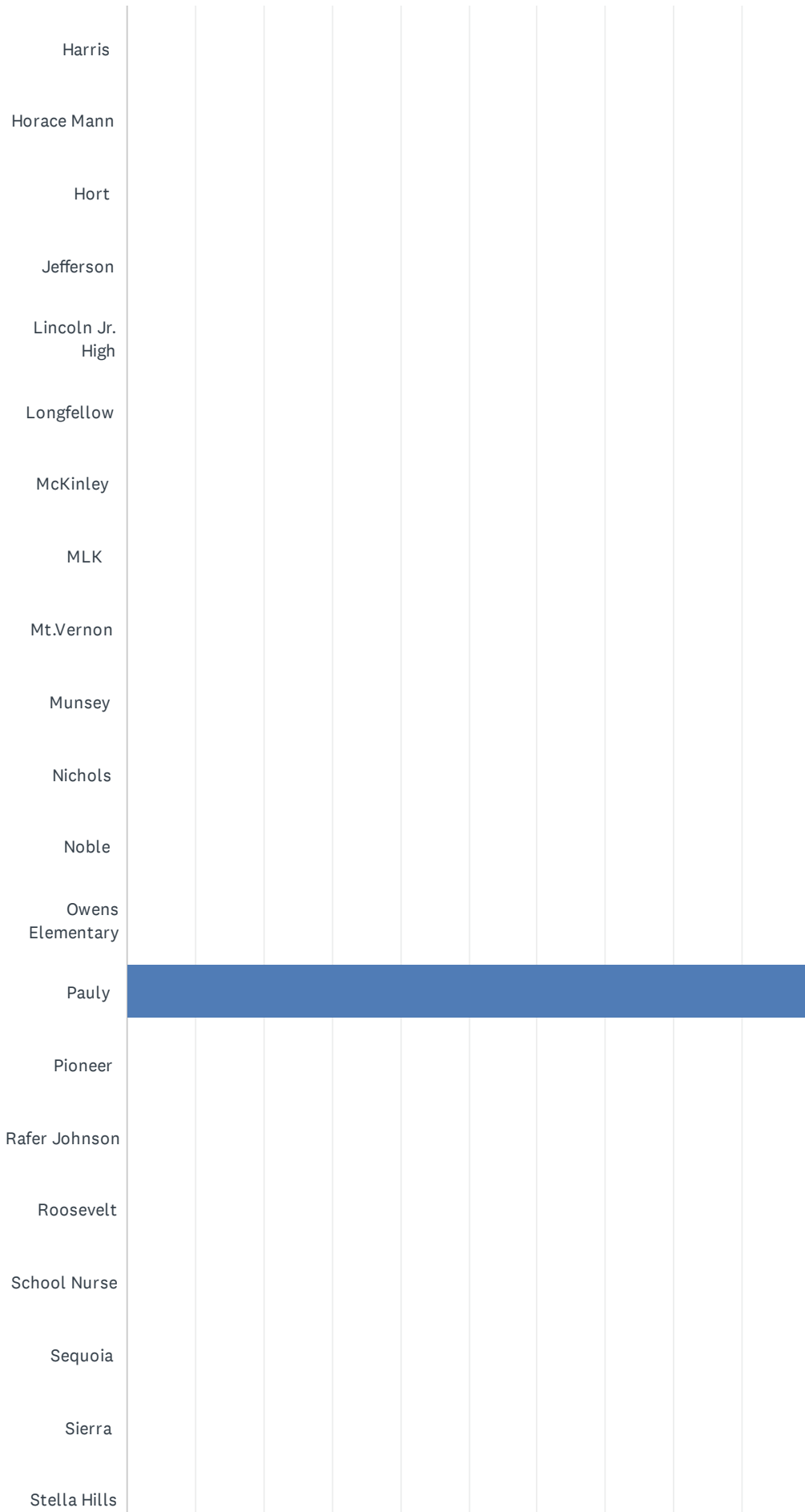
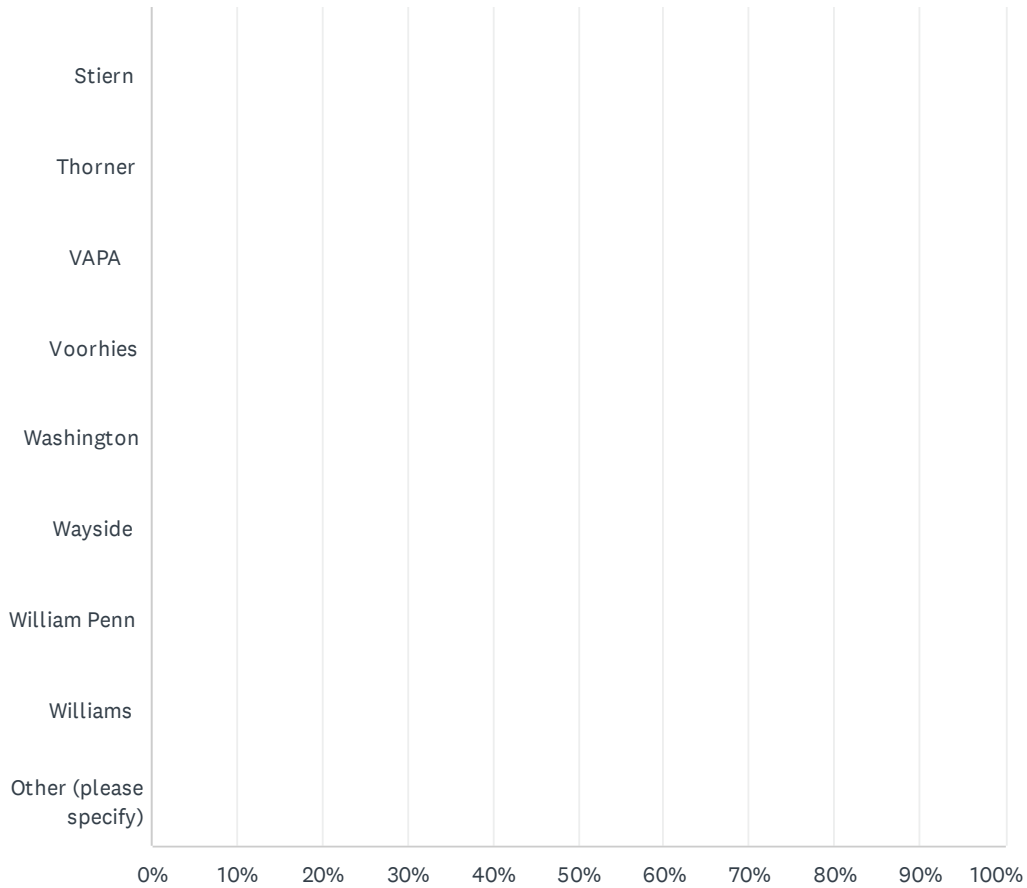




# 2023-2024 BETA Administration/Site Climate Survey



# 2023-2024 BETA Administration/Site Climate Survey



2023-2024 BETA Administration/Site Climate Survey

ANSWER CHOICES	RESPONSES	
Casa Loma	0.00%	0
Cato	0.00%	0
Chavez	0.00%	0
Chipman	0.00%	0
College Hts	0.00%	0
Compton	0.00%	0
Curran	0.00%	0
Downtown	0.00%	0
Ed Center/District Office	0.00%	0
Eissler	0.00%	0
Emerson	0.00%	0
Evergreen	0.00%	0
Fletcher	0.00%	0
Frank West	0.00%	0
Franklin	0.00%	0
Fremont	0.00%	0
Garza	0.00%	0
Harding	0.00%	0
Harris	0.00%	0
Horace Mann	0.00%	0
Hort	0.00%	0
Jefferson	0.00%	0
Lincoln Jr. High	0.00%	0
Longfellow	0.00%	0
McKinley	0.00%	0
MLK	0.00%	0
Mt.Vernon	0.00%	0
Munsey	0.00%	0
Nichols	0.00%	0
Noble	0.00%	0
Owens Elementary	0.00%	0
Pauly	100.00%	12

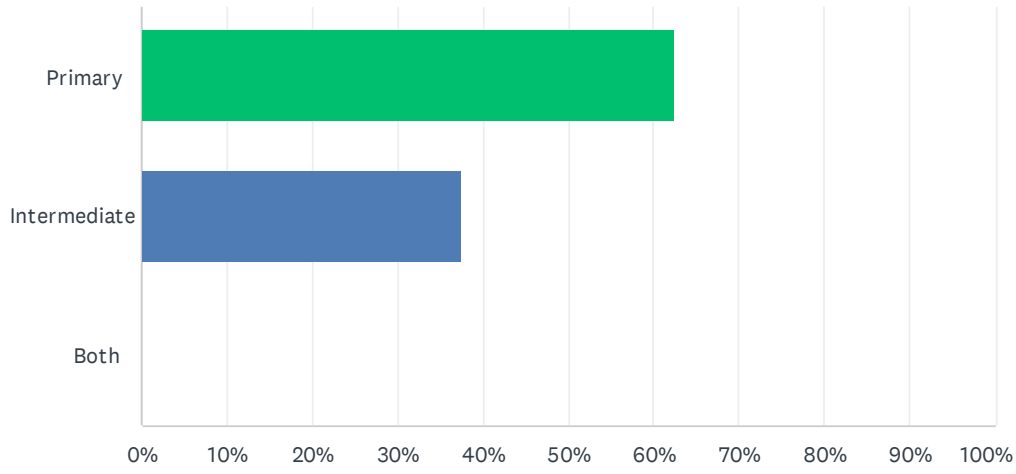
2023-2024 BETA Administration/Site Climate Survey

Pioneer	0.00%	0
Rafer Johnson	0.00%	0
Roosevelt	0.00%	0
School Nurse	0.00%	0
Sequoia	0.00%	0
Sierra	0.00%	0
Stella Hills	0.00%	0
Stiern	0.00%	0
Thorner	0.00%	0
VAPA	0.00%	0
Voorhies	0.00%	0
Washington	0.00%	0
Wayside	0.00%	0
William Penn	0.00%	0
Williams	0.00%	0
Other (please specify)	0.00%	0
Total Respondents: 12		

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

## Q2 Instructional Grade Level or Support Services

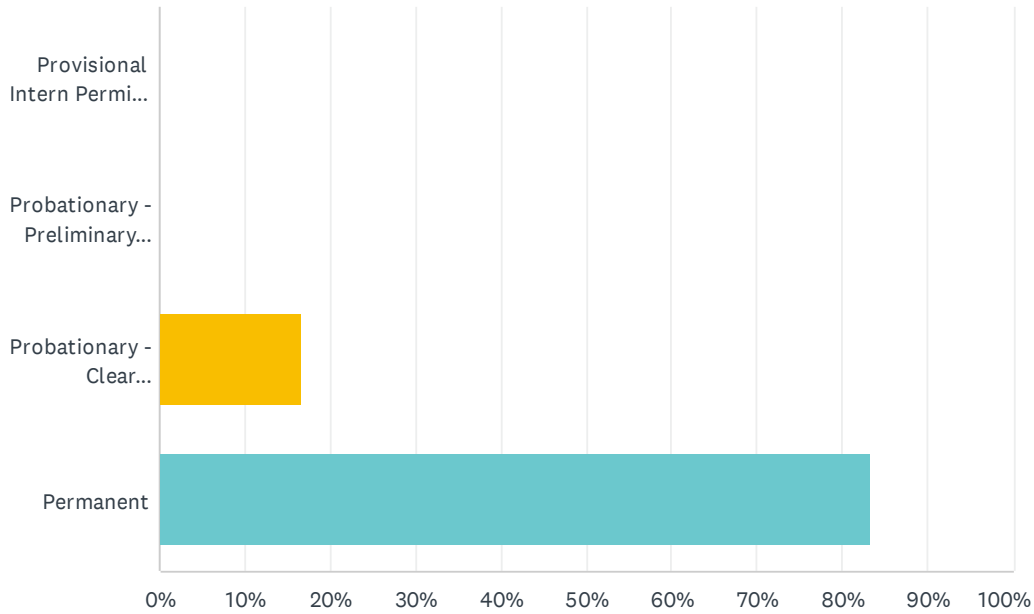
Answered: 8 Skipped: 4



ANSWER CHOICES	RESPONSES
Primary	62.50% 5
Intermediate	37.50% 3
Both	0.00% 0
<b>TOTAL</b>	<b>8</b>

## Q3 Experience

Answered: 12 Skipped: 0

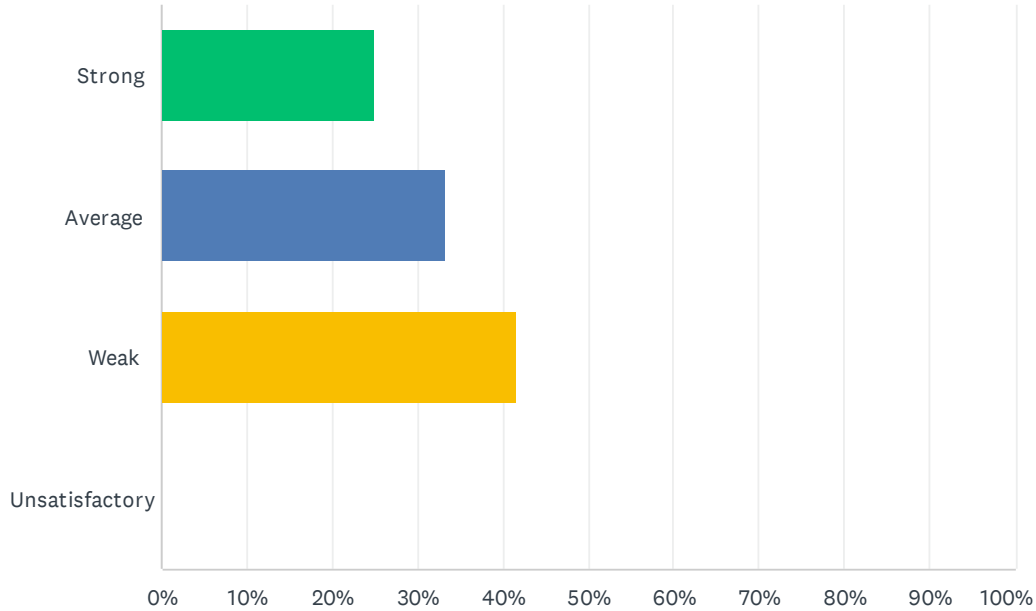


ANSWER CHOICES	RESPONSES
Provisional Intern Permit, Short Term Staffing Permit, or Intern	0.00% 0
Probationary - Preliminary Credential	0.00% 0
Probationary - Clear Credential	16.67% 2
Permanent	83.33% 10
<b>TOTAL</b>	<b>12</b>

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

## Q4 Site administration is sensitive to the needs of students, staff, and the community.

Answered: 12 Skipped: 0



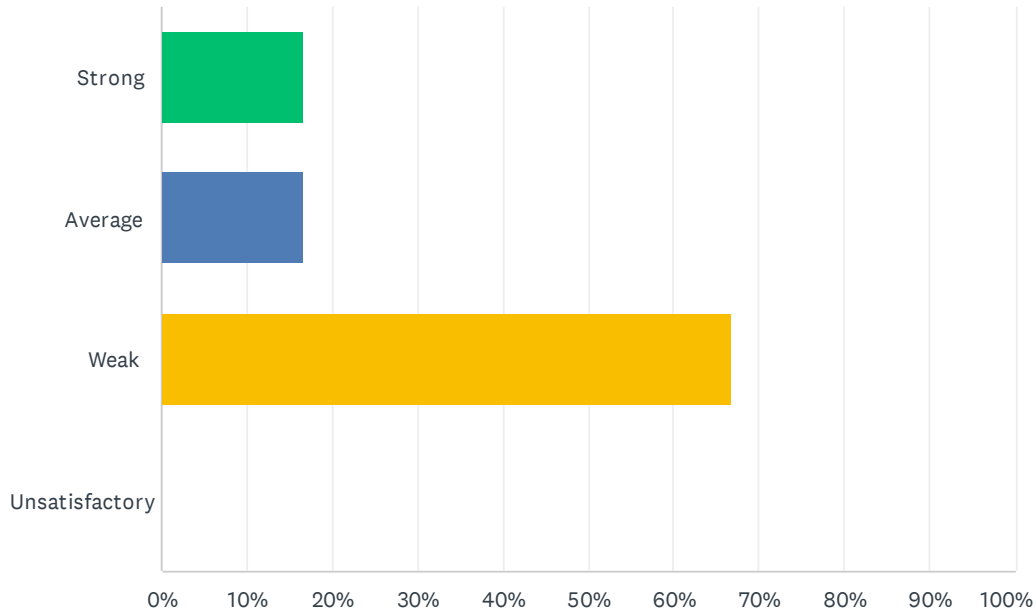
ANSWER CHOICES	RESPONSES
Strong	25.00% 3
Average	33.33% 4
Weak	41.67% 5
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENTS:	DATE
1	Principal is always out. Our families think that our VP is our principal. Our VP is out getting to know the families and our students every day. Our VP has a really good pulse on the needs of our students and community.	
2	There is stronger support for students' academic needs than emotional. I do not feel there is strong behavioral and emotional support for students provided by our BIS's.	
3	Principal does not spend enough time with families, staff and teachers.	



## Q5 Site administration treats staff with respect; you feel like a valued member of a team.

Answered: 12 Skipped: 0

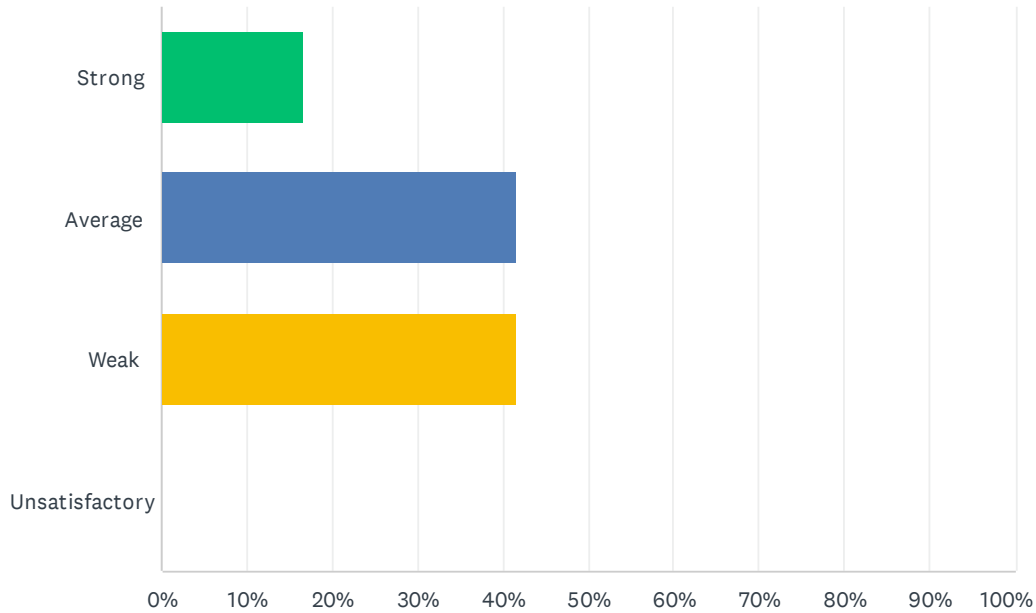


ANSWER CHOICES	RESPONSES
Strong	16.67% 2
Average	16.67% 2
Weak	66.67% 8
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENT	DATE
1	I feel like I am treated with respect when talking with my principal in person. I do feel like my professional opinion has been disregarded in a way that doesn't make me feel like a valued member of my principals team.	
2	I do not feel respected or valued. Our principal rarely greets or acknowledges you.	
3	It does not see that opinions from all staff members are welcome or valued.	
4	Authority structure is dominated by a selected few. I feel uncomfortable with this dominated group.	
5	Some staff members are treated more fairly than others.	
6	Admin allows campus to feel like a mean girls club.	

## Q6 Site administration conducts classroom visits in the least disruptive manner and leaves timely feedback (within 48 hours).

Answered: 12 Skipped: 0

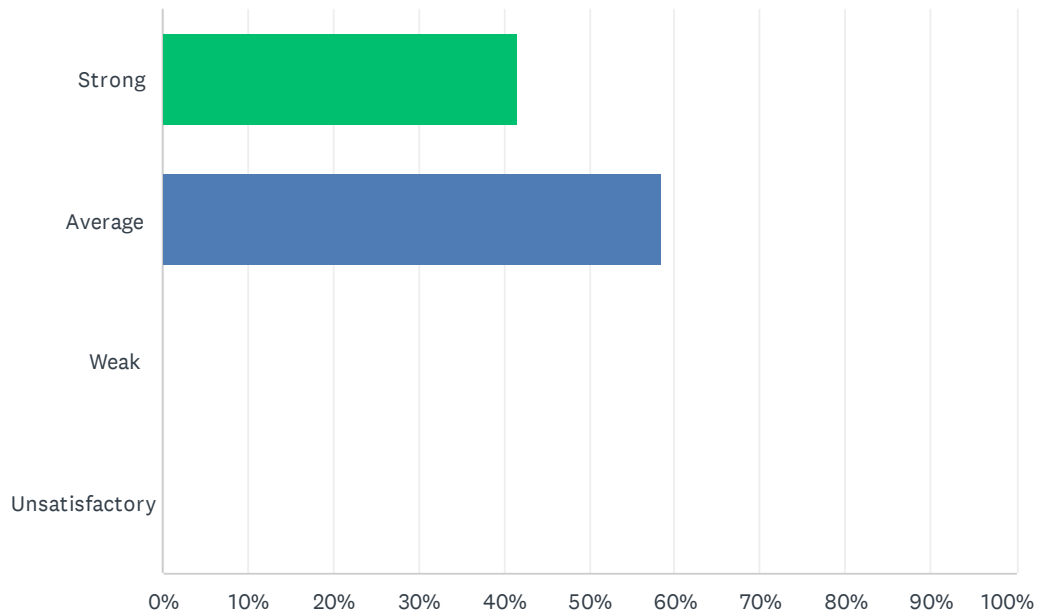


ANSWER CHOICES	RESPONSES
Strong	16.67% 2
Average	41.67% 5
Weak	41.67% 5
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENT:	DATE
1	Sometimes we get verbal feedback but often times no feedback is given.	
2	Principal has yet to provide any feedback after a classroom visit.	
3	Classroom visits are done in a disruptive manner, but feedback is rarely given.	
4	An email, note in a teacher's box or a thumbs up on the way out would be appreciated. These comments can mean a lot for teachers.	
5	Sometimes feedback does not come from Admin walks unless you physically walk to them and ask.	

## Q7 Site administration follows the contract and respects personal rights.

Answered: 12 Skipped: 0

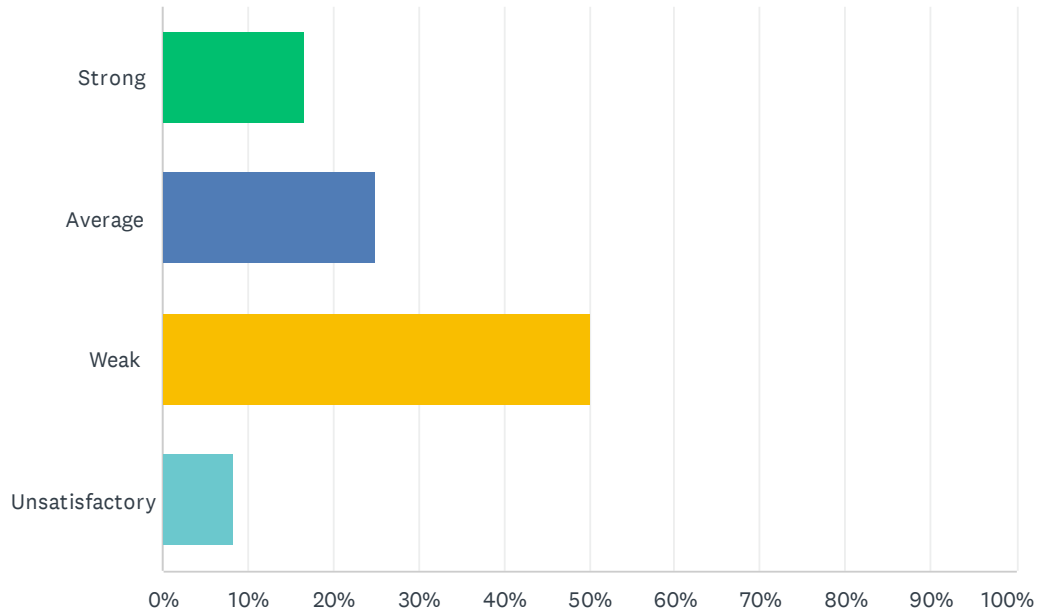


ANSWER CHOICES	RESPONSES
Strong	41.67% 5
Average	58.33% 7
Weak	0.00% 0
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENTS:	DATE
	There are no responses.	

## Q8 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 12 Skipped: 0

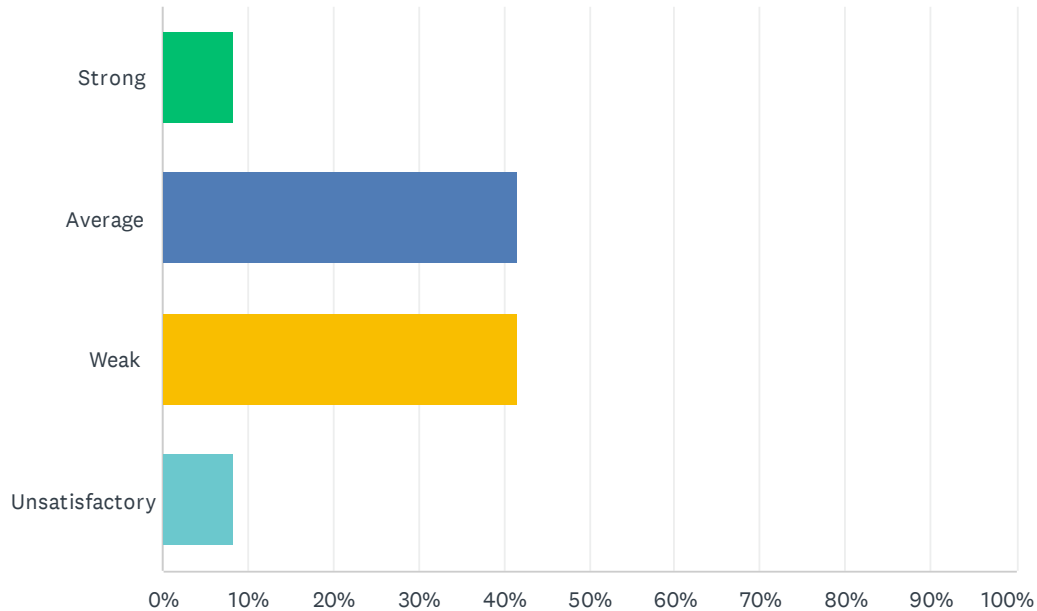


ANSWER CHOICES	RESPONSES
Strong	16.67% 2
Average	25.00% 3
Weak	50.00% 6
Unsatisfactory	8.33% 1
<b>TOTAL</b>	<b>12</b>

#	COMMENT	DATE
1	There seems to be a number of support staff members who cancel groups with students to do other things. We have two behavior intervention specialists on our campus that are NEVER apart. I feel like they could provide our students with more services if they took a "divide and conquer" approach. Seems unnecessary to have two people in the same position who do the job of one.	
2	There are positions that do not seem to be utilized effectively. We have two behavior intervention specialists, but they do everything together and are not meeting the needs of our students.	
3	Principal's low-involvement style gives this group (coach, APL, reading specialist, and two BIS) the power to create a culture of gossip, hostility and retaliatory behavior.	
4	PBIS Specialist are put on a schedule but do not consistently work with students and teachers. Some support staff remain underutilized- they are assigned similar tasks impacting work quality. Need to be used more strategically to increase their utilization.	

## Q9 Administration maintains open communication with staff, parents, and students.

Answered: 12 Skipped: 0

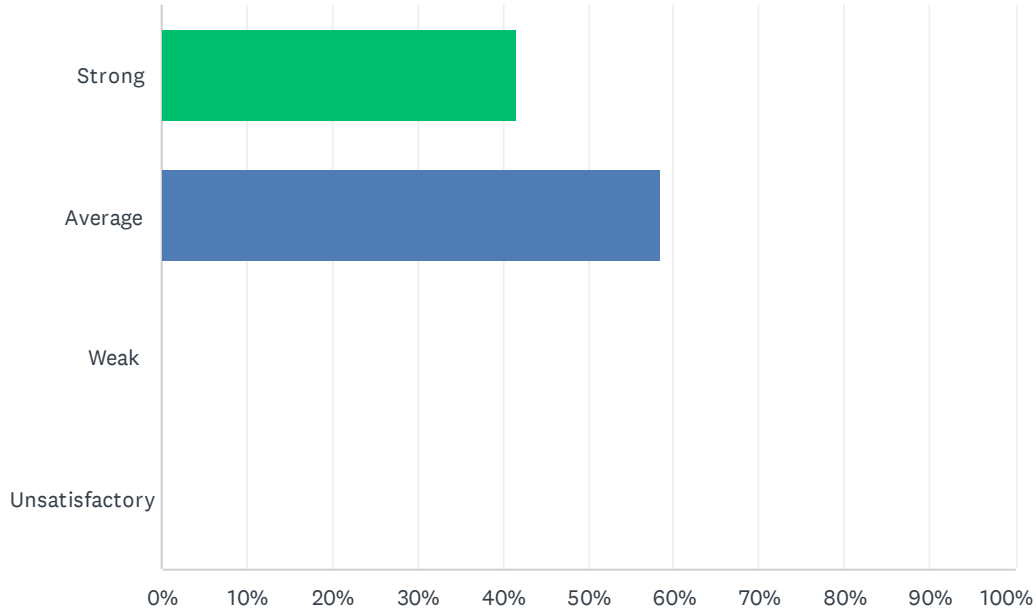


ANSWER CHOICES	RESPONSES
Strong	8.33% 1
Average	41.67% 5
Weak	41.67% 5
Unsatisfactory	8.33% 1
<b>TOTAL</b>	<b>12</b>

#	COMMENTS:	DATE
1	Weekly meetings with the principal are only for a select few. Staff meetings that include teachers are rare.	
2	Schedules and changes are often shared last minute.	
3	Open communication from Administration is lacking.	
4	Huge lack of communication. We receive more open communication from our coach and apl. Admin never comes to our PLC. We are often left wondering about expectations. I have tried to talk to my principal after kids leave and sometimes she's already gone for the day.	

## Q10 Administration supports staff against attacks and criticism from parents.

Answered: 12 Skipped: 0

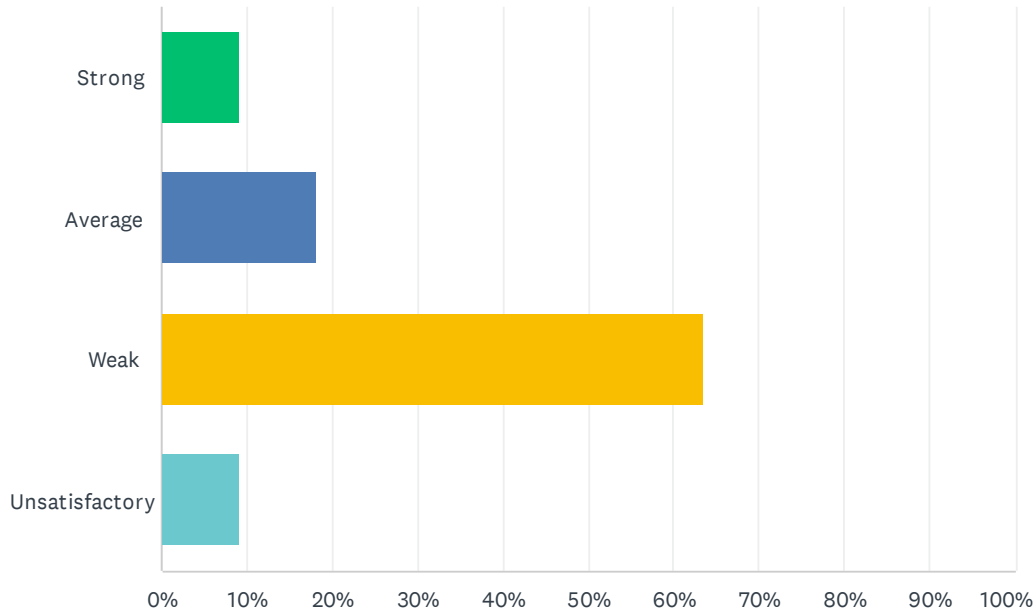


ANSWER CHOICES	RESPONSES	
Strong	41.67%	5
Average	58.33%	7
Weak	0.00%	0
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>12</b>

#	COMMENTS:	DATE
1	I do feel that administrators are supportive when it comes to critical parents.	
2	Yes, I feel supported by the principal and vice principal.	

## Q11 Site administration treats all teachers equally; there is no preferential treatment.

Answered: 11 Skipped: 1



ANSWER CHOICES	RESPONSES
Strong	9.09% 1
Average	18.18% 2
Weak	63.64% 7
Unsatisfactory	9.09% 1
<b>TOTAL</b>	<b>11</b>

#	COMMENT	DATE
1	Some staff may feel there is preferential treatment.	
2	It is very clear who is well liked and who isn't.	
3	There are definitely favorites among the staff.	
4	Principal has clear favorites on our campus. Coach, APL, Reading Specialist and 2 BIS get to set their schedules, cancel groups and rarely do what is right for students with no accountability.	
5	I do feel there is preferential treatment on campus. It does not seem the workload for all admin and staff is divided equally. There is an entitlement attitude exuded by some support staff that makes other feel inferior.	
6	When principal is navigating with opposing viewpoints, it is sometimes one-sided.	
7	Administration favors certain members on campus over others.	
8	Principal treats some staff differently than others. At moments it can feel a little	

uncomfortable.

---

9

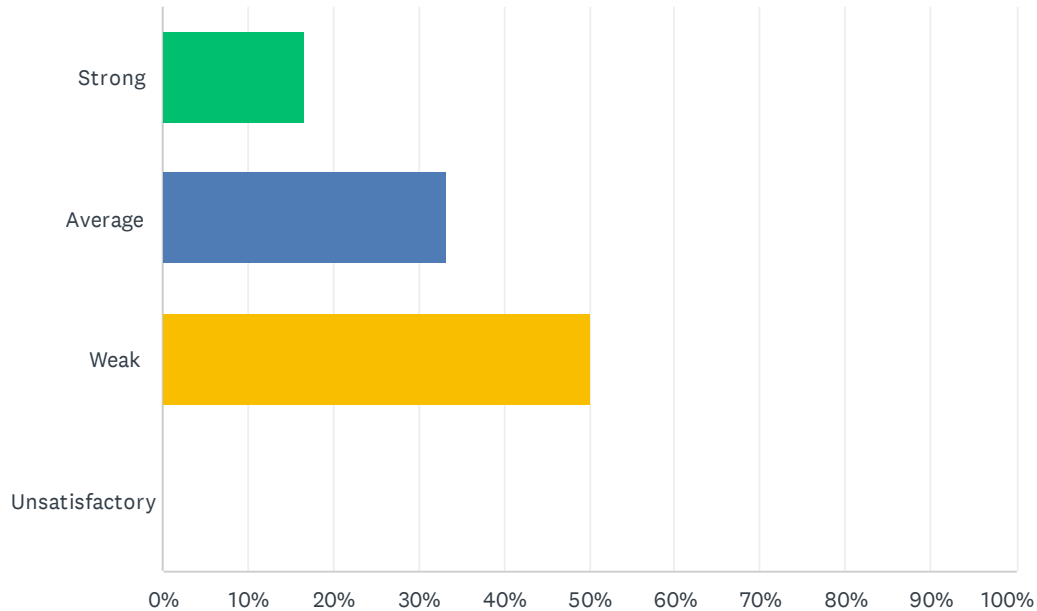
Admin plays favorites. If you aren't with her, she's against you.

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## Q12 The administration has been supportive and minimized additional stress.

Answered: 12 Skipped: 0

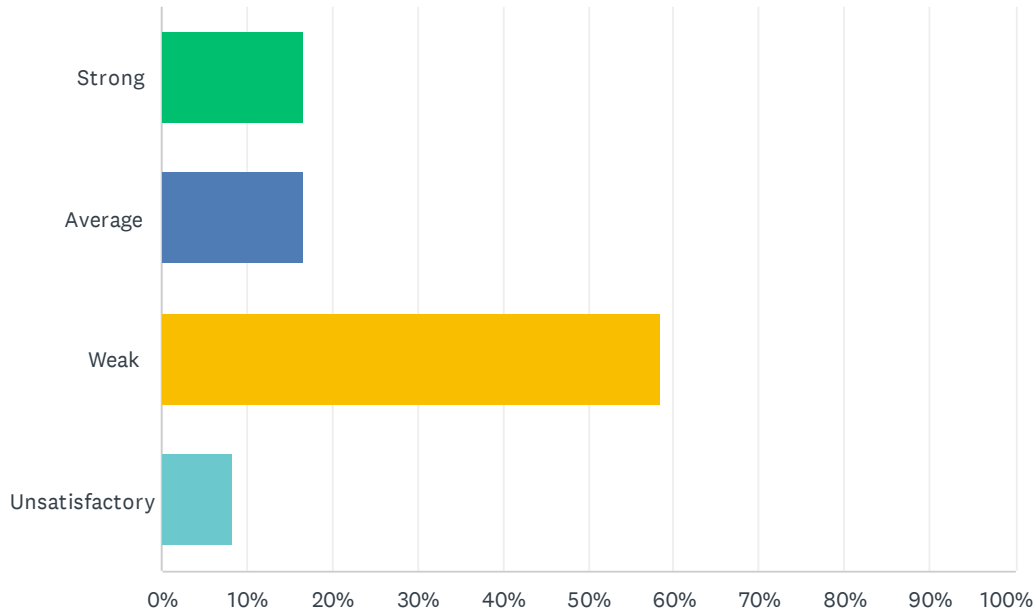


ANSWER CHOICES	RESPONSES	
Strong	16.67%	2
Average	33.33%	4
Weak	50.00%	6
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>12</b>

#	COMMENT	DATE
1	Principal creates early deadlines for BAS and other district mandated assessments. This puts additional stress on teachers.	
2	Adminstration is understanding when dealing with a difficult family time. However, school decisions and information are carried out last minute. There is inaction or half measures on the part of the adminstration when helping with discipline issues or services for students.	
3	Principal lacks organization and communication. Support staff attempts to help but there is an issue of inconsistent communication from higher up.	
4	Stressful environment. Pauly used to be a gem, but now we feel like there's a divide between admin and teachers.	

## Q13 Administration communicates expectations and information in an effective and timely manner.

Answered: 12 Skipped: 0

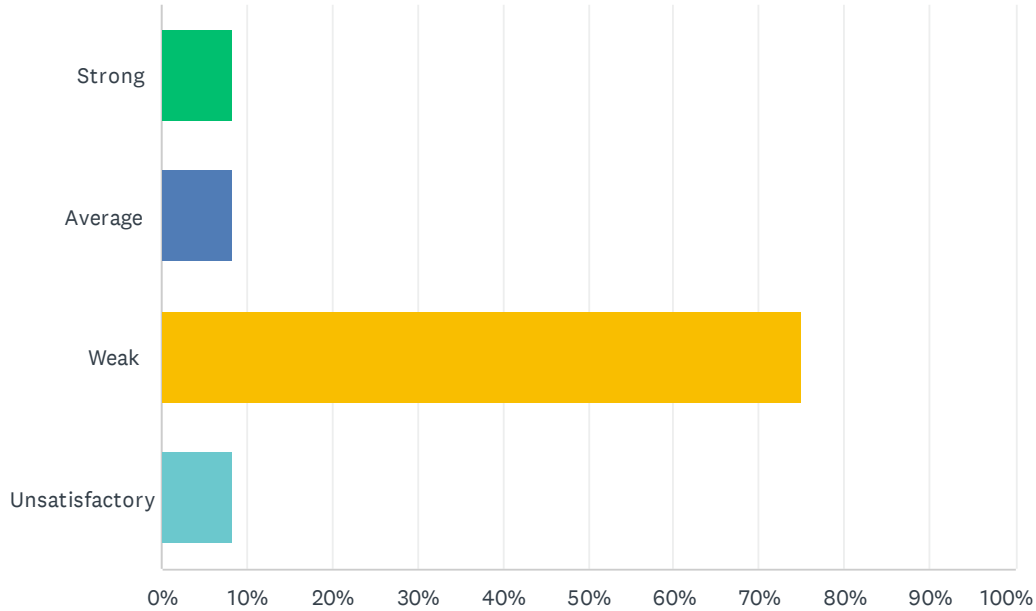


ANSWER CHOICES	RESPONSES
Strong	16.67% 2
Average	16.67% 2
Weak	58.33% 7
Unsatisfactory	8.33% 1
<b>TOTAL</b>	<b>12</b>

#	COMMENT	DATE
1	At the school site, we do not have monthly staff meetings to keep staff on the same page. When given information, we may receive in an email. When we do have a staff meeting, it seems to be during the days before progress reports or report cards go out when staff is trying to use work hours to complete those.	
2	We get a lot of information last minute.	
3	There is no follow through on anything.	
4	There could be room for improvement with communication being relayed in a timely manner.	
5	Our school culture is not a transparent administration. It is being governed by assumption, rumor and guess work.	
6	Communication is not a strength.	
7	Vice Principal is great at informing teachers about students issues in person and with email.	

## Q14 Does your administration ensure positive working conditions at your worksite?

Answered: 12 Skipped: 0

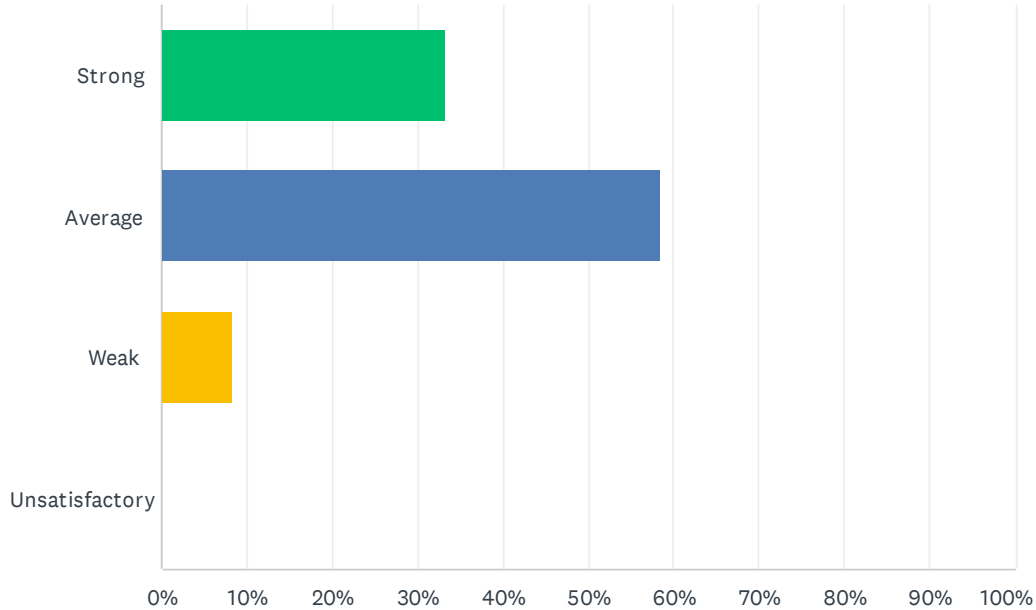


ANSWER CHOICES	RESPONSES
Strong	8.33% 1
Average	8.33% 1
Weak	75.00% 9
Unsatisfactory	8.33% 1
<b>TOTAL</b>	<b>12</b>

#	COMMENT:	DATE
1	The VP is positive friendly and welcomes new ideas and suggestions. The principal is rarely visible and encourages a toxic work environment. Gossip and hostility run rampant.	
2	Do not really see principal actively operating our school. Our working environment does not feel unified and consistent.	
3	Principal treats some staff differently than others. At moments it can feel a little uncomfortable. Promises of addressing issues are verbally made but there is rarely and outcome. I feel like this comes from lack of organization and communication.	

### Q15 Site administration is thoughtful/smart when calling "Inclement Weather" (rainy day, extreme temperatures, too windy, air quality, etc.) schedule.

Answered: 12 Skipped: 0

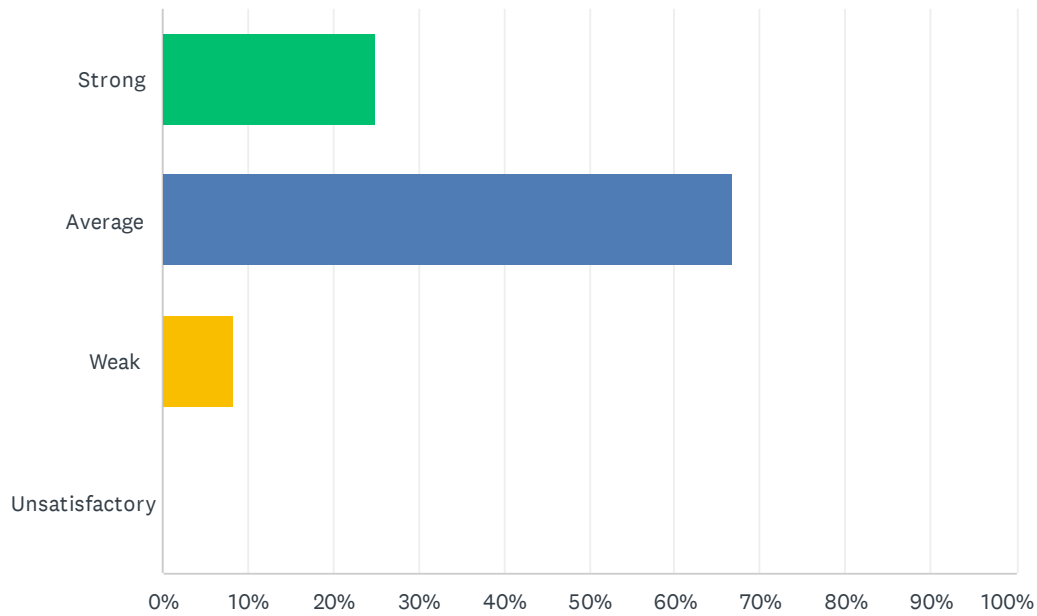


ANSWER CHOICES	RESPONSES
Strong	33.33% 4
Average	58.33% 7
Weak	8.33% 1
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENT	DATE
	There are no responses.	

## Q16 Site staff is involved in setting school policies and budgetary priorities.

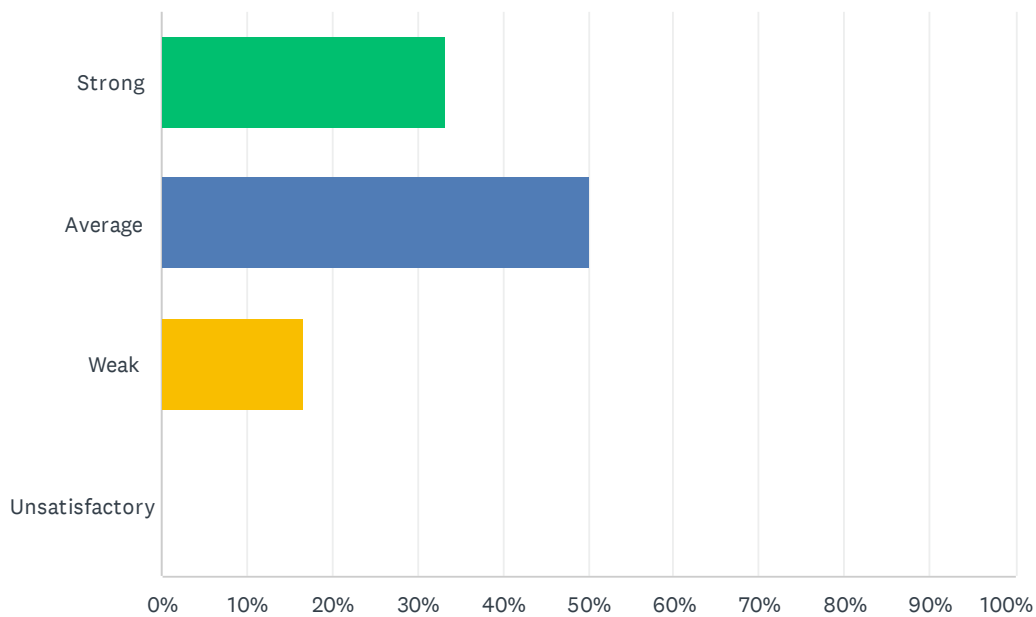
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	25.00% 3
Average	66.67% 8
Weak	8.33% 1
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

## Q17 Site meetings are productive and not excessive.

Answered: 12 Skipped: 0

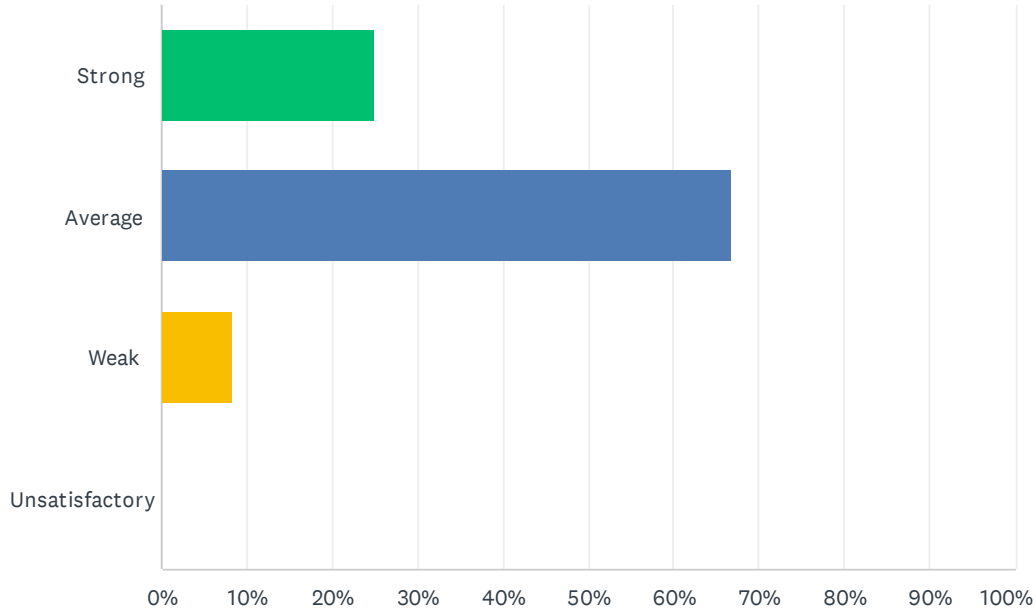


ANSWER CHOICES	RESPONSES
Strong	33.33% 4
Average	50.00% 6
Weak	16.67% 2
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENT	DATE
1	They are not excessive but it may not feel like enough.	
2	Meetings are not excessive however our late starts have been dedicated to a book study with the expectation that the chapters are read prior to the meeting. Often times, we aren't told what chapters we are expected to read until the day before the meeting. This takes away from our prep time or has to be done after contract hours.	
3	The meetings are not excessive (late start meetings and bank day PDs) but the topics seem repetitive.	
4	They are not excessive but we have stopped analyzing and reflecting on our school data. Recognition is hardly ever recognized.	
5	Some meetings are more productive than others. Vertical articulation meetings have been extremely beneficial for teachers to plan.	

## Q18 Meetings, 504s, and/or IEPs scheduled outside of contractually guaranteed planning/preparation time?

Answered: 12 Skipped: 0

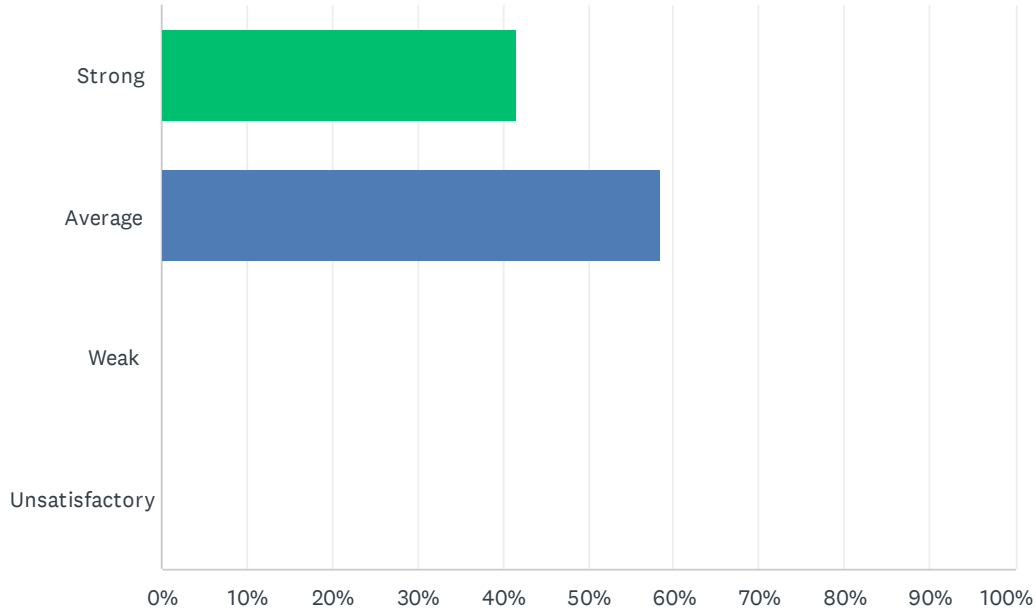


ANSWER CHOICES	RESPONSES
Strong	25.00% 3
Average	66.67% 8
Weak	8.33% 1
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENT	DATE
	There are no responses.	

### Q19 My site receives daily, consecutive, uninterrupted, planning/preparation time. (30 minutes / 40 minutes)

Answered: 12 Skipped: 0



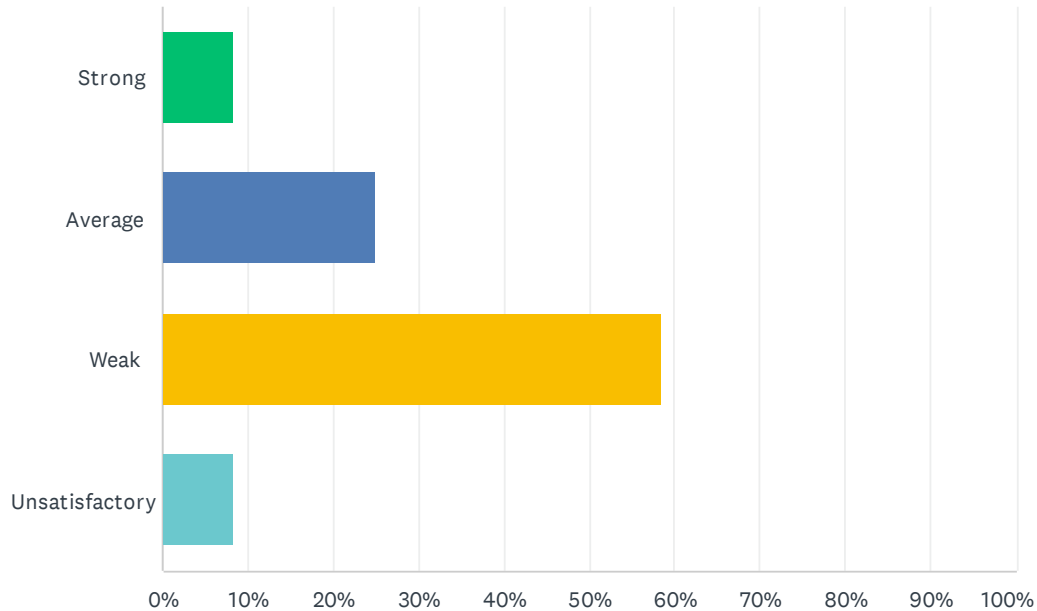
ANSWER CHOICES	RESPONSES
Strong	41.67% 5
Average	58.33% 7
Weak	0.00% 0
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENT	DATE
1	The EPT planning time given to each grade level is valuable and appreciated.	



## Q20 Staff is given time (on duty) to input district-required data (i.e., Benchmarks, Dibels, CFAs, Report Cards, etc.).

Answered: 12 Skipped: 0

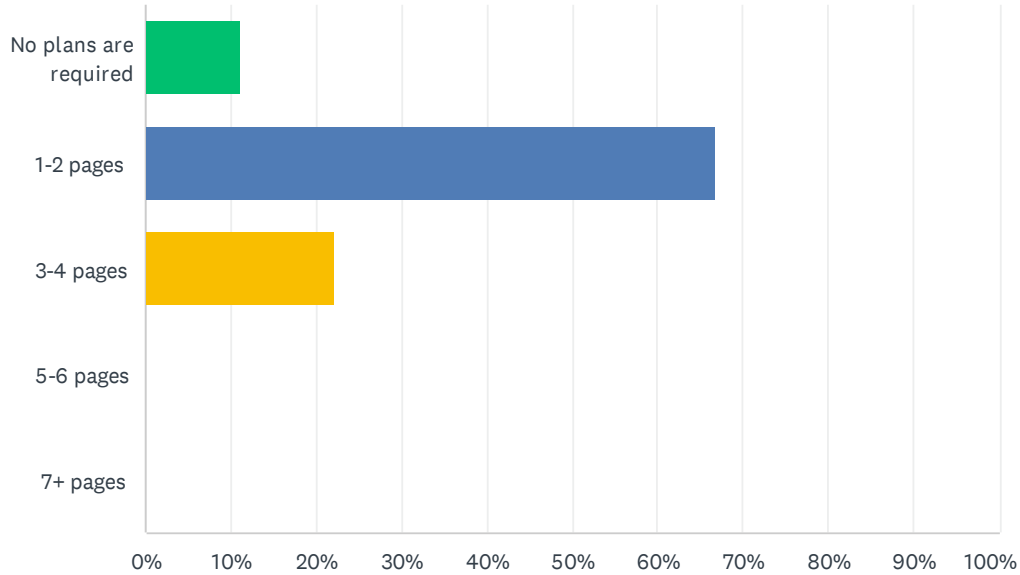


ANSWER CHOICES	RESPONSES
Strong	8.33% 1
Average	25.00% 3
Weak	58.33% 7
Unsatisfactory	8.33% 1
<b>TOTAL</b>	<b>12</b>

#	COMMENT:	DATE
1	The Wednesday before report cards or progress reports would be a great day to work on these but there seems to be a meeting on those days.	
2	Our PLC meetings the week report cards were due, used to be given to us so we could work on entering report cards. That has been taken away. We were expected to have BAS scores entered prior to the districts deadlines because our "Pauly Deadline" was different. It is hard enough to individually assess students for the BAS as just one teacher but to have them entered before the district due date is challenging.	
3	We have not been given a day to input any of the following yet this year: report cards, progress reports or benchmark data.	
4	A bank day given to work on report cards or progress reports would be very helpful.	
5	Despite district deadlines, teachers are expected to push out these required data days before.	
6	We have a lot of meetings and trainings every month.	

## Q21 Teachers are required to submit complete, but not excessively lengthy lesson plans.

Answered: 9 Skipped: 3

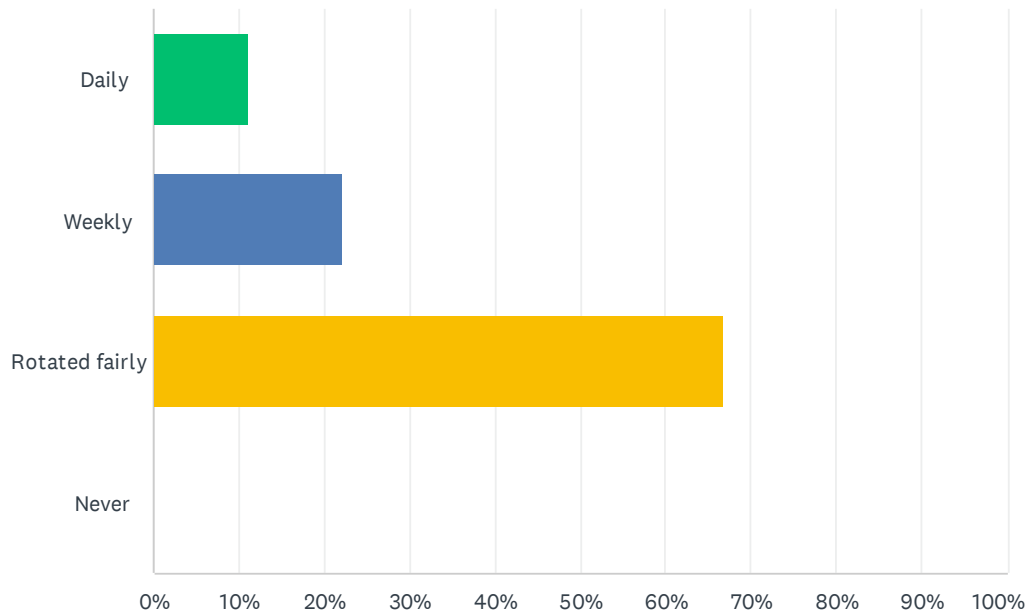


ANSWER CHOICES	RESPONSES
No plans are required	11.11% 1
1-2 pages	66.67% 6
3-4 pages	22.22% 2
5-6 pages	0.00% 0
7+ pages	0.00% 0
<b>TOTAL</b>	<b>9</b>

#	COMMENT	DATE
1	Not excessive lengthy lesson plans	

## Q22 Staff (teachers and/or coaches) have recess duty.

Answered: 9 Skipped: 3

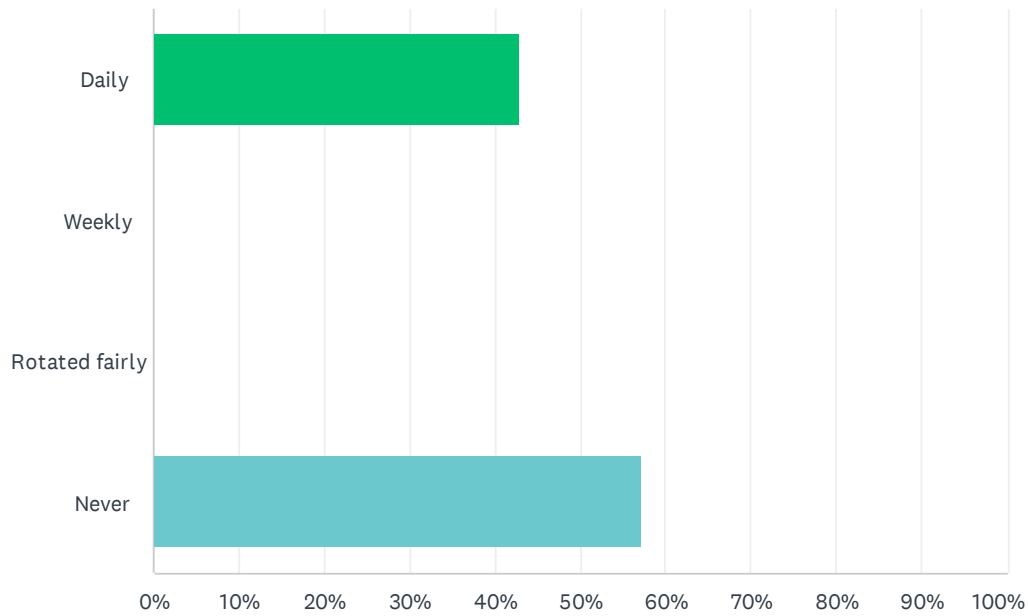


ANSWER CHOICES	RESPONSES
Daily	11.11% 1
Weekly	22.22% 2
Rotated fairly	66.67% 6
Never	0.00% 0
<b>TOTAL</b>	<b>9</b>

#	COMMENT:	DATE
1	Teachers have recess duty daily every other week. (Coach, APL, Reading Specialist or 2 BIS do not help with recess duty.)	
2	Yard duty	

## Q23 Staff (teachers and/or coaches) have bus (arrival/dismissal) duty.

Answered: 7 Skipped: 5

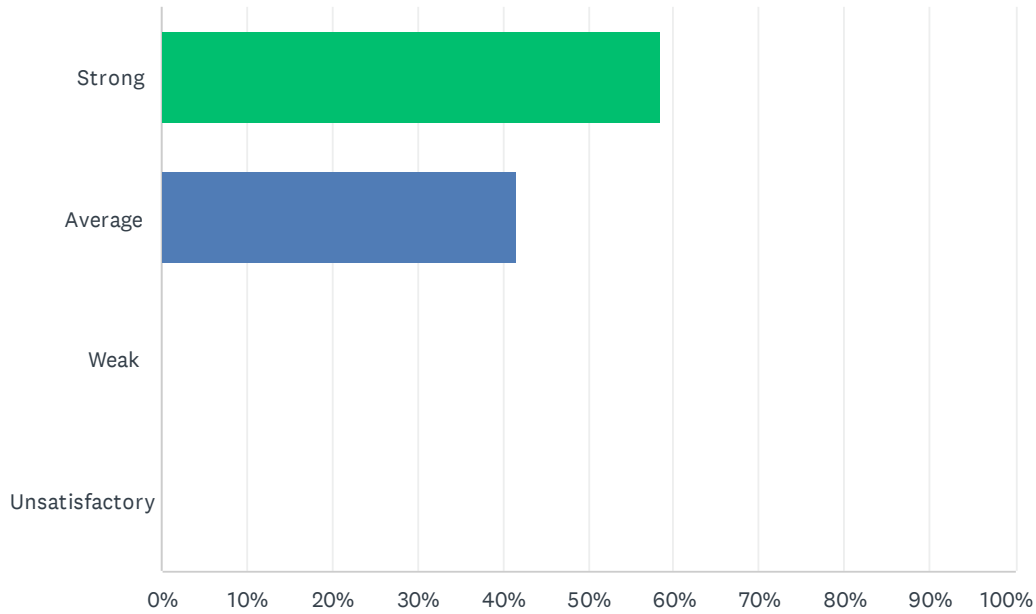


ANSWER CHOICES	RESPONSES
Daily	42.86% 3
Weekly	0.00% 0
Rotated fairly	0.00% 0
Never	57.14% 4
<b>TOTAL</b>	<b>7</b>

#	COMMENT:	DATE
1	CPALS do it	

## Q24 Staff and students feel safe.

Answered: 12 Skipped: 0

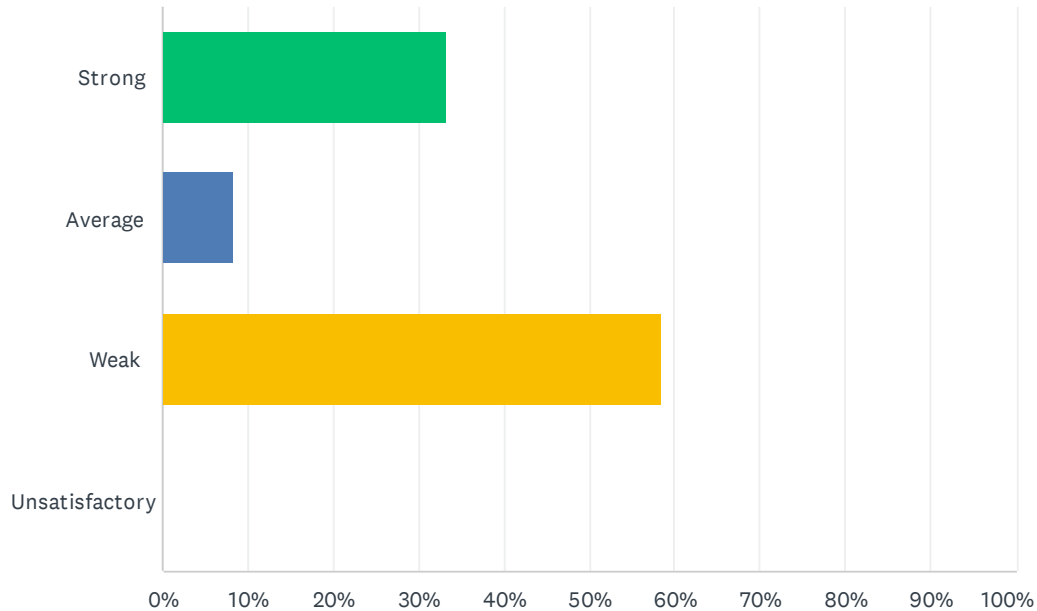


ANSWER CHOICES	RESPONSES
Strong	58.33% 7
Average	41.67% 5
Weak	0.00% 0
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENTS:	DATE
1	VP has informed staff about the school safety plan. School drills are held regularly.	

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

Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	33.33%	4
Average	8.33%	1
Weak	58.33%	7
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>12</b>

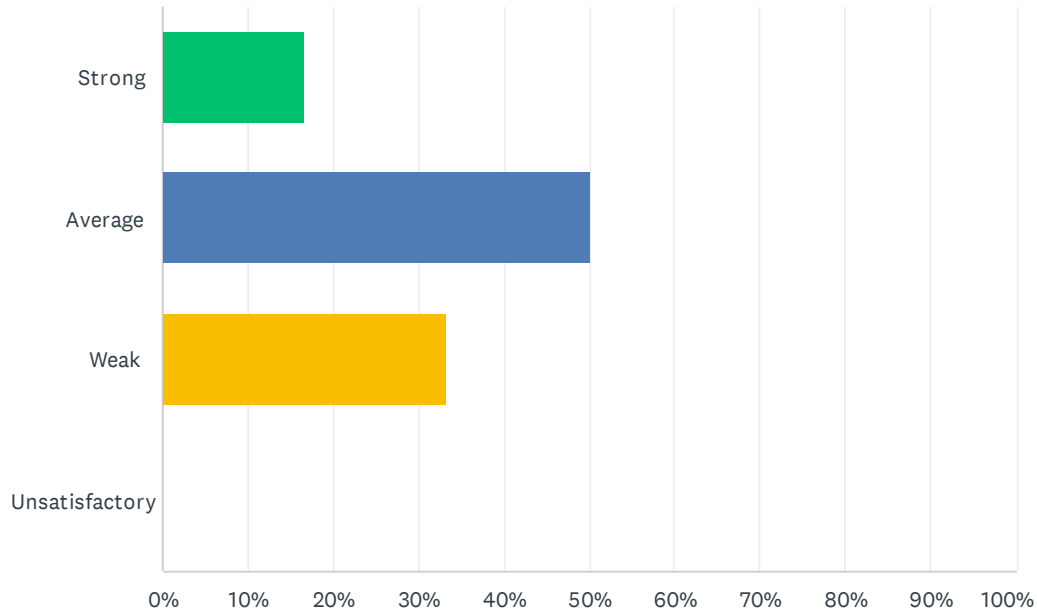
#	COMMENTS:	DATE
1	When needed discipline, student may be talked to for a few minutes and then sent back to class. Not much follow through.	
2	VP seems to be overwhelmed with the amount of student behavior. No one seems to assist her with this issue. There are 2 BIS that rarely assist staff with challenging student behaviors, they never follow through with SEL groups and there is no accountability for their activities throughout the day.	
3	PBIS need to be proactive and establish and maintain intervention groups. Discipline policy should not just be based on written referrals.	
4	Student discipline falls heavily on the teacher. The Vice Principal tries her best to support and accommodate all staff and students with behavior, but seems she is being spread very thin. When support is sought out from the Behavioral Intervention Specialists or campus supervisor, teachers are given the run around. It is very difficult to get students displaying extreme and disruptive behaviors in the classroom support or removed. This has become a huge hinderance to the learning environment.	

5 Vice Principal is very supportive with student discipline. I feel heard and my thoughts are valued. Campus Supervisor is also very supportive and willing to help.

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

Answered: 12 Skipped: 0



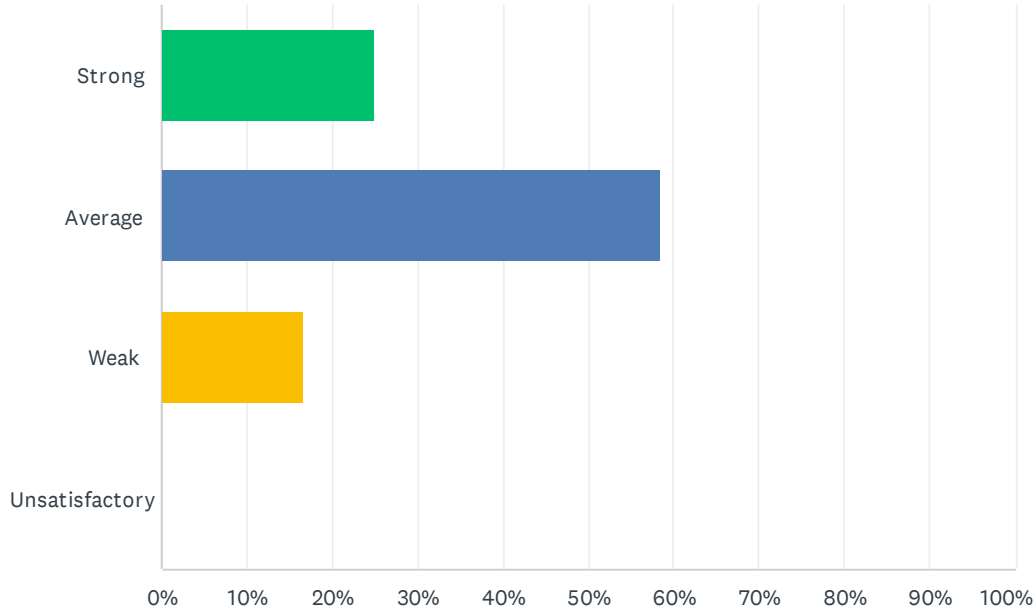
ANSWER CHOICES	RESPONSES
Strong	16.67% 2
Average	50.00% 6
Weak	33.33% 4
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENTS:
1	Teachers may have been given this, but would like to see the BIS help teach these more.
2	Toolbox has been rebooted and PBIS has been added to help with behavior incentives.



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

Answered: 12 Skipped: 0

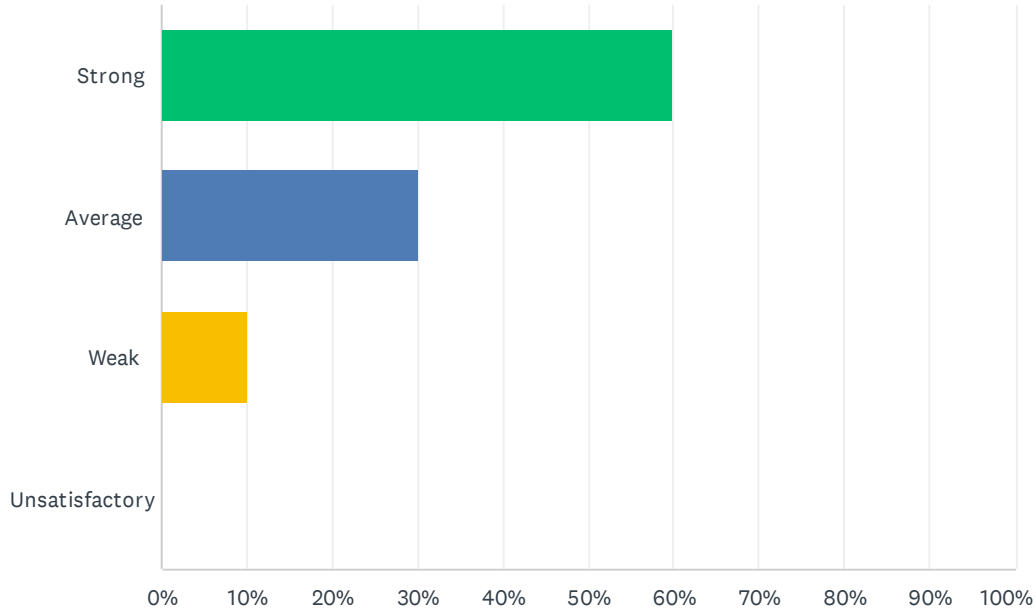


ANSWER CHOICES	RESPONSES
Strong	25.00% 3
Average	58.33% 7
Weak	16.67% 2
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	OTHER (PLEASE SPECIFY)
1	The developed rules are not always enforced and consistent for all students. Vice principal is making an effort to build positive relationships and working long hours to carry out the duties of our school.

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

Answered: 10 Skipped: 2

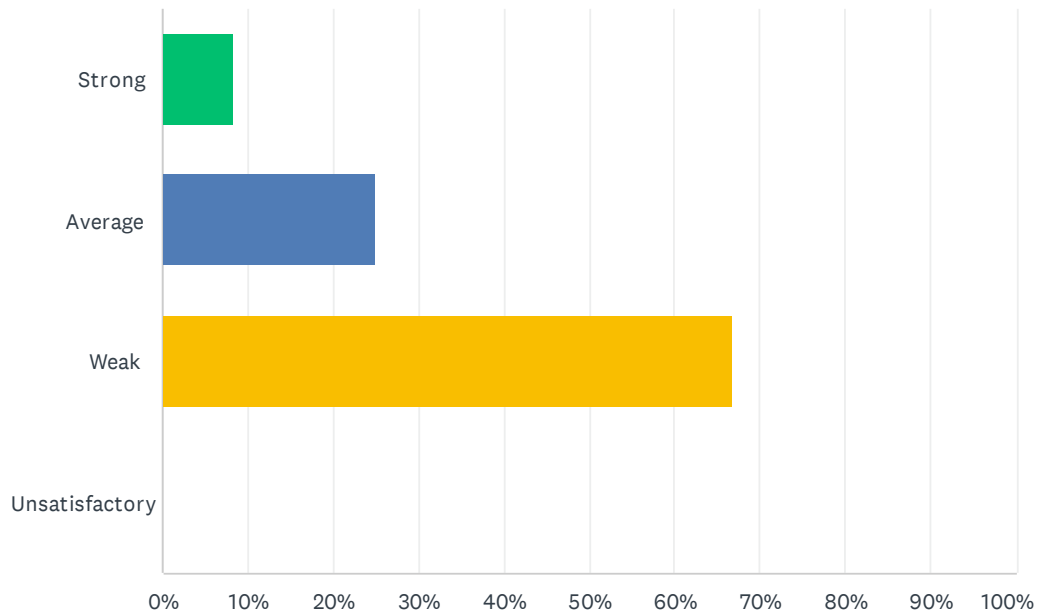


ANSWER CHOICES	RESPONSES	
Strong	60.00%	6
Average	30.00%	3
Weak	10.00%	1
Unsatisfactory	0.00%	0
<b>TOTAL</b>		<b>10</b>

#	COMMENTS:
1	They are written but not enough is being done

## Q29 My site has a positive atmosphere.

Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	8.33% 1
Average	25.00% 3
Weak	66.67% 8
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

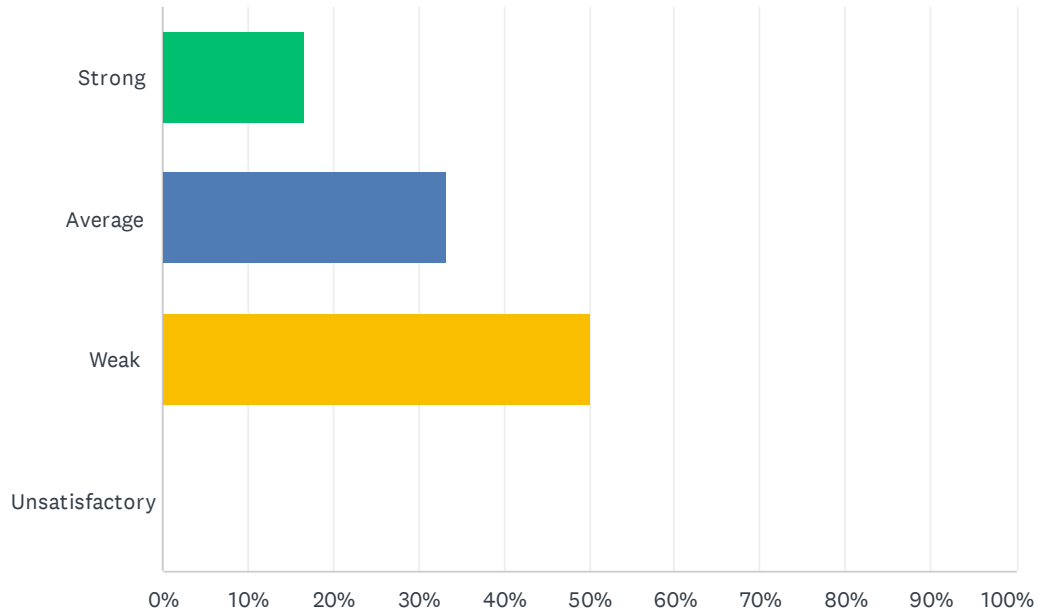
#	COMMENTS:
1	Most teachers are wonderful. Our new vice principal is very positive and inviting. Our principal and some of her support staff have created a very negative and toxic work environment. Lots of gossip, whispers and a fear of retaliation if we speak up.
2	The preferential treatment some staff members receive creates a negative environment overall.
3	The principal and her support staff (Coach, APL, Reading Specialist and Two BIS) promote gossip, hostility and retaliatory behavior. This group does not do what is best for students or staff.
4	Definitely not this year! Lack of focus and enthusiasm is very common now. Need effective management to fill in the gaps.
5	Pauly is a very unique and special campus. There are many staff members who have been at the school for years and love our "Pauly family." We have a deep love for the students and community. Sadly, in the past couple of years, there have been some staff added to the campus that do not seem to have the best interest of the students and community. We have always prided ourselves on hard work and putting the student first, rather than showing up for a paycheck.

## 2023-2024 BETA Administration/Site Climate Survey

6	Pauly has amazing teachers and staff members that make it a great place to work but the atmosphere has changed recently.
7	Teachers are very supportive of each other. Most staff are willing to help others when help is needed or asked for.
8	Teachers are not a fan of our principal. She is not here for the kids.

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

Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	16.67% 2
Average	33.33% 4
Weak	50.00% 6
Unsatisfactory	0.00% 0
<b>TOTAL</b>	<b>12</b>

#	COMMENTS:
1	I love Pauly. I want to see this school succeed. There needs to be a clear path of where the school is heading. More communication as a group.
2	I currently would not recommend Pauly.
3	Principal needs to foster a positive relationship with all staff, teachers and school community.
4	Overall, Pauly is a great place to work. Teachers and staff are mostly all friendly and very supportive. I truly enjoy my site and our students and families are amazing. There have been issues with communication and organization from leadership that can be very frustrating but it still is a great campus.