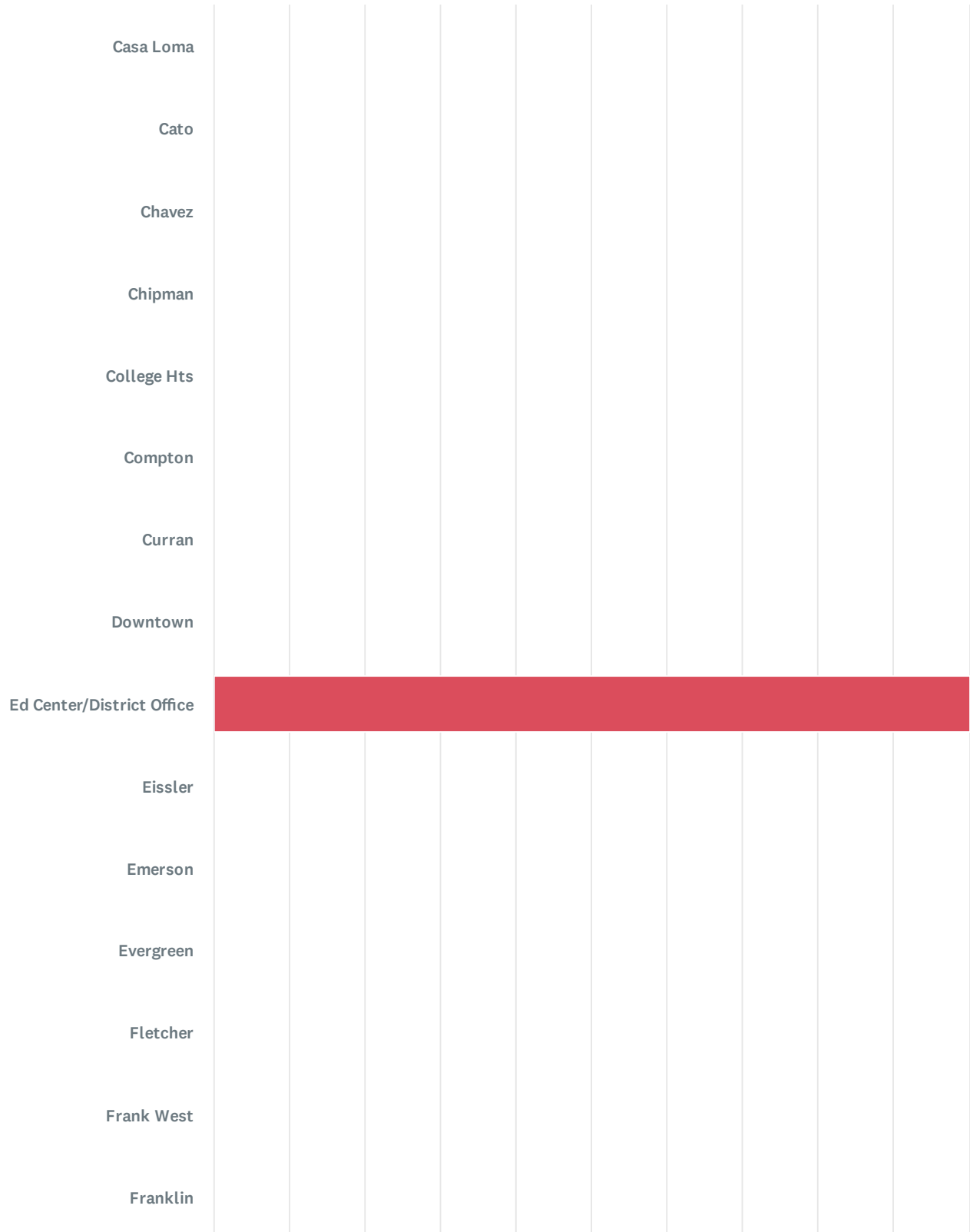
























# Q1 School Site (If you work at multiple sites, choose your home site OR complete a survey for each site at which you spend significant time.)























Answered: 14 Skipped: 0



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	100.00%	14
 Eissler	0%	0
 Emerson	0%	0
 Evergreen	0%	0
 Fletcher	0%	0
 Frank West	0%	0
 Franklin	0%	0
 Fremont	0%	0
 Garza	0%	0
 Harding	0%	0
 Harris	0%	0
 Horace Mann	0%	0
 Hort	0%	0
 Jefferson	0%	0
<b>Total</b>		<b>16</b>

2025-2026 BETA Administration/Site Climate Survey

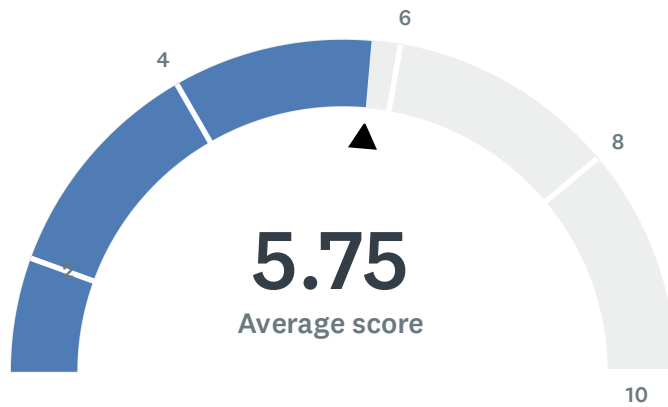
Answer Choices	Percentage	Responses
 Lincoln Jr. High	0%	0
 Longfellow	0%	0
 McKinley	0%	0
 MLK	0%	0
 Mt.Vernon	0%	0
 Munsey	0%	0
 Nichols	0%	0
 Noble	0%	0
 Owens Elementary	0%	0
 Pauly	0%	0
 Pioneer	0%	0
 Rafer Johnson	0%	0
 Roosevelt	0%	0
 School Nurse	0%	0
 Sequoia	0%	0
 Sierra	0%	0
 Stella Hills	0%	0
 Stiern	0%	0
 Thorner	0%	0
 VAPA	0%	0
 Voorhies	0%	0
 Washington	0%	0
<b>Total</b>		<b>16</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>	14.29%	2
<b>Total</b>		<b>16</b>

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

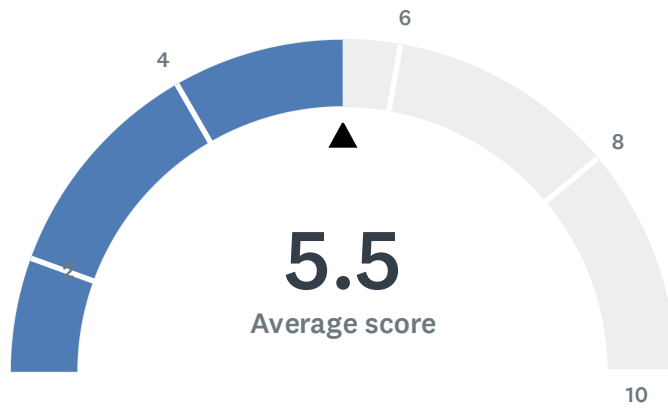
Answered: 12 Skipped: 2



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.50	5.75	3.98

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

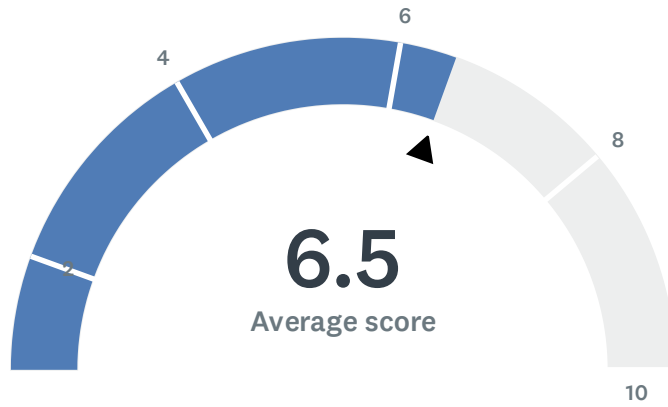
Answered: 12 Skipped: 2



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	6.00	5.50	4.05

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

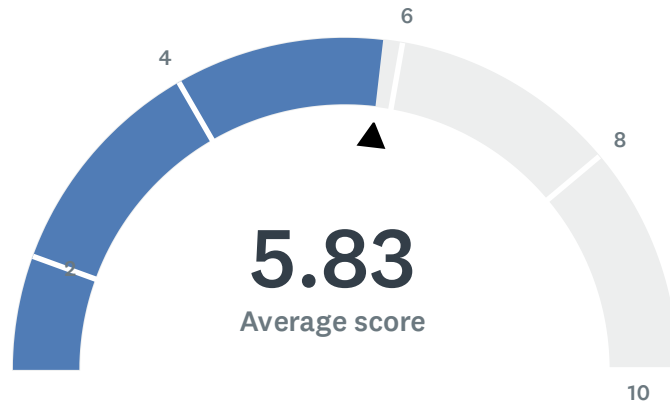
Answered: 6 Skipped: 8



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.50	6.50	3.50

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

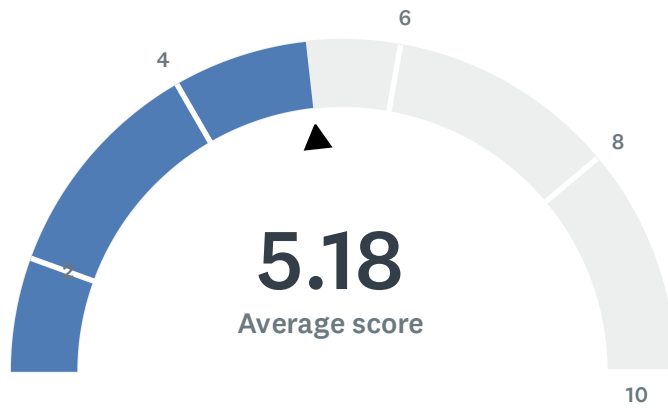
Answered: 12 Skipped: 2



Basic statistics <span style="float: right;">ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	6.00	5.83	4.06

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

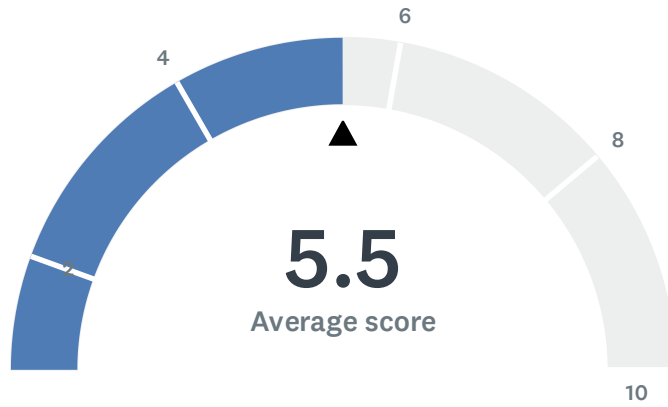
Answered: 11 Skipped: 3



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.18	3.69

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

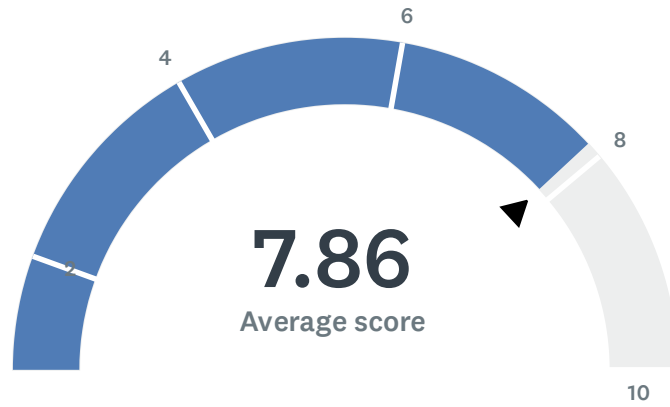
Answered: 12 Skipped: 2



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	6.00	5.50	3.57

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

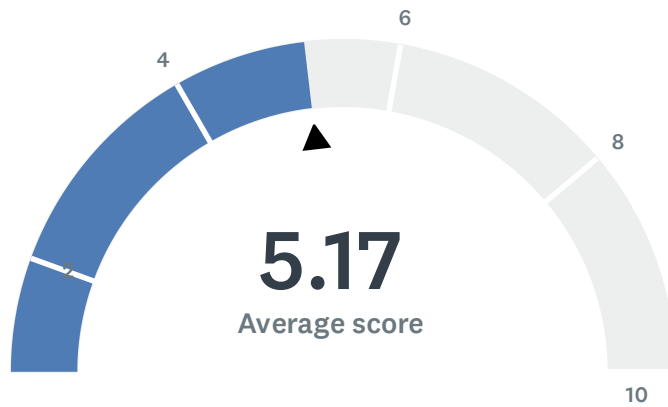
Answered: 7 Skipped: 7



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	10.00	7.86	3.27

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

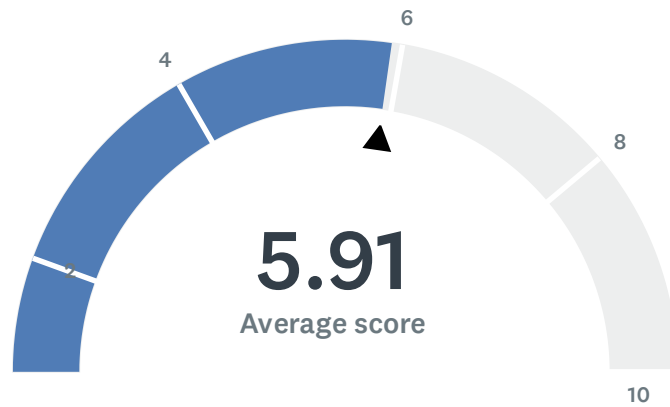
Answered: 12 Skipped: 2



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.17	3.62

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

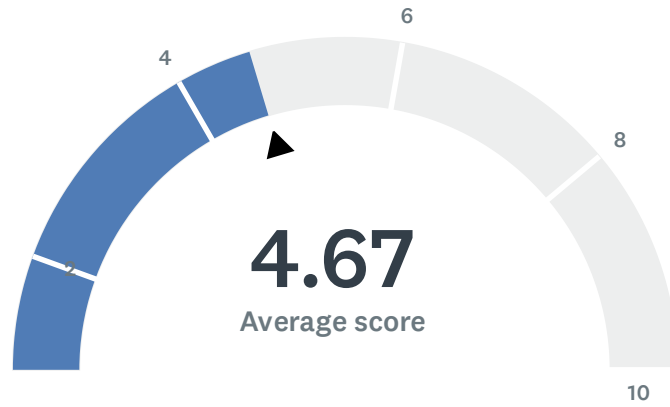
Answered: 11 Skipped: 3



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	5.91	4.14

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

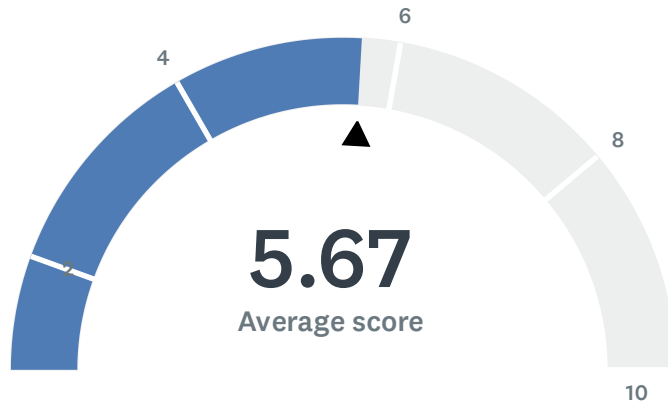
Answered: 12 Skipped: 2



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	3.50	4.67	3.52

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

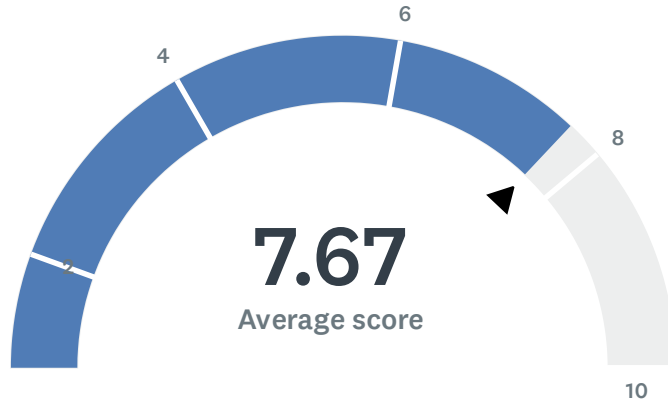
Answered: 12 Skipped: 2



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	6.00	5.67	4.35

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

Answered: 6 Skipped: 8



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	10.00	7.67	3.50

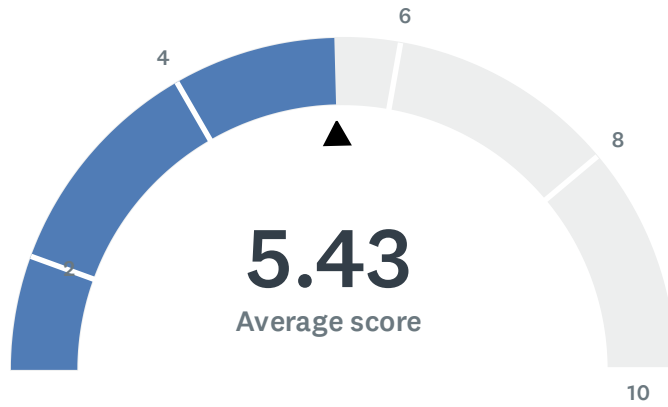
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 10 Skipped: 4

#	RESPONSES	DATE
1	I filled this out based on Storiann Camps she over see Pre-k. I have no problem with my school site, its Storiann that show no support.	
2	Chapman makes work almost unbearable. There is no real "leadership" from her.	
3	It's inequitable and unsustainable to have staff presenting district content for less pay than participants of the professional development. We need hourly wages plus overtime to be adequately compensated for the time we are sacrificing away from our families. This includes hourly wages for mentoring new teachers. The current overtime rates reflect that our district devalues our most hardworking and dedicated staff members.	
4	We are often the primary source for professional development for school sites and at a district level. This requires a significant amount of time since our daily duties require us to support at school sites during the day. However, we are asked to do this extra work by sacrificing our family time at significant pay cut. We would feel valued and respected when we are offered at least Flex Time or our hourly wage for the extra time dedicated to providing the necessary and highly demanded trainings for teachers.	
5	Some of the prompts are not applicable to Ed Center personnel which were left unanswered.	
6	There is no clear onboarding process for new employees. Steps to creating trainings and putting things in the tab is complicated and confusing with no admin support. Not a very friendly or welcoming environment.	
7	My administration at the district office creates a positive work environment, and provides exceptional leadership for our team.	
8	Admin for C&I is consistently inconsistent. There is no accountability or vision from the director or direct reports. There is a fear among specialists, a seeming unwillingness to speak their minds in meetings as they have been trained to stay silent because silence is agreeable. Questions to C&I admin are viewed as antagonistic when they are merely seeking information. After last year's climate survey, admin has been publicly agreeable, but keeps grudges and questionable agendas.	
9	C&I leadership continues to maintain a toxic and high-stress environment for its employees. This dept. has been consistently hemorrhaging some of BCSD's brightest talent since Christine Chapman became the Director and this year is no exception. District Administration and the board desperately need to do a deep dive into the high turnover in this department. Meet with current and past employees individually (certificated and classified). There is no leadership or vision in this department and current employees are scared to speak up because of fear of retribution. Communication is inconsistent. Meetings are frequent, but unproductive. Christine Chapman provides no vision for this department or its employees and then blames them when things go wrong. Leadership takes zero ownership. This department is run on bully tactics and favoritism. C&I is in dire need of new leadership.	
10	Supportive and conducive to a positive climate and work environment	

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

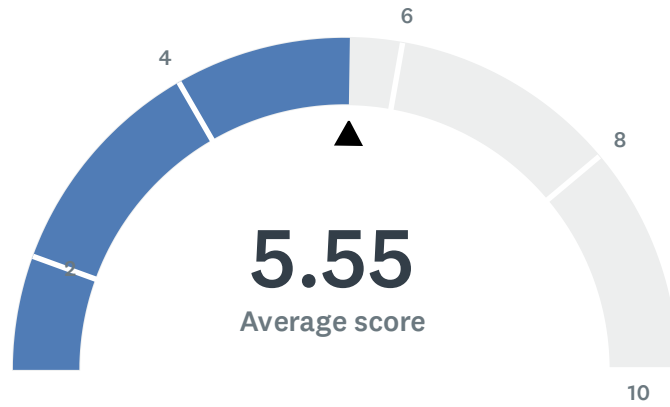
Answered: 7 Skipped: 7



Basic statistics <span style="float: right;">ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.43	3.16

## Q16 Site meetings are productive and not excessive.

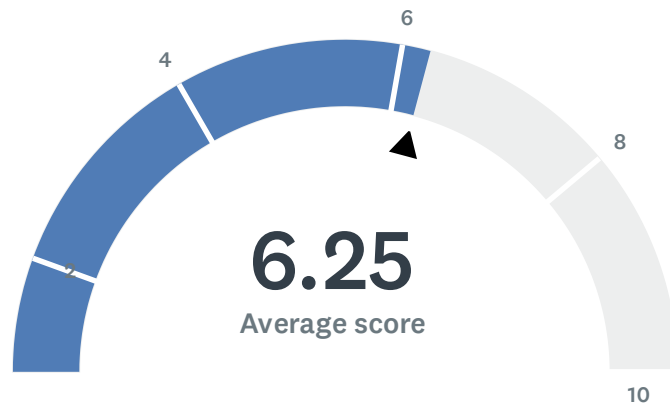
Answered: 11 Skipped: 3



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	5.55	3.23

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

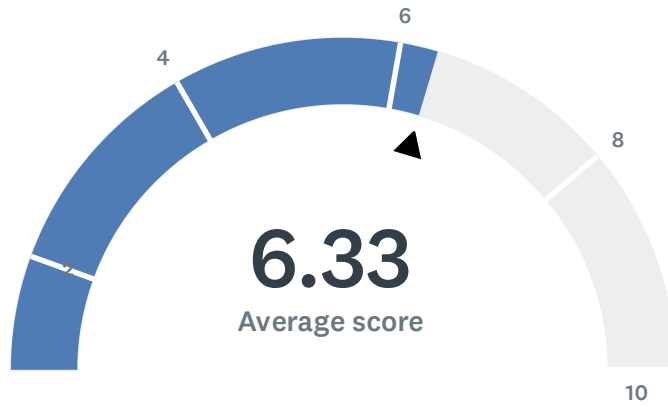
Answered: 4 Skipped: 10



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.25	3.56

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

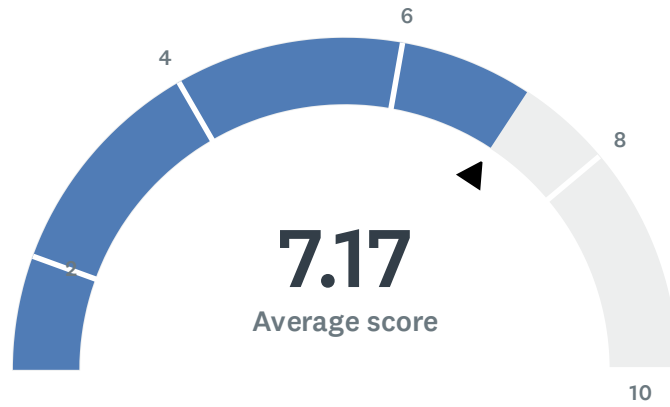
Answered: 6 Skipped: 8



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.50	6.33	3.86

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

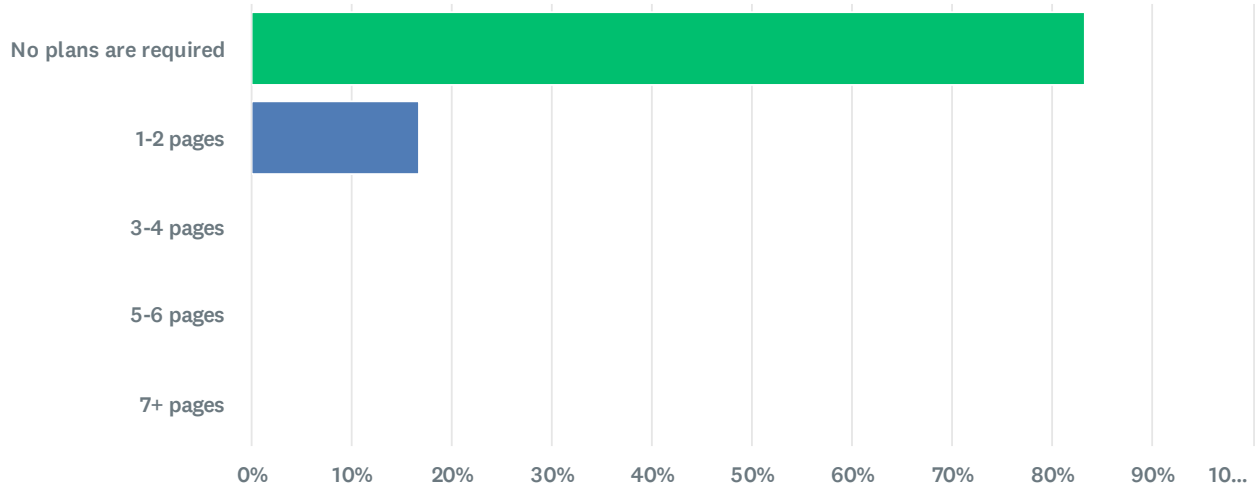
Answered: 6 Skipped: 8



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	7.50	7.17	2.85

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

Answered: 6 Skipped: 8



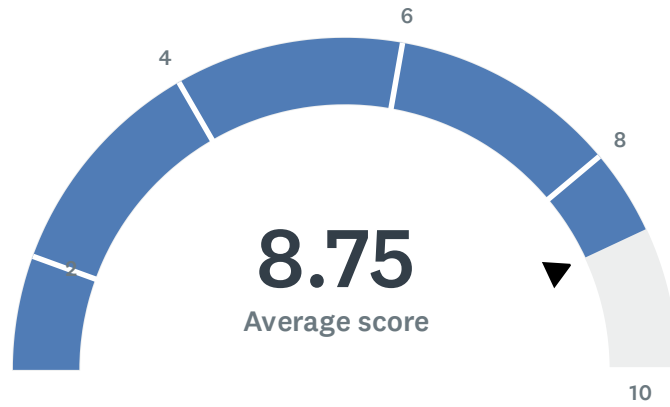
Answer Choices	Percentage	Responses
<span style="color: green;">●</span> No plans are required	83.33%	5
<span style="color: blue;">●</span> 1-2 pages	16.67%	1
<span style="color: yellow;">●</span> 3-4 pages	0%	0
<span style="color: teal;">●</span> 5-6 pages	0%	0
<span style="color: orange;">●</span> 7+ pages	0%	0
<a href="#">Show comments</a>		
<b>Total</b>		<b>6</b>

2025-2026 BETA Administration/Site Climate Survey

#	COMMENT	
1	N/A	
2	Yes the lessons we write for afterschool program. They are fair and not excessive. We are given plenty of time to complete them	
3	Some of these do not pertain to teachers working at the district office as their site.	

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

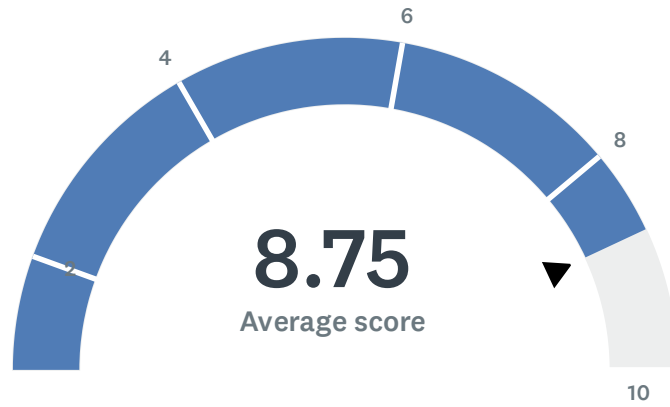
Answered: 4 Skipped: 10



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	8.75	2.17

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

Answered: 4 Skipped: 10



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	8.75	2.17

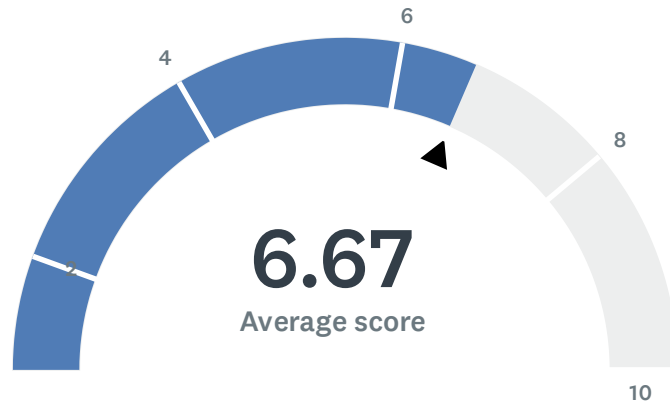
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 10 Skipped: 4

#	RESPONSES
1	Pre-k is only given 10mins at the start and end of each day for planning
2	Not all of this applies to my department.
3	Recent board decisions are recipes for valuable staff to leave our district. There is negativity and inequities in our culture and climate. Additionally, we currently lack district wide clarity around systems and structures, further hindering our collective efficacy. Our district office leaders need to work on creating clear systems for sites. Administrators and teachers need more support than is currently being provided.
4	Some of these questions are N/A
5	Not applicable for district staff.
6	There are no clear responsibilities for specialists to follow. Admin seem to have their favorites they go to for everything. There aren't clear roles on teams or within the department.
7	There is an unspokenBecause many district-supported activities occur after regular work hours, there can be an unspoken expectation for district office teachers to work beyond contracted duty hours. Additional clarity around expectations, along with regular pay or flex time, would be appreciated.
8	C&I admin is consistently driving away talent. Some of the most talented and intelligent leaders in BCSD have been driven out of C&I in the past five years. It seems as though no one pays attention to retention, or even asks those leaving why they are resigning.
9	The "C" in C&I stands for "Copy & Paste" and "Created by Chat GPT". Leadership makes no new decisions and just wants to keep the status quo. They do not follow the contract and will bend the rules for their favorites. The leadership of this department frequently ignores teachers' requests because "teachers are so needy and whiny".
10	n/a

## Q24 Staff and students feel safe.

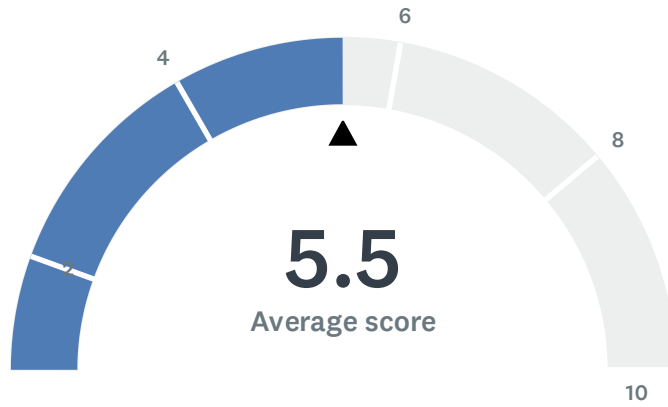
Answered: 12 Skipped: 2



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	6.67	3.61

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

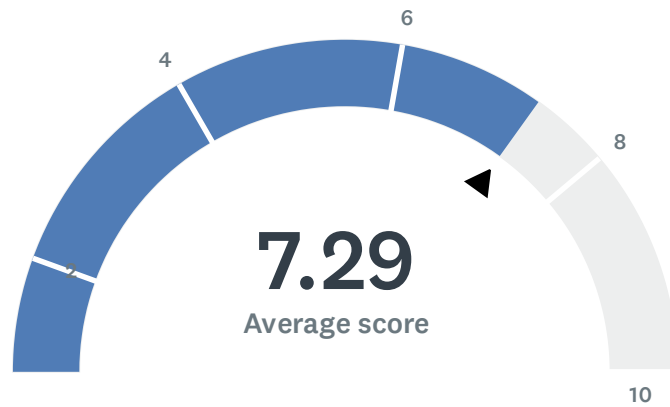
Answered: 6 Skipped: 8



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.50	3.55

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

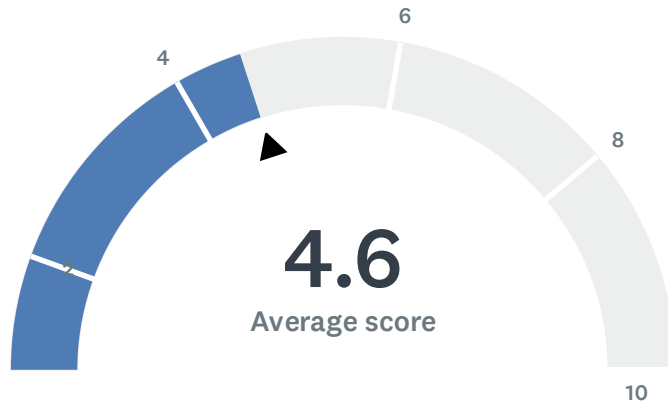
Answered: 7 Skipped: 7



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	8.00	7.29	2.96

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

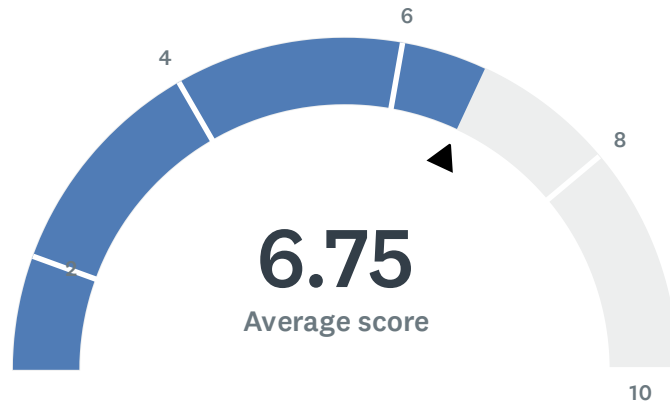
Answered: 5 Skipped: 9



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	4.00	4.60	3.20

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

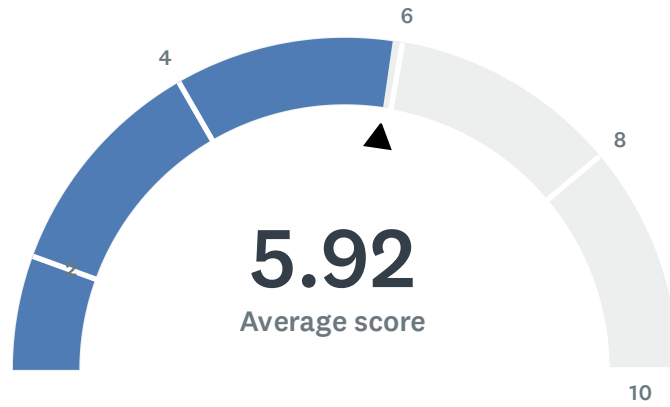
Answered: 4 Skipped: 10



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	6.75	3.70

## Q29 My site has a positive atmosphere.

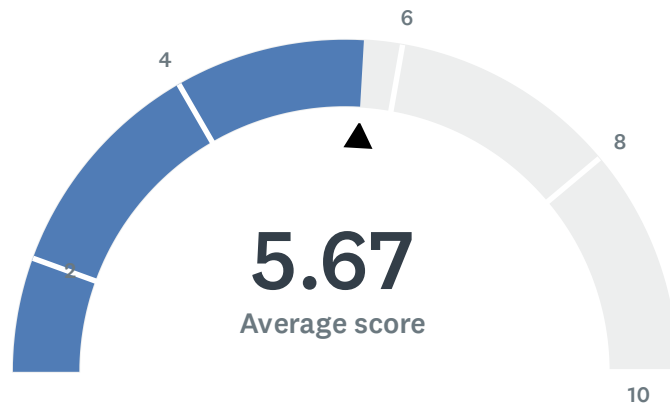
Answered: 12 Skipped: 2



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	6.00	5.92	3.97

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

Answered: 12 Skipped: 2



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.50	5.67	3.77

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

Answered: 7 Skipped: 7

#	RESPONSES
1	Stay where you are until Christine Chapman is gone. Many of us love the job, but leadership is toxic.
2	All of our schools need to implement PBIS to fidelity
3	One question in this survey touches on adequate professional development and training for teachers, but who will conduct these trainings if people are not willing to do them for a fraction of their pay?
4	Atmosphere in Student Services is overall really positive and supportive.
5	As district office teachers, some of these do not apply to our situation.
6	It is impossible to recommend C&I to any other teachers at this time. The vision in C&I is stunted and is stuck on repeat with a vicious cycle of copying and pasting every year. The department is not agile to the needs of school sites and actively prevents its employees from servicing school sites when they need it most at the beginning of the year.
7	Positive atmosphere, supportive admin

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

Answered: 8 Skipped: 6

#	RESPONSES
1	Not worth the stress she creates. Why won't BCSD fix the BCSD culture? You are better off not working in the district office.
2	Consider mou for Flex Time for district employees that have regular job duties and professional development outside of contract time
3	Look, there are ongoing and significant concerns regarding expectations and compensation for district office teachers who lead professional development outside of contracted hours. After-school and weekend sessions are often the only viable way to support school sites, yet the teachers who design and facilitate these trainings assume substantially greater preparation, expertise, and responsibility. Compensating presenters and participants at the same project rate raises serious questions about equity and how this work is valued. Leading professional development requires a considerable investment of personal time, and the lack of differentiated compensation or meaningful flex time is unsustainable. Teachers who work beyond contract hours—particularly those in leadership roles—deserve clear expectations and compensation that reflects the scope of their contributions. With new leadership and upcoming contract negotiations, there is a timely opportunity to address this issue in a meaningful way. Establishing clear expectations and fair compensation or time-recovery options through contract language or a Memorandum of Understanding would be an important step toward recognizing this work and supporting morale, sustainability, and retention.
4	Working directly under Dr. Tim and Liz has been a great experience during my time in this position. Their leadership demonstrates trust in staff by providing clear expectations while allowing autonomy in how our team and individual members carry out our work. I feel their approach empowers us to take ownership, collaborate effectively within our scope of work contributing to a positive and supportive team culture.
5	It is very uncomfortable and confusing for new employees. C&I is not a very welcoming place and does not feel emotionally safe. Admin does not encourage original ideas or creativity outside of what has already been done.
6	There is continued concern about expectations and compensation for district office teachers who lead professional development outside of contracted duty hours, since after-hours or weekend sessions are often the only way to support school sites. There is a lot of respect for the educators who attend these trainings; however, those who design and present them take on additional preparation, expertise, and responsibility. Currently, presenters and attendees are paid the same project rate, which raises concerns about fairness and how this work is valued. Providing regular pay or meaningful flex time for those leading professional development would better recognize the time and personal sacrifice involved. Ideally, similar consideration would be given to all teachers working outside contract hours. As we move forward with new leadership, there is hope that the value of this work will be recognized through clear expectations and fair compensation or time recovery options, helping support morale, sustainability, and retention. As we continue contract negotiations this year, there may be an opportunity to address this ongoing issue through contract language or the development of a Memorandum of Understanding (MOU).
7	I would absolutely not recommend C&I to anyone I cared about. Unless you enjoy toxic environments, the inconsistent following of the contract, being bullied and intimidated by your admin, having no relationship with admin, having to commit fraud per the C&I director's request, "don't put exactly what you're doing in your calendar because then we can't count it as Title I. So, we need to fudge it and make it fit anyway." and having to walk on eggshells everyday. I would encourage anyone to look into this director's past record, the amount of talent she has allowed to slip through her dept.'s doors, and to speak with anyone who has previously worked in C&I. It's toxic. This department could be doing so much good for our district, but progress has stagnated under its current leadership and structures.

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8	Empowering and supportive.	
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