























# 2025-2026 BETA Administration/Site Climate Survey



2025-2026 BETA Administration/Site Climate Survey

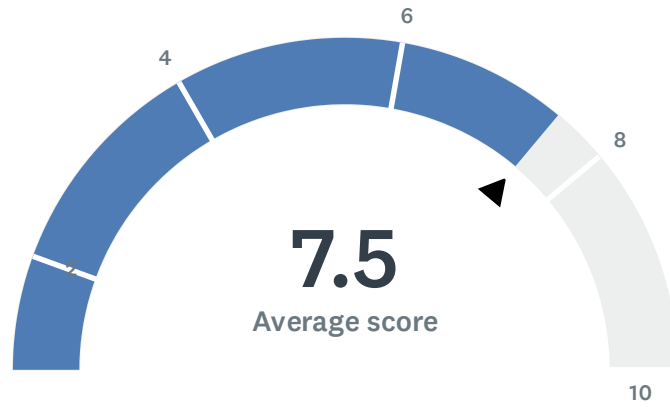
Answer Choices	Percentage	Responses
 Lincoln Jr. High	0%	0
 Longfellow	0%	0
 McKinley	0%	0
 MLK	0%	0
 Mt.Vernon	0%	0
 Munsey	0%	0
 Nichols	0%	0
 Noble	0%	0
 Owens Elementary	100.00%	34
 Pauly	0%	0
 Pioneer	0%	0
 Rafer Johnson	0%	0
 Roosevelt	0%	0
 School Nurse	0%	0
 Sequoia	0%	0
 Sierra	0%	0
 Stella Hills	0%	0
 Stiern	0%	0
 Thorner	0%	0
 VAPA	0%	0
 Voorhies	0%	0
 Washington	0%	0
<b>Total</b>		<b>34</b>

2025-2026 BETA Administration/Site Climate Survey

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

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

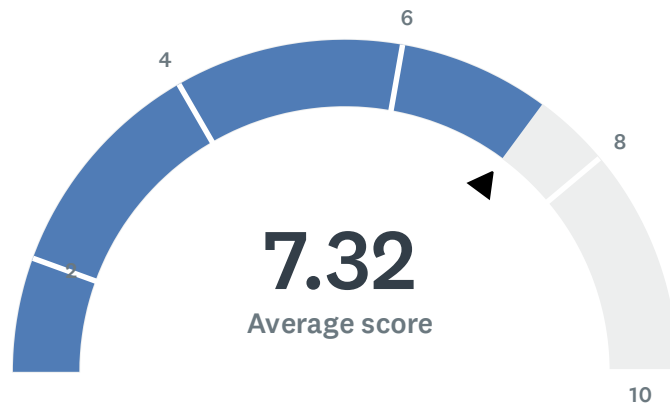
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	7.50	2.81

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

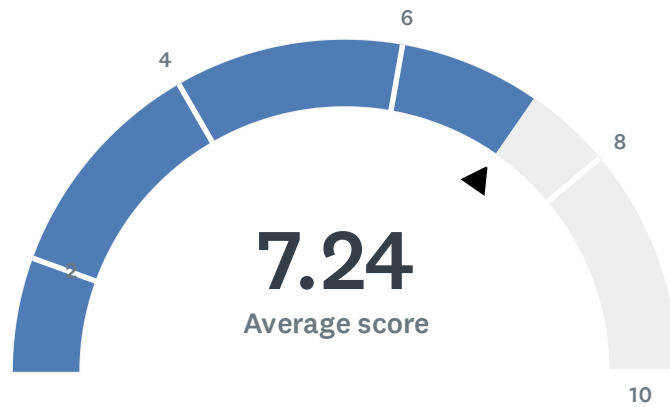
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.32	3.00

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

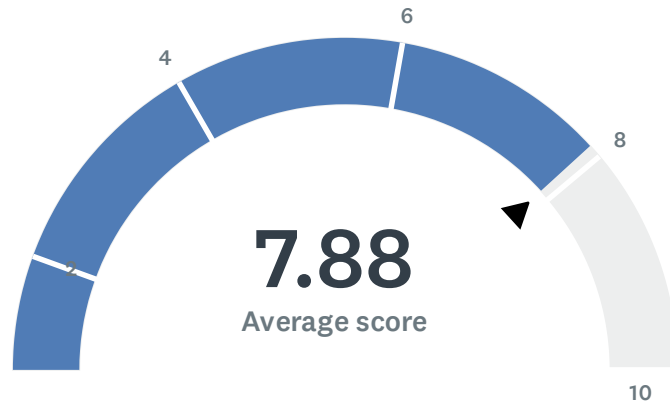
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.24	2.72

## Q5 Site administration follows the contract and respects personal rights.

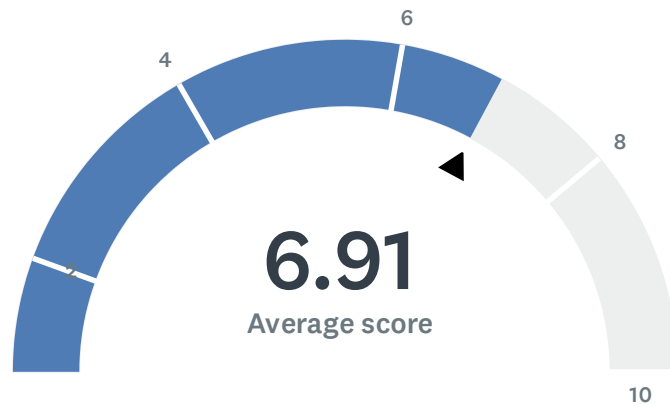
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	7.88	2.59

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

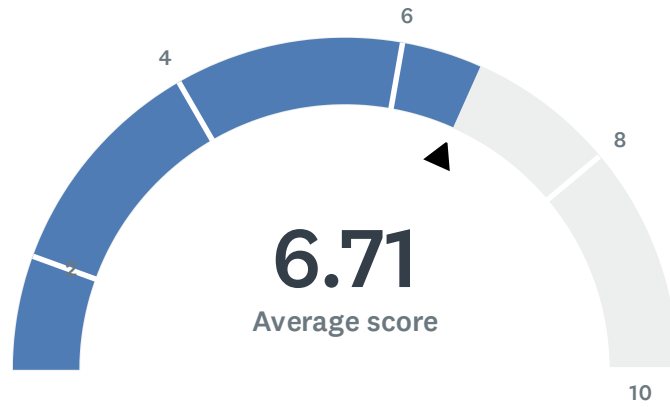
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	6.91	3.06

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

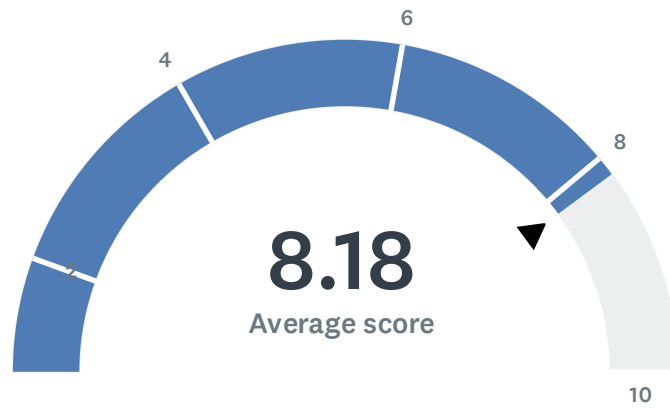
Answered: 34 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.50	6.71	3.18

## Q8 Administration supports staff against attacks and criticism from parents.

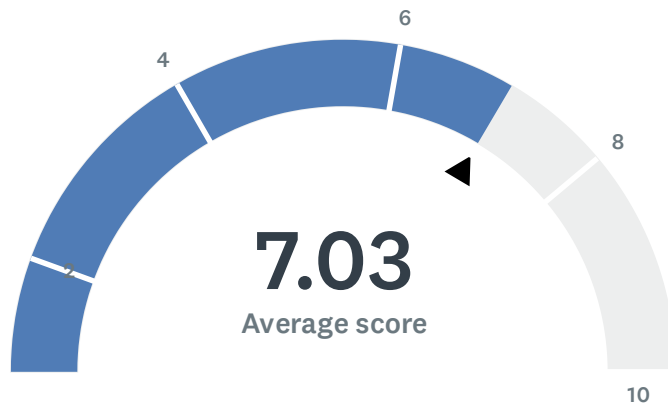
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	10.00	8.18	2.64

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

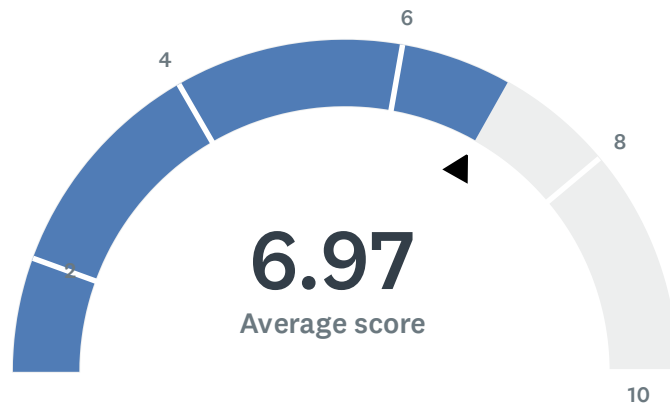
Answered: 33 Skipped: 1



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.03	3.15

## Q10 Site administration has been supportive and minimizes additional stress.

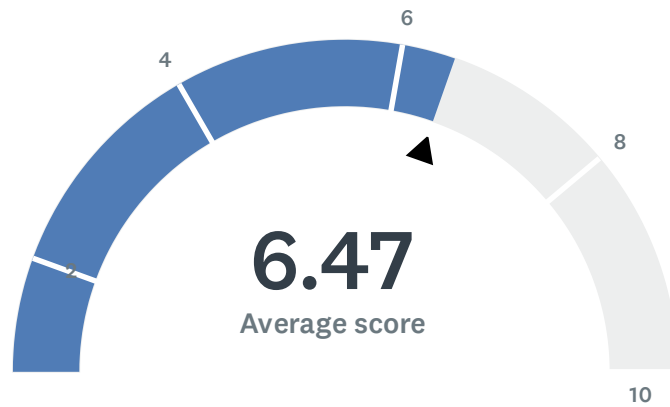
Answered: 34 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	6.97	3.23

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

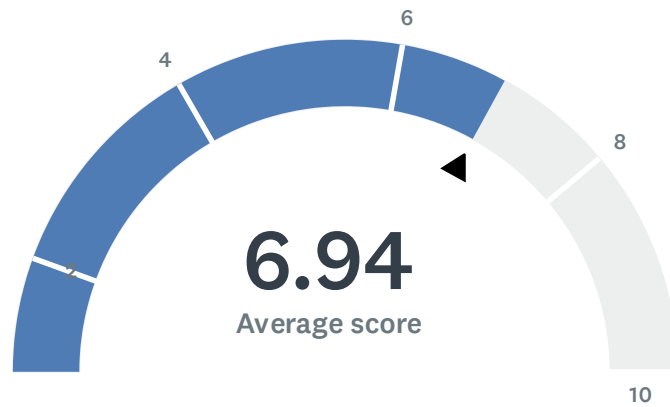
Answered: 34 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	6.47	3.25

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

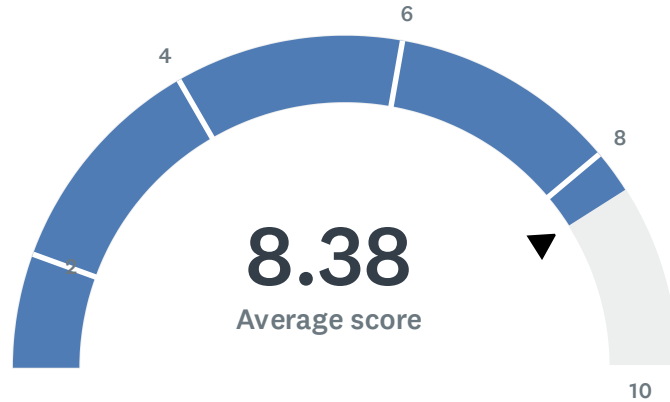
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	6.94	3.27

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

Answered: 34 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.50	8.38	2.34

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

Answered: 19 Skipped: 15

#	RESPONSES	DATE
1	There are too many part time administrators that work here.	
2	I appreciate Mr. Anthony's leadership. He is approachable, easy to talk to about ideas or concerns and listens.	
3	I want to like the administrative staff, but they use support positions like administrative staff. It is not right.	
4	Site administration uses some coaches like another layer of administration.	
5	I feel as though things are communicated last minute or are unclear at times. I understand we are all busy but sometimes I feel if I have a matter that needs to be discussed I do not always get a response in a timely manner or at all. I feel that administration does work hard to meet our students where they're at and meet their needs. I feel they try their best to support students with behaviors to the best of their ability.	
6	Not a leader at all! Communication is still poor and nothing is consistent among grade levels. Teachers are always the last to know.	
7	Since the transition to the new administration, many staff members feel that communication and transparency have not improved. Important information is often shared late, and teachers frequently feel they are the last to know about decisions that directly impact their classrooms. There is inconsistency in expectations and follow through, which has created confusion and heightened stress among staff. While meetings are sometimes described as open forums for feedback, there is a perception that raising concerns may result in negative consequences. As a result, many teachers are hesitant to ask clarifying questions or share feedback, even when clarification is needed to effectively support students. Staff morale has been significantly impacted. The current climate feels tense, and many teachers are always feeling overwhelmed and unsupported. When questions are asked they are met with defensiveness rather than clarification, it discourages open dialogue and collaborative problem solving.	
8	Better communication in a timely manner. We need more community bonding between staff. Supportive of staff to take care of themselves - rest and reset.	
9	Keep up the good work.	
10	Site Admin do a great job overall. I think where they fall short is communication. I can send an email, after trying to track them down to talk in person, and never get a response. There are some things that are not important but there are things that need to be addressed that go unattended. Site admin seem extremely busy, as most are, but it appears they are too busy to talk with people and will visably look annoyed when you do talk with them. Admin also fails in a follow through. They say one thing, do another, tell another staff member something different entirely, or say nothing. There are a lot of "yes" to everyone but they are things that cannot be followed, implemented, or just then are ignored after. Although I do feel supported when it comes to students and parents, there is still a gap in how the admin interacts with staff and how they handle issues on campus with staff.	
11	I think admin is amazing. Anything we need whether is individually or as a PLC they are always more than willing to help our problems. Mr. Anthony is super busy and he still manages to be everywhere he is needed. The academic coaches are super helpful, I know they have our backs if something comes up no matter what the situation is. I feel like the overall campus is super welcoming thanks to Mr. Anthony, Ms.Bergeron, Ms,Johns, and Ms. Almeda. I love working here and I know it's because of the support I feel from admin.	
12	There is very little consistent communication at Owens. Teachers have repeatedly expressed the need for clearer and more timely communication, yet there has been no meaningful	

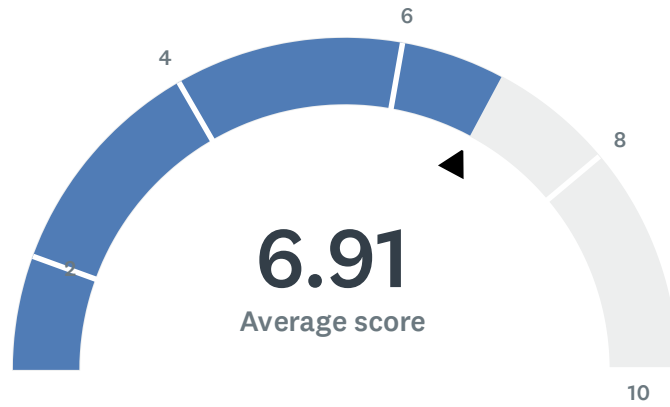
## 2025-2026 BETA Administration/Site Climate Survey

improvement. While the principal can be kind, there are times when professionalism is lacking, particularly in follow-through and responsiveness. He is often stretched thin covering responsibilities outside his role, which leaves teachers feeling unsupported. Important emails frequently go unanswered, even when they involve time-sensitive student, personal, and classroom issues, making it difficult to address concerns efficiently. The vice principal would benefit from being more visible and engaged on campus. She is often observed spending time in her office rather than actively connecting with staff. During yard duty, supervision tends to be minimal and limited to one area. She rarely acknowledges staff when passing by, which can come across as unapproachable. In meetings, her conduct does not always reflect the level of professionalism expected of an administrative leader. Overall, there is a need for stronger communication, consistent professionalism, and more active leadership from the administrative team.

13	Our site administrators are very helpful. They are always asking if we are good or need anything. I have no concerns at this time.
14	My site administrators have been very supportive and anything I need to be a more effective teacher they try to accommodate. They are all supportive when any issue arises with a student or parent. I feel as long as you do your job and do it well, there are no issues. The admin staff here at Owens are not micro managers and always supportive of ideas to make learning fun and engaging for all of our students.
15	I believe both our admin are doing a great job at what was given to them. This school has definately changed for the better since the merge. Having leadership on campus is a great help when seeking guidance.
16	I've seen a complete turnaround in student culture since the new administration began. Parents seem more open and willing to work with teachers, especially when it comes to behavior and academics. Is it perfect? No. But no school is. What's important is that everyone here, including administration, is clearly trying to create an environment where students and staff can succeed.
17	Communication is an issue. Certificated support staff is routinely used for duties outside of their job description.
18	I think our administration tries their best to keep a positive environment. They have tried over the past few years to change the culture at Owens , and there has been positive changes in behavior and parent involvement . They face an uphill battle with some changes due to individuals who do not care for change no matter how positive and would rather blame others for their own misery .Even within my own grade level we sometimes have a hard time getting past instructional issues because of people's lack of ability to change.
19	better communication. Answer or reply to emails.

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

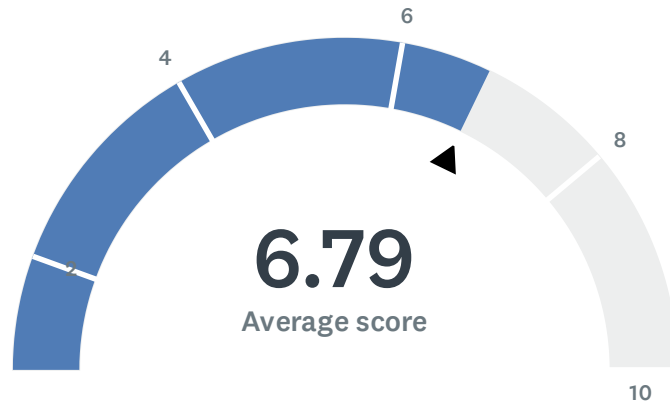
Answered: 33 Skipped: 1



Basic statistics <span style="float: right;">ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	6.91	2.61

## Q16 Site meetings are productive and not excessive.

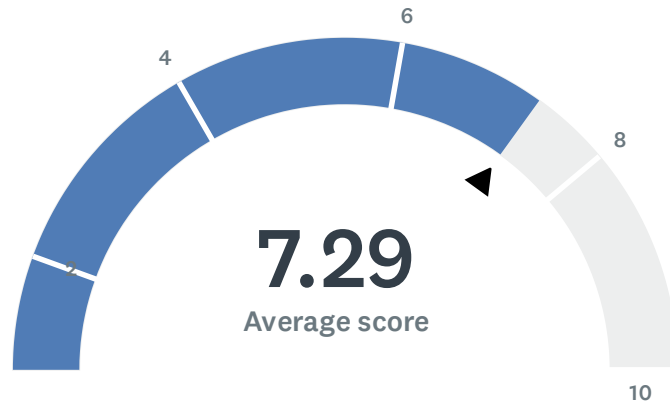
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.50	6.79	2.81

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

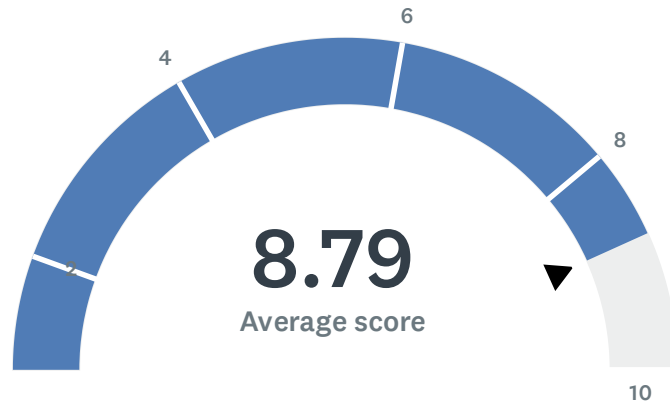
Answered: 34 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.29	2.52

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

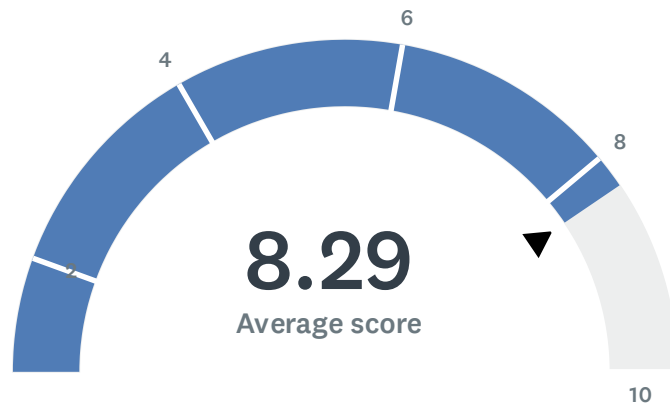
Answered: 33 Skipped: 1



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	8.79	1.68

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

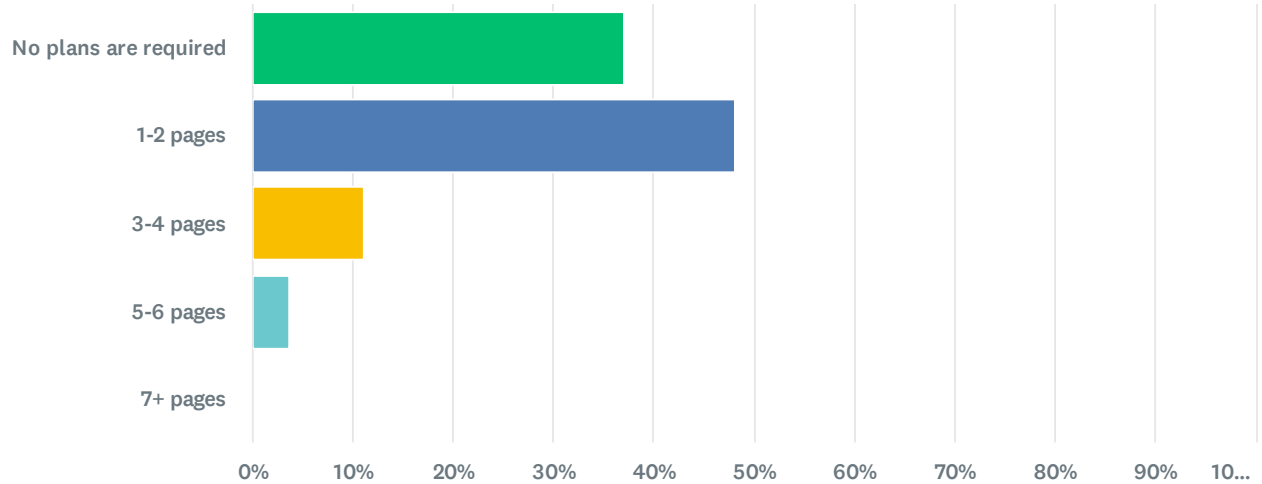
Answered: 34 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	9.50	8.29	2.07

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

Answered: 27 Skipped: 7



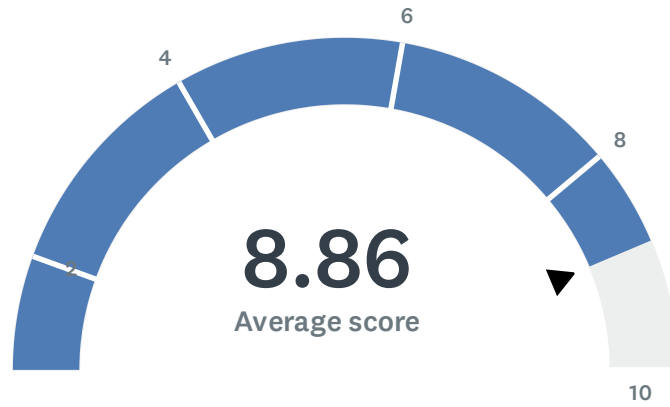
Answer Choices	Percentage	Responses
<span style="color: green;">●</span> No plans are required	37.04%	10
<span style="color: blue;">●</span> 1-2 pages	48.15%	13
<span style="color: yellow;">●</span> 3-4 pages	11.11%	3
<span style="color: teal;">●</span> 5-6 pages	3.70%	1
<span style="color: orange;">●</span> 7+ pages	0%	0
<a href="#">Show comments</a>		
<b>Total</b>		<b>27</b>

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#	COMMENT	
1	There is a need for greater consistency and alignment in expectations across all grade levels.	
2	Grade level unit plans	
3	The only time that I'm aware of where a lesson plan is required is if you are not doing your job. Admin holds all teachers accountable	
4	The School Site Council helps decide the budget, and both the council and the leadership team are involved in setting policies this year, which I really like. Leadership meetings are no longer just "sit and listen" meetings—they focus on how we can work together and help each other. We also have daily planning time from 8:00 to 8:50, which people use in different ways. Our principal often cancels staff meetings so we can enter report cards during the day, which is great because it means we don't have to do that work at home.	
5	Not told a page requirement	
6	grade level plans	

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

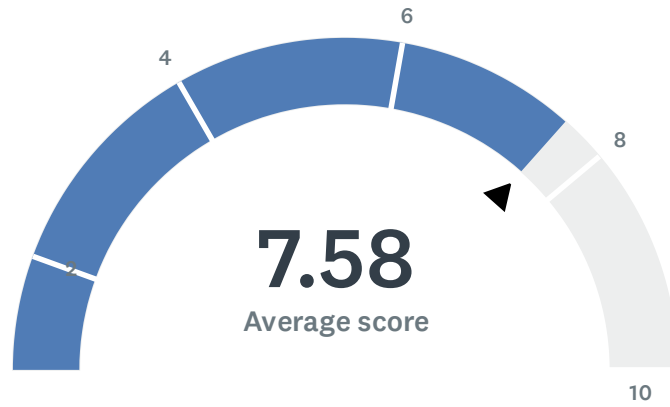
Answered: 28 Skipped: 6



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	8.86	1.66

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

Answered: 24 Skipped: 10



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.50	7.58	3.19

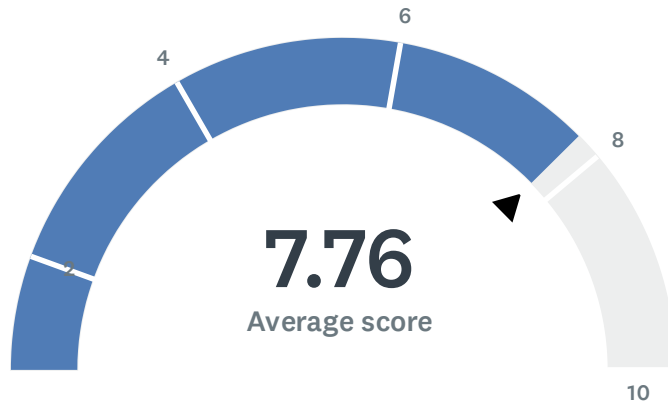
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 11 Skipped: 23

#	RESPONSES
1	We do not have recess duty, however we have morning yard duty. I do appreciate that it rotates fairly among teachers and other staff. I would like to see a variety of PD meetings going into next year because I feel the ones we have had have been repetitive and not as engaging as the year has progressed.
2	Teachers do not go to their assigned yard duty in the morning. Reminders would be helpful. I think it is enforced.
3	Please keep working to have booster club for our school site.
4	I have bus and recess duty as I teach SPED which is a requirement per IEP.
5	Teachers and Coaches at the site demonstrate a strong commitment to their duties and responsibilities. They consistently ensure student safety, supervision, and accountability while fostering positive team culture and clear expectations. In addition to their coaching roles, they effectively balance instructional responsibilities, communication with families, and collaboration with staff. Coaches take ownership of their duties, model professionalism, and contribute to smooth daily operations, positively impacting both students and the overall school environment.
6	Prep is between 8-850 daily. I wish we could kept our pics during that time but their was a whole thing about that at the beginning of the year. Admin did offer but some staff were against it.
7	All staff are assigned to arrival and recess duty on different days and weeks. However, I've noticed that when support staff aren't on recess duty, they often walk through classrooms checking in on teachers.
8	All staff has yard duty.
9	We have certificated support staff who spend way too much time doing yard duty. Is that a good use of resources and district funds?
10	We have tss meetings during the day and we are provided subs for those time periods . It is hard to have enough time being a late start school . I wish we could start earlier so we had more time in the afternoon after the students leave to plan because all our prep time is in the morning , which is not enough time .
11	Coaches have dismissal duty.

## Q24 Staff and students feel safe.

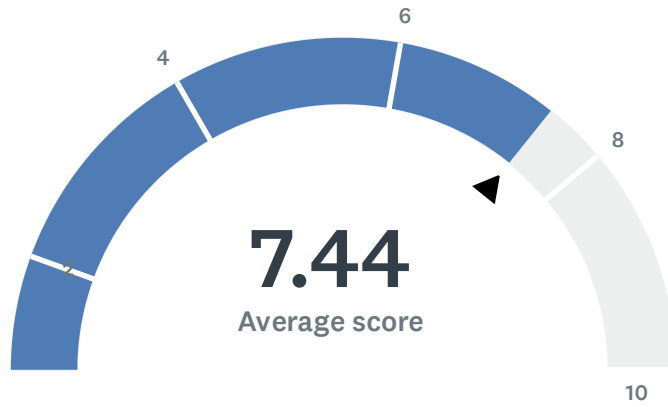
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	7.76	2.38

## Q25 Administration has been helpful and supportive regarding student discipline.

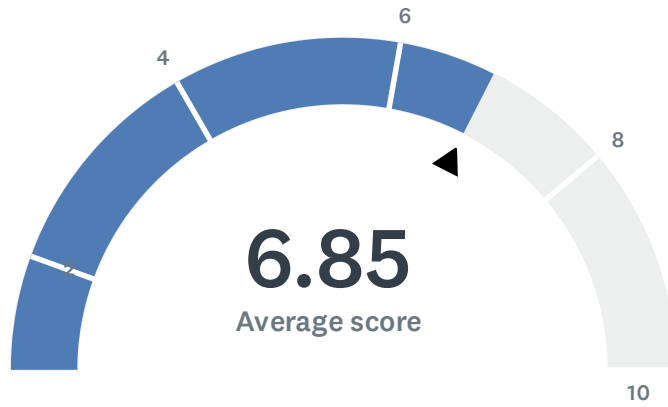
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.44	2.82

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

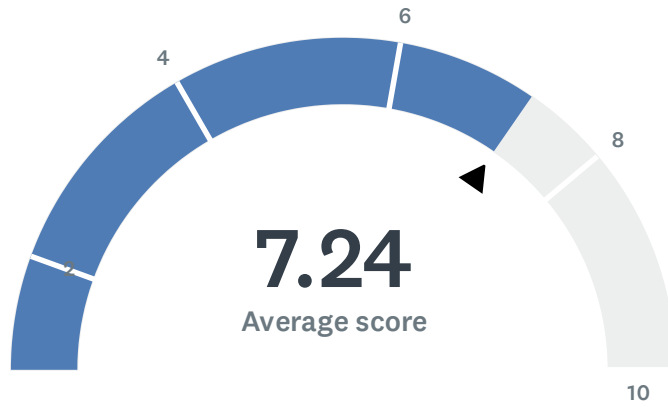
Answered: 34 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.85	2.68

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

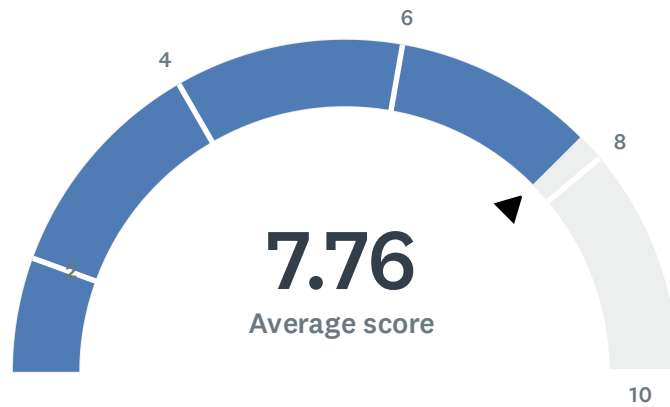
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	7.24	2.92

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

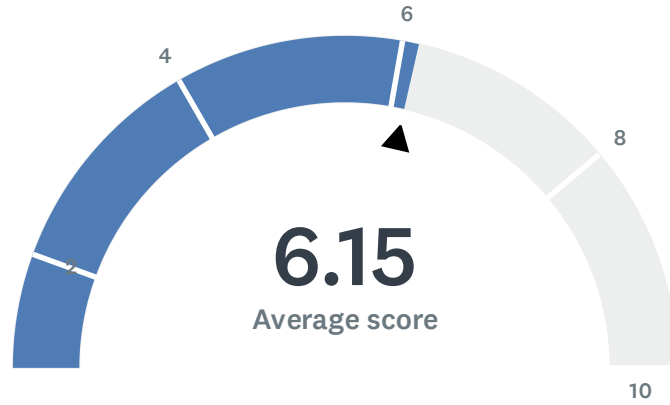
Answered: 33 Skipped: 1



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	9.00	7.76	2.88

## Q29 My site has a positive atmosphere.

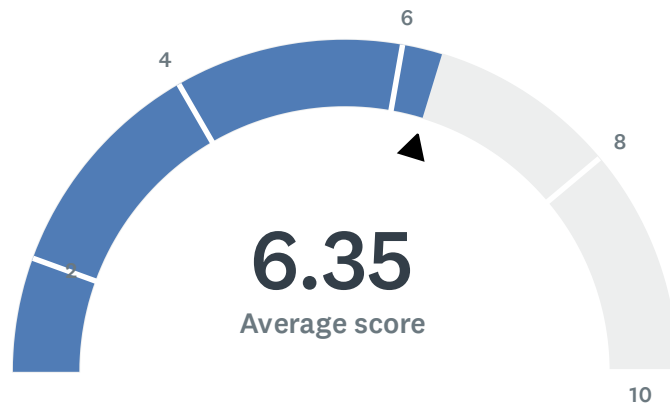
Answered: 34 Skipped: 0



Basic statistics <span>ⓘ</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	6.50	6.15	3.02

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

Answered: 34 Skipped: 0



Basic statistics <span style="float: right;">(i)</span>				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.50	6.35	3.14

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

Answered: 14 Skipped: 20

#	RESPONSES
1	We need better leadership.
2	I feel as though we do not have good enough structure in place for discipline. Yes students will get written referrals at recess or lunch time, but I feel not much is done after the referral is written. I feel as though our hands are tied with consequences for students because there is not any true accountability and the behavior repeats.
3	Principal jokes too much, he's played cruel jokes on staff members and never acts like a professional; however, gets on everyone else about acting like professionals. Always has his head in too many things to be good at anything. Micromanaged to the max! Staff is never treated as professionals and he has to have a say in EVERYTHING!
4	here is a need for greater consistency and clarity in our discipline systems schoolwide. Inconsistent follow-through and delayed responses to behavior referrals have impacted classroom management and overall school climate. Teachers may not always receive timely support in urgent situations under the current process, and follow-up communication regarding behavior incidents is not consistently provided. Establishing clearer protocols, timely responses, and transparent communication would strengthen accountability and help ensure a safe and predictable learning environment for students and staff.
5	PBIS could be helpful in the classroom to help manage discipline and teach coping strategies when needed.
6	-
7	Teachers feel defeated because there are no consequences for students who disrupt class and who are disrespectful. When students have no consequences for bad behavior, they learn that they can do whatever they want.
8	The overall atmosphere at Owens feels discouraging. Many teachers I have spoken with have expressed a desire to leave, which points to low staff morale. The work environment often feels toxic due to micromanagement and a lack of trust in teachers' professional judgment. Late starts and staff meetings are rarely productive and frequently cover information that could have been shared through email. There is also a consistent sense that teacher data and efforts are never viewed as sufficient, which contributes to frustration and burnout.
9	Reflecting on my eight years of teaching experience, and this past year at Owens, I appreciate the consistency and clarity surrounding student discipline at this site. The overall atmosphere is positive and supportive, largely due to the strong leadership of our administrators, who set clear expectations and consistently follow through in a fair and thoughtful manner. While there are a few staff members who express dissatisfaction, this is often related to accountability and alignment with expectations. These few voices do not detract from the strong, positive culture that has been intentionally built and maintained on campus.
10	overall it is a very pleasant place to work with staff and students
11	He provides consequences to students it may not be what I think should be done but I know he has to follow the discipline codes. This generation is just hard.
12	We are getting better every year, but it takes time. The school can feel tiring sometimes, but what school doesn't? As a newer teacher, it can be hard to connect with some of the staff who have been at Owens for a long time.
13	My concerns about PBIS and discipline are not due to my site . They are due to issues with the PBIS as a whole or at least the way BCSD does it . We give the students way too many

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chances and are more reactive than proactive . The district themselves do not protect the teachers they tend to parent please and not take up for teachers.

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14

Discipline is always an issue. Students know nothing is going to happen.

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

Answered: 15 Skipped: 19

#	RESPONSES
1	Not the worst place to work and not the best either.
2	I feel that the environment of the site is different for each and every teacher on campus. I do feel like some teachers are valued or liked more than others and I don't think that's fair. I do think they have the students best interests at heart and do their best to create a safe space for the students. I think the students really appreciate the once a month perfect attendance parties and really take pride in if they earned it that month. I understand teachers being observed is a part of the job, but when we do get observed it makes many feel anxious. I think admin needs to provide more feedback when they walk through classrooms to help alleviate whether we did our job or not. And if not, provide tips and feedback on ways to improve.
3	I miss consistency, clarity, and being treated as a professional. Also, I'm sick of how much he uses ChatGPT, some of us still have working brains and good, original thoughts.
4	The overall climate of the school has shifted significantly from what it once was. Many staff members feel that the sense of unity and collaboration has diminished. There is a growing perception of division between staff and administration, rather than a shared sense of partnership. Rebuilding trust, strengthening collaboration, and fostering a unified team approach would greatly improve morale and the working environment.
5	Administration, teachers, and staff work hard to improve student learning, provide engaging activities, and provide strategies/activities to motivate student achievement and attendance.
6	Thank you.
7	It's a great place to be at thanks to all of admin. I can really see them trying to help and solve every issue we have. They make it easy to go to work no matter what problem or situation might happen that day.
8	During my few years teaching at Owens, I would like to say that... Communication at Owens is consistently lacking, despite repeated feedback from teachers. Administrative follow-through and responsiveness are weak, which leaves staff feeling unsupported. Professionalism and visibility from administration are inconsistent, and teachers often feel micromanaged rather than trusted. Staff meetings and late starts are rarely productive and could often be handled through email. Overall morale is low, and many teachers have expressed a desire to leave due to the negative atmosphere. For these reasons, Owens is not recommended for anyone hoping to maintain their well-being and professional satisfaction.
9	Overall, the site maintains a positive, collaborative, and student-centered environment. The administrators demonstrate strong leadership by setting clear expectations, supporting staff, and consistently following through. Their visibility and approachability foster trust, accountability, and professionalism, allowing the campus to function smoothly with a continued focus on student success.
10	I love being at Owens. All teachers and staff are held accountable
11	The site is improving. Merging without leadership was difficult. Having leadership helps.
12	I have seen a difference in the past three years.
13	depends on grade level for recommendation
14	I think Owens can be a great place if people allow change to happen and can open their mindset to a new way of thinking . I have learned a lot from the people here and I can learn more I just think people need to be open to change or leave.
15	I feel grudges are being held by admin and other support staff which results in teachers being

treated unfair and unkind.

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