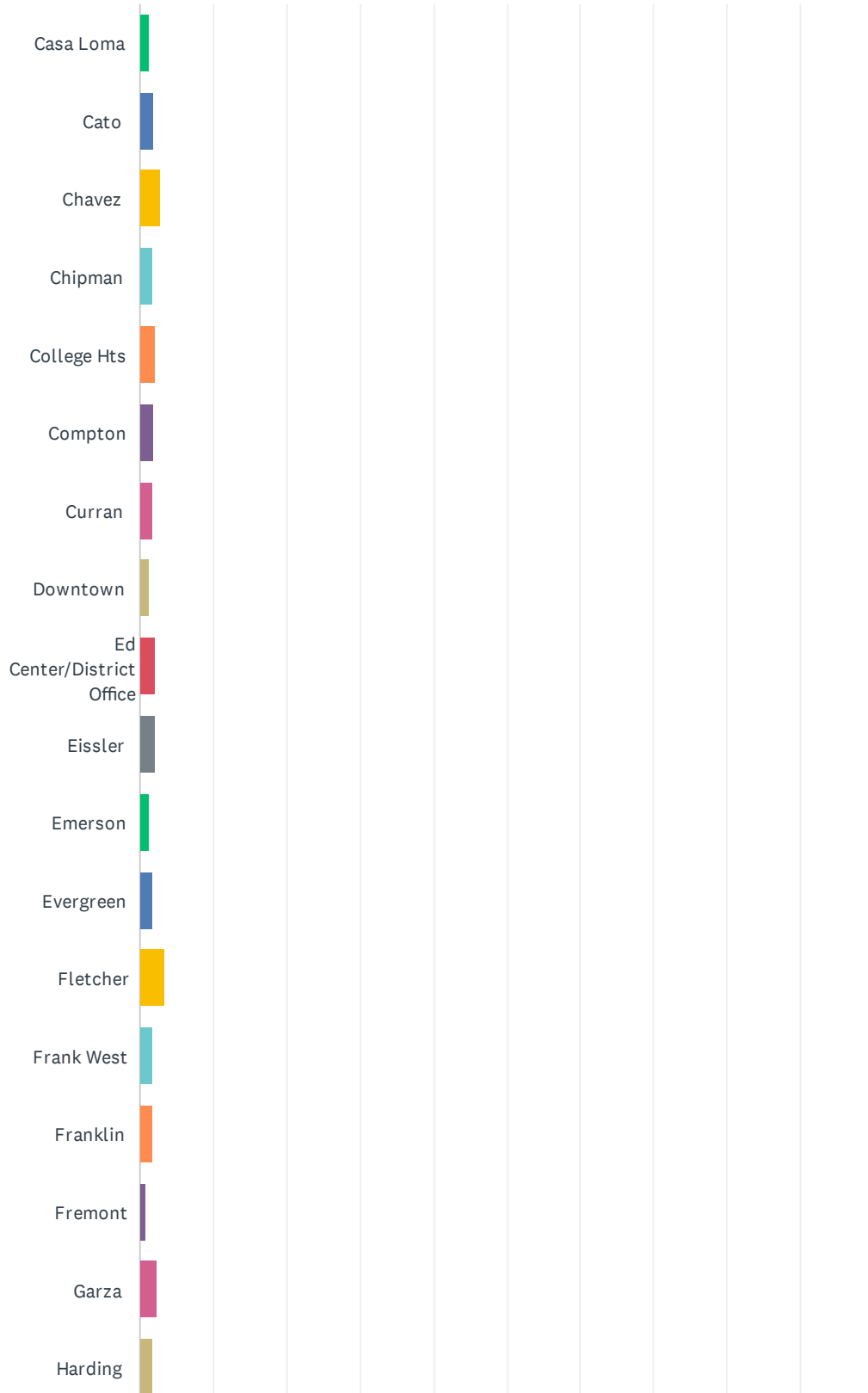
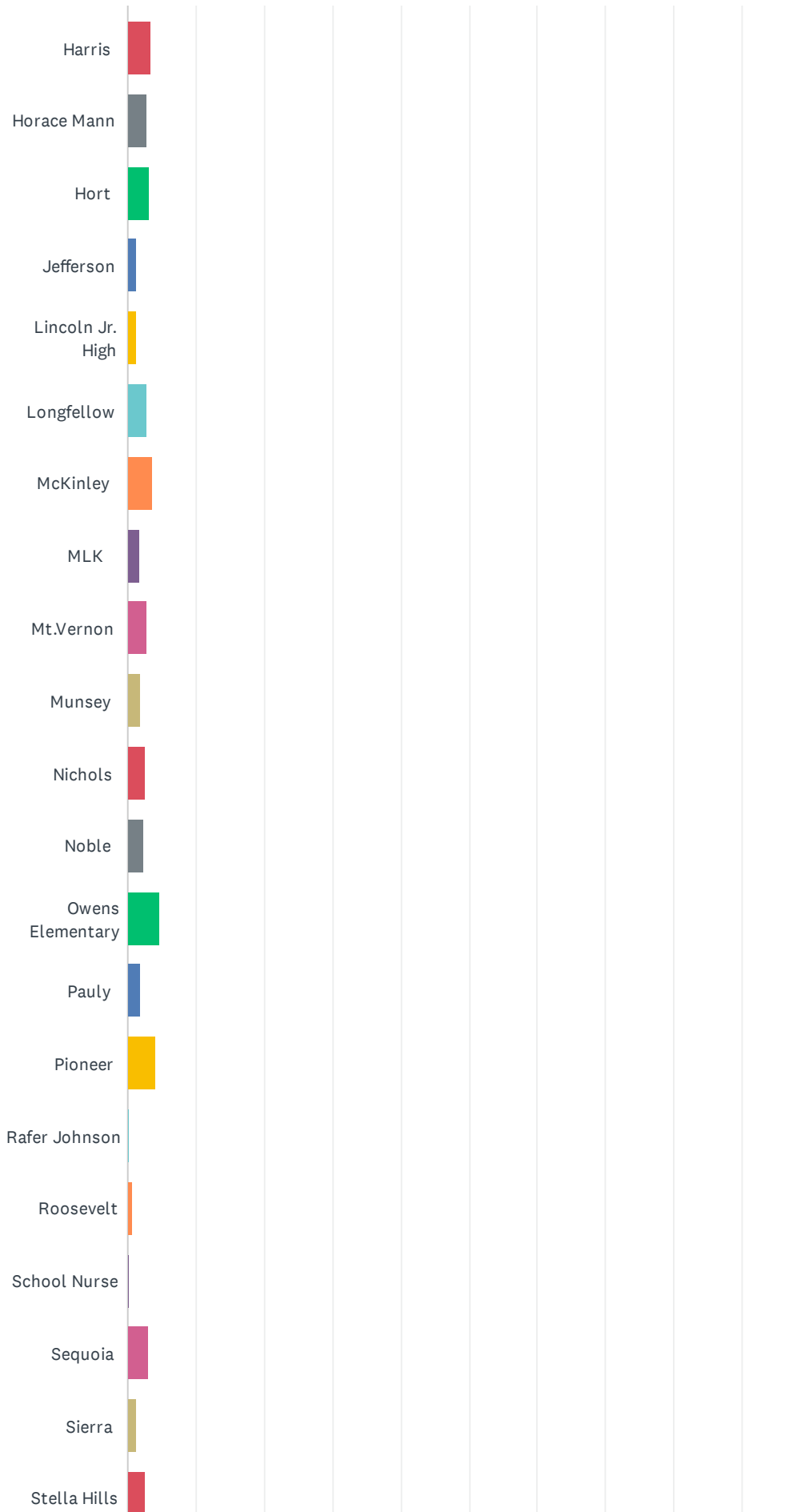


Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

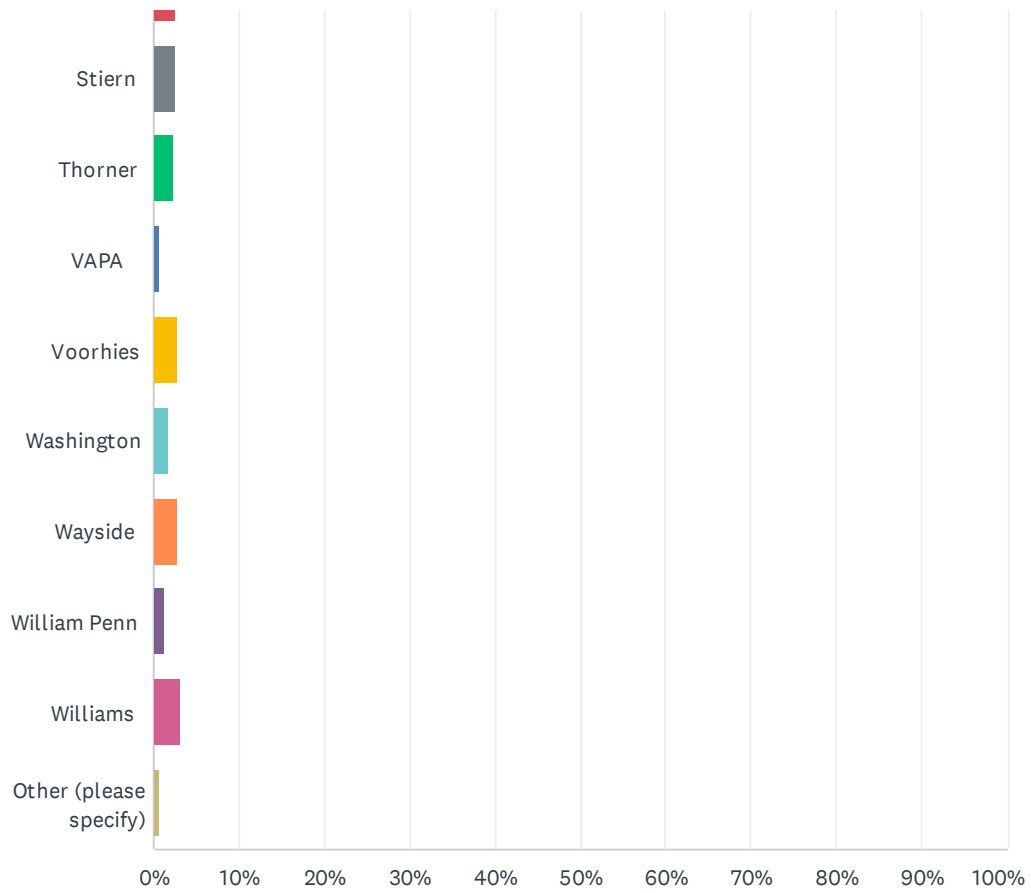
Answered: 676 Skipped: 0



## 2024-2025 BETA Administration/Site Climate Survey



## 2024-2025 BETA Administration/Site Climate Survey



# 2024-2025 BETA Administration/Site Climate Survey

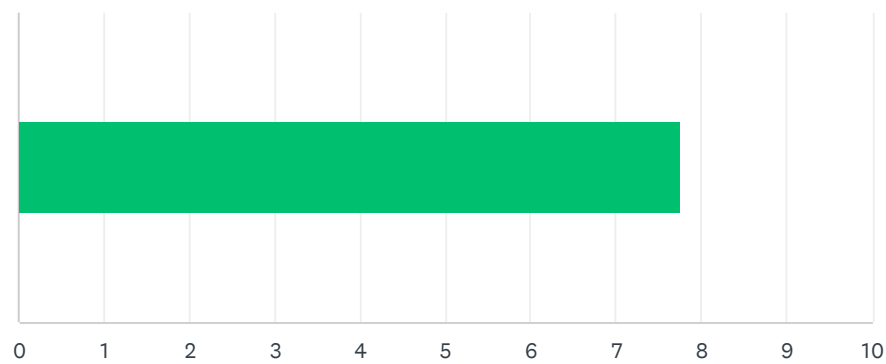
ANSWER CHOICES	RESPONSES	
Casa Loma	1.18%	8
Cato	1.92%	13
Chavez	2.81%	19
Chipman	1.78%	12
College Hts	2.22%	15
Compton	1.92%	13
Curran	1.78%	12
Downtown	1.33%	9
Ed Center/District Office	2.22%	15
Eissler	2.07%	14
Emerson	1.33%	9
Evergreen	1.78%	12
Fletcher	3.40%	23
Frank West	1.78%	12
Franklin	1.63%	11
Fremont	0.89%	6
Garza	2.37%	16
Harding	1.63%	11
Harris	3.40%	23
Horace Mann	2.81%	19
Hort	3.11%	21
Jefferson	1.33%	9
Lincoln Jr. High	1.18%	8
Longfellow	2.81%	19
McKinley	3.55%	24
MLK	1.78%	12
Mt. Vernon	2.81%	19
Munsey	1.92%	13
Nichols	2.66%	18
Noble	2.37%	16
Owens Elementary	4.59%	31
Pauly	1.92%	13

# 2024-2025 BETA Administration/Site Climate Survey

Pioneer	4.14%	28
Rafer Johnson	0.30%	2
Roosevelt	0.74%	5
School Nurse	0.15%	1
Sequoia	2.96%	20
Sierra	1.33%	9
Stella Hills	2.51%	17
Stiem	2.66%	18
Thorner	2.37%	16
VAPA	0.59%	4
Voorhies	2.81%	19
Washington	1.63%	11
Wayside	2.81%	19
William Penn	1.33%	9
Williams	3.11%	21
Other (please specify)	0.59%	4
Total Respondents: 676		

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

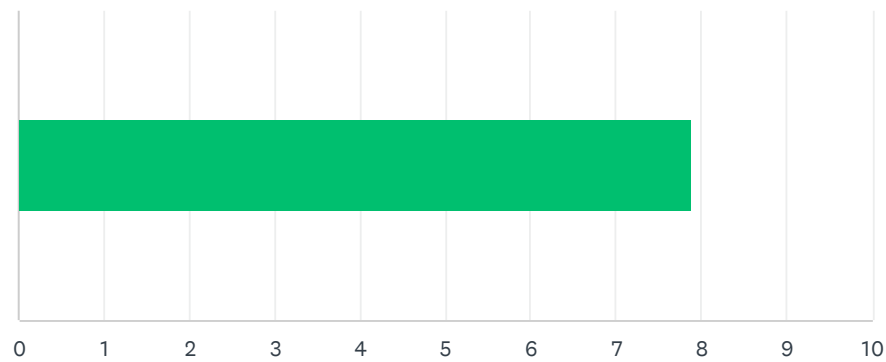
Answered: 662    Skipped: 14



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	5,132	662
Total Respondents: 662			

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

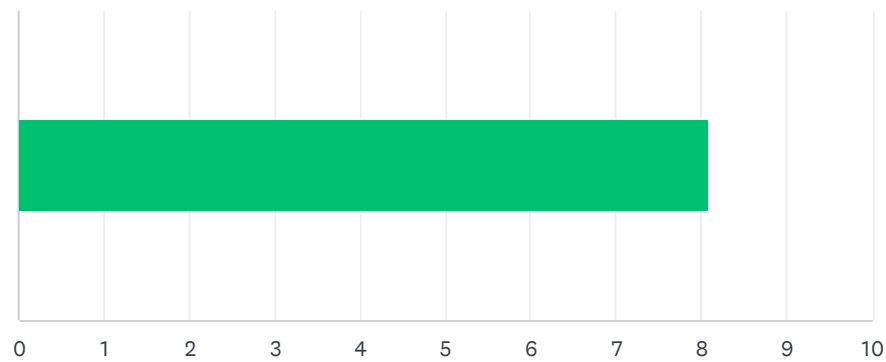
Answered: 655    Skipped: 21



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	5,168	655
Total Respondents: 655			

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

Answered: 638    Skipped: 38

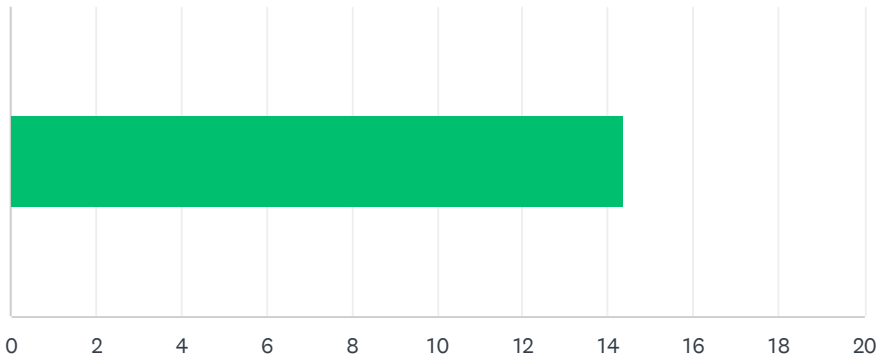


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	5,161	638
Total Respondents: 638			



Q5 Site administration follows the contract and respects personal rights.

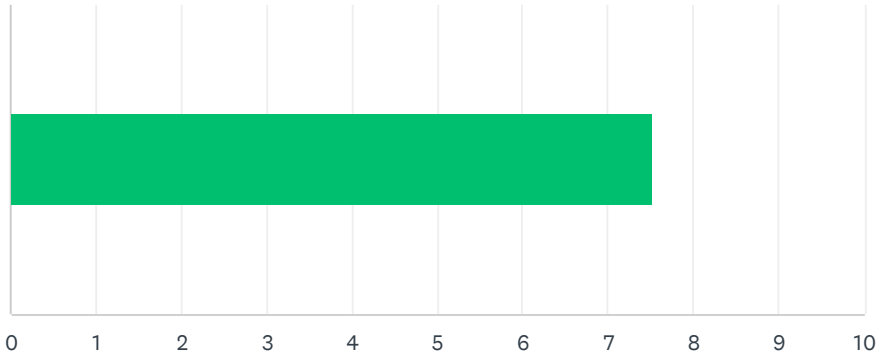
Answered: 651    Skipped: 25



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	14	9,351	651
Total Respondents: 651			

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

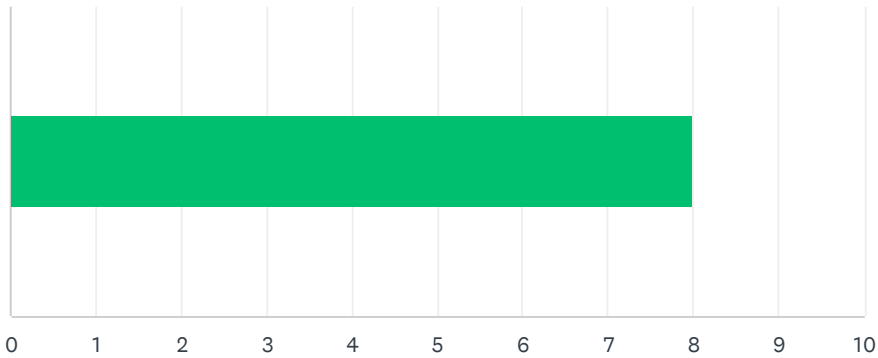
Answered: 642    Skipped: 34



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,837	642
Total Respondents: 642			

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

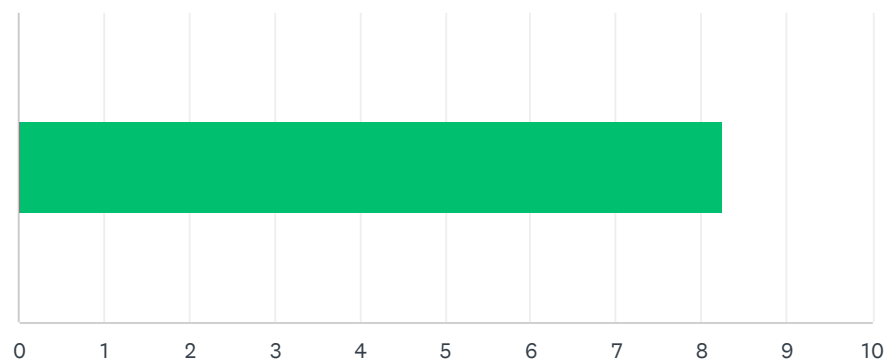
Answered: 653    Skipped: 23



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	5,215	653
Total Respondents: 653			

Q8 Administration supports staff against attacks and criticism from parents.

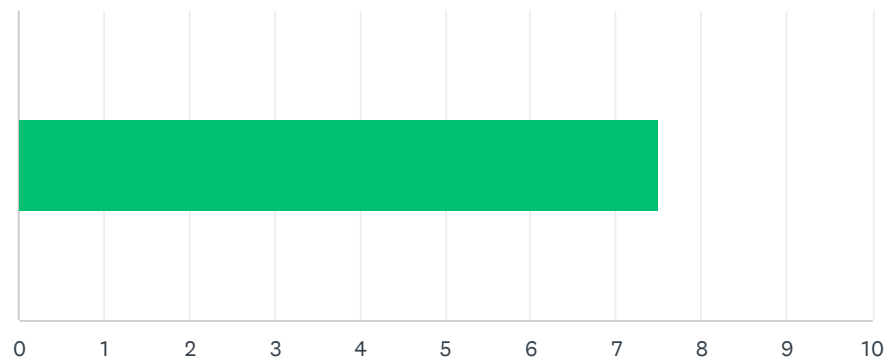
Answered: 646    Skipped: 30



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	5,328	646
Total Respondents: 646			

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

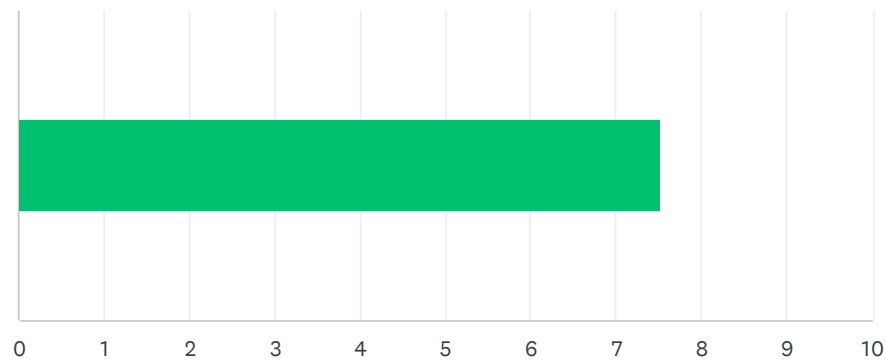
Answered: 654    Skipped: 22



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,911	654
Total Respondents: 654			

Q10 Site administration has been supportive and minimizes additional stress.

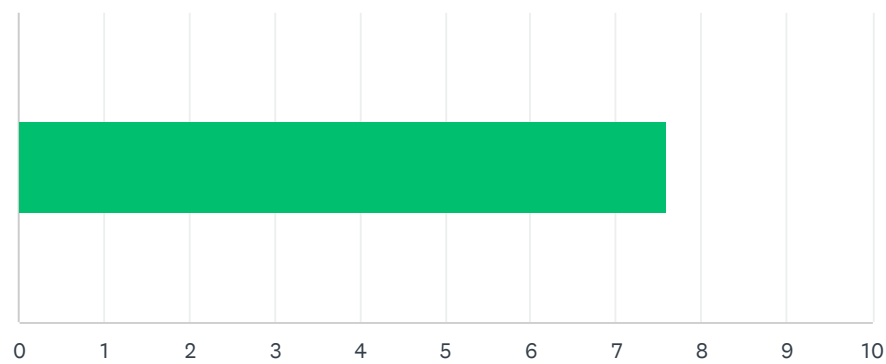
Answered: 654    Skipped: 22



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,924	654
Total Respondents: 654			

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

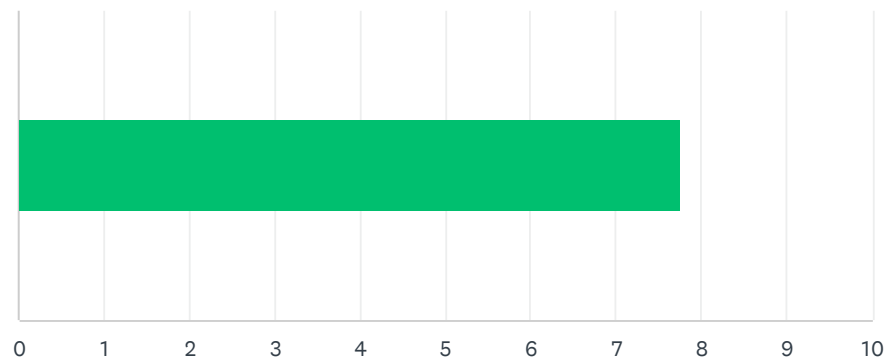
Answered: 648    Skipped: 28



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,923	648
Total Respondents: 648			

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

Answered: 652    Skipped: 24

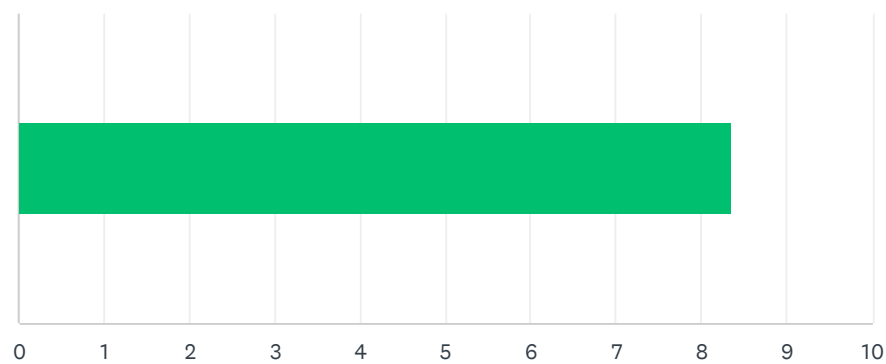


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	5,061	652
Total Respondents: 652			



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

Answered: 646    Skipped: 30



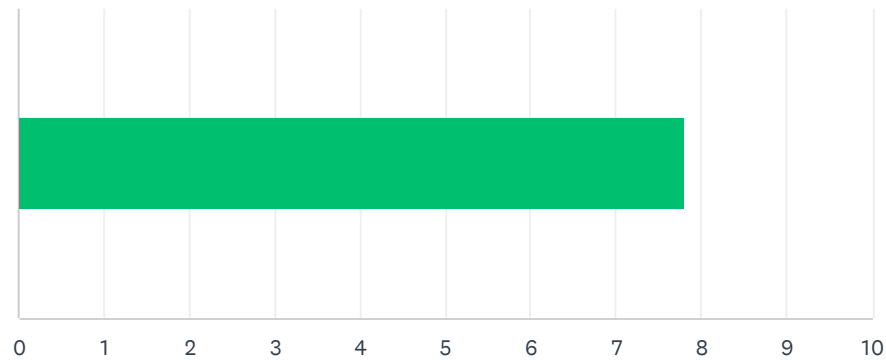
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	5,406	646
Total Respondents: 646			

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

Answered: 259   Skipped: 417

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

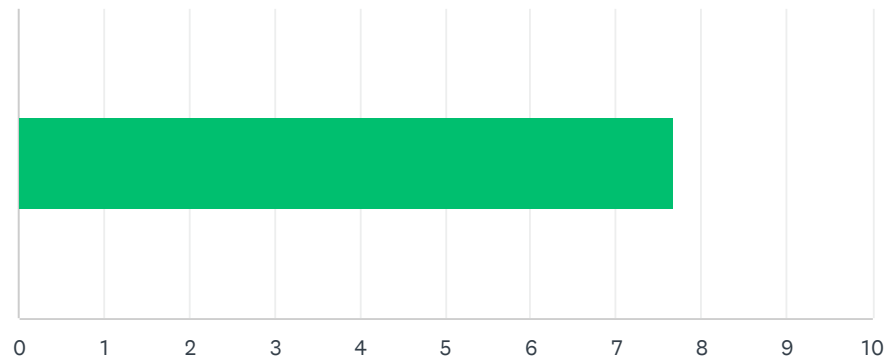
Answered: 637    Skipped: 39



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,965	637
Total Respondents: 637			

Q16 Site meetings are productive and not excessive.

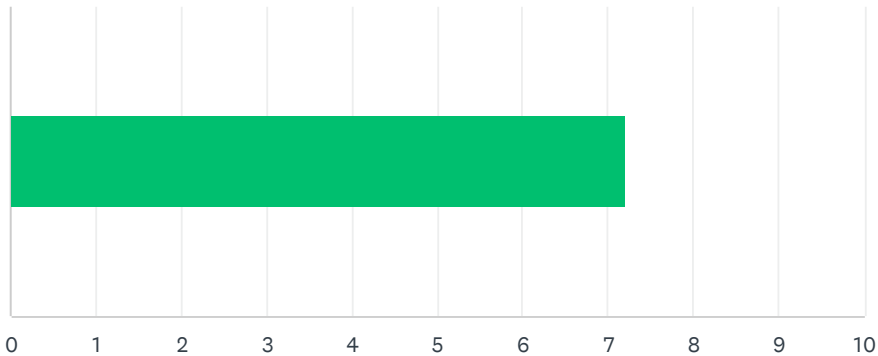
Answered: 644    Skipped: 32



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,946	644
Total Respondents: 644			

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

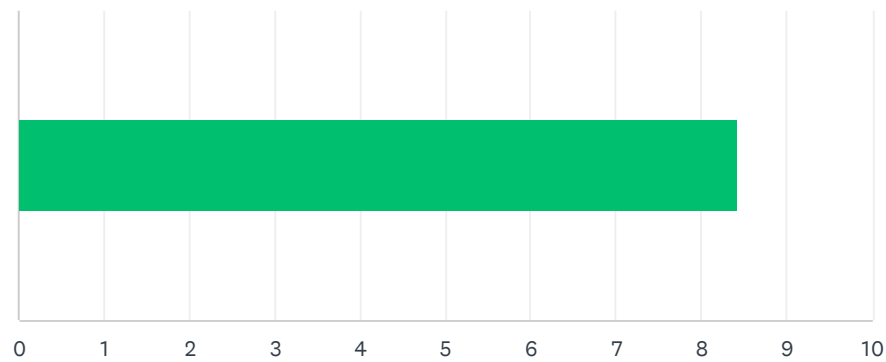
Answered: 602    Skipped: 74



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	4,344	602
Total Respondents: 602			

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

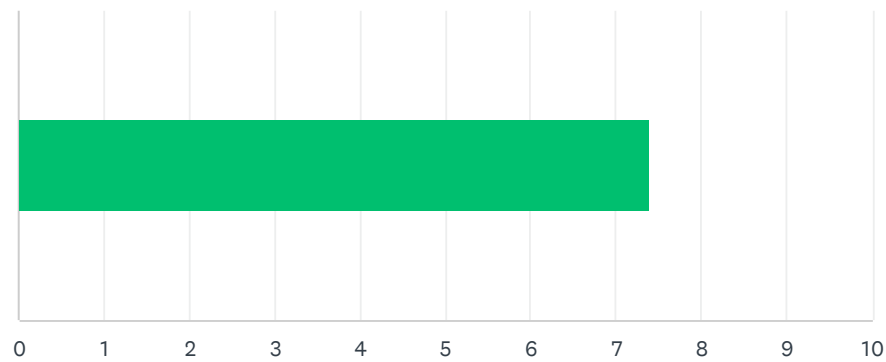
Answered: 634 Skipped: 42



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	5,339	634
Total Respondents: 634			

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

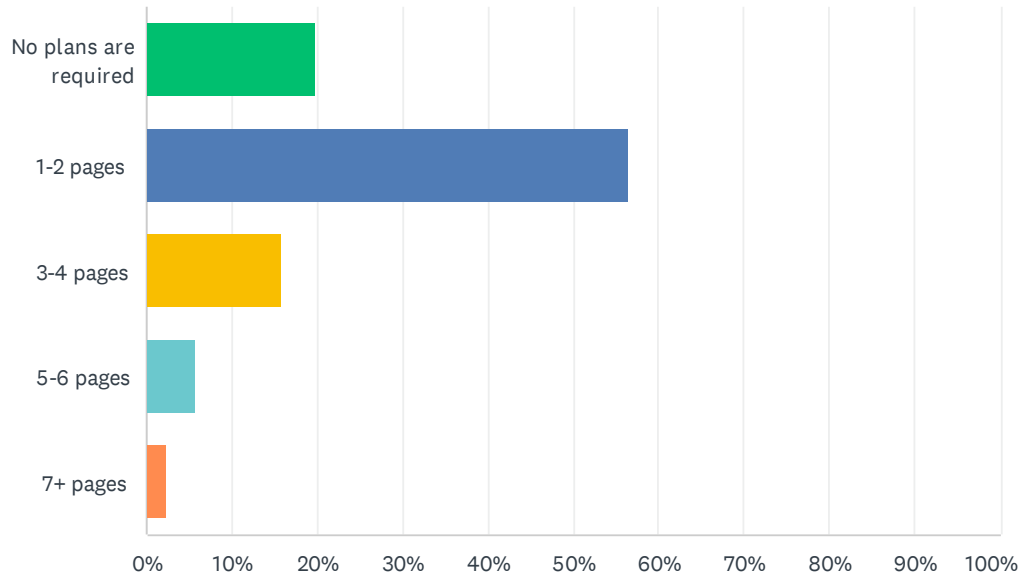
Answered: 625    Skipped: 51



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	4,620	625
Total Respondents: 625			

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

Answered: 578 Skipped: 98

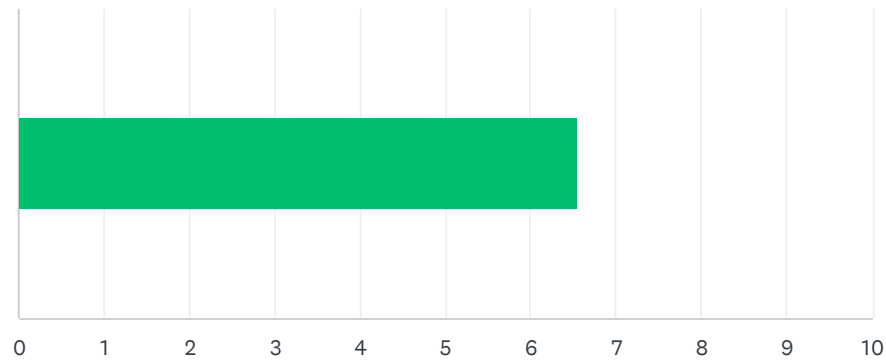


ANSWER CHOICES	RESPONSES	
No plans are required	19.72%	114
1-2 pages	56.57%	327
3-4 pages	15.74%	91
5-6 pages	5.71%	33
7+ pages	2.25%	13
TOTAL		578



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

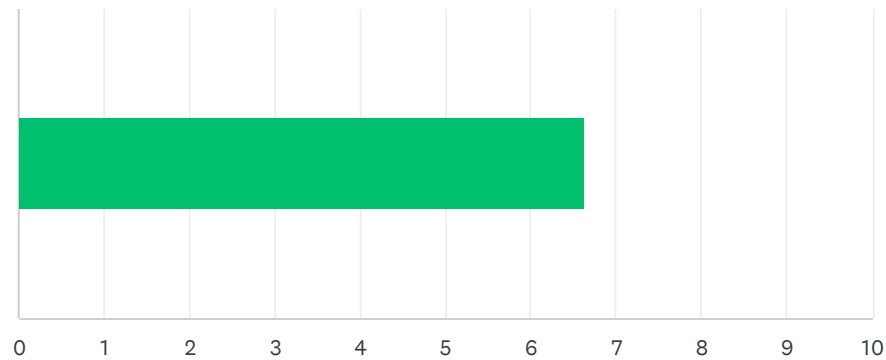
Answered: 484    Skipped: 192



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	3,171	484
Total Respondents: 484			

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

Answered: 465    Skipped: 211



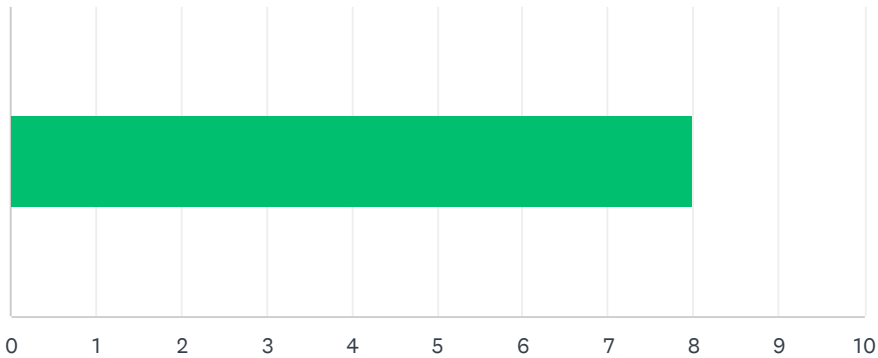
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	3,085	465
Total Respondents: 465			

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

Answered: 172   Skipped: 504

Q24 Staff and students feel safe.

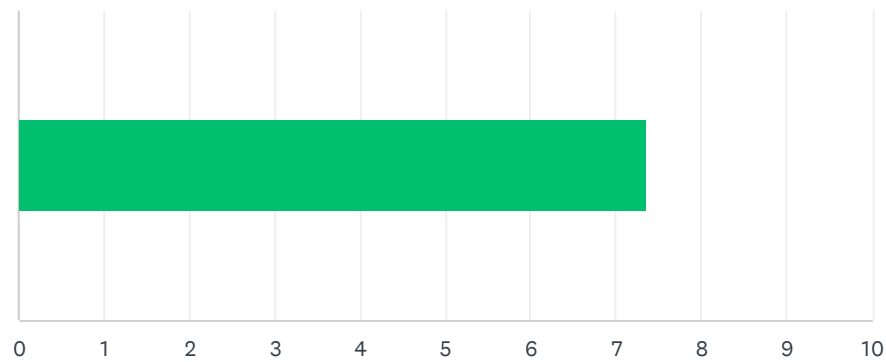
Answered: 656    Skipped: 20



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	5,250	656
Total Respondents: 656			

Q25 Administration has been helpful and supportive regarding student discipline.

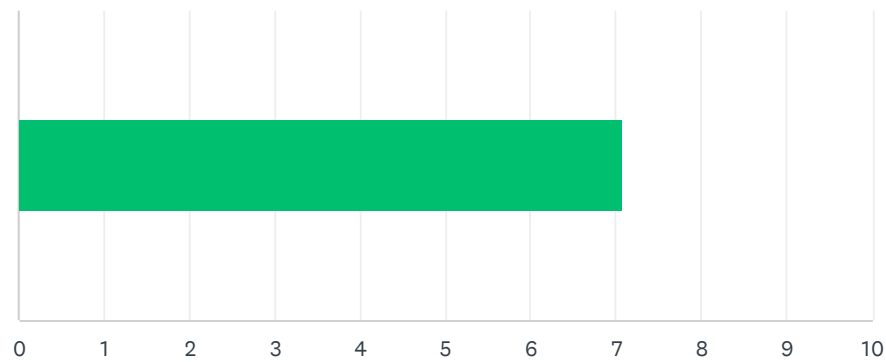
Answered: 646    Skipped: 30



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	4,755	646
Total Respondents: 646			

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

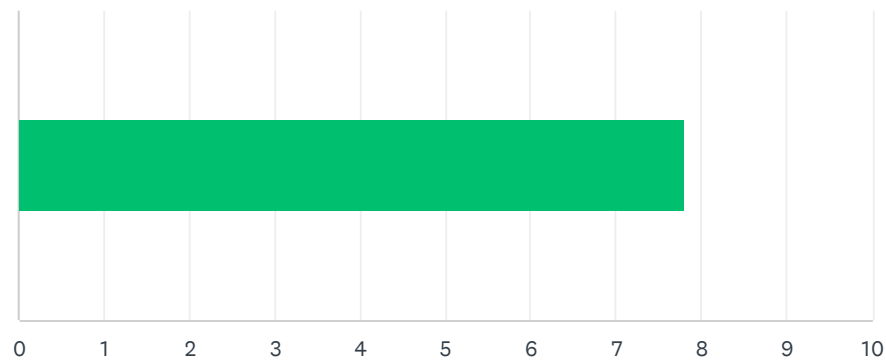
Answered: 637    Skipped: 39



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	4,516	637
Total Respondents: 637			

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

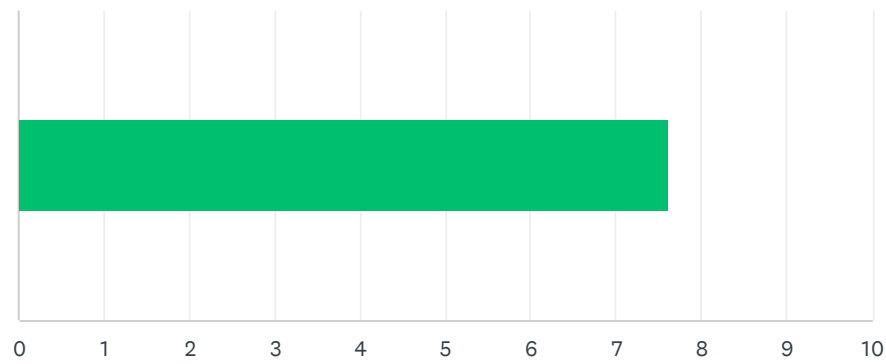
Answered: 635    Skipped: 41



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,961	635
Total Respondents: 635			

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

Answered: 627    Skipped: 49

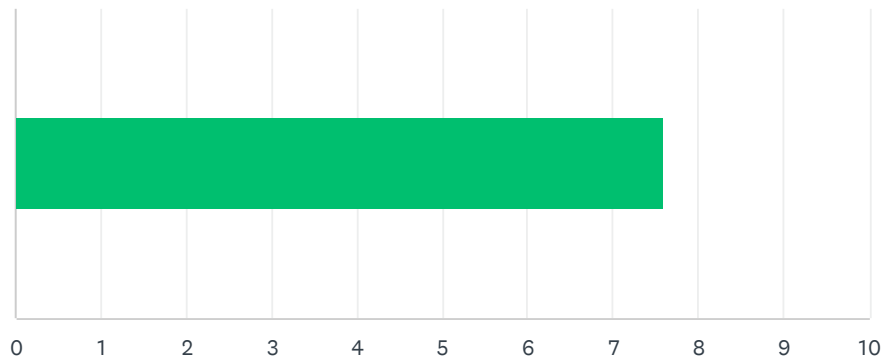


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,769	627
Total Respondents: 627			



Q29 My site has a positive atmosphere.

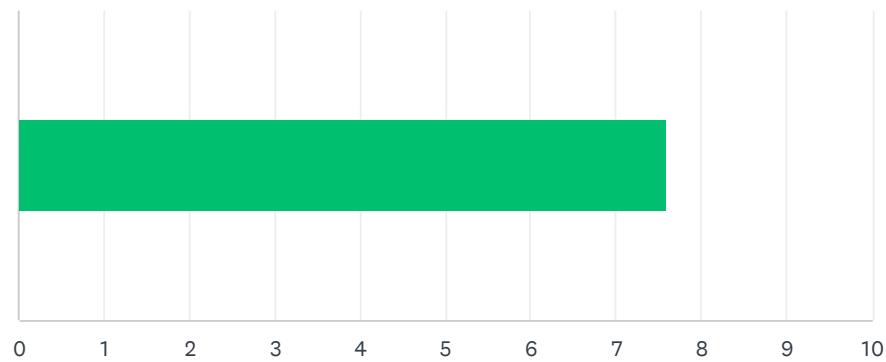
Answered: 651    Skipped: 25



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,937	651
Total Respondents: 651			

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

Answered: 638    Skipped: 38



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	4,843	638
Total Respondents: 638			

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

Answered: 215   Skipped: 461

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

Answered: 186   Skipped: 490

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.)

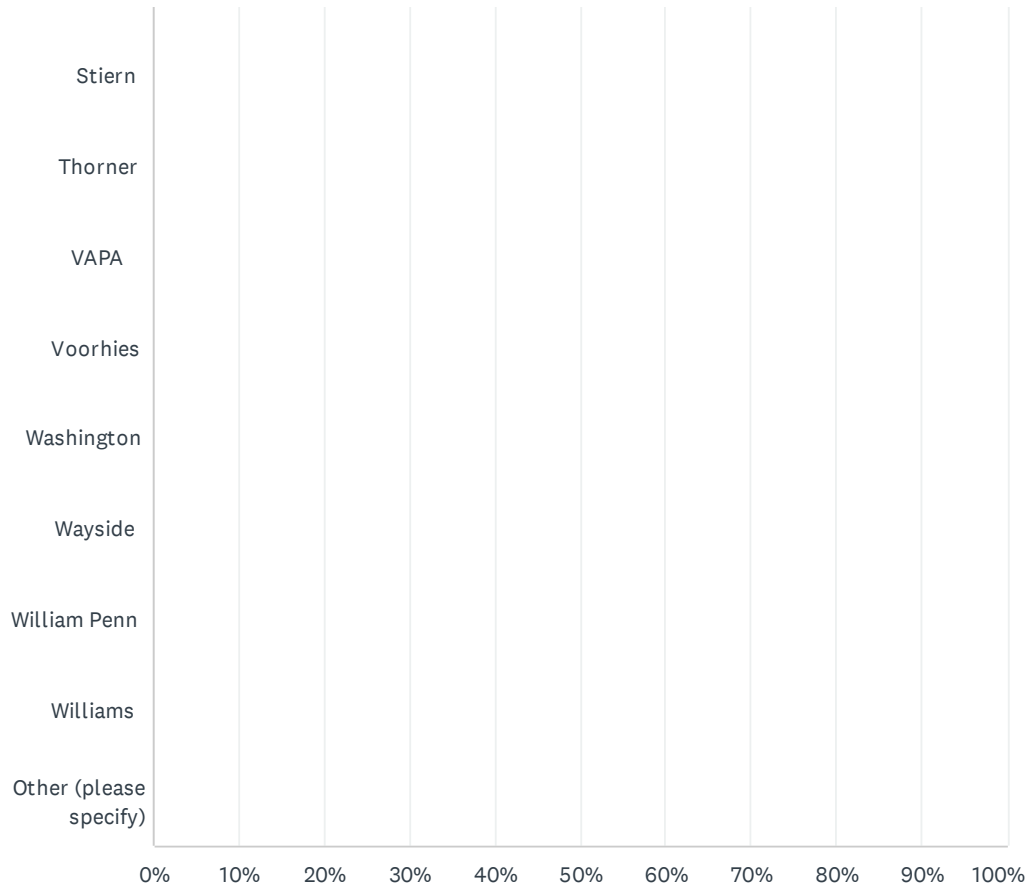
Answered: 8    Skipped: 0



## 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	100.00%	8
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



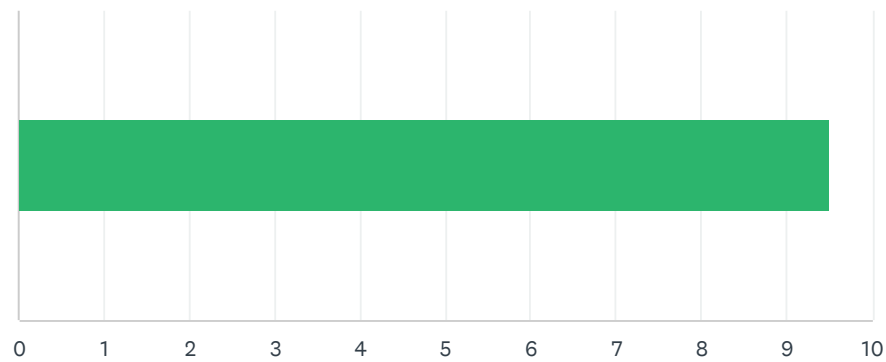
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 8		

#	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: 0

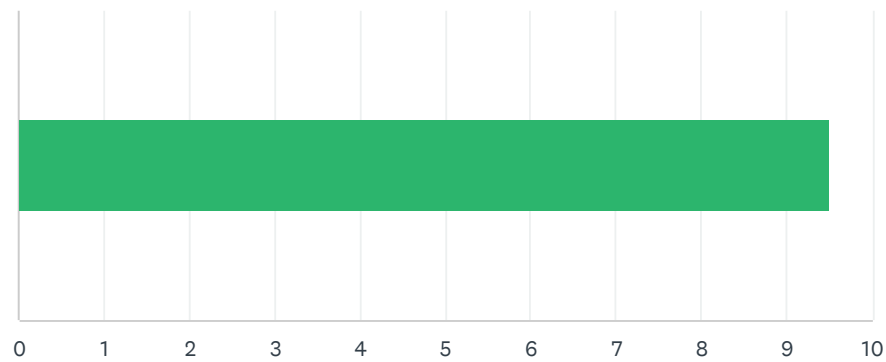


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	76	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

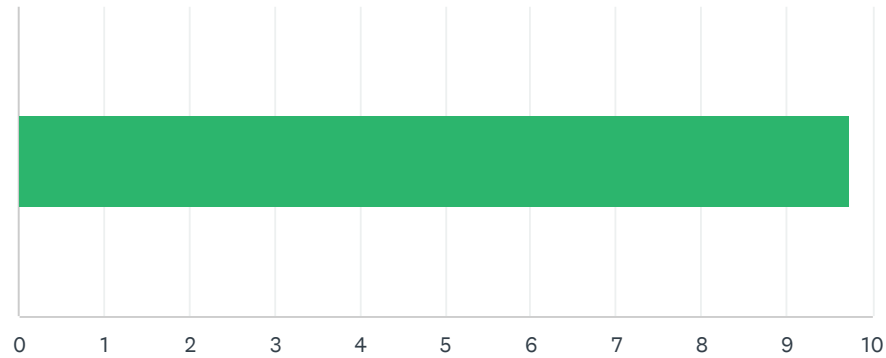


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	76	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

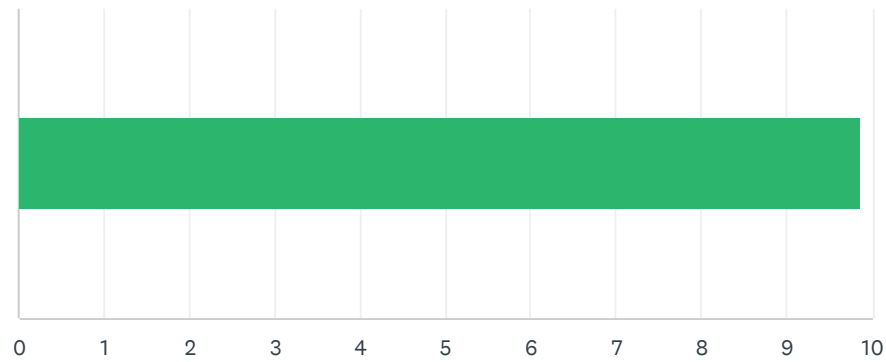


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	78	8
Total Respondents: 8			

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

Q5 Site administration follows the contract and respects personal rights.

Answered: 8    Skipped: 0

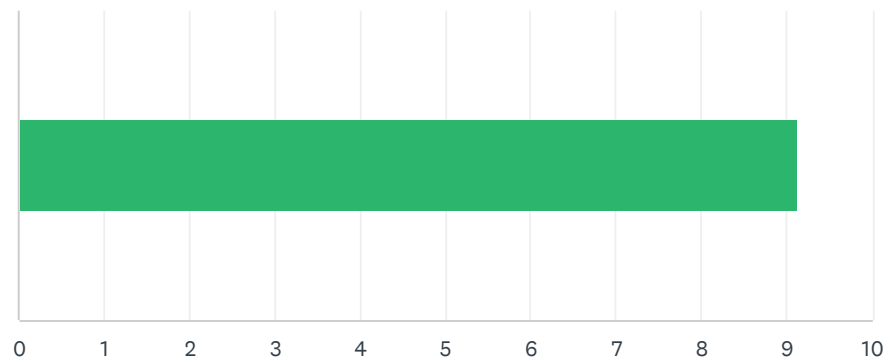


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	79	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

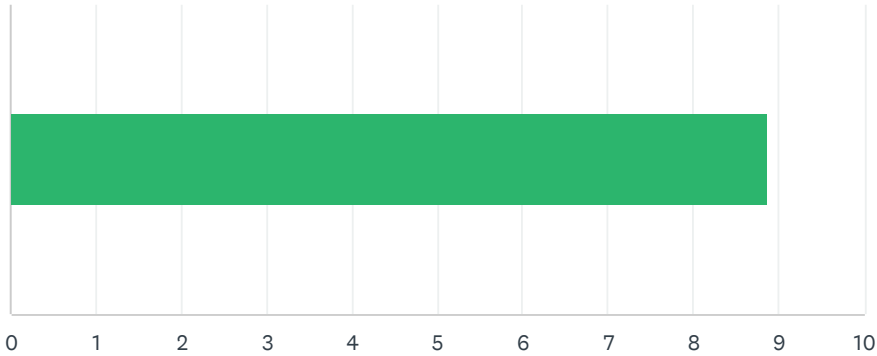


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	73	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

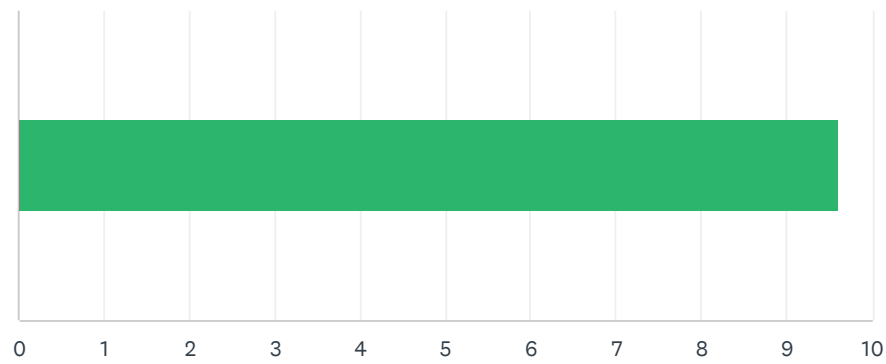


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	71	8
Total Respondents: 8			

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

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 8    Skipped: 0



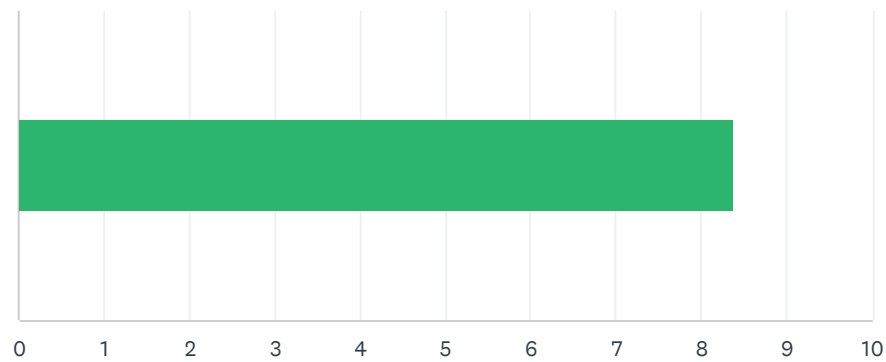
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	77	8
Total Respondents: 8			

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



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

Answered: 8    Skipped: 0

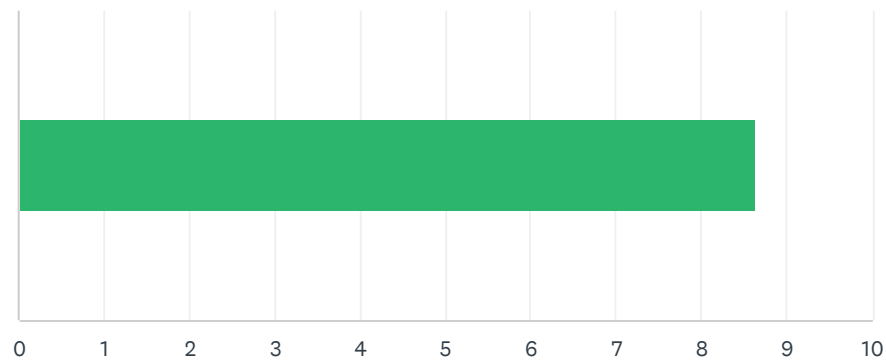


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	67	8
Total Respondents: 8			

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

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 8    Skipped: 0

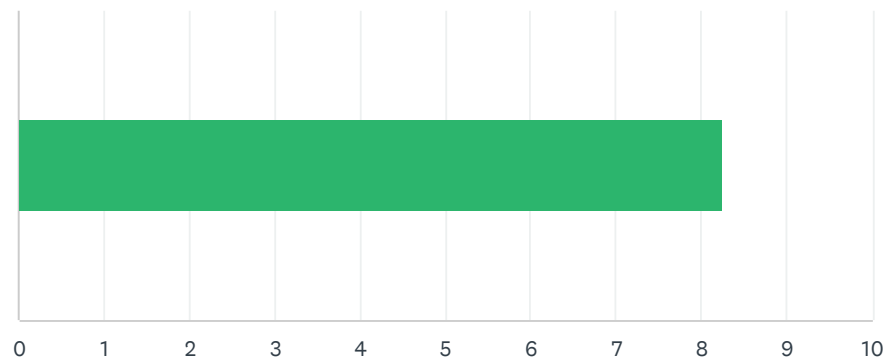


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	69	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

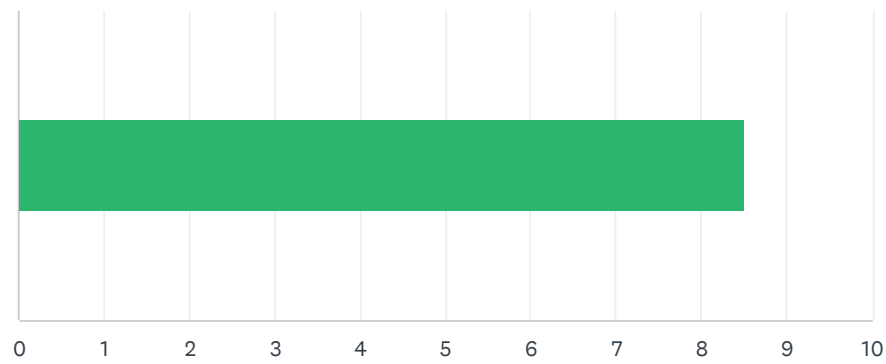


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	66	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

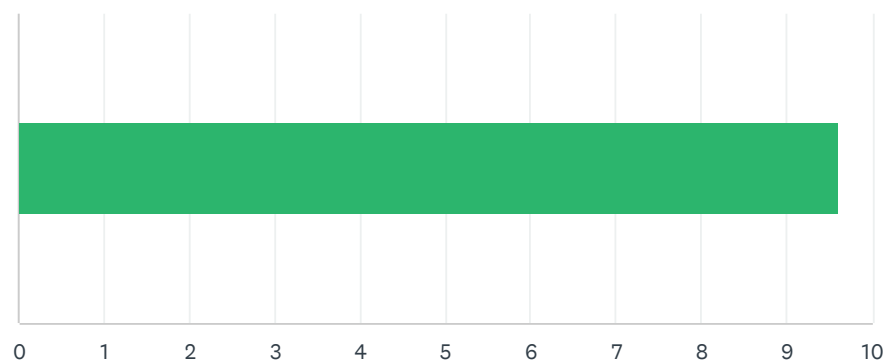


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	68	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	77	8
Total Respondents: 8			

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

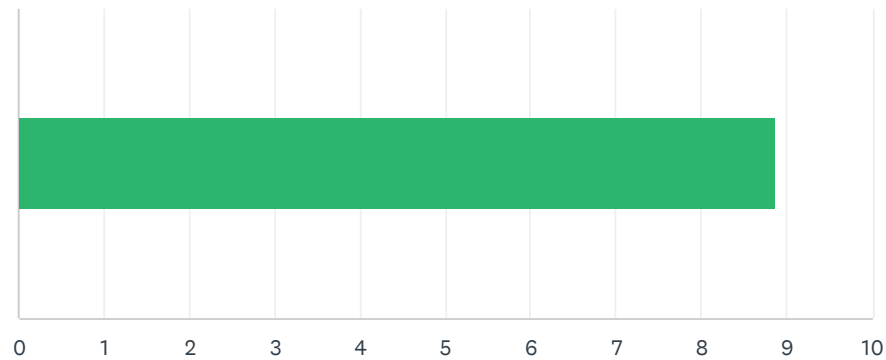
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 4   Skipped: 4

#	RESPONSES	DATE
1	Admin is available to hear out any concerns or complaints. They value their staff.	
2	N/A	
3	Kwon is an outstanding principal. She's always responsive to teacher needs and really values our input. Her classroom visits are smooth and non-disruptive, and the feedback we receive is quick and helpful. She's also very considerate of our duty times. There are times when an email is sent to all staff about an issue caused by one person, like leaving doors propped open. I think it would be more effective if that person were addressed directly, rather than sending a staff-wide email. I always feel comfortable bringing up any questions or concerns, knowing she'll do her best to address them.	
4	I really appreciate how supportive and approachable our principal is. She genuinely listens to concerns, is accommodating when it comes to schedule changes, and creates an environment where teachers' voices are heard and valued. She takes the time to weigh teachers' opinions when making decisions and gives us the autonomy we need in our classrooms. Her expectations are always clear, which makes it easier to stay aligned with the school's goals. That said, communication between the principal and vice principal could be improved. We've had four VPs in the last four years, and while we're hopeful this one will stick, there have been times when it doesn't always feel like everyone is on the same page. Ultimately, though, we know we can rely on our principal to guide us and make decisions that support both teachers and students.	

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

Answered: 8    Skipped: 0

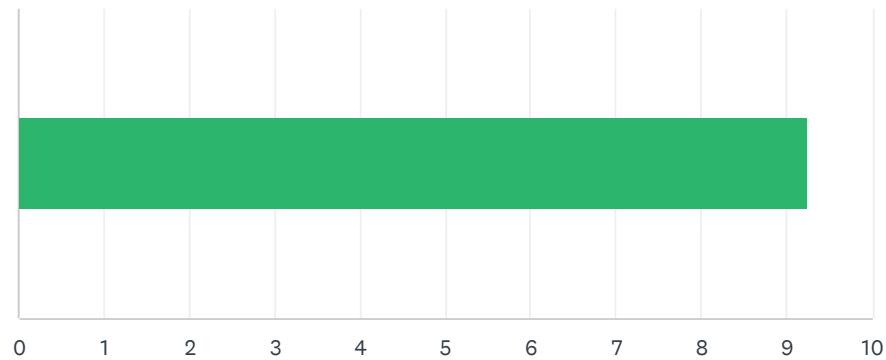


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	71	8
Total Respondents: 8			

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

Q16 Site meetings are productive and not excessive.

Answered: 8    Skipped: 0



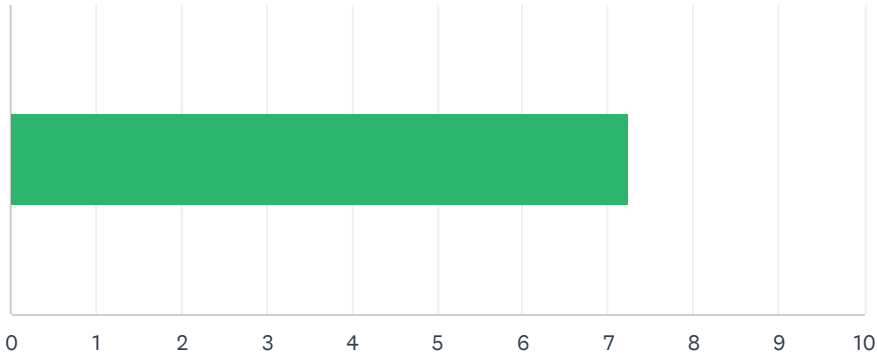
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	74	8
Total Respondents: 8			

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



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

Answered: 8 Skipped: 0

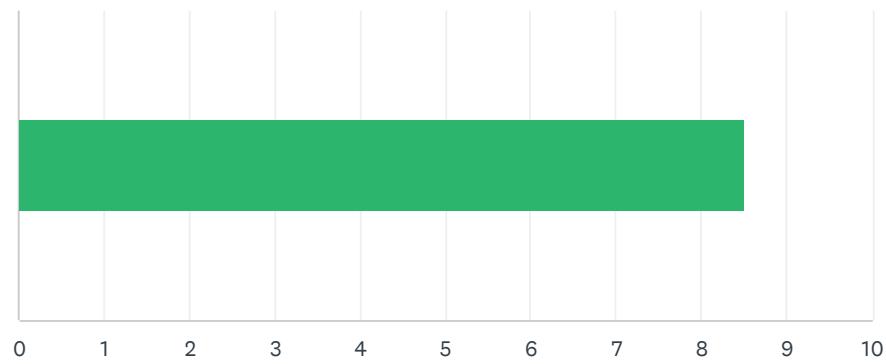


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	58	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

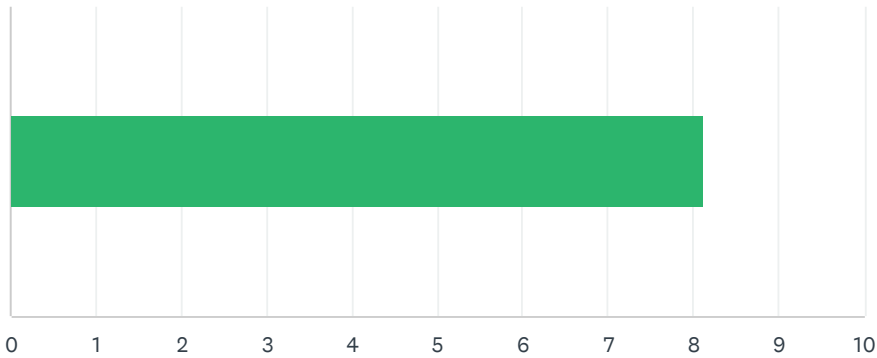


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	68	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

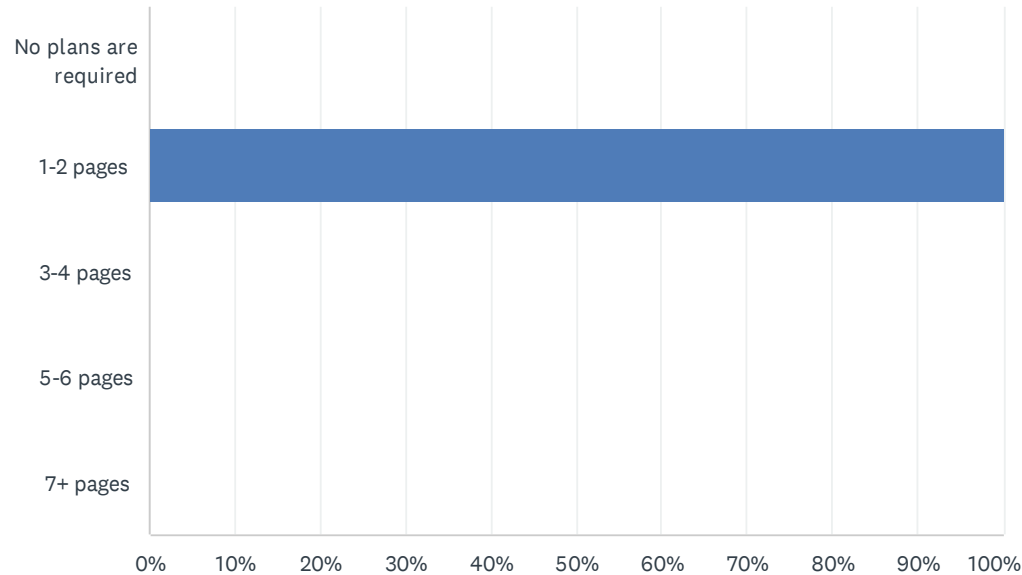


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	65	8
Total Respondents: 8			

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

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

Answered: 7    Skipped: 1

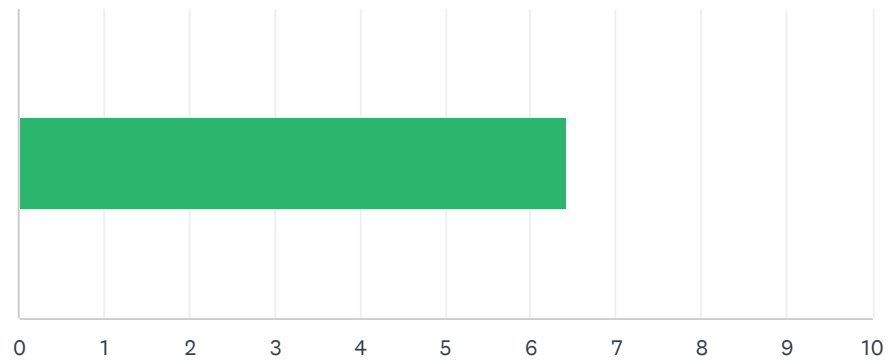


ANSWER CHOICES		RESPONSES	
No plans are required		0.00%	0
1-2 pages		100.00%	7
3-4 pages		0.00%	0
5-6 pages		0.00%	0
7+ pages		0.00%	0
TOTAL			7

#	COMMENT	DATE
1	Weekly lesson plans due every Monday morning by 8 am.	

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

Answered: 7    Skipped: 1

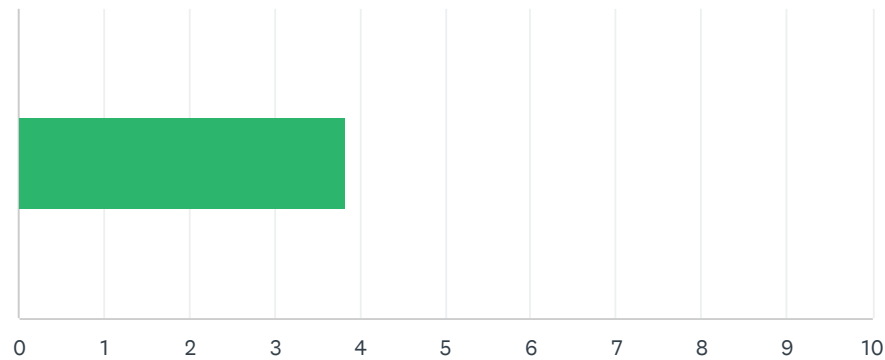


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	45	7
Total Respondents: 7			

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

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

Answered: 6    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	23	6
Total Respondents: 6			

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

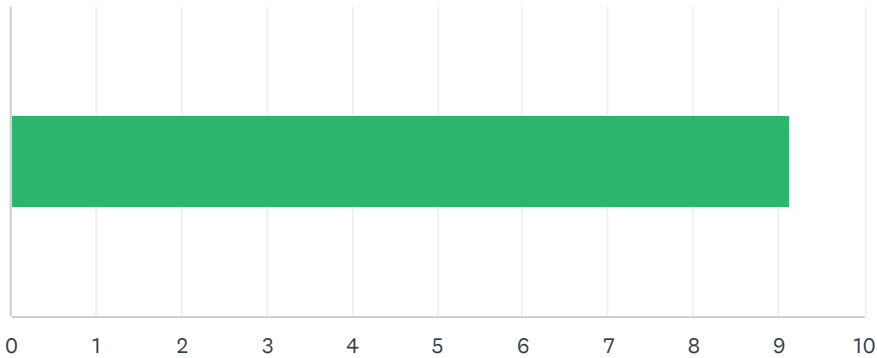
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4   Skipped: 4

#	RESPONSES	DATE
1	Teachers have 1 recess duty.	
2	N:A	
3	Site meetings are usually productive, though they could be more tailored to address the specific needs of our school or a particular area of focus. IEPs/504s are often scheduled after student dismissal during our prep time, but Kwon always does her best to excuse us before we're off duty.	
4	One area that could be improved is the scheduling of yard duty and IEP meetings, which sometimes impact our prep time. We have yard duty approximately 6-7 weeks throughout the year, and while it's a necessary part of our responsibilities, it does reduce the time we have for preparation. Additionally, IEP meetings are often scheduled during our prep time, which further limits our ability to plan. However, I do appreciate that Kwon is proactive in ensuring that we're able to transition out of these meetings by our contracted time.	

Q24 Staff and students feel safe.

Answered: 8    Skipped: 0



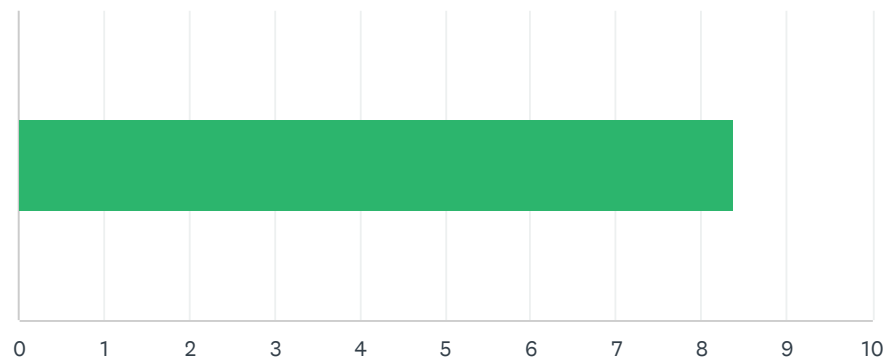
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	73	8
Total Respondents: 8			

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



Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 8    Skipped: 0

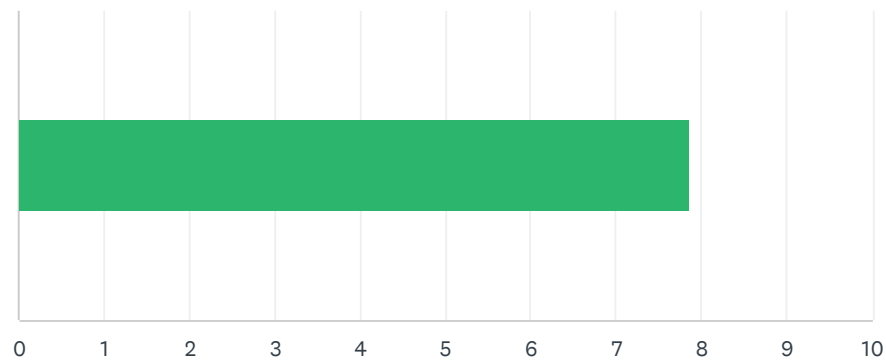


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	67	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

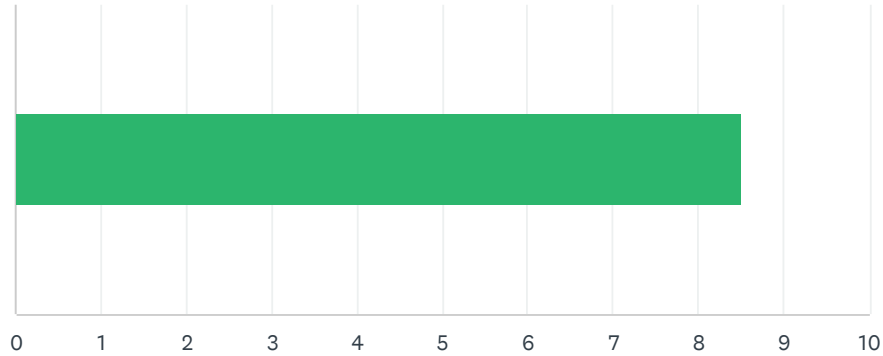


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	63	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0

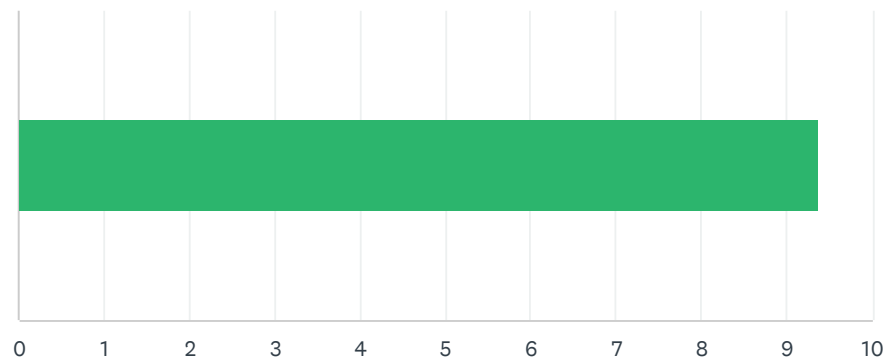


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	68	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0

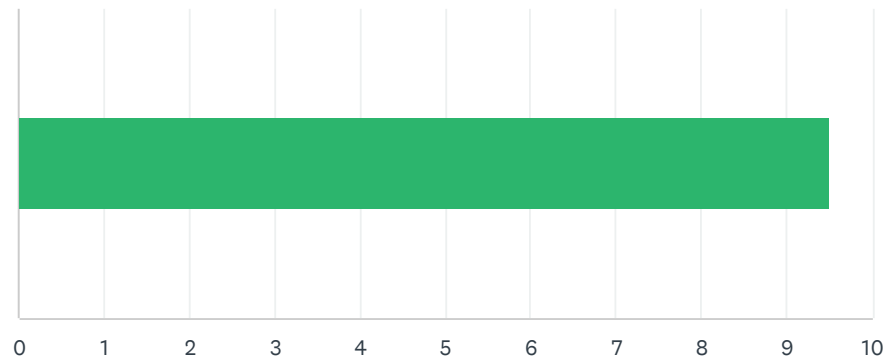


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	75	8
Total Respondents: 8			

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

Q29 My site has a positive atmosphere.

Answered: 8    Skipped: 0

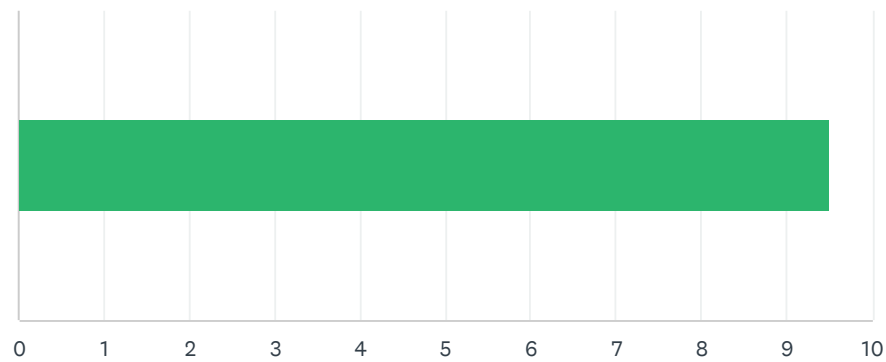


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	76	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	76	8
Total Respondents: 8			

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

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

Answered: 3   Skipped: 5

#	RESPONSES	DATE
1	We have very few discipline issues. Support for individuals with BIS interventions could be improved. Prevention and emotional skills could be better addressed for the few students who are discipline concerns.	
2	I believe that additional professional development on managing tier 2 and tier 3 behaviors would be really beneficial. There's also room for improvement in the consequences area.	
3	I've noticed that, in some cases, students don't seem to face consistent consequences beyond verbal warnings or repetitions for their behavior. This can sometimes undermine the overall management of expectations. Additionally, there seems to be a tendency among some BIS staff to reward students without clear reasoning, which can send mixed messages regarding accountability. Regarding the CPALs, while some are diligent and make strong efforts to keep students safe, there seems to be a lack of consistency in their approach. A few CPALs can be seen more focused on talking or using their phones rather than actively engaging with the students and enforcing the safety protocols. Not all seem aligned with the same goals, and it's clear that some retraining or restructuring of responsibilities may be needed to ensure uniform expectations across the team. It's also worth noting that the "CPAL University" training program, which once provided a solid foundation for the role, seems to have diminished, with fewer CPALs now receiving formal training. While our school is successful in facilitating PBIS activities, there is room for growth, particularly when it comes to effectively administering consequences and holding students accountable for their actions. Strengthening these areas would benefit both staff and students in maintaining a safe and productive learning environment.	

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

Answered: 3   Skipped: 5

#	RESPONSES	DATE
1	Overall, the climate is supportive and safe.	
2	Great place to work.	
3	Overall, Casa Loma is a wonderful place to work at and I really enjoy being here.	



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.)

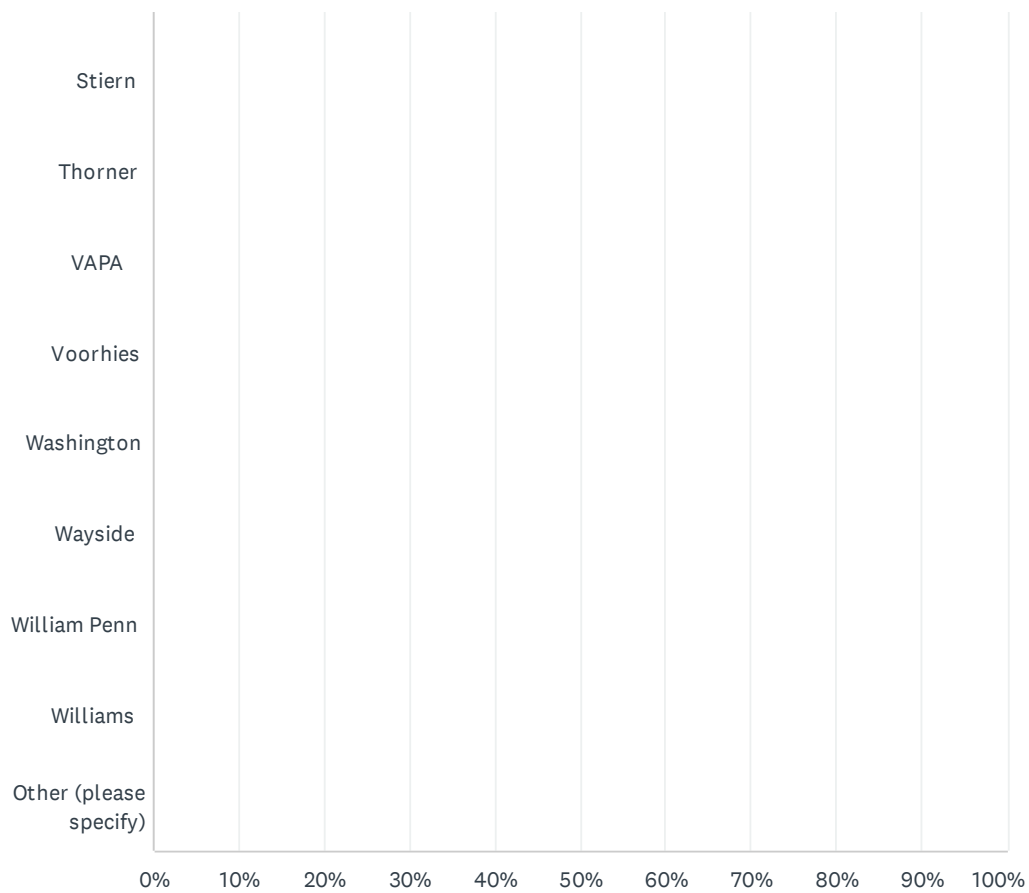
Answered: 13 Skipped: 0



## 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	100.00%	13
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

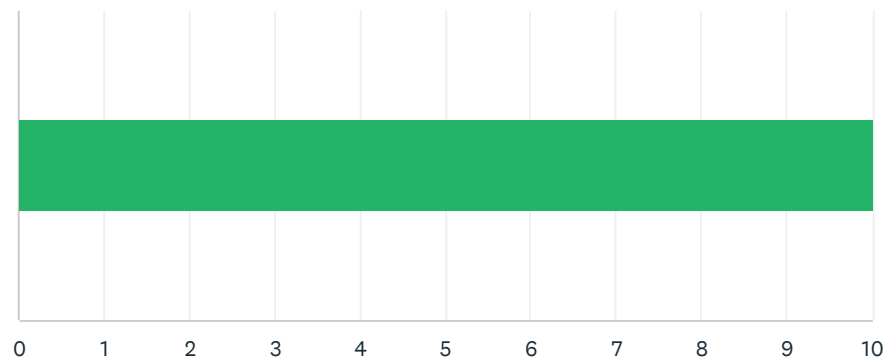
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 13		

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

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

Answered: 13    Skipped: 0

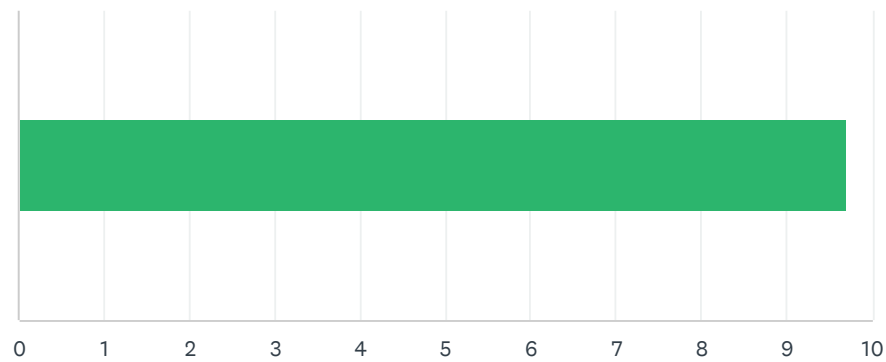


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	130	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13    Skipped: 0

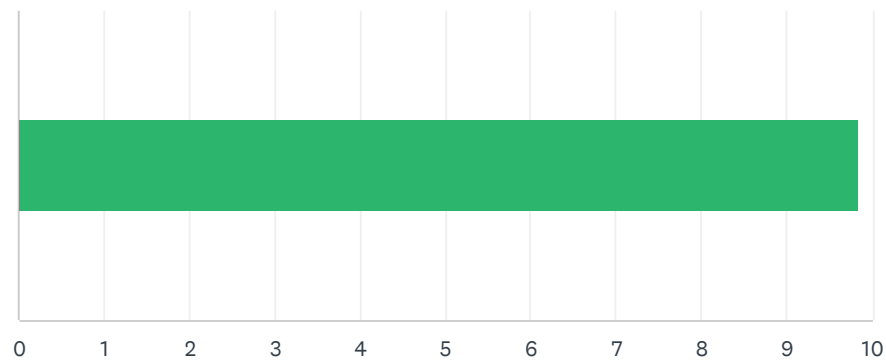


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	126	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	9	
7	10	
8	10	
9	7	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13 Skipped: 0



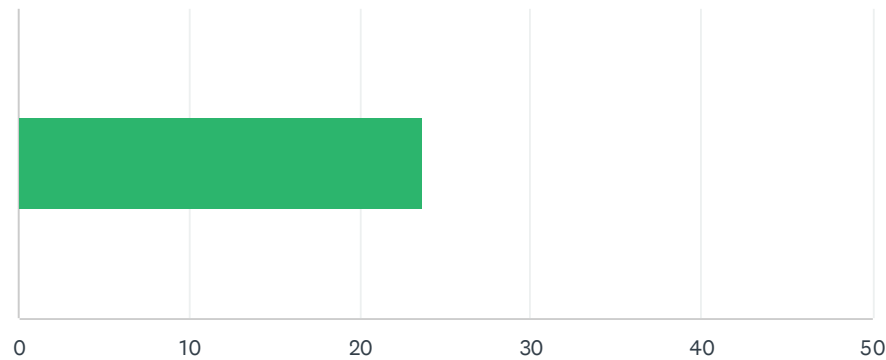
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	128	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	10	
12	10	
13	10	



Q5 Site administration follows the contract and respects personal rights.

Answered: 13    Skipped: 0

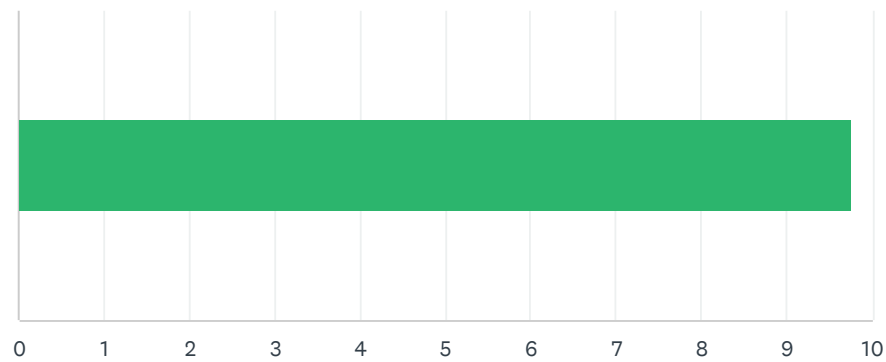


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	24	308	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	10	
12	100	
13	100	

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

Answered: 13    Skipped: 0

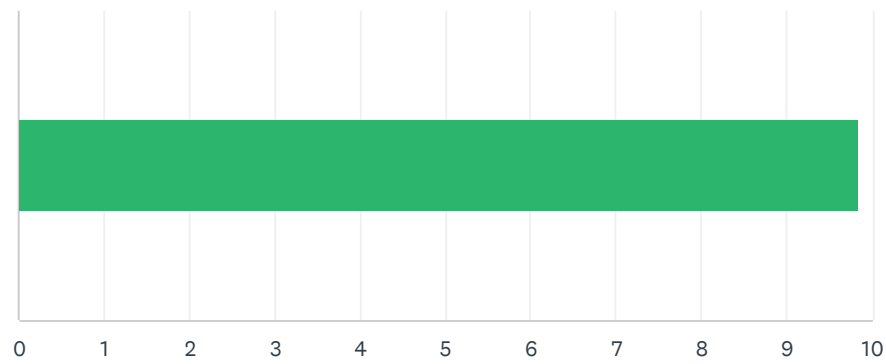


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	127	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13    Skipped: 0

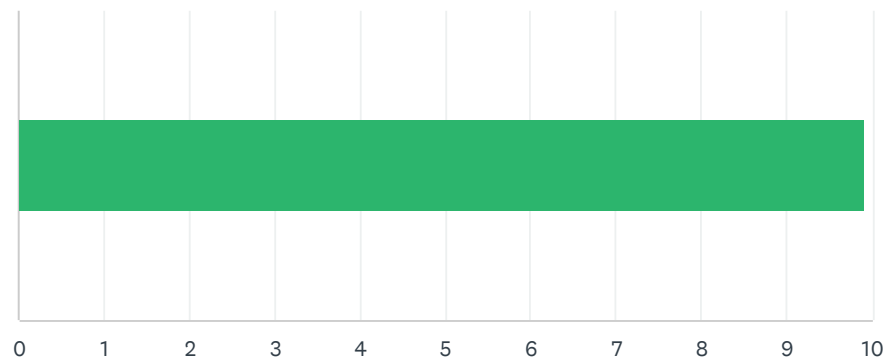


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	128	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	10	
12	10	
13	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 13    Skipped: 0

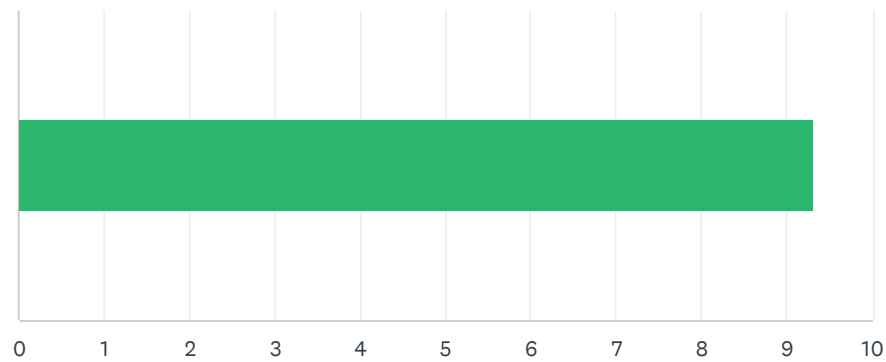


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	129	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13    Skipped: 0

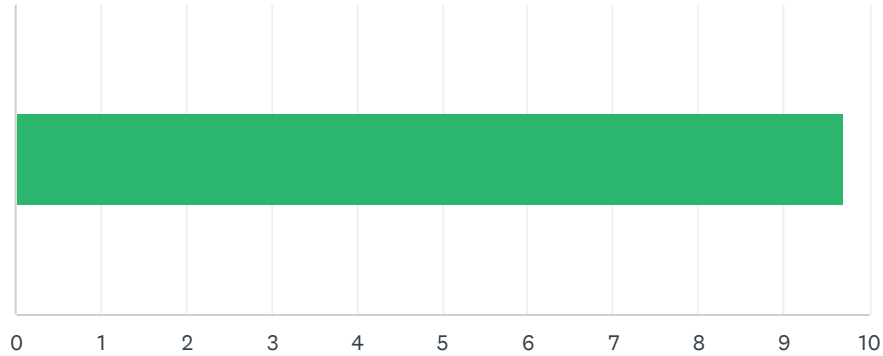


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	121	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	6	
7	10	
8	10	
9	6	
10	10	
11	10	
12	10	
13	10	

## Q10 Site administration has been supportive and minimizes additional stress.

Answered: 13 Skipped: 0

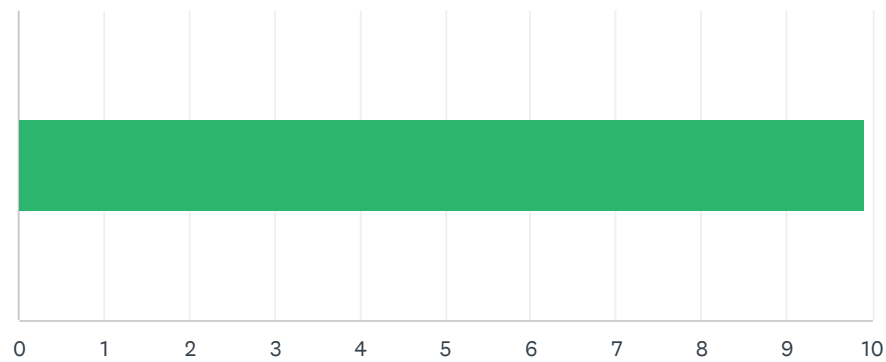


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	126	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	7	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13 Skipped: 0

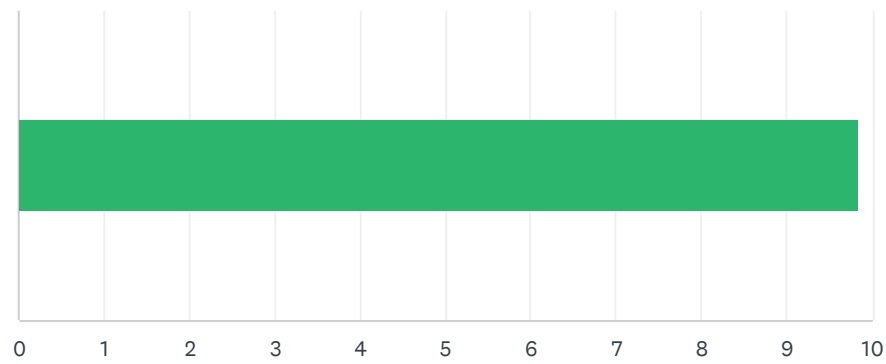


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	129	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	9	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13    Skipped: 0



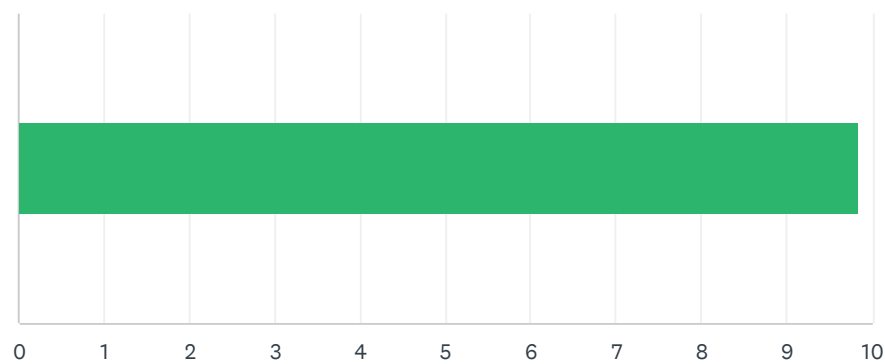
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	128	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	



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

Answered: 13 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	128	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	10	
12	10	
13	10	

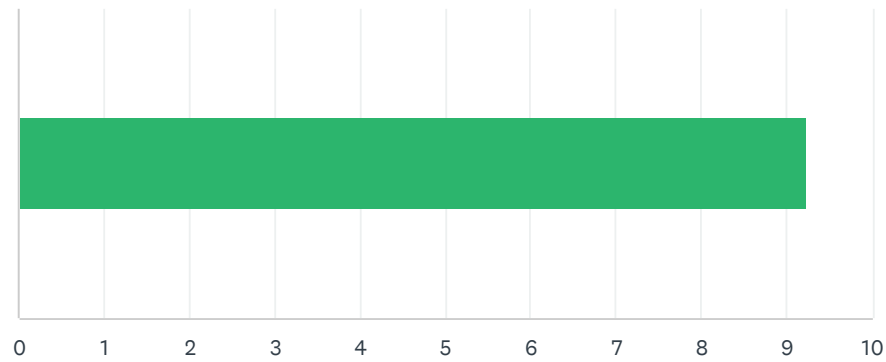
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 8   Skipped: 5

#	RESPONSES	DATE
1	Overall a great and supportive climate.	
2	Amazing school site to work at. The staff makes coming to work enjoyable and exciting.	
3	Biggest gripe is that administration plays big time favorites! Certain teachers are targeted and harassed while others can do whatever they want and always be praised and favored. It can even be seen by who is given the gate students for advisory so they can win ALL advisory competitions. Some teachers are targeted and picked on instead of showing appreciation for ALL the extra things they do for the school.	
4	Our school administrator is extremely supportive, thoughtful, understanding, and empathic to us. He exceeds the expectations of an exceptional leader. He knows how to draw out the strengths in people and is reflection of a true, strong, exuberating leader. I have nothing but positive comments to say about our amazing administration. They make our school such a caring, loving, and supportive place that it allows people from different backgrounds, intelligence, ability and skill to thrive. I am truly grateful and pleased with the transformation that has taken place during this current administration.	
5	They do a great job at shielding staff from attacks/criticism by parents, and they are cognizant of the stress and workload that comes with being an educator. Some departments and staff members are treated nicer than others.	
6	Great administrator.	
7	Our administration tries extremely hard to be fair and kind to everyone. We have a positive work environment.	
8	Great leadership isn't just about making decisions or data chats - it's about creating a culture where everyone feels valued, supportive, and empowered. I can't thank Mr. Richardson enough, for going above and beyond so that teachers, staff, and students feel valued. Mr. Richardson leads Cato with heart and dedication - everyday.	

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

Answered: 13    Skipped: 0

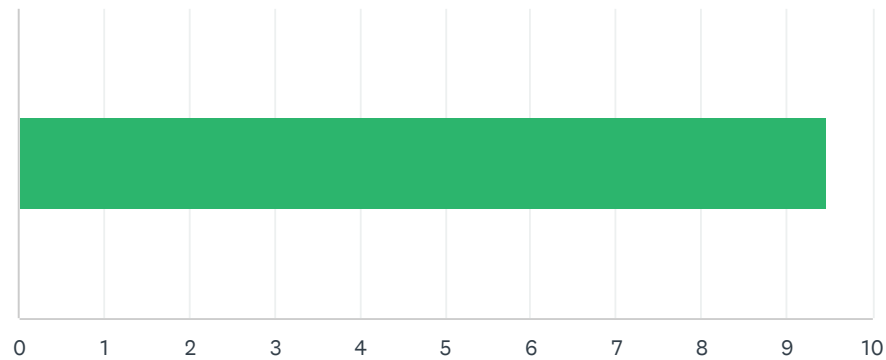


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	120	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	7	
5	10	
6	6	
7	10	
8	10	
9	7	
10	10	
11	10	
12	10	
13	10	

Q16 Site meetings are productive and not excessive.

Answered: 13    Skipped: 0

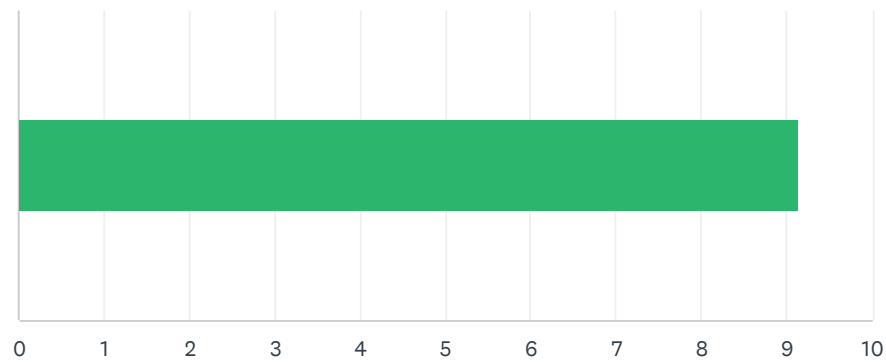


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	123	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	8	
5	10	
6	9	
7	10	
8	10	
9	8	
10	10	
11	10	
12	10	
13	8	

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

Answered: 13 Skipped: 0

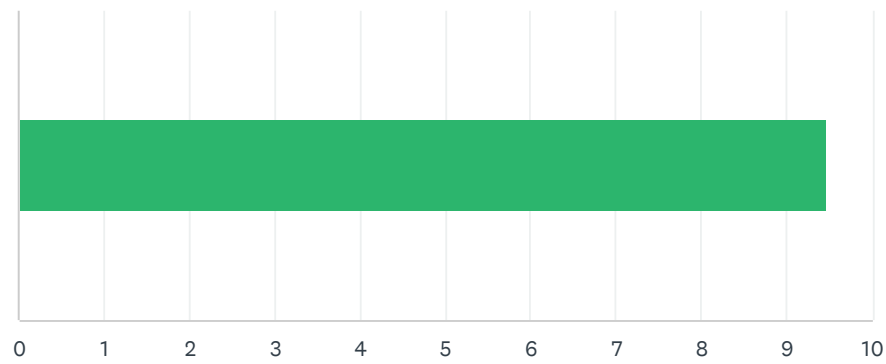


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	119	13
Total Respondents: 13			

#		DATE
1	10	
2	5	
3	10	
4	10	
5	10	
6	5	
7	9	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13 Skipped: 0

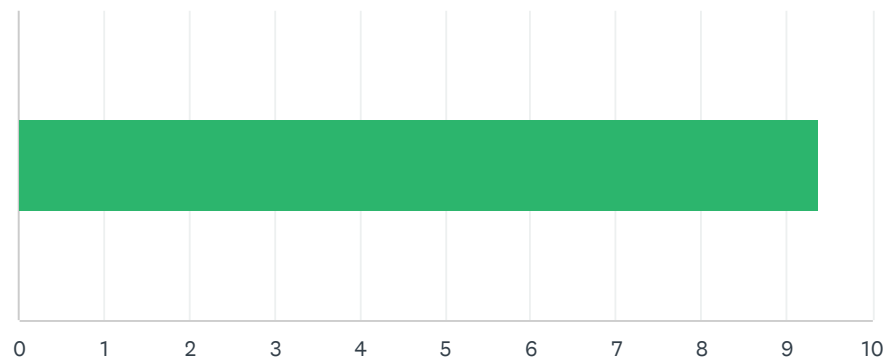


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	123	13
Total Respondents: 13			

#		DATE
1	10	
2	7	
3	10	
4	8	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13    Skipped: 0

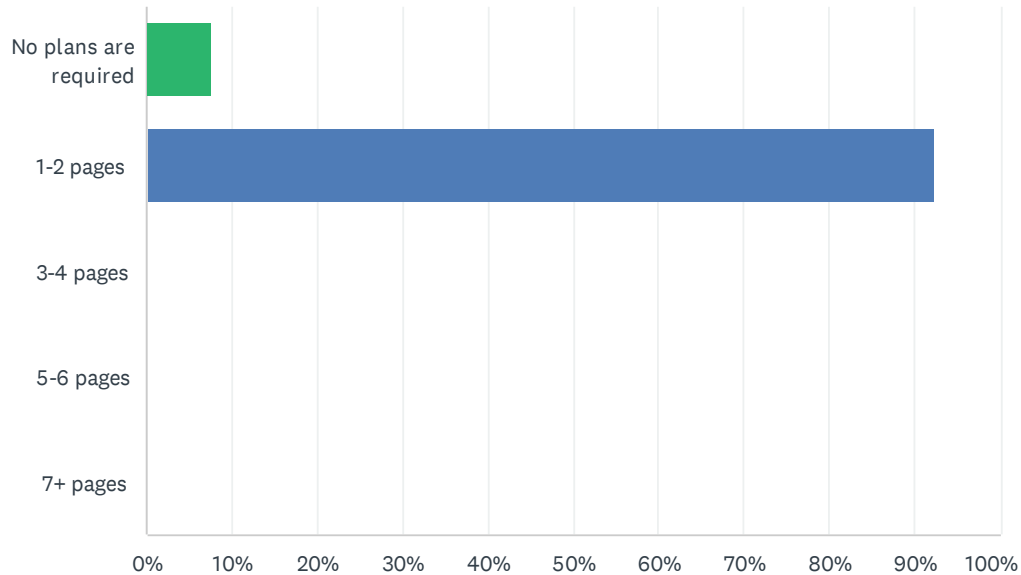


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	122	13
Total Respondents: 13			

#		DATE
1	10	
2	6	
3	10	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	7	
11	10	
12	10	
13	10	

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

Answered: 13 Skipped: 0



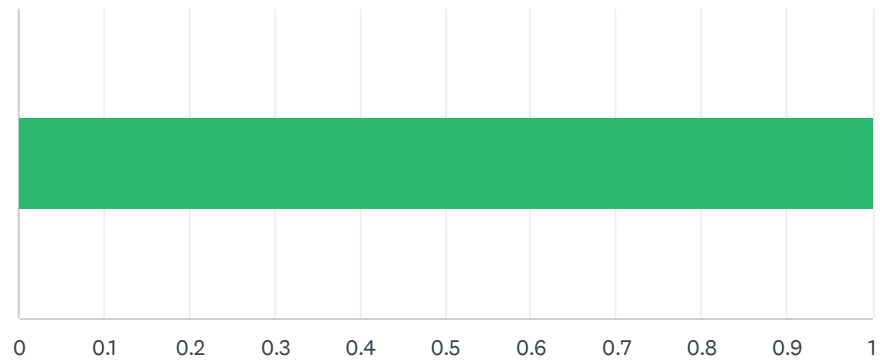
ANSWER CHOICES		RESPONSES	
No plans are required		7.69%	1
1-2 pages		92.31%	12
3-4 pages		0.00%	0
5-6 pages		0.00%	0
7+ pages		0.00%	0
TOTAL			13

#	COMMENT	DATE
1	Lessons plans are not scrutinized. Classroom walkthroughs show what we are teaching.	2/26/2025 2:32 PM



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

Answered: 6    Skipped: 7

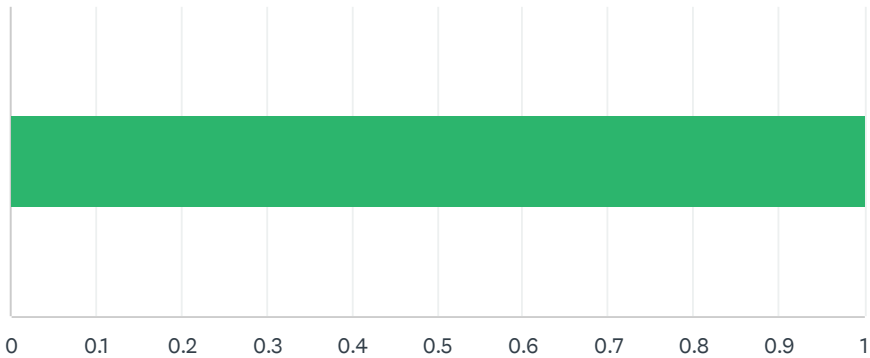


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	6	6
Total Respondents: 6			

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

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

Answered: 5    Skipped: 8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	5	5
Total Respondents: 5			

#		DATE
1	1	
2	1	
3	1	
4	1	
5	1	

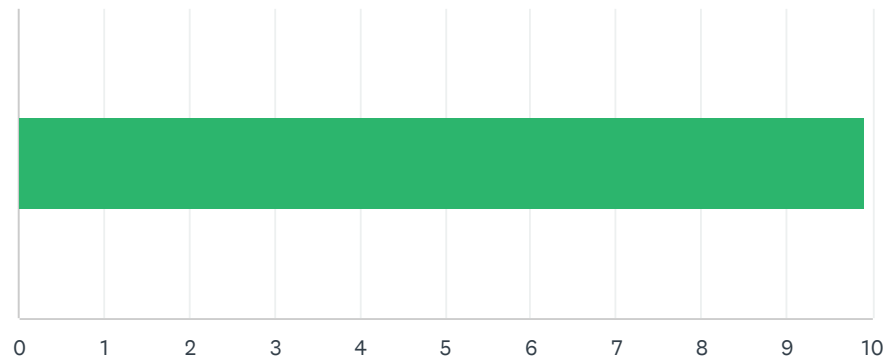
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 3   Skipped: 10

#	RESPONSES	DATE
1	Our administrator/administration is very respectful of our time and does not impose demands that are beyond our capability. On the contrary, their goodness creates an inclination to want to support and help at any capacity.	
2	We do not have bus or recess duty.	
3	Staff is only is asked on a voluntary basis when school site is short staffed if they can help out but are not required to	

Q24 Staff and students feel safe.

Answered: 13    Skipped: 0

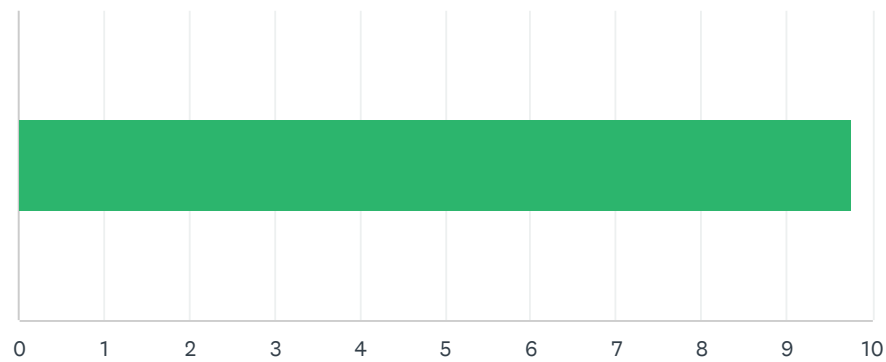


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	129	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	9	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 13    Skipped: 0

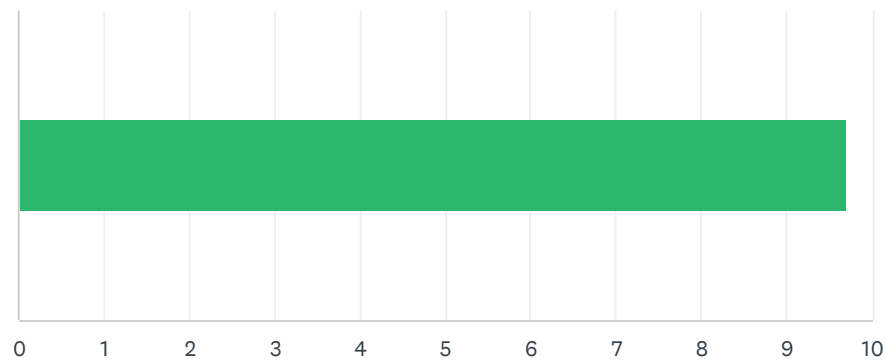


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	127	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13    Skipped: 0

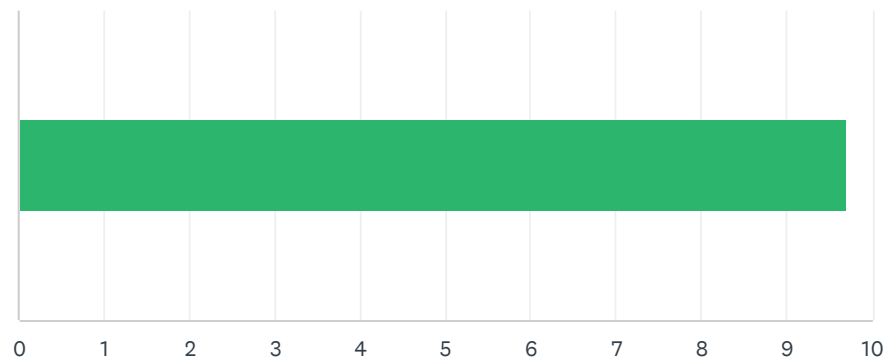


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	126	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	10	
7	9	
8	10	
9	10	
10	10	
11	8	
12	10	
13	10	

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

Answered: 13    Skipped: 0

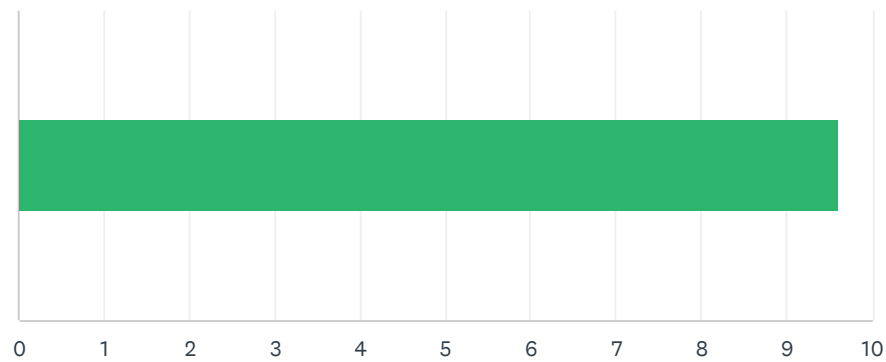


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	126	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	7	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13 Skipped: 0



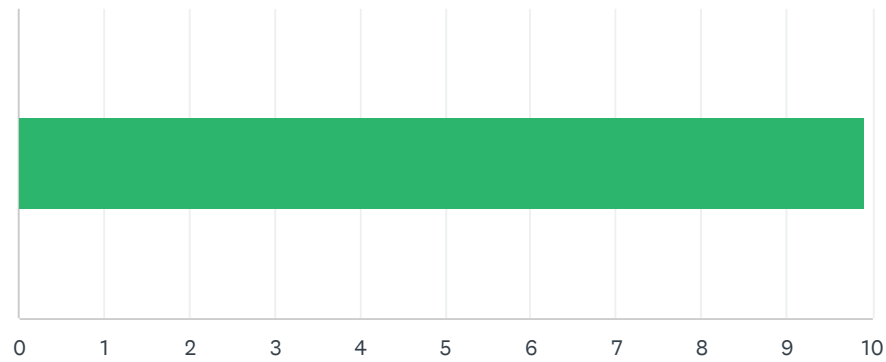
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	125	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	7	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	



Q29 My site has a positive atmosphere.

Answered: 13    Skipped: 0

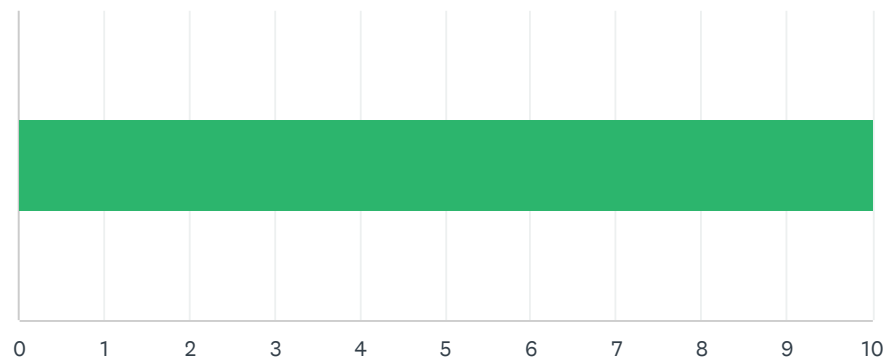


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	129	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	9	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 13    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	130	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

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

Answered: 4   Skipped: 9

#	RESPONSES	DATE
1	When students are written up for inappropriate behaviors, we never get any response as to what action the administration takes to remediate the situation. It appears there are RARELY any consequences given to students for inappropriate behaviors. The best we can tell is they just talk to them and say "Don't do it any more." Teachers have already told them that multiple times before we ever send a student out to the office. There should be some type of consequence placed on student for their inappropriate behavior that has escalated to the point of having to write them and and send them out to the office.	
2	Very supportive with discipline	
3	Good atmosphere	
4	We haven't had much training on student behaviors, but also student behaviors aren't a major issue at Cato. Students here are generally well-behaved.	

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

Answered: 4   Skipped: 9

#	RESPONSES	DATE
1	Appreciate administrators support when teachers have family needs, he says "Family First!" We appreciate that he cares about our family and personal needs. Just wish all teachers were treated equally, no favorites!	
2	Our administrator is extremely optimistic and supportive. His attitude, approach to challenges, and support cultivates such a caring, loving, thoughtful environment. Students are supportive at many different levels while staff input & feedback is welcome. I appreciate that he includes everyone and somehow manages to highlight everyone's strengths. His ability to lead the way he does translates to all aspects of our school and it reflects on our entire administration and support staff. He is able to hold people to high expectations all while respecting and valuing each individual. I am so grateful to be part of such an amazing school.	
3	They're doing a great job!	
4	Our site is safe and a great place to be, as for Admin. I grateful to work for our Admin. They are transparent, open to suggestions, and always go the extra mile.	

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.)

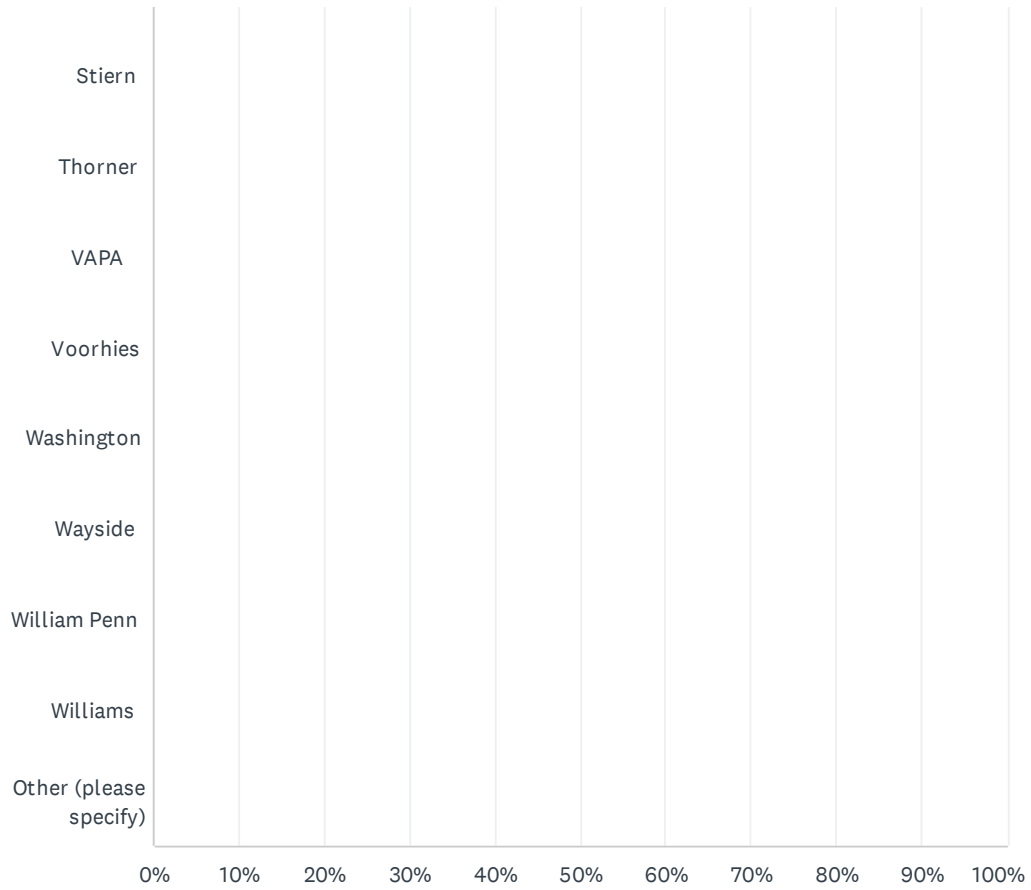
Answered: 19    Skipped: 0



## 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	100.00%	19
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



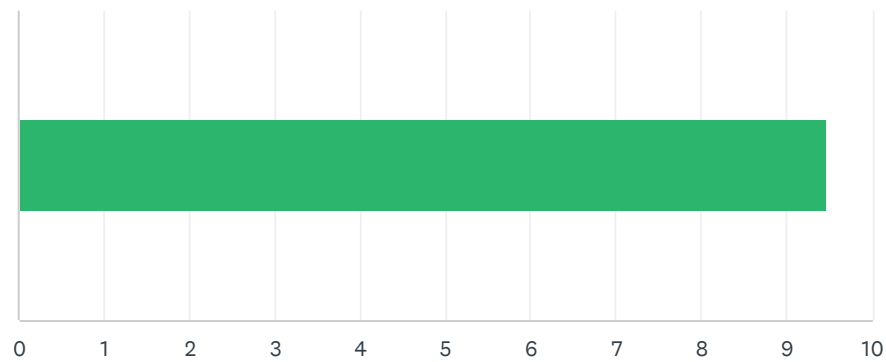
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 19		

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

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

Answered: 19    Skipped: 0

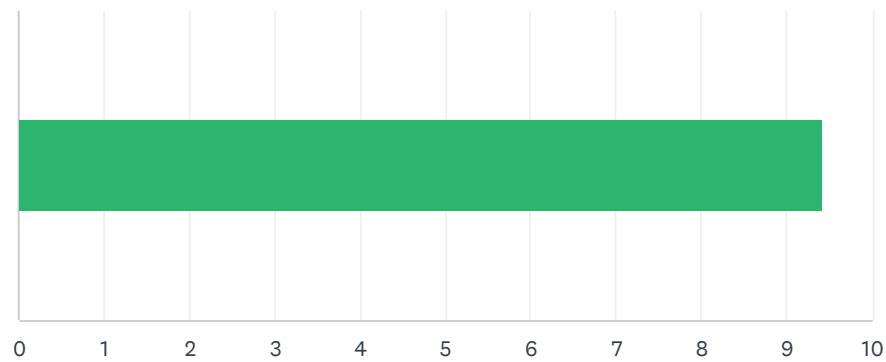


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	180	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	0	
19	10	

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

Answered: 19 Skipped: 0

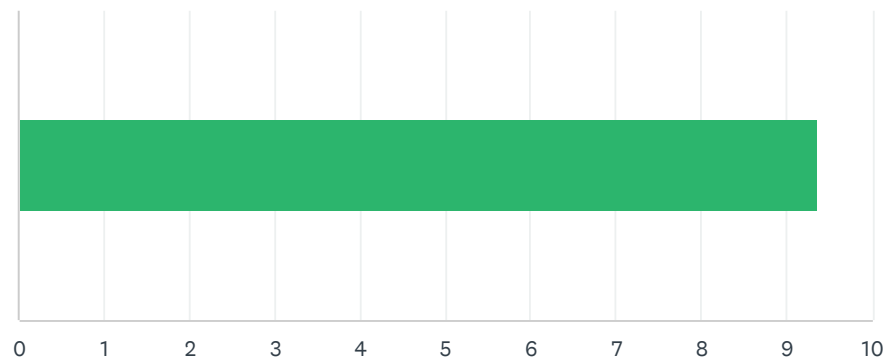


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	179	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	0	
19	10	

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

Answered: 19 Skipped: 0

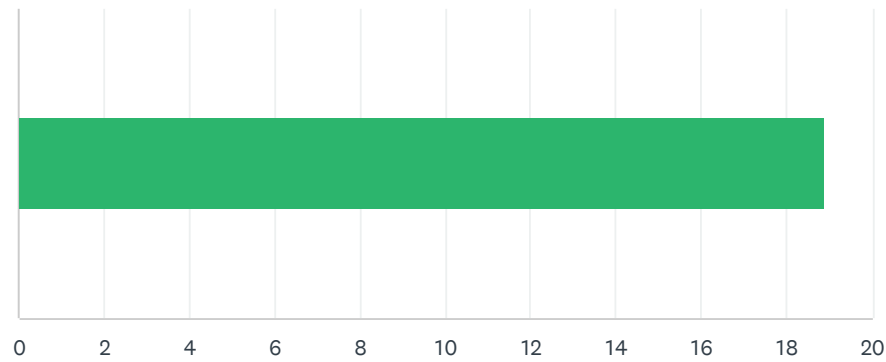


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	178	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	9	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	0	
19	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 19    Skipped: 0

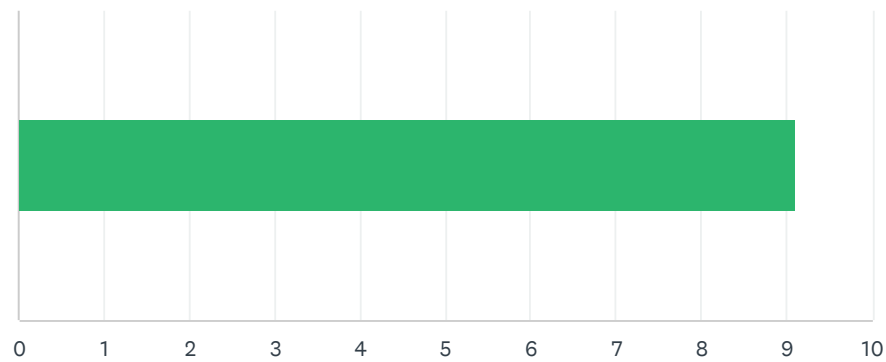


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	19	359	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	100	
16	100	
17	10	
18	0	
19	10	

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

Answered: 19    Skipped: 0

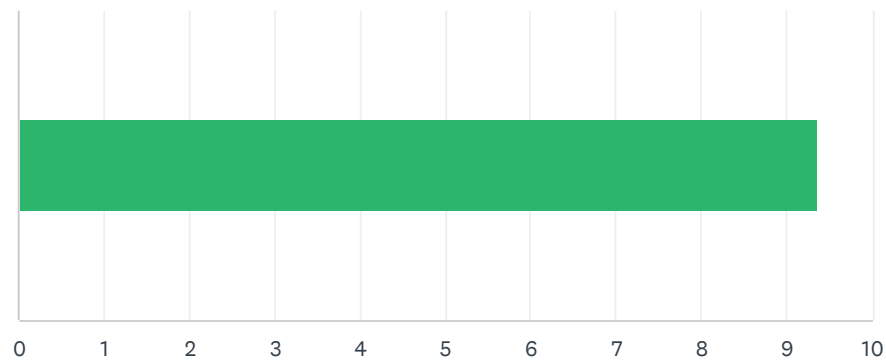


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	173	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	10	
12	10	
13	10	
14	8	
15	10	
16	10	
17	8	
18	0	
19	10	

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

Answered: 19    Skipped: 0

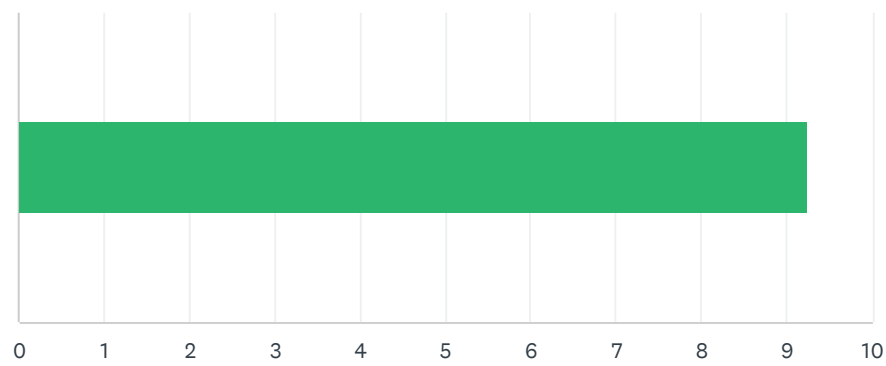


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	178	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	0	
19	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 19    Skipped: 0



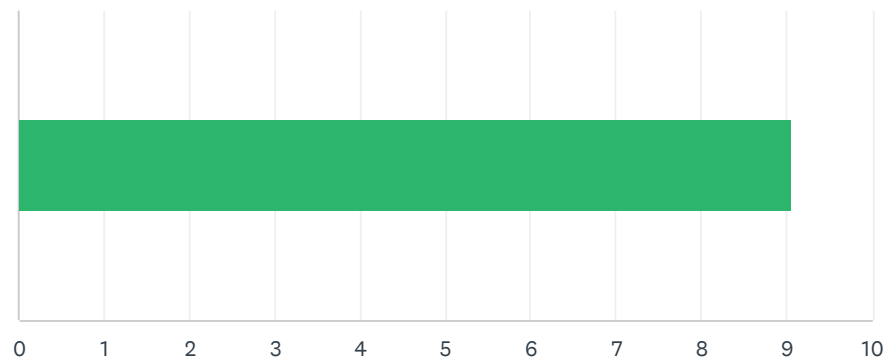
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	176	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	8	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	0	
19	10	



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

Answered: 19    Skipped: 0

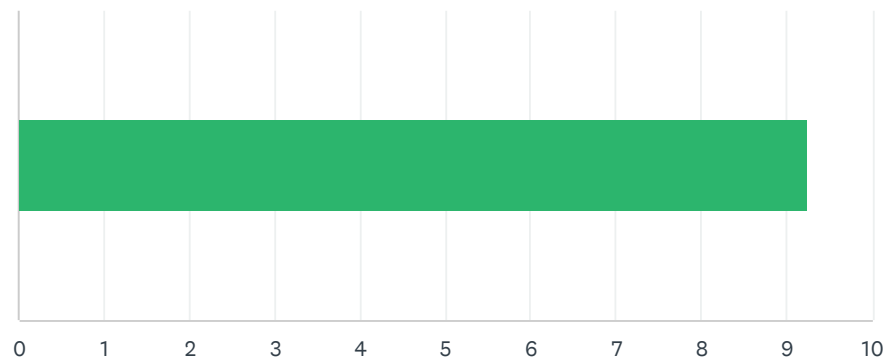


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	172	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	9	
11	10	
12	10	
13	10	
14	10	
15	8	
16	10	
17	10	
18	0	
19	7	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 19    Skipped: 0

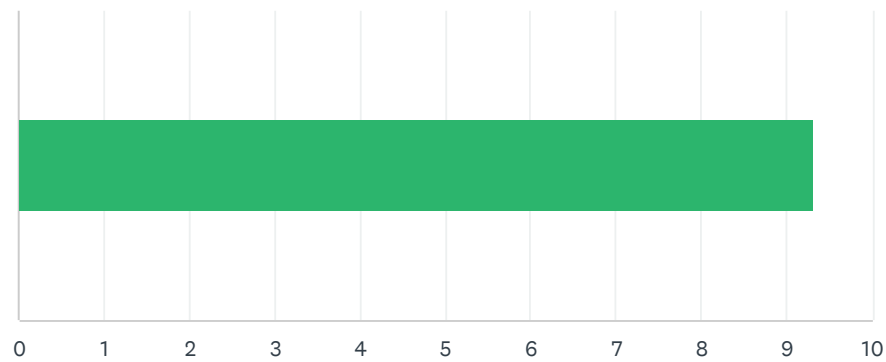


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	176	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	9	
11	10	
12	10	
13	10	
14	8	
15	10	
16	10	
17	10	
18	0	
19	10	

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

Answered: 19    Skipped: 0

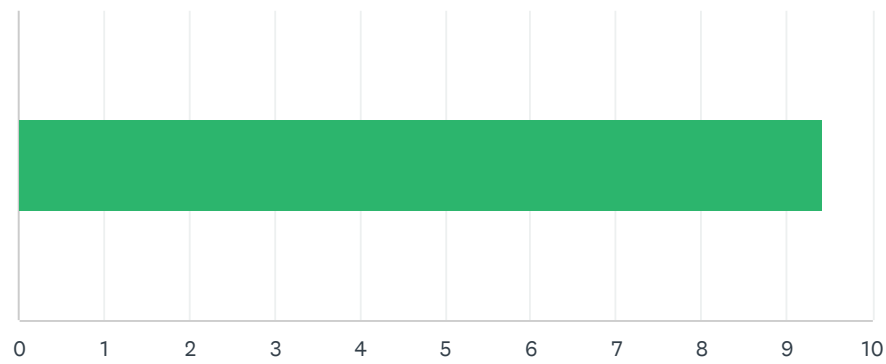


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	177	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	8	
15	10	
16	10	
17	8	
18	1	
19	10	

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

Answered: 19 Skipped: 0

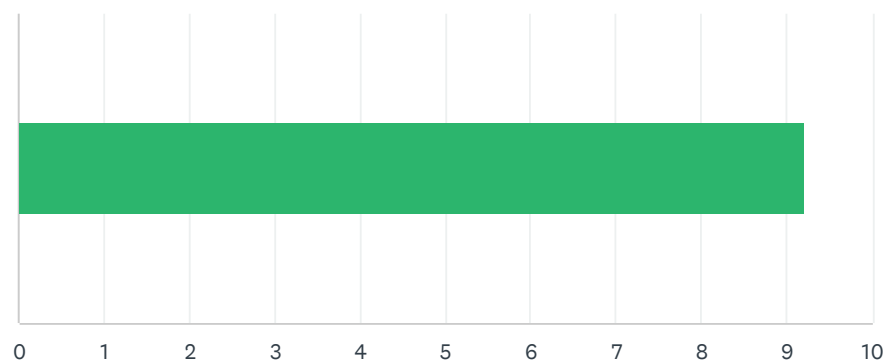


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	179	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	0	
19	10	

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

Answered: 19    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	175	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	9	
13	10	
14	10	
15	10	
16	7	
17	10	
18	0	



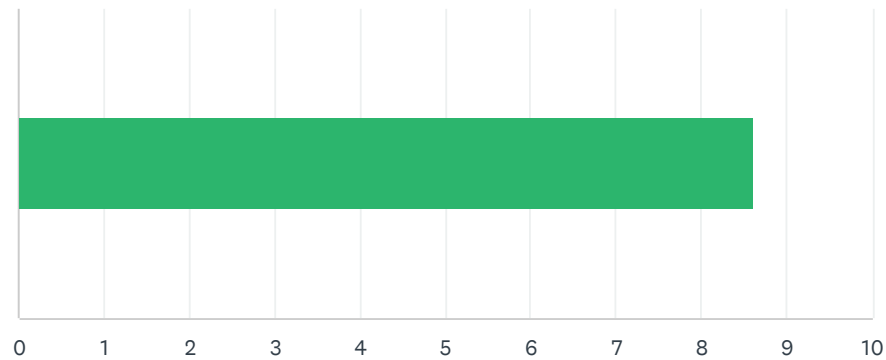
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 6   Skipped: 13

#	RESPONSES	DATE
1	Excellent	
2	Highly Effective Admin!	
3	Our site administration has high expectations and provides all support necessary for staff and students to achieve their goals. They are thoughtful and compassionate leaders who model the behaviors, habits, and work ethic they expect to see from all faculty members.	
4	Adding a VP and a Coach has been of great value for our campus!	
5	I am truly blessed and grateful that Mrs. Jensen is our principal.	
6	Shannon works hard to make her staff feel valued.	

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

Answered: 18    Skipped: 1



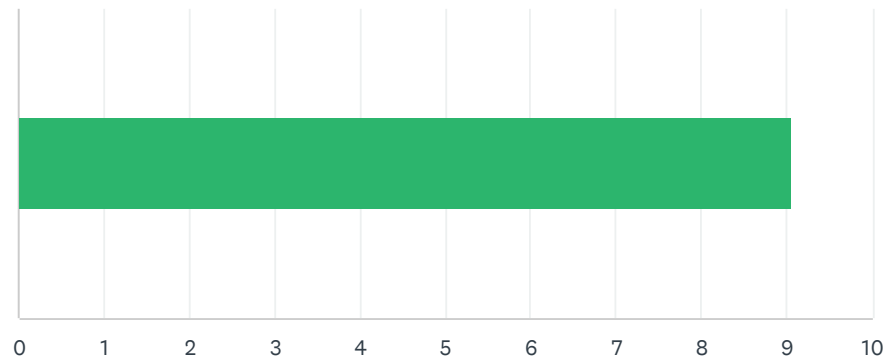
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	155	18
Total Respondents: 18			

#		DATE
1	8	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	8	
11	10	
12	5	
13	8	
14	10	
15	10	
16	10	
17	0	
18	8	



Q16 Site meetings are productive and not excessive.

Answered: 17    Skipped: 2

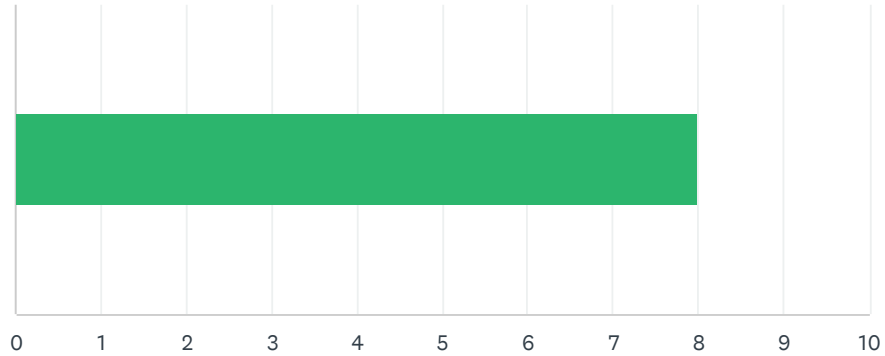


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	154	17
Total Respondents: 17			

#		DATE
1	9	
2	8	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	9	
10	8	
11	10	
12	10	
13	10	
14	10	
15	10	
16	0	
17	10	

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

Answered: 17 Skipped: 2

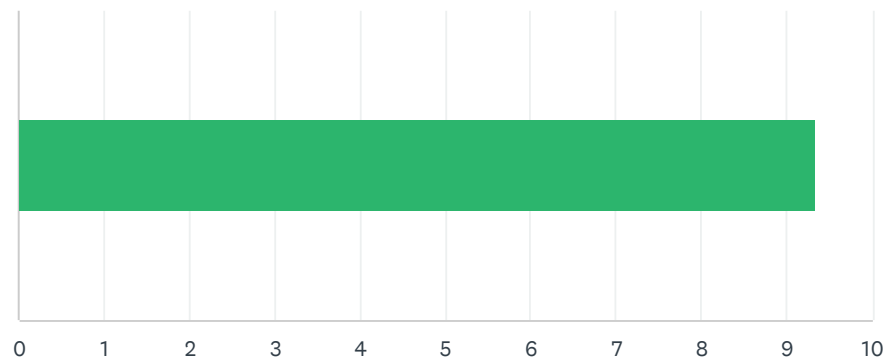


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	136	17
Total Respondents: 17			

#		DATE
1	8	
2	6	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	10	
12	5	
13	1	
14	9	
15	10	
16	1	
17	8	

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

Answered: 18    Skipped: 1

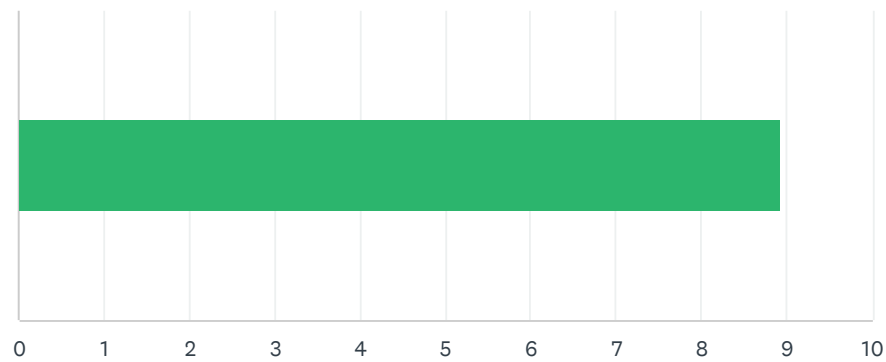


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	168	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	8	
17	0	
18	10	

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

Answered: 18    Skipped: 1

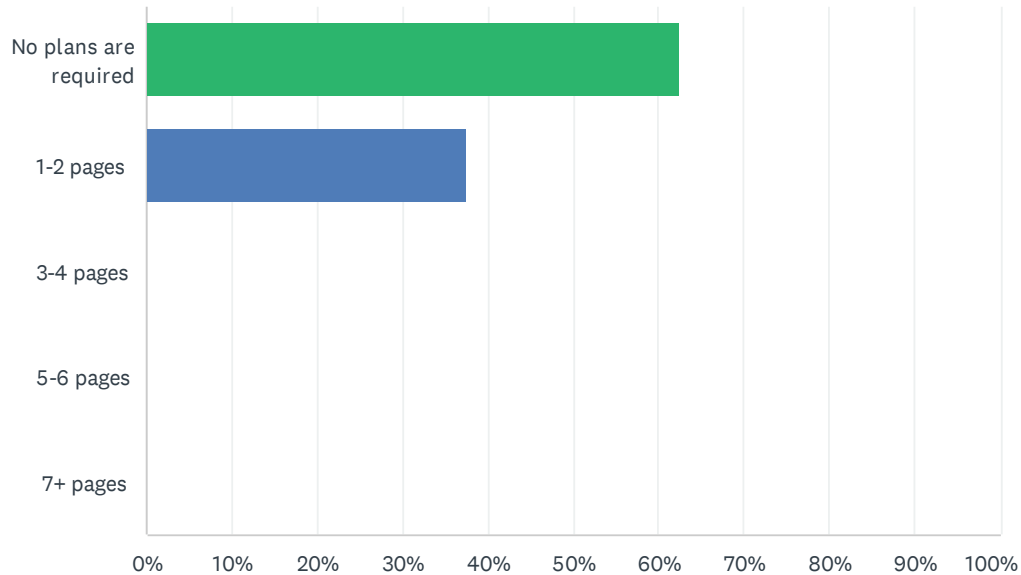


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	161	18
Total Respondents: 18			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	10	
12	10	
13	10	
14	5	
15	10	
16	10	
17	0	
18	10	

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

Answered: 16 Skipped: 3

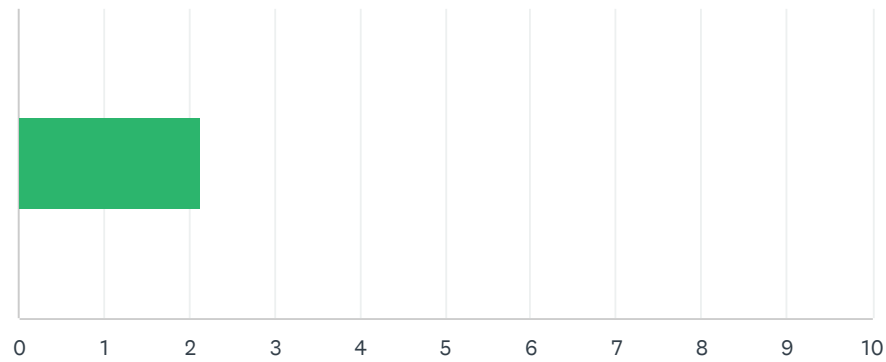


ANSWER CHOICES	RESPONSES	
No plans are required	62.50%	10
1-2 pages	37.50%	6
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		16

#	COMMENT	DATE
1	We are treated as valued members of the staff!	
2	Meetings, 504s and IEPs are all scheduled during duty	
3	We are trusted to do our job.	

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

Answered: 14    Skipped: 5

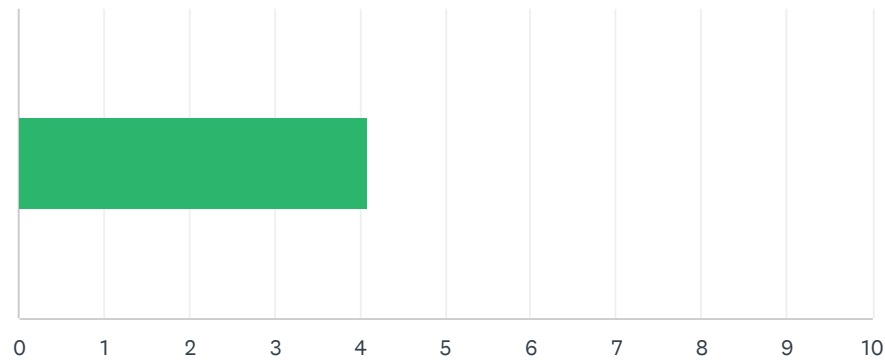


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	30	14
Total Respondents: 14			

#		DATE
1	1	
2	1	
3	10	
4	1	
5	1	
6	1	
7	1	
8	1	
9	1	
10	1	
11	1	
12	10	
13	0	
14	0	

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

Answered: 12    Skipped: 7



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	49	12
Total Respondents: 12			

#		DATE
1	1	
2	1	
3	10	
4	7	
5	10	
6	7	
7	1	
8	1	
9	1	
10	10	
11	0	
12	0	

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

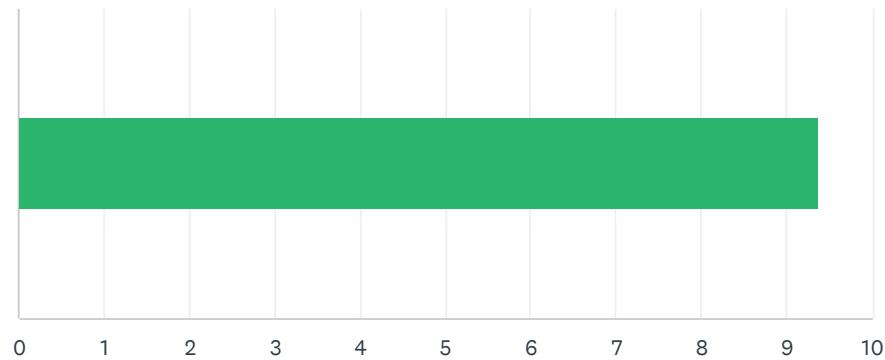
Answered: 6   Skipped: 13

#	RESPONSES	DATE
1	Some of the leadership team meetings information needs to be in a staff meeting. We need to have at least one staff meeting a month so the leadership team does not need to come and disseminate the information at the grade level PLC.	
2	Due to our grade level, we do dismissal every day because parents must sign their child out daily.	
3	primary has dismissal duty	
4	Mrs. Jensen excels at making Chavez as stress free as possible.	
5	Not sure about the number system on 21/22 but we do not have any yard duty or bus duty.	
6	Teachers do not have recess duty.	



Q24 Staff and students feel safe.

Answered: 18    Skipped: 1

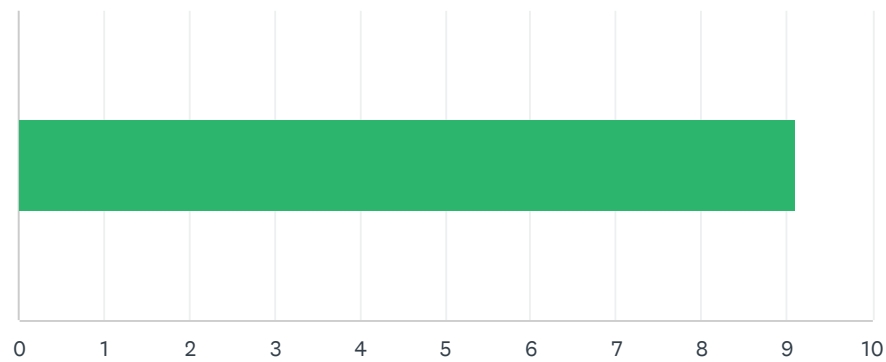


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	169	18
Total Respondents: 18			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	0	
18	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 18    Skipped: 1

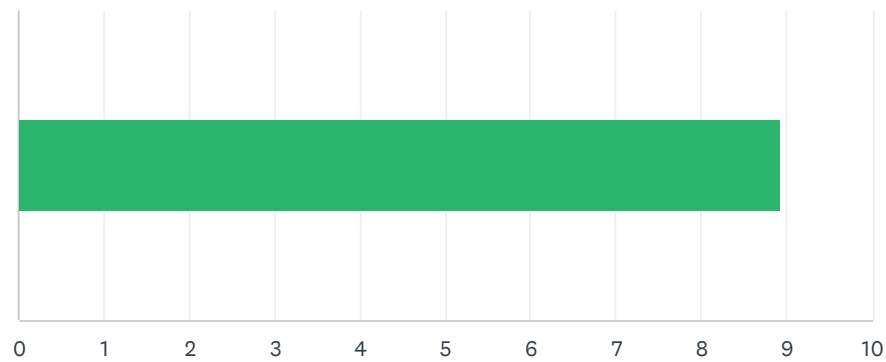


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	164	18
Total Respondents: 18			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	8	
12	10	
13	10	
14	10	
15	10	
16	8	
17	1	
18	10	

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

Answered: 18    Skipped: 1

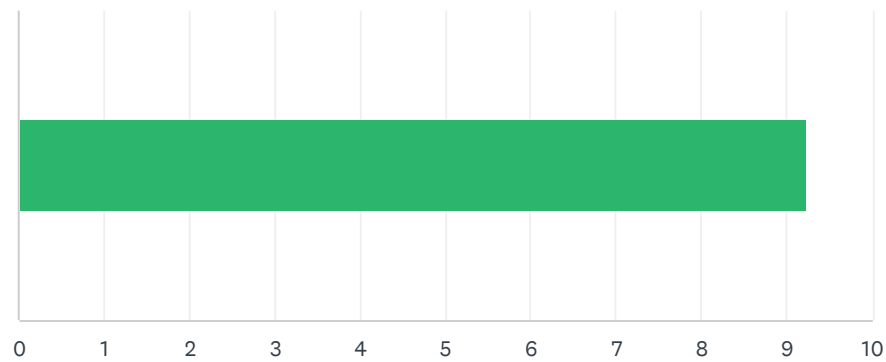


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	161	18
Total Respondents: 18			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	8	
11	8	
12	10	
13	10	
14	10	
15	10	
16	8	
17	0	
18	10	

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

Answered: 18    Skipped: 1

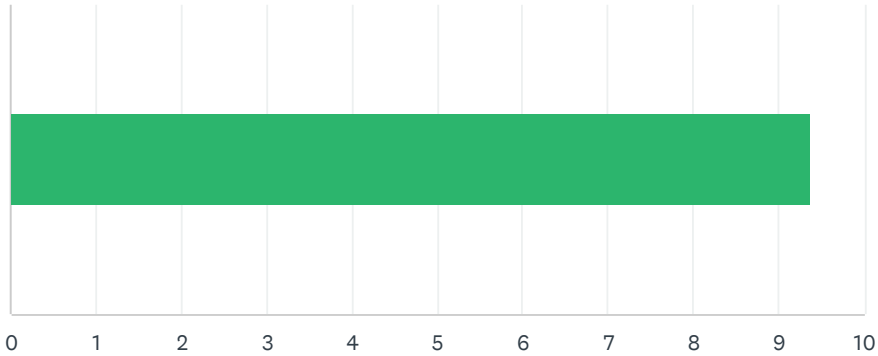


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	166	18
Total Respondents: 18			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	8	
15	10	
16	10	
17	0	
18	10	

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

Answered: 18 Skipped: 1

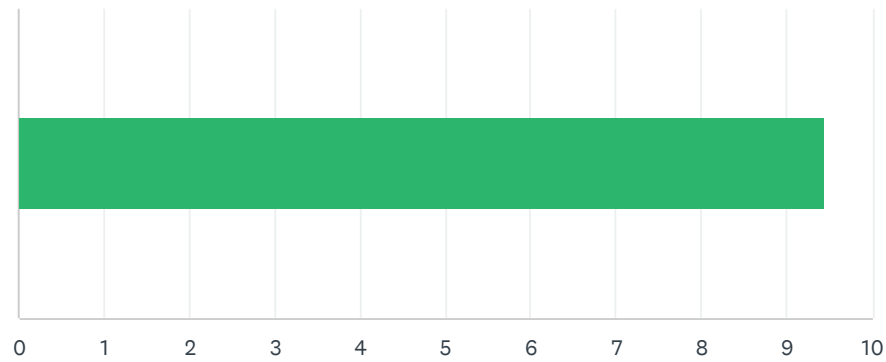


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	169	18
Total Respondents: 18			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	0	
18	10	

Q29 My site has a positive atmosphere.

Answered: 18    Skipped: 1

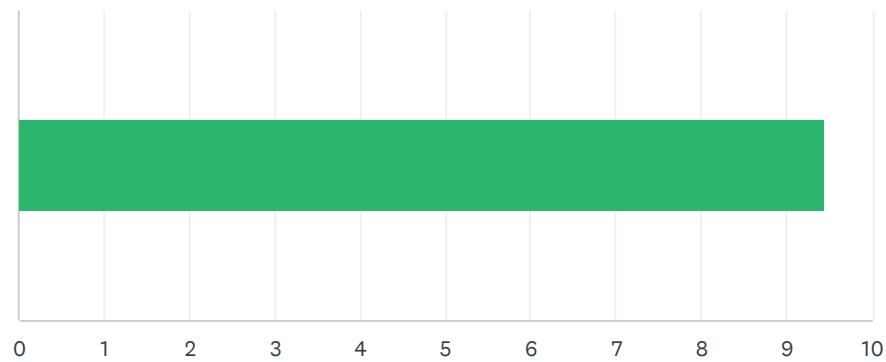


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	170	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	9	
13	10	
14	10	
15	10	
16	10	
17	1	
18	10	

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

Answered: 18 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	170	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	0	
18	10	

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

Answered: 4   Skipped: 15

#	RESPONSES	DATE
1	The Vice Principal implements PBIS effectively. The Principal and Vice Principal contribute to a positive atmosphere.	
2	Our vice principal is supportive, effective, and well-versed on how to handle disciplinary issues in a way that works for both teachers, students, and their families. She respects teachers and their needs and has been a welcome addition to our site.	
3	This is a joyful & welcoming campus for students, families, and teachers!	
4	Chavez has the best administration and staff!	



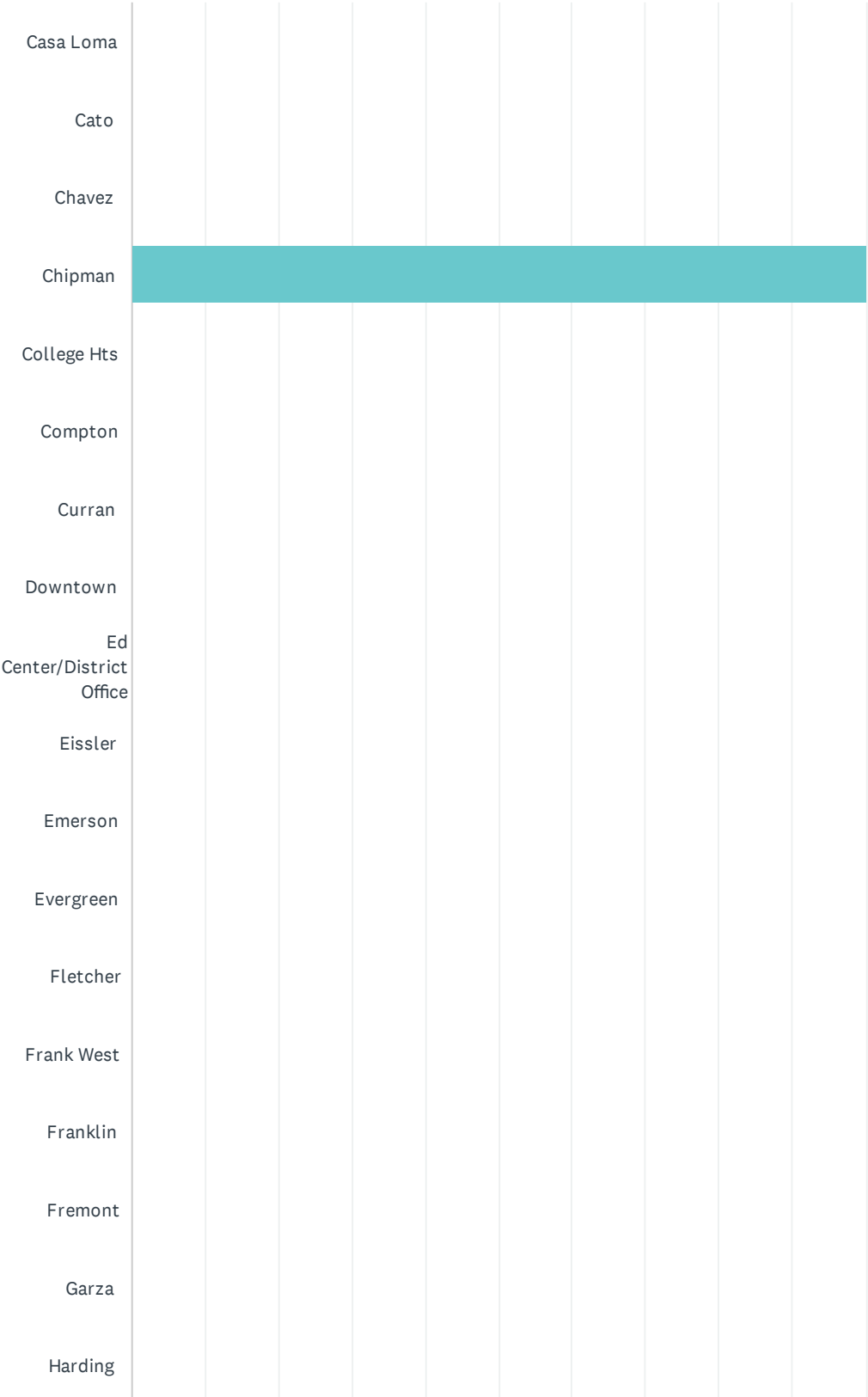
## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 4   Skipped: 15

#	RESPONSES	
1	Love the Principal and Vice Principal!	DATE
2	Mrs. Jensen is a true leader who leads by example and Mrs. Jaime has shown what a team play she is as well!	
3	I feel so blessed to be working with someone that sees my value as a teacher	
4	Chavez is the only place to work.	

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.)

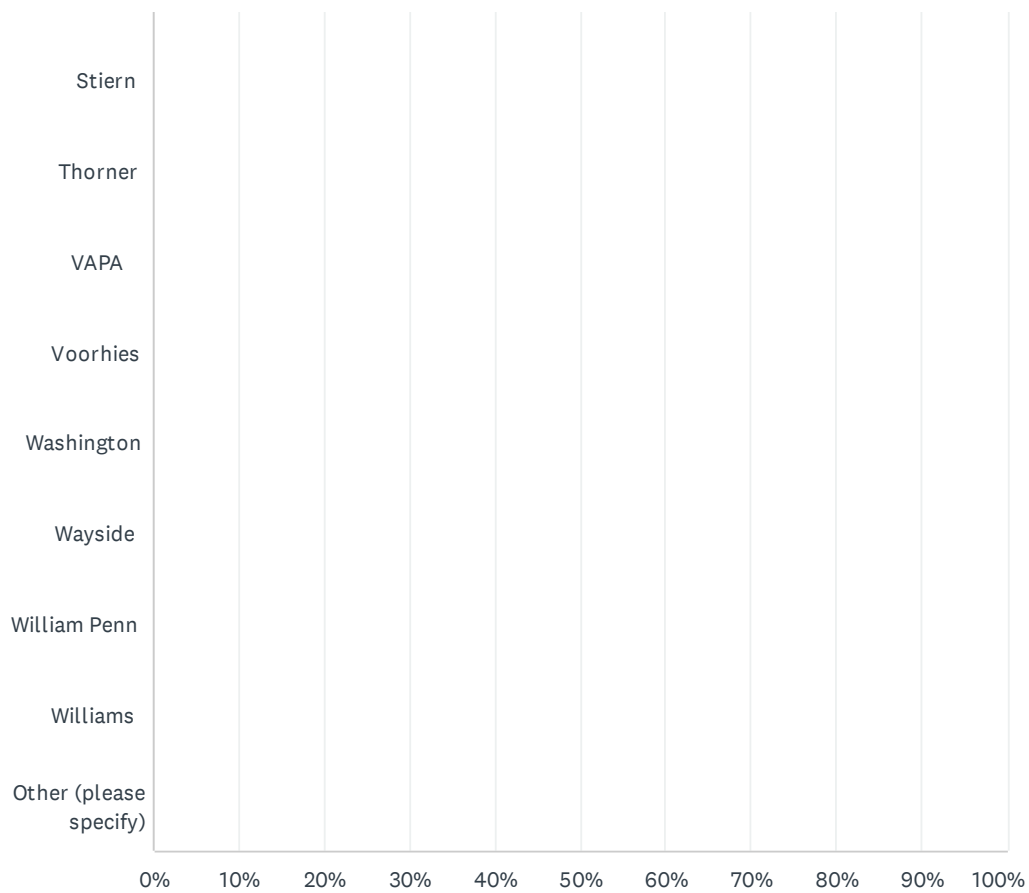
Answered: 12    Skipped: 0



## 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	100.00%	12
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

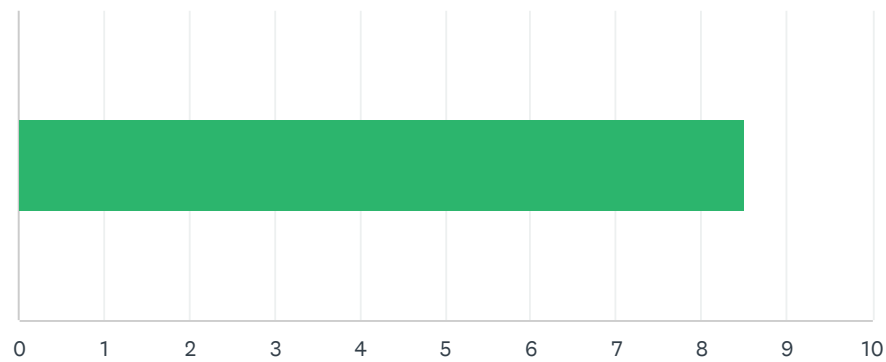
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 12		

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

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

Answered: 12    Skipped: 0

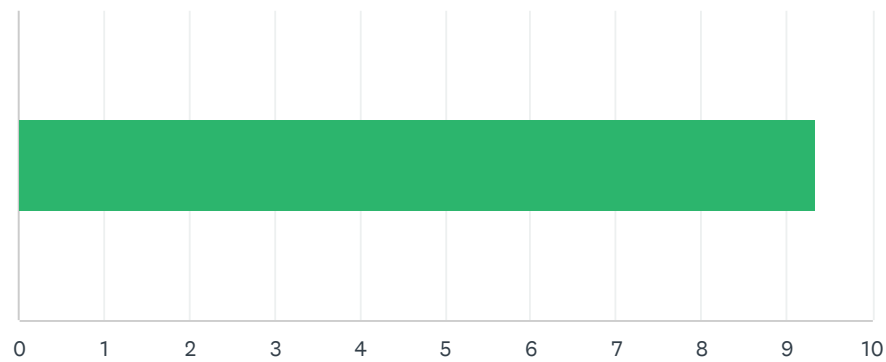


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	102	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	8	
4	7	
5	10	
6	6	
7	10	
8	10	
9	10	
10	8	
11	5	
12	8	

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

Answered: 12    Skipped: 0



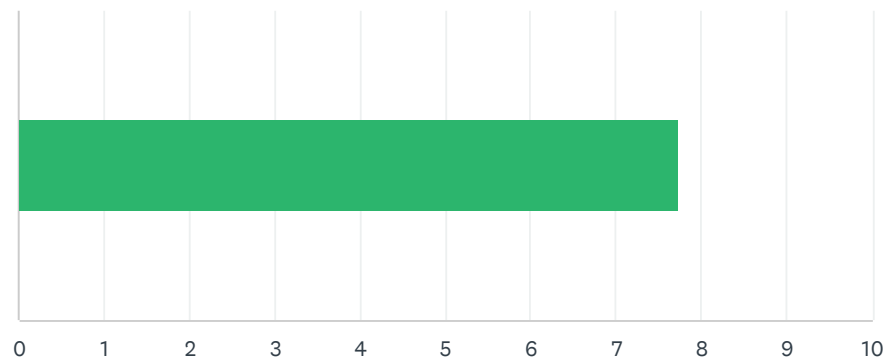
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	112	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	8	
4	7	
5	10	
6	10	
7	10	
8	10	
9	10	
10	9	
11	8	
12	10	



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

Answered: 12 Skipped: 0

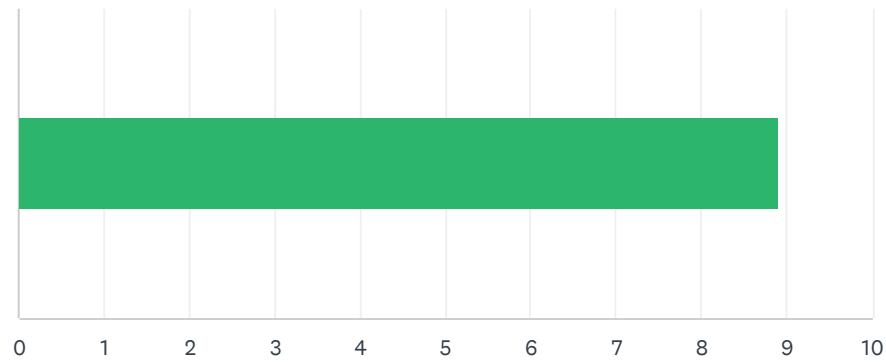


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	93	12
Total Respondents: 12			

#		DATE
1	10	
2	4	
3	10	
4	6	
5	8	
6	8	
7	10	
8	10	
9	10	
10	7	
11	1	
12	9	

Q5 Site administration follows the contract and respects personal rights.

Answered: 12    Skipped: 0

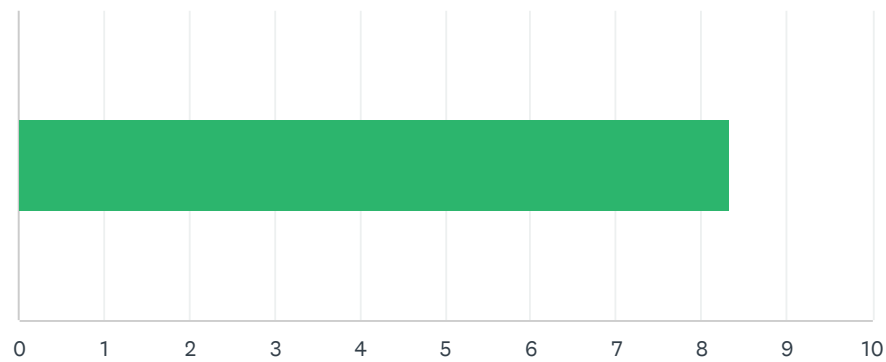


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	107	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	10	
7	8	
8	10	
9	10	
10	9	
11	2	
12	9	

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

Answered: 12 Skipped: 0

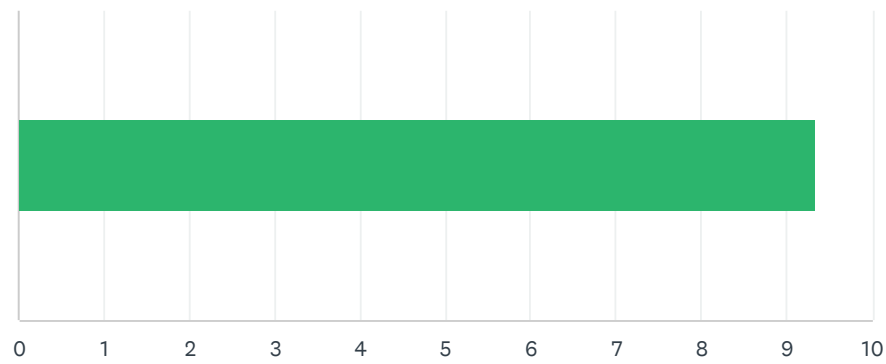


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	100	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	8	
4	7	
5	10	
6	10	
7	7	
8	10	
9	10	
10	10	
11	1	
12	7	

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

Answered: 12    Skipped: 0

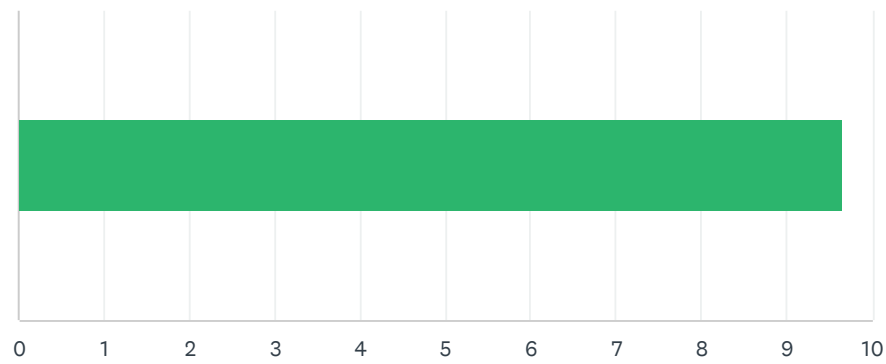


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	112	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	5	
12	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 12    Skipped: 0

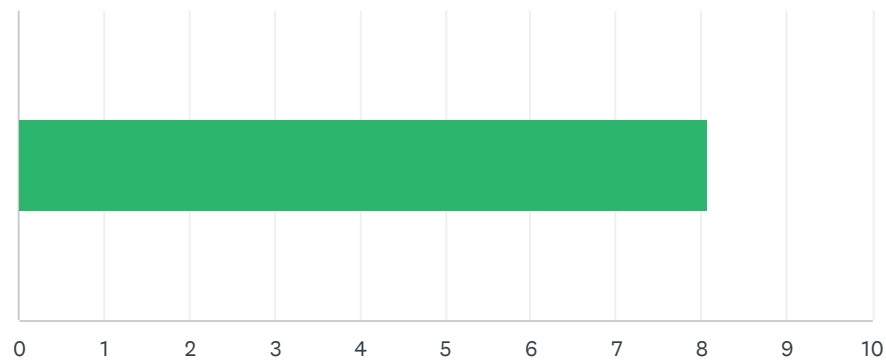


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	116	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	8	
12	10	

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

Answered: 12    Skipped: 0

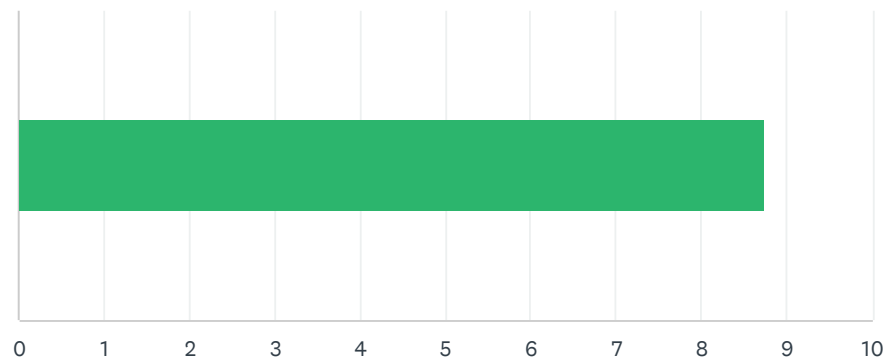


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	97	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	7	
5	10	
6	3	
7	10	
8	10	
9	10	
10	6	
11	1	
12	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 12 Skipped: 0

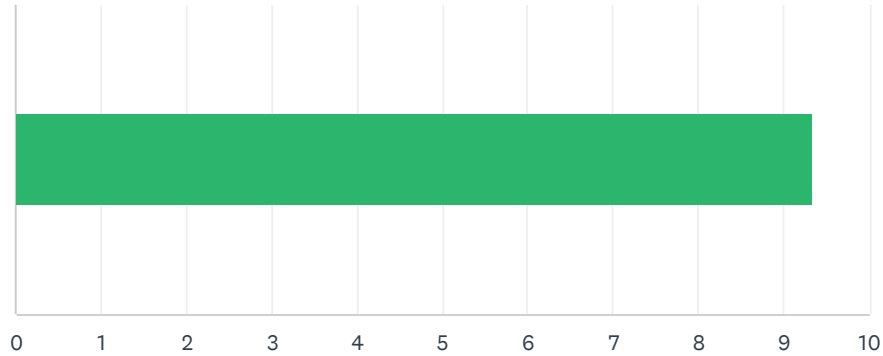


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	105	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	6	
5	10	
6	7	
7	8	
8	10	
9	10	
10	7	
11	8	
12	9	

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

Answered: 12 Skipped: 0



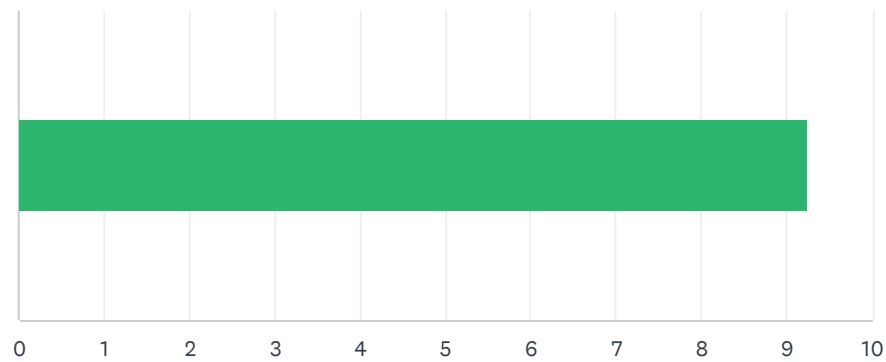
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	112	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	7	
7	8	
8	10	
9	10	
10	8	
11	10	
12	10	



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

Answered: 12    Skipped: 0

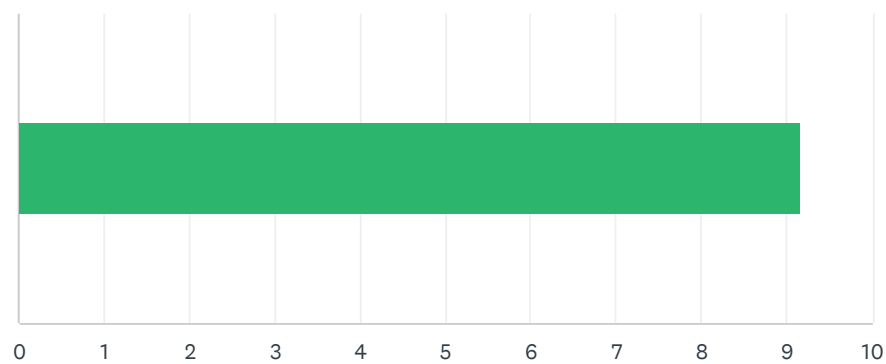


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	111	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	6	
7	10	
8	10	
9	10	
10	7	
11	9	
12	10	

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

Answered: 12 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	110	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	3	
7	10	
8	10	
9	10	
10	7	
11	10	
12	10	

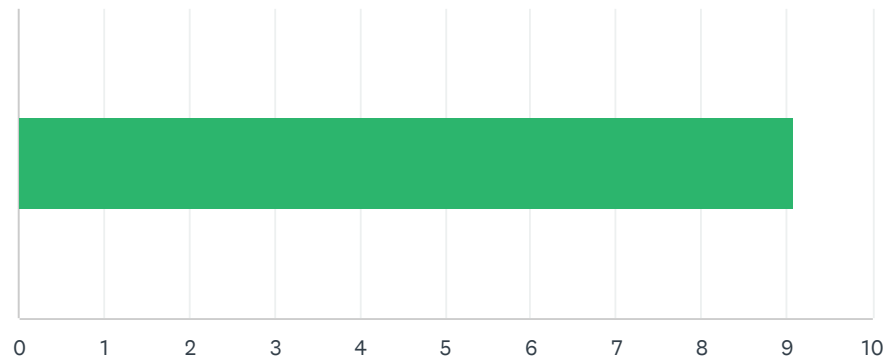
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 3   Skipped: 9

#	RESPONSES	DATE
1	We don't have enough planning time	
2	Chipman is wonderful! Shout out to all Chipman Charger Staff! We are the BEST! The leadership, teachers, and all staff are supportive, welcoming, and provide clear communication. It is a joy to work here, and I am uber thankful that I go home each day ready to spend quality time with my family without stress on my mind. It's obvious that administration holds staff as a priority, with student success at the heart of everything we do (academically, socially, and emotionally). The area for growth is surrounding the creation of solid, effective school-wide systems that will be long-lasting. For example, continuing the work around the MTSS process for tier 1 and 2 academic and behavioral supports, especially focused around the identification, service delivery, follow-up, and graduation from tier 2 intervention supports.	
3	Our site administration is wonderful! They work very hard at ensuring our staff and students feel supported. They listen when things are voiced and make us all feel like a team.	

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

Answered: 12    Skipped: 0

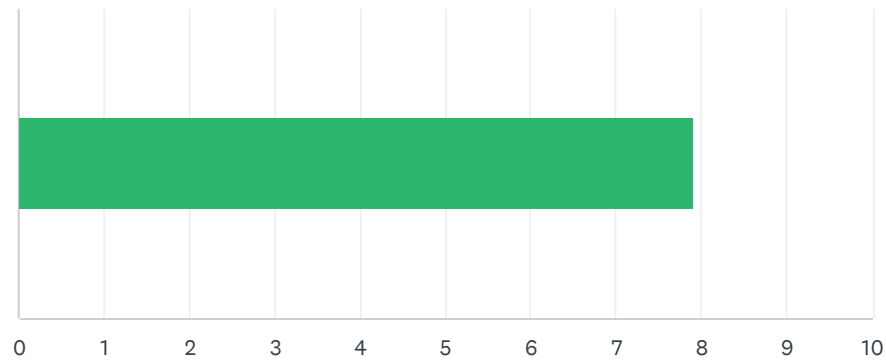


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	109	12
Total Respondents: 12			

#		DATE
1	10	
2	7	
3	6	
4	10	
5	10	
6	9	
7	10	
8	10	
9	10	
10	7	
11	10	
12	10	

Q16 Site meetings are productive and not excessive.

Answered: 12    Skipped: 0

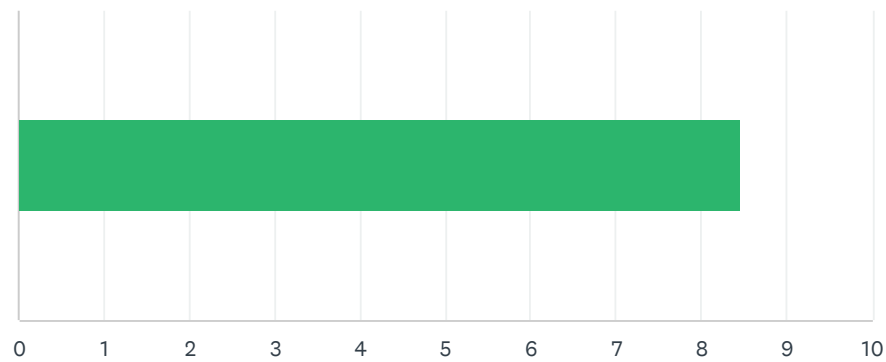


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	95	12
Total Respondents: 12			

#		DATE
1	8	
2	6	
3	7	
4	4	
5	8	
6	9	
7	10	
8	8	
9	10	
10	7	
11	10	
12	8	

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

Answered: 11    Skipped: 1

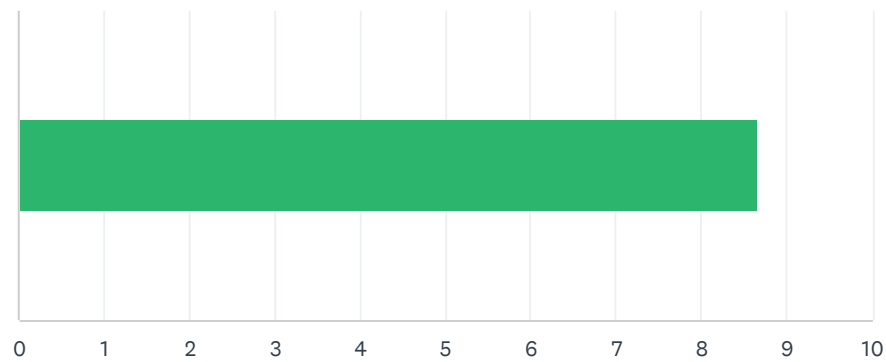


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	93	11
Total Respondents: 11			

#		DATE
1	8	
2	8	
3	6	
4	8	
5	8	
6	8	
7	10	
8	8	
9	10	
10	10	
11	9	

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

Answered: 12 Skipped: 0

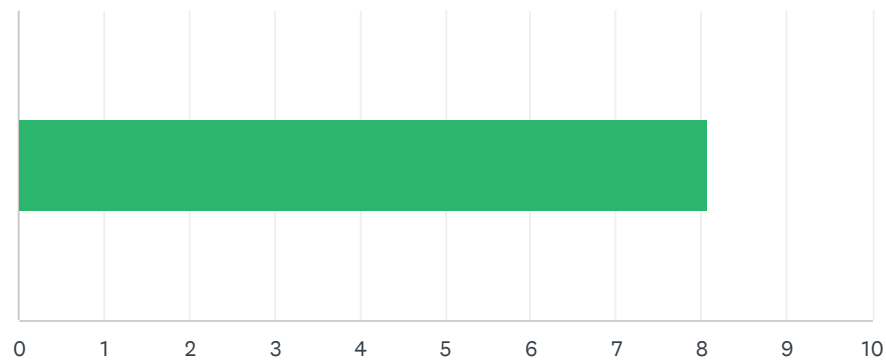


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	104	12
Total Respondents: 12			

#		DATE
1	10	
2	8	
3	6	
4	10	
5	7	
6	8	
7	10	
8	9	
9	10	
10	7	
11	10	
12	9	

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

Answered: 12 Skipped: 0



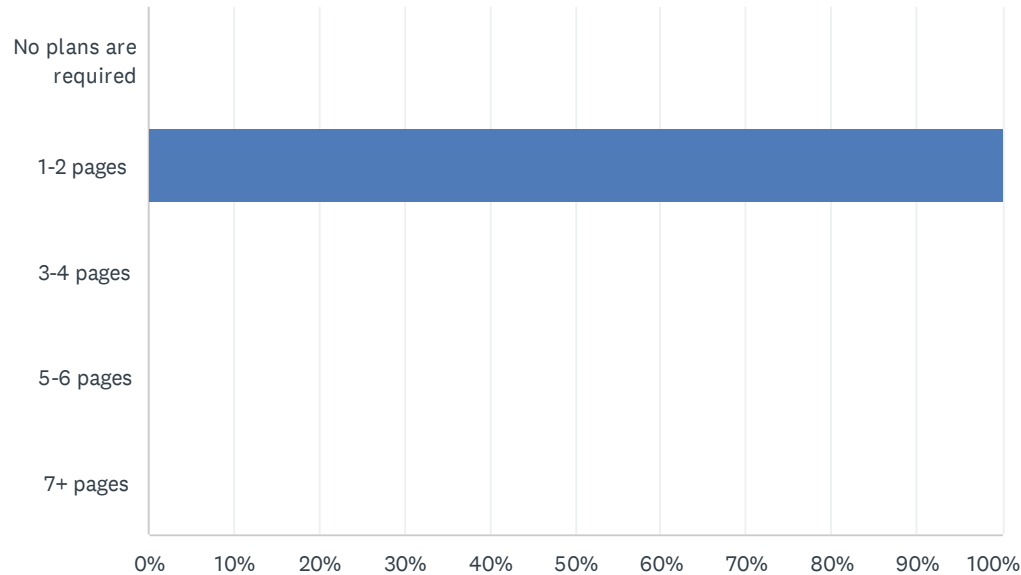
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	97	12
Total Respondents: 12			

#		DATE
1	10	
2	7	
3	7	
4	8	
5	7	
6	8	
7	10	
8	10	
9	10	
10	8	
11	5	
12	7	



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

Answered: 9    Skipped: 3

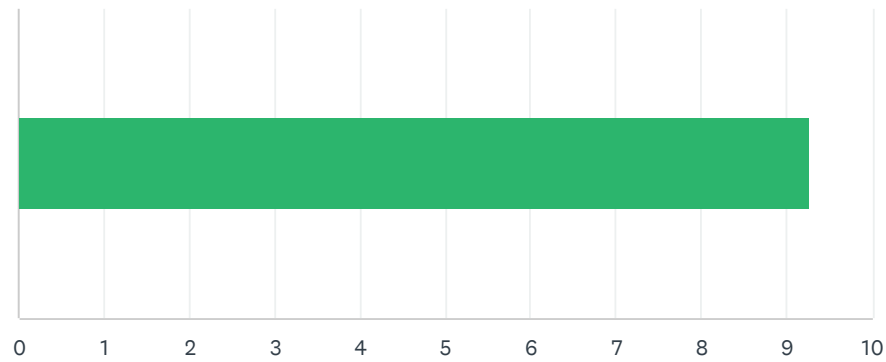


ANSWER CHOICES		RESPONSES	
No plans are required		0.00%	0
1-2 pages		100.00%	9
3-4 pages		0.00%	0
5-6 pages		0.00%	0
7+ pages		0.00%	0
TOTAL			9

#	COMMENT	DATE
1	Plans are required but there is no set page number	

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

Answered: 7    Skipped: 5

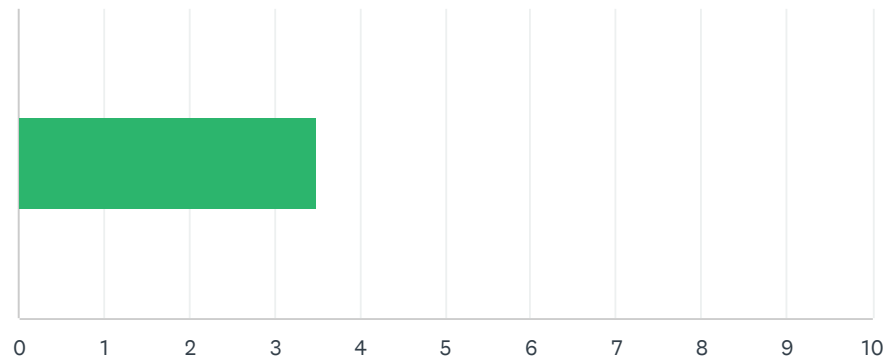


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	65	7
Total Respondents: 7			

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

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

Answered: 6    Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	21	6
Total Respondents: 6			

#		DATE
1	10	
2	2	
3	5	
4	2	
5	2	
6	0	

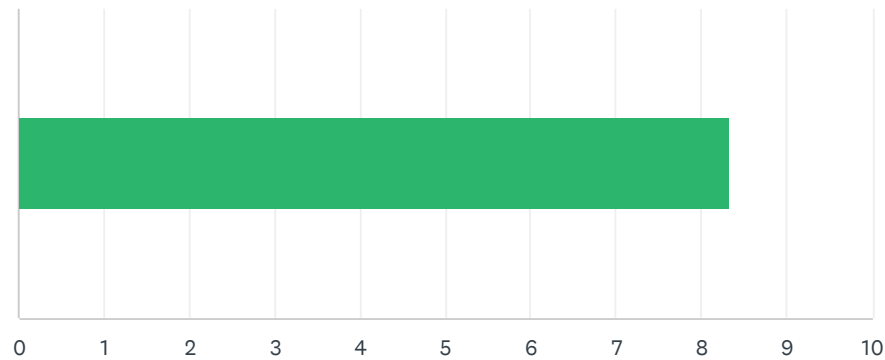
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 2   Skipped: 10

#	RESPONSES	DATE
1	We have yard duty for teachers on an equal rotating basis.	
2	I don't like being pulled from classes for IEP's, 504's etc. Every minutes outside of class is learning loss for every student in the room.	

Q24 Staff and students feel safe.

Answered: 12    Skipped: 0

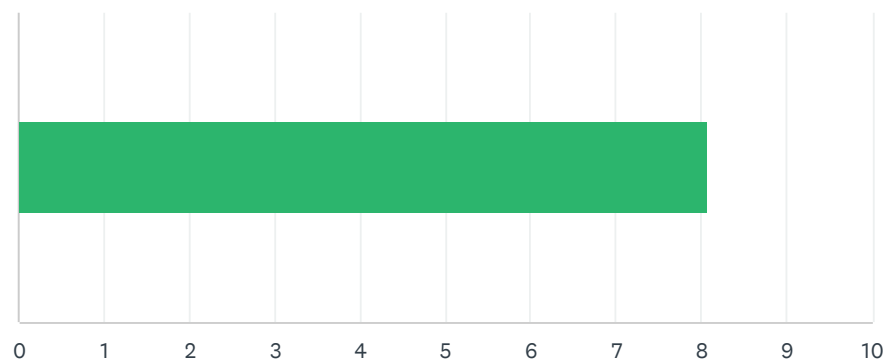


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	100	12
Total Respondents: 12			

#		DATE
1	10	
2	4	
3	7	
4	7	
5	8	
6	7	
7	10	
8	10	
9	10	
10	10	
11	8	
12	9	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 12    Skipped: 0

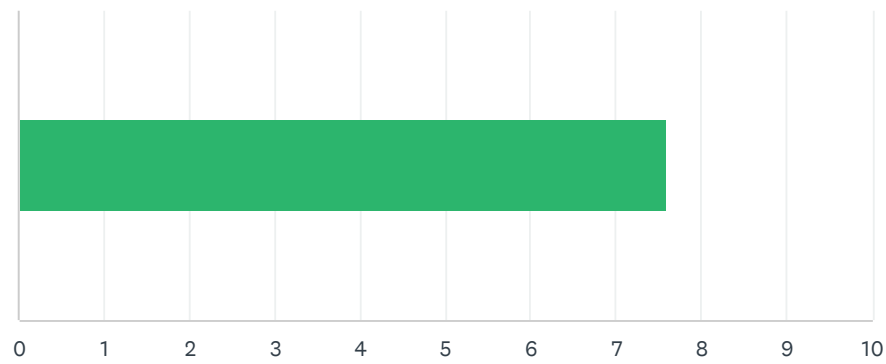


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	97	12
Total Respondents: 12			

#		DATE
1	10	
2	4	
3	6	
4	6	
5	8	
6	8	
7	9	
8	10	
9	10	
10	10	
11	6	
12	10	

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

Answered: 12    Skipped: 0

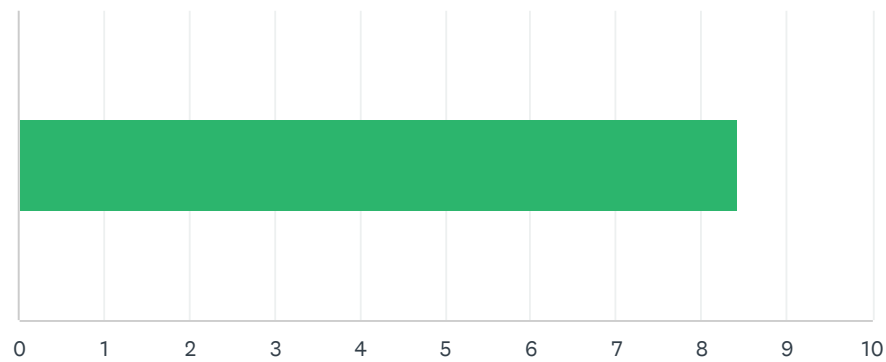


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	91	12
Total Respondents: 12			

#		DATE
1	10	
2	2	
3	6	
4	8	
5	7	
6	7	
7	10	
8	7	
9	8	
10	10	
11	7	
12	9	

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

Answered: 12    Skipped: 0



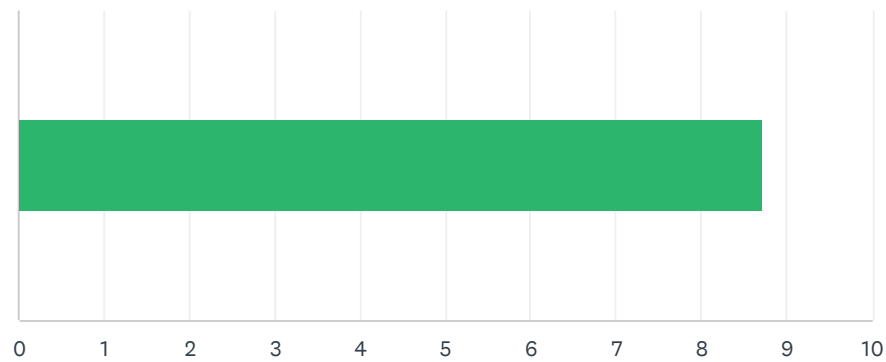
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	101	12
Total Respondents: 12			

#		DATE
1	10	
2	5	
3	6	
4	8	
5	7	
6	9	
7	10	
8	10	
9	10	
10	10	
11	7	
12	9	



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

Answered: 11    Skipped: 1

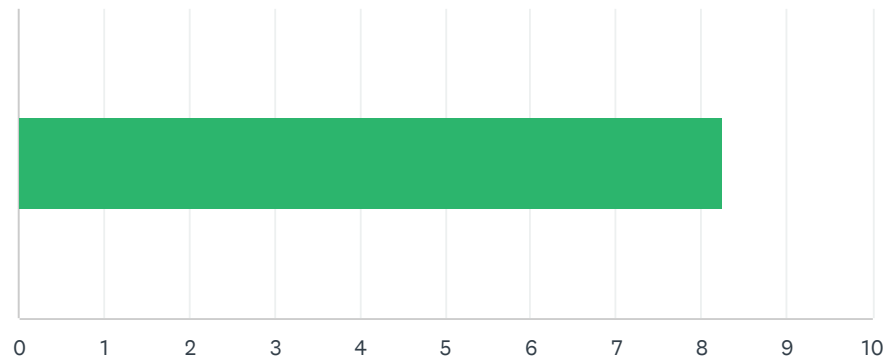


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	96	11
Total Respondents: 11			

#		DATE
1	10	
2	7	
3	7	
4	8	
5	8	
6	10	
7	10	
8	10	
9	10	
10	6	
11	10	

Q29 My site has a positive atmosphere.

Answered: 12    Skipped: 0

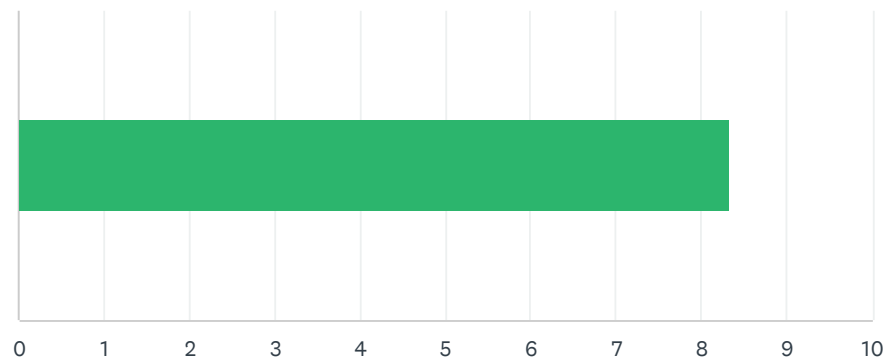


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	99	12
Total Respondents: 12			

#		DATE
1	10	
2	3	
3	7	
4	8	
5	7	
6	8	
7	10	
8	10	
9	10	
10	10	
11	6	
12	10	

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

Answered: 12 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	100	12
Total Respondents: 12			

#		DATE
1	10	
2	3	
3	7	
4	7	
5	7	
6	8	
7	10	
8	10	
9	10	
10	10	
11	8	
12	10	

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

Answered: 1   Skipped: 11

#	RESPONSES	DATE
1	I feel our site admin does everything within their means, however, their hands are tied when it comes to certain things- such as student defiance. I know that within the campus, we do our best to promote safety.	

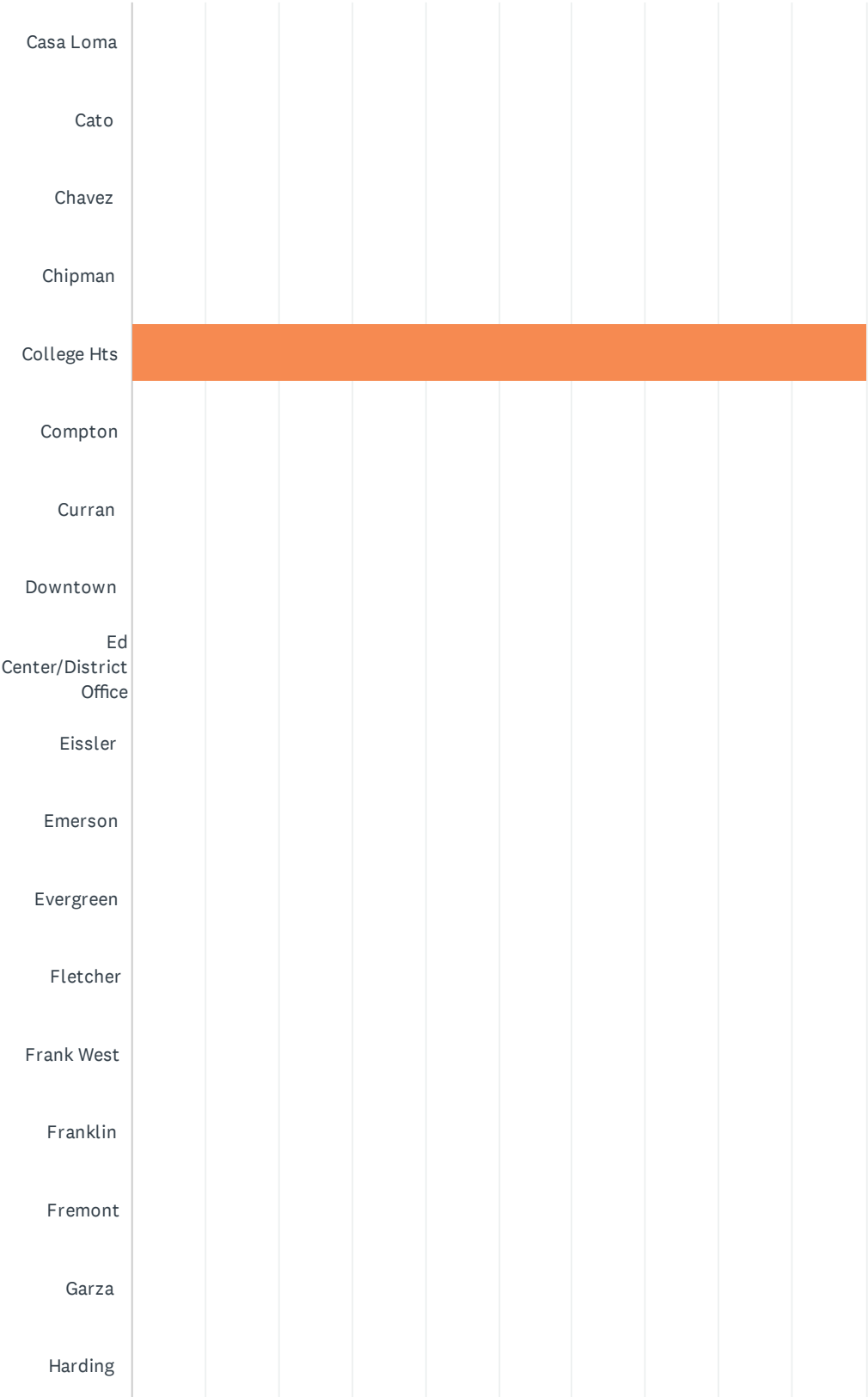
## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 1   Skipped: 11

#	RESPONSES	DATE
1	Our site administration does what is best for the students while supporting the staff. It is a difficult balance at times but I believe our site admin does a good job of it.	

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.)

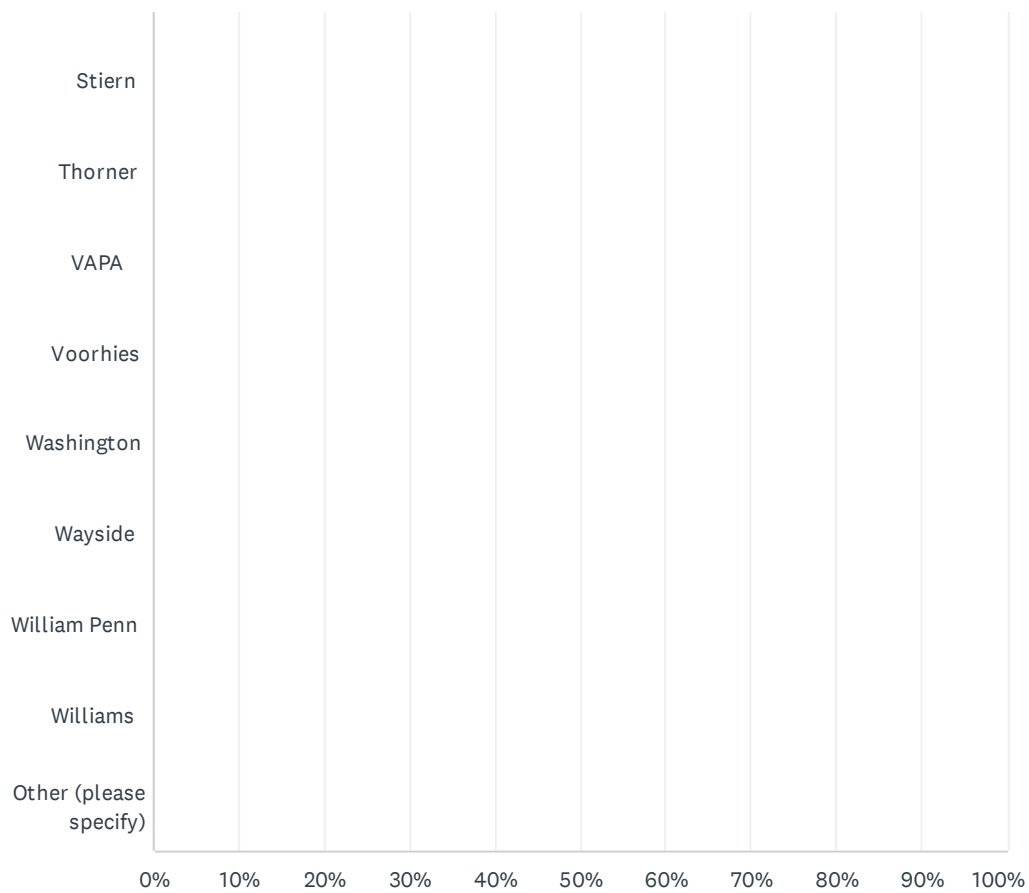
Answered: 15    Skipped: 0



## 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	100.00%	15
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

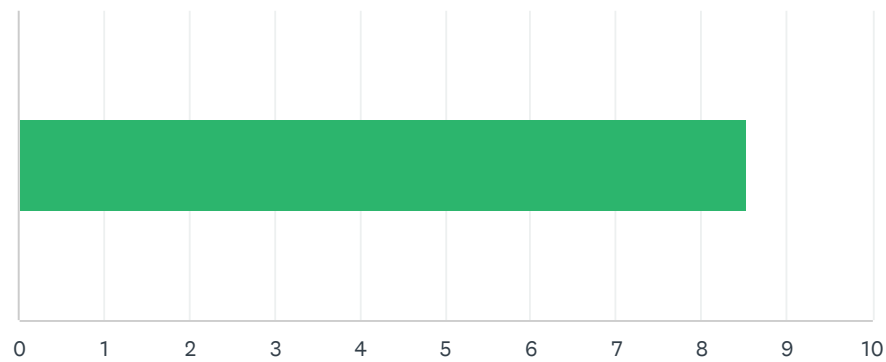
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 15		

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

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

Answered: 15    Skipped: 0

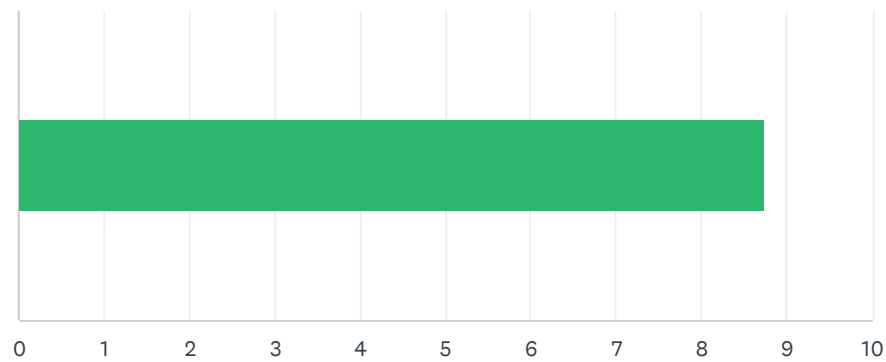


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	128	15
Total Respondents: 15			

#		DATE
1	10	
2	7	
3	8	
4	10	
5	9	
6	7	
7	9	
8	8	
9	10	
10	10	
11	10	
12	5	
13	7	
14	8	
15	10	

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

Answered: 15    Skipped: 0

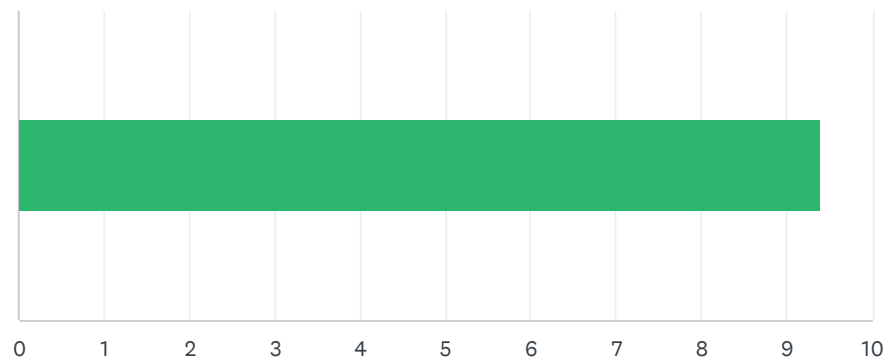


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	131	15
Total Respondents: 15			

#		DATE
1	10	3/6/2025 10:03 AM
2	9	
3	9	
4	10	
5	8	
6	8	
7	9	
8	8	
9	10	
10	10	
11	10	
12	4	
13	10	
14	6	
15	10	

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

Answered: 15    Skipped: 0

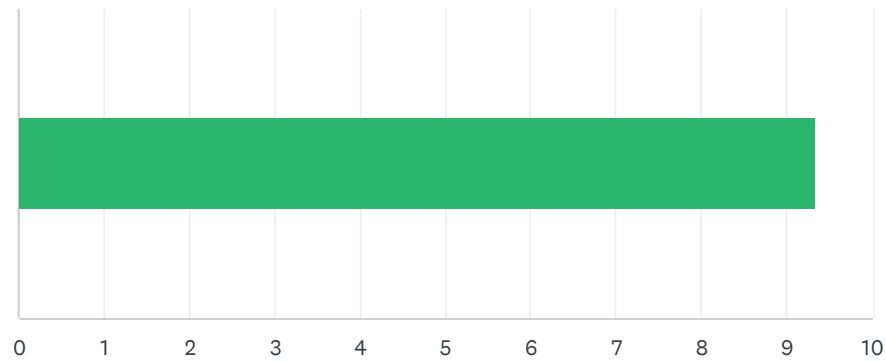


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	141	15
Total Respondents: 15			

#		DATE
1	10	
2	8	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	8	
13	8	
14	7	
15	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 15    Skipped: 0

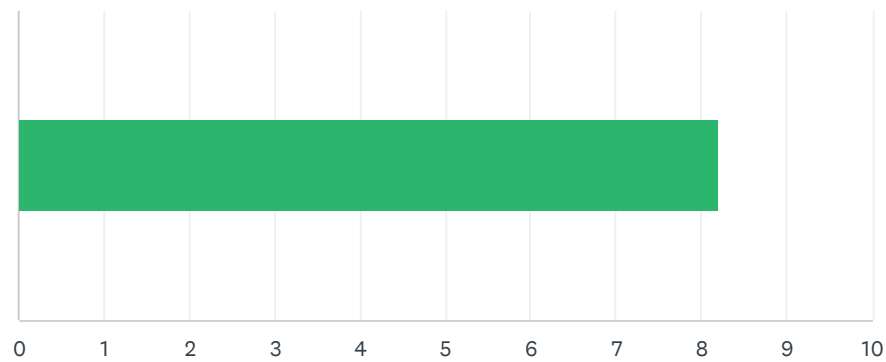


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	140	15
Total Respondents: 15			

#		DATE
1	10	
2	9	
3	9	
4	10	
5	8	
6	7	
7	9	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	8	
15	10	

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

Answered: 14    Skipped: 1

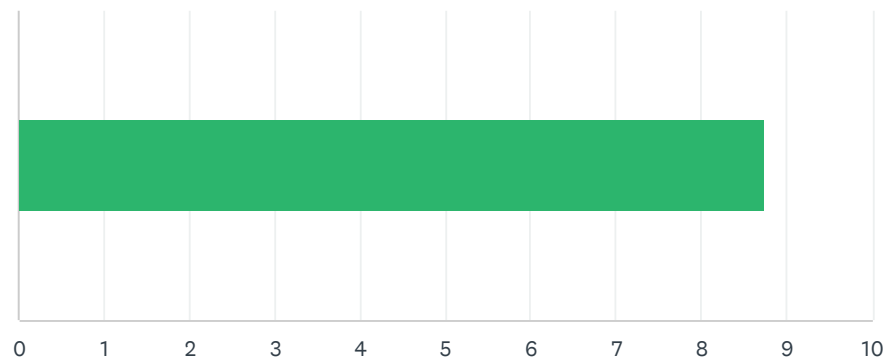


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	115	14
Total Respondents: 14			

#		DATE
1	10	
2	9	
3	7	
4	8	
5	9	
6	5	
7	10	
8	10	
9	10	
10	10	
11	3	
12	10	
13	6	
14	8	

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

Answered: 15    Skipped: 0



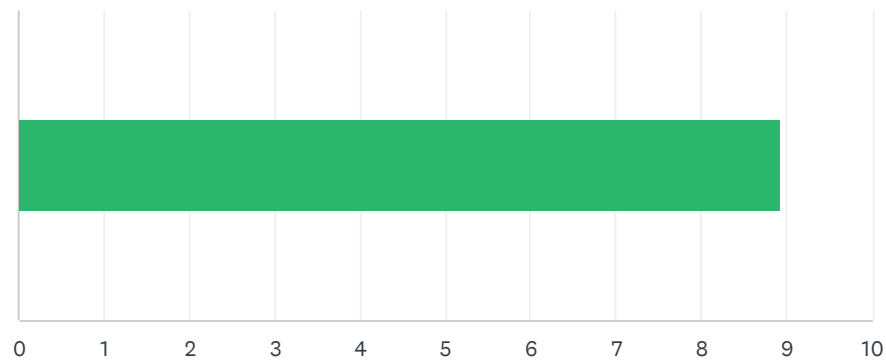
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	131	15
Total Respondents: 15			

#		DATE
1	10	
2	8	
3	9	
4	10	
5	9	
6	8	
7	9	
8	10	
9	10	
10	10	
11	10	
12	3	
13	7	
14	8	
15	10	



Q8 Administration supports staff against attacks and criticism from parents.

Answered: 15    Skipped: 0

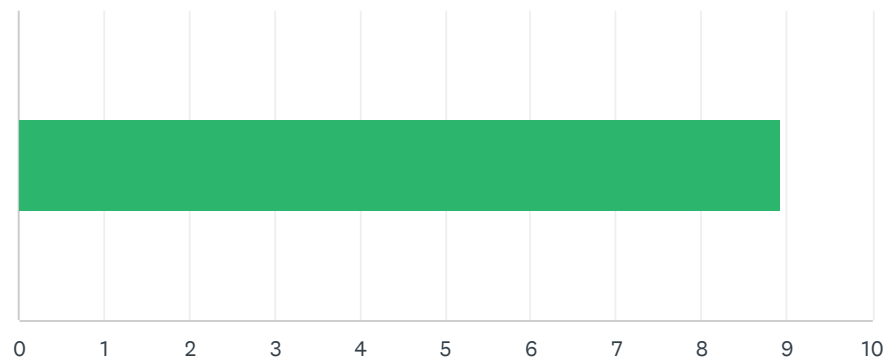


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	134	15
Total Respondents: 15			

#		DATE
1	10	
2	9	
3	9	
4	10	
5	10	
6	7	
7	9	
8	10	
9	10	
10	10	
11	10	
12	3	
13	9	
14	8	
15	10	

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

Answered: 15    Skipped: 0

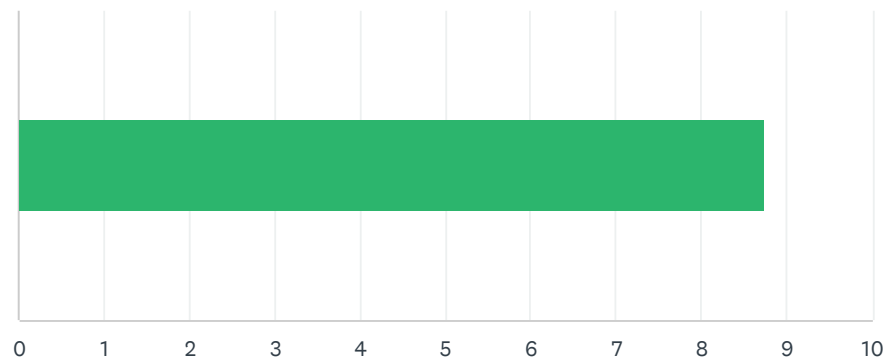


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	134	15
Total Respondents: 15			

#		DATE
1	10	
2	9	
3	9	
4	10	
5	10	
6	10	
7	9	
8	10	
9	10	
10	10	
11	10	
12	1	
13	10	
14	6	
15	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 15    Skipped: 0

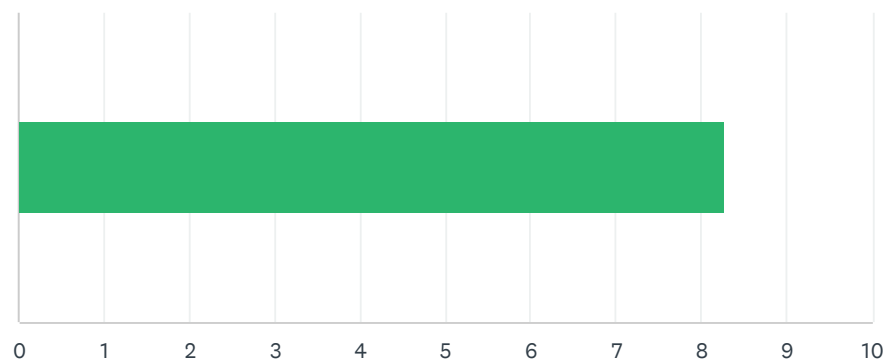


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	131	15
Total Respondents: 15			

#		DATE
1	10	
2	9	
3	9	
4	10	
5	10	
6	7	
7	9	
8	10	
9	10	
10	10	
11	10	
12	1	
13	10	
14	6	
15	10	

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

Answered: 15    Skipped: 0

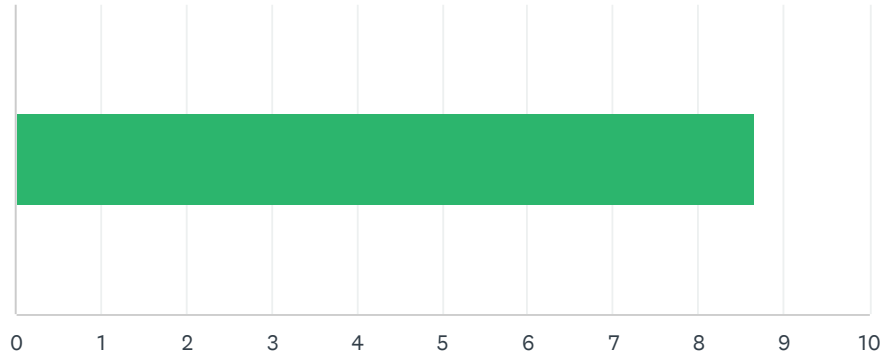


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	124	15
Total Respondents: 15			

#		DATE
1	10	
2	9	
3	9	
4	10	
5	9	
6	7	
7	9	
8	8	
9	10	
10	10	
11	10	
12	1	
13	7	
14	7	
15	8	

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

Answered: 15 Skipped: 0

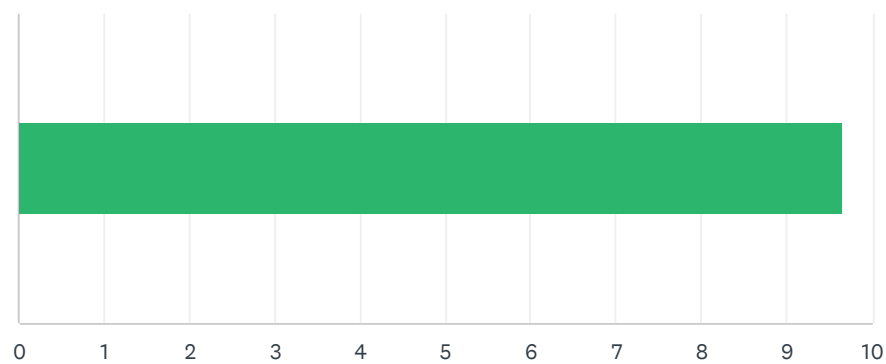


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	130	15
Total Respondents: 15			

#		DATE
1	10	
2	9	
3	9	
4	10	
5	10	
6	7	
7	9	
8	10	
9	10	
10	10	
11	10	
12	2	
13	7	
14	7	
15	10	

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

Answered: 15 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	145	15
Total Respondents: 15			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	8	
14	7	
15	10	

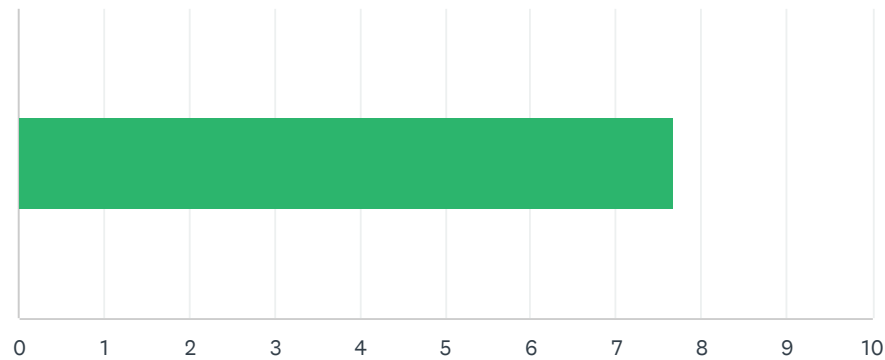
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 4   Skipped: 11

#	RESPONSES	DATE
1	Site administrator is very professional.	
2	Our site administration is very friendly.	
3	Site administration is generally fair. The principal used to be available for concerns, but this year is very closed off and rarely has his door open for discussions. Also, over the past three years you can feel some tension building between the administrative team.	
4	Our site administration is wonderful.	

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

Answered: 15    Skipped: 0



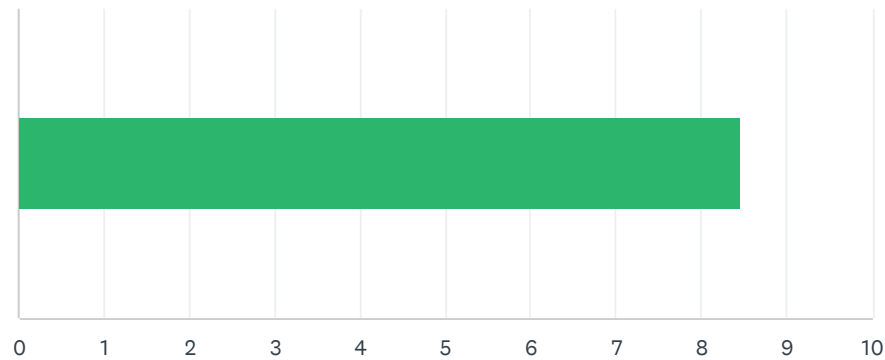
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	115	15
Total Respondents: 15			

#		DATE
1	10	
2	9	
3	10	
4	9	
5	7	
6	9	
7	7	
8	5	
9	8	
10	5	
11	10	
12	10	
13	6	
14	5	
15	5	



Q16 Site meetings are productive and not excessive.

Answered: 15    Skipped: 0

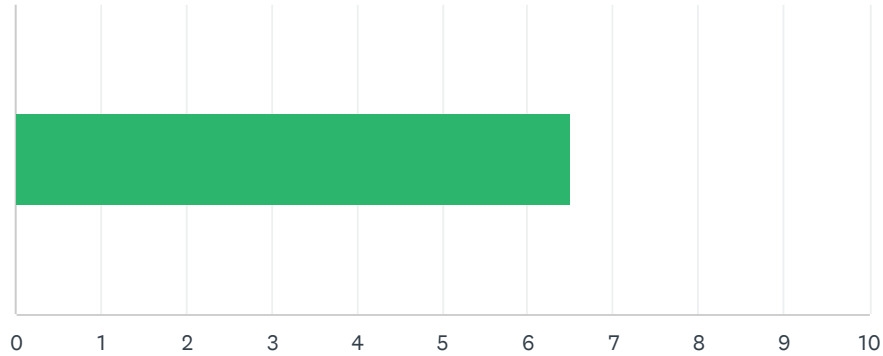


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	127	15
Total Respondents: 15			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	8	
6	9	
7	6	
8	8	
9	10	
10	10	
11	10	
12	5	
13	8	
14	6	
15	8	

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

Answered: 14 Skipped: 1

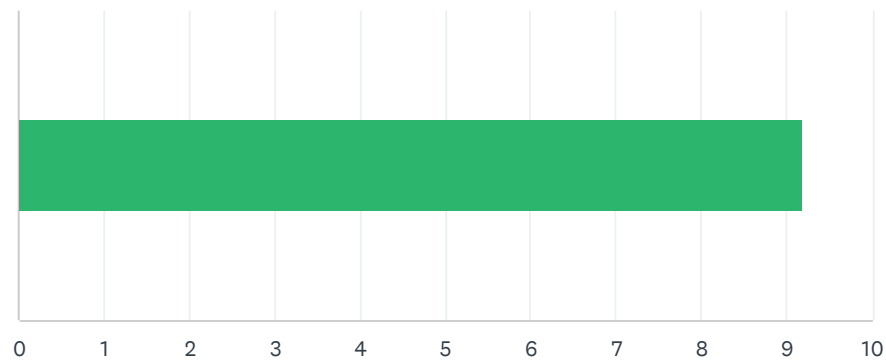


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	91	14
Total Respondents: 14			

#		DATE
1	9	
2	9	
3	10	
4	7	
5	5	
6	5	
7	7	
8	8	
9	1	
10	10	
11	3	
12	7	
13	5	
14	5	

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

Answered: 15    Skipped: 0

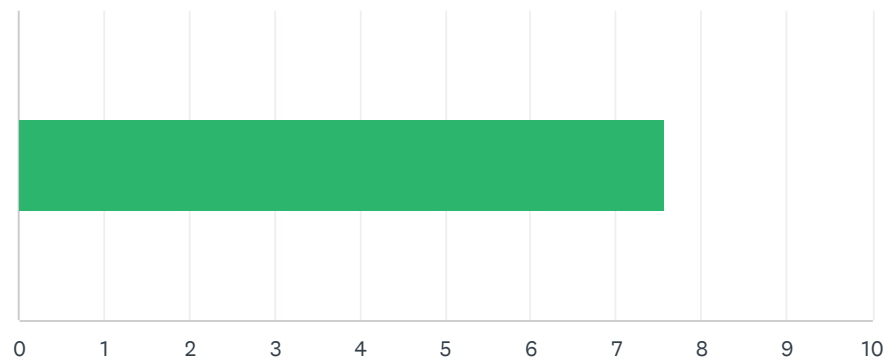


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	138	15
Total Respondents: 15			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	9	
6	10	
7	10	
8	8	
9	9	
10	10	
11	10	
12	8	
13	10	
14	8	
15	8	

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

Answered: 14    Skipped: 1

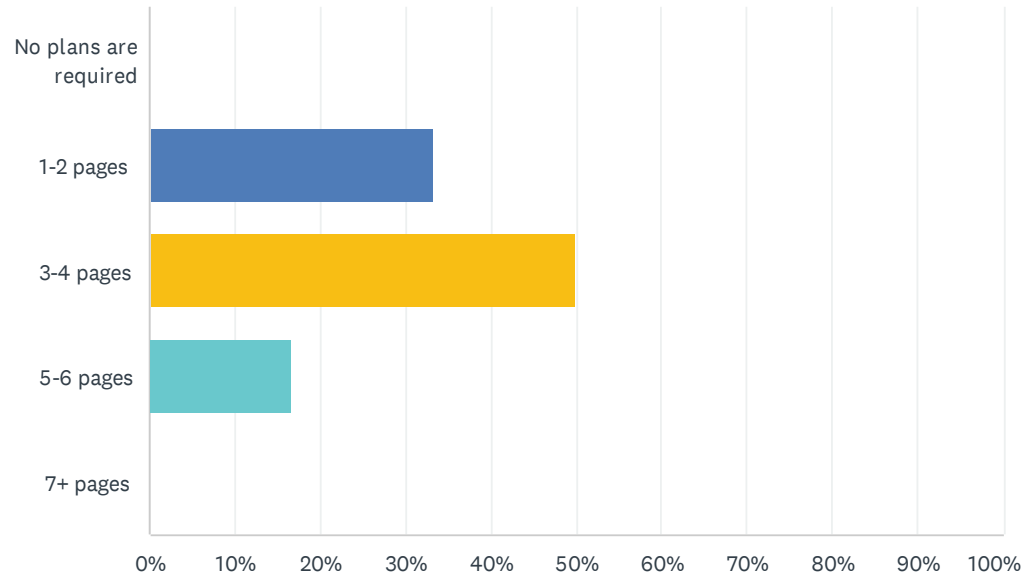


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	106	14
Total Respondents: 14			

#		DATE
1	9	
2	8	
3	10	
4	8	
5	6	
6	10	
7	8	
8	7	
9	9	
10	6	
11	10	
12	6	
13	7	
14	2	

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

Answered: 12    Skipped: 3

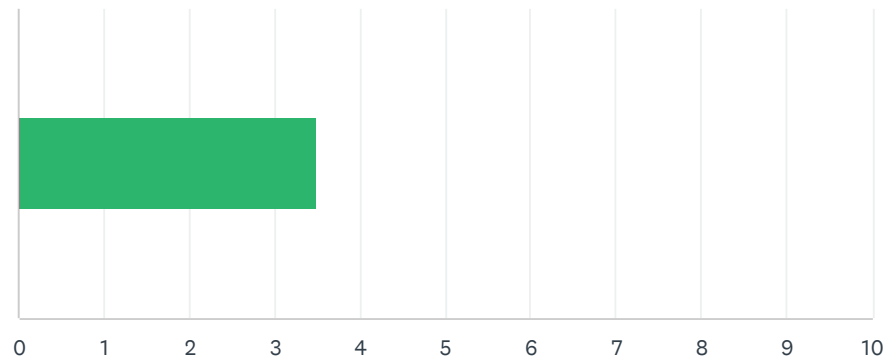


ANSWER CHOICES		RESPONSES	
No plans are required		0.00%	0
1-2 pages		33.33%	4
3-4 pages		50.00%	6
5-6 pages		16.67%	2
7+ pages		0.00%	0
TOTAL			12

#	COMMENT	DATE
1	Whole day lesson plans. Whole group and small group.	
2	There has not been a clear expectation of how lengthy the lesson plans should be, but our teams lesson plans are about 5 pages.	
3	No consistency to what Lesson plans look like from one grade level to another. Admin. does not micro-manage lesson planning.	

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

Answered: 8    Skipped: 7

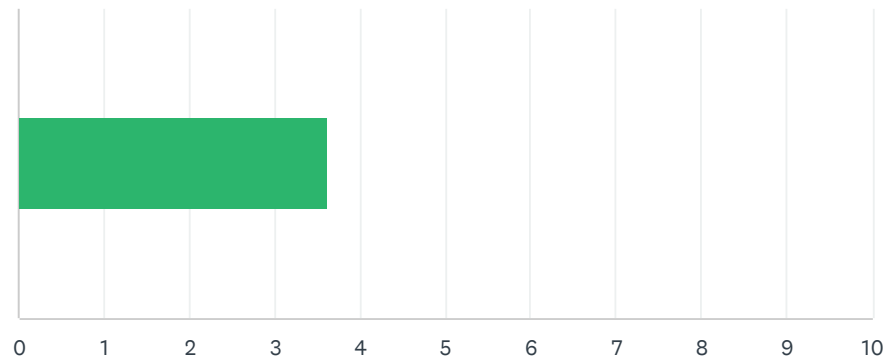


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	28	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 7



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	29	8
Total Respondents: 8			

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

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

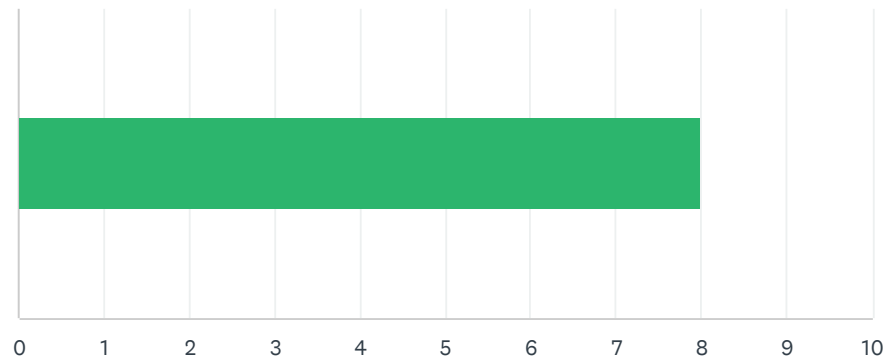
Answered: 5   Skipped: 10

#	RESPONSES	DATE
1	Only certain teachers and aides have recess duty. For gen ed there are cpals.	
2	The administration usually lets teachers go home 15 minutes early if a rainy day is called. Very considerate being that we are in the classroom most all the day with the students on rainy day schedule.	
3	I have a concern that 1-10 scale does not apply to questions 21 and 22.	
4	We are grateful that our CPALS and support staff help with recess and bus duties so teachers do not have to.	
5	No recess duty	



Q24 Staff and students feel safe.

Answered: 13    Skipped: 2

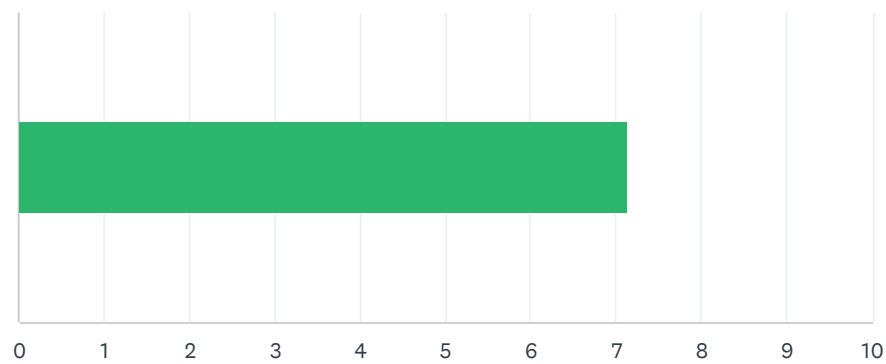


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	104	13
Total Respondents: 13			

#		DATE
1	8	
2	9	
3	10	
4	8	
5	7	
6	9	
7	8	
8	10	
9	10	
10	2	
11	5	
12	8	
13	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 15    Skipped: 0

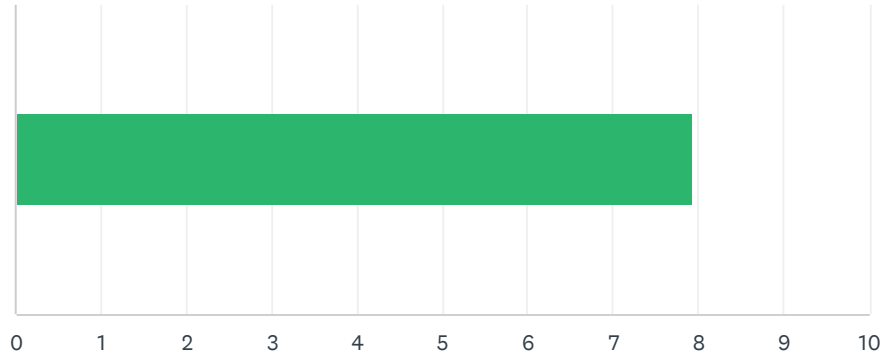


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	107	15
Total Respondents: 15			

#		DATE
1	8	
2	9	
3	10	
4	7	
5	7	
6	9	
7	7	
8	3	
9	8	
10	9	
11	10	
12	1	
13	5	
14	6	
15	8	

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

Answered: 14   Skipped: 1

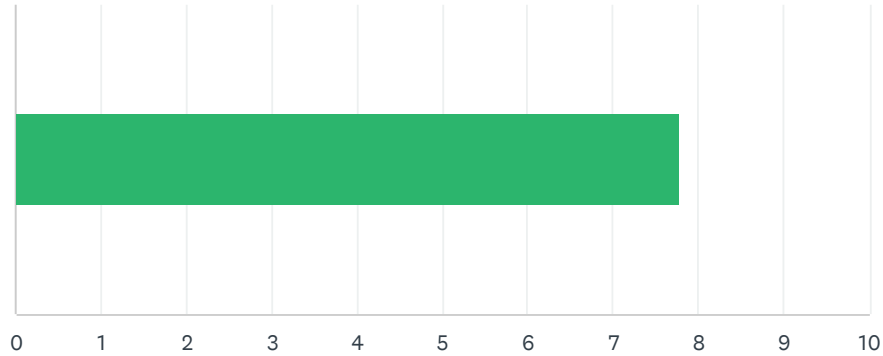


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	11	14
Total Respondents: 14			

#		DATE
1	9	
2	8	
3	10	
4	7	
5	7	
6	10	
7	8	
8	8	
9	8	
10	10	
11	5	
12	5	
13	6	
14	10	

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

Answered: 14 Skipped: 1

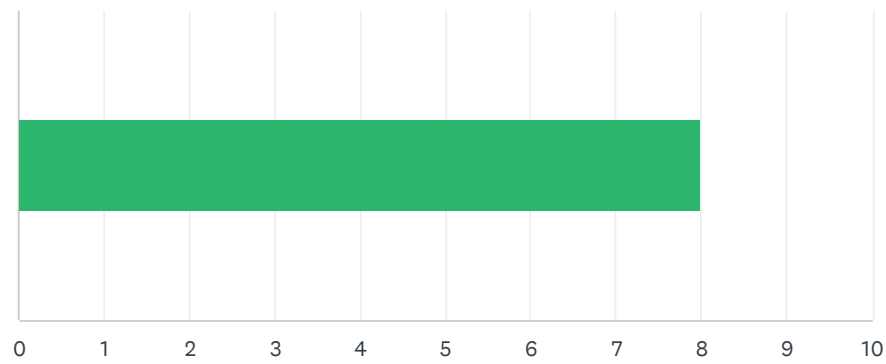


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	109	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	8	
4	8	
5	10	
6	8	
7	5	
8	8	
9	10	
10	10	
11	1	
12	7	
13	6	
14	8	

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

Answered: 15    Skipped: 0

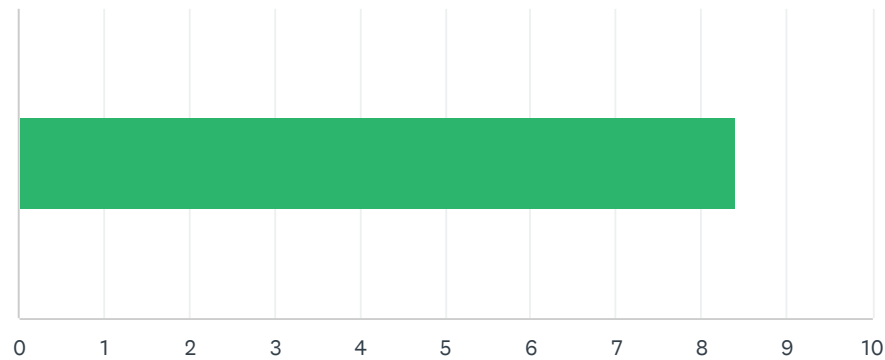


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	120	15
Total Respondents: 15			

#		DATE
1	9	
2	8	
3	5	
4	8	
5	8	
6	10	
7	8	
8	8	
9	8	
10	10	
11	10	
12	3	
13	7	
14	8	
15	10	

Q29 My site has a positive atmosphere.

Answered: 15    Skipped: 0

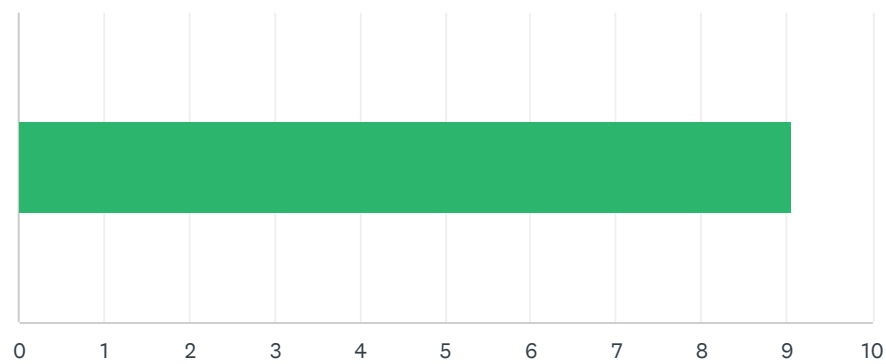


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	126	15
Total Respondents: 15			

#		DATE
1	9	
2	9	
3	10	
4	9	
5	8	
6	5	
7	9	
8	7	
9	10	
10	10	
11	10	
12	5	
13	7	
14	8	
15	10	

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

Answered: 15    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	136	15
Total Respondents: 15			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	7	
6	10	
7	10	
8	8	
9	10	
10	10	
11	10	
12	4	
13	10	
14	8	
15	10	

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

Answered: 6   Skipped: 9

#	RESPONSES	DATE
1	When its comes down to discipline there is sometimes a disconnect between the teachers and administration. I have noticed on more than one occasion a student who goes to the office for behaviors coming back with a prize or snack. There is also a lack of communication when discipline occurs in the office.	
2	My scores on discipline aren't directly connected to admin. I feel like other positions at school don't always support classroom behavior problems or discipline concerns.	
3	I see BCSD policy is not assisting students to learn discipline. Behavior policy allows students to curse and say bad words on campus with no consequences, which encourages students to behave disrespectful toward staff and teachers. I understand the district does not make this policy. The government makes this policy. It is a bad policy for the future of our students.	
4	Discipline is always tricky because we have to watch our suspensions etc to not look bad at the district and state level, even when some students need something more done than going to another room to cool off etc.	
5	PBIS is a joke! Giving students rewards for bad behavior sends the wrong message, and it undermines the authority of the teachers.	
6	PBIS meets with a rep from each grade level to support and be involved with planning for activities to improve our site for our students.	



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

Answered: 4   Skipped: 11

#	RESPONSES	DATE
1	The site administration is positive and professional. They value our time and appreciate the staff that works on campus. They also seem to want to work with staff to make things better.	
2	I personally feel like many students don't get the help they need when concerns have been documented. This is not simply in regard to discipline. Many of our students have other issues and when a teacher makes that known, it should be handled but we don't see results. It makes teachers feel like why bother pursuing anything for students that need extra attention when no plan of action is set up.	
3	Overall, this is a great site to work at. Most teachers and staff get along well, and everyone here does a great job of putting the students first.	
4	Great staff and supportive admin, office, and coaches.	

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.)

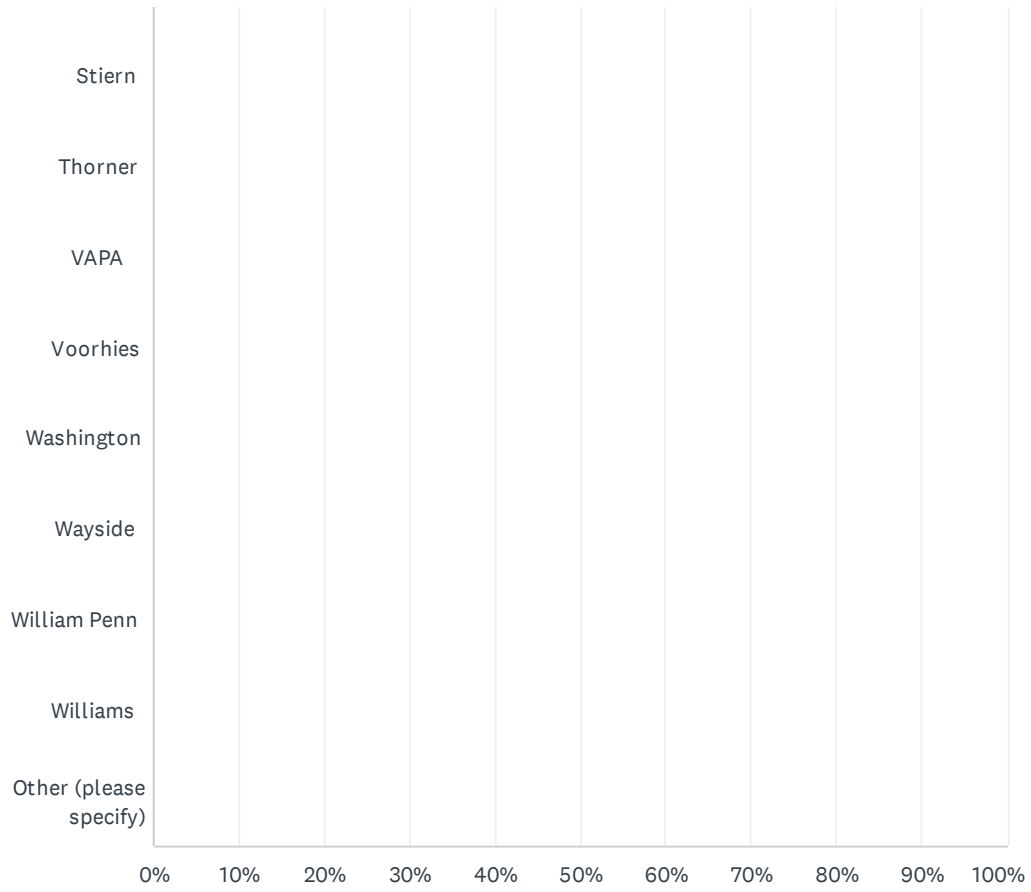
Answered: 13    Skipped: 0



## 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	100.00%	13
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

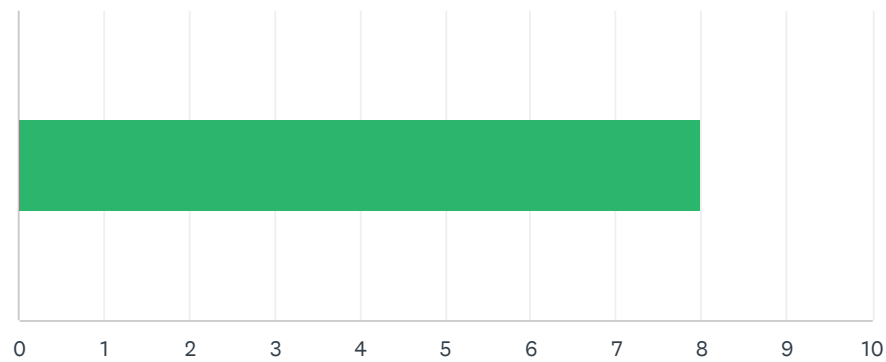
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 13		

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

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

Answered: 13    Skipped: 0

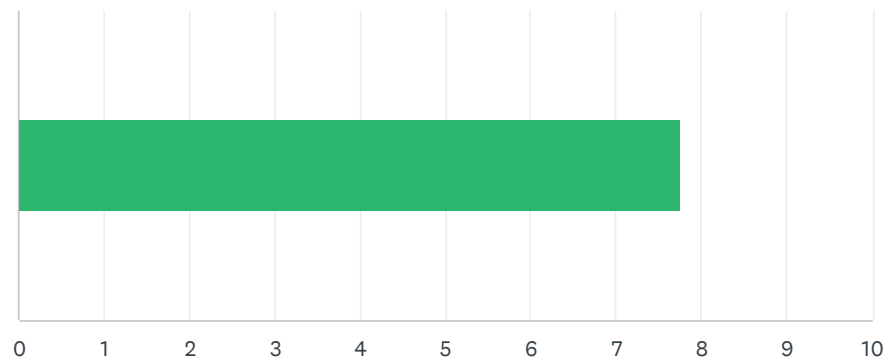


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	104	13
Total Respondents: 13			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	9	
6	5	
7	9	
8	1	
9	8	
10	10	
11	10	
12	10	
13	3	

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

Answered: 13    Skipped: 0



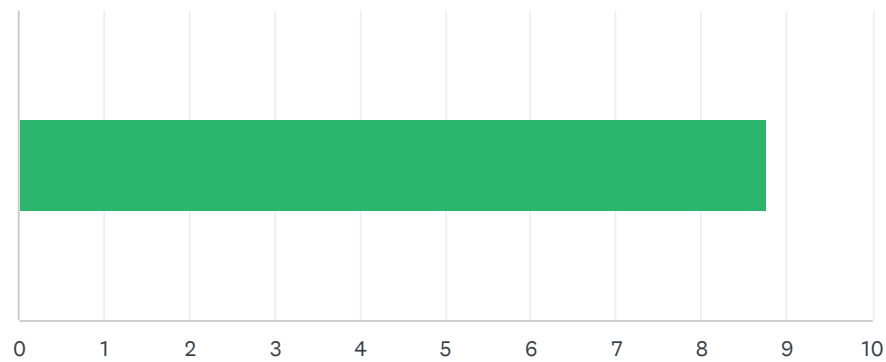
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	101	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	9	
6	5	
7	9	
8	3	
9	8	
10	10	
11	8	
12	8	
13	1	



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

Answered: 13    Skipped: 0

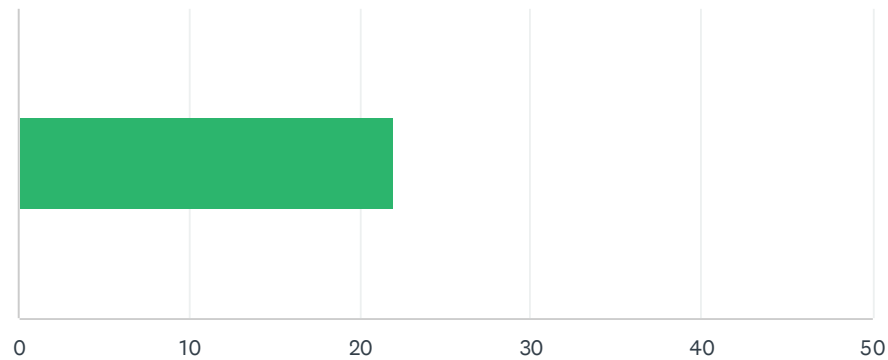


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	114	13
Total Respondents: 13			

#		DATE
1	9	
2	8	
3	10	
4	10	
5	10	
6	5	
7	8	
8	1	
9	5	
10	10	
11	8	
12	10	
13	20	

Q5 Site administration follows the contract and respects personal rights.

Answered: 13    Skipped: 0

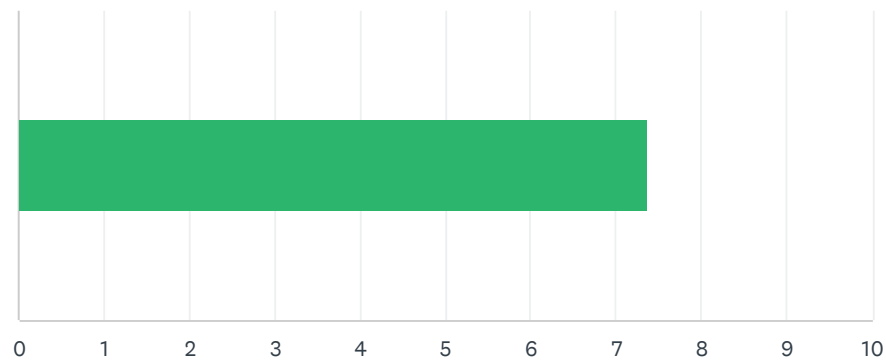


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	22	285	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	8	
7	10	
8	5	
9	8	
10	10	
11	100	
12	94	
13	0	

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

Answered: 13    Skipped: 0

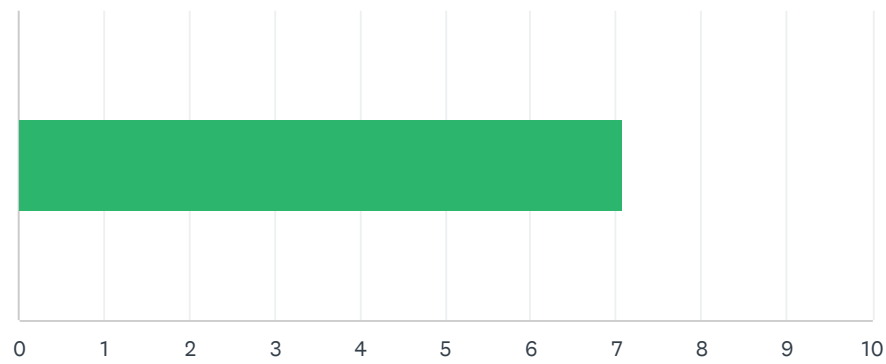


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	96	13
Total Respondents: 13			

#		DATE
1	8	
2	8	
3	10	
4	10	
5	9	
6	5	
7	9	
8	8	
9	5	
10	10	
11	8	
12	6	
13	0	

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

Answered: 13    Skipped: 0

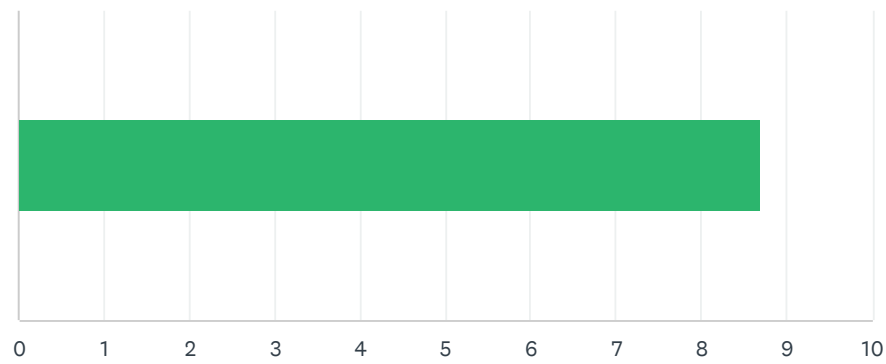


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	13
Total Respondents: 13			

#		DATE
1	10	
2	7	
3	8	
4	10	
5	10	
6	1	
7	7	
8	1	
9	3	
10	10	
11	7	
12	8	
13	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 13    Skipped: 0

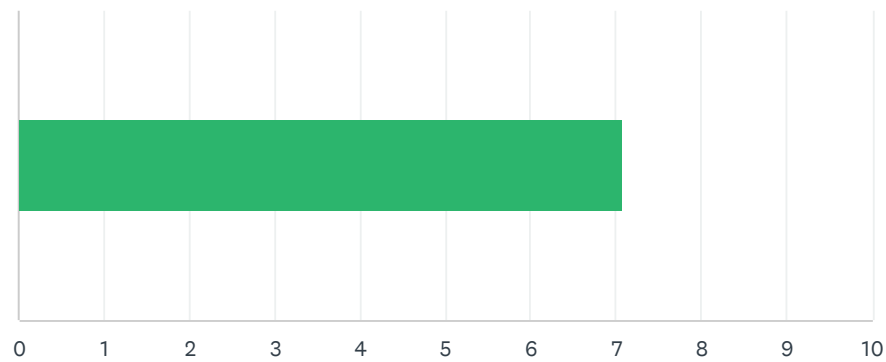


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	113	13
Total Respondents: 13			

#		DATE
1	8	
2	9	
3	10	
4	10	
5	10	
6	8	
7	10	
8	5	
9	8	
10	10	
11	10	
12	10	
13	5	

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

Answered: 13    Skipped: 0

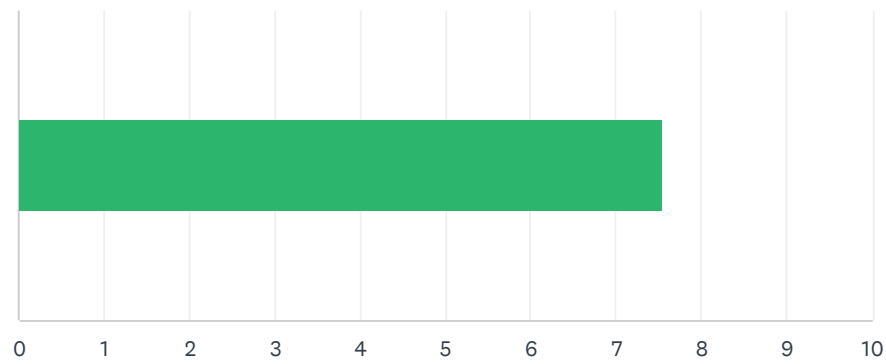


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	13
Total Respondents: 13			

#		DATE
1	8	
2	9	
3	10	
4	10	
5	9	
6	1	
7	10	
8	1	
9	1	
10	10	
11	9	
12	9	
13	5	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 13    Skipped: 0

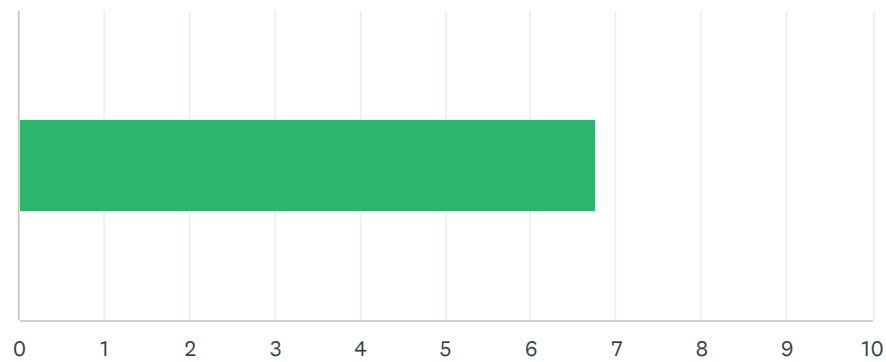


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	98	13
Total Respondents: 13			

#		DATE
1	9	
2	9	
3	10	
4	10	
5	9	
6	1	
7	10	
8	1	
9	1	
10	10	
11	10	
12	8	
13	10	

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

Answered: 13 Skipped: 0



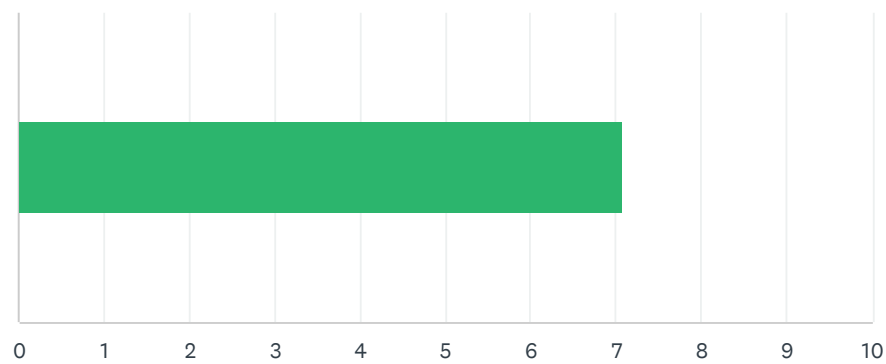
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	88	13
Total Respondents: 13			

#		DATE
1	8	
2	9	
3	8	
4	8	
5	9	
6	1	
7	6	
8	1	
9	1	
10	6	
11	7	
12	4	
13	20	



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

Answered: 13    Skipped: 0

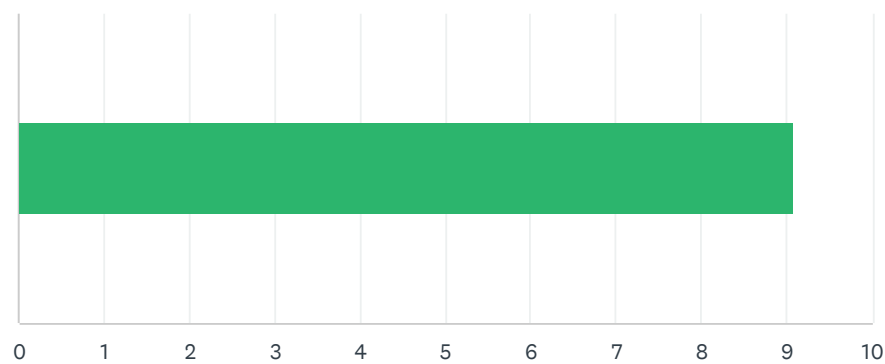


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	13
Total Respondents: 13			

#		DATE
1	9	
2	9	
3	10	
4	10	
5	10	
6	1	
7	8	
8	1	
9	1	
10	10	
11	10	
12	8	
13	5	

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

Answered: 13    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	118	13
Total Respondents: 13			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	10	
6	8	
7	10	
8	8	
9	8	
10	10	
11	10	
12	10	
13	5	

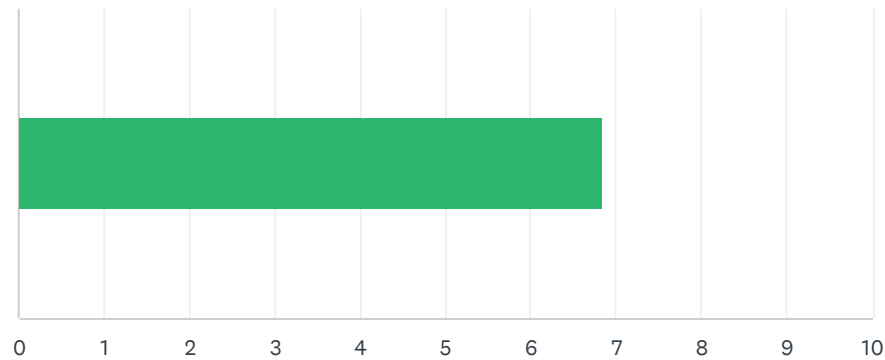
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 6    Skipped: 7

#	RESPONSES	DATE
1	The school won the Golden Bell award for a reason; best site I've worked at in a long time!	
2	Site administration does not assign proper consequences for dangerous and violent behaviors of students. Whatever the behavior, students know they are only going to receive detention or ATS-which seems to be a VIP version of detention.	
3	There is rarely any communication from our admin. If there is a message to be said, she uses a grade level lead to call a mandatory teacher meeting to tell the others. This gives the grade level lead a false sense of authority, which the person then uses to demean, boss, and sometimes yell at others. Admin shows preferential treatment to certain staff members who don't speak up to her but in grade level and dept meetings say she is weak and worthless. Not sure if admin stick up for us with parents. They don't with students, so I'm not sure this actually happens either. Since there is no communication, there can't be open communication with all staff. It seems that the principal shares information with a handful of teachers and forget to tell the rest of the staff what her plans are. Lack of communication adds to our stress levels, and so does the poor behaviors of our students. There is no discipline happening on our campus. Students can walk off campus when they are frustrated and mad without consequence. Students can use profanity or straight up say they are not going to listen to the teacher, and maybe they will get detention. Principal only assigns detention as a consequence, unless you do drugs then the restorative room. Students should be suspended for illegal behaviors. If a student punches another student, they should be suspended for physical violence. Students use this to their advantage when they are planning fights, knowing they will only get detention or ATS and not actually suspended from school. What happened to diversity in hiring to reflect our student population? It seems we are back to hiring an all white staff instead of meeting the needs of our students seeing themselves represented in the adult figures in their lives.	
4	There is a lack of communication with site administrators. Our admin team uses their favorite employees to echo their messages to the rest of the school instead of addressing the problem or speaking for themselves. The staff members who spread their messages act with authority toward other staff members when they technically have no power to tell them what to do.	
5	This is the best administration I have had. One area of growth is communication in advance. Sometimes we are given only hours notice of things that are coming up, for example field trip chaparones, expectations etc.	
6	Overall, our administration is excellent. Areas for improvement would be faster and more thorough responses to email from staff and proactive communication of events, plans, policy adjustments in general. A silly but relevant example - I was rewarding students with smarties, after a rule was made against students having smarties on campus - the only announcement seemed to be to the kids at lunch. It was not a big deal, but incomplete communication lead to an awkward situation. (To give credit where it is due, the calendar on the staff google classroom page is definitely an improvement for this year)	

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

Answered: 13    Skipped: 0

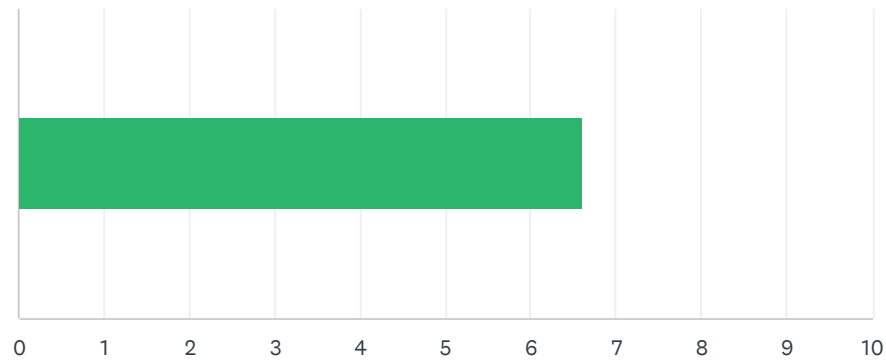


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	89	13
Total Respondents: 13			

#		DATE
1	8	
2	8	
3	9	
4	10	
5	10	
6	1	
7	9	
8	1	
9	1	
10	10	
11	8	
12	9	
13	5	

Q16 Site meetings are productive and not excessive.

Answered: 13    Skipped: 0

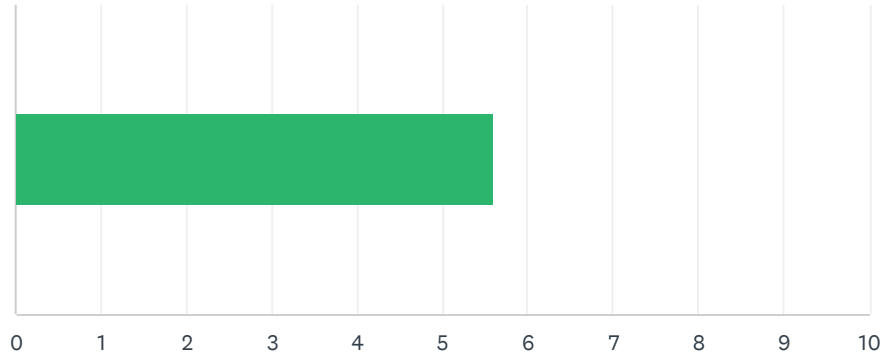


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	86	13
Total Respondents: 13			

#		DATE
1	9	
2	9	
3	10	
4	10	
5	9	
6	1	
7	8	
8	1	
9	1	
10	10	
11	10	
12	8	
13	0	

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

Answered: 13 Skipped: 0

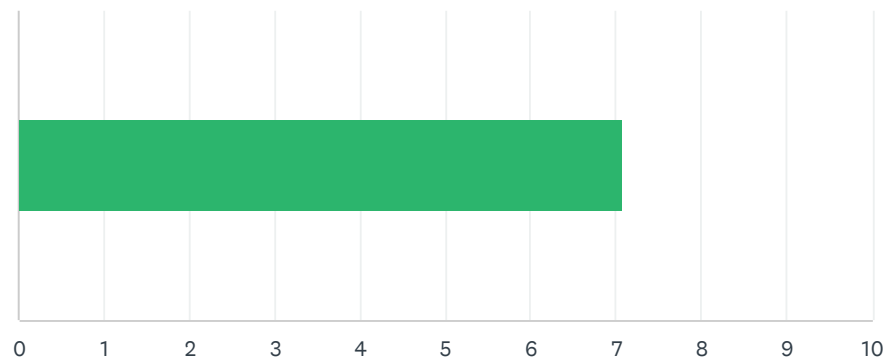


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	73	13
Total Respondents: 13			

#	DATE
1	9
2	8
3	9
4	10
5	10
6	1
7	7
8	1
9	1
10	3
11	9
12	4
13	1

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

Answered: 13    Skipped: 0

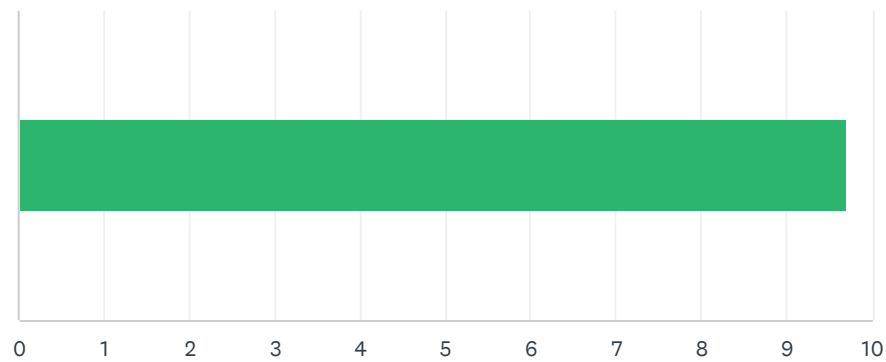


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	13
Total Respondents: 13			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	10	
6	1	
7	8	
8	1	
9	5	
10	10	
11	10	
12	8	
13	0	

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

Answered: 13    Skipped: 0



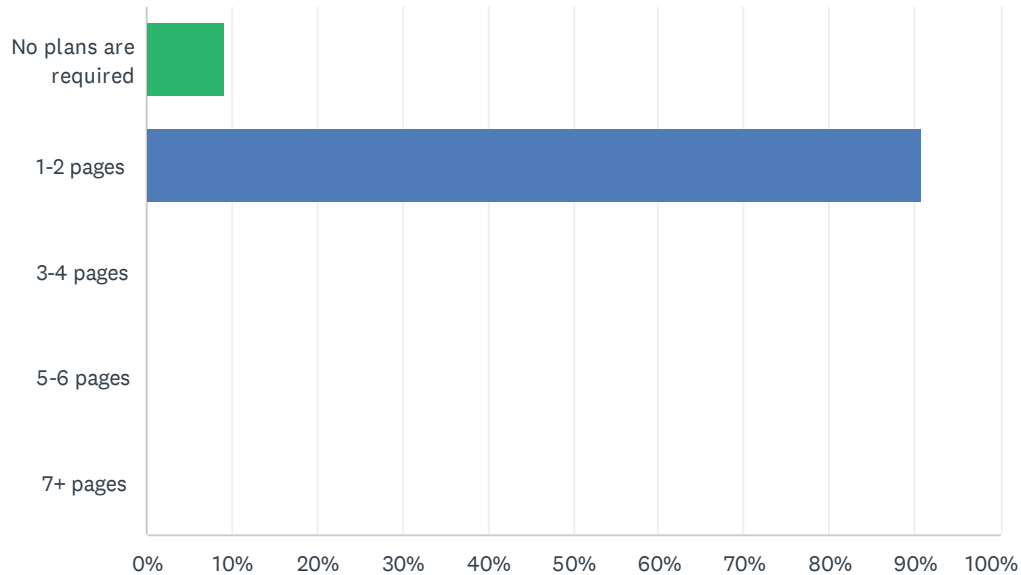
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	126	13
Total Respondents: 13			

#		DATE
1	7	
2	8	
3	9	
4	10	
5	10	
6	1	
7	9	
8	1	
9	5	
10	10	
11	9	
12	4	
13	43	



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

Answered: 11 Skipped: 2

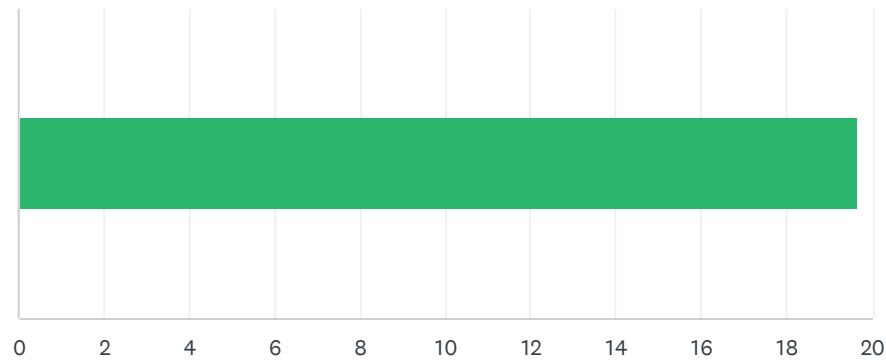


ANSWER CHOICES	RESPONSES	
No plans are required	9.09%	1
1-2 pages	90.91%	10
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		11

#	COMMENT	DATE
1	No lesson plans were required 1st Semester. They are no required 2nd semester. I probably wrote more lesson plans last semester when it was my choice.	
2	Some teachers are required when others are not.	
3	Some teachers are required to submit plans while others do not.	
4	Mostly looking for Learning intention and success criteria.	

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

Answered: 6    Skipped: 7

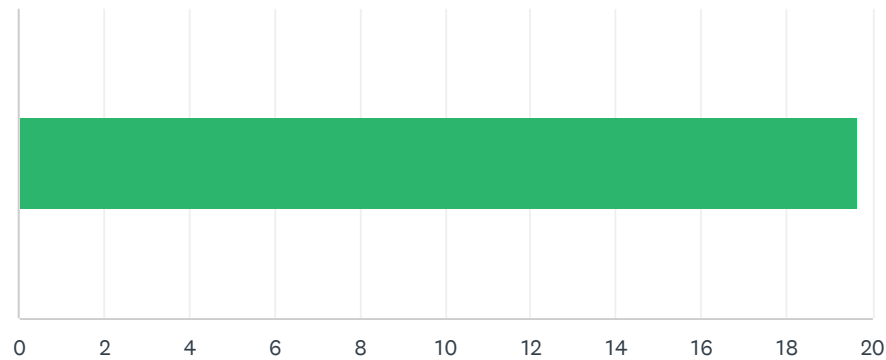


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	20	118	6
Total Respondents: 6			

#		DATE
1	5	
2	10	
3	1	
4	1	
5	1	
6	100	

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

Answered: 6    Skipped: 7



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	20	118	6
Total Respondents: 6			

#		DATE
1	5	
2	10	
3	1	
4	1	
5	1	
6	100	

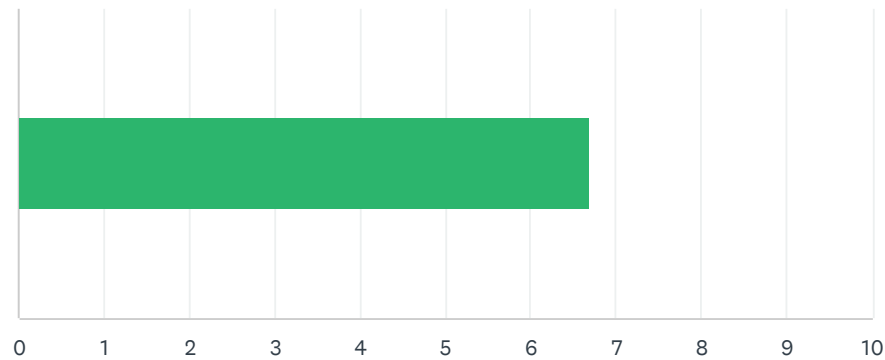
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 6   Skipped: 7

#	RESPONSES	DATE
1	Administration is incredibly respectful of our time and doesn't saddle teachers with bus/recess duty. Much appreciated!	
2	I am not sure how to answer 21 and 22. We do not have recess or bus duty. CPALs and support staff take care of yard duty.	
3	Support staff have yard duty. Everyone should have yard duty for at least 5 minutes to minimize the chaos of student fights after school. This could mean just walking your class to the gate at the end of the day- would dramatically reduce bad behaviors.	
4	IEPs should not happen after school. This is supposed to be our protected planning time. Please schedule them outside of time. Please do not ask another to call a meeting to tell other teachers your message. This is also during our protected planning time. Most of these meetings could have been an email and just wastes our time.	
5	Support staff and CPALs have yard duty before and after school. There seems to be an increase in drug use and students skipping classes inside the student bathrooms. If CPALs could be posted in front of them, this could deter students from doing such illegal things. Instead, I see CPALs hanging out on their cell phones and sitting on the benches in the yard. Do the APL or grade-level leads have admin-level authority over staff?	
6	I do not feel I have sufficient on duty time to be able to fulfill all prep, planning, grading and data entry. The personal planning time 40 additional hours is helpful, but flexible additional optional hours for grading and data entry tasks would be fair and valuable.	

Q24 Staff and students feel safe.

Answered: 13    Skipped: 0

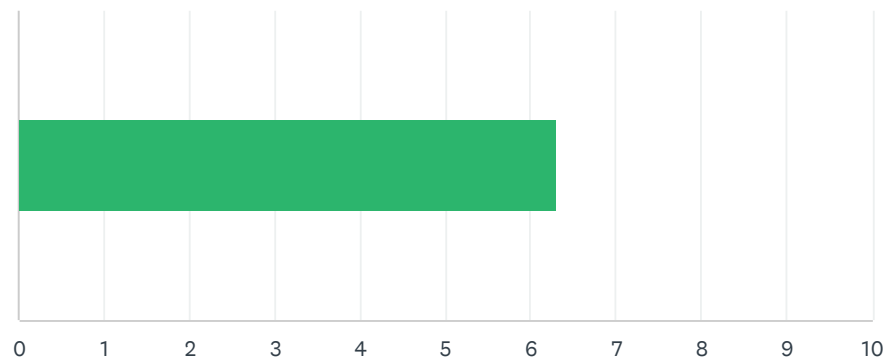


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	87	13
Total Respondents: 13			

#		DATE
1	8	
2	9	
3	9	
4	10	
5	9	
6	1	
7	6	
8	1	
9	1	
10	10	
11	8	
12	10	
13	5	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 13    Skipped: 0

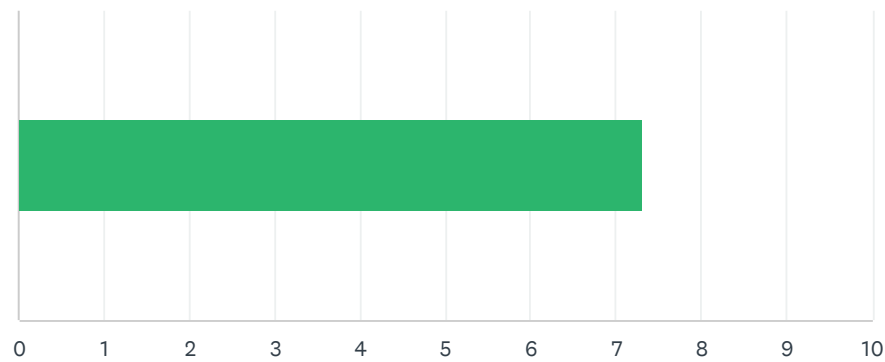


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	82	13
Total Respondents: 13			

#		DATE
1	9	
2	8	
3	8	
4	10	
5	9	
6	1	
7	5	
8	1	
9	1	
10	7	
11	10	
12	5	
13	8	

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

Answered: 13 Skipped: 0

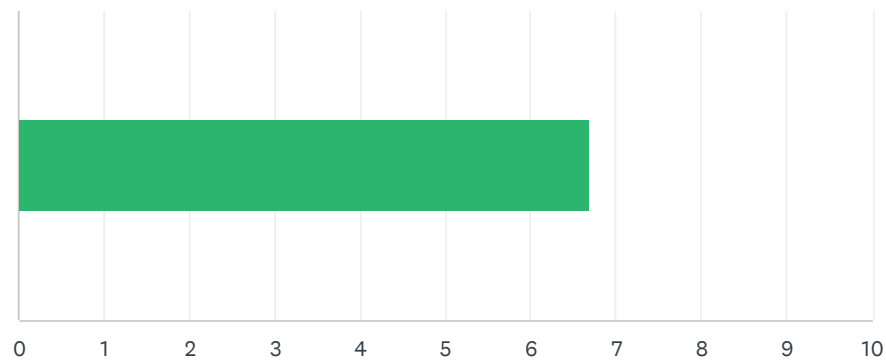


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	95	13
Total Respondents: 13			

#	DATE
1	9
2	9
3	8
4	10
5	9
6	1
7	6
8	1
9	1
10	8
11	9
12	9
13	15

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

Answered: 13 Skipped: 0



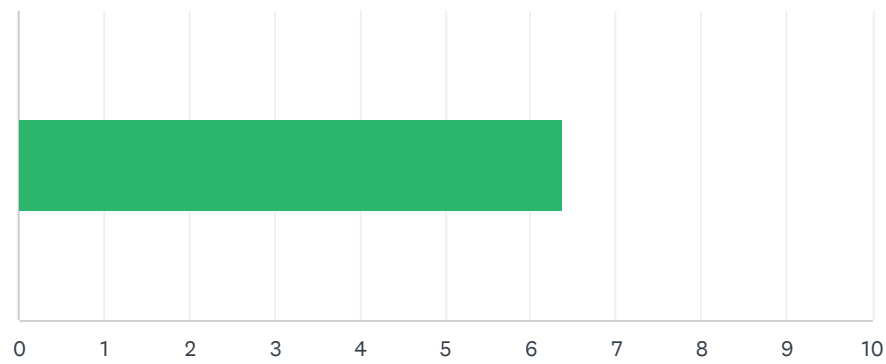
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	87	13
Total Respondents: 13			

#		DATE
1	8	
2	9	
3	9	
4	10	
5	9	
6	1	
7	5	
8	1	
9	1	
10	10	
11	10	
12	4	
13	10	



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

Answered: 13 Skipped: 0

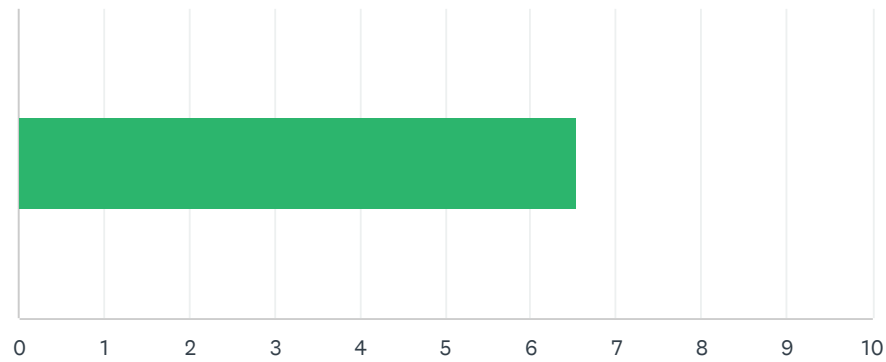


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	83	13
Total Respondents: 13			

#		DATE
1	9	
2	8	
3	9	
4	10	
5	10	
6	1	
7	3	
8	1	
9	1	
10	8	
11	10	
12	8	
13	5	

Q29 My site has a positive atmosphere.

Answered: 13    Skipped: 0

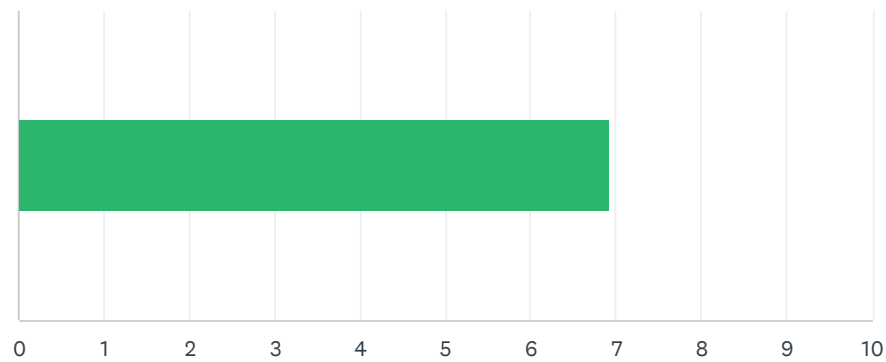


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	85	13
Total Respondents: 13			

#		DATE
1	10	
2	9	
3	9	
4	10	
5	10	
6	1	
7	5	
8	1	
9	1	
10	10	
11	10	
12	8	
13	1	

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

Answered: 13    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	90	13
Total Respondents: 13			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	10	
6	1	
7	7	
8	1	
9	1	
10	10	
11	10	
12	10	
13	1	

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

Answered: 9   Skipped: 4

#	RESPONSES	DATE
1	The year started out a little rough around the edges with discipline due to 7th graders coming in not knowing expectations, but admin has done a great job of helping students to work on those and following through with discipline since.	
2	We have a wonderful team at our site. There has been an improvement in discipline for our Admin, as much as the Ed Code allows.	
3	Relationships with students matter. If I need to correct a student on the yard, the student responds better if they are my student. Otherwise, if the student belongs to another teacher, I have to ask a nearby CPAL for help. I also think it is important that we do not send students to the office expect for extreme cases. We need alternatives for some students who cannot be in class, but whose behavior does not change by sitting in the office.	
4	I wish there was more focus on minimizing drug use, bullying, and fighting on campus instead of tardies.	
5	Discipline is severely lacking. There are very little consequences for students who get in trouble.	
6	We have teachers who bully other teachers. Our campus has a very negative vibe where groups of people openly gossip about their peers in front of students. We have never been given any training on how to handle poor student behavior. The students run the school since there are no consequences. So many of our students have been doing drugs in the bathroom without any consequences. Other students have mentioned how they feel unsafe going to the bathroom because of this. Can CPALs routinely pop in to check on what's going on instead of sitting on their phones? There are many students reporting bullying and harassment. Do we have a plan to address the problem and help these students?	
7	Students are not disciplined at our school. Detention as a consequence for more than 10 tardies, smoking weed, or using a vape pen in the restroom is not enough. Assigning restorative for a student who has been caught using drugs multiple times or has gotten into their second or third fight is not enough. Using drugs and getting into a fight should be automatic suspension, then returning to school in the restorative room. Students using profanity towards staff should be an automatic suspension for blatant disrespect and noncooperative behavior. Staff members do not deserve how some students are treating them. We have a major problem with bullying and it is not being addressed at all by our site administrators.	
8	Students sent to the office are often not given a consequence. A lot of behaviors slide by.	
9	I would like a slightly more established buddy teacher setup or other solution for when a student needs to exit the room immediately for a brief cool down to de-escalate and take a moment for reflection, without the need for a referral or follow-up discipline. I would like to be able to document tardies period by period while taking attendance and have automatic/automated consequences to repeat offenders.	

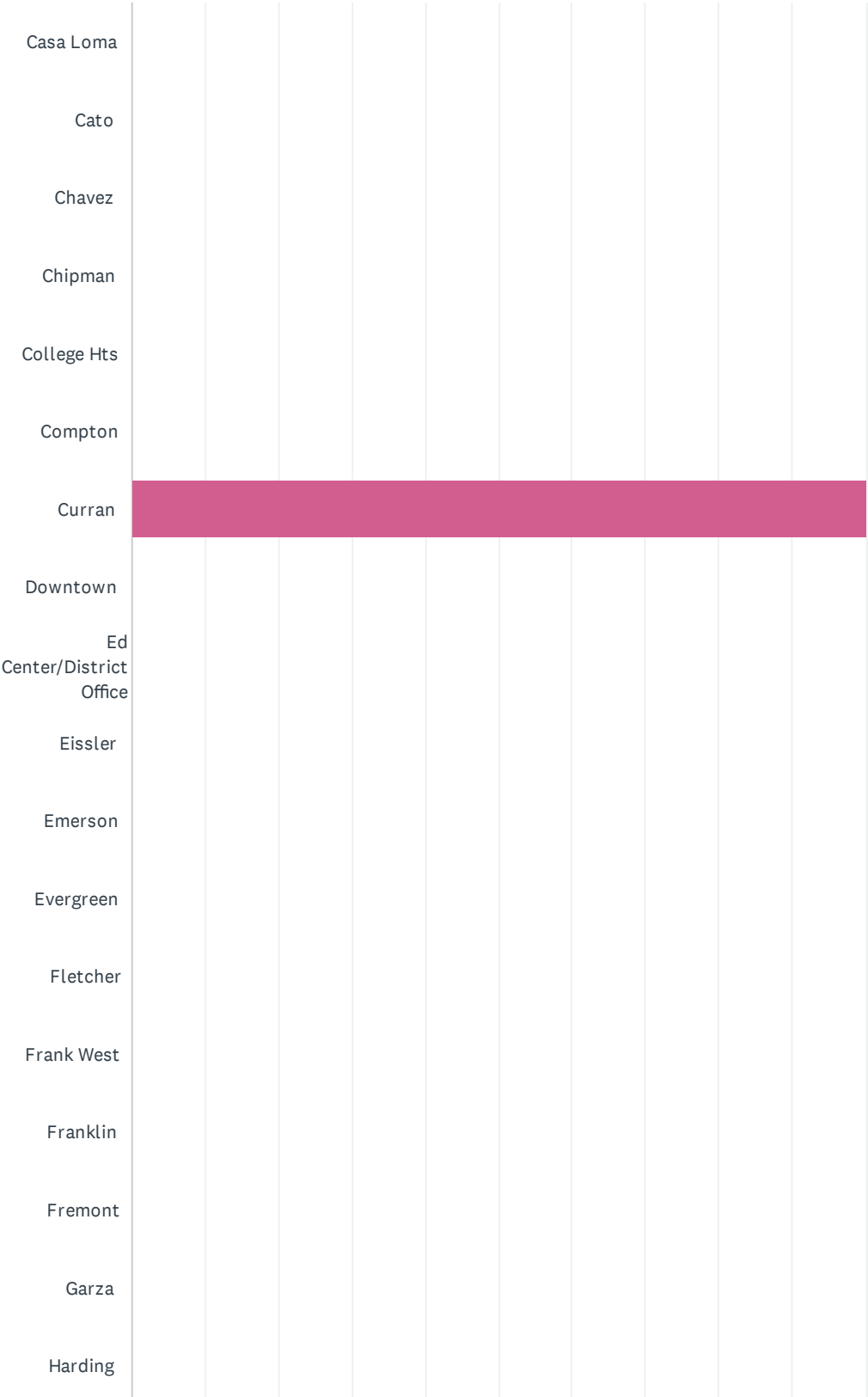
## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 7   Skipped: 6

#	RESPONSES	DATE
1	I'd definitely recommend this site to other teachers.	
2	I am appreciative of the clear and consistent cell phone expectation - off and in the student's backpack. Yes, we still take phones away in March, but we seem to have fewer issues. Consistently matters.	
3	Preferential treatment is shown by the IMC to the ELA dept when they make all of their copies for them. The rest of the school has been specifically told that the copier machines in that room are not to be used by teachers. We have had only one working copier machine all year long. This negatively impacts teachers' planning time and ability to be ready for classes.	
4	Students regularly vape, fight yell at teachers, tell off staff members and a slap is considered harsh.	
5	New support staff should have training on how to speak to colleagues professionally, free of condescension and without attitude. There are a few of us have who over 10 years experience. We feel belittled and devalued when only negative comments are given for the 10 minutes they spend in our classroom.	
6	We have a clique who make others feel unwelcome and ostracized from the rest of the team. Ironically, we cannot show our colleagues the same respect as in the awards we were just given for student achievement. We have staff who think it's okay to yell, belittle, and gossip about other staff at subject and grade-level meetings or in their cliques in the hallways. This is extremely unprofessional behavior. Also, aren't sites supposed to have periodical union meetings? I can't recall the last time our union site member held one besides at the beginning of the school year.	
7	I feel well supported and I'm glad to work here.	

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.)

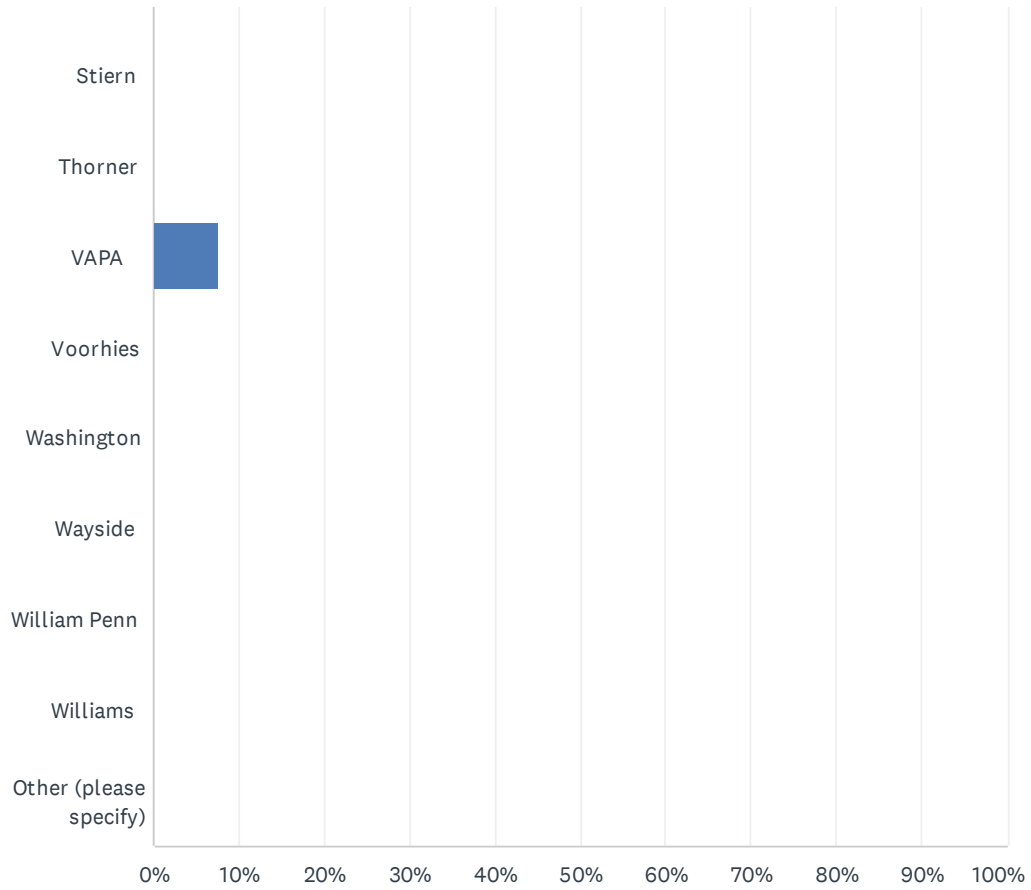
Answered: 13    Skipped: 0



## 2024-2025 BETA Administration/Site Climate Survey

[illegible]

## 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	100.00%	13
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

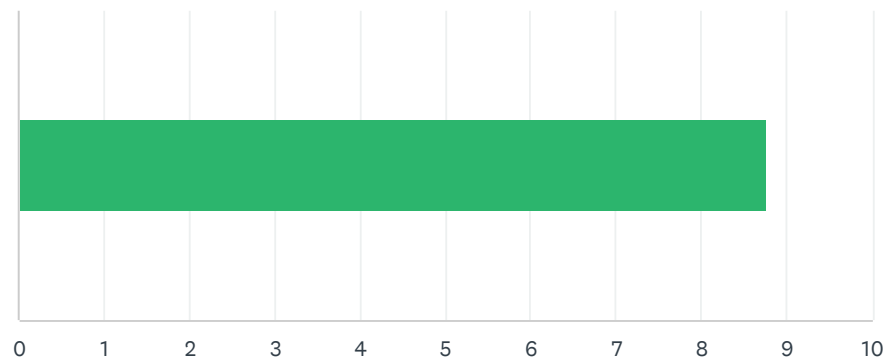
## 2024-2025 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	7.69%	1
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiem	0.00%	0
Thorner	0.00%	0
VAPA	7.69%	1
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: 13		

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

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

Answered: 13    Skipped: 0

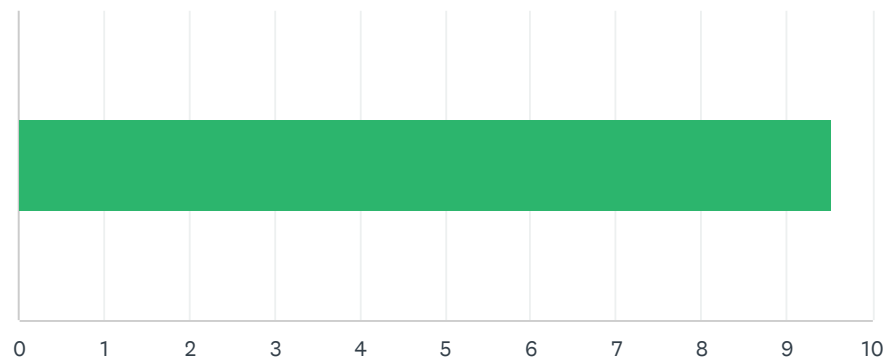


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	114	13
Total Respondents: 13			

#		DATE
1	5	
2	10	
3	10	
4	10	
5	10	
6	8	
7	10	
8	8	
9	9	
10	8	
11	7	
12	9	
13	10	

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

Answered: 13    Skipped: 0

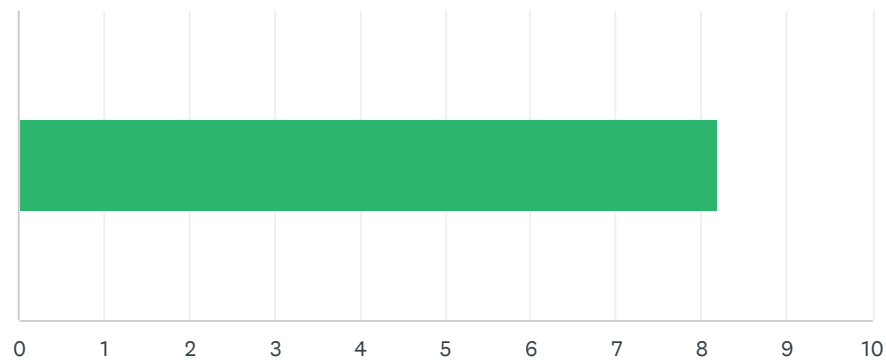


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	124	13
Total Respondents: 13			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	9	
11	8	
12	10	
13	10	

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

Answered: 11    Skipped: 2

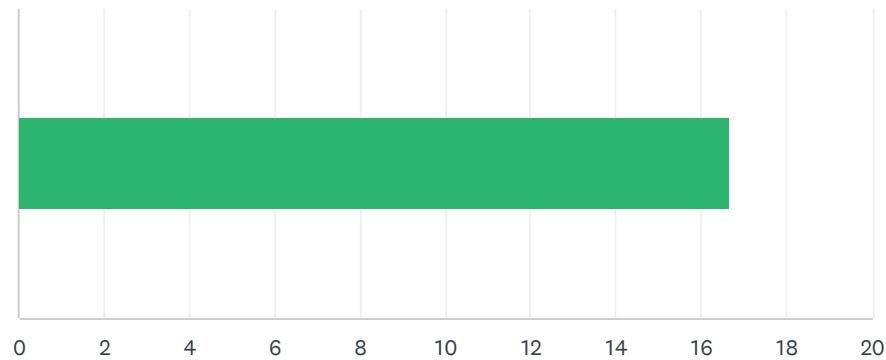


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	90	11
Total Respondents: 11			

#		DATE
1	10	
2	10	
3	4	
4	10	
5	6	
6	10	
7	3	
8	8	
9	9	
10	10	
11	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 12    Skipped: 1

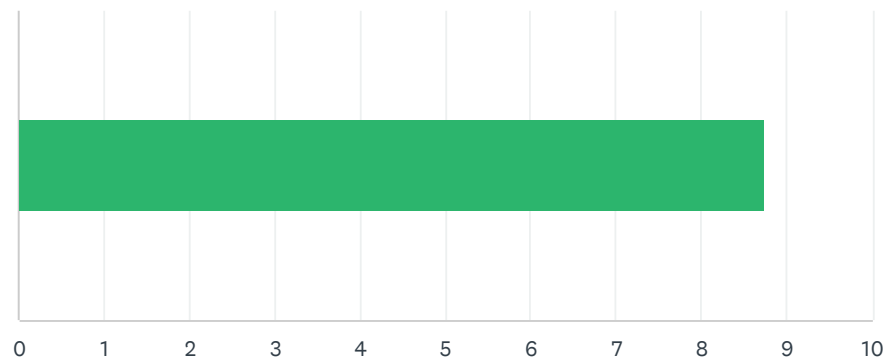


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	17	200	12
Total Respondents: 12			

#		DATE
1	5	
2	10	
3	10	
4	10	
5	10	
6	7	
7	10	
8	10	
9	10	
10	8	
11	10	
12	100	

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

Answered: 12    Skipped: 1

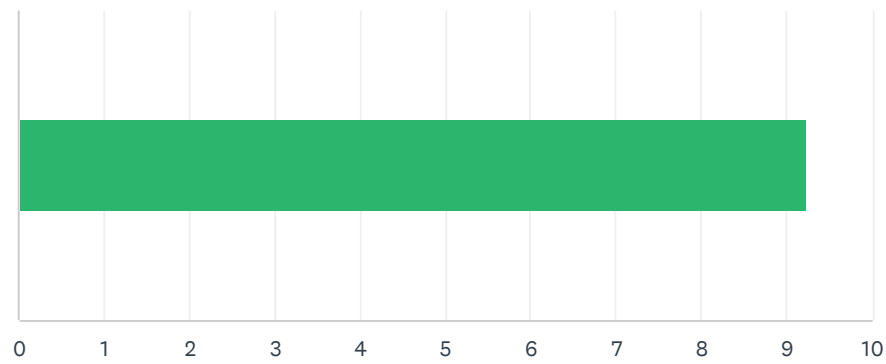


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	105	12
Total Respondents: 12			

#		DATE
1	8	
2	5	
3	10	
4	10	
5	10	
6	10	
7	10	
8	7	
9	9	
10	6	
11	10	
12	10	

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

Answered: 13    Skipped: 0



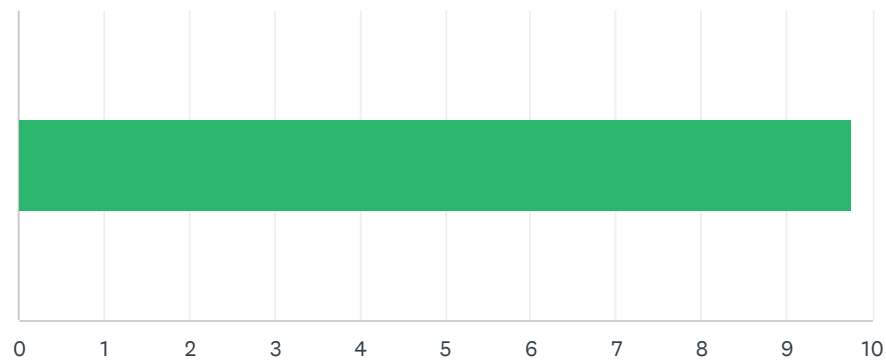
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	120	13
Total Respondents: 13			

#		DATE
1	6	
2	8	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	9	
11	7	
12	10	
13	10	



Q8 Administration supports staff against attacks and criticism from parents.

Answered: 13    Skipped: 0

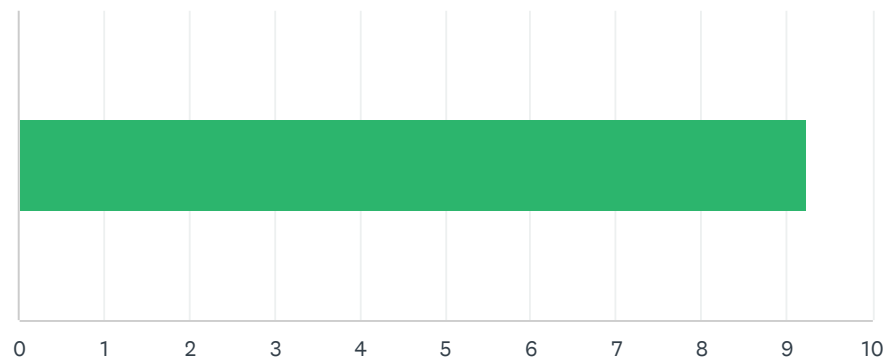


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	127	13
Total Respondents: 13			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	9	
11	9	
12	10	
13	10	

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

Answered: 13    Skipped: 0

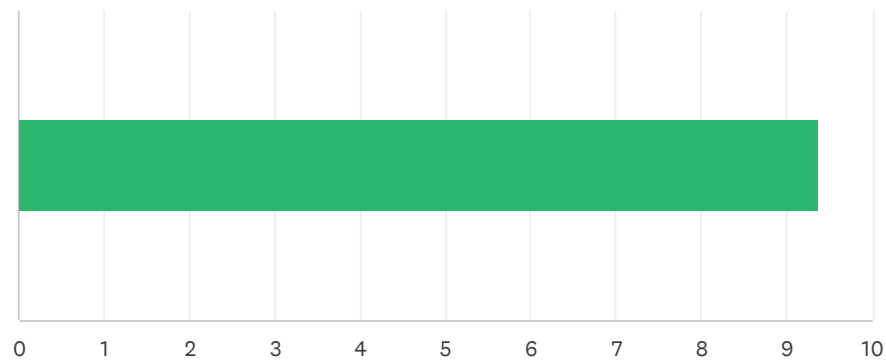


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	120	13
Total Respondents: 13			

#		DATE
1	5	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	9	
11	8	
12	10	
13	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 13    Skipped: 0

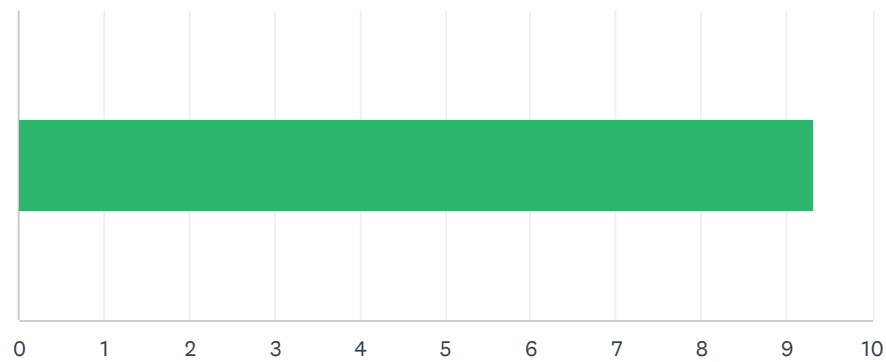


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	122	13
Total Respondents: 13			

#		DATE
1	8	
2	8	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	9	
10	9	
11	8	
12	10	
13	10	

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

Answered: 13    Skipped: 0

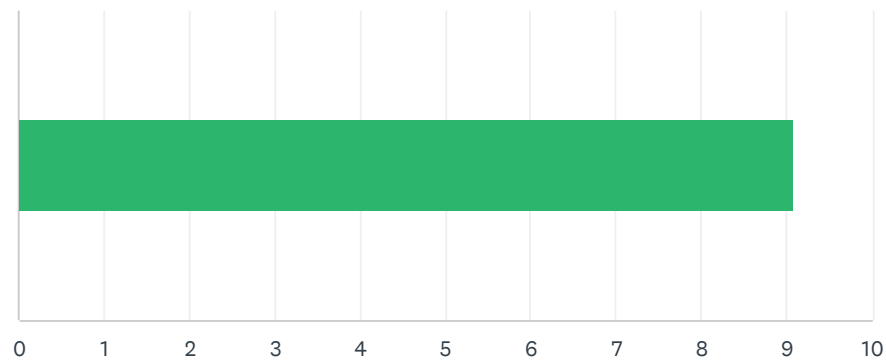


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	121	13
Total Respondents: 13			

#		DATE
1	7	
2	8	
3	10	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	9	
11	8	
12	10	
13	10	

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

Answered: 13    Skipped: 0

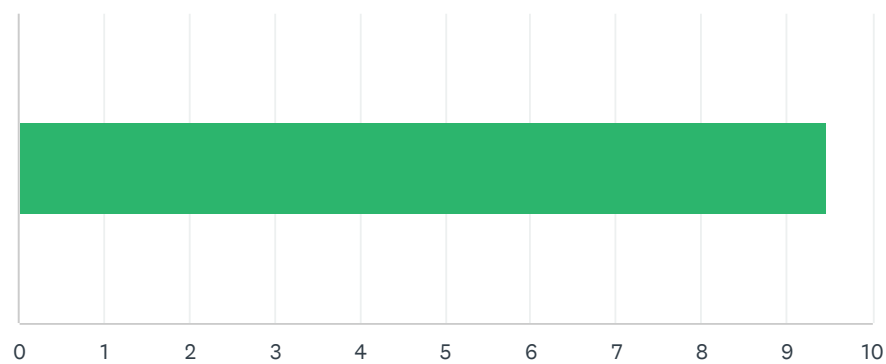


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	118	13
Total Respondents: 13			

#		DATE
1	7	
2	8	
3	10	
4	8	
5	10	
6	10	
7	10	
8	8	
9	9	
10	10	
11	8	
12	10	
13	10	

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

Answered: 13    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	123	13
Total Respondents: 13			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	10	
6	6	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	

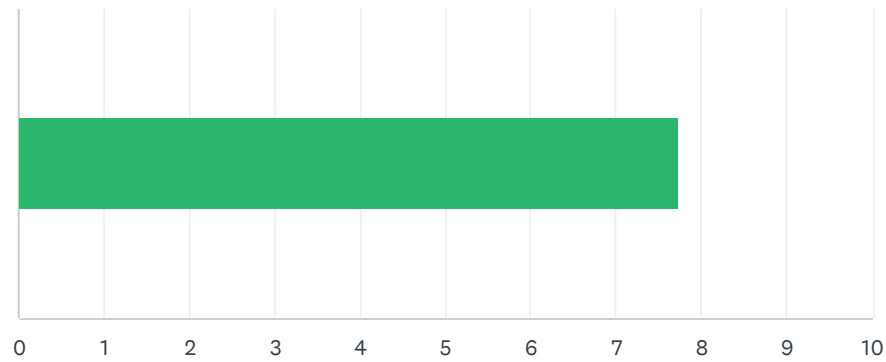
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 5   Skipped: 8

#	RESPONSES	DATE
1	Admin is trying harder. Our new VP is a great addition	
2	The presence of a dedicated and capable vice principal this year has significantly enhanced the overall atmosphere on campus. Both teachers and students are experiencing a more positive environment than we have seen over the past five years. It is wonderful to have a helpful and competent vice principal this year. The mood on campus for teachers and students is better than it has been in the previous 5 years.	
3	Personally, I'm getting better with connecting with my administration, if anything I shouldn't feel like I can't go to them for something which was my feeling at the beginning of the year.	
4	No concerns. Admin is doing a great job of providing support.	
5	There have been many noticeable, positive changes.	

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

Answered: 12    Skipped: 1



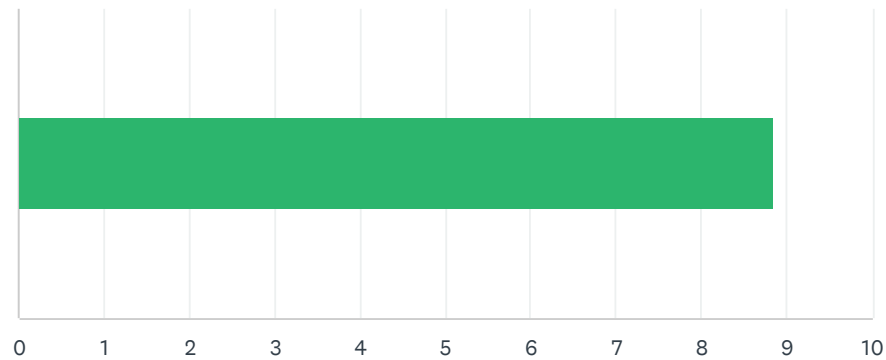
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	93	12
Total Respondents: 12			

#		DATE
1	3	
2	8	
3	10	
4	8	
5	10	
6	10	
7	10	
8	1	
9	9	
10	7	
11	7	
12	10	



Q16 Site meetings are productive and not excessive.

Answered: 13    Skipped: 0

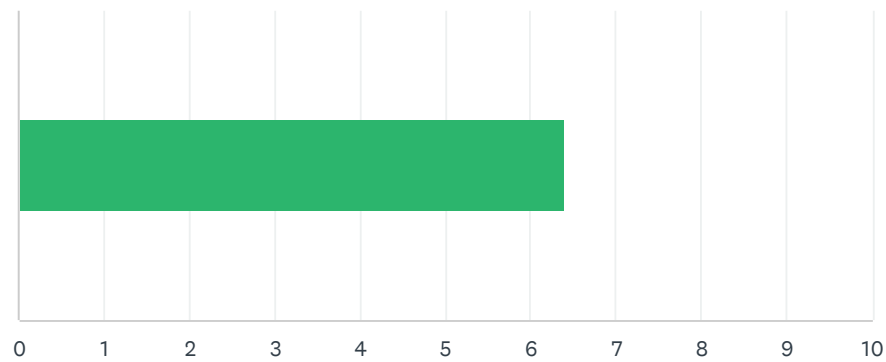


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	115	13
Total Respondents: 13			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	7	
10	9	
11	5	
12	7	
13	10	

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

Answered: 10 Skipped: 3

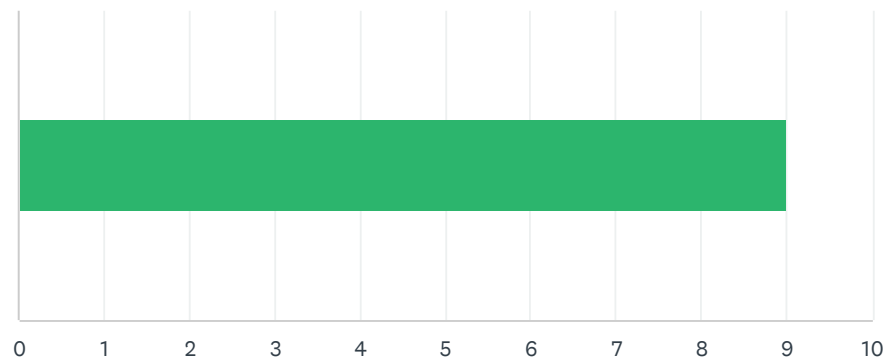


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	64	10
Total Respondents: 10			

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

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

Answered: 12    Skipped: 1

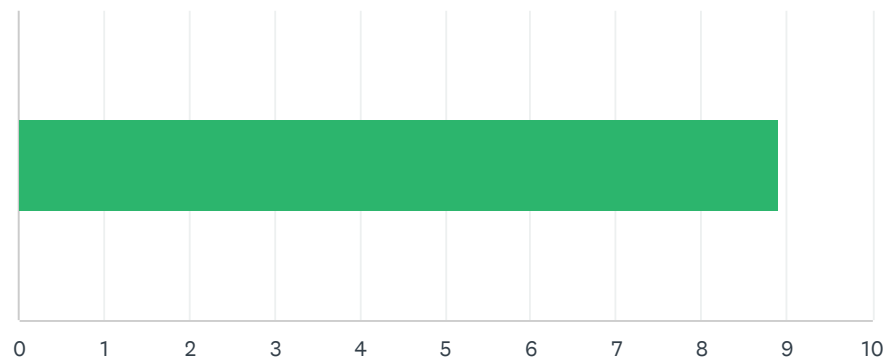


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	108	12
Total Respondents: 12			

#		DATE
1	7	
2	10	
3	5	
4	10	
5	9	
6	10	
7	10	
8	7	
9	10	
10	10	
11	10	
12	10	

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

Answered: 12    Skipped: 1

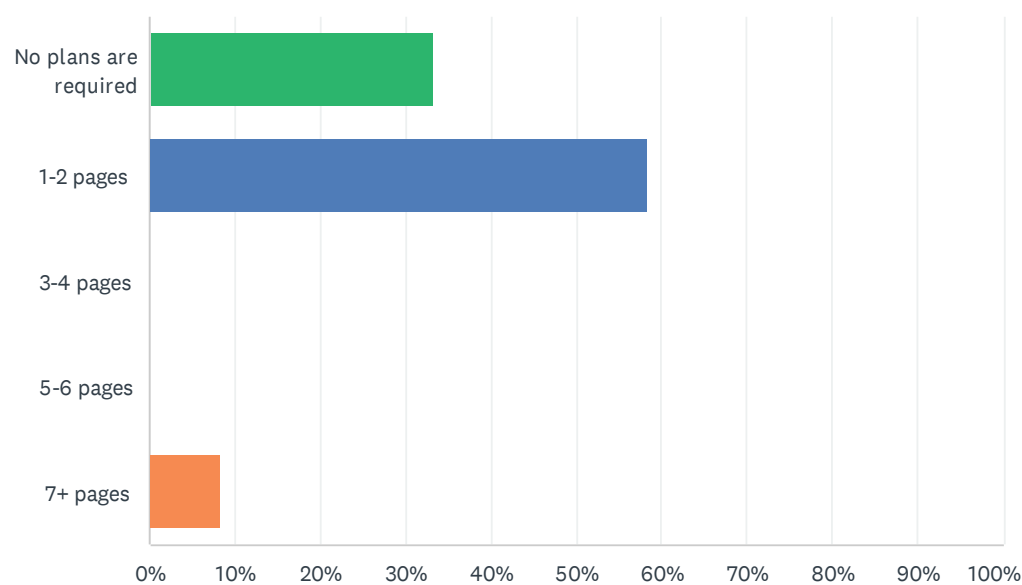


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	107	12
Total Respondents: 12			

#		DATE
1	6	
2	10	
3	10	
4	10	
5	5	
6	10	
7	10	
8	7	
9	9	
10	10	
11	10	
12	10	

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

Answered: 12    Skipped: 1

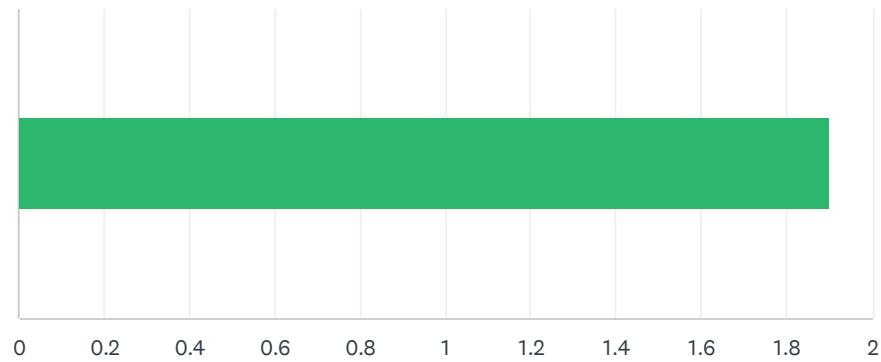


ANSWER CHOICES		RESPONSES	
No plans are required		33.33%	4
1-2 pages		58.33%	7
3-4 pages		0.00%	0
5-6 pages		0.00%	0
7+ pages		8.33%	1
TOTAL			12

#	COMMENT	DATE
1	Personally my lesson plans are slides and I have a slide each period plus anything extra like expectations.	

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

Answered: 10    Skipped: 3

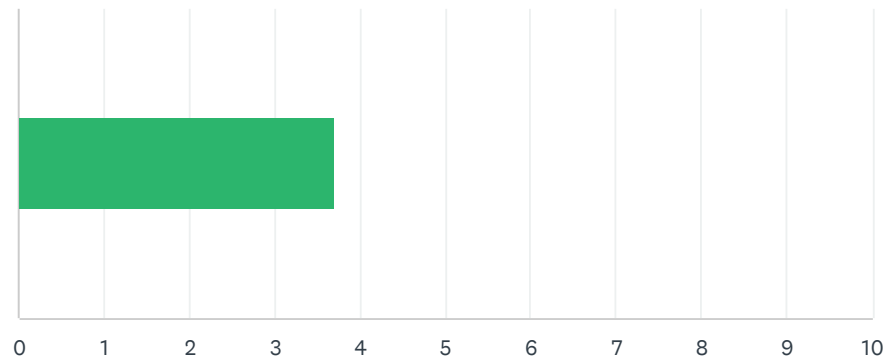


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	19	10
Total Respondents: 10			

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

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

Answered: 10    Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	37	10
Total Respondents: 10			

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

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

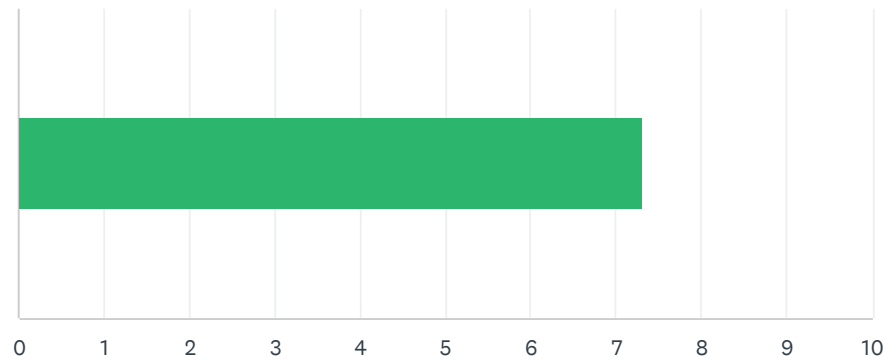
Answered: 2   Skipped: 11

#	RESPONSES	DATE
1	Admin, and support staff are out supporting at dismissal.	3/5/2025 9:34 AM
2	I am still convinced that our school is in need of more support for our restorative class. We have 950+ students and have more Tier 2 and 3 students than most middle schools.	3/1/2025 11:18 AM



Q24 Staff and students feel safe.

Answered: 13    Skipped: 0

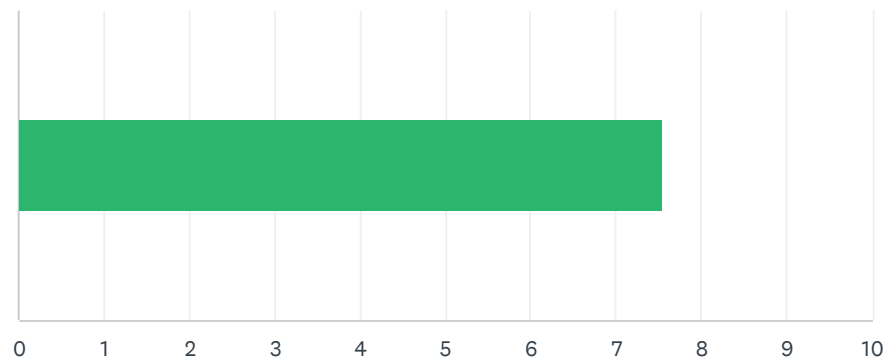


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	95	13
Total Respondents: 13			

#		DATE
1	1	
2	6	
3	8	
4	6	
5	8	
6	10	
7	9	
8	8	
9	4	
10	8	
11	7	
12	10	
13	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 13    Skipped: 0

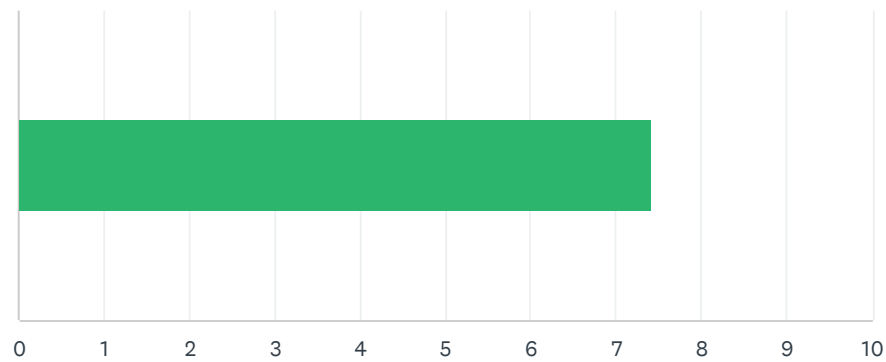


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	98	13
Total Respondents: 13			

#		DATE
1	1	
2	6	
3	8	
4	8	
5	10	
6	6	
7	9	
8	8	
9	8	
10	7	
11	8	
12	9	
13	10	

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

Answered: 12    Skipped: 1

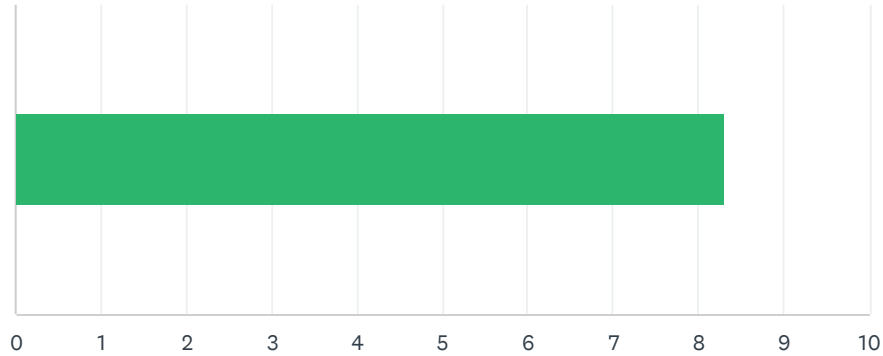


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	89	12
Total Respondents: 12			

#		DATE
1	2	
2	3	
3	8	
4	8	
5	10	
6	7	
7	10	
8	8	
9	8	
10	9	
11	6	
12	10	

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

Answered: 13 Skipped: 0

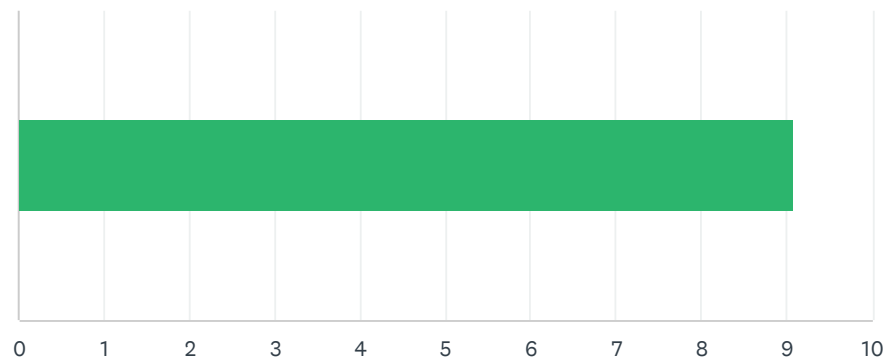


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	108	13
Total Respondents: 13			

#		DATE
1	2	
2	7	
3	8	
4	8	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	8	
12	7	
13	10	

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

Answered: 13 Skipped: 0

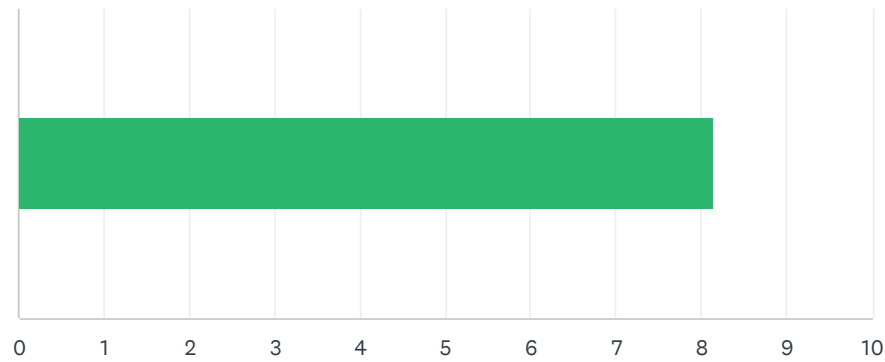


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	118	13
Total Respondents: 13			

#		DATE
1	1	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	9	
12	10	
13	10	

Q29 My site has a positive atmosphere.

Answered: 13    Skipped: 0

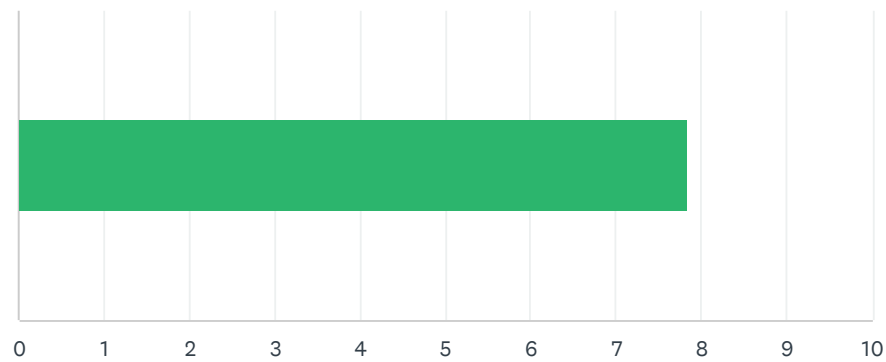


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	106	13
Total Respondents: 13			

#		DATE
1	3	
2	6	
3	6	
4	7	
5	10	
6	10	
7	10	
8	8	
9	9	
10	9	
11	8	
12	10	
13	10	

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

Answered: 13 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	102	13
Total Respondents: 13			

#		DATE
1	3	
2	5	
3	6	
4	5	
5	10	
6	7	
7	10	
8	10	
9	9	
10	10	
11	7	
12	10	
13	10	

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

Answered: 5   Skipped: 8

#	RESPONSES	DATE
1	Curran is a scary school for students and staff.	
2	It seems that too many students continue to exhibit negative behaviors, such as fighting with others, bullying, and frequently resisting disciplinary measures. Despite this, these students remain in the school for years. How is it possible for students who negatively impact the safety and learning of others to stay from 6th to 8th grade?	
3	There needs to be a follow up for teachers or student disciplinary actions done by administration	
4	Progression of discipline is followed, and students are provided multiple means of support in various tiers to help them be successful.	
5	I have had instances with the campus supervisor will delete ODRs because they only spoke with the student and didn't call me for clarification. After they do this they will come to me and then admit that they took the ODR away but it was justified that I gave it to the student.	



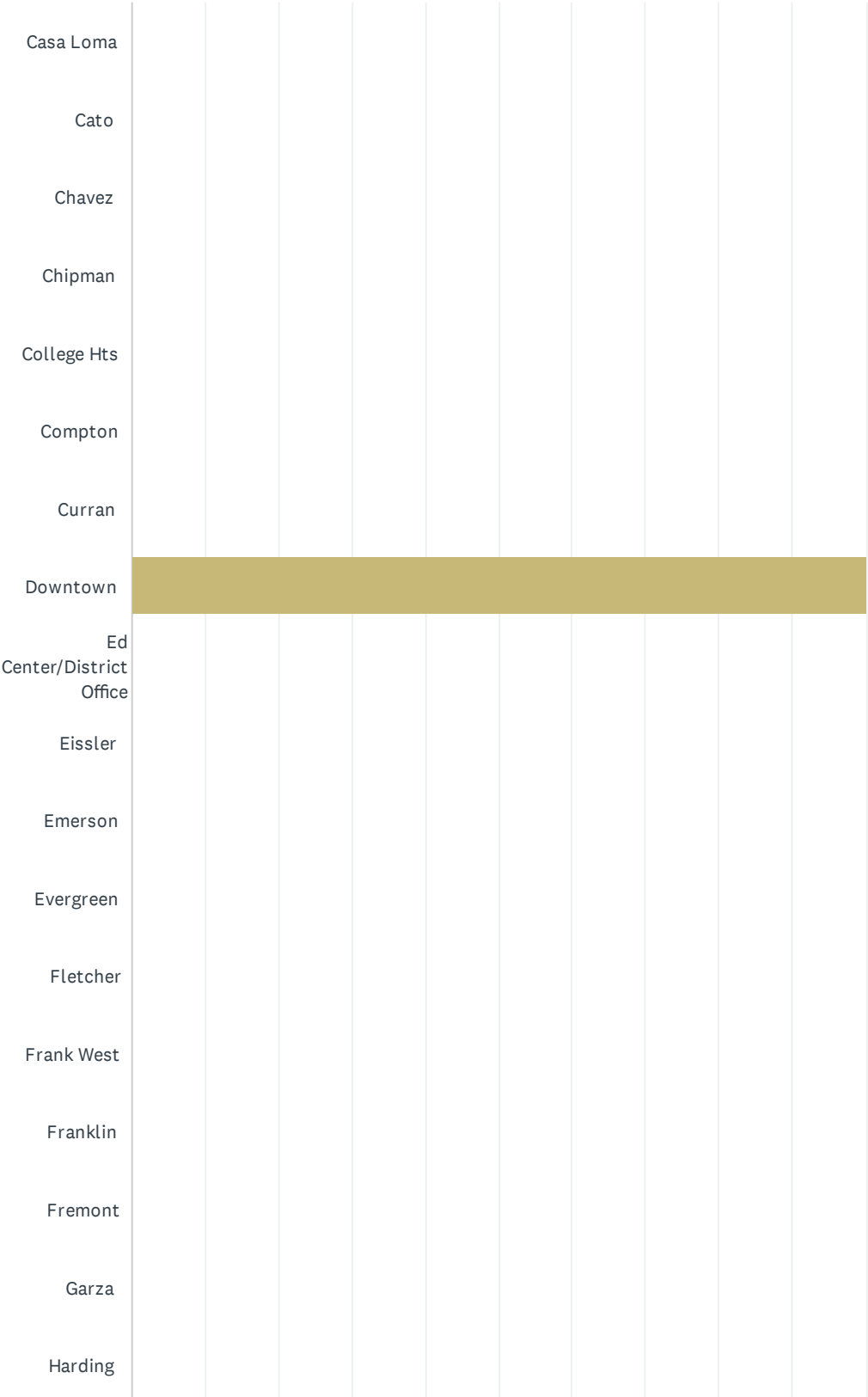
## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 4   Skipped: 9

#	RESPONSES	DATE
1	I truly value the dedication and warmth of the support staff on campus; their commitment creates a family-like atmosphere that makes everyone feel welcome. However, it is disheartening to see that some students are jeopardizing their own safety and educational experience due to the disruptive behavior of a small number of individuals. This misbehavior not only undermines the hard work of the staff but also detracts from the overall learning environment, leaving many students feeling uneasy and unfocused.	
2	I work at two different school sites, and my administration is fond with me, and they ask for my opinion and feedback on having another staff member share my classroom or using office space.	
3	Administration ensures that all teachers are supported and heard.	
4	My site admins do their best to enforce discipline according to the rules provided to them. My site admins do an excellent job of maintaining discipline in a positive and supportive environment. They work hard to ensure that everyone follows the rules, fostering a culture of respect and collaboration. It's a wonderful place to work, where the team is committed to creating an atmosphere of growth, opportunity, and mutual support. Everyone is encouraged to thrive, and it's clear that the leadership values both individual and collective success.	

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.)

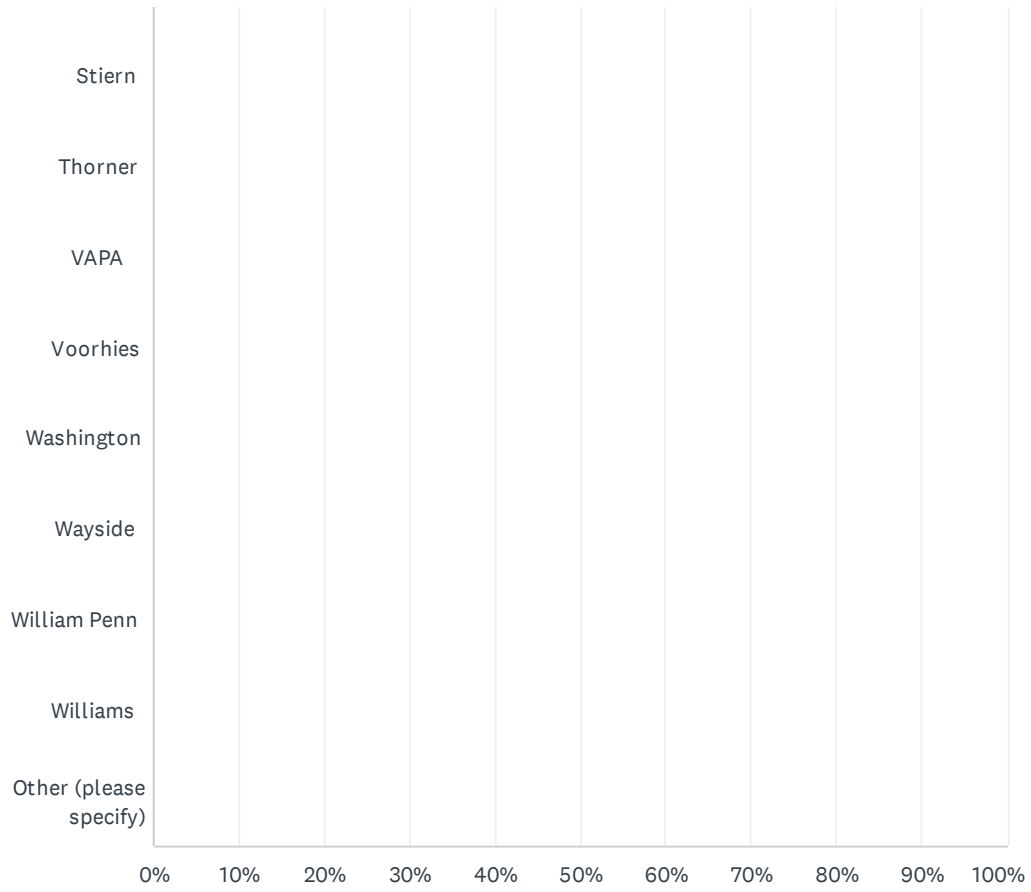
Answered: 9    Skipped: 0



## 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	100.00%	9
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

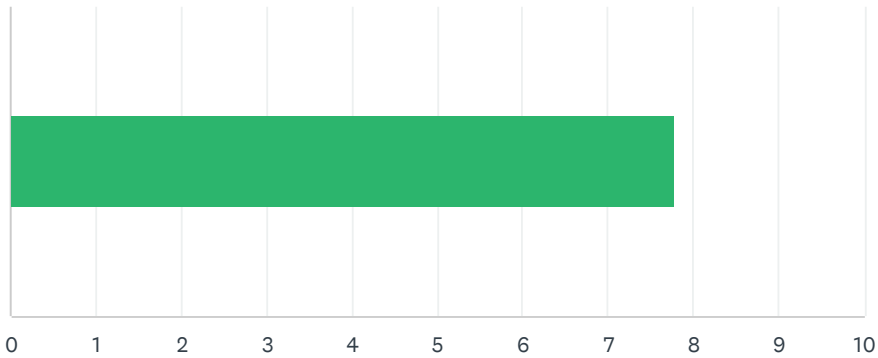
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 9    Skipped: 0

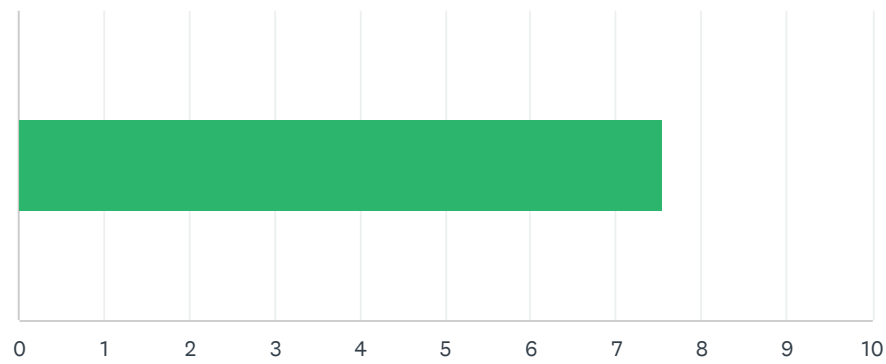


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	70	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0



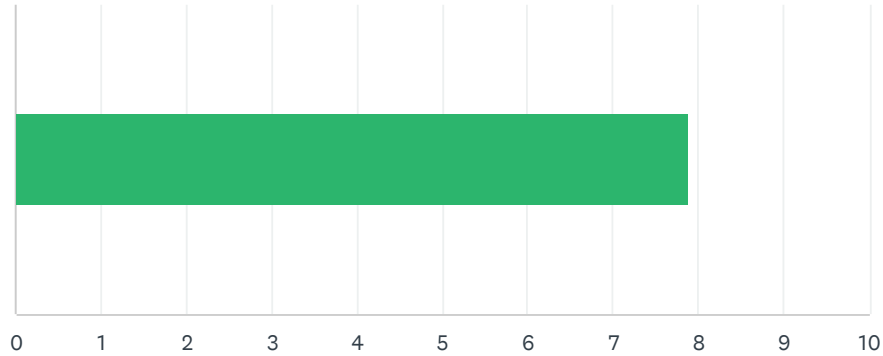
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	68	9
Total Respondents: 9			

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



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

Answered: 9 Skipped: 0

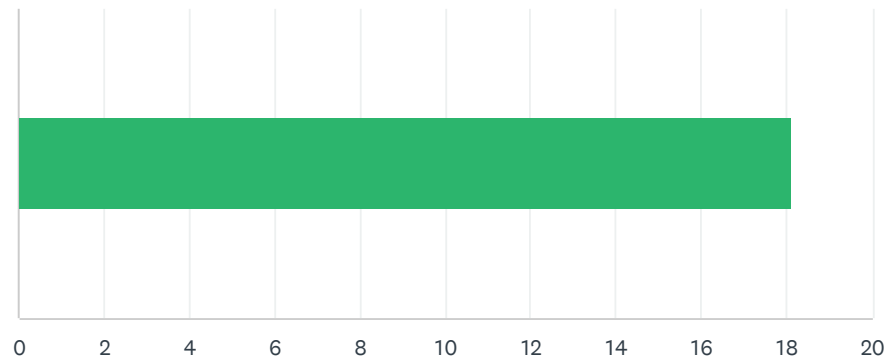


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	71	9
Total Respondents: 9			

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

Q5 Site administration follows the contract and respects personal rights.

Answered: 9    Skipped: 0

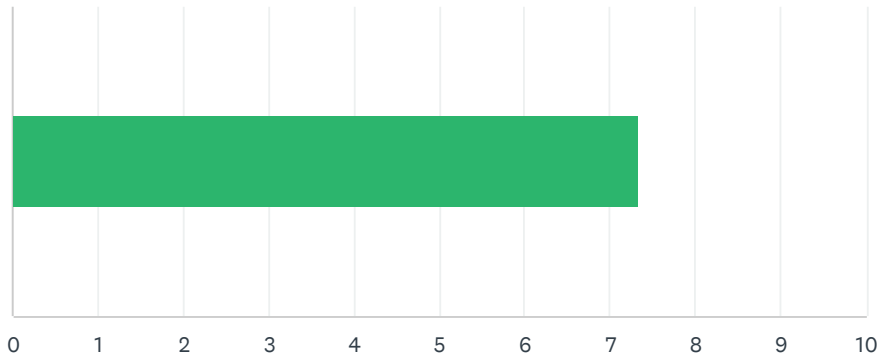


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	18	163	9
Total Respondents: 9			

#		DATE
1	7	
2	10	
3	1	
4	8	
5	10	
6	8	
7	10	
8	9	
9	100	

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

Answered: 9    Skipped: 0

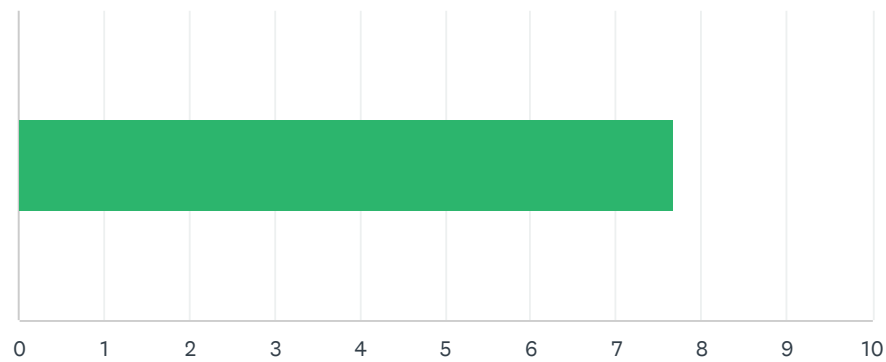


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	66	9
Total Respondents: 9			

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

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

Answered: 9 Skipped: 0

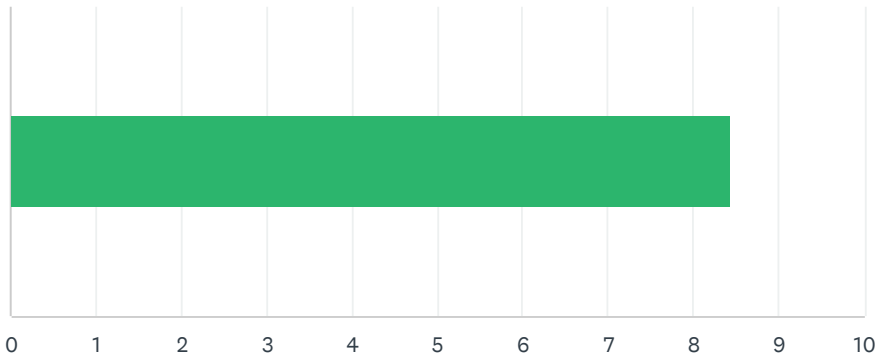


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	69	9
Total Respondents: 9			

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

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 9    Skipped: 0

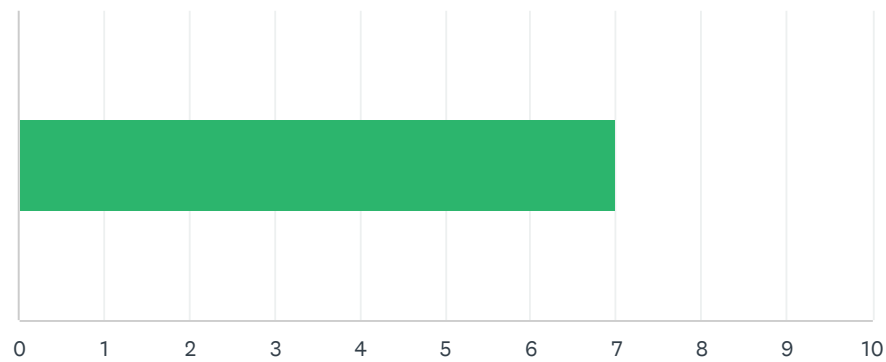


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	76	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0

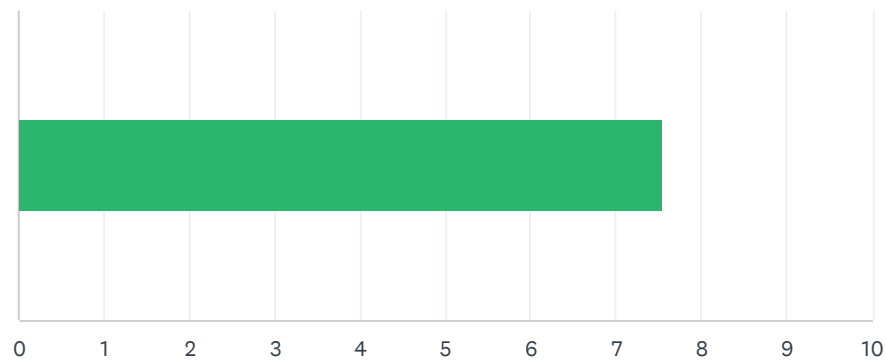


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	63	9
Total Respondents: 9			

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

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 9    Skipped: 0

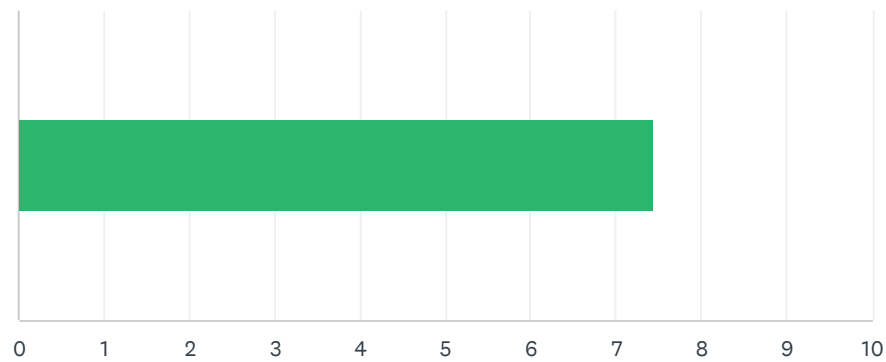


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	68	9
Total Respondents: 9			

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

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

Answered: 9 Skipped: 0



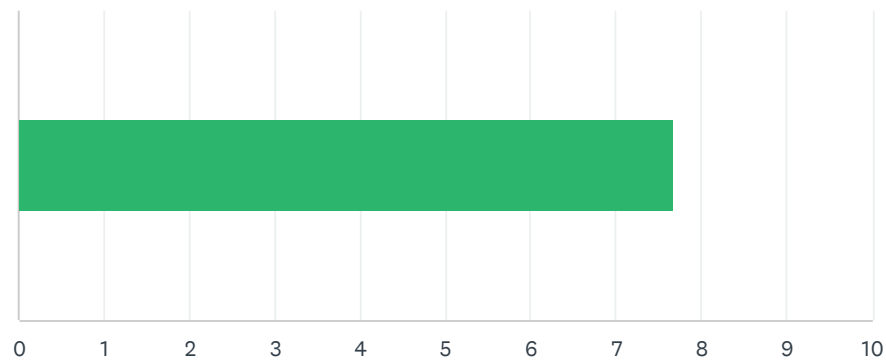
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	67	9
Total Respondents: 9			

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



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

Answered: 9 Skipped: 0

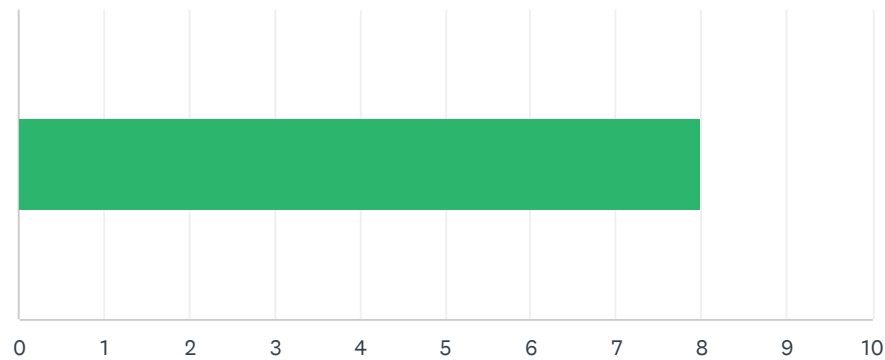


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	69	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	72	9
Total Respondents: 9			

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

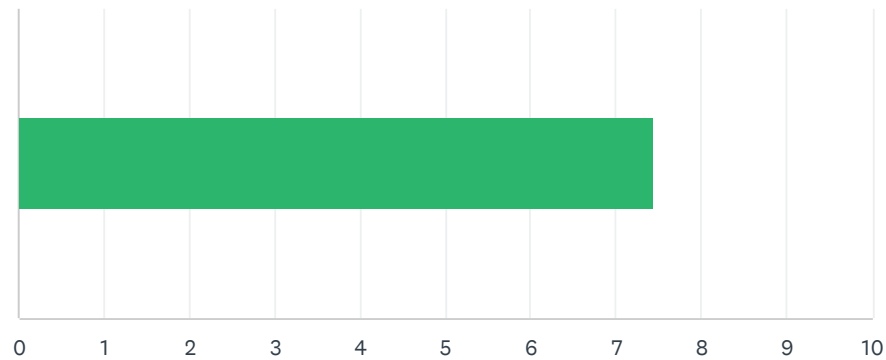
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 4   Skipped: 5

#	RESPONSES	DATE
1	I think there is an improvement with the administration. However, I still think the secretary still controls too much. She needs to do her job and not everyone else's.	
2	This is a weal principal who does not support the teachers.	
3	I am satisfied with the way my administrator works with me, but I know others at my site who do not feel the same way.	
4	I really love Downtown. The admin and support staff have been so welcoming and I truly feel like this is a wonderful place to be. I feel they go above and beyond to make sure everyone feels welcome and heard.	

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

Answered: 9    Skipped: 0

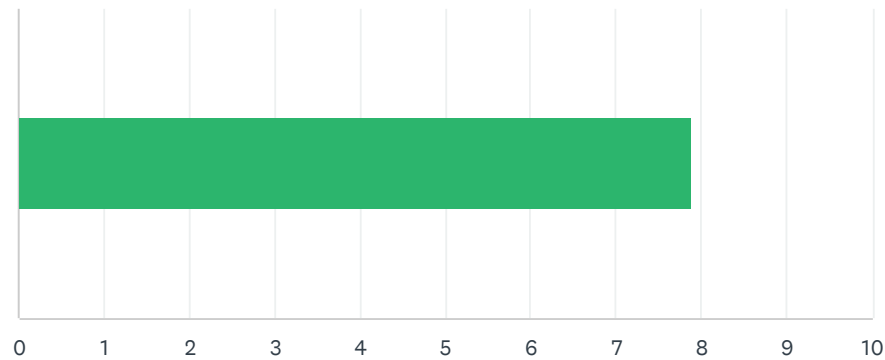


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	67	9
Total Respondents: 9			

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

Q16 Site meetings are productive and not excessive.

Answered: 9    Skipped: 0

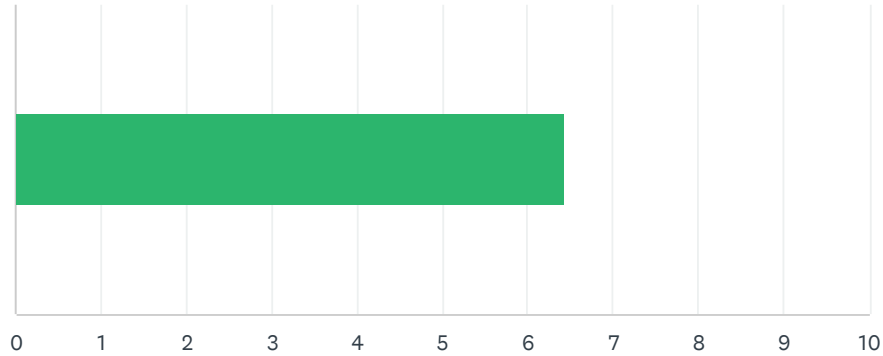


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	71	9
Total Respondents: 9			

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

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

Answered: 9 Skipped: 0

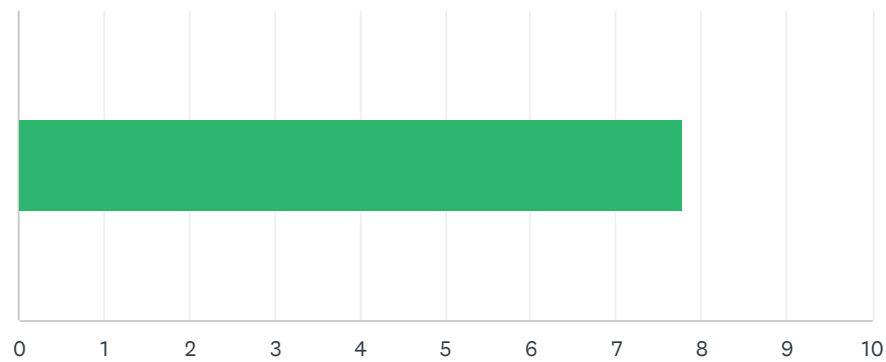


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	58	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0

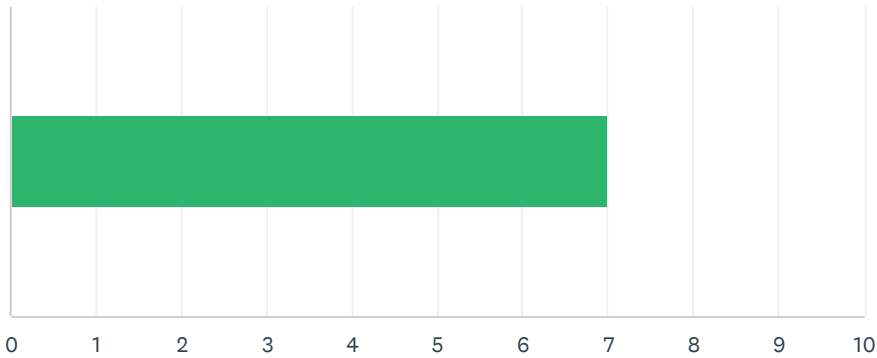


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	70	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0



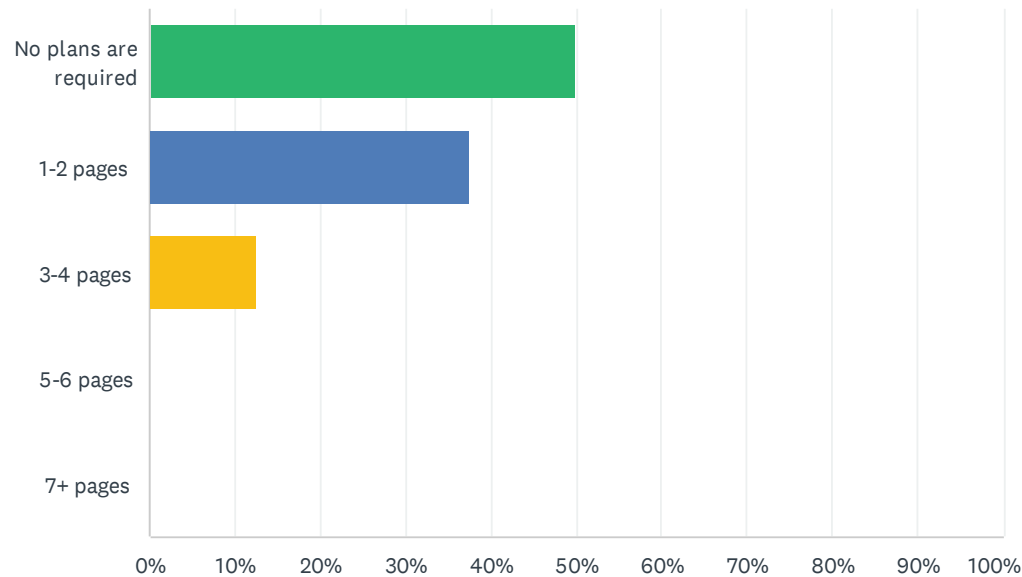
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	63	9
Total Respondents: 9			

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



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

Answered: 8 Skipped: 1

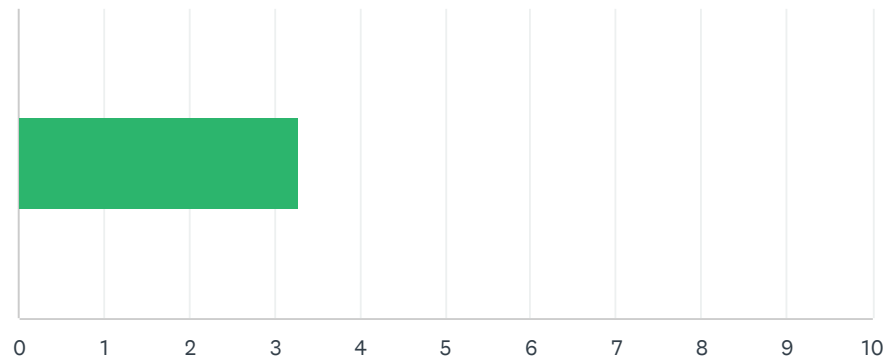


ANSWER CHOICES	RESPONSES	
No plans are required	50.00%	4
1-2 pages	37.50%	3
3-4 pages	12.50%	1
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		8

#	COMMENT	DATE
1	We are given our planning time back from IEPs or 504 meetings.	
2	I have never been asked for my plans.	

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

Answered: 7    Skipped: 2

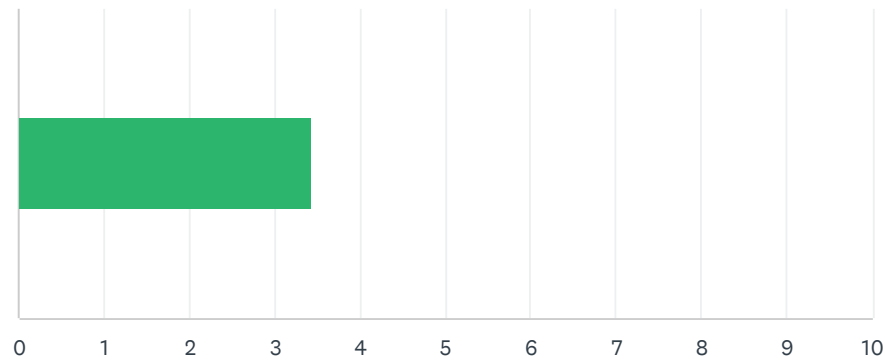


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	23	7
Total Respondents: 7			

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

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

Answered: 7    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	24	7
Total Respondents: 7			

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

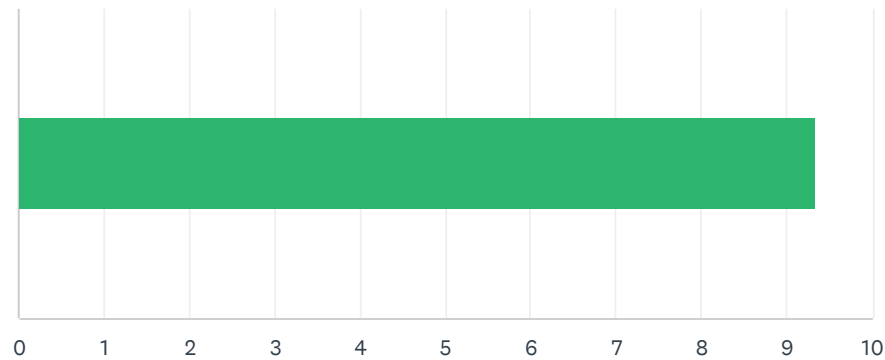
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 2   Skipped: 7

#	RESPONSES	DATE
1	I didn't know whether to make these a ten or a one. I have no recess or dismissal duty.	
2	We do not have recess duty. Thank you team!!	

Q24 Staff and students feel safe.

Answered: 9    Skipped: 0

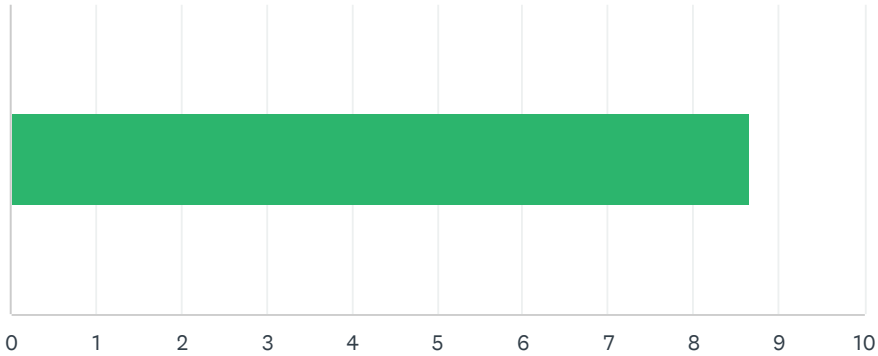


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	84	9
Total Respondents: 9			

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

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 9    Skipped: 0

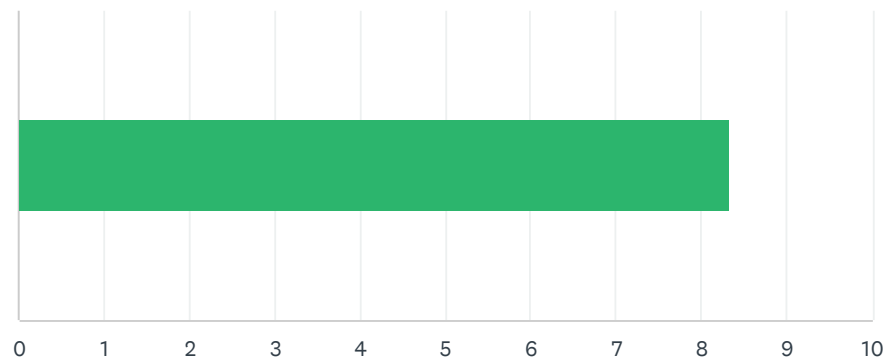


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	78	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0

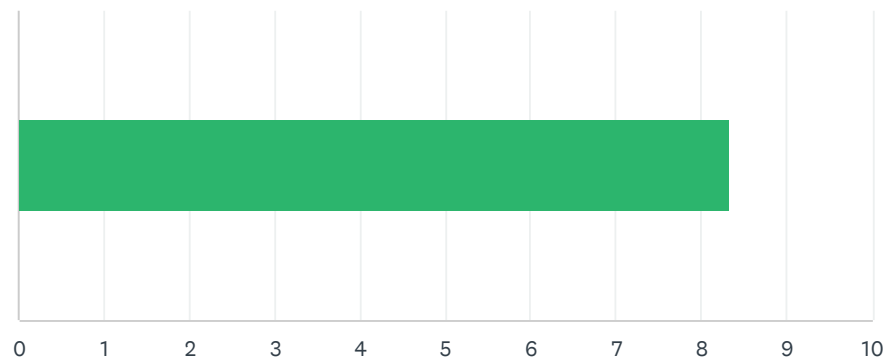


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	75	9
Total Respondents: 9			

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

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

Answered: 9 Skipped: 0



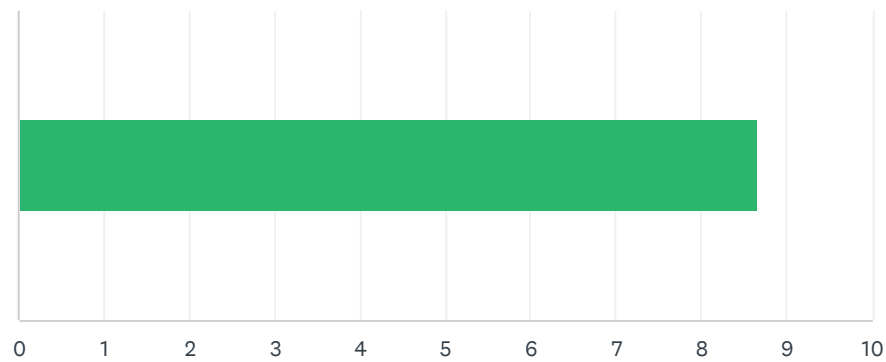
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	75	9
Total Respondents: 9			

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



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

Answered: 9 Skipped: 0

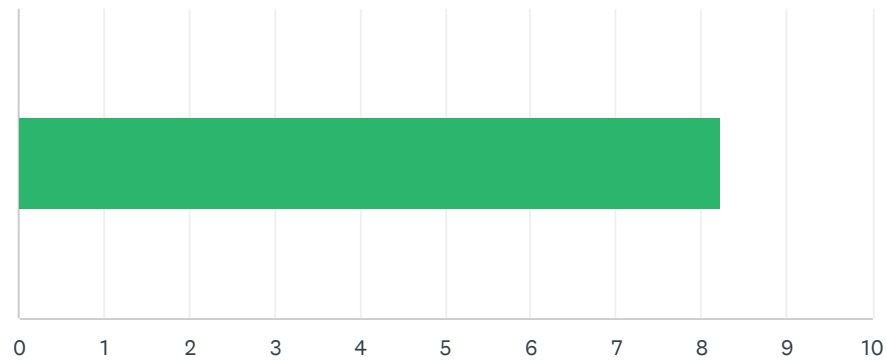


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	78	9
Total Respondents: 9			

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

Q29 My site has a positive atmosphere.

Answered: 9    Skipped: 0

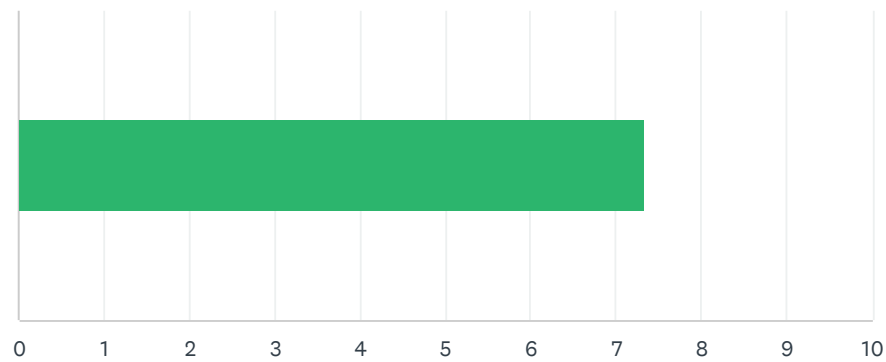


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	74	9
Total Respondents: 9			

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

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

Answered: 9 Skipped: 0



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

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

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

Answered: 3   Skipped: 6

#	RESPONSES	DATE
1	The discipline is not as bad here as with other schools. However, it would be nice if we could be more proactive.	
2	Not every teacher will be happy at this school as the parents can be very demanding and difficult at times. Teachers who work here need to have a thick skin and not take criticism from parents personally.	
3	My admin has been amazing. I do feel like the BIS is sometimes disorganized and does not communicate. She will sometimes say she is meeting with students when she isn't. When students come back from "working with her" they come back rowdier than before they left. I'm not sure if this is just how she runs her show or if her caseload is too big she's overwhelmed. Either way she might need some extra support.	

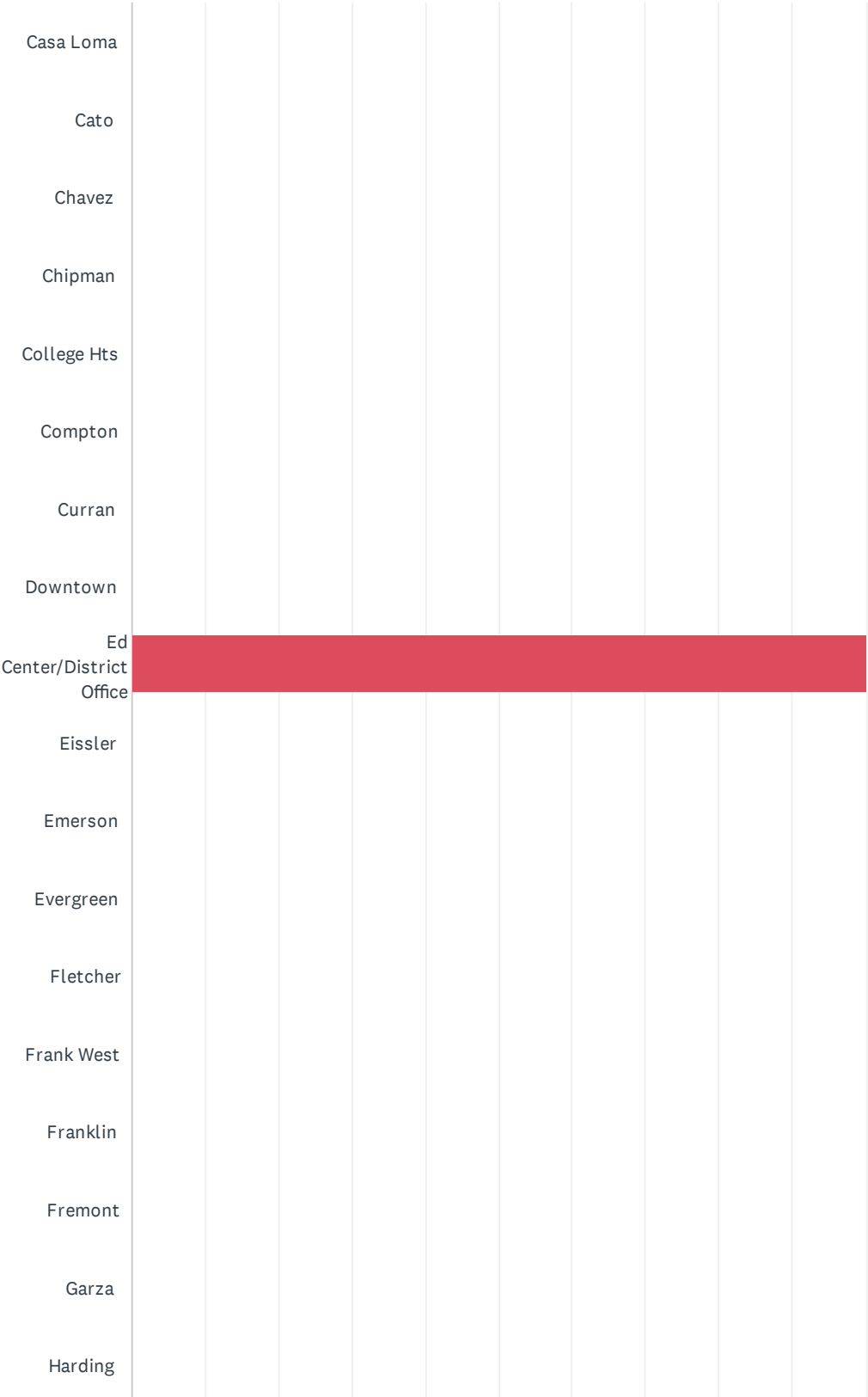
## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 3   Skipped: 6

#	RESPONSES	DATE
1	Much better than last year, however, there is still a nonchalance for planning time.	
2	Not every teacher at my school has the same positive experience with our administration that I have had. Honestly, it's that way at most school sites.	
3	Admin and support staff have been awesome!! I love Downtown!!	

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.)

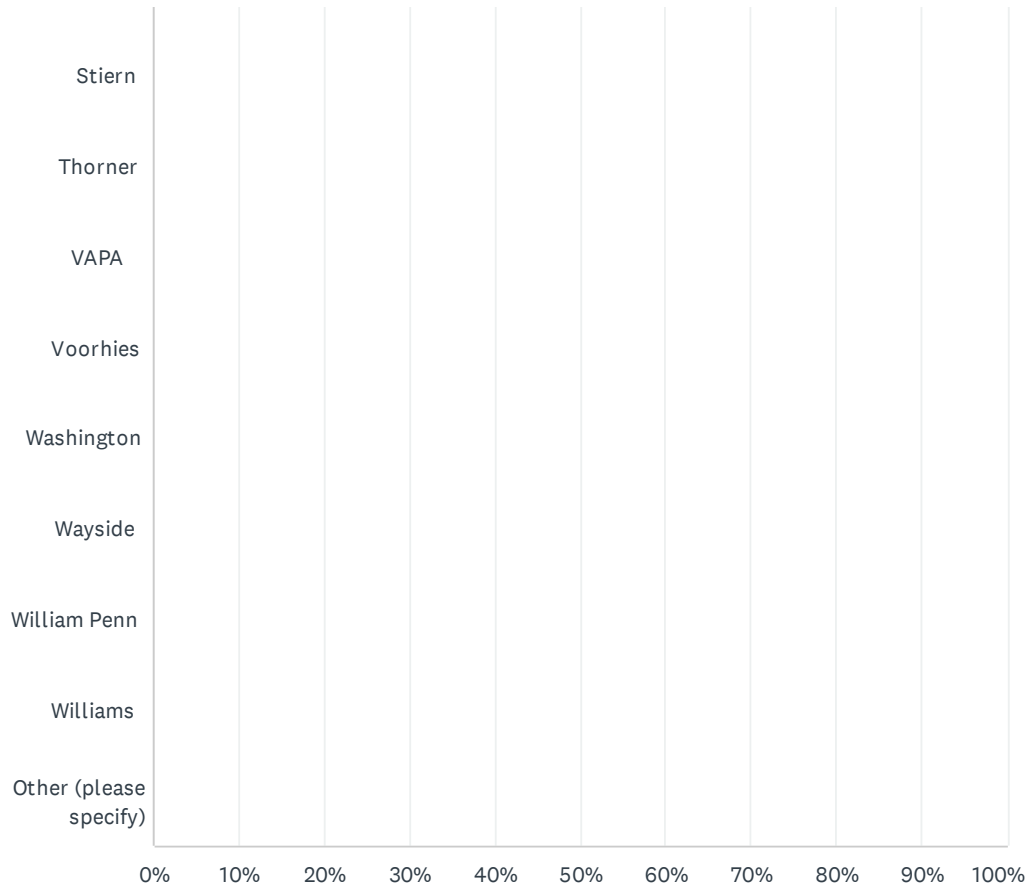
Answered: 15    Skipped: 0



## 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	100.00%	15
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

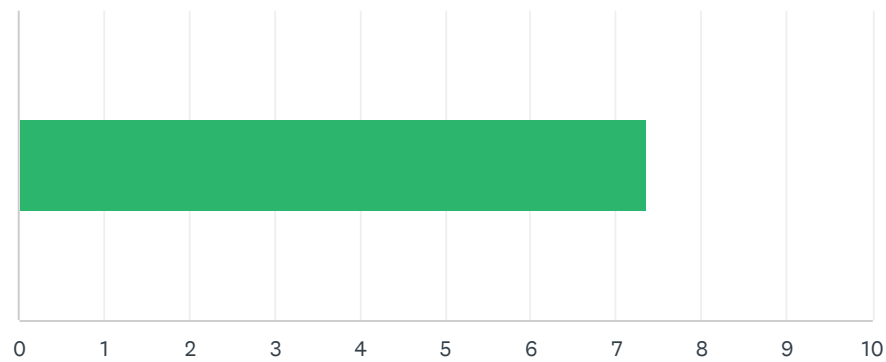
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 15		

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

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

Answered: 14    Skipped: 1

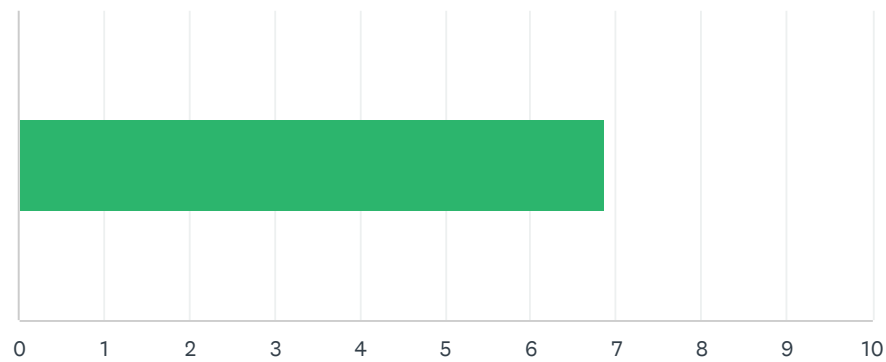


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	103	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	6	
10	10	
11	3	
12	2	
13	1	
14	1	

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

Answered: 14    Skipped: 1

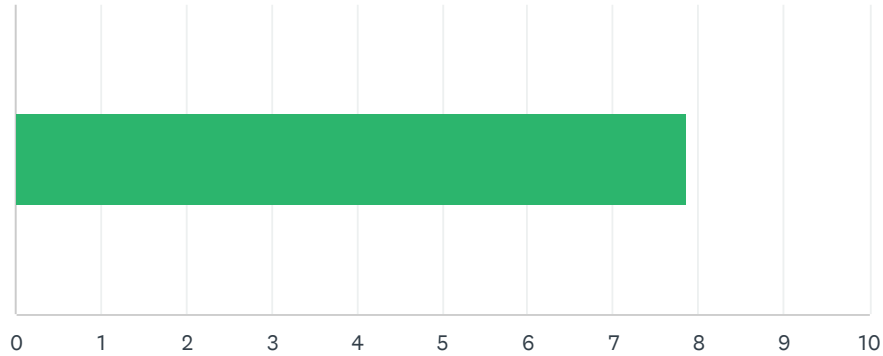


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	96	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	2	
10	10	
11	1	
12	1	
13	1	
14	1	

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

Answered: 8   Skipped: 7

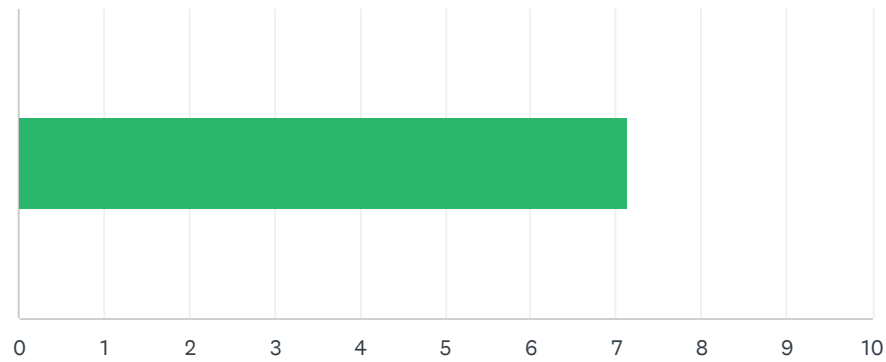


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	63	8
Total Respondents: 8			

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

Q5 Site administration follows the contract and respects personal rights.

Answered: 14    Skipped: 1

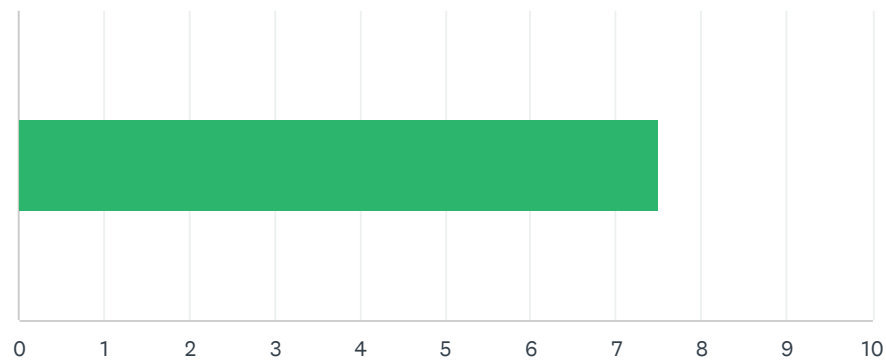


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	100	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	4	
10	10	
11	3	
12	1	
13	1	
14	1	

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

Answered: 14    Skipped: 1

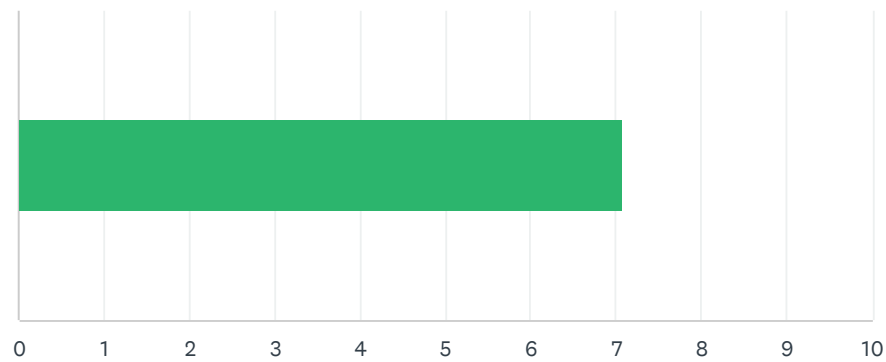


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	105	14
Total Respondents: 14			

#	DATE
1	10
2	10
3	10
4	10
5	10
6	10
7	10
8	9
9	5
10	10
11	7
12	2
13	1
14	1

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

Answered: 14    Skipped: 1



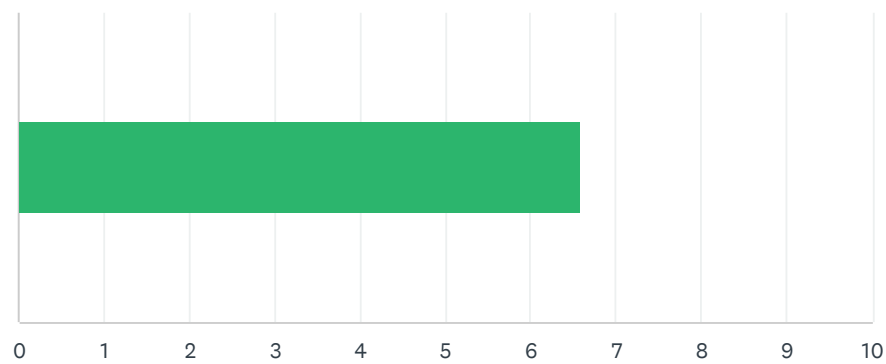
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	99	14
Total Respondents: 14			

#	DATE
1	10
2	10
3	10
4	10
5	10
6	10
7	10
8	10
9	2
10	10
11	3
12	2
13	1
14	1



Q8 Administration supports staff against attacks and criticism from parents.

Answered: 12    Skipped: 3

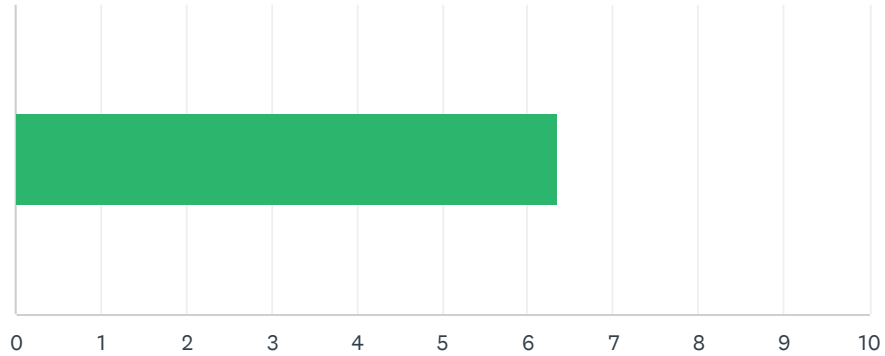


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	79	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	2	
8	10	
9	2	
10	3	
11	1	
12	1	

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

Answered: 14 Skipped: 1

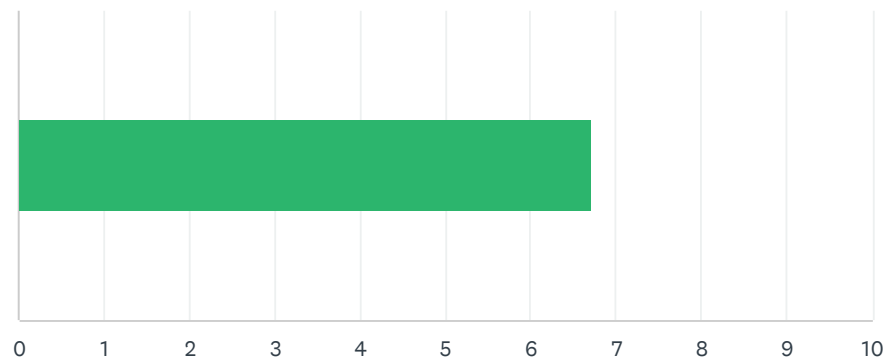


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	89	14
Total Respondents: 14			

#		DATE
1	10	
2	5	
3	10	
4	10	
5	10	
6	9	
7	10	
8	10	
9	1	
10	10	
11	1	
12	1	
13	1	
14	1	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 14 Skipped: 1

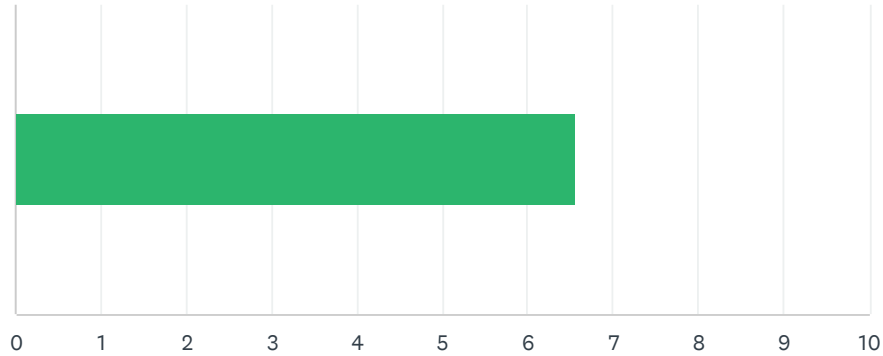


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	94	14
Total Respondents: 14			

#	DATE
1	10
2	10
3	10
4	10
5	10
6	9
7	10
8	10
9	1
10	10
11	1
12	1
13	1
14	1

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

Answered: 14   Skipped: 1

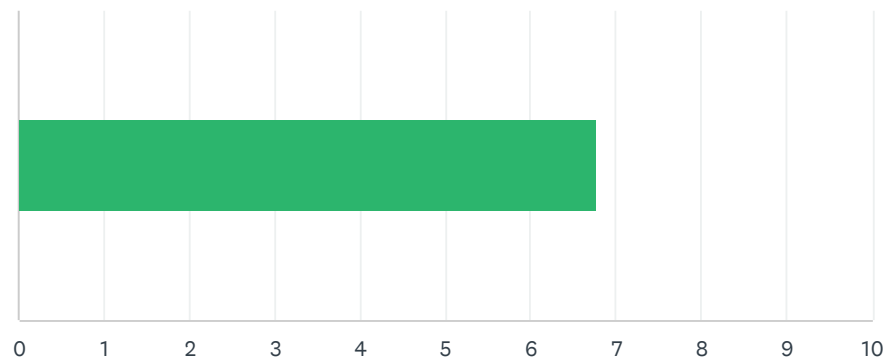


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	14
Total Respondents: 14			

#	DATE
1	10
2	10
3	10
4	10
5	8
6	9
7	10
8	10
9	1
10	10
11	1
12	1
13	1
14	1

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

Answered: 14    Skipped: 1

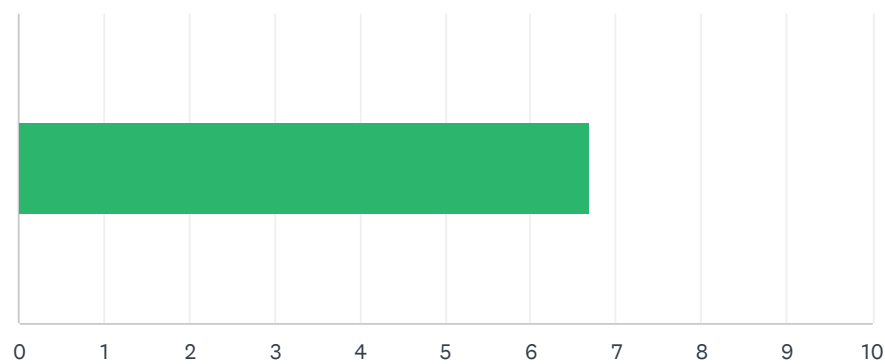


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	95	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	1	
10	10	
11	1	
12	1	
13	1	
14	1	

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

Answered: 10    Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	67	10
Total Respondents: 10			

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

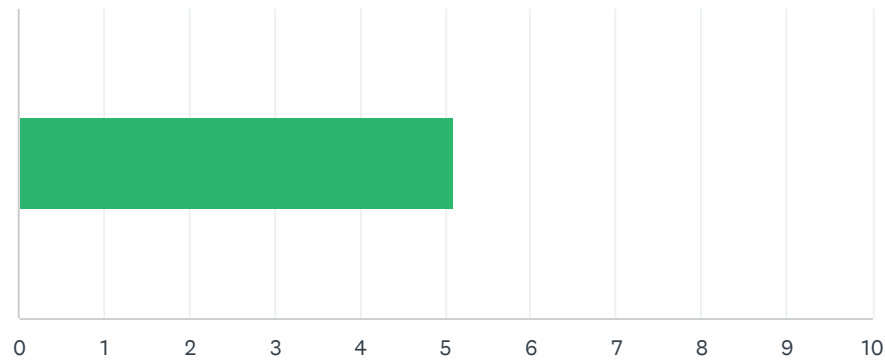
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 8   Skipped: 7

#	RESPONSES	DATE
1	Not at a school site, so some of the questions above do not apply and marked as 1	
2	Liz and Dr. Fulenwider are wonderful to work for. They are both supportive, true thought partners, and make it easy to come to work and enjoy the work I do.	
3	This is not a reflection on my direct supervisor, but something that needs to be fixed at a district level. As a leader of professional development, the responsibilities and demands require us to work outside of our duty hours, extending our day into the evening and sometimes on the weekends. These additional duties are integral to the success of the professional growth and development of our most valued resource, teachers. It is only fair to compensate for this time at the full hourly rate. As a veteran teacher, I make less than 50% of my normal rate when I do additional work for the district. This time in the evening and on the weekends is my family time and personally very valuable to me. I take pride in making my professional development engaging, interactive, and teachers leave with something they can implement the next day. This reduced rate undervalues the expertise and time invested in these critical activities. When you undervalue your staff, you are leading people into burnout and a decreased quality in these programs. Paying the full hourly rate ensures leaders in our PDs and additional events are fairly compensated, and stay motivated to provide a high quality experience. I know we are on the precipice of a fiscal cliff, so consider making a Memorandum of Understanding with the union that would at least give an option to earn flex time or comp time that would still honor our hourly rate and the time given for our teachers that work at the district level, providing professional development and additional programs for our staff and students.	
4	Instructional Specialists frequently leave C&I due to a lack of support. Questions and feedback are often perceived as confrontational, and honest input is met with skepticism. Decisions affecting the entire district are made before gathering meaningful data from stakeholders, leading to widespread changes with little communication. New initiatives are introduced with minimal transparency. Additionally, specialists experience public criticism in meetings rather than private discussions that could resolve concerns more effectively. While leadership states they have an open-door policy, limited availability and a lack of engagement make it difficult for specialists to have meaningful conversations.	
5	C&I admin do not communicate their expectations clearly. They do not plan ahead and then panic and react at the last minute. They do not build relationships with their employees. C&I director does not ensure the CBA is followed and requires specialists to work overtime. Summer institute is not scheduled within specialist contracted dates and specialists are met with potential retaliation if they refuse to work outside of their contracted dates. CTO conducts C&I specialist evaluations even though they are not department admin. Admin have inconsistent policies and complicated procedures to follow. Director has her door closed and does not greet her employees. It is a very uncomfortable work environment and does not feel safe.	
6	Communication is horrible. C&I specialists are walking on eggshells with administrators.	
7	C&I site admin are awful. High stress and high toxicity. They target employees and blindsides them with discipline instead of talking to them first. They have no relationships with anyone but their secretaries and each other. Admin show favoritism to some and target others. Admin are not available for conversations and when employees try they are met with irritation and disrespect.	
8	C&I admin are uncommunicative and unapproachable. They are reactive, not proactive. It is a toxic work environment and the C&I director has no relationships with her specialists. Decisions about employees are made without any conversation with the employees. Evaluations are done by non-C&I admin. CTO makes the majority of the decisions in C&I.	

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

Answered: 11    Skipped: 4



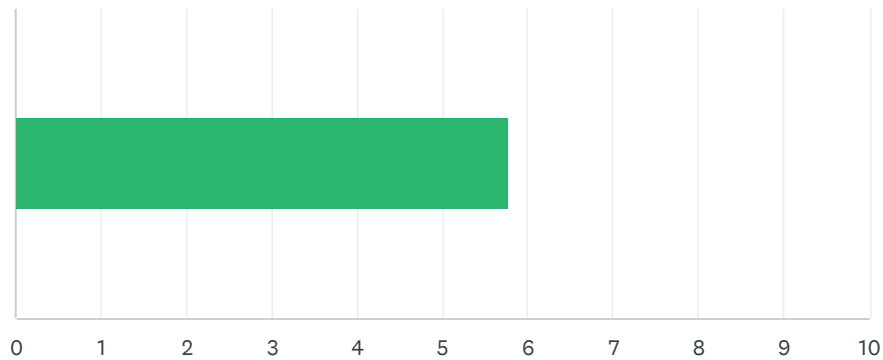
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	56	11
Total Respondents: 11			

#		DATE
1	1	
2	5	
3	10	
4	6	
5	7	
6	5	
7	8	
8	10	
9	2	
10	1	
11	1	



## Q16 Site meetings are productive and not excessive.

Answered: 13 Skipped: 2

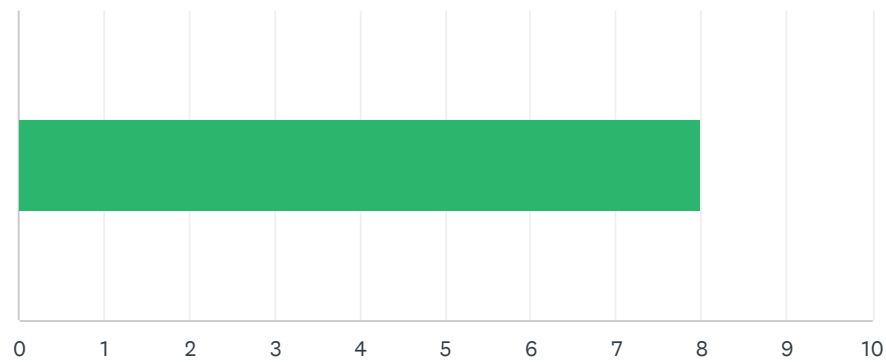


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	75	13
Total Respondents: 13			

#		DATE
1	1	
2	8	
3	9	
4	10	
5	10	
6	9	
7	4	
8	9	
9	2	
10	10	
11	1	
12	1	
13	1	

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

Answered: 4    Skipped: 11

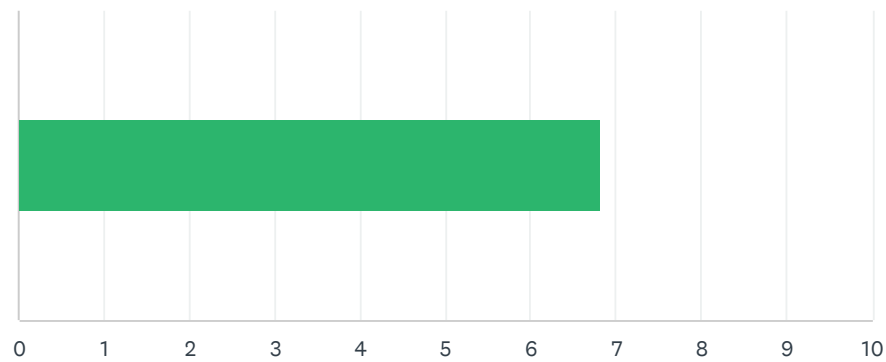


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	32	4
Total Respondents: 4			

#		DATE
1	10	
2	7	
3	5	
4	10	

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

Answered: 6    Skipped: 9

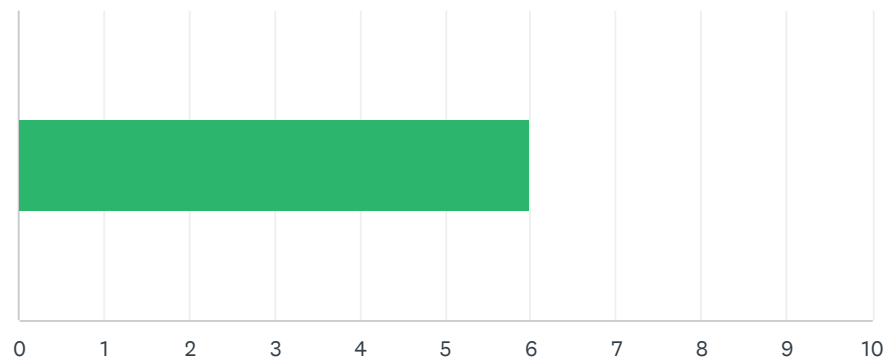


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	41	6
Total Respondents: 6			

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

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

Answered: 6    Skipped: 9

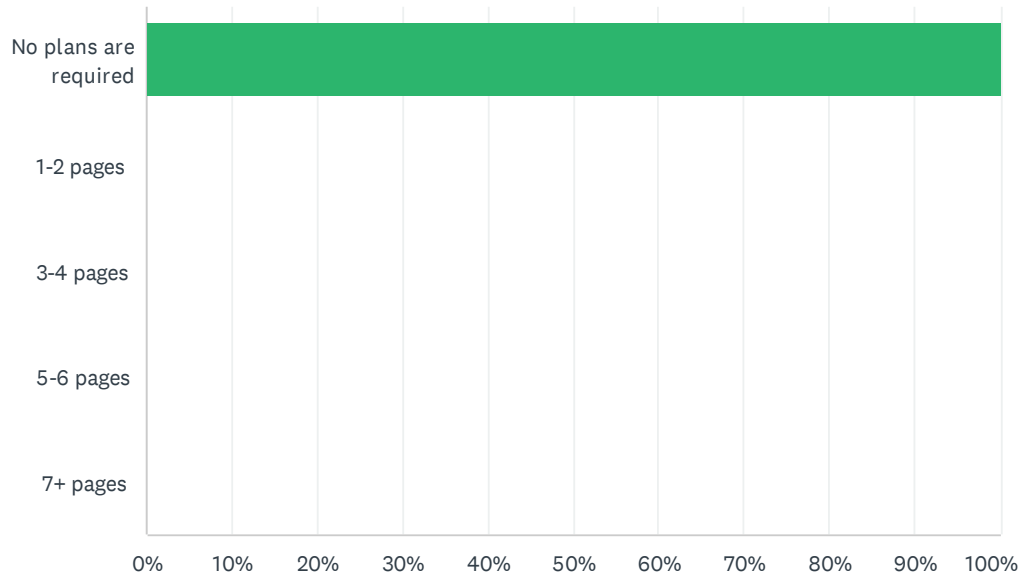


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	36	6
Total Respondents: 6			

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

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

Answered: 8 Skipped: 7

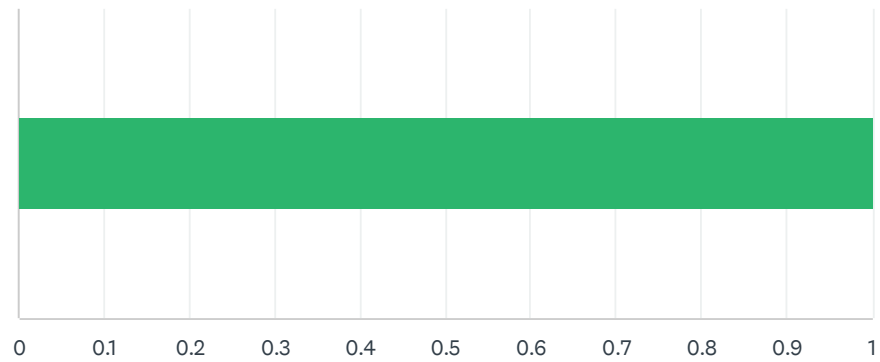


ANSWER CHOICES	RESPONSES
No plans are required	100.00% 8
1-2 pages	0.00% 0
3-4 pages	0.00% 0
5-6 pages	0.00% 0
7+ pages	0.00% 0
TOTAL	8

#	COMMENT	DATE
1	NA	
2	Detailed calendars are required	
3	n/a	
4	n/a	

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

Answered: 2    Skipped: 13

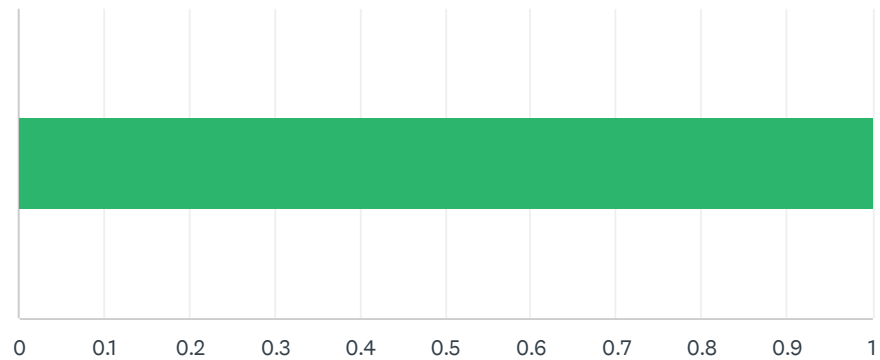


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	2	2
Total Respondents: 2			

#		DATE
1	1	
2	1	

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

Answered: 2    Skipped: 13



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	2	2
Total Respondents: 2			

#		DATE
1	1	
2	1	

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

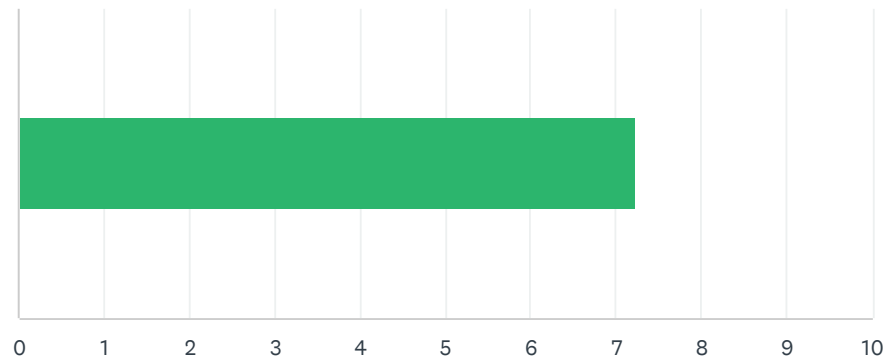
Answered: 6   Skipped: 9

#	RESPONSES	DATE
1	C&I specialists are forced to work summer institute and give PDs before and after contracted days and hours.	
2	Questions that do not apply marked as 1	
3	n/a	
4	CBA is not being followed. C&I admin pick and choose which pieces of CBA to follow and which pieces to turn a blind eye to. Some rules apply to certain specialists and not to others. C&I admin are unavailable and unapproachable.	
5	Lots of required overtime. Specialists are forced to work over summer institute outside of their contract time. Specialists had their contract dates moved, but CTO still scheduled SI outside of the specialists' contract dates.	
6	Specialists have to work forced overtime.	



Q24 Staff and students feel safe.

Answered: 13    Skipped: 2

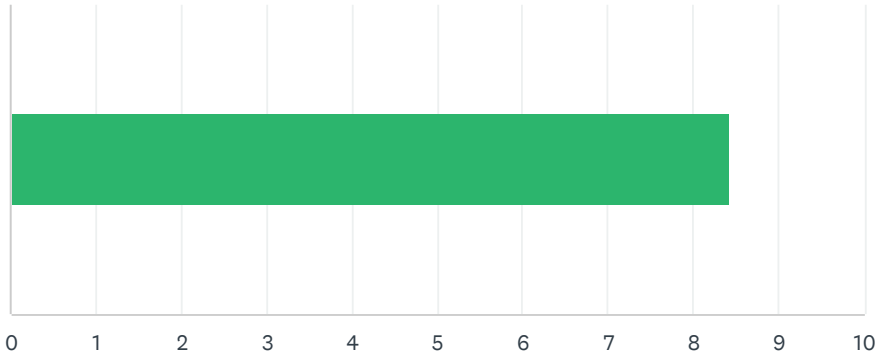


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	94	13
Total Respondents: 13			

#		DATE
1	10	
2	1	
3	9	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	3	
12	1	
13	1	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 7    Skipped: 8

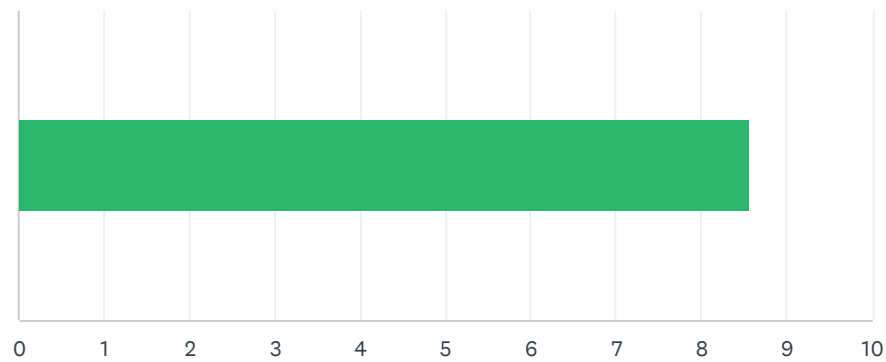


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	59	7
Total Respondents: 7			

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

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

Answered: 7    Skipped: 8

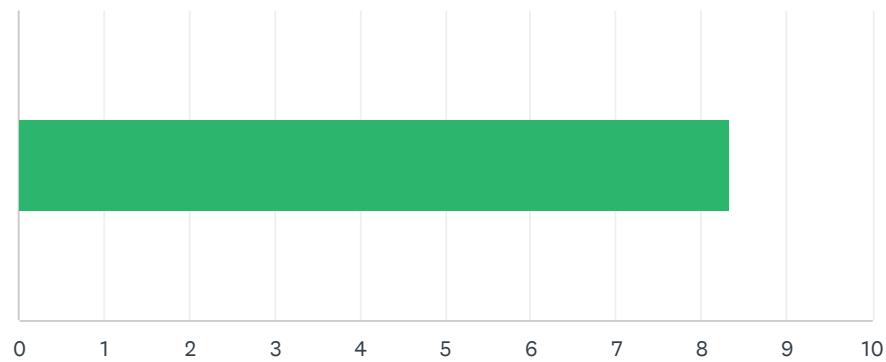


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	60	7
Total Respondents: 7			

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

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

Answered: 6    Skipped: 9

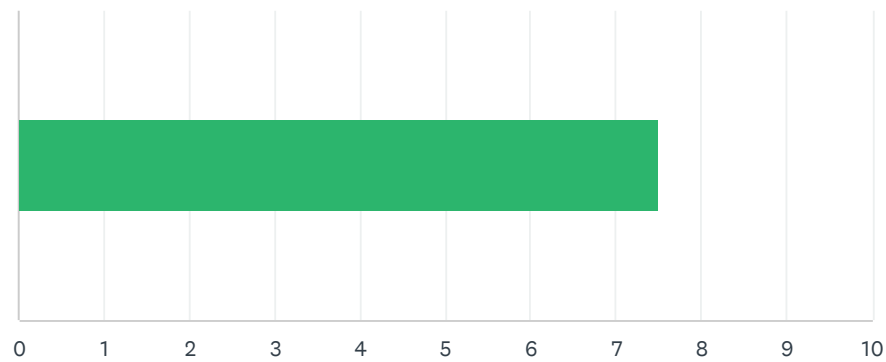


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	50	6
Total Respondents: 6			

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

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

Answered: 4    Skipped: 11

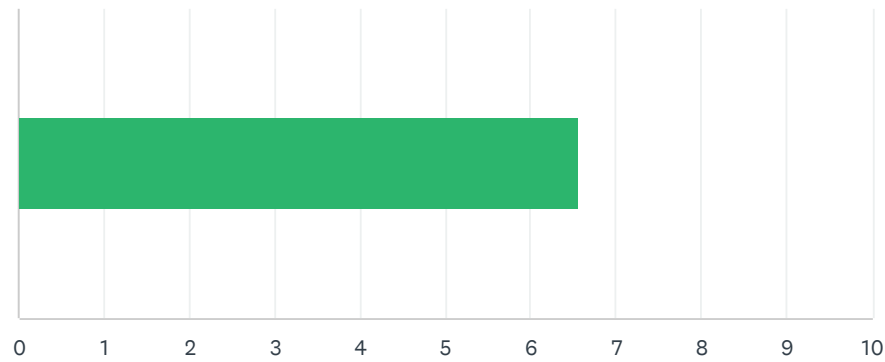


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	30	4
Total Respondents: 4			

#		DATE
1	9	
2	10	
3	1	
4	10	

Q29 My site has a positive atmosphere.

Answered: 14    Skipped: 1

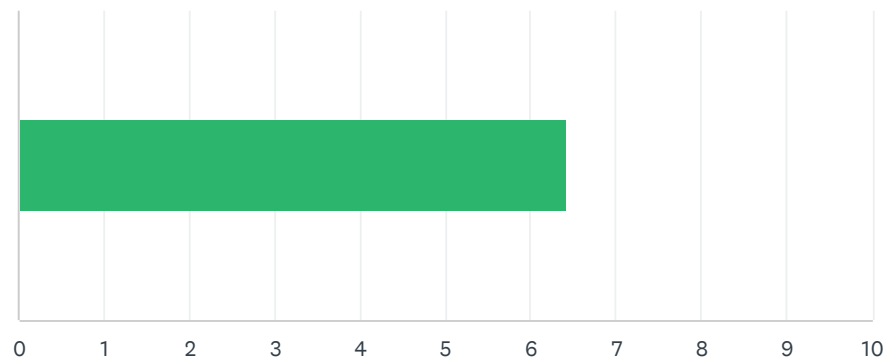


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	14
Total Respondents: 14			

#		DATE
1	10	
2	1	
3	8	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	10	
11	1	
12	1	
13	1	
14	1	

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

Answered: 14 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	90	14
Total Respondents: 14			

#		DATE
1	10	
2	1	
3	8	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	8	
11	1	
12	1	
13	1	
14	1	

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

Answered: 4   Skipped: 11

#	RESPONSES	DATE
1	Questions that do not apply marked as 1	
2	n/a	
3	Everyone is afraid of admin. C&I admin target their employees and discipline them without any prior discussions with that employee. C&I is in dire need of new admin. C&I employees should be interviewed about their concerns. Turnover is extremely high (check past years). Nobody wants to be there.	
4	Toxic and stressful. Everyone is walking on eggshells. C&I director will slap her legs and yell at employees in staff meetings. Nothing is open for conversation or input of specialists. Turnover in C&I is extremely high. It is not a happy or healthy place to be.	



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

Answered: 7   Skipped: 8

#	RESPONSES	DATE
1	Until Christine Chapman is required to treat employees with integrity and professionalism, stay away from C&I.	
2	I work at the DO. My department is great, but I think other departments are not treated as well. Some departments here are envious of us, and it has impacted our working conditions	
3	Positive.	
4	Move summer institute back a couple of days so it falls within contract.	
5	C&I administration has created a very hostile and unwelcoming environment. Specialists are not valued and do not feel emotionally safe or valued in the work place.	
6	I would not recommend working in C&I until new admin are appointed. Hostile, rude, and toxic. Inconsistent with procedures and unclear communication. Director of C&I has no idea what is going on and is a puppet to the CTO who makes most of the decisions. Director of C&I yells and is extremely condescending and unwelcoming to employees (except her favorites). Toxic.	
7	Extremely hostile and toxic. Admin are unsupportive and talk poorly about their employees behind their backs. Discipline is based on favoritism and each employee is held to different standards. Some rules apply to certain people only. CTO is evaluating C&I employees and makes the majority of the decisions for all fo C&I (especially summer institute).	

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.)

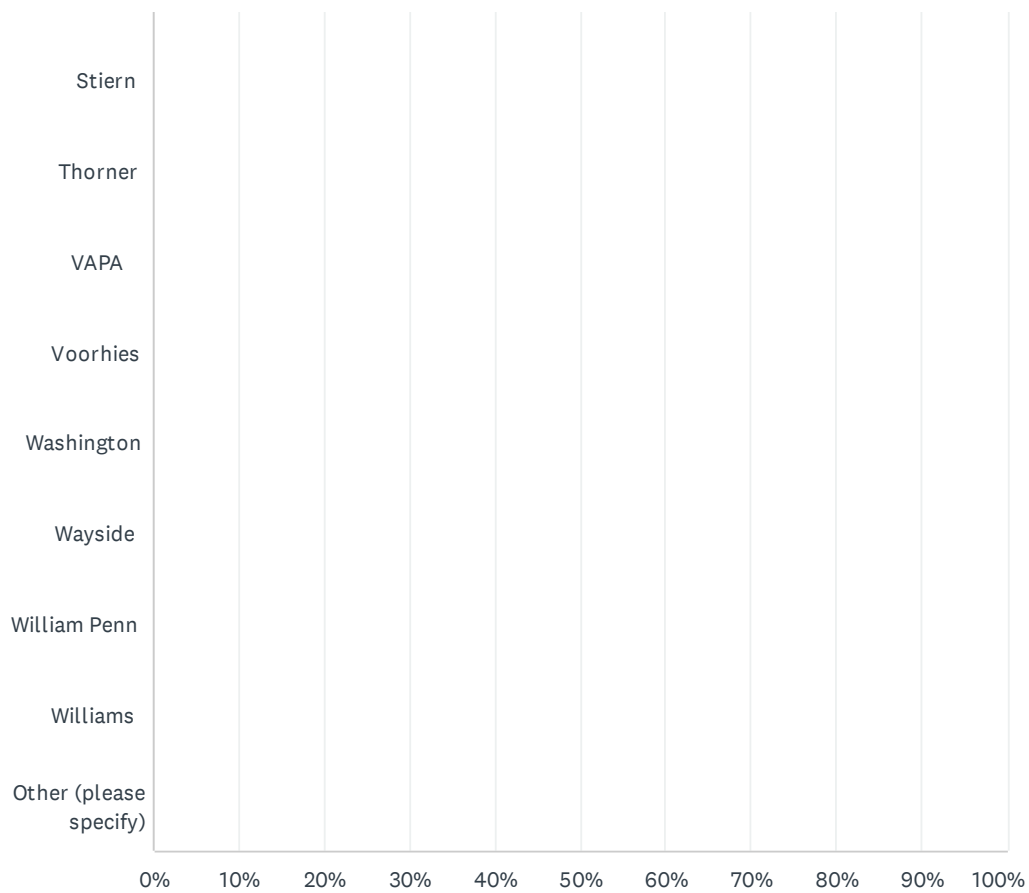
Answered: 14    Skipped: 0



## 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	100.00%	14
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

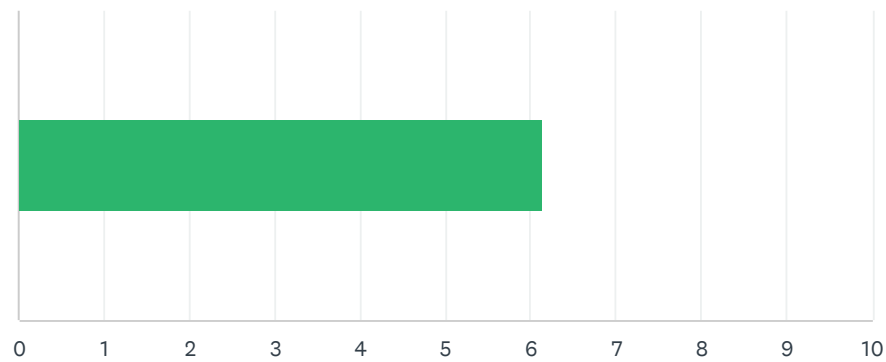
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 14		

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

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

Answered: 14    Skipped: 0

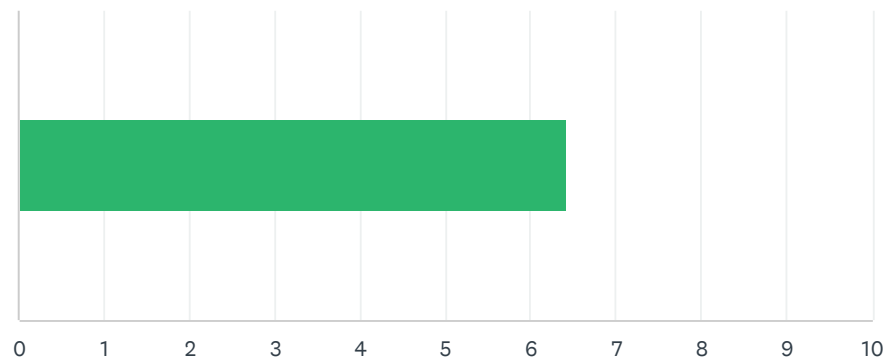


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	86	14
Total Respondents: 14			

#		DATE
1	9	
2	9	
3	2	
4	3	
5	7	
6	9	
7	9	
8	5	
9	10	
10	1	
11	1	
12	1	
13	10	
14	10	

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

Answered: 14 Skipped: 0



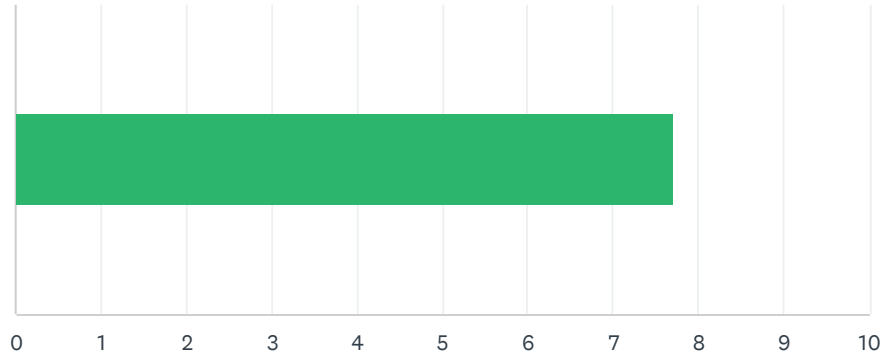
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	90	14
Total Respondents: 14			

#		DATE
1	10	
2	9	
3	2	
4	3	
5	8	
6	8	
7	10	
8	2	
9	10	
10	1	
11	4	
12	3	
13	10	
14	10	



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

Answered: 14 Skipped: 0

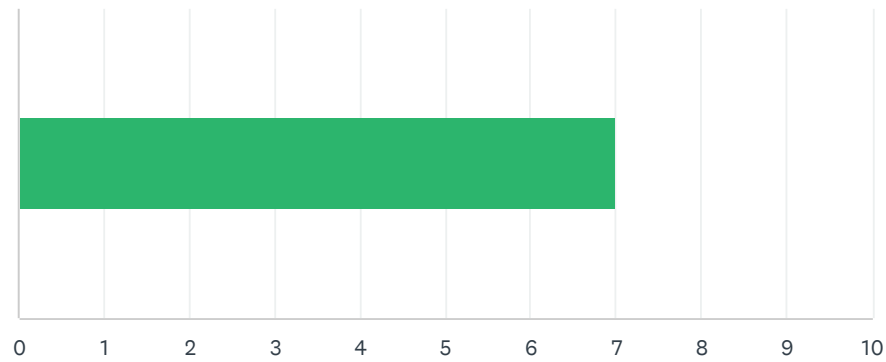


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	108	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	5	
4	10	
5	10	
6	10	
7	10	
8	9	
9	9	
10	1	
11	3	
12	1	
13	10	
14	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 13    Skipped: 1

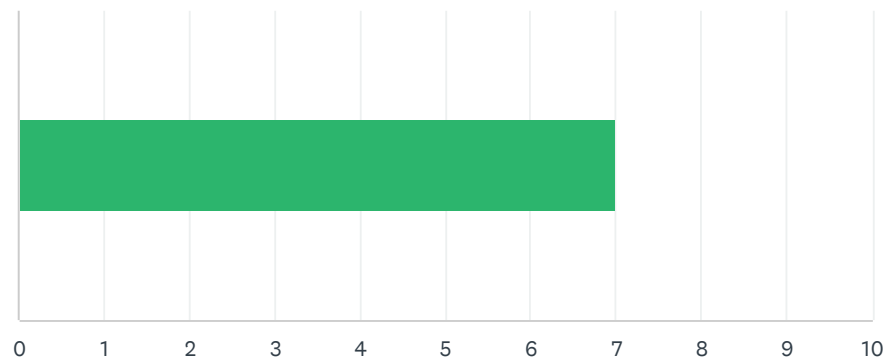


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	91	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	5	
4	7	
5	9	
6	9	
7	9	
8	9	
9	1	
10	1	
11	1	
12	10	
13	10	

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

Answered: 13    Skipped: 1

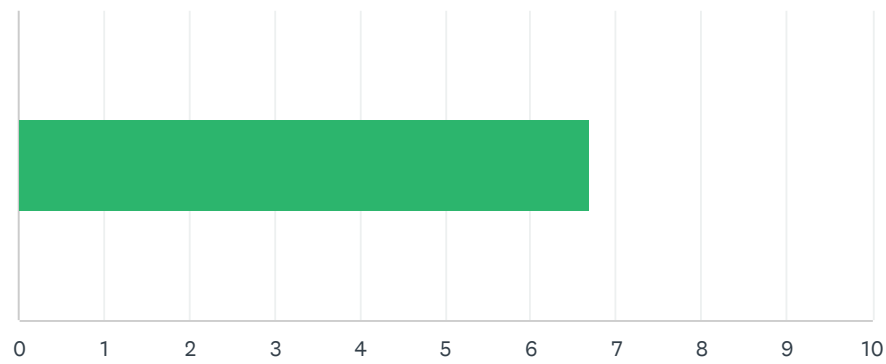


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	91	13
Total Respondents: 13			

#		DATE
1	9	
2	10	
3	2	
4	10	
5	10	
6	10	
7	7	
8	10	
9	1	
10	1	
11	1	
12	10	
13	10	

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

Answered: 13    Skipped: 1

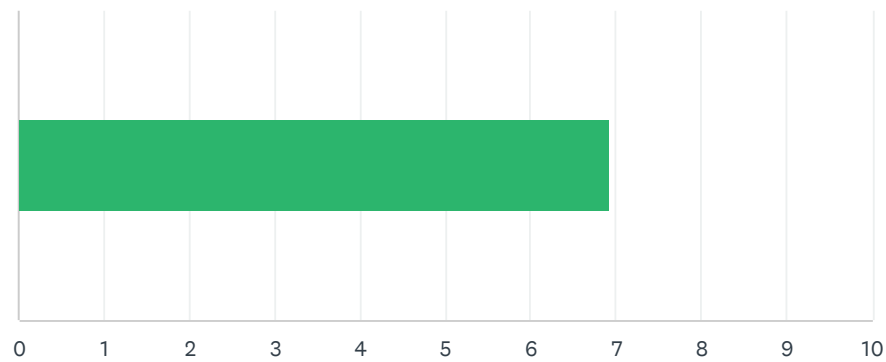


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	87	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	2	
4	5	
5	10	
6	10	
7	7	
8	10	
9	1	
10	1	
11	1	
12	10	
13	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 13    Skipped: 1

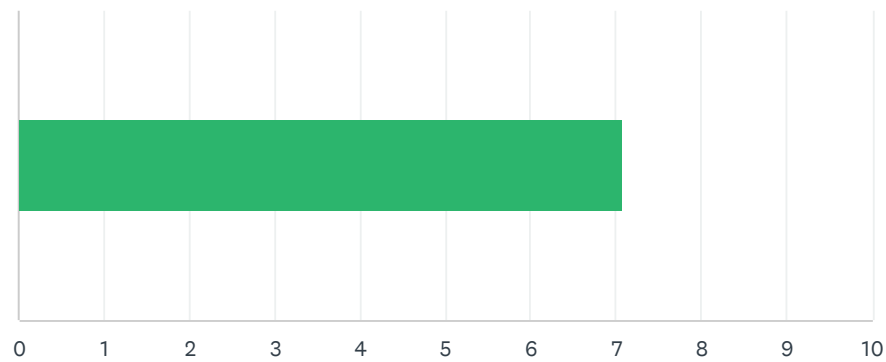


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	90	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	6	
4	7	
5	10	
6	10	
7	4	
8	10	
9	1	
10	1	
11	1	
12	10	
13	10	

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

Answered: 13 Skipped: 1

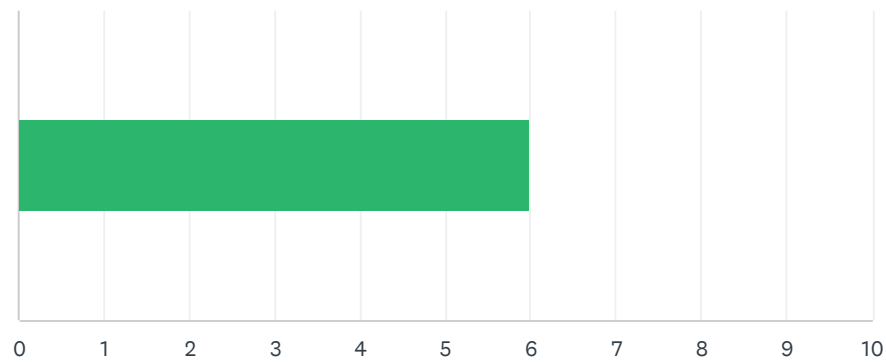


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	5	
5	9	
6	10	
7	1	
8	10	
9	1	
10	5	
11	1	
12	10	
13	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 13    Skipped: 1

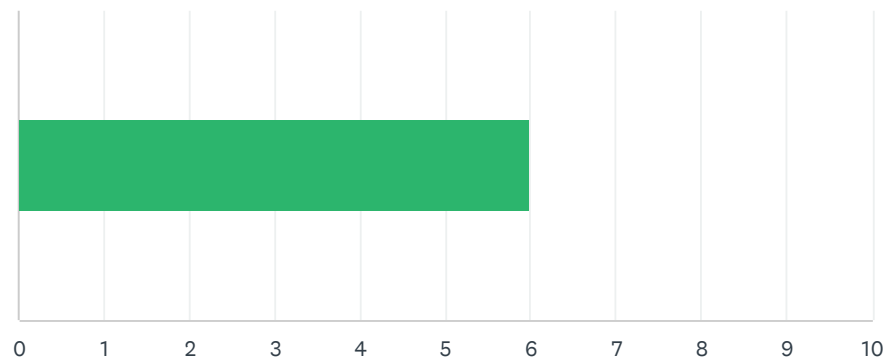


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	78	13
Total Respondents: 13			

#	DATE
1	10
2	10
3	2
4	5
5	9
6	9
7	2
8	8
9	1
10	1
11	1
12	10
13	10

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

Answered: 14 Skipped: 0



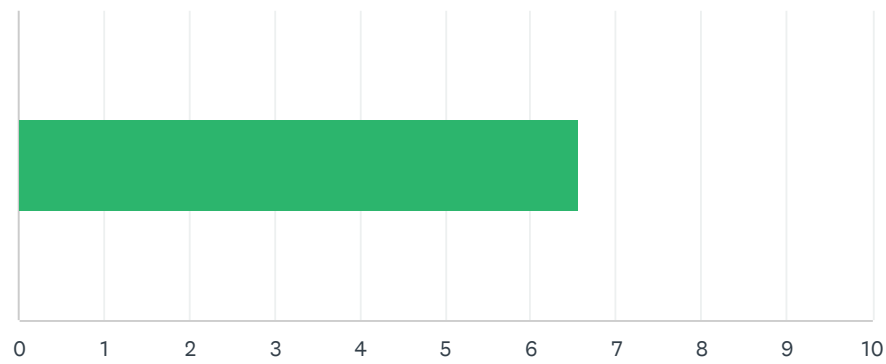
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	84	14
Total Respondents: 14			

#		DATE
1	9	
2	10	
3	9	
4	1	
5	5	
6	8	
7	8	
8	3	
9	8	
10	1	
11	1	
12	1	
13	10	
14	10	



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

Answered: 14    Skipped: 0

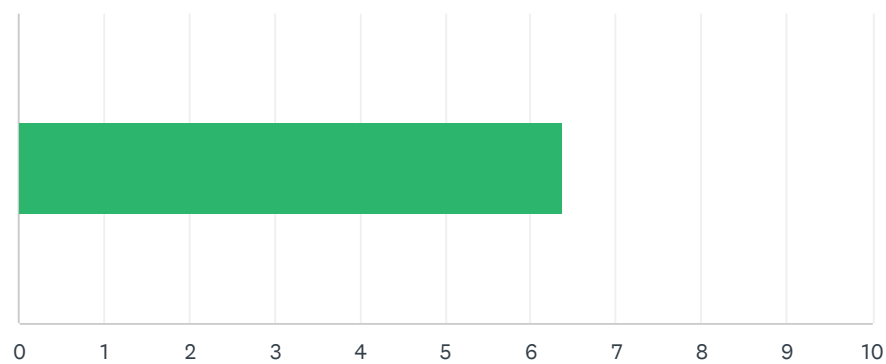


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	7	
4	3	
5	7	
6	10	
7	10	
8	2	
9	10	
10	1	
11	1	
12	1	
13	10	
14	10	

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

Answered: 13    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	83	13
Total Respondents: 13			

#		DATE
1	8	
2	10	
3	5	
4	10	
5	9	
6	9	
7	2	
8	10	
9	1	
10	3	
11	1	
12	10	
13	5	

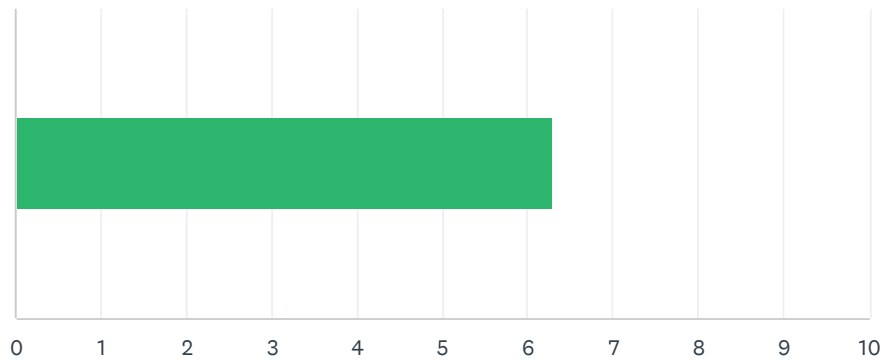
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 9   Skipped: 5

#	RESPONSES	DATE
1	Administration is professional, respectful and has worked hard to improve school culture.	
2	It would be nice to have notice about meetings at least a week in advance.	
3	Very supportive with student behavior and follow-up communication with teachers. Admin is visible on campus.	
4	Our site is used to utilizing a school wide calendar in Google Slides in which everyone can access. This year our admin has implemented a weekly bulletin through email on Sundays. Although this is a great idea, most teachers create their lesson plans before Sunday. This causes lesson plans to have to be changed Monday morning at the last minute if new events/deadlines are in the bulletin but not in the school wide calendar. Suggestion: have the principal share her digital calendar with the secretary. Then have the secretary tasked with adding items to the school wide calendar as they come up. The school wide calendar should be up to date at all times as much as possible. Great support with student discipline. Great teacher support. Strong leadership. A great, valuable, and much needed principal added to this school. Has high expectations for the students and communicates and holds them accountable to them.	
5	Our administration is doing an outstanding job. Our principal and vice principal are both highly dedicated and professional leaders. We are blessed to have them lead our staff.	
6	Lack of communication, confusion calendar-no one knows what is going on, our VP is a PARTY PLANNER, BISs do not do their job, Admin office doors always closed, admin never visible of present, admin unprofessional always whispering in each others ears when staff is around, incidents at are question with the process admin handles them-very untrustworthy, our school no vents of functions-if any events occur-it falls on teachers to coordinate and handle as if we need more responsibilities. Leadership is so unproductive since we run through a bunch of slides and to-do list-there is nothing of value. Staff does not trust admin in their honesty.	
7	Late notice/emails To many platforms of information.	
8	Late notice/weekend emails. Too many platforms to check for school info. Integrity and honesty with parents, students, and staff are questionable.	
9	The new admin team is amazing. It is a breath of fresh air. They have worked hard to ensure that the culture has changed and that all teachers, parents, and students feel welcome and safe. She follows the rules and has high expectations, but is fair, caring, and a true leader.	

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

Answered: 14 Skipped: 0

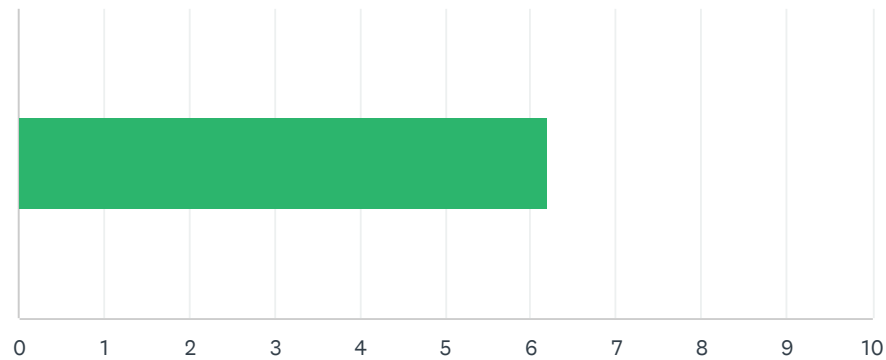


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	88	14
Total Respondents: 14			

#		DATE
1	9	
2	10	
3	5	
4	1	
5	8	
6	9	
7	9	
8	5	
9	8	
10	1	
11	1	
12	2	
13	10	
14	10	

Q16 Site meetings are productive and not excessive.

Answered: 14 Skipped: 0

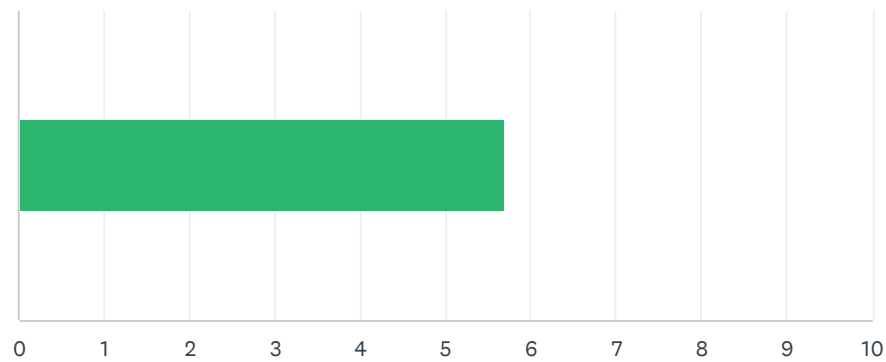


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	87	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	2	
4	5	
5	7	
6	9	
7	8	
8	5	
9	8	
10	1	
11	1	
12	1	
13	10	
14	10	

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

Answered: 13 Skipped: 1

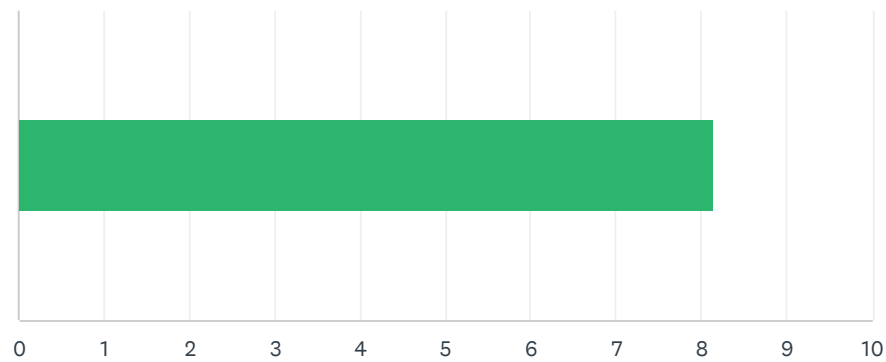


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	74	13
Total Respondents: 13			

#	DATE
1	8
2	10
3	10
4	4
5	9
6	9
7	2
8	10
9	1
10	1
11	1
12	1
13	8

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

Answered: 13    Skipped: 1

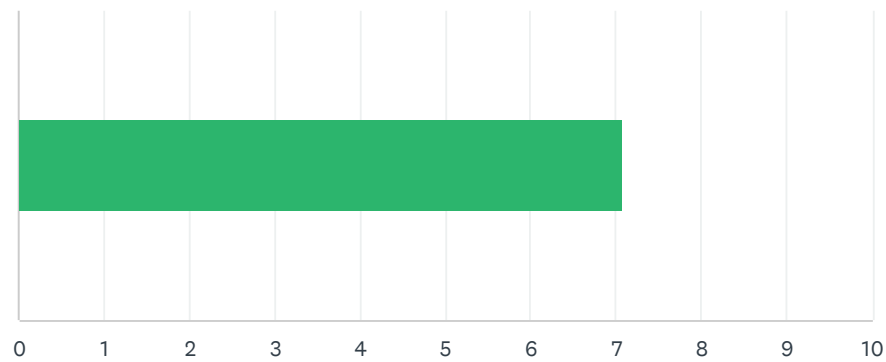


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	106	13
Total Respondents: 13			

#		DATE
1	8	
2	10	
3	10	
4	9	
5	10	
6	10	
7	6	
8	10	
9	1	
10	8	
11	8	
12	8	
13	8	

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

Answered: 13    Skipped: 1



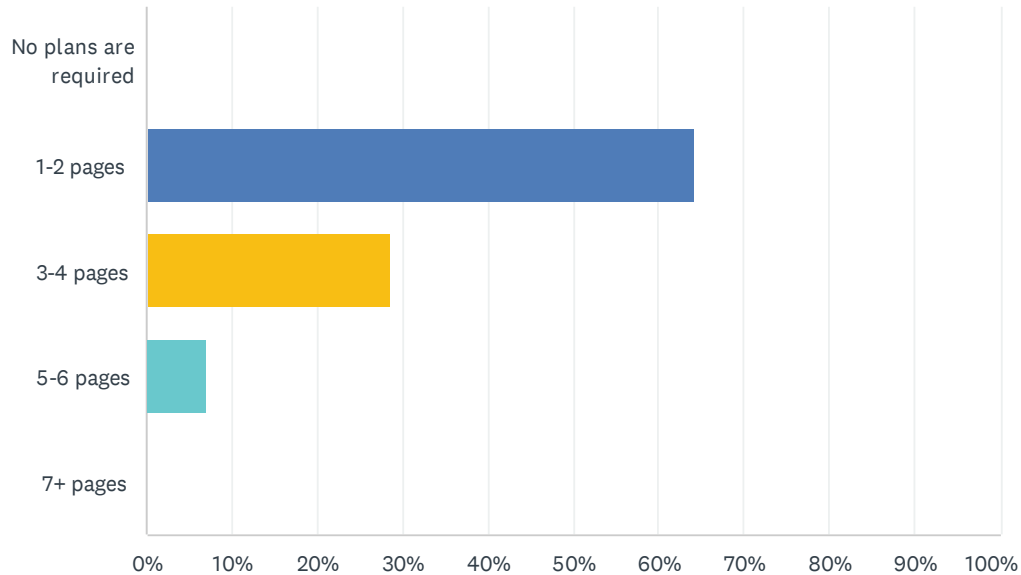
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	13
Total Respondents: 13			

#		DATE
1	9	
2	10	
3	10	
4	9	
5	4	
6	5	
7	6	
8	10	
9	1	
10	5	
11	8	
12	10	
13	5	



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

Answered: 14 Skipped: 0

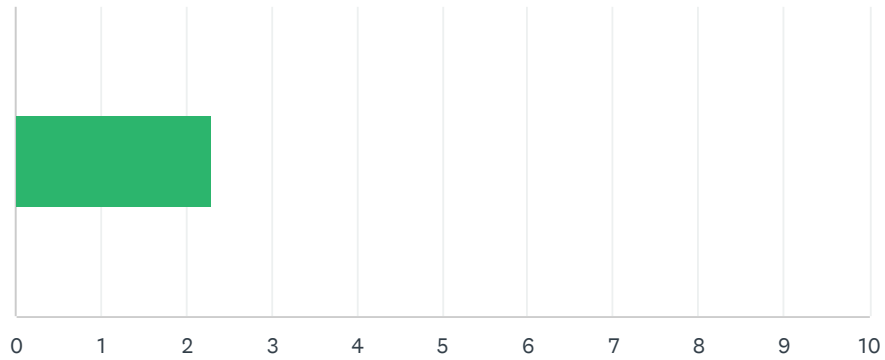


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	64.29%	9
3-4 pages	28.57%	4
5-6 pages	7.14%	1
7+ pages	0.00%	0
TOTAL		14

#	COMMENT	DATE
1	We turn our lesson plans into Google Classroom, but there is not a required length.	
2	All IEPs are scheduled during prep time.	

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

Answered: 13 Skipped: 1

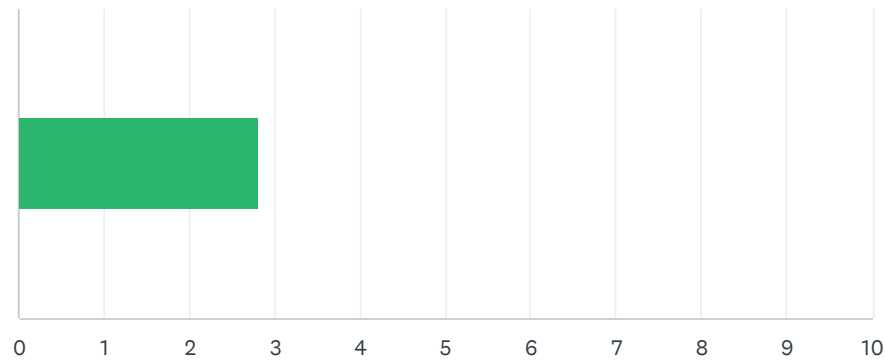


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	30	13
Total Respondents: 13			

#		DATE
1	1	
2	1	
3	5	
4	1	
5	1	
6	1	
7	1	
8	9	
9	1	
10	1	
11	3	
12	4	
13	1	

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

Answered: 11    Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	31	11
Total Respondents: 11			

#		DATE
1	1	
2	1	
3	10	
4	1	
5	1	
6	1	
7	9	
8	1	
9	3	
10	2	
11	1	

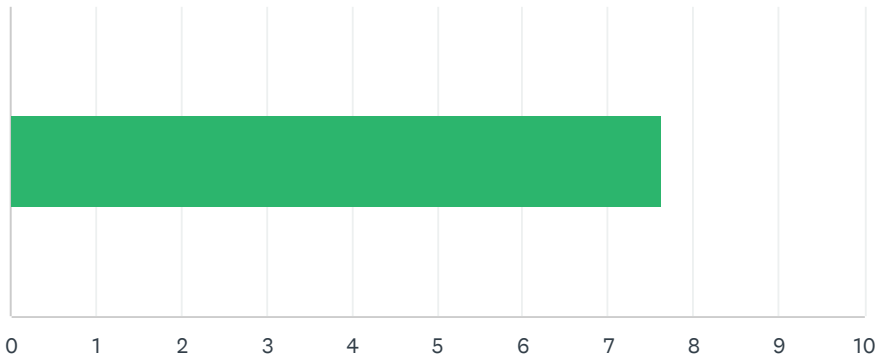
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4   Skipped: 10

#	RESPONSES	DATE
1	I appreciate that the admin has utilized other staff (CPALs, etc) to cover recess duty.	
2	Admin is never visible and always has their door close. They do not value teachers. Our staff waits for information to trickle from the sky, because we have no idea what is going on. Admin sends BULLETIN AT 8AM ON SUNDAY'S, HOLIDAYS, and VACATION...admin stresses all staff out. Admin thinks that we all work on Sunday's-this causes staff to have stress-triggers!!!!!! Stop sending STAFF BULLETIN AT 8am ON SUMDAY'S!!!!!!!!!!	
3	Admin is rarely visible.	
4	Admin was able to work it so that teachers do not have to do recess duty and can use the restroom.	

Q24 Staff and students feel safe.

Answered: 14    Skipped: 0

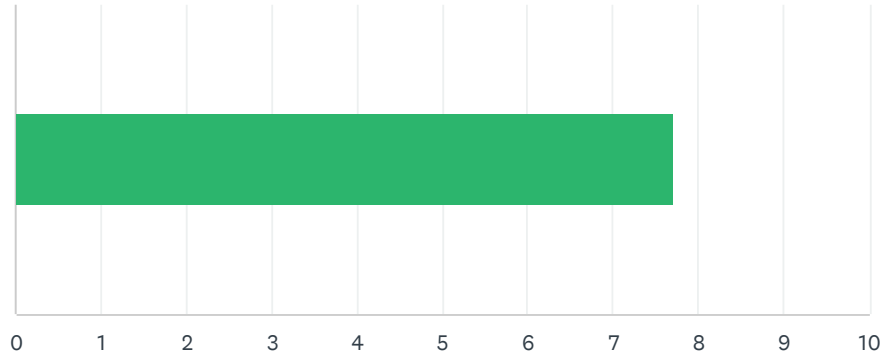


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	107	14
Total Respondents: 14			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	5	
6	10	
7	10	
8	5	
9	10	
10	2	
11	5	
12	1	
13	10	
14	10	

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

Answered: 14 Skipped: 0

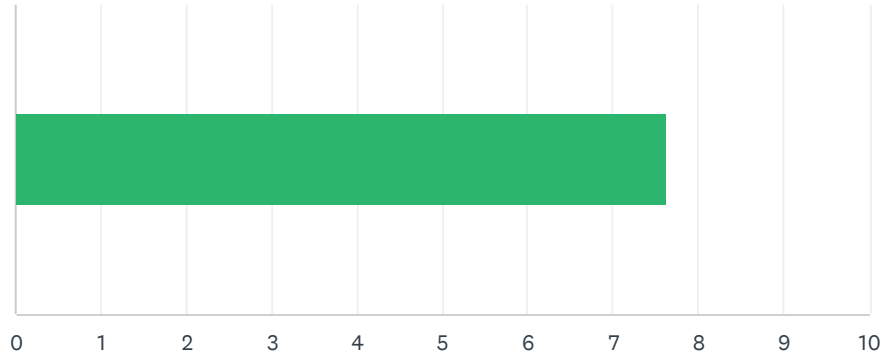


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	108	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	9	
4	6	
5	7	
6	10	
7	10	
8	5	
9	10	
10	5	
11	5	
12	1	
13	10	
14	10	

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

Answered: 14 Skipped: 0

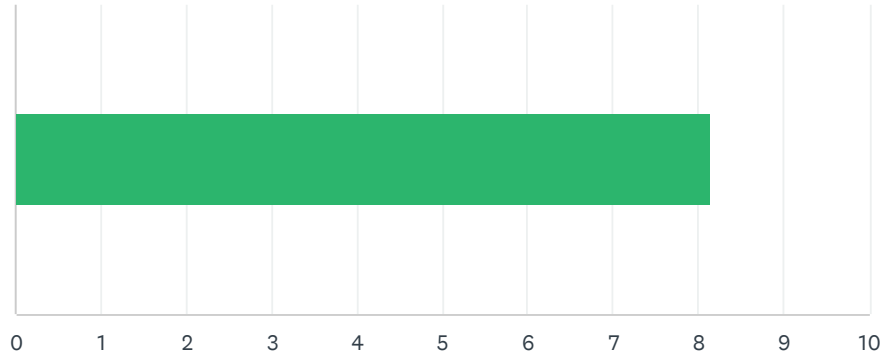


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	107	14
Total Respondents: 14			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	5	
6	10	
7	10	
8	5	
9	9	
10	4	
11	6	
12	1	
13	10	
14	8	

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

Answered: 14 Skipped: 0



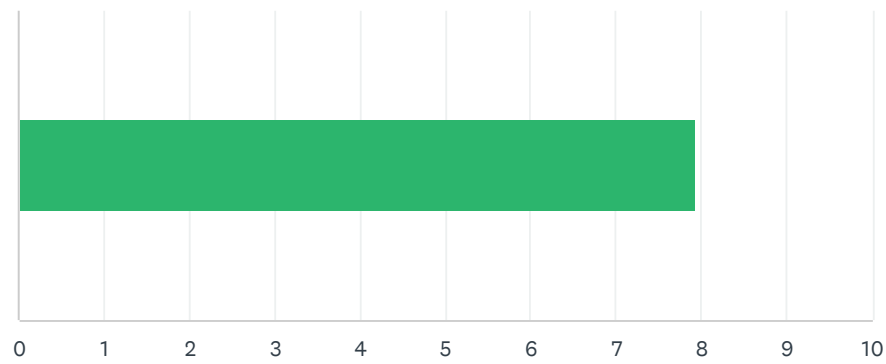
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	114	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	10	
4	6	
5	10	
6	10	
7	10	
8	5	
9	10	
10	6	
11	6	
12	1	
13	10	
14	10	



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

Answered: 14 Skipped: 0

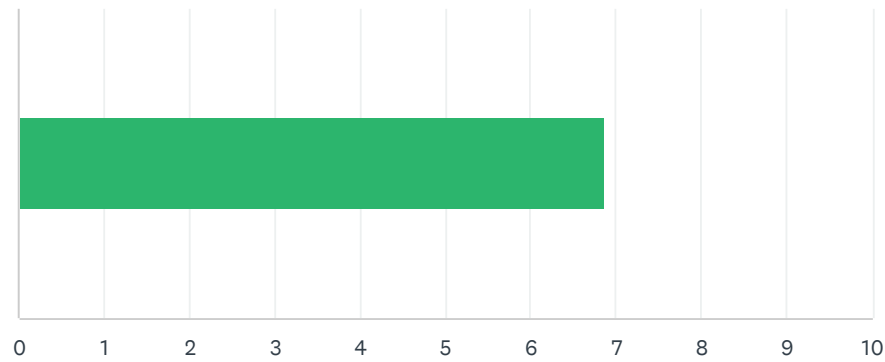


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	111	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	5	
4	10	
5	6	
6	10	
7	10	
8	8	
9	10	
10	6	
11	5	
12	1	
13	10	
14	10	

Q29 My site has a positive atmosphere.

Answered: 14    Skipped: 0

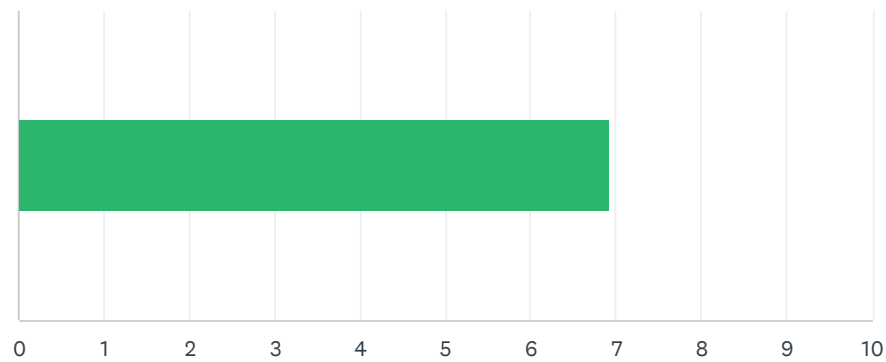


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	96	14
Total Respondents: 14			

#		DATE
1	10	
2	9	
3	5	
4	6	
5	6	
6	10	
7	10	
8	2	
9	10	
10	2	
11	5	
12	1	
13	10	
14	10	

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

Answered: 14    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	97	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	5	
4	6	
5	6	
6	10	
7	10	
8	6	
9	10	
10	2	
11	1	
12	1	
13	10	
14	10	

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

Answered: 8   Skipped: 6

#	RESPONSES	DATE
1	PBIS/SOAR Store is inconsistent, but overall discipline guidelines have been followed and teachers have been supported by admin regarding discipline issues regarding students.	
2	Our head secretary would benefit from social skills trainings and reminded to always be respectful to all staff.	
3	Minor and major flow charts created by teachers and admin which is very detailed and supported by admin.	
4	Teachers and admin created a Minor and Major list of behavior infractions including steps to follow. It has been wholeheartedly supported.	
5	PBIS is not consistent. Site atmosphere is fragile people seem on edge.	
6	BIS are not visible or answer emails when support is needed.	
7	Discipline is outrageous in intermediate! PBIS is NO support! VP should be more visible at recess not with their doors closed and locked up in office.	
8	Admin is very supportive of teachers and discipline. When students do things that need consequences, then there will be consequences.	

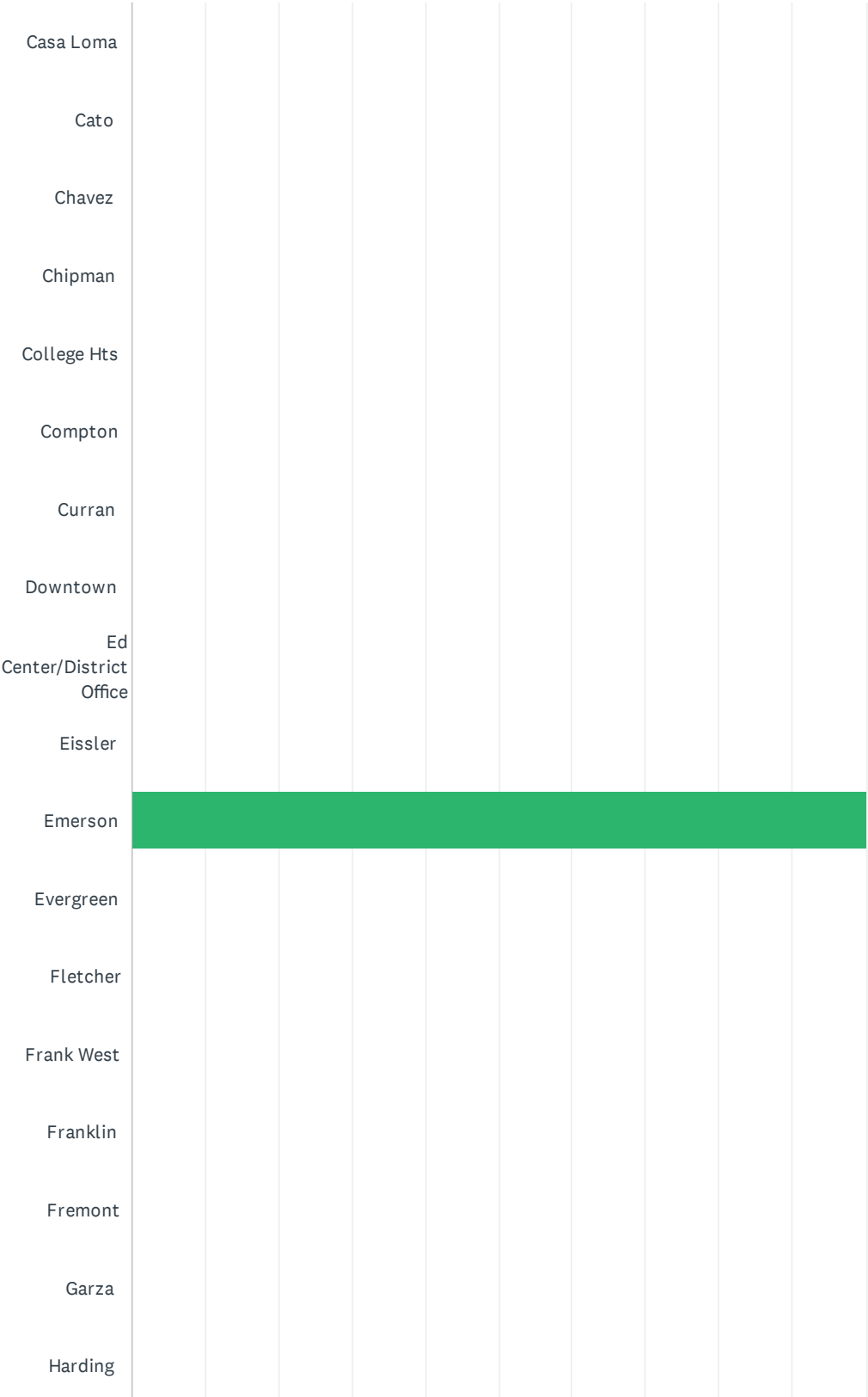
## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 5   Skipped: 9

#	RESPONSES	DATE
1	The site atmosphere is overall welcoming. The administration could work on open communication and transparency with staff members.	
2	Huge concern: The last admin was so toxic. The new admin is so refreshing. However, a few remaining non-teaching staff from old toxic admin was considered remnants of toxicity and may have been treated as such. If at least one member of the leftover old admin was NEVER part of the toxicity, it was unfair to assume their involvement. I understand the new admin would have no knowledge of that history. It was unfortunate.	
3	Admin feels punitive	
4	LACK OF COMMUNICATION!! No one knows what is going on. Our former admin and former staff know more about Eissler and issues than the current staff working at Eissler.	
5	Admin is visual and active on campus. She makes everyone feel welcome and has done an amazing job picking up a very broken campus.	

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.)

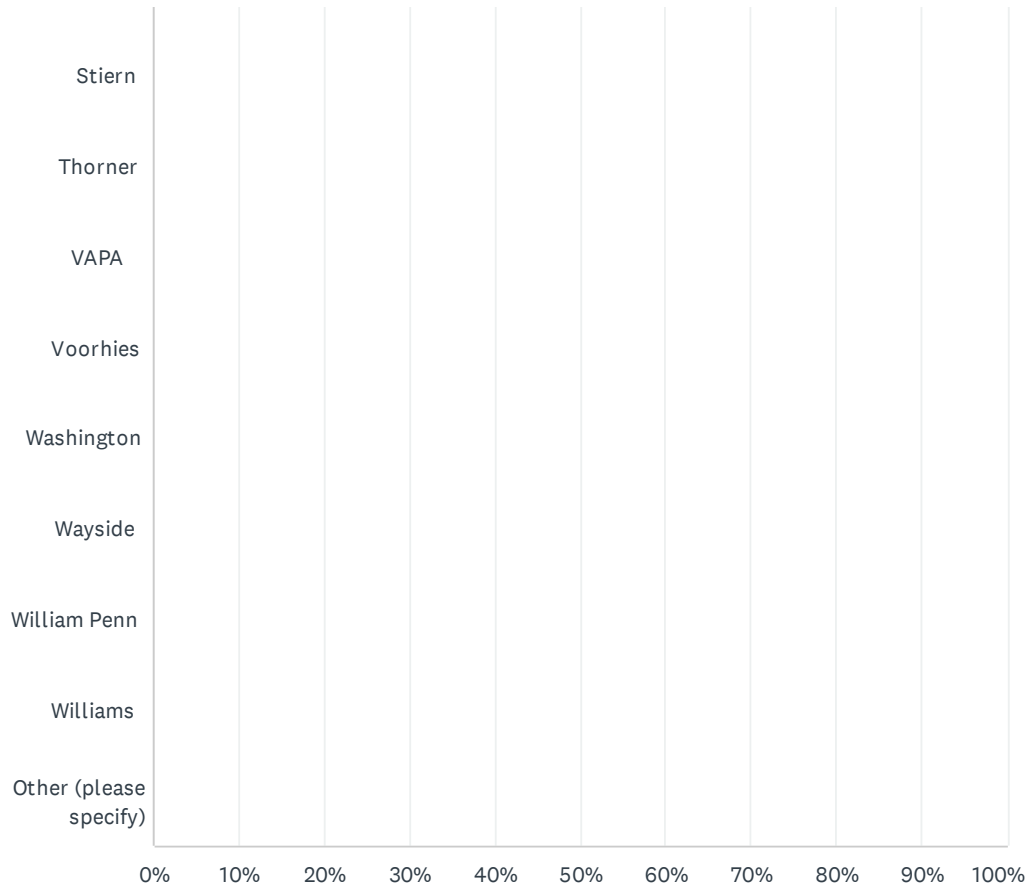
Answered: 9    Skipped: 0



## 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

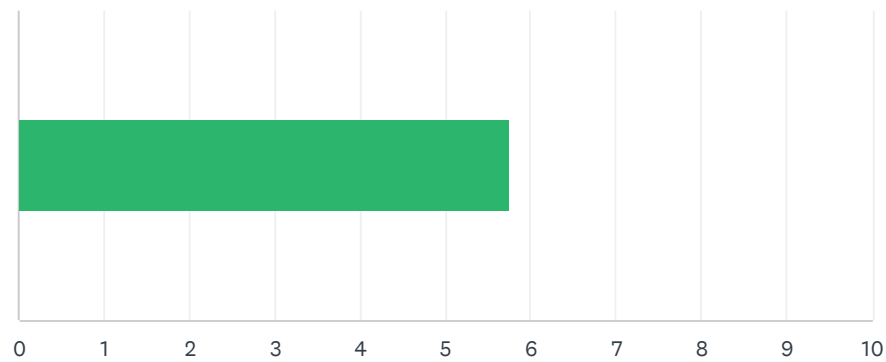
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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

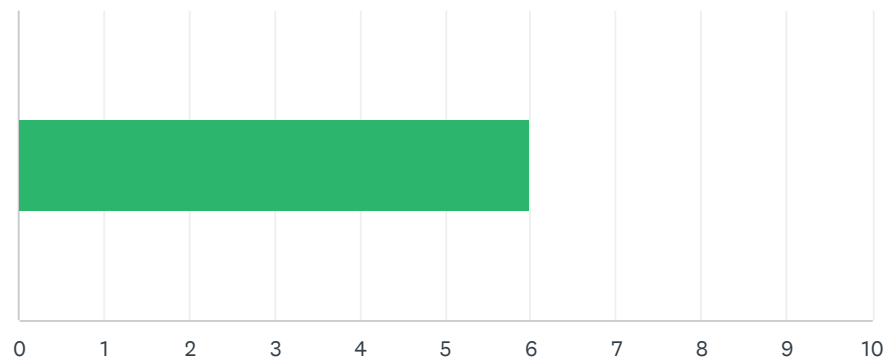


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	46	8
Total Respondents: 8			

#		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

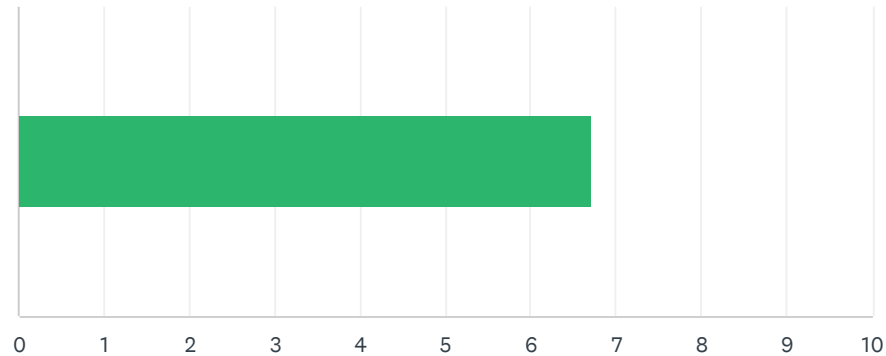


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	48	8
Total Respondents: 8			

#		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

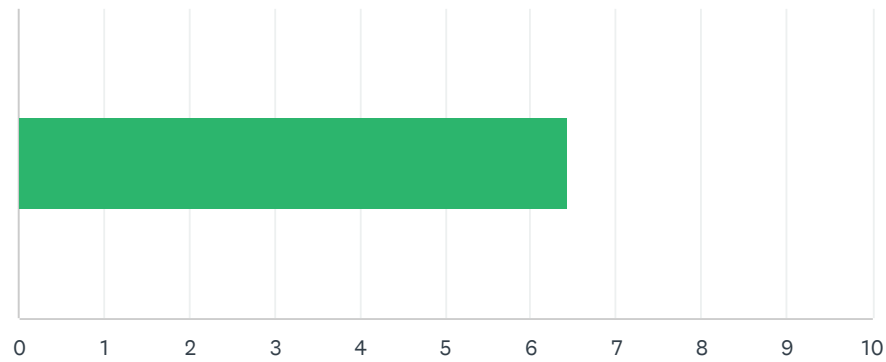


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	47	7
Total Respondents: 7			

#		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

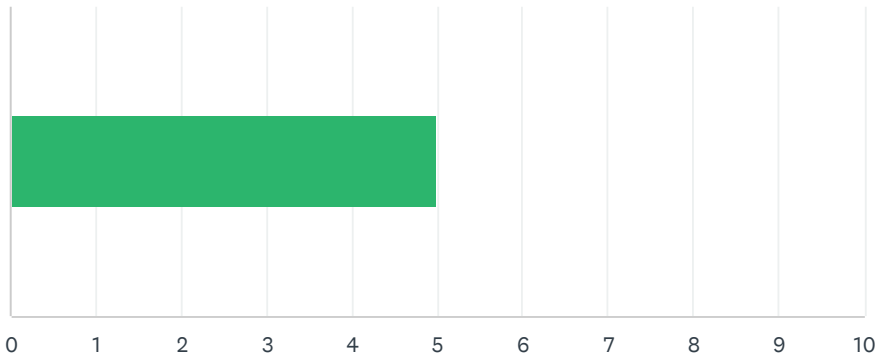


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	58	9
Total Respondents: 9			

#		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

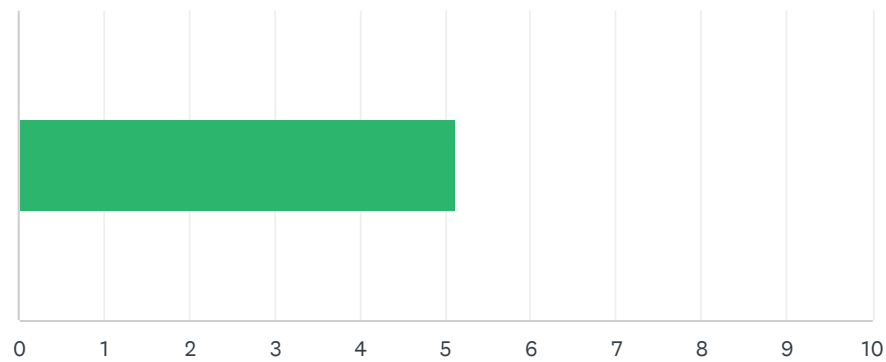


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	40	8
Total Respondents: 8			

#		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



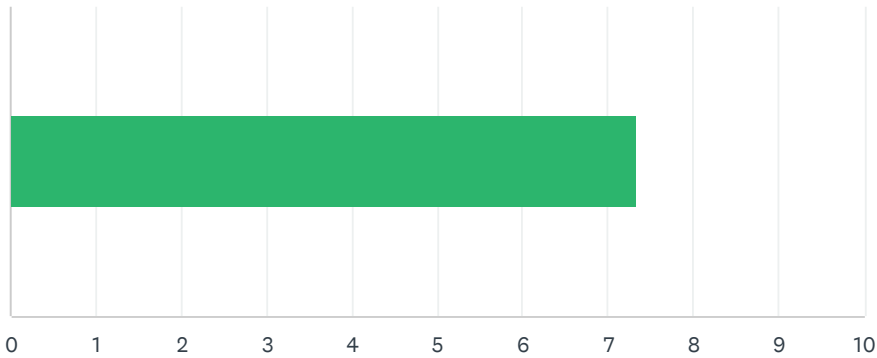
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	41	8
Total Respondents: 8			

#		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

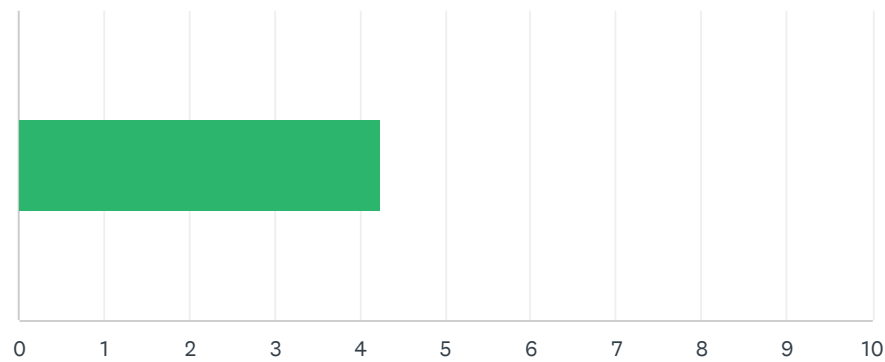


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	66	9
Total Respondents: 9			

#		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

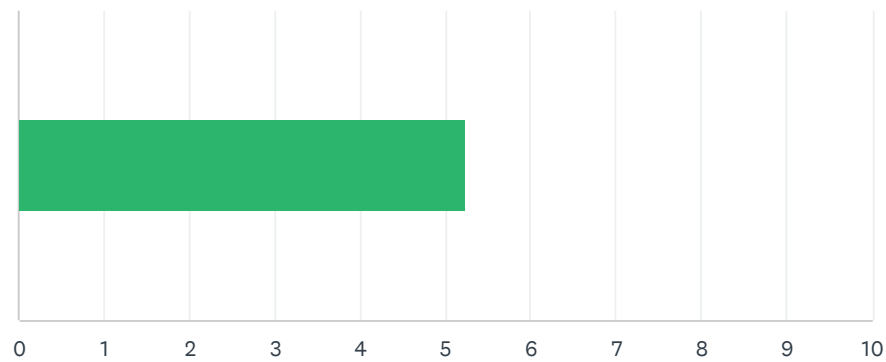


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	34	8
Total Respondents: 8			

#		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

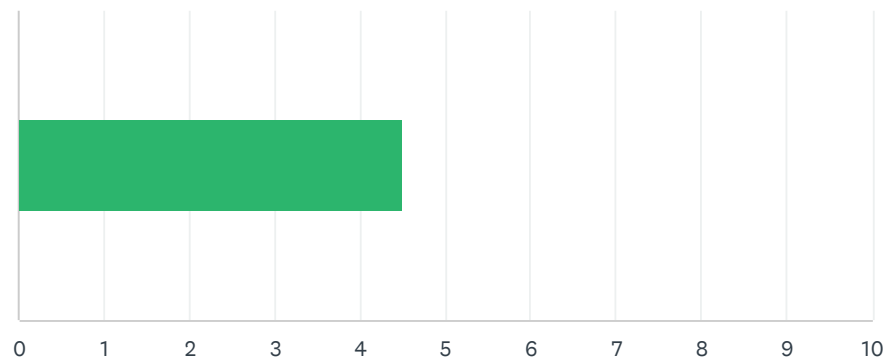


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	42	8
Total Respondents: 8			

#		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

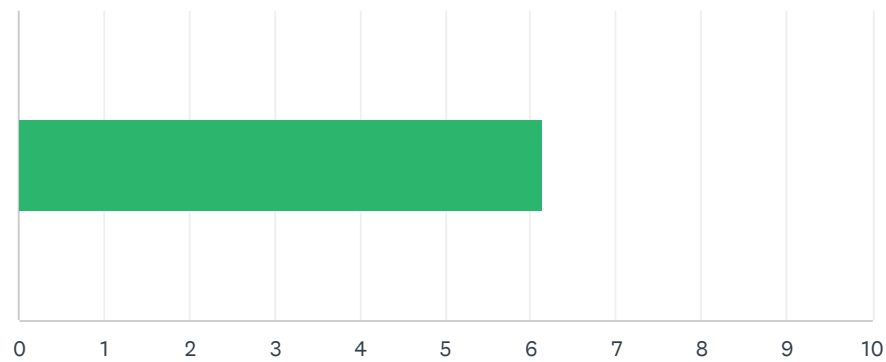


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	36	8
Total Respondents: 8			

#		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

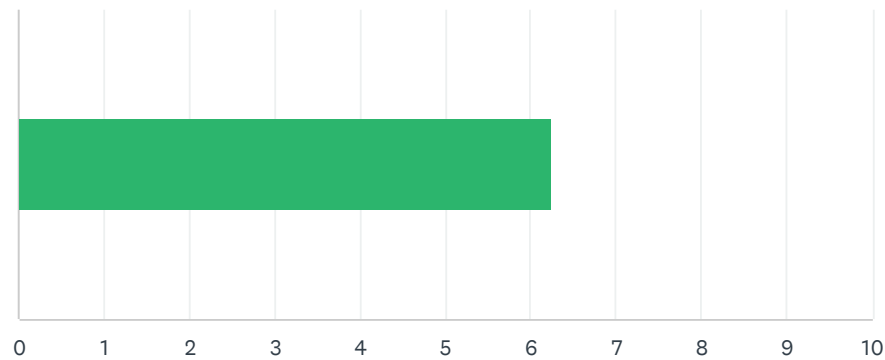


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	43	7
Total Respondents: 7			

#		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	

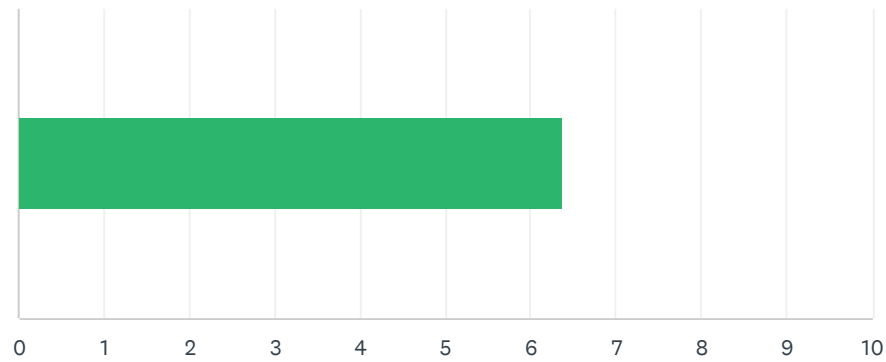
## Q14 Do you have any comments, thoughts, or concerns about site administration?

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



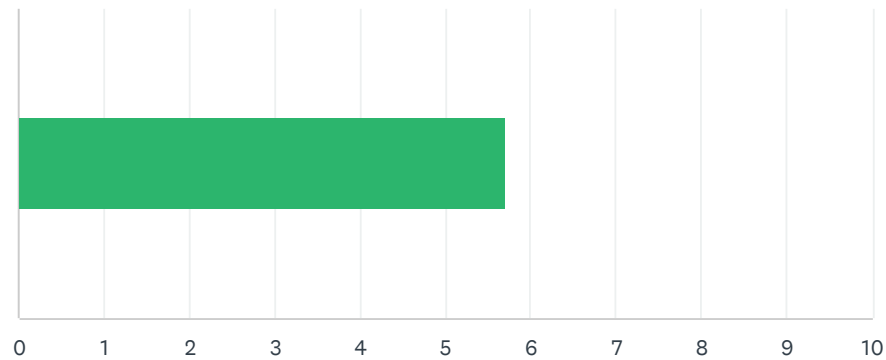
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	51	8
Total Respondents: 8			

#		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

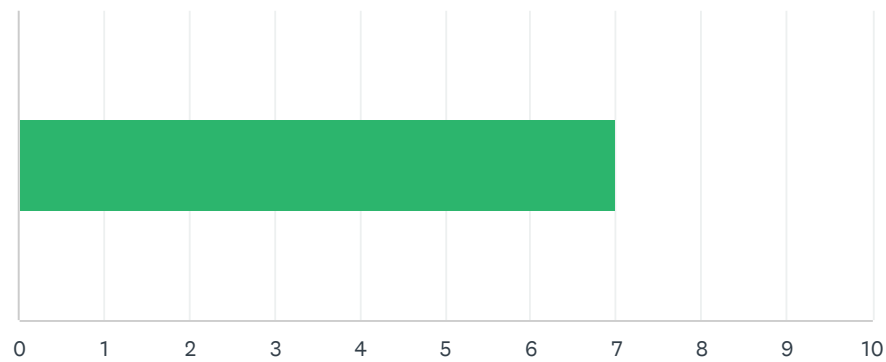


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	40	7
Total Respondents: 7			

#		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

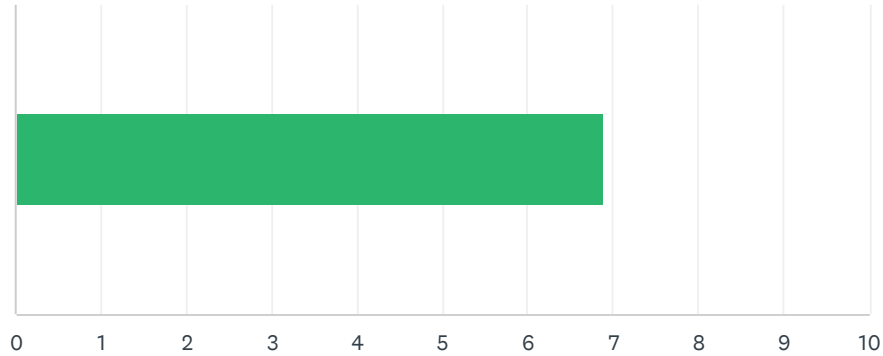


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	49	7
Total Respondents: 7			

#		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

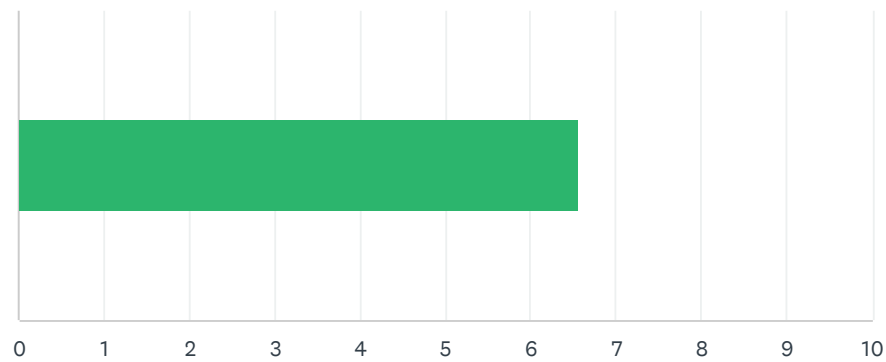


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	62	9
Total Respondents: 9			

#		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

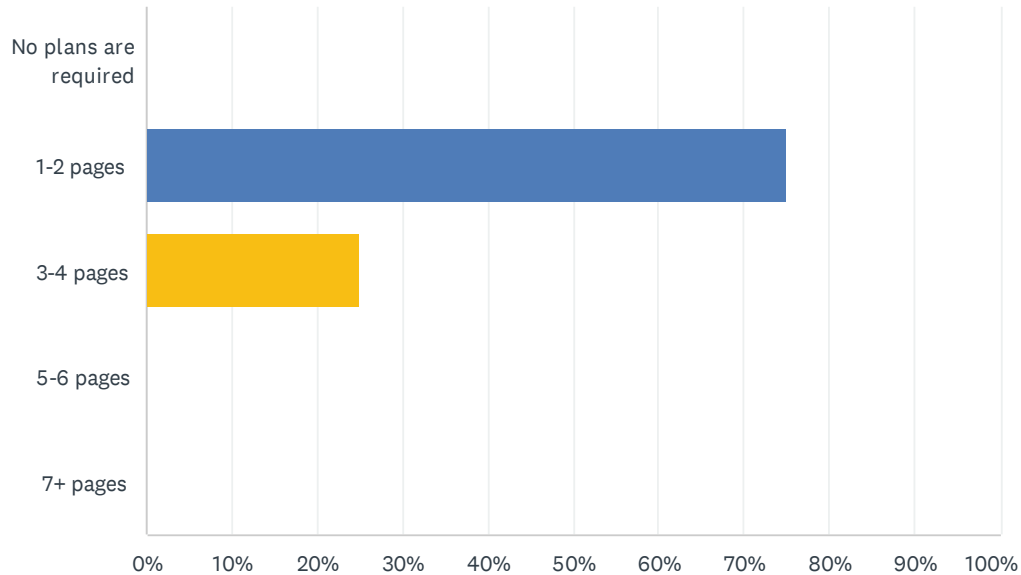


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	46	7
Total Respondents: 7			

#		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

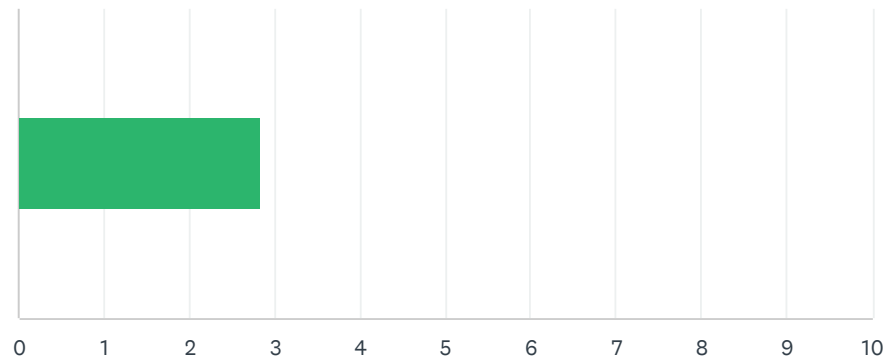


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	75.00%	6
3-4 pages	25.00%	2
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		8

#	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

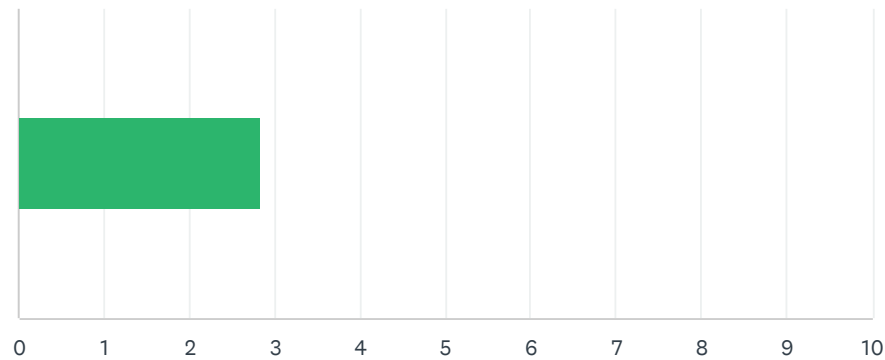


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	17	6
Total Respondents: 6			

#		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?

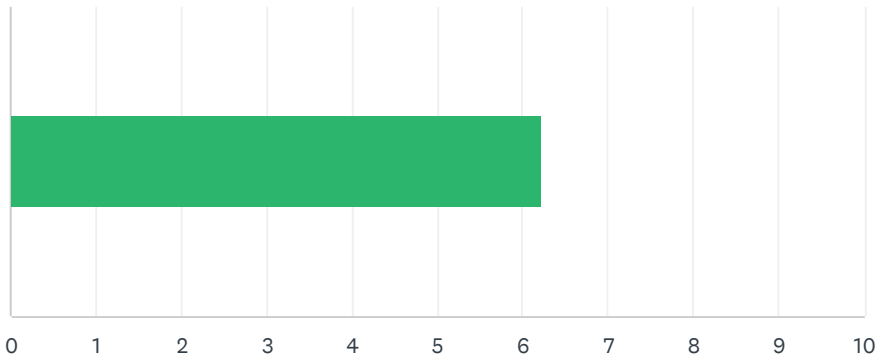
Answered: 3   Skipped: 6

#	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

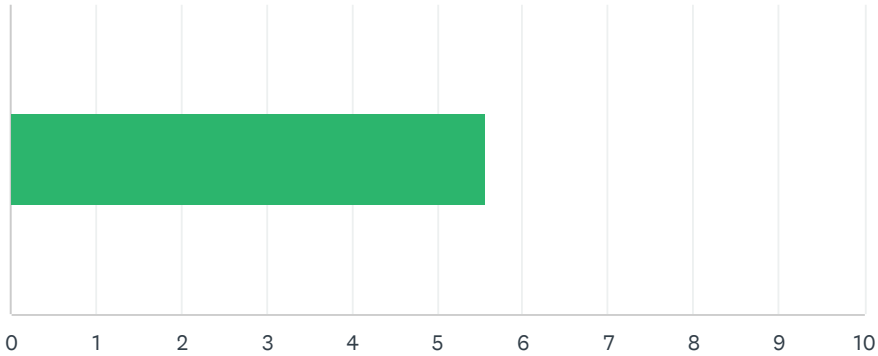


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	56	9
Total Respondents: 9			

#		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

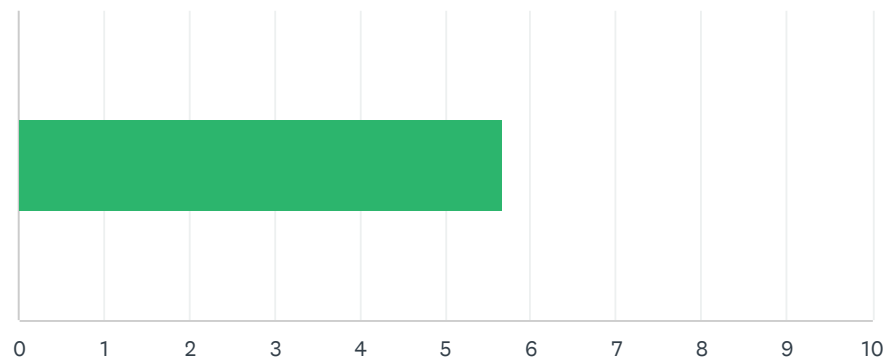


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	50	9
Total Respondents: 9			

#		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

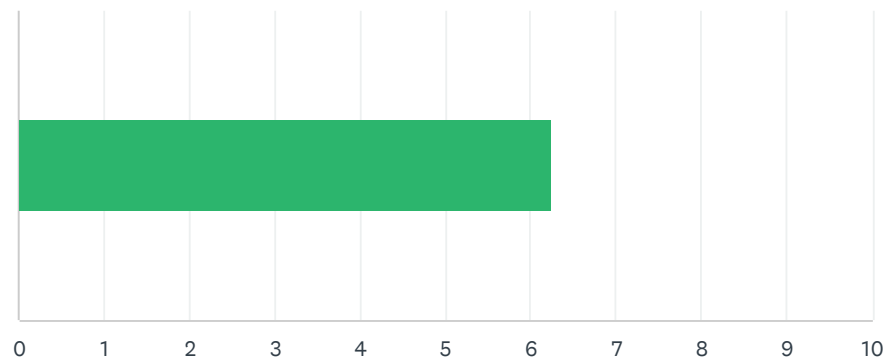


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	51	9
Total Respondents: 9			

#		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

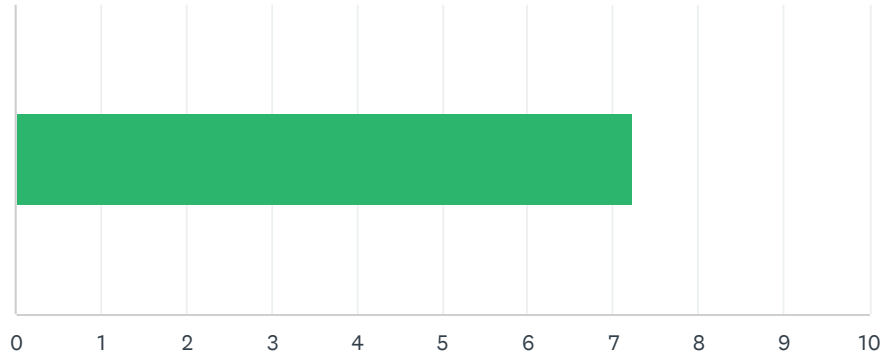


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	50	8
Total Respondents: 8			

#		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

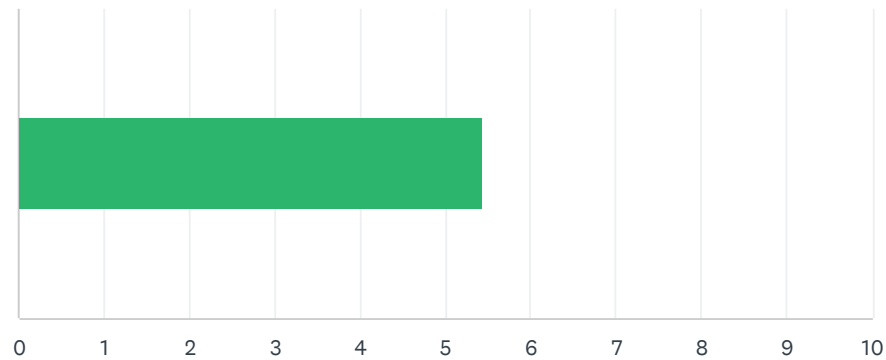


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	65	9
Total Respondents: 9			

#		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

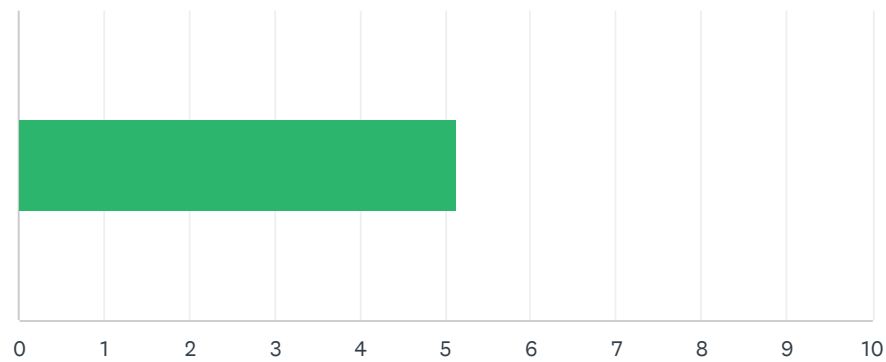


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	38	7
Total Respondents: 7			

#		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.	



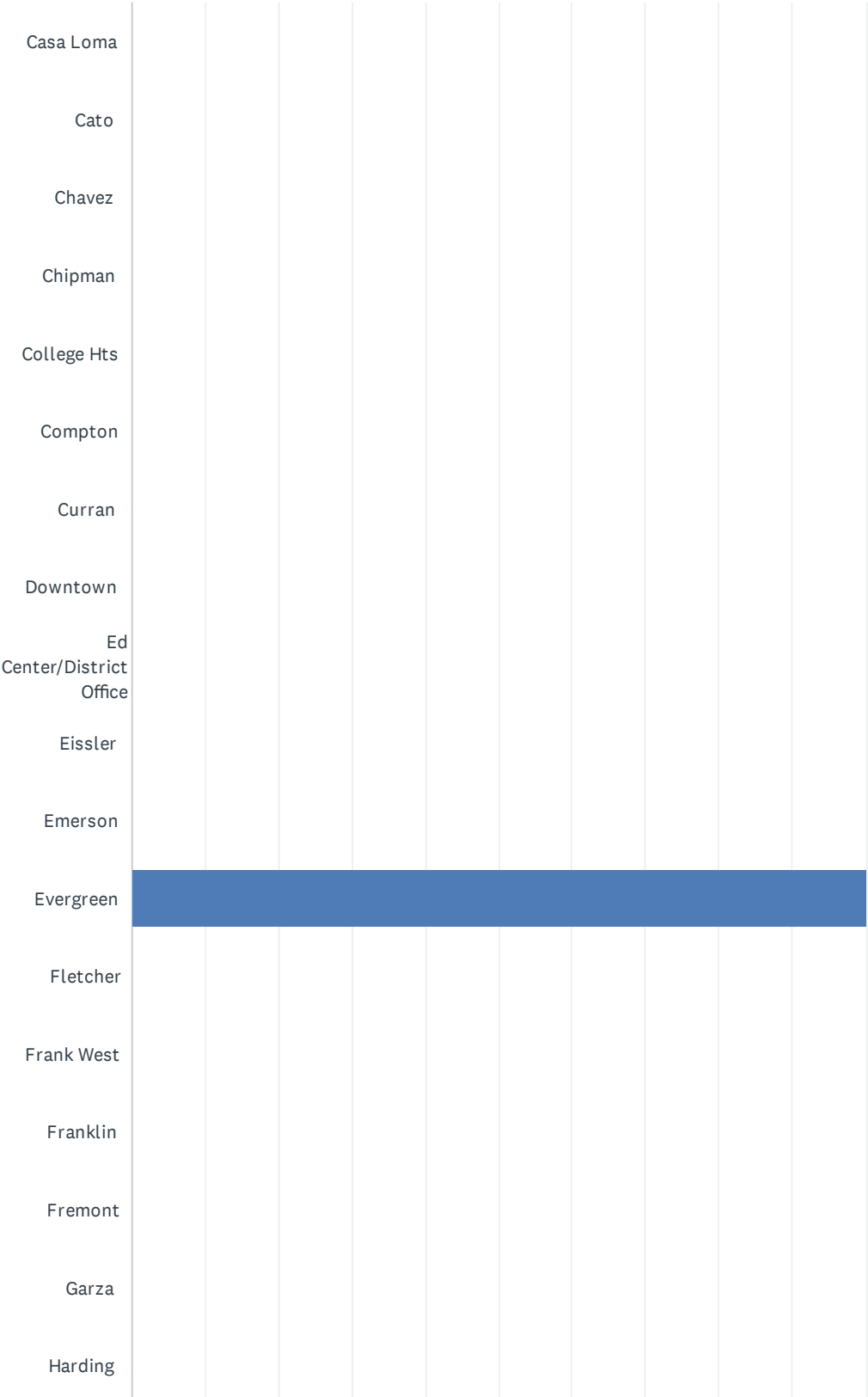
## Q32 Do you have any overall comments about your site and/or its administration?

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.	

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.)

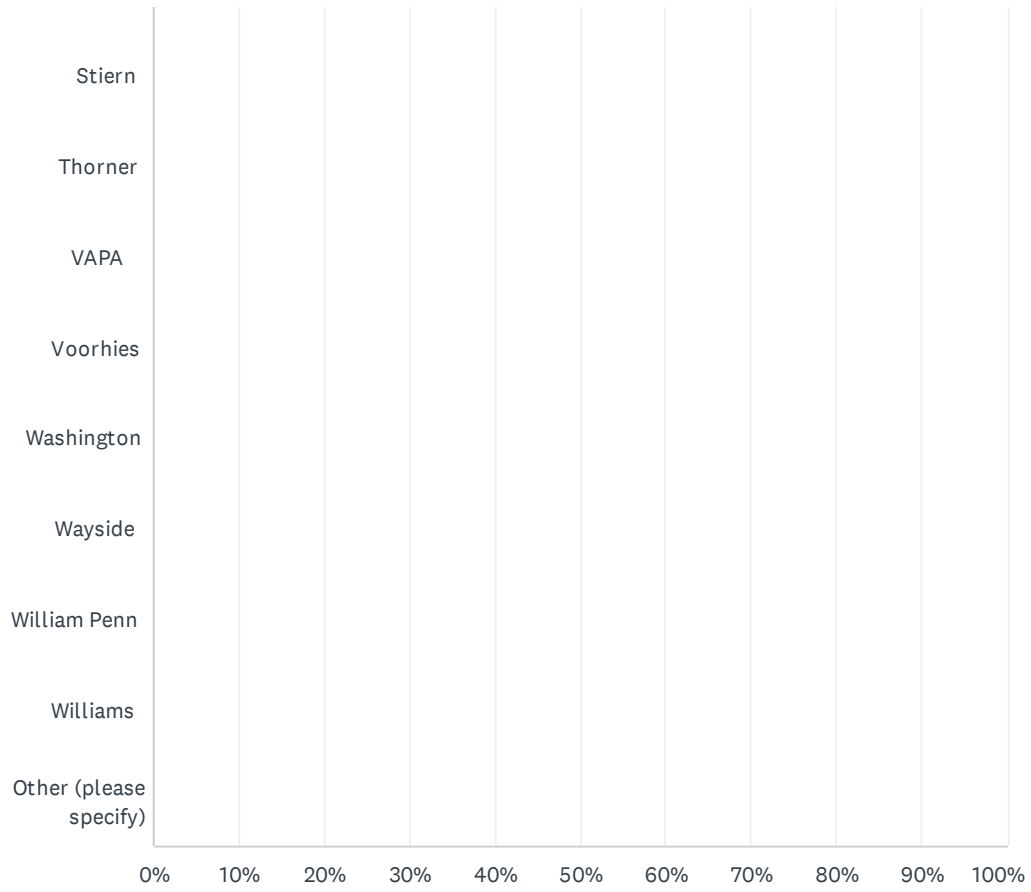
Answered: 12    Skipped: 0



## 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	0.00%	0
Evergreen	100.00%	12
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

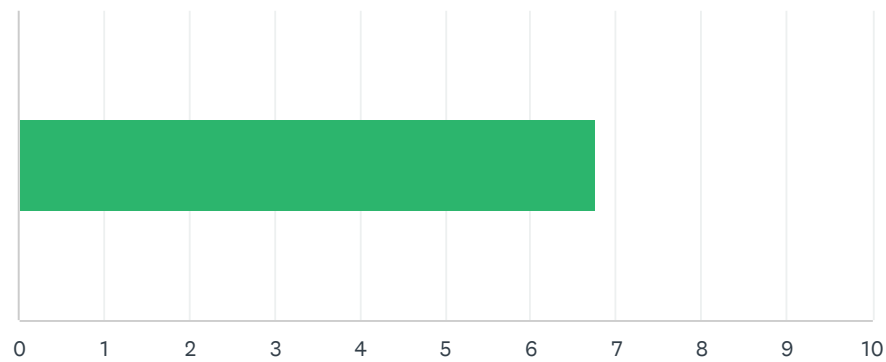
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 12		

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

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

Answered: 12    Skipped: 0

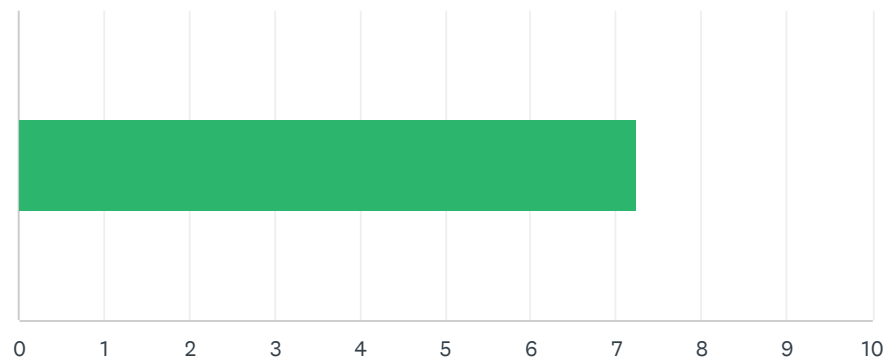


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	81	12
Total Respondents: 12			

#		DATE
1	3	
2	1	
3	10	
4	6	
5	5	
6	7	
7	4	
8	8	
9	10	
10	7	
11	10	
12	10	

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

Answered: 12 Skipped: 0



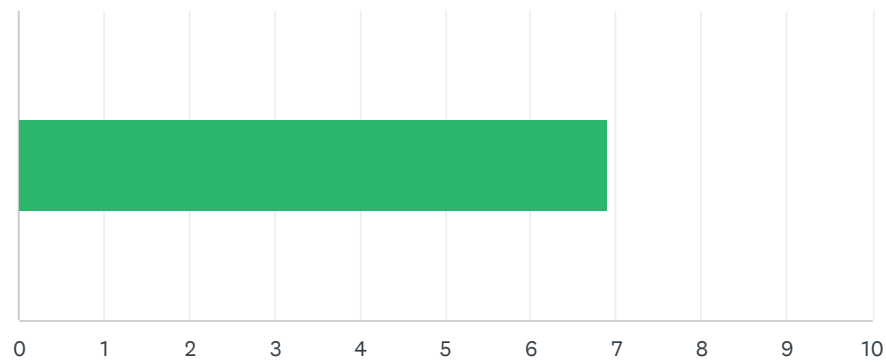
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	87	12
Total Respondents: 12			

#		DATE
1	2	
2	1	
3	10	
4	9	
5	5	
6	8	
7	2	
8	10	
9	10	
10	10	
11	10	
12	10	



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

Answered: 12 Skipped: 0

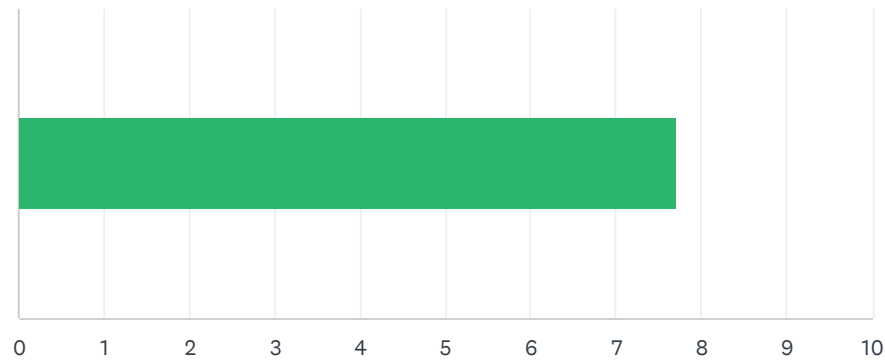


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	83	12
Total Respondents: 12			

#		DATE
1	1	
2	1	
3	10	
4	8	
5	5	
6	5	
7	4	
8	10	
9	10	
10	10	
11	9	
12	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 11    Skipped: 1

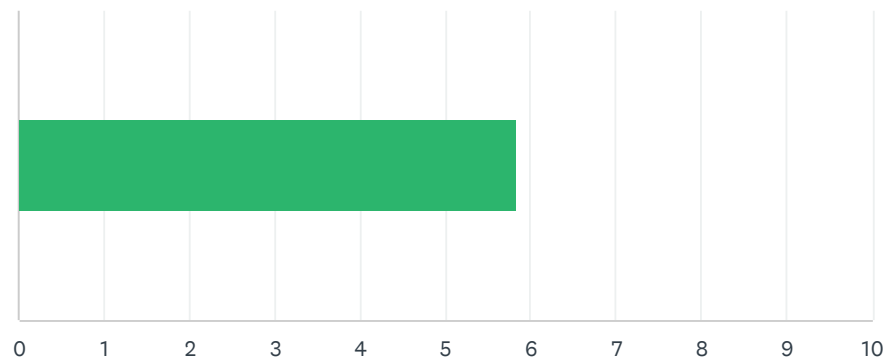


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	85	11
Total Respondents: 11			

#		DATE
1	4	
2	1	
3	10	
4	9	
5	7	
6	5	
7	10	
8	10	
9	9	
10	10	
11	10	

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

Answered: 12    Skipped: 0

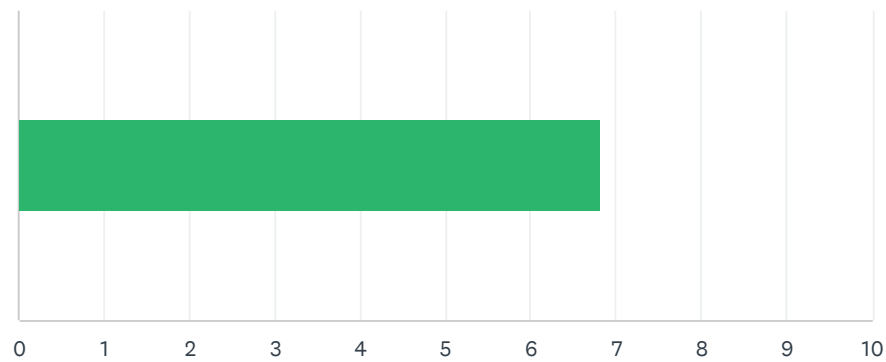


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	70	12
Total Respondents: 12			

#		DATE
1	1	
2	1	
3	8	
4	8	
5	5	
6	6	
7	1	
8	10	
9	9	
10	2	
11	9	
12	10	

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

Answered: 12    Skipped: 0

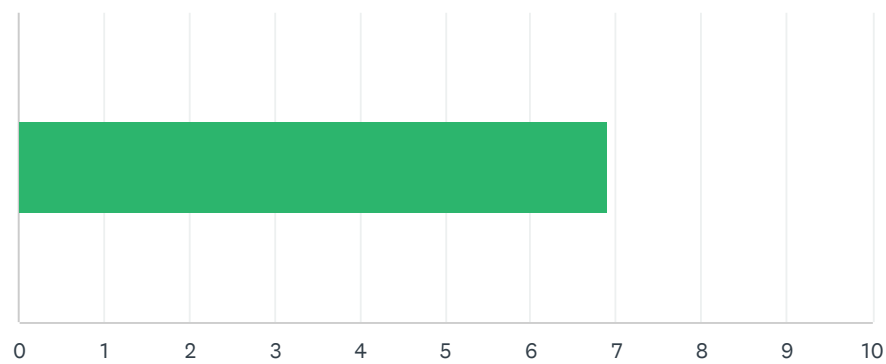


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	82	12
Total Respondents: 12			

#		DATE
1	1	
2	1	
3	10	
4	8	
5	5	
6	9	
7	3	
8	9	
9	10	
10	7	
11	9	
12	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 12    Skipped: 0

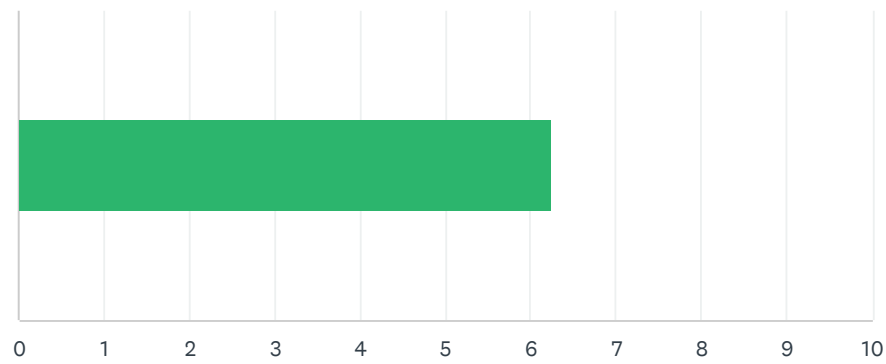


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	83	12
Total Respondents: 12			

#		DATE
1	1	
2	1	
3	10	
4	8	
5	5	
6	7	
7	3	
8	10	
9	10	
10	8	
11	10	
12	10	

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

Answered: 12    Skipped: 0

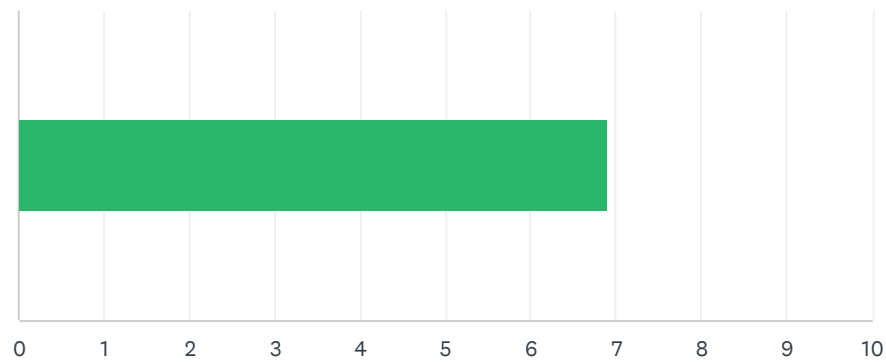


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	75	12
Total Respondents: 12			

#		DATE
1	1	
2	1	
3	9	
4	9	
5	5	
6	6	
7	2	
8	9	
9	10	
10	4	
11	9	
12	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 12 Skipped: 0

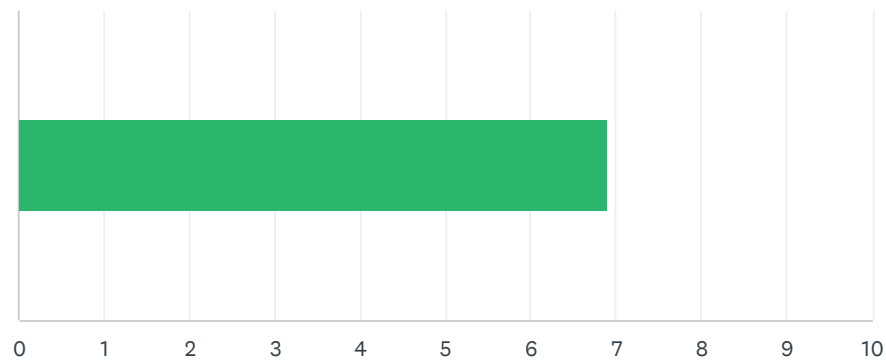


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	83	12
Total Respondents: 12			

#		DATE
1	2	
2	3	
3	10	
4	10	
5	5	
6	7	
7	1	
8	10	
9	10	
10	5	
11	10	
12	10	

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

Answered: 12 Skipped: 0



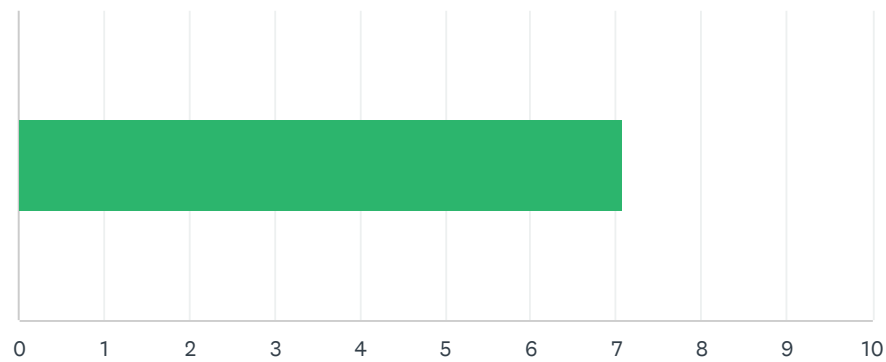
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	83	12
Total Respondents: 12			

#		DATE
1	1	
2	3	
3	9	
4	7	
5	5	
6	7	
7	2	
8	9	
9	10	
10	10	
11	10	
12	10	



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

Answered: 12    Skipped: 0

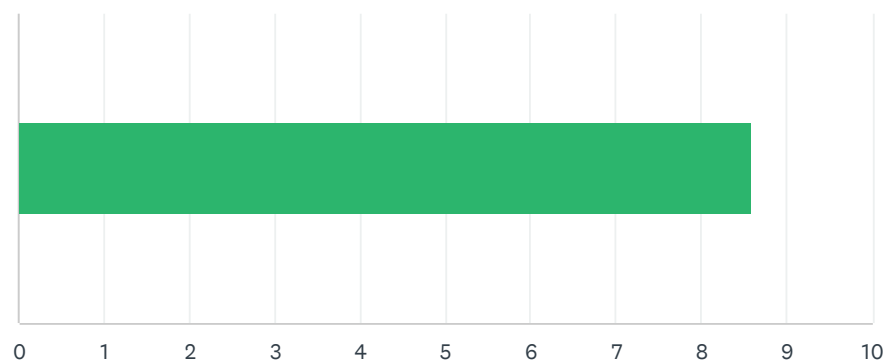


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	85	12
Total Respondents: 12			

#		DATE
1	1	
2	3	
3	8	
4	7	
5	5	
6	9	
7	2	
8	10	
9	10	
10	10	
11	10	
12	10	

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

Answered: 12 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	103	12
Total Respondents: 12			

#		DATE
1	10	
2	1	
3	10	
4	9	
5	5	
6	10	
7	8	
8	10	
9	10	
10	10	
11	10	
12	10	

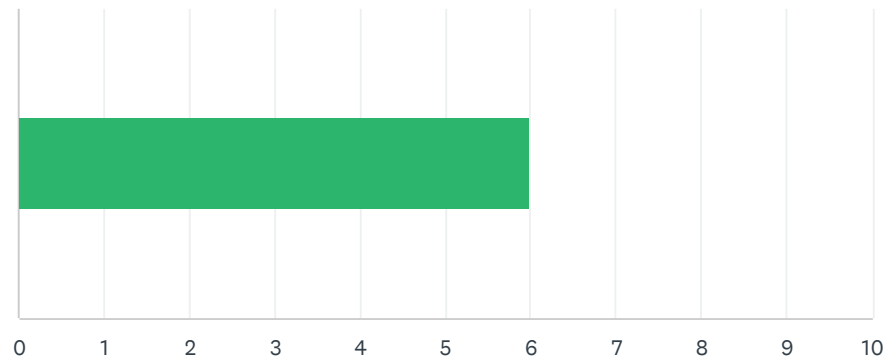
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 4   Skipped: 8

#	RESPONSES	DATE
1	Mr. Brannen is conscientious about the contract. He is down to earth, approachable and I like working for him. Nobody is perfect. Bring a principal is not easy. I think he overall does a great job. The only thing I wish was when a complaint or concern was shared, he would get to it right away. Apart from that, he is wonderful based on my own interaction and experience with him.	
2	n/a	
3	I appreciate admin's and office one on one time when needed for personal conferences and/or concerns.	
4	Our school site admin is fantastic!	

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

Answered: 12    Skipped: 0

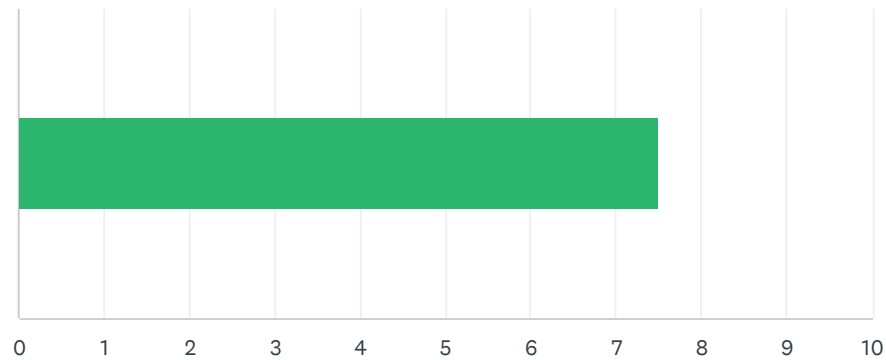


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	72	12
Total Respondents: 12			

#		DATE
1	7	
2	3	
3	1	
4	10	
5	7	
6	5	
7	8	
8	2	
9	10	
10	4	
11	5	
12	10	

Q16 Site meetings are productive and not excessive.

Answered: 12    Skipped: 0

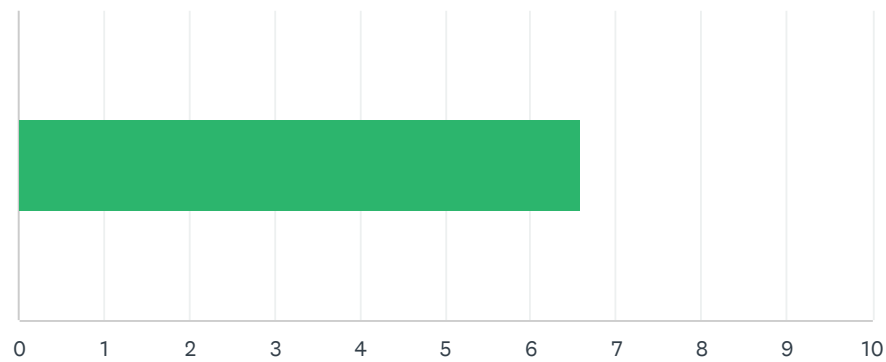


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	90	12
Total Respondents: 12			

#		DATE
1	6	
2	3	
3	1	
4	10	
5	10	
6	5	
7	8	
8	7	
9	10	
10	10	
11	10	
12	10	

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

Answered: 12 Skipped: 0

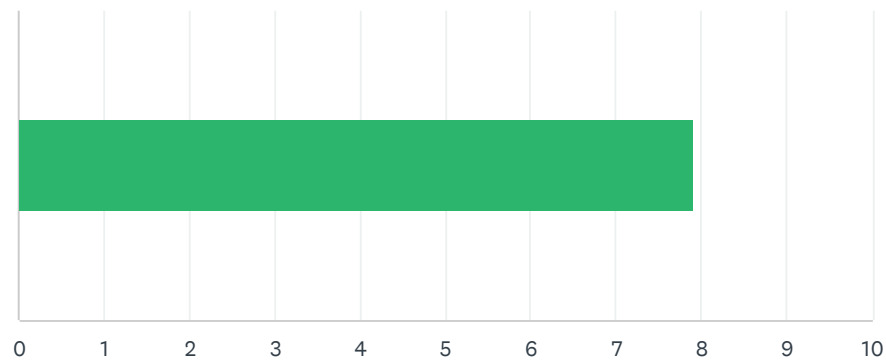


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	79	12
Total Respondents: 12			

#		DATE
1	7	
2	4	
3	1	
4	10	
5	10	
6	6	
7	7	
8	10	
9	1	
10	3	
11	10	
12	10	

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

Answered: 12 Skipped: 0

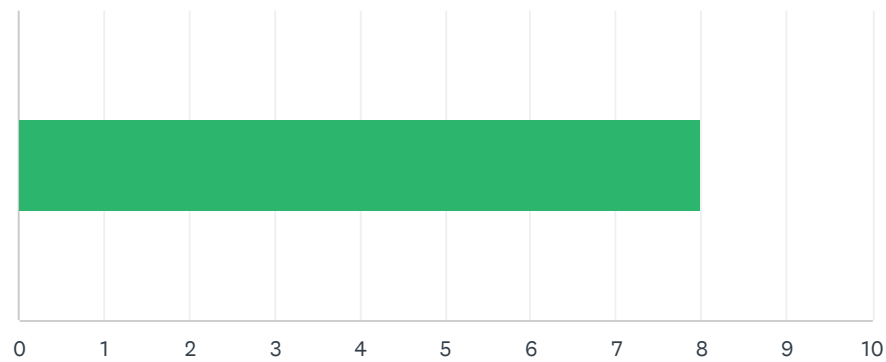


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	95	12
Total Respondents: 12			

#		DATE
1	7	
2	4	
3	10	
4	10	
5	10	
6	6	
7	9	
8	9	
9	8	
10	2	
11	10	
12	10	

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

Answered: 11    Skipped: 1



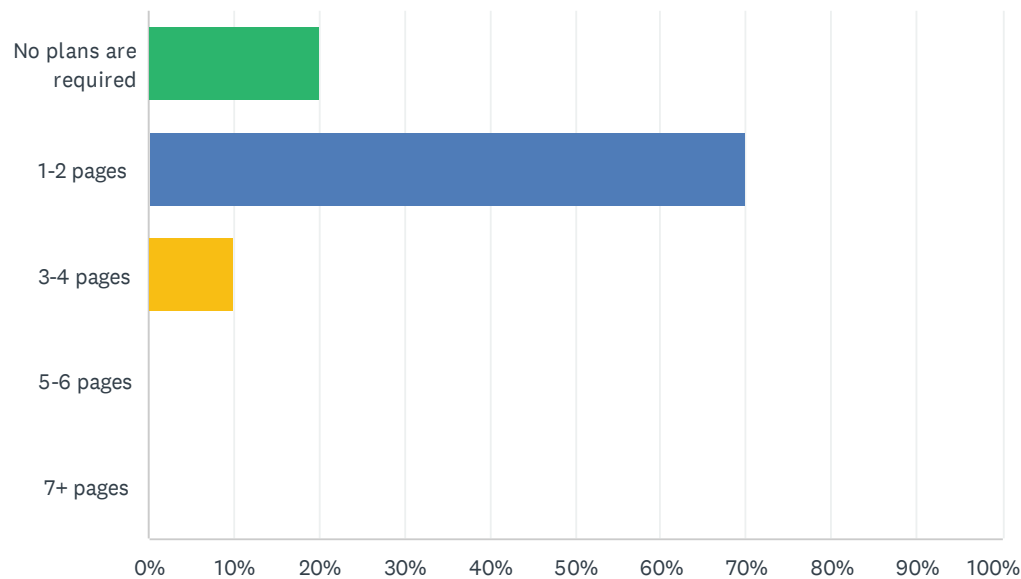
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	88	11
Total Respondents: 11			

#		DATE
1	8	
2	3	
3	10	
4	10	
5	10	
6	7	
7	5	
8	8	
9	9	
10	8	
11	10	



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

Answered: 10    Skipped: 2

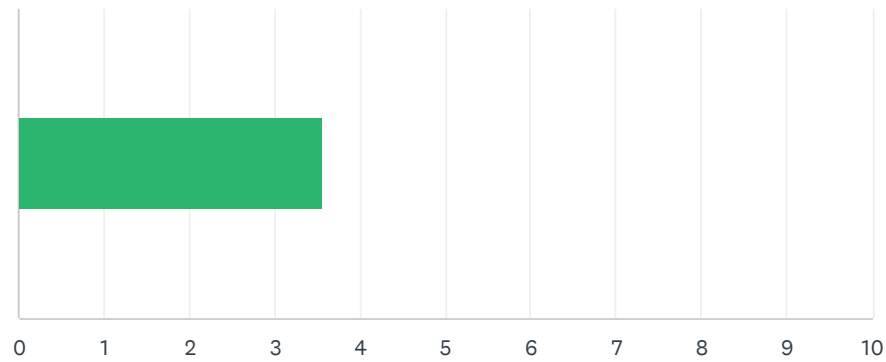


ANSWER CHOICES	RESPONSES	
No plans are required	20.00%	2
1-2 pages	70.00%	7
3-4 pages	10.00%	1
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		10

#	COMMENT	DATE
	There are no responses.	

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

Answered: 9    Skipped: 3

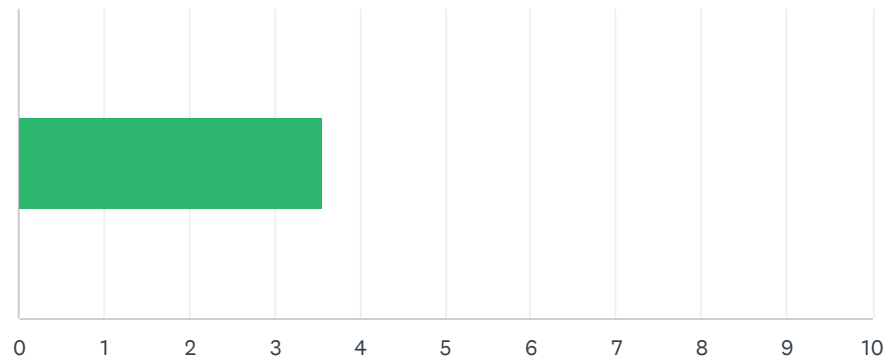


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	32	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	32	9
Total Respondents: 9			

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

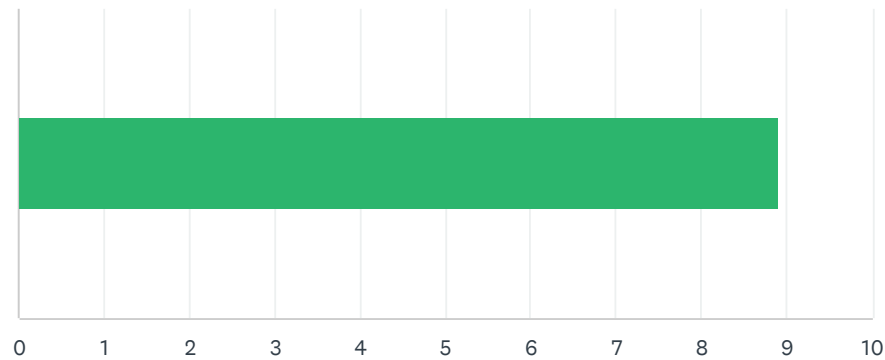
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 3   Skipped: 9

#	RESPONSES	DATE
1	Teachers do not have duty.	
2	n/a	
3	I appreciate that teachers do not have mandatory yard duty.	

Q24 Staff and students feel safe.

Answered: 12    Skipped: 0

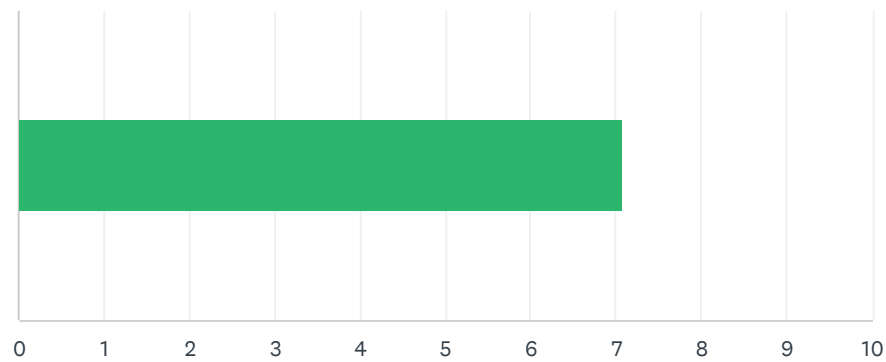


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	107	12
Total Respondents: 12			

#		DATE
1	7	
2	3	
3	10	
4	10	
5	10	
6	9	
7	10	
8	9	
9	10	
10	10	
11	9	
12	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 12 Skipped: 0

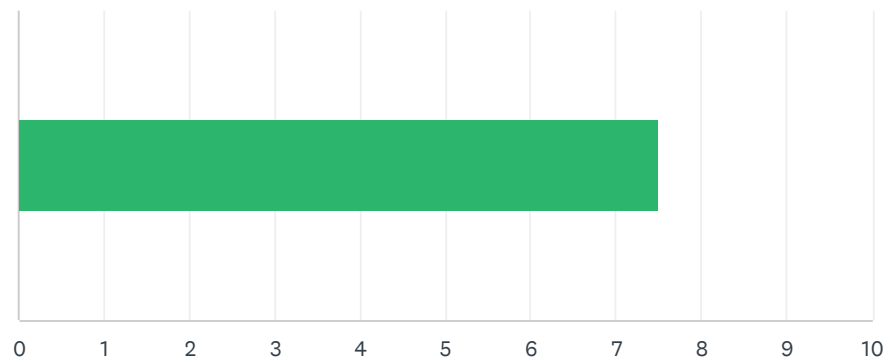


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	85	12
Total Respondents: 12			

#		DATE
1	8	
2	3	
3	7	
4	10	
5	6	
6	5	
7	8	
8	1	
9	9	
10	10	
11	8	
12	10	

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

Answered: 12 Skipped: 0

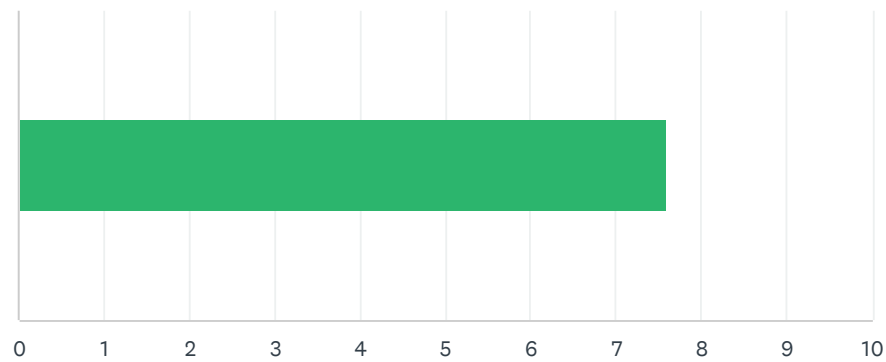


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	90	12
Total Respondents: 12			

#		DATE
1	8	
2	2	
3	7	
4	8	
5	10	
6	5	
7	10	
8	5	
9	9	
10	7	
11	9	
12	10	

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

Answered: 12 Skipped: 0



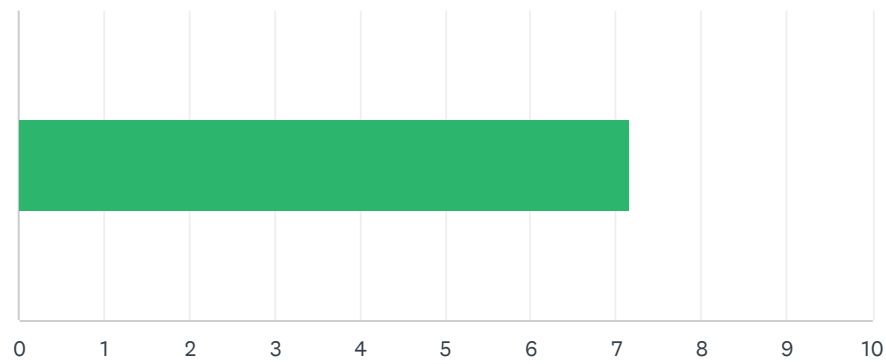
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	91	12
Total Respondents: 12			

#		DATE
1	8	
2	4	
3	7	
4	10	
5	7	
6	6	
7	9	
8	2	
9	10	
10	9	
11	9	
12	10	



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

Answered: 12 Skipped: 0

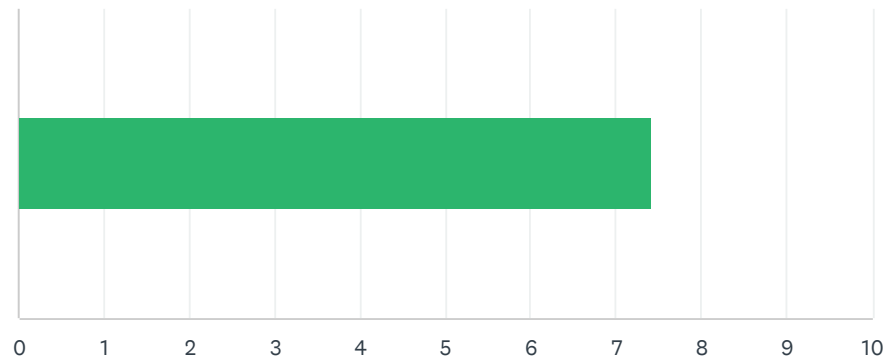


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	86	12
Total Respondents: 12			

#		DATE
1	7	
2	3	
3	7	
4	10	
5	5	
6	5	
7	10	
8	2	
9	10	
10	9	
11	8	
12	10	

Q29 My site has a positive atmosphere.

Answered: 12    Skipped: 0

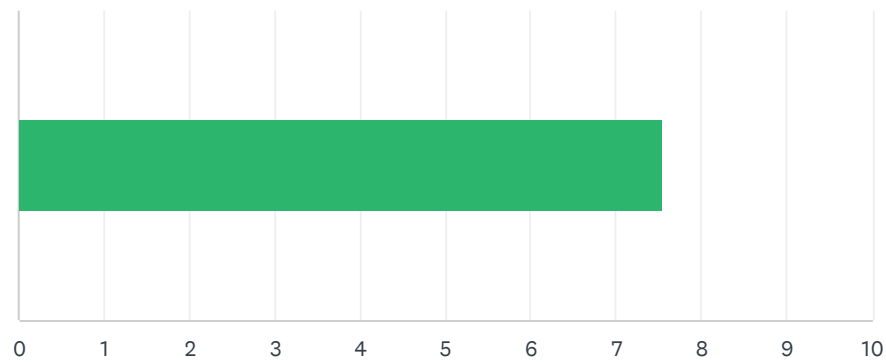


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	89	12
Total Respondents: 12			

#		DATE
1	7	
2	4	
3	1	
4	10	
5	9	
6	6	
7	10	
8	2	
9	10	
10	10	
11	10	
12	10	

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

Answered: 11    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	83	11
Total Respondents: 11			

#		DATE
1	8	
2	4	
3	1	
4	10	
5	8	
6	10	
7	2	
8	10	
9	10	
10	10	
11	10	

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

Answered: 4   Skipped: 8

#	RESPONSES	DATE
1	With the growing number of students having difficulties in the classroom it would be nice to have daily or weekly behavior classes for students.	
2	There needs to be more reminders at our meetings to stay consistent with all of the components PBIS (i.e. tokens, lanyards, etc.)	
3	I love working at this school!	
4	Is discipline the same for all students, or do some students receive special treatment for same tier of behaviors? What is the data.	

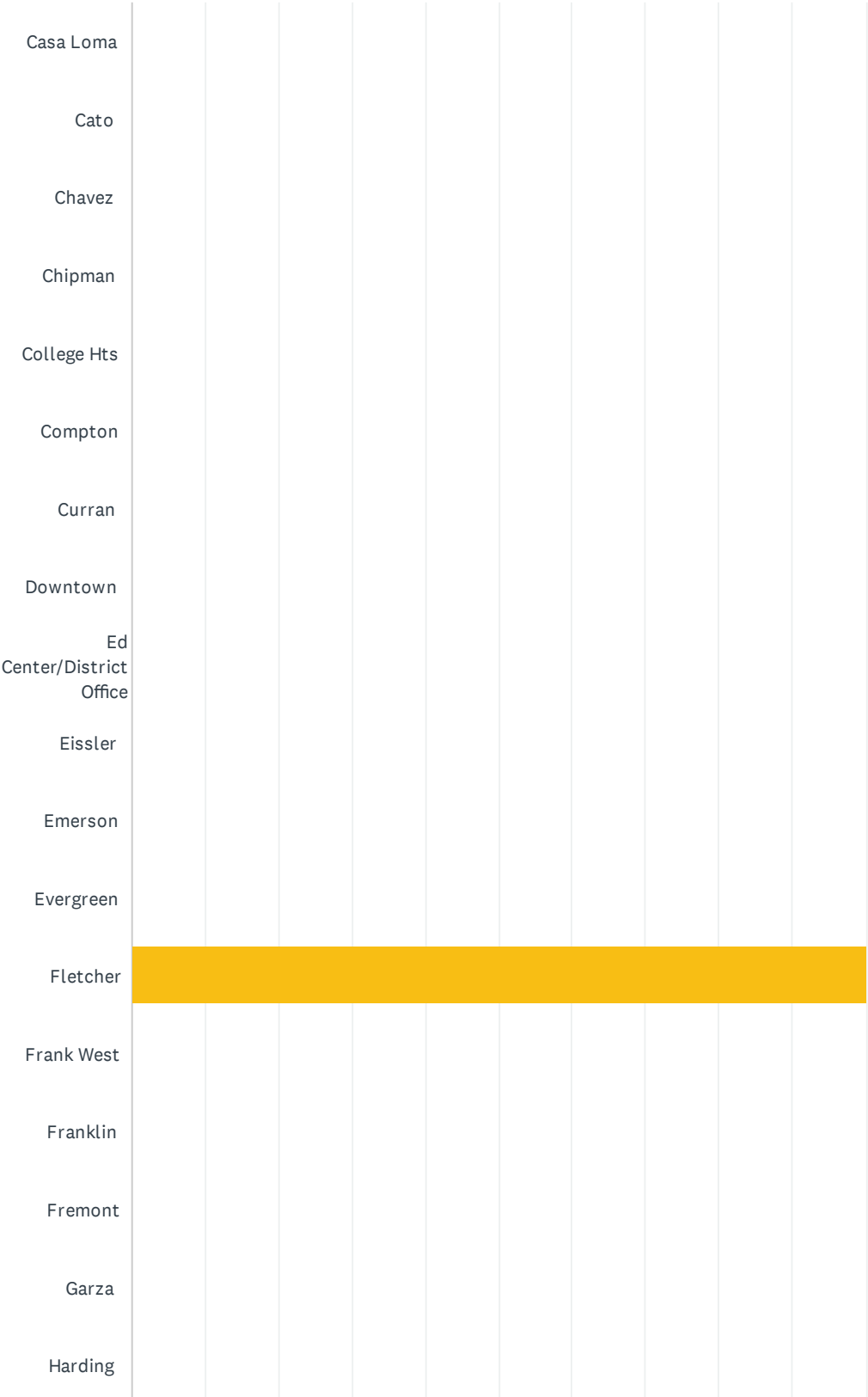
## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 3   Skipped: 9

#	RESPONSES	DATE
1	It would be nice to have better process of getting the psych to come in to evaluate students.	
2	n/a	
3	Students who are victims of repeat offences from the same students, what are the victims' rights when it comes to protections of academic and personal safety? It seems that offenders are able to violate the personal safety and academic time of students following school expectations.	

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.)

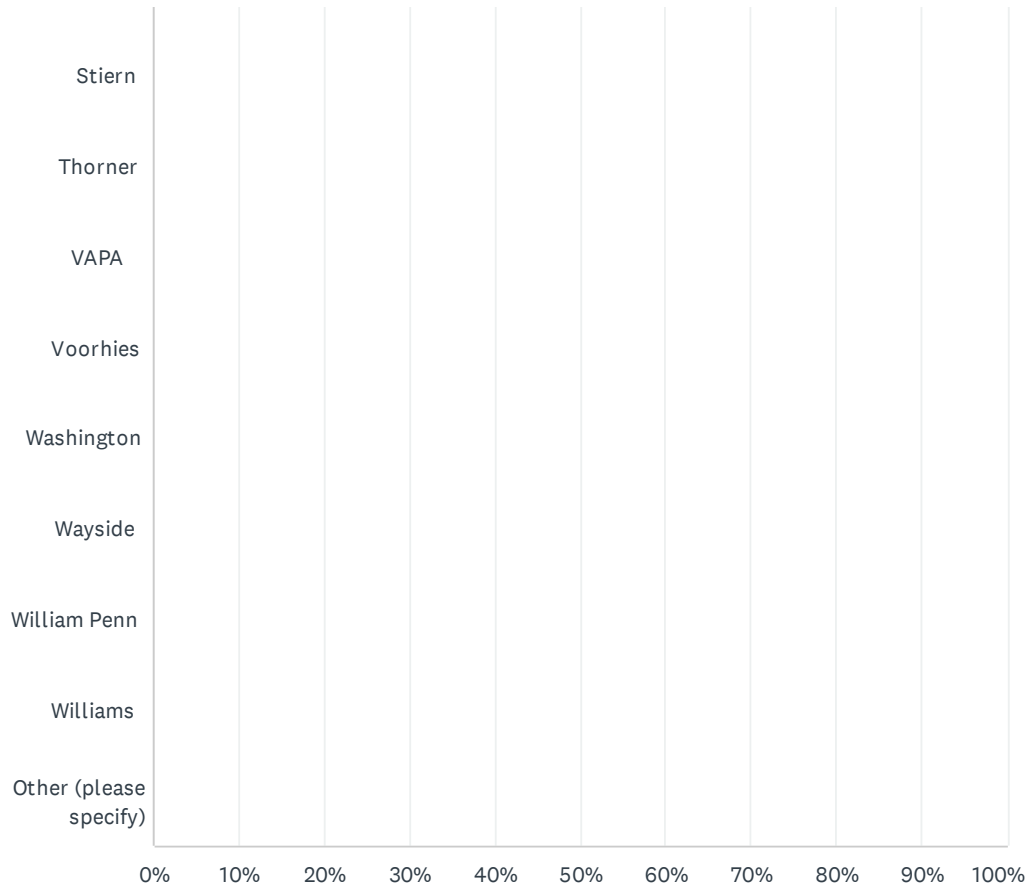
Answered: 23    Skipped: 0



## 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	0.00%	0
Evergreen	0.00%	0
Fletcher	100.00%	23
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

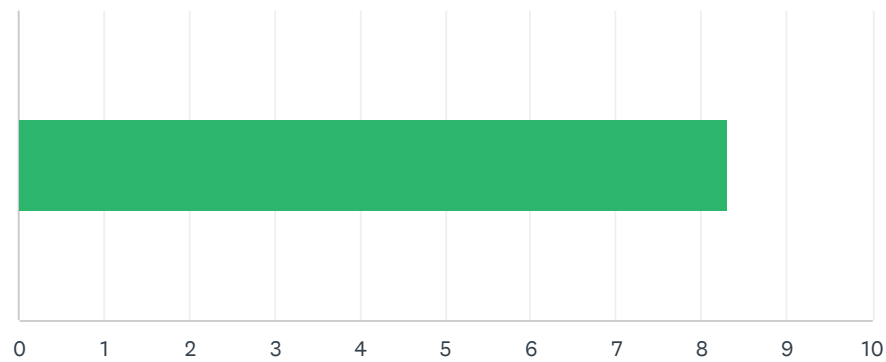
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 23		

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

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

Answered: 22    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	183	22
Total Respondents: 22			

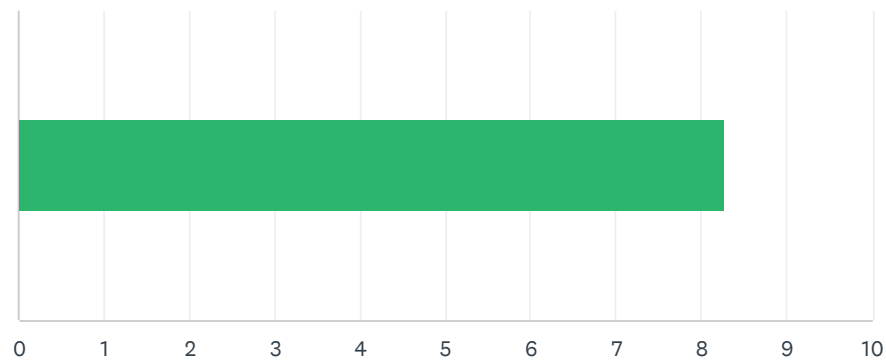
#		DATE
1	7	
2	10	
3	10	
4	1	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	8	
12	8	
13	7	
14	2	
15	10	
16	10	
17	7	
18	10	
19	7	

## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	10
22	10

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

Answered: 22 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	182	22
Total Respondents: 22			

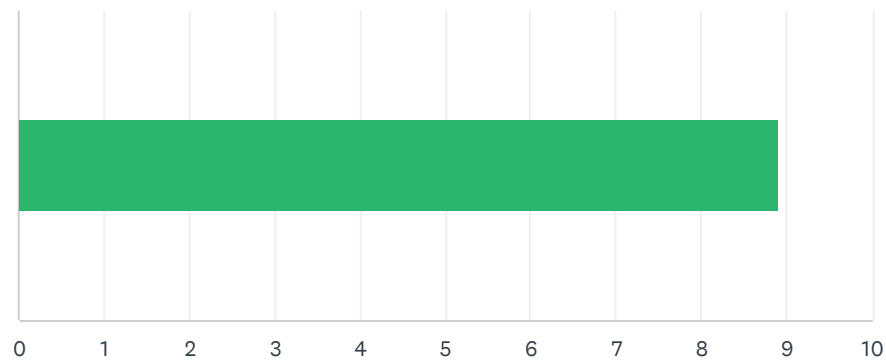
#		DATE
1	7	
2	9	
3	10	
4	5	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	7	
12	9	
13	6	
14	1	
15	10	
16	10	
17	5	
18	8	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	10
22	10

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	205	23
Total Respondents: 23			

#		DATE
1	7	
2	10	
3	10	
4	5	
5	10	
6	10	
7	10	
8	9	
9	8	
10	10	
11	7	
12	9	
13	10	
14	8	
15	9	
16	10	
17	10	
18	10	
19	10	

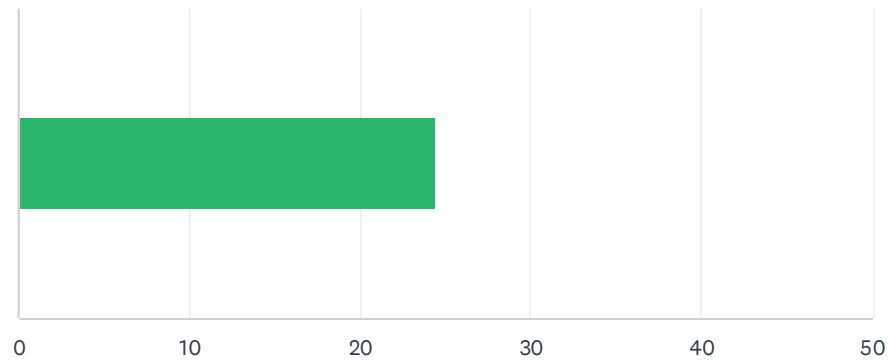
## 2024-2025 BETA Administration/Site Climate Survey

20	5	
21	8	
22	10	
23	10	



Q5 Site administration follows the contract and respects personal rights.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	24	561	23
Total Respondents: 23			

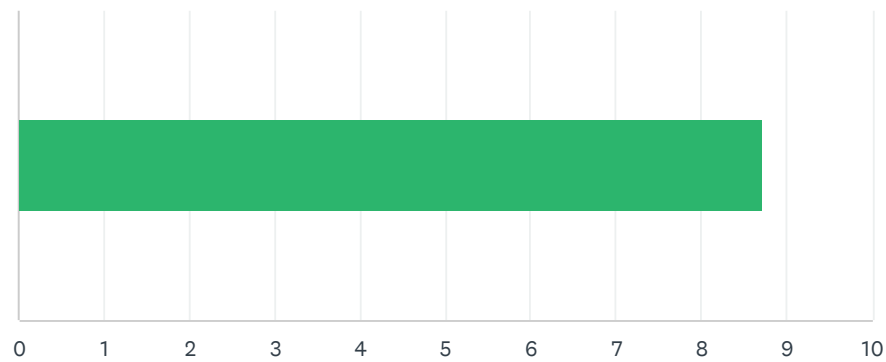
#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	9	
10	10	
11	10	
12	9	
13	10	
14	6	
15	9	
16	10	
17	10	
18	7	
19	100	
20	100	

## 2024-2025 BETA Administration/Site Climate Survey

21	9	
22	82	
23	100	

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

Answered: 21    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	183	21
Total Respondents: 21			

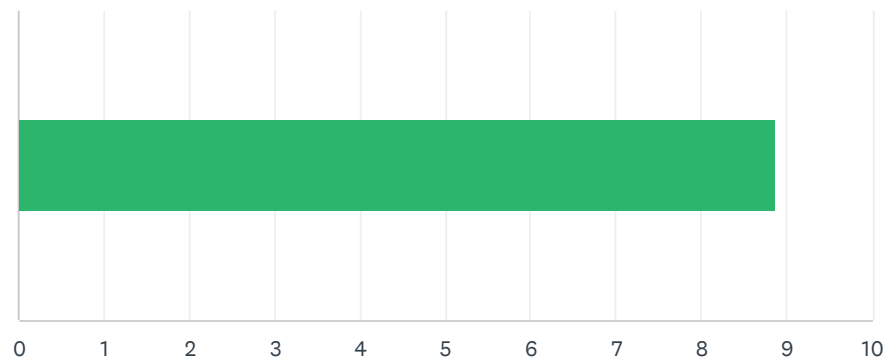
#		DATE
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2	10	
3	10	
4	10	
5	10	
6	10	
7	8	
8	10	
9	7	
10	8	
11	10	
12	2	
13	6	
14	10	
15	10	
16	7	
17	10	
18	10	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	9
21	10

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

Answered: 22 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	195	22
Total Respondents: 22			

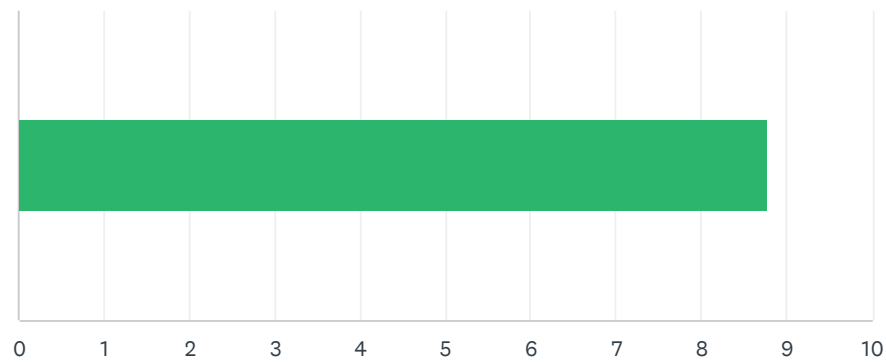
#		DATE
1	6	
2	10	
3	10	
4	7	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	8	
12	9	
13	9	
14	6	
15	10	
16	10	
17	7	
18	9	
19	7	

## 2024-2025 BETA Administration/Site Climate Survey

20	9	
21	10	
22	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	202	23
Total Respondents: 23			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	6	
12	8	
13	6	
14	1	
15	8	
16	10	
17	10	
18	7	
19	10	

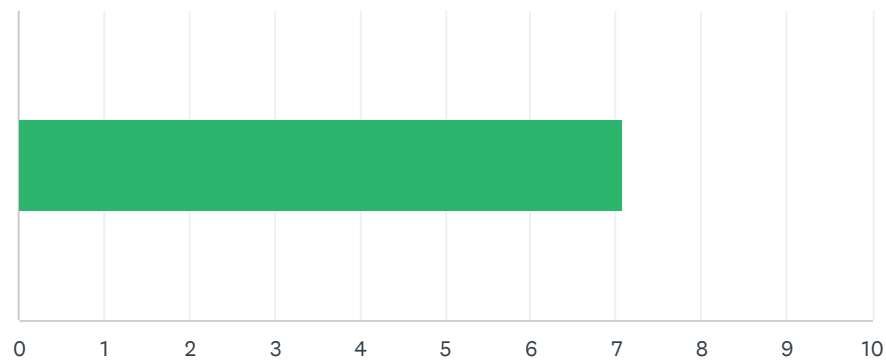
## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	9
22	10
23	10



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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	163	23
Total Respondents: 23			

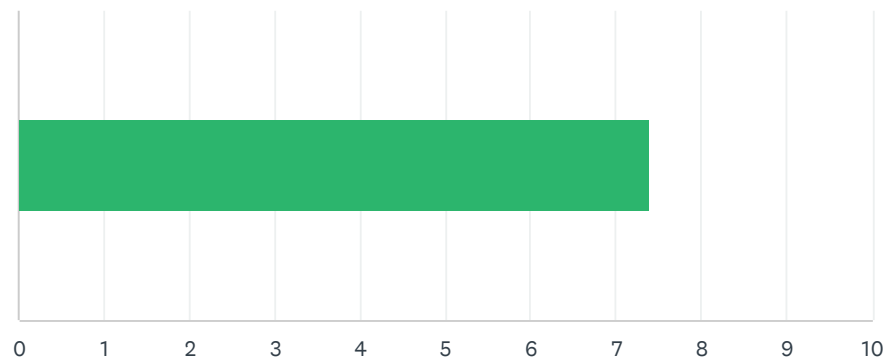
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12	7	
13	6	
14	1	
15	2	
16	10	
17	10	
18	3	
19	6	

## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	5
22	7
23	10

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	170	23
Total Respondents: 23			

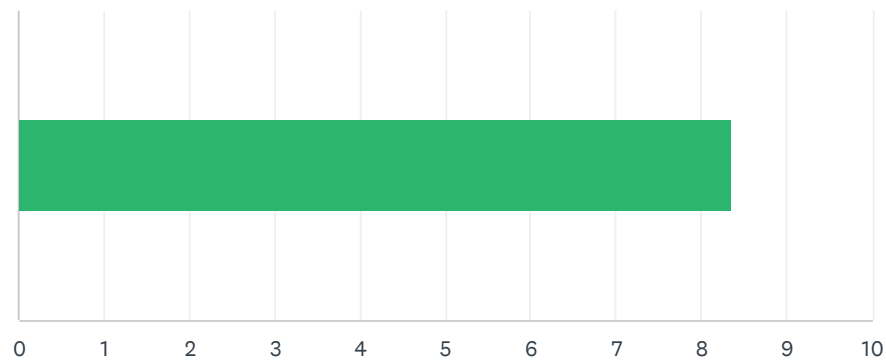
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12	5	
13	7	
14	1	
15	4	
16	10	
17	10	
18	5	
19	6	

## 2024-2025 BETA Administration/Site Climate Survey

20	5	
21	7	
22	8	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	192	23
Total Respondents: 23			

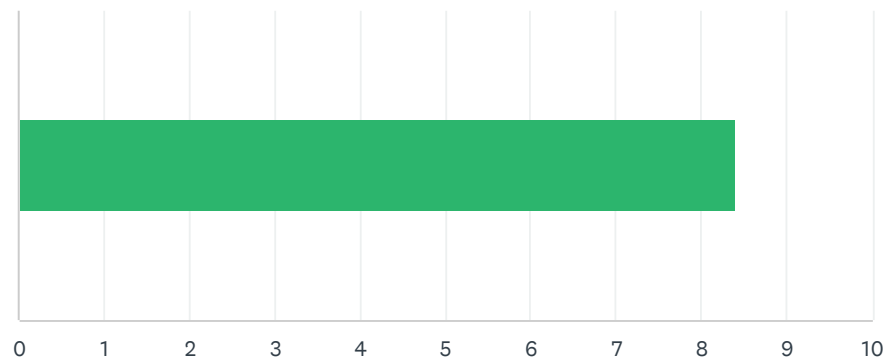
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11	7	
12	7	
13	9	
14	1	
15	7	
16	10	
17	10	
18	10	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	5	
21	7	
22	10	
23	10	

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	193	23
Total Respondents: 23			

#		DATE
1	7	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
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18	10	
19	7	

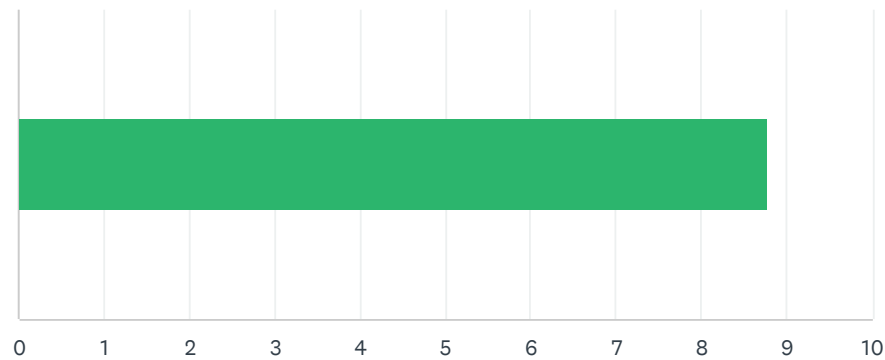
## 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	7	
22	10	
23	10	



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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	202	23
Total Respondents: 23			

#		DATE
1	5	
2	10	
3	10	
4	5	
5	10	
6	10	
7	10	
8	10	
9	9	
10	10	
11	5	
12	8	
13	10	
14	8	
15	10	
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17	10	
18	10	

## 2024-2025 BETA Administration/Site Climate Survey

19	8
20	7
21	8
22	9
23	10

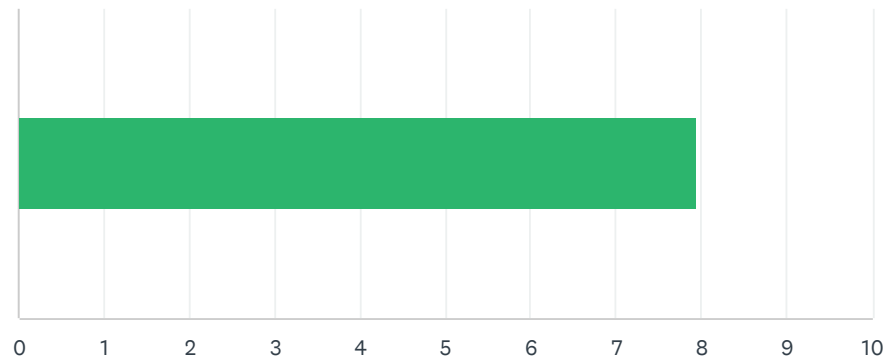
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 10   Skipped: 13

#	RESPONSES	DATE
1	You are not able to talk to the principal privately. There are always people in her office.	
2	Mrs. Flowers is very supportive.	
3	We have a wonderful administration. Very supportive, kind and helpful.	
4	I don't feel heard from site administrators. It's as if teacher feedback is not valued. After sharing thoughts multiple times about improvements that could be made to help ensure academic success or staff efficacy, nothing has been implemented.	
5	Administrator treated me like I was the problem and under constant accusations. She took the joy out of teaching for me .	
6	Mrs. Flowers is extremely fair, respectful, kind, and understanding.	
7	In response to the stress question: I think a lot of the stress caused come for the district office and admin are the messengers. I do wish admin and the district office were more direct, honest, and forthcoming with information. I also wish they, admin, and our support staff would remember that we are adults with college degrees. In response to the question about treating everyone equally: I feel that I am treated well at Fletcher however it is definitely not equal. For example, when everyone uses the teacher lounge for lunch except a select few who are regularly invited to eat with the principal in her office (one keeping her feet up on the furniture) is a prime example.	
8	Everyone is held to a different standard. Those that can will, while those that can't get passes to do whatever. I am concerned with the staff that consistently show up to work late.	
9	Overall good, fair	
10	We are very blessed at Fletcher to have such a supportive leadership team in our principal, vice principal, and APL. I have worked under many principals throughout my time with BCSD, and I can confidently say that Mrs. Flowers ranks among the very best. She leads with integrity and works hard to create a positive and productive work environment for both staff and students. She treats all staff members equally and holds everyone to the same high standards of professionalism. I love working here, but if you aren't committed to professionalism and don't like to work hard for your students...Fletcher probably won't be the best fit for you.	

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	183	23
Total Respondents: 23			

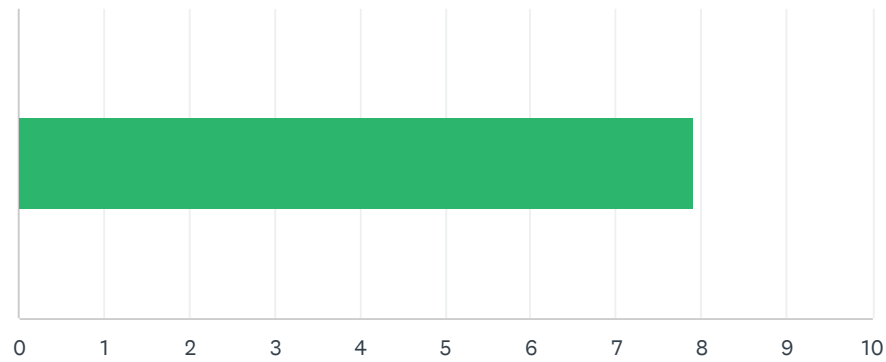
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11	10	
12	5	
13	8	
14	8	
15	6	
16	6	
17	10	
18	5	
19	9	
20	5	

## 2024-2025 BETA Administration/Site Climate Survey

21	8
22	8
23	10

Q16 Site meetings are productive and not excessive.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	182	23
Total Respondents: 23			

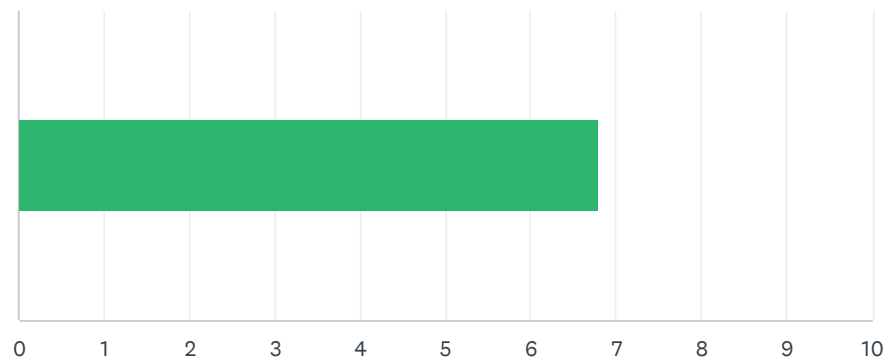
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11	10	
12	5	
13	7	
14	10	
15	1	
16	10	
17	10	
18	5	
19	9	
20	4	

## 2024-2025 BETA Administration/Site Climate Survey

21	7	
22	7	
23	10	

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

Answered: 21    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	143	21
Total Respondents: 21			

#		DATE
1	10	
2	3	
3	2	
4	10	
5	5	
6	8	
7	10	
8	8	
9	10	
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16	1	
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18	2	
19	8	

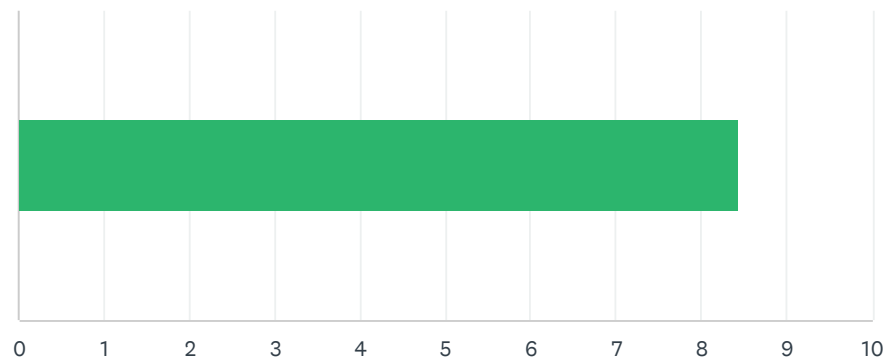


## 2024-2025 BETA Administration/Site Climate Survey

20	6	
21	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	194	23
Total Respondents: 23			

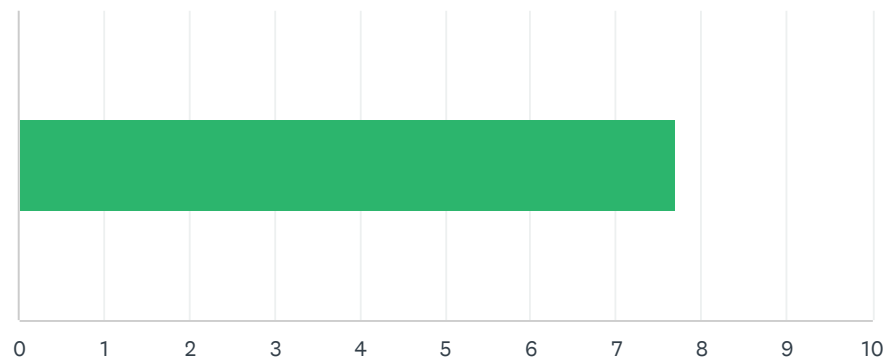
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13	5	
14	7	
15	7	
16	10	
17	10	
18	10	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	5	
21	9	
22	8	
23	10	

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	177	23
Total Respondents: 23			

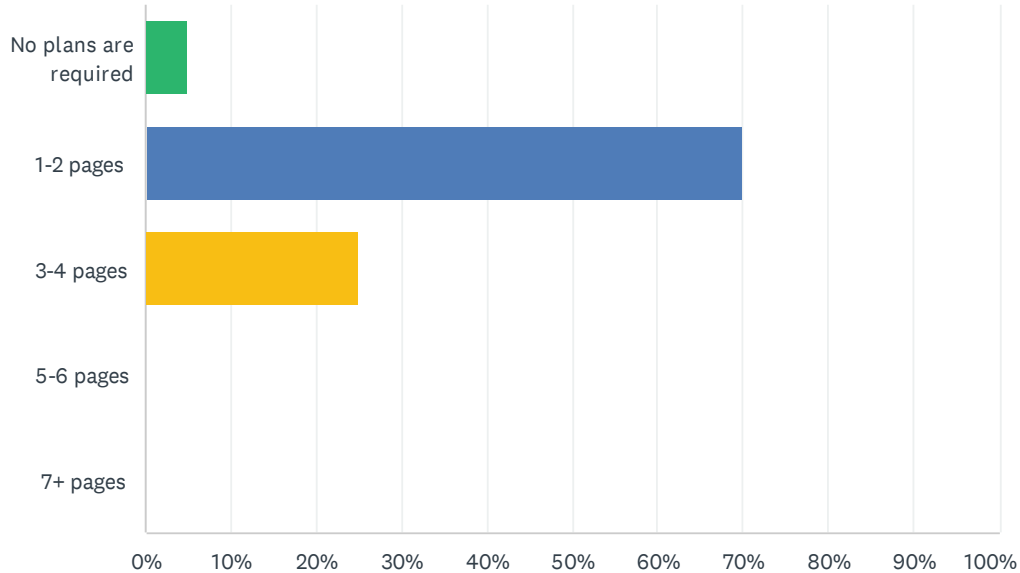
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12	5	
13	7	
14	9	
15	7	
16	10	
17	10	
18	1	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	3	
21	8	
22	7	
23	10	

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

Answered: 20 Skipped: 3

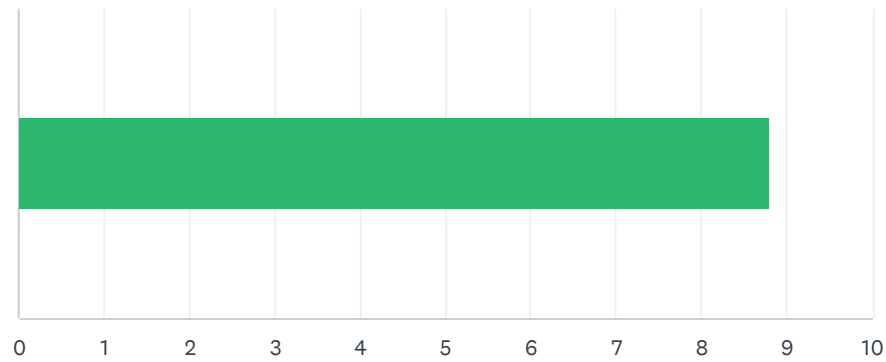


ANSWER CHOICES	RESPONSES	
No plans are required	5.00%	1
1-2 pages	70.00%	14
3-4 pages	25.00%	5
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		20

#	COMMENT	DATE
1	turned in on rotating schedule	
2	We are only required too turn them in 2 times a year. There is no requirement of how many pages the plans have to be.	
3	No comment. I can't answer this question as it doesn't pertain to my position.	
4	The individual plans required are acceptable and needed however, the PLC team plans are excessive. I know it is a district requirement but all the details and time it take to complete is unnecessary and most of the time comes across as busy work. The PLC plans need to be streamlined to match what a real teacher does within an actual school day, week, month; not a document for the district to check off its list.	
5	Plans are expected to be done and are turned in twice a year.	
6	Only twice a year that's good	
7	Lesson plans are collected a few times a year.	

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

Answered: 20    Skipped: 3

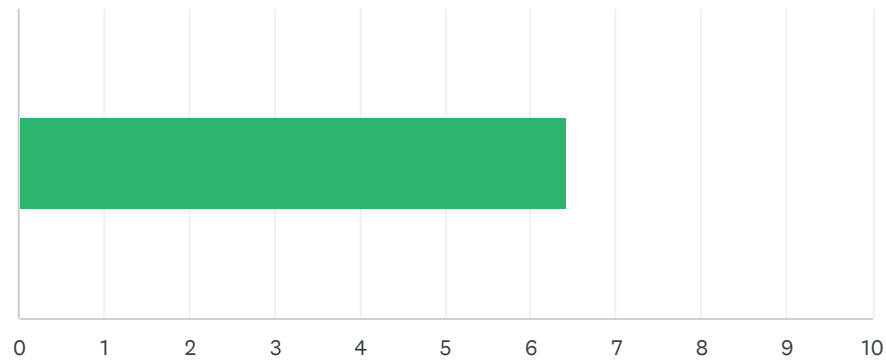


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	176	20
Total Respondents: 20			

#		DATE
1	1	
2	10	
3	10	
4	10	
5	10	
6	10	
7	8	
8	10	
9	10	
10	8	
11	10	
12	7	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	7	
20	5	

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

Answered: 17    Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	109	17
Total Respondents: 17			

#		DATE
1	1	
2	10	
3	1	
4	10	
5	10	
6	7	
7	10	
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17	5	



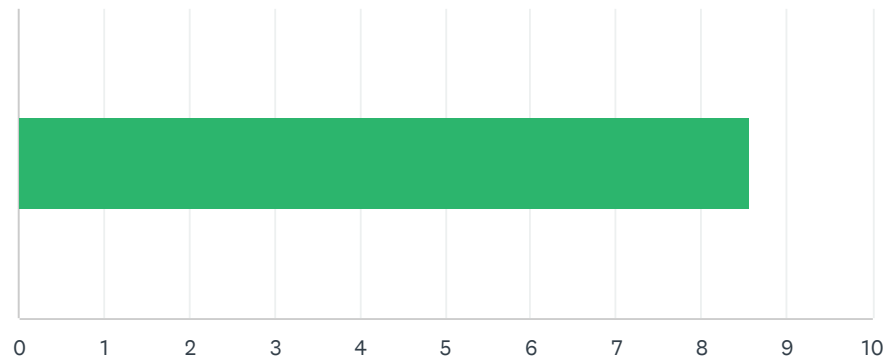
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 5   Skipped: 18

#	RESPONSES	DATE
1	Aide not expected to assist teacher.	
2	PLCs are weekly, Staff meetings are monthly and quarterly, but individual teachers are not given extended time for such things as inventory or preparation for projects. The time we do have is utilized for lesson planning (lesson plans, photo copying, cleaning, etc) and management of our classroom.	
3	I would love to attend an academic conference, PLC, late start, or staff meeting where the message is "THANK YOU! You are amazing, how can SUPPORT staff support YOU?" Instead of "Look at the data (AGAIN) you should try .... you should do... and do just 1, 2, or 3 new things/requirements." Especially when the suggestions come from support staff who have not been in the classroom for over 10+ years. Things are very different now and a lot of the suggestions are not realistic. There is only so many times you can meet and hear what needs to be done, changed, and/or improved before you begin to have the mindset that you are NOT a good teacher nor are you valued or appreciated.	
4	It would be nice to have no yard duty, especially since the after school program brings in additional staff for the morning.	
5	We don't have an excessive amount of yard duty...I didn't know how to answer the questions with a scale from 1-10.	

Q24 Staff and students feel safe.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	197	23
Total Respondents: 23			

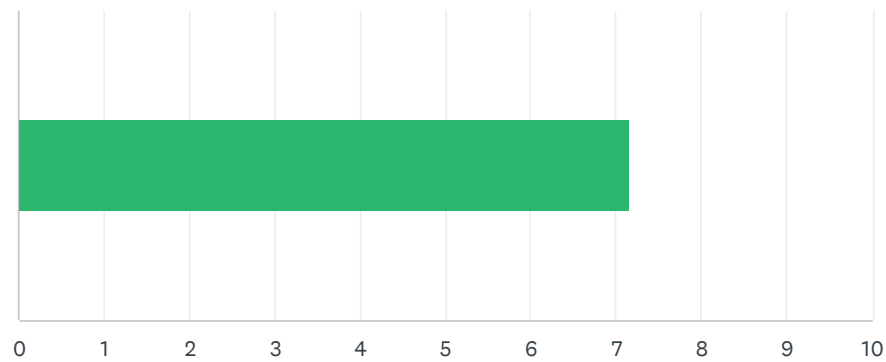
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13	10	
14	7	
15	5	
16	10	
17	10	
18	7	
19	6	
20	9	

## 2024-2025 BETA Administration/Site Climate Survey

21	7	
22	10	
23	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	165	23
Total Respondents: 23			

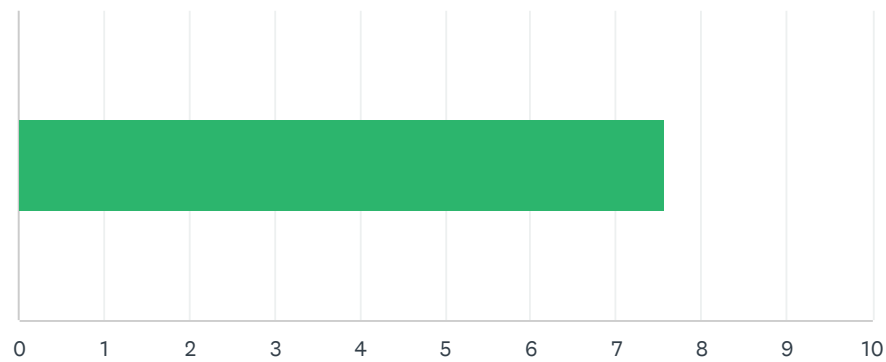
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12	5	
13	8	
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15	1	
16	5	
17	10	
18	5	
19	3	

## 2024-2025 BETA Administration/Site Climate Survey

20	4	
21	7	
22	8	
23	10	

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	174	23
Total Respondents: 23			

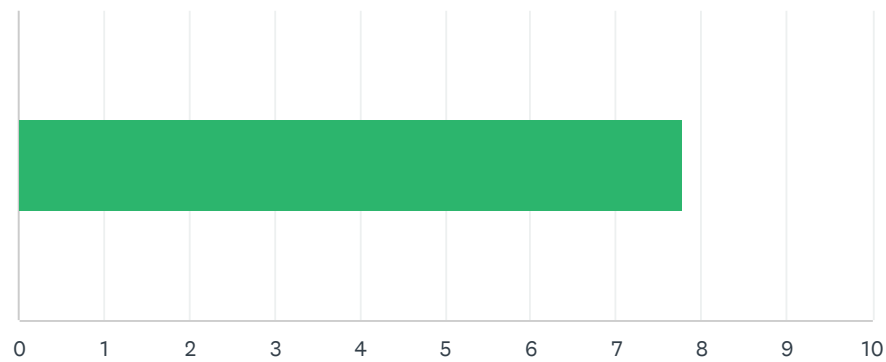
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16	5	
17	10	
18	10	
19	10	

## 2024-2025 BETA Administration/Site Climate Survey

20	3	
21	7	
22	10	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	179	23
Total Respondents: 23			

#		DATE
1	10	
2	3	
3	6	
4	9	
5	10	
6	10	
7	9	
8	10	
9	10	
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19	5	

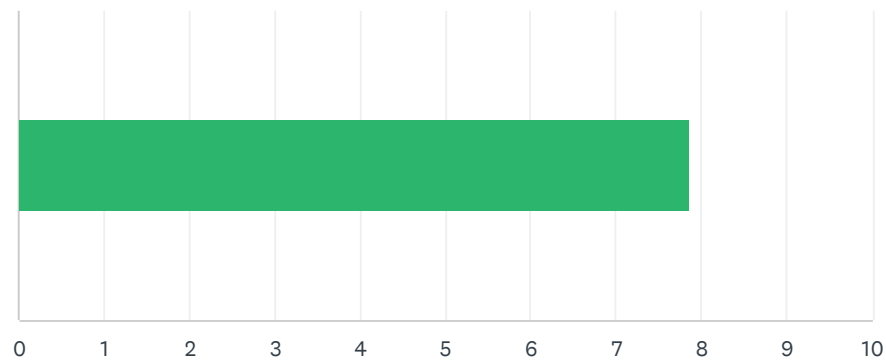


## 2024-2025 BETA Administration/Site Climate Survey

20	6	
21	7	
22	8	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	181	23
Total Respondents: 23			

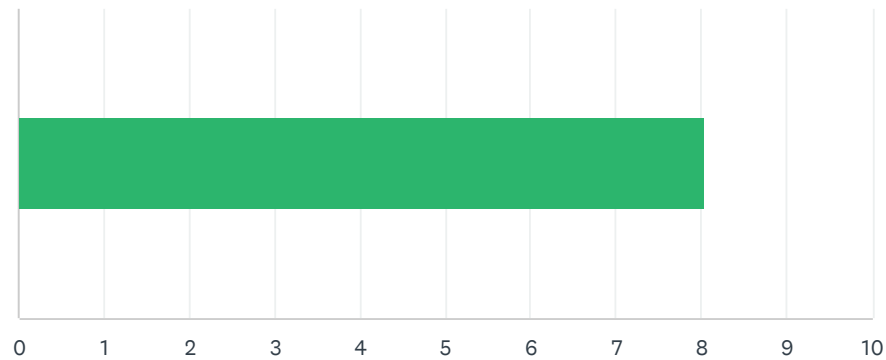
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12	8	
13	7	
14	10	
15	1	
16	10	
17	10	
18	5	
19	3	

## 2024-2025 BETA Administration/Site Climate Survey

20	5	
21	8	
22	10	
23	10	

Q29 My site has a positive atmosphere.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	185	23
Total Respondents: 23			

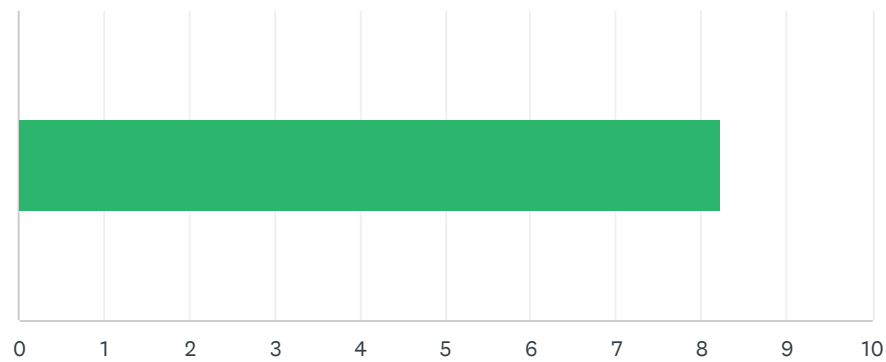
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11	10	
12	8	
13	5	
14	8	
15	4	
16	7	
17	10	
18	7	
19	7	
20	6	

## 2024-2025 BETA Administration/Site Climate Survey

21	7	
22	10	
23	10	

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

Answered: 22 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	181	22
Total Respondents: 22			

#		DATE
1	10	
2	1	
3	6	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	10	
12	8	
13	5	
14	8	
15	2	
16	10	
17	10	
18	8	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	7	
21	10	
22	10	

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

Answered: 5   Skipped: 18

#	RESPONSES	DATE
1	Fletcher is a great place to work. I feel very supported by my Admin with discipline.	
2	Sticker charts never work.	
3	We have a positive climate here at Fletcher. Our admin is on the teacher's side while still doing what is best for all students' health and safety. I appreciate Mrs. Flowers' and Dr. May's dedication to holding students accountable for behavior expectations at the school.	
4	The school sites are only as good as the systems set in place by the District. In addition, principals are given much leeway in interpreting the systems set in place. Fletcher assists the best way they know how. Unfortunately, BCSD is not placing the teachers well being at the level of the students well being. This puts site administration in stressful situations as well.	
5	Discipline issues are out of control. I know this is mostly due to new regulations and guidelines set by the state, board, and district office. However, we received a new campus supervisor this year. In August, he went to every teacher and said he would be very visible and in our rooms often. He has never, not once been in my classroom. I rarely see him on the playground. As far as referrals go, I am disappointed in the structure and requirements. It is very obvious that perception is far more important than actually dealing with the issues at hand. On more than one occasion I have followed up with a family about a discipline issue by reaching out to the family to see if they had any questions for me about the situation only to discover they had no idea what I was talking about. I was told by the VP that parent contact had been made. Since this has occurred more than once I now struggle to believe anything the VP tells me. I wish there was more time for the BIS to do preventative measures; meet with small groups regularly, and/or do in-class random check-ins.	



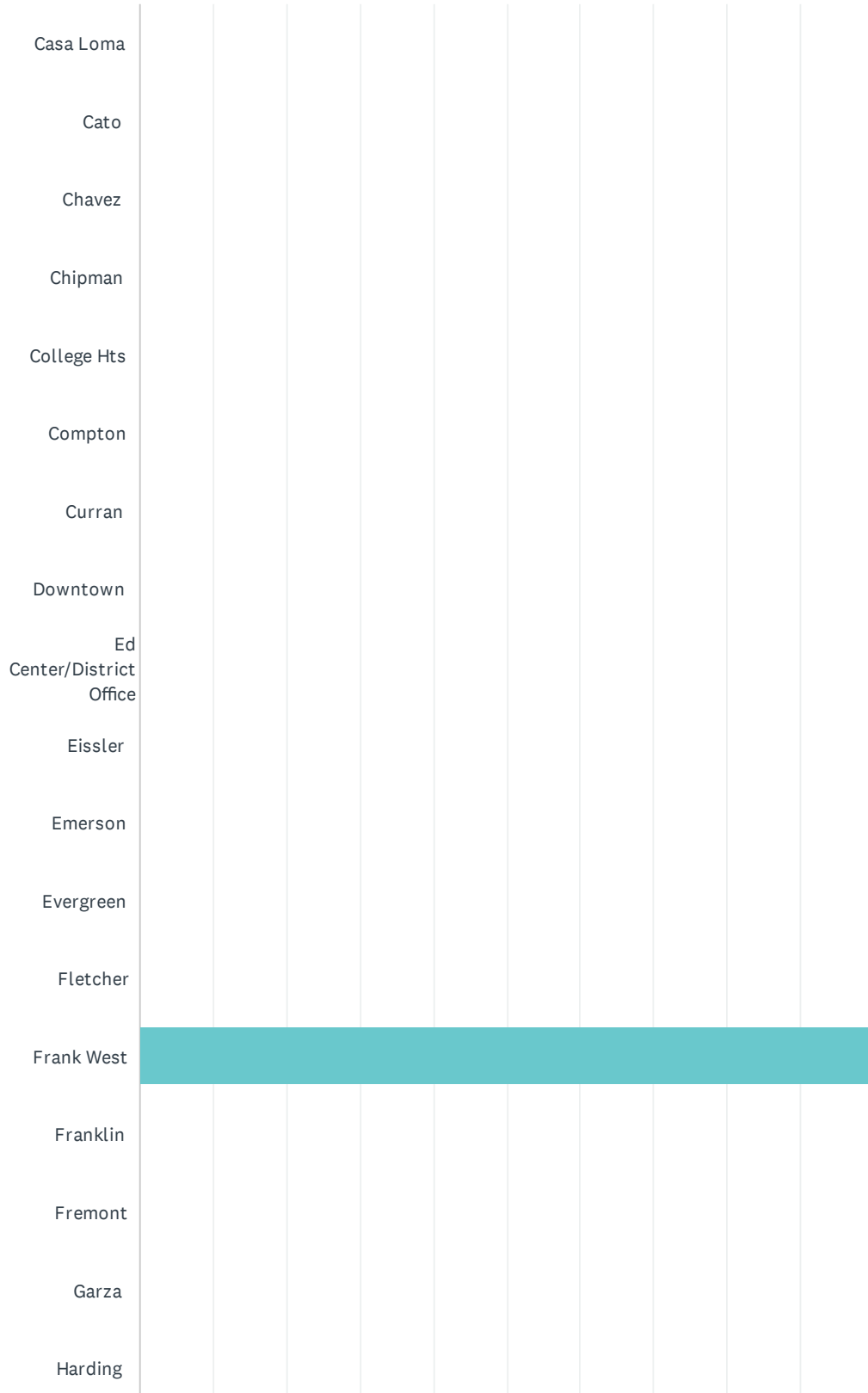
## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 4   Skipped: 19

#	RESPONSES	DATE
1	Our administration does a very good job of being professional and supportive of staff. We have good leadership	
2	The main priority of the administration seems to avoid law suits at the expense of teacher morale	
3	Our admin and support staff are absolutely wonderful. Their support and leadership lifts the spirit of staff and students.	
4	I personally like the admin and support staff at Fletcher. I think that Mrs. Flowers wants what is best for the students, staff, and teachers. She is easy to approach, she is thoughtful, and well informed. I find her very knowledgeable and professional. I think she is overworked and underpaid. I also find our non-admin support staff kind and I know that they attempt to be helpful. Unfortunately, they have either never been in the classroom or have been out of the classroom way too long to have any idea what we teachers are experiencing and dealing with on a regular basis in today's world of education. They can not relate nor understand so their suggestions are not always realistic. I wish all support staff would take a step back and try to see things from a teacher's point of view instead of sending another email with yet another responsibility we must take over or express something to us that we are suppose to do better, different, or more/less of each day. I know that I have been quit direct on this survey however, I would like to say as my final thought that I am aware most of the blame lies not with those assigned to my school site; it comes from above.	

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.)

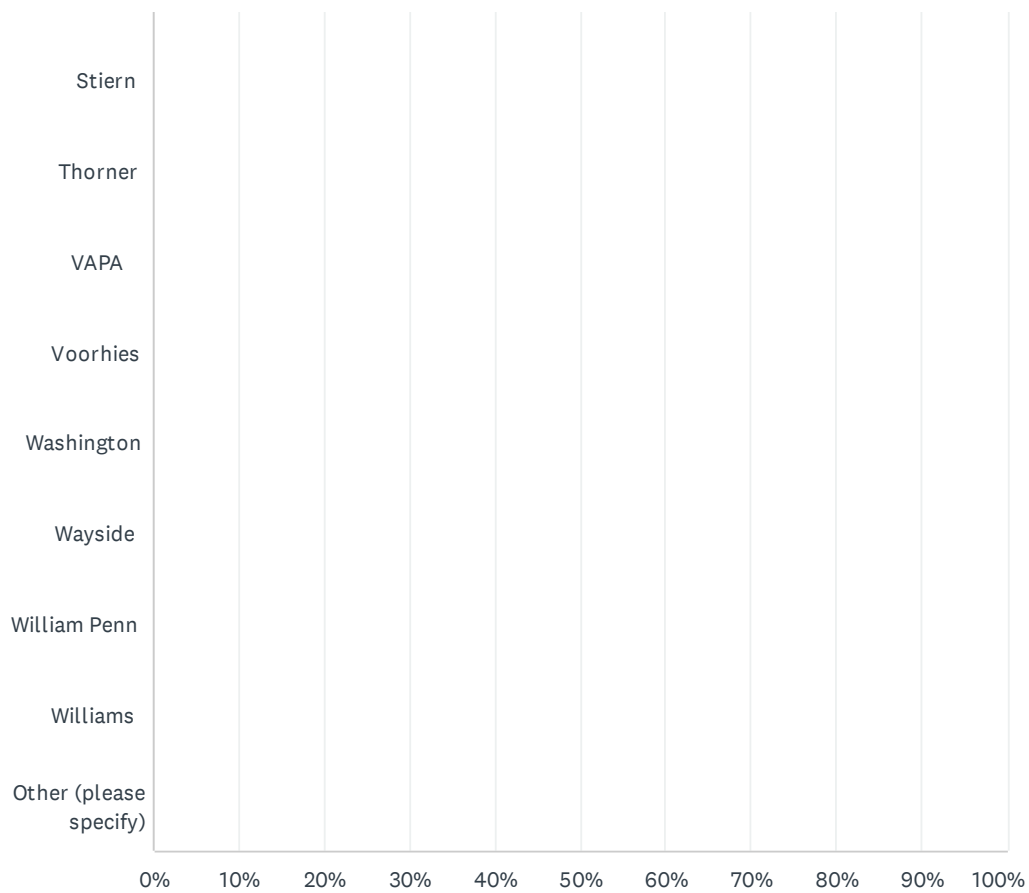
Answered: 12 Skipped: 0



## 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	0.00%	0
Evergreen	0.00%	0
Fletcher	0.00%	0
Frank West	100.00%	12
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

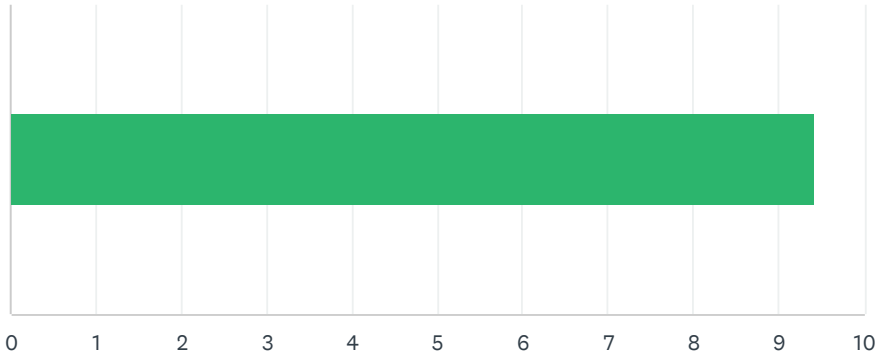
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 12		

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

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

Answered: 12 Skipped: 0

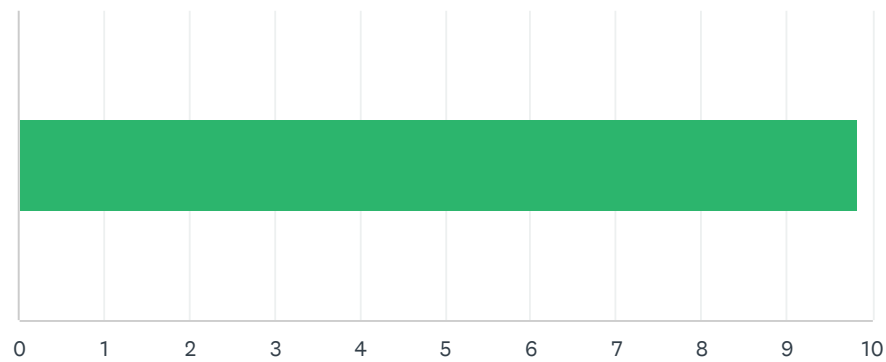


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	113	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	8	
7	10	
8	10	
9	8	
10	10	
11	10	
12	7	

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

Answered: 12    Skipped: 0



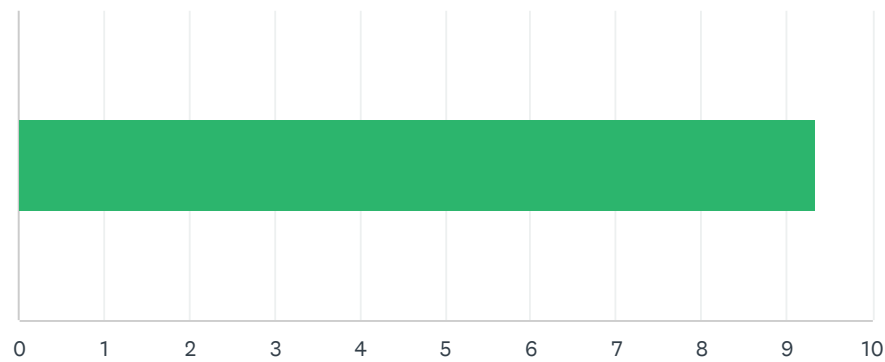
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	118	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	8	



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

Answered: 12    Skipped: 0

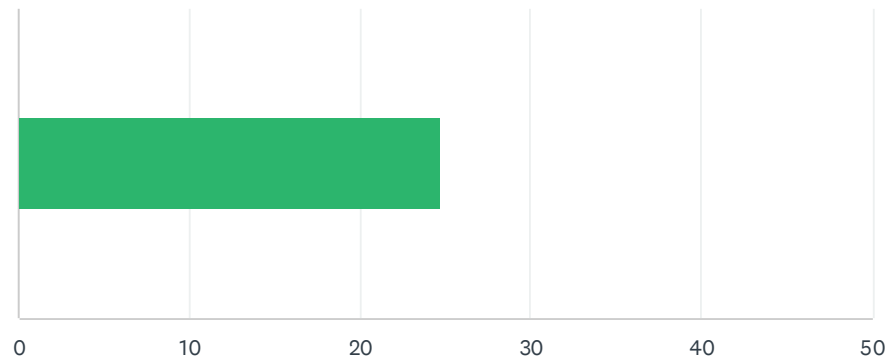


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	112	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	8	
5	8	
6	8	
7	10	
8	10	
9	8	
10	10	
11	10	
12	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 12    Skipped: 0

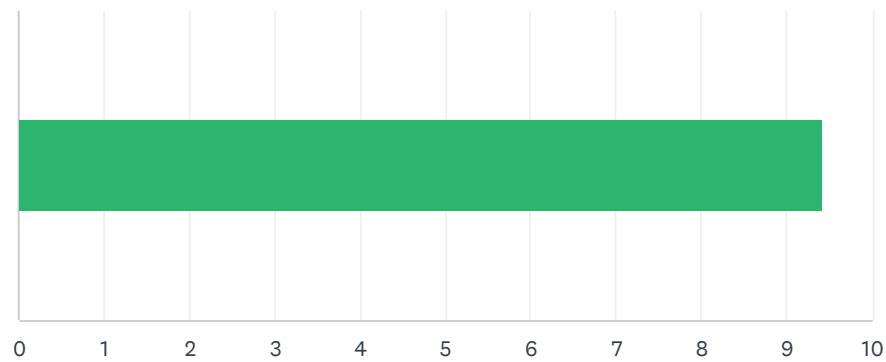


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	25	297	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	7	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	100	
12	100	

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

Answered: 12    Skipped: 0

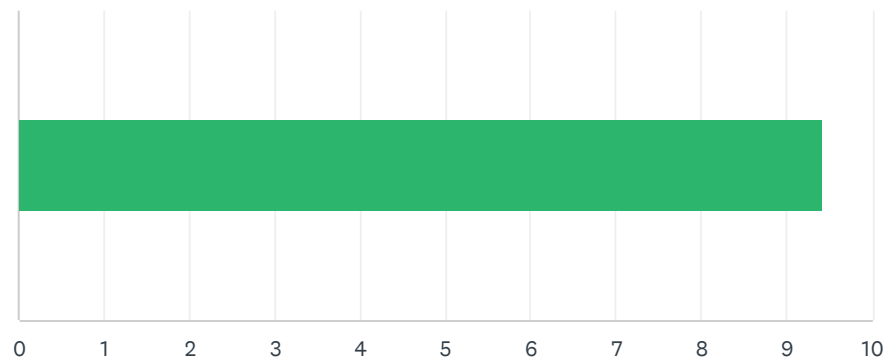


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	113	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	7	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	6	

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

Answered: 12    Skipped: 0

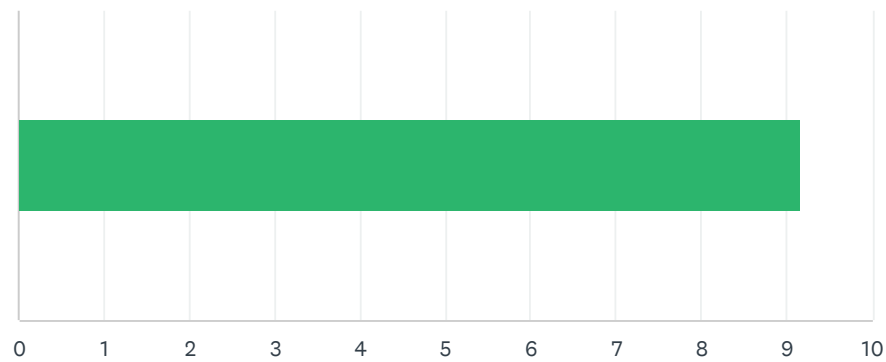


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	113	12
Total Respondents: 12			

#		DATE
1	10	
2	9	
3	10	
4	8	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	6	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 12    Skipped: 0

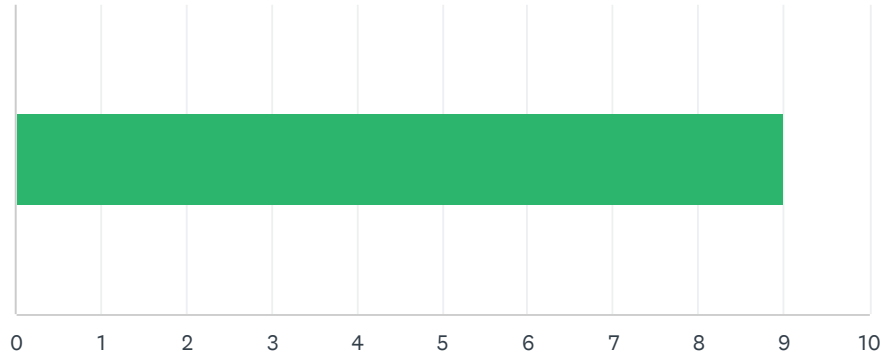


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	110	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	7	
5	10	
6	8	
7	10	
8	10	
9	8	
10	10	
11	10	
12	7	

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

Answered: 12 Skipped: 0

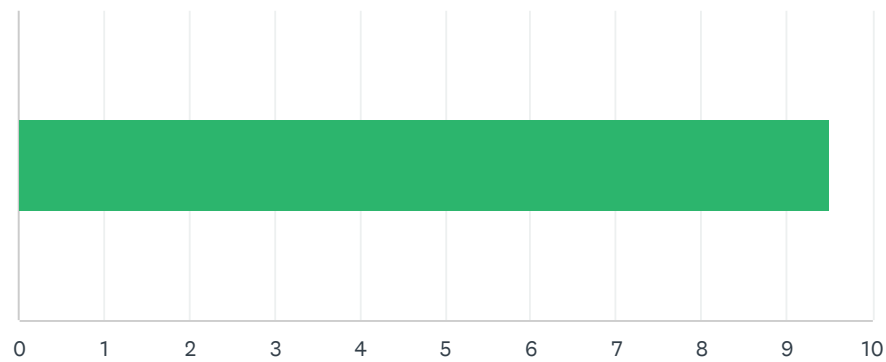


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	108	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	5	
7	10	
8	10	
9	10	
10	10	
11	10	
12	3	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 12 Skipped: 0

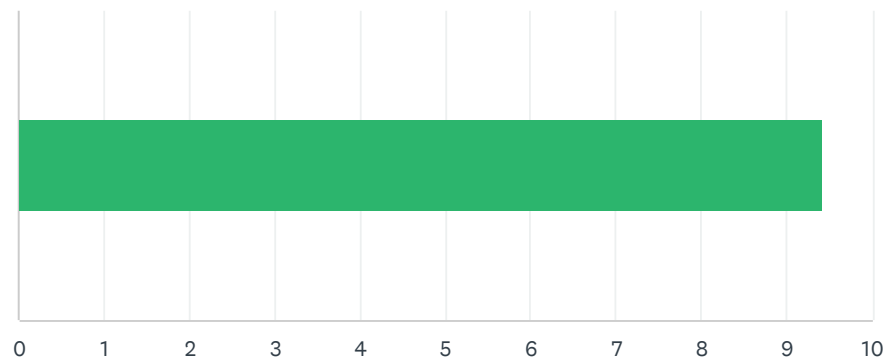


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	114	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	6	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	

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

Answered: 12 Skipped: 0



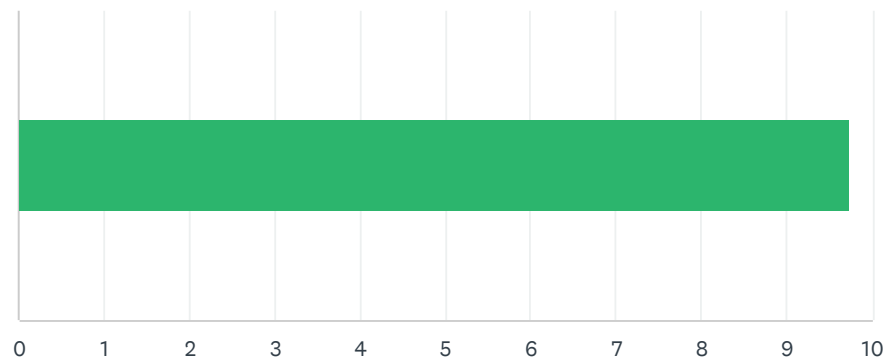
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	113	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	9	
4	6	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	



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

Answered: 12 Skipped: 0

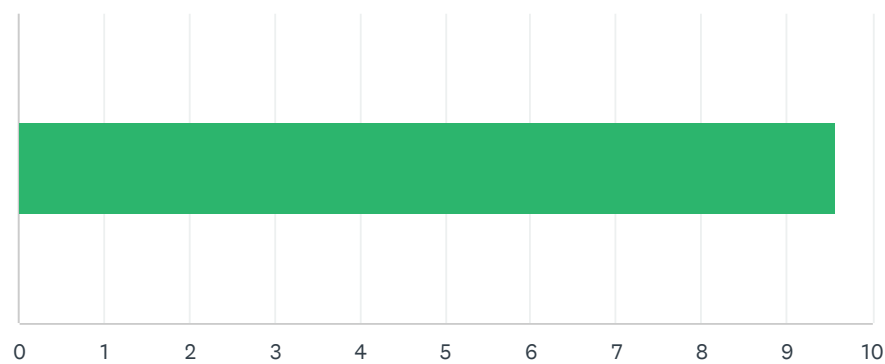


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	117	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	7	

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

Answered: 12 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	115	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	9	
4	10	
5	8	
6	8	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	

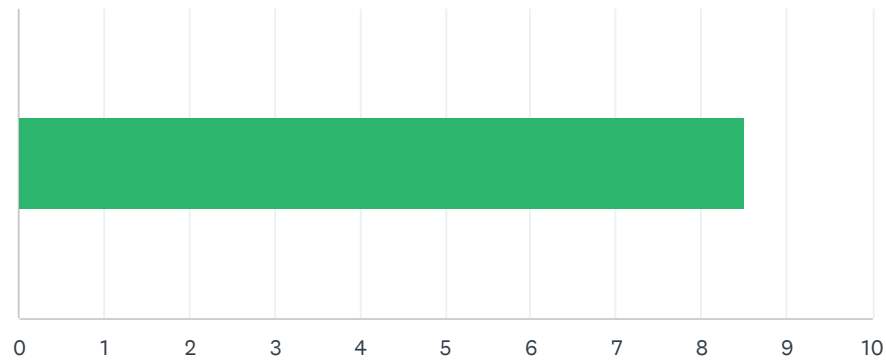
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 3   Skipped: 9

#	RESPONSES	DATE
1	I am truly impressed with the climate at FW. I have been teaching 21 years, and this campus is truly one of the best I have been on. Kudos to the FW Admin team!	
2	Current site administration has preferential treatment towards other teachers. Confidential information is shared which is not professional. Example: They already knew who is going to move next year before the actual teacher that is being moved.	
3	THEY LISTEN THOUGHTFULLY, WITH CONCERN.	

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

Answered: 12    Skipped: 0

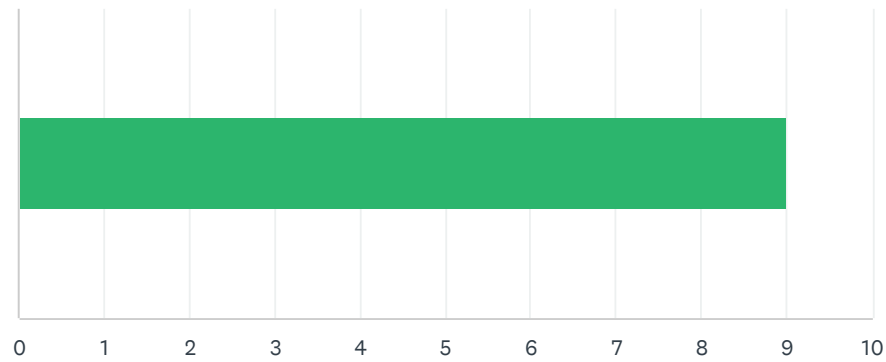


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	102	12
Total Respondents: 12			

#		DATE
1	7	
2	10	
3	10	
4	9	
5	8	
6	8	
7	10	
8	10	
9	10	
10	7	
11	10	
12	3	

Q16 Site meetings are productive and not excessive.

Answered: 12    Skipped: 0

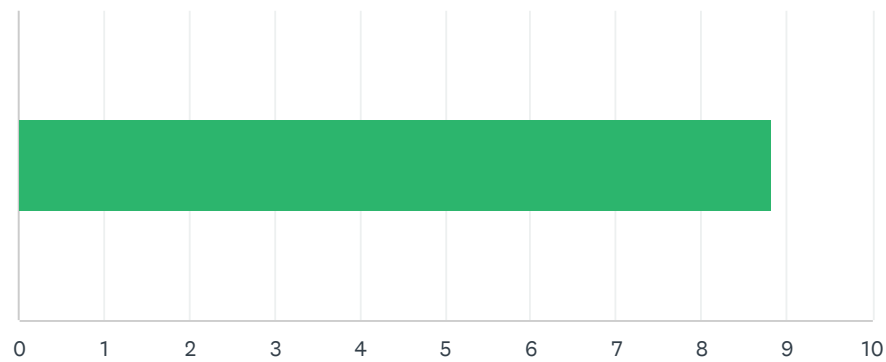


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	108	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	8	
5	9	
6	8	
7	10	
8	10	
9	6	
10	7	
11	10	
12	10	

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

Answered: 11    Skipped: 1

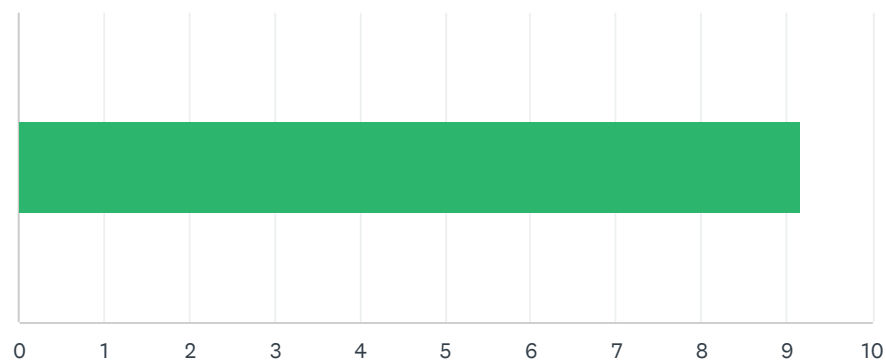


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	97	11
Total Respondents: 11			

#		DATE
1	7	
2	10	
3	10	
4	9	
5	8	
6	10	
7	10	
8	5	
9	10	
10	10	
11	8	

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

Answered: 12    Skipped: 0

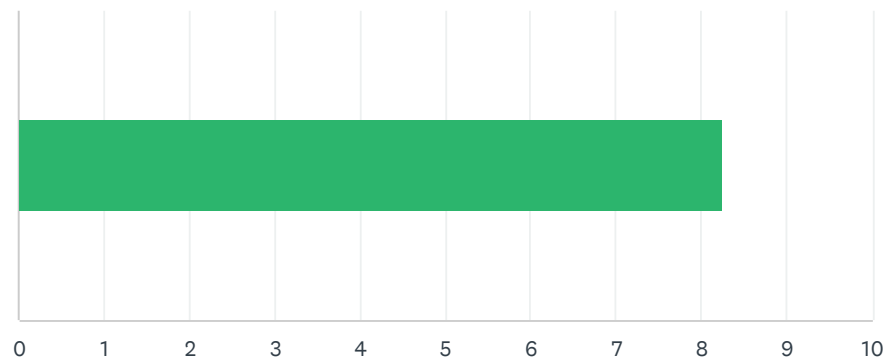


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	110	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	5	
5	9	
6	8	
7	10	
8	10	
9	8	
10	10	
11	10	
12	10	

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

Answered: 12 Skipped: 0



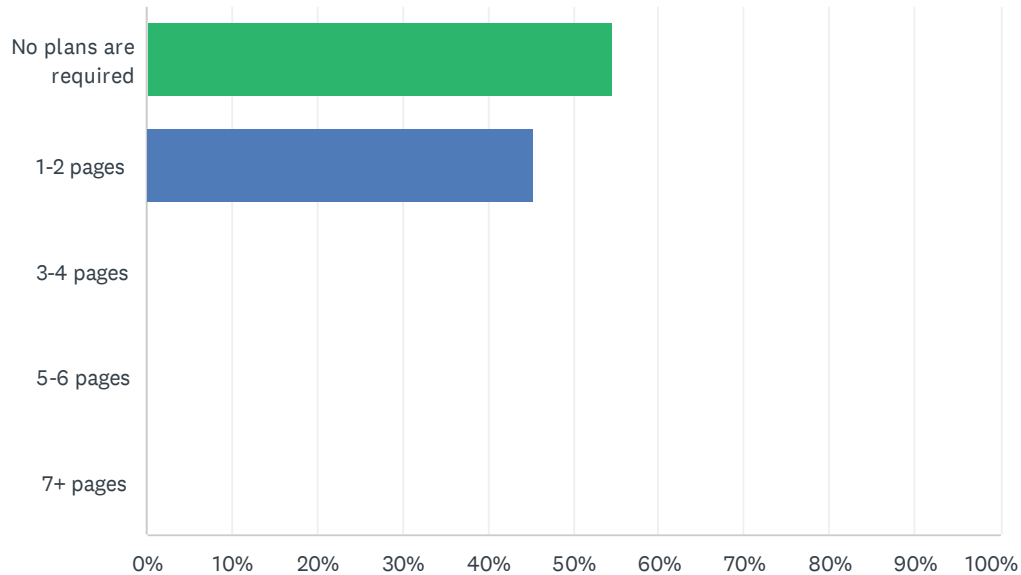
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	99	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	4	
5	10	
6	8	
7	10	
8	10	
9	5	
10	10	
11	10	
12	2	



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

Answered: 11 Skipped: 1

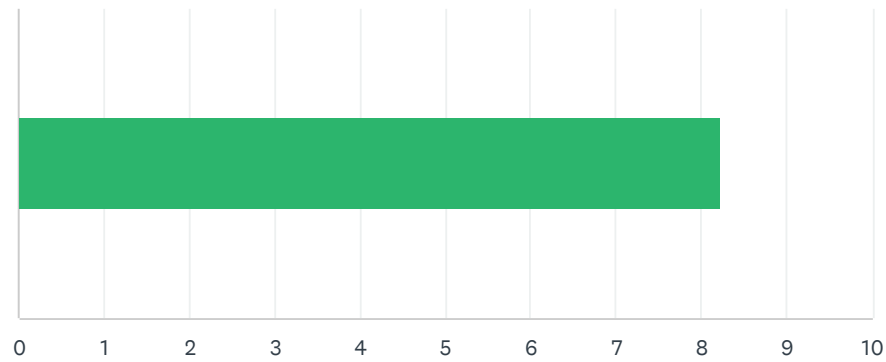


ANSWER CHOICES	RESPONSES	
No plans are required	54.55%	6
1-2 pages	45.45%	5
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		11

#	COMMENT	DATE
1	not sure the requirement. often IEPs and such are scheduled during planning time without asking us first.	
2	Admin trusts teacher to have them, we do not have to submit	

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

Answered: 9    Skipped: 3

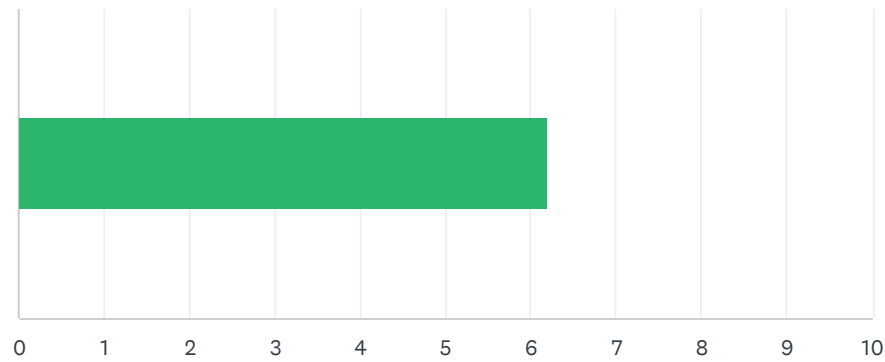


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	74	9
Total Respondents: 9			

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

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

Answered: 10    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	62	10
Total Respondents: 10			

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

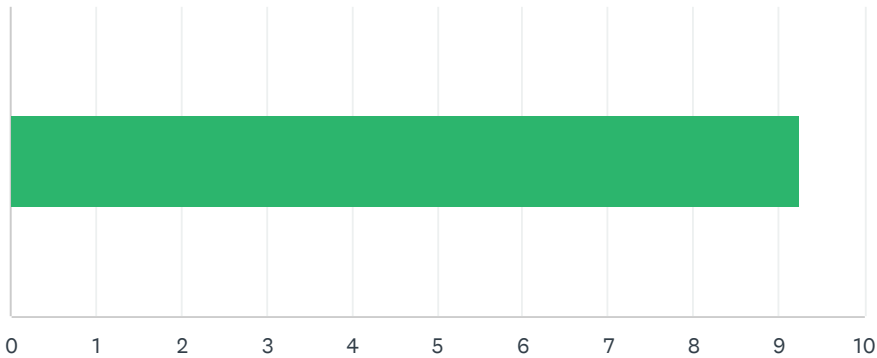
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 1   Skipped: 11

#	RESPONSES	DATE
1	I FEEL EVERYTHING RUNS VERY SMOOTHLY.	

Q24 Staff and students feel safe.

Answered: 12    Skipped: 0

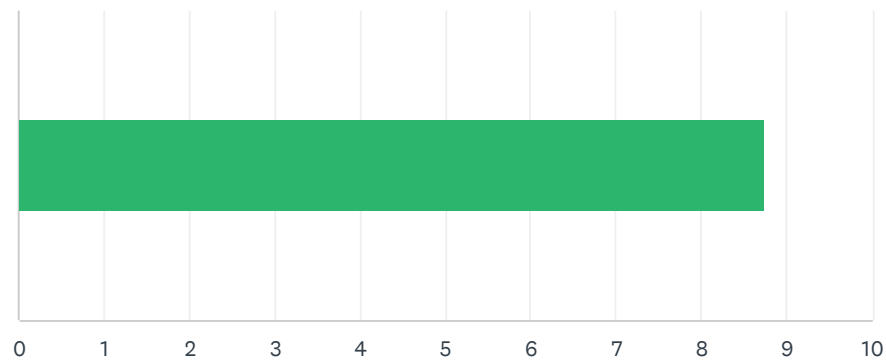


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	111	12
Total Respondents: 12			

#		DATE
1	8	
2	10	
3	10	
4	6	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	7	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 12    Skipped: 0

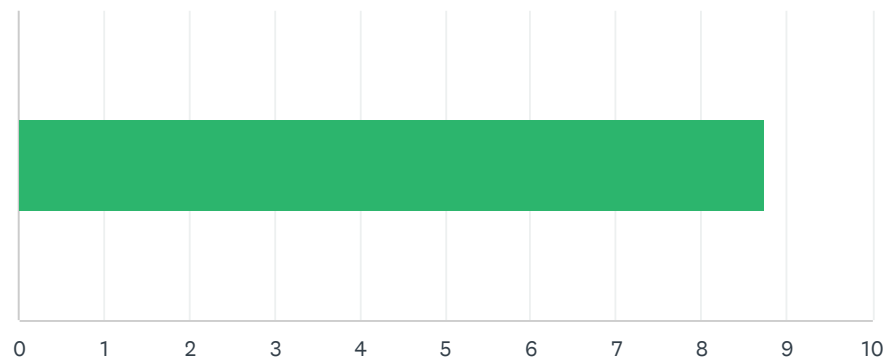


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	105	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	5	
5	10	
6	8	
7	10	
8	10	
9	8	
10	10	
11	10	
12	4	

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

Answered: 12    Skipped: 0

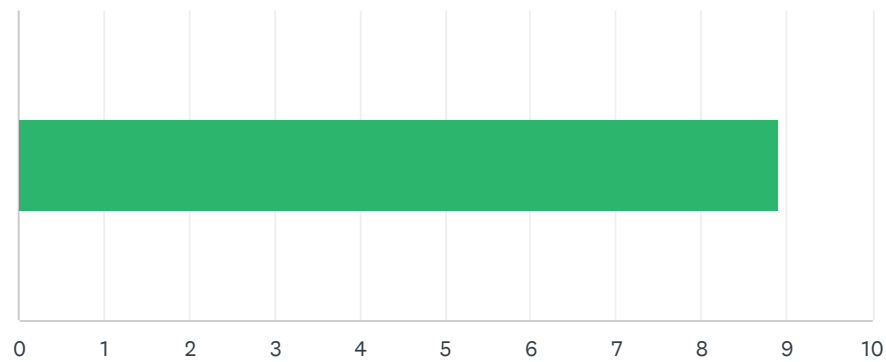


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	105	12
Total Respondents: 12			

#		DATE
1	10	
2	8	
3	9	
4	5	
5	9	
6	7	
7	10	
8	10	
9	7	
10	10	
11	10	
12	10	

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

Answered: 12    Skipped: 0



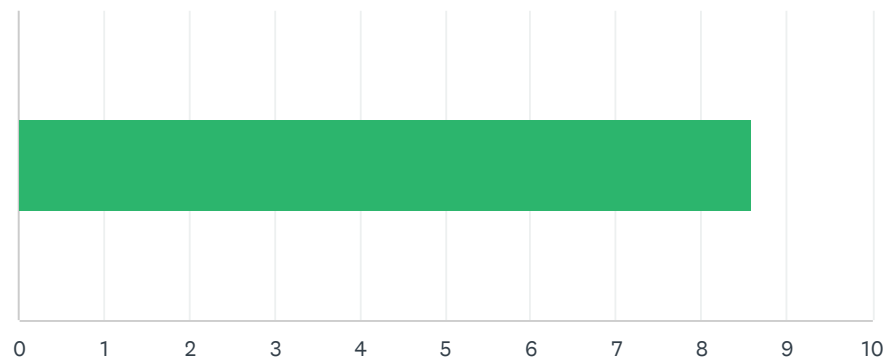
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	107	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	8	
5	10	
6	7	
7	10	
8	10	
9	8	
10	10	
11	10	
12	4	



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

Answered: 12 Skipped: 0

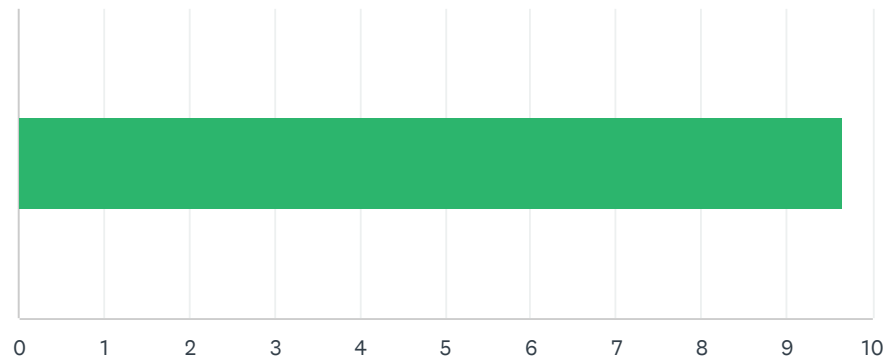


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	103	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	7	
5	10	
6	8	
7	10	
8	10	
9	5	
10	10	
11	10	
12	3	

Q29 My site has a positive atmosphere.

Answered: 12    Skipped: 0

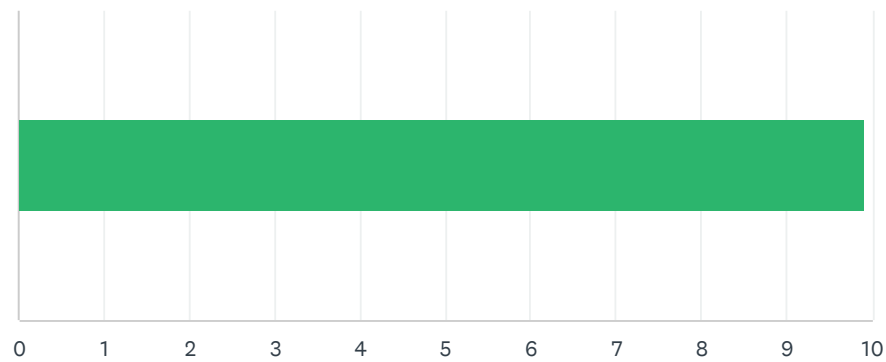


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	116	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	7	

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

Answered: 12    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	119	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	9	

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

Answered: 2   Skipped: 10

#	RESPONSES	DATE
1	not consistent discipline documentation. needs to be more strict on discipline and have stricter boundaries with students.	
2	I HAVE ALWAYS LOVED AND VALUED FRANK WEST AS AN EXCEPTIONAL NEIGHBORHOOD SCHOOL. I FEEL THE ADMINISTRATION STAFF HERE WORK HARD TO KEEP IT THAT WAY!	

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

Answered: 2   Skipped: 10

#	RESPONSES	DATE
1	Our Principal and Vice principal are amazing. They value their teacher and supports them when they request help. Our site is safe and our academic coaches and front office are outstanding.	
2	AS I SAID ABOVE, THE LEADERSHIP HERE AT FRANK WEST ON ALL LEVELS IS STELLAR...ALL TRYING THEIR BEST FOR THE MOST HIGHEST OF SHINIEST INTENTIONS FOR THE STUDENTS!!!!	

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.)

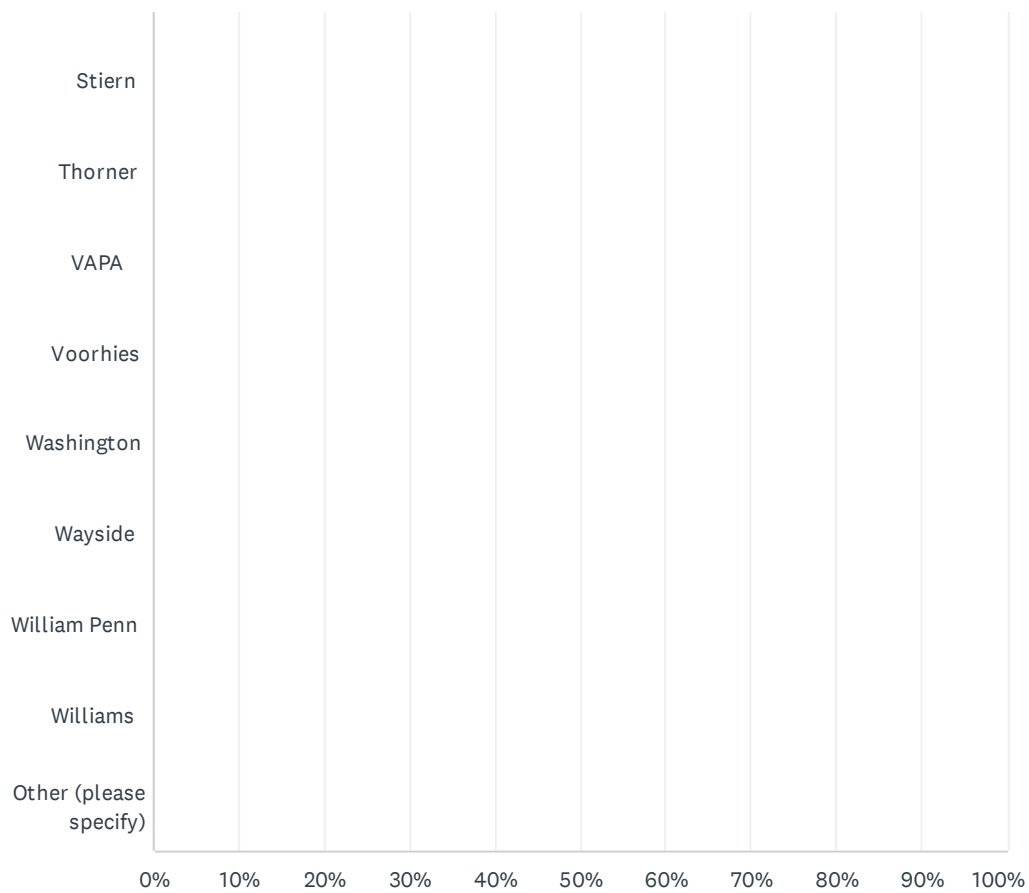
Answered: 11    Skipped: 0



# 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	0.00%	0
Evergreen	0.00%	0
Fletcher	0.00%	0
Frank West	0.00%	0
Franklin	100.00%	11
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

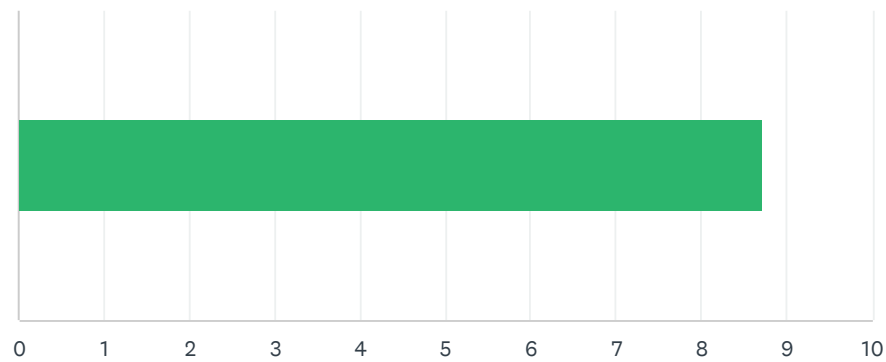
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 11		

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

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

Answered: 11    Skipped: 0

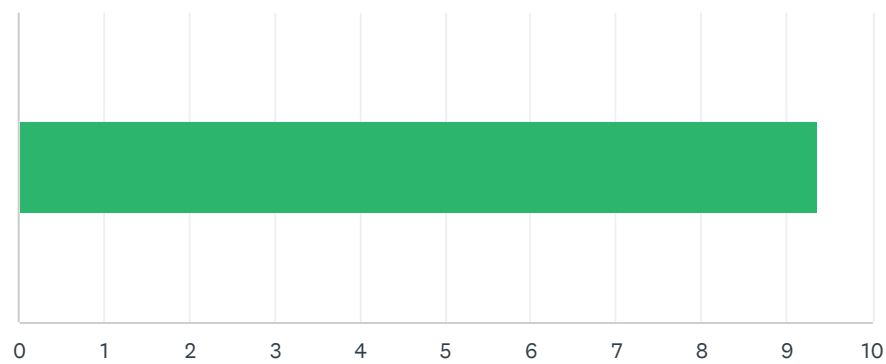


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	96	11
Total Respondents: 11			

#		DATE
1	7	
2	10	
3	8	
4	10	
5	9	
6	8	
7	10	
8	10	
9	8	
10	6	
11	10	

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

Answered: 11    Skipped: 0

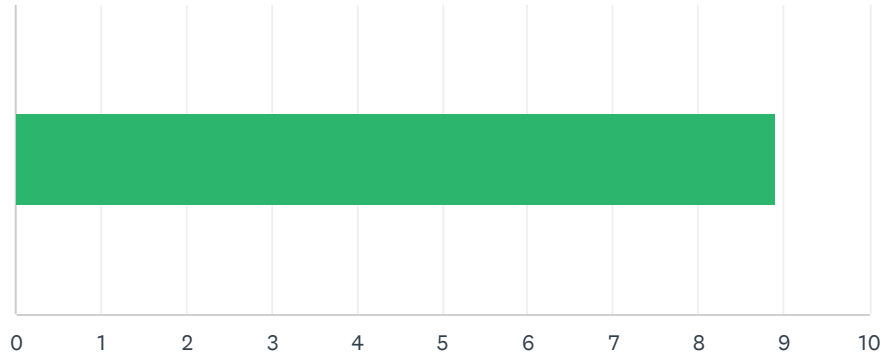


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	103	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	9	
4	10	
5	9	
6	10	
7	10	
8	10	
9	10	
10	6	
11	10	

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

Answered: 11 Skipped: 0

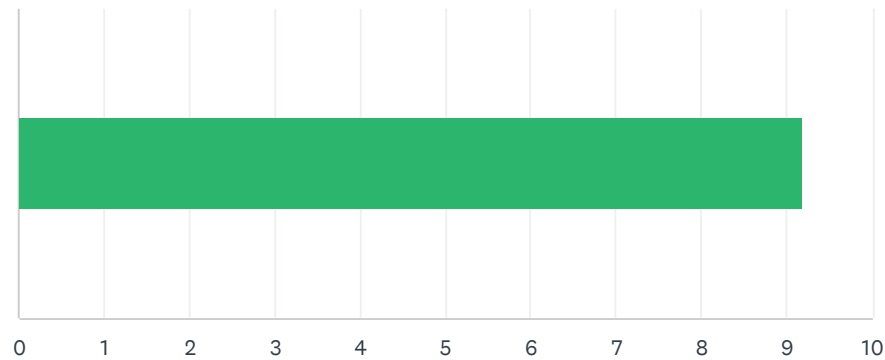


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	98	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	9	
4	10	
5	9	
6	10	
7	10	
8	10	
9	10	
10	1	
11	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 11    Skipped: 0

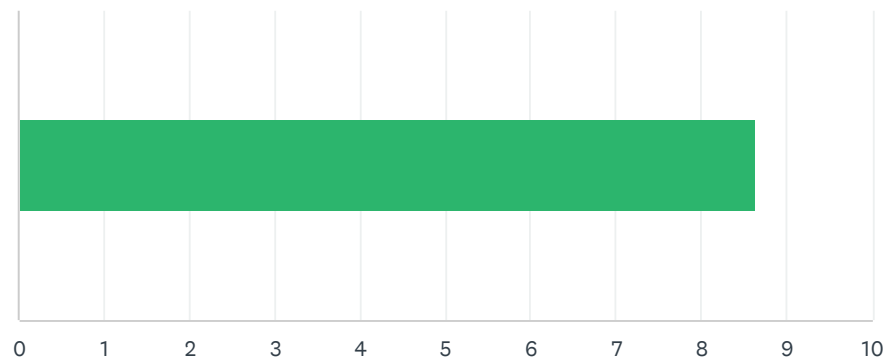


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	101	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	9	
4	10	
5	9	
6	10	
7	10	
8	10	
9	10	
10	4	
11	10	

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

Answered: 11    Skipped: 0

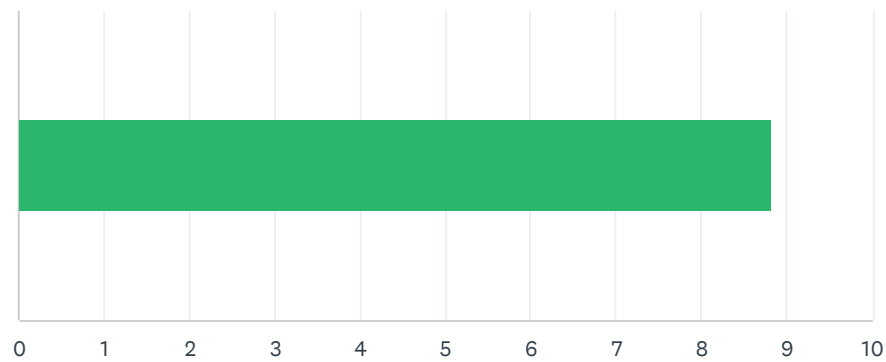


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	95	11
Total Respondents: 11			

#		DATE
1	6	
2	10	
3	8	
4	10	
5	6	
6	10	
7	10	
8	10	
9	9	
10	6	
11	10	

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

Answered: 11    Skipped: 0



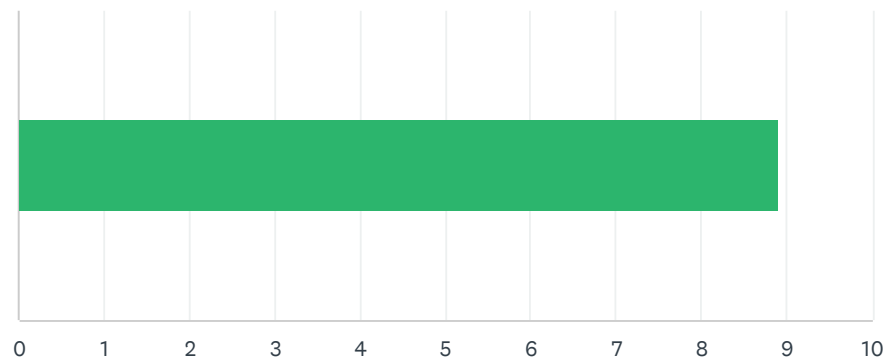
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	97	11
Total Respondents: 11			

#		DATE
1	8	
2	10	
3	8	
4	10	
5	9	
6	10	
7	10	
8	10	
9	10	
10	2	
11	10	



Q8 Administration supports staff against attacks and criticism from parents.

Answered: 11    Skipped: 0

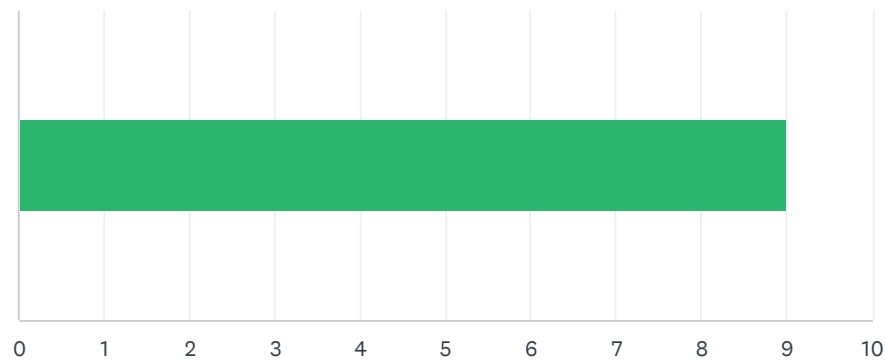


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	98	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	8	
4	10	
5	8	
6	10	
7	10	
8	10	
9	8	
10	5	
11	10	

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

Answered: 11    Skipped: 0

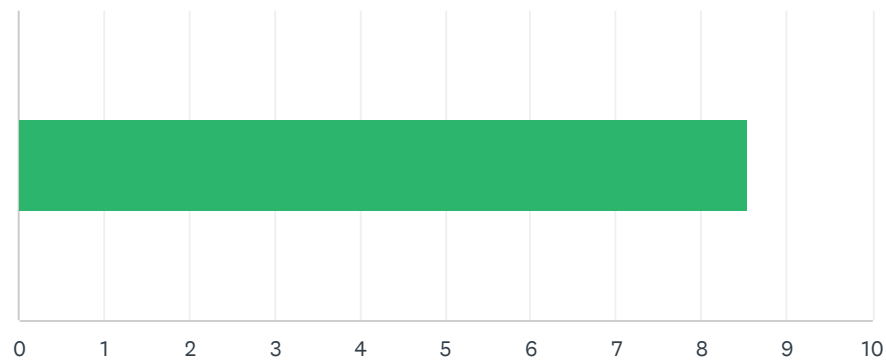


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	99	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	9	
4	10	
5	5	
6	10	
7	9	
8	10	
9	8	
10	9	
11	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 11    Skipped: 0

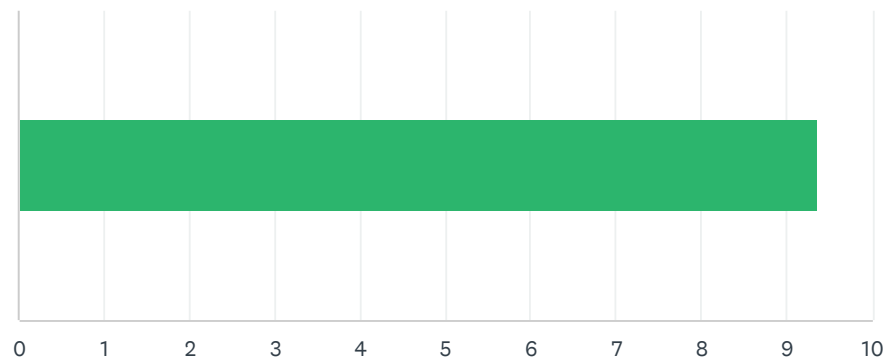


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	94	11
Total Respondents: 11			

#		DATE
1	8	
2	10	
3	8	
4	8	
5	5	
6	10	
7	10	
8	10	
9	10	
10	5	
11	10	

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

Answered: 11    Skipped: 0

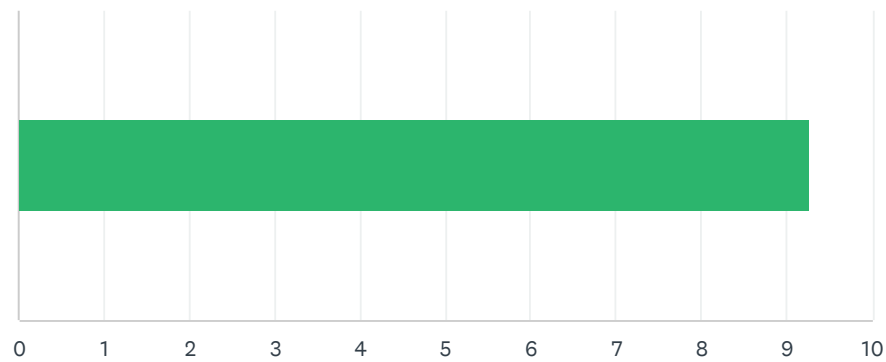


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	103	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	8	
4	10	
5	9	
6	10	
7	10	
8	10	
9	10	
10	7	
11	10	

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

Answered: 11    Skipped: 0

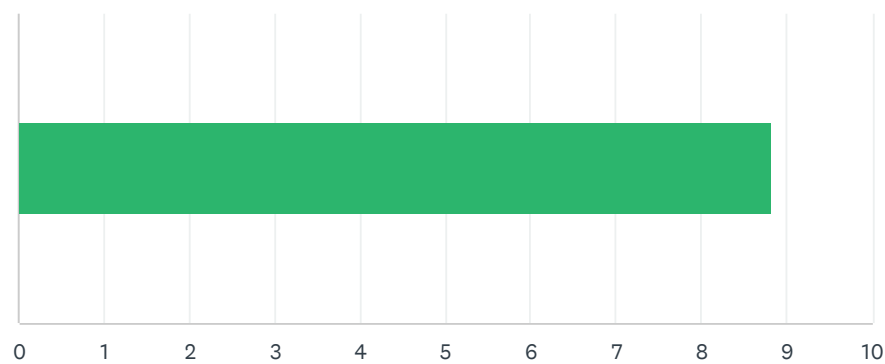


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	102	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	9	
4	10	
5	9	
6	10	
7	10	
8	10	
9	10	
10	5	
11	10	

Q13 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	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	97	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	9	
4	10	
5	9	
6	10	
7	10	
8	10	
9	8	
10	2	
11	10	

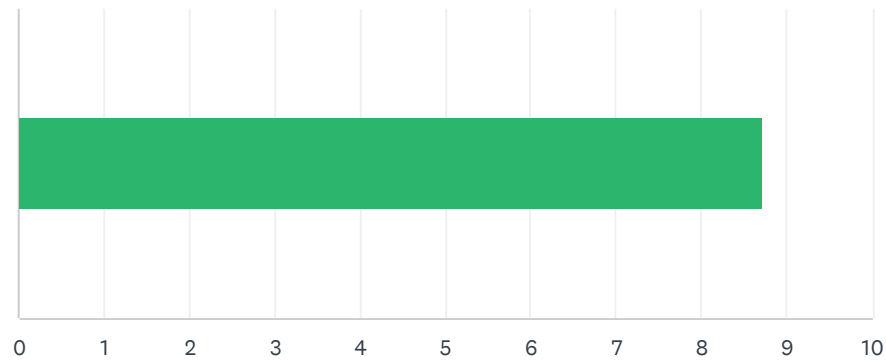
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 5   Skipped: 6

#	RESPONSES	DATE
1	Very experienced, knowledgeable, and fair	
2	I love our Principal. She is professional, kind, fair, and communicative. I couldn't ask for a better site Administrator.	
3	We don't get snow days, but I feel extreme heat and bad air quality should be acknowledged more regularly.	
4	Major favoritism. Certain staff members always (or never) get the grade level they want (or not want). They get help with behavior problems while others never do. Certain staff members get the best students, while other staff members always get the problem students, with no help.	
5	Love our school! We have the best Principal and Admin staff!	

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

Answered: 11    Skipped: 0



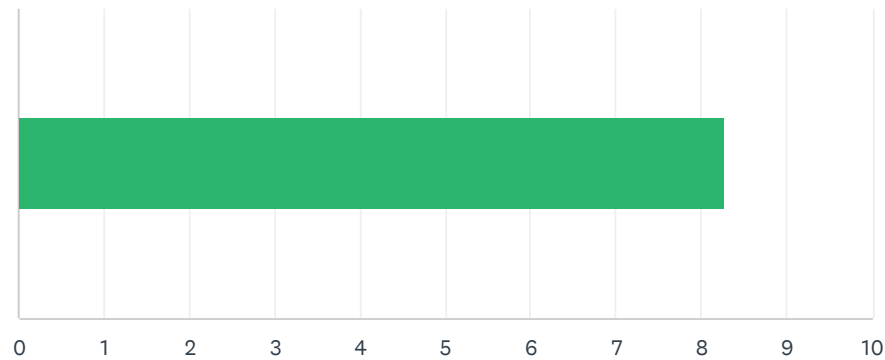
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	96	11
Total Respondents: 11			

#		DATE
1	5	
2	10	
3	7	
4	10	
5	9	
6	10	
7	8	
8	10	
9	8	
10	9	
11	10	



Q16 Site meetings are productive and not excessive.

Answered: 11    Skipped: 0

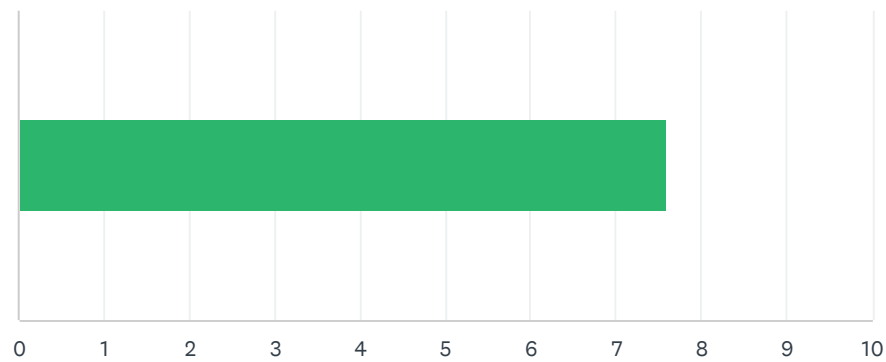


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	91	11
Total Respondents: 11			

#		DATE
1	7	
2	10	
3	8	
4	10	
5	8	
6	8	
7	8	
8	10	
9	7	
10	5	
11	10	

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

Answered: 10    Skipped: 1

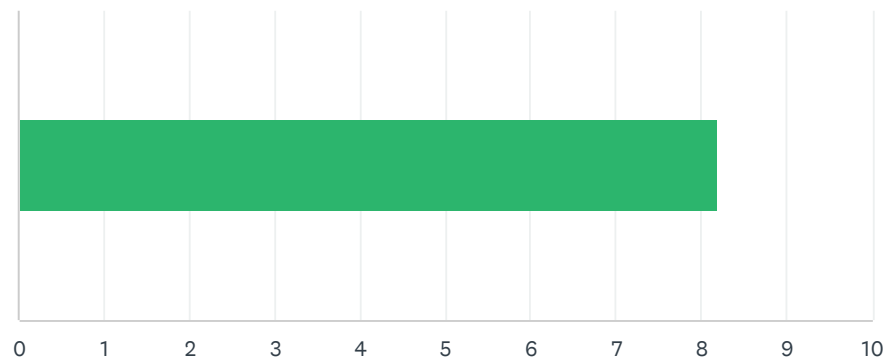


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	76	10
Total Respondents: 10			

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

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

Answered: 11    Skipped: 0

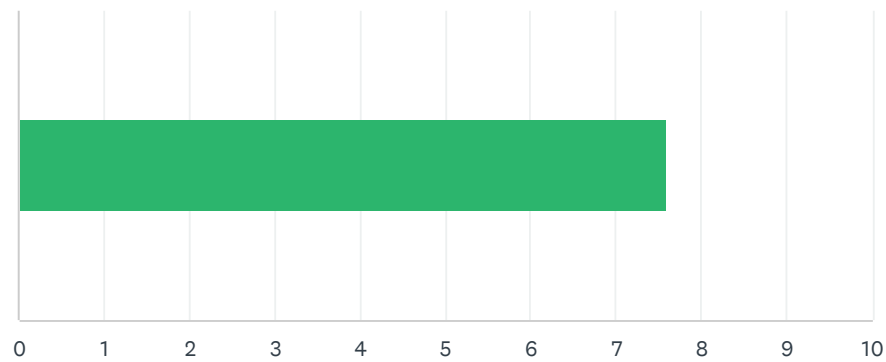


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	90	11
Total Respondents: 11			

#		DATE
1	8	
2	10	
3	9	
4	10	
5	1	
6	10	
7	10	
8	10	
9	10	
10	2	
11	10	

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

Answered: 10    Skipped: 1

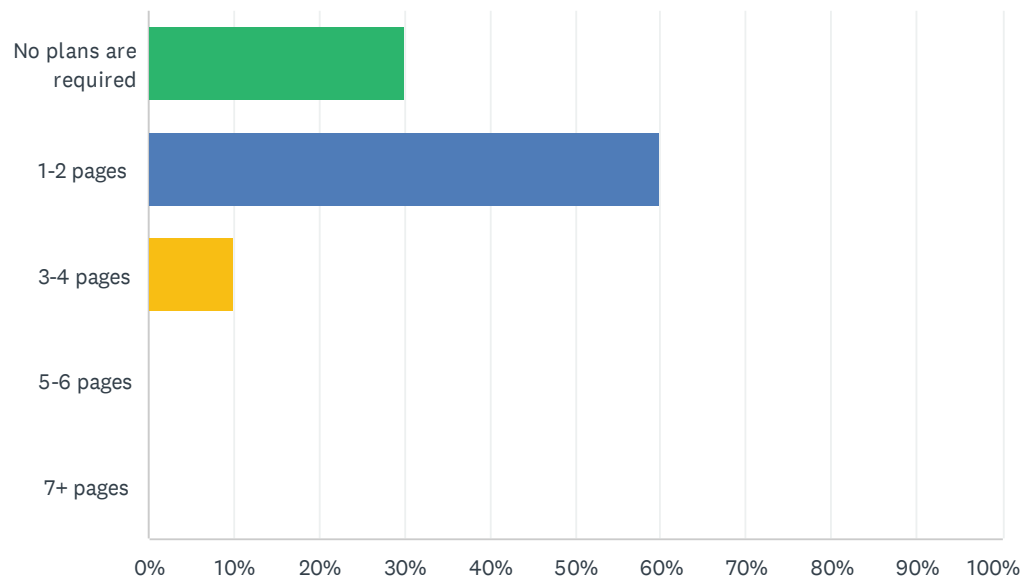


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	76	10
Total Respondents: 10			

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

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

Answered: 10    Skipped: 1

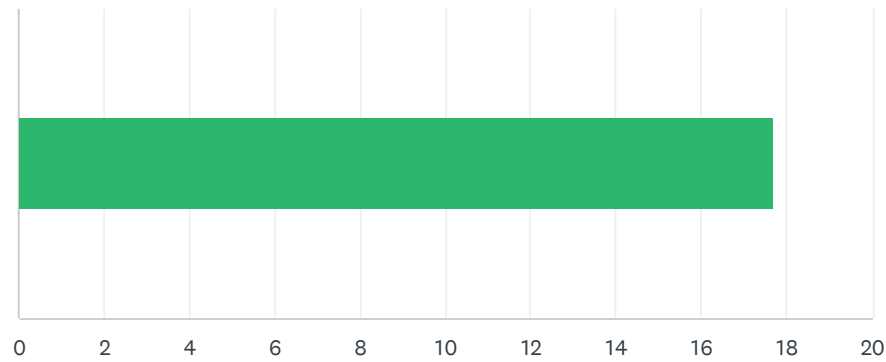


ANSWER CHOICES	RESPONSES	
No plans are required	30.00%	3
1-2 pages	60.00%	6
3-4 pages	10.00%	1
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		10

#	COMMENT	DATE
	There are no responses.	

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

Answered: 7    Skipped: 4

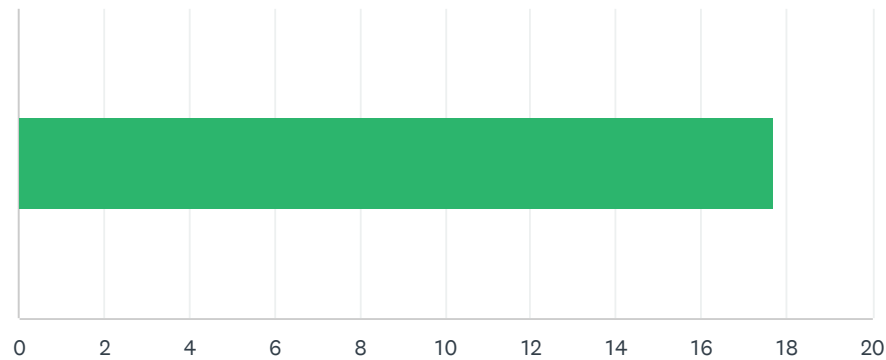


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	18	124	7
Total Respondents: 7			

#		DATE
1	10	
2	1	
3	10	
4	1	
5	1	
6	1	
7	100	

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

Answered: 7    Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	18	124	7
Total Respondents: 7			

#		DATE
1	10	
2	1	
3	10	
4	1	
5	1	
6	1	
7	100	

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

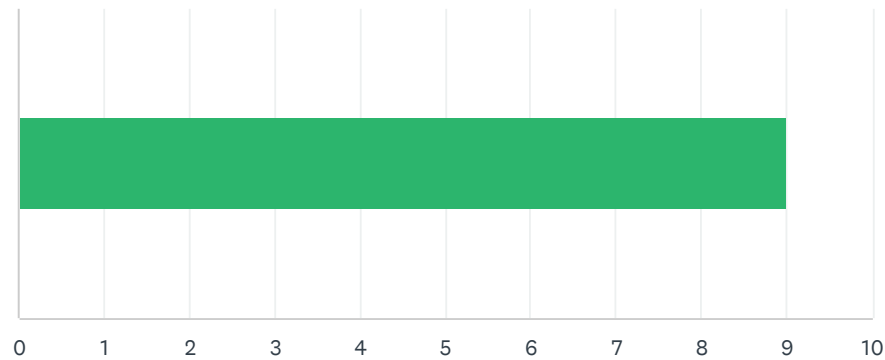
Answered: 2   Skipped: 9

#	RESPONSES	DATE
1	We don't have staff meetings, but we have weekly PLC meetings, where we have busy work to do. We don't have recess duty or bus duty. That's the duty of CPALs and campus supervisors.	
2	Our duties seem and feel fair.	



Q24 Staff and students feel safe.

Answered: 11    Skipped: 0

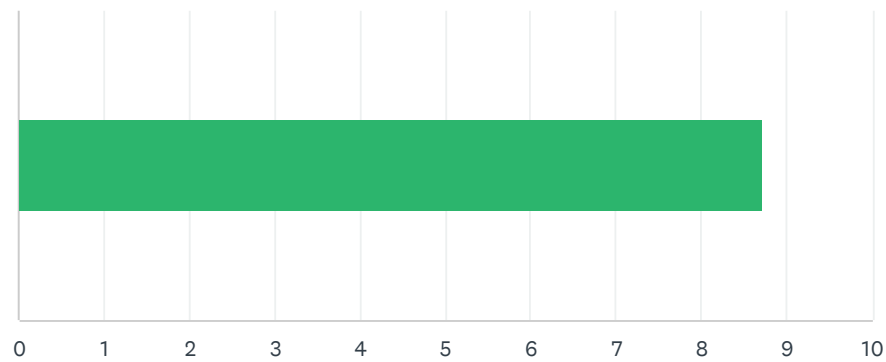


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	99	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	9	
4	10	
5	9	
6	10	
7	9	
8	10	
9	8	
10	5	
11	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 11    Skipped: 0

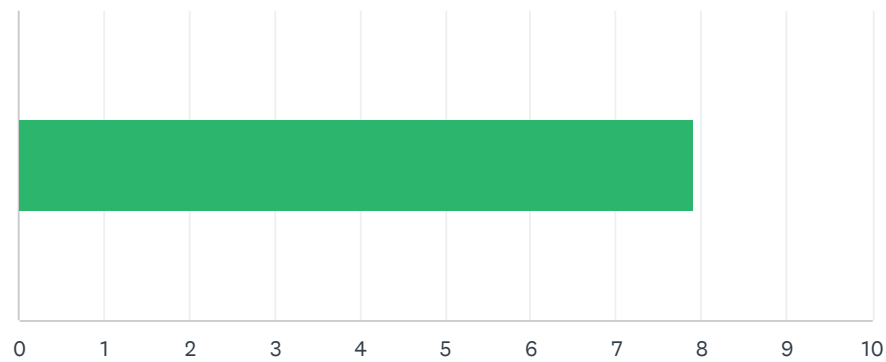


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	96	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	9	
4	8	
5	9	
6	8	
7	9	
8	10	
9	8	
10	6	
11	10	

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

Answered: 11    Skipped: 0

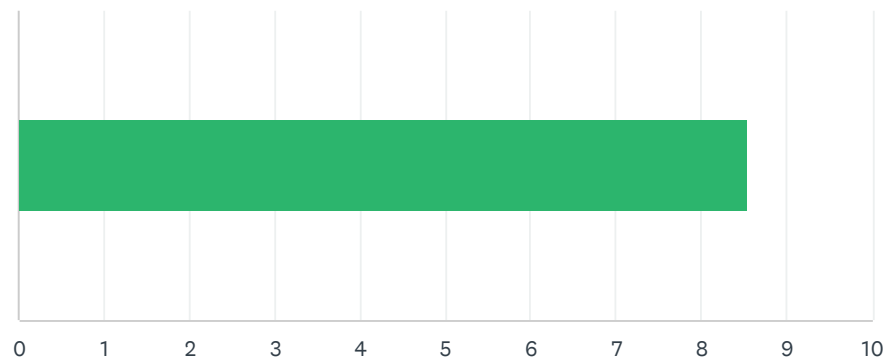


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	87	11
Total Respondents: 11			

#		DATE
1	8	
2	10	
3	7	
4	6	
5	9	
6	8	
7	8	
8	7	
9	8	
10	6	
11	10	

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

Answered: 11    Skipped: 0

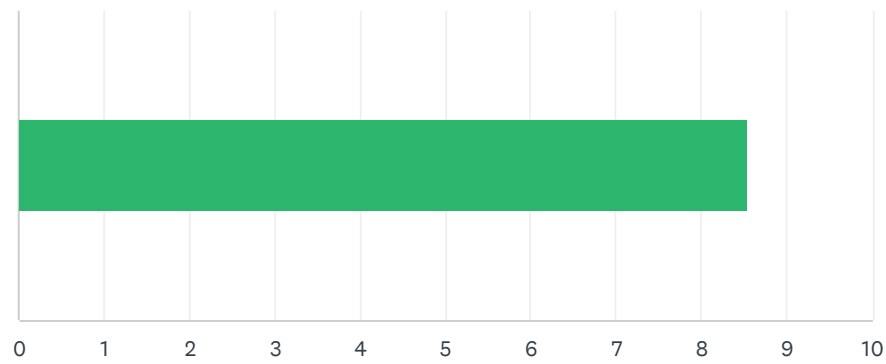


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	94	11
Total Respondents: 11			

#		DATE
1	8	
2	10	
3	8	
4	8	
5	9	
6	8	
7	9	
8	10	
9	8	
10	6	
11	10	

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

Answered: 11    Skipped: 0

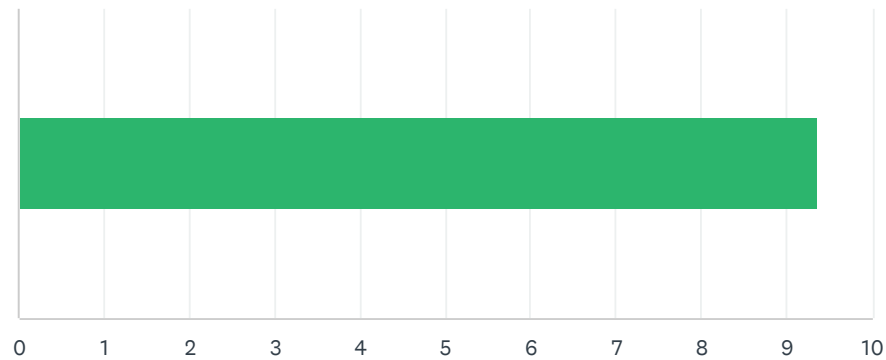


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	94	11
Total Respondents: 11			

#		DATE
1	8	
2	10	
3	9	
4	8	
5	9	
6	9	
7	9	
8	10	
9	7	
10	5	
11	10	

Q29 My site has a positive atmosphere.

Answered: 11    Skipped: 0

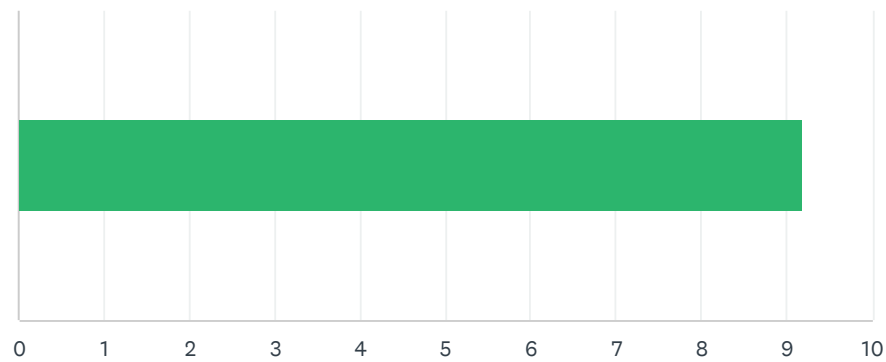


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	103	11
Total Respondents: 11			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	9	
6	10	
7	9	
8	10	
9	10	
10	6	
11	10	

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

Answered: 11    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	101	11
Total Respondents: 11			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	9	
6	10	
7	9	
8	10	
9	10	
10	5	
11	10	

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

Answered: 1   Skipped: 10

#	RESPONSES	DATE
1	We can't write ODRs on students who aren't in our class. There are students in AESP who we witness doing things, but we can't do a referral.	



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

Answered: 2   Skipped: 9

#	RESPONSES	DATE
1	Behaviors are horrible in upper grades. They are talked to, and return with a bag of chips or a cookie.	
2	Our administration is positive, helpful and I feel comfortable speaking with them. Our Principal is so caring and very considerate to teachers and staff.	

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.)

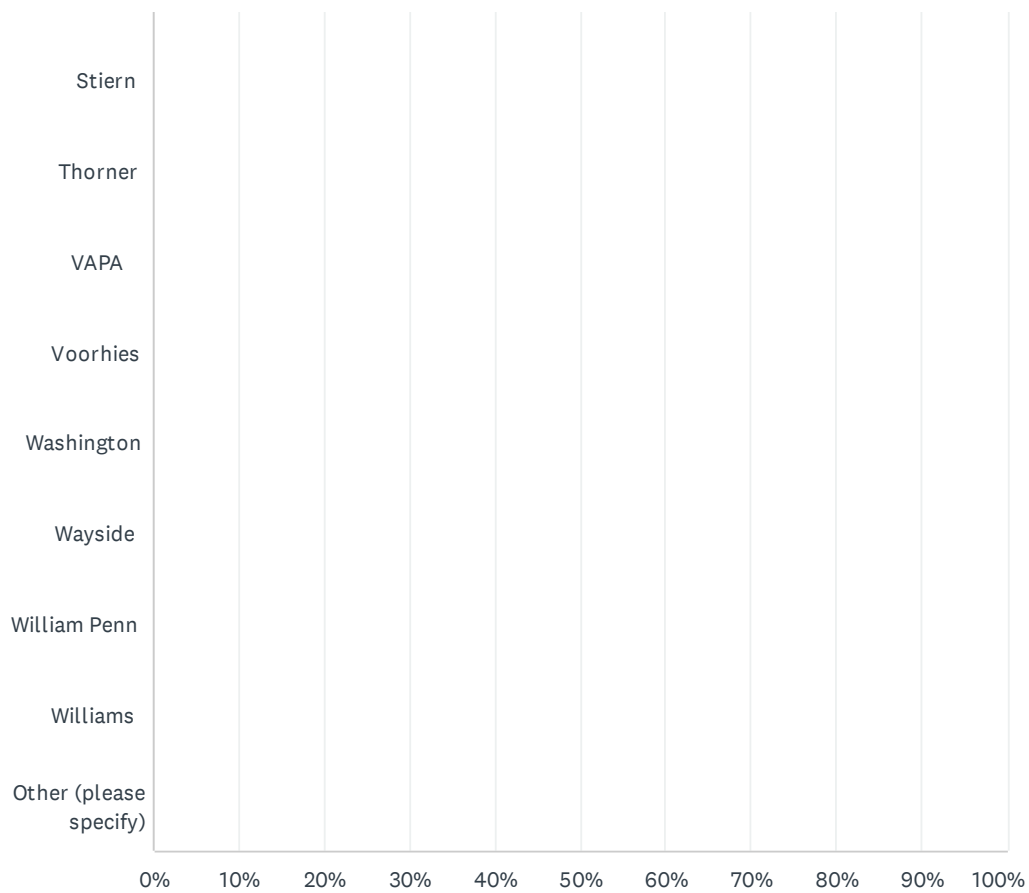
Answered: 6    Skipped: 0



## 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	0.00%	0
Evergreen	0.00%	0
Fletcher	0.00%	0
Frank West	0.00%	0
Franklin	0.00%	0
Fremont	100.00%	6
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

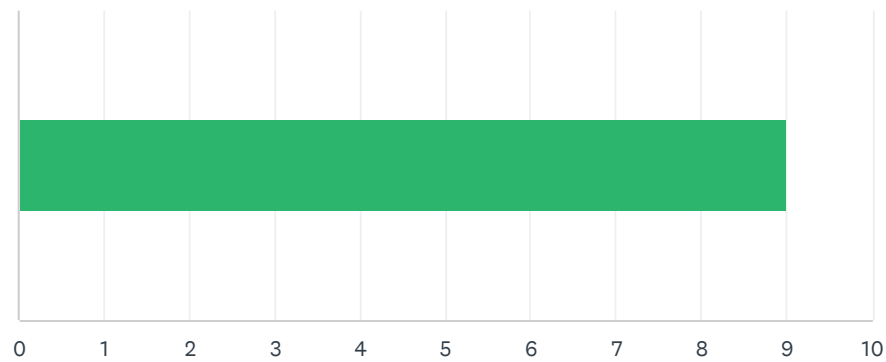
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 6		

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

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

Answered: 6    Skipped: 0

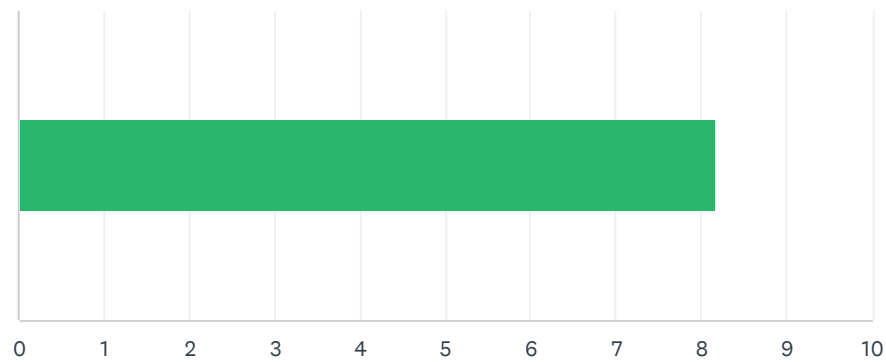


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	54	6
Total Respondents: 6			

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

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

Answered: 6    Skipped: 0



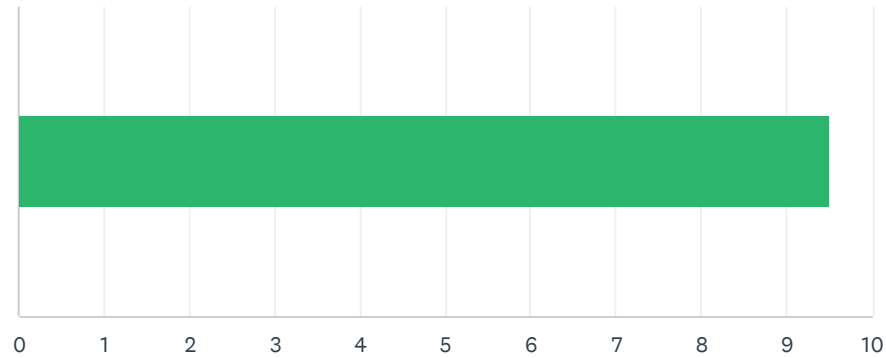
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	49	6
Total Respondents: 6			

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



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

Answered: 6    Skipped: 0

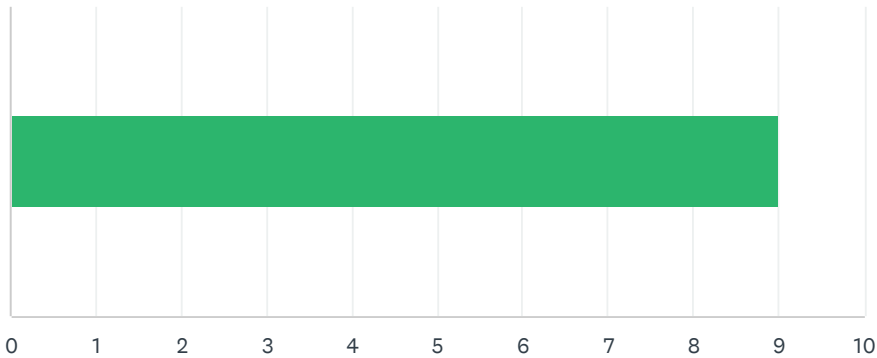


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	57	6
Total Respondents: 6			

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

Q5 Site administration follows the contract and respects personal rights.

Answered: 6    Skipped: 0

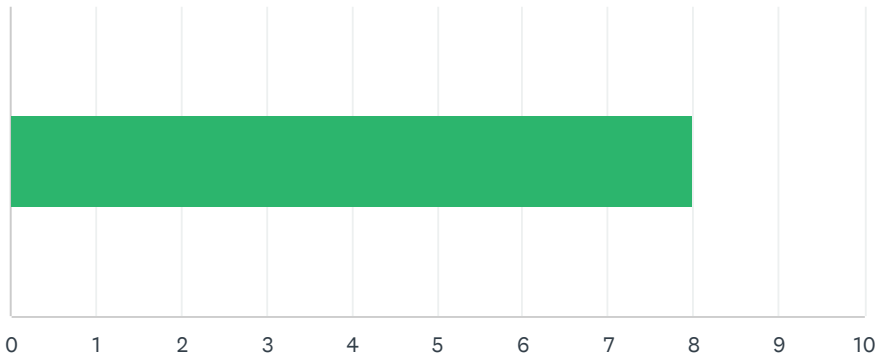


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	54	6
Total Respondents: 6			

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

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

Answered: 6    Skipped: 0

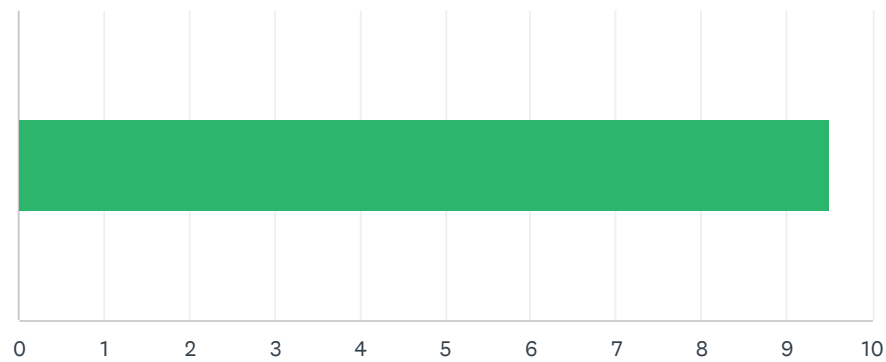


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	48	6
Total Respondents: 6			

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

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

Answered: 6    Skipped: 0

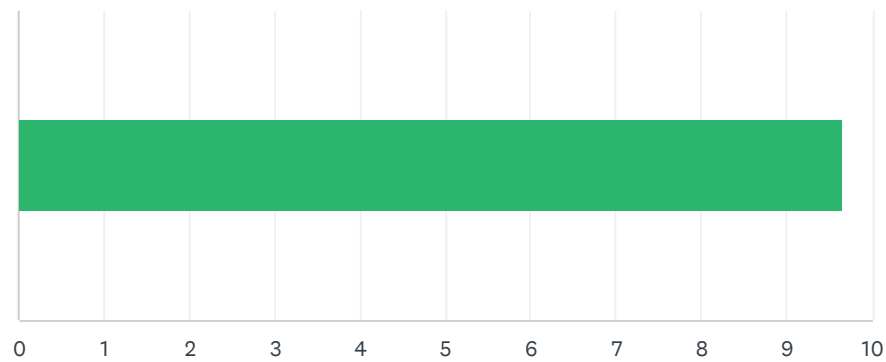


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	57	6
Total Respondents: 6			

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

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 6    Skipped: 0

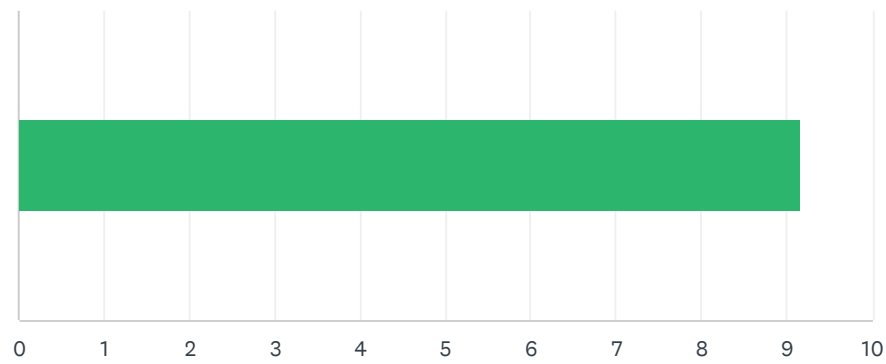


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	58	6
Total Respondents: 6			

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

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

Answered: 6 Skipped: 0

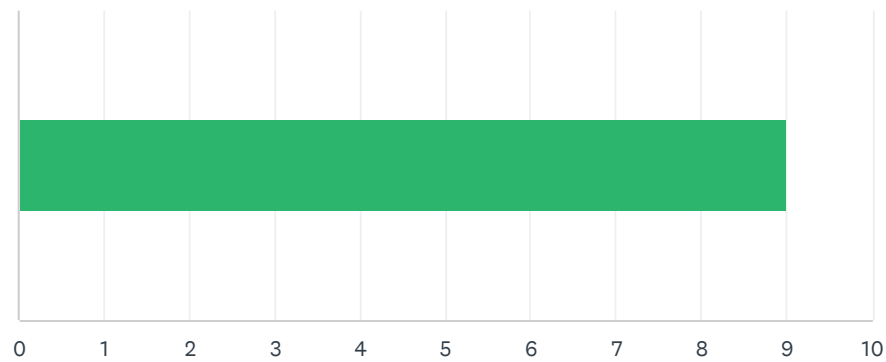


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	55	6
Total Respondents: 6			

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

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 6 Skipped: 0

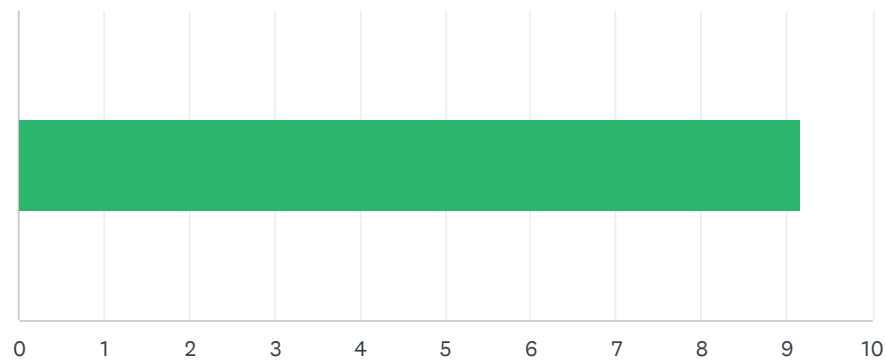


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	54	6
Total Respondents: 6			

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

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

Answered: 6 Skipped: 0



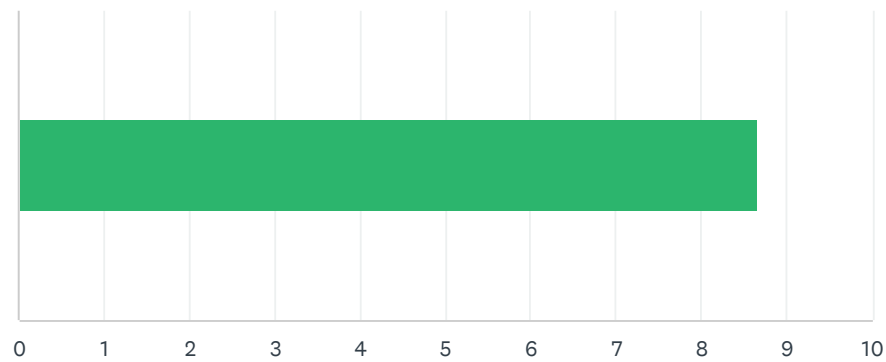
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	55	6
Total Respondents: 6			

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



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

Answered: 6 Skipped: 0

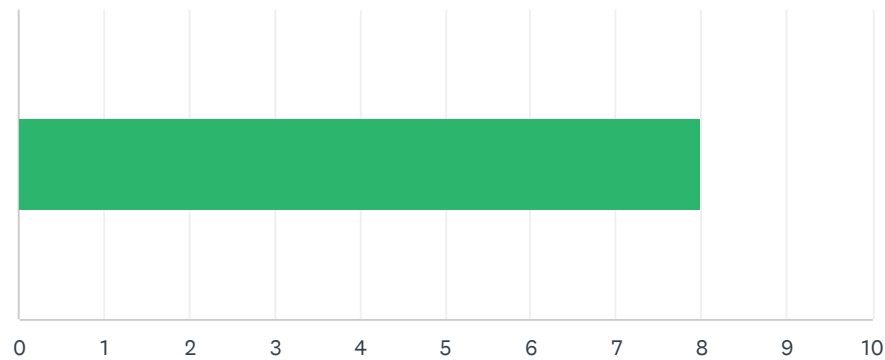


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	52	6
Total Respondents: 6			

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

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

Answered: 6 Skipped: 0



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

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

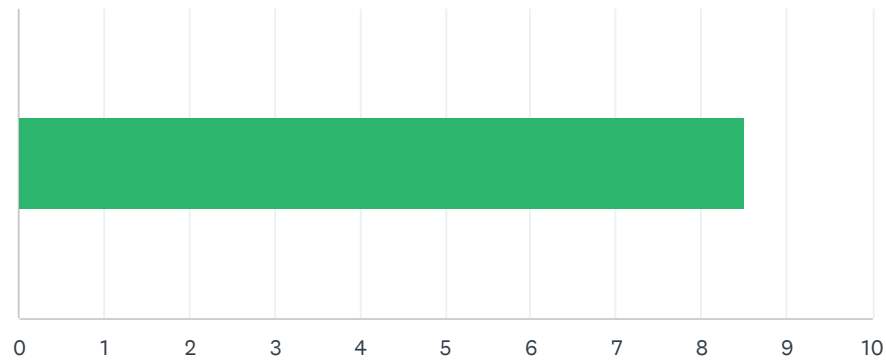
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 2   Skipped: 4

#	RESPONSES	DATE
1	We have had more than 10 inclement weather schedules this school year, only a handful being actual inclement weather.	
2	-TK & Kinder grade levels do not have morning recess, during breakfast time. Everyday those students are expected to sit in the cafeteria for 30+ minutes until the bell rings for instructional time to begin- is that how it is for all school sites? My thought/concern is as follows: morning play time, such as recess, will be more beneficial for that age range of a child specifically, as that is how they learn, through play.	

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

Answered: 6    Skipped: 0

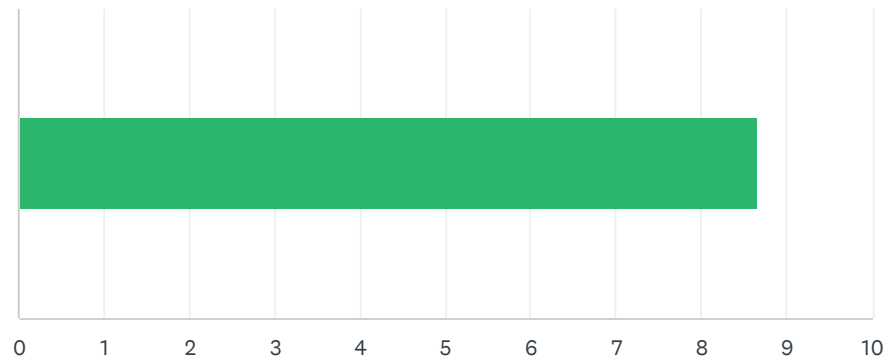


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	51	6
Total Respondents: 6			

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

Q16 Site meetings are productive and not excessive.

Answered: 6    Skipped: 0

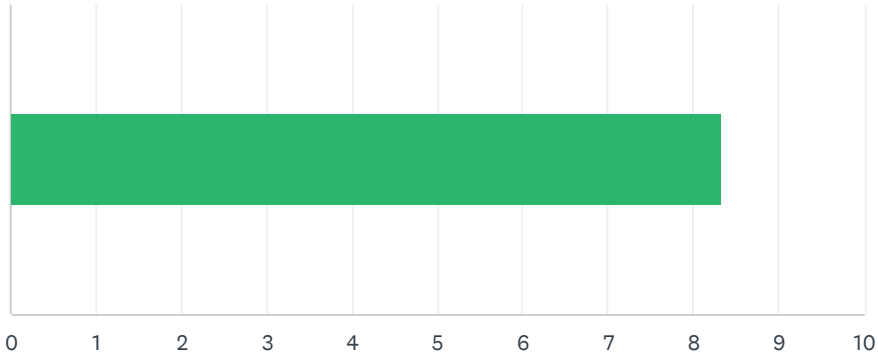


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	52	6
Total Respondents: 6			

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

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

Answered: 6 Skipped: 0

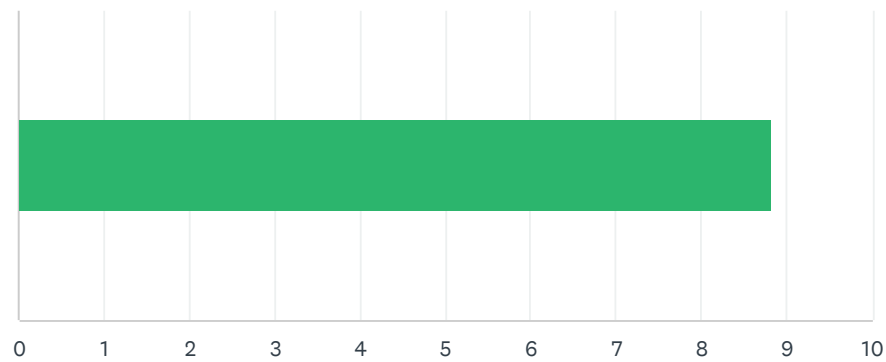


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	50	6
Total Respondents: 6			

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

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

Answered: 6    Skipped: 0

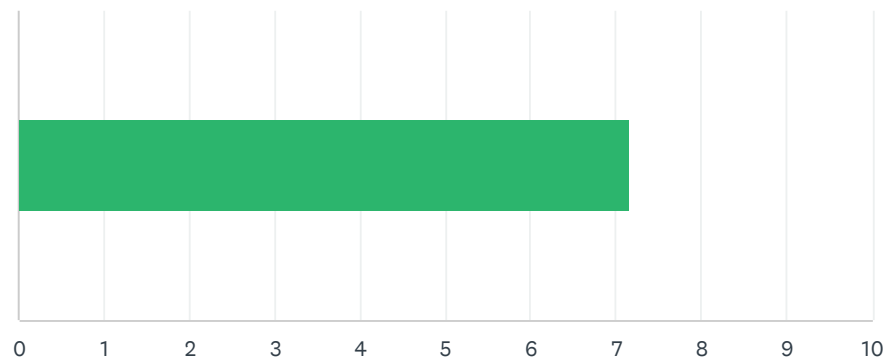


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	53	6
Total Respondents: 6			

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

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

Answered: 6 Skipped: 0



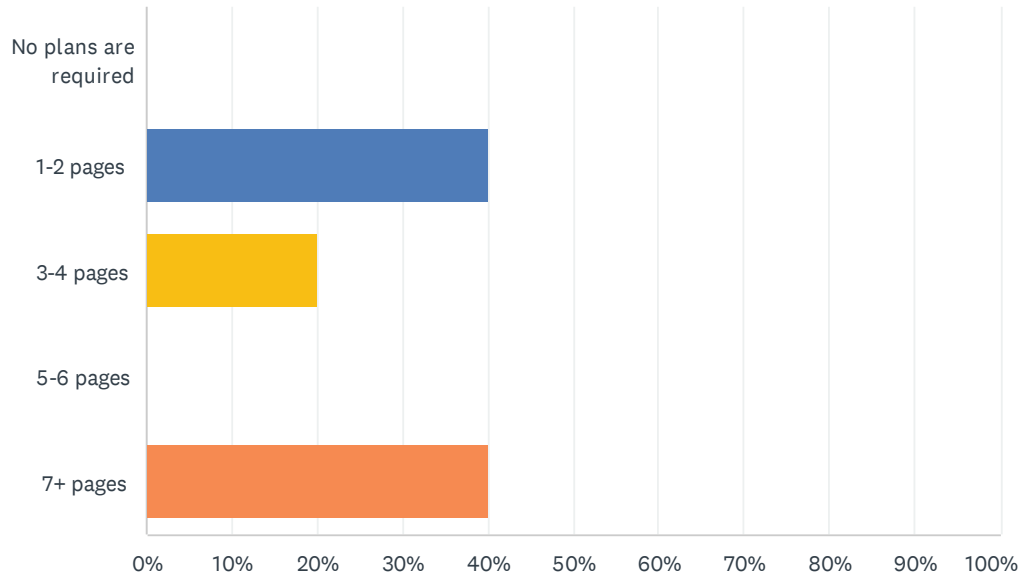
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	43	6
Total Respondents: 6			

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



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

Answered: 5   Skipped: 1

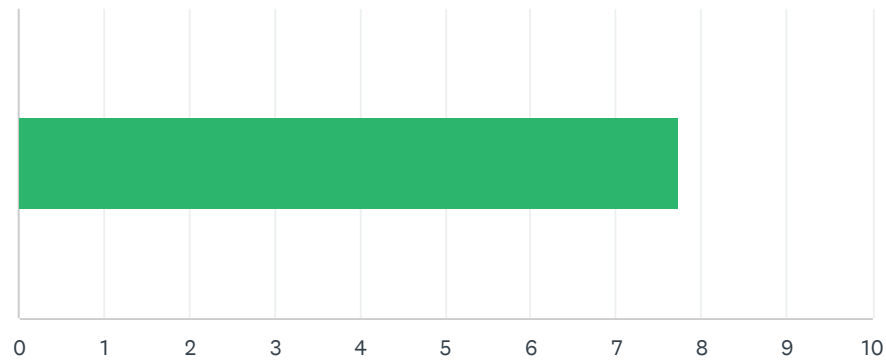


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	40.00%	2
3-4 pages	20.00%	1
5-6 pages	0.00%	0
7+ pages	40.00%	2
TOTAL		5

#	COMMENT	DATE
1	all scores are usually inputted off the clock- every second of our day is used, no time for extra unless we stay Wednesdays.	
2	Lesson plans are very extensive, 25 pages or more. Taking work home, almost everyday, to keep up with weekly deadline for admin.	

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

Answered: 4    Skipped: 2

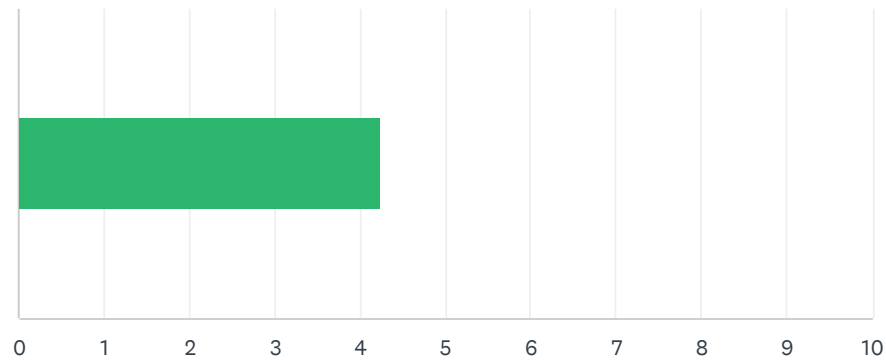


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	31	4
Total Respondents: 4			

#		DATE
1	1	
2	10	
3	10	
4	10	

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

Answered: 4    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	17	4
Total Respondents: 4			

#		DATE
1	1	
2	5	
3	10	
4	1	

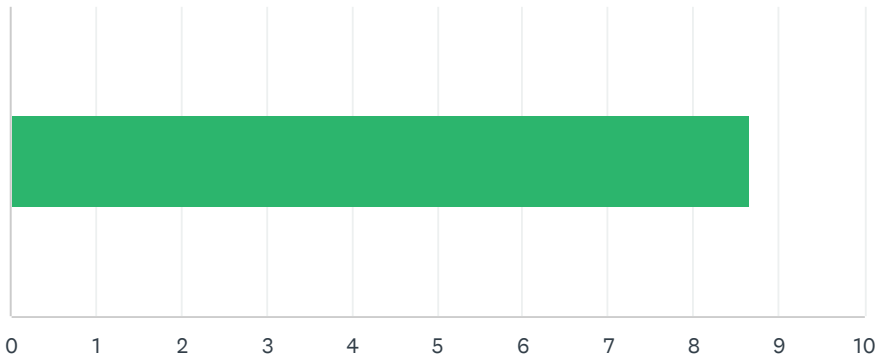
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 2   Skipped: 4

#	RESPONSES	DATE
1	many teachers are expected to PLC during prep in order to "finish" even though teams meet every Wednesday.	
2	CPALS breaks are often not taken because safety drill practices are during their break times and they are not given more time in replace of what was taken.	

Q24 Staff and students feel safe.

Answered: 6    Skipped: 0

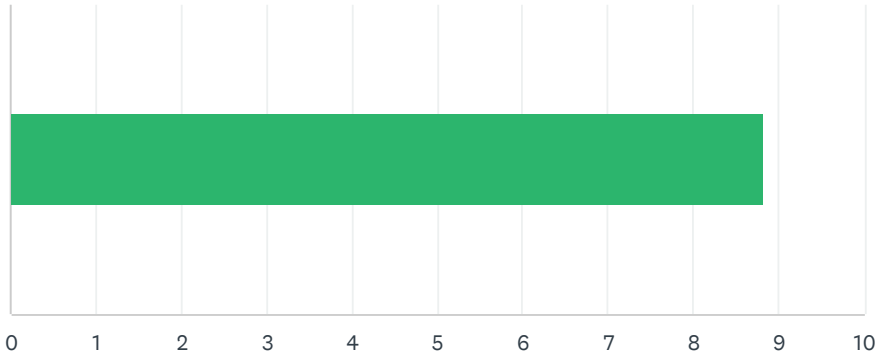


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	52	6
Total Respondents: 6			

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

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 6 Skipped: 0

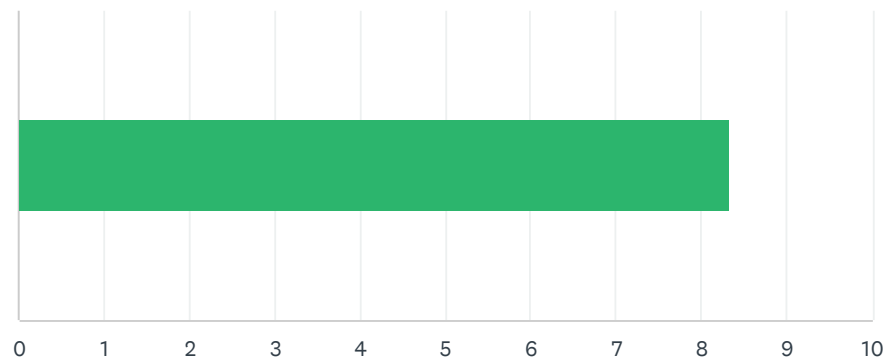


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	53	6
Total Respondents: 6			

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

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

Answered: 6 Skipped: 0

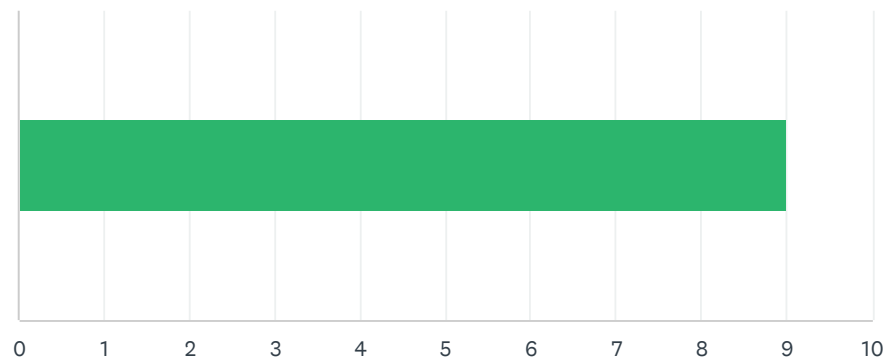


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	50	6
Total Respondents: 6			

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

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

Answered: 6 Skipped: 0



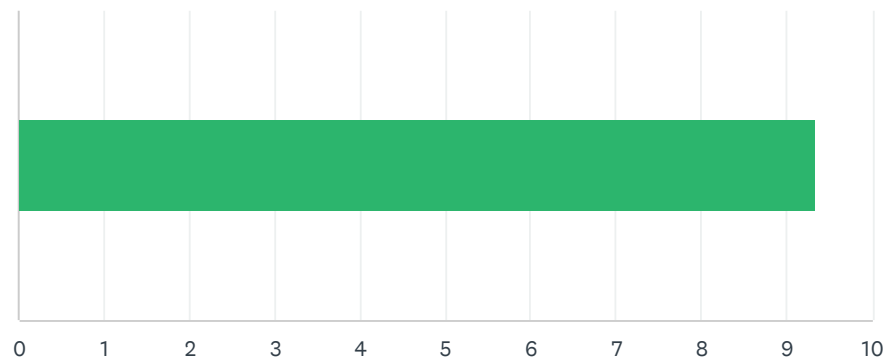
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	54	6
Total Respondents: 6			

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



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

Answered: 6 Skipped: 0

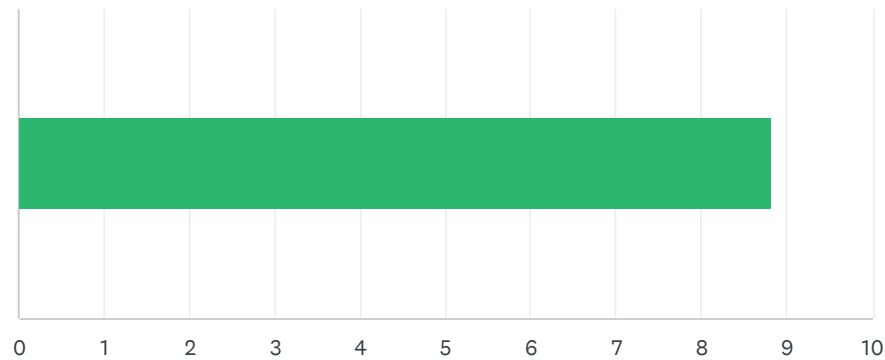


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	56	6
Total Respondents: 6			

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

Q29 My site has a positive atmosphere.

Answered: 6    Skipped: 0

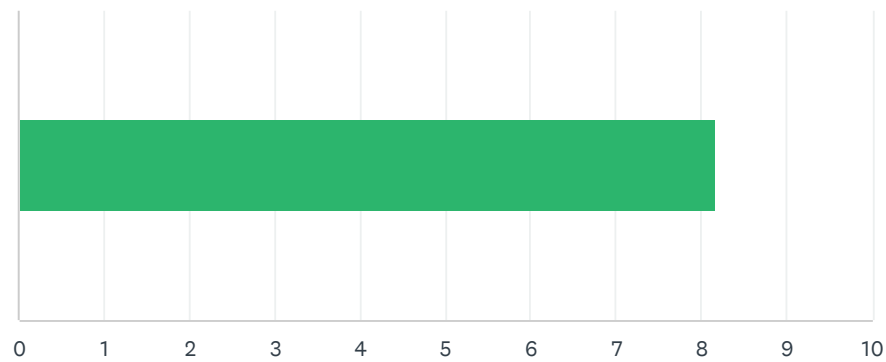


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	53	6
Total Respondents: 6			

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

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

Answered: 6 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	49	6
Total Respondents: 6			

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

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

Answered: 0   Skipped: 6

#	RESPONSES	DATE
	There are no responses.	

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

Answered: 0   Skipped: 6

#	RESPONSES	DATE
	There are no responses.	

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.)

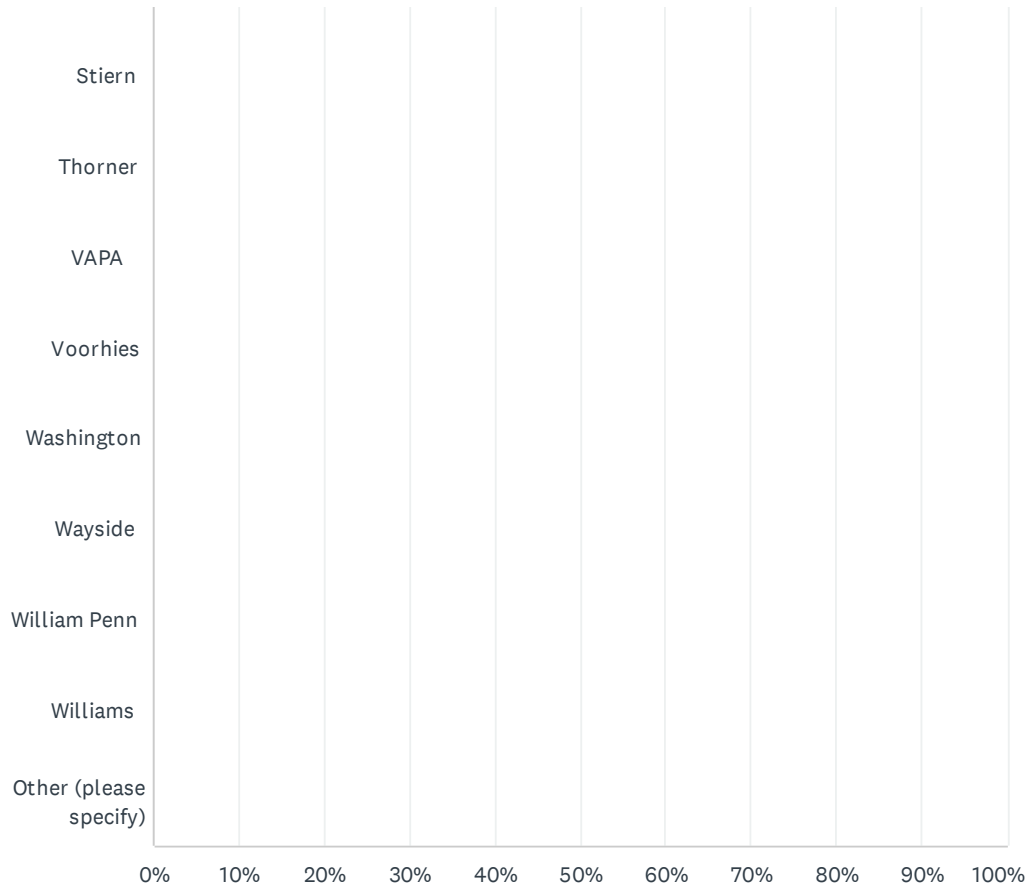
Answered: 16    Skipped: 0



## 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	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	100.00%	16
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

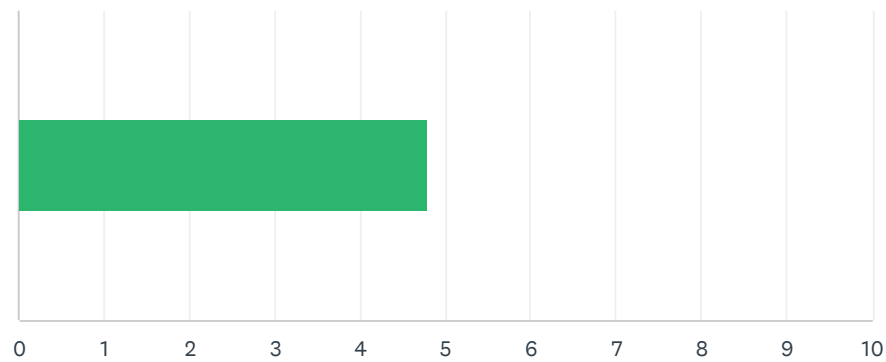
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 16		

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

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

Answered: 15    Skipped: 1

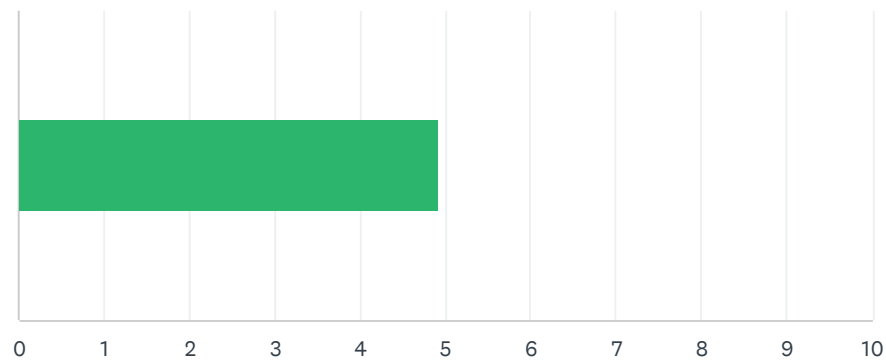


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	72	15
Total Respondents: 15			

#		DATE
1	6	
2	3	
3	8	
4	8	
5	3	
6	9	
7	1	
8	8	
9	2	
10	1	
11	1	
12	5	
13	3	
14	7	
15	7	

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

Answered: 14    Skipped: 2

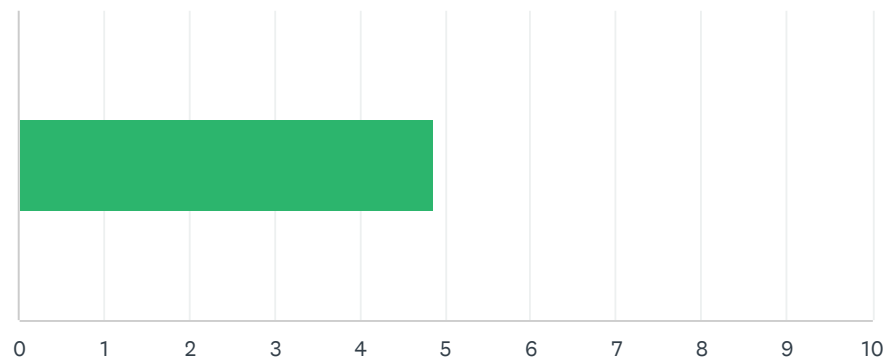


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	69	14
Total Respondents: 14			

#		DATE
1	5	
2	1	
3	9	
4	9	
5	3	
6	10	
7	2	
8	8	
9	2	
10	1	
11	1	
12	3	
13	8	
14	7	

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

Answered: 14    Skipped: 2

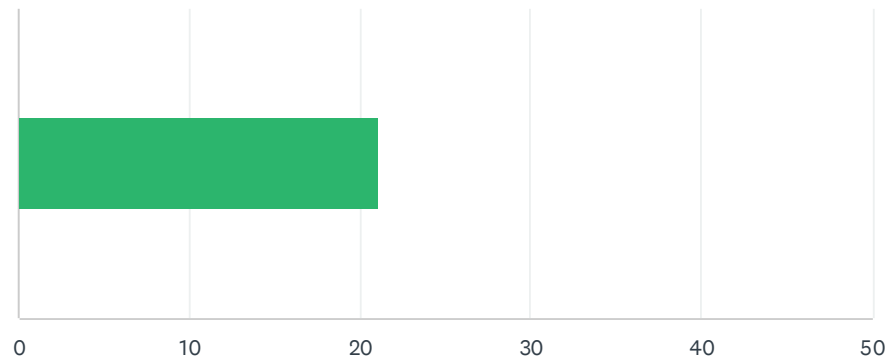


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	68	14
Total Respondents: 14			

#		DATE
1	6	
2	1	
3	8	
4	8	
5	1	
6	10	
7	2	
8	9	
9	2	
10	1	
11	1	
12	4	
13	7	
14	8	

Q5 Site administration follows the contract and respects personal rights.

Answered: 15    Skipped: 1

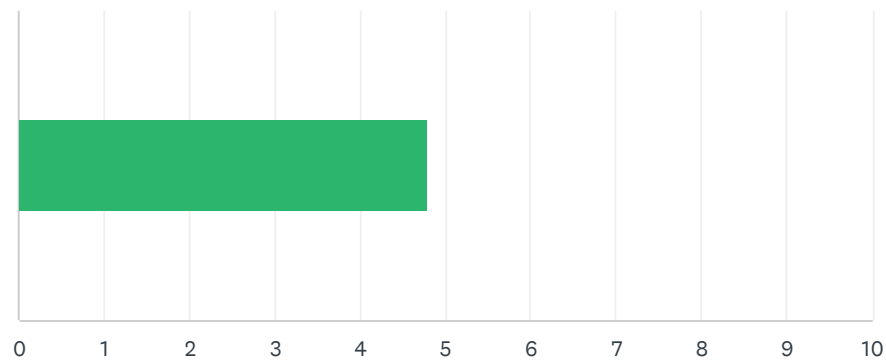


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	21	316	15
Total Respondents: 15			

#		DATE
1	8	
2	4	
3	10	
4	8	
5	3	
6	10	
7	1	
8	8	
9	2	
10	5	
11	2	
12	3	
13	80	
14	96	
15	76	

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

Answered: 15    Skipped: 1

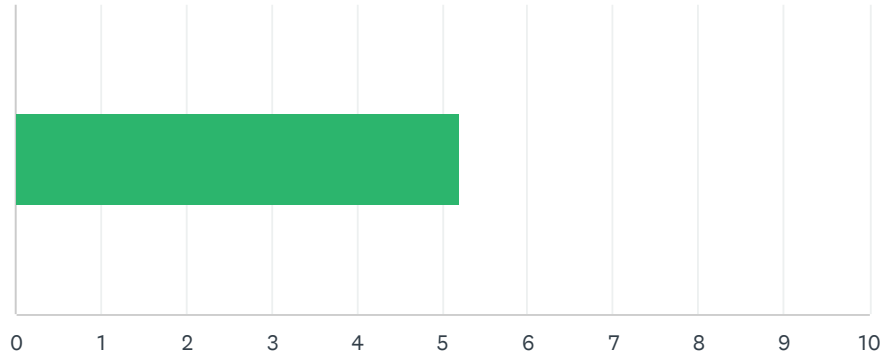


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	72	15
Total Respondents: 15			

#	DATE
1	6
2	1
3	5
4	6
5	3
6	10
7	1
8	8
9	2
10	5
11	1
12	1
13	3
14	10
15	10

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

Answered: 15   Skipped: 1



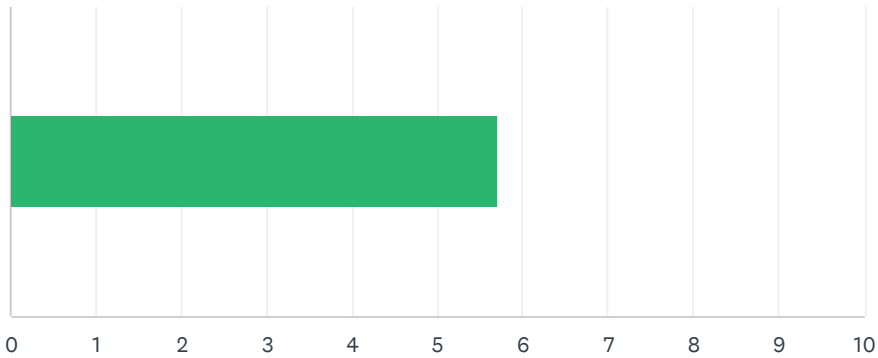
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	78	15
Total Respondents: 15			

#		DATE
1	5	
2	3	
3	7	
4	9	
5	2	
6	10	
7	1	
8	10	
9	1	
10	5	
11	1	
12	2	
13	4	
14	10	
15	8	



Q8 Administration supports staff against attacks and criticism from parents.

Answered: 14    Skipped: 2

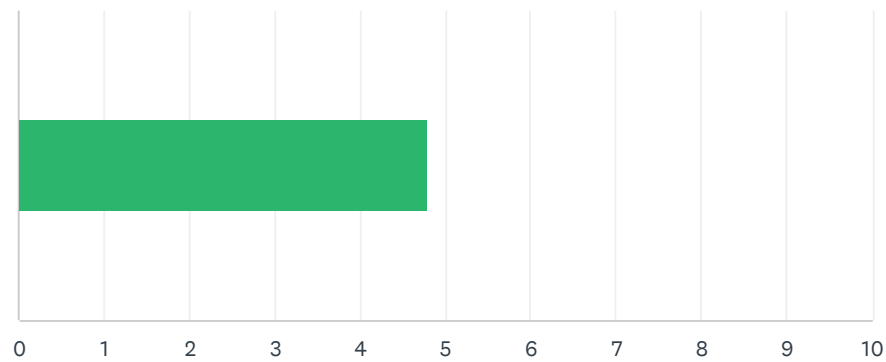


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	80	14
Total Respondents: 14			

#		DATE
1	7	
2	5	
3	10	
4	2	
5	9	
6	9	
7	1	
8	9	
9	1	
10	1	
11	2	
12	4	
13	10	
14	10	

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

Answered: 15    Skipped: 1

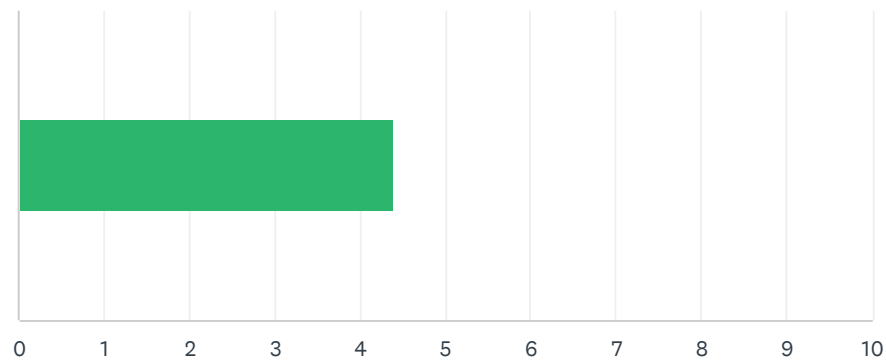


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	72	15
Total Respondents: 15			

#	DATE
1	5
2	5
3	9
4	9
5	1
6	9
7	1
8	9
9	1
10	1
11	1
12	2
13	2
14	10
15	7

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 15    Skipped: 1

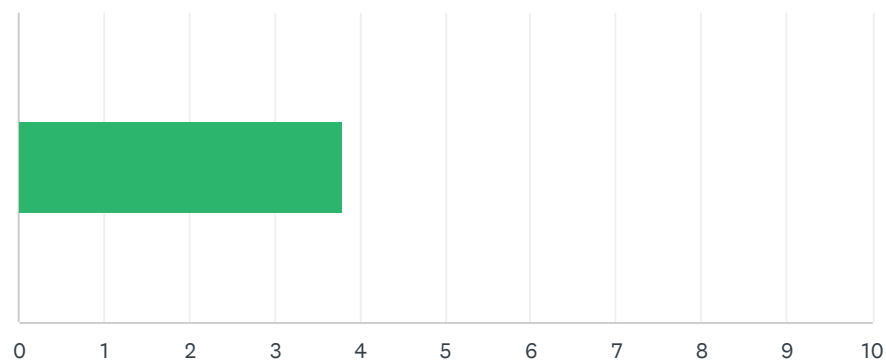


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	66	15
Total Respondents: 15			

#	DATE
1	5
2	3
3	9
4	8
5	2
6	9
7	1
8	9
9	1
10	1
11	1
12	3
13	2
14	8
15	4

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

Answered: 15    Skipped: 1

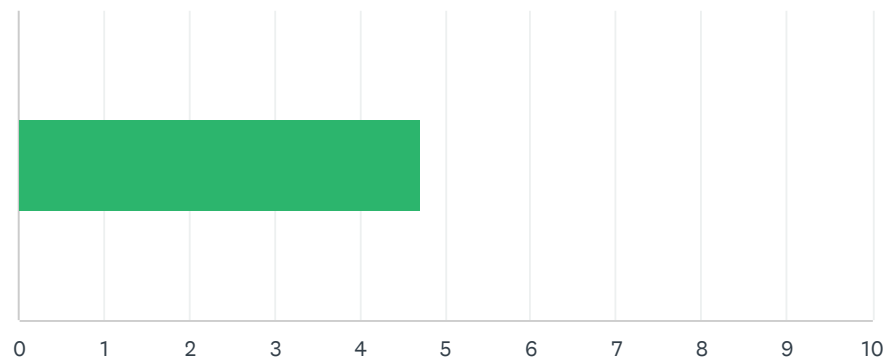


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	57	15
Total Respondents: 15			

#		DATE
1	4	
2	2	
3	8	
4	1	
5	6	
6	2	
7	9	
8	1	
9	9	
10	1	
11	1	
12	1	
13	3	
14	6	
15	3	

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

Answered: 14    Skipped: 2

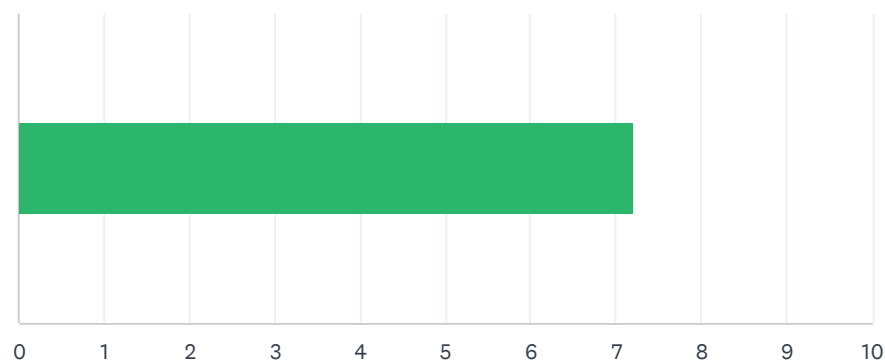


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	66	14
Total Respondents: 14			

#		DATE
1	4	
2	1	
3	9	
4	8	
5	4	
6	10	
7	1	
8	8	
9	1	
10	3	
11	1	
12	4	
13	8	
14	4	

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

Answered: 15 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	108	15
Total Respondents: 15			

#		DATE
1	10	
2	7	
3	10	
4	9	
5	8	
6	9	
7	6	
8	9	
9	5	
10	7	
11	1	
12	2	
13	5	
14	10	
15	10	

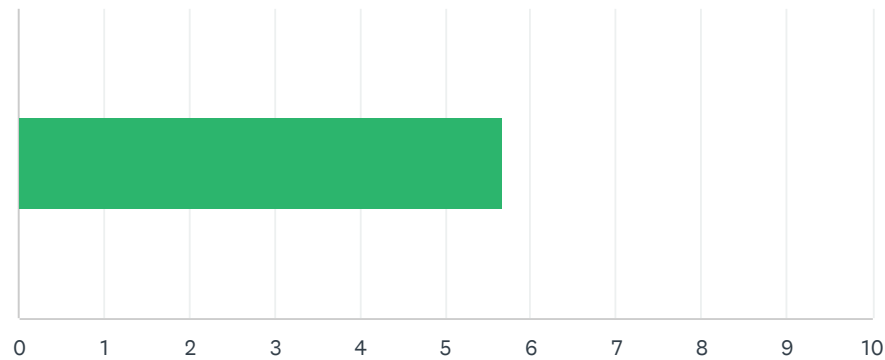
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 7   Skipped: 9

#	RESPONSES	DATE
1	Buck stops with the Principal. Scores would be higher for VP/Dean of students	
2	There is no organization, structure, time management is non-existent, communication amongst staff and parents is after something severe has to be done instead of preventing.	
3	The only major concern is that timely communication is lacking. Information is not given with adequate time to implement effectively or is not clear.	
4	good school good principal	
5	She needs to communicate better with her staff. Her leadership needs to improve.	
6	I've noticed that the current approach to this site administration is creating a stressful work environment due to the excessive micromanagement and lack of clear communication. Decisions are made without staff input and expectations are often unclear, leading to confusion and frustration. Instead of fostering trust and collaboration the current leadership approach adds unnecessary pressure, making it difficult to focus on supporting students effectively.	
7	Garza continues to be a micromanagement school by our admin. The admin tends to praise specific staff members. During PDs, not considering all the new teachers' hard work. Every PD is full of new expectations for the students and staff. She expects ALL grade levels to meet these expectations, even though her expectations are not age-appropriate for the primary grade levels.	

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

Answered: 12    Skipped: 4



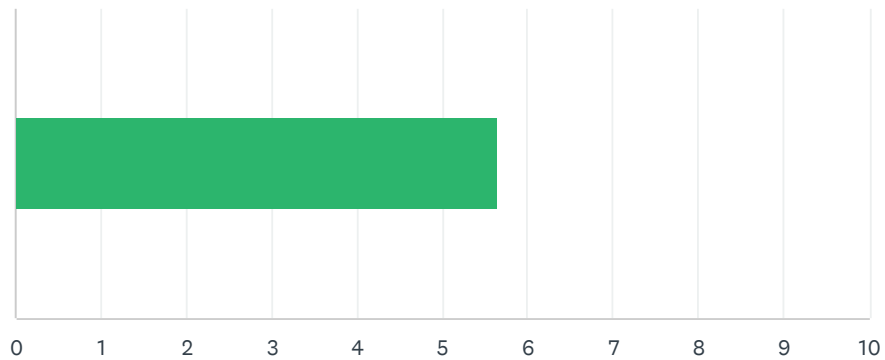
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	68	12
Total Respondents: 12			

#		DATE
1	5	
2	4	
3	9	
4	8	
5	3	
6	1	
7	9	
8	4	
9	4	
10	6	
11	10	
12	5	



## Q16 Site meetings are productive and not excessive.

Answered: 14 Skipped: 2

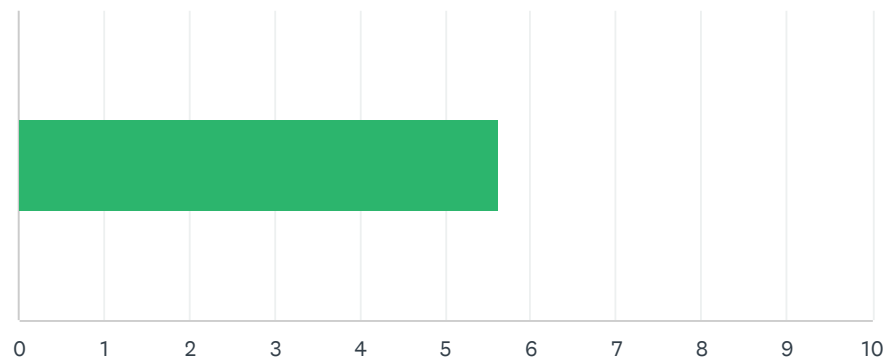


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	79	14
Total Respondents: 14			

#		DATE
1	3	
2	4	
3	9	
4	6	
5	7	
6	4	
7	1	
8	8	
9	4	
10	5	
11	3	
12	5	
13	10	
14	10	

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

Answered: 11    Skipped: 5

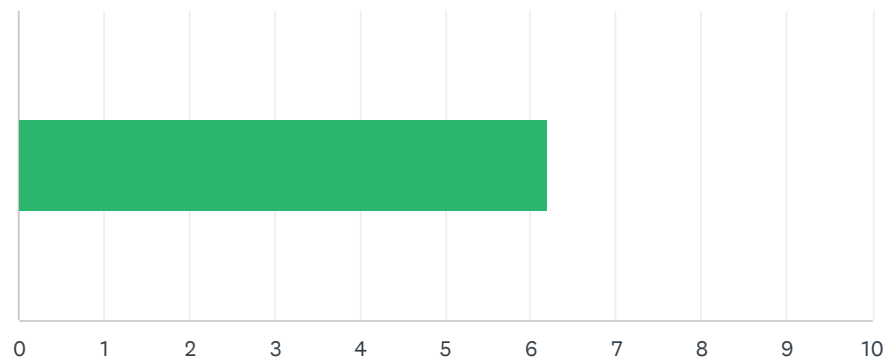


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	62	11
Total Respondents: 11			

#		DATE
1	3	
2	4	
3	10	
4	3	
5	1	
6	8	
7	4	
8	7	
9	4	
10	10	
11	8	

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

Answered: 14    Skipped: 2

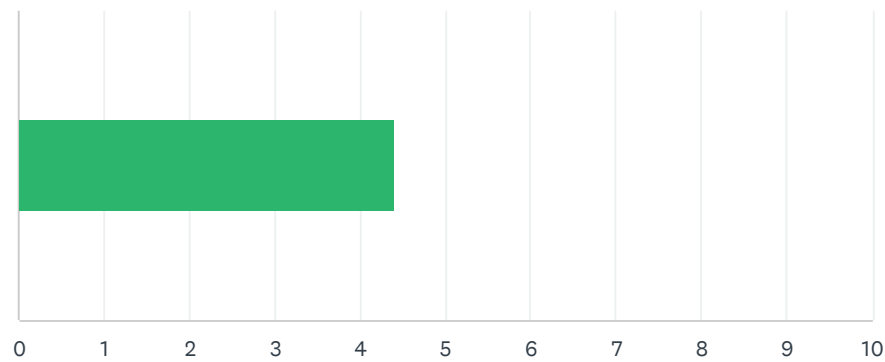


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	87	14
Total Respondents: 14			

#		DATE
1	8	
2	5	
3	10	
4	10	
5	9	
6	1	
7	8	
8	4	
9	5	
10	3	
11	2	
12	7	
13	10	
14	5	

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

Answered: 12    Skipped: 4

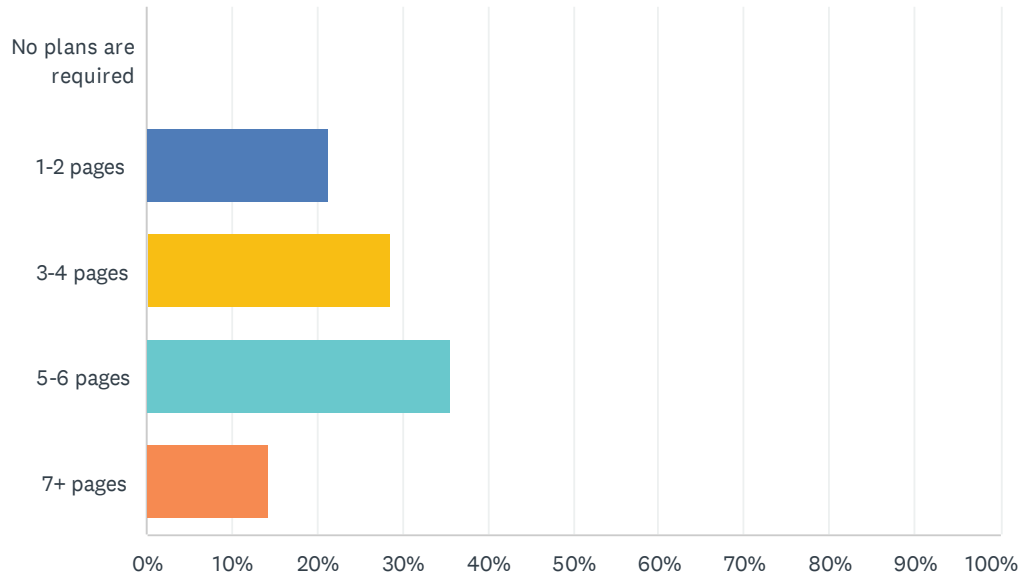


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	53	12
Total Respondents: 12			

#		DATE
1	4	
2	4	
3	8	
4	3	
5	1	
6	8	
7	4	
8	5	
9	3	
10	4	
11	5	
12	4	

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

Answered: 14 Skipped: 2

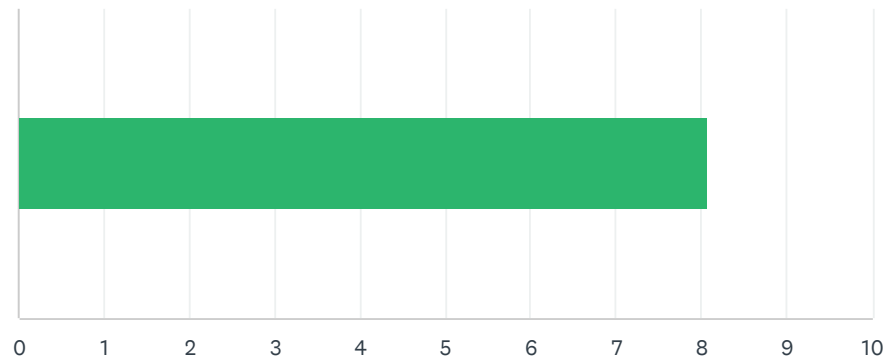


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	21.43%	3
3-4 pages	28.57%	4
5-6 pages	35.71%	5
7+ pages	14.29%	2
TOTAL		14

#	COMMENT	DATE
1	Lesson plans are not excessive.	
2	I've been called to iep during my lunch.	
3	It's grade level discretion.	
4	Lesson plans at this school site have to be very lengthy.	
5	The admin requires detailed lesson plans, which take at least one hour to write, not considering the prep time needed to prepare all resources.	

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

Answered: 14 Skipped: 2

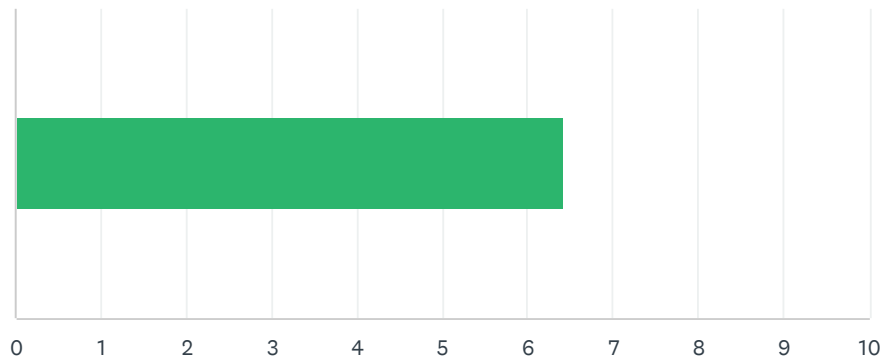


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	113	14
Total Respondents: 14			

#		DATE
1	4	
2	10	
3	10	
4	10	
5	10	
6	10	
7	5	
8	9	
9	8	
10	6	
11	10	
12	10	
13	1	
14	10	

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

Answered: 14 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	90	14
Total Respondents: 14			

#		DATE
1	2	
2	2	
3	10	
4	8	
5	10	
6	10	
7	1	
8	8	
9	2	
10	1	
11	10	
12	6	
13	10	
14	10	

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

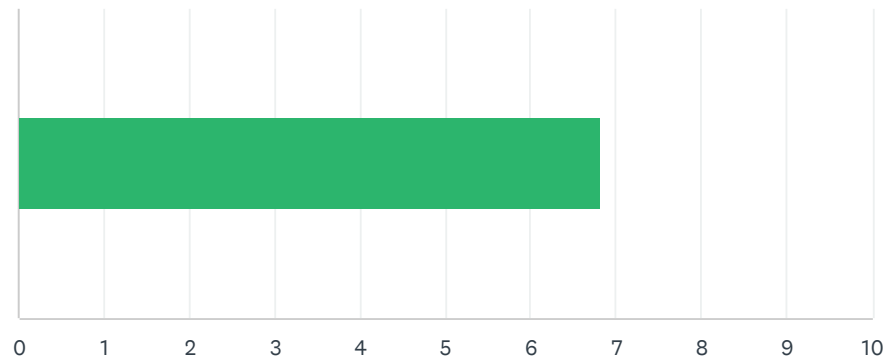
Answered: 5   Skipped: 11

#	RESPONSES	DATE
1	Teachers have supervision duty every other week.	
2	Teachers have yard duty every other week with plenty of coverage. It's too much.	
3	IEP's are always scheduled during our prep and planning time or during our lunch's. Many times we aren't notified there is a meeting until right before when we aren't prepared.	
4	Garza School has to have two PLCs a week, one at a grade level and the other one at another grade level. For example, Kinder and TK meet separately for one hour, and then TK and Kinder meet again to present lesson plans to each other. This time is taken away from teachers' prep time and having enough time to prepare materials for the students.	
5	All meetings are on Wednesdays	



Q24 Staff and students feel safe.

Answered: 16    Skipped: 0

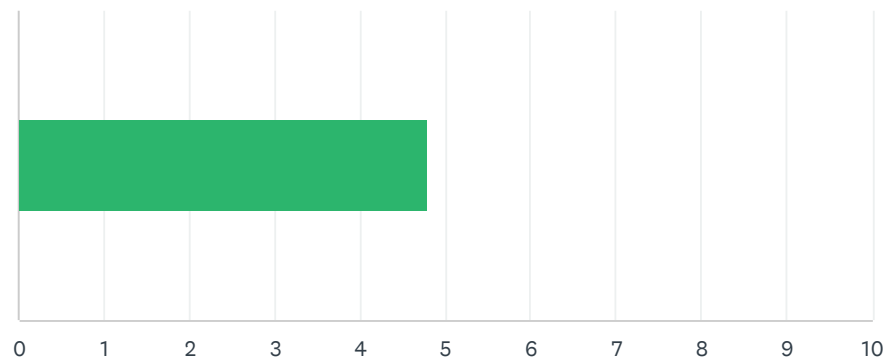


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	109	16
Total Respondents: 16			

#		DATE
1	7	
2	5	
3	6	
4	10	
5	9	
6	8	
7	9	
8	2	
9	9	
10	2	
11	6	
12	5	
13	6	
14	10	
15	8	
16	7	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 15    Skipped: 1

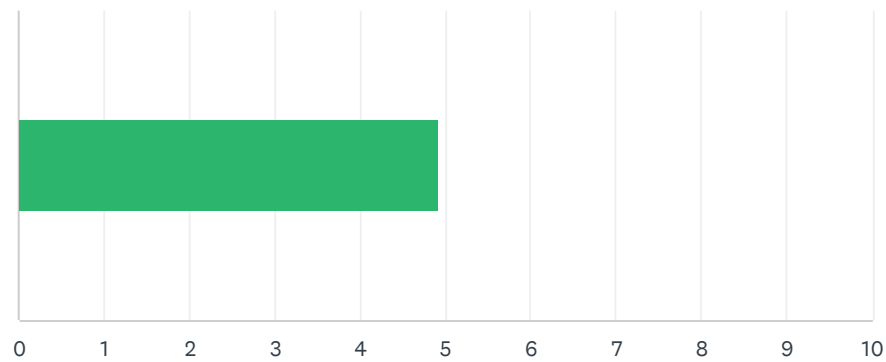


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	72	15
Total Respondents: 15			

#		DATE
1	3	
2	5	
3	7	
4	8	
5	7	
6	3	
7	1	
8	9	
9	2	
10	1	
11	4	
12	2	
13	5	
14	8	
15	7	

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

Answered: 13    Skipped: 3

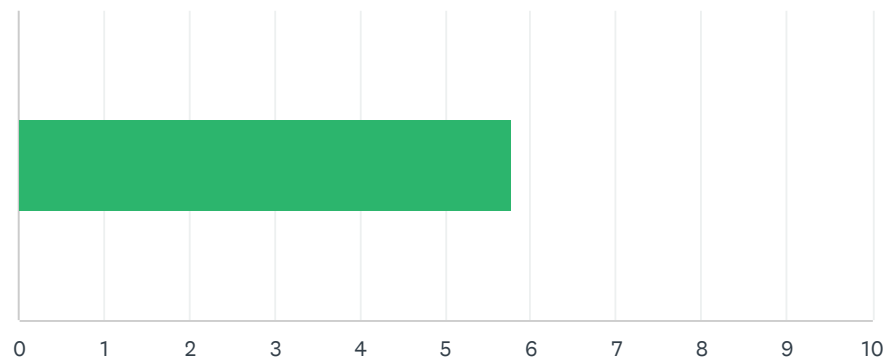


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	64	13
Total Respondents: 13			

#		DATE
1	3	
2	7	
3	8	
4	2	
5	1	
6	9	
7	1	
8	7	
9	1	
10	5	
11	5	
12	7	
13	8	

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

Answered: 13 Skipped: 3

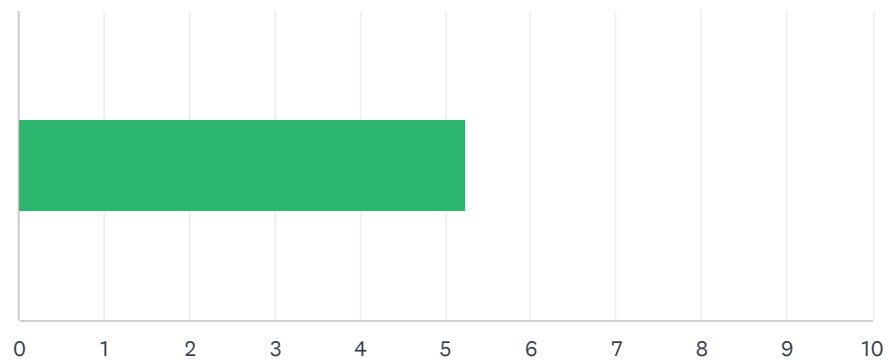


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	75	13
Total Respondents: 13			

#		DATE
1	4	
2	9	
3	8	
4	4	
5	1	
6	9	
7	2	
8	10	
9	4	
10	3	
11	6	
12	8	
13	7	

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

Answered: 12 Skipped: 4

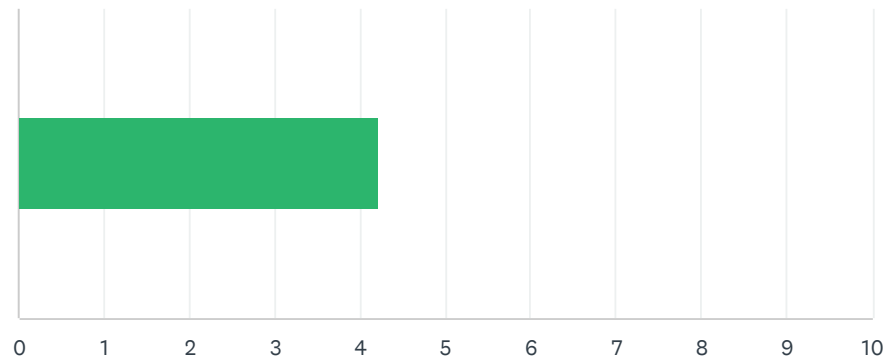


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	63	12
Total Respondents: 12			

#		DATE
1	3	
2	8	
3	10	
4	1	
5	9	
6	2	
7	4	
8	5	
9	2	
10	3	
11	8	
12	8	

Q29 My site has a positive atmosphere.

Answered: 14    Skipped: 2

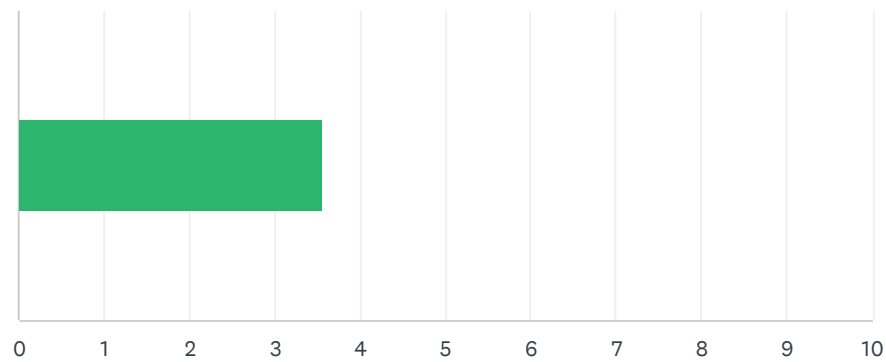


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	59	14
Total Respondents: 14			

#		DATE
1	1	
2	2	
3	10	
4	7	
5	5	
6	1	
7	9	
8	2	
9	1	
10	1	
11	5	
12	1	
13	7	
14	7	

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

Answered: 14 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	50	14
Total Respondents: 14			

#		DATE
1	1	
2	2	
3	8	
4	7	
5	2	
6	1	
7	8	
8	1	
9	1	
10	1	
11	2	
12	1	
13	7	
14	8	

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

Answered: 5   Skipped: 11

#	RESPONSES	DATE
1	The reason the atmosphere is the way it is it's because teachers here look unhappy. There is no sense of community and building relationships with one another.	
2	The new administration for our site has made a lot of effort into holding students accountable and handling discipline. Communication is a work in progress, but there is some effort made on her part.	
3	When students are disciplined teachers are sometimes left in the dark and have no idea what is for going on.	
4	There is a lack of communication between support staff/admin regarding follow through on referrals and/or discipline procedures. Teachers are not kept apprised of what is happening with their students.	
5	I find the site atmosphere quite challenging as there seems to have a lack of supportive communication. Administration has "favorites" in this site which creates an uneven dynamic.	



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

Answered: 4   Skipped: 12

#	RESPONSES	DATE
1	The school community-- students, parents, and families-- could be so much more with better leadership. There has never been any clear direction-- every decision seems to be a reaction, instead of proaction. There also seems to be a distrust of everyone being "lead"-- some distrust of staff to do their job with integrity; distrust and suspicion of parents motives.	
2	Teamwork, collaboration, and communication are foreign concepts here.	
3	I would not recommend this site to any teachers especially new year teachers. The workload here is enormous and very stressful. I was always stressed throughout the year. There is no support what so ever if a student is having issues or constantly leaving the classroom. Apparently it's always the teachers fault. Office staff is very rude and hangs up on you when you call them which makes me not want to call them at all. Staff is always in classrooms picking out mistakes you do when you're teaching instead of giving advice on how to improve.	
4	It could be worse elsewhere, so I stay.	

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.)

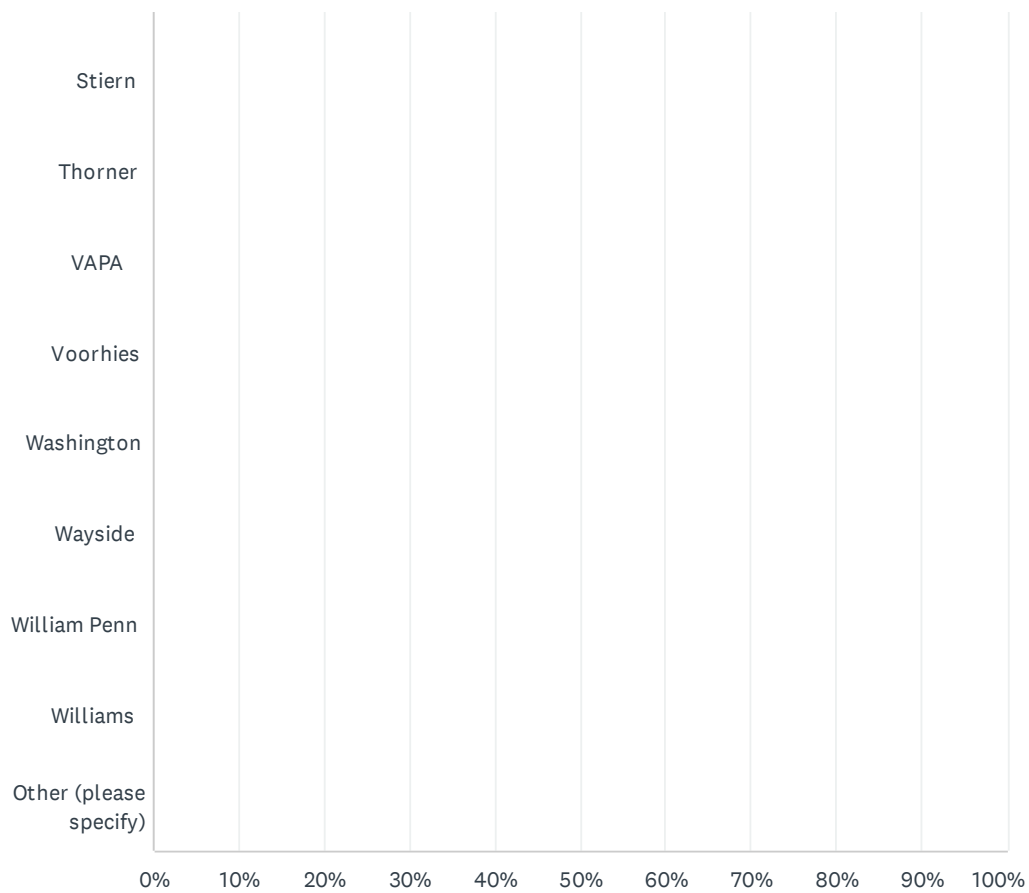
Answered: 11    Skipped: 0



## 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	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%	11
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

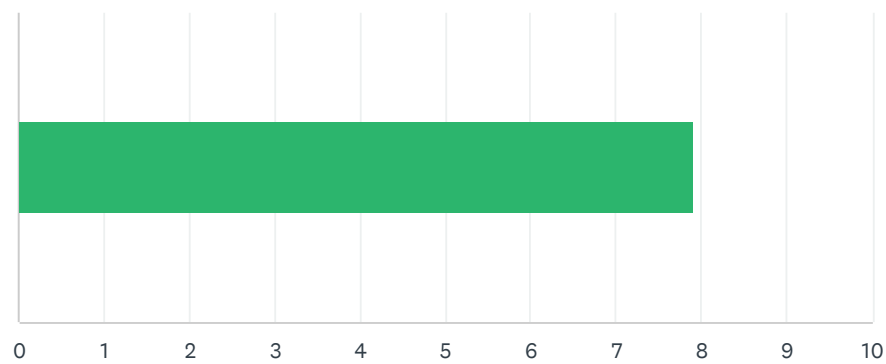
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 11		

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

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

Answered: 11    Skipped: 0

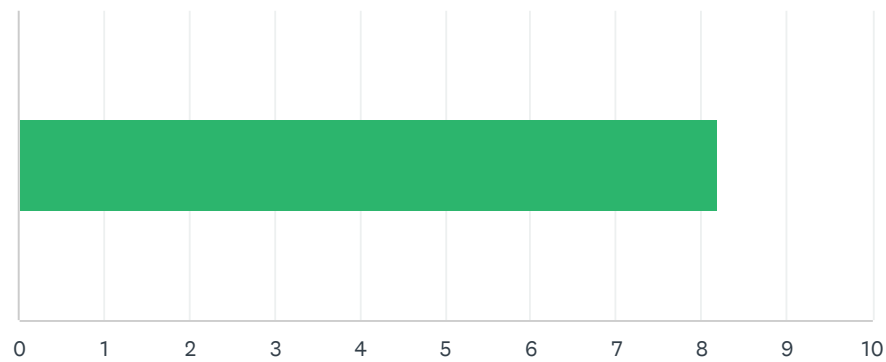


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	87	11
Total Respondents: 11			

#		DATE
1	10	
2	1	
3	9	
4	10	
5	8	
6	8	
7	10	
8	7	
9	9	
10	5	
11	10	

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

Answered: 11    Skipped: 0



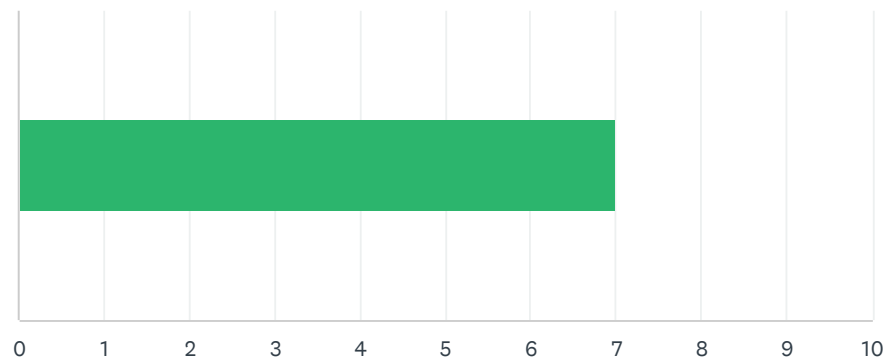
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	90	11
Total Respondents: 11			

#		DATE
1	10	
2	1	
3	10	
4	10	
5	8	
6	10	
7	10	
8	7	
9	10	
10	4	
11	10	



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

Answered: 11    Skipped: 0

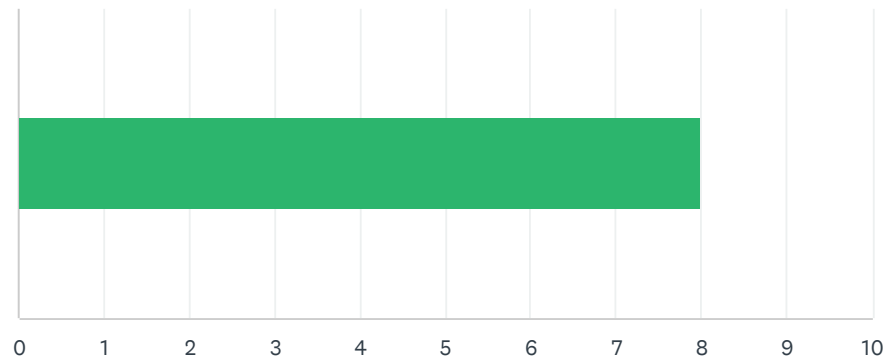


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	77	11
Total Respondents: 11			

#		DATE
1	9	
2	1	
3	10	
4	8	
5	3	
6	7	
7	10	
8	6	
9	8	
10	5	
11	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 11    Skipped: 0

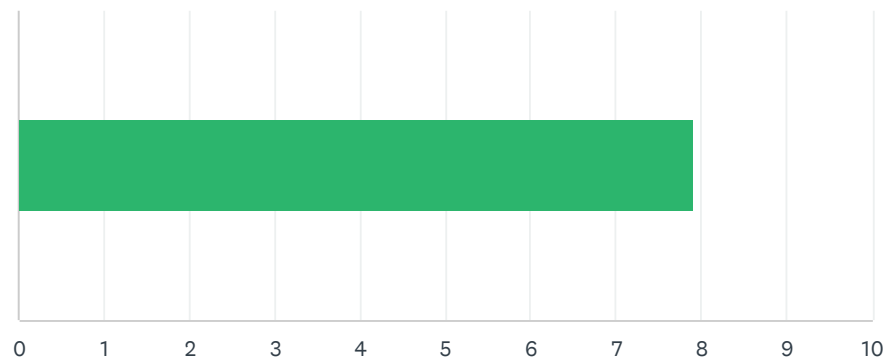


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	88	11
Total Respondents: 11			

#		DATE
1	10	
2	1	
3	10	
4	10	
5	5	
6	10	
7	10	
8	6	
9	10	
10	6	
11	10	

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

Answered: 11    Skipped: 0

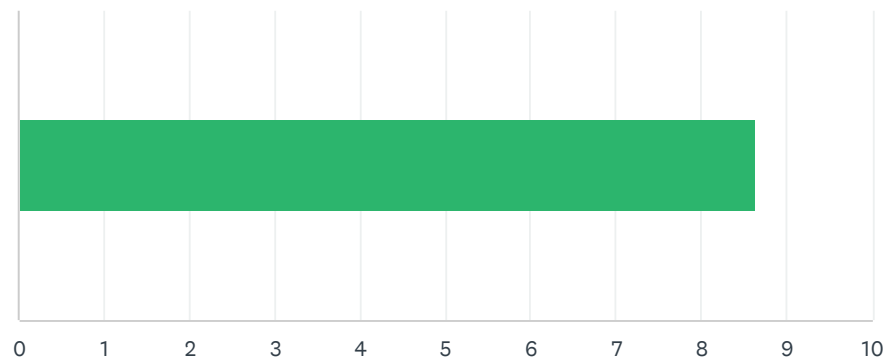


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	87	11
Total Respondents: 11			

#		DATE
1	10	
2	1	
3	10	
4	8	
5	8	
6	8	
7	10	
8	7	
9	10	
10	5	
11	10	

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

Answered: 11    Skipped: 0

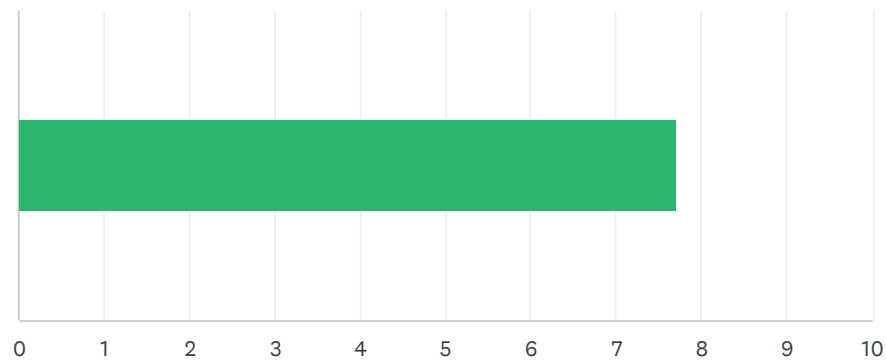


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	95	11
Total Respondents: 11			

#		DATE
1	10	
2	1	
3	10	
4	10	
5	10	
6	9	
7	10	
8	9	
9	10	
10	6	
11	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 11    Skipped: 0

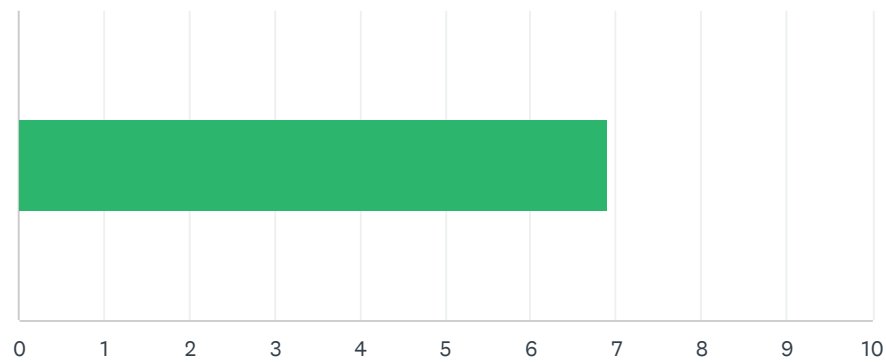


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	85	11
Total Respondents: 11			

#	DATE
1	10
2	1
3	10
4	8
5	3
6	8
7	10
8	10
9	10
10	5
11	10

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

Answered: 11    Skipped: 0

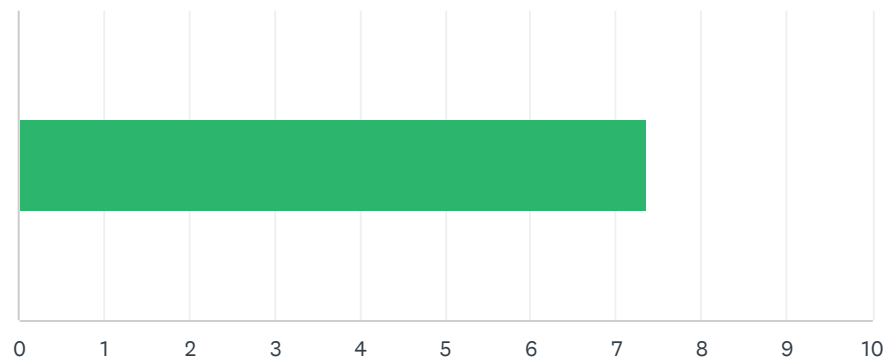


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	76	11
Total Respondents: 11			

#		DATE
1	8	
2	1	
3	10	
4	10	
5	4	
6	7	
7	10	
8	7	
9	8	
10	1	
11	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 11    Skipped: 0

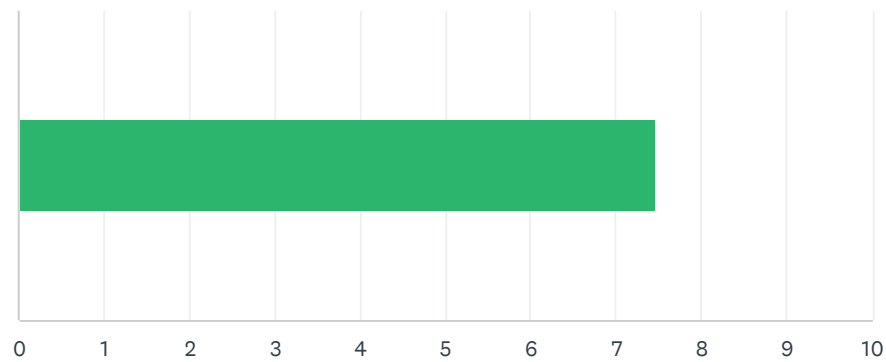


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	81	11
Total Respondents: 11			

#	DATE
1	9
2	1
3	10
4	9
5	5
6	8
7	10
8	7
9	9
10	3
11	10

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

Answered: 11    Skipped: 0



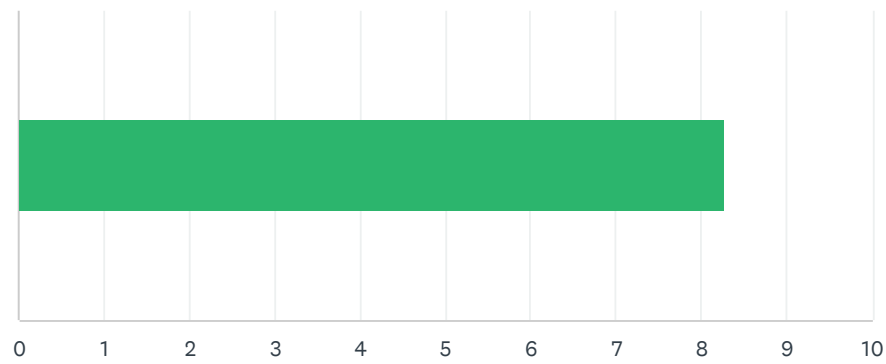
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	82	11
Total Respondents: 11			

#		DATE
1	8	
2	1	
3	10	
4	10	
5	5	
6	8	
7	10	
8	6	
9	9	
10	5	
11	10	



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

Answered: 11    Skipped: 0

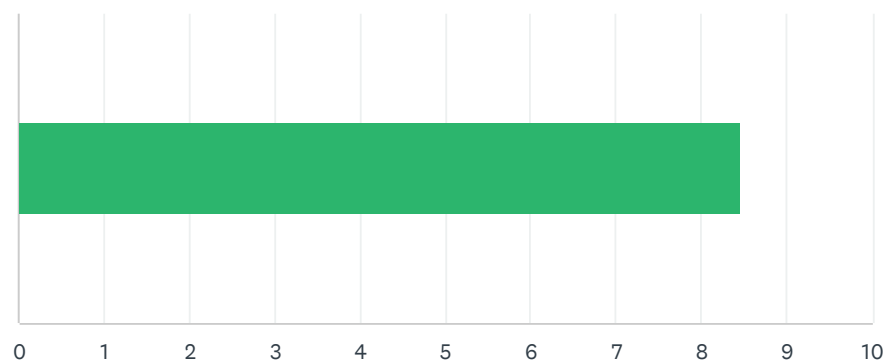


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	91	11
Total Respondents: 11			

#	DATE
1	7
2	1
3	10
4	10
5	10
6	10
7	10
8	8
9	10
10	5
11	10

Q13 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	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	93	11
Total Respondents: 11			

#		DATE
1	7	
2	1	
3	10	
4	10	
5	10	
6	6	
7	10	
8	10	
9	10	
10	9	
11	10	

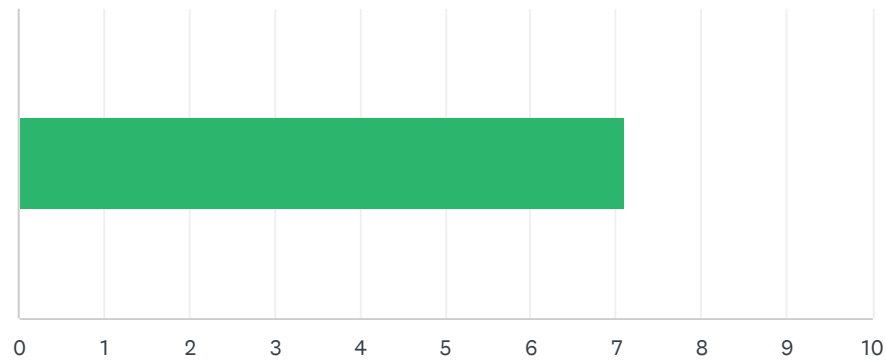
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 4   Skipped: 7

#	RESPONSES	DATE
1	Our administration works hard to make all staff feel valued, keep all staff informed, and provide as much support as possible.	
2	Admin is great overall. I do wish there was a little more support when it came to difficult parents, but they do what they can most of the time.	
3	The site administrators here are very easy to work with.	
4	I have worked at seven schools in two states and this is the best admin team I have ever worked with. They are very respectful of our time and our concerns.	

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

Answered: 11    Skipped: 0

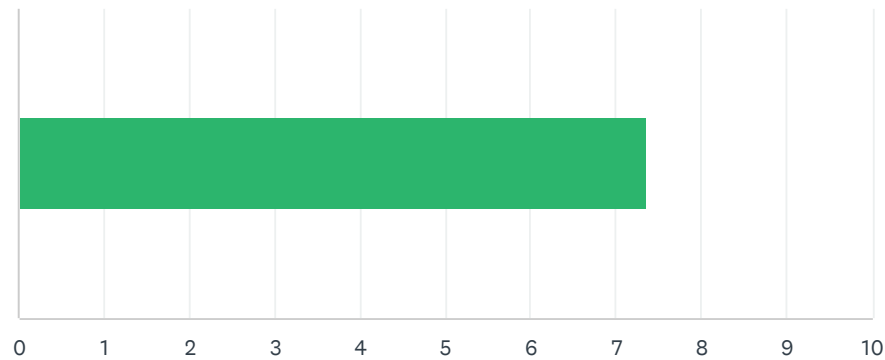


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	78	11
Total Respondents: 11			

#		DATE
1	7	
2	1	
3	10	
4	10	
5	8	
6	1	
7	10	
8	5	
9	10	
10	6	
11	10	

Q16 Site meetings are productive and not excessive.

Answered: 11    Skipped: 0

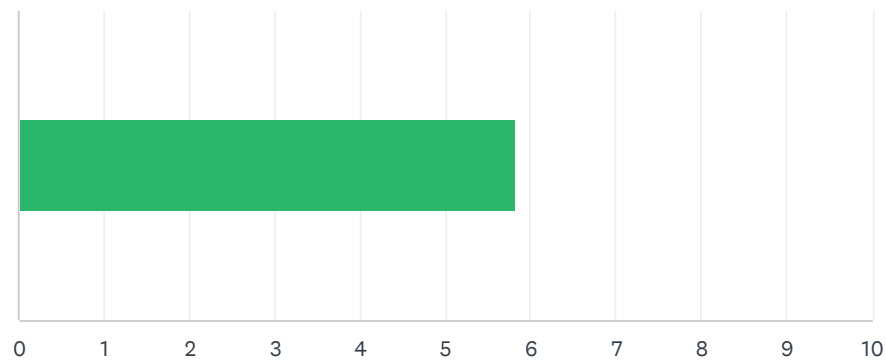


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	81	11
Total Respondents: 11			

#		DATE
1	6	
2	1	
3	10	
4	10	
5	5	
6	7	
7	10	
8	7	
9	9	
10	6	
11	10	

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

Answered: 11    Skipped: 0

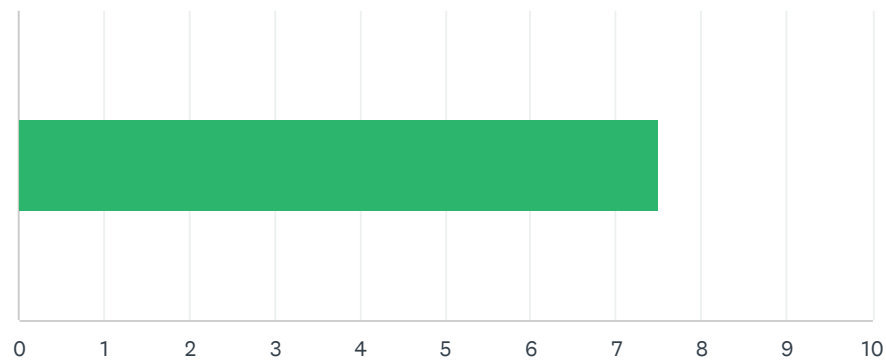


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	64	11
Total Respondents: 11			

#		DATE
1	7	
2	1	
3	10	
4	10	
5	5	
6	1	
7	10	
8	6	
9	8	
10	5	
11	1	

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

Answered: 10    Skipped: 1

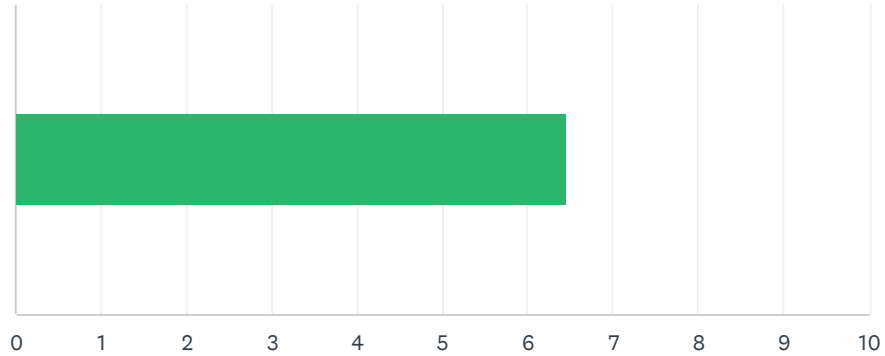


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	75	10
Total Respondents: 10			

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

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

Answered: 11 Skipped: 0



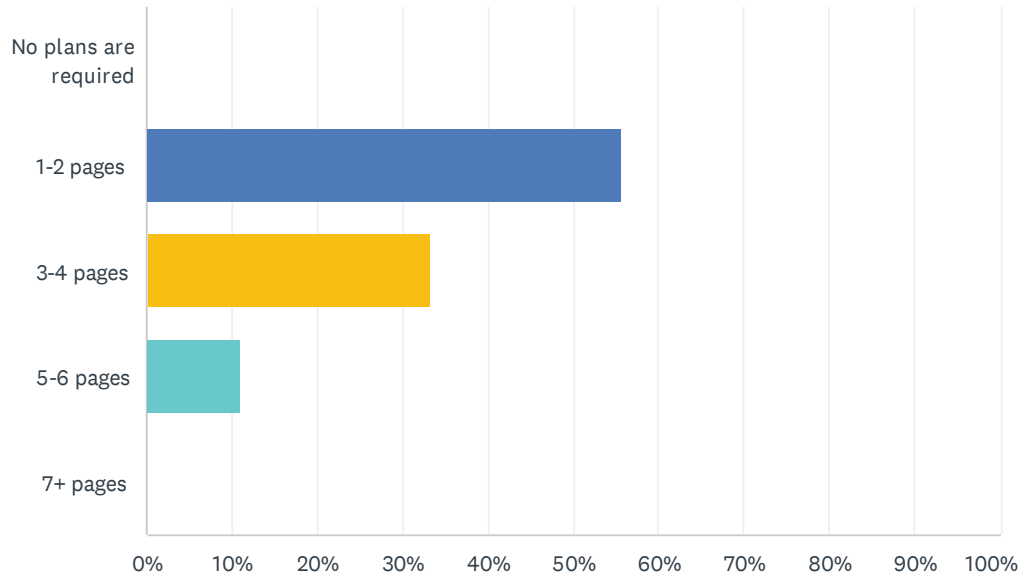
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	71	11
Total Respondents: 11			

#		DATE
1	8	
2	2	
3	10	
4	5	
5	5	
6	1	
7	10	
8	5	
9	9	
10	6	
11	10	



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

Answered: 9 Skipped: 2

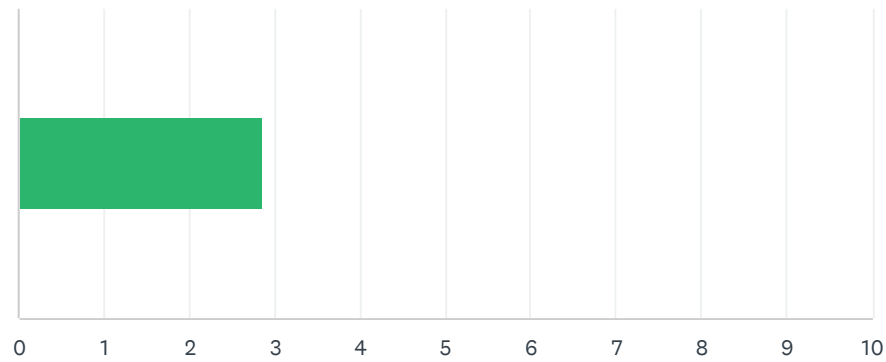


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	55.56%	5
3-4 pages	33.33%	3
5-6 pages	11.11%	1
7+ pages	0.00%	0
TOTAL		9

#	COMMENT	DATE
1	Plans are asked for but not required.	
2	There isn't a page number requirement. As long as all areas are covered.	
3	We put our team's plans online and the admin respects our professionalism.	

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

Answered: 7    Skipped: 4

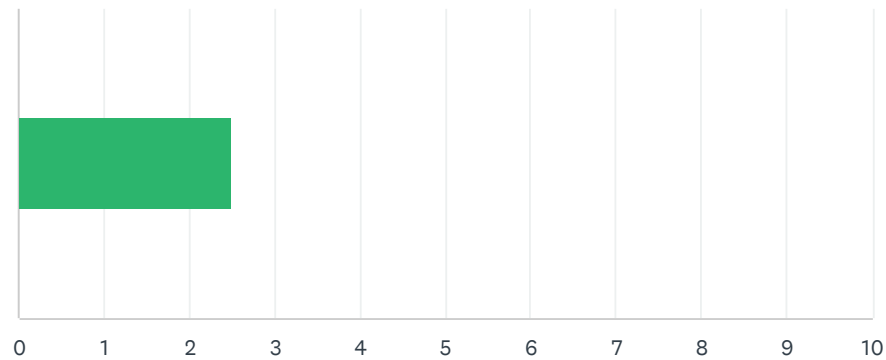


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	20	7
Total Respondents: 7			

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

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

Answered: 6    Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	15	6
Total Respondents: 6			

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

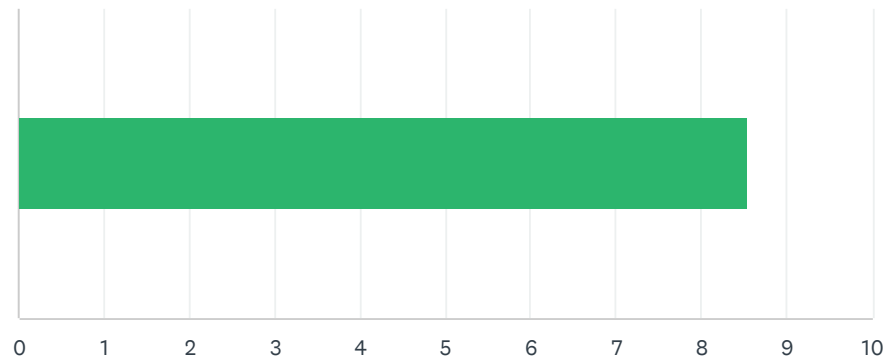
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 2   Skipped: 9

#	RESPONSES	DATE
1	Teachers do not have recess duty or bus duty to the best of my knowledge.	
2	Teachers' duties are very minimal outside of the classroom.	

Q24 Staff and students feel safe.

Answered: 11    Skipped: 0

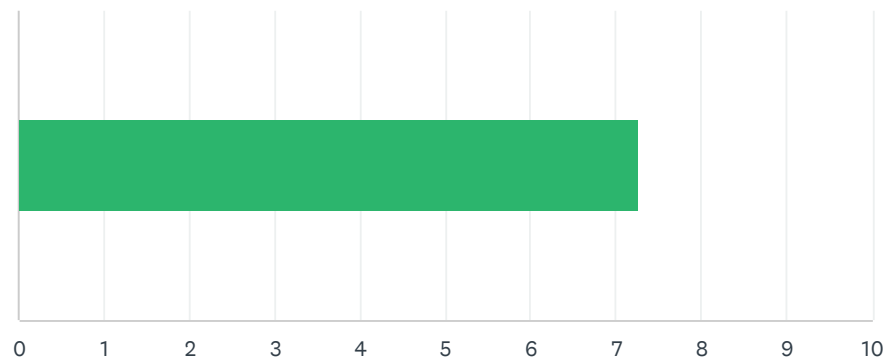


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	94	11
Total Respondents: 11			

#		DATE
1	8	
2	2	
3	10	
4	10	
5	10	
6	9	
7	10	
8	9	
9	8	
10	8	
11	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 11    Skipped: 0

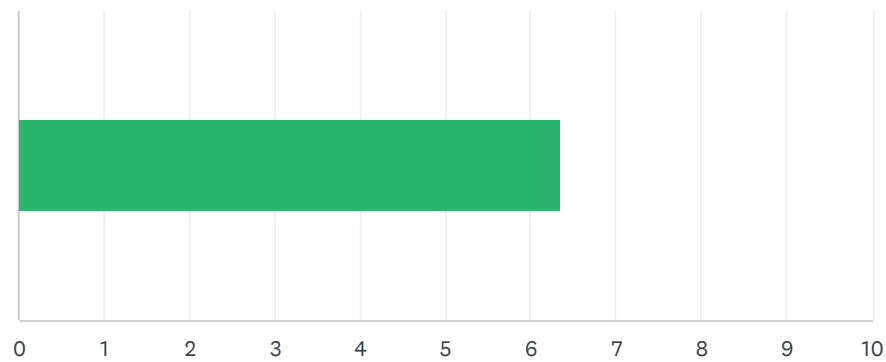


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	80	11
Total Respondents: 11			

#		DATE
1	7	
2	2	
3	10	
4	10	
5	7	
6	8	
7	10	
8	9	
9	5	
10	2	
11	10	

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

Answered: 11    Skipped: 0

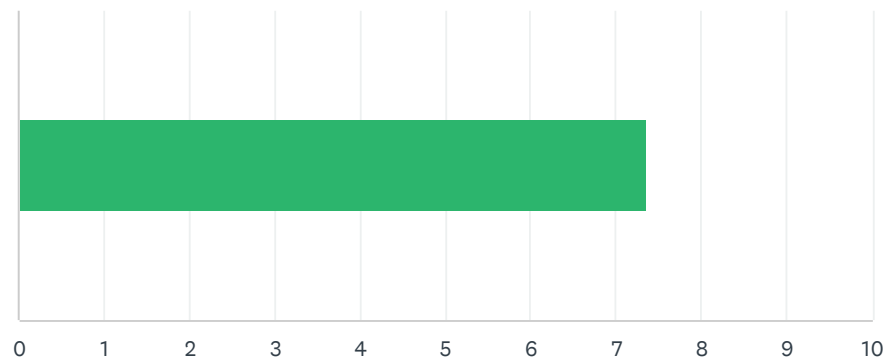


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	70	11
Total Respondents: 11			

#		DATE
1	8	
2	1	
3	10	
4	6	
5	5	
6	7	
7	10	
8	7	
9	5	
10	1	
11	10	

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

Answered: 11    Skipped: 0



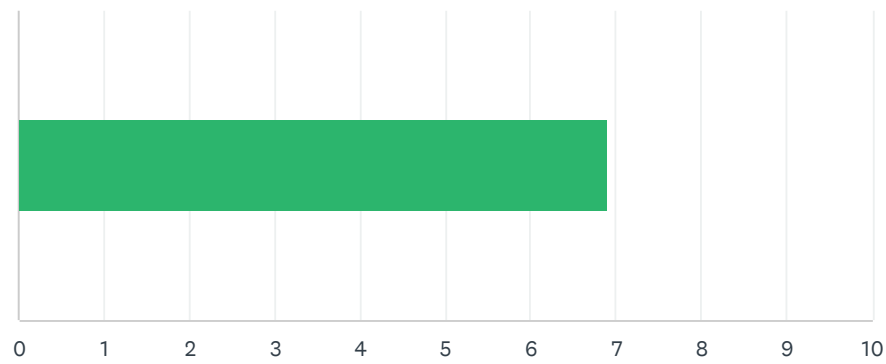
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	81	11
Total Respondents: 11			

#		DATE
1	8	
2	3	
3	10	
4	10	
5	5	
6	7	
7	10	
8	9	
9	5	
10	4	
11	10	



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

Answered: 11 Skipped: 0

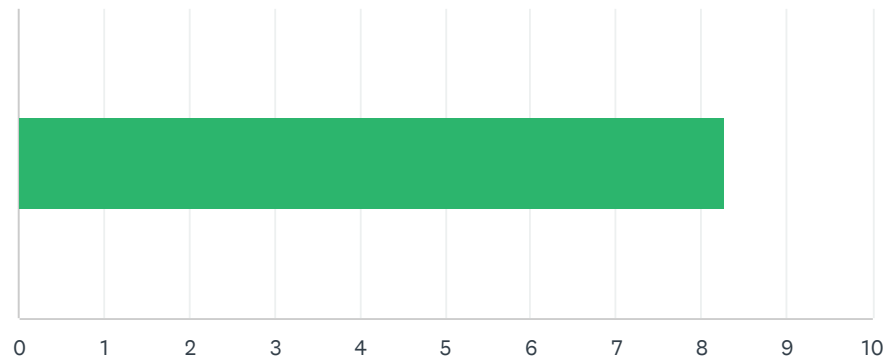


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	76	11
Total Respondents: 11			

#		DATE
1	8	
2	2	
3	10	
4	10	
5	5	
6	7	
7	10	
8	8	
9	5	
10	1	
11	10	

Q29 My site has a positive atmosphere.

Answered: 11    Skipped: 0

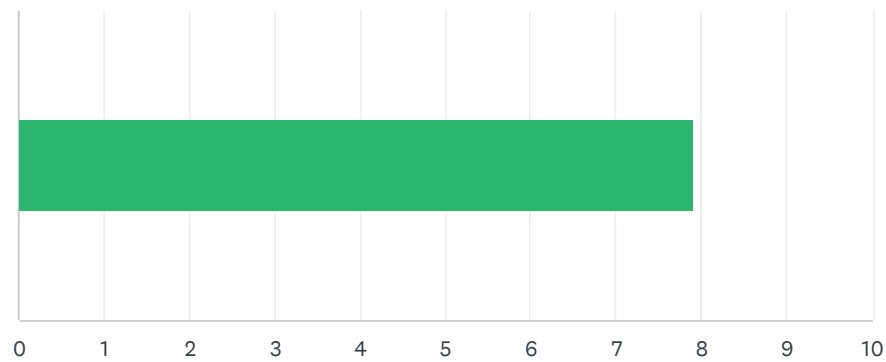


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	91	11
Total Respondents: 11			

#		DATE
1	9	
2	2	
3	10	
4	10	
5	10	
6	10	
7	10	
8	9	
9	7	
10	4	
11	10	

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

Answered: 11    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	87	11
Total Respondents: 11			

#		DATE
1	9	
2	1	
3	10	
4	10	
5	7	
6	10	
7	10	
8	9	
9	8	
10	3	
11	10	

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

Answered: 3   Skipped: 8

#	RESPONSES	DATE
1	Harding has a positive working atmosphere.	
2	The site I am at is a great place to work. It is a very family type atmosphere and everyone is welcoming.	
3	No one ever wants to leave our site!	

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

Answered: 2   Skipped: 9

#	RESPONSES	DATE
1	Admin are overall really good! They are very helpful and welcoming.	
2	This staff is a family, including everyone who works here. We look out for each other and help each other, starting with the administration.	

# 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.)

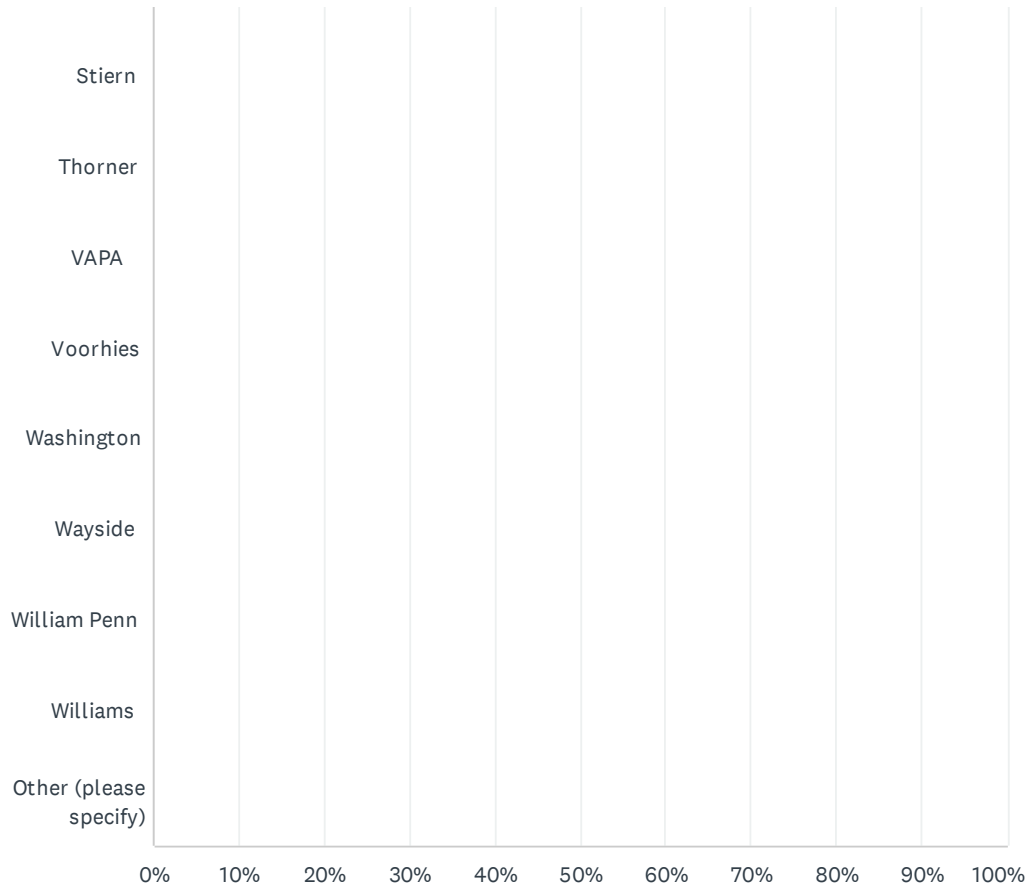
Answered: 23 Skipped: 0

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

## 2024-2025 BETA Administration/Site Climate Survey

[illegible]

## 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	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	100.00%	23
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

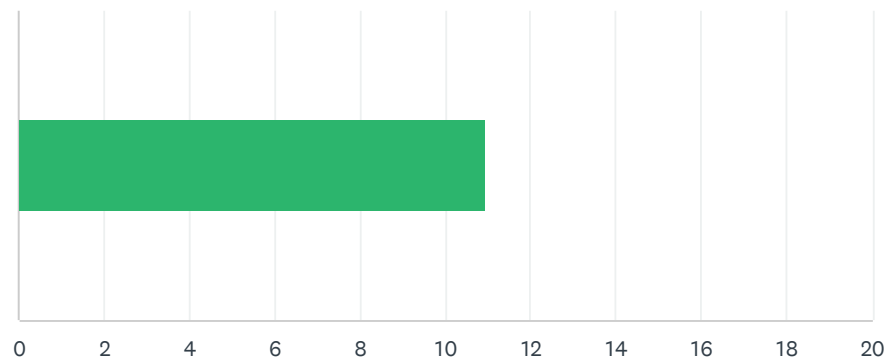
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 23		

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

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	252	23
Total Respondents: 23			

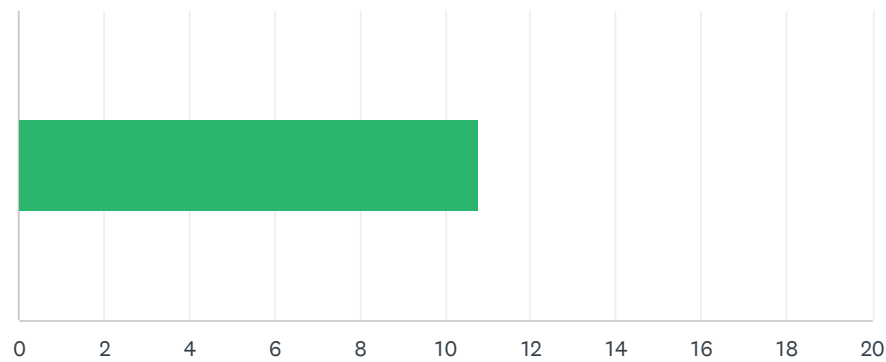
#		DATE
1	10	
2	10	
3	7	
4	6	
5	5	
6	9	
7	7	
8	3	
9	3	
10	5	
11	10	
12	8	
13	7	
14	5	
15	4	
16	10	
17	8	
18	6	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	3	
22	100	
23	8	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	248	23
Total Respondents: 23			

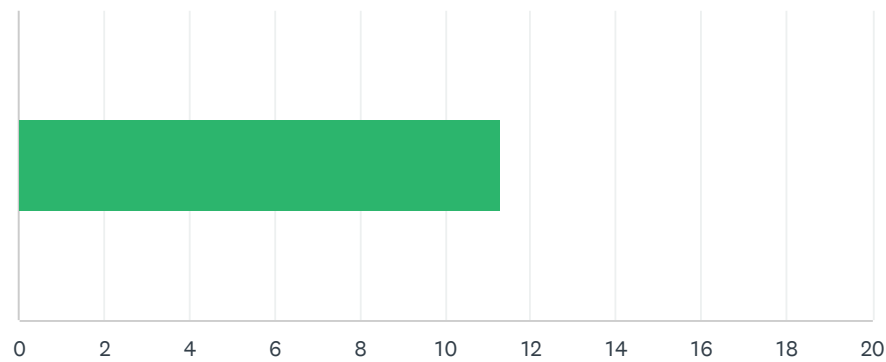
#		DATE
1	10	
2	10	
3	6	
4	5	
5	8	
6	9	
7	6	
8	2	
9	2	
10	1	
11	10	
12	10	
13	7	
14	5	
15	4	
16	10	
17	8	
18	8	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	3	
22	100	
23	6	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	260	23
Total Respondents: 23			

#		DATE
1	10	
2	10	
3	5	
4	7	
5	10	
6	6	
7	8	
8	5	
9	1	
10	10	
11	10	
12	10	
13	9	
14	5	
15	4	
16	10	
17	7	
18	6	
19	7	

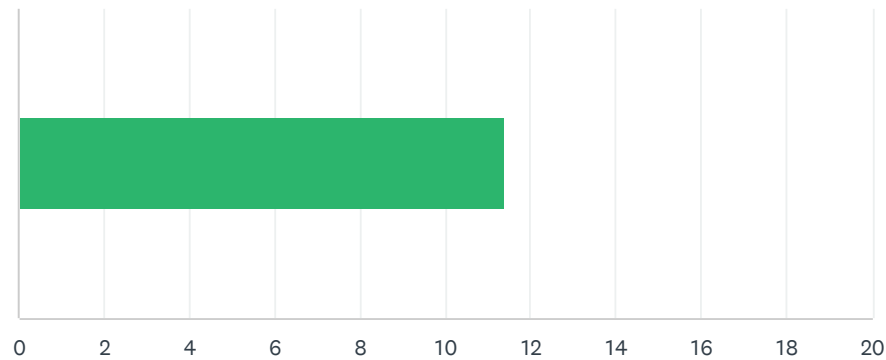
## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	3
22	100
23	7



Q5 Site administration follows the contract and respects personal rights.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	262	23
Total Respondents: 23			

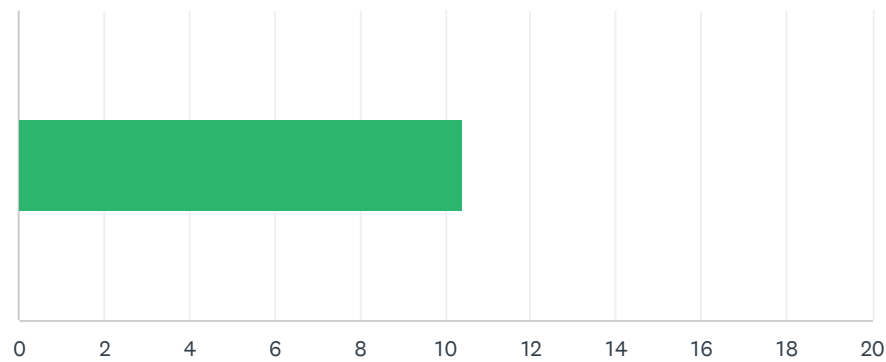
#		DATE
1	8	
2	10	
3	4	
4	5	
5	8	
6	10	
7	6	
8	2	
9	6	
10	8	
11	10	
12	10	
13	9	
14	5	
15	6	
16	10	
17	7	
18	9	
19	8	
20	10	

## 2024-2025 BETA Administration/Site Climate Survey

21	3
22	100
23	8

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	239	23
Total Respondents: 23			

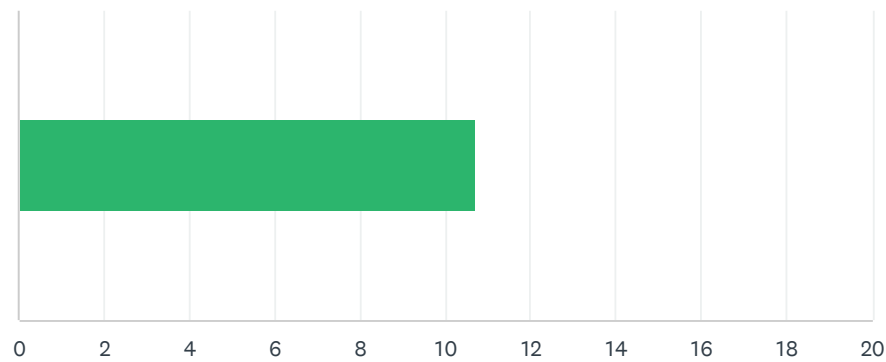
#		DATE
1	10	
2	10	
3	3	
4	6	
5	7	
6	6	
7	9	
8	1	
9	2	
10	8	
11	10	
12	5	
13	9	
14	5	
15	5	
16	10	
17	6	
18	9	
19	5	

## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	1
22	100
23	4

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	246	23
Total Respondents: 23			

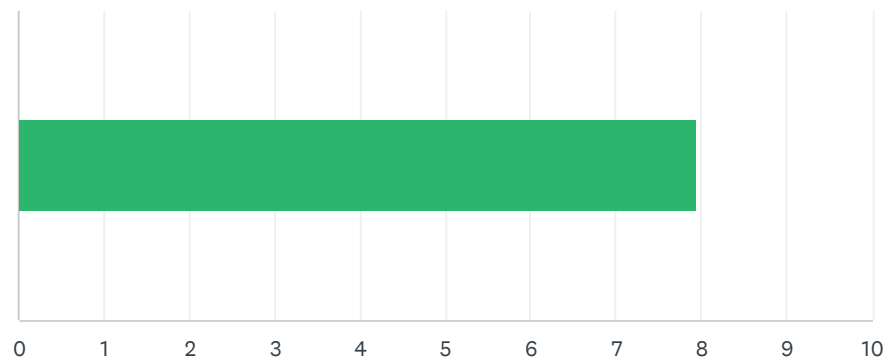
#		DATE
1	3	
2	10	
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8	3	
9	2	
10	5	
11	10	
12	10	
13	6	
14	4	
15	6	
16	10	
17	8	
18	8	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	3
22	100
23	5

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 22    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	175	22
Total Respondents: 22			

#		DATE
1	3	
2	10	
3	1	
4	4	
5	8	
6	10	
7	7	
8	3	
9	2	
10	5	
11	10	
12	10	
13	2	
14	5	
15	4	
16	10	
17	7	
18	8	
19	8	

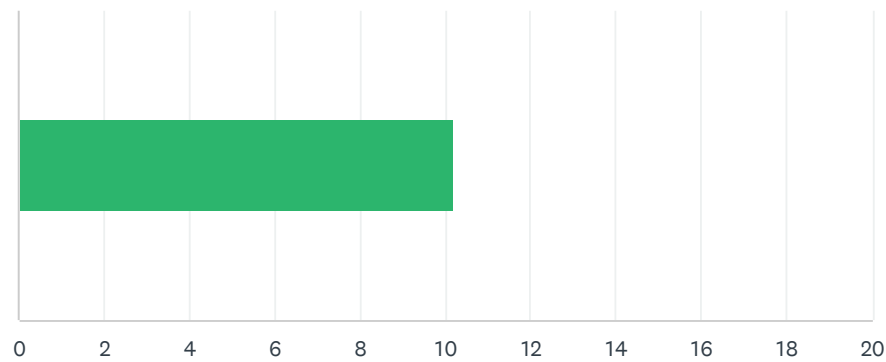
## 2024-2025 BETA Administration/Site Climate Survey

20	2	
21	50	
22	6	



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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	234	23
Total Respondents: 23			

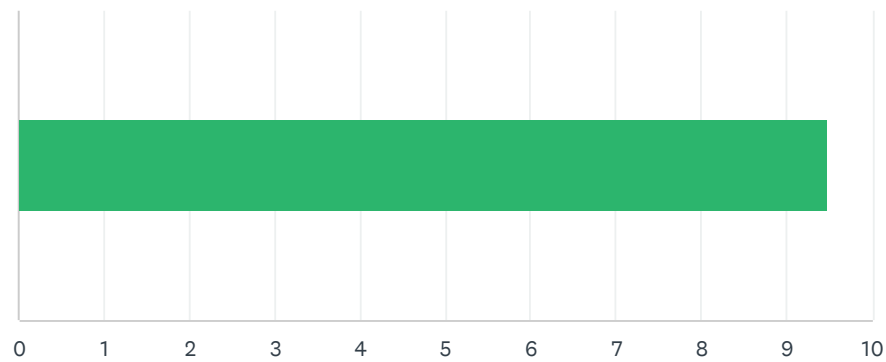
#		DATE
1	10	
2	10	
3	3	
4	4	
5	8	
6	10	
7	7	
8	3	
9	1	
10	5	
11	10	
12	10	
13	2	
14	2	
15	4	
16	10	
17	5	
18	5	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	3
22	100
23	4

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	218	23
Total Respondents: 23			

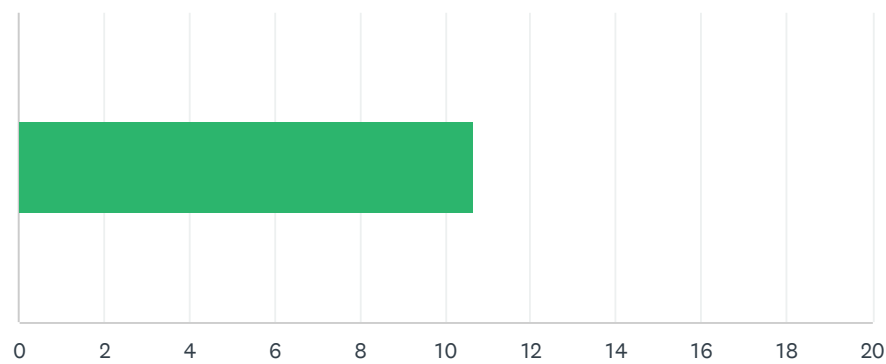
#		DATE
1	8	
2	10	
3	3	
4	4	
5	6	
6	7	
7	7	
8	1	
9	1	
10	1	
11	10	
12	8	
13	2	
14	2	
15	4	
16	10	
17	5	
18	6	
19	7	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	2
22	100
23	4

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	245	23
Total Respondents: 23			

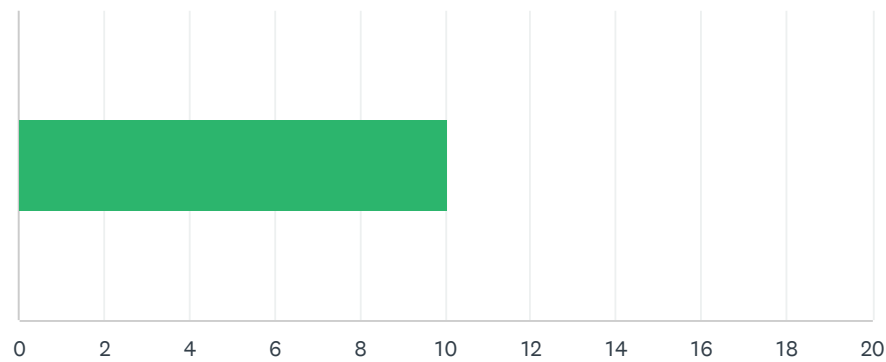
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3	5	
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9	2	
10	8	
11	10	
12	8	
13	8	
14	1	
15	5	
16	10	
17	7	
18	8	
19	6	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	2
22	100
23	6

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	231	23
Total Respondents: 23			

#		DATE
1	10	
2	10	
3	6	
4	5	
5	7	
6	9	
7	5	
8	3	
9	2	
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15	5	
16	10	
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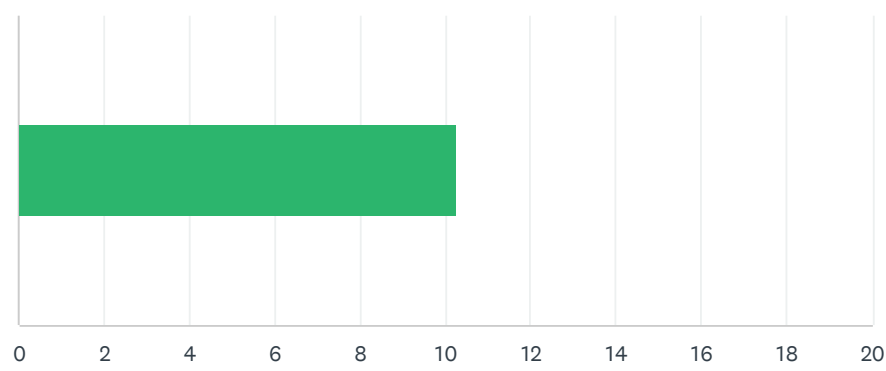
## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	2
22	100
23	6



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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	236	23
Total Respondents: 23			

#		DATE
1	10	
2	10	
3	3	
4	7	
5	7	
6	5	
7	6	
8	2	
9	2	
10	10	
11	10	
12	5	
13	5	
14	1	
15	7	
16	10	
17	6	
18	8	

## 2024-2025 BETA Administration/Site Climate Survey

19	6
20	8
21	2
22	100
23	6

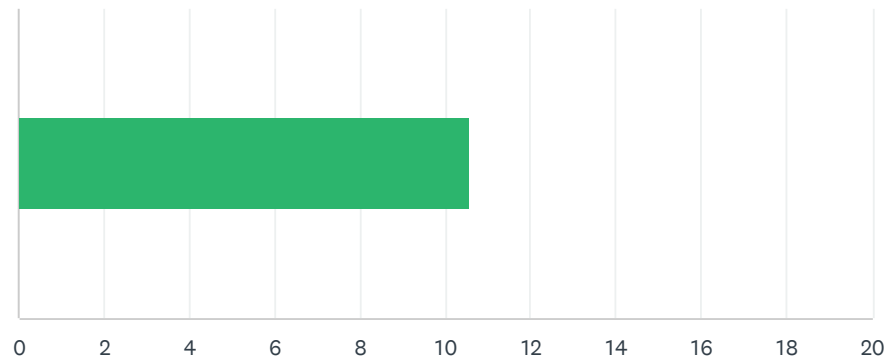
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 6   Skipped: 17

#	RESPONSES	DATE
1	none	
2	Administrator does not demonstrate professionalism as it pertains to personal boundaries and knowing teaching strategies for various grade levels. Administrator lacks skills in maintaining a toxic free environment free from employees bullying others in grade level meetings and on campus. Administrator does not separate church from state. This is her first year as an administrator, and she has taken path of least resistance in being fair to all employees.	
3	The new principal's leadership style is deeply concerning and warrants a detailed critique. While self-confidence is an essential quality for any leader, this individual's large ego often comes across as arrogance, leading to a dismissive attitude toward staff members. This behavior undermines morale and creates a divisive atmosphere within the school. Staff feel devalued and ignored, as their insights, expertise, and contributions are routinely dismissed rather than being acknowledged and utilized to strengthen the team. The principal's limited experience is evident in their overly controlling management approach. Instead of fostering collaboration and empowering staff to take initiative, they micromanage processes, stifling creativity and efficiency. This lack of trust in the expertise of teachers and staff further alienates the team, leading to frustration and disengagement. Effective leadership requires building strong, collaborative relationships, which is notably absent in this case. Moreover, the principal demonstrates insufficient knowledge of curriculum, which raises concerns about their ability to support academic growth and instructional improvement effectively. Teachers often find themselves without the guidance or resources they need to address instructional challenges, and this lack of curricular expertise undermines the school's educational mission. Compounding these issues is the principal's failure to treat staff with respect or empathy. Compassionate leadership is critical in a school environment, where teachers and staff face numerous challenges daily. Despite purported training in Social and Emotional Learning (SEL), there is no evidence that the principal has internalized these principles. Their actions lack the understanding and compassion necessary to cultivate a supportive and inclusive environment for staff and students alike. If the principal received compensation for SEL training, it would be appropriate for them to return the funds, as the training's intended outcomes are not reflected in their leadership style. Their inability to demonstrate these critical skills suggests a significant disconnect between training and practice, further eroding confidence in their capacity to lead effectively. In conclusion, the principal's approach is detrimental to staff morale, student outcomes, and the overall school climate. Addressing these deficiencies will require humility, professional development, and a genuine commitment to fostering a culture of respect, collaboration, and growth.	
4	Very happy at Harris!	
5	My concern is how can administration be more supportive with educators when there's misbehaviors on a consistent basis and parents are not supportive with helping their child (Instead blame the school/educators).	
6	This years principal is doing a good job so far. Setting expectations, involving parents and teachers.	

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

Answered: 21    Skipped: 2



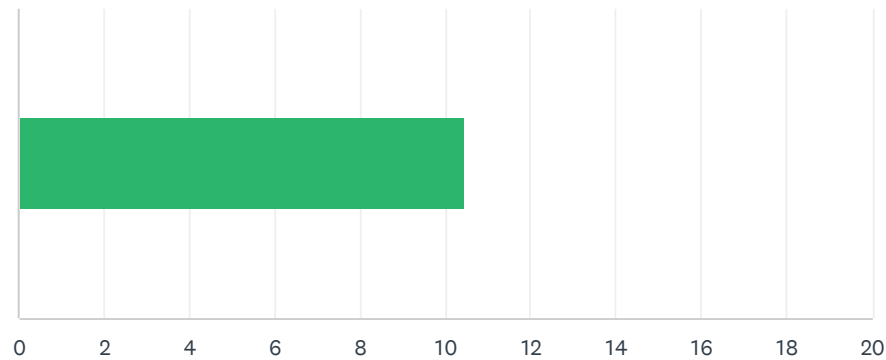
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	222	21
Total Respondents: 21			

#		DATE
1	5	
2	4	
3	10	
4	7	
5	7	
6	7	
7	7	
8	7	
9	4	
10	1	
11	10	
12	8	
13	7	
14	1	
15	5	
16	7	
17	7	
18	8	
19	4	
20	100	



Q16 Site meetings are productive and not excessive.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	240	23
Total Respondents: 23			

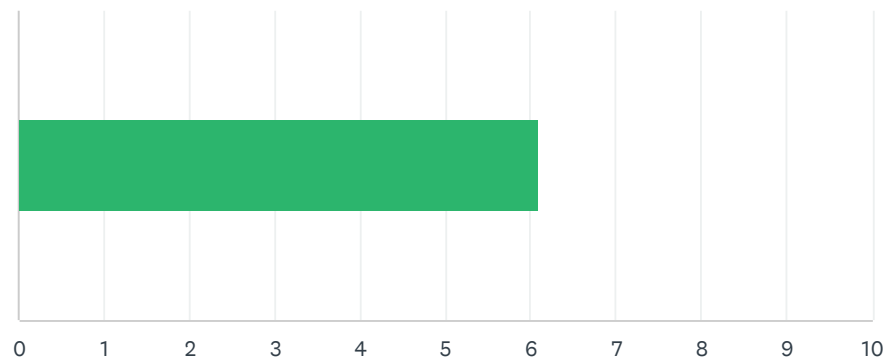
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6	7	
7	6	
8	9	
9	3	
10	4	
11	10	
12	10	
13	7	
14	3	
15	5	
16	8	
17	5	
18	8	
19	7	
20	9	

## 2024-2025 BETA Administration/Site Climate Survey

21	3	
22	100	
23	5	

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

Answered: 22 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	134	22
Total Respondents: 22			

#		DATE
1	6	
2	4	
3	10	
4	6	
5	7	
6	8	
7	4	
8	7	
9	3	
10	2	
11	10	
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14	5	
15	7	
16	9	
17	5	
18	8	
19	8	

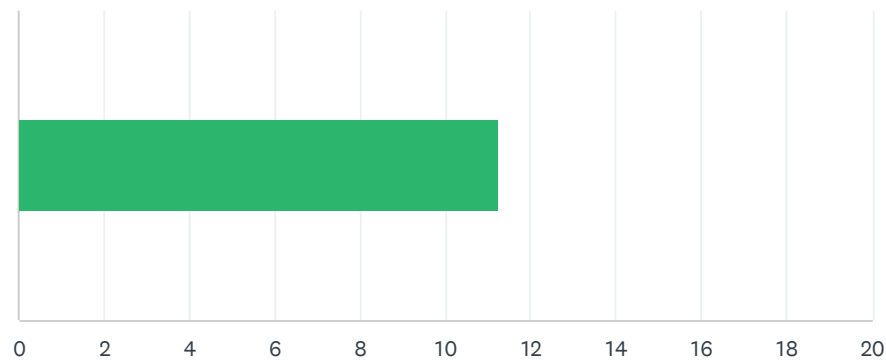


## 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	4	
22	3	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	259	23
Total Respondents: 23			

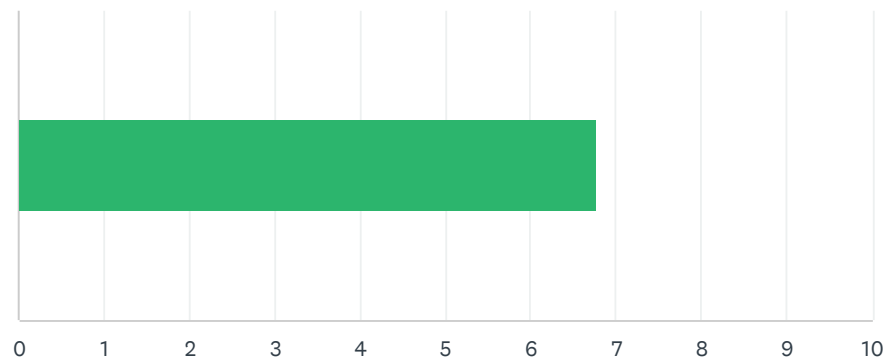
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5	7	
6	9	
7	8	
8	9	
9	1	
10	8	
11	10	
12	8	
13	9	
14	5	
15	7	
16	10	
17	6	
18	9	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	9	
21	5	
22	100	
23	7	

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

Answered: 22    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	149	22
Total Respondents: 22			

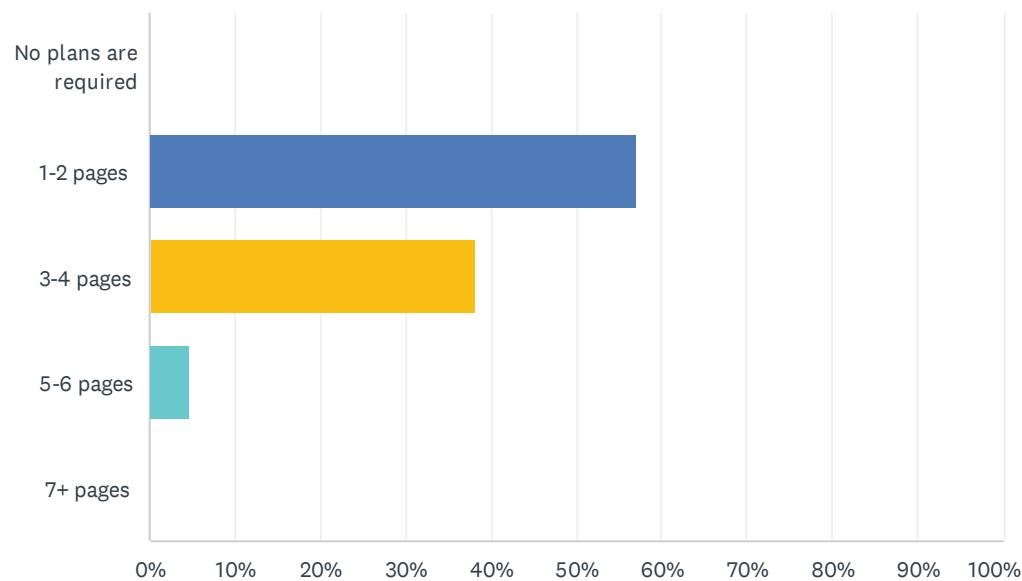
#		DATE
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2	4	
3	10	
4	8	
5	7	
6	6	
7	8	
8	9	
9	2	
10	8	
11	10	
12	8	
13	9	
14	5	
15	3	
16	9	
17	6	
18	5	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	2	
22	6	

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

Answered: 21    Skipped: 2

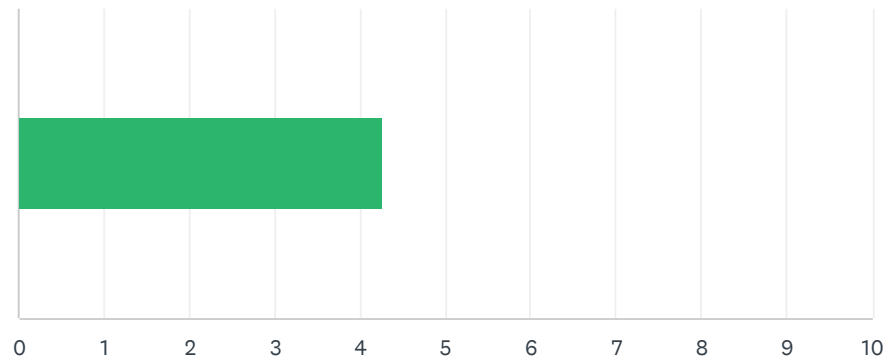


ANSWER CHOICES		RESPONSES	
No plans are required		0.00%	0
1-2 pages		57.14%	12
3-4 pages		38.10%	8
5-6 pages		4.76%	1
7+ pages		0.00%	0
TOTAL			21

#	COMMENT	DATE
1	Must be submitted weekly	
2	Starting next year we are all expected to follow the same lesson plan format chosen by admin. We still don't know how long the new lesson template will be.	

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

Answered: 15    Skipped: 8

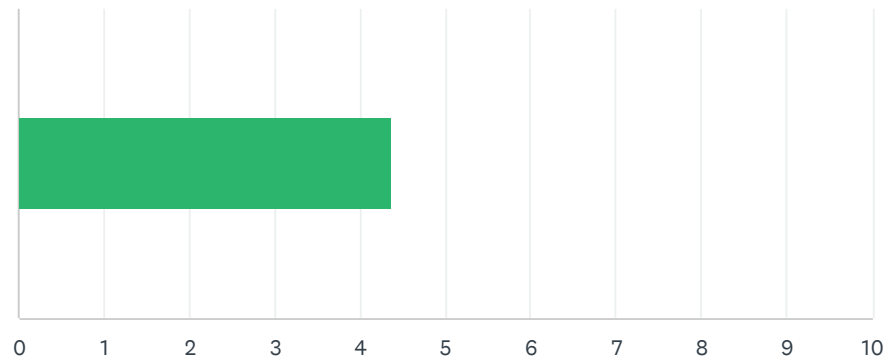


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	64	15
Total Respondents: 15			

#		DATE
1	1	
2	1	
3	10	
4	2	
5	1	
6	10	
7	3	
8	1	
9	10	
10	10	
11	5	
12	1	
13	5	
14	3	
15	1	

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

Answered: 16 Skipped: 7



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	70	16
Total Respondents: 16			

#		DATE
1	1	
2	1	
3	10	
4	2	
5	1	
6	7	
7	3	
8	1	
9	10	
10	6	
11	10	
12	8	
13	1	
14	5	
15	3	
16	1	



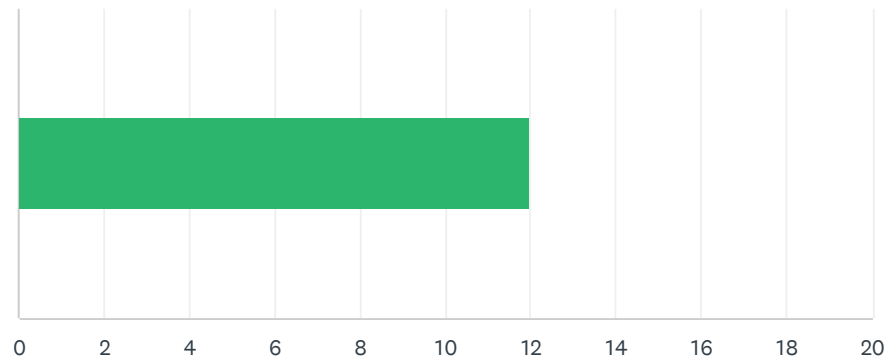
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 1   Skipped: 22

#	RESPONSES	DATE
1	Reading intervention teachers have recess duty, classroom teachers do not.	

Q24 Staff and students feel safe.

Answered: 22    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	264	22
Total Respondents: 22			

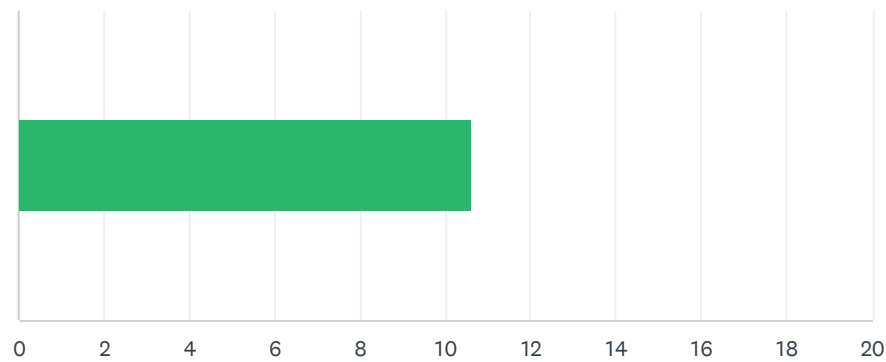
#		DATE
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2	7	
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6	8	
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8	10	
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10	10	
11	10	
12	8	
13	9	
14	5	
15	10	
16	9	
17	5	
18	10	
19	10	
20	3	

## 2024-2025 BETA Administration/Site Climate Survey

21	100	
22	6	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	244	23
Total Respondents: 23			

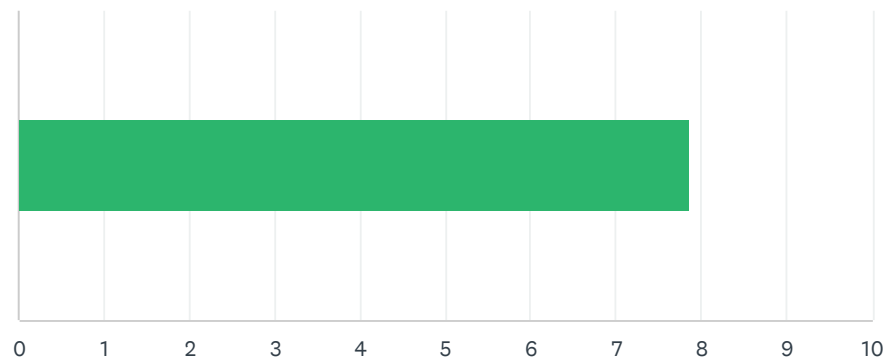
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12	10	
13	1	
14	2	
15	3	
16	10	
17	7	
18	8	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	2/22/2025 7:32 PM
21	2	2/22/2025 6:07 PM
22	100	2/21/2025 4:18 PM
23	4	2/21/2025 4:10 PM

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

Answered: 22 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	173	22
Total Respondents: 22			

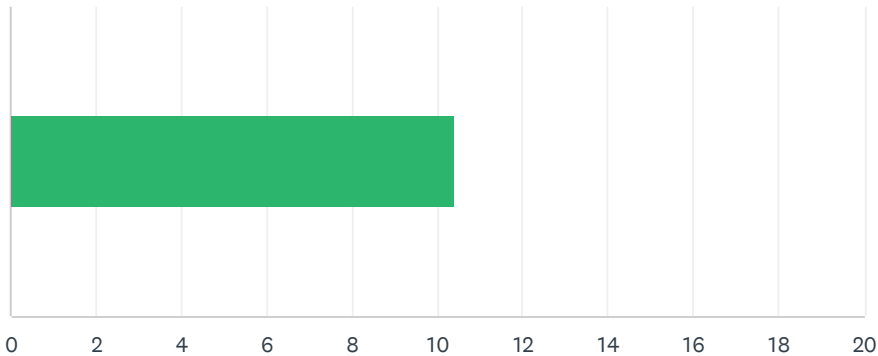
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8	7	
9	5	
10	4	
11	10	
12	5	
13	2	
14	1	
15	5	
16	10	
17	6	
18	5	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	2	
21	50	
22	5	

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	239	23
Total Respondents: 23			

#		DATE
1	5	
2	7	
3	10	
4	4	
5	5	
6	7	
7	10	
8	7	
9	5	
10	3	
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14	1	
15	3	
16	10	
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18	8	
19	9	

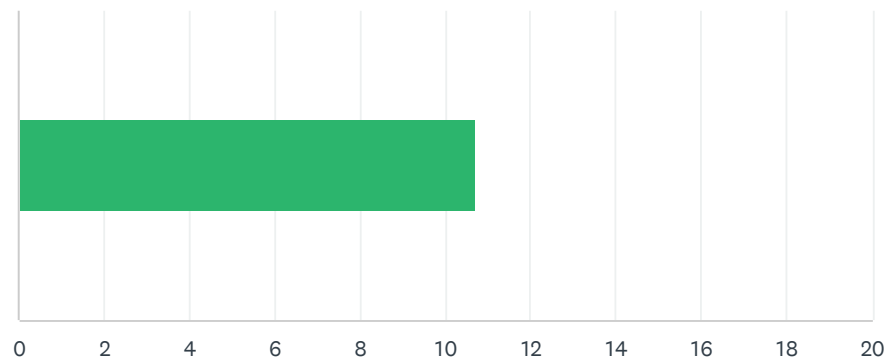


## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	3	
22	100	
23	5	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	246	23
Total Respondents: 23			

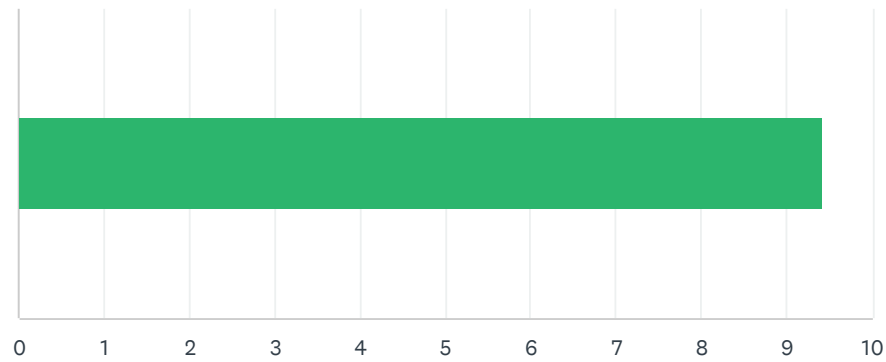
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8	7	
9	3	
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11	10	
12	10	
13	1	
14	1	
15	5	
16	10	
17	7	
18	8	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	2	
22	100	
23	6	

Q29 My site has a positive atmosphere.

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	217	23
Total Respondents: 23			

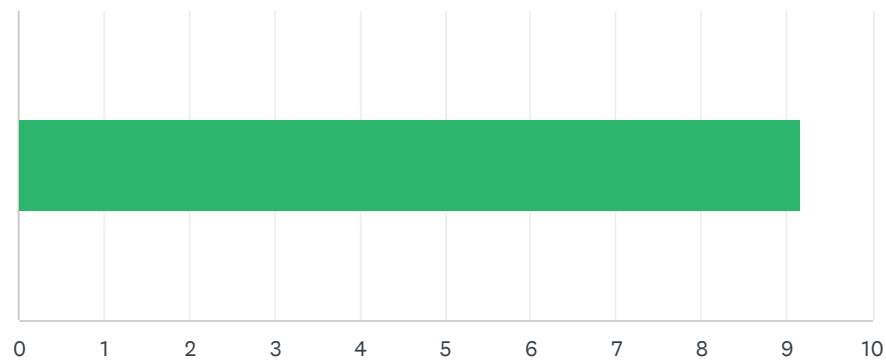
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7	10	
8	9	
9	3	
10	2	
11	10	
12	8	
13	5	
14	3	
15	5	
16	10	
17	4	
18	6	
19	8	
20	10	

## 2024-2025 BETA Administration/Site Climate Survey

21	3	
22	71	
23	6	

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

Answered: 23    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	211	23
Total Respondents: 23			

#		DATE
1	6	
2	8	
3	10	
4	8	
5	5	
6	7	
7	8	
8	9	
9	3	
10	3	
11	10	
12	8	
13	3	
14	1	
15	4	
16	10	
17	6	
18	6	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	2	
22	70	
23	6	

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

Answered: 3   Skipped: 20

#	RESPONSES	DATE
1	Principle is learning that primary students can exhibit junior high behaviors they learned at home and it is not because teacher does not have professional strategies to deal with behavior. Unsupportive to teachers she does not like.	
2	PBIS is ineffective for unruly students.	
3	There's an absence in professionalism that needs to be addressed regarding disciplinary actions and how to best support educators. There's also an absence in resourcefulness when approaching for help with discipline and support with parents.	



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

Answered: 2   Skipped: 21

#	RESPONSES	DATE
1	Mrs. Capilla is doing a great job.	
2	This school needs to work on building working communities. Not a lot of cross grade collaboration and/or socializing.	

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.)

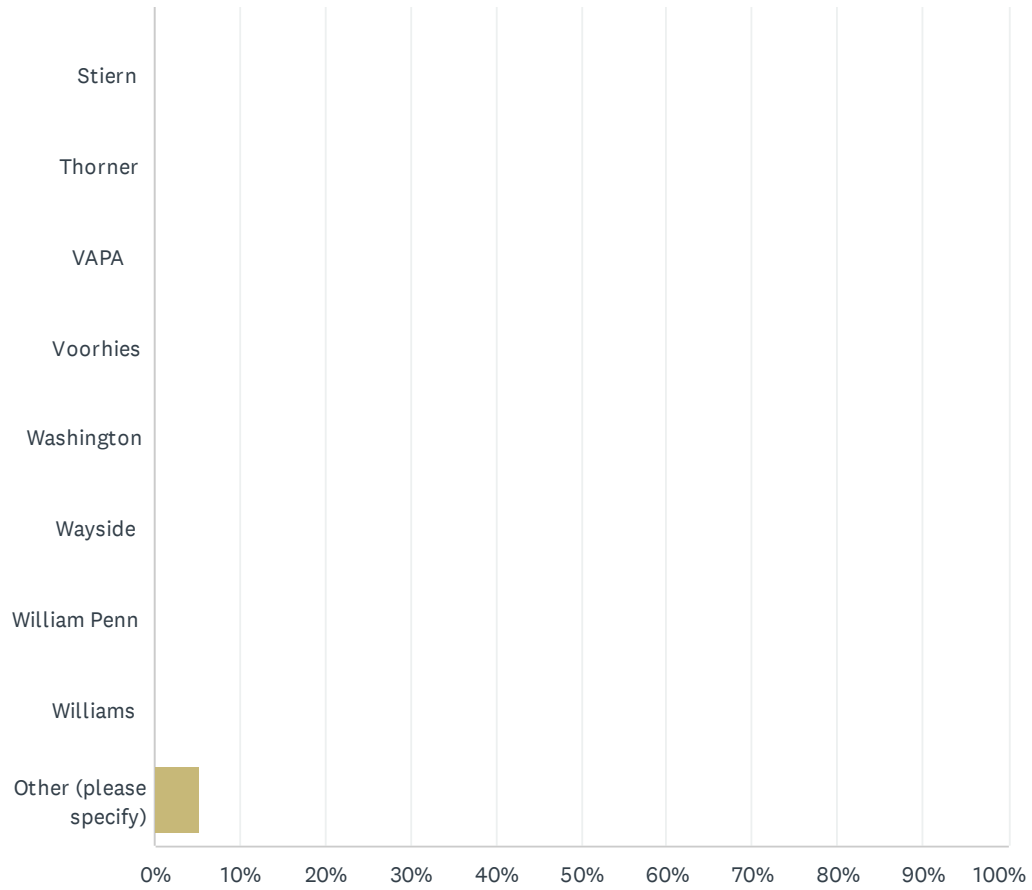
Answered: 19    Skipped: 0

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

## 2024-2025 BETA Administration/Site Climate Survey

[illegible]

## 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	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	100.00%	19
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

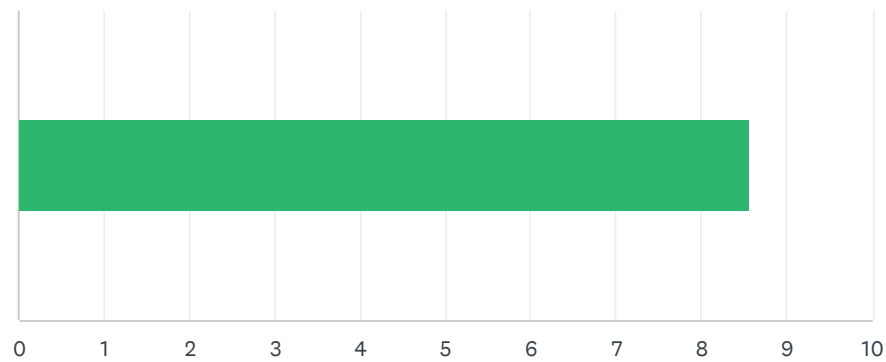
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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)	5.26%	1
Total Respondents: 19		

#	OTHER (PLEASE SPECIFY)	DATE
1	State PreK	

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

Answered: 19    Skipped: 0

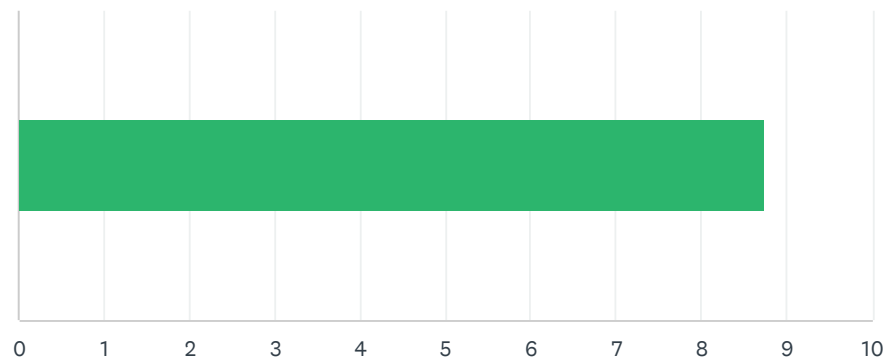


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	163	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	1	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	5	
13	9	
14	4	
15	9	
16	9	
17	10	
18	8	
19	9	

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

Answered: 19 Skipped: 0



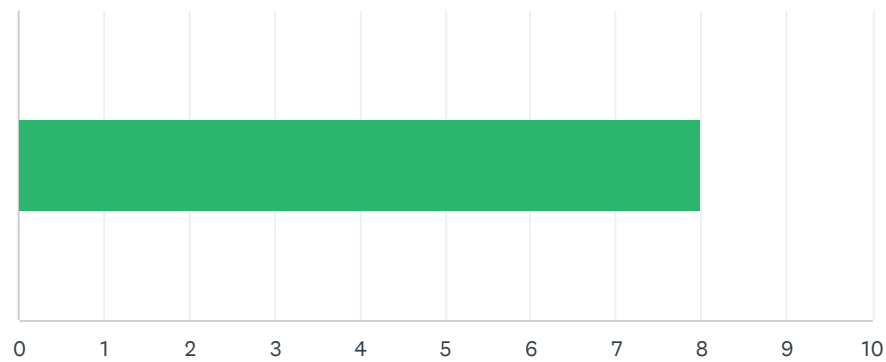
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	166	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	1	
5	9	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	5	
13	10	
14	4	
15	10	
16	10	
17	10	
18	10	
19	8	



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

Answered: 19 Skipped: 0

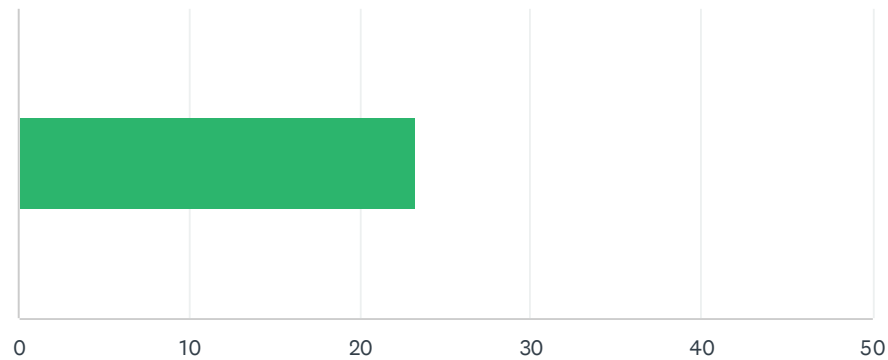


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	152	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	1	
5	9	
6	10	
7	10	
8	10	
9	10	
10	10	
11	8	
12	4	
13	9	
14	1	
15	9	
16	7	
17	10	
18	7	
19	8	

Q5 Site administration follows the contract and respects personal rights.

Answered: 19    Skipped: 0

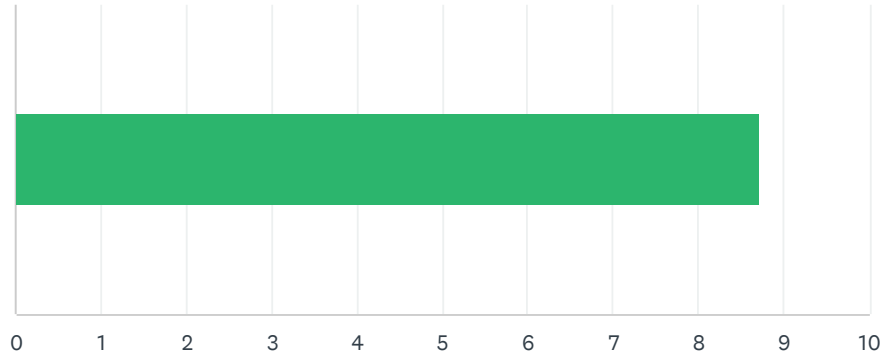


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	23	442	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	5	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	3	
13	10	
14	5	
15	10	
16	10	
17	100	
18	100	
19	100	

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

Answered: 18 Skipped: 1

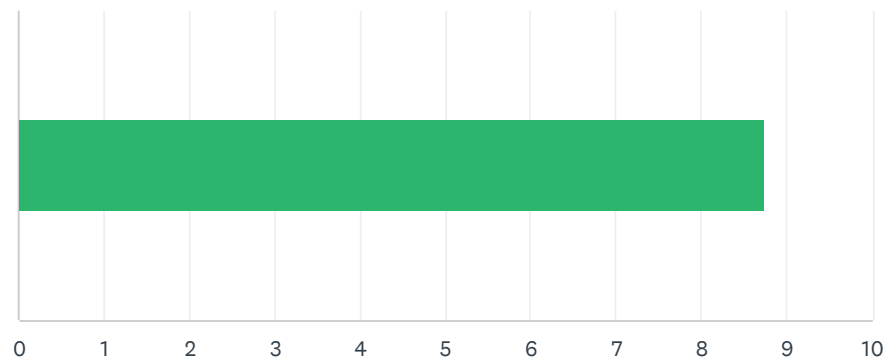


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	157	18
Total Respondents: 18			

#	DATE
1	10
2	10
3	10
4	1
5	10
6	9
7	10
8	10
9	10
10	10
11	5
12	10
13	3
14	10
15	10
16	10
17	9
18	10

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

Answered: 19    Skipped: 0

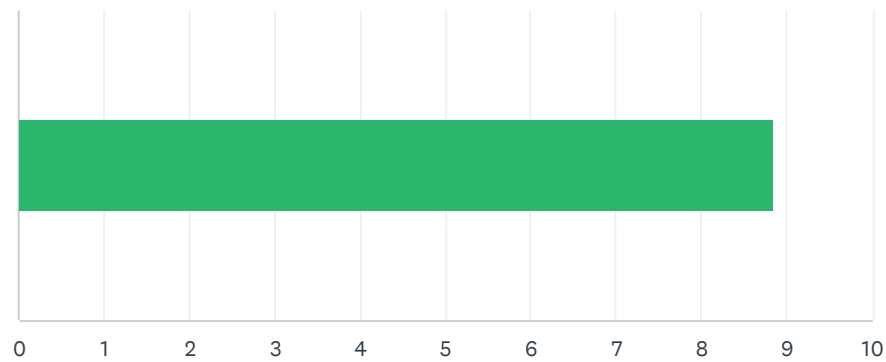


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	166	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	1	
5	10	
6	10	
7	9	
8	10	
9	10	
10	10	
11	10	
12	5	
13	10	
14	5	
15	9	
16	10	
17	10	
18	8	
19	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 19    Skipped: 0

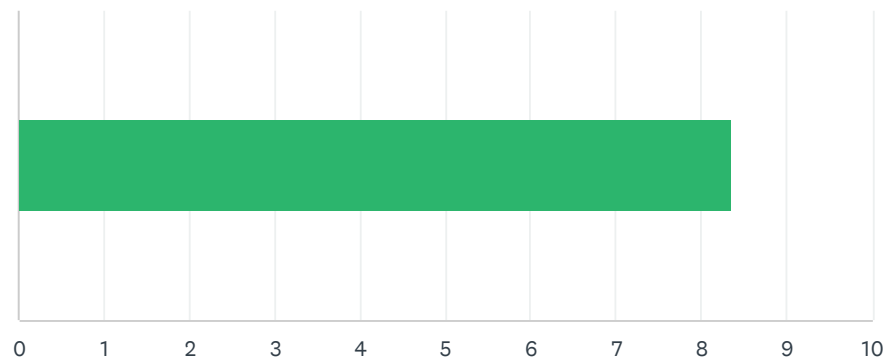


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	168	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	10	
4	3	
5	10	
6	10	
7	8	
8	10	
9	10	
10	10	
11	10	
12	5	
13	9	
14	7	
15	8	
16	9	
17	10	
18	9	
19	10	

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

Answered: 19    Skipped: 0

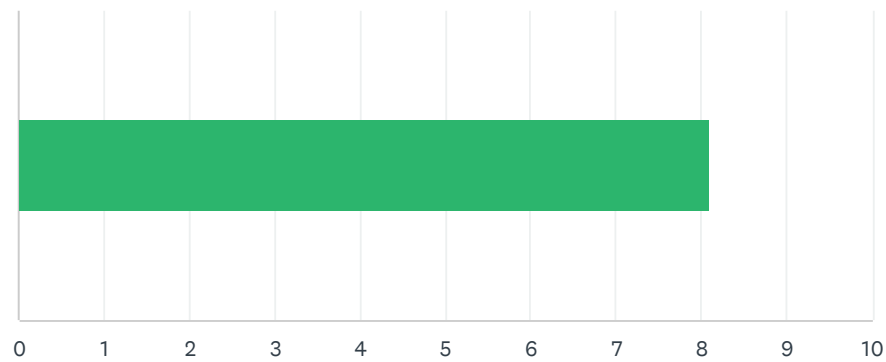


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	159	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	10	
4	1	
5	10	
6	10	
7	10	
8	10	
9	9	
10	10	
11	10	
12	2	
13	10	
14	1	
15	9	
16	10	
17	7	
18	10	
19	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 19    Skipped: 0

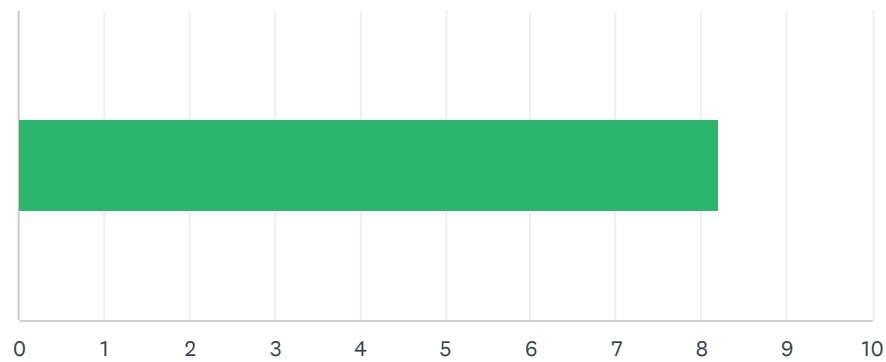


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	154	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	1	
5	5	
6	10	
7	10	
8	10	
9	10	
10	10	
11	9	
12	6	
13	9	
14	1	
15	9	
16	10	
17	10	
18	8	
19	7	

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

Answered: 19    Skipped: 0



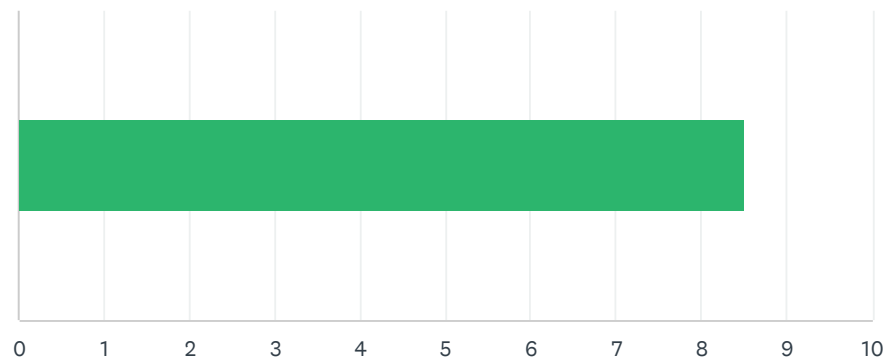
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	156	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	1	
5	10	
6	10	
7	9	
8	10	
9	10	
10	10	
11	8	
12	6	
13	10	
14	2	
15	8	
16	9	
17	9	
18	7	
19	8	



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

Answered: 18 Skipped: 1

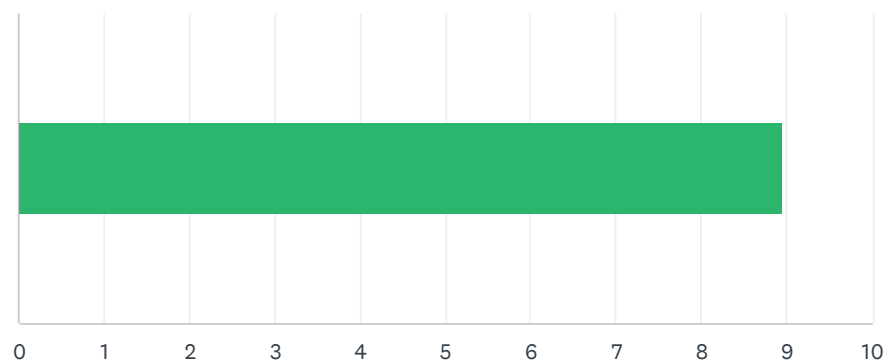


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	153	18
Total Respondents: 18			

#	DATE
1	10
2	9
3	10
4	1
5	10
6	10
7	10
8	10
9	10
10	9
11	5
12	10
13	2
14	9
15	10
16	10
17	10
18	8

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

Answered: 19    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	170	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	10	
4	5	
5	9	
6	10	
7	8	
8	10	
9	10	
10	10	
11	10	
12	7	
13	10	
14	2	
15	9	
16	10	
17	10	
18	10	



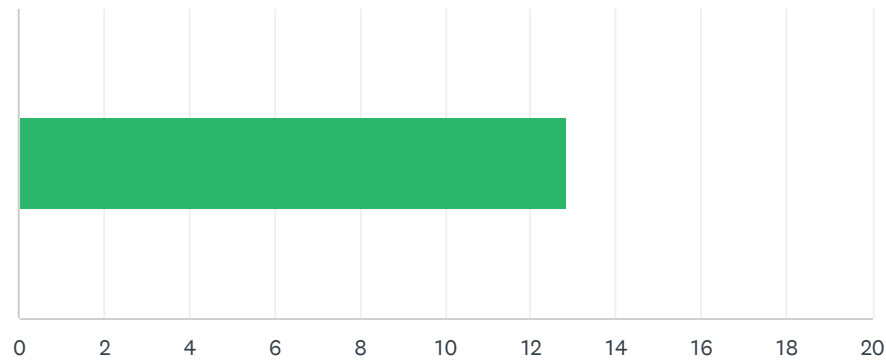
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 8   Skipped: 11

#	RESPONSES	DATE
1	This is for the Horace Mann Administration only. Not the Pre-K	
2	The current admin at Horace Mann is probably the most thoughtful and appreciative admin I have ever worked under in my 11 years with the district.	
3	I am concerned about the amount of time that they are pulled from our school to attend meeting that could be sent in an e-mail to them. They are most effective when they are here and visible to the students and staff. The kids would love to do things with them	
4	The Principal is outstanding. Unfortunately, our VP is the person who brings down all these scores. Our VP calls teachers unprofessional for following the contract, openly mocks teachers in staff meetings, and exudes apathy towards teacher concerns.	
5	I wish this allowed for a survey of the individual admin. My principal is great, but the VP is not. The VP is disrespectful to staff, has preferential treatment of staff, and does not value or want input from grade levels. As someone who has not taught at the elementary level, the VP speaks as if she knows the experience...and clearly does not.	
6	Site Administration needs more interaction with students on campus. A protocol needs to be established on site before removing a student from one class to be put in another.	
7	our campus is a very happy place to be	
8	My site is very considerate of time and treats everyone fairly. They care about everyone's wellbeing and help to alleviate stress but they can work on communicating in a timely fashion. Sometimes information isn't given until the day before or day of (pd, scheduled events, changes to schedule, etc). Also, things are often scheduled relatively close to recess so I/my class will miss some of their break.	

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

Answered: 18    Skipped: 1

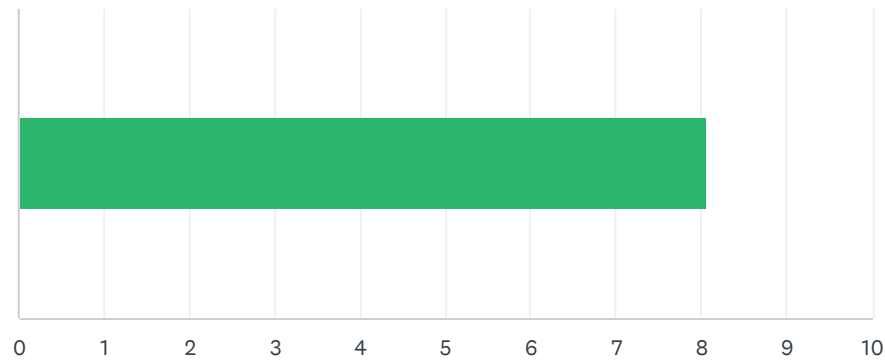


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	231	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	5	
5	10	
6	10	
7	10	
8	10	
9	9	
10	6	
11	5	
12	9	
13	1	
14	10	
15	10	
16	6	
17	10	
18	90	

Q16 Site meetings are productive and not excessive.

Answered: 18    Skipped: 1

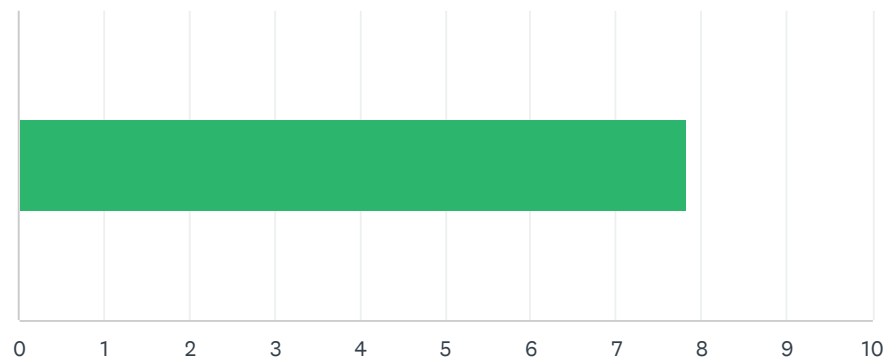


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	145	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	3	
5	10	
6	10	
7	10	
8	10	
9	8	
10	7	
11	7	
12	8	
13	4	
14	10	
15	4	
16	8	
17	8	
18	8	

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

Answered: 18 Skipped: 1

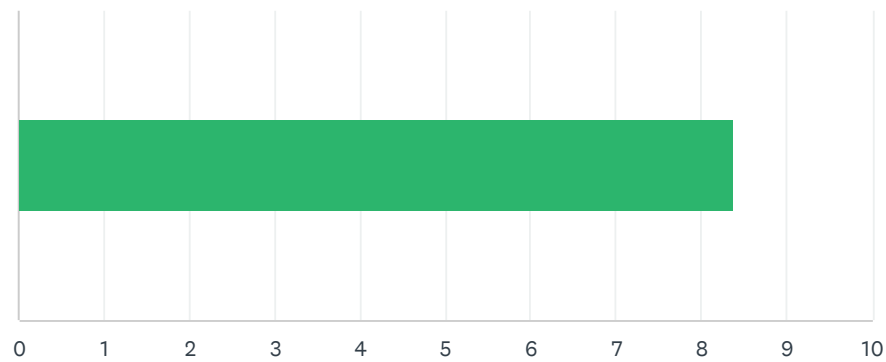


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	141	18
Total Respondents: 18			

#		DATE
1	10	
2	2	
3	10	
4	10	
5	10	
6	7	
7	10	
8	10	
9	10	
10	1	
11	3	
12	8	
13	1	
14	10	
15	10	
16	10	
17	9	
18	10	

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

Answered: 18 Skipped: 1



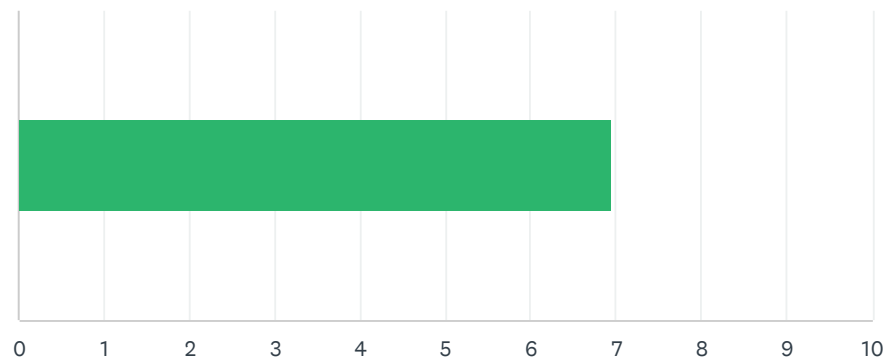
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	151	18
Total Respondents: 18			

#		DATE
1	10	
2	2	
3	10	
4	1	
5	10	
6	10	
7	10	
8	10	
9	9	
10	8	
11	10	
12	9	
13	4	
14	10	
15	10	
16	10	
17	9	
18	9	



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

Answered: 18    Skipped: 1

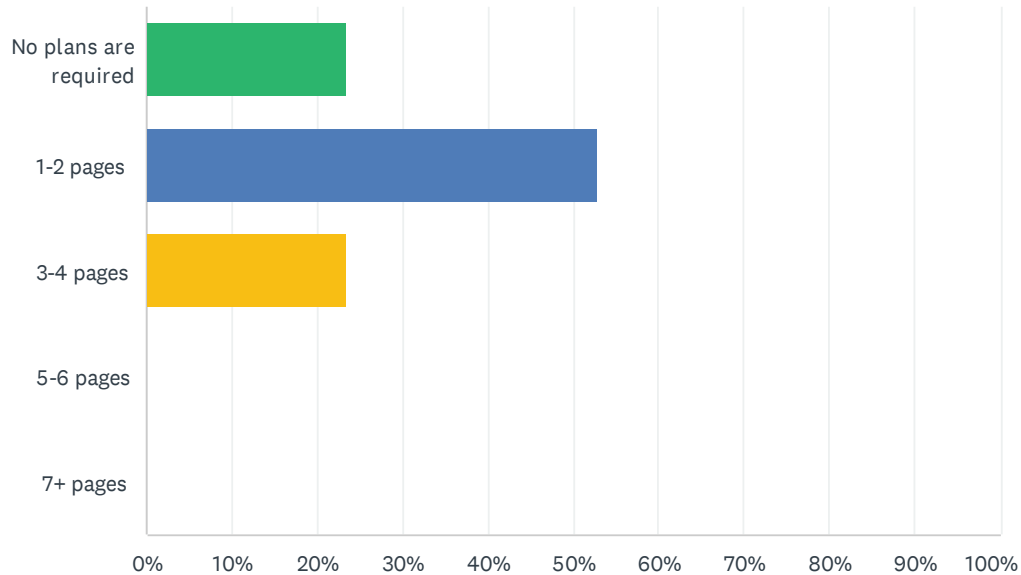


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	125	18
Total Respondents: 18			

#		DATE
1	10	
2	2	
3	10	
4	4	
5	10	
6	8	
7	10	
8	7	
9	10	
10	7	
11	8	
12	8	
13	1	
14	10	
15	8	
16	6	
17	1	
18	5	

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

Answered: 17 Skipped: 2

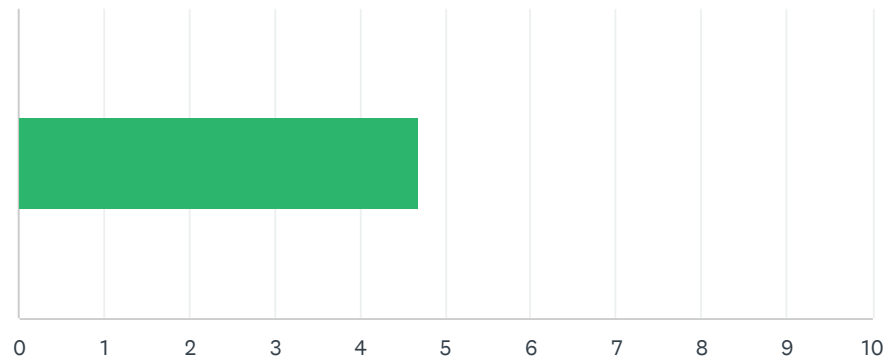


ANSWER CHOICES	RESPONSES
No plans are required	23.53% 4
1-2 pages	52.94% 9
3-4 pages	23.53% 4
5-6 pages	0.00% 0
7+ pages	0.00% 0
TOTAL	17

#	COMMENT	DATE
1	Number 17, 18 and 19 is in reference to the Pre_k	
2	I am not sure about this, my job is outside of these expectations	
3	They are if needed.	
4	Our lesson plan requirements are perfect. Enough to guide the grade level and allow for individual teaching styles.	
5	grade level plans, Not sure of required length. We also have to share our Backwards mapping and we have to share DELD plans	
6	PLCs plan together and create lesson plans	
7	Shared in goodgle.drive	

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

Answered: 16    Skipped: 3

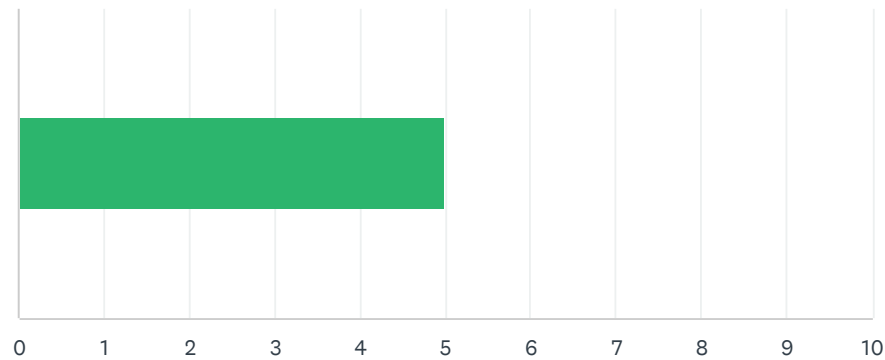


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	75	16
Total Respondents: 16			

#		DATE
1	1	
2	10	
3	10	
4	10	
5	10	
6	1	
7	1	
8	1	
9	10	
10	3	
11	3	
12	1	
13	1	
14	1	
15	2	
16	10	

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

Answered: 15    Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	75	15
Total Respondents: 15			

#		DATE
1	6	
2	1	
3	10	
4	10	
5	10	
6	1	
7	1	
8	6	
9	3	
10	3	
11	1	
12	1	
13	10	
14	2	
15	10	

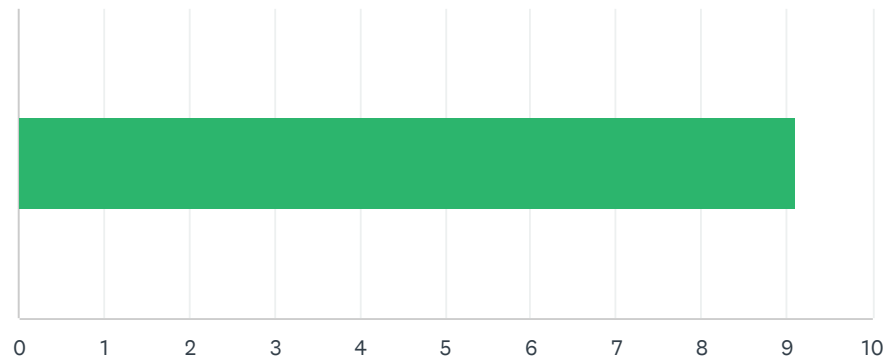
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4   Skipped: 15

#	RESPONSES	DATE
1	Pre-k does nut have bussed children and must be with students at all times.	
2	unsafe kids do not come first	
3	We are required to attend IEP's that are not our students on a rotating basis. It seems inappropriate, but we have been told it is a district requirement.	
4	Coaches have bus and yard duty but classroom teachers do not.	

Q24 Staff and students feel safe.

Answered: 18    Skipped: 1

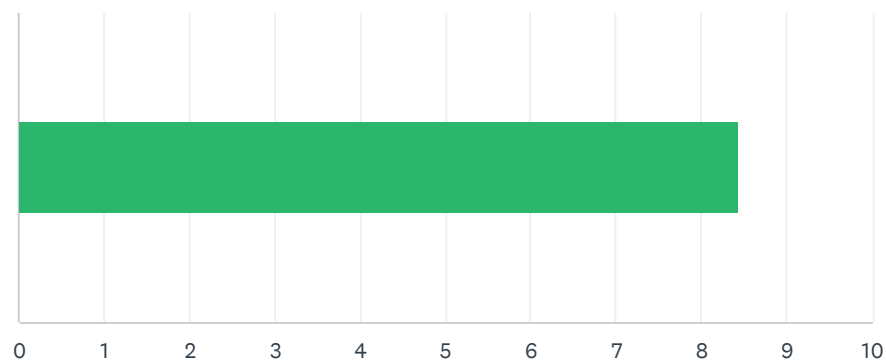


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	164	18
Total Respondents: 18			

#		DATE
1	2	
2	10	
3	9	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	6	
12	10	
13	9	
14	9	
15	9	
16	10	
17	10	
18	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 18 Skipped: 1

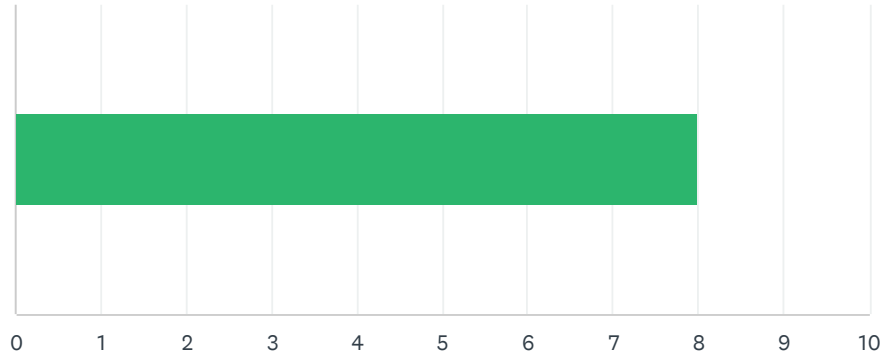


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	152	18
Total Respondents: 18			

#		DATE
1	1	
2	10	
3	9	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	3	
12	8	
13	7	
14	9	
15	10	
16	9	
17	10	
18	8	

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

Answered: 18 Skipped: 1



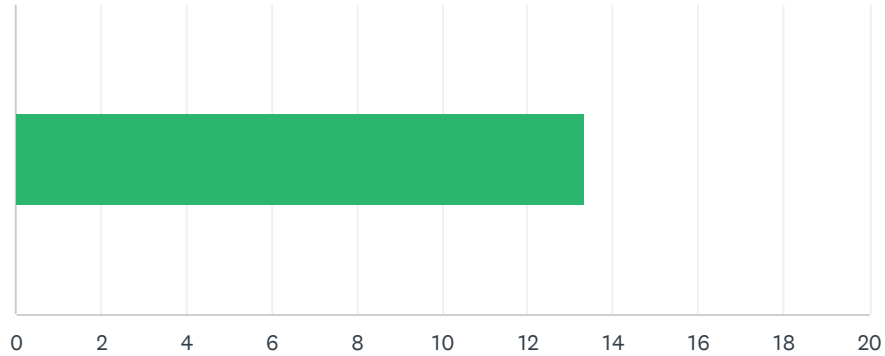
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	144	18
Total Respondents: 18			

#		DATE
1	2	
2	10	
3	9	
4	10	
5	10	
6	10	
7	10	
8	1	
9	9	
10	10	
11	6	
12	9	
13	8	
14	9	
15	9	
16	10	
17	4	
18	8	



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

Answered: 18 Skipped: 1

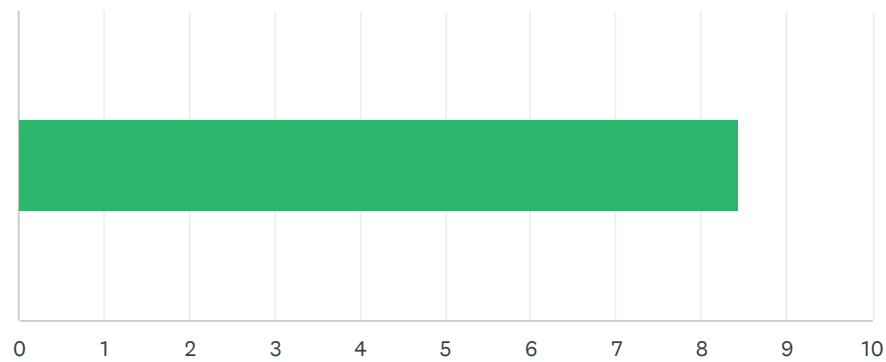


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	240	18
Total Respondents: 18			

#		DATE
1	2	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	6	
12	9	
13	9	
14	9	
15	10	
16	10	
17	10	
18	85	

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

Answered: 18 Skipped: 1

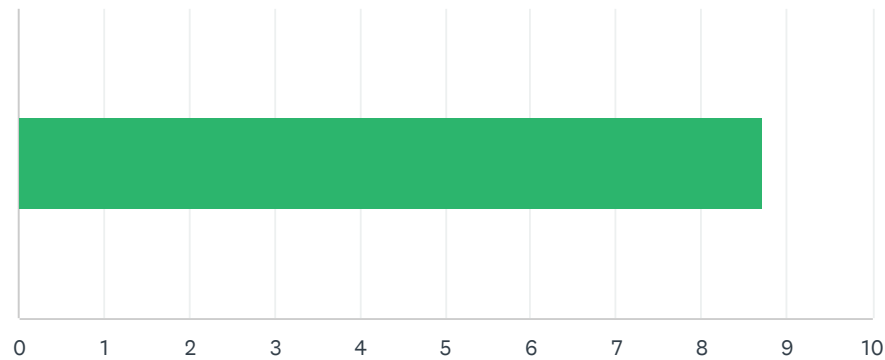


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	152	18
Total Respondents: 18			

#		DATE
1	1	
2	10	
3	9	
4	10	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	6	
12	9	
13	4	
14	9	
15	8	
16	8	
17	10	
18	10	

Q29 My site has a positive atmosphere.

Answered: 18    Skipped: 1

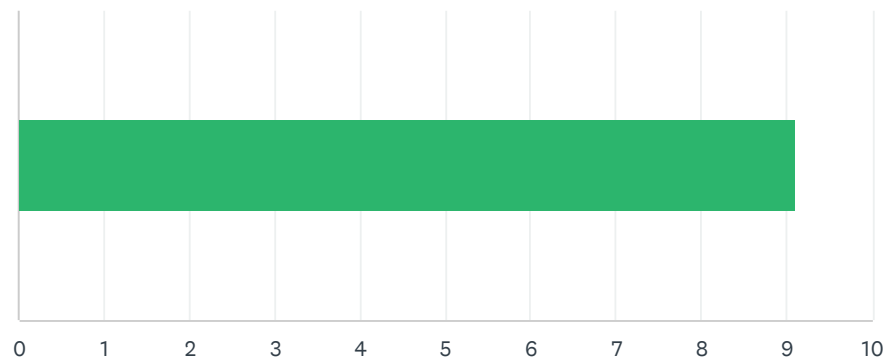


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	157	18
Total Respondents: 18			

#		DATE
1	2	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	4	
12	9	
13	7	
14	9	
15	9	
16	10	
17	10	
18	8	

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

Answered: 18 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	164	18
Total Respondents: 18			

#		DATE
1	2	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	5	
12	10	
13	7	
14	10	
15	10	
16	10	
17	10	
18	10	

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

Answered: 3   Skipped: 16

#	RESPONSES	DATE
1	This is now in reference to Horace Mann Site	
2	Discipline is a joke. Students have no consequences for poor behavior. PBIS isn't helping. Students realize nothing will happen to them when they make bad choices.	
3	Our CPALS (and some teachers) do not enforce the schools rules which makes it unfair to those who do, and is not consistent across the campus.	

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

Answered: 2   Skipped: 17

#	RESPONSES	DATE
1	I used to feel my campus deserved all 10's on this survey, but with the recent VP, I no longer would recommend this campus. I respect and admire the principal, but there is a disconnect with the VP, and it has changed the dynamics in a negative way.	
2	It has been a great place to be.	

# 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: 21 Skipped: 0

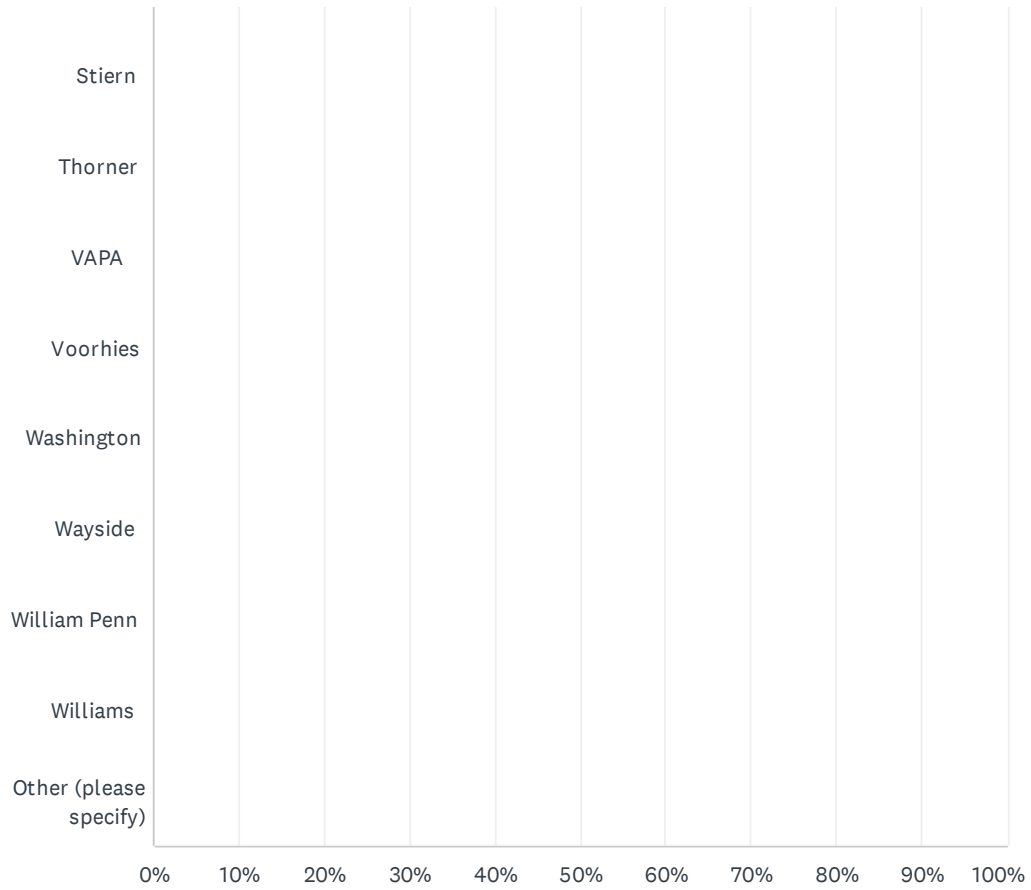
Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin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

## 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	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	100.00%	21
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

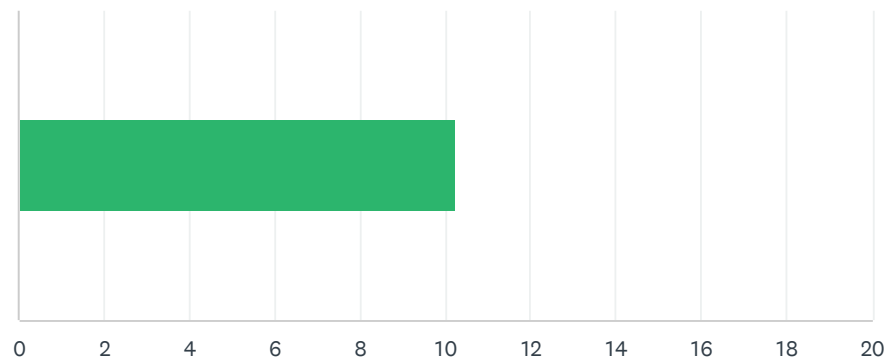
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 21		

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

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

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	215	21
Total Respondents: 21			

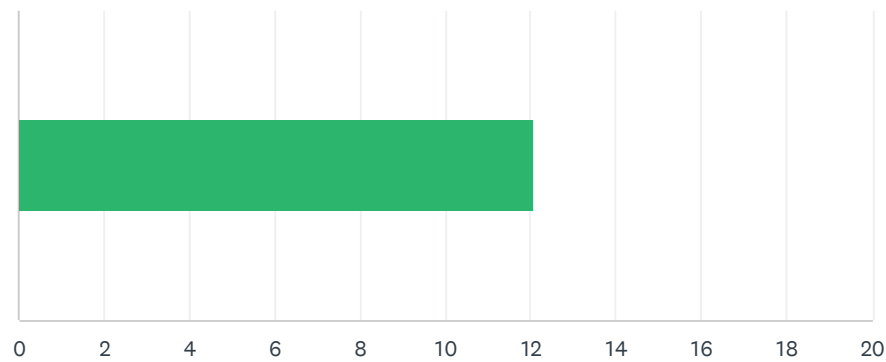
#		DATE
1	7	
2	9	
3	1	
4	2	
5	10	
6	5	
7	10	
8	9	
9	10	
10	4	
11	9	
12	9	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	10	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	50

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

Answered: 21 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	253	21
Total Respondents: 21			

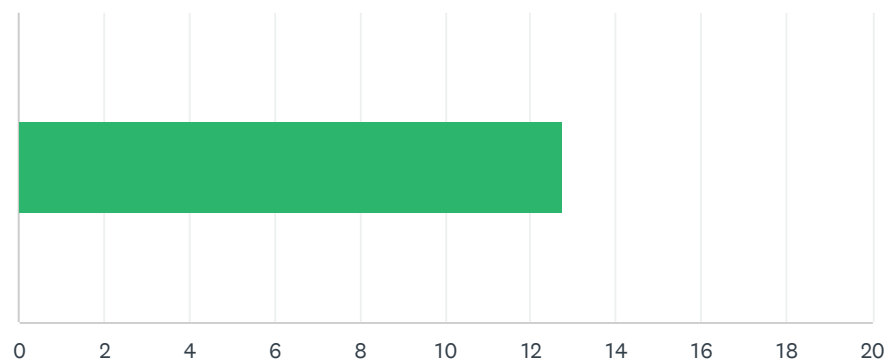
#		DATE
1	8	
2	10	
3	1	
4	2	
5	10	
6	5	
7	10	
8	10	
9	10	
10	4	
11	10	
12	10	
13	8	
14	10	
15	10	
16	10	
17	10	
18	10	
19	10	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	85	

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

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	268	21
Total Respondents: 21			

#		DATE
1	8	
2	10	
3	4	
4	2	
5	10	
6	5	
7	10	
8	9	
9	10	
10	1	
11	10	
12	10	
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14	10	
15	10	
16	10	
17	9	
18	10	
19	10	

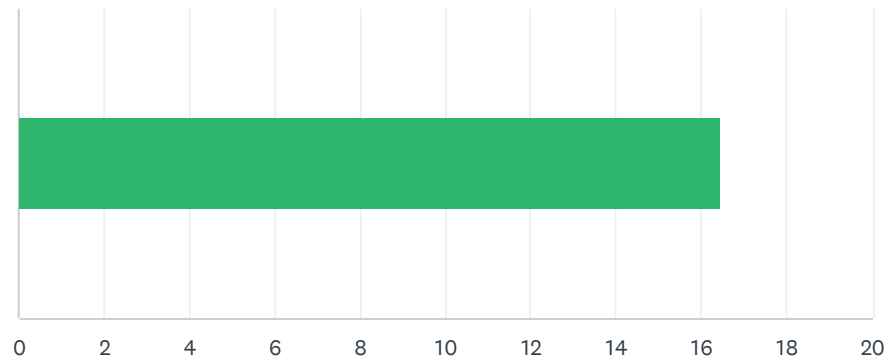


## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	100	

Q5 Site administration follows the contract and respects personal rights.

Answered: 21    Skipped: 0



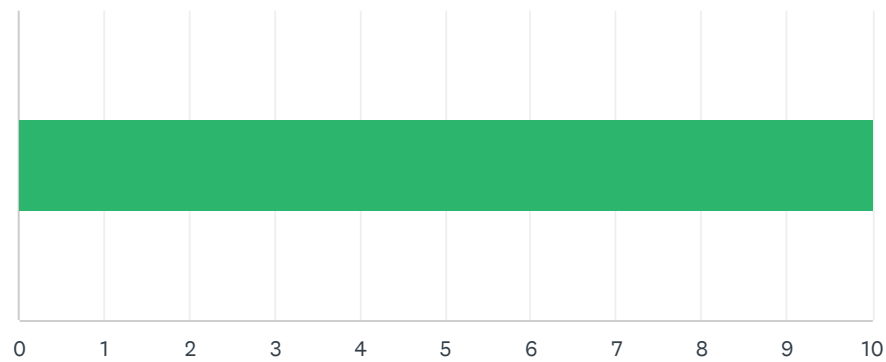
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	16	346	21
Total Respondents: 21			

#		DATE
1	8	
2	10	
3	2	
4	2	
5	10	
6	5	
7	10	
8	10	
9	10	
10	6	
11	10	
12	10	
13	9	
14	10	
15	10	
16	10	
17	10	
18	10	
19	99	
20	10	



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

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	210	21
Total Respondents: 21			

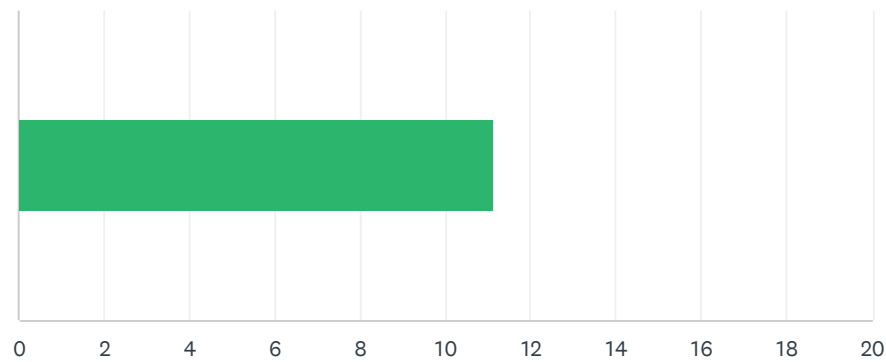
#		DATE
1	8	
2	10	
3	1	
4	2	
5	10	
6	5	
7	10	
8	9	
9	9	
10	1	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	5	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	50

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

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	234	21
Total Respondents: 21			

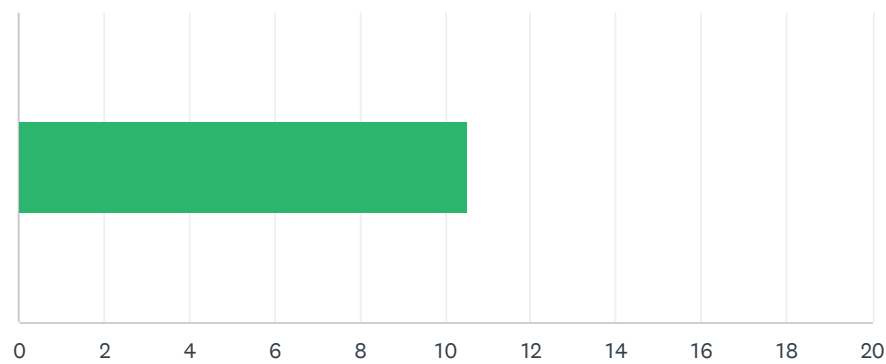
#		DATE
1	7	
2	10	
3	1	
4	2	
5	10	
6	6	
7	10	
8	9	
9	8	
10	1	
11	8	
12	10	
13	9	
14	10	
15	10	
16	9	
17	9	
18	10	
19	10	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	75	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	221	21
Total Respondents: 21			

#		DATE
1	8	
2	9	
3	1	
4	2	
5	10	
6	6	
7	10	
8	10	
9	10	
10	6	
11	10	
12	9	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	10	

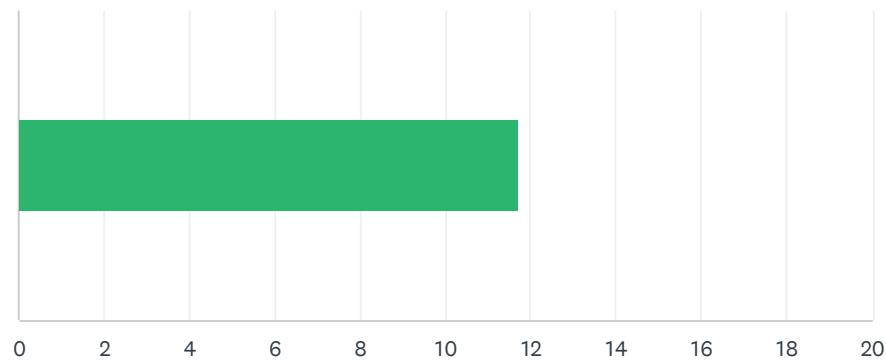


## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	50

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

Answered: 21    Skipped: 0



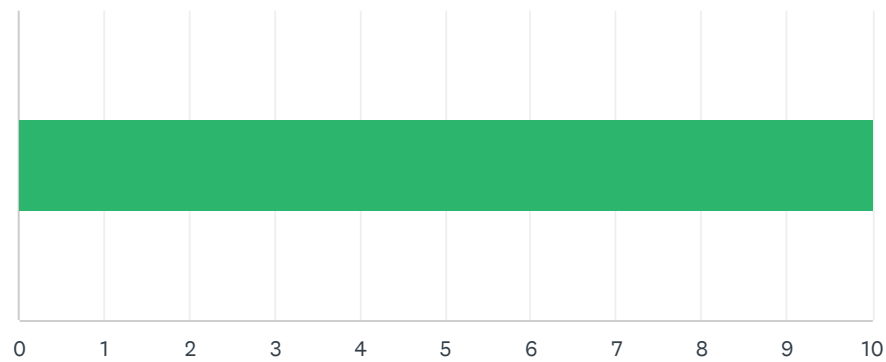
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	246	21
Total Respondents: 21			

#		DATE
1	9	
2	9	
3	1	
4	2	
5	10	
6	9	
7	10	
8	10	
9	10	
10	1	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	10	

20	10
21	75

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	210	21
Total Respondents: 21			

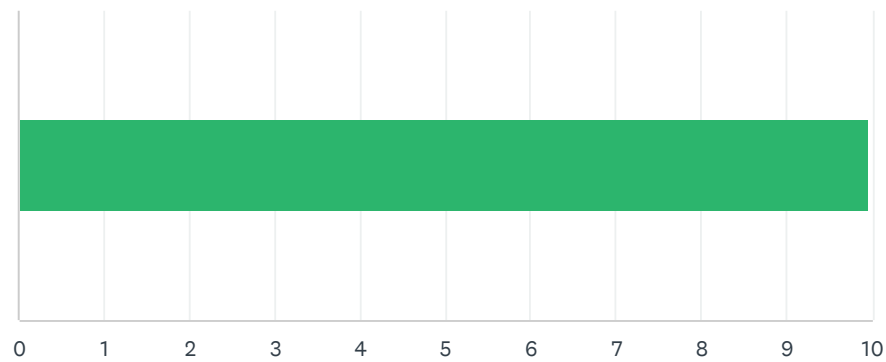
#		DATE
1	8	
2	10	
3	1	
4	2	
5	10	
6	9	
7	10	
8	10	
9	10	
10	1	
11	10	
12	10	
13	9	
14	10	
15	10	
16	10	
17	10	
18	10	
19	10	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	40

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

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	209	21
Total Respondents: 21			

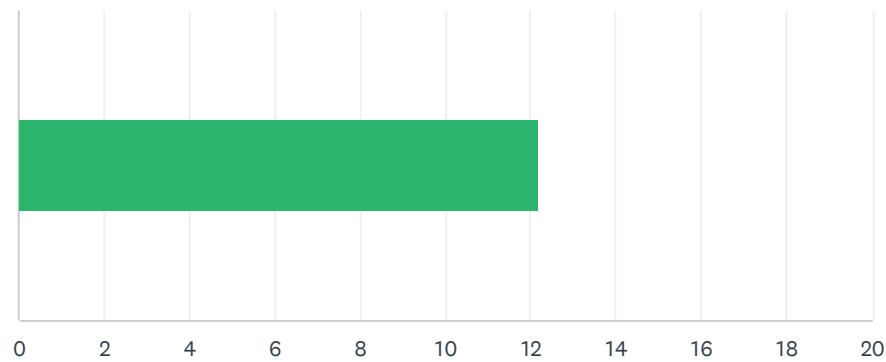
#		DATE
1	7	
2	10	
3	1	
4	2	
5	10	
6	9	
7	10	
8	9	
9	10	
10	1	
11	7	
12	10	
13	8	
14	10	
15	10	
16	9	
17	10	
18	10	
19	6	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	50

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

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	256	21
Total Respondents: 21			

#		DATE
1	8	
2	10	
3	1	
4	2	
5	10	
6	9	
7	10	
8	10	
9	10	
10	1	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	10	

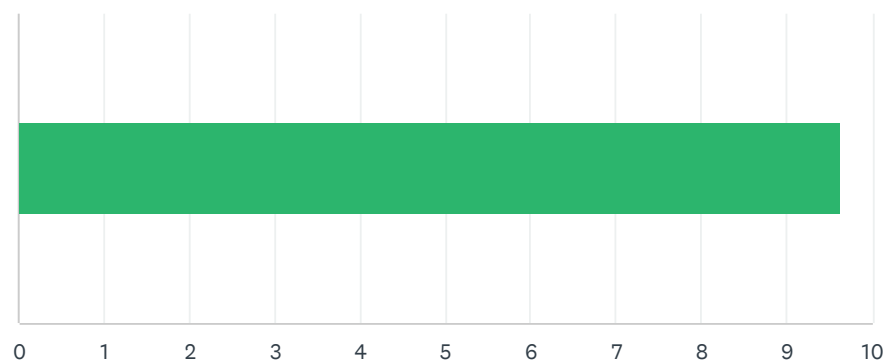


## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	85

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

Answered: 19    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	183	19
Total Respondents: 19			

#		DATE
1	9	
2	10	
3	1	
4	2	
5	3	
6	1	
7	9	
8	1	
9	6	
10	1	
11	6	
12	10	
13	10	
14	9	
15	10	
16	10	
17	10	
18	10	



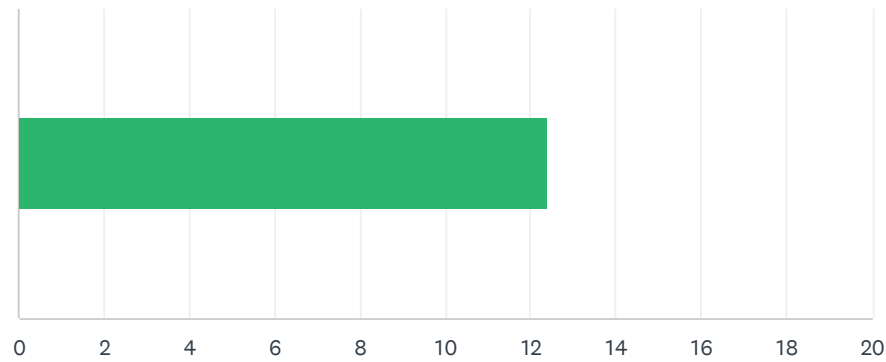
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 9   Skipped: 12

#	RESPONSES	DATE
1	Mayhem	
2	Untrustworthy Administrators	
3	The VP here calls too many "inclement weather" days for no valid reasons. Low winds, damp grass/cement outside are reasons when she is calling inclement weather days.	
4	I love working at Hort!	
5	our school over utilizes Inclement Weather when the weather is fine. They are using using it for puddles on the floor and not for bad weather.	
6	Hort administration is supportive of staff, students and parents. What a breath of fresh air! Hort feels like a true family. Staff and students are smiling and happy. I love coming to work.	
7	Our entire admin is brand new. The first year is definitely a difficult one with many new staff bringing in new ideas, thoughts and processes from their previous sites. It was overwhelming at times. However, I can see that our new principal has great goals, and intentions for the future. I just think approach, and delivery from some support staff can be an area of growth.	
8	This year was a unique year for Hort elementary with many changes to our site administration. I have to say that it has been a positive change. The team as a whole has been very respectful and committed to our needs. I appreciate the quick response to questions and announcements. I like how consistent procedures have been implemented, and the children are always the priority.	
9	I love Melissa! I hope and pray she stays here for a long time	

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

Answered: 20    Skipped: 1

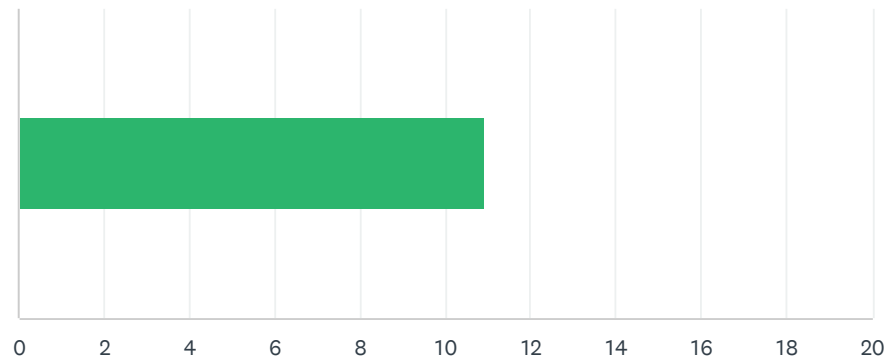


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	248	20
Total Respondents: 20			

#		DATE
1	4	
2	7	
3	10	
4	1	
5	2	
6	10	
7	6	
8	10	
9	8	
10	10	
11	10	
12	10	
13	10	
14	8	
15	10	
16	7	
17	10	
18	5	
19	10	
20	100	

Q16 Site meetings are productive and not excessive.

Answered: 20    Skipped: 1

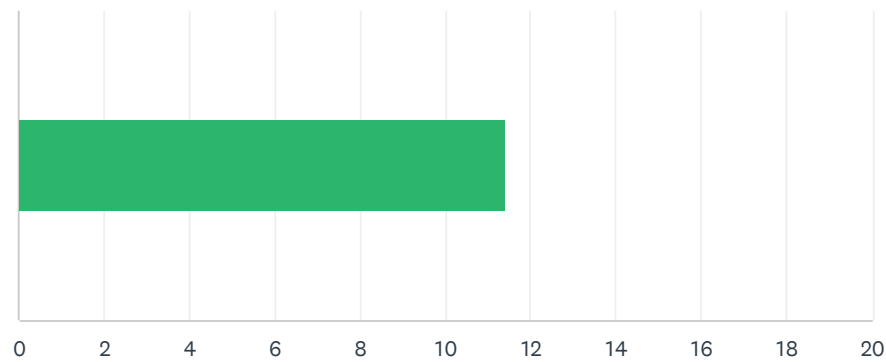


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	218	20
Total Respondents: 20			

#		DATE
1	4	
2	9	
3	9	
4	2	
5	2	
6	10	
7	6	
8	10	
9	10	
10	8	
11	10	
12	10	
13	10	
14	10	
15	10	
16	3	
17	10	
18	5	
19	10	
20	70	

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

Answered: 19    Skipped: 2

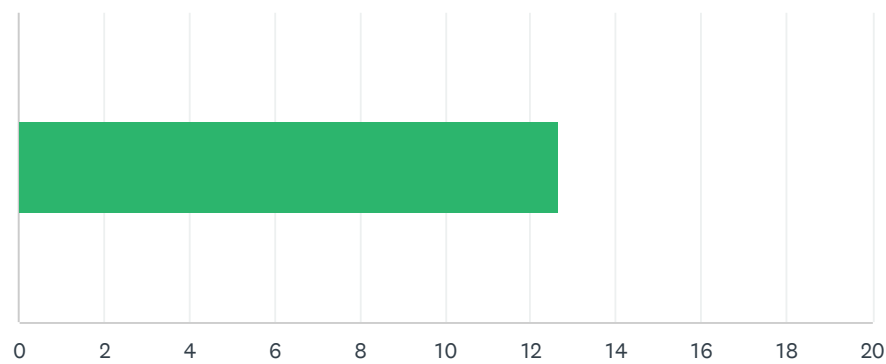


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	217	19
Total Respondents: 19			

#		DATE
1	3	
2	8	
3	10	
4	1	
5	2	
6	10	
7	6	
8	7	
9	8	
10	9	
11	8	
12	5	
13	7	
14	5	
15	10	
16	10	
17	8	
18	10	
19	90	

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

Answered: 20 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	253	20
Total Respondents: 20			

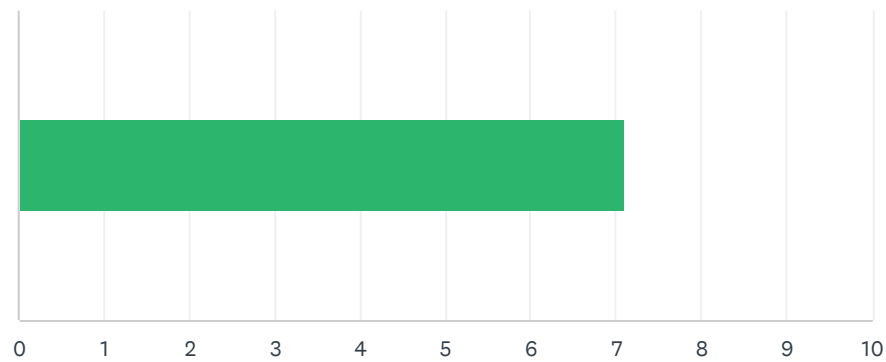
#		DATE
1	4	
2	9	
3	9	
4	3	
5	2	
6	10	
7	6	
8	10	
9	8	
10	10	
11	10	
12	10	
13	10	
14	7	
15	10	
16	10	
17	10	
18	10	
19	10	





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

Answered: 20    Skipped: 1



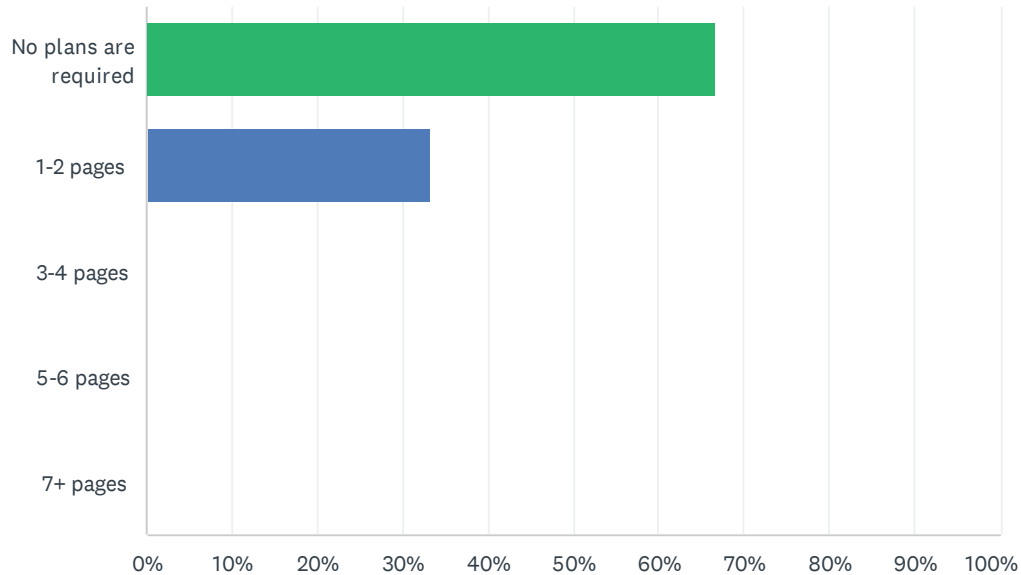
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	142	20
Total Respondents: 20			

#		DATE
1	5	
2	7	
3	10	
4	1	
5	2	
6	10	
7	6	
8	6	
9	1	
10	1	
11	10	
12	10	
13	10	
14	7	
15	10	
16	9	
17	10	
18	10	
19	10	



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

Answered: 18 Skipped: 3

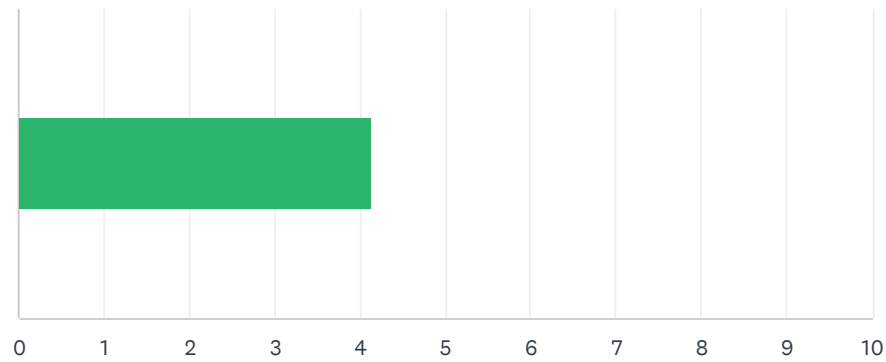


ANSWER CHOICES	RESPONSES	
No plans are required	66.67%	12
1-2 pages	33.33%	6
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		18

#	COMMENT	DATE
1	I love this! Autonomy allows for creative and engaging lesson plans. I enjoy being able to discuss and improve lesson plans year after year after reflection on my practice. I am definitely grateful for the ability to plan and not stress.	
2	Many of these questions do not pertain to my job description.	
3	Must be placed in teacher's desks	

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

Answered: 14 Skipped: 7

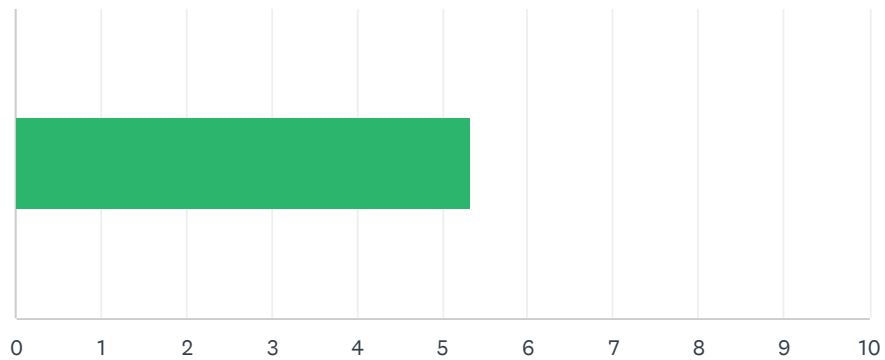


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	58	14
Total Respondents: 14			

#		DATE
1	10	
2	1	
3	3	
4	10	
5	2	
6	1	
7	1	
8	1	
9	8	
10	10	
11	10	
12	1	
13	0	
14	0	

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

Answered: 15   Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	80	15
Total Respondents: 15			

#		DATE
1	10	
2	1	
3	3	
4	10	
5	2	
6	1	
7	1	
8	10	
9	10	
10	10	
11	10	
12	10	
13	1	
14	0	
15	1	

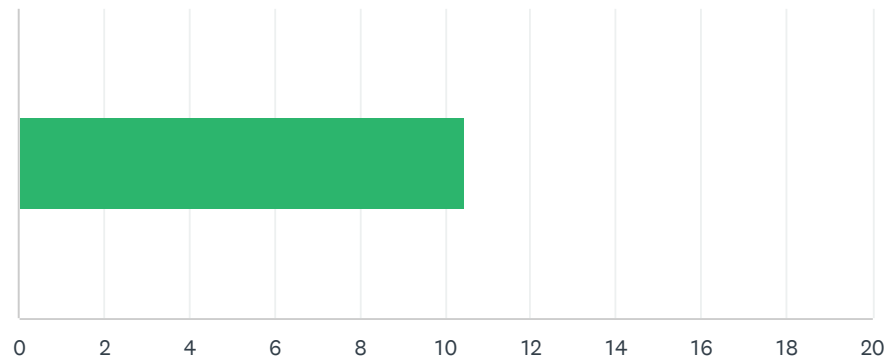
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4   Skipped: 17

#	RESPONSES	DATE
1	Only support staff has morning and bus duty.	
2	Responsibilities and duties are assigned with our contract in mind. No recess duty for teachers. Teachers are supported to ensure we have planning time, staff meetings are productive and even fun!	
3	We do not have recess duty and bus duties for teachers. Which we appreciate!! It allows for planning and setting up of our lessons. As well as the much needed break!	
4	Teachers do not have any recess duty or dismissal duty except for kinder, they have dismissal duty.	

Q24 Staff and students feel safe.

Answered: 20    Skipped: 1



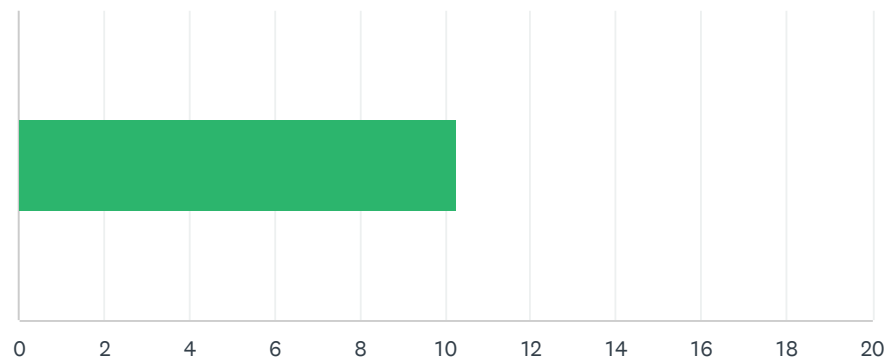
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	209	20
Total Respondents: 20			

#		DATE
1	8	
2	3	
3	8	
4	10	
5	1	
6	10	
7	8	
8	10	
9	8	
10	10	
11	8	
12	10	
13	7	
14	10	
15	10	
16	10	
17	10	
18	10	
19	7	
20	51	



Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 19    Skipped: 2

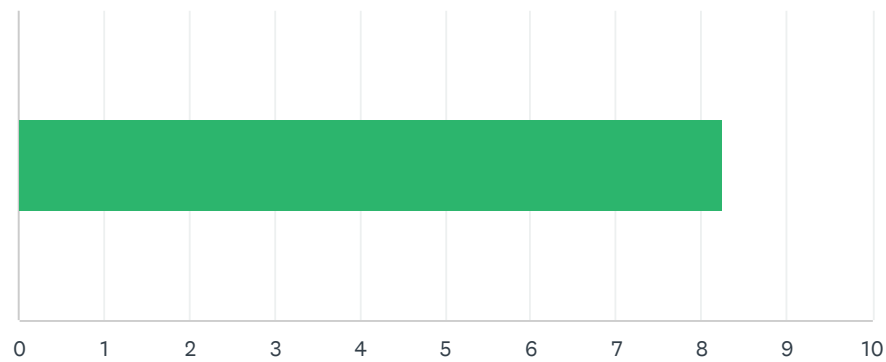


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	195	19
Total Respondents: 19			

#		DATE
1	8	
2	4	
3	9	
4	10	
5	1	
6	10	
7	8	
8	10	
9	8	
10	8	
11	8	
12	10	
13	7	
14	9	
15	10	
16	10	
17	7	
18	8	
19	50	

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

Answered: 20   Skipped: 1



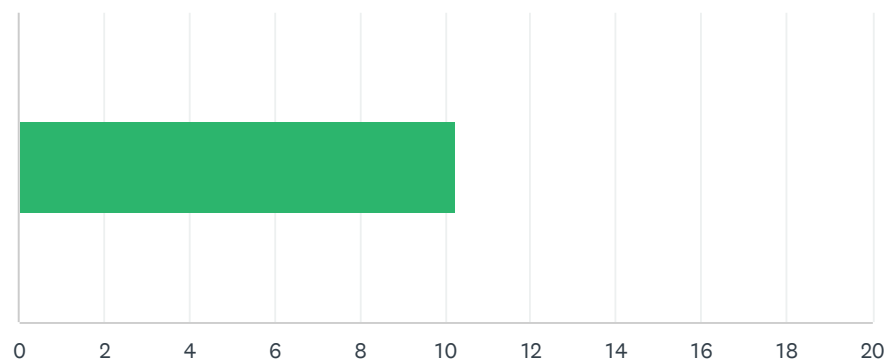
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	165	20
Total Respondents: 20			

#		DATE
1	9	
2	3	
3	8	
4	9	
5	1	
6	10	
7	8	
8	10	
9	7	
10	8	
11	8	
12	8	
13	5	
14	8	
15	8	
16	2	
17	10	
18	5	
19	8	



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

Answered: 20 Skipped: 1



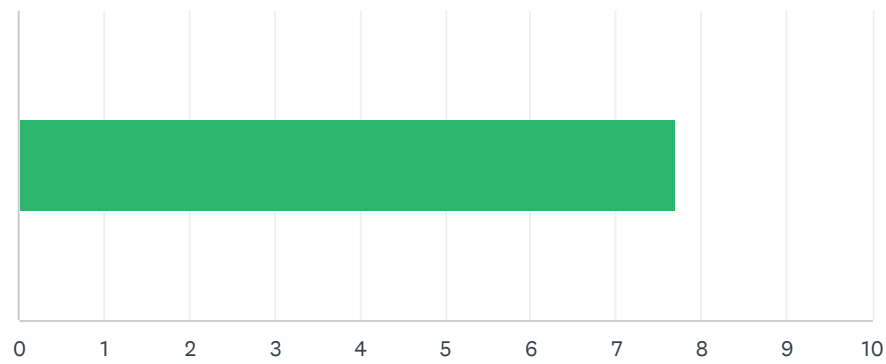
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	205	20
Total Respondents: 20			

#		DATE
1	8	
2	4	
3	8	
4	10	
5	1	
6	10	
7	9	
8	10	
9	9	
10	8	
11	9	
12	8	
13	6	
14	9	
15	10	
16	10	
17	10	
18	7	
19	9	



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

Answered: 17    Skipped: 4

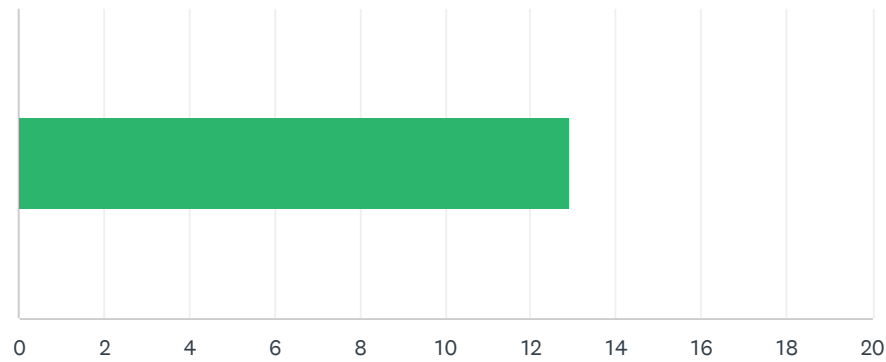


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	131	17
Total Respondents: 17			

#		DATE
1	8	
2	2	
3	9	
4	10	
5	1	
6	10	
7	9	
8	10	
9	10	
10	6	
11	9	
12	9	
13	8	
14	10	
15	10	
16	1	
17	9	

Q29 My site has a positive atmosphere.

Answered: 20    Skipped: 1

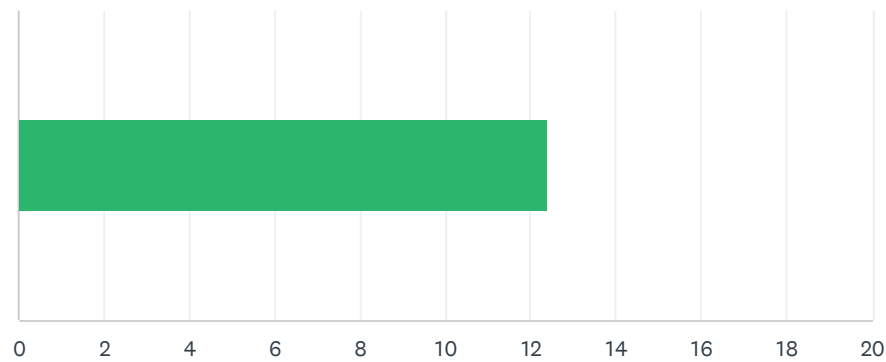


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	258	20
Total Respondents: 20			

#		DATE
1	8	
2	3	
3	8	
4	10	
5	1	
6	10	
7	9	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	9	
20	90	

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

Answered: 20 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	248	20
Total Respondents: 20			

#		DATE
1	8	
2	3	
3	8	
4	10	
5	1	
6	10	
7	9	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	9	



20

80

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

Answered: 6   Skipped: 15

#	RESPONSES	DATE
1	There is no discipline.	
2	Overall admin is unprofessional.	
3	Hort has a warm, welcoming environment for all.	
4	Our administration is working hard to communicate the discipline process with staff.	
5	I would like communication from our campus supervisor when something major has happened on our campus regarding an specific student. Just to be aware and be able to respond to parents when they call.	
6	Melissa has brought us so much positive change. The students are happy and she also handles negative behaviors appropriately.	

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

Answered: 8   Skipped: 13

#	RESPONSES	DATE
1	Admin speaks to others in a condescending tone.	
2	Total Chaos	
3	My school site is a great place to work.	
4	PRINCIPAL is GREAT!!!	
5	I love my administrative team	
6	Hort staff is welcoming and we work as a team	
7	Again, our admin was new and there has been some ups and downs but overall it has been smooth. I am looking forward next year.	
8	Thank you for working hard and caring for your staff and Melissa and Blasdel	

**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.)**

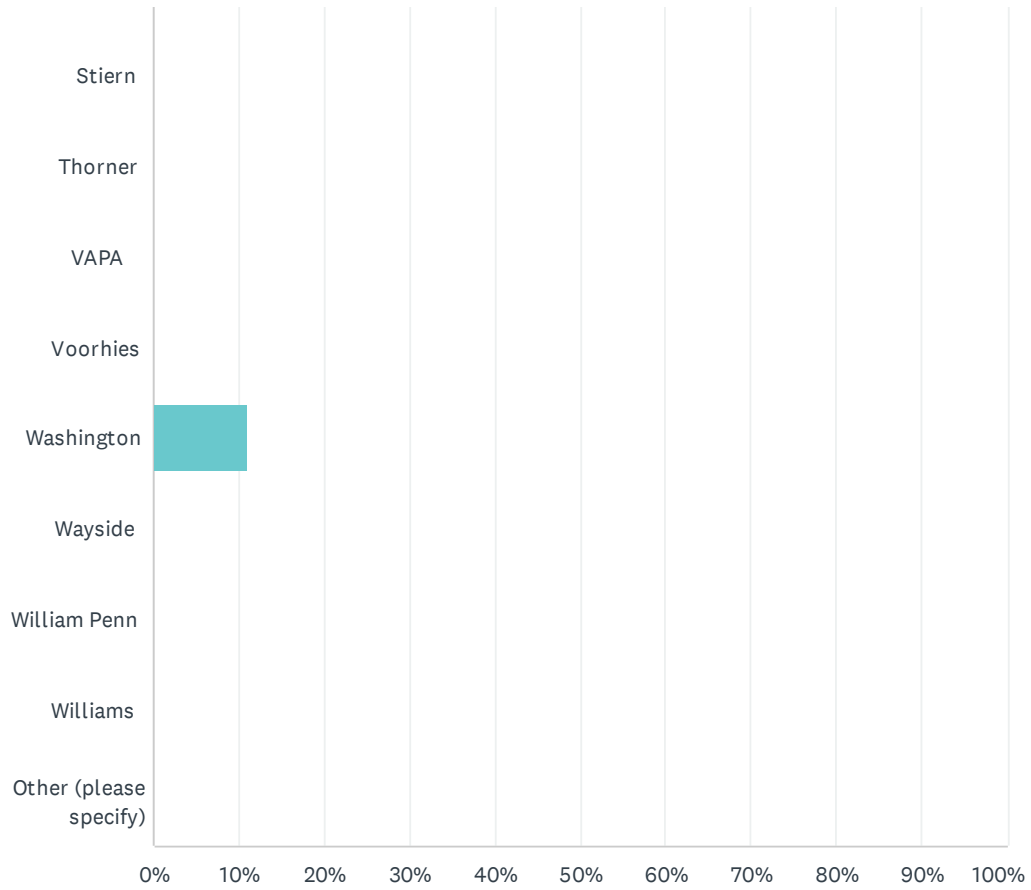
Answered: 9   Skipped: 0

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

## 2024-2025 BETA Administration/Site Climate Survey

[illegible]

## 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	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	100.00%	9
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

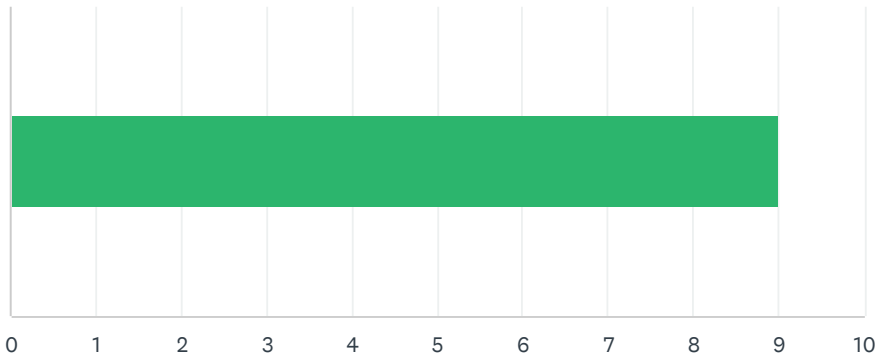
Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiem	0.00%	0
Thorner	0.00%	0
VAPA	0.00%	0
Voorhies	0.00%	0
Washington	11.11%	1
Wayside	0.00%	0
William Penn	0.00%	0
Williams	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 9		

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



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

Answered: 9    Skipped: 0

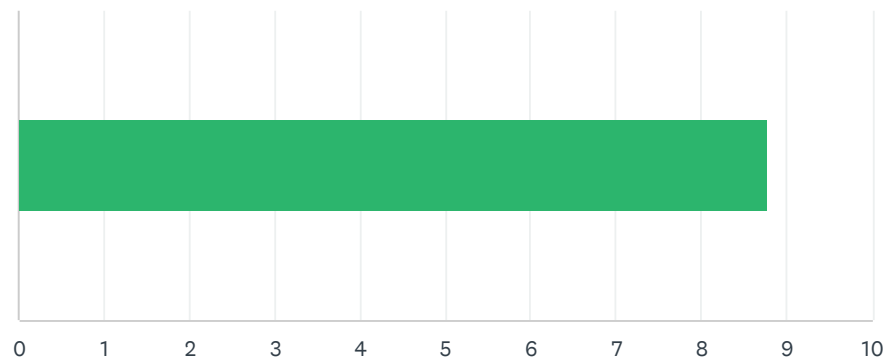


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	81	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0

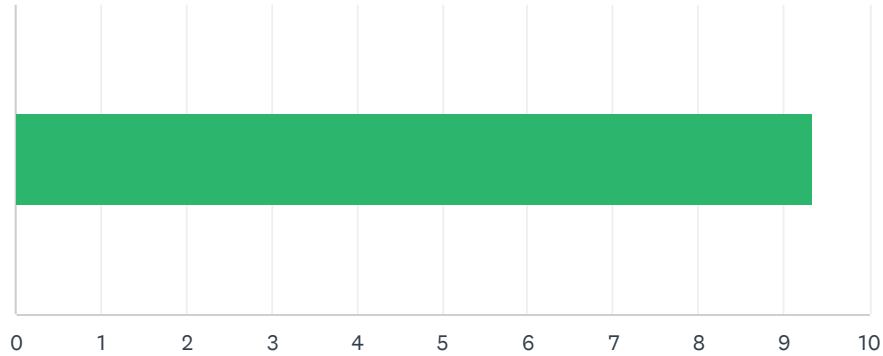


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	79	9
Total Respondents: 9			

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

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

Answered: 9 Skipped: 0

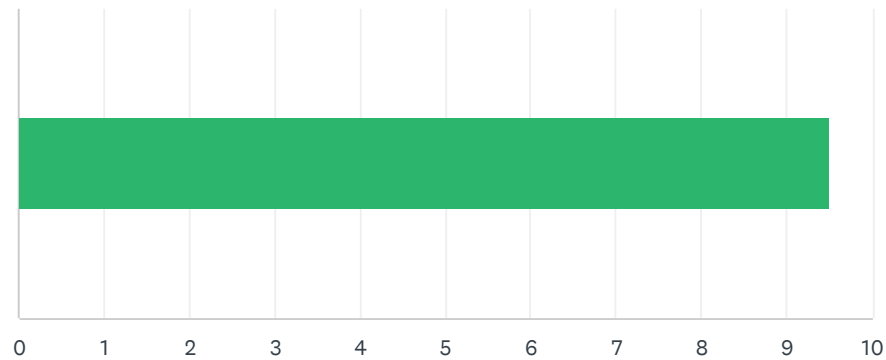


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	84	9
Total Respondents: 9			

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

Q5 Site administration follows the contract and respects personal rights.

Answered: 8    Skipped: 1

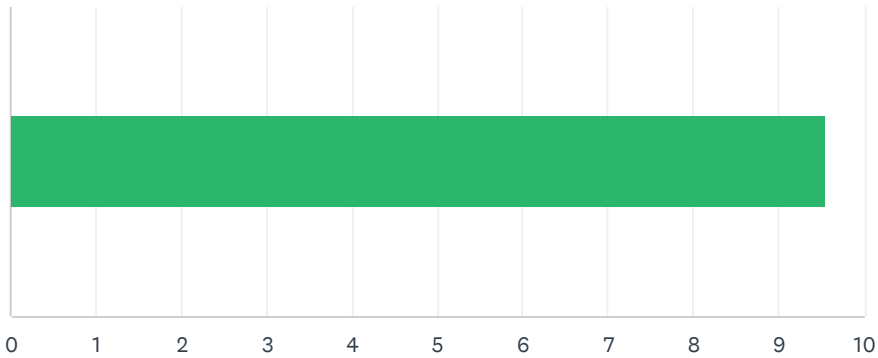


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	76	8
Total Respondents: 8			

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

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

Answered: 9    Skipped: 0

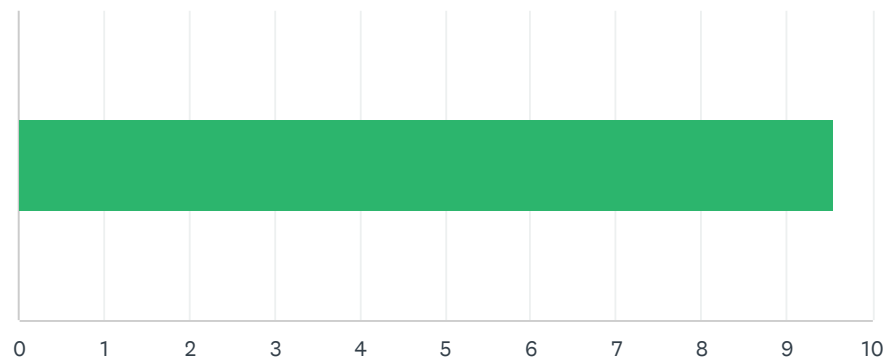


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	86	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0

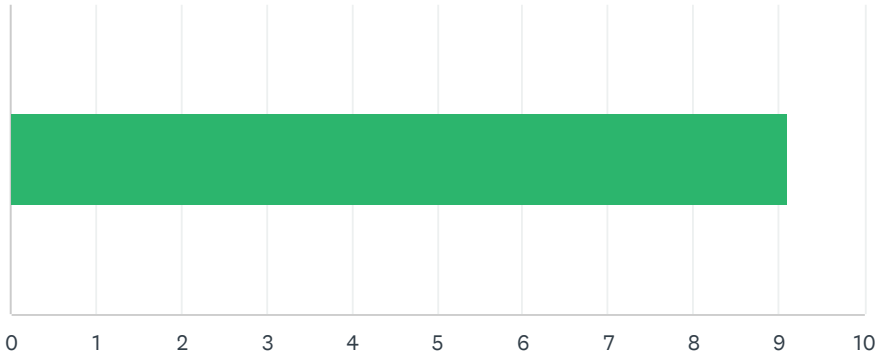


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	86	9
Total Respondents: 9			

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

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 9    Skipped: 0

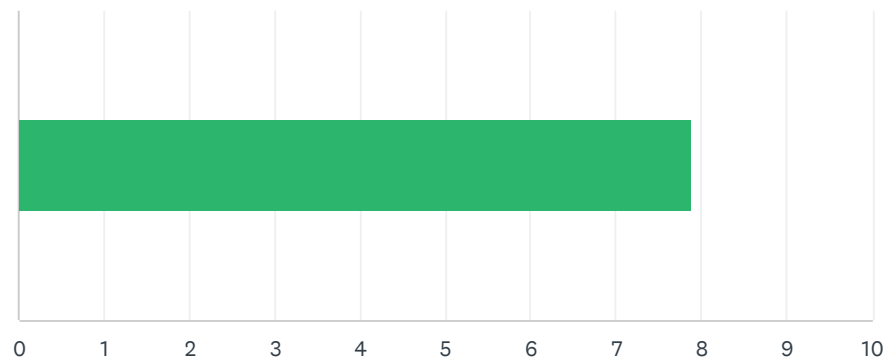


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	82	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0



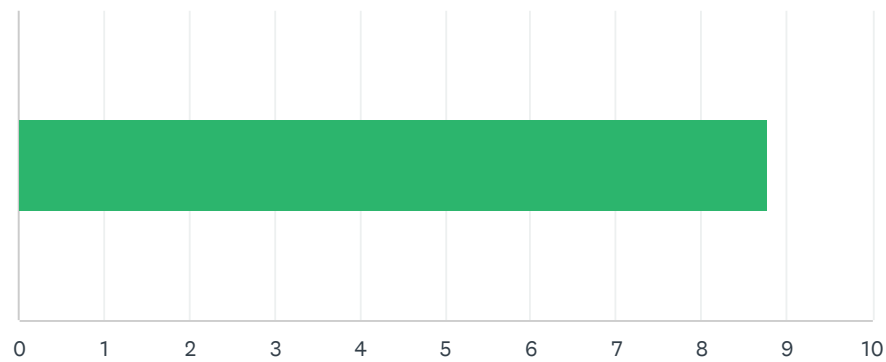
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	71	9
Total Respondents: 9			

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



Q10 Site administration has been supportive and minimizes additional stress.

Answered: 9    Skipped: 0

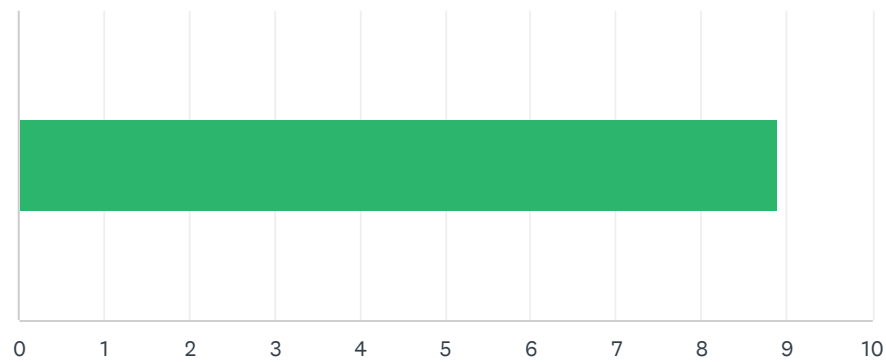


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	79	9
Total Respondents: 9			

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

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

Answered: 9 Skipped: 0

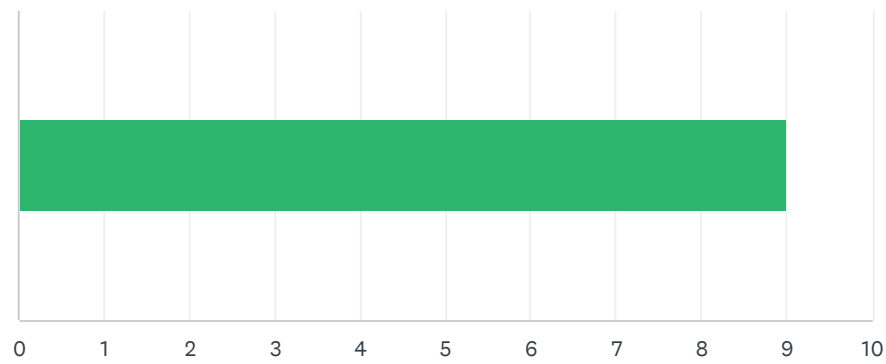


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	80	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0

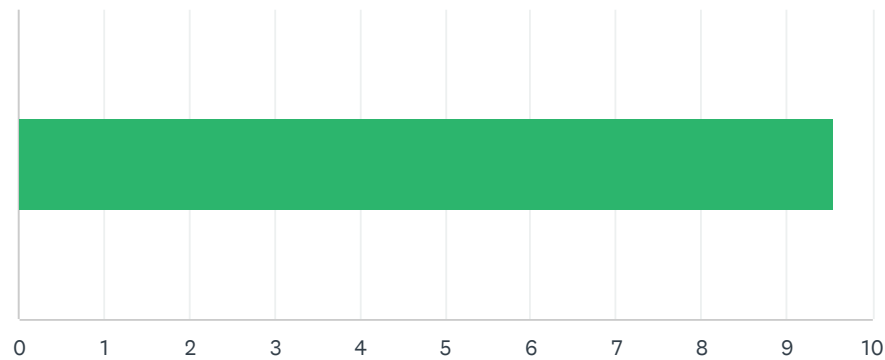


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	81	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	86	9
Total Respondents: 9			

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

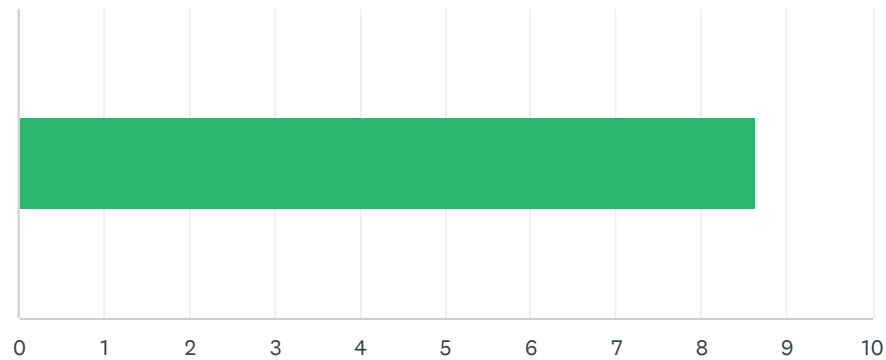
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 1   Skipped: 8

#	RESPONSES	DATE
1	The administration at Jefferson is sensitive to the needs of the staff and parents and is very fair with everyone. The staff at Jefferson works as a team and is the reason I would never want to leave this school site.	

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

Answered: 8    Skipped: 1

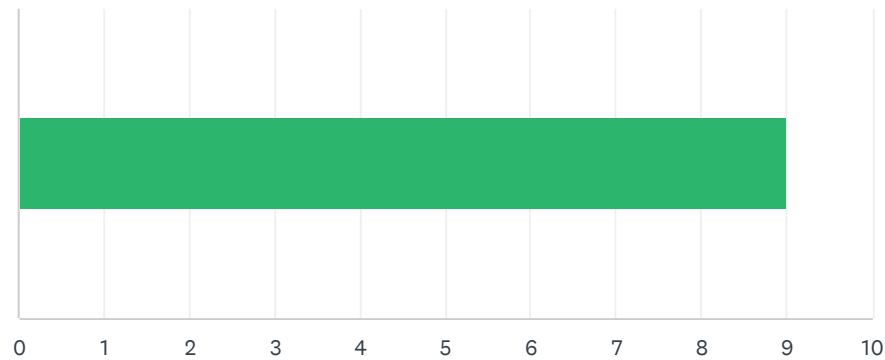


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	69	8
Total Respondents: 8			

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

Q16 Site meetings are productive and not excessive.

Answered: 8    Skipped: 1

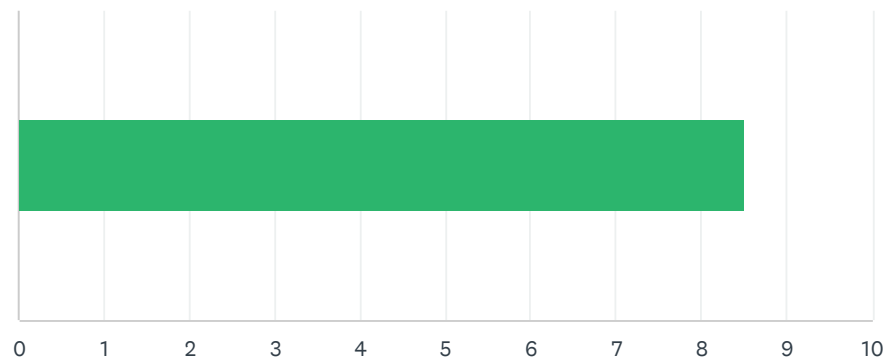


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	72	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 1



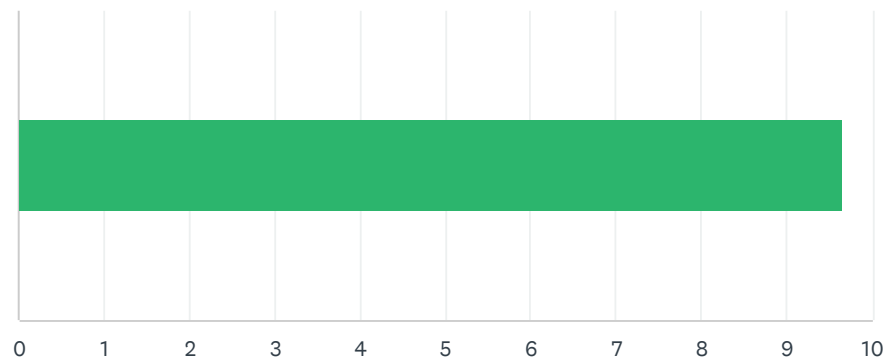
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	68	8
Total Respondents: 8			

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



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

Answered: 9    Skipped: 0

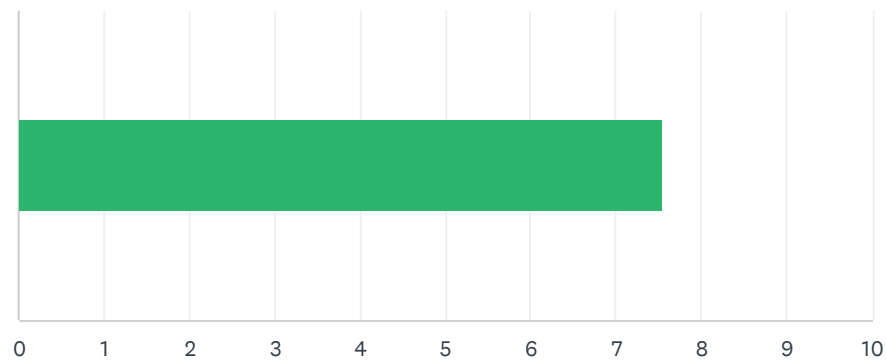


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	87	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0

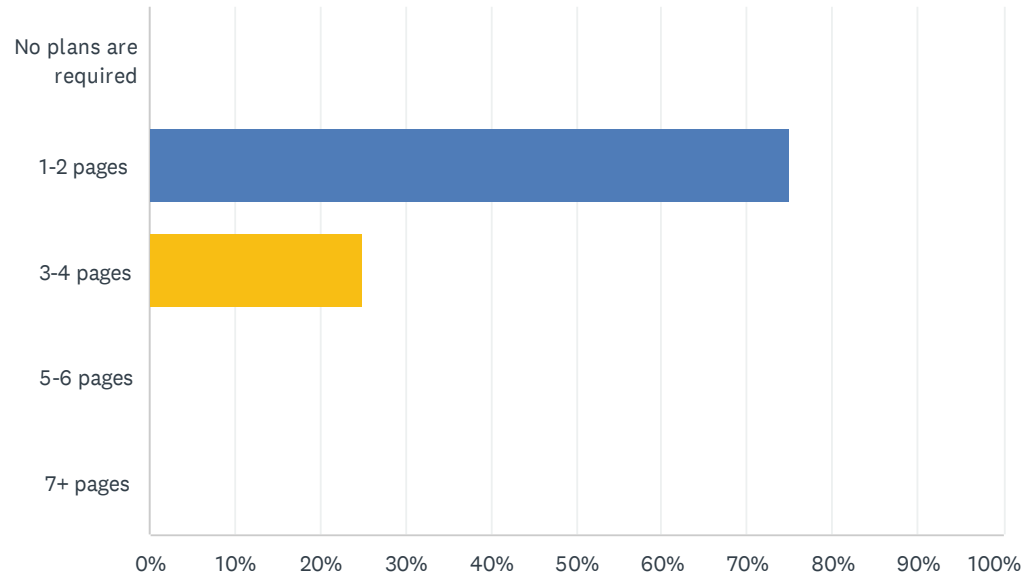


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	68	9
Total Respondents: 9			

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

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

Answered: 8 Skipped: 1

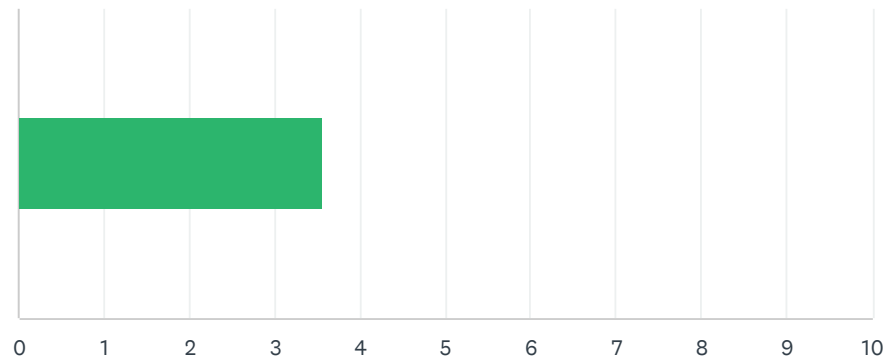


ANSWER CHOICES		RESPONSES	
No plans are required		0.00%	0
1-2 pages		75.00%	6
3-4 pages		25.00%	2
5-6 pages		0.00%	0
7+ pages		0.00%	0
TOTAL			8

#	COMMENT	DATE
1	Teachers are not required to submit a certain page number, but they are required to submit certain things to their plans (learning objectives, success criteria, etc.). Page numbers may vary	

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

Answered: 7    Skipped: 2

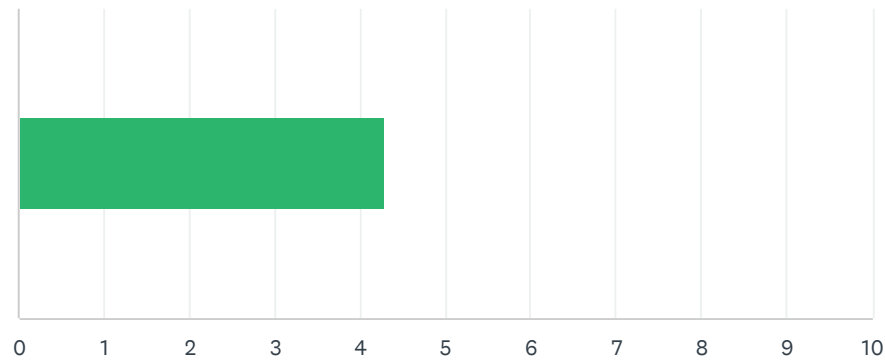


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	25	7
Total Respondents: 7			

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

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

Answered: 7    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	30	7
Total Respondents: 7			

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

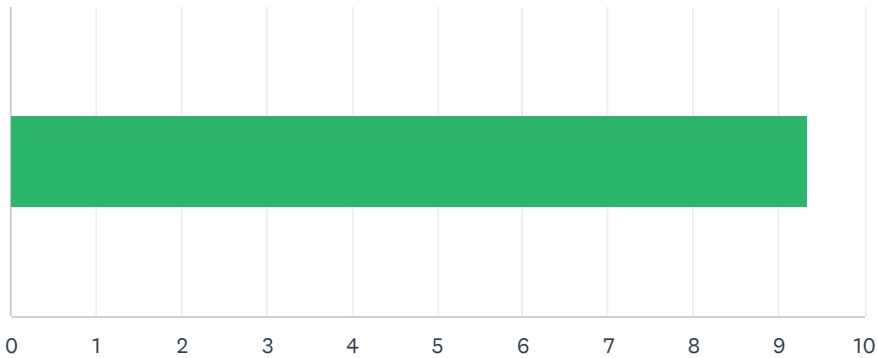
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 2   Skipped: 7

#	RESPONSES	DATE
1	Most recess and arrival duties are covered by non classroom staff. Dismissal is covered by classroom teachers and nonclassroom staff	
2	Teachers do not have recess duty, we just have dismissal duty. Coaches have recess duty sometimes, they do help out with arrival dismissal duty daily.	

Q24 Staff and students feel safe.

Answered: 9    Skipped: 0

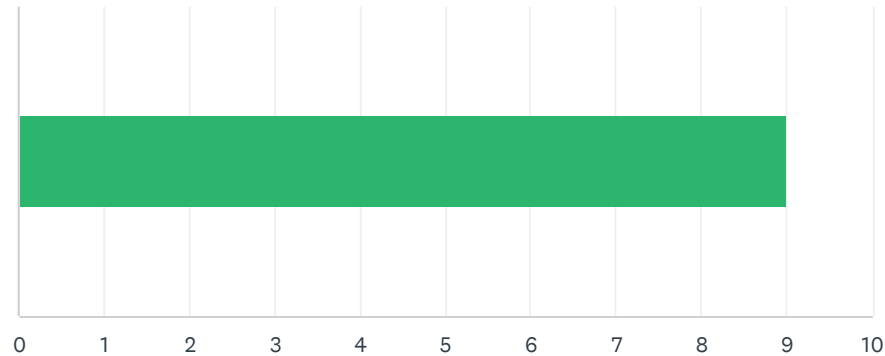


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	84	9
Total Respondents: 9			

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

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 9 Skipped: 0



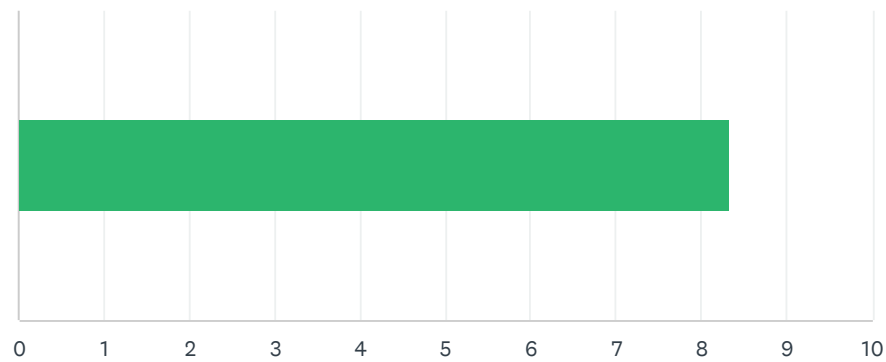
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	81	9
Total Respondents: 9			

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



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

Answered: 9 Skipped: 0

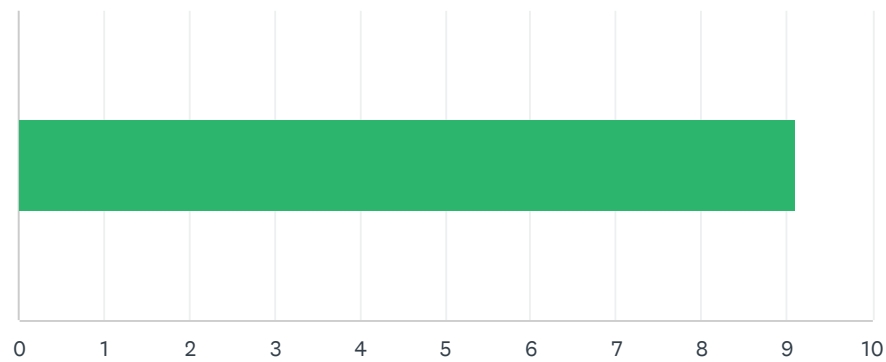


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	75	9
Total Respondents: 9			

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

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

Answered: 9 Skipped: 0

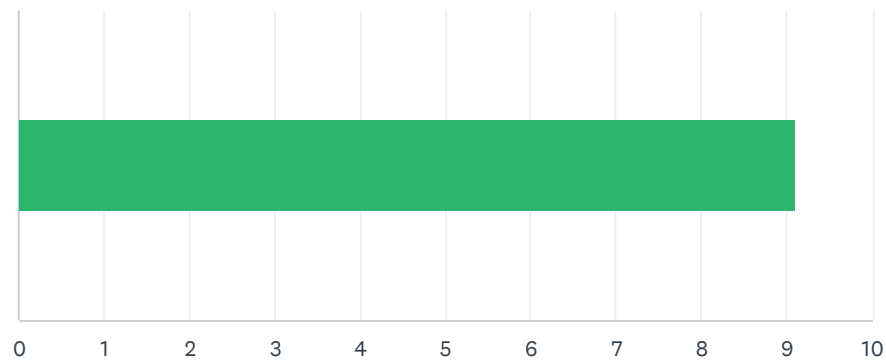


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	82	9
Total Respondents: 9			

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

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

Answered: 9    Skipped: 0

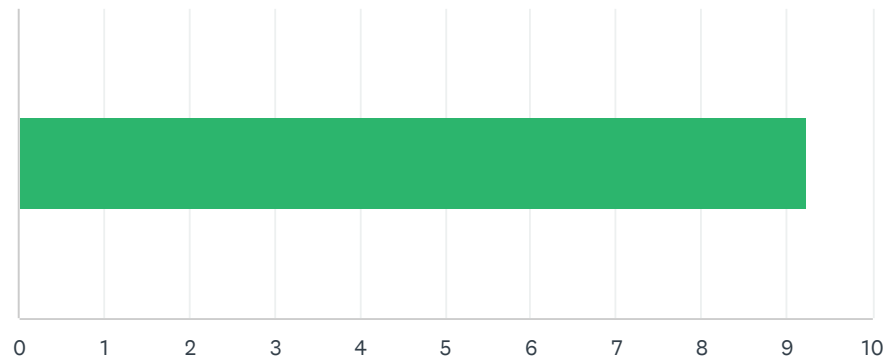


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	82	9
Total Respondents: 9			

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

Q29 My site has a positive atmosphere.

Answered: 9    Skipped: 0

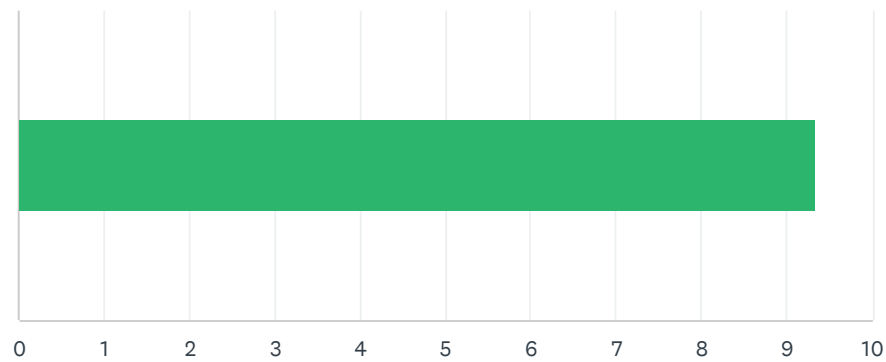


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	83	9
Total Respondents: 9			

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

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

Answered: 9 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	84	9
Total Respondents: 9			

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

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

Answered: 1   Skipped: 8

#	RESPONSES	DATE
1	We have a wonderful BIS staff. They are very helpful and considerate to everyone's needs.	

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

Answered: 2   Skipped: 7

#	RESPONSES	DATE
1	There isn't any safe parking for this school. Everyone parks on the main road, in the ally and down the neighborhood streets. There is a problem with cars being broken into and catalytic converters stolen from the cars. There are also homeless people walking up to staff members as they are arriving at the school and/or trying to get in their cars to leave.	
2	Jefferson is a wonderful school to work for.	

# 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: 8 Skipped: 0

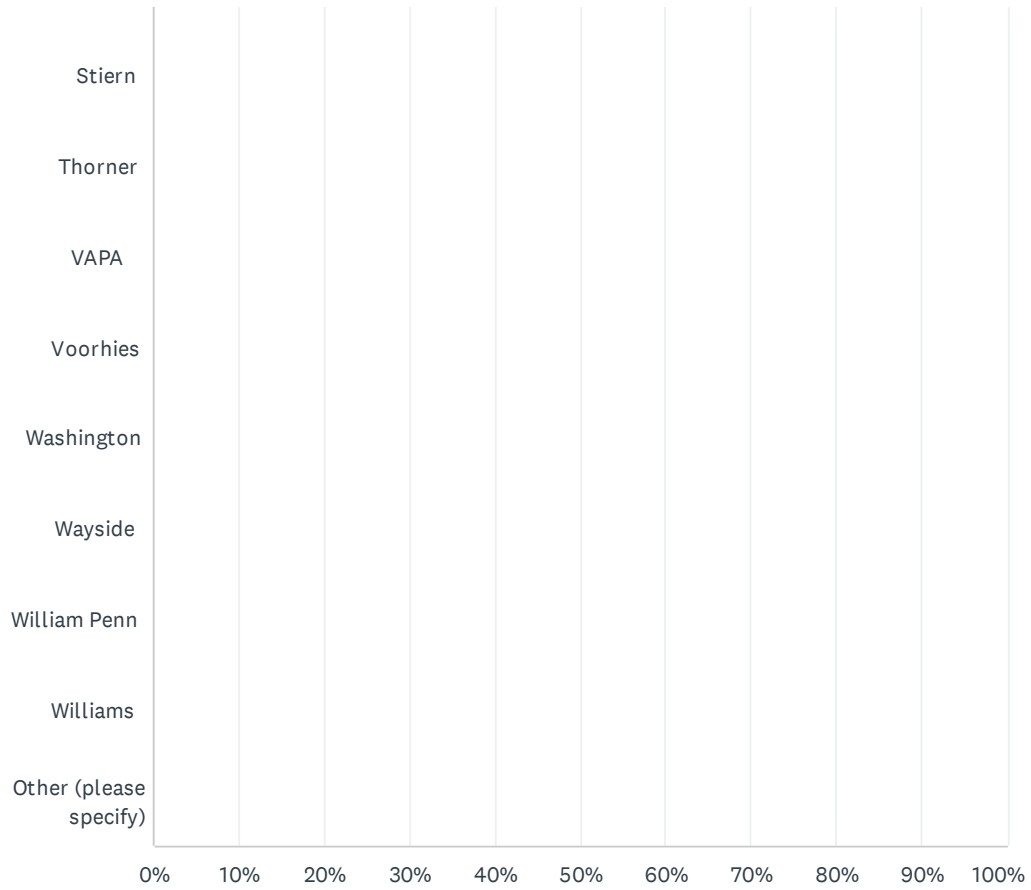
Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin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



## 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	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	100.00%	8
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

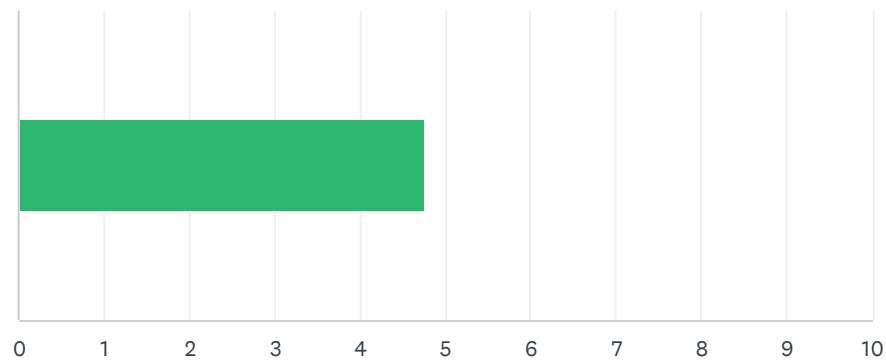
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 8		

#	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: 0

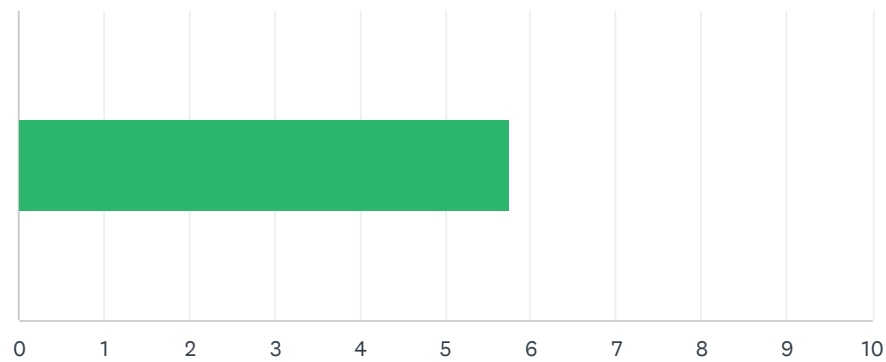


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	38	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

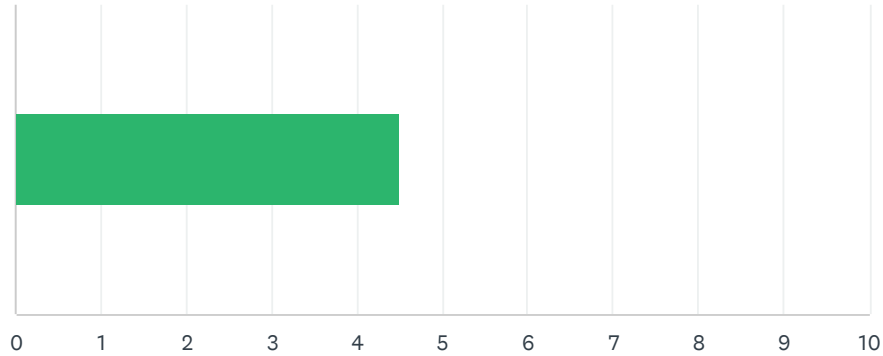


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	46	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0

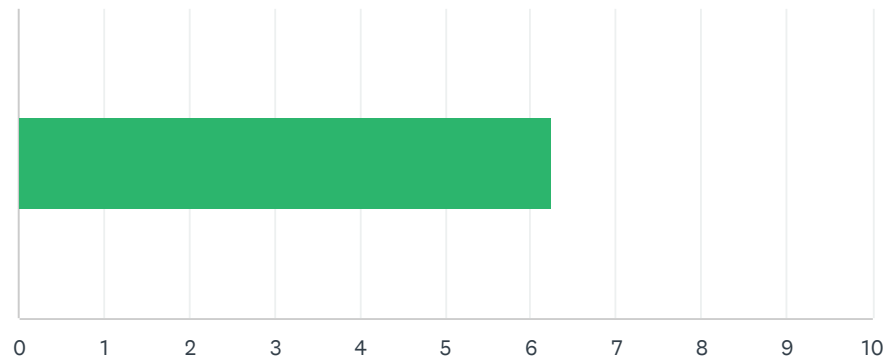


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	36	8
Total Respondents: 8			

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

Q5 Site administration follows the contract and respects personal rights.

Answered: 8    Skipped: 0



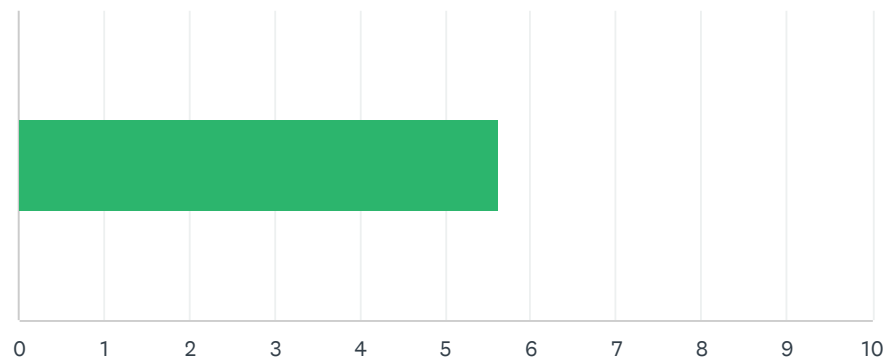
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	50	8
Total Respondents: 8			

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



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

Answered: 8    Skipped: 0

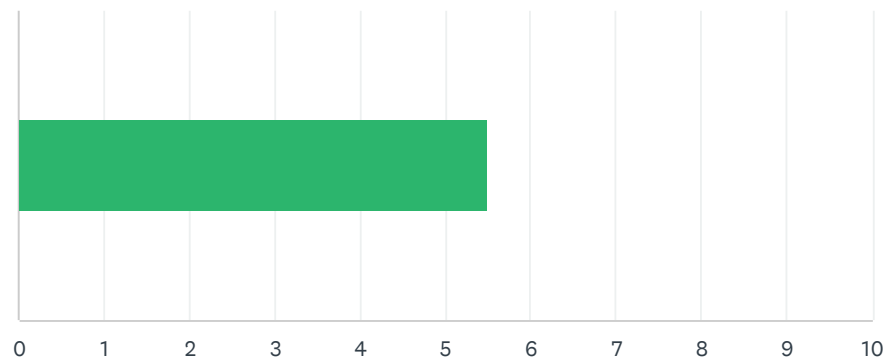


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	45	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

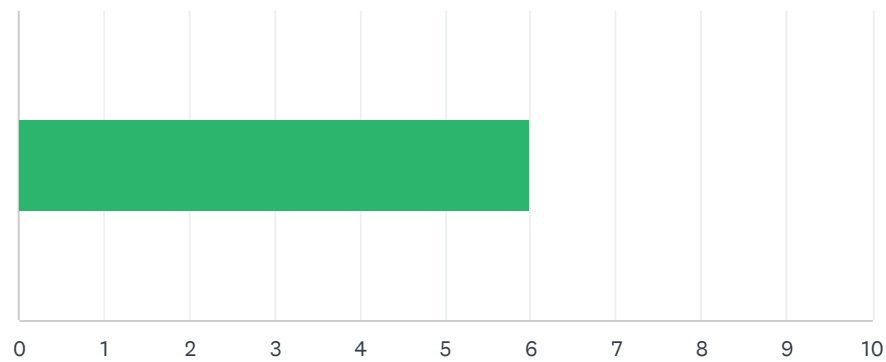


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	44	8
Total Respondents: 8			

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

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 8 Skipped: 0

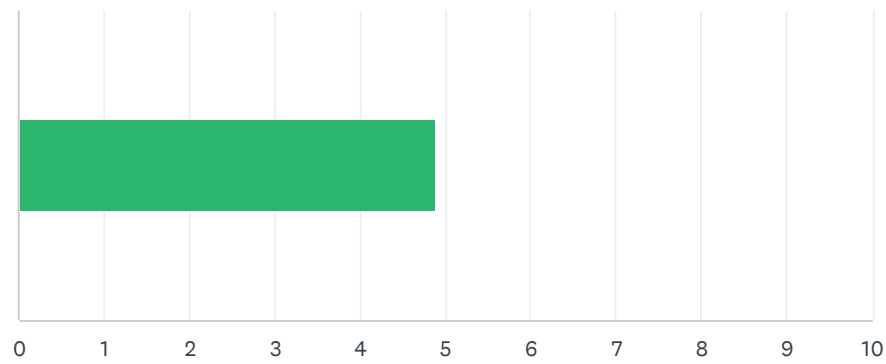


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	48	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0

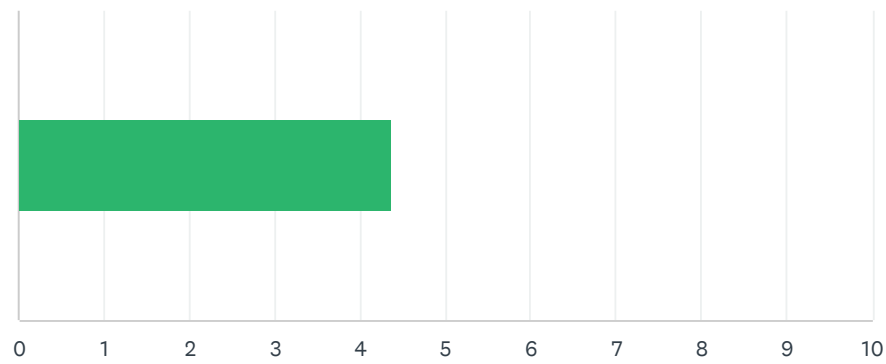


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	39	8
Total Respondents: 8			

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

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 8    Skipped: 0

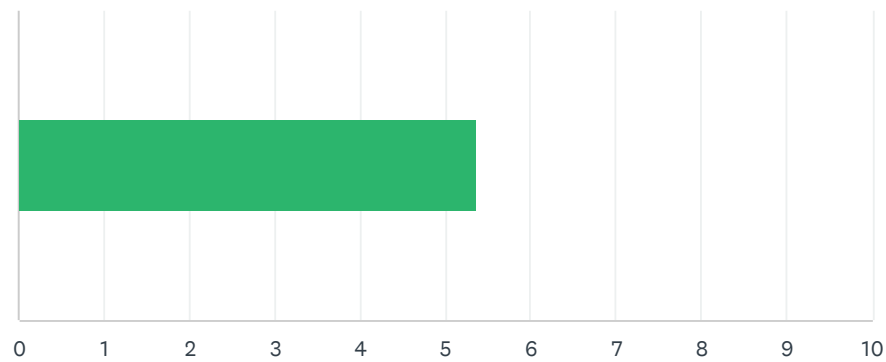


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	35	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0

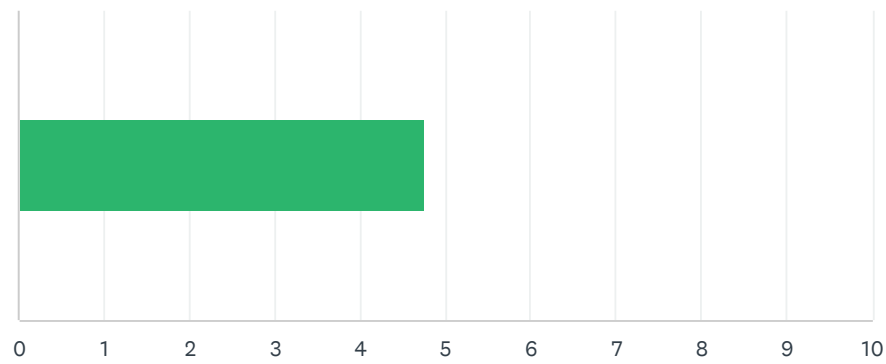


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	43	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0

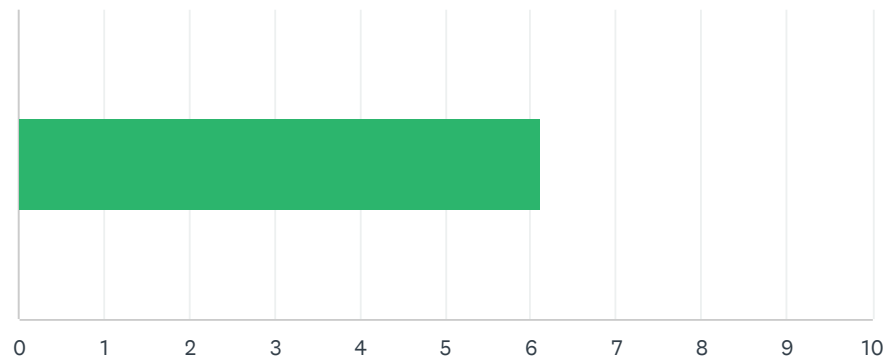


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	38	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	49	8
Total Respondents: 8			

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



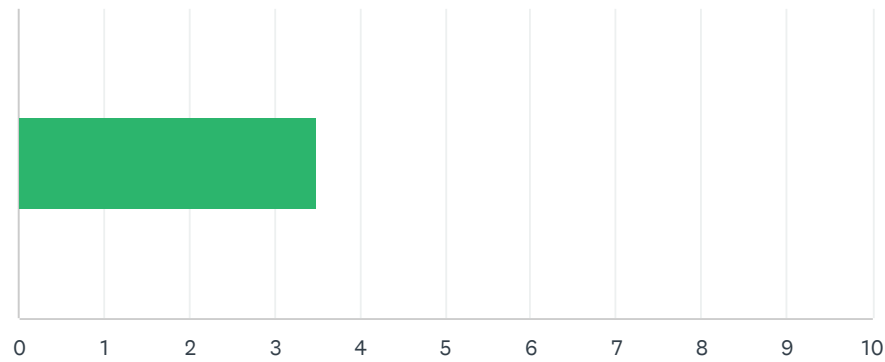
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 5   Skipped: 3

#	RESPONSES	DATE
1	The admins here understand the challenges that the teachers face.	
2	My concerns are that next year we will have the same issues as this year. There were only 18 English Periods and there were on 24 Math periods. It made classroom sizes bigger for ELA teachers as there were only 3 ELA teachers.	
3	I believe administration are nice people on a personal level, but they aren't always the best when it comes to supporting staff members. They often stress teachers out and don't seem to do their best in disciplining students. They've given certain misbehaving students too many chances without suspending them or assigning them to ATS, which creates a dangerous environment for both students and staff. Additionally, I've observed favoritism towards certain teachers, staff members, and misbehaving students from the admin team. For example, misbehaving students who receive major referrals from 'favorite' teachers are disciplined properly, while those who are referred by non-favorite teachers often don't receive the same level of attention or consequences. This creates an unfair situation, in my opinion. Furthermore, the administration tends to favor and listen to specific teachers and one subject department when deciding how to help the school, rather than considering the input of all teachers.	
4	Administration does not ensure a safe, respectful campus for staff. From little to insufficient communication, not including all staff/ "forgetting" staff, favoritism, disrespect, unfair treatment of students, unfair consequences, no appreciation, are some of the concerns about site Administration.	
5	no concerns at this time.	

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

Answered: 8    Skipped: 0

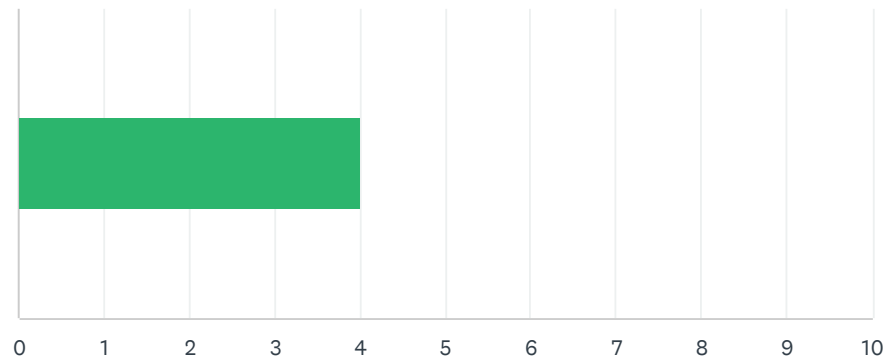


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	28	8
Total Respondents: 8			

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

Q16 Site meetings are productive and not excessive.

Answered: 8    Skipped: 0

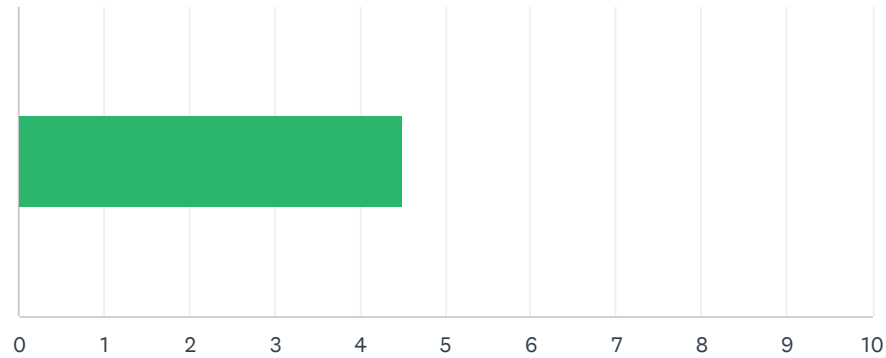


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	32	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0

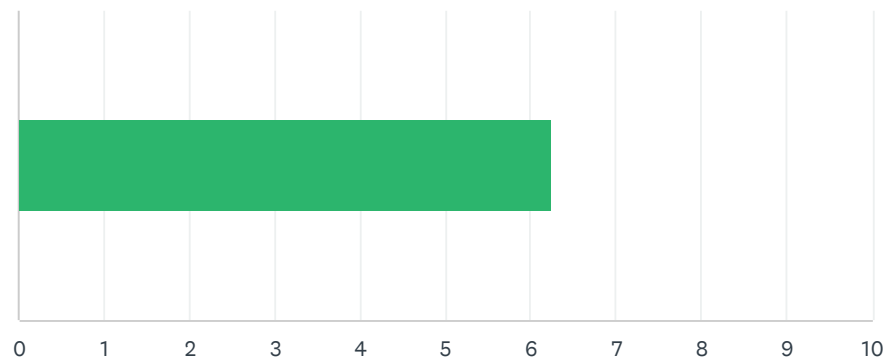


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	36	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

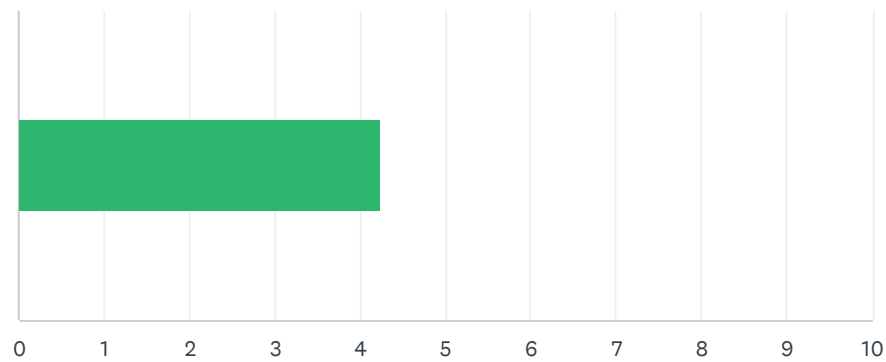


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	50	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

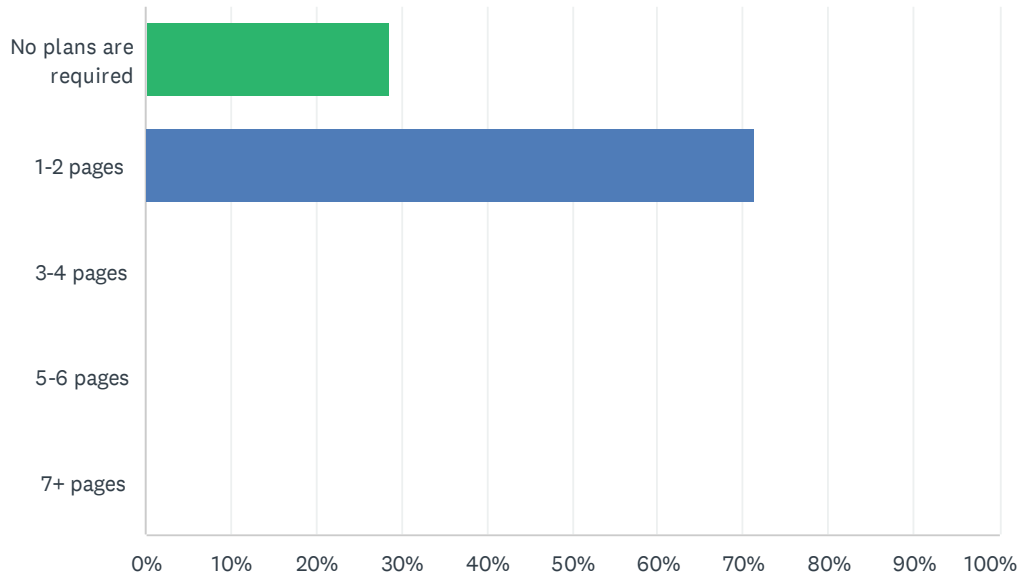


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	34	8
Total Respondents: 8			

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

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

Answered: 7   Skipped: 1

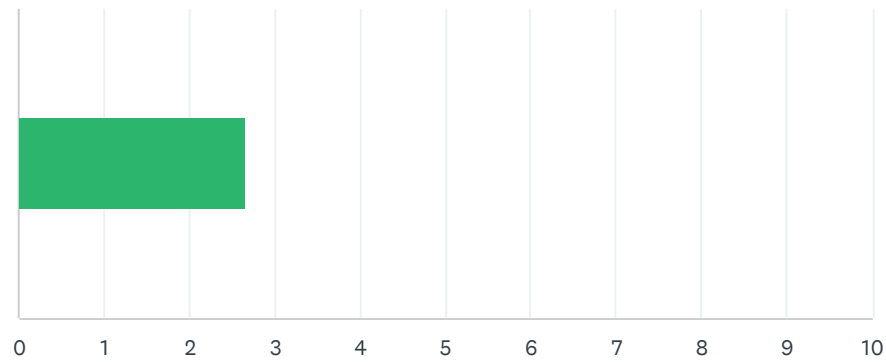


ANSWER CHOICES	RESPONSES	
No plans are required	28.57%	2
1-2 pages	71.43%	5
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		7

#	COMMENT	DATE
1	No new plans required this year if we turned in good ones last year and teach the same subject. We are being told detailed plans will be required next year.	
2	The administration team overacts and demands too much from lesson plans.	
3	As of now we are not required to submit but we have to show what we do on our daily day. Next year says we are going to have to submit lesson plans.	
4	Site admin encourage lesson planning time to be utilized in the most appropriate manner.	

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

Answered: 6    Skipped: 2



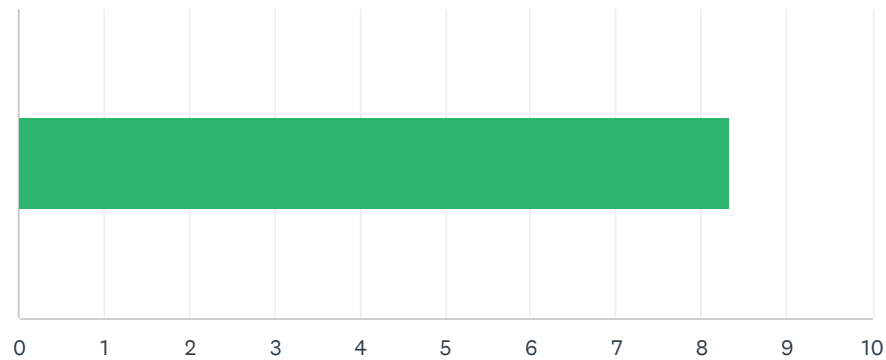
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	16	6
Total Respondents: 6			

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



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

Answered: 6    Skipped: 2



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

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

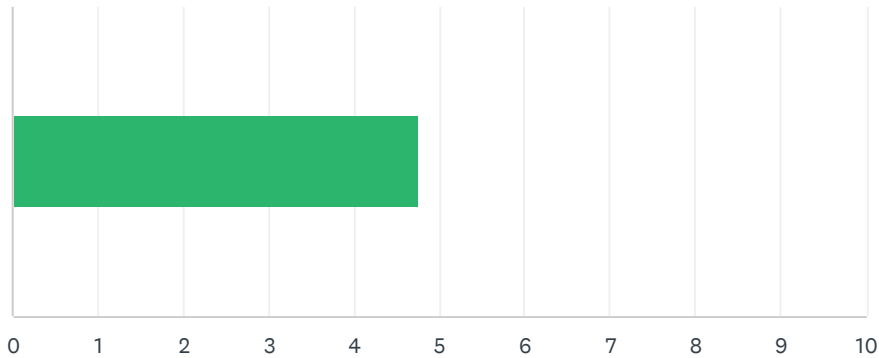
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 3   Skipped: 5

#	RESPONSES	DATE
1	No recess here.	
2	I believe the administration should not make teachers over-stress about lesson plans. They tend to exaggerate the importance of lesson planning for teachers.	
3	no concerns at this time.	

Q24 Staff and students feel safe.

Answered: 8    Skipped: 0

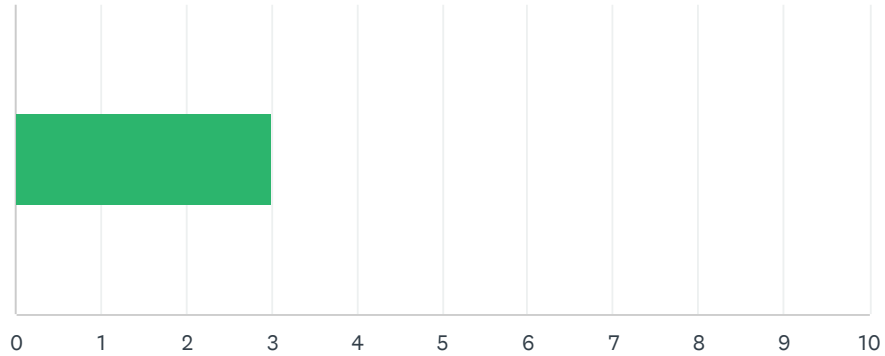


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	38	8
Total Respondents: 8			

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

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

Answered: 8   Skipped: 0

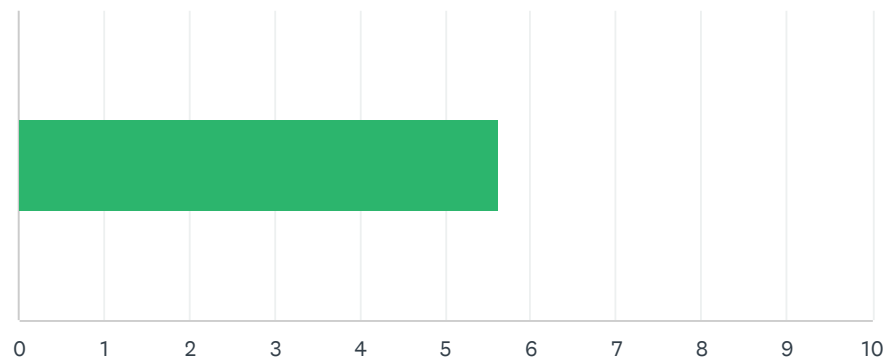


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	24	8
Total Respondents: 8			

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

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

Answered: 8    Skipped: 0

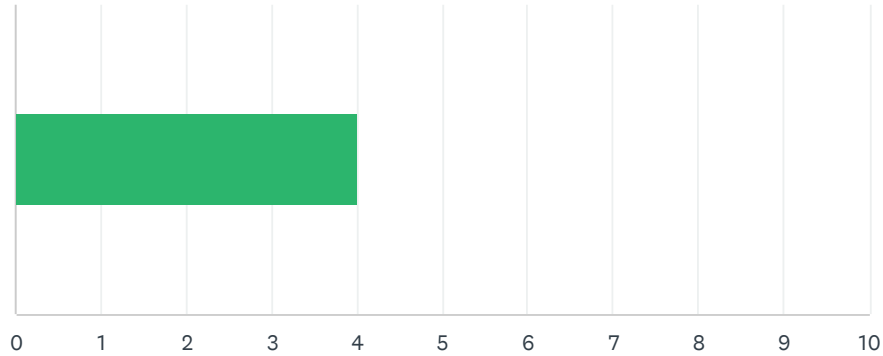


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	45	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0

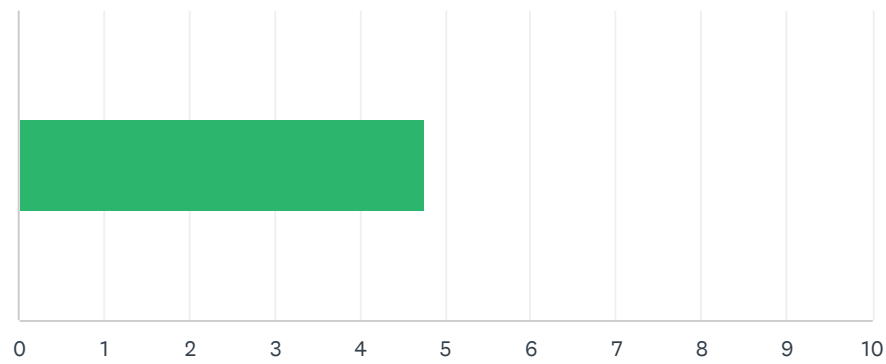


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	32	8
Total Respondents: 8			

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

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

Answered: 8 Skipped: 0

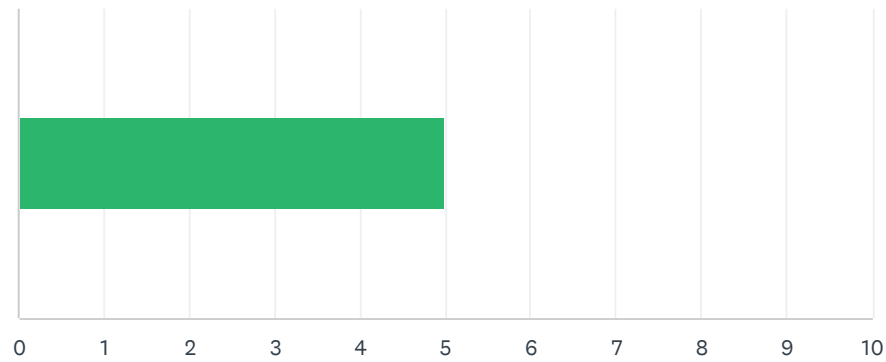


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	38	8
Total Respondents: 8			

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

Q29 My site has a positive atmosphere.

Answered: 8    Skipped: 0



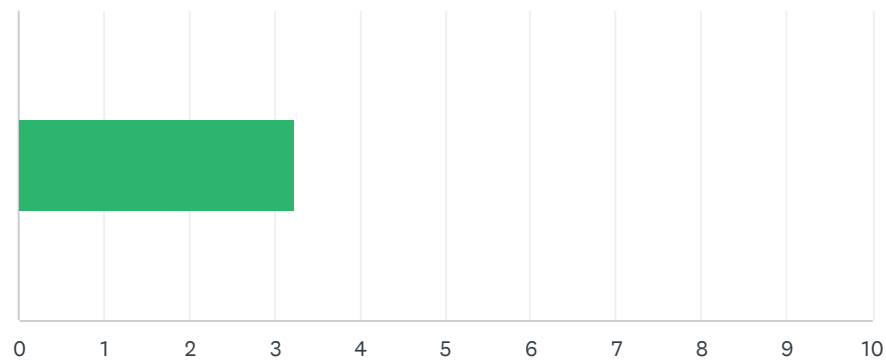
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	40	8
Total Respondents: 8			

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



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

Answered: 8    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	26	8
Total Respondents: 8			

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

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

Answered: 6   Skipped: 2

#	RESPONSES	DATE
1	There are so many out of control kids here that learning is constantly disrupted. Students who commit major offenses are returned to class to continue acting up. There will never be enough resources to deal with the children at this school and their ACES.	
2	There is little follow through for students. They seem to be saying and doing whatever they please.	
3	The administration often stresses out teachers and staff members and doesn't seem to do their best in disciplining students. They have given certain misbehaving students too many chances without suspending them or assigning them to ATS, which creates a dangerous environment for both students and staff. Additionally, I've observed favoritism towards certain teachers, staff members, and misbehaving students. For example, misbehaving students who receive major referrals from 'favorite' teachers are disciplined properly, while those referred by non-favorite teachers often don't receive the same level of attention or consequences. This creates an unfair situation, in my opinion. Furthermore, the administration tends to favor and listen to specific teachers and one subject department when deciding how to help the school, rather than considering the input of all teachers. Many staff members don't feel comfortable or safe working at Lincoln. A few staff members have even stated having panic attacks when thinking about or arriving at work	
4	Discipline is not consistent. Some kids get more consequences than others. Teachers and staff are not informed about student incidents, aren't supported with discipline adequately, not enough communication about safety issues, and not consistent.	
5	no concerns at this time.	
6	The students run the school. They know nothing will be done. They curse at teachers and walk out and come back the next day without any documented discipline except from the teacher. They are friends with campus supervisor and can get out of detention with a simple conversation.	

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

Answered: 5   Skipped: 3

#	RESPONSES	DATE
1	The administration is supportive and understanding. They have been responsive when teachers bring forth concerns.	
2	We have room to grow and if we have people that are able to reflect it would be great.	
3	Overall, while the administration at my site consists of kind individuals, I feel that they often contribute to a stressful work environment for teachers and staff. There seems to be a lack of effective support for staff, and disciplinary actions towards misbehaving students are inconsistent. Some students are given too many chances without facing appropriate consequences, which creates a safety concern for both students and staff. Additionally, I've noticed favoritism towards certain teachers, staff members, and students, which results in unfair treatment. Misbehaving students referred by 'favorite' teachers are disciplined properly, while others may not face the same consequences. The administration also tends to favor input from specific teachers or departments, rather than considering feedback from all staff members, which can impact the overall direction of the school. Many staff members, including myself, do not feel comfortable or safe working here, with some even experiencing anxiety or panic attacks at the thought of coming to work. I believe a more balanced and supportive approach to both staff and students would greatly improve the work environment.	
4	Things could be a lot better here at Lincoln, but lack of proper leadership from administration has taken its toll on the campus.	
5	not at this time. Its been a pleasure working at this campus.	

# 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.)

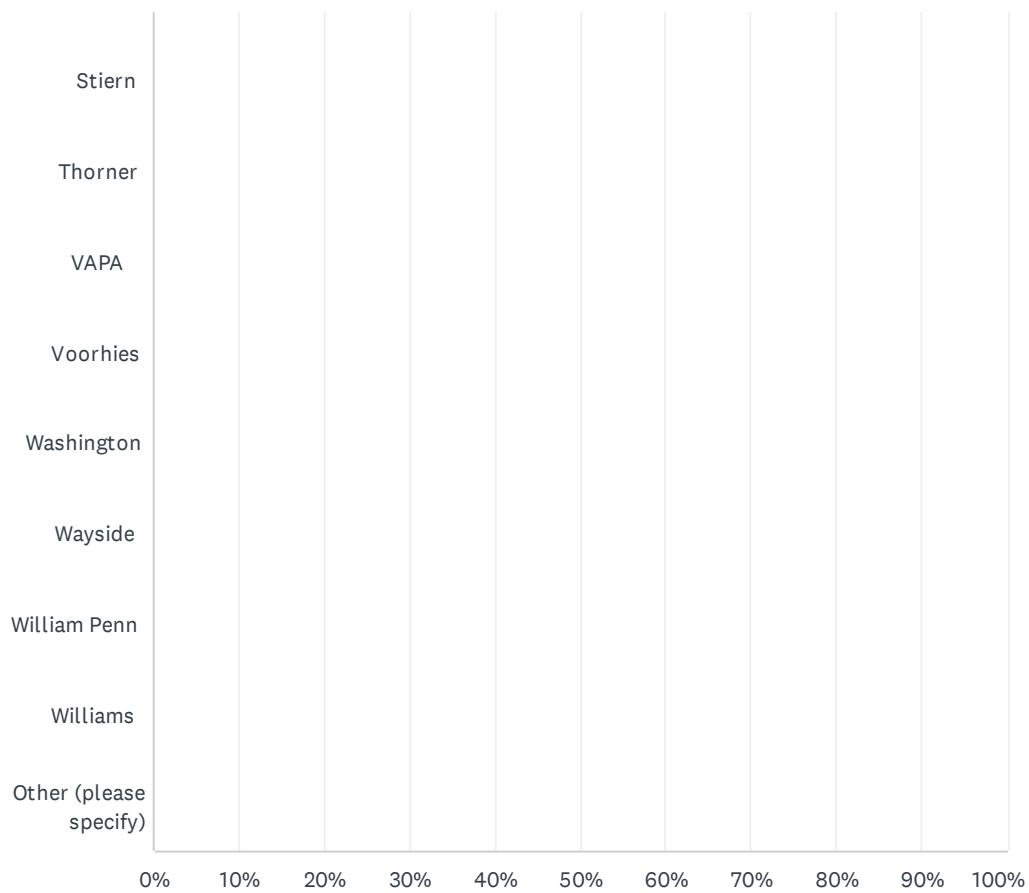
Answered: 19   Skipped: 0

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

## 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	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	100.00%	19
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

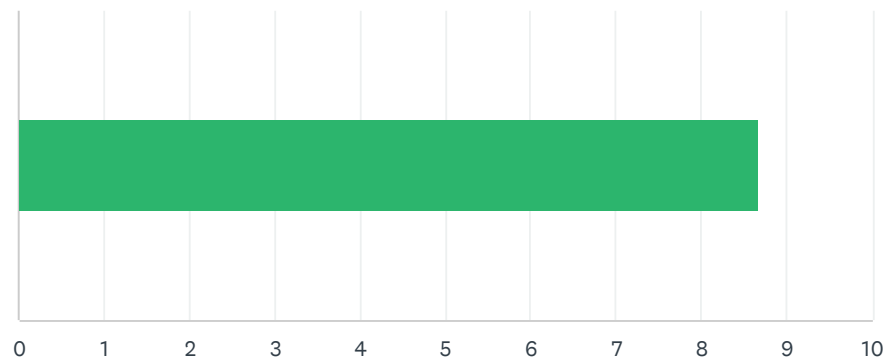
Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiem	0.00%	0
Thorner	0.00%	0
VAPA	0.00%	0
Voorhies	0.00%	0
Washington	0.00%	0
Wayside	0.00%	0
William Penn	0.00%	0
Williams	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 19		

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



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

Answered: 19    Skipped: 0

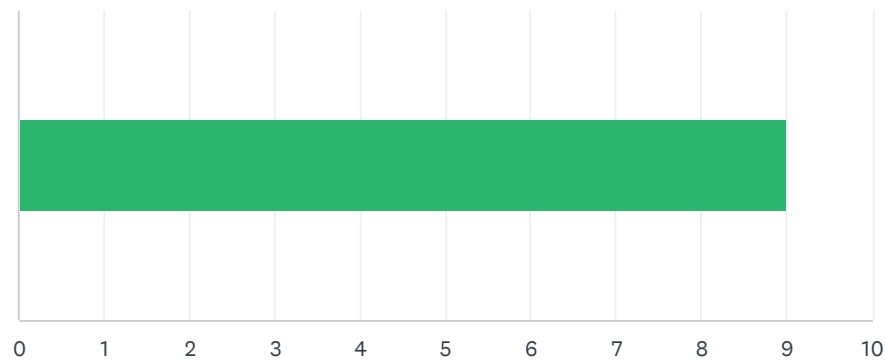


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	165	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	7	
6	3	
7	10	
8	10	
9	8	
10	10	
11	10	
12	8	
13	10	
14	8	
15	9	
16	8	
17	10	
18	7	
19	8	

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

Answered: 18 Skipped: 1

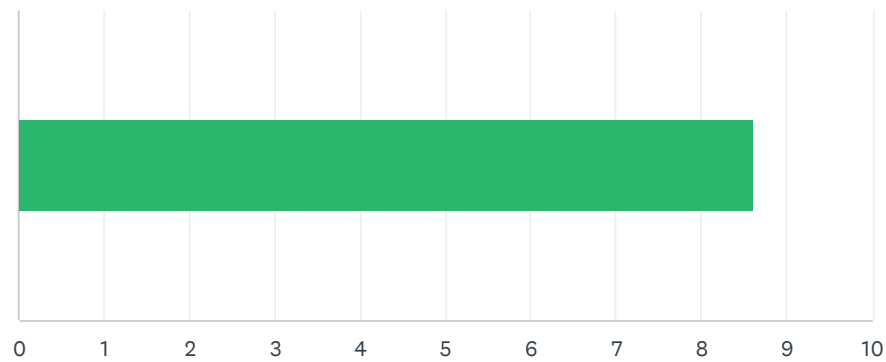


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	162	18
Total Respondents: 18			

#		DATE
1	10	
2	9	
3	10	
4	8	
5	3	
6	10	
7	10	
8	8	
9	10	
10	10	
11	10	
12	10	
13	8	
14	9	
15	8	
16	10	
17	9	
18	10	

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

Answered: 18    Skipped: 1

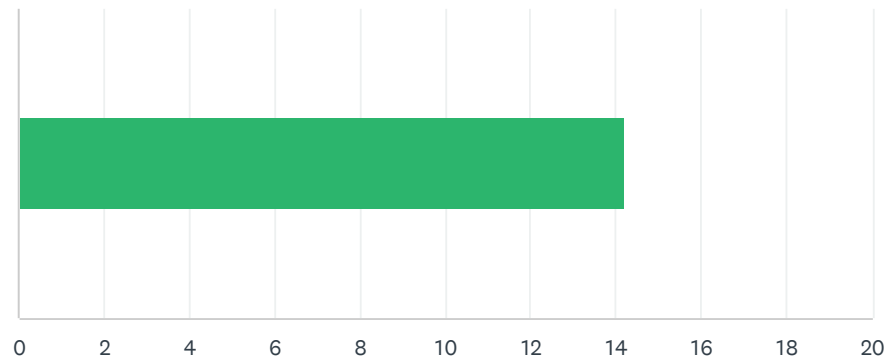


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	155	18
Total Respondents: 18			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	1	
6	10	
7	10	
8	8	
9	10	
10	10	
11	10	
12	10	
13	8	
14	10	
15	5	
16	7	
17	7	
18	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 19    Skipped: 0

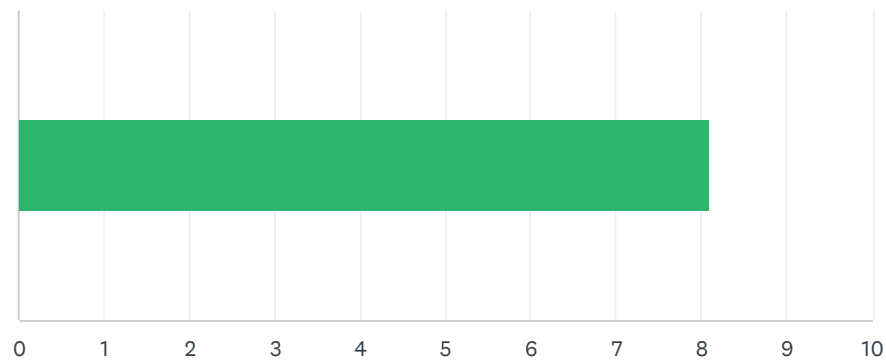


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	14	270	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	8	
6	3	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	100	

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

Answered: 18    Skipped: 1

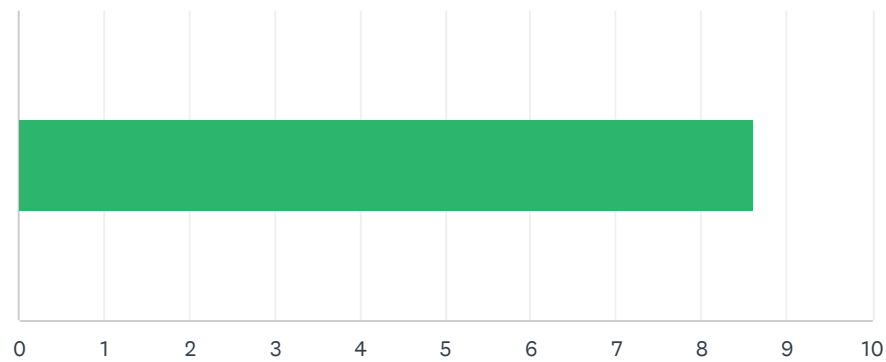


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	146	18
Total Respondents: 18			

#	DATE
1	10
2	8
3	10
4	10
5	5
6	1
7	10
8	8
9	7
10	10
11	8
12	10
13	10
14	9
15	6
16	7
17	9
18	8

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

Answered: 18    Skipped: 1

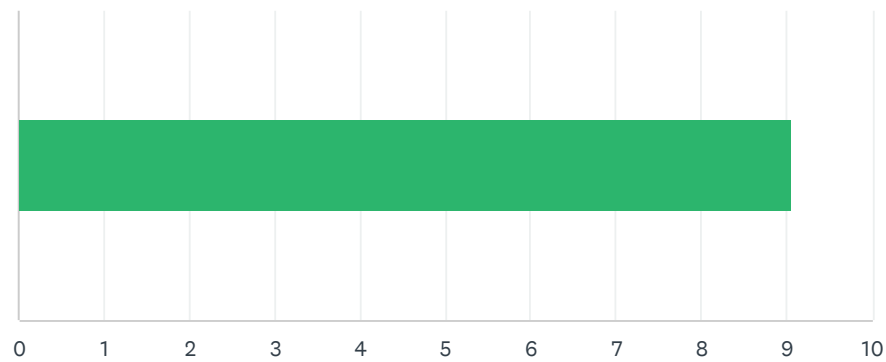


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	155	18
Total Respondents: 18			

#		DATE
1	10	
2	8	
3	10	
4	10	
5	5	
6	3	
7	10	
8	7	
9	7	
10	10	
11	10	
12	10	
13	10	
14	10	
15	7	
16	8	
17	10	
18	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 19    Skipped: 0

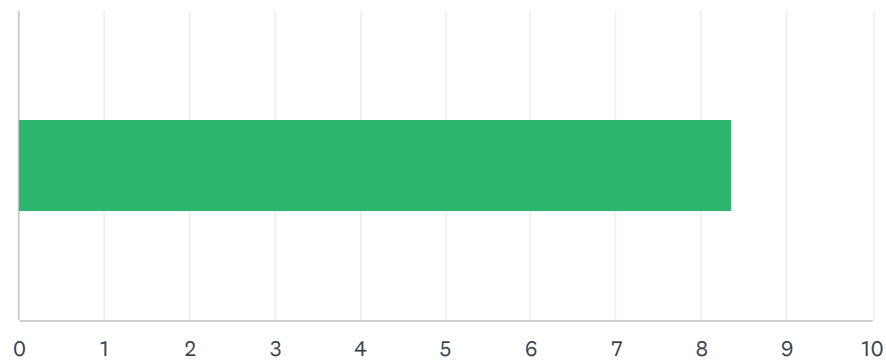


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	172	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	8	
6	1	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	5	
17	10	
18	9	
19	10	

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

Answered: 19    Skipped: 0



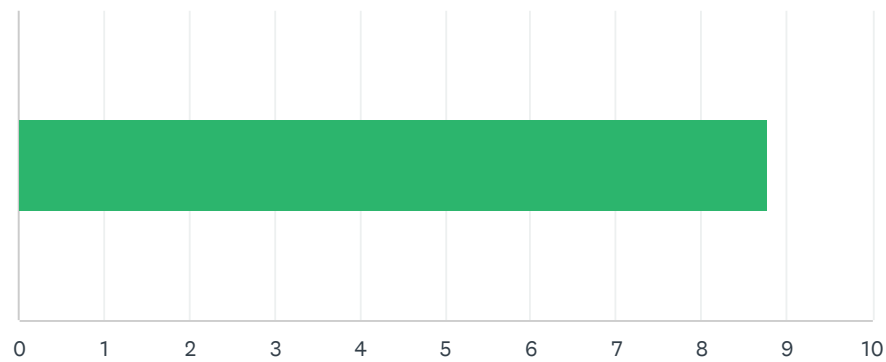
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	159	19
Total Respondents: 19			

#		DATE
1	10	
2	8	
3	10	
4	10	
5	5	
6	1	
7	8	
8	10	
9	8	
10	7	
11	10	
12	8	
13	10	
14	10	
15	10	
16	7	
17	10	
18	7	
19	10	



Q10 Site administration has been supportive and minimizes additional stress.

Answered: 18    Skipped: 1

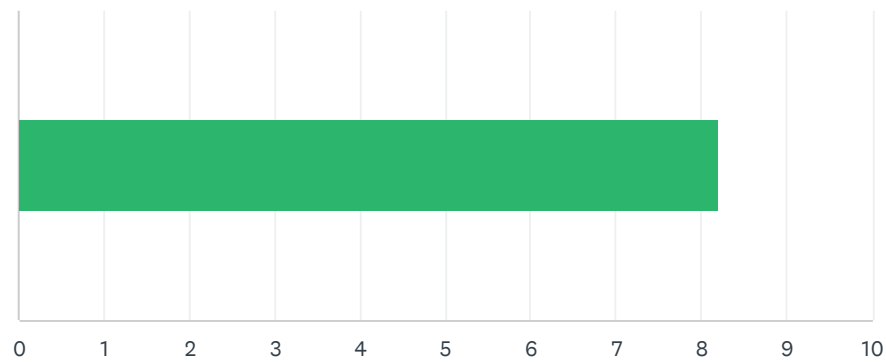


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	158	18
Total Respondents: 18			

#		DATE
1	10	
2	8	
3	9	
4	10	
5	1	
6	10	
7	10	
8	5	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	6	
16	10	
17	9	
18	10	

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

Answered: 19 Skipped: 0

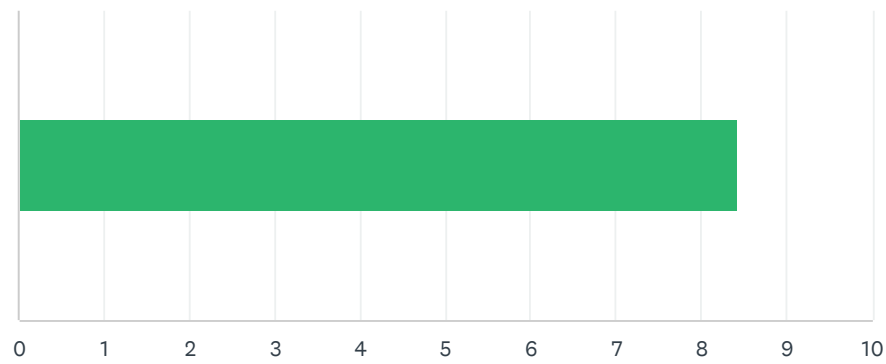


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	156	19
Total Respondents: 19			

#		DATE
1	7	
2	9	
3	10	
4	10	
5	8	
6	1	
7	10	
8	10	
9	5	
10	7	
11	5	
12	10	
13	10	
14	10	
15	10	
16	7	
17	10	
18	9	
19	8	

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

Answered: 19    Skipped: 0

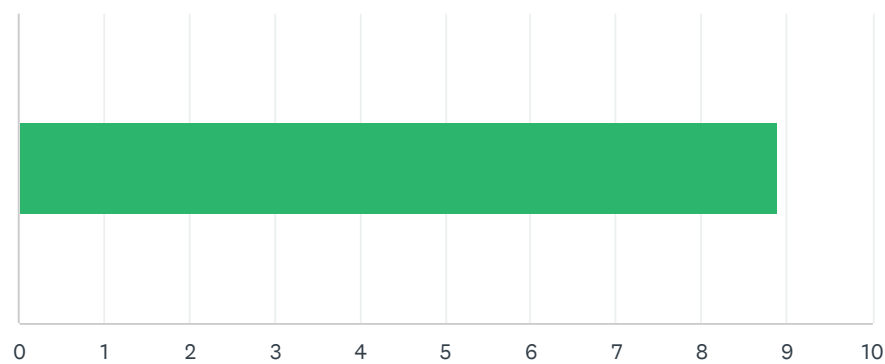


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	160	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	5	
6	1	
7	9	
8	10	
9	5	
10	7	
11	10	
12	10	
13	10	
14	10	
15	10	
16	7	
17	10	
18	7	
19	10	

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

Answered: 18 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	160	18
Total Respondents: 18			

#		DATE
1	10	
2	8	
3	10	
4	10	
5	9	
6	1	
7	10	
8	10	
9	5	
10	10	
11	10	
12	10	
13	10	
14	10	
15	7	
16	10	
17	10	
18	10	

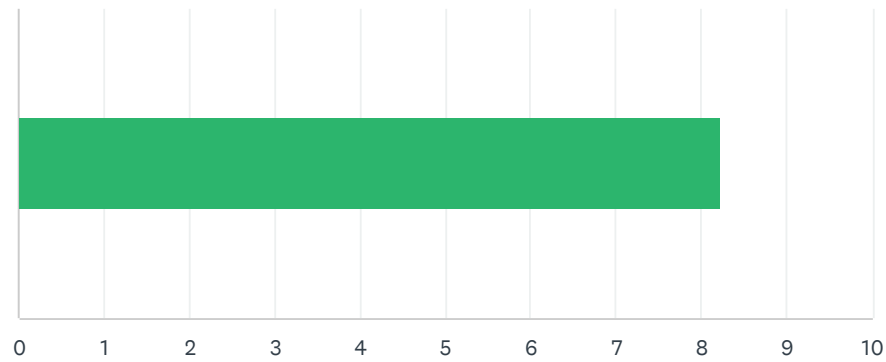
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 3   Skipped: 16

#	RESPONSES	DATE
1	Support is given when asked. Fully respect asking the district for help	
2	Like all BCSD teachers, Longfellow teachers experience significant stress. However, I don't think our site administrator is to blame for most of it. The never-ending demands come from the "higher-ups" in the district, and the principal has to enforce them.	
3	Site administration is thoughtful and cares about her staff.	

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

Answered: 18    Skipped: 1

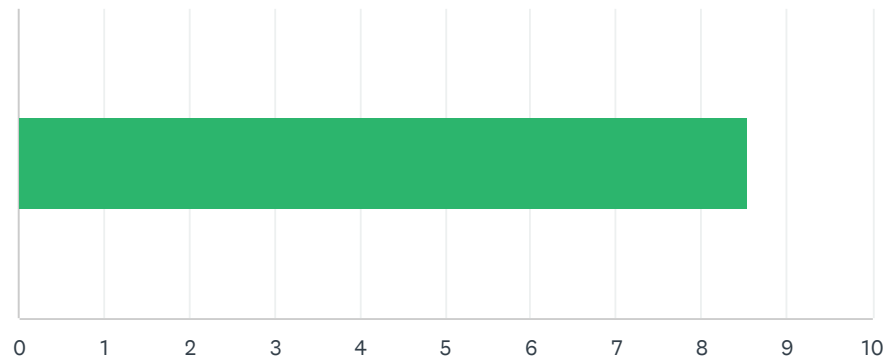


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	148	18
Total Respondents: 18			

#		DATE
1	10	
2	7	
3	10	
4	9	
5	10	
6	8	
7	1	
8	10	
9	7	
10	10	
11	7	
12	10	
13	8	
14	9	
15	10	
16	5	
17	9	
18	8	

Q16 Site meetings are productive and not excessive.

Answered: 18    Skipped: 1

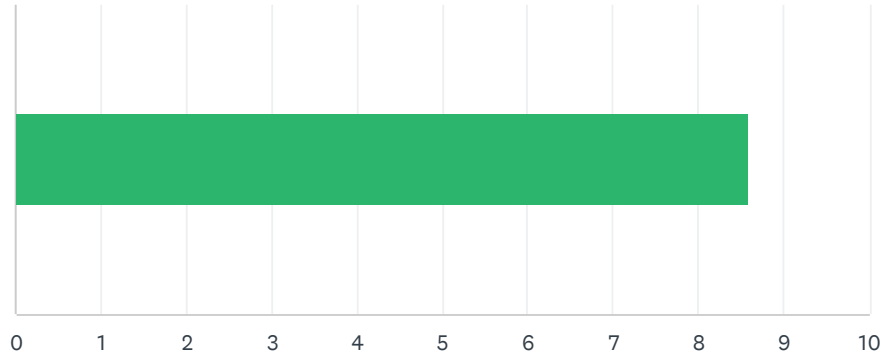


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	154	18
Total Respondents: 18			

#		DATE
1	10	
2	8	
3	10	
4	10	
5	10	
6	1	
7	6	
8	10	
9	10	
10	7	
11	10	
12	10	
13	10	
14	10	
15	10	
16	5	
17	7	
18	10	

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

Answered: 17 Skipped: 2



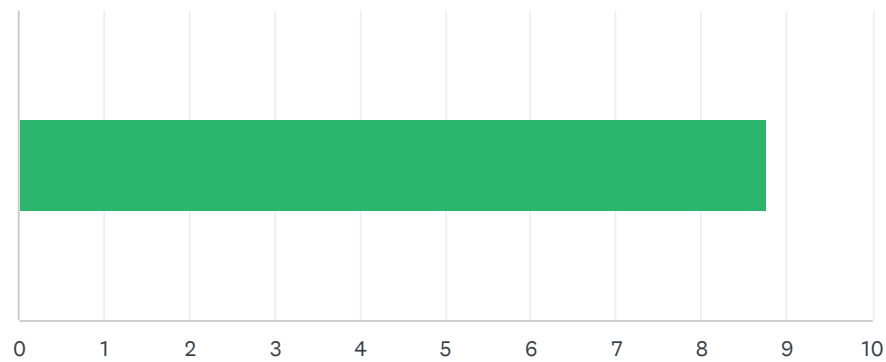
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	146	17
Total Respondents: 17			

#	DATE
1	10
2	7
3	10
4	9
5	10
6	10
7	1
8	10
9	10
10	10
11	10
12	5
13	10
14	10
15	5
16	9
17	10



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

Answered: 17    Skipped: 2

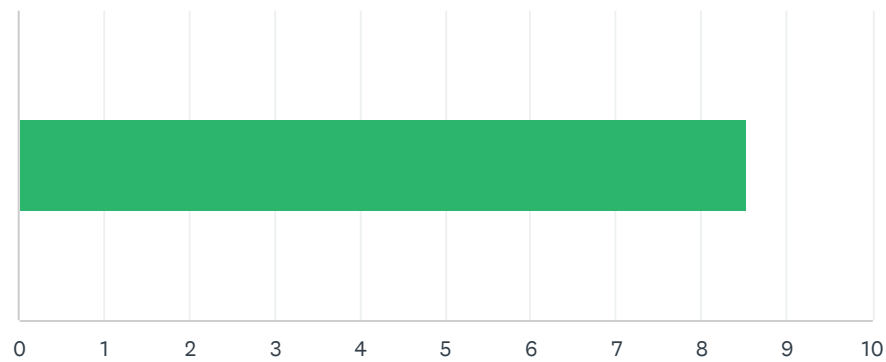


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	149	17
Total Respondents: 17			

#		DATE
1	10	
2	7	
3	10	
4	9	
5	10	
6	1	
7	10	
8	10	
9	8	
10	10	
11	10	
12	9	
13	10	
14	10	
15	9	
16	6	
17	10	

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

Answered: 17    Skipped: 2

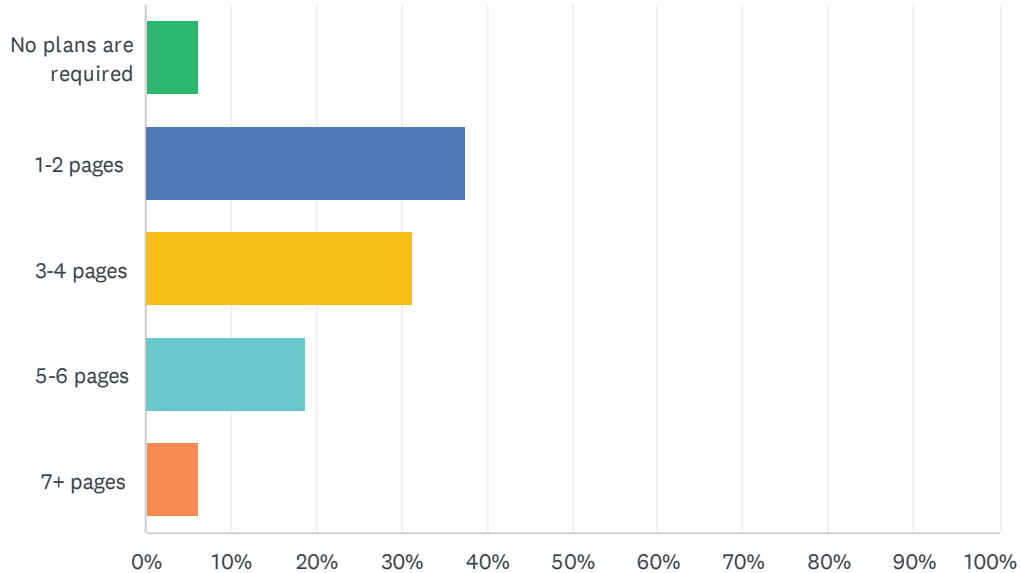


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	145	17
Total Respondents: 17			

#		DATE
1	10	
2	7	
3	10	
4	10	
5	10	
6	5	
7	10	
8	7	
9	10	
10	10	
11	7	
12	9	
13	8	
14	10	
15	6	
16	6	
17	10	

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

Answered: 16 Skipped: 3

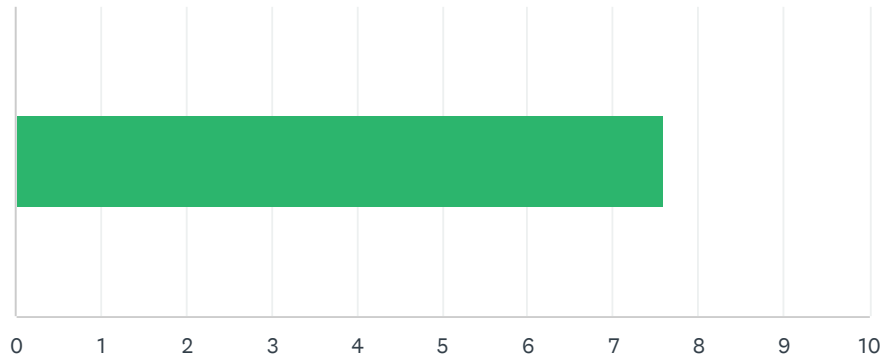


ANSWER CHOICES	RESPONSES	
No plans are required	6.25%	1
1-2 pages	37.50%	6
3-4 pages	31.25%	5
5-6 pages	18.75%	3
7+ pages	6.25%	1
TOTAL		16

#	COMMENT	DATE
1	2 types of Lesson plans required each week, extremely detailed	
2	It depends on what you teach	
3	Lesson plans are lengthy and repetitive.	
4	We have many IEP meetings, but most are held once a week and avoid prep time/plc time as much as possible	
5	However many pages it takes to create plans for each content area.	
6	My lesson plans are lengthy but there is no required length of lesson plans. They are just that long because I have much to explain for the lessons.	

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

Answered: 15   Skipped: 4

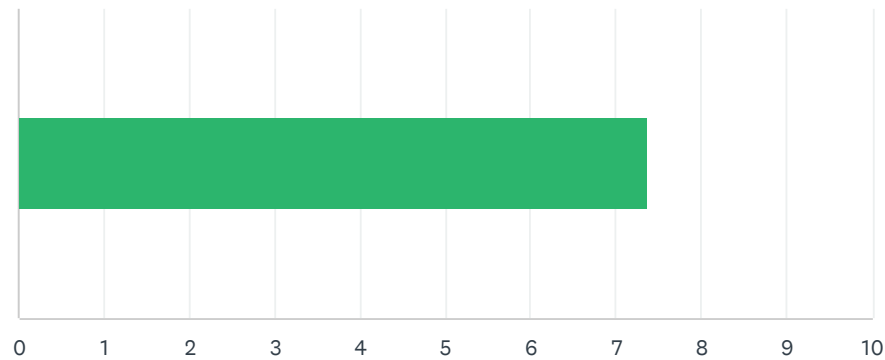


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	114	15
Total Respondents: 15			

#		DATE
1	10	
2	9	
3	10	
4	1	
5	10	
6	9	
7	10	
8	5	
9	1	
10	10	
11	1	
12	10	
13	10	
14	8	
15	10	

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

Answered: 16    Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	118	16
Total Respondents: 16			

#		DATE
1	10	
2	6	
3	10	
4	10	
5	1	
6	9	
7	10	
8	10	
9	10	
10	1	
11	10	
12	5	
13	1	
14	5	
15	10	
16	10	

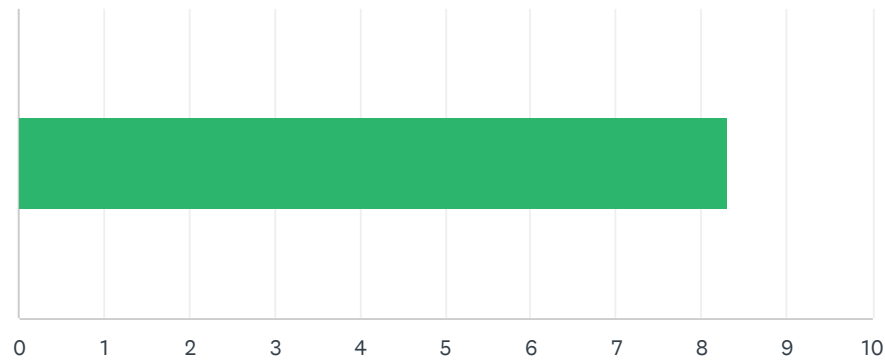
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4   Skipped: 15

#	RESPONSES	DATE
1	Depends on position	
2	We only have morning duty after contract time and was implemented in January.	
3	No recess duty for teachers. Support staff takes care of the gate at dismissal and arrival if needed.	
4	We do have recess duty which has cut into some of our planning time. We should not as a district need to cut any of the c pals, as a matter of fact, we need to hire more. I love our parent volunteers who help us so much on our school site.	

Q24 Staff and students feel safe.

Answered: 19    Skipped: 0

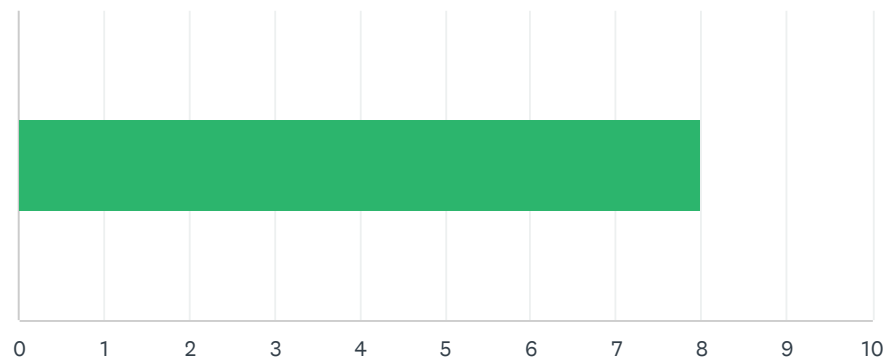


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	158	19
Total Respondents: 19			

#		DATE
1	10	
2	7	
3	10	
4	10	
5	10	
6	10	
7	5	
8	3	
9	10	
10	10	
11	7	
12	7	
13	7	
14	10	
15	10	
16	10	
17	8	
18	8	
19	6	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 19    Skipped: 0



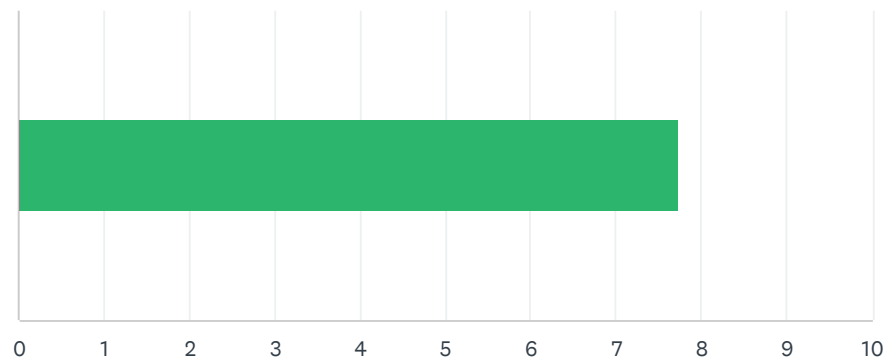
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	152	19
Total Respondents: 19			

#		DATE
1	10	
2	7	
3	10	
4	9	
5	10	
6	10	
7	5	
8	1	
9	10	
10	10	
11	10	
12	7	
13	8	
14	9	
15	10	
16	10	
17	7	
18	5	
19	4	



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

Answered: 19    Skipped: 0

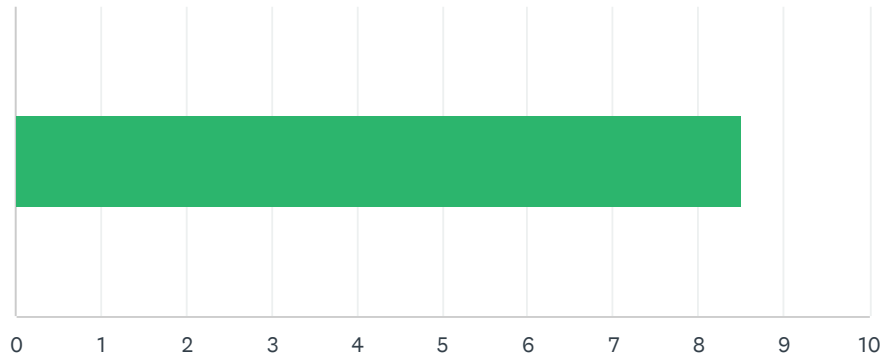


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	147	19
Total Respondents: 19			

#		DATE
1	10	
2	6	
3	10	
4	9	
5	10	
6	10	
7	10	
8	1	
9	10	
10	10	
11	5	
12	7	
13	5	
14	8	
15	10	
16	10	
17	6	
18	6	
19	4	

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

Answered: 18 Skipped: 1

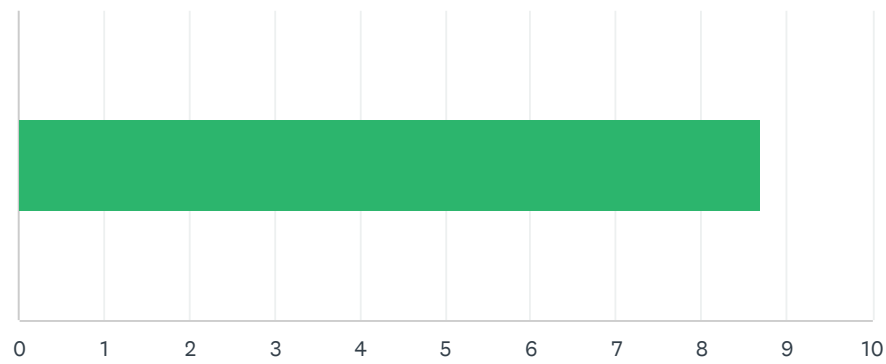


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	153	18
Total Respondents: 18			

#	DATE
1	10
2	7
3	10
4	9
5	10
6	10
7	10
8	1
9	10
10	10
11	7
12	10
13	10
14	10
15	10
16	6
17	9
18	4

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

Answered: 17    Skipped: 2

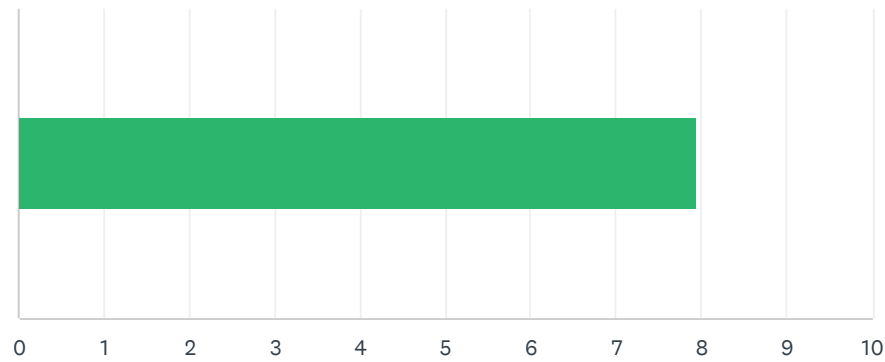


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	148	17
Total Respondents: 17			

#		DATE
1	10	
2	7	
3	10	
4	10	
5	10	
6	10	
7	8	
8	3	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	6	
16	8	
17	6	

Q29 My site has a positive atmosphere.

Answered: 19    Skipped: 0

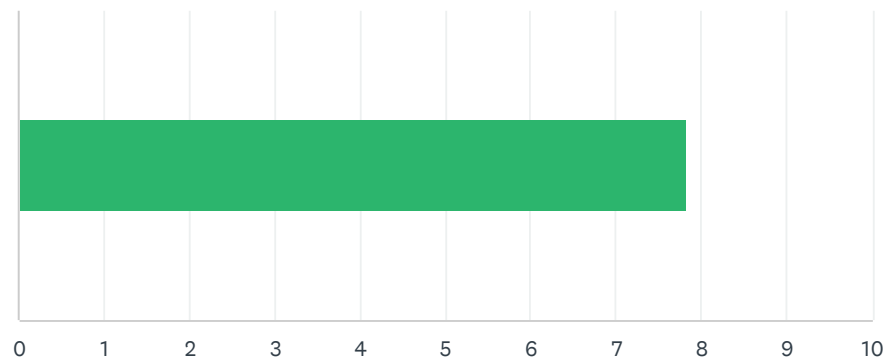


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	151	19
Total Respondents: 19			

#		DATE
1	10	
2	6	
3	10	
4	10	
5	10	
6	10	
7	5	
8	3	
9	9	
10	5	
11	10	
12	7	
13	7	
14	10	
15	10	
16	9	
17	6	
18	8	
19	6	

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

Answered: 18 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	141	18
Total Respondents: 18			

#		DATE
1	10	
2	7	
3	10	
4	10	
5	10	
6	10	
7	1	
8	10	
9	10	
10	6	
11	5	
12	7	
13	10	
14	10	
15	5	
16	6	
17	8	
18	6	

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

Answered: 6   Skipped: 13

#	RESPONSES	DATE
1	People are happy to come to work.	
2	Teachers reach out for support and no supports shows up. They are left to deal with behaviors on their own the majority of times. It is rare when support shows up when called. No follow through as well for discipline	
3	Site needs to work on moral and thing of way to boost teacher and CPAL moral.	
4	Discipline is given and parents are called. Strong admin and BIS support.	
5	PBIS is creating a generation of kids who don't think harmful actions should have negative consequences.	
6	We do not have enough support for behaviors at our school site. Sometimes teachers will call for help and no one comes. Training that we have received for behaviors does not seem to be enough and we need more effective training and/or more support. Most of the safety this year for families is regarding ICE and our district has ensured their children will be safe, but they are still scared, which is understandable. The way that students treat staff and other students needs to be addressed better.	

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

Answered: 7   Skipped: 12

#	RESPONSES	DATE
1	The school climate has changed positively.	
2	Mrs. Ochoa is committed to doing what's best for students. Anyone who has been here long enough knows this school presents its challenges, but she, along with everyone else, has the right intentions.	
3	My site admin is doing their best, but we all need more support; site admin included.	
4	Our school is not an easy school in general, but admin and staff do the best they can	
5	Admin trusts teacher's word.	
6	Discipline is ongoing everyday. It seems difficult to balance.	
7	Referrals for interventions need to be taken more seriously. The school psychologist is not doing enough to make sure students are being observed and assessed properly, if they are being done at all.	

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: 24 Skipped: 0

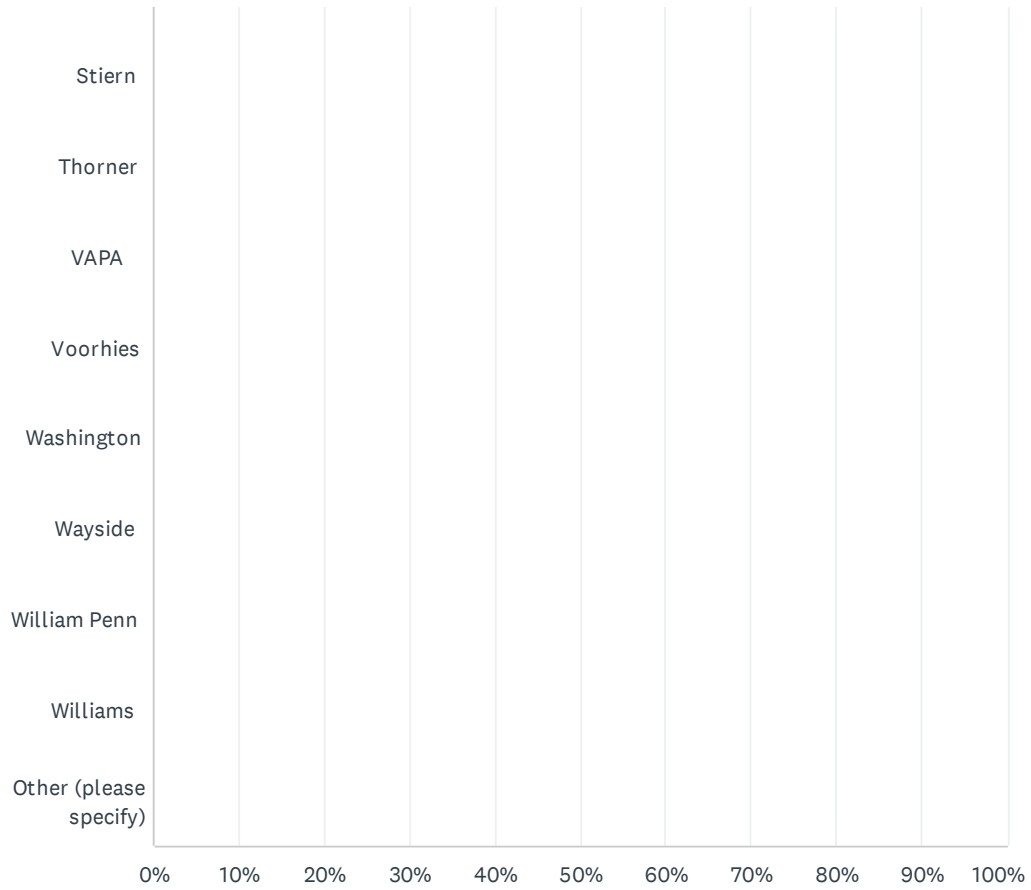
Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin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



## 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	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	100.00%	24
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

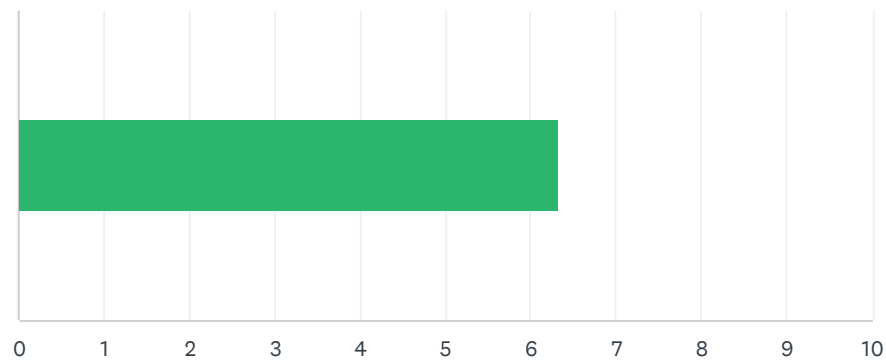
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 24		

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

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

Answered: 24 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	152	24
Total Respondents: 24			

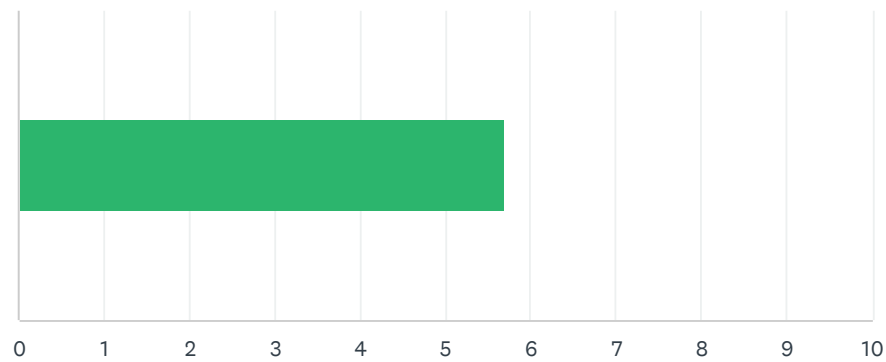
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11	5	
12	3	
13	1	
14	2	
15	10	
16	10	
17	1	
18	8	
19	1	

## 2024-2025 BETA Administration/Site Climate Survey

20	4	
21	3	
22	7	
23	43	
24	0	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 23 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	131	23
Total Respondents: 23			

#		DATE
1	10	
2	8	
3	10	
4	2	
5	7	
6	5	
7	2	
8	1	
9	6	
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16	1	
17	8	
18	1	
19	4	

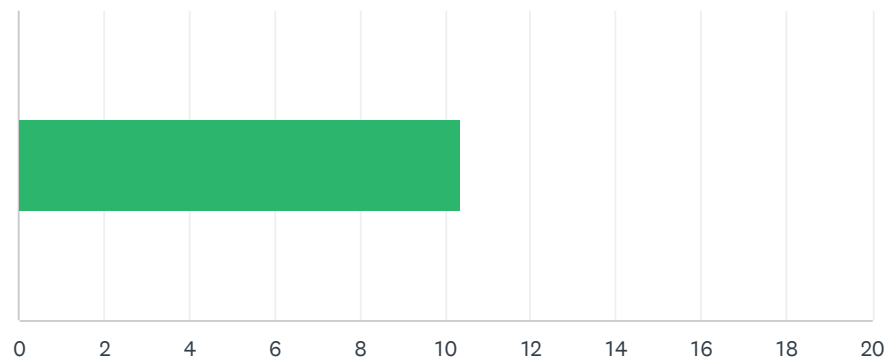
## 2024-2025 BETA Administration/Site Climate Survey

20	1	
21	8	
22	26	
23	0	



Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 23 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	238	23
Total Respondents: 23			

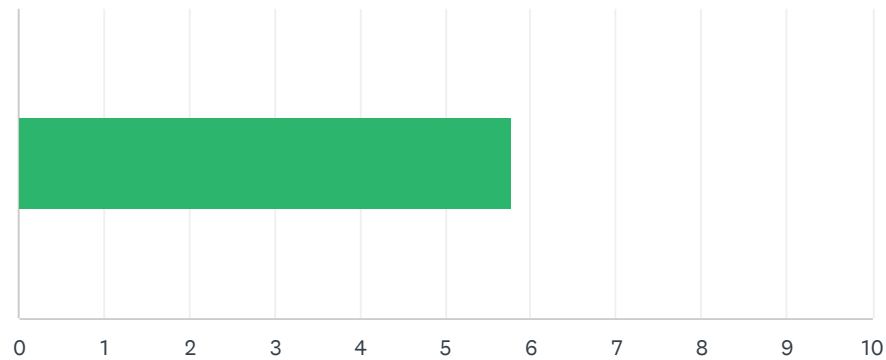
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12	1	
13	2	
14	8	
15	10	
16	10	
17	1	
18	9	
19	1	

## 2024-2025 BETA Administration/Site Climate Survey

20	4	
21	10	
22	49	
23	54	

Q5 Site administration follows the contract and respects personal rights.

Answered: 23    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	133	23
Total Respondents: 23			

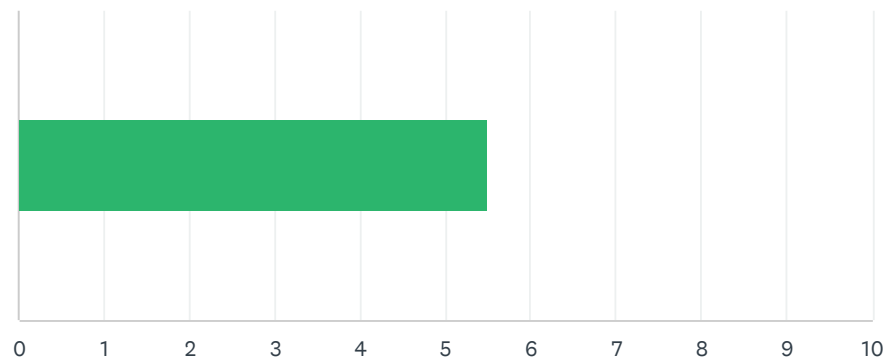
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12	5	
13	3	
14	4	
15	10	
16	10	
17	1	
18	9	
19	1	
20	6	

## 2024-2025 BETA Administration/Site Climate Survey

21	3
22	8
23	7

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 22    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	121	22
Total Respondents: 22			

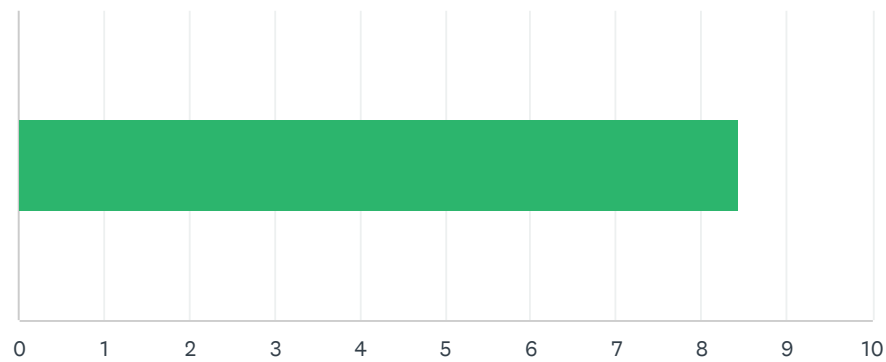
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14	10
15	10
16	1
17	10
18	1
19	7

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	3
22	0

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 23    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	194	23
Total Respondents: 23			

#		DATE
1	10	
2	9	
3	10	
4	1	
5	5	
6	5	
7	3	
8	1	
9	1	
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18	1	
19	5	

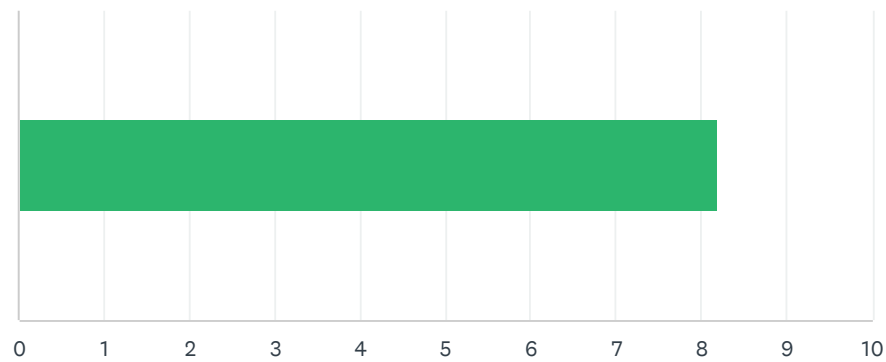
## 2024-2025 BETA Administration/Site Climate Survey

20	1
21	8
22	87
23	10



Q8 Administration supports staff against attacks and criticism from parents.

Answered: 22    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	180	22
Total Respondents: 22			

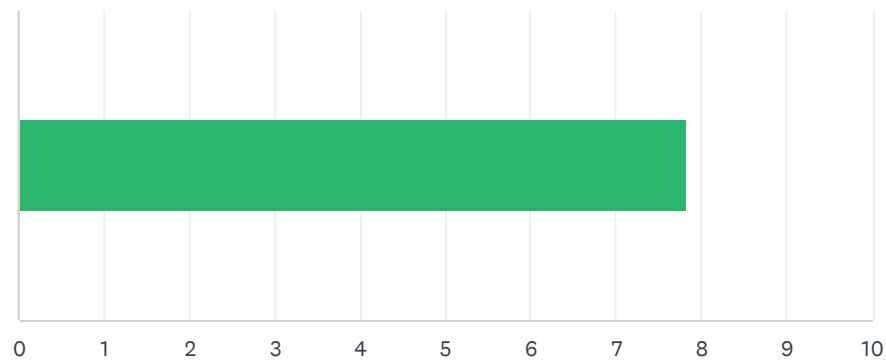
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10	8	
11	5	
12	1	
13	4	
14	10	
15	10	
16	9	
17	1	
18	5	
19	2	

## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	55
22	0

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 23    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	180	23
Total Respondents: 23			

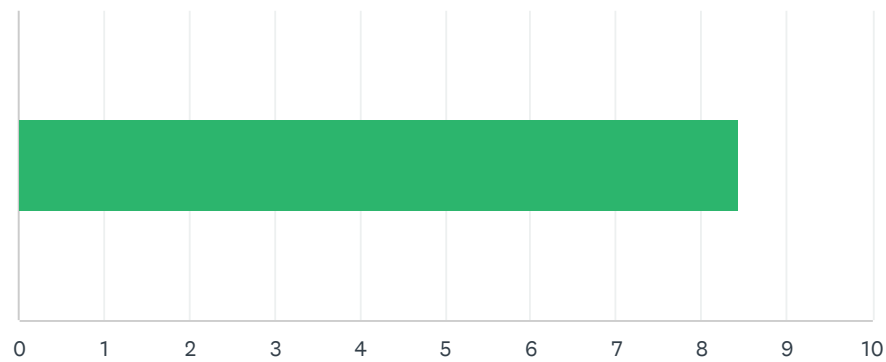
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11	1	
12	1	
13	4	
14	10	
15	10	
16	1	
17	7	
18	1	
19	2	

## 2024-2025 BETA Administration/Site Climate Survey

20	1
21	5
22	68
23	27

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 23    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	194	23
Total Respondents: 23			

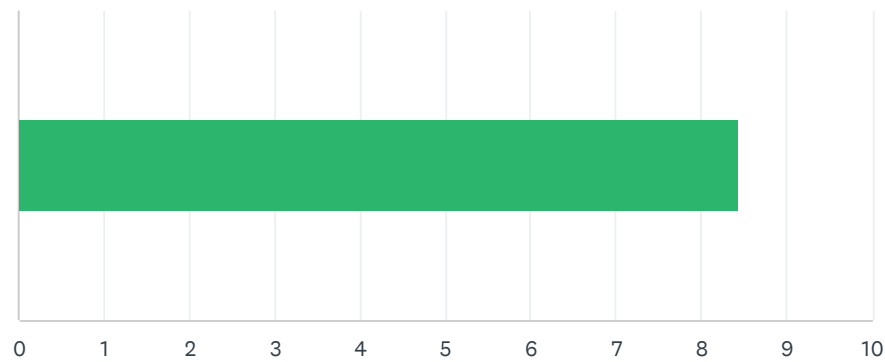
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12	1	
13	3	
14	10	
15	10	
16	1	
17	7	
18	1	
19	2	

## 2024-2025 BETA Administration/Site Climate Survey

20	1
21	8
22	68
23	27

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 23 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	194	23
Total Respondents: 23			

#		DATE
1	10	
2	9	
3	10	
4	3	
5	5	
6	4	
7	4	
8	1	
9	7	
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14	9	
15	10	
16	1	
17	8	
18	1	
19	4	

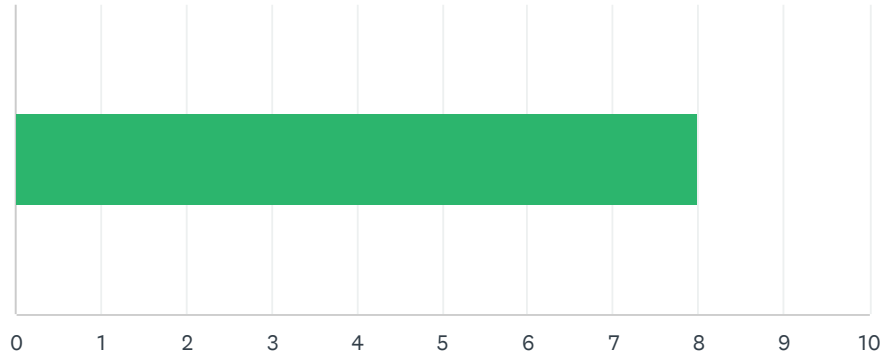
## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	8
22	34
23	50



## Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 23   Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	184	23
Total Respondents: 23			

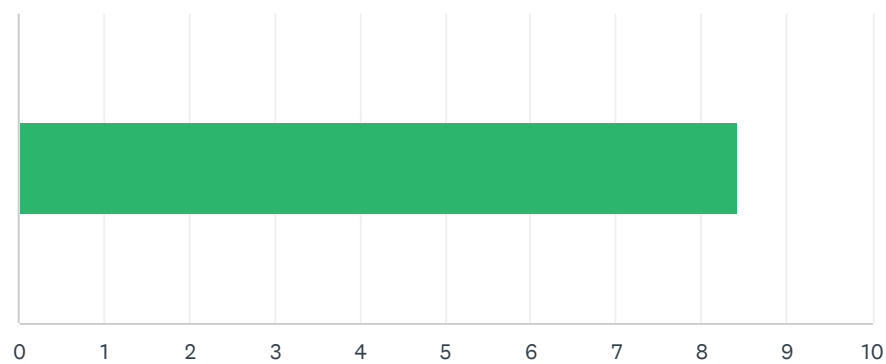
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12	1
13	1
14	10
15	10
16	1
17	8
18	1
19	5

## 2024-2025 BETA Administration/Site Climate Survey

20	1
21	8
22	36
23	50

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 24    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	202	24
Total Respondents: 24			

#		DATE
1	9	
2	9	
3	10	
4	1	
5	5	
6	5	
7	6	
8	7	
9	1	
10	2	
11	10	
12	9	
13	2	
14	1	
15	10	
16	10	
17	10	
18	8	

## 2024-2025 BETA Administration/Site Climate Survey

19	5
20	7
21	1
22	10
23	31
24	33

## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 18 Skipped: 6

#	RESPONSES	DATE
1	My first year as a teacher and admin has been great and supportive, happy to be working with them next year.	
2	Overall the current adm. has been respectful, considerate, and fair in almost all areas. My working conditions are in good balance because I don't get disrupted and or get support when dealing with a difficult student.	
3	Excellent site administrator.	
4	The administration has created an environment where no one wants to work. They often say one thing to your face, only to act surprised when their initial response is reversed, pretending they don't recall what they originally said. They establish rules for students, but as soon as a parent complains, they backtrack on those rules for that particular student. This approach allows parents and students to essentially run the school. I refuse to enforce policies that the administration won't stand behind or support. It's frustrating to watch the vice principal act as though she can handle any behavior when, in reality, she simply caters to the students and makes side deals to get them to comply. She'll step in and say, "They promised me they'd do their work now—they even signed a contract," only for the student to go right back to the same problematic behaviors and she is no where to be found. Meanwhile, the principal only steps in to address behaviors if it's something specific that personally bothers her. Otherwise she will avoid it. We even had to go on rainy day schedule recently when there was no rain just so she didn't have to deal with behaviors on the yard since the vice principal was gone.	
5	2. Site administration is sensitive to the needs of students, staff, and the community. -principal is better at it than others. if you do your job right, this applies. 3. Site administration treats staff with respect; you feel like a valued member of a team. -again I would say the principal is better at this than others on the admin team. 4. Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours). -agree. 5. Site administration follows the contract and respects personal rights. -somewhat agree. some staff seem targeted. 6. Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff). -some could be used better, it seems cliquy. too caught up in what looks good on paper. 7. Administration maintains open communication with staff, parents, and students. -depends on who you talk to and how close you are with admin. not all on the same page. 8. Administration supports staff against attacks and criticism from parents. -I appreciate the principal supporting teachers when dealing with tough conversations with parents and balancing out the demeanor and mood swings of other staff on the admin/support team. 9. Site administration treats all teachers equally; there is no preferential treatment. -some staff, not all. 10. Site administration has been supportive and minimizes additional stress. -the principal does better on this, other admin/support staff are more chaotic and need to work on their bedside manner. 11. Administration communicates expectations and information in an effective and timely manner. -depends on who is communicating it and who gets to hear the information. not always shared with everyone, have to find out through the grapevine. 12. Your site administration ensures positive working conditions at your worksite. -sometimes. I think they want it to be but easier said than done. 13. Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule. -most days. there have been a couple times it felt like they just didn't want to deal with recess behaviors so they just kept us on rainy day.	
6	Sadly, our administration is failing to prioritize the well-being of both students and staff. Students are struggling to succeed, and staff members feel unsupported, overwhelmed, and even defeated, particularly when addressing Tier 2 and Tier 3 behaviors inside and outside the classroom. Teachers are expected to manage multiple students with severe trauma and behavioral misconduct—such as explosive tantrums, physical aggression, and repeated defiance that disrupts classroom learning without adequate support or consequences. Despite	

multiple requests for help, staff are often met with a dismissive response and no follow-up / documentation from the administration team afterwards; little support may be given eventually after much insistence and pestering from the teacher, but even then it is a long process that only allows for more displays of extreme student behavior. Often times if the teacher tries to investigate/question further, they are essentially shrugged off or given the run around as if they (the teacher) are not essential enough to be made aware of the circumstances. Instead, the administration unfairly blames teachers for student misbehavior, suggesting that the problem lies with the teachers' classroom management, whether behaviors occur inside or outside the classroom. This unfair criticism is compounded by a tendency to allow certain students to continue their behavior because that's "just who the student is" all of which further increases the strain on teachers already struggling to manage challenging behaviors. If that's just who the student is, how can it be a teacher management issue? If it's a teacher management issue, why isn't there more support for teachers then? Where are the preemptive supports and measures for students that consistently display these signs of trauma and need? Why does the administration and behavioral team gate keep information that directly connects to students circumstances and behavior while the teacher is left wondering what is even going on? The voices of classroom teachers are not prioritized or valued like they should be, which is detrimental because they spend the most time with students. Superficially, teachers are asked how they're doing and what their thoughts are one day and then they're disregarded the next day. It's just enough for administration to say they asked / sought out others input but not enough to change anything. There's a strong lack of transparency and push off of responsibility when it comes to holding all staff accountable, especially if it makes them look like the bad guy instead of your friend. Clear and consistent communication and support should not be something that is earned individually but given to all equally. Expectations for staff and teachers are not equal, some are favored over others - allowed to stay stagnant, claim ignorance of how to do what needs to be done repeatedly without recourse and excused for their lack of follow through in the same manner students are being excused for their behavior: "it's just who they are" while other staff and teachers are held to much higher expectations and ridiculed, which causes the culture around the staff to be misaligned and begrudged. McKinley is a community that needs all hands on deck fully committed to the challenging work, equally and mindfully working together consistently for the same goal of student and family success without these inner circle battles of pettiness, allowed ignorance and learned helplessness.

- |   |  |
|---|--|
| 7 | The administration often downplays the disruptive behaviors of students, and it's becoming increasingly frustrating. Students are allowed to act out without any real consequences, and yet, when things go wrong, we're the ones blamed. Every day, we're expected to maintain order and teach, but with little support from admin and no consequences for the students who disrupt the learning environment. On top of that, the administration loves to put on a show for visitors or parents, acting like everything is running smoothly, but behind the scenes, it's a different story. They're quick to praise the school in public, but when we raise our concerns or need help, we're met with silence or told it's our problem to fix. It's demoralizing to be left to deal with behavior problems on our own while the people who should be addressing them just turn a blind eye, all while maintaining a polished façade.  |
| 8 | The current administration has utterly failed its educators, students, and the community. Teachers are being pushed to their breaking point due to a complete lack of support. While we fully understand the legal limitations regarding suspensions and disciplinary actions, that does not excuse the administration's refusal to take a firm stance on student behavior. Instead of addressing the growing behavioral issues, they hide behind empty promises and shift the blame onto teachers. The data speaks for itself—disciplinary problems are rising, and yet, the administration continues to turn a blind eye, leaving teachers to manage chaos on their own. Their failure to lead has not only compromised the learning environment but has also driven morale to an all-time low. This lack of backbone is not just disappointing; it is unacceptable. If real leadership doesn't step up soon, the damage being done to both staff and students will be irreversible. |
| 9 | The administration's approach to site management is causing considerable stress among staff members. There is a noticeable lack of equality in how staff are treated, with those who adhere strictly to expectations facing less support and greater challenges. Student behavior continues to deteriorate due to a lack of timely intervention and support, with serious behavioral issues being dismissed rather than addressed. Students with severe behavioral problems appear to face little to no consequences, while those who are consistently trying their best are overlooked and burdened with additional challenges. Furthermore, communication is lacking;  |

## 2024-2025 BETA Administration/Site Climate Survey

teachers are not informed about incidents, such as fights outside of class, yet students are often returned to class without any acknowledgment of what occurred.

10	The administration at the school often displays emotional reactions, plays favorites, and lacks the maturity and social awareness necessary to effectively manage the school. Additionally, they seem to hire individuals who are ill-equipped for roles that are meant to support teachers, further hindering the overall functioning of the school. The lack of thick skin and professional demeanor among admin exacerbates these issues, creating a challenging environment for both staff and students.
11	I appreciate the efforts of the site administration. However, I have noticed that administration tends to have favorite and preferred teachers, often calling on them first before reaching out to others. Additionally, there is a lack of follow-through on issues discussed in meetings, such as discipline repercussions, which creates inconsistencies in enforcement. I am also concerned that students with behavior problems are rewarded too often, rather than being held accountable for their belligerent actions. Furthermore, when staff members need to speak with administration outside of meetings, they are often dismissive, making it difficult to address concerns effectively. Improved transparency, consistency, and fairness in decision-making, along with more open communication, would greatly benefit both staff and students. Overall, I think the team is working hard, but there are significant areas that need improvement.
12	The administration is overwhelmed and is trying to implement too many changes simultaneously, placing all the responsibility on teachers. There are no clear expectations set for students by administration, leaving teachers to manage behavior without support. Inconsistencies in rules exist across different teachers, grade levels, and students. Overall, there's a lack of accountability for students, while teachers are frequently held responsible for issues that arise.
13	It appears that our administration is not prioritizing the best interests of students or staff. Students are struggling to learn in this environment, and staff members feel as though they are being held hostage. Excuses are consistently made for severe student misconduct, such as physical altercations, attacks on staff, and other dangerous behaviors such as choking and biting other students, while pleas for help from staff are ignored. Administration will only reply with an "ohhhhh (insert name)" and move on. No documentation, no notification to parents or teachers. Action is only taken when administration decides they are "done" with a student (usually meaning the student has disrespected THEM), and even then, the response is limited to suspensions and phone calls home; not the intervention supports the student could have used before it escalated to this point. Rather than addressing systemic issues, such as the lack of support from yard staff during recess, administration unfairly blames teachers for student misbehavior by stating that the teachers lack of management is what causes the students to act out on the yard. They have also been known to unfairly target certain students and parents, even admitting to exaggerating stories to justify removing students or implementing policies. Teachers who are seen as undesirable are subjected to harsh treatment, including abrupt grade-level changes and unwarranted criticism. The vice principal appears more focused on cultivating personal friendships with select teachers than on providing genuine support to the staff. This has led to a situation where the input of yard staff, office workers, and the behavior support team (who are her "friends") is prioritized over the insights of classroom teachers—the very individuals who spend the majority of the day with students. For the sake of our students' success and to retain dedicated teachers, significant changes are urgently needed. Without them, both students and staff will continue to suffer in an environment that fails to support their needs.
14	They are doing their job well and that makes my day run better.
15	My site administrators are very supportive and dedicated leaders to all staff and the community of children and families they both serve. Mrs. Michaud and Mrs. Dirkse.
16	Staff never knows which administrator is in charge when both are on site. They contradict each other constantly in decisions. VP Dirske has disrespected staff by yelling at them or correcting them in front of other staff. Neither show respect towards certified staff and will take the word of classified staff without talking to certified staff about situations. Moral is very low at the school due to lack of discipline of students and lack of support for teachers.
17	Site administrator is not fair to all teachers. Has not been supportive with the paras. Also is not specific on what she is wanting small groups. When I do what she asked she finds other things. Wants me to observe other teacher not supportive when getting a sub.

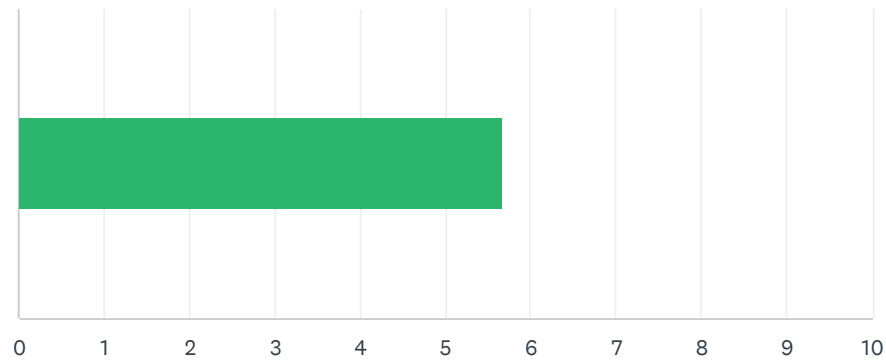
18 The campus has a negative feeling, staff is trying to be the best for our students but Administrators are not supportive or approachable. Administrators have in the past and still currently target staff that may have different opinions than Administrators.

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Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 24    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	136	24
Total Respondents: 24			

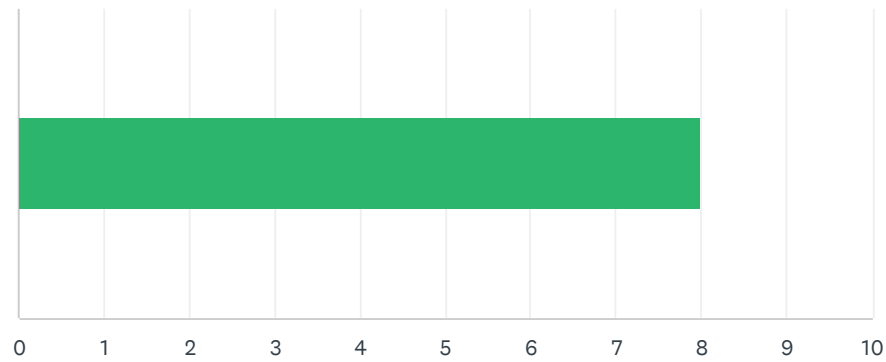
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12	5	
13	1	
14	2	
15	10	
16	10	
17	1	
18	10	
19	2	
20	8	

## 2024-2025 BETA Administration/Site Climate Survey

21	2	
22	10	
23	7	
24	0	

Q16 Site meetings are productive and not excessive.

Answered: 23    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	184	23
Total Respondents: 23			

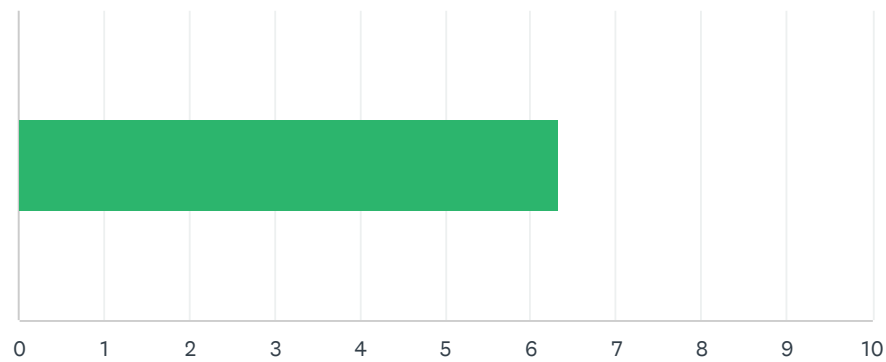
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12	2	
13	8	
14	10	
15	10	
16	1	
17	8	
18	2	
19	8	
20	2	

## 2024-2025 BETA Administration/Site Climate Survey

21	10	
22	9	
23	34	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 21    Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	133	21
Total Respondents: 21			

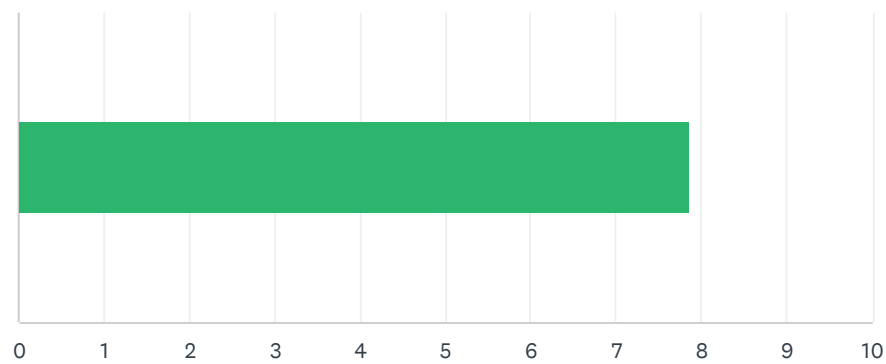
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13	2	
14	10	
15	10	
16	1	
17	9	
18	2	
19	3	

## 2024-2025 BETA Administration/Site Climate Survey

20	2	
21	19	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 24 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	189	24
Total Respondents: 24			

#		DATE
1	10	
2	10	
3	10	
4	6	
5	8	
6	10	
7	10	
8	8	
9	8	
10	6	
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12	3	
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14	7	
15	10	
16	10	
17	5	
18	9	
19	2	

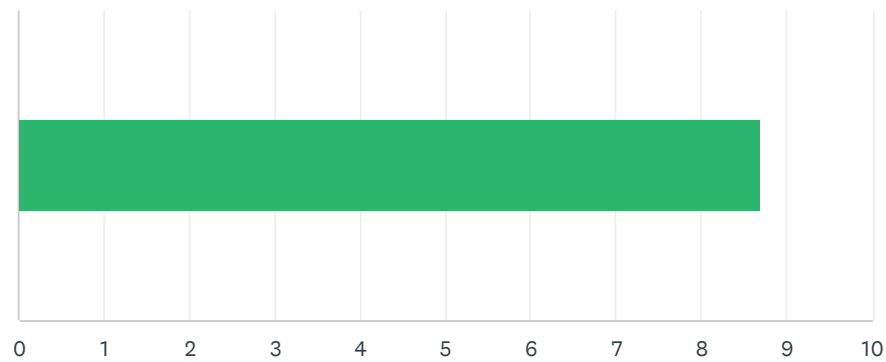
## 2024-2025 BETA Administration/Site Climate Survey

20	5	
21	4	
22	10	
23	6	
24	17	



Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 24    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	209	24
Total Respondents: 24			

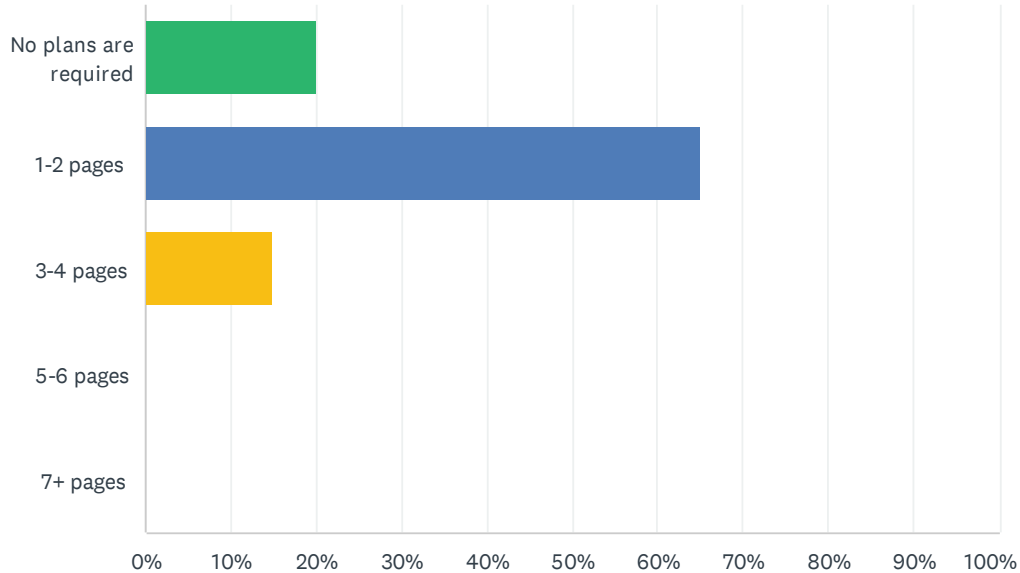
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6	10	
7	9	
8	5	
9	5	
10	4	
11	2	
12	2	
13	3	
14	9	
15	10	
16	10	
17	1	
18	8	
19	5	

## 2024-2025 BETA Administration/Site Climate Survey

20	4	
21	3	
22	10	
23	45	
24	19	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 20 Skipped: 4

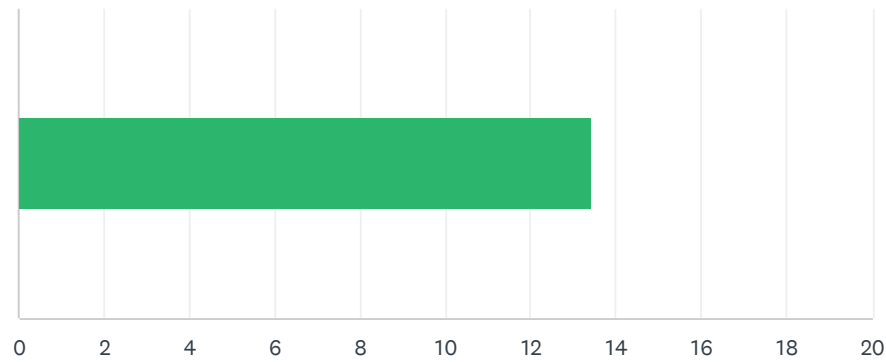


ANSWER CHOICES	RESPONSES	
No plans are required	20.00%	4
1-2 pages	65.00%	13
3-4 pages	15.00%	3
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		20

#	COMMENT	DATE
1	YES! THANK YOU!	
2	Thank you immensely for recognizing the importance of limiting meetings so we have time to actually complete our duties during contracted hours and not demanding extraneous lesson plans, but knowing and supporting what grade level teams need in this area! Very much appreciated!!	
3	I truly value the limited number of meetings and the flexibility in allowing lesson plans that genuinely meet the needs of each grade level. However, it's frustrating that we are frequently scheduled for IEP meetings during our planning periods or outside of contract hours without being compensated for that lost time.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 16    Skipped: 8

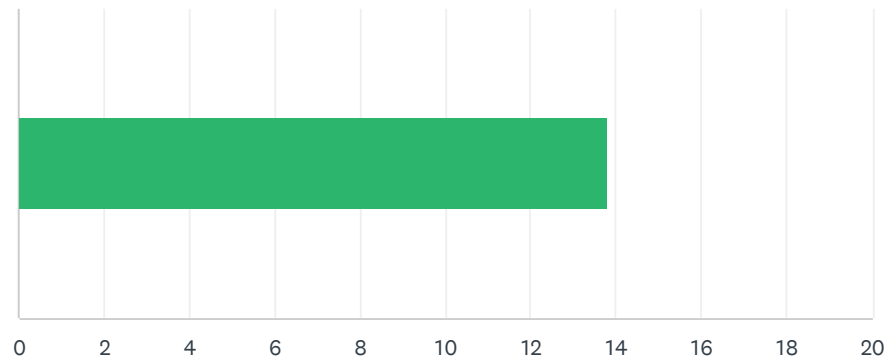


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	215	16
Total Respondents: 16			

#		DATE
1	10	
2	3	
3	1	
4	1	
5	1	
6	1	
7	1	
8	1	
9	1	
10	1	
11	1	
12	1	
13	1	
14	1	
15	90	
16	100	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 16 Skipped: 8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	14	221	16
Total Respondents: 16			

#		DATE
1	10	
2	2	
3	1	
4	1	
5	1	
6	1	
7	1	
8	1	
9	1	
10	1	
11	1	
12	1	
13	1	
14	5	
15	93	
16	100	

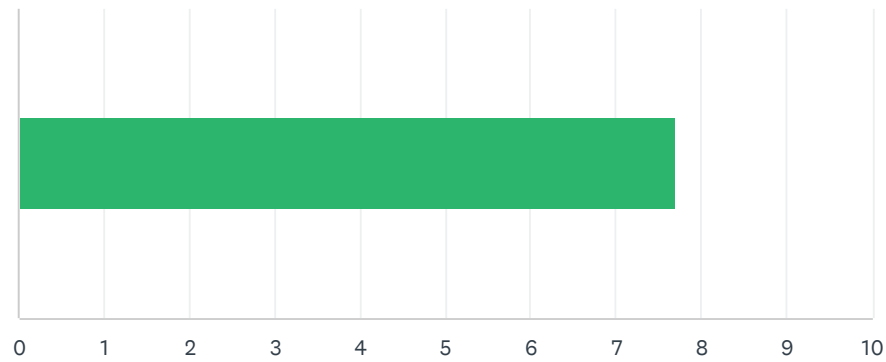
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 5 Skipped: 19

#	RESPONSES	DATE
1	The secretary has been given the impression that she's the acting principal, and as a result, she often behaves disrespectfully toward both staff and parents. She acts as a sort of informant for the administrators, refusing to communicate openly with teachers and guarding materials as if she personally paid for them. It's nearly impossible to get basic information about your own students because she acts like she's running some kind of FBI operation. The behavior team in room 30 carries an elitist attitude, acting as though they're the backbone of the school. In reality, they fail to deliver quality services or effectively teach students how to grow and improve. Instead of addressing the root of the problem, they simply give students a "break" and send them back to class without resolving the issue. On top of that, good luck trying to get them to communicate or share any insights about what's going on—they seem to be part of the "high horse committee," acting as though they're above everyone else.	
2	15. Site staff is involved in setting school policies and budgetary priorities. -which staff are involved in setting school policies and budgetary priorities outside of admin and academic support team? if teachers are involved, its only to be told after the fact. budget seems more like a secret. I hear of alot of schools in the district going on out of town field trips, not us. told we weren't allowed to. why? also heard schools got money specifically for out of town field trips. if so, where'd that money go for our school? we're only allowed one in town field trip this year. but then suddenly it was announced 5th/6th students are going down south for the science museum. where'd the money come from for that? conflicting information. 16. Site meetings are productive and not excessive. -not excessive, thank you. not always productive or relevant feeling though. 17. Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time? -wish there was a better compensation/plan for being pulled from the class to attend iep's while a sub covers, its hard to lose instructional time and then reset after a sub and/or attending 2:30-3:00 b/c thats our planning time. 18. My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes) -other than iep pull outs, thank you, yes we get our time. much appreciated. 19. Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.). -yup thank you 21. Staff (teachers and/or coaches) have recess duty. / 22. Staff (teachers and/or coaches) have bus (arrival/dismissal) duty. -teachers appreciate no recess/dismissal duty. thanks.	
3	This administration runs the school like a circus—unorganized, chaotic, and completely lacking direction. Responsibilities are constantly thrown at random individuals without any clear structure, leaving staff scrambling to pick up the pieces. Instead of establishing consistent procedures, we get conflicting answers from different support staff or leadership, creating more confusion and making it nearly impossible to run a functioning school. Year after year, the same issues persist because there is no accountability, no clear leadership, and no willingness to fix the broken system. The administration's inability to provide stability and consistency is not just frustrating—it's a complete failure of leadership. Until they take real responsibility instead of shifting blame and making empty promises, the school will continue to suffer, and both staff and students will pay the price.	
4	While I appreciate not having to take on recess or bus duty, I am still expected to participate in numerous tasks outside of my contract, such as task forces, leadership, committees, and family events, all without compensation. If I choose to decline these additional responsibilities, there is increased pressure and potential retaliation from the administration.	
5	Classified staff need to do their jobs as classified staff. They're not teachers, yet some are treated as if they know more and thus can give orders to teachers and/or bully them. Admin refuses to investigate any complaint made about classified staff of their behavior towards certified staff. Teachers don't even use the lounge anymore because of how they are treated by several classified staff members.	

Q24 Staff and students feel safe.

Answered: 23    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	177	23
Total Respondents: 23			

#		DATE
1	10	
2	9	
3	10	
4	2	
5	5	
6	5	
7	2	
8	1	
9	3	
10	7	
11	3	
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19	5	
20	3	

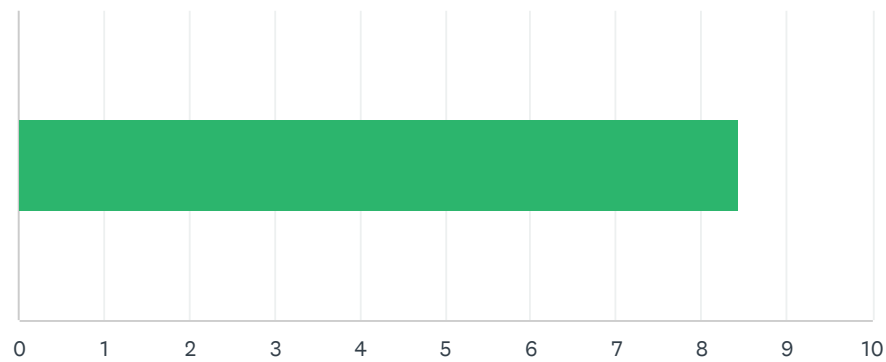
## 2024-2025 BETA Administration/Site Climate Survey

21	7	
22	74	
23	0	



Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 23    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	194	23
Total Respondents: 23			

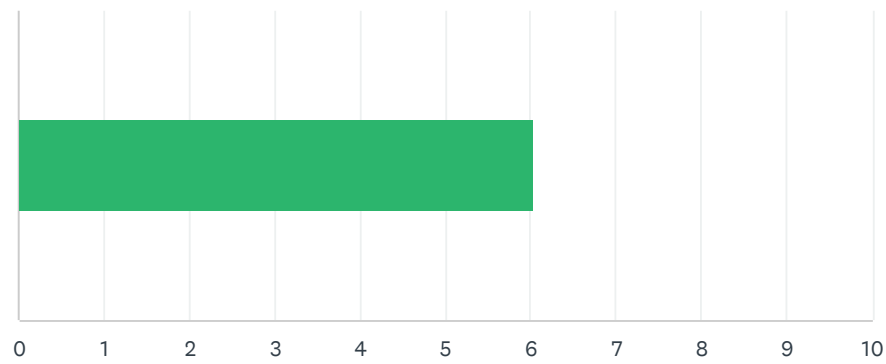
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12	1	
13	1	
14	10	
15	10	
16	1	
17	7	
18	2	
19	2	

## 2024-2025 BETA Administration/Site Climate Survey

20	2	
21	10	
22	65	
23	31	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 23    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	139	23
Total Respondents: 23			

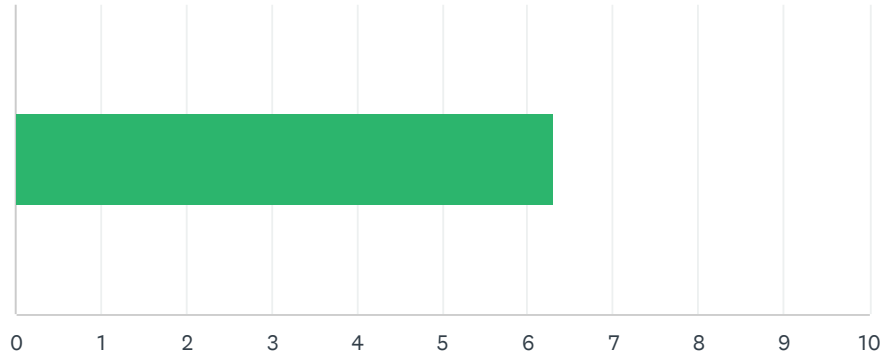
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13	5	
14	2	
15	10	
16	10	
17	1	
18	8	
19	3	

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	7
22	10
23	21

## Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 22   Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	139	22
Total Respondents: 22			

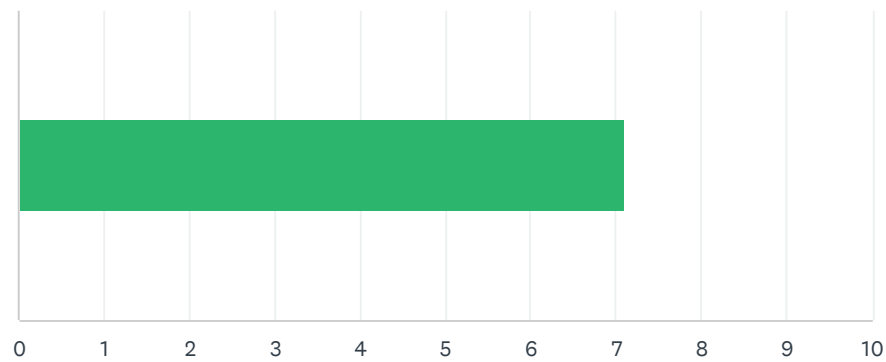
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12	1	
13	2	
14	10	
15	10	
16	1	
17	7	
18	3	
19	3	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	38	
22	2	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 22    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	156	22
Total Respondents: 22			

#		DATE
1	10	
2	10	
3	10	
4	3	
5	3	
6	5	
7	4	
8	1	
9	1	
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14	9	
15	10	
16	1	
17	8	
18	3	
19	3	

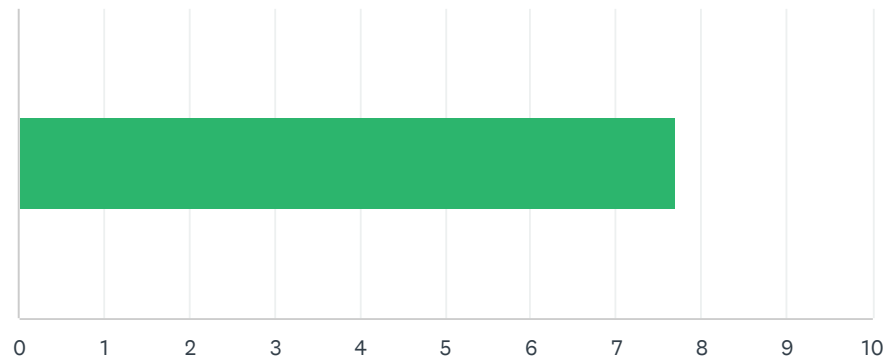
## 2024-2025 BETA Administration/Site Climate Survey

20	7	
21	48	
22	10	



Q29 My site has a positive atmosphere.

Answered: 23    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	177	23
Total Respondents: 23			

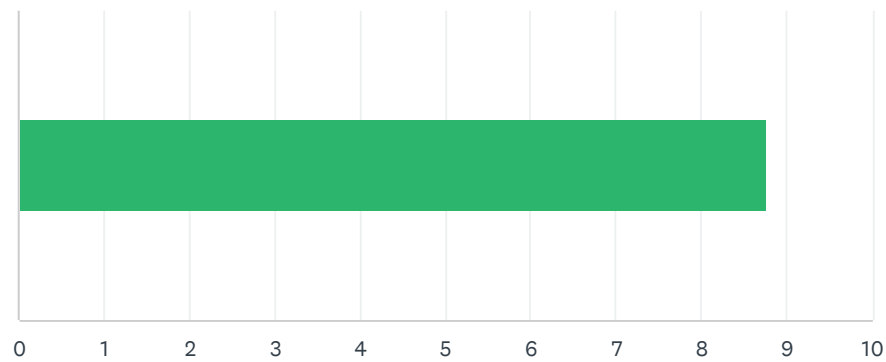
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10	3	
11	3	
12	1	
13	1	
14	1	
15	10	
16	10	
17	1	
18	8	
19	7	
20	1	

## 2024-2025 BETA Administration/Site Climate Survey

21	7	
22	50	
23	27	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 22    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	193	22
Total Respondents: 22			

#		DATE
1	10	
2	10	
3	10	
4	1	
5	1	
6	5	
7	1	
8	1	
9	2	
10	3	
11	1	
12	1	
13	1	
14	10	
15	10	
16	1	
17	7	
18	4	
19	1	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	24	
22	79	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 13 Skipped: 11

#	RESPONSES	DATE
1	My school is friendly, accommodates students' needs, and supports parents with extra clothing.	
2	The white savior mentality driving the school's approach is harmful to the community. Our students don't need to simply be told they "just need love." While love and support are essential, they also need to be taught critical academic and life skills. This cannot happen if they're given free passes to act out, harm others, and disrupt the education of their peers. Real support means holding students accountable while providing the tools they need to succeed.	
3	25. Administration has been helpful and supportive regarding student discipline. -depends on who you are, who the student is, and who you get support from. should it be this hard to get consistent help and support from all admin though? feels like we're never on the same page. lots of lip service. 26. Teachers have been given or trained to use effective tools to improve behavior. -has anyone been "officially" trained on tool box tools and strategies? feels like we were just shared the slides and key ring and told to do them. we all need more training, behaviors are escalated. classes are destroyed by students alot. there are little to no consequences unless the teacher comes up with some, there's little to no guarantee it gets reinforced or supported outside of the classroom. bribes, negotiations, and one on one secret deals are utilized when admin deal with behaviors. makes it hard to have "consistent, high expectations" in the class when you're undermined by the admin and outside staff of the school. 27. Administration supports classroom discipline procedures and follows District discipline guidelines. -as stated above. plus, unless it's been a personal disrespect or has pushed admin past their own personal boundaries, discipline doesn't always take place. support is called, student is gone 5 mins, and then pushed right back in the door. great, thanks. seem more afraid of certain parents and looking bad than anything. 28. When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted. -depends on which admin you talk to. some admin and support staff won't write odrs when situations happen and just so happen to forget to tell the teachers. have heard many times teachers are just complaining and don't know how to write odrs well enough. 29. My site has a positive atmosphere. -sometimes. I think admin thinks so especially if you're a favorite or bffs with them. 30. I would recommend my site to other employees and prospective teachers. -it would be hard for new teachers here. hope you can manage a class and get on a good team.	
4	What was the point of the Recess Reset program other than being another dog and pony show? Everyone was excited the CPALS were given this opportunity to learn more games and tools to help make recess go smoother, but the program isn't hardly being used, it seems like only when someone comes to visit. I know we are fortunate to have CPALS but that should not be used as a blanket statement to excuse limited supervision and facilitation on the playground. Some CPALS stand out more than others as attempting to do the best they can without just hanging out with others talking or only monitoring a select few students. But the truth and reality remains that our staff success is limited to what our leaders set the foundation for... there is an overall lack of maintaining expectations and holding all staff accountable, including CPALS and campus supervisor. We are all expected to do our job all day, whether we always like the circumstances or not. We all have designated break times and parameters we have to work within. Why are excuses being made? We're here for the students. To make a positive and lasting impact, not negligence by complacency and bribery of the students. I appreciate that we have our CPALS but wish they were set up for more success and held accountable for that success, not to just be told to be happy we have them so don't say anything.	
5	It's concerning when some staff seem uninterested in the safety of children during recess, especially when it's clear that some kids are engaging in unsafe behavior. The lack of attention sends the message that the children's well-being isn't a priority. This lack of care can lead to problems that could have been easily avoided with active supervision. When staff don't take	

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the time to intervene or monitor behavior, it not only puts the children at risk but also undermines the sense of security that should be provided during school activities.

6	Does the administration even know what PBIS is? Because if they do, they certainly don't enforce it. Someone should create a handbook—not for staff, but for administration—so they can finally understand what discipline, structure, and a functioning school atmosphere actually look like. Right now, they have no clue. McKinley is a unique site, one that demands strong leadership—not weak, ineffective administrators who are completely unfit for this school. PBIS doesn't exist here because this administration lacks the backbone to implement and uphold it. As a result, behaviors have spiraled out of control, disruptions are constant, and any sense of a positive school atmosphere is nonexistent. The failure to establish and maintain order falls squarely on this administration's shoulders. Until real leadership steps in, this school will continue to be a disaster for both teachers and students.
7	The rising aggressive behaviors at the school are creating an unsafe environment. These behaviors are often dismissed or seen as 'harmless,' allowing students to harass others without facing consequences. The principal seems to be afraid of the older students, who show little to no respect for her, and many students are unaware of her position. Referrals in Aeries have been deleted, and the administration's approach to handling issues appears to be to simply push disruptive students back into class without addressing the root causes. As a result, the positive atmosphere that once existed is quickly fading, and teachers are becoming increasingly unmotivated to come to work due to the lack of support from administration.
8	Not all student issues are addressed in a uniform manner, which creates confusion and a lack of fairness. For example, some students receive rewards despite misbehaving, running out of the room, or disrespecting staff, while others are yelled at or sent home for the day. This disparity in responses undermines the discipline system and sends mixed messages to students. Additionally, there seems to be a lack of accountability for classified staff on campus, who are not held to the same standards as teachers. This lack of active supervision contributes to the frequent fights and disruptions in the school. PBIS (Positive Behavioral Interventions and Supports) is not being implemented effectively, and appropriate behavior interventions are not taking place, further impacting both student learning and safety. This inconsistency and lack of structure are detrimental to the overall environment in our school.
9	Since the current administration came in, the atmosphere at our site has noticeably changed, and overall morale has declined. Many of the positive aspects of our events have diminished. For example, our Friday morning ceremonies used to have an uplifting energy with music, creating a sense of community. Now, they feel more like routine announcements rather than meaningful gatherings. Additionally, teachers often feel undermined when it comes to discipline. When we request support for student behavior issues, administration is not always responsive. However, when they handle discipline matters for themselves, they have immediate access for assistance from the campus supervisor, the BIS team, or CPALS and receive prompt support. This inconsistency makes it challenging to maintain classroom expectations and authority. A stronger commitment to fostering a positive environment, supporting staff consistently, and restoring a sense of community would greatly improve the site's culture.
10	PBIS isn't effective; students are overly incentivized and expect rewards even for negative behavior. When teachers seek support, they often feel like the enemy and are made to doubt their competence. There are no consequences for negative behavior, and administration tends to make excuses rather than support teachers. This creates a situation where misbehavior is effectively rewarded, reinforcing the problem.
11	Without strong classroom management, it can be challenging to succeed here at McKinley. This difficulty is compounded when teachers are held responsible for student misbehavior that occurs outside their classrooms. Additionally, if a teacher doesn't document behavioral struggles in Aeries, there's a 90% chance it won't be recorded at all. We've been told that yard staff and the campus supervisor are too busy to input data, so we're expected to enter it ourselves if we hear about an incident that occurred outside of our watch. I'm truly grateful for Mrs. Ramirez, who has always been supportive when I've needed help with questions or behavioral issues. She's responsive and excels at collaborating with other staff members to address student needs. On the other hand, reaching out to Mrs. M. Castillo or Mrs. Asia often results in being dismissed or ignored. Another significant challenge is the lack of transparency regarding our students. Critical information is kept private from teachers, with only office staff, behavior team members, and administration having access. Knowing details like whether a student was removed by CPS, involved in a yard fight, or has a history of trauma is essential

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for tailoring our teaching and interactions. When this information is intentionally withheld, it creates unnecessary obstacles in the classroom. When we attempt to seek out such details to better support our students, we're often met with claims of privacy, HIPAA violations, or feigned confusion about what we're asking. If we're trusted and qualified to teach these students and be responsible for them for a majority of the day, deliberately withholding information that could help us succeed as a team seems counterproductive. I hope the divisive "gang mentality" of superiority dissipates so we can all focus on what truly matters—the students.

12	We teachers have large windows on our back doors that are directly above the door handles. Absolutely, leaving us like "sitting ducks" in an active shooter scenario.
13	Referrals written by have been removed from Aries without any explanation of why they were removed. There is a very negative atmosphere at our school because of our administrative staff.

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 11    Skipped: 13

#	RESPONSES	DATE
1	The principal and the vice-principal have worked hard to maintain an amicable atmosphere in the school for staff, students, and parents.	
2	Even if we manage to bring in new administration that truly understands the needs of the community, the challenge will be immense. The hiring of so many unqualified individuals has created a deeply rooted mess that won't be easy to fix. Overhauling this system will require not only strong, committed leadership but also a deliberate effort to retrain, replace, or restructure staff to ensure that every role is filled by someone capable of supporting student success. It's a daunting task, but with the right approach, it's possible to rebuild a system that truly serves the community.	
3	I'm not saying its only bad here, a lot of days are hard though. students are hard to work with, some families are hard to work with, we're not always on the same page as a staff. keep hoping things will get better.	
4	It's extremely disheartening our school psychologist is allowed to consistently only assess students in one or two "chosen" areas during the SPED testing process versus assessing in all possible areas in order to actually utilize data to determine results - not just one person's opinion. There is a growing trend at McKinley that students are not qualifying under the "chosen" areas the psyche assessed, causing the student to go much longer before qualifying to be reassessed again at a later date when they could have just been assessed completely in all areas and not wasted valuable learning time to get students the services and supports they really need as soon as they could have received them. Let's not forget about the overused excuse of poor attendance as a reason to disqualify students, dated all the way back to Kindergarten - which is still not a state mandatory grade. Half the students in the school have poor attendance but they still have the right to a full, unbiased, equitable learning environment and services. A huge majority of the students are extremely low performing and struggling - so if a teacher and/or parent is that concerned to go through with the whole assessment process, why are we not committed to following through 100%? We're so worried about hurting the fragile professional opinion of one person who hardly spends any time with the students because they don't want their case load to be heavier during certain times of the year. Isn't that the job? Since when did assessing students become about the preferences of one adult or the administration team versus the many needs of our students?	
5	It's hard to feel motivated or supported in a place where the administration doesn't seem to care about making real improvements. I have always hoped for more, and I can't help but feel let down this year.	
6	This administration might seem nice on the surface—polite, respectful, even wonderful people. But when it comes to actually leading this school with professionalism and supporting teachers and students, they fail completely. Being "nice" doesn't make someone fit to run a school, and unfortunately, this administration has proven time and time again that they are not capable of handling the responsibilities of their positions. Instead of providing real support, they make empty promises and avoid accountability. Teachers are left to struggle on their own, students lack structure, and the school as a whole suffers from a complete lack of leadership. The reality is, McKinley deserves strong, competent administrators who know how to lead—not individuals who are in over their heads and unfit to make the tough decisions necessary for real success.	
7	The principal, vice principal, and campus supervisor should consider other school sites. Their lack of leadership is setting students up for failure and increasing stress levels for teachers and staff.	
8	Please understand that these comments are not intended as personal attacks, though I realize some may perceive them that way. This is simply the reality of our workplace and what we	



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observe daily. Many are afraid to speak up out of fear of retaliation. I wish administration would recognize who is genuinely here for the students—both academically and emotionally—rather than those who are primarily focused on their own status or image. Favoring staff members who are your "friends" creates an environment where some feel empowered to neglect their responsibilities or overstep into roles they aren't qualified for. Many individuals are here for what is best for the students but more and more will continue to leave if the current climate is maintained. I know no school is perfect, but it's truly disheartening to see what McKinley has become.

9	I'm proud to work at my school site. I love the kids and respect my peers and administrators.
10	The low morale of certified staff is because of the current administration and how they handle or many times lack of handling things. Students aren't being disciplined for serious behavior, certain staff members are allowed to gossip, bully, harass, and cause problems for others and when it's brought to their attention, nothing is done. Many staff members are not allowed to talk to them about problems that they as administrators need to address, yet others are allowed to make accusations without any evidence and it's accepted as factual by the current administration. McKinley was a great school to work at with the prior administration and it had a great reputation again too. But not since this current administration has been at our school, now morale is low, teachers watch what they say, they try keep a low profile in attempts not to draw attention to themselves so they don't become a "target", and many are hoping that a new administration will take over the school soon. I would not recommend anyone to transfer or start at our school with this current administration.
11	Under the current Administration, I don't recommend McKinley to other.

# 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.)

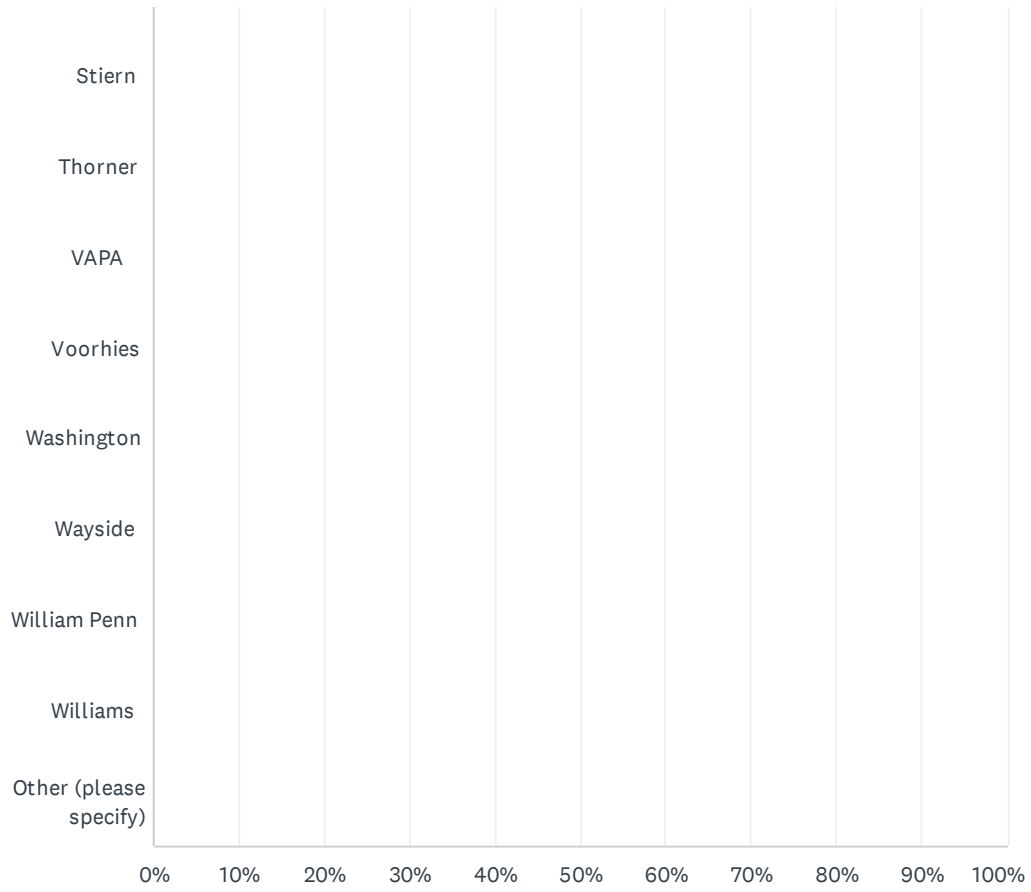
Answered: 12 Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

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## 2024-2025 BETA Administration/Site Climate Survey



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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	100.00%	12
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

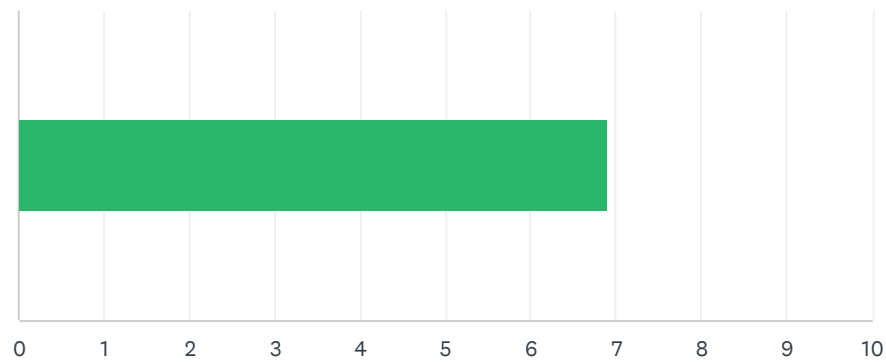
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 12		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 12    Skipped: 0

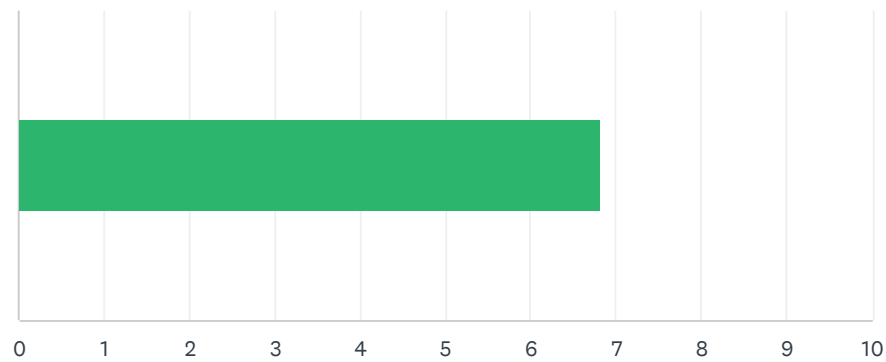


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	83	12
Total Respondents: 12			

#		DATE
1	1	
2	10	
3	8	
4	8	
5	7	
6	10	
7	10	
8	10	
9	8	
10	8	
11	1	
12	2	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 12 Skipped: 0



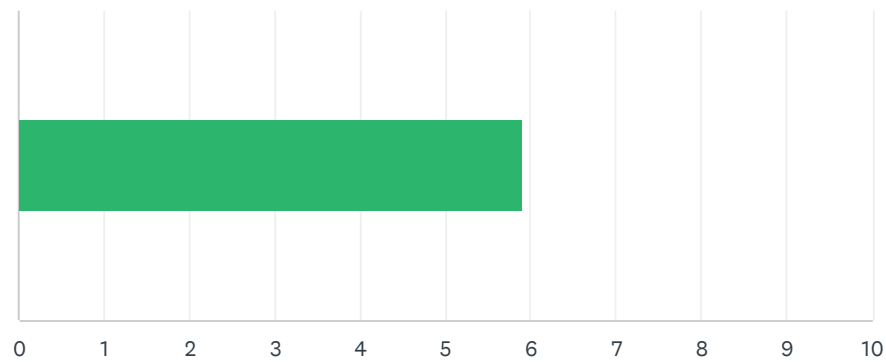
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	82	12
Total Respondents: 12			

#		DATE
1	1	
2	10	
3	8	
4	10	
5	5	
6	10	
7	10	
8	9	
9	8	
10	8	
11	2	
12	1	



Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 11    Skipped: 1

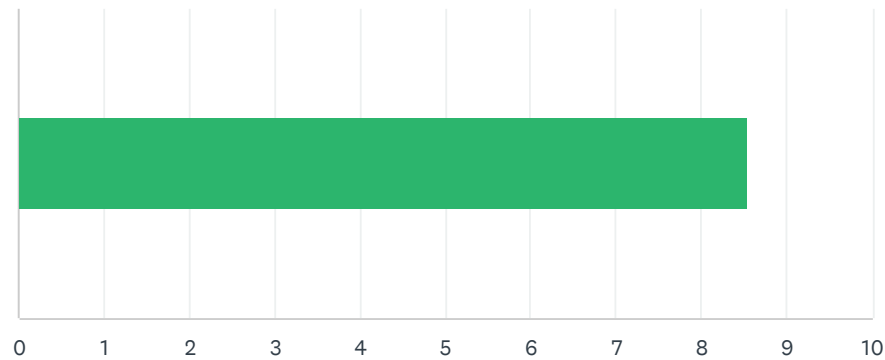


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	65	11
Total Respondents: 11			

#		DATE
1	1	
2	10	
3	8	
4	10	
5	5	
6	8	
7	8	
8	8	
9	4	
10	1	
11	2	

Q5 Site administration follows the contract and respects personal rights.

Answered: 11    Skipped: 1

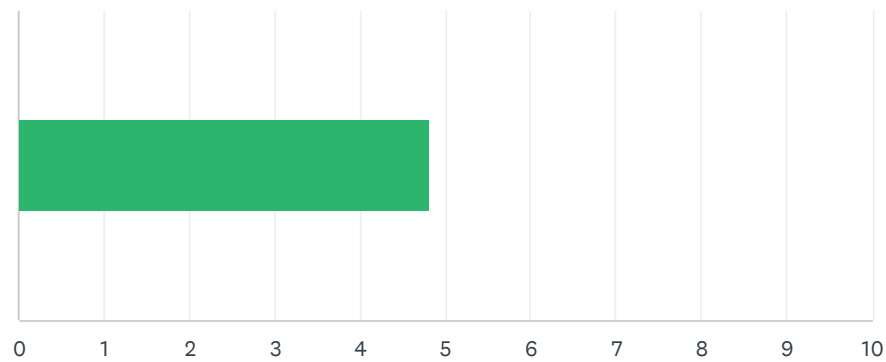


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	94	11
Total Respondents: 11			

#		DATE
1	1	
2	10	
3	9	
4	10	
5	7	
6	10	
7	10	
8	10	
9	8	
10	1	
11	18	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 11    Skipped: 1

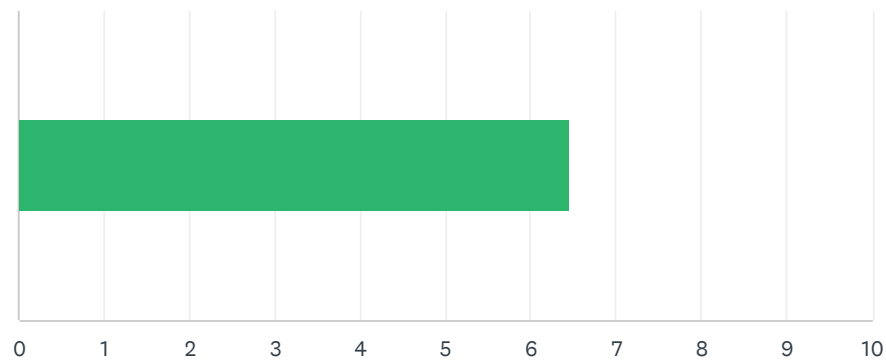


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	53	11
Total Respondents: 11			

#	DATE
1	1
2	10
3	8
4	4
5	2
6	7
7	7
8	7
9	5
10	1
11	1

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 11    Skipped: 1

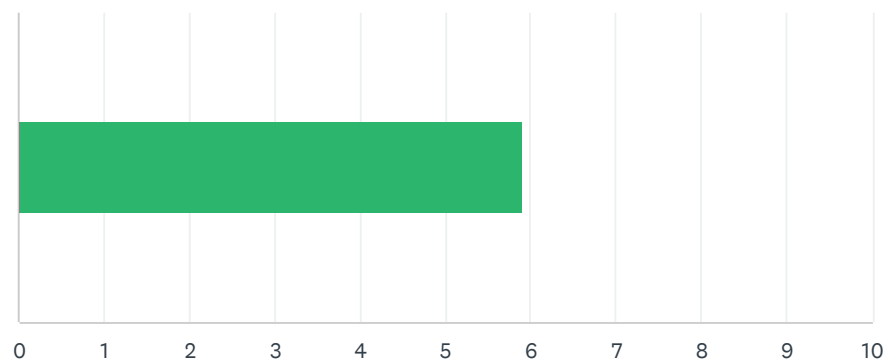


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	71	11
Total Respondents: 11			

#		DATE
1	1	
2	10	
3	9	
4	5	
5	7	
6	10	
7	9	
8	8	
9	8	
10	2	
11	2	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 10    Skipped: 2

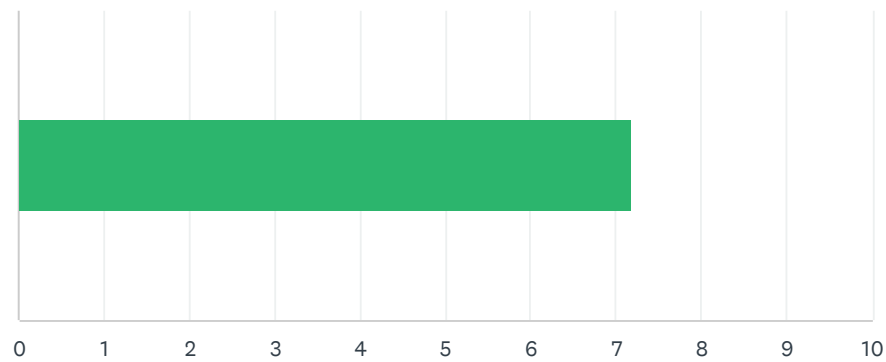


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	59	10
Total Respondents: 10			

#		DATE
1	1	
2	10	
3	9	
4	5	
5	7	
6	10	
7	6	
8	8	
9	1	
10	2	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 11    Skipped: 1

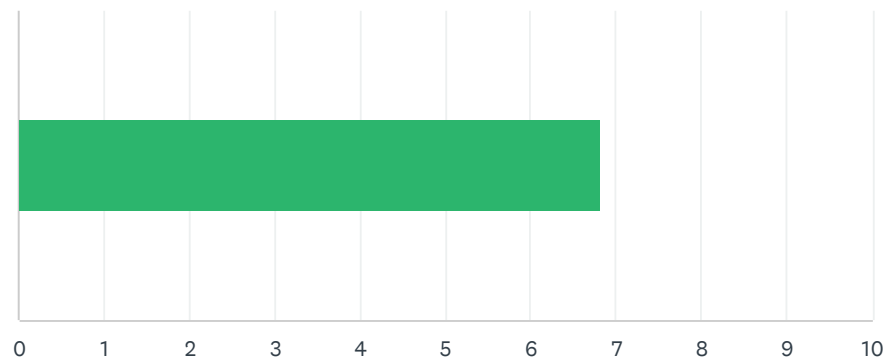


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	79	11
Total Respondents: 11			

#	DATE
1	1
2	10
3	9
4	10
5	9
6	10
7	10
8	10
9	8
10	1
11	1

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 11    Skipped: 1

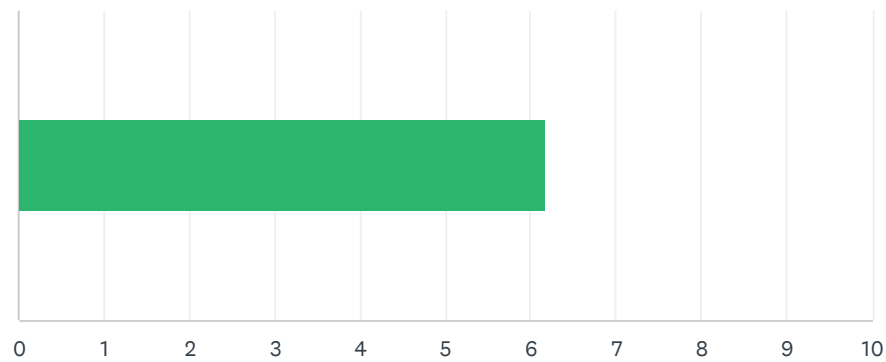


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	75	11
Total Respondents: 11			

#		DATE
1	1	
2	10	
3	9	
4	10	
5	8	
6	10	
7	10	
8	7	
9	8	
10	1	
11	1	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 11    Skipped: 1



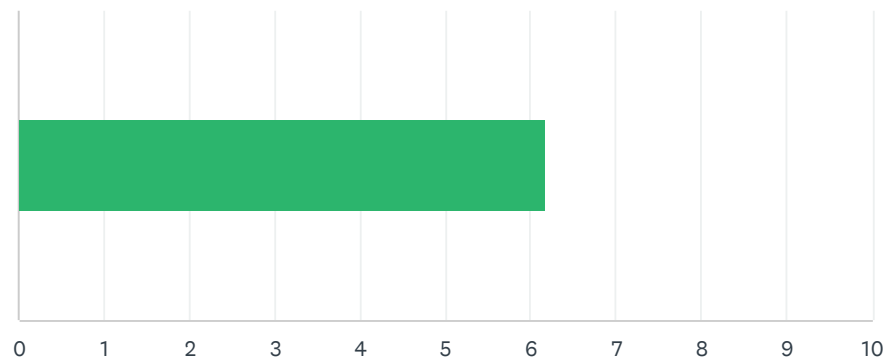
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	68	11
Total Respondents: 11			

#		DATE
1	1	
2	5	
3	9	
4	10	
5	7	
6	10	
7	9	
8	7	
9	8	
10	1	
11	1	



Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 11    Skipped: 1

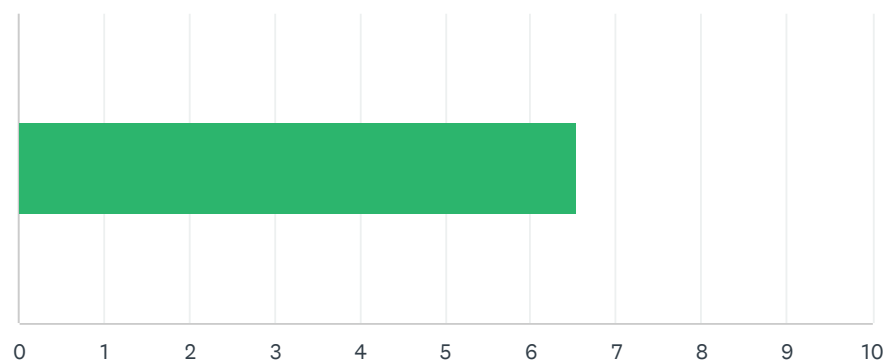


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	68	11
Total Respondents: 11			

#		DATE
1	1	
2	6	
3	10	
4	10	
5	7	
6	10	
7	9	
8	7	
9	6	
10	1	
11	1	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 11    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	72	11
Total Respondents: 11			

#		DATE
1	1	
2	10	
3	10	
4	10	
5	7	
6	7	
7	10	
8	7	
9	8	
10	1	
11	1	

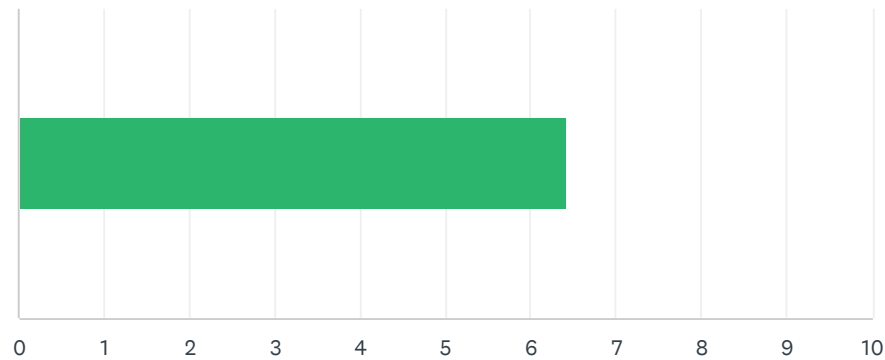
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 4   Skipped: 8

#	RESPONSES	DATE
1	Our VP doesn't handle behaviors well. Days will go by without parents being called or student is even addressed. Resulting in parents of victim upset.	
2	I don't feel supported by certain administrators. For instance, everytime I ask for help from an APL or Academic Coach for some reason they refer me to others instead of trying to support me themselves. It's always, "go ask so and so" instead of "this is how you can reach the student" or "let me model for you what to do." I'll ask for help and they'll say, "Let me get back to you" which they never do. It doesn't make individuals feel valued when their team is being told criticisms about you by certain admin when you're not around.	
3	Site administration is not thoughtful or flexible to the needs of the teachers. Site administration has favorites and they will criticize some teachers while letting other teachers get away with stuff. Some teachers are being reprimanded for grade level issues when the whole grade level needs to be talked to. There is also support staff members that are harassing certain teachers and they also have their favorites as well. There is no communication, and everything is always so disorganized.	
4	The administration at the site lacks communication. If a message is to be told, it is expected that the grade level will communicate this message. This is non-existent. The admin has their favorites. Coaches are not utilized to their job expectations. There is hardly any coaching being done at this site.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 12    Skipped: 0

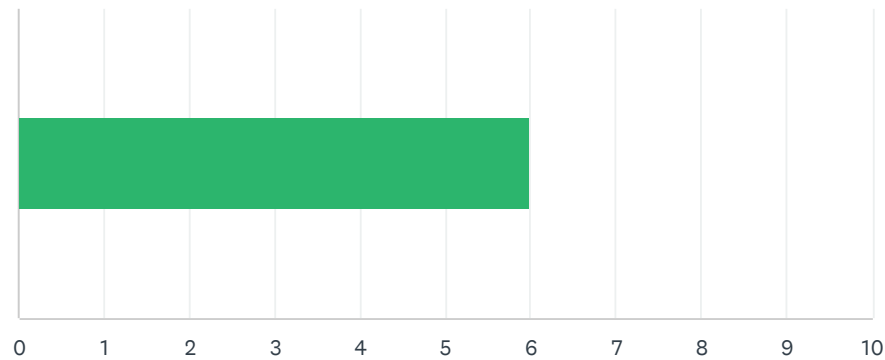


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	77	12
Total Respondents: 12			

#		DATE
1	6	
2	1	
3	10	
4	9	
5	10	
6	7	
7	10	
8	8	
9	6	
10	8	
11	1	
12	1	

Q16 Site meetings are productive and not excessive.

Answered: 12    Skipped: 0

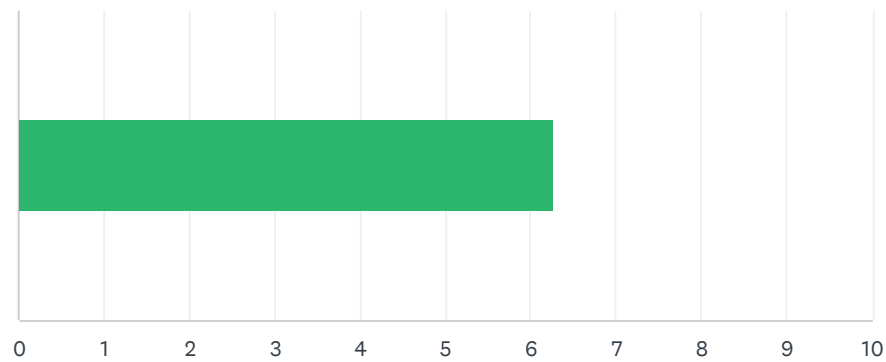


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	72	12
Total Respondents: 12			

#		DATE
1	6	
2	1	
3	10	
4	9	
5	10	
6	5	
7	10	
8	8	
9	6	
10	5	
11	1	
12	1	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 11    Skipped: 1

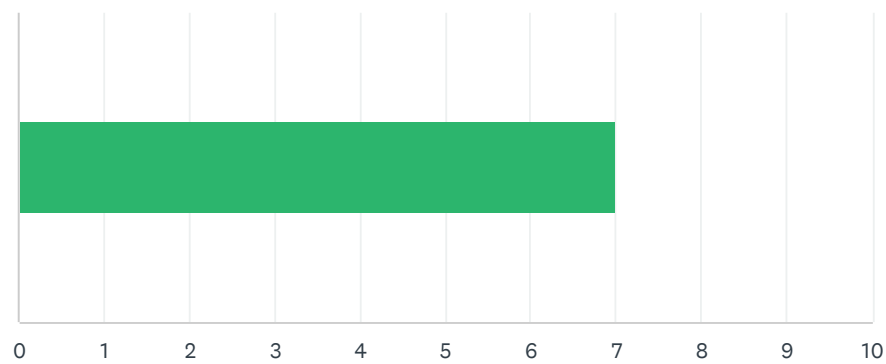


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	69	11
Total Respondents: 11			

#		DATE
1	4	
2	1	
3	10	
4	9	
5	4	
6	10	
7	8	
8	10	
9	8	
10	2	
11	3	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 12 Skipped: 0

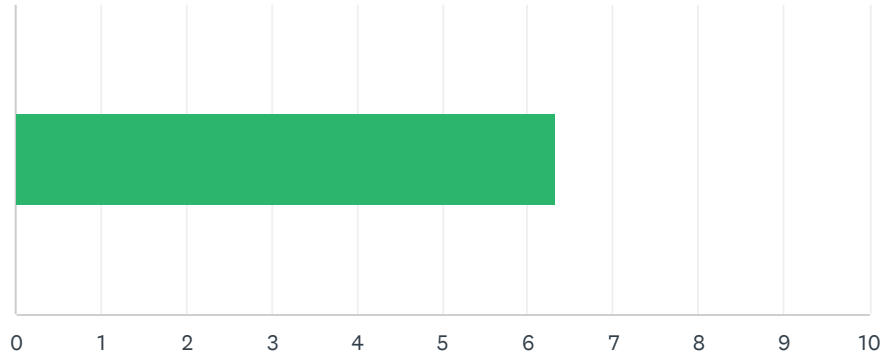


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	84	12
Total Respondents: 12			

#		DATE
1	5	
2	1	
3	10	
4	10	
5	9	
6	7	
7	10	
8	10	
9	8	
10	10	
11	1	
12	3	

## Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 12 Skipped: 0



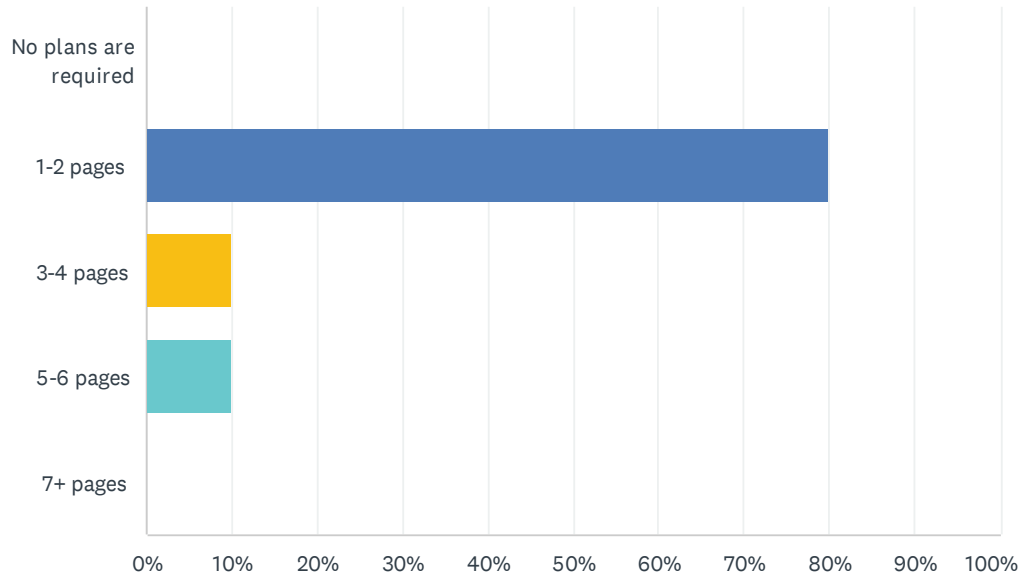
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	76	12
Total Respondents: 12			

#		DATE
1	6	
2	1	
3	4	
4	10	
5	10	
6	8	
7	8	
8	9	
9	8	
10	10	
11	1	
12	1	



## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 10 Skipped: 2

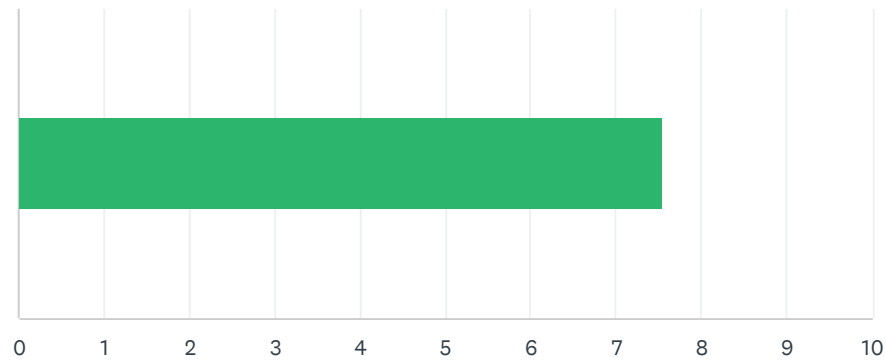


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	80.00%	8
3-4 pages	10.00%	1
5-6 pages	10.00%	1
7+ pages	0.00%	0
TOTAL		10

#	COMMENT	DATE
1	Lesson plans are uploaded each week into the Google Drive in Google Docs.	
2	There are way too many meetings being held. The teacher's time needs to be respected and allow for planning. Teachers are not given planning time on late starts and are expected to sit in meetings during this time.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 11    Skipped: 1

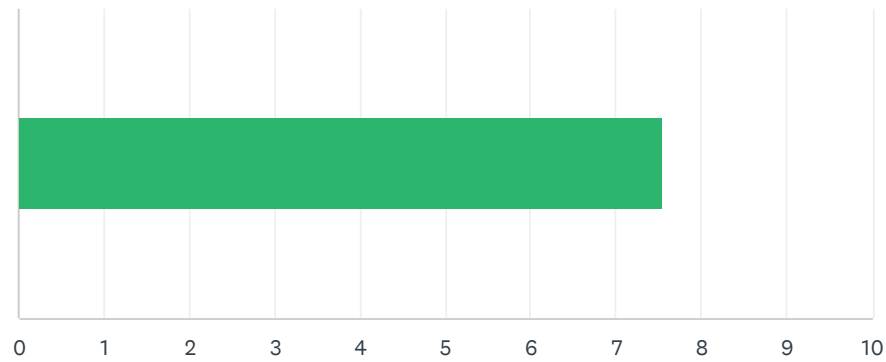


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	83	11
Total Respondents: 11			

#		DATE
1	1	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	1	
11	1	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 11    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	83	11
Total Respondents: 11			

#		DATE
1	1	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	1	
11	1	

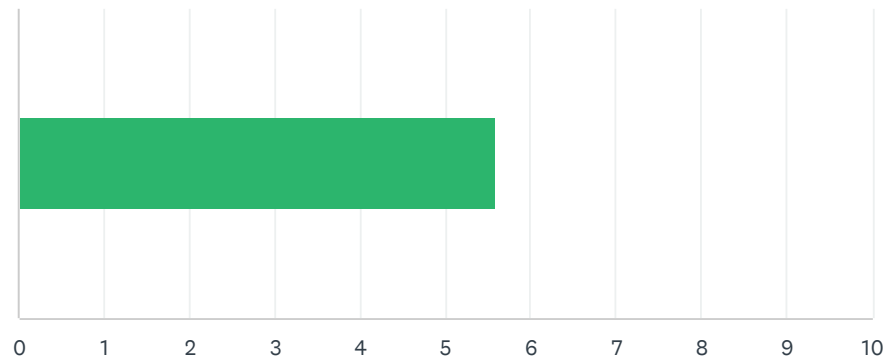
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 3   Skipped: 9

#	RESPONSES	DATE
1	PLC plus should be used to complete work of data and CFA. Not just reviewing. Give us the time to do it during that time.	
2	Site administration doesn't give teachers enough prep time to plan, the meetings are not productive, and the teachers have to morning cafeteria duty, recess duty, and afterschool duty. There is no support when a child is causing a disruption or there is a behavioral issue on the playground.	
3	The site staff is now responsible for making sure no students are running out of the gates. This is disruptive for the whole site and takes away from the staff's duties.	

Q24 Staff and students feel safe.

Answered: 12    Skipped: 0

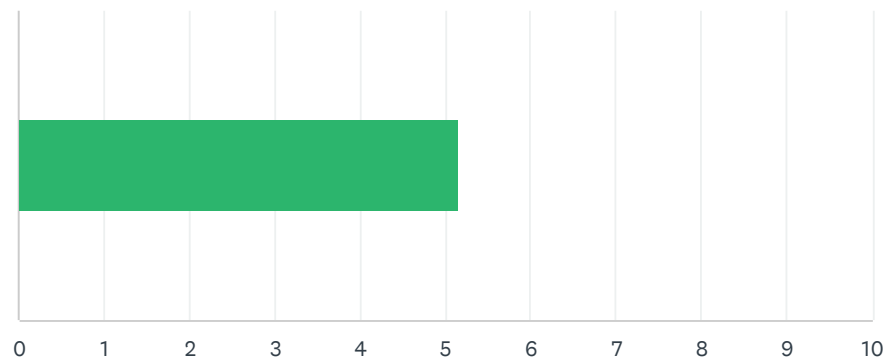


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	67	12
Total Respondents: 12			

#		DATE
1	6	
2	9	
3	1	
4	3	
5	9	
6	9	
7	8	
8	8	
9	7	
10	5	
11	1	
12	1	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 12 Skipped: 0

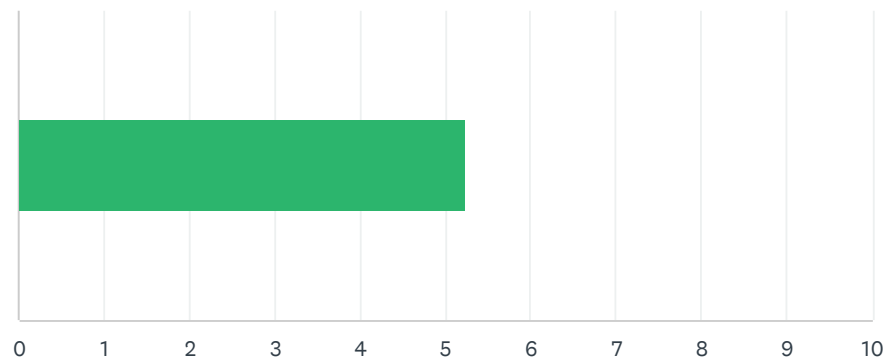


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	62	12
Total Respondents: 12			

#		DATE
1	5	
2	8	
3	1	
4	5	
5	8	
6	1	
7	7	
8	7	
9	7	
10	8	
11	1	
12	4	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 12 Skipped: 0

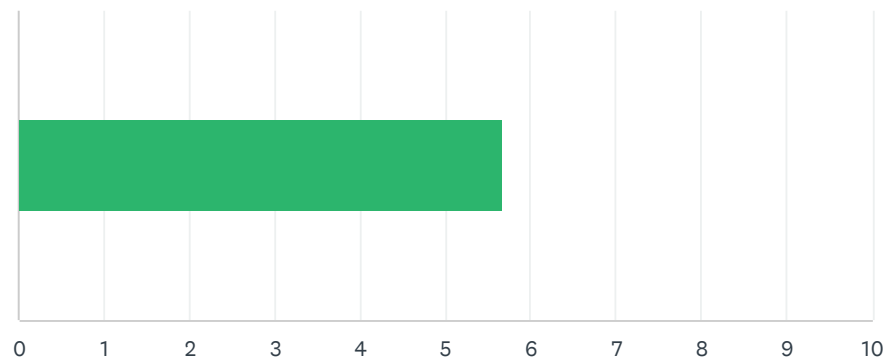


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	63	12
Total Respondents: 12			

#		DATE
1	5	
2	9	
3	1	
4	5	
5	9	
6	6	
7	5	
8	8	
9	8	
10	4	
11	2	
12	1	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 12 Skipped: 0



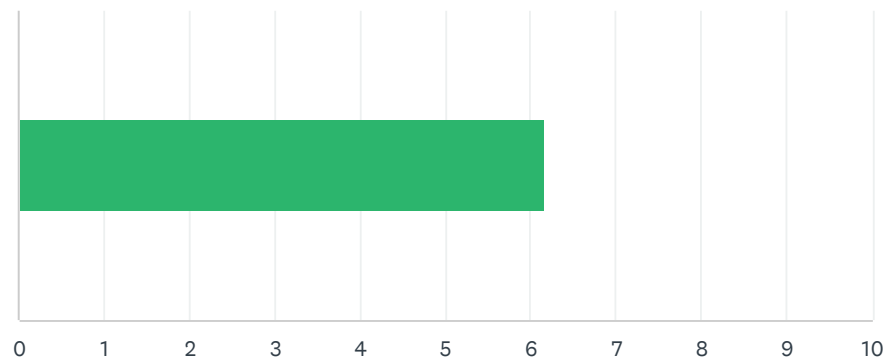
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	68	12
Total Respondents: 12			

#		DATE
1	5	
2	9	
3	1	
4	5	
5	10	
6	6	
7	6	
8	8	
9	8	
10	8	
11	1	
12	1	



Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 12 Skipped: 0

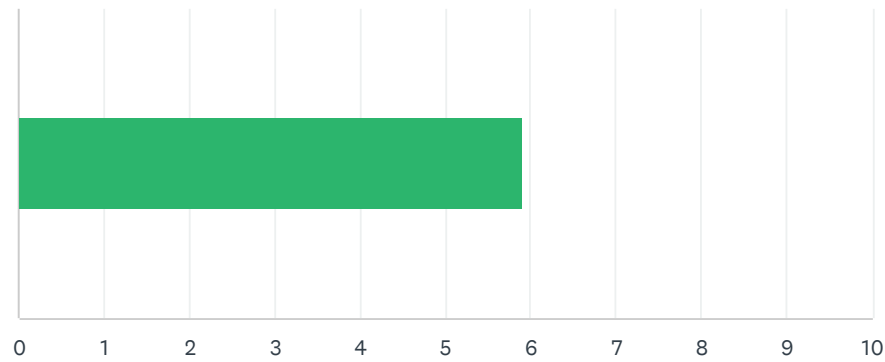


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	74	12
Total Respondents: 12			

#		DATE
1	6	
2	8	
3	1	
4	10	
5	8	
6	5	
7	9	
8	9	
9	8	
10	8	
11	1	
12	1	

Q29 My site has a positive atmosphere.

Answered: 12    Skipped: 0

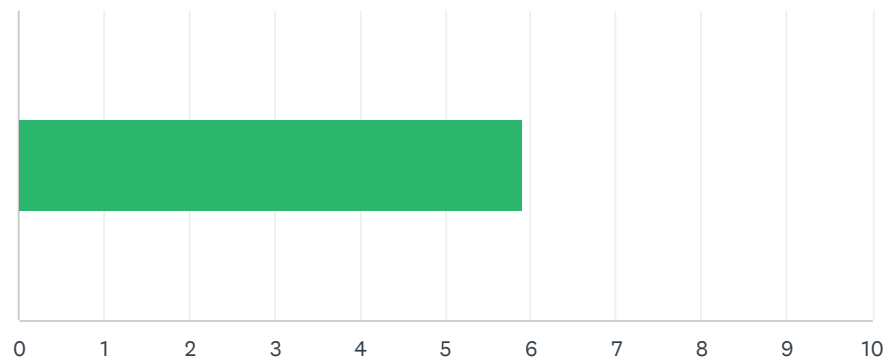


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	71	12
Total Respondents: 12			

#		DATE
1	5	
2	9	
3	1	
4	5	
5	9	
6	9	
7	6	
8	10	
9	8	
10	7	
11	1	
12	1	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 10    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	59	10
Total Respondents: 10			

#		DATE
1	9	
2	1	
3	6	
4	8	
5	10	
6	6	
7	10	
8	3	
9	5	
10	1	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 5   Skipped: 7

#	RESPONSES	DATE
1	Our principal is very prompt and quick with behaviors and supportive. Our VP not as much. Seems as though one does more work than the other. Not fair.	
2	Incentives that the school wants to incorporate such as extra recess time for students following rules when lining up after recess should not become a teacher's responsibility to watch them. If you're going to reward the students, admin needs to be involved and take a role in facilitating that incentive. And if an incentive is given admin needs to follow through and provide the incentive. There's been lots of classes that have earned incentives, but they are never given the actual reward.	
3	Our teachers would benefit greatly with training regarding discipline and behavior strategies in the classroom	
4	Students are not reprimanded properly and there is no support for teachers when a child is disruptive or causing an unsafe environment for both the teachers and the other students.	
5	The atmosphere is not positive. The administration is phony and does not interact with any of the staff, unless you are their friends.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 3   Skipped: 9

#	RESPONSES	DATE
1	Office staff can be rude, not welcoming, and intimidating making it not feel like a comfortable place to enter when having questions at times.	
2	They are not effective and they have favorite teachers that are allowed to get away with stuff and other "unfavorite" teachers are being reprimanded for the "grade level" issues.	
3	Administration needs to be seen more in the environment and not sitting behind their desks watching the cameras all day long monitoring the staff. The staff needs to be seen as professional and not being babysat by the admin.	

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.)

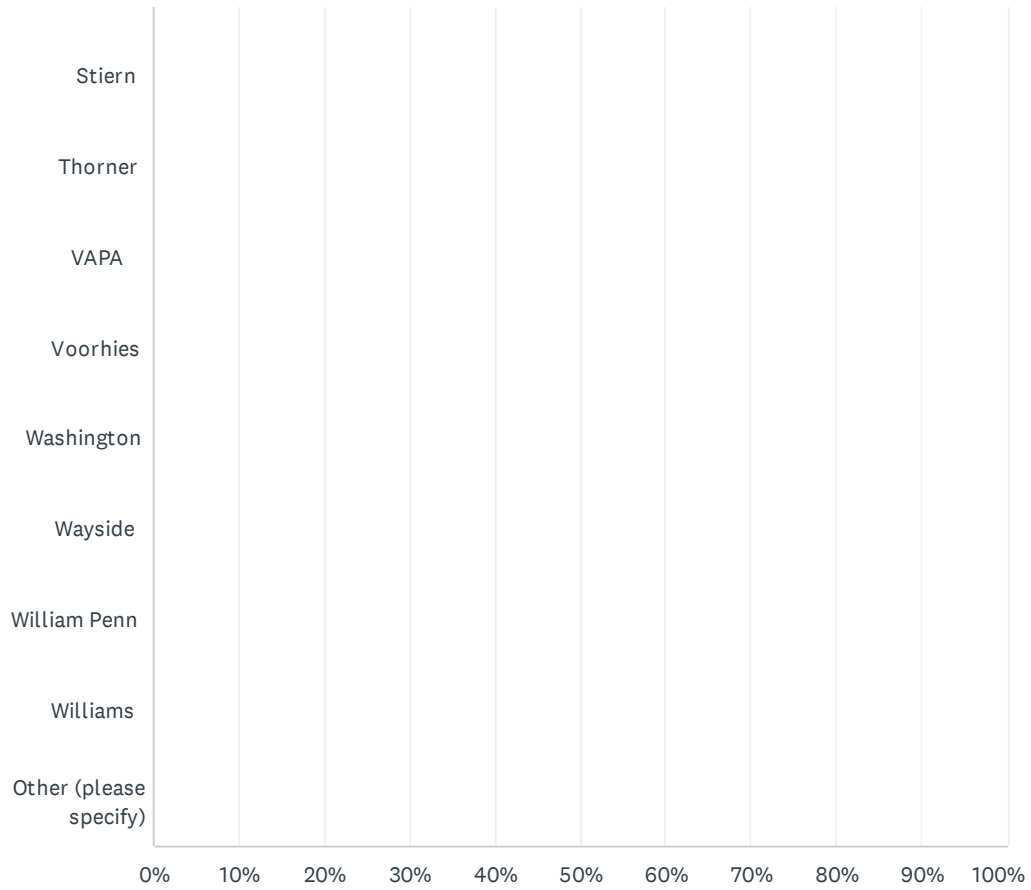
Answered: 19    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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	100.00%	19
Munsey	0.00%	0
Nichols	0.00%	0
Noble	0.00%	0
Owens Elementary	0.00%	0
Pauly	0.00%	0

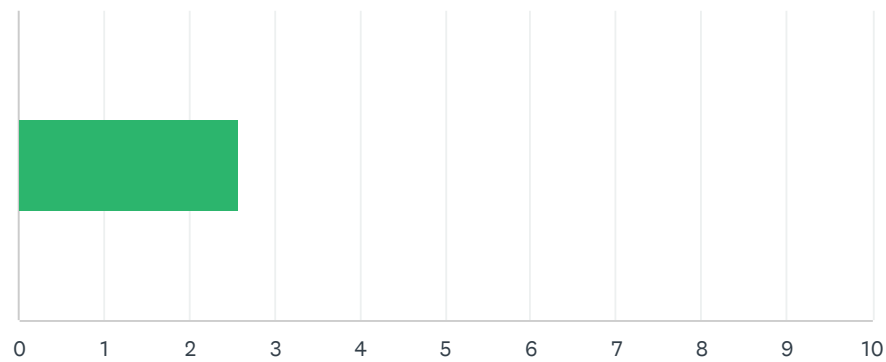
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 19		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 19 Skipped: 0

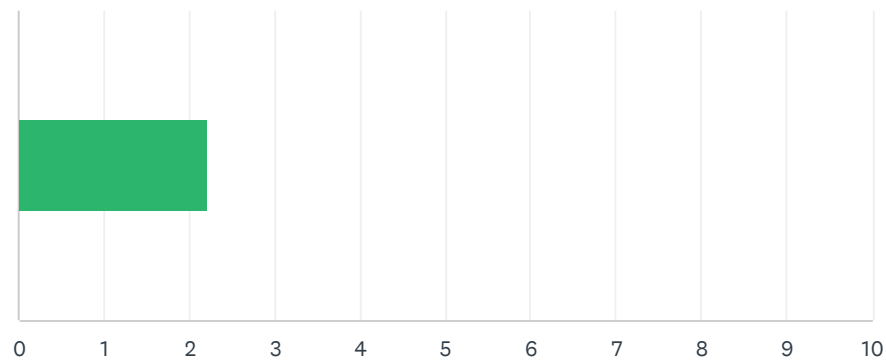


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	49	19
Total Respondents: 19			

#		DATE
1	4	
2	4	
3	1	
4	2	
5	5	
6	1	
7	7	
8	1	
9	1	
10	1	
11	2	
12	1	
13	1	
14	5	
15	1	
16	1	
17	1	
18	5	
19	5	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 18 Skipped: 1

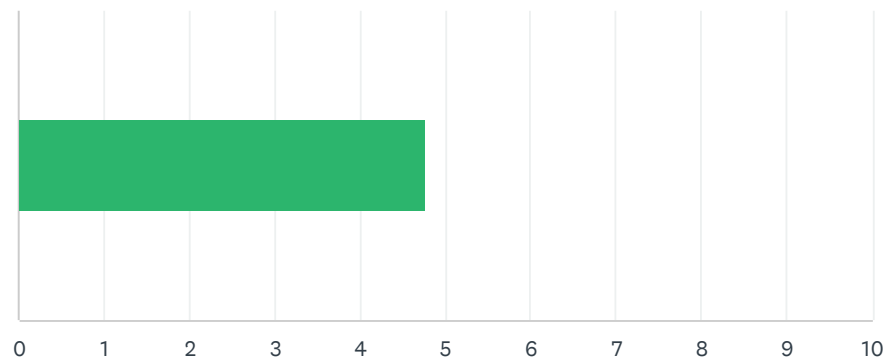


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	40	18
Total Respondents: 18			

#		DATE
1	1	
2	6	
3	1	
4	5	
5	1	
6	7	
7	1	
8	1	
9	1	
10	2	
11	1	
12	1	
13	4	
14	1	
15	1	
16	1	
17	4	
18	1	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 18 Skipped: 1

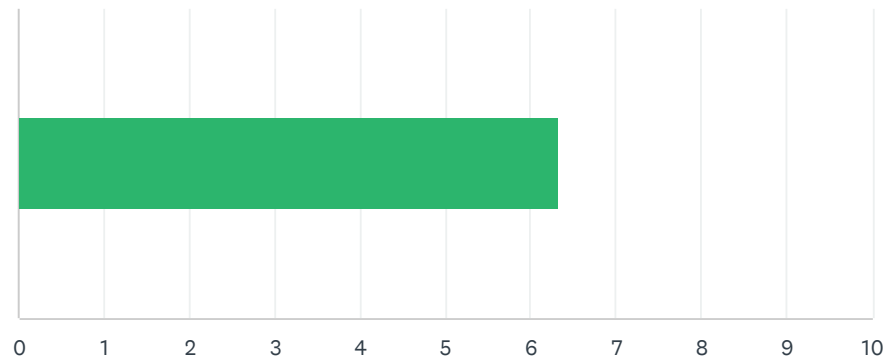


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	86	18
Total Respondents: 18			

#		DATE
1	9	
2	10	
3	8	
4	5	
5	1	
6	9	
7	1	
8	1	
9	1	
10	2	
11	9	
12	7	
13	7	
14	3	
15	1	
16	1	
17	8	
18	3	

Q5 Site administration follows the contract and respects personal rights.

Answered: 18    Skipped: 1

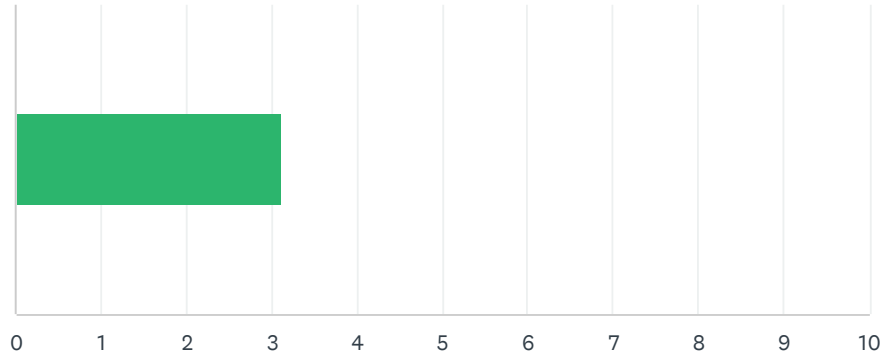


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	114	18
Total Respondents: 18			

#		DATE
1	3	
2	10	
3	3	
4	4	
5	7	
6	10	
7	5	
8	1	
9	1	
10	2	
11	1	
12	1	
13	5	
14	1	
15	1	
16	1	
17	50	
18	8	

## Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 18 Skipped: 1

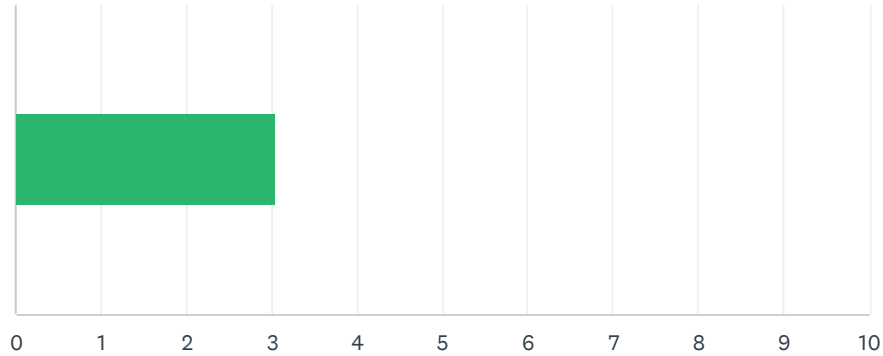


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	56	18
Total Respondents: 18			

#	DATE
1	5
2	1
3	3
4	7
5	2
6	7
7	1
8	1
9	2
10	2
11	5
12	1
13	6
14	1
15	1
16	1
17	5
18	5

## Q7 Administration maintains open communication with staff, parents, and students.

Answered: 19 Skipped: 0



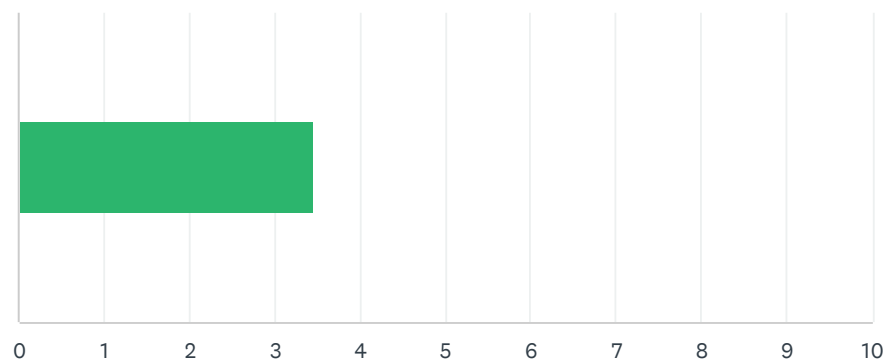
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	58	19
Total Respondents: 19			

#		DATE
1	1	
2	5	
3	2	
4	2	
5	5	
6	2	
7	9	
8	1	
9	1	
10	1	
11	2	
12	6	
13	1	
14	4	
15	1	
16	1	
17	1	
18	5	
19	8	



Q8 Administration supports staff against attacks and criticism from parents.

Answered: 18    Skipped: 1

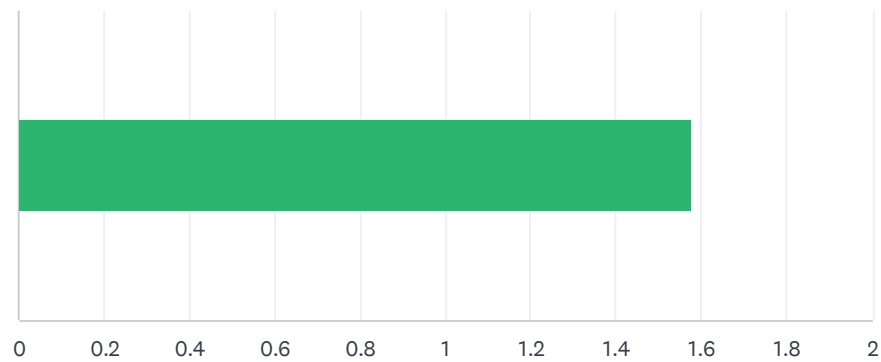


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	62	18
Total Respondents: 18			

#		DATE
1	1	
2	1	
3	5	
4	7	
5	1	
6	9	
7	1	
8	1	
9	5	
10	2	
11	6	
12	6	
13	5	
14	1	
15	1	
16	1	
17	4	
18	5	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 19    Skipped: 0

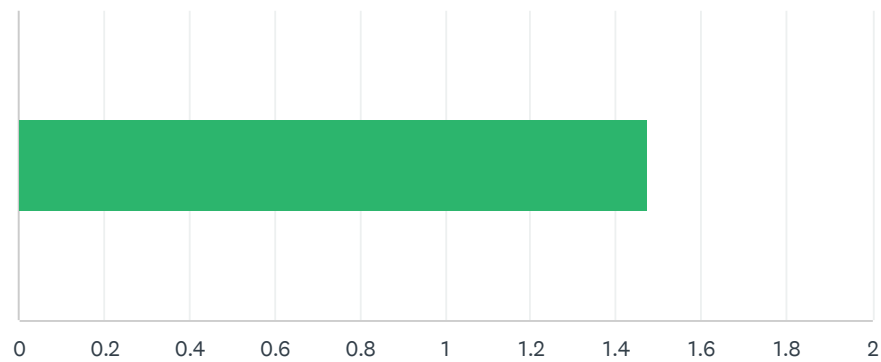


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	30	19
Total Respondents: 19			

#		DATE
1	1	
2	2	
3	1	
4	3	
5	7	
6	1	
7	2	
8	1	
9	1	
10	1	
11	2	
12	1	
13	1	
14	1	
15	1	
16	1	
17	1	
18	1	
19	1	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 19    Skipped: 0

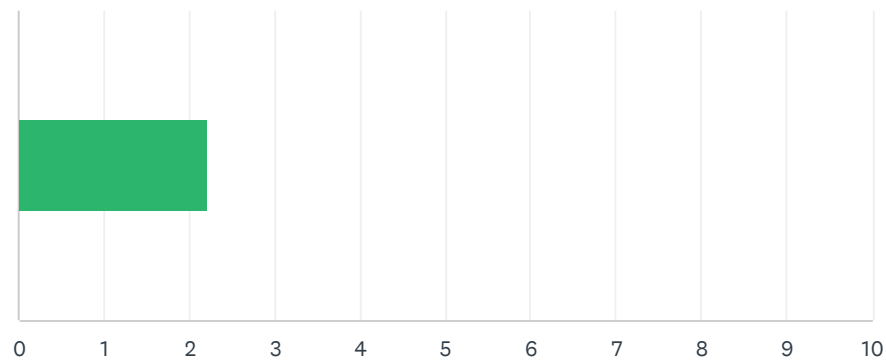


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	28	19
Total Respondents: 19			

#	DATE
1	1
2	3
3	1
4	1
5	2
6	1
7	2
8	1
9	1
10	1
11	1
12	1
13	1
14	6
15	1
16	1
17	1
18	1
19	1

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 18 Skipped: 1

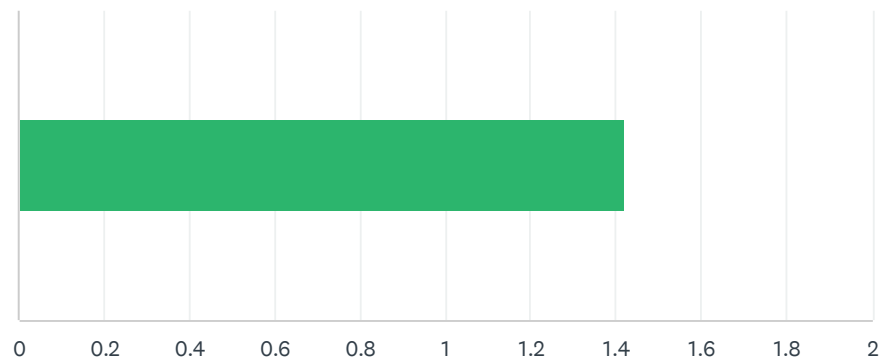


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	40	18
Total Respondents: 18			

#		DATE
1	1	
2	7	
3	2	
4	3	
5	1	
6	5	
7	1	
8	1	
9	1	
10	2	
11	6	
12	1	
13	4	
14	1	
15	1	
16	1	
17	1	
18	1	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 19    Skipped: 0

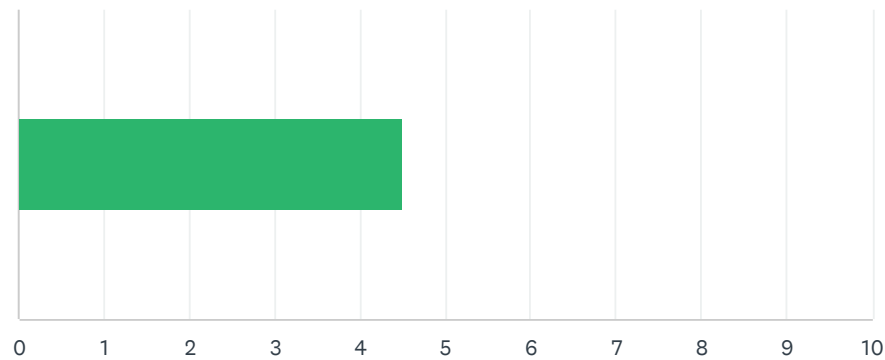


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	27	19
Total Respondents: 19			

#		DATE
1	1	
2	4	
3	1	
4	1	
5	2	
6	1	
7	3	
8	1	
9	1	
10	1	
11	2	
12	1	
13	1	
14	2	
15	1	
16	1	
17	1	
18	1	
19	1	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 18 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	81	18
Total Respondents: 18			

#		DATE
1	8	
2	4	
3	7	
4	1	
5	1	
6	9	
7	5	
8	1	
9	5	
10	8	
11	9	
12	5	
13	5	
14	5	
15	1	
16	1	
17	1	
18	5	

## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 12   Skipped: 7

#	RESPONSES	DATE
1	Staff has low morale, does not feel valued or protected.	
2	I don't understand how she is still employed as a principal after all of the horrible treatment and bad surveys every year. Disrespectful, demeaning, and preferential treatment for males. Dismissive of student needs and not an approachable or fair principal. It is no wonder so many great teachers have left this school. So sad. Our kids and teachers deserve better.	
3	The principal is inconsiderate of staff and has no regard for scheduling, disruptions, extra work, testing, curriculum preference, etc. Her disregard for these things makes the teacher's job more difficult, overstimulating, and even impossible at times. Any opposition or pushback to these unrealistic demands is met with a cold and quite dismissive demeanor.	
4	There are a lot of unrealistic expectations.	
5	I have never felt valued, respected, noticed even, by our admin. The only time admin even speaks to me is when they need something from me. they do not support with discipline, with professional development, with creating a positive and supportive environment for staff or students. Admin is so focused on attendance and reading basics, that students receive no enrichment, no interest, no motivation to learn through other subjects or experiences. They have taken the joy out of learning, and our students education suffers for it. We have lost so many good teachers over the years of this admin due to their inability to lead and support, and boy do they ever have favorites.	
6	Everything is so last minute; it's as if teachers' have empty plates and have all the free time in the world.	
7	There have been some improvements and without a doubt it is with the help and support of the union. That being said, site administration can be dismissive and demeaning to classified staff. At the beginning of the year the principal made a comment to the whole staff about "mental health days being only on Saturdays and Sundays". That comment is extremely insensitive and mental health is real. After making that comment, the personal anecdotes and lectures used to try to relate to staff come off as disingenuous and are used to gaslight staff members to overextend themselves, thus leading to teacher burnout. Support staff goes above and beyond to try and create a supportive environment but it's to the point that there is a toxic positive environment because they are mediating between teachers and admin. Teachers are overwhelmed . The workload is constantly increasing and changes are made last minute . I do appreciate the extra planning time we have received this year . Unfortunately that does not compensate for the principal constantly changing grade level assignments every year. This makes it extremely difficult for teams to grow and learn together as a team. Then there are the constant questions about what strategies are ineffective and what can we do better our teaching but there is little to no time to master the craft of teaching. The vice principal tries to be kind, approachable, and focuses on team effort. And the principal is an extremely hard worker that sets high expectations and often stays to late in the evening. High expectations are necessary and we should all strive to meet the needs of all students. But every year, Mt. Vernon loses valuable educators because they feel expendable and overwhelmed by the over achieving expectations and lack of communication and consideration.	
8	The site administration informs teachers of changes at the last minute which is very stressful. The support team is used for her convenience. The school climate has very low morale.	
9	Lacks communication skills, does not develop relationships with teachers, she does not like to consider other views, perspectives, or ideas other than her own. The only time she gives the teachers a greeting is if she's walking the school with visitors on our campus. She lacks collaboration skills!	
10	Worst principal in district.	

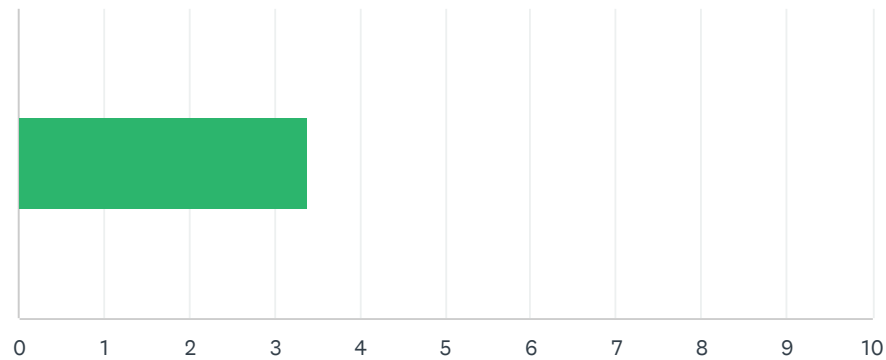
## 2024-2025 BETA Administration/Site Climate Survey

11	This admin has gone straight downhill the last 7 years.	
12	There is a lot of preferential treatment among the staff. Nobody feels safe to speak freely. It is not a positive environment.	



Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 18    Skipped: 1

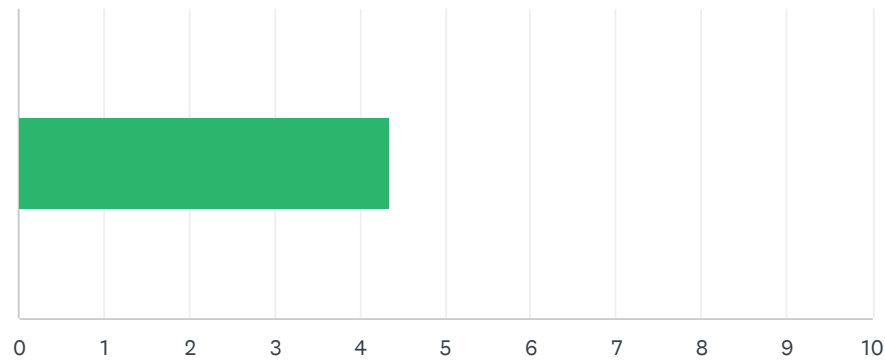


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	61	18
Total Respondents: 18			

#		DATE
1	1	
2	9	
3	8	
4	2	
5	5	
6	1	
7	9	
8	1	
9	1	
10	7	
11	5	
12	1	
13	6	
14	1	
15	1	
16	1	
17	1	
18	1	

Q16 Site meetings are productive and not excessive.

Answered: 17    Skipped: 2

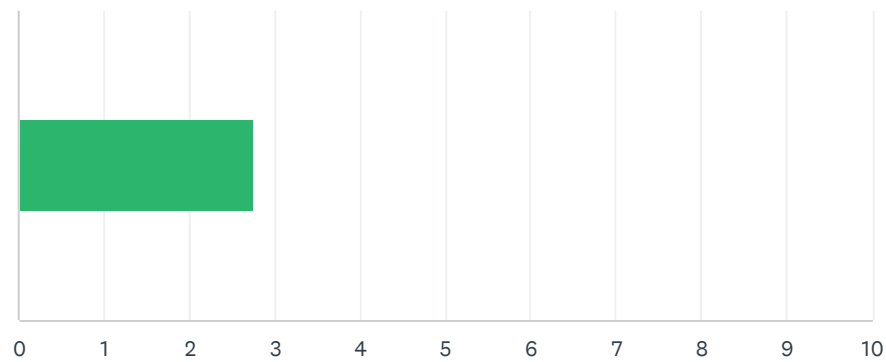


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	74	17
Total Respondents: 17			

#		DATE
1	1	
2	5	
3	8	
4	2	
5	5	
6	4	
7	6	
8	5	
9	1	
10	7	
11	8	
12	6	
13	5	
14	1	
15	1	
16	4	
17	5	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 16 Skipped: 3

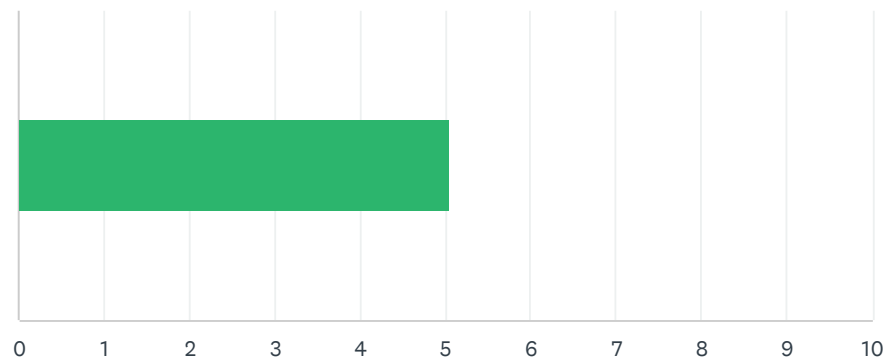


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	44	16
Total Respondents: 16			

#	DATE
1	1
2	1
3	3
4	10
5	4
6	9
7	1
8	1
9	4
10	1
11	1
12	2
13	1
14	1
15	1
16	3

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 18 Skipped: 1

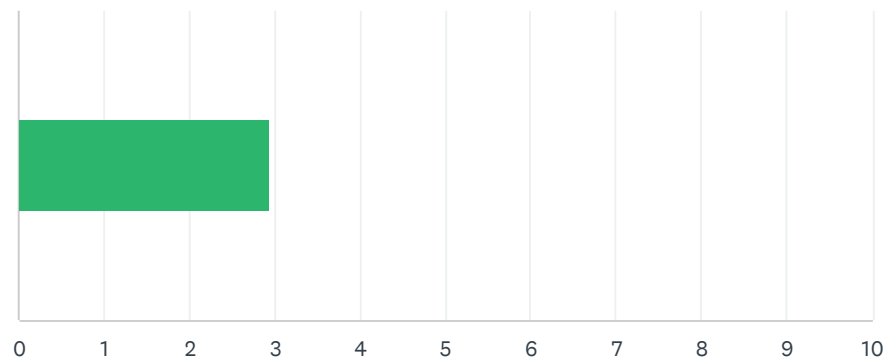


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	91	18
Total Respondents: 18			

#		DATE
1	1	
2	5	
3	9	
4	4	
5	3	
6	1	
7	10	
8	10	
9	1	
10	2	
11	9	
12	10	
13	5	
14	5	
15	1	
16	1	
17	10	
18	4	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 17    Skipped: 2

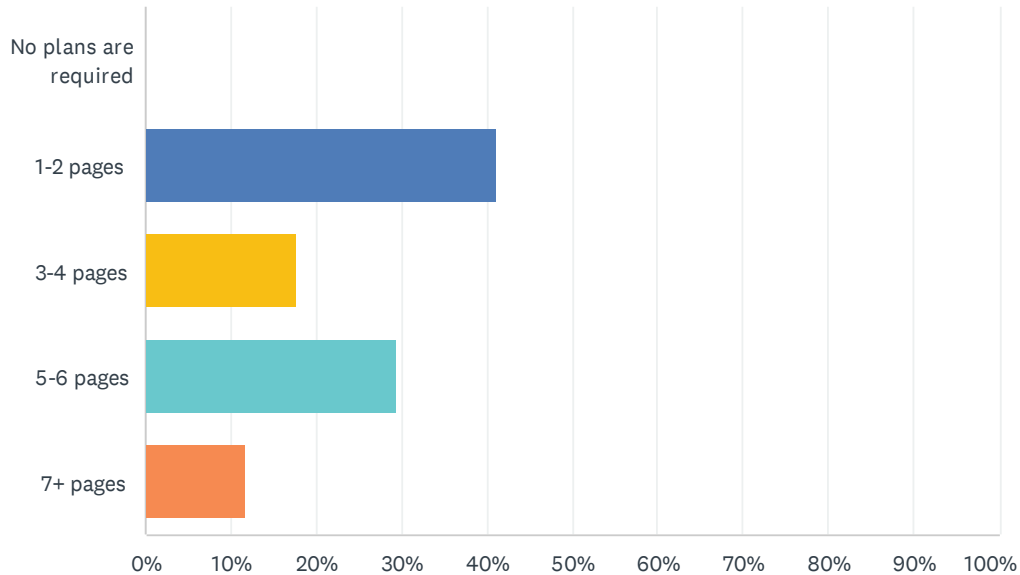


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	50	17
Total Respondents: 17			

#		DATE
1	1	
2	5	
3	6	
4	2	
5	1	
6	1	
7	5	
8	1	
9	1	
10	6	
11	1	
12	3	
13	5	
14	1	
15	1	
16	5	
17	5	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 17   Skipped: 2

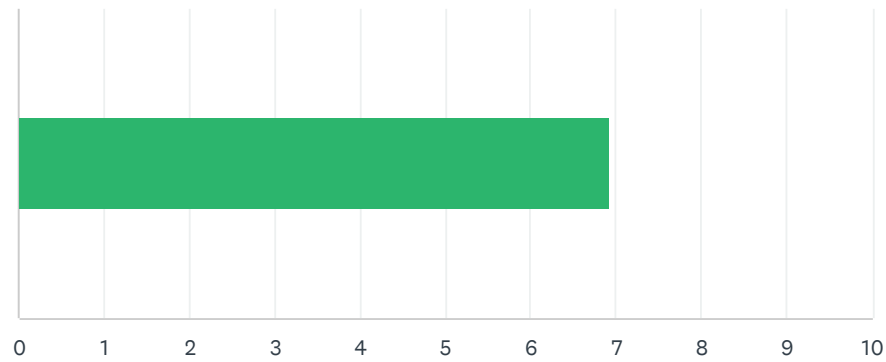


ANSWER CHOICES	RESPONSES
No plans are required	0.00% 0
1-2 pages	41.18% 7
3-4 pages	17.65% 3
5-6 pages	29.41% 5
7+ pages	11.76% 2
TOTAL	17

#	COMMENT	DATE
1	Site meetings often turn into being talked at for a long time, condescendingly. Our professional voice and feedback is not desired.	
2	There is not enough time while on duty to input the amount of student data that is expected of teachers. Teachers have 2 required grade level meetings a week, support staff is required to sit in on the teachers meetings to monitor them.	
3	Not only are lesson plans lengthy, they are also very inconsistent with what needs to be included in the lesson plans.	
4	Lesson plans are excessive and are criticized.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 16    Skipped: 3

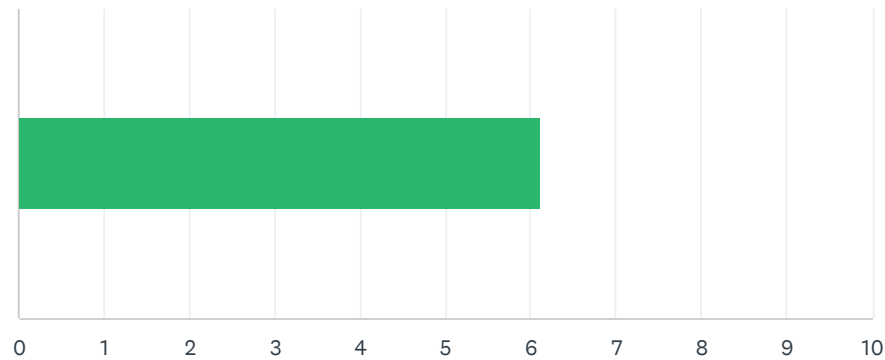


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	111	16
Total Respondents: 16			

#		DATE
1	10	
2	10	
3	8	
4	1	
5	10	
6	1	
7	10	
8	10	
9	2	
10	8	
11	10	
12	8	
13	1	
14	2	
15	10	
16	10	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 16 Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	98	16
Total Respondents: 16			

#		DATE
1	10	
2	8	
3	10	
4	1	
5	5	
6	5	
7	10	
8	10	
9	2	
10	8	
11	1	
12	5	
13	10	
14	2	
15	1	
16	10	



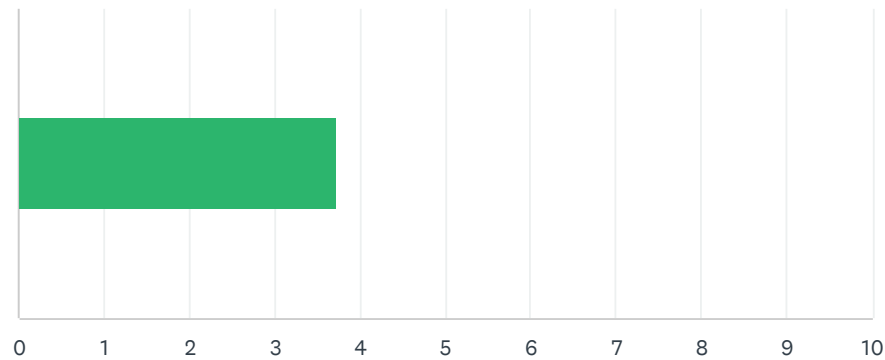
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 9   Skipped: 10

#	RESPONSES	DATE
1	Dismissal is a hot mess, with minimal admin support. Yard duty doesn't take in consideration hygiene breaks, especially with the long distance from the temporary classrooms to a working restroom.	
2	Teachers have recess duty 3 weeks on 1 week off, there are many CPALS working at this school teachers should not have to have recess duty. Recess is canceled frequently for weather conditions, no one comes around and asks if you need a break, some days recess will be canceled the entire day.	
3	I can't say much without giving away my position, but job duties definitely increased due to lack of support or follow through from site admin.	
4	For morning recess, there are 4 cpals monitoring each grade level. Wouldn't it be more helpful that teachers could utilize that time to add to their existing endless free time?	
5	The teachers always have recess duty. The coaches are very seldom out doing the yard duty.	
6	There is no good reason for us to have am recess duty as there is enough coverage without us. Also, admin never comes out to see how it is going, so a few teachers do the populated areas every time they are on duty, while others on duty wander around lower populated areas and basically do nothing.	
7	Support staff have some duty after school. Teachers have duties during every recess. Recess duty is not equally dispersed among each grade level.	
8	Worst principal in district.	
9	All teachers have recess duty.	

Q24 Staff and students feel safe.

Answered: 18    Skipped: 1

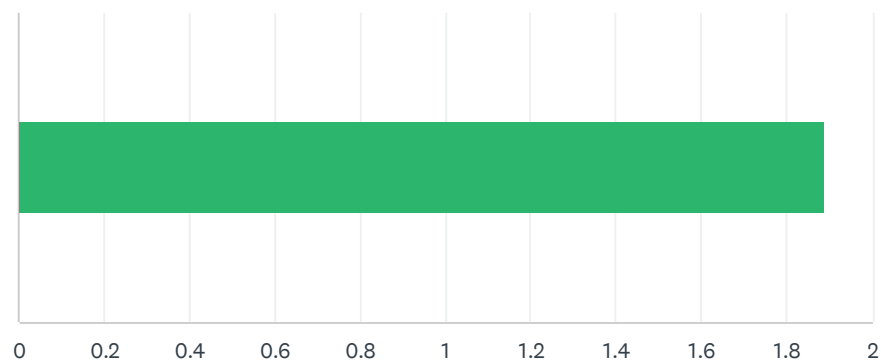


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	67	18
Total Respondents: 18			

#		DATE
1	1	
2	1	
3	3	
4	3	
5	2	
6	10	
7	7	
8	1	
9	1	
10	6	
11	2	
12	8	
13	8	
14	1	
15	1	
16	1	
17	6	
18	5	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 18    Skipped: 1

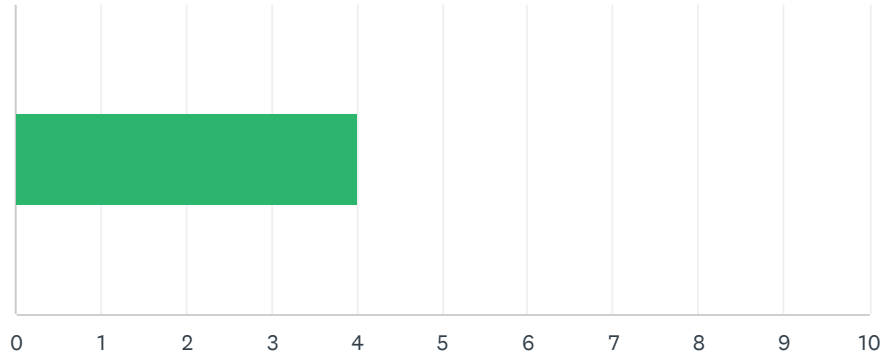


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	34	18
Total Respondents: 18			

#		DATE
1	1	
2	1	
3	1	
4	3	
5	1	
6	1	
7	6	
8	1	
9	1	
10	5	
11	1	
12	1	
13	2	
14	1	
15	1	
16	1	
17	1	
18	5	

## Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 18 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	72	18
Total Respondents: 18			

#		DATE
1	1	
2	10	
3	2	
4	3	
5	2	
6	10	
7	2	
8	1	
9	1	
10	7	
11	5	
12	10	
13	2	
14	4	
15	1	
16	5	
17	1	
18	5	

## Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 17   Skipped: 2

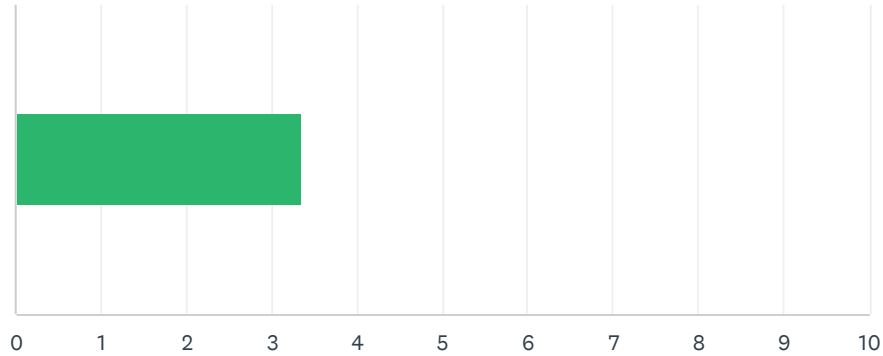


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	44	17
Total Respondents: 17			

#		DATE
1	1	
2	1	
3	3	
4	2	
5	6	
6	5	
7	1	
8	1	
9	6	
10	5	
11	1	
12	3	
13	1	
14	1	
15	1	
16	1	
17	5	

## Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 17   Skipped: 2

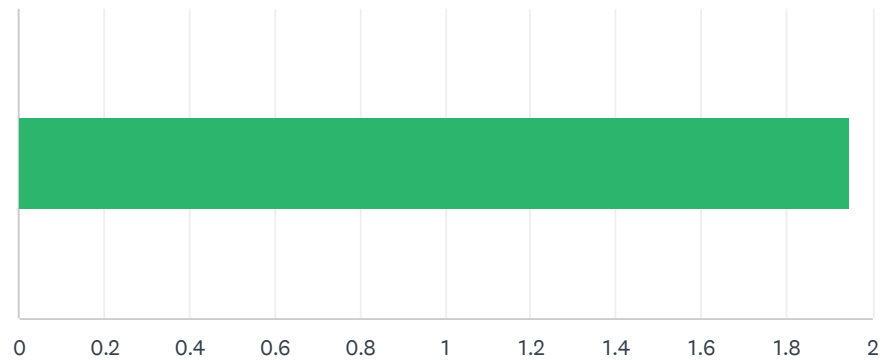


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	57	17
Total Respondents: 17			

#		DATE
1	1	
2	1	
3	2	
4	2	
5	10	
6	6	
7	1	
8	1	
9	7	
10	5	
11	9	
12	3	
13	1	
14	1	
15	1	
16	1	
17	5	

Q29 My site has a positive atmosphere.

Answered: 19    Skipped: 0

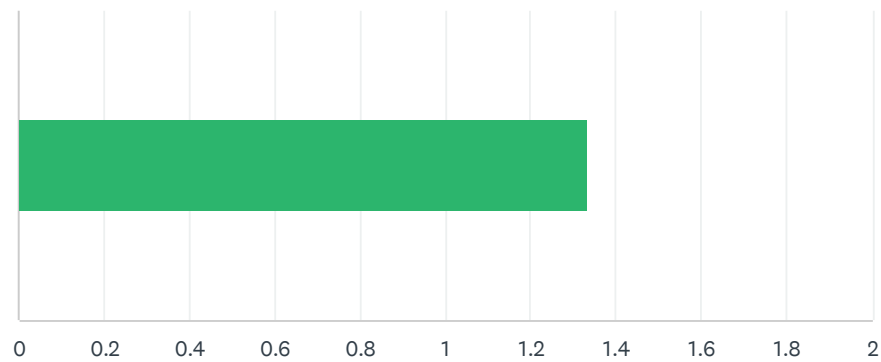


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	37	19
Total Respondents: 19			

#		DATE
1	1	
2	1	
3	1	
4	2	
5	1	
6	1	
7	10	
8	2	
9	1	
10	1	
11	5	
12	1	
13	1	
14	2	
15	1	
16	1	
17	1	
18	3	
19	1	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 18 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	24	18
Total Respondents: 18			

#		DATE
1	1	
2	1	
3	1	
4	1	
5	1	
6	1	
7	4	
8	1	
9	1	
10	1	
11	1	
12	1	
13	4	
14	1	
15	1	
16	1	
17	1	
18	1	



## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 13   Skipped: 6

#	RESPONSES	DATE
1	site does not make teachers feel valued or trusted.	
2	Students are not held accountable for their bad behavior. Thankfully we have a Campus Supervisor who works tirelessly to help with a large caseload, but sometimes nothing is done about very serious student behaviors. Admin treats it mostly as teacher responsibility to call parents, put in referrals, and discipline within the classroom. Many teachers have created time within the class (Fun Friday) as a reward for good behavior so there can be consequences and a privilege taken for bad behavior. But if the students have been present all week, they get to go to a party anyway.	
3	Mt. Vernon Elementary is a negative working environment. The students behaviors are a major problem. Staff walks around miserable, they rarely make eye contact or acknowledge you in the halls. You don't feel good about coming to school daily.	
4	PBIS is great for daily interactions and best practices for students. It does not work for some of the issues we experience here, and we need to stop rewarding bad behavior (and bad leadership).	
5	Too inconsistent. Too last minute. Too many uncertainties. Too much lack of teacher support.	
6	The social worker , BISs, and campus supervisor have been extremely helpful in helping address needs of students.	
7	Most of us are miserable at Mt. Vernon, mainly because of the principal. We stay here because we know other schools have more challenging students.	
8	The atmosphere at Mt. Vernon is one of high stress and low morale. I'm a teacher in a lower grade. The upper grade students who are sent out of their class for the day usually end up in our classrooms.	
9	There is no discipline. And older kids are consistently put into younger grades for causing problems. Also, there seems to be a lot of students that are leaving class and swearing, running around, etc and I don't know that anything is being done?	
10	Rather than suspended students (so there is no paper trail) our principal Has the campus supervisor now ask teachers to take. Students i to their class/grade for the remainder of the day/days as a form of punishment rather than suspending or applying other consequences that don't involve putting teachers who have nothing to do with the student in charge of them.	
11	Everything has gone downhill in the last 7 years and nothing will be done about it as long as the principal and superintendent are taking selfies together on Facebook on vacation!!	
12	They can work on behavior accountability for all staff.	
13	Our site atmosphere is negative. Class walks are excessive.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 13   Skipped: 6

#	RESPONSES	DATE
1	It needs to change	
2	Seriously - how is she still a principal in this district?	
3	Overall Mt. Vernon is not a school I would recommend to anyone. Administration can be intimidating, but more than anything it's the lack of discipline at Mt. Vernon that makes it a miserable place to teach at.	
4	I stay because I love our kids but my soul and spirit is crushed more and more as time goes under the thumb of this admin. I don't know how much longer I can "wait out bad leadership" when the district does not seem to care that we have the worst principal in the entire district. If she makes it to year 8, I will have lost all faith in BCSD.	
5	There is way too much blaming and a lack of accountability.	
6	The support staff, teachers, and classified staff go above and beyond to build community and relationships with students.	
7	If you are over age 50, do not work for this principal! There have been several provable instances of age discrimination, but people are afraid to file grievances because the principal is well-known for retaliation. She has point-blank asked people when they are going to retire, she regularly tells older teachers they need to rest over the weekend or on breaks (everyone needs rest, but she doesn't ever say it to the younger staff), and passing over older teachers for committees and awards in favor of younger teachers. There are even worse age-discrimination incidents that many of us are aware of but don't want to publicize for the sake of the teachers' privacy.	
8	The principal is not welcoming or friendly. This adds to the stress of having to fulfill our daily obligations without much support from her or the support staff.	
9	If we don't get a handle on discipline, we are going to be putting out in society a large group of people with no respect for authority and the inability to take direction.	
10	Poor administration and leadership.	
11	Worst principal in the district.	
12	Top admin needs improvement!!	
13	Our site atmosphere is negative. Class walks are excessive. Everything seems like it is unplanned or last minute. The focus constantly changes. Teachers work hard to complete one task and before they can finish it there is another task given out and the original task is forgotten about.	

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.)

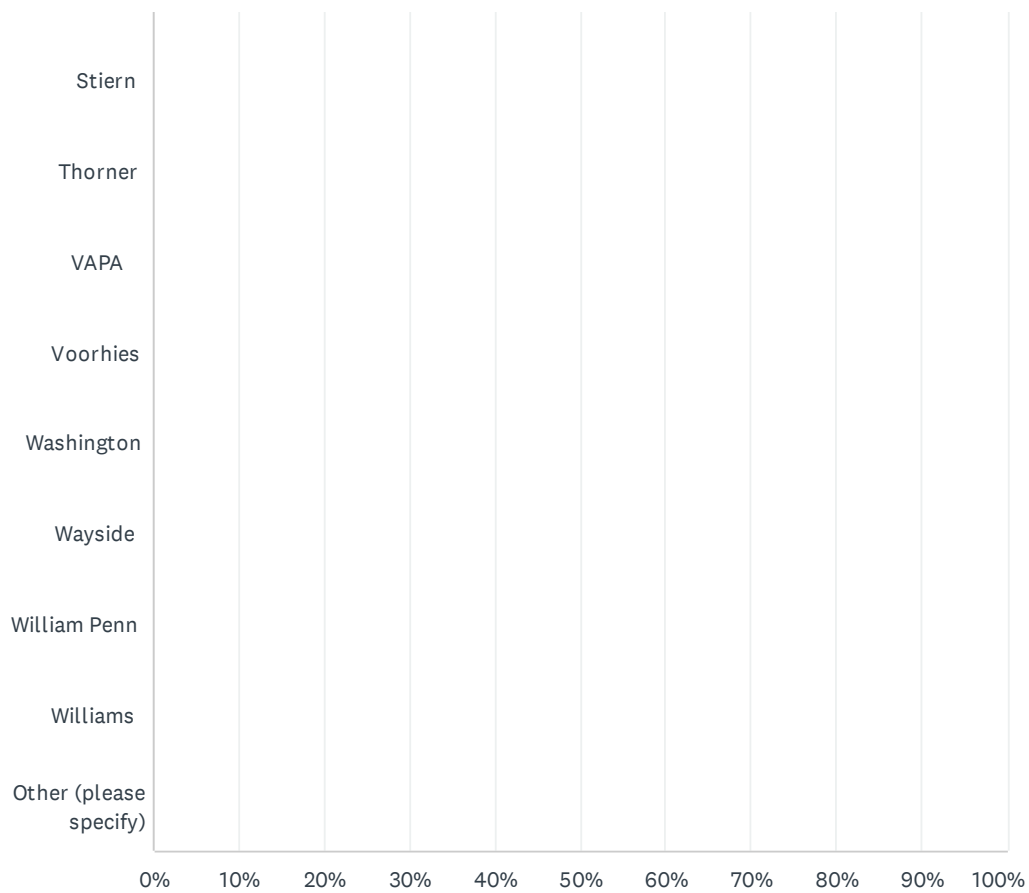
Answered: 13    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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	100.00%	13
Nichols	0.00%	0
Noble	0.00%	0
Owens Elementary	0.00%	0
Pauly	0.00%	0

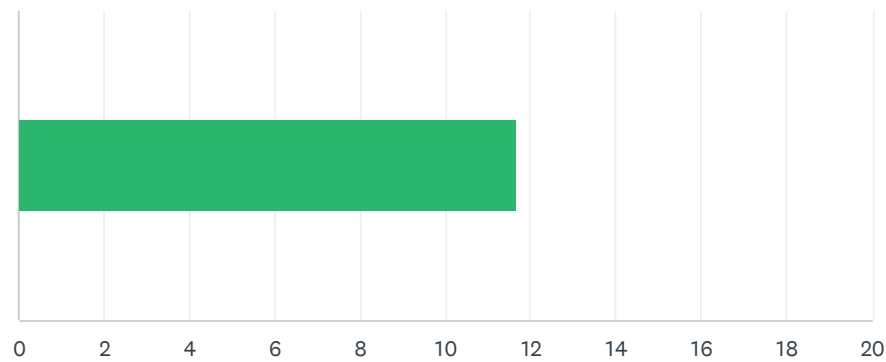
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 13		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 13    Skipped: 0



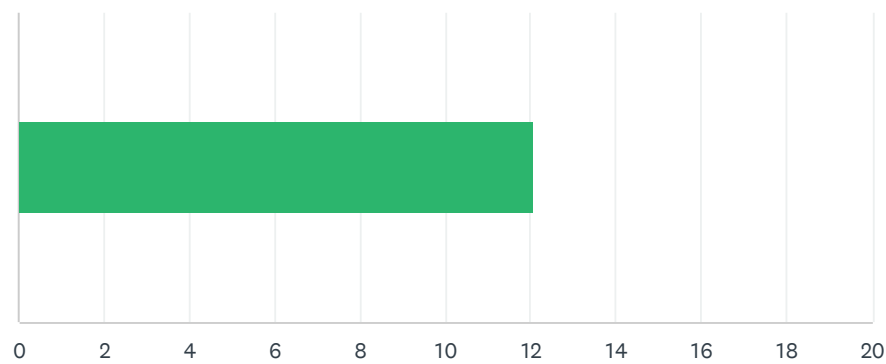
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	152	13
Total Respondents: 13			

#	DATE
1	10
2	5
3	9
4	5
5	9
6	10
7	2
8	7
9	8
10	10
11	8
12	61
13	8



Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 13    Skipped: 0

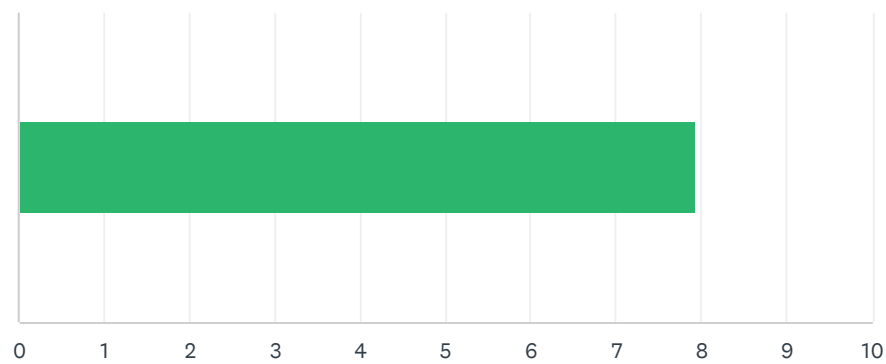


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	157	13
Total Respondents: 13			

#		DATE
1	10	
2	8	
3	8	
4	3	
5	10	
6	10	
7	3	
8	6	
9	9	
10	10	
11	10	
12	62	
13	8	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 13 Skipped: 0

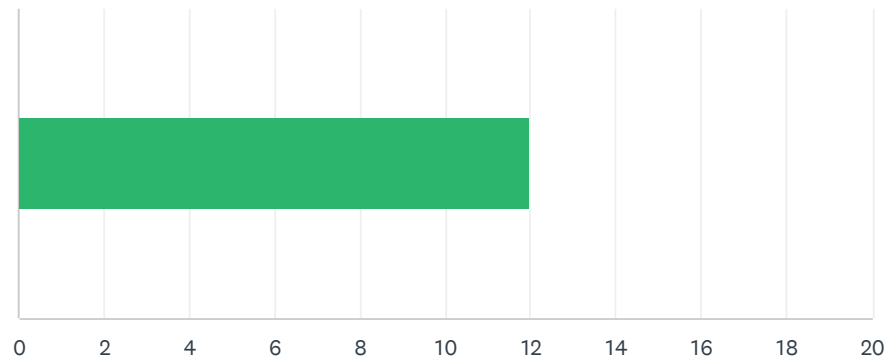


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	103	13
Total Respondents: 13			

#		DATE
1	10	
2	3	
3	10	
4	10	
5	10	
6	7	
7	8	
8	8	
9	8	
10	10	
11	8	
12	3	
13	8	

Q5 Site administration follows the contract and respects personal rights.

Answered: 13    Skipped: 0

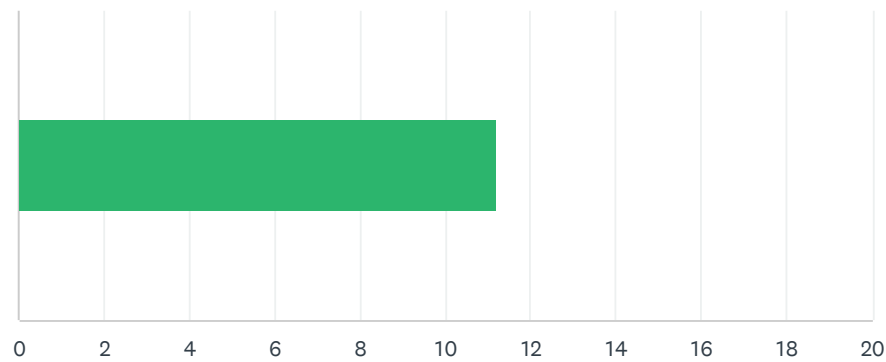


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	156	13
Total Respondents: 13			

#		DATE
1	10	
2	3	
3	10	
4	10	
5	8	
6	6	
7	3	
8	7	
9	10	
10	10	
11	65	
12	5	
13	9	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 13    Skipped: 0

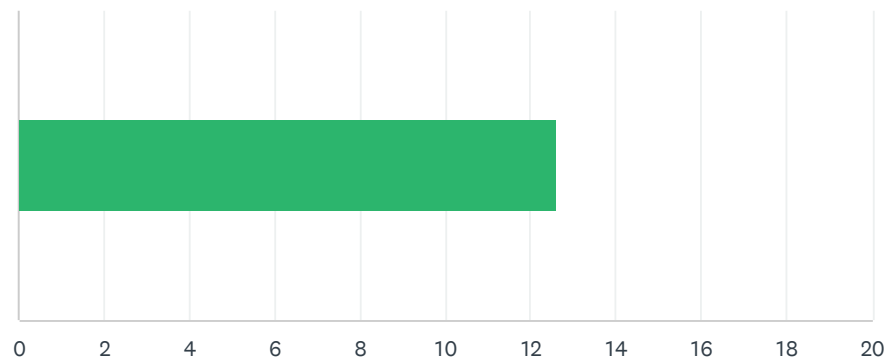


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	146	13
Total Respondents: 13			

#		DATE
1	10	
2	5	
3	10	
4	8	
5	10	
6	10	
7	3	
8	7	
9	10	
10	9	
11	10	
12	46	
13	8	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 13    Skipped: 0

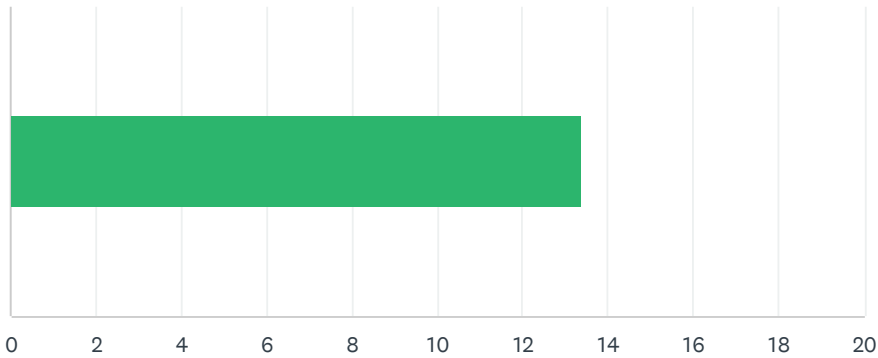


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	164	13
Total Respondents: 13			

#		DATE
1	10	
2	8	
3	8	
4	5	
5	8	
6	10	
7	2	
8	8	
9	9	
10	10	
11	10	
12	67	
13	9	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 13    Skipped: 0

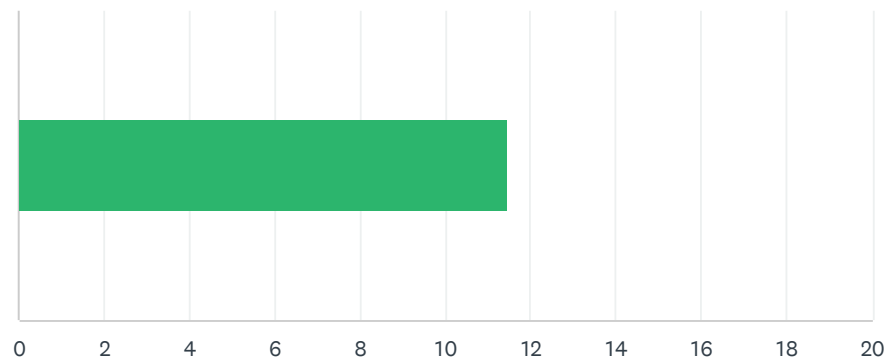


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	174	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	9	
4	10	
5	10	
6	10	
7	2	
8	9	
9	8	
10	10	
11	9	
12	68	
13	9	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 13    Skipped: 0

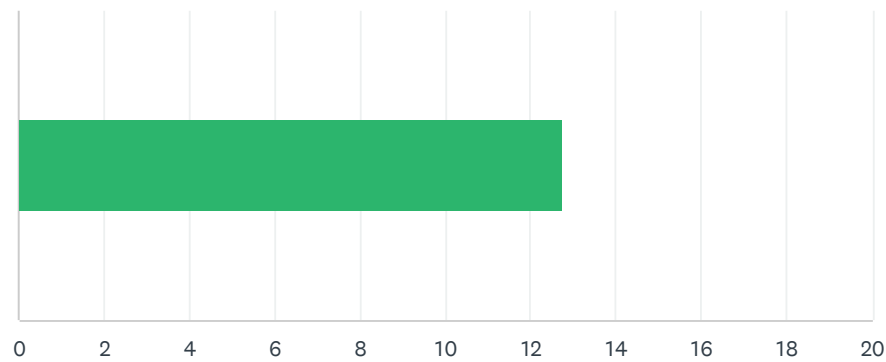


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	149	13
Total Respondents: 13			

#	DATE
1	10
2	10
3	10
4	1
5	7
6	5
7	1
8	6
9	7
10	10
11	6
12	68
13	8

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 13    Skipped: 0



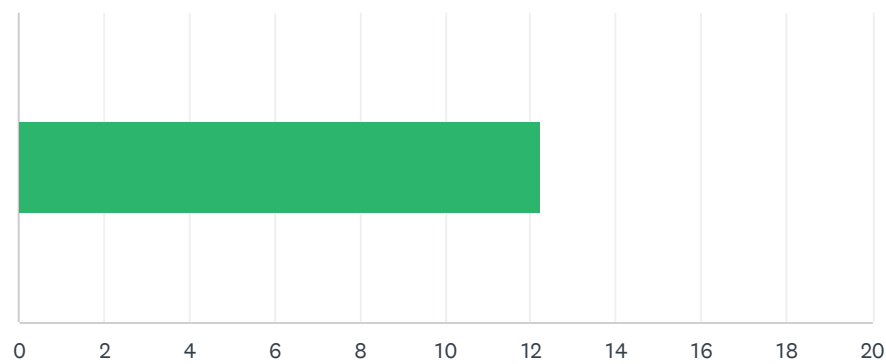
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	166	13
Total Respondents: 13			

#		DATE
1	10	
2	8	
3	9	
4	1	
5	8	
6	6	
7	2	
8	7	
9	8	
10	10	
11	7	
12	82	
13	8	



Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 12 Skipped: 1

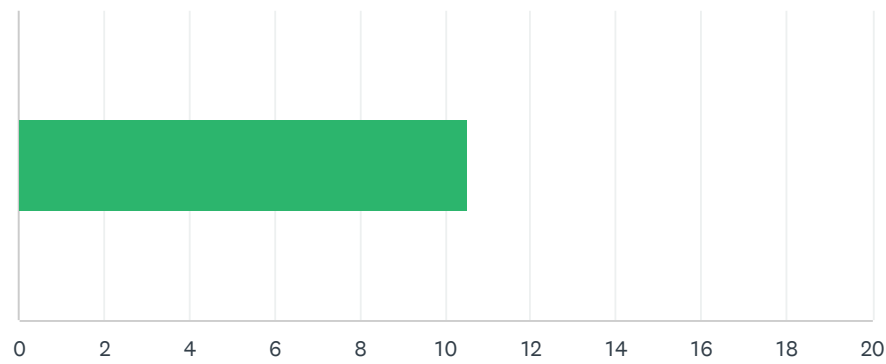


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	12	147	12
Total Respondents: 12			

#		DATE
1	9	
2	8	
3	9	
4	3	
5	6	
6	5	
7	6	
8	8	
9	10	
10	9	
11	66	
12	8	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 13    Skipped: 0

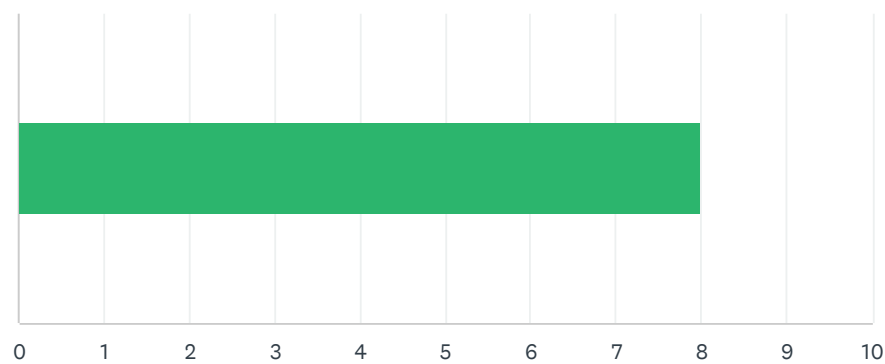


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	11	137	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	8	
4	5	
5	8	
6	7	
7	5	
8	7	
9	9	
10	9	
11	7	
12	44	
13	8	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 13    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	104	13
Total Respondents: 13			

#	DATE
1	10
2	8
3	10
4	1
5	9
6	6
7	5
8	9
9	8
10	7
11	10
12	12
13	9

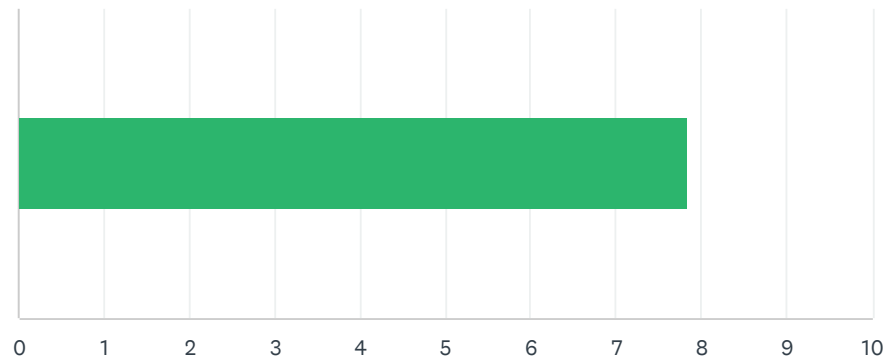
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 3   Skipped: 10

#	RESPONSES	DATE
1	N/A	
2	Administration seems to have favorites on campus and it is very evident whether you are on that list or not. It feels as if something is always being added to our plate and not much is done to help alleviate the stress we already feel.	
3	Site administration places blame on teachers rather than being supportive and addressing situations accordingly and professionally.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 13    Skipped: 0

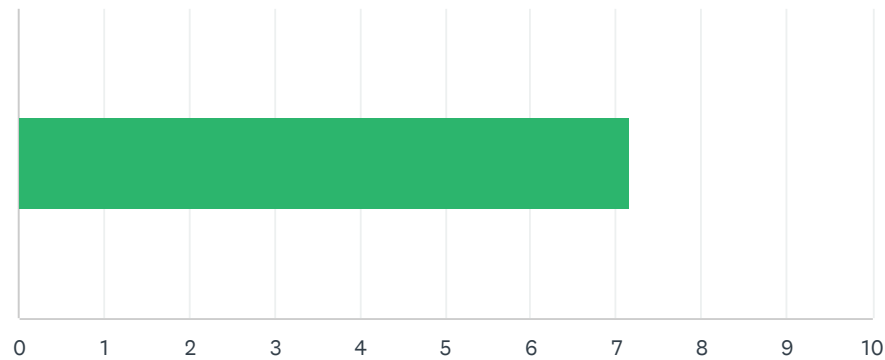


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	102	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	5	
5	10	
6	10	
7	5	
8	7	
9	6	
10	9	
11	10	
12	2	
13	8	

Q16 Site meetings are productive and not excessive.

Answered: 13    Skipped: 0

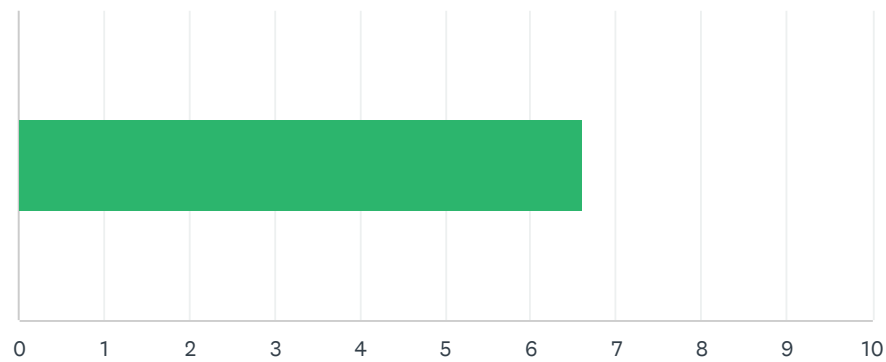


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	93	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	8	
4	5	
5	8	
6	7	
7	5	
8	7	
9	7	
10	8	
11	6	
12	3	
13	9	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 13 Skipped: 0

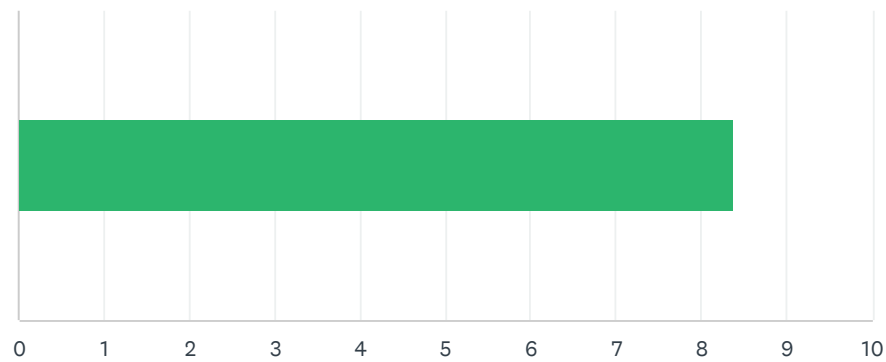


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	86	13
Total Respondents: 13			

#	DATE
1	10
2	10
3	7
4	5
5	10
6	5
7	5
8	5
9	6
10	9
11	10
12	3
13	1

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 13 Skipped: 0



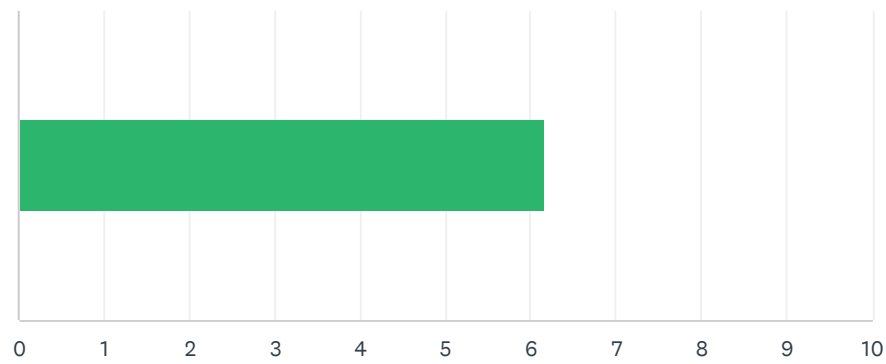
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	109	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	8	
8	8	
9	2	
10	10	
11	10	
12	2	
13	9	



Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 13    Skipped: 0

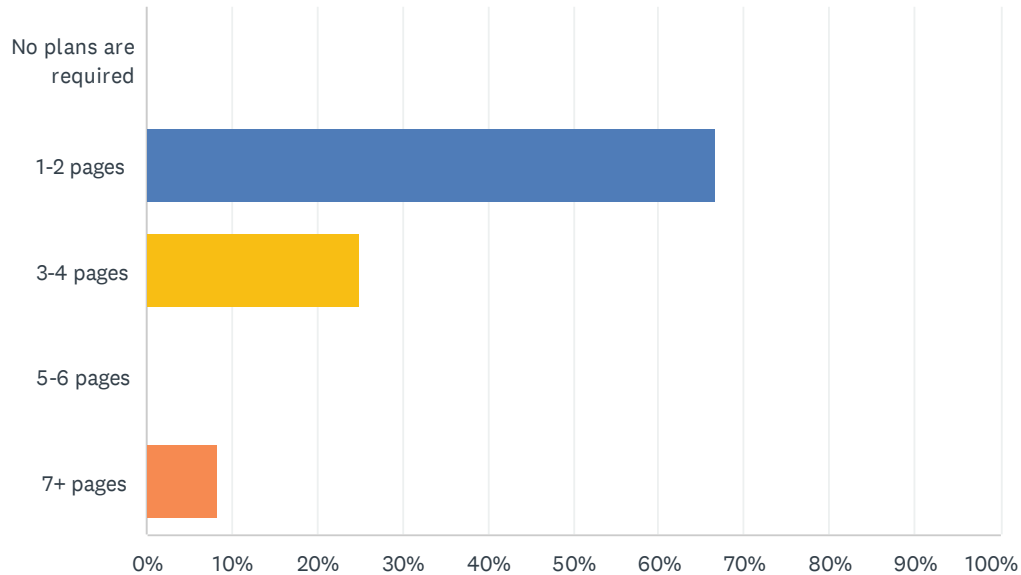


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	80	13
Total Respondents: 13			

#		DATE
1	9	
2	10	
3	10	
4	1	
5	10	
6	1	
7	8	
8	7	
9	3	
10	10	
11	1	
12	1	
13	9	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 12 Skipped: 1

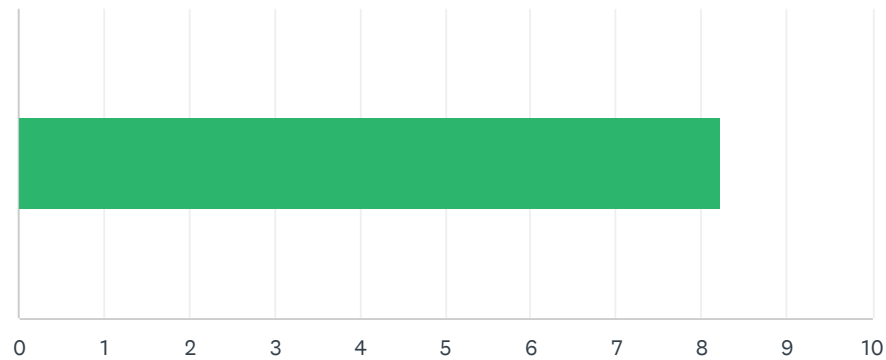


ANSWER CHOICES	RESPONSES
No plans are required	0.00% 0
1-2 pages	66.67% 8
3-4 pages	25.00% 3
5-6 pages	0.00% 0
7+ pages	8.33% 1
TOTAL	12

#	COMMENT	DATE
1	N/A	
2	There is not a required number of pages.	
3	NA	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 13    Skipped: 0

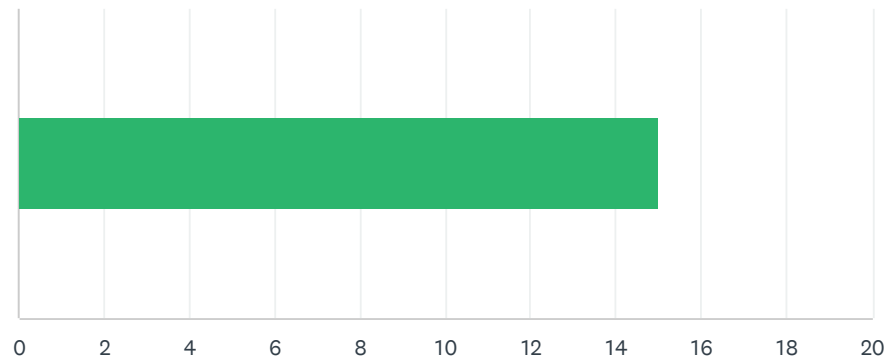


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	107	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	8	
9	2	
10	5	
11	10	
12	3	
13	9	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 12    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	15	180	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	1	
8	2	
9	5	
10	10	
11	100	
12	2	

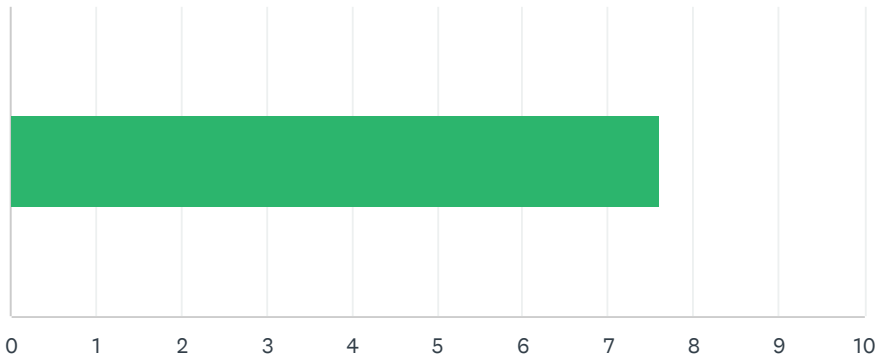
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 3   Skipped: 10

#	RESPONSES	DATE
1	N/A	
2	Meetings are not usually productive and it feels as if staff requests and needs are not being heard.	
3	n/a	

Q24 Staff and students feel safe.

Answered: 13    Skipped: 0

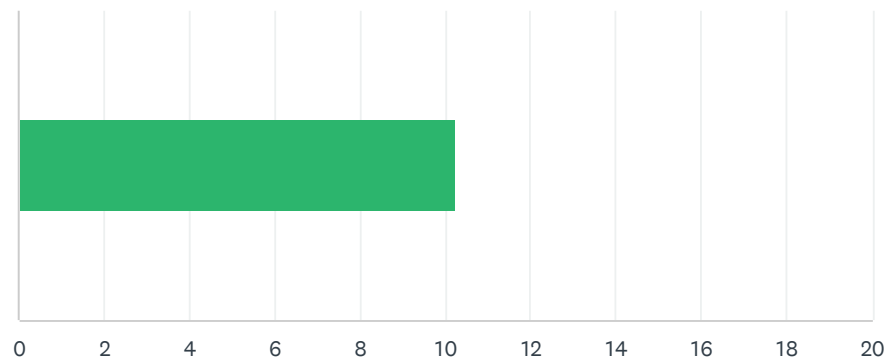


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	99	13
Total Respondents: 13			

#		DATE
1	5	
2	5	
3	10	
4	10	
5	10	
6	8	
7	10	
8	8	
9	7	
10	8	
11	8	
12	2	
13	8	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 13 Skipped: 0

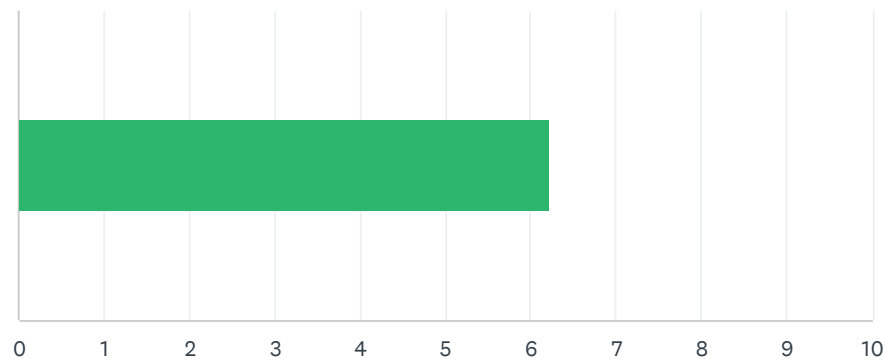


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	133	13
Total Respondents: 13			

#		DATE
1	6	
2	2	
3	10	
4	7	
5	10	
6	3	
7	8	
8	8	
9	4	
10	8	
11	10	
12	49	
13	8	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 13    Skipped: 0



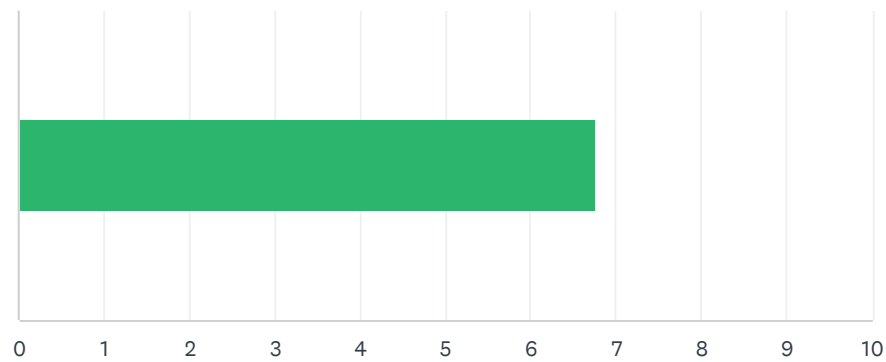
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	81	13
Total Respondents: 13			

#		DATE
1	6	
2	2	
3	10	
4	7	
5	10	
6	2	
7	8	
8	7	
9	4	
10	8	
11	8	
12	1	
13	8	



Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 13 Skipped: 0

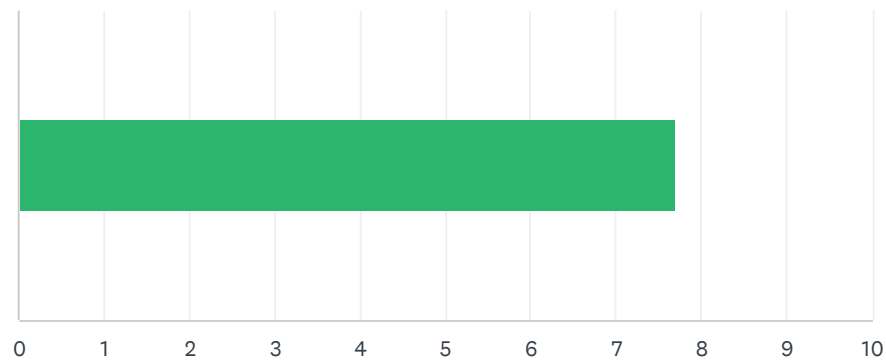


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	88	13
Total Respondents: 13			

#		DATE
1	6	
2	3	
3	10	
4	8	
5	8	
6	2	
7	10	
8	8	
9	5	
10	9	
11	8	
12	3	
13	8	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 13 Skipped: 0

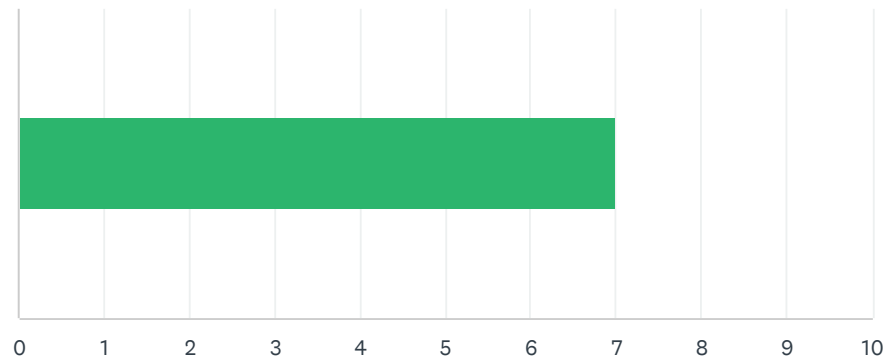


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	100	13
Total Respondents: 13			

#		DATE
1	6	
2	4	
3	10	
4	8	
5	8	
6	8	
7	10	
8	10	
9	6	
10	10	
11	10	
12	2	
13	8	

Q29 My site has a positive atmosphere.

Answered: 13    Skipped: 0

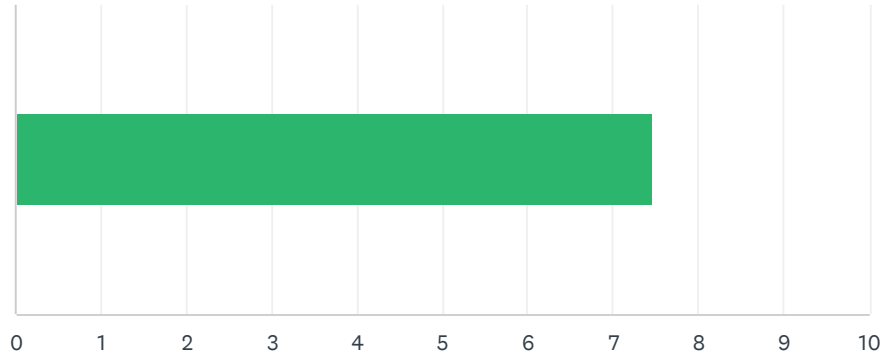


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	91	13
Total Respondents: 13			

#		DATE
1	5	
2	4	
3	10	
4	10	
5	10	
6	2	
7	9	
8	8	
9	7	
10	8	
11	7	
12	3	
13	8	

## Q30 I would recommend my site to other employees and prospective teachers.

Answered: 13 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	97	13
Total Respondents: 13			

#		DATE
1	5	
2	4	
3	10	
4	10	
5	10	
6	3	
7	10	
8	10	
9	8	
10	8	
11	9	
12	2	
13	8	

### Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 3   Skipped: 10

#	RESPONSES	DATE
1	N/A	
2	Students are not held accountable for their actions and are continued to be rewarded for bad behavior. ALL students should be held accountable and understand right from wrong. Too often, these behavior students control the climate of classrooms because they do not fear any consequences.	
3	I am not sure the extent the admin has when it comes to discipline, but many students are not being held accountable for their behavior.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 1   Skipped: 12

#	RESPONSES	DATE
1	N/A	

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: 18    Skipped: 0

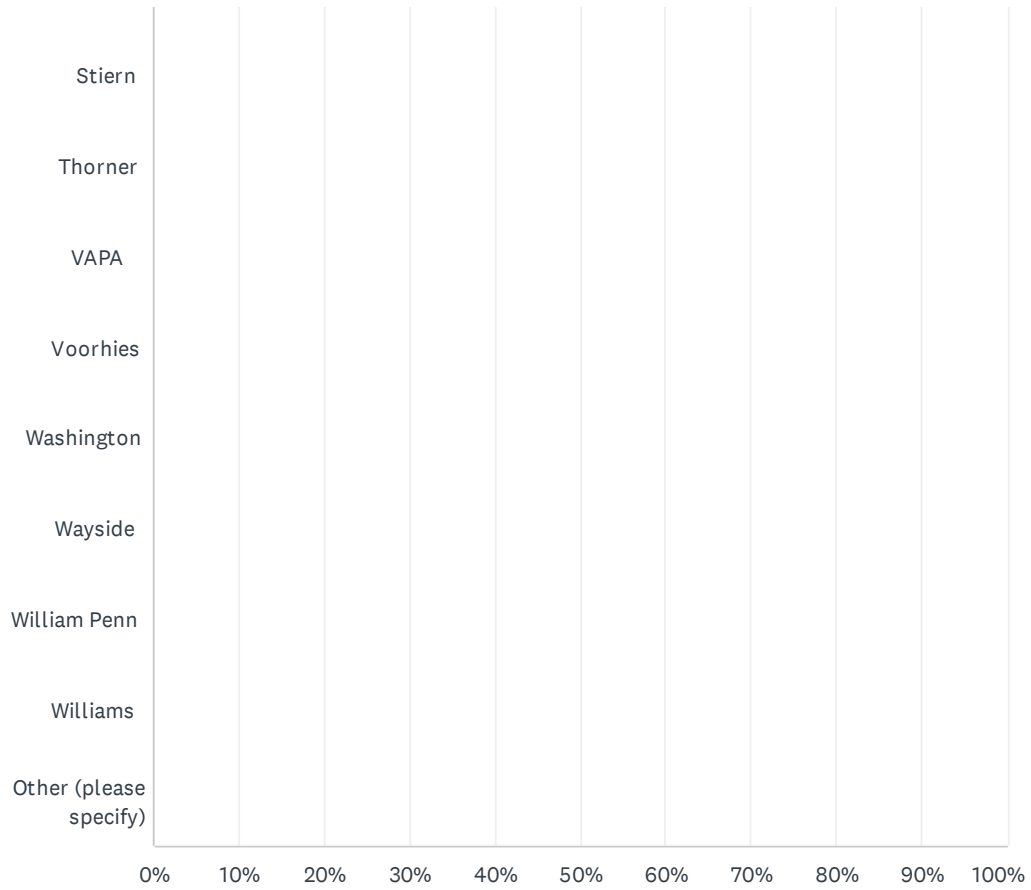
Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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	100.00%	18
Noble	0.00%	0
Owens Elementary	0.00%	0
Pauly	0.00%	0

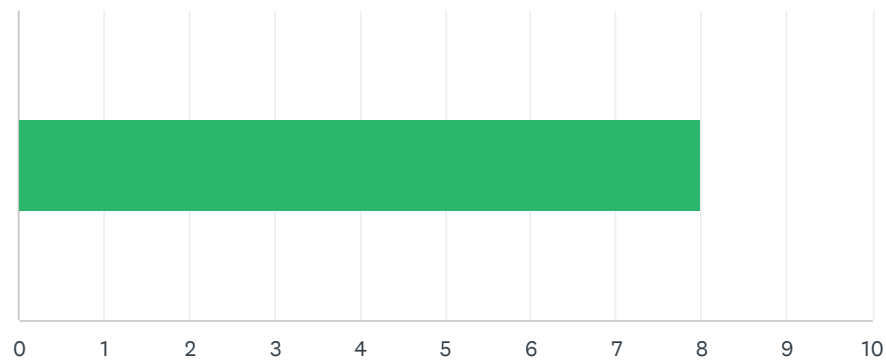
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 18		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 17    Skipped: 1

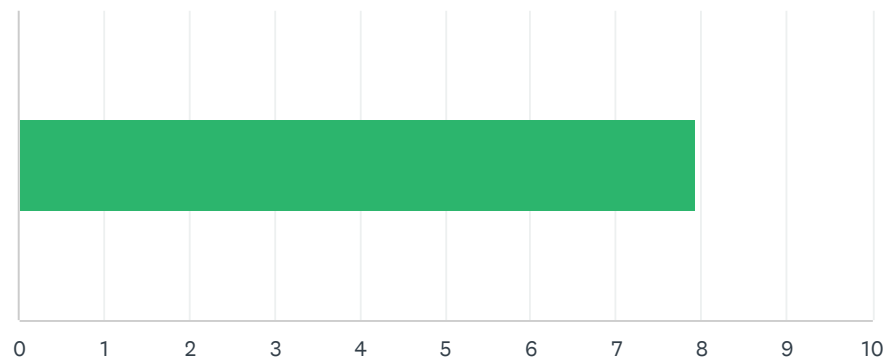


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	136	17
Total Respondents: 17			

#		DATE
1	10	
2	10	
3	5	
4	9	
5	8	
6	9	
7	3	
8	10	
9	10	
10	7	
11	5	
12	9	
13	10	
14	5	
15	10	
16	6	
17	10	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 17    Skipped: 1

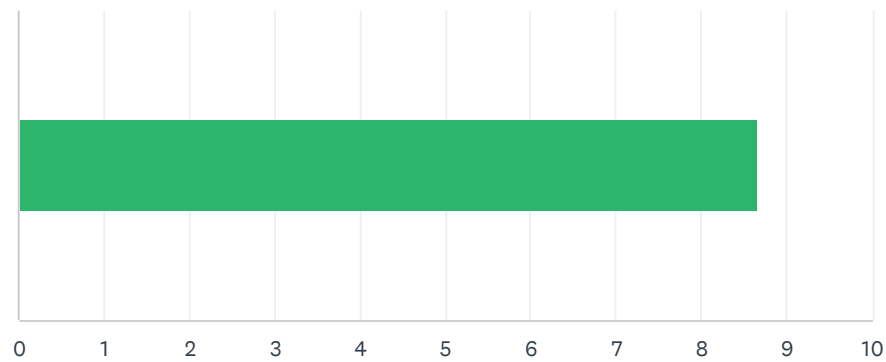


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	135	17
Total Respondents: 17			

#		DATE
1	9	
2	10	
3	5	
4	7	
5	7	
6	9	
7	5	
8	10	
9	9	
10	7	
11	5	
12	9	
13	10	
14	6	
15	10	
16	7	
17	10	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 17    Skipped: 1

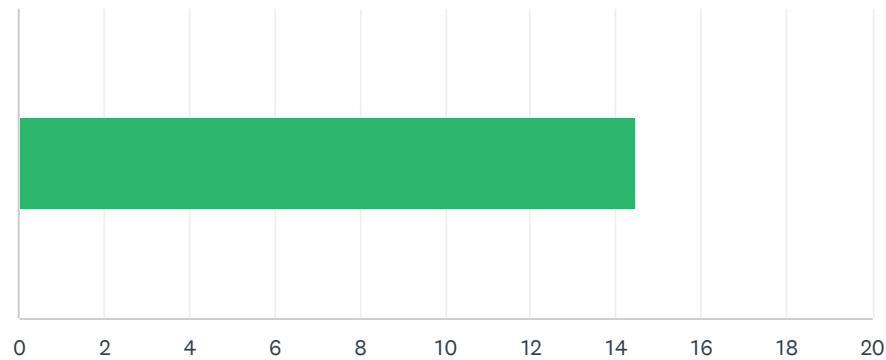


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	147	17
Total Respondents: 17			

#		DATE
1	7	
2	10	
3	8	
4	10	
5	6	
6	10	
7	2	
8	10	
9	10	
10	10	
11	5	
12	10	
13	10	
14	9	
15	10	
16	10	
17	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 17    Skipped: 1

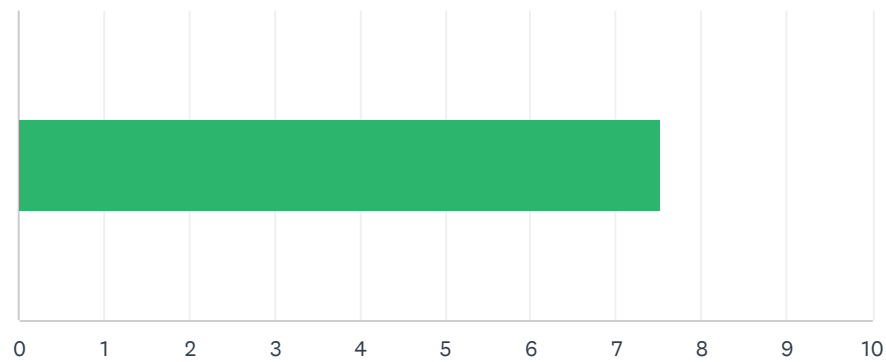


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	14	246	17
Total Respondents: 17			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	7	
6	10	
7	8	
8	10	
9	10	
10	7	
11	8	
12	10	
13	10	
14	10	
15	10	
16	9	
17	98	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 17    Skipped: 1



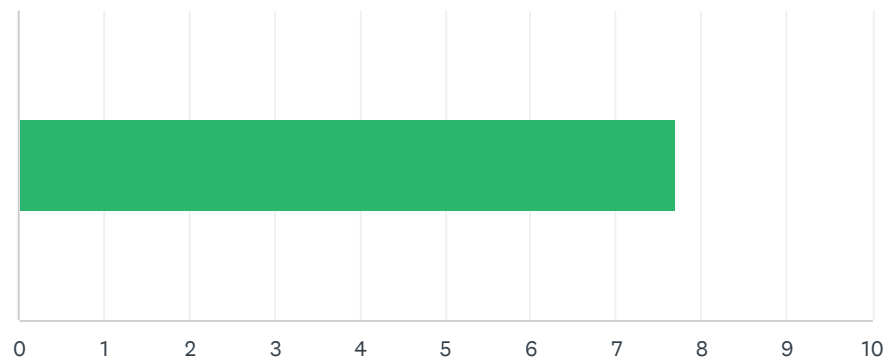
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	128	17
Total Respondents: 17			

#		DATE
1	6	
2	10	
3	5	
4	10	
5	6	
6	9	
7	5	
8	10	
9	9	
10	4	
11	5	
12	7	
13	10	
14	6	
15	10	
16	6	
17	10	



Q7 Administration maintains open communication with staff, parents, and students.

Answered: 17    Skipped: 1

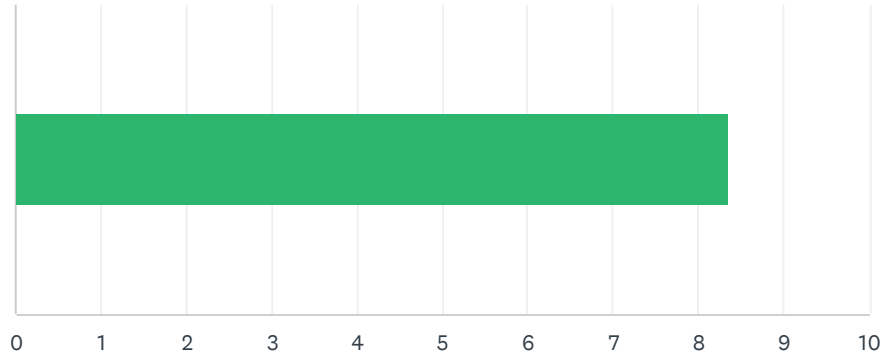


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	131	17
Total Respondents: 17			

#		DATE
1	7	
2	10	
3	5	
4	7	
5	6	
6	9	
7	3	
8	10	
9	9	
10	4	
11	5	
12	9	
13	10	
14	9	
15	10	
16	8	
17	10	

## Q8 Administration supports staff against attacks and criticism from parents.

Answered: 17   Skipped: 1

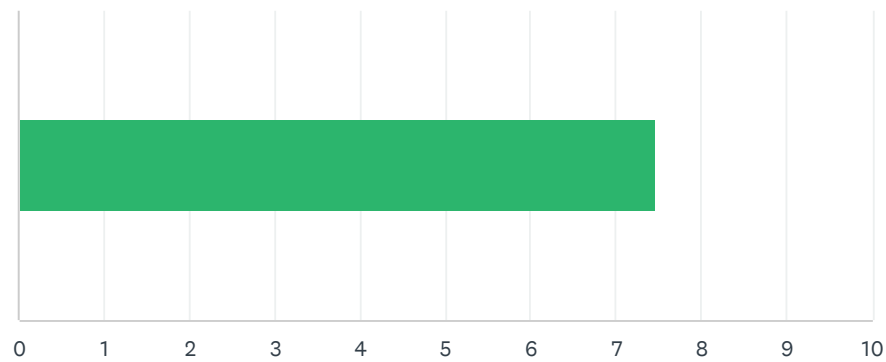


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	142	17
Total Respondents: 17			

#		DATE
1	10	
2	10	
3	5	
4	10	
5	7	
6	9	
7	5	
8	10	
9	10	
10	5	
11	3	
12	9	
13	10	
14	9	
15	10	
16	10	
17	10	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 17    Skipped: 1

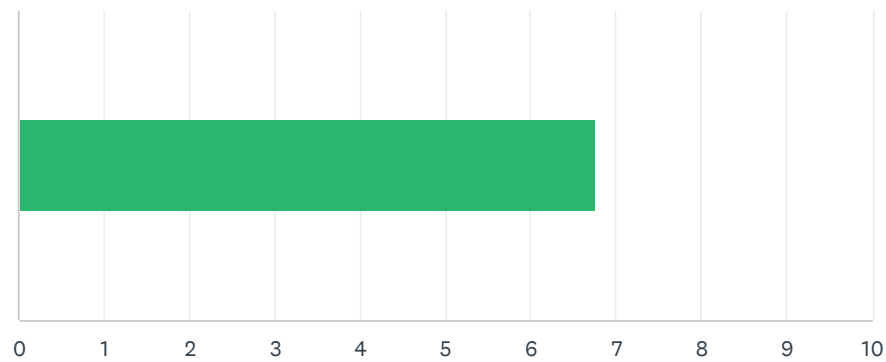


ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		7	127	17
Total Respondents: 17				

#		DATE
1	10	
2	10	
3	10	
4	9	
5	6	
6	10	
7	2	
8	10	
9	9	
10	5	
11	3	
12	1	
13	9	
14	5	
15	10	
16	8	
17	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 17    Skipped: 1

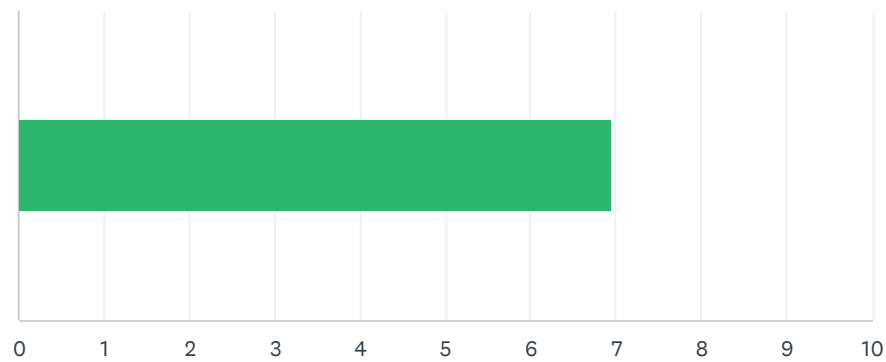


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	115	17
Total Respondents: 17			

#		DATE
1	8	
2	10	
3	1	
4	9	
5	6	
6	9	
7	3	
8	10	
9	9	
10	5	
11	3	
12	1	
13	10	
14	5	
15	10	
16	6	
17	10	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 17    Skipped: 1

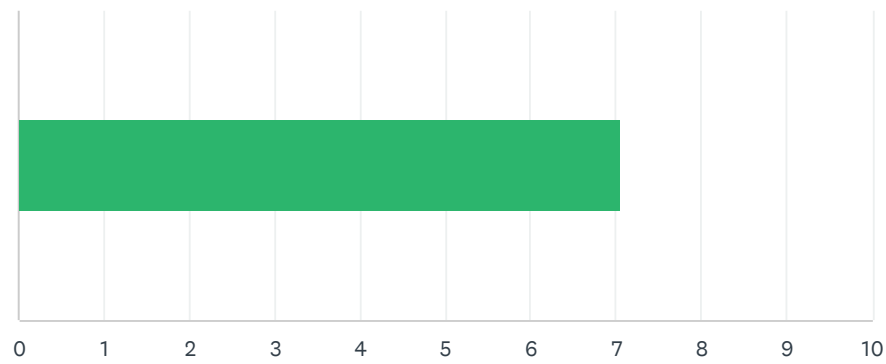


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	118	17
Total Respondents: 17			

#		DATE
1	7	
2	10	
3	1	
4	6	
5	6	
6	8	
7	2	
8	10	
9	9	
10	7	
11	3	
12	9	
13	10	
14	4	
15	10	
16	6	
17	10	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 17    Skipped: 1

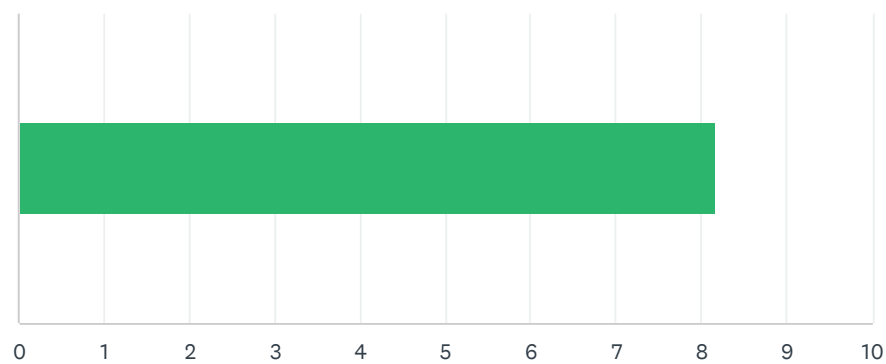


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	120	17
Total Respondents: 17			

#		DATE
1	7	
2	10	
3	1	
4	9	
5	6	
6	8	
7	1	
8	10	
9	9	
10	5	
11	3	
12	7	
13	10	
14	7	
15	10	
16	7	
17	10	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 17    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	139	17
Total Respondents: 17			

#		DATE
1	8	
2	10	
3	10	
4	9	
5	1	
6	9	
7	3	
8	10	
9	9	
10	10	
11	6	
12	10	
13	10	
14	8	
15	10	
16	6	
17	10	

## Q14 Do you have any comments, thoughts, or concerns about site administration?

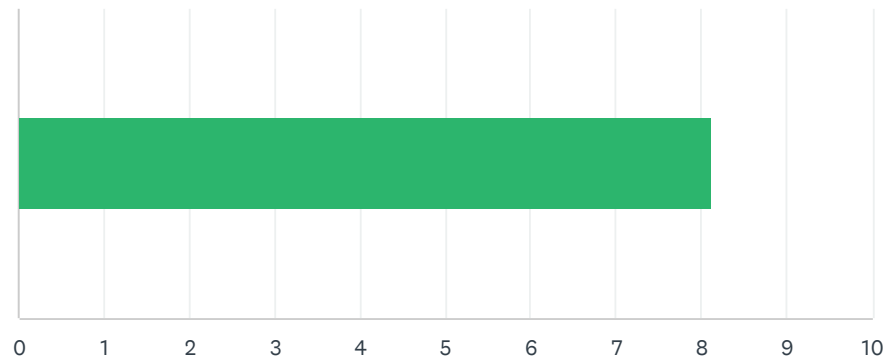
Answered: 9   Skipped: 9

#	RESPONSES	DATE
1	I like that our administration is very even-keel emotionally. Does not appear to get rattled and is able to keep his cool when dealing with emotional parents or staff members. Is very approachable and at least listens to comments, suggestions and concerns, even if no change comes from it for whatever reason.	
2	I appreciate Mr. Tapia and Mrs. Lopes. They are both professionals who take their job title seriously, and they are kind and respectful as well . You can tell they both love what they do when they interact with both students and staff. I enjoy working at Nichols, I do feels that the campus and our resources are too small for the number of students we have at Nichols, which at times make inconvenient moments through the school year.	
3	I think my admin is a good person. Communication is pretty poor and this leads to a stressful work environment. Students with disruptive behavior are not really handled well.	
4	Sometimes logistics of events or meetings are a bit delayed and cause confusion even when admin does its best to communicate with staff.	
5	Communication style is a weakness.	
6	No	
7	Our campus operates at a frantic pace. Expectations are high and praise is low. Communication is the biggest problem.	
8	Admin plays favorites with certain teachers and it's very obvious who is being catered to.	
9	Our administrators are fair	



Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 17    Skipped: 1

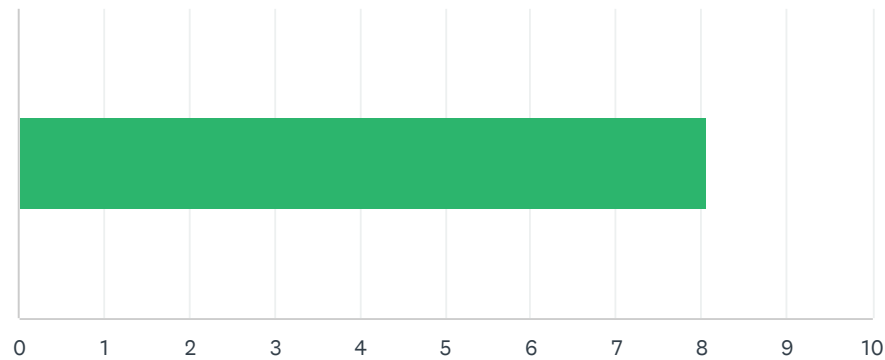


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	138	17
Total Respondents: 17			

#		DATE
1	6	
2	4	
3	10	
4	10	
5	10	
6	9	
7	5	
8	10	
9	9	
10	7	
11	6	
12	6	
13	9	
14	9	
15	10	
16	8	
17	10	

Q16 Site meetings are productive and not excessive.

Answered: 17    Skipped: 1

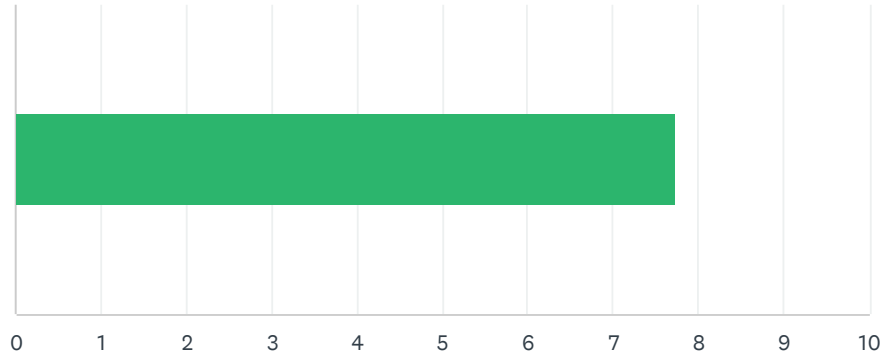


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	137	17
Total Respondents: 17			

#		DATE
1	6	
2	6	
3	10	
4	8	
5	10	
6	10	
7	3	
8	10	
9	10	
10	5	
11	6	
12	9	
13	10	
14	6	
15	10	
16	8	
17	10	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

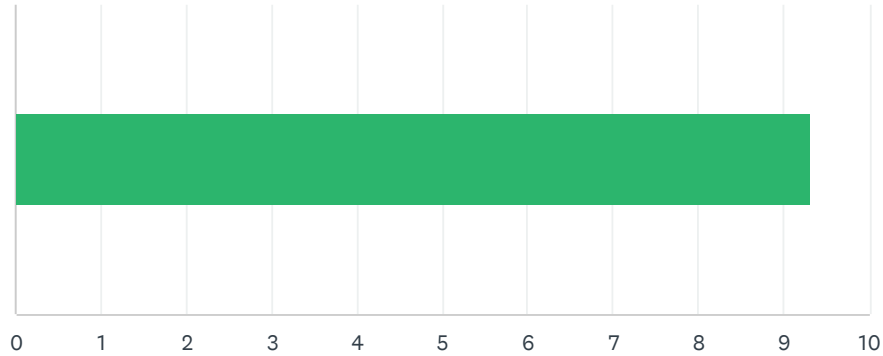
Answered: 16      Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	124	16
Total Respondents: 16			

## Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 16 Skipped: 2

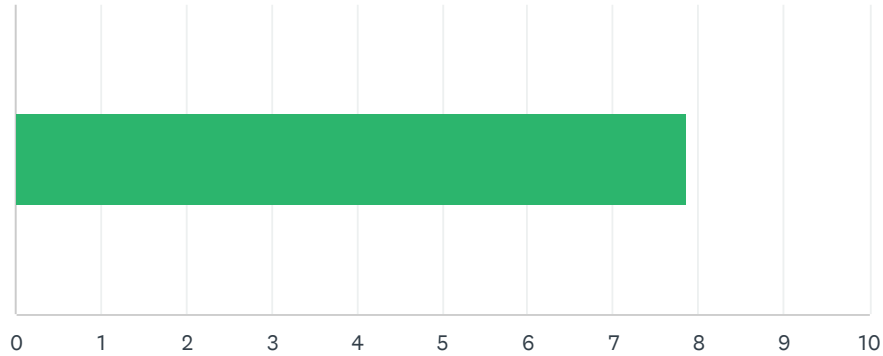


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	149	16
Total Respondents: 16			

#		DATE
1	6	
2	9	
3	10	
4	10	
5	10	
6	10	
7	8	
8	10	
9	10	
10	7	
11	10	
12	10	
13	9	
14	10	
15	10	
16	10	

## Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 16   Skipped: 2

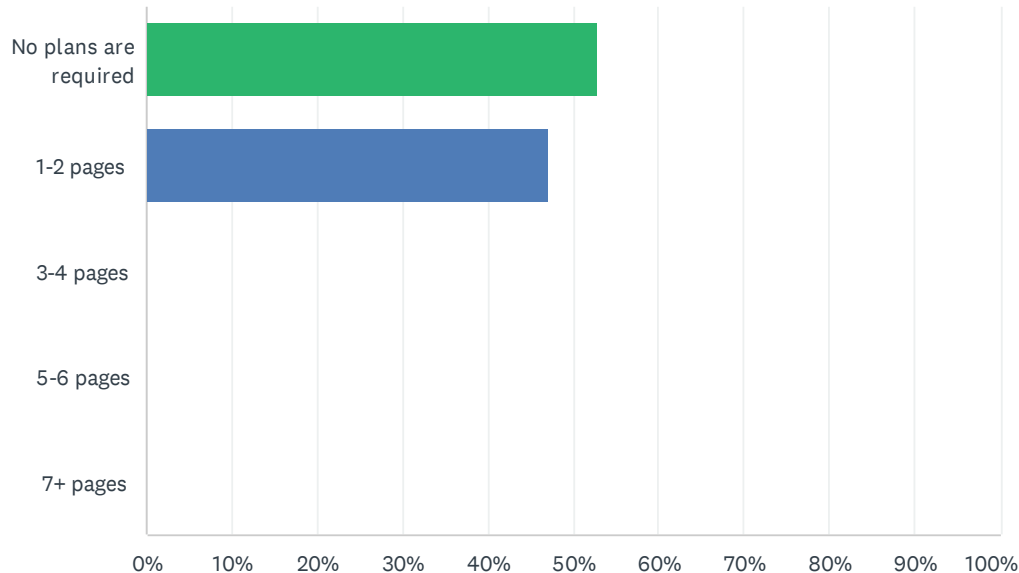


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	126	16
Total Respondents: 16			

#		DATE
1	6	
2	4	
3	10	
4	6	
5	10	
6	10	
7	5	
8	10	
9	9	
10	5	
11	6	
12	8	
13	10	
14	9	
15	10	
16	8	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 17 Skipped: 1



ANSWER CHOICES	RESPONSES	
No plans are required	52.94%	9
1-2 pages	47.06%	8
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
<b>TOTAL</b>		<b>17</b>

#	COMMENT	DATE
1	would like to take a moment to express some concerns I have about the current environment on our campus, particularly in terms of teacher workload and the level of support we receive. It feels as though an overwhelming number of responsibilities are falling squarely on the shoulders of teachers, and many of these tasks traditionally belong to other roles, such as principals, vice principals, academic coaches, academic program leaders, office personnel, or C-PALs. In addition to teaching, teachers are often expected to take on the roles of disciplinarians due to a lack of administrative support with behavior referrals. Teachers are also required to manage physical and mental health-related concerns, that are now overlooked or ignored by district and staffers. Teachers also find themselves frequently pulled away from instructional time to meet with various specialists look—speech pathologists, behavior intervention specialists, special education teachers, tutors, and others. These individuals often request our attention during class time, which disrupts the flow of instruction and places additional strain on our ability to deliver effective lessons. On top of these additional responsibilities, the constant meetings we are required to attend are another source of stress. Teachers are expected to prepare for substitutes to cover these meetings, sometimes multiple times within the same week. If a teacher is ill, the preparations required for a substitute	3/5/2025 4:43 PM

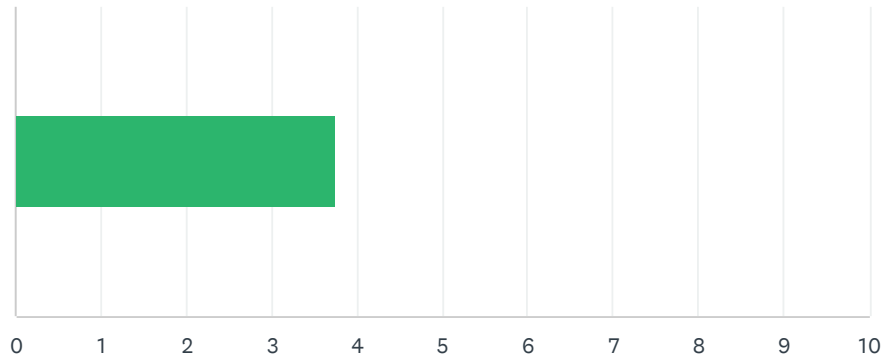
## 2024-2025 BETA Administration/Site Climate Survey

multiply. IEP meetings, in particular, have become mismanaged and are often scheduled during instructional time, further disrupting the teaching schedule. It's worth noting that substitute teaching is not the same as having a full-time, trained educator in the classroom, and often does not align with the goal of providing "intentional" teaching. When we do return to the classroom, we are sometimes pulled out again for extracurricular activities that are deemed important by administration, such as family involvement initiatives. While we understand the importance of these activities, the question arises: how can we effectively teach when so much of our time is spent on other responsibilities? At our most recent academic conference, the focus was heavily placed on data analysis and raising student scores. However, with the many distractions and interruptions throughout the week, teachers are left wondering: when are we supposed to find time to improve those scores? Meetings, sub preparations, and other distractions are taking away from the time we need to focus on student growth. Additionally, there is often a lack of respect for instructional time. On any given afternoon, I can expect numerous phone calls or knocks on the door during class time, further interrupting the learning process. This ongoing disruption contributes to a sense of disorganization and misalignment in how teaching time is valued and utilized. Ultimately, what is most concerning is the lack of a strong sense of community and collaboration on this campus. Teachers are working tirelessly to manage all of these responsibilities, but the support staff and administration seem disconnected, which only adds to the sense of disarray. In conclusion, we need to reevaluate how responsibilities are assigned and how time is respected. Teachers should be given the time and support to focus on delivering quality instruction, while the administration and support staff work more closely together to ensure that we have the resources we need to succeed.

2	IEP, TSS and other meetings are mostly scheduled outside of planning/prep time, but not always. If they are scheduled during our recess or lunch times, we are always offered coverage of our class for us to have that time. As far as inputting district-required data, we are expected to use our planning/prep time to do that. Even then, it's not enough time to complete these time consuming tasks, even when working through lunch and recess. I believe this is a district-level problem, not necessarily that of my administrator.	3/5/2025 3:05 PM
3	Grade levels meet and plan together. we share a drive where our plans are available for administrators to see our daily lesson plans as well as our LI and SC.	3/5/2025 1:12 PM
4	None	2/24/2025 8:44 AM

## Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 12 Skipped: 6



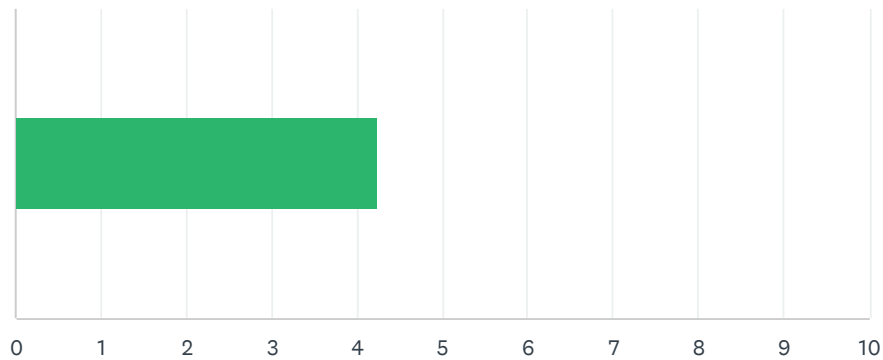
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	45	12
Total Respondents: 12			

#		DATE
1	1	3/5/2025 4:43 PM
2	1	3/5/2025 3:05 PM
3	1	3/5/2025 1:12 PM
4	1	3/5/2025 7:39 AM
5	2	3/4/2025 7:12 PM
6	3	3/4/2025 3:10 PM
7	10	2/26/2025 5:16 PM
8	9	2/26/2025 2:31 PM
9	5	2/25/2025 8:44 PM
10	10	2/24/2025 11:59 AM
11	1	2/24/2025 8:44 AM
12	1	2/23/2025 6:27 AM



## Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 12 Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	51	12
Total Respondents: 12			

#		DATE
1	4	3/5/2025 4:43 PM
2	2	3/5/2025 3:05 PM
3	1	3/5/2025 1:12 PM
4	9	3/5/2025 7:39 AM
5	2	3/4/2025 7:12 PM
6	5	3/4/2025 3:10 PM
7	5	2/26/2025 5:16 PM
8	1	2/26/2025 2:31 PM
9	10	2/25/2025 8:44 PM
10	10	2/24/2025 11:59 AM
11	1	2/24/2025 8:44 AM
12	1	2/23/2025 6:27 AM

## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 7 Skipped: 11

#	RESPONSES	DATE
1	would like to take a moment to express some concerns I have about the current environment on our campus, particularly in terms of teacher workload and the level of support we receive. It feels as though an overwhelming number of responsibilities are falling squarely on the shoulders of teachers, and many of these tasks traditionally belong to other roles, such as principals, vice principals, academic coaches, academic program leaders, office personnel, or C-PALS. In addition to teaching, teachers are often expected to take on the roles of disciplinarians due to a lack of administrative support with behavior referrals. Teachers are also required to manage physical and mental health-related concerns, that are now overlooked or ignored by district and staffers. Teachers also find themselves frequently pulled away from instructional time to meet with various specialists look—speech pathologists, behavior intervention specialists, special education teachers, tutors, and others. These individuals often request our attention during class time, which disrupts the flow of instruction and places additional strain on our ability to deliver effective lessons. On top of these additional responsibilities, the constant meetings we are required to attend are another source of stress. Teachers are expected to prepare for substitutes to cover these meetings, sometimes multiple times within the same week. If a teacher is ill, the preparations required for a substitute multiply. IEP meetings, in particular, have become mismanaged and are often scheduled during instructional time, further disrupting the teaching schedule. It's worth noting that substitute teaching is not the same as having a full-time, trained educator in the classroom, and often does not align with the goal of providing "intentional" teaching. When we do return to the classroom, we are sometimes pulled out again for extracurricular activities that are deemed important by administration, such as family involvement initiatives. While we understand the importance of these activities, the question arises: how can we effectively teach when so much of our time is spent on other responsibilities? At our most recent academic conference, the focus was heavily placed on data analysis and raising student scores. However, with the many distractions and interruptions throughout the week, teachers are left wondering: when are we supposed to find time to improve those scores? Meetings, sub preparations, and other distractions are taking away from the time we need to focus on student growth. Additionally, there is often a lack of respect for instructional time. On any given afternoon, I can expect numerous phone calls or knocks on the door during class time, further interrupting the learning process. This ongoing disruption contributes to a sense of disorganization and misalignment in how teaching time is valued and utilized. Ultimately, what is most concerning is the lack of a strong sense of community and collaboration on this campus. Teachers are working tirelessly to manage all of these responsibilities, but the support staff and administration seem disconnected, which only adds to the sense of disarray. In conclusion, we need to reevaluate how responsibilities are assigned and how time is respected. Teachers should be given the time and support to focus on delivering quality instruction, while the administration and support staff work more closely together to ensure that we have the resources we need to succeed.	
2	Only our special ed teachers meet their students at the bus and walk their students back to the bus at the end of the day.	
3	Support staff (Coach and APL) and admin cover recess and arrival/dismissal duty alongside our CPALS.	
4	I'm thankful for not having any recess duty.	
5	CPAL's are used to good effectiveness. Academic Coach is now mainly a TSS coordinator and does not support teachers directly. It's not clear what the VP's duties are. IEP's?	
6	Our academic coach is so busy running TSS meetings that she is never able to coach any teachers. It's really unfortunate that at school site wit over 900 students and a large amount of teachers that there is not a better solution to this problem. We keep getting told our scores on	

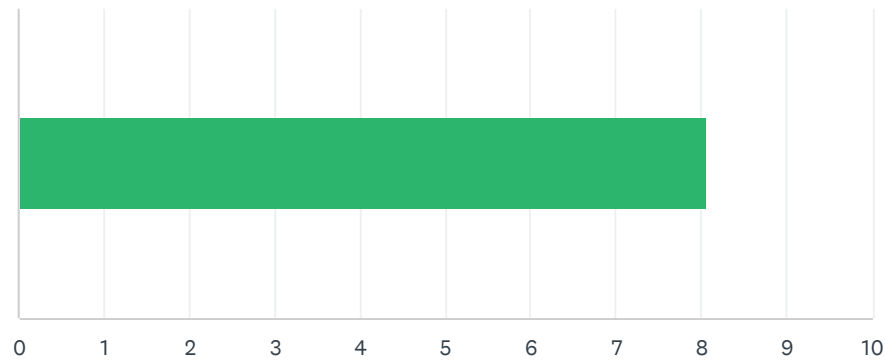
## 2024-2025 BETA Administration/Site Climate Survey

testing are going down, well maybe if the coach was able to get into classrooms and not have to run every meeting, we would be able to increase our scores.

7	No
---	----

Q24 Staff and students feel safe.

Answered: 17    Skipped: 1

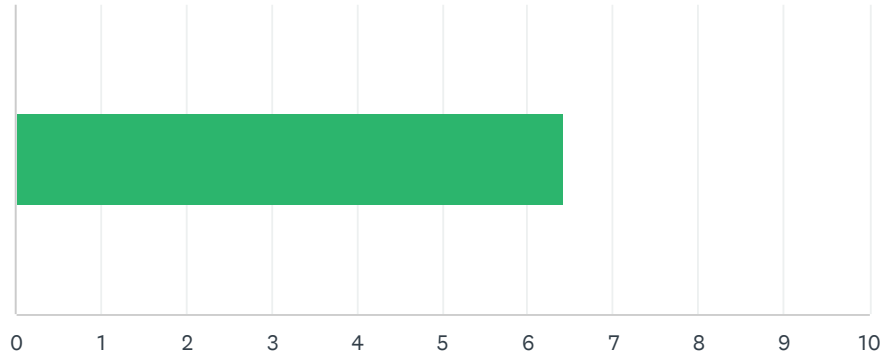


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	137	17
Total Respondents: 17			

#		DATE
1	5	
2	9	
3	10	
4	5	
5	8	
6	10	
7	2	
8	10	
9	8	
10	9	
11	7	
12	9	
13	9	
14	7	
15	10	
16	9	
17	10	

## Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 17    Skipped: 1

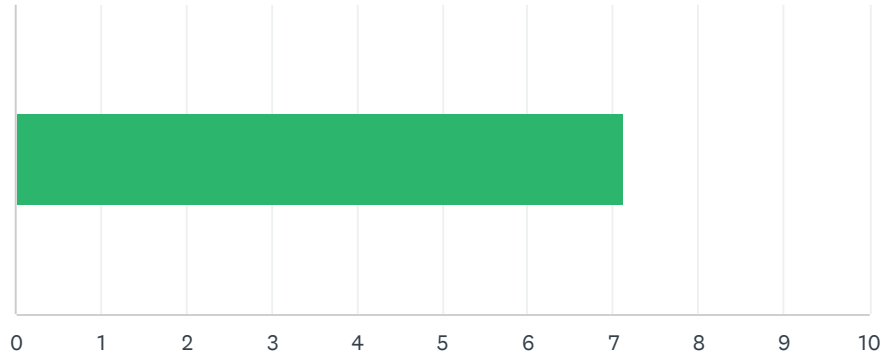


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	109	17
Total Respondents: 17			

#		DATE
1	1	
2	2	
3	10	
4	5	
5	5	
6	8	
7	1	
8	10	
9	8	
10	10	
11	5	
12	3	
13	9	
14	5	
15	10	
16	7	
17	10	

## Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 17   Skipped: 1

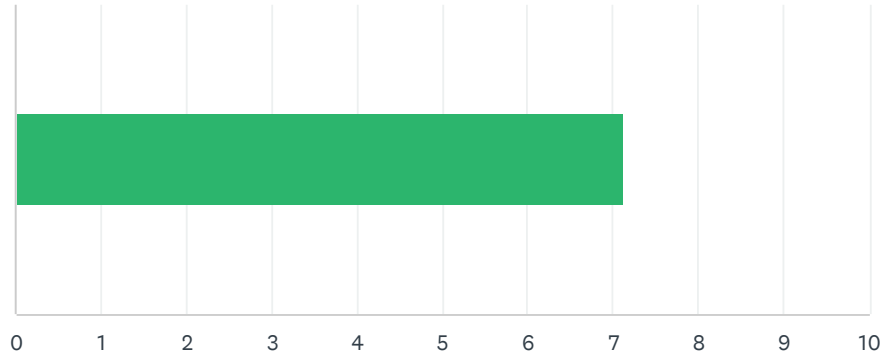


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	121	17
Total Respondents: 17			

#		DATE
1	4	
2	2	
3	10	
4	10	
5	4	
6	10	
7	1	
8	10	
9	9	
10	5	
11	6	
12	8	
13	9	
14	6	
15	10	
16	7	
17	10	

## Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 17    Skipped: 1

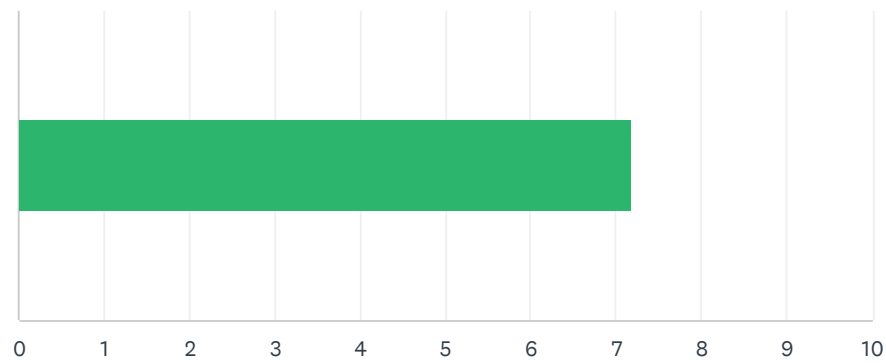


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	121	17
Total Respondents: 17			

#		DATE
1	4	
2	2	
3	10	
4	3	
5	5	
6	9	
7	5	
8	10	
9	10	
10	8	
11	5	
12	5	
13	10	
14	7	
15	10	
16	8	
17	10	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 17    Skipped: 1



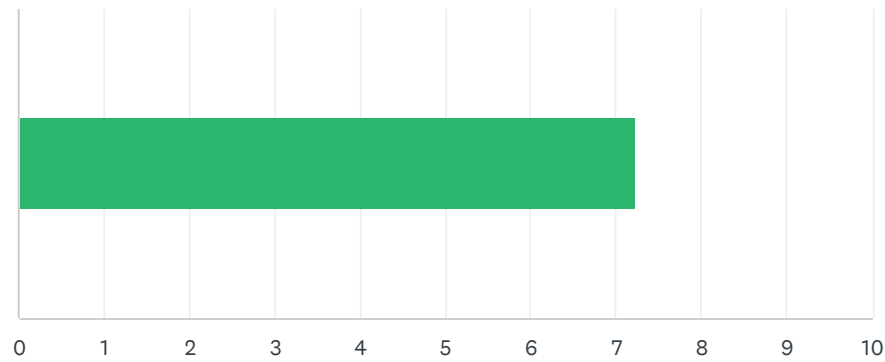
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	122	17
Total Respondents: 17			

#		DATE
1	1	
2	3	
3	10	
4	1	
5	7	
6	9	
7	5	
8	10	
9	10	
10	10	
11	5	
12	5	
13	10	
14	8	
15	10	
16	8	
17	10	



Q29 My site has a positive atmosphere.

Answered: 17    Skipped: 1

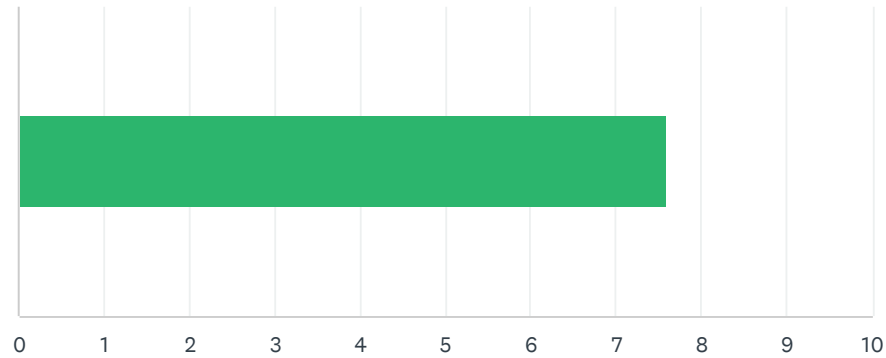


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	123	17
Total Respondents: 17			

#		DATE
1	5	
2	5	
3	10	
4	5	
5	6	
6	9	
7	1	
8	10	
9	10	
10	5	
11	5	
12	10	
13	10	
14	7	
15	10	
16	7	
17	8	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 17 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	129	17
Total Respondents: 17			

#		DATE
1	5	
2	5	
3	10	
4	6	
5	7	
6	10	
7	1	
8	10	
9	10	
10	4	
11	5	
12	9	
13	10	
14	9	
15	10	
16	8	
17	10	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 7 Skipped: 11

#	RESPONSES	DATE
1	<p>would like to take a moment to express some concerns I have about the current environment on our campus, particularly in terms of teacher workload and the level of support we receive. It feels as though an overwhelming number of responsibilities are falling squarely on the shoulders of teachers, and many of these tasks traditionally belong to other roles, such as principals, vice principals, academic coaches, academic program leaders, office personnel, or C-PALs. In addition to teaching, teachers are often expected to take on the roles of disciplinarians due to a lack of administrative support with behavior referrals. Teachers are also required to manage physical and mental health-related concerns, that are now overlooked or ignored by district and staffers. Teachers also find themselves frequently pulled away from instructional time to meet with various specialists look—speech pathologists, behavior intervention specialists, special education teachers, tutors, and others. These individuals often request our attention during class time, which disrupts the flow of instruction and places additional strain on our ability to deliver effective lessons. On top of these additional responsibilities, the constant meetings we are required to attend are another source of stress. Teachers are expected to prepare for substitutes to cover these meetings, sometimes multiple times within the same week. If a teacher is ill, the preparations required for a substitute multiply. IEP meetings, in particular, have become mismanaged and are often scheduled during instructional time, further disrupting the teaching schedule. It's worth noting that substitute teaching is not the same as having a full-time, trained educator in the classroom, and often does not align with the goal of providing "intentional" teaching. When we do return to the classroom, we are sometimes pulled out again for extracurricular activities that are deemed important by administration, such as family involvement initiatives. While we understand the importance of these activities, the question arises: how can we effectively teach when so much of our time is spent on other responsibilities? At our most recent academic conference, the focus was heavily placed on data analysis and raising student scores. However, with the many distractions and interruptions throughout the week, teachers are left wondering: when are we supposed to find time to improve those scores? Meetings, sub preparations, and other distractions are taking away from the time we need to focus on student growth. Additionally, there is often a lack of respect for instructional time. On any given afternoon, I can expect numerous phone calls or knocks on the door during class time, further interrupting the learning process. This ongoing disruption contributes to a sense of disorganization and misalignment in how teaching time is valued and utilized. Ultimately, what is most concerning is the lack of a strong sense of community and collaboration on this campus. Teachers are working tirelessly to manage all of these responsibilities, but the support staff and administration seem disconnected, which only adds to the sense of disarray. In conclusion, we need to reevaluate how responsibilities are assigned and how time is respected. Teachers should be given the time and support to focus on delivering quality instruction, while the administration and support staff work more closely together to ensure that we have the resources we need to succeed.</p>	
2	<p>Many staff at our school site feel tired and frustrated from the lack of proactive measures taken in dealing with students with extreme behaviors. This is as much a site issue as it is a district and state issue. There are students in our general education classrooms who have violent outbursts, including yelling, screaming, destruction of property and even assault against staff members. However, little is done to protect staff and other students from these behaviors. Students are rarely suspended and are brought back to classrooms when they have "calmed down" only for it to happen again day after day. So many of my coworkers, including myself, are weary. Our hands are tied, we have no recourse to ensure our classroom has an atmosphere of learning, so morale gets low.</p>	
3	<p>When there is extreme behavior, teachers are often blamed. When it is established that the student needs a different placement, it still doesn't happen. The coaches and BISs are used as one-on-one aides and the issue isn't not resolved. PLUS, they are not available to do their jobs.</p>	

## 2024-2025 BETA Administration/Site Climate Survey

4	This could improve	
5	Our Campus Supervisor is amazing. She is very supportive. She updates teachers on incidents. She is comfortable and professional when contacting parents. The Behavior Intervention and Support staff makes themselves readily available.	
6	Admin tries to keep discipline data low, so discipline problems are not dealt with thoroughly. It is a stressful site to work at because of the giant student population size and because of the amount of activities teachers are expected to participate in while at the same time being pressured to get test scores up to the "top 3 schools in the district".	
7	None	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 6 Skipped: 12

#	RESPONSES	DATE
1	<p>would like to take a moment to express some concerns I have about the current environment on our campus, particularly in terms of teacher workload and the level of support we receive. It feels as though an overwhelming number of responsibilities are falling squarely on the shoulders of teachers, and many of these tasks traditionally belong to other roles, such as principals, vice principals, academic coaches, academic program leaders, office personnel, or C-PALs. In addition to teaching, teachers are often expected to take on the roles of disciplinarians due to a lack of administrative support with behavior referrals. Teachers are also required to manage physical and mental health-related concerns, that are now overlooked or ignored by district and staffers. Teachers also find themselves frequently pulled away from instructional time to meet with various specialists look—speech pathologists, behavior intervention specialists, special education teachers, tutors, and others. These individuals often request our attention during class time, which disrupts the flow of instruction and places additional strain on our ability to deliver effective lessons. On top of these additional responsibilities, the constant meetings we are required to attend are another source of stress. Teachers are expected to prepare for substitutes to cover these meetings, sometimes multiple times within the same week. If a teacher is ill, the preparations required for a substitute multiply. IEP meetings, in particular, have become mismanaged and are often scheduled during instructional time, further disrupting the teaching schedule. It's worth noting that substitute teaching is not the same as having a full-time, trained educator in the classroom, and often does not align with the goal of providing "intentional" teaching. When we do return to the classroom, we are sometimes pulled out again for extracurricular activities that are deemed important by administration, such as family involvement initiatives. While we understand the importance of these activities, the question arises: how can we effectively teach when so much of our time is spent on other responsibilities? At our most recent academic conference, the focus was heavily placed on data analysis and raising student scores. However, with the many distractions and interruptions throughout the week, teachers are left wondering: when are we supposed to find time to improve those scores? Meetings, sub preparations, and other distractions are taking away from the time we need to focus on student growth. Additionally, there is often a lack of respect for instructional time. On any given afternoon, I can expect numerous phone calls or knocks on the door during class time, further interrupting the learning process. This ongoing disruption contributes to a sense of disorganization and misalignment in how teaching time is valued and utilized. Ultimately, what is most concerning is the lack of a strong sense of community and collaboration on this campus. Teachers are working tirelessly to manage all of these responsibilities, but the support staff and administration seem disconnected, which only adds to the sense of disarray. In conclusion, we need to reevaluate how responsibilities are assigned and how time is respected. Teachers should be given the time and support to focus on delivering quality instruction, while the administration and support staff work more closely together to ensure that we have the resources we need to succeed.</p>	
2	<p>There is a fair amount of frustration at our site for various reasons, some having to do with administration and some with the district. We have key members of the support staff who do not follow through with their duties on a daily basis, which either places more work on teachers or just leads to frustration because things aren't getting done (i.e. not posting weekly staff bulletin until late in the day on Monday, or Tuesday or not at all, have throw up messes in the classroom or on campus that are not cleaned up in a timely manner, for example, I personally had a throw up mess in my classroom sit for 4 hours until someone finally came to clean it, requesting supplies and not receiving them for 1 - 2 weeks at best) Unfortunately, these staff members don't seem to be held accountable for their duties and it leads to frustration for the rest of the staff. Grade levels are very divided due to the scheduling of student recesses and lunches. This is due to the fact that our student population is so large that only one grade can be out at any given time. I believe our administrator is doing a great job of managing such a huge student body, but the district is completely deaf to our needs and frustration at having so many students on this campus. Having this many students at one elementary school site with,</p>	

## 2024-2025 BETA Administration/Site Climate Survey

I believe, not enough support staff, is exhausting to everyone. Between the size of the teaching staff and the fact that the schedule does not allow much interaction among the teaching staff, there feels like a disconnect between grade levels and teachers. I, for one, still do not know all the teachers at my site by face/name.

3	The school site as a whole is mostly good. But, teachers often have difficulty getting what we need; supplies, copy machines that have ink, machines that work, weekly bulletins sent in a timely manner so we know what meetings/events are coming up, etc.	
4	The admin does not communicate with the teachers when there is a parental concern or complaint. The admin does not support teachers asking difficult questions.	
5	Nepotism (the person is related to a high up in the district) got us an unqualified secretary. It causes much confusion on campus. The cracks are showing after years of same admin. Communication issues and frenetic pace can make it unpleasant and stressful here for teachers who like a calm environment.	
6	None	

# 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: 16   Skipped: 0

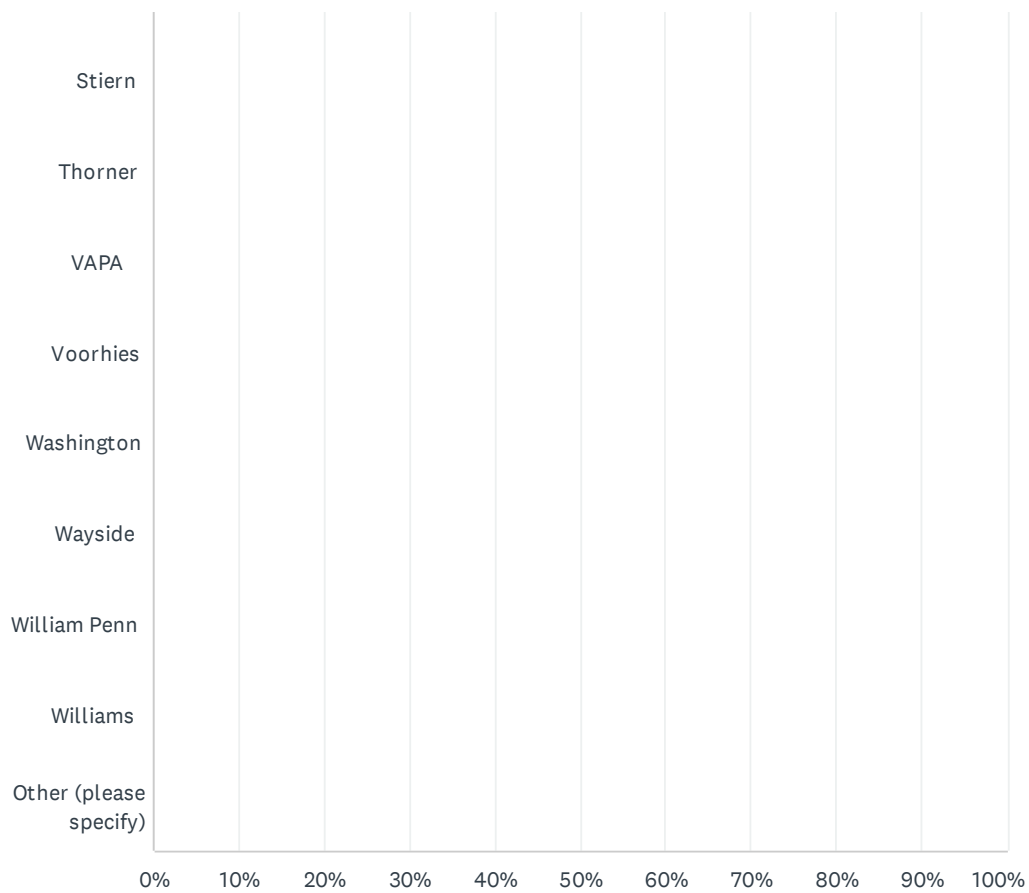
Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

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	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	100.00%	16
Owens Elementary	0.00%	0
Pauly	0.00%	0

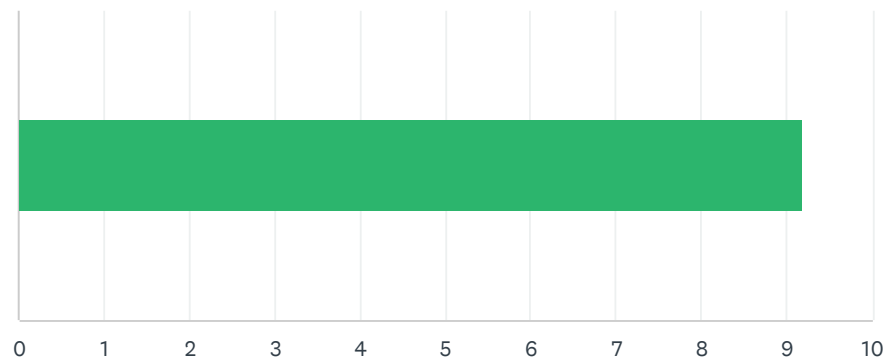
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 16		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 16 Skipped: 0

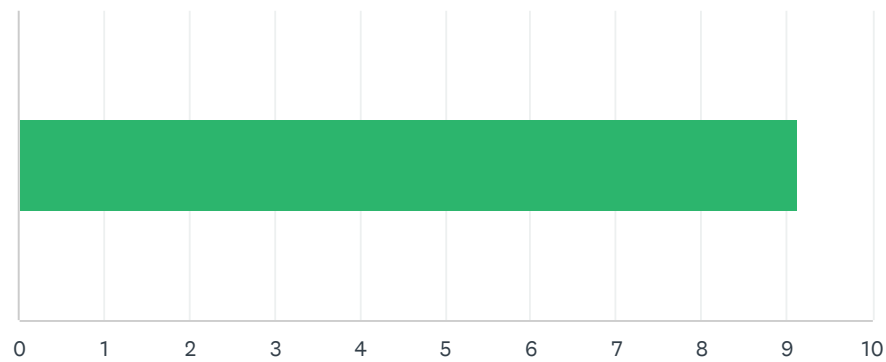


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	147	16
Total Respondents: 16			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	6	
7	10	
8	10	
9	10	
10	10	
11	8	
12	4	
13	10	
14	10	
15	10	
16	10	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 16 Skipped: 0

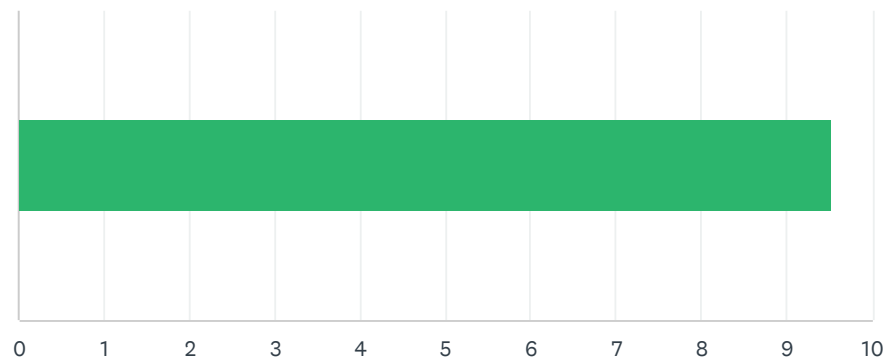


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	146	16
Total Respondents: 16			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	9	
7	10	
8	10	
9	10	
10	10	
11	5	
12	4	
13	10	
14	10	
15	10	
16	10	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 15    Skipped: 1

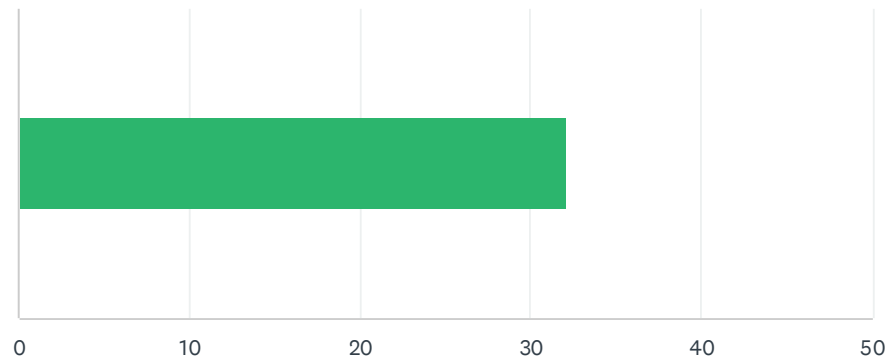


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	143	15
Total Respondents: 15			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	10	
7	9	
8	10	
9	10	
10	10	
11	8	
12	10	
13	8	
14	10	
15	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 16    Skipped: 0

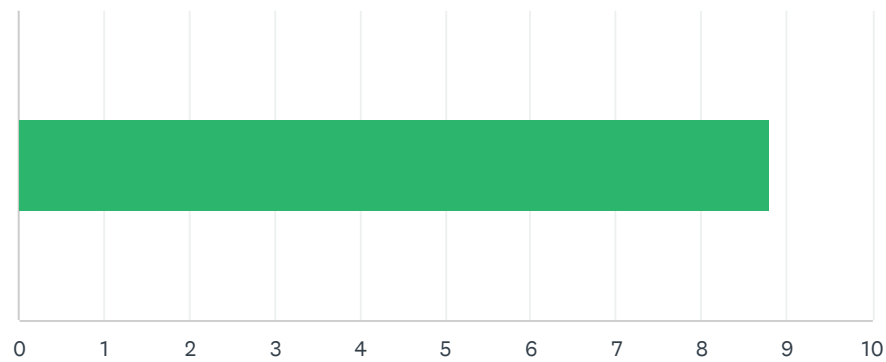


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	32	514	16
Total Respondents: 16			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	5	
12	100	
13	100	
14	100	
15	100	
16	10	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 16    Skipped: 0



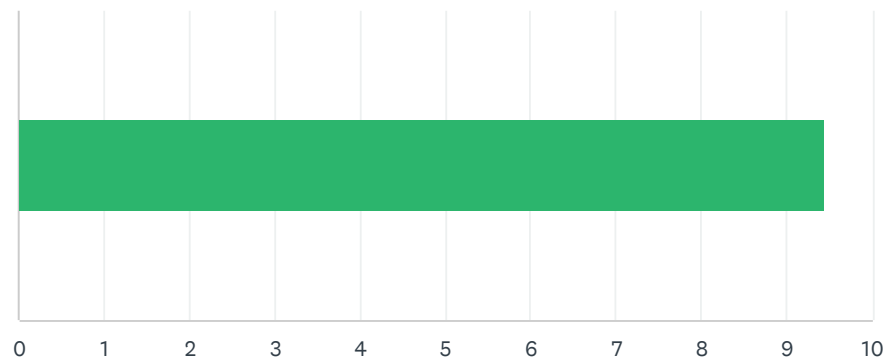
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	141	16
Total Respondents: 16			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	8	
7	10	
8	10	
9	10	
10	9	
11	7	
12	4	
13	10	
14	10	
15	5	
16	10	



Q7 Administration maintains open communication with staff, parents, and students.

Answered: 16    Skipped: 0

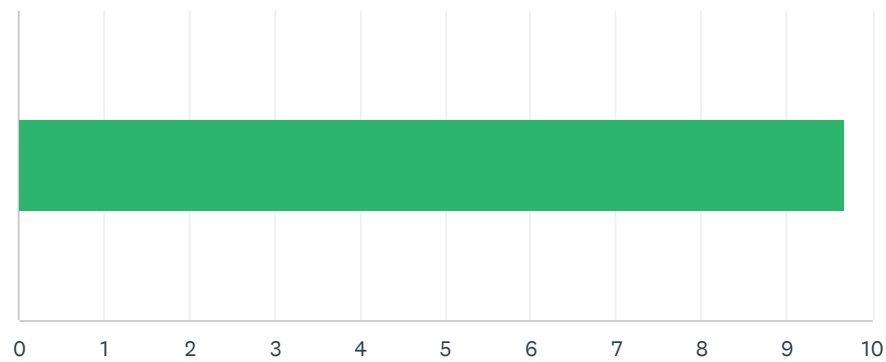


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	151	16
Total Respondents: 16			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	9	
11	8	
12	6	
13	10	
14	10	
15	10	
16	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 16 Skipped: 0

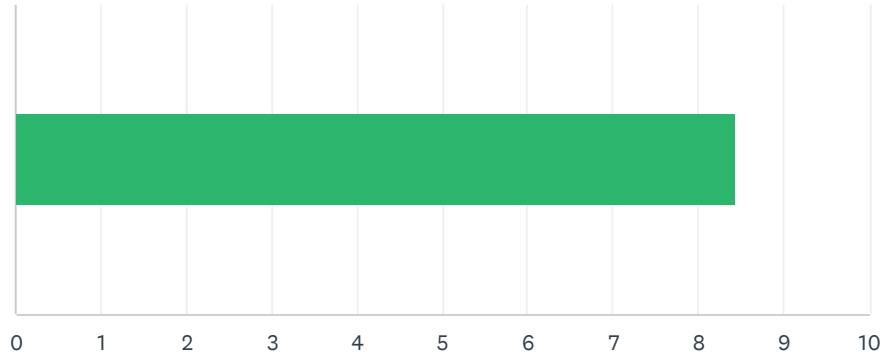


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	155	16
Total Respondents: 16			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	9	
12	8	
13	10	
14	10	
15	10	
16	10	

## Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 16 Skipped: 0

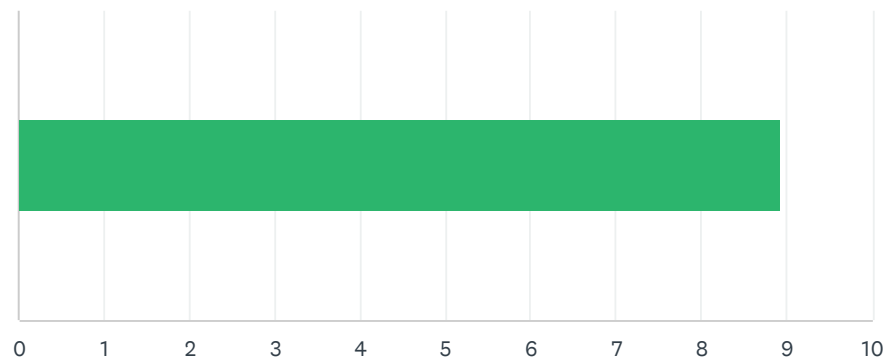


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	135	16
Total Respondents: 16			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	10	
6	3	
7	10	
8	10	
9	10	
10	10	
11	8	
12	2	
13	10	
14	10	
15	5	
16	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 16    Skipped: 0

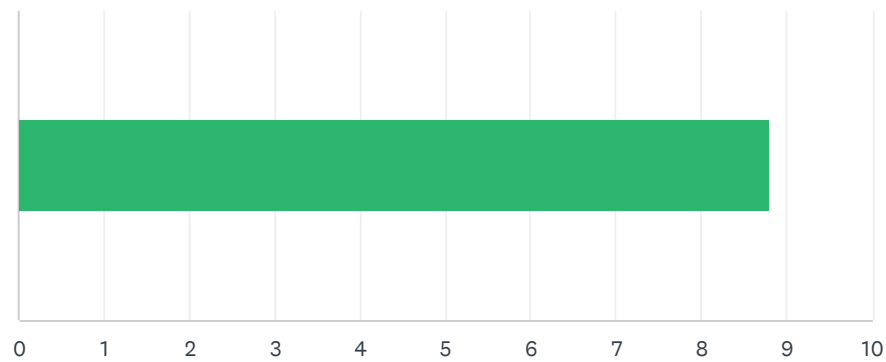


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	143	16
Total Respondents: 16			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	7	
7	10	
8	10	
9	10	
10	10	
11	4	
12	4	
13	10	
14	10	
15	10	
16	10	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 16 Skipped: 0

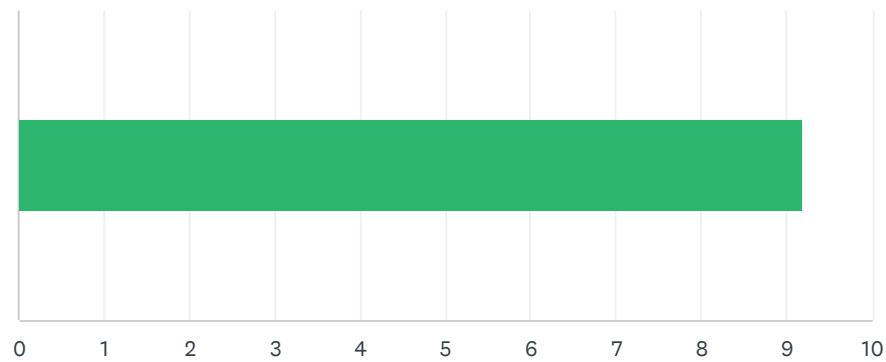


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	141	16
Total Respondents: 16			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	8	
7	9	
8	10	
9	10	
10	9	
11	4	
12	3	
13	10	
14	10	
15	10	
16	10	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 16 Skipped: 0

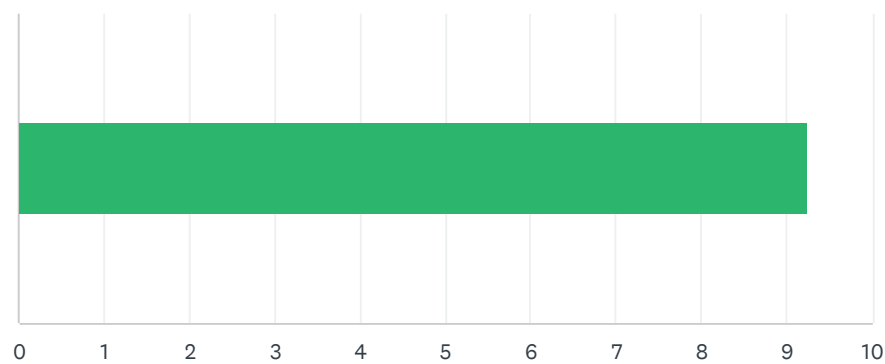


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	147	16
Total Respondents: 16			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	7	
12	4	
13	10	
14	10	
15	10	
16	10	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 16 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	148	16
Total Respondents: 16			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	8	
9	10	
10	10	
11	10	
12	6	
13	10	
14	10	
15	7	
16	10	

## Q14 Do you have any comments, thoughts, or concerns about site administration?

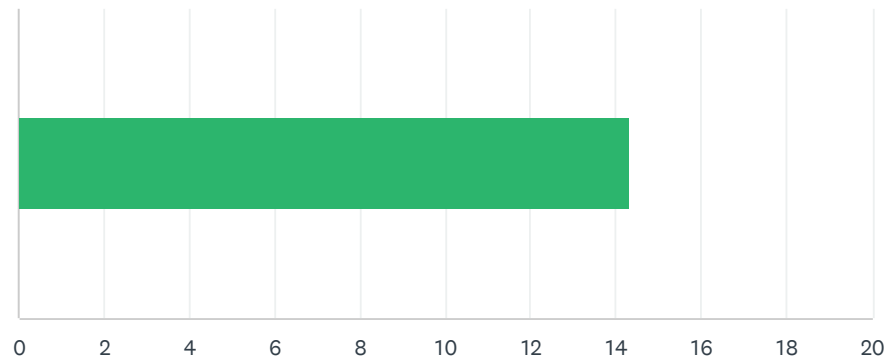
Answered: 6   Skipped: 10

#	RESPONSES	DATE
1	My Principal is supportive and is available when I have any concerns. She values my students and I appreciate her leadership.	
2	Our admin is the best around. They are fair, consistent and show a true love and respect for their staff and students.	
3	This is a very understanding and compassionate administrative staff.	
4	The site administrators are difficult to get a hold of. There is hoops of process to request immediate support in academics and behaviors. Some of the administration is not friendly to work with and there is many biases.	
5	Mrs. Baker's support has helped me and my students on numerous occasions. I really appreciate that she is available and responsive to my classroom concerns, so that I can come to work and focus on my students. Mrs. Abraham is equally supportive of me and my students and has also been available to listen to my concerns and offer guidance.	
6	Noble admin is the BEST!	



Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 16    Skipped: 0

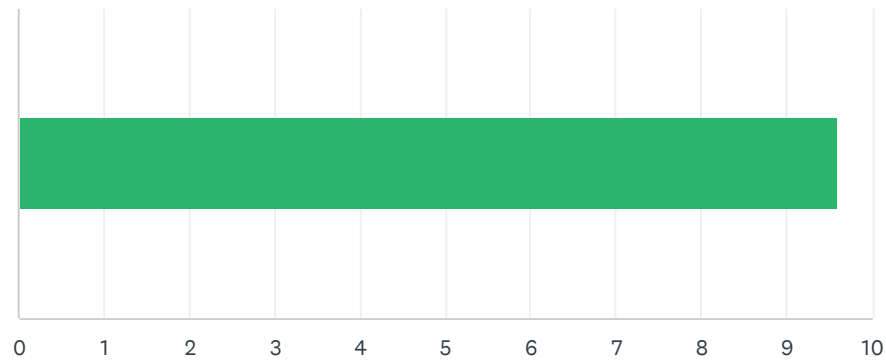


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	14	229	16
Total Respondents: 16			

#		DATE
1	7	
2	9	
3	10	
4	10	
5	10	
6	10	
7	9	
8	10	
9	10	
10	10	
11	5	
12	6	
13	8	
14	5	
15	100	
16	10	

Q16 Site meetings are productive and not excessive.

Answered: 15    Skipped: 1

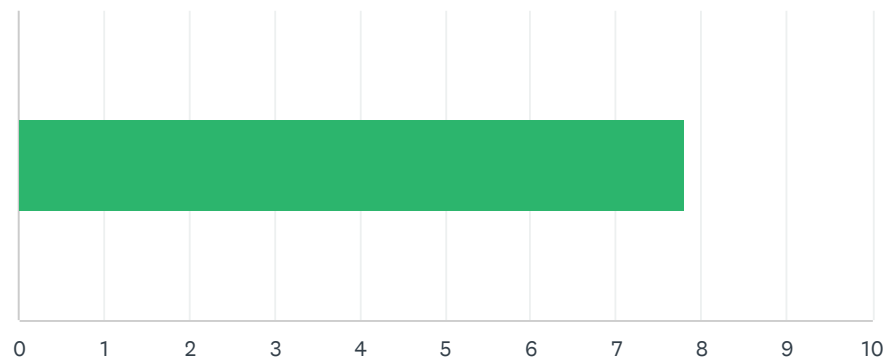


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	144	15
Total Respondents: 15			

#		DATE
1	6	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	8	
12	10	
13	10	
14	10	
15	10	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 15    Skipped: 1

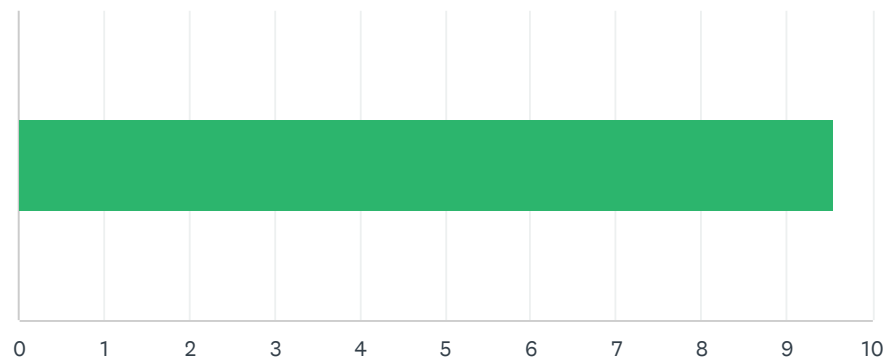


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	117	15
Total Respondents: 15			

#		DATE
1	6	
2	9	
3	10	
4	10	
5	10	
6	5	
7	10	
8	10	
9	10	
10	1	
11	5	
12	10	
13	10	
14	1	
15	10	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 16 Skipped: 0

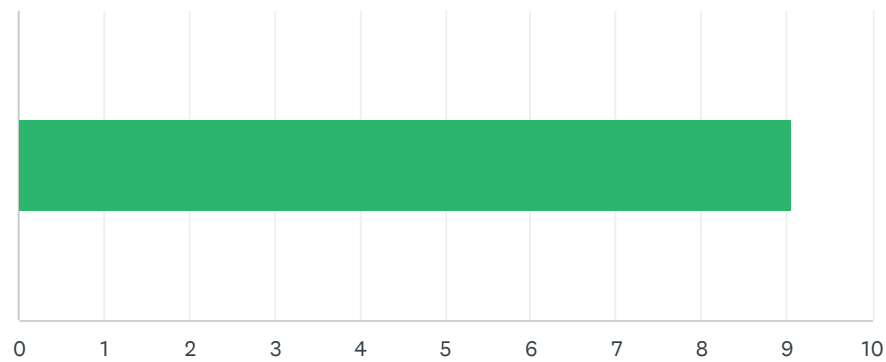


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	153	16
Total Respondents: 16			

#		DATE
1	7	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	7	
13	10	
14	10	
15	10	
16	10	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 15    Skipped: 1

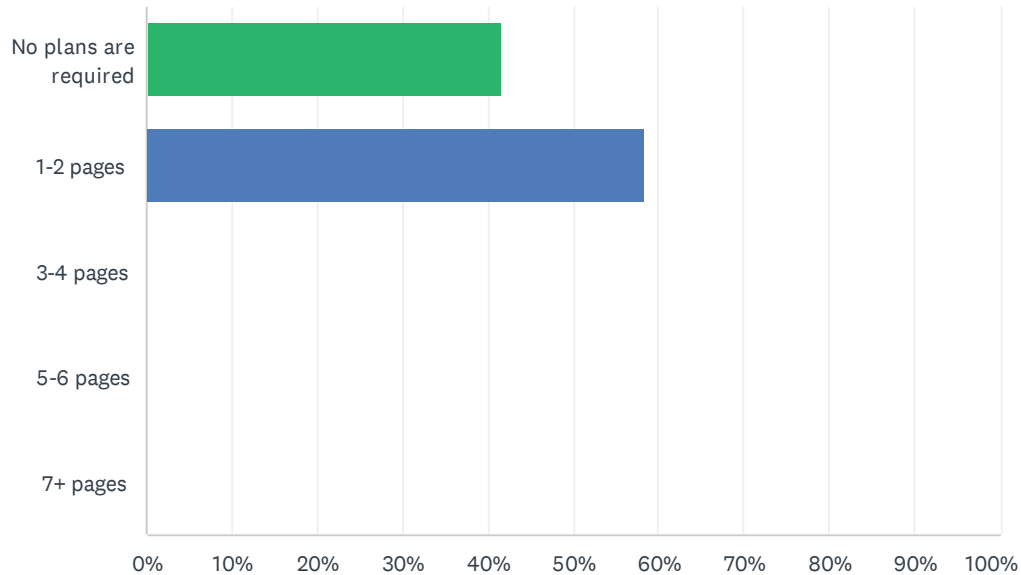


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	136	15
Total Respondents: 15			

#		DATE
1	6	
2	10	
3	10	
4	10	
5	10	
6	6	
7	10	
8	10	
9	10	
10	10	
11	4	
12	10	
13	10	
14	10	
15	10	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 12 Skipped: 4

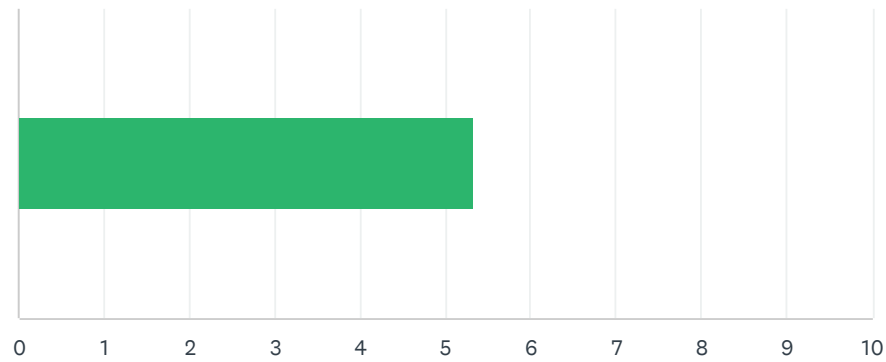


ANSWER CHOICES	RESPONSES	
No plans are required	41.67%	5
1-2 pages	58.33%	7
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		12

#	COMMENT	DATE
1	Our time is respected by admin. We are trusted that we will use our time wisely and given autonomy in our lesson planning.	
2	Lesson plans are completed as a grade level. There is no specific requirement as to how long they are or even what they consist of.	
3	Backwards map of units is all that is required, and the expected ELD required plans for those teacher in each grade-level that must be submitted to the Multilingual Education Department	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 6    Skipped: 10

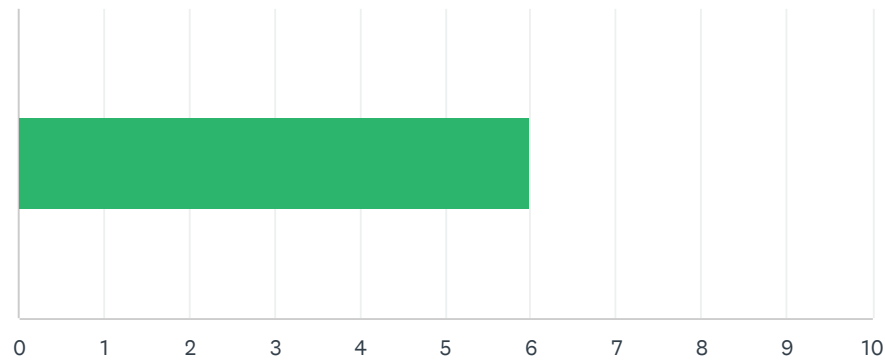


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	32	6
Total Respondents: 6			

#		DATE
1	9	
2	10	
3	10	
4	1	
5	1	
6	1	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 7    Skipped: 9



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	42	7
Total Respondents: 7			

#		DATE
1	9	
2	10	
3	10	
4	1	
5	1	
6	1	
7	10	



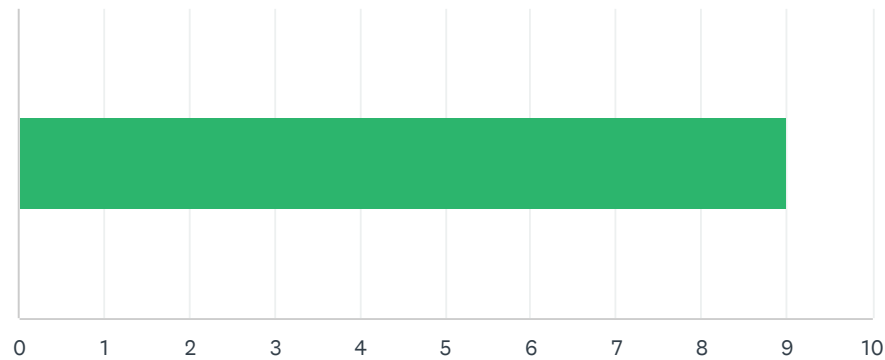
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 6   Skipped: 10

#	RESPONSES	DATE
1	No bus duty because there are no bus riders at our school Cpals do yard duty	
2	Teachers do not have recess or bus duty. I believe coaches do have some morning duty in the cafeteria.	
3	Teachers do not have any duty other than to walk their class to the dismissal gate where a CPAL watches the students. Intervention Specialists have cafeteria duty three days per week.	
4	There is rare communication between site operators leaving a myriad of behavioral and incidental issues between teachers and all.	
5	I have no concerns.	
6	No	

Q24 Staff and students feel safe.

Answered: 16    Skipped: 0

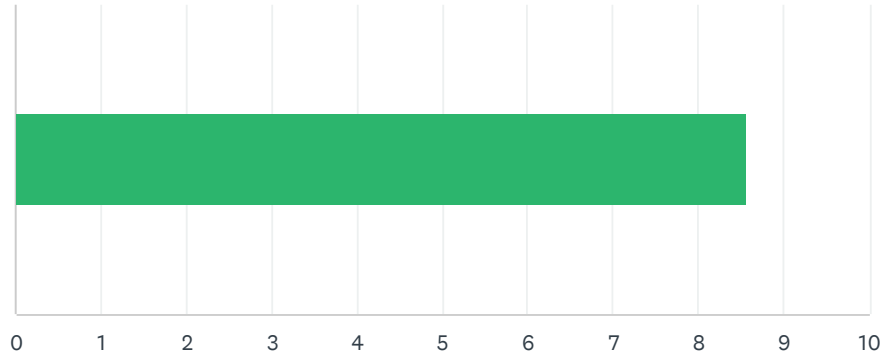


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	144	16
Total Respondents: 16			

#		DATE
1	5	
2	9	
3	9	
4	10	
5	8	
6	10	
7	10	
8	10	
9	10	
10	9	
11	9	
12	5	
13	10	
14	10	
15	10	
16	10	

## Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 16 Skipped: 0

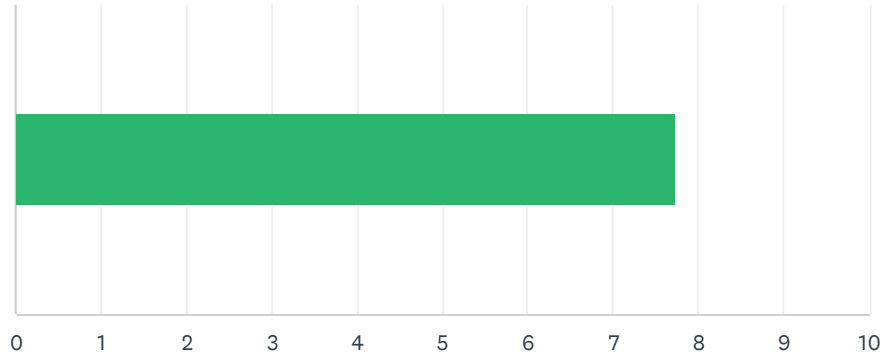


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	137	16
Total Respondents: 16			

#		DATE
1	6	
2	10	
3	8	
4	10	
5	10	
6	2	
7	10	
8	10	
9	10	
10	10	
11	9	
12	2	
13	10	
14	10	
15	10	
16	10	

## Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 15   Skipped: 1

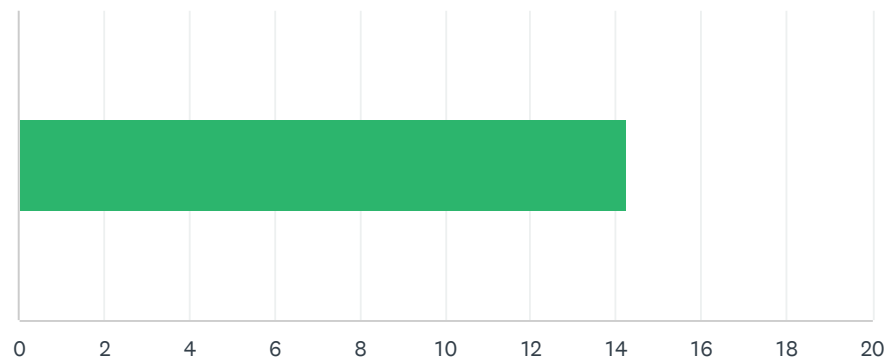


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	116	15
Total Respondents: 15			

#		DATE
1	6	
2	10	
3	10	
4	10	
5	8	
6	2	
7	10	
8	10	
9	8	
10	8	
11	2	
12	6	
13	10	
14	6	
15	10	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 16 Skipped: 0

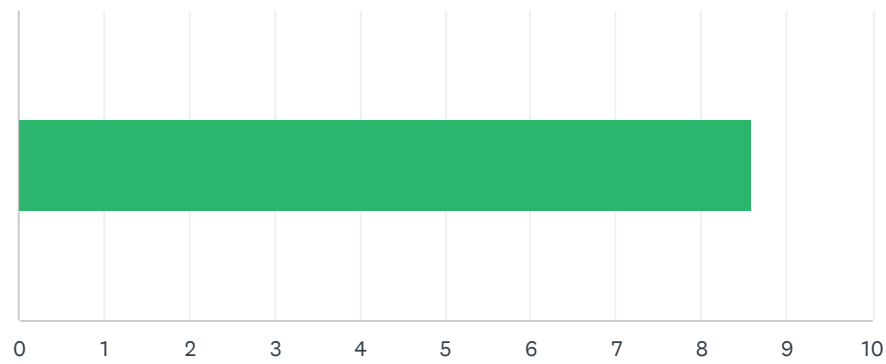


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	14	228	16
Total Respondents: 16			

#		DATE
1	7	
2	10	
3	9	
4	10	
5	10	
6	2	
7	10	
8	10	
9	10	
10	10	
11	9	
12	3	
13	8	
14	10	
15	100	
16	10	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 15    Skipped: 1

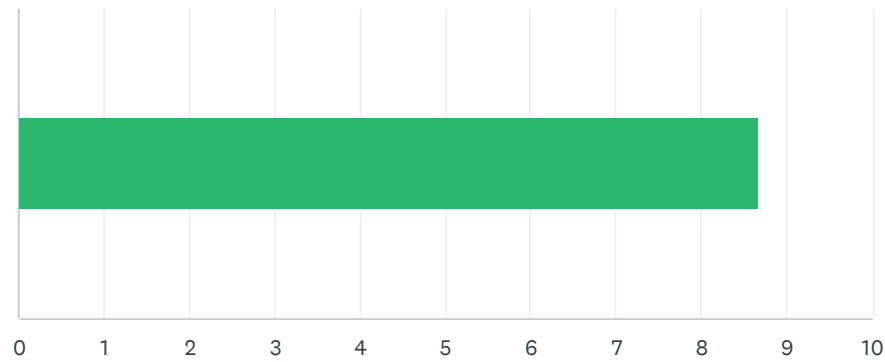


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	129	15
Total Respondents: 15			

#		DATE
1	8	
2	10	
3	9	
4	10	
5	10	
6	1	
7	10	
8	10	
9	10	
10	10	
11	4	
12	10	
13	10	
14	7	
15	10	

Q29 My site has a positive atmosphere.

Answered: 16    Skipped: 0

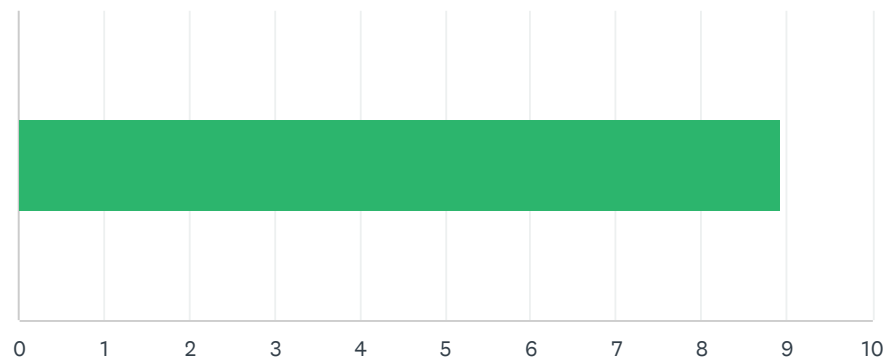


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	139	16
Total Respondents: 16			

#		DATE
1	6	
2	10	
3	10	
4	10	
5	10	
6	5	
7	10	
8	10	
9	10	
10	9	
11	9	
12	2	
13	10	
14	10	
15	8	
16	10	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 16 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	143	16
Total Respondents: 16			

#		DATE
1	6	
2	10	
3	9	
4	10	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	8	
12	2	
13	10	
14	10	
15	10	
16	10	



### Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 4   Skipped: 12

#	RESPONSES	DATE
1	none	
2	I'm not sure that PBIS is helping with the increased behaviors we are seeing on my campus. I like the idea behind it, but I think the process needs major modification. Students need to know that there are consequences for their behavior.	
3	Disciplinary issues are significant and there are no consequences for students. Referrals merit not response.	
4	Having worked at various schools throughout my career, I can say that Noble has a very positive atmosphere.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 5   Skipped: 11

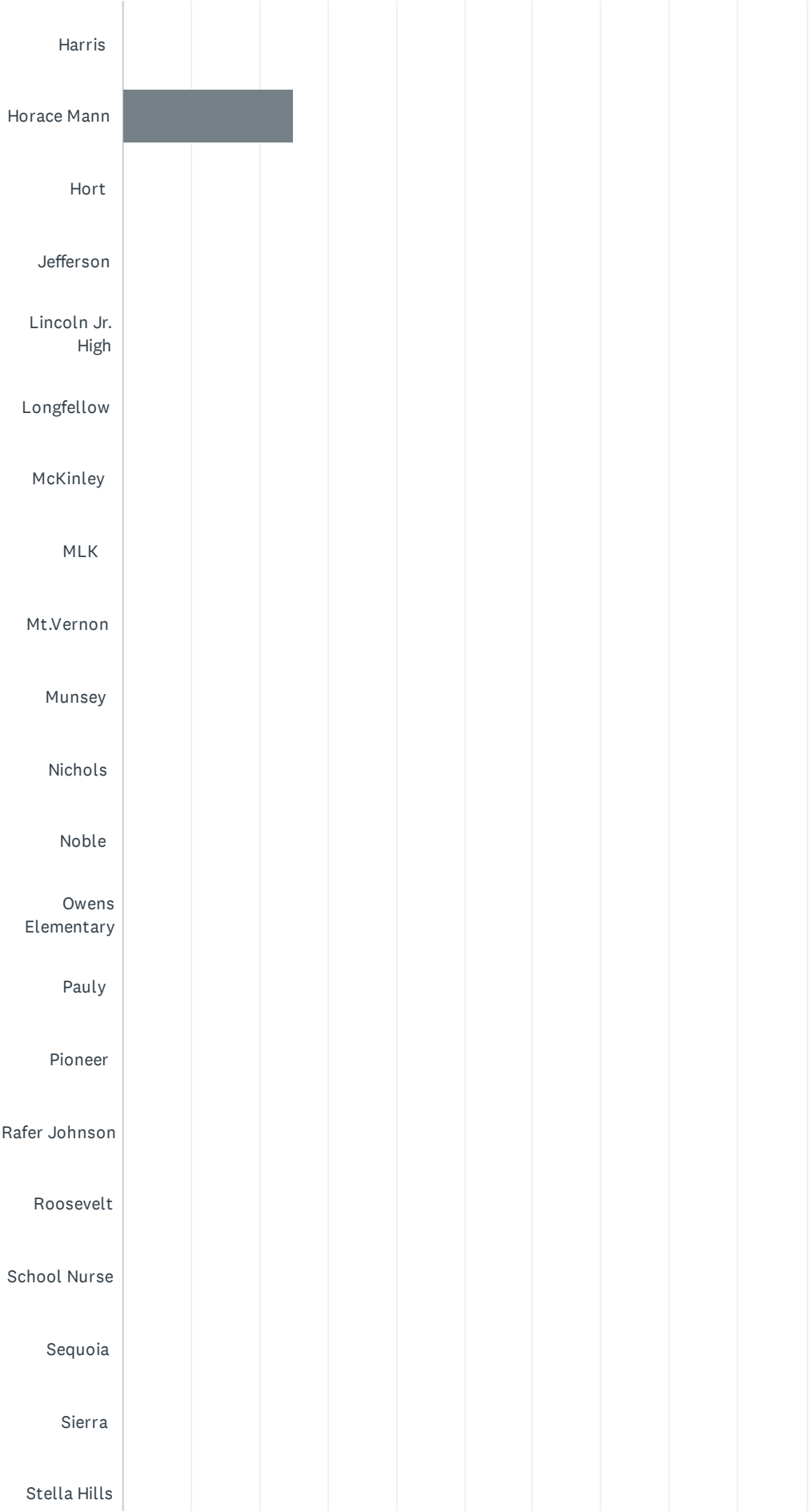
#	RESPONSES	DATE
1	none	
2	Our campus is happy and thriving. I love my job and feel valued and I know that the rest of my team feels the same way. Our principal and VP truly care about our campus and everyone on it. I appreciate all of the hard work they put in to make Noble School a happy, productive place to work.	
3	There is favoritism, animosity and a grand sense of delusion that everyone walks around with smiles.	
4	It has crossed my mind that we have many very caring/ supportive CPALS.	
5	I would recommend this site	

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.)

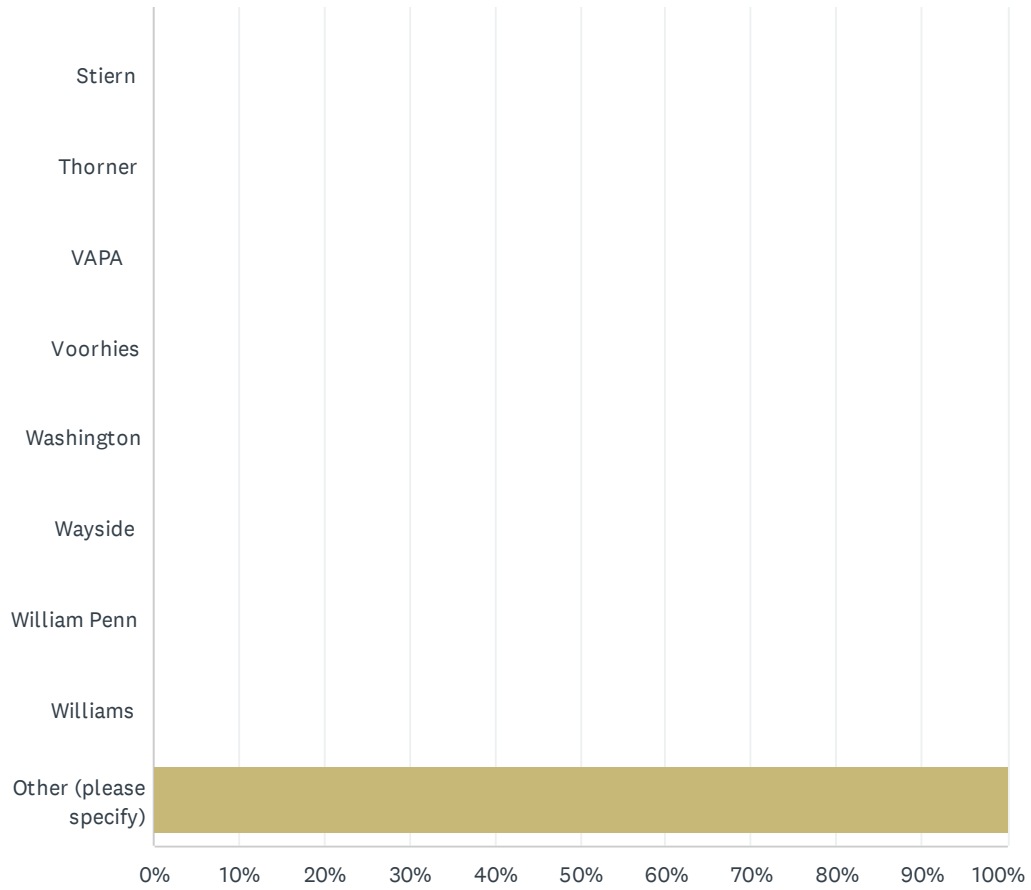
Answered: 4      Skipped: 0

[illegible]

2024-2025 BETA Administration/Site Climate Survey



## 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	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	25.00%	1
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

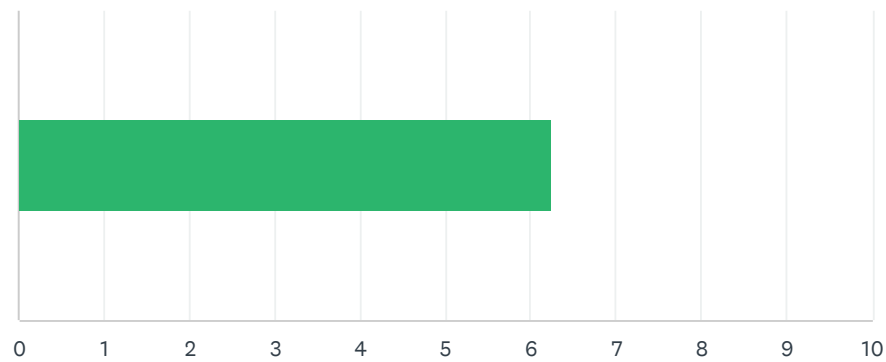
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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)	100.00%	4
Total Respondents: 4		

#	OTHER (PLEASE SPECIFY)	DATE
1	SPED office	
2	State PreK	
3	District	
4	prefer not to state	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 4    Skipped: 0



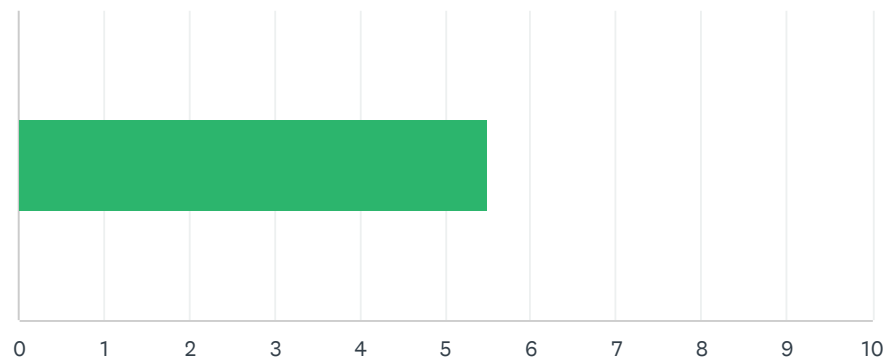
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	25	4
Total Respondents: 4			

#		DATE
1	5	
2	9	
3	10	
4	1	



Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 4    Skipped: 0

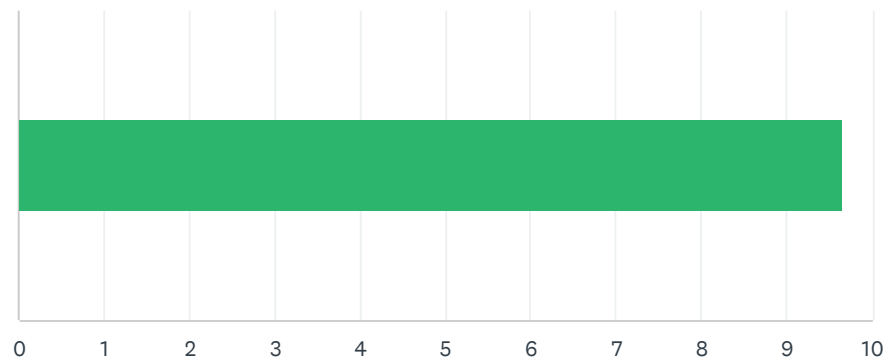


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	22	4
Total Respondents: 4			

#		DATE
1	2	
2	9	
3	10	
4	1	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 3    Skipped: 1

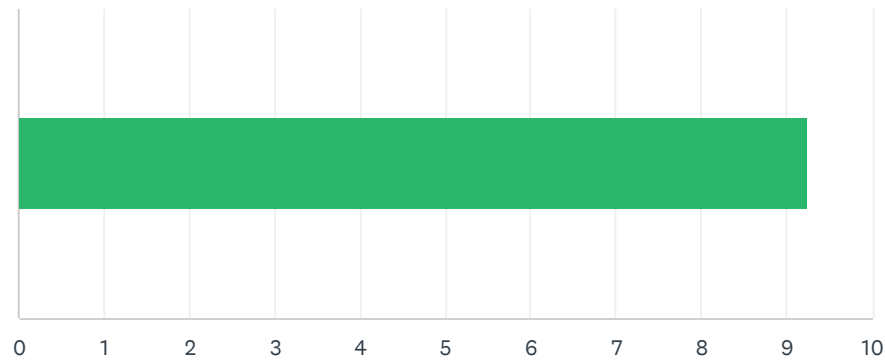


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			

#		DATE
1	10	
2	9	
3	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 4    Skipped: 0

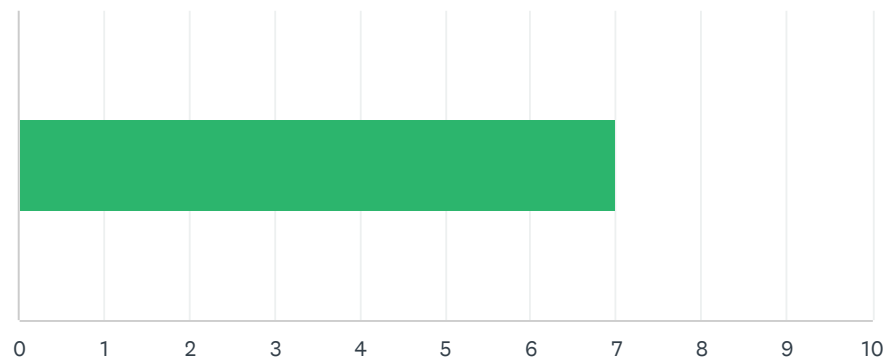


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	37	4
Total Respondents: 4			

#		DATE
1	10	
2	9	
3	10	
4	8	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 3    Skipped: 1

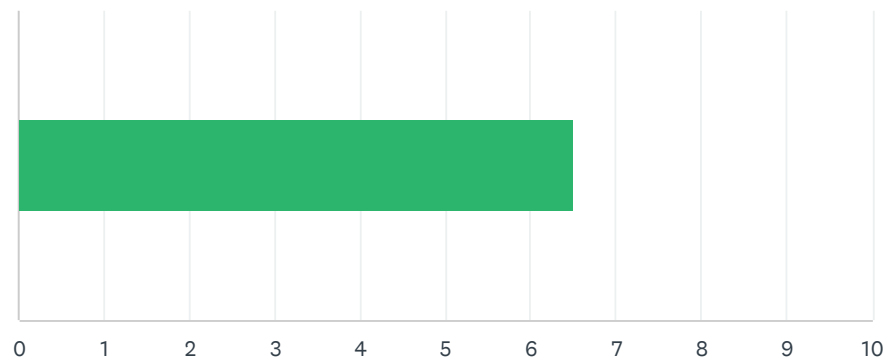


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	21	3
Total Respondents: 3			

#		DATE
1	6	
2	10	
3	5	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 4    Skipped: 0

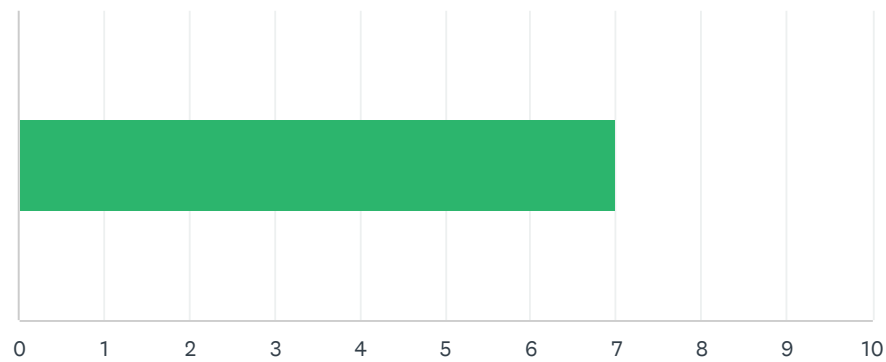


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	26	4
Total Respondents: 4			

#		DATE
1	2	
2	9	
3	10	
4	5	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 3    Skipped: 1

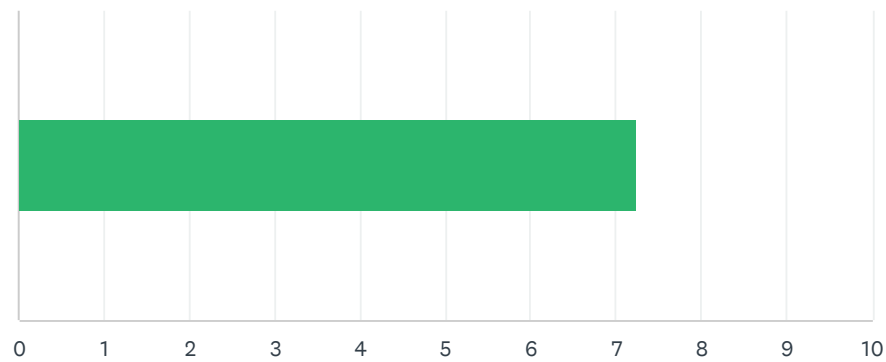


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	21	3
Total Respondents: 3			

#		DATE
1	7	
2	10	
3	4	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 4    Skipped: 0

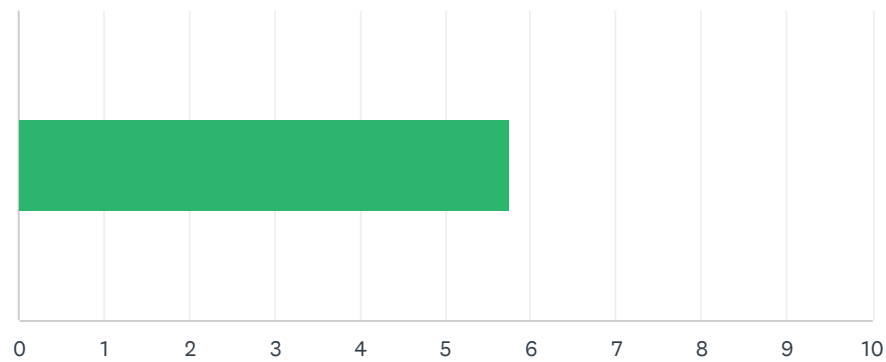


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	29	4
Total Respondents: 4			

#		DATE
1	7	
2	10	
3	10	
4	2	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 4 Skipped: 0



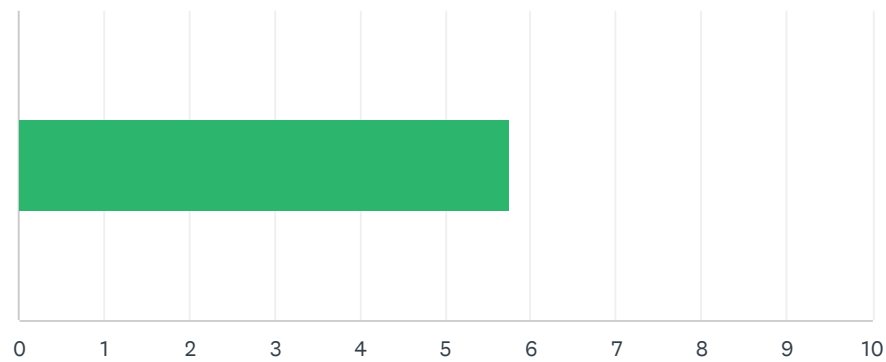
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	23	4
Total Respondents: 4			

#		DATE
1	2	
2	9	
3	10	
4	2	



Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 4 Skipped: 0

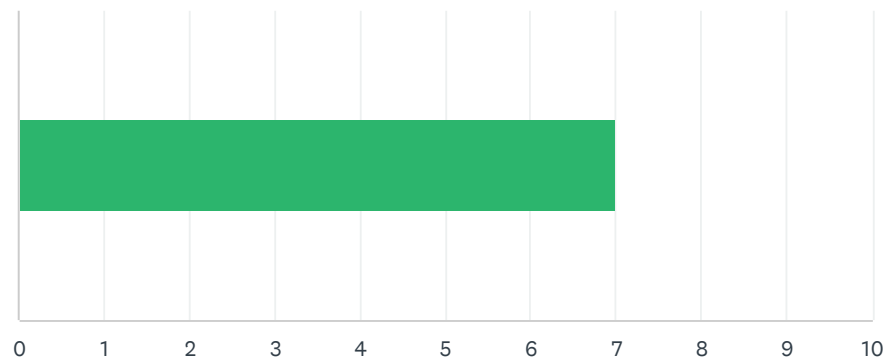


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	23	4
Total Respondents: 4			

#		DATE
1	2	
2	9	
3	10	
4	2	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 4    Skipped: 0

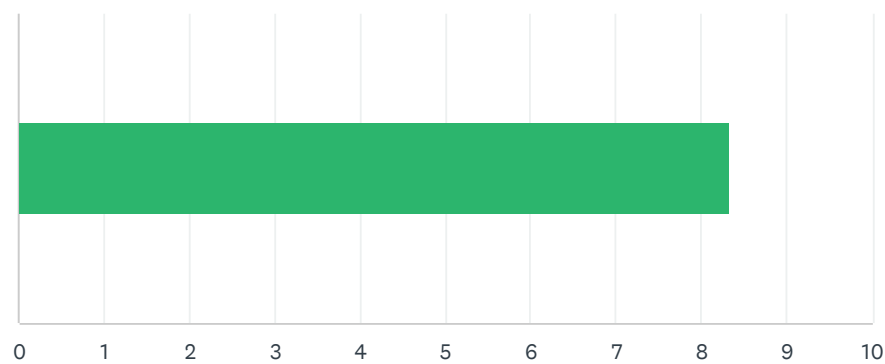


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	28	4
Total Respondents: 4			

#		DATE
1	6	
2	9	
3	10	
4	3	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	25	3
Total Respondents: 3			

#		DATE
1	10	
2	10	
3	5	

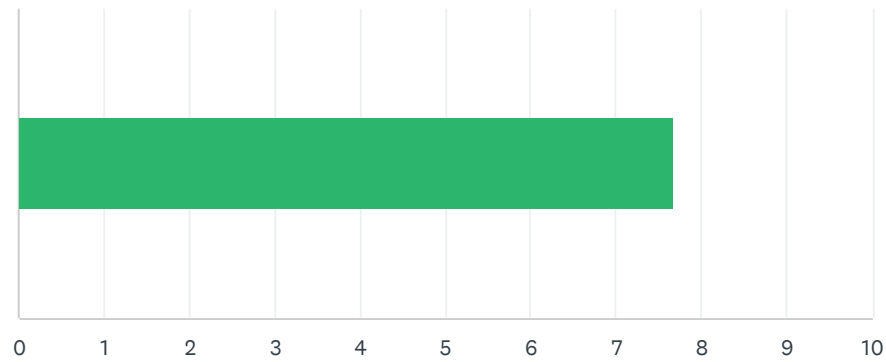
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 1   Skipped: 3

#	RESPONSES	DATE
1	This is for the Horace Mann Administration only. Not the Pre-K	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 3    Skipped: 1

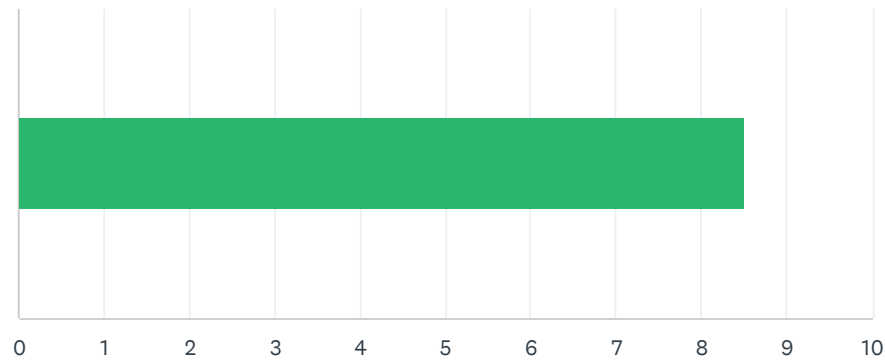


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	23	3
Total Respondents: 3			

#		DATE
1	10	
2	10	
3	3	

Q16 Site meetings are productive and not excessive.

Answered: 4    Skipped: 0

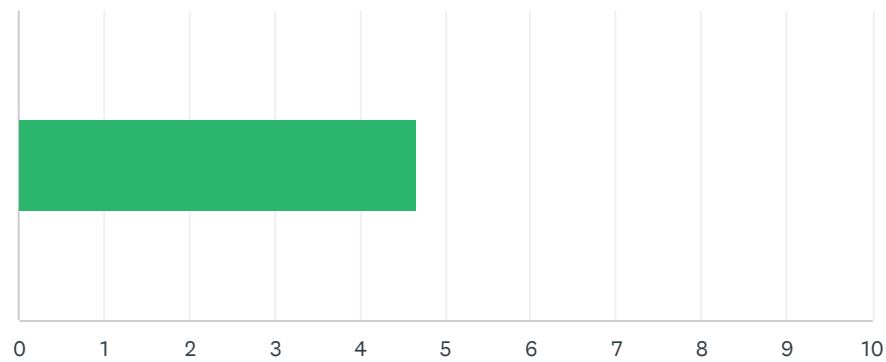


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	34	4
Total Respondents: 4			

#		DATE
1	10	
2	10	
3	10	
4	4	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 3    Skipped: 1

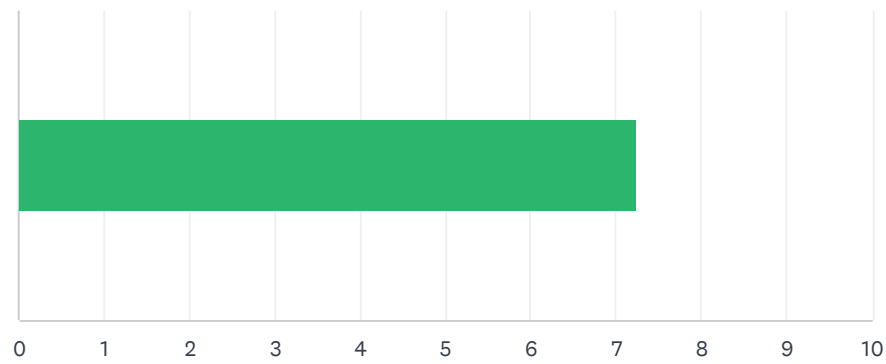


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	14	3
Total Respondents: 3			

#		DATE
1	10	
2	2	
3	2	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 4    Skipped: 0



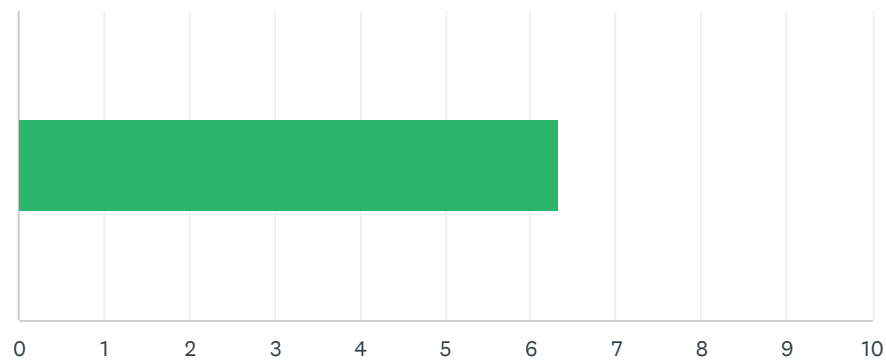
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	29	4
Total Respondents: 4			

#		DATE
1	10	
2	2	
3	10	
4	7	



Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 3    Skipped: 1

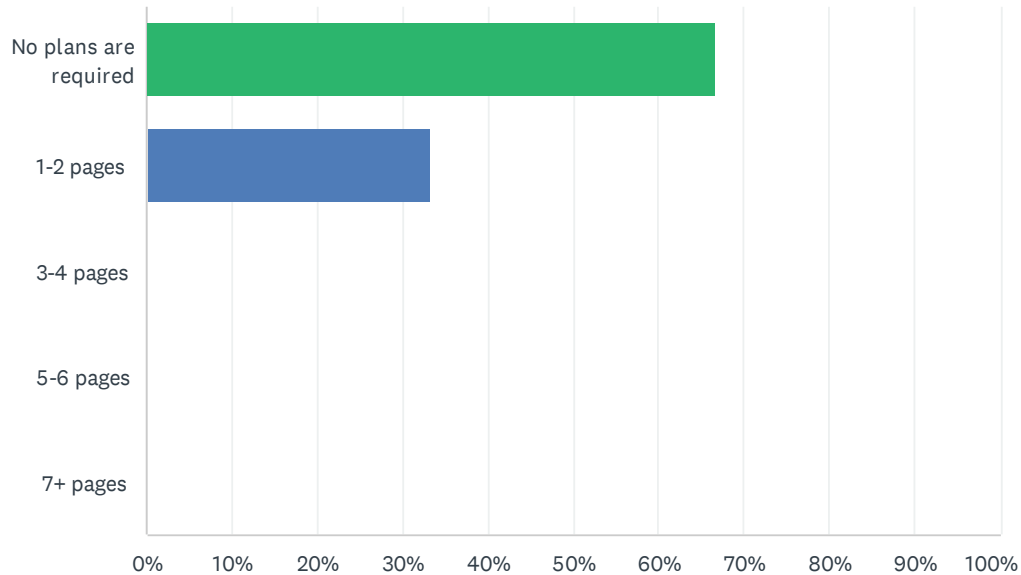


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	19	3
Total Respondents: 3			

#		DATE
1	10	
2	2	
3	7	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 3   Skipped: 1

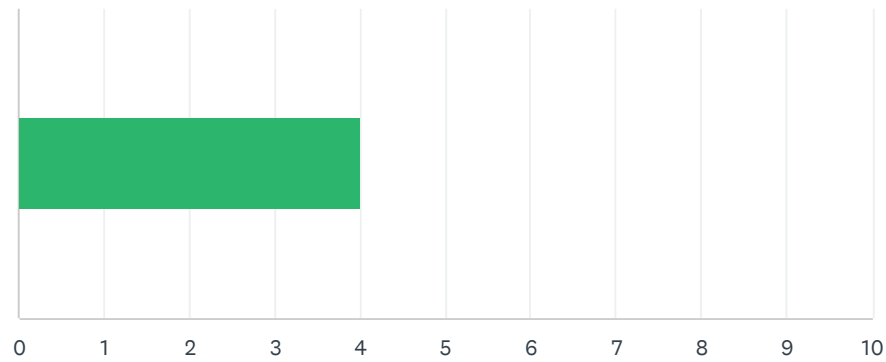


ANSWER CHOICES	RESPONSES	
No plans are required	66.67%	2
1-2 pages	33.33%	1
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		3

#	COMMENT	DATE
1	Number 17, 18 and 19 is in reference to the Pre_k	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 3    Skipped: 1

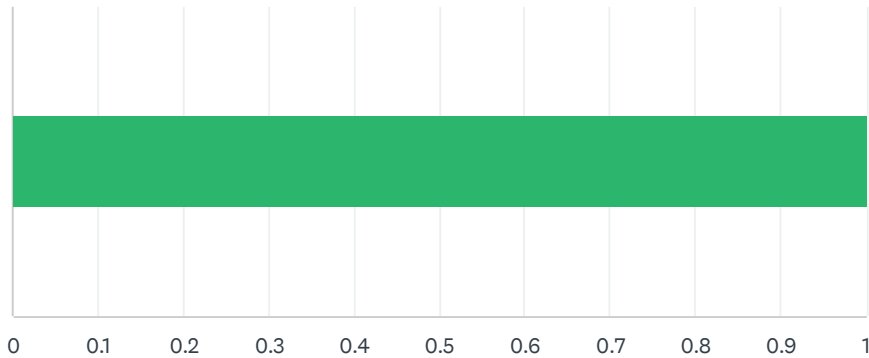


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	12	3
Total Respondents: 3			

#		DATE
1	1	
2	10	
3	1	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 2    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	2	2
Total Respondents: 2			

#		DATE
1	1	
2	1	

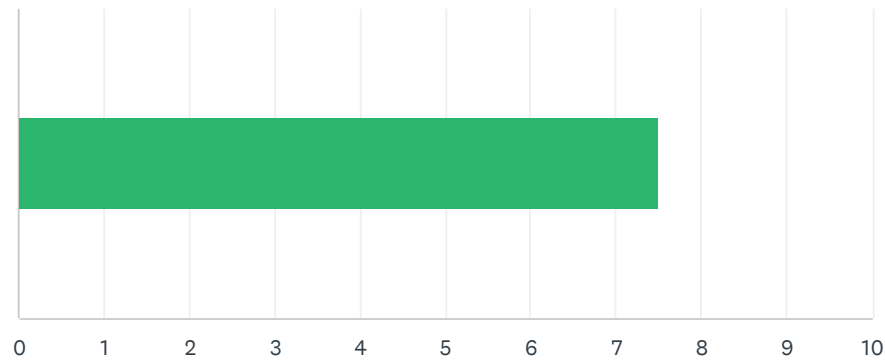
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 1   Skipped: 3

#	RESPONSES	DATE
1	Pre-k does nut have bussed children and must be with students at all times.	

Q24 Staff and students feel safe.

Answered: 4    Skipped: 0

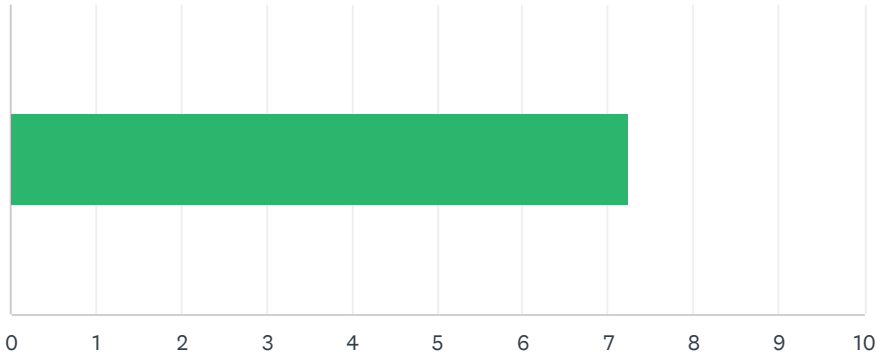


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	30	4
Total Respondents: 4			

#		DATE
1	9	
2	10	
3	9	
4	2	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 4    Skipped: 0

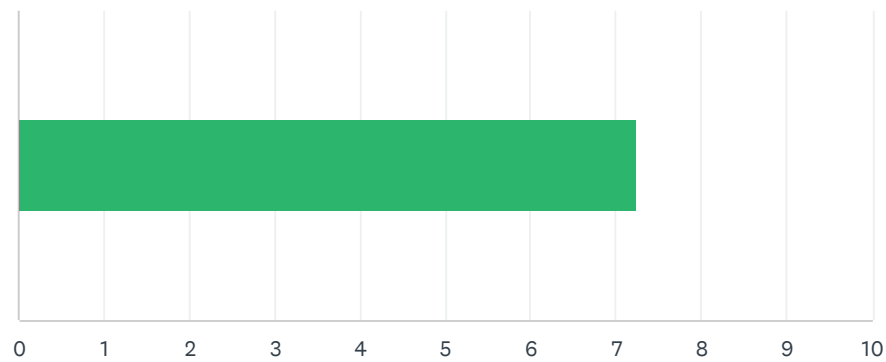


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	29	4
Total Respondents: 4			

#	DATE
1	9
2	10
3	9
4	1

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 4    Skipped: 0



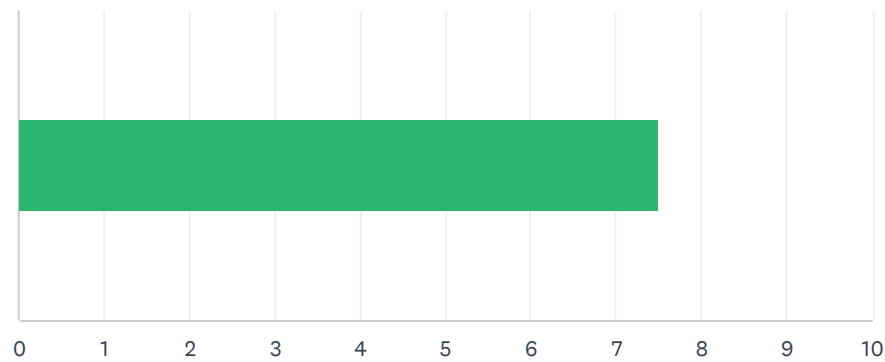
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	29	4
Total Respondents: 4			

#		DATE
1	9	
2	10	
3	9	
4	1	



Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 4    Skipped: 0

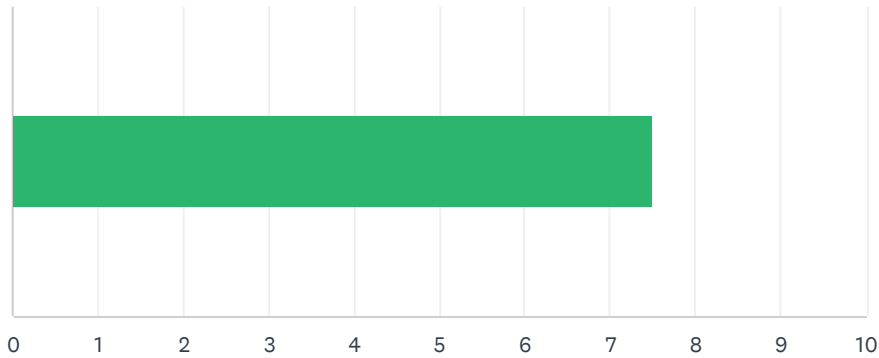


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	30	4
Total Respondents: 4			

#	DATE
1	9
2	10
3	10
4	1

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 4    Skipped: 0

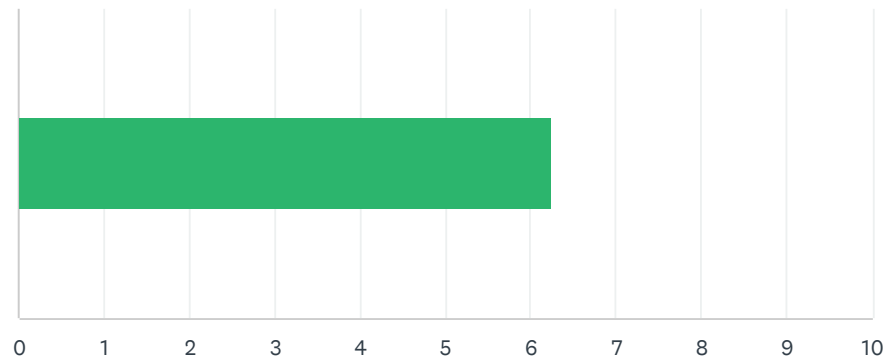


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	30	4
Total Respondents: 4			

#	DATE
1	10
2	10
3	9
4	1

Q29 My site has a positive atmosphere.

Answered: 4    Skipped: 0

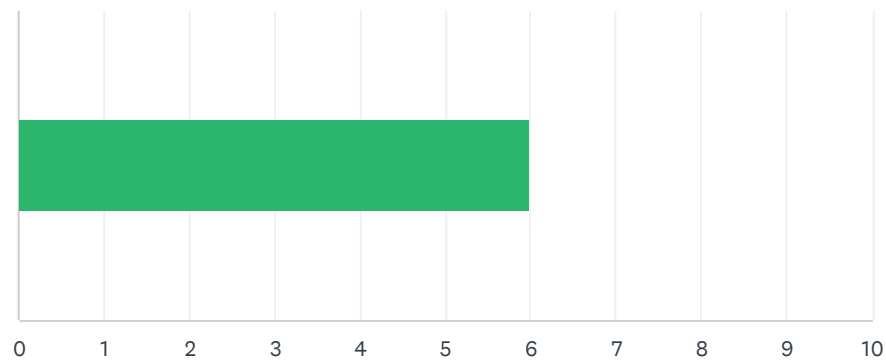


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	25	4
Total Respondents: 4			

#		DATE
1	10	
2	2	
3	10	
4	3	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	18	3
Total Respondents: 3			

#		DATE
1	5	
2	10	
3	3	

### Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 1   Skipped: 3

#	RESPONSES	DATE
1	This is now in reference to Horace Mann Site	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 0   Skipped: 4

#	RESPONSES	DATE
	There are no responses.	

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: 31   Skipped: 0

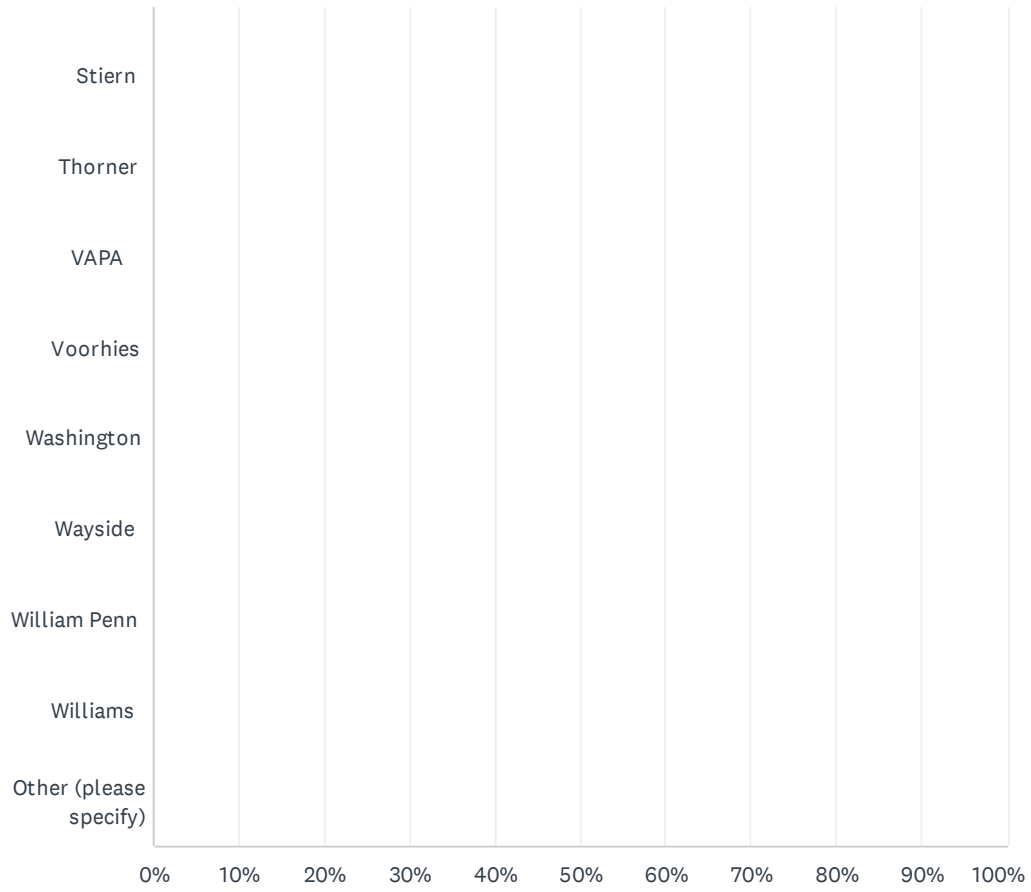
Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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	100.00%	31
Pauly	0.00%	0

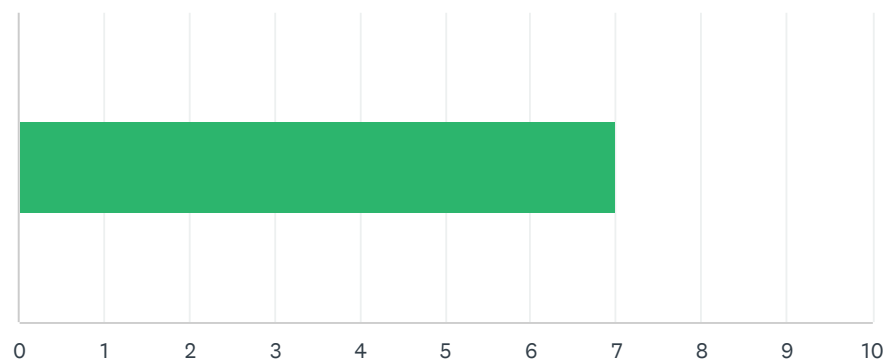
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 31		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 31    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	217	31
Total Respondents: 31			

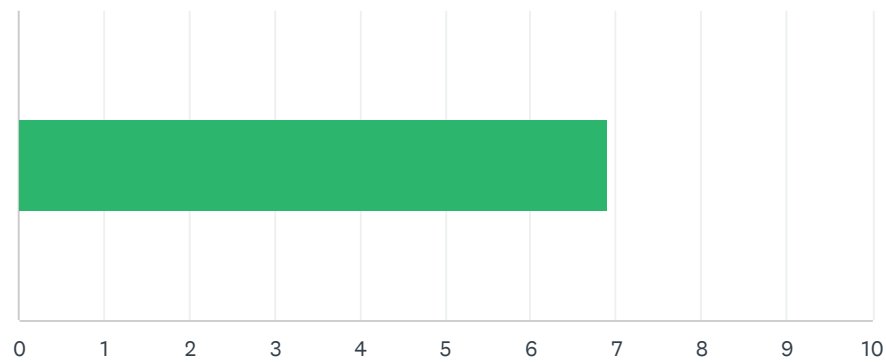
#		DATE
1	9	
2	10	
3	8	
4	10	
5	5	
6	10	
7	7	
8	6	
9	8	
10	9	
11	8	
12	6	
13	4	
14	8	
15	10	
16	3	
17	4	
18	1	
19	5	

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	8
22	5
23	10
24	10
25	10
26	10
27	8
28	5
29	5
30	8
31	2

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	207	30
Total Respondents: 30			

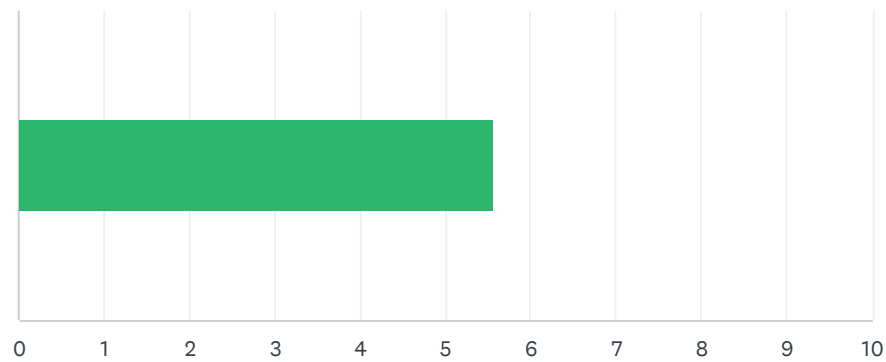
#		DATE
1	9	
2	5	
3	5	
4	10	
5	8	
6	10	
7	7	
8	7	
9	10	
10	9	
11	5	
12	9	
13	1	
14	8	
15	7	
16	2	
17	4	
18	5	
19	5	

## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	8
22	8
23	10
24	10
25	10
26	8
27	4
28	7
29	6
30	2

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	167	30
Total Respondents: 30			

#		DATE
1	4	
2	7	
3	5	
4	9	
5	5	
6	10	
7	5	
8	9	
9	8	
10	9	
11	3	
12	8	
13	1	
14	7	
15	1	
16	2	
17	1	
18	2	
19	1	

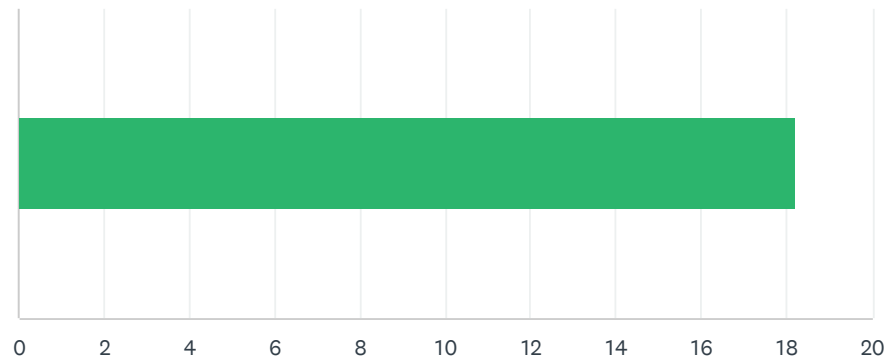


## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	5
22	8
23	6
24	10
25	10
26	8
27	2
28	8
29	7
30	1

Q5 Site administration follows the contract and respects personal rights.

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	18	546	30
Total Respondents: 30			

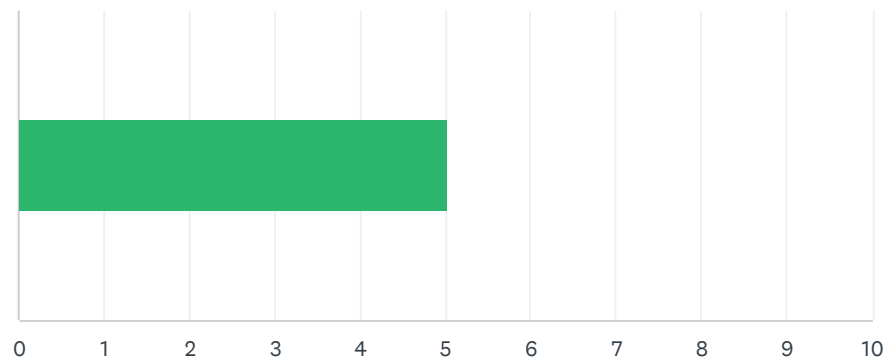
#		DATE
1	5	
2	10	
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6	10	
7	9	
8	8	
9	10	
10	9	
11	9	
12	8	
13	1	
14	10	
15	10	
16	5	
17	4	
18	10	
19	5	
20	10	

## 2024-2025 BETA Administration/Site Climate Survey

21	8
22	10
23	10
24	10
25	10
26	79
27	66
28	95
29	100
30	0

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	151	30
Total Respondents: 30			

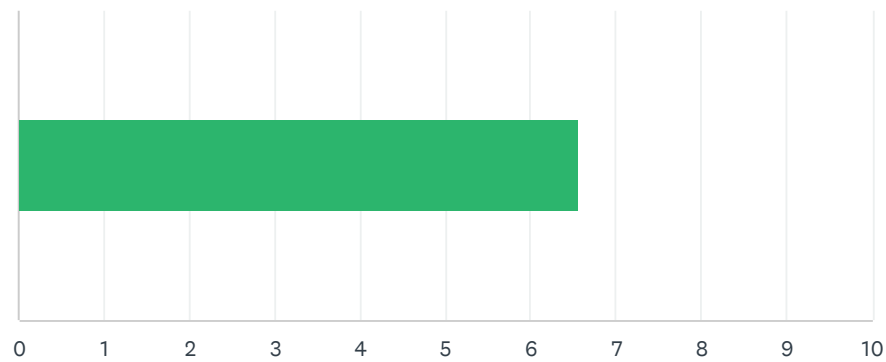
#		DATE
1	9	
2	2	
3	5	
4	10	
5	8	
6	10	
7	9	
8	6	
9	3	
10	6	
11	6	
12	1	
13	10	
14	1	
15	1	
16	4	
17	1	
18	6	
19	2	

## 2024-2025 BETA Administration/Site Climate Survey

20	4
21	4
22	2
23	8
24	10
25	10
26	7
27	2
28	1
29	1
30	2

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	197	30
Total Respondents: 30			

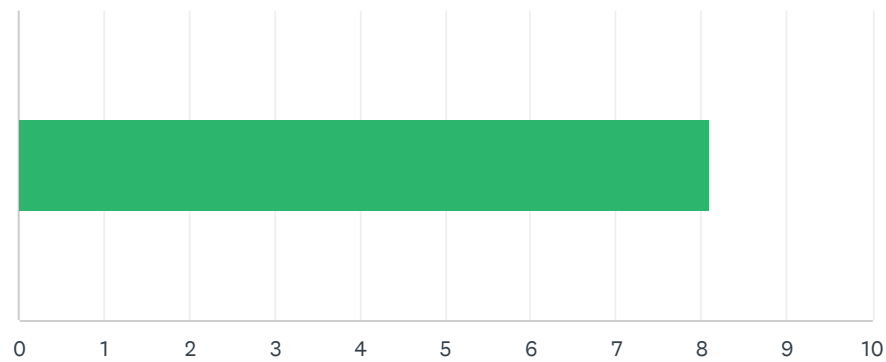
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2	2	
3	10	
4	10	
5	7	
6	9	
7	9	
8	9	
9	8	
10	7	
11	5	
12	6	
13	1	
14	10	
15	10	
16	1	
17	4	
18	6	
19	3	

## 2024-2025 BETA Administration/Site Climate Survey

20	7
21	5
22	10
23	10
24	10
25	10
26	8
27	3
28	2
29	5
30	1

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	243	30
Total Respondents: 30			

#		DATE
1	5	
2	10	
3	10	
4	10	
5	9	
6	10	
7	8	
8	10	
9	10	
10	10	
11	5	
12	10	
13	9	
14	10	
15	10	
16	5	
17	4	
18	3	
19	9	

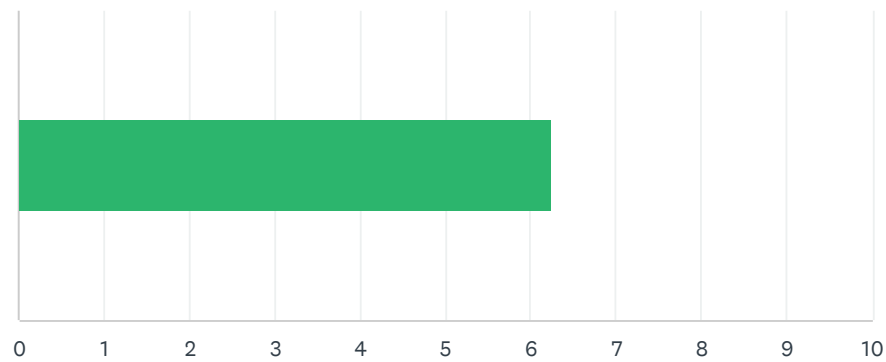


## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	8
22	10
23	10
24	10
25	10
26	8
27	5
28	7
29	8
30	2

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	181	29
Total Respondents: 29			

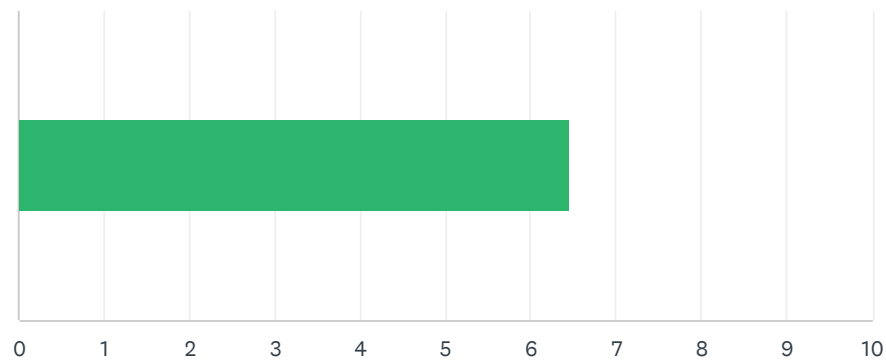
#		DATE
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2	3	
3	5	
4	10	
5	8	
6	10	
7	7	
8	9	
9	9	
10	9	
11	8	
12	5	
13	1	
14	10	
15	1	
16	1	
17	5	
18	5	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	7
22	8
23	10
24	10
25	8
26	4
27	6
28	1
29	2

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	194	30
Total Respondents: 30			

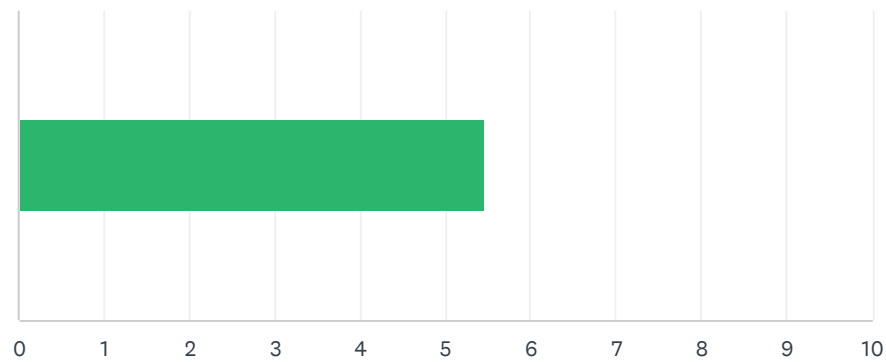
#		DATE
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2	5	
3	10	
4	10	
5	5	
6	9	
7	7	
8	8	
9	9	
10	8	
11	3	
12	8	
13	1	
14	7	
15	10	
16	2	
17	4	
18	3	
19	5	

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	8
22	5
23	8
24	10
25	10
26	9
27	5
28	7
29	6
30	1

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	164	30
Total Respondents: 30			

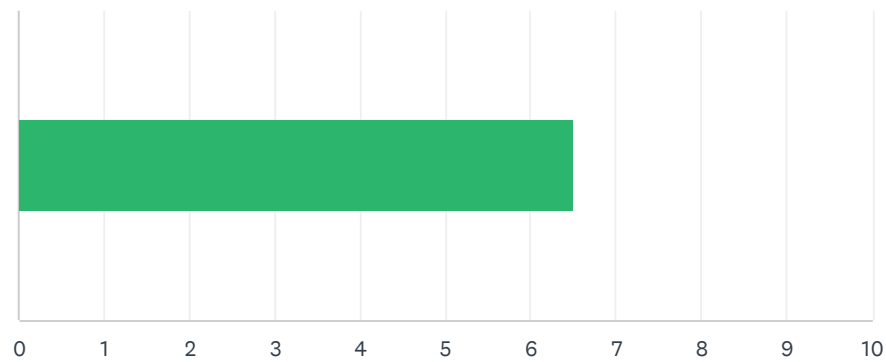
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2	5	
3	5	
4	10	
5	5	
6	9	
7	6	
8	7	
9	7	
10	9	
11	2	
12	8	
13	1	
14	8	
15	1	
16	1	
17	4	
18	8	
19	4	

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	7
22	4
23	7
24	10
25	5
26	7
27	1
28	1
29	7
30	1

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	195	30
Total Respondents: 30			

#		DATE
1	5	
2	5	
3	7	
4	10	
5	5	
6	10	
7	7	
8	7	
9	7	
10	8	
11	5	
12	7	
13	5	
14	8	
15	10	
16	2	
17	4	
18	8	
19	1	

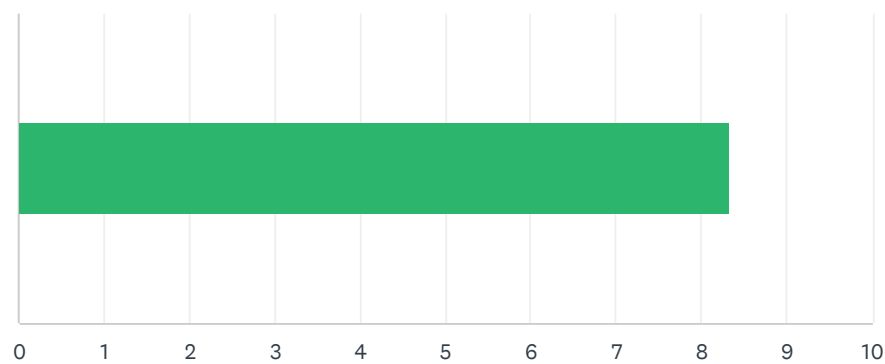


## 2024-2025 BETA Administration/Site Climate Survey

20	7
21	8
22	8
23	9
24	10
25	5
26	8
27	7
28	2
29	8
30	2

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	250	30
Total Respondents: 30			

#		DATE
1	4	
2	8	
3	10	
4	10	
5	6	
6	10	
7	7	
8	10	
9	10	
10	10	
11	7	
12	7	
13	5	
14	10	
15	10	
16	4	
17	4	
18	10	

## 2024-2025 BETA Administration/Site Climate Survey

19	6
20	10
21	10
22	6
23	8
24	10
25	10
26	8
27	10
28	10
29	10
30	10

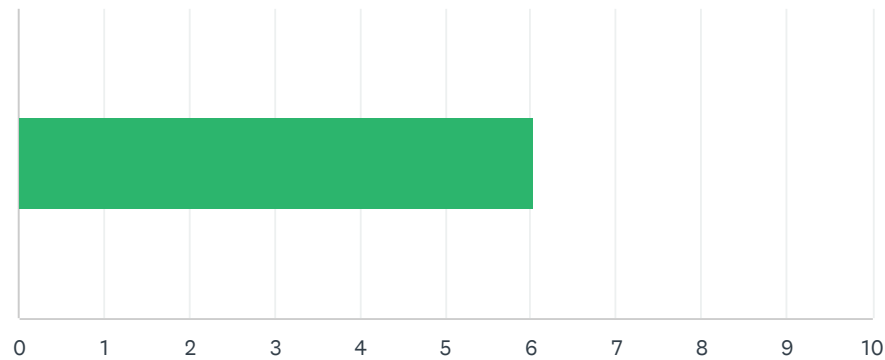
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 9    Skipped: 22

#	RESPONSES	DATE
1	Academic coaches are used as if they are administrators.	
2	Admin has made some good changes but sometimes it's hard to determine who is in charge as decisions seem to be coming from coaches.	
3	Administration is everywhere in everything yet no where to be found. I find that mostly the support staff is who is emailing me back or speaking with me when emailing principal with concern or question. No open door, very busy, response is like you're bothering them. Won't respond to emails in any manner nor timely. Emails the last two years have maybe been responded to 3 times. Expectations often unclear and feedback seems great but lacking depth. Is great with parents and supporting teachers. Support staff have been very admin like for YEARS with no change with new administration and often leads to question who is in charge or making decisions. Does try to have a positive environment but is often stretched too thin to promote it. Whole school feels very cliquey with little inter grade level/program camaraderie.	
4	Mr. Anthony is a very pleasant person. He just needs to delegate some of his responsibilities to the correct personnel. I believe that may be the cause for some of the lower marks; Hes doing way too much.	
5	The principal does his best, but he's often so busy managing everything that it's difficult to reach him. When you do get a chance to talk to him, he's approachable. However, it might help if some of his responsibilities were delegated to the VP, so the principal can be more available to the rest of the staff.	
6	The principal is caring, friendly, and easy to talk to. Communication could be A LOT better.	
7	Our school is very blessed to have a strong administrator who is actively engaging with educators, staff members, and families to make our campus an inviting, safe, and successful school. This administrator and his staff are working diligently to better our school, not only for students but for it's educators. There is a great increase in pride working under this administrator.	
8	Better communication at Owens would make a huge difference. Despite repeatedly asking for improvement, nothing has changed. We are constantly left in the dark, and everything feels last-minute. Spirit weeks often go unnoticed because information is sent out on the Friday before or even during the week of the event. At times, it feels like there's no hope for change.	
9	A concern I have is that coaches are acting as administrators: making decisions, and judgement calls without being on the same page as administrators and thus causing mixed communication and confusion about expectations, deadlines and school policies.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	175	29
Total Respondents: 29			

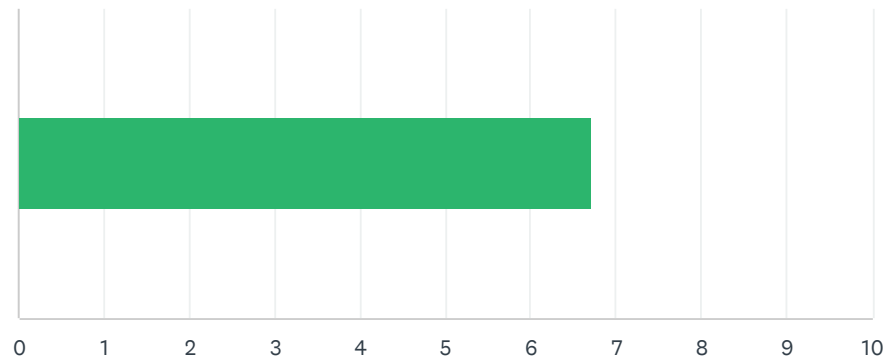
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2	10	
3	7	
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5	10	
6	5	
7	1	
8	8	
9	8	
10	5	
11	8	
12	5	
13	5	
14	6	
15	10	
16	10	
17	3	
18	8	
19	3	
20	7	

## 2024-2025 BETA Administration/Site Climate Survey

21	5
22	2
23	8
24	10
25	7
26	3
27	4
28	4
29	1

Q16 Site meetings are productive and not excessive.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	195	29
Total Respondents: 29			

#		DATE
1	8	
2	10	
3	7	
4	8	
5	10	
6	5	
7	9	
8	9	
9	3	
10	5	
11	8	
12	5	
13	5	
14	4	
15	10	
16	10	
17	1	
18	10	
19	4	
20	8	

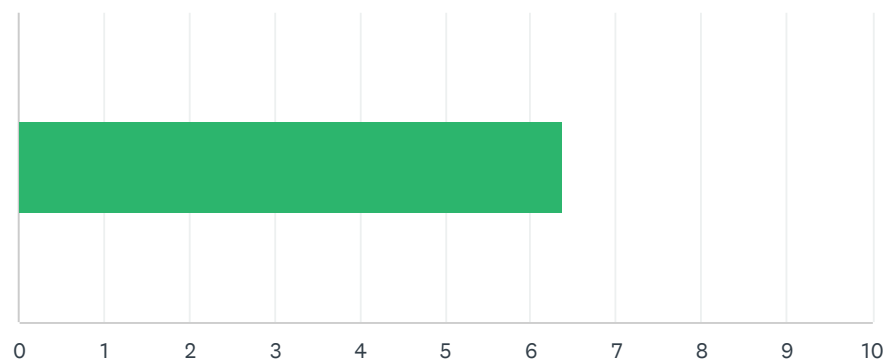
# 2024-2025 BETA Administration/Site Climate Survey

21	8	
22	9	
23	10	
24	10	
25	7	
26	7	
27	2	
28	2	
29	1	



Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	185	29
Total Respondents: 29			

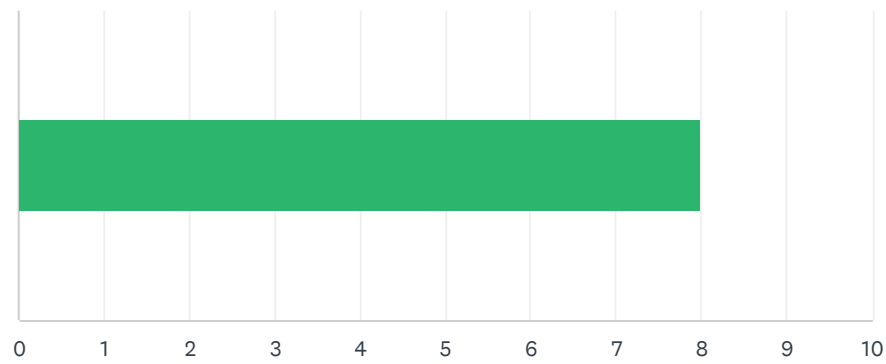
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2	10	
3	6	
4	8	
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6	5	
7	8	
8	4	
9	7	
10	4	
11	9	
12	8	
13	3	
14	1	
15	10	
16	10	
17	5	
18	2	
19	6	

# 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	8	
22	5	
23	8	
24	10	
25	1	
26	7	
27	6	
28	6	
29	1	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	240	30
Total Respondents: 30			

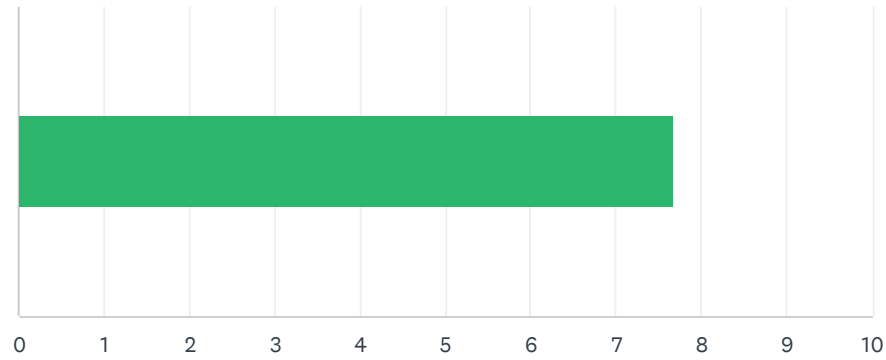
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2	10	
3	8	
4	9	
5	10	
6	5	
7	8	
8	9	
9	9	
10	4	
11	10	
12	10	
13	7	
14	5	
15	10	
16	10	
17	7	
18	9	
19	8	

# 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	9	
22	9	
23	9	
24	10	
25	10	
26	8	
27	9	
28	10	
29	2	
30	3	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	230	30
Total Respondents: 30			

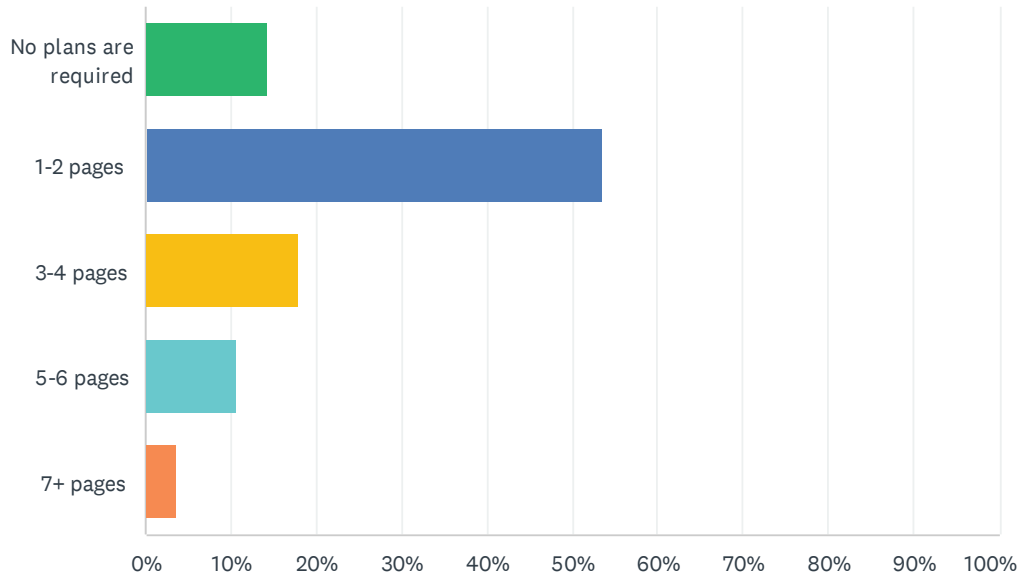
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2	10	
3	8	
4	8	
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8	8	
9	9	
10	4	
11	9	
12	7	
13	8	
14	5	
15	10	
16	10	
17	5	
18	9	
19	5	

# 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	8	
22	10	
23	9	
24	10	
25	10	
26	7	
27	10	
28	10	
29	9	
30	1	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 28 Skipped: 3

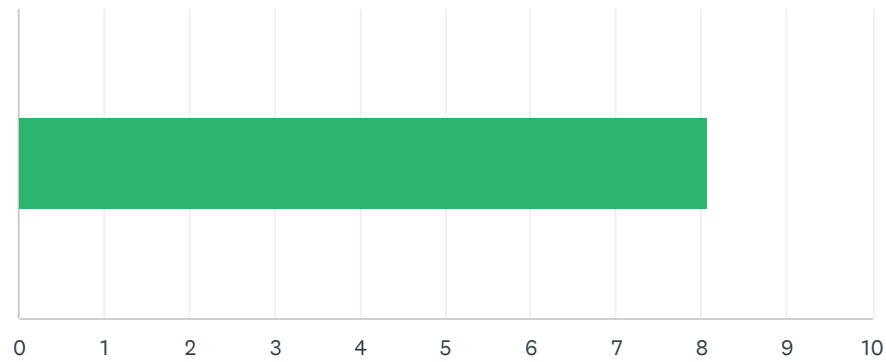


ANSWER CHOICES	RESPONSES	
No plans are required	14.29%	4
1-2 pages	53.57%	15
3-4 pages	17.86%	5
5-6 pages	10.71%	3
7+ pages	3.57%	1
TOTAL		28

#	COMMENT	DATE
1	Lesson plans are divided by subject among each grade level teacher.	
2	Grade level plans	
3	Some grade levels have different forms to fill out while other grades don't.	
4	We are required to create unit plans per quarter not weekly lesson plans	
5	It feels like certain grade levels are held to much higher expectations than others. For example, one grade has excessively long lesson plans, while others aren't required to complete the same forms. There seems to be an unfair imbalance, and this is causing frustration among teachers, with some even considering leaving.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 27    Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	218	27
Total Respondents: 27			

#		DATE
1	10	
2	10	
3	5	
4	1	
5	7	
6	8	
7	10	
8	1	
9	10	
10	10	
11	6	
12	10	
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15	10	
16	10	
17	1	
18	10	
19	10	
20	10	

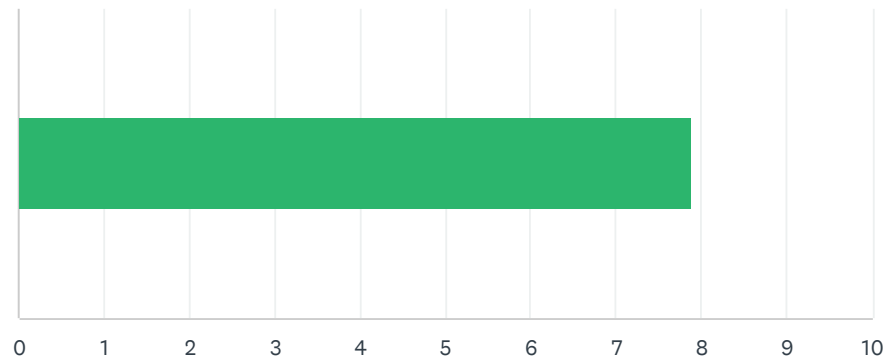


## 2024-2025 BETA Administration/Site Climate Survey

21	10	
22	10	
23	8	
24	10	
25	10	
26	10	
27	10	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 25    Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	197	25
Total Respondents: 25			

#		DATE
1	10	
2	10	
3	5	
4	1	
5	8	
6	10	
7	8	
8	10	
9	5	
10	10	
11	10	
12	1	
13	8	
14	10	
15	10	
16	8	
17	10	
18	10	
19	10	
20	10	

## 2024-2025 BETA Administration/Site Climate Survey

21	1	
22	8	
23	6	
24	8	
25	10	

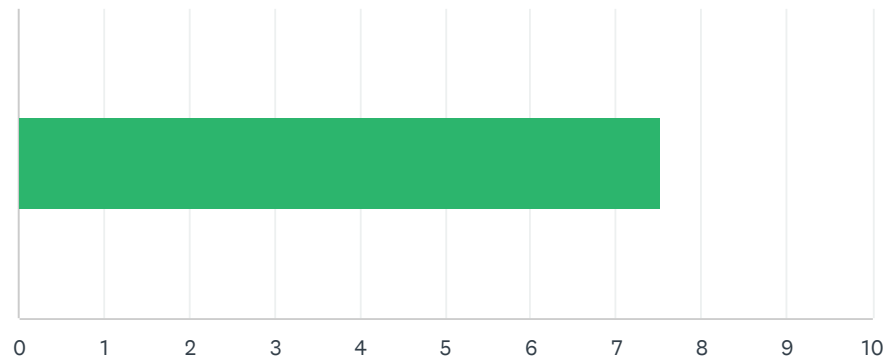
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 1   Skipped: 30

#	RESPONSES	DATE
1	<p>Coaches are rarely used for actual coaching. Instead, they primarily function as CPALS, FACE coordinators, or Behavior Interventionists—essentially anything but supporting teachers. Nobody seems to know what the GATE Specialist actually does, but she is often seen in her office or in GATE classrooms. The VP is often in the office socializing with support staff and is rarely seen during yard duty. When she is present, she tends to stay planted in one spot, often in the shade, and doesn't seem to have a meaningful connection with the students. The APL generally takes on roles more suited for a CPAL or behavioral specialist rather than fulfilling his intended duties. Teacher Intervention Specialists are never assigned to yard duty and are rarely seen outside, so they must spend their entire day running student groups. Meanwhile, the VP should take on more responsibilities, allowing the principal to be more available to staff and students when needed. The principal is consistently working and appears overwhelmed, and he should delegate more tasks to the VP to balance the workload. He's very kind and clearly cares about the students, but I don't blame him necessarily—he needs to do less and be more accessible to the staff at Owens.</p>	

Q24 Staff and students feel safe.

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	226	30
Total Respondents: 30			

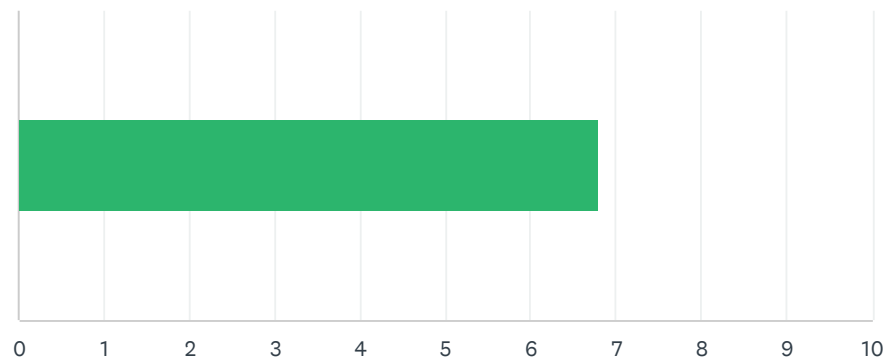
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2	10	
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8	8	
9	6	
10	5	
11	8	
12	3	
13	6	
14	10	
15	10	
16	10	
17	5	
18	6	
19	9	
20	9	

# 2024-2025 BETA Administration/Site Climate Survey

21	8	
22	10	
23	8	
24	10	
25	10	
26	7	
27	9	
28	6	
29	2	
30	5	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	197	29
Total Respondents: 29			

#		DATE
1	6	
2	10	
3	9	
4	8	
5	10	
6	2	
7	7	
8	10	
9	6	
10	9	
11	7	
12	10	
13	4	
14	10	
15	1	
16	5	
17	6	
18	2	
19	8	

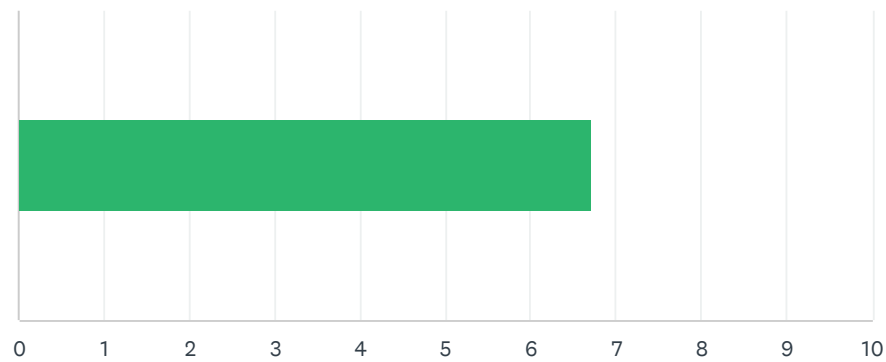
# 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	7	
22	8	
23	10	
24	5	
25	6	
26	9	
27	2	
28	9	
29	3	



Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	195	29
Total Respondents: 29			

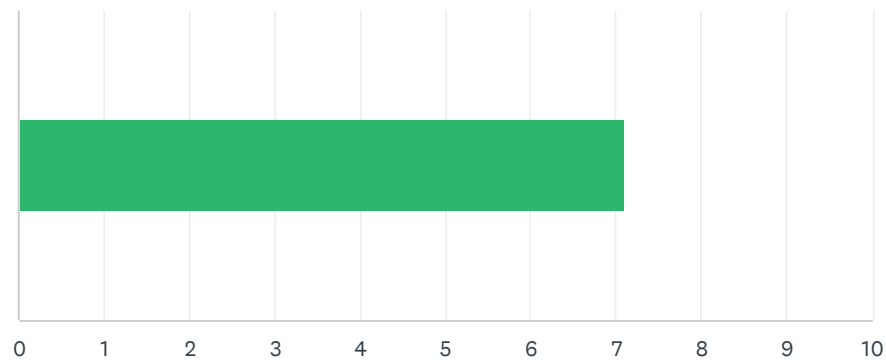
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8	10	
9	5	
10	9	
11	10	
12	5	
13	8	
14	10	
15	1	
16	5	
17	9	
18	1	
19	7	

# 2024-2025 BETA Administration/Site Climate Survey

20	7	
21	8	
22	8	
23	10	
24	5	
25	6	
26	3	
27	3	
28	5	
29	3	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	206	29
Total Respondents: 29			

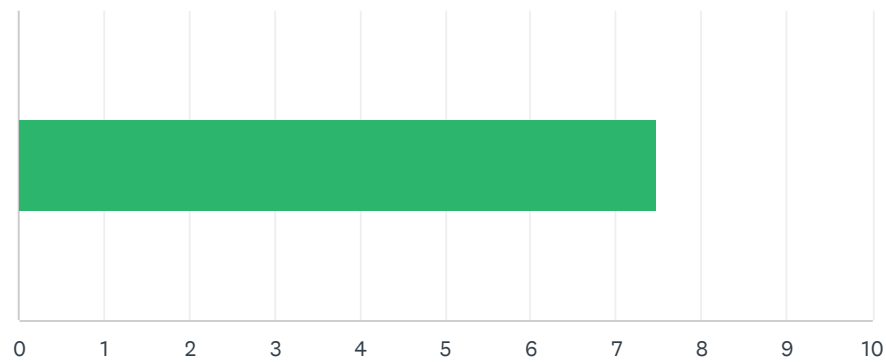
#		DATE
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2	10	
3	10	
4	9	
5	10	
6	3	
7	7	
8	9	
9	5	
10	9	
11	8	
12	8	
13	9	
14	10	
15	1	
16	5	
17	10	
18	5	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	9	
21	9	
22	8	
23	10	
24	5	
25	5	
26	6	
27	3	
28	9	
29	3	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	217	29
Total Respondents: 29			

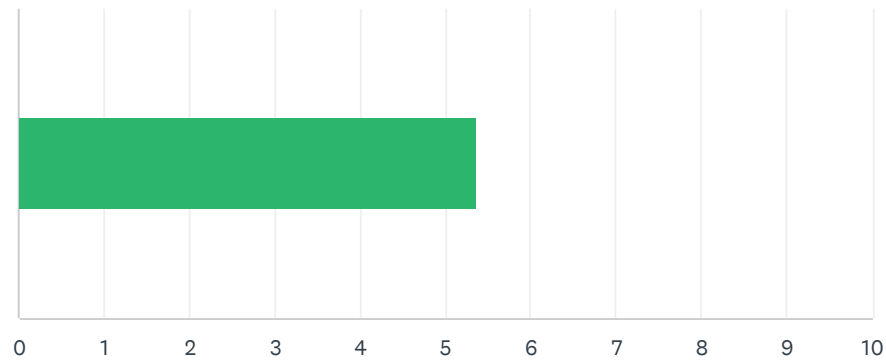
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7	7	
8	10	
9	4	
10	9	
11	8	
12	7	
13	10	
14	10	
15	1	
16	5	
17	8	
18	9	
19	7	

# 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	10	
22	10	
23	10	
24	5	
25	6	
26	6	
27	5	
28	10	
29	5	

Q29 My site has a positive atmosphere.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	156	29
Total Respondents: 29			

#		DATE
1	5	
2	10	
3	10	
4	8	
5	10	
6	5	
7	8	
8	5	
9	5	
10	6	
11	2	
12	4	
13	3	
14	8	
15	1	
16	1	
17	8	
18	2	
19	5	
20	5	

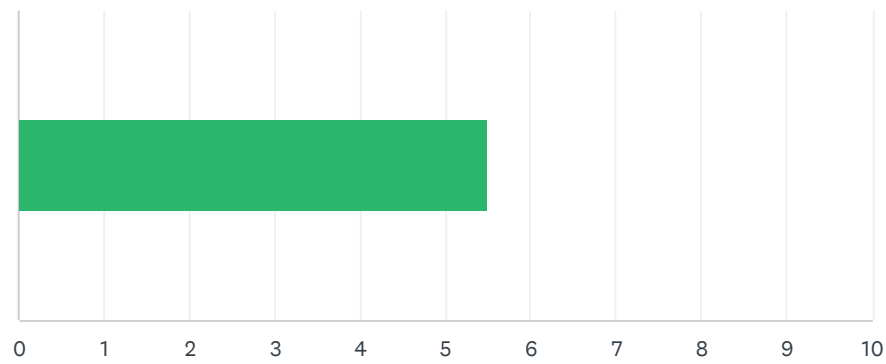
# 2024-2025 BETA Administration/Site Climate Survey

21	9	
22	8	
23	10	
24	5	
25	5	
26	3	
27	2	
28	1	
29	2	



Q30 I would recommend my site to other employees and prospective teachers.

Answered: 28    Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	154	28
Total Respondents: 28			

#		DATE
1	6	
2	10	
3	10	
4	10	
5	5	
6	5	
7	5	
8	5	
9	8	
10	3	
11	4	
12	1	
13	10	
14	1	
15	2	
16	6	
17	2	
18	5	
19	2	

## 2024-2025 BETA Administration/Site Climate Survey

20	9	
21	8	
22	10	
23	10	
24	6	
25	3	
26	5	
27	1	
28	2	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 9   Skipped: 22

#	RESPONSES	DATE
1	People have left this site, or are planning to leave this site, but it is due to micromanaging from academic coaches.	
2	Behaviors support could be more proactive. I wish site atmosphere was more positive and friendly.	
3	My site is very safe. The principal is always present and busy supporting staff and students.	
4	There is no discipline.	
5	We have PBIS points, and the students really seem to enjoy them. Since the principal arrived at Owens last year, discipline has improved, and he's made positive changes to the school. One of the best changes was making the student pickup and drop-off after school much safer. I appreciate how he prioritizes the safety of both staff and students. However, the atmosphere feels a bit tense and micromanaged, which seems to stem more from his support staff than from him. I haven't been here long, but I absolutely love the teachers at Owens!	
6	There is no real discipline for the students who behave badly. They have no consequences and know it.	
7	Discipline has improved at Owens since Mr. Anthony became principal. There is more structure, and the site feels safer thanks to his leadership. However, the atmosphere has become tense, with teachers feeling like they are walking on eggshells. It often feels like we are back in high school, surrounded by petty drama. Coaches seem to be making key decisions without input from those with more teaching experience across different grade levels. One coach, in particular, dominates meetings and speaks to teachers and staff in a condescending manner. In these meetings, she takes over so completely that an outsider might assume she is the principal. This has created a hostile work environment where teachers feel micromanaged. Additionally, expectations for certain grade levels have increased significantly, yet communication remains lacking. Despite repeated requests for clarity, important information is still not being shared.	
8	What discipline? The students do whatever they want without consequences.	
9	This site feels overall negative and unsafe. Its obvious that there is no plan and that everything is approached as it happens: With coaches acting as administrators, making decisions that contradicted each other. On many occasions the grade levels were given information from one coach and then told to do something different by another. Then when in our PLC meetings the leads and teachers would be made to look like the one who were confused. This lead to a toxic atmosphere between staff and coaches. The beta rep for our site spoke with the principal on three occasions about this situation and a "coach" in particular that was causing issues but nothing changed, except that individual becoming more of a bully.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 8   Skipped: 23

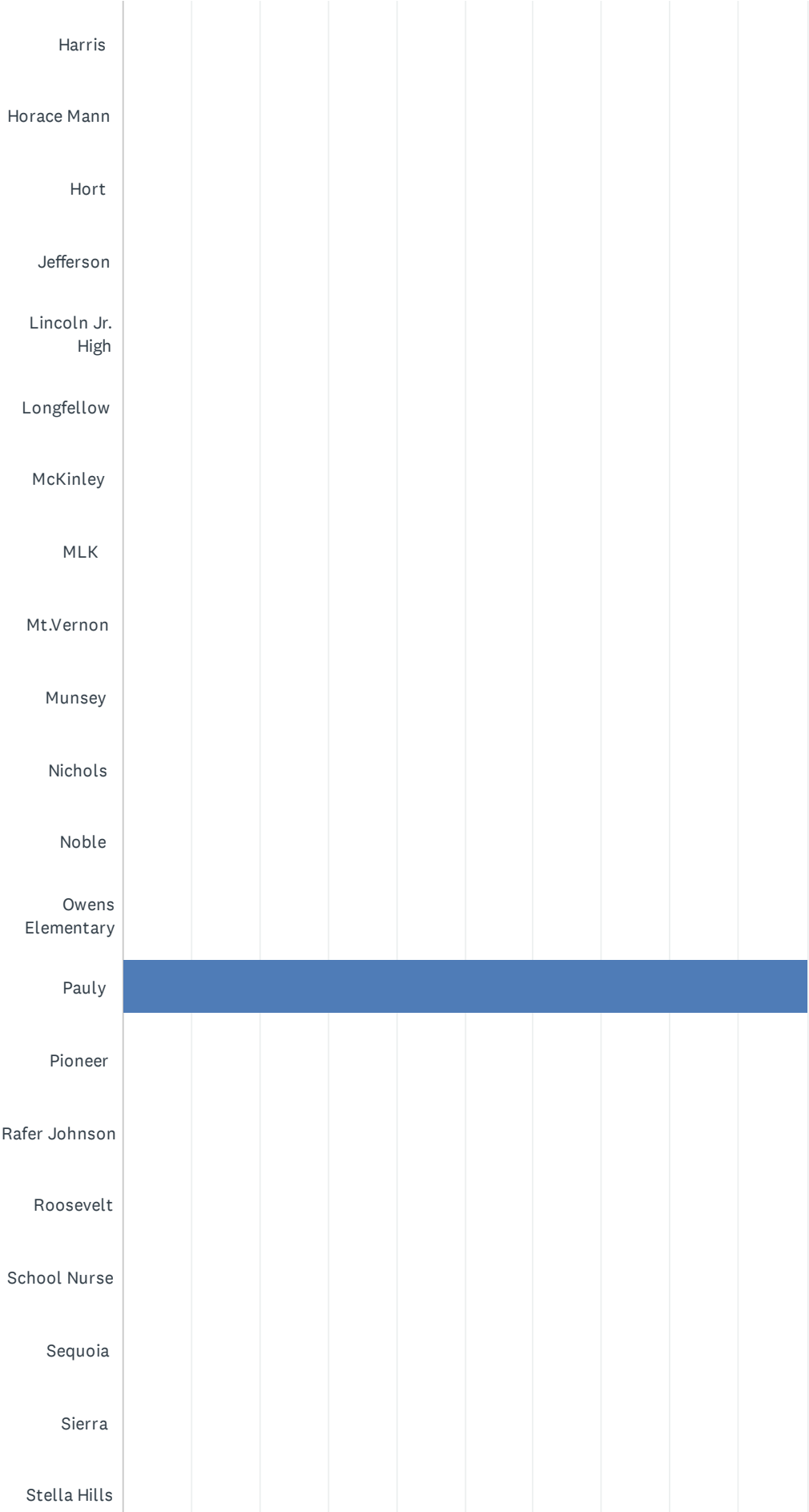
#	RESPONSES	DATE
1	It is a great place, and admin is good overall. Communication could be improved and coaches should coach, and provide support, not dictate or micromanage. They are peers, not admin.	
2	Every decision made by admin should have a reason that is communicated to the staff. If there is no reason communicated, staff usually make up negative reasons for the decisions--ie punishment, admin being punitive etc. but in reality there is a good reason for the decision. Decisions need to be backed up with evidence and support so staff is not able to start negative rumors that harm moral.	
3	I appreciate Mr. Anthony as our principal—he's kind to both staff and students. However, I would like him to be more available and follow through with communication. It feels like many decisions are made without getting input from teachers. Also, there seems to be a lack of feedback when coaches come into the classroom. We need to understand which areas we need to improve on and have the coaches model those skills for us.	
4	Communication at Owens has to improve!!	
5	I am very happy with our new principal and all the good things that are coming with his administration of our school, especially his constant and active involvement in student growth and discipline.	
6	Mr. Anthony is genuinely kind to staff and even bakes treats for everyone, which is a thoughtful and appreciated gesture. He is approachable—when you can actually get a hold of him. Unfortunately, he is often so busy that even when he listens to concerns, follow-up is rare. Despite this, I'm glad he's our principal. That's why it's clear he needs to require the VP to take on more responsibilities, freeing him up to meet with teachers without us having to catch him while he's rushing down the hall. Decisions often seem to be made without taking teachers' input into account, as though the coaches have the final say. It's honestly frustrating how much instruction has shifted at our site, yet at other schools, teachers aren't forced to use Benchmark the way we are at Owens. TSSs could be more effective. There are plenty of them, but many don't have proper follow-up from years past. I feel for the students and parents who are depending on us to provide the support their children truly need and deserve. Owens isn't what it used to be, but there's no other place I'd rather teach. I'm weathering the storm, holding onto hope for positive change in the work atmosphere.	
7	Coaches act like admin. They call a lot of the shots. They seem to think they are above the teachers. They have little experience in the classroom but act like they know more than the experienced teachers.	
8	I enjoyed the many years I worked at this site up to the last two years. Over the past two years noticed that a coach tells the principal what to do, that same coach giving out the wrong dates for assessments, no one coach except the APL is clear on the schedule for dELD testing, PDs being cancelled the day they are supposed to happen 90% of the time and poorly planned when they do happen. Leading to grade levels to plan to meet unprepared and then coaches coming to meetings to point out what we are doing wrong. Very hard to build something positive in a place that doesn't work together.	

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.)

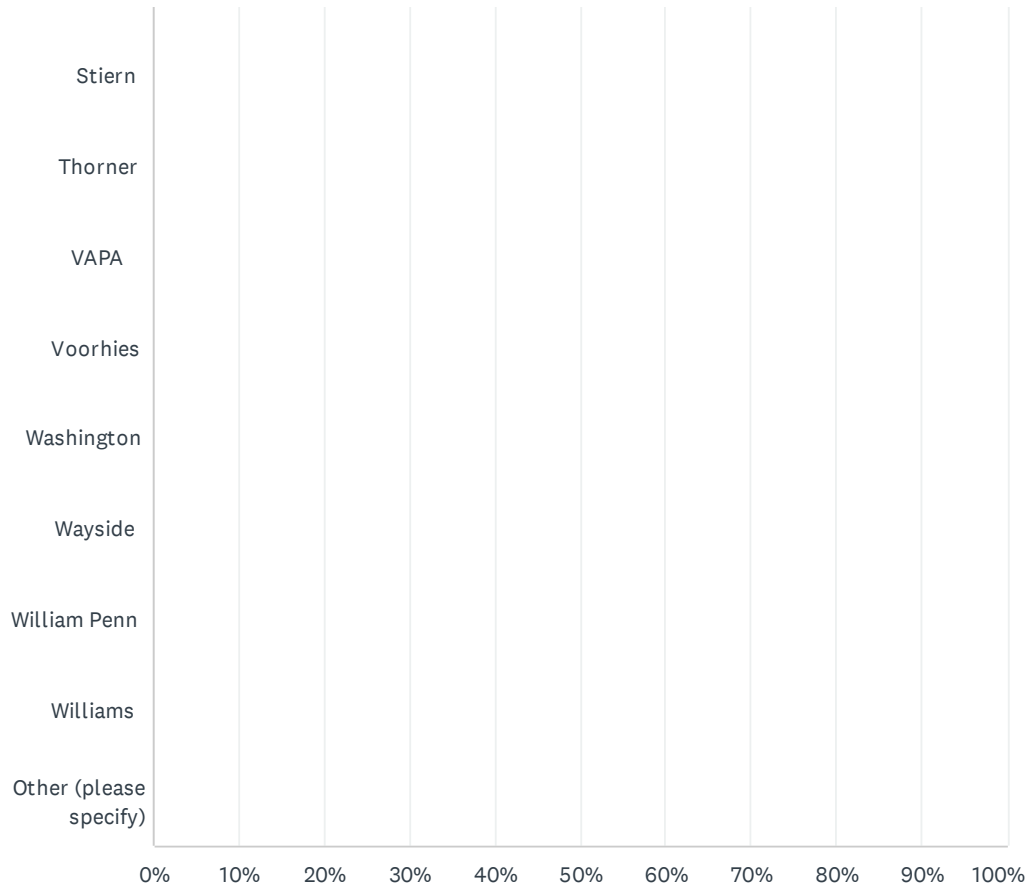
Answered: 13    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

2024-2025 BETA Administration/Site Climate Survey



## 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	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	100.00%	13



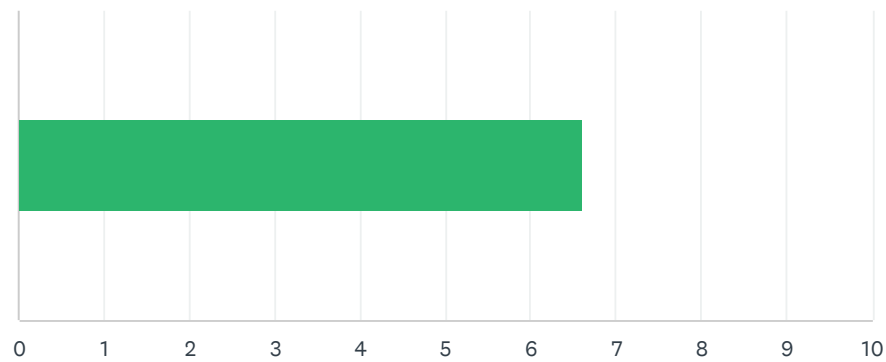
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 13		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 10    Skipped: 3

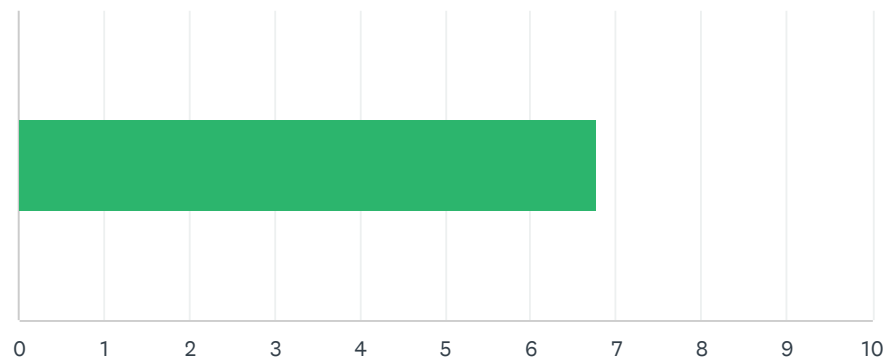


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	66	10
Total Respondents: 10			

#		DATE
1	3	
2	8	
3	10	
4	3	
5	8	
6	5	
7	5	
8	9	
9	8	
10	7	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 9    Skipped: 4

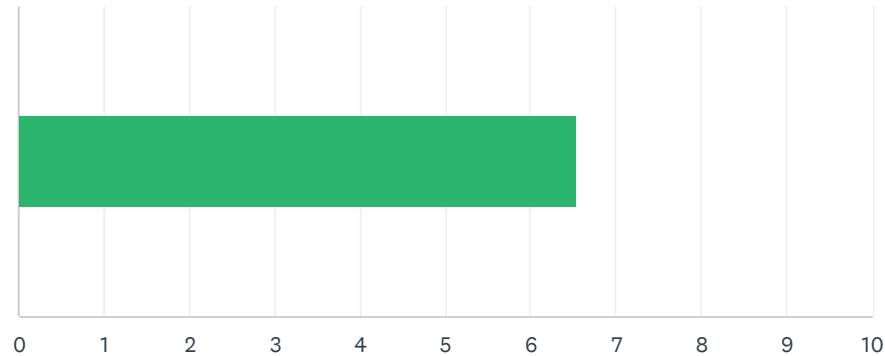


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	61	9
Total Respondents: 9			

#		DATE
1	4	
2	5	
3	10	
4	8	
5	3	
6	3	
7	10	
8	8	
9	10	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 9    Skipped: 4

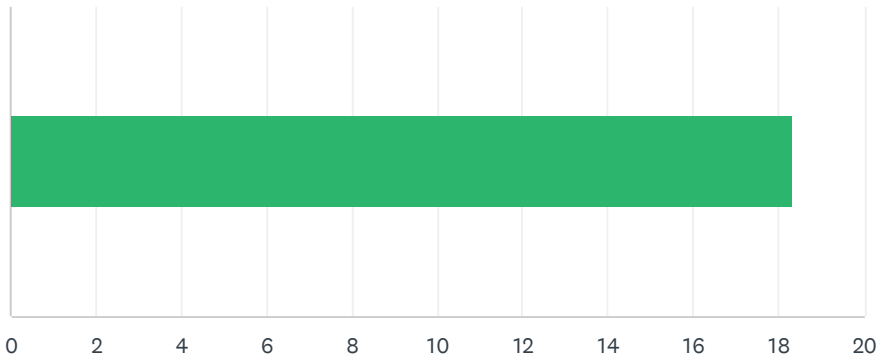


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	59	9
Total Respondents: 9			

#		DATE
1	8	
2	1	
3	9	
4	10	
5	3	
6	8	
7	9	
8	1	
9	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 9    Skipped: 4

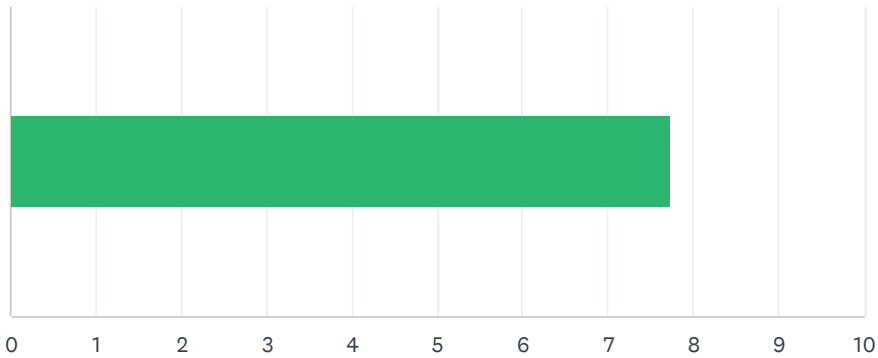


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	18	165	9
Total Respondents: 9			

#		DATE
1	8	
2	10	
3	5	
4	10	
5	7	
6	6	
7	10	
8	10	
9	99	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 8    Skipped: 5

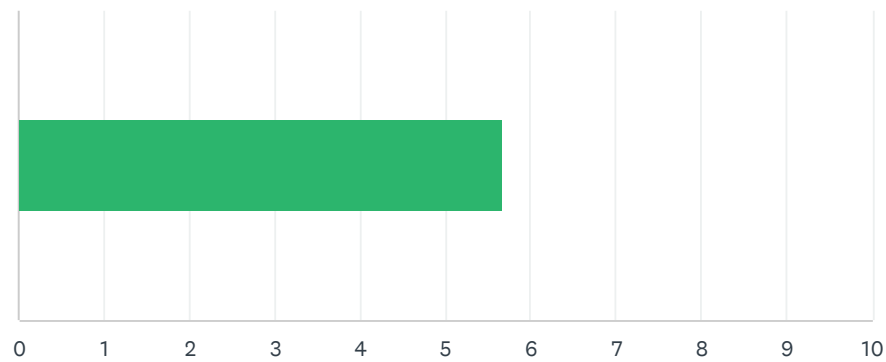


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	62	8
Total Respondents: 8			

#		DATE
1	8	
2	9	
3	10	
4	5	
5	3	
6	10	
7	7	
8	10	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 9    Skipped: 4

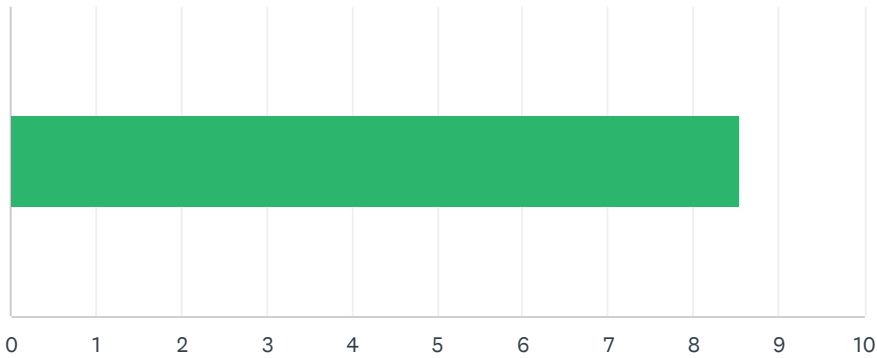


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	51	9
Total Respondents: 9			

#		DATE
1	5	
2	1	
3	10	
4	8	
5	2	
6	3	
7	9	
8	5	
9	8	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 9    Skipped: 4



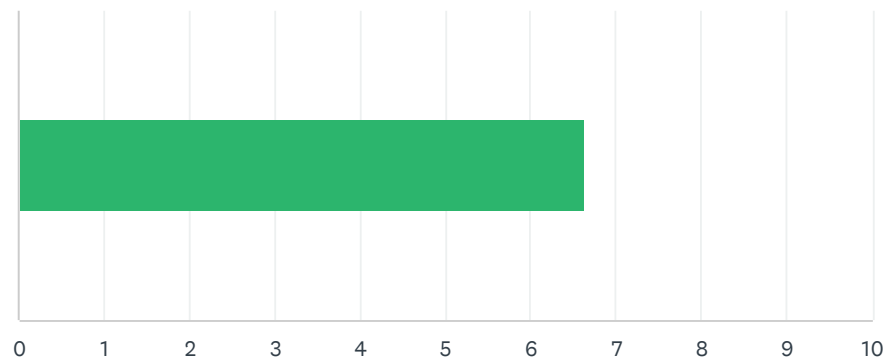
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	77	9
Total Respondents: 9			

#		DATE
1	8	
2	8	
3	10	
4	10	
5	5	
6	8	
7	10	
8	8	
9	10	



Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 8    Skipped: 5

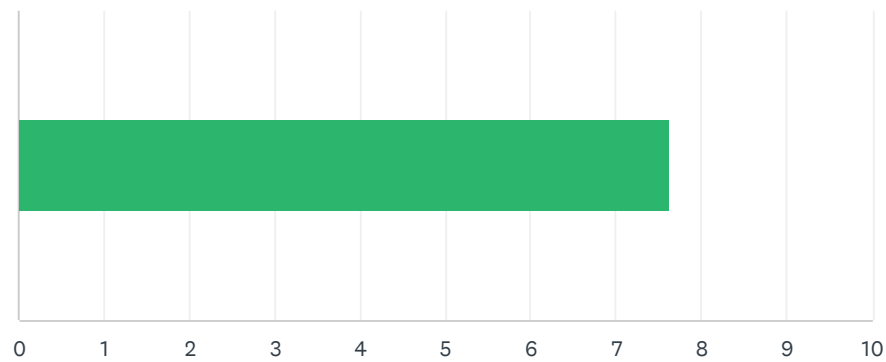


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	53	8
Total Respondents: 8			

#		DATE
1	2	
2	10	
3	6	
4	3	
5	3	
6	10	
7	10	
8	9	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 8    Skipped: 5

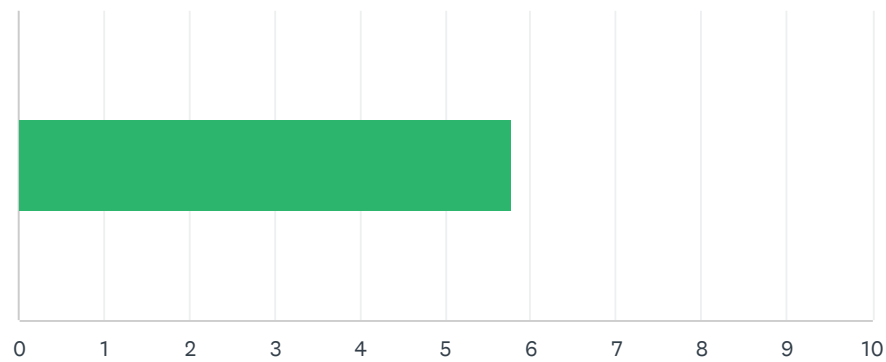


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	61	8
Total Respondents: 8			

#		DATE
1	5	
2	10	
3	8	
4	3	
5	5	
6	10	
7	10	
8	10	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 9    Skipped: 4

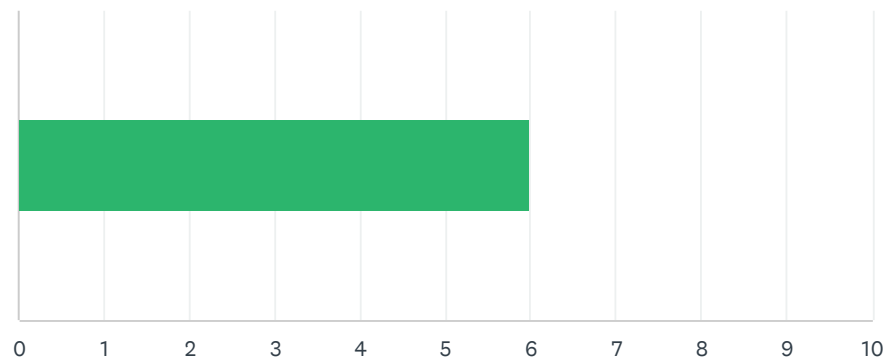


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	52	9
Total Respondents: 9			

#		DATE
1	2	
2	3	
3	10	
4	7	
5	3	
6	3	
7	9	
8	5	
9	10	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 9    Skipped: 4

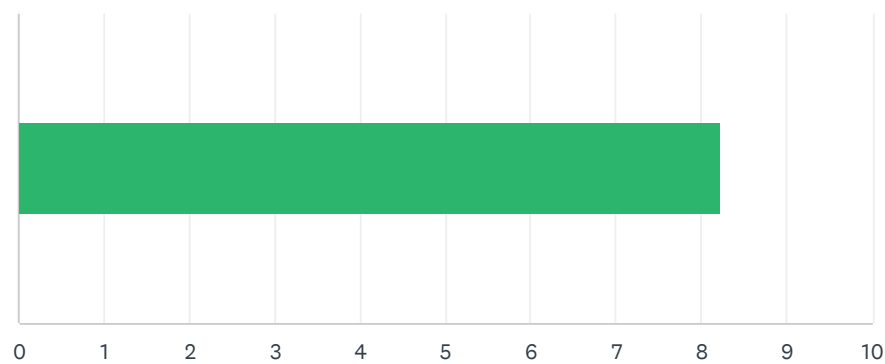


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	54	9
Total Respondents: 9			

#		DATE
1	3	
2	3	
3	10	
4	6	
5	3	
6	3	
7	9	
8	8	
9	9	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 9    Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	74	9
Total Respondents: 9			

#		DATE
1	8	
2	8	
3	7	
4	10	
5	7	
6	5	
7	9	
8	10	
9	10	

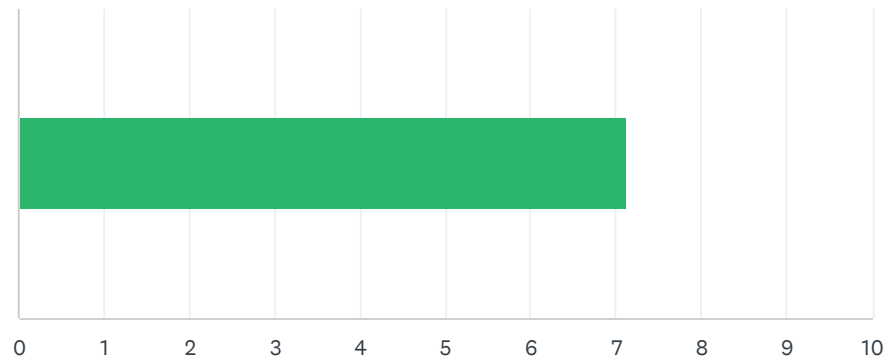
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 4   Skipped: 9

#	RESPONSES	DATE
1	Communication about important dates is often last minute, feedback is rarely given from any staff member that walks classrooms and admin talks negatively about staff members to other staff members.	
2	Some support staff work very hard. Much harder than others.	
3	Principal does not interact with the students on a day to day basis. Every year it seems like there is a lot of trust and honesty so school culture is becoming detached.	
4	Timely communication is lacking here. For example, there is not enough notice or communication about spirit weeks, black history month assemblies, or any additional changes. Some teacher do not receive feedback from admin when they are in their classroom. Student location is not communicated with teachers when students are in the office or if they get in trouble at recess/lunch. Teachers have to spend instructional time looking for missing students after the bells have rung because there is no communication. The working conditions are positive at this site, but I wish there was some employee recognition program; a way to celebrate the hard work that all staff do on campus.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 9    Skipped: 4

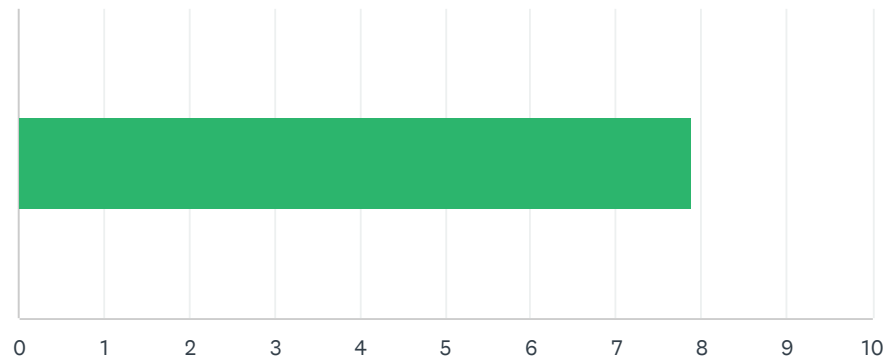


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	64	9
Total Respondents: 9			

#		DATE
1	8	
2	9	
3	5	
4	3	
5	5	
6	7	
7	9	
8	8	
9	10	

Q16 Site meetings are productive and not excessive.

Answered: 9    Skipped: 4



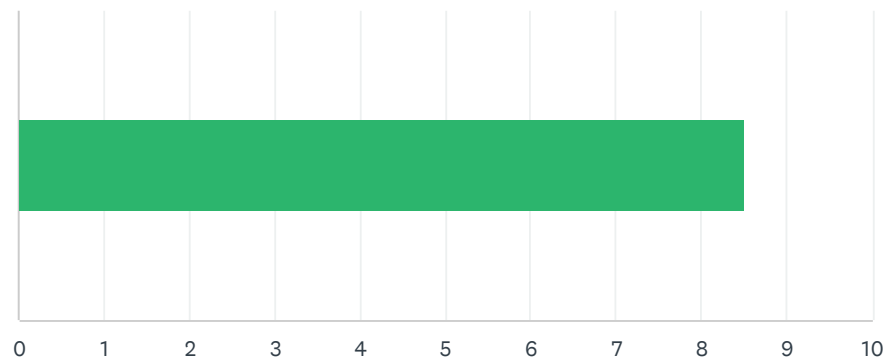
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	71	9
Total Respondents: 9			

#		DATE
1	7	
2	9	
3	5	
4	10	
5	3	
6	7	
7	10	
8	10	
9	10	



Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 8 Skipped: 5

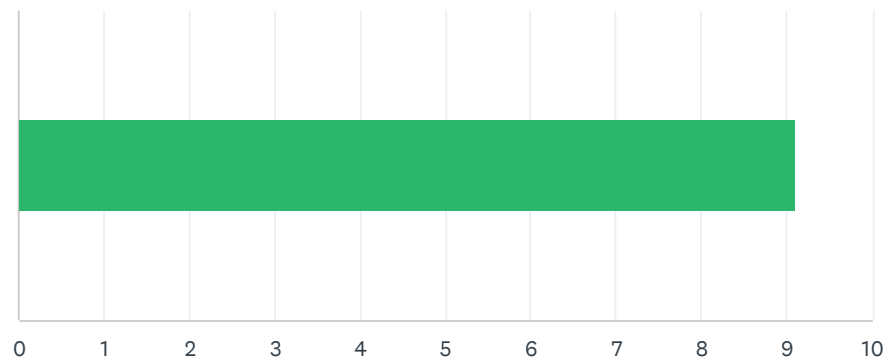


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	68	8
Total Respondents: 8			

#		DATE
1	9	
2	10	
3	8	
4	8	
5	9	
6	9	
7	5	
8	10	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 9    Skipped: 4

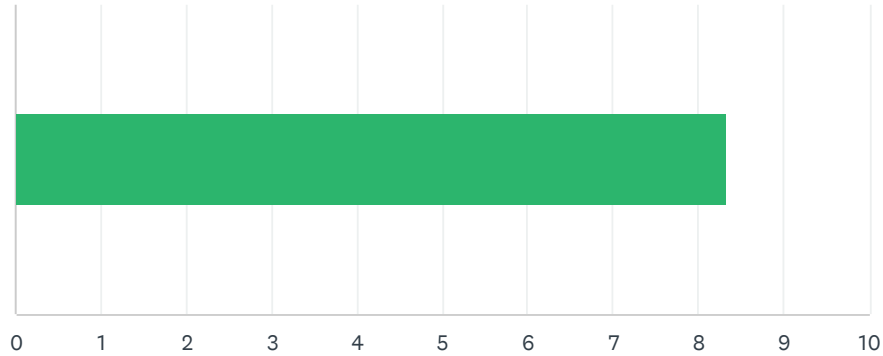


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	82	9
Total Respondents: 9			

#		DATE
1	9	
2	10	
3	9	
4	10	
5	7	
6	8	
7	9	
8	10	
9	10	

## Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 9    Skipped: 4

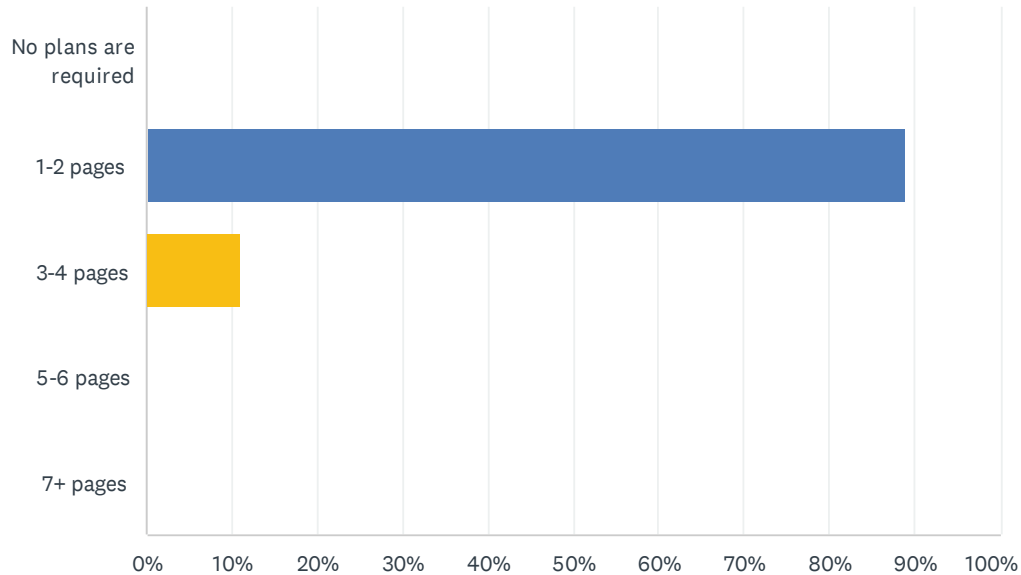


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	75	9
Total Respondents: 9			

#		DATE
1	8	
2	10	
3	6	
4	10	
5	5	
6	7	
7	9	
8	10	
9	10	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 9 Skipped: 4

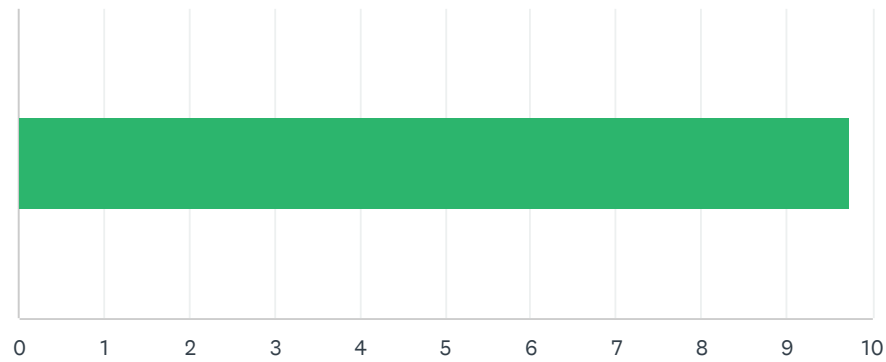


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	88.89%	8
3-4 pages	11.11%	1
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		9

#	COMMENT	DATE
1	Just recently it was changed from sharing lesson plans once a month to once a week;however, there has been no pre-set definition of how long the plans need to be.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 8    Skipped: 5

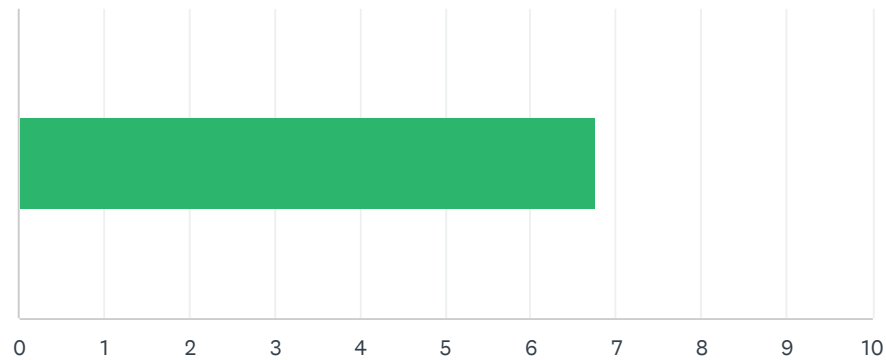


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	78	8
Total Respondents: 8			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	8	
6	10	
7	10	
8	10	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 8    Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	54	8
Total Respondents: 8			

#		DATE
1	8	
2	1	
3	7	
4	1	
5	8	
6	9	
7	10	
8	10	

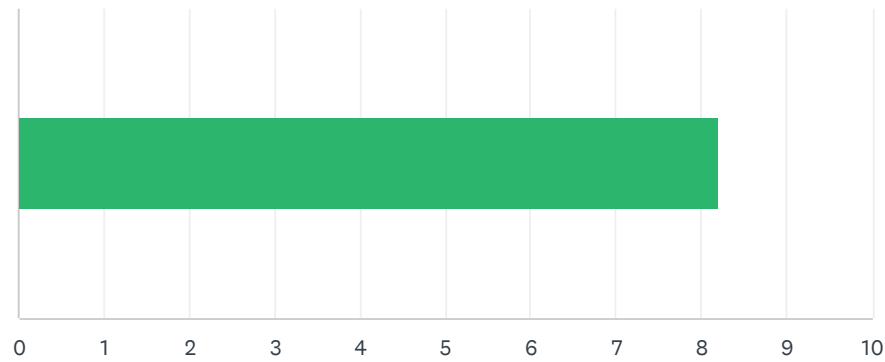
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 5   Skipped: 8

#	RESPONSES	DATE
1	I greatly appreciate the new teacher yard duty schedule that rotates teachers to be on yard duty every couple of weeks instead of bi-weekly	
2	The amount of lesson plans and yard duty is fair for teachers.	
3	The organizational practices of some support specialists are not effectively being carried out. They are not held accountable for their inactions.	
4	If you want to be an intervention specialist, but only have to service students maybe 2 or 3 X a week...use Wednesdays for data and not see students at all and not be in TSS's ever, double dip your pay time and make ISP packets and do ASB and yearbook, and sell smencils, and be seen walking around campus by everyone, then work at Pauly	
5	This year was the first year where recess duty didn't feel overwhelming. It seemed fair and you are not doing recess duty every week. Site administration did listen to feedback and redid the locations and amount of times for recess duty. That was appreciated.	

Q24 Staff and students feel safe.

Answered: 10    Skipped: 3



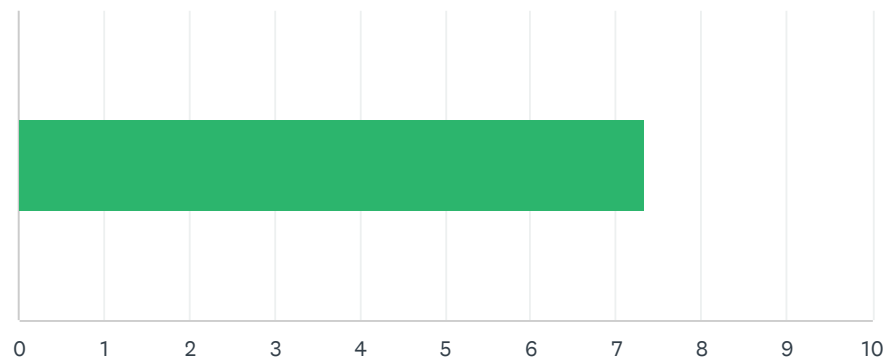
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	82	10
Total Respondents: 10			

#		DATE
1	2	
2	9	
3	10	
4	8	
5	10	
6	9	
7	5	
8	9	
9	10	
10	10	



Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 9    Skipped: 4

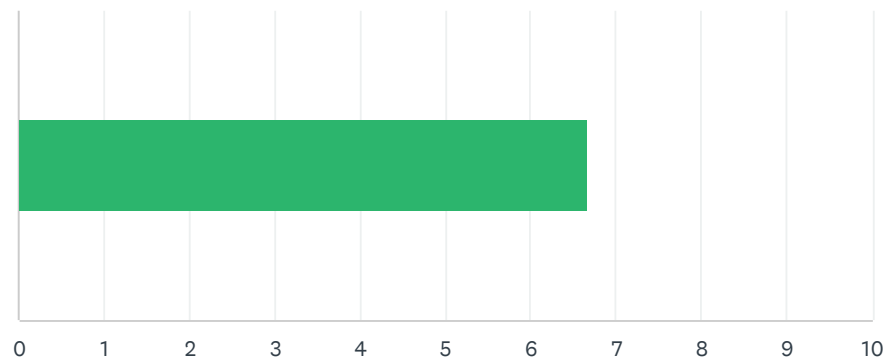


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	66	9
Total Respondents: 9			

#		DATE
1	3	
2	8	
3	9	
4	10	
5	8	
6	7	
7	9	
8	5	
9	7	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 9    Skipped: 4

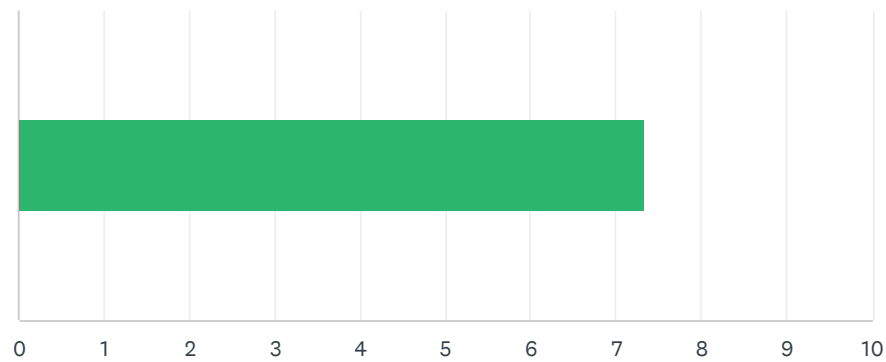


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	60	9
Total Respondents: 9			

#		DATE
1	2	
2	8	
3	9	
4	8	
5	6	
6	7	
7	8	
8	5	
9	7	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 9    Skipped: 4

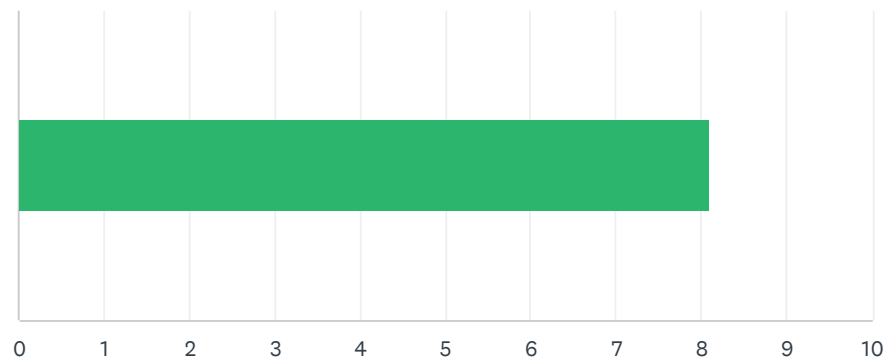


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	66	9
Total Respondents: 9			

#		DATE
1	3	
2	9	
3	9	
4	10	
5	7	
6	7	
7	9	
8	5	
9	7	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 9    Skipped: 4

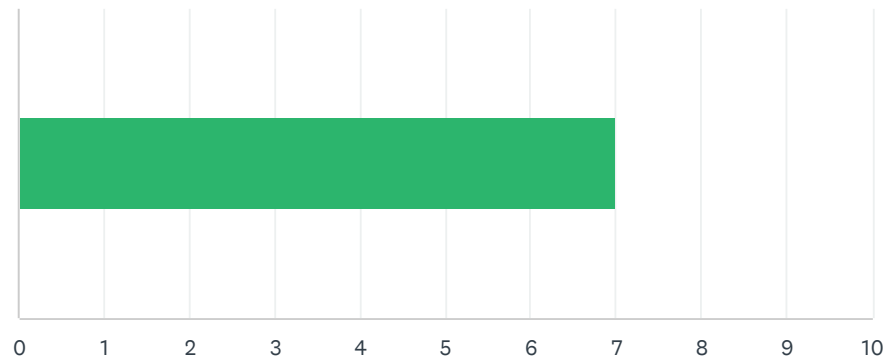


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	73	9
Total Respondents: 9			

#		DATE
1	3	
2	10	
3	10	
4	10	
5	7	
6	7	
7	9	
8	8	
9	9	

Q29 My site has a positive atmosphere.

Answered: 9    Skipped: 4

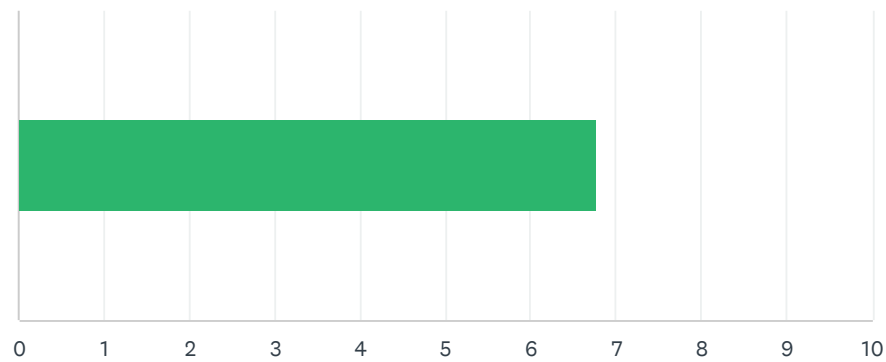


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	63	9
Total Respondents: 9			

#		DATE
1	2	
2	7	
3	10	
4	8	
5	5	
6	3	
7	10	
8	8	
9	10	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 9    Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	61	9
Total Respondents: 9			

#		DATE
1	2	
2	4	
3	10	
4	10	
5	5	
6	3	
7	9	
8	8	
9	10	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 5   Skipped: 8

#	RESPONSES	DATE
1	Some admin doesn't suspend when other teachers feel it is valid and warranted. It feels exhausting to write referrals constantly with no change or real consequences for the students who keep verbally and physically assaulting others.	
2	PBIS struggles to establish and maintain proactive strategies or fully implement and carry out. Campus supervisor has built strong relationships with students and parents. Our Vice principal provides positive guidance and support when necessary. Our library specialist works hard to integrate library resources to all teachers and students. Our new coach has an agenda and makes an effort to coordinate positive activities for both students and staff.	
3	No	
4	Discipline has been hard this year with not being able to take away recess. Teachers are left to inputting in Aeries or calling home in hopes that this will bring support from admin. It depends on which admin that you go to on whether or not you will receive help with discipline. The campus supervisor does not help. He is more of a friend to the kids than a disciplinarian. I do not feel support from the campus supervisor for behavior issues at all.	
5	We are told to document behavior in aeries in order to keep data on a students behavior, however staff such as our campus supervisor is known to not take certain behaviors seriously and does not document the behavior that happens outside the classroom or when the teacher asks for support on said disciplinary action.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 5   Skipped: 8

#	RESPONSES	DATE
1	Principal creates a toxic environment. Vice principal does nothing but hang out on the playground. Leadership is greatly lacking at this site.	
2	Overall positive environment. If there are any issues admin does a great job handling issues quickly.	
3	There continues to be dissatisfaction with gossip circles, last minute emails and sharing important details to staff and students. Tasks are not distributed fairly so there is stress and conflict.	
4	No	
5	The climate on our campus is positive, but I honestly believe it is because of the teachers on this campus. WE work hard, we do what is best for kids, and we support each other. I can count on any teacher if I need to get a break from a student, if I have an emergency, or if I just need to vent. The teachers are amazing at this school.	



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.)

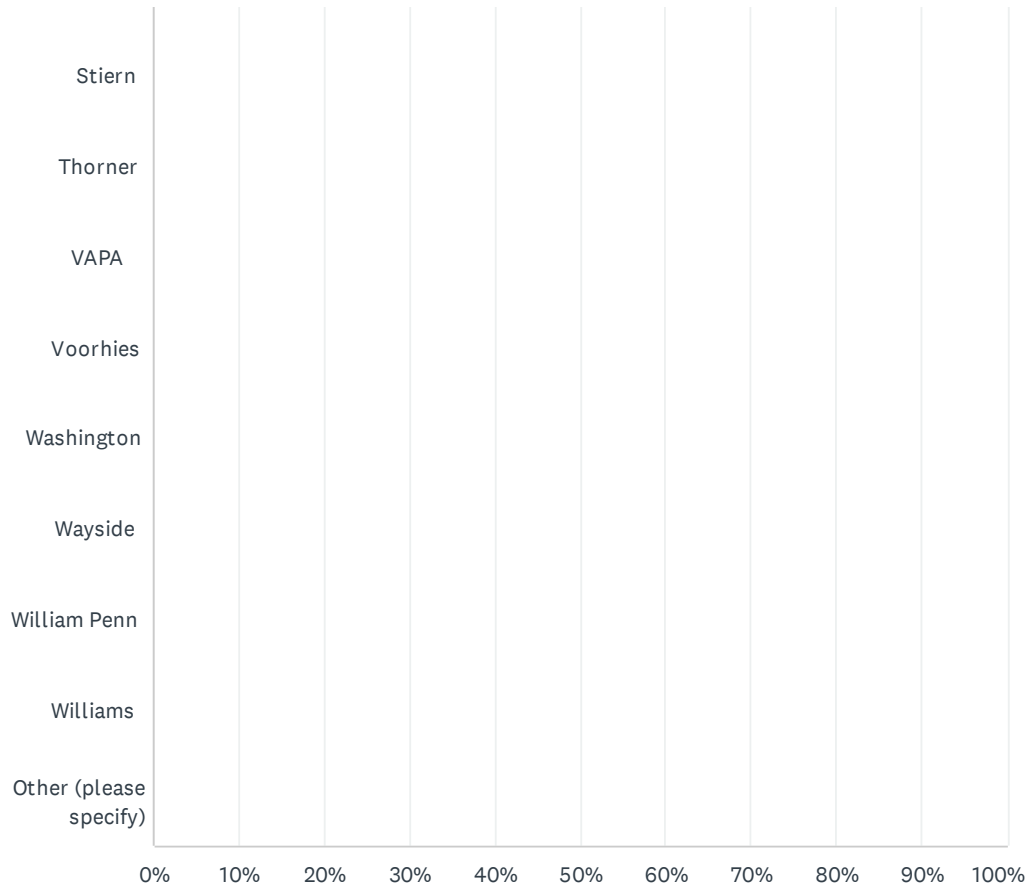
Answered: 28   Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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

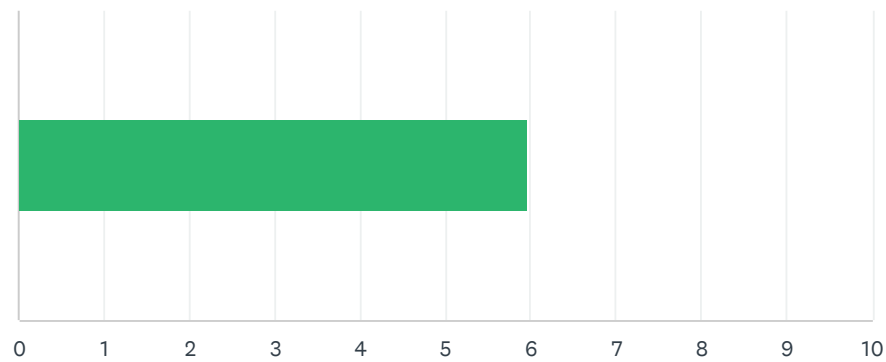
## 2024-2025 BETA Administration/Site Climate Survey

Pioneer	100.00%	28
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
Stiem	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: 28		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 28    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	167	28
Total Respondents: 28			

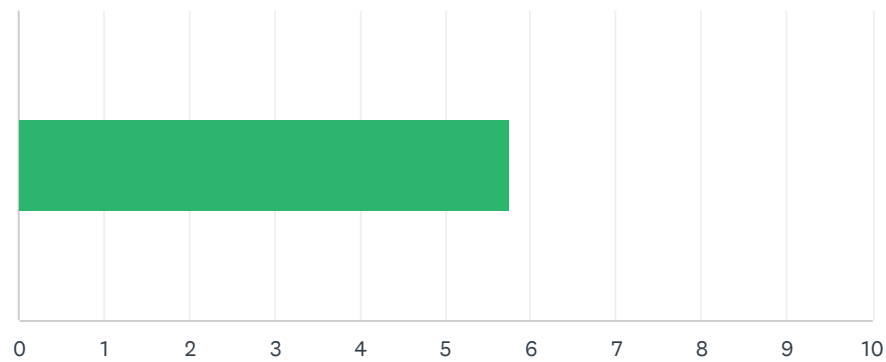
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10	7	
11	1	
12	5	
13	3	
14	8	
15	10	
16	3	
17	1	
18	5	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	9	
21	6	
22	10	
23	10	
24	7	
25	10	
26	1	
27	3	
28	3	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 28 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	161	28
Total Respondents: 28			

#		DATE
1	7	
2	1	
3	9	
4	8	
5	9	
6	7	
7	8	
8	1	
9	4	
10	6	
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12	10	
13	2	
14	8	
15	10	
16	2	
17	5	
18	3	
19	8	

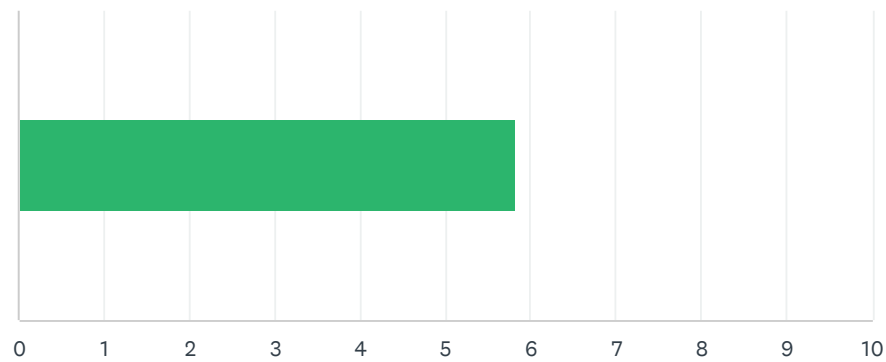


## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	8
22	5
23	10
24	7
25	10
26	1
27	1
28	2

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	157	27
Total Respondents: 27			

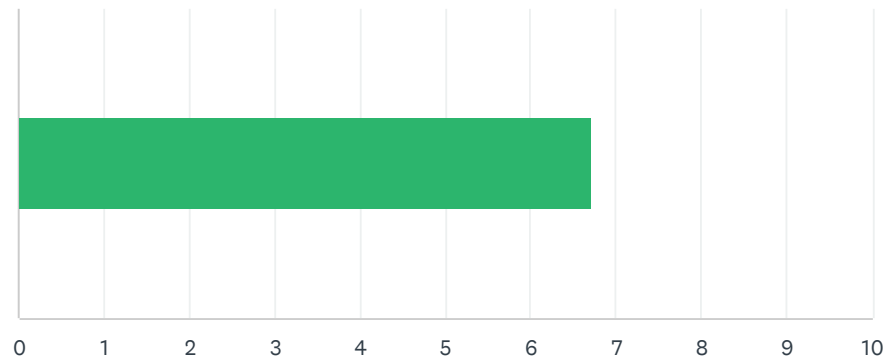
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7	4	
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9	5	
10	9	
11	1	
12	7	
13	2	
14	10	
15	10	
16	3	
17	5	
18	5	
19	4	

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	3
22	10
23	7
24	10
25	1
26	1
27	3

Q5 Site administration follows the contract and respects personal rights.

Answered: 28    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	188	28
Total Respondents: 28			

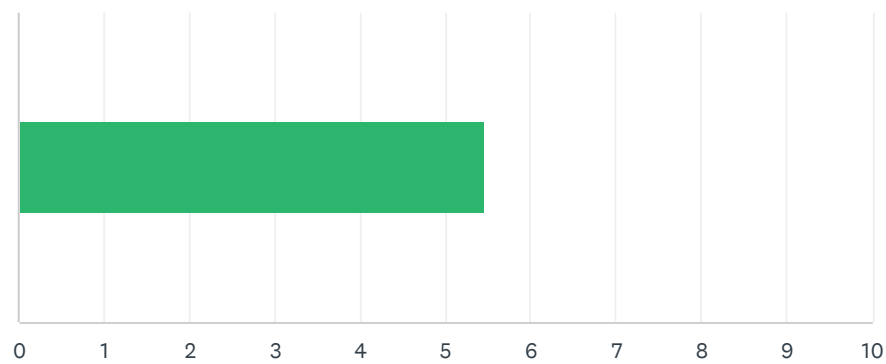
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10	9	
11	1	
12	10	
13	2	
14	10	
15	10	
16	2	
17	5	
18	10	
19	7	
20	9	

## 2024-2025 BETA Administration/Site Climate Survey

21	8
22	10
23	10
24	7
25	10
26	1
27	1
28	1

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 26 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	142	26
Total Respondents: 26			

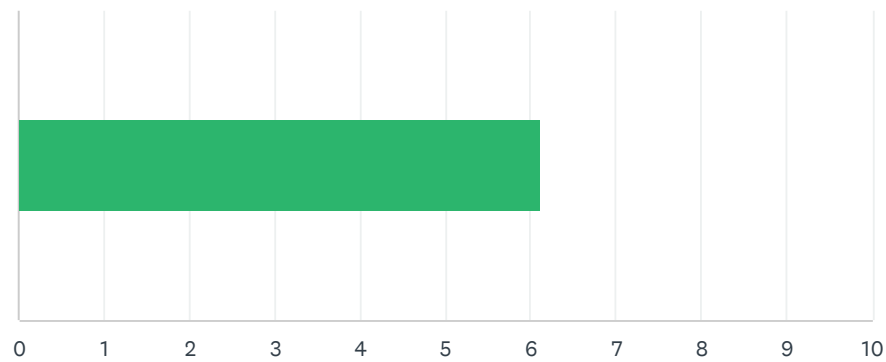
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10	1	
11	6	
12	2	
13	10	
14	10	
15	2	
16	5	
17	5	
18	5	
19	3	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	10
22	8
23	10
24	1
25	1
26	1

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	165	27
Total Respondents: 27			

#		DATE
1	8	
2	2	
3	8	
4	10	
5	7	
6	8	
7	8	
8	2	
9	5	
10	1	
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12	5	
13	10	
14	10	
15	2	
16	5	
17	5	
18	9	
19	7	

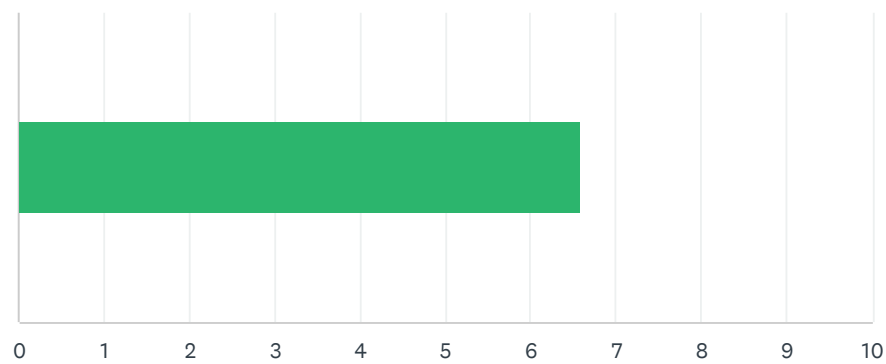


## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	10
22	10
23	7
24	10
25	1
26	2
27	3

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	178	27
Total Respondents: 27			

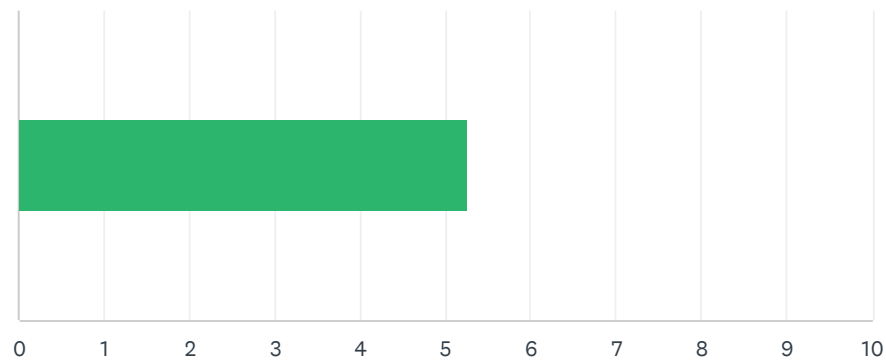
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10	1	
11	10	
12	10	
13	10	
14	10	
15	2	
16	5	
17	8	
18	7	
19	7	

## 2024-2025 BETA Administration/Site Climate Survey

20	6
21	10
22	10
23	8
24	10
25	1
26	1
27	2

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	142	27
Total Respondents: 27			

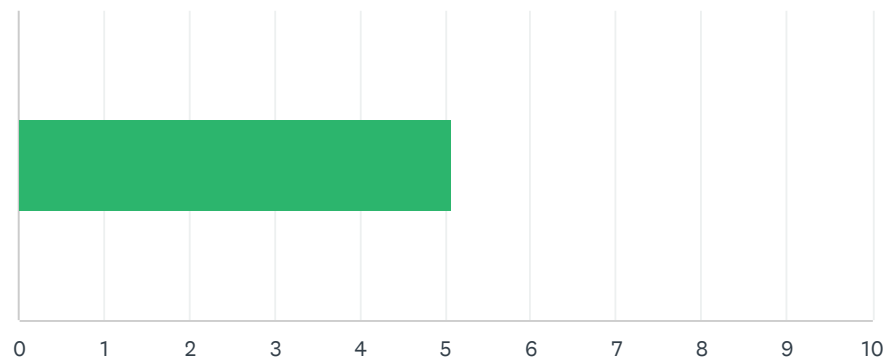
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11	1	
12	5	
13	6	
14	10	
15	10	
16	1	
17	1	
18	5	
19	6	

## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	4
22	10
23	5
24	10
25	1
26	1
27	1

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	137	27
Total Respondents: 27			

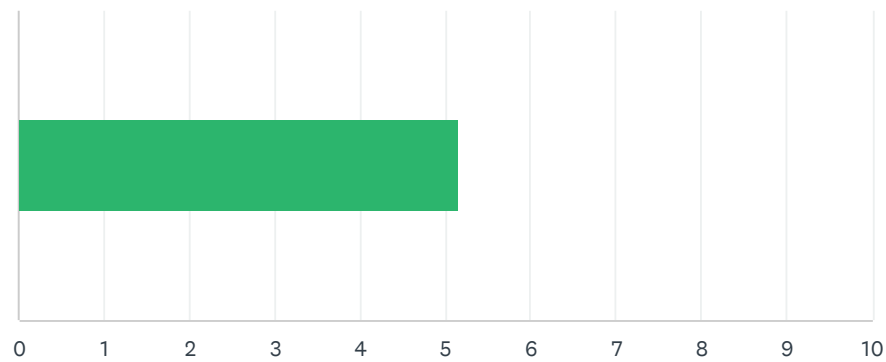
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11	1	
12	5	
13	2	
14	10	
15	10	
16	1	
17	1	
18	5	
19	4	

## 2024-2025 BETA Administration/Site Climate Survey

20	7
21	5
22	10
23	6
24	10
25	1
26	1
27	1

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 26 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	134	26
Total Respondents: 26			

#		DATE
1	8	
2	6	
3	8	
4	9	
5	8	
6	7	
7	3	
8	1	
9	1	
10	8	
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14	9	
15	10	
16	2	
17	1	
18	7	
19	4	

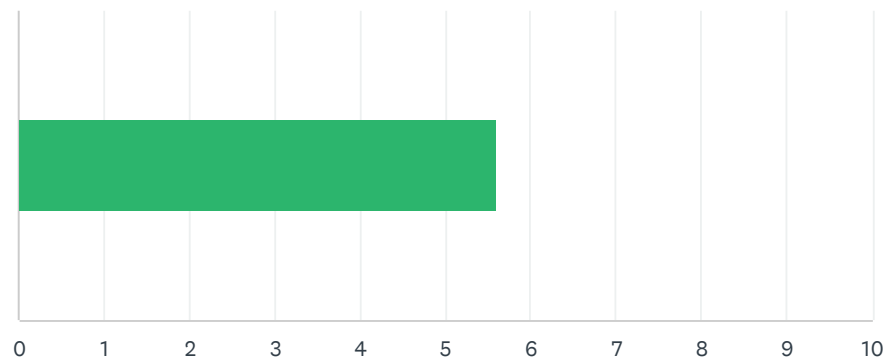


## 2024-2025 BETA Administration/Site Climate Survey

20	1
21	10
22	7
23	10
24	1
25	1
26	1

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 26 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	146	26
Total Respondents: 26			

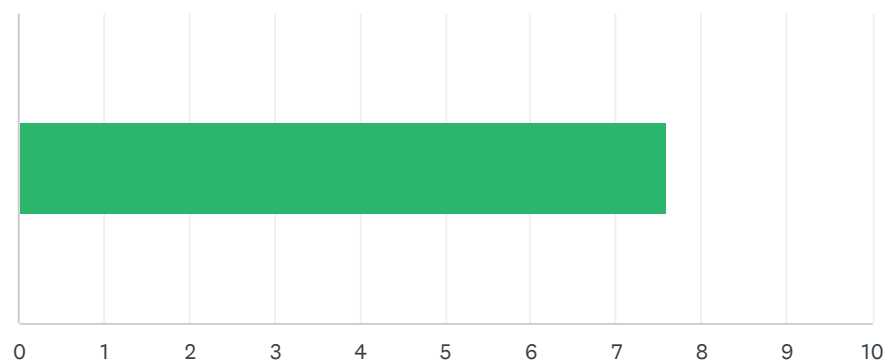
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3	9	
4	9	
5	8	
6	7	
7	8	
8	1	
9	1	
10	6	
11	1	
12	7	
13	3	
14	10	
15	10	
16	2	
17	4	
18	6	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	10
22	5
23	10
24	1
25	1
26	1

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	205	27
Total Respondents: 27			

#		DATE
1	8	
2	9	
3	9	
4	10	
5	9	
6	8	
7	10	
8	6	
9	8	
10	10	
11	1	
12	10	
13	10	
14	10	
15	10	
16	8	
17	10	
18	10	

## 2024-2025 BETA Administration/Site Climate Survey

19	3
20	3
21	1
22	10
23	9
24	10
25	1
26	4
27	8

## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 13    Skipped: 15

#	RESPONSES	DATE
1	Admin do not use the people like apples, coaches, campus monitor, BIS, or even office staff correctly they are always over worked or not even doing the job they're supposed to do. Admin don't know the students nor the students know who they are. They should be on the playground monitoring and getting to know the students that go to our school. Instead, they are always sitting in their rooms talking and eating. It really feels like the teachers come last and are not appreciated.	
2	The site administration needs to be more individually visible and available at the school site.	
3	Admin needs to use staff accordingly to their job. We have a campus supervisor and the person is never out and about campus, always working in the office. Admin is nowhere to be found during recess and lunch because of this the students have no clue who they are. Other position, such as coaches, apples, and even the front office are doing more jobs than they should; plus are being micromanaged.	
4	Admin needs to create a culture of fairness and inclusion where everyoe's talents and contributions are recognized and valued,and reduce the preferential treatment of certain staff.	
5	It is time for an administration change.	
6	The principal is sympathetic and caring but ineffective in their role. The vice principal exhibits a clique-driven, "mean girl" mentality, often creating a work environment that feels more like a sorority than a professional setting.The role of the campus supervisor is unclear.	
7	The principal's duties and responsibilities are not being fully executed as per the expectations outlined in her position. More specifically, it appears that many of the tasks and obligations typically associated with the role of the principal are consistently being passed down to the vice principal, who has been stepping in to manage these duties. The academic coach and the new APL also divide the principals duties. I have observed a recurring issue regarding the timeliness of administrators arriving to work. On several occasions, there has been a noticeable delay in the start of their workday, which can impact the overall efficiency and functioning of the school. I believe that addressing this matter is important to ensure that the administrative team sets a positive example for the rest of the staff and students. The needs and concerns of the staff are not being fully addressed. There seems to be a lack of attention given to the support and resources required for staff to perform their roles effectively. This includes consistent communication, timely feedback after observations of any kind, less busy work and appropriate training. It has come to my attention that instances of bullying or inappropriate behavior among staff members have not been adequately addressed. This ongoing issue is impacting the work environment and the overall well-being of those affected. The second grade lead teacher should be removed. I have observed that communication from admin to staff is not always happening in a timely manner. Delays in sharing important information can impact decision-making and overall efficiency. The staff was promised a weekly calendar called the "Patriot Post" and has received only five to date. It has come to my attention that there have been requests for financial contributions from staff without clear disclosure of how the funds will be utilized. Transparency in such matters is essential to ensure trust and accountability within the school community. I believe it is important for staff to understand the specific purpose and allocation of any funds being requested. There are ongoing concerns regarding the performance of janitorial staff, which seem to be going unaddressed by the administration. I have noticed a pattern of behavior that I believe may not align with the professional standards expected of someone in the role of vice principal. At times, actions or conduct have been observed that could be seen as inconsistent with the expectations for maintaining a positive and respectful school environment. It is important that these concerns be addressed to uphold the professionalism and integrity of the leadership team. Concerns include reprimanding a teacher in front of her students, gossip about staff members, favoritism towards certain staff members, and expecting the BIS to perform part of	

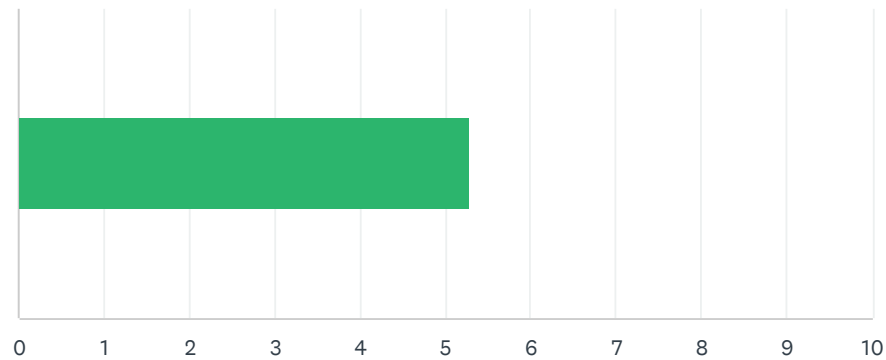
## 2024-2025 BETA Administration/Site Climate Survey

her responsibilities as vice principal. Our school has one BIS currently and the students she should be serving have been neglected this school year. The administration is often absent from IEP meetings, which are crucial for supporting our students' individualized educational needs. The presence and involvement of the administration in these meetings are essential to ensure that all resources and support are aligned with the goals set for each student. The cameras can be checked if someone really wants to know who attends the IEP meetings. I have observed that staff morale at the school appears to be low, which seems to be influenced by a sense of animosity or tension within the administration that is direct towards the teaching staff. It is an "Us vs Them" atmosphere. This environment is impacting the overall effectiveness of our school team.

8	The Administration Team usually come and observe the classroom in a group, which is distracting to the class - it would be best to come in at a scheduled time or one at a time - there is preferential treatment - some staff get a pass to do as they please and others are held to another standard - so frustrating
9	Everyone is kind. I am comfortable asking for help. I do have a hard time because information is given last minute at times. It would be nice to have a school master calendar to know when activities are going to take place or when people are off campus. Overall it is wonderful.
10	When admin come in to observe it's always a group of people. Everything is so last minute. We never seem to be told what's going on. Support staff come to PLCs but the coach doesn't give constructive feedback. She mainly tell us what we're doing wrong. The APL doesn't do much coaching. Why have more support staff if they aren't going to be used for coaching. Admin does try to keep a positive work environment but there are some teachers who just don't know when to stop talking.
11	I have been here at Pioneer Dr. with the same principal, and the environment here is like family. I am thankful for our administration which is responsible for a positive environment.
12	I had to hound the site Admin to get training. I still to this day have not had one training on the emergency/hold drills or even fire drills. No one contacted me when a parent had a concern and the Aides in the class were allowed to contact the parents which caused some problems.
13	The administration definitely shows favoritism and preferential treatment to a set of teachers. Their approach to others not in this circle is very apparent as to their feelings. They are frequently unavailable to communicate with as they are always too busy or they consistently have their doors closed and can not be disturbed no matter what the problem is that needs to be addressed.

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	143	27
Total Respondents: 27			

#		DATE
1	6	
2	2	
3	1	
4	9	
5	2	
6	8	
7	7	
8	2	
9	3	
10	9	
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13	2	
14	10	
15	2	
16	10	
17	1	
18	5	
19	7	
20	8	

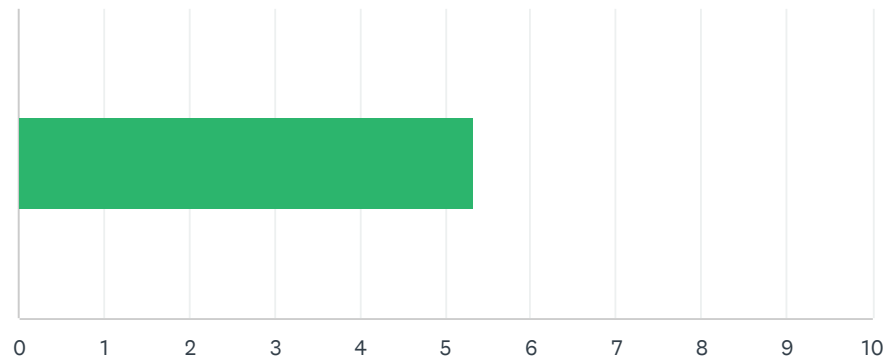


# 2024-2025 BETA Administration/Site Climate Survey

21	8	
22	8	
23	5	
24	10	
25	1	
26	8	
27	1	

Q16 Site meetings are productive and not excessive.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	144	27
Total Respondents: 27			

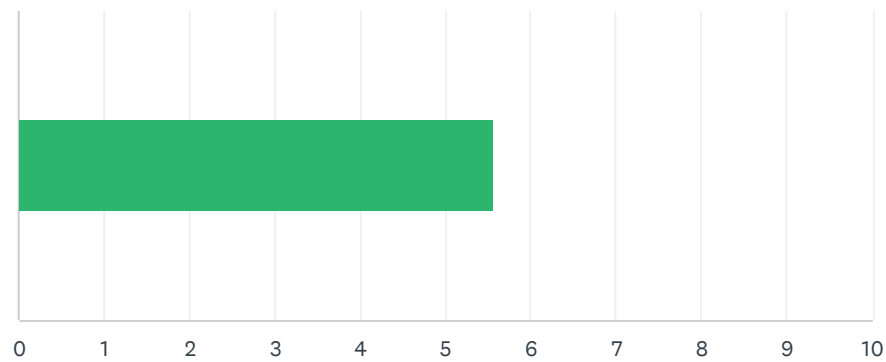
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10	5	
11	1	
12	5	
13	8	
14	6	
15	2	
16	10	
17	10	
18	5	
19	7	
20	8	

## 2024-2025 BETA Administration/Site Climate Survey

21	4	
22	10	
23	5	
24	10	
25	1	
26	2	
27	1	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	150	27
Total Respondents: 27			

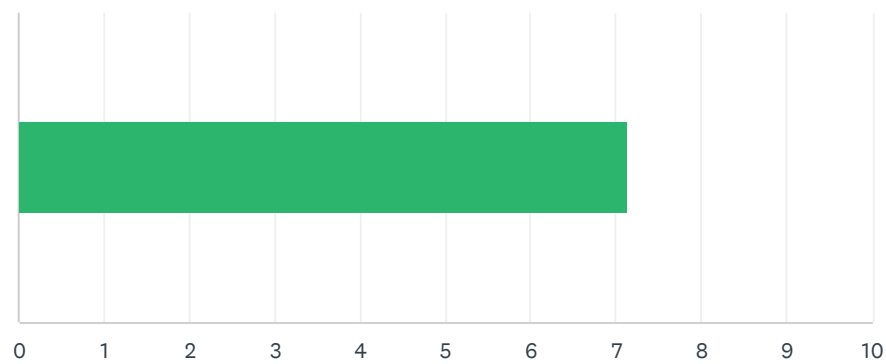
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7	7	
8	6	
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10	1	
11	1	
12	10	
13	2	
14	10	
15	2	
16	10	
17	10	
18	1	
19	5	

## 2024-2025 BETA Administration/Site Climate Survey

20	9
21	9
22	10
23	5
24	10
25	1
26	1
27	2

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	193	27
Total Respondents: 27			

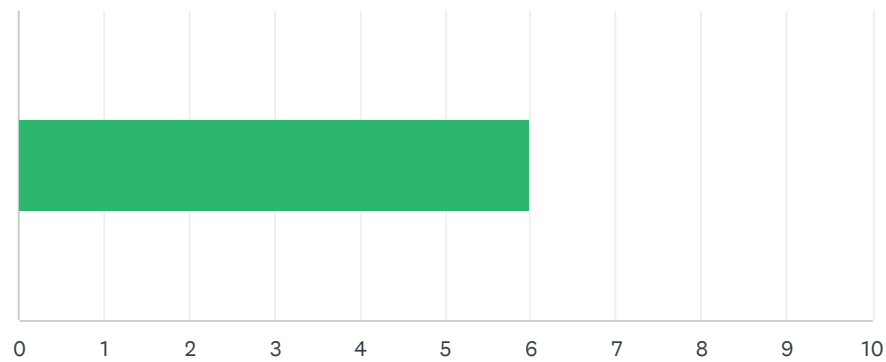
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10	8	
11	1	
12	7	
13	3	
14	10	
15	3	
16	10	
17	8	
18	10	
19	5	

# 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	9	
22	10	
23	10	
24	10	
25	5	
26	3	
27	8	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	162	27
Total Respondents: 27			

#		DATE
1	5	
2	1	
3	1	
4	5	
5	10	
6	7	
7	8	
8	8	
9	2	
10	1	
11	1	
12	5	
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18	10	
19	8	

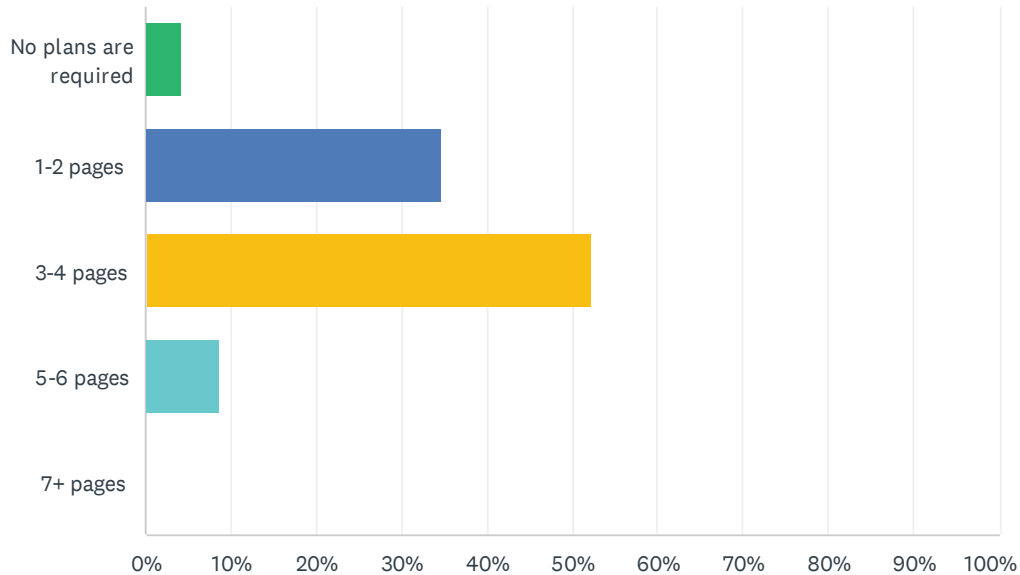


# 2024-2025 BETA Administration/Site Climate Survey

20	9	
21	5	
22	10	
23	5	
24	10	
25	6	
26	2	
27	5	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 23 Skipped: 5

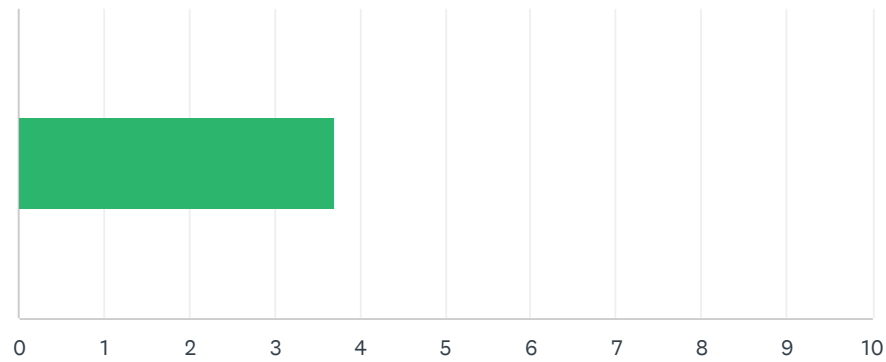


ANSWER CHOICES	RESPONSES
No plans are required	4.35% 1
1-2 pages	34.78% 8
3-4 pages	52.17% 12
5-6 pages	8.70% 2
7+ pages	0.00% 0
TOTAL	23

#	COMMENT	DATE
1	Amount is adequate.	
2	Plans are required to be submitted. No specific length is required, however they do need to be detailed and clear on what we are teaching.	
3	Admin doesn't specify how long plans need to be each year	
4	Need to be in by a set time.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 20    Skipped: 8

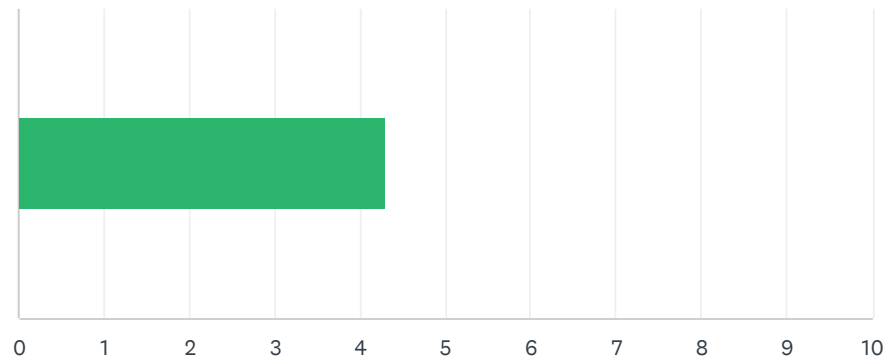


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	74	20
Total Respondents: 20			

#		DATE
1	1	
2	1	
3	10	
4	1	
5	1	
6	1	
7	1	
8	1	
9	1	
10	8	
11	10	
12	1	
13	1	
14	1	
15	1	
16	10	
17	5	
18	10	
19	1	
20	8	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 20    Skipped: 8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	86	20
Total Respondents: 20			

#		DATE
1	8	
2	1	
3	10	
4	1	
5	1	
6	1	
7	1	
8	1	
9	7	
10	10	
11	1	
12	1	
13	1	
14	1	
15	5	
16	5	
17	10	
18	10	
19	1	
20	10	

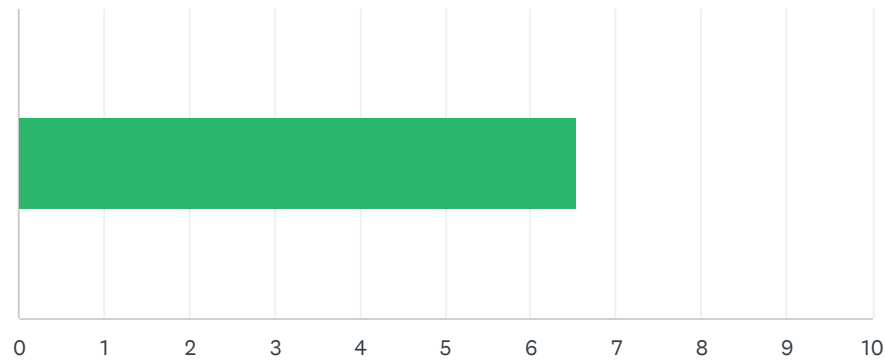
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 10   Skipped: 18

#	RESPONSES	DATE
1	Yes, people need to do their role and stop letting admin just push them around. Admin should support their staff, especially the teachers.	
2	No comments at this time.	
3	Some support staff is not being used for their duties. The campus supervisor is selling grams, nachos and other things not related to supporting the students and staff. I thought they were there to keep our campus, students, and staff safe. The campus supervisor should walk the whole school's perimeter and around the classrooms before school started to see if there was anything that needs attention such as broken glass, unsafe objects, etc. The campus supervisor should be checking on the students, especially when there are subs at the school. The campus supervisor or the VP should be present at all student lunches in the cafeteria. This would be a perfect way to build relationships. The administration does not support the substitutes and prefers to tell them that they are no longer needed instead of responding in person when the subs ask for help. The VP unfortunately micro manages almost every aspect, especially support staff.	
4	As teachers, we need time to put in our report card information, mtss, cfas, literacy, and any other reports. When given meetings for 504, IEPs, and thus forth it is done during our guarantee planning time and not takes up most of the time. We have two meetings every week and it is wasted time hardly any planning gets done and feels excessive. We should go back to only having one meeting a week for planning and not too because it is not very productive.	
5	The academic coach is fulfilling the role of the principal, making it difficult for her to effectively perform her own job. The APL is new and struggling to find balance while navigating their responsibilities. The role of the campus supervisor remains unclear. The reading coaches are performing well but appear to be part of the school's clique.	
6	Trainings can be excessive - there are trainings we have to attend even if we already know the information	
7	Meetings are productive if you go with an opened mind. Certificated staff is not required to do any recess or bus duty. We are involved when it comes to the school. We filled out an extensive survey about our needs for the APL to use for next year.	
8	Overall pretty great. Sometimes meetings are too long. Would like time to put into practice what we get training on like on late start.	
9	The aids in the class try to run the class and dictate what they will and wont do. when you go to the administration about it, they ask why do you think they are doing that? I was admonished in front of my aide without any notice or warning that I was accused of doing something unkind, and other classroom problems. Even though I proved I did not do it, I was still spoken to as though I did, afterwards.	
10	Planning time is frequently interrupted with IEP/504 meetings during contract hours. It is set at times that do not interrupt Administrative time or fits the parents agenda-it is also not unusual for another teaching staff member to be called into an IEP to represent Gen ED for a student they have no knowledge of because the regular teacher is not there at the time or late arriving. Late Start and staff meetings are repetitious and boring and serve no useful purpose. You can only listen to SEL, PBIS and Mindfulness for so many times. There are Late Starts when being allowed like other campuses to work or CFAs-report cards-entering data-setting Parent Conference times etc would be more productive.	

Q24 Staff and students feel safe.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	177	27
Total Respondents: 27			

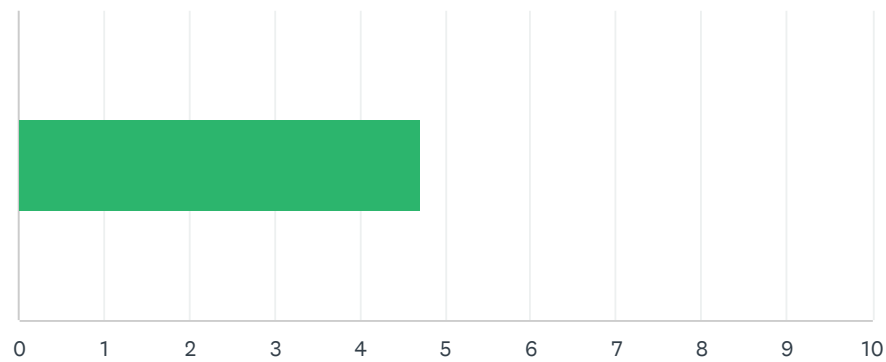
#		DATE
1	6	
2	3	
3	1	
4	7	
5	10	
6	8	
7	7	
8	10	
9	2	
10	8	
11	2	
12	7	
13	10	
14	8	
15	5	
16	10	
17	8	
18	4	
19	8	
20	8	

## 2024-2025 BETA Administration/Site Climate Survey

21	10	
22	10	
23	8	
24	10	
25	1	
26	2	
27	4	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	127	27
Total Respondents: 27			

#		DATE
1	6	
2	2	
3	1	
4	5	
5	7	
6	8	
7	5	
8	10	
9	1	
10	1	
11	1	
12	3	
13	2	
14	5	
15	4	
16	10	
17	1	
18	1	
19	8	

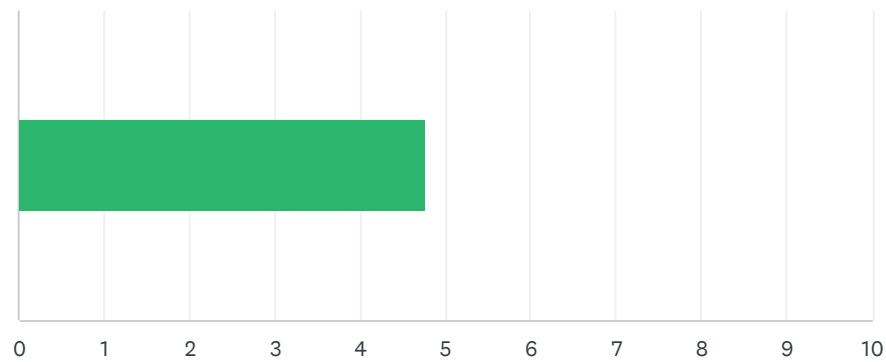


# 2024-2025 BETA Administration/Site Climate Survey

20	6	
21	8	
22	10	
23	8	
24	10	
25	1	
26	1	
27	2	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	129	27
Total Respondents: 27			

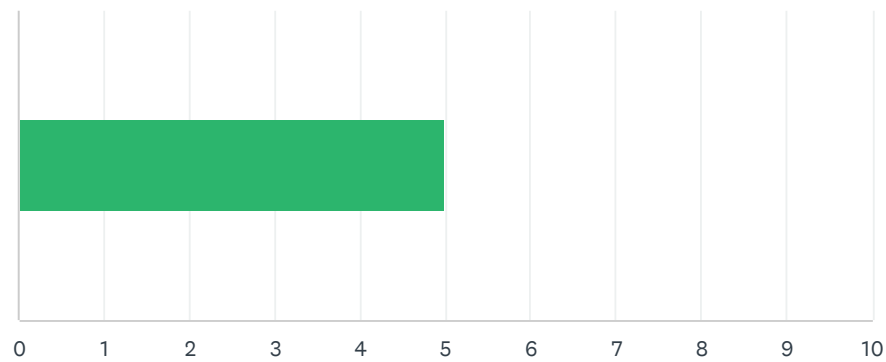
#		DATE
1	5	
2	2	
3	1	
4	3	
5	8	
6	7	
7	6	
8	7	
9	1	
10	6	
11	1	
12	3	
13	2	
14	2	
15	4	
16	10	
17	5	
18	5	
19	8	

# 2024-2025 BETA Administration/Site Climate Survey

20	6	
21	6	
22	10	
23	8	
24	10	
25	1	
26	1	
27	1	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 26 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	130	26
Total Respondents: 26			

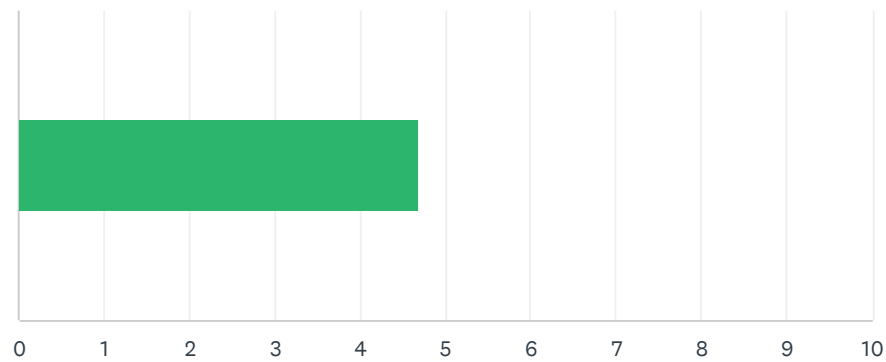
#		DATE
1	5	
2	3	
3	1	
4	3	
5	9	
6	7	
7	6	
8	8	
9	2	
10	5	
11	1	
12	3	
13	6	
14	4	
15	10	
16	5	
17	1	
18	6	
19	6	

# 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	10	
22	8	
23	10	
24	1	
25	1	
26	1	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 26 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	122	26
Total Respondents: 26			

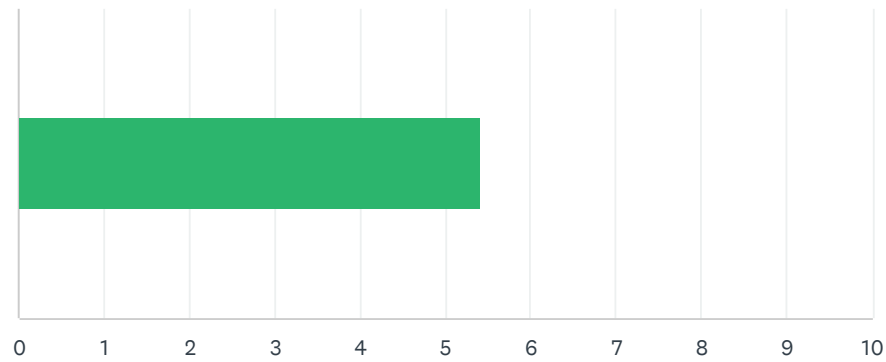
#		DATE
1	6	
2	2	
3	1	
4	4	
5	9	
6	7	
7	5	
8	8	
9	2	
10	5	
11	1	
12	5	
13	2	
14	4	
15	10	
16	1	
17	1	
18	5	
19	6	

# 2024-2025 BETA Administration/Site Climate Survey

20	7	
21	10	
22	8	
23	10	
24	1	
25	1	
26	1	

Q29 My site has a positive atmosphere.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	146	27
Total Respondents: 27			

#		DATE
1	5	
2	1	
3	1	
4	2	
5	9	
6	9	
7	5	
8	9	
9	5	
10	6	
11	1	
12	7	
13	5	
14	9	
15	4	
16	10	
17	6	
18	1	
19	8	
20	6	

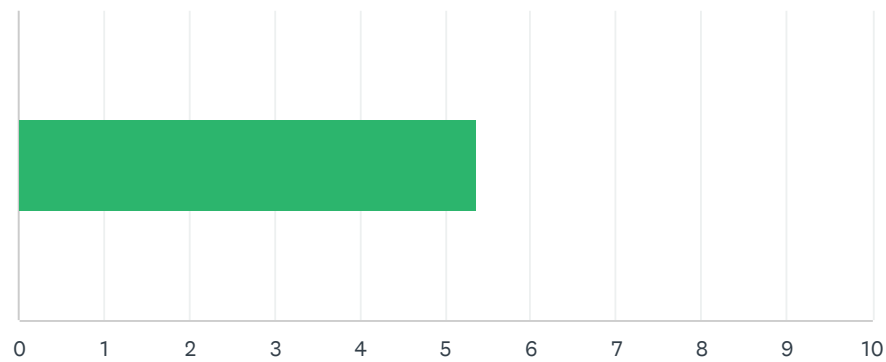


## 2024-2025 BETA Administration/Site Climate Survey

21	7	
22	10	
23	7	
24	10	
25	1	
26	1	
27	1	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 27    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	145	27
Total Respondents: 27			

#		DATE
1	6	
2	1	
3	1	
4	2	
5	9	
6	10	
7	7	
8	9	
9	2	
10	5	
11	1	
12	7	
13	5	
14	9	
15	4	
16	10	
17	8	
18	1	
19	8	

# 2024-2025 BETA Administration/Site Climate Survey

20	7	
21	6	
22	10	
23	4	
24	10	
25	1	
26	1	
27	1	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 12   Skipped: 16

#	RESPONSES	DATE
1	None	
2	I do not attend any PBIS meetings because the VP controls everything. I know that my input is not valued. As for the discipline, it is passed over to our BIS and then she cannot visit the classrooms. As for the site atmosphere, the teachers and support staff are nice and supportive with each other.	
3	Discipline has gotten out of hand and is excessive.	
4	ODRs are in Aeries but nothing happens.	
5	Student Behavior and Discipline seems to be a concern for many teachers. It seems as though it is almost impossible for any consequences can be applied for student "misbehavior" and that makes teaching and classroom management extremely challenging. We used to be able to use Behavior Intervention Steps, but now it seems like there is not much support for this throughout our district.	
6	There is little to no discipline, as the vice principal largely leaves teachers to handle issues on their own. When concerns are logged in Aeries, they are often ignored, or teachers are told they categorized them incorrectly. As a result, teachers receive little to no support. Additionally, having only one BIS makes the situation even more challenging.	
7	Teachers' input and concerns regarding student discipline are not given the consideration they deserve. This lack of support undermines the teachers' ability to maintain a positive learning environment. I believe it is important for the administration to ensure that teachers' perspectives are valued and that appropriate action is taken to support classroom management and student behavior. The vice principal requires five discipline records to be entered into Aeries for a student before a teacher can email her about that specific behavior. Most of the time it is then ignored. The vice principal has deleted teacher records in Aeries. The vice principal has told teachers they cannot input referrals themselves, which is not true. The upper grade teachers are receiving students with virtually no discipline or guidance beyond what the previous teacher could provide. These students have no respect for rules, peers, cpals, teachers, or consequences. They often do not know who the admin are. Students are being setup for failure.	
8	It takes too long for discipline to be addressed - MTSS Team will refuse students who need support - it is frustrating	
9	Safety for students and staff is a big focus at the school.	
10	I feel like I'm heard with my students who have discipline issues but I'm not over dramatic about student behaviors. In aeries I put in major issues that are beyond my abilities in the classroom. We got training on aeries but not really on managing behaviors. I think we need more classroom management here. Admin intervention teachers and APL are nice and positive. They give feedback that helps.	
11	Admin has let aids stay in the SH classroom with their PROACT training expired and allowed them to be integral part of campus behavior management in different special Education classrooms and out on fieldtrips with the special needs population.	
12	Staff have been sworn at and at times intimidated by students on all levels. Many days the same students can be disrupted in class and do not respond to redirection knowing nothing is going to happen to them. Staff is told to put referrals into Aeries and still nothing happens and the parents and students know nothing will.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 10    Skipped: 18

#	RESPONSES	DATE
1	None	
2	Please hire people who truly like teachers, value the culture of the school and understand it, plus truly want to help the students work on improving their behavior. We need people who want to roll up their sleeves and work, not just pass it off to other support staff and bark orders. Change is imperative. By hiring a VP who is supportive, engaging, not a micro manager, not threatening, and truly values everyone's culture a positive site atmosphere can be achieved.	
3	Depending on what grade level you choose it may be difficult to work with some people. However, some grade levels have very compassionate and caring people. Those people make it worth being at school.	
4	Admin especially the VP do not seem to back the teachers on any. Short answers is what we usually get	
5	The academic coach and reading coaches are making an effort to do their jobs, but the lack of support from the principal and vice principal makes it difficult. The administration often remains behind locked doors, creating the perception that they are not actively engaged. Improving timely communication would significantly enhance the staff climate. Additionally, many teachers feel excluded from the administration's inner circle, as if they are not "cool" enough to be included in conversations or social interactions.	
6	It appears that the current leadership style and decisions within the administration have contributed to a decline in staff morale. This shift in atmosphere is impacting the overall work environment. Additionally, teachers are choosing to leave the school, which reflects the growing dissatisfaction among the staff. The admin team which includes the principal, vice principal, academic coach, and APL all openly wear pink on Wednesdays and are aware they're acting like "mean girls", exhibiting immature high school behavior. This practice has been attributed to the vice principal who has an open dislike for teachers. Teachers are often excluded from celebrations and events, which creates a sense of disengagement and undervaluation. Teachers at this school love teaching and care about students. They give so much everyday to students who need stability and caring as much as they need an education. A supportive administration team and a peaceful, positive work environment should be fundamental rights for all staff members. These elements are essential for fostering a culture of collaboration, well-being, and productivity. Ensuring that these conditions are consistently met is vital for the success of both staff and students.	
7	I would recommend my site. We are heard and I feel comfortable to voice my concerns when needed.	
8	It was a great place to work at before. Now it's not bad but people are just going through the motions. There's also no follow through with anything. We had a weekly patriot post but that lasted like a month. Sometimes it feels like people don't need to try. Overall I would recommend it here but it could be better.	
9	Principal ignores teacher complaints regarding behavior of Aides and then uses Aide complaints against teachers. I complained that two of my aides were bullying another and it was not acted upon. It rose to the point that the Aide requested a transfer first to another class, then to another site.	
10	Positive atmosphere on this campus is a joke. Many cliques are formed and Administration gives preferential treatment to a small inner circle. They consistently give "shout outs" to the same people over and over again as if the rest of the staff are nonexistent. The "circle" are not the ones that do all the volunteering or attend PDs for the betterment of the school and their	

class. They are the contract people who come at 8 and leave promptly at 3:15 no matter what is going on.

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# 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: 2   Skipped: 0

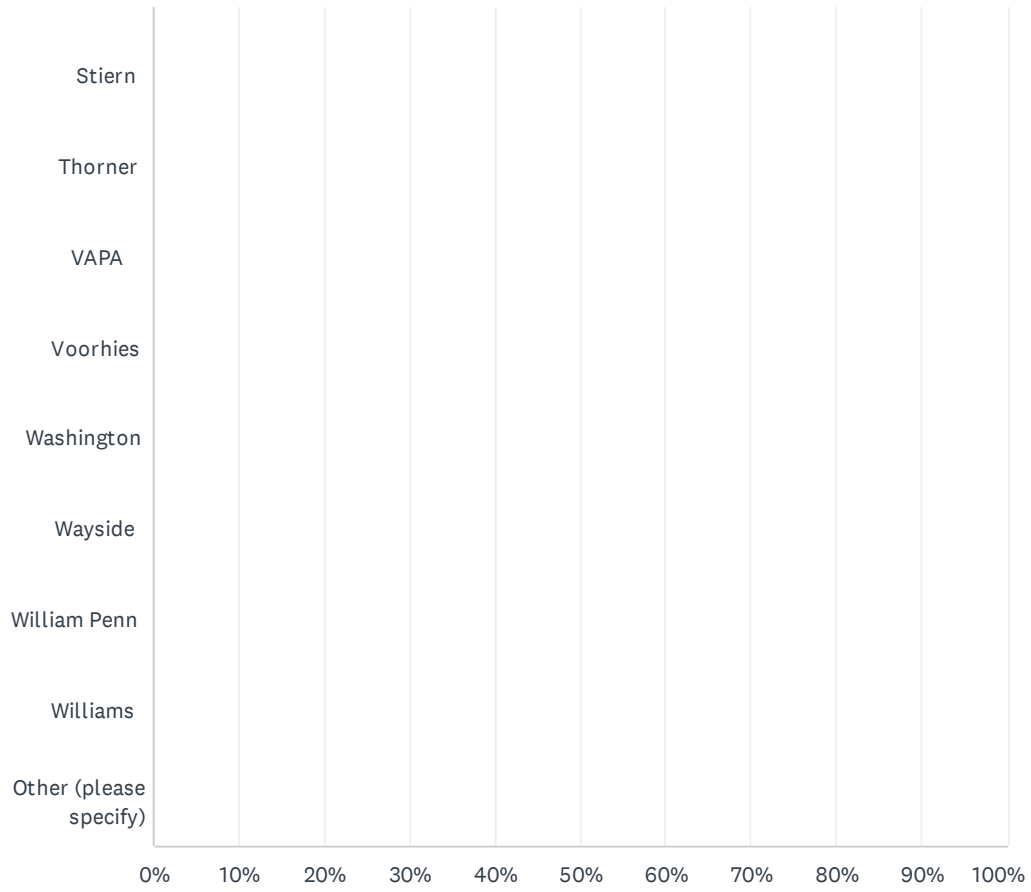
Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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

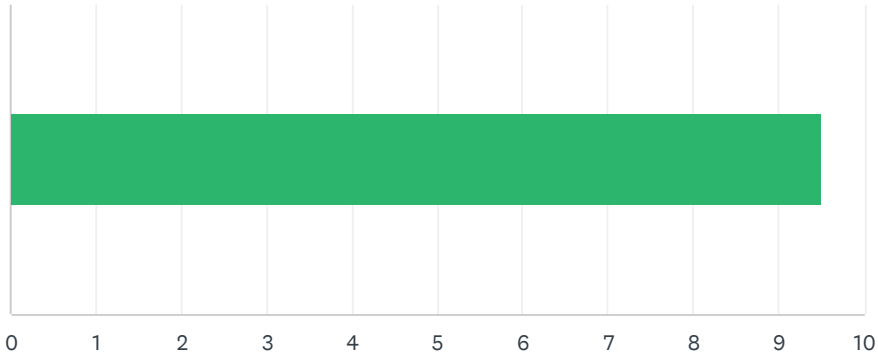
## 2024-2025 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	100.00%	2
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiem	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: 2		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 2    Skipped: 0

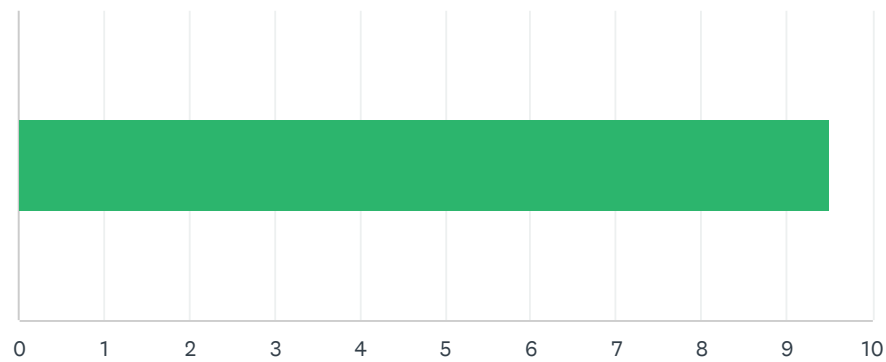


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 2    Skipped: 0

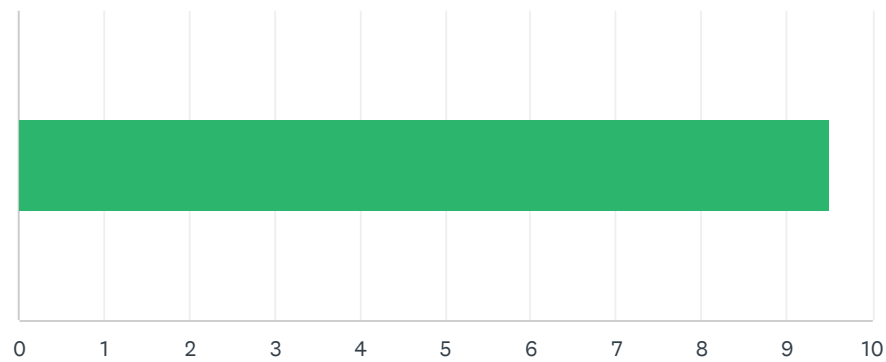


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 2    Skipped: 0

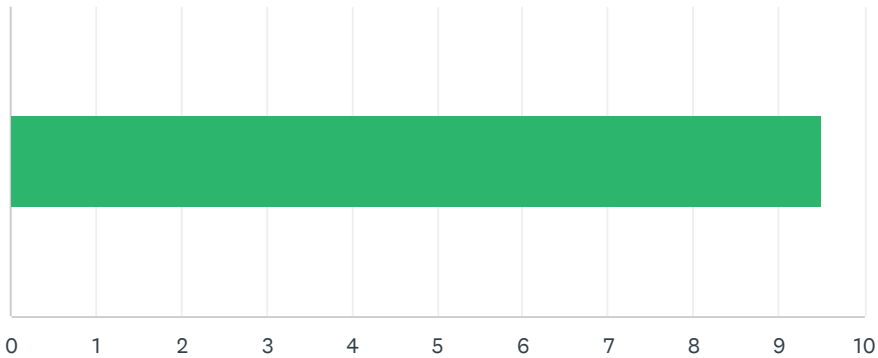


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q5 Site administration follows the contract and respects personal rights.

Answered: 2    Skipped: 0

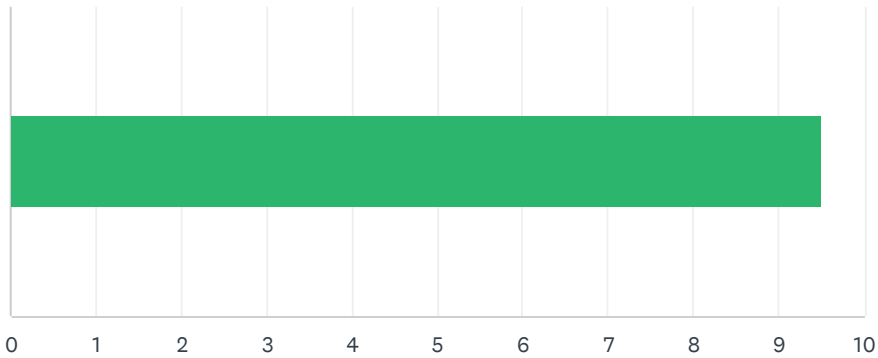


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 2    Skipped: 0



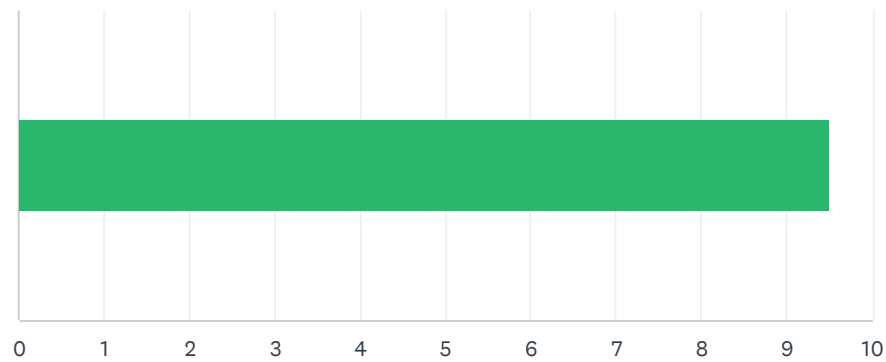
ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	19	2
Total Respondents: 2				

#		DATE
1	10	
2	9	



Q7 Administration maintains open communication with staff, parents, and students.

Answered: 2    Skipped: 0

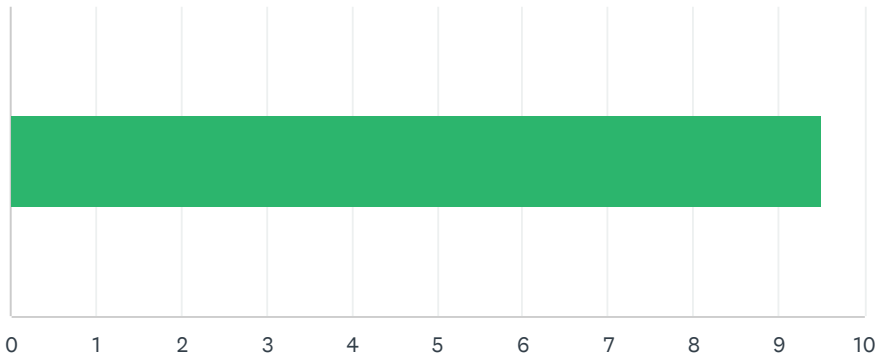


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 2    Skipped: 0

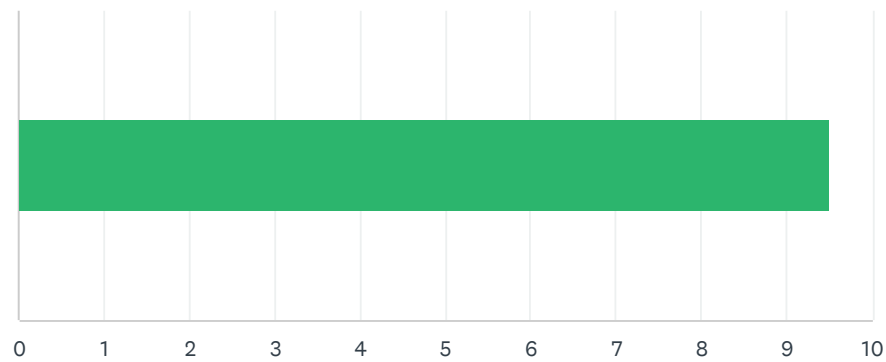


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 2    Skipped: 0

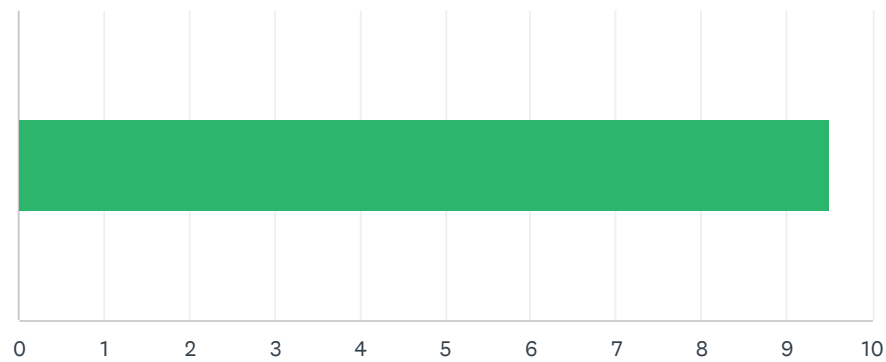


ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	19	2
Total Respondents: 2				

#		DATE
1	10	
2	9	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 2    Skipped: 0

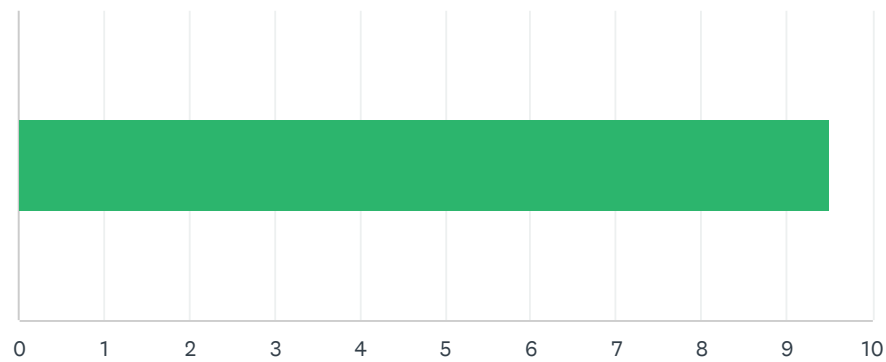


ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	19	2
Total Respondents: 2				

#		DATE
1	10	
2	9	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 2    Skipped: 0

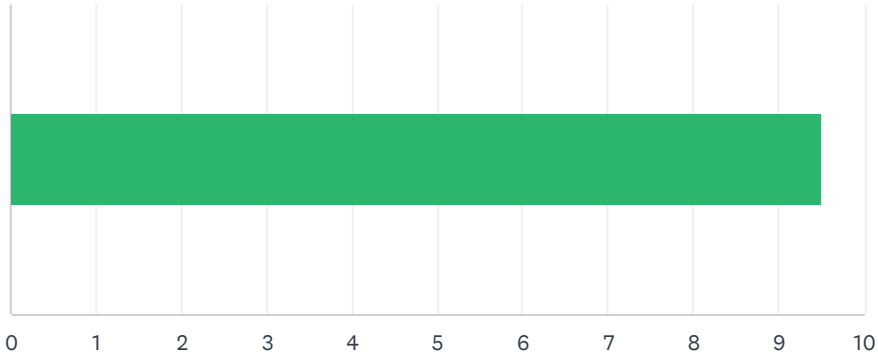


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 2    Skipped: 0

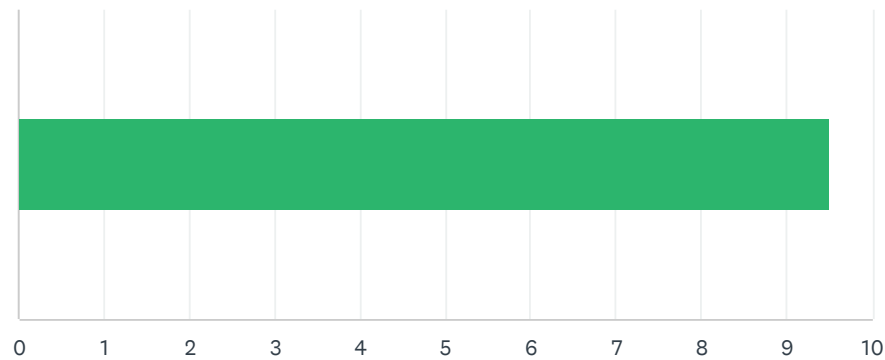


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 2    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

## Q14 Do you have any comments, thoughts, or concerns about site administration?

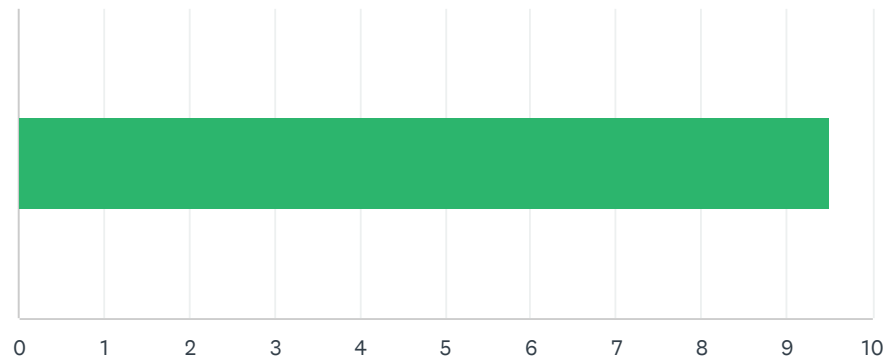
Answered: 0   Skipped: 2

#	RESPONSES	DATE
	There are no responses.	



Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 2    Skipped: 0

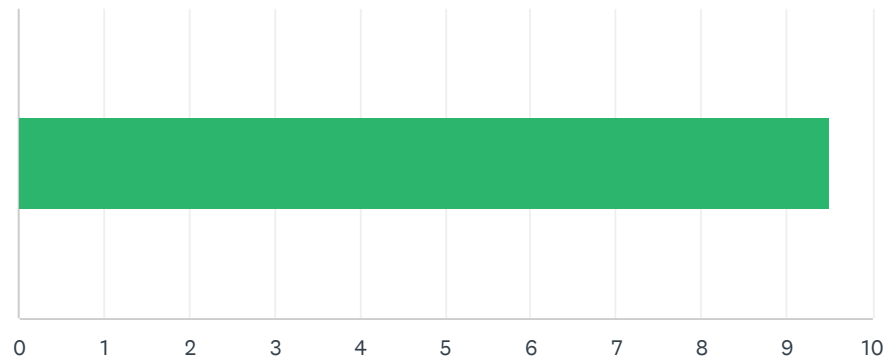


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q16 Site meetings are productive and not excessive.

Answered: 2    Skipped: 0

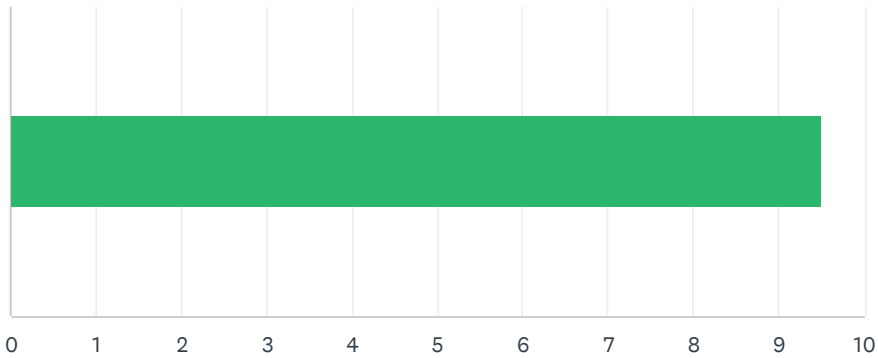


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 2    Skipped: 0

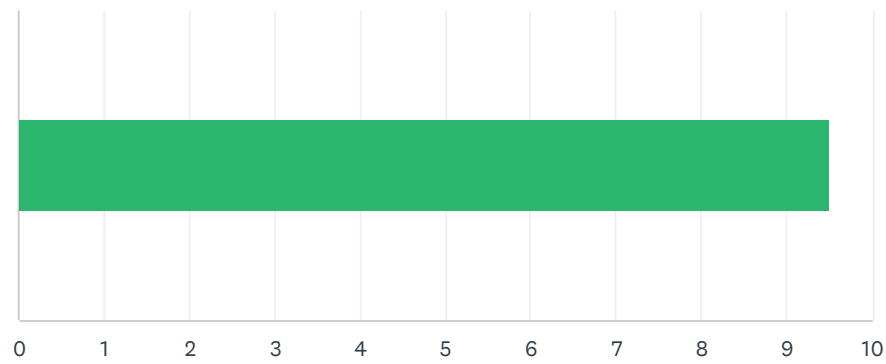


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 2    Skipped: 0

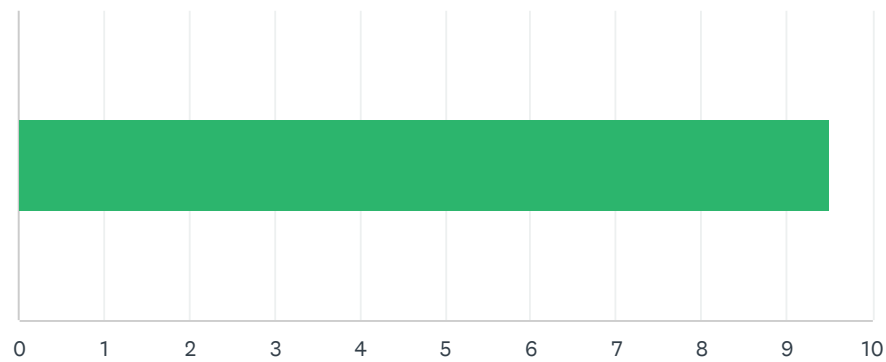


ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	19	2
Total Respondents: 2				

#		DATE
1	10	
2	9	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 2    Skipped: 0

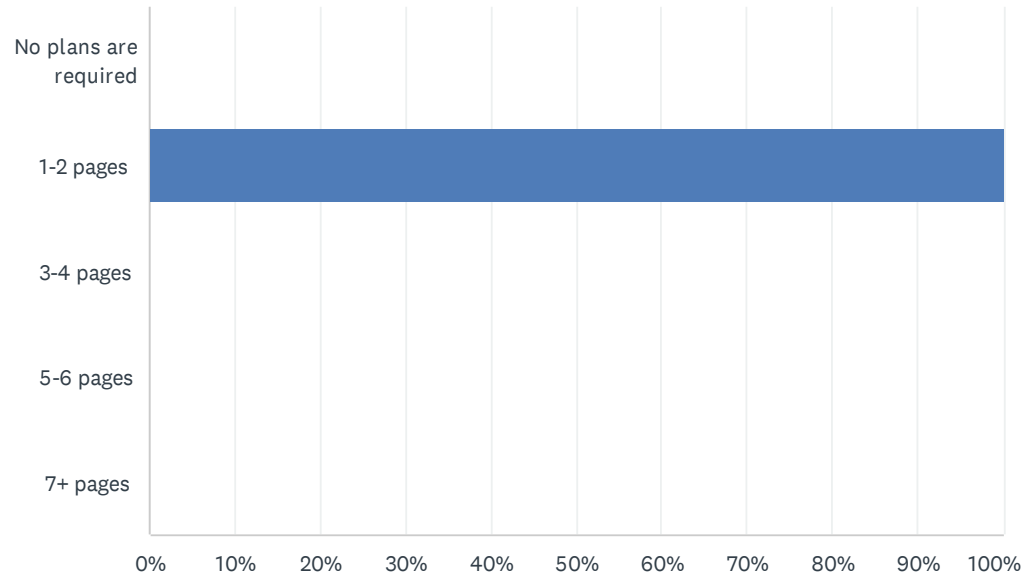


ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	19	2
Total Respondents: 2				

#		DATE
1	10	
2	9	

Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 2    Skipped: 0

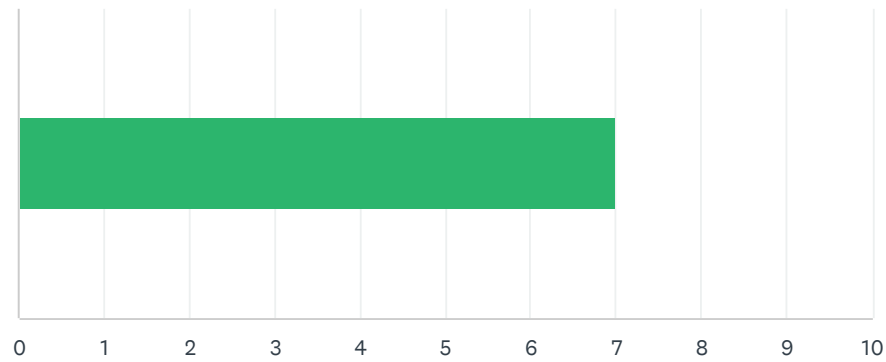


ANSWER CHOICES		RESPONSES	
No plans are required		0.00%	0
1-2 pages		100.00%	2
3-4 pages		0.00%	0
5-6 pages		0.00%	0
7+ pages		0.00%	0
TOTAL			2

#	COMMENT	DATE
	There are no responses.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 1    Skipped: 1

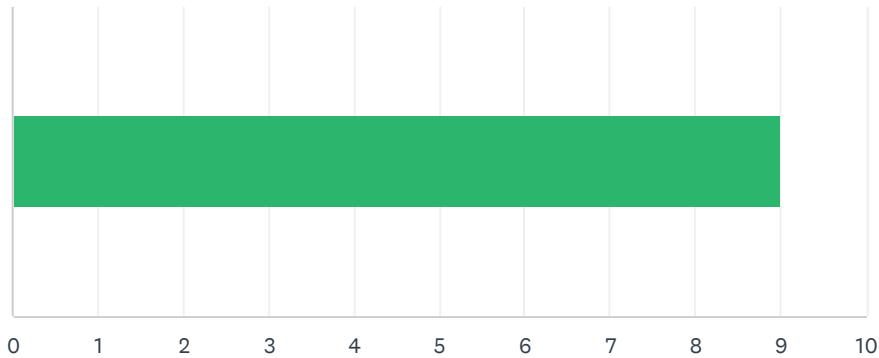


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	7	1
Total Respondents: 1			

#		DATE
1	7	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 1    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	9	1
Total Respondents: 1			

#		DATE
1	9	



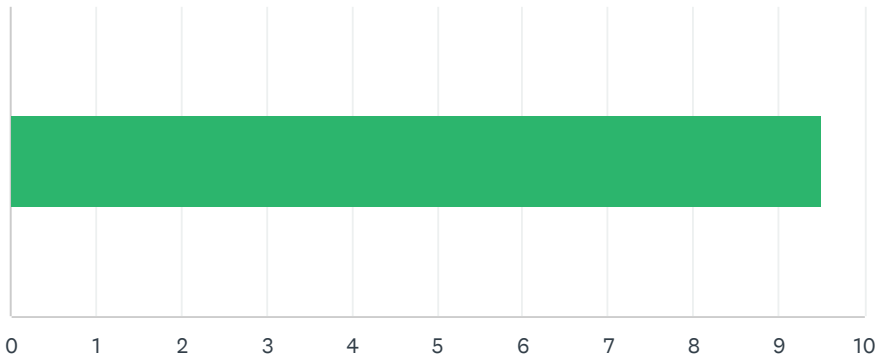
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 0   Skipped: 2

#	RESPONSES	DATE
	There are no responses.	

Q24 Staff and students feel safe.

Answered: 2    Skipped: 0

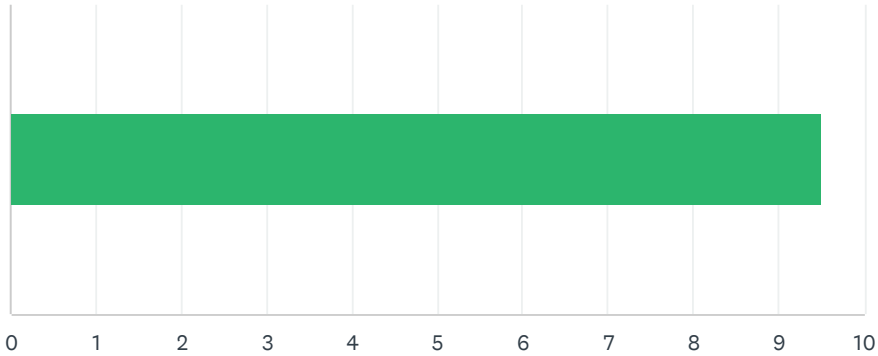


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 2    Skipped: 0

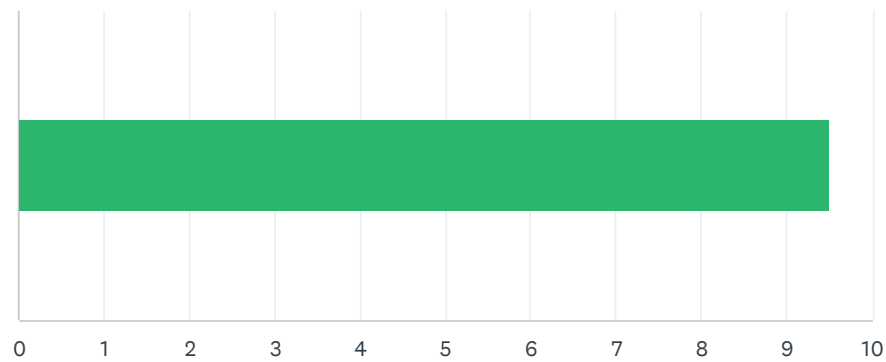


ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	19	2
Total Respondents: 2				

#		DATE
1	10	
2	9	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 2    Skipped: 0

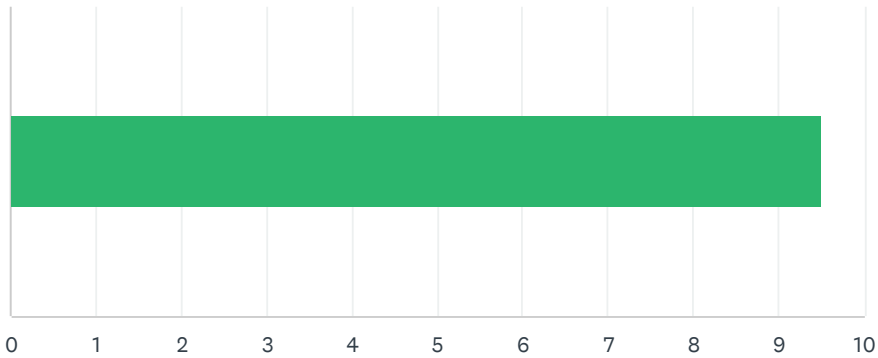


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 2    Skipped: 0

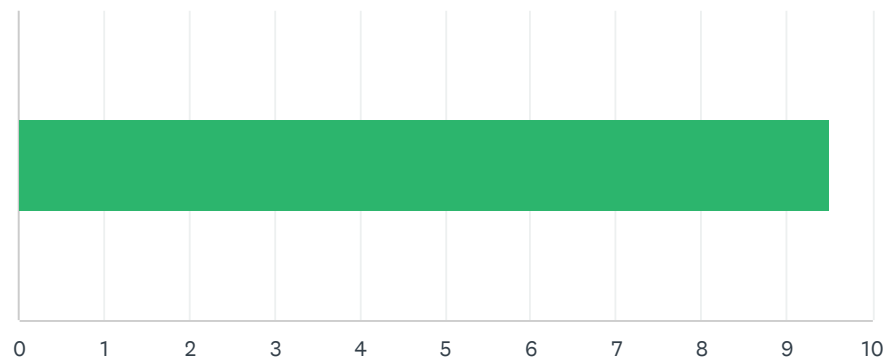


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 2 Skipped: 0

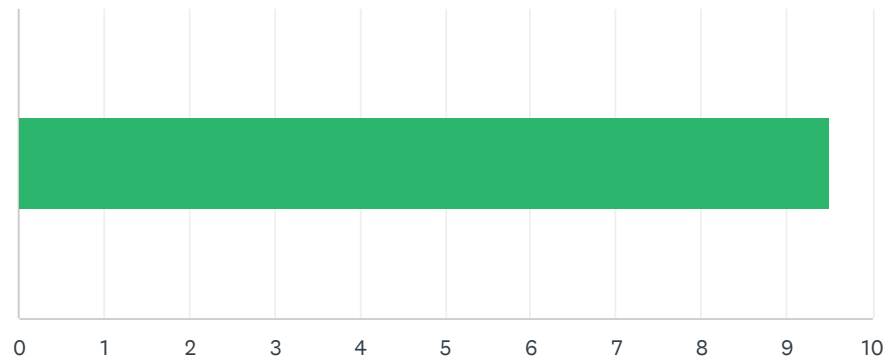


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q29 My site has a positive atmosphere.

Answered: 2    Skipped: 0

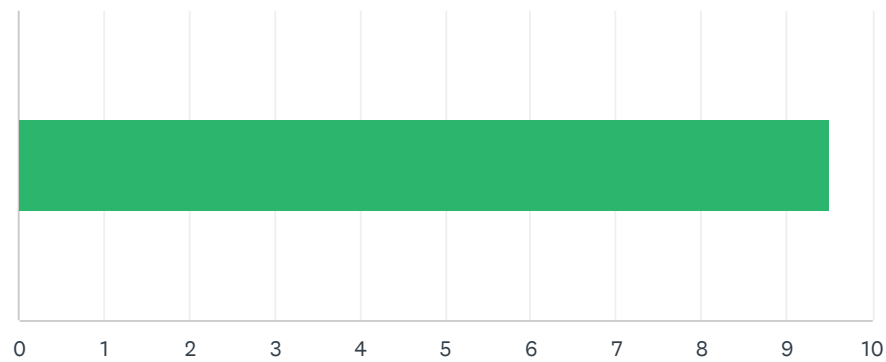


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	19	2
Total Respondents: 2			

#		DATE
1	10	
2	9	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 2    Skipped: 0



ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	19	2
Total Respondents: 2				

#		DATE
1	10	
2	9	



### Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 0   Skipped: 2

#	RESPONSES	DATE
	There are no responses.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 0   Skipped: 2

#	RESPONSES	DATE
	There are no responses.	

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.)

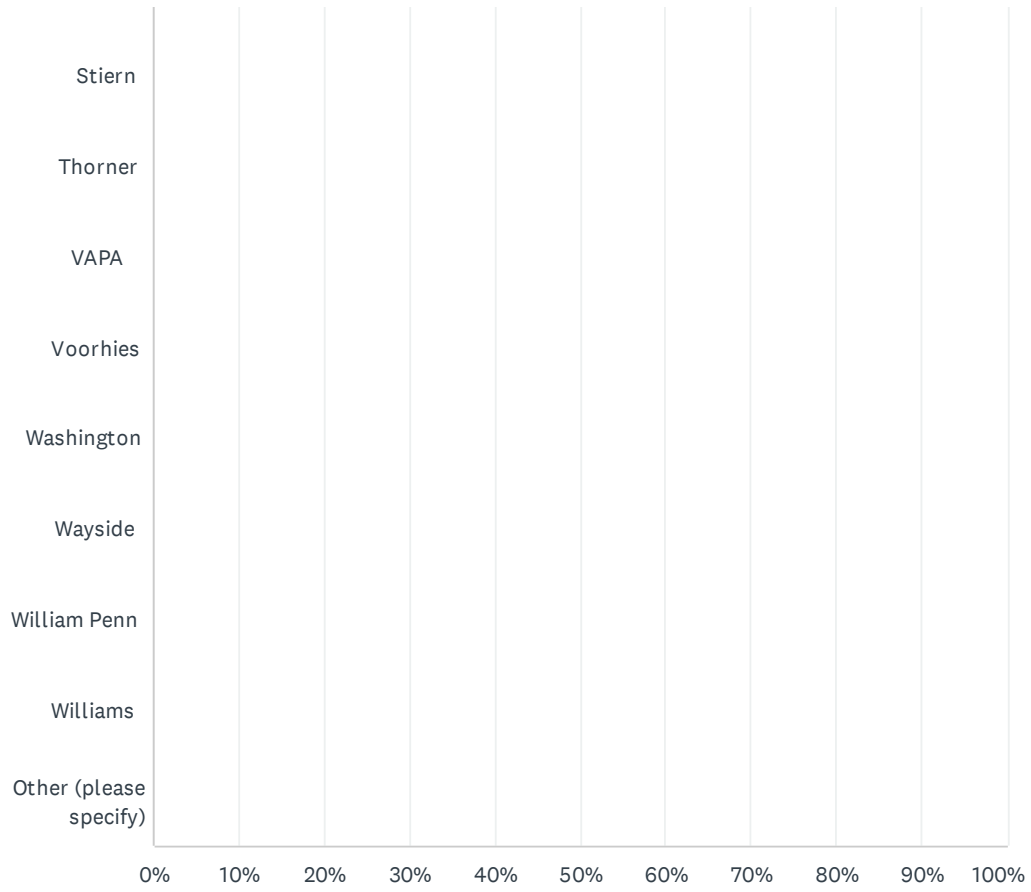
Answered: 5    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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

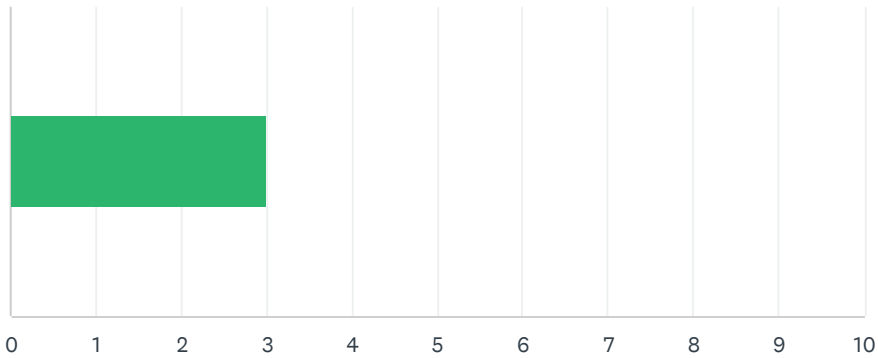
## 2024-2025 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	100.00%	5
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiem	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: 5		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 5    Skipped: 0



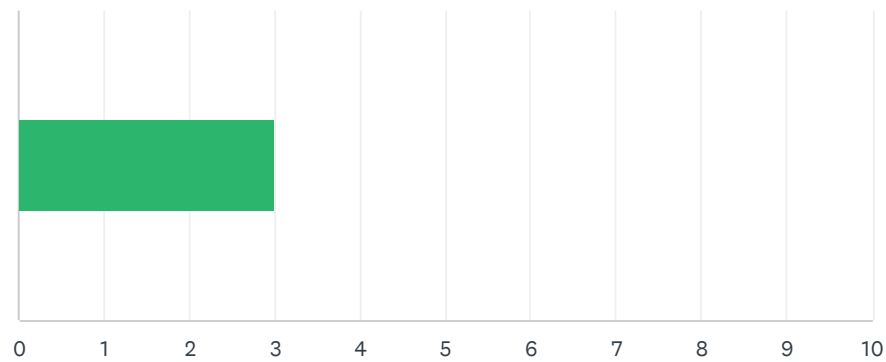
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	15	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	9	
4	2	
5	1	



Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 5    Skipped: 0

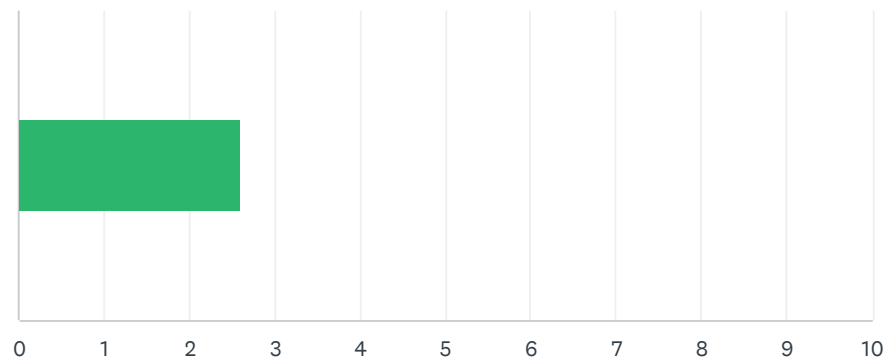


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	15	5
Total Respondents: 5			

#		DATE
1	3	
2	1	
3	8	
4	2	
5	1	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 5    Skipped: 0

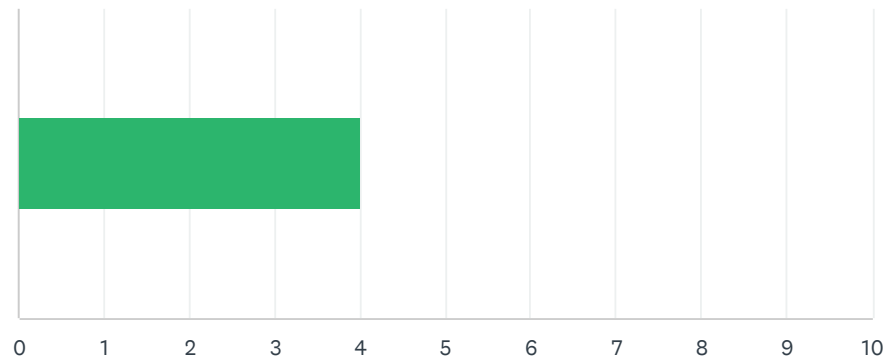


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	13	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	7	
4	2	
5	1	

Q5 Site administration follows the contract and respects personal rights.

Answered: 4    Skipped: 1

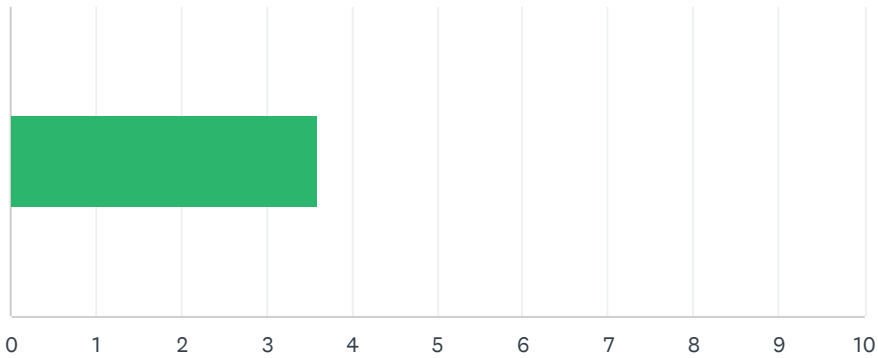


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	16	4
Total Respondents: 4			

#		DATE
1	2	
2	1	
3	8	
4	5	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 5    Skipped: 0

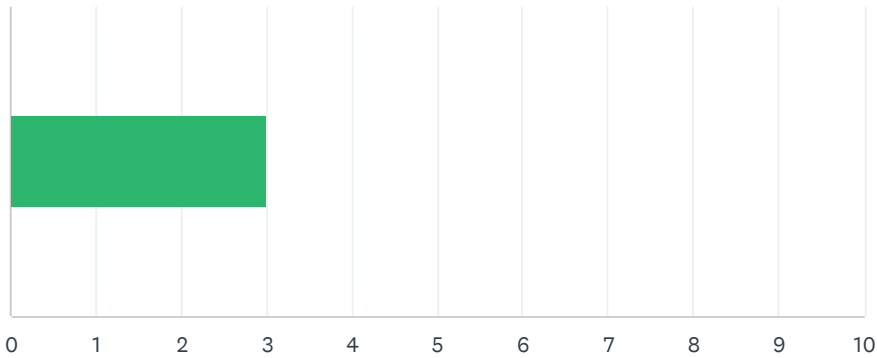


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	18	5
Total Respondents: 5			

#		DATE
1	3	
2	1	
3	10	
4	3	
5	1	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 5    Skipped: 0

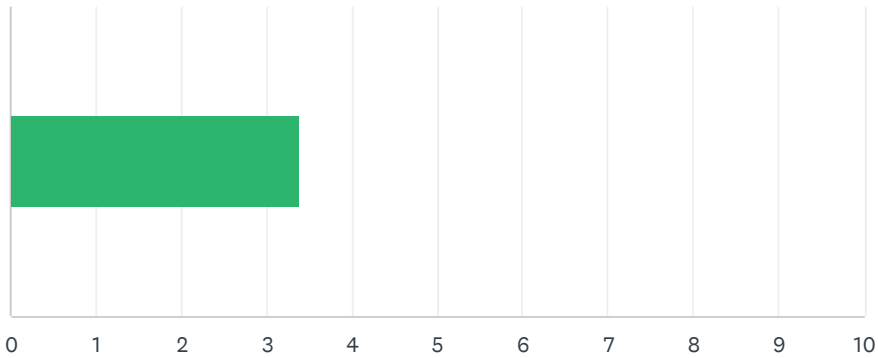


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	15	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	10	
4	1	
5	1	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 5    Skipped: 0

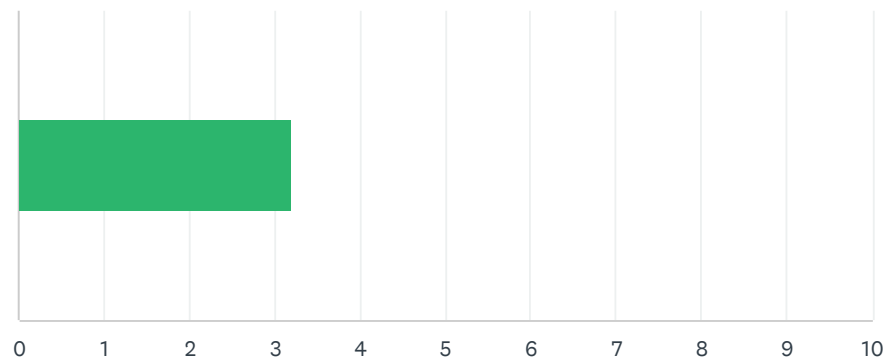


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	17	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	10	
4	1	
5	3	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 5 Skipped: 0

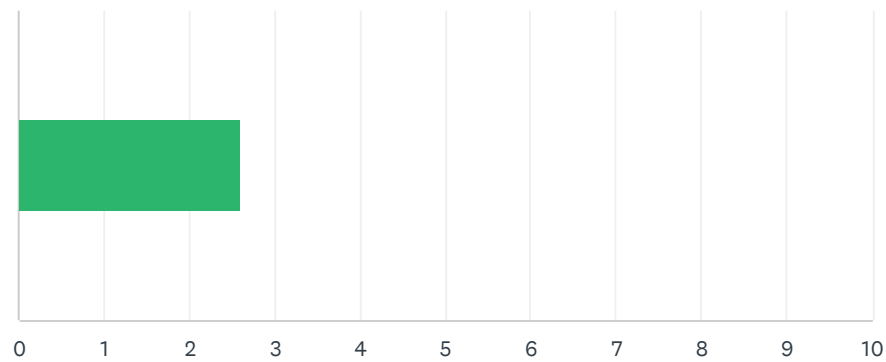


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	16	5
Total Respondents: 5			

#	DATE
1	2
2	1
3	10
4	2
5	1

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 5    Skipped: 0



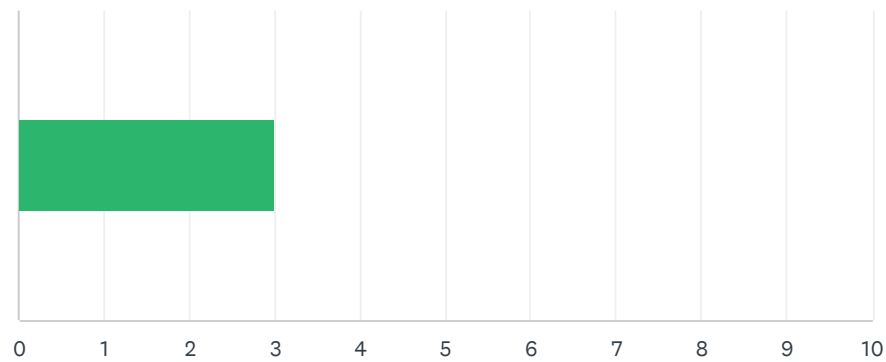
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	13	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	8	
4	1	
5	1	



Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 5    Skipped: 0

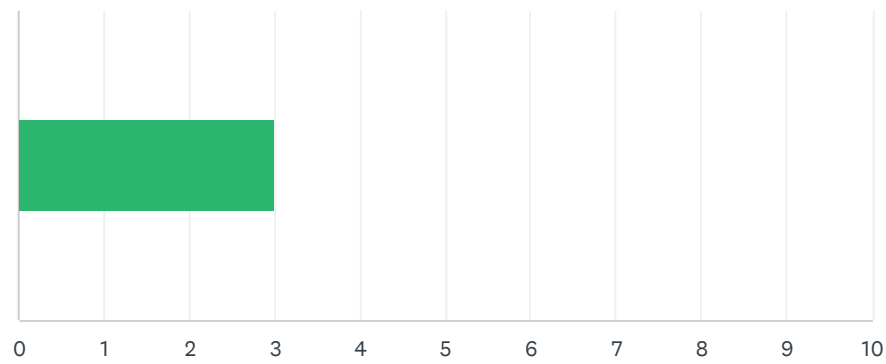


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	15	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	9	
4	2	
5	1	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 5    Skipped: 0

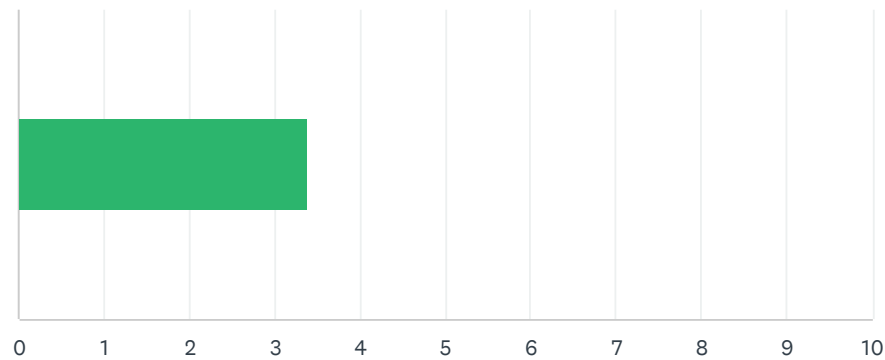


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	15	5
Total Respondents: 5			

#		DATE
1	3	
2	1	
3	9	
4	1	
5	1	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 5    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	17	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	10	
4	3	
5	1	

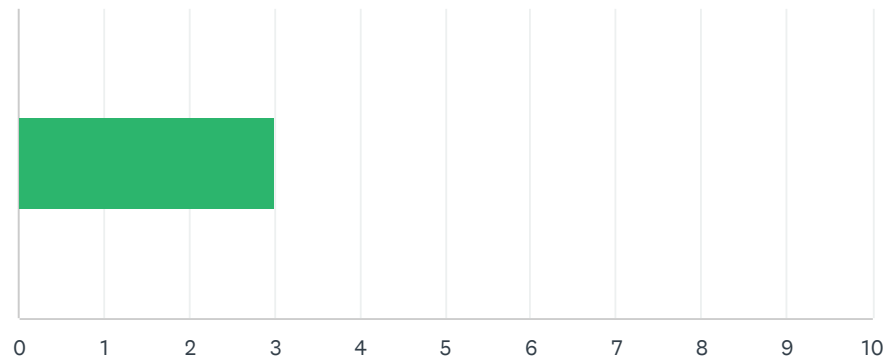
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 2   Skipped: 3

#	RESPONSES	DATE
1	Not a fair leader. Very aggressive and not someone most people want to work for.	
2	She is not very organized, everything is last minute and then she gets very bossy with the staff trying to run around to do her work	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 5    Skipped: 0

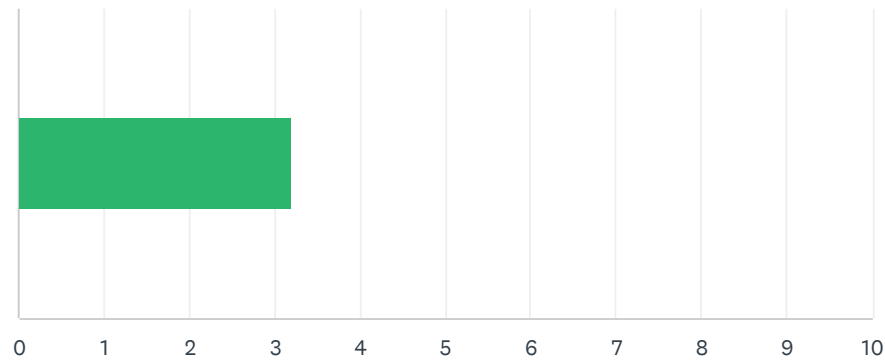


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	15	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	9	
4	2	
5	1	

Q16 Site meetings are productive and not excessive.

Answered: 5    Skipped: 0

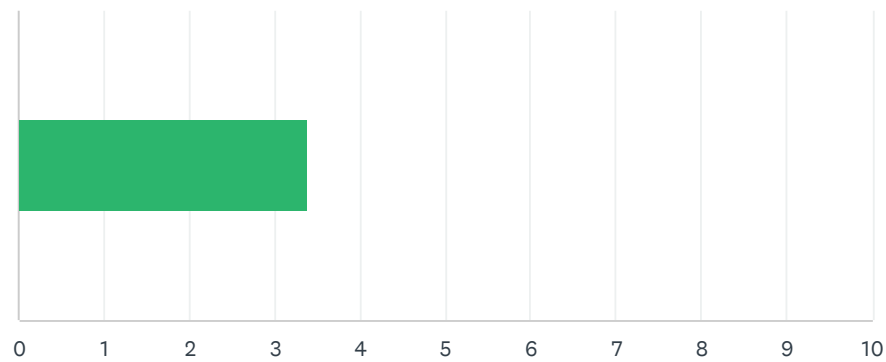


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	16	5
Total Respondents: 5			

#		DATE
1	3	
2	1	
3	10	
4	1	
5	1	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 5    Skipped: 0

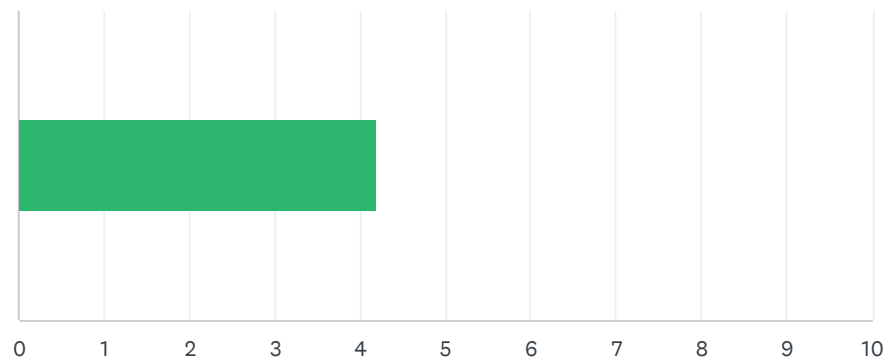


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	17	5
Total Respondents: 5			

#		DATE
1	3	
2	1	
3	10	
4	2	
5	1	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 5    Skipped: 0



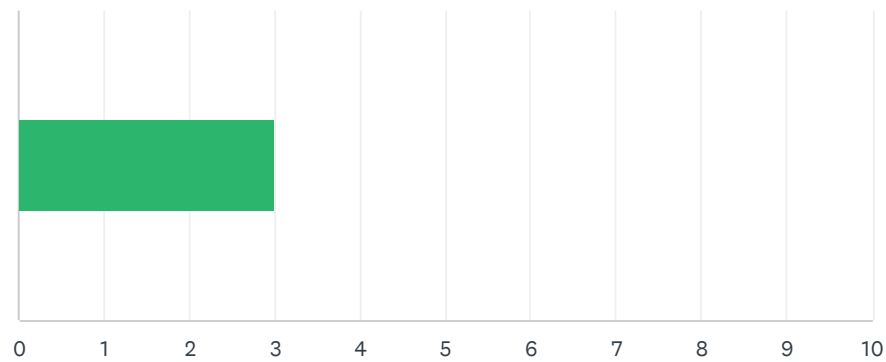
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	21	5
Total Respondents: 5			

#	DATE
1	3
2	1
3	10
4	3
5	4



Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 5    Skipped: 0

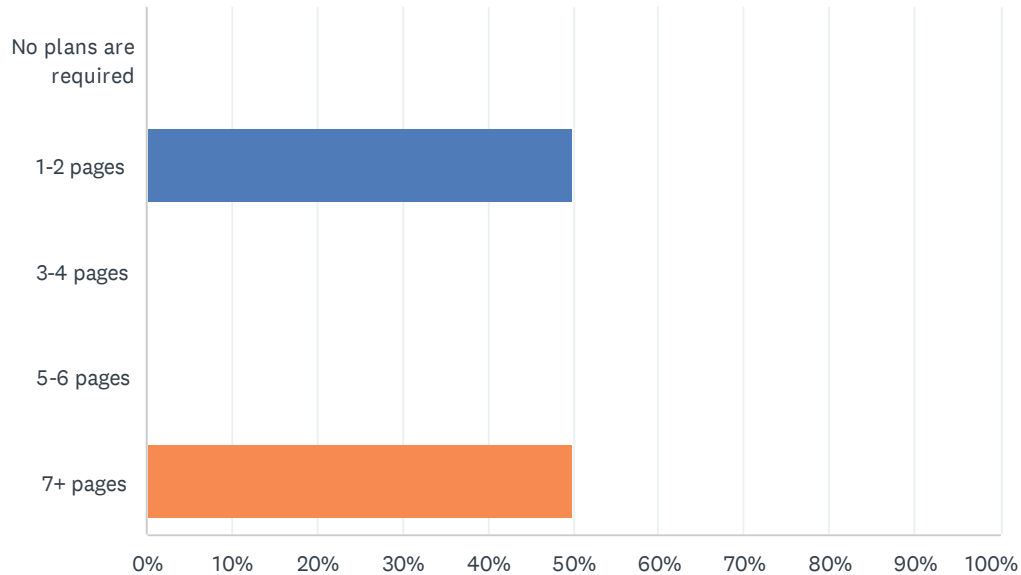


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	15	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	10	
4	1	
5	1	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 2   Skipped: 3

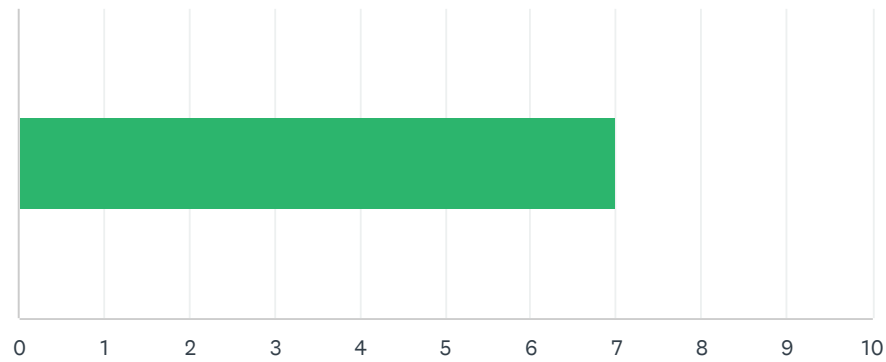


ANSWER CHOICES		RESPONSES	
No plans are required		0.00%	0
1-2 pages		50.00%	1
3-4 pages		0.00%	0
5-6 pages		0.00%	0
7+ pages		50.00%	1
TOTAL			2

#	COMMENT	DATE
1	They are between 10-17 pages long	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 3    Skipped: 2

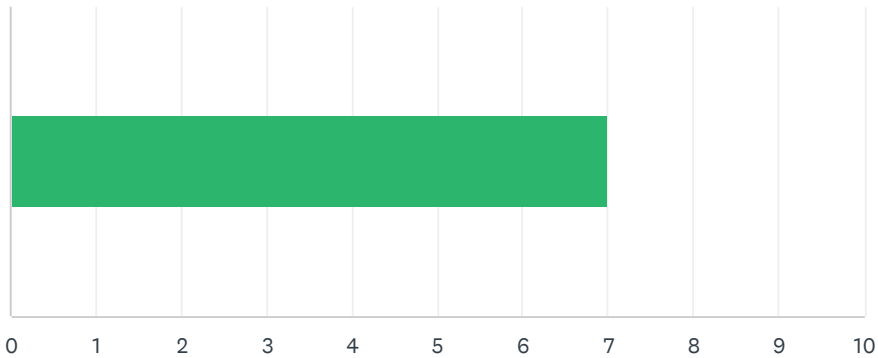


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	21	3
Total Respondents: 3			

#		DATE
1	1	
2	10	
3	10	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 3    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	21	3
Total Respondents: 3			

#		DATE
1	1	
2	10	
3	10	

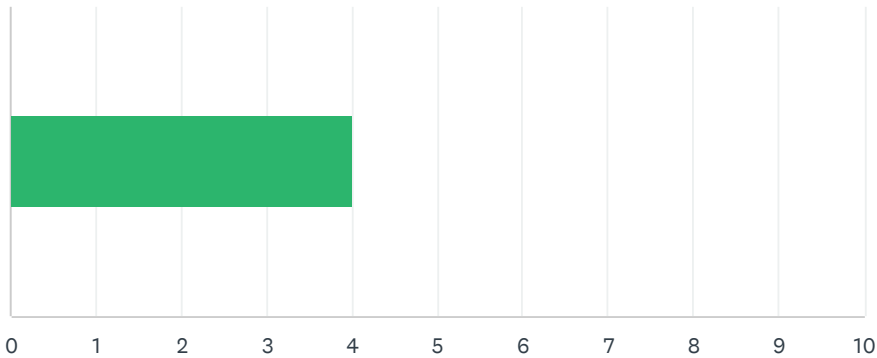
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 1   Skipped: 4

#	RESPONSES	DATE
1	Not very organized	

Q24 Staff and students feel safe.

Answered: 5    Skipped: 0

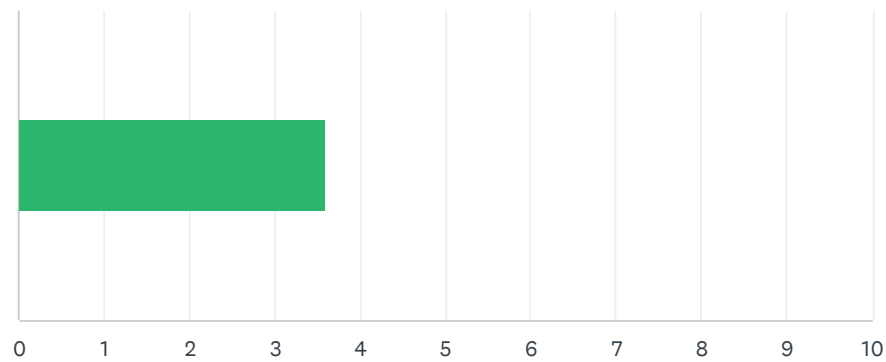


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	20	5
Total Respondents: 5			

#		DATE
1	1	
2	1	
3	10	
4	1	
5	7	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 5    Skipped: 0

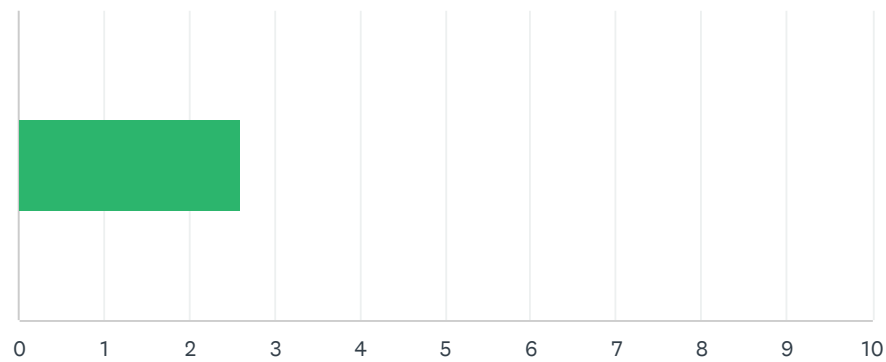


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	18	5
Total Respondents: 5			

#	DATE
1	2
2	1
3	10
4	1
5	4

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 5    Skipped: 0



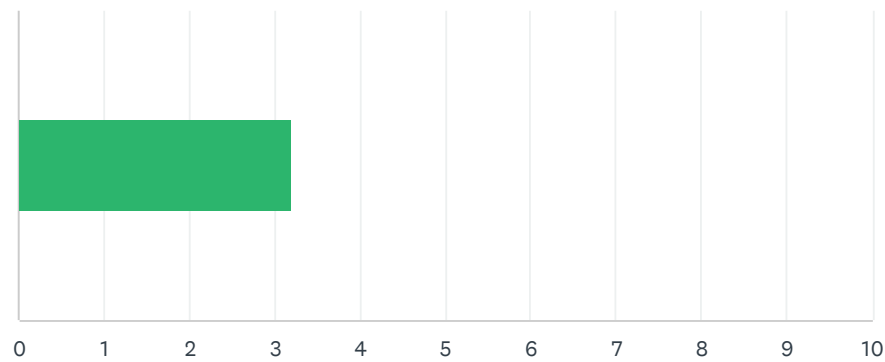
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	13	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	8	
4	1	
5	1	



Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 5    Skipped: 0

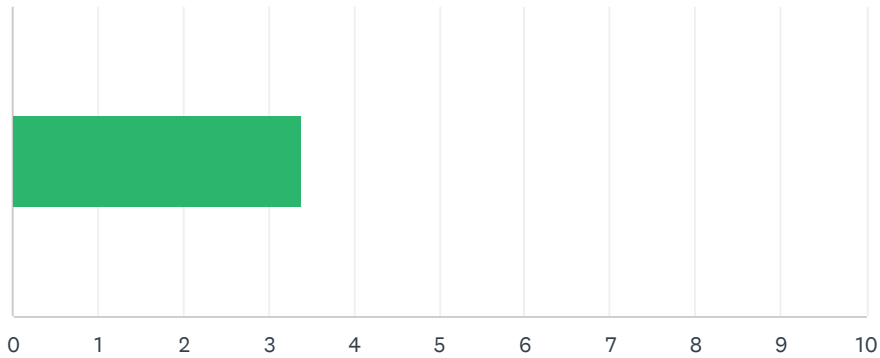


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	16	5
Total Respondents: 5			

#		DATE
1	1	
2	1	
3	10	
4	1	
5	3	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 5    Skipped: 0

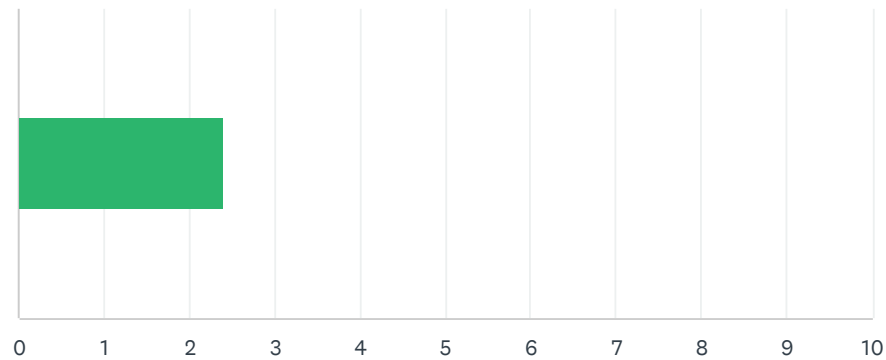


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	17	5
Total Respondents: 5			

#		DATE
1	2	
2	1	
3	10	
4	1	
5	3	

Q29 My site has a positive atmosphere.

Answered: 5    Skipped: 0

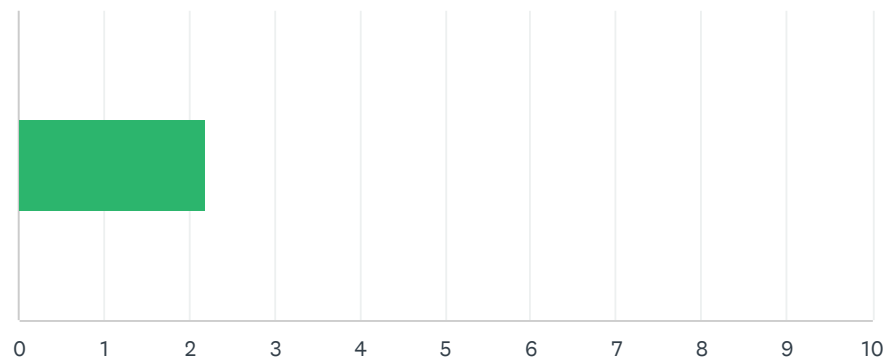


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	12	5
Total Respondents: 5			

#		DATE
1	1	
2	1	
3	8	
4	1	
5	1	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 5    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2	11	5
Total Respondents: 5			

#		DATE
1	1	
2	1	
3	7	
4	1	
5	1	

### Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 2   Skipped: 3

#	RESPONSES	DATE
1	Many people fear the principal.	
2	Teachers are terrified of their principal, which just isn't right.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 2   Skipped: 3

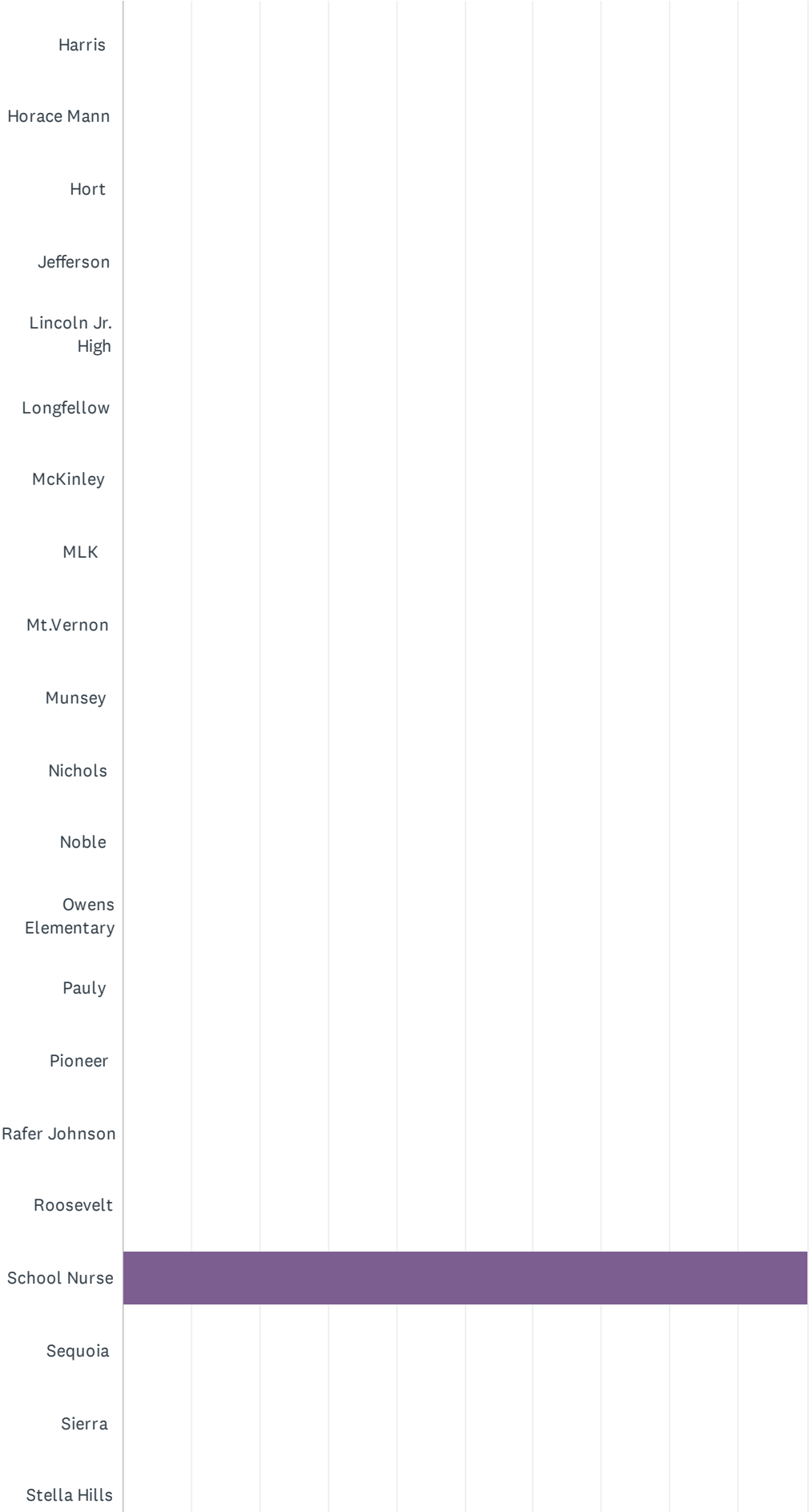
#	RESPONSES	DATE
1	Wait for a new principal. Roosevelt could be amazing if Rios would go away.	
2	Do not come here.	

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: 1      Skipped: 0

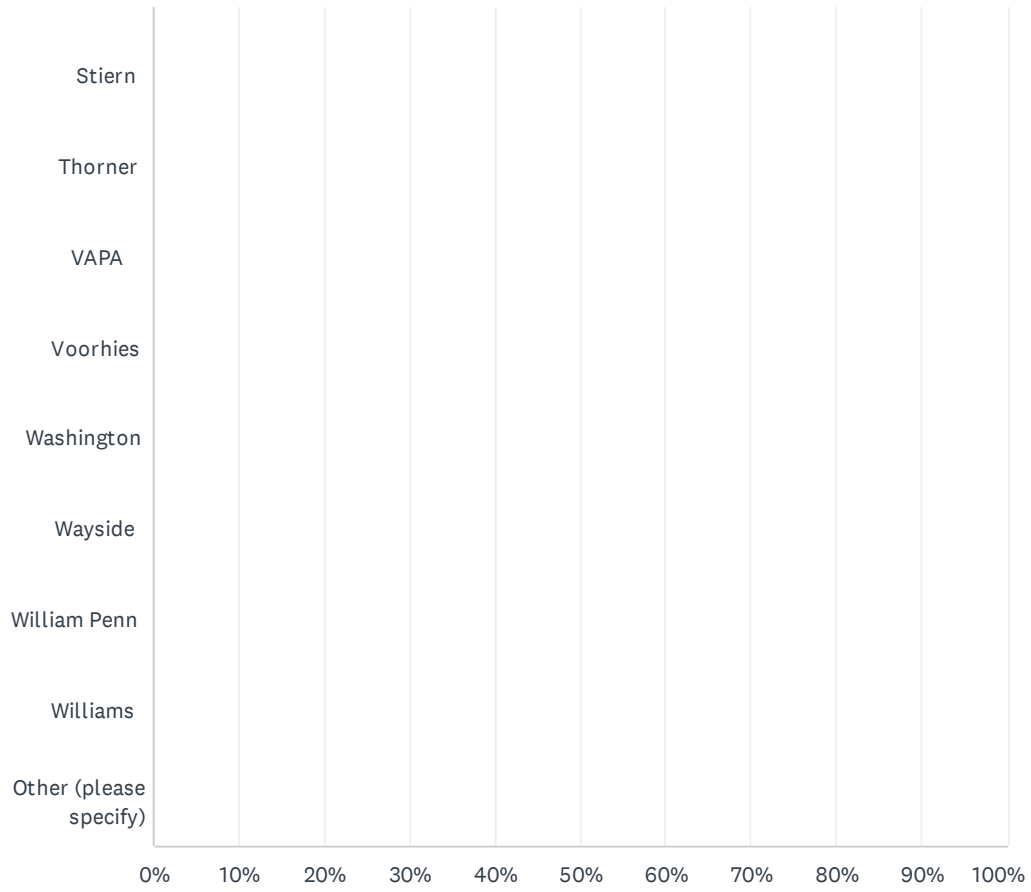
[illegible]

2024-2025 BETA Administration/Site Climate Survey





## 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	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

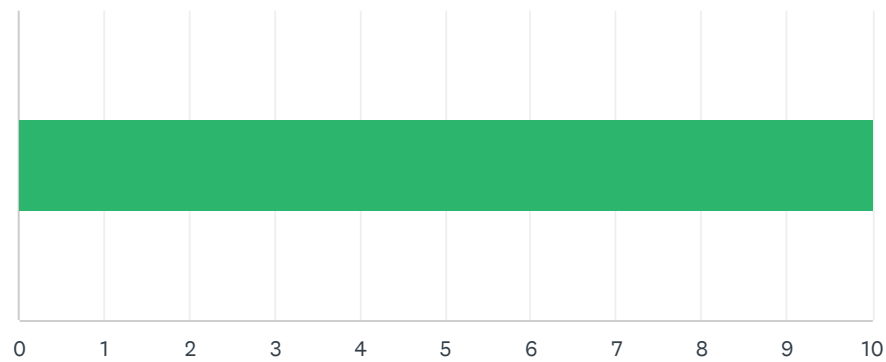
## 2024-2025 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	100.00%	1
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiem	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: 1		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 1    Skipped: 0

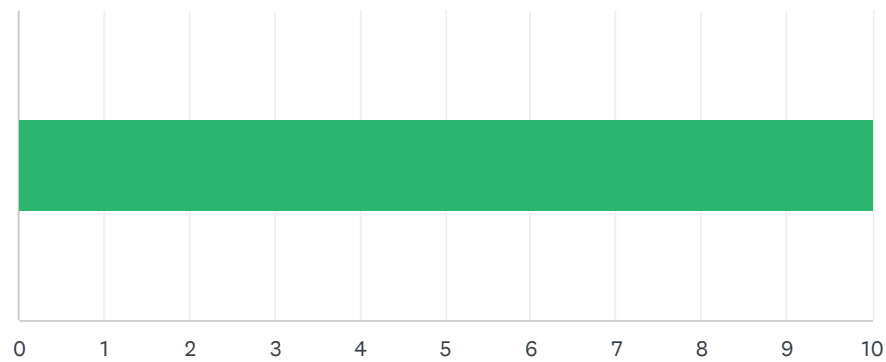


ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	10	1
Total Respondents: 1				

#		DATE
1	10	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

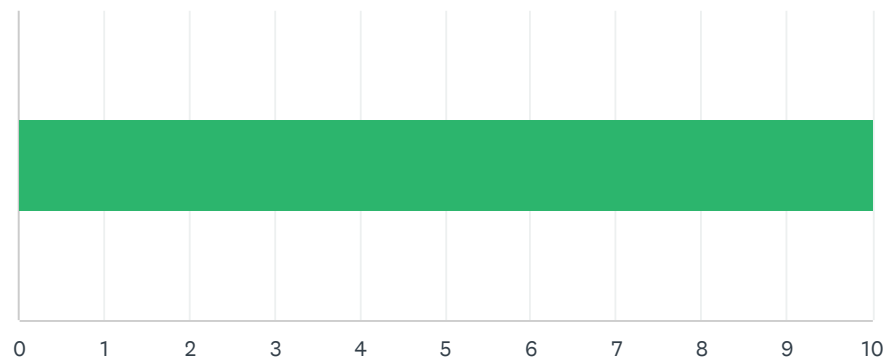
Answered: 1    Skipped: 0



ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	10	1
Total Respondents: 1				
#				DATE
1	10			

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 1    Skipped: 0

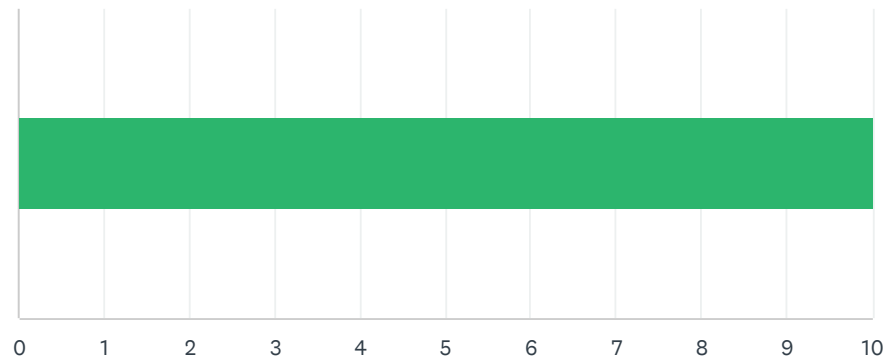


ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	10	1
Total Respondents: 1				

#		DATE
1	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 1    Skipped: 0

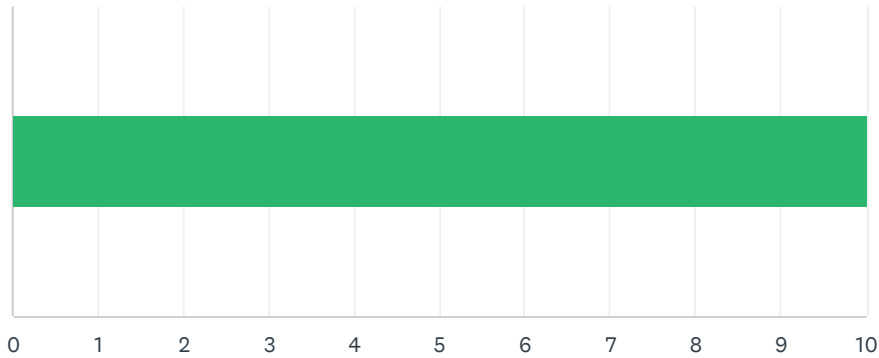


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 1    Skipped: 0



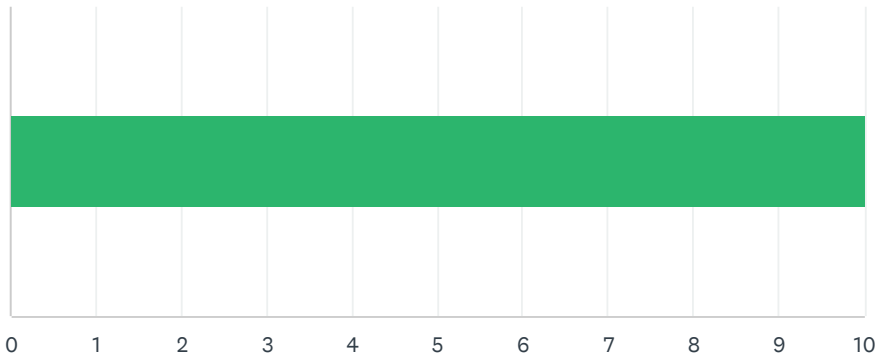
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	



Q7 Administration maintains open communication with staff, parents, and students.

Answered: 1    Skipped: 0

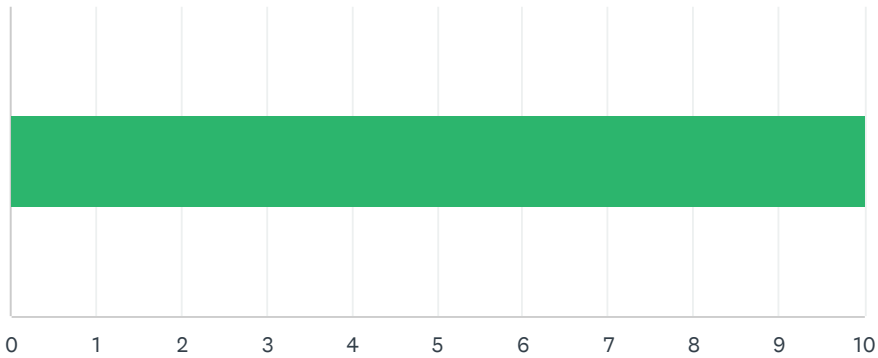


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 1    Skipped: 0

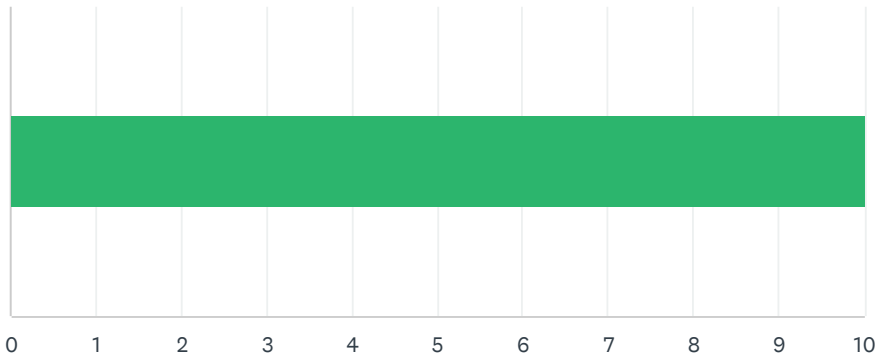


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 1    Skipped: 0

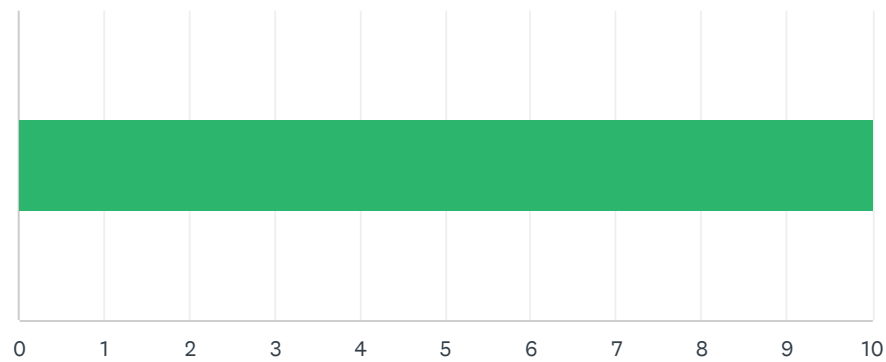


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 1    Skipped: 0

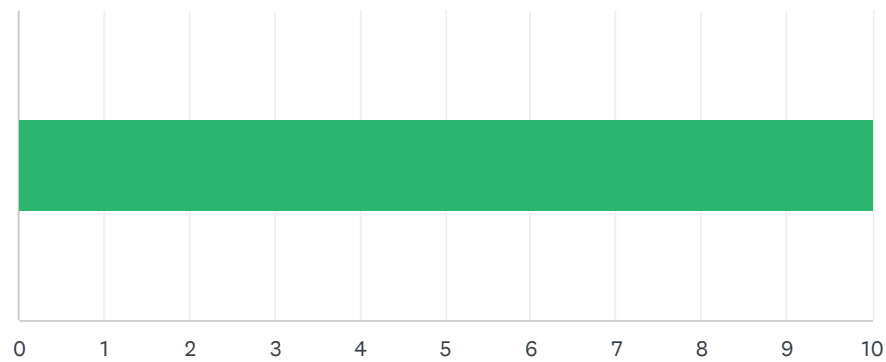


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 1    Skipped: 0

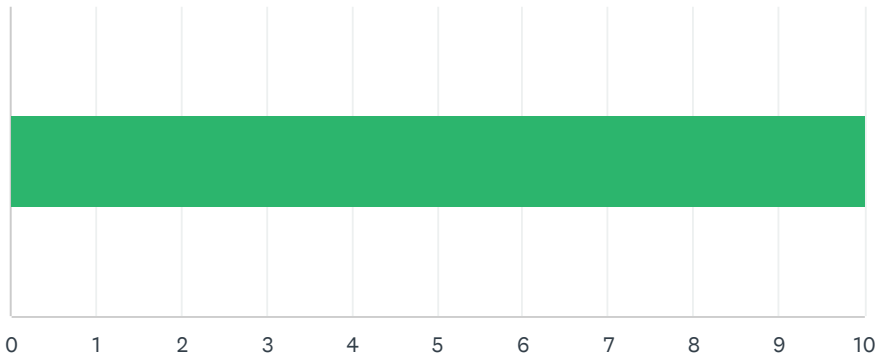


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 1    Skipped: 0

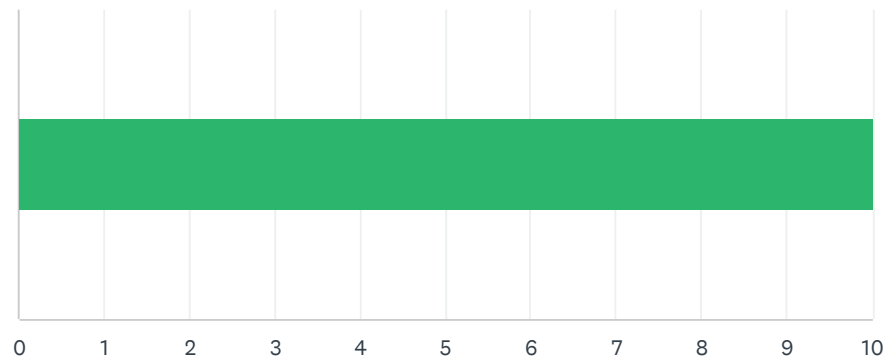


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 1    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

## Q14 Do you have any comments, thoughts, or concerns about site administration?

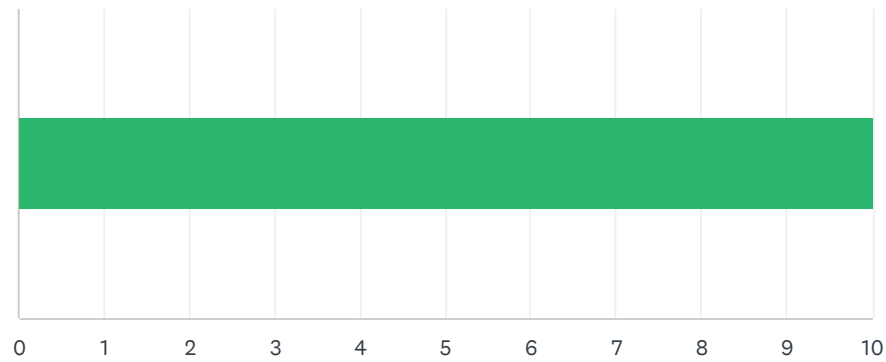
Answered: 0   Skipped: 1

#	RESPONSES	DATE
	There are no responses.	



Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 1    Skipped: 0

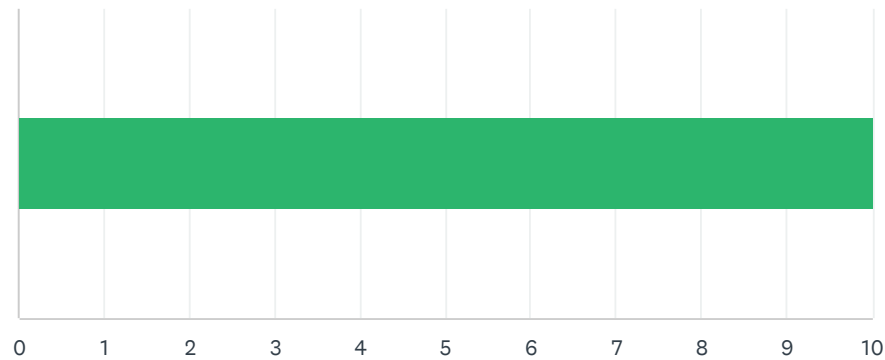


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q16 Site meetings are productive and not excessive.

Answered: 1    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 0    Skipped: 1

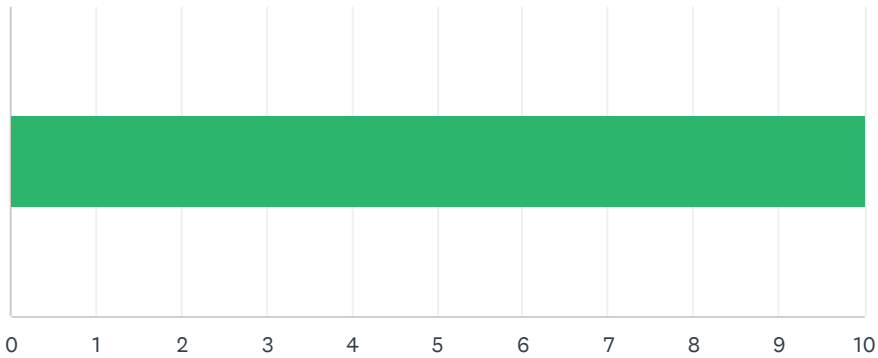
 No matching responses.

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	0	0	0
Total Respondents: 0			

#		DATE
	There are no responses.	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 1    Skipped: 0

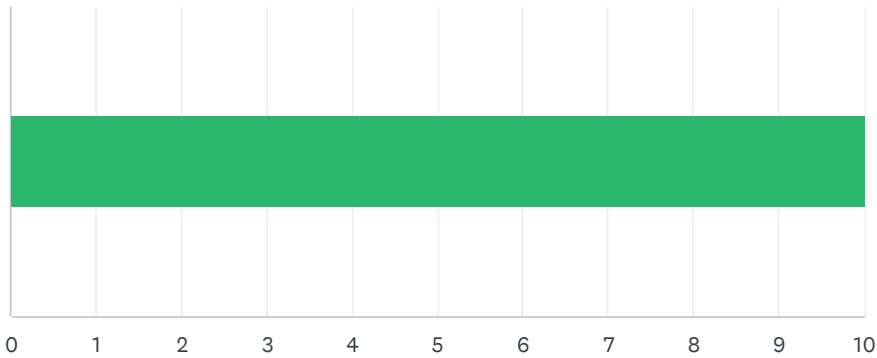


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 1    Skipped: 0

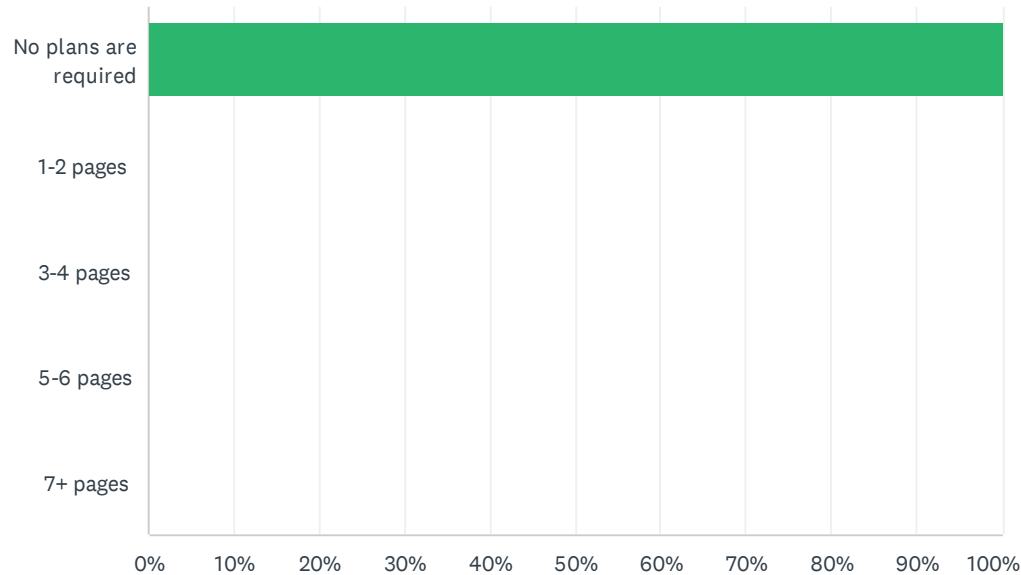


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 1    Skipped: 0

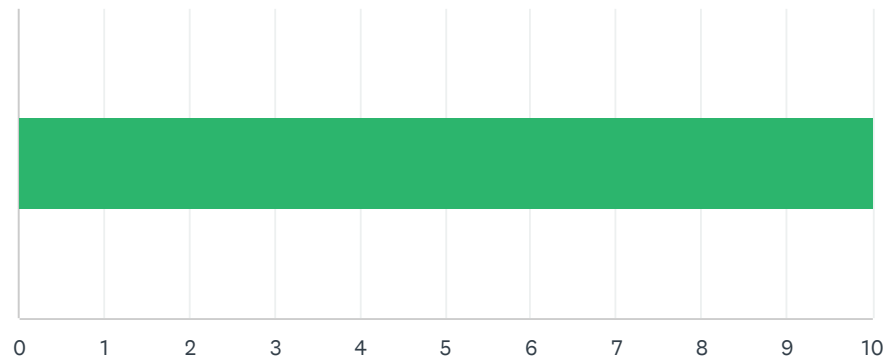


ANSWER CHOICES	RESPONSES	
No plans are required	100.00%	1
1-2 pages	0.00%	0
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		1

#	COMMENT	DATE
	There are no responses.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 1    Skipped: 0

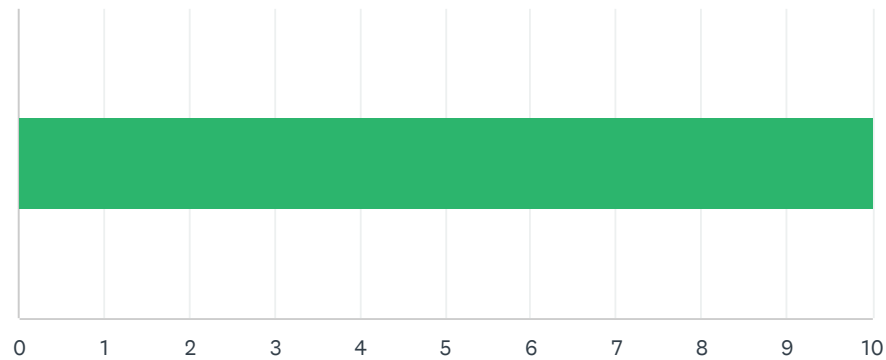


ANSWER CHOICES		AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
		10		10		1	
Total Respondents: 1							

#						DATE
1	10					

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 1    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	



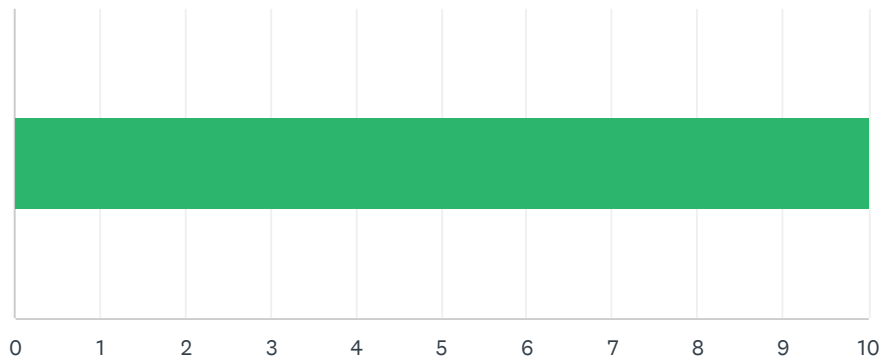
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 0   Skipped: 1

#	RESPONSES	DATE
	There are no responses.	

Q24 Staff and students feel safe.

Answered: 1    Skipped: 0

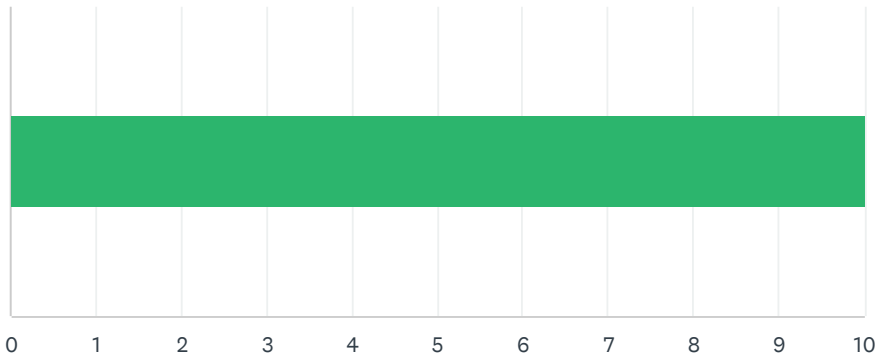


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 1    Skipped: 0

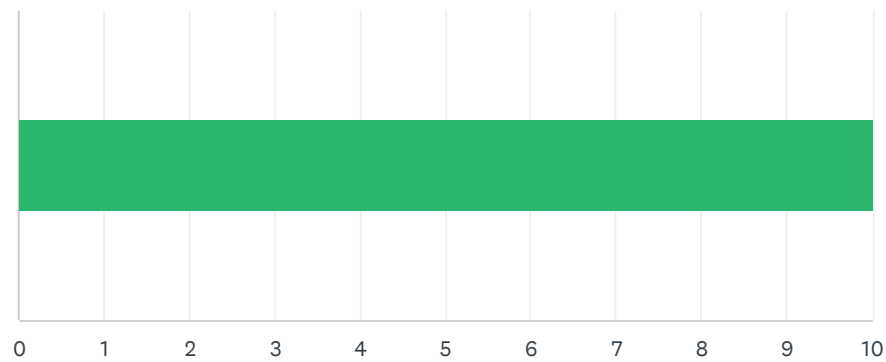


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 1    Skipped: 0

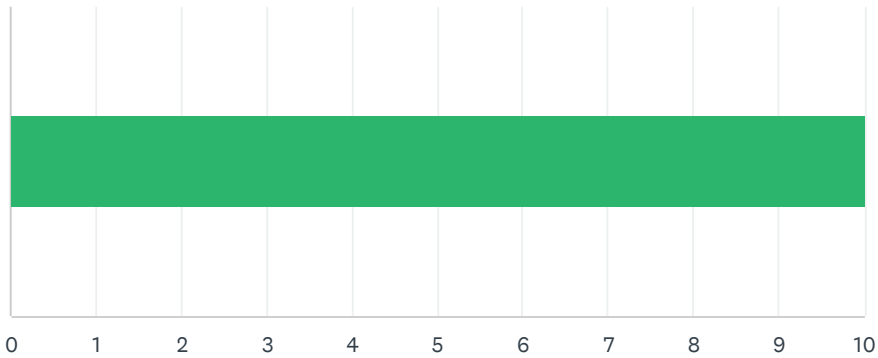


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#			DATE
1	10		

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 1    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#	DATE
1	10

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 0    Skipped: 1

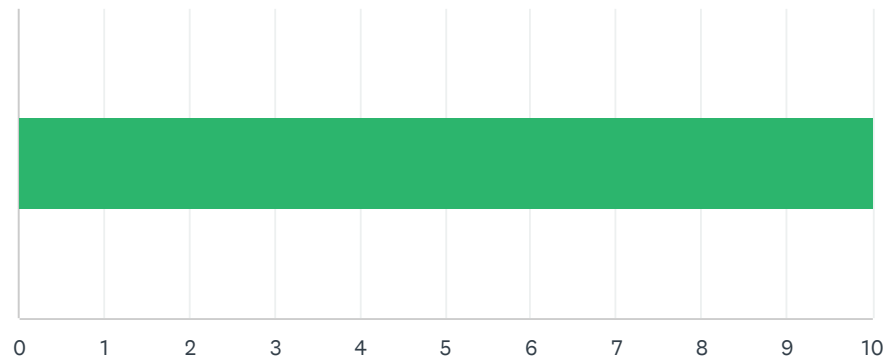
 No matching responses.

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	0	0	0
Total Respondents: 0			

#		DATE
	There are no responses.	

Q29 My site has a positive atmosphere.

Answered: 1    Skipped: 0

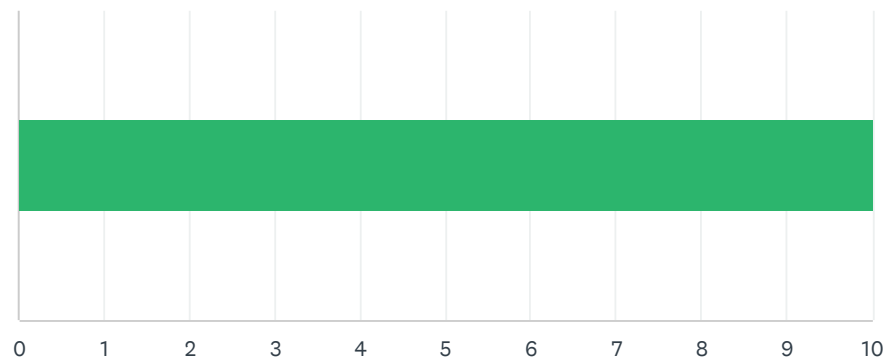


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	10	1
Total Respondents: 1			

#		DATE
1	10	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 1    Skipped: 0



ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		10	10	1
Total Respondents: 1				
#				DATE
1	10			



### Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 0   Skipped: 1

#	RESPONSES	DATE
	There are no responses.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 0   Skipped: 1

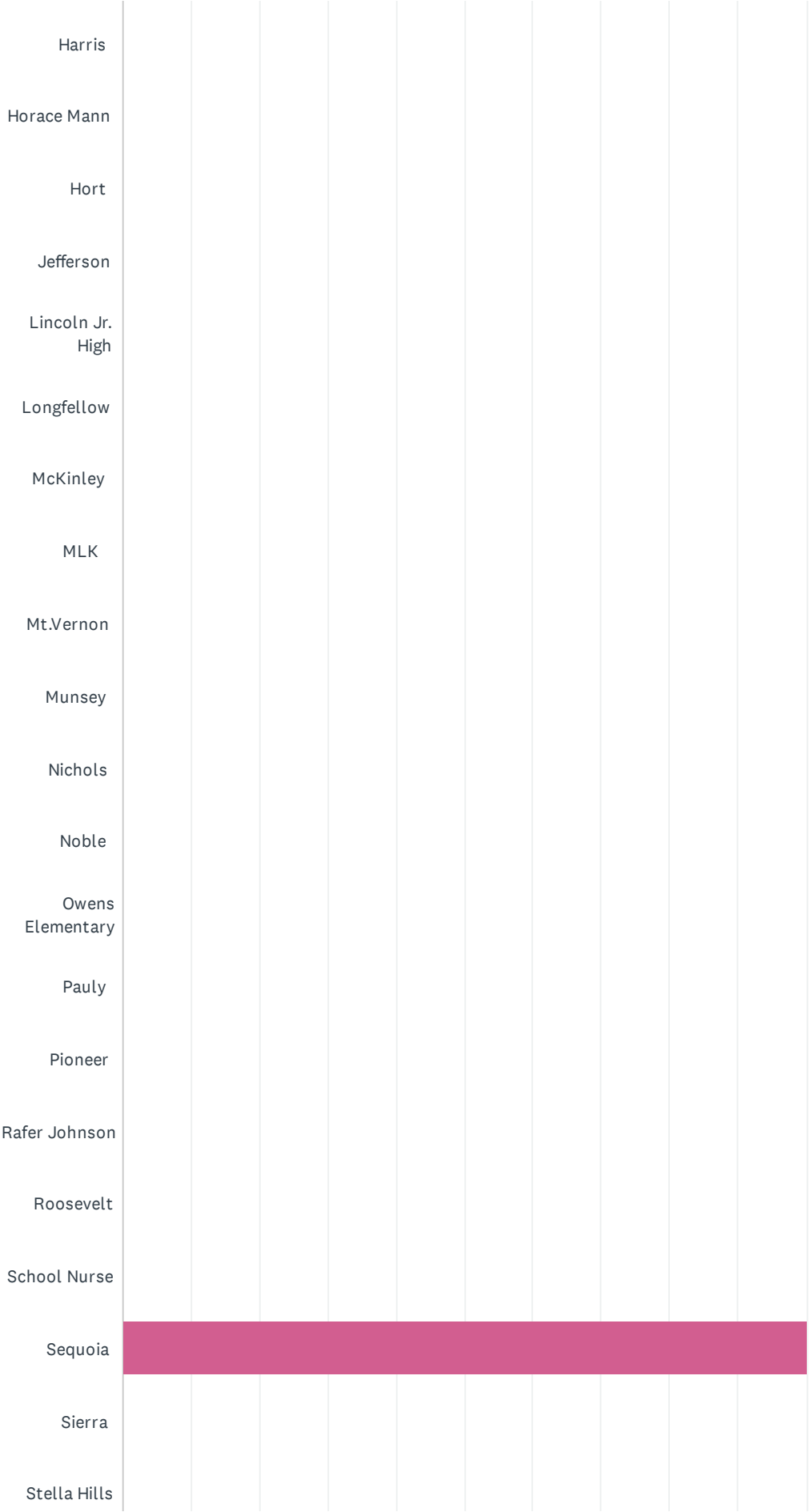
#	RESPONSES	DATE
	There are no responses.	

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.)

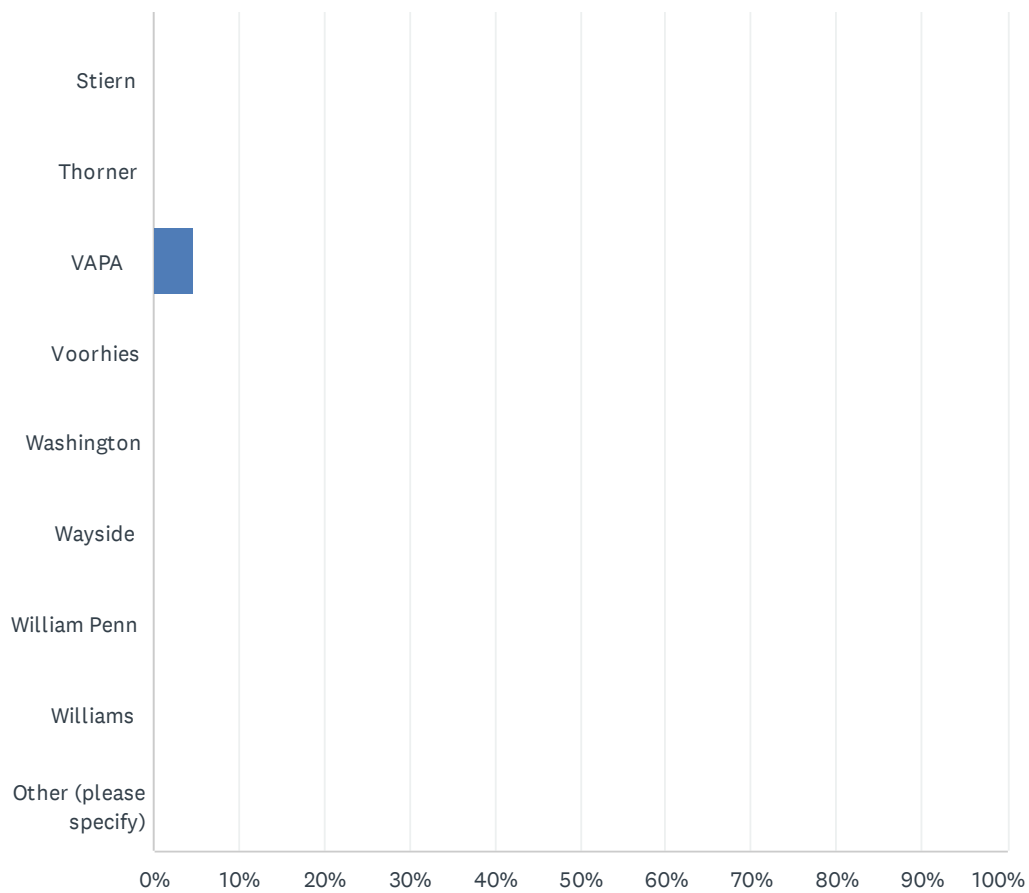
Answered: 21    Skipped: 0



2024-2025 BETA Administration/Site Climate Survey



## 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	4.76%	1
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

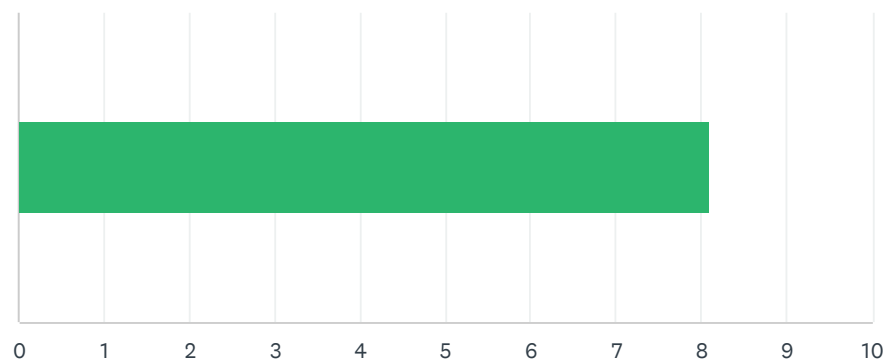
## 2024-2025 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	100.00%	21
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiem	0.00%	0
Thorner	0.00%	0
VAPA	4.76%	1
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: 21		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 18 Skipped: 3



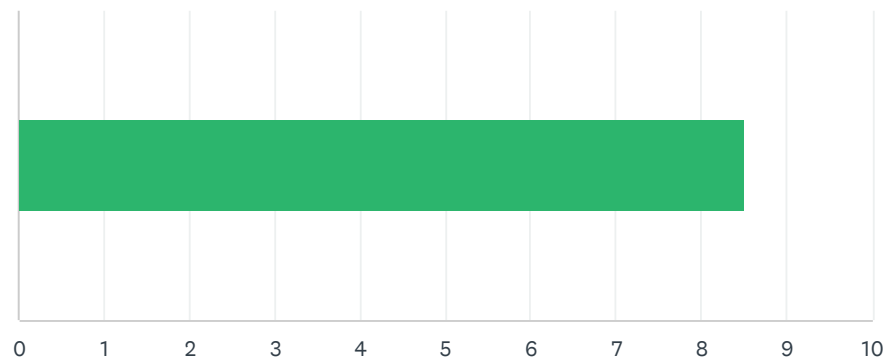
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	146	18
Total Respondents: 18			

#		DATE
1	10	
2	8	
3	10	
4	10	
5	9	
6	8	
7	10	
8	9	
9	7	
10	4	
11	4	
12	1	
13	6	
14	10	
15	10	
16	10	
17	10	
18	10	



Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 18 Skipped: 3

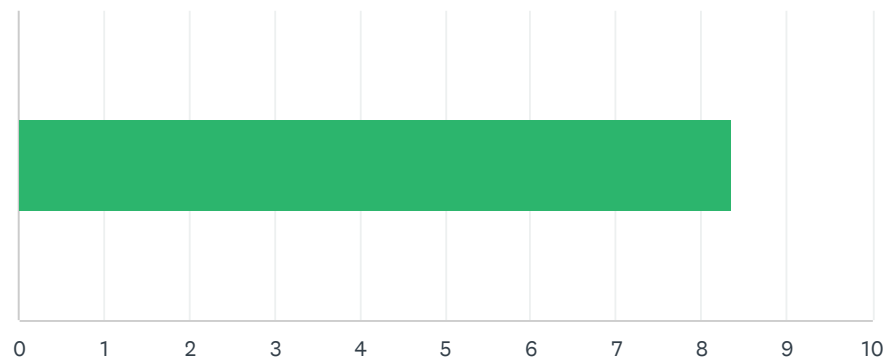


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	153	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	8	
7	10	
8	7	
9	7	
10	8	
11	7	
12	1	
13	5	
14	10	
15	10	
16	10	
17	10	
18	10	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 17    Skipped: 4

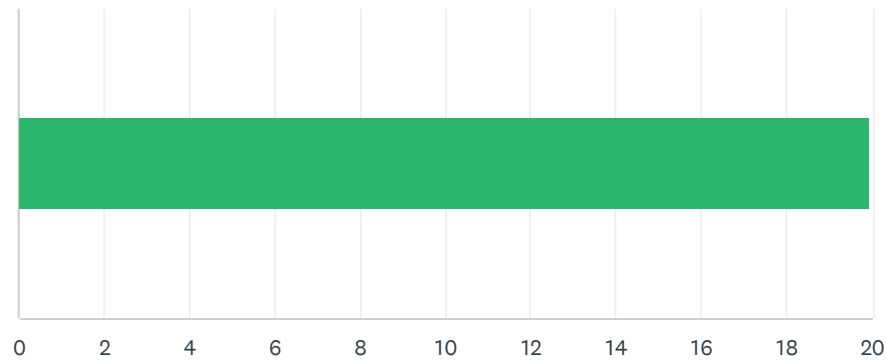


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	142	17
Total Respondents: 17			

#		DATE
1	5	
2	6	
3	10	
4	10	
5	10	
6	8	
7	10	
8	9	
9	4	
10	9	
11	7	
12	4	
13	10	
14	10	
15	10	
16	10	
17	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 17    Skipped: 4

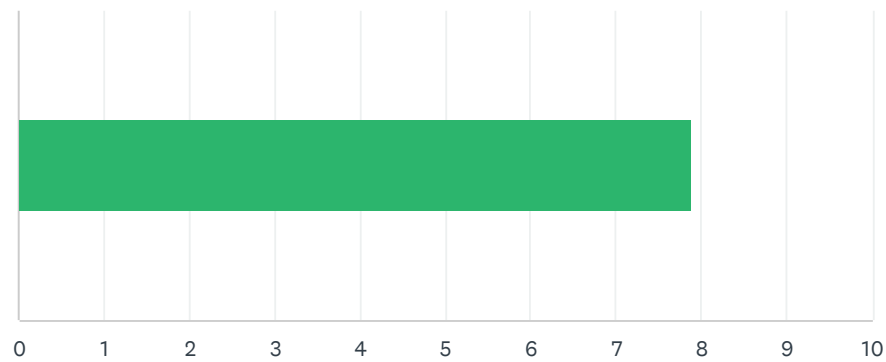


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	20	339	17
Total Respondents: 17			

#		DATE
1	10	
2	7	
3	10	
4	10	
5	10	
6	8	
7	10	
8	8	
9	6	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	100	
17	100	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 17    Skipped: 4

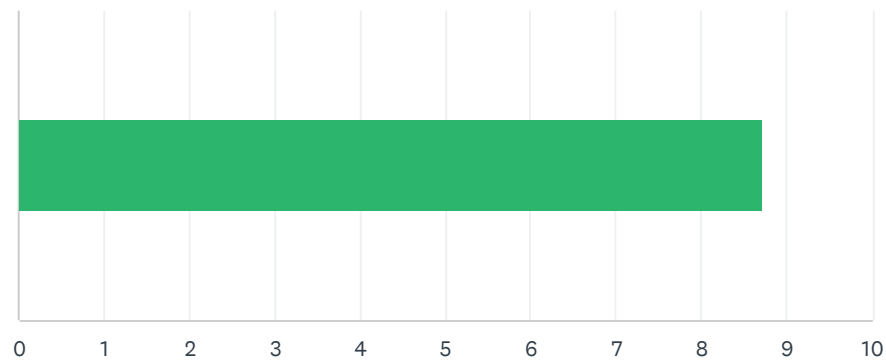


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	134	17
Total Respondents: 17			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	10	
6	5	
7	10	
8	7	
9	6	
10	4	
11	3	
12	9	
13	9	
14	10	
15	5	
16	10	
17	9	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 18 Skipped: 3

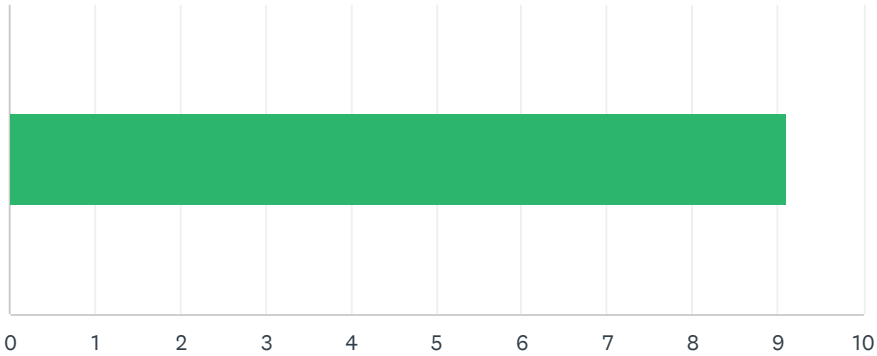


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	157	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	9	
9	7	
10	7	
11	5	
12	2	
13	8	
14	10	
15	10	
16	10	
17	10	
18	9	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 18    Skipped: 3

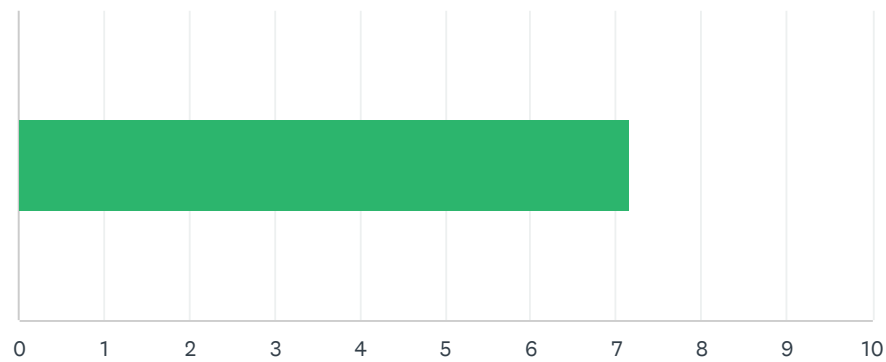


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	164	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	7	
11	7	
12	8	
13	10	
14	10	
15	10	
16	2	
17	10	
18	10	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 19    Skipped: 2

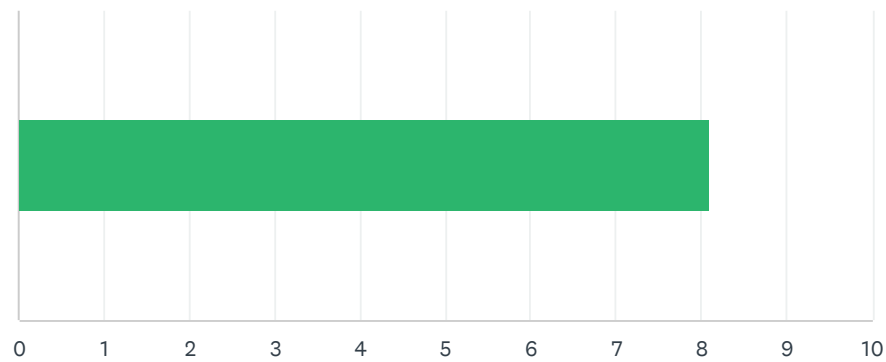


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	136	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	5	
7	10	
8	5	
9	5	
10	3	
11	4	
12	1	
13	3	
14	10	
15	10	
16	10	
17	1	
18	10	
19	9	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 19    Skipped: 2



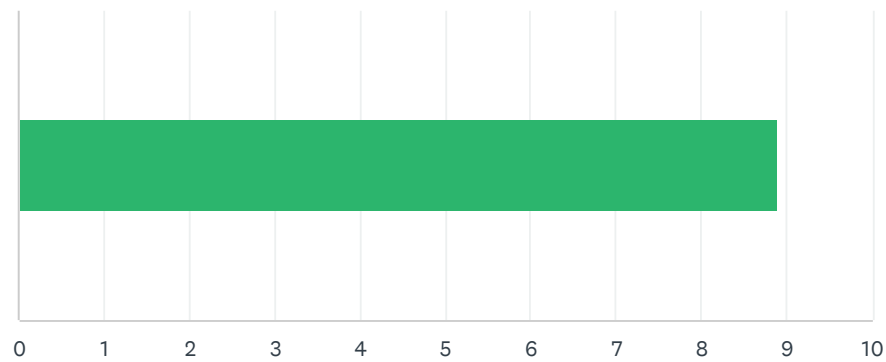
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	154	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	7	
7	10	
8	8	
9	7	
10	6	
11	4	
12	1	
13	10	
14	10	
15	10	
16	10	
17	1	
18	10	
19	10	



Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 18 Skipped: 3

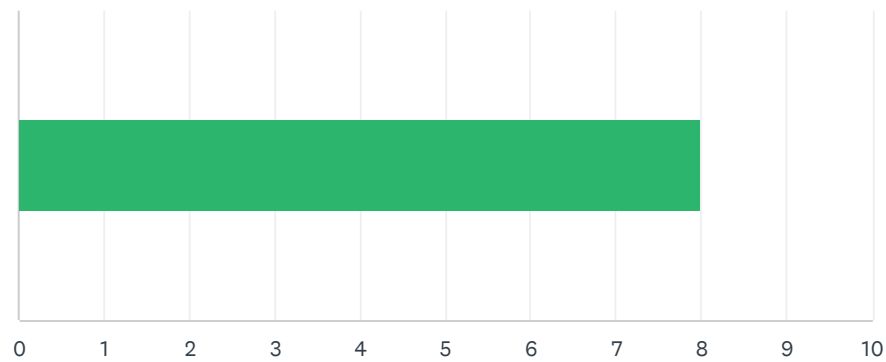


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	160	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	8	
7	10	
8	9	
9	5	
10	8	
11	7	
12	10	
13	10	
14	10	
15	10	
16	3	
17	10	
18	10	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 19    Skipped: 2

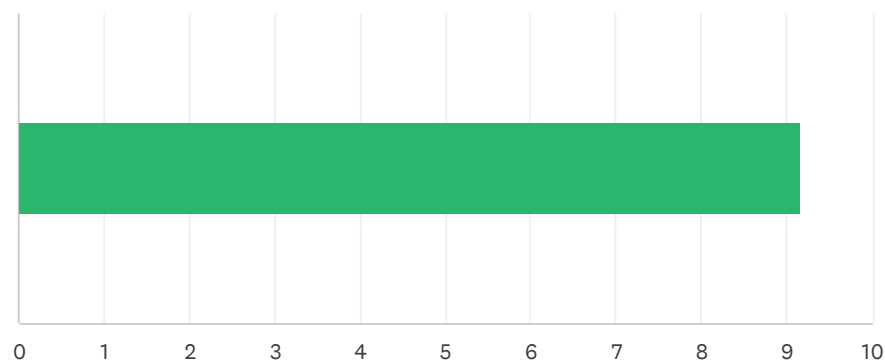


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	152	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	7	
7	10	
8	8	
9	8	
10	5	
11	4	
12	1	
13	8	
14	10	
15	10	
16	10	
17	1	
18	10	
19	10	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 17    Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	156	17
Total Respondents: 17			

#		DATE
1	10	
2	6	
3	10	
4	10	
5	10	
6	8	
7	10	
8	10	
9	10	
10	8	
11	9	
12	10	
13	10	
14	10	
15	5	
16	10	
17	10	

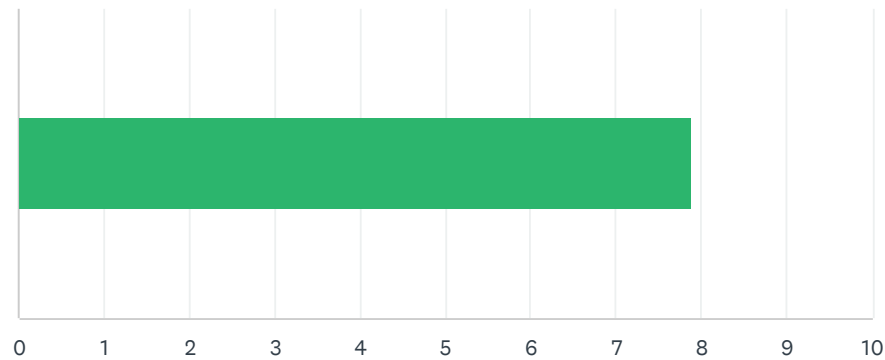
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 7   Skipped: 14

#	RESPONSES	DATE
1	I want to take a moment to address my concerns regarding the way I have been treated in my role. Throughout my time at Sequoia Middle School, I have remained dedicated to fostering a positive learning environment for my students, collaborating with colleagues, and upholding the values of professionalism and respect. However, I have experienced treatment that has been both unfair and has contributed to a hostile work environment. I have felt unsupported and singled out in ways that have made it difficult to perform my duties effectively. The lack of open communication and constructive feedback has created unnecessary stress and tension, impacting both my well-being and my ability to serve my students to the best of my ability. Every educator deserves to work in an environment that promotes mutual respect, professionalism, and growth, and unfortunately, that has not been my experience under the leadership. I believe in maintaining professionalism even in challenging circumstances, but I also believe in advocating for fair treatment and a healthy workplace culture. I hope that moving forward, steps will be taken to ensure that all staff members are treated with the dignity and respect they deserve	
2	Personally, I'm getting better with connecting with my administration, if anything I shouldn't feel like I can't go to them for something which was my feeling at the beginning of the year.	
3	Site administration has been extremely supportive when it comes to personal and workplace concerns.	
4	N/A	
5	The principal can be very rude and disrespectful to teachers for unknown reasons. Will walk by you and not acknowledge you if you are on "her list." Gives preferential treatment to teachers she likes. Would be helpful if she had just basic manners toward all staff.	
6	Admin is the worst. If you are not a part of their clique, they will be disrespectful towards you. Principal only cares about herself. She doesn't observe teachers but will give them an evaluation. It doesn't make sense. How do you know evaluate someone when you haven't even watched them give a lesson? She will basically treat you like crap until you leave. Vice principal is disgusting! Treats girls awfully and very disrespectful towards them, but buddy buddy with the boys. A few female students of mine are uncomfortable and terrified of him. They will run into my room to hide when they see him. He posts inappropriate photos and videos of himself online where students have seen and made comments about. Admin does not respect students or staff.	
7	I've worked at a number of schools at this point in my career and the admin at Sequoia is easily the best team I have seen. They care about the teachers. They care about the kids. I've continuously been impressed by Williams's "open door" policy. Each time I've needed to bring things to her, she's been available. Gonzalez has really come into his own this year and is always a phone call away when I need him. And then there's still Clark AND Davis? It's a great team.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 19    Skipped: 2

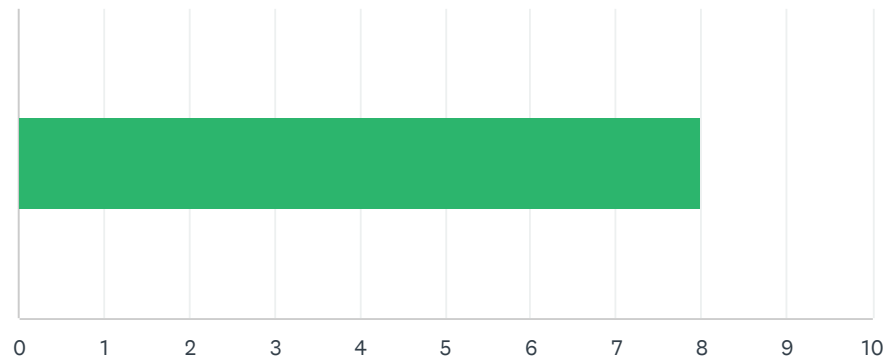


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	150	19
Total Respondents: 19			

#		DATE
1	8	
2	5	
3	10	
4	10	
5	10	
6	10	
7	8	
8	10	
9	8	
10	7	
11	4	
12	6	
13	8	
14	2	
15	10	
16	10	
17	5	
18	10	
19	9	

Q16 Site meetings are productive and not excessive.

Answered: 19    Skipped: 2

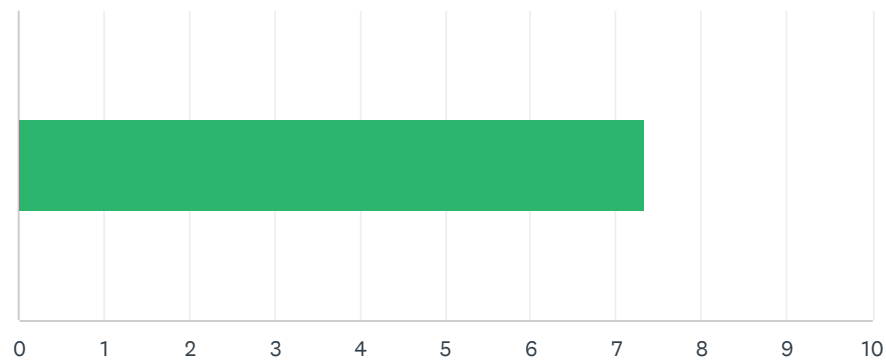


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	152	19
Total Respondents: 19			

#		DATE
1	10	
2	3	
3	10	
4	10	
5	10	
6	10	
7	8	
8	7	
9	10	
10	9	
11	4	
12	5	
13	5	
14	10	
15	10	
16	10	
17	3	
18	10	
19	8	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 18 Skipped: 3

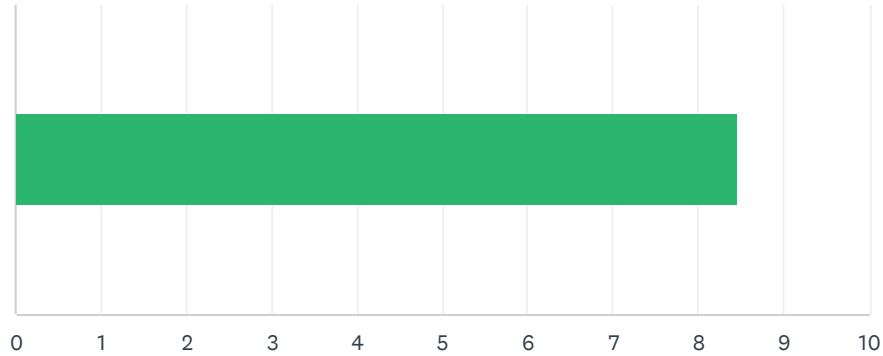


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	132	18
Total Respondents: 18			

#		DATE
1	5	
2	10	
3	1	
4	10	
5	10	
6	10	
7	8	
8	5	
9	10	
10	10	
11	4	
12	2	
13	8	
14	10	
15	10	
16	1	
17	10	
18	8	

## Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 19 Skipped: 2



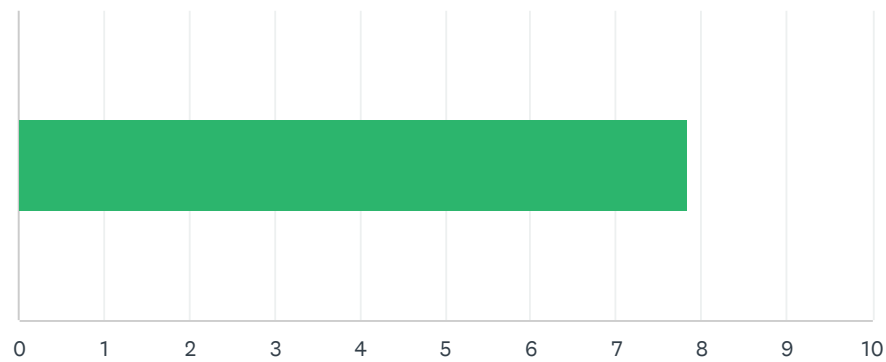
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	161	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	9	
4	10	
5	10	
6	9	
7	1	
8	10	
9	8	
10	10	
11	9	
12	7	
13	8	
14	9	
15	10	
16	10	
17	1	
18	10	
19	10	



Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 19    Skipped: 2

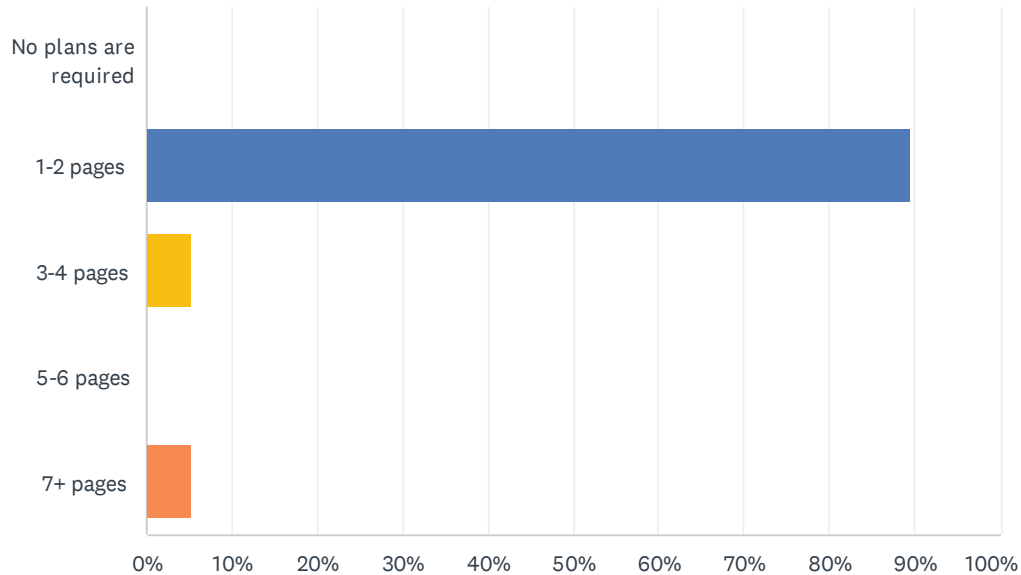


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	149	19
Total Respondents: 19			

#		DATE
1	10	
2	10	
3	5	
4	10	
5	10	
6	10	
7	7	
8	6	
9	10	
10	5	
11	2	
12	6	
13	8	
14	10	
15	10	
16	10	
17	1	
18	10	
19	9	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 19 Skipped: 2

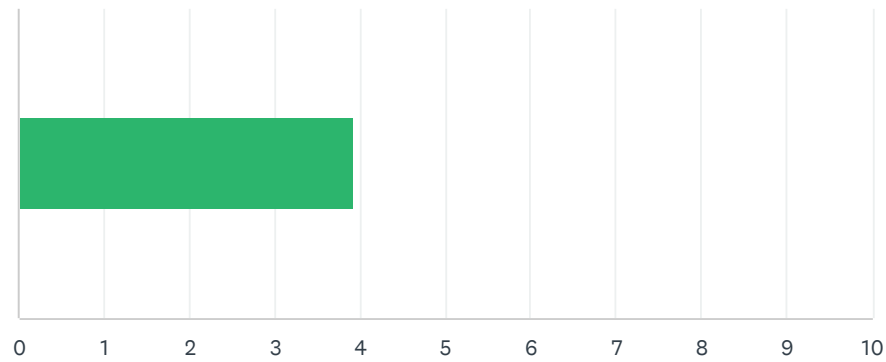


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	89.47%	17
3-4 pages	5.26%	1
5-6 pages	0.00%	0
7+ pages	5.26%	1
TOTAL		19

#	COMMENT	DATE
1	Personally my lesson plans are slides and I have a slide each period plus anything extra like expectations.	
2	PLC lead submits lesson plans, and then individual lesson plans are not required to turn in	
3	Team (PLT) plans are required which I think is fair. Allows for everyone on the team to get them done at once but still makes sure they get done.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 14 Skipped: 7

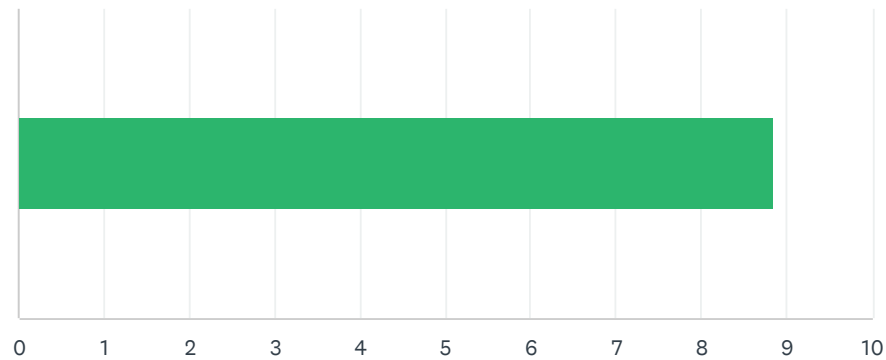


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	55	14
Total Respondents: 14			

#		DATE
1	1	
2	10	
3	1	
4	1	
5	1	
6	5	
7	2	
8	1	
9	1	
10	1	
11	10	
12	10	
13	1	
14	10	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 20    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	177	20
Total Respondents: 20			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	5	
7	10	
8	1	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	
17	10	
18	10	
19	10	
20	1	

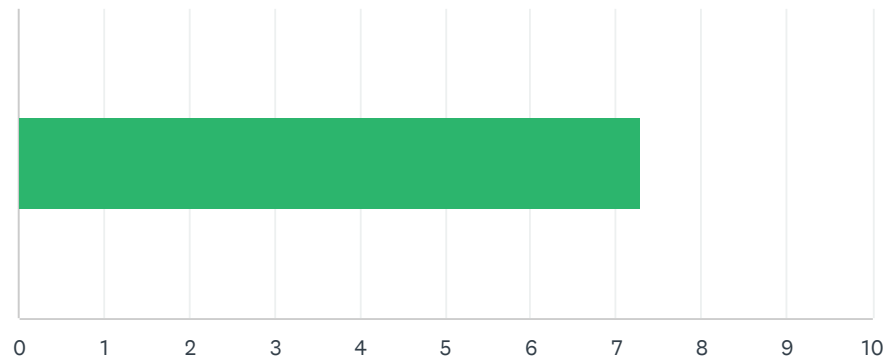
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 7   Skipped: 14

#	RESPONSES	DATE
1	I don't understand why we are still required to have bus duty. Some teachers never report to their assigned positions, and we don't always have the full support that is needed. If rumors are correct, we are the only school that has to do business duty. It also takes away from our prep time.	
2	Bus duty takes 15-20 minutes of our uninterrupted prep time Monday-Friday every other week.	
3	Not all staff show up for assigned bus duty, making management of bus lines stressful for staff who are consistently there. Behaviors are worse in boys lines, so teachers who manage the girls have an easier time. This should be more balanced (switch at semester?) to keep morale up.	
4	Bus duty cuts into planning time	
5	#21 we don't have recess duty. N/A	
6	Teachers have bus duty every other week which everyone hates. This is the only middle school I have worked at that requires bus duty. Once bus duty is over and you're back in your room it's 2:40/2:50 and you barely have time to plan or clean your room. It's ridiculous. They shouldn't require this of teachers! How are we supposed to contact parents, tidy our rooms, lesson plan, write referrals or assign detention when we get 15/20mins to do so during contract time?	
7	Bus Duty is the one thing that is a blight upon the environment of the school in all ways. I will often have to fight to remember that I had a good rest-of-the-day after coming back from Bus Duty. Genuinely imagine this. You are in charge of nearly 40 kids. You know like 2 of them. Your job is to attempt to get them to form a straight line and keep their hands to themselves. I mean just like go to your local Target and give it a go. It's the worst. Dismissing the Herculean task itself, it is honestly detrimental to my relationships with the kids which is the worst part. You often hear some variation of "ah 6th period is always the hardest" because we know that kids are tired and acting out at the end of the day. Now imagine you have more than a class size. And it's even later than 6th period. And most of them don't even know you. The kids are horrendous to me and I genuinely do not blame them. They don't know me and they want to go home. I have made it through the year so far with all of my kids still being alright with me (some much less than others but still) but the kids that are in my bus line? Like 6 of them despise me. In its simplest form, Bus Duty is the act of teachers seeing kids at their worst, kids seeing teachers at their worst, and expecting order to come from that. To my understanding, other schools don't even have Bus Duty. There just has to be a better way. Let's find out what that is and implement it by next year.	

Q24 Staff and students feel safe.

Answered: 21    Skipped: 0



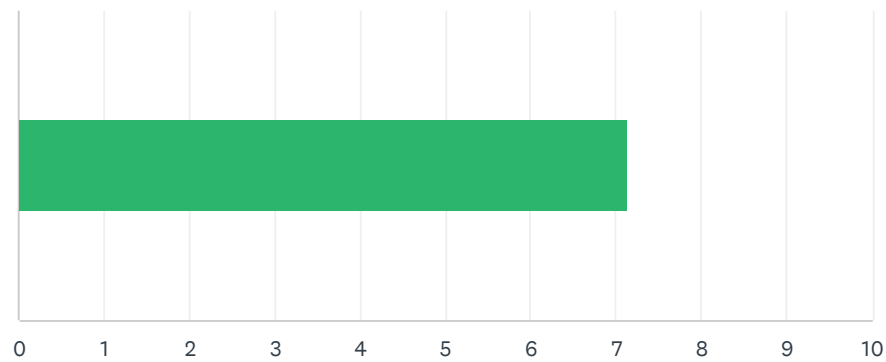
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	153	21
Total Respondents: 21			

#		DATE
1	7	
2	3	
3	7	
4	10	
5	10	
6	10	
7	9	
8	8	
9	10	
10	10	
11	4	
12	3	
13	3	
14	3	
15	5	
16	10	
17	10	
18	10	
19	1	
20	10	



Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 20    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	143	20
Total Respondents: 20			

#		DATE
1	6	
2	10	
3	6	
4	10	
5	10	
6	10	
7	4	
8	10	
9	9	
10	4	
11	7	
12	6	
13	3	
14	2	
15	10	
16	10	
17	5	
18	1	
19	10	



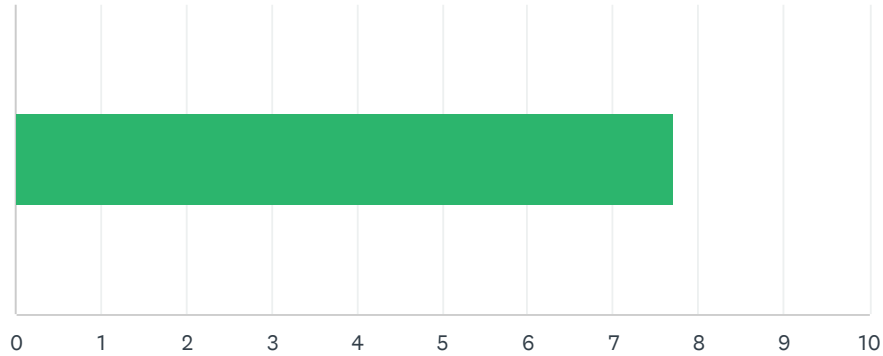
20

10

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## Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 18 Skipped: 3

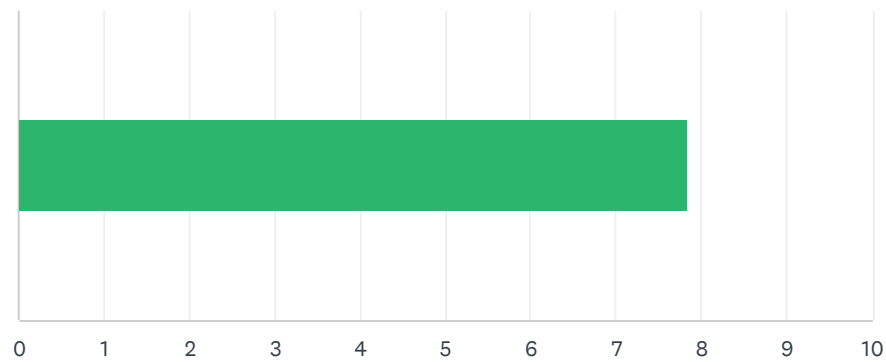


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	139	18
Total Respondents: 18			

#		DATE
1	6	
2	7	
3	10	
4	10	
5	10	
6	7	
7	10	
8	10	
9	4	
10	3	
11	5	
12	6	
13	10	
14	10	
15	10	
16	1	
17	10	
18	10	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 19    Skipped: 2

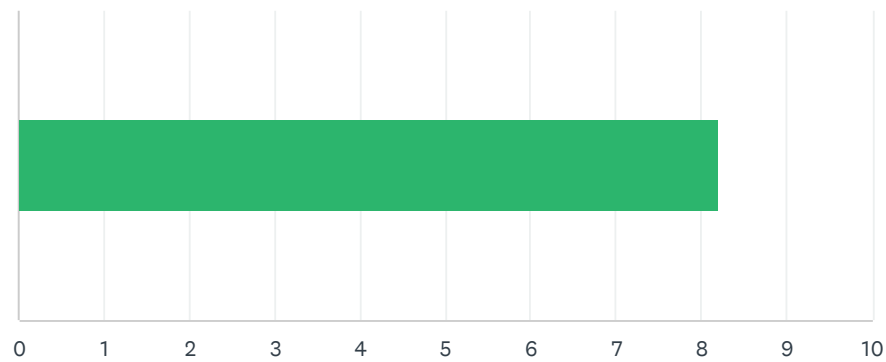


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	149	19
Total Respondents: 19			

#		DATE
1	6	
2	7	
3	10	
4	10	
5	10	
6	10	
7	7	
8	10	
9	9	
10	5	
11	7	
12	5	
13	7	
14	10	
15	10	
16	5	
17	1	
18	10	
19	10	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 19 Skipped: 2

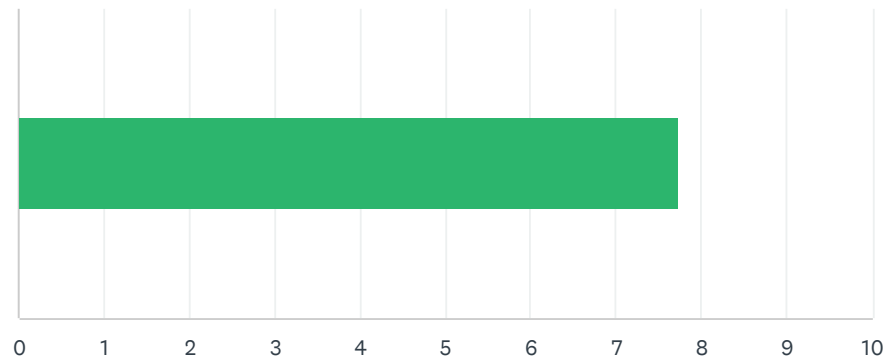


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	156	19
Total Respondents: 19			

#		DATE
1	7	
2	6	
3	10	
4	10	
5	10	
6	10	
7	8	
8	10	
9	9	
10	5	
11	8	
12	7	
13	10	
14	10	
15	10	
16	5	
17	1	
18	10	
19	10	

Q29 My site has a positive atmosphere.

Answered: 19    Skipped: 2

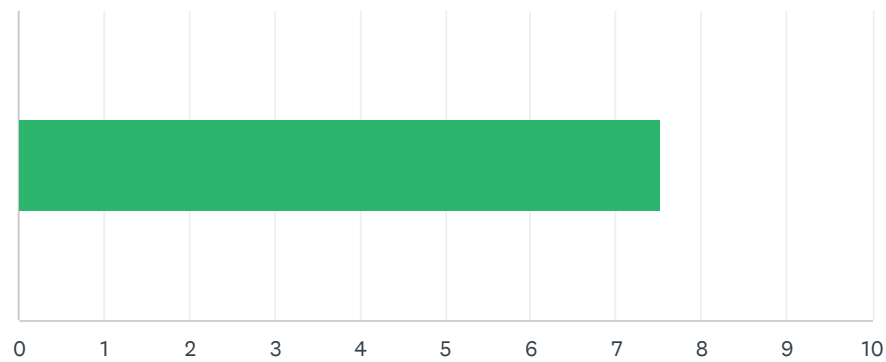


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	147	19
Total Respondents: 19			

#		DATE
1	5	
2	10	
3	10	
4	10	
5	10	
6	5	
7	10	
8	8	
9	5	
10	6	
11	6	
12	4	
13	7	
14	10	
15	10	
16	10	
17	1	
18	10	
19	10	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 19    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	143	19
Total Respondents: 19			

#		DATE
1	5	
2	7	
3	10	
4	10	
5	10	
6	5	
7	10	
8	8	
9	6	
10	7	
11	5	
12	1	
13	8	
14	10	
15	10	
16	10	
17	1	
18	10	
19	10	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 7   Skipped: 14

#	RESPONSES	DATE
1	There needs to be a follow up for teachers or student disciplinary actions done by administration	
2	Repeat offenders are not deterred by consequences. Some students with very problematic behaviors actually request in school suspension. This leaves teachers with no options for discipline and behaviors continue to escalate over the course of the year.	
3	Students are not deterred by consequences. Admin does not do enough to correct bad behavior, students are able to cuss and teacher out, leave without permission and then come back the next day. Students who are ditching everyday and wondering around campus are not properly taken care of	
4	It has improved a little - less violent fights all the time, but still don't feel very safe on this campus	
5	I love Sequoia but discipline is definitely weak.	
6	Admin doesn't respect teachers decisions with discipline! Students will cuss you out or destroy your stuff and be back in your room the same day. This lets students know it's okay and only makes things worse. No support with discipline at all. A student cussed a fellow teacher out and was back in her room the next day and when they asked admin why, they couldn't give a reason. They were uncomfortable the entire time the student was in their room.	
7	If I put in a referral, I get an email that day confirming what has happened and showcasing consequences. My site is involved and supportive of teachers. Their requirements about documentation make sense and otherwise there are no real hurdles for the teachers. I appreciate it.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 5   Skipped: 16

#	RESPONSES	DATE
1	I work at two different school sites, and my administration is fond with me, and they ask for my opinion and feedback on having another staff member share my classroom or using office space.	
2	Administration has done a great job promoting positivity and teamwork to better support our students' needs.	
3	N/A	
4	This school is the worse! I would not recommend anyone ever work here. It's no wonder they lose teachers every year. The principal is selfish and only in it for the title. The vice principal is disgusting. He treats females awfully and will yell and belittle them, but when a male gets in trouble for the exact same thing, he fist bumps them. Girls are incredibly uncomfortable around him and that's not okay! This school is very cliquey and if you're not going to social events outside of school, they will hate you and make you feel awful for not spending your time outside of work with them. I have never felt more disrespected in my life than I have working here.	
5	The vibes are immaculate. I do wonder if it's all so fragile or if this is maintainable for years to come. The teams at every level are just so good. My grade level subject team is wonderful, the cross-grade level team is lovely, and the whole site has really come together. I've made genuine friendships with some of my co-workers and there's just such a trust amongst everyone i interact with regularly. I think one of the biggest vibe boosts has been those Academic Conference days. The team building across those days, the conversations, and just the fact that our higher staff is showing they care enough to pay for subs so that we can plan as a team. It's all so good.	



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.)

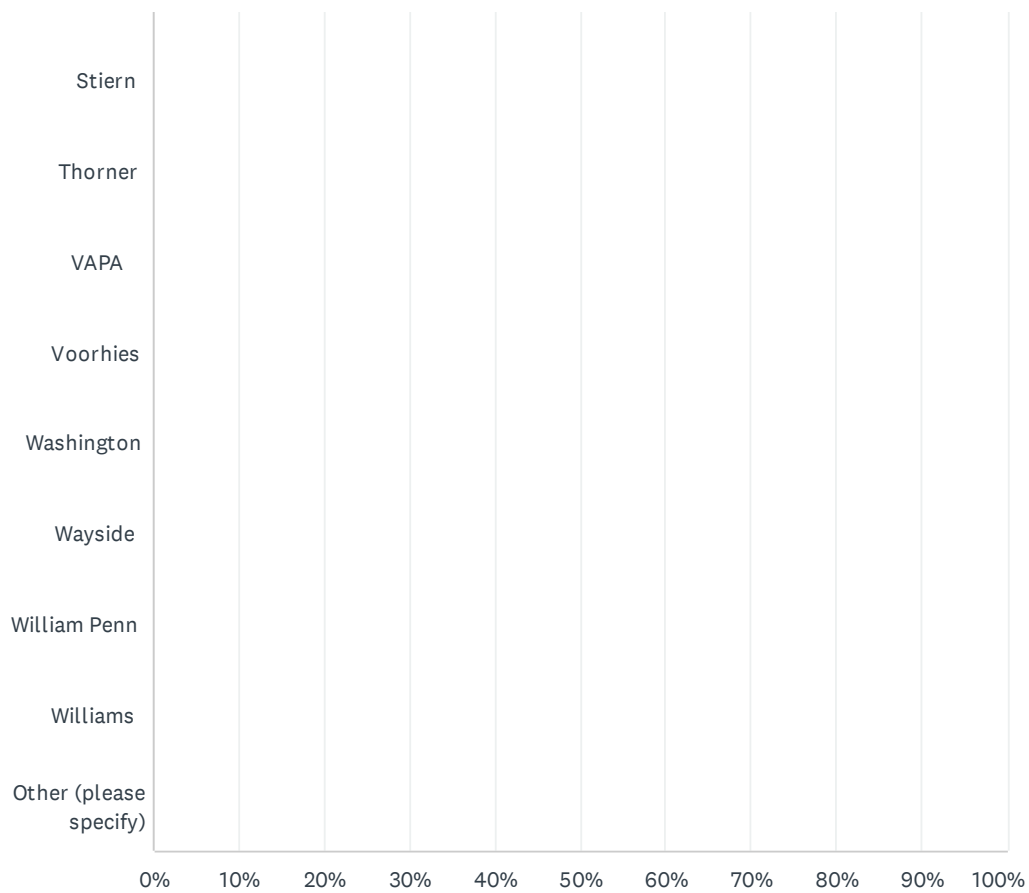
Answered: 9    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

2024-2025 BETA Administration/Site Climate Survey



## 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	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

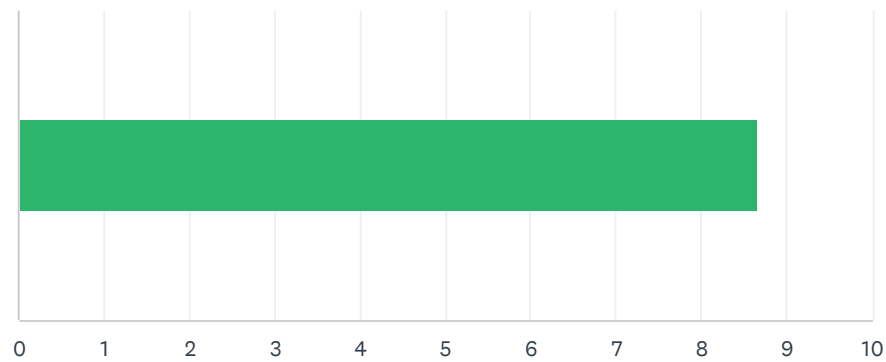
## 2024-2025 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	100.00%	9
Stella Hills	0.00%	0
Stiem	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: 9    Skipped: 0

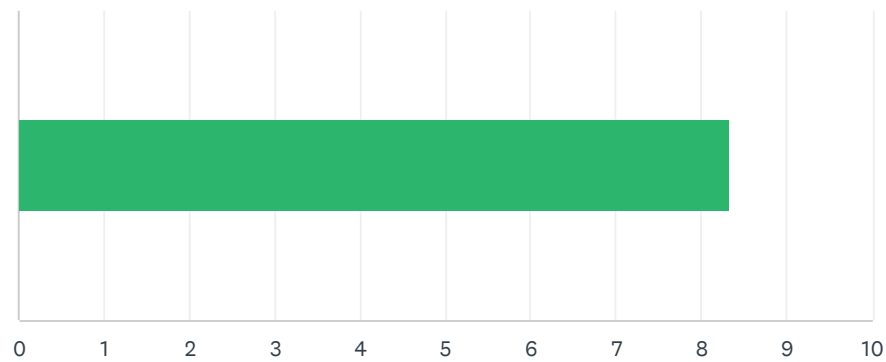


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	78	9
Total Respondents: 9			

#		DATE
1	10	
2	10	
3	10	
4	3	
5	10	
6	9	
7	10	
8	10	
9	6	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 9    Skipped: 0

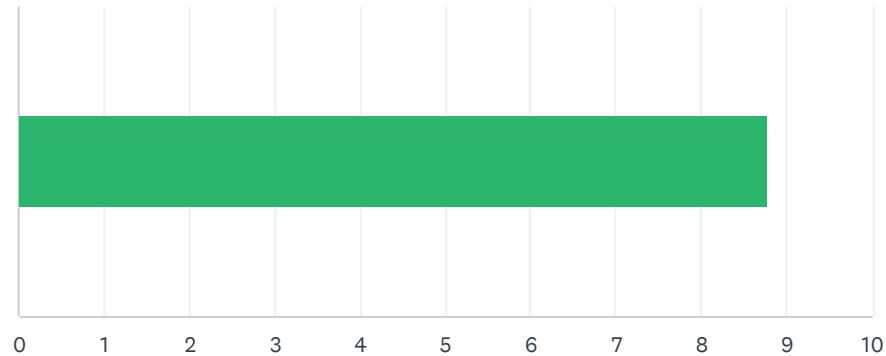


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	75	9
Total Respondents: 9			

#		DATE
1	8	
2	10	
3	10	
4	3	
5	10	
6	10	
7	10	
8	10	
9	4	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 9 Skipped: 0



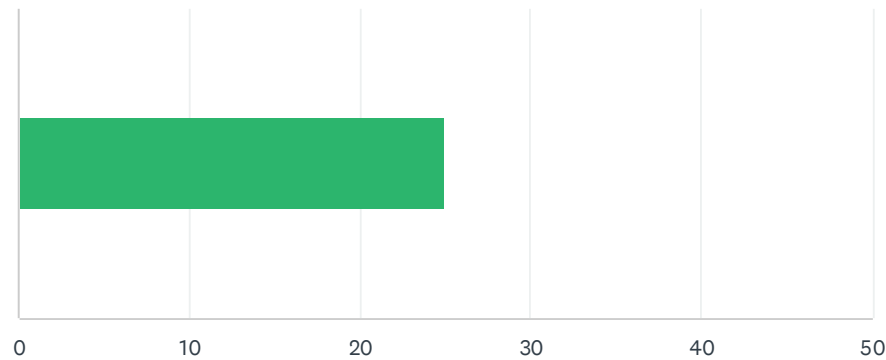
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	79	9
Total Respondents: 9			

#		DATE
1	10	
2	9	
3	10	
4	7	
5	8	
6	10	
7	10	
8	10	
9	5	



Q5 Site administration follows the contract and respects personal rights.

Answered: 9    Skipped: 0

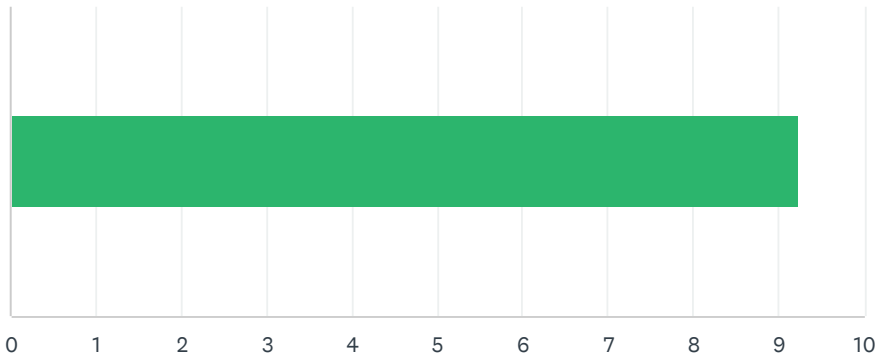


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	25	225	9
Total Respondents: 9			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	100	
9	55	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 9    Skipped: 0

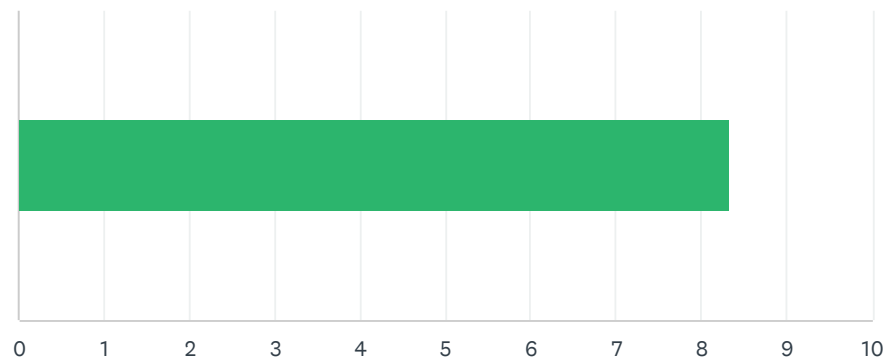


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	83	9
Total Respondents: 9			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	8	
7	10	
8	10	
9	5	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 9    Skipped: 0

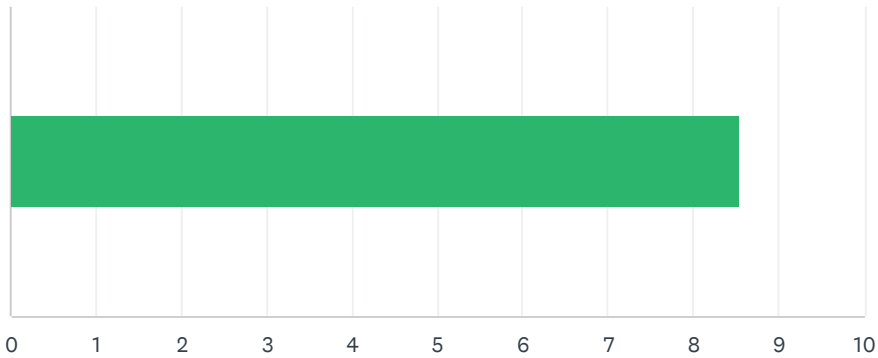


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	75	9
Total Respondents: 9			

#		DATE
1	10	
2	9	
3	10	
4	3	
5	10	
6	8	
7	10	
8	10	
9	5	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 9    Skipped: 0

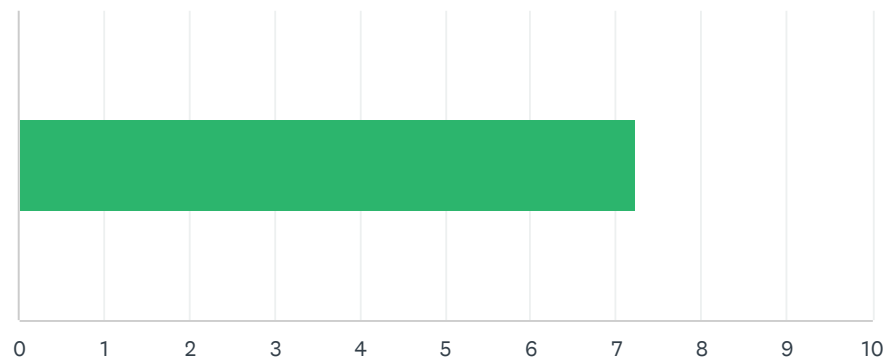


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	77	9
Total Respondents: 9			

#		DATE
1	5	
2	9	
3	10	
4	8	
5	10	
6	10	
7	10	
8	10	
9	5	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 9    Skipped: 0

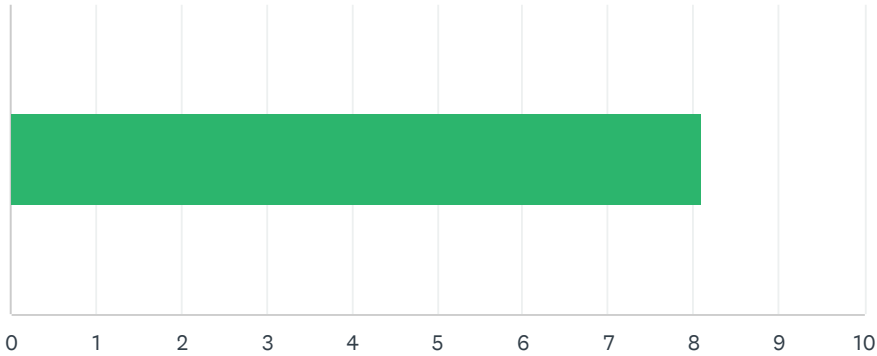


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	65	9
Total Respondents: 9			

#		DATE
1	7	
2	8	
3	10	
4	1	
5	8	
6	10	
7	10	
8	9	
9	2	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 9    Skipped: 0

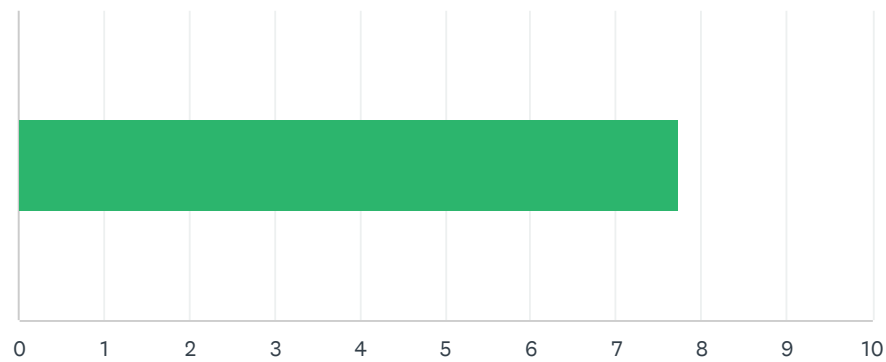


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	73	9
Total Respondents: 9			

#		DATE
1	10	
2	8	
3	10	
4	1	
5	9	
6	10	
7	10	
8	10	
9	5	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 8    Skipped: 1

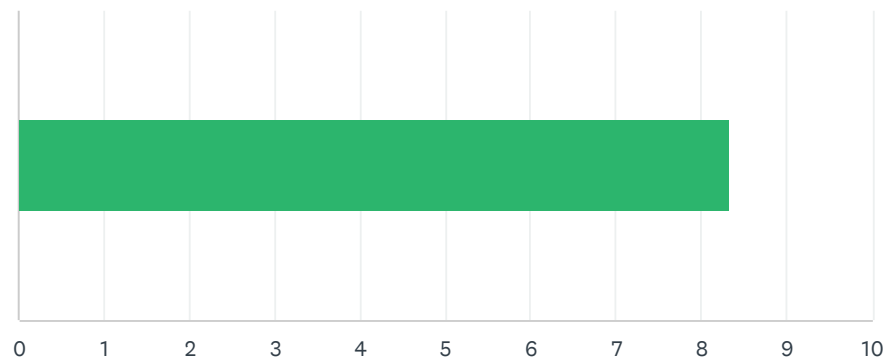


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	62	8
Total Respondents: 8			

#		DATE
1	6	
2	8	
3	4	
4	9	
5	10	
6	10	
7	10	
8	5	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 9    Skipped: 0



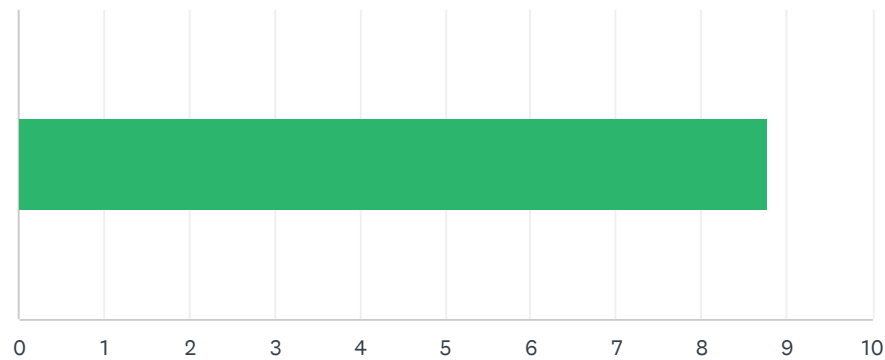
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	75	9
Total Respondents: 9			

#		DATE
1	10	
2	10	
3	10	
4	1	
5	9	
6	10	
7	10	
8	10	
9	5	



Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 9    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	79	9
Total Respondents: 9			

#		DATE
1	10	
2	10	
3	10	
4	4	
5	10	
6	10	
7	10	
8	10	
9	5	

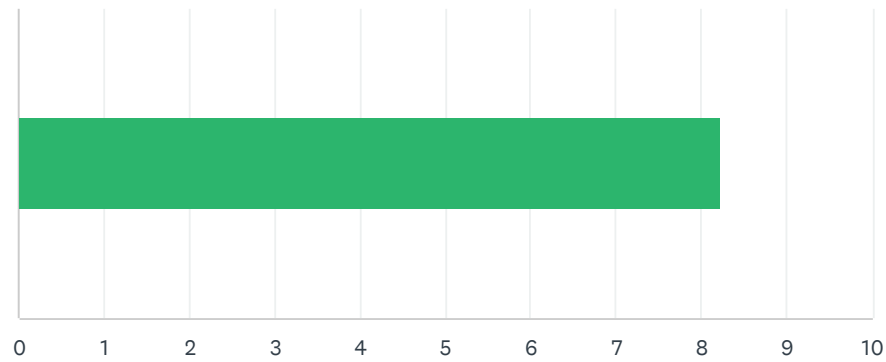
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 2   Skipped: 7

#	RESPONSES	DATE
1	Overall, we have a wonderful administration here. I have no complaints.	
2	A very "clique-y" atmosphere. The admin gives kudos to the same staff members. The campus supervisor has too much authority and intimidates those who question his actions. The VP and campus supervisor use CPALs as moles who report info on certain teachers.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 9    Skipped: 0

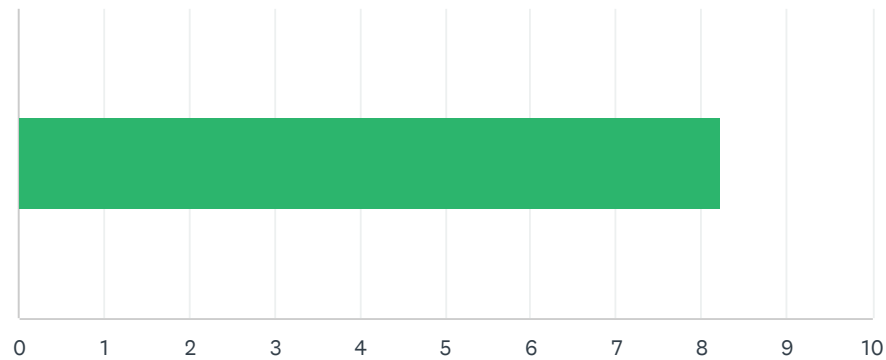


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	74	9
Total Respondents: 9			

#		DATE
1	5	
2	9	
3	6	
4	10	
5	10	
6	7	
7	10	
8	10	
9	7	

Q16 Site meetings are productive and not excessive.

Answered: 9    Skipped: 0

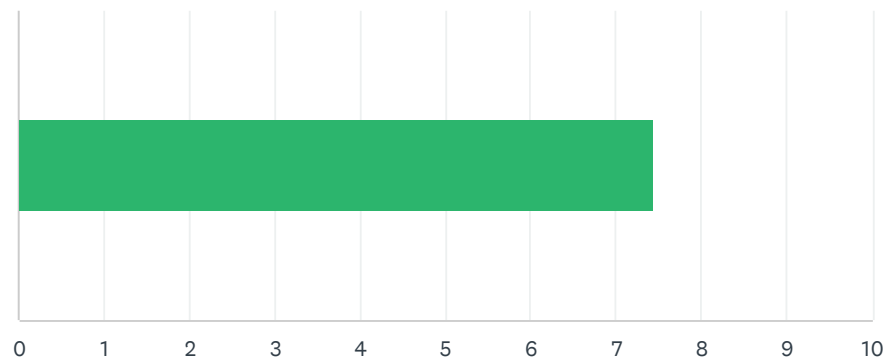


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	74	9
Total Respondents: 9			

#		DATE
1	5	
2	10	
3	10	
4	8	
5	10	
6	6	
7	10	
8	10	
9	5	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 9 Skipped: 0

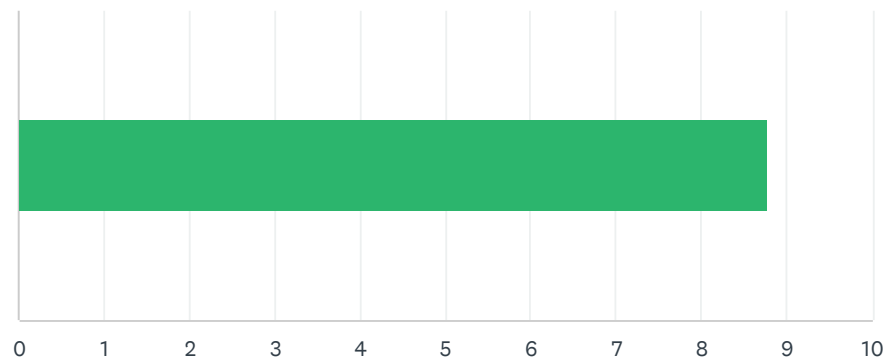


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	67	9
Total Respondents: 9			

#		DATE
1	6	
2	10	
3	10	
4	9	
5	10	
6	4	
7	1	
8	10	
9	7	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 9    Skipped: 0

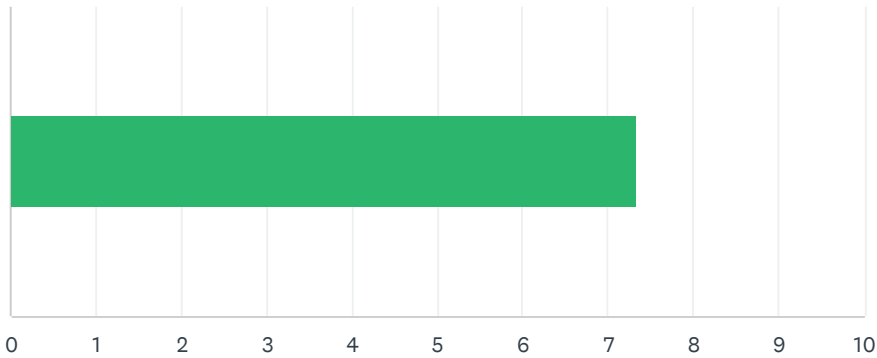


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	79	9
Total Respondents: 9			

#		DATE
1	6	
2	10	
3	10	
4	10	
5	8	
6	7	
7	10	
8	10	
9	8	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 9    Skipped: 0

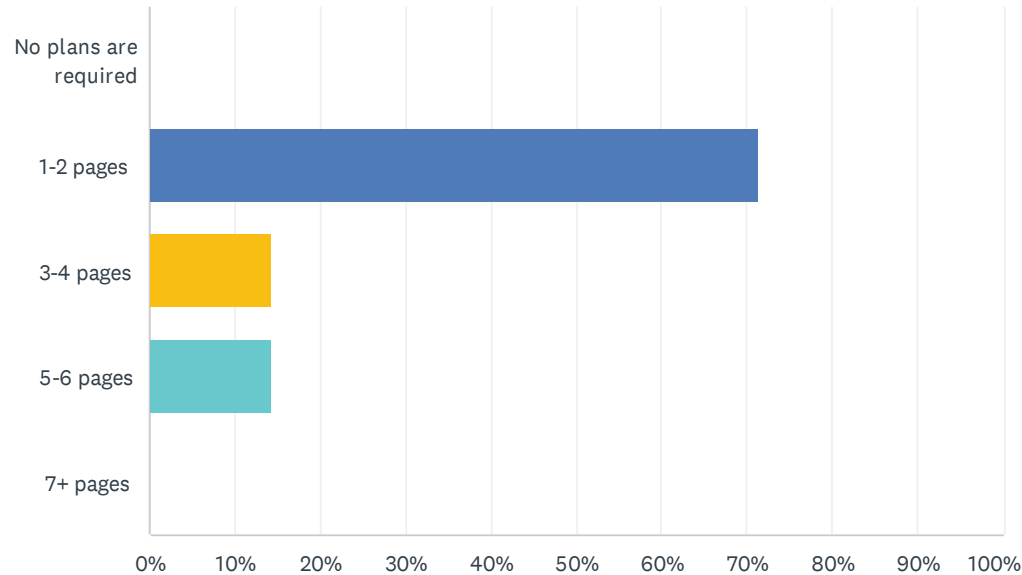


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	66	9
Total Respondents: 9			

#		DATE
1	6	
2	9	
3	4	
4	8	
5	9	
6	5	
7	10	
8	10	
9	5	

Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 7    Skipped: 2



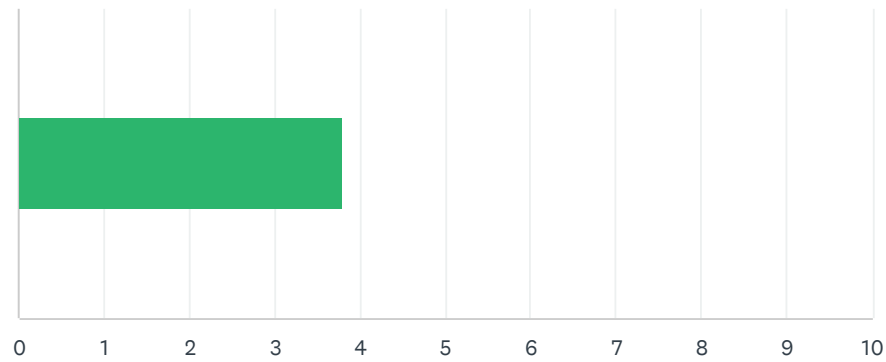
ANSWER CHOICES		RESPONSES	
No plans are required		0.00%	0
1-2 pages		71.43%	5
3-4 pages		14.29%	1
5-6 pages		14.29%	1
7+ pages		0.00%	0
TOTAL			7

#	COMMENT	DATE
1	We turn in lesson plans once a month as a cohort.	



Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 5    Skipped: 4

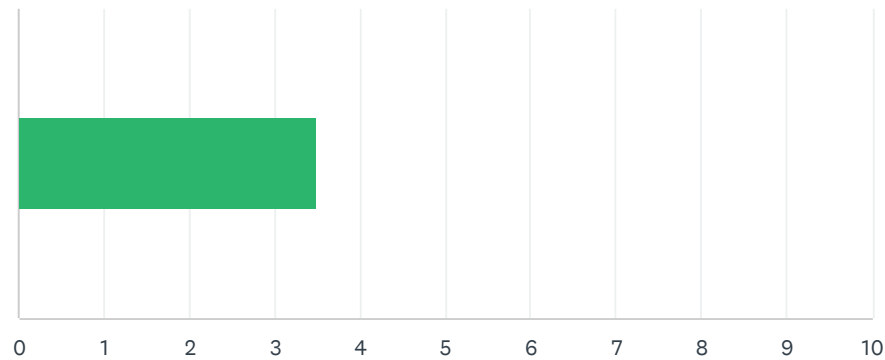


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	19	5
Total Respondents: 5			

#		DATE
1	6	
2	1	
3	5	
4	1	
5	6	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 4    Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	14	4
Total Respondents: 4			

#		DATE
1	1	
2	5	
3	1	
4	7	

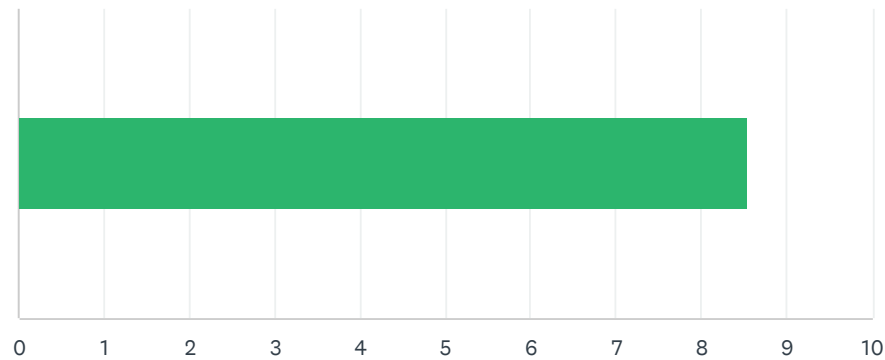
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 1   Skipped: 8

#	RESPONSES	DATE
1	number 22 idk	

Q24 Staff and students feel safe.

Answered: 9    Skipped: 0

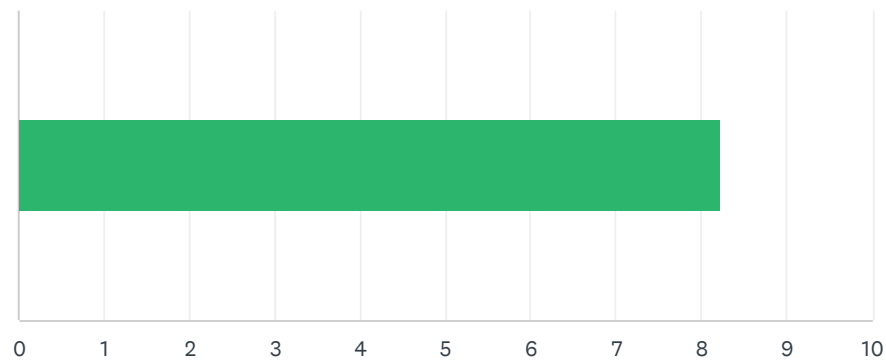


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	77	9
Total Respondents: 9			

#		DATE
1	5	
2	8	
3	10	
4	8	
5	9	
6	9	
7	10	
8	10	
9	8	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 9    Skipped: 0

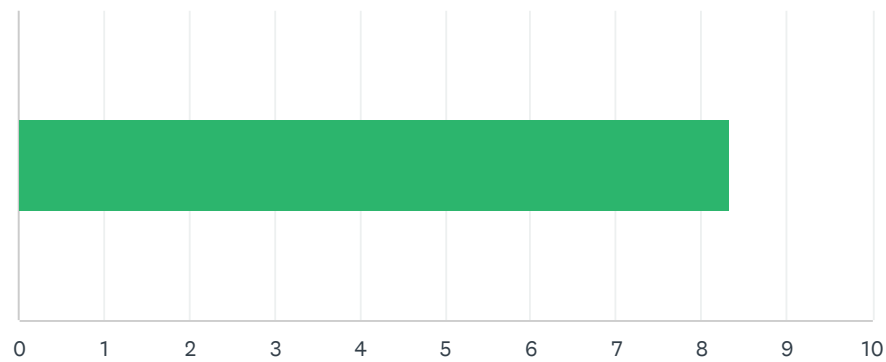


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	74	9
Total Respondents: 9			

#		DATE
1	6	
2	9	
3	9	
4	8	
5	10	
6	8	
7	9	
8	10	
9	5	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 9    Skipped: 0

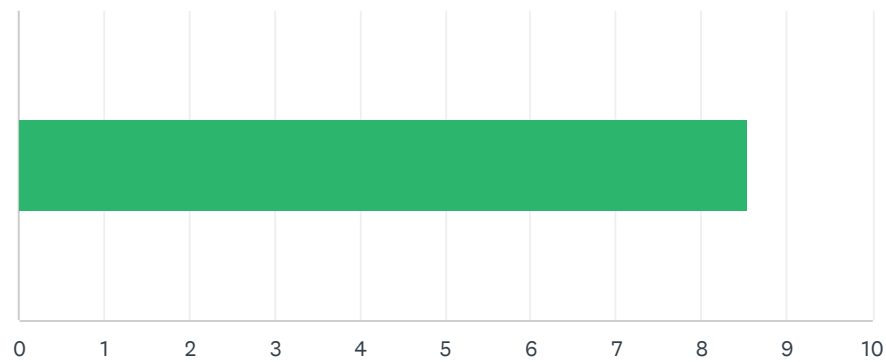


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	75	9
Total Respondents: 9			

#		DATE
1	6	
2	8	
3	10	
4	9	
5	8	
6	8	
7	10	
8	10	
9	6	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 9    Skipped: 0

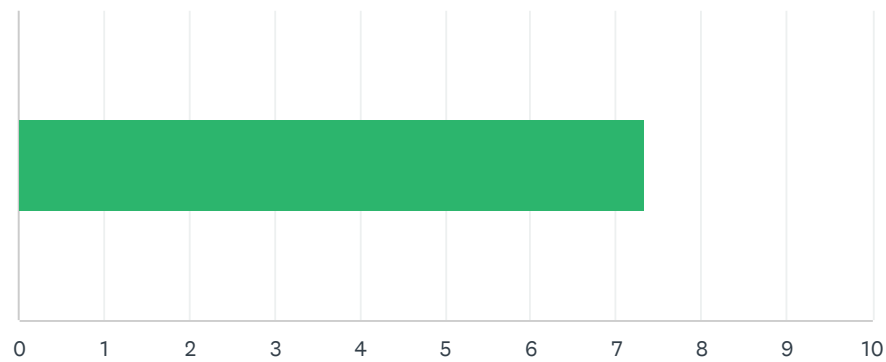


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	77	9
Total Respondents: 9			

#		DATE
1	6	
2	9	
3	9	
4	10	
5	10	
6	8	
7	10	
8	10	
9	5	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 9    Skipped: 0



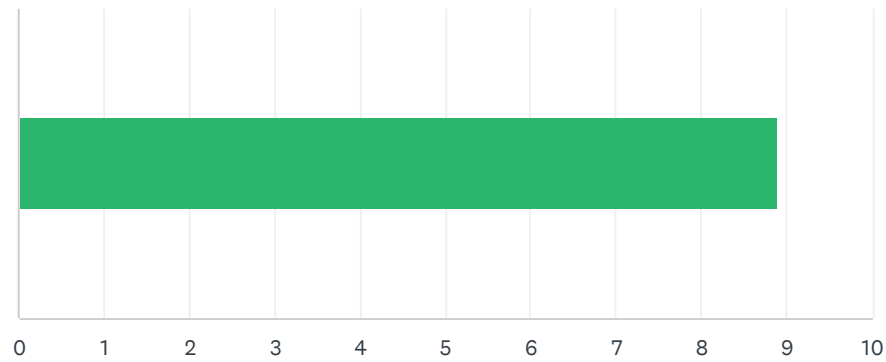
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	66	9
Total Respondents: 9			

#		DATE
1	5	
2	10	
3	3	
4	9	
5	10	
6	4	
7	10	
8	10	
9	5	



Q29 My site has a positive atmosphere.

Answered: 9    Skipped: 0

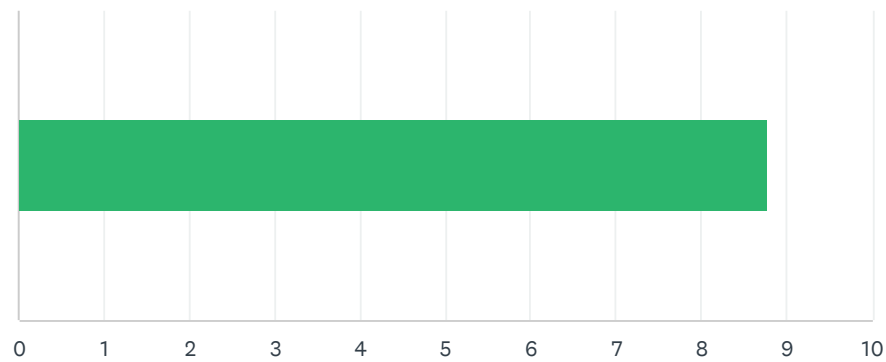


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	80	9
Total Respondents: 9			

#		DATE
1	5	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	6	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 9 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	79	9
Total Respondents: 9			

#		DATE
1	5	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	5	

### Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 2   Skipped: 7

#	RESPONSES	DATE
1	Needs to be school-wide and universal	
2	The VP often questions the word of teachers and takes the students' perspective over the teachers'.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 1   Skipped: 8

#	RESPONSES	DATE
1	Again, it is latently toxic. On the surface, it presents as if everyone is given a fair shake of things. Underneath, however, certain people are given way too much latitude.	

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.)

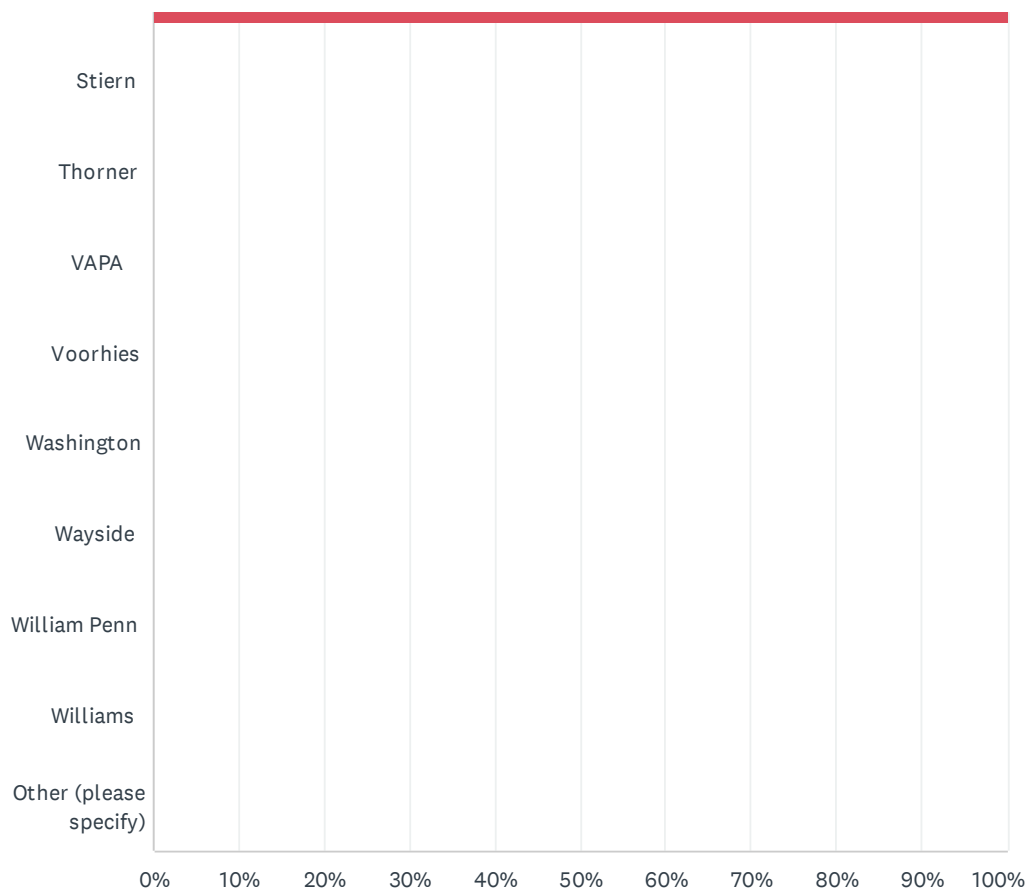
Answered: 17    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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



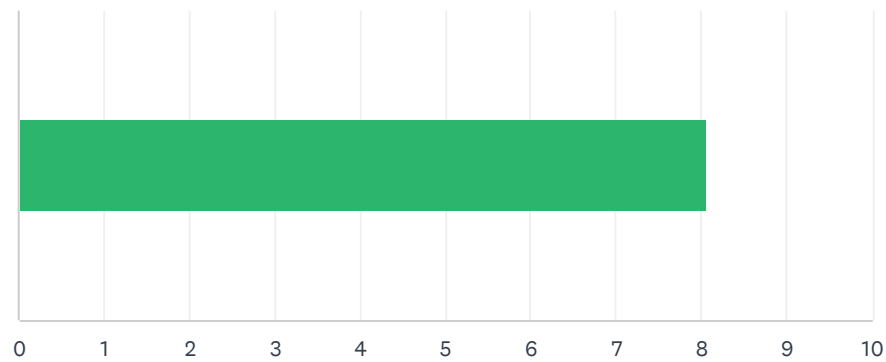
## 2024-2025 BETA Administration/Site Climate Survey

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	100.00%	17
Stiem	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: 17		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 17    Skipped: 0

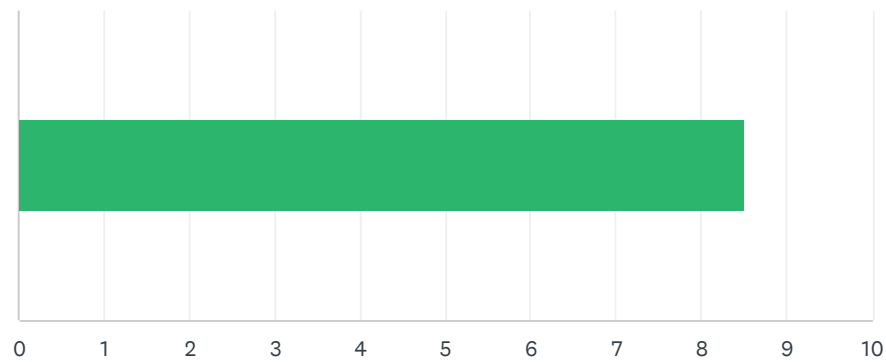


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	137	17
Total Respondents: 17			

#		DATE
1	9	
2	10	
3	10	
4	8	
5	8	
6	10	
7	6	
8	10	
9	10	
10	10	
11	8	
12	2	
13	10	
14	9	
15	7	
16	10	
17	0	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 16 Skipped: 1

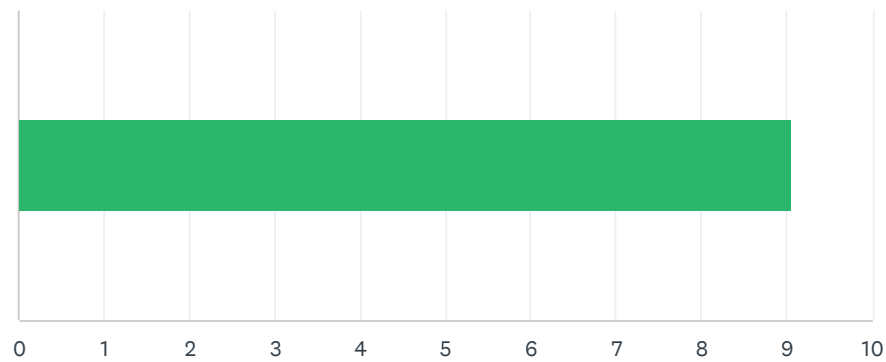


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	136	16
Total Respondents: 16			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	8	
6	10	
7	1	
8	10	
9	10	
10	10	
11	7	
12	1	
13	10	
14	9	
15	10	
16	10	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 15    Skipped: 2

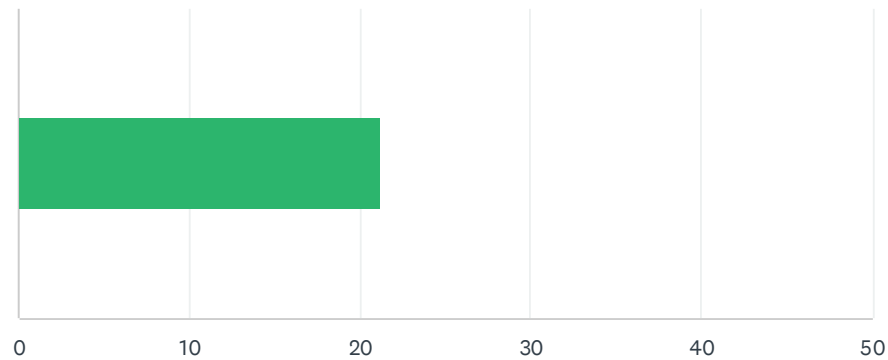


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	136	15
Total Respondents: 15			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	8	
7	6	
8	10	
9	10	
10	10	
11	9	
12	8	
13	9	
14	6	
15	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 16    Skipped: 1

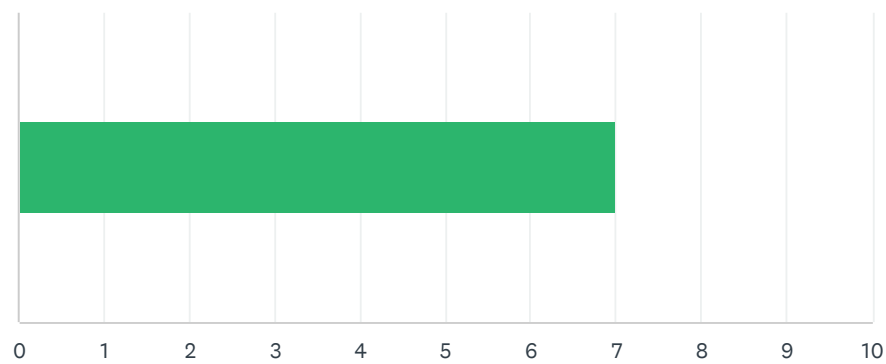


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	21	339	16
Total Respondents: 16			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	9	
15	100	
16	100	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 15    Skipped: 2

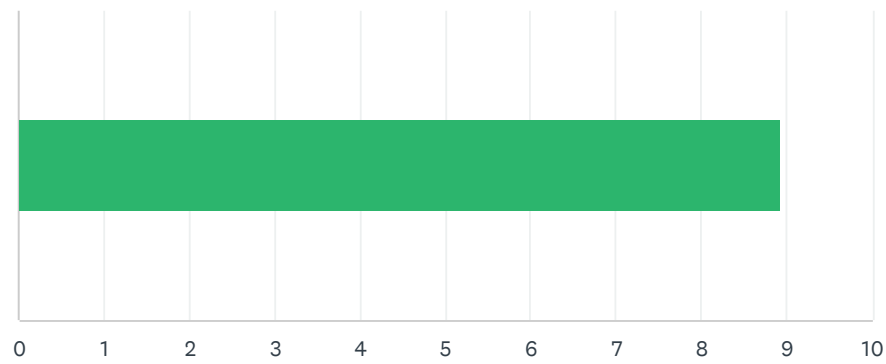


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	105	15
Total Respondents: 15			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	8	
6	1	
7	10	
8	10	
9	10	
10	4	
11	1	
12	10	
13	10	
14	1	
15	2	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 16    Skipped: 1

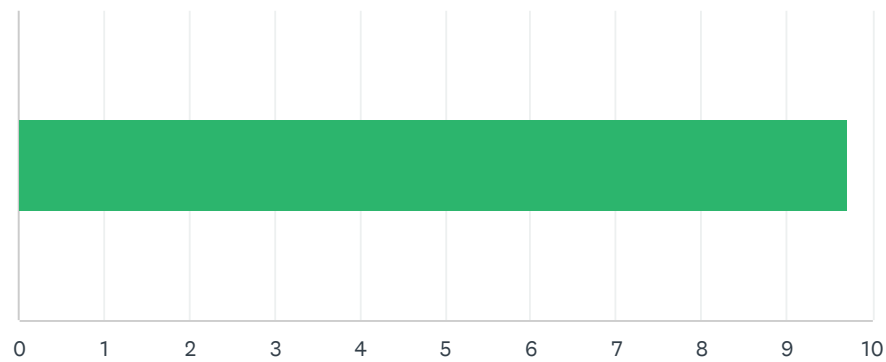


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	143	16
Total Respondents: 16			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	10	
6	10	
7	4	
8	10	
9	10	
10	10	
11	9	
12	8	
13	10	
14	9	
15	6	
16	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 15    Skipped: 2



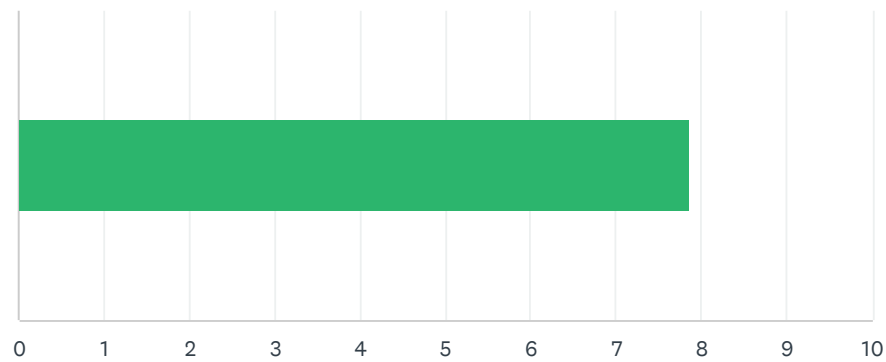
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	146	15
Total Respondents: 15			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	8	
12	10	
13	9	
14	10	
15	10	



Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 16    Skipped: 1

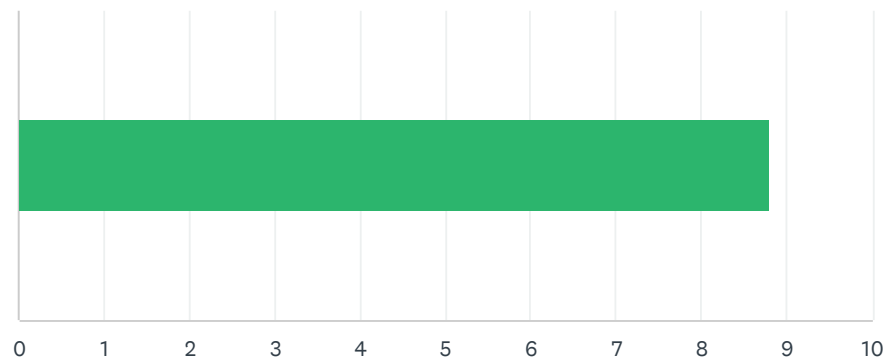


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	126	16
Total Respondents: 16			

#	DATE
1	10
2	10
3	10
4	9
5	9
6	10
7	3
8	10
9	10
10	10
11	3
12	1
13	10
14	8
15	3
16	10

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 16 Skipped: 1

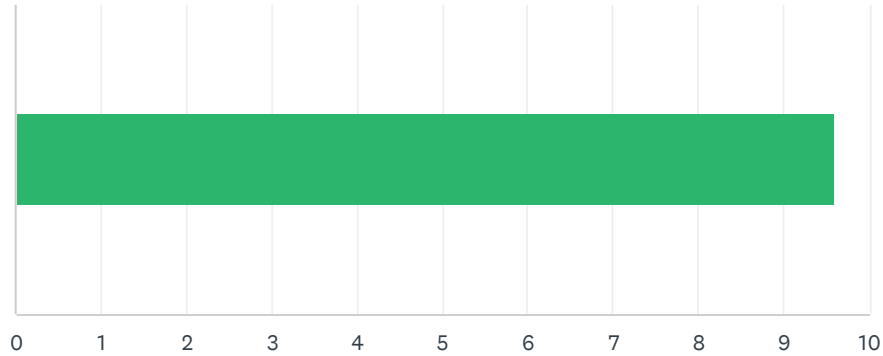


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	141	16
Total Respondents: 16			

#		DATE
1	10	
2	10	
3	10	
4	8	
5	9	
6	10	
7	9	
8	10	
9	10	
10	10	
11	8	
12	1	
13	10	
14	9	
15	7	
16	10	

## Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 15   Skipped: 2

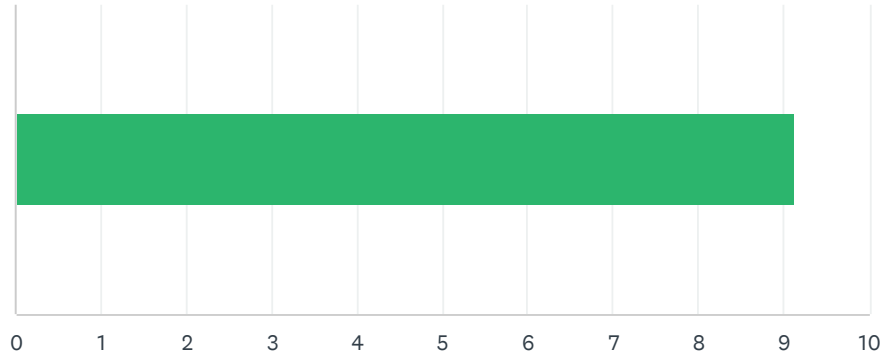


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	144	15
Total Respondents: 15			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	9	
6	10	
7	9	
8	10	
9	10	
10	10	
11	10	
12	10	
13	8	
14	9	
15	10	

## Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 16 Skipped: 1

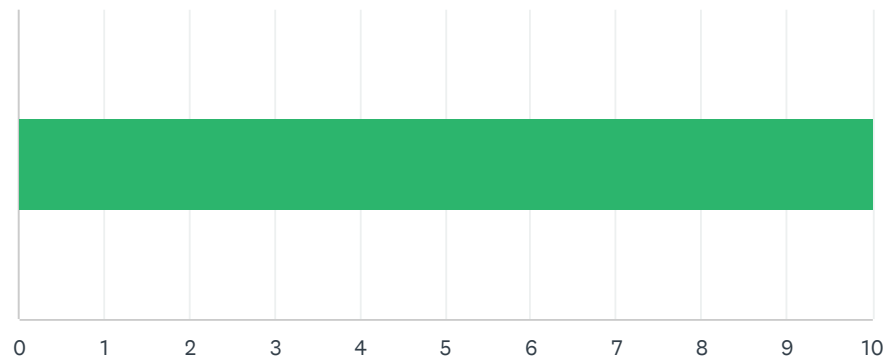


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	146	16
Total Respondents: 16			

#	DATE
1	10
2	10
3	10
4	10
5	9
6	10
7	9
8	10
9	10
10	10
11	7
12	5
13	10
14	9
15	7
16	10

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 16 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	160	16
Total Respondents: 16			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	10	
14	10	
15	10	
16	10	

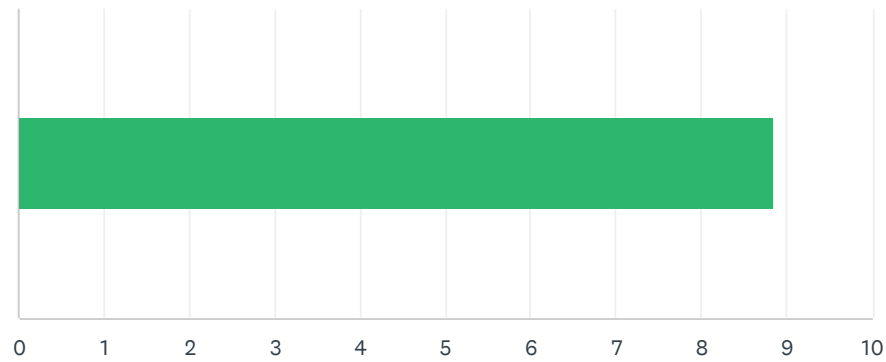
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 8   Skipped: 9

#	RESPONSES	DATE
1	Excellent leadership.	
2	My site admin is the best I've ever worked under!	
3	Mr. Robinson Mr. Walker make a great team and they have the best ever I've worked for in my nine Years of teaching. They both are easy to go to if something is needed.	
4	Site Administration is supportive, respectful and goes the extra mile to ensure each staff member is well taken care of. Site Administrators allow teachers the space to teach and be creative without interruption. I am thankful to have people that work every day to make sure my students and I have everything we need to be successful.	
5	Overall, administration allows us to do our jobs. Lacks in support. We have many support roles on our campus that are not utilized correctly. We have no coach and we lack in support for instruction.	
6	Admin will say one thing to your face and something entirely different to others. They initiate plans but rarely follow through. Instead of holding disruptive students accountable, they often reward their behavior.	
7	Principal and Vice Principal are both great! They are helpful, available and resourceful.	
8	Admin walks feel supportive not a like judgement. Makes a difference on the teacher.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 13    Skipped: 4

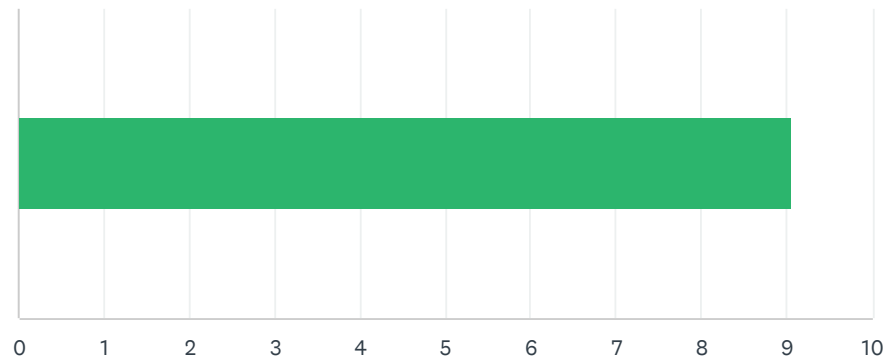


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	115	13
Total Respondents: 13			

#		DATE
1	10	
2	10	
3	10	
4	7	
5	10	
6	7	
7	9	
8	10	
9	10	
10	10	
11	9	
12	3	
13	10	

Q16 Site meetings are productive and not excessive.

Answered: 16    Skipped: 1



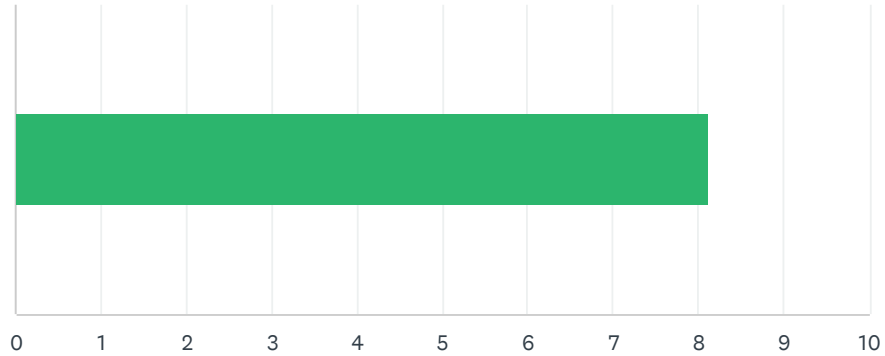
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	145	16
Total Respondents: 16			

#		DATE
1	10	
2	10	
3	10	
4	9	
5	8	
6	10	
7	7	
8	10	
9	10	
10	10	
11	9	
12	5	
13	10	
14	9	
15	8	
16	10	



## Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 15 Skipped: 2

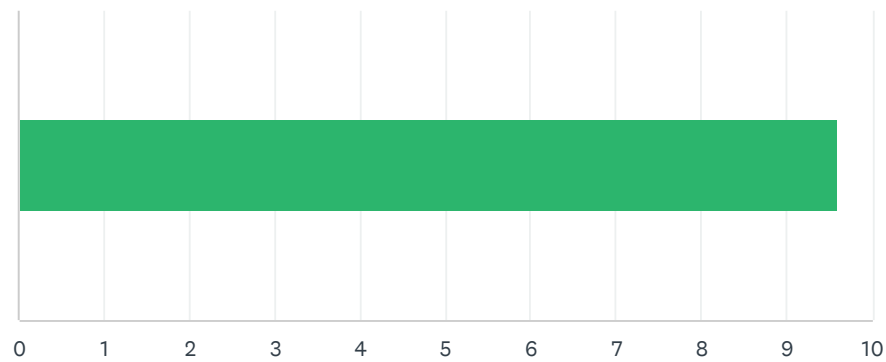


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	122	15
Total Respondents: 15			

#	DATE
1	8
2	10
3	10
4	9
5	9
6	9
7	1
8	10
9	10
10	10
11	9
12	8
13	8
14	1
15	10

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 15    Skipped: 2

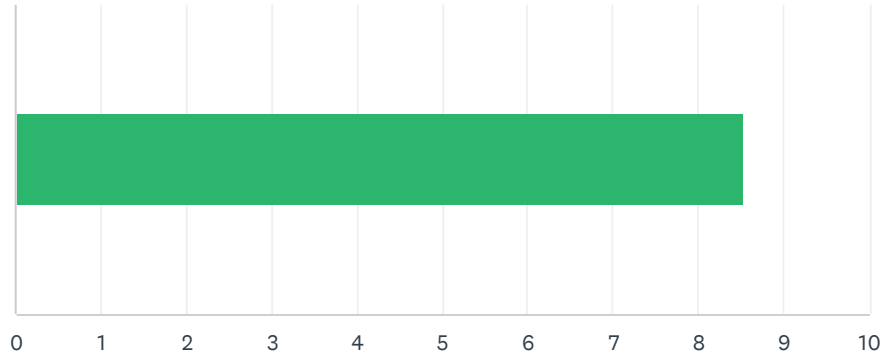


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	144	15
Total Respondents: 15			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	10	
12	10	
13	9	
14	7	
15	10	

## Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 15 Skipped: 2

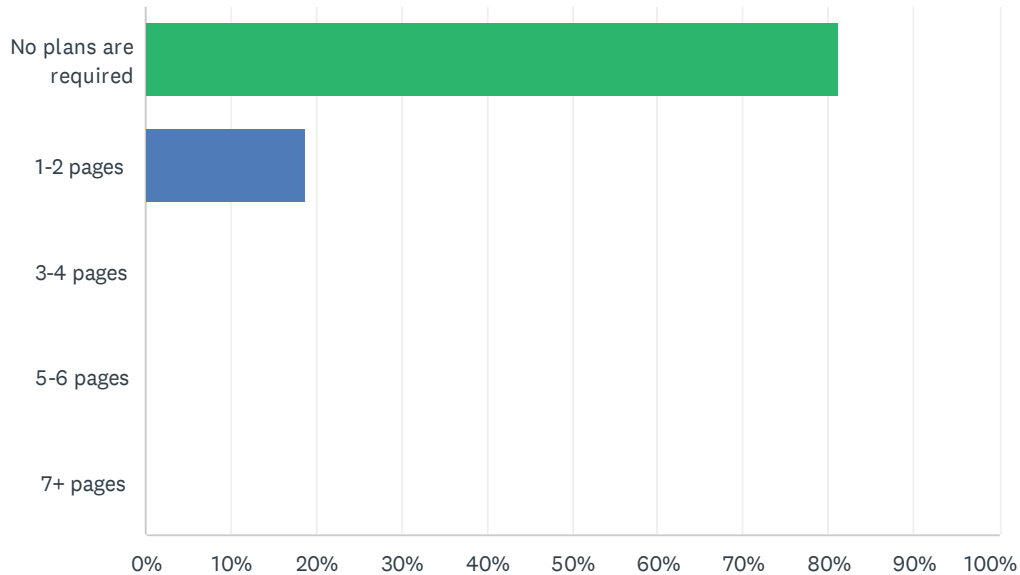


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	128	15
Total Respondents: 15			

#		DATE
1	10	
2	10	
3	10	
4	7	
5	5	
6	10	
7	10	
8	9	
9	10	
10	10	
11	7	
12	10	
13	8	
14	2	
15	10	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 16 Skipped: 1

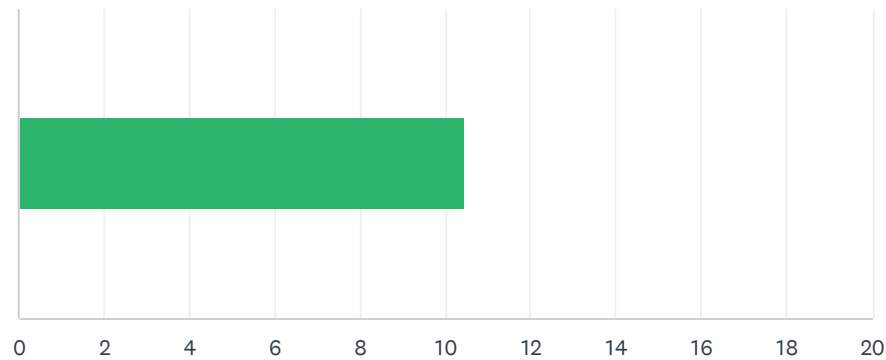


ANSWER CHOICES	RESPONSES	
No plans are required	81.25%	13
1-2 pages	18.75%	3
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		16

#	COMMENT	DATE
1	I still write plans, but I don't have to submit them.	
2	Although no plans are required we do have them as a team in our school drive.	
3	Plans are to be available in our team drive for him to check at any time, but never "required" to turn in	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 11    Skipped: 6

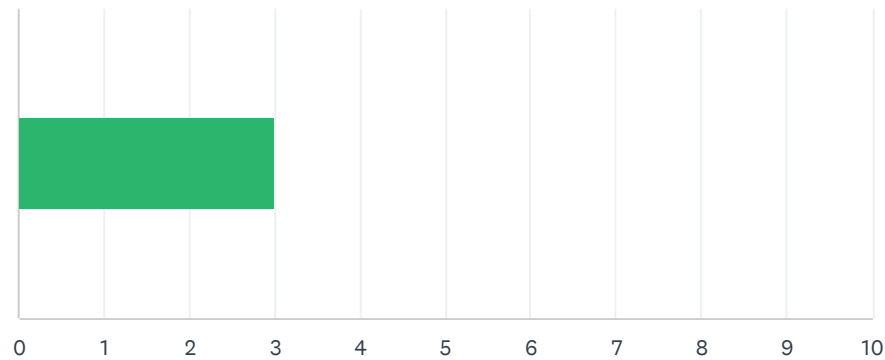


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	115	11
Total Respondents: 11			

#		DATE
1	1	
2	1	
3	1	
4	1	
5	1	
6	6	
7	1	
8	1	
9	1	
10	1	
11	100	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 10    Skipped: 7



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	30	10
Total Respondents: 10			

#		DATE
1	5	
2	10	
3	1	
4	1	
5	1	
6	6	
7	1	
8	1	
9	3	
10	1	

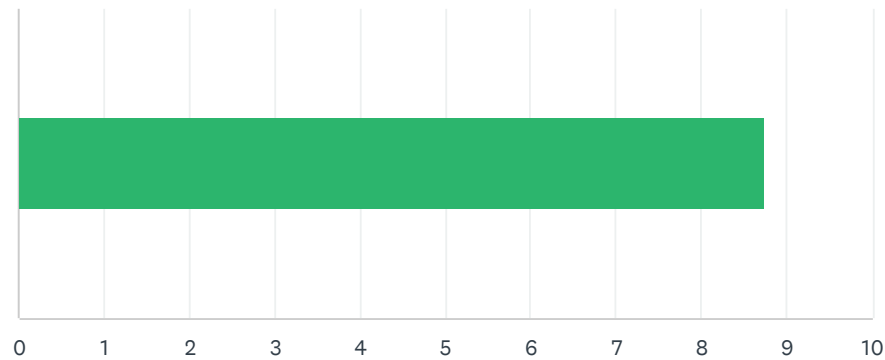
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4   Skipped: 13

#	RESPONSES	DATE
1	Minimal duty	
2	I still don't understand when IEP's should be scheduled and how we get paid for them if they begin and/or end after our duty time.	
3	Teachers are not required to have recess duty. Freeing up time to plan is the priority for admin. Support staff takes on the responsibility of dismissal and arrival duty.	
4	Reading Interventionists having two days worth of planning time and not pulling groups on those days. Not willing to pull groups in upper grade but they have the time based on schedule that they have. Academic Coach does not coach new teachers or check in with staff. Instead they are doing reading intervention and is not available for teachers to meet with during duty hours. They have office hours but not at a time that is accessible to teachers.	

Q24 Staff and students feel safe.

Answered: 16    Skipped: 1



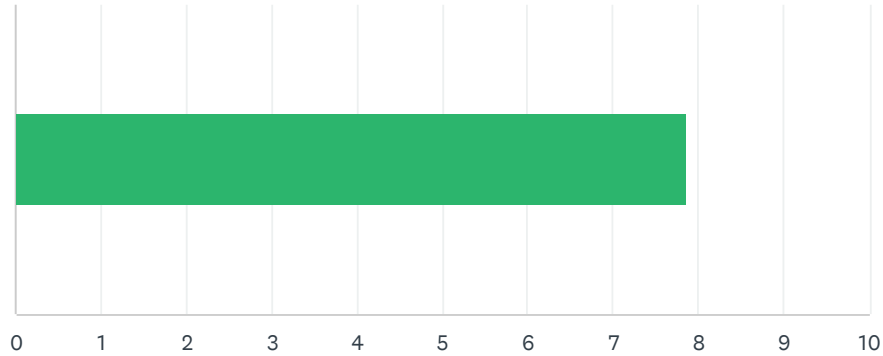
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	140	16
Total Respondents: 16			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	7	
12	7	
13	10	
14	8	
15	1	
16	10	



## Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 15   Skipped: 2

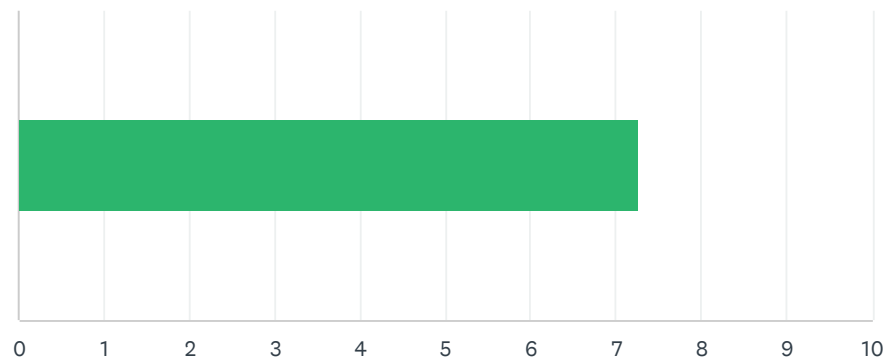


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	118	15
Total Respondents: 15			

#		DATE
1	8	
2	8	
3	10	
4	10	
5	7	
6	5	
7	10	
8	10	
9	10	
10	10	
11	7	
12	1	
13	8	
14	6	
15	8	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 15    Skipped: 2

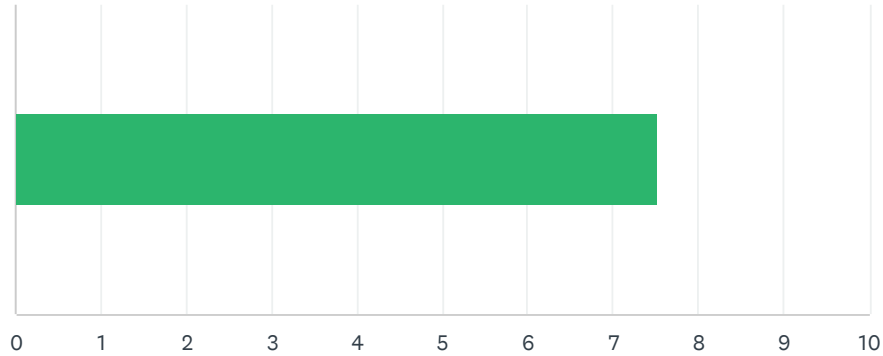


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	109	15
Total Respondents: 15			

#		DATE
1	7	
2	8	
3	10	
4	10	
5	3	
6	5	
7	10	
8	10	
9	10	
10	10	
11	2	
12	1	
13	7	
14	6	
15	10	

## Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 15 Skipped: 2

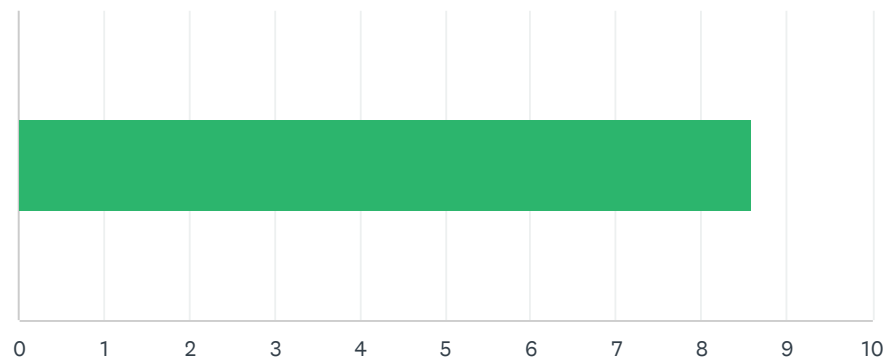


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	113	15
Total Respondents: 15			

#		DATE
1	7	
2	8	
3	10	
4	10	
5	7	
6	5	
7	10	
8	9	
9	10	
10	10	
11	2	
12	1	
13	8	
14	6	
15	10	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 15    Skipped: 2

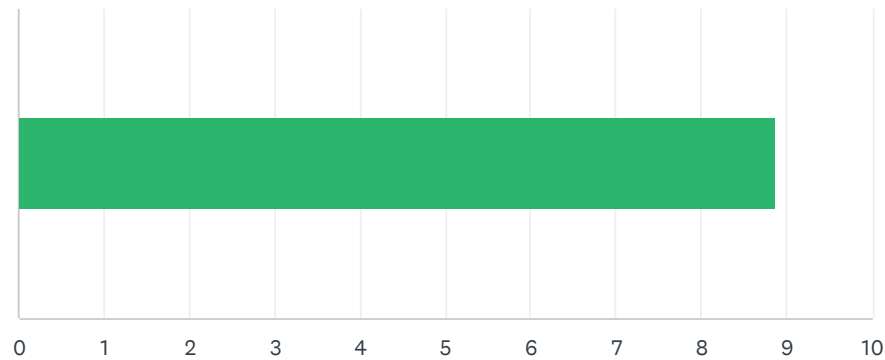


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	129	15
Total Respondents: 15			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	9	
6	8	
7	10	
8	10	
9	10	
10	10	
11	10	
12	1	
13	8	
14	6	
15	10	

Q29 My site has a positive atmosphere.

Answered: 16    Skipped: 1

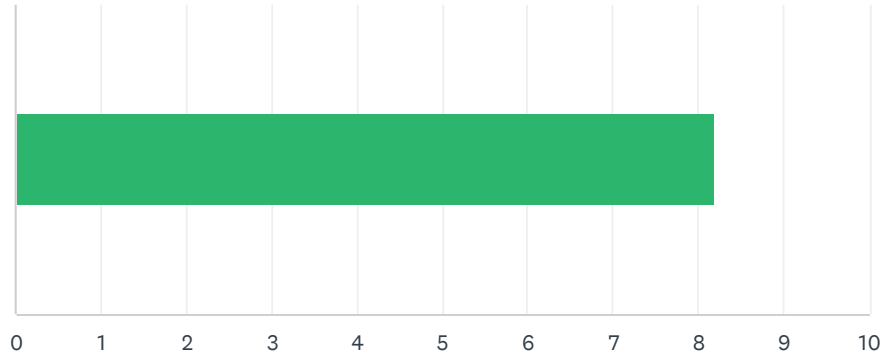


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	142	16
Total Respondents: 16			

#		DATE
1	8	
2	10	
3	10	
4	10	
5	10	
6	6	
7	10	
8	10	
9	10	
10	10	
11	8	
12	5	
13	10	
14	8	
15	7	
16	10	

## Q30 I would recommend my site to other employees and prospective teachers.

Answered: 16 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	131	16
Total Respondents: 16			

#		DATE
1	7	
2	10	
3	10	
4	10	
5	10	
6	2	
7	10	
8	10	
9	10	
10	10	
11	7	
12	1	
13	10	
14	9	
15	5	
16	10	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 6   Skipped: 11

#	RESPONSES	DATE
1	We have the best staff and best Principal in the district!	
2	I was disappointed when the PD offered for Behavior filled quickly and as a new teacher at a site that has a high rate of behavioral issues I wish there was some priority given, I was even more disappointed when a colleague went and stated there was more that enough space or room.	
3	I always feel supported and backed by my site admin when it comes to discipline.	
4	PBIS is hit and miss. Many times I will call for support and no one comes. Maybe 4 out of 6 times they show up.	
5	I believe PBIS could be effective if implemented properly, but many discipline issues wouldn't be as severe if admin actually followed through on their responsibilities.	
6	VP is super helpful with discipline issues. They actually communicate what they are going to do with teachers. Will actually discipline students with either sending home or not sending them back to class unless teacher gives permission. Academic supervisor does not handle issues and there is no communication. They will just send kids back to class after a big blow up and then teachers still have to deal with the behavior. Not very friendly towards teachers. BIS sometimes they are helpful, but they are hardly around to help out with behaviors. One BIS makes quick judgements on students and then doesn't want to help them out with their behavior/ social emotional learning. YSS that visit our campus weekly are super helpful at times, but give the kids too much stuff for hardly any good outcomes. Students will be "talked to" about behavior, but they get a goodie and then they keep acting out when YSS is not around. Too much favoritism towards some students who constantly are being disrespectful or bullying other students. They will get talked to but then will come back to class and continue the behavior.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 7   Skipped: 10

#	RESPONSES	DATE
1	Amazing principal!	
2	They are the best!	
3	Stella Hills is the best school that I've worked at and I would advise anyone who is looking to transfer or for a fresh start to consider Stella Hills . The atmosphere, climate and administration is top-notch.	
4	There are many behaviors at the school	
5	The lead secretary is incredibly condescending, openly speaking negatively about everyone on campus without consequence. She's consistently rude to parents, students, staff, and visitors alike. She even badmouths her fellow clerks. Rather than acting professionally, she oversteps her role, and admin allows it. Her behavior often creates a negative atmosphere.	
6	Great culture.	
7	Overall admin will have teachers backs, but some people can be really rude to new people.	



# 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.)

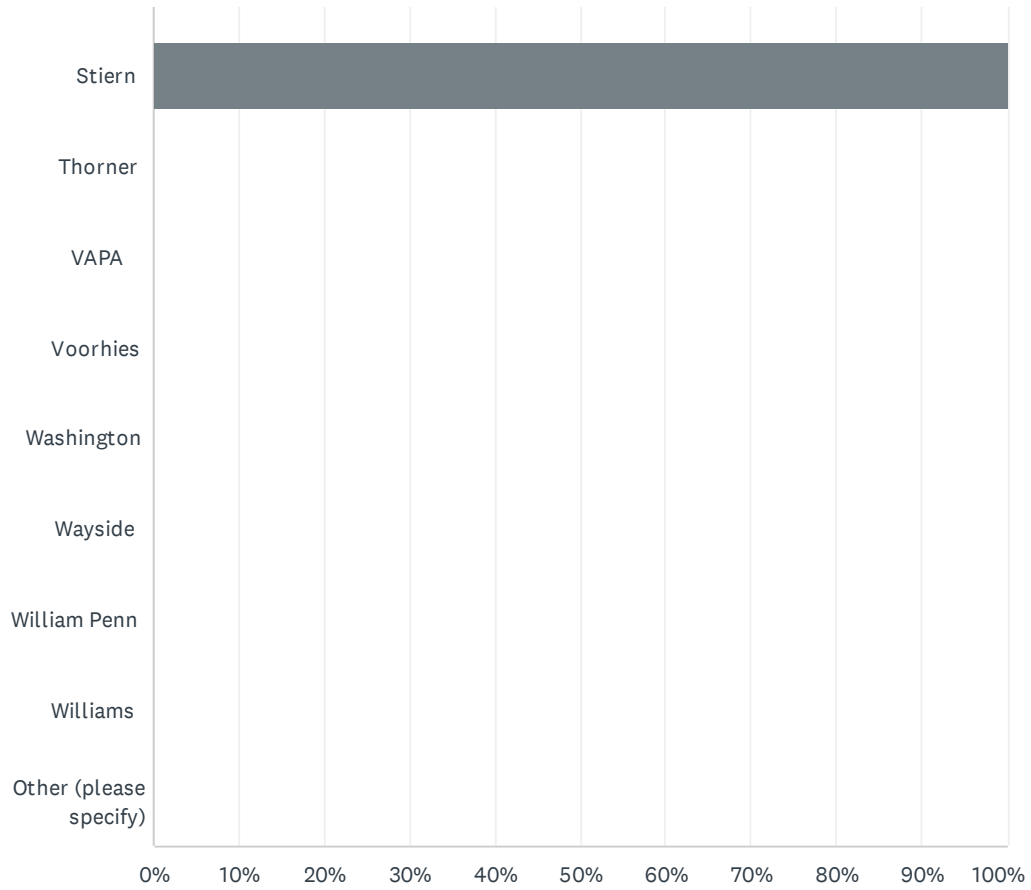
Answered: 18 Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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

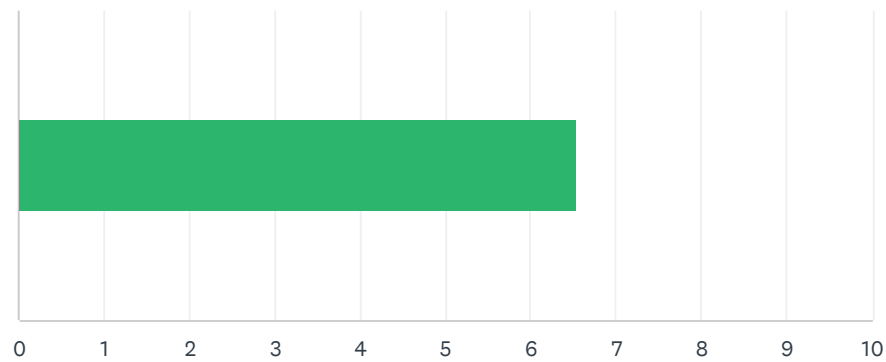
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	100.00%	18
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: 18		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 18 Skipped: 0

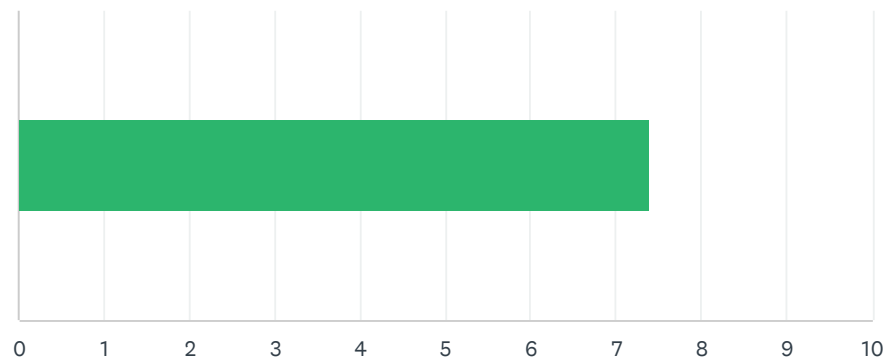


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	118	18
Total Respondents: 18			

#		DATE
1	9	
2	3	
3	7	
4	10	
5	3	
6	8	
7	3	
8	9	
9	7	
10	6	
11	6	
12	6	
13	7	
14	7	
15	7	
16	3	
17	9	
18	8	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 18 Skipped: 0

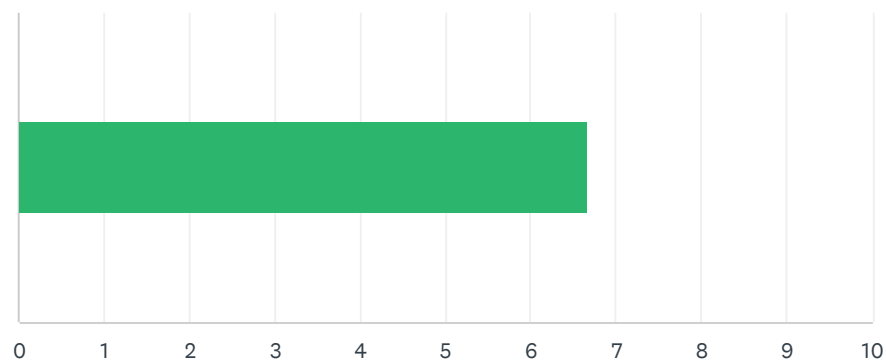


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	133	18
Total Respondents: 18			

#		DATE
1	9	
2	4	
3	8	
4	10	
5	5	
6	9	
7	5	
8	10	
9	7	
10	6	
11	6	
12	5	
13	9	
14	7	
15	8	
16	6	
17	10	
18	9	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 18 Skipped: 0



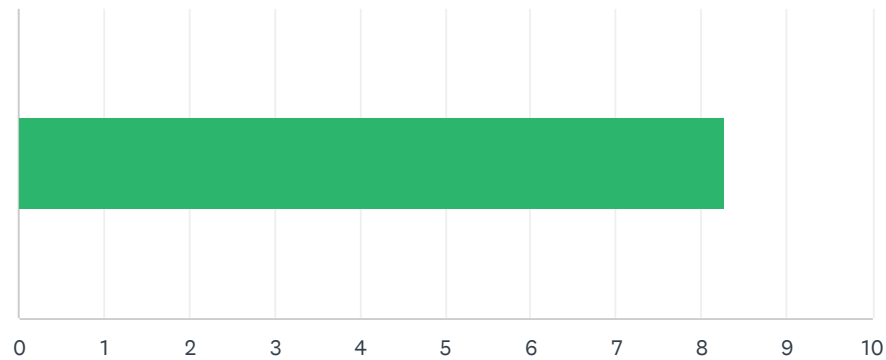
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	120	18
Total Respondents: 18			

#	DATE
1	7
2	3
3	8
4	10
5	3
6	6
7	5
8	10
9	7
10	1
11	6
12	2
13	9
14	8
15	5
16	10
17	10
18	10



Q5 Site administration follows the contract and respects personal rights.

Answered: 18    Skipped: 0

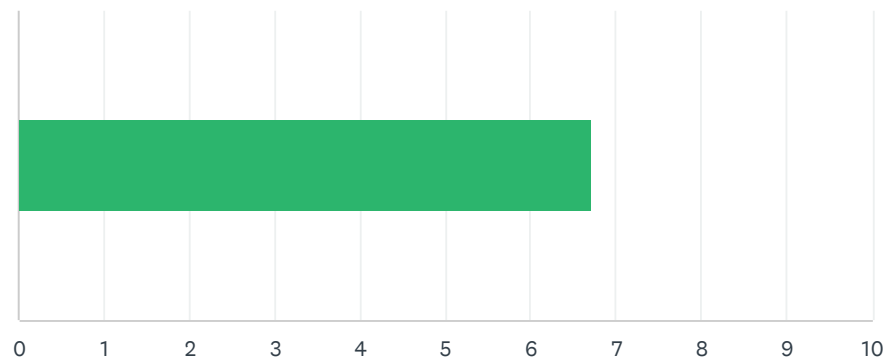


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	149	18
Total Respondents: 18			

#		DATE
1	9	
2	3	
3	9	
4	10	
5	10	
6	7	
7	8	
8	10	
9	7	
10	6	
11	6	
12	9	
13	7	
14	10	
15	9	
16	10	
17	10	
18	9	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 18    Skipped: 0

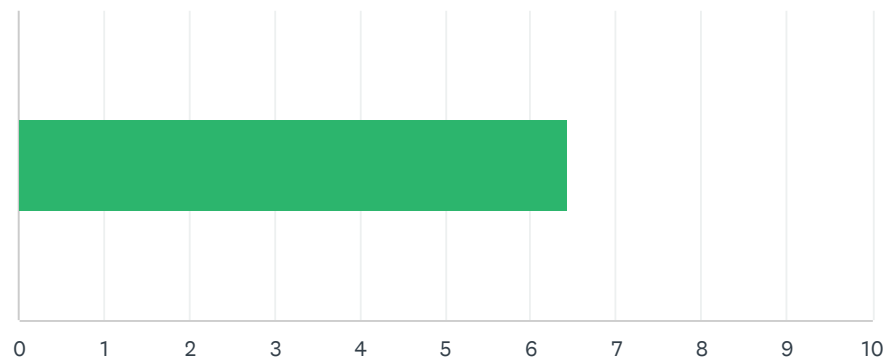


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	121	18
Total Respondents: 18			

#	DATE
1	8
2	2
3	7
4	10
5	7
6	8
7	2
8	10
9	7
10	5
11	6
12	3
13	3
14	5
15	10
16	10
17	10
18	8

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 18 Skipped: 0

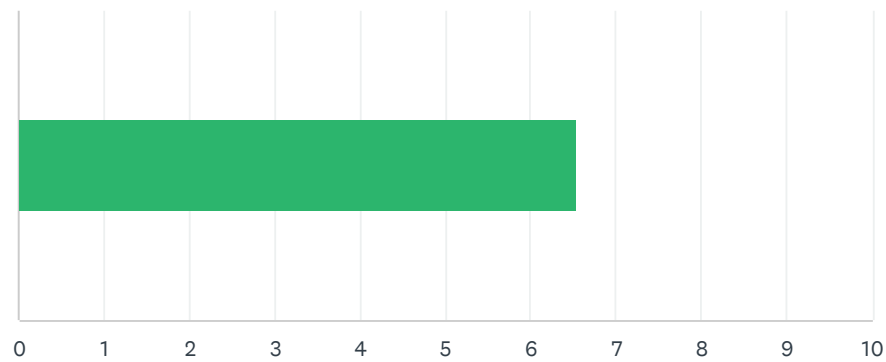


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	116	18
Total Respondents: 18			

#		DATE
1	9	
2	3	
3	8	
4	8	
5	1	
6	9	
7	5	
8	8	
9	6	
10	5	
11	6	
12	3	
13	3	
14	6	
15	9	
16	10	
17	9	
18	8	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 18 Skipped: 0

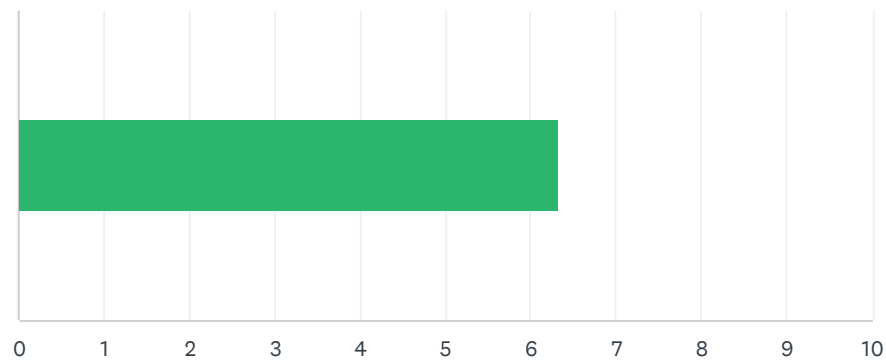


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	118	18
Total Respondents: 18			

#		DATE
1	8	
2	2	
3	6	
4	10	
5	7	
6	7	
7	2	
8	8	
9	6	
10	6	
11	6	
12	4	
13	8	
14	8	
15	9	
16	4	
17	9	
18	8	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 18 Skipped: 0

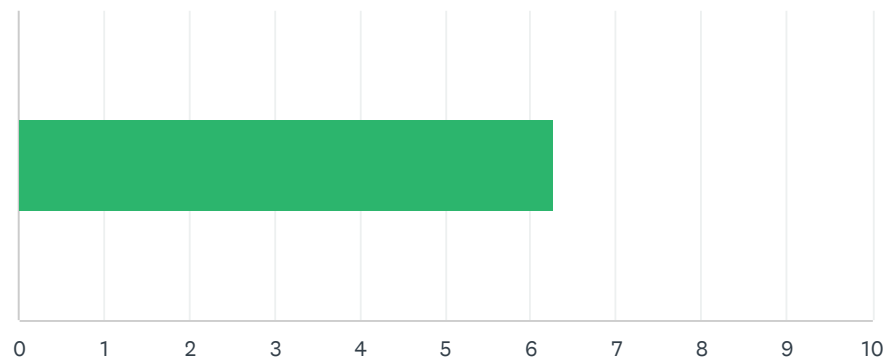


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	114	18
Total Respondents: 18			

#		DATE
1	8	
2	2	
3	6	
4	10	
5	10	
6	5	
7	2	
8	10	
9	6	
10	1	
11	1	
12	5	
13	5	
14	6	
15	10	
16	8	
17	9	
18	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 18 Skipped: 0

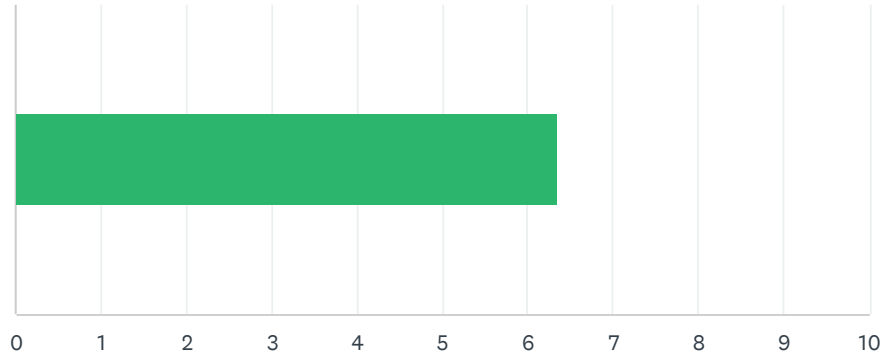


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	113	18
Total Respondents: 18			

#		DATE
1	8	
2	2	
3	7	
4	9	
5	2	
6	10	
7	2	
8	8	
9	6	
10	2	
11	6	
12	4	
13	7	
14	5	
15	7	
16	10	
17	9	
18	9	

## Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 17   Skipped: 1

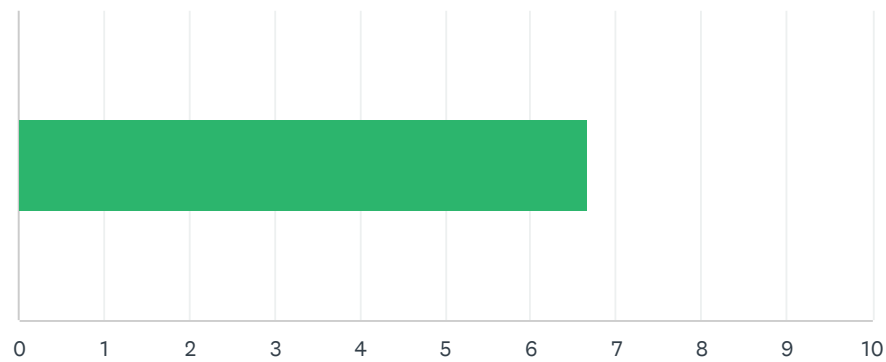


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	108	17
Total Respondents: 17			

#		DATE
1	8	
2	2	
3	8	
4	8	
5	1	
6	8	
7	8	
8	6	
9	5	
10	6	
11	3	
12	7	
13	6	
14	6	
15	10	
16	9	
17	7	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 18 Skipped: 0



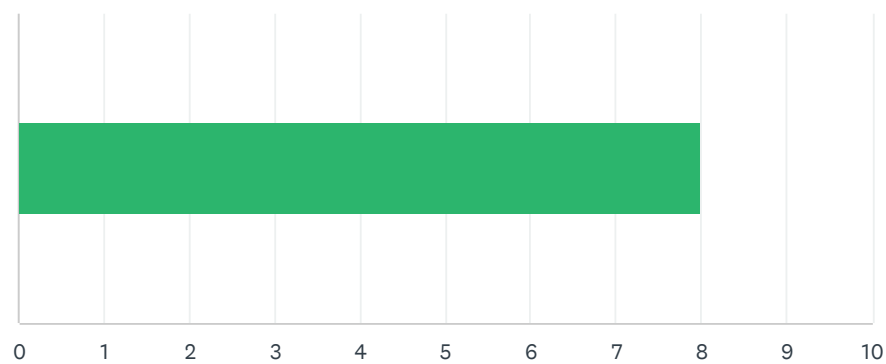
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	120	18
Total Respondents: 18			

#		DATE
1	8	
2	2	
3	7	
4	10	
5	1	
6	9	
7	3	
8	8	
9	6	
10	6	
11	6	
12	5	
13	9	
14	6	
15	10	
16	6	
17	10	
18	8	



Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 17    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	136	17
Total Respondents: 17			

#		DATE
1	9	
2	2	
3	8	
4	10	
5	10	
6	7	
7	9	
8	10	
9	6	
10	1	
11	6	
12	10	
13	10	
14	9	
15	10	
16	10	
17	9	

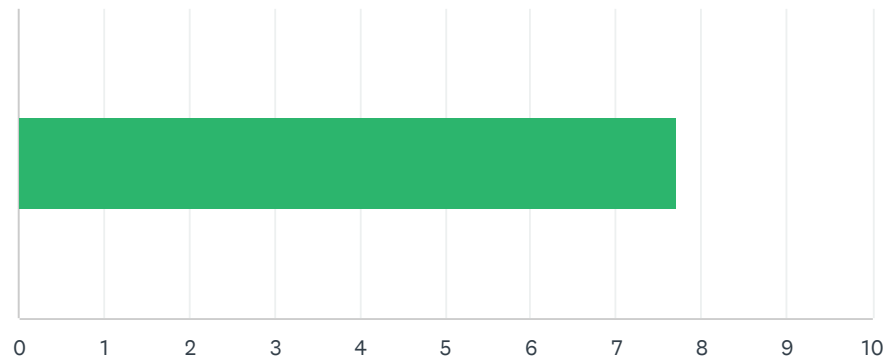
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 7   Skipped: 11

#	RESPONSES	DATE
1	There very much is an open door policy and staff feel able to talk to administration without any retaliation, they listen well. There is no follow through. We very rarely see a problem get addressed after it's been brought to the attention of admin.	
2	Lack of communication, teachers not feeling supported with behaviors, and inconsistency in teacher accountability	
3	School academic support staff is very supportive. Site administration has strengths, but can always improve in specific areas stated above.	
4	The APL and academic coaches on campus are helpful and resourceful. The APL always has answers to questions and is willing to help when needed. She'll find coverage for IEP meetings. The academic coaches are there to help when I need assistance with assessments or even teaching instructions. As a new teacher the APL and Academic coaches have been life savers.	
5	Site Principal and VP are inconsistent. It depends on their mood if they are going to be professional. The VP does not always speak to staff respectfully. Principal has favorites and who they feel like standing up for. Coaches and Academic Program Leader are constantly working hard to support admin and teachers.	
6	Communication is not always clear or given in a timely manner.	
7	I love you Koerner and Villalobos	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 18    Skipped: 0

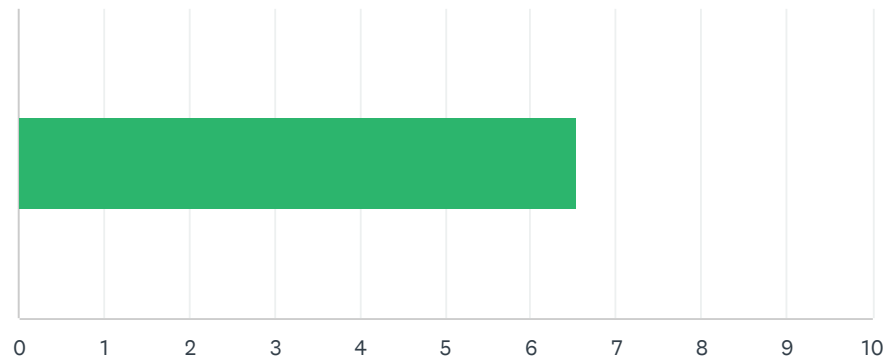


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	139	18
Total Respondents: 18			

#		DATE
1	8	
2	4	
3	8	
4	9	
5	5	
6	7	
7	2	
8	10	
9	10	
10	10	
11	10	
12	5	
13	9	
14	8	
15	6	
16	10	
17	10	
18	8	

Q16 Site meetings are productive and not excessive.

Answered: 18    Skipped: 0

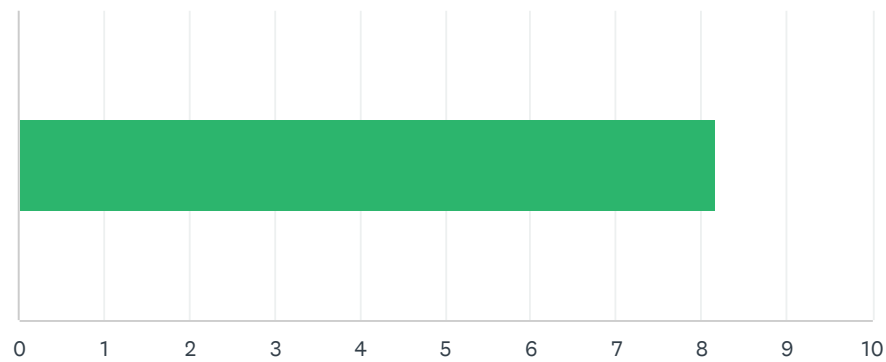


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	118	18
Total Respondents: 18			

#		DATE
1	7	
2	2	
3	7	
4	9	
5	1	
6	7	
7	3	
8	10	
9	9	
10	10	
11	8	
12	2	
13	7	
14	7	
15	5	
16	8	
17	8	
18	8	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 17    Skipped: 1

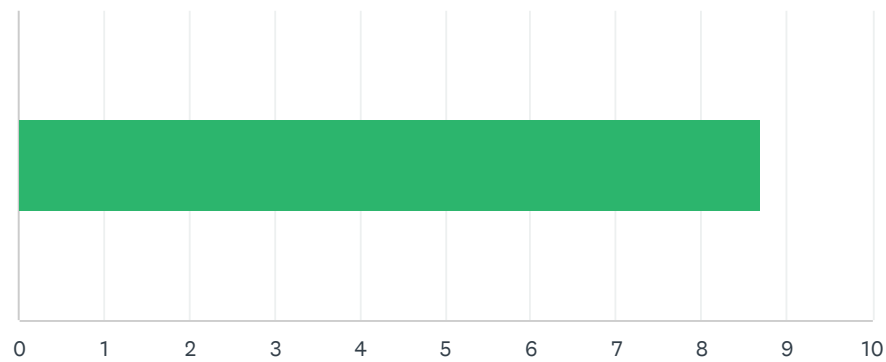


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	139	17
Total Respondents: 17			

#		DATE
1	9	
2	4	
3	8	
4	10	
5	10	
6	10	
7	8	
8	8	
9	10	
10	10	
11	10	
12	7	
13	6	
14	1	
15	10	
16	10	
17	8	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 17    Skipped: 1

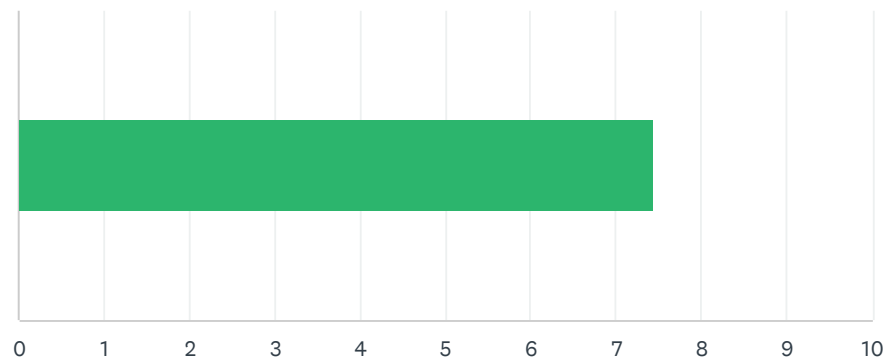


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	148	17
Total Respondents: 17			

#		DATE
1	9	
2	2	
3	8	
4	10	
5	10	
6	10	
7	10	
8	10	
9	9	
10	10	
11	10	
12	8	
13	7	
14	7	
15	10	
16	8	
17	10	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 18 Skipped: 0

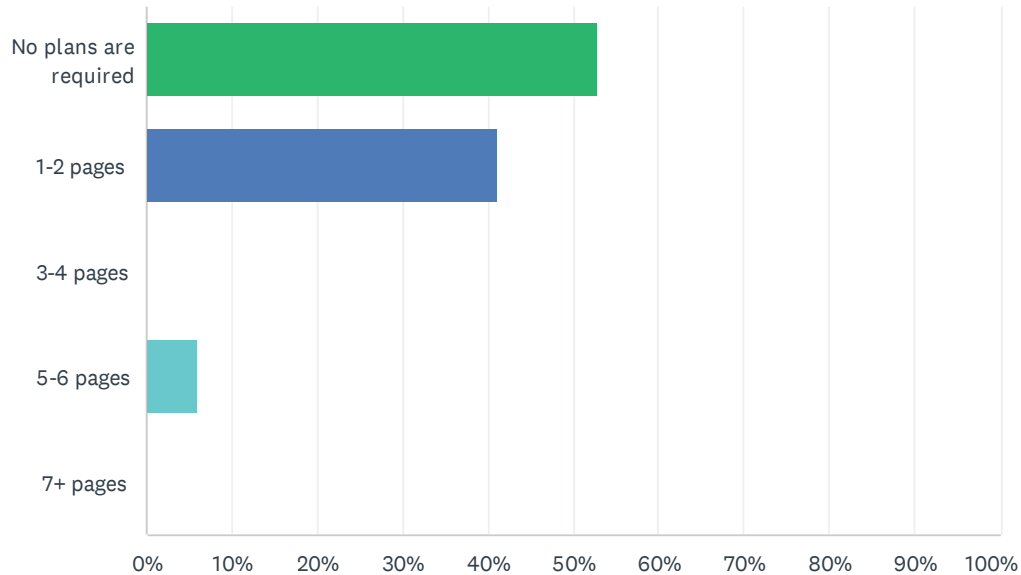


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	134	18
Total Respondents: 18			

#		DATE
1	3	
2	2	
3	8	
4	8	
5	8	
6	8	
7	5	
8	10	
9	9	
10	10	
11	10	
12	7	
13	5	
14	8	
15	10	
16	5	
17	10	
18	8	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 17   Skipped: 1



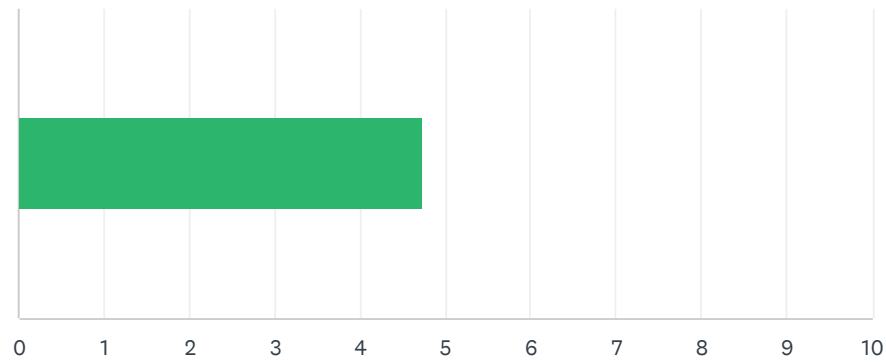
ANSWER CHOICES	RESPONSES	
No plans are required	52.94%	9
1-2 pages	41.18%	7
3-4 pages	0.00%	0
5-6 pages	5.88%	1
7+ pages	0.00%	0
TOTAL		17

#	COMMENT	DATE
1	We turn in unit plans and focus standards as a department.	
2	Teacher are required to submit unit plans as a PLT team.	
3	Teachers are required to make lesson and unit plans. We are working on cohesiveness.	
4	What is asked from us is Emergency sub plans.	
5	Emergency lesson plans only	
6	Unit plans are required	
7	Submitted quarterly, as a department	



Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 15    Skipped: 3

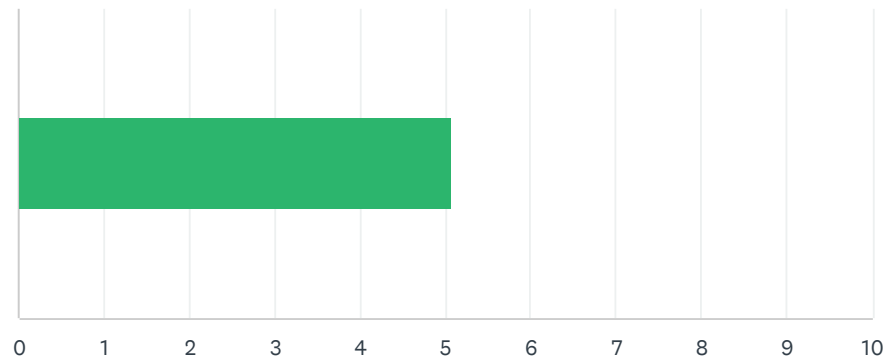


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	71	15
Total Respondents: 15			

#		DATE
1	1	
2	5	
3	1	
4	10	
5	5	
6	1	
7	10	
8	1	
9	9	
10	1	
11	1	
12	5	
13	1	
14	10	
15	10	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 14 Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	71	14
Total Respondents: 14			

#		DATE
1	1	
2	5	
3	1	
4	10	
5	5	
6	10	
7	10	
8	1	
9	1	
10	5	
11	1	
12	1	
13	10	
14	10	

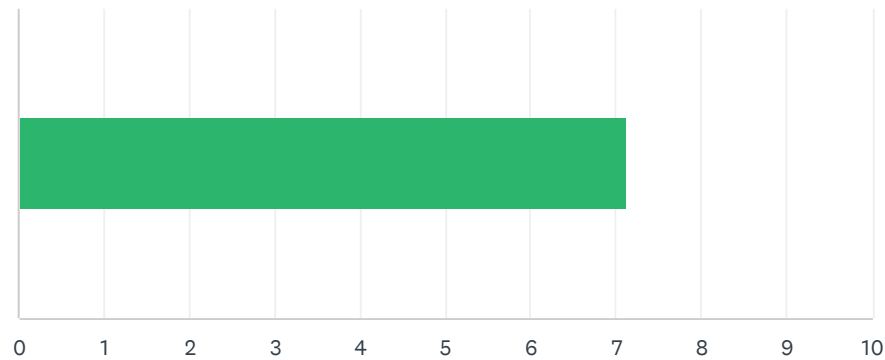
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 7   Skipped: 11

#	RESPONSES	DATE
1	Staff meetings are not excessive, but they are almost never productive. Our planning and prep time is protected to the furthest extent possible. Our coaches, APL's and aides have yard duty, but the teachers do not.	
2	Leadership team gives input about team needs, but items/trainings are not always provided or ordered. Staff meeting (every late start) could be more productive with differentiated of teams/subjects. Last minute notice of 504/TSS/IEP meetings with little to no time to leave plans.	
3	The academic coaches and academic leader are very supportive and seen throughout campus. They go above and beyond to make sure all areas that need support are received.	
4	Teacher's time is respected in a timely manner.	
5	Teachers time is respected	
6	Coaches help at lunch recess and dismissal. Teachers are occasionally asked to helped at dismissal if we are short on support staff. IEPs are scheduled outside of prep time, but there have been ones scheduled during a lunch period for other teachers or run into lunchtime.	
7	na	

Q24 Staff and students feel safe.

Answered: 18    Skipped: 0

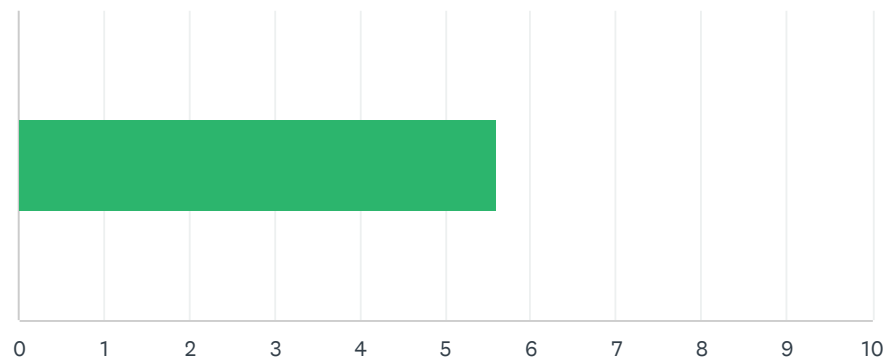


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	128	18
Total Respondents: 18			

#		DATE
1	9	
2	10	
3	5	
4	10	
5	5	
6	9	
7	2	
8	10	
9	7	
10	6	
11	5	
12	5	
13	8	
14	5	
15	5	
16	10	
17	10	
18	7	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 18 Skipped: 0

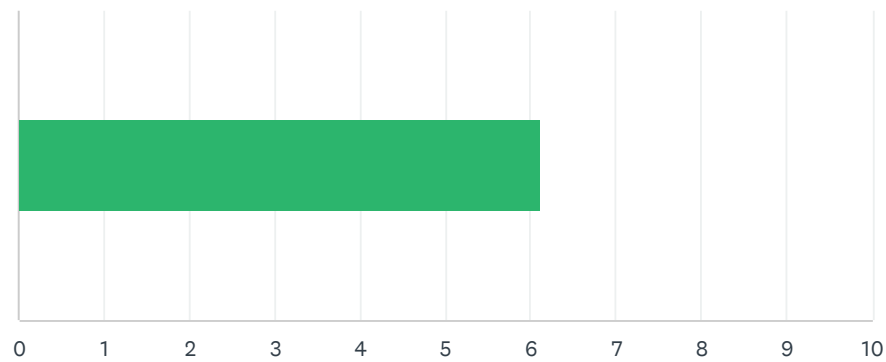


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	101	18
Total Respondents: 18			

#		DATE
1	8	
2	2	
3	6	
4	10	
5	2	
6	7	
7	1	
8	10	
9	6	
10	4	
11	6	
12	4	
13	7	
14	7	
15	3	
16	4	
17	7	
18	7	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 18 Skipped: 0

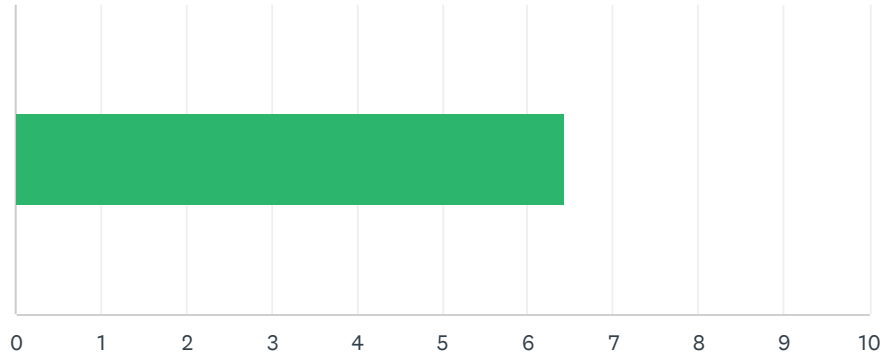


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	110	18
Total Respondents: 18			

#		DATE
1	7	
2	2	
3	7	
4	8	
5	1	
6	7	
7	1	
8	10	
9	6	
10	6	
11	7	
12	5	
13	7	
14	7	
15	2	
16	10	
17	9	
18	8	

## Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 18 Skipped: 0

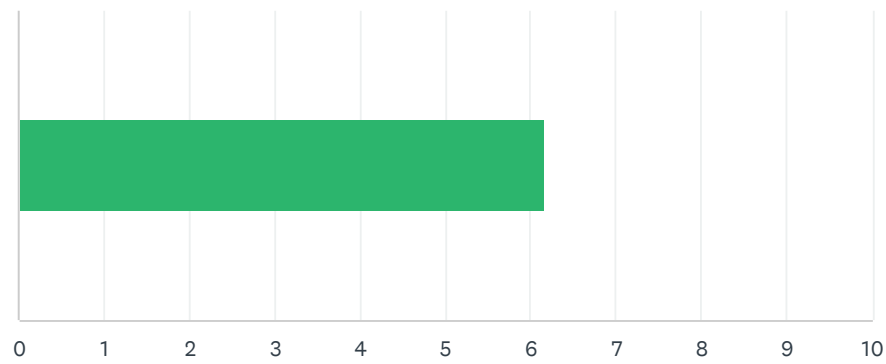


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	116	18
Total Respondents: 18			

#		DATE
1	8	
2	3	
3	7	
4	9	
5	1	
6	8	
7	1	
8	10	
9	6	
10	5	
11	6	
12	6	
13	7	
14	8	
15	5	
16	10	
17	8	
18	8	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 18 Skipped: 0



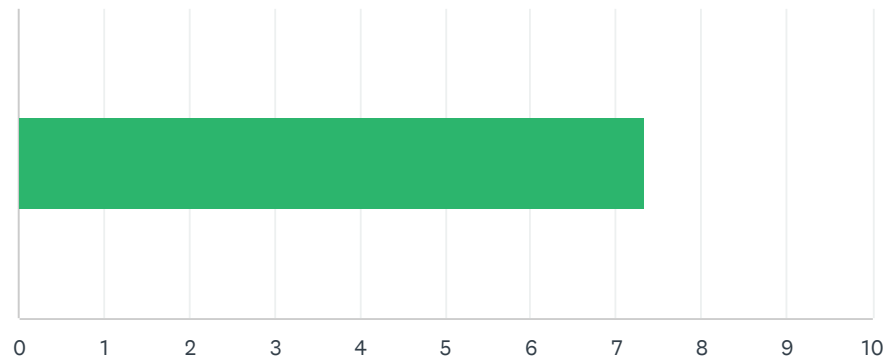
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	111	18
Total Respondents: 18			

#		DATE
1	9	
2	2	
3	7	
4	9	
5	1	
6	8	
7	1	
8	10	
9	7	
10	5	
11	6	
12	5	
13	7	
14	7	
15	3	
16	10	
17	7	
18	7	



Q29 My site has a positive atmosphere.

Answered: 18    Skipped: 0

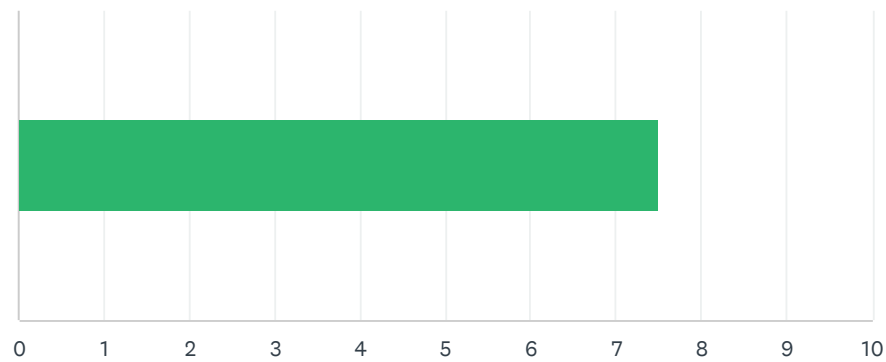


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	132	18
Total Respondents: 18			

#		DATE
1	9	
2	2	
3	6	
4	8	
5	6	
6	9	
7	7	
8	6	
9	8	
10	7	
11	7	
12	6	
13	7	
14	4	
15	10	
16	10	
17	10	
18	10	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 18 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	135	18
Total Respondents: 18			

#		DATE
1	9	
2	2	
3	7	
4	10	
5	7	
6	9	
7	4	
8	9	
9	6	
10	6	
11	7	
12	6	
13	7	
14	6	
15	10	
16	10	
17	10	
18	10	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 9   Skipped: 9

#	RESPONSES	DATE
1	We have spent a month deciding what "physical aggression" means. The implication has been that a playfight, throwing water on each other, and pushing and shoving in line shouldn't be called physical aggression and it has been very unclear as to whether or not we should even write an office referral for this behavior. We are being told, the district says we shouldn't write these as office referrals. If admin gets behind processing referrals, they simply go back and process them many times without even talking to the students about the incident. Our students overall are well behaved and we have monthly behavior incentives to help encourage this, but for the most part the handling of office referrals makes our teaching staff feel unsupported. If a student has a 504 for behavior, the office referral will do nothing.	
2	Teachers are not feeling supported with behaviors. Confusion with minor and major referrals, not all minors are taken into account or checked. Students and teachers do not feel safe when students are throwing things at adults and threatening to hit staff. New teachers received little to no training on how to write referrals.	
3	Our PBIS works efficiently to plan for events and lessons that help our students succeed.	
4	PBIS rewards is new and could be better. Discipline is consistent. Newer teachers are improving the atmosphere of the overall site. They are a reminder to veteran teachers that change is positive and necessary when students are not showing growth. Admin has improved procedures from last year.	
5	PBIS is a waste and the way it was presented was kind of awkward. Discipline is better. The site atmosphere is positive because the APL and academic coaches make it fun and an easy working environment.	
6	I would recommend prospective teachers to this site because of the support that they receive from their academic coaches and APL. Discipline is an area that could use improvement with consistency. There has been an improvement to utilize PBIS, but I feel that it was put in place without the proper training for staff.	
7	Discipline is not handled in a timely manner on some ODRs. Repeat offenders receive the same consequence repeatedly and frequently it is not followed through. Example: giving detention/community service and the student never serves their days. Certain students know that their behavior doesn't get any real consequences so they don't listen to staff members. This causes staff to not try to enforce rules as they should because they won't be backed. Students receiving awards at awards assemblies for "improving behavior" on the yard, but they are some students who are out of class the most. Yes, we need to motivate those students, but we also don't to invalidate all of the hard work other students are actually doing by giving the same award 4.0 students gets to students who are frequently out of class. Lacking school pride. Trash dropped on the ground frequently even with easily accessible trash cans. Drama within departments doesn't get resolved efficiently and drags on.	
8	PBIS isn't as useful as admin thinks it is. Admin has set a 'limit' on how many points should be given per student per day, yet encourages us to give points for completing basic behavioral expectations. Discipline is determined solely based on numbers from the district, not the truth of what is happening on campus. We are being directed to write major incidents as minors, when Ed Code says otherwise. Site Atmosphere is great. Staff and Admin are always welcoming and fun. Outside of the structural issues of discipline, policies, etc., Stiern is an extremely welcoming place that I am happy to have been teaching at.	
9	na	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 8   Skipped: 10

#	RESPONSES	DATE
1	I did highly recommend my site to prospective teachers because our staff is amazing, we work together well and our students need more amazing staff that wants to be here. We are working on the office referral side of things and trying to improve our practices school-wide. We have a lot of new staff and we all need to get on the same page. It's a work in progress.	
2	Staff still maintains a positive attitude and moral through support of each other and several staff events.	
3	Administrators are supportive and approachable.	
4	The site has a lot of talented staff and teachers. Stiern has a lot of potential. Academic coaches, Academic Program Leader, and IMC staff give great support. Consistency and professional leadership is key.	
5	teatime and cookies with rookies are more of a gossip session than to help teachers. New teachers seem to be the new mascots of the campus. Veteran teachers are stuck in their old ways making students to fall back and make their learning decline.	
6	Our school site has the potential to be a great site. It is isn't perfect, but a great place to grow. Overall, my experiences have been great and we are moving in a positive direction.	
7	There have been some systems implemented that have helped reduce some students behaviors. These just need to be communicated to staff in appropriate ways prior to implementation. They also need to stay consistent.	
8	na	

# 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.)

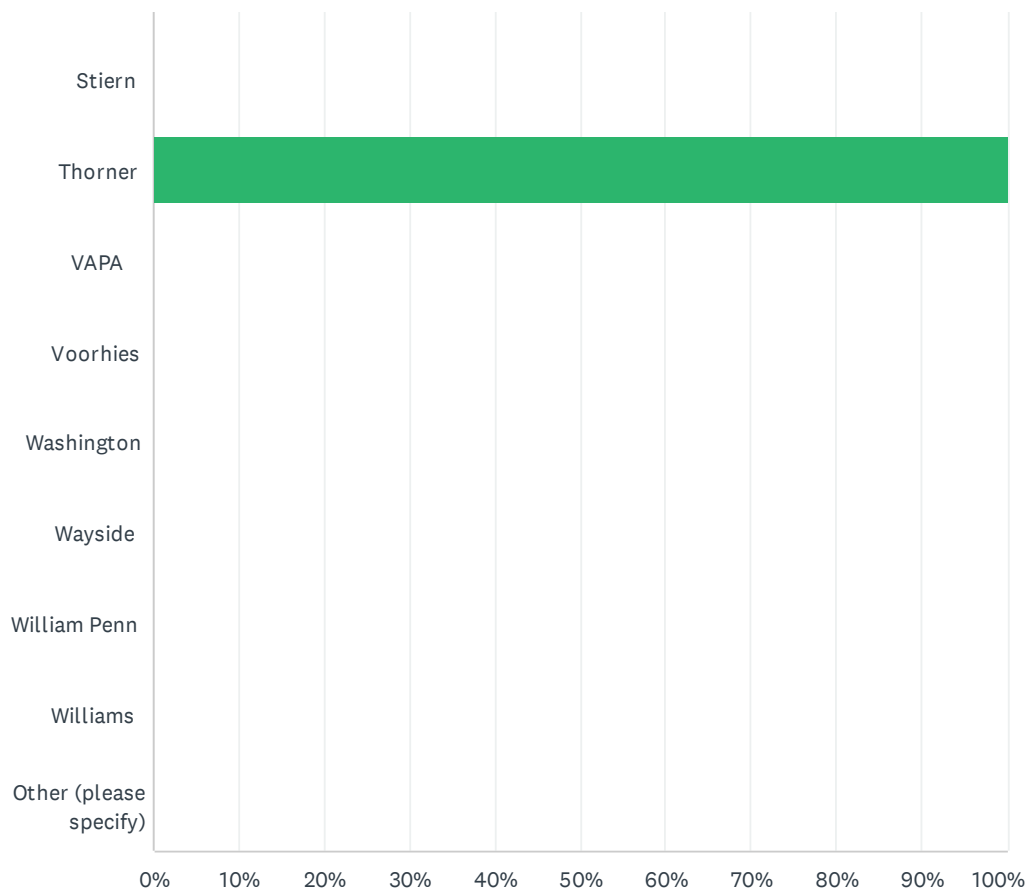
Answered: 16 Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

# 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	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



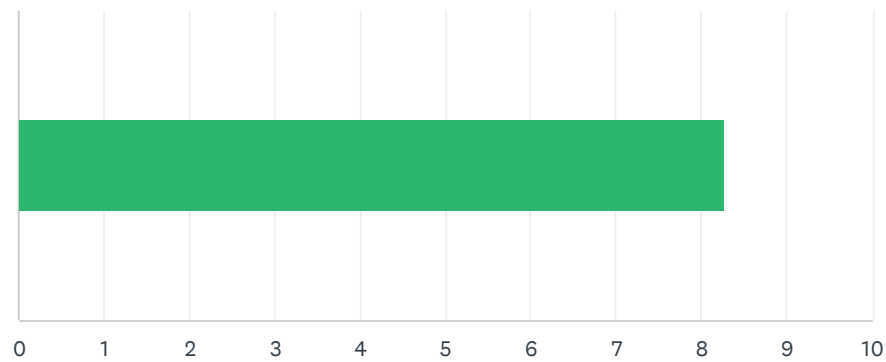
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	0.00%	0
Thorner	100.00%	16
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: 16		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 15    Skipped: 1

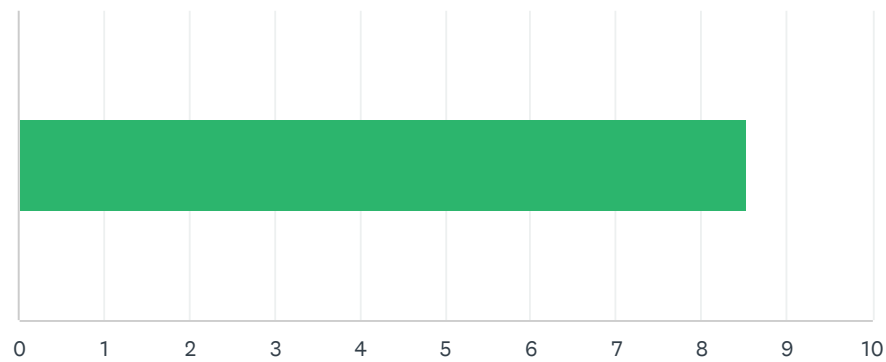


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	124	15
Total Respondents: 15			

#	DATE
1	3
2	5
3	10
4	10
5	10
6	10
7	10
8	10
9	8
10	10
11	7
12	7
13	10
14	4
15	10

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 15    Skipped: 1

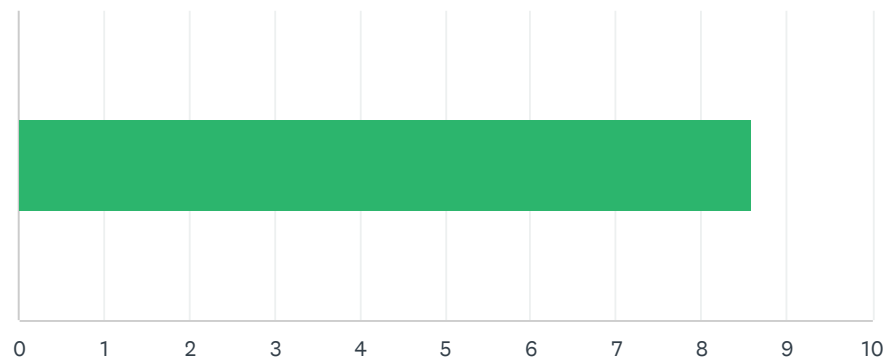


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	128	15
Total Respondents: 15			

#		DATE
1	3	
2	5	
3	10	
4	10	
5	10	
6	10	
7	7	
8	10	
9	10	
10	10	
11	8	
12	10	
13	10	
14	5	
15	10	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 15    Skipped: 1

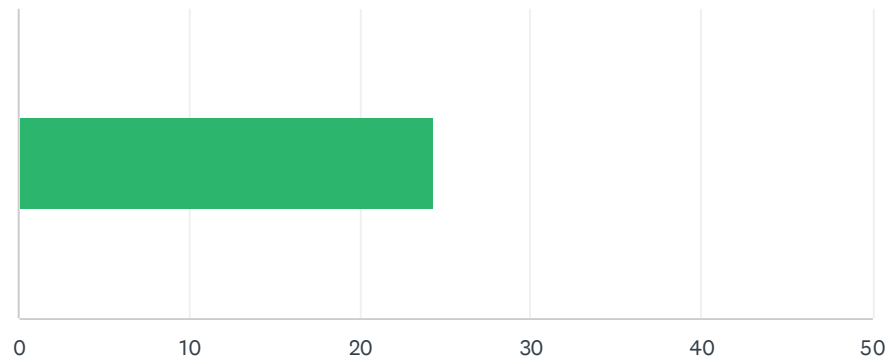


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	129	15
Total Respondents: 15			

#		DATE
1	3	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	8	
9	8	
10	10	
11	8	
12	3	
13	10	
14	10	
15	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 15    Skipped: 1

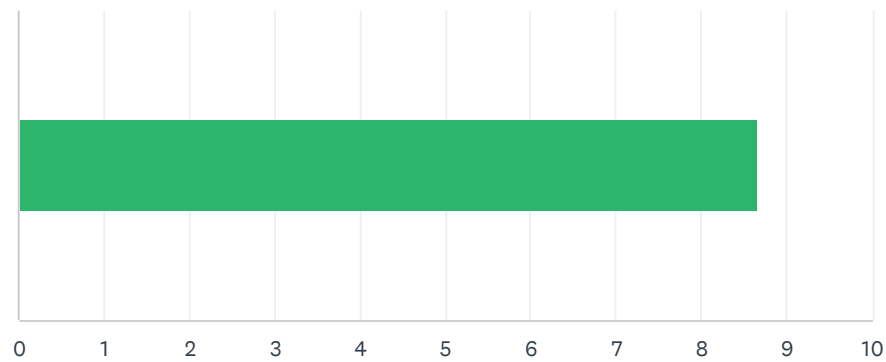


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	24	364	15
Total Respondents: 15			

#		DATE
1	2	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	9	
12	10	
13	100	
14	56	
15	100	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 15    Skipped: 1

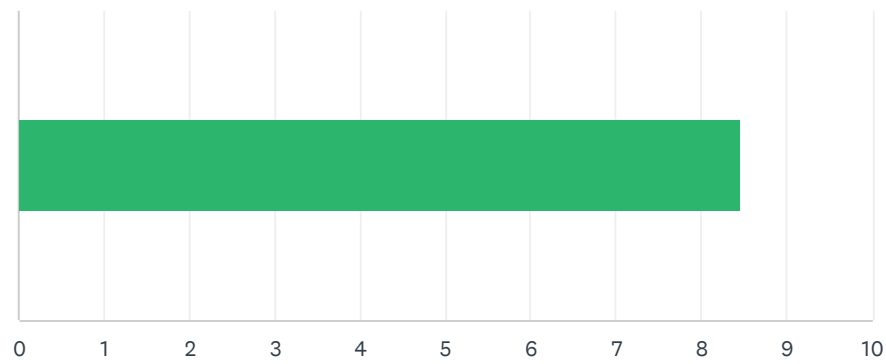


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	130	15
Total Respondents: 15			

#		DATE
1	2	
2	7	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	8	
12	5	
13	10	
14	10	
15	10	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 15    Skipped: 1

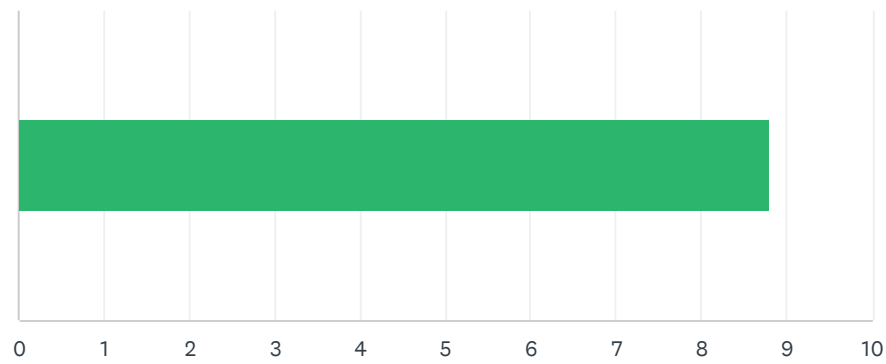


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	127	15
Total Respondents: 15			

#		DATE
1	3	
2	7	
3	10	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	10	
11	8	
12	5	
13	10	
14	5	
15	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 15    Skipped: 1



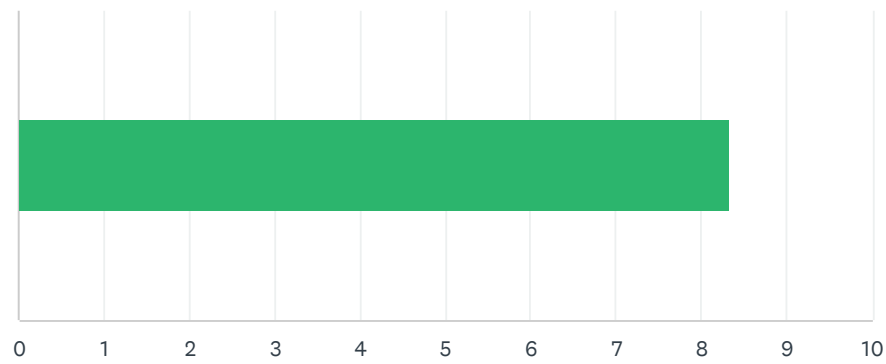
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	132	15
Total Respondents: 15			

#		DATE
1	2	
2	7	
3	10	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	10	
11	6	
12	8	
13	10	
14	10	
15	10	



Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 15    Skipped: 1

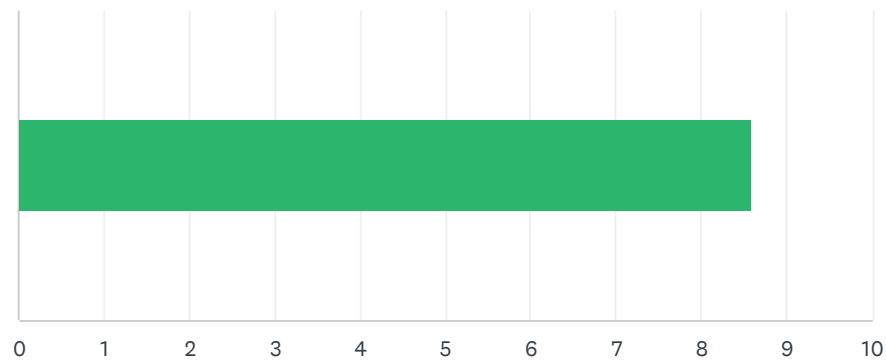


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	125	15
Total Respondents: 15			

#	DATE
1	3
2	7
3	10
4	10
5	10
6	10
7	7
8	10
9	6
10	10
11	7
12	10
13	10
14	5
15	10

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 15    Skipped: 1

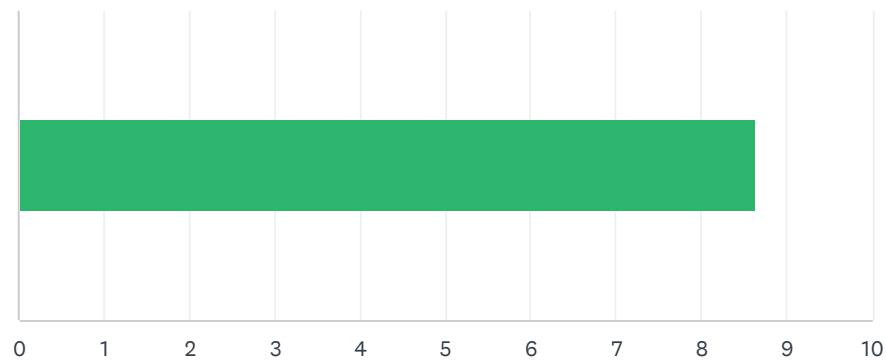


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	129	15
Total Respondents: 15			

#	DATE
1	2
2	7
3	10
4	10
5	10
6	10
7	10
8	10
9	10
10	10
11	6
12	10
13	10
14	4
15	10

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 14 Skipped: 2

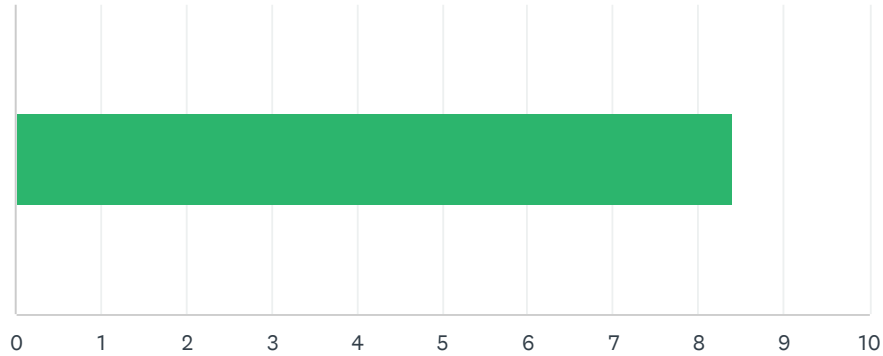


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	121	14
Total Respondents: 14			

#	DATE
1	4
2	8
3	10
4	9
5	9
6	9
7	10
8	9
9	10
10	10
11	6
12	7
13	10
14	10

## Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 15   Skipped: 1

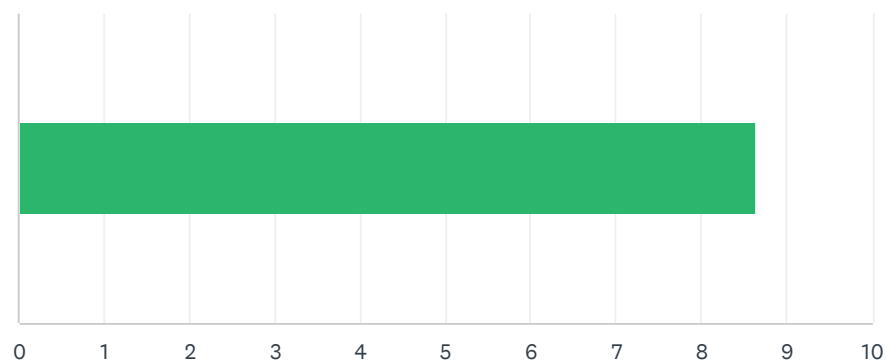


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	126	15
Total Respondents: 15			

#		DATE
1	3	
2	7	
3	10	
4	10	
5	8	
6	10	
7	7	
8	10	
9	10	
10	10	
11	7	
12	10	
13	10	
14	4	
15	10	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 16 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	138	16
Total Respondents: 16			

#		DATE
1	2	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	9	
12	8	
13	10	
14	10	
15	10	
16	0	

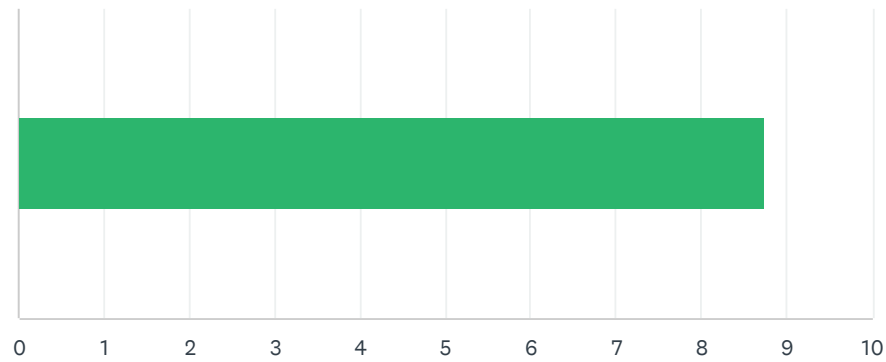
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 6   Skipped: 10

#	RESPONSES	DATE
1	Our site administration is a great leader for our community and school.	
2	The site administration at Thorner is amazing! They check all the boxes and then some. The district and others should use this site administration as a model to ensure that all other school sites have similar positive on students and staff. I'm very grateful and honored to be able to work alongside both administrators, they both are professional, kind, and receptive.	
3	Violence is considered much less serious than using racially charged words.	
4	I don't always get feedback when someone walks through my classroom. I don't see the academic coach very often so I don't know if those type of positions are utilized correctly. Overall this is a positive work environment.	
5	Thorner Administration is very positive and supportive!!! Great school site to work at!!	
6	Mr. Haynes and Ms. Owens have completely changed the overall moral of Thorner for the better. As a teacher, we feel heard and appreciated more than ever. Not only do they listen to concerns, but they act on it. After this last year of not knowing if I wanted to return to the classroom/BCSD, I have (along with others) decided to return based on the leadership of Mr. Haynes and Ms. Owens.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 15    Skipped: 1

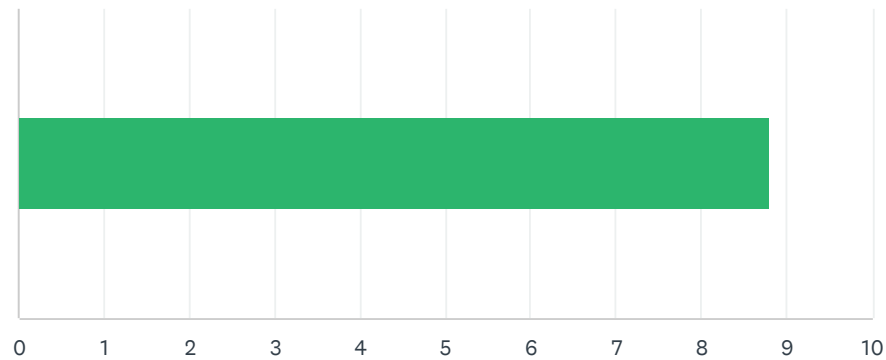


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	131	15
Total Respondents: 15			

#		DATE
1	10	
2	9	
3	8	
4	10	
5	10	
6	10	
7	9	
8	10	
9	10	
10	10	
11	6	
12	5	
13	10	
14	4	
15	10	

Q16 Site meetings are productive and not excessive.

Answered: 15    Skipped: 1



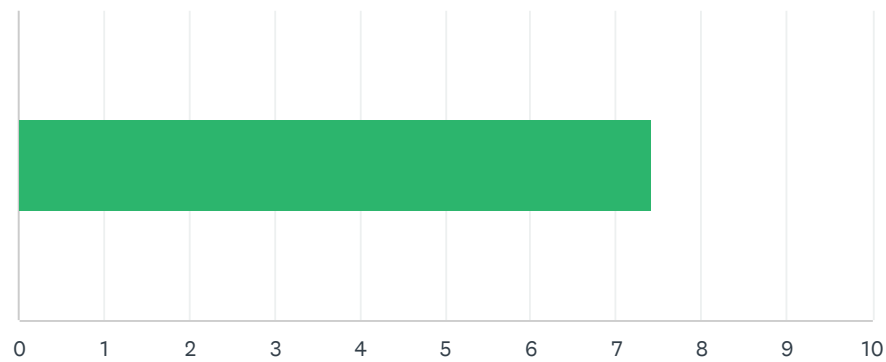
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	132	15
Total Respondents: 15			

#		DATE
1	5	
2	9	
3	9	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	7	
12	5	
13	10	
14	7	
15	10	



Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 12 Skipped: 4

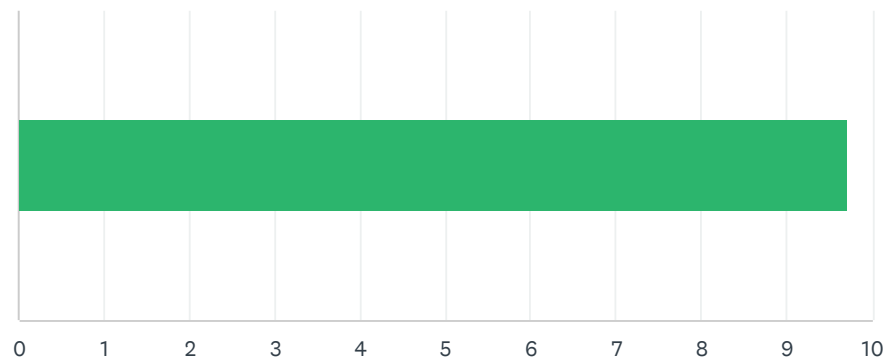


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	89	12
Total Respondents: 12			

#		DATE
1	3	
2	8	
3	9	
4	10	
5	10	
6	9	
7	5	
8	6	
9	10	
10	6	
11	3	
12	10	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 14    Skipped: 2

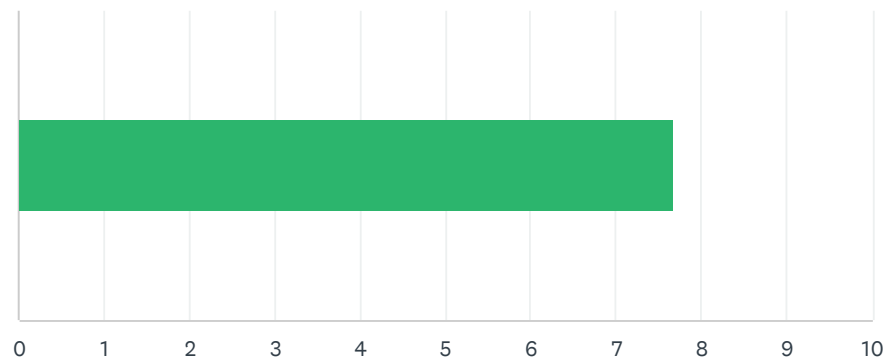


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	136	14
Total Respondents: 14			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	10	
6	8	
7	10	
8	10	
9	10	
10	10	
11	9	
12	10	
13	10	
14	10	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 15    Skipped: 1

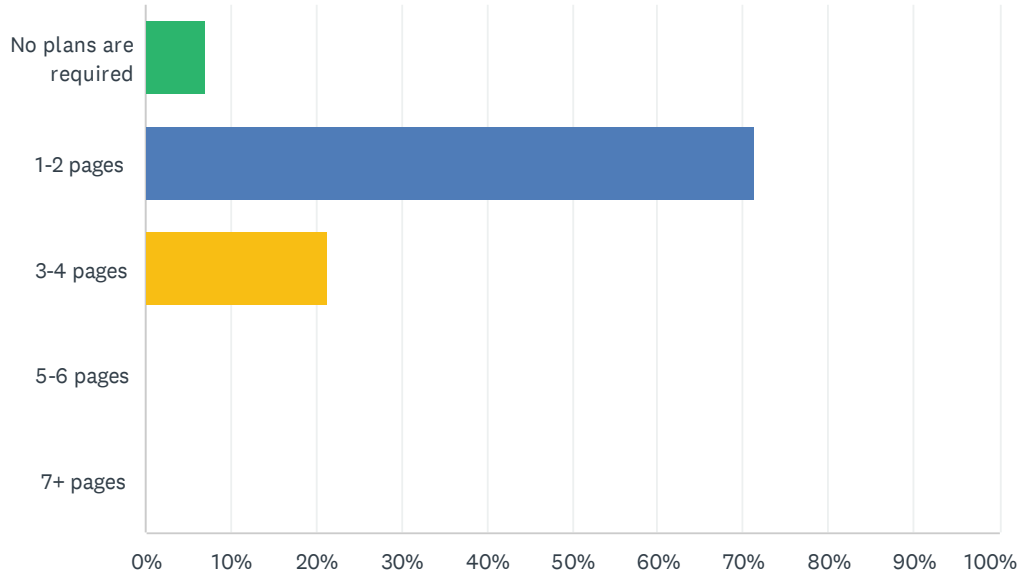


ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		8	115	15
Total Respondents: 15				

#		DATE
1	2	3/25/2025 3:41 PM
2	8	
3	9	
4	4	
5	10	
6	8	
7	10	
8	10	
9	8	
10	10	
11	6	
12	3	
13	10	
14	7	
15	10	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 14 Skipped: 2

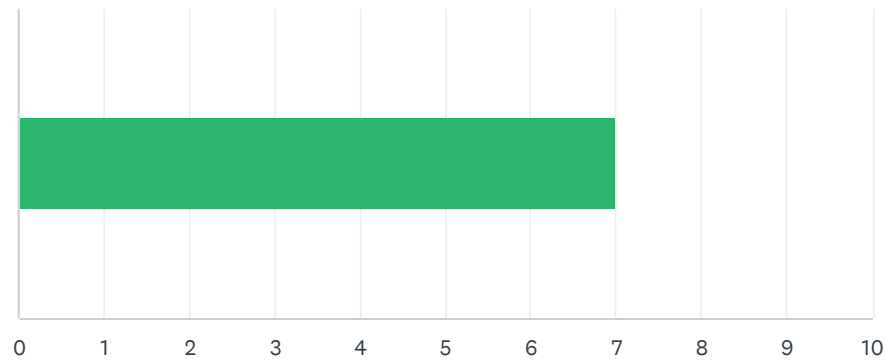


ANSWER CHOICES	RESPONSES	
No plans are required	7.14%	1
1-2 pages	71.43%	10
3-4 pages	21.43%	3
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		14

#	COMMENT	DATE
1	Lesson Plans are required.	
2	It varies on the lessons that will be taught the following week. It depends on the collaboration of the grade level. It may take more than pages than the week prior.	
3	It sounds like some grades have team plans and other grades submit individual plans. I like that this has been differentiated based on what admin felt was necessary. I have always completed my own plan because I use it so team plans don't really matter to me but I do share mine on the team drive.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 9    Skipped: 7

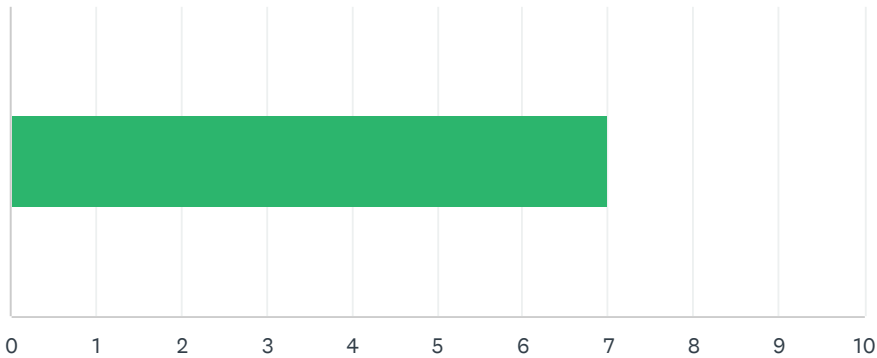


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	63	9
Total Respondents: 9			

#		DATE
1	8	
2	10	
3	6	
4	2	
5	10	
6	2	
7	10	
8	10	
9	5	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 8    Skipped: 8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	56	8
Total Respondents: 8			

#		DATE
1	7	
2	10	
3	1	
4	1	
5	10	
6	7	
7	10	
8	10	

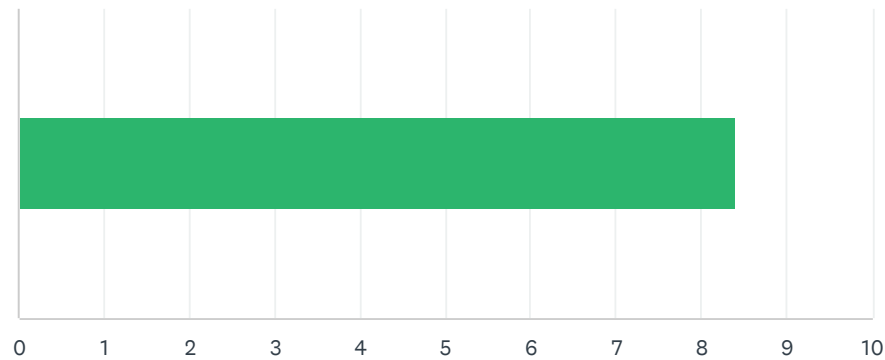
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 3   Skipped: 13

#	RESPONSES	DATE
1	Would appreciate more updates/information/communication in writing. Very little email response or written requests.	
2	Our administrator does a great job at making sure meeting are productive and informative. Teachers are encouraged to walk students to the their designated gates during dismissal. Overall, our contractual times are respected.	
3	Some grade levels have yard or dismissal duty. Other grades do not.	

Q24 Staff and students feel safe.

Answered: 15    Skipped: 1



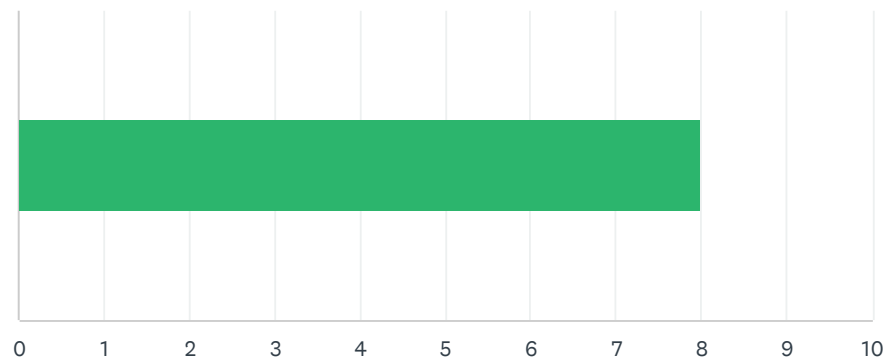
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	126	15
Total Respondents: 15			

#		DATE
1	7	
2	9	
3	9	
4	10	
5	10	
6	7	
7	10	
8	5	
9	10	
10	10	
11	6	
12	7	
13	10	
14	6	
15	10	



Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 15    Skipped: 1

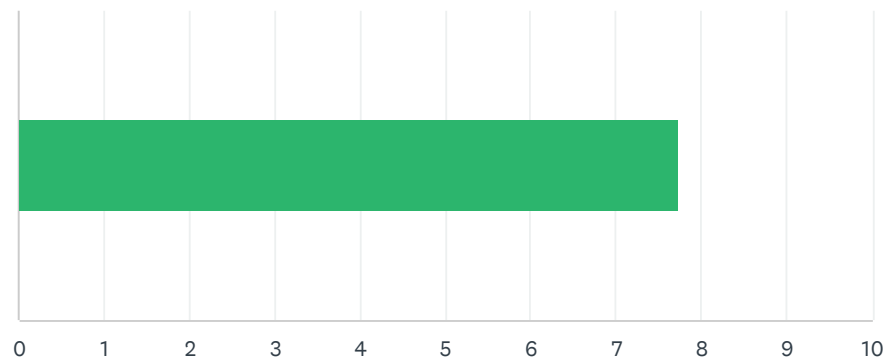


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	120	15
Total Respondents: 15			

#		DATE
1	6	
2	9	
3	10	
4	10	
5	10	
6	9	
7	10	
8	6	
9	10	
10	10	
11	6	
12	2	
13	10	
14	2	
15	10	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 15    Skipped: 1

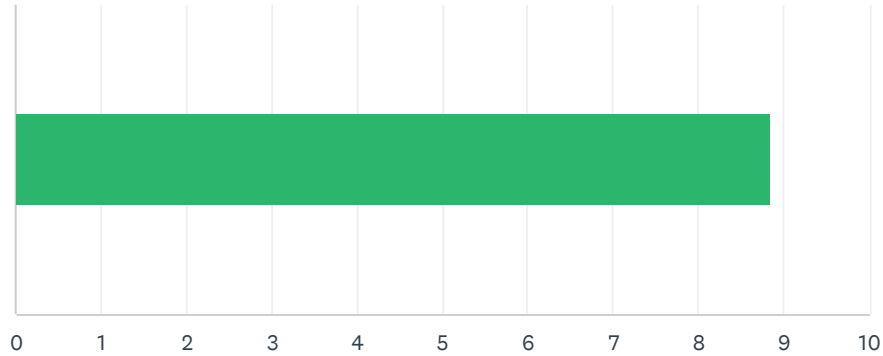


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	116	15
Total Respondents: 15			

#		DATE
1	7	
2	8	
3	9	
4	10	
5	10	
6	8	
7	10	
8	4	
9	8	
10	10	
11	6	
12	2	
13	10	
14	4	
15	10	

## Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 14 Skipped: 2

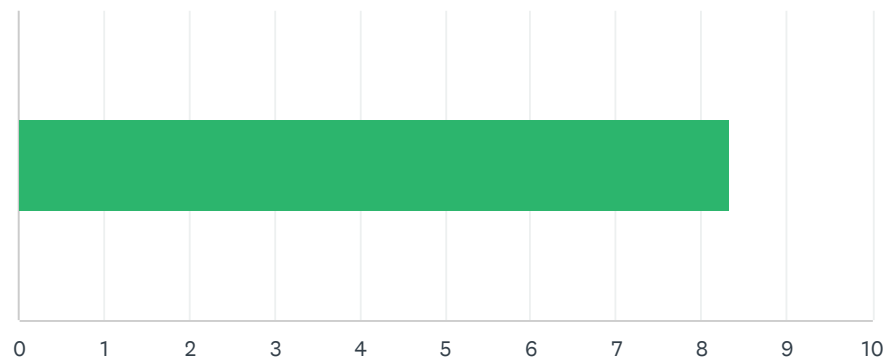


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	124	14
Total Respondents: 14			

#		DATE
1	5	
2	9	
3	8	
4	10	
5	10	
6	10	
7	10	
8	7	
9	10	
10	10	
11	5	
12	10	
13	10	
14	10	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 15    Skipped: 1

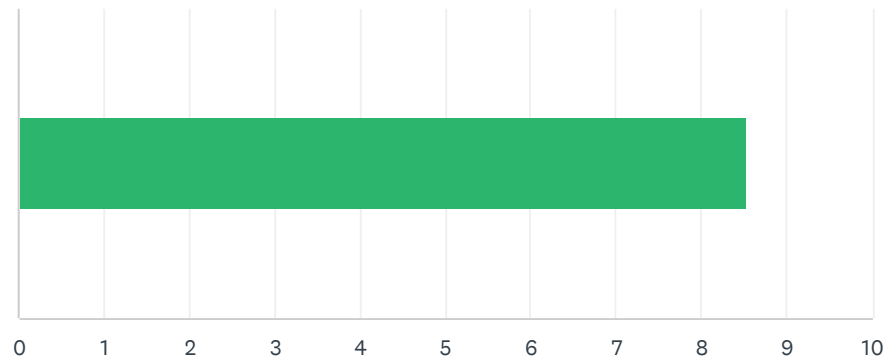


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	125	15
Total Respondents: 15			

#	DATE
1	7
2	9
3	8
4	10
5	10
6	10
7	10
8	10
9	9
10	10
11	6
12	2
13	10
14	4
15	10

Q29 My site has a positive atmosphere.

Answered: 15    Skipped: 1

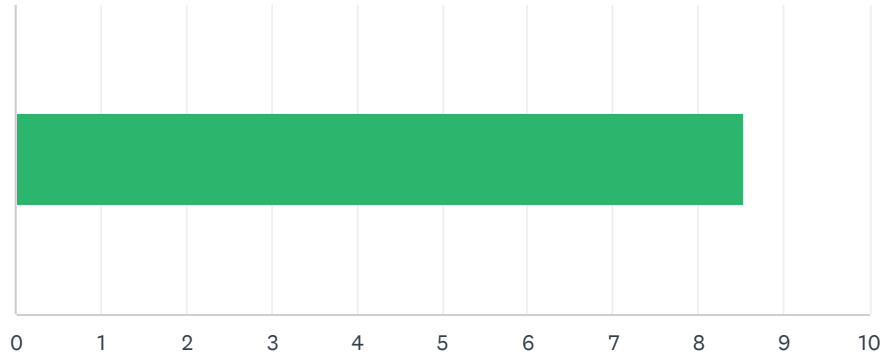


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	128	15
Total Respondents: 15			

#		DATE
1	5	
2	9	
3	9	
4	10	
5	10	
6	8	
7	10	
8	6	
9	10	
10	10	
11	6	
12	10	
13	10	
14	5	
15	10	

## Q30 I would recommend my site to other employees and prospective teachers.

Answered: 15   Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	128	15
Total Respondents: 15			

#		DATE
1	5	
2	8	
3	10	
4	10	
5	10	
6	10	
7	10	
8	5	
9	10	
10	10	
11	6	
12	10	
13	10	
14	4	
15	10	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 3   Skipped: 13

#	RESPONSES	DATE
1	Discipline is fair here. Because of the California laws, admin is only allowed to do so much. Students are disciplined correctly and parent contact is always made.	
2	District limits effective discipline at the school site. Students know they won't be held accountable.	
3	Students that have extreme behaviors continue in the class. This leads to safety concerns and extreme work stress for those teachers that have these students ALL YEAR LONG. Quite frankly I think this is more of a district and state issue in regards to student discipline ed.code. Currently SEL and BIS support are not changing behavior in extreme cases. We end up with teachers that want to quit and entire classes not receiving an education because of the behaviors on one student. That student ends up not receiving an education in this setting either. It is sad but goes beyond just this school site.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 2   Skipped: 14

#	RESPONSES	DATE
1	The culture here is always positive. A positive culture is a reflection of the leadership. Mr. Haynes and Ms. Owens are the dynamic duo/team. They have created a positive workplace environment and positive overall school culture. They are a perfect example of what true leadership looks like and how to cultivate a healthy, positive environment for both staff and students. Thorner is blessed to have great leadership. Every BCSD campus should take notes from these two when it comes to creating a positive school/ work environment.	
2	We are lucky to work at Thorner because of both administrators (Mr. Haynes and Ms. Owens). They make working here exciting, enjoyable, and safe.	



**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.)**

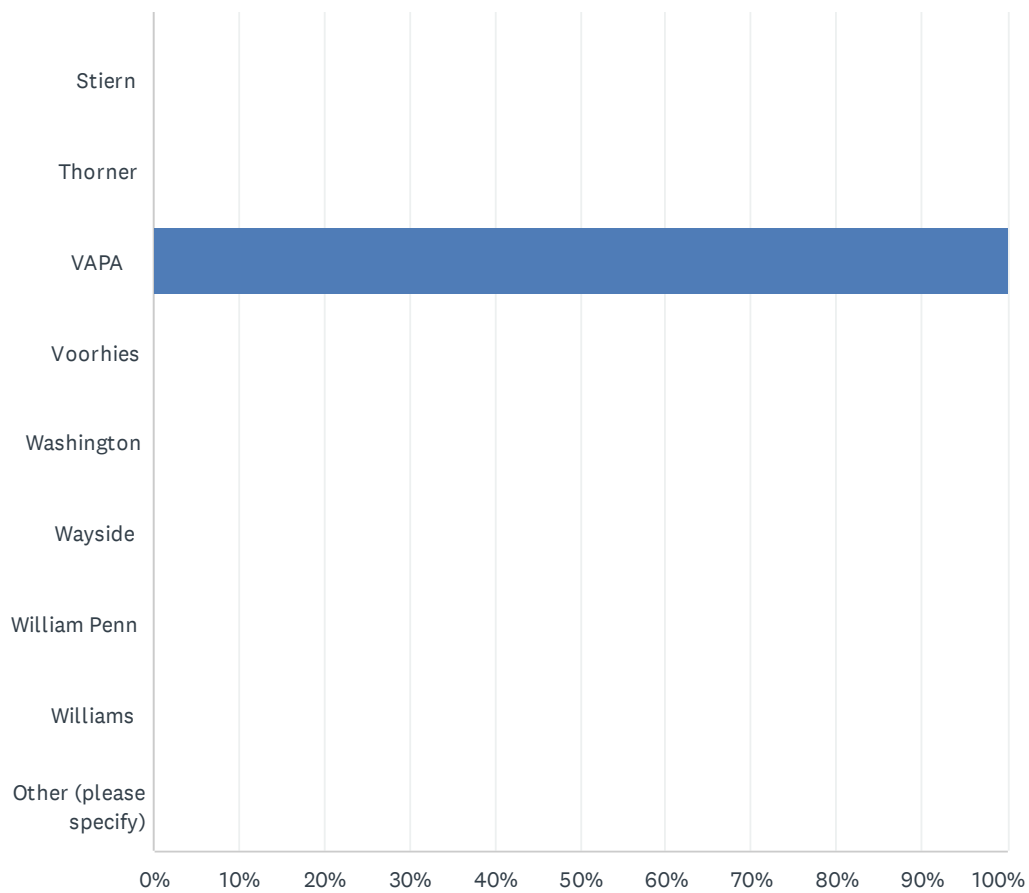
Answered: 4    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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

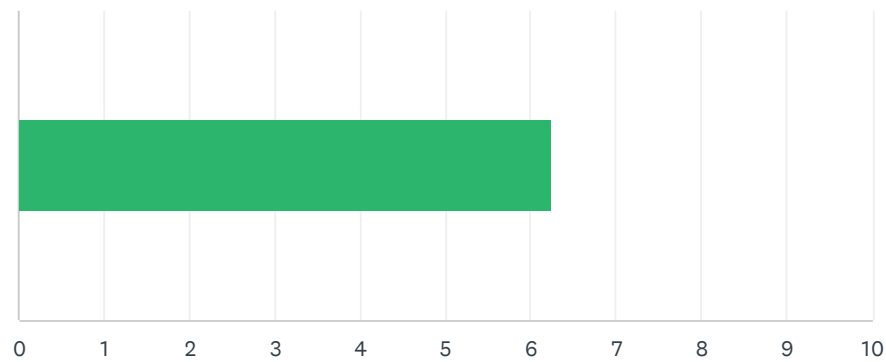
ANSWER CHOICES	RESPONSES	
Casa Loma	0.00%	0
Cato	0.00%	0
Chavez	0.00%	0
Chipman	0.00%	0
College Hts	0.00%	0
Compton	0.00%	0
Curran	0.00%	0
Downtown	0.00%	0
Ed Center/District Office	0.00%	0
Eissler	0.00%	0
Emerson	0.00%	0
Evergreen	0.00%	0
Fletcher	0.00%	0
Frank West	0.00%	0
Franklin	0.00%	0
Fremont	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

## 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
Stiem	0.00%	0
Thorner	0.00%	0
VAPA	100.00%	4
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: 4		

Q2 Site administration is sensitive to the needs of students, staff, and the community.

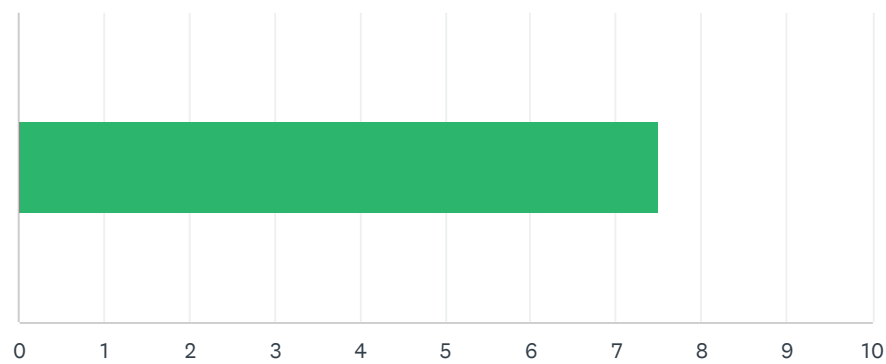
Answered: 4    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	25	4
Total Respondents: 4			

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

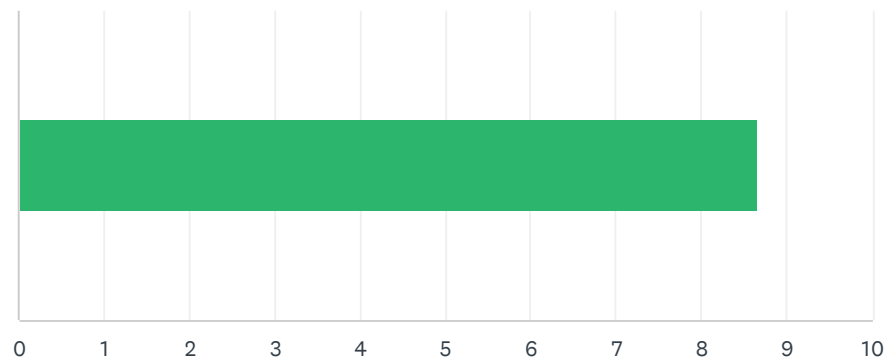
Answered: 4    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	30	4
Total Respondents: 4			

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 3    Skipped: 1

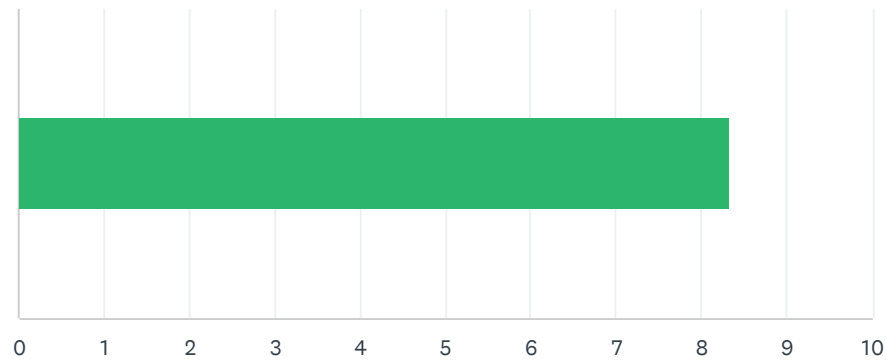


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	26	3
Total Respondents: 3			



Q5 Site administration follows the contract and respects personal rights.

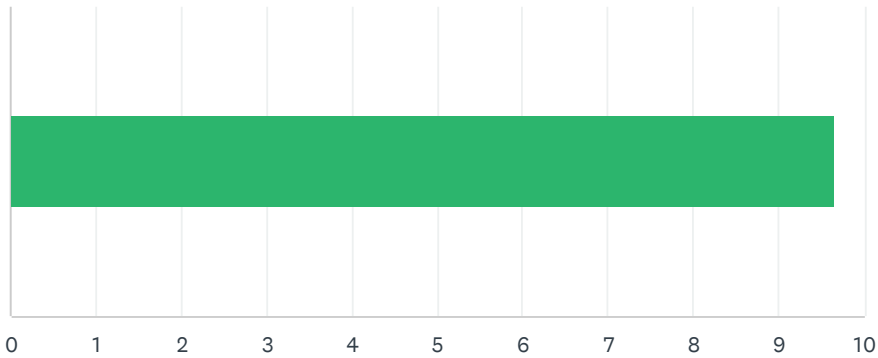
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	25	3
Total Respondents: 3			

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

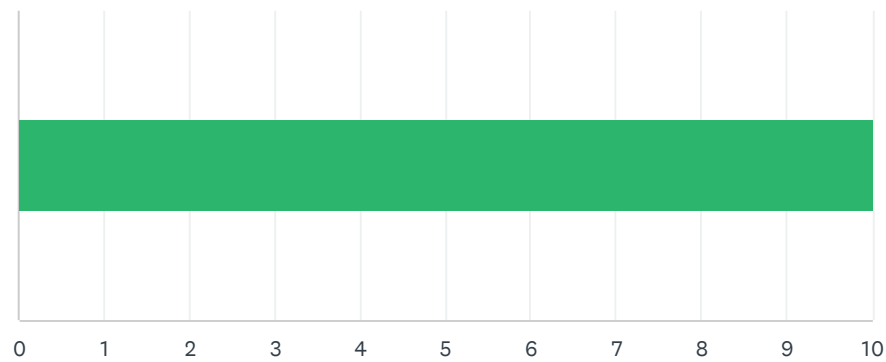
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			

Q7 Administration maintains open communication with staff, parents, and students.

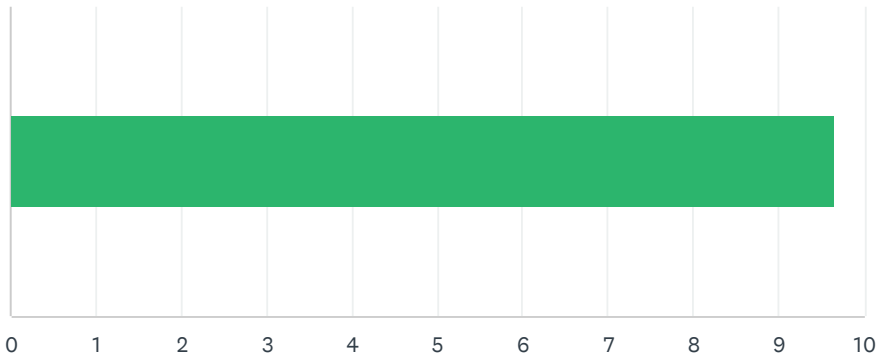
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	30	3
Total Respondents: 3			

Q8 Administration supports staff against attacks and criticism from parents.

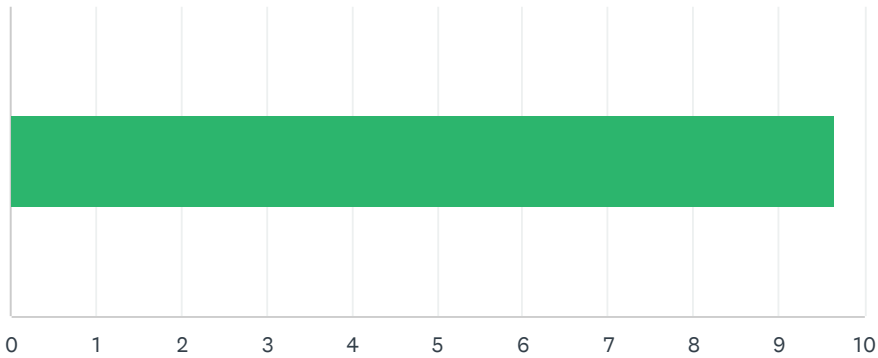
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			

Q9 Site administration treats all teachers equally; there is no preferential treatment.

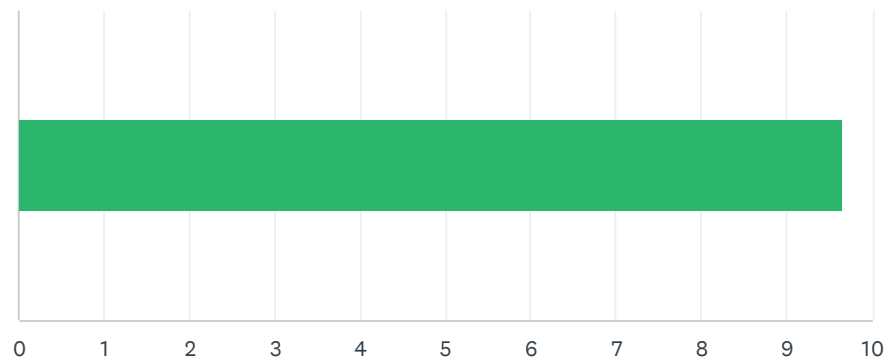
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			

Q10 Site administration has been supportive and minimizes additional stress.

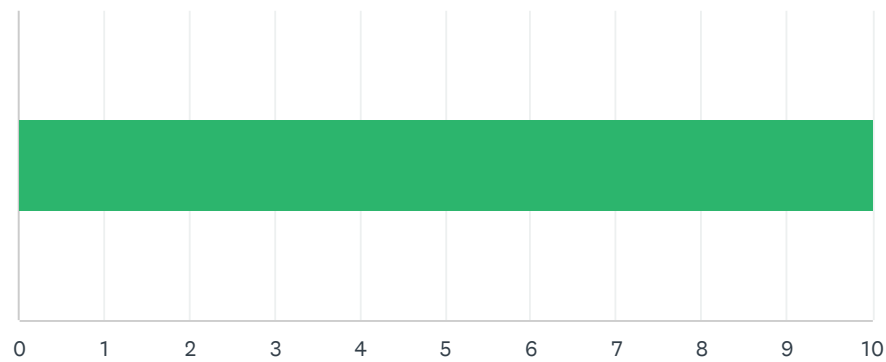
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			

Q11 Administration communicates expectations and information in an effective and timely manner.

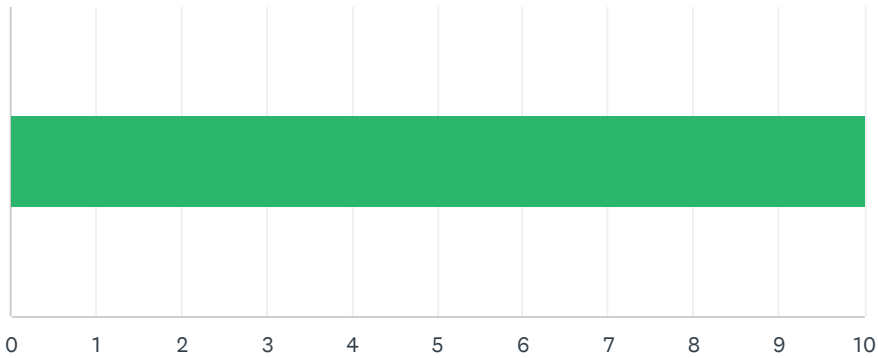
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	30	3
Total Respondents: 3			

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 3    Skipped: 1

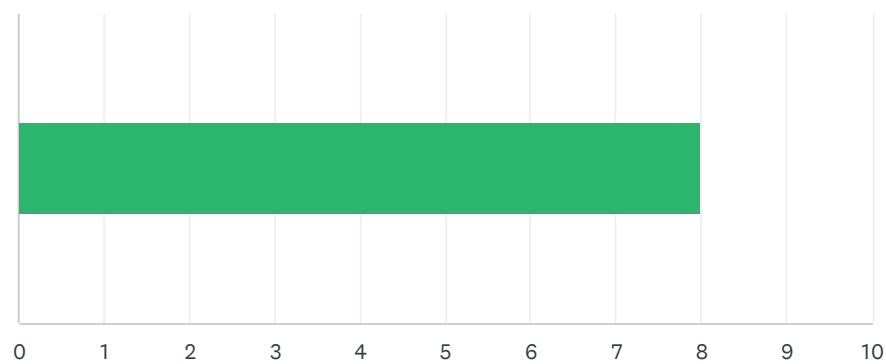


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	30	3
Total Respondents: 3			



Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 2    Skipped: 2



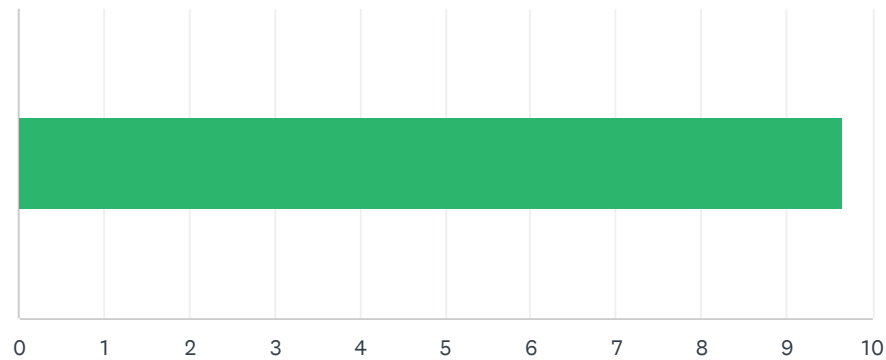
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	16	2
Total Respondents: 2			

## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 3   Skipped: 1

Q15 Site staff is involved in setting school policies and budgetary priorities.

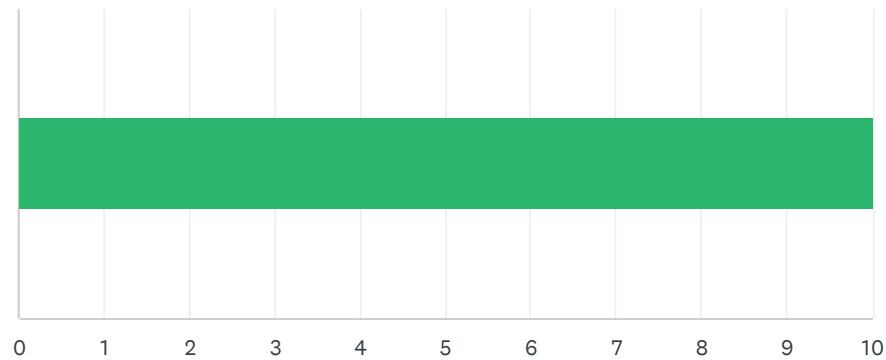
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			

Q16 Site meetings are productive and not excessive.

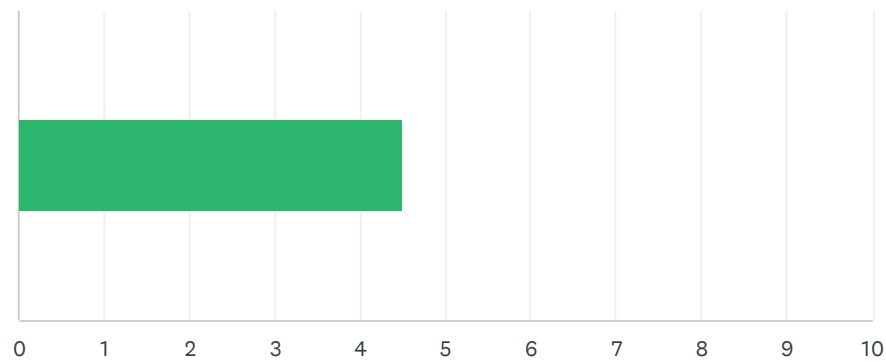
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	30	3
Total Respondents: 3			

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

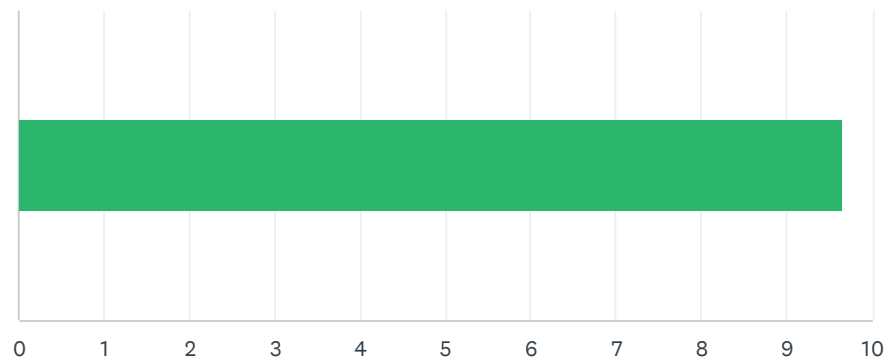
Answered: 2    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	9	2
Total Respondents: 2			

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

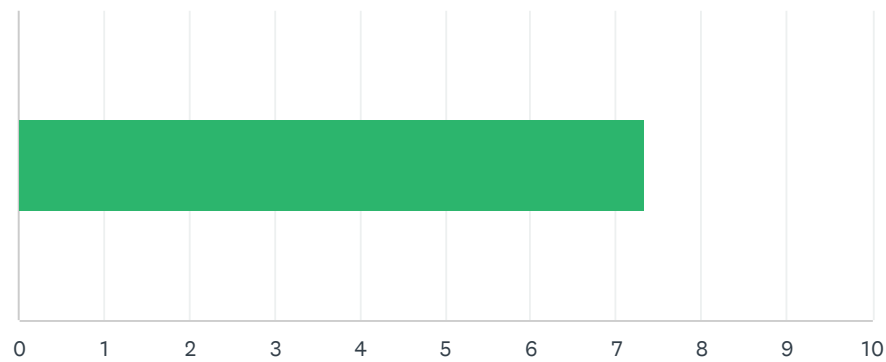
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

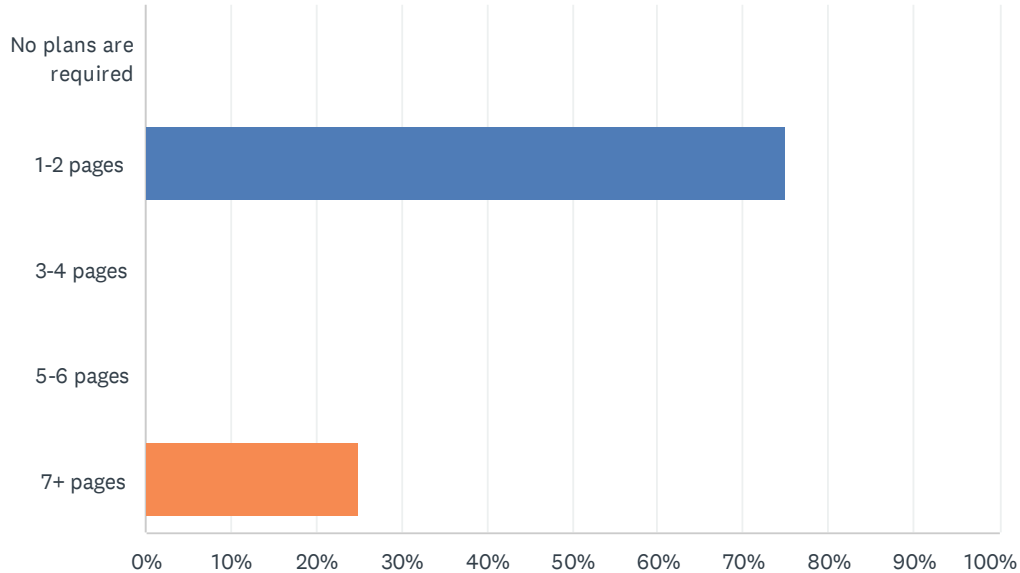
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	22	3
Total Respondents: 3			

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 4 Skipped: 0

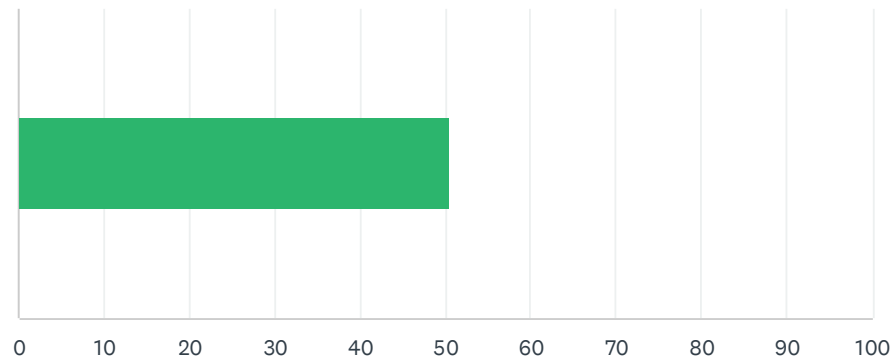


ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	75.00%	3
3-4 pages	0.00%	0
5-6 pages	0.00%	0
7+ pages	25.00%	1
TOTAL		4



Q21 Staff (teachers and/or coaches) have recess duty.

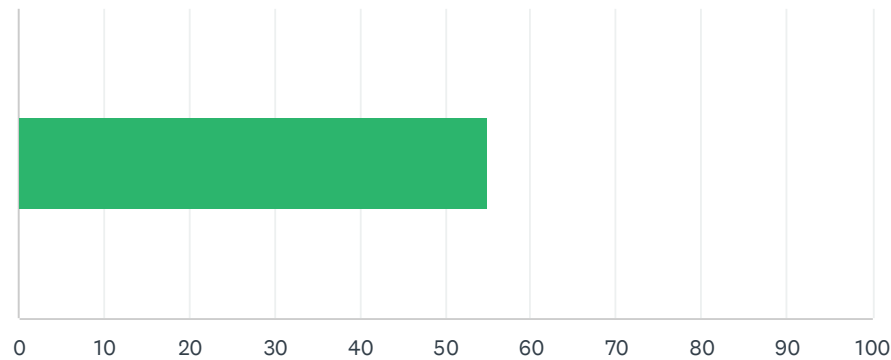
Answered: 2    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	51	101	2
Total Respondents: 2			

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 2    Skipped: 2



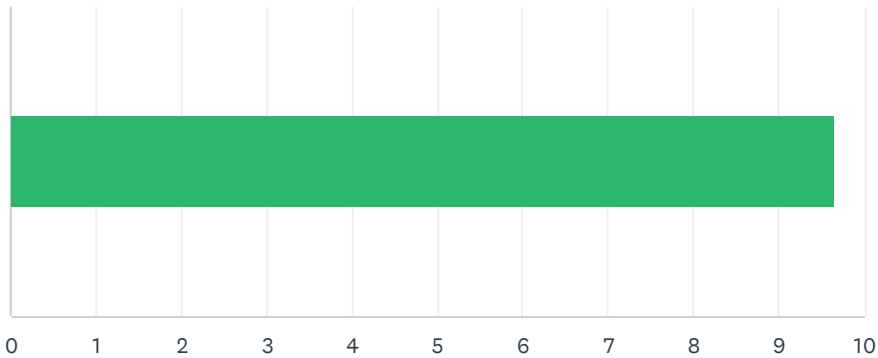
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	55	110	2
Total Respondents: 2			

Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 1   Skipped: 3

Q24 Staff and students feel safe.

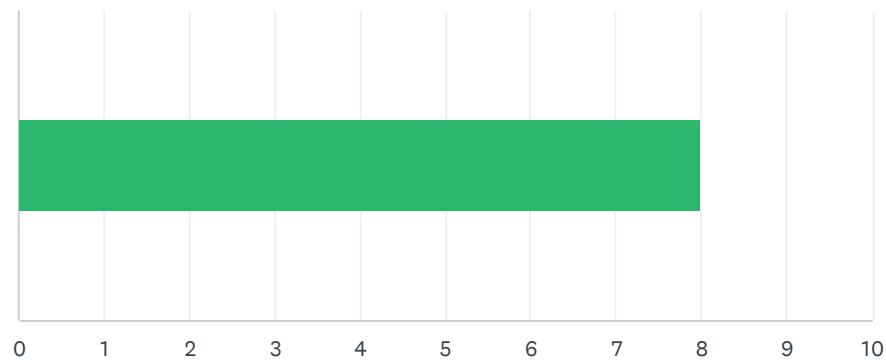
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			

Q25 Administration has been helpful and supportive regarding student discipline.

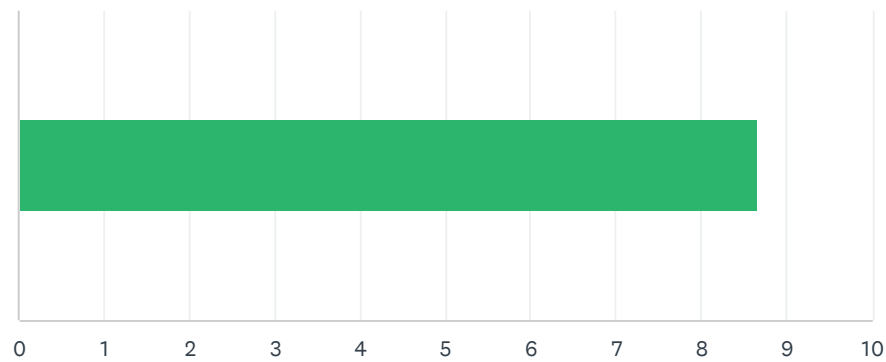
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	24	3
Total Respondents: 3			

Q26 Teachers have been given or trained to use effective tools to improve behavior.

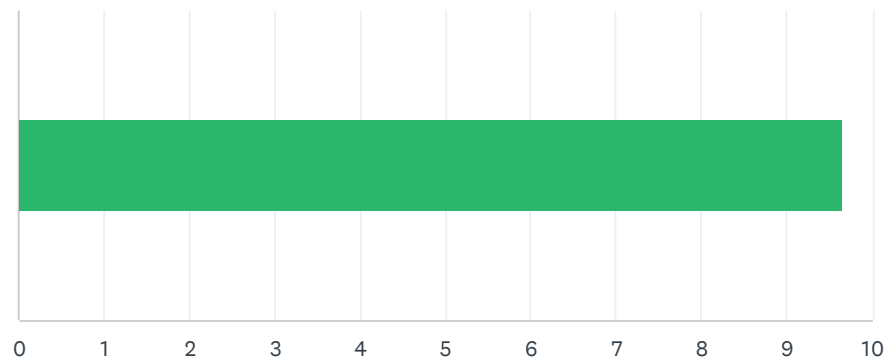
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	26	3
Total Respondents: 3			

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

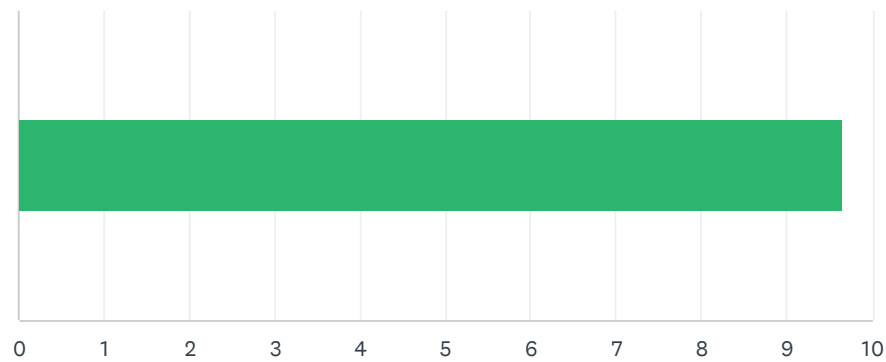
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 3    Skipped: 1

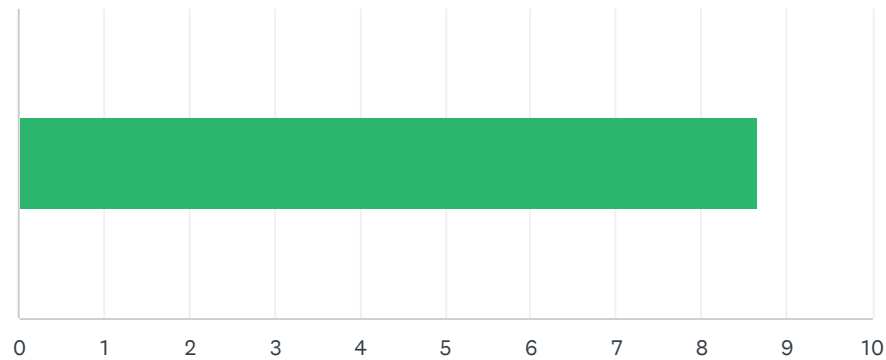


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	29	3
Total Respondents: 3			



Q29 My site has a positive atmosphere.

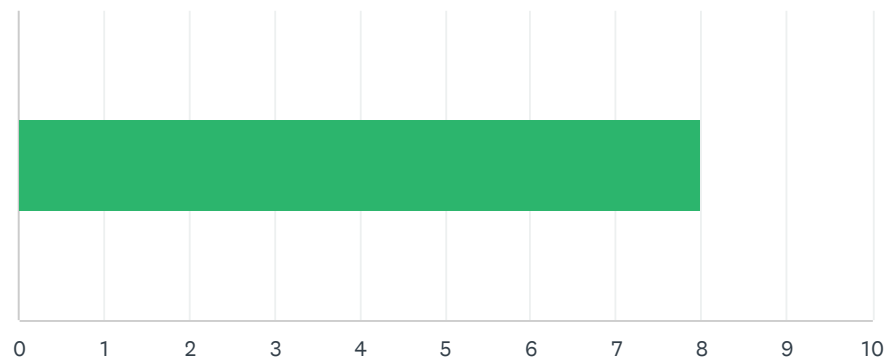
Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	26	3
Total Respondents: 3			

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 3    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	24	3
Total Respondents: 3			

**Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?**

Answered: 1   Skipped: 3

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 1   Skipped: 3

# 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.)

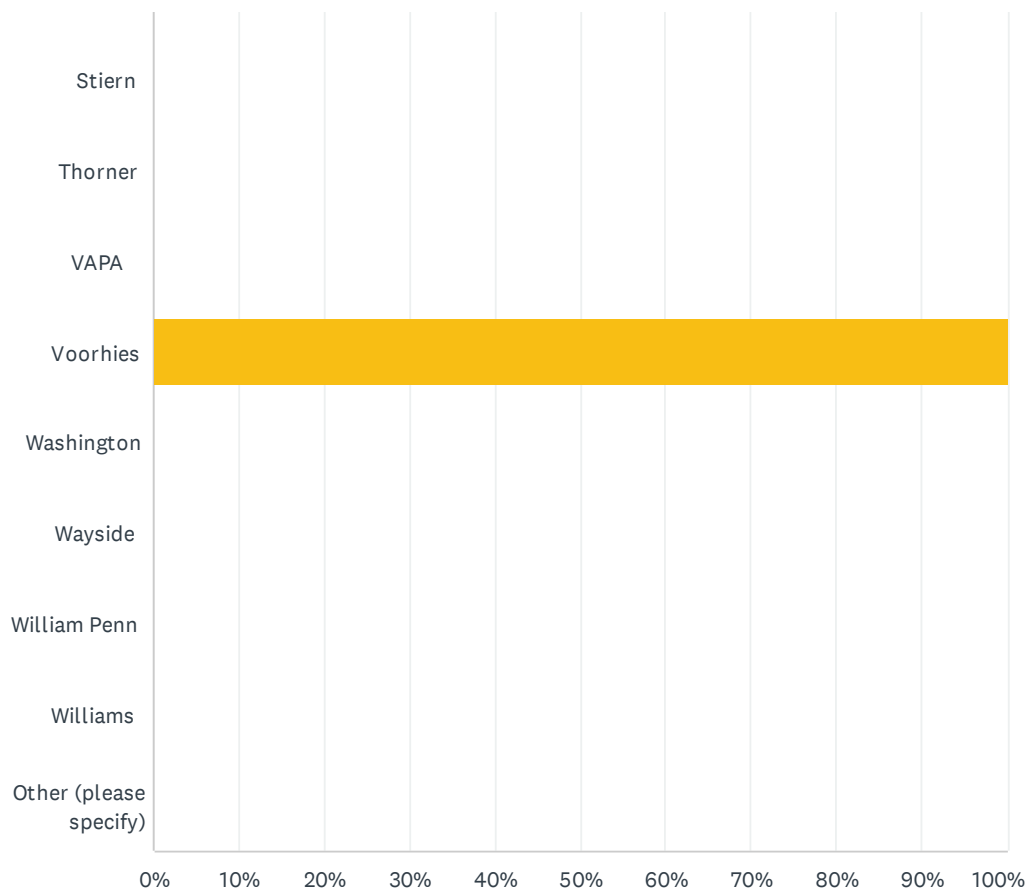
Answered: 19   Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
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Harris									
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## 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	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



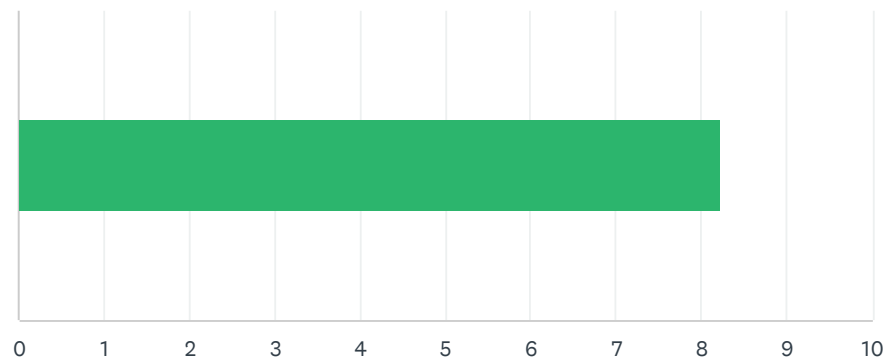
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	0.00%	0
Thorner	0.00%	0
VAPA	0.00%	0
Voorhies	100.00%	19
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: 19		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 18    Skipped: 1

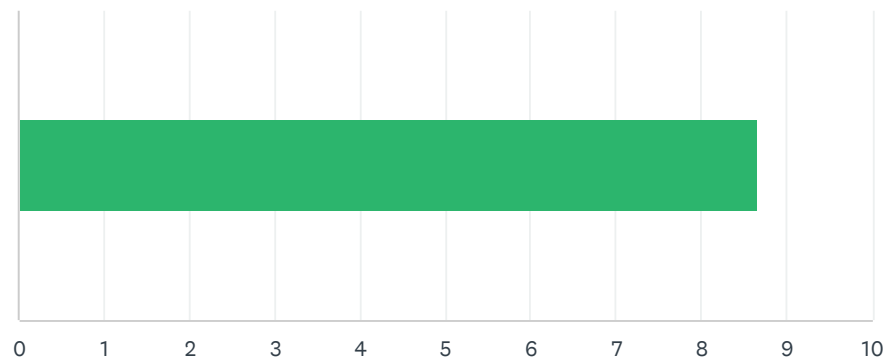


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	148	18
Total Respondents: 18			

#		DATE
1	8	
2	7	
3	10	
4	8	
5	9	
6	8	
7	9	
8	8	
9	5	
10	7	
11	8	
12	10	
13	7	
14	9	
15	7	
16	10	
17	10	
18	8	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 18 Skipped: 1

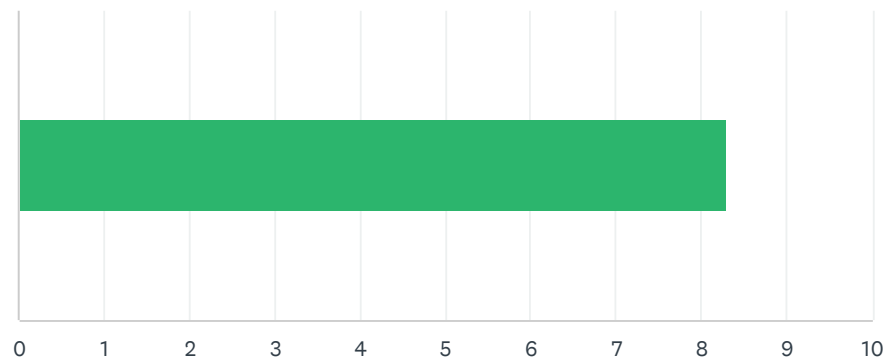


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	156	18
Total Respondents: 18			

#		DATE
1	8	
2	8	
3	10	
4	8	
5	9	
6	9	
7	10	
8	8	
9	5	
10	7	
11	9	
12	10	
13	8	
14	9	
15	9	
16	10	
17	10	
18	9	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 17    Skipped: 2

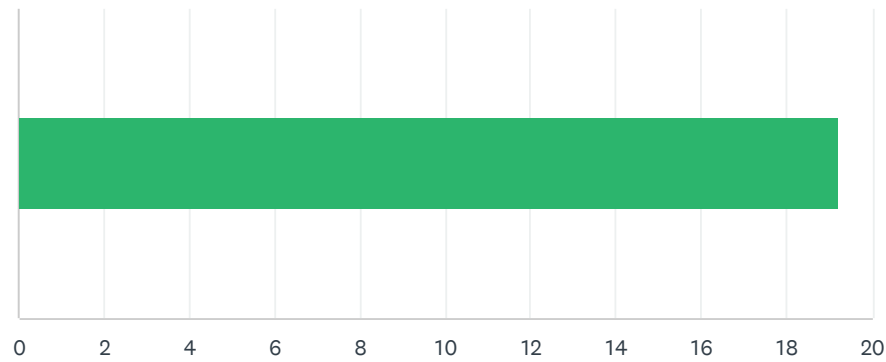


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	141	17
Total Respondents: 17			

#		DATE
1	8	
2	8	
3	10	
4	10	
5	10	
6	4	
7	9	
8	7	
9	8	
10	8	
11	10	
12	4	
13	6	
14	9	
15	10	
16	10	
17	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 18    Skipped: 1

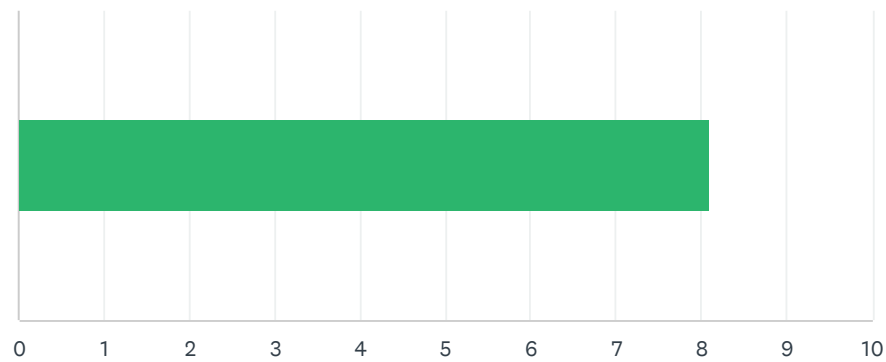


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	19	346	18
Total Respondents: 18			

#		DATE
1	9	
2	10	
3	10	
4	10	
5	9	
6	10	
7	8	
8	10	
9	7	
10	7	
11	8	
12	10	
13	9	
14	9	
15	10	
16	10	
17	100	
18	100	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 18    Skipped: 1

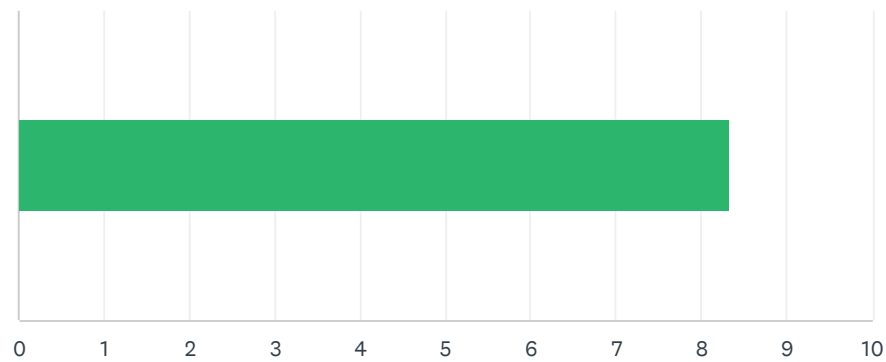


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	146	18
Total Respondents: 18			

#		DATE
1	8	
2	7	
3	8	
4	7	
5	8	
6	9	
7	8	
8	8	
9	5	
10	7	
11	8	
12	10	
13	6	
14	7	
15	10	
16	10	
17	10	
18	10	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 18    Skipped: 1

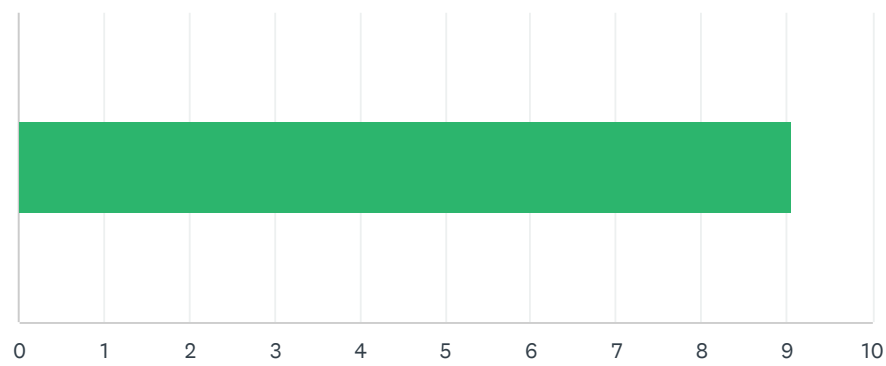


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	150	18
Total Respondents: 18			

#		DATE
1	8	
2	7	
3	10	
4	7	
5	9	
6	8	
7	9	
8	9	
9	3	
10	8	
11	8	
12	10	
13	7	
14	9	
15	9	
16	10	
17	9	
18	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 18    Skipped: 1



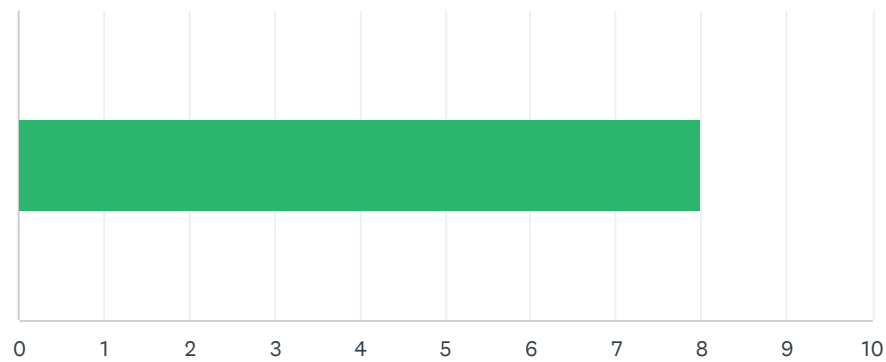
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	163	18
Total Respondents: 18			

#		DATE
1	8	
2	8	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	4	
10	8	
11	9	
12	10	
13	7	
14	10	
15	10	
16	10	
17	10	
18	9	



Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 19    Skipped: 0

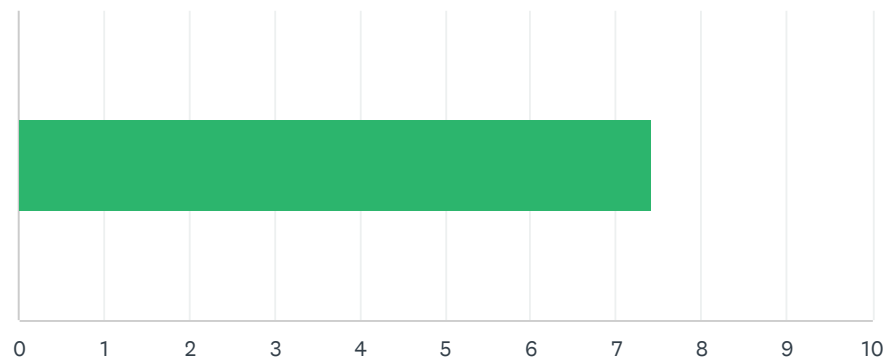


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	152	19
Total Respondents: 19			

#		DATE
1	7	
2	7	
3	10	
4	9	
5	9	
6	9	
7	10	
8	8	
9	2	
10	7	
11	10	
12	10	
13	8	
14	10	
15	8	
16	10	
17	10	
18	8	
19	0	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 19    Skipped: 0

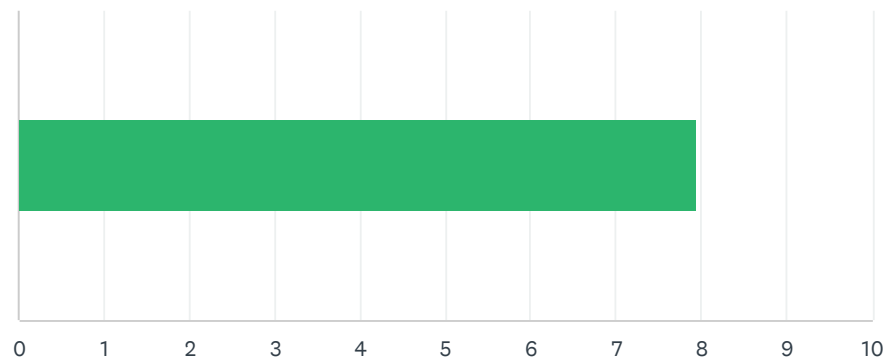


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	141	19
Total Respondents: 19			

#		DATE
1	8	
2	6	
3	9	
4	9	
5	9	
6	8	
7	8	
8	9	
9	3	
10	8	
11	9	
12	10	
13	5	
14	7	
15	5	
16	10	
17	10	
18	8	
19	0	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 18 Skipped: 1

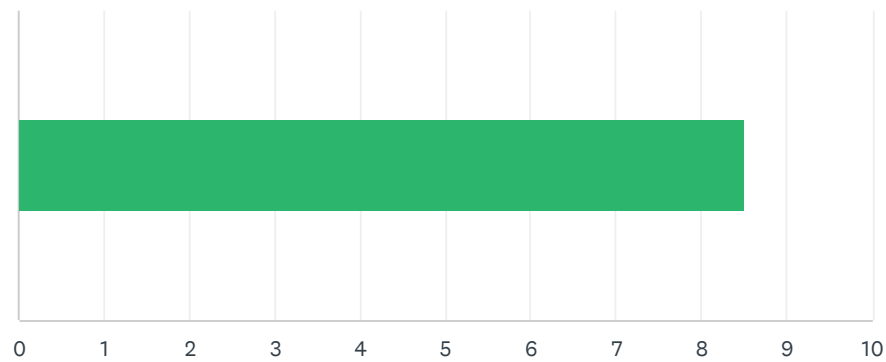


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	143	18
Total Respondents: 18			

#		DATE
1	8	
2	7	
3	9	
4	9	
5	9	
6	7	
7	8	
8	9	
9	4	
10	7	
11	7	
12	10	
13	7	
14	8	
15	7	
16	10	
17	8	
18	9	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 18    Skipped: 1

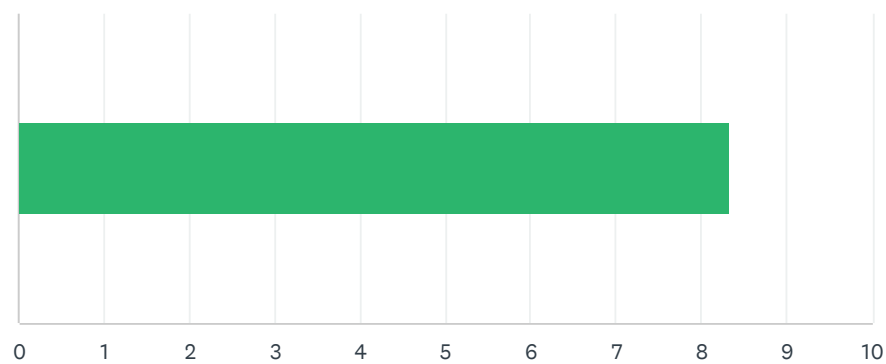


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	153	18
Total Respondents: 18			

#		DATE
1	9	
2	7	
3	10	
4	10	
5	9	
6	9	
7	10	
8	10	
9	5	
10	7	
11	8	
12	10	
13	7	
14	8	
15	8	
16	10	
17	8	
18	8	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 18 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	150	18
Total Respondents: 18			

#		DATE
1	8	
2	8	
3	10	
4	8	
5	9	
6	9	
7	10	
8	9	
9	1	
10	7	
11	9	
12	10	
13	5	
14	9	
15	9	
16	10	
17	10	
18	9	

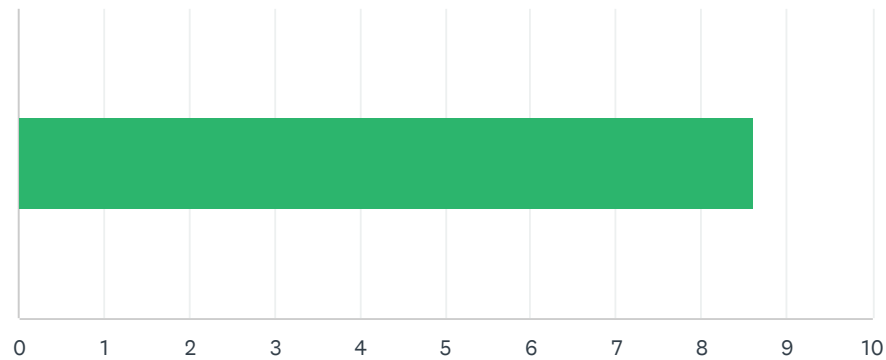
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 2   Skipped: 17

#	RESPONSES	DATE
1	Front office staff can be more welcoming to parents	
2	For the most part, things are okay.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 18    Skipped: 1

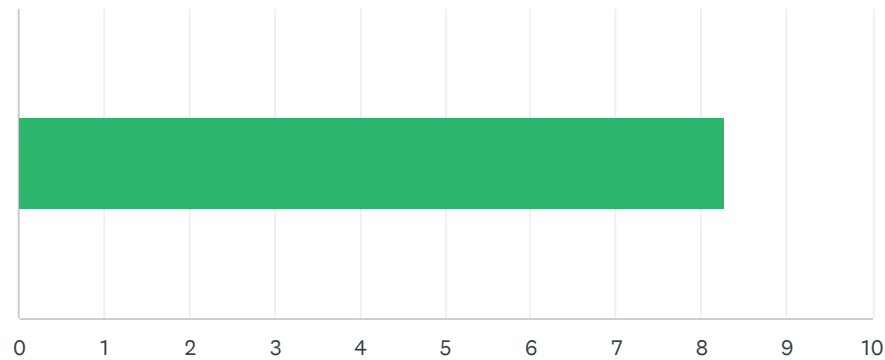


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	155	18
Total Respondents: 18			

#		DATE
1	7	
2	8	
3	7	
4	9	
5	10	
6	9	
7	9	
8	9	
9	10	
10	7	
11	7	
12	10	
13	7	
14	9	
15	8	
16	10	
17	10	
18	9	

Q16 Site meetings are productive and not excessive.

Answered: 18    Skipped: 1



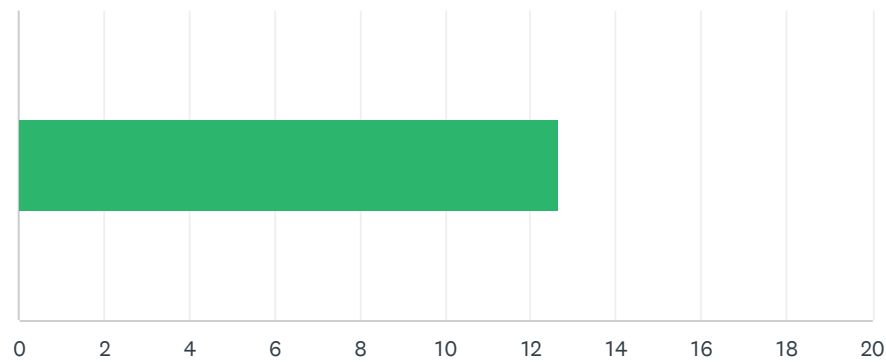
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	149	18
Total Respondents: 18			

#		DATE
1	8	
2	7	
3	9	
4	8	
5	9	
6	9	
7	9	
8	6	
9	9	
10	5	
11	7	
12	10	
13	7	
14	9	
15	8	
16	10	
17	10	
18	9	



Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 18 Skipped: 1

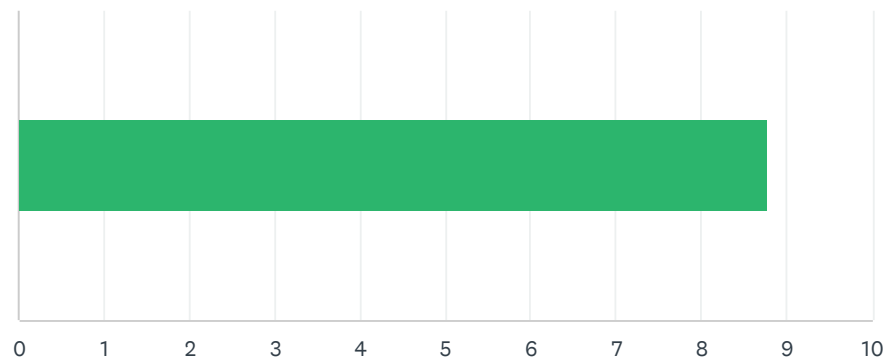


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	13	228	18
Total Respondents: 18			

#	DATE
1	8
2	8
3	8
4	10
5	7
6	9
7	6
8	10
9	5
10	6
11	10
12	1
13	6
14	5
15	10
16	10
17	9
18	100

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 18 Skipped: 1

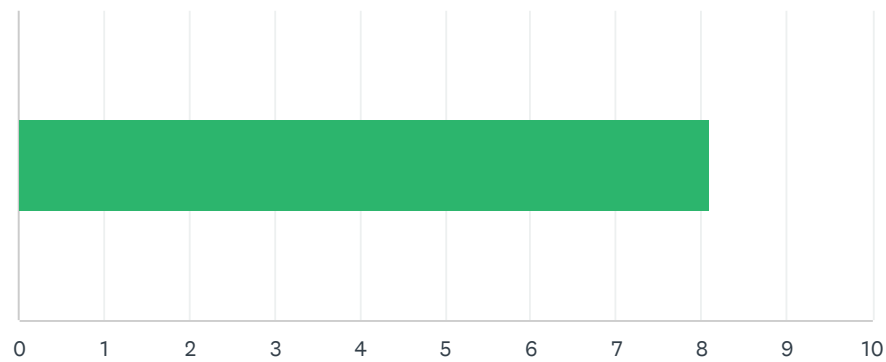


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	158	18
Total Respondents: 18			

#		DATE
1	8	
2	7	
3	9	
4	10	
5	10	
6	9	
7	9	
8	9	
9	10	
10	7	
11	7	
12	10	
13	4	
14	10	
15	10	
16	10	
17	10	
18	9	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 18 Skipped: 1

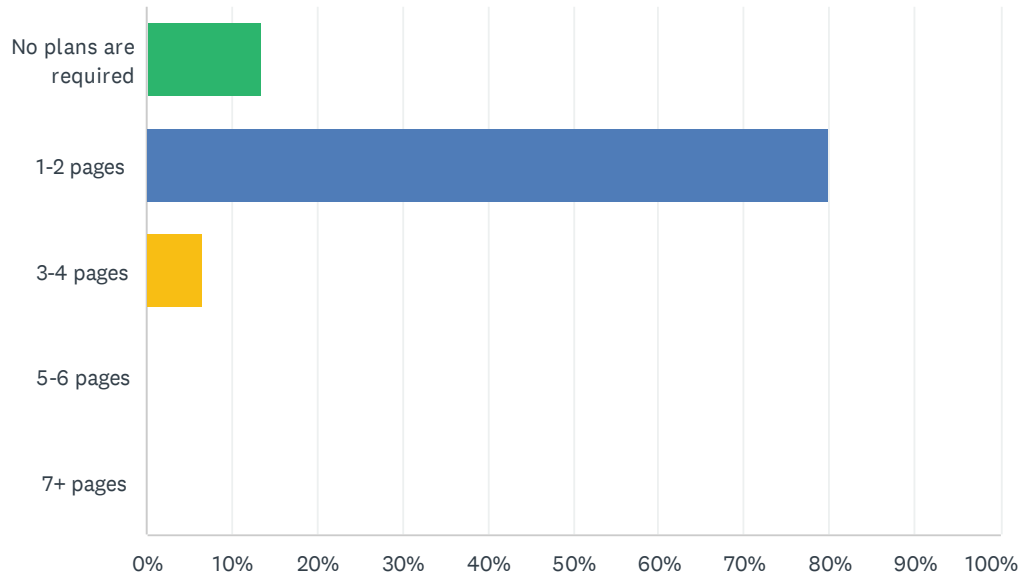


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	146	18
Total Respondents: 18			

#		DATE
1	7	
2	7	
3	6	
4	6	
5	8	
6	10	
7	8	
8	7	
9	10	
10	8	
11	8	
12	10	
13	8	
14	9	
15	5	
16	10	
17	10	
18	9	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 15 Skipped: 4

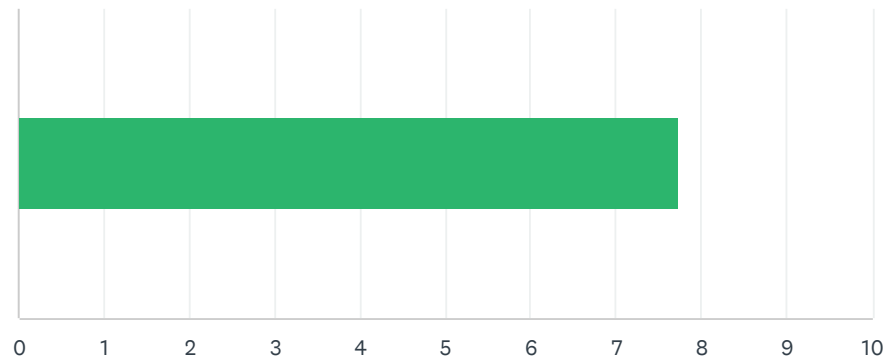


ANSWER CHOICES	RESPONSES	
No plans are required	13.33%	2
1-2 pages	80.00%	12
3-4 pages	6.67%	1
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		15

#	COMMENT	DATE
1	plans are required to be shared, but there is no set page number	
2	Weekly lesson plans put together with PLC is productive, helpful and does not exceed time given to complete.	
3	admin has had issues with making IEP, TSS meetings at 8:00 or 8:15 am and we have to keep telling teachers to just respond that they will show up at 8:30 after planning time has ended. Some do not like self-advocating but need to in order to preserve their uninterrupted planning time.	
4	grade level plans	
5	While submitting our plans don't seem to be required, I would be happy to submit them anytime.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 15    Skipped: 4

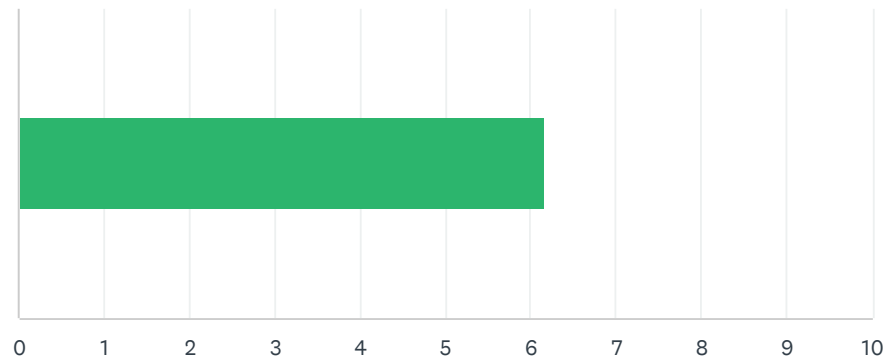


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	116	15
Total Respondents: 15			

#		DATE
1	8	
2	9	
3	7	
4	10	
5	10	
6	7	
7	6	
8	10	
9	10	
10	7	
11	10	
12	5	
13	9	
14	7	
15	1	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 12    Skipped: 7



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	74	12
Total Respondents: 12			

#		DATE
1	8	
2	9	
3	7	
4	10	
5	1	
6	5	
7	7	
8	10	
9	1	
10	9	
11	6	
12	1	

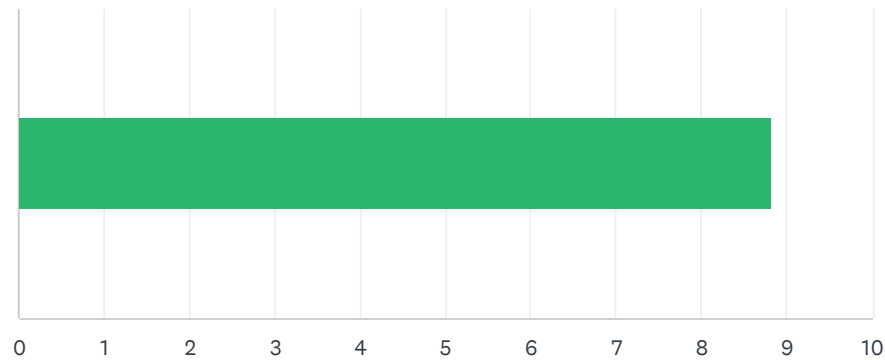
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4   Skipped: 15

#	RESPONSES	DATE
1	Morning duty, although every other week, is unnecessary with enough CPALS to monitor playground	
2	Kinder teachers have no duty	
3	Meetings are held within the work day with roving subs to cover rooms. Occasionally IEP's will go overtime.	
4	I am a VAPA employee so I am not in attendance for many site staff meetings and do not have some of the same requirements as site staff	

Q24 Staff and students feel safe.

Answered: 18    Skipped: 1



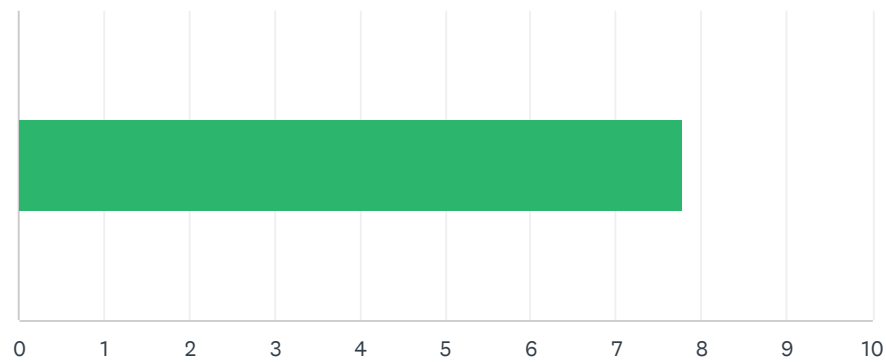
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	159	18
Total Respondents: 18			

#		DATE
1	8	
2	8	
3	8	
4	8	
5	10	
6	8	
7	9	
8	10	
9	10	
10	7	
11	8	
12	10	
13	8	
14	10	
15	7	
16	10	
17	10	
18	10	



Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 18    Skipped: 1

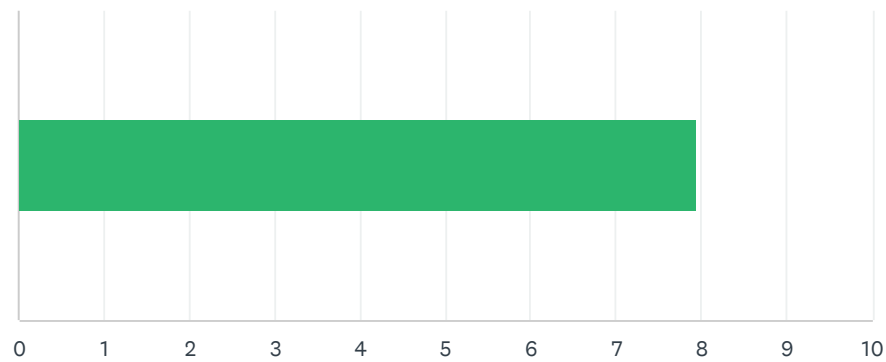


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	140	18
Total Respondents: 18			

#		DATE
1	7	
2	8	
3	9	
4	8	
5	5	
6	9	
7	7	
8	9	
9	9	
10	1	
11	8	
12	10	
13	7	
14	9	
15	5	
16	10	
17	10	
18	9	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 18 Skipped: 1

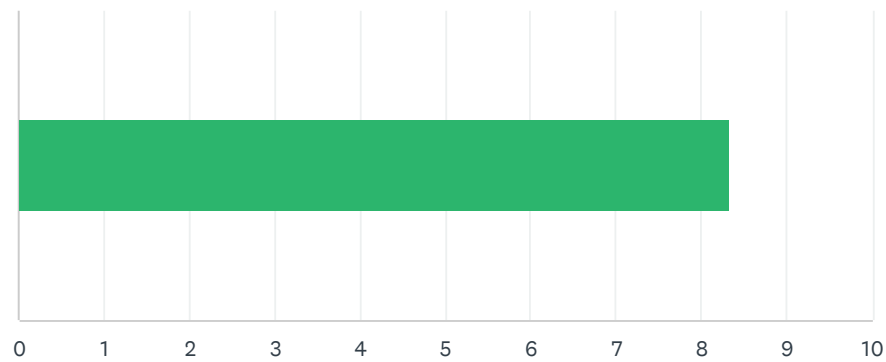


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	143	18
Total Respondents: 18			

#		DATE
1	8	
2	7	
3	8	
4	7	
5	8	
6	7	
7	7	
8	8	
9	10	
10	2	
11	8	
12	10	
13	8	
14	9	
15	6	
16	10	
17	10	
18	10	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 18 Skipped: 1

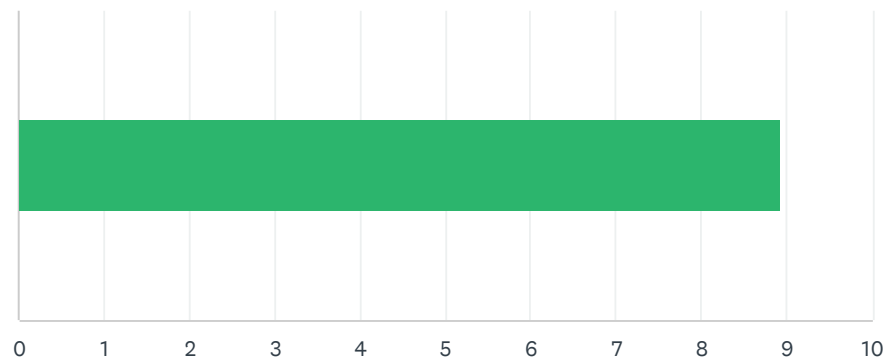


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	150	18
Total Respondents: 18			

#		DATE
1	8	
2	8	
3	8	
4	7	
5	10	
6	10	
7	6	
8	9	
9	10	
10	7	
11	8	
12	10	
13	7	
14	9	
15	5	
16	10	
17	10	
18	8	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 17    Skipped: 2

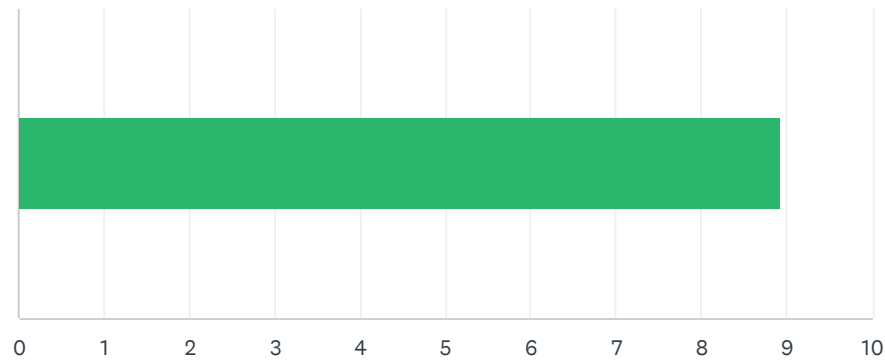


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	152	17
Total Respondents: 17			

#		DATE
1	8	
2	8	
3	8	
4	8	
5	10	
6	10	
7	8	
8	10	
9	10	
10	7	
11	8	
12	10	
13	7	
14	10	
15	10	
16	10	
17	10	

Q29 My site has a positive atmosphere.

Answered: 18    Skipped: 1

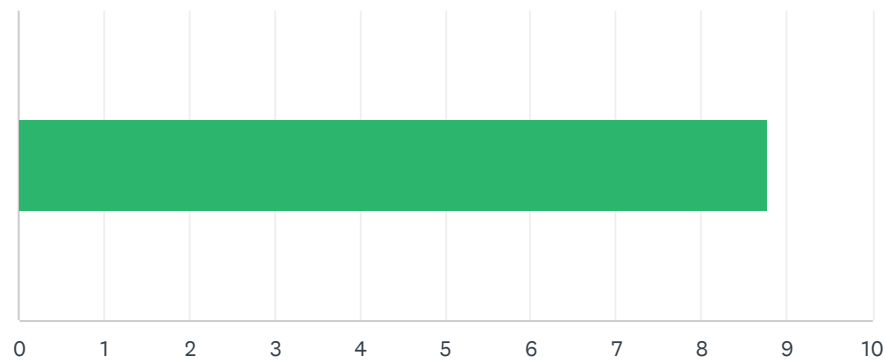


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	161	18
Total Respondents: 18			

#		DATE
1	8	
2	9	
3	9	
4	8	
5	10	
6	8	
7	9	
8	10	
9	10	
10	7	
11	8	
12	10	
13	7	
14	10	
15	9	
16	10	
17	10	
18	9	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 18    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	158	18
Total Respondents: 18			

#		DATE
1	7	
2	9	
3	9	
4	8	
5	10	
6	9	
7	8	
8	10	
9	10	
10	6	
11	8	
12	10	
13	6	
14	9	
15	10	
16	10	
17	10	
18	9	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 6 Skipped: 13

#	RESPONSES	DATE
1	I don't think there are enough consequences for disruptive/disrespectful behavior. I feel like students get away with things that they should be suspended or expelled for. However, I believe that this follows the district guidelines. With that being said, the district is not doing enough to make sure that students are truly demonstrating the traits of A Portrait of a Graduate. We need to have detention again or something of the sort that will actually give consequences.	
2	PBIS has been complicated to fill in orders. I would suggest designating the one day (we already implement) a week for grade levels. If students want to purchase they can have designated time to do so. Provide a store-like purchase with menu options. So, students are not walking through store and need supervision rather they order at a "window" and prizes are brought to them. This way we are not having to fill orders that often are late or items sold out. This way, they would automatically know things are not available.	
3	Discipline needs to be enforced more. The students are getting away with elopements with no consequences. Students shouldn't be given snacks when sent to the office but have conversations with parents/guardians about behaviors. We don't feel supported when we can't have clear discipline/consequence routines	
4	Discipline is dictated by the state and our input is only taken so far. The superintendent seems to be able to do whatever he wants.	
5	As a team, I don't feel we've developed an effective solution for managing discipline. With the new laws in place, we're no longer allowed to take away recess, which leaves us questioning what other consequences are available. Unfortunately, some parents are either not involved or don't discipline their children at home, making it difficult to understand how we can expect students to grasp the idea of consequences if they aren't experiencing them outside of school. We've also been told that suspending students is not an option (at least in the lower grades), which seems unreasonable. Students who are physically fighting, intentionally disturbing their peers, screaming constantly, or disrupting lessons aren't going to miss out on any learning by being sent home, as they're not engaged in learning while they're at school anyway. While I understand that home life might not be ideal for some students, we aren't providing the support they need to understand their actions or improve. We're told to "document it," but these behaviors happen all day long. When are we supposed to document everything? I reach out for help, and the first thing I'm asked is, "Did you document it?" or "Did you put in a referral?" This happens every day. I have a full class to manage, and some students create a hostile environment that leaves me struggling to maintain order. Then, when parents start reaching out, blaming the teacher, my hands feel tied. Honestly, I don't know what to tell them except to contact the principal.	
6	I have not been involved with any ODRs so I can't comment.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 3   Skipped: 16

#	RESPONSES	DATE
1	They're great!	
2	This is a decent place to work and admin are supportive	
3	Love my school and staff I work with. Really love my principal	



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.)

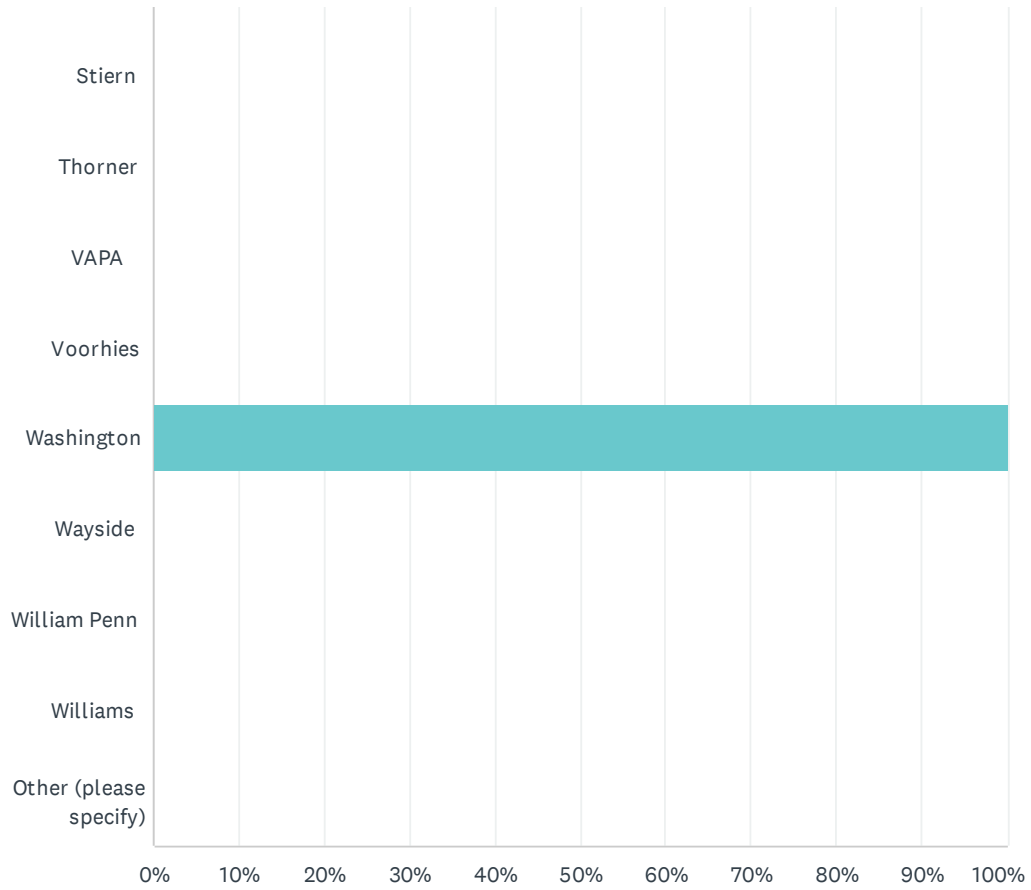
Answered: 11    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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	9.09%	1
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

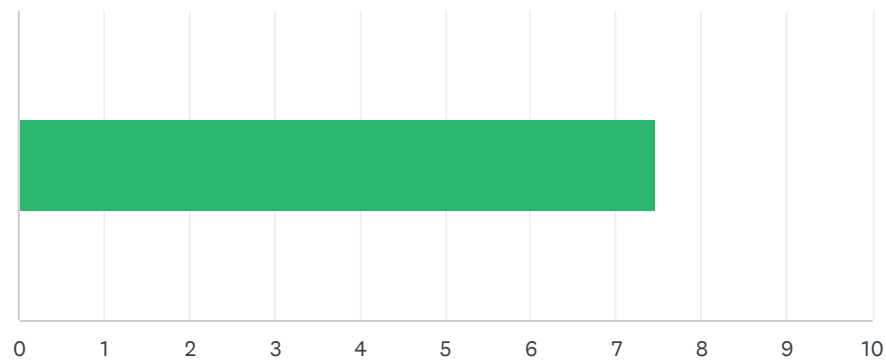
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	0.00%	0
Thorner	0.00%	0
VAPA	0.00%	0
Voorhies	0.00%	0
Washington	100.00%	11
Wayside	0.00%	0
William Penn	0.00%	0
Williams	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 11		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 11    Skipped: 0

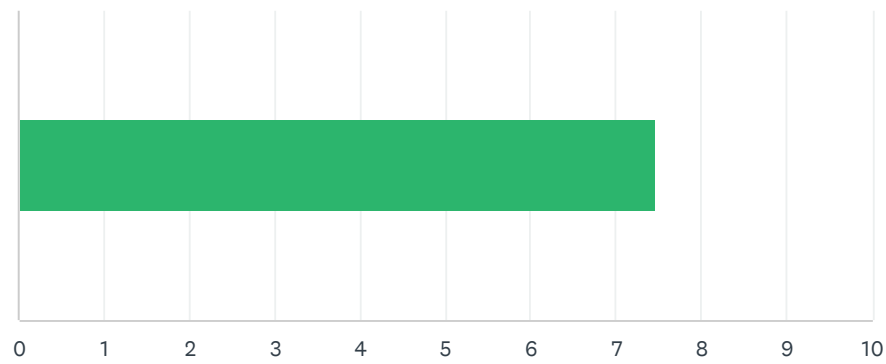


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	82	11
Total Respondents: 11			

#		DATE
1	8	
2	1	
3	9	
4	10	
5	10	
6	5	
7	6	
8	5	
9	9	
10	9	
11	10	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 11    Skipped: 0

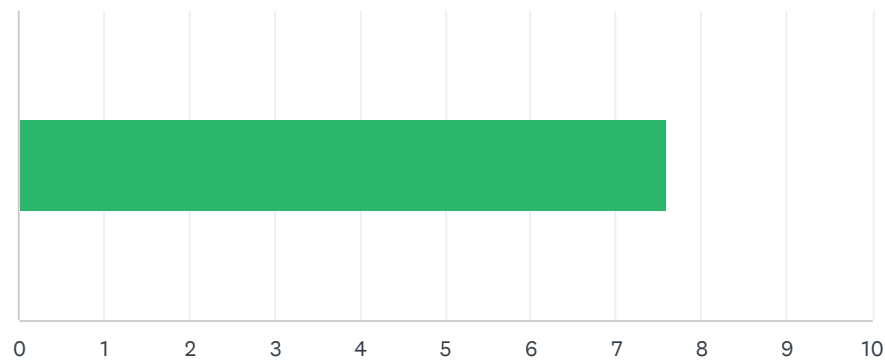


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	82	11
Total Respondents: 11			

#		DATE
1	9	
2	1	
3	10	
4	10	
5	10	
6	3	
7	6	
8	5	
9	8	
10	10	
11	10	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 10 Skipped: 1



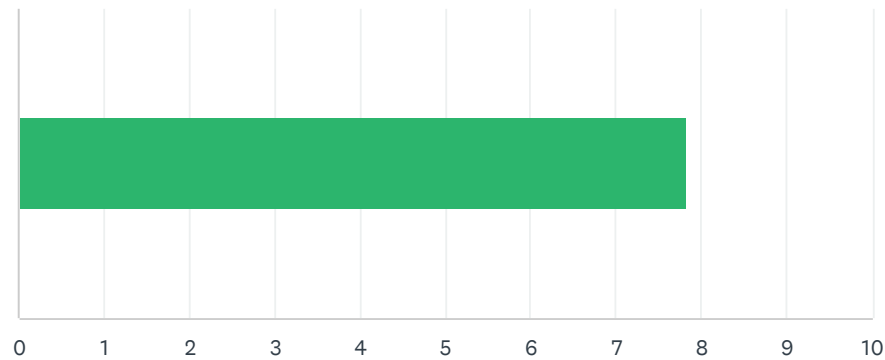
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	76	10
Total Respondents: 10			

#		DATE
1	5	
2	1	
3	10	
4	10	
5	10	
6	7	
7	5	
8	8	
9	10	
10	10	



Q5 Site administration follows the contract and respects personal rights.

Answered: 11    Skipped: 0

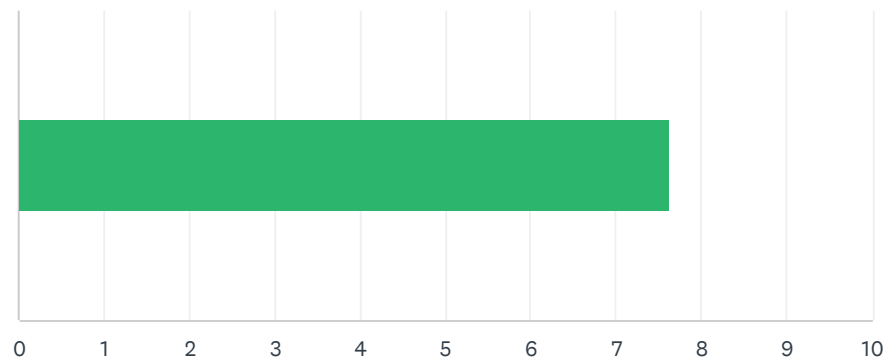


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	86	11
Total Respondents: 11			

#		DATE
1	4	
2	1	
3	10	
4	10	
5	10	
6	8	
7	9	
8	6	
9	8	
10	10	
11	10	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 11    Skipped: 0

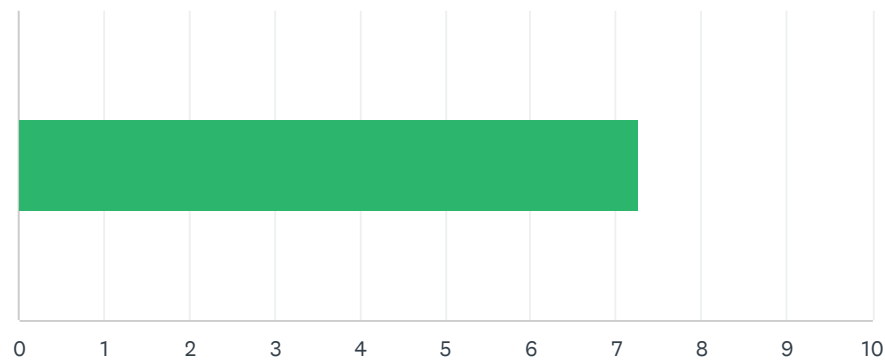


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	84	11
Total Respondents: 11			

#		DATE
1	8	
2	1	
3	10	
4	10	
5	10	
6	4	
7	6	
8	6	
9	9	
10	10	
11	10	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 11    Skipped: 0

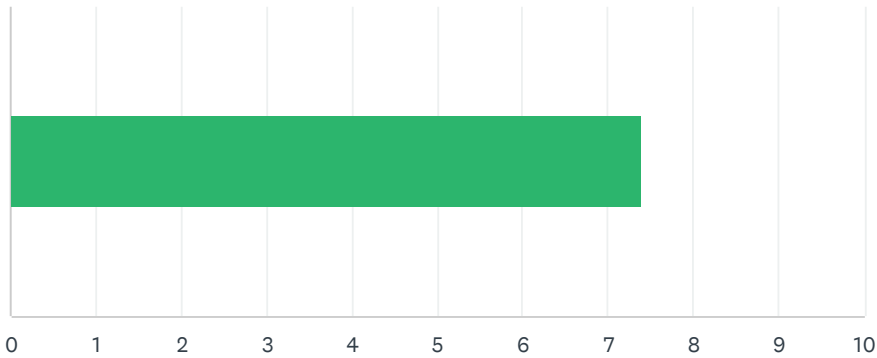


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	80	11
Total Respondents: 11			

#		DATE
1	8	
2	1	
3	9	
4	10	
5	10	
6	4	
7	6	
8	4	
9	8	
10	10	
11	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 10    Skipped: 1

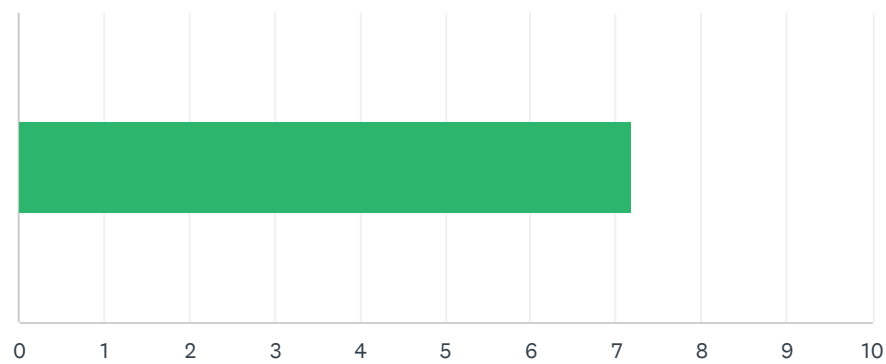


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	74	10
Total Respondents: 10			

#		DATE
1	6	
2	1	
3	10	
4	10	
5	3	
6	7	
7	8	
8	9	
9	10	
10	10	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 11    Skipped: 0

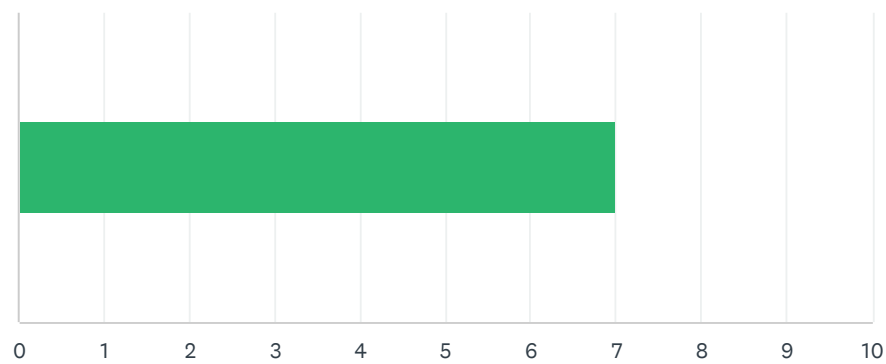


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	79	11
Total Respondents: 11			

#		DATE
1	9	
2	1	
3	9	
4	10	
5	10	
6	4	
7	5	
8	4	
9	7	
10	10	
11	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 11    Skipped: 0

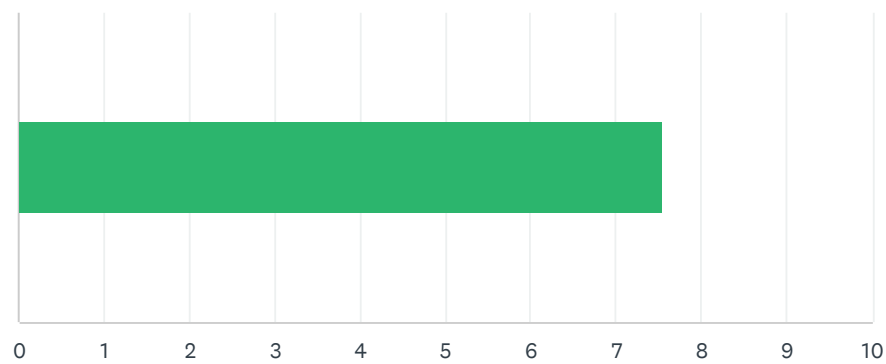


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	77	11
Total Respondents: 11			

#		DATE
1	8	
2	1	
3	9	
4	10	
5	10	
6	3	
7	7	
8	3	
9	7	
10	10	
11	9	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 11    Skipped: 0

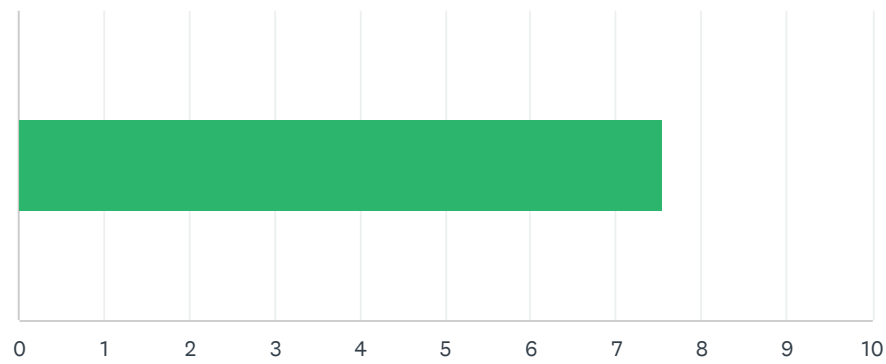


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	83	11
Total Respondents: 11			

#		DATE
1	8	
2	1	
3	9	
4	9	
5	10	
6	7	
7	6	
8	5	
9	9	
10	10	
11	9	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 11    Skipped: 0



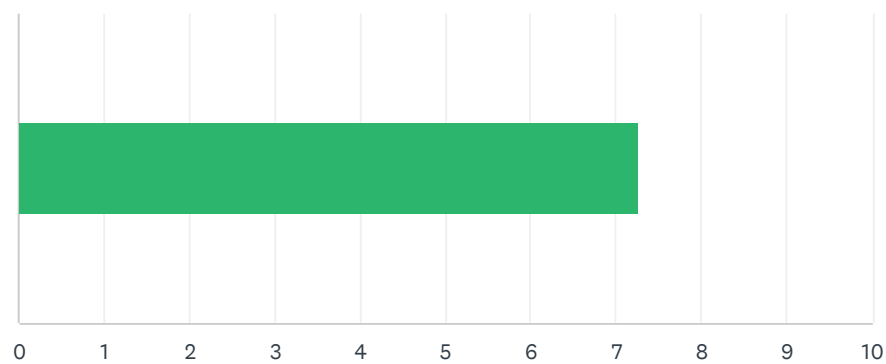
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	83	11
Total Respondents: 11			

#		DATE
1	10	
2	1	
3	10	
4	10	
5	10	
6	4	
7	6	
8	5	
9	8	
10	10	
11	9	



Q13 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	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	80	11
Total Respondents: 11			

#		DATE
1	8	
2	1	
3	10	
4	10	
5	2	
6	8	
7	6	
8	7	
9	9	
10	9	
11	10	

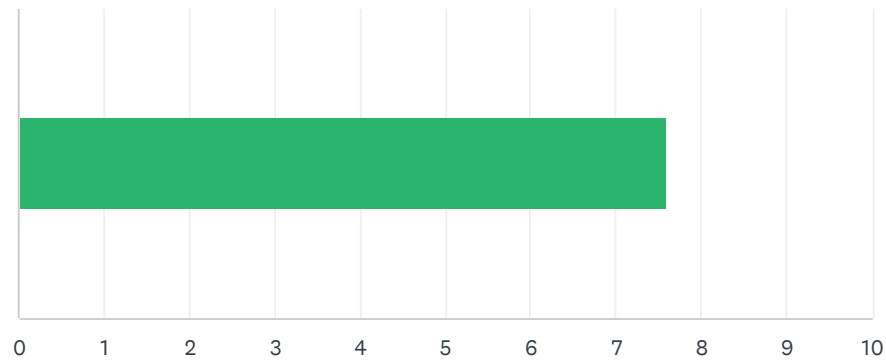
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 3   Skipped: 8

#	RESPONSES	DATE
1	She doesn't communicate effectively, accurately or timely. She says one thing and does another. She doesn't give us the full story about anything.	
2	No	
3	Our site administrator is very conscientious about completing her job duties in a respectful manner.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 10    Skipped: 1

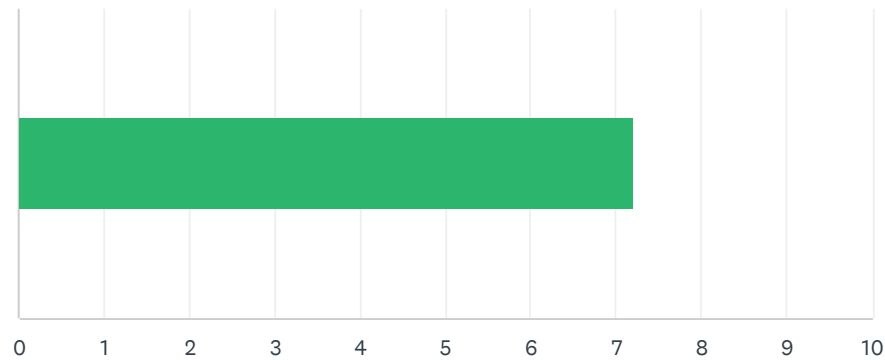


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	76	10
Total Respondents: 10			

#		DATE
1	9	
2	9	
3	9	
4	1	
5	10	
6	10	
7	7	
8	5	
9	7	
10	9	

Q16 Site meetings are productive and not excessive.

Answered: 10    Skipped: 1

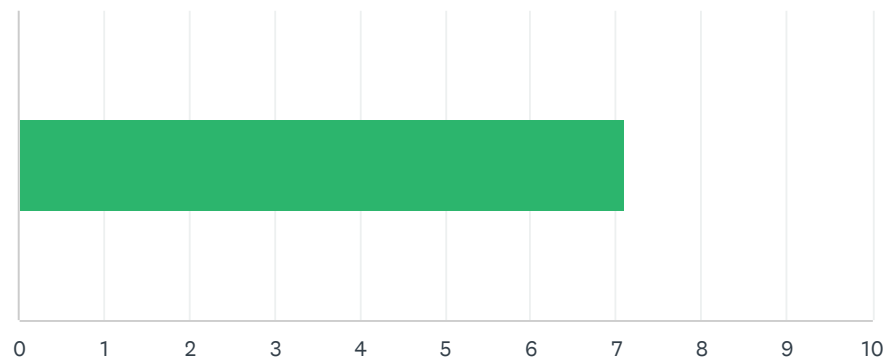


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	72	10
Total Respondents: 10			

#		DATE
1	6	
2	9	
3	8	
4	1	
5	10	
6	10	
7	6	
8	5	
9	7	
10	10	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 10    Skipped: 1

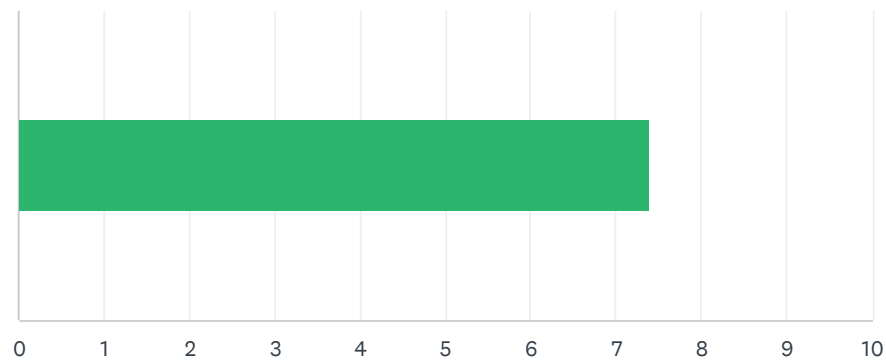


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	71	10
Total Respondents: 10			

#		DATE
1	6	
2	8	
3	8	
4	1	
5	10	
6	10	
7	3	
8	7	
9	9	
10	9	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 10    Skipped: 1

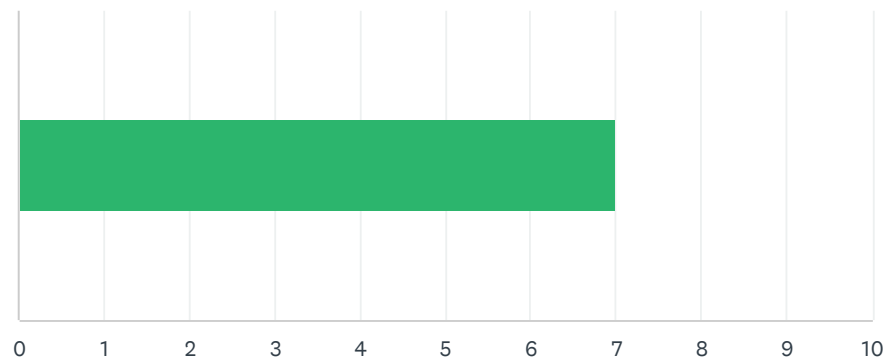


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	74	10
Total Respondents: 10			

#		DATE
1	5	
2	8	
3	9	
4	1	
5	10	
6	10	
7	6	
8	8	
9	7	
10	10	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 10    Skipped: 1

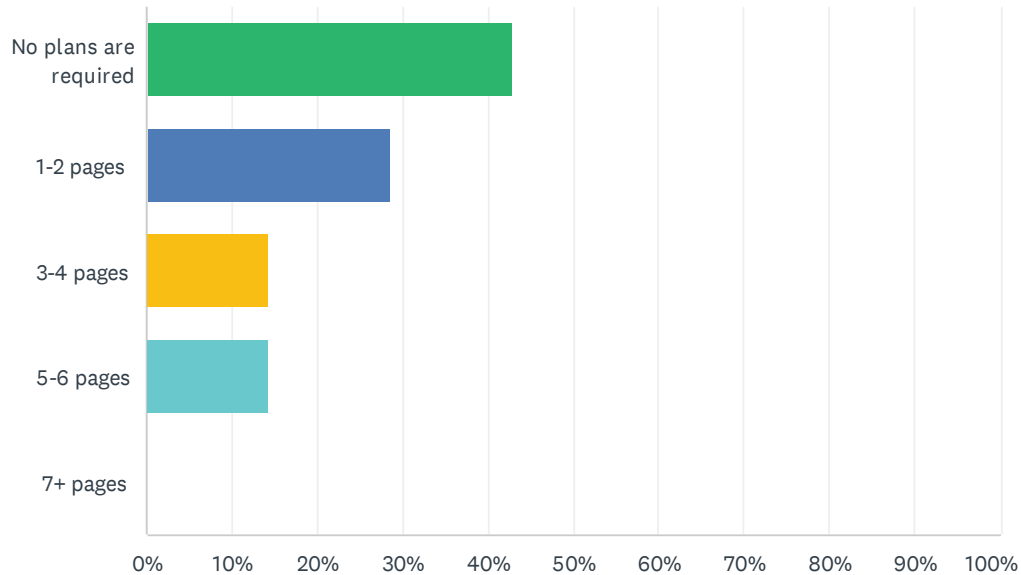


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	70	10
Total Respondents: 10			

#		DATE
1	6	
2	8	
3	8	
4	1	
5	10	
6	10	
7	6	
8	5	
9	7	
10	9	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 7   Skipped: 4



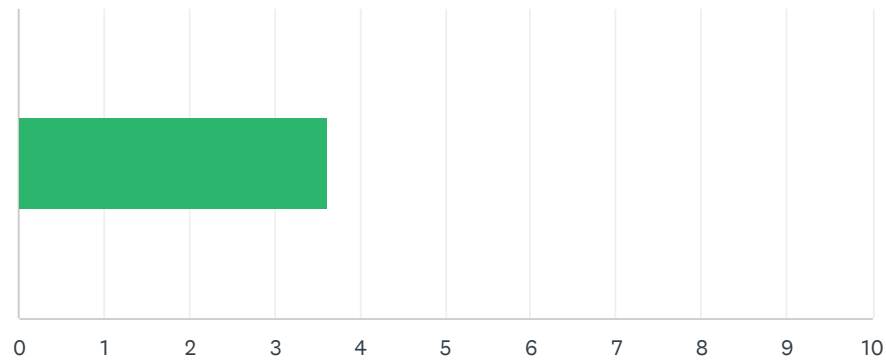
ANSWER CHOICES	RESPONSES	
No plans are required	42.86%	3
1-2 pages	28.57%	2
3-4 pages	14.29%	1
5-6 pages	14.29%	1
7+ pages	0.00%	0
TOTAL		7

#	COMMENT	DATE
1	Per class- both grades.	3/25/2025 3:39 PM



Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 8    Skipped: 3

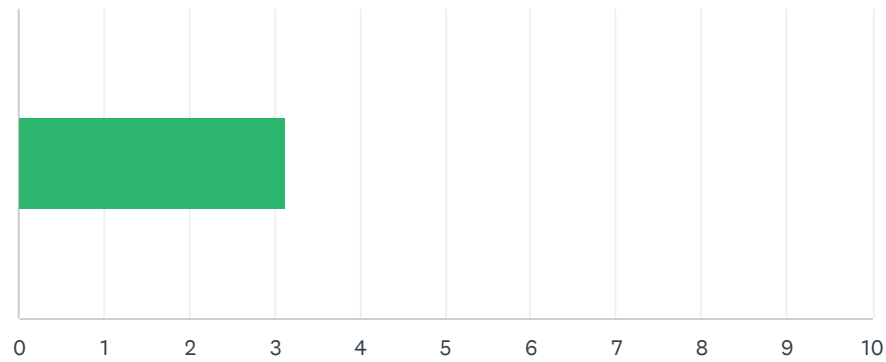


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	29	8
Total Respondents: 8			

#		DATE
1	4	
2	1	
3	1	
4	10	
5	3	
6	5	
7	1	
8	4	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 8    Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	25	8
Total Respondents: 8			

#		DATE
1	1	
2	1	
3	1	
4	10	
5	3	
6	5	
7	1	
8	3	

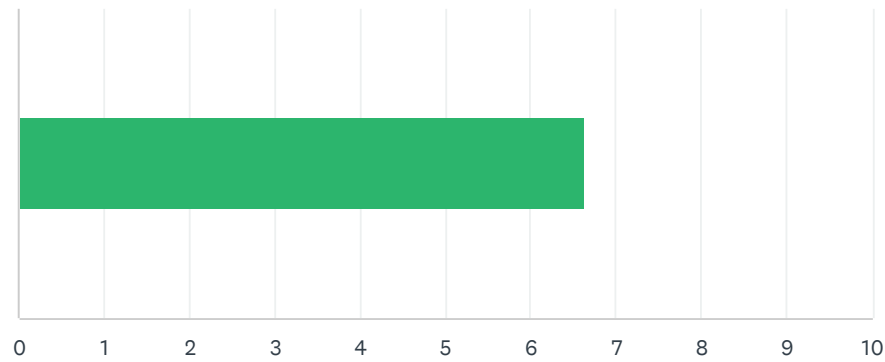
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 3   Skipped: 8

#	RESPONSES	DATE
1	Last year she changed policy mid year about turning in overtime. If it wasn't turned in on due date and then turned it in later you would be written up. This year is the same push for any overtime. I did not get paid for a lot of work I did last year. She is limiting how much you can get and divvying up hours available.	
2	Coaches supervise during passing periods.	
3	It would be great if teachers with NSR were able to get a sub when they submit an absence.	

Q24 Staff and students feel safe.

Answered: 11    Skipped: 0

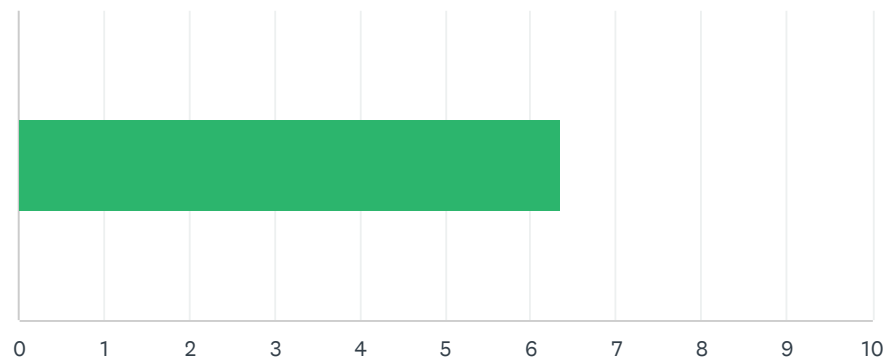


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	73	11
Total Respondents: 11			

#		DATE
1	6	
2	9	
3	8	
4	1	
5	9	
6	10	
7	4	
8	8	
9	5	
10	4	
11	9	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 11    Skipped: 0

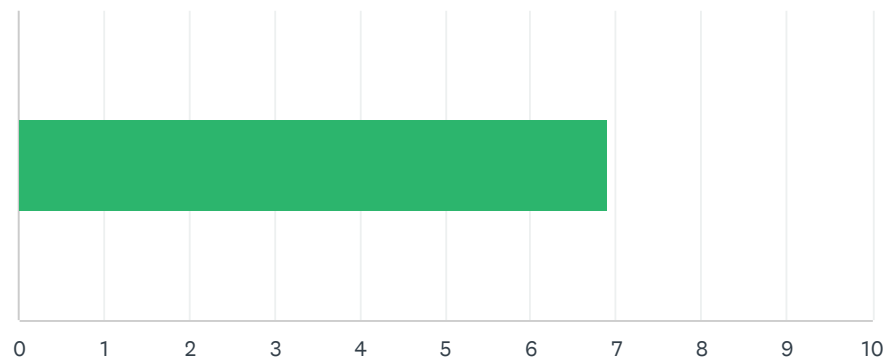


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	70	11
Total Respondents: 11			

#		DATE
1	7	
2	9	
3	8	
4	1	
5	10	
6	10	
7	2	
8	6	
9	3	
10	5	
11	9	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 10    Skipped: 1

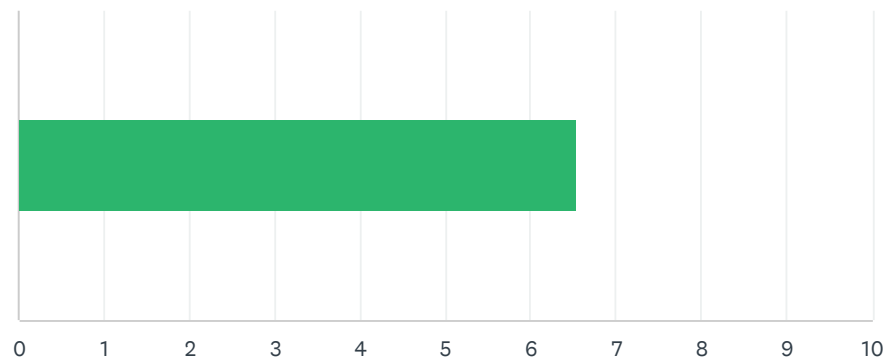


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	69	10
Total Respondents: 10			

#		DATE
1	6	
2	9	
3	8	
4	1	
5	9	
6	10	
7	7	
8	5	
9	5	
10	9	

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 11    Skipped: 0

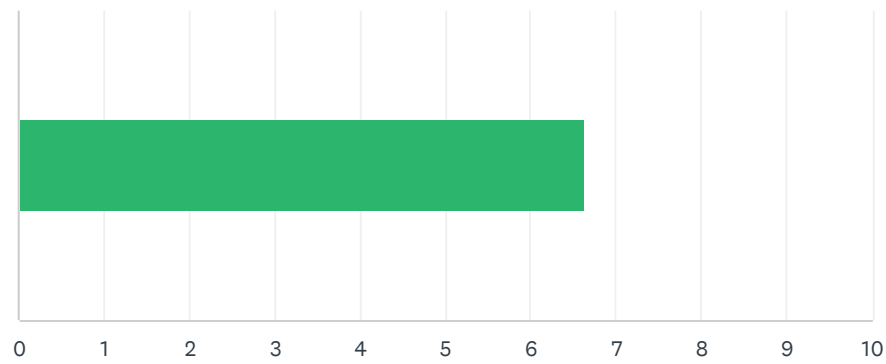


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	72	11
Total Respondents: 11			

#		DATE
1	8	
2	8	
3	8	
4	1	
5	9	
6	10	
7	3	
8	6	
9	5	
10	5	
11	9	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 11    Skipped: 0



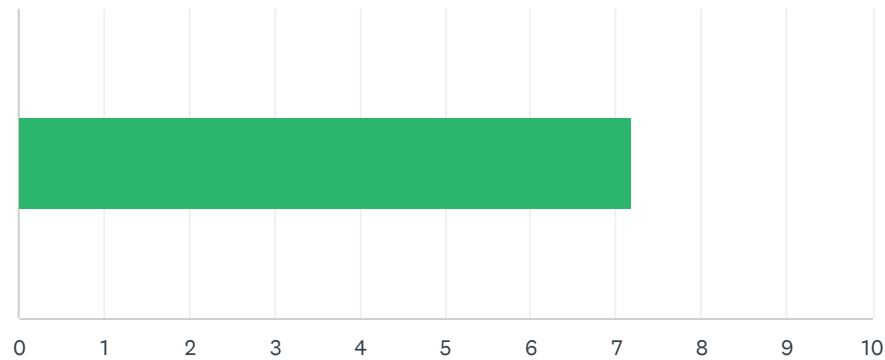
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	73	11
Total Respondents: 11			

#		DATE
1	6	
2	9	
3	9	
4	1	
5	10	
6	10	
7	4	
8	5	
9	4	
10	6	
11	9	



Q29 My site has a positive atmosphere.

Answered: 11    Skipped: 0

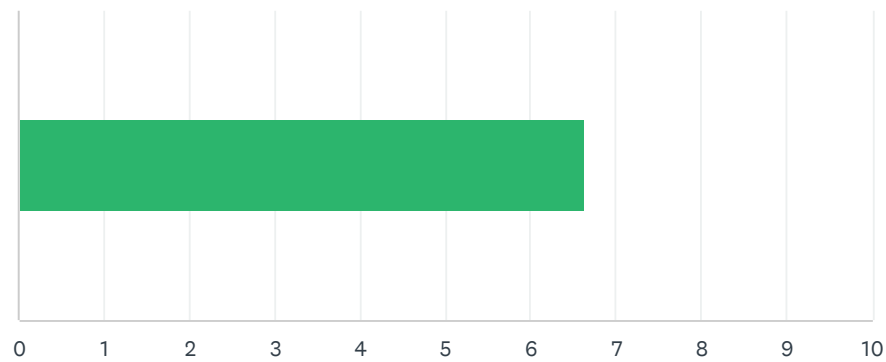


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	79	11
Total Respondents: 11			

#		DATE
1	7	
2	9	
3	9	
4	1	
5	10	
6	10	
7	4	
8	7	
9	5	
10	7	
11	10	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 11    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	73	11
Total Respondents: 11			

#		DATE
1	6	
2	8	
3	8	
4	1	
5	10	
6	8	
7	3	
8	7	
9	5	
10	7	
11	10	

### Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 2   Skipped: 9

#	RESPONSES	DATE
1	My site as a team, administrators,faculty, and staff have worked really hard to create a safe and conducive environment with great success.	
2	PBIS does not work	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 1   Skipped: 10

#	RESPONSES	DATE
1	I am happy working here.	

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.)

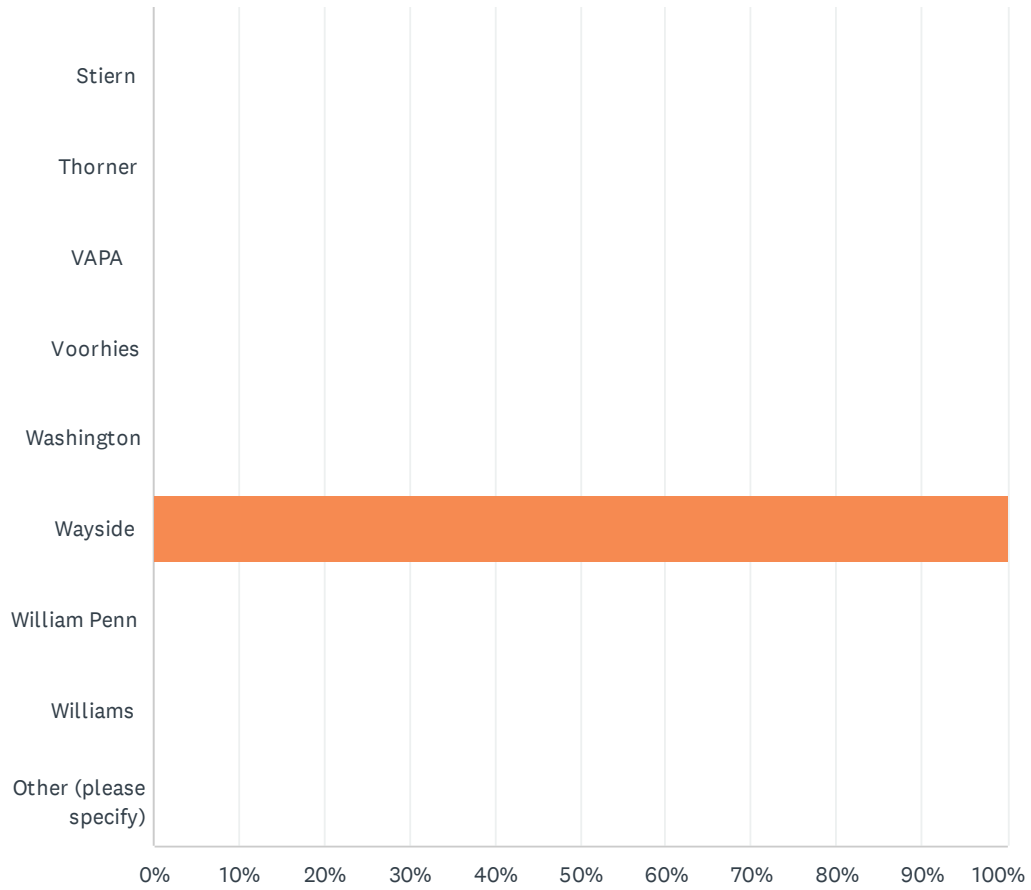
Answered: 19    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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



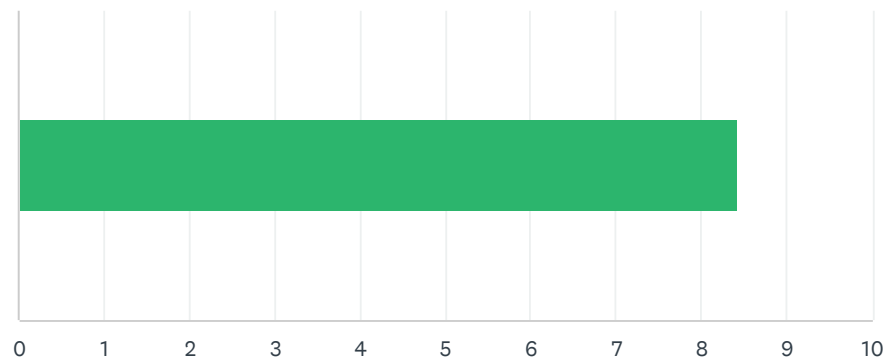
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	0.00%	0
Thorner	0.00%	0
VAPA	0.00%	0
Voorhies	0.00%	0
Washington	0.00%	0
Wayside	100.00%	19
William Penn	0.00%	0
Williams	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 19		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 19    Skipped: 0

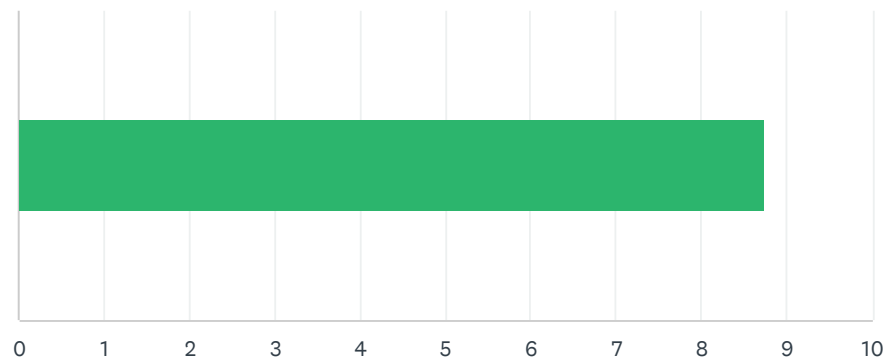


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	160	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	8	
11	10	
12	4	
13	5	
14	10	
15	9	
16	7	
17	10	
18	0	
19	10	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 19    Skipped: 0

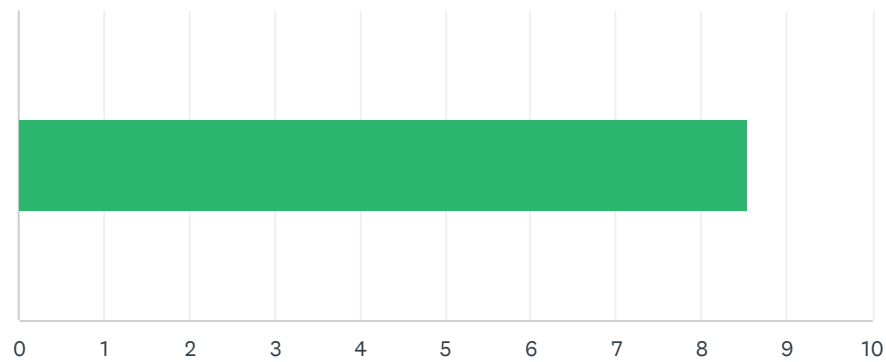


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	166	19
Total Respondents: 19			

#		DATE
1	10	
2	5	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	7	
11	10	
12	8	
13	9	
14	10	
15	10	
16	7	
17	10	
18	0	
19	10	

Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 18 Skipped: 1

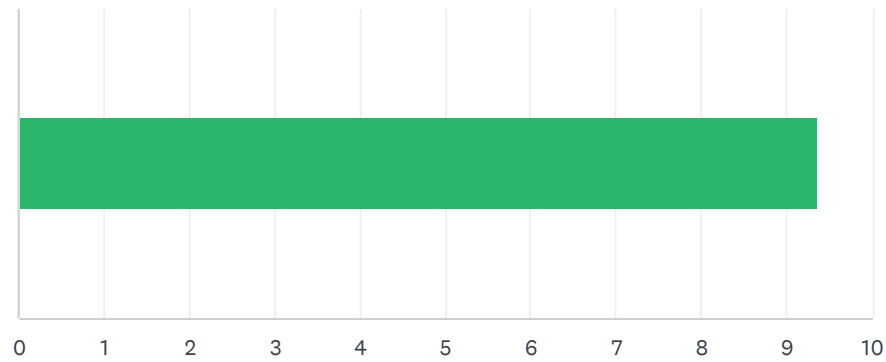


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	154	18
Total Respondents: 18			

#		DATE
1	10	
2	5	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	5	
10	9	
11	8	
12	9	
13	10	
14	10	
15	8	
16	10	
17	0	
18	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 19    Skipped: 0

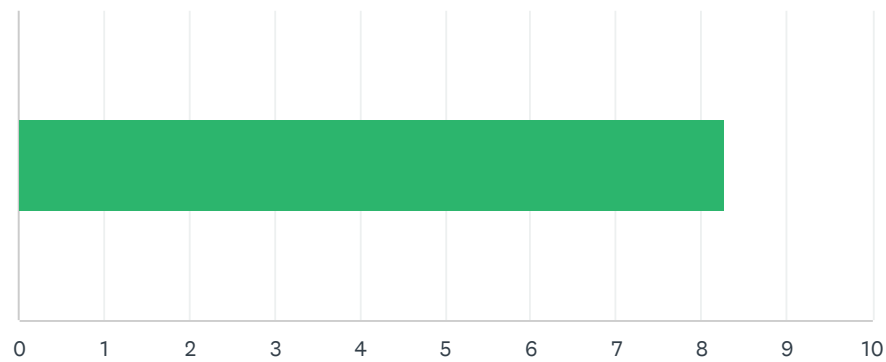


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	178	19
Total Respondents: 19			

#		DATE
1	10	
2	8	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	10	
12	6	
13	9	
14	10	
15	10	
16	8	
17	10	
18	9	
19	10	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 19    Skipped: 0

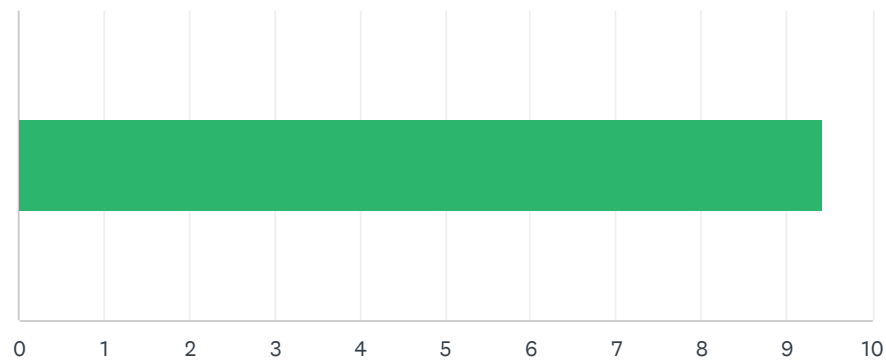


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	157	19
Total Respondents: 19			

#		DATE
1	10	
2	8	
3	7	
4	10	
5	10	
6	10	
7	10	
8	10	
9	6	
10	8	
11	10	
12	5	
13	5	
14	10	
15	9	
16	6	
17	10	
18	8	
19	5	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 19    Skipped: 0

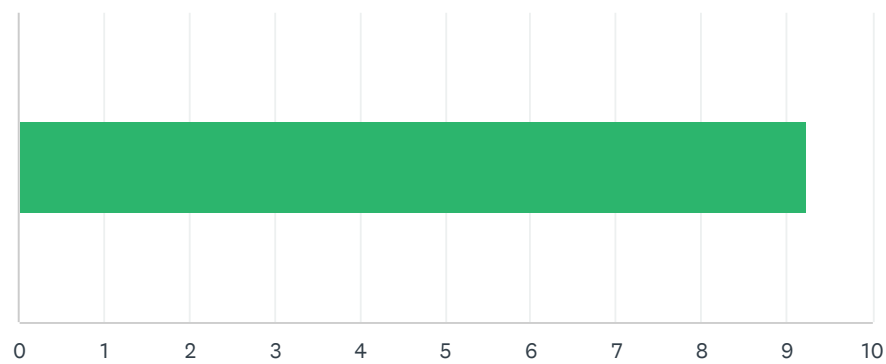


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	179	19
Total Respondents: 19			

#		DATE
1	10	
2	8	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	10	
12	8	
13	9	
14	10	
15	10	
16	7	
17	10	
18	9	
19	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 18    Skipped: 1



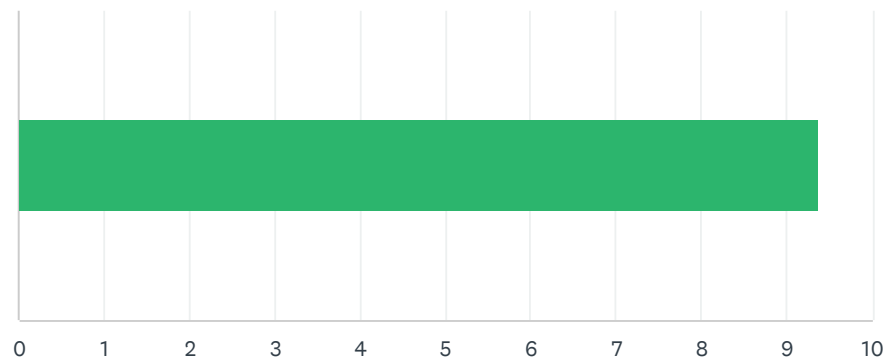
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	166	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	7	
10	10	
11	5	
12	8	
13	10	
14	10	
15	7	
16	10	
17	9	
18	10	



Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 18 Skipped: 1

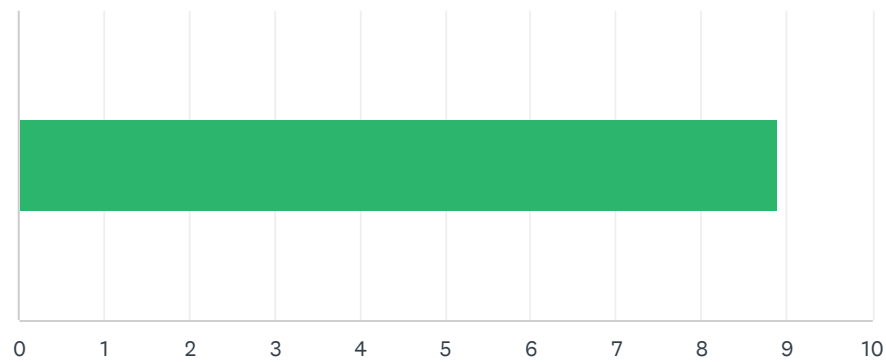


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	169	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	7	
12	9	
13	10	
14	8	
15	8	
16	10	
17	9	
18	10	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 18    Skipped: 1

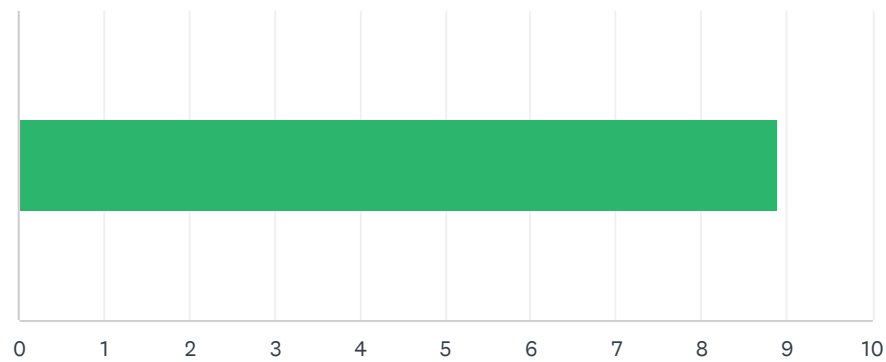


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	160	18
Total Respondents: 18			

#		DATE
1	10	
2	8	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	2	
12	8	
13	10	
14	9	
15	7	
16	10	
17	8	
18	10	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 19    Skipped: 0

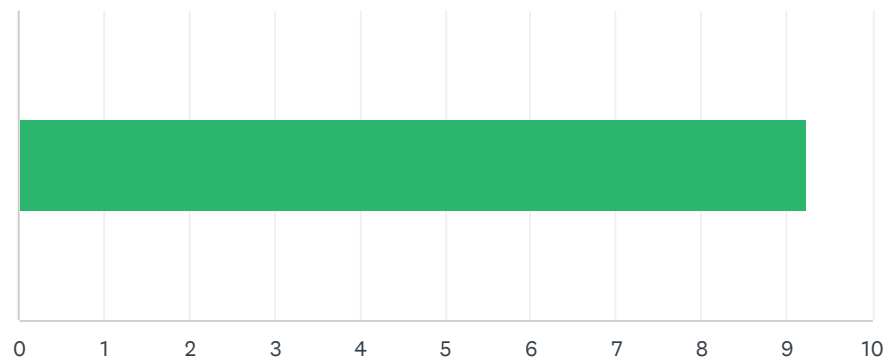


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	169	19
Total Respondents: 19			

#		DATE
1	10	
2	8	
3	8	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	8	
11	10	
12	8	
13	8	
14	10	
15	8	
16	7	
17	10	
18	8	
19	8	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 18 Skipped: 1

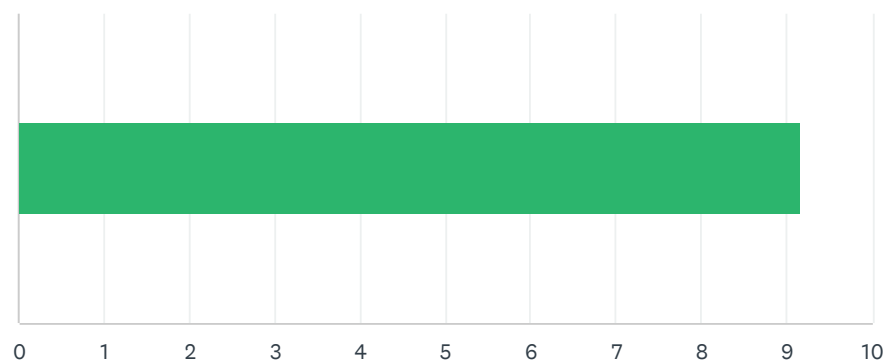


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	166	18
Total Respondents: 18			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	8	
10	10	
11	7	
12	9	
13	10	
14	8	
15	7	
16	10	
17	8	
18	9	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 19    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	174	19
Total Respondents: 19			

#		DATE
1	9	
2	8	
3	8	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	9	
11	10	
12	6	
13	8	
14	10	
15	9	
16	9	
17	10	
18	8	



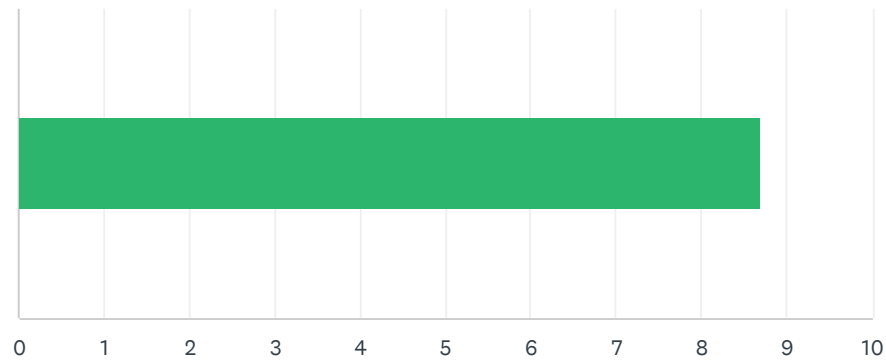
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 3   Skipped: 16

#	RESPONSES	DATE
1	The principal and vice principal are supportive, hands-on and knowledgeable.	
2	Both administrators are supportive, helpful and knowledgeable.	
3	We recently had a rainy day schedule all day and only 1 time was it actually raining. I was relieved only 1 of the 2 recesses. Sometimes the school calendar will change last minute or something will be announced last minute. It has gotten a little better this year though.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 17    Skipped: 2



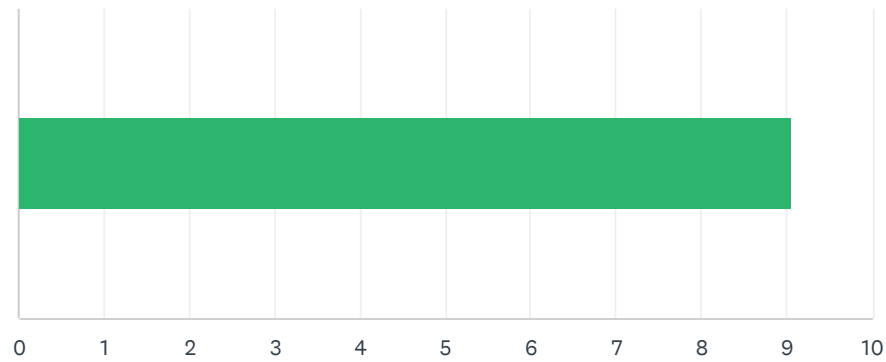
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	148	17
Total Respondents: 17			

#		DATE
1	9	
2	9	
3	10	
4	8	
5	10	
6	10	
7	10	
8	7	
9	10	
10	5	
11	9	
12	10	
13	8	
14	5	
15	10	
16	10	
17	8	



Q16 Site meetings are productive and not excessive.

Answered: 18    Skipped: 1

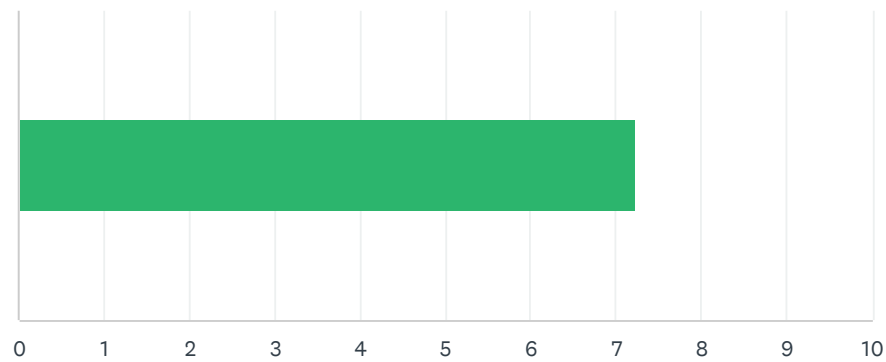


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	163	18
Total Respondents: 18			

#		DATE
1	8	
2	9	
3	10	
4	8	
5	10	
6	10	
7	10	
8	10	
9	9	
10	10	
11	5	
12	9	
13	10	
14	10	
15	7	
16	10	
17	8	
18	10	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 18 Skipped: 1

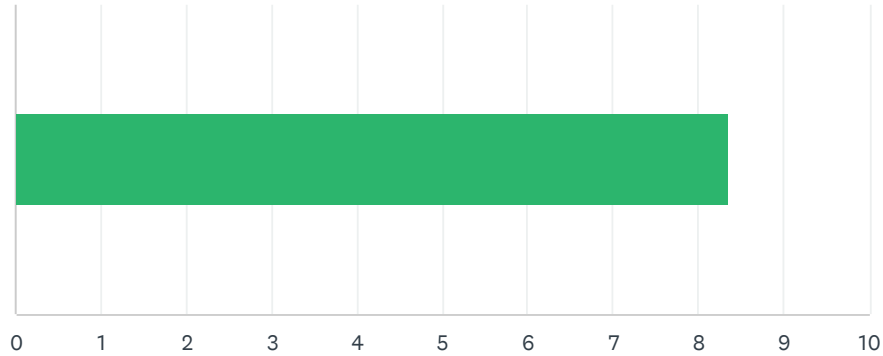


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	130	18
Total Respondents: 18			

#	DATE
1	9
2	10
3	10
4	5
5	10
6	10
7	10
8	1
9	5
10	10
11	1
12	8
13	10
14	5
15	7
16	10
17	8
18	1

## Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 17   Skipped: 2

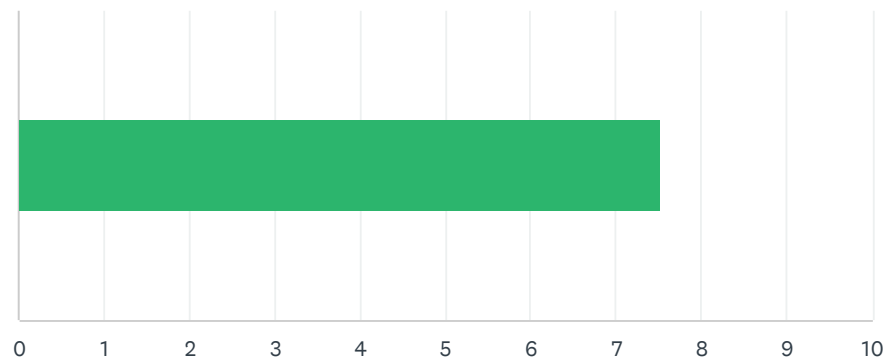


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	142	17
Total Respondents: 17			

#		DATE
1	10	
2	10	
3	10	
4	8	
5	10	
6	10	
7	5	
8	6	
9	10	
10	2	
11	5	
12	10	
13	10	
14	8	
15	10	
16	8	
17	10	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 17    Skipped: 2

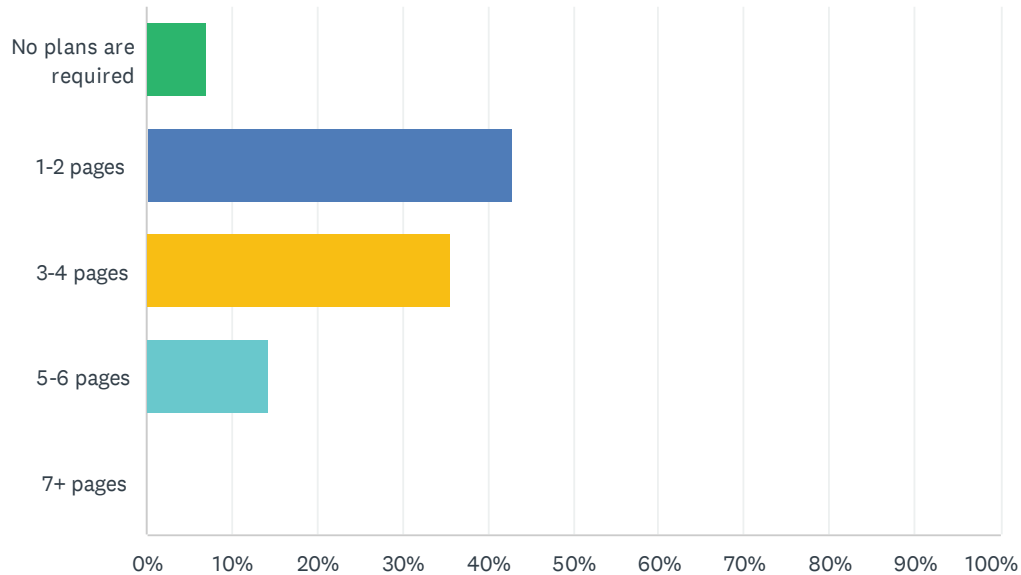


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	128	17
Total Respondents: 17			

#		DATE
1	9	
2	8	
3	10	
4	3	
5	10	
6	10	
7	1	
8	5	
9	10	
10	3	
11	7	
12	10	
13	8	
14	7	
15	10	
16	7	
17	10	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 14 Skipped: 5

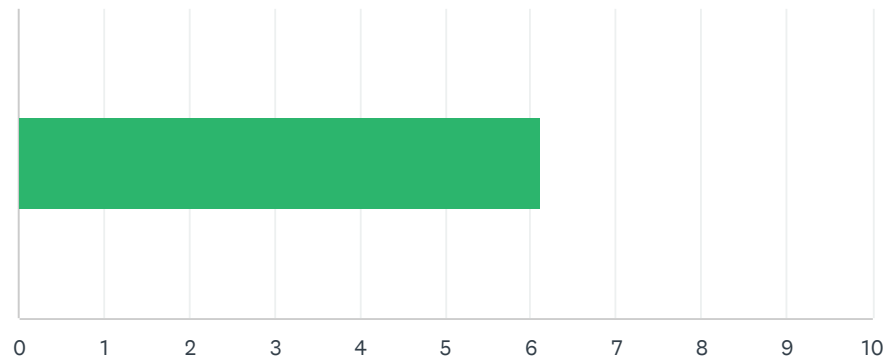


ANSWER CHOICES	RESPONSES	
No plans are required	7.14%	1
1-2 pages	42.86%	6
3-4 pages	35.71%	5
5-6 pages	14.29%	2
7+ pages	0.00%	0
TOTAL		14

#	COMMENT	DATE
1	Lesson plans are required weekly and after all required details are put in they can be lengthy.	
2	Sometimes IEPs can are scheduled during planning time, and I had one go over the 3pm dismissal time too.	

Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 16    Skipped: 3

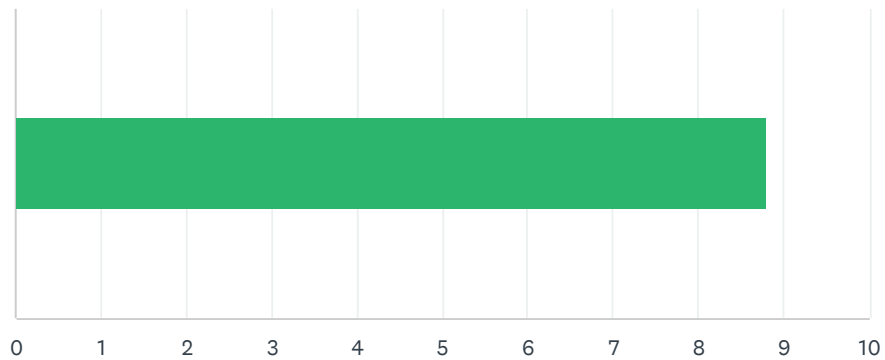


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	98	16
Total Respondents: 16			

#		DATE
1	10	
2	9	
3	5	
4	10	
5	1	
6	1	
7	8	
8	1	
9	1	
10	10	
11	10	
12	10	
13	1	
14	3	
15	8	
16	10	

## Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 15   Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	132	15
Total Respondents: 15			

#		DATE
1	10	
2	5	
3	10	
4	1	
5	10	
6	10	
7	10	
8	9	
9	9	
10	10	
11	10	
12	10	
13	10	
14	8	
15	10	

## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

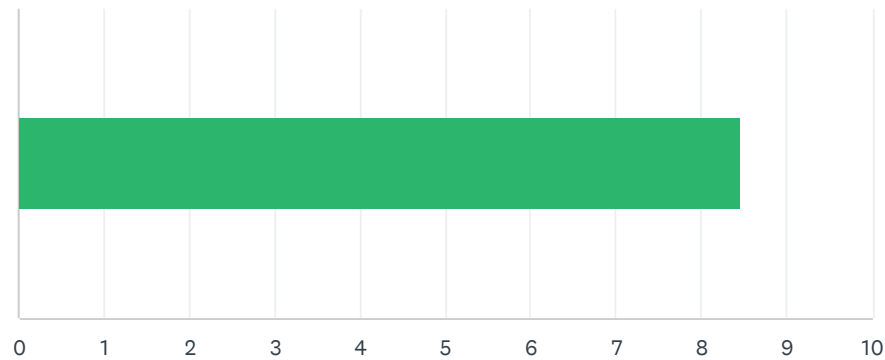
Answered: 3   Skipped: 16

#	RESPONSES	DATE
1	Teachers hardly receive all of their prep/planning time. Many times prep/planning time is interrupted with other meetings e.g. PBIS, Leadership, PD, PLC, IEP, etc. Our day/schedule is completely filled and many of us don't get to work on necessary planning/preparation for our own classroom until 3pm.	
2	21. teachers and/or coaches do not have recess duty 22. teachers and/or coaches do have dismissal duty	
3	Only kinder teachers have recess duty.	



Q24 Staff and students feel safe.

Answered: 19    Skipped: 0

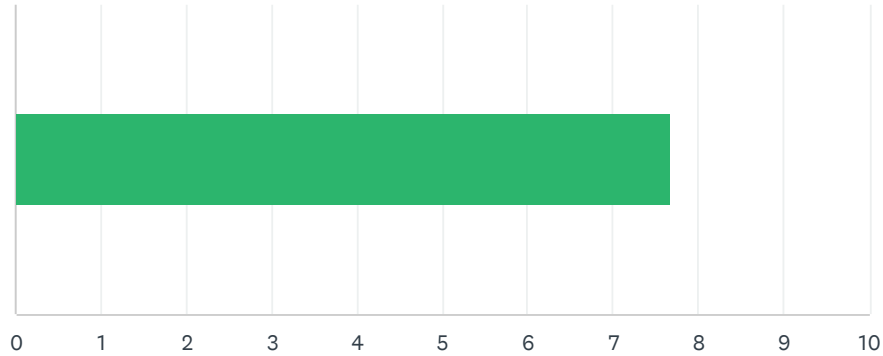


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	161	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	8	
4	10	
5	9	
6	8	
7	10	
8	10	
9	10	
10	3	
11	9	
12	9	
13	8	
14	8	
15	5	
16	8	
17	10	
18	9	
19	8	

## Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 18   Skipped: 1

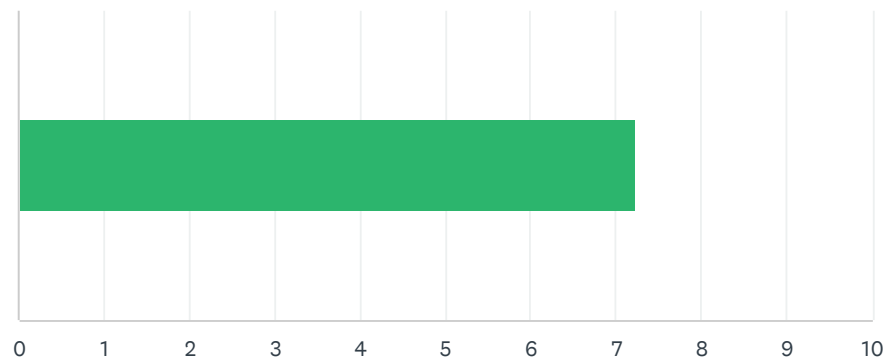


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	138	18
Total Respondents: 18			

#		DATE
1	9	
2	9	
3	9	
4	10	
5	9	
6	7	
7	10	
8	10	
9	7	
10	7	
11	10	
12	4	
13	3	
14	5	
15	6	
16	8	
17	7	
18	8	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 17    Skipped: 2

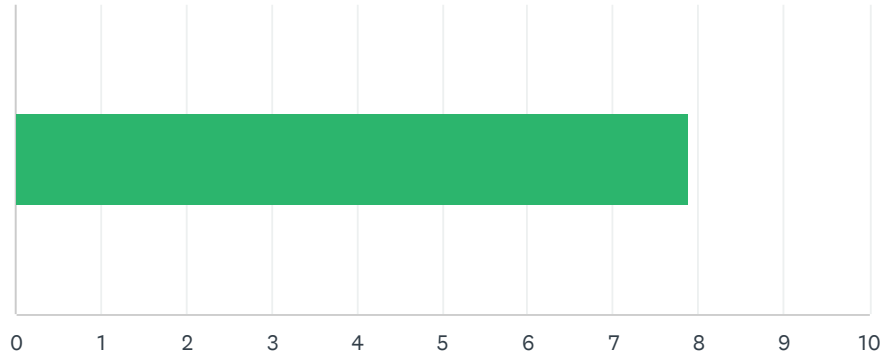


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	123	17
Total Respondents: 17			

#	DATE
1	9
2	8
3	9
4	10
5	9
6	6
7	10
8	10
9	1
10	7
11	4
12	7
13	5
14	5
15	8
16	7
17	8

## Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 17   Skipped: 2

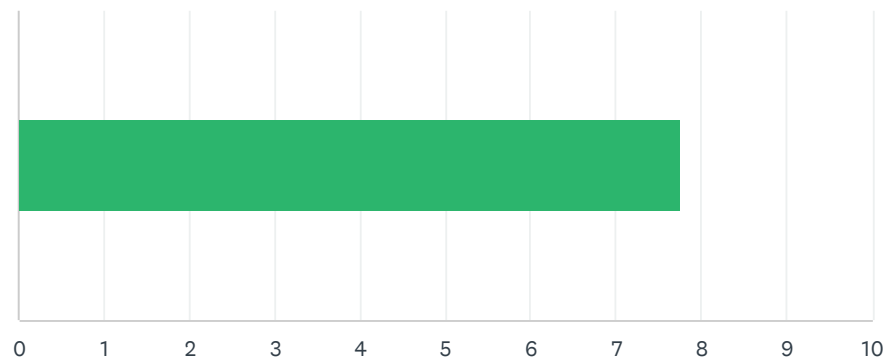


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	134	17
Total Respondents: 17			

#		DATE
1	9	
2	8	
3	9	
4	10	
5	8	
6	10	
7	10	
8	5	
9	8	
10	10	
11	3	
12	8	
13	5	
14	6	
15	10	
16	7	
17	8	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 17 Skipped: 2

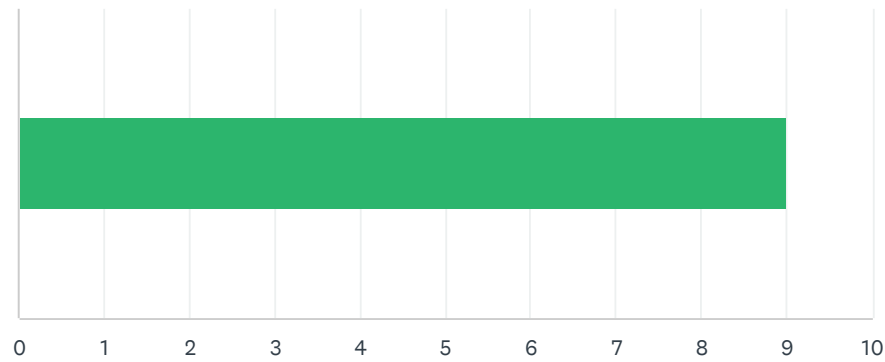


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	132	17
Total Respondents: 17			

#		DATE
1	10	
2	9	
3	9	
4	10	
5	6	
6	10	
7	10	
8	5	
9	8	
10	10	
11	2	
12	8	
13	5	
14	4	
15	10	
16	8	
17	8	

Q29 My site has a positive atmosphere.

Answered: 19    Skipped: 0

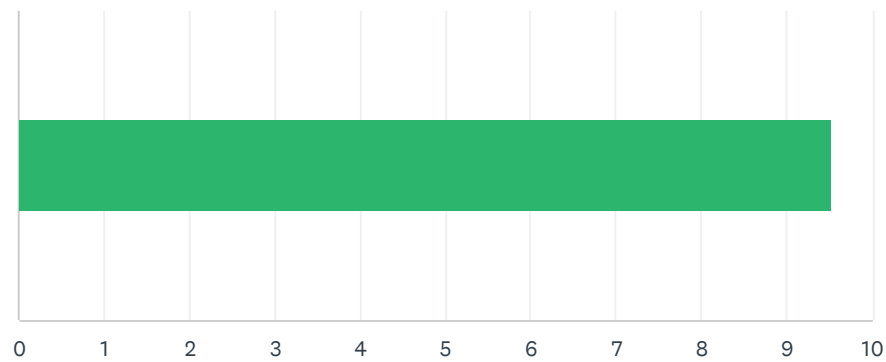


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	171	19
Total Respondents: 19			

#		DATE
1	10	
2	9	
3	10	
4	10	
5	8	
6	8	
7	10	
8	10	
9	10	
10	7	
11	8	
12	10	
13	7	
14	8	
15	10	
16	8	
17	10	
18	9	
19	9	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 17    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	10	162	17
Total Respondents: 17			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	9	
6	10	
7	10	
8	10	
9	8	
10	10	
11	9	
12	9	
13	10	
14	8	
15	10	
16	9	
17	10	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 4   Skipped: 15

#	RESPONSES	DATE
1	My site has an AMAZING positive atmosphere !!!!!!!!!!!!!!!	
2	Due to PBIS, students are not disciplined and don't have to face consequences for their actions. Many times they're given a reward.	
3	Students with behavior problems are prioritized at the expense of the teachers and classes.	
4	I scored 5s above because I feel that with many of the behaviors on campus (district wide), there seems to be a sense of unsafe feelings amongst staff and students. I'm sure district-wide there is a problem getting help for many of the students who struggle and are placed in gen ed when really, other setting would be to their benefit. I think that the overall atmosphere is positive, but there is always that wonder of why aren't these students getting services outside of what we can offer.	



## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 2   Skipped: 17

#	RESPONSES	DATE
1	We are all here to support each other and do what's best for students.	
2	I really like our admin, but again, I just think that there are some things that we don't understand, but that can't always be spoken about with us either.	

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.)

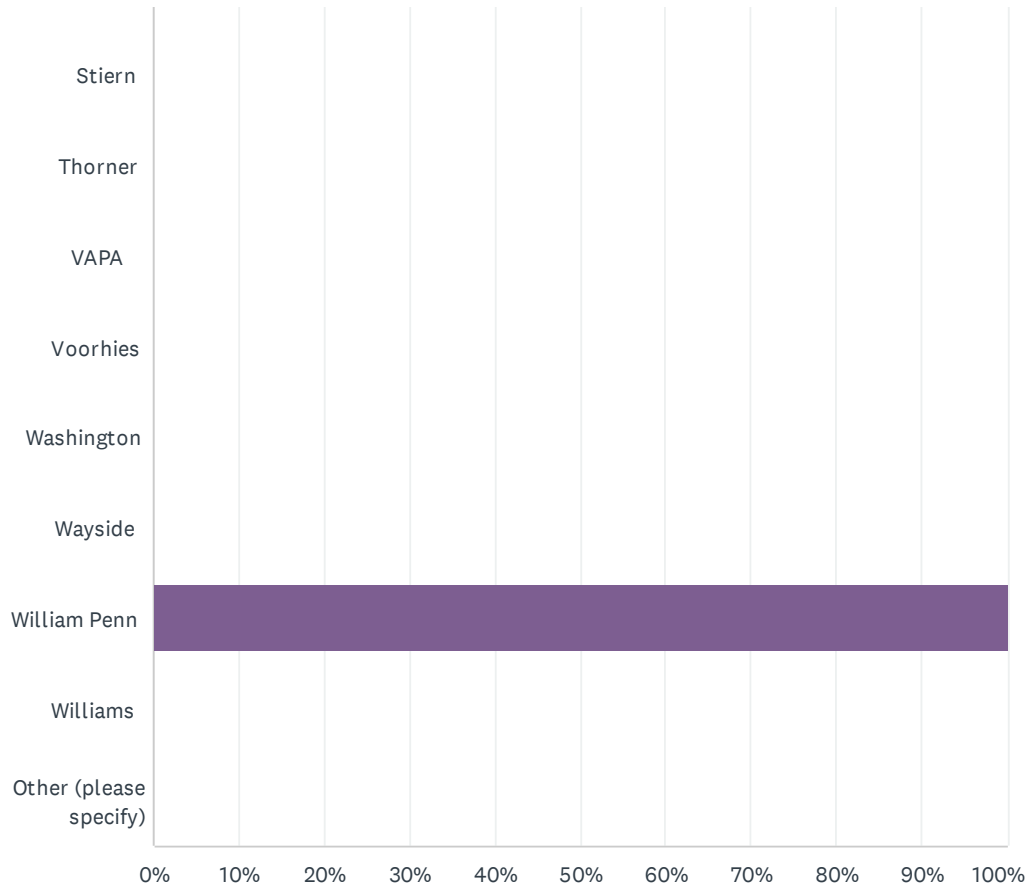
Answered: 9 Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

# 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	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

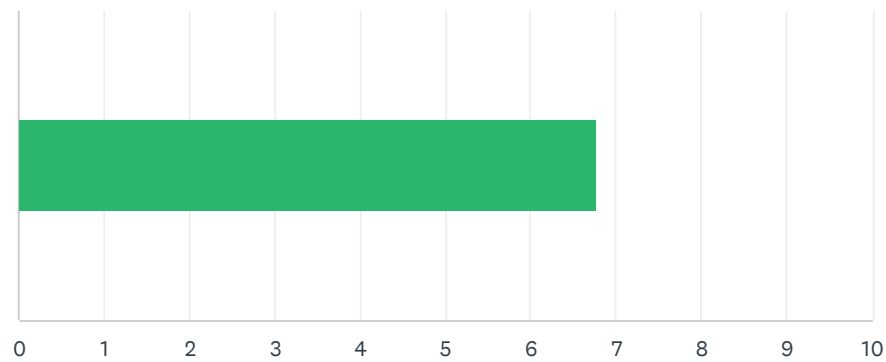
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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	100.00%	9
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: 9    Skipped: 0

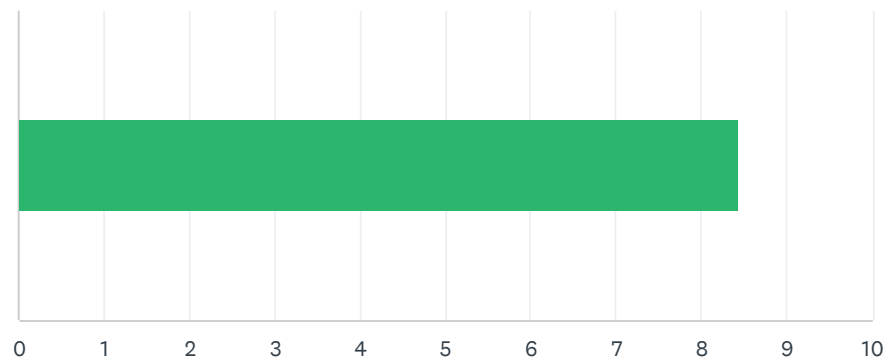


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	61	9
Total Respondents: 9			

#		DATE
1	1	
2	7	
3	7	
4	6	
5	8	
6	7	
7	10	
8	7	
9	8	

Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 9    Skipped: 0



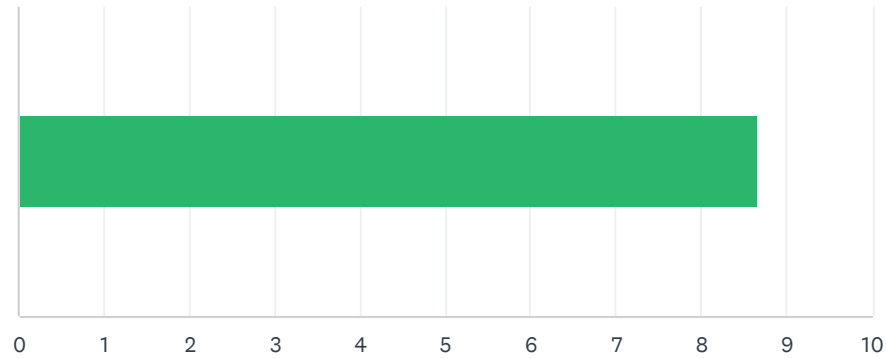
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	76	9
Total Respondents: 9			

#		DATE
1	9	
2	7	
3	10	
4	7	
5	9	
6	9	
7	10	
8	7	
9	8	



Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 9    Skipped: 0

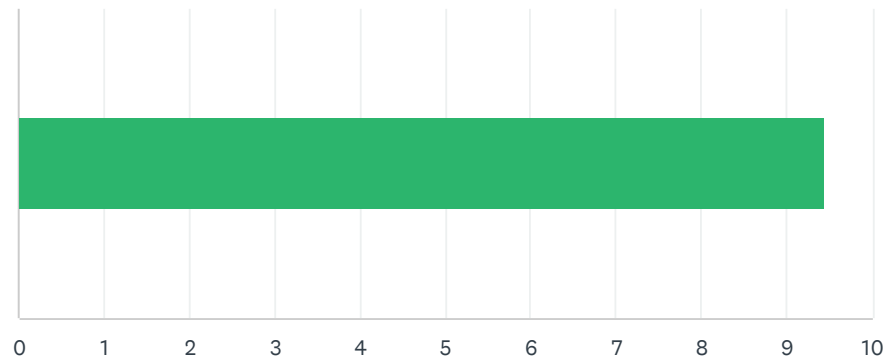


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	78	9
Total Respondents: 9			

#		DATE
1	6	
2	10	
3	10	
4	9	
5	10	
6	5	
7	10	
8	10	
9	8	

Q5 Site administration follows the contract and respects personal rights.

Answered: 9    Skipped: 0

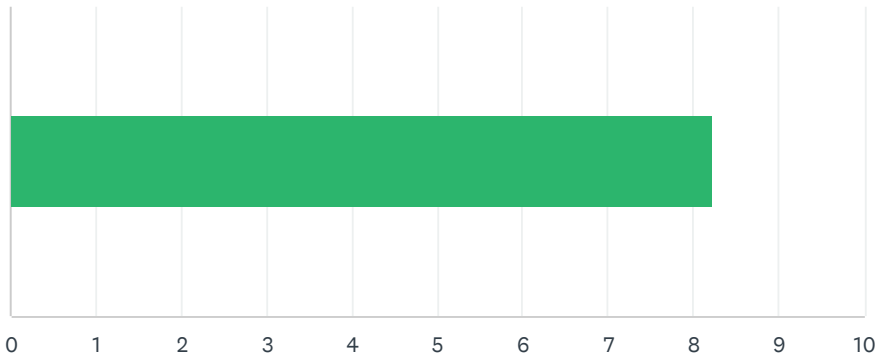


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	85	9
Total Respondents: 9			

#		DATE
1	8	
2	10	
3	10	
4	9	
5	10	
6	10	
7	10	
8	10	
9	8	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 9    Skipped: 0

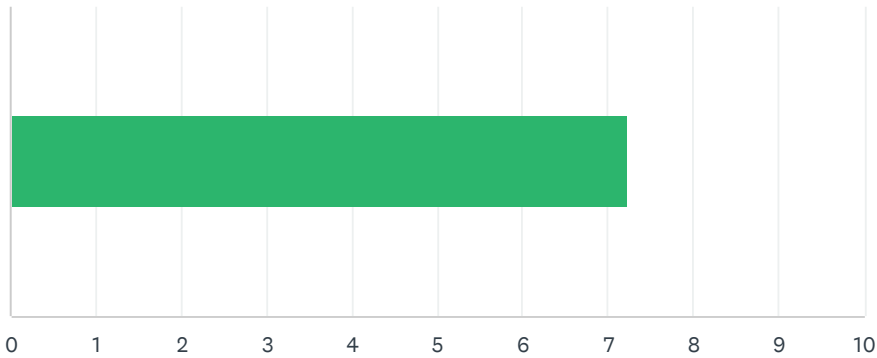


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	74	9
Total Respondents: 9			

#		DATE
1	10	
2	5	
3	10	
4	5	
5	9	
6	10	
7	10	
8	7	
9	8	

Q7 Administration maintains open communication with staff, parents, and students.

Answered: 9    Skipped: 0

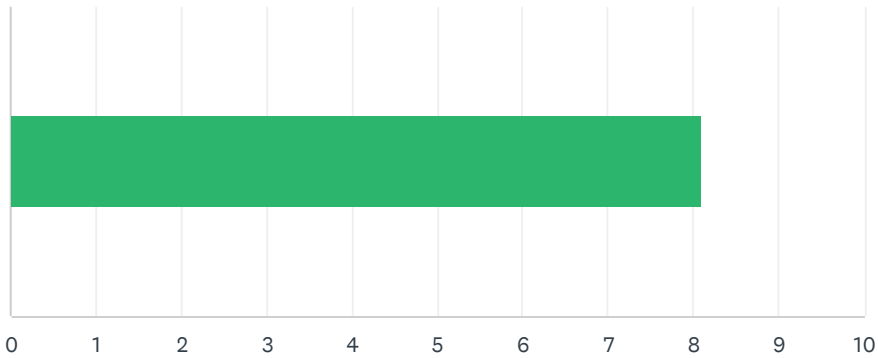


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	65	9
Total Respondents: 9			

#		DATE
1	7	
2	7	
3	6	
4	5	
5	7	
6	9	
7	10	
8	6	
9	8	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 9    Skipped: 0

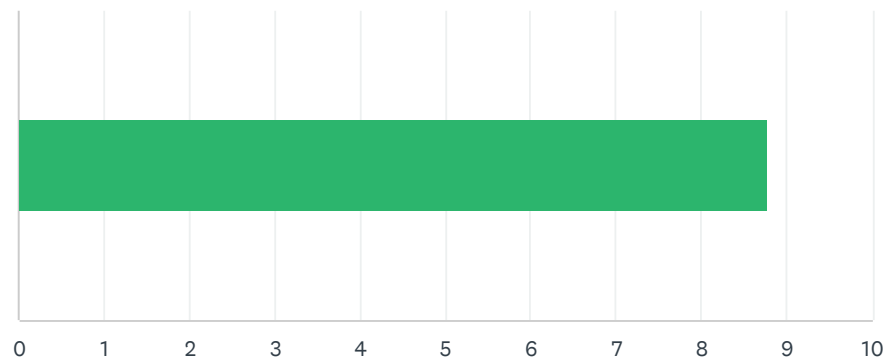


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	73	9
Total Respondents: 9			

#		DATE
1	9	
2	7	
3	9	
4	7	
5	8	
6	6	
7	10	
8	9	
9	8	

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 9    Skipped: 0

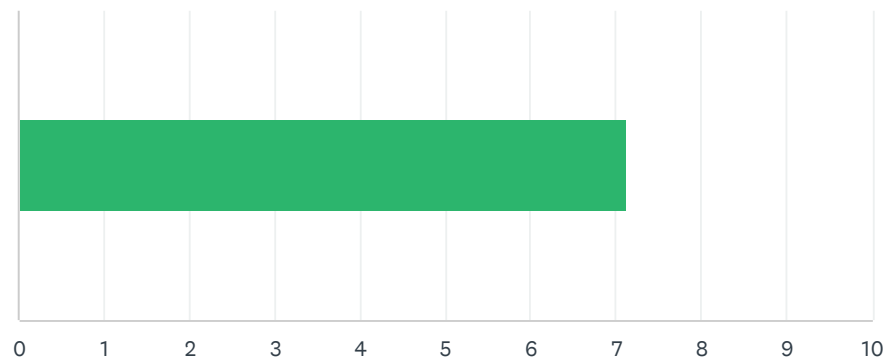


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	79	9
Total Respondents: 9			

#		DATE
1	8	
2	8	
3	10	
4	8	
5	8	
6	10	
7	10	
8	9	
9	8	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 9    Skipped: 0

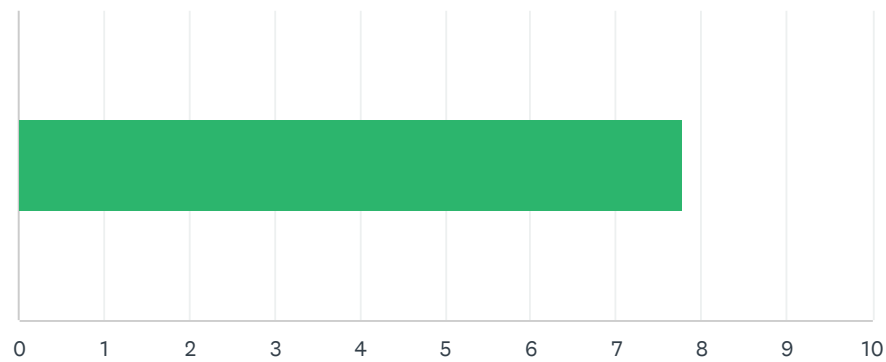


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	64	9
Total Respondents: 9			

#		DATE
1	1	
2	7	
3	10	
4	7	
5	8	
6	7	
7	10	
8	6	
9	8	

Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 9 Skipped: 0



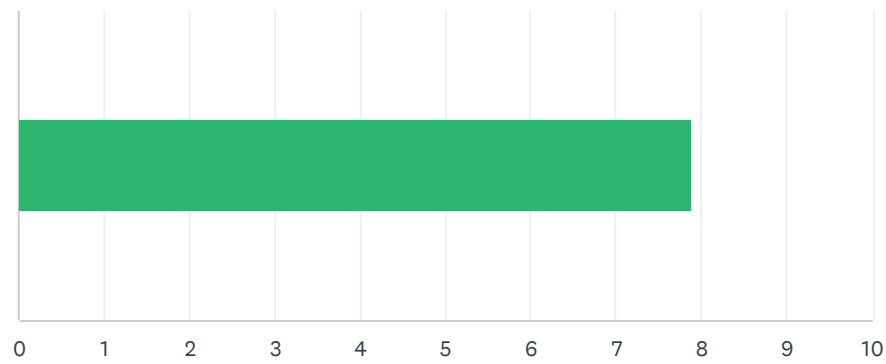
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	70	9
Total Respondents: 9			

#		DATE
1	7	
2	8	
3	7	
4	6	
5	9	
6	8	
7	10	
8	7	
9	8	



Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 9    Skipped: 0

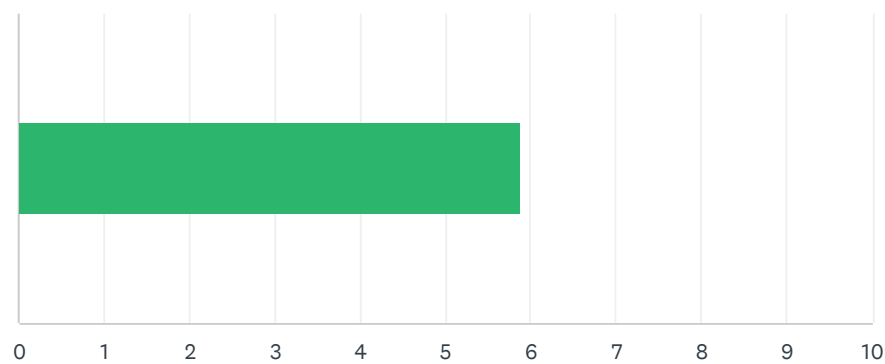


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	71	9
Total Respondents: 9			

#		DATE
1	8	
2	7	
3	8	
4	6	
5	9	
6	8	
7	10	
8	7	
9	8	

Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 9    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	53	9
Total Respondents: 9			

#		DATE
1	9	
2	5	
3	10	
4	2	
5	1	
6	10	
7	10	
8	5	
9	1	

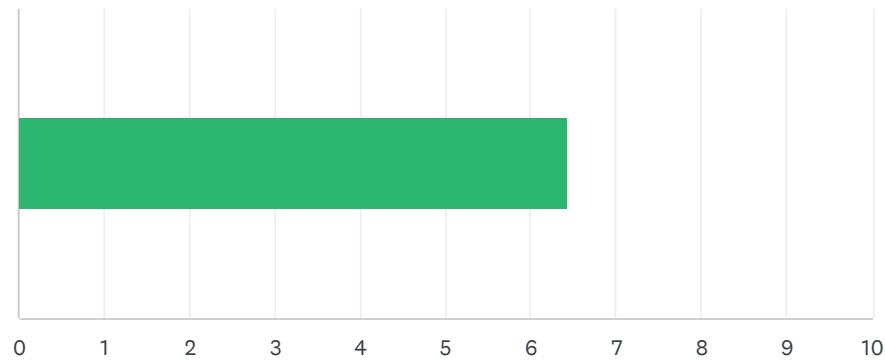
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 2   Skipped: 7

#	RESPONSES	DATE
1	Why can't we have comp time for lost prep time due to rainy day schedules.	
2	Teachers should receive comp time for rainy day schedule. We should be released at 2:30. And when calling off a rainy day schedule, admin should be thoughtful of calling it off before the first round of recesses begin, not halfway through. Just because it is wet on the ground, a rainy day schedule doesn't need to be called. Kids need to be outside exercising in all types of safe weather and a wet shoe or pant will dry.	

Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 9    Skipped: 0

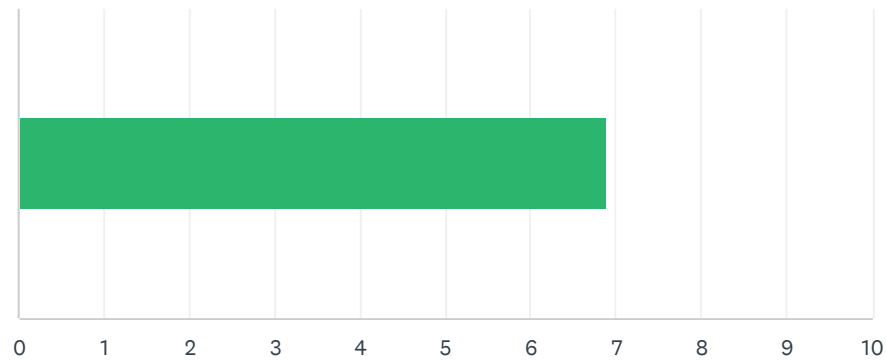


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	58	9
Total Respondents: 9			

#		DATE
1	2	
2	10	
3	10	
4	4	
5	7	
6	8	
7	10	
8	2	
9	5	

Q16 Site meetings are productive and not excessive.

Answered: 9    Skipped: 0

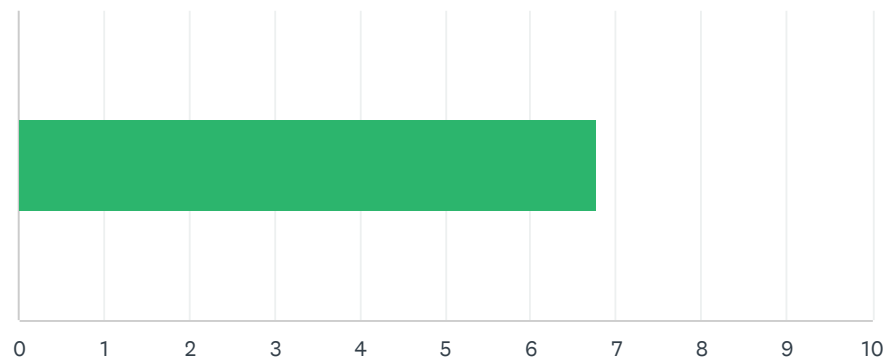


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	62	9
Total Respondents: 9			

#		DATE
1	9	
2	5	
3	10	
4	4	
5	8	
6	8	
7	10	
8	3	
9	5	

Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 9 Skipped: 0

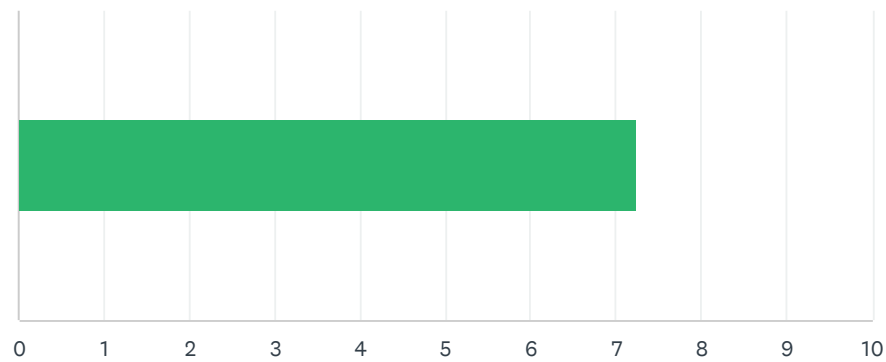


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	61	9
Total Respondents: 9			

#	DATE
1	10
2	1
3	10
4	1
5	8
6	8
7	10
8	8
9	5

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 8    Skipped: 1

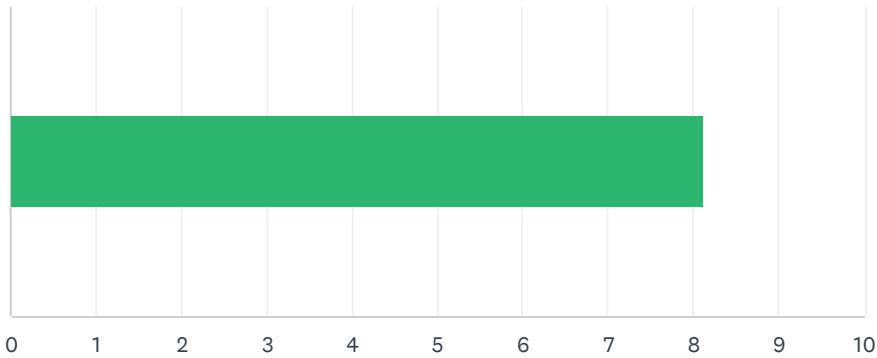


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	58	8
Total Respondents: 8			

#		DATE
1	8	
2	8	
3	3	
4	8	
5	9	
6	10	
7	6	
8	6	

Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 8    Skipped: 1



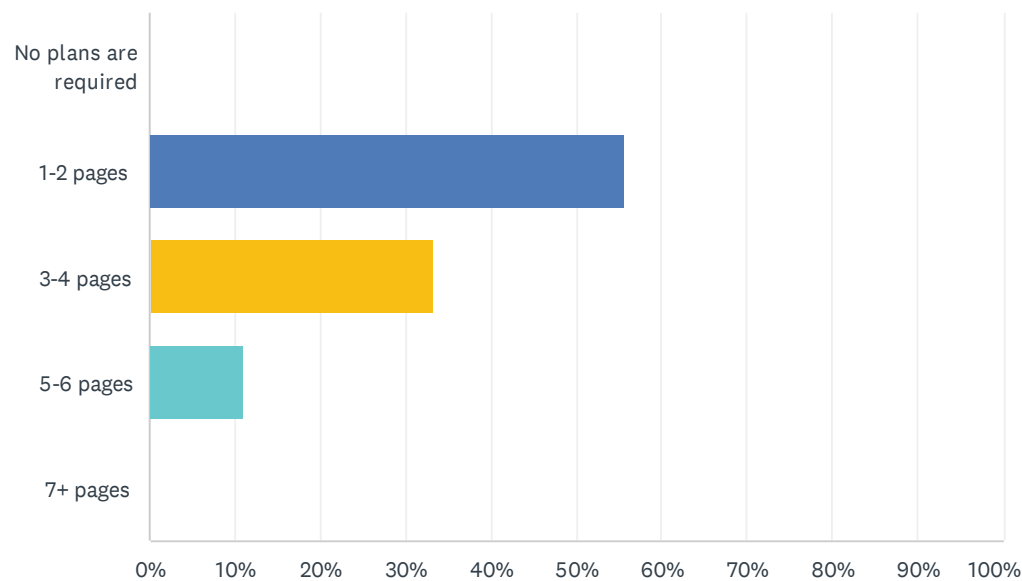
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	65	8
Total Respondents: 8			

#		DATE
1	6	
2	10	
3	10	
4	8	
5	9	
6	10	
7	6	
8	6	



Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 9    Skipped: 0

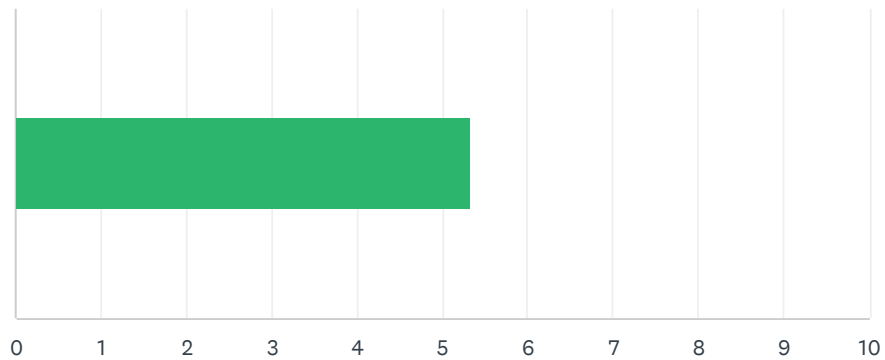


ANSWER CHOICES		RESPONSES	
No plans are required		0.00%	0
1-2 pages		55.56%	5
3-4 pages		33.33%	3
5-6 pages		11.11%	1
7+ pages		0.00%	0
TOTAL			9

#	COMMENT	DATE
	There are no responses.	

## Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 6   Skipped: 3

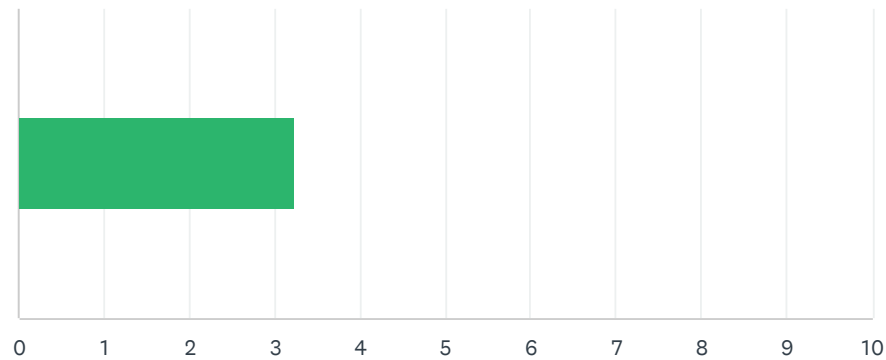


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	32	6
Total Respondents: 6			

#		DATE
1	10	3/25/2025 3:44 PM
2	10	3/5/2025 1:55 PM
3	8	3/5/2025 11:36 AM
4	2	3/3/2025 1:28 PM
5	1	3/3/2025 10:25 AM
6	1	2/22/2025 10:11 AM

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 4    Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	13	4
Total Respondents: 4			

#		DATE
1	10	3/25/2025 3:44 PM
2	1	3/3/2025 1:28 PM
3	1	3/3/2025 10:25 AM
4	1	2/22/2025 10:11 AM

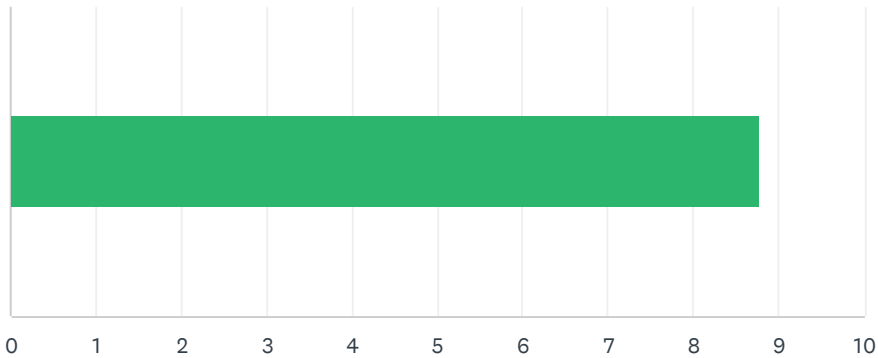
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 0   Skipped: 9

#	RESPONSES	DATE
	There are no responses.	

Q24 Staff and students feel safe.

Answered: 9    Skipped: 0

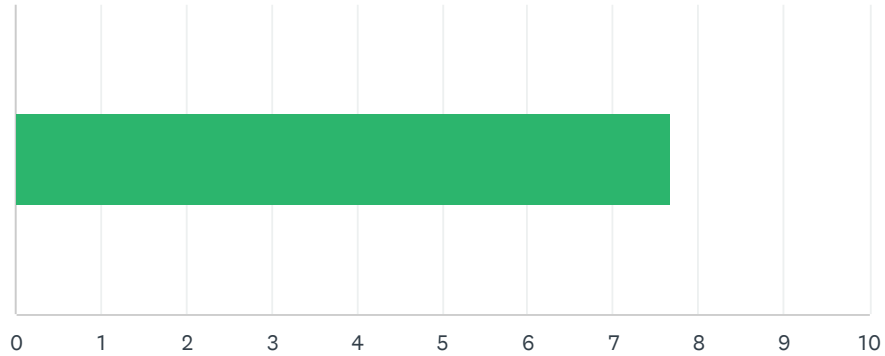


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	79	9
Total Respondents: 9			

#		DATE
1	8	3/25/2025 3:44 PM
2	8	3/5/2025 3:17 PM
3	10	3/5/2025 1:57 PM
4	8	3/5/2025 11:36 AM
5	9	3/3/2025 1:29 PM
6	10	3/3/2025 10:27 AM
7	10	2/24/2025 11:26 AM
8	9	2/24/2025 7:51 AM
9	7	2/22/2025 10:13 AM

## Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 9 Skipped: 0

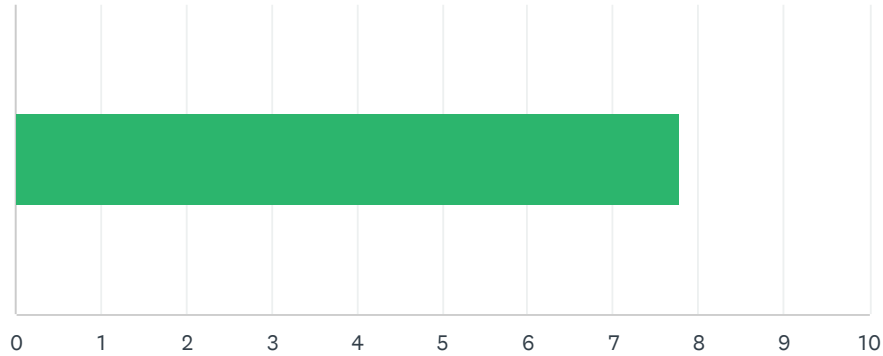


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	69	9
Total Respondents: 9			

#		DATE
1	8	3/25/2025 3:44 PM
2	8	3/5/2025 3:17 PM
3	10	3/5/2025 1:57 PM
4	7	3/5/2025 11:36 AM
5	9	3/3/2025 1:29 PM
6	6	3/3/2025 10:27 AM
7	10	2/24/2025 11:26 AM
8	6	2/24/2025 7:51 AM
9	5	2/22/2025 10:13 AM

## Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 9 Skipped: 0

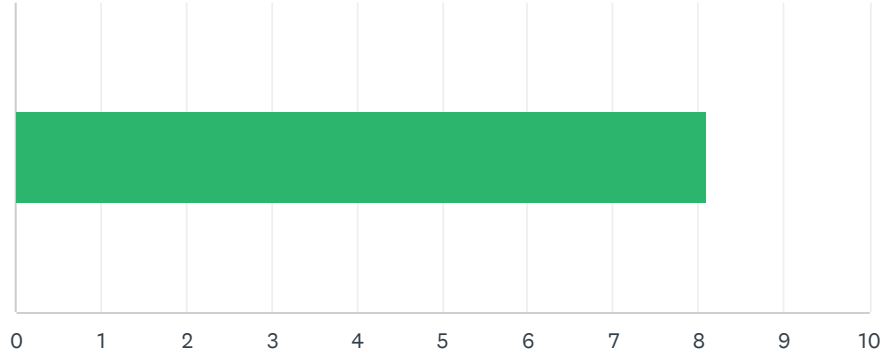


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	70	9
Total Respondents: 9			

#		DATE
1	7	3/25/2025 3:44 PM
2	8	3/5/2025 3:17 PM
3	10	3/5/2025 1:57 PM
4	5	3/5/2025 11:36 AM
5	9	3/3/2025 1:29 PM
6	8	3/3/2025 10:27 AM
7	10	2/24/2025 11:26 AM
8	7	2/24/2025 7:51 AM
9	6	2/22/2025 10:13 AM

## Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 9 Skipped: 0



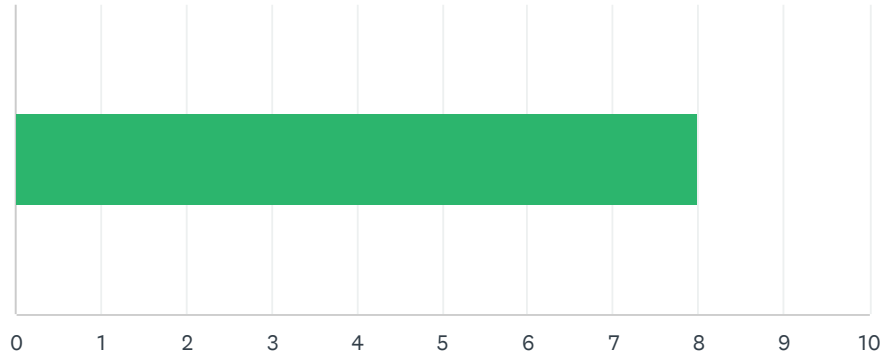
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	73	9
Total Respondents: 9			

#		DATE
1	8	3/25/2025 3:44 PM
2	8	3/5/2025 3:17 PM
3	10	3/5/2025 1:57 PM
4	6	3/5/2025 11:36 AM
5	9	3/3/2025 1:29 PM
6	10	3/3/2025 10:27 AM
7	10	2/24/2025 11:26 AM
8	6	2/24/2025 7:51 AM
9	6	2/22/2025 10:13 AM



## Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 9 Skipped: 0

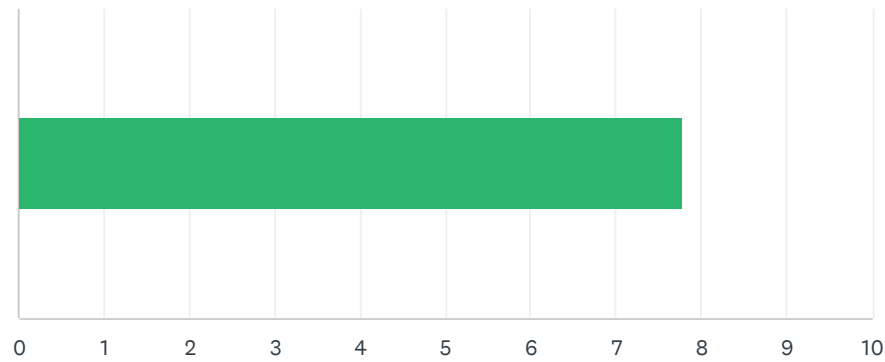


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	72	9
Total Respondents: 9			

#		DATE
1	7	
2	10	
3	10	
4	6	
5	9	
6	8	
7	10	
8	8	
9	4	

Q29 My site has a positive atmosphere.

Answered: 9    Skipped: 0

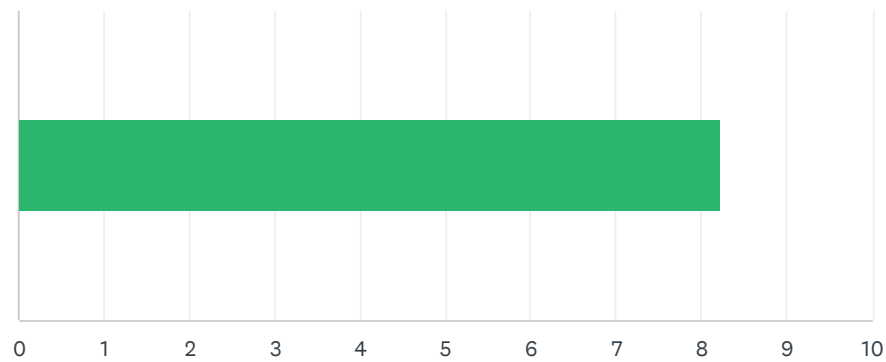


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	70	9
Total Respondents: 9			

#		DATE
1	8	
2	5	
3	6	
4	6	
5	9	
6	10	
7	10	
8	8	
9	8	

Q30 I would recommend my site to other employees and prospective teachers.

Answered: 9    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	74	9
Total Respondents: 9			

#		DATE
1	8	
2	5	
3	10	
4	6	
5	9	
6	10	
7	10	
8	8	
9	8	

### Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 0   Skipped: 9

#	RESPONSES	DATE
	There are no responses.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 1   Skipped: 8

#	RESPONSES	DATE
1	Would like results on disciplinary actions with students so staff can handle future incidents better.	

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.)

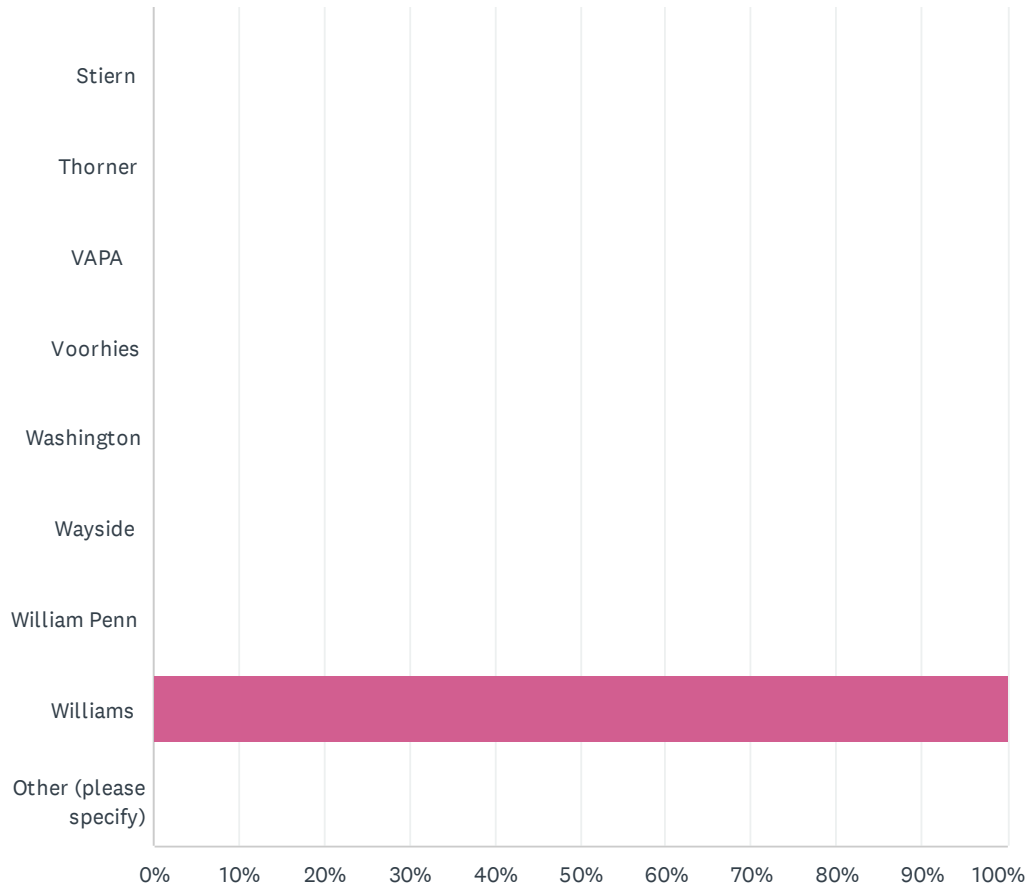
Answered: 21    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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

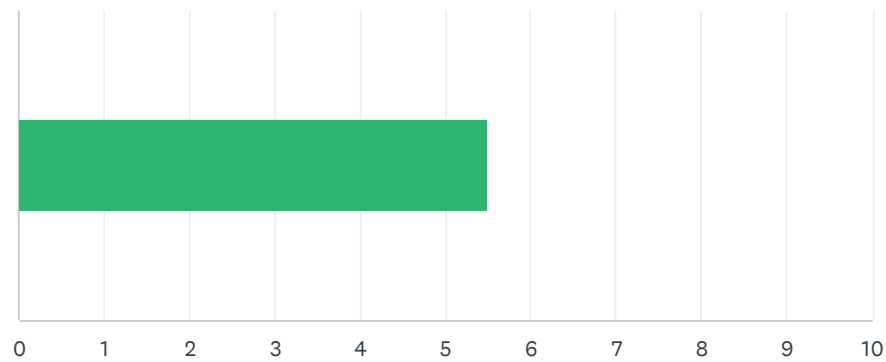
## 2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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%	21
Other (please specify)	0.00%	0
Total Respondents: 21		

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q2 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 20    Skipped: 1



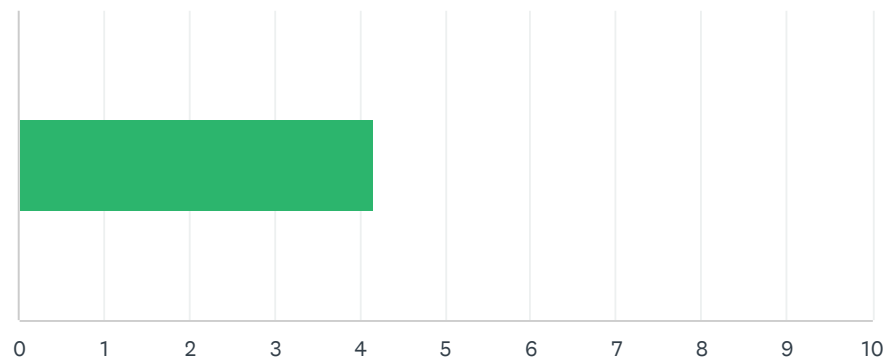
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	110	20
Total Respondents: 20			

#		DATE
1	4	
2	1	
3	1	
4	9	
5	5	
6	9	
7	5	
8	5	
9	6	
10	10	
11	5	
12	5	
13	9	
14	1	
15	1	
16	5	
17	5	
18	10	
19	9	



Q3 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 20 Skipped: 1



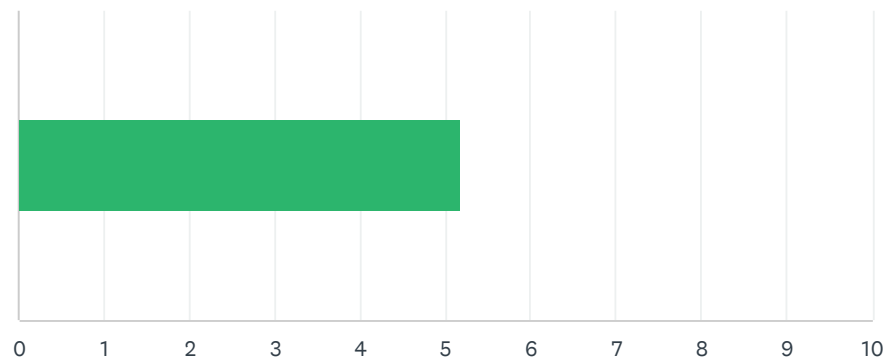
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	83	20
Total Respondents: 20			

#		DATE
1	5	
2	1	
3	1	
4	10	
5	5	
6	7	
7	4	
8	2	
9	2	
10	10	
11	1	
12	3	
13	7	
14	1	
15	1	
16	1	
17	1	
18	10	
19	9	



Q4 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	109	21
Total Respondents: 21			

#		DATE
1	3	
2	1	
3	1	
4	10	
5	10	
6	3	
7	7	
8	8	
9	4	
10	2	
11	10	
12	1	
13	7	
14	5	
15	1	
16	1	
17	3	
18	10	
19	10	

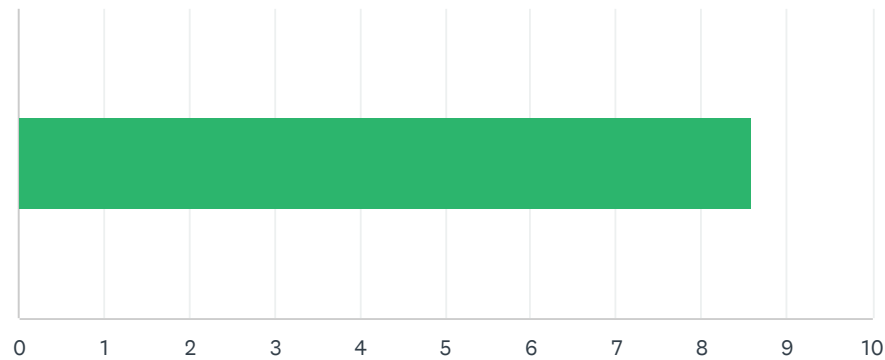
## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	2



Q5 Site administration follows the contract and respects personal rights.

Answered: 20    Skipped: 1

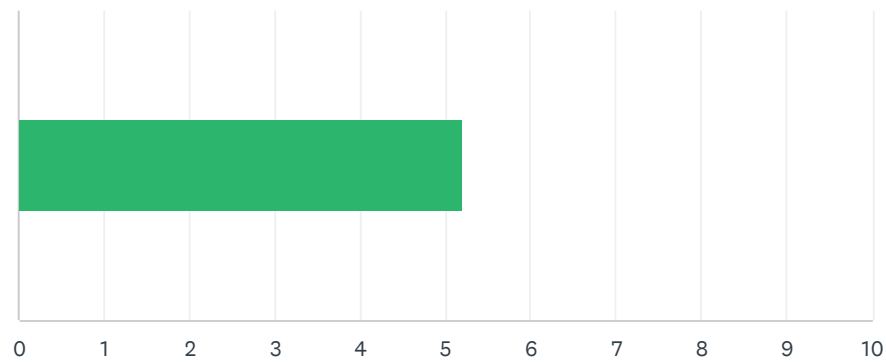


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	172	20
Total Respondents: 20			

#		DATE
1	3	
2	1	
3	1	
4	7	
5	8	
6	9	
7	5	
8	3	
9	4	
10	10	
11	1	
12	5	
13	10	
14	1	
15	1	
16	1	
17	1	
18	9	
19	90	
20	2	

Q6 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 20    Skipped: 1



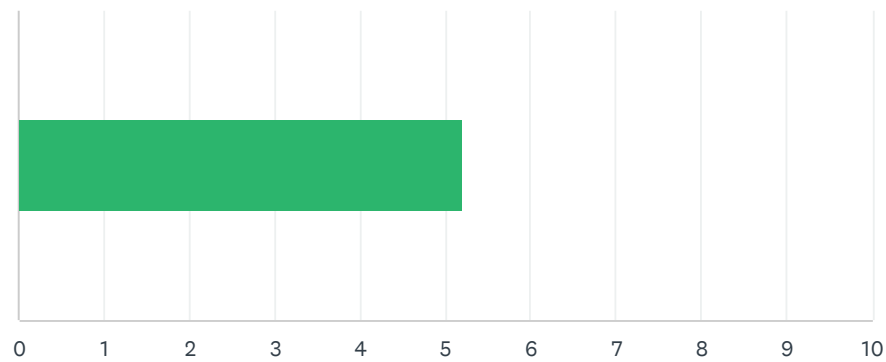
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	104	20
Total Respondents: 20			

#		DATE
1	5	
2	1	
3	1	
4	7	
5	10	
6	5	
7	6	
8	4	
9	3	
10	10	
11	2	
12	5	
13	9	
14	2	
15	1	
16	1	
17	10	
18	10	
19	9	



Q7 Administration maintains open communication with staff, parents, and students.

Answered: 20    Skipped: 1



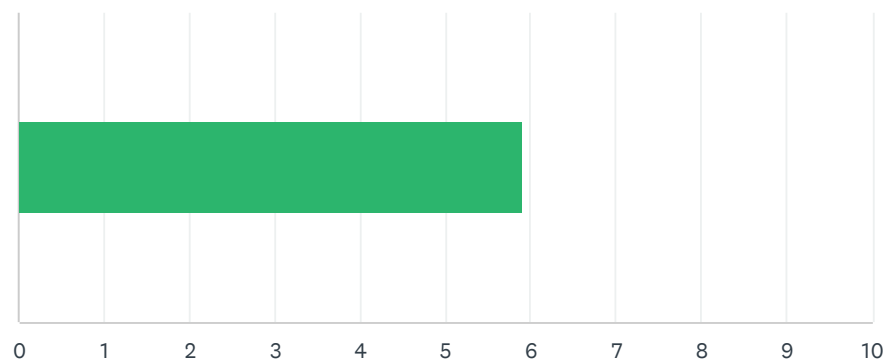
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	104	20
Total Respondents: 20			

#		DATE
1	3	
2	1	
3	1	
4	10	
5	8	
6	8	
7	5	
8	2	
9	4	
10	10	
11	1	
12	5	
13	10	
14	1	
15	1	
16	2	
17	10	
18	10	
19	10	



Q8 Administration supports staff against attacks and criticism from parents.

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	124	21
Total Respondents: 21			

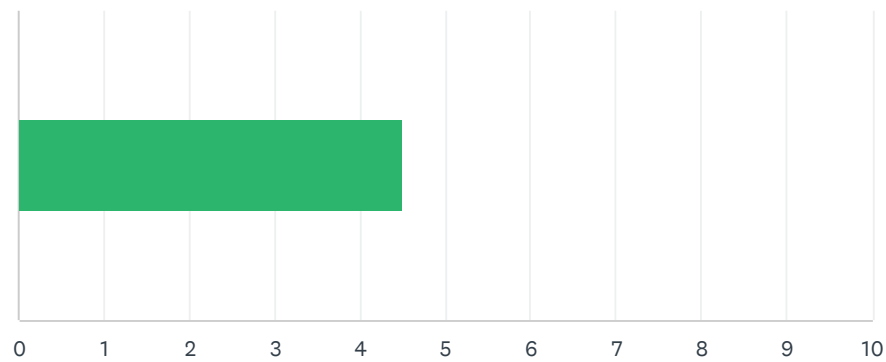
#		DATE
1	7	
2	1	
3	1	
4	10	
5	8	
6	3	
7	10	
8	5	
9	5	
10	10	
11	10	
12	1	
13	4	
14	10	
15	1	
16	2	
17	2	
18	10	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	5

Q9 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 20 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	90	20
Total Respondents: 20			

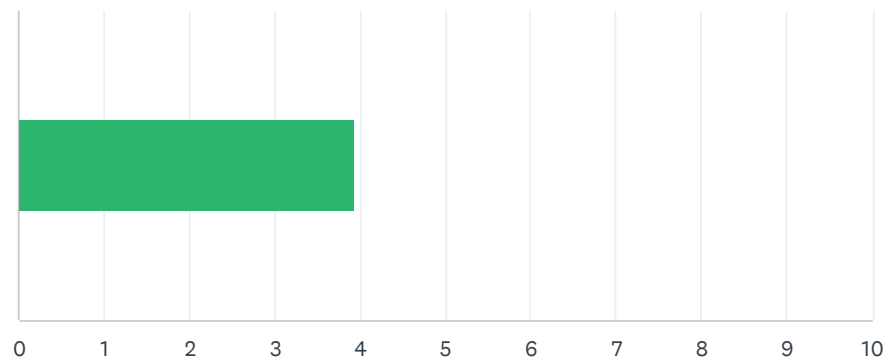
#		DATE
1	4	
2	1	
3	1	
4	10	
5	8	
6	8	
7	3	
8	5	
9	5	
10	10	
11	1	
12	2	
13	7	
14	1	
15	1	
16	1	
17	1	
18	9	
19	9	





Q10 Site administration has been supportive and minimizes additional stress.

Answered: 20    Skipped: 1



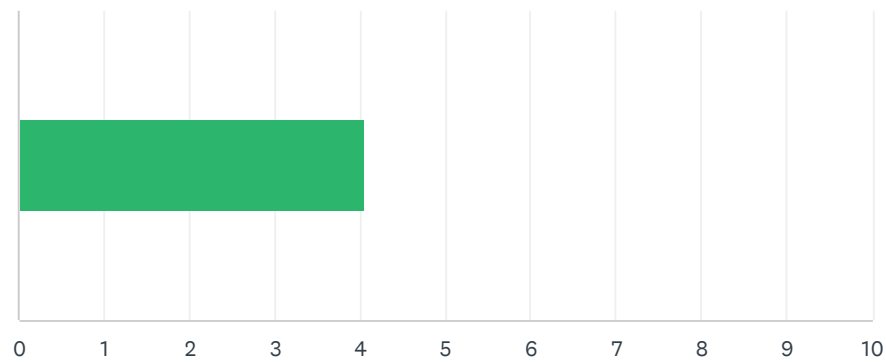
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	79	20
Total Respondents: 20			

#		DATE
1	3	
2	1	
3	1	
4	6	
5	5	
6	5	
7	3	
8	3	
9	5	
10	10	
11	1	
12	2	
13	9	
14	1	
15	1	
16	1	
17	1	
18	9	
19	10	



Q11 Administration communicates expectations and information in an effective and timely manner.

Answered: 19    Skipped: 2

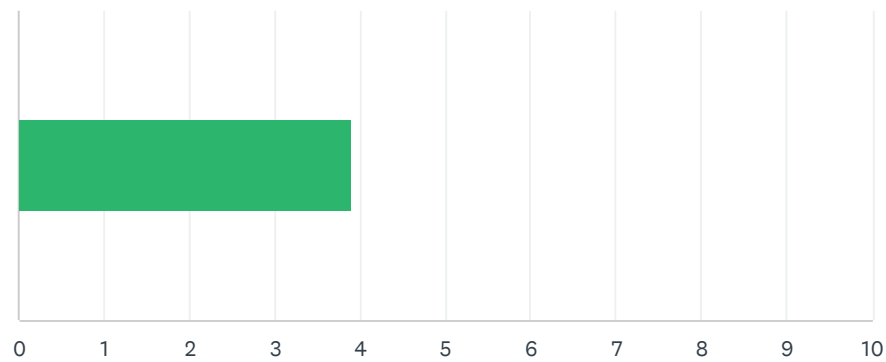


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	77	19
Total Respondents: 19			

#		DATE
1	3	
2	1	
3	1	
4	5	
5	5	
6	3	
7	2	
8	3	
9	10	
10	1	
11	5	
12	9	
13	1	
14	1	
15	1	
16	5	
17	10	
18	9	
19	2	

Q12 Your site administration ensures positive working conditions at your worksite.

Answered: 20 Skipped: 1



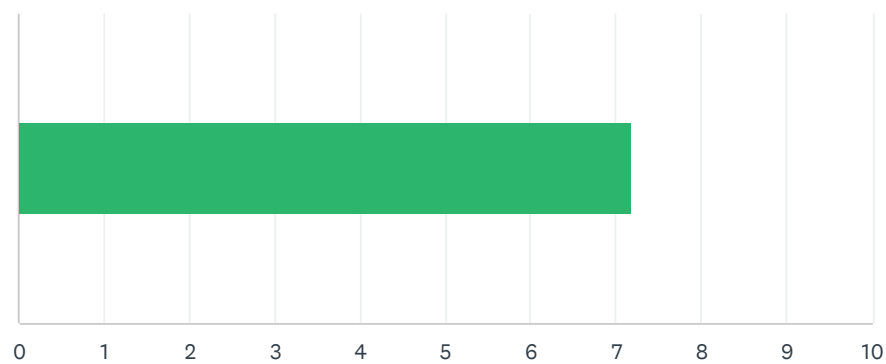
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	78	20
Total Respondents: 20			

#		DATE
1	3	
2	1	
3	1	
4	10	
5	3	
6	5	
7	2	
8	3	
9	3	
10	10	
11	1	
12	3	
13	7	
14	1	
15	1	
16	1	
17	1	
18	10	
19	10	



Q13 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 21 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	151	21
Total Respondents: 21			

#		DATE
1	8	
2	1	
3	1	
4	9	
5	9	
6	10	
7	4	
8	6	
9	10	
10	10	
11	10	
12	10	
13	8	
14	10	
15	2	
16	1	
17	8	
18	10	

## 2024-2025 BETA Administration/Site Climate Survey

19	10
20	10
21	4



## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 10    Skipped: 11

#	RESPONSES	DATE
1	Admin is not sensitive when it comes to emergencies with staff and will send condescending or passive aggressive emails. Admin uses a passive aggressive tone with her staff when she's irritated and speaks to staff as if they were children with no respect. Admin does not report feedback back in a timely manner and often leaves a week or longer for feedback and by then the feedback is less effective as teachers. Admin does not respect Personal rights and will question others why they called out! Even if it's a NO TELL DAY! Admin does not communicate with staff on time and we find things out last minute, completely disrupting our day and lessons. Admin also does not utilize coaches properly and allows our academic coach to do whatever she pleases. She seems to be running around playing activity director instead of coaching us teachers like she should. We have so many new teachers that actually need her help. The work environment feels hostile at times and feels so stressful to be there because of it.	
2	Not a fair person. Definite favorites.	
3	Site administrator regularly holds grudges, says hurtful things for no real reason, and will find ways to enact retribution toward staff who ask questions, speak up, or assert their rights. Everything will be taken as a personal attack from the principal here. You cannot have a conversation with here where she does not treat it like a chess game looking for a piece to move to cause unnecessary hurt and drama. She will go to greath lengths to create a hostile working environment from top to bottom from classified to certificated staff. She is belittling and hurtful. If you are a yes-man seeking only to do exactly as she says, then you have found your site.	
4	There have been many instances where staff are treated or spoken to with little respect. Many people are unhappy working here but stick around because of the students. It would be great if admin modeled what we are expected to do rather than simply being told what we are doing is wrong. It would also be nice if we were appreciated once in a while. Most of the feedback we receive is on what we are doing wrong or can improve on. Announcements are sent the night before or the morning of. This does not give us enough time to plan for what we are expected to do.	
5	I would like to share some concerns regarding the current level of organization and communication regarding our administration. This year, there seems to be an ongoing challenge with meeting deadlines and staying organized, which has affected the overall efficiency of our systems. For instance, notifications regarding important events or updates, such as our evaluation conferences, are often provided on very short notice (the night before), creating a last-minute scramble to make necessary preparations like sub plans. Additionally, there have been instances where communication has felt one-sided, with decisions being made without consulting staff, particularly regarding staffing changes for next year. Many teachers, including myself, were not given the opportunity to express preferences before being notified of grade-level changes. Another concern is the tone in which the principal often communicates with staff, which at times can come across as demeaning, contributing to an environment that may feel intimidating rather than supportive. This dynamic can negatively impact morale and teacher effectiveness. Clearer expectations and more consistent, timely communication would greatly benefit the entire staff and enhance our collective ability to succeed.	
6	I would like to address several concerns regarding the current administrative practices. There appears to be a lack of sensitivity when it comes to emergency situations involving staff. At times, the communication from administration has come across as passive-aggressive or condescending, which negatively impacts staff morale and the overall working atmosphere. Additionally, feedback is often delayed, sometimes taking a week or more to be provided, reducing its effectiveness for improvement. There have been instances where personal rights	

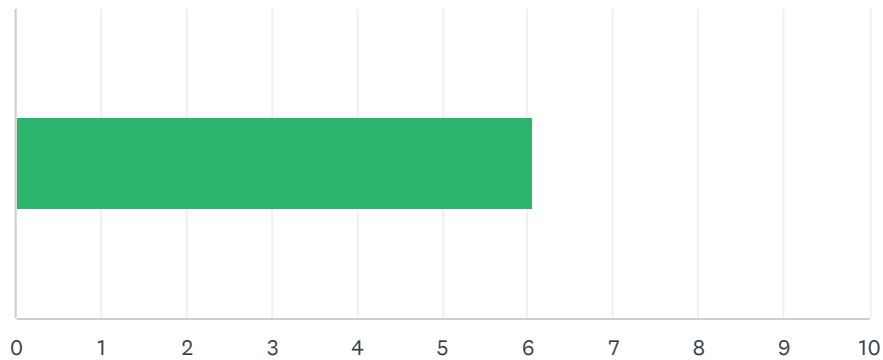
## 2024-2025 BETA Administration/Site Climate Survey

and privacy were not respected, particularly in situations regarding sick days and No Tell Days, with unnecessary questioning about absences, even on 'No Tell Days.' Furthermore, there seems to be a lack of clear communication when it comes to sick leave policies, leading to confusion and frustration among staff. Another concern is the underutilization of our academic coach. Rather than focusing on supporting teachers, the coach's role seems to have shifted away from professional development and more towards organizing activities, leaving many new teachers without the guidance and support they need. The overall work environment at time feels unnecessarily tense, and the lack of timely communication and feedback is contributing to increased stress among staff. I believe these issues could be addressed with more timely and respectful communication, clearer expectations, organization, and better utilization of available resources to support staff development.

7	Email and communication is sent last minute. Sometimes we are not informed of any changes, but told that, "she's the principal and sometimes has to make hard choices." She talks over teachers and support staff, makes decisions unilaterally often, changes plans because she gets a "better idea" so people are scrambling around to try and make things happen. She repeatedly lies to staff about reasons for formal evaluations as well as "district mandated" things because she doesn't want to be questioned by others. If she is questioned about best practices or if asked for evidence, she becomes very aggressive and defensive. She does not treat all staff fairly, she gives some employees a hard time, making them jump through hoops while others she gives them grace, support, and understanding. She micromanages every little thing and does not give teachers the autonomy of voice and choice. She had the custodial staff followed and their schedule called out minute by minute. The school climate has been negatively impacted by the principal and many teachers do not feel safe going to her for help for fear of retaliation. Many teachers have left Williams because of her leadership or lack of. Out of a staff of about 26 teachers, 12 teachers have been at Williams for 3 years or less. Out of a staff of 40, 30 of them are new to Williams since she has become principal. Many support staff members have also left because of how they were being treated by the principal. She is often condescending and snippy over the radio and in conversations with teachers and staff. Teachers will have to change lesson plans or create PDs the night before or the day of events. She is very good about "Inclement Weather" and it is only called when it is pouring rain. During hot, or wet days she has the cafeteria opened for a movie until it is time for class to start, which is wonderful.
8	Admin has no clear goals, works and pushes through items at the last minute, frantically drives staff through unrealistic schedules and responsibilities, has no value for staff well-being and strengths, exerts authority vindictively without care for climate or morale.
9	n/a
10	Our new VP is wonderful and supportive. I'm not sure what our academic coach does all day but it's certainly not helping teachers. Principal does not follow contract or respect teachers rights. She hassles teachers about missing a day or using "no tell" days when she uses them. She also talks about staff to their peers which gets back to the person she's talking about.

## Q15 Site staff is involved in setting school policies and budgetary priorities.

Answered: 21   Skipped: 0



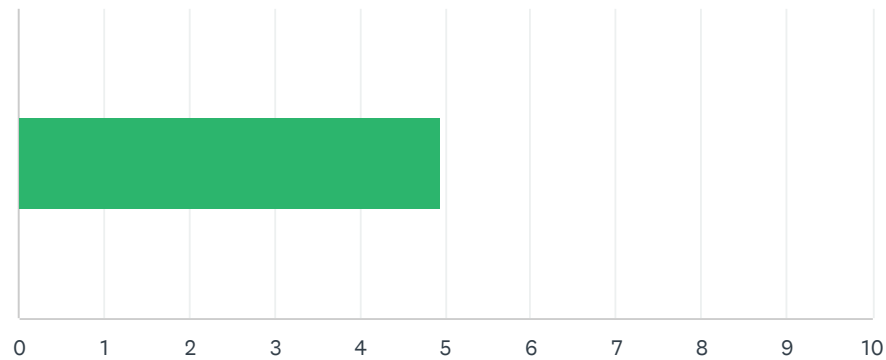
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	127	21
Total Respondents: 21			

#		DATE
1	5	
2	1	
3	1	
4	10	
5	7	
6	5	
7	4	
8	6	
9	5	
10	5	
11	10	
12	5	
13	8	
14	9	
15	1	
16	2	
17	5	
18	10	
19	10	
20	10	



Q16 Site meetings are productive and not excessive.

Answered: 21    Skipped: 0



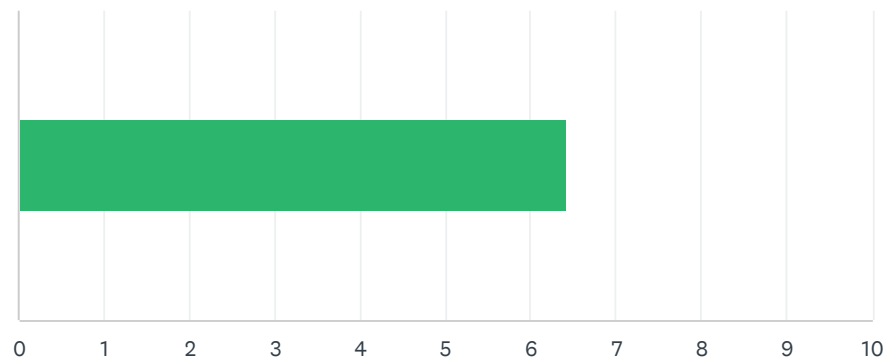
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	104	21
Total Respondents: 21			

#		DATE
1	5	
2	1	
3	1	
4	10	
5	6	
6	2	
7	3	
8	7	
9	3	
10	3	
11	10	
12	2	
13	6	
14	8	
15	1	
16	2	
17	4	
18	5	
19	10	
20	10	



Q17 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 19    Skipped: 2

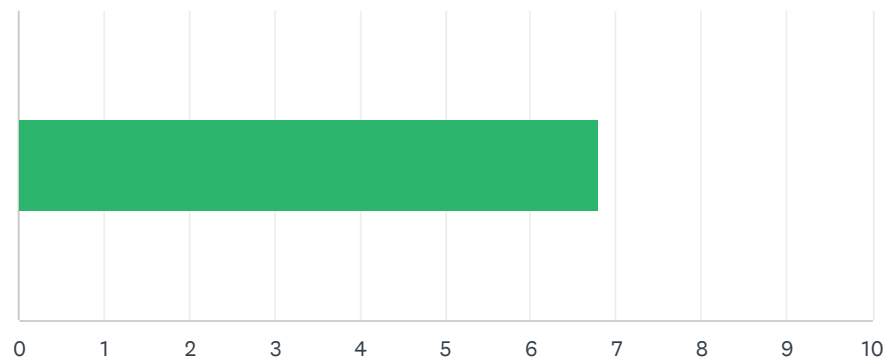


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	122	19
Total Respondents: 19			

#		DATE
1	6	
2	1	
3	1	
4	10	
5	10	
6	5	
7	4	
8	10	
9	10	
10	10	
11	8	
12	9	
13	1	
14	2	
15	1	
16	10	
17	9	
18	10	
19	5	

Q18 My site receives daily, consecutive, uninterrupted planning/preparation time. (30 minutes / 40 minutes)

Answered: 20    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	136	20
Total Respondents: 20			

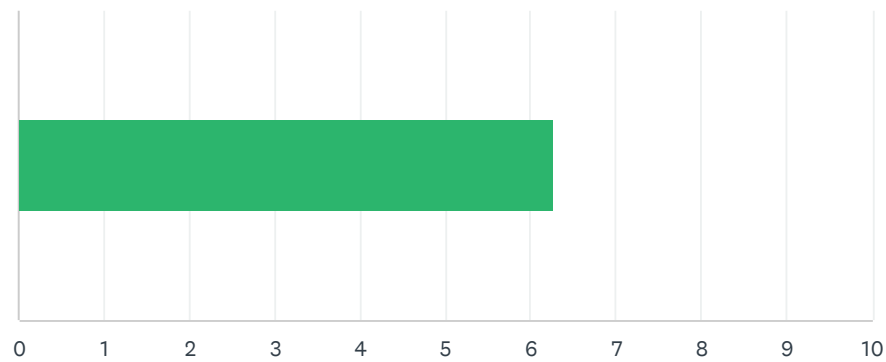
#		DATE
1	6	
2	1	
3	1	
4	10	
5	8	
6	4	
7	6	
8	5	
9	9	
10	10	
11	4	
12	8	
13	10	
14	5	
15	10	
16	4	
17	10	
18	10	
19	10	





Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 19    Skipped: 2

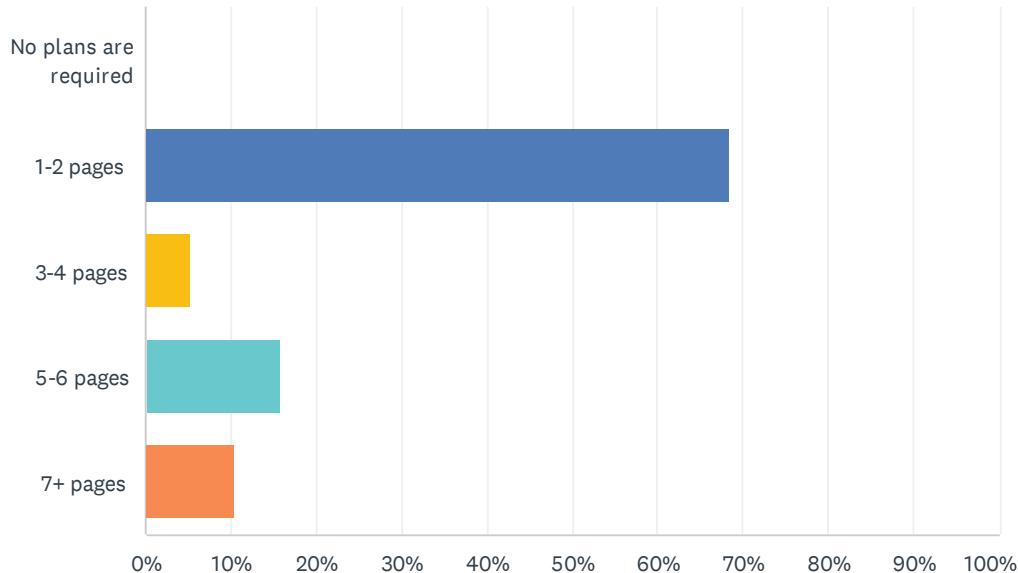


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	119	19
Total Respondents: 19			

#		DATE
1	7	
2	1	
3	1	
4	10	
5	5	
6	8	
7	7	
8	7	
9	8	
10	10	
11	5	
12	9	
13	5	
14	10	
15	1	
16	10	
17	1	
18	9	
19	5	

## Q20 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 19   Skipped: 2



ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	68.42%	13
3-4 pages	5.26%	1
5-6 pages	15.79%	3
7+ pages	10.53%	2
TOTAL		19

#	COMMENT	DATE
1	Admin had a problem with our grade levels lesson plans and even though we worked so hard on them the years prior, we had to redo them all so the layout was more helpful to her instead of us, actual teachers utilizing the lesson plan everyday!	
2	Principal wants confusingly detailed lesson plans of extreme length. She states this is to support new teachers, but does not wonder why she has a staff of so many new teachers. In the course of her time here, she has lost roughly three quarters of her staff (classified and certificated) and more than half of her teaching staff. Experienced teachers run for the hills after being fed up with being jerked around, talked down to, and not respected for their hard work. 504 and IEP meetings are regularly scheduling during teacher prep time and not all teachers are informed of their rights to have their time made up by admin for doing so; however they are certainly careful to make sure teachers make up their time for tutoring! No time is given to support data entry. In fact, hours taken from academic conference dates have increased every year since they were started.	
3	Teams are expected to plan together and teach the same way. Teachers should have some autonomy in how they choose to teach a standard, using their strengths, not be expected to	

always be doing the exact same thing.

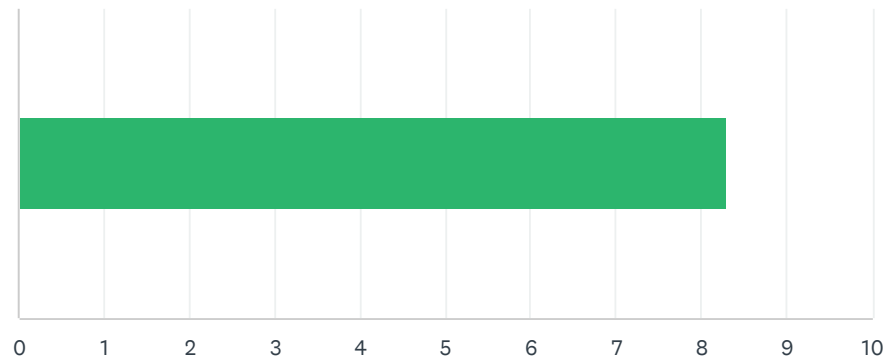
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4	Staff often asked to attend IEP meetings after dismissal during their contracted prep and planning time.
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Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 20    Skipped: 1

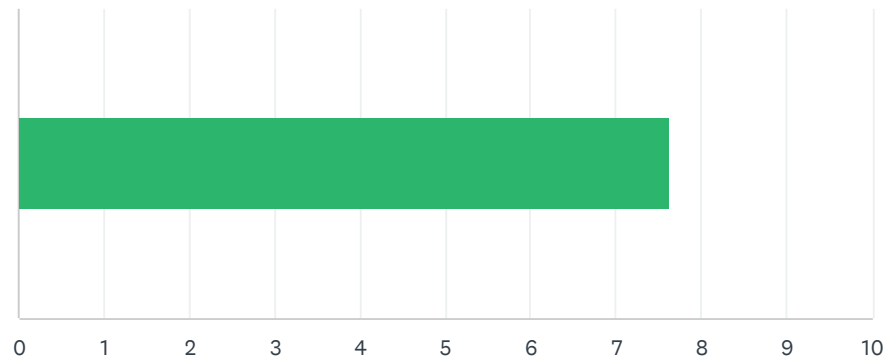


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	166	20
Total Respondents: 20			

#		DATE
1	8	
2	1	
3	10	
4	10	
5	10	
6	8	
7	10	
8	8	
9	10	
10	8	
11	10	
12	10	
13	8	
14	5	
15	5	
16	10	
17	10	
18	10	
19	10	
20	5	

Q22 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 16 Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	122	16
Total Respondents: 16			

#		DATE
1	9	
2	1	
3	10	
4	10	
5	5	
6	6	
7	8	
8	10	
9	10	
10	8	
11	5	
12	5	
13	10	
14	10	
15	10	
16	5	

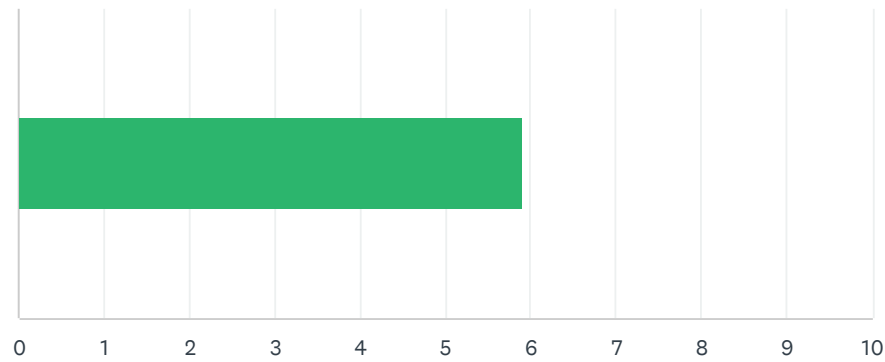
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 8   Skipped: 13

#	RESPONSES	DATE
1	Very much a do as I say person	
2	The way this site is run is ridiculous. Everything is last minute. There is no true focus on what we could improve. Instead, everything is random and focus is drawn to one thing one minute then another the next and when it comes time to look at data from something she wonders why there is no growth or improvement. If you want something to grow, you have to water it! The area administrator needs to get involved immediately, as do the BCSD board, and intervene with this principal. She enacts retribution regularly and uses hearsay as ways to evaluate and harm staff members. She demeans them in front of others and privately. This site needs help! It's full of wonderful kids and great staff, but she is choking the life out of it bit by bit.	
3	Coaches have dismissal duty. Teachers rotate recess duty on a weekly basis by grade level.	
4	The site operations often lack clear planning and advance notice, resulting in a sense of uncertainty among both teachers and staff regarding schedules and expectations. At times, last-minute changes or additions occur, which can disrupt class lessons and affect the flow of the day. Additionally, events at the school are frequently not well-coordinated, leaving teachers unsure about details and timelines.	
5	While all staff have duty, some consistently don't show up.	
6	Teachers have rotating recess duty. Support staff has daily yard duty and dismissal duty. Lesson plans are typed out using Google Slides and submitted weekly to coaches and admin. Planning time is consistently interrupted if she has an issue or something she needs to talk to teachers, or staff about. Site meetings are often unfocused and staff is often confused on what is going on around the school or what they are responsible for completing. Some decisions are discussed at nauseam while others are never discussed at all; and we are just told this is what is going to happen.	
7	no time given for data input and staff should not have IEP meetings scheduled during their prep time	
8	n/a	

Q24 Staff and students feel safe.

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	124	21
Total Respondents: 21			

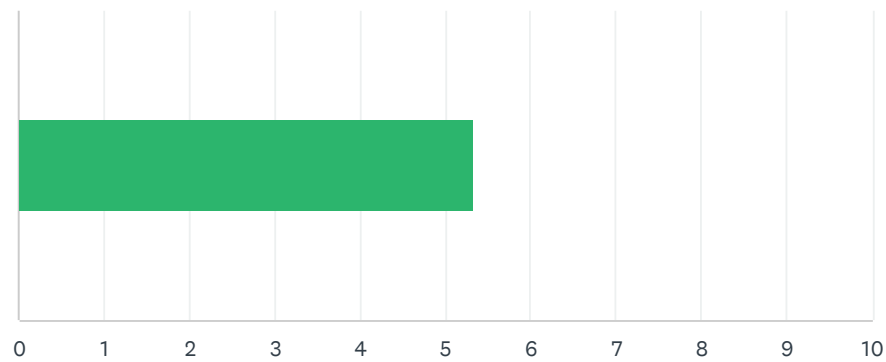
#		DATE
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2	5	
3	1	
4	2	
5	1	
6	10	
7	2	
8	6	
9	7	
10	8	
11	9	
12	10	
13	8	
14	7	
15	8	
16	1	
17	1	
18	5	
19	10	
20	10	





Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	112	21
Total Respondents: 21			

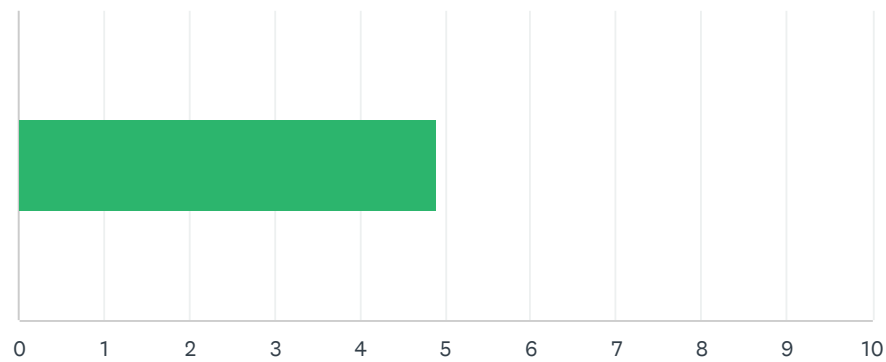
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4	3	
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6	4	
7	5	
8	5	
9	9	
10	9	
11	7	
12	10	
13	4	
14	8	
15	8	
16	1	
17	1	
18	5	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	5	

Q26 Teachers have been given or trained to use effective tools to improve behavior.

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	103	21
Total Respondents: 21			

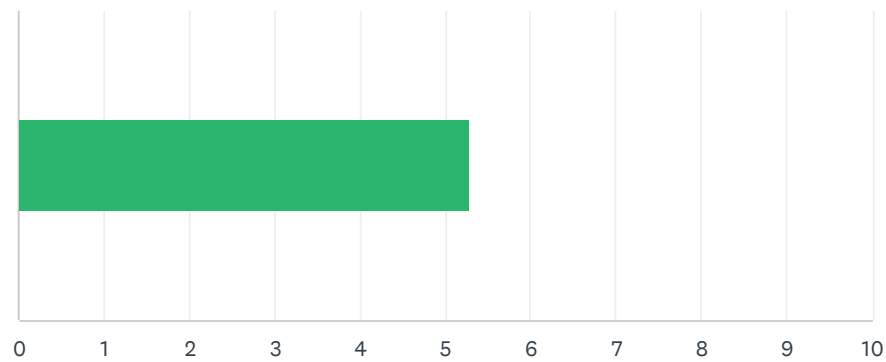
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4	2	
5	1	
6	6	
7	2	
8	4	
9	3	
10	5	
11	5	
12	10	
13	7	
14	7	
15	8	
16	1	
17	1	
18	5	
19	7	

## 2024-2025 BETA Administration/Site Climate Survey

20	9
21	8

Q27 Administration supports classroom discipline procedures and follows District discipline guidelines.

Answered: 21 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	111	21
Total Respondents: 21			

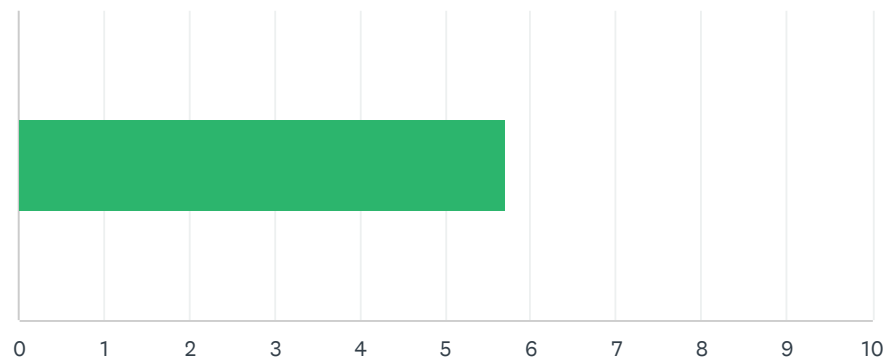
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2	4	
3	1	
4	2	
5	1	
6	5	
7	6	
8	6	
9	6	
10	7	
11	5	
12	10	
13	5	
14	8	
15	8	
16	1	
17	2	
18	5	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	5	

Q28 When ODRs (office disciplinary referrals) are written, the teacher's word is valued and trusted.

Answered: 21 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	120	21
Total Respondents: 21			

#		DATE
1	4	
2	4	
3	1	
4	3	
5	1	
6	6	
7	4	
8	7	
9	10	
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14	8	
15	9	
16	1	
17	1	
18	10	
19	10	

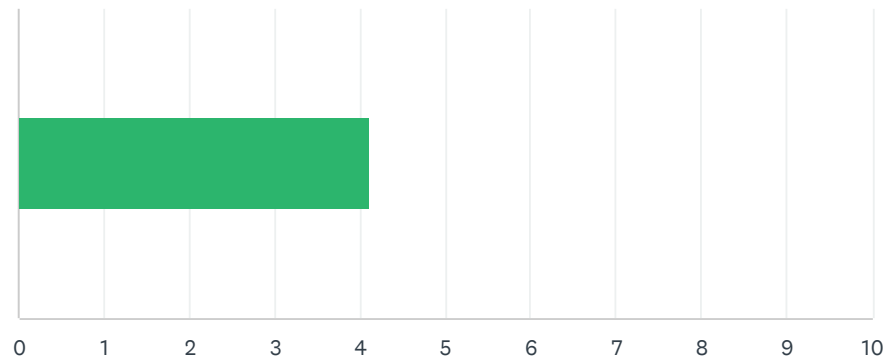


## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	6	

Q29 My site has a positive atmosphere.

Answered: 19    Skipped: 2

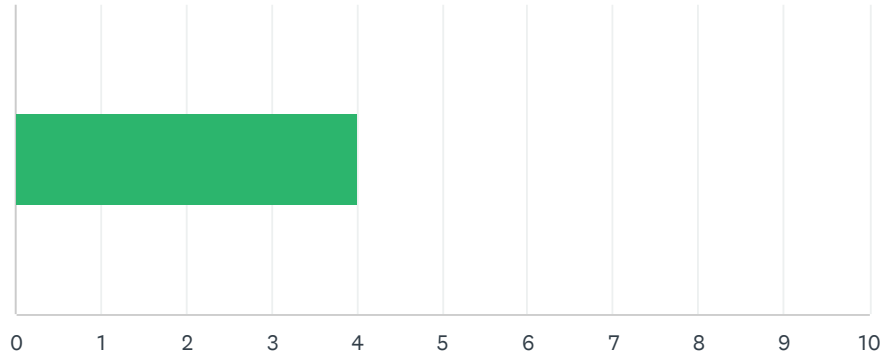


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	78	19
Total Respondents: 19			

#		DATE
1	7	
2	5	
3	1	
4	2	
5	1	
6	2	
7	3	
8	5	
9	5	
10	1	
11	10	
12	2	
13	9	
14	1	
15	1	
16	1	
17	9	
18	10	
19	3	

## Q30 I would recommend my site to other employees and prospective teachers.

Answered: 17 Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	68	17
Total Respondents: 17			

#		DATE
1	5	
2	4	
3	1	
4	1	
5	3	
6	1	
7	3	
8	3	
9	10	
10	3	
11	9	
12	1	
13	1	
14	1	
15	9	
16	10	
17	3	

## Q31 Do you have any final comments, thoughts, or concerns about PBIS, Discipline, and/or Site Atmosphere?

Answered: 7   Skipped: 14

#	RESPONSES	DATE
1	Most teachers, support staff, and classified employees work together professionally. We treat each other with respect and value each other. We help each other and try support each other yet the overall moral is low.	
2	I would NEVER recommend my site to anyone. Not with the current principal. If you want to be treated with respect, valued for your effort and hard work, and spoken to with decency ....this is not your destination.	
3	The majority of the teachers and staff are kind. The school is special and so are the kids. However, many teachers and staff are overwhelmed by the load of expectations we are given.	
4	Our Vice Principal has been a positive and supportive presence at the school, demonstrating a strong understanding and helpfulness, particularly in matters of discipline and fostering a positive site atmosphere. However, there have been instances where students who have exhibited significant behavioral issues have been returned to class with positive incentives following a write-up, which may cause concern regarding consistency in addressing discipline. This maintains a constructive tone while highlighting both the positive aspects and areas of concern.	
5	I don't feel that our site discipline policies are any different than other schools. As whole, BCSD has ineffective (if any) consequences for negative behaviors.	
6	There are great incentives at Williams for Positive Behavior! Mrs. Cruz (VP) works very hard and is very organized with PBIS events. Discipline has gotten better and is more consistent, at Williams, since she arrived. The site atmosphere for students has become more positive, however the atmosphere for teachers is the worst it has ever been and continues to decline.	
7	The referral process for discipline is very unclear. Students who are having a bad moment and taking it out on the rest of the class as well as the teacher is a tough power struggle. I would hope that there would be an easier method of getting the student out of class for a quick minute to ease built up tension from the teacher/student struggle could be diffused quicker so that the rest of the class does not have to endure constant interruption. I feel that stopping instruction to message out for help and having to endure the student is a bit tedious. I may be misinterpreting the process, but have yet to gain exact clarity from Admin.	

## Q32 Do you have any overall comments about your site and/or its administration?

Answered: 4   Skipped: 17

#	RESPONSES	DATE
1	Some staff members have been singled out and unfairly scrutinized by administration. Individuals are "investigated" and targeted but never given corrective feedback prior being confronted.	
2	I greatly value the opportunity to work alongside my fellow educators at Williams, and I believe that our collaborative spirit is one of the strengths of our school. However, I have observed certain challenges in leadership that have made our work more difficult than necessary. There have been instances where communication has been delayed, or where explanations for lack of principal preparedness were given, which can create uncertainty among staff. At the same time, staff is sometimes addressed regarding minor issues, which feels disproportionate to the larger concerns at hand. Meetings, while intended to be productive, often lack clear direction and frequently go off-topic, making it difficult to make the most of our time. That said, I do appreciate the fact that our planning time is respected, and that very few Wednesdays have been dedicated to staff meetings, allowing us to focus on our work. Another point of concern is the number of evaluations conducted this year. It appears that some teachers were evaluated twice, which may have felt punitive to those affected. This has contributed to a growing sense of low morale among staff, and I am concerned that this, along with other factors, could lead to further turnover. Our site has faced challenges in retaining talented educators, and I worry that these issues may continue to affect staff retention if not addressed. I believe that with stronger communication, clearer priorities, and a focus on fostering a positive and supportive environment, we can continue to build a stronger, more cohesive team here at Williams.	
3	Williams has the potential to be an amazing and close knit school. However, if the district continues to allow this principal to lead Williams, test scores as well as teacher moral will continue to decline and get worse. She is one of the most ineffective leaders I've ever worked for!	
4	n/a	