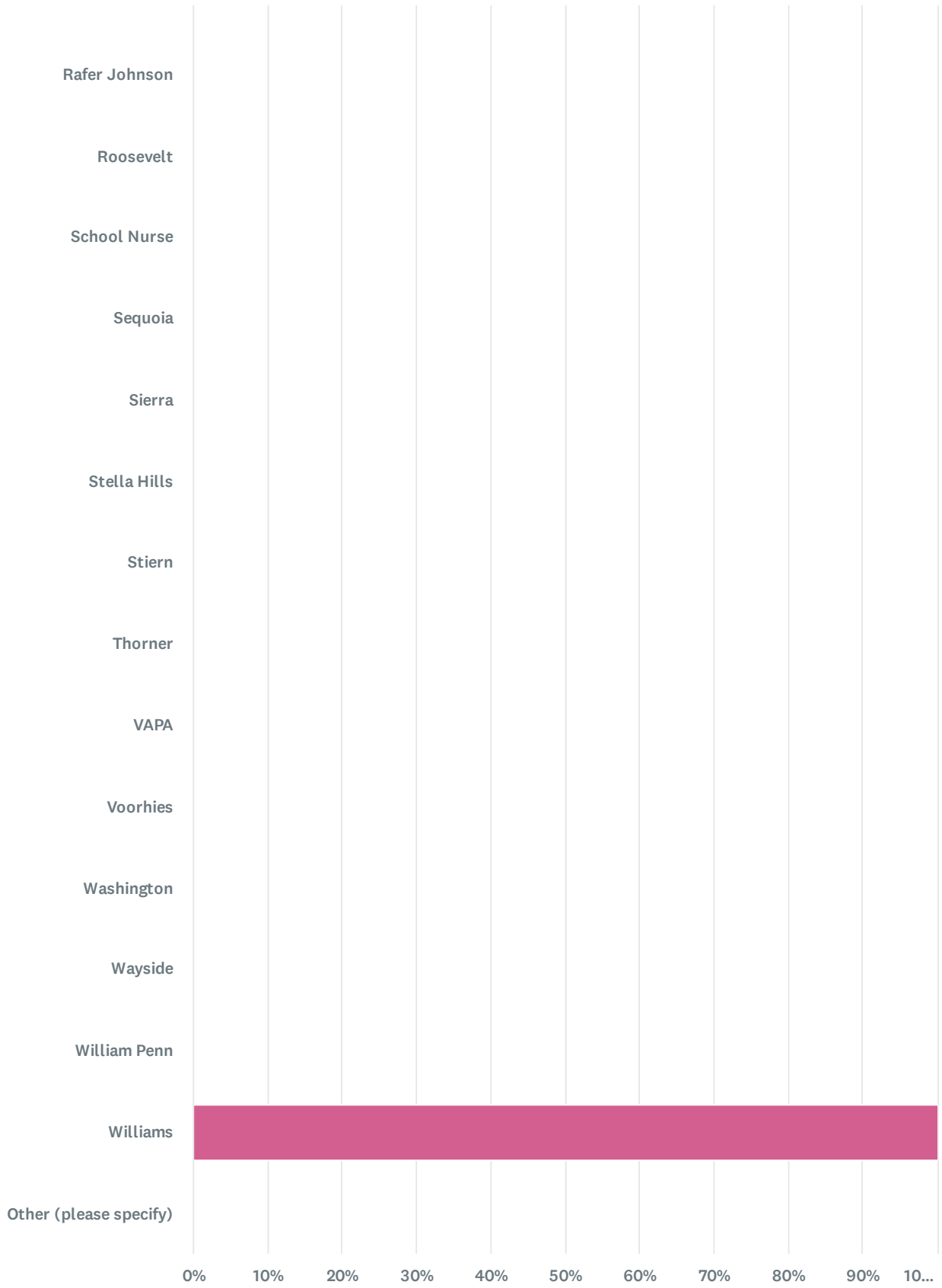
























2025-2026 BETA Administration/Site Climate Survey

























Answer Choices	Percentage	Responses
Total		19

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		19

2025-2026 BETA Administration/Site Climate Survey

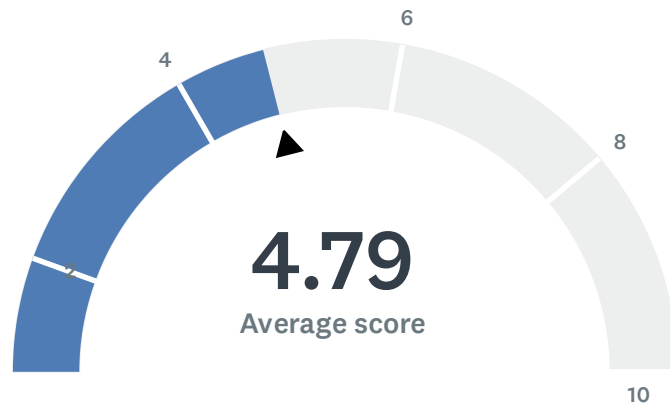
Answer Choices	Percentage	Responses
 Lincoln Jr. High	0%	0
 Longfellow	0%	0
 McKinley	0%	0
 MLK	0%	0
 Mt.Vernon	0%	0
 Munsey	0%	0
 Nichols	0%	0
 Noble	0%	0
 Owens Elementary	0%	0
 Pauly	0%	0
 Pioneer	0%	0
 Rafer Johnson	0%	0
 Roosevelt	0%	0
 School Nurse	0%	0
 Sequoia	0%	0
 Sierra	0%	0
 Stella Hills	0%	0
 Stiern	0%	0
 Thorner	0%	0
 VAPA	0%	0
 Voorhies	0%	0
 Washington	0%	0
Total		19

2025-2026 BETA Administration/Site Climate Survey

Answer Choices	Percentage	Responses
 Wayside	0%	0
 William Penn	0%	0
 Williams	100.00%	19
 Other (please specify) Show responses	0%	0
Total		19

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

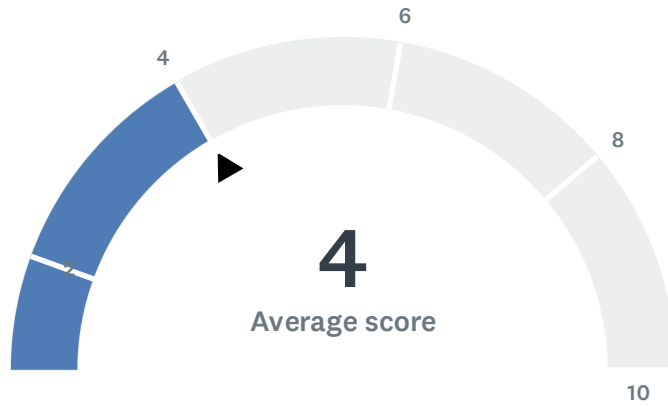
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	4.79	2.48

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

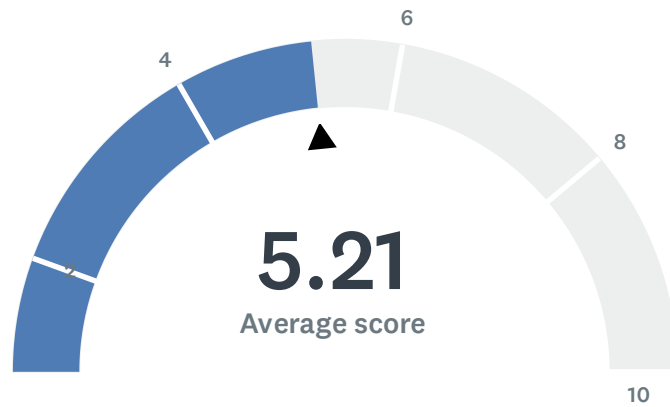
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	3.00	4.00	2.58

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

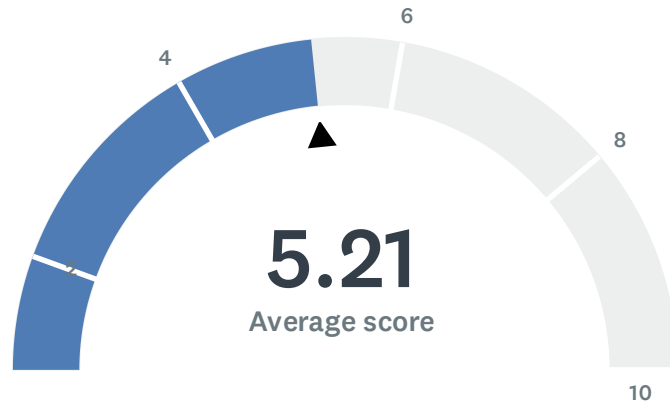
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.21	2.67

Q5 Site administration follows the contract and respects personal rights.

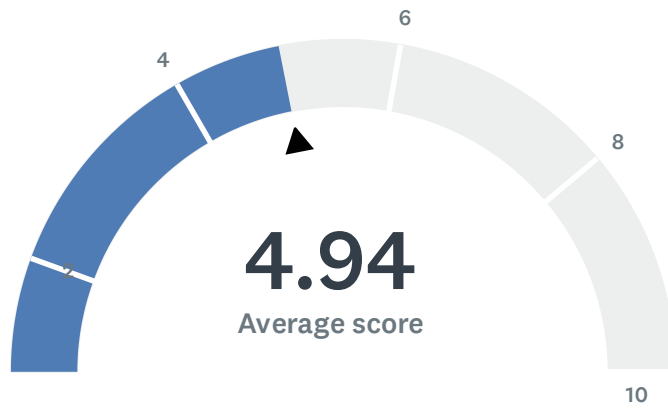
Answered: 19 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.21	2.91

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

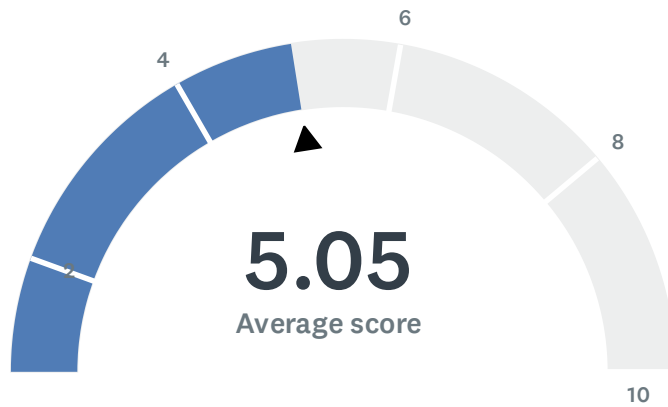
Answered: 18 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	4.50	4.94	2.72

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

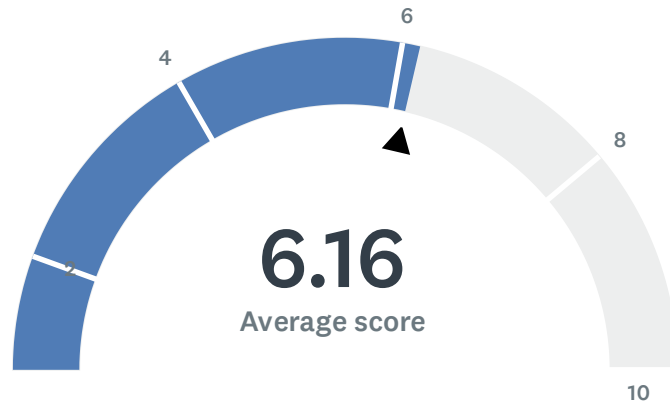
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	4.00	5.05	3.14

Q8 Administration supports staff against attacks and criticism from parents.

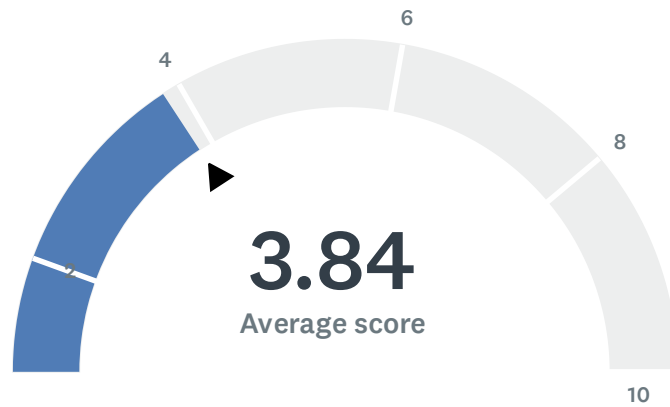
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.16	3.05

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

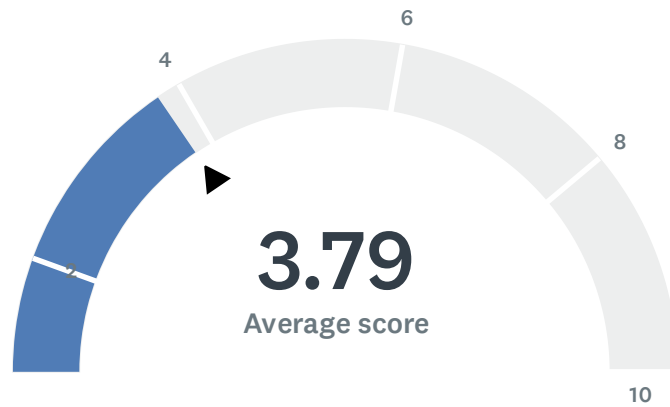
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	3.00	3.84	2.76

Q10 Site administration has been supportive and minimizes additional stress.

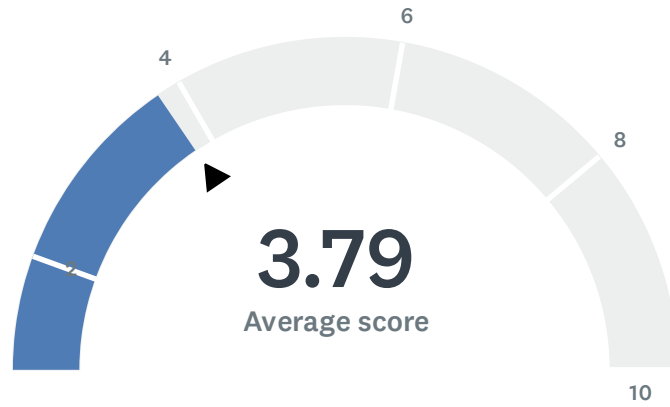
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	3.00	3.79	2.78

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

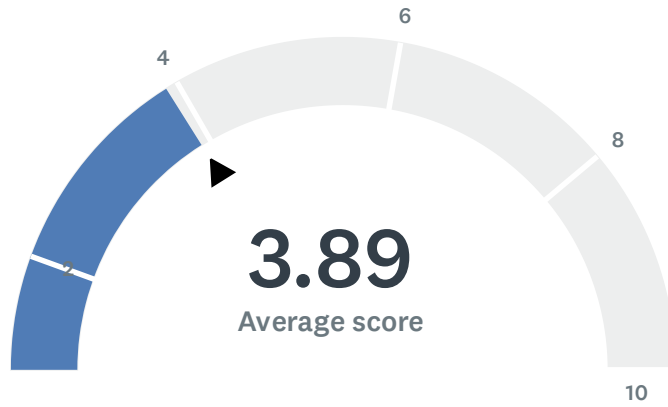
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	3.00	3.79	2.48

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

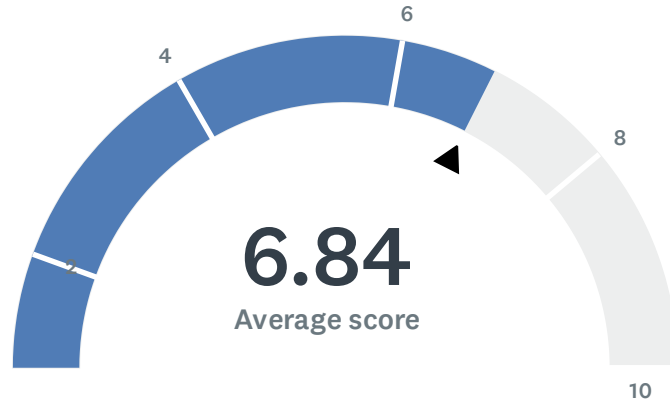
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	3.00	3.89	2.75

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

Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.00	6.84	2.52

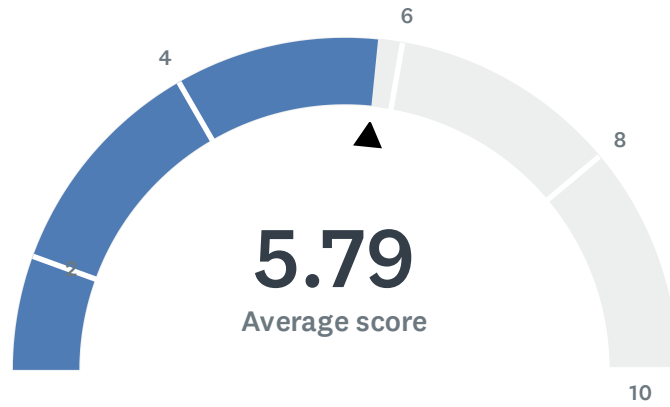
Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 8 Skipped: 11

#	RESPONSES
1	Toxic leadership
2	Plays favorites and targets teachers she is upset with.
3	I have concerns about how staff are treated by the administration on this campus. Interactions with staff are often communicated in a manner that feels dismissive and unprofessional, at times resembling how one would speak to children rather than colleagues. While respect is expected from staff, it is not consistently demonstrated toward us, which contributes to a hostile work environment.
4	The following comments are intended to address the administrative team collectively and do not pertain to any specific individual, group, or isolated incident. The site has experienced ongoing challenges related to communication, goal setting, and staff support. Feedback practices and tone have been identified as areas for improvement. Goals are often broad, and consistent progress monitoring systems are not clearly established. When goals are not met, structured coaching and follow-up support are not consistently implemented, leading to unclear expectations for growth. There is a documented need for increased behavioral and discipline support. Incidents involving verbal and physical aggression, derogatory language, contraband, and threats of violence have occurred across grade levels. Concerns have been raised regarding the consistency and severity of disciplinary responses. Staff morale has declined in recent years, with notable turnover among experienced teachers. While limited recognition efforts exist, broader systems for acknowledging staff contributions at the site or district level appear underdeveloped. Staff roles are not always aligned with job descriptions, particularly in instructional support positions. Opportunities for co-planning, co-teaching, and instructional modeling are limited, with some staff assigned to duties outside their intended scope. Communication breakdowns have contributed to unresolved staff conflict. Conflict resolution practices tend to be reactive rather than proactive, and structured restoration processes are not consistently evident. The site remains understaffed, particularly in behavioral support roles, limiting the capacity for sustained intervention. Classified staff report limited recognition for their contributions. Support efforts appear to increase during survey periods; however, greater consistency throughout the year may improve overall climate and staff retention.
5	There is a palpable decline in staff morale rooted in a lack of transparency regarding campus incidents and operational challenges. Too often, significant issues occur on site without clear communication or follow-up from administration, leaving staff to navigate the fallout without a unified strategy. Furthermore, the persistent lack of adequate staffing has reached a critical point. By failing to directly address these 'elephants in the room,' leadership creates an environment of uncertainty. When staff feel that the reality of their daily working conditions is being ignored or glossed over by administration, it leads to burnout and a breakdown in trust.
6	I have concerns about how staff are treated by the administration on this campus. Interactions with staff are often communicated in a manner that feels dismissive and unprofessional, at times resembling how one would speak to children rather than colleagues. While respect is expected from staff, it is not consistently demonstrated toward us, which contributes to a hostile work environment.
7	Our principal is unprofessional. She engages in gossip and speaks about staff inappropriately. Many teachers are unhappy, and a significant number of educators have left Williams over the past five years. Students will not succeed with a revolving door of teachers, and as long as she remains in this position, teachers will continue to leave. What Williams needs is new administration and a fresh start for both staff and students.
8	Decisions are made and later changed without giving teachers ample time to prepare.

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

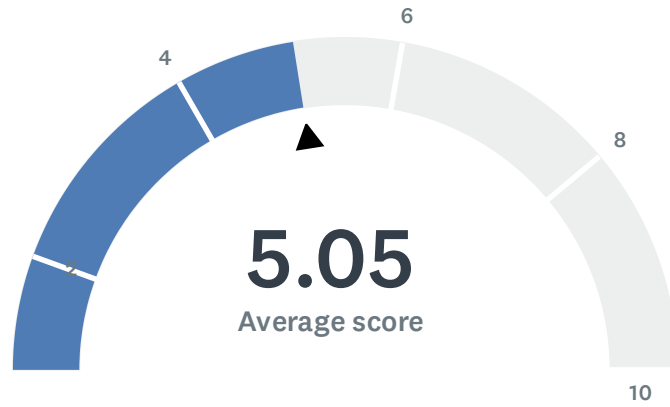
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.79	3.02

Q16 Site meetings are productive and not excessive.

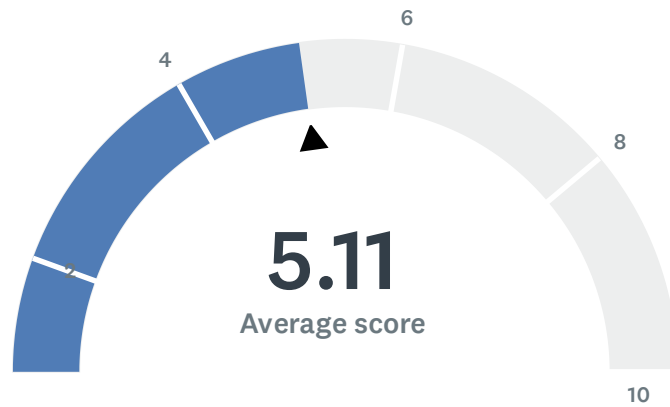
Answered: 19 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	4.00	5.05	2.54

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

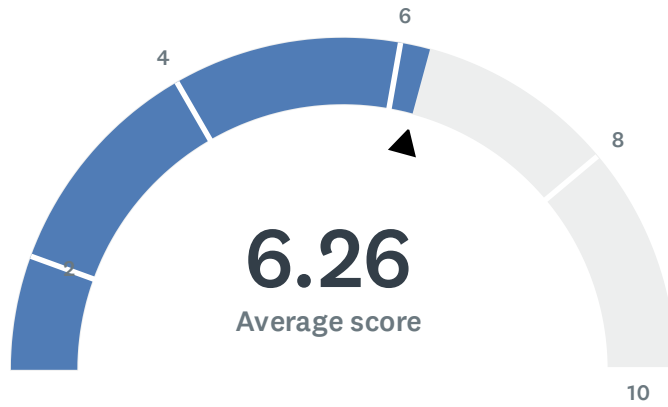
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	4.00	5.11	3.24

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

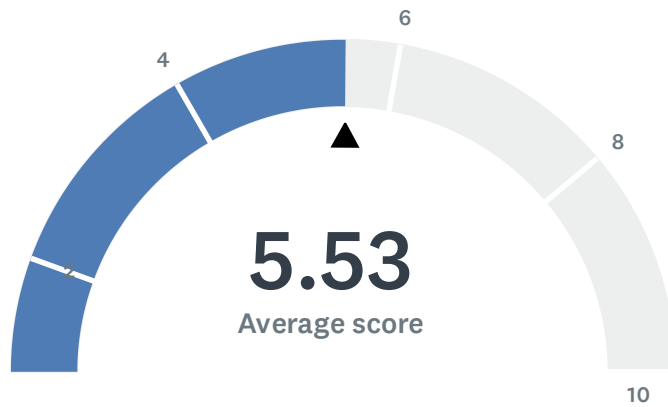
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
2.00	10.00	6.00	6.26	2.69

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

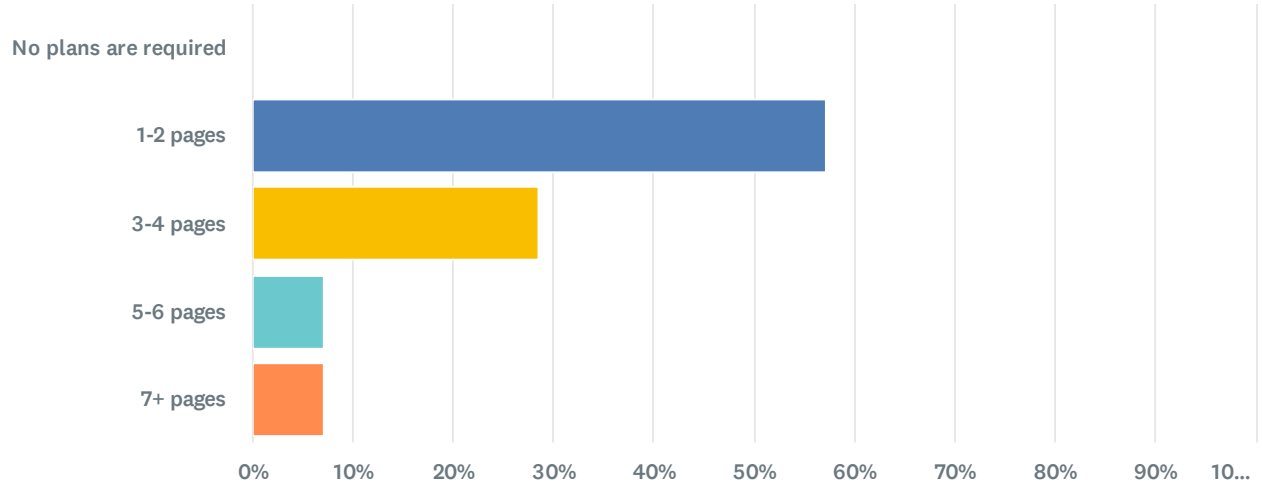
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.53	2.85

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

Answered: 14 Skipped: 5



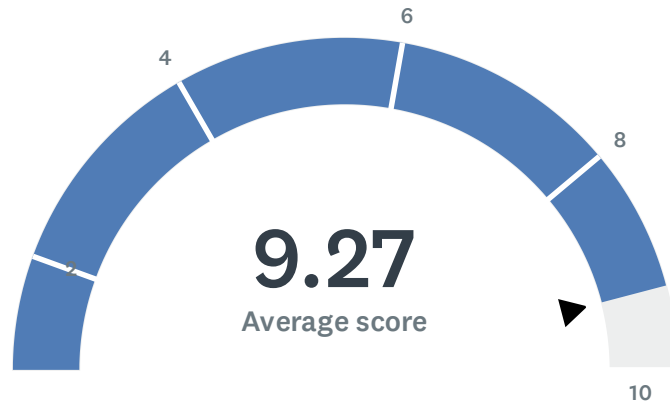
Answer Choices	Percentage	Responses
● No plans are required	0%	0
● 1-2 pages	57.14%	8
● 3-4 pages	28.57%	4
● 5-6 pages	7.14%	1
● 7+ pages	7.14%	1
Show comments		
Total		14

2025-2026 BETA Administration/Site Climate Survey

#	COMMENT	
1	Lessons are done on slides and for each subject, including a plan for DELD, UA, and PE	
2	Our lesson plans are link to a weekly pacing guide. Linked lesson plan directions, printables, and slides. When printed out, one week runs about 5-7 pages in lenght.	
3	Plans are excessively lengthy.	
4	Meetings related to 504 plans, TSS, and IEPs are frequently scheduled during staff lunch periods. While early release is sometimes provided, staff often feel unable to decline these meetings when asked. As a result, these meetings regularly extend into and reduce allotted lunch time.	
5	N/A	

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

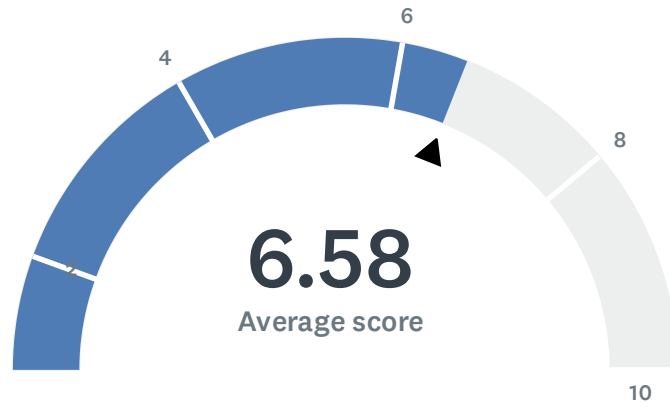
Answered: 15 Skipped: 4



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	9.27	1.69

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

Answered: 12 Skipped: 7



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	8.50	6.58	3.80

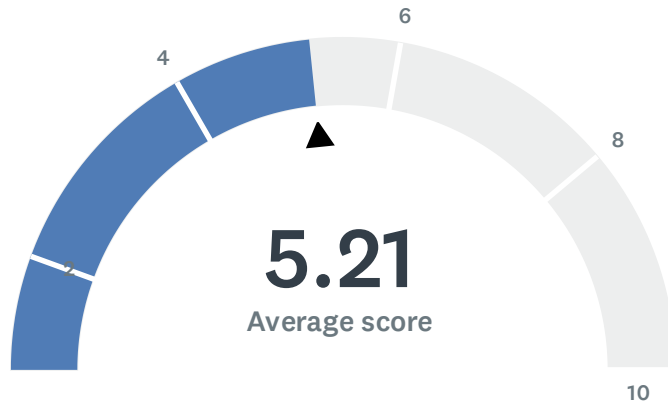
Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4 Skipped: 15

#	RESPONSES
1	Very little teacher voice allowed.
2	At the intermediate grade level, AM recess is less than 10 minutes, and we are expected to have recess duty, but we still need to use the restroom and check our box, and we are expected to be out at recess duty. Duty does rotate.
3	Current site operations would benefit from more clearly defined roles and equitable distribution of duties. At present, there is a lack of clarity regarding 'who is responsible for what,' which often results in the same group of staff members absorbing extra responsibilities while others are underutilized. When duties are assigned without transparency or a clear rationale, it creates a sense of frustration. To improve site culture, administration should prioritize: Standardizing duty schedules to ensure fairness. Improving communication regarding operational changes before they are implemented. Acknowledging the strain that staffing shortages place on the existing team's ability to fulfill their primary responsibilities. Streamlining these operations and being upfront about the challenges we face would go a long way in restoring staff confidence and efficiency.
4	NO

Q24 Staff and students feel safe.

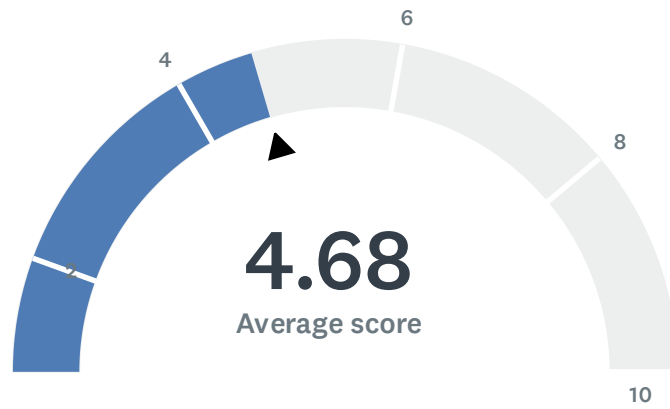
Answered: 19 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.21	2.84

Q25 Administration has been helpful and supportive regarding student discipline.

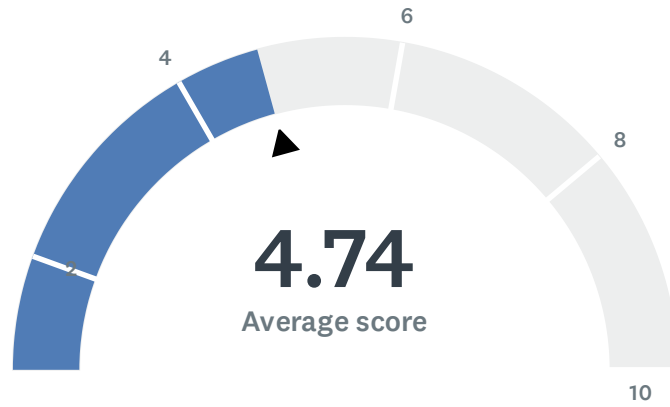
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	4.68	2.68

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

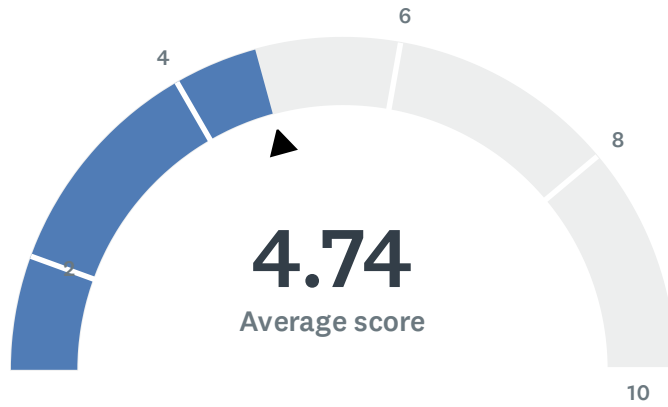
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	4.74	2.40

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

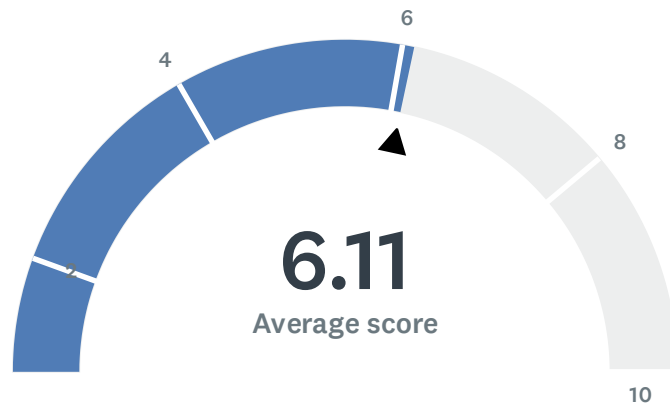
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	4.74	2.71

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

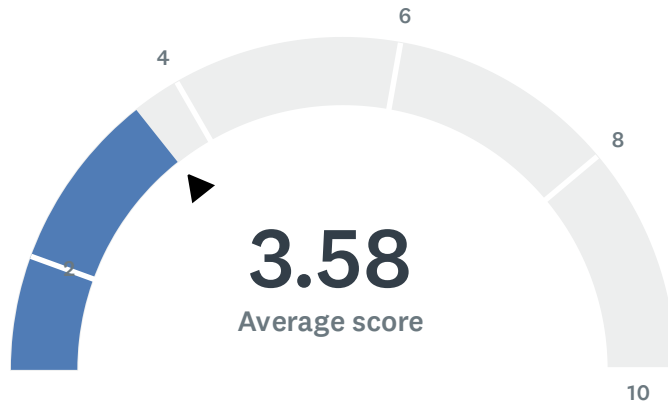
Answered: 19 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	7.00	6.11	2.67

Q29 My site has a positive atmosphere.

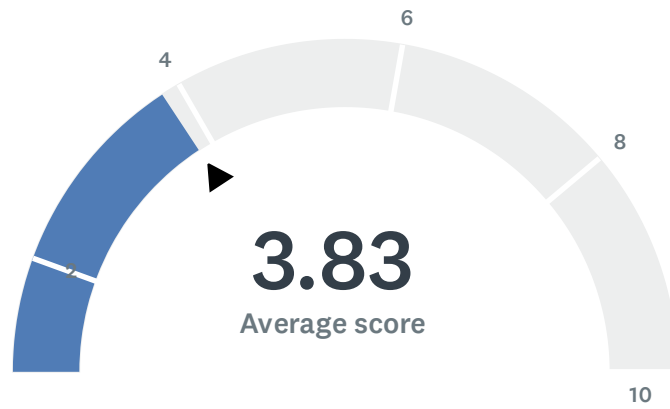
Answered: 19 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	9.00	3.00	3.58	2.43

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

Answered: 18 Skipped: 1



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	9.00	2.50	3.83	2.39

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

Answered: 8 Skipped: 11

#	RESPONSES
1	Not a positive place. Leadership is the main problem.
2	PBIS is not used correctly
3	While it is evident that site administration is working within their means, there is a significant disconnect between District-level discipline policies and the daily reality of the classroom. The current push to keep students on campus regardless of the severity of their behavior has resulted in a lack of meaningful consequences. When the primary response to offensive behavior is merely removing privileges, it proves ineffective; many students are indifferent to these losses and continue to actively undermine staff and teacher authority. The 'Site Atmosphere' is further strained by a lack of parental support. We frequently encounter two extremes: Avoidance/Neglect: Parents who appear afraid to address their child's behavior or simply neglect to intervene. Parental Concern for 'Bad Influences': Parents of high-achieving students who are increasingly vocal about their children being exposed to a disruptive learning environment. The current climate is fundamentally unfair to the students who are here to learn. Educators are increasingly forced to pause instruction to manage chronic behavioral issues, shifting the role of the teacher from an instructor to a behavioral monitor. As professionals, we are here to encourage academic goals—we should not be expected to endure the same level of backtalk and disrespect that these students may exhibit toward their own families. For PBIS to be effective, there must be a baseline of accountability that protects the learning environment for everyone.
4	Class sizes in intermidate are large and haveld large number of students with disciplinary issues. Having to manage a class size of 30 and having to keep 5-6 behavioral students apart due to outside-the-classroom issues becomes overwhelming and at times draining.
5	Administration requires a significant amount of documentation in order to effectively support the classroom teacher with discipline.
6	The overall site climate feels hostile and places significant demands on teachers. Staff are often expected to complete a high volume of tasks with limited time for preparation. Many initiatives and requests are communicated with little notice, making effective planning difficult. Additionally, inconsistent discipline practices and limited site support, particularly given the needs of our student population, present ongoing challenges. Overcrowded classrooms further compound these issues.
7	The lack of transparency, has been an issue with ongoing changes at our school and staff.
8	We have an amazing team for disciplinary issues!

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

Answered: 2 Skipped: 17

#	RESPONSES	
1	Do not come here to find a better situation. Until BCSD gives us positive leaders stay away.	
2	<p>While site administration works within the constraints provided to them, it is clear that District-level staffing decisions are actively undermining our success. The recent trend of surplussing teachers and reducing the total number of class sections—resulting in larger classes with higher student counts—shows a concerning disregard for the daily reality of the classroom. The current model is unsustainable. Expecting a single teacher to manage an overcrowded classroom where roughly 30% of the students present significant behavioral challenges is not a viable educational strategy; it is a recipe for burnout. Furthermore, it is deeply unfair that teachers are being set up for failure regarding standardized test scores. We are being asked to produce high academic results in an environment where the District's own policies have prioritized 'efficiency' over safety and manageable ratios. The District needs to understand that when they prioritize numbers over people, it is the teachers and the students who suffer. We cannot be held solely accountable for lower performance when the structural support necessary for success has been stripped away.</p>	