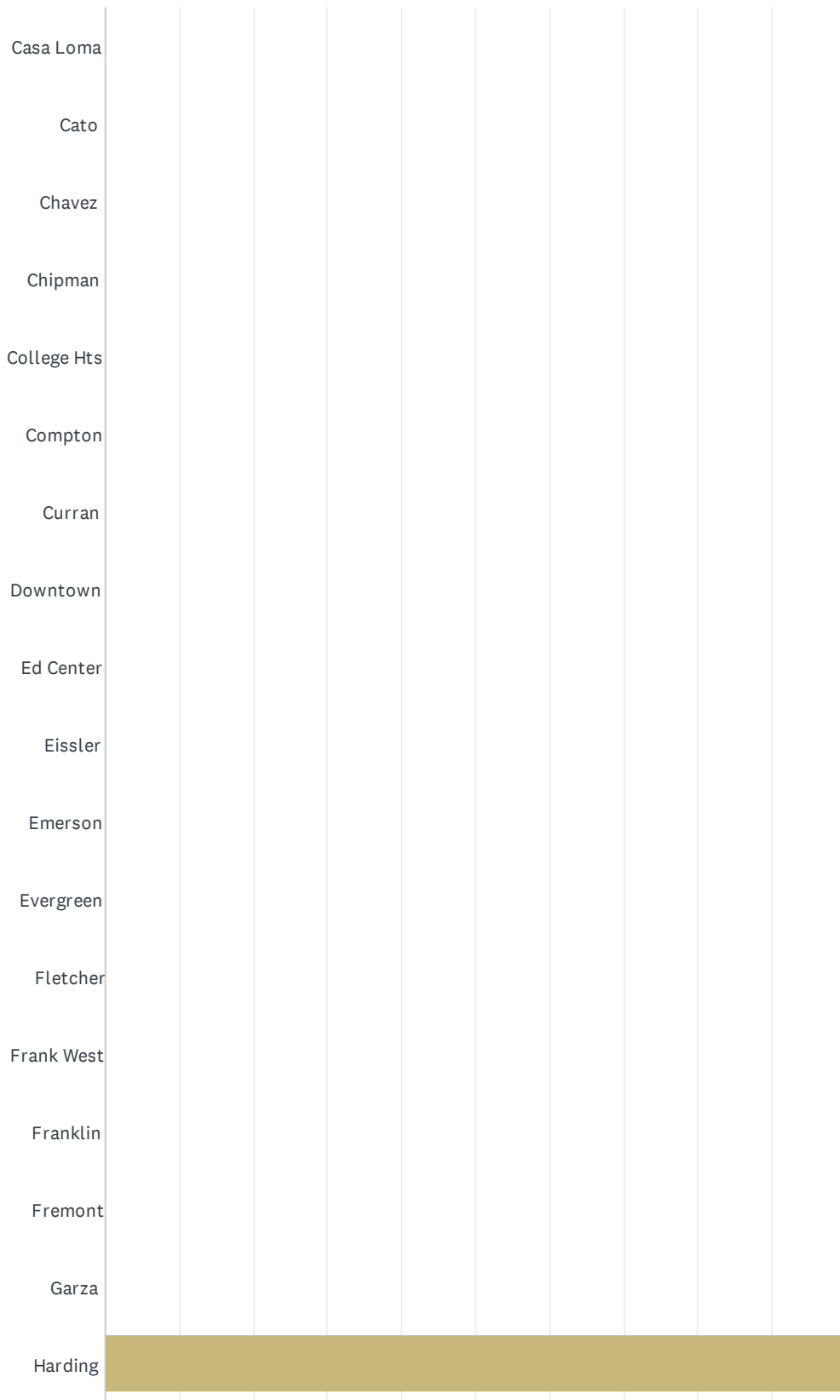


Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

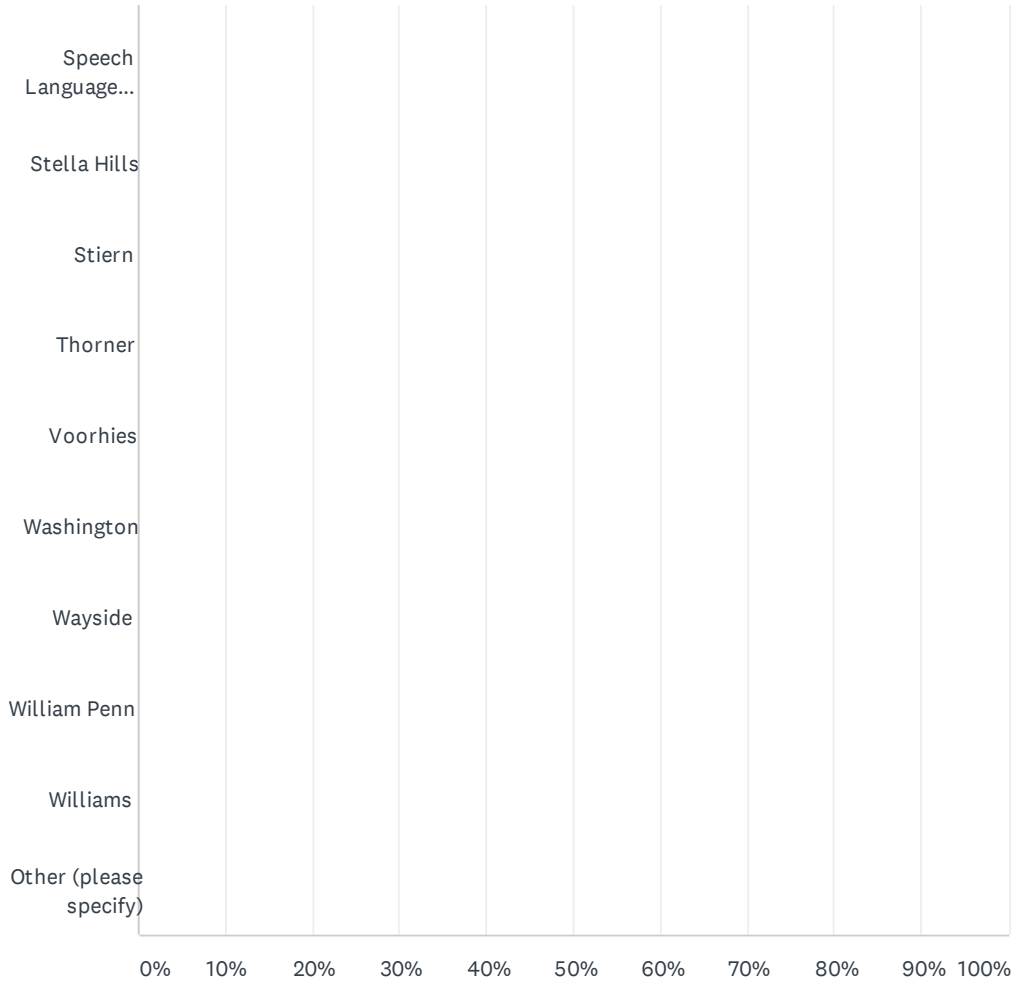
Answered: 14 Skipped: 0



2020-2021 BETA Administration/Site Climate Survey

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

2020-2021 BETA Administration/Site Climate Survey



2020-2021 BETA Administration/Site Climate Survey

ANSWER CHOICES	RESPONSES	
Casa Loma	0.00%	0
Cato	0.00%	0
Chavez	0.00%	0
Chipman	0.00%	0
College Hts	0.00%	0
Compton	0.00%	0
Curran	0.00%	0
Downtown	0.00%	0
Ed Center	0.00%	0
Eissler	0.00%	0
Emerson	0.00%	0
Evergreen	0.00%	0
Fletcher	0.00%	0
Frank West	0.00%	0
Franklin	0.00%	0
Fremont	0.00%	0
Garza	0.00%	0
Harding	100.00%	14
Harris	0.00%	0
Horace Mann	0.00%	0
Hort	0.00%	0
Jefferson	0.00%	0
Longfellow	0.00%	0
McKinley	0.00%	0
MLK	0.00%	0
Mt. Vernon	0.00%	0
Munsey	0.00%	0
Nichols	0.00%	0
Noble	0.00%	0
Nurses	0.00%	0
Owens Intermediate	0.00%	0
Owens Primary	0.00%	0

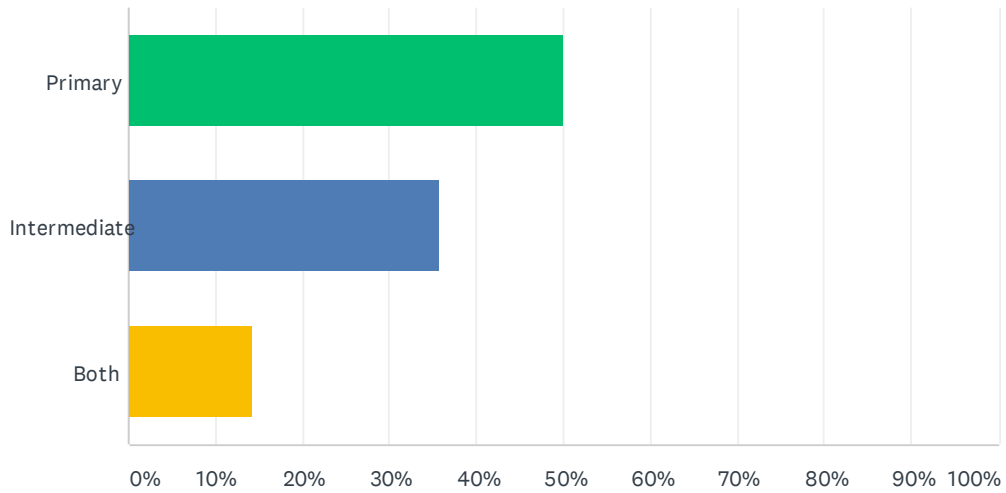
2020-2021 BETA Administration/Site Climate Survey

Pauly	0.00%	0
Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Special Ed Office	0.00%	0
Speech Language Pathologist	0.00%	0
Stella Hills	0.00%	0
Stiem	0.00%	0
Thorner	0.00%	0
Voorhies	0.00%	0
Washington	0.00%	0
Wayside	0.00%	0
William Penn	0.00%	0
Williams	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 14		

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

Q2 Instructional Grade Level or Support Services

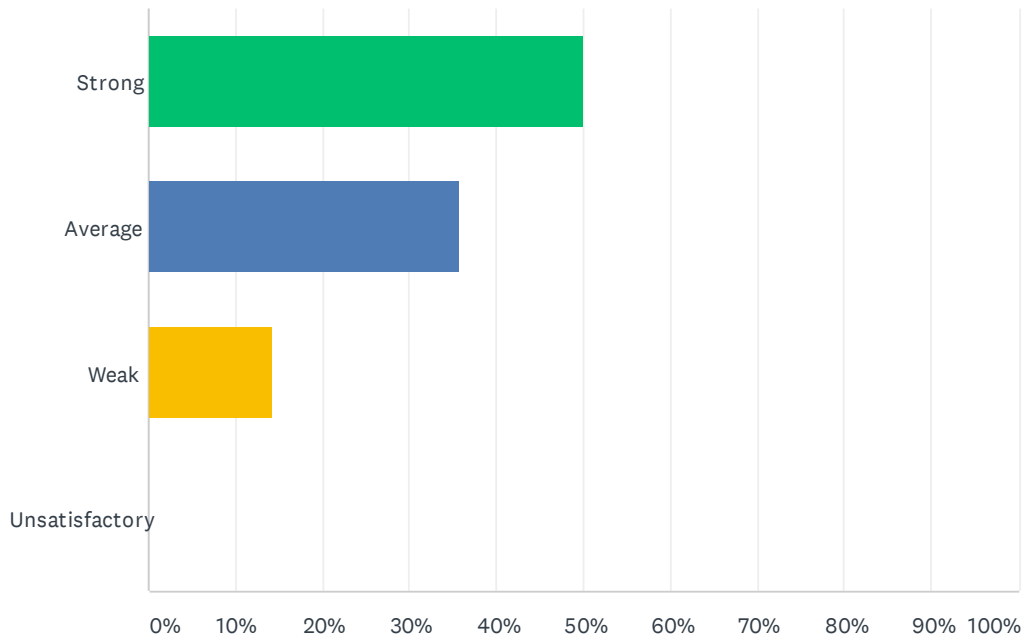
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES
Primary	50.00% 7
Intermediate	35.71% 5
Both	14.29% 2
TOTAL	14

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

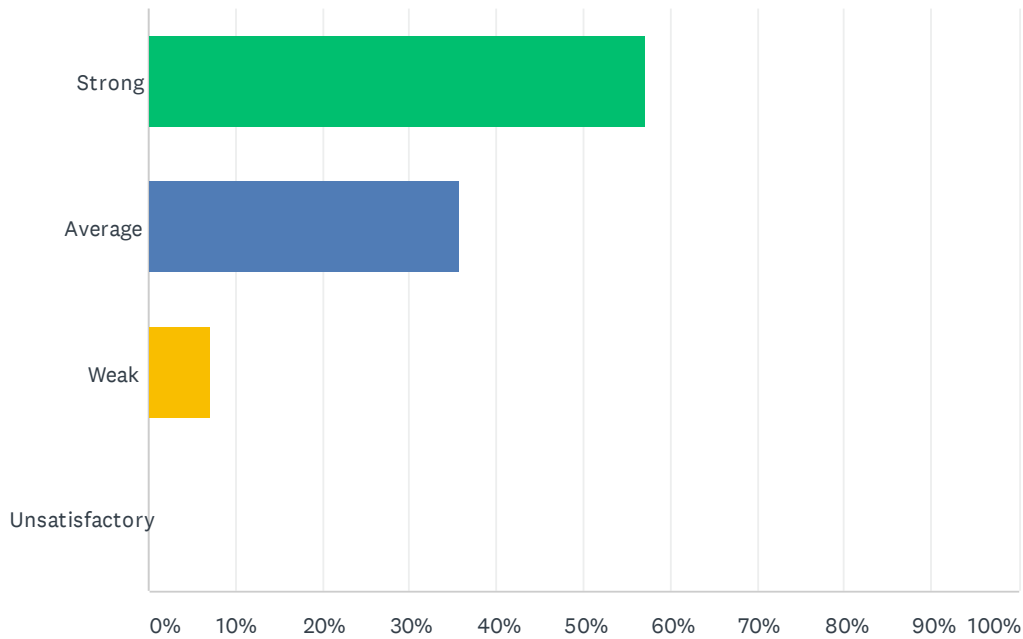
Answered: 14 Skipped: 0



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

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

Answered: 14 Skipped: 0

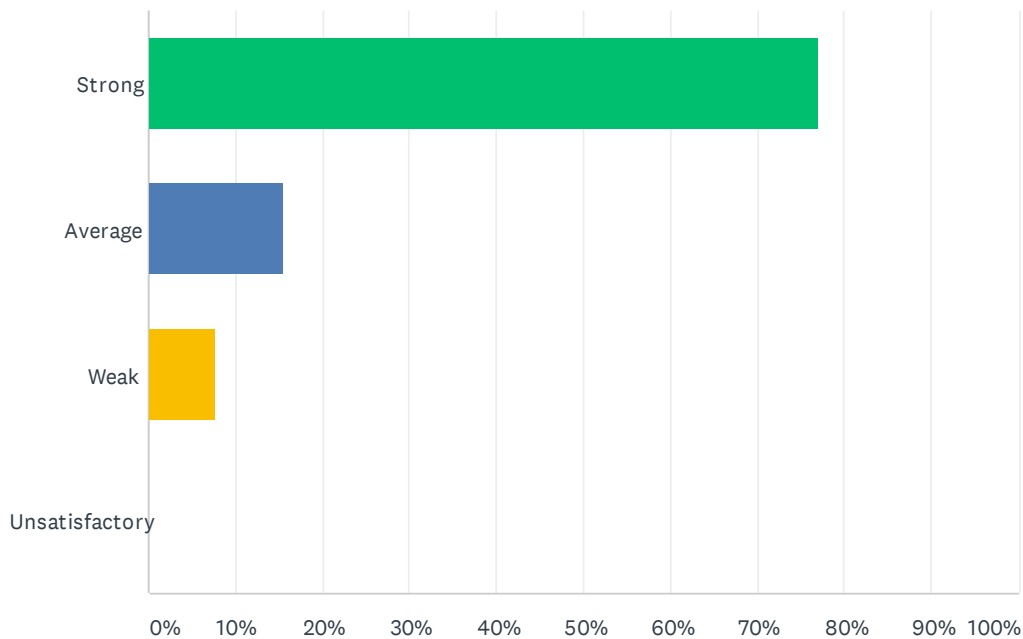


ANSWER CHOICES	RESPONSES	
Strong	57.14%	8
Average	35.71%	5
Weak	7.14%	1
Unsatisfactory	0.00%	0
TOTAL		14

#	COMMENT	DATE
1	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
2	All staff is trusted to do what is best for students. Administration does not hover over us.	2/1/2021 6:29 AM

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

Answered: 13 Skipped: 1

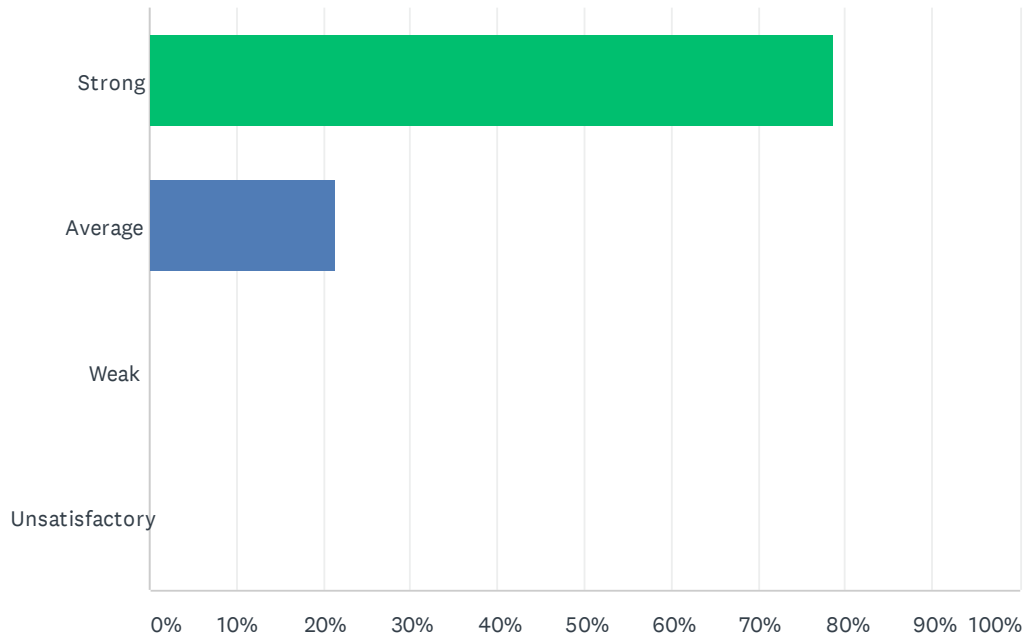


ANSWER CHOICES	RESPONSES
Strong	76.92% 10
Average	15.38% 2
Weak	7.69% 1
Unsatisfactory	0.00% 0
TOTAL	13

#	COMMENT:	DATE
1	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
2	Least disruptive but minimal feedback	2/3/2021 6:42 AM
3	Comments immediately! Always something positive included.	2/1/2021 6:29 AM

Q6 Site administration follows the contract and respects personal rights.

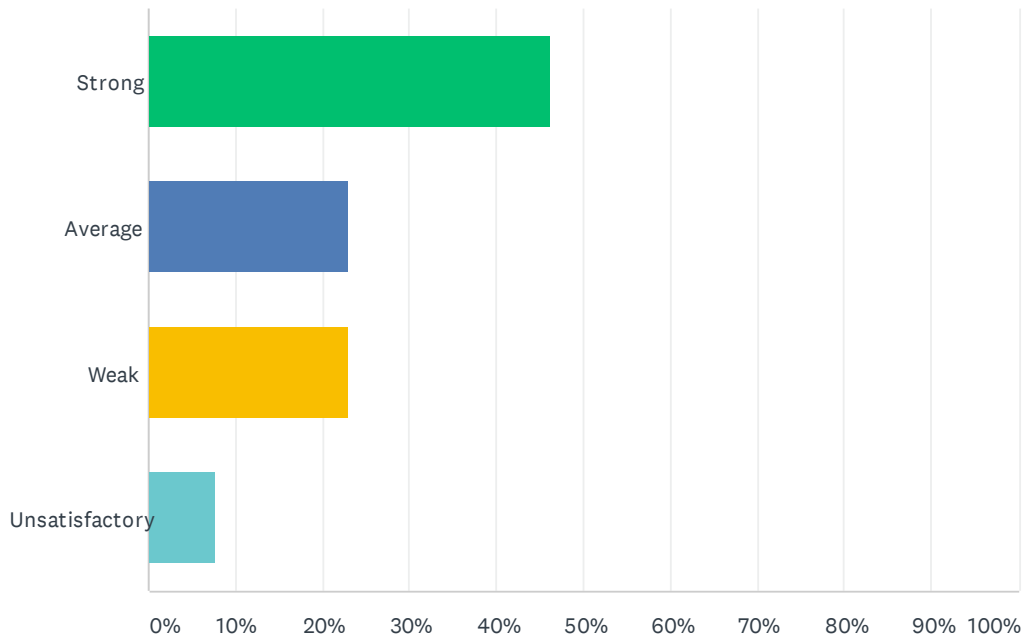
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	78.57%	11
Average	21.43%	3
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		14

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

Answered: 13 Skipped: 1

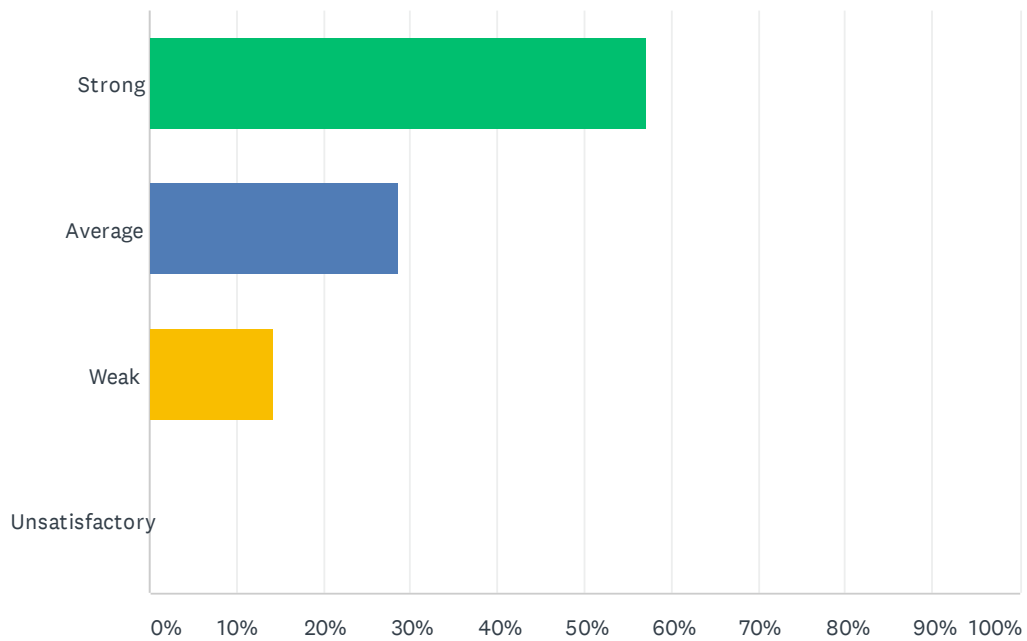


ANSWER CHOICES	RESPONSES
Strong	46.15% 6
Average	23.08% 3
Weak	23.08% 3
Unsatisfactory	7.69% 1
TOTAL	13

#	COMMENT	DATE
1	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
2	Truly everyone is respected in all capacities.	2/1/2021 6:29 AM
3	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

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

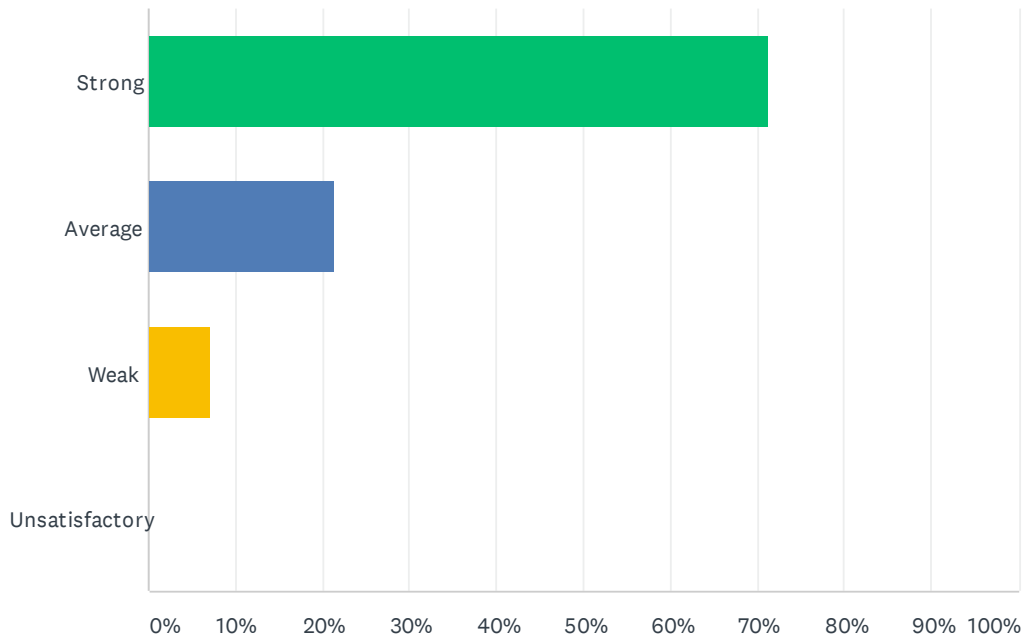
Answered: 14 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	57.14%	8
Average	28.57%	4
Weak	14.29%	2
Unsatisfactory	0.00%	0
TOTAL		14

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

Answered: 14 Skipped: 0

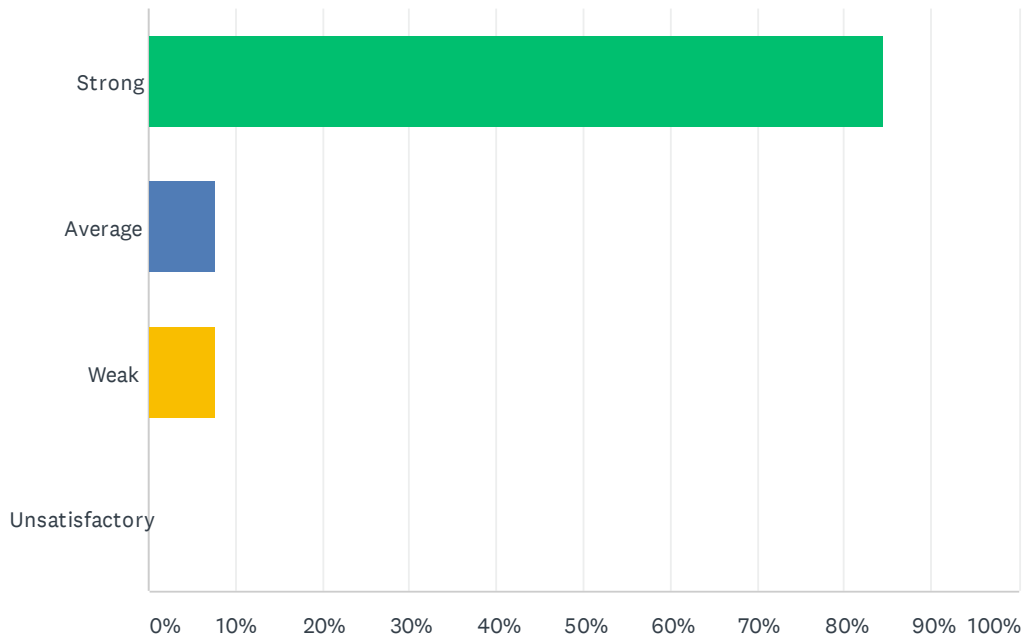


ANSWER CHOICES	RESPONSES
Strong	71.43% 10
Average	21.43% 3
Weak	7.14% 1
Unsatisfactory	0.00% 0
TOTAL	14

#	COMMENTS	DATE
1	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
2	We have everyone's cell phone number and feel comfortable texting if a need arises.	2/1/2021 6:29 AM
3	Admin does not respond well to emails. Lots of emails go unanswered and ignored.	1/30/2021 3:32 PM

Q10 Administration supports staff against attacks and criticism from parents.

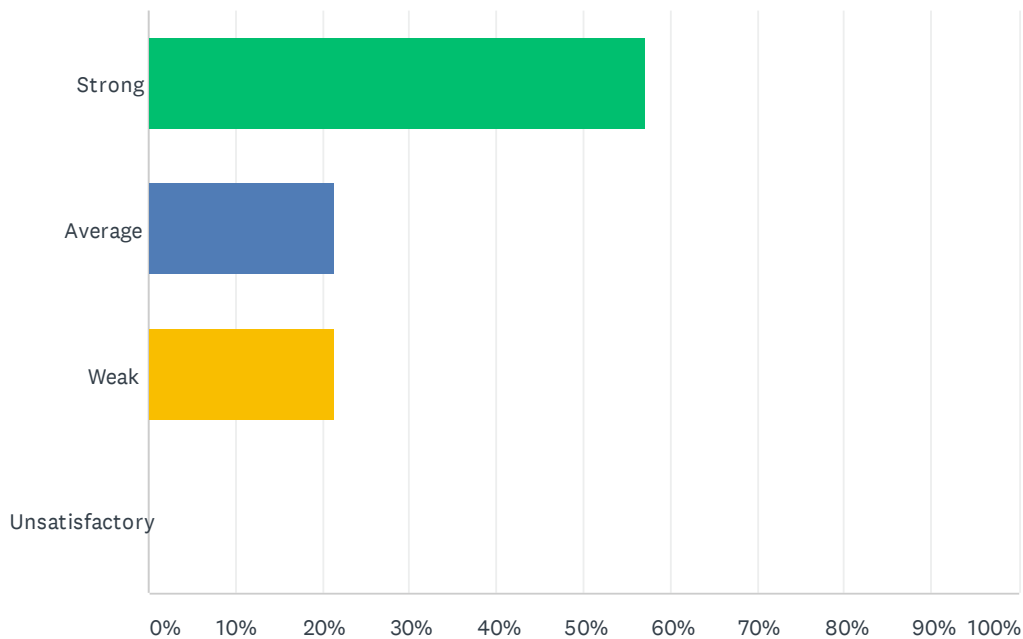
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	84.62%	11
Average	7.69%	1
Weak	7.69%	1
Unsatisfactory	0.00%	0
TOTAL		13

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

Answered: 14 Skipped: 0

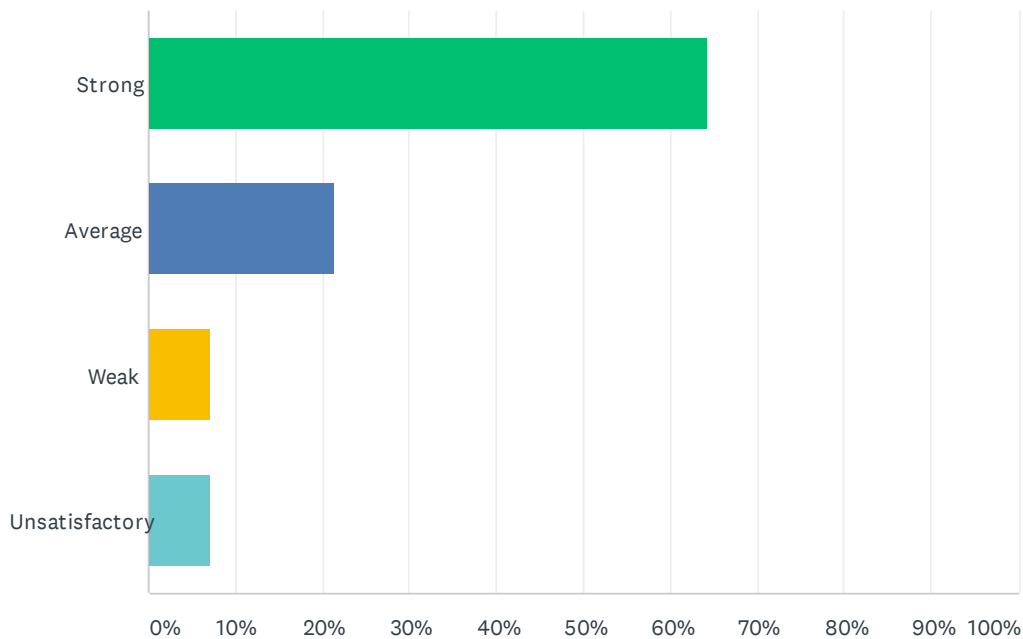


ANSWER CHOICES	RESPONSES
Strong	57.14% 8
Average	21.43% 3
Weak	21.43% 3
Unsatisfactory	0.00% 0
TOTAL	14

#	COMMENT	DATE
1	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
2	New and veteran teachers are all listened to. New teachers' strengths are highlighted in emails and staff meetings.	2/1/2021 6:29 AM
3	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

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

Answered: 14 Skipped: 0

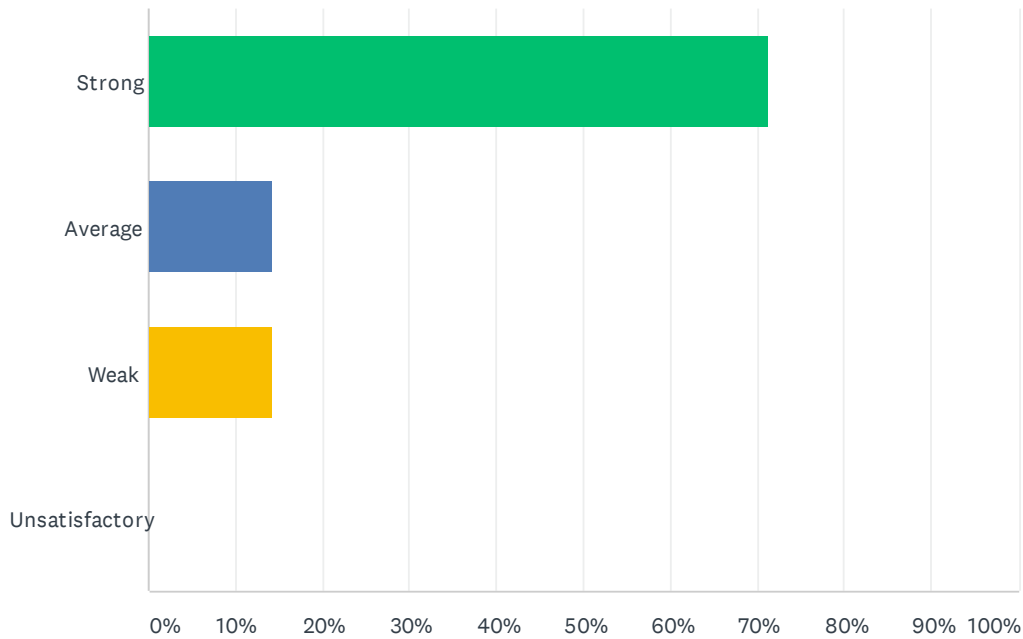


ANSWER CHOICES	RESPONSES
Strong	64.29% 9
Average	21.43% 3
Weak	7.14% 1
Unsatisfactory	7.14% 1
TOTAL	14

#	COMMENTS	DATE
1	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
2	Strong emphasis on mindfulness has helped classroom climate considerably.	2/1/2021 6:29 AM

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

Answered: 14 Skipped: 0

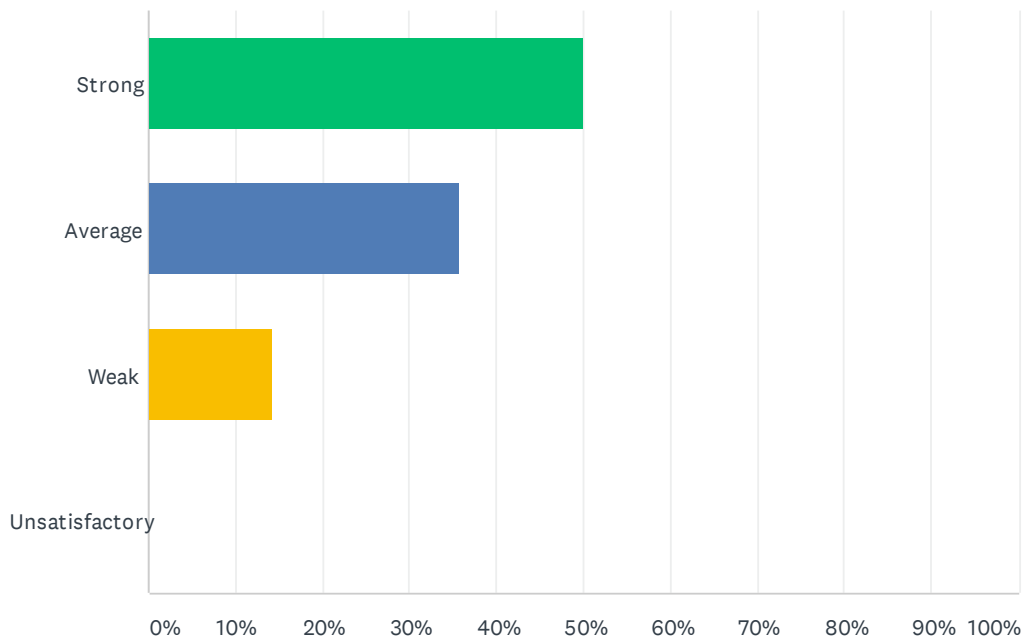


ANSWER CHOICES	RESPONSES
Strong	71.43% 10
Average	14.29% 2
Weak	14.29% 2
Unsatisfactory	0.00% 0
TOTAL	14

#	COMMENTS	DATE
1	Special education students do not have access to differentiated materials. The teachers have to create materials.	2/18/2021 9:32 PM
2	When I needed additional materials, they were made ready for me to pick up in the office.	2/18/2021 5:08 PM
3	We are given anything needed to help with distance learning.	2/1/2021 6:29 AM

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

Answered: 14 Skipped: 0

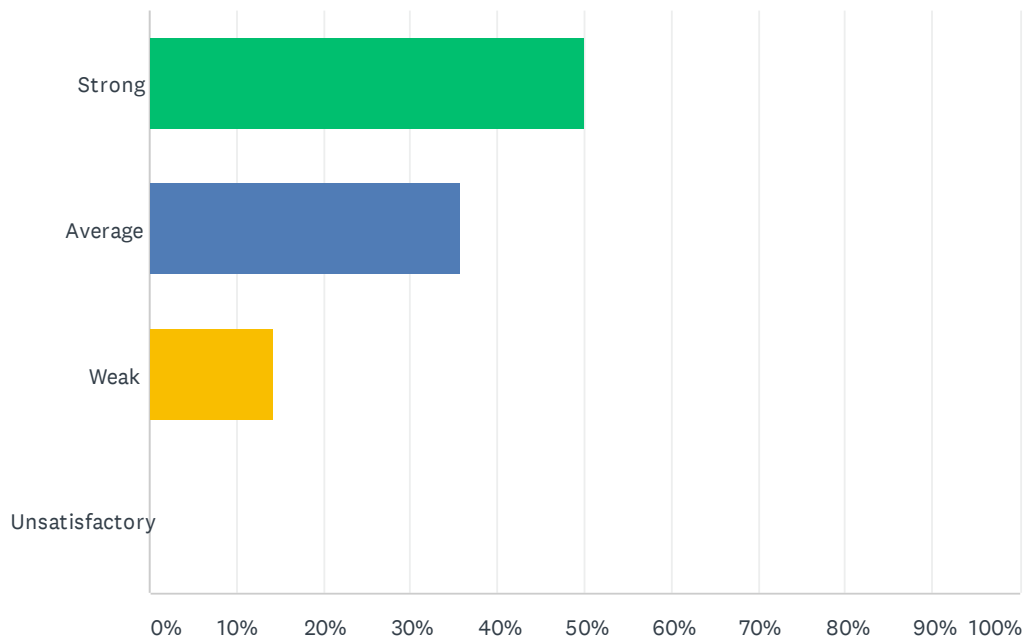


ANSWER CHOICES	RESPONSES
Strong	50.00% 7
Average	35.71% 5
Weak	14.29% 2
Unsatisfactory	0.00% 0
TOTAL	14

#	COMMENT	DATE
1	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
2	Staff on all levels have been supported and comforted as needed. We are a family at Harding.	2/1/2021 6:29 AM
3	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 Fetzter 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 Fetzter on us) and trusting that we know what we are doing and teach every subject.	2/1/2021 1:55 AM

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

Answered: 14 Skipped: 0



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

#	COMMENT	DATE
1	I haven't been reminded of many expectations or information during covid.	2/18/2021 5:08 PM
2	Updates, deadlines, requirements are communicated with ample time to prepare.	2/1/2021 6:29 AM
3	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

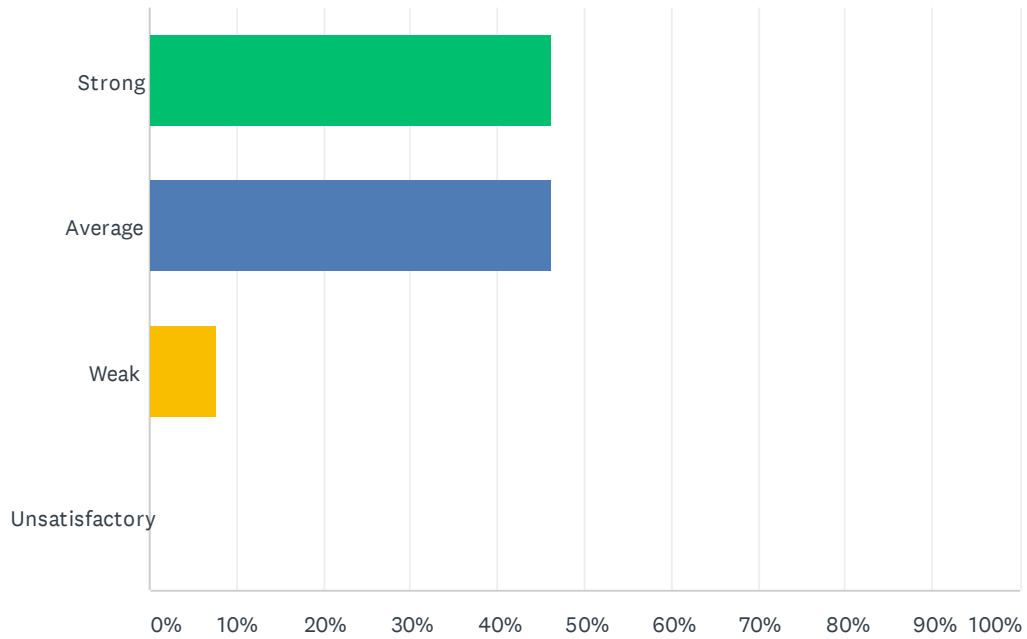
Q16 Does your administrator impact the working conditions, positively or negatively, at your worksite?

Answered: 9 Skipped: 5

#	RESPONSES	DATE
1	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
2	Overall it is positive	2/18/2021 1:56 PM
3	positively	2/18/2021 12:11 PM
4	positive	2/18/2021 12:00 PM
5	positively	2/5/2021 7:58 AM
6	Our administrator leads by example. Her calm, steady demeanor affects all of us positively.	2/1/2021 6:29 AM
7	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
8	positively	1/31/2021 12:09 PM
9	Usually negatively. This will not be the school site I work at for my entire career.	1/30/2021 3:32 PM

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

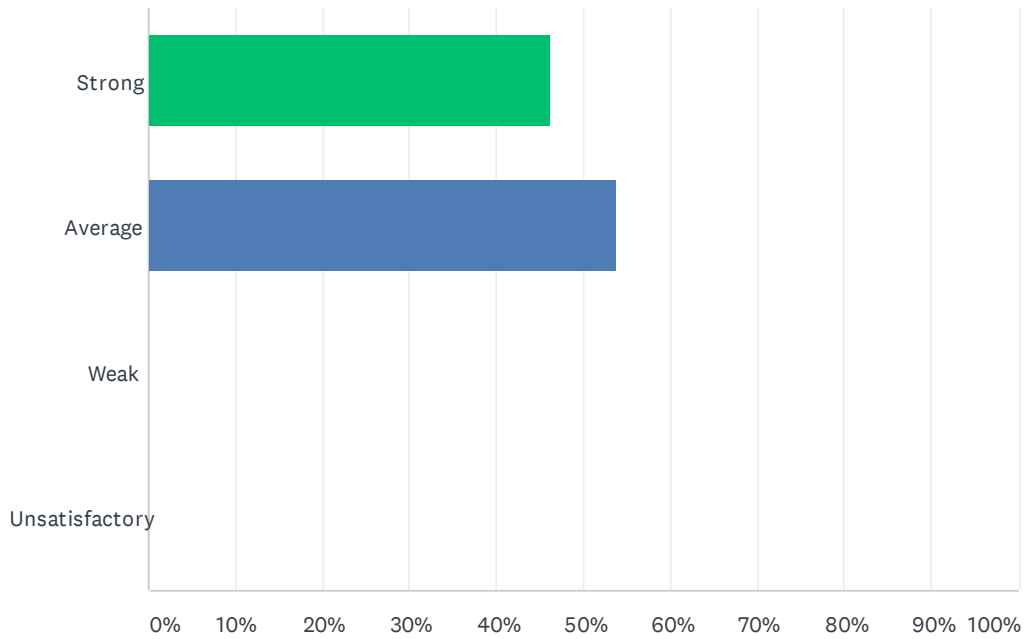
Answered: 13 Skipped: 1



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

Q18 Site meetings are productive and not excessive.

Answered: 13 Skipped: 1

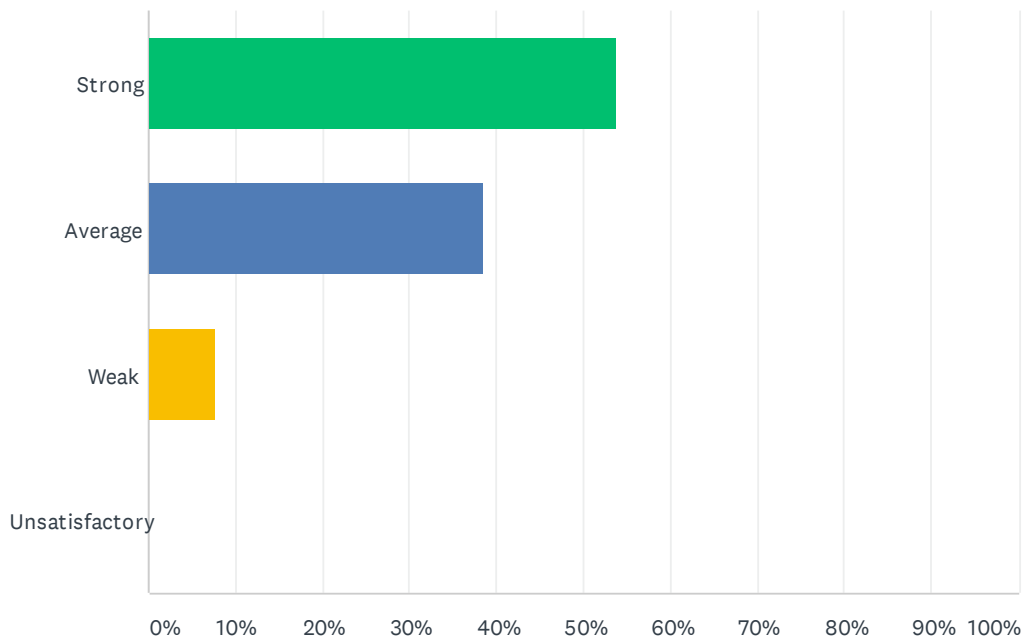


ANSWER CHOICES	RESPONSES	
Strong	46.15%	6
Average	53.85%	7
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		13

#	COMMENT	DATE
1	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
2	We are all encouraged to join in any discussion affecting the school.	2/1/2021 6:31 AM

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

Answered: 13 Skipped: 1

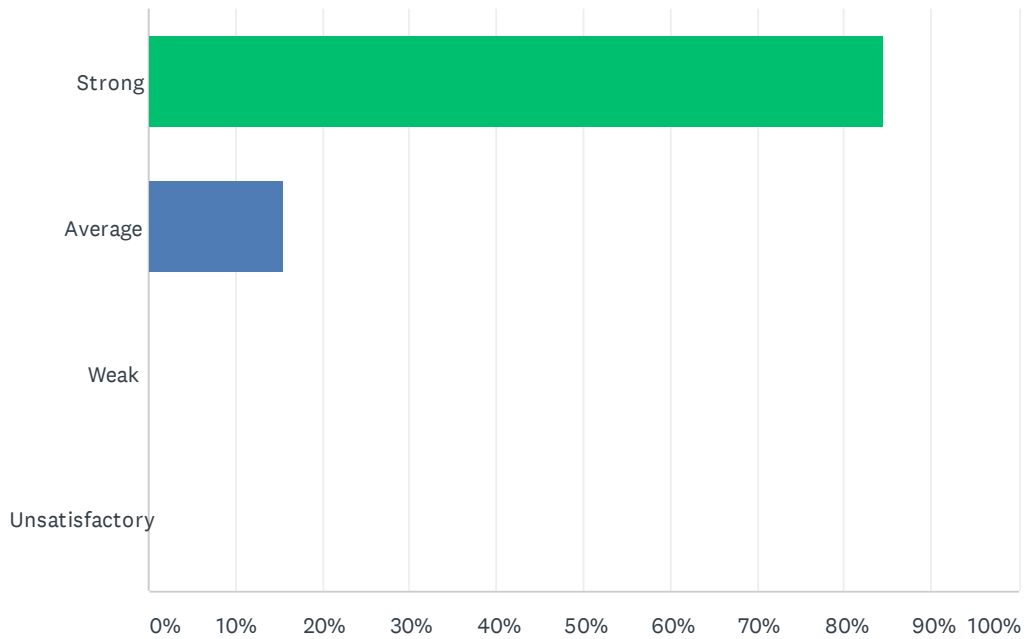


ANSWER CHOICES	RESPONSES
Strong	53.85% 7
Average	38.46% 5
Weak	7.69% 1
Unsatisfactory	0.00% 0
TOTAL	13

#	COMMENT	DATE
1	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
2	Our time is respected and our meetings are efficient.	2/1/2021 6:31 AM

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

Answered: 13 Skipped: 1

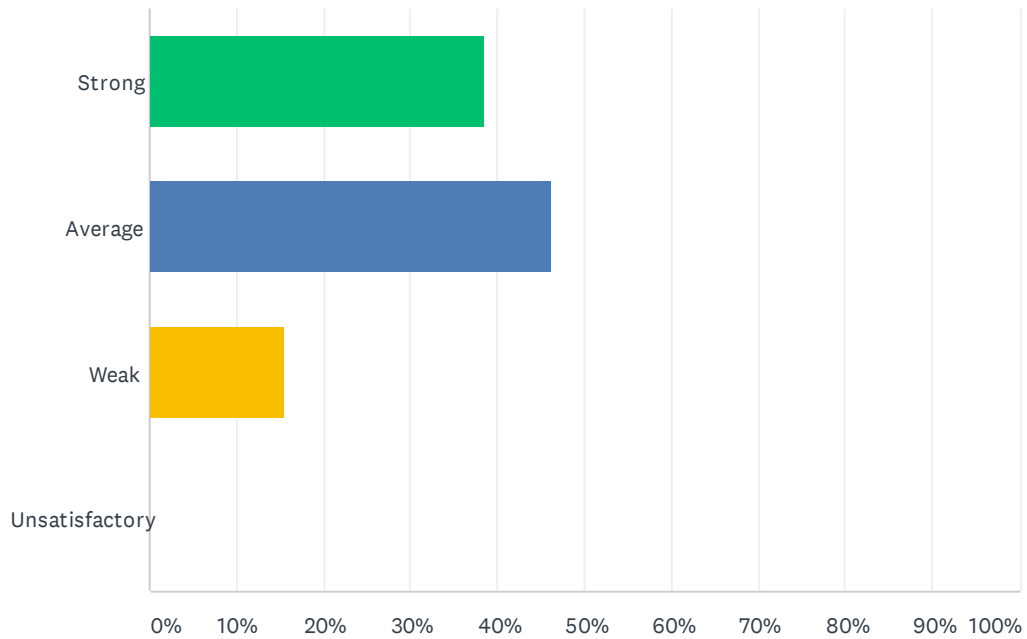


ANSWER CHOICES	RESPONSES
Strong	84.62% 11
Average	15.38% 2
Weak	0.00% 0
Unsatisfactory	0.00% 0
TOTAL	13

#	COMMENT	DATE
1	Our time to plan is uninterrupted.	2/1/2021 6:31 AM

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

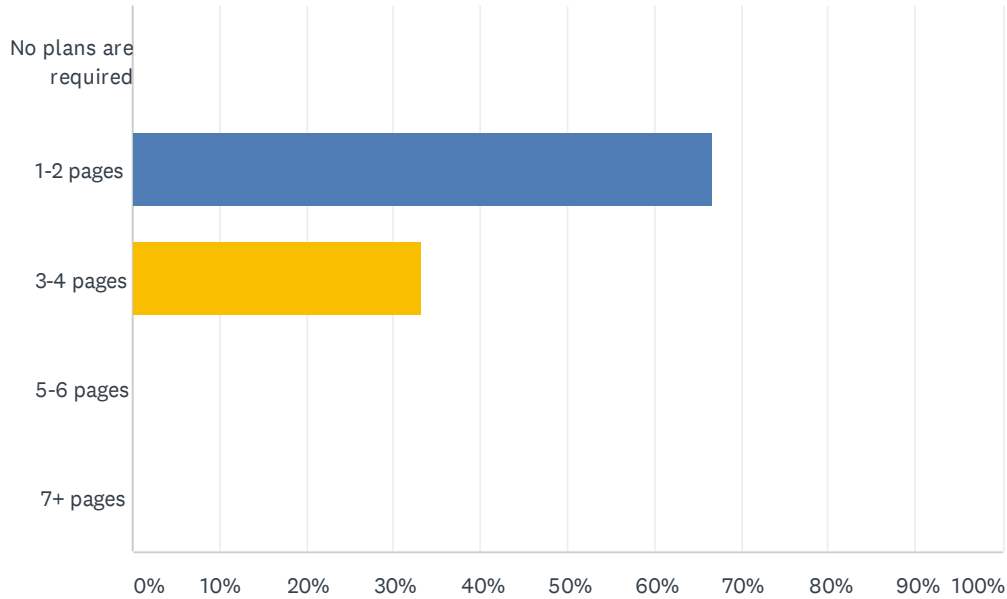
Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strong	38.46%	5
Average	46.15%	6
Weak	15.38%	2
Unsatisfactory	0.00%	0
TOTAL		13

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

Answered: 12 Skipped: 2

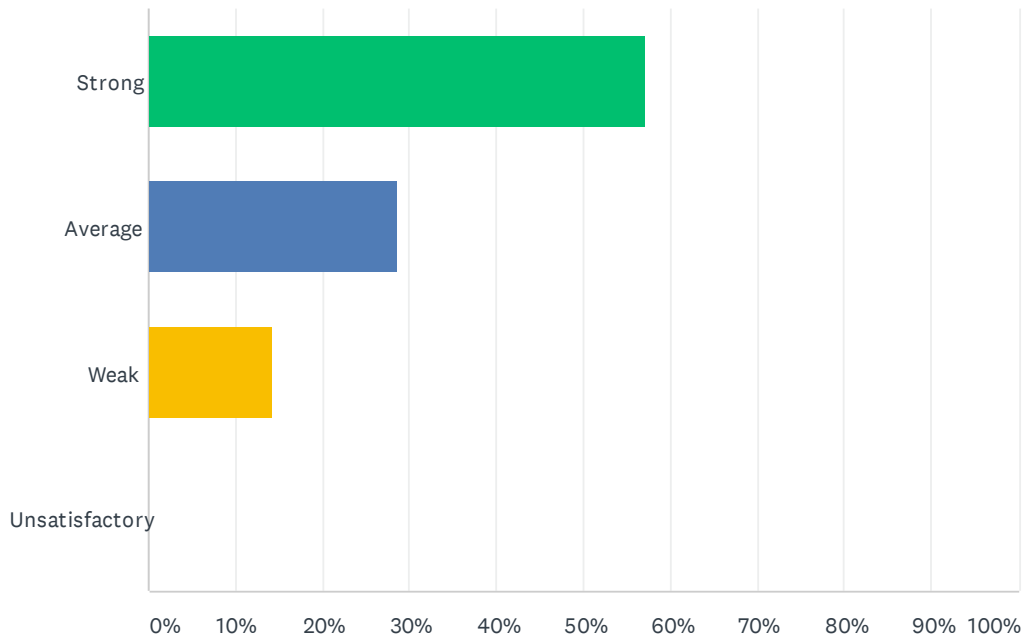


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	66.67%	8
3-4 pages	33.33%	4
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		12

#	COMMENT	DATE
1	There is no number of pages required, just complete plans	2/5/2021 7:59 AM
2	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
3	Our lesson plans requirements are another time-consuming piece during distance learning.	2/1/2021 1:58 AM

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

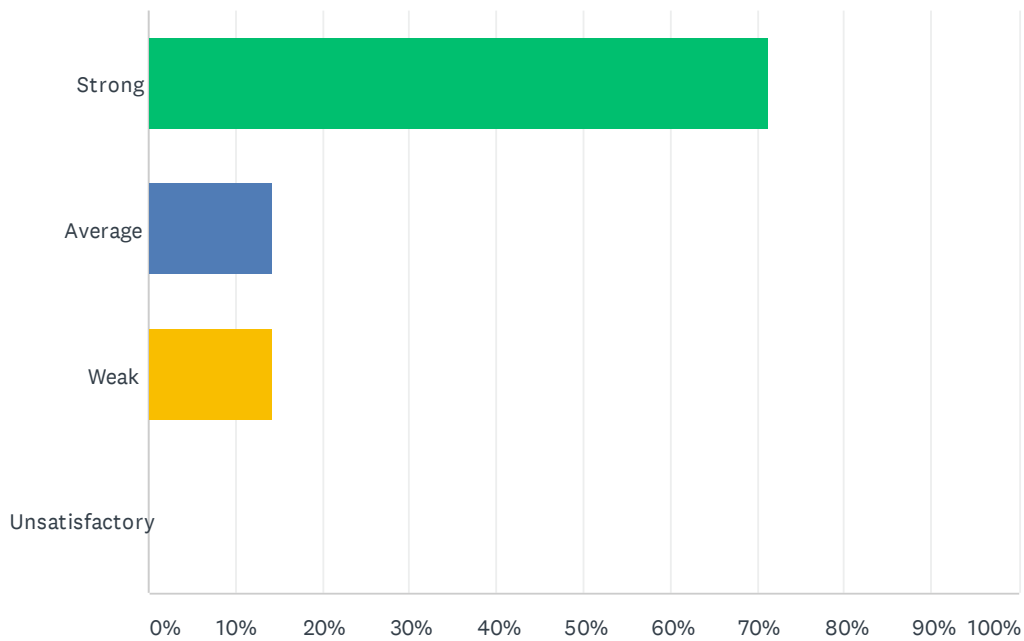
Answered: 7 Skipped: 7



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

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

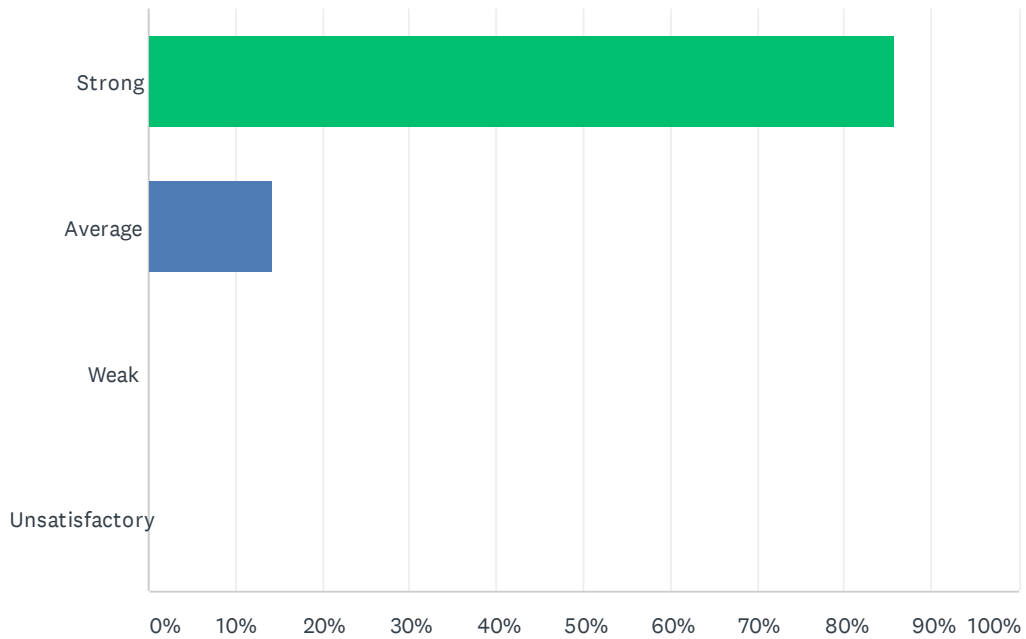
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	71.43%	5
Average	14.29%	1
Weak	14.29%	1
Unsatisfactory	0.00%	0
TOTAL		7

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

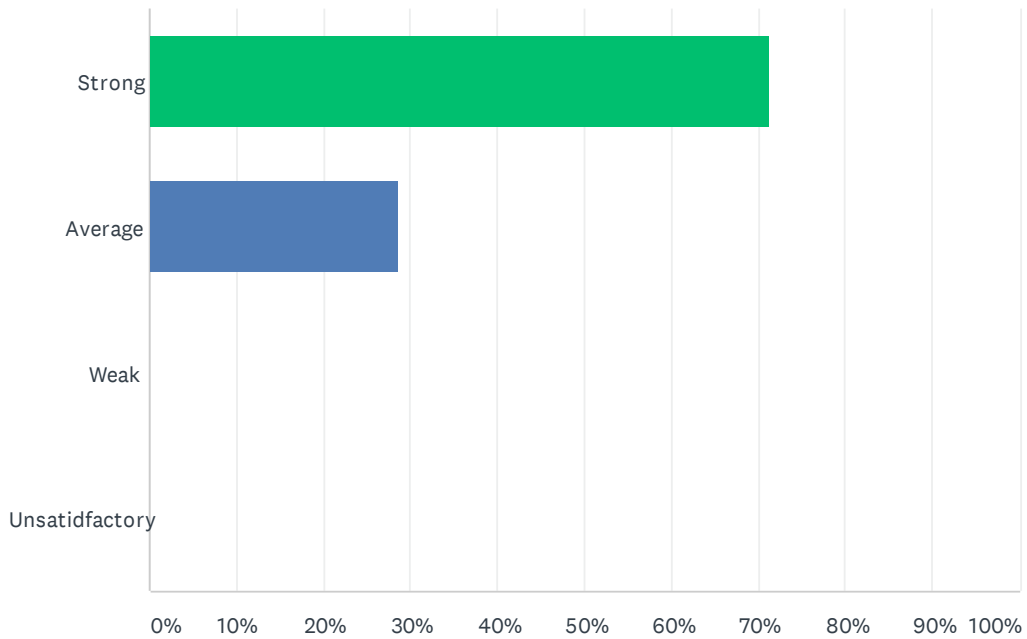
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	85.71%	6
Average	14.29%	1
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		7

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

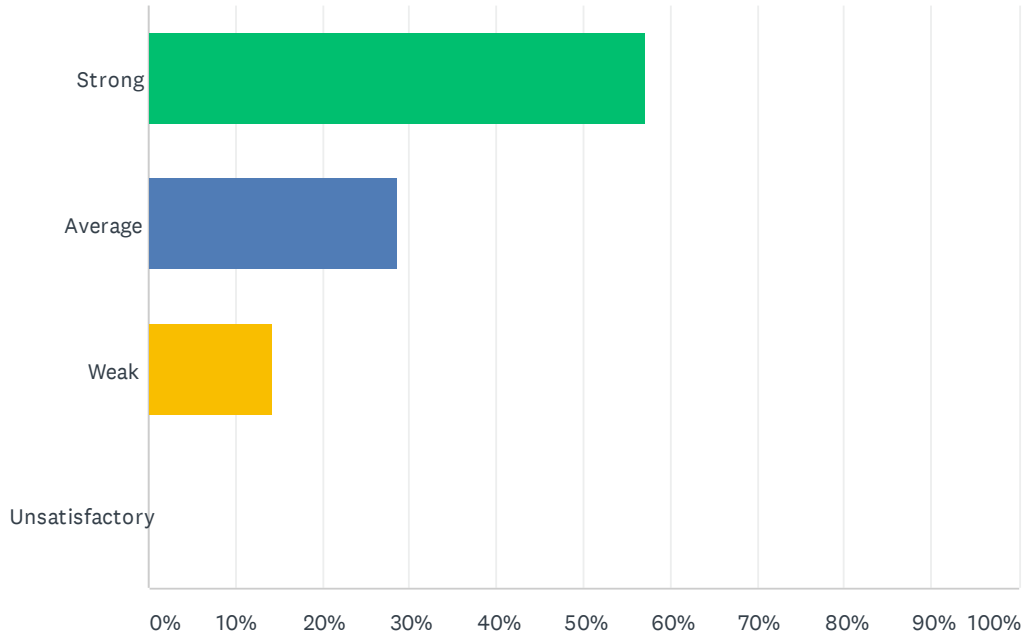
Answered: 7 Skipped: 7



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

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

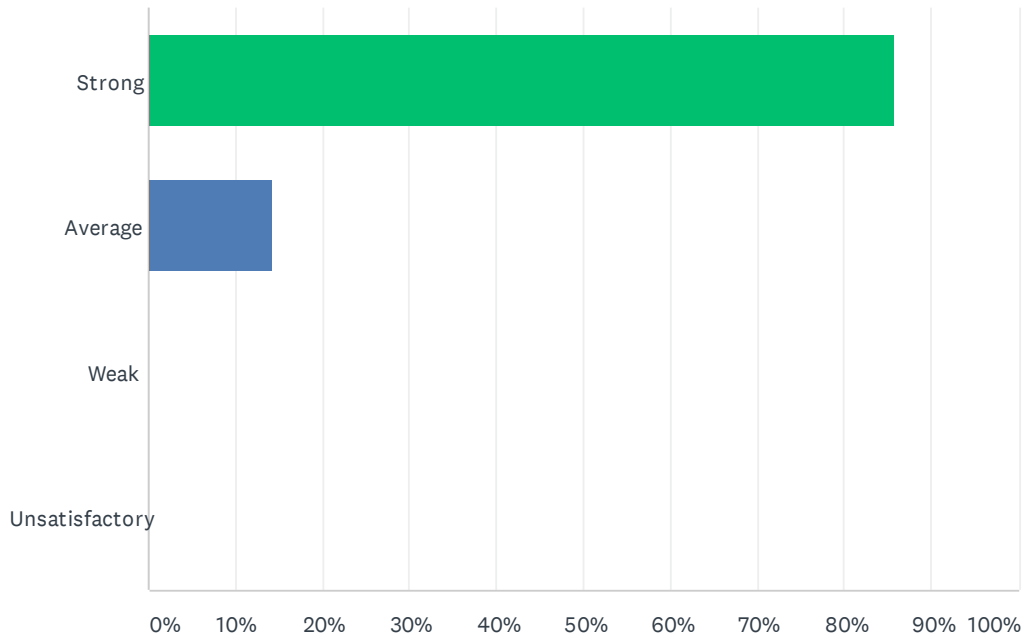
Answered: 7 Skipped: 7



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

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

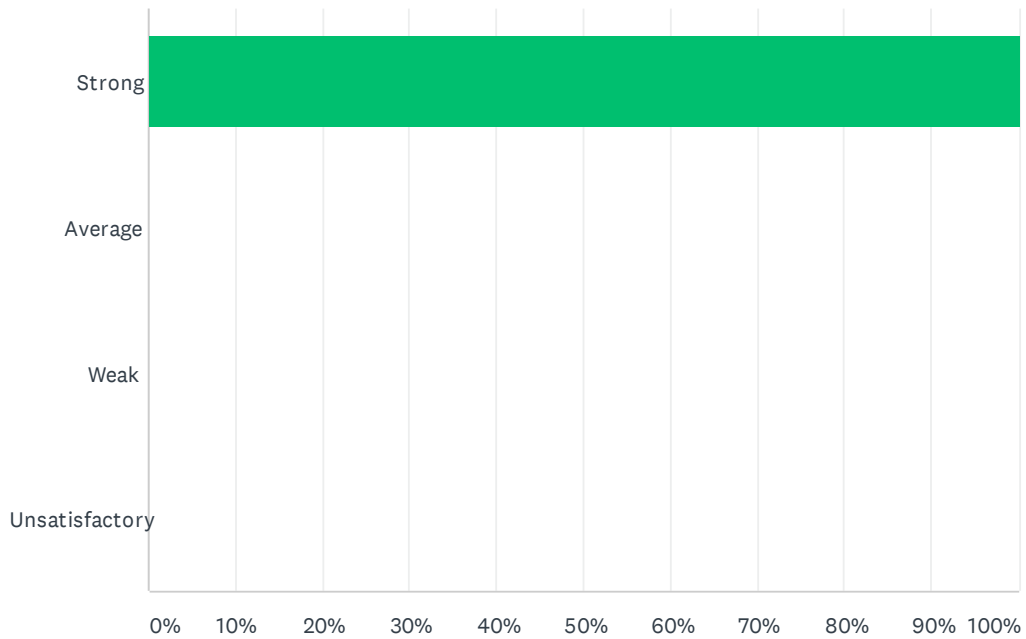
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	85.71%	6
Average	14.29%	1
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		7

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

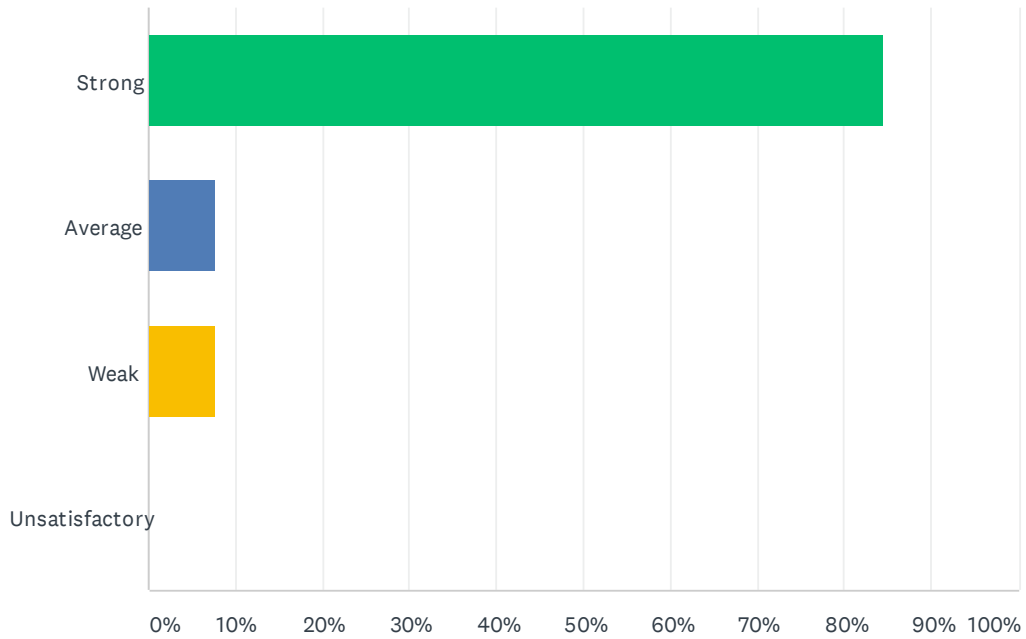
Answered: 7 Skipped: 7



ANSWER CHOICES	RESPONSES	
Strong	100.00%	7
Average	0.00%	0
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		7

Q30 Staff and students feel safe while attending online classes.

Answered: 13 Skipped: 1

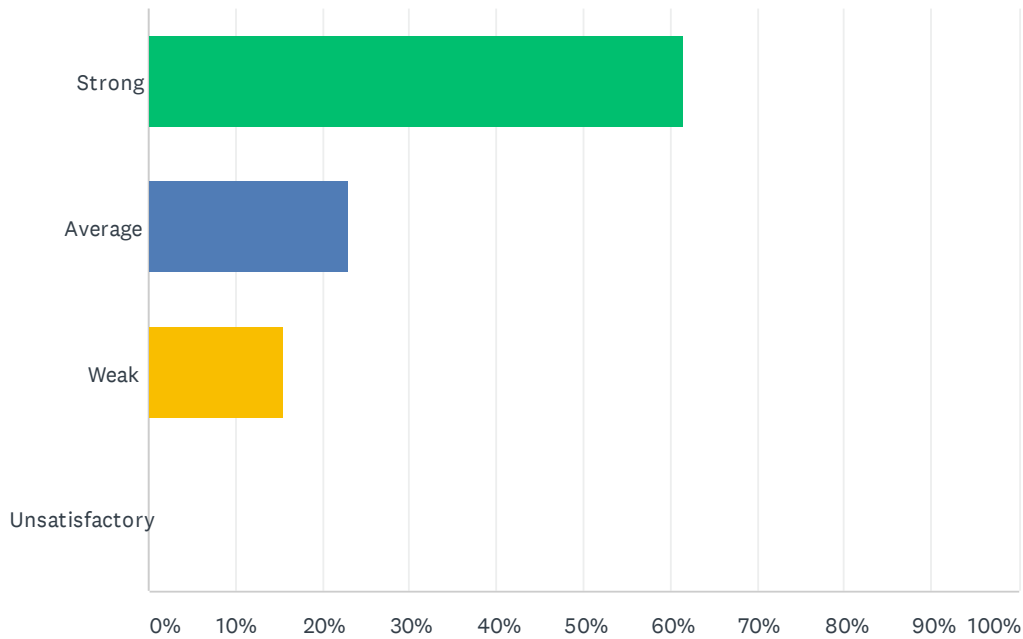


ANSWER CHOICES	RESPONSES
Strong	84.62% 11
Average	7.69% 1
Weak	7.69% 1
Unsatisfactory	0.00% 0
TOTAL	13

#	COMMENT	DATE
1	Some concerns over masks consistently being worn and lunch time gatherings.	2/18/2021 1:59 PM
2	Our school strives to make the online classes comfortable and easy for students and parents.	2/1/2021 6:37 AM

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

Answered: 13 Skipped: 1

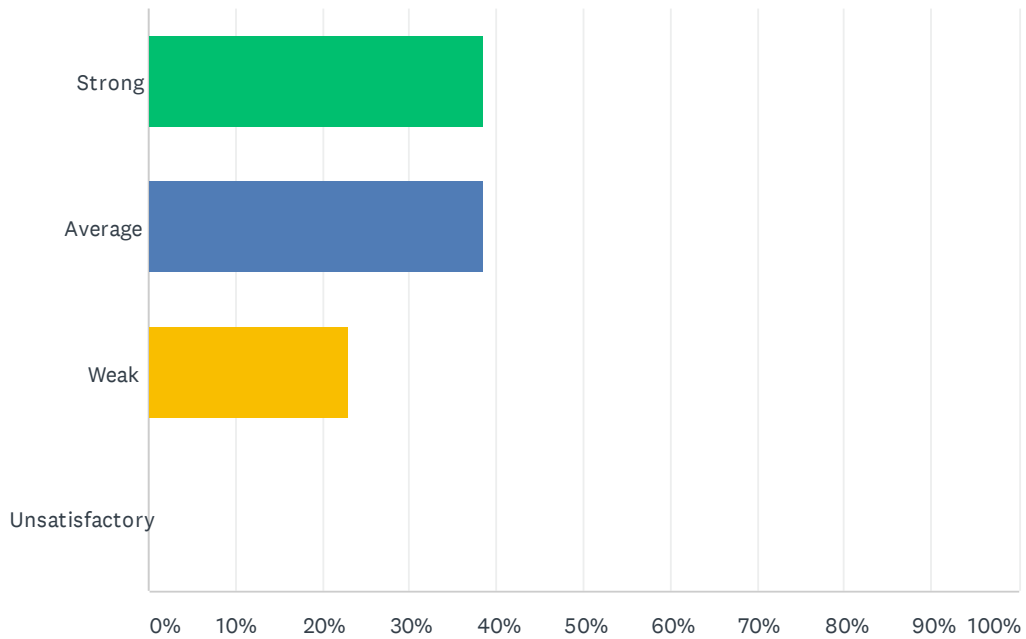


ANSWER CHOICES	RESPONSES
Strong	61.54% 8
Average	23.08% 3
Weak	15.38% 2
Unsatisfactory	0.00% 0
TOTAL	13

#	COMMENT	DATE
1	I could use more assistance from Mrs. Fitch.	2/18/2021 5:11 PM
2	Our FACE and PBIS coach reach out to staff and parents on a regular basis.	2/1/2021 6:37 AM

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

Answered: 13 Skipped: 1

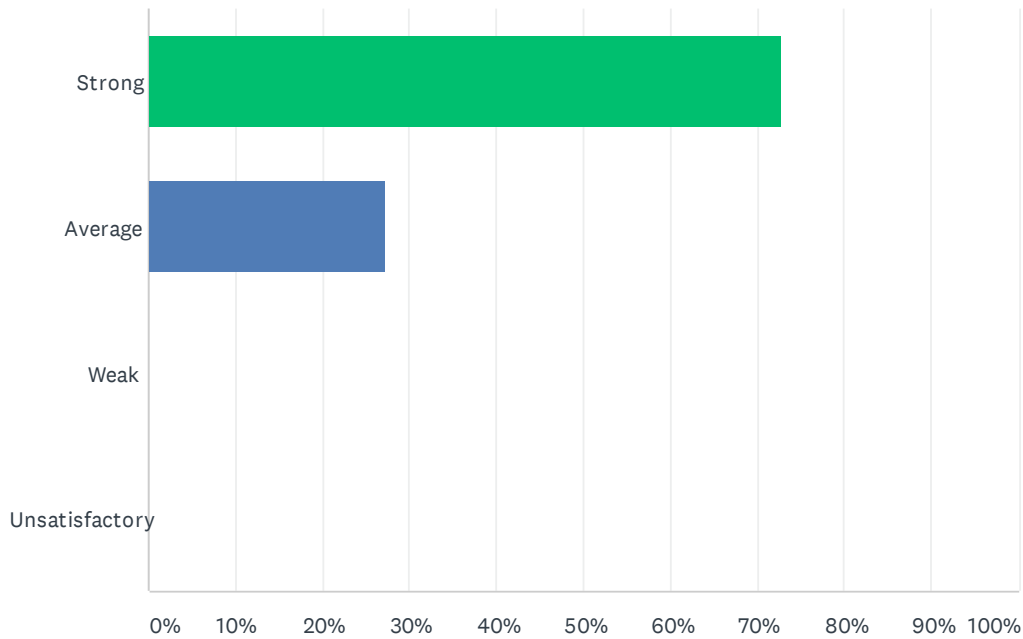


ANSWER CHOICES	RESPONSES
Strong	38.46% 5
Average	38.46% 5
Weak	23.08% 3
Unsatisfactory	0.00% 0
TOTAL	13

#	COMMENT	DATE
1	We share ideas and strategies during our weekly PLC meetings and during staff meetings.	2/1/2021 6:37 AM

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

Answered: 11 Skipped: 3

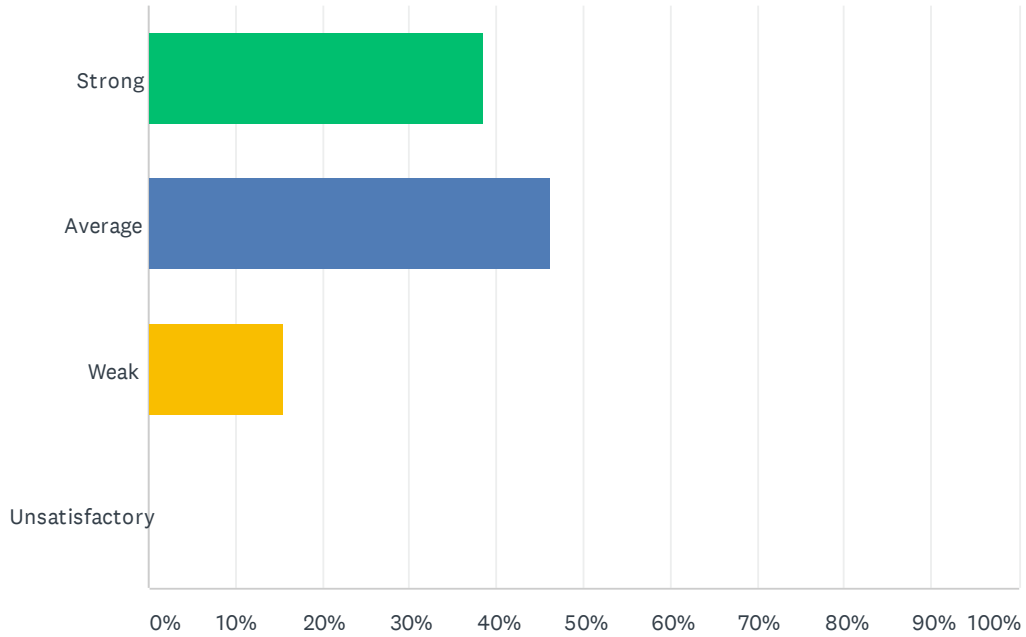


ANSWER CHOICES	RESPONSES
Strong	72.73% 8
Average	27.27% 3
Weak	0.00% 0
Unsatisfactory	0.00% 0
TOTAL	11

#	COMMENT	DATE
1	Administration has always listened to teachers and staff when a referral is issued.	2/1/2021 6:37 AM

Q34 My site has a positive atmosphere.

Answered: 13 Skipped: 1

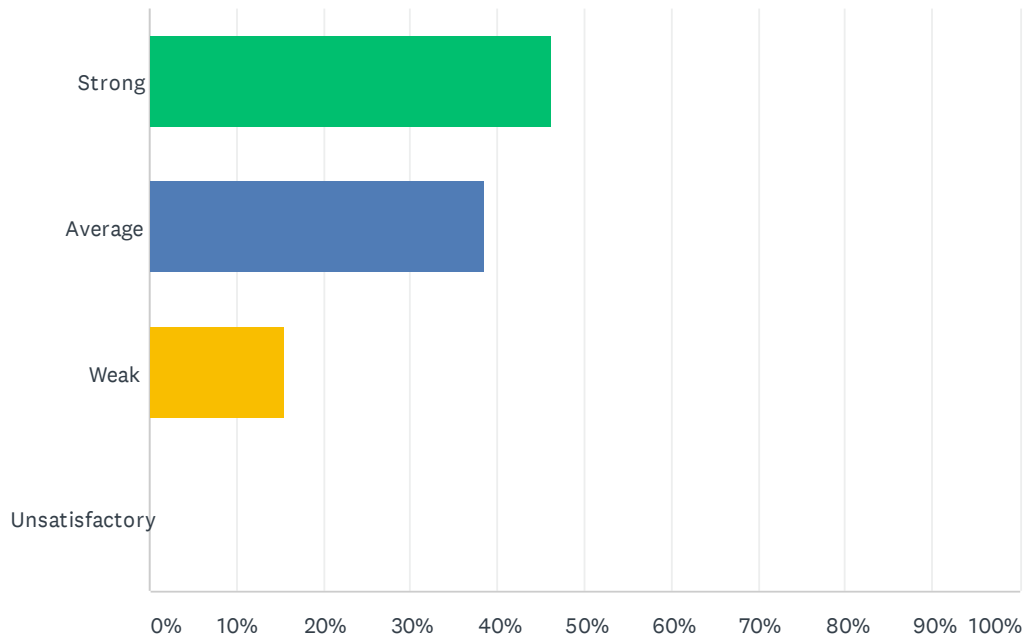


ANSWER CHOICES	RESPONSES
Strong	38.46% 5
Average	46.15% 6
Weak	15.38% 2
Unsatisfactory	0.00% 0
TOTAL	13

#	COMMENT	DATE
1	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

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

Answered: 13 Skipped: 1



ANSWER CHOICES	RESPONSES
Strong	46.15% 6
Average	38.46% 5
Weak	15.38% 2
Unsatisfactory	0.00% 0
TOTAL	13

#	COMMENT	DATE
1	Our site has always been a desirable workplace to outside teachers and staff.	2/1/2021 6:37 AM