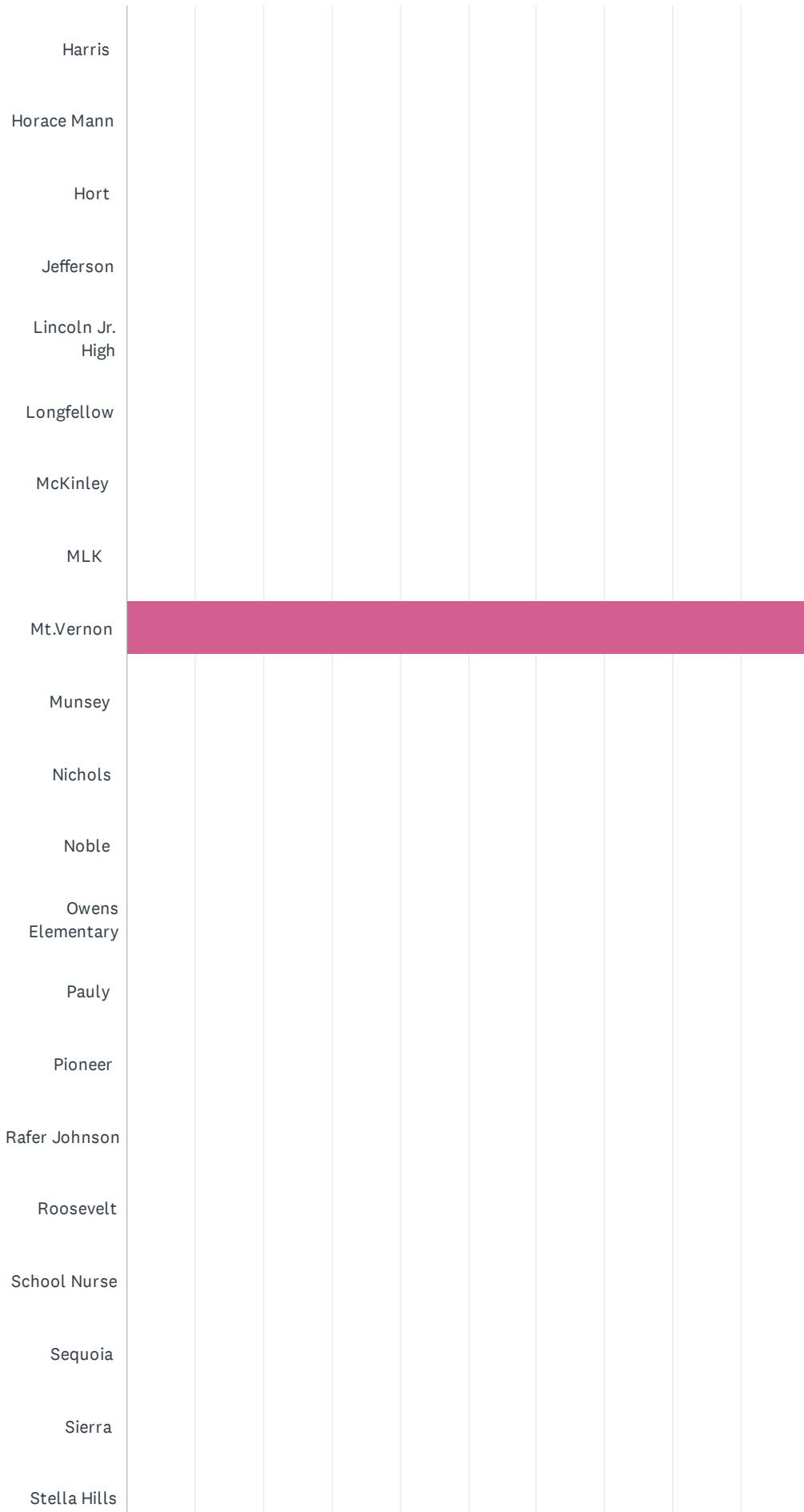
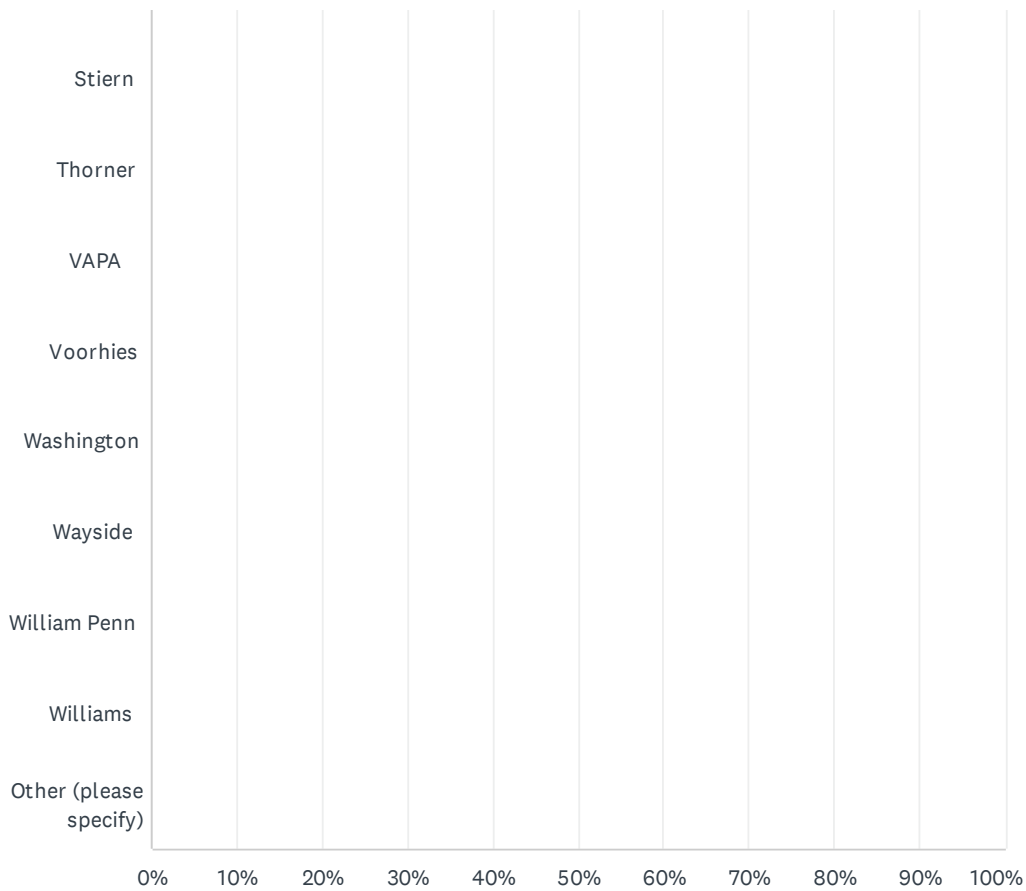




# 2023-2024 BETA Administration/Site Climate Survey



# 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	100.00%	25
Munsey	0.00%	0
Nichols	0.00%	0
Noble	0.00%	0
Owens Elementary	0.00%	0
Pauly	0.00%	0

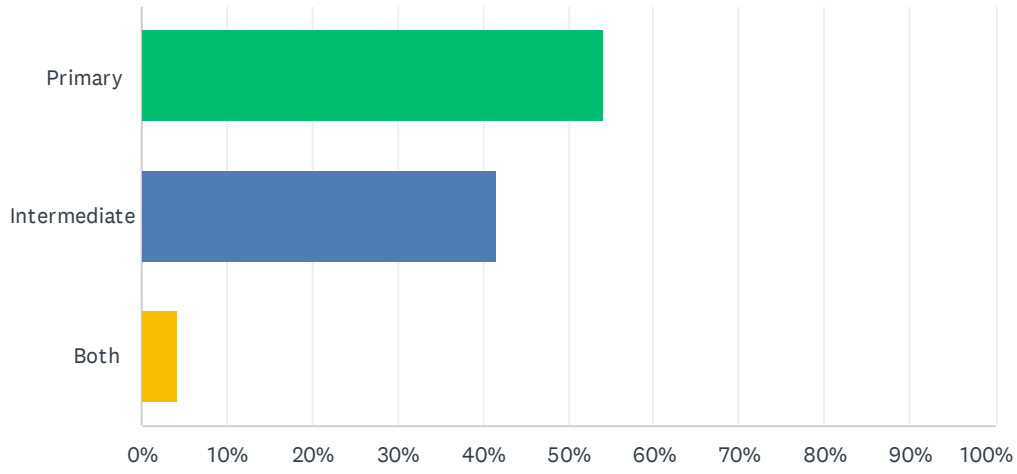
2023-2024 BETA Administration/Site Climate Survey

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: 25		

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

## Q2 Instructional Grade Level or Support Services

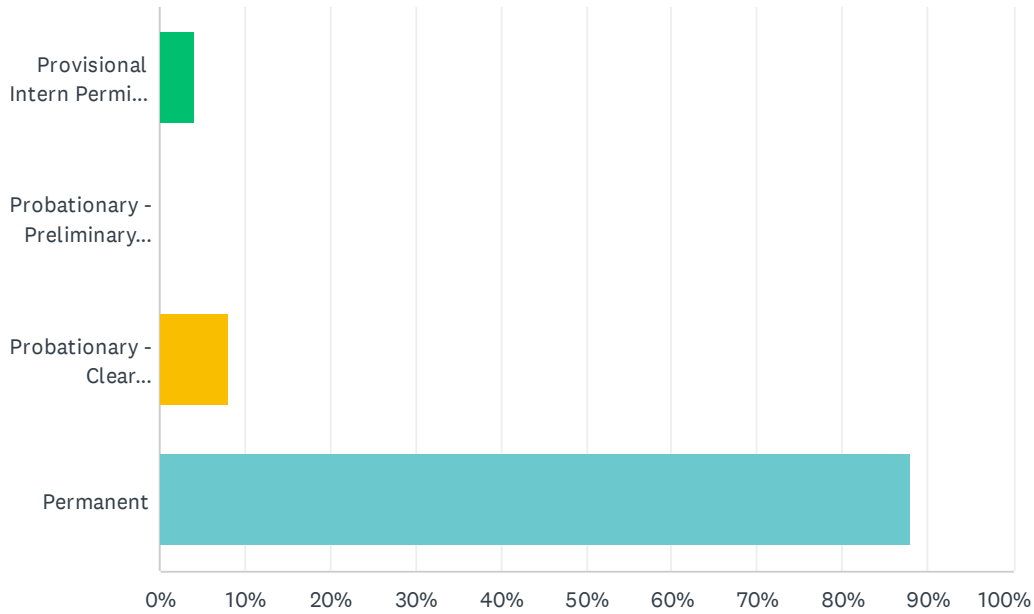
Answered: 24 Skipped: 1



ANSWER CHOICES	RESPONSES	
Primary	54.17%	13
Intermediate	41.67%	10
Both	4.17%	1
<b>TOTAL</b>		<b>24</b>

## Q3 Experience

Answered: 25 Skipped: 0

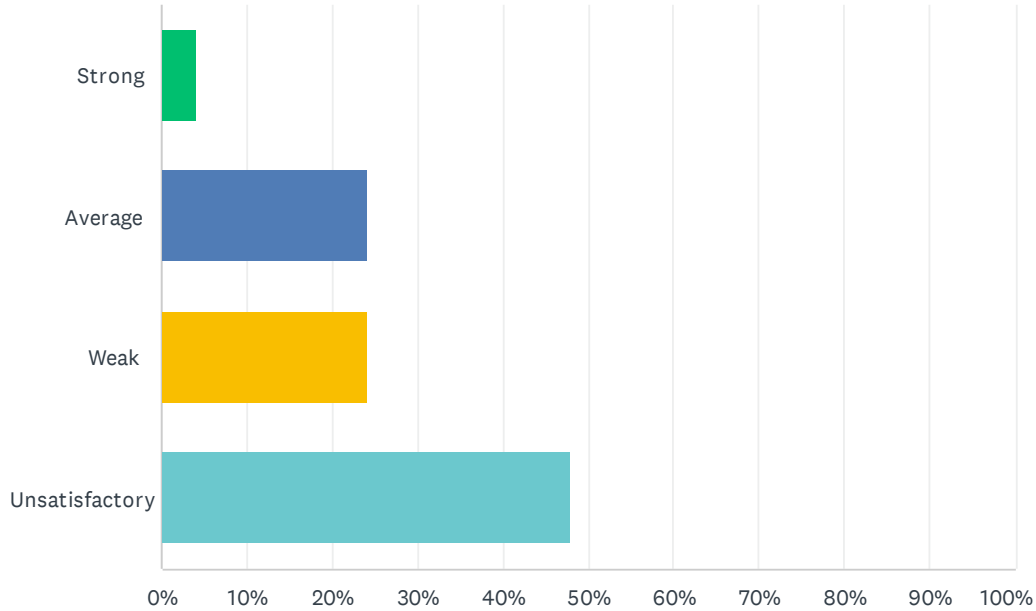


ANSWER CHOICES	RESPONSES	
Provisional Intern Permit, Short Term Staffing Permit, or Intern	4.00%	1
Probationary - Preliminary Credential	0.00%	0
Probationary - Clear Credential	8.00%	2
Permanent	88.00%	22
<b>TOTAL</b>		<b>25</b>

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

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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	4.00% 1
Average	24.00% 6
Weak	24.00% 6
Unsatisfactory	48.00% 12
<b>TOTAL</b>	<b>25</b>

#	COMMENTS:	DATE
1	The principal is DEFINITELY NOT sensitive to the staff and our needs. She dismisses teachers' concerns about serious behavior issues, and doesn't listen to our pleas for help with unruly students.	
2	Administration takes too much class time away for things that do not benefit the students or the staff. Morning announcements are long and repetitive, assemblies contain the same repeated information, meanwhile admin insists teacher's need to give students a voice in the classroom. Where is the modeling for that? Also, has insisted students eat silently in the cafeteria with 0 noise. Dismisses any and all concerns that are voiced by students and staff, even school leaders. Hypocritical and inconsiderate.	
3	Administration is not concerned with the needs of those around her at our school. The students do not engage with her because she is condescending to them. Staff do not engage with her because she is cold and distant. She is beyond out of touch with the community we serve.	
4	Like a dial-up internet connection during a hurricane season.	
5	Principal often belittles teachers, doesn't listen to staff ideas and concerns, as well as shows	



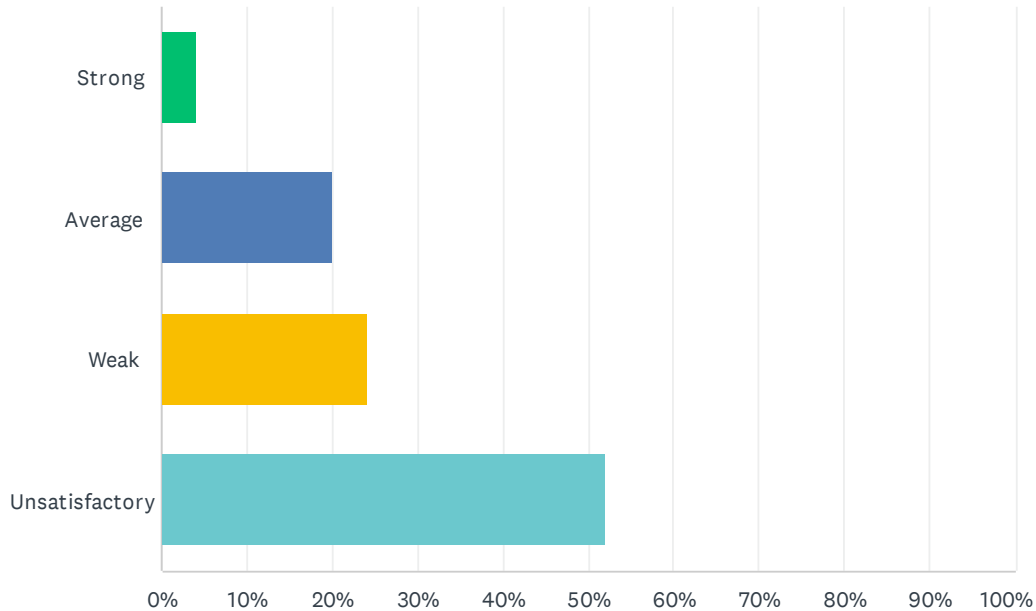
## 2023-2024 BETA Administration/Site Climate Survey

bias and favoritism amongst staff. The staff would like an empathetic, positive role model. New leadership is needed.

6	Disrespectful and dismissive
7	Everything is very disjointed. There is little follow through on staff suggestions or needs. Nothing is implemented in a step by step fashion designed to instill it as a long term solutions rather lots of band aids.
8	The principal rarely leaves her office. The vice principal is doing a good job, but the principal rarely interacts with students, staff, and the community. The principal delegates her job to others. She is never seen on the playground any time of the day, speaking with students or teachers.
9	Principal could care less about anyone else's needs other than her own. The VP I feel like is trying to be but walks a fine line.
10	She doesn't care for the staff

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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	4.00% 1
Average	20.00% 5
Weak	24.00% 6
Unsatisfactory	52.00% 13
<b>TOTAL</b>	<b>25</b>

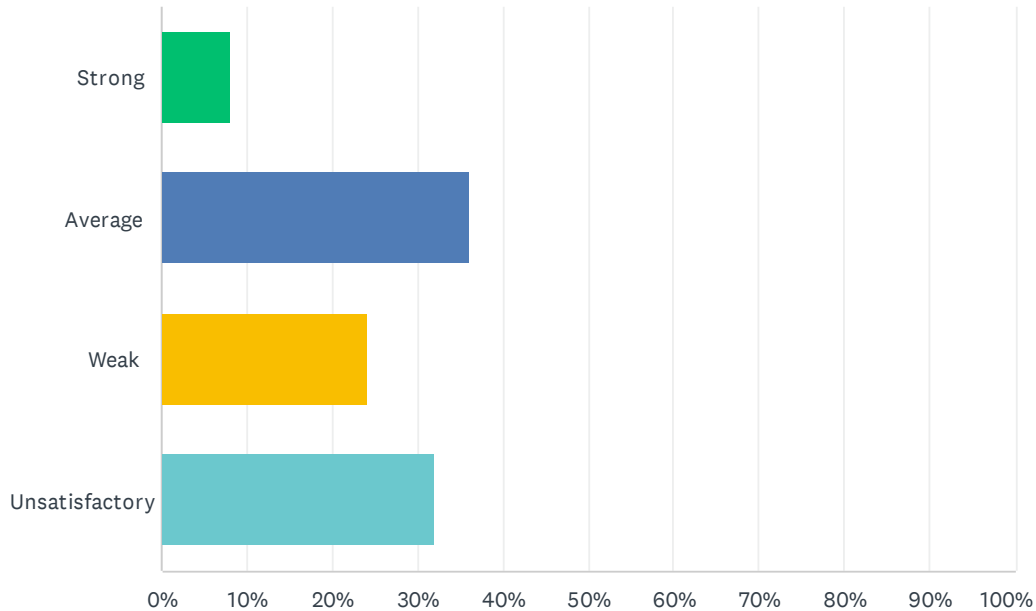
#	COMMENT	DATE
1	The principal walks past staff (with the exception of a few "favorites") without even acknowledging us.	
2	We are invisible. Unvalued and not respected. And not supported in any way.	
3	Admin consistently displays a dismissive, rigid, unfriendly, and cold demeanor. Has a negative disposition when walking classrooms and giving feedback. In every PD she has to take at least 10 minutes to talk down to the entire staff and explain what we need to do better. Rude emails, inconsistent procedures, extra expectations and a deferral of responsibilities as the school leader makes it very hard to feel valued or appreciated. One has to stick their neck out and go above and beyond for an ounce of recognition.	
4	Everything we do for our students, we do as professionals that are trying to meet our students where they are at and provide them with the best education we can. We are not viewed as professionals at our site and are micromanaged to no end.	
5	If teachers are educated and professional individuals; then, why are they spoken to demeaningly?	

## 2023-2024 BETA Administration/Site Climate Survey

6	Staff members are not valued. For example, she asks older teachers when they're going to retire and prefers to hire non-tenured teachers which she intimidates. She has driven away many highly qualified, veteran teachers since she has been here. The school has suffered because of her intimidation tactics, driving away good teachers, which hurts our students' progress and growth.	
7	unless you are male staff	
8	It's all very top down decision making.	
9	No	
10	Some teachers are given special treatment while the rest of us receive constant negative interactions and feedback.	
11	The principal is very cold. She will walk right past you without acknowledging you. Those incidents were very embarrassing.	
12	We are not even greeted. If you initiate the greeting it looks like it pains our principal to even tell us hello back. However, if she's walking hallways with clusters she will make a point to tell us hello in the hallway/passing.	

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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	8.00% 2
Average	36.00% 9
Weak	24.00% 6
Unsatisfactory	32.00% 8
<b>TOTAL</b>	<b>25</b>

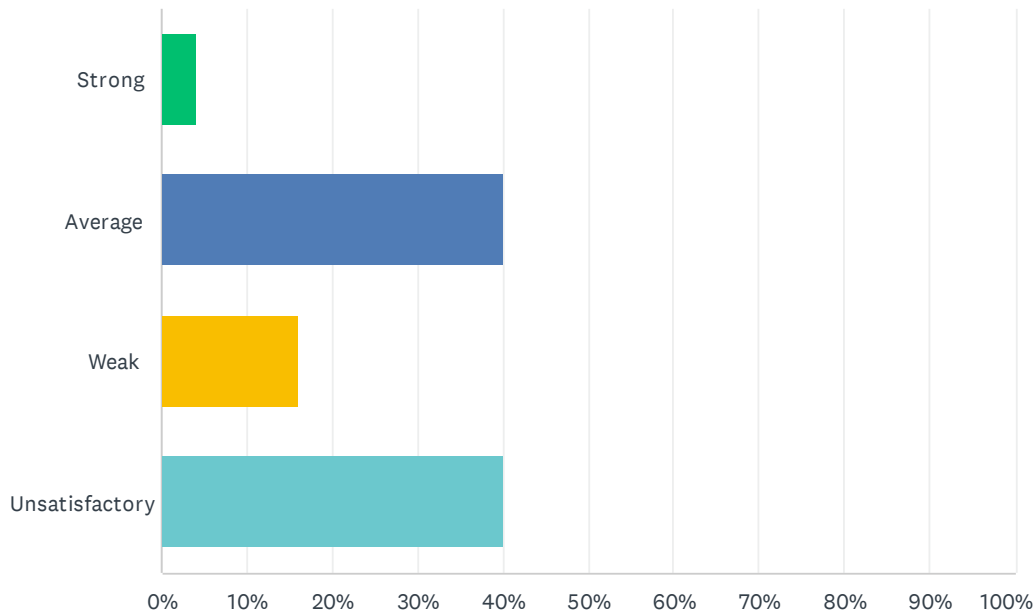
#	COMMENT:	DATE
1	Feedback is timely but often negative.	
2	Admin makes her rounds every few months, providing mostly negative feedback, or suggestions that she would not have a clue how to implement. When she interacts with students in the classroom, it is in an accusatory matter, making the students uncomfortable to respond to her demands.	
3	Are students' behavior more likely to change when admins visit?	
4	Principal comes in the classroom in an intimidating manner and often looks for things that are negative, rather than the positives. She will often come in one week asking for something and not appreciate when yea hers make the changes she asked for. She doesn't thank staff members for their effort and only views and voices what staff members are not doing.	
5	Quite often the feedback reflects a lack of knowledge of the class room situation and circumstance due to time limitations and the CONSTANTLY shifting schedules.	
6	weekly with negative feedback	

## 2023-2024 BETA Administration/Site Climate Survey

7	It's not always within 48 hours. It can be as far out as 3 or 4 days later. It is usually negative. Students are usually interviewed by the principal in classroom and it can be disruptive.
8	She does, but again she has no connection to the teachers. She comes in the class with a stone face and shows no emotion.
9	Way too many visits with mostly negative criticisms.

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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	4.00% 1
Average	40.00% 10
Weak	16.00% 4
Unsatisfactory	40.00% 10
TOTAL	25

#	COMMENTS:	DATE
1	We are overworked and underappreciated with constant additions to our expectations as staff.	
2	Our PLC time is invaluable as it helps us collaborate to provide engaging, effecting lessons for our students. PLC time is eaten up monthly by repeat PD sessions that no one needs. Or whatever PD she is getting a kudos from above for hosting.	
3	Did Cesar E. Chavez only fight for Migrant Workers' right to use the bathroom?	
4	She often asks teacher to do things that are not part of their BETA contract. For example, principal asked staff to come outside 5 minutes early for every recess which increased the contact time with students. She takes away planning time from teachers in order to hold staff meetings, often when teachers need to meet deadlines, etc. Many teachers have had to contact BETA for support yet the district seems to not be taking action against her.	
5	Letter of the law not always the spirit	
6	The principal will attempt to ignore some of our rights and some teachers have called her on it through our BETA rep. When the rep confronts her with our concerns, he's been targeted by her.	
7	We have to call out when she is not giving equitable weekly coverage for our 1 hour of PLC	

## 2023-2024 BETA Administration/Site Climate Survey

time, in staff meetings she states that she requires us to complete Timelines that are different from what the district puts out for us then back paddles by claiming it was "only a suggestion". She is not following IEPs, holds TSS meetings were they tell Parents they will provide services/interventions and then the interventions are never provided or followed through.

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8	She had us put in extra minutes during our recess time which is against the contract
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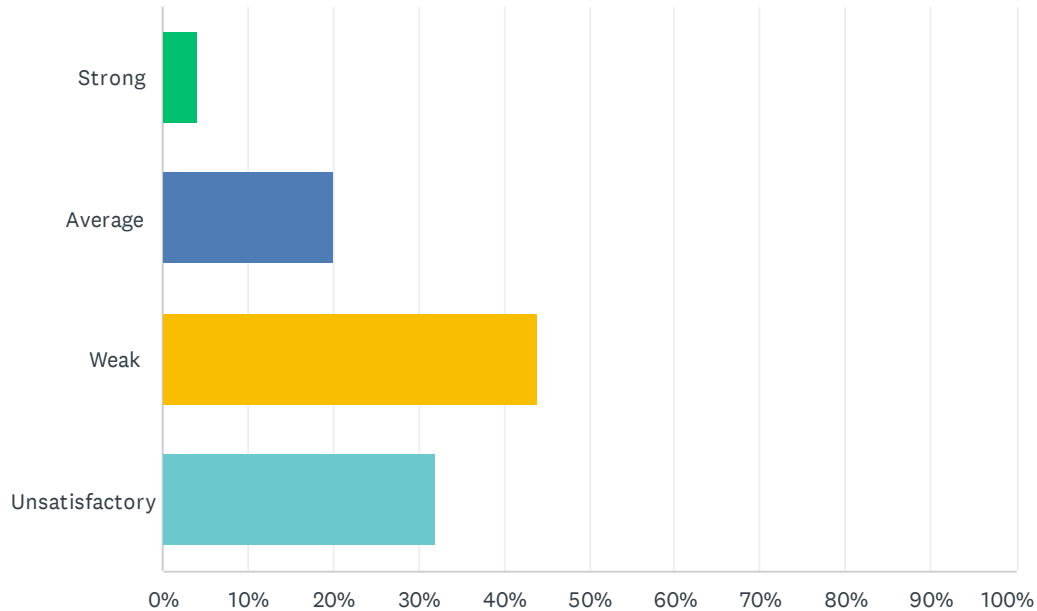
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9	She seems unaware of what is in the contract. Or doesn't care?
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## Q8 Administration utilizes staff according to their job description (ie. Coaches, APL's, Specialists & Staff).

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	4.00% 1
Average	20.00% 5
Weak	44.00% 11
Unsatisfactory	32.00% 8
<b>TOTAL</b>	<b>25</b>

#	COMMENT	DATE
1	No. Support staff members are frequently "babysitting" out-of-control students so the principal doesn't have to deal with the problem directly.	
2	We have an amazing support staff. I mean, hands down, amazing. However, they are spread so thin they cannot effectively do their jobs. Staff also notice how they are treated by administration, they are much more competent than administration makes them out to be.	
3	Why are most administration policies delivered verbally? Are we definitely losing this "they said, they said" rule?	
4	Principal does not let support staff actually supply the teachers as their job title is listed. For example, support staff is made to work on tasks that the principal should and could do, but instead she is walking around campus interviewing kids for videos, etc. Principal often has staff chase students around instead of coming up with solutions to issues on campus.	
5	not following guidelines of utilization of support staff	
6	Aides are often pulled from one room to go do other duties -- translating, supervision in other rooms leaving the teacher who had planned on having that aide present without assistance.	

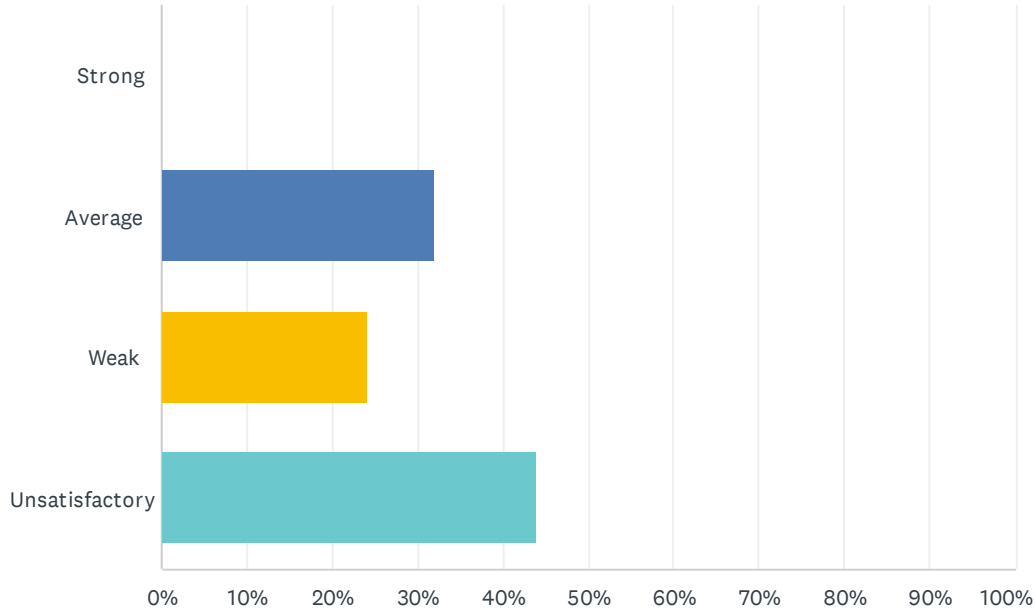


## 2023-2024 BETA Administration/Site Climate Survey

7	The teachers sometimes have to go without interventions for our students because the principal has the staff doing other tasks for her. I got upset when our class was looking forward to our designated library time and our library time was canceled because the librarian and an intervention specialist went shopping the entire afternoon for student rewards. Other times the staff can't meet with students because they're decorating a room or the office.	
8	Even the support staff is afraid of her. They have to be her puppets as she does not like anyone who questions her decisions and choices.	
9	Worst ever	
10	We do a lot of yard duty and it seems that instructional specialists are doing things that don't seem to be their duties ( like dealing with discipline)	
11	Support staff seems overwhelmed.	

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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	32.00% 8
Weak	24.00% 6
Unsatisfactory	44.00% 11
<b>TOTAL</b>	<b>25</b>

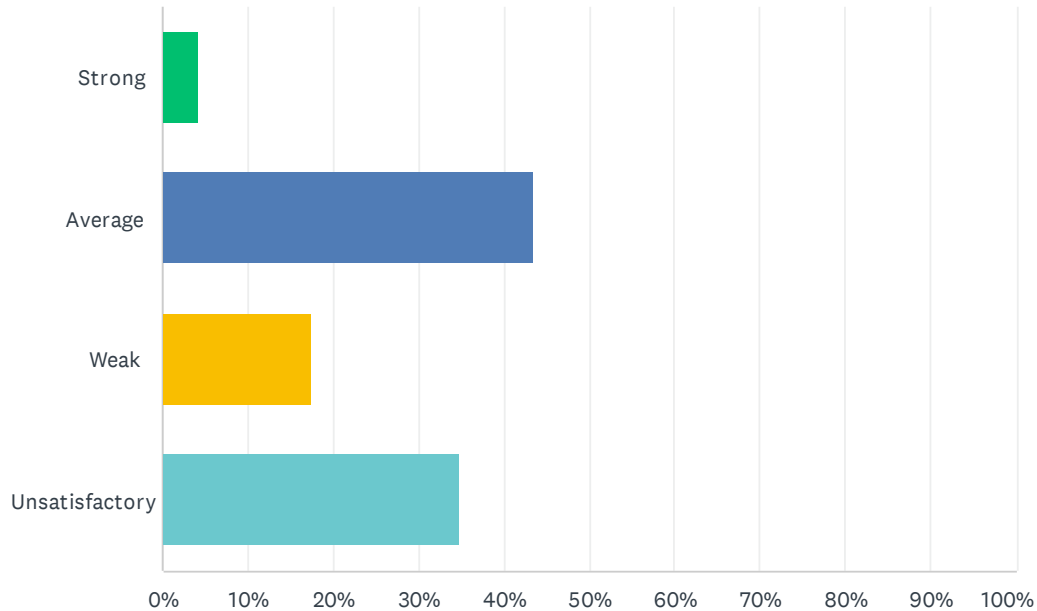
#	COMMENTS:	DATE
1	There is a terrible communication pattern with admin. Schedule changes and last minute decisions are brushed off without any additional thought. She does not communicate with teachers even when there are serious issues happening with our students. A teacher with valid concerns will be simply referred to Aeries, even after submitting referrals.	
2	Administration relays all sorts of messages, getting information wrong, changing expectations, altering demands. It is hard to know what it is we are supposed to follow. Parents have mentioned they have no idea what goes on at our schools as there is not much communication to them from her.	
3	Are we playing good cop bad cop?	
4	There is no open communication. Staff is told what to do, one sided, like a dictatorship. Teachers who question her are often reprimanded or written up for unrelated topics within the same time frames. These are punitive actions to stop teachers from being vocal.	
5	do not understand how she is still employed as a principal - so mean, and a history of bad evals with nothing being done by the district office to address her horrible leadership	

## 2023-2024 BETA Administration/Site Climate Survey

6	Communication is weak and constantly changing. We get outlook cancelations and changes several times a week and even several times a day. Many times we find out out things at the last minute and are expected to make the changes no questions asked. Sometimes we only find out about things by watching the morning announcements.
7	I don't feel parents are welcomed or valued at school because it seems like they're always standing outside the school waiting for their children rather than being allowed to help at school.
8	Absolutely not! Example: a flyer was sent home to Families who wanted to order books from the author's visit the day before the author came to our site. The flyers were put in our box late in the school day so if Ts didn't check their box during the second half of the school day, your class missed out on this opportunity. Parents are tricked in SST meetings by promising interventions that are never delivered! Communication has been an overflow of emails for every meeting that held on campus which clogs up our emails. Everyone she changes or cancels those meetings our emails get clogged up Again.
9	Worst ever

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

Answered: 23 Skipped: 2

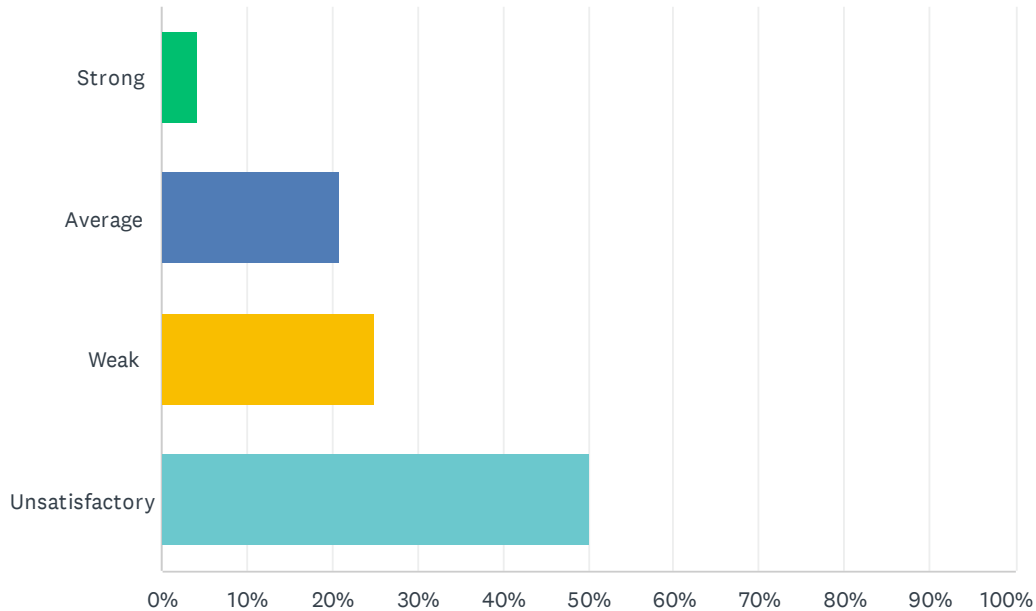


ANSWER CHOICES	RESPONSES
Strong	4.35% 1
Average	43.48% 10
Weak	17.39% 4
Unsatisfactory	34.78% 8
<b>TOTAL</b>	<b>23</b>

#	COMMENTS:	DATE
1	I don't know.	
2	Admin has a lot of expectations for parent communication, but rarely takes the side of the teachers.	
3	Let's be honest, it is already very challenging to speak about a student's unpleasant behavior.	
4	Principal only seems to care about parents being kept satisfied, not staff. When they ask for support, teachers are told to solve the problem on their own. Teachers have been physically assaulted and not supported by admin.	
5	I have been supported by the principal when there's been a parent concern.	
6	Worst ever	

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

Answered: 24 Skipped: 1



ANSWER CHOICES	RESPONSES
Strong	4.17% 1
Average	20.83% 5
Weak	25.00% 6
Unsatisfactory	50.00% 12
<b>TOTAL</b>	<b>24</b>

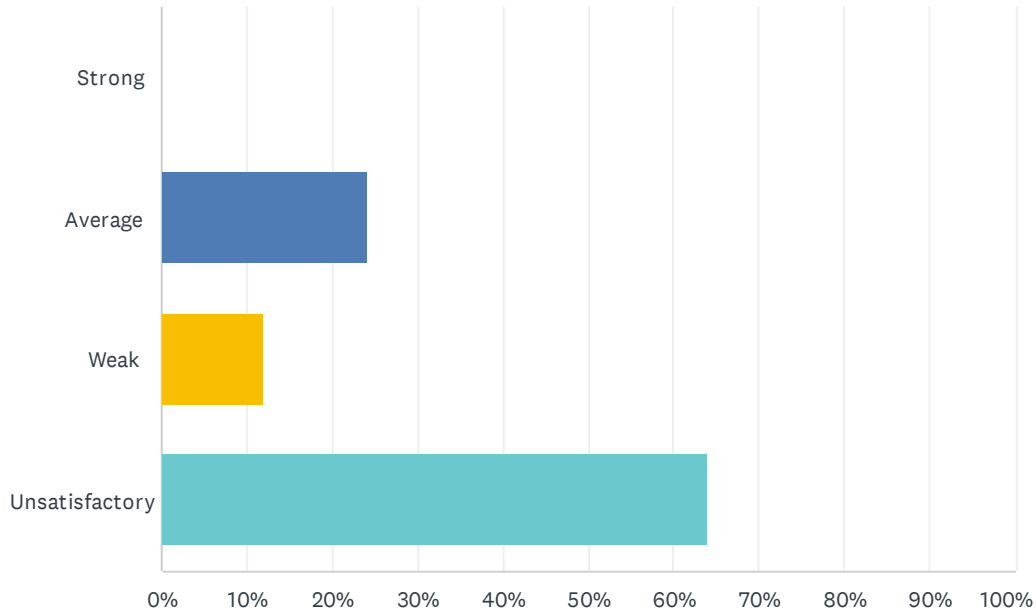
#	COMMENT	DATE
1	There are 3 groups: The principal's favorites, the teachers that she is targeting, and the rest who are usually ignored.	
2	Her favorites list is obvious. She doesn't talk to some teachers at all, even when occupying the same space.	
3	Those that maintain the status quo and do not push the envelope are those that can be favored. Any action against her is felt as almost retaliation.	
4	These teachers can't afford a vip ticket or a fast pass.	
5	She is very biased and preferential treatment is given to a handful of people, which are then allowed privileges others are not.	
6	There are a few teachers that are treated completely different than the rest of the staff. The rest of us are treated like we are less than. We receive negative emails and are talked to like we don't know what we are doing. Those same teachers are awarded with gift cards for doing the same things that other teachers are doing.	

## 2023-2024 BETA Administration/Site Climate Survey

7	The principal has her favorites. She especially promotes the young teachers and passes over the older teachers.
8	She has her clear favorites. She discriminates against those that are older. I've even heard she favors the young men on our campus the most.
9	Worst ever, she will harass some teachers and look away with others

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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	24.00% 6
Weak	12.00% 3
Unsatisfactory	64.00% 16
TOTAL	25

#	COMMENT	DATE
1	The principal seems to think assigning extra tasks to grade level teams will raise test scores. Guess what? It doesn't! It just makes stressed-out grumpy teachers who are so busy completing her "assignments" that we don't have time to focus on our students and their learning	
2	I haven't felt so unsupported in my life.	
3	The unchecked data demand by administration is outrageous. We are required to provide data that is never reviewed. This data is lengthy to input. As teachers, the data we are collecting IS valuable to us, and does drive our instruction. But the burden of inputting the same information in a million places takes away from previous planning time... planning time that we need to take the data and design effective lessons tailored to the results. Another unhelpful stressor is when we reach out for help, in turn are actually tasked with more work.	
4	T comes after S; like tears after stress.	
5	The principal adds extra stress to almost every situation on campus. Teachers are over worked and under appreciated by her. If staff does not nominate a teacher for Super Eagle of	

## 2023-2024 BETA Administration/Site Climate Survey

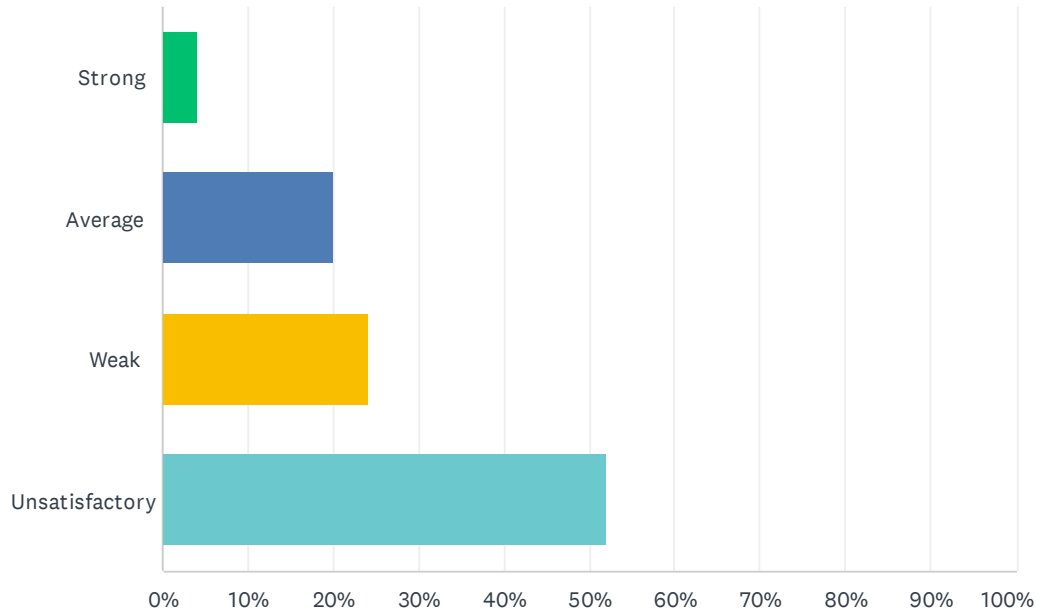
the week, there is no winner. Safe refuses to acknowledge she reward teachers.

6	The principal adds to our stress by her obvious disregard for the majority of teachers who work so hard and are barely recognized. She is a very cold person and we feel that her attitude towards us demeans us.	
7	More demands and less time to do the task	



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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	4.00% 1
Average	20.00% 5
Weak	24.00% 6
Unsatisfactory	52.00% 13
TOTAL	25

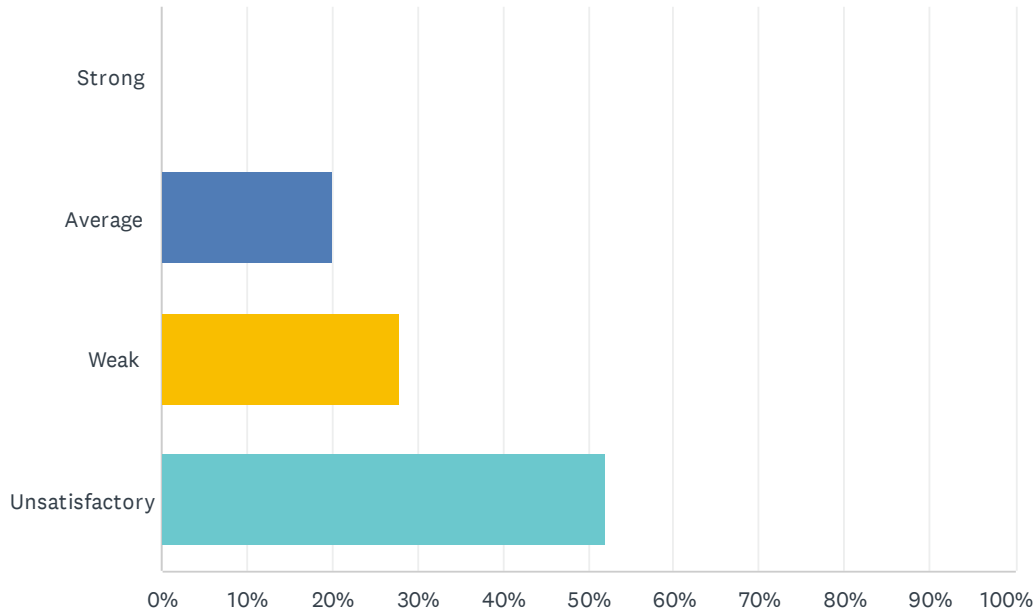
#	COMMENT	DATE
1	Communication at Mt. Vernon is awful. We are frequently informed of things at the last minute.	
2	Cancelling events day of, sending out memos and parent letters late, notifying teachers of random new expectations is a frequent and frustrating occurrence. On the other hand, I never have once gotten an email about grading expectations or other teacher expectations that should really matter to administration.	
3	Expectations are constantly changing, making it impossible to know what is actually expected of us. Information is constantly delivered at the last minute. Weekly communications come from admin Sunday nights, which is fun to receive after you have already planned your week out .. and did not account for so much instructional time taken away due to seemly biweekly assemblies.	
4	What is a "they said they said" rule?	
5	Information is not given until the last possible minute in most cases. Meeting reminders are sent out and are often cancelled and sent out again, causing an overload of disruptions. This also confuses teachers as to where and when events will take place.	

## 2023-2024 BETA Administration/Site Climate Survey

6	Lots of emails..... but these and calendar notices are constantly "dinging" in the in box all day long distracting instruction.
7	Most things are last minute or multiple things are planned at the same time so we become overwhelmed.
8	We are notified constantly about upcoming meetings and academic conferences one right after another. Rather than notifying the teachers a few weeks or a month ahead, we're barraged with one email after the next about those upcoming events. Then our APL does the same thing. My emails are piling up due to those meetings. We have activities scheduled into April. The principal and the APL will post those events and then you'll get another email after another canceling those activities so your inbox is inundated with unnecessary information.
9	We are flooded with items in our calendar months in advance, then cancellations of those events. Then rescheduled events. Some events are not relevant for my grade level. It's confusing and hard to keep straight.
10	Micromanages everything. Students WAY over tested.

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

Answered: 25 Skipped: 0



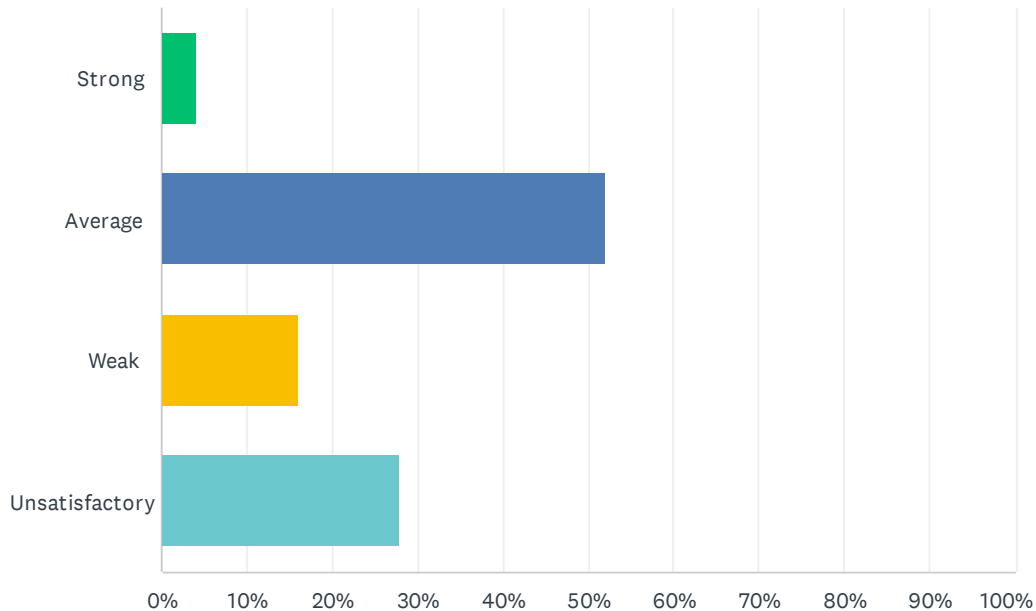
ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	20.00% 5
Weak	28.00% 7
Unsatisfactory	52.00% 13
<b>TOTAL</b>	<b>25</b>

#	COMMENT:	DATE
1	No, our principal couldn't care less about positive working conditions.	
2	While claiming an open door policy, communicating with admin in person is intimidating. She is very condescending and cold, so seeking support from her is actually anxiety inducing.	
3	Moral is very low and fear is very high; it's very sad.	
4	Teachers are afraid to come to school at times, creating unfavorable work conditions and therefore causing many health problems due to the stress overload.	
5	There is a low morale.	
6	It is mostly negative work conditions. Some teachers are afraid to ask questions or speak up for fear of retaliation from the principal.	
7	No. The staff feels the weight of her displeasure and we are very stressed. She is not friendly, encouraging or interested in us as individuals.	
8	She will retaliate when she wants	



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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	4.00% 1
Average	52.00% 13
Weak	16.00% 4
Unsatisfactory	28.00% 7
<b>TOTAL</b>	<b>25</b>

#	COMMENT	DATE
1	Lack of communication and inconsistent expectations rears its ugly head at our school during inclement weather. CPAL's and admin seem to not know what is going on/what to do with students during lunchtime. Inclement weather schedule often changes multiple times a day with disregard to how this back and forth change throws off the schedule.	
2	Inclement weather was called constantly in the beginning of the year due to warm weather. In those instances, there should also be a backup plan to allow CPALS to surprise students indoors as to not take away teachers recess/lunch/prep period for several days in a row.	
3	Weather is unpredictable.	
4	Rainy day is called very often, even when it is not necessary. Teachers are infrequently given breaks in these days. Too many rainy day schedules have been called. Students can easily go into other rooms to get supervised by CPALS during recess to give teachers time to work during their breaks and take adequate restroom breaks.	
5	It's much better organized than in the past... there really is only so much you can do about the	

2023-2024 BETA Administration/Site Climate Survey

weather... though the flood the other day was a bit much for anyone to deal with.

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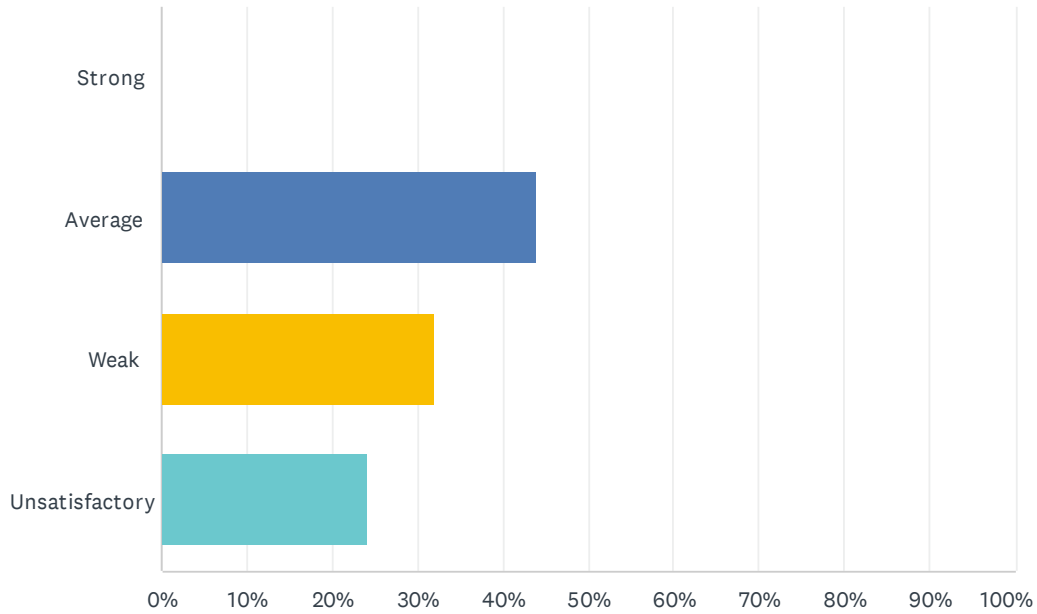
6

Seems like nobody knows what to do.

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

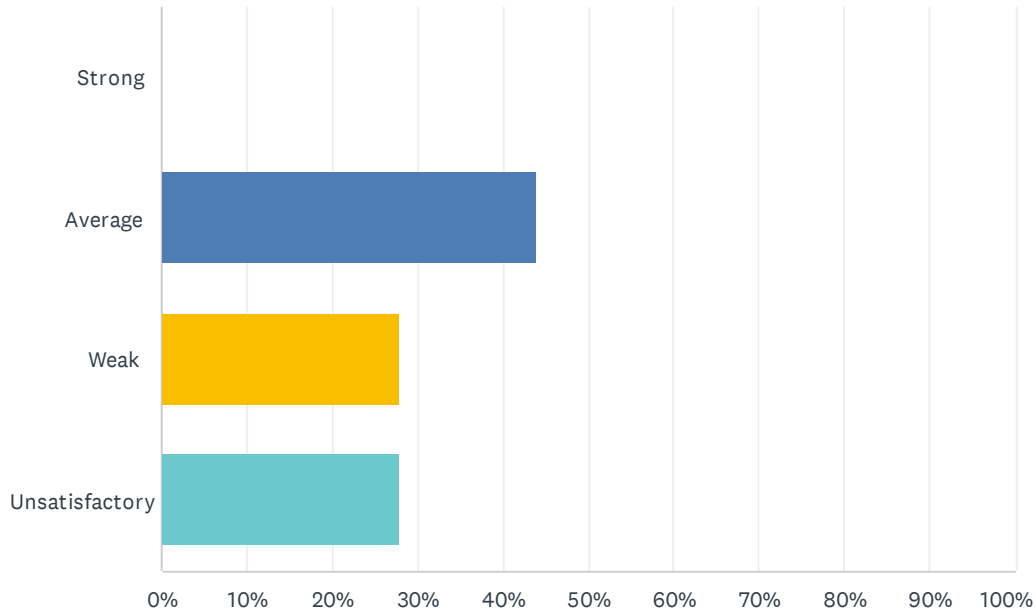
Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	0.00%	0
Average	44.00%	11
Weak	32.00%	8
Unsatisfactory	24.00%	6
TOTAL		25

## Q17 Site meetings are productive and not excessive.

Answered: 25 Skipped: 0



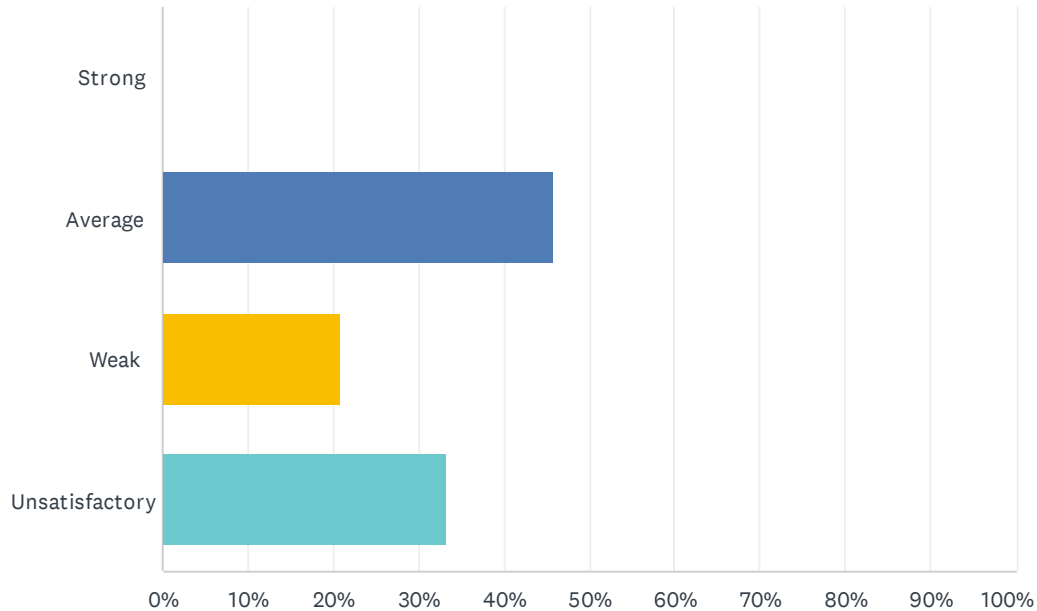
ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	44.00% 11
Weak	28.00% 7
Unsatisfactory	28.00% 7
<b>TOTAL</b>	<b>25</b>

#	COMMENT
1	The principal loves to talk down to people and talk at people in meetings.
2	Yes, this has toned down.
3	She often talks off topic, elongating meetings unnecessarily.
4	Top down decision making.
5	Anytime a new strategy is presented we are expected to use it all day everyday even if it is not relevant to what is being taught.



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

Answered: 24 Skipped: 1

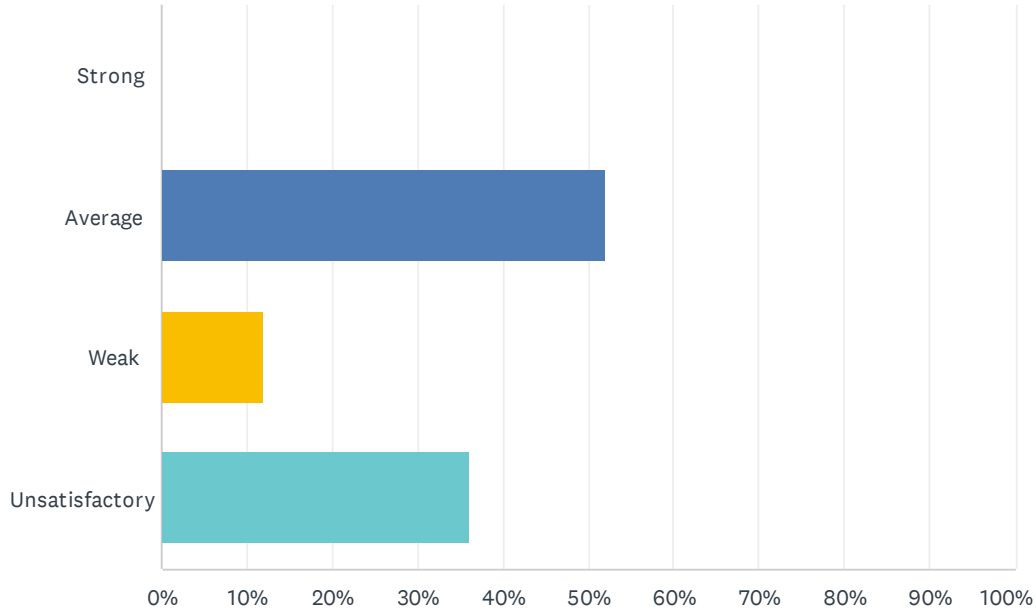


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	45.83% 11
Weak	20.83% 5
Unsatisfactory	33.33% 8
<b>TOTAL</b>	<b>24</b>

#	COMMENT
1	IEPs are frequently held during planning time, but I don't think that is the principal's fault. So many people, including parents, SPED personnel, administrators, and classroom teachers, need to attend. It's hard to find a convenient time for everyone.
2	I'm always working after hours working on IEP's and working on accommodations with my co-teachers.
3	Meetings are often scheduled during planning/prep time.
4	If a teacher doesn't reply right away, then they can't wear pink on Wednesdays!
5	How can you possibly schedule these outside of prep time. I have multiple students who have IEP meetings and the forms that must be filled out ahead of time. As well as all the Ellevation reports, BAS etc etc .... there's only so many minutes. Extra time needs to be noted for these duties as they do impact planning time. Especially with SOOOOOOOOOOO many PLC meetings.
6	I've had to attend IEPs at 8 in the morning.

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

Answered: 25 Skipped: 0

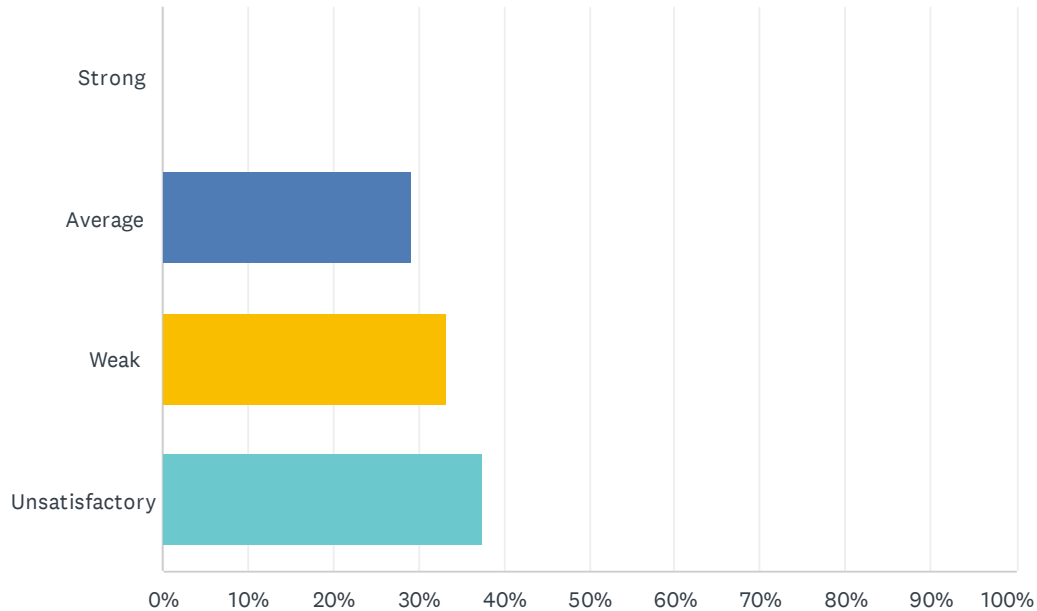


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	52.00% 13
Weak	12.00% 3
Unsatisfactory	36.00% 9
<b>TOTAL</b>	<b>25</b>

#	COMMENT
1	There are too many expectations that cut into our planning time. So many.
2	This is not true.
3	Daily, no.
4	Interruptions to these times happen frequently throughout the week.
5	NOT with PLC etc etc etc.
6	At times we have to fight for our planning time
7	She tries

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

Answered: 24 Skipped: 1

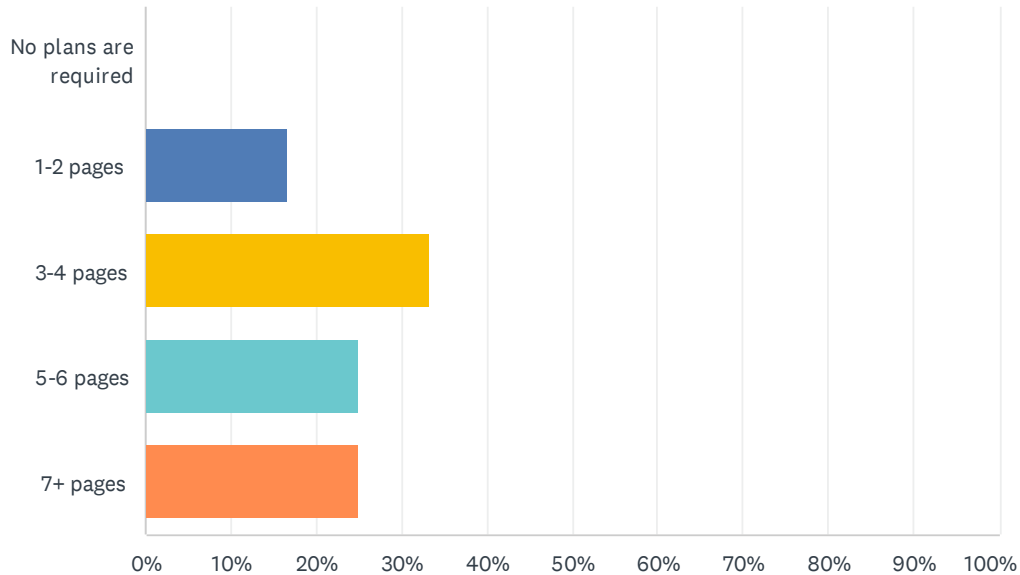


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	29.17% 7
Weak	33.33% 8
Unsatisfactory	37.50% 9
<b>TOTAL</b>	<b>24</b>

#	COMMENT:
1	What time?
2	This is not true.
3	This almost makes me laugh and cry at the same time. The amount of data required by site and district cannot be completed within contract hours.
4	Staff is often given more tasks that the contractual day allows.
5	We are not given a lot of time to input report cards, CFAs. Many times I have to spend time after my contract hours or on the weekends to enter my data.
6	Many times we have to spend our own time to complete reports
7	It is difficult to do everything in a 30 min planning time.
8	Way too many things assigned, where we don't have time for anything unless we stay after contract hours.

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

Answered: 24 Skipped: 1



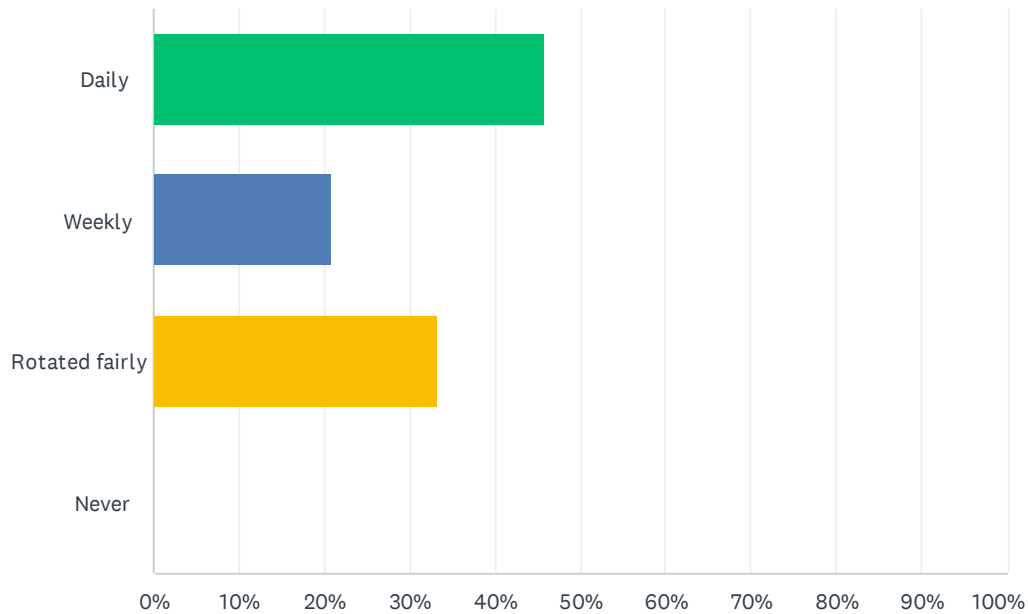
ANSWER CHOICES	RESPONSES	
No plans are required	0.00%	0
1-2 pages	16.67%	4
3-4 pages	33.33%	8
5-6 pages	25.00%	6
7+ pages	25.00%	6
<b>TOTAL</b>		<b>24</b>

#	COMMENT
1	This is true.
2	If you deviate from your lesson plans at all, be prepared to be chastised like a child. And not met with grace for adjusting your day to your student's needs.
3	Lesson plans are sheets being critiqued and are due at 8am on Mondays. They are often given negative feedback if plans are not 100% identical to others in grade level. However, some teachers are not held to the same standards as others.
4	Whatever is necessary for personal reasons. Though comments have been made about them being full of links.... of course they are -- we are sharing info across the grade level.
5	We have to complete our weekly lesson plans (that are several pages long), separate ELD plans, and separate UA plans.
6	We have to submit detailed lesson plans weekly. I've heard of other schools where the lesson plans weren't required.



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

Answered: 24 Skipped: 1

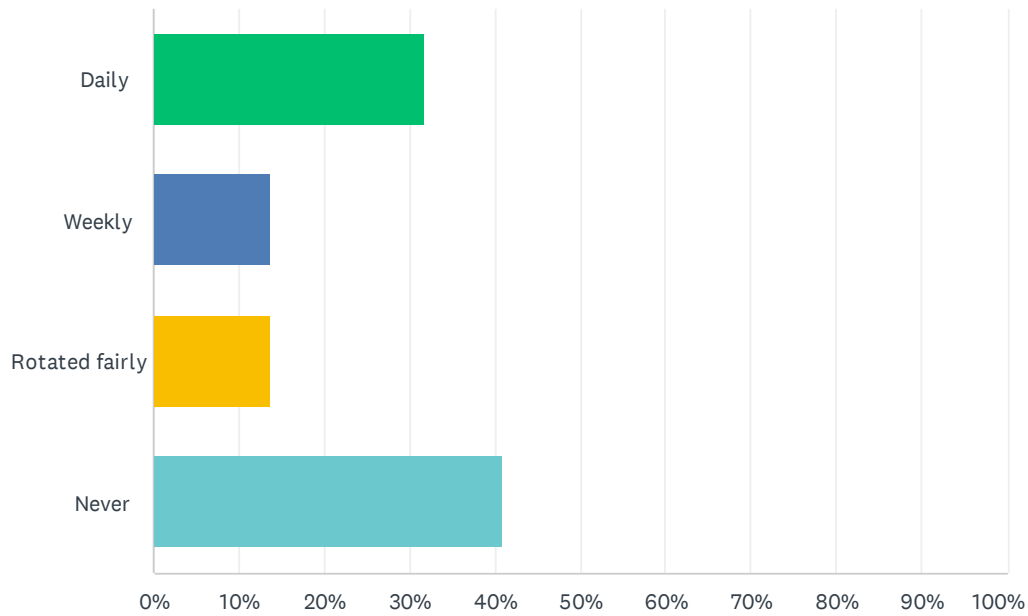


ANSWER CHOICES	RESPONSES
Daily	45.83% 11
Weekly	20.83% 5
Rotated fairly	33.33% 8
Never	0.00% 0
<b>TOTAL</b>	<b>24</b>

#	COMMENT:
1	Rotated fairly by the grade level team, not from the help of administration.
2	Teachers true.
3	We only have one recess duty free week a month.
4	We are tired of yard duty. Again, there are other schools who don't require teachers to do yard duty. We have plenty of CPALs for playground coverage.
5	Teachers only have recess duty
6	3 weeks on. One week off. But one recess is so short there really isn't time to leave the yard before you have to pick up kids. Certainly no time to do anything.

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

Answered: 22 Skipped: 3

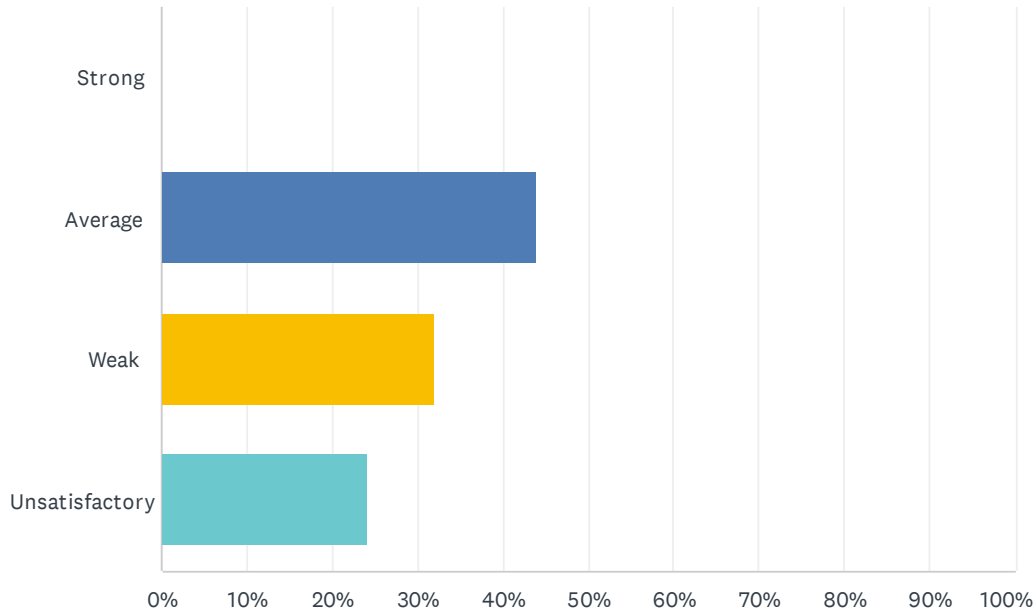


ANSWER CHOICES	RESPONSES
Daily	31.82% 7
Weekly	13.64% 3
Rotated fairly	13.64% 3
Never	40.91% 9
<b>TOTAL</b>	<b>22</b>

#	COMMENT:
1	I don't have bus duty, but SPED does. I don't know if they are satisfied with it.
2	Teachers true.
3	Not sure

## Q24 Staff and students feel safe.

Answered: 25 Skipped: 0



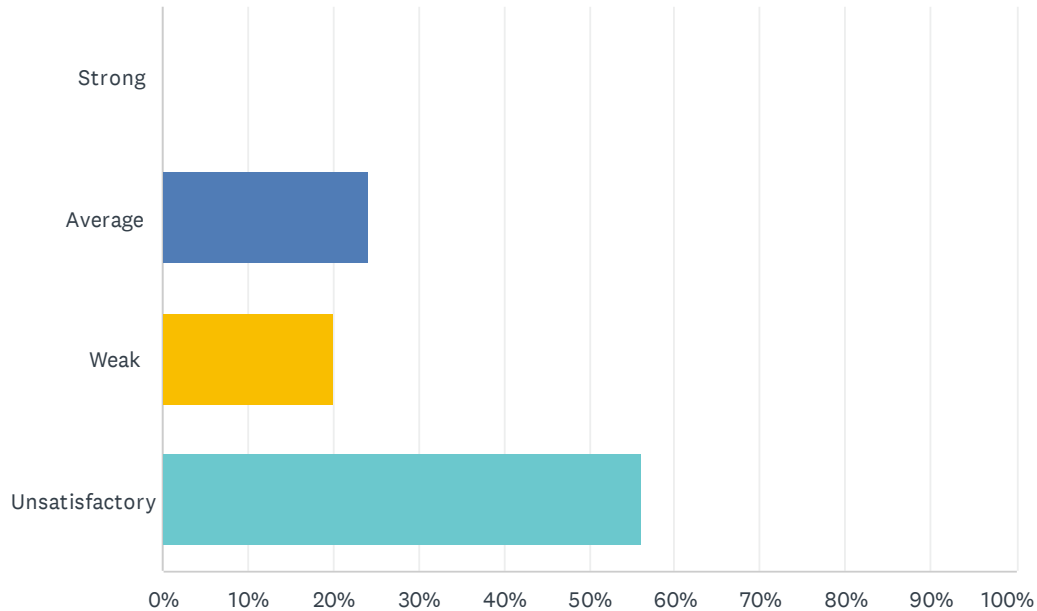
ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	44.00% 11
Weak	32.00% 8
Unsatisfactory	24.00% 6
<b>TOTAL</b>	<b>25</b>

#	COMMENTS:
1	NO! Our students are out-of-control and have no respect for any staff member, including the Principal.
2	CPAL's are too busy chumming up to the students to actually address serious issues on the yard.
3	It's the students' behavior making us feel unsafe. We are not protected from students.



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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	24.00% 6
Weak	20.00% 5
Unsatisfactory	56.00% 14
<b>TOTAL</b>	<b>25</b>

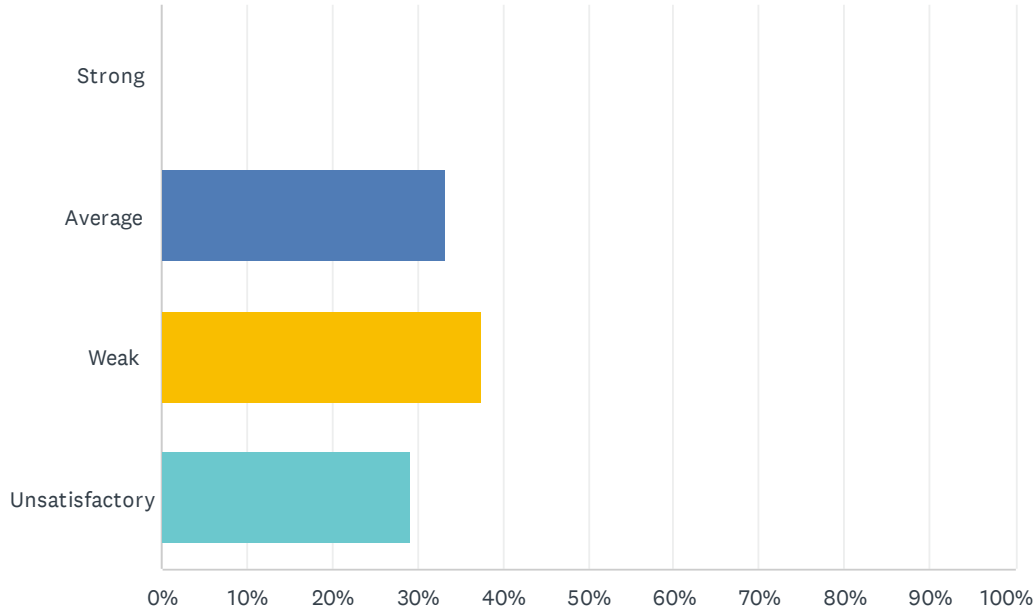
#	COMMENTS:
1	We had a "behavior reset" in January, which basically was an attempt to bribe the kids into being good by earning prizes. It worked for about 2 weeks. Students know they can get away with anything (and they do.)
2	Student discipline is one of the most unsatisfactory areas at Mt. Vernon.
3	Takes credit for teacher initiatives for discipline. Her solution is to talk at students in assemblies and refer the teachers to Aeries.
4	Administration lacks clear discipline despite having several flow charts outlining their policies. Students are able to create unsafe environments simply because they know there are no consequences. If you are having an issue with a student, be sure to document it in Aeries at length, or you will not get any support. While I understand the need for documentation, some dire situations need attention sooner. When the students do not feel safe, they cannot focus their attention on learning. They deserve a safe environment to thrive in academically.
5	Admin often creates more problems for students she teachers by ineffective leadership and handling of issues.

## 2023-2024 BETA Administration/Site Climate Survey

6	Attempting to get better. But it's very segmented... one hand doesn't seem to know what the other is always doing.
7	The vice principal is doing a wonderful job, but it's been revealed that the principal doesn't want to deal with difficult students. She doesn't want them in the office.
8	Same issues and no solutions
9	Our VP has made some positive changes. We need more help with severe students.
10	Not admin fault really, but behavior is out of control. Admin is trying, but impossible to fix at the site level. These problems start at the state level.

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

Answered: 24 Skipped: 1

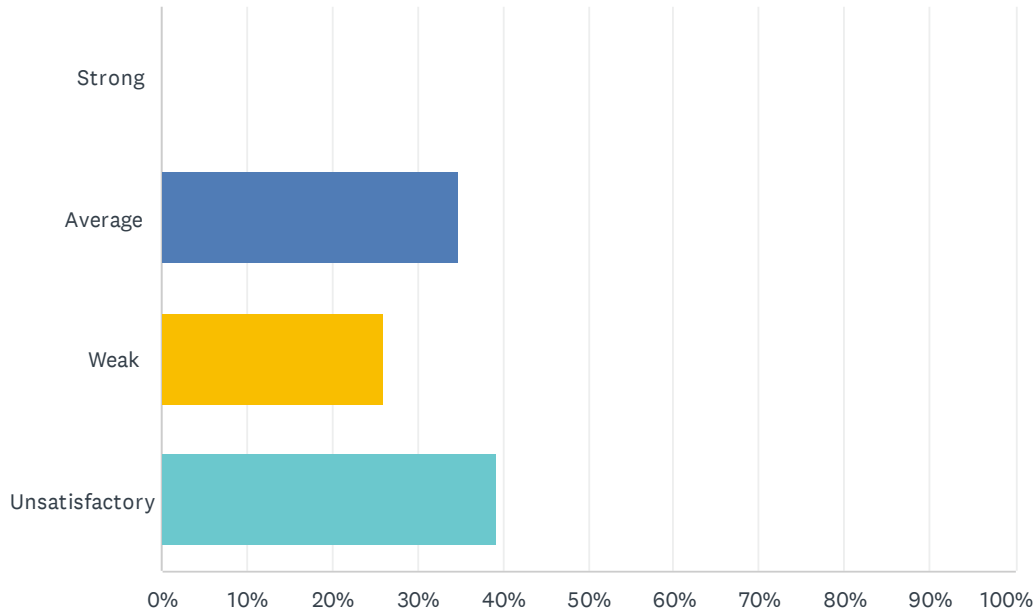


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	33.33% 8
Weak	37.50% 9
Unsatisfactory	29.17% 7
<b>TOTAL</b>	<b>24</b>

#	COMMENTS:
1	Yes, but since there is no follow-through from the admin our effort are futile.
2	Many many PDs, but impossible to fix at the site level. Removing consequences for bad behavior, removing suspensions, adding minor referrals, removing detention, and other state mandates/laws have led to this.

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

Answered: 23 Skipped: 2

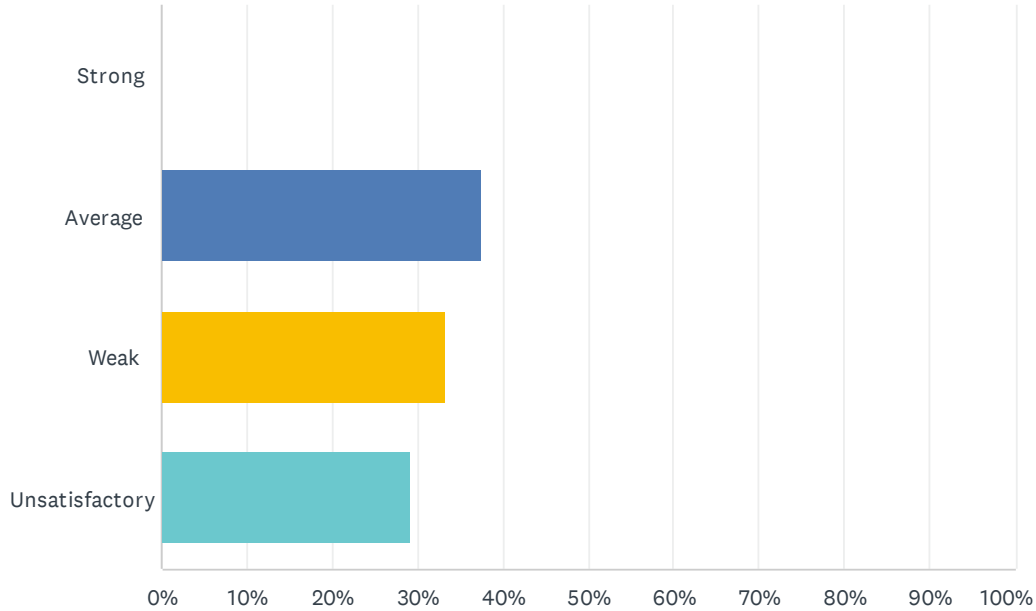


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	34.78% 8
Weak	26.09% 6
Unsatisfactory	39.13% 9
<b>TOTAL</b>	<b>23</b>

#	OTHER (PLEASE SPECIFY)
1	Our principal doesn't want to deal with discipline AT ALL. The only thing we are told is "enter it in to Aeries." And then it is forgotten about.
2	Students see others getting away with activities that they know are wrong. Many students are not punished or not punished effectively.
3	They are overwhelmed just as we are

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

Answered: 24 Skipped: 1

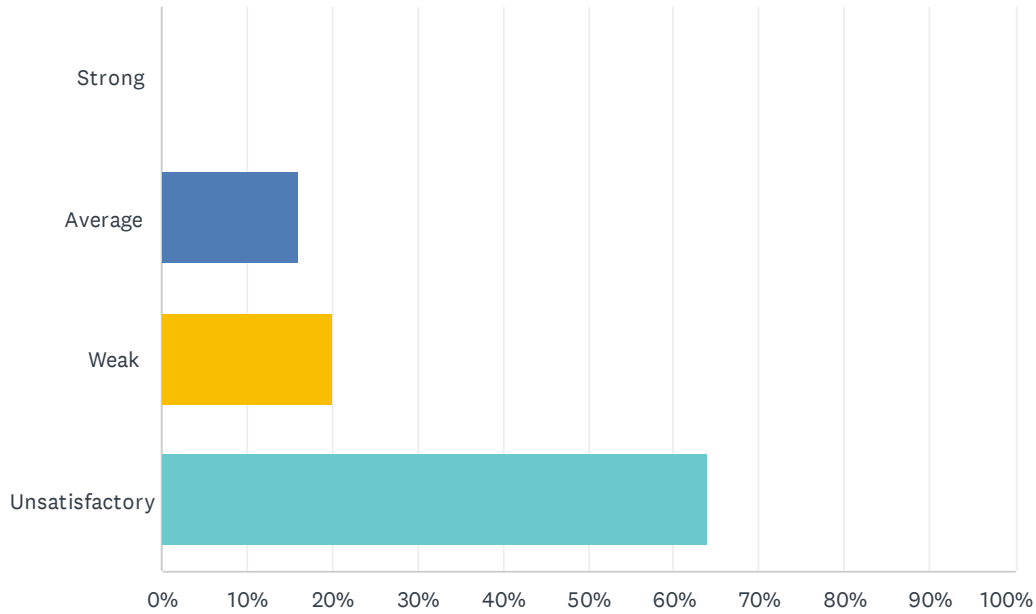


ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	37.50% 9
Weak	33.33% 8
Unsatisfactory	29.17% 7
<b>TOTAL</b>	<b>24</b>

#	COMMENTS:
1	The teacher's word is ignored.
2	Even with proper documentation, the teacher is often asked what they did to provoke the student. Again, we are not seen as professionals, so documentation is questioned.
3	Teachers are often questioned about incidents in an accusatory manner.
4	Some are deleted
5	Cannot write odr's unless we actually witnessed something. Makes it hard when most issues are out on the field.

## Q29 My site has a positive atmosphere.

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	16.00% 4
Weak	20.00% 5
Unsatisfactory	64.00% 16
<b>TOTAL</b>	<b>25</b>

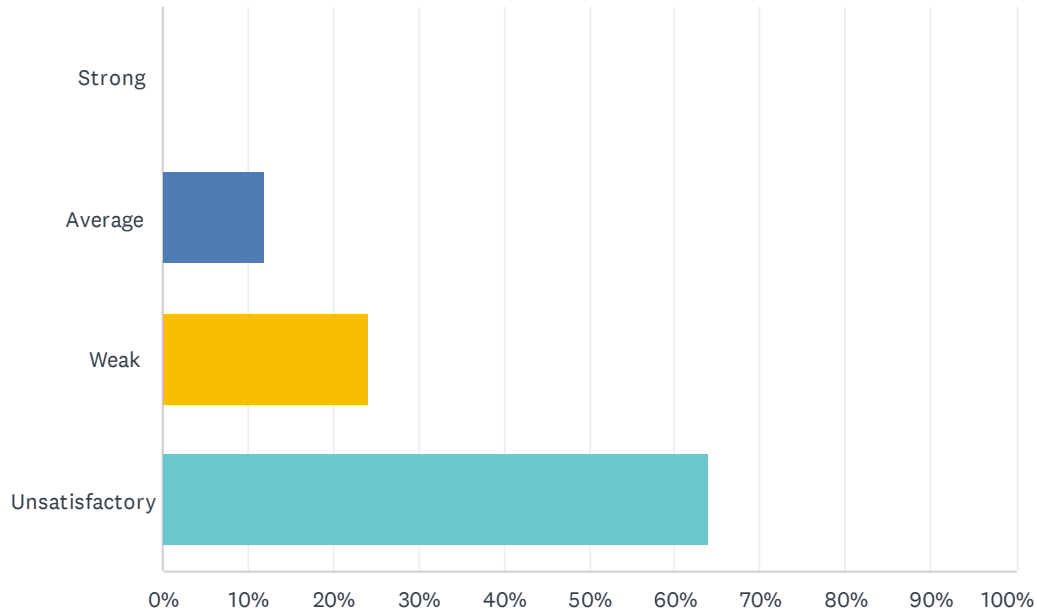
#	COMMENTS:
1	Morale is terrible and it starts in the office
2	Even positive, up-beat teachers are miserable.
3	Toxic and suppressive
4	Our school site is one of the most toxic places to exist. Within our grade levels, we've found refuge from the toxicity of our site. The teachers are amazing. Support staff, amazing. Classified staff, amazing! But the attitudes and behaviors at the top set the tone for a dreary place to work.
5	Teacher morale was higher before the current administration and is now very low and getting worse. She leads staff via fear and intimidation. Teachers and students deserve new leadership at Mt, Vernon.
6	principal is not caring and it shows
7	far from positive
8	This is not a positive atmosphere to work in.

## 2023-2024 BETA Administration/Site Climate Survey

9	Low team moral
10	We are under a lot of stress due to the fact that the staff has to deal with many student behaviors. Then with the principal's lack of friendliness and compassion the atmosphere is negative. She stays behind a closed office door and has an unhappy attitude.
11	Many of us want to leave or are planning to. There are way too many things that are asked of us. Moreso than all other school sites I've been to. Everyone I've talked to agrees that the feedback we get is almost always negative and not very constructive. We feel she doesn't respect us as educators or professionals and has to tell us how to do every little thing We are constantly blamed or questioned over low test scores. There is a heavy focus on testing and scores unfortunately.

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

Answered: 25 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	0.00% 0
Average	12.00% 3
Weak	24.00% 6
Unsatisfactory	64.00% 16
<b>TOTAL</b>	<b>25</b>

#	COMMENTS:
1	Until leadership changes do not come here.
2	NO!
3	No. I would not recommend my site.
4	I would never recommend our school to a new teacher, as it may ruin their passion and desire to teach. This is unbelievably disheartening because it also means that there are some amazing teachers out there that will never call Mt Vernon home because of the very know, very public knowledge of what it is like to work here. This is not equitable to our students. They deserve the best education, a safe environment, and an administration that truly values them. If administration cannot be a shining light for our students, I cannot recommend a colleague to come to Mt Vernon and have their love for teaching quickly dwindle away.
5	Mt. Vernon used to be one of the better schools in the district but now, when speaking to people from other schools, and they hear you are at this site, you are met with sadness. Word of the terrible working conditions is well known, yet we do not have a new principal. Please give us kind, thoughtful leadership to help students and staff be their best selves.



2023-2024 BETA Administration/Site Climate Survey

6	until the principal changes, do not come to this school
7	never
8	I wouldn't recommend my site to other teachers because we're working under very stressful conditions.
9	Stay away
10	I would stay away.