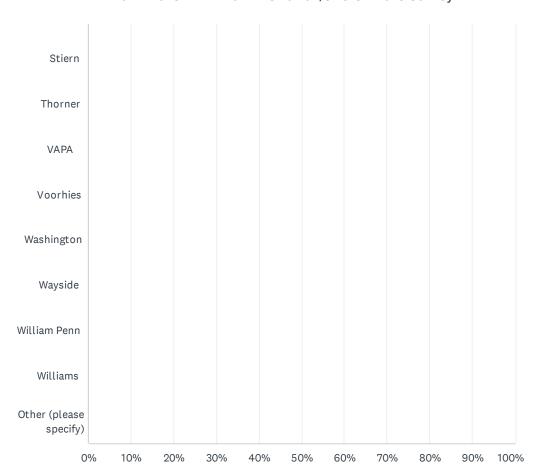
Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

		Answere	ed: 19	Skippe	d: 0		
Casa Loma							
Cato							
Chavez							
Chipman							
College Hts							
Compton							
Curran							
Downtown							
Ed Center/District Office							
Eissler							
Emerson							
Evergreen							
Fletcher							
Frank West							
Franklin							
Fremont							
Garza							

	ı					
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						

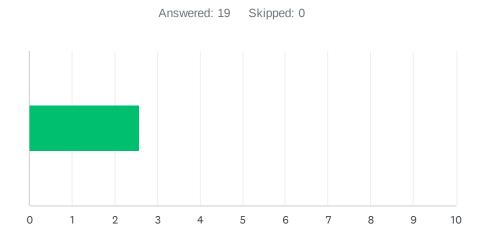


Casa Loma 0.00% 0.0 Chavez 0.00% 0.0 Chiyera 0.00% 0.0 Chiyera 0.00% 0.0 Chillege Hts 0.00% 0.0 Compton 0.00% 0.0 Churran 0.00% 0.0 Churran 0.00% 0.0 Ed Cener/District Office 0.00% 0.0 Esisler 0.00% 0.0 Evergreen 0.00% 0.0 Evergreen 0.00% 0.0 Frank West 0.00% 0.0 Frank Ilin 0.00% 0.0 Fremont 0.00% 0.0 Garza 0.00% 0.0 Harding 0.00% 0.0 Harding 0.00% 0.0 Horace Mann 0.00% 0.0 Horace Mann 0.00% 0.0 Lincoln Jr. High 0.0 0.0 Lincoln Jr. High 0.0 0.0 McKriley 0.0	ANSWER CHOICES	RESPONSES	
Chavez 0.00% 0 Chipman 0.00% 0 College His 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 Ewerson 0.00% 0 Evergeen 0.00% 0 Fletcher 0.00% 0 Franklin 0.00% 0 Fremont 0.00% 0 Gaza 0.00% 0 Harding 0.00% 0 Harding 0.00% 0 Horace Mann 0.00% 0 Horace Mann 0.00% 0 Lincoln Jr. High 0.00% 0 Lincoln Jr. High 0.00% 0 Muk 0.00% 0 Muk 0.00% 0 Mukr 0.00% 0 Mussey <td>Casa Loma</td> <td>0.00%</td> <td>0</td>	Casa Loma	0.00%	0
Chipman 0.00% 0 College Hs 0.00% 0 Compton 0.00% 0 Curran 0.00% 0 Exemplositic Office 0.00% 0 Eissler 0.00% 0 Emerson 0.00% 0 Evergoeen 0.00% 0 Franklin 0.00% 0 Franklin 0.00% 0 Fremont 0.00% 0 Garza 0.00% 0 Harding 0.00% 0 Horace Mann 0.00% 0 Horace Mann 0.00% 0 Lincola Jt. High 0.00% 0 Longfellow 0.00% 0 McKiniey 0.00% 0 MLX 0.00% 0 Mulxernon 10.00% 0 Mulsey 0.00% 0 Mulsey 0.00% 0 Mulsey 0.00% 0 Moles	Cato	0.00%	0
College Hits 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 Ewergnen 0.00% 0 Fletcher 0.00% 0 Frank West 0.00% 0 Frank Iin 0.00% 0 Fremont 0.00% 0 Garza 0.00% 0 Harris 0.00% 0 Hor 0.00% 0 Hor 0.00% 0 Uncoln Jr. High 0.00% 0 Lincoln Jr. High 0.00% 0 McKinley 0.00% 0 MLK 0.00% 0 Musey 0.00% 0 Musey 0.00% 0 Noble 0.00% 0 Owns Elementary 0.00% 0	Chavez	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 Everigeen 0.00% 0 Fletcher 0.00% 0 Frank West 0.00% 0 Franklin 0.00% 0 Garza 0.00% 0 Harding 0.00% 0 Harris 0.00% 0 Horace Mann 0.00% 0 Horace Mann 0.00% 0 Lincoln J. High 0.00% 0 Longfellow 0.00% 0 McKinley 0.00% 0 MLK 0.00% 0 MLVernon 10.00% 0 Mursey 0.00% 0 Noble 0.00% 0 Owns Elementary 0.00% 0	Chipman	0.00%	0
Curan 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 Fremont 0.00% 0 Garza 0.00% 0 Harding 0.00% 0 Horace Mann 0.00% 0 Horace Mann 0.00% 0 Horit 0.00% 0 Lincoln Jr. High 0.00% 0 McKinley 0.00% 0 McKinley 0.00% 0 Mt. Vermon 10.00% 0 Munsey 0.00% 0 Noble 0.00% 0 Owns Elementary 0.00% 0	College Hts	0.00%	0
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Emerson 0.00% 0 Evergreen 0.00% 0 Fletcher 0.00% 0 Frank West 0.00% 0 Fremont 0.00% 0 Garza 0.00% 0 Harding 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 MLVemon 0.00% 0 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0	Ed Center/District Office	0.00%	0
Evergreen 0.00% 0 Fletcher 0.00% 0 Frank West 0.00% 0 Franklin 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 Longtellow 0.00% 0 McKinley 0.00% 0 MLK 0.00% 0 MLVernon 10.00% 0 Michols 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0	Eissler	0.00%	0
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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 Mtk 0.00% 0 Mursey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Evergreen	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 Mt.Vernon 100.00% 10 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Fletcher	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 Mt.Vernon 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Frank West	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 Mt.Vermon 100.00% 0 Mt.vermon 100.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Franklin	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 McKinley 0.00% 0 MLK 0.00% 0 Mt. Vernon 100.00% 19 Munsey 0.00% 0 Noble 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Fremont	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 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Garza	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 Mt.K 0.00% 0 Mt.vernon 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Harding	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 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Harris	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 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Horace Mann	0.00%	0
Lincoln Jr. High 0.00% 0 Longfellow 0.00% 0 McKinley 0.00% 0 MLK 0.00% 0 Mt. Vernon 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Hort	0.00%	0
Longfellow 0.00% 0 McKinley 0.00% 0 MLK 0.00% 0 Mt.Vernon 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Jefferson	0.00%	0
McKinley 0.00% 0 MLK 0.00% 0 Mt. Vernon 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Lincoln Jr. High	0.00%	0
MLK 0.00% 0 Mt. Vernon 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Longfellow	0.00%	0
Mt. Vernon 100.00% 19 Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	McKinley	0.00%	0
Munsey 0.00% 0 Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	MLK	0.00%	0
Nichols 0.00% 0 Noble 0.00% 0 Owens Elementary 0.00% 0	Mt. Vernon	100.00%	19
Noble 0.00% 0 Owens Elementary 0.00% 0	Munsey	0.00%	0
Owens Elementary 0.00% 0	Nichols	0.00%	0
Onesia Elementary	Noble	0.00%	0
Pauly 0.00% 0	Owens Elementary	0.00%	0
	Pauly	0.00%	0

Pioneer 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: 19		

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

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



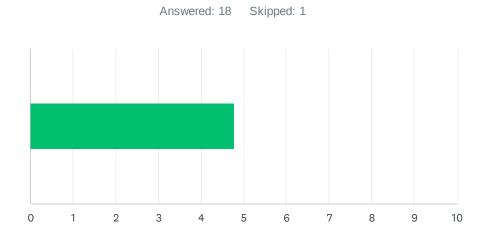
ANSWER	CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		3	4	9 19
Total Res	oondents: 19			
44				DATE
# 1	4			DATE
2	4			
3	1			
4	2			
5	5			
6	1			
7	7			
8	1			
9	1			
10	1			
11	2			
12	1			
13	1			
	5			
14				
15	1			
16	1			
17	1			
18	5			
19	5			

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



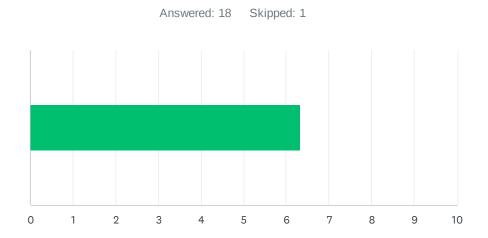
ANSWER	CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			2		40		18
Total Resp	oondents: 18						
"						DATE	
#	1					DATE	
	1						
2	6						
3	1						
4	5						
5	1						
6	7						
7	1						
8	1						
9	1						
10	2						
11	1						
12	1						
13	4						
14	1						
15	1						
16	1						
17	4						
18	1						

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



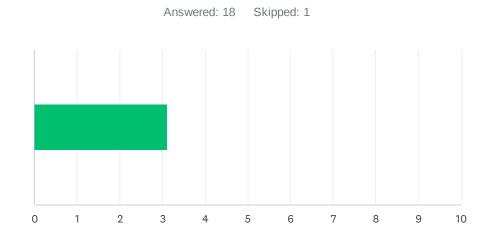
ANSWER	CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			5		86		18
Total Resp	ondents: 18						
"						2.75	
1	9					DATE	
2	10						
3	8						
4	5						
5	1						
6	9						
7	1						
8	1						
9	1						
10	2						
11	9						
12	7						
13	7						
14	3						
15	1						
16	1						
17	8						
18	3						

Q5 Site administration follows the contract and respects personal rights.



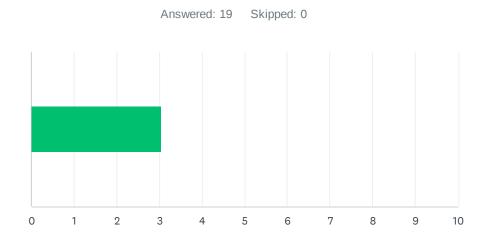
6 114 18 # DATE 1 3 2 10 3 3 4 4 5 7 6 10 7 5 8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	ANSWER	CHOICES	AVERAGE NUMBER	TOTAL NUMBER		RESPONSES	
# DATE 1 3 2 10 3 3 4 4 4 5 7 6 10 7 5 8 8 1 9 1 10 2 11 1 11 1 12 1 13 5 14 1 15 1 16 1 17 50				6	114		18
1 3 2 10 3 3 4 4 5 7 6 10 7 5 8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	Total Resp	oondents: 18					
1 3 2 10 3 3 4 4 5 7 6 10 7 5 8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50							
2 10 3 3 4 4 5 7 6 10 7 5 8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50						DATE	
3 3 4 4 5 7 6 10 7 5 8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	1	3					
4 4 5 7 6 10 7 5 8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	2	10					
5 7 6 10 7 5 8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	3	3					
6 10 7 5 8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	4	4					
7 5 8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	5	7					
8 1 9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	6	10					
9 1 10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	7	5					
10 2 11 1 12 1 13 5 14 1 15 1 16 1 17 50	8	1					
11 1 12 1 13 5 14 1 15 1 16 1 17 50	9	1					
12 1 13 5 14 1 15 1 16 1 17 50	10	2					
13 5 14 1 15 1 16 1 17 50	11	1					
14 1 15 1 16 1 17 50	12	1					
15 1 16 1 17 50	13	5					
16 1 17 50	14	1					
17 50	15	1					
	16	1					
18 8	17	50					
	18	8					

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



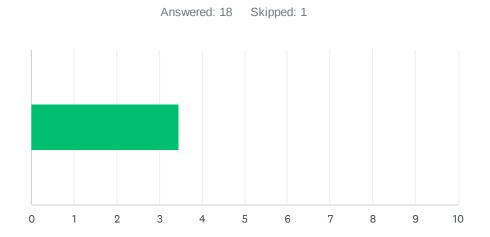
ANSWER	CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		3	56	18
Total Res	oondents: 18			
#				DATE
1	5			
2	11			
3	3			
4	7			
5	2			
6	7			
7	1			
8	1			
9	2			
10	2			
11	5			
12	1			
13	6			
14	1			
15	1			
16	1			
17	5			
18	5			

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



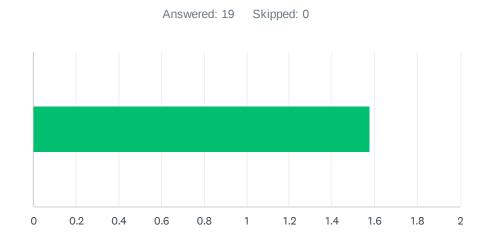
ANSWER	CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			3		58		19
Total Resp	ondents: 19						
#						DATE	
1	1					DATE	
	5						
2							
3	2						
4	2						
5	5						
6	2						
7	9						
8	1						
9	1						
10	1						
11	2						
12	6						
13	1						
14	4						
15	1						
16	1						
17	1						
18	5						
19	8						

Q8 Administration supports staff against attacks and criticism from parents.



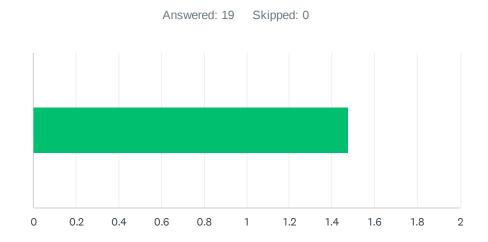
ANSWE	R CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES	
			3	62	18
Total Res	spondents: 18				
.,					
#				DATE	
1	1				
2	1				
3	5				
4	7				
5	1				
6	9				
7	1				
8	1				
9	5				
10	2				
11	6				
12	6				
13	5				
14	1				
15	1				
16	1				
17	4				
18	5				

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



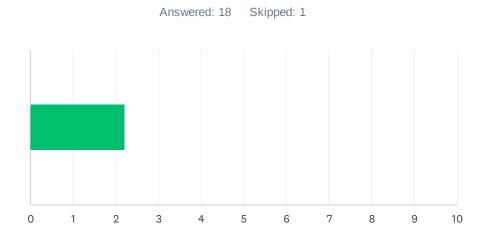
ANSWER	CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			2		30		19
Total Resp	oondents: 19						
#						DATE	
1	1					DATE	
2	2						
3	1						
4	3						
5	7						
6	1						
7	2						
8	1						
9	1						
10	1						
11	2						
12	1						
13	1						
14	1						
15	1						
16	1						
17	1						
18	1						
19	1						

Q10 Site administration has been supportive and minimizes additional stress.



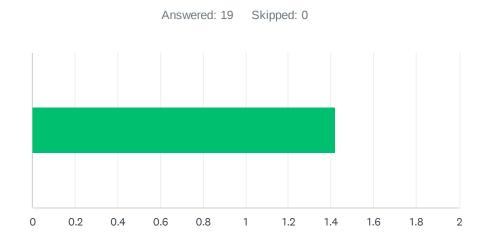
ANSWER	CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			1		28		19
Total Res	oondents: 19						
,,						DATE	
1	1					DATE	
2	3						
3	1						
4	1						
5	2						
6	1						
7	2						
8	1						
9	1						
10	1						
11	1						
12	1						
13	1						
14	6						
15	1						
16	1						
17	1						
18	1						
19	1						

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



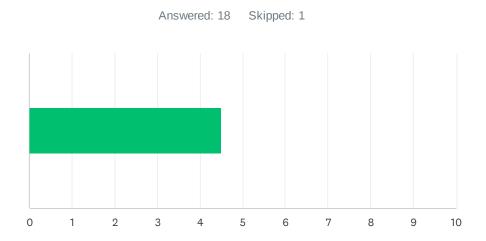
ANSWE	R CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			2		40		18
Total Re	spondents: 18						
#						DATE	
1	1						
2	7						
3	2						
4	3						
5	1						
6	5						
7	1						
8	1						
9	1						
10	2						
11	6						
12	1						
13	4						
14	1						
15	1						
16	1						
17	1						
18	1						

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



ANSWE	RCHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			1		27		19
Total Res	spondents: 19						
ш						DATE	
# 1	1					DATE	
2	4						
3	1						
4	1						
5	2						
6	1						
7	3						
8	1						
9	1						
10	1						
11	2						
12	1						
13	1						
14	2						
15	1						
16	1						
17	1						
18	1						
19	1						

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



Total Respondents: 18 # DATE 1 8 2 4 3 7 4 1 5 1 6 9 7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1 16 1	ANSWER CHOICES		AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
# DATE 1 8 2 4 3 7 4 1 5 1 6 9 7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1			5	81	18
1 8 2 4 3 7 4 1 5 1 6 9 7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1	Total Respondents: 18				
1 8 2 4 3 7 4 1 5 1 6 9 7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1					
2 4 3 7 4 1 5 1 6 9 7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1					DATE
3 7 4 1 5 1 6 9 7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1	Ĺ 	8			
4 1 5 1 6 9 7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1	2	4			
5 1 6 9 7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1	3	7			
6 9 7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1	1	1			
7 5 8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1	5	1			
8 1 9 5 10 8 11 9 12 5 13 5 14 5 15 1	3	9			
9 5 10 8 11 9 12 5 13 5 14 5 15 1	7	5			
10 8 11 9 12 5 13 5 14 5 15 1	3	1			
11 9 12 5 13 5 14 5 15 1)	5			
12 5 13 5 14 5 15 1	LO	8			
13 5 14 5 15 1	L1	9			
14 5 15 1	L2	5			
15 1	L3	5			
	L4	5			
16 1	L5	1			
	L6	1			
17 1	L7	1			
18 5	18	5			

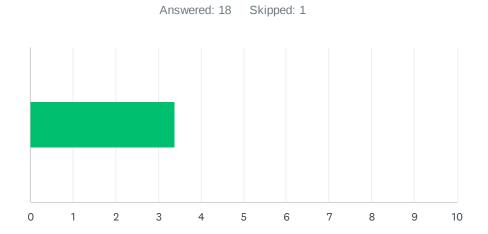
Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 12 Skipped: 7

#	RESPONSES	DATE
1	Staff has low morale, does not feel valued or protected.	
2	I don't understand how she is still employed as a principal after all of the horrible treatment and bad surveys every year. Disrespectful, demeaning, and preferential treatment for males. Dismissive of student needs and not an approachable or fair principal. It is no wonder so many great teachers have left this school. So sad. Our kids and teachers deserve better.	
3	The principal is inconsiderate of staff and has no regard for scheduling, disruptions, extra work, testing, curriculum preference, etc. Her disregard for these things makes the teacher's job more difficult, overstimulating, and even impossible at times. Any opposition or pushback to these unrealistic demands is met with a cold and quite dismissive demeanor.	
4	There are a lot of unrealistic expectations.	
5	I have never felt valued, respected, noticed even, by our admin. The only time admin even speaks to me is when they need something from me. they do not support with discipline, with professional development, with creating a positive and supportive environment for staff or students. Admin is so focused on attendance and reading basics, that students receive no enrichment, no interest, no motivation to learn through other subjects or experiences. They have taken the joy out of learning, and our students education suffers for it. We have lost so many good teachers over the years of this admin due to their inability to lead and support, and boy do they ever have favorites.	
6	Everything is so last minute; it's as if teachers' have empty plates and have all the free time in the world.	
7	There have been some improvements and without a doubt it is with the help and support of the union. That being said, site administration can be dismissive and demeaning to classified staff. At the beginning of the year the principal made a comment to the whole staff about "mental health days being only on Saturdays and Sundays". That comment is extremely insensitive and mental health is real. After making that comment, the personal anecdotes and lectures used to try to relate to staff come off as disingenuous and are used to gaslight staff members to overextend themselves, thus leading to teacher burnout. Support staff goes above and beyond to try and create a supportive environment but it's to the point that there is a toxic positive environment because they are mediating between teachers and admin. Teachers are overwhelmed. The workload is constantly increasing and changes are made last minute. I do appreciate the extra planning time we have received this year. Unfortunately that does not compensate for the principal constantly changing grade level assignments every year. This makes it extremely difficult for teams to grow and learn together as a team. Then there are the constant questions about what strategies are ineffective and what can we do better our teaching but there is little to no time to master the craft of teaching. The vice principal tries to be kind, approachable, and focuses on team effort. And the principal is an extremely hard worker that sets high expectations and often stays to late in the evening. High expectations are necessary and we should all strive to meet the needs of all students. But every year, Mt. Vernon loses valuable educators because they feel expendable and overwhelmed by the over achieving expectations and lack of communication and consideration.	
8	The site administration informs teachers of changes at the last minute which is very stressful. The support team is used for her convenience. The school climate has very low morale.	
9	Lacks communication skills, does not develop relationships with teachers, she does not like to consider other views, perspectives, or ideas other than her own. The only time she gives the teachers a greeting is if she's walking the school with visitors on our campus. She lacks collaboration skills!	
10	Worst principal in district.	

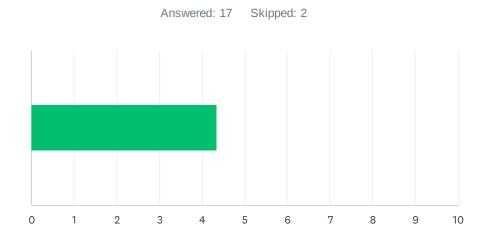
11	This admin has gone straight downhill the last 7 years.
12	There is a lot of preferential treatment among the staff. Nobody feels safe to speak freely. It is not a positive environment.

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



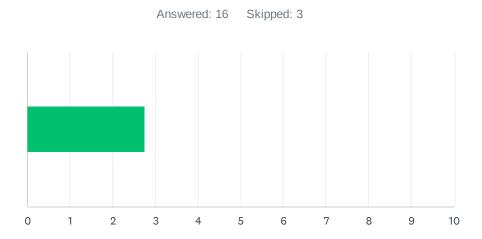
ANSWE	R CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			3		61		18
Total Re	spondents: 18						
#						DATE	
1	1						
2	9						
3	8						
4	2						
5	5						
6	1						
7	9						
8	1						
9	1						
10	7						
11	5						
12	1						
13	6						
14	1						
15	1						
16	1						
17	1						
18	1						

Q16 Site meetings are productive and not excessive.



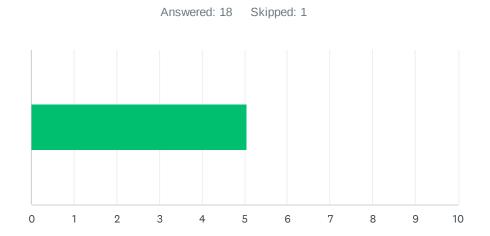
ANSWER C	CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		4	74	17
Total Respo	ondents: 17			
#				DATE
1	1			
2	5			
3	8			
4	2			
5	5			
6	4			
7	6			
8	5			
9	1			
10	7			
11	8			
12	6			
13	5			
14	1			
15	1			
16	4			
17	5			

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



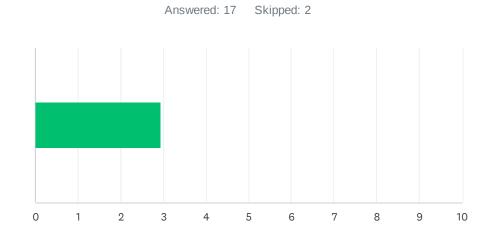
ANSWER	CHOICES	AVERAGE NUMBER	Т	OTAL NUMBER		RESPONSES	
			3	2	14		16
Total Resp	ondents: 16						
,,						5.475	
# 1	1					DATE	
2	1						
3	3						
4	10						
5	4						
6	9						
7	1						
8	1						
9	4						
10	1						
11	1						
12	2						
13	1						
14	1						
15	1						
16	3						

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



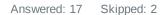
ANSWE	R CHOICES	AVERAGE NUMBER	T	OTAL NUMBER	RE	SPONSES	
			5		91		18
Total Re	spondents: 18						
#					DA	ΓE	
1	1						
2	5						
3	9						
4	4						
5	3						
6	1						
7	10						
8	10						
9	1						
10	2						
11	9						
12	10						
13	5						
14	5						
15	1						
16	1						
17	10						
18	4						

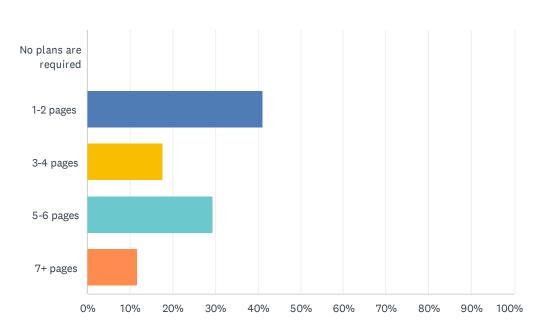
Q19 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).



ANSWER C	HOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			3		50		17
Total Respo	ndents: 17						
#						DATE	
1	1						
2	5						
3	6						
4	2						
5	1						
6	1						
7	5						
8	1						
9	1						
10	6						
11	1						
12	3						
13	5						
14	1						
15	1						
16	5						
17	5						

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

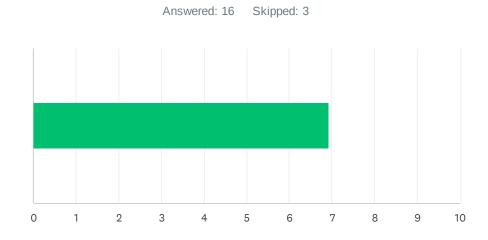




ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	41.18%	7
3-4 pages	17.65%	3
5-6 pages	29.41%	5
7+ pages	11.76%	2
TOTAL		17

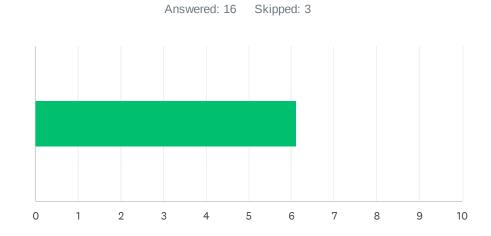
#	COMMENT	DATE
1	Site meetings often turn into being talked at for a long time, condescendingly. Our professional voice and feedback is not desired.	
2	There is not enough time while on duty to input the amount of student data that is expected of teachers. Teachers have 2 required grade level meetings a week, support staff is required to sit in on the teachers meetings to monitor them.	
3	Not only are lesson plans lengthy, they are also very inconsistent with what needs to be included in the lesson plans.	
4	Lesson plans are excessive and are criticized.	

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



# DATE # DATE 1 10 2 10 3 8 4 1 5 10 6 1 7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10 16 10	ANSWER	CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
# DATE 1 10 2 10 3 8 4 1 5 10 6 1 7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2				7		111		16
1 10 2 10 3 8 4 1 5 10 6 1 7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10	Total Resp	ondents: 16						
1 10 2 10 3 8 4 1 5 10 6 1 7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10								
2 10 3 8 4 1 5 10 6 1 7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10							DATE	
3 8 4 1 5 10 6 1 7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10	1	10						
4 1 5 10 6 1 7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10	2	10						
5 10 6 1 7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10	3	8						
6 1 7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10	4	1						
7 10 8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10	5	10						
8 10 9 2 10 8 11 10 12 8 13 1 14 2 15 10	6	1						
9 2 10 8 11 10 12 8 13 1 14 2 15 10	7	10						
10 8 11 10 12 8 13 1 14 2 15 10	8	10						
11 10 12 8 13 1 14 2 15 10	9	2						
12 8 13 1 14 2 15 10	10	8						
13 1 14 2 15 10	11	10						
14 2 15 10	12	8						
15 10	13	1						
	14	2						
16 10	15	10						
	16	10						

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



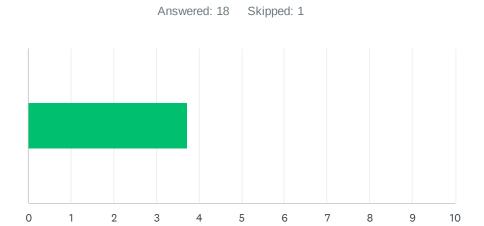
ANSWE	R CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			6		98		16
Total Re	espondents: 16						
ш						DATE	
# 1	10					DATE	
2	8					_	
3	10					_	
4	1					-	
5	5						
6	5						
7	10					-	
8	10					-	
9	2					-	
10	8					_	
11	1						
12	5						
13	10					_	
14	2						
15	1					-	
16	10						

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

Answered: 9 Skipped: 10

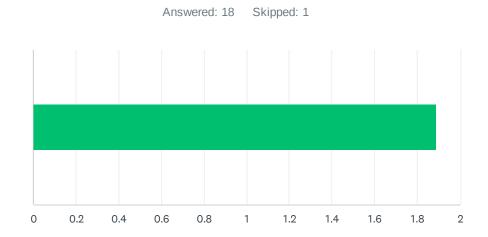
#	RESPONSES	DATE
1	Dismissal is a hot mess, with minimal admin support. Yard duty doesn't take in consideration hygiene breaks, especially with the long distance from the temporary classrooms to a working restroom.	
2	Teachers have recess duty 3 weeks on 1 week off, there are many CPALS working at this school teachers should not have to have recess duty. Recess is canceled frequently for weather conditions, no one comes around and asks if you need a break, some days recess will be canceled the entire day.	
3	I can't say much without giving away my position, but job duties definitely increased due to lack of support or follow through from site admin.	
4	For morning recess, there are 4 cpals monitoring each grade level. Wouldn't it be more helpful that teachers could utilize that time to add to their existing endless free time?	
5	The teachers always have recess duty. The coaches are very seldom out doing the yard duty.	
6	There is no good reason for us to have am recess duty as there is enough coverage without us. Also, admin never comes out to see how it is going, so a few teachers do the populated areas every time they are on duty, while others on duty wander around lower populated areas and basically do nothing.	
7	Support staff have some duty after school. Teachers have duties during every recess. Recess duty is not equally dispersed among each grade level.	
8	Worst principal in district.	
9	All teachers have recess duty.	

Q24 Staff and students feel safe.



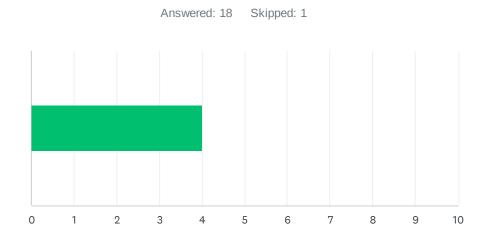
ANSWER C	HOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			4		67		18
Total Respon	ndents: 18						
11						DATE	
# 1	1					DATE	
2	1						
3	3						
4	3						
5	2						
6	10						
7	7						
8	1						
9	1						
10	6						
11	2						
12	8						
13	8						
14	1						
15	1						
16	1						
17	6						
18	5						

Q25 Administration has been helpful and supportive regarding student discipline.



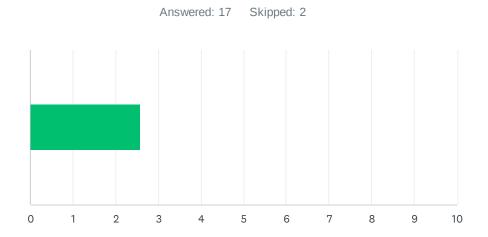
ANSWE	R CHOICES	AVERAGE NUMBER		TOTAL NUMBER	RESF	PONSES	
			2	3	4		18
Total Res	spondents: 18						
#					DATE		
1	1						
2	1						
3	1						
4	3						
5	1						
6	1						
7	6						
8	1						
9	1						
10	5						
11	1						
12	1						
13	2						
14	1						
15	1						
16	1						
17	1						
18	5						

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



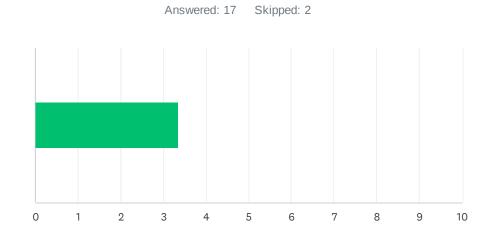
ANSWE	R CHOICES	AVERAGE NUMBER	-	TOTAL NUMBER		RESPONSES	
			4		72		18
Total Re	spondents: 18						
#						DATE	
1	1						
2	10						
3	2						
4	3						
5	2						
6	10						
7	2						
8	1						
9	1						
10	7						
11	5						
12	10						
13	2						
14	4						
15	1						
16	5						
17	1						
18	5						

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



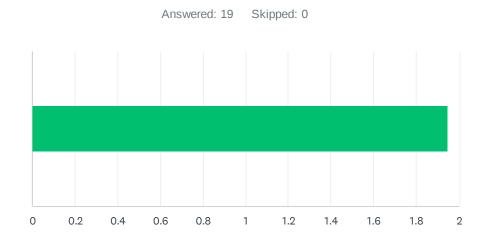
ANSWER	CHOICES	AVERAGE NUMBER	тот	TAL NUMBER	RESPONSES	
			3	44		17
Total Res	pondents: 17					
#					DATE	
1	1					
2	1					
3	3					
4	2					
5	6					
6	5					
7	1					
8	1					
9	6					
10	5					
11	1					
12	3					
13	1					
14	1					
15	1					
16	1					
17	5					

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



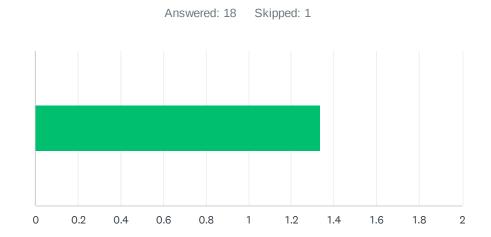
ANSWER C	HOICES	AVERAGE NUMBER	TOTAL NUMBER		RESPONSES	
		3		57		17
Total Respon	ndents: 17					
,,					D.175	
#					DATE	
1	1					
2	1					
3	2					
4	2					
5	10					
6	6					
7	1					
8	1					
9	7					
10	5					
11	9					
12	3					
13	1					
14	1					
15	1					
16	1					
17	5					

Q29 My site has a positive atmosphere.



ANSWE	R CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
		2	37	19
Total Res	spondents: 19			
#				DATE
1	1			
2	1			
3	1			
4	2			
5	1			
6	1			
7	10			
8	2			
9	1			
10	1			
11	5			
12	1			
13	1			
14	2			
15	1			
16	1			
17	1			
18	3			
19	1			
	<u> </u>			

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



ANSWE	R CHOICES	AVERAGE NUMBER		TOTAL NUMBER		RESPONSES	
			1		24		18
Total Re	spondents: 18						
#						DATE	
1	1						
2	1						
3	1						
4	1						
5	1						
6	1						
7	4						
8	1						
9	1						
10	1						
11	1						
12	1						
13	4						
14	1						
15	1						
16	1						
17	1						
18	1						

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

Answered: 13 Skipped: 6

#	RESPONSES	DATE
1	site does not make teachers feel valued or trusted.	
2	Students are not held accountable for their bad behavior. Thankfully we have a Campus Supervisor who works tirelessly to help with a large caseload, but sometimes nothing is done about very serious student behaviors. Admin treats it mostly as teacher responsibility to call parents, put in referrals, and discipline within the classroom. Many teachers have created time within the class (Fun Friday) as a reward for good behavior so there can be consequences and a privilege taken for bad behavior. But if the students have been present all week, they get to go to a party anyway.	
3	Mt. Vernon Elementary is a negative working environment. The students behaviors are a major problem. Staff walks around miserable, they rarely make eye contact or acknowledge you in the halls. You don't feel good about coming to school daily.	
4	PBIS is great for daily interactions and best practices for students. It does not work for some of the issues we experience here, and we need to stop rewarding bad behavior (and bad leadership).	
5	Too inconsistent. Too last minute. Too many uncertainties. Too much lack of teacher support.	
6	The social worker, BISs, and campus supervisor have been extremely helpful in helping address needs of students.	
7	Most of us are miserable at Mt. Vernon, mainly because of the principal. We stay here because we know other schools have more challenging students.	
8	The atmosphere at Mt. Vernon is one of high stress and low morale. I'm a teacher in a lower grade. The upper grade students who are sent out of their class for the day usually end up in our classrooms.	
9	There is no discipline. And older kids are consistently put into younger grades for causing problems. Also, there seems to be a lot of students that are leaving class and swearing, running around, etc and I don't know that anything is being done?	
10	Rather than suspended students (so there is no paper trial) our principal Has the campus supervisor now ask teachers to take. Students i to their class/grade for the remainder of the day/days as a form of punishment rather than suspending or applying other consequences that don't involve putting teachers who have nothing to do with the student in charge of them.	
11	Everything has gone downhill in the last 7 years and nothing will be done about it as long as the principal and superintendent are taking selfies together on Facebook on vacation!!	
12	They can work on behavior accountability for all staff.	
13	Our site atmosphere is negative. Class walks are excessive.	

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

Answered: 13 Skipped: 6

#	RESPONSES	DATE
1	It needs to change	
2	Seriously - how is she still a principal in this district?	
3	Overall Mt. Vernon is not a school I would recommend to anyone. Administration can be intimidating, but more than anything it's the lack of discipline at Mt. Vernon that makes it a miserable place to teach at.	
4	I stay because I love our kids but my soul and spirit is crushed more and more as time goes under the thumb of this admin. I don't know how much longer I can "wait out bad leadership" when the district does not seem to care that we have the worst principal in the entire district. If she makes it to year 8, I will have lost all faith in BCSD.	
5	There is way too much blaming and a lack of accountability.	
6	The support staff, teachers, and classified staff go above and beyond to build community and relationships with students.	
7	If you are over age 50, do not work for this principal! There have been several provable instances of age discrimination, but people are afraid to file grievances because the principal is well-known for retaliation. She has point-blank asked people when they are going to retire, she regularly tells older teachers they need to rest over the weekend or on breaks (everyone needs rest, but she doesn't ever say it to the younger staff), and passing over older teachers for for committees and awards in favor of younger teachers. There are even worse age-discrimination incidents that many of us are aware of but don't want to publicize for the sake of the teachers' privacy.	
8	The principal is not welcoming or friendly. This adds to the stress of having to fulfill our daily obligations without much support from her or the support staff.	
9	If we don't get a handle on discipline, we are going to be putting out in society a large group of people with no respect for authority and the inability to take direction.	
10	Poor administration and leadership.	
11	Worst principal in the district.	
12	Top admin needs improvement!!	
13	Our site atmosphere is negative. Class walks are excessive. Everything seems like it is unplanned or last minute. The focus constantly changes. Teachers work hard to complete one task and before they can finish it there is another task given out and the original task is forgotten about.	