are her spies, and "tattle"about whatever they see. Most of the teachers refuse to approach the support staff for help or even to answer questions (which is their JOB), because they know the support staff will run to the principal.	2/8/2021 12:49 PM
43	Administration encourages a culture of cliques where some teachers are rewarded with praise and requested materials because they spend time outside of work together.	2/5/2021 3:28 PM
44	I feel welcome and supported by the custodian and cafeteria staff.	2/5/2021 12:02 PM

2020-2021 BETA Administration/Site Climate Survey

45	This is a little hard to determine since we are not able to talk to our fellow teachers as much as normal. From the few, I have talked to the treatment tends to be with equal disregard or perhaps thinly veiled contempt.	2/4/2021 5:02 PM
46	Replace the word teaches with nurses.	2/4/2021 4:52 PM
47	She tends to have certain teachers that she likes and only has them be on committees.	2/4/2021 4:40 PM
48	I feel some people know more than the majority and wonder how I don't have the same information	2/4/2021 4:07 PM
49	This year I have heard more complaints from other teachers that they feel like there are favorites and targets. This is a complaint every year, but seems more so this year. Could be due to changes on the leadership team without a satisfactory explanation has caused a lot of hurt feelings and grumbling.	2/4/2021 4:04 PM
50	I am new to the school and we are on distance learning mode, so I do not get to observe this.	2/4/2021 3:48 PM
51	I feel that there is definitely favoritism at my site	2/4/2021 3:30 PM
52	It is obvious who the favorites are.	2/4/2021 3:08 PM
53	Site administration has favorites and passes up more qualified individuals to cater to their selected or preferred friends. I don't think Administration should be allowed to hang out with (foster close friendships) and go on trips with subordinates.	2/4/2021 2:51 PM
54	There is a clear distinction between her favorites and those that just work there.	2/4/2021 2:49 PM
55	ELD Teacher is treated poorly because the student scores are low.	2/4/2021 2:41 PM
56	The same rules don't seem to apply to every teacher. Admin seems more lenient towards some and not others. Inconsistent with what we are told.	2/3/2021 5:31 PM
57	People are more comfortable with colleagues that were recruited by the administration vs. inherited by the administration.	2/2/2021 8:48 AM
58	New and veteran teachers are all listened to. New teachers' strengths are highlighted in emails and staff meetings.	2/1/2021 6:29 AM
59	There is definitely and has always been definite blatant favoritism by the administration to a small group of teachers. It is obvious and stating any thing about this falls on deaf ears. They are not the hardest working group either and never go above or beyond but it is always the same 2-4 that at being given shout outs by the administration to the point that it frequently impacts staff morale and makes teachers feel like why even try.	1/31/2021 10:06 PM
60	Teachers who are on her target list, are not treated the same as the other teachers, and no matter what they do, everything is wrong. Yet another teacher who isn't on her target list, can do the same thing or worse, and nothing is said to them. Many teachers have learned not to talk to her, because she has the habit of talking about teachers in front of the office staff and with the office staff. Several staff members have walked in on the conversations and have felt very awkward and upset for the staff member that they are talking about it, usually not in a good way either.	1/30/2021 11:59 PM
61	Administration treats all staff as valued and appreciated to the fullest extent.	1/30/2021 5:53 PM
62	See above.	1/30/2021 4:33 PM
63	I do feel there are definitely favorites	1/30/2021 3:33 PM
64	Definite preferential treatment has occurred in the past few years. Although, this has not been an issue during distant learning.	1/30/2021 3:32 PM
65	One of the best things about virtual learning is the mean girl situation in the office is no longer obvious.	1/30/2021 3:06 PM
66	I definitely feel that there is preferential treatment (grade level assignments) towards certain people or against others. Also, certain parents get what they want (requested teachers, testing) whereas other parents who do the same thing don't get their requested teacher or what they want for their child.	1/30/2021 2:22 PM

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

Answered: 675 Skipped: 16



ANSWER CHOICES	RESPONSES	
Strong	57.48%	388
Average	32.59%	220
Weak	7.11%	48
Unsatisfactory	2.81%	19
TOTAL		675

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#	COMMENTS	DATE
1	I don't feel that I have much support, when parents call and complain about classroom procedures. I didn't know anything about putting kids in the waiting room, until a teacher talked about it during a meeting. It seems like I get reprimanded for putting disruptive students in the waiting room. Now , I am expected to close my eyes and let students do whatever , without any consequences. That is how I feel.Many students are in the waiting room because of technical issues. However , there are a couple parents complain, not knowing that is the case.	2/20/2021 10:38 AM
2	While the administration generally follows district guidelines- only some teachers are highly encouraged to document, file Tier 2 paperwork, and discuss discipline issues with the BIS. Teachers with difficult students that reach out for help are looked down on and have been talked about poorly in "private" meetings.	2/19/2021 9:10 AM
3	Her support regarding disciplinary procedures is simply following protocol to the extent that she can diminish liability. Her main concern is attendance which she has shown she is fine with stretching the truth on.	2/18/2021 5:20 PM
4	The only concern she shows is for attendance.	2/18/2021 5:11 PM
5	Mrs. Fitch does not check in with us about discipline. When I had a major issue that I had tried to solve myself with parents and couldn't, I asked Mrs. Fitch to reach out to the family and never hear a response, which is typical because she doesn't like conflict.	2/18/2021 5:08 PM
6	Tapia loves all that PBIS crap. If I child goes ballistic or has some crazy fit, they'll be back in your room instantly to tear it up again. This practice is irresponsible and dangerous. I don't see why peaceful hard working teachers and students should be terrorized by lunatics. It defys reason.	2/18/2021 5:00 PM
7	There are no discipline procedures with virtual learning. We are told we are guests in their homes, so basically the students can do what they want. The on camera behavior is appalling.	2/18/2021 3:00 PM
8	This is hard for me to speak on, since we have been only virtual so far, but my guess is that this area is average.	2/18/2021 2:42 PM
9	N/A 2020-2021 thus far	2/18/2021 2:38 PM
10	No repercussions for zoom violations when referrals are written and no feedback from administration as to how it was handled.	2/18/2021 2:04 PM
11	Administration Zoom's into classrooms to help with students who need encouraging. Administration conducts and assigns support staff to conduct home visits as necessary following COVID-19 protocols.	2/18/2021 1:05 PM
12	ADMIN follow the procedures but the district guidelines are not supportive of the teacher	2/18/2021 12:59 PM
13	Not even close.	2/18/2021 12:40 PM
14	The VP sends them back with candy and treats after they are written up. She never believes teachers for referrals.	2/18/2021 12:11 PM
15	Hard to determine in current climate.	2/18/2021 12:06 PM
16	Students are often not disciplined as they should be. Admin wants their numbers to look good. No or low suspension rates.	2/18/2021 12:01 PM
17	Haven't had any discipline issues during distance learning thus far.	2/18/2021 11:54 AM
18	Only takes parents side.	2/18/2021 11:51 AM
19	With virtual learning, it is not clear what the disciplinary actions are when students are not behaving during zoom. I believe some measures are taken, but it is not completely clear.	2/18/2021 11:51 AM
20	Slow support; insufficient.	2/18/2021 11:44 AM
21	Discipline is a serious problem at our site. It's often left to the teacher. Then no support when parents complain.	2/18/2021 11:09 AM
22	n/a at Sped dept	2/18/2021 5:42 AM
23	Students who have recurring discipline issues are often ignored. These behavioral issues and	2/15/2021 11:35 AM

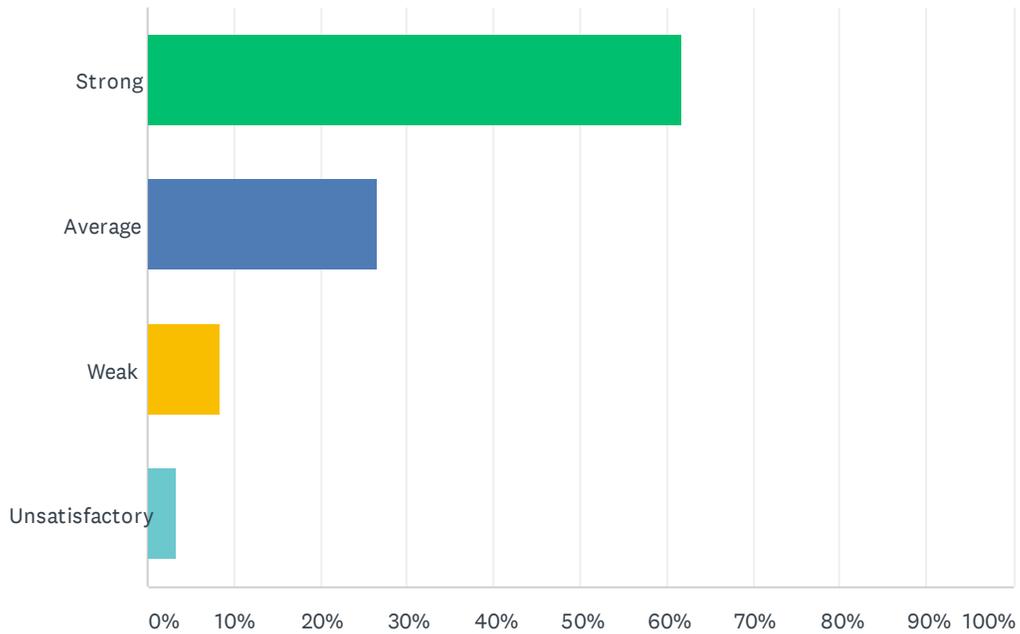
2020-2021 BETA Administration/Site Climate Survey

consequences may be documented on paper and may appear to be handled, but are rarely followed through in practice. All the teachers feel very much supported by our campus supervisor, Nathan Dominguez.

24	Even with the current challenges staff and students are supported	2/11/2021 7:41 AM
25	The vice principal mainly handles discipline and seems to follow the guidelines.	2/9/2021 6:08 PM
26	The Principal and Vice-Principal have on many occasions removed discipline referrals from Aeries. They don't want the Superintendent/Assistant Superintendent knowing that we have significant behavior problems at our school. Rather than working on remedying those problems, the Principal and VP erase the problems from Aeries and pretend they don't exist.	2/8/2021 12:49 PM
27	Not sure if District changed discipline guidelines this year but things that are happening in zoom should be documented in Aeries and everything has instead been documented via google forms (we will have no records going into next year).	2/5/2021 12:29 PM
28	N/A	2/4/2021 5:48 PM
29	I am not sure how to answer this as there are not the same discipline problems as would normally happen. I do wonder why kids that I know have not been in my class for large chunks of time end up having no or few absences showing. And there is no system in place for recording tardies. This is a growing problem.	2/4/2021 5:02 PM
30	N/A	2/4/2021 4:52 PM
31	N/A since there are virtually no discipline cases over Zoom.	2/4/2021 4:45 PM
32	I have no idea what the procedures are with distance learning it hasn't been really clear.	2/4/2021 4:07 PM
33	I don't think this is the fault of the principal, but seems like things come from the district and then changes are made. The principal passes on the info, but the info changes. Ex. don't make them have their cameras, make them have their cameras on, go easy on them, you got to be tougher, participation is imperative, don't ride them too much if they aren't participated and don't count it against their grades.... we are confused.	2/4/2021 4:04 PM
34	I am new to the school and we are on distance learning mode, so I do not get to observe this.	2/4/2021 3:48 PM
35	The discipline procedures are weak which makes it difficult to establish expectations and authority in the classroom.	2/4/2021 3:03 PM
36	The classroom discipline procedures are supported by contacting families to encourage positive behaviors.	2/4/2021 2:59 PM
37	N/A	2/4/2021 2:27 PM
38	I asked specific questions about what I can/should do in certain classroom situations, and was sent an electronic version of a very long book about PBIS as a response.	2/3/2021 5:31 PM
39	Follows protocol nothing less or greater than what is in the discipline code.	2/2/2021 8:48 AM
40	She is very consistent with discipline.	2/1/2021 10:32 AM
41	Due to distant learning, it is harder for them to really discipline.	2/1/2021 8:01 AM
42	Strong emphasis on mindfulness has helped classroom climate considerably.	2/1/2021 6:29 AM
43	Definitely not. We get very little help from the Vice Principal or the the Principal with discipline issues especially now-we are told that there is nothing they can do as we are "intruding" into their homes and we need to "go with the flow" nor is anything done about intruding parents who feel it is their job to sit and take notes during class time -then run and report to administration and they are listened to over the teacher.	1/31/2021 10:06 PM
44	There really are no discipline procedures with virtual learning.	1/31/2021 11:48 AM
45	The administration seems to be more concerned about keeping her stats down, than to discipline when its warranted. Instead of disciplining the student, she will take the position that it is the teachers' fault that the student is disrupting class constantly.	1/30/2021 11:59 PM
46	There has been very little need for discipline from the principal during virtual learning.	1/30/2021 2:48 PM
47	Na	1/30/2021 1:07 PM

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

Answered: 683 Skipped: 8



ANSWER CHOICES	RESPONSES	
Strong	61.64%	421
Average	26.65%	182
Weak	8.35%	57
Unsatisfactory	3.37%	23
TOTAL		683

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#	COMMENTS	DATE
1	I would like to complain about that small standing desk that we received. It is apparent that whoever ordered that, has never zoomed with three screens. It is very small. I have been trying to get a standing desk since the beginning. Now, I am in pain constantly from sitting. Believe that was ordered from the district. In the beginning and I did request one through my school, but it's Apparent, that we must purchase the things that we really need.	2/20/2021 10:38 AM
2	They have gone above and beyond!	2/19/2021 6:45 PM
3	Could have more resources available for the science department. I never got a textbook and had to ask another teacher to give me copies of the pages.	2/19/2021 3:12 PM
4	Materials may not always be available to them in all fairness...	2/19/2021 8:22 AM
5	The appointments required for a period of time made it difficult for parents to get supplies from school. That situation is made easier now.	2/19/2021 7:45 AM
6	Special education students do not have access to differentiated materials. The teachers have to create materials.	2/18/2021 9:32 PM
7	It took the office half a year to get me a lap top computer that would work. Made virtual teaching very challenging doing it with just one computer.	2/18/2021 7:49 PM
8	I was disappointed that not the admin but the district in general did not provide teachers with the necessary computers. I have had to use my own computer and drastically decrease its life expectancy with constant use.	2/18/2021 6:50 PM
9	Her response to us when asking about materials is that they're on order and we must not be "problem finders" in this situation. To this point, the only materials we've received that we asked for at the beginning of the year were rods that showed up too late for the unit we were going to teach using them.	2/18/2021 5:20 PM
10	Her response when asked about about materials is "there on order, we need to be problem solvers not finders for the situation"	2/18/2021 5:11 PM
11	When I needed additional materials, they were made ready for me to pick up in the office.	2/18/2021 5:08 PM
12	It's been a battle with the Principal to get teacher materials, prepare packets for our kids and distribute them. Every part of the distance learning has been a 1000 times worse because our Principal was not helpful or supportive, and clearly does not understand the students needs for classroom curriculum and materials.	2/18/2021 4:48 PM
13	Teachers have always access to materials that they need at home during distance learning.	2/18/2021 3:23 PM
14	I think they are trying. Doing everything on a computer makes that difficult.	2/18/2021 3:00 PM
15	At the beginning of distance learning I had to trade out my chromebook three times, I requested a hot spot and was denied. However, my colleagues were able to procure hotspots and working chromebooks. I had to use my phone, my own computer as well as purchase another in order to "monitor" all the screen requirements without becoming ill from split screening to keep up with the distance learning demands.	2/18/2021 2:04 PM
16	I did not receive enough supplies for my students and this was never rectified. However, he has been great about parents picking things up in the cafeteria and allowing me to get paper from the office.	2/18/2021 1:51 PM
17	If teachers need supplies from their room, COVID-19 protocols are followed and staff are able to retrieve necessary materials.	2/18/2021 1:05 PM
18	I state weak because as a new DI program, I feel that not effort was made by district or site to provide the needed Spanish books, charts, etc for the a classroom that had nothing. So, according to the District, Harris is now getting \$2500 for 8 teachers for the librarian to select Spanish books for our classroom. Classrooms that are new to DI that had nothing other than Benchmark, McGraw-Hill math, SS and Science.	2/18/2021 12:58 PM
19	She won't allow staff to go on for at least 30 minutes to pick up teaching materials. Some of us still have children in our homes that have no childcare for and cannot teach at the school site all day just to get extra teaching materials. Not even willing to work with staff that are single parents and have no extra support at home.	2/18/2021 12:42 PM

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20	I have been using my own personal laptop and it is crashing. Waiting on the school to distribute a fast and convenient computer. It's already February.	2/18/2021 12:41 PM
21	Teachers extremely limited on how often they can come on campus to prepare distance learning materials, also limited on when we can distribute	2/18/2021 12:29 PM
22	We set up times to drop off items for students and staff or pick up items from our classrooms. When asked to fulfill student supply needs the office staff always pulls it all together in a day or two!	2/18/2021 12:18 PM
23	On site admin along with admin support have been supportive in making the teaching transition from school site to home.	2/18/2021 12:07 PM
24	Yes. Ms. Stamper and Mr. Richardson are always making sure we have the necessary materials. Also they will come onto the PLC zooms and ask if there is anything we need. They are awesome.	2/18/2021 11:54 AM
25	Digital curriculum would help this year!	2/18/2021 11:53 AM
26	The book clerk has denied teachers a student copy of the science book. The TE print is so incredibly small that it's not usable on a document camera or iPad.	2/18/2021 11:52 AM
27	I feel we need more materials for TK and kindergarten and I hope that materials for individual kits will be made available for these young grades.	2/18/2021 11:50 AM
28	We get resources constantly and have PDs. I especially like the support we got for Zingy, Next Gen Math, and other resources. Good Admin support.	2/18/2021 11:46 AM
29	When new requirements were given to teachers, training was only provided on a saturday 1 month after the requirement was given. If teachers didn't attend the saturday training, they were bashed or viewed negatively.	2/18/2021 5:42 AM
30	I am teaching from home and have only been able to go to the campus just once since December. I need supplies, they shouldn't have to come out of pocket. I wished they would let us know that we could go pick up supplies if we need it, because I definitely need it.	2/16/2021 3:46 PM
31	I've had no issue receiving supplies.	2/15/2021 11:35 AM
32	Won't let us on campus unless we come at our lunch time and for some of us who live 45 minutes away from the school site it is impossible to drive there in 30 minutes up and back.	2/11/2021 10:52 PM
33	We were left to figure out our own resources and materials for distance learning. If we didn't have the materials were told to work on campus. Many of the resources we obtained were through word of mouth from other teachers.	2/11/2021 4:20 PM
34	Several check ins have occurred to find out needs (and wishes).	2/11/2021 7:41 AM
35	They offer strong support in this area but I have had to find quite a bit on materials on my own just due to time constraints.	2/10/2021 3:28 PM
36	I think it gets difficult when budgets are finalized before teachers know what they need. Often, a great resource is discovered and we are told the money has already been allocated. There should be a way to pay for things as they arise throughout the year.	2/7/2021 2:00 PM
37	We were allowed to check out Elmos and Hot spots, and chrome books if needed.	2/6/2021 11:50 AM
38	there is reluctance to allow teachers to be on campus for materials prep.	2/5/2021 5:37 PM
39	Teachers were only given one hour to grab whatever they needed. When asked for permission to look for resources in classroom after school, denied. Was told to specifically tell secretary what we wanted and secretary would look for it. It's difficult when you can't remember where you put the resource.	2/5/2021 3:36 PM
40	I tried my best to follow the principal's rules about distribution, and yet, the site administration still turned away my students when they tried to pick up musical materials even during the designated times. the site administration claimed to the parents that I did not tell the admin that these parents are coming... I had it set up just like how it was instructed to me. All materials are distributed during the lunch hours. And when parents show up at the wrong time or call to confirm time to pick up the site administrator will email me about how I did not	2/5/2021 12:02 PM

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communicate properly and turn the parents away. This happened several times, causing the parents a lot of time and causing the student missing out on their music education.

41	It is frowned upon to give students paper and pencils activities. It is extremely hard to get copies made. We do not know if this is due to the site or due to the parameters (or lack of parameters) set by the district.	2/4/2021 6:32 PM
42	None of the materials distributed to students were distributed to teachers. Administration was not upfront about what curricular materials were sent home.	2/4/2021 4:45 PM
43	She will not let teachers use hot spots in case power goes out, told us to use our phone to conduct classes.	2/4/2021 4:40 PM
44	Obviously not a priority	2/4/2021 4:07 PM
45	Again, I don't think this is all on the site, some of this is district or just the situation we are in, document cameras have been on order for ... 6 months, can't get specialized items to specific classes like cards, dice, specific manipulatives has to be the entire grade level agreeing on materials	2/4/2021 4:04 PM
46	I feel that supply distribution could have been more organized. Different schools gave out different supplies and I believe it should have been standard district wide.	2/4/2021 3:55 PM
47	Not sure...I do not need anything. I got everything myself.	2/4/2021 3:48 PM
48	I think our admin is available and willing to provide us with materials that are needed...but all the red tape we have to go through to get what is needed has frequently been a major hurdle. I don't know if that is due to district policy or MY admin policy.	2/4/2021 3:30 PM
49	Our admin has gone above and beyond to ensure that we are all well equipped to teach virtually. At one point my administrator offered to deliver a new laptop to my house.	2/4/2021 2:55 PM
50	Administration is constantly asking what the teachers need to help improve and foster distance learning.	2/4/2021 2:51 PM
51	She is always asking if there is anything we need or how they can help.	2/4/2021 2:42 PM
52	I emailed my principal about including writing paper for first graders in this next distribution, he never even responded to my email, nor the children received the writing paper. Our firsties need writing paper for writing!!! No support	2/4/2021 2:39 PM
53	I was asked repeatedly if there were any supplies or technology that I needed to perform at my best. when I answered yes, I was immediately given anything I asked for.	2/4/2021 2:35 PM
54	Keeps staff inform and delivers or explain why things may not be available	2/2/2021 8:48 AM
55	We (my grade level team) asked for whiteboards from the beginning of the school year and we never received them. They kept saying they are back ordered. I don't know if that is true or false, but she has lied to us before. So, who knows.	2/1/2021 7:17 PM
56	We are given anything needed to help with distance learning.	2/1/2021 6:29 AM
57	I am providing all my own supplies, equipment, and extras when asking for anything we are told supplies are low or non existent - or not in the budget	1/31/2021 10:06 PM
58	We have had two scheduled pick ups this year. It isn't enough and the last one not everything came in that should have gone out.	1/31/2021 10:01 AM
59	Teachers were forced to move their Virtual classrooms this fall to their homes, they weren't asked if they had adequate equipment, or anything, one teacher was very embarrassed during a meeting about it because she brought up her name in regards to it, and this teacher had never been asked if she was ready to do that .It should noted that teacher was one of the teachers on her "target" list for the year also, so others were not surprised and felt badly for her. Because of that, many others who weren't ready yet, started teaching from home anyways. Many teachers went out and purchased thousands of dollars of equipment for their new classrooms. Teachers were offered a chromebook to take home to use, but when they would go to get it, there was never one there for them. Staff wasn't offered an additional monitor when we were allowed to teach from our rooms, instead we had to go out and purchase our own, or someone was kind enough to give us one. Teachers purchased programs to use to support the students when there wasn't anything to available to use to teach certain subjects.	1/30/2021 11:59 PM

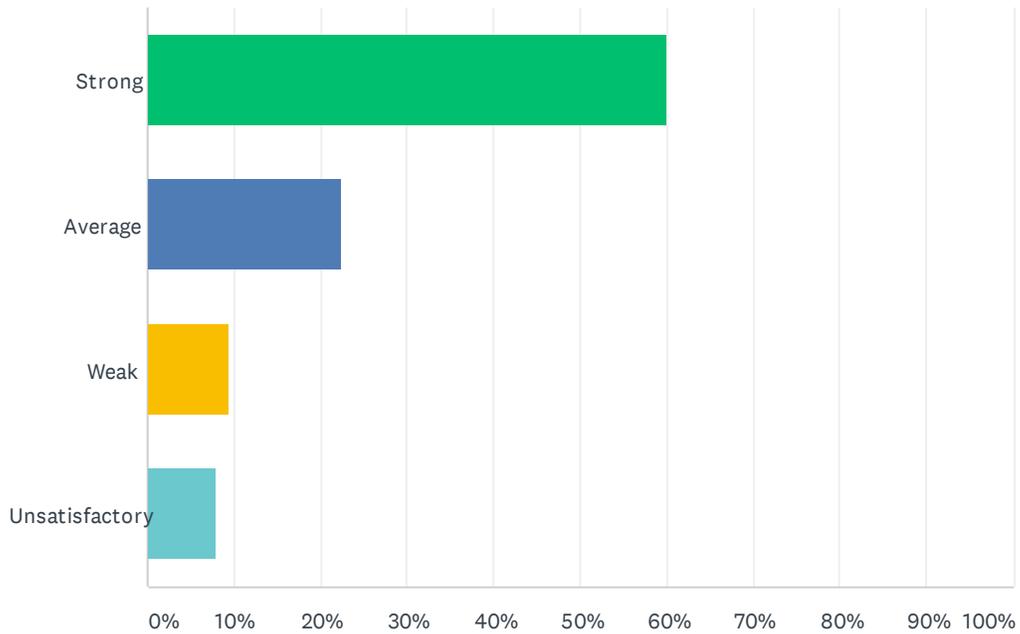
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Teachers weren't told that they could receive post it notes, pens, white board pens, or any thing that they might need to teach with, instead we brought it ourselves.

60	We were told we couldn't come back on campus to get more supplies.	1/30/2021 3:35 PM
61	There's usually strings or conditions so it's easier to buy them yourself.	1/30/2021 3:06 PM
62	Very strong on this. Always available to assist.	1/30/2021 2:16 PM
63	Ask for technology to use at home and was denied. It feels like we are not supported 100% with getting the items we need to be able to teach at home.	1/30/2021 1:50 PM
64	THE bare minimum is given. We are discouraged from using paper materials for small children. There is a limit of two art projects per month per grade level that will be copied.	1/30/2021 1:48 PM
65	Na	1/30/2021 1:07 PM

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

Answered: 685 Skipped: 6



ANSWER CHOICES	RESPONSES	
Strong	60.00%	411
Average	22.48%	154
Weak	9.49%	65
Unsatisfactory	8.03%	55
TOTAL		685

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#	COMMENT	DATE
1	She made a stressful year even worse.	2/23/2021 12:15 PM
2	Unfortunately, she seems driven to add more stress.	2/23/2021 11:44 AM
3	School administration has been an excellent support	2/19/2021 6:45 PM
4	Very stressful times. Lack of support if we have to take off from work because substitutes are hard to find!	2/19/2021 4:35 PM
5	Started off...no! But, has improved.	2/19/2021 3:13 PM
6	I feel like more stress was added with the flurry of changes and trying to keep on top of things while being a new teacher. I didn't feel a great deal of support from some administration and felt neglected throughout my time there. I felt like I really couldn't talk to anyone about what I was going through. Whenever I did something wrong, the reactions didn't come from a place of understanding...they were more critical. I felt very anxious and was afraid to make anymore mistakes. I felt more support from my PIP mentor and my on-site BETA rep at the school.	2/19/2021 3:12 PM
7	so much stress and pressure was added; new things were added when not needed	2/19/2021 12:40 PM
8	I felt more stressed after my evaluation this time, since my evaluation is almost perfect every year. This year I was checked "working toward in 8. areas, and one of them is very close to my heart."I felt most confident before that. I have attended most of the trainings last year and this year in technology and incorporated district plans and have used all the resources. I didn't feel recognized for that. The visits were not enough to evaluate fairly. The video off was ok by district for students, but expectations seemed different during visits.	2/19/2021 7:45 AM
9	Extra stress has been a problem since the beginning. She is not helpful.	2/18/2021 11:47 PM
10	She has given positive feedback from her virtual visits to my classroom which I strongly value. I do feel appreciated.	2/18/2021 7:00 PM
11	Lemuel Kwon has found it necessary to not only reprimand teachers without consideration for the nature of these times, but she has also shown she finds it necessary to misrepresent events in order to reprimand those teachers she feels make her job harder which are those teachers who seek clarification on her hastily-made decisions.	2/18/2021 5:20 PM
12	Principal has not only reprimanded teachers at this time without consideration of the times, but also has misrepresented events in order to make herself look better(in the right) when questioned.	2/18/2021 5:11 PM
13	Lesson plans being formatted differently was an added stress. Having to sign lesson plans within hours of when they are sent is an added stress. Making a list of ranked students in one day was an added stress.	2/18/2021 5:08 PM
14	He wouldn't even let us get the Covid test on our scheduled day!!!	2/18/2021 4:48 PM
15	Virtual requires lots of work outside of duty time.	2/18/2021 4:18 PM
16	She has always been supportive from the beginning of the year.	2/18/2021 3:23 PM
17	They add more stress. This planning takes longer because everything has to be assigned in Google classroom. It takes longer to check because we have to check one assignment at a time. We have to keep track of the many students not doing their assignments, notify their parents, and then recheck and recheck to see if they were ever done. Admin gives us more and more to do and some of the things they expect us to do are unrealistic. The office gives us things to do. We have to go back into Zoom to see see if absent students did work.	2/18/2021 3:00 PM
18	This has been hard since, this has been unprecedented, however my admin seems to be very concerned with not wanting us to do unnecessary work or have unnecessary stress. My admin has told me personally to not worry about certain things, or do things in a certain way to avoid doing more work, or unnecessary stress. I have appreciated that.	2/18/2021 2:42 PM
19	She herself is supportive, but others who want to micromanage are allowed to do so freely.	2/18/2021 2:32 PM
20	He is adding to our stress.	2/18/2021 2:07 PM
21	Totally unsatisfactory. . . to the point CTA had to become involved. At which time they also pointed out their demands to be excessive and calculated toward certain individuals. As if	2/18/2021 2:04 PM

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	trying to force teachers to quit.	
22	Administrators understands that we are under a lot of pressure to perform in a new platform foreign to us.	2/18/2021 1:45 PM
23	Administration is accomodating and is concerned with the safety of their staff.	2/18/2021 1:05 PM
24	There have been a couple of times when we have had a staff meeting at 2:15 on a Friday. Really?! After a long stressful week of virtual teaching, the last thing anyone wants is to be back on Zoom in a stand meeting!! Our principal seemed surprised that no one looked/seemed happy to be there in the zoom meeting!	2/18/2021 12:51 PM
25	EXTRA STRESS IS WHAT SHE ALAWYS ADDS.	2/18/2021 12:42 PM
26	Questions are always left unanswered.	2/18/2021 12:40 PM
27	Not the Special Education Department. They have added more duties for us.	2/18/2021 12:39 PM
28	I feel like administration of my school is doing their best to be supportive and minimize stress, however they are under direction of the district which is not doing the same.	2/18/2021 12:31 PM
29	Our admin staff has been great during this school year.	2/18/2021 12:22 PM
30	Kind notes and emails are provided to staff members and regular ongoing support is available.	2/18/2021 12:18 PM
31	In my opinon, she has a calming influence and uses humor as well to get us through these tough times.	2/18/2021 12:15 PM
32	Unorganized, lack of communication, unfair treatment	2/18/2021 12:14 PM
33	As much as he could. BCSD and State requirements tied his hands which caused MUCH unnecessary stress.	2/18/2021 12:03 PM
34	Not sure if Admin is asking for us to perform extra duties or the dirctions are coming from the D.O.	2/18/2021 12:01 PM
35	They have been VERY supportive during the COVID pandemic. Their number 1 concern is the health and well being of all the staff, the teachers, and the students. SEL is a big priority for them.	2/18/2021 11:54 AM
36	No, we have been told we have to take it then that changed. Too much /early misinformation	2/18/2021 11:53 AM
37	Very little communication.	2/18/2021 11:51 AM
38	I still do not think it was okay to be observed during this time, but Mr. Ceja was very positive and supportive and he only pointed out the good things and realized that I, as a teacher, have only so much control of what is happening around the children in their home.	2/18/2021 11:50 AM
39	We have received many additional responsibilities.	2/18/2021 11:48 AM
40	dont as best as they can	2/18/2021 11:46 AM
41	Yes, I got COVID-19 and was supported by Admin. They were respectful of me and offered me any support I wanted. My sub was supported when I needed to go to the doctor and my class went smoothly. Good Team!	2/18/2021 11:46 AM
42	There has been a push to return. Adding stress to us; concerns are not met with understanding.	2/18/2021 11:44 AM
43	While many had to take Covid leave, this admin added meetings and updates on days when staff were out due to Covid. Staff only took partial leave, but scheduled mandatory meeting of the "off" days. Staff worked every day of the leave to attend the mandatory meetings.	2/18/2021 5:42 AM
44	Anne has kept the staff informed, and has allowed us to ask questions and voice concerns.	2/17/2021 5:48 PM
45	Staff tries to support us, but I still feel incredibly stressed out. I don't blame our principal/support staff. I feel the district doesn't care about as much as they pretend to do.	2/16/2021 3:46 PM
46	Not the principal's fault...adding extra stress comes from district admin.	2/16/2021 3:08 PM
47	The district has placed an enormous burden on teachers. They claim curriculum and standards are helping with planning, without seeing their plans in action in the classroom. I feel	2/15/2021 11:35 AM

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administration is following district procedure, which has been cumbersome and has interfered with supporting students.

48	Has added more stress and many just want to leave as soon as the children log off of zoom.	2/11/2021 10:52 PM
49	Administration has made it seem like we are just hanging out at home and not working beyond our contracted hours. There has been little talk about self care or take care of yourselves. Many of the meetings that we have had.. have ended in "Who is ready to work and come on campus?"	2/11/2021 4:20 PM
50	Administration has done whatever possible to avoid any extra stress causing actions.	2/11/2021 7:41 AM
51	When she does not respond to questions on email or text, it adds to the stress level. I don't know what to do when she does not tell the staff her expectaions or what is going on in a timely manner.	2/9/2021 6:08 PM
52	We have two Saturday PDs coming up on-line about Thinking Maps. WHY? We have been doing Thinking Maps ad nauseum for 8 years! We don't need to keep giving up PD time to do more of the same. I use Thinking Maps, but I feel that the Principal and the previous principal did a huge disservice to our students by pushing Thinking Maps non-stop. For as much time as we have spent on them, our test scores should be outstanding. But they are not. The principal needs to stop focusing on what is essentially an organizational tool and focus on more concrete ways to promote engagement, improve test scores, and develop better school discipline/management.	2/8/2021 12:49 PM
53	I feel like we are pressured to always maintain student attendance and engagement. While these two things are very important, it is also out of our control at a point during distance learning.	2/5/2021 4:32 PM
54	Unfortunately, I don't think there is anyway they can reduce the amount of responsibilities that have been added to Special Education Teachers.	2/5/2021 3:36 PM
55	Administration has repeatedly imposed criteria for how on-campus staff should use their lunch/planning time, and has reprimanded some for exercising their independence.	2/5/2021 3:28 PM
56	Many times admin has a meeting scheduled and cancels it or changes it to a "fill in your slide on the google doc at your time" to avoid taking up valuable prep time.	2/5/2021 12:29 PM
57	Again the secondary administrator has helped me with several problems, mainly technical issues, but also standing up for me when I had mistakenly turned in lesson plans to the wrong place. The main administrator had implemented extra work in writing lesson plans for us at the beginning of the year but was corrected on this. Her general attitude toward teachers, who are also experiencing a larger workload and extra stress, is not a positive one.	2/4/2021 5:02 PM
58	Nitpicky, micro-managed lesson plans. It seems like my only interactions with the Academic Coach have to with making corrections to my plans before they are signed. It's not her fault, she is simply relaying information from administration.	2/4/2021 4:45 PM
59	Always wanting us to change our lesson pans and then requires we go back 3-4 weeks to put in her new ideas for the plans. She tends to wait a few weeks then will read them and wants new changes. She is last minute on different items that she may require from us.	2/4/2021 4:40 PM
60	Being held to a certain standard but not modeling it is a very hard thing to tolerate.	2/4/2021 4:07 PM
61	Kind of...again, is it site or district, they said they were giving us planning time, and those have been filled with meetings and PD, they said we could give kids async, but they need constant support and we are expected to give it, they said they wouldn't put more on our plates and they have, where are the lesson plans with the min/standards/ etc written to perfection, people are sick or have family members sick, where are your sub plans. This has been unprecedented times, and sometimes we hear that message of giving/getting grace, but it seems pretty one sided. We are expected to give a great heaping helping of grace to all the families and students but we are not given grace as teachers who also might have big circumstances happening to us too.	2/4/2021 4:04 PM
62	not sure	2/4/2021 3:48 PM
63	I have wanted to walk out numerous times this school year. There has been soo much unnecessary stress in my position this school year. I believe we could have done things in a	2/4/2021 3:30 PM

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simpler way that would have allowed me to focus on my special education students, caseload, and requirements that would have been more successful.

64	Space and grace is actually demonstrated by just having teachers check-in once per week.	2/4/2021 2:59 PM
65	Any time I have expressed stress to my Principal, she has not only been open to listening, but always asks what could be done to help (often at the expense of her own stress levels). She then makes it happen. I am blessed to work here.	2/4/2021 2:55 PM
66	I can't say for certain that the administration is entirely to blame for some of the additional stress brought on by distance learning. pushing back the start date due to a lack of student hot spots was stressfull. The morning check ins that we had to do at the start of the academic year were very stressfull. Having to go back and create and sign old lesson plans was stressfull. Report cards and the lack of Aeries gradebook training was very stressfull. In this educator's opinion, there have been a lot of additional stressors that could or should have been delt with by either the district or administration during this current academic year.	2/4/2021 2:51 PM
67	She only has meetings when needed not because she can.	2/4/2021 2:42 PM
68	No, the demeanor of every meeting is "do it, or else"	2/4/2021 2:41 PM
69	Definitely yes.	2/4/2021 2:34 PM
70	Strizic has shouldered so much of the burden herself. She's a rockstar.	2/2/2021 9:05 PM
71	Always checking to see about staff concerns and listens to staff	2/2/2021 8:48 AM
72	I know a lot of it is from the district, but principals should stand up for their teachers. It is obvious that they don't, because the stress is really high among a lot of us teachers.	2/1/2021 7:17 PM
73	Staff on all levels have been supported and comforted as needed. We are a family at Harding.	2/1/2021 6:29 AM
74	I know our administration values their staff; however, I feel like they do not understand the workload that has been put upon the teachers. They continue to make requests, and it is overwhelming. For example, mandating we use Nancy Fetzer but not providing digital resources. Those digital resources have to be made along with every other subject. Mandating we teach every subject every day. Rotating between history science helps with planning and ensuring the students receive a quality lesson. Adding SEL removes times, but I see the importance, so flexibility for science and history would make sense. They will get the standards, but please give us back the autonomy to teach as we see fit (not pushing Nancy Fetzer on us) and trusting that we know what we are doing and teach every subject.	2/1/2021 1:55 AM
75	NO absolutely not! if anything they have contributed to it more -no matter how many times we say we can not take another change or have one more thing added to our plates. I really do not think they have any idea what it takes to do what we are currently doing. They can not say they know because they have never had to deal with 25-30 kids on a screen jumping in and out all day or disappearing and not doing work. They want us to lie about grades and attendance-I do not see how showing up for 30 minutes constitutes being there a whole day. We are constantly being contacted for how long were they there and did they turn anything in.	1/31/2021 10:06 PM
76	We have been working so much on our slides to provide the best instruction we can every week, planning, etc. Now, if students are logged on during virtual learning, but are not present or turning in any work, we have been given the extra job of contacting parents and working on a plan to reengage students. I work almost seven days a week now, and now I have to be in contact with the parents of students who aren't monitoring their child's engagement? I connect with parents on ParentSquare already and at times do call parents. I feel this would be the job of the administration and our BIS to handle these situations, not teachers.	1/31/2021 1:06 PM
77	They have been supportive, but they do add stress. They ask a lot of us and expect us to do things we have no control over, like getting students to take Star Reading or Math. There is nothing in place to address all the failing students.	1/31/2021 11:48 AM
78	At our site, instead of teaching writing the older way, we had to teach writing with the new program that we had started with last year. Then additionally, we had to start teaching something entirely new in writing to the students. Many teachers were very upset about it, because we didn't have any guidance on how to do it virtually except being told to use a white board. Some teachers asked for a demonstration in their virtual classroom, but somehow it was never accomplished for some reason. Overall the staff feel that they have had little	1/30/2021 11:59 PM

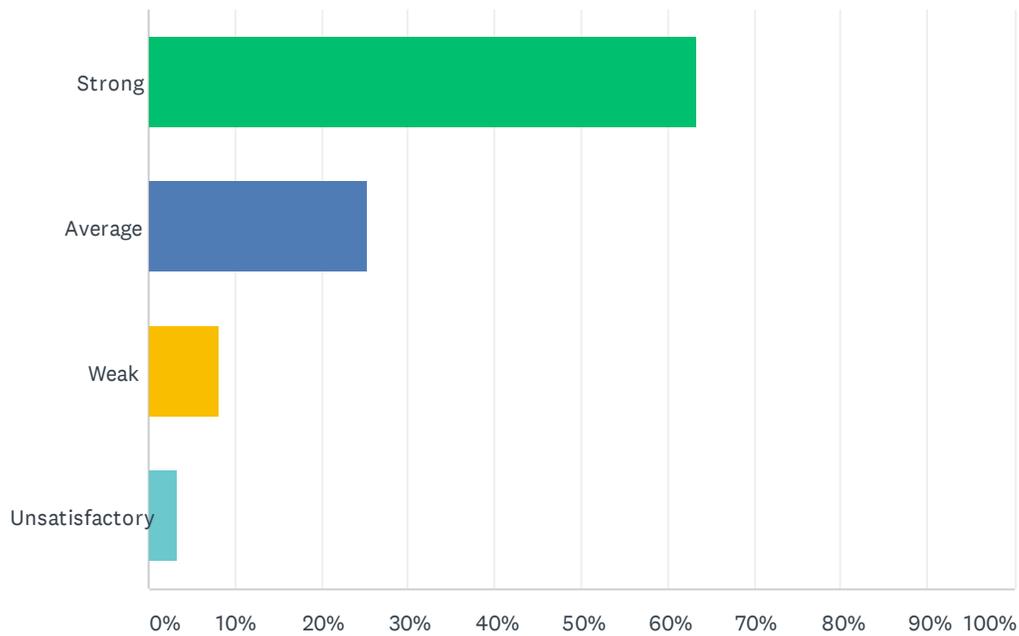
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support during this extremely already stressful year. Some praise, some good words, some laughter, or just something other than putting more stress on us would be very helpful.

79	Office staff is handling a lot of parent contact	1/30/2021 4:33 PM
80	The only problem is the "leadership team" doesn't seem to talk to each other so they aren't all on the same page.	1/30/2021 3:35 PM
81	MLK admin has been amazing	1/30/2021 3:22 PM
82	She has bought new programs in January, hastily introduced them, and now expects us to implement them. I'm still not sure what the purpose is for one program but I'm supposed to use it. Distance learning is complicated enough without adding some random program.	1/30/2021 3:06 PM
83	My administrator has never held a lot of staff meetings, and we have even fewer during the pandemic. She doesn't require a lot of grade level collaboration. She has given us a lot of autonomy when it comes to planning and prep.	1/30/2021 2:48 PM
84	Admin tries to be sensitive to staff stress.	1/30/2021 2:16 PM
85	Communication is nearly absent. A daily email continues, but the extent of the email is "have a wonderful Wednesday." Or "Have a terrific Thursday, only one more wake up." And "have a fabulous Friday"	1/30/2021 1:58 PM
86	Site administration has not always shown support during these stressful times. Staff has voiced being frustrated and tired with the current demands of virtual teaching, and it seems as though more demands are further piled on staff.	1/30/2021 1:53 PM

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

Answered: 690 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	63.33%	437
Average	25.22%	174
Weak	8.12%	56
Unsatisfactory	3.33%	23
TOTAL		690

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#	COMMENT	DATE
1	We learn information from other principals.	2/19/2021 10:11 PM
2	Not all information is true or consistent.	2/19/2021 4:35 PM
3	Information felt spotty at the beginning but got better over the course of the school year.	2/19/2021 3:12 PM
4	compared to other school sites, expectations and info was not the same as other schools were given	2/19/2021 12:40 PM
5	Biggest problem is District communication and how it is constantly changing!	2/19/2021 8:22 AM
6	It seems like staff reaches out to her.	2/18/2021 11:47 PM
7	She likes to inform us as soon as possible.	2/18/2021 10:45 PM
8	Even though we got the news about returning back face to face, admin has not had a staff meeting or mentioned it.	2/18/2021 8:19 PM
9	She forwards emails that are already sent to us by the district with nothing added other than "please read the following email. This is where we end up feeling not only as though she believes us to be inept when it comes to reading emails provided by the district but leaves us feeling she is out of touch with the fact that we already receive enough emails in this virtual academic environment.	2/18/2021 5:20 PM
10	She floods our emails by forwarding emails already sent to us from the district, with nothing added to them other than a "please read" This makes me feel like she doesn't trust me to read what I am sent by the district and causes to to spend more time making sure she hasn't added something this time so more time on the computer. Joy joy more time on the computer just what I want after being virtual all day.	2/18/2021 5:11 PM
11	I haven't been reminded of many expectations or information during covid.	2/18/2021 5:08 PM
12	We always had been notified about changes or new information in a timely manner.	2/18/2021 3:23 PM
13	Yes. Every day it seems like there is something else we are expected to do.	2/18/2021 3:00 PM
14	I believe this has happened, and admin has done the best that they can. However, the information has changed a lot. I don't believe that this is my admin's fault though, but rather the district, or governor. Not sure who is to blame for all the changes.	2/18/2021 2:42 PM
15	We are given invalid information which changes daily. What are the expectations?	2/18/2021 2:04 PM
16	There have been two SPED staff meetings this entire school year. only 2	2/18/2021 1:22 PM
17	As soon as administration knows of changes, they communicate the changes with the staff.	2/18/2021 1:05 PM
18	Messaging has been vague and incomplete, may be due to lack of info. to school admin.	2/18/2021 12:29 PM
19	Yes, we have at least one staff meeting a month and receive email communication daily. We also have had trainings and have our weekly PLC with instructional email to grade level teams. They keep us in the know.	2/18/2021 12:18 PM
20	Lack of clear direction and focus	2/18/2021 12:14 PM
21	I feel like we have gotten information as soon as they have it.	2/18/2021 11:54 AM
22	They are very clear and give us the information as they get the information. We are continuously informed of any changes as they occur.	2/18/2021 11:54 AM
23	Admin makes plans before the District delivers orders. We do everything twice	2/18/2021 11:53 AM
24	Very little communication.	2/18/2021 11:51 AM
25	No answers on PPE, no answers on routines, no answers on priority students.	2/18/2021 11:44 AM
26	Again, rarely hearing of new updates from our direct admin...instead hear them from other departments, teachers, and school sites. We (coaches) are left out of the conversation. This lack of communication makes us look very unprofessional as we are not on the same page as the schools and teachers we service.	2/18/2021 5:42 AM
27	There has been a lot of misinformation. Some grade levels are allowed to do certain tasks or	2/15/2021 11:35 AM

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complete tasks in a certain way while other grade levels has been told to do the same tasks differently. Teachers are never told why we are to do these tasks, just to do them.

28	I would like to see BETA do an anonymous survey to find out about the number of staff and students testing positive for COVID as talks continue about reopening. I have had 2 students who informed me they tested positive and know of at least 4 staff members who tested positive. Other teachers have told me that a few students in their class also tested positive. This greatly impacts my decision about whether or not I feel safe returning to school. Additionally, kids will be kids and inevitably play with and take off their masks further exposing others.	2/13/2021 6:34 AM
29	Much of the information has been inaccurate or we have had to get information from other teachers and school sites and utilized the district emails or MOU to advocate that things are being followed as outlined.	2/11/2021 4:20 PM
30	Expectations are shared both through live zoom meetings and clarifying emails. Admin is always available to answer questions or explain more in detail if needed.	2/11/2021 7:41 AM
31	Not as much information regarding return to school or any other information that may have been presented at a school board meeting is regularly communicated to staff.	2/10/2021 3:28 PM
32	See comments to number 14.	2/9/2021 6:08 PM
33	Expectations regarding how general teaching and duties will happen during this time have been communicated. Specific communication on expectations for PLCs, not quite. My PLC is not united and lacks clear guidance and expectations.	2/6/2021 11:50 AM
34	We have been given 2 different forms to fill out for "office assistance needed." We have informed the admin through leadership meetings and other meetings that we aren't getting feedback after the forms are filled out. We don't know if the office got ahold of anyone or not. We thought we were "in trouble" about "having the highest number of F's in the junior highs" but have since been informed that was just to find solutions, "no one was in trouble." The expectation is you have tried to get students re-engaged in the learning and we just have to have documentation to prove it. So communication about the expectations has not been great and has been confusing at best.	2/5/2021 12:29 PM
35	In general yes, although I feel like I have had little helpful feedback on the main administrator's classroom visits. When it came time to discuss my actual review then I finally got some feedback (mostly a discourse on my failures) that has helped me target some positive changes to my instruction. To be clear, pointing out positives does not seem to be her normal approach.	2/4/2021 5:02 PM
36	Maybe it's just because we're teaching in a pandemic, but there is no information on things like back to school plans, what the schedule will be like, whether or not I can return to my classroom to teach, etc.	2/4/2021 4:45 PM
37	She only communicates when the district requires her to speak to her staff. She will then use the district video.	2/4/2021 4:40 PM
38	Expectations of us are very clear. Expectations of students, parents and admin support have not.	2/4/2021 4:07 PM
39	Communication has not been good. I feel pretty in the dark this year with what is going on. I feel like I get more information from the news or social media groups than I get from my site. We have only had a handful of all staff meetings and when we do, it seems like we are in a hurry to be done with the meeting before discussion or questions can happen.	2/4/2021 4:04 PM
40	Teachers are expected to have working technology in order for us to do our jobs effectively. We are also expected to check-in once per week.	2/4/2021 2:59 PM
41	As soon as she knows something she lets us know.	2/4/2021 2:42 PM
42	Overly communicated at times	2/4/2021 2:41 PM
43	Expectations seem to change often.	2/3/2021 5:31 PM
44	Yes, and reminds staff about the district's MOU	2/2/2021 8:48 AM
45	Of course, so she can micromange us.	2/1/2021 7:17 PM

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46	Updates, deadlines, requirements are communicated with ample time to prepare.	2/1/2021 6:29 AM
47	We find out after the fact-usually learn about things from teachers at other sites before we are told. There is also a different set of rules governing us compared to other sites. We were told we HAD to be off site by 3:30 even if you had other district committee obligations that lasted to 5:30 and after school was there-too bad -so you would have to leave at noon to cover it. THEN we get told in December we are to work from home and have 30 minutes to get your things and go-but an exception was made for those "few" who felt it was a burden to work from home and 6 are allowed to work on campus -but if you have district obligations you HAVE to work from home-then we are sitting in the meetings and there are more working from their campus and its after 3:30 and they have not been sent home. There are TOO many discrepancies going on in the district -Either we ALL do the same or we don't -it should not depend on who is in charge	1/31/2021 10:06 PM
48	Not really. It's more like, go forth and do it. Yet, teachers will be told how to do it, and the ones telling us this even admit themselves that they have never taught in a virtual educational world! When the riot occurred on Jan. 6, we didn't receive any guidance on what we should say or not say, so most of us didn't say much at all in fear that we would get into trouble. Teachers voiced concerns even about the inauguration, could we talk about that, and how much. Things that should addressed to the whole staff instead of just leadership, isn't. Very little information is being handed down to staff from her. Teachers want guidance, they want someone to tell them that we can do this, that we are doing a good job, and instead nothing.	1/30/2021 11:59 PM
49	Administration is very clear with expectations.	1/30/2021 8:57 PM
50	This has been a really difficult year but the administration was very good at communicating all the updates and changes. It would have been even more stressful to not know or be left out of communication. From the district level, there was a lack of clarity and just TOO many messages. It has been really hard to understand it. Our site I think managed it well, but it was challenging.	1/30/2021 6:10 PM
51	Very little communication	1/30/2021 4:33 PM
52	Admin rarely talks to the whole staff. We have only had 2-3 staff meetings this school year. Admin usually shares new information to the leadership team.	1/30/2021 3:32 PM
53	Class performances during a pandemic is insane.	1/30/2021 3:06 PM
54	We were not told about the signing of the lesson plans until months after other schools were told. We were never told that our school was closed due to positive cases. We had to read it in the newspaper. Also, I am teaching on campus, and I received a letter from Erin Johnston about a positive case on campus. Another teacher, who is NOT on campus heard before I did about the case, and she knew where the person worked.	1/30/2021 2:22 PM
55	The expectations are constantly changing. There is not an equitable guideline for all the schools on who can be at school and who cannot. Some schools told their employees that they could stay working at school if they needed to, other schools did not. Many of the staff are struggling to work from home. This is not exactly the fault of the principal--but that of the district for allowing too much flexibility and not enough guidance.	1/30/2021 1:48 PM
56	We've had fewer staff meetings which under normal circumstances would be nice. However, the lack of communication and information sharing site wide has been lacking. It has been more stressful not meeting to discuss concerns or operating information.	1/30/2021 1:30 PM

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

Answered: 530 Skipped: 161

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#	RESPONSES	DATE
1	Our once nice school has become a very nasty place to work since Davidson was added. She is very unapproachable and makes Hicks less effective.	2/23/2021 1:20 PM
2	I would fill this out but am afraid of retaliation.	2/23/2021 1:06 PM
3	She has chased off so many teachers and other staff. Why won't the district do something about her?	2/23/2021 12:15 PM
4	Our Principal targets staff and is constantly attacking them. She brings a very negative feeling to a great staff and campus.	2/23/2021 11:44 AM
5	positively	2/21/2021 9:27 PM
6	I could not be happier at Stiern. I am supported and respected. I am met with positive support and motivation. Everyone is do the best they can given the ever changing guidance.	2/20/2021 9:31 PM
7	Because I don't feel totally supported, I feel like my administrator has impacted my working condition, negatively. We are often told to call parents and give them more positive feedback, but we receive mostly negative feedbacks. Last week, I really wanted to just quit.	2/20/2021 10:38 AM
8	Negatively Lowers staff morale	2/19/2021 10:11 PM
9	My school administrators have impacted working conditions positively at my worksite. They have gone out of their way to support teachers, students and families.	2/19/2021 6:45 PM
10	Positively for certain. My administrator and administrative support staff have been such a wonderful aid this year (and every other year). I appreciate all they do for the students, families, and staff!	2/19/2021 6:12 PM
11	Principal is a positive attribute to our school.	2/19/2021 5:13 PM
12	Positively!!!!!!!	2/19/2021 4:48 PM
13	She is amazing and positive. I feel supported at all times.	2/19/2021 3:52 PM
14	Administer is very positive and uplifting.	2/19/2021 3:41 PM
15	Administration has always supported me and makes me feel comfortable to speak to them with any concerns.	2/19/2021 3:22 PM
16	Positively	2/19/2021 3:16 PM
17	It's hard to determine in this environment. I would say I am neutral on this topic.	2/19/2021 3:13 PM
18	Negatively.	2/19/2021 3:12 PM
19	More negative than positive.	2/19/2021 3:08 PM
20	Negatively	2/19/2021 1:58 PM
21	My administrator does all he can to support us. His influence on the working conditions is positive.	2/19/2021 12:43 PM
22	negative	2/19/2021 12:40 PM
23	Negatively	2/19/2021 12:39 PM
24	Administration impacts my worksite positively.	2/19/2021 12:12 PM
25	Positively	2/19/2021 12:11 PM
26	Principal- Positive, kind, funny, and caring V. Principal - Not welcoming, needs to acknowledge ALL staff, sometimes rude, bad vibes Coach - Supportive, listener, attempts to rectify things when negative Reading - Supportive, helps immediately, respectful, & sympathetic	2/19/2021 11:50 AM
27	Positively	2/19/2021 11:27 AM
28	Positively	2/19/2021 8:22 AM
29	Positively	2/19/2021 8:21 AM
30	Positively, she is very supportive and helpful.	2/19/2021 7:58 AM

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31	Negatively because I know I am a very good teacher, but after most of the visit from the administrator, I feel stressed.	2/19/2021 7:45 AM
32	Negatively	2/19/2021 7:40 AM
33	NEGATIVELY!	2/19/2021 7:34 AM
34	All my answers to this survey are from my perspective. Personally, our principal is one of the most positive administrators I have worked under.	2/19/2021 6:28 AM
35	positively	2/19/2021 5:53 AM
36	Positively	2/19/2021 1:55 AM
37	Unfortunately she has had a negative impact on Roosevelt. It has brought the moral down amongst the staff for years. Not a happy place.	2/18/2021 11:47 PM
38	positively	2/18/2021 11:14 PM
39	My Principal impacts our working conditions in a positive way. She tries very hard to set a tone of positivity and is awesome to work with.	2/18/2021 10:45 PM
40	Mrs. Chacon is always positive and helpful to all the employees. It is a pleasure to have her as a principal	2/18/2021 10:16 PM
41	Positively	2/18/2021 10:05 PM
42	positively	2/18/2021 9:02 PM
43	no comment	2/18/2021 8:49 PM
44	Positively	2/18/2021 8:32 PM
45	Depends what's coming down the pipeline of information.	2/18/2021 8:19 PM
46	positively	2/18/2021 8:03 PM
47	Positively	2/18/2021 7:54 PM
48	It depends on who you are whether it is a positive or negative environment for you.	2/18/2021 7:49 PM
49	Negatively	2/18/2021 7:33 PM
50	Positively	2/18/2021 7:32 PM
51	I feel my administrator has provided positive support at my worksite.	2/18/2021 7:00 PM
52	My administrator is very aware of the needs of the staff and teachers. For the most part, I feel supported.	2/18/2021 6:50 PM
53	The administrator impacts the working conditions in a positive way.	2/18/2021 6:16 PM
54	positively	2/18/2021 6:08 PM
55	Positively	2/18/2021 6:01 PM
56	Along with all teachers, our administrators are doing their best in light of this situation we are now living.	2/18/2021 5:41 PM
57	Positively	2/18/2021 5:36 PM
58	Lemuel Kwon negatively impacts working conditions. She provides us with no PD opportunities that are worthwhile to a virtual teacher. She provides us with no insight on how to navigate the virtual world other than what she feels the school district administration wants to see when they visit our rooms. She makes the job more difficult. When she is in the room, you already know you're going to be attacked in her feedback regardless of what she actually she sees happening in the room. She has shown she has a lack of understanding with vertical articulation of the common core standards. She has also shown that when it comes to our contract, if she can get away with cutting corners or loopholes, she will take advantage. At times, she has shown that she will make attempts to go against contract, apparently only to see if she can get away with it. She has shown her decision-making is not with the students' best interest in mind. She has shown a lack of respect towards the teachers who are working	2/18/2021 5:20 PM

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under her. She speaks ill of teachers in front of other teachers. She has shown she has no qualms about creating a negative working environment so long as it is for teachers that are not in her bubble of favorites.

59	Positively	2/18/2021 5:14 PM
60	For me the administrator has a negative impact on my work conditions. Every interaction with her is either a demand that requires more work for me or is a negative request/demand for information.	2/18/2021 5:11 PM
61	That depends on the day. Most of the time I would say it's neutral. Some days are positive, but when days are negative, its really hard to flip them to positive.	2/18/2021 5:08 PM
62	Positively	2/18/2021 5:05 PM
63	Positively. If I weren't at the school site I was at right now, I would have felt like quitting a long time ago.	2/18/2021 5:03 PM
64	Overall administration is good.	2/18/2021 5:03 PM
65	Things are neutral. It is obvious that support staff and classified workers are valued, he's always running his mouth about how great they are. I guess the fact that Cyndi isn't sending every email in all capitals is an improvement. Someone might want to mention to Aguilera that she isn't the boss. If someone throws something at her when she is looking at her watch in an exaggerated way if you are a minute or two off schedule she only has herself to blame. These nasty attitudes really are morale busters. A lot of the "support staff" are lazy, this gets you down as you spend hour after hour trying to keep up with the workload. Mr. Tapia does a great job during teacher appreciation week. It is very thoughtful when he books a taco truck, coffee cart, etc. It is very generous. He also is very generous with the leadership team taking them out and buying appetizers for the December and May meetings. Other qualities that help morale is treating people humanely. I have heard more than one teacher say that when they were having a personal or family crisis he reached out and was compassionate. That is a really great quality.	2/18/2021 5:00 PM
66	Positively	2/18/2021 4:52 PM
67	Fairly positive except if it comes to matters between his favorite teachers and all the other teachers. There's not even a discussion, he always sides with his favorites:(2/18/2021 4:48 PM
68	Positively	2/18/2021 4:43 PM
69	Negatively	2/18/2021 4:31 PM
70	Both. Some weeks are good and other weeks the atmosphere is slightly chaotic. Do not feel a mutual respect is given. This has changed the tone and atmosphere at times. We are a team and should function as such. We should be respectful towards one another, support one another, and be positive towards one another. Our team should work well to best serve those at our site. We should be a family. That is NOT the feeling I get at times.	2/18/2021 4:20 PM
71	Administration seems to be trying to impact in a positive way but little effort is set forth.	2/18/2021 4:14 PM
72	Chacon has a very positive impact on the working conditions at my worksite.	2/18/2021 4:12 PM
73	Positively	2/18/2021 3:59 PM
74	My administrator has a positive impact on our working conditions.	2/18/2021 3:59 PM
75	My administrator needs to be cloned. He is organized, treats teachers fairly and with respect. He is positive and a visionary in BCSD. The best part is, he is not a district puppet.	2/18/2021 3:55 PM
76	Positively	2/18/2021 3:48 PM
77	Teachers feel as if we are doing this alone. We have no support and no feedback.	2/18/2021 3:44 PM
78	Positively	2/18/2021 3:40 PM
79	Very positive	2/18/2021 3:37 PM
80	positively	2/18/2021 3:32 PM
81	My administrator impact the working condition positively.	2/18/2021 3:31 PM

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82	Mostly positively	2/18/2021 3:25 PM
83	depends on issue	2/18/2021 3:23 PM
84	My administrator always takes on the positive side of things and transmits positiveness during all interactions with staff during the day. She has a great positive impact at MLK.	2/18/2021 3:23 PM
85	Positively	2/18/2021 3:21 PM
86	None of the above	2/18/2021 3:19 PM
87	I have felt less pressure from my site administrator during COVID than before COVID. I appreciate that we have less meetings and more time to plan in this unique time of teaching.	2/18/2021 3:16 PM
88	Positively	2/18/2021 3:15 PM
89	positively:)	2/18/2021 3:04 PM
90	My administrator impacts working conditions positively.	2/18/2021 3:02 PM
91	Not usually, but during COVID, yes. And by administrator, I also mean the VP, the reading coach, and the intervention specialist.	2/18/2021 3:00 PM
92	My administrator has worked to maintain a positive worksite.	2/18/2021 2:59 PM
93	POSITIVELY	2/18/2021 2:54 PM
94	Positively!	2/18/2021 2:52 PM
95	Very positive	2/18/2021 2:52 PM
96	Positively	2/18/2021 2:44 PM
97	positively	2/18/2021 2:43 PM
98	Positively! We all receive a lot of compliments and thanks for our performance. Nothing negative, looking to find solutions, always encouraging us, in a professional and cordial manner.	2/18/2021 2:43 PM
99	Positively. :) Admin is warm, friendly, and positive all things considered. I am very happy with my admin, and feel supported by them.	2/18/2021 2:42 PM
100	positively	2/18/2021 2:40 PM
101	positively	2/18/2021 2:36 PM
102	I would say positively, but she could flex her power a little more to ensure that certain staff members don't feel the authority to micromanage others.	2/18/2021 2:32 PM
103	Mrs. Olcott has been the most fair and supportive principal in my years of teaching. She not only has a strong rapport with her staff, but also with the students, their families, and the community. I feel blessed to have her as my principal!	2/18/2021 2:29 PM
104	Positive	2/18/2021 2:26 PM
105	For the most part, positively.	2/18/2021 2:21 PM
106	Administrator impacts working conditions positively.	2/18/2021 2:20 PM
107	Positively	2/18/2021 2:18 PM
108	Positively. Nancy Olcott will be deeply missed next school year!	2/18/2021 2:18 PM
109	Positively	2/18/2021 2:15 PM
110	I would say that the administration does their best to create a happy, positive and stress free environment	2/18/2021 2:14 PM
111	Positively	2/18/2021 2:09 PM
112	It is positive for the most part.	2/18/2021 2:07 PM
113	Negatively in my case. He stresses me out.	2/18/2021 2:07 PM

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114	Positive	2/18/2021 2:04 PM
115	Negatively. We are all trying to adjust and get better. However, we are not getting the recognition or pay for the demands of distance learning. We are brow beat and demeaned. The District should at least kick everyone a bone monetarily from their COVID Relief monies from the State to show some sort of appreciation. We are working from our own homes, using our electricity, had to upgrade internet, etc. and no compensation. Typical of this no fault district.	2/18/2021 2:04 PM
116	positively	2/18/2021 2:02 PM
117	My administrator is doing an outstanding job. He works tirelessly to provide for this community and tries his best, under the current circumstances, to do whatever he can to help the students and staff with anything they need. I have a great deal of respect for our administrator and the job he has done within the few years he has been with the district.	2/18/2021 2:02 PM
118	Positively	2/18/2021 2:02 PM
119	no comment	2/18/2021 1:56 PM
120	Overall it is positive	2/18/2021 1:56 PM
121	Positively	2/18/2021 1:54 PM
122	Our administrator is positive.	2/18/2021 1:54 PM
123	Positively	2/18/2021 1:53 PM
124	In general, I feel that my site is a positive place to work.	2/18/2021 1:51 PM
125	Both, they rotate	2/18/2021 1:46 PM
126	Administrator impacts the working conditions positively, I enjoy my worksite and the culture our school has created.	2/18/2021 1:45 PM
127	positively	2/18/2021 1:35 PM
128	My site administration has been very open and honest. She has given information as soon as it is available to allow us to plan accordingly.	2/18/2021 1:30 PM
129	Sometimes depending on situation	2/18/2021 1:27 PM
130	negatively	2/18/2021 1:27 PM
131	Positively	2/18/2021 1:22 PM
132	positively	2/18/2021 1:22 PM
133	Negatively, high stress and unnecessary work.	2/18/2021 1:22 PM
134	negatively. So out of touch with teacher needs as evidenced by the horrible meeting they had with all SPED teachers, speech therapists, etc. for service logs where they were condescending and out right rude to teachers.	2/18/2021 1:22 PM
135	positively	2/18/2021 1:20 PM
136	for the most part - positive	2/18/2021 1:13 PM
137	Jalina is an amazing principal. I appreciate all of her hard work and the dedication she shows to the teachers and children at Noble School.	2/18/2021 1:13 PM
138	positively	2/18/2021 1:11 PM
139	I feel that Casa Loma has a positive worksite environment.	2/18/2021 1:05 PM
140	positively	2/18/2021 1:02 PM
141	Positively impacts our site and cares for the well being of all persons involved.	2/18/2021 1:01 PM
142	POSITIVELY	2/18/2021 12:59 PM
143	Another concern I had was the lack of duplication and the staff to help with getting packets ready. The copy machines could have been moved to the cafeteria, so the CPALs could have copied, double sided, collated and stapled packets for teachers while they were sitting in the	2/18/2021 12:58 PM

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cafeteria waiting for a parent to show up for pick ups. The copy machines are easily moved and could be cleaned and disinfected between uses. The stress and time to get pages copied, and then sort them out to create individual packets was so time consuming.

144	Positively	2/18/2021 12:55 PM
145	She impacts them absolutely positively. She is always there when you need her.	2/18/2021 12:54 PM
146	Positively	2/18/2021 12:53 PM
147	Positively! She is great!	2/18/2021 12:52 PM
148	Positively.	2/18/2021 12:51 PM
149	positively	2/18/2021 12:51 PM
150	Positively	2/18/2021 12:51 PM
151	Our administrator positively impacts the working condition at our worksite.	2/18/2021 12:49 PM
152	positively	2/18/2021 12:48 PM
153	Positively	2/18/2021 12:46 PM
154	Positively	2/18/2021 12:44 PM
155	Positively	2/18/2021 12:42 PM
156	I dont even work at the school to avoid her	2/18/2021 12:42 PM
157	It's been average for the most part. Any added on work is technically stressful this year. However, very few things have been added on to the workload this year.	2/18/2021 12:41 PM
158	Principal and coach are great. Vice principal is very negative and gives people a negative workplace where they do not feel protected or respected.	2/18/2021 12:40 PM
159	positively	2/18/2021 12:37 PM
160	Positively	2/18/2021 12:36 PM
161	Positively	2/18/2021 12:33 PM
162	Very positive and creative in her efforts.	2/18/2021 12:33 PM
163	I think for the most part my administrator works to create a positive environment however sometimes staff is quick to pass judgement or not willing to be part of the positive environment and that creates negativity at the worksite.	2/18/2021 12:31 PM
164	She is very positive, uplifting, and supportive.	2/18/2021 12:30 PM
165	Positively	2/18/2021 12:30 PM
166	both...depending on the situation	2/18/2021 12:29 PM
167	My administrator is the best thing about my worksite!!!!	2/18/2021 12:28 PM
168	Positively	2/18/2021 12:27 PM
169	Neutral	2/18/2021 12:26 PM
170	positively	2/18/2021 12:25 PM
171	Our principal makes sure that teachers feel respected, listened to, and supported. Our school site has a very positive environment!	2/18/2021 12:25 PM
172	Positively	2/18/2021 12:25 PM
173	Definitely positively impact our working conditions.	2/18/2021 12:22 PM
174	Positive	2/18/2021 12:22 PM
175	Positive	2/18/2021 12:21 PM
176	Positively	2/18/2021 12:19 PM

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177	Positively	2/18/2021 12:19 PM
178	Positively. My administrator is wonderful. She is supportive and available when and if needed and information is always provided in a timely manner.	2/18/2021 12:19 PM
179	Our administrator impacts working conditions positively at my worksite.	2/18/2021 12:18 PM
180	positively	2/18/2021 12:17 PM
181	positively	2/18/2021 12:17 PM
182	positively	2/18/2021 12:16 PM
183	My administrators have had a positive impact at my worksite.	2/18/2021 12:16 PM
184	Ms. Kwon is on top of her communication. All of her staff and admins makes me feel like I am part of the team as the traveling music teacher. I really appreciate the supportive atmosphere from Casa Loma.	2/18/2021 12:16 PM
185	Positively	2/18/2021 12:15 PM
186	I believe her demeanor has led to team work among staff. It is an extremely caring professional environment .	2/18/2021 12:15 PM
187	Positively	2/18/2021 12:14 PM
188	Negatively	2/18/2021 12:14 PM
189	positively	2/18/2021 12:13 PM
190	Positively, our principal is great and does not add additional stress to my work day.	2/18/2021 12:12 PM
191	positively	2/18/2021 12:11 PM
192	Positively. She has maintained a cool, calm and collective demeanor and continuously shows gratitude and appreciation for the teachers and staff.	2/18/2021 12:11 PM
193	The Principal brings a positive attitude. The VP is constantly looking for things people are doing wrong.	2/18/2021 12:11 PM
194	positively	2/18/2021 12:10 PM
195	positively	2/18/2021 12:07 PM
196	Positively. Mike Stone does a terrific job with all of the above.	2/18/2021 12:06 PM
197	positively	2/18/2021 12:06 PM
198	They are positive.	2/18/2021 12:06 PM
199	I feel it's positive. I do wish he was a bit clearer on his overall vision and get even the stubborn teachers on board, instead of being shredded by the non-changers.	2/18/2021 12:06 PM
200	I think negatively. It seems to me that the older teachers aren't treated as well as the younger teachers. I don't know why this is the case.	2/18/2021 12:06 PM
201	Positively :) Chavez is a wonderful working environment.	2/18/2021 12:05 PM
202	Very supportive and nonjudgmental.	2/18/2021 12:04 PM
203	positively	2/18/2021 12:04 PM
204	Both	2/18/2021 12:04 PM
205	Positively	2/18/2021 12:03 PM
206	+ positively	2/18/2021 12:03 PM
207	Positively	2/18/2021 12:03 PM
208	positively	2/18/2021 12:03 PM
209	Very positive - best principal I've ever had (Zavalla & Castro were great too). He's night and day compared to McEntire. Morale and test scores are both positive since he took over this	2/18/2021 12:03 PM

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	campus.	
210	Positively	2/18/2021 12:02 PM
211	positively	2/18/2021 12:01 PM
212	Both! I like administration, but they often overlook some employees and always prize those that are in their click. Every year the same employees are reconized for employee of the month while those that work just as hard or harder get no reconition. Favortisim runs rampit at C.H.	2/18/2021 12:01 PM
213	Leiann and Ed are amazing to work for.	2/18/2021 12:00 PM
214	Positively.	2/18/2021 12:00 PM
215	Positively	2/18/2021 12:00 PM
216	positive	2/18/2021 12:00 PM
217	Positively	2/18/2021 12:00 PM
218	Positively, as much as the school district allows.	2/18/2021 11:59 AM
219	Positively- don't want him to leave.	2/18/2021 11:58 AM
220	Very positively. Mrs. Strongin has high standards, she is very fair and helpful. She has my greatest respect.	2/18/2021 11:58 AM
221	Our Administrators support and understand the working conditions of our worksite and makes positive adjustments where it is needed.	2/18/2021 11:58 AM
222	positively	2/18/2021 11:58 AM
223	Positively	2/18/2021 11:58 AM
224	Positively	2/18/2021 11:57 AM
225	I have a very great administrator at my school. She is awesome, and has gone above and beyond to help us.	2/18/2021 11:56 AM
226	positively	2/18/2021 11:54 AM
227	In my experience, our sites administrators have been very positive and honest about our current reality.	2/18/2021 11:54 AM
228	My administrator impacts our working conditions in a positive manner.	2/18/2021 11:54 AM
229	positively	2/18/2021 11:53 AM
230	Positively, administrators have been so helpful during this pandemic. They are always there to hear us vent or cry, and offer any type of help.	2/18/2021 11:53 AM
231	She supports and defends her favorite teachers, the rest of us get little to no support. It can be difficult to feel respected-and feel that your are a valued member of the team.	2/18/2021 11:53 AM
232	Negatively. I put in a transfer request for the fall. Too bad because I enjoy teaching at Compton.	2/18/2021 11:53 AM
233	positively	2/18/2021 11:52 AM
234	Neither. We have asked numerous times about whether mass, the appropriate masks recommended by public health will be provided at our site and we have not been given an answer on any of our questions about that.	2/18/2021 11:52 AM
235	Positively	2/18/2021 11:51 AM
236	Positively	2/18/2021 11:51 AM
237	My administrator has made this school year a positive one. I appreciate the help and support I received.	2/18/2021 11:51 AM
238	Positively	2/18/2021 11:51 AM
239	Very negative. Tries to make teachers leave or retire through unfair treatment of staff.	2/18/2021 11:51 AM

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240	Neither. They are okay. They are supportive nonetheless	2/18/2021 11:51 AM
241	positively, our administrators do a good job of hearing us out.	2/18/2021 11:51 AM
242	Our administrator goes above and beyond to create opportunities for staff to be successful.	2/18/2021 11:51 AM
243	Postively	2/18/2021 11:50 AM
244	Positively.	2/18/2021 11:50 AM
245	I feel I work with positive administration at my Longfellow school. I always feel supported and someone always listens to me.	2/18/2021 11:50 AM
246	positively	2/18/2021 11:49 AM
247	Positively	2/18/2021 11:49 AM
248	Positively	2/18/2021 11:48 AM
249	Very positively! I am so thankful, everyone at Fletcher has been 100% positive!	2/18/2021 11:48 AM
250	positively	2/18/2021 11:48 AM
251	na i am working from home	2/18/2021 11:46 AM
252	Positively.	2/18/2021 11:46 AM
253	Negatively	2/18/2021 11:46 AM
254	Positively.	2/18/2021 11:46 AM
255	Our school moral has positively improved dramatically since our current admin started on our campus!	2/18/2021 11:45 AM
256	My administrator has been positive in my experiences. I don't know how anyone else's experiences are.	2/18/2021 11:44 AM
257	Usually positively	2/18/2021 11:44 AM
258	I feel very supported and appreciated by my school admins. They are open to communication and respond quickly to needs. I am blessed!	2/18/2021 11:43 AM
259	Positive impact, especially in light of Covid.	2/18/2021 11:42 AM
260	I feel that our Admin has been extremely positive. I came from another school site and the difference has been night and day. I really appreciate the support and positive environment.	2/18/2021 11:42 AM
261	Negative	2/18/2021 11:42 AM
262	Positively!!!!!!!	2/18/2021 11:41 AM
263	Positive	2/18/2021 11:40 AM
264	Positively	2/18/2021 11:40 AM
265	positively	2/18/2021 11:40 AM
266	Positively!	2/18/2021 11:39 AM
267	Positively	2/18/2021 11:39 AM
268	positively	2/18/2021 11:39 AM
269	Definitely positively	2/18/2021 11:39 AM
270	Mostly positive except the discipline and lack of support issues.	2/18/2021 11:09 AM
271	Our admin creates a culture that is negative, hostile, and uses intimation and scare tactics to keep the "team" in line. Because this admin has been in this position over a decade and is close with the director/assistance directors, nothing changes.	2/18/2021 5:42 AM
272	Positively, she is one of the nicest, most understanding, yet fair but firm administrator I've had the honor to serve under. She is a true leader, and gives her teachers the wings they need to fly!	2/17/2021 5:48 PM

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273	positively	2/17/2021 12:19 PM
274	A lot of teachers have expressed the desire to leave. Not understanding and retaliates if upset with you or you speak up.	2/16/2021 7:50 PM
275	positively.	2/16/2021 5:35 PM
276	Positively. I appreciate her thoughtfulness and effort in everything she is involved with.	2/16/2021 5:15 PM
277	My principal is very supportive. He is available to us for support whenever we need it. There are so many new teachers at our campus and he trying to support us as best as he can.	2/16/2021 3:46 PM
278	POSITIVELY!!!!!!	2/16/2021 3:44 PM
279	Mrs. Slaybaugh is very supportive of her staff. She is a positive person and works diligently for her staff.	2/16/2021 3:08 PM
280	negatively	2/16/2021 11:30 AM
281	Positively	2/15/2021 4:48 PM
282	Extremely negatively	2/15/2021 11:35 AM
283	Positively! She always has encouraging words and rarely attacks situations from a negative position.	2/14/2021 12:53 PM
284	Positively: She is an outstanding Principal.	2/12/2021 12:44 PM
285	positively	2/12/2021 7:16 AM
286	Most of the time it feels like it is negatively.	2/11/2021 10:52 PM
287	The worksite atmosphere tends to be tense between teachers and administration. There is a lack of trust from both sides which leads for everyone to walk on eggshells out of fear of getting harassed or lose their job. It's a shame to not see a team collaboration between teachers and admin.	2/11/2021 6:57 PM
288	I believe that the administrator impacts the working conditions on the worksite in a negative way. Everyone is afraid of speaking out or speaking up. You may be yelled at our spoken to in an inappropriate way and/or the repercussions that will happen if you do speak out/up and it doesn't match what they believe to be true.	2/11/2021 4:20 PM
289	Definitely negatively.	2/11/2021 1:26 PM
290	Positively. It feels like a family, while maintaining professionalism. Staff cannot wait to return to campus.	2/11/2021 7:41 AM
291	Positively	2/11/2021 7:39 AM
292	Positively	2/10/2021 3:28 PM
293	Positively	2/10/2021 3:24 PM
294	Positive. I have been depressed with all of these responsibility for a new teacher trying to get my credentials, taking classes, and tests. The extra pressure, changes and requests most of the time seemed unrealistic. Having to balance it all with children distant learning as you teach and they too have been diagnosed with depression has been tough for us at my home. But, the team is positive and honest to work with. I wish I have other support, like a therapist. I don't know how I can keep this all up. Here I am at 11:03pm checking work email and preparing to test a student for KTEA3. It's been hard emotionally. I do cry a lot and I rarely sleep. Selfcare is almost impossible in my world, I just don't know how others are doing this and passing their tests.	2/9/2021 11:06 PM
295	I think if you asked the staff they would say positive because she pretty much leaves us alone, but then they would say negative on not giving information in a timely manner. Which stresses teachers when they do not get their questions answered in a timely manner.	2/9/2021 6:08 PM
296	positively	2/9/2021 4:28 PM
297	My administration and I work together as a team and my position is influenced in a positive way.	2/9/2021 7:53 AM

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298	negatively	2/8/2021 4:49 PM
299	The Principal created a lot of mistrust when she hired her best friend as the Academic Coach. While it may sometimes o.k. to hire a close friend, our Academic Coach has had very little experienced working teachers. Why would a teacher take direction from someone who has spent very little time as a classroom teacher? The Coach is condescending to hard working teachers, and her advice/suggestions are often not well-thought out.	2/8/2021 12:49 PM
300	I feel she impacts positively.	2/8/2021 9:52 AM
301	Administrator is often negative	2/7/2021 2:20 PM
302	I like and admire the admin and all support staff at my school site! Go Sharks!	2/7/2021 2:00 PM
303	Negatively in the way that expectations for PLCs are not clear and a process is not in place-so that leaves room for multiple interpretations. There is no clear lead and the responsibilities of the team lead.	2/6/2021 11:50 AM
304	Both our Principal and Vice Principal provide a positive working environment...as much as possible in the Covid environment! They respond quickly to requests and respect the teachers' professionalism.	2/6/2021 8:06 AM
305	in general the administration is positive, but there are times when restrictions are placed on teachers that are hard to understand the purpose of	2/5/2021 5:37 PM
306	Positive	2/5/2021 5:01 PM
307	I feel like I need to always appear as the perfect teacher and that makes me feel anxious in the work place. Especially during such hard times, where we can only do our best.	2/5/2021 4:32 PM
308	Positively	2/5/2021 3:36 PM
309	The administration has negatively impacted the working conditions. Those that in the inner circle are given opportunities that others are not offered. Positions are filled before the district has posted them. Teachers within in the circle frequently give directives to their grade levels because they feel secure that the administration will uphold them. The most favored of these teachers will be seen outside of the classroom during instructional minutes or simply not work their bus duty.	2/5/2021 3:28 PM
310	Very positive	2/5/2021 1:38 PM
311	both	2/5/2021 1:04 PM
312	When communicating clearly positive, when communication is weak/non-existent negative.	2/5/2021 12:29 PM
313	I feel negative towards this school site.	2/5/2021 12:02 PM
314	Definitely positive! I don't think we could have a better boss! Terri deserves a medal :)	2/5/2021 8:47 AM
315	Administrators are extremely positive at my site. They are available for whatever we need and encourage questions.	2/5/2021 8:36 AM
316	Positively, I always feel I am able to have an open conversation with my admin. They will work with me to solve the problem or make the situation flow better.	2/5/2021 8:15 AM
317	Administration has been very supportive and available which makes for a positive work environment.	2/5/2021 8:14 AM
318	Positive	2/5/2021 8:11 AM
319	positively	2/5/2021 7:58 AM
320	Mr. Tapia is a great principal. He is fair to all staff members. He has a nice rapport with parents as well.	2/5/2021 7:51 AM
321	positively	2/5/2021 7:47 AM
322	Positively	2/5/2021 7:31 AM
323	positively	2/5/2021 7:00 AM
324	Positively	2/5/2021 6:06 AM

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325	Negative	2/4/2021 10:56 PM
326	The administration definitely has a positive impact at the worksite. This year has been filled with uncertainties and numerous challenges, but the support and encouragement from the administration has made it easier.	2/4/2021 10:55 PM
327	Yes	2/4/2021 9:46 PM
328	positively	2/4/2021 9:22 PM
329	Positively. She understands the stress that the pandemic has placed on staff.	2/4/2021 8:20 PM
330	My administrator has tried very hard to communicate with the staff and support us, but has not over communicated or micromanaged at all. She has really just tried her best to keep the students, families, and staff going during this unprecedented time in BCSD.	2/4/2021 8:01 PM
331	positively	2/4/2021 7:49 PM
332	They impact the working conditions in a positive way.	2/4/2021 7:02 PM
333	positively	2/4/2021 6:51 PM
334	positively	2/4/2021 6:50 PM
335	Positively	2/4/2021 6:32 PM
336	Positively I. She supports staff and students.	2/4/2021 6:23 PM
337	positively	2/4/2021 5:58 PM
338	Positively	2/4/2021 5:56 PM
339	Positively.	2/4/2021 5:55 PM
340	Positive	2/4/2021 5:49 PM
341	Terri is a positive leader. Leads by example, kind of a cheerleader for the staff.	2/4/2021 5:48 PM
342	He impacts the working conditions positively.	2/4/2021 5:43 PM
343	positively	2/4/2021 5:42 PM
344	Positively, she is still gracious and poised.	2/4/2021 5:28 PM
345	Administrator is awesome at communicating with staff about any changes that are coming.	2/4/2021 5:27 PM
346	In my opinion, our secondary administrator is a fairly positive force at our school but our primary administrator is a very negative force. She has more than a few teachers considering transferring out of the school rather than work for her another year.	2/4/2021 5:02 PM
347	Positively	2/4/2021 4:52 PM
348	Very positively.	2/4/2021 4:52 PM
349	Positively.	2/4/2021 4:48 PM
350	Positively impacting the conditions	2/4/2021 4:47 PM
351	It's pretty neutral.	2/4/2021 4:45 PM
352	She is a negative force on our campus. Even the staff is always wondering what is going on and have to go to BETA to find out what is happening and is normal for it to be so bad. Many staff members have either transferred, retired, or resigned from our campus due to her negative attitude to her staff. She tends to do 1 non re-elect per year for our campus. She also gives low evaluations every year saying we always need to improve, so she will not give 4's, so it is very demoralizing to her staff and she is very critical of her staff. She tends to be more critical of her older staff and those are the employees that she will target.	2/4/2021 4:40 PM
353	Positively	2/4/2021 4:26 PM
354	positively	2/4/2021 4:17 PM
355	positively	2/4/2021 4:17 PM

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356	More negative than positive. There are only so many times you can say we know this is hard and then told to stay positive. At meetings we are asked to celebrate each other. However it is the same people who are recognized for the same things. There is some serious butt kissing that goes on. It is pretty nauseating at times. I am not one who stands on the corner asking everyone to look at what I have done, I prefer focusing on my students and what I can do for them	2/4/2021 4:07 PM
357	Positively	2/4/2021 4:05 PM
358	Professionally and positively.	2/4/2021 4:04 PM
359	Unfortunately, I think this depends on who you are. I am independent, technologically savvy, self-motivated and very professional, so my interactions feel positive. Some of my colleagues that might be newer, less tech savvy, have strong opinions, etc, do not feel the same way. As teachers, we are working harder than ever before at a job that seems pretty impossible to do, with long hours, and planning time that runs into most weekends. That grace that was talked about so much at the beginning of the year, it is time for that to be a reality not just words.	2/4/2021 4:04 PM
360	negatively.	2/4/2021 3:55 PM
361	I feel my principal has impacted my working conditions in a positive manner. She shows consideration for the amount of work distance learning has been and also is understanding to the challenges we have faced this year. I feel comfortable talking to her and asking questions. I feel she is a good leader and someone who I look up to.	2/4/2021 3:55 PM
362	Our administrator has had a positive impact on the school as a whole. She's clear about her expectations and she's been consistently supportive towards students, and their families, and staff.	2/4/2021 3:51 PM
363	It is hard to tell, but I do have a good experience with Dr. Frias. She seems to be nice...hardworking woman!	2/4/2021 3:48 PM
364	They affect it positively. Good leadership is essential in setting the tone and HM admin does an exceptional job.	2/4/2021 3:39 PM
365	Negatively	2/4/2021 3:31 PM
366	I feel that my administrator impacts working conditions negatively at my site.	2/4/2021 3:30 PM
367	Positively.	2/4/2021 3:26 PM
368	Positively	2/4/2021 3:21 PM
369	Positively	2/4/2021 3:17 PM
370	positive	2/4/2021 3:10 PM
371	Positive except the favoritism is annoying and obvious.	2/4/2021 3:08 PM
372	Positively	2/4/2021 3:04 PM
373	My administrator impacts the working conditions neutrally at my worksite. Administration altogether has impacted the working conditions negatively at my worksite.	2/4/2021 3:03 PM
374	POSITIVELY	2/4/2021 3:02 PM
375	Yes, the admins impact our working conditions in a positive way at our site by making sure the PPE and social distancing is a priority.	2/4/2021 2:59 PM
376	She keeps zoom meetings to important topics only and limits unnecessary meetings (if any).	2/4/2021 2:58 PM
377	Negatively. It seems that the office is the priority and the classrooms come second. Poor leadership overall. Plays both sides and pits staff members against each other. Time for a change.	2/4/2021 2:57 PM
378	NEGATIVELY	2/4/2021 2:57 PM
379	Positively. So blessed to have Julie Short as our principal. She is professional, real, understanding, supportive, and approachable.	2/4/2021 2:57 PM
380	Positively, I cannot imagine our campus without our Principal. Mrs. Strizic IS Cato. She lives and breathes this school. I have had the opportunity to work at many sites and under many	2/4/2021 2:55 PM

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leaders. Brooke Strizic is unique in her dedication and self sacrifice to her students and staff.

381	just average	2/4/2021 2:54 PM
382	Positively! Always positive out look and he does many things to celebrate all staff.	2/4/2021 2:54 PM
383	Positively	2/4/2021 2:52 PM
384	Both! My Administrator is great at her job; however, she plays favorites to those she hangs out with outside of work and that is not fair to those of us that are trying hard to be noticed and successful.	2/4/2021 2:51 PM
385	Positively! Mrs. Armabula is the most supportive principal I have ever had!	2/4/2021 2:50 PM
386	In most cases, positively	2/4/2021 2:49 PM
387	Positively.	2/4/2021 2:47 PM
388	Positively	2/4/2021 2:46 PM
389	Positively	2/4/2021 2:46 PM
390	Positively	2/4/2021 2:44 PM
391	Positively	2/4/2021 2:42 PM
392	She is positive.	2/4/2021 2:42 PM
393	Negatively from my perspective.	2/4/2021 2:41 PM
394	fairly positively	2/4/2021 2:40 PM
395	Positively	2/4/2021 2:40 PM
396	Positively	2/4/2021 2:39 PM
397	Average	2/4/2021 2:39 PM
398	Our principal and vice principal are very understanding and try their best to support us with virtual learning.	2/4/2021 2:36 PM
399	Positively. I feel valued for my expertise and I am encouraged to teach at a high level . I feel able to fully concentrate on technique and method with systems proven to work by my own research as a 38 year veteran teacher. I love that there is no micromanaging.	2/4/2021 2:35 PM
400	Everything is positive at MLK.	2/4/2021 2:34 PM
401	Positively	2/4/2021 2:34 PM
402	positively	2/4/2021 2:33 PM
403	Positively	2/4/2021 2:31 PM
404	Positively.	2/4/2021 2:31 PM
405	They impact our working conditions positively.	2/4/2021 2:31 PM
406	Our admin provides a positive impact on the working conditions at my site. They are accessible and helpful, even in difficult situations.	2/4/2021 2:30 PM
407	I think my administration is doing the best they can, but they also need to be empathetic toward us teachers. Recently they have added a lot to our plate and it has been difficult to juggle everything at once.	2/4/2021 2:29 PM
408	Positively	2/4/2021 2:27 PM
409	Positively	2/4/2021 2:26 PM
410	Positively. During these virtual learning fiasco, she has been supportive, non intrusive, and positive!	2/4/2021 2:21 PM
411	Negatively.	2/3/2021 5:31 PM
412	Positively	2/3/2021 1:47 PM

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413	Positively. I feel that my administrators do their absolute best.	2/2/2021 9:05 PM
414	POSITIVELY IN EVERYWAY!	2/2/2021 12:36 PM
415	Very positive	2/2/2021 9:39 AM
416	Positive	2/2/2021 8:48 AM
417	Positively	2/2/2021 6:42 AM
418	Average	2/2/2021 12:36 AM
419	Positively, My administrators are helpful and encouraging. They give supportive feedback and try to eliminate stress.	2/1/2021 9:48 PM
420	It is negative for the reasons I gave above. i can only talk about my grade level since we meet once a week. Except, lately we have had the privilege of having both the principal and vice-principal in our grade level meeting.	2/1/2021 7:17 PM
421	positively	2/1/2021 3:22 PM
422	postivitely	2/1/2021 3:15 PM
423	Positively!	2/1/2021 2:48 PM
424	Need more effort in raising staff morale	2/1/2021 1:31 PM
425	Neutral	2/1/2021 1:08 PM
426	My principal is fantastic!	2/1/2021 12:30 PM
427	Mrs. Chacon is absolutely has a positive impact. She is respectful, she is very considerate, and makes decisions on what is best for students.	2/1/2021 10:32 AM
428	POSITIVELY!!!!	2/1/2021 10:21 AM
429	positively	2/1/2021 10:17 AM
430	Positively	2/1/2021 9:23 AM
431	Positively	2/1/2021 8:58 AM
432	Positively	2/1/2021 8:34 AM
433	positively. They are doing everything they can to help support staff and students.	2/1/2021 8:01 AM
434	My administrator has a positive impact. She keeps meetings short to give us prep time.	2/1/2021 7:57 AM
435	Mike Stone has always been supportive, and it shows in during this time of distance learning. He always make sure that his teachers get what they need (supplies, help, etc). He supports his teachers. I'm so thankful for his leadership and support.	2/1/2021 6:35 AM
436	Our administrator leads by example. Her calm, steady demeanor affects all of us positively.	2/1/2021 6:29 AM
437	I know my administration has excellent intentions and has created a positive environment for staff and students. I want the autonomy and trust that I know how to teach. Lastly, understand that our plates are overflowing right now, and some of us are sinking, so please don't push extra work on us like creating additional resources and lessons.	2/1/2021 1:55 AM
438	Positively!!!!	1/31/2021 10:50 PM
439	Personally I am getting tired of the favoritism and the exceptions that are being made for some and not others. The favoritism is especially blatant with teachers who have worked there with administration for the entire time and not the transferees or new teacher,	1/31/2021 10:06 PM
440	both	1/31/2021 9:49 PM
441	Positively, for the most part.	1/31/2021 9:01 PM
442	positively	1/31/2021 8:08 PM
443	Positively...she has been very understanding of the additional stress we are all under and has been very supportive.	1/31/2021 8:04 PM

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444	always positively	1/31/2021 7:40 PM
445	The administrator impacts working conditions positively at my work site. A positive environment has been created that allows us to work at our best and challenge ourselves.	1/31/2021 6:02 PM
446	positively	1/31/2021 5:07 PM
447	Positively, overall	1/31/2021 3:23 PM
448	Positively	1/31/2021 3:00 PM
449	Positively	1/31/2021 2:30 PM
450	Negatively, because more work is added monthly to our already full schedules.	1/31/2021 1:06 PM
451	Positively impacted by my administrator.	1/31/2021 1:04 PM
452	Positively and professionally.	1/31/2021 12:49 PM
453	positively	1/31/2021 12:09 PM
454	Positively	1/31/2021 12:01 PM
455	Positively.	1/31/2021 11:48 AM
456	My admin positively impacts the working conditions at my worksite.	1/31/2021 10:42 AM
457	Administrator's impact on working conditions are for the most part positive.	1/31/2021 10:29 AM
458	For the most part, positively.	1/31/2021 10:15 AM
459	Positive. Overall it is a great school to work at.	1/31/2021 10:01 AM
460	Positively	1/31/2021 9:47 AM
461	Positively, very understanding	1/31/2021 9:33 AM
462	negatively	1/31/2021 9:21 AM
463	Positively	1/31/2021 9:00 AM
464	Negatively; She talks a lot about how she supports us and that she's there for us with any questions or concerns, but overall is unavailable and critical.	1/31/2021 8:48 AM
465	Positively	1/31/2021 8:27 AM
466	Positive	1/31/2021 7:49 AM
467	positively	1/31/2021 7:36 AM
468	Rafer Johnson administrator impacts the working conditions in a postive manner.	1/31/2021 5:55 AM
469	Mostly negative. When she wants to positive, it is a great thing and it's great! But then she'll have an office staff member ask whose funeral are you going to, which we don't have to tell, or do all the negative things to the teachers who are on her target lists, or don't provide any guidance and encourage at a time where we need it the most. To defend us against parents, to listen to our side of it, instead of rushing to "get something" on us so we can face disciplinary actions. The list goes on and on. Right now, so many of the staff members feel that they are drowning in some ways, and we could use that extra hand to bring us back up and to help us keep going, but we don't receive that there, especially not if you're on the list.	1/30/2021 11:59 PM
470	Positively	1/30/2021 11:09 PM
471	Positive	1/30/2021 11:09 PM
472	Positively	1/30/2021 9:53 PM
473	Neutral	1/30/2021 9:07 PM
474	My administrator is very supportive and clear with expectations. I feel that the administrator impacts our working conditions in a positive way.	1/30/2021 8:57 PM
475	Always positively	1/30/2021 8:40 PM

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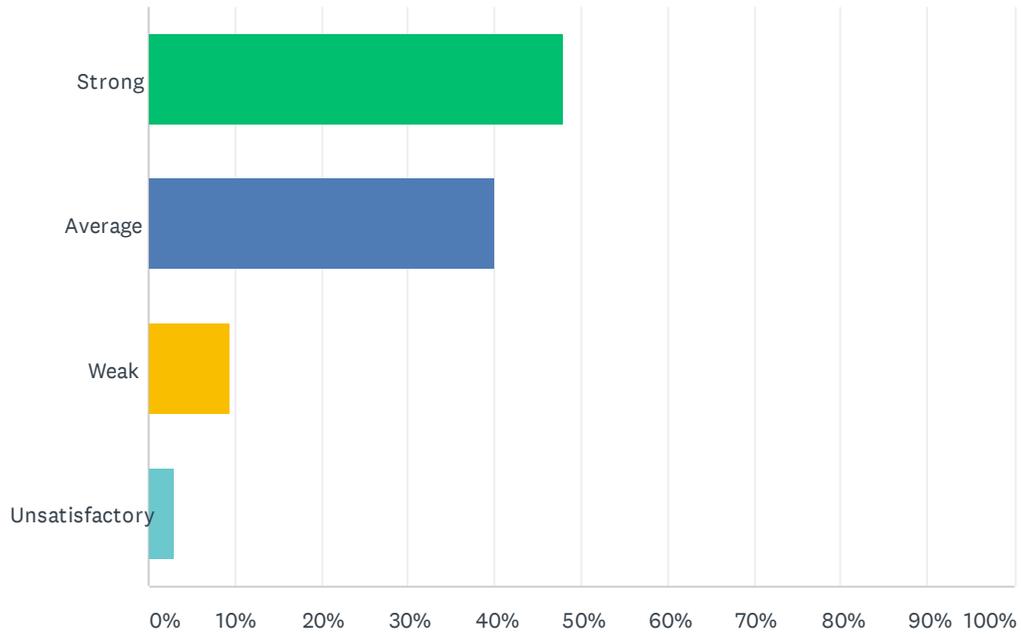
476	Positively	1/30/2021 8:15 PM
477	Positively	1/30/2021 8:07 PM
478	Positively	1/30/2021 7:33 PM
479	Positively supportive	1/30/2021 7:19 PM
480	Positively	1/30/2021 7:02 PM
481	Negatively	1/30/2021 6:46 PM
482	Positively	1/30/2021 6:29 PM
483	Yes and in a positive way. Our principal makes me feel appreciated and all the staff have been supportive. I don't think I could have survived this year on a less positive school site.	1/30/2021 6:10 PM
484	Negatively. People are afraid of the principal and do not seek her out for help.	1/30/2021 6:02 PM
485	Administrator is positive and always telling staff that they are valued.	1/30/2021 5:53 PM
486	Neutral	1/30/2021 5:13 PM
487	Positive for me. I am also a new teacher and I thankful for my administration	1/30/2021 4:46 PM
488	I would prefer more team building and positive interactions. I feel very isolated from admin and staff.	1/30/2021 4:33 PM
489	positively	1/30/2021 4:20 PM
490	Very positively.	1/30/2021 4:11 PM
491	Our administrator makes the school climate as peaceful as is possible right now. I feel very supported and not over-burdened.	1/30/2021 3:58 PM
492	positively	1/30/2021 3:54 PM
493	Impacts them positively end does an amazing job daily!	1/30/2021 3:42 PM
494	Positively, except for communication can be weak.	1/30/2021 3:35 PM
495	Usually negatively. This will not be the school site I work at for my entire career.	1/30/2021 3:32 PM
496	Positively	1/30/2021 3:25 PM
497	I believe my admin has a positive impact on our working conditions both during this pandemic and during a regular school year.	1/30/2021 3:25 PM
498	positively	1/30/2021 3:22 PM
499	Positively	1/30/2021 3:07 PM
500	Honestly, the school can function without her and has.	1/30/2021 3:06 PM
501	Positively.	1/30/2021 3:01 PM
502	Positively	1/30/2021 2:59 PM
503	Our school is stronger than ever, and it is due to the excellent leadership of our administrator. He is supportive, and treats us like professionals.	1/30/2021 2:59 PM
504	Mr. Ceja and Ms. Rivas are very positive and supportive. Mrs. Richards is always available if I have any questions or need any support.	1/30/2021 2:56 PM
505	I would say that, this year, it has been very positive. I'm not sure it will continue in as good a trend, when we are back in person.	1/30/2021 2:48 PM
506	Positively	1/30/2021 2:37 PM
507	Positively	1/30/2021 2:23 PM
508	She is a very kind and empathetic person. She does treat our staff kindly, but not always fairly.	1/30/2021 2:22 PM
509	I think positively.	1/30/2021 2:18 PM

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510	Positively (90%)	1/30/2021 2:16 PM
511	Neutral	1/30/2021 2:02 PM
512	More negative than positive.	1/30/2021 1:58 PM
513	It's positive but it could be better. We get supplies ready for distribution with not much support with help.	1/30/2021 1:50 PM
514	Positively	1/30/2021 1:48 PM
515	She's there. Doesn't seem to do more than toe the District line. So much is reactive rather than proactive.	1/30/2021 1:47 PM
516	She is a little bit of a micromanager. Each class had to follow her way of teaching. There is very little room for creativity in the classroom to benefit student engagement, especially while online.	1/30/2021 1:47 PM
517	I prefer to work from home than on site due to the principal. These COVID guidelines have given the administration at Washington the approval to be rude and disrespectful at times.	1/30/2021 1:34 PM
518	Positively	1/30/2021 1:32 PM
519	Positive	1/30/2021 1:30 PM
520	Positively	1/30/2021 1:30 PM
521	Mostly positively -- stronger leadership and better communication would be nice.	1/30/2021 1:30 PM
522	Positively	1/30/2021 1:27 PM
523	Negative	1/30/2021 1:25 PM
524	Positively	1/30/2021 1:19 PM
525	Positively	1/30/2021 1:18 PM
526	My principal has been very supportive and understanding this year.	1/30/2021 1:13 PM
527	Positive	1/30/2021 1:12 PM
528	Positively	1/30/2021 1:09 PM
529	Positively... and deserves recognition	1/30/2021 1:07 PM
530	Positively	1/30/2021 1:06 PM

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

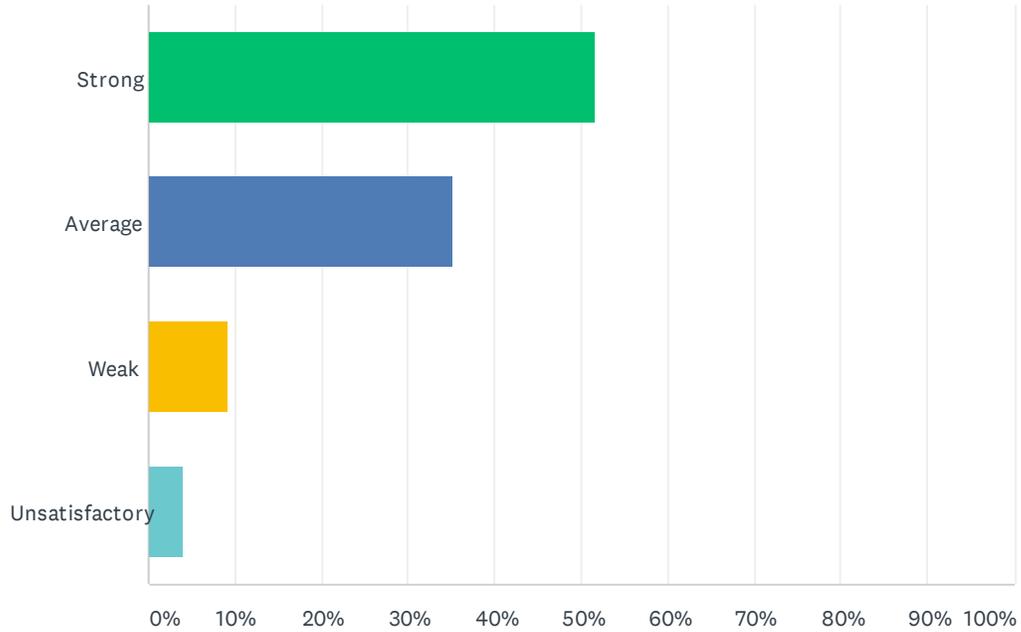
Answered: 644 Skipped: 47



ANSWER CHOICES	RESPONSES	
Strong	47.83%	308
Average	39.91%	257
Weak	9.32%	60
Unsatisfactory	2.95%	19
TOTAL		644

Q18 Site meetings are productive and not excessive.

Answered: 652 Skipped: 39



ANSWER CHOICES	RESPONSES	
Strong	51.69%	337
Average	35.12%	229
Weak	9.20%	60
Unsatisfactory	3.99%	26
TOTAL		652

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#	COMMENT	DATE
1	Most meeting are geared towards Gen Ed so I can't complain to much.	2/19/2021 3:24 PM
2	I don't think it's productive to meet twice a month for professional development.	2/19/2021 11:52 AM
3	Not productive, unless it is a PD.	2/18/2021 11:47 PM
4	Meetings we're told would be quick could last longer than contracted time if she was allowed.	2/18/2021 5:25 PM
5	Staff meeting every week and PD's once a month.	2/18/2021 5:25 PM
6	School Site Council should be assisting with school policies and budgets. Meetings are not usually an issue. Professional Developments are a nightmare.	2/18/2021 5:10 PM
7	I don't think it is necessary to go on about data. I think we could do with less of that.	2/18/2021 5:08 PM
8	We lack the overall grander picture of things and often get just the latest info from the "district."	2/18/2021 2:34 PM
9	These meetings are productive, however there are some weeks where i have upwards of 5 meetings and it can become very overwhelming	2/18/2021 2:21 PM
10	Not sure if there are site meeting at present.	2/18/2021 2:09 PM
11	With only two meetings, much of the time is wasted on complaining or wishing for different conditions. Not collaborative and not informational unfortunately. Such a lack of communication at the SPED office.	2/18/2021 1:23 PM
12	Some of these meetings are wasteful and add more stress. Bad enough we are online all day and we have meetings that just add more to our load. I'm feed up of Zoom meetings special if they are not grade level priorities	2/18/2021 12:44 PM
13	Decision are made without input from staff	2/18/2021 12:16 PM
14	At the beginning of the year there were too many meetings, it is better now	2/18/2021 12:10 PM
15	A few less staff meetings would be nice if at all possible.	2/18/2021 12:05 PM
16	Top down and excessive. Most items can be communicated via email	2/18/2021 11:56 AM
17	A few things could be memos, but I know that Admin has expectations that need to be met. They are required to do certain things. I respect their process and will not describe something as "unimportant". We are given SEL time to detox. We are given interactive docs such as Forms, Jamboards, etc. to communicate and we are allowed to speak and ask questions for clarification . We do not get "sit and gets" where we are just talked at. I appreciate this. This is a school site I would like to stay at.	2/18/2021 11:53 AM
18	Does offer help to what staff asks for as a need.	2/18/2021 11:52 AM
19	I have to say that Mr. Ceja has been really good about not making too many meetings for us. He has been offering us really good PD, every other week and that's about it. He does meet with us if something comes up, but even then, this week with all that is happening, he knows we are grading and doing report cards and has not bothered us with a meeting at all.	2/18/2021 11:52 AM
20	Again, we don't have enough site meetings that it's hard to say whether they are productive or not. Haven't had too many meetings this year. Only at the beginning. I don't remember the last time we had an all staff meeting.	2/18/2021 11:52 AM
21	Some PDs feel like a repeat of the last one. I do fee that sometimes we get pushed into learning more tools than we need to. I cannot learn anymore tools, I am exhausted.	2/16/2021 3:49 PM
22	They are not excessive but are also not productive. Teachers are not asked for their input. Even when teachers give ideas or input they are never addressed or utilized.	2/15/2021 11:40 AM
23	Many of meetings can be captured in an email.	2/11/2021 5:14 PM
24	As most meetings go, sometimes the talking makes them go longer than they should	2/11/2021 7:55 AM
25	Staff meetings are rarely productive because she has to tell stories and make comments on what everyone says. She rarely ever gets more than half way through the meeting's agenda.	2/9/2021 6:08 PM

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Before COVID shout-outs would take 30 to 45 minutes because she would tell stories on every single shout-out.

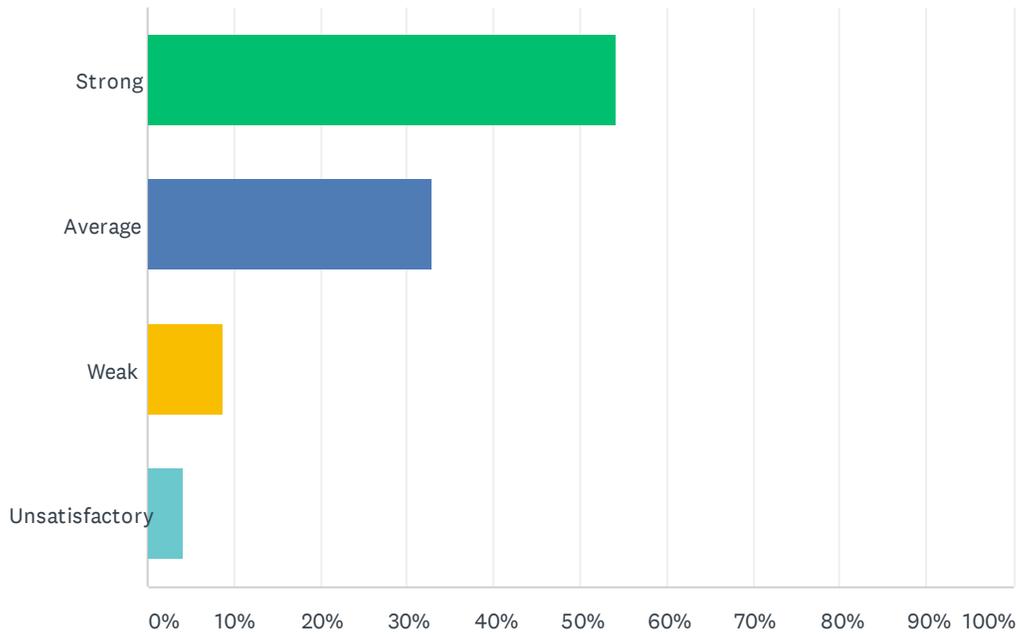
26	We had one good PD, done by a person who works at home.	2/8/2021 12:51 PM
27	We have had no site meetings.	2/4/2021 7:04 PM
28	NA	2/4/2021 5:59 PM
29	Department meetings are mere relays of information from the leadership meeting the day before. No collaboration or discussion of best practices.	2/4/2021 4:47 PM
30	We tend to have the same PD's on the same subject over and over and will tell us we need a refresher... Our meetings are boring and we are not learning anything new. Then she'll ask us what we want the next PD about and will then not listen to us and will pick her own PD again...	2/4/2021 4:43 PM
31	Admin has really tried to limit our meetings to give us that precious planning time we so badly need. We do need a few more all site staff meetings because we are so disconnected with each other, we need to see the faces of our colleagues not just our grade level team.	2/4/2021 4:09 PM
32	I am in soo many meetings throughout the week. Most I believe are necessary. She had me write down in my schedule in red letters that I only had to attend 1 PLC per week (like my contract says)...but in reality the pressure is great to attend ALL grade level PLC meetings that I support (this would be: K, 1st, 3rd, 4th, and -- soon -- 5th). This would be ON TOP of my own PLC meetings with MY team. Mild/Mod SpEd are also frequently in meetings with our admin during our "prep time."	2/4/2021 3:37 PM
33	Informative and provide teachers with strategies through a Zoom experience.	2/4/2021 3:28 PM
34	Not excessive but not productive. Most staff meetings could be done via email.	2/4/2021 3:12 PM
35	Poorly planned and poorly run.	2/4/2021 3:00 PM
36	Check-in once per week! Email the other essential information.	2/4/2021 3:00 PM
37	We have staff meetings weekly...about NOTHING! If the meetings were meaningful, I wouldn't mind meeting, but all we do is give compliments on a Padlet and get to know staff members. That is a waste of time!	2/4/2021 2:55 PM
38	Only when needed.	2/4/2021 2:43 PM
39	The Leadership Meetings take too long.	2/4/2021 2:43 PM
40	Sierra administration has always tried to be straight and to the point when it comes to staff members when it comes to staff meetings to give staff members the most time to plan.	2/2/2021 12:20 PM
41	too many trainings. we would be better off with that time for planning.	2/1/2021 3:16 PM
42	There are no scheduled monthly staff meetings-only held if necessary (haven't had a complete staff meeting since September), only 1 Leadership meeting per month and 1 MTSS Tier 1 meeting per month. In place of a monthly staff meeting admin uses email to communicate updates and site information	2/1/2021 9:02 AM
43	We are all encouraged to join in any discussion affecting the school.	2/1/2021 6:31 AM
44	Some are good others are a waste or time or just another meeting to put more work on us	1/31/2021 10:12 PM
45	Very long!	1/31/2021 3:24 PM
46	Thete are too many. If you are on Leadership or SSC, there can be 3 meetings a week. That is too many.	1/31/2021 11:52 AM
47	Nothing really happens at them. No one wants to talk for fear that they will be in trouble, so we sit there and just look plus maybe nod once in awhile.	1/31/2021 12:11 AM
48	Meetings seem like they're held because they have to be, not because there's anything important to go over. Most could be an email.	1/30/2021 7:53 PM
49	The meetings have been short and sweet. We also only have mandatory meeting when there is new information. Thank you!	1/30/2021 6:12 PM
50	Not productive	1/30/2021 4:53 PM

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51	I feel we have a LOT of staff meetings.	1/30/2021 3:36 PM
52	They're not productive, too social, but not excessive.	1/30/2021 3:08 PM
53	Meetings are efficient and focus on information that is important. It is obvious that our administrator respects us and values our time.	1/30/2021 3:01 PM
54	Much could be communicated with a simple email so staff could develop any questions. Meetings are the only form of communication disseminated to staff about expectations.	1/30/2021 2:02 PM
55	We need a PD on technology websites to engage our students during a pandemic, not an academic language PD that can not be implemented effectively online!	1/30/2021 1:50 PM

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

Answered: 656 Skipped: 35



ANSWER CHOICES	RESPONSES	
Strong	54.27%	356
Average	32.77%	215
Weak	8.69%	57
Unsatisfactory	4.27%	28
TOTAL		656

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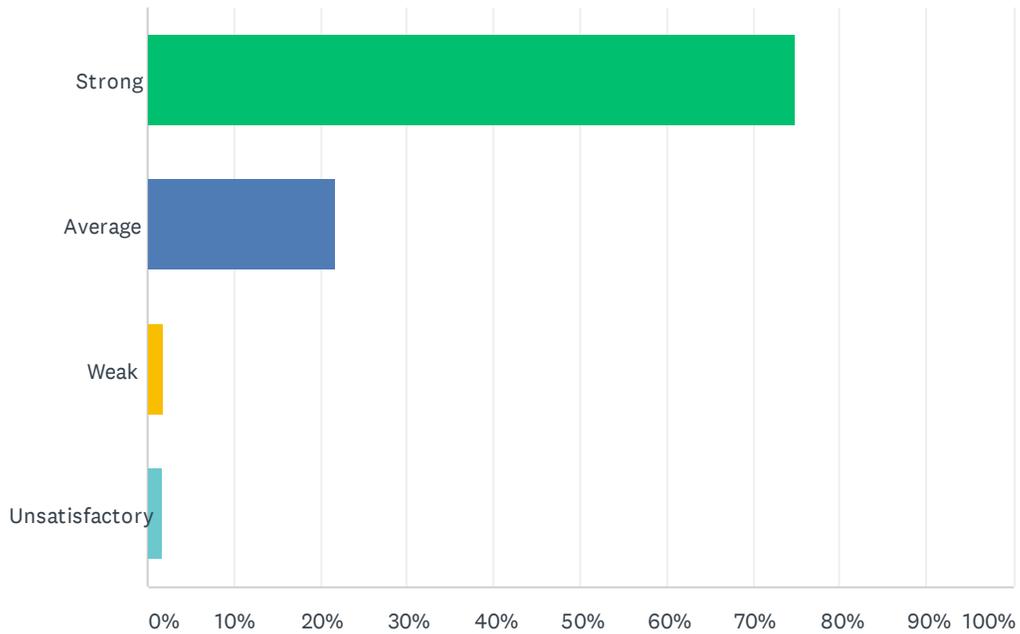
#	COMMENT	DATE
1	Too long and not very productive.	2/19/2021 3:08 PM
2	plc-waste of time staff meetings- so, so pd- sometime unproductive	2/19/2021 12:44 PM
3	MANY more meetings for VELPA than from my daytime admins!	2/19/2021 8:25 AM
4	During Covid the meetings are informative but rushed. You seldom feel like a team and that you may ask questions.	2/18/2021 11:47 PM
5	The PD's have been minimally helpful. There are too many sites for students to be expected to utilize, which leaves teachers searching multiple areas for supportive services.	2/18/2021 9:34 PM
6	we had a meeting on how to properly wear a facemask.	2/18/2021 8:23 PM
7	The less time watching unnecessary videos and reading unnecessary quotes, the better.	2/18/2021 5:25 PM
8	Meetings are usually 2:15-3:15 and most could have been taken care of in less than 15 minutes.	2/18/2021 5:25 PM
9	It has been a lot better. He has a tendency to book trainings a couple of times a month. That is rough. He stopped though. I hope he doesn't start that again if we go back in person.	2/18/2021 5:08 PM
10	Lots of meetings to attend. PLC meetings are productive when I am able to attend.	2/18/2021 4:22 PM
11	Not excessive not productive	2/18/2021 4:16 PM
12	Meetings are not excessive but have created more questions than answers.	2/18/2021 3:47 PM
13	We have too many meetings. We have PDs that teach us about things we can't do virtually.	2/18/2021 3:04 PM
14	Meetings are called when necessary. We have been informed all year. I appreciate the information that he shares with us very much.	2/18/2021 1:53 PM
15	Excessive meetings, Enforcing over MOU number of meeting per week	2/18/2021 12:37 PM
16	The meetings are not usually helpful especially when we have other things in mind. I often find myself using my own time to complete grading, IEPs, lesson planning and other requirements	2/18/2021 12:33 PM
17	except that information given has sometimes been vague and incomplete	2/18/2021 12:31 PM
18	Average rating due to some staff members monopolizing the conversation and making it hard for others to talk or share.	2/18/2021 12:20 PM
19	No productive, lack focus, could be sent in an email	2/18/2021 12:16 PM
20	At the beginning of the year there were too many meetings, it is better now	2/18/2021 12:10 PM
21	Excessive!	2/18/2021 11:56 AM
22	Too many staff meetings, not enough PLC meetings.	2/18/2021 11:45 AM
23	Wish we had better communication overall. Sped Dept is often left out of Gen Ed, school sites, and C&I meetings.	2/18/2021 5:43 AM
24	Some PDs feel like a repeat of the last one. I do fee that sometimes we get pushed into learning more tools than we need to. I cannot learn anymore tools, I am exhausted.	2/16/2021 3:49 PM
25	Many of the scheduled trainings do not apply valuable information that would apply to this teaching setting.	2/11/2021 5:14 PM
26	Meetings have not been excesive and are a little more productive.	2/9/2021 6:08 PM
27	They started off excessive but were cut back at some point after the beginning of the year.	2/4/2021 5:06 PM
28	Not excessive, but also not productive.	2/4/2021 4:47 PM
29	see above	2/4/2021 4:09 PM
30	Speaking for myself, I feel that in general meetings have been excessive and not productive.	2/4/2021 3:37 PM
31	Same as above. Meetings regarding Covid have not been excessive and are necessary. Most of the other staff meetings have not been productive.	2/4/2021 3:12 PM

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32	There have not been excessive meetings, however, a few more short informational meetings would have been nice. Many staff feels out of the loop and expectations for distance learning have not been clearly expressed.	2/4/2021 3:00 PM
33	No, they are excessive	2/4/2021 2:43 PM
34	constantly wasting time with unnecessary meetings about info we all should know already	2/4/2021 2:26 PM
35	always informative	2/2/2021 8:50 AM
36	Our time is respected and our meetings are efficient.	2/1/2021 6:31 AM
37	Hard to take on a Friday and some times are not necessary	1/31/2021 10:12 PM
38	They are productive but there are too many and they are too long	1/31/2021 3:24 PM
39	She tells us what to do, really doesn't want anyone to talk, ask questions, or to bring up areas of concern. So for fear of getting in trouble, staff doesn't say anything any more.	1/31/2021 12:11 AM
40	Started excessive then were dropped to acceptable.	1/30/2021 6:04 PM
41	Slow to start and get to the topic of discussion	1/30/2021 4:53 PM
42	Very few meetings.	1/30/2021 4:34 PM
43	Not excessive but not productive either.	1/30/2021 3:08 PM
44	Hort has had five staff meetings without agendas in the first six months of the 20-21 school year via zoom with chat turned off.	1/30/2021 2:02 PM
45	Those are two different things. Few meetings are productive because they seem be be checking off boxes rather than dealing with specific situations.	1/30/2021 1:50 PM
46	We need a PD on technology websites to engage our students during a pandemic, not an academic language PD that can not be implemented effectively online!	1/30/2021 1:50 PM
47	It is correct that meetings have not been excessive. However the meetings we do have are not very productive or informative. Site trainings are not helpful either.	1/30/2021 1:33 PM

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

Answered: 651 Skipped: 40



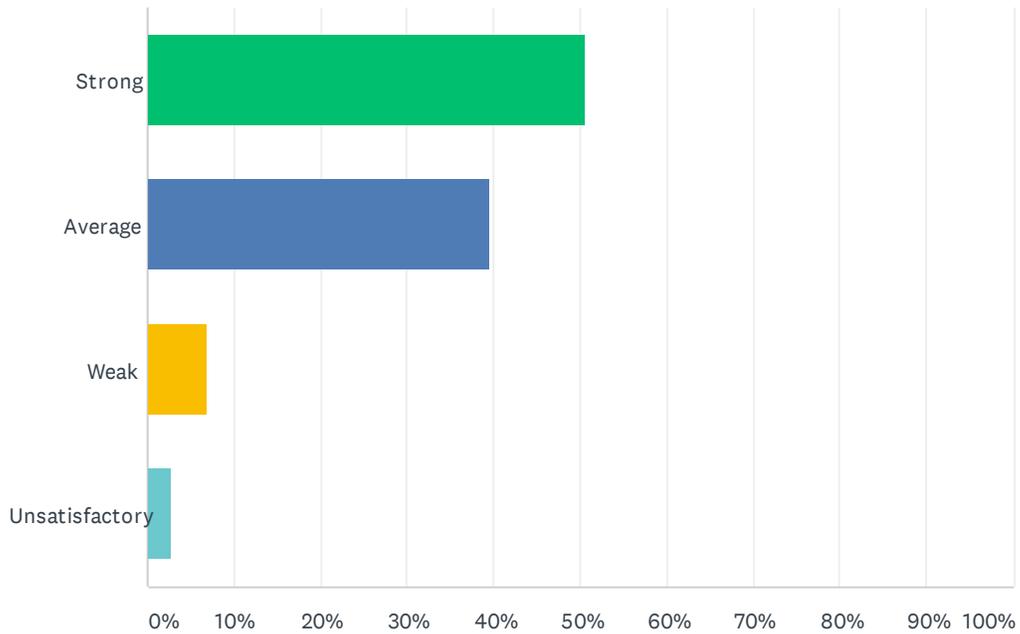
ANSWER CHOICES	RESPONSES	
Strong	74.81%	487
Average	21.66%	141
Weak	1.84%	12
Unsatisfactory	1.69%	11
TOTAL		651

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#	COMMENT	DATE
1	Thank you.	2/21/2021 9:28 PM
2	still not enough time	2/19/2021 12:44 PM
3	Admin pops in during PLC's and adds more to the plate without really giving a proper definition for Synchronous or asynchronous.	2/18/2021 8:23 PM
4	If you do not count the weeking staff meetings, monthly PDs and other emergency meetings that pop up.	2/18/2021 5:25 PM
5	Tapia instituted an extra planning period last year. We did lose it to Claudia for a couple of months, but it was at least an acknowledgement that we do better work when there is more time.	2/18/2021 5:08 PM
6	Last year there were issues.	2/18/2021 4:23 PM
7	Lots of preparation time outside of duty hours.	2/18/2021 4:22 PM
8	mostly because of 2020-2021 setting	2/18/2021 2:39 PM
9	During virtual learning- yes	2/18/2021 12:28 PM
10	If meetings or PDs are during working time, they are optional and are there for our benefit because enough people asked for help and support on an issue that our staff believed it was important to give that help to our teachers. Good, responsive Admin. I thank them for catering and providing things for us.	2/18/2021 11:53 AM
11	We receive multiple emails from the administration on more things they want us to do... like calling parents about their child's absents, or why aren't their child on zoom or doing their google classwork. Attendance is this administrations main focus.	2/11/2021 11:00 PM
12	There is planning time available, but sometimes meetings fall into that time and I know that some department leads have had their planning time or lunch time interrupted due to meetings.	2/11/2021 5:14 PM
13	Yes, because she leaves us alone.	2/9/2021 6:08 PM
14	yes, from home	2/5/2021 5:38 PM
15	N/A	2/4/2021 5:49 PM
16	depends on how many things you are involved in, if you are involved in a lot, you have less planning time	2/4/2021 4:09 PM
17	I have very little prep time. On paper, it looks like I have the prep time I'm supposed to have....but the reality is quite different. If I want to get all my required duties completed within my "workday" ...1. It would be impossible anyway...2. I have to multitask constantly	2/4/2021 3:37 PM
18	N/A	2/4/2021 2:28 PM
19	There is simply not enough time as a Special Education teacher to meet all of the demands	2/1/2021 9:24 AM
20	Our time to plan is uninterrupted.	2/1/2021 6:31 AM
21	Some weeks yes some weeks no- often is when IEPs or parents meetings are set up so they can leave at 4	1/31/2021 10:12 PM
22	For myself, I have better planning time at my home now that I'm teaching from there that I did at school. Especially after being told last year by my principal, 'Why do I stay after school, since nothing that I do, benefits my students.' That's not exactly words of encouragement to plan.	1/31/2021 12:11 AM
23	Na	1/30/2021 1:08 PM

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

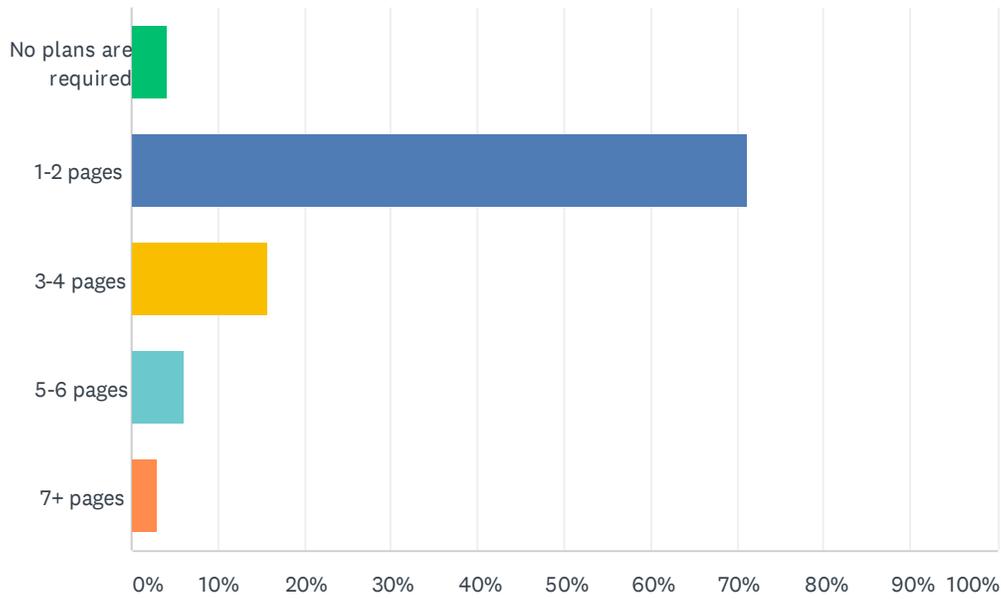
Answered: 646 Skipped: 45



ANSWER CHOICES	RESPONSES	
Strong	50.62%	327
Average	39.63%	256
Weak	6.97%	45
Unsatisfactory	2.79%	18
TOTAL		646

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

Answered: 633 Skipped: 58



ANSWER CHOICES	RESPONSES	
No plans are required	4.11%	26
1-2 pages	71.09%	450
3-4 pages	15.64%	99
5-6 pages	6.16%	39
7+ pages	3.00%	19
TOTAL		633

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#	COMMENT	DATE
1	Lesson plans must include, the week, day, period/time, synchronous and asynchronous minutes for each class. This tends to be lengthy but there is not required page amount as long as you meet those guidelines.	2/20/2021 9:34 PM
2	It's on an sheets spreadsheet, not sure how long never printed, but not excessive just what I need to be successful!	2/19/2021 4:50 PM
3	expectations for lesson plans have INCREASED this year	2/19/2021 12:44 PM
4	The lesson plans are of what we are teaching for the week. There is no length requirement. It is however the length of our lessons are.	2/19/2021 12:14 PM
5	Do to the detail in our lessons, they run up to 3-4 pages.	2/18/2021 8:31 PM
6	Thankful for this!	2/18/2021 6:51 PM
7	Teachers are only to require lesson plans that indicate: (1) instructional minutes, (2) core academic areas, and (3) Engagement activities. The lengths will vary.	2/18/2021 5:38 PM
8	Plans are required to be turned in every week on Monday by 8:00 a.m. and not a minute later.	2/18/2021 5:25 PM
9	We do not have a page limit on our lesson plans.	2/18/2021 5:01 PM
10	Out team has lengthy lesson plans because of our layout NOT because it is required. No issues with lesson plans.	2/18/2021 4:23 PM
11	This is not the normal. During regular years our lesson plans are 20+ pages	2/18/2021 3:47 PM
12	Lesson plans are required, but no one has ever said they had to be a certain length, but rather what they needed to see in them.	2/18/2021 3:04 PM
13	This year has been WAY better than in the past. In the past couple of years, they were excessive and full of "busy work"	2/18/2021 2:22 PM
14	Required to put minutes, DOK, etc. Plans are so convoluted I could not understand them due to the required items. I have since modified them going against the V.P.'s requirements in order to use them. Takes hours to create and then he requires a wet signature for each claiming it was a State Requirement. CTA refuted his claim that it was required.	2/18/2021 2:09 PM
15	weekly lesson plans due	2/18/2021 1:10 PM
16	This is SB 98 requirement, no?	2/18/2021 12:53 PM
17	we turn in weekly plans, I have never had a page count requirement	2/18/2021 12:43 PM
18	Our lesson plans have stayed the same for the most part. We have not had tonchange anything.	2/18/2021 12:43 PM
19	There are too many meeting going on. I need time to work alone and figure things out,. The lesson plans are fine.	2/18/2021 12:33 PM
20	lesson plans are not an issue for our grade-level at our site	2/18/2021 12:31 PM
21	We are not told how lengthy our plans should be- just that we have meaningful, productive, and standards based lesson plans for each week.	2/18/2021 12:28 PM
22	#21 - not sure - in addition to reg. planning time or during planning time by not interrupting?	2/18/2021 12:19 PM
23	The minutes that are required to be put on every single activity/or assignment are unnecessary.	2/18/2021 12:18 PM
24	We have to create both lesson plans AND very detailed Google Classroom assignments which is very time-consuming. But that is NOT a site choice.	2/18/2021 12:06 PM
25	5-6 areas of planning not necessarily that many pages	2/18/2021 12:05 PM
26	No probs here. VERY reasonable.	2/18/2021 11:59 AM
27	I teach 6 different classes. There is NO consideration for the different classes I teach	2/18/2021 11:56 AM
28	We were given a few different templates that Admin and other teachers provided. Admin has	2/18/2021 11:53 AM

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gone to our lesson plans, made comments, etc. Reminders for due dates for lesson plans are kind and soft reminders. Admin is understanding, collaborative, and cooperative.

29	Very fair	2/18/2021 11:49 AM
30	SPED plans tend to be long in general due to differentiation. They are required to be very detailed at our school site.	2/18/2021 11:43 AM
31	Length is not a prerequisite. They just end up being that long, but it is a grade level effort.	2/18/2021 11:42 AM
32	I don't think it's all on them, but this has been brutal	2/18/2021 11:40 AM
33	It all depends on what format you are using in relation to length.	2/17/2021 5:49 PM
34	too many changes to plans not sure if that is a site or district change but lesson plans have become something to fill out rather than for a teacher to use.	2/16/2021 7:52 PM
35	The amount of time creating slide shows for Distance-Learning has been ineffective for teaching. They are so time consuming because it seems like the district is more concerned about passing an audit than having effective and practical lesson plans.	2/15/2021 11:40 AM
36	They're all online now.	2/12/2021 12:45 PM
37	My grade level submits 9 to 10 pages of lesson plans per week.	2/11/2021 11:00 PM
38	In previous years lesson plans were extremely long.	2/11/2021 6:59 PM
39	Follows requirements from district	2/11/2021 7:55 AM
40	12 +pages	2/10/2021 3:25 PM
41	Logging daily activities, schedule	2/7/2021 2:23 PM
42	There is no number of pages required, just complete plans	2/5/2021 7:59 AM
43	Our lesson plans must be submitted by Friday afternoon for the following week and signed electronically per the state's requirements.	2/4/2021 8:04 PM
44	Lesson plans are not measured by length but by quality	2/4/2021 6:33 PM
45	This started off excessive with required revisions if time were not followed precisely. So for a couple of months at the beginning of the year, it was far too much extra work to constantly update lesson plans. Now it is pretty standard.	2/4/2021 5:06 PM
46	I am a nurse, so no teaching plans are required.	2/4/2021 4:53 PM
47	But changes are made to the distribution of synchronous and asynchronous time.	2/4/2021 4:47 PM
48	She has gotten better about this...	2/4/2021 4:43 PM
49	This is unnecessary	2/4/2021 4:18 PM
50	a little too picky on plans, lots of teachers are having to redo them	2/4/2021 4:09 PM
51	Page limit is not required however it must be thorough.	2/4/2021 4:06 PM
52	I feel that the state's requirement of lesson plans this year has not been helpful as distance learning is very hard to plan for. I am daily having to change plans, so what I submit is not accurate it is just to check off another box required of me.	2/4/2021 3:57 PM
53	My position does not require lesson plans.	2/4/2021 3:52 PM
54	I am writing lesson plans for approximately 24 groups per day if you add it up between myself and my two aids. My aids are not allowed to do any part of their lesson plans. They may not choose books or other materials...I don't have a page requirement....but keeping up with the lesson plans alone has been a huge challenge and takes up quite a bit of time. It is "technically" due Friday morning so my Aides get a chance to look through it...but I'm sorry I can only do so much. So, it's been getting done on Sundays.	2/4/2021 3:37 PM
55	Expectations are realistic.	2/4/2021 2:59 PM
56	It should be noted that these are the SB98 lesson plans, not a site requirement.	2/4/2021 2:56 PM

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57	I wouldn't know, because I'm not required to submit plans.	2/4/2021 2:50 PM
58	Because I teach 5 different classes	2/4/2021 2:43 PM
59	These are the lesson plans specific to he needs of my students. I don't know about the other student populations' lesson plans.	2/4/2021 2:23 PM
60	We have our agenda (2 pages) which looks more like lesson plans, plus the actual lesson plans which are 2 pages.	2/1/2021 7:21 PM
61	We are required to submit lesson plans but there's no limit on the number of pages they need to be.	2/1/2021 3:25 PM
62	can only answer for mine as far as length. I know in Dec some GL had to make adjustments, but that was to accomodate district/state guide lines to call out asynchronous/synchronous learning. I had already done it on mine and no adjustments were reqd	2/1/2021 12:45 PM
63	There is no set template used. Lesson plans are expected but it is up to each teacher to determine what format/structure they want to use in planning	2/1/2021 9:02 AM
64	Usually, Mike would only require lesson plans for the first few months of instruction and then expect them to be listed on the white board during observations. During distance learning, we are required to submit a short lesson plan for each class and list our asynchronous assignment.	2/1/2021 6:38 AM
65	We are given a guide as to the lesson plan requirements. Few changes have had to be made, if any.	2/1/2021 6:31 AM
66	Our lesson plans requirements are another time-consuming piece during distance learning.	2/1/2021 1:58 AM
67	We are NEVER given time to do paperwork or reports they are ALWAYS done on personal time	1/31/2021 10:12 PM
68	As long as we have been able to input all of the necessary information and required information into our lesson plans the length does not matter.	1/31/2021 6:03 PM
69	Lesson plans must be submitted, but admin has never required a certain amount of pages.	1/31/2021 11:52 AM
70	This depends on who you are. Some teachers have been told to hand in detailed lesson plans, while others haven't. Some have to have certain information on them like which standard and learning intentions/success, etc, while others don't have to. There is a large discrepancy in this area from her. She isn't and never has been consistent in exactly what her expectations are for lesson plans, unless she doesn't like them all of a sudden, or you're on her target lesson. If the teacher is some of the honored ones to be on her target list for that year, they get to experience having their lesson plans being gone through very thoroughly, looking for any, minute detail that catches her eye, yet the exact same detail can be on another teacher's lesson plans and it would be acceptable there.	1/31/2021 12:11 AM
71	Teachers are required to submit lesson plans of their choice of template as long as they fulfill requirements.	1/30/2021 8:59 PM
72	An overview is needed, this is low stress and greatly appreciated at our campus. Hearing from others the lengthy plans they are required to submit shows a lack of staff confidence that does not exist on our campus,	1/30/2021 8:43 PM
73	As long as our plans meet the standards and are detailed, the number of pages are not specific.	1/30/2021 8:18 PM
74	No length requirement. Not lengthy or too detailed, as long as we cover each time slot.	1/30/2021 4:13 PM
75	I have no complaints in this area. I feel like what is asked for is adequate.	1/30/2021 2:48 PM
76	We are not given page amount. But we are however asked to copy and submit lesson plans multiple times. Frustrating.	1/30/2021 1:52 PM
77	Lesson plans are not judged by page length but by content.	1/30/2021 1:50 PM
78	Pandemic Lesson Plans are a time-suck and the process in which my site collects these plans often leads to misplaced digital plans and teachers have to resubmit the ones we already submitted.	1/30/2021 1:33 PM
79	There is no requirement for the length. Some grades have 2 pages a week. Some have 30	1/30/2021 1:25 PM

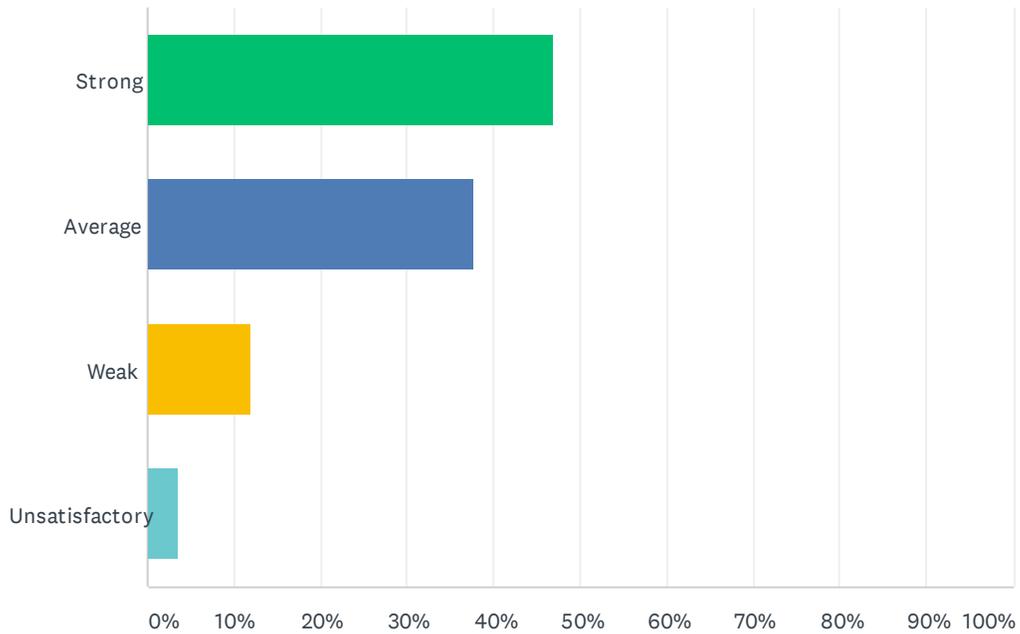
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page plans. The team designs what is most useful to them.

80	Mine are 3 to 4 pages per week, but we were never given a specific amount. I believe if their were weak lessons she would have talked to those teachers privately	1/30/2021 1:15 PM
81	Na	1/30/2021 1:08 PM

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

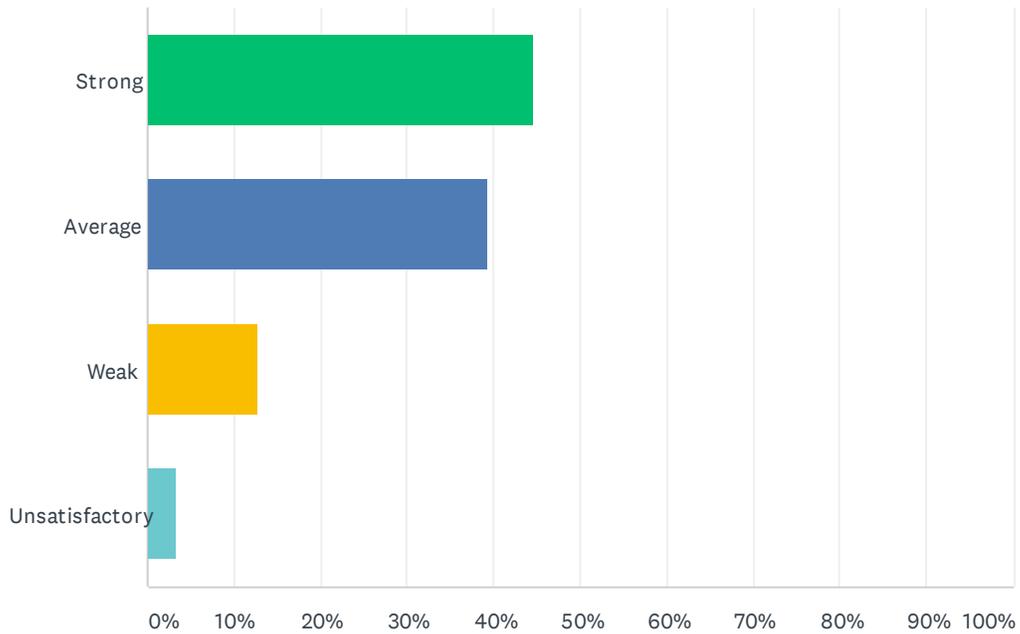
Answered: 316 Skipped: 375



ANSWER CHOICES	RESPONSES	
Strong	46.84%	148
Average	37.66%	119
Weak	12.03%	38
Unsatisfactory	3.48%	11
TOTAL		316

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

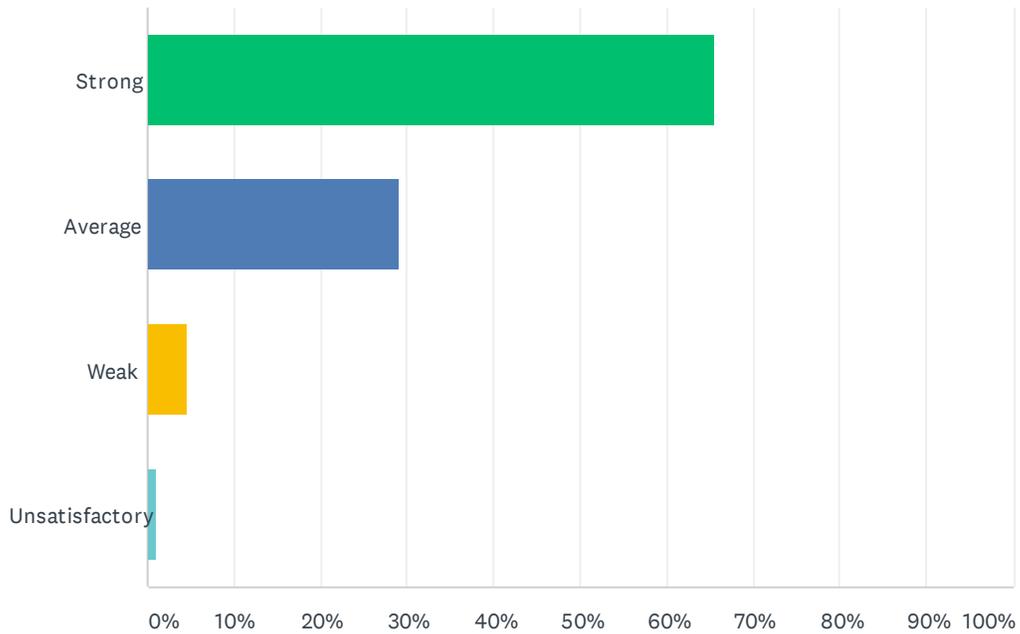
Answered: 290 Skipped: 401



ANSWER CHOICES	RESPONSES	
Strong	44.48%	129
Average	39.31%	114
Weak	12.76%	37
Unsatisfactory	3.45%	10
TOTAL		290

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

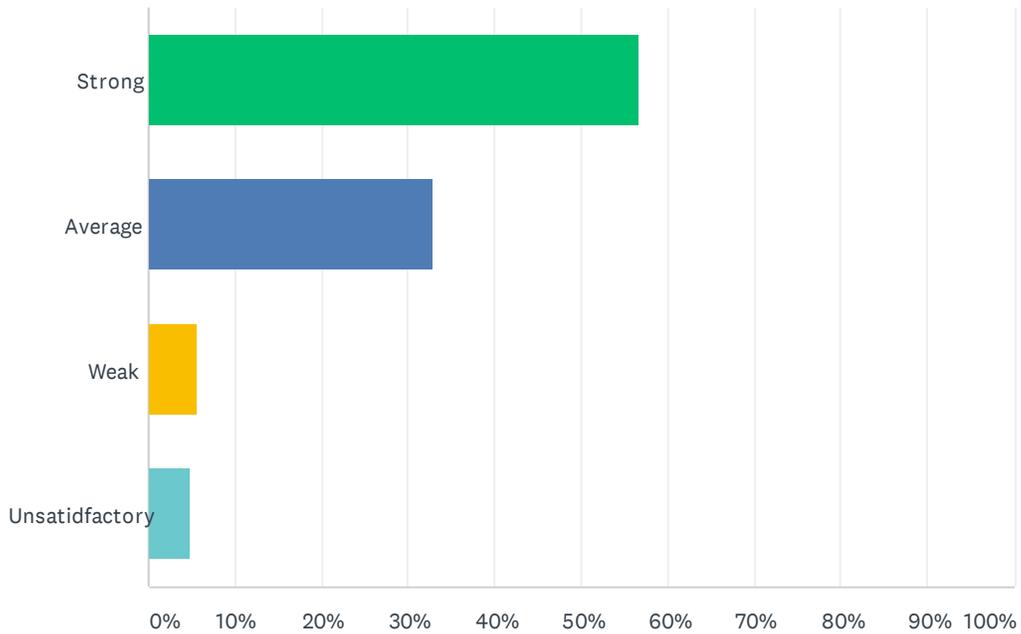
Answered: 286 Skipped: 405



ANSWER CHOICES	RESPONSES	
Strong	65.38%	187
Average	29.02%	83
Weak	4.55%	13
Unsatisfactory	1.05%	3
TOTAL		286

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

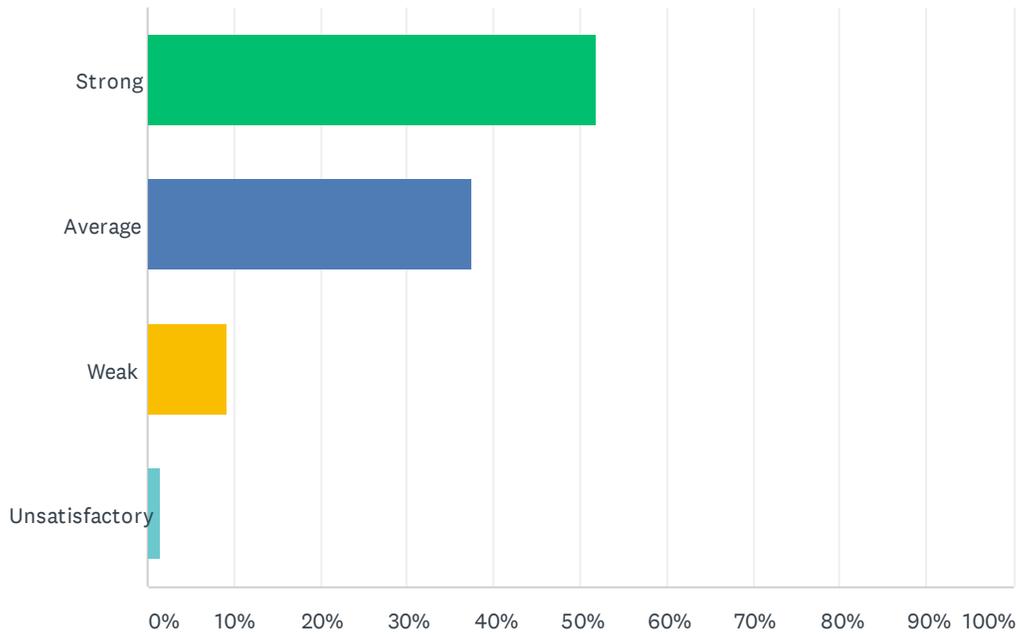
Answered: 286 Skipped: 405



ANSWER CHOICES	RESPONSES	
Strong	56.64%	162
Average	32.87%	94
Weak	5.59%	16
Unsatisfactory	4.90%	14
TOTAL		286

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

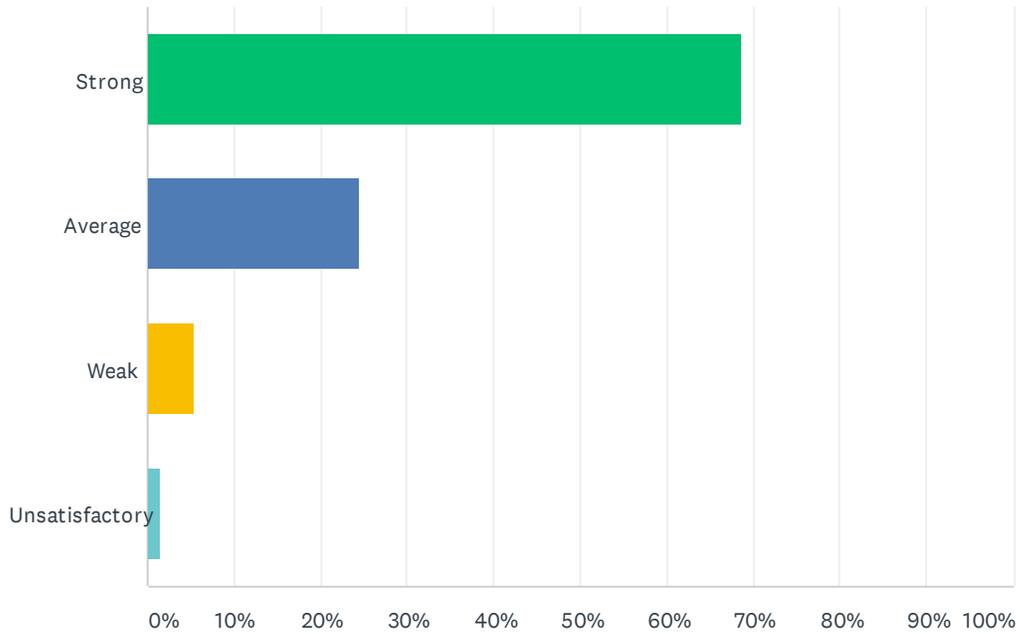
Answered: 280 Skipped: 411



ANSWER CHOICES	RESPONSES	
Strong	51.79%	145
Average	37.50%	105
Weak	9.29%	26
Unsatisfactory	1.43%	4
TOTAL		280

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

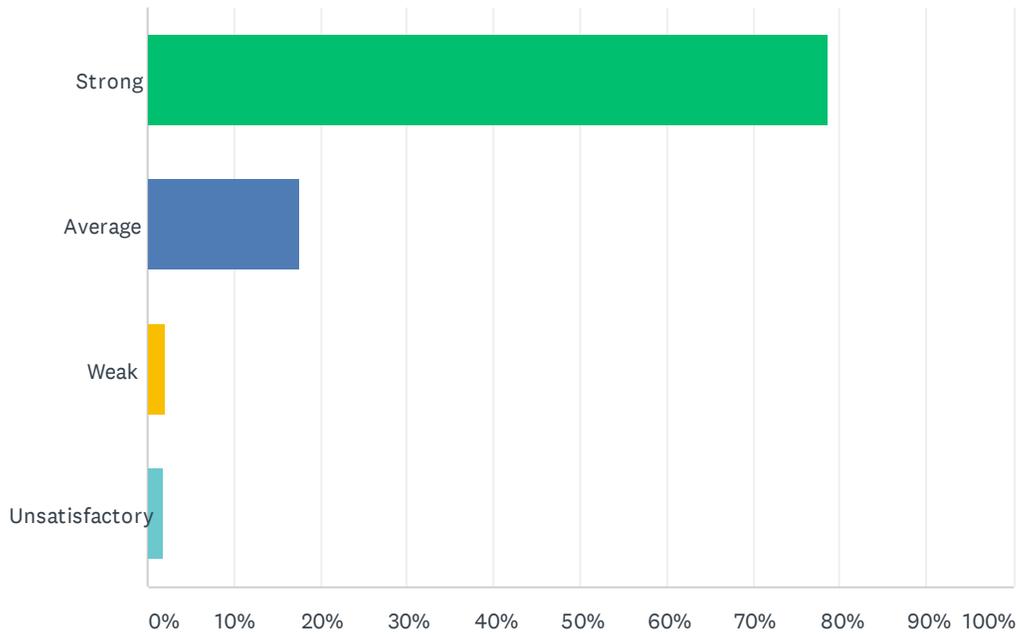
Answered: 294 Skipped: 397



ANSWER CHOICES	RESPONSES	
Strong	68.71%	202
Average	24.49%	72
Weak	5.44%	16
Unsatisfactory	1.36%	4
TOTAL		294

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

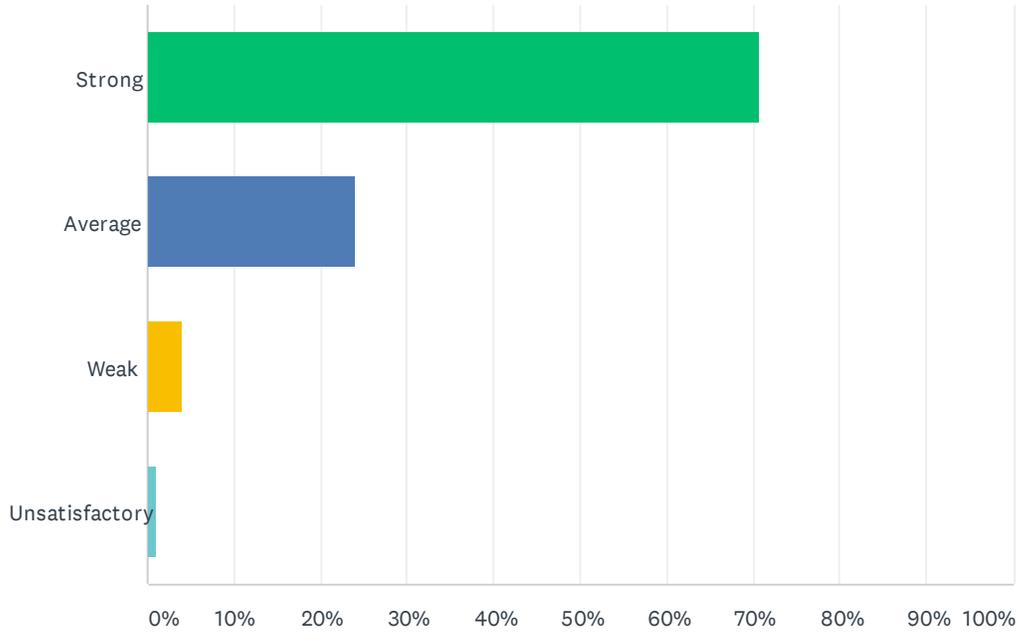
Answered: 336 Skipped: 355



ANSWER CHOICES	RESPONSES	
Strong	78.57%	264
Average	17.56%	59
Weak	2.08%	7
Unsatisfactory	1.79%	6
TOTAL		336

Q30 Staff and students feel safe while attending online classes.

Answered: 626 Skipped: 65



ANSWER CHOICES	RESPONSES	
Strong	70.77%	443
Average	24.12%	151
Weak	3.99%	25
Unsatisfactory	1.12%	7
TOTAL		626

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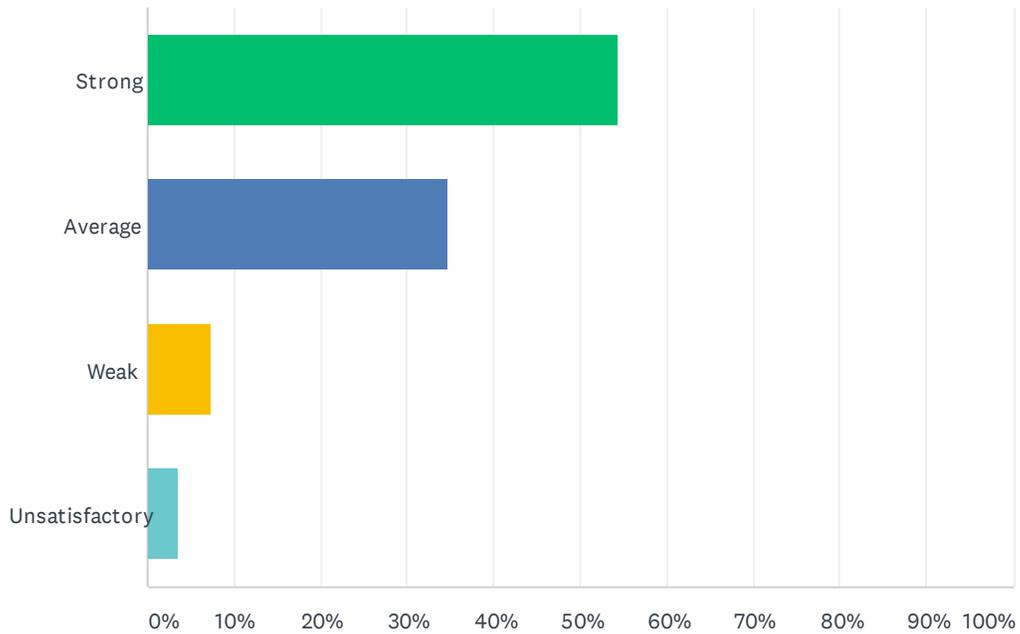
#	COMMENT	DATE
1	Privacy is always a concern. As well as being completely open to undo amounts of criticism from parents and others watching zoom instruction.	2/19/2021 6:49 PM
2	Teaching from home	2/19/2021 3:19 PM
3	There is crime in the area and covid is rampant.	2/19/2021 12:47 PM
4	There is only so much that can be done through a computer. However, given this fact, the emotional health of our students typically falls on an overwhelmed BIS and the teachers. Lemuel Kwon is no help when it comes to emotional support for our students. Her main concern is attendance.	2/18/2021 5:42 PM
5	Physically I feel staff and students are safe, however you can be harmed in other ways other than physically.	2/18/2021 5:38 PM
6	I worry about some the kids who aren't appropriately placed attacking. There are violent kids who shouldn't be in regular ed with no support. Aguilera and Hedgemon just get mad if you bother them with cases that aren't going to get better.	2/18/2021 5:18 PM
7	I am physically safe, but that is all. Students are physically safe as well, but distance learning is impacting our mental health.	2/18/2021 3:22 PM
8	Some students tell me they have a hard time with some of their teachers.	2/18/2021 2:37 PM
9	Some concerns over masks consistently being worn and lunch time gatherings.	2/18/2021 1:59 PM
10	Safe, provided students live in a safe place.	2/18/2021 1:58 PM
11	Students rarely turn on their camera.	2/18/2021 12:37 PM
12	with the exception of not allowing us to open doors or windows during in person instruction without vaccines	2/18/2021 12:34 PM
13	I usually feel safe, but not sure how students feel at home.	2/18/2021 12:22 PM
14	physically yes - but not mentally - It's overwhelming and isolating	2/18/2021 12:10 PM
15	I can't speak for students but I can imagine that if any are in unsafe homes then learning from home doesn't feel safe nor can they focus.	2/18/2021 12:08 PM
16	We are told "Stay OUT of the OFFICE." Checking mail is difficult also.	2/18/2021 12:01 PM
17	i think we all feel safer online than in classrooms	2/18/2021 11:48 AM
18	Virtual only, not safe in person	2/18/2021 11:47 AM
19	Occasionally I have very difficult parents who use language that the other students should not have to hear.	2/16/2021 3:50 PM
20	Teachers can't control what happens in the students' homes while the children are online. The best we can do is set the expectations and remind students of the norms.	2/16/2021 3:12 PM
21	Although students and parents would like to go back to in person learning, they have expressed they feel safe in my virtual classroom setting. They do not feel comfortable or heard when they express safety concerns to the principal.	2/15/2021 11:46 AM
22	If students don't feel "safe" enough to turn on their cameras, and are not required to, I cannot effectively monitor their learning.	2/7/2021 2:07 PM
23	positive	2/5/2021 5:39 PM
24	Any issue that happened in online learning this year was handled swiftly and efficiently.	2/5/2021 12:32 PM
25	In the fall when some students were returned to in person instruction the staff at the school sites which I cover inconsistently followed the requirements for safe in person instruction. Those same staff continue to inconsistently follow the regulations - masks below noses, staff making home visits traveling in the same car, etc.	2/4/2021 4:58 PM
26	when a family member brandished an assault style rifle, the conclusion was: we cannot control what happens in people's homes.	2/4/2021 3:58 PM

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27	I feel safe. I do believe my students feel safe, but not sure about how others feel.	2/4/2021 3:53 PM
28	Although, sometime the students' cameras are off, it may be used as their safety net while attending online classes.	2/4/2021 3:37 PM
29	Does not apply	2/4/2021 3:11 PM
30	I went on campus ONE time, and everyone I came in contact with was without a mask on, and there were multiple people in the same room with one another. The district guidelines were shared and expected, but never enforced.	2/4/2021 3:00 PM
31	I believe my students do feel safe since they are at home. In the beginning of the school year I kept hearing the door bell sound and never saw who came in. So this is why I gave it Average.	2/1/2021 7:37 PM
32	Our school strives to make the online classes comfortable and easy for students and parents.	2/1/2021 6:37 AM
33	Office and maintenance staff is often without a mask. They will put it on if you are walking towards them, but otherwise are infecting areas when others are not around.	1/31/2021 8:51 AM
34	Well not sure since we are not on campus.	1/30/2021 7:21 PM
35	With virtual this is NOT always the case but that isnt the teachers or staff just some of the things we hear or see from the Zooms.	1/30/2021 6:23 PM
36	This year, strong, because I'm at home. In previous years, less strong, because certain volatile students were not dealt with properly.	1/30/2021 2:18 PM
37	They feel safe because I have created this environment.	1/30/2021 1:55 PM
38	Safe yes, but unprepared to handle unexpected family issues or student behaviors in a digital classroom.	1/30/2021 1:36 PM

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

Answered: 608 Skipped: 83



ANSWER CHOICES	RESPONSES	
Strong	54.44%	331
Average	34.70%	211
Weak	7.24%	44
Unsatisfactory	3.62%	22
TOTAL		608

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#	COMMENT	DATE
1	solution to discipline problem consisted of redirecting the issue instead of dealing with the issue	2/19/2021 12:52 PM
2	No major issues in my classes	2/19/2021 8:27 AM
3	I dont have any discipline problems this year.	2/19/2021 6:31 AM
4	There was no clear communication on what kind of student discipline support we would receive, we were expected to document engagement/behavior/attendance/parent contact and then enter pre-referral interventions on AERIES before receiving support or for admin to intervene and provide support. Our current student discipline action plan begins with admin asking us "did you document it on AERIES?" before listening to the concern. We are currently expected to document engagement pre-referral interventions, behavioral pre-referral interventions, and academic pre-referral interventions, and for all areas, the first question is did you document it on AERIES. If 10/22 students are un engaged on a daily basis for issues that are out of our control. Why are we expected to over document engagement, behavior and academic for all those students on a daily basis.	2/18/2021 7:43 PM
5	Support is provided to make sure the student is logged into zoom, regardless of if they are in front of the computer or not.	2/18/2021 5:42 PM
6	All that she worries about is attendance. Is the student's chromebook logged on. Does not matter if their camera is on, if they are participating or even if they are in the room with the chromebook.	2/18/2021 5:38 PM
7	I could use more assistance from Mrs. Fitch.	2/18/2021 5:11 PM
8	I voiced my concerns, but they were viewed as complaints or negativity, so I stopped. I feel like they expect us to put up with everything. It beats you down after so long. In the regular classroom, I always have a wonderful rapport with my students. I love teaching. They love learning. This is not the case.	2/18/2021 3:22 PM
9	N/A	2/18/2021 2:40 PM
10	Their isn't much admin can do when the parents are not involved.	2/18/2021 12:37 PM
11	We have been distance learning so its hard to say what discipline management will be like when we come back, while distance learning admin. has bee fine	2/18/2021 12:34 PM
12	I have not had any issues with discipline during virtual learning.	2/18/2021 12:30 PM
13	I have not had issues, so unsure.	2/18/2021 12:22 PM
14	I think this is a challenge across the board since there is very little guidance from the district.	2/18/2021 12:14 PM
15	I have asked the VP to do home visits and been told I was welcome to do them.	2/18/2021 12:12 PM
16	N/A	2/18/2021 12:08 PM
17	Not really an issue this year	2/18/2021 12:01 PM
18	We are supported with options to document for ghosting students, however we don't get feedback on what has been done or consequences.	2/18/2021 12:01 PM
19	SH teacher: I don't need support for this	2/18/2021 12:00 PM
20	Just a bit hard because admin can only do so much, can't change a child's home environment.	2/18/2021 11:56 AM
21	Yes, but there's only so much anyone can do with distance learning and students not doing well. So they are doing the best they can within these limitations	2/18/2021 11:55 AM
22	Limitations due to COVID, very slow response.	2/18/2021 11:47 AM
23	Many home visits	2/18/2021 11:44 AM
24	strong/average	2/12/2021 7:19 AM
25	I don't see any discipline going on during COVID.	2/11/2021 11:09 PM
26	Home environment is difficult to control.	2/10/2021 4:08 PM

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27	Have not had a need for student discipline.	2/9/2021 6:08 PM
28	When I have reached out regarding student discipline issue, they have responded quickly.	2/6/2021 11:56 AM
29	I haven't really had to address this with my class.	2/4/2021 8:08 PM
30	N/A	2/4/2021 5:50 PM
31	N/A	2/4/2021 4:58 PM
32	Support staff has done home visits and online visits when requested	2/4/2021 4:39 PM
33	A lot of asking us to have more patience and understand what the student is going through	2/4/2021 4:37 PM
34	I do not feel that there has been enough support for teachers in assisting with students who do not log on to Zoom, do not participate, and do not complete assignments. Students are not being held accountable as teachers are told to just do their best. We are being told by administration to give multiple opportunities to make up work, turn in late work, and that is being taken advantage of by students and parents.	2/4/2021 4:01 PM
35	not sure because we are online...	2/4/2021 3:53 PM
36	They follow-up with phone calls, home visits, and set up Zooms to have discussions with parents/guardians.	2/4/2021 3:37 PM
37	Does not apply	2/4/2021 3:11 PM
38	There is really only so much that administration can do at this time. Following their directives teachers have been imputing majors/minors and the administration has been making house calls. The rest falls on the guardians/parents.	2/4/2021 3:02 PM
39	Administration has done evrything they can to promote a positive learning environment; however, we can't force students to sign in and pay attention to their teacher / lessons.	2/4/2021 2:56 PM
40	n/a	2/4/2021 2:32 PM
41	More support and action is needed for Ss whom are disengaged	2/3/2021 9:53 AM
42	There is no discipline.	2/2/2021 12:39 AM
43	They say they are there to help us. Our coach is wonderful, but unfortunately our principal is not. Even our vice principal is a lot more helpful then the principal.	2/1/2021 7:37 PM
44	I get no response to my concerns most of the time	2/1/2021 3:17 PM
45	N/A in my room and I am not hearing anything from my site	2/1/2021 12:53 PM
46	Our FACE and PBIS coach reach out to staff and parents on a regular basis.	2/1/2021 6:37 AM
47	Absolutely not! Our Vice Principal has been no help to us at all! Tells us to deal with it and be aware we are invading their homes uninvited."	1/31/2021 10:28 PM
48	classroom management is difficult, with many students not following guideline or working efficiently, that it's more than challenging for teachers or admin to follow up daily with this problem.	1/31/2021 7:45 PM
49	They try their best but there's not much they can do. Very little discipline can occur when the parent is part of the problem	1/31/2021 3:26 PM
50	I think there are too many problems and way too much disrespectful behavior.I stopped making admin aware of it. I feel like we are supposed to handle everything on our own.They have said we our guests in their homes, so however they act at home also goes for school.	1/31/2021 12:03 PM
51	Initially teachers were told that we couldn't give even minor referrals, then by accident, some learned that we could. But none of it was ever told to us, we have never received any updated information in regards to student discipline from either the principal or from the district.	1/31/2021 12:31 AM
52	One of the most understanding and supportive sites I've worked for.	1/30/2021 8:12 PM
53	The district in general has been too lax regarding student attendance/participation/and behavior during distance learning.	1/30/2021 2:18 PM
54	It's not discipline. It's simple attendance which the directive is to ignore tardiness.	1/30/2021 1:53 PM

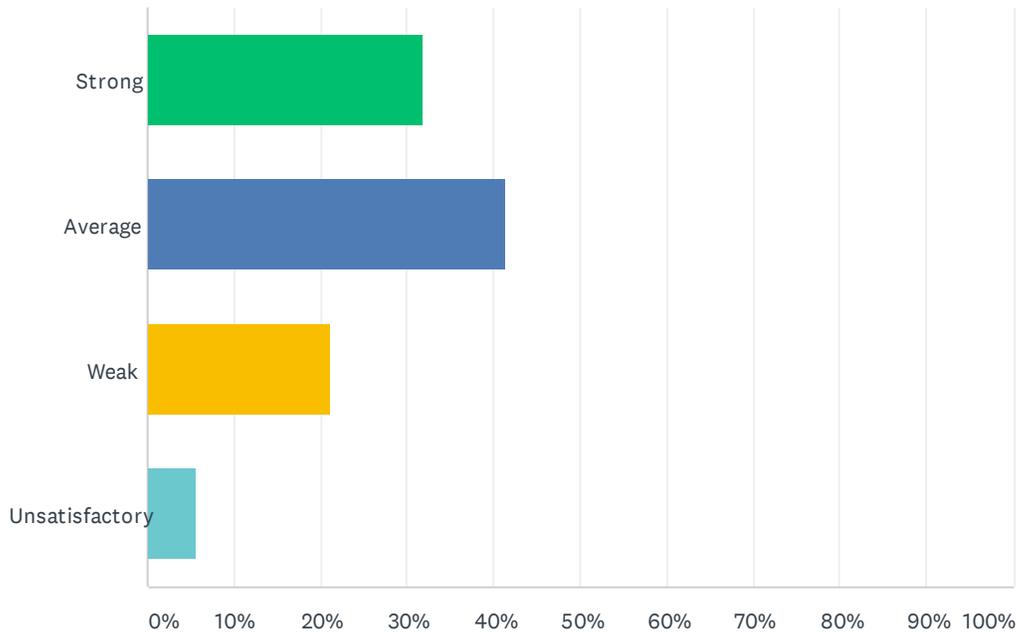
55

Yes, but the process in which extra support is needed is very confusing.

1/30/2021 1:36 PM

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

Answered: 616 Skipped: 75



ANSWER CHOICES	RESPONSES	
Strong	31.82%	196
Average	41.40%	255
Weak	21.10%	130
Unsatisfactory	5.68%	35
TOTAL		616

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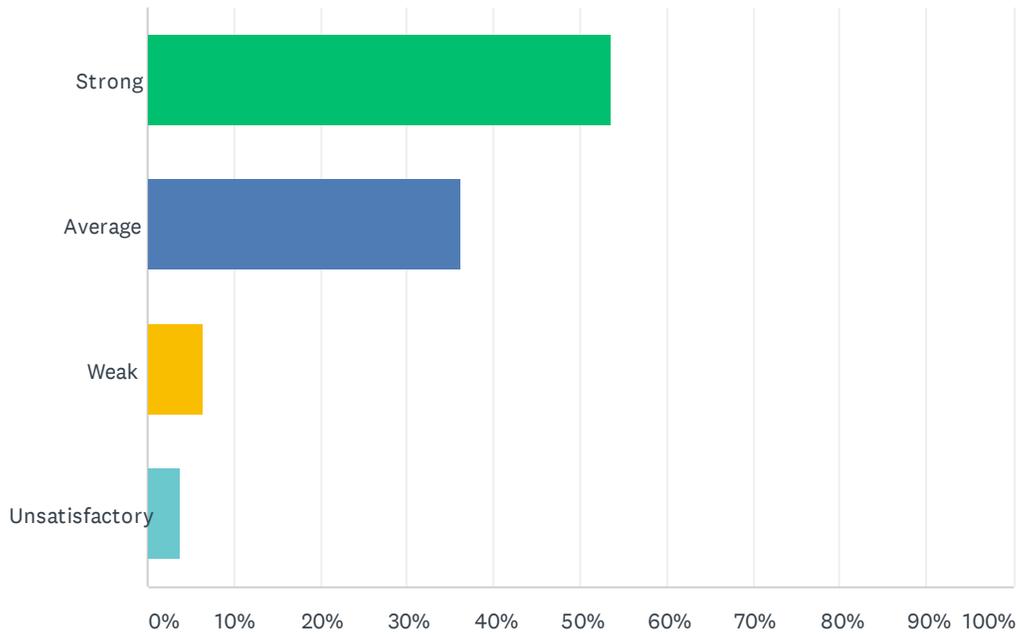
#	COMMENT	DATE
1	Do such tools even exist?	2/23/2021 12:18 PM
2	Not really trained, just suggestions on what to try.	2/19/2021 6:31 AM
3	Tools/strategies I've used have come from my own research on the topic from outside sources.	2/18/2021 8:43 PM
4	We are given a program that is completely over the heads of the littles to comprehend.	2/18/2021 8:27 PM
5	Teachers have not been trained in effective tools to improve online behavior. There is a "wild west" atmosphere when it comes to virtual learning behavior. We've been pushed to call parents ourselves from our personal phones, if not email or call the office.	2/18/2021 5:42 PM
6	We have been told to call, or email office if we need help. We see little to no results when we do this.	2/18/2021 5:38 PM
7	I try multiple ways of engagement, different ways to have fun, different ways to teach, etc. Every day I try something new, hoping I can reach or motivate them. It is just too much to keep up with.	2/18/2021 3:22 PM
8	We get reprimanded by parents and administration for prompting students to get on task.	2/18/2021 2:15 PM
9	No trainings but programs have been bought for instruction such as flocabulary, nearpod, etc. No tools offered for the lack of student involvement, assignments turned in, attendance, etc	2/18/2021 1:15 PM
10	Our school site bought Nearpod for our teachers in October 2020!	2/18/2021 12:54 PM
11	Again, no camera on leads to students not doing any work until parents see grades and then we get yelled at by parents.	2/18/2021 12:37 PM
12	Too much training sometimes...	2/18/2021 12:30 PM
13	unsure	2/18/2021 12:22 PM
14	No tools have been given	2/18/2021 12:17 PM
15	Difficult to do considering there is only so much we can do, but they have tried to give us adequate support and tools.	2/18/2021 12:14 PM
16	This is a district wide problem not a site problem.	2/18/2021 12:12 PM
17	parents are overwhelmed so the expectations are lower - but that's district policy, not site-specific	2/18/2021 12:10 PM
18	Not really	2/18/2021 12:01 PM
19	We have been given the tools and have enforced them, but students are still ghosting.	2/18/2021 12:01 PM
20	A professional development session on this topic may be useful. Just like site meetings, we haven't had a PD since September(?) I don't remember.	2/18/2021 11:55 AM
21	Toolbox training.	2/16/2021 3:12 PM
22	Don't remember receiving any effective tools.	2/9/2021 6:08 PM
23	No specific training to improve online behavior	2/6/2021 11:56 AM
24	I can't remember having any training this year.	2/5/2021 4:03 PM
25	N/A	2/4/2021 5:50 PM
26	Most of the ideas for improving behavior has been from other teachers.	2/4/2021 5:14 PM
27	N/A	2/4/2021 4:58 PM
28	We've spent most of the time discussing why we should make the kids turn their cameras on.	2/4/2021 4:51 PM
29	We could use more training on engagement and participation, real ideas not just told it needs to happen.	2/4/2021 4:39 PM
30	We have been provided tips and tricks by the district. However, it is mainly a learn by doing journey to use effective tools to improve online behavior.	2/4/2021 3:37 PM

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31	We can't get a majority students to participate or complete the work.	2/4/2021 3:28 PM
32	We have been no resources for this other than the district provided SEL lessons.	2/3/2021 9:53 AM
33	It's hard to do too much discipline when you see students for 40 minutes once a week. Also, the students who attend music classes are generally the better behaved students.	2/1/2021 6:50 AM
34	We share ideas and strategies during our weekly PLC meetings and during staff meetings.	2/1/2021 6:37 AM
35	Absolutely not!!!! What I have learned I have learned on my own.	1/31/2021 10:28 PM
36	NO! Teachers learned from each other through trial and error.	1/31/2021 12:31 AM
37	Lots of meetings about data	1/30/2021 8:19 PM
38	Was there trading on this? Fortunately I have enough experience to figure this out.	1/30/2021 3:09 PM
39	We are bombarded with different tools and are not given a chance to choose one and use it and process it how it works in my classroom.	1/30/2021 1:55 PM
40	No we have not and that would be helpful.	1/30/2021 1:36 PM

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

Answered: 562 Skipped: 129



ANSWER CHOICES	RESPONSES	
Strong	53.56%	301
Average	36.12%	203
Weak	6.58%	37
Unsatisfactory	3.74%	21
TOTAL		562

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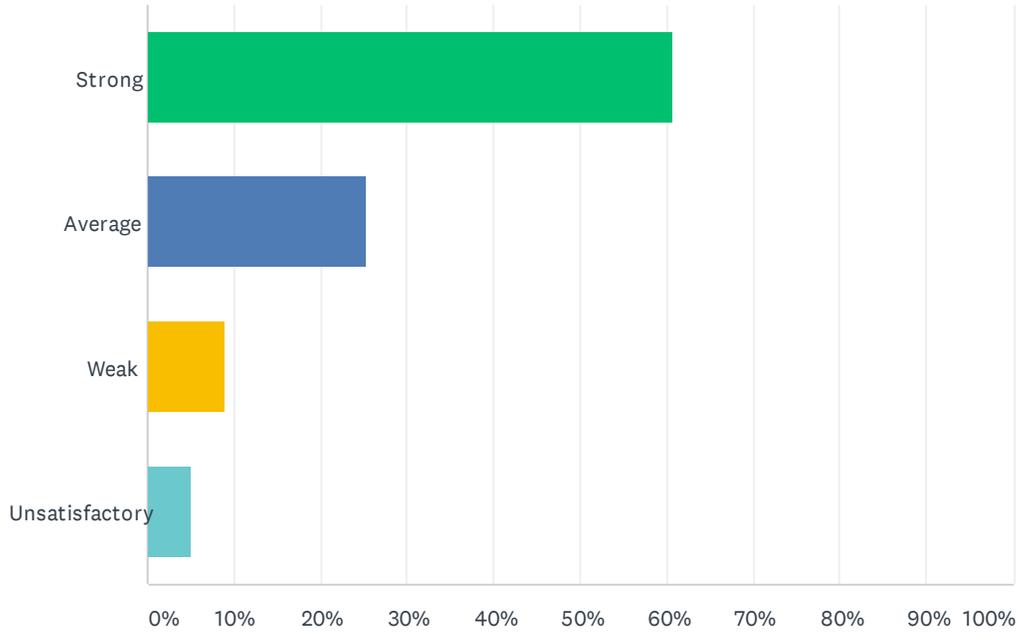
#	COMMENT	DATE
1	There is no support only accusations.	2/23/2021 11:46 AM
2	n/a	2/19/2021 12:52 PM
3	None written for online. Sometimes valued prior.	2/19/2021 8:27 AM
4	N/A	2/19/2021 6:31 AM
5	The classroom teacher is viewed as the main culprit for any behavior issues that arise in the class.	2/18/2021 5:42 PM
6	Non-applicable	2/18/2021 5:40 PM
7	Have been discouraged from writing them and if we do we are basically questioned as to why we didn't do something earlier to stop the situation before it became necessary.	2/18/2021 5:38 PM
8	We never get any feed back. It is like the behavior is swept under the rug.	2/18/2021 5:18 PM
9	I think students have too many chances and this has been going on for so long.	2/18/2021 3:22 PM
10	n/a this year	2/18/2021 2:40 PM
11	New VP has been exceptional in this area.	2/18/2021 2:37 PM
12	No responsive feedback as to the out come of the disciplinary findings/consequences.	2/18/2021 2:15 PM
13	I haven't had this experience.	2/18/2021 1:58 PM
14	I have not had to write any referrals during distance learning, but when we are face to face the admin usually does a through investigation.	2/18/2021 12:37 PM
15	Not an issue for my class with on-line instruction	2/18/2021 12:34 PM
16	N/A for me	2/18/2021 12:21 PM
17	The VP does not believe the teachers.	2/18/2021 12:12 PM
18	NA - our intervention specialist and VP handle issues and ODR's are discouraged during COVID.	2/18/2021 12:10 PM
19	Cannot comment. I honestly don't know how ODR's have been handled with virtual learning.	2/18/2021 12:09 PM
20	N/A	2/18/2021 12:01 PM
21	I have turned in an assertive discipline referral, but it has been changed to a regular discipline referral before. Some behaviors that occur repeatedly and considered assertive, seem to be dismissed or I have not heard any feedback about. If these behaviors occurred in the classroom, they would be automatic referrals and parents would be contacted. If parents are contacted or the problem has been resolved, there has rarely been feedback about what has taken place concerning that incident. Usually, the student still has the same behavior or is ghosting. Overall, administration is supportive with student behaviors, but recently there has been lack of feedback.	2/18/2021 12:01 PM
22	SH teacher: I don't need support for this	2/18/2021 12:00 PM
23	I have not written an ODR, but from what I hear from other staff members, the teacher's word is valued and trusted.	2/18/2021 11:51 AM
24	We can write referrals?	2/18/2021 11:50 AM
25	Haven't had to do this so this question doesn't apply to me.	2/14/2021 12:59 PM
26	We have to have a paper backing for every thing we write up about a student.	2/11/2021 11:09 PM
27	Don't write them so I don't know.	2/9/2021 6:08 PM
28	N/A	2/4/2021 5:50 PM
29	I haven't written any this year.	2/4/2021 5:14 PM
30	N/A	2/4/2021 4:58 PM

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31	What office? It's Covid.	2/4/2021 4:51 PM
32	never written one during online	2/4/2021 3:53 PM
33	I believe the teacher's words are valued and trusted. However, I also believe that sometimes if there is a lack of documentation to support an ODR, then there could be some uncertainty in what was initially reported.	2/4/2021 3:37 PM
34	I haven't written any ODRs this year.	2/4/2021 3:28 PM
35	I have not written a referral. I am not sure how this is going.	2/4/2021 3:11 PM
36	I don't give ODR's	2/4/2021 2:24 PM
37	We don't write them because there is no accountability for students and their actions.	2/2/2021 12:39 AM
38	They value what the parent says, so they don't value or trust us teachers.	2/1/2021 7:37 PM
39	N/A I have not written any this year	2/1/2021 12:53 PM
40	Administration has always listened to teachers and staff when a referral is issued.	2/1/2021 6:37 AM
41	No. They tell us what the parent says and we are always in the wrong. We have to address the problem 4 times before the VP will even meet with them and then we have to write up 4 more times before she sits with them and talks to them to which we are not included	1/31/2021 10:28 PM
42	I haven't written any this year.	1/31/2021 10:04 AM
43	Not really, for many times when a teacher has wanted to have a student given an ODR, (we are not allowed to write them ourselves at this site), it isn't done, because the campus supervisor doesn't feel that it's that big of a deal. Or he'll say that one will be written, and it isn't. Another thing, is that when an ODR is written on student, or is suspended, in our classroom, we aren't always informed about it, even it involves a weapon or drugs.	1/31/2021 12:31 AM
44	I have not had to file a ODR, but I am sure that teacher's words would be valued and trusted.	1/30/2021 9:02 PM
45	I haven't given any ODR's this year	1/30/2021 3:56 PM
46	I have had very few incidents which required discipline at all.	1/30/2021 2:54 PM
47	I have not had any so N/A.	1/30/2021 2:20 PM
48	N/A	1/30/2021 2:18 PM

Q34 My site has a positive atmosphere.

Answered: 629 Skipped: 62



ANSWER CHOICES	RESPONSES	
Strong	60.57%	381
Average	25.28%	159
Weak	9.06%	57
Unsatisfactory	5.09%	32
TOTAL		629

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#	COMMENT	DATE
1	This site gets worse with every year. Veteran staff leaves and people feel trapped. Mr. Robinson may not have been perfect but he was fair and was a leader.	2/23/2021 12:18 PM
2	backbitting and gossip continues	2/19/2021 12:52 PM
3	No, it is not a positive atmosphere.	2/18/2021 11:55 PM
4	There are too many non discussables when it comes to situations and occurrences at our site, and it has created a toxic environment.	2/18/2021 5:42 PM
5	Only in certain rooms with certain people.	2/18/2021 5:38 PM
6	Some of the support staff are kind of a joke. Gloria snips at you for no reason. The office staff lose important paperwork on a regular basis. The teachers here are great to work with.	2/18/2021 5:18 PM
7	Absolutely! You can find the end of the rainbow at McKinley school!	2/18/2021 4:15 PM
8	Normally it does, but not now. Not with distance learning.	2/18/2021 3:22 PM
9	We could use a little more community building amongst staff.	2/18/2021 2:37 PM
10	In my 8 years at this site, I have always experienced a positive atmosphere at the school. The administrators and staff are very welcoming and inclusive.	2/18/2021 1:48 PM
11	I would score my site as STRONG, if it were for a certain classified staff that is vindictive. Other staff for the most part will not say anything because they want to make sure they get their materials or request not sabotaged or talked about negatively. It has been brought to the principal's attention, but she does not see it that way.	2/18/2021 1:06 PM
12	I love working at my site. I wish other people at my site were happy to be here as well.	2/18/2021 12:37 PM
13	We need to work on this area	2/18/2021 12:30 PM
14	No! The atmosphere is very toxic. It seems as though there is a US versus THEM mentality. I feel very uneasy going to work. Sometimes I don't want to go.	2/18/2021 12:10 PM
15	I feel like staff, not admin is the main reason for some people being determined that everything is wrong, awful, and inept.	2/18/2021 12:09 PM
16	No, it is Top Down. Teachers are informed to read the Education Code on occasion in leu of explaining why to do the Districts orders. FYI, we have no problem doing the requirements of Admin or The District	2/18/2021 12:01 PM
17	GREAT!!!	2/18/2021 12:00 PM
18	YES. MLK has a positive atmosphere and environment.	2/18/2021 11:58 AM
19	Usually our campus does have a game shield is positive atmosphere. During this distance learning though it almost feels negative teachers have received numerous abrasive emails from specific office clerks. We have noted that administration is copied on those emails yet we continue to receive first mission to use similar emails Hustlin tone telling us that we're responsible for things that the union has not told us that we are responsible for landing with your height.	2/18/2021 11:56 AM
20	Loving, supportive, friendly and helpful.	2/18/2021 11:51 AM
21	To be clear, the unsatisfactory rating is given for my direct administrator. The director and assistance directors have been incredibly positive and supportive.	2/18/2021 5:45 AM
22	The teachers are wonderful and beyond supportive to each other and students. Unfortunately, the principal has created an uncomfortable and timid atmosphere.	2/15/2021 11:46 AM
23	There are little to know clubs for the students to join. Their diversity is not celebrated through clubs onsite. There is little opportunity outside of sports and Project lit for students to connect with each other outside of school	2/11/2021 5:14 PM
24	In general yes	2/9/2021 6:08 PM
25	There is a lot of complaining during staff meetings (from teachers). Administration is good at listening, however i feel that tone and how concerned are raised needs to be addressed. The	2/6/2021 11:56 AM

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tone and the way concerns are raised is what sets a negative atmosphere.

26	There are many things that teachers do well, but it often goes unnoticed. For instance, one teacher stated to me that s/he shouldn't have to take on admin's pet projects to be recognized as "Teacher of the Month". It IS surprising how the same few teachers are recognized each and every year for doing the same tasks that others are not.	2/5/2021 4:03 PM
27	Generally yes. The teachers are great and the office staff is excellent. The exception has been the main administrator.	2/4/2021 5:14 PM
28	I believe School Health has a very strong positive atmosphere. The individual school sites I cover the atmosphere varies.	2/4/2021 4:58 PM
29	My site is lifeless. And it starts from the top. The teachers try. But we're exhausted.	2/4/2021 4:51 PM
30	We do not have any positive atmosphere at our school site. Everybody is always feeling like they are on eggshells when they have to talk to her. The staff is intimidated by her attitude toward them. She tends to hold grudges towards anybody who disagrees with her. She tends to be meaner to new teachers and to older staff members.	2/4/2021 4:48 PM
31	Morale has gone way down, we need a boost of love and positivity to get back on track to being the amazing school we are.	2/4/2021 4:39 PM
32	I love my school and feel that most of the administrators at my school do a good job. However, our office staff is not welcoming and I do not feel comfortable in the office area.	2/4/2021 4:01 PM
33	Truly...I do not know b/c of online learning	2/4/2021 3:53 PM
34	In general I feel the atmosphere is positive amongst staff...but not with admin	2/4/2021 3:40 PM
35	The site has a positive atmosphere because the staff supports and values one another. We genuinely get along with each other, and respectfully disagree if something isn't aligned to our own perspectives. We have meaningful parent involvement. Disciplinary actions are kept to a minimum. Our Behavior Intervention Specialist is effective. The AAPAC committee could use more parental involvement; however, we appreciate those that have committed to keep the momentum of the atmosphere upbeat and are making their voices be heard. We also have school norms and values that demonstrates collective efficacy within the staffing. Admin has an open door (Zoom) policy to hear and address concerns right away. The positivity of our atmosphere is felt as soon as you walk into our office. You are greeted respectfully and with a smile!	2/4/2021 3:37 PM
36	We are not on campus. Does not apply.	2/4/2021 3:11 PM
37	Front office staff is always grumpy. CPALs are super rude and act like they don't want to work.	2/4/2021 3:04 PM
38	The teachers at this school can be very mean to one another. In my case, there were several that were antagonist, verbally aggressive, and even vengeful in that they would get groups of people to not talk to you if you made them mad. I also had the opportunity to observe teachers teaming up against grade level members. I constantly felt like I was walking on eggshells around most of the staff.	2/4/2021 3:00 PM
39	The atmosphere is positive at Fremont.	2/4/2021 2:53 PM
40	No, direction is taken seriously. We do not need to be reminded of the Education Code for every District mandated issue.	2/4/2021 2:48 PM
41	I work with a great team of teachers. Without their help, I would be lost for sure.	2/3/2021 5:34 PM
42	Mrs. Short has done a wonderful job promoting a positive culture and climate for Sierra.	2/2/2021 12:21 PM
43	When I first came to Hort it was a very welcoming with great teachers, including the principal. Unfortunately, the district moved principal and our school has changed dramatically! I don't know how it is now due to teaching virtually and we have a lot of new teachers. So, it is not the school I came to enjoy working at. So many have left, and she ousted 3 in her second year at Hort. Which started the domino effect of teachers leaving.	2/1/2021 7:37 PM
44	I have worked at seven schools in two states, and this is the least stressful and most productive atmosphere I have ever worked in. Kudos to our school and to BCSD policies!	2/1/2021 6:37 AM
45	No- especially this year we are treated like we are piranhas and somehow responsible for spreading germs and viruses. We have been segregated and not allowed to communicate with	1/31/2021 10:28 PM

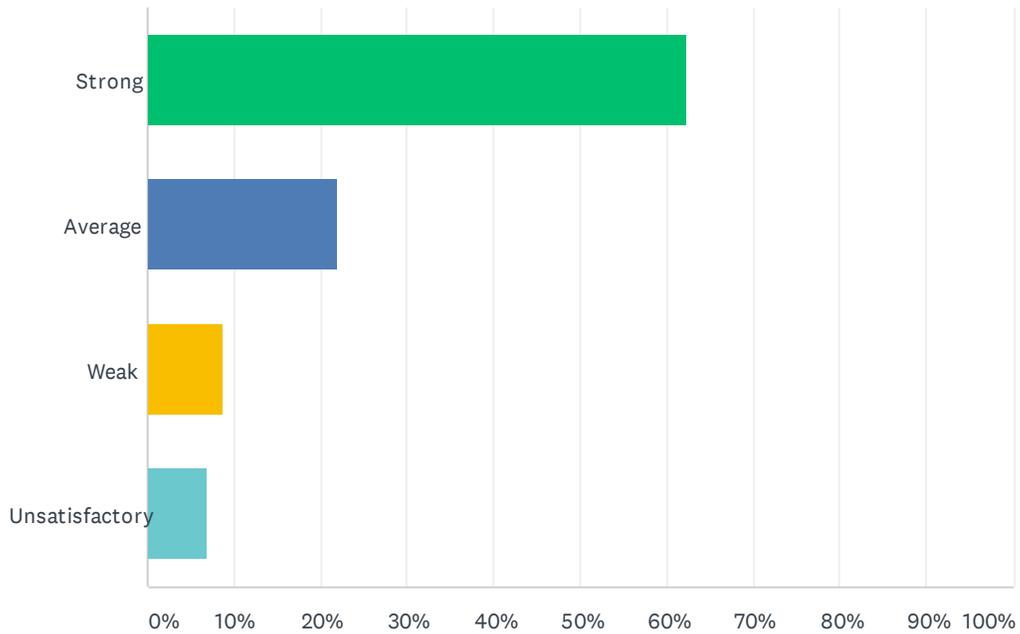
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each while they sit unmasked and not distancing in an office.

46	Our site has always been a positive place for me, but Distance Learning has made it negative. I hate virtual teaching. Students are given multiple methods of participation, and they still won't. I ask questions and am ignored. Students are given credit for attendance if they log on to Zoom for 30 minutes, whether they do any work or not. That is wrong. I feel stressed, defeated, and like a failure.	1/31/2021 12:03 PM
47	Amazing culture, greatly due to the trust and confidence instilled in staff by our administration	1/30/2021 8:45 PM
48	When I was inputting data at the beginning of the year, I thought I was doing it correctly. Instead of a friendly note asking if I realized my data was not being entered. I got a note asking me for an explanation why I was not inputting the data and citing the possible consequences. When I asked for assistance because I didn't know why it wasn't working the reply was, "I don't know what to tell you. Just do it." I finally figured out it was from something the district had left in my class lists.	1/30/2021 6:13 PM
49	People are exhausted	1/30/2021 4:37 PM

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

Answered: 629 Skipped: 62



ANSWER CHOICES	RESPONSES	
Strong	62.32%	392
Average	21.94%	138
Weak	8.74%	55
Unsatisfactory	7.00%	44
TOTAL		629

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#	COMMENT	DATE
1	Save yourself, don't come here.	2/23/2021 1:07 PM
2	Avoid this site like the plague until the principal is changed.	2/23/2021 12:18 PM
3	Roosevelt has a great staff, families, and students. Unfortunately, we have a terrible Principal that makes people question whether being a teacher is worth it. Stay away until she is gone.	2/23/2021 11:46 AM
4	This site is better than others that I've heard about.	2/19/2021 12:57 PM
5	site is way better than others but lacks in several key areas (for example-trust, etc.)	2/19/2021 12:52 PM
6	With reservation because quite a few veteran teachers have left due to the the way they were valued as members.	2/19/2021 7:46 AM
7	The site administrator is the main reason I would not encourage other employees and prospective teachers to work with her. With regards to prospective teachers, I feel it would require too many hoops to jump in order to have a positive, rewarding, and beneficial experience here. I would be afraid for a new teacher who questioned or sought clarification. She has shown a willingness to non-reelect new teachers whom she felt were unwilling to comply. Given the fact that there is already a teacher shortage, this is yet another poorly-made decision she tends to make.	2/18/2021 5:42 PM
8	Possibly if we had a new principal.	2/18/2021 5:38 PM
9	Tapia is a decent guy, and really committed to student achievement. He is very smart and knowledgeable. You just need to be ready to have everything dumped on you. I get along with the support staff as well as anyone, but they are frequently inefficient, cliquish, and mean.	2/18/2021 5:18 PM
10	I enjoy and respect my grade level team, other grade level teams, support staff, office staff, and additional staff (cafeteria, janitorial, etc.). Our Vice principal is wonderful. She is knowledgeable, supportive, and kind.	2/18/2021 4:28 PM
11	Absolutely! Only if they were looking for the most rewarding job of their life!	2/18/2021 4:15 PM
12	Curran has amazing potential	2/18/2021 2:37 PM
13	It is a very rough school without having to deal with punitive administrators.	2/18/2021 2:15 PM
14	Love whom I work with at this school!	2/18/2021 2:03 PM
15	The teaching staff can be a little rough to work with.	2/18/2021 1:58 PM
16	I wouldn't leave my site for another.	2/18/2021 1:48 PM
17	yes, I love working at my site.	2/18/2021 12:37 PM
18	We have a great staff, the students can be challenging in many ways. So, if you are looking for a great staff and do not mind challenging students Longfellow is a nice place to work.	2/18/2021 12:08 PM
19	I feel like everyone is truly trying to do the best that they can in our given situation.	2/18/2021 12:07 PM
20	Before the current principal and vice principal I would absolutely NOT recommend my school site. However, with the current administration I would not hesitate to recommend my school site as an ideal place of employment.	2/18/2021 12:03 PM
21	Nope. Im leaving	2/18/2021 12:01 PM
22	I love working at Stiern, and I love the people I work with. For the most part, I receive support when needed.	2/18/2021 12:01 PM
23	Years past, I would've said no but there has been a definite shift due to new teachers, support staff as well as new administration.	2/18/2021 12:00 PM
24	Curran Middle School is a great place. I appreciate the opportunity to work there.	2/18/2021 12:00 PM
25	YES. I would recommend this site to another employee or prospective teacher. I would also recommend both my principal Ms. Stamper and my vice principal Mr. Richardson as well. I am so happy here. They are extremely supportive and really think about the health and well-being of their staff.	2/18/2021 11:58 AM

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26	Honestly and super blessed to be working at such an amazing site! Everyone works well together and values each other so much.	2/18/2021 11:56 AM
27	100%	2/18/2021 11:51 AM
28	I love Horace Mann. I love my colleagues AND my administration!	2/18/2021 11:44 AM
29	I would recommend for any other department within special ed--not the M/M dept.	2/18/2021 5:45 AM
30	Harris is one of the most welcoming and innovative campuses I've ever worked at. Administration and teachers alike welcome new viewpoints, teaching methods, etc. This is a place where you can grow as a teacher, and a teacher leader!	2/17/2021 5:52 PM
31	I don't know how they would be treated by the principal. I would not want them to be subjected to claims that could be meritless and unprofessional from administration.	2/15/2021 11:46 AM
32	Tapia and Styles are a great asset to our school!	2/12/2021 7:19 AM
33	As long as this administrator is there at this school site. Again because she has her favorites that can do almost anything while others can't make a move without her saying something negative about you.	2/11/2021 11:09 PM
34	I would not recommend my site to other employees just due to admin. The atmosphere is toxic more often than not. There is so much extra stress beyond the stress of teaching. You want to be on a site where your voice is heard and respected as a professional without the fear of negative repercussions.	2/11/2021 5:14 PM
35	Only because it is not "as bad" as several other schools in the district.	2/8/2021 12:54 PM
36	Horace Mann's administration is amazing. They are helpful, supportive, and fair.	2/6/2021 9:02 AM
37	I would not recommend this site. There has been a terrific exodus of really talented professionals in the last 5 - 7 years. Some because they were not considered, or even interviewed, for support positions and have since taken support positions at other campuses. Some because they took early retirement feeling disregarded. Consequently, tests scores continue to decline.	2/5/2021 4:03 PM
38	Not for Mild Mod Special Education Teachers. It has been getting better over the years, but not always being taken into consideration. We are a last thought most of the time.	2/5/2021 3:41 PM
39	Our staff is amazing no matter who the admin is.	2/5/2021 12:32 PM
40	Despite the excellent staff, I can not recommend the site to other employees as the main administrator sets the tone for the whole school. Since I and others have had very negative interactions with this person, I can not in good conscience, recommend this school site.	2/4/2021 5:14 PM
41	I would highly recommend School Health to others.	2/4/2021 4:58 PM
42	This is not a site for baby teachers.	2/4/2021 4:51 PM
43	I would never recommend a person to come to our site. I would if we had a different principal.	2/4/2021 4:48 PM
44	NO	2/4/2021 3:40 PM
45	I would definitely recommend my site to other employees and prospective teachers. The staff is supportive and values our input. We are acknowledged for our efforts, tenacity, and resiliency to move the work under unprecedented times. At least 80% of our students are motivated to do their best and are highly engaged. The culture and climate of the campus is definitely a positive place to be. The improvements are evident in the dynamics of the staff and family relationships established in the last 3 years. Our site is always looking for ways to improve and be innovative in the way we teach and reach all students.	2/4/2021 3:37 PM
46	I love our school. No work environment is perfect. There is still favoritism that takes place. Last year I was publicly humiliated by the principal and vice principal because one of their favorites ran to them and misconstrued a situation that occurred. The favored person had been in the wrong, but went to the principal and twisted the story around and I was publicly humiliated in a room full of my colleagues. It was quite traumatizing for me. An awful experience. This year nothing like that has happened but it is still clear who the favored teachers and staff are. I regret not filing a grievance last year.	2/4/2021 3:28 PM
47	Admin is awesome but office staff and CPALs are sometimes rude	2/4/2021 3:04 PM

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48	Absolutely recommend Teresa Arambula and the Fremont team to anyone working in BCSD!	2/4/2021 2:54 PM
49	It's the best site that I've ever worked at.	2/4/2021 2:53 PM
50	No, unfortunately I want to change sites because of the climate.	2/4/2021 2:48 PM
51	I would say that it is a great place to work with the support we have in place.	2/4/2021 2:45 PM
52	I think Noble is great. Although, as far as positive reinforcements and incentives for children when we come back and discipline...that is something that needed improvement when we were on campus. So it will be interesting if that changes or improves.	2/3/2021 1:52 PM
53	ABSOLUTELY, FRANK WEST IS THE BEST!!! THERE ARE SO MANY KIND, HELPFUL, CARING, WISE PEOPLE WHO WORK SO HARD FOR THE VERY BEST AT OUR SCHOOL!!!	2/2/2021 12:50 PM
54	Sierra is the best!	2/2/2021 12:21 PM
55	I would only warn them of our principal. If she likes you, you are fine.	2/1/2021 7:37 PM
56	Our teachers are supportive and welcoming. We go out of our way to help and make newbies feel welcome and supported. We have several BTSA support providers on our campus and we hear and see how difficult it is at other campuses and we don't want that reputation. We work hard to be a loving, caring supportive staff and make newbies know that is our culture climate.	2/1/2021 12:53 PM
57	Our site has always been a desirable workplace to outside teachers and staff.	2/1/2021 6:37 AM
58	Not unless things change greatly	1/31/2021 10:28 PM
59	I would recommend my site for in person teaching, but not for virtual teaching.	1/31/2021 12:03 PM
60	While this site in many ways is a great place to work, great teachers, many supportive parents to work with, and students who are not violent towards staff, I wouldn't recommend it because of how the administration treats teachers. A teacher shouldn't have to work under conditions where they could be the next teacher on the "target" list for the following year, for some unknown reason. Where the principal will use the contents of the contract to hide under when she visits the classrooms of teachers, saying she is just "observing" them, when in fact it's a way to harass the teacher on the "target" list, for she will come to that class at the same time every week. She is well known for doing this, under the disguise of "observation". Strange that a teacher has to have multiple observations every week, while others don't. Teachers don't feel free to speak at meetings for fear of being targeted. Staff talks about how they don't feel welcomed in the office any longer, so they don't go there, and then she talks about why we don't go there, because we are welcomed. Staff members don't care to be talked about by our principal to other staff members and to parents. Especially because she has the tendency to label teachers to others, like so and so is more lax, while so and so is more military or strict, etc. which can set a back tone before the teacher can even meet the student or the parent. Teachers are tired of her micromanagement of everything. While they realize that she is the one in charge which she makes sure that everyone knows that because she has said it many times which many have taken as a threat, as professionals, we should be able to make some decisions without fear from getting into trouble from her.	1/31/2021 12:31 AM
61	I do regularly	1/30/2021 8:45 PM
62	I am so grateful to be on the Williams team I could not imagine dealing with all the garbage of this year anywhere else! That being said, and I am not sure who needs to hear this but, PLEASE! For the love of God don't make us do another year of virtual. Our kids need us.	1/30/2021 6:23 PM
63	I am considering moving schools or retiring early. There does not seem to be much consideration to the stress the teachers are going through. The work just continues to pile on.	1/30/2021 6:13 PM
64	If they are very hard working and high performing	1/30/2021 4:37 PM
65	A great place to teach!	1/30/2021 3:59 PM
66	Just one comment overall. I would like you to add a N/A comment to these answers. A few of the questions did not pertain to me, and instead of giving a poor answer I scored high.	1/30/2021 3:28 PM
67	My reasons for recommending or not recommending have less to do with my administration, and more to do with what I perceive about the person I'm advising. My school is one where a lot of parent involvement is mostly positive but sometimes very annoying and difficult. Anyone	1/30/2021 2:54 PM

2020-2021 BETA Administration/Site Climate Survey

who is thinking of teaching at the Downtown Elementary School should have a pretty thick skin for dealing with parents who can be a bit pushy or a LOT pushy.

68	Yes, I would.	1/30/2021 2:20 PM
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