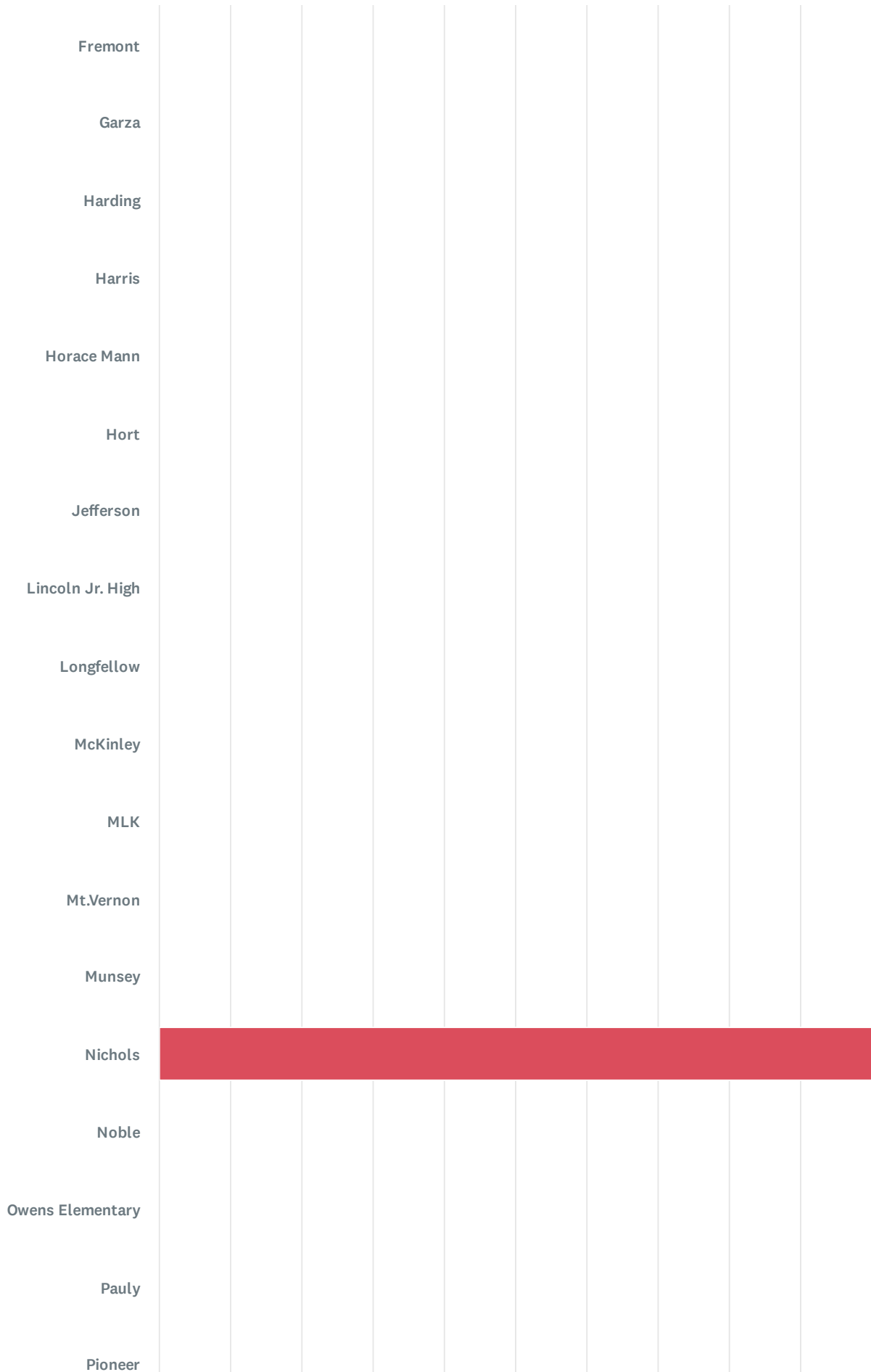
























2025-2026 BETA Administration/Site Climate Survey



2025-2026 BETA Administration/Site Climate Survey

Answer Choices	Percentage	Responses
 Casa Loma	0%	0
 Cato	0%	0
 Chavez	0%	0
 Chipman	0%	0
 College Hts	0%	0
 Compton	0%	0
 Curran	0%	0
 Downtown	0%	0
 Ed Center/District Office	0%	0
 Eissler	0%	0
 Emerson	0%	0
 Evergreen	0%	0
 Fletcher	0%	0
 Frank West	0%	0
 Franklin	0%	0
 Fremont	0%	0
 Garza	0%	0
 Harding	0%	0
 Harris	0%	0
 Horace Mann	0%	0
 Hort	0%	0
 Jefferson	0%	0
Total		21

2025-2026 BETA Administration/Site Climate Survey

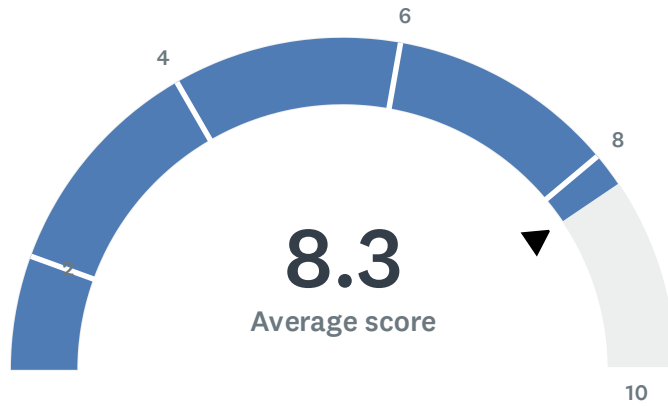
Answer Choices	Percentage	Responses
● Lincoln Jr. High	0%	0
● Longfellow	0%	0
● McKinley	0%	0
● MLK	0%	0
● Mt.Vernon	0%	0
● Munsey	0%	0
● Nichols	100.00%	21
● Noble	0%	0
● Owens Elementary	0%	0
● Pauly	0%	0
● Pioneer	0%	0
● Rafer Johnson	0%	0
● Roosevelt	0%	0
● School Nurse	0%	0
● Sequoia	0%	0
● Sierra	0%	0
● Stella Hills	0%	0
● Stiern	0%	0
● Thorner	0%	0
● VAPA	0%	0
● Voorhies	0%	0
● Washington	0%	0
Total		21

2025-2026 BETA Administration/Site Climate Survey

Answer Choices	Percentage	Responses
 Wayside	0%	0
 William Penn	0%	0
 Williams	0%	0
 Other (please specify) Show responses	0%	0
Total		21

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

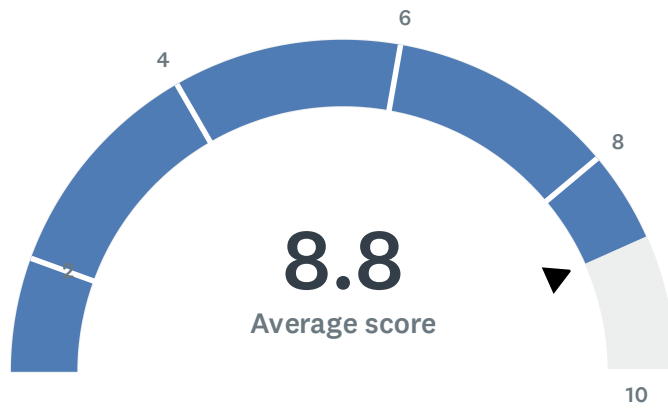
Answered: 20 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	8.00	8.30	1.68

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

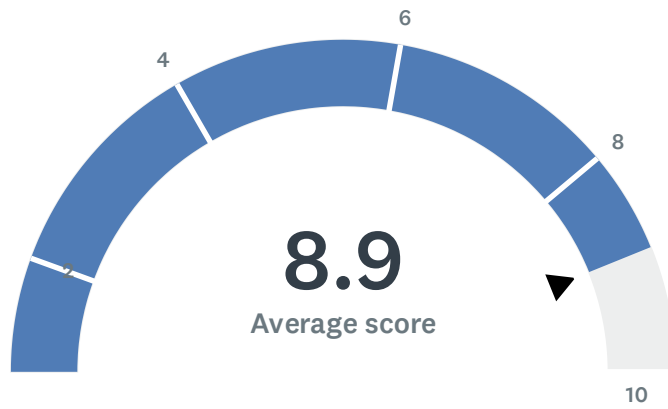
Answered: 20 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	10.00	8.80	1.86

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

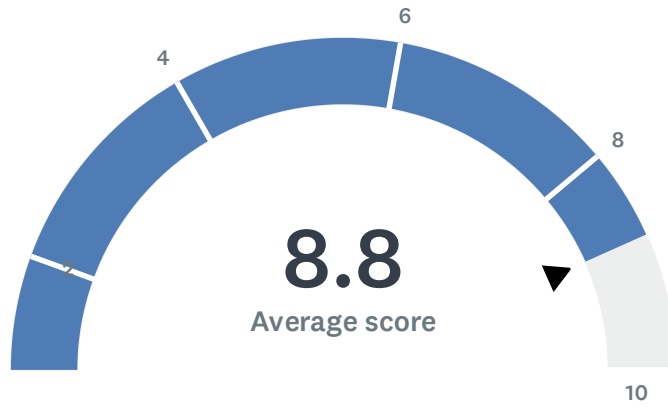
Answered: 20 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	8.90	1.70

Q5 Site administration follows the contract and respects personal rights.

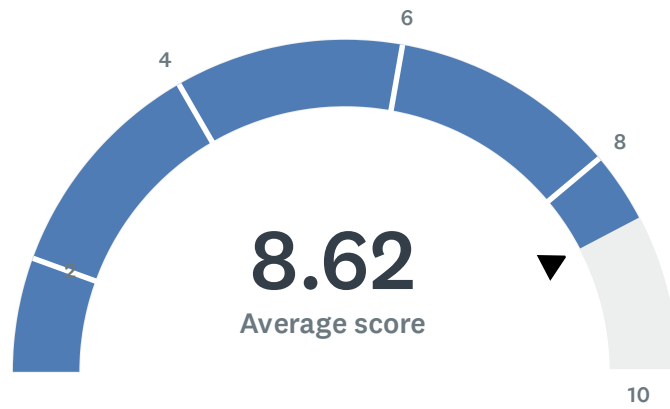
Answered: 20 Skipped: 1



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	8.80	1.66

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

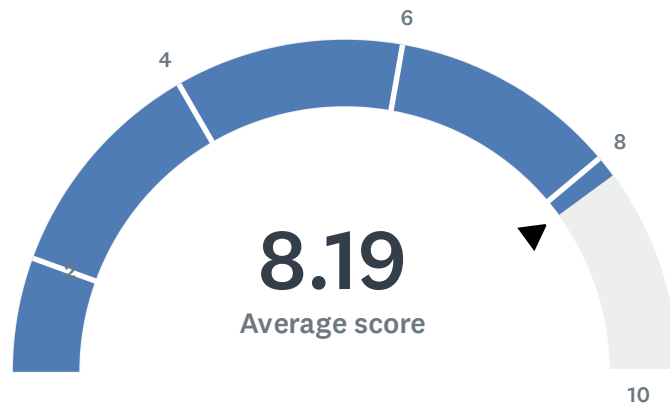
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	9.00	8.62	1.68

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

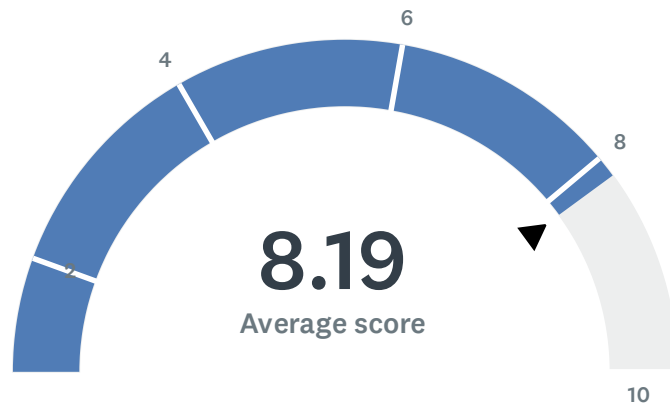
Answered: 21 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	9.00	8.19	2.15

Q8 Administration supports staff against attacks and criticism from parents.

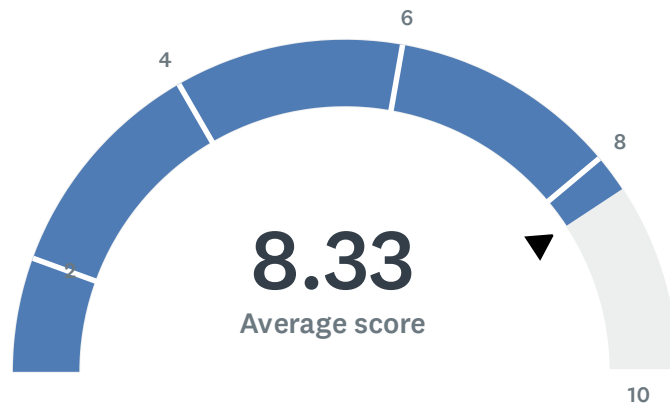
Answered: 21 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	9.00	8.19	2.06

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

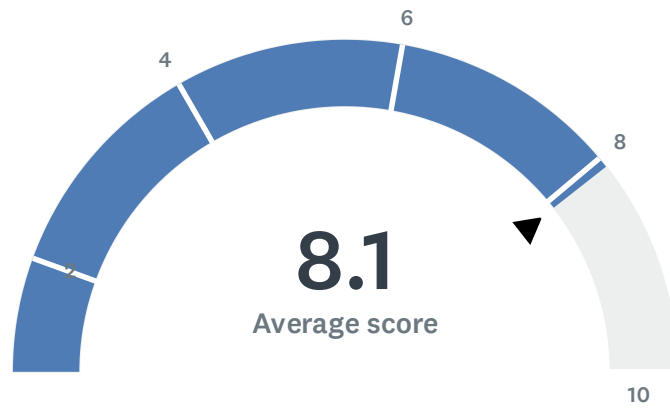
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	10.00	8.33	2.32

Q10 Site administration has been supportive and minimizes additional stress.

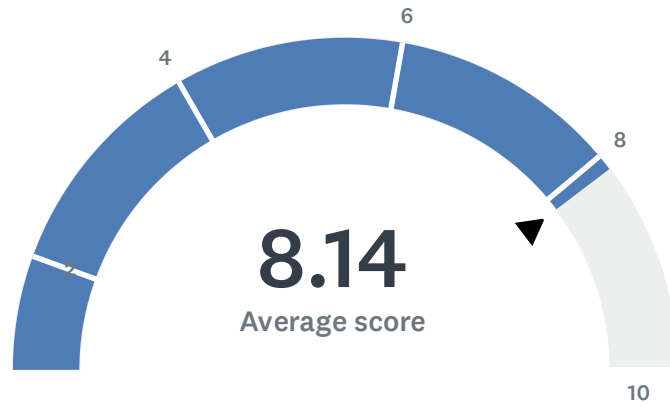
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	8.10	2.56

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

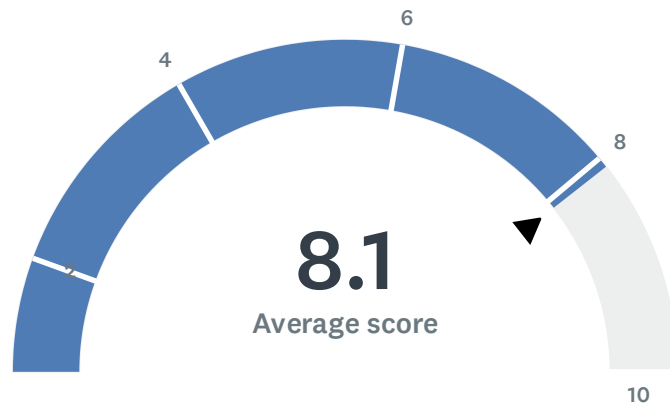
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	8.00	8.14	1.88

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

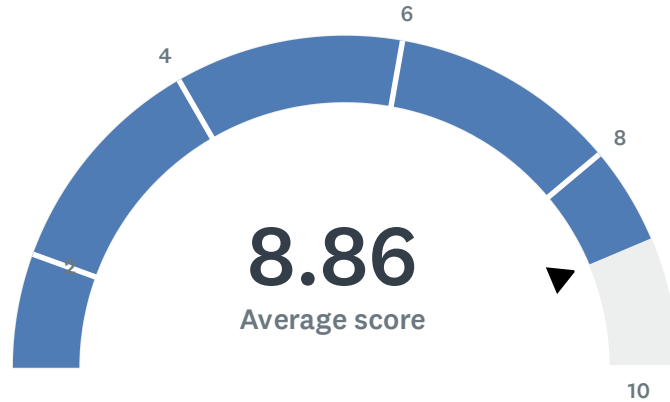
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	9.00	8.10	2.22

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

Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	9.00	8.86	1.58

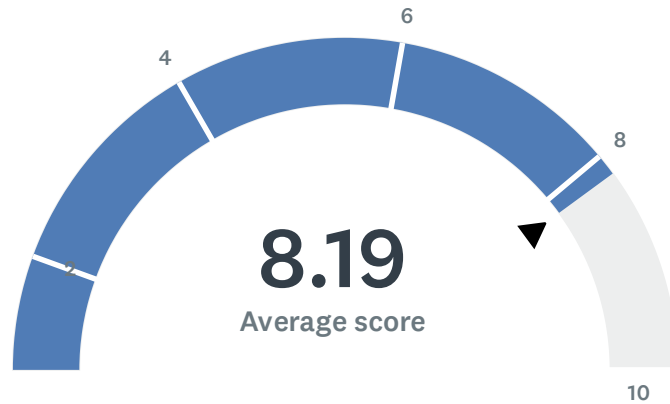
Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 7 Skipped: 14

#	RESPONSES	DATE
1	No	
2	I feel helpless and alone when faced with disruptive student behaviors. Even the times I have reached out for help, all I get is "lip service", no real support. As a result, I am stressed out each and every day and feel stuck in this job.	
3	Both administrators at my school site work as a team in creating a supportive environment, where I feel valued and respected as a professional.	
4	This year is definitely better than last year when it comes to dealing with certain issues. Thank you!	
5	There's too many people on this campus. Site admin appear overwhelmed. As a teacher I don't feel seen or supported by admin and am left to deal with a lot of things on my own or with the support of fellow teachers and their advice. When I bring concerns of students to admin, I do more work for admin (behavioral management documentation and working with the BIS) than the student and eventually I feel like I am the problem, not the student.	
6	Our administration encourages open communication with staff. They are easy to approach and really listen.	
7	Great administrators to work with.	

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

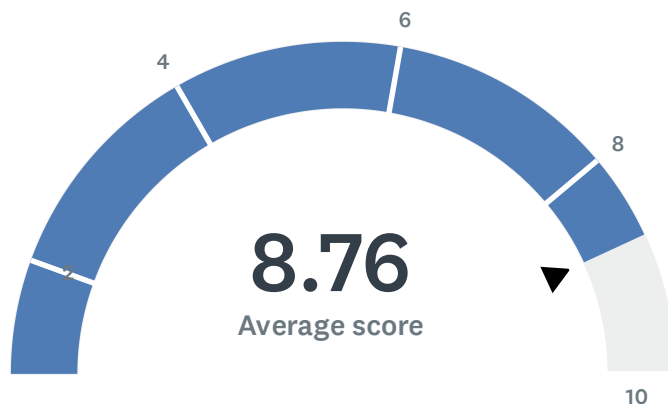
Answered: 21 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	9.00	8.19	2.08

Q16 Site meetings are productive and not excessive.

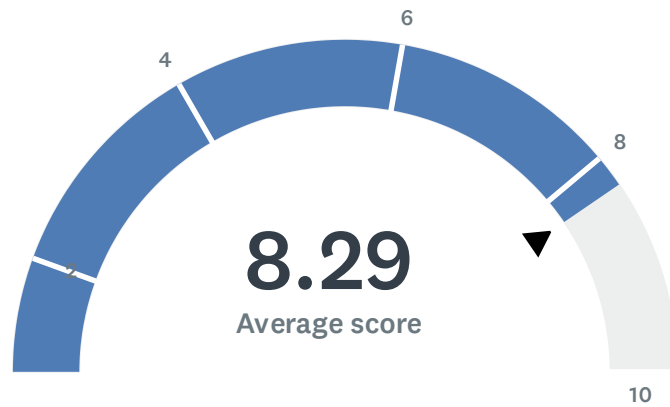
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	8.76	1.60

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

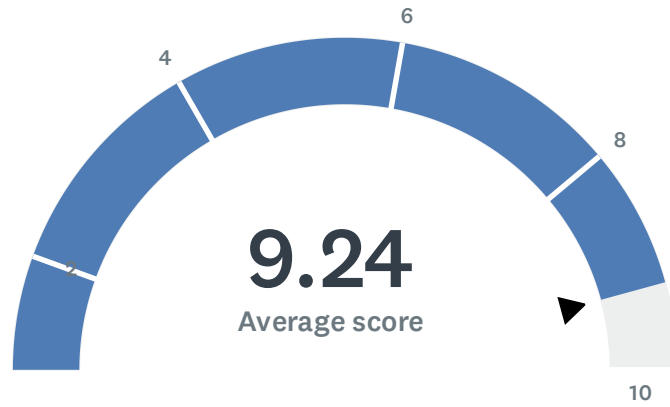
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	9.00	8.29	2.07

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

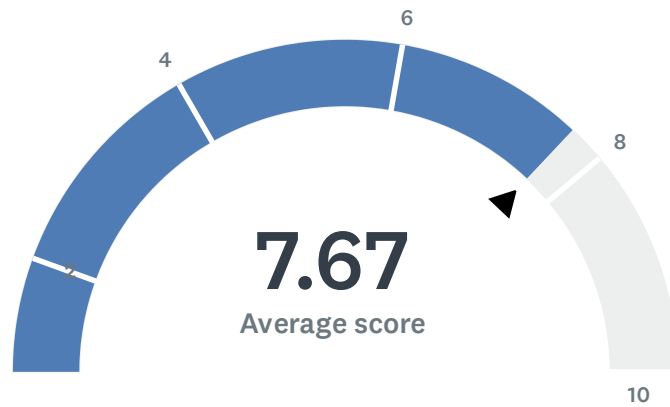
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	10.00	9.24	1.69

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

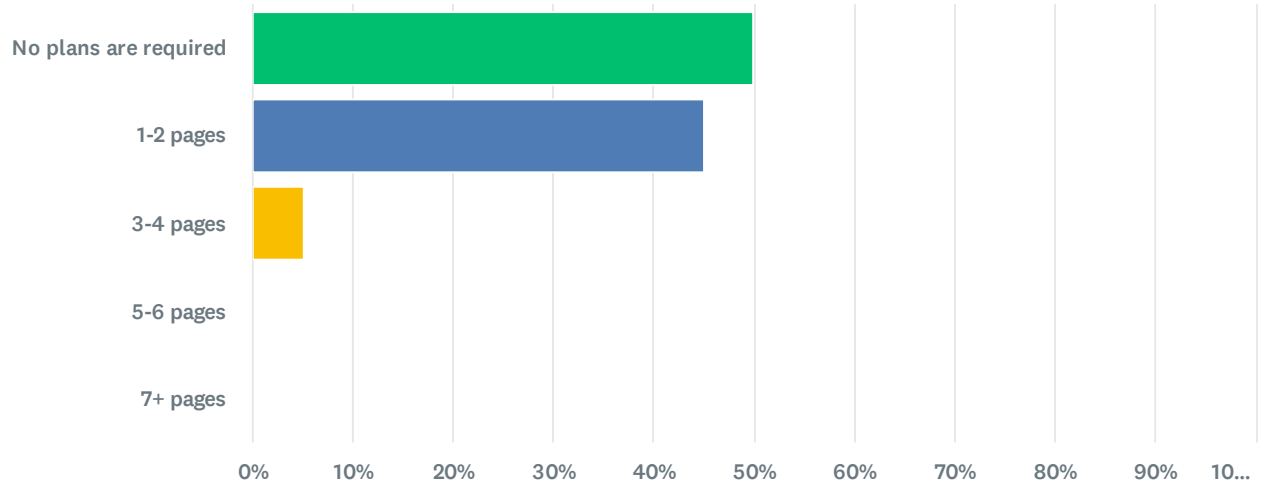
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	9.00	7.67	2.77

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

Answered: 20 Skipped: 1



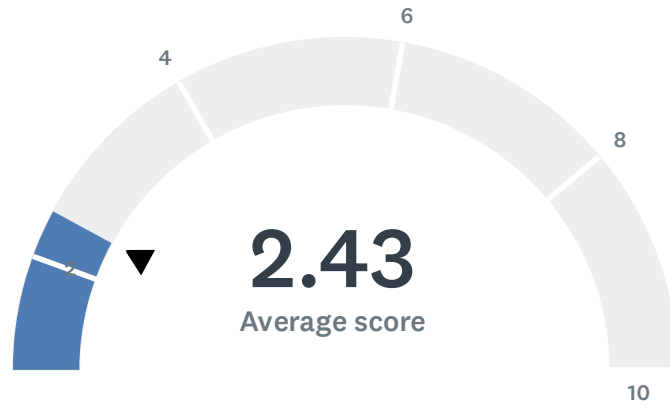
Answer Choices	Percentage	Responses
● No plans are required	50.00%	10
● 1-2 pages	45.00%	9
● 3-4 pages	5.00%	1
● 5-6 pages	0%	0
● 7+ pages	0%	0
Show comments		
Total		20

2025-2026 BETA Administration/Site Climate Survey

#	COMMENT	
1	We share a 2 page weekly plan with admin and support staff.	
2	I believe it is expected that inputting data is expected to occur during planning time, recess and lunch breaks. There have been a few times where I or some of my colleagues have had to attend MTSS or IEP meeting during our morning planning time or the meetings have run into our lunch or recess time.	
3	We are required to plan together and to post learning objectives daily. We are professionals, so they trust that we are planning together. Besides, they show up at our meetings to see if we need anything.	

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

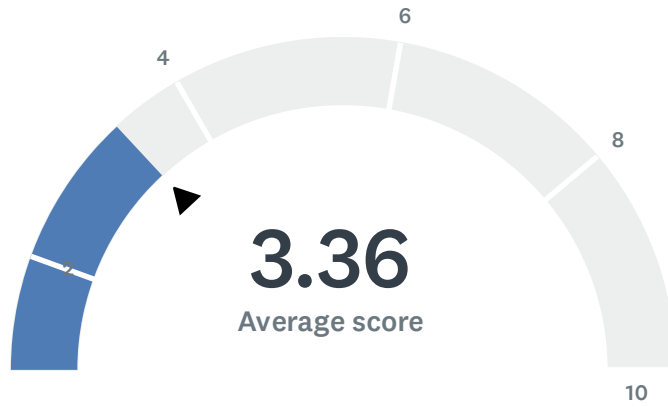
Answered: 14 Skipped: 7



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	1.00	2.43	3.13

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

Answered: 14 Skipped: 7



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	1.00	3.36	3.22

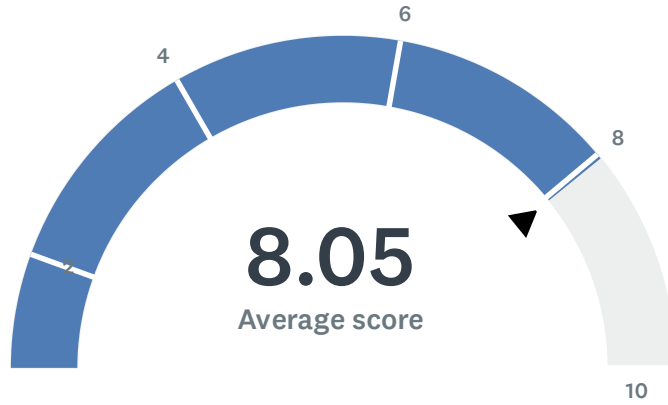
Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 5 Skipped: 16

#	RESPONSES
1	Teachers do not have recess, arrival or dismissal duty. Coaches do I believe.
2	Our coaches do help out at parent pick up. A few of the primary teachers also stay out past duty hours to stand with our students during parent pick up. We are in no way compensated for this. We just do it out the goodness of our hearts.
3	Support staff, CPALS, and admin. are the only ones w/ dismissal and or morning drops-off duties. Teachers are not assigned to an duty before, during, or after school.
4	We are thankful that admin. does not use us to do bus or yard duty.
5	Campus too big with too many students and classes. Not enough resources for the students and staff and as a result time frames to utilize resources is limited and not useful in a lot of ways. Everyone and everything feels rushed.

Q24 Staff and students feel safe.

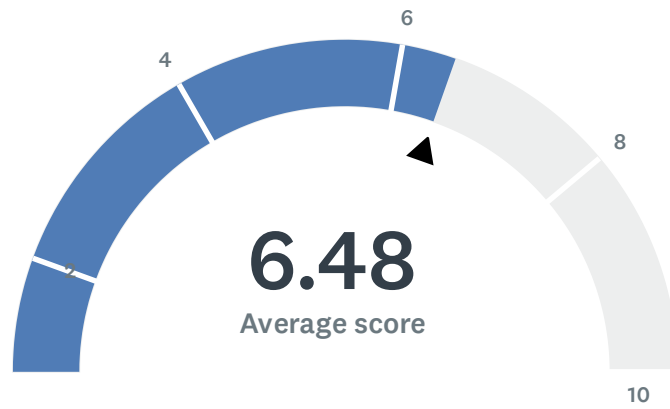
Answered: 21 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	9.00	8.05	2.36

Q25 Administration has been helpful and supportive regarding student discipline.

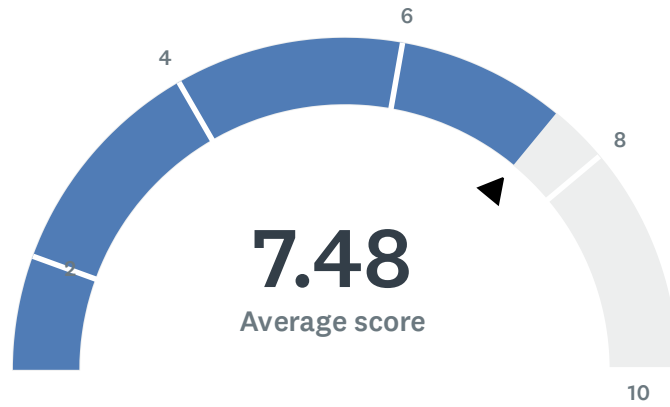
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.48	2.87

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

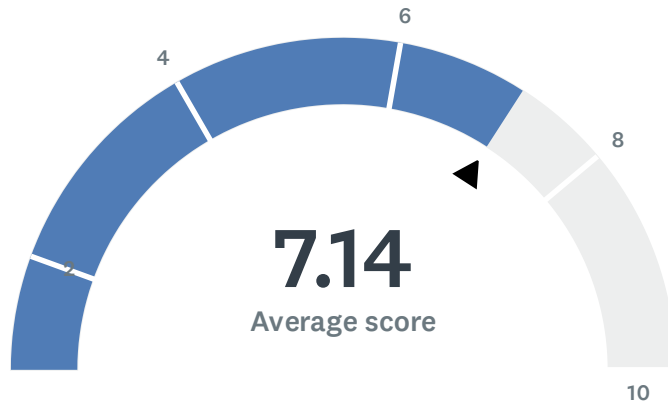
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.48	2.28

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

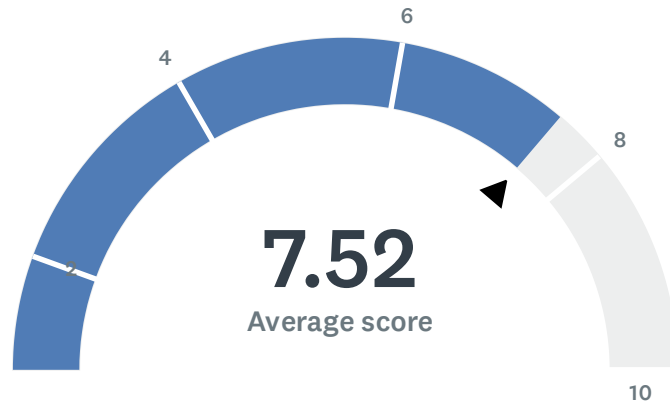
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.14	2.82

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

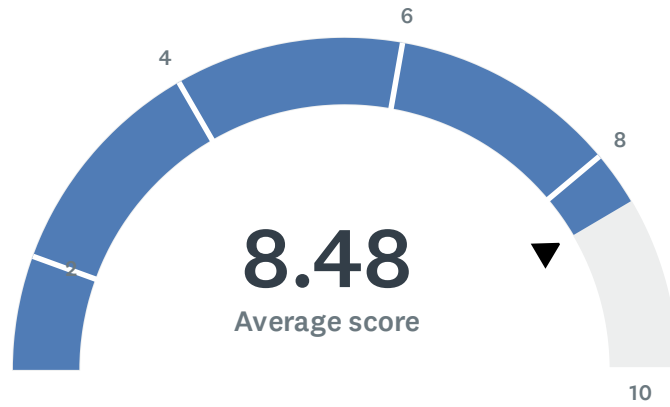
Answered: 21 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.52	2.32

Q29 My site has a positive atmosphere.

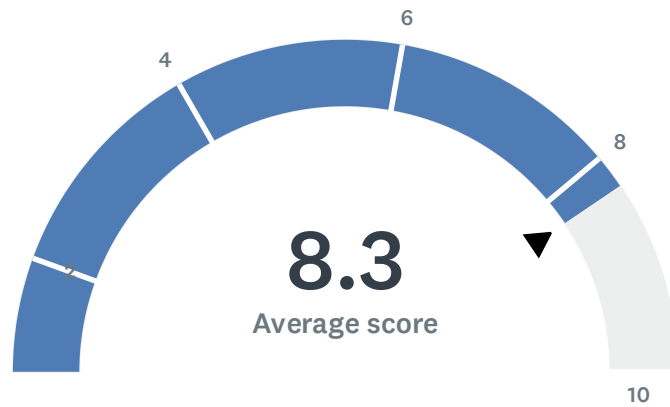
Answered: 21 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	9.00	8.48	1.71

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

Answered: 20 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	8.30	2.30

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

Answered: 7 Skipped: 14

#	RESPONSES
1	There are some serious recurring behaviors with some students. They have been reported, documented many times, but are still returned to the classroom or playground to continue the same behaviors. Students are getting hurt, intimidated and subjected to tyrannical behaviors from these students. Classrooms are being destroyed and teachers assaulted and yet these students are still here. Admin does not often deal with these issues, but rather leaves it to the BIS who cannot possibly handle all of it by themselves. Teachers are told by admin to "document, document, document" but little help, if any, comes from that. In a couple of cases, staff has been told NOT to call the parents anymore because admin does not want the student taken home in the middle of the day.
2	I feel that our admin. have their hand tied when it comes to disciplining a kid. There is so little they can do to suspend a child. They can injure a teacher and yet still go to school without any consequence. The state laws are wrong.
3	Across the board it seems like discipline is lacking. I don't think it is my administration's fault. I think it is state and possibly nation wide.
4	It falls primarily on the teacher to deal with 90% of any discipline. Major behaviors seem to get little to no support.
5	PBIS is ruining public education. Please stop. Teachers have no authority in their classroom and as a result don't feel safe at times. It wears on their credibility, as well.
6	Concerns over how disciplinary actions and protocols are not being implemented adequately.
7	Our admin, while forced to work within the perimeter set for them, do their best and more to help with issues that arise.

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

Answered: 5 Skipped: 16

#	RESPONSES
1	I truly do not feel that the well-being of the staff and students is being taken seriously by the admin. I can only speak for a few teachers, including myself, but we are stressed and do not enjoy our jobs anymore. We older staff are dying to retire and a couple of the younger staff are questioning their career choice and are actively looking for something else to do for a living. Having our concerns brushed off by admin and watching them support these few unruly students over the needs of everyone else, is disheartening and soul crushing. I am personally extremely tired of the lip service that issues from the mouths of the admin: "I see what is happening", "We're doing what we can", "Our hands are tied". It's not enough.
2	Our adm is great, but again, they follow district protocol, which also follows the state laws, which is wrong. But at the end, if they see many teachers getting injured, they will do something about it. Until then.....hopefully I am not next!
3	I like working here.
4	I'm praying for Nichols and all of California educators on a regular basis.
5	So happy and pleased to end my teaching career (retiring) with my current site admin.