

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.)

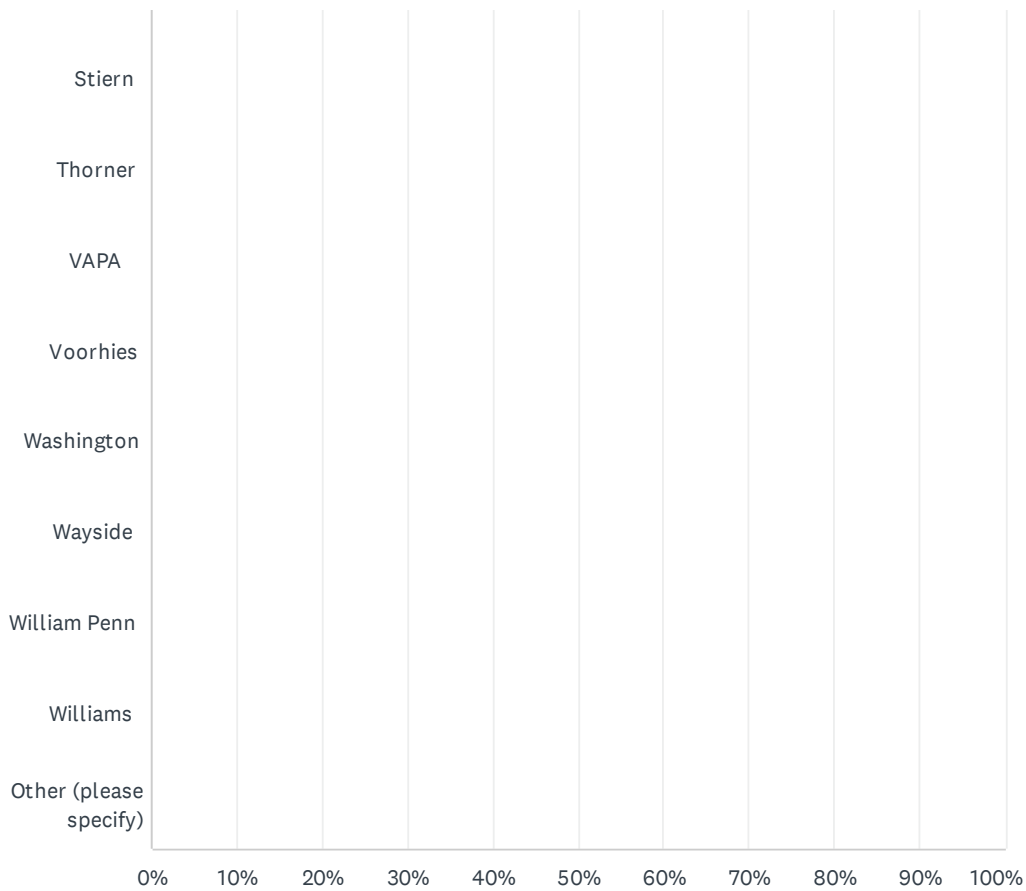
Answered: 18 Skipped: 0

Casa Loma																			
Cato																			
Chavez																			
Chipman																			
College Hts																			
Compton																			
Curran																			
Downtown																			
Ed Center/Distr...																			
Eissler																			
Emerson																			
Evergreen																			
Fletcher																			
Frank West																			
Franklin																			
Fremont																			
Garza																			
Harding																			

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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																			

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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

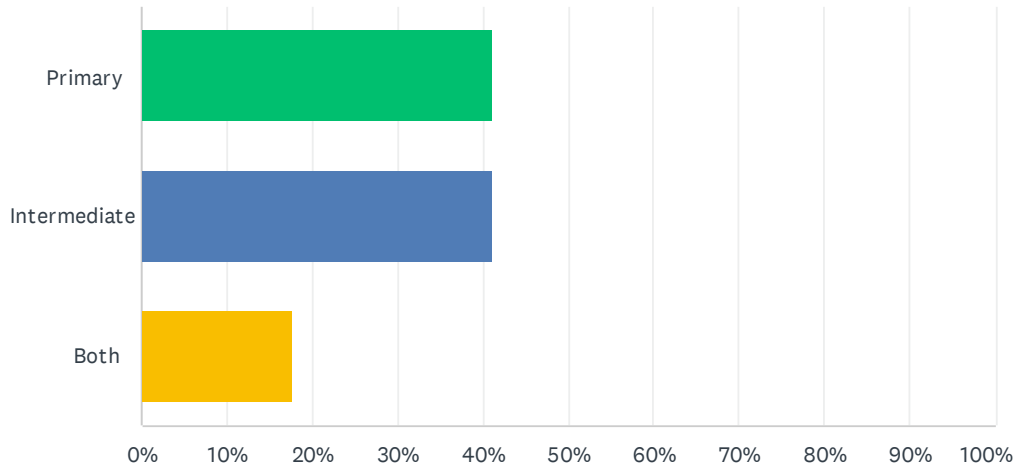
2023-2024 BETA Administration/Site Climate Survey

Pioneer	100.00%	18
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: 18		

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

Q2 Instructional Grade Level or Support Services

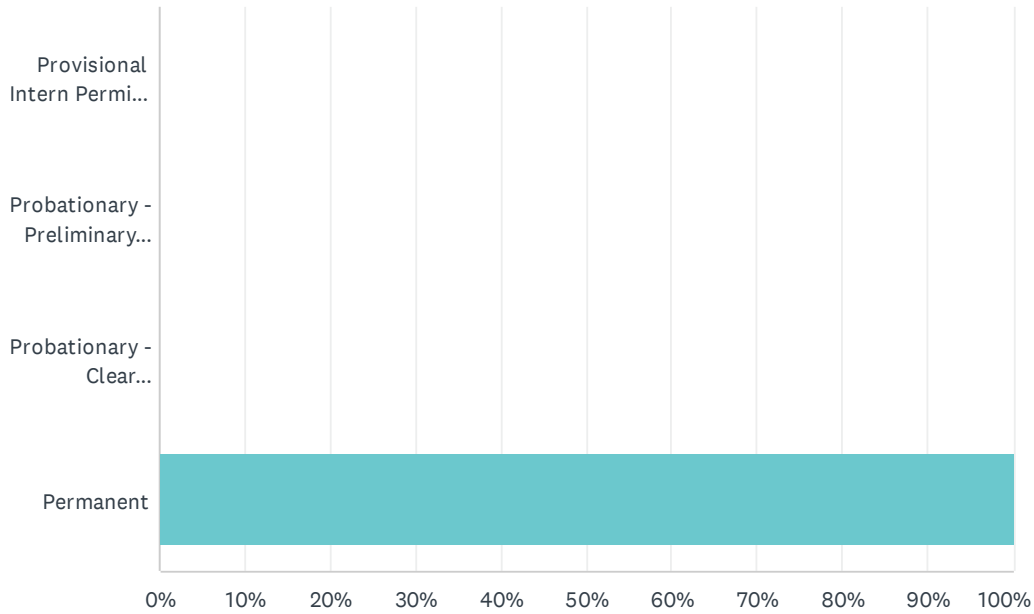
Answered: 17 Skipped: 1



ANSWER CHOICES	RESPONSES	
Primary	41.18%	7
Intermediate	41.18%	7
Both	17.65%	3
TOTAL		17

Q3 Experience

Answered: 18 Skipped: 0

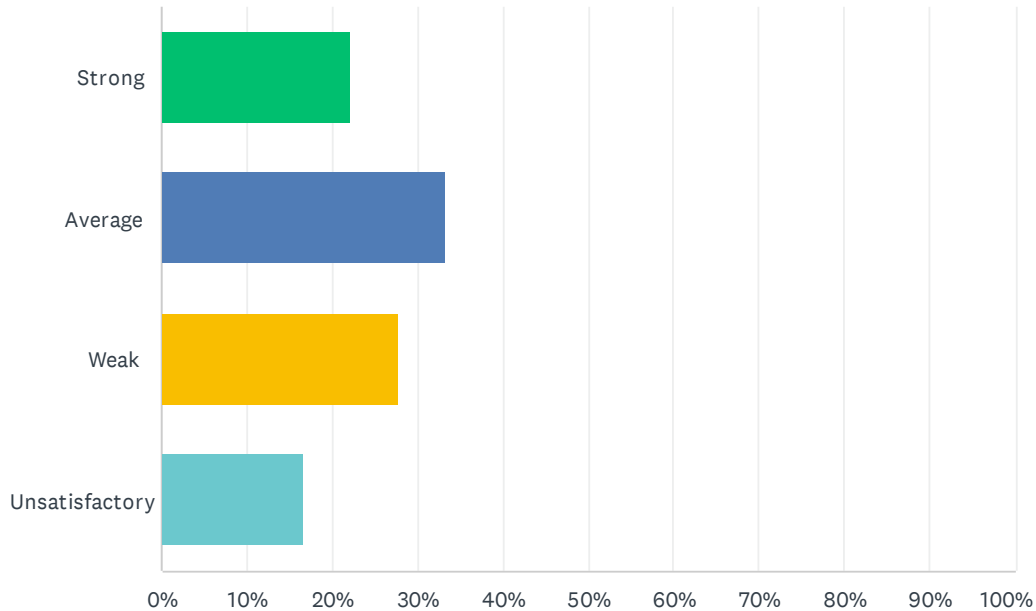


ANSWER CHOICES	RESPONSES	
Provisional Intern Permit, Short Term Staffing Permit, or Intern	0.00%	0
Probationary - Preliminary Credential	0.00%	0
Probationary - Clear Credential	0.00%	0
Permanent	100.00%	18
TOTAL		18

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

Q4 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 18 Skipped: 0

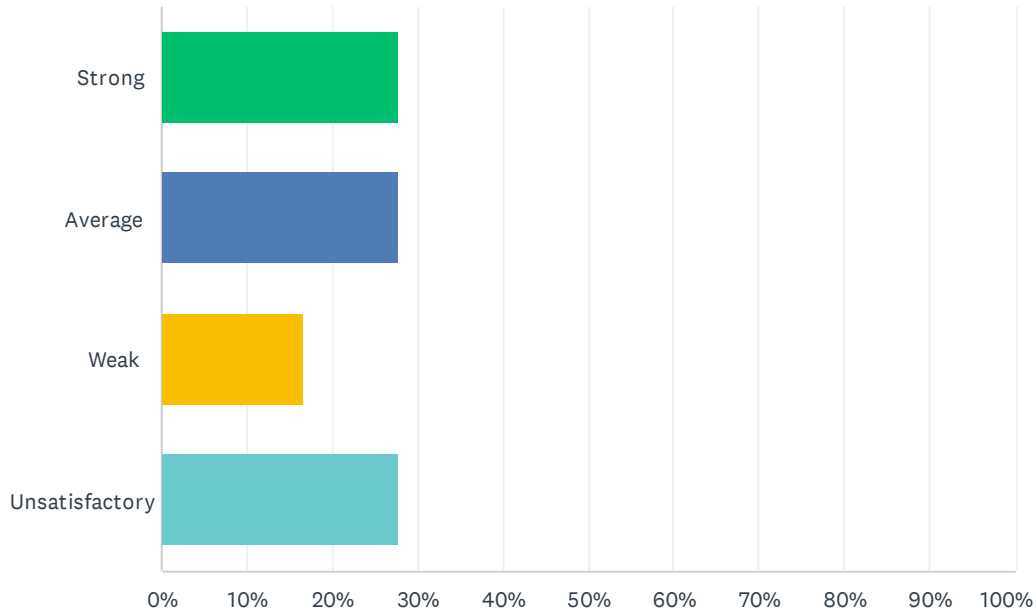


ANSWER CHOICES	RESPONSES
Strong	22.22% 4
Average	33.33% 6
Weak	27.78% 5
Unsatisfactory	16.67% 3
TOTAL	18

#	COMMENTS:	DATE
1	They don't feel genuine and definitely lots of sarcasm. I don't feel trust.	
2	Admin particularly the VP is not very cordial or caring when it comes to helping staff with issues especially discipline	
3	Sensitive to students and community, but not staff	
4	Constantly turning down request -all we hear is that this is different its 2024 -things don't work that way	
5	Students with IEPs are not being serviced correctly and are being thrown in general education. These students goals and times are not being met and they are struggling. Then, this makes it hard for the teacher to meet the students needs because they need more one to one instruction.	

Q5 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 18 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	27.78% 5
Average	27.78% 5
Weak	16.67% 3
Unsatisfactory	27.78% 5
TOTAL	18

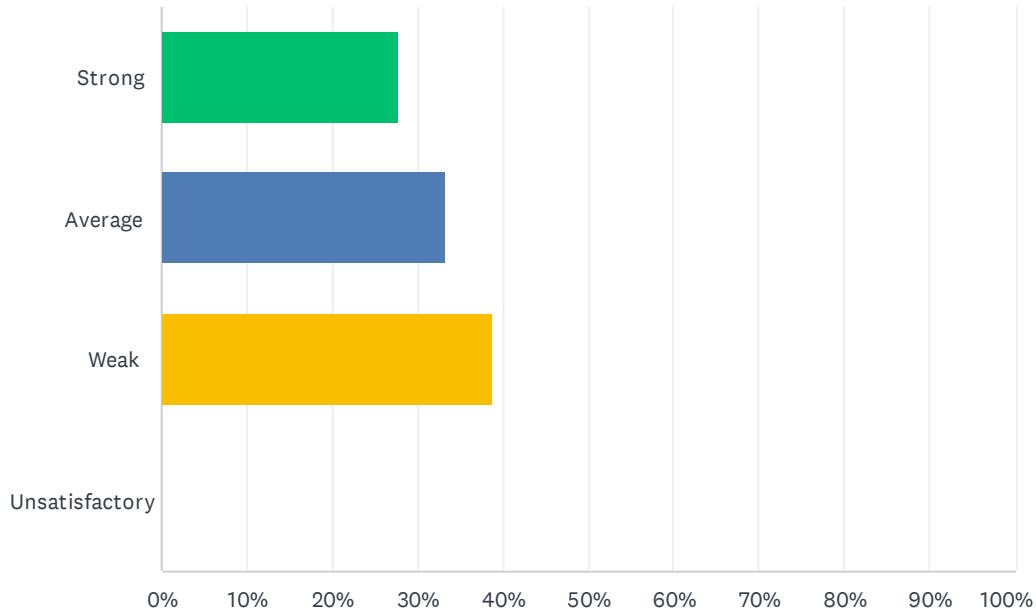
#	COMMENT	DATE
1	At our staff PD's, we are made to feel broken and they are trying to fix us.	
2	Some are treated with respect and others are basically ignored and it is very evident	
3	Absolutley not -when you return from a week end to find that over 16 parking spaces are now designated for every body BUT teachers it is a real slap in the face and disrespect -it made the teaching staff feel as if they were not important and they didn't matter-as far as we can tell they think it is perfectly ok for us to park on a street where cars have been hit. The reasons we heard were - they may have to go to the DO -ridiculous they designations are for office clerks-secretary - FACE- a psychologist who is on our campus maybe 2 days a week-the coach- apl-interventionist and BIS-rarely do most of them ever go to the DO and return-if they go it is for the day- and they don't haul carts and papers when they do- our parking was at a premium after we loss spaces to the solar panels and now it is even worse-spots should be for principal -vice principal- and maybe FACE but coaches and interventionist-APL - are all still considered teachers- it just seemed like they were very disrespectful to the teaching staff and very thoughtless and sneaky	
4	The administration does not treat all the staff equally. Recently they reserved spots for their	

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favorite staff and took parking away from teachers. At other sites only principal and vice principal have marked spots. It is very unfair to us that we have to fight for the little spots we have remaining. This is making us teachers not feel valued as a member of the team.

Q6 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 18 Skipped: 0

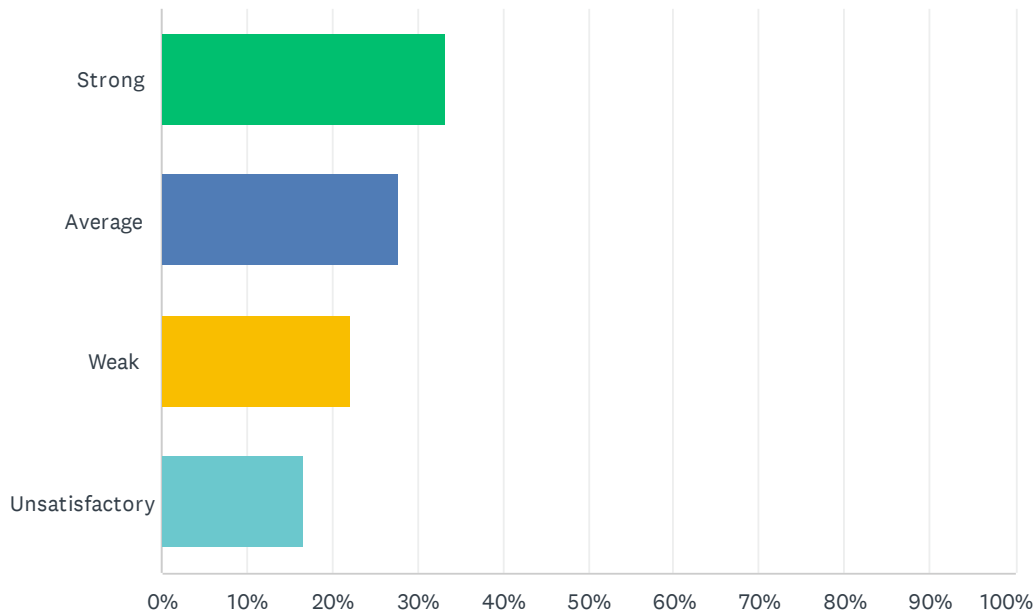


ANSWER CHOICES	RESPONSES
Strong	27.78% 5
Average	33.33% 6
Weak	38.89% 7
Unsatisfactory	0.00% 0
TOTAL	18

#	COMMENT:	DATE
1	One administrator per room would less disruptive and they would be able to cover more classrooms in the time allotment.. It seems a waste of time to travel in packs of 3 or more.	
2	They bring in a whole team and rarely do we get any feedback - certainly not in 48 hours-they get "too busy" or forget	
3	They make me feel unprofessional and as if they think I don't know what I am doing.	
4	Sometimes you get feedback and more normally no we do not hear anything	
5	No, coming in back to back right before holiday breaks is very disruptive and difficult for the teachers. Plus, we are not always given a follow up of what they saw.	

Q7 Site administration follows the contract and respects personal rights.

Answered: 18 Skipped: 0

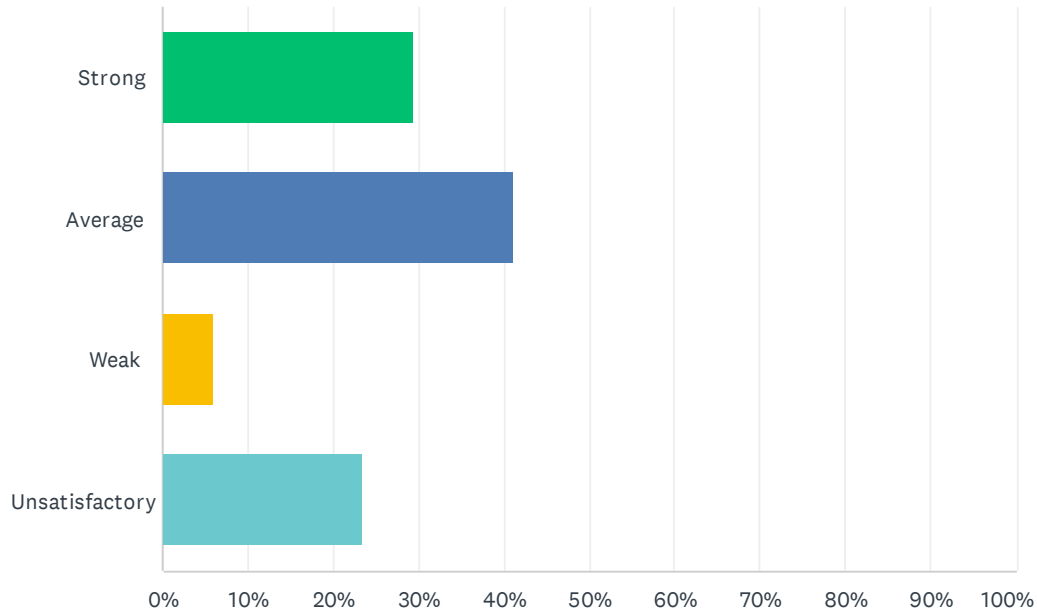


ANSWER CHOICES	RESPONSES
Strong	33.33% 6
Average	27.78% 5
Weak	22.22% 4
Unsatisfactory	16.67% 3
TOTAL	18

#	COMMENTS:	DATE
1	I don't feel valued on rainy days. Also, our assemblies are way too long and usually last past recess times and no one gives us direction what we should do to get a break.	
2	We are constantly interrupted with nonsense that could be handled with an email- calls do get made to us during lunch and planning	
3	No we recieve a lot of interruptions during teaching time that could be handled in an email	

Q8 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 17 Skipped: 1

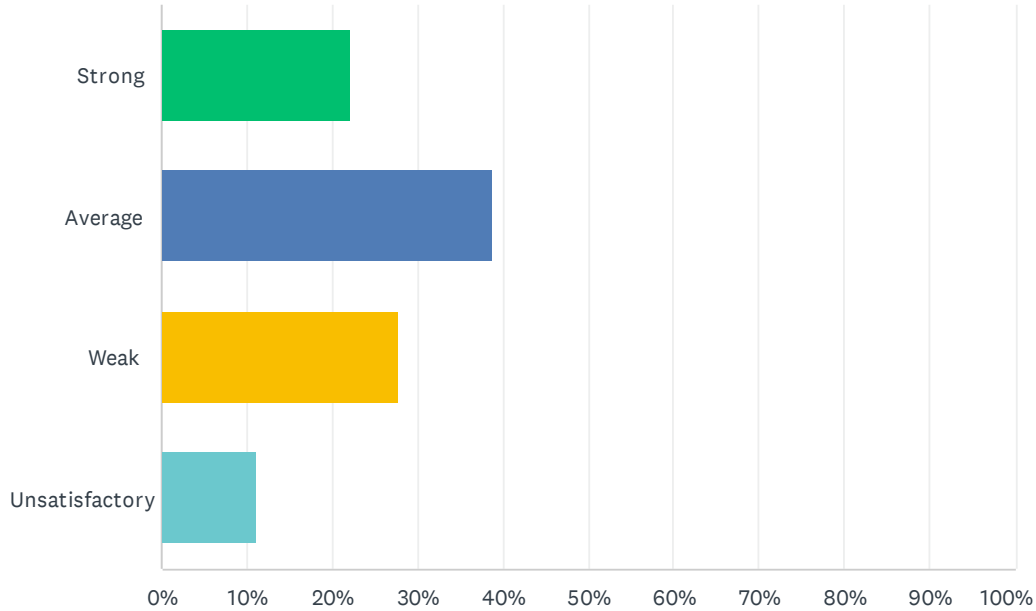


ANSWER CHOICES	RESPONSES	
Strong	29.41%	5
Average	41.18%	7
Weak	5.88%	1
Unsatisfactory	23.53%	4
TOTAL		17

#	COMMENT	DATE
1	VP is not visible during recess or lunch times or during class time to prevent student disruption or other behavioral problems. CPAL's stand around for about 20 minutes before the students even are allowed to come onto school. A better use of their time would be to start at 8:15 or check the parameters of the school for safety hazards during their 20 minutes of standing around. Also, students are allowed to come onto campus at 8:20, however, they stand in a long line and are escorted to recess around 8:35 or 8:40. First bell rings at 8:45. I feel the students deserve a decent amount of recess time and they are not receiving it.	
2	Sometimes it is confusing as to who you need to contact- for a long time we rarely had access to our coach who was doing all sorts of jobs	
3	VP has oversight of credentialed staff.	
4	No there is a lot of overlapping	

Q9 Administration maintains open communication with staff, parents, and students.

Answered: 18 Skipped: 0

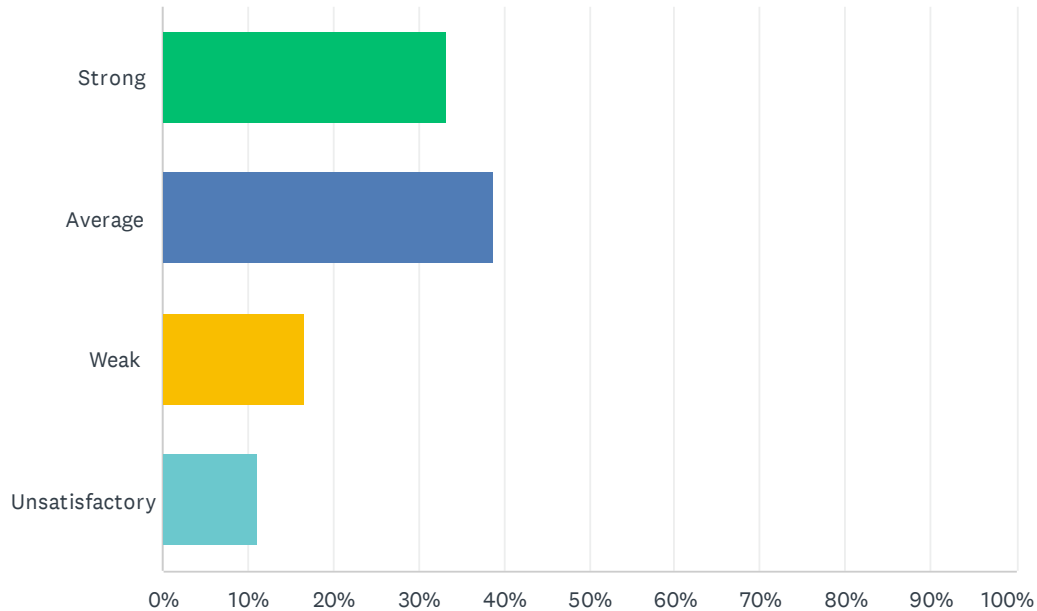


ANSWER CHOICES	RESPONSES	
Strong	22.22%	4
Average	38.89%	7
Weak	27.78%	5
Unsatisfactory	11.11%	2
TOTAL		18

#	COMMENTS:	DATE
1	No transparency	
2	Quite often information is relayed late - OR we find out from other sources or campuses	
3	Only if there is a problem	

Q10 Administration supports staff against attacks and criticism from parents.

Answered: 18 Skipped: 0

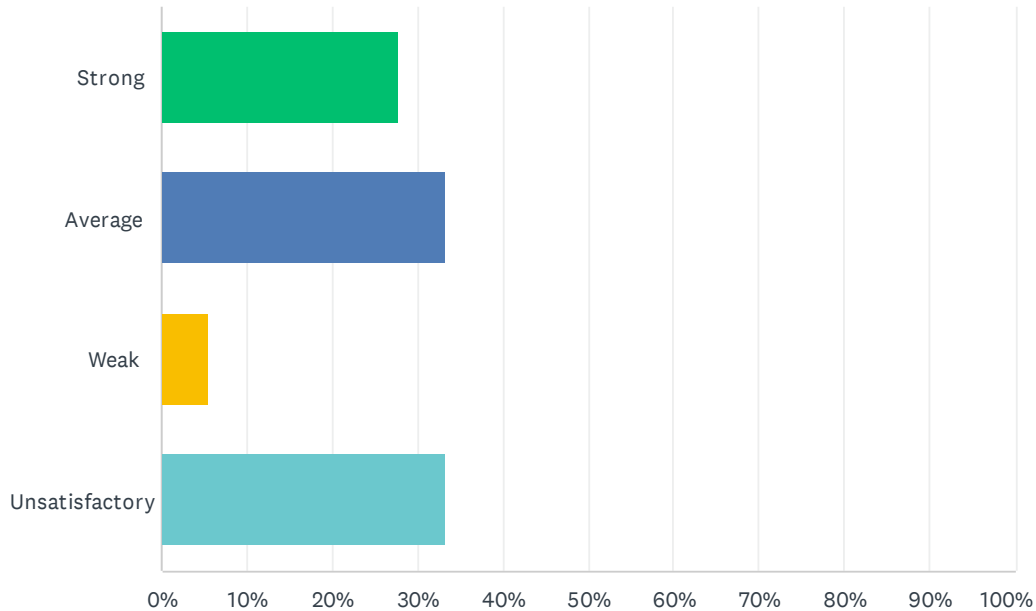


ANSWER CHOICES	RESPONSES
Strong	33.33% 6
Average	38.89% 7
Weak	16.67% 3
Unsatisfactory	11.11% 2
TOTAL	18

#	COMMENTS:	DATE
1	NO	
2	Parents get more respect than we do- they are listened to and we have to defend ourselves against anything they say	
3	No and the parents know they can come and complaint and then we have to defend ourselves- they are very unaware of what has transpired in the classroom and that kids tend to go home and give their side of a story and not necessarily the whole truth	

Q11 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 18 Skipped: 0

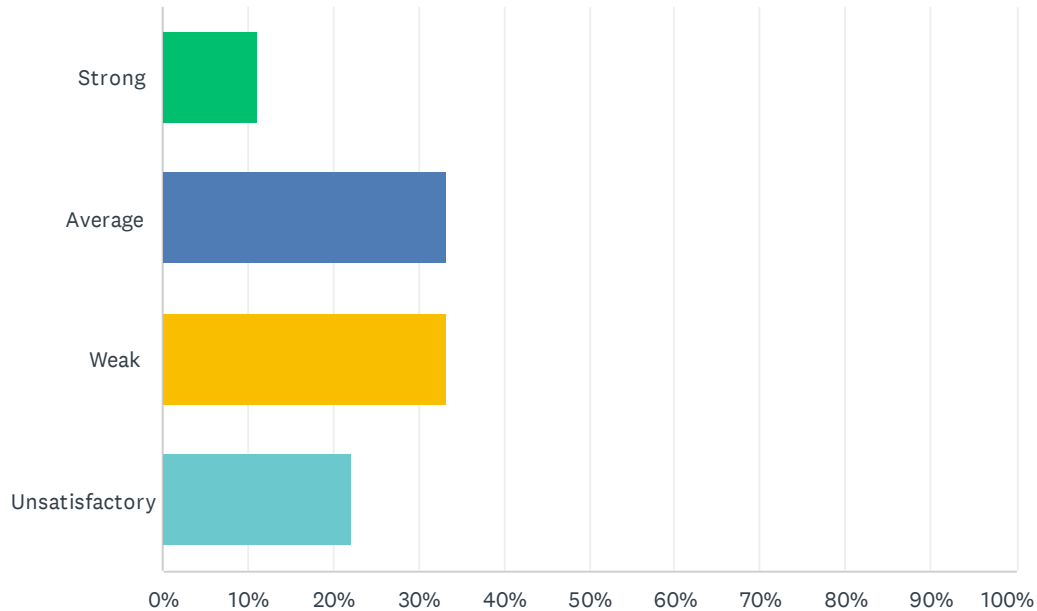


ANSWER CHOICES	RESPONSES
Strong	27.78% 5
Average	33.33% 6
Weak	5.56% 1
Unsatisfactory	33.33% 6
TOTAL	18

#	COMMENT	DATE
1	This is a definite NO- there is definitely favoritism and preferential treatment of certain staff- the teaching staff is tired of being compared to other teachers and teams as if they are the only ones who do anything-if another team accomplishes the same thing or makes head way with a low performing group nothing gets said-it is time it stopped as it erodes morale and makes the rest feel unappreciated	
2	Extreme disparity in how teachers are treated by each person on the office. Secretary and clerks as well.	
3	I think they try, but some grade levels and teachers are praised in meetings more than others.	
4	They absolutely have their favorites and it is very well known who they feel can do no wrong- it makes everyone else feel very unappreciated. Your results can be similar but for some reason their "preferred teachers" are so much better. A lot of the staff works really hard to get the results they/the district are looking for but it is never enough	
5	No, there is favoritism on campus and those staff members can do no wrong.	

Q12 The administration has been supportive and minimized additional stress.

Answered: 18 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	11.11% 2
Average	33.33% 6
Weak	33.33% 6
Unsatisfactory	22.22% 4
TOTAL	18

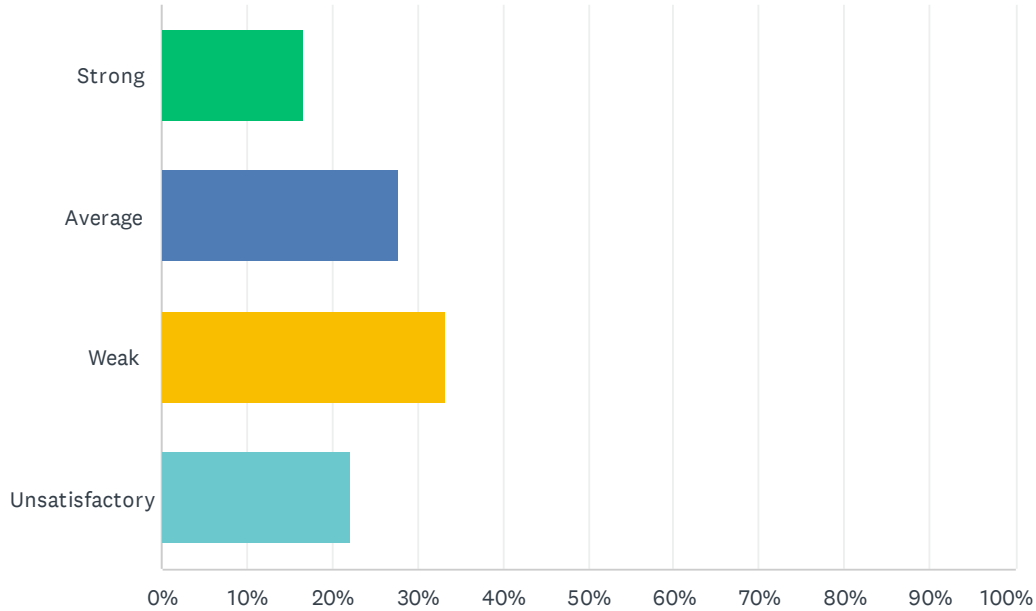
#	COMMENT	DATE
1	Too much testing.	
2	No the stress if anything has increased	
3	They micro manage our day and have unrealistic expectations, such as moving students one BAS level each week, or expecting students who can't spell their last names, or capitalize the word I or the beginning of a sentence to write multiple paragraphs. It takes hours to document intervention in Aeries, when those students will never receive the help they desperately need. It falls back on us. We don't need more books that the students are unable to read, manipulatives that they just play with or throw around the room, or ridiculous "new" strategies. We don't need to give a district Next Gen test for standards not covered or an SBAC that they will do poorly on, with a few exceptions. We don't need CFAs to tell us what our students need because believe me, we already know. We need help. We don't need another coach or to lose our 3 reading tutors. We need more teachers or aides to help with small group instruction. Our schedule is packed, yet they expect us to fit in fine arts and handwriting, and do small group instruction outside of UA time. They just keep piling it on and expecting us to do more.	
4	No every time we turn around another form has to be filled out - another data sheet has to be	

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filled out and returned right away- on top of everything else we are already required to do. Not to mention the demands from the office staff- send this home and then keep track of who has returned them-and if they are not returned -then you are told to contact the family and get them returned

Q13 Administration communicates expectations and information in an effective and timely manner.

Answered: 18 Skipped: 0

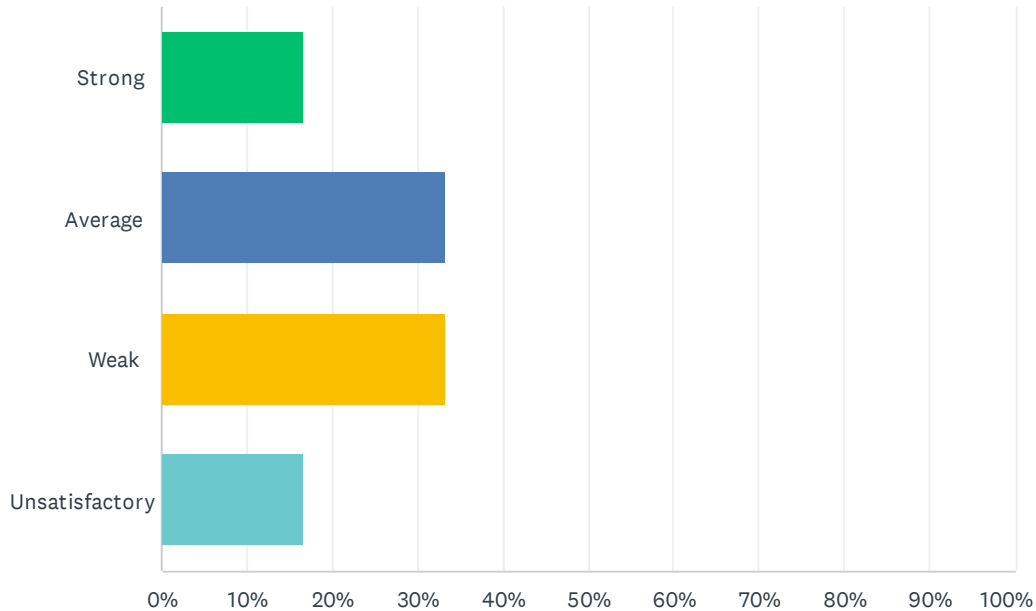


ANSWER CHOICES	RESPONSES
Strong	16.67% 3
Average	27.78% 5
Weak	33.33% 6
Unsatisfactory	22.22% 4
TOTAL	18

#	COMMENT	DATE
1	The district is very bad at communicating deadlines in a timely manner and the administration at our school is just following the lead.	
2	No we usually find out after the fact or hear it from ohter sources	
3	A lot is last minute and they set up projects for the kids and then they do not follow through	

Q14 Does your administration ensure positive working conditions at your worksite?

Answered: 18 Skipped: 0

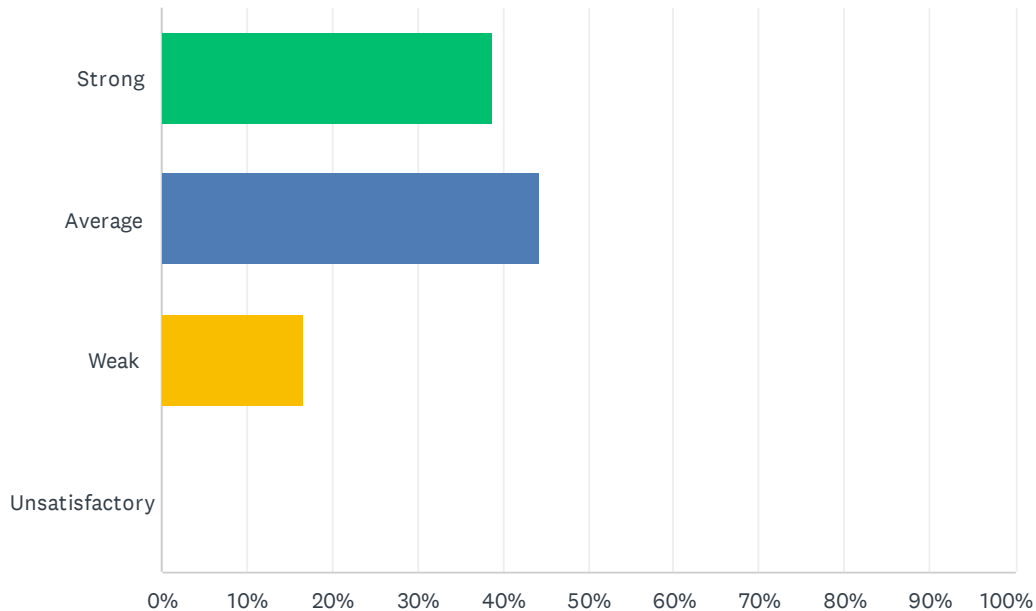


ANSWER CHOICES	RESPONSES
Strong	16.67% 3
Average	33.33% 6
Weak	33.33% 6
Unsatisfactory	16.67% 3
TOTAL	18

#	COMMENT:	DATE
1	Moral is low at the school right now. I do my best to come in and work with my students. I don't leave my classroom too much or visit the office for fear of not finishing my work or receiving more work to do.	
2	There is too much cliquy things and too many have beenin the same level for far too long	
3	No, for the reasons stated in question 12. They make these blanket suggestions from observing our classrooms for 10-15 minutes. They are so far removed from the realities of a post Covid classroom. They say they get it, but they don't. They expect us to have students who don't know basic facts to do rigorous problem solving. They expect meaningful independent activities during UA for students who are unable to work independently or follow directions. I also don't appreciate doing ISPs. We are expected to lie about students doing the work or have them do the make up work in class. If they weren't made to do it at home, they probably won't do it at school.	
4	No there is a lot of cliqueness and those that have been around awhile who think they are in charge and no all about "what is going on"	

Q15 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 18 Skipped: 0

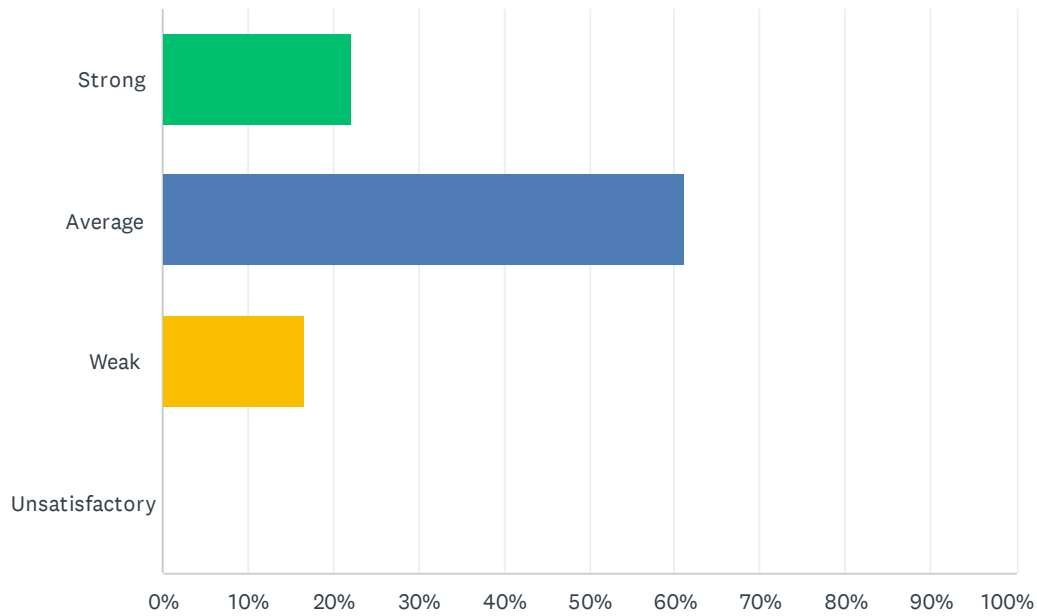


ANSWER CHOICES	RESPONSES
Strong	38.89% 7
Average	44.44% 8
Weak	16.67% 3
Unsatisfactory	0.00% 0
TOTAL	18

#	COMMENT	DATE
1	VP was insensitive to windy weather (as they were not outside) and CPALs were calling in to see what was the next step. They only had some minutes left and were told to stay outside. The next day an enormous amount of student absences were recorded.	
2	Sporadic and usually rarely gets called off	
3	Some time s it is necessary but then it can go the entire day because they don't want the kids in puddles or wet grass	

Q16 Site staff is involved in setting school policies and budgetary priorities.

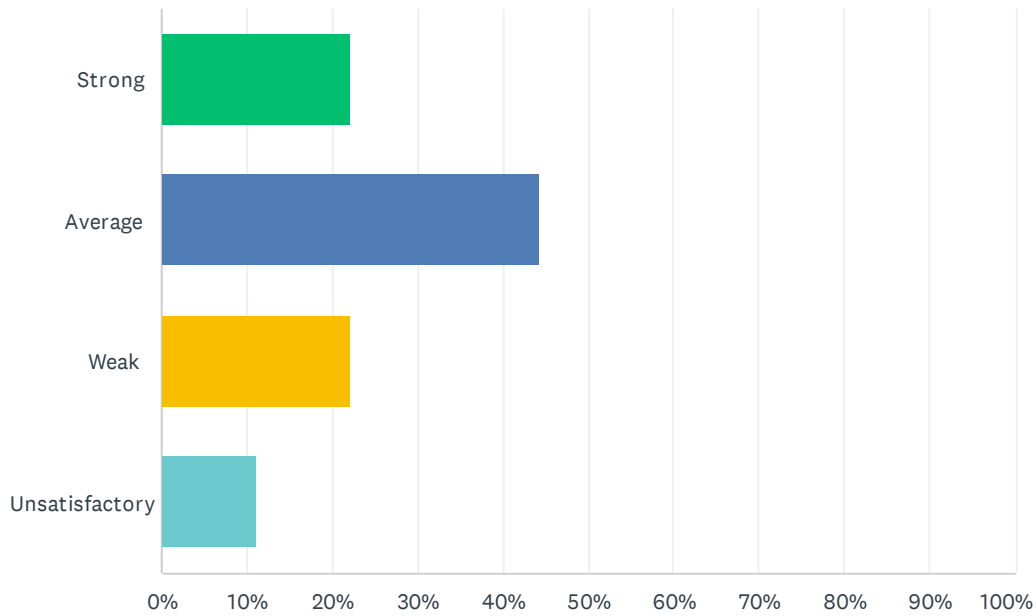
Answered: 18 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	22.22%	4
Average	61.11%	11
Weak	16.67%	3
Unsatisfactory	0.00%	0
TOTAL		18

Q17 Site meetings are productive and not excessive.

Answered: 18 Skipped: 0

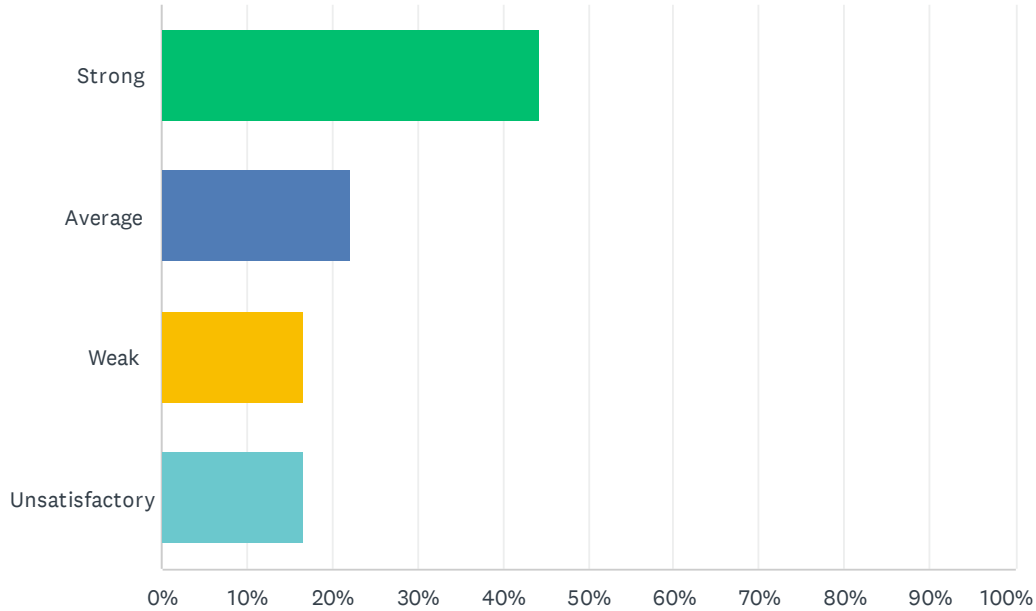


ANSWER CHOICES	RESPONSES
Strong	22.22% 4
Average	44.44% 8
Weak	22.22% 4
Unsatisfactory	11.11% 2
TOTAL	18

#	COMMENT	DATE
1	PD's and Late Starts could be split into primary and intermediate grades. We even have enough people in admin to train 2 levels at a time and be a lot more productive. More planning time would be wonderful to be included during these meetings.	
2	Late Starts are long and need to be shorted so that teachers can have time to prep and work in their classrooms like other schools. Every late start the entire time is taken up, while at other schools the meetings are 30 minutes and teachers are dismissed to work in their rooms or with the PLC's.	
3	There are a lot we could do without that the time could be put to better use	
4	Our PDs and site meetings are repetitive -most teachers do not even implement what we are told	

Q18 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 18 Skipped: 0

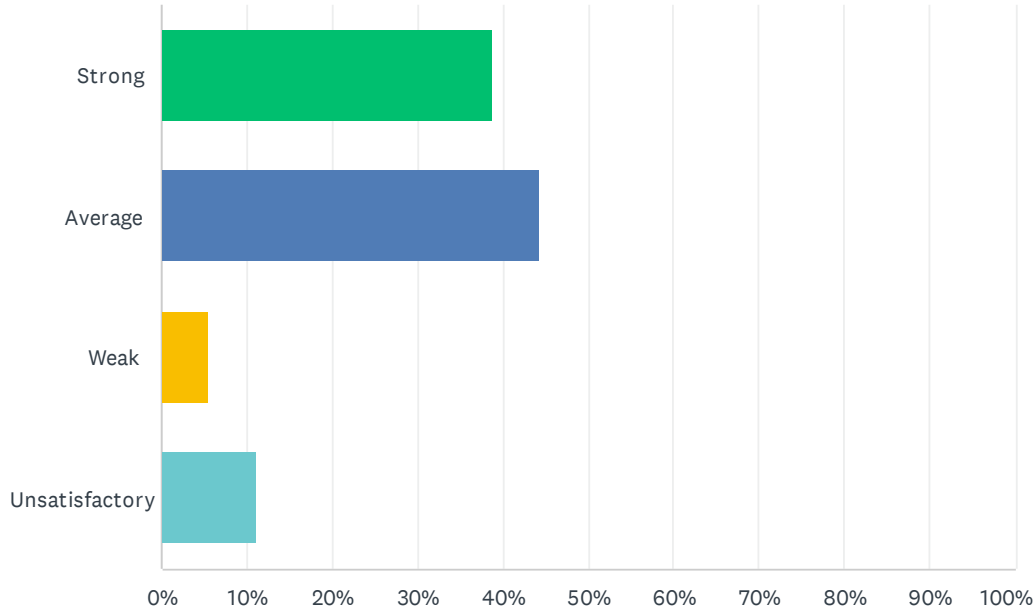


ANSWER CHOICES	RESPONSES
Strong	44.44% 8
Average	22.22% 4
Weak	16.67% 3
Unsatisfactory	16.67% 3
TOTAL	18

#	COMMENT	DATE
1	No there are all scheduled during our planning time	
2	No they are scheduled during our morning prep time or PLC times	

Q19 My site receives daily, consecutive, uninterrupted, planning/preparation time. (30 minutes / 40 minutes)

Answered: 18 Skipped: 0

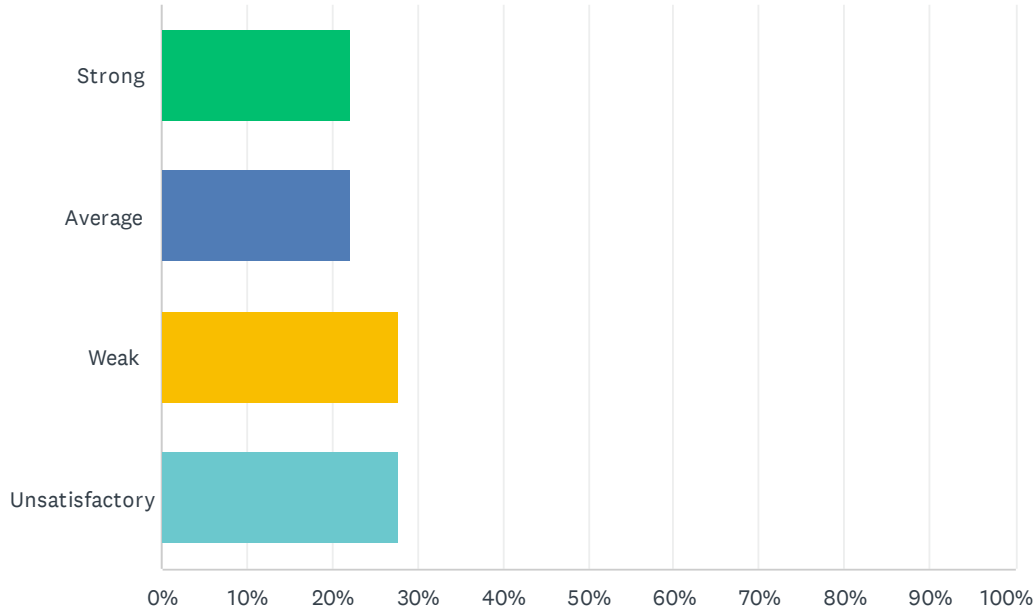


ANSWER CHOICES	RESPONSES
Strong	38.89% 7
Average	44.44% 8
Weak	5.56% 1
Unsatisfactory	11.11% 2
TOTAL	18

#	COMMENT	DATE
1	It would be nice to not try and train us during our planning time.	
2	Sproadic we get constantly interrupted	
3	Constant interruptions, random other stuff they need completed right away.	
4	No they do not respect that time -they feel that it is alright to call us or interrupt	

Q20 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 18 Skipped: 0

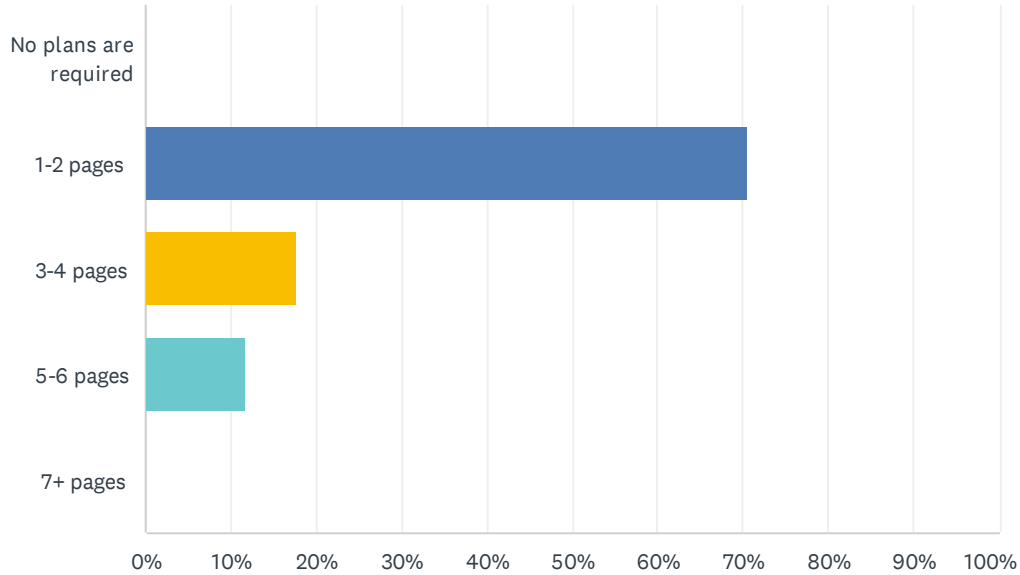


ANSWER CHOICES	RESPONSES	
Strong	22.22%	4
Average	22.22%	4
Weak	27.78%	5
Unsatisfactory	27.78%	5
TOTAL		18

#	COMMENT:	DATE
1	Never enough time. It is always after contract duty times.	
2	This should be done during Late Starts	
3	No- we have to use our time - there is a perfectly good reason to allow staff on late starts to get caught up on things and waste our time with another PD	
4	Never	
5	Yeah, but it is impossible to do in 45 minutes a day.	
6	Absolutely not -it is always after school -lunch time- or coming in ahead of contract-some of those late starts should be designated for that purpose-know there are other campuses that do allow this	

Q21 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 17 Skipped: 1

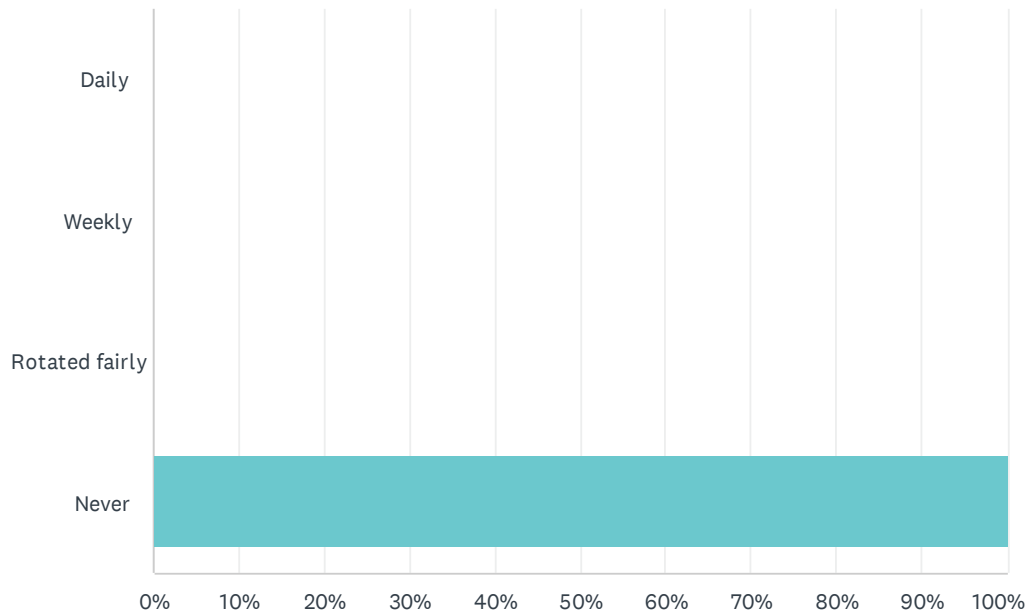


ANSWER CHOICES	RESPONSES
No plans are required	0.00% 0
1-2 pages	70.59% 12
3-4 pages	17.65% 3
5-6 pages	11.76% 2
7+ pages	0.00% 0
TOTAL	17

#	COMMENT	DATE
1	Due every Monday	
2	There isn't a page requirement.	
3	Have to be in by the beginning of the week	

Q22 Staff (teachers and/or coaches) have recess duty.

Answered: 18 Skipped: 0

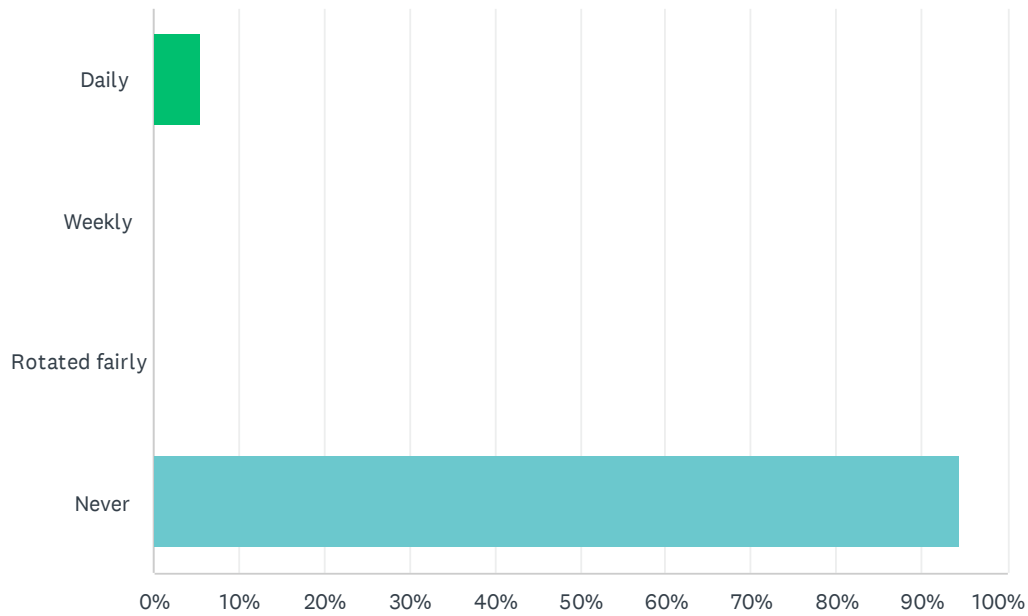


ANSWER CHOICES	RESPONSES
Daily	0.00% 0
Weekly	0.00% 0
Rotated fairly	0.00% 0
Never	100.00% 18
TOTAL	18

#	COMMENT:	DATE
1	We have a lot of CPALs.	
2	That's a good thing as that time is utiized to do paper work	

Q23 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 18 Skipped: 0

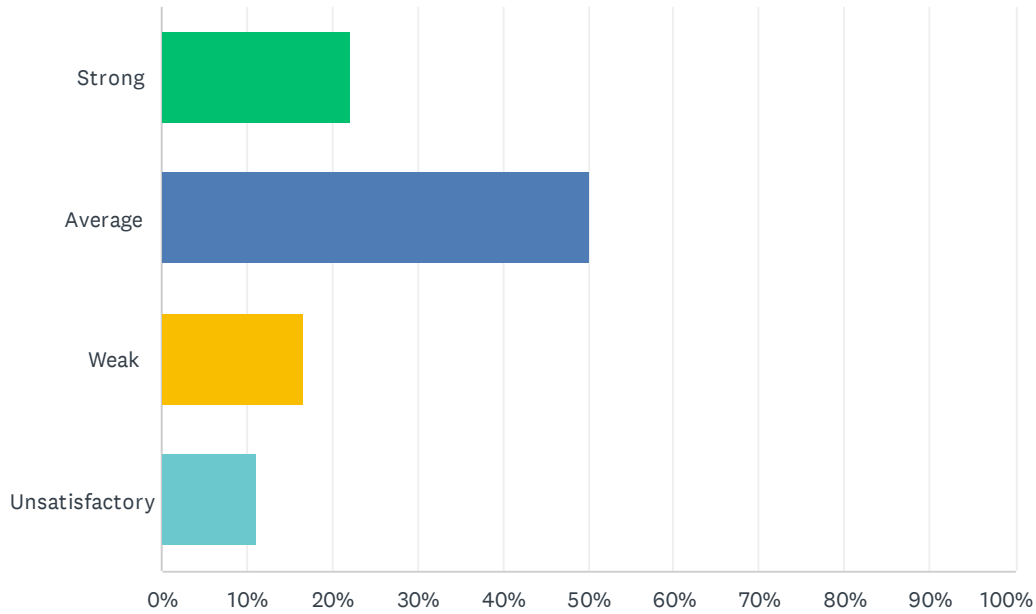


ANSWER CHOICES	RESPONSES
Daily	5.56% 1
Weekly	0.00% 0
Rotated fairly	0.00% 0
Never	94.44% 17
TOTAL	18

#	COMMENT:	DATE
1	No busses	
2	No buses at our site	
3	I am a Sped teacher	

Q24 Staff and students feel safe.

Answered: 18 Skipped: 0

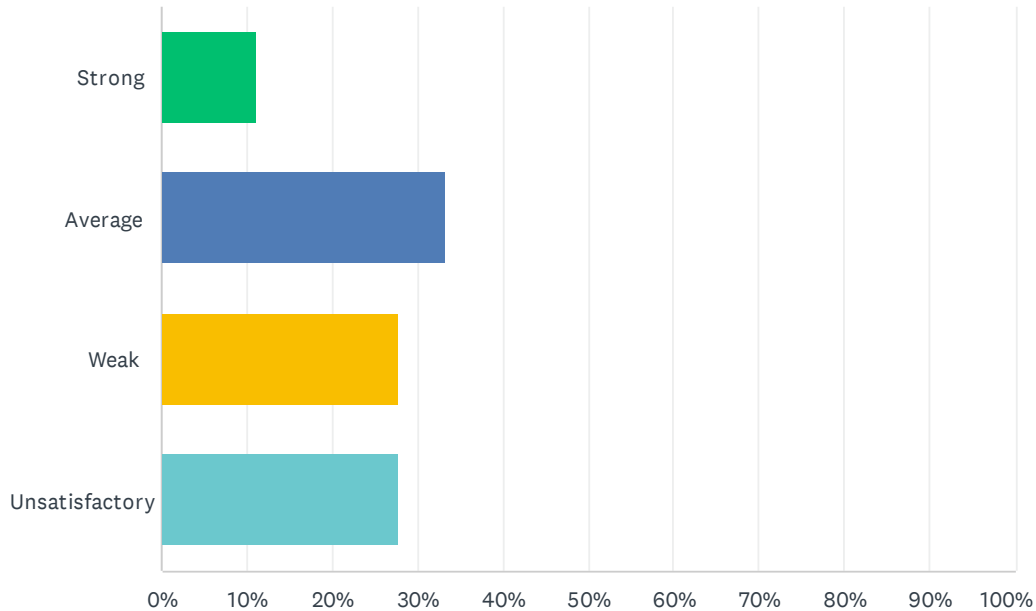


ANSWER CHOICES	RESPONSES
Strong	22.22% 4
Average	50.00% 9
Weak	16.67% 3
Unsatisfactory	11.11% 2
TOTAL	18

#	COMMENTS:	DATE
1	I don't feel safe and I know 911 is extremely discouraged.	
2	Several incidents in the neighborhood but not feeling really safe -some students have been found to have "weapons" on them	
3	It is safe for now	
4	There are students on campus that have made it very unsafe for all but yet don't get any consequences.	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 18 Skipped: 0

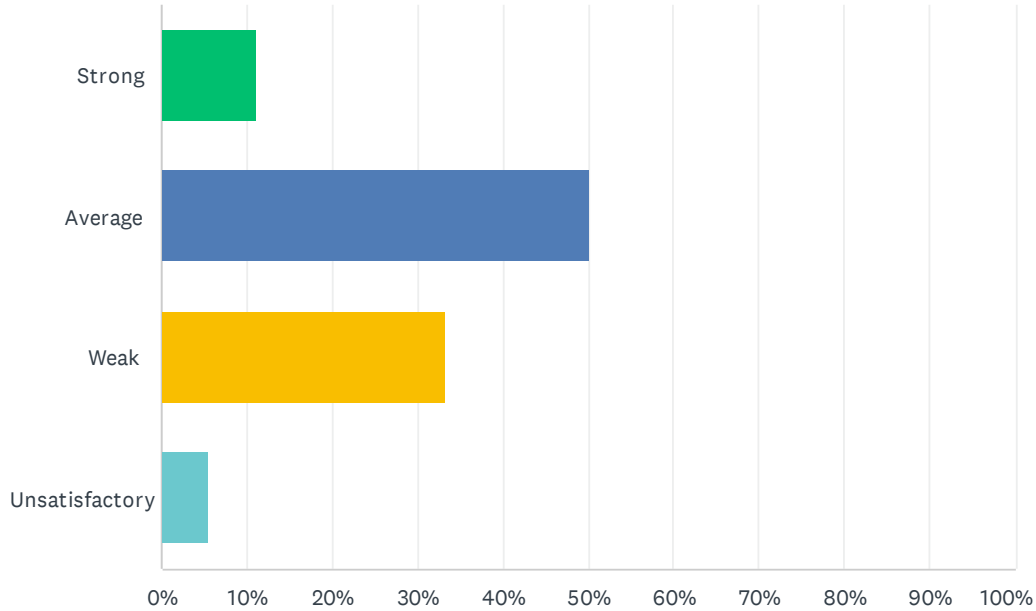


ANSWER CHOICES	RESPONSES
Strong	11.11% 2
Average	33.33% 6
Weak	27.78% 5
Unsatisfactory	27.78% 5
TOTAL	18

#	COMMENTS:	DATE
1	No one truly helps. Lots of lip service and turning of heads when support is really needed. The BIS are given administrative problems to handle: aggression, bullying, and major behavior problems. Those are administration jobs.	
2	No all we get is ed code dictated to us and told to put it in Aeries-some teachers have just stopped asking or recording	
3	Teachers experience and word is not valued by admin. It is often questioned and undermined. Wishy washy on discipline, each case has it's own rules, not clear expectations as laid out in the school and district documents.	
4	The students are not punished or disciplined because it looks bad for our school and district. For example a student can only be suspended if they are caught vaping or using drugs 5 times or something like that. That is ridiculous. They know they can pretty much get away with anything. If their behavior is really bad, they are rewarded with lunch with our BIS. They get to invite friends, too.	
5	NO they do not back the teachers and constantly want proof -documentation etc etc etc	

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

Answered: 18 Skipped: 0

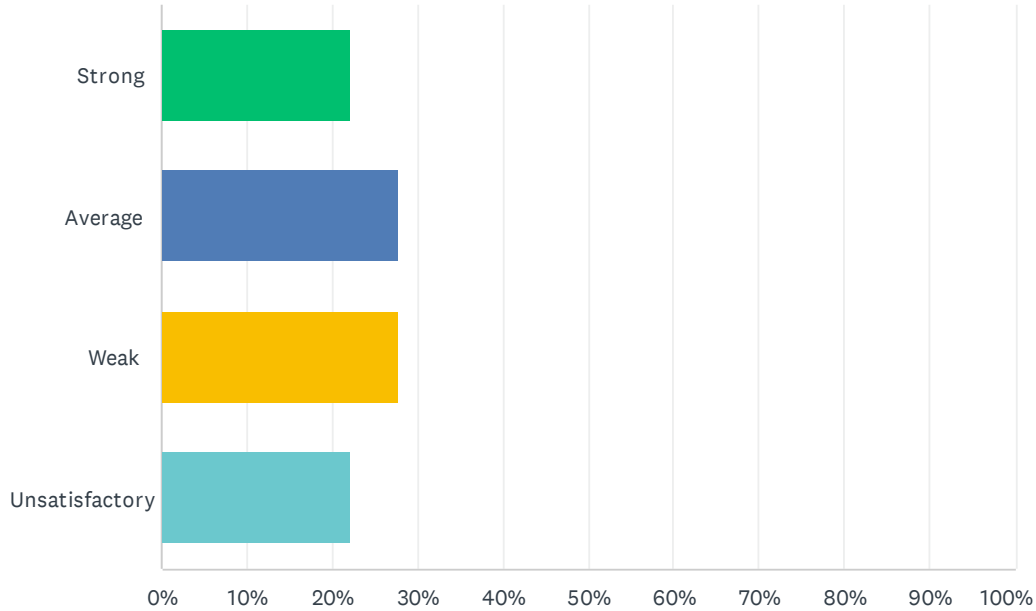


ANSWER CHOICES	RESPONSES
Strong	11.11% 2
Average	50.00% 9
Weak	33.33% 6
Unsatisfactory	5.56% 1
TOTAL	18

#	COMMENTS:
1	This would be a desirable Late Start.
2	We are left to our own devices and if it is not recored in Aeries p-"it didn't happen"
3	By other systems on my own

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

Answered: 18 Skipped: 0

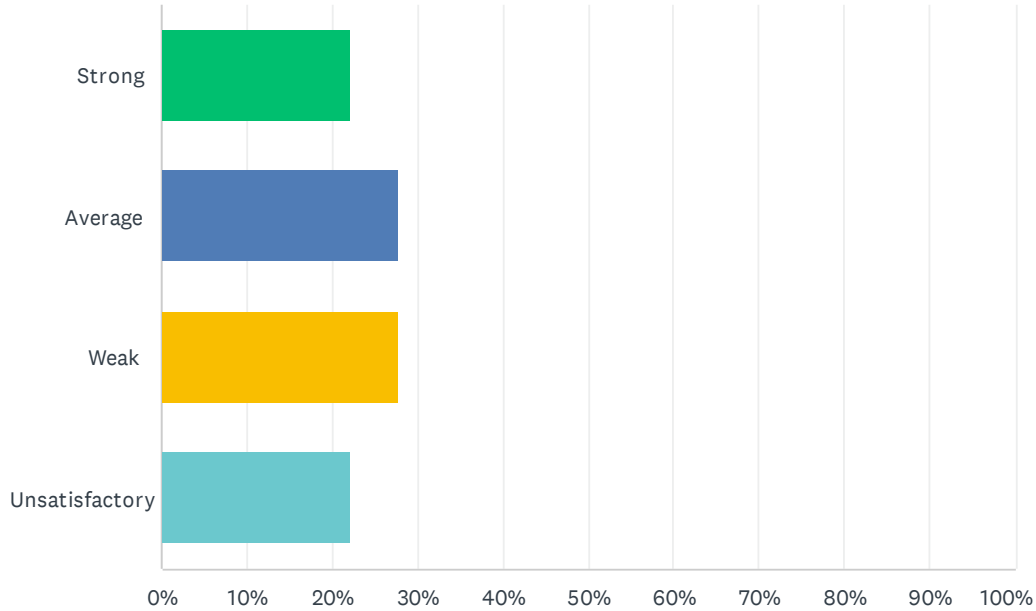


ANSWER CHOICES	RESPONSES
Strong	22.22% 4
Average	27.78% 5
Weak	27.78% 5
Unsatisfactory	22.22% 4
TOTAL	18

#	OTHER (PLEASE SPECIFY)
1	No teacher feels this, especially in the intermediate grades where the most support needs to be.
2	No really some times we are asked to go easy on the child as we can't control what goes on off campus
3	Teachers are not seen as a valued part of the process.
4	They do follow district guidelines. It is the guidelines that need to be changed.
5	We can't keep up and the district and the state keep tie our hands as to what we can do and the kids know it and walk all over the staff in total defiance and disrespect

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

Answered: 18 Skipped: 0

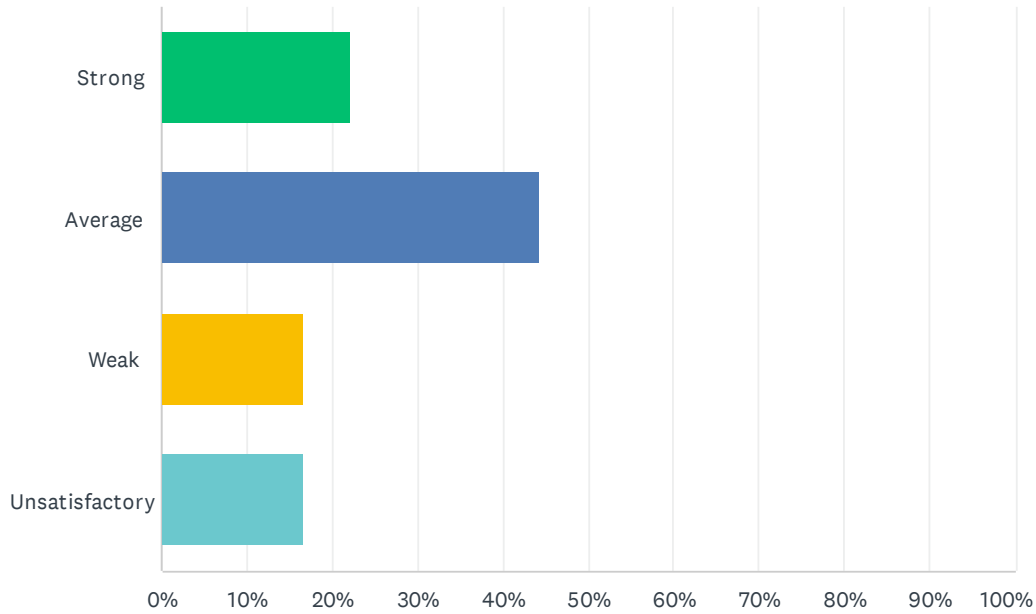


ANSWER CHOICES	RESPONSES
Strong	22.22% 4
Average	27.78% 5
Weak	27.78% 5
Unsatisfactory	22.22% 4
TOTAL	18

#	COMMENTS:
1	Teachers say these are discouraged.
2	No definitely not - VP has to "investigate" which usually takes days
3	Teachers experience and word is not valued by admin.
4	Again, we are expected to deal with it on our own, unless it is so extreme, such as bringing a weapon.
5	Absolutley and you better have it documented in Aeries

Q29 My site has a positive atmosphere.

Answered: 18 Skipped: 0

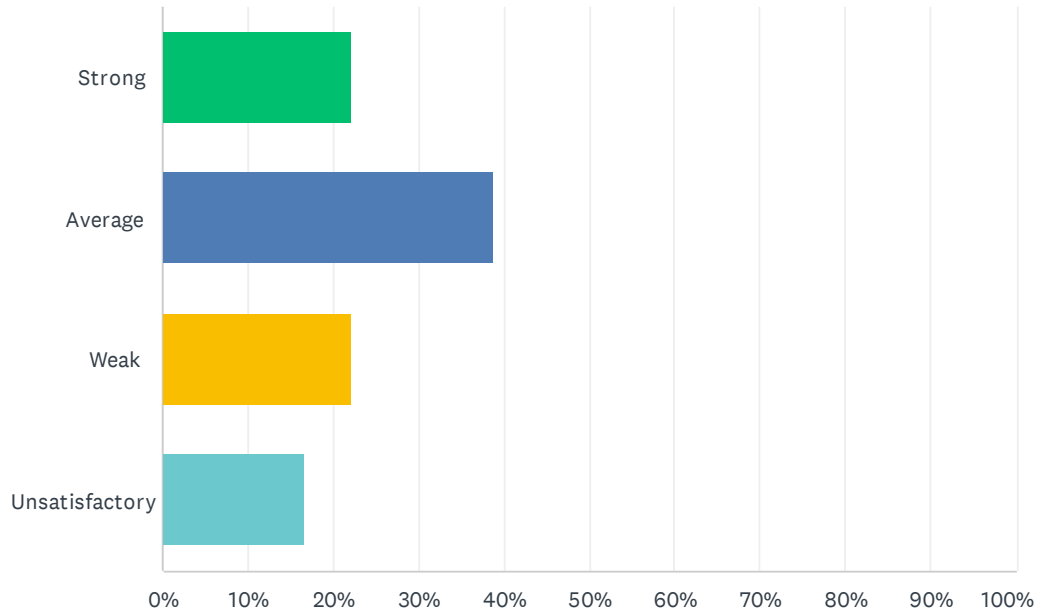


ANSWER CHOICES	RESPONSES
Strong	22.22% 4
Average	44.44% 8
Weak	16.67% 3
Unsatisfactory	16.67% 3
TOTAL	18

#	COMMENTS:
1	We need to be careful, it's becoming weak. The moral is currently low, but no one wants it to be this way. Some things just happen while others are intentional.
2	No we are hearing that the staff is being videoed as to arrivalss-departures and in the hallways
3	I love my colleagues and our admin. Everyone, including them, is expected to work too hard, and there isn't much joy in the job anymore. I don't see it getting better. The state and district have all these requirements and admin is just following them, but that does nothing for morale.
4	Very cliquey and definite a division between who is accepted and who is not

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

Answered: 18 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	22.22% 4
Average	38.89% 7
Weak	22.22% 4
Unsatisfactory	16.67% 3
TOTAL	18

#	COMMENTS:
1	A few years ago I would highly recommend my school to other employees. Today, the moral is low and we all need to work on it. We ALL need to work as a team and listen to each other needs and wants.
2	Not at this time
3	Sadly, I wouldn't recommend our site, or any site at this moment. I wouldn't recommend teaching at all.
4	Not at this time