

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

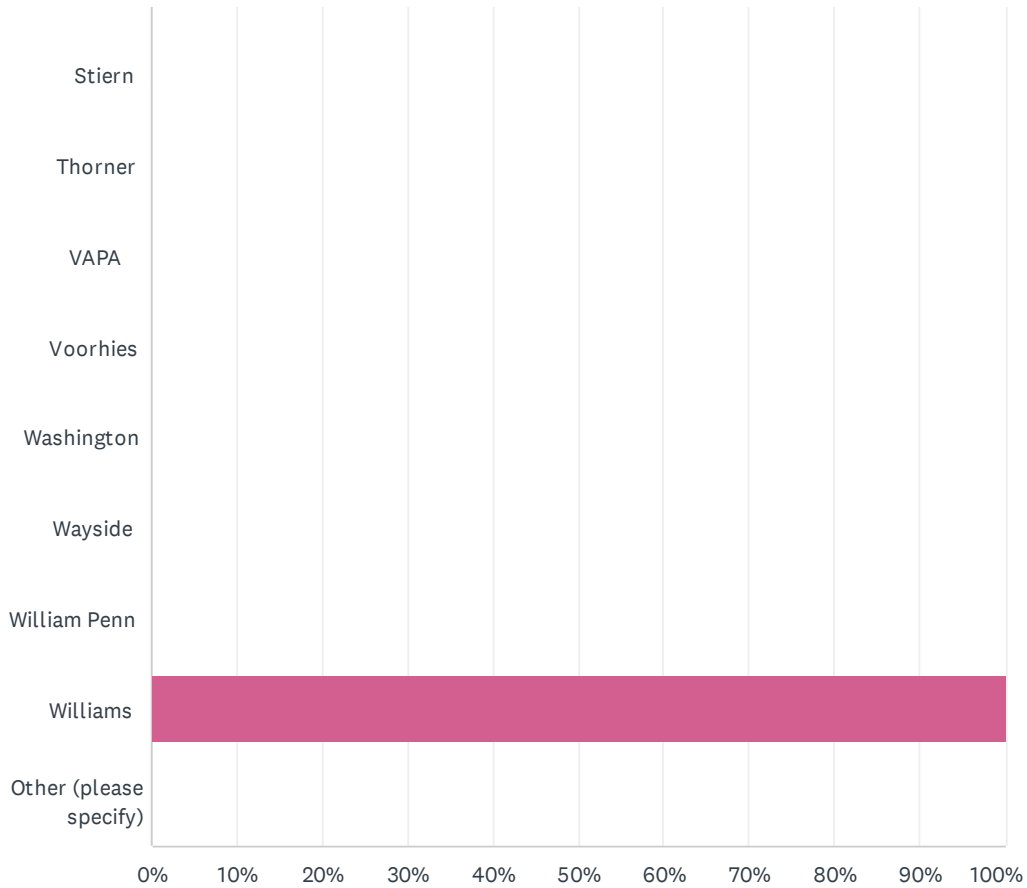
Answered: 11 Skipped: 0

Casa Loma										
Cato										
Chavez										
Chipman										
College Hts										
Compton										
Curran										
Downtown										
Ed Center/Distr...										
Eissler										
Emerson										
Evergreen										
Fletcher										
Frank West										
Franklin										
Fremont										
Garza										
Harding										

2023-2024 BETA Administration/Site Climate Survey

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

# 2023-2024 BETA Administration/Site Climate Survey



2023-2024 BETA Administration/Site Climate Survey

ANSWER CHOICES	RESPONSES
Casa Loma	0.00% 0
Cato	0.00% 0
Chavez	0.00% 0
Chipman	0.00% 0
College Hts	0.00% 0
Compton	0.00% 0
Curran	0.00% 0
Downtown	0.00% 0
Ed Center/District Office	0.00% 0
Eissler	0.00% 0
Emerson	0.00% 0
Evergreen	0.00% 0
Fletcher	0.00% 0
Frank West	0.00% 0
Franklin	0.00% 0
Fremont	0.00% 0
Garza	0.00% 0
Harding	0.00% 0
Harris	0.00% 0
Horace Mann	0.00% 0
Hort	0.00% 0
Jefferson	0.00% 0
Lincoln Jr. High	0.00% 0
Longfellow	0.00% 0
McKinley	0.00% 0
MLK	0.00% 0
Mt. Vernon	0.00% 0
Munsey	0.00% 0
Nichols	0.00% 0
Noble	0.00% 0
Owens Elementary	0.00% 0
Pauly	0.00% 0

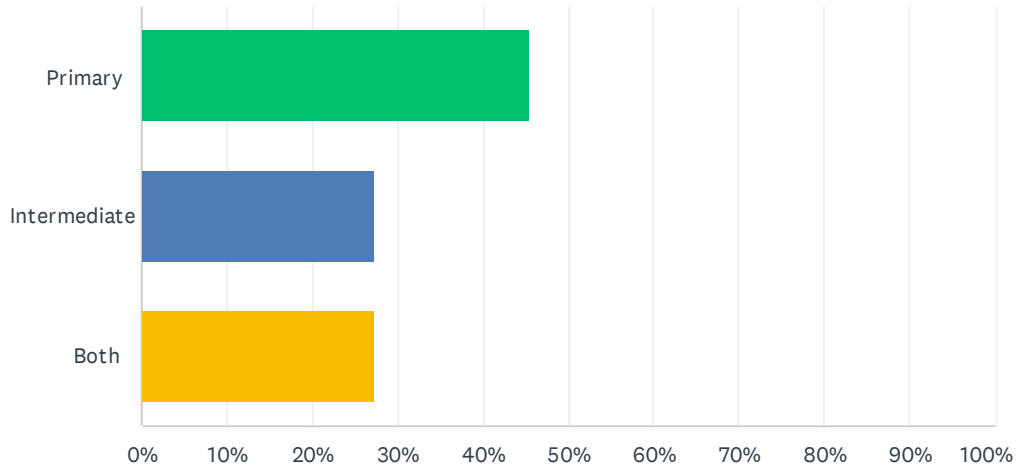
2023-2024 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiern	0.00%	0
Thorner	0.00%	0
VAPA	0.00%	0
Voorhies	0.00%	0
Washington	0.00%	0
Wayside	0.00%	0
William Penn	0.00%	0
Williams	100.00%	11
Other (please specify)	0.00%	0
Total Respondents: 11		

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

## Q2 Instructional Grade Level or Support Services

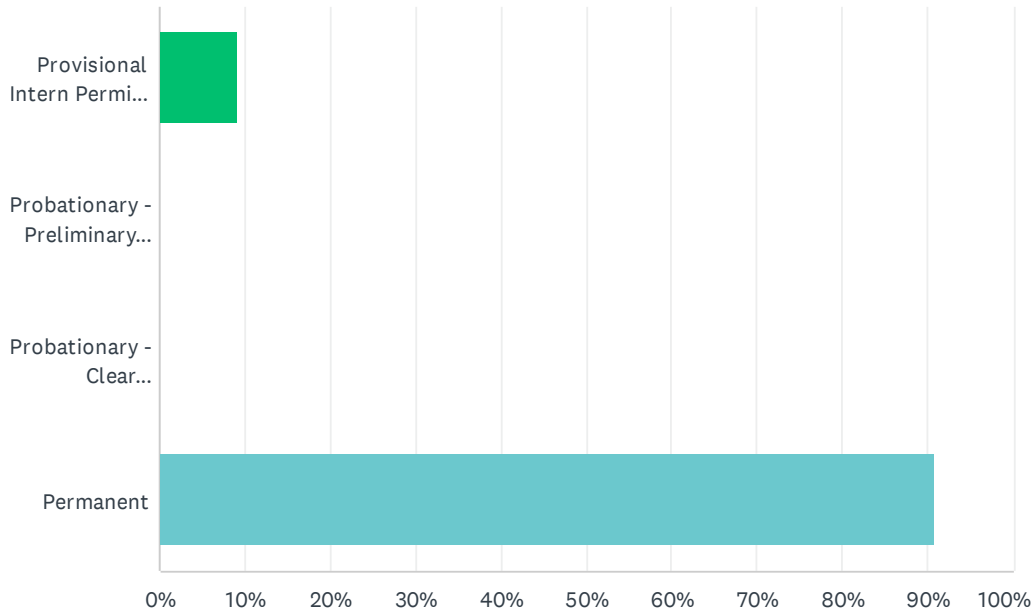
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES	
Primary	45.45%	5
Intermediate	27.27%	3
Both	27.27%	3
<b>TOTAL</b>		<b>11</b>

## Q3 Experience

Answered: 11 Skipped: 0

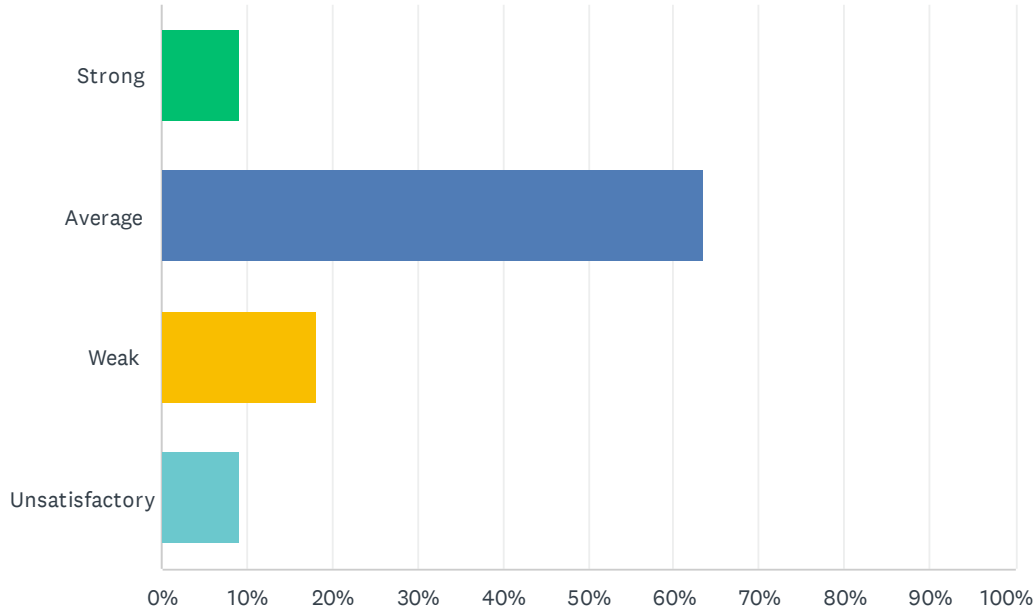


ANSWER CHOICES	RESPONSES
Provisional Intern Permit, Short Term Staffing Permit, or Intern	9.09% 1
Probationary - Preliminary Credential	0.00% 0
Probationary - Clear Credential	0.00% 0
Permanent	90.91% 10
<b>TOTAL</b>	<b>11</b>

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

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

Answered: 11 Skipped: 0



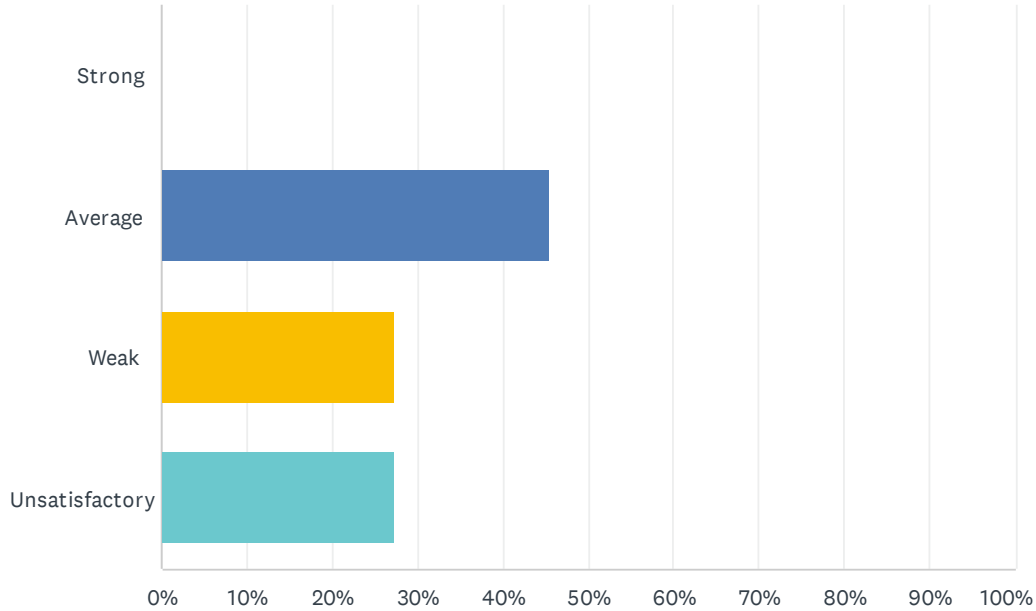
ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	63.64% 7
Weak	18.18% 2
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
	There are no responses.	



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

Answered: 11 Skipped: 0

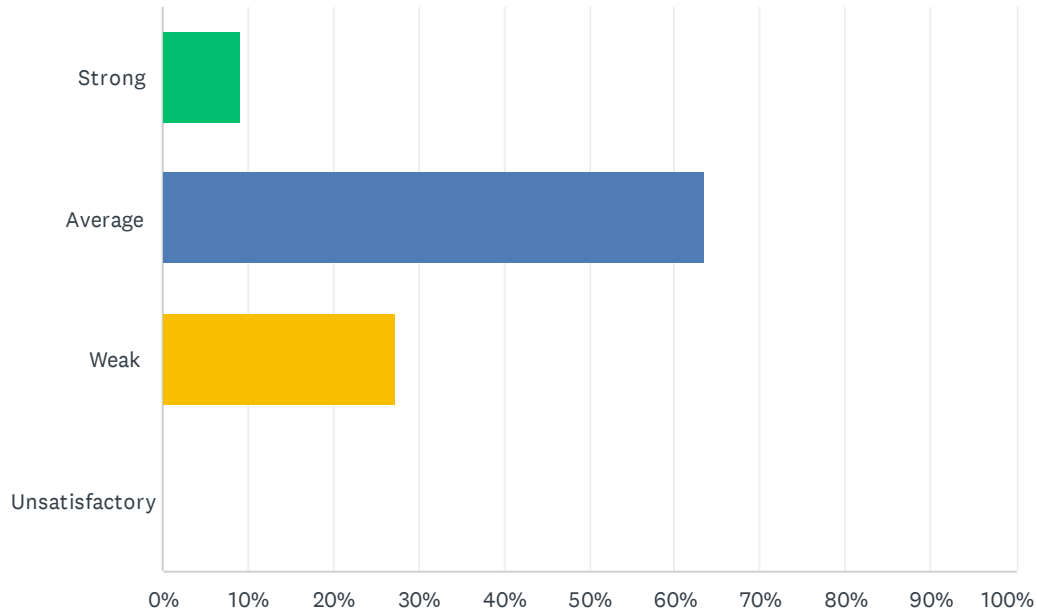


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	45.45% 5
Weak	27.27% 3
Unsatisfactory	27.27% 3
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	There are many "good jobs" in meetings, but the tone of emails can be condescending at times. There have also been comments made in front of staff calling out people for not doing what's perceived as their job. If you truly value and respect your staff, you don't automatically ream them for something without asking what happened first. Professional courtesy is often forgotten.	
2	Sometimes I do feel like a valued member of a team. However, there are other times she speaks down to you.	
3	Administrator often speaks to staff in a demanding and demeaning tone. Staff does not feel respected.	
4	On multiple occasions in the office, I have heard admin talking to staff over walkies in a very rude and condescending way. She talks to her staff like they are children.	
5	Mendez has been a LOT better this year with treating the staff with respect, I wish the people who quit last year because of her could see the change!	

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

Answered: 11 Skipped: 0

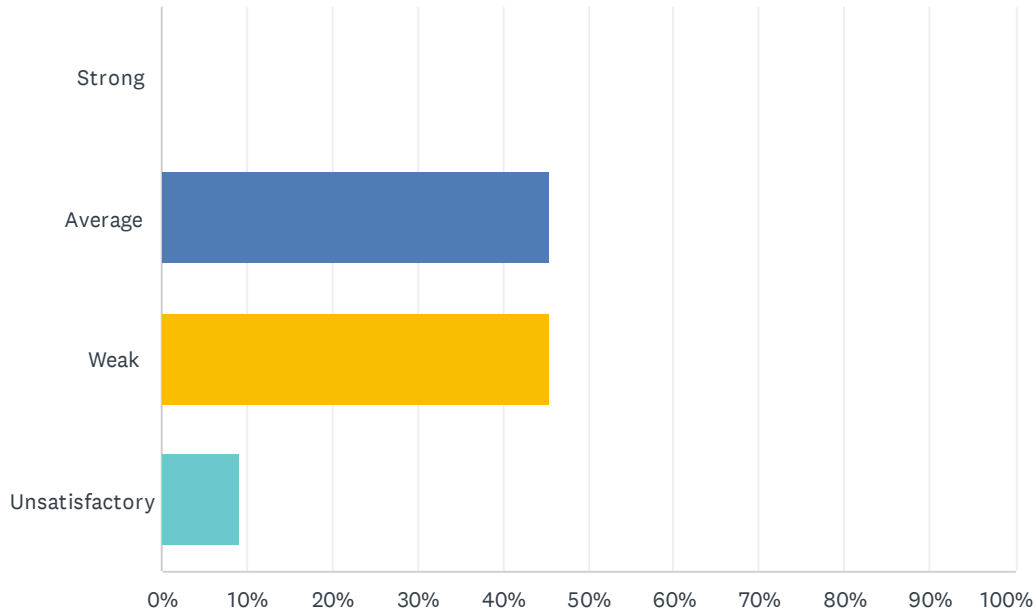


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	63.64% 7
Weak	27.27% 3
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>11</b>

#	COMMENT:	DATE
1	No feedback	
2	She does the best she can. I wish the classroom visits were more intentional and focused on a specific skill instead of changing every time.	

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

Answered: 11 Skipped: 0

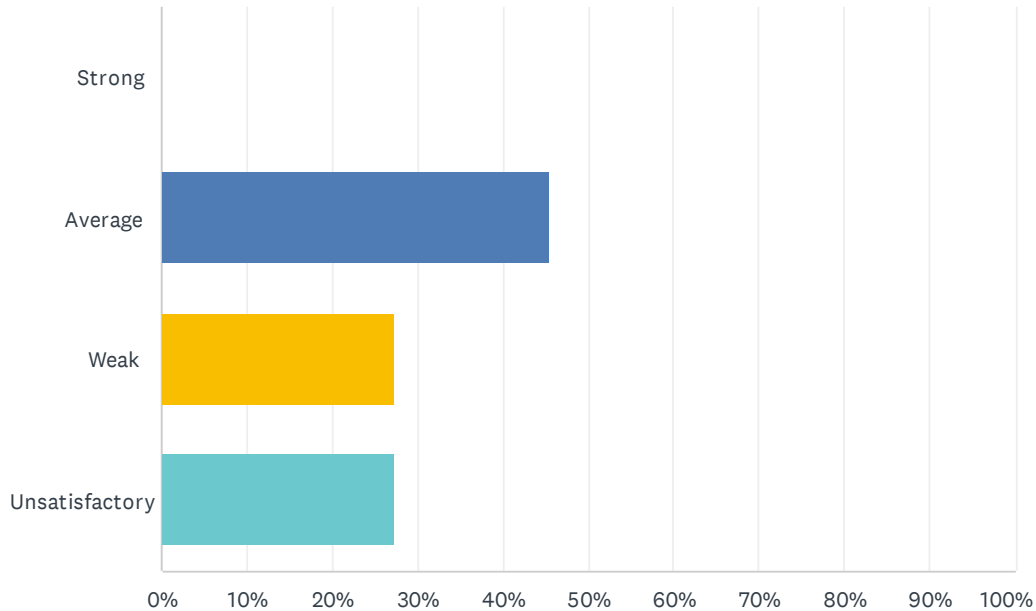


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	45.45% 5
Weak	45.45% 5
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
1	She is not well versed with the teacher contract especially in regards to the surplus, or ISP procedures.	
2	Administrator fails to follow contract and fails to respect personal time of staff. Administrator sends emails on weekends and/or week nights (late) and expects staff to respond or check email after hours.	

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

Answered: 11 Skipped: 0

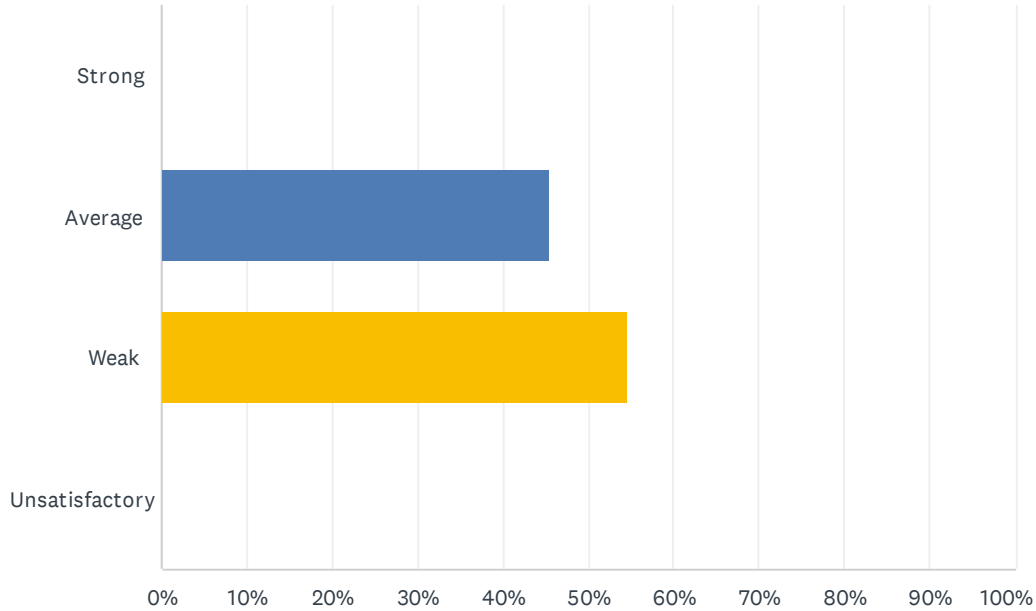


ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	45.45%	5
Weak	27.27%	3
Unsatisfactory	27.27%	3
<b>TOTAL</b>		<b>11</b>

#	COMMENT	DATE
1	I'm not clear on who does what, and often teachers are leaned on to do things that fall under support staff job descriptions.	
2	BIS- should be in charge of all Behavioral TSS's, Coach and APL should be coaching and modeling for teachers across all grade levels, and Interventionists should be used for small group and reading instruction	
3	Many non teaching staff assigned to monitor and micromanage things teacher should do	
4	Coaches, APL and specialists hold many responsibilities some are are often seen working past duty time to complete tasks assigned.	

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

Answered: 11 Skipped: 0

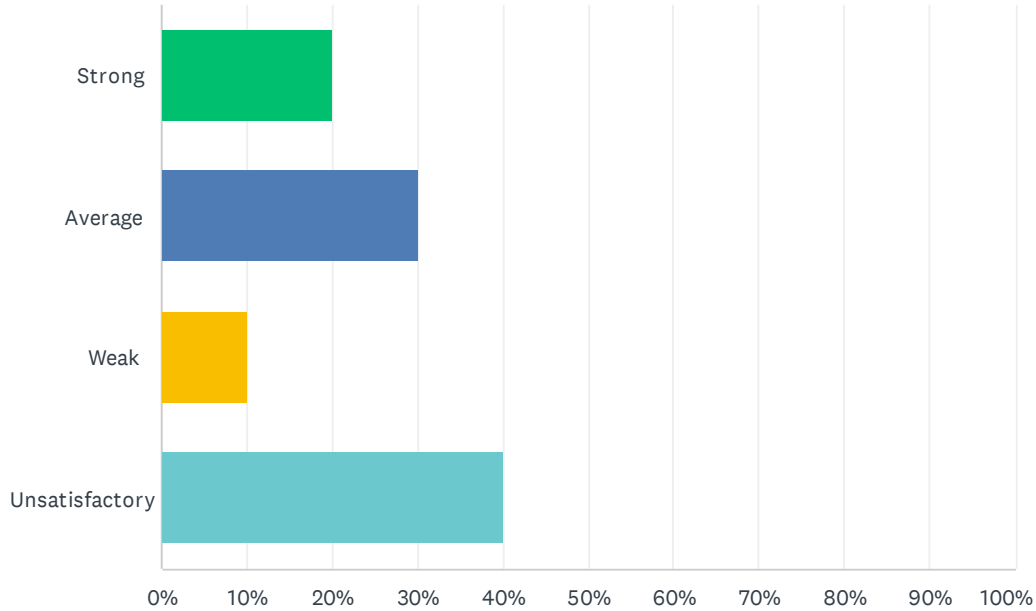


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	45.45% 5
Weak	54.55% 6
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
1	communication is often last minute and less than clear	
2	Sometimes springs big changes on students without warning	
3	Communications are often changed last minute either without notice or with no notice. Communication is definitely weak.	
4	Messages are given out last minute	

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

Answered: 10 Skipped: 1

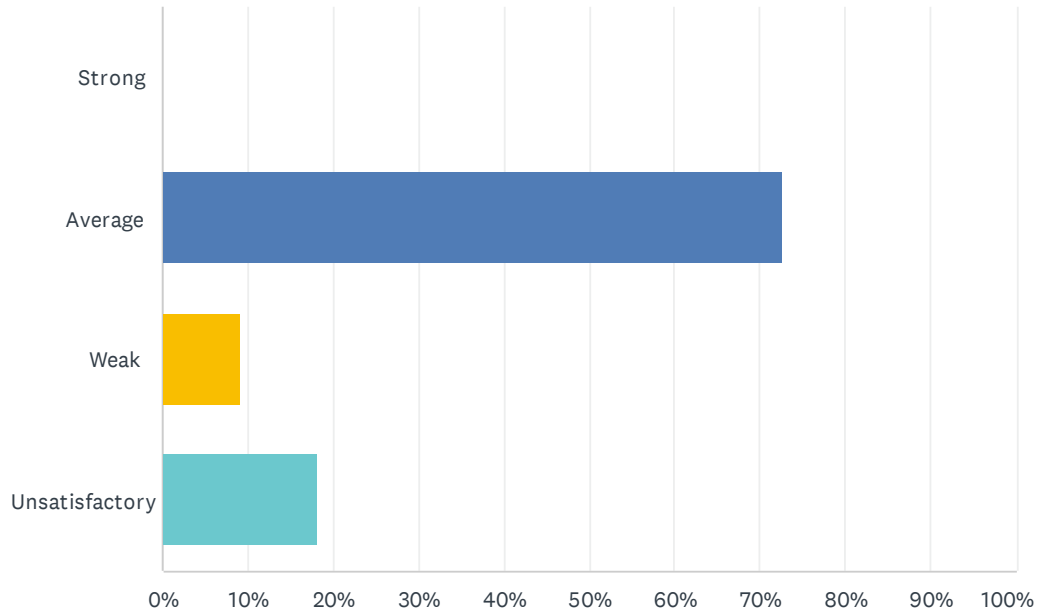


ANSWER CHOICES	RESPONSES
Strong	20.00% 2
Average	30.00% 3
Weak	10.00% 1
Unsatisfactory	40.00% 4
<b>TOTAL</b>	<b>10</b>

#	COMMENTS:	DATE
1	we have had parents cuss out office staff and shout out during assemblies. I'm not sure if this is site admin's responsibility or the district's, but staff should not have to put up with abuse like that from parents. The district would not allow that to happen in the DO.	
2	Parents are allowed to treat teachers with utter disrespect and are given little to no consequences for their behavior.	
3	Staff is not supported against attacks and criticism from parents. Staff feels unsafe around some parents and students due to the lack of support from administration.	

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

Answered: 11 Skipped: 0

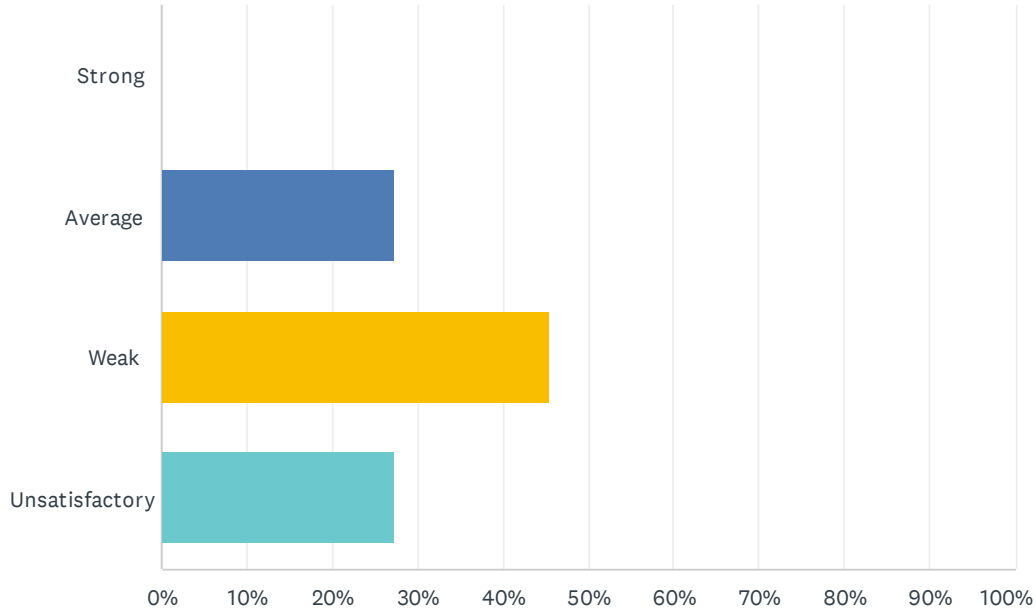


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	72.73% 8
Weak	9.09% 1
Unsatisfactory	18.18% 2
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	There are particular staff members that receive obvious preferential treatment. Staff members that speak out and share concerns with administration are often ridiculed and treated unfairly.	

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

Answered: 11 Skipped: 0



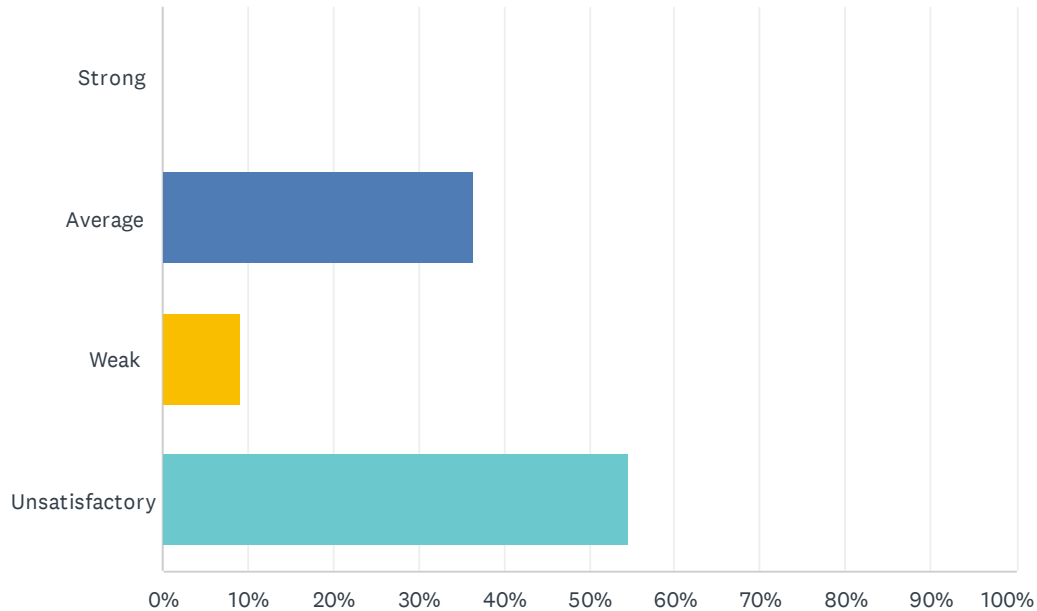
ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	27.27% 3
Weak	45.45% 5
Unsatisfactory	27.27% 3
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	communications are often last minute and events ill-planned.	
2	It would be nice if she was more supportive and consistent with student behavior and consequences.	
3	LOL	



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

Answered: 11 Skipped: 0

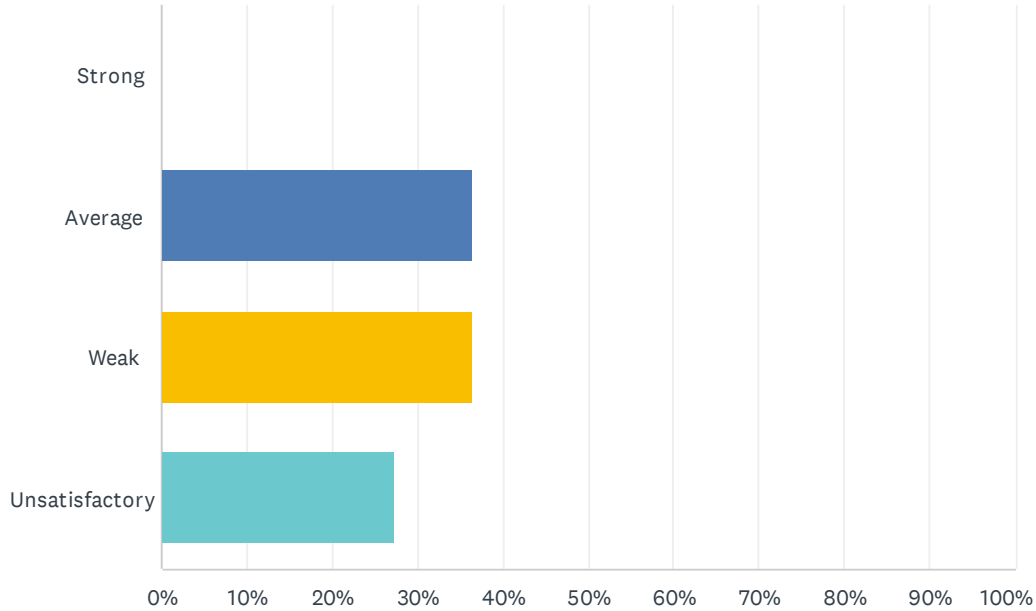


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	36.36% 4
Weak	9.09% 1
Unsatisfactory	54.55% 6
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	communications are often last minute and events ill-planned.	
2	A lot of things are rushed last minute which causes stress. She also wants to vote and open a lot of decisions up for discussion which can keep choices from being made in a timely manner. She often changes her mind last minute as well.	
3	Communication is weak, at best. Many mixed messages are given by administration.	
4	No! Messages get sent late. If you look at the email forwarded, you see the original message was sent to her weeks ago.	

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

Answered: 11 Skipped: 0

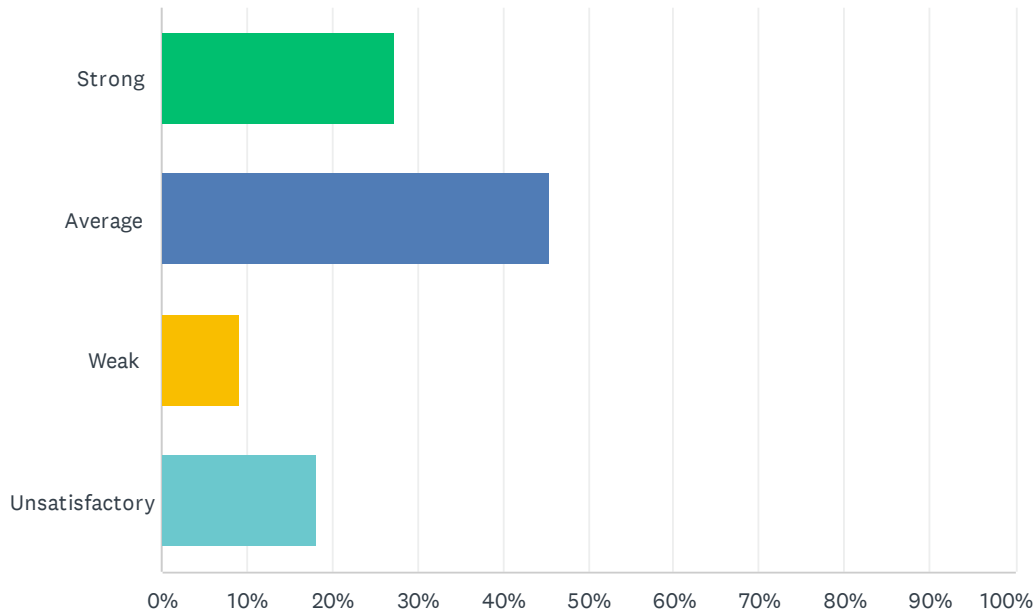


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	36.36% 4
Weak	36.36% 4
Unsatisfactory	27.27% 3
<b>TOTAL</b>	<b>11</b>

#	COMMENT:	DATE
1	The words are sometimes positive, but there is often a condescending tone that has diminished teacher efficacy due to fear of reprisal	
2	Stress level often high	
3	In upper grades, there are students that "run the show" and administration does little to impact negative behaviors toward staff and other students.	

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

Answered: 11 Skipped: 0

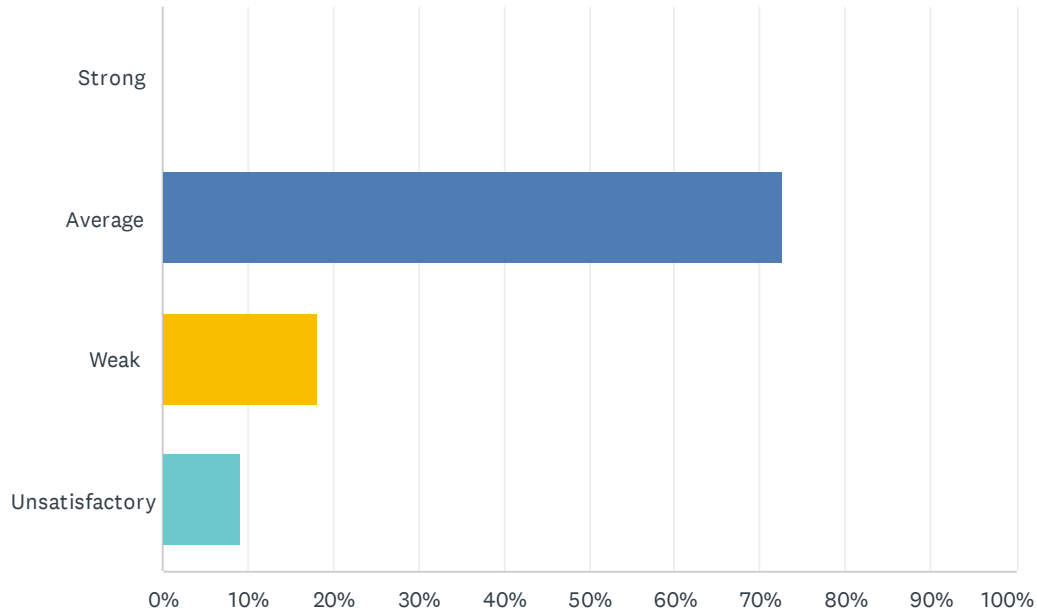


ANSWER CHOICES	RESPONSES
Strong	27.27% 3
Average	45.45% 5
Weak	9.09% 1
Unsatisfactory	18.18% 2
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	She is very thoughtful and careful when calling inclement weather.	

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

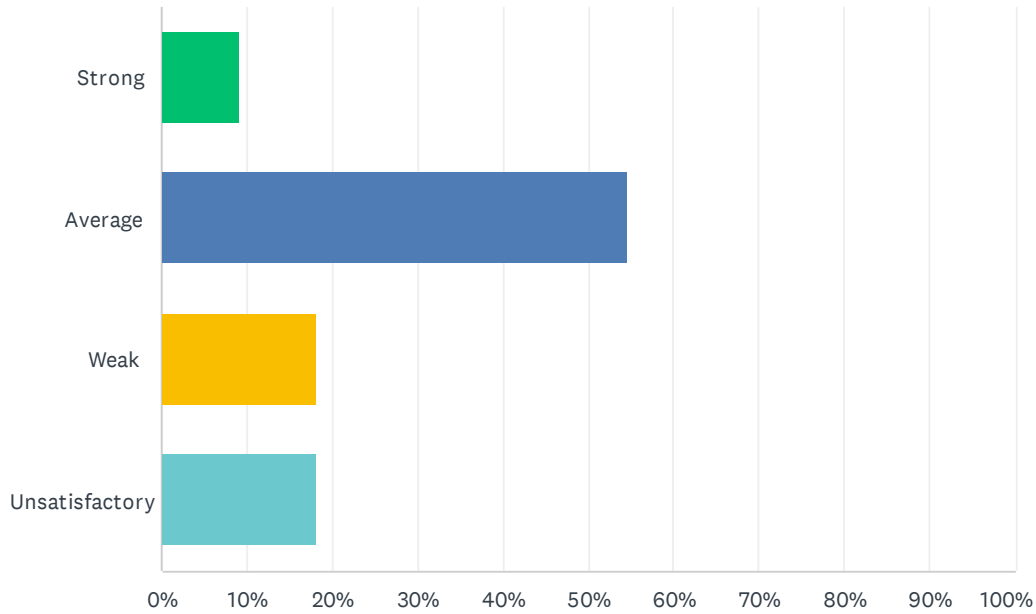
Answered: 11 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	72.73% 8
Weak	18.18% 2
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

## Q17 Site meetings are productive and not excessive.

Answered: 11 Skipped: 0

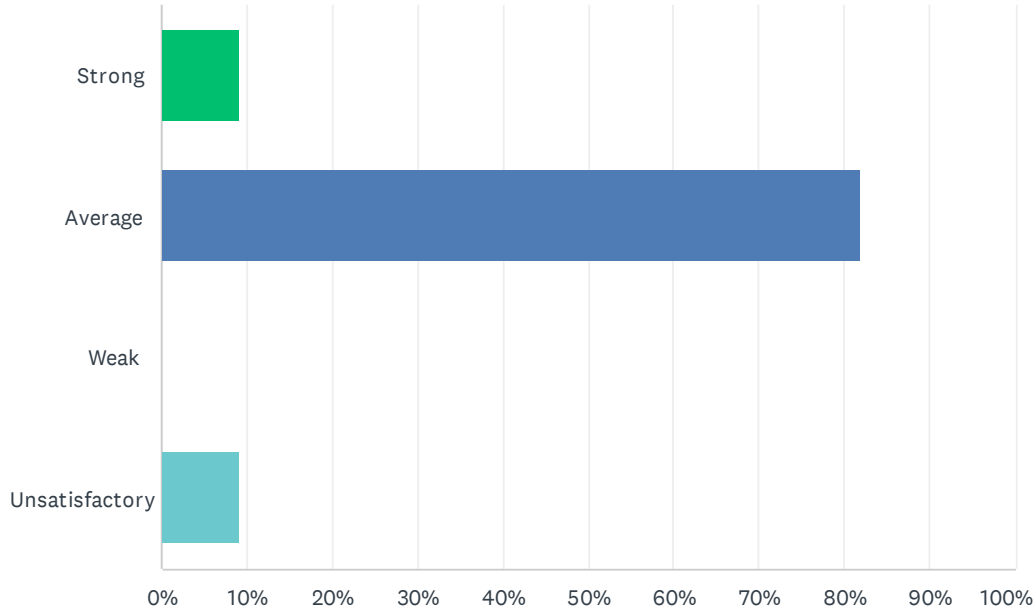


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	54.55% 6
Weak	18.18% 2
Unsatisfactory	18.18% 2
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	meetings are not excessive, but they can definitely be more productive. They often seem ill-planned and thrown together at the last minute	
2	Meetings often go off course and have too much content shared so, it's hard to focus on what she would like fixed or changed.	

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

Answered: 11 Skipped: 0

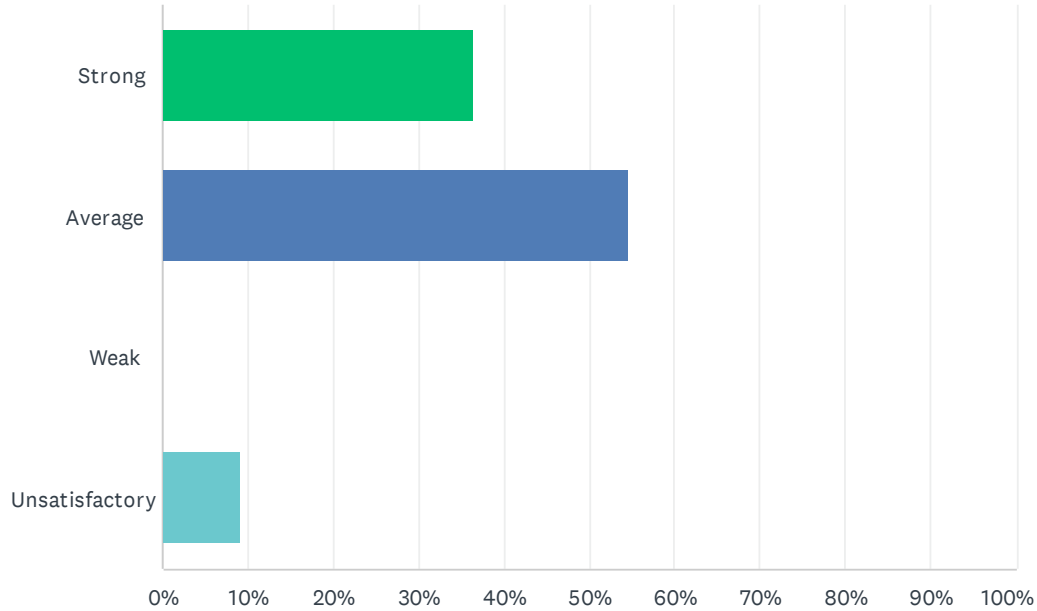


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	81.82% 9
Weak	0.00% 0
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
	There are no responses.	

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

Answered: 11 Skipped: 0

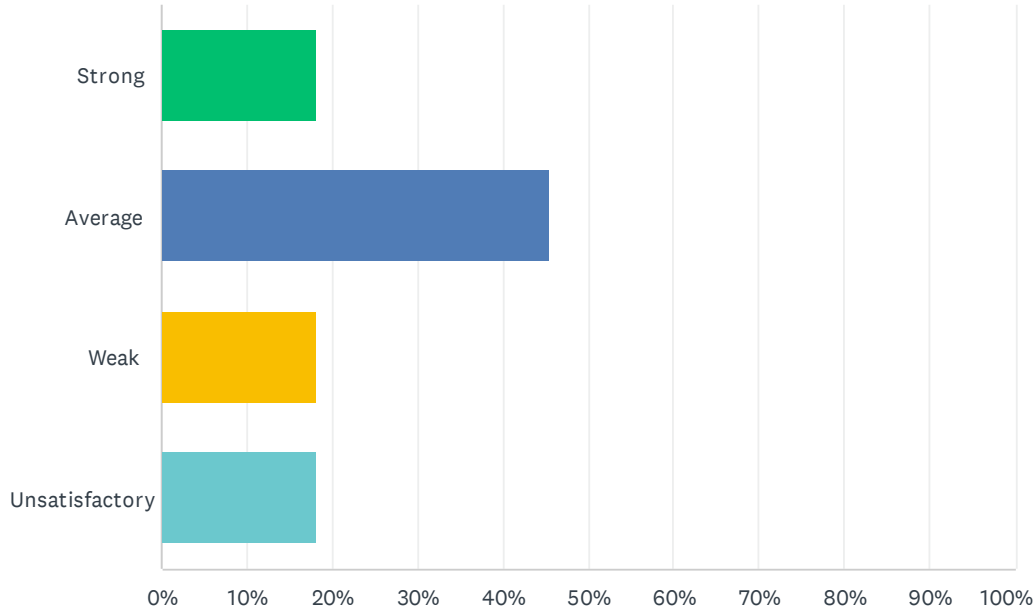


ANSWER CHOICES	RESPONSES
Strong	36.36% 4
Average	54.55% 6
Weak	0.00% 0
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	I appreciate that PLC time is protected and teachers are allowed to meet on our own	
2	Often asked to meet as soon as possible interrupting planning time	

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

Answered: 11 Skipped: 0



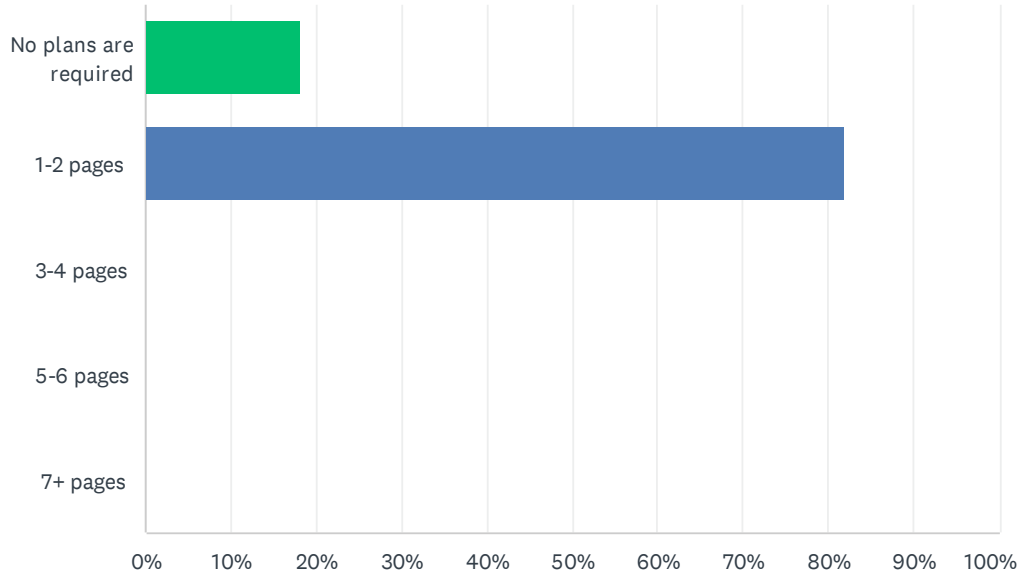
ANSWER CHOICES	RESPONSES
Strong	18.18% 2
Average	45.45% 5
Weak	18.18% 2
Unsatisfactory	18.18% 2
<b>TOTAL</b>	<b>11</b>

#	COMMENT:	DATE
1	would love to be told that PLC time or late start time can be used for this near report card time	



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

Answered: 11 Skipped: 0

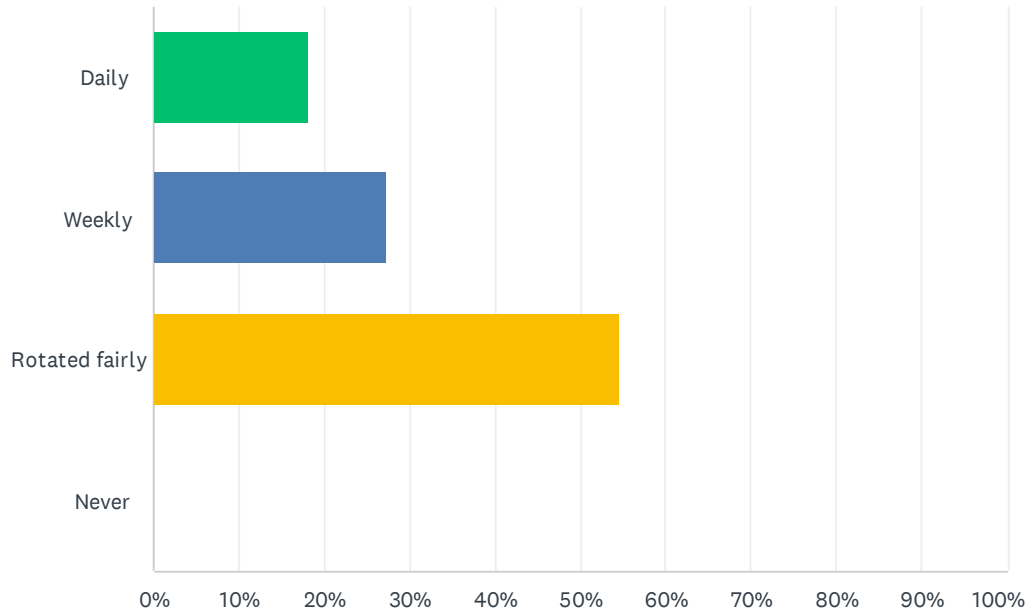


ANSWER CHOICES	RESPONSES	
No plans are required	18.18%	2
1-2 pages	81.82%	9
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
<b>TOTAL</b>		<b>11</b>

#	COMMENT	DATE
1	lesson plans originally had to be on a difficult to read spreadsheet, but that has changed thankfully	

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

Answered: 11 Skipped: 0

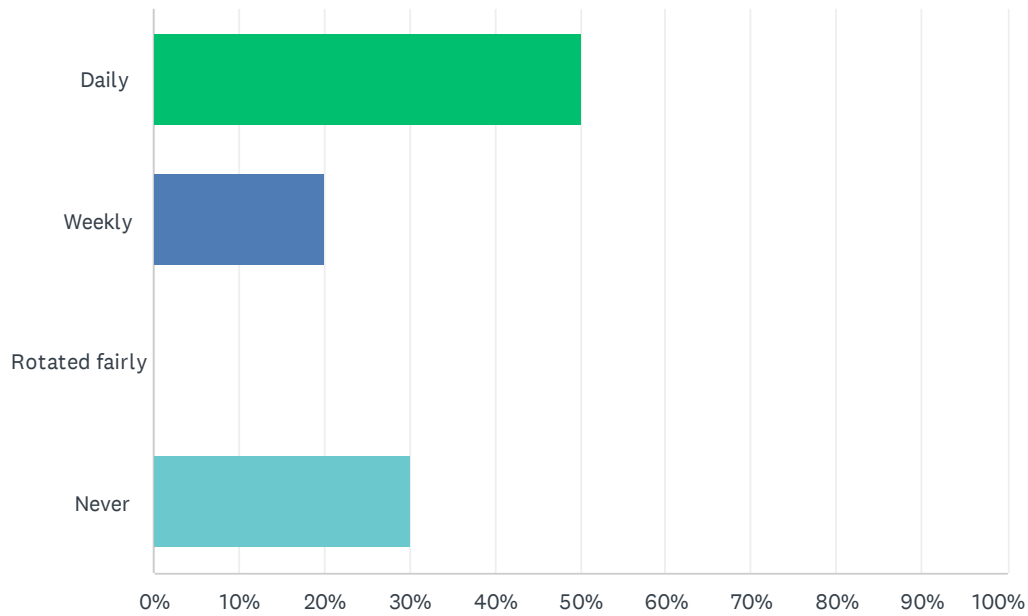


ANSWER CHOICES	RESPONSES
Daily	18.18% 2
Weekly	27.27% 3
Rotated fairly	54.55% 6
Never	0.00% 0
<b>TOTAL</b>	<b>11</b>

#	COMMENT:	DATE
1	support staff has daily duty, teachers rotate on a schedule	

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

Answered: 10 Skipped: 1

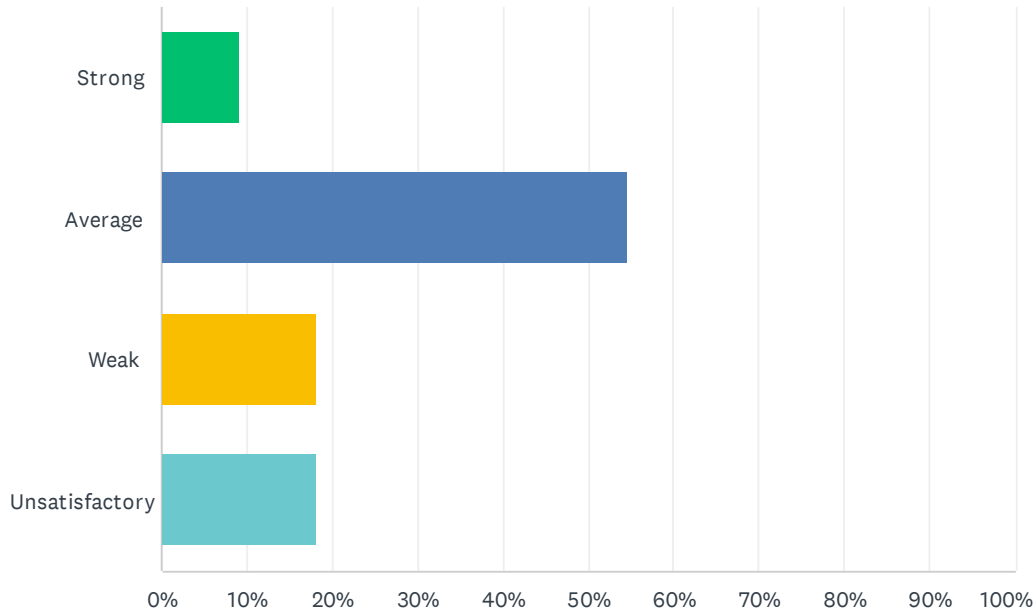


ANSWER CHOICES	RESPONSES
Daily	50.00% 5
Weekly	20.00% 2
Rotated fairly	0.00% 0
Never	30.00% 3
<b>TOTAL</b>	<b>10</b>

#	COMMENT:	DATE
1	Support staff has arrival/dismissal duty daily, but teachers do not	
2	For dismissal, we wait until the majority of our students have been picked up. After 10-15 we leave them with a CPAL or staff member.	
3	Coaches have arrival/dismissal duty.	

## Q24 Staff and students feel safe.

Answered: 11 Skipped: 0

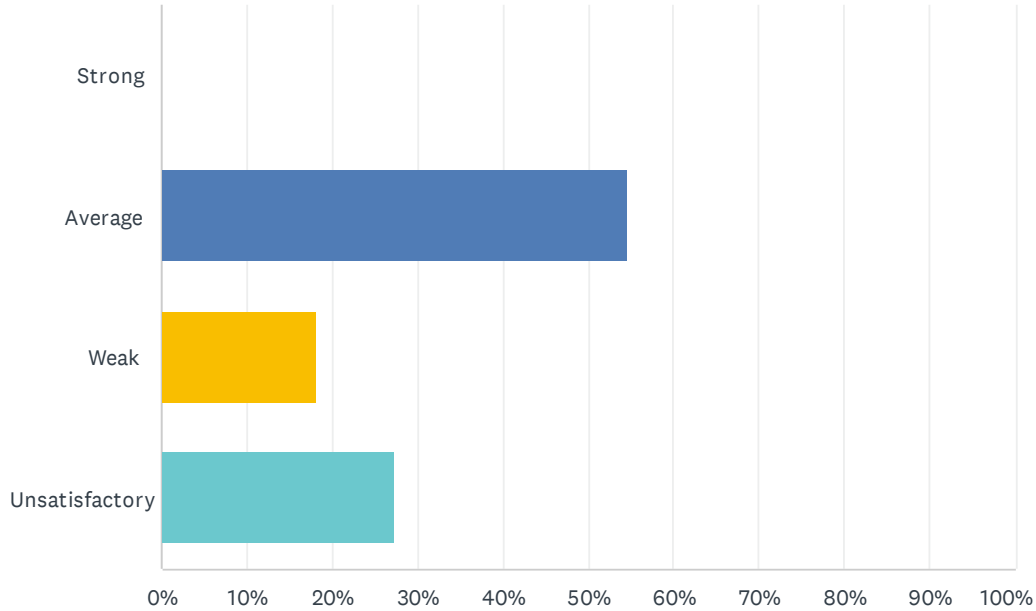


ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	54.55% 6
Weak	18.18% 2
Unsatisfactory	18.18% 2
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
1	see above about parents behavior towards staff. physical aggression and threatening behaviors are not met with sufficient consequences	
2	There are some students that are allowed to mistreat staff and other students with little to no consequences. Staff has asked for interventions, meetings, and support with little response from administration. Staff and students sometimes feel unsafe.	

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

Answered: 11 Skipped: 0

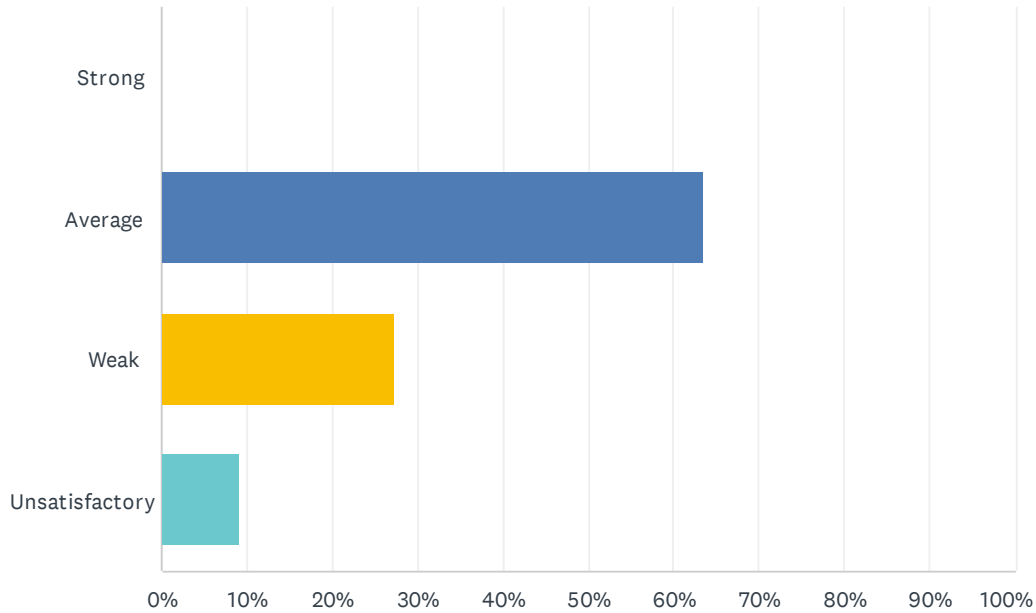


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	54.55% 6
Weak	18.18% 2
Unsatisfactory	27.27% 3
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
1	very few meaningful consequences and follow through. students are spoken with and put back in the classroom within minutes.	
2	Great with positive incentives. Need to be stronger and more consistent with consequences. Consequences should be progressive and appropriate to the documented behavioral issue.	
3	There are some students that are allowed to mistreat staff and other students with little to no consequences. Staff has asked for interventions, meetings, and support with little response from administration. Staff and students sometimes feel unsafe.	

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

Answered: 11 Skipped: 0

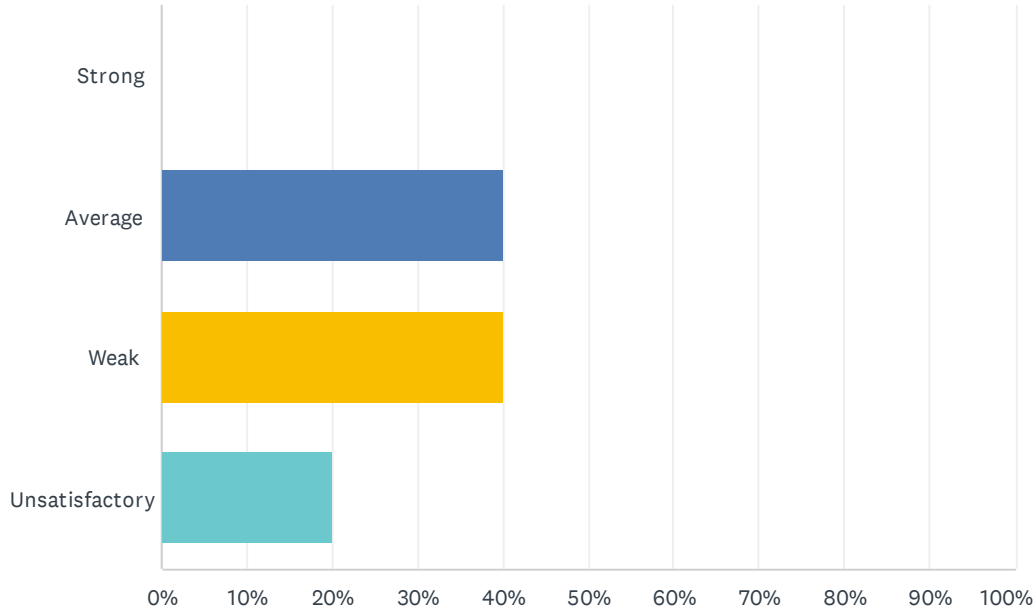


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	63.64% 7
Weak	27.27% 3
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:	DATE
1	More needs to be done in this area across the entire district! Only giving students positive incentives creates spoiled, entitled children.	

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

Answered: 10 Skipped: 1

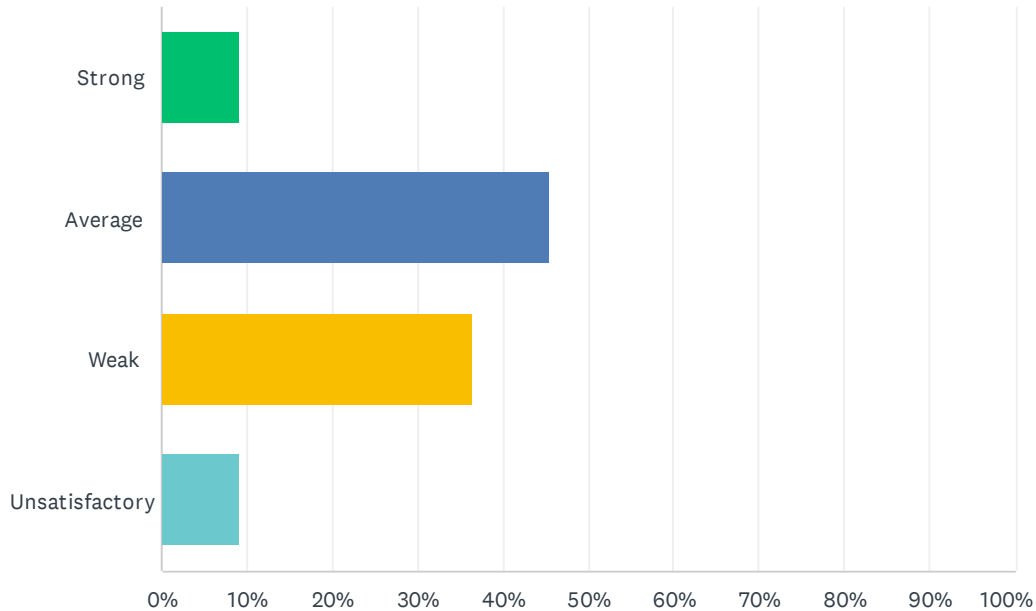


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	40.00% 4
Weak	40.00% 4
Unsatisfactory	20.00% 2
<b>TOTAL</b>	<b>10</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	not sure of district discipline guidelines, but I know that students at other schools often face more consequences than at Williams	
2	Several Major referrals have been changed to minor referrals. It would be nice for all classrooms to have a similar discipline procedure.	
3	Too often alternate class placement instead of discipline	

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

Answered: 11 Skipped: 0



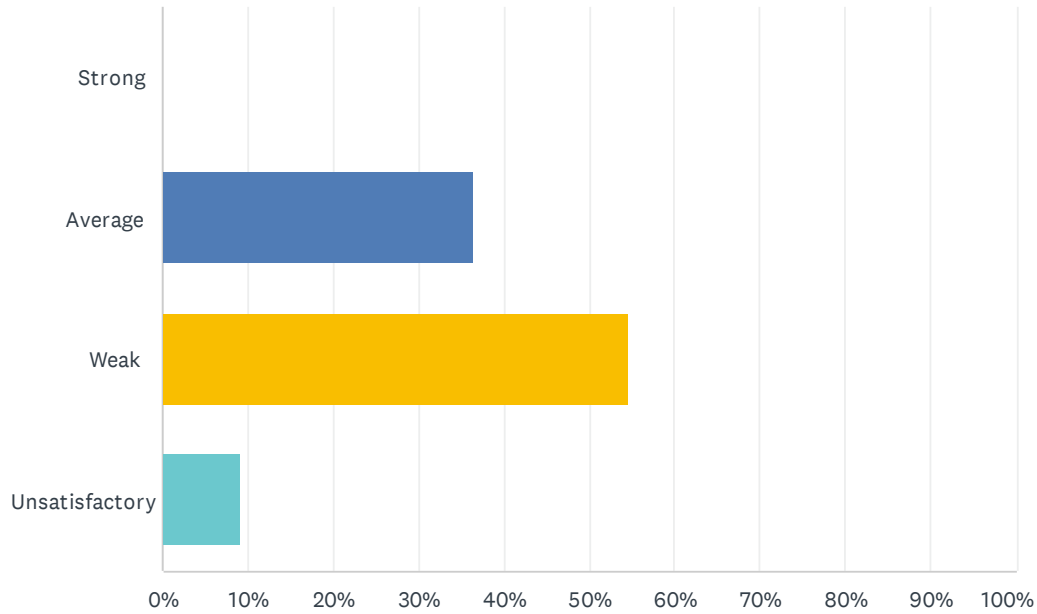
ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	45.45% 5
Weak	36.36% 4
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:
1	investigations are exhaustive and often take the majority of the day for major issues. teachers are often called out of instructional time to discuss what was written on the ODR
2	They investigate everything! Sometimes investigations take 3 administrators all day to figure out. They are constantly pulling kids out of class to ask them what goes on if their is a student concern. Many teachers feel like administrators take the word of the student more seriously then they do theirs. Teachers feel they need to document everything because they are questioned often and asked to prove what they have said or done in the classroom.



## Q29 My site has a positive atmosphere.

Answered: 11 Skipped: 0

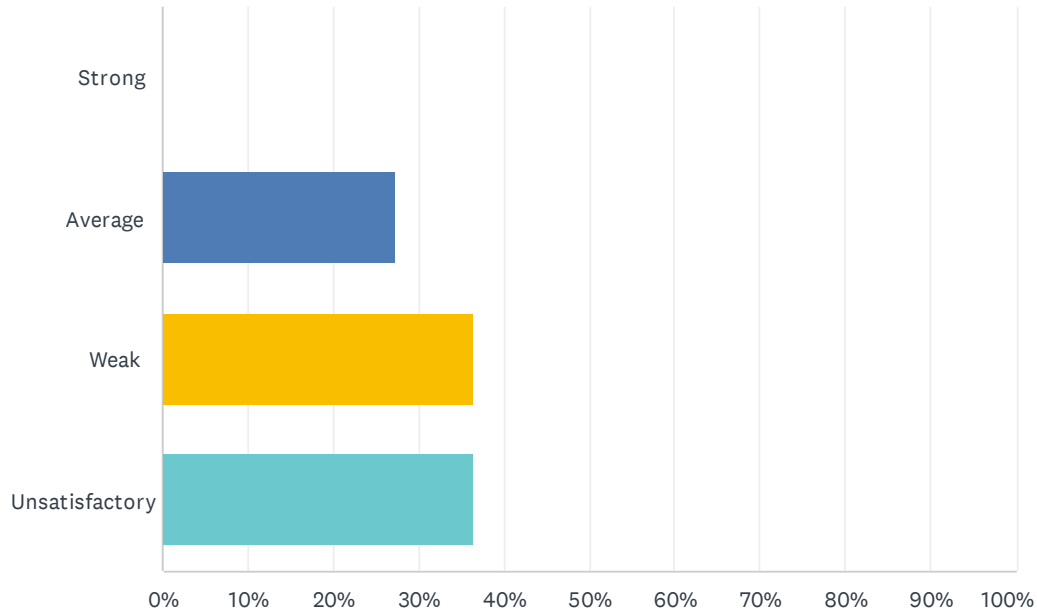


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	36.36% 4
Weak	54.55% 6
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENTS:
1	the staff here is smiling and trying to be positive for the sake of the students, but I know of a few who are frustrated and looking for other jobs or transfers
2	More support with student consequences and parent contact/accountability would go a long way to promoting a positive school climate.

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

Answered: 11 Skipped: 0



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

#	COMMENTS:
1	There are a lot of great things happening at Williams. However, our school suffers from having many inexperienced new teachers, little to no consistent and progressive student consequences or interventions for repeated bad behaviors, and little to no parent accountability for how they talk to teachers, or act when they come to our school.
2	Sadly, I would not recommend my site to others.