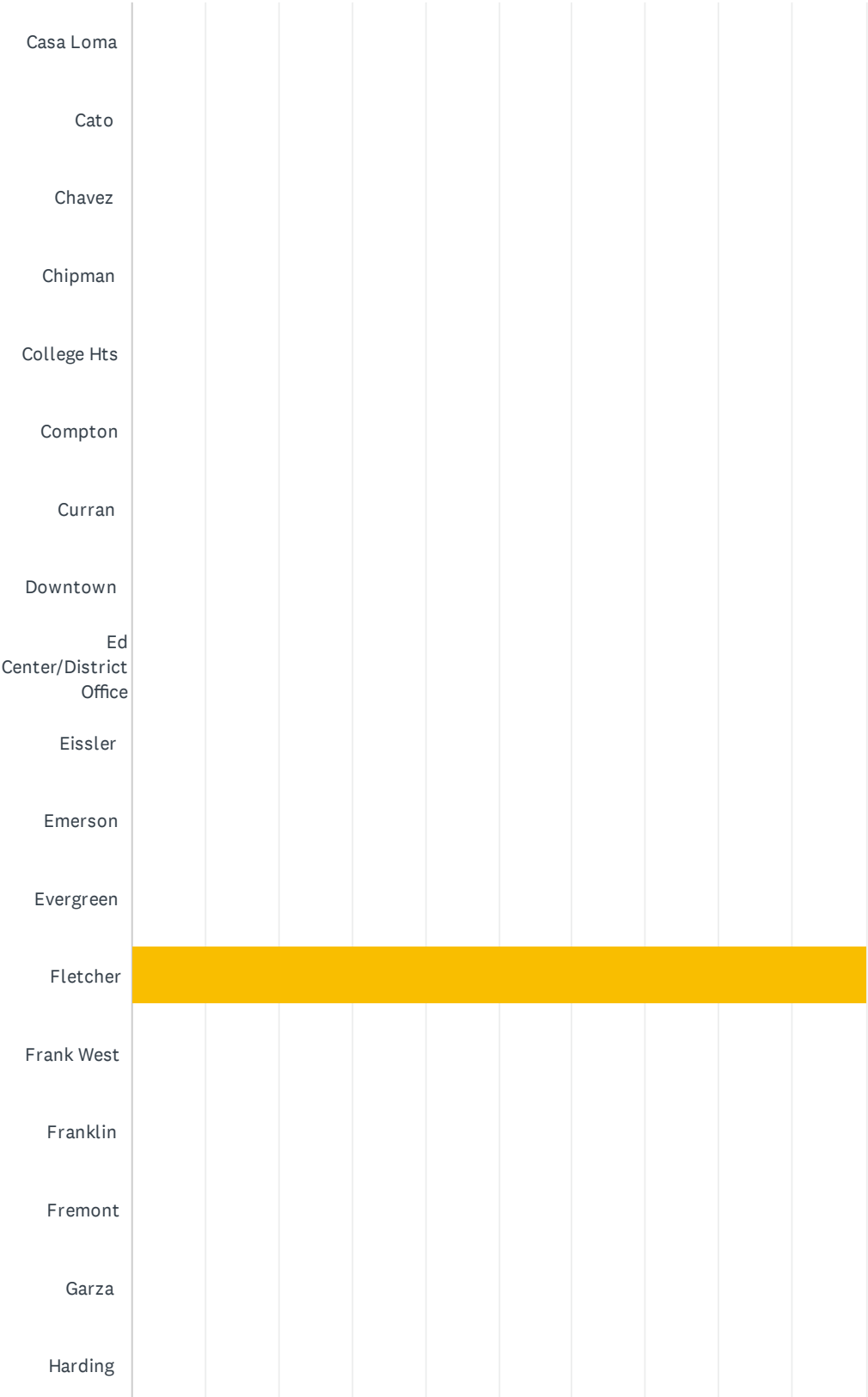


Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

Answered: 23 Skipped: 0



2024-2025 BETA Administration/Site Climate Survey

Harris									
Horace Mann									
Hort									
Jefferson									
Lincoln Jr. High									
Longfellow									
McKinley									
MLK									
Mt.Vernon									
Munsey									
Nichols									
Noble									
Owens Elementary									
Pauly									
Pioneer									
Rafer Johnson									
Roosevelt									
School Nurse									
Sequoia									
Sierra									
Stella Hills									

2024-2025 BETA Administration/Site Climate Survey



2024-2025 BETA Administration/Site Climate Survey

ANSWER CHOICES	RESPONSES	
Casa Loma	0.00%	0
Cato	0.00%	0
Chavez	0.00%	0
Chipman	0.00%	0
College Hts	0.00%	0
Compton	0.00%	0
Curran	0.00%	0
Downtown	0.00%	0
Ed Center/District Office	0.00%	0
Eissler	0.00%	0
Emerson	0.00%	0
Evergreen	0.00%	0
Fletcher	100.00%	23
Frank West	0.00%	0
Franklin	0.00%	0
Fremont	0.00%	0
Garza	0.00%	0
Harding	0.00%	0
Harris	0.00%	0
Horace Mann	0.00%	0
Hort	0.00%	0
Jefferson	0.00%	0
Lincoln Jr. High	0.00%	0
Longfellow	0.00%	0
McKinley	0.00%	0
MLK	0.00%	0
Mt. Vernon	0.00%	0
Munsey	0.00%	0
Nichols	0.00%	0
Noble	0.00%	0
Owens Elementary	0.00%	0
Pauly	0.00%	0

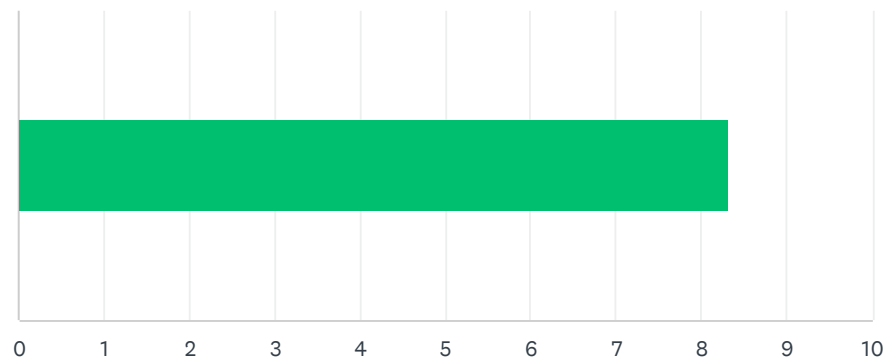
2024-2025 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiem	0.00%	0
Thorner	0.00%	0
VAPA	0.00%	0
Voorhies	0.00%	0
Washington	0.00%	0
Wayside	0.00%	0
William Penn	0.00%	0
Williams	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 23		

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

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

Answered: 22 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	183	22
Total Respondents: 22			

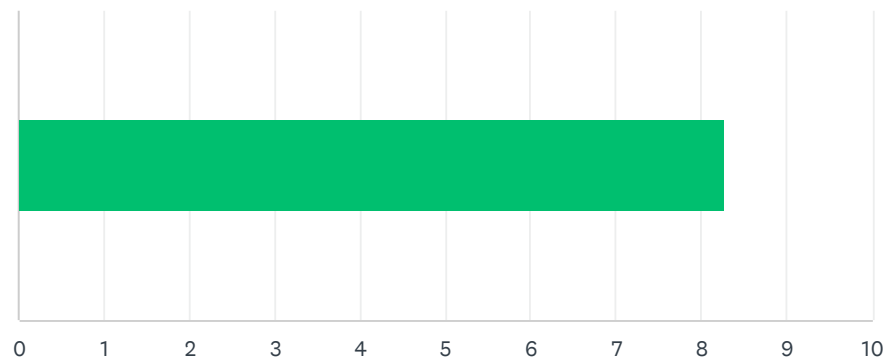
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12	8	
13	7	
14	2	
15	10	
16	10	
17	7	
18	10	
19	7	

2024-2025 BETA Administration/Site Climate Survey

20	8
21	10
22	10

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

Answered: 22 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	182	22
Total Respondents: 22			

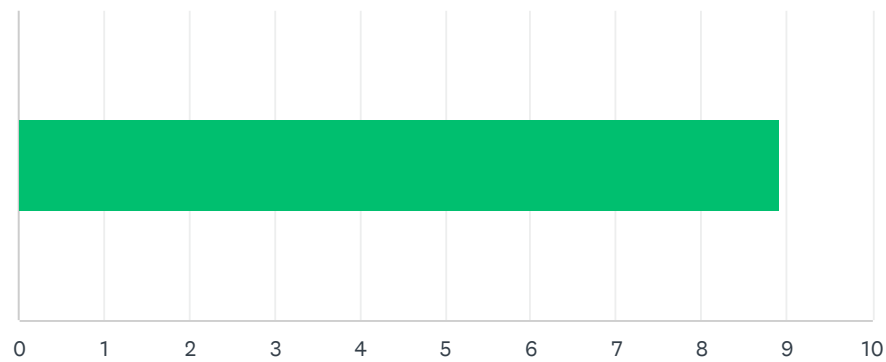
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12	9	
13	6	
14	1	
15	10	
16	10	
17	5	
18	8	
19	9	

2024-2025 BETA Administration/Site Climate Survey

20	8
21	10
22	10

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	205	23
Total Respondents: 23			

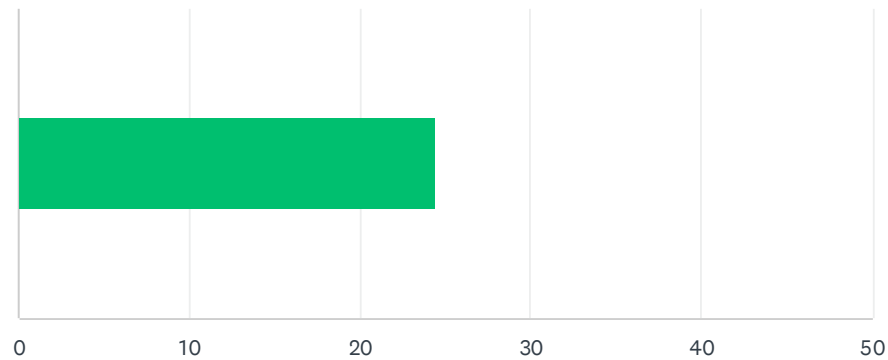
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12	9	
13	10	
14	8	
15	9	
16	10	
17	10	
18	10	
19	10	

2024-2025 BETA Administration/Site Climate Survey

20	5	
21	8	
22	10	
23	10	

Q5 Site administration follows the contract and respects personal rights.

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	24	561	23
Total Respondents: 23			

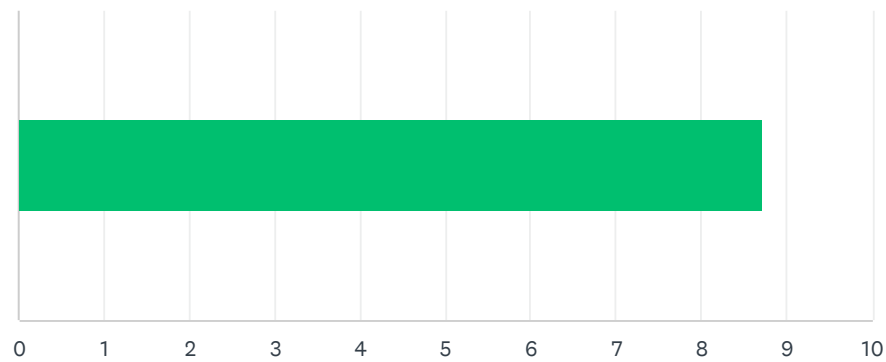
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13	10	
14	6	
15	9	
16	10	
17	10	
18	7	
19	100	
20	100	

2024-2025 BETA Administration/Site Climate Survey

21	9	
22	82	
23	100	

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

Answered: 21 Skipped: 2



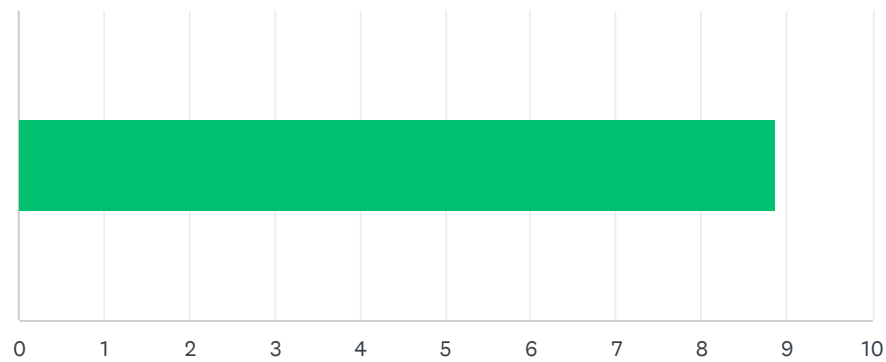
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	183	21
Total Respondents: 21			

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

20	9
21	10

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

Answered: 22 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	195	22
Total Respondents: 22			

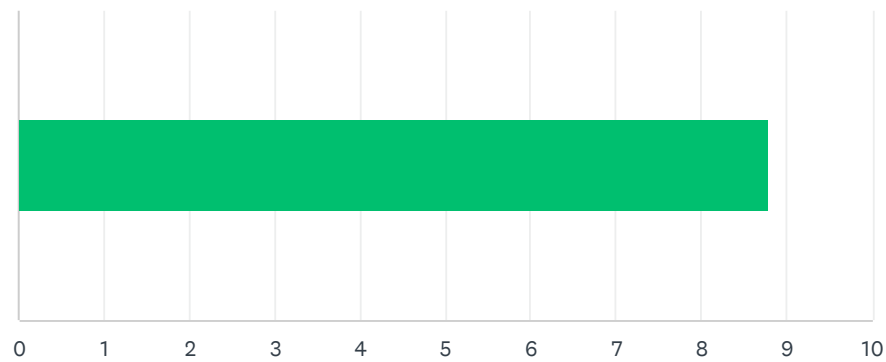
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13	9	
14	6	
15	10	
16	10	
17	7	
18	9	
19	7	

2024-2025 BETA Administration/Site Climate Survey

20	9	
21	10	
22	10	

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	202	23
Total Respondents: 23			

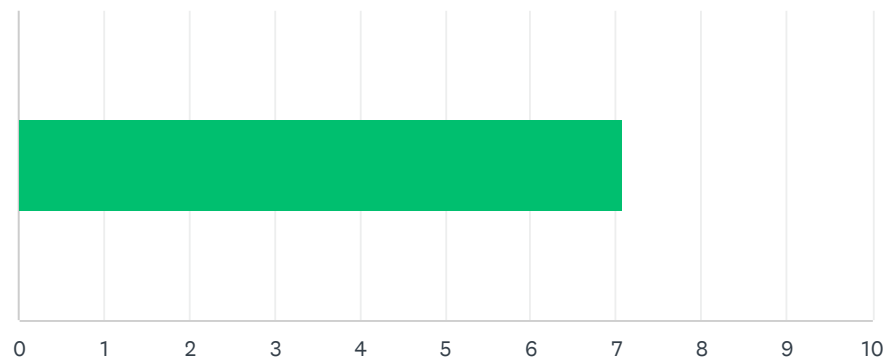
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12	8	
13	6	
14	1	
15	8	
16	10	
17	10	
18	7	
19	10	

2024-2025 BETA Administration/Site Climate Survey

20	10
21	9
22	10
23	10

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	163	23
Total Respondents: 23			

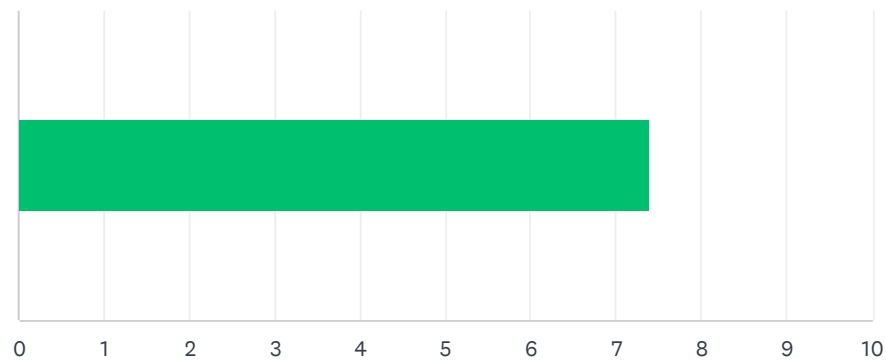
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13	6	
14	1	
15	2	
16	10	
17	10	
18	3	
19	6	

2024-2025 BETA Administration/Site Climate Survey

20	8
21	5
22	7
23	10

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	170	23
Total Respondents: 23			

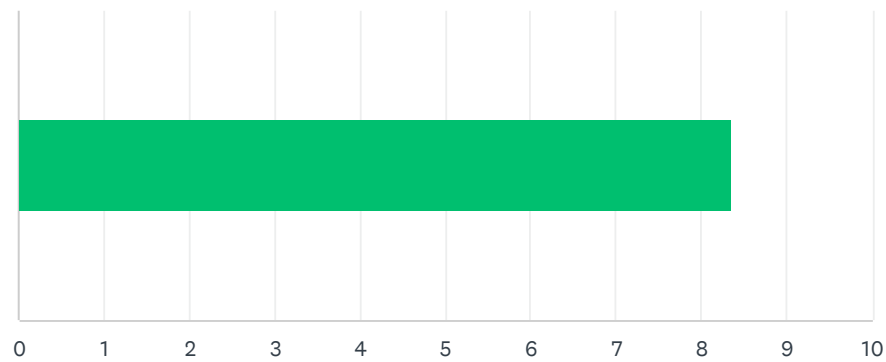
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14	1	
15	4	
16	10	
17	10	
18	5	
19	6	

2024-2025 BETA Administration/Site Climate Survey

20	5	
21	7	
22	8	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	192	23
Total Respondents: 23			

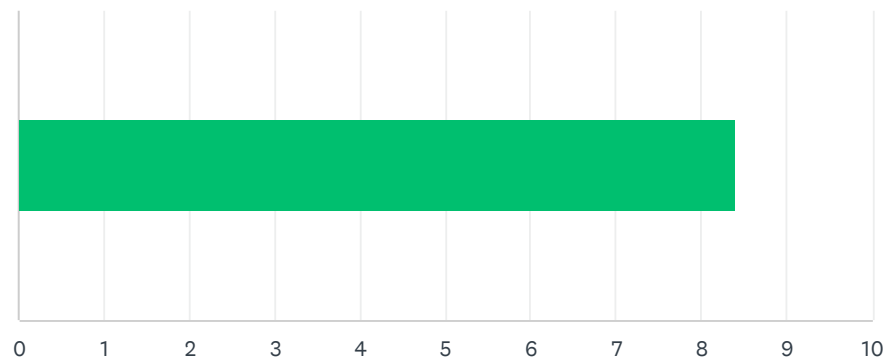
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13	9	
14	1	
15	7	
16	10	
17	10	
18	10	
19	9	

2024-2025 BETA Administration/Site Climate Survey

20	5	
21	7	
22	10	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	193	23
Total Respondents: 23			

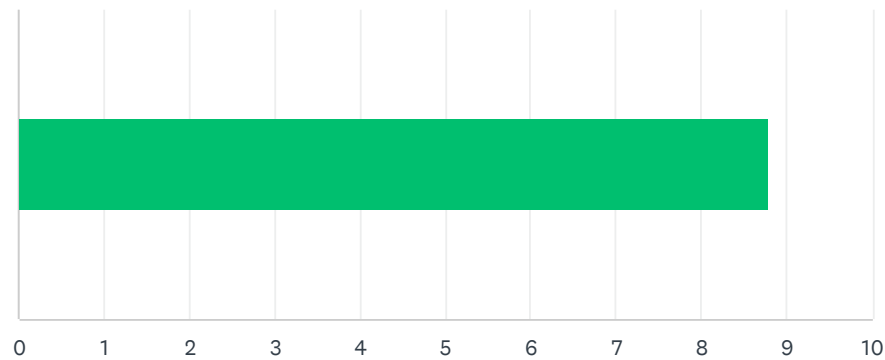
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13	5	
14	2	
15	7	
16	10	
17	10	
18	10	
19	7	

2024-2025 BETA Administration/Site Climate Survey

20	8	
21	7	
22	10	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	202	23
Total Respondents: 23			

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

2024-2025 BETA Administration/Site Climate Survey

19	8
20	7
21	8
22	9
23	10

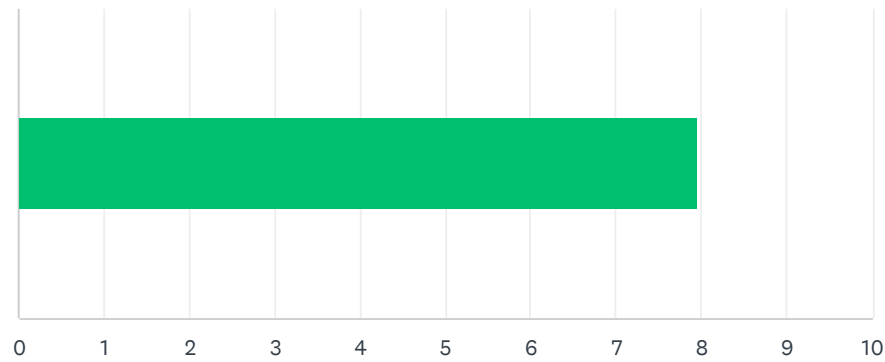
Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 10 Skipped: 13

#	RESPONSES	DATE
1	You are not able to talk to the principal privately. There are always people in her office.	
2	Mrs. Flowers is very supportive.	
3	We have a wonderful administration. Very supportive, kind and helpful.	
4	I don't feel heard from site administrators. It's as if teacher feedback is not valued. After sharing thoughts multiple times about improvements that could be made to help ensure academic success or staff efficacy, nothing has been implemented.	
5	Administrator treated me like I was the problem and under constant accusations. She took the joy out of teaching for me .	
6	Mrs. Flowers is extremely fair, respectful, kind, and understanding.	
7	In response to the stress question: I think a lot of the stress caused come for the district office and admin are the messengers. I do wish admin and the district office were more direct, honest, and forthcoming with information. I also wish they, admin, and our support staff would remember that we are adults with college degrees. In response to the question about treating everyone equally: I feel that I am treated well at Fletcher however it is definitely not equal. For example, when everyone uses the teacher lounge for lunch except a select few who are regularly invited to eat with the principal in her office (one keeping her feet up on the furniture) is a prime example.	
8	Everyone is held to a different standard. Those that can will, while those that can't get passes to do whatever. I am concerned with the staff that consistently show up to work late.	
9	Overall good, fair	
10	We are very blessed at Fletcher to have such a supportive leadership team in our principal, vice principal, and APL. I have worked under many principals throughout my time with BCSD, and I can confidently say that Mrs. Flowers ranks among the very best. She leads with integrity and works hard to create a positive and productive work environment for both staff and students. She treats all staff members equally and holds everyone to the same high standards of professionalism. I love working here, but if you aren't committed to professionalism and don't like to work hard for your students...Fletcher probably won't be the best fit for you.	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	183	23
Total Respondents: 23			

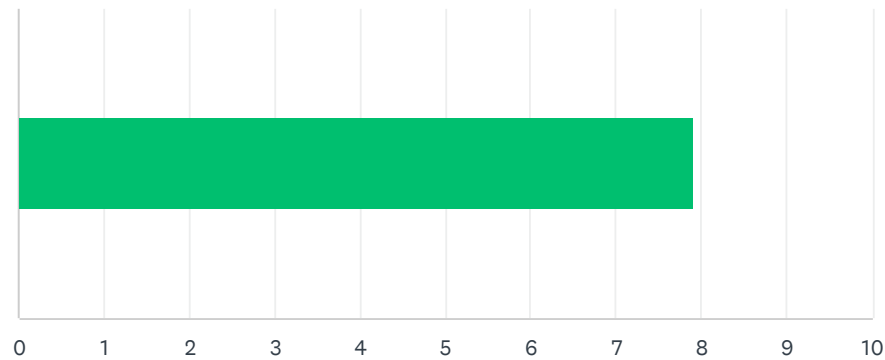
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14	8	
15	6	
16	6	
17	10	
18	5	
19	9	
20	5	

2024-2025 BETA Administration/Site Climate Survey

21	8
22	8
23	10

Q16 Site meetings are productive and not excessive.

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	182	23
Total Respondents: 23			

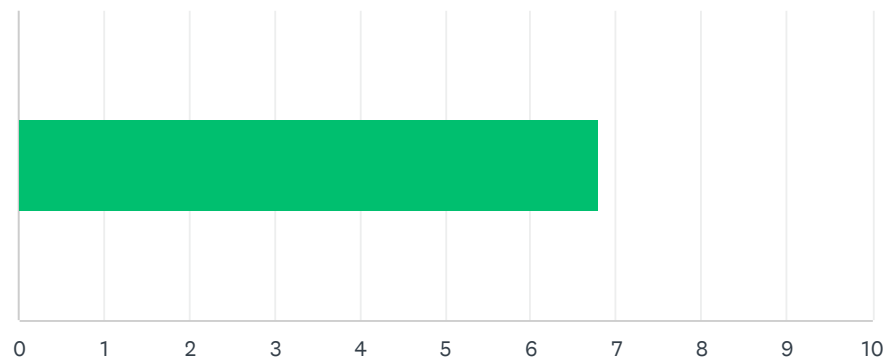
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12	5	
13	7	
14	10	
15	1	
16	10	
17	10	
18	5	
19	9	
20	4	

2024-2025 BETA Administration/Site Climate Survey

21	7	
22	7	
23	10	

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

Answered: 21 Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	143	21
Total Respondents: 21			

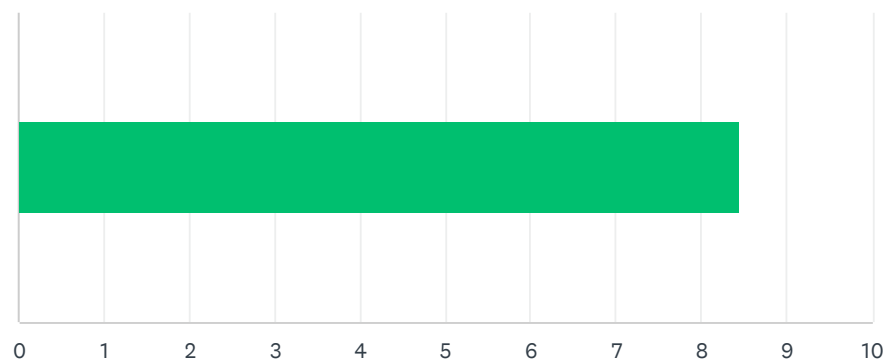
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13	2	
14	10	
15	10	
16	1	
17	7	
18	2	
19	8	

2024-2025 BETA Administration/Site Climate Survey

20	6	
21	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	194	23
Total Respondents: 23			

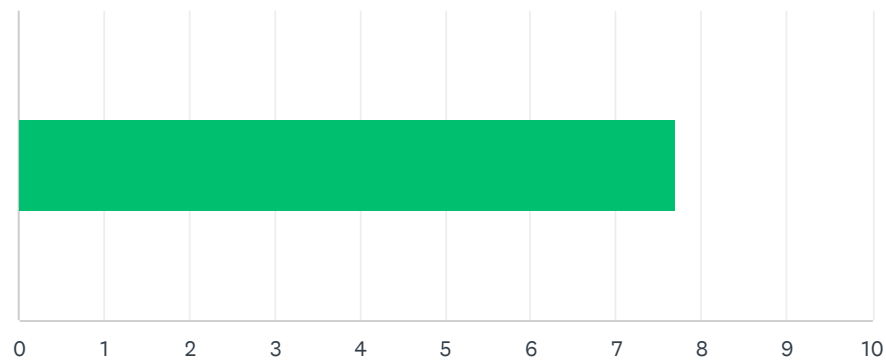
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15	7	
16	10	
17	10	
18	10	
19	8	

2024-2025 BETA Administration/Site Climate Survey

20	5	
21	9	
22	8	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	177	23
Total Respondents: 23			

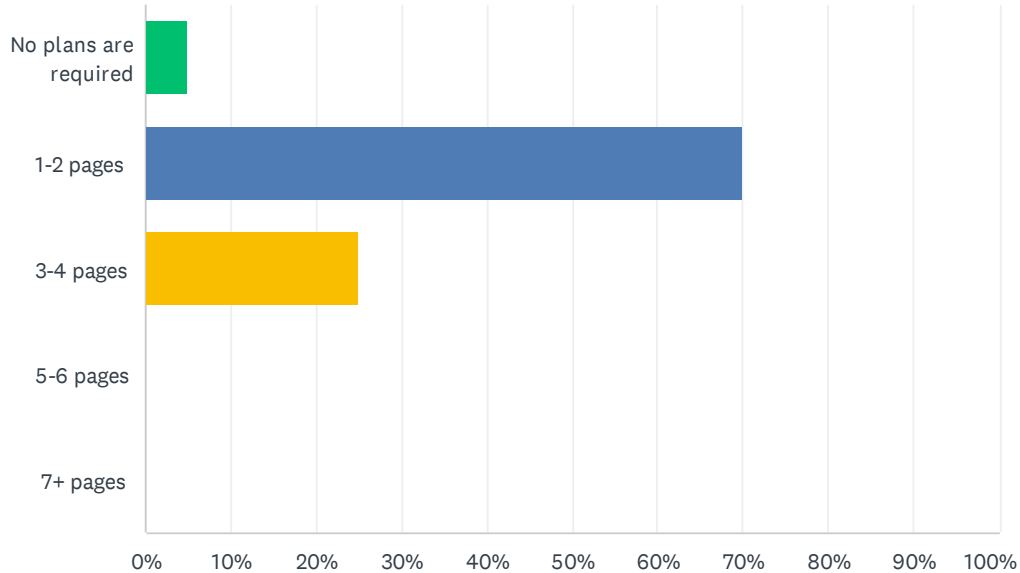
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14	9	
15	7	
16	10	
17	10	
18	1	
19	8	

2024-2025 BETA Administration/Site Climate Survey

20	3	
21	8	
22	7	
23	10	

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

Answered: 20 Skipped: 3

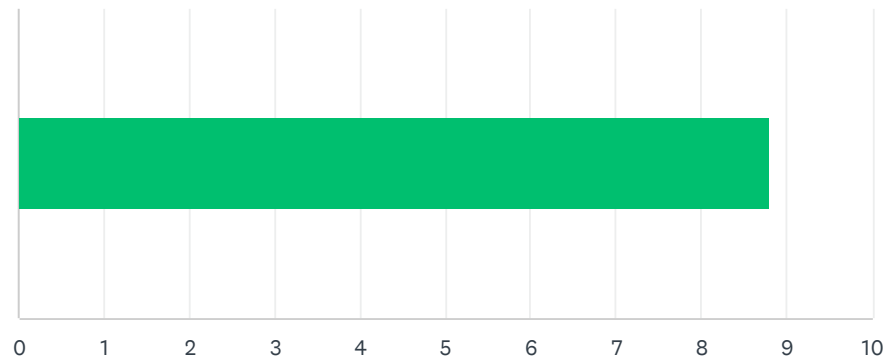


ANSWER CHOICES	RESPONSES	
No plans are required	5.00%	1
1-2 pages	70.00%	14
3-4 pages	25.00%	5
5-6 pages	0.00%	0
7+ pages	0.00%	0
TOTAL		20

#	COMMENT	DATE
1	turned in on rotating schedule	
2	We are only required too turn them in 2 times a year. There is no requirement of how many pages the plans have to be.	
3	No comment. I can't answer this question as it doesn't pertain to my position.	
4	The individual plans required are acceptable and needed however, the PLC team plans are excessive. I know it is a district requirement but all the details and time it take to complete is unnecessary and most of the time comes across as busy work. The PLC plans need to be streamlined to match what a real teacher does within an actual school day, week, month; not a document for the district to check off its list.	
5	Plans are expected to be done and are turned in twice a year.	
6	Only twice a year that's good	
7	Lesson plans are collected a few times a year.	

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

Answered: 20 Skipped: 3

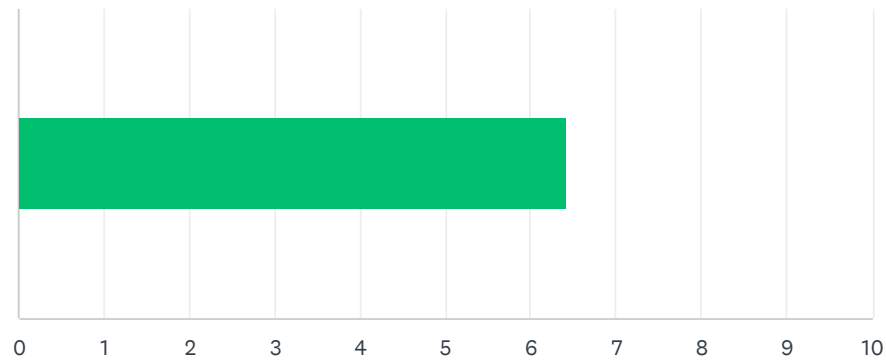


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	176	20
Total Respondents: 20			

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

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

Answered: 17 Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	109	17
Total Respondents: 17			

#		DATE
1	1	
2	10	
3	1	
4	10	
5	10	
6	7	
7	10	
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15	5	
16	7	
17	5	

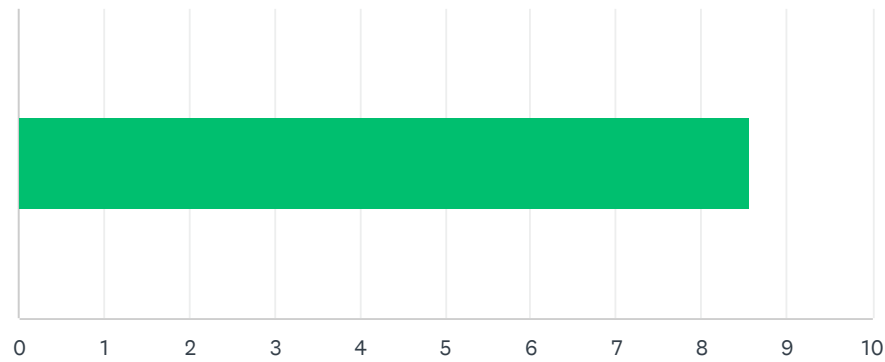
Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 5 Skipped: 18

#	RESPONSES	DATE
1	Aide not expected to assist teacher.	
2	PLCs are weekly, Staff meetings are monthly and quarterly, but individual teachers are not given extended time for such things as inventory or preparation for projects. The time we do have is utilized for lesson planning (lesson plans, photo copying, cleaning, etc) and management of our classroom.	
3	I would love to attend an academic conference, PLC, late start, or staff meeting where the message is "THANK YOU! You are amazing, how can SUPPORT staff support YOU?" Instead of "Look at the data (AGAIN) you should try you should do... and do just 1, 2, or 3 new things/requirements." Especially when the suggestions come from support staff who have not been in the classroom for over 10+ years. Things are very different now and a lot of the suggestions are not realistic. There is only so many times you can meet and hear what needs to be done, changed, and/or improved before you begin to have the mindset that you are NOT a good teacher nor are you valued or appreciated.	
4	It would be nice to have no yard duty, especially since the after school program brings in additional staff for the morning.	
5	We don't have an excessive amount of yard duty...I didn't know how to answer the questions with a scale from 1-10.	

Q24 Staff and students feel safe.

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	197	23
Total Respondents: 23			

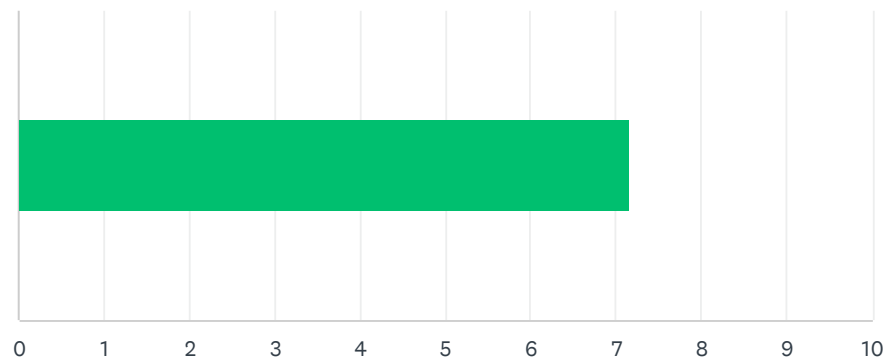
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11	10	
12	7	
13	10	
14	7	
15	5	
16	10	
17	10	
18	7	
19	6	
20	9	

2024-2025 BETA Administration/Site Climate Survey

21	7	
22	10	
23	10	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	165	23
Total Respondents: 23			

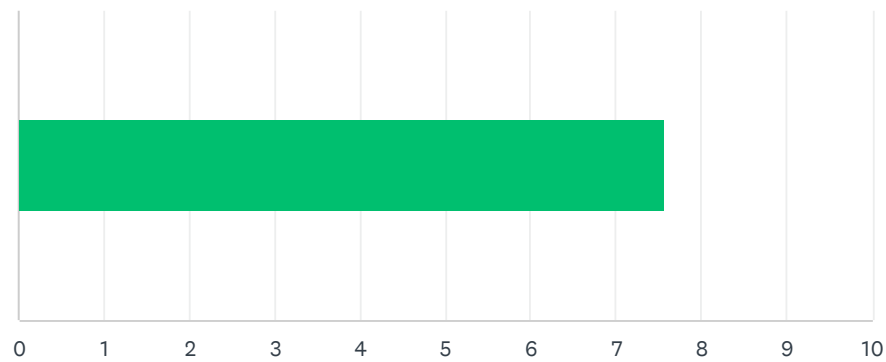
#		DATE
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2	1	
3	6	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	10	
12	5	
13	8	
14	5	
15	1	
16	5	
17	10	
18	5	
19	3	

2024-2025 BETA Administration/Site Climate Survey

20	4	
21	7	
22	8	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	174	23
Total Respondents: 23			

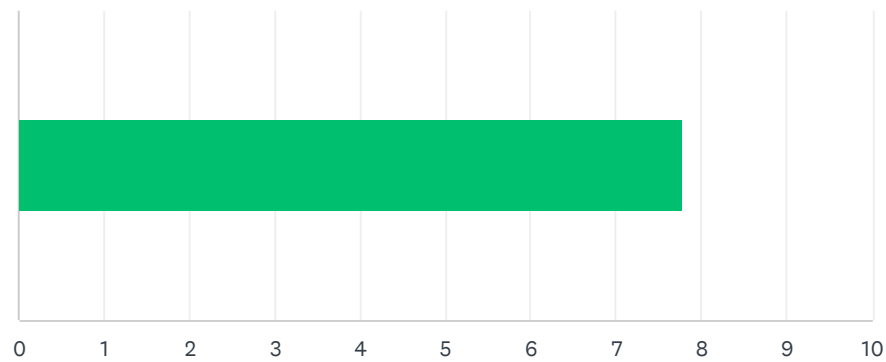
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2	2	
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4	9	
5	7	
6	10	
7	10	
8	10	
9	10	
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11	10	
12	5	
13	6	
14	10	
15	1	
16	5	
17	10	
18	10	
19	10	

2024-2025 BETA Administration/Site Climate Survey

20	3	
21	7	
22	10	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	179	23
Total Respondents: 23			

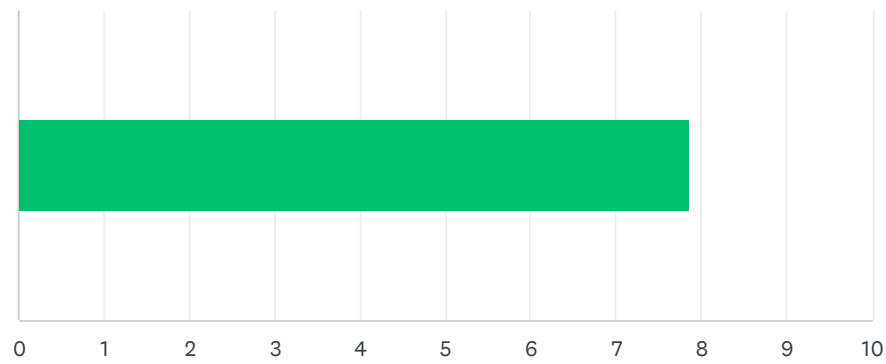
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2	3	
3	6	
4	9	
5	10	
6	10	
7	9	
8	10	
9	10	
10	7	
11	10	
12	5	
13	7	
14	8	
15	1	
16	8	
17	10	
18	10	
19	5	

2024-2025 BETA Administration/Site Climate Survey

20	6	
21	7	
22	8	
23	10	

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

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	181	23
Total Respondents: 23			

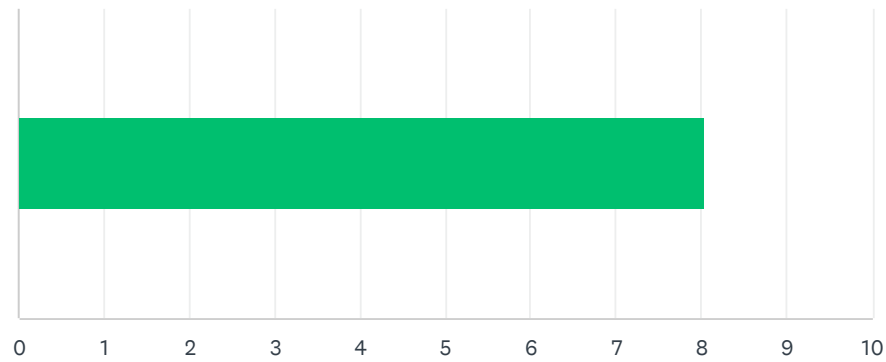
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3	6	
4	10	
5	10	
6	10	
7	10	
8	10	
9	10	
10	7	
11	10	
12	8	
13	7	
14	10	
15	1	
16	10	
17	10	
18	5	
19	3	

2024-2025 BETA Administration/Site Climate Survey

20	5	
21	8	
22	10	
23	10	

Q29 My site has a positive atmosphere.

Answered: 23 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	185	23
Total Respondents: 23			

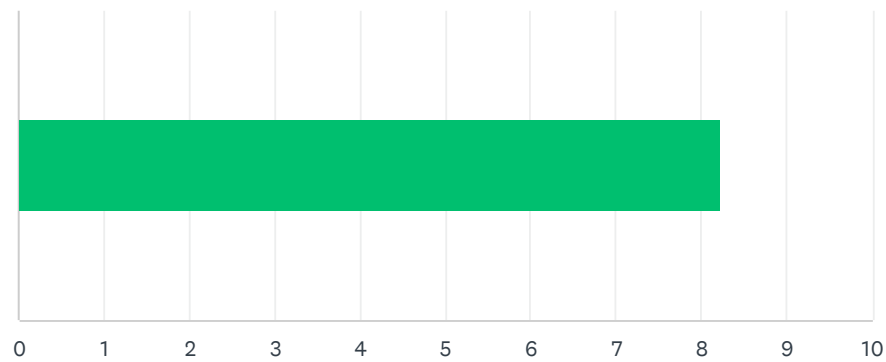
#		DATE
1	10	
2	2	
3	7	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	8	
11	10	
12	8	
13	5	
14	8	
15	4	
16	7	
17	10	
18	7	
19	7	
20	6	

2024-2025 BETA Administration/Site Climate Survey

21	7	
22	10	
23	10	

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

Answered: 22 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	181	22
Total Respondents: 22			

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

2024-2025 BETA Administration/Site Climate Survey

20	7	
21	10	
22	10	

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

Answered: 5 Skipped: 18

#	RESPONSES	DATE
1	Fletcher is a great place to work. I feel very supported by my Admin with discipline.	
2	Sticker charts never work.	
3	We have a positive climate here at Fletcher. Our admin is on the teacher's side while still doing what is best for all students' health and safety. I appreciate Mrs. Flowers' and Dr. May's dedication to holding students accountable for behavior expectations at the school.	
4	The school sites are only as good as the systems set in place by the District. In addition, principals are given much leeway in interpreting the systems set in place. Fletcher assists the best way they know how. Unfortunately, BCSD is not placing the teachers well being at the level of the students well being. This puts site administration in stressful situations as well.	
5	Discipline issues are out of control. I know this is mostly due to new regulations and guidelines set by the state, board, and district office. However, we received a new campus supervisor this year. In August, he went to every teacher and said he would be very visible and in our rooms often. He has never, not once been in my classroom. I rarely see him on the playground. As far as referrals go, I am disappointed in the structure and requirements. It is very obvious that perception is far more important than actually dealing with the issues at hand. On more than one occasion I have followed up with a family about a discipline issue by reaching out to the family to see if they had any questions for me about the situation only to discover they had no idea what I was talking about. I was told by the VP that parent contact had been made. Since this has occurred more than once I now struggle to believe anything the VP tells me. I wish there was more time for the BIS to do preventative measures; meet with small groups regularly, and/or do in-class random check-ins.	

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

Answered: 4 Skipped: 19

#	RESPONSES	DATE
1	Our administration does a very good job of being professional and supportive of staff. We have good leadership	
2	The main priority of the administration seems to avoid law suits at the expense of teacher morale	
3	Our admin and support staff are absolutely wonderful. Their support and leadership lifts the spirit of staff and students.	
4	I personally like the admin and support staff at Fletcher. I think that Mrs. Flowers wants what is best for the students, staff, and teachers. She is easy to approach, she is thoughtful, and well informed. I find her very knowledgeable and professional. I think she is overworked and underpaid. I also find our non-admin support staff kind and I know that they attempt to be helpful. Unfortunately, they have either never been in the classroom or have been out of the classroom way too long to have any idea what we teachers are experiencing and dealing with on a regular basis in today's world of education. They can not relate nor understand so their suggestions are not always realistic. I wish all support staff would take a step back and try to see things from a teacher's point of view instead of sending another email with yet another responsibility we must take over or express something to us that we are suppose to do better, different, or more/less of each day. I know that I have been quit direct on this survey however, I would like to say as my final thought that I am aware most of the blame lies not with those assigned to my school site; it comes from above.	