

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

Answered: 15 Skipped: 0



2024-2025 BETA Administration/Site Climate Survey

Harris											
Horace Mann											
Hort											
Jefferson											
Lincoln Jr. High											
Longfellow											
McKinley											
MLK											
Mt.Vernon											
Munsey											
Nichols											
Noble											
Owens Elementary											
Pauly											
Pioneer											
Rafer Johnson											
Roosevelt											
School Nurse											
Sequoia											
Sierra											
Stella Hills											

2024-2025 BETA Administration/Site Climate Survey



2024-2025 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	100.00%	15
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	0.00%	0

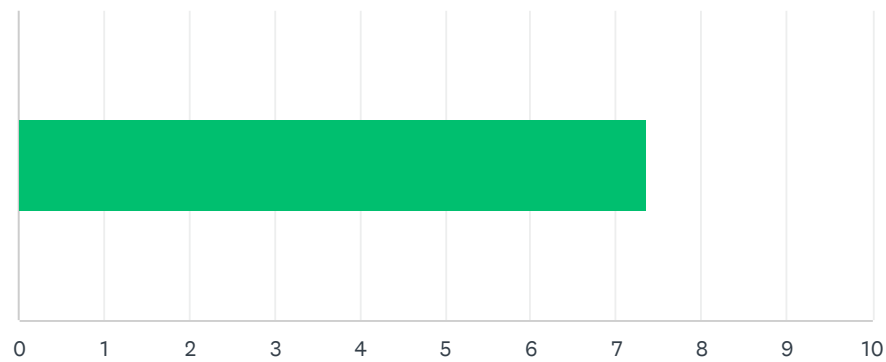
2024-2025 BETA Administration/Site Climate Survey

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
Stiem	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: 15		

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

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

Answered: 14 Skipped: 1

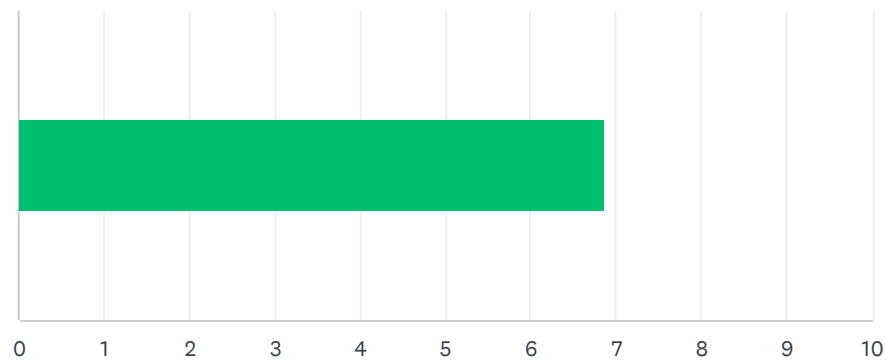


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	103	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	6	
10	10	
11	3	
12	2	
13	1	
14	1	

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

Answered: 14 Skipped: 1

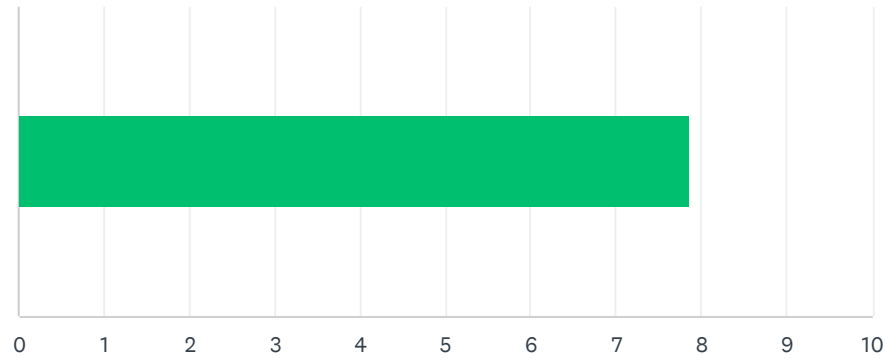


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	96	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	2	
10	10	
11	1	
12	1	
13	1	
14	1	

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

Answered: 8 Skipped: 7

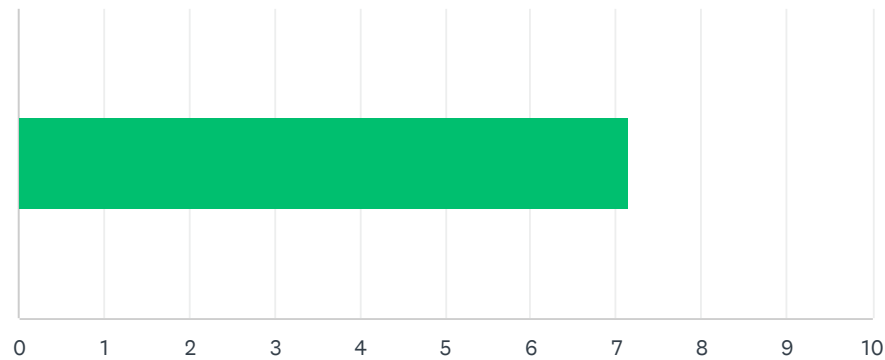


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	63	8
Total Respondents: 8			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	2	
8	1	

Q5 Site administration follows the contract and respects personal rights.

Answered: 14 Skipped: 1

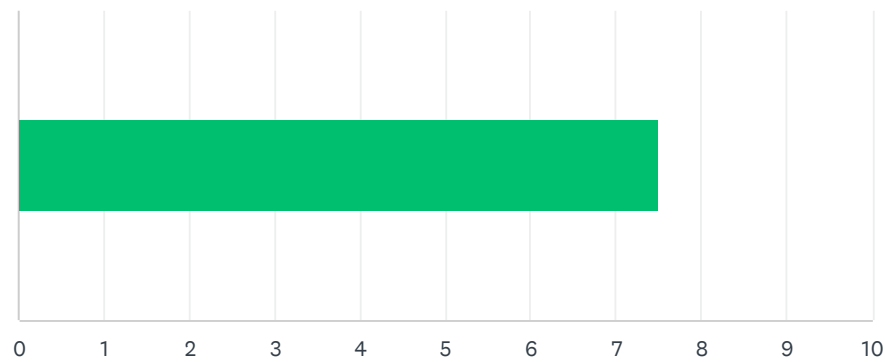


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	100	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	4	
10	10	
11	3	
12	1	
13	1	
14	1	

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

Answered: 14 Skipped: 1

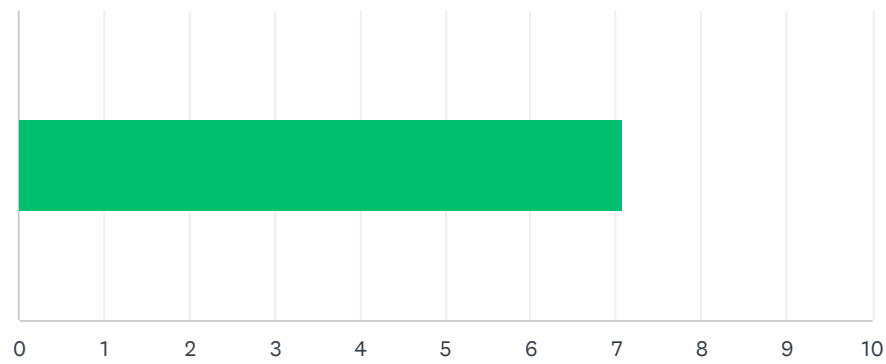


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	105	14
Total Respondents: 14			

#	DATE
1	10
2	10
3	10
4	10
5	10
6	10
7	10
8	9
9	5
10	10
11	7
12	2
13	1
14	1

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

Answered: 14 Skipped: 1

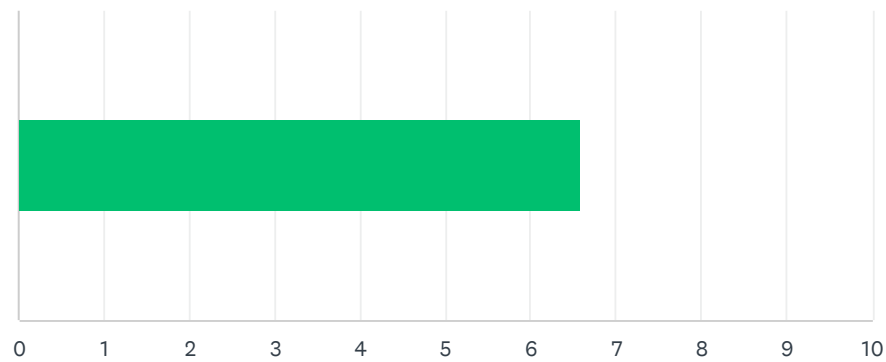


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	99	14
Total Respondents: 14			

#	DATE
1	10
2	10
3	10
4	10
5	10
6	10
7	10
8	10
9	2
10	10
11	3
12	2
13	1
14	1

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 12 Skipped: 3

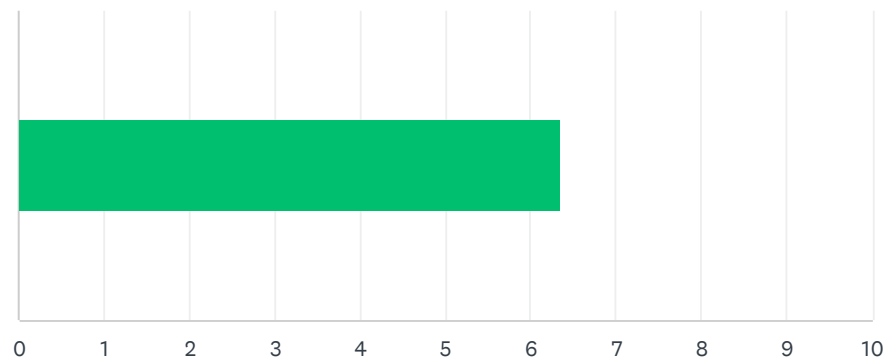


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	79	12
Total Respondents: 12			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	2	
8	10	
9	2	
10	3	
11	1	
12	1	

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

Answered: 14 Skipped: 1

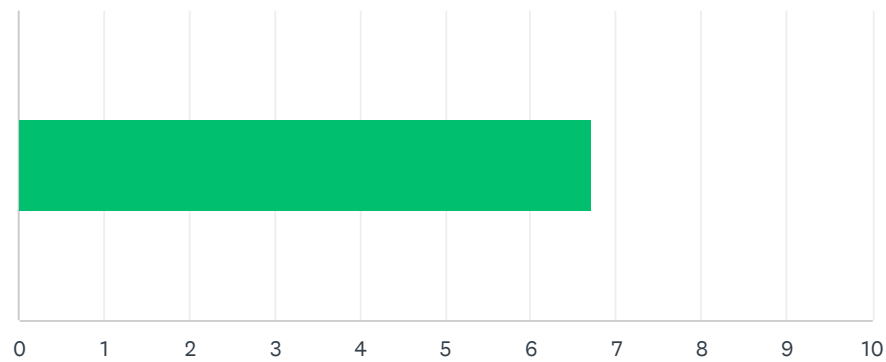


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	89	14
Total Respondents: 14			

#		DATE
1	10	
2	5	
3	10	
4	10	
5	10	
6	9	
7	10	
8	10	
9	1	
10	10	
11	1	
12	1	
13	1	
14	1	

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 14 Skipped: 1

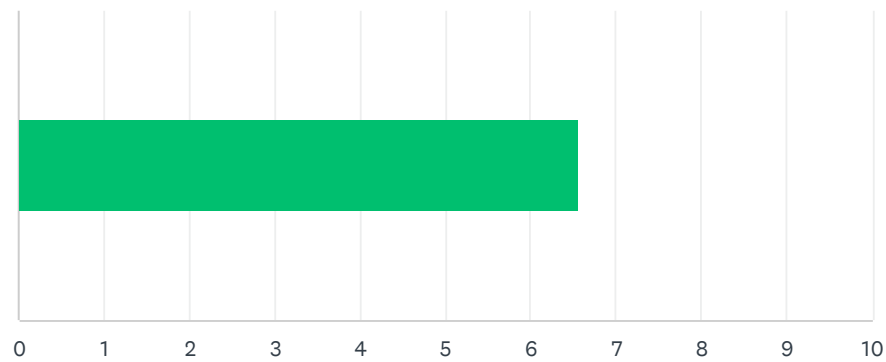


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	94	14
Total Respondents: 14			

#	DATE
1	10
2	10
3	10
4	10
5	10
6	9
7	10
8	10
9	1
10	10
11	1
12	1
13	1
14	1

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

Answered: 14 Skipped: 1

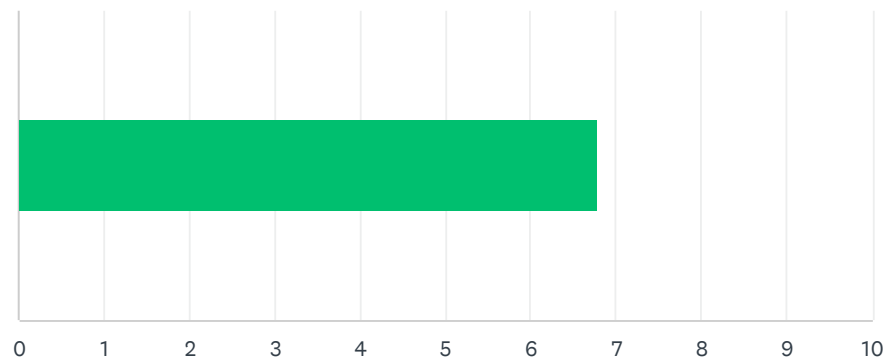


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	14
Total Respondents: 14			

#	DATE
1	10
2	10
3	10
4	10
5	8
6	9
7	10
8	10
9	1
10	10
11	1
12	1
13	1
14	1

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

Answered: 14 Skipped: 1

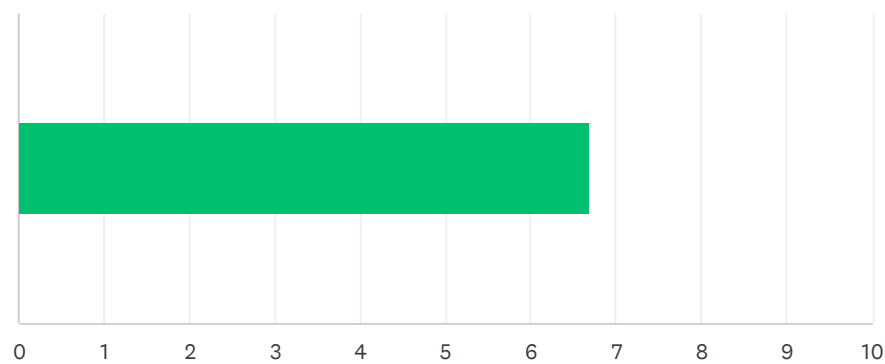


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	95	14
Total Respondents: 14			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	10	
6	10	
7	10	
8	10	
9	1	
10	10	
11	1	
12	1	
13	1	
14	1	

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

Answered: 10 Skipped: 5



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	67	10
Total Respondents: 10			

#		DATE
1	10	
2	10	
3	10	
4	10	
5	1	
6	10	
7	5	
8	9	
9	1	
10	1	

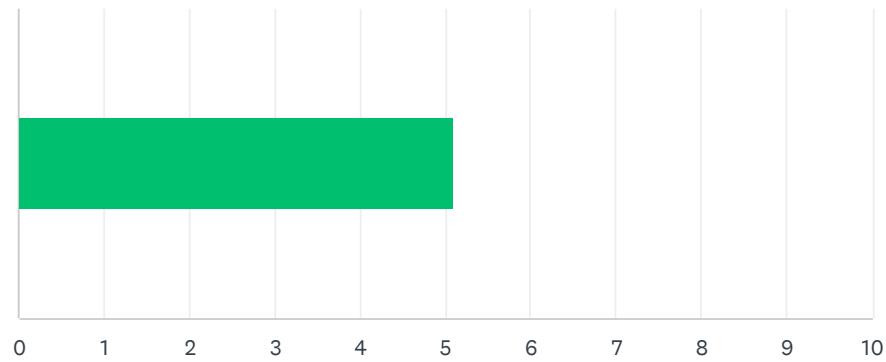
Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 8 Skipped: 7

#	RESPONSES	DATE
1	Not at a school site, so some of the questions above do not apply and marked as 1	
2	Liz and Dr. Fulenwider are wonderful to work for. They are both supportive, true thought partners, and make it easy to come to work and enjoy the work I do.	
3	This is not a reflection on my direct supervisor, but something that needs to be fixed at a district level. As a leader of professional development, the responsibilities and demands require us to work outside of our duty hours, extending our day into the evening and sometimes on the weekends. These additional duties are integral to the success of the professional growth and development of our most valued resource, teachers. It is only fair to compensate for this time at the full hourly rate. As a veteran teacher, I make less than 50% of my normal rate when I do additional work for the district. This time in the evening and on the weekends is my family time and personally very valuable to me. I take pride in making my professional development engaging, interactive, and teachers leave with something they can implement the next day. This reduced rate undervalues the expertise and time invested in these critical activities. When you undervalue your staff, you are leading people into burnout and a decreased quality in these programs. Paying the full hourly rate ensures leaders in our PDs and additional events are fairly compensated, and stay motivated to provide a high quality experience. I know we are on the precipice of a fiscal cliff, so consider making a Memorandum of Understanding with the union that would at least give an option to earn flex time or comp time that would still honor our hourly rate and the time given for our teachers that work at the district level, providing professional development and additional programs for our staff and students.	
4	Instructional Specialists frequently leave C&I due to a lack of support. Questions and feedback are often perceived as confrontational, and honest input is met with skepticism. Decisions affecting the entire district are made before gathering meaningful data from stakeholders, leading to widespread changes with little communication. New initiatives are introduced with minimal transparency. Additionally, specialists experience public criticism in meetings rather than private discussions that could resolve concerns more effectively. While leadership states they have an open-door policy, limited availability and a lack of engagement make it difficult for specialists to have meaningful conversations.	
5	C&I admin do not communicate their expectations clearly. They do not plan ahead and then panic and react at the last minute. They do not build relationships with their employees. C&I director does not ensure the CBA is followed and requires specialists to work overtime. Summer institute is not scheduled within specialist contracted dates and specialists are met with potential retaliation if they refuse to work outside of their contracted dates. CTO conducts C&I specialist evaluations even though they are not department admin. Admin have inconsistent policies and complicated procedures to follow. Director has her door closed and does not greet her employees. It is a very uncomfortable work environment and does not feel safe.	
6	Communication is horrible. C&I specialists are walking on eggshells with administrators.	
7	C&I site admin are awful. High stress and high toxicity. They target employees and blindsides them with discipline instead of talking to them first. They have no relationships with anyone but their secretaries and each other. Admin show favoritism to some and target others. Admin are not available for conversations and when employees try they are met with irritation and disrespect.	
8	C&I admin are uncommunicative and unapproachable. They are reactive, not proactive. It is a toxic work environment and the C&I director has no relationships with her specialists. Decisions about employees are made without any conversation with the employees. Evaluations are done by non-C&I admin. CTO makes the majority of the decisions in C&I.	

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

Answered: 11 Skipped: 4

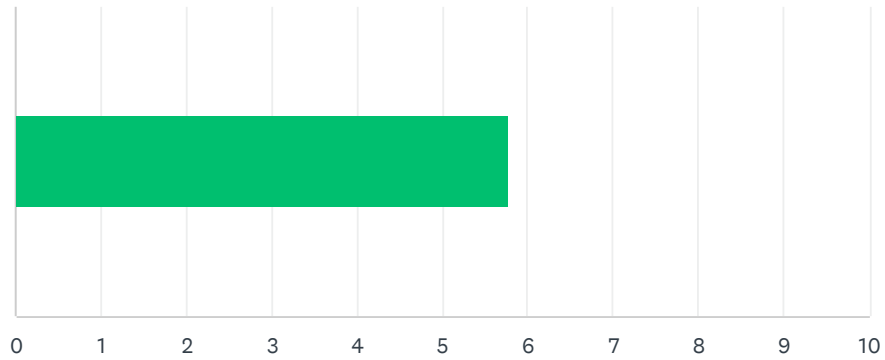


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	56	11
Total Respondents: 11			

#		DATE
1	1	
2	5	
3	10	
4	6	
5	7	
6	5	
7	8	
8	10	
9	2	
10	1	
11	1	

Q16 Site meetings are productive and not excessive.

Answered: 13 Skipped: 2

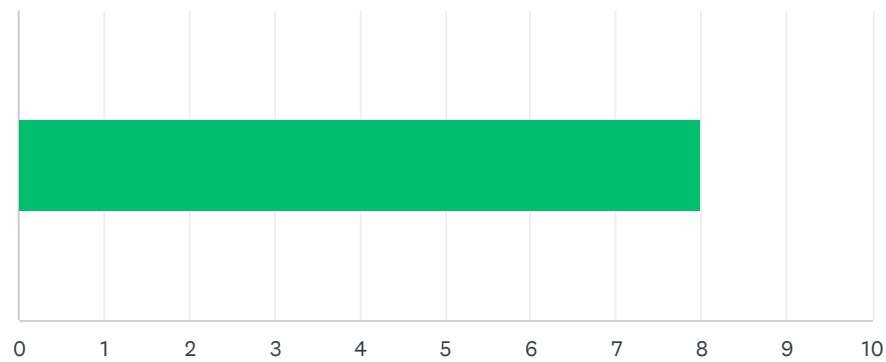


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	75	13
Total Respondents: 13			

#		DATE
1	1	
2	8	
3	9	
4	10	
5	10	
6	9	
7	4	
8	9	
9	2	
10	10	
11	1	
12	1	
13	1	

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

Answered: 4 Skipped: 11

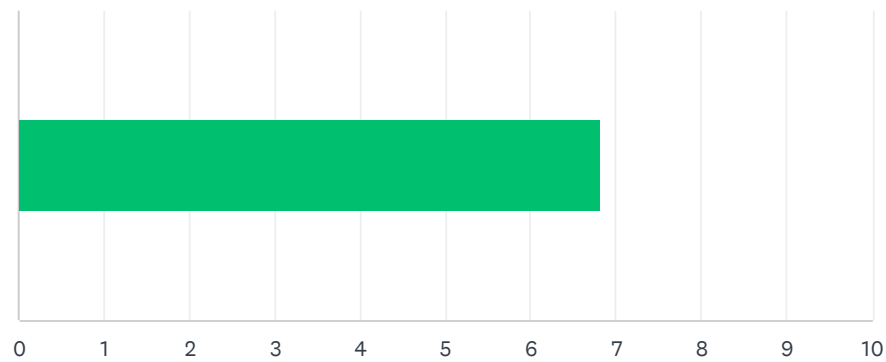


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	32	4
Total Respondents: 4			

#		DATE
1	10	
2	7	
3	5	
4	10	

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

Answered: 6 Skipped: 9

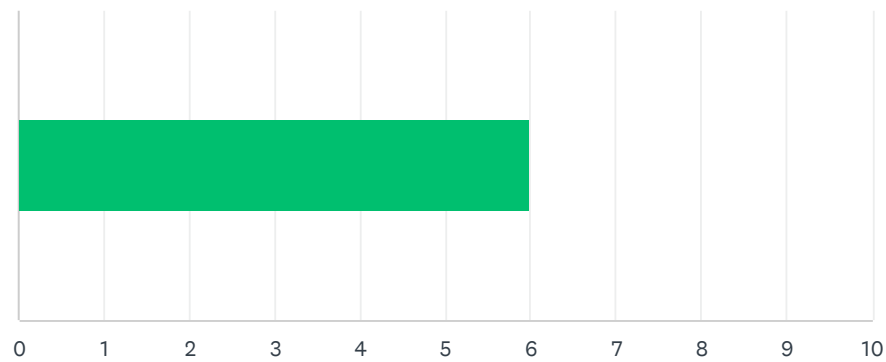


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	41	6
Total Respondents: 6			

#	DATE
1	10
2	1
3	10
4	9
5	10
6	1

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

Answered: 6 Skipped: 9

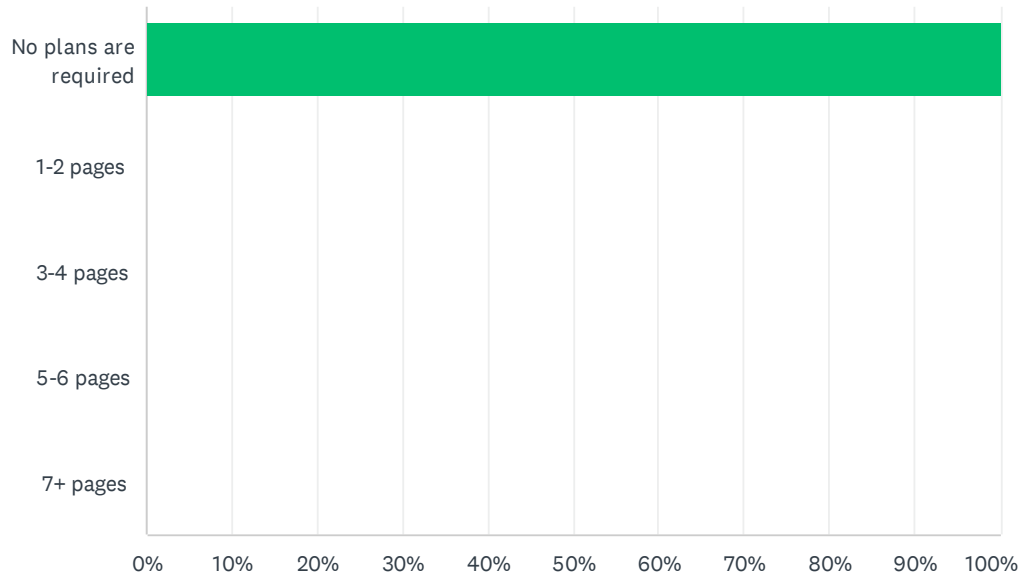


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	36	6
Total Respondents: 6			

#		DATE
1	10	
2	1	
3	5	
4	9	
5	10	
6	1	

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

Answered: 8 Skipped: 7

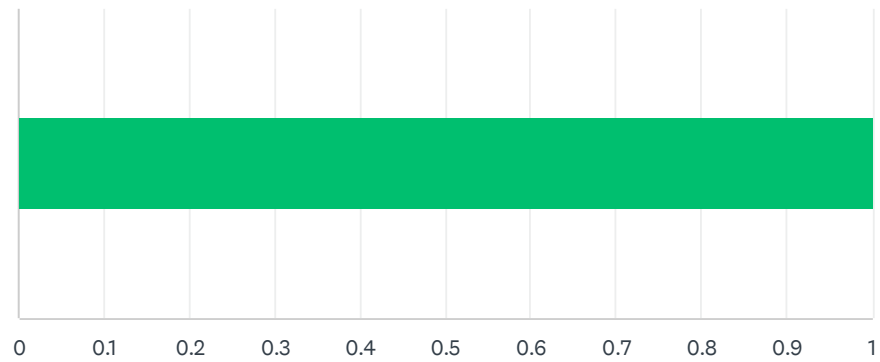


ANSWER CHOICES	RESPONSES
No plans are required	100.00% 8
1-2 pages	0.00% 0
3-4 pages	0.00% 0
5-6 pages	0.00% 0
7+ pages	0.00% 0
TOTAL	8

#	COMMENT	DATE
1	NA	
2	Detailed calendars are required	
3	n/a	
4	n/a	

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

Answered: 2 Skipped: 13

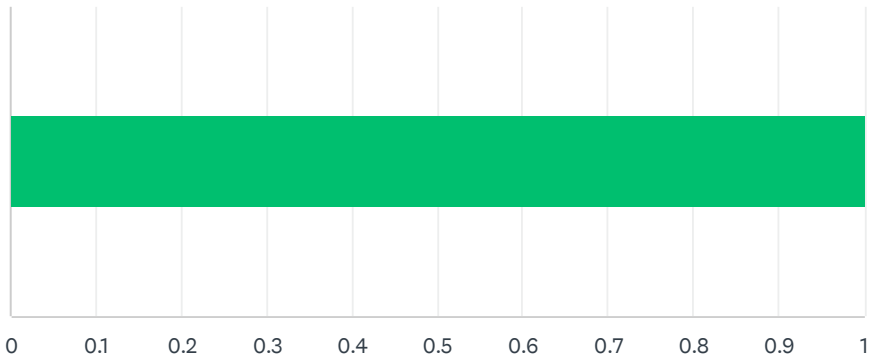


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	2	2
Total Respondents: 2			

#		DATE
1	1	
2	1	

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

Answered: 2 Skipped: 13



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	1	2	2
Total Respondents: 2			

#		DATE
1	1	
2	1	

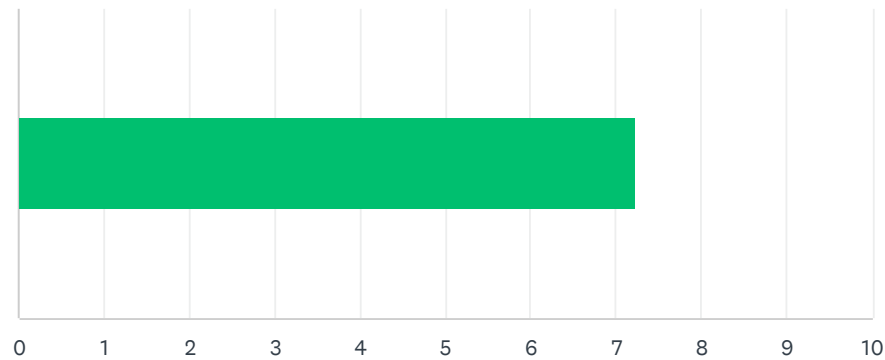
Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 6 Skipped: 9

#	RESPONSES	DATE
1	C&I specialists are forced to work summer institute and give PDs before and after contracted days and hours.	
2	Questions that do not apply marked as 1	
3	n/a	
4	CBA is not being followed. C&I admin pick and choose which pieces of CBA to follow and which pieces to turn a blind eye to. Some rules apply to certain specialists and not to others. C&I admin are unavailable and unapproachable.	
5	Lots of required overtime. Specialists are forced to work over summer institute outside of their contract time. Specialists had their contract dates moved, but CTO still scheduled SI outside of the specialists' contract dates.	
6	Specialists have to work forced overtime.	

Q24 Staff and students feel safe.

Answered: 13 Skipped: 2

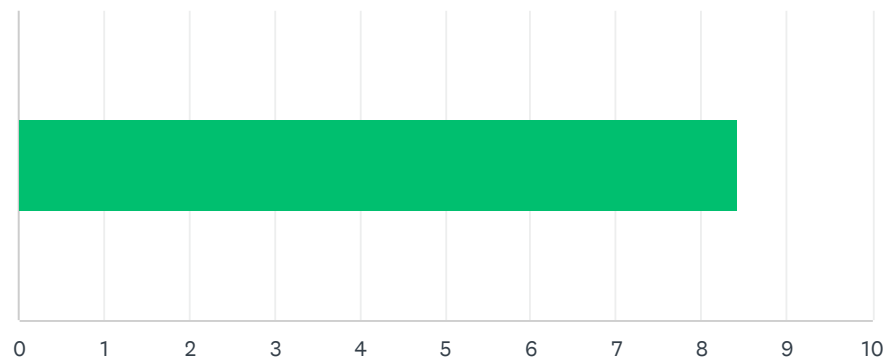


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	94	13
Total Respondents: 13			

#		DATE
1	10	
2	1	
3	9	
4	9	
5	10	
6	10	
7	10	
8	10	
9	10	
10	10	
11	3	
12	1	
13	1	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 7 Skipped: 8

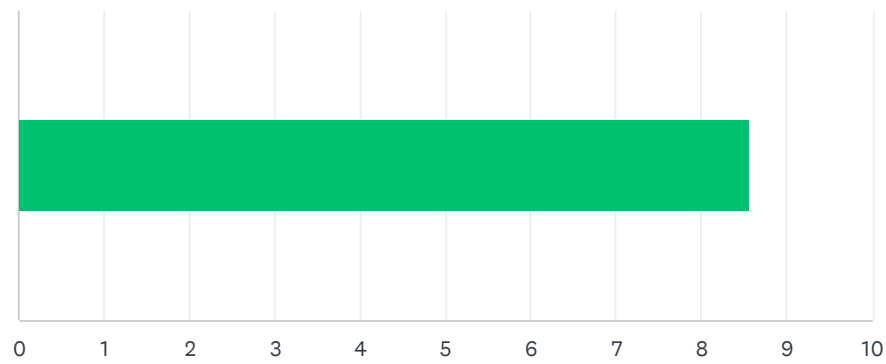


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	59	7
Total Respondents: 7			

#		DATE
1	10	
2	1	
3	8	
4	10	
5	10	
6	10	
7	10	

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

Answered: 7 Skipped: 8

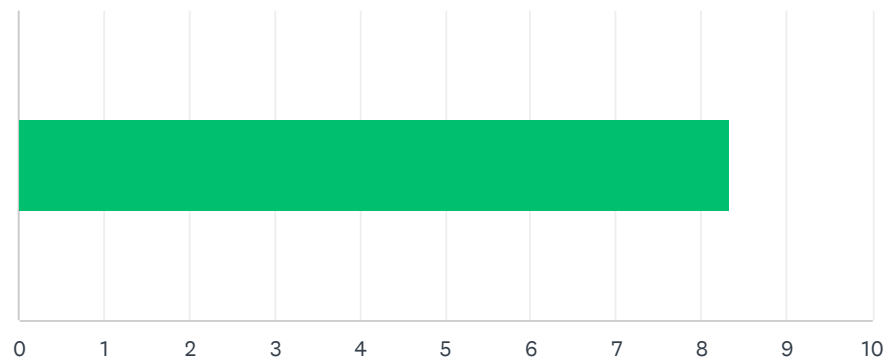


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	60	7
Total Respondents: 7			

#		DATE
1	10	
2	1	
3	9	
4	10	
5	10	
6	10	
7	10	

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

Answered: 6 Skipped: 9

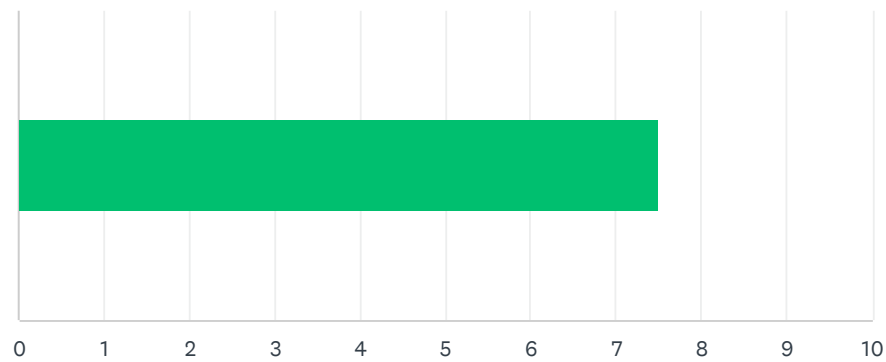


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	50	6
Total Respondents: 6			

#		DATE
1	1	
2	9	
3	10	
4	10	
5	10	
6	10	

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

Answered: 4 Skipped: 11

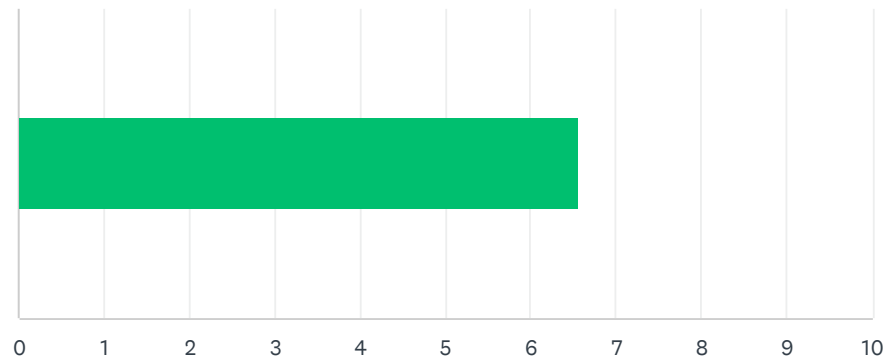


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	30	4
Total Respondents: 4			

#		DATE
1	9	
2	10	
3	1	
4	10	

Q29 My site has a positive atmosphere.

Answered: 14 Skipped: 1

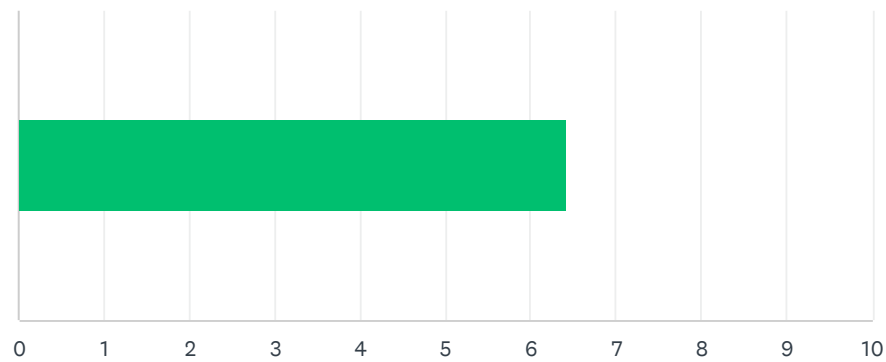


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	92	14
Total Respondents: 14			

#		DATE
1	10	
2	1	
3	8	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	10	
11	1	
12	1	
13	1	
14	1	

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

Answered: 14 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	90	14
Total Respondents: 14			

#		DATE
1	10	
2	1	
3	8	
4	10	
5	10	
6	10	
7	10	
8	9	
9	10	
10	8	
11	1	
12	1	
13	1	
14	1	

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

Answered: 4 Skipped: 11

#	RESPONSES	DATE
1	Questions that do not apply marked as 1	
2	n/a	
3	Everyone is afraid of admin. C&I admin target their employees and discipline them without any prior discussions with that employee. C&I is in dire need of new admin. C&I employees should be interviewed about their concerns. Turnover is extremely high (check past years). Nobody wants to be there.	
4	Toxic and stressful. Everyone is walking on eggshells. C&I director will slap her legs and yell at employees in staff meetings. Nothing is open for conversation or input of specialists. Turnover in C&I is extremely high. It is not a happy or healthy place to be.	

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

Answered: 7 Skipped: 8

#	RESPONSES	DATE
1	Until Christine Chapman is required to treat employees with integrity and professionalism, stay away from C&I.	
2	I work at the DO. My department is great, but I think other departments are not treated as well. Some departments here are envious of us, and it has impacted our working conditions	
3	Positive.	
4	Move summer institute back a couple of days so it falls within contract.	
5	C&I administration has created a very hostile and unwelcoming environment. Specialists are not valued and do not feel emotionally safe or valued in the work place.	
6	I would not recommend working in C&I until new admin are appointed. Hostile, rude, and toxic. Inconsistent with procedures and unclear communication. Director of C&I has no idea what is going on and is a puppet to the CTO who makes most of the decisions. Director of C&I yells and is extremely condescending and unwelcoming to employees (except her favorites). Toxic.	
7	Extremely hostile and toxic. Admin are unsupportive and talk poorly about their employees behind their backs. Discipline is based on favoritism and each employee is held to different standards. Some rules apply to certain people only. CTO is evaluating C&I employees and makes the majority of the decisions for all fo C&I (especially summer institute).	