























2025-2026 BETA Administration/Site Climate Survey

Fremont										
Garza										
Harding										
Harris										
Horace Mann										
Hort										
Jefferson										
Lincoln Jr. High										
Longfellow										
McKinley										
MLK										
Mt.Vernon										
Munsey										
Nichols										
Noble										
Owens Elementary										
Pauly										
Pioneer										

2025-2026 BETA Administration/Site Climate Survey

Answer Choices	Percentage	Responses
 Casa Loma	0%	0
 Cato	0%	0
 Chavez	0%	0
 Chipman	0%	0
 College Hts	0%	0
 Compton	0%	0
 Curran	0%	0
 Downtown	0%	0
 Ed Center/District Office	0%	0
 Eissler	0%	0
 Emerson	0%	0
 Evergreen	0%	0
 Fletcher	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
Total		18

2025-2026 BETA Administration/Site Climate Survey

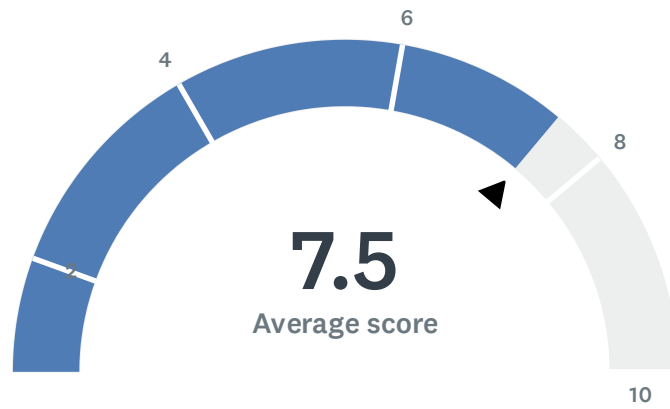
Answer Choices	Percentage	Responses
● Lincoln Jr. High	0%	0
● Longfellow	0%	0
● McKinley	0%	0
● MLK	0%	0
● Mt.Vernon	0%	0
● Munsey	0%	0
● Nichols	0%	0
● Noble	0%	0
● Owens Elementary	0%	0
● Pauly	0%	0
● Pioneer	100.00%	18
● Rafer Johnson	0%	0
● Roosevelt	0%	0
● School Nurse	0%	0
● Sequoia	0%	0
● Sierra	0%	0
● Stella Hills	0%	0
● Stiern	0%	0
● Thorner	0%	0
● VAPA	0%	0
● Voorhies	0%	0
● Washington	0%	0
Total		18

2025-2026 BETA Administration/Site Climate Survey

Answer Choices	Percentage	Responses
 Wayside	0%	0
 William Penn	0%	0
 Williams	0%	0
 Other (please specify) Show responses	0%	0
Total		18

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

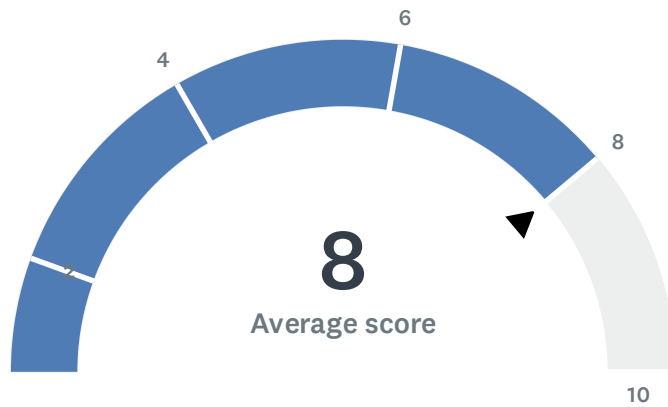
Answered: 18 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	7.50	7.50	2.22

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

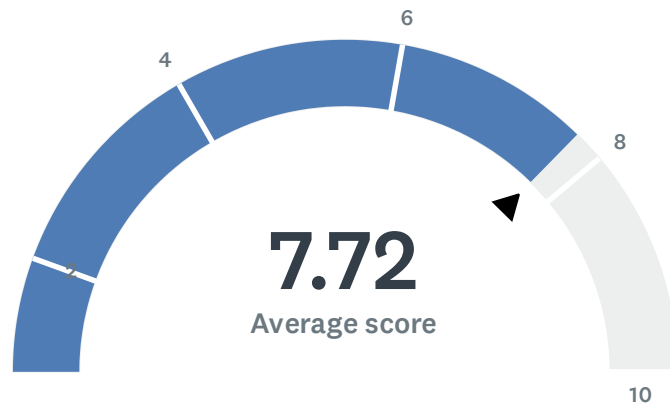
Answered: 17 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	8.00	2.43

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

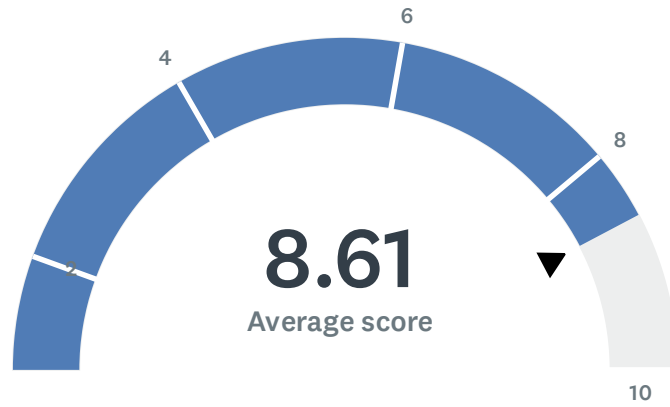
Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	9.00	7.72	2.56

Q5 Site administration follows the contract and respects personal rights.

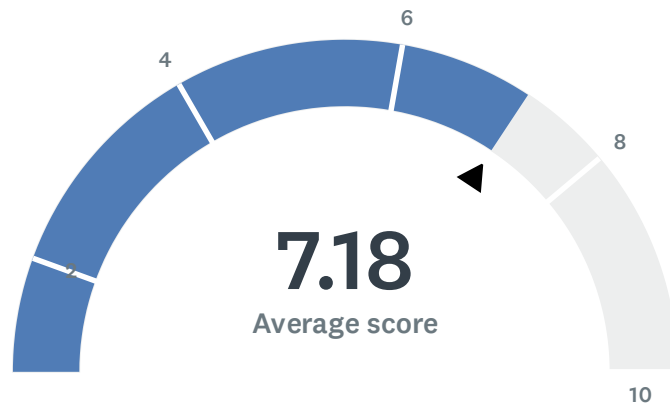
Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.50	8.61	2.24

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

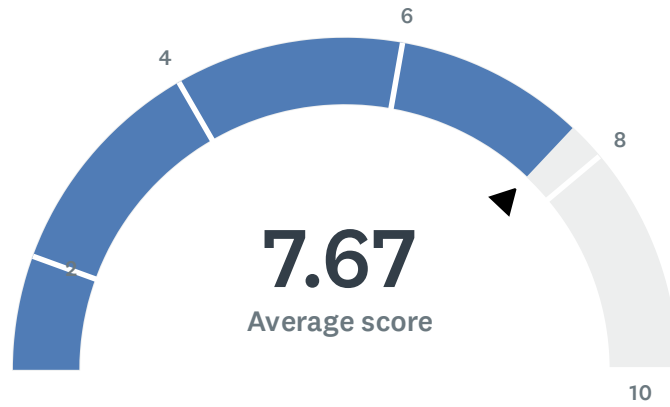
Answered: 17 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	7.18	3.26

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

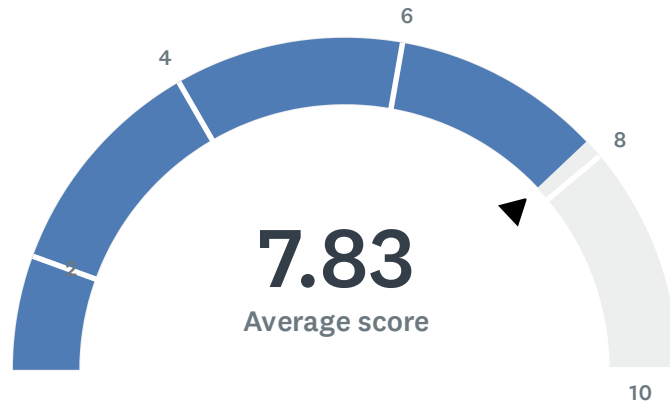
Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	9.00	7.67	2.43

Q8 Administration supports staff against attacks and criticism from parents.

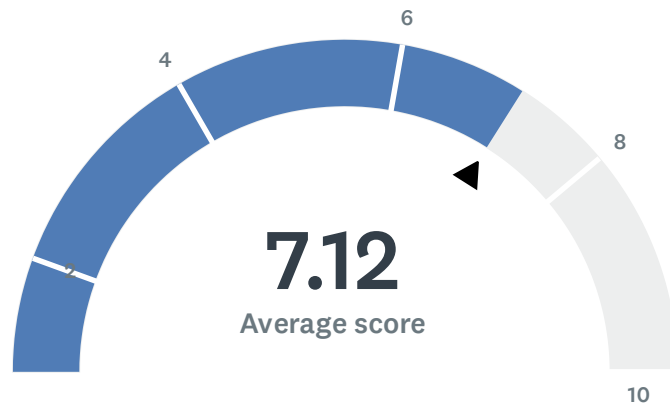
Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	7.83	2.85

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

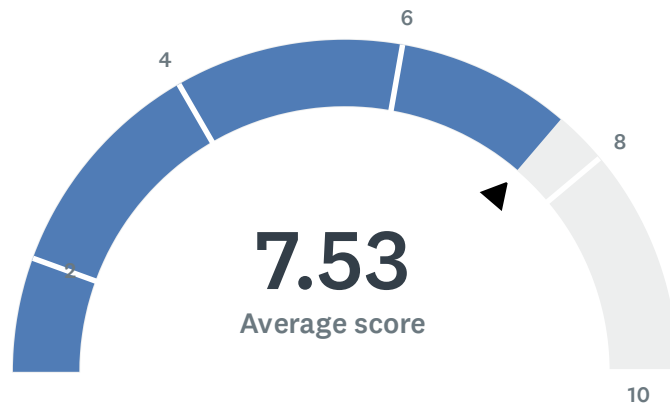
Answered: 17 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	7.12	3.32

Q10 Site administration has been supportive and minimizes additional stress.

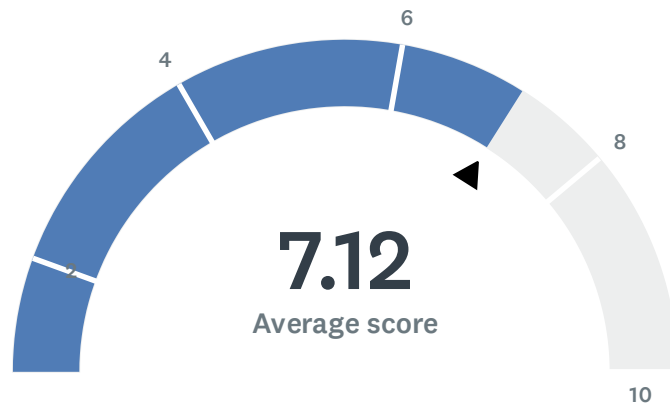
Answered: 17 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.53	2.89

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

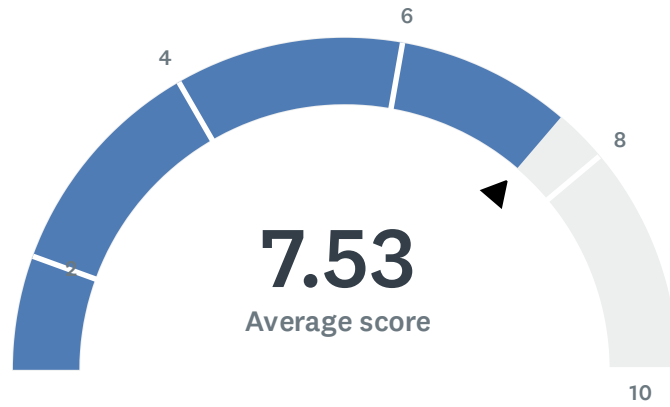
Answered: 17 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	8.00	7.12	2.56

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

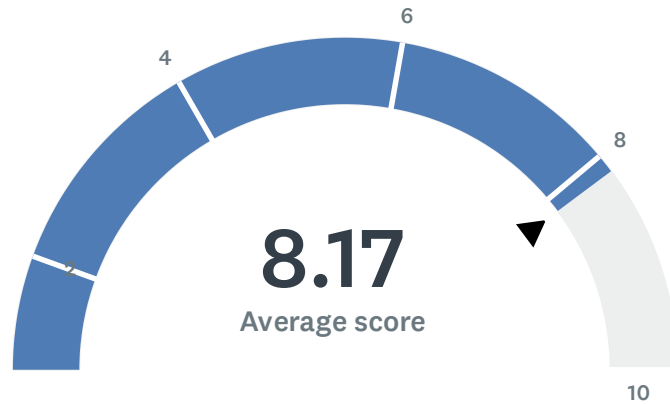
Answered: 17 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	7.53	2.68

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

Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	8.17	2.27

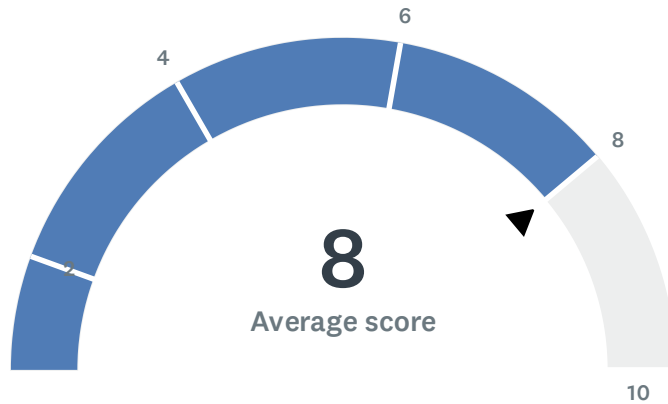
Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 9 Skipped: 9

#	RESPONSES	DATE
1	Plays favorites, which is not the veterans.	
2	The principal and Academic Coach maintain positive relationships with staff. Some staff feel that interactions with the assistant principal could benefit from a more welcoming and empathetic approach.	
3	The site administrator does not seem visible or engaged with students. Many children do not know who she is. She should spend more time present in common areas such as the playground and cafeteria. Additionally, staff responsibilities should be managed more fairly. Some employees appear overworked while others remain in their offices without contributing. Greater accountability and balanced workload expectations are needed.	
4	She is a great leader and an amazing person	
5	The principal consistently fosters a welcoming, collaborative school culture, along with the campus coaches. The assistant principal demonstrates limited empathy and approachability.	
6	Our administration is virtually invisible-they are never out of the office or you cannot reach them. Staff in the office is nothing short of being rude and disrespectful to the teachers. Calls to the office are frequently unanswered or ring 25-30 times and do not get picked up. Some teachers have been informed that they have "met their quota" of calls to the office and are hung up on. We know they are screening calls and deciding who to answer and who not to answer.	
7	Administration here at Pioneer is one of the key reasons I don't retire. The staff is amazing!	
8	Admin is only concerned with their offices, lead teachers, and their favorites. Most staff goes unheard all year.	
9	All are supportive. They guide, train, teach and offer many opportunities to learn and grow. I am grateful for all the assistance I have received.	

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

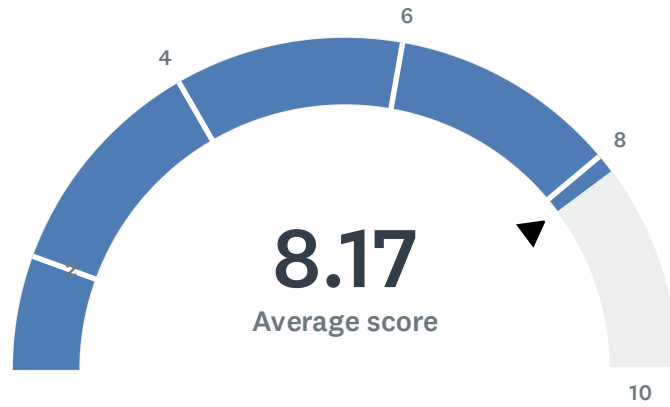
Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	9.00	8.00	2.29

Q16 Site meetings are productive and not excessive.

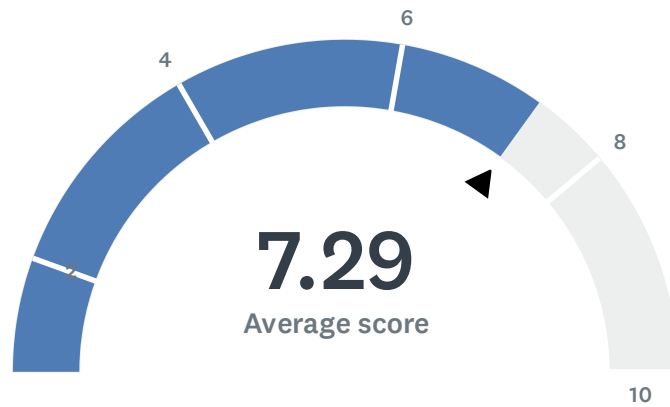
Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	9.00	8.17	2.06

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

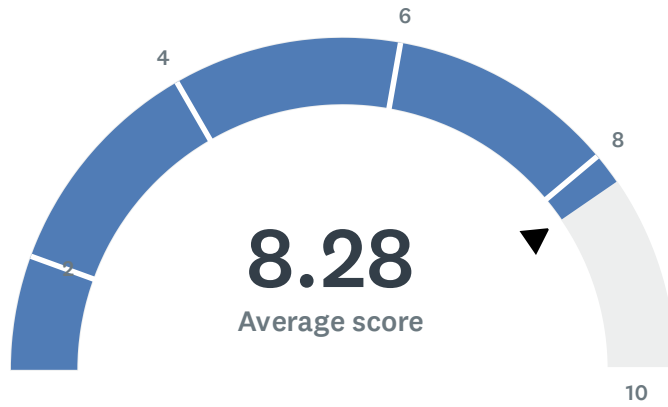
Answered: 17 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	7.29	3.30

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

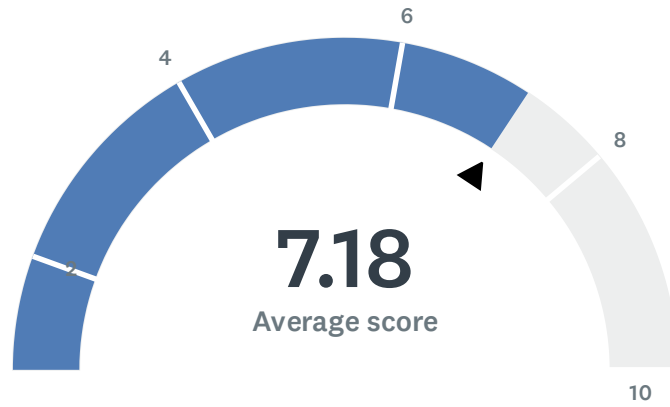
Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	8.28	2.40

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

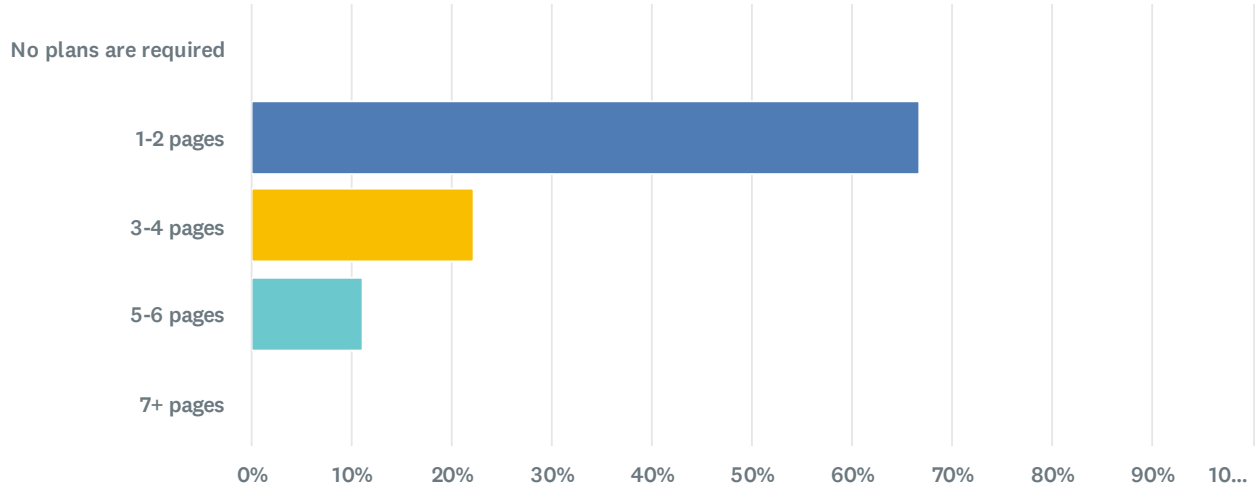
Answered: 17 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.18	2.77

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

Answered: 18 Skipped: 0



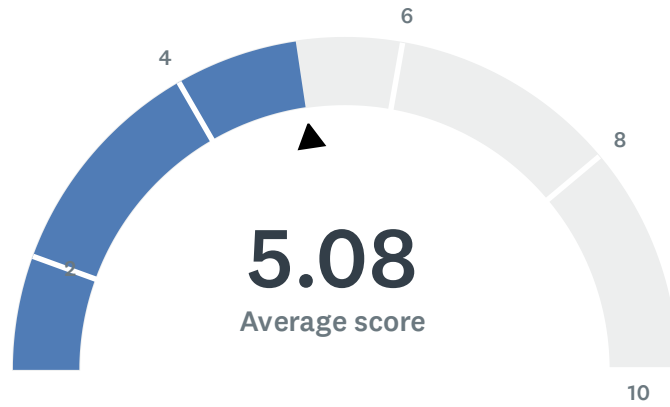
Answer Choices	Percentage	Responses
● No plans are required	0%	0
● 1-2 pages	66.67%	12
● 3-4 pages	22.22%	4
● 5-6 pages	11.11%	2
● 7+ pages	0%	0
Show comments		
Total		18

2025-2026 BETA Administration/Site Climate Survey

#	COMMENT	
1	There are too many interruptions to our schedules-feel there is too much time taken from the classroom and instruction but then they want the goals made. IEPS and 504 meetings ARE scheduled during our prep time and some have been scheduled during protected time. We are never given time to input data it is always done during our own time	

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

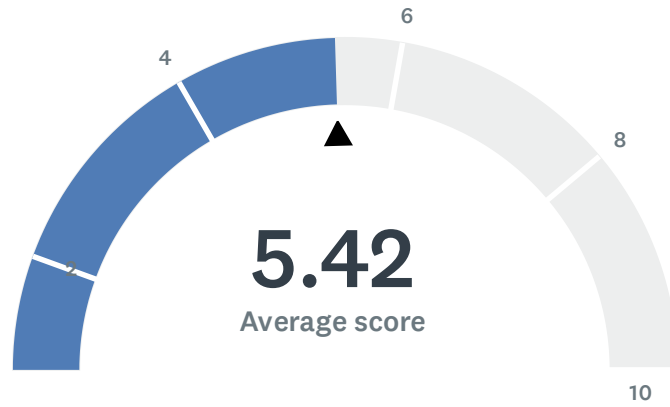
Answered: 13 Skipped: 5



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	1.00	5.08	4.41

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

Answered: 12 Skipped: 6



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.42	4.42

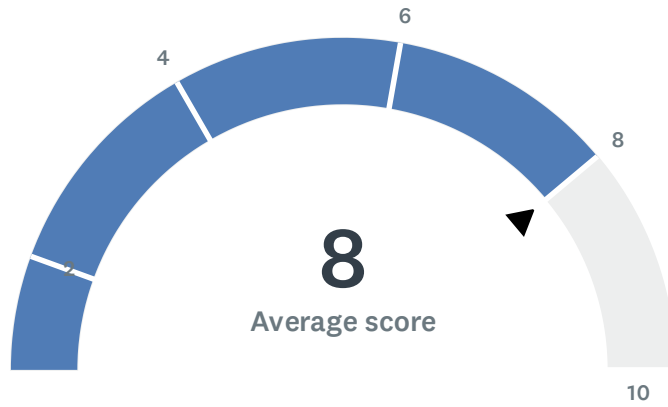
Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4 Skipped: 14

#	RESPONSES
1	Students are not supervised after school during the ELP program. The ELP coordinator does not usually check up on the students and activity leaders so they are able to do what they want to do.
2	Teachers are still required to attend 504, IEP, and other meetings during their prep time, which should be protected. There is no dedicated time provided for teachers to complete required data entry or documentation. As a result, many teachers are completing this work after school or on weekends, outside of contract hours.
3	We have always been fairly duty free.
4	IEPs are always during planning time.

Q24 Staff and students feel safe.

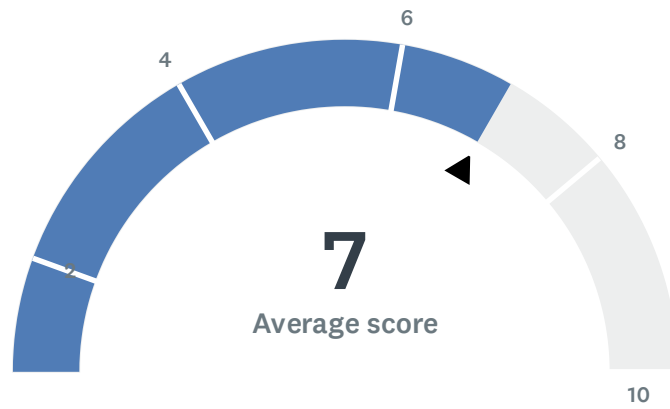
Answered: 18 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	8.00	2.52

Q25 Administration has been helpful and supportive regarding student discipline.

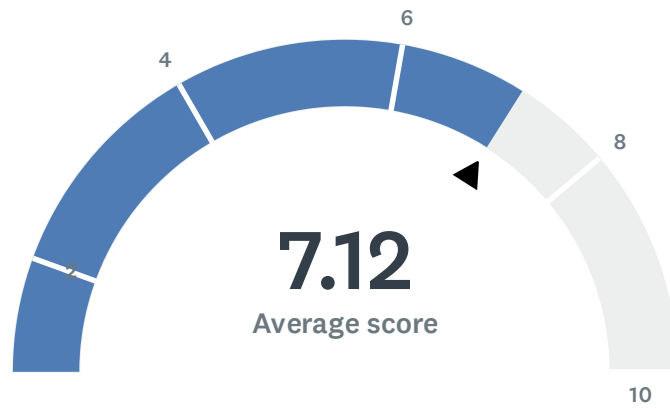
Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	7.00	3.00

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

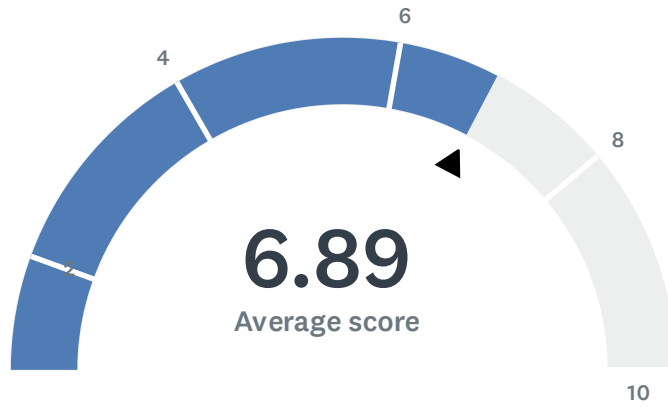
Answered: 17 Skipped: 1



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	7.00	7.12	2.49

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

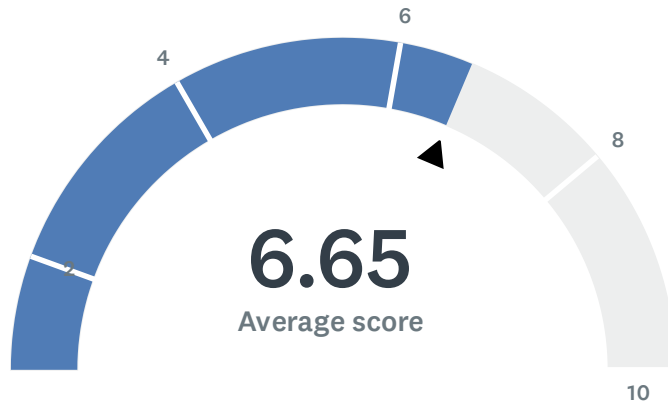
Answered: 18 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	6.50	6.89	2.81

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

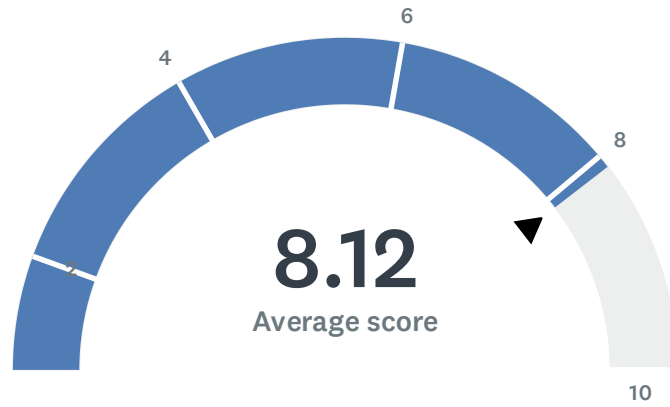
Answered: 17 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.65	3.09

Q29 My site has a positive atmosphere.

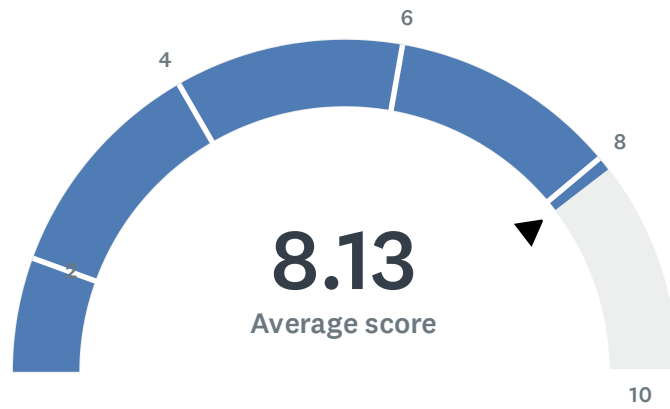
Answered: 17 Skipped: 1



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	8.12	2.45

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

Answered: 16 Skipped: 2



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.50	8.13	2.69

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

Answered: 5 Skipped: 13

#	RESPONSES	
1	<p>Discipline and classroom support are significant concerns. Behavioral incidents are being removed from Aeries or not properly documented, which minimizes ongoing issues and prevents effective intervention. In some cases, inappropriate behaviors are being rewarded, undermining PBIS expectations. BIS and behavior support personnel are not providing consistent or adequate support. This lack of accountability is creating high levels of stress for teachers and negatively impacting site morale.</p>	
2	<p>Several teachers have reported that behavior referrals are being deleted from the system by either the assistant principal or campus supervisor without clear communication to the teachers who submitted them. While the assistant principal states that teachers are informed, staff report that they are not notified. When teachers requested to be emailed if referrals were going to be deleted, the assistant principal responded that she "might tell them face to face" and dismissed the request for written communication. There is concern that the deletion of referrals is intentionally not documented via email in order to avoid a paper trail. Furthermore, other staff members have stated that teachers were informed of actions taken when, in fact, no such communication occurred. This is especially troubling given that teachers are regularly told, "Did you document it?" as well as "If it's not in an email, it didn't happen." These practices have contributed to a lack of trust, inconsistent support, and confusion regarding discipline procedures on campus. When teachers request assistance with student behavior or classroom support, help is frequently not provided. Although there are several support staff members on campus, teachers report that no one responds when help is requested. When the office is contacted for immediate assistance, instead of dispatching support, the office often calls back to question what the students are doing, and assistance is delayed or does not arrive at all. A teacher shared concerns regarding support during student behavioral incidents. In one instance, a student experienced an extended meltdown, and although administration did respond, the support was brief before they stated "I don't have time for this" and the student was removed from the classroom. The teacher manages several other students during these moments and has noted that consistent support is not always available.</p>	
3	<p>We are constantly being told that there is nothing that can be done as far as discipline. We have primary students that are disrupting classroom instruction on a daily basis and there is no help coming. If they are called down to the office they are returned to the classroom within 30 minutes</p>	
4	<p>PBIS is not effective and discipline is largely nonexistent. Behavioral issues are not addressed. Administration has instructed staff not to document incidents in Aeries.</p>	
5	<p>I have had such a great experience here. Everyone has been kind, helpful and supportive. I love being on this campus. It's like a family.</p>	

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

Answered: 5 Skipped: 13

#	RESPONSES
1	Pioneer deserves a change. We have been stuck for far too long.
2	The principal is exceptional and creates a family-like atmosphere at the school. She consistently supports her staff when needed, as do the coaches. Other members of the administration could benefit from following their example.
3	Normally our site is a very positive place -the staff have been here for a good while and among the teachers there is a positive atmosphere and we do not hesitate to help each other. I can not say the same for the administration. They are basically invisible and do not usually back the teachers. We have quite a few very aggressive nasty parents and no back up
4	Administration has created a negative climate for staff.
5	I would like to say thank you for offering so many opportunities to learn and grow as a teacher.