























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: 17 Skipped: 0



2025-2026 BETA Administration/Site Climate Survey

Answer Choices	Percentage	Responses
 Casa Loma	0%	0
 Cato	0%	0
 Chavez	0%	0
 Chipman	0%	0
 College Hts	0%	0
 Compton	0%	0
 Curran	0%	0
 Downtown	0%	0
 Ed Center/District Office	0%	0
 Eissler	100.00%	17
 Emerson	0%	0
 Evergreen	0%	0
 Fletcher	0%	0
 Frank West	0%	0
 Franklin	0%	0
 Fremont	0%	0
 Garza	0%	0
 Harding	0%	0
 Harris	0%	0
 Horace Mann	0%	0
 Hort	0%	0
 Jefferson	0%	0
Total		17

2025-2026 BETA Administration/Site Climate Survey

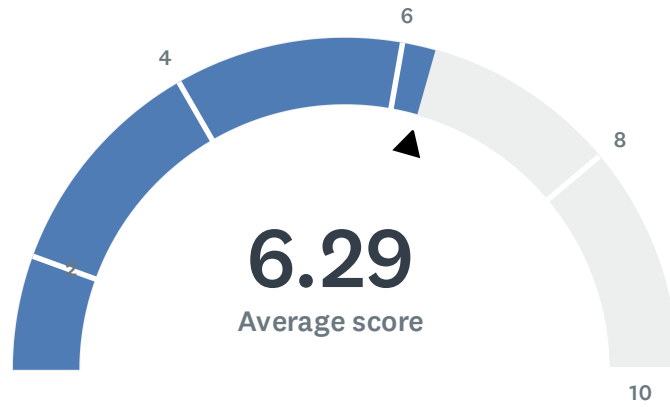
Answer Choices	Percentage	Responses
 Lincoln Jr. High	0%	0
 Longfellow	0%	0
 McKinley	0%	0
 MLK	0%	0
 Mt.Vernon	0%	0
 Munsey	0%	0
 Nichols	0%	0
 Noble	0%	0
 Owens Elementary	0%	0
 Pauly	0%	0
 Pioneer	0%	0
 Rafer Johnson	0%	0
 Roosevelt	0%	0
 School Nurse	0%	0
 Sequoia	0%	0
 Sierra	0%	0
 Stella Hills	0%	0
 Stiern	0%	0
 Thorner	0%	0
 VAPA	0%	0
 Voorhies	0%	0
 Washington	0%	0
Total		17

2025-2026 BETA Administration/Site Climate Survey

Answer Choices	Percentage	Responses
 Wayside	0%	0
 William Penn	0%	0
 Williams	0%	0
 Other (please specify) Show responses	0%	0
Total		17

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

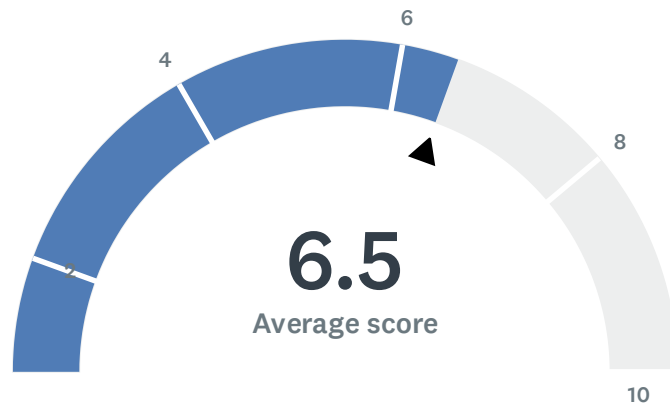
Answered: 17 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.29	3.18

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

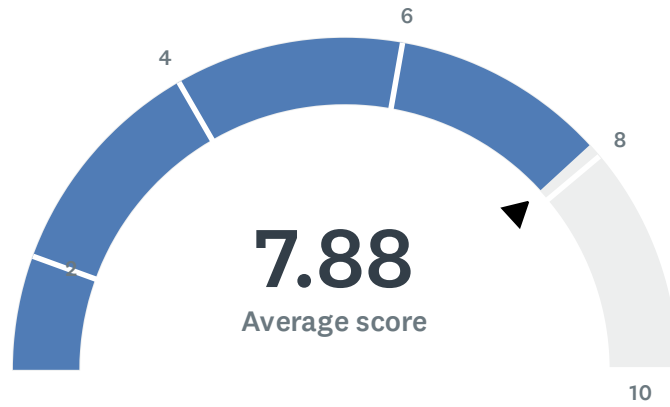
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	6.50	3.46

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

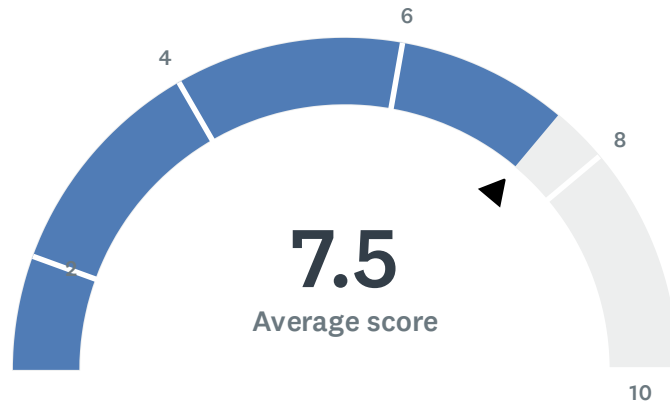
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	7.88	2.55

Q5 Site administration follows the contract and respects personal rights.

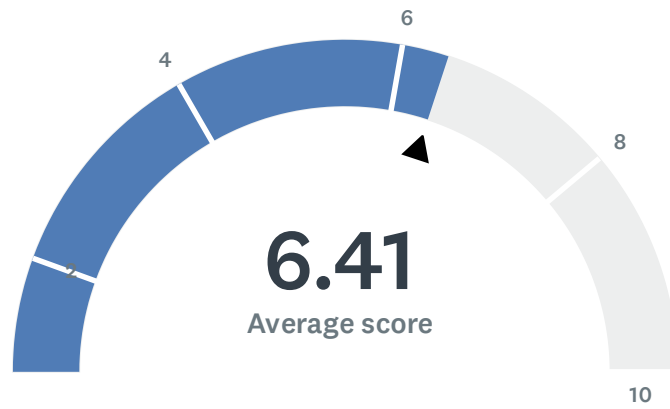
Answered: 16 Skipped: 1



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	7.50	3.22

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

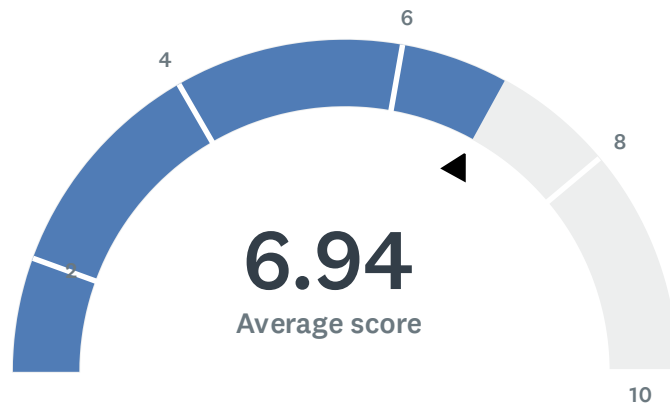
Answered: 17 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.41	3.53

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

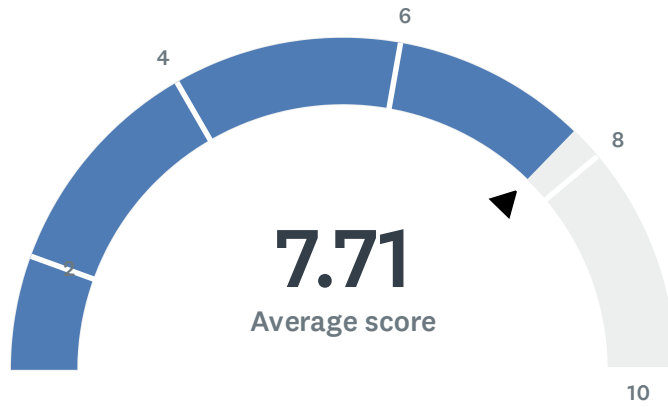
Answered: 17 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	6.94	3.17

Q8 Administration supports staff against attacks and criticism from parents.

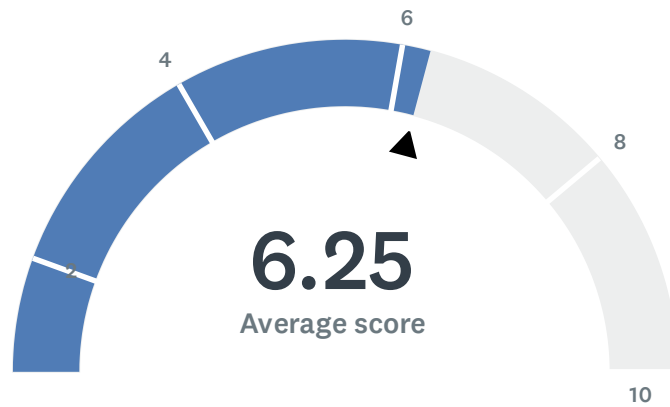
Answered: 17 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	10.00	7.71	3.29

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

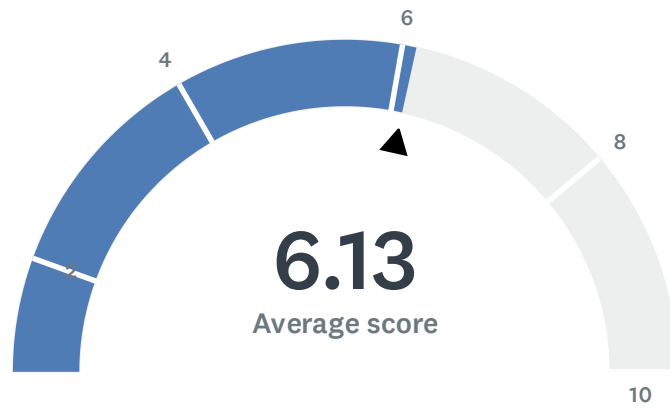
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.50	6.25	3.73

Q10 Site administration has been supportive and minimizes additional stress.

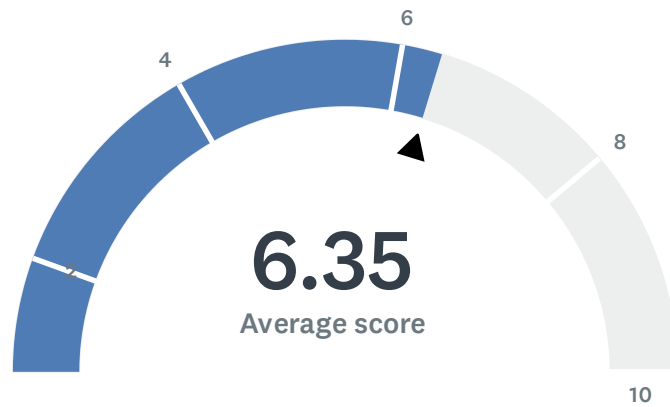
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.13	3.35

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

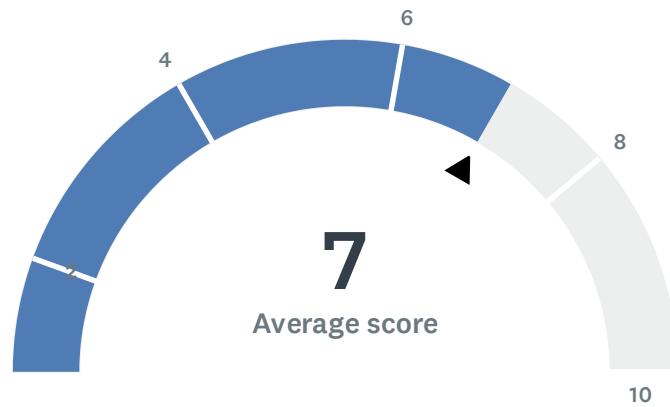
Answered: 17 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.35	2.99

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

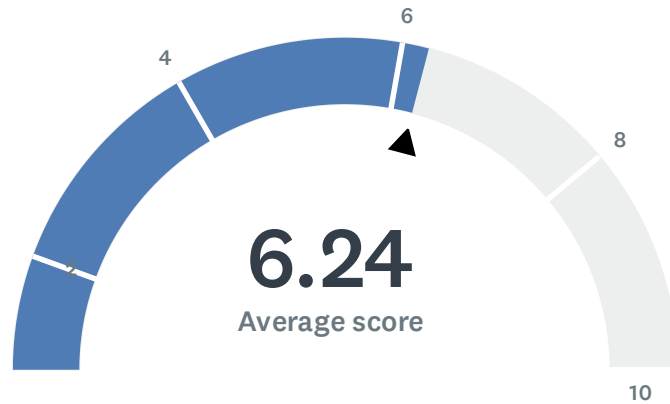
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	7.00	3.39

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

Answered: 17 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.24	3.13

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

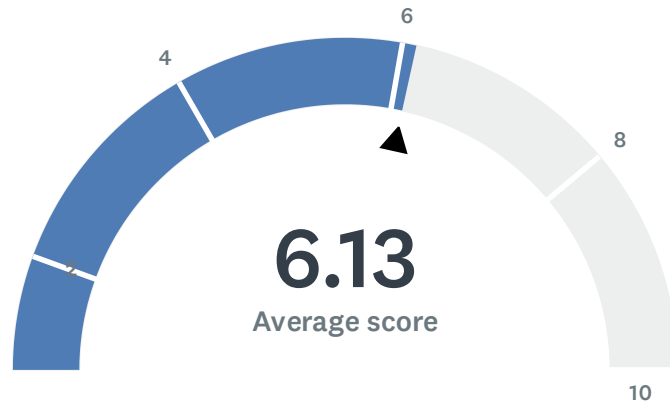
Answered: 12 Skipped: 5

#	RESPONSES
1	NA
2	There is preferential treatment for some staff members.
3	She is supportive but may not realize all the demands on teachers and at times adds additional requests/duties.
4	When not raining we follow the rainy day schedule even though weather conditions do not require it. Additionally, I have not felt much support from the coach. The primary focus seems to be on ISP, while other important classroom needs and challenges are not being addressed.
5	Mabry is a strong principal with a very difficult set of behaviors and parents. I think she handles herself very well and supports teachers while validating parent concerns but also ensuring that teachers are treated as professionals.
6	There is a need for increased support with student behavior, including clearer systems and more consistent follow-through. Additional guidance or in-class support would be helpful. Late start time would be more effective if it were used for teacher preparation rather than lengthy meetings that often lack a clear purpose. Protected prep time would better support instruction and planning. More modeled lessons and instructional support would be beneficial. Observing strategies in action would be more impactful than discussion alone. Greater teacher appreciation and acknowledgment would help improve morale and contribute to a more positive school culture.
7	They do not greet you as you are near or pass by, even when staff greets them. Principals have their favorite staff. Academic Coach should not be sharing information when teachers meet with Principal about concerns. Academic Coach should not talk about staff members to other staff and the principal.
8	Admin has favorites and target staff that are not their BFF's. Principal uses interrogation questioning when meeting with teachers. When a rainy day schedule is called, the CPALS do not come to relieve the teachers for a restroom break. Staff is not greeted when admin sees them even when the teacher voices a greeting first. Requests from admin for teachers to contact parents is unreasonable and has never been requested before. Staff is frustrated by the negative way they are treated by admin as it seems that problems are looked for and found. the problem is not solved and the staff feels attacked.
9	Admin has been consistent in promoting a positive environment
10	Administration could be more approachable by returning a simple greeting from staff, be accessible and not always have the door closed. Encourage respectful communication without making others feel less and show fairness towards all staff members.
11	Lack and no support for student behavior. School is out of control with constant negative behavior. ODRs deleted or overwritten Not using certificated appropriately to their job descriptions Academic Coach is not supportive for all staff, talks about staff members to administration, a spy around campus, works on ISPs all day during contract hours, slides presented to staff are not clear and teacher friendly. Administration singles out staff members Late Starts are a mess and time consuming and no modeled lessons are ever modeled, especially for ELD No agendas are every provided for staff meetings Due dates are a mess, staff is given a due date then it is changed for a later date. Administration always has their office door closed Morale hit low for staff after the first staff meeting for the year by threatening staff to report to HR. Staff did not want to attend the Christmas Party, less than a dozen staff members were present, and our Principals did not even show up to their very own Christmas Party, Staff restrooms are always dirty and not stock with toilet paper and soap essentials.

12 Our administrative team is very professional and dedicated. They go above and beyond to ensure our students receive the finest education possible. I feel that Eissler is making great positive strides due to the efforts of our administrative staff. I feel honored to work with them, and I am trying to learn as much as possible from their thoughtful leadership.

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

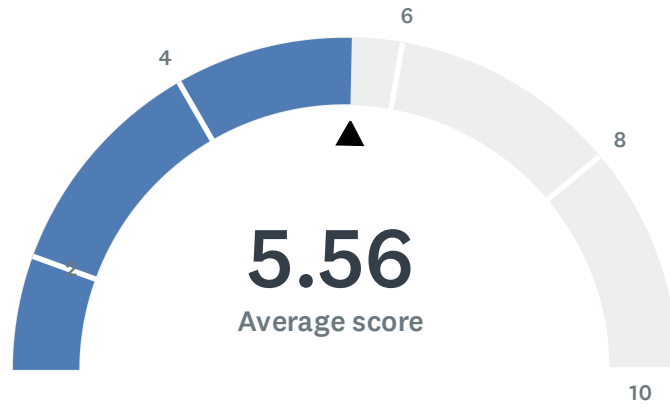
Answered: 16 Skipped: 1



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	6.00	6.13	2.62

Q16 Site meetings are productive and not excessive.

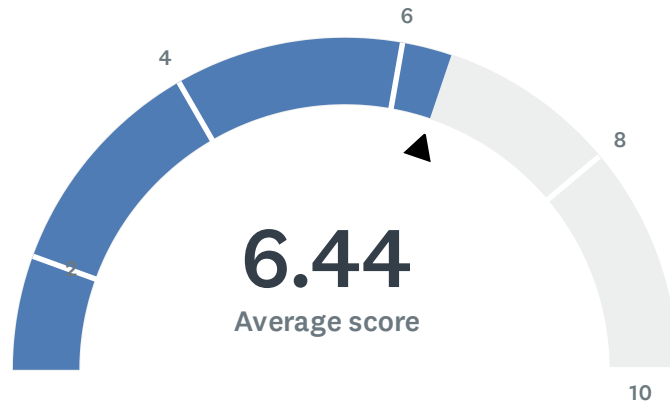
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	5.56	3.39

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

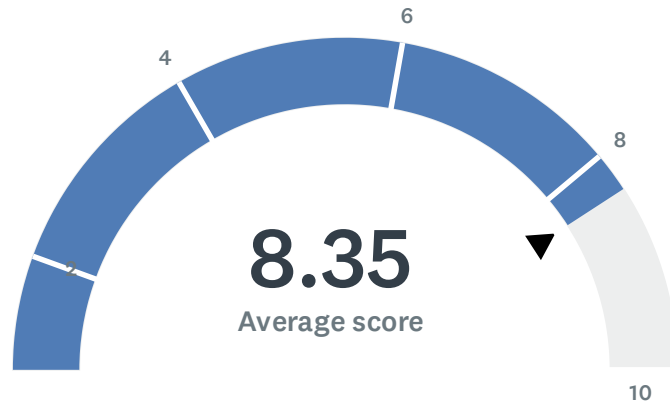
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	6.50	6.44	2.89

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

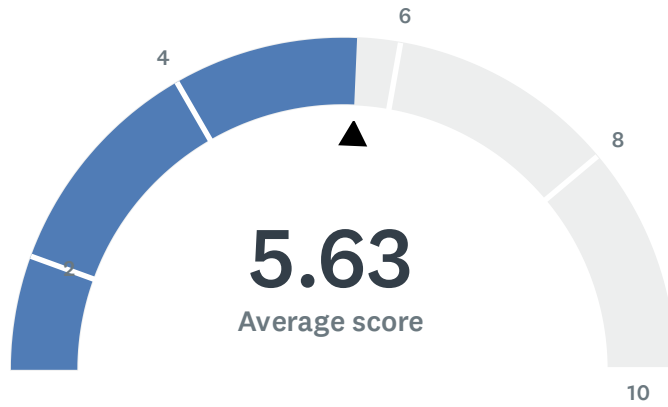
Answered: 17 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	9.00	8.35	1.85

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

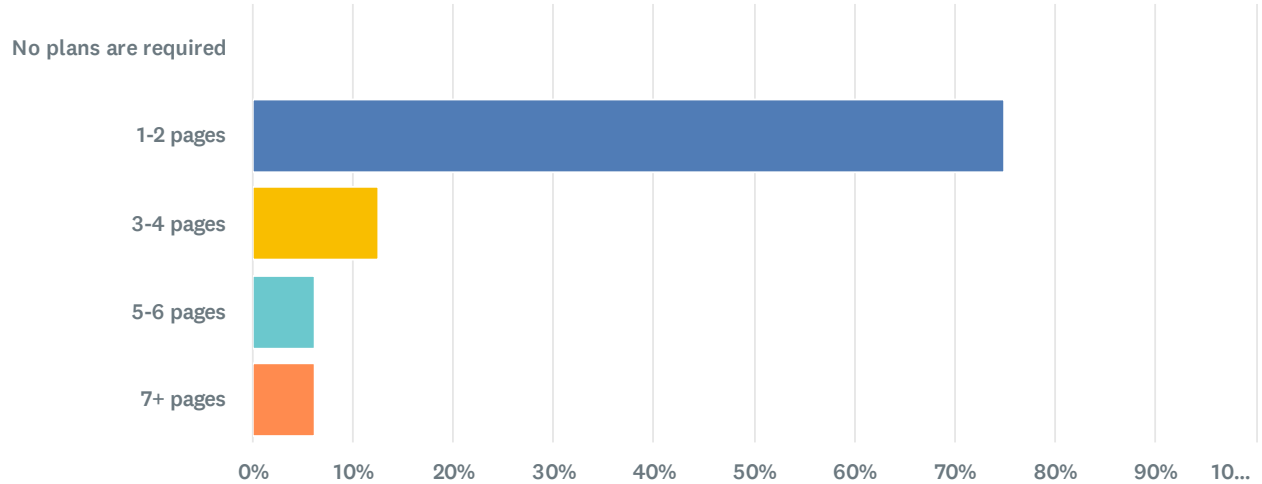
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.50	5.63	2.91

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

Answered: 16 Skipped: 1



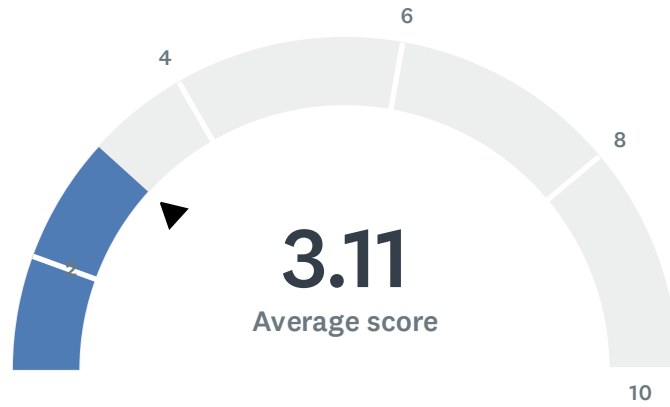
Answer Choices	Percentage	Responses
● No plans are required	0%	0
● 1-2 pages	75.00%	12
● 3-4 pages	12.50%	2
● 5-6 pages	6.25%	1
● 7+ pages	6.25%	1
Show comments		
Total		16

2025-2026 BETA Administration/Site Climate Survey

#	COMMENT	
1	There should not be a requirement to put it in Google Classroom. We change and adjust things daily and it is better to share a live document.	
2	There are no requirements of the length of lesson plans.	
3	Tasks and expectations are being placed on us without adequate time being given to complete them effectively. The workload has become difficult to manage within the time provided.	
4	Staff feels like we are not given time on duty to input district required data. Late starts are always exhausting and staff feels like we are given extra unnecessary to-do's. Staff would like to have time to plan on what is presented.	
5	Lesson plans take at least 1.5 to 2 hours to complete and can't be completed during duty time. Staff completes plans at home.	
6	Plans are turned in weekly, but no requirement on length	
7	Administration make late starts draining or filled with unnecessary task. Provide an agenda in advance would be helpful. Limit unnecessary presenters or add on activities to make this time meaningful and effective.	
8	Late starts are always draining and staff feels like we are just given unnecessary to-do's. Give us time to plan on what is presented and not add on extra.	

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

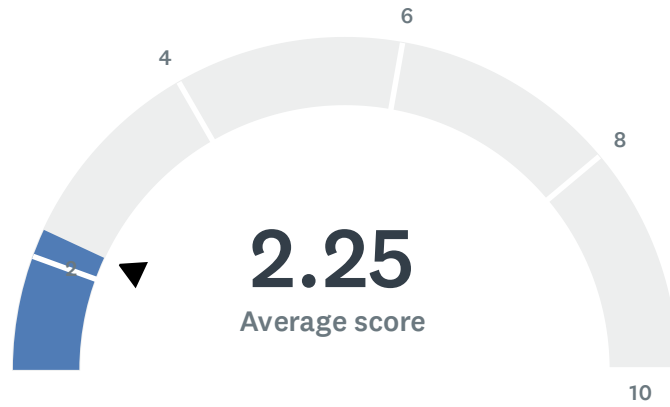
Answered: 9 Skipped: 8



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	8.00	1.00	3.11	3.03

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

Answered: 8 Skipped: 9



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	8.00	1.00	2.25	2.38

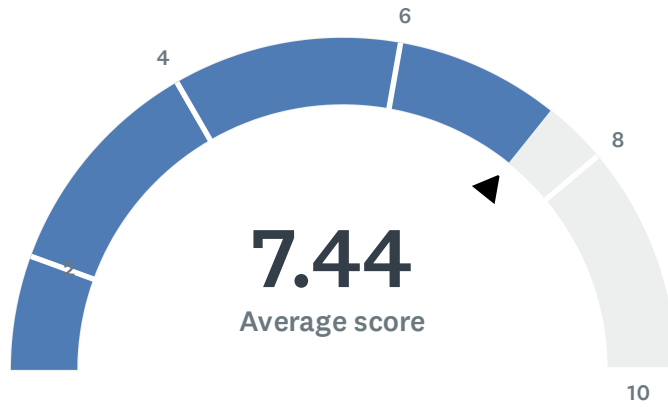
Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 11 Skipped: 6

#	RESPONSES
1	Teachers appreciate no yard duty.
2	Staff meetings are often redundant to other required meetings or professional development. More time should be allotted to input data such as report cards, and ELPAC testing module requirements.
3	Having CPLS out on yard duty is greatly appreciated.
4	Uses support staff to allow teachers duty free recesses
5	CPALS support has been helpful at times; however, there is a need for more consistent training and clearer expectations. While some CPALS are effective, others appear underutilized and would benefit from additional guidance on how to actively support students and staff. With clearer roles and accountability, CPALS could be a stronger resource within the school.
6	The due dates and calendars are confusing and unorganized such as the inventory list was said to be due within a week time frame and then later they sent an email that it is due on April 10th. Weekly Principal Video Messages are too long.
7	School calendar is confusing and at times incomplete. Times for events are not added until the day of the event. Office staff does not enter work orders for repairs until after repeated reminders. Meanwhile things are unsafe etc and staff is frustrated by the lack of concern from "support" staff. Teachers are always given extra work to do (Science Projects, Veteran's Day etc) and not given enough time and adequate materials to do so. Academic Coach should be utilized more efficiently to support teachers instead of preparing ISP packets. Staff restrooms are poorly stocked and dirty. Classrooms are not consistently cleaned(vacuoomed, dusted). Supplies for the teachers are not well stocked or locations labeled for easy access. There is inadequate parking for all staff. Many parking spaces were eliminated when the repaving was done and staff is forced to park on the street. Admin's attitude was very cold and unfeeling on this issue. FACE staff and clerks should be planning parent events etc, not the Academic Coach. Academic Coach should not be sharing confidential information about staff with other certain staff members when Admin meets with them. Student behavior is out of control and the teachers are left on their own to deal with it because admin doesn't give consequences. ODR's are ignored because there are NO CONSEQUENCES for bad behavior on the yard or in class. CPALS give students "rewards" like toys, slime etc when they have been told that they can't have toys at school. This is sending a mixed message and makes the admin look bad and by association, the teachers. For Teacher Appreciation Day there was only a very small Chick-Fil-A sandwich, old chips and a coupon for a lemonade which was not very convenient for everyone to obtain. Staff morale is very low as a result and people do not enjoy their job.
8	No yard duty, and only Special Ed students have buses
9	Academic coach should focus more closely on the responsibilities outlined in their job description and reduce time spent on task that are not directly related to their role.
10	Academic Coach needs to support all staff and student learning needs such as small group for our intermediate students that have been struggling for years with no progress, Staff is told by principals and Academic Coach to just record to need data in Aries with no support provided. Teachers are struggling with student learning and behaviors both inside and outside of the classroom. Our Campus Supervisor needs to be more stern with discipline and no friends with behavior students. Some CPALS are great and others need training to not be constantly on their phones and learn to support all students and staff
11	The administration does a great job of fairly sharing the workload among all staff members.

Q24 Staff and students feel safe.

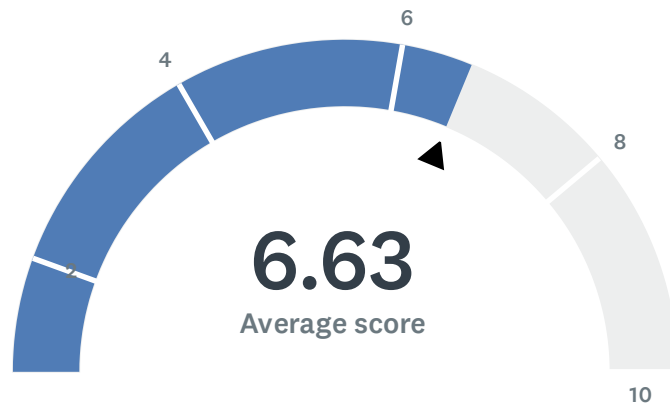
Answered: 16 Skipped: 1



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	7.44	2.57

Q25 Administration has been helpful and supportive regarding student discipline.

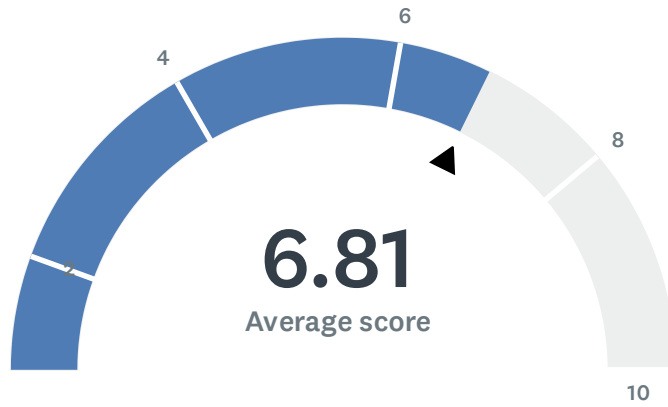
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	6.63	3.57

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

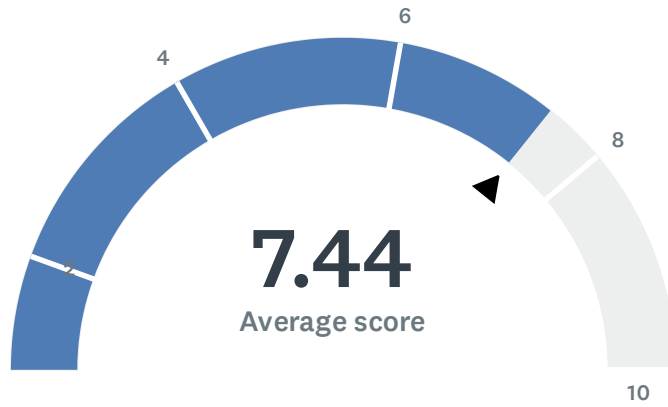
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.50	6.81	3.00

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

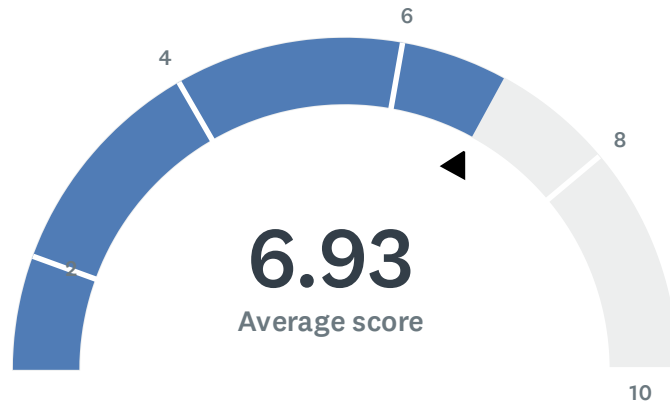
Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	10.00	7.44	3.32

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

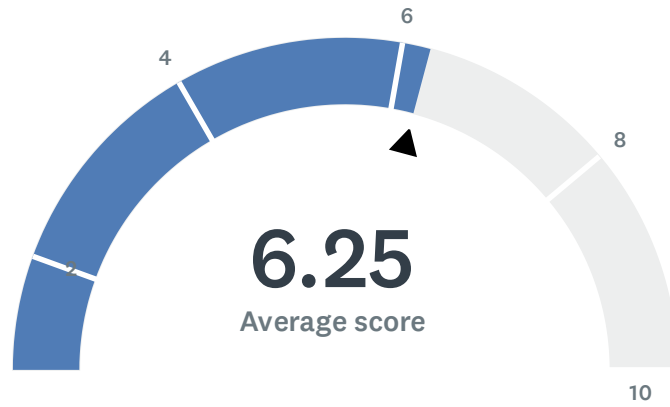
Answered: 15 Skipped: 2



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	6.93	3.51

Q29 My site has a positive atmosphere.

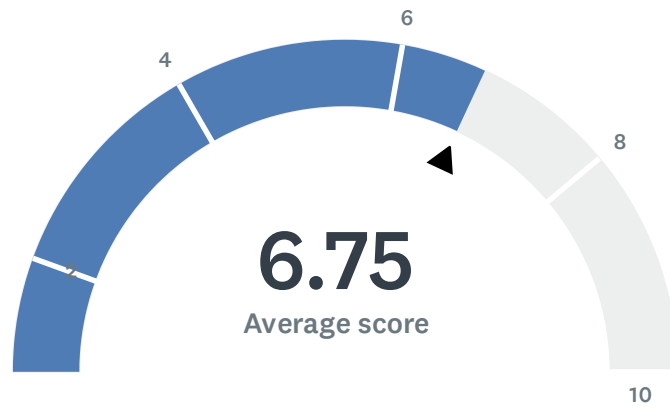
Answered: 16 Skipped: 1



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.50	6.25	3.49

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

Answered: 16 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	6.75	3.61

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

Answered: 10 Skipped: 7

#	RESPONSES
1	Eissler has a great community of people. Our BIS is amazing, our librarian is amazing and our new office staff is settling in and doing their best. PBIS prize buying options should be lowered. Things are expensive and some students work hard to get a point.
2	The positive atmosphere on campus is negatively affected by the way some things are perceived as communicated or not communicated by admin.
3	Students know there is little to no follow-through, and behavior is out of control. When students are sent to the office, there often seems to be little follow-up or consequence.
4	PBIS support is helpful; however, staff are often pulled for other duties, resulting in cancelled student interventions. This limits the effectiveness of PBIS and contributes to inconsistent discipline and a lack of clear consequences for student behavior. Staff supporting discipline appear overwhelmed and stretched beyond their intended roles.
5	Student behavior is out of control and it all falls on the teachers. There is a lack of support. Staff has stated that ODRs are overwritten or deleted entirely. Poor behavior is acceptable with no consequences. Staff have stated that Principals tell students at Behavior Assemblies that they will be watching their behavior at recess and lunch time, but are not present. The site atmosphere is leading by fear, not positivity. I would not recommend my site to others, especially prospective teachers.
6	Bad behavior is tolerated and the teacher is expected to handle the extreme behaviors on their own with no support from anyone. BIS staff is supportive and responsive but there is too much work for them and they should receive more support from Admin. Teaching staff has anxiety when walkthroughs are conducted because they feel like a "got you" and the feedback is always negative to the staff that admin is targeting. Staff feels as if they can't be themselves: caring, kind, and strict as far as the rules are concerned. Staff has to talk in a certain way and are made to feel as if they can't tell students "no" and have to say things with a positive spin on it. This is exhausting and not fulfilling at all.
7	Admin has been very supportive with student discipline
8	There are no consistent disciplinary consequences for students misbehavior instead students with ongoing behavior are often rewarded with incentives or bribed this contradicts the teachers about behavior management students. Students are grouped together in interventions are not implied consistently and small group settings due to cancellation. Other students might need support PBIS are unable to fulfill their role due to attending other responsibilities that are not part of their job description or are always together.
9	There is no discipline for student behavior PBIS is not working Our both PBIS need to separate and not be together working on a tas. Interventions are not successful and pull out group are a failure and never occur Bad Behavior students are Rewarded Site Administration needs to support all staff and the learning of all students
10	The administrative staff is very proactive in terms of discipline, and teachers feel much more supported when reporting incidents and communicating with parents.

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

Answered: 9 Skipped: 8

#	RESPONSES
1	The preferences for some grades are very noticeable. It would be favorable and appreciated if every teacher was valued for their opinion. Our administration staff are new but they need to try much harder to be more open-minded. The principal is close-minded. When she is approached with an idea, opinion or thoughts about something being implemented, she will shut down whoever it is because she thinks that her option is always what's best for everyone. Every teacher and staff member has different needs and not everyone speaks up out of fear of being shut down. Once administration is more open-minded it will be easier for staff members to trust her and they will feel trusted also.
2	Administration is amazing. However, it seems at times there is a disconnect of teachers work load compared to additional tasks requested of them
3	This principal has really improved things over the last one. She is supportive of teachers especially when parents make threats or untruthful comments.
4	Administration could be more welcoming and help staff feel appreciated, with greater fairness and consistency for all. Improved communication regarding student information and behavior would be beneficial, along with stronger behavior support and consistent consequences.
5	During rainy days CPALS do not come to relieve teachers for a restroom break. There needs to be better organization to support all staff. Staff morale tanked during the first staff meeting of the school year when they threatened to report staff to HR. Admin leads staff by Fear. Many staff have stated that the Principal asked staff about their absences even though it is a personal boundary that should not be crossed. Staff are emailed about Principal's Week and Assistant Principal's Week with a list of gift ideas to buy, but when it comes to Teacher Appreciation Week the Principal was not present to greet or show gratitude as staff picks up their free chicken sandwich.
6	Staff has no morale at the school site and feels betrayed by the very people that are supposed to foster growth and build trust between Admin and certificated. This impacts the teaching and growth of the students and the teachers. Teachers deserve loving support from Admin instead of constant criticism and negativity.
7	All staff should feel valued and respected without feeling judged or discomfort.
8	There is no teacher appreciation No Student/Staff Rallys Staff feels unappreciated and not valued No restroom breaks during Rainy Days. There needs to be a better system for CPALS to cover classes
9	Our administration seems to be doing everything it can to change Eissler for the better. I am very impressed with what they have accomplished in the past year and a half. They have brought a new positive energy to our campus and am honored to work with them.