

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.)

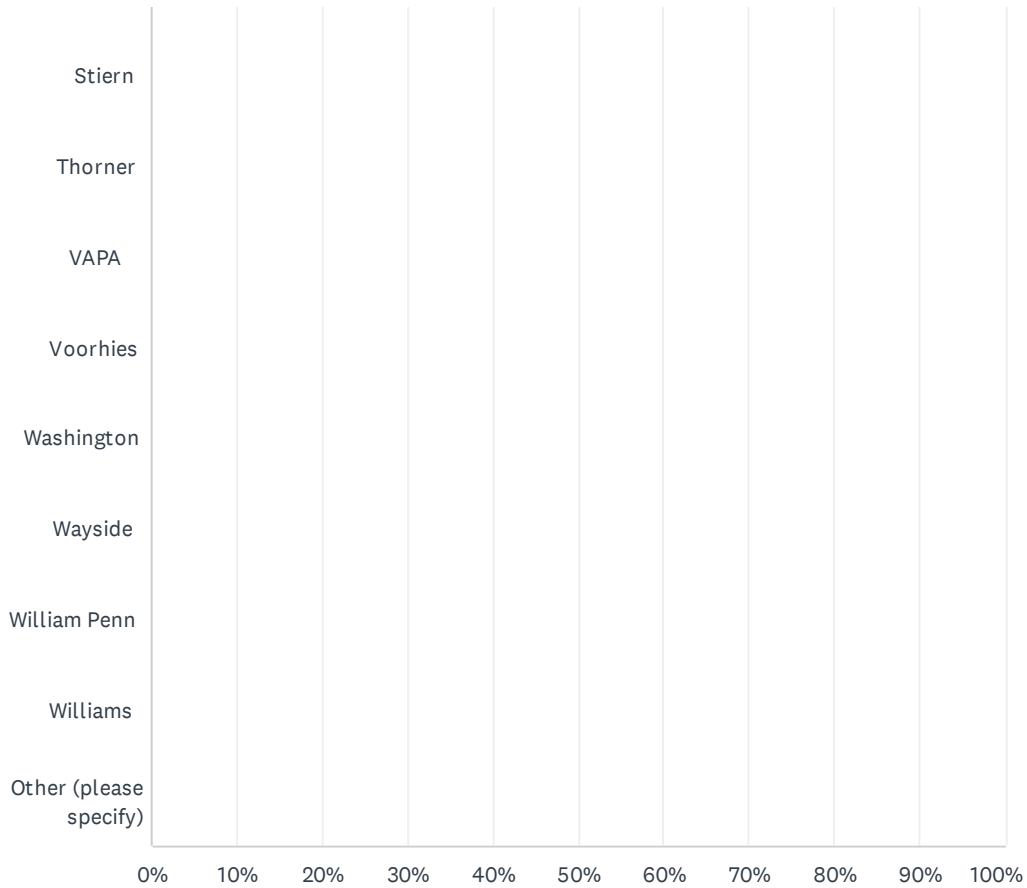
Answered: 28 Skipped: 0

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

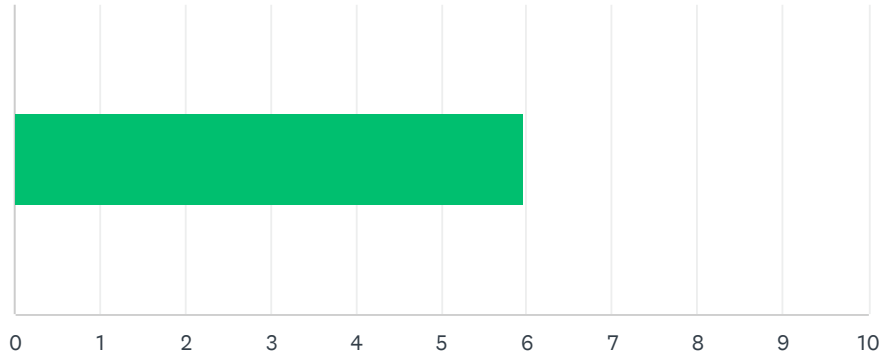
2024-2025 BETA Administration/Site Climate Survey

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
Stiern	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			

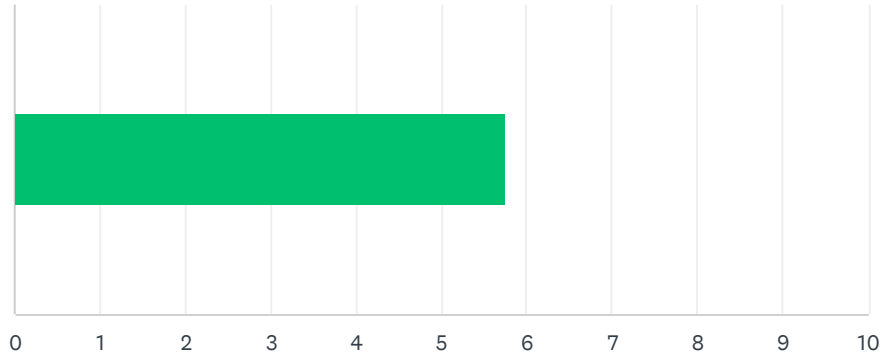
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12	5	
13	3	
14	8	
15	10	
16	3	
17	1	
18	5	
19	8	

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			

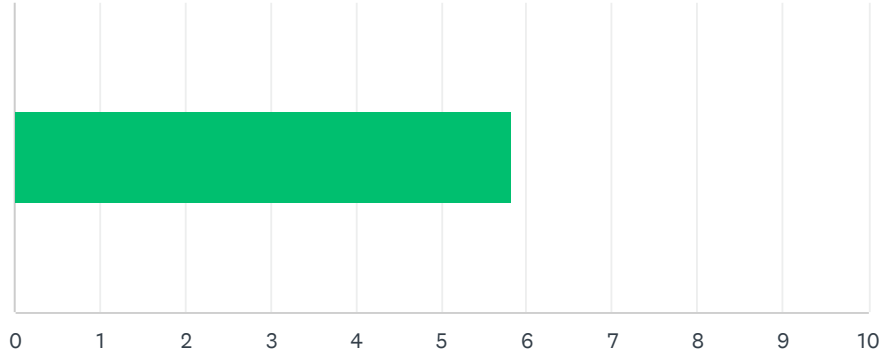
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13	2	
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15	10	
16	2	
17	5	
18	3	
19	8	

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			

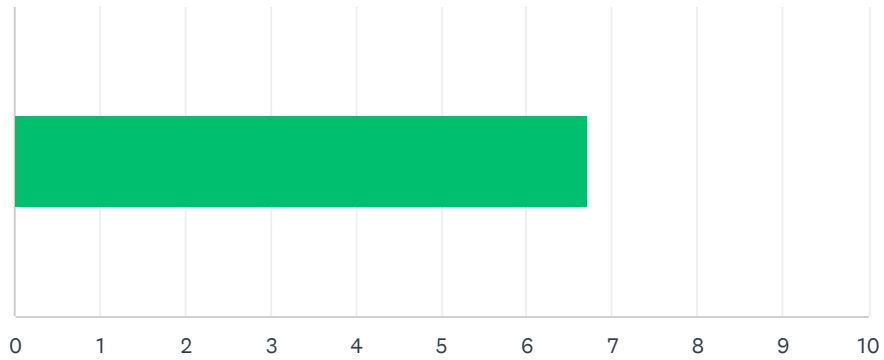
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12	7	
13	2	
14	10	
15	10	
16	3	
17	5	
18	5	
19	4	

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			

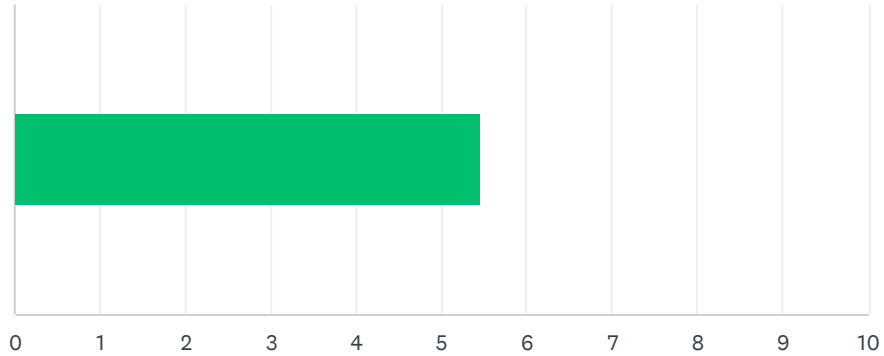
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12	10	
13	2	
14	10	
15	10	
16	2	
17	5	
18	10	
19	7	
20	9	

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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			

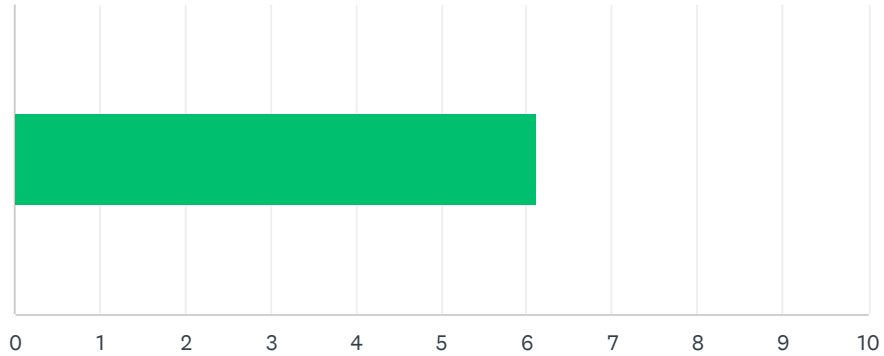
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12	2	
13	10	
14	10	
15	2	
16	5	
17	5	
18	5	
19	3	

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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			

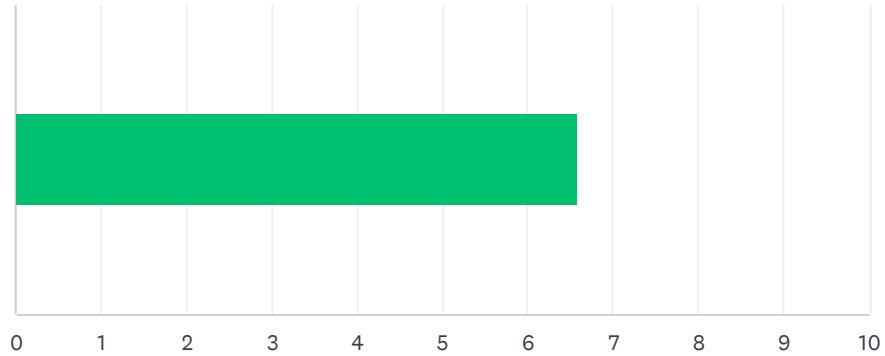
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12	5	
13	10	
14	10	
15	2	
16	5	
17	5	
18	9	
19	7	

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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			

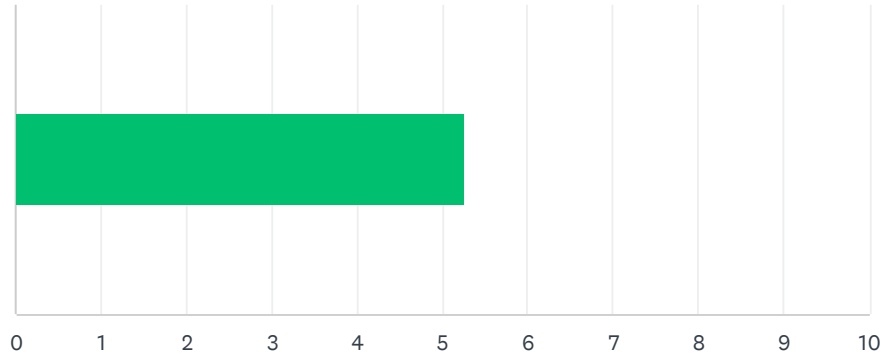
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12	10	
13	10	
14	10	
15	2	
16	5	
17	8	
18	7	
19	7	

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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			

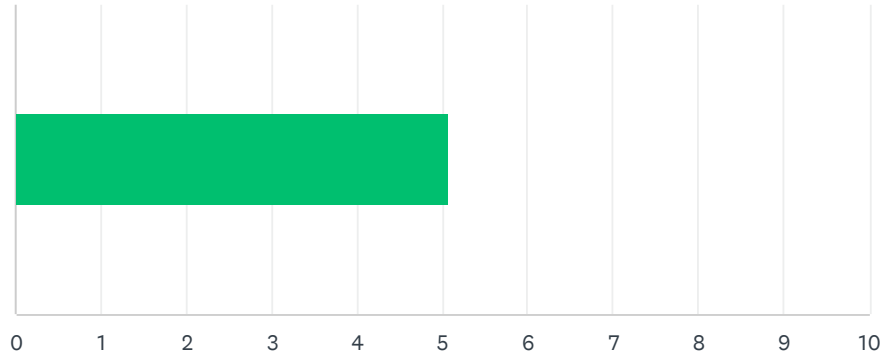
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12	5	
13	6	
14	10	
15	10	
16	1	
17	1	
18	5	
19	6	

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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			

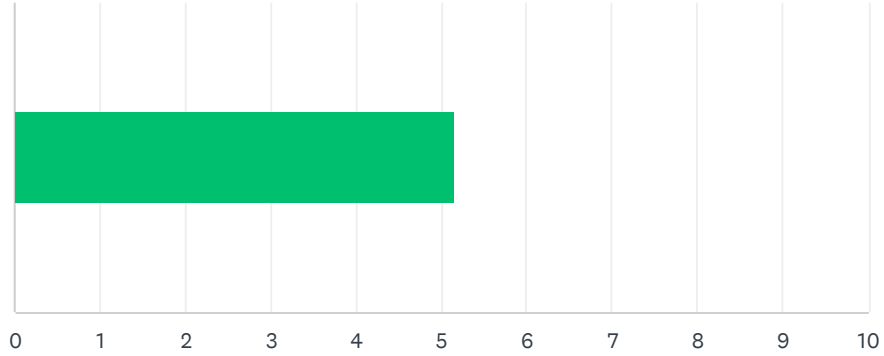
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12	5	
13	2	
14	10	
15	10	
16	1	
17	1	
18	5	
19	4	

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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			

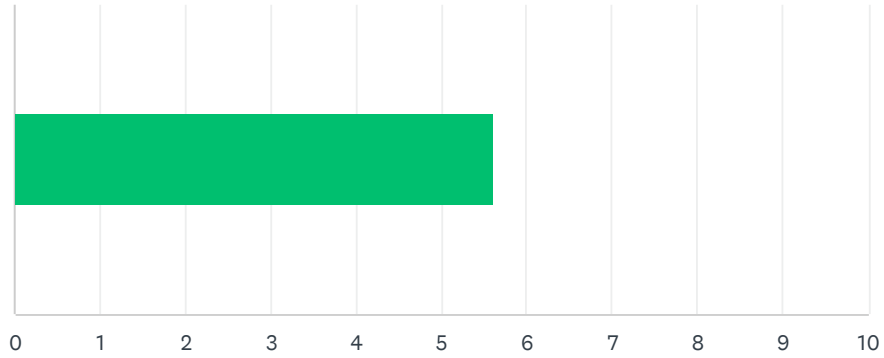
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12	7	
13	3	
14	9	
15	10	
16	2	
17	1	
18	7	
19	4	

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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			

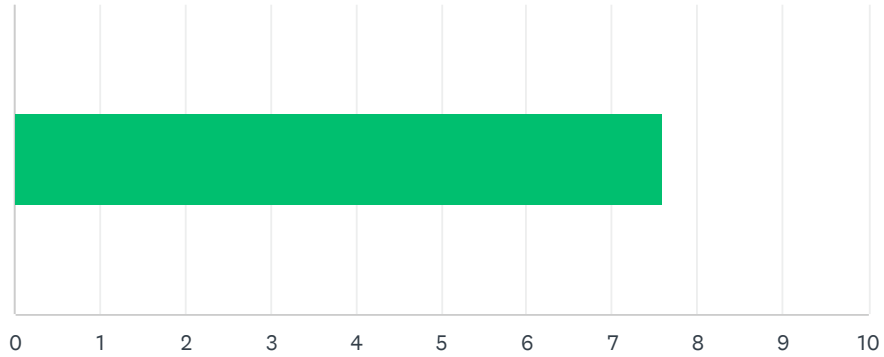
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12	7	
13	3	
14	10	
15	10	
16	2	
17	4	
18	6	
19	9	

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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	

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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	

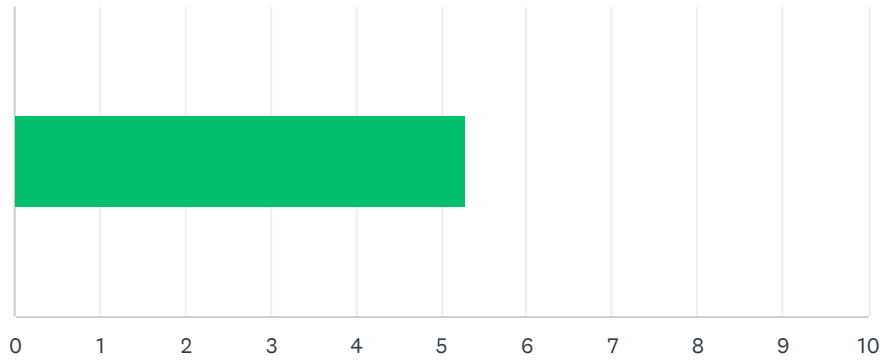
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her responsibilities as vice principal. Our school has one BIS currently and the students she should be serving have been neglected this school year. The administration is often absent from IEP meetings, which are crucial for supporting our students' 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			

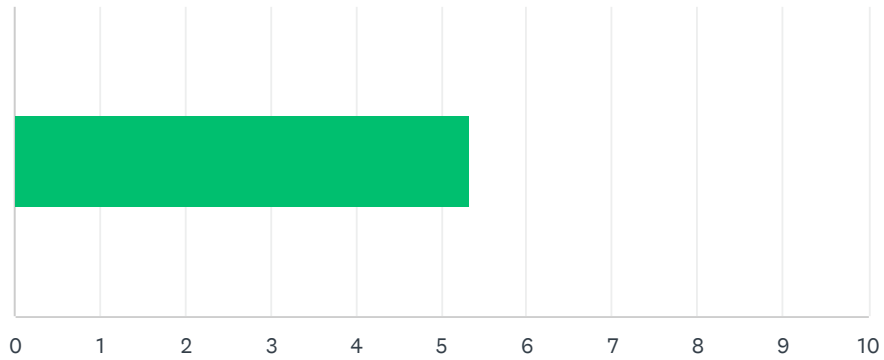
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14	10	
15	2	
16	10	
17	1	
18	5	
19	7	
20	8	

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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			

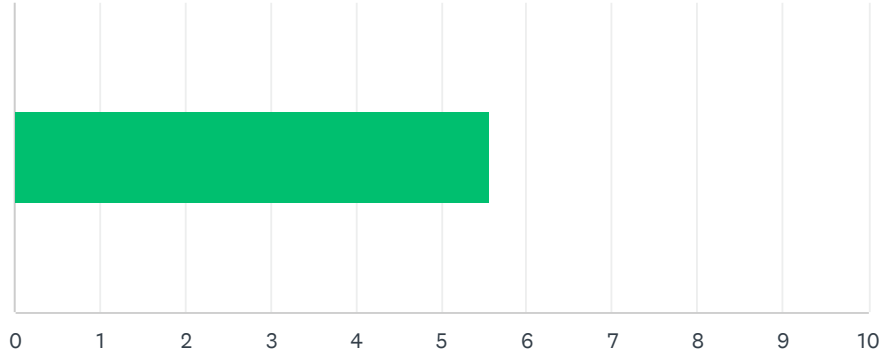
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14	6	
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16	10	
17	10	
18	5	
19	7	
20	8	

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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			

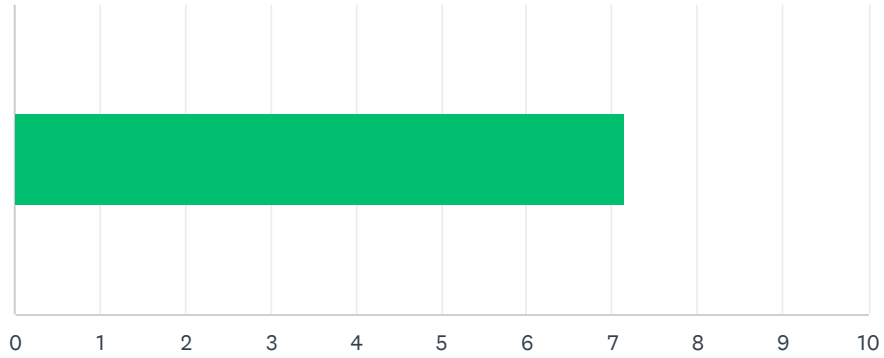
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12	10	
13	2	
14	10	
15	2	
16	10	
17	10	
18	1	
19	5	

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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			

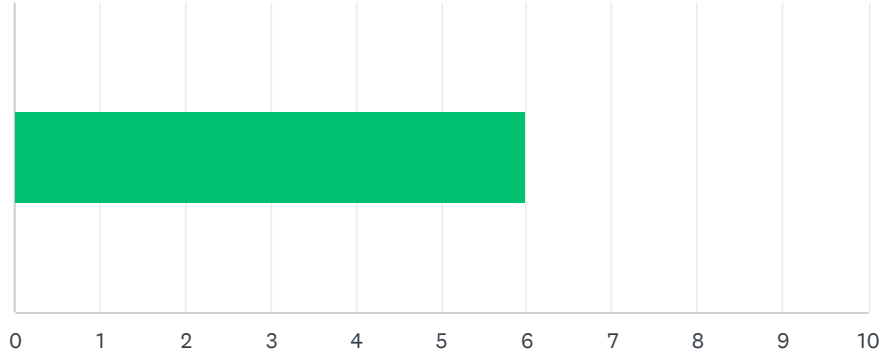
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12	7	
13	3	
14	10	
15	3	
16	10	
17	8	
18	10	
19	5	

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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			

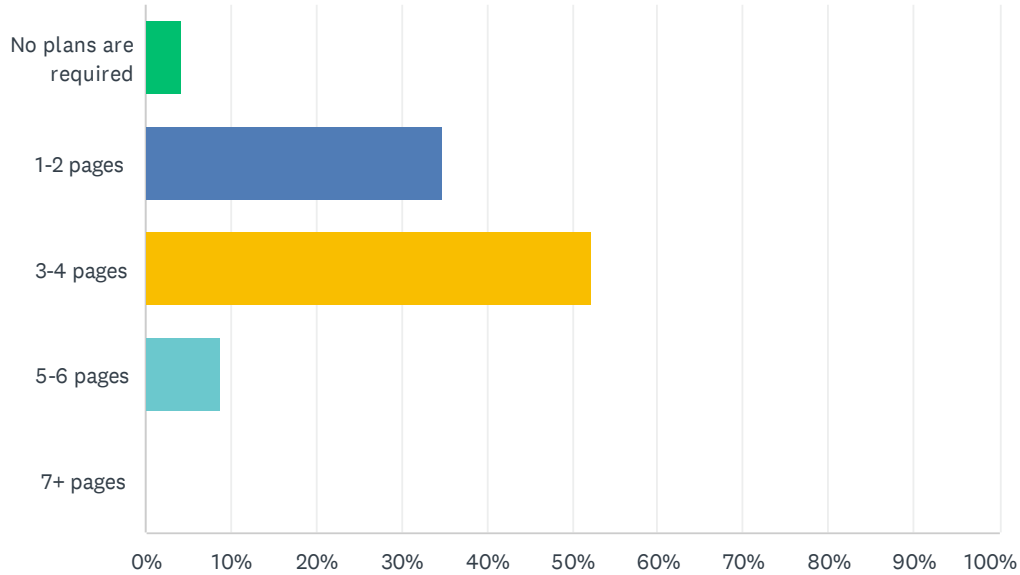
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12	5	
13	10	
14	7	
15	3	
16	10	
17	8	
18	10	
19	8	

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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

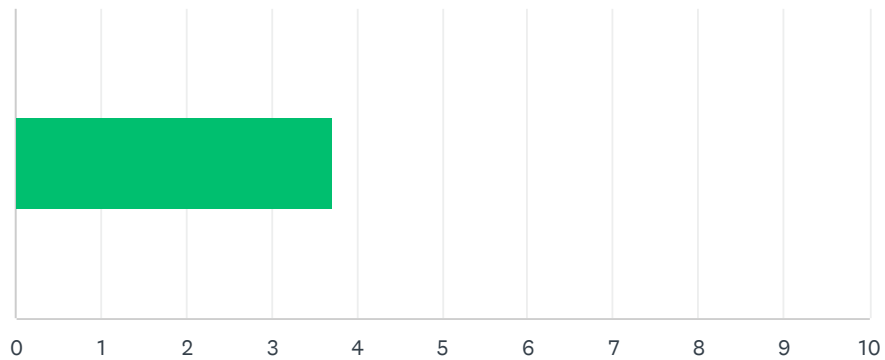


ANSWER CHOICES	RESPONSES
No plans are required	4.35% 1
1-2 pages	34.78% 8
3-4 pages	52.17% 12
5-6 pages	8.70% 2
7+ pages	0.00% 0
TOTAL	23

#	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

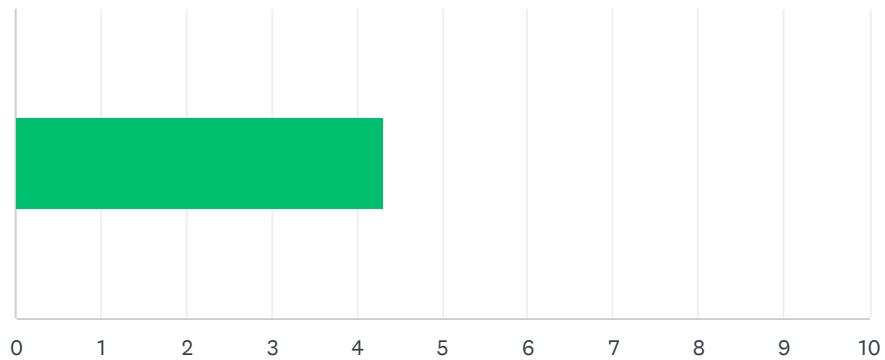


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	74	20
Total Respondents: 20			

#		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	

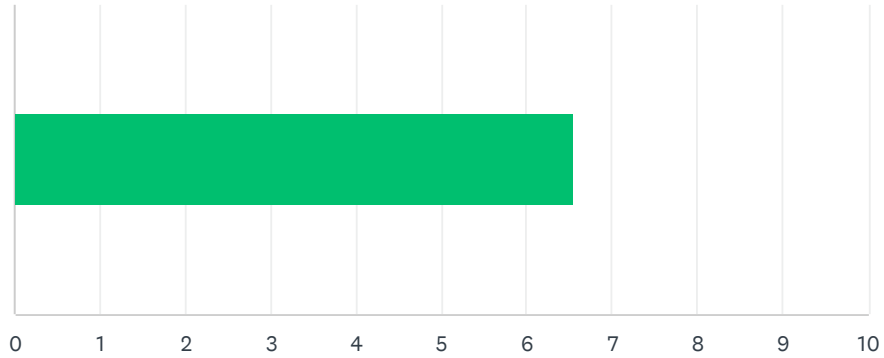
Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

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, aferwards.	
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			

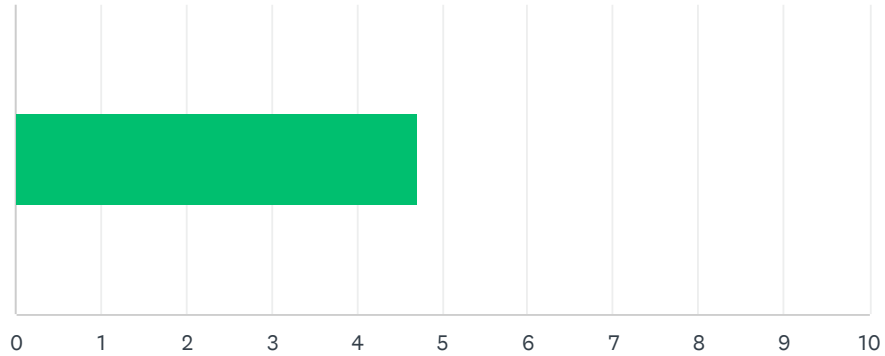
#		DATE
1	6	
2	3	
3	1	
4	7	
5	10	
6	8	
7	7	
8	10	
9	2	
10	8	
11	2	
12	7	
13	10	
14	8	
15	5	
16	10	
17	8	
18	4	
19	8	
20	8	

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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			

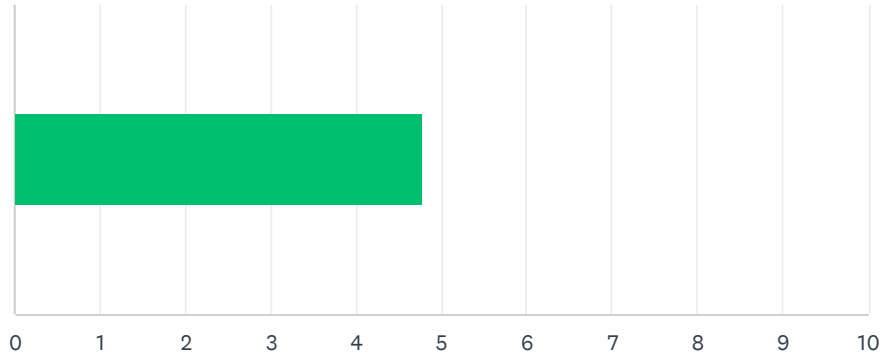
#		DATE
1	6	
2	2	
3	1	
4	5	
5	7	
6	8	
7	5	
8	10	
9	1	
10	1	
11	1	
12	3	
13	2	
14	5	
15	4	
16	10	
17	1	
18	1	
19	8	

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			

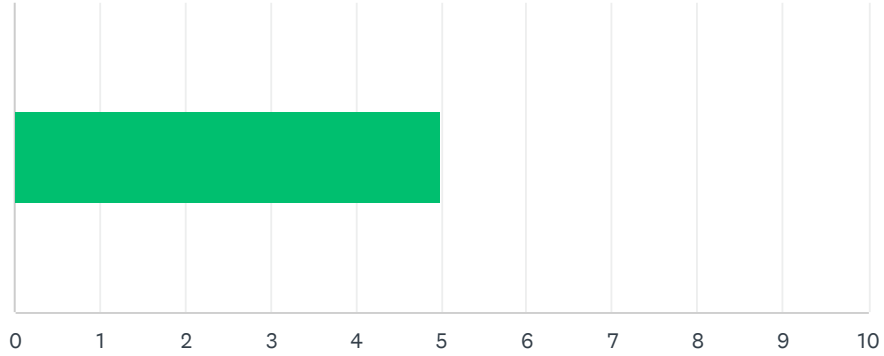
#		DATE
1	5	
2	2	
3	1	
4	3	
5	8	
6	7	
7	6	
8	7	
9	1	
10	6	
11	1	
12	3	
13	2	
14	2	
15	4	
16	10	
17	5	
18	5	
19	8	

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			

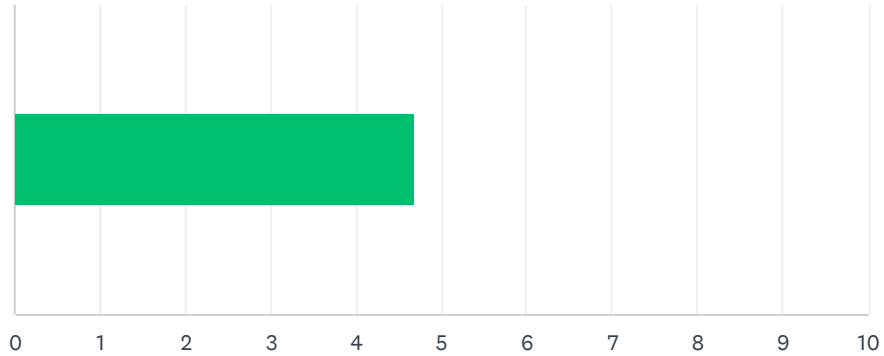
#		DATE
1	5	
2	3	
3	1	
4	3	
5	9	
6	7	
7	6	
8	8	
9	2	
10	5	
11	1	
12	3	
13	6	
14	4	
15	10	
16	5	
17	1	
18	6	
19	6	

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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			

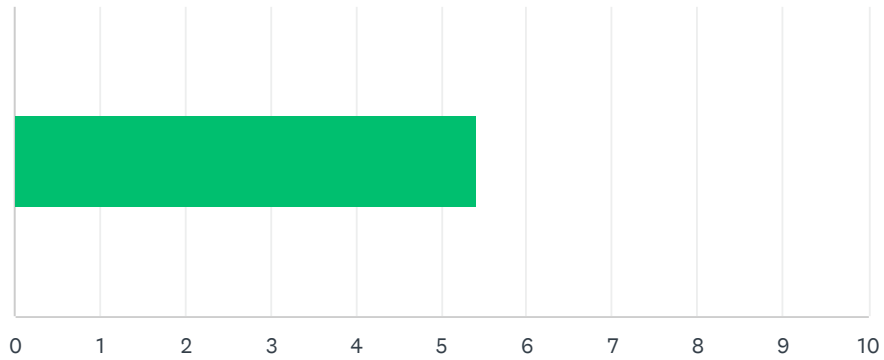
#		DATE
1	6	
2	2	
3	1	
4	4	
5	9	
6	7	
7	5	
8	8	
9	2	
10	5	
11	1	
12	5	
13	2	
14	4	
15	10	
16	1	
17	1	
18	5	
19	6	

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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			

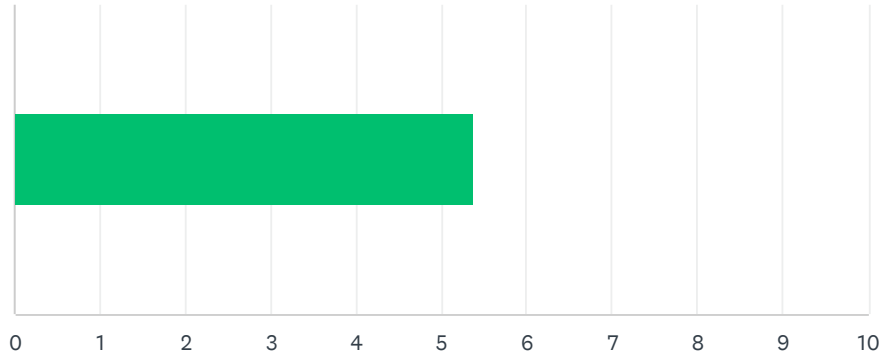
#		DATE
1	5	
2	1	
3	1	
4	2	
5	9	
6	9	
7	5	
8	9	
9	5	
10	6	
11	1	
12	7	
13	5	
14	9	
15	4	
16	10	
17	6	
18	1	
19	8	
20	6	

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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	

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class. They are the contract people who come at 8 and leave promptly at 3:15 no matter what is going on.
