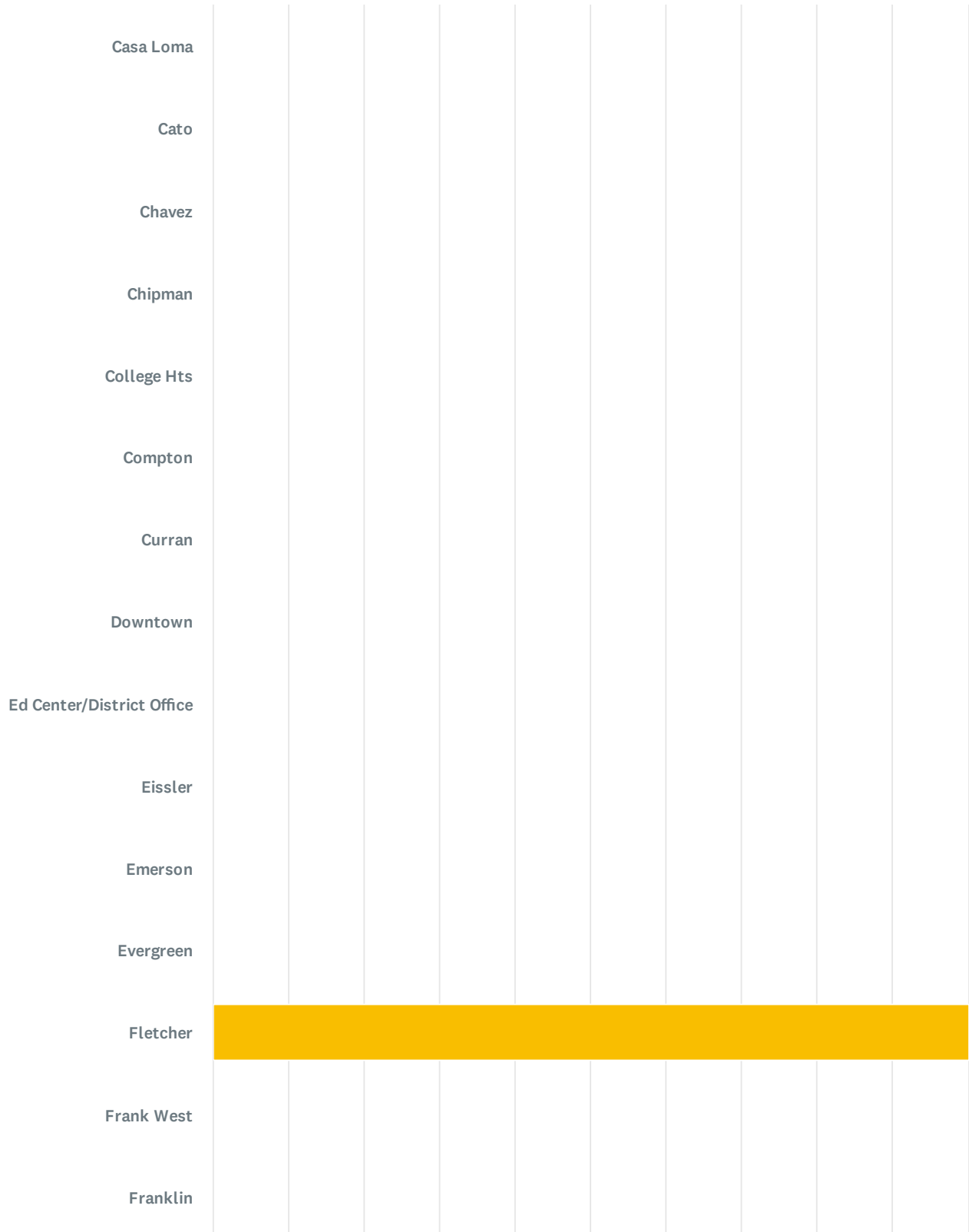
























Q1 School Site (If you work at multiple sites, choose your home site OR complete a survey for each site at which you spend significant time.)























Answered: 16 Skipped: 0



2025-2026 BETA Administration/Site Climate Survey

| Answer Choices | Percentage | Responses |
|---|------------|-----------|
|  Casa Loma | 0% | 0 |
|  Cato | 0% | 0 |
|  Chavez | 0% | 0 |
|  Chipman | 0% | 0 |
|  College Hts | 0% | 0 |
|  Compton | 0% | 0 |
|  Curran | 0% | 0 |
|  Downtown | 0% | 0 |
|  Ed Center/District Office | 0% | 0 |
|  Eissler | 0% | 0 |
|  Emerson | 0% | 0 |
|  Evergreen | 0% | 0 |
|  Fletcher | 100.00% | 16 |
|  Frank West | 0% | 0 |
|  Franklin | 0% | 0 |
|  Fremont | 0% | 0 |
|  Garza | 0% | 0 |
|  Harding | 0% | 0 |
|  Harris | 0% | 0 |
|  Horace Mann | 0% | 0 |
|  Hort | 0% | 0 |
|  Jefferson | 0% | 0 |
| Total | | 16 |

2025-2026 BETA Administration/Site Climate Survey

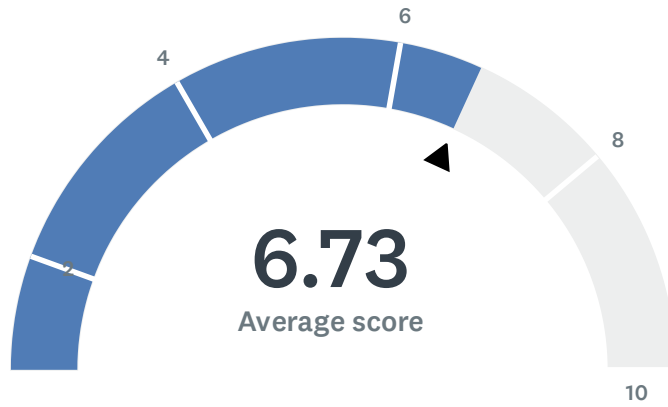
| Answer Choices | Percentage | Responses |
|--|------------|-----------|
|  Lincoln Jr. High | 0% | 0 |
|  Longfellow | 0% | 0 |
|  McKinley | 0% | 0 |
|  MLK | 0% | 0 |
|  Mt.Vernon | 0% | 0 |
|  Munsey | 0% | 0 |
|  Nichols | 0% | 0 |
|  Noble | 0% | 0 |
|  Owens Elementary | 0% | 0 |
|  Pauly | 0% | 0 |
|  Pioneer | 0% | 0 |
|  Rafer Johnson | 0% | 0 |
|  Roosevelt | 0% | 0 |
|  School Nurse | 0% | 0 |
|  Sequoia | 0% | 0 |
|  Sierra | 0% | 0 |
|  Stella Hills | 0% | 0 |
|  Stiern | 0% | 0 |
|  Thorner | 0% | 0 |
|  VAPA | 0% | 0 |
|  Voorhies | 0% | 0 |
|  Washington | 0% | 0 |
| Total | | 16 |

2025-2026 BETA Administration/Site Climate Survey

| Answer Choices | Percentage | Responses |
|---|------------|-----------|
|  Wayside | 0% | 0 |
|  William Penn | 0% | 0 |
|  Williams | 0% | 0 |
|  Other (please specify) Show responses | 0% | 0 |
| Total | | 16 |

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

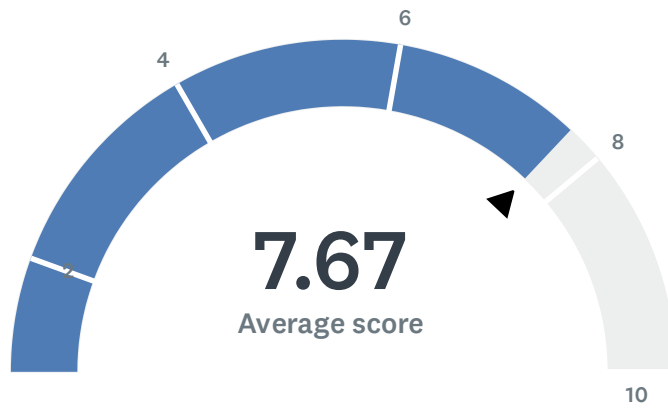
Answered: 15 Skipped: 1



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 3.00 | 10.00 | 6.00 | 6.73 | 1.91 |

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

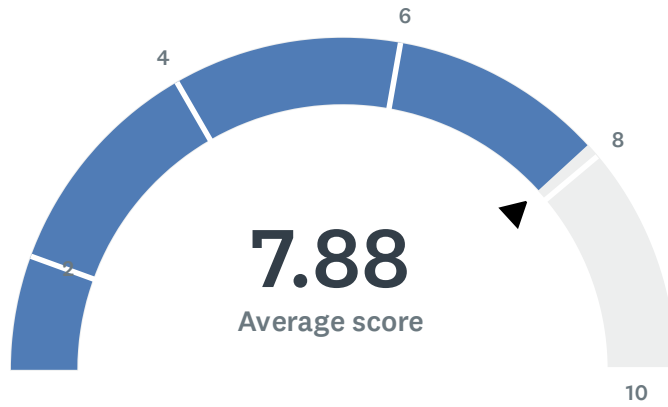
Answered: 15 Skipped: 1



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 3.00 | 10.00 | 7.00 | 7.67 | 2.12 |

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

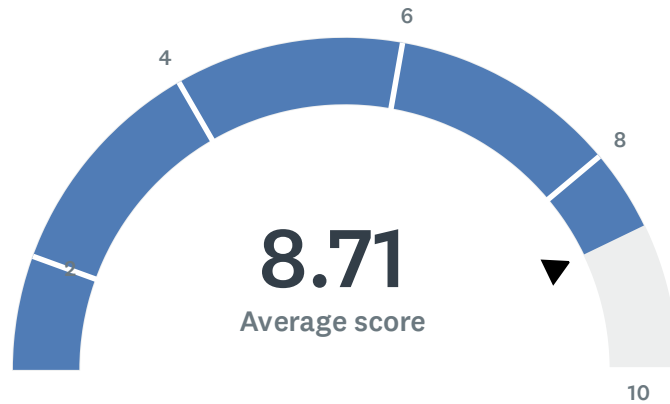
Answered: 16 Skipped: 0



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 9.00 | 7.88 | 2.50 |

Q5 Site administration follows the contract and respects personal rights.

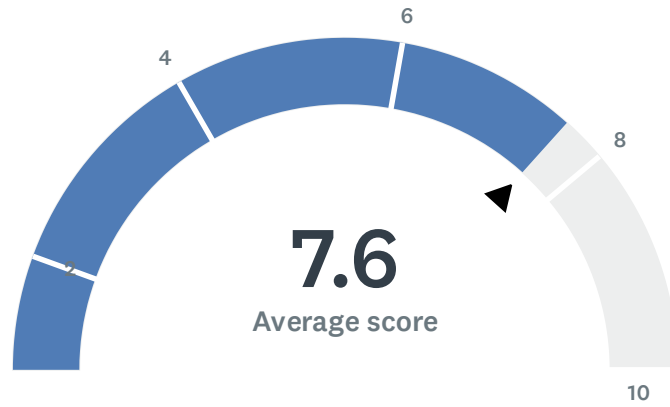
Answered: 14 Skipped: 2



| Basic statistics ⓘ | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 2.00 | 10.00 | 10.00 | 8.71 | 2.28 |

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

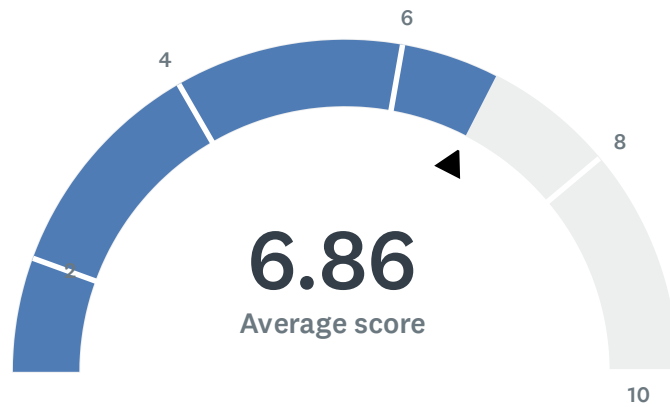
Answered: 15 Skipped: 1



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 3.00 | 10.00 | 8.00 | 7.60 | 1.93 |

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

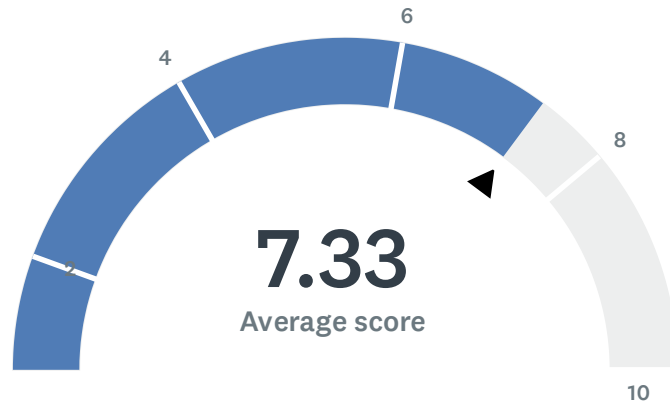
Answered: 14 Skipped: 2



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 2.00 | 10.00 | 6.50 | 6.86 | 2.39 |

Q8 Administration supports staff against attacks and criticism from parents.

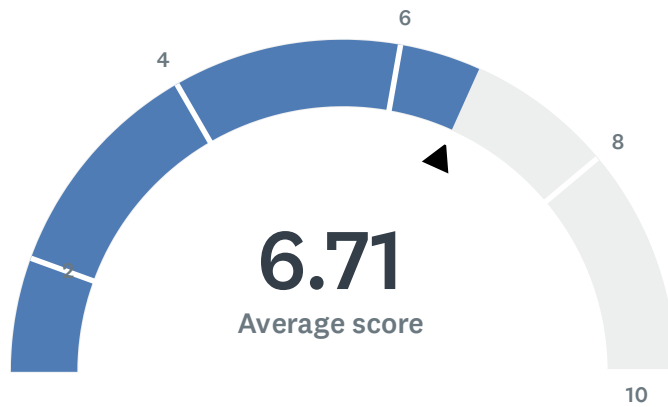
Answered: 15 Skipped: 1



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 2.00 | 10.00 | 8.00 | 7.33 | 2.57 |

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

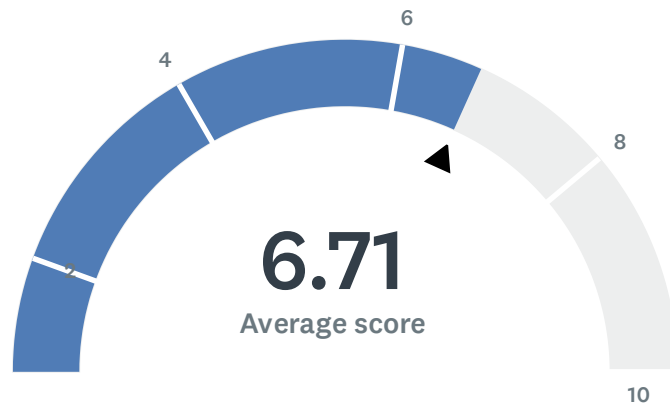
Answered: 14 Skipped: 2



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 7.00 | 6.71 | 2.91 |

Q10 Site administration has been supportive and minimizes additional stress.

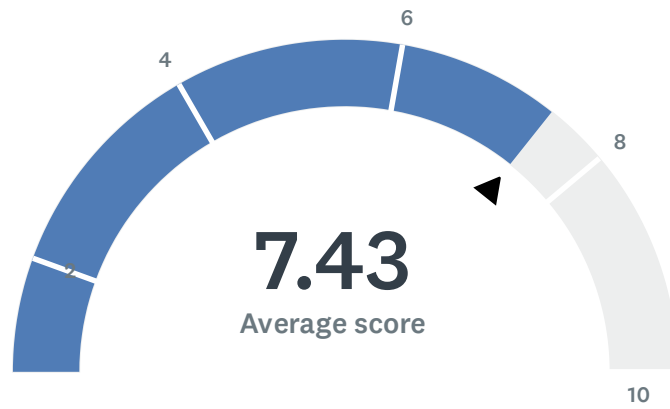
Answered: 14 Skipped: 2



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 6.00 | 6.71 | 2.52 |

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

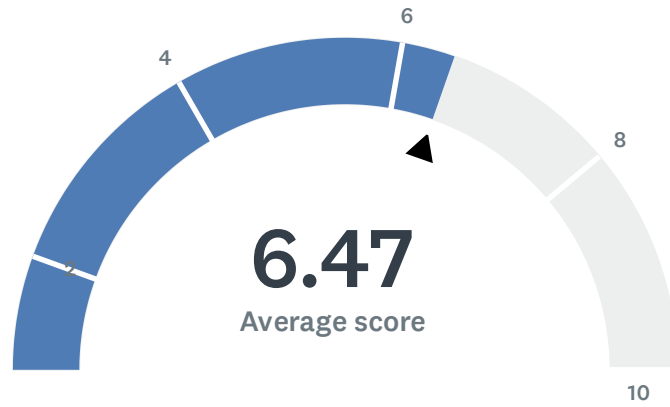
Answered: 14 Skipped: 2



| Basic statistics ⓘ | | | | |
|---------------------------------|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 3.00 | 10.00 | 8.00 | 7.43 | 1.99 |

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

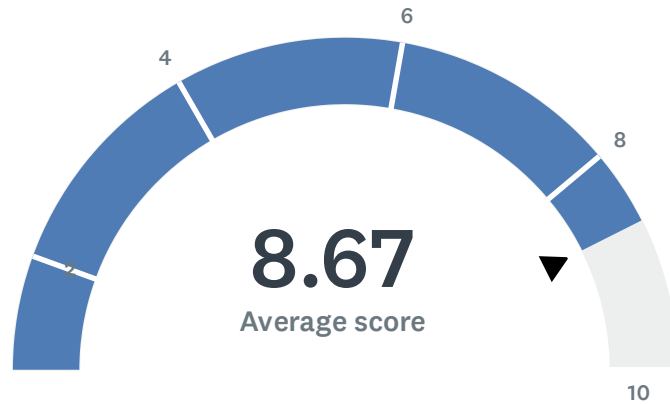
Answered: 15 Skipped: 1



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 7.00 | 6.47 | 2.80 |

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

Answered: 15 Skipped: 1



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 3.00 | 10.00 | 10.00 | 8.67 | 2.21 |

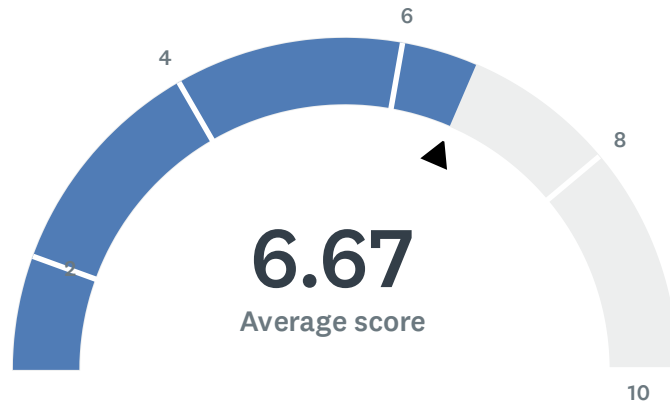
Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 3 Skipped: 13

| # | RESPONSES | DATE |
|---|---|------|
| 1 | Some Students and some Community (families) seem to have their needs met before staff members, creating a feeling that not everyone is valued. The overall morale is low. Admin isn't disruptive if they walk/visit rooms, but don't always give feedback. Inclement weather is called too often, especially when nearby schools experiencing the same weather are not be called. Overall, many teachers are feeling overwhelmed with everything that is expected. The rigor is high, yet the students are coming in less prepared than the year before and teachers are expected to make it work some how. | |
| 2 | Admin has favorites and the rest of the staff know who they are because they are always in the principal's office. Our principal does not like to deal with parents and tries to minimize contact. | |
| 3 | Do not surplus yourself here if you don't enjoy arguing with other adults on a regular basis. Conflict is almost encouraged as part of the never ending and never improving PLC process. Exhausting! Teams are expected to do everything the same way and there is so much paperwork. | |

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

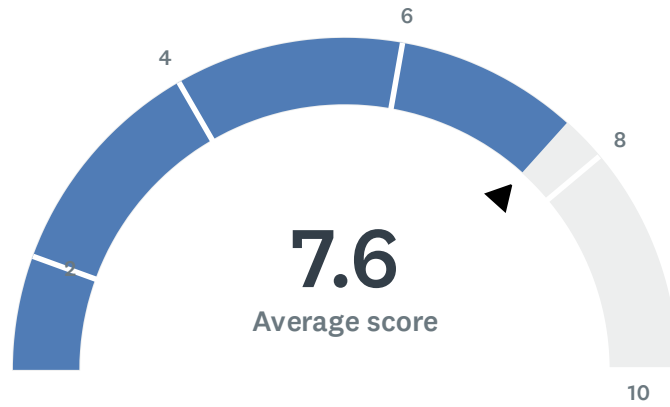
Answered: 15 Skipped: 1



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 2.00 | 10.00 | 6.00 | 6.67 | 2.27 |

Q16 Site meetings are productive and not excessive.

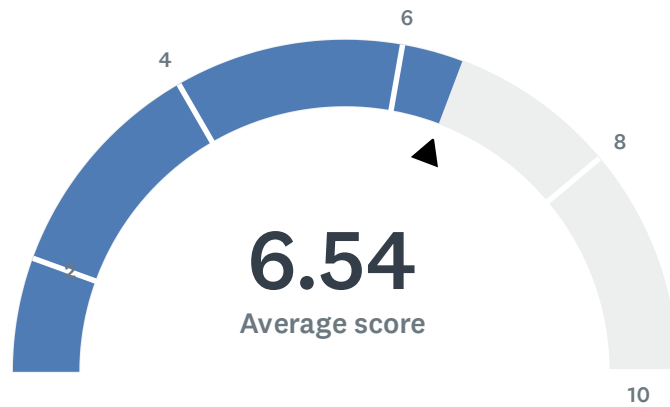
Answered: 15 Skipped: 1



| Basic statistics ⓘ | | | | |
|---------------------------------|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 4.00 | 10.00 | 8.00 | 7.60 | 1.89 |

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

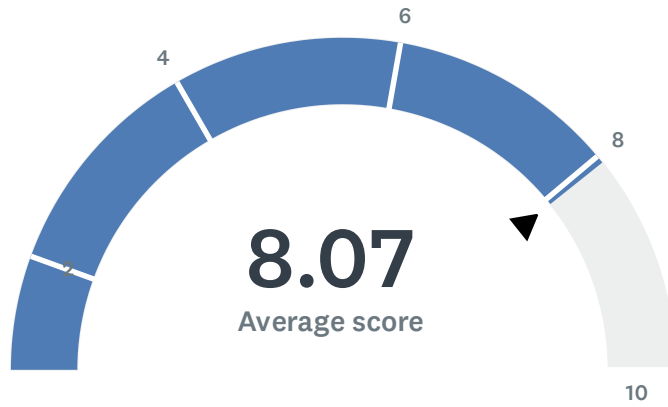
Answered: 13 Skipped: 3



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 7.00 | 6.54 | 2.93 |

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

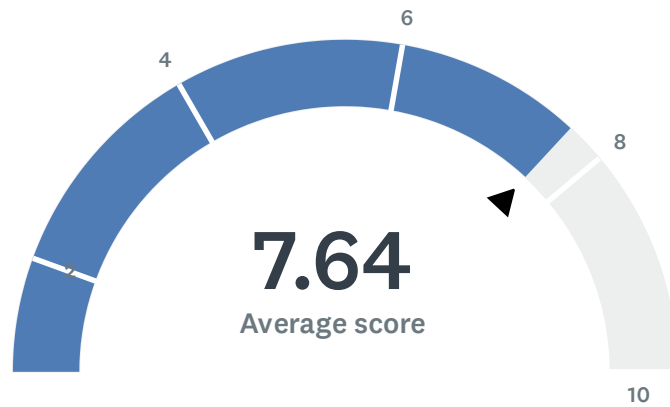
Answered: 14 Skipped: 2



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 4.00 | 10.00 | 8.00 | 8.07 | 1.94 |

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

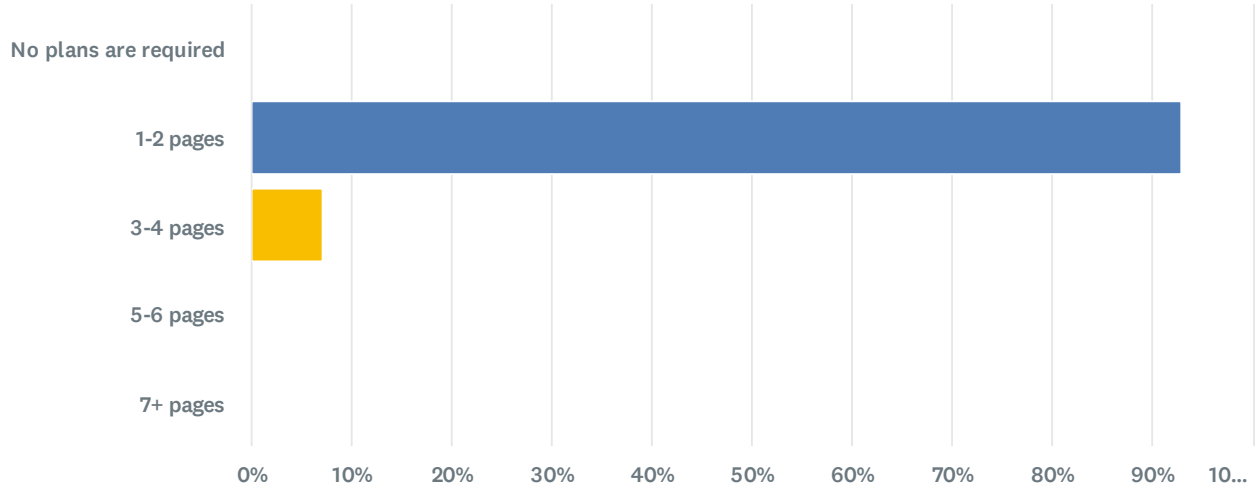
Answered: 14 Skipped: 2



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 6.00 | 10.00 | 7.00 | 7.64 | 1.72 |

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

Answered: 14 Skipped: 2



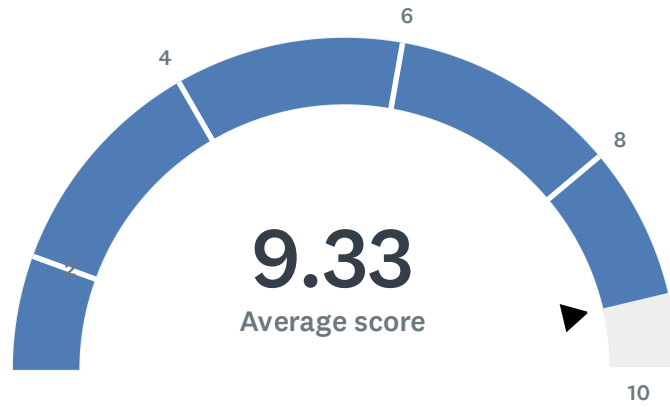
| Answer Choices | Percentage | Responses |
|--|------------|-----------|
| ● No plans are required | 0% | 0 |
| ● 1-2 pages | 92.86% | 13 |
| ● 3-4 pages | 7.14% | 1 |
| ● 5-6 pages | 0% | 0 |
| ● 7+ pages | 0% | 0 |
| Show comments | | |
| Total | | 14 |

2025-2026 BETA Administration/Site Climate Survey

| # | COMMENT | DATE |
|---|---|------------------|
| 1 | Only collected on a rotating basis. Plans are expected to be visual in the room | 2/3/2026 2:44 PM |

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

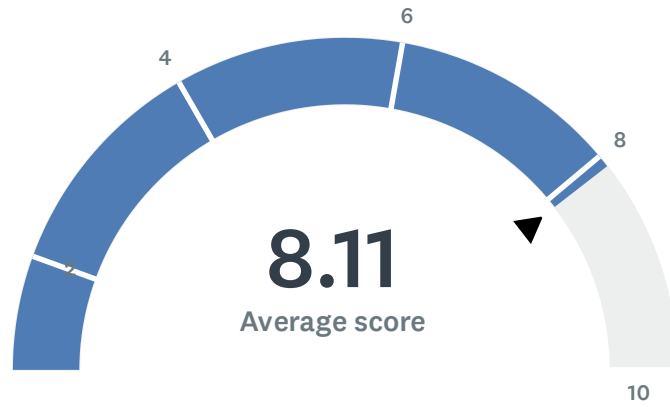
Answered: 12 Skipped: 4



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 6.00 | 10.00 | 10.00 | 9.33 | 1.31 |

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

Answered: 9 Skipped: 7



| Basic statistics ⓘ | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 10.00 | 8.11 | 2.88 |

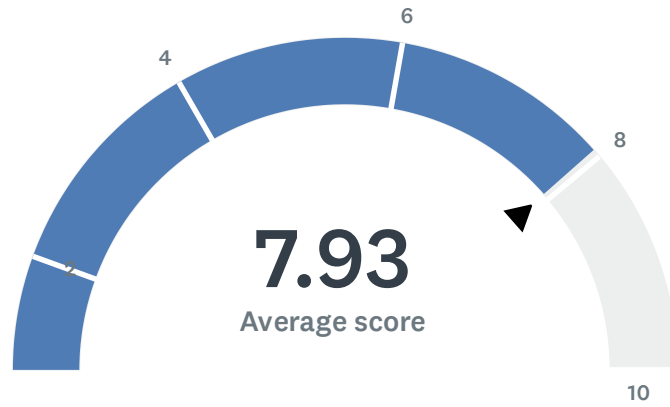
Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4 Skipped: 12

| # | RESPONSES |
|---|--|
| 1 | SSC members go along with the plans given to them. Every Late Start we have a PD of some sort, often times reviewing the same data. Some TSS/IEP/504 meetings are scheduled during class and coverage is provided. Others occur during our prep time. Once, sometimes twice, a month we get our 30 minute planning time on Wednesdays (our PLC time is before and after school). We get it on the other days unless we're in a meeting. We get time to enter report cards, anything else is done during our prep time or after hours. Individual plans are usually due twice a year, but was changed at the last minute and only one was required. Teachers have recess duty, but not sure about support staff. The APL is often in meetings and the Intervention Specialists, not sure. SpEd teachers appear to have bus duty. APL and Intervention Specialist have afternoon Kindergarten bus duty. Some teachers have requested coaching support but are told there's not a lot of time, yet those who can support are walking Kindergarten students to their buses. Maybe the CPALs lunches can be staggered and they can help Kindergarten. |
| 2 | It would be nice to not have teachers on yard duty. The weeks that I have it I am more stressed and feel like I can't get things done. |
| 3 | We are often required to attend IEP and 504 meetings during our planning time. |
| 4 | Recess duty is rotated fairly. |

Q24 Staff and students feel safe.

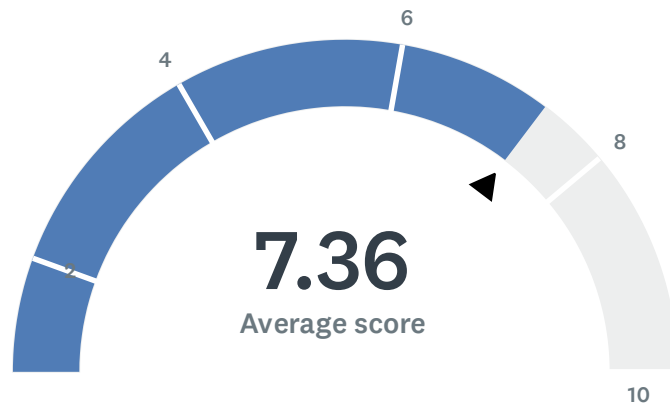
Answered: 14 Skipped: 2



| Basic statistics ⓘ | | | | |
|---------------------------------|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 8.50 | 7.93 | 2.37 |

Q25 Administration has been helpful and supportive regarding student discipline.

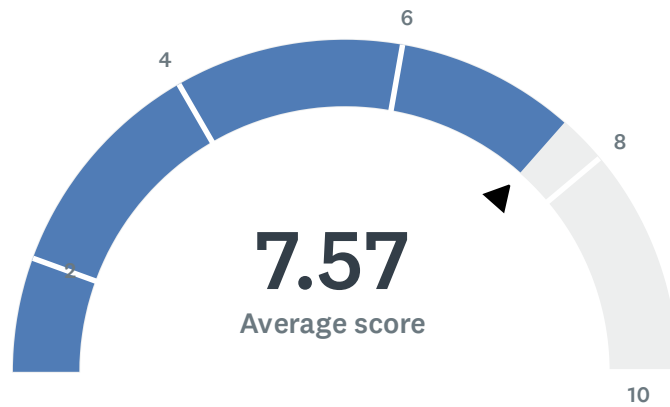
Answered: 14 Skipped: 2



| Basic statistics ⓘ | | | | |
|---------------------------------|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 7.50 | 7.36 | 2.09 |

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

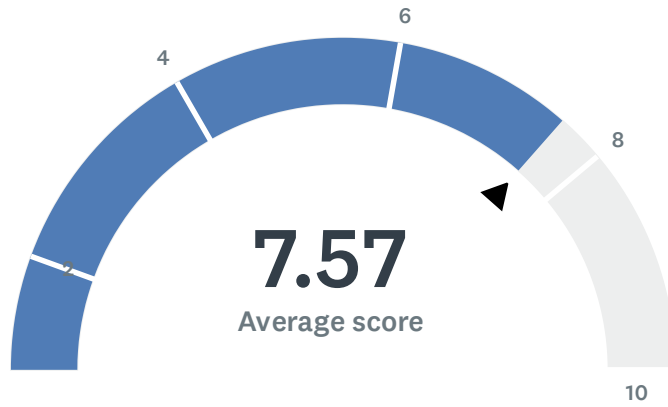
Answered: 14 Skipped: 2



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 7.00 | 7.57 | 2.35 |

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

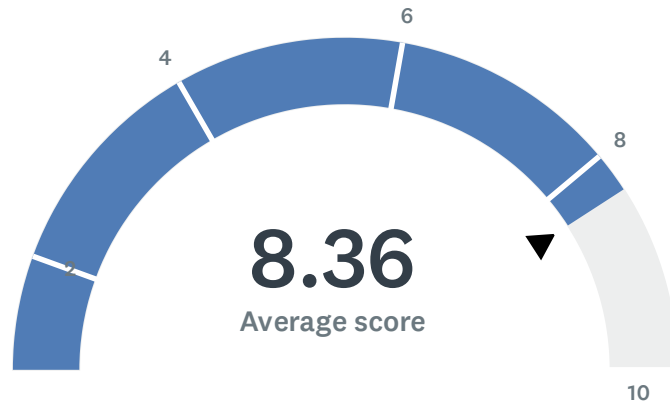
Answered: 14 Skipped: 2



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 8.00 | 7.57 | 2.16 |

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

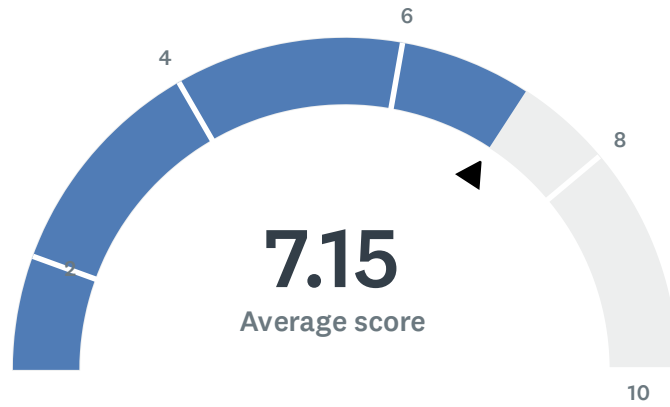
Answered: 14 Skipped: 2



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 8.50 | 8.36 | 2.22 |

Q29 My site has a positive atmosphere.

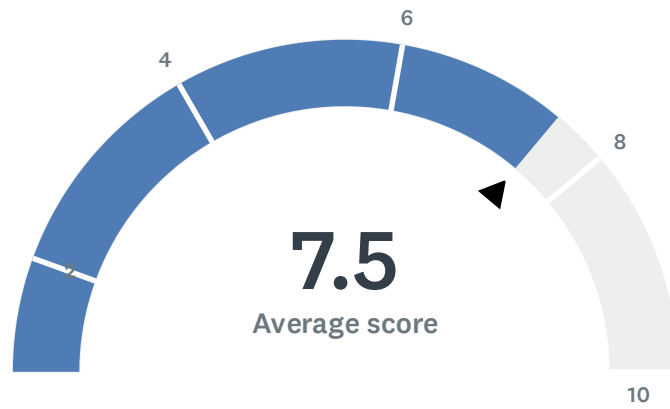
Answered: 13 Skipped: 3



| Basic statistics ⓘ | | | | |
|---------------------------------|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 8.00 | 7.15 | 2.57 |

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

Answered: 14 Skipped: 2



| Basic statistics (i) | | | | |
|---|---------|--------|------|--------------------|
| Minimum | Maximum | Median | Mean | Standard Deviation |
| 1.00 | 10.00 | 8.00 | 7.50 | 2.44 |

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

Answered: 6 Skipped: 10

| # | RESPONSES |
|---|---|
| 1 | Not all students feel safe, especially on the yard. Students are getting mixed messages from CPALs and teachers. When students are called up to the office due to poor behavior, nothing is documented in Aeries. Even when the campus supervisor says a phone call home was, there is no documentation. The teacher then has to go in and follow up in Aeries. Admin is doing what they feel the District, their boss, or the "dashboard" expects when it comes to discipline. The same students are repeatedly in trouble and it's often escalating. It might also help if admin was more visible to the students, like in the cafeteria at lunch, on the yard during every recess. PBIS is not done correctly. Restorative practices are not working when it's forced. The overall atmosphere is the lowest it's been. |
| 2 | Discipline needs to be more prominent, teachers need a follow up to the action that will happen when a student is being disciplined. Site Atmosphere- lunches in the principal's office by certain groups that appear clicky should not be allowed it makes every other staff member who has limited time to talk on their breaks with the principal about issues they might have. It makes me feel uncomfortable when I need to ask everyone in the room that I need to have a private conversation with the principal as most people are not quick to leave. Lunches should be conducted in staff lounges only. |
| 3 | Consequences for bad behavior should be taken more seriously. Many of our youngest students have out of control behavior and are seen sitting in administration's office most of the day. We are given a lot of excuses about why students behave poorly. |
| 4 | The morale at Fletcher is low. |
| 5 | If you put in a major referral it gets changed to a minor. Admin only does the work if they know parents will be mad. I know of a teacher who has a student that swears, uses the "N" word with the hard r and threatens others but the student stays in class. Admin wants to keep their referral numbers low. Screw student and staff safety |
| 6 | We have a great AP, but her hands are tied in regards to discipline. |

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

Answered: 4 Skipped: 12

| # | RESPONSES |
|---|--|
| 1 | Fletcher has a lot to offer, and overall admin is very approachable. Admin is doing what the District is saying to do, but there needs to be some sort of change. There are too many things on our plates and some need to be removed. That doesn't mean replacing with something else, just remove so we can focus on the standards and grow from there. |
| 2 | Students and teachers are great but admin is terrible. |
| 3 | This is a great place to work if you are on a team that gets along. My experience has always been great. I do feel bad for some of my coworkers who are on dysfunctional teams. They are absolutely miserable and the people making them miserable are not held accountable. No one should feel sick to their stomach about coming to work on a Wednesday. |
| 4 | I like both of our administrators. They are kind humans and good at what they do. Fletcher is a great place to be! |