

# 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.)

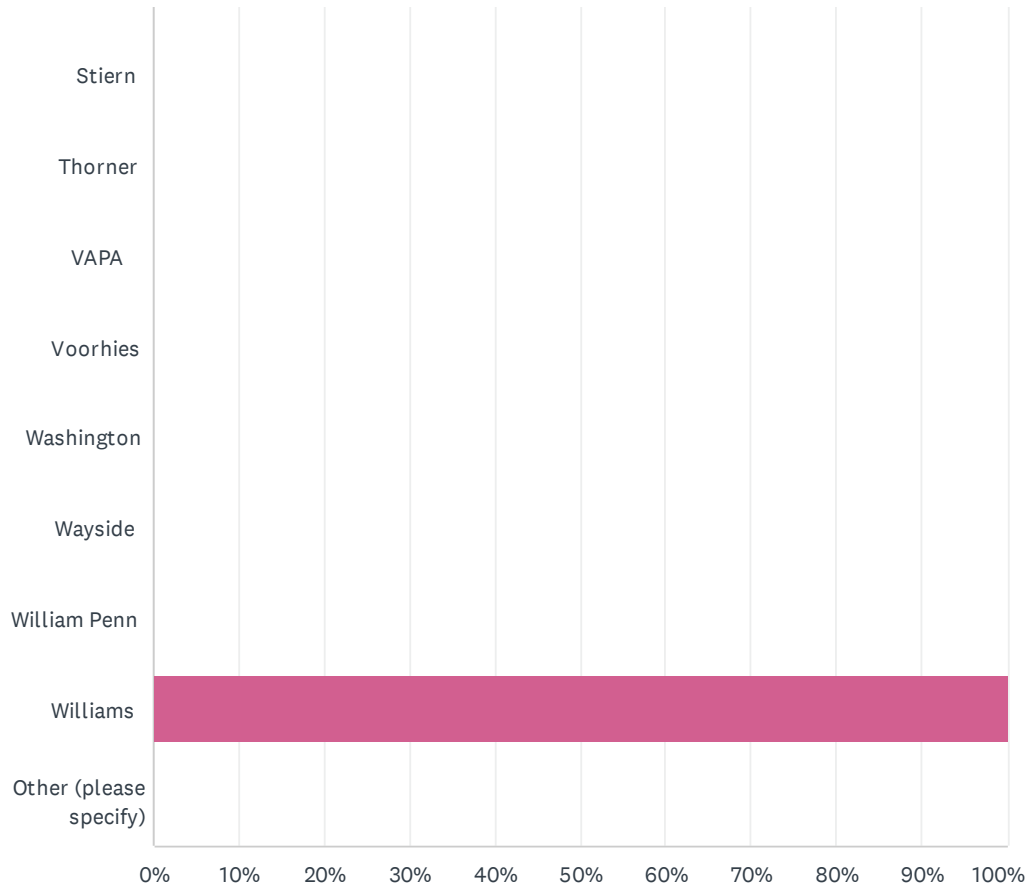
Answered: 21 Skipped: 0

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

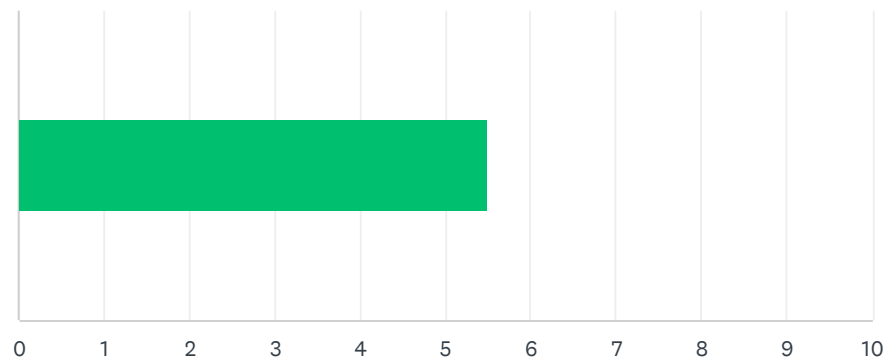
## 2024-2025 BETA Administration/Site Climate Survey

Pioneer	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
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	100.00%	21
Other (please specify)	0.00%	0
Total Respondents: 21		

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

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

Answered: 20 Skipped: 1



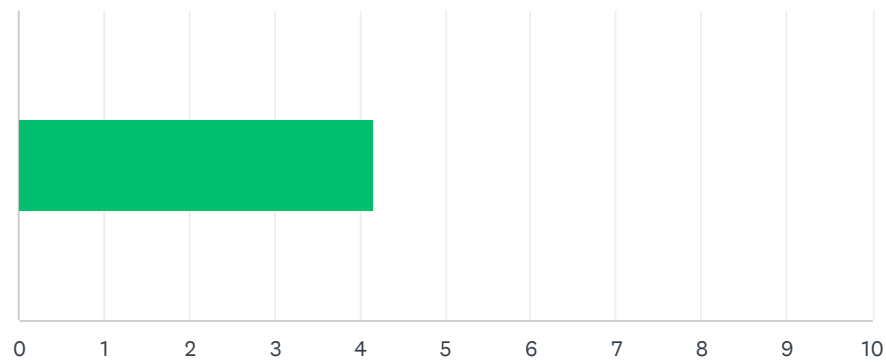
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	110	20
Total Respondents: 20			

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



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

Answered: 20    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	83	20
Total Respondents: 20			

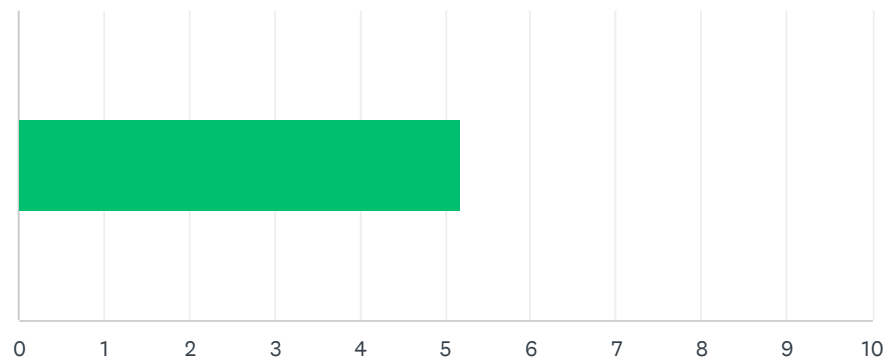
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5	5	
6	7	
7	4	
8	2	
9	2	
10	10	
11	1	
12	3	
13	7	
14	1	
15	1	
16	1	
17	1	
18	10	
19	9	





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

Answered: 21 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	109	21
Total Respondents: 21			

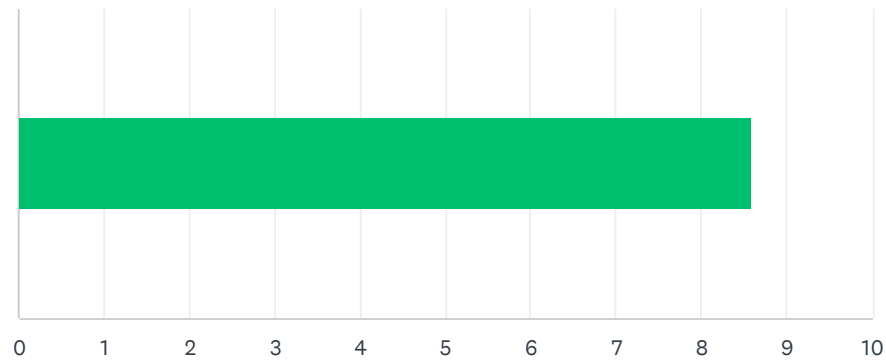
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8	8	
9	4	
10	2	
11	10	
12	1	
13	7	
14	5	
15	1	
16	1	
17	3	
18	10	
19	10	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	2

Q5 Site administration follows the contract and respects personal rights.

Answered: 20    Skipped: 1

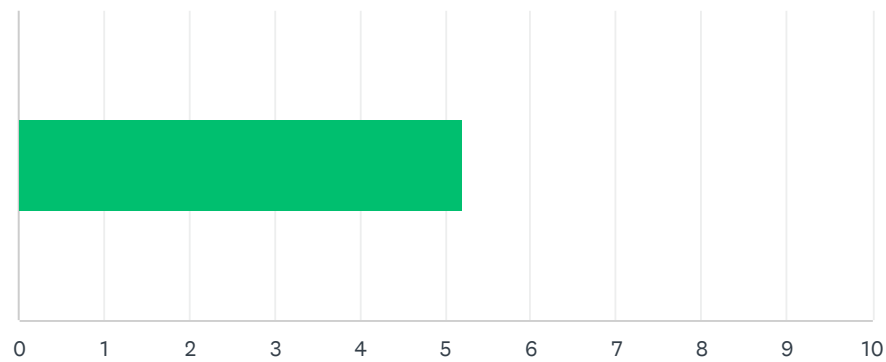


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	172	20
Total Respondents: 20			

#		DATE
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2	1	
3	1	
4	7	
5	8	
6	9	
7	5	
8	3	
9	4	
10	10	
11	1	
12	5	
13	10	
14	1	
15	1	
16	1	
17	1	
18	9	
19	90	
20	2	

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

Answered: 20    Skipped: 1



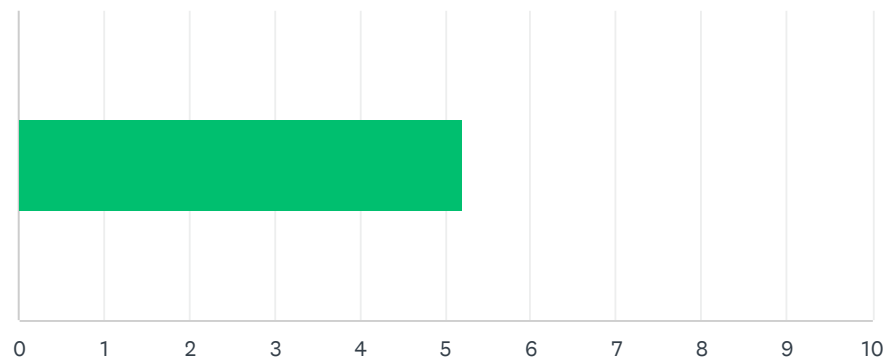
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	104	20
Total Respondents: 20			

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



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

Answered: 20    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	104	20
Total Respondents: 20			

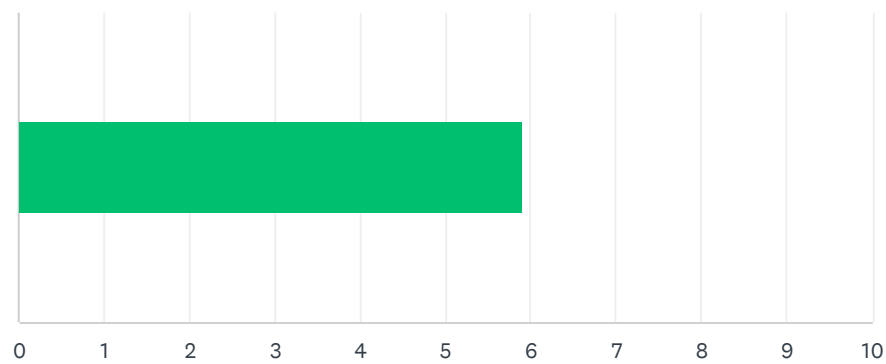
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3	1	
4	10	
5	8	
6	8	
7	5	
8	2	
9	4	
10	10	
11	1	
12	5	
13	10	
14	1	
15	1	
16	2	
17	10	
18	10	
19	10	





Q8 Administration supports staff against attacks and criticism from parents.

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	124	21
Total Respondents: 21			

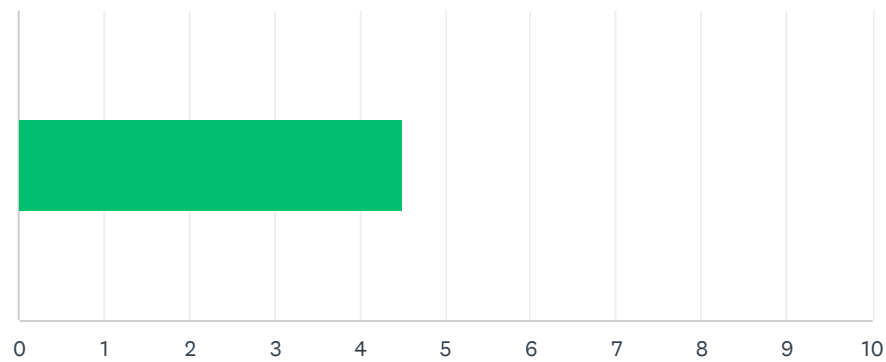
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3	1	
4	10	
5	8	
6	3	
7	10	
8	5	
9	5	
10	10	
11	10	
12	1	
13	4	
14	10	
15	1	
16	2	
17	2	
18	10	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	10
21	5

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

Answered: 20    Skipped: 1



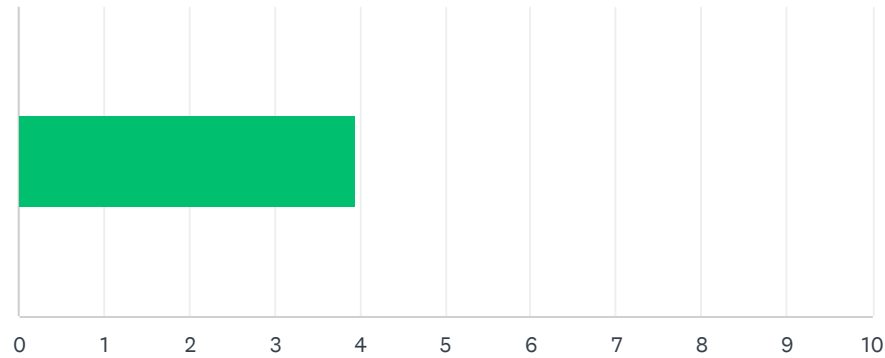
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	90	20
Total Respondents: 20			

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



Q10 Site administration has been supportive and minimizes additional stress.

Answered: 20 Skipped: 1



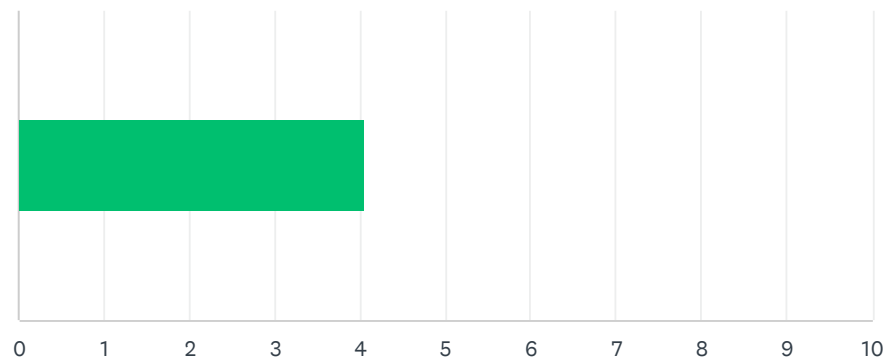
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	79	20
Total Respondents: 20			

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



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

Answered: 19    Skipped: 2

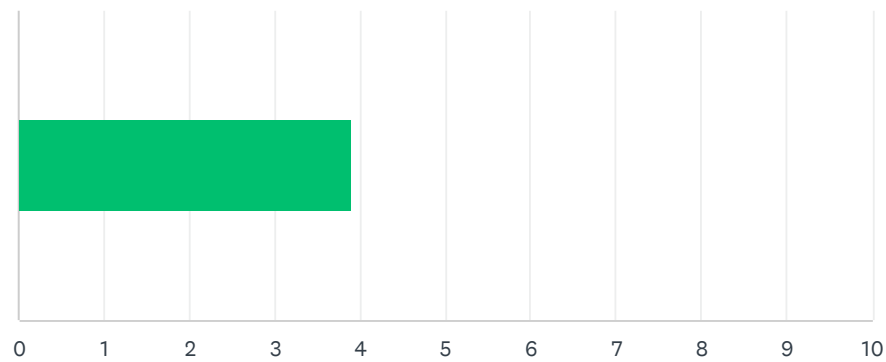


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	77	19
Total Respondents: 19			

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

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

Answered: 20 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	78	20
Total Respondents: 20			

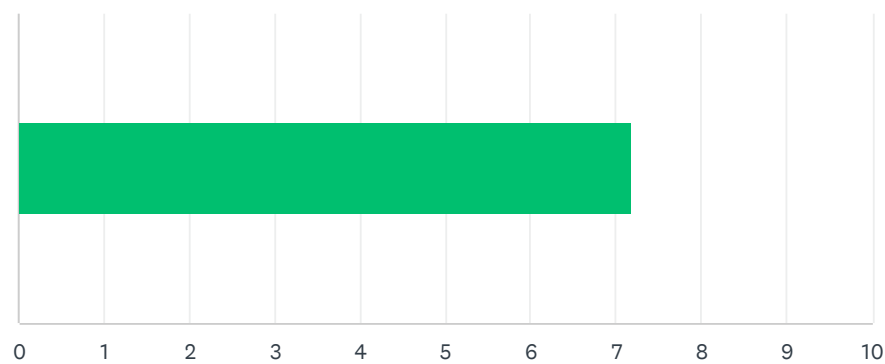
#		DATE
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3	1	
4	10	
5	3	
6	5	
7	2	
8	3	
9	3	
10	10	
11	1	
12	3	
13	7	
14	1	
15	1	
16	1	
17	1	
18	10	
19	10	





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

Answered: 21 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	151	21
Total Respondents: 21			

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

## 2024-2025 BETA Administration/Site Climate Survey

19	10
20	10
21	4

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

Answered: 10   Skipped: 11

#	RESPONSES	DATE
1	Admin is not sensitive when it comes to emergencies with staff and will send condescending or passive aggressive emails. Admin uses a passive aggressive tone with her staff when she's irritated and speaks to staff as if they were children with no respect. Admin does not report feedback back in a timely manner and often leaves a week or longer for feedback and by then the feedback is less effective as teachers. Admin does not respect Personal rights and will question others why they called out! Even if it's a NO TELL DAY! Admin does not communicate with staff on time and we find things out last minute, completely disrupting our day and lessons. Admin also does not utilize coaches properly and allows our academic coach to do whatever she pleases. She seems to be running around playing activity director instead of coaching us teachers like she should. We have so many new teachers that actually need her help. The work environment feels hostile at times and feels so stressful to be there because of it.	
2	Not a fair person. Definite favorites.	
3	Site administrator regularly holds grudges, says hurtful things for no real reason, and will find ways to enact retribution toward staff who ask questions, speak up, or assert their rights. Everything will be taken as a personal attack from the principal here. You cannot have a conversation with here where she does not treat it like a chess game looking for a piece to move to cause unnecessary hurt and drama. She will go to greath lengths to create a hostile working environment from top to bottom from classified to certificated staff. She is belittling and hurtful. If you are a yes-man seeking only to do exactly as she says, then you have found your site.	
4	There have been many instances where staff are treated or spoken to with little respect. Many people are unhappy working here but stick around because of the students. It would be great if admin modeled what we are expected to do rather than simply being told what we are doing is wrong. It would also be nice if we were appreciated once in a while. Most of the feedback we receive is on what we are doing wrong or can improve on. Announcements are sent the night before or the morning of. This does not give us enough time to plan for what we are expected to do.	
5	I would like to share some concerns regarding the current level of organization and communication regarding our administration. This year, there seems to be an ongoing challenge with meeting deadlines and staying organized, which has affected the overall efficiency of our systems. For instance, notifications regarding important events or updates, such as our evaluation conferences, are often provided on very short notice (the night before), creating a last-minute scramble to make necessary preparations like sub plans. Additionally, there have been instances where communication has felt one-sided, with decisions being made without consulting staff, particularly regarding staffing changes for next year. Many teachers, including myself, were not given the opportunity to express preferences before being notified of grade-level changes. Another concern is the tone in which the principal often communicates with staff, which at times can come across as demeaning, contributing to an environment that may feel intimidating rather than supportive. This dynamic can negatively impact morale and teacher effectiveness. Clearer expectations and more consistent, timely communication would greatly benefit the entire staff and enhance our collective ability to succeed.	
6	I would like to address several concerns regarding the current administrative practices. There appears to be a lack of sensitivity when it comes to emergency situations involving staff. At times, the communication from administration has come across as passive-aggressive or condescending, which negatively impacts staff morale and the overall working atmosphere. Additionally, feedback is often delayed, sometimes taking a week or more to be provided, reducing its effectiveness for improvement. There have been instances where personal rights	

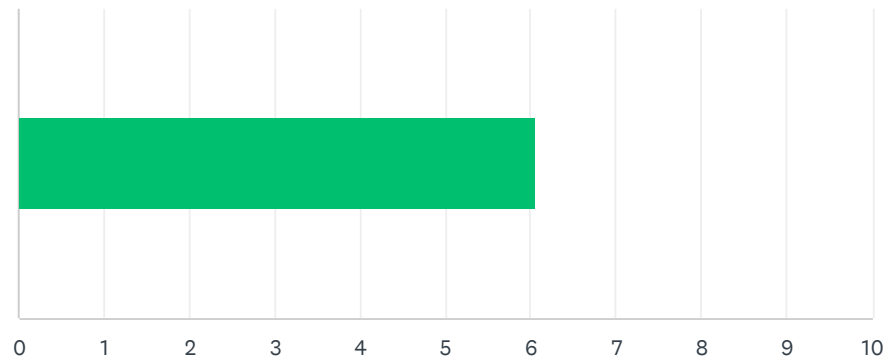
## 2024-2025 BETA Administration/Site Climate Survey

and privacy were not respected, particularly in situations regarding sick days and No Tell Days, with unnecessary questioning about absences, even on 'No Tell Days.' Furthermore, there seems to be a lack of clear communication when it comes to sick leave policies, leading to confusion and frustration among staff. Another concern is the underutilization of our academic coach. Rather than focusing on supporting teachers, the coach's role seems to have shifted away from professional development and more towards organizing activities, leaving many new teachers without the guidance and support they need. The overall work environment at time feels unnecessarily tense, and the lack of timely communication and feedback is contributing to increased stress among staff. I believe these issues could be addressed with more timely and respectful communication, clearer expectations, organization, and better utilization of available resources to support staff development.

7	<p>Email and communication is sent last minute. Sometimes we are not informed of any changes, but told that, "she's the principal and sometimes has to make hard choices." She talks over teachers and support staff, makes decisions unilaterally often, changes plans because she gets a "better idea" so people are scrambling around to try and make things happen. She repeatedly lies to staff about reasons for formal evaluations as well as "district mandated" things because she doesn't want to be questioned by others. If she is questioned about best practices or if asked for evidence, she becomes very aggressive and defensive. She does not treat all staff fairly, she gives some employees a hard time, making them jump through hoops while others she gives them grace, support, and understanding. She micromanages every little thing and does not give teachers the autonomy of voice and choice. She had the custodial staff followed and their schedule called out minute by minute. The school climate has been negatively impacted by the principal and many teachers do not feel safe going to her for help for fear of retaliation. Many teachers have left Williams because of her leadership or lack of. Out of a staff of about 26 teachers, 12 teachers have been at Williams for 3 years or less. Out of a staff of 40, 30 of them are new to Williams since she has become principal. Many support staff members have also left because of how they were being treated by the principal. She is often condescending and snippy over the radio and in conversations with teachers and staff. Teachers will have to change lesson plans or create PDs the night before or the day of events. She is very good about "Inclement Weather" and it is only called when it is pouring rain. During hot, or wet days she has the cafeteria opened for a movie until it is time for class to start, which is wonderful.</p>
8	<p>Admin has no clear goals, works and pushes through items at the last minute, frantically drives staff through unrealistic schedules and responsibilities, has no value for staff well-being and strengths, exerts authority vindictively without care for climate or morale.</p>
9	n/a
10	<p>Our new VP is wonderful and supportive. I'm not sure what our academic coach does all day but it's certainly not helping teachers. Principal does not follow contract or respect teachers rights. She hassles teachers about missing a day or using "no tell" days when she uses them. She also talks about staff to their peers which gets back to the person she's talking about.</p>

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

Answered: 21    Skipped: 0



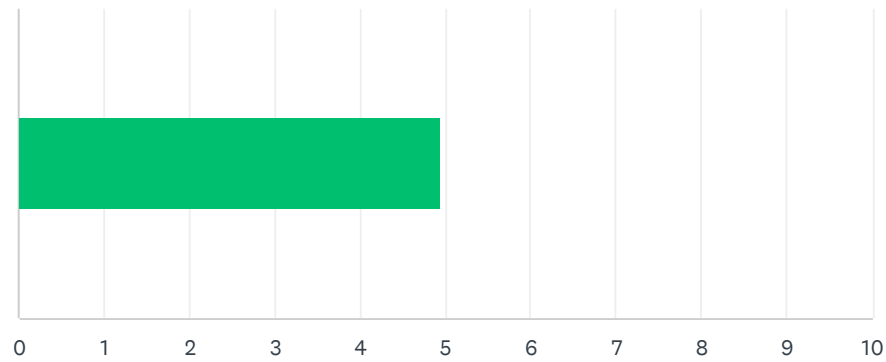
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	127	21
Total Respondents: 21			

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



Q16 Site meetings are productive and not excessive.

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	104	21
Total Respondents: 21			

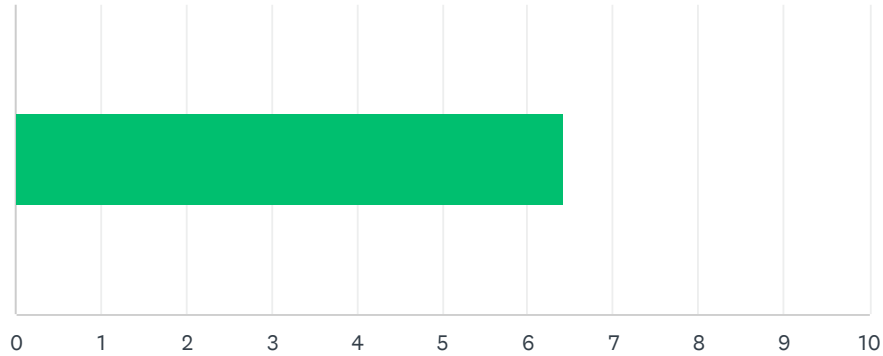
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11	10	
12	2	
13	6	
14	8	
15	1	
16	2	
17	4	
18	5	
19	10	
20	10	





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

Answered: 19 Skipped: 2

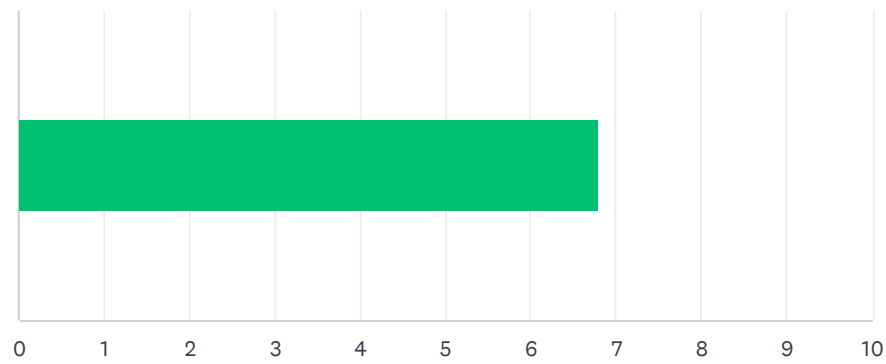


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	122	19
Total Respondents: 19			

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

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

Answered: 20    Skipped: 1



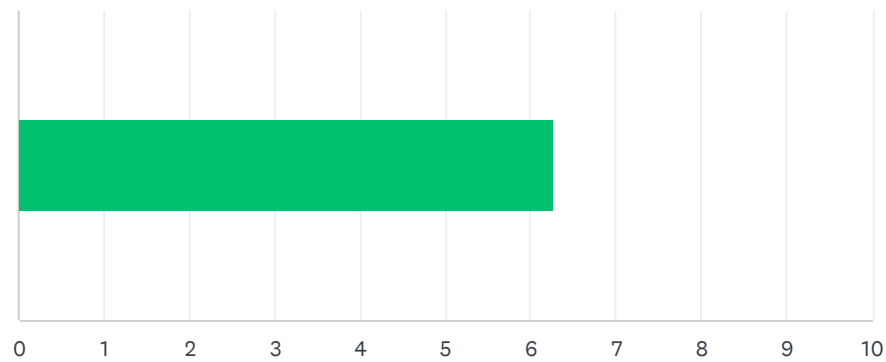
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	136	20
Total Respondents: 20			

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9	9	
10	10	
11	4	
12	8	
13	10	
14	5	
15	10	
16	4	
17	10	
18	10	
19	10	



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

Answered: 19    Skipped: 2

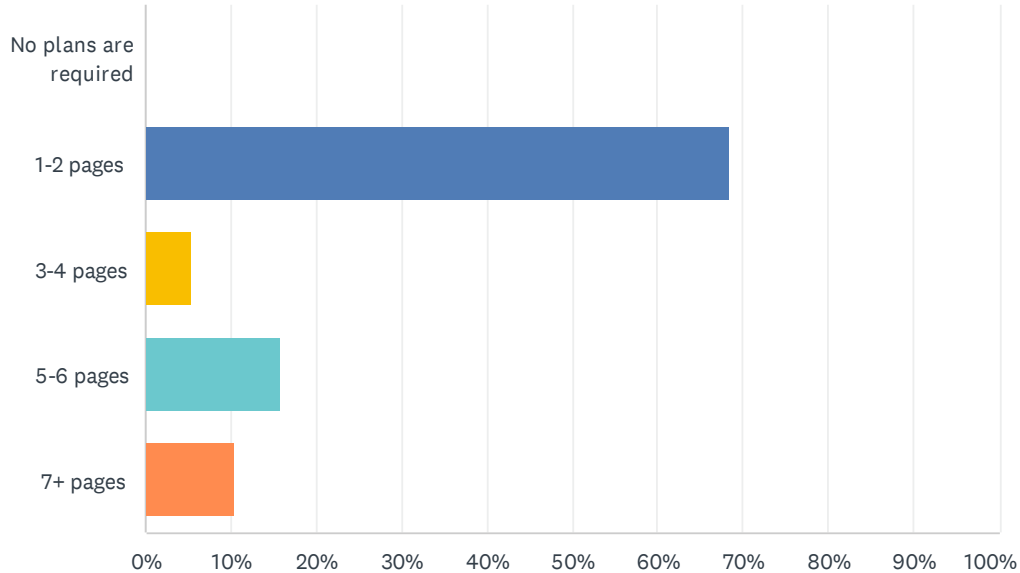


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	119	19
Total Respondents: 19			

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

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

Answered: 19 Skipped: 2



ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	68.42%	13
3-4 pages	5.26%	1
5-6 pages	15.79%	3
7+ pages	10.53%	2
TOTAL		19

#	COMMENT	DATE
1	Admin had a problem with our grade levels lesson plans and even though we worked so hard on them the years prior, we had to redo them all so the layout was more helpful to her instead of us, actual teachers utilizing the lesson plan everyday!	
2	Principal wants confusingly detailed lesson plans of extreme length. She states this is to support new teachers, but does not wonder why she has a staff of so many new teachers. In the course of her time here, she has lost roughly three quarters of her staff (classified and certificated) and more than half of her teaching staff. Experienced teachers run for the hills after being fed up with being jerked around, talked down to, and not respected for their hard work. 504 and IEP meetings are regularly scheduling during teacher prep time and not all teachers are informed of their rights to have their time made up by admin for doing so; however they are certainly careful to make sure teachers make up their time for tutoring! No time is given to support data entry. In fact, hours taken from academic conference dates have increased every year since they were started.	
3	Teams are expected to plan together and teach the same way. Teachers should have some autonomy in how they choose to teach a standard, using their strengths, not be expected to	

always be doing the exact same thing.

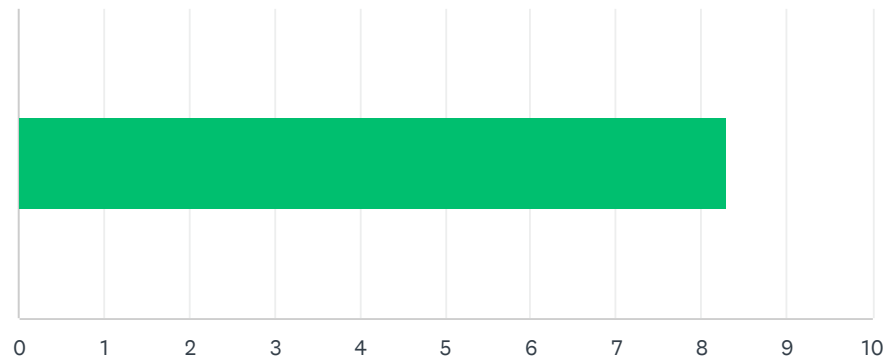
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4	Staff often asked to attend IEP meetings after dismissal during their contracted prep and planning time.
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Q21 Staff (teachers and/or coaches) have recess duty.

Answered: 20    Skipped: 1



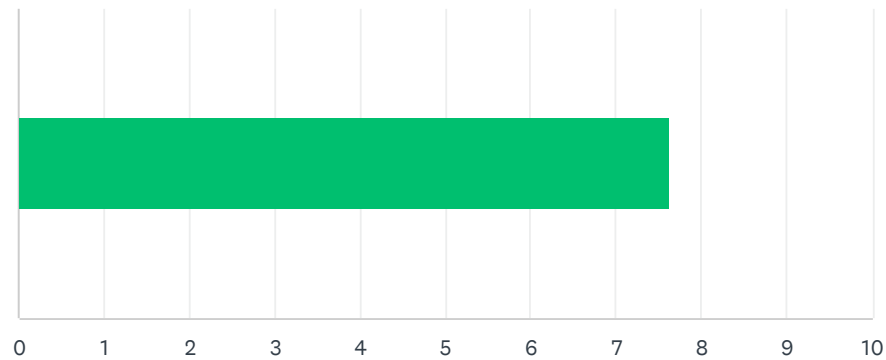
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	166	20
Total Respondents: 20			

#		DATE
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9	10	
10	8	
11	10	
12	10	
13	8	
14	5	
15	5	
16	10	
17	10	
18	10	
19	10	
20	5	



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

Answered: 16 Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	122	16
Total Respondents: 16			

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

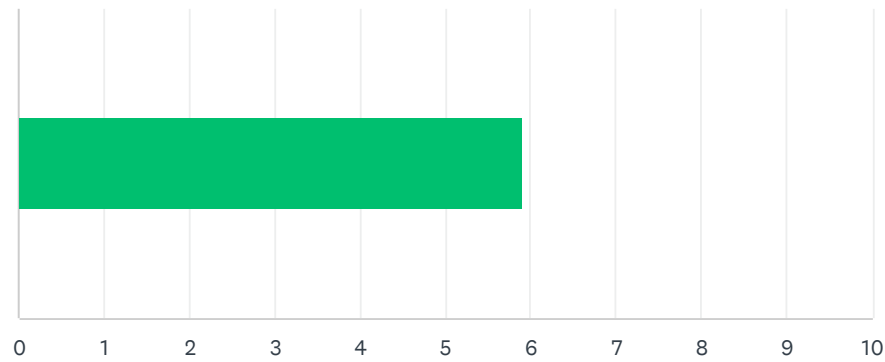
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 8   Skipped: 13

#	RESPONSES	DATE
1	Very much a do as I say person	
2	The way this site is run is ridiculous. Everything is last minute. There is no true focus on what we could improve. Instead, everything is random and focus is drawn to one thing one minute then another the next and when it comes time to look at data from something she wonders why there is no growth or improvement. If you want something to grow, you have to water it! The area administrator needs to get involved immediately, as do the BCSD board, and intervene with this principal. She enacts retribution regularly and uses hearsay as ways to evaluate and harm staff members. She demeans them in front of others and privately. This site needs help! It's full of wonderful kids and great staff, but she is choking the life out of it bit by bit.	
3	Coaches have dismissal duty. Teachers rotate recess duty on a weekly basis by grade level.	
4	The site operations often lack clear planning and advance notice, resulting in a sense of uncertainty among both teachers and staff regarding schedules and expectations. At times, last-minute changes or additions occur, which can disrupt class lessons and affect the flow of the day. Additionally, events at the school are frequently not well-coordinated, leaving teachers unsure about details and timelines.	
5	While all staff have duty, some consistently don't show up.	
6	Teachers have rotating recess duty. Support staff has daily yard duty and dismissal duty. Lesson plans are typed out using Google Slides and submitted weekly to coaches and admin. Planning time is consistently interrupted if she has an issue or something she needs to talk to teachers, or staff about. Site meetings are often unfocused and staff is often confused on what is going on around the school or what they are responsible for completing. Some decisions are discussed at nauseam while others are never discussed at all; and we are just told this is what is going to happen.	
7	no time given for data input and staff should not have IEP meetings scheduled during their prep time	
8	n/a	

Q24 Staff and students feel safe.

Answered: 21    Skipped: 0



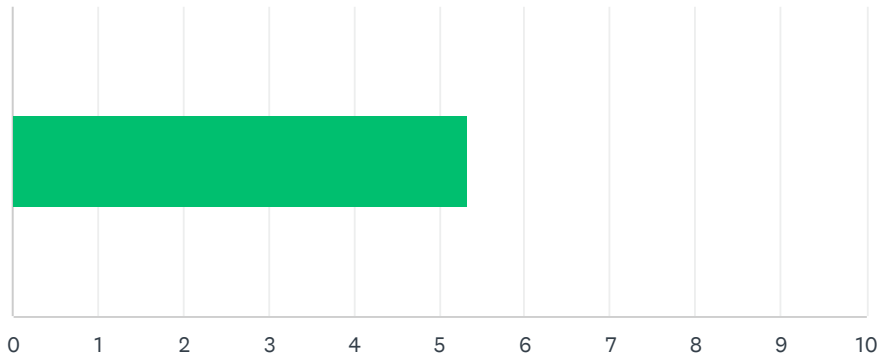
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	124	21
Total Respondents: 21			

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



Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	112	21
Total Respondents: 21			

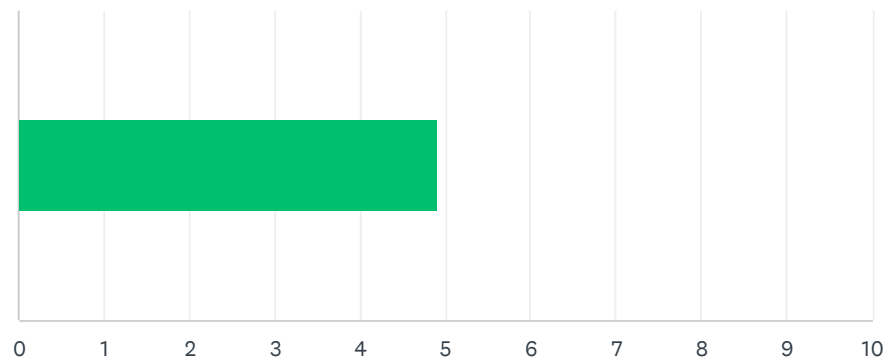
#		DATE
1	4	
2	4	
3	1	
4	3	
5	1	
6	4	
7	5	
8	5	
9	9	
10	9	
11	7	
12	10	
13	4	
14	8	
15	8	
16	1	
17	1	
18	5	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	5	

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

Answered: 21    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	103	21
Total Respondents: 21			

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

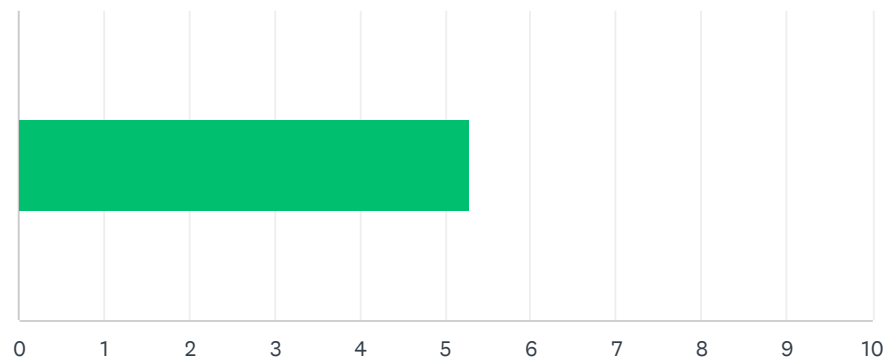
## 2024-2025 BETA Administration/Site Climate Survey

20	9
21	8



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

Answered: 21 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	111	21
Total Respondents: 21			

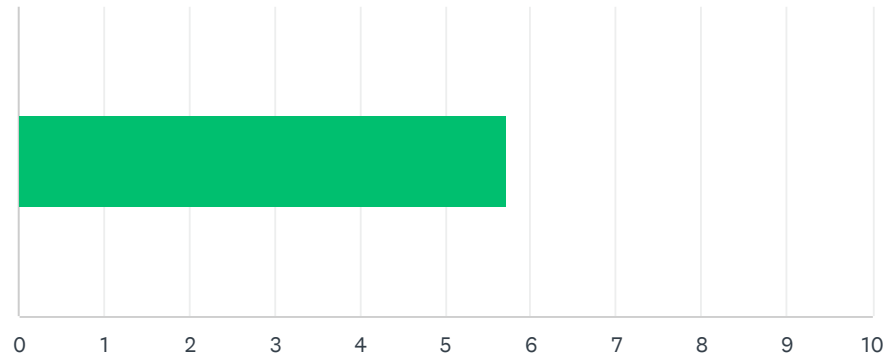
#		DATE
1	5	
2	4	
3	1	
4	2	
5	1	
6	5	
7	6	
8	6	
9	6	
10	7	
11	5	
12	10	
13	5	
14	8	
15	8	
16	1	
17	2	
18	5	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	5	

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

Answered: 21 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	120	21
Total Respondents: 21			

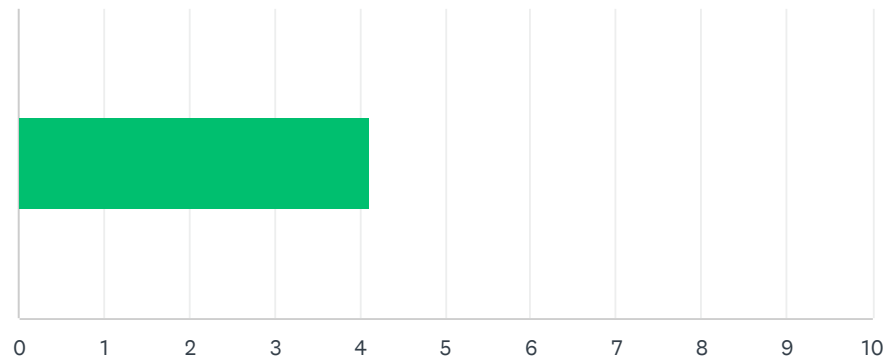
#		DATE
1	4	
2	4	
3	1	
4	3	
5	1	
6	6	
7	4	
8	7	
9	10	
10	9	
11	3	
12	10	
13	3	
14	8	
15	9	
16	1	
17	1	
18	10	
19	10	

## 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	6	

Q29 My site has a positive atmosphere.

Answered: 19    Skipped: 2

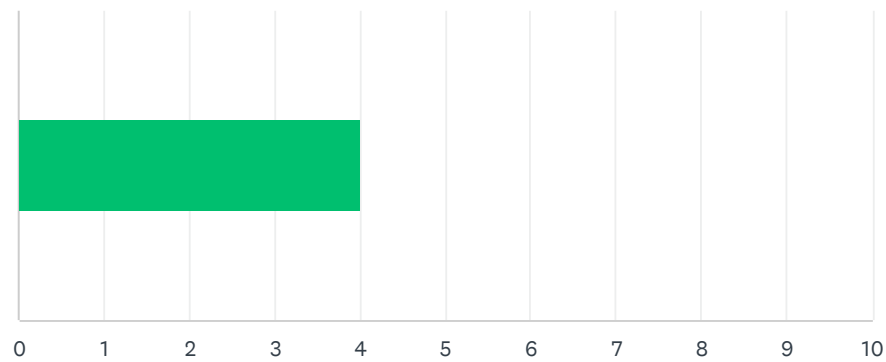


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	78	19
Total Respondents: 19			

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

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

Answered: 17    Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	68	17
Total Respondents: 17			

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

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

Answered: 7   Skipped: 14

#	RESPONSES	DATE
1	Most teachers, support staff, and classified employees work together professionally. We treat each other with respect and value each other. We help each other and try support each other yet the overall moral is low.	
2	I would NEVER recommend my site to anyone. Not with the current principal. If you want to be treated with respect, valued for your effort and hard work, and spoken to with decency ....this is not your destination.	
3	The majority of the teachers and staff are kind. The school is special and so are the kids. However, many teachers and staff are overwhelmed by the load of expectations we are given.	
4	Our Vice Principal has been a positive and supportive presence at the school, demonstrating a strong understanding and helpfulness, particularly in matters of discipline and fostering a positive site atmosphere. However, there have been instances where students who have exhibited significant behavioral issues have been returned to class with positive incentives following a write-up, which may cause concern regarding consistency in addressing discipline. This maintains a constructive tone while highlighting both the positive aspects and areas of concern.	
5	I don't feel that our site discipline policies are any different than other schools. As whole, BCSD has ineffective (if any) consequences for negative behaviors.	
6	There are great incentives at Williams for Positive Behavior! Mrs. Cruz (VP) works very hard and is very organized with PBIS events. Discipline has gotten better and is more consistent, at Williams, since she arrived. The site atmosphere for students has become more positive, however the atmosphere for teachers is the worst it has ever been and continues to decline.	
7	The referral process for discipline is very unclear. Students who are having a bad moment and taking it out on the rest of the class as well as the teacher is a tough power struggle. I would hope that there would be an easier method of getting the student out of class for a quick minute to ease built up tension from the teacher/student struggle could be diffused quicker so that the rest of the class does not have to endure constant interruption. I feel that stopping instruction to message out for help and having to endure the student is a bit tedious. I may be misinterpreting the process, but have yet to gain exact clarity from Admin.	

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

Answered: 4   Skipped: 17

#	RESPONSES	DATE
1	Some staff members have been singled out and unfairly scrutinized by administration. Individuals are "investigated" and targeted but never given corrective feedback prior being confronted.	
2	I greatly value the opportunity to work alongside my fellow educators at Williams, and I believe that our collaborative spirit is one of the strengths of our school. However, I have observed certain challenges in leadership that have made our work more difficult than necessary. There have been instances where communication has been delayed, or where explanations for lack of principal preparedness were given, which can create uncertainty among staff. At the same time, staff is sometimes addressed regarding minor issues, which feels disproportionate to the larger concerns at hand. Meetings, while intended to be productive, often lack clear direction and frequently go off-topic, making it difficult to make the most of our time. That said, I do appreciate the fact that our planning time is respected, and that very few Wednesdays have been dedicated to staff meetings, allowing us to focus on our work. Another point of concern is the number of evaluations conducted this year. It appears that some teachers were evaluated twice, which may have felt punitive to those affected. This has contributed to a growing sense of low morale among staff, and I am concerned that this, along with other factors, could lead to further turnover. Our site has faced challenges in retaining talented educators, and I worry that these issues may continue to affect staff retention if not addressed. I believe that with stronger communication, clearer priorities, and a focus on fostering a positive and supportive environment, we can continue to build a stronger, more cohesive team here at Williams.	
3	Williams has the potential to be an amazing and close knit school. However, if the district continues to allow this principal to lead Williams, test scores as well as teacher moral will continue to decline and get worse. She is one of the most ineffective leaders I've ever worked for!	
4	n/a	