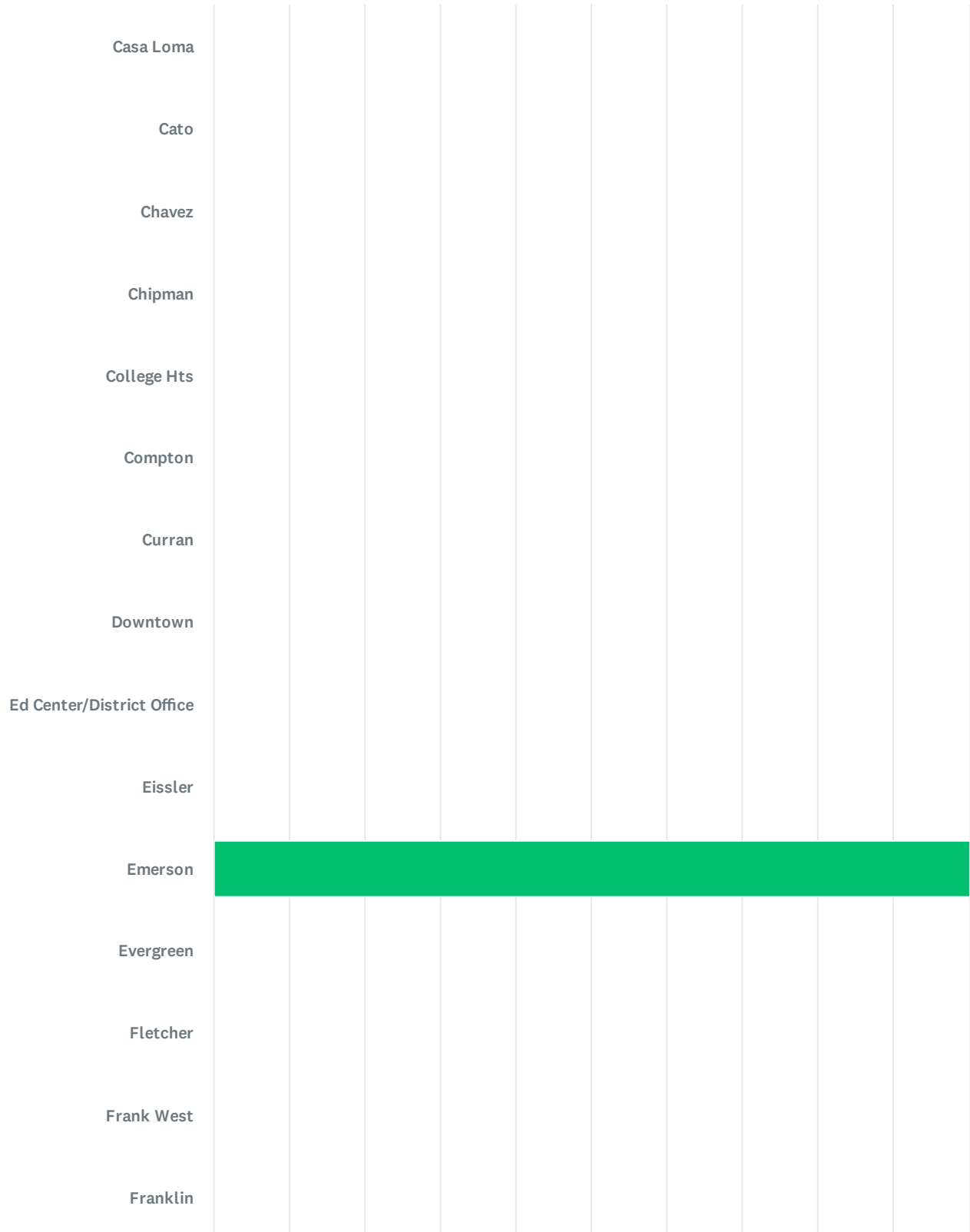























# Q1 School Site (If you work at multiple sites, choose your home site OR complete a survey for each site at which you spend significant time.)























Answered: 11 Skipped: 0



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	100.00%	11
 Evergreen	0%	0
 Fletcher	0%	0
 Frank West	0%	0
 Franklin	0%	0
 Fremont	0%	0
 Garza	0%	0
 Harding	0%	0
 Harris	0%	0
 Horace Mann	0%	0
 Hort	0%	0
 Jefferson	0%	0
<b>Total</b>		<b>11</b>

2025-2026 BETA Administration/Site Climate Survey

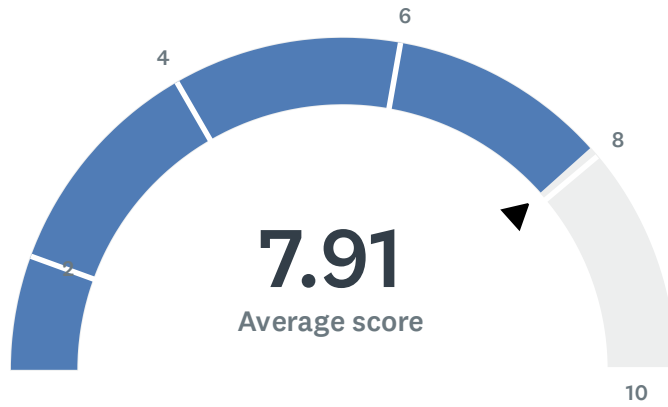
Answer Choices	Percentage	Responses
 Lincoln Jr. High	0%	0
 Longfellow	0%	0
 McKinley	0%	0
 MLK	0%	0
 Mt.Vernon	0%	0
 Munsey	0%	0
 Nichols	0%	0
 Noble	0%	0
 Owens Elementary	0%	0
 Pauly	0%	0
 Pioneer	0%	0
 Rafer Johnson	0%	0
 Roosevelt	0%	0
 School Nurse	0%	0
 Sequoia	0%	0
 Sierra	0%	0
 Stella Hills	0%	0
 Stiern	0%	0
 Thorner	0%	0
 VAPA	0%	0
 Voorhies	0%	0
 Washington	0%	0
<b>Total</b>		<b>11</b>

2025-2026 BETA Administration/Site Climate Survey

Answer Choices	Percentage	Responses
 Wayside	0%	0
 William Penn	0%	0
 Williams	0%	0
 Other (please specify) <a href="#">Show responses</a>	0%	0
<b>Total</b>		<b>11</b>

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

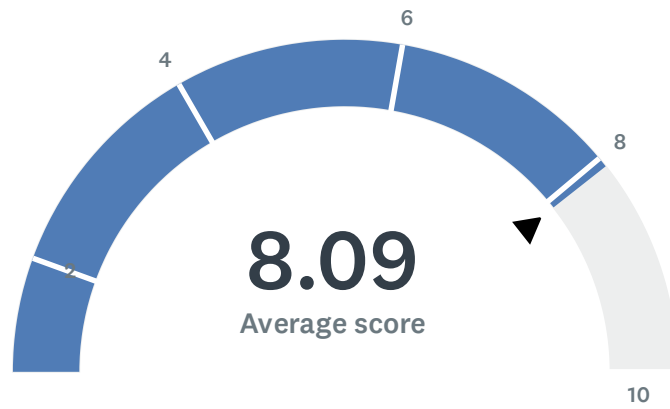
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	8.00	7.91	2.11

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

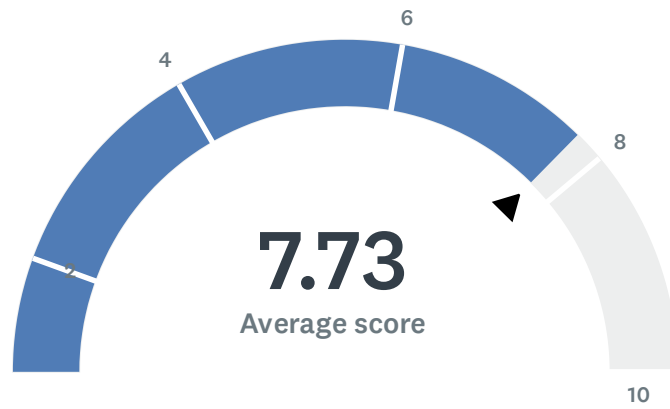
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	8.00	8.09	1.83

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

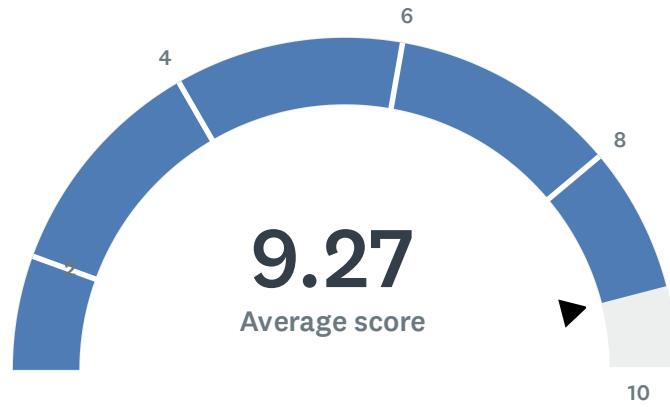
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	7.00	7.73	2.18

## Q5 Site administration follows the contract and respects personal rights.

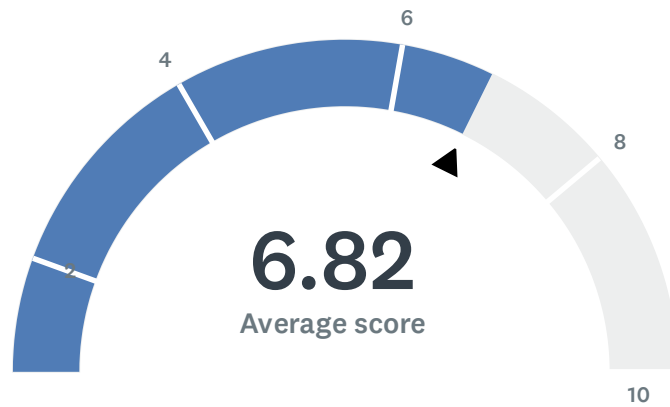
Answered: 11 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	9.27	1.42

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

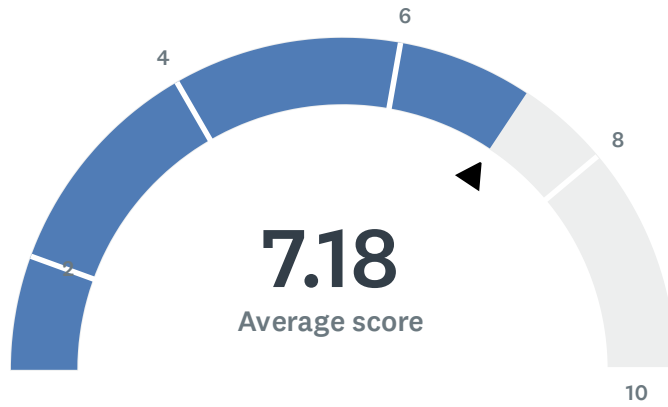
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	7.00	6.82	2.72

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

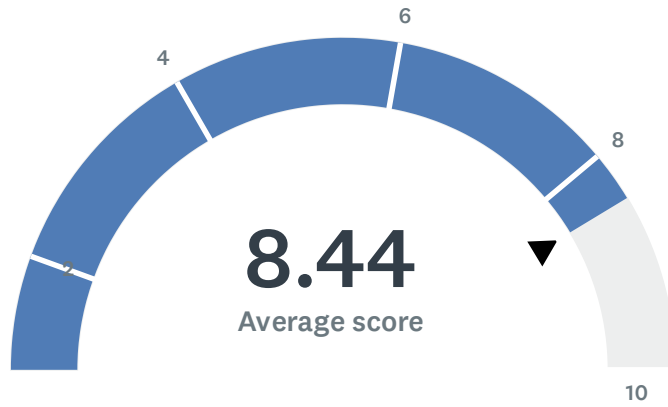
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	7.00	7.18	1.95

## Q8 Administration supports staff against attacks and criticism from parents.

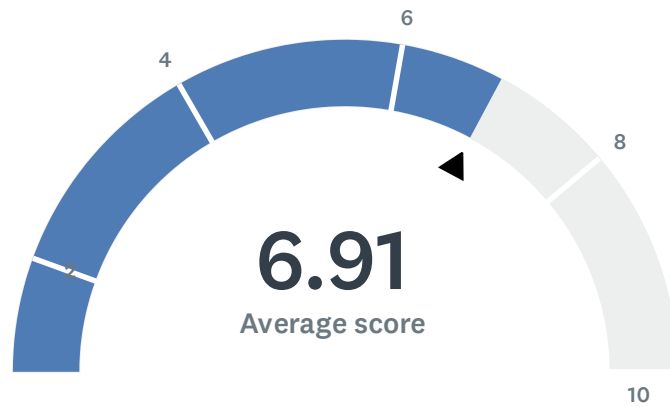
Answered: 9 Skipped: 2



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	8.44	2.01

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

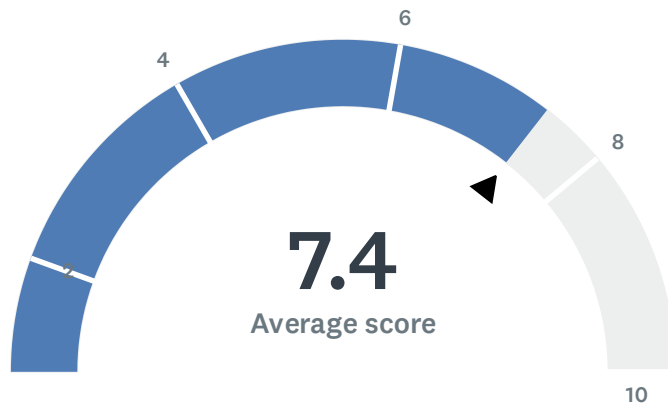
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	6.91	3.00

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

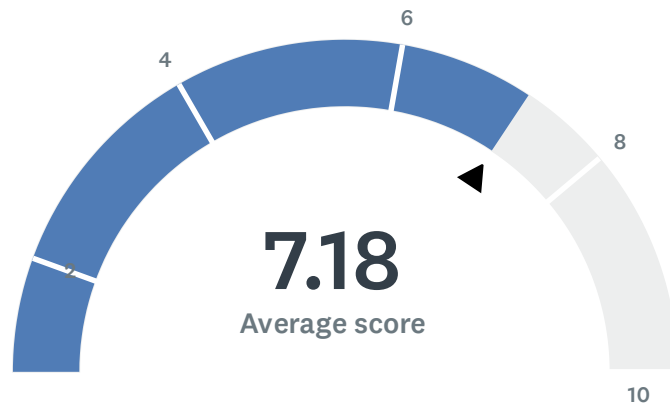
Answered: 10 Skipped: 1



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	8.00	7.40	2.50

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

Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	8.00	7.18	2.79

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

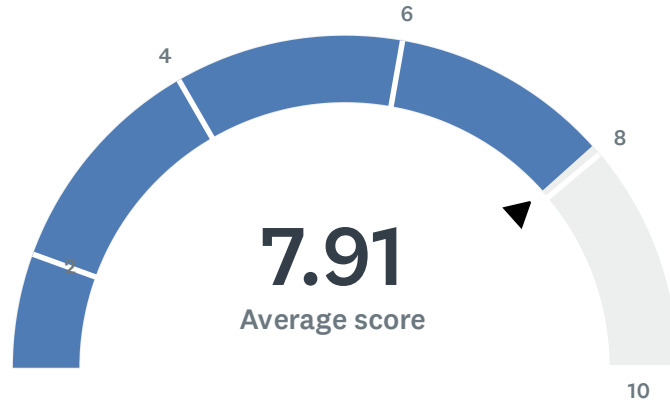
Answered: 11 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	8.00	7.55	2.68

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

Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	10.00	7.91	3.34

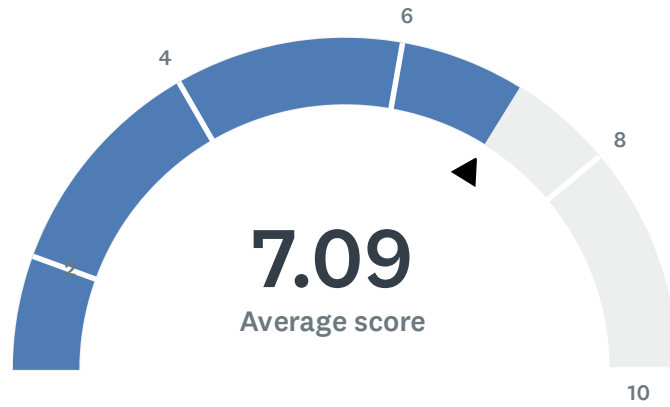
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 7 Skipped: 4

#	RESPONSES
1	Administration is very considerate towards teachers. I appreciate all the care they have for teachers but a lot of our concerns on campus are never addressed. I am concerned that administration is more concerned over how the campus looks good without making actual changes to the consequences given students.
2	The administration at our school talks about themselves mostly. Staff is not allowed to question them without retaliation. There is not any accountability on campus. Staff can get away with anything and everything: not coming to work on time, not turning in lesson plans, not completing their job duties, talking down to other people, office staff treating teachers like trash.
3	The site administrator works diligently to address concerns as they arise. That said, there are instances where some staff members seek greater control over decisions, which has led to division on campus and, at times, detracts from a unified focus on student needs.
4	The primary concerns at this site are inconsistent communication and the inequitable treatment of teachers. Expectations are often not communicated in a timely manner, leading to unnecessary confusion. Furthermore, specialized staff (Coaches, Specialists, etc.) are often pulled away from their designated roles, which undermines the support systems intended for teachers and students.
5	Overall site administration is great. Easy to get along with, supportive, and does everything to help students while also supporting school staff. However, there are a lot of behaviors happening around campus and frequently the YSS, and BIS are not being appropriately utilized. The YSS focusing only on African American students and would frequently pull students out of core instructional classes to meet with him. The 3 BIS are usually only in their classroom. I never see them supporting students with behaviors. At the beginning of the year they were told to meet with African American students which would be them walking into the classroom, asking if they're good, then they walk out. Not really supporting kids. Towards the end, they stopped entering the classroom completely. But this has been an issue for YEARS and it never changes. Sharing concerns with the BIS leads to nothing happening. The school psych is frequently pushed to handle the duties that normally would be assigned to the BIS. which leads to him not helping the special education students. It would be more appropriate to have the BIS take over all behavioral issues, psychologist handle sped, and YSS work with building rapport with all students and implementing effective programs for ALL kids.
6	The principal for Emerson cares about the students and staff. He is responsive to the needs of everyone on site and in the community. I have worked under numerous principals and admin in the District over the past 24 years and this is the best work environment I have every experienced; and it starts with the principal.
7	Site administration set expectations in place and do not follow through with teachers or students. They do not address teachers that are not enforcing school norms when it comes to rules for discipline, cell phones, or dress code.

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

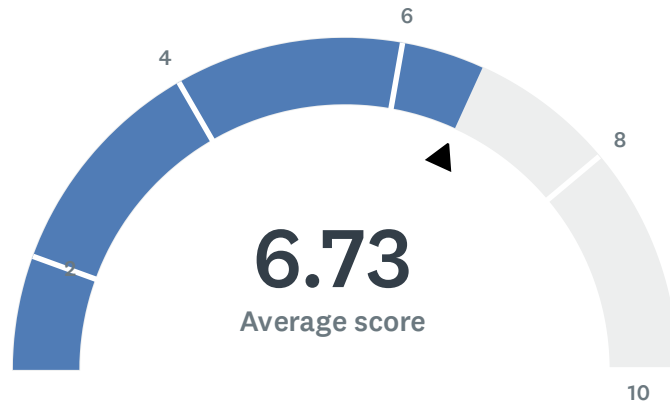
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	8.00	7.09	2.68

## Q16 Site meetings are productive and not excessive.

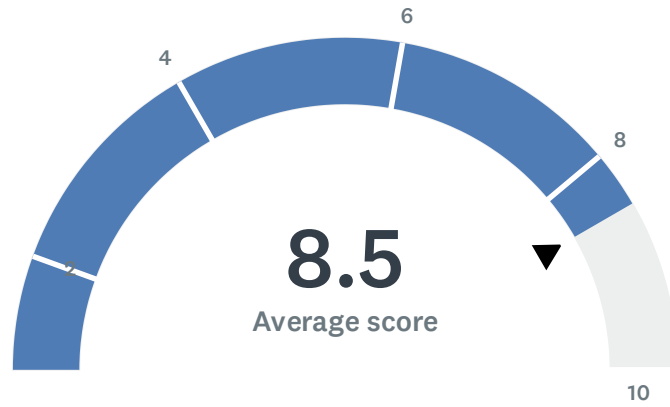
Answered: 11 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.73	3.19

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

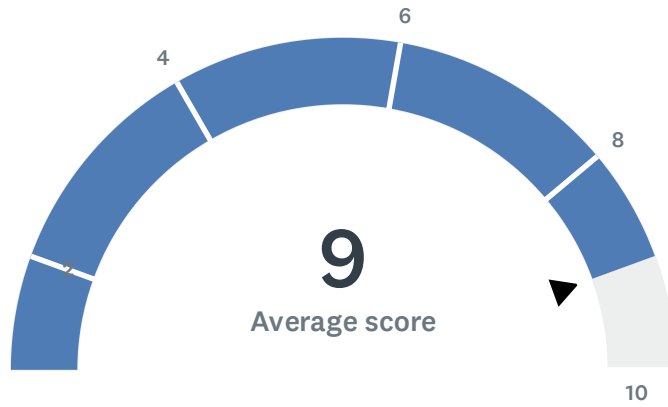
Answered: 10 Skipped: 1



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	9.00	8.50	1.69

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

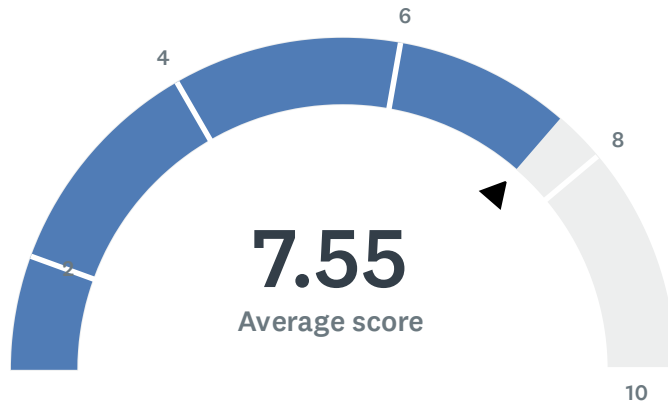
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
7.00	10.00	10.00	9.00	1.28

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

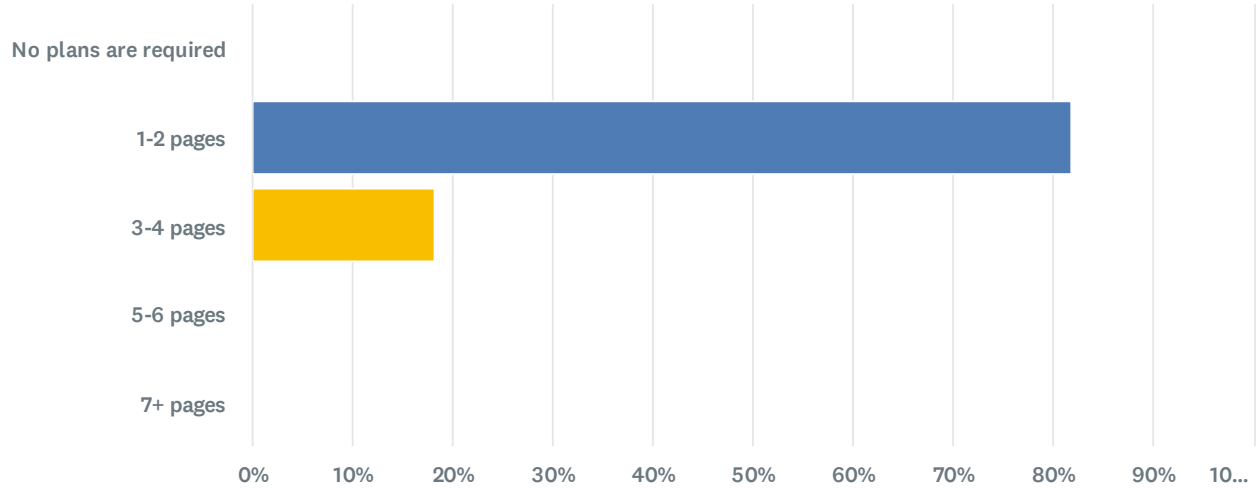
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	8.00	7.55	2.78

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

Answered: 11 Skipped: 0



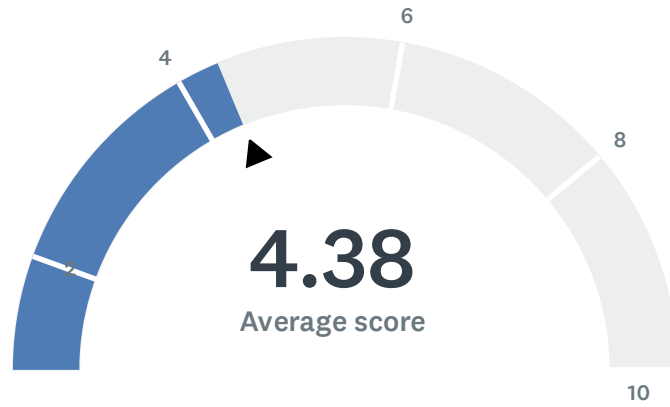
Answer Choices	Percentage	Responses
<span style="color: green;">●</span> No plans are required	0%	0
<span style="color: blue;">●</span> 1-2 pages	81.82%	9
<span style="color: yellow;">●</span> 3-4 pages	18.18%	2
<span style="color: teal;">●</span> 5-6 pages	0%	0
<span style="color: orange;">●</span> 7+ pages	0%	0
<a href="#">Show comments</a>		
<b>Total</b>		<b>11</b>

2025-2026 BETA Administration/Site Climate Survey

#	COMMENT	
1	Lesson plans are required by Monday morning but most of the teachers do not turn them in. There is no follow up or consequences. It is just a box to check with the front office.	
2	Plans are just required. No page limit was ever given.	
3	New teachers should be required to fill out lesson plans. Teachers that have years of experience/not on any improvement plans should not be required to fill out lesson plans. Most of us have master's degrees, I would suggest experienced teachers not being required to write lesson plans since everytime there is an observation there is high levels of learning.	

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

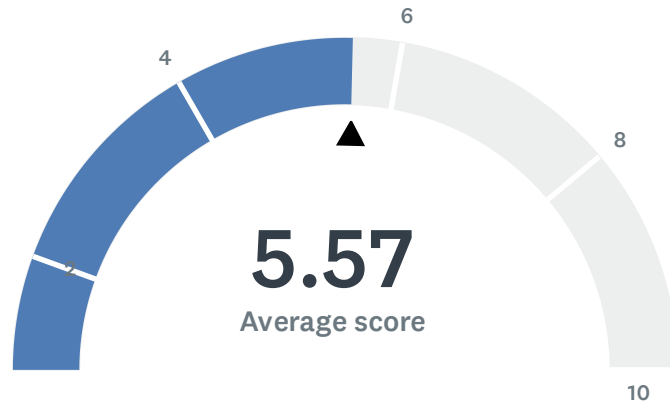
Answered: 8 Skipped: 3



Basic statistics <span style="float: right;">ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	3.50	4.38	3.60

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

Answered: 7 Skipped: 4



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.57	4.03

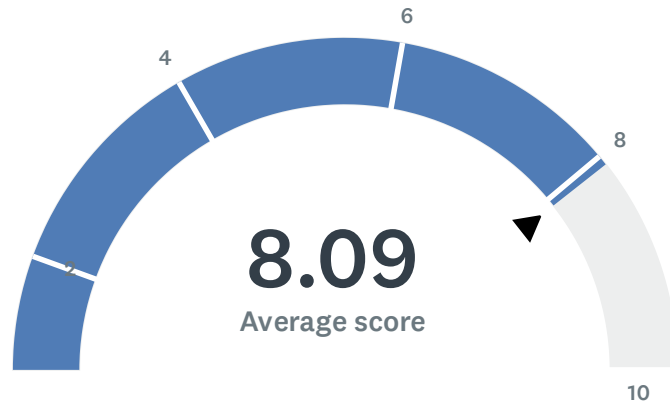
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4 Skipped: 7

#	RESPONSES
1	We hardly have any staff meetings. Staff doesn't really have a moment during staff meetings to address any concerns we have.
2	Meetings are used for admin to talk about themselves and teachers are not allowed to have an opinion without being shut down in front of everyone or pulled into a meeting. Staff is not part of any budget decisions.
3	The current site operations are characterized by a contradiction: planning time is provided, yet it is undermined by the lack of designated time for district-required data input. Additionally, site meetings are currently not a productive use of staff time. To improve operations, administration should focus on involving staff in policy decisions and ensuring that mandatory data tasks have dedicated time during the workday.
4	Site administration is respectful of teachers' time and ensure there is plenty of opportunities/time to complete their duties.

## Q24 Staff and students feel safe.

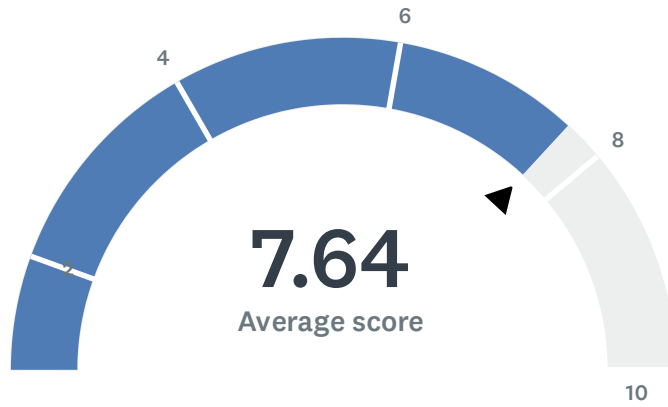
Answered: 11 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	8.00	8.09	1.56

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

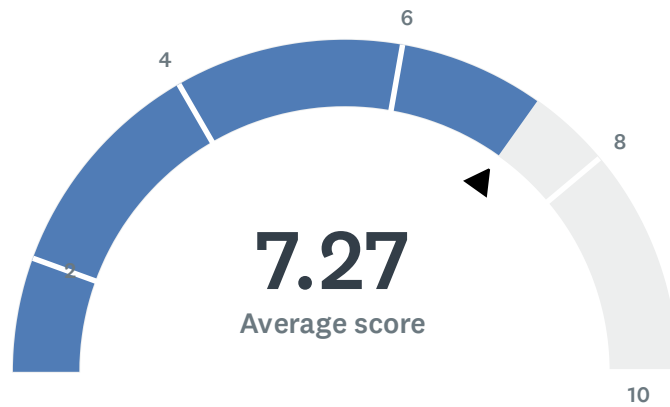
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	8.00	7.64	2.14

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

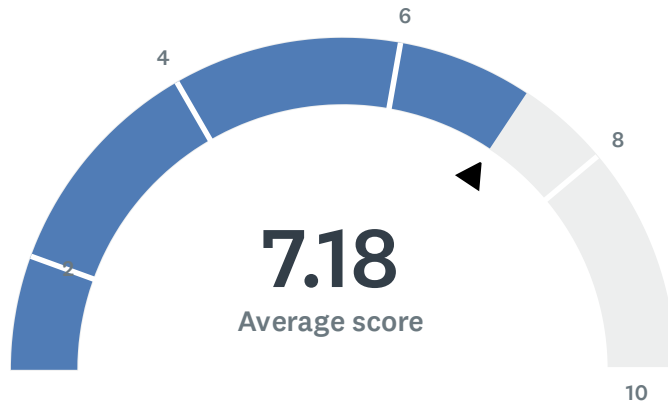
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	7.00	7.27	1.91

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

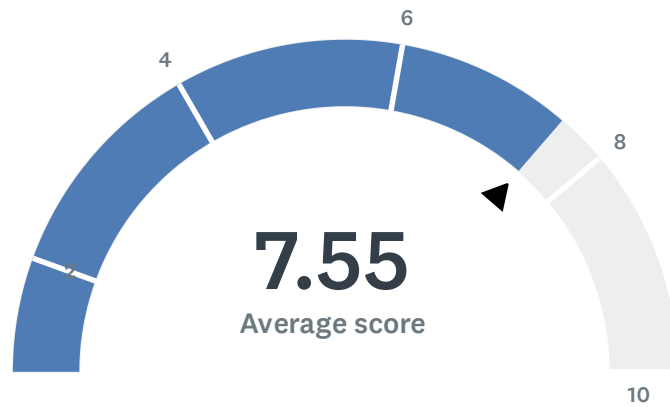
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	8.00	7.18	2.04

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

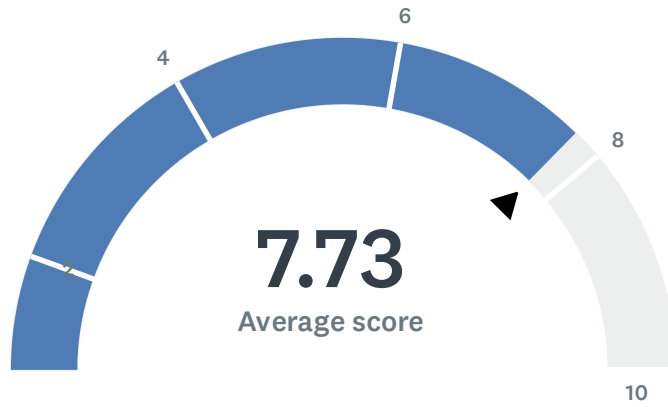
Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	8.00	7.55	1.88

## Q29 My site has a positive atmosphere.

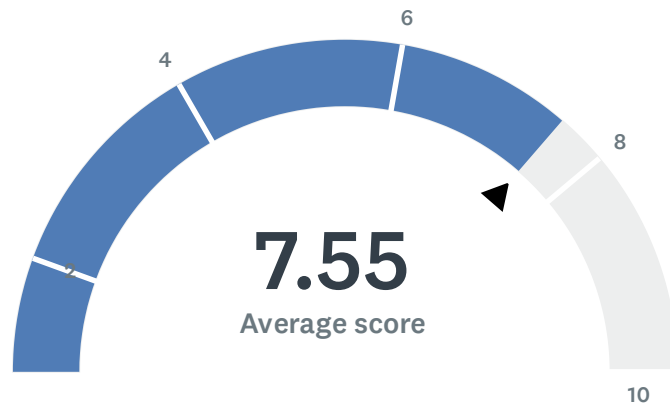
Answered: 11 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	8.00	7.73	1.96

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

Answered: 11 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	9.00	7.55	2.68

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

Answered: 5 Skipped: 6

#	RESPONSES	
1	<p>The campus supervisor is treated like the vice principal or principal and is often confused for being admin by parents. Admin does not follow through with the school rules and often do not follow up on referrals. When the campus supervisor or admin handle a situation, many times it is not documented in Aeries which is frustrating. The principal puts everything on the vice principal then gets frustrated when she is off campus and he has to do the work himself. All activities are based around attendance with nothing to promote academics. Teachers get no say in field trips. Field trips are decided by the principal without any focus on what the teachers are teaching in the classroom that would correlate with the trip. CPALs are too friendly with the students and constantly on their phones. Admin doesn;t follow the phone policy, so how can the teachers follow through in the classroom.</p>	
2	<p>The site atmosphere and approach to student discipline are major strengths of this school. I feel safe on campus, and there is a high level of trust that the administration will value a teacher's word when ODRs are written. This creates a positive environment for both staff and students, and it is a primary reason I would recommend this site to others.</p>	
3	<p>The site administrator has a strong and positive vision for PBIS, discipline, and improving the overall site atmosphere, with the clear goal of moving the school in the right direction for students. Unfortunately, some individuals in roles that require collaboration and support of this vision have repeatedly worked against these efforts. Rather than functioning as team players, their action, often driven by personal beliefs or feelings, have created ongoing division among staff and have hindered consistent implementation of discipline and PBIS practices.</p>	
4	<p>There is no PBIS. BIS do not implement any system for behaviors to avoid referrals. When referrals are written, admin will believe you but won't do anything about it. A male student that gets into fights frequently including with females is allowed to roam campus, students are allowed to yell back at you and refuse to give up their phones, and if a student vapes the student is just sent back to class. You will have more luck maintaining a strong classroom management system than to rely on administration to cover for you if there are behaviors.</p>	
5	<p>Discipline issues are rampant because there doesn't seem to be anything systematic in place. It feels like they approach it one fire at a time instead of having preventative measures or routines set up. For example, if you know the same 10-20 kids ditch classes daily, put someone in charge of keeping track and addressing it.</p>	

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

Answered: 5 Skipped: 6

#	RESPONSES
1	The front office is a very toxic atmosphere. The office girls are considered the mean girls and are very disrespectful to staff. The secretary is rarely at her desk and always gone. Admin is aware and continues to allow the behavior. Late starts are just thrown together and seem to be a waste of time. Communication is the worst part of Emerson. There is no consistency and notifications are usually done last minute. Chaperones are notified the night before a trip or event.
2	I am very proud of the safety and atmosphere we have built here. To sustain this, administration must address the issues that lead to staff burnout: unproductive meetings, a lack of designated time for mandatory data entry, and inconsistent communication regarding site policies. Protecting teacher time and ensuring all staff are used according to their expertise will ensure our positive site climate continues to thrive.
3	Emerson is moving in the right direction. Behavior incidents have decreased, and the site is actively working to strengthen PLCs and develop targeted plans to improve student achievement and test scores. With full buy-in from all adults on campus, this progress could be even stronger. The challenges are not student-related and do not involve site administration; rather, they stem from a lack of alignment among some adults on campus, including academic coaches who are not consistently providing instructional support or coaching, and instead contribute to ongoing issues that create division.
4	Please improve handling of behaviors. We have a restorative classroom for a reason. These kids that disrespect their teachers should be placed in the restorative. Last year, restorative was frequently used this year it seems like we're trying to avoid that by increasing suspensions for students that make the campus supervisor or administration mad but keep students who cuss teachers out or outright argue with teachers inside the classroom. This may be because the restorative teacher is ineffective at her position. Students go there to watch movies and eat snacks. It doesn't appear to be a deterrence for negative behavior and instead a place to hang out. I witnessed multiple times students out of control in the restorative class while the restorative teacher sits and just stares at them. Students shouting racial slurs while nothing is done.
5	I wouldnt want to work under any other principal.