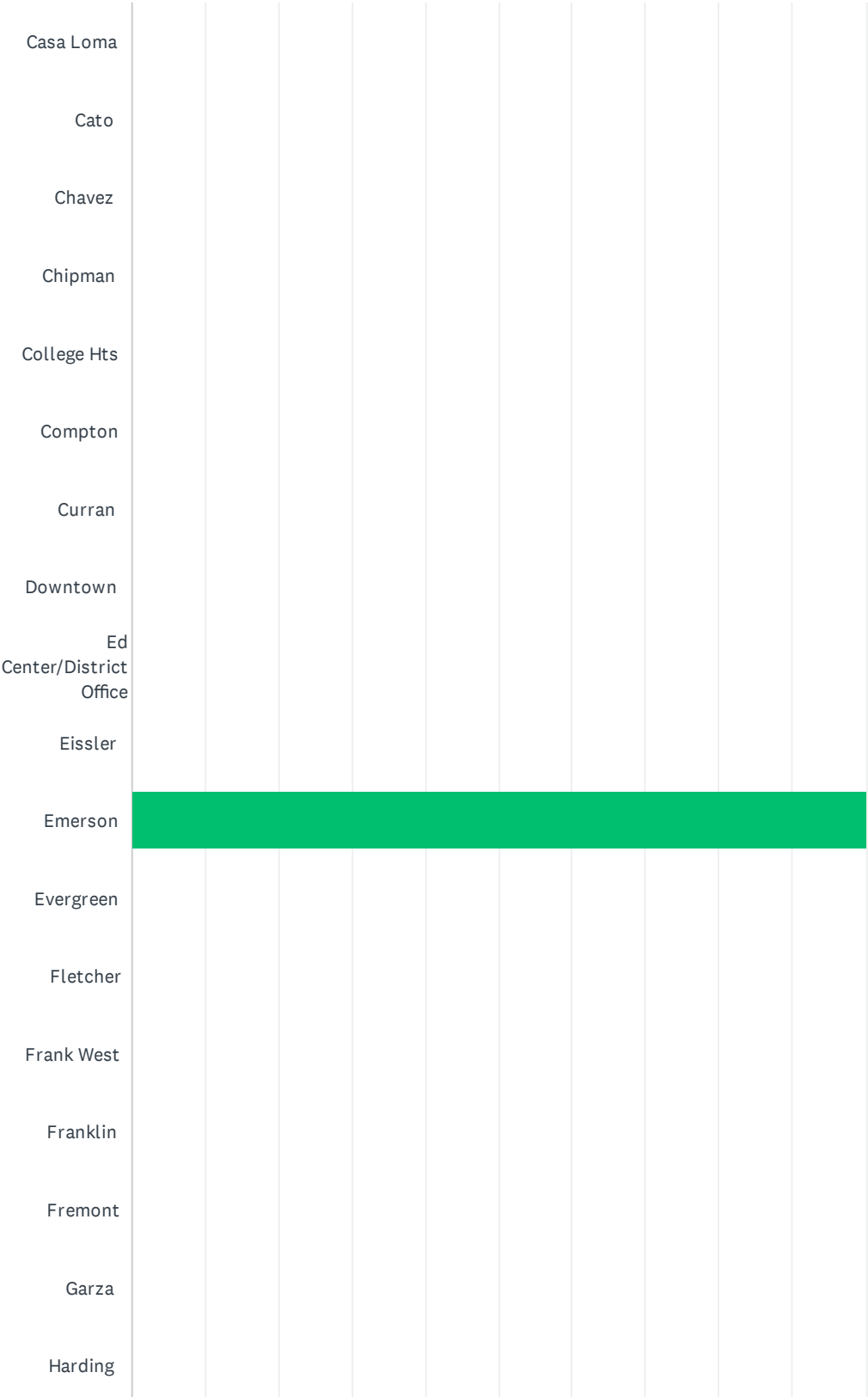


Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

Answered: 9    Skipped: 0



# 2024-2025 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											

## 2024-2025 BETA Administration/Site Climate Survey



# 2024-2025 BETA Administration/Site Climate Survey

ANSWER CHOICES	RESPONSES	
Casa Loma	0.00%	0
Cato	0.00%	0
Chavez	0.00%	0
Chipman	0.00%	0
College Hts	0.00%	0
Compton	0.00%	0
Curran	0.00%	0
Downtown	0.00%	0
Ed Center/District Office	0.00%	0
Eissler	0.00%	0
Emerson	100.00%	9
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

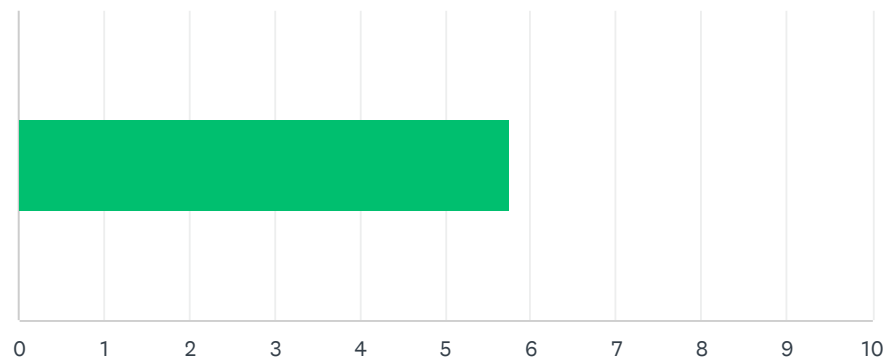
## 2024-2025 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiern	0.00%	0
Thorner	0.00%	0
VAPA	0.00%	0
Voorhies	0.00%	0
Washington	0.00%	0
Wayside	0.00%	0
William Penn	0.00%	0
Williams	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 9		

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

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 8    Skipped: 1

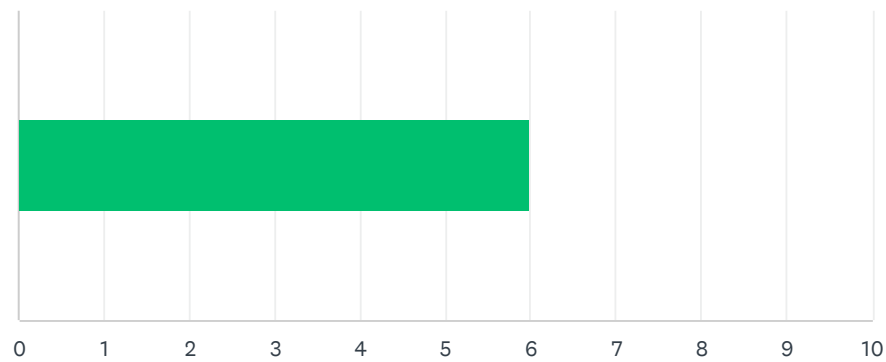


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	46	8
Total Respondents: 8			

#		DATE
1	5	
2	7	
3	8	
4	9	
5	7	
6	3	
7	5	
8	2	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 8    Skipped: 1

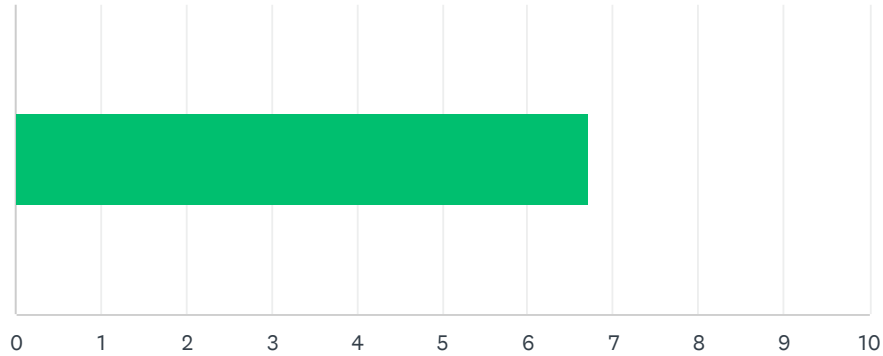


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	48	8
Total Respondents: 8			

#		DATE
1	3	
2	7	
3	8	
4	10	
5	9	
6	3	
7	7	
8	1	

## Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 7   Skipped: 2



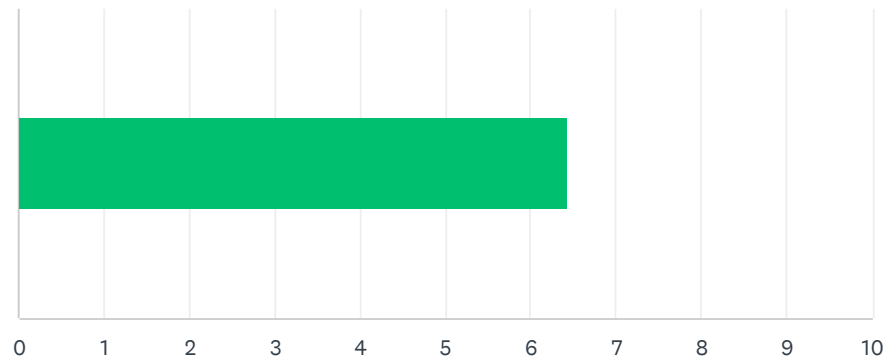
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	47	7
Total Respondents: 7			

#		DATE
1	3	
2	7	
3	10	
4	10	
5	9	
6	5	
7	3	



Q5 Site administration follows the contract and respects personal rights.

Answered: 9    Skipped: 0

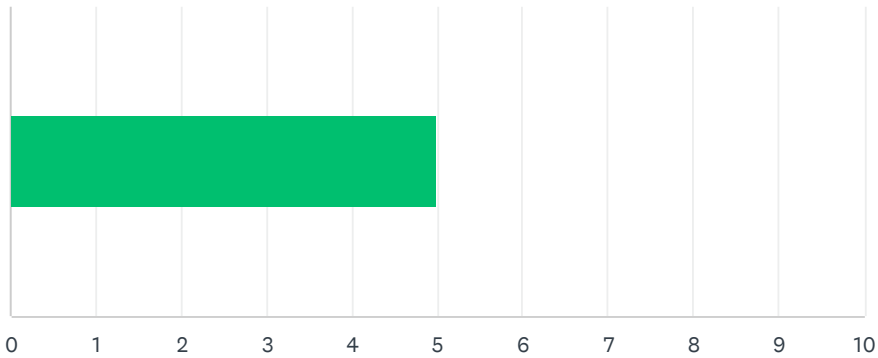


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	58	9
Total Respondents: 9			

#		DATE
1	4	
2	3	
3	7	
4	10	
5	10	
6	9	
7	7	
8	7	
9	1	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 8    Skipped: 1

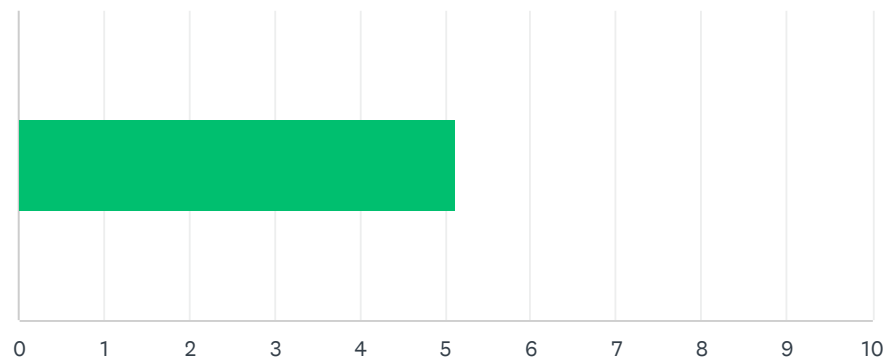


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	40	8
Total Respondents: 8			

#		DATE
1	3	
2	7	
3	8	
4	8	
5	9	
6	2	
7	2	
8	1	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 8    Skipped: 1

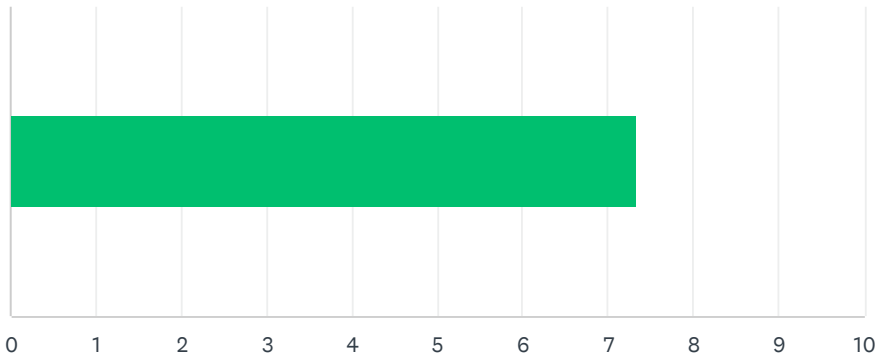


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	41	8
Total Respondents: 8			

#		DATE
1	3	
2	7	
3	7	
4	10	
5	6	
6	2	
7	5	
8	1	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 9    Skipped: 0

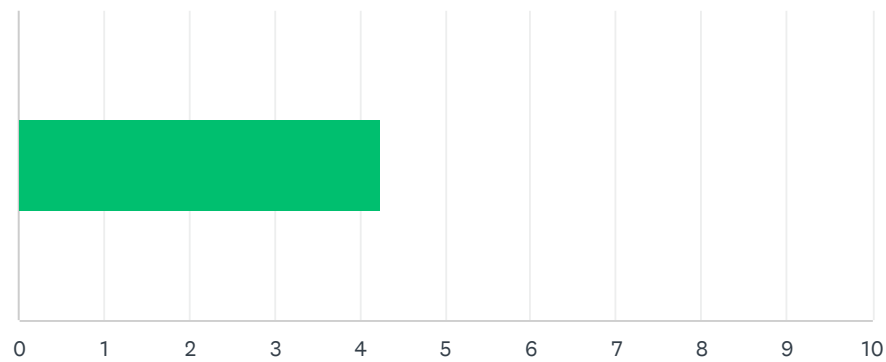


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	66	9
Total Respondents: 9			

#		DATE
1	10	
2	5	
3	8	
4	10	
5	10	
6	8	
7	5	
8	7	
9	3	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 8 Skipped: 1

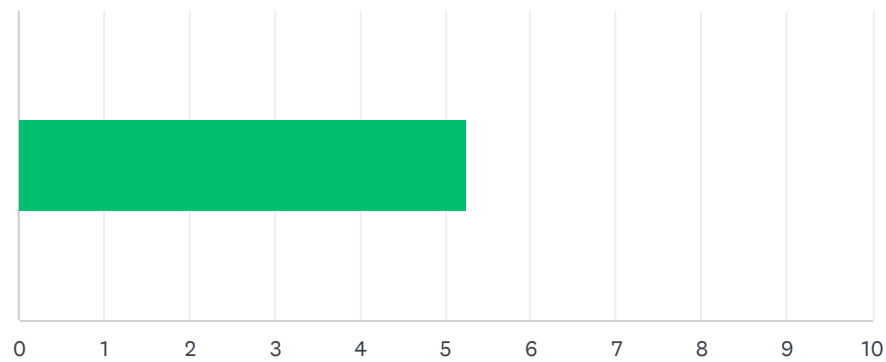


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	34	8
Total Respondents: 8			

#		DATE
1	3	
2	6	
3	7	
4	10	
5	2	
6	3	
7	2	
8	1	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 8 Skipped: 1

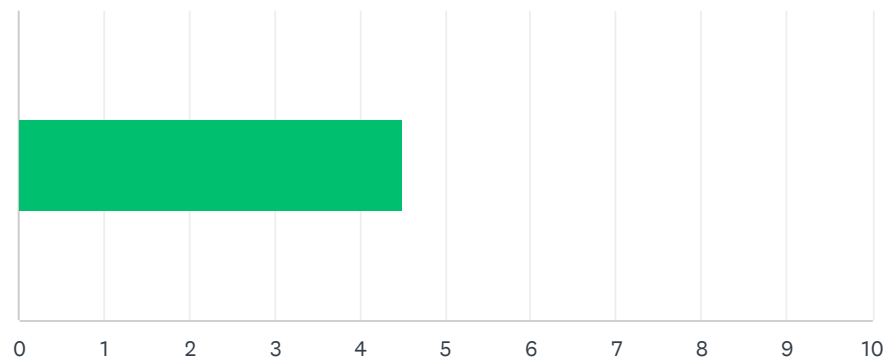


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	42	8
Total Respondents: 8			

#	DATE
1	3
2	7
3	10
4	10
5	6
6	2
7	3
8	1

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 8 Skipped: 1

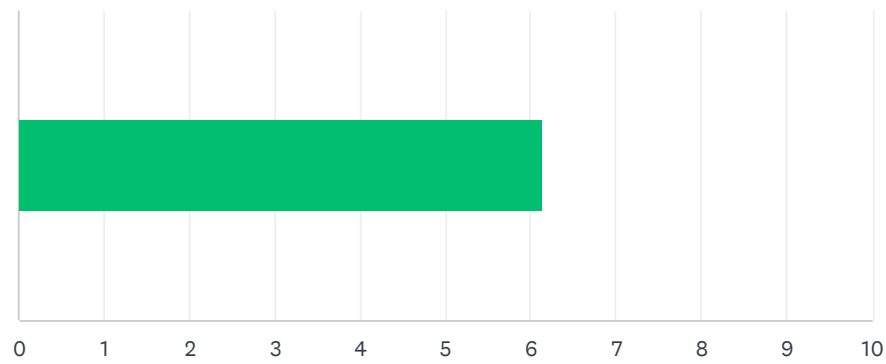


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	36	8
Total Respondents: 8			

#		DATE
1	1	
2	7	
3	8	
4	10	
5	6	
6	1	
7	2	
8	1	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 7    Skipped: 2



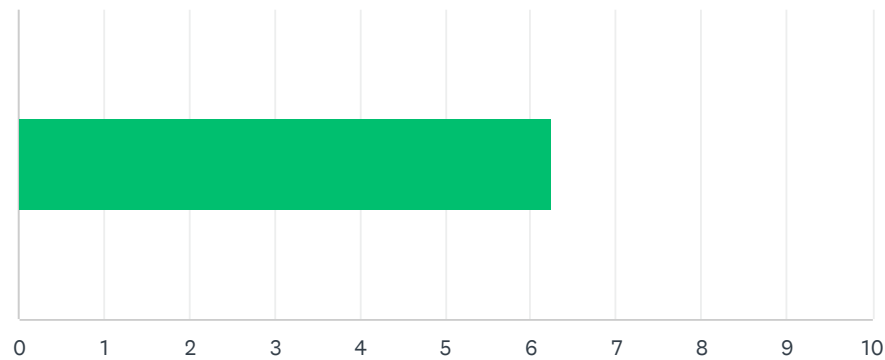
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	43	7
Total Respondents: 7			

#		DATE
1	2	
2	7	
3	10	
4	9	
5	9	
6	5	
7	1	



Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 8    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	50	8
Total Respondents: 8			

#		DATE
1	5	
2	7	
3	10	
4	10	
5	10	
6	2	
7	5	
8	1	

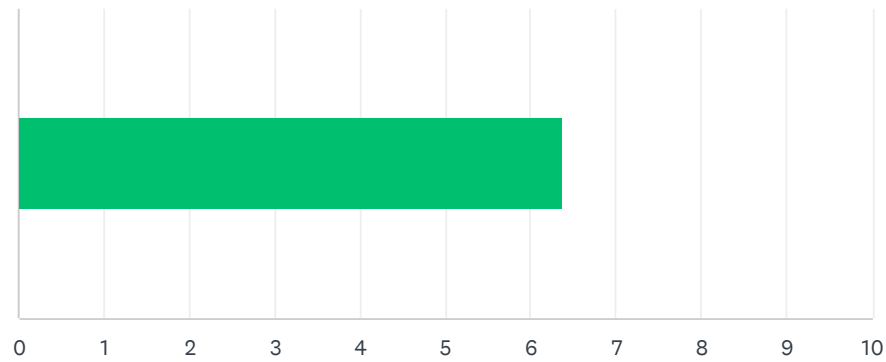
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 4   Skipped: 5

#	RESPONSES	DATE
1	The principal is unwilling have honest conversations about what is happening at the school site. He only speaks of all the amazing things he is doing, without recognizing or addressing the hostile working conditions, lack of follow through with, well, anything and lack of accountability for the students and adults on campus. His conversations are all one sided, with him talking and talking about his random ideas, with the other person in the conversation only allowed to smile and nod for fear of future retribution. The new assistant principal is competent and willing to hear ideas and suggestions. She is allowed to participate in curricular things and provide input.	
2	Less busy work such as PLT agendas would be greatly appreciated to allow for more planning time on Wednesdays.	
3	Admin has canceled most of this school year's staff meetings, staff is not provided with time for 'questions/concerns' during meetings (leadership, all-staff, late-start, etc). Admin has fostered a toxic working environment in which people do not feel comfortable speaking up or raising concerns that need to be addressed. Site PD's lack proper preparation, it is apparent they are thrown together at the last minute and it doesn't benefit anyone. Teacher feedback is not valued and often dismissed.	
4	Worked under both old and new administration. Sometimes you don't know how well you have it until you're in a three ring circus being led by a bunch of clowns.	

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

Answered: 8    Skipped: 1

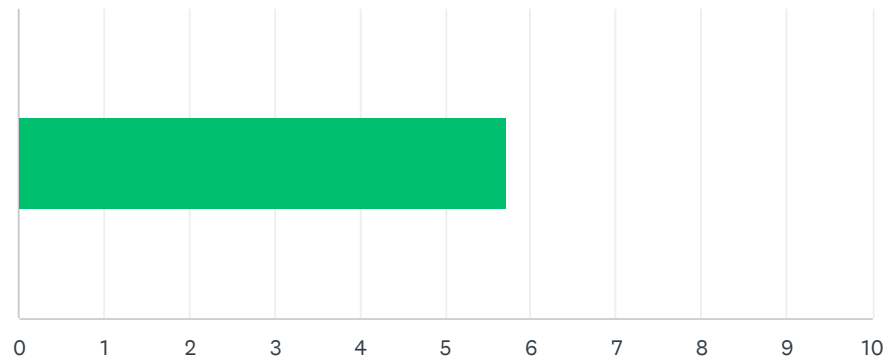


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	51	8
Total Respondents: 8			

#		DATE
1	3	
2	7	
3	10	
4	10	
5	6	
6	7	
7	5	
8	3	

Q16 Site meetings are productive and not excessive.

Answered: 7    Skipped: 2

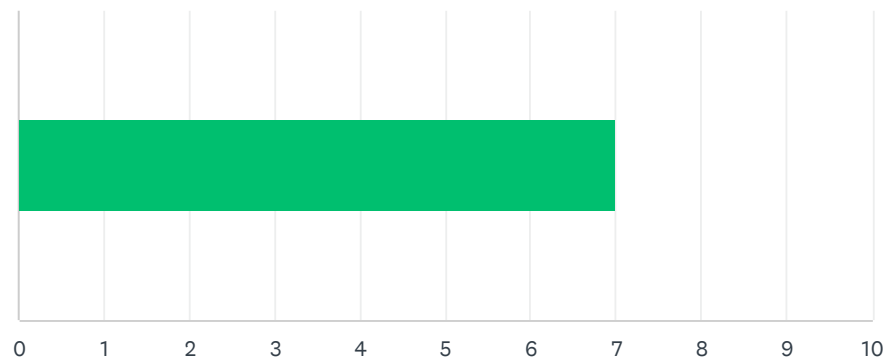


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	40	7
Total Respondents: 7			

#		DATE
1	3	
2	6	
3	10	
4	8	
5	7	
6	5	
7	1	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 7    Skipped: 2

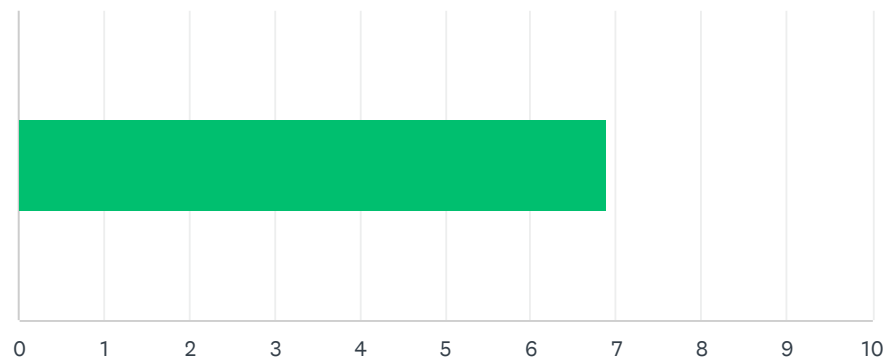


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	49	7
Total Respondents: 7			

#		DATE
1	3	
2	7	
3	10	
4	10	
5	6	
6	10	
7	3	

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

Answered: 9    Skipped: 0

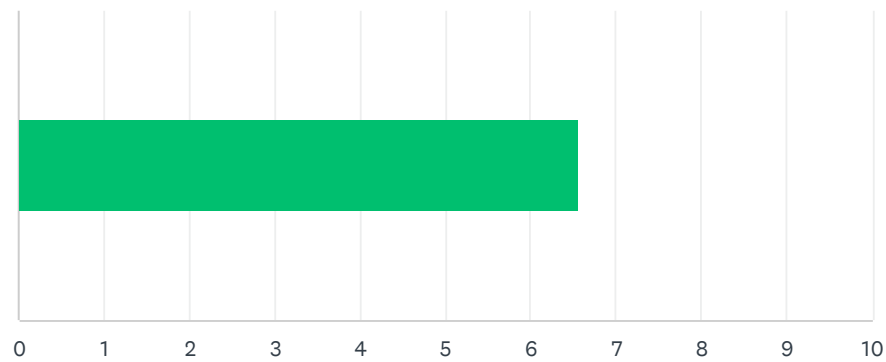


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	62	9
Total Respondents: 9			

#		DATE
1	8	
2	8	
3	7	
4	10	
5	7	
6	8	
7	4	
8	9	
9	1	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 7    Skipped: 2

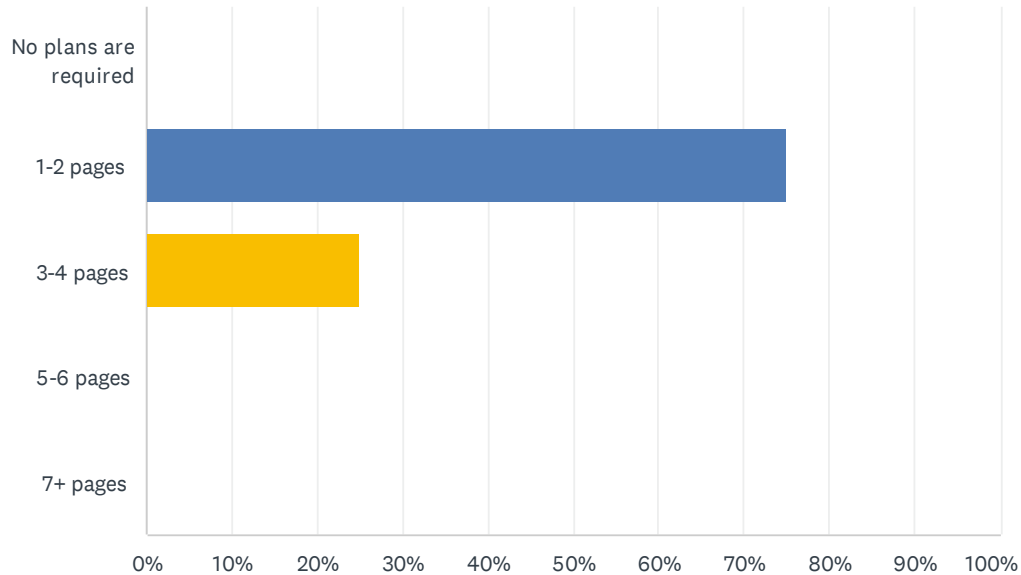


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	46	7
Total Respondents: 7			

#		DATE
1	3	
2	7	
3	10	
4	10	
5	7	
6	8	
7	1	

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

Answered: 8 Skipped: 1



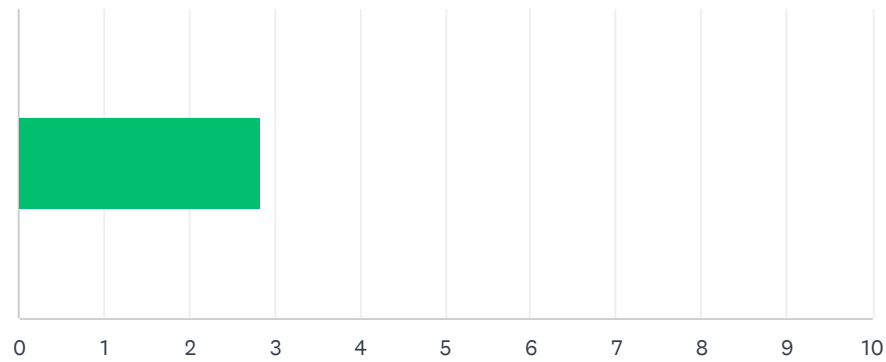
ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	75.00%	6
3-4 pages	25.00%	2
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		8

#	COMMENT	DATE
1	Plans are required. We get a public shame email if they have not been submitted. Teachers with fake plans made with AI are publicly praised for their detailed lesson plans, and pictures of completed actual lesson plan books are criticized. No hard conversations if what is 'planned' is not being taught.	
2	Teachers are required to turn in weekly lesson plans but a majority of the teachers do not submit them. Only a handful of teachers are consistent each week.	
3	Administering requires lesson plans, if you do them great if not, no consequences.	



Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 6    Skipped: 3

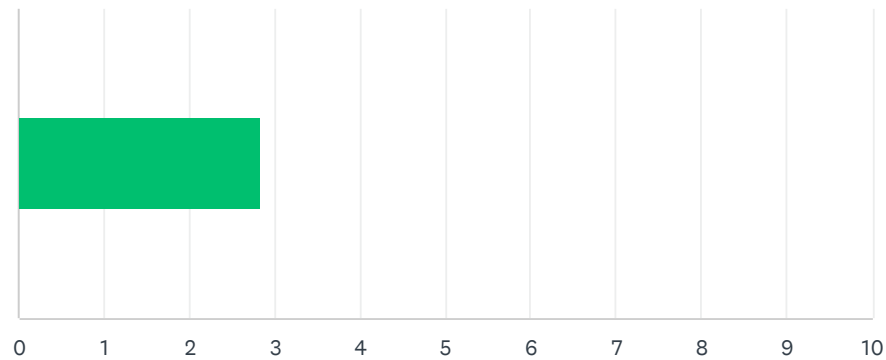


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	17	6
Total Respondents: 6			

#		DATE
1	10	
2	3	
3	1	
4	1	
5	1	
6	1	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 6    Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	17	6
Total Respondents: 6			

#		DATE
1	10	
2	3	
3	1	
4	1	
5	1	
6	1	

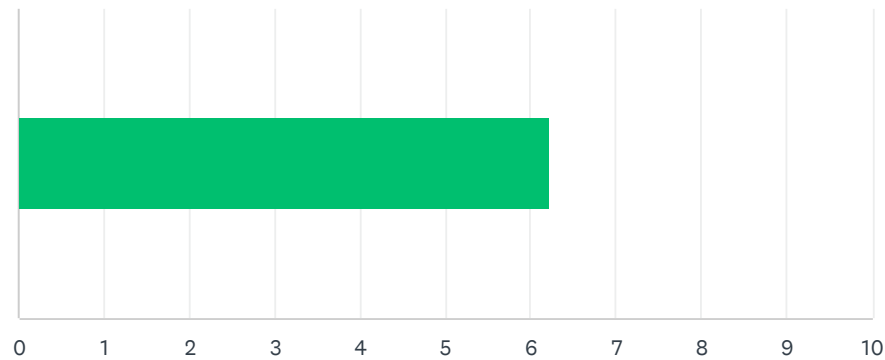
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 3   Skipped: 6

#	RESPONSES	DATE
1	Support staff is often utilized for tasks that do not fall under their responsibilities	
2	IEP meetings are often held at 2:30pm interfering with personal planning time. Staff meetings are regularly cancelled and the ones we do have are lectures about what needs to be happening. No comments or questions are allowed. If someone makes any kind of statement, it is shut down immediately by the principal with a dismissive or snide retort. Staff has never been given any consideration of time to complete report cards.	
3	Cpal, Administration and Campus Supervisor all see students on their phones and do nothing. So why should teachers be the bad guys always?	

Q24 Staff and students feel safe.

Answered: 9    Skipped: 0

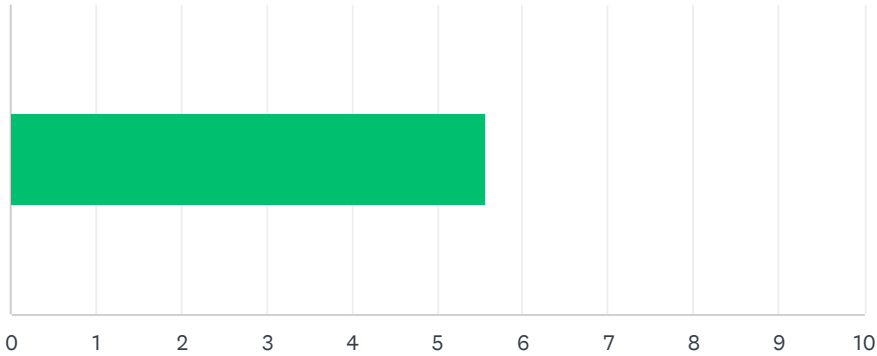


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	56	9
Total Respondents: 9			

#		DATE
1	3	
2	6	
3	5	
4	5	
5	10	
6	5	
7	7	
8	10	
9	5	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 9    Skipped: 0

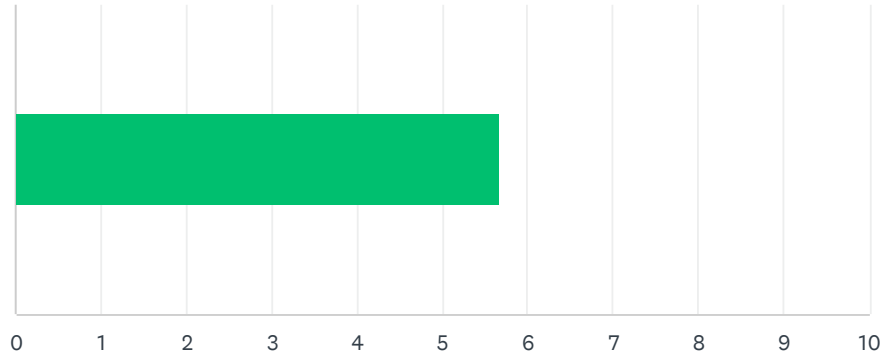


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	50	9
Total Respondents: 9			

#		DATE
1	8	
2	6	
3	5	
4	5	
5	10	
6	3	
7	5	
8	5	
9	3	

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

Answered: 9 Skipped: 0

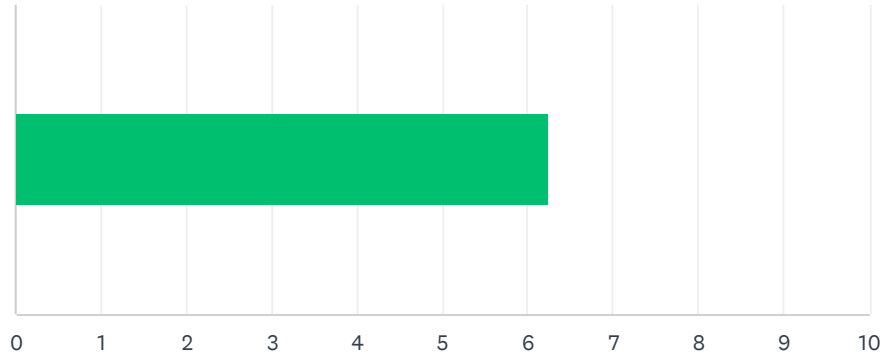


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	51	9
Total Respondents: 9			

#	DATE
1	3
2	7
3	5
4	10
5	10
6	3
7	7
8	5
9	1

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

Answered: 8   Skipped: 1

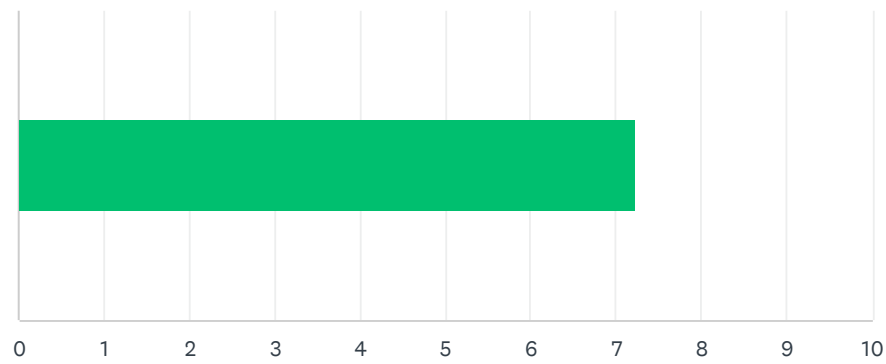


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	50	8
Total Respondents: 8			

#	DATE
1	8
2	6
3	5
4	5
5	10
6	7
7	7
8	2

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 9    Skipped: 0



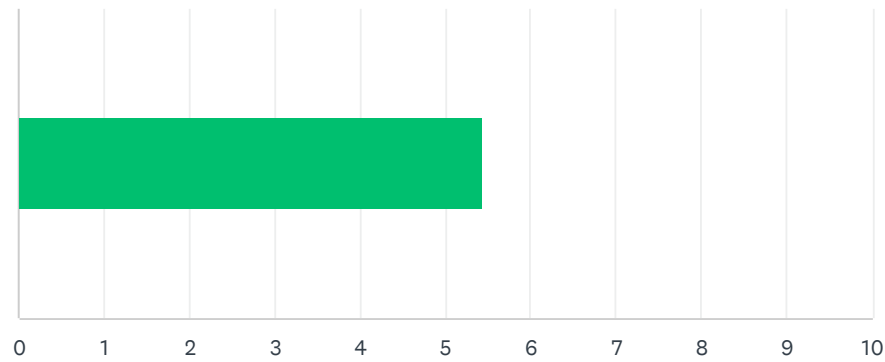
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	65	9
Total Respondents: 9			

#	DATE
1	8
2	7
3	7
4	10
5	10
6	6
7	9
8	7
9	1



Q29 My site has a positive atmosphere.

Answered: 7    Skipped: 2

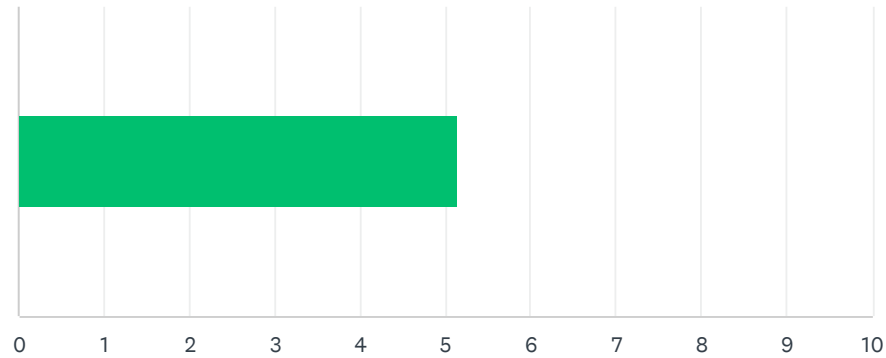


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	38	7
Total Respondents: 7			

#		DATE
1	3	
2	6	
3	10	
4	8	
5	7	
6	3	
7	1	

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

Answered: 7 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	36	7
Total Respondents: 7			

#		DATE
1	3	
2	6	
3	7	
4	9	
5	7	
6	3	
7	1	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 5   Skipped: 4

#	RESPONSES	DATE
1	Students exhibiting excessive and habitual behaviors frequently return to classes without appropriate disciplinary measures. Referrals often receive minimal or no administrative action. While students may request schedule changes, teachers' requests for schedule adjustments due to these excessive or habitual behaviors are not consistently honored.	
2	The majority of students follow expectations; however, the same small group of students consistently exhibit disruptive behavior across the board throughout the year. Their ongoing disruptions interfere with instruction and negatively impact the learning environment.	
3	Maybe the teacher's word is valued and trusted in ODRs, but ODRs are written less frequently due to lack of any consequences or follow through with student behavior . Teachers are not included in any of the field trip decisions. The APL has been given permission to be in charge of everything without boundaries. This is a problem because she is not an administrator on campus, even though she acts like she is without consequence.	
4	Safety team does not follow the expectations of the campus. They are on their phones and have airpods in the entire time. They are too friendly with the students and allow students to ditch class outside so they can all talk together. The campus supervisors allow students to be on their phones but the expectation schoolwide is a no cell phone policy.	
5	Site atmosphere starts with the front office who treat everyone rudely and continues around campus. Administration allows the behavior from staff and teachers. Administration is a poor judge of character and makes poor decisions based on favoritism rather than ability.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 4   Skipped: 5

#	RESPONSES	DATE
1	Overall, administration can often overlook the questions or concerns raised by staff, which many believe require attention. This creates an atmosphere where staff members do not feel secure in expressing their concerns due to a fear of potential repercussions from administration.	
2	The administration is approachable and I enjoy working with them	
3	The main campus supervisor has leadership qualities and is an amazing human, but he does not do an adequate job of leading the CPALs. The principal has zero content or curriculum knowledge; he parrots what someone else says without actually knowing what he's talking about. He is not interested in what the kids are learning when he comes into the classroom; he stands in the room at the door, looking at his phone. The office is a handful of mean girls who make going in there extremely unpleasant. There's always a bunch of people standing/sitting around talking to some of the office staff. If you go in there waiting to speak to someone, they don't acknowledge you are there and keep on having their gossipy conversations. When you call the office for support, 3 out of 4 times no one answers. Fights in the classroom get the same response as bathroom break support. No answer. This is a difficult place to work. Period.	
4	Emerson is a place of clicks and administration does nothing to support a collaborative environment. It is a place of mean girl mentality and it would do some good to shake things up.	