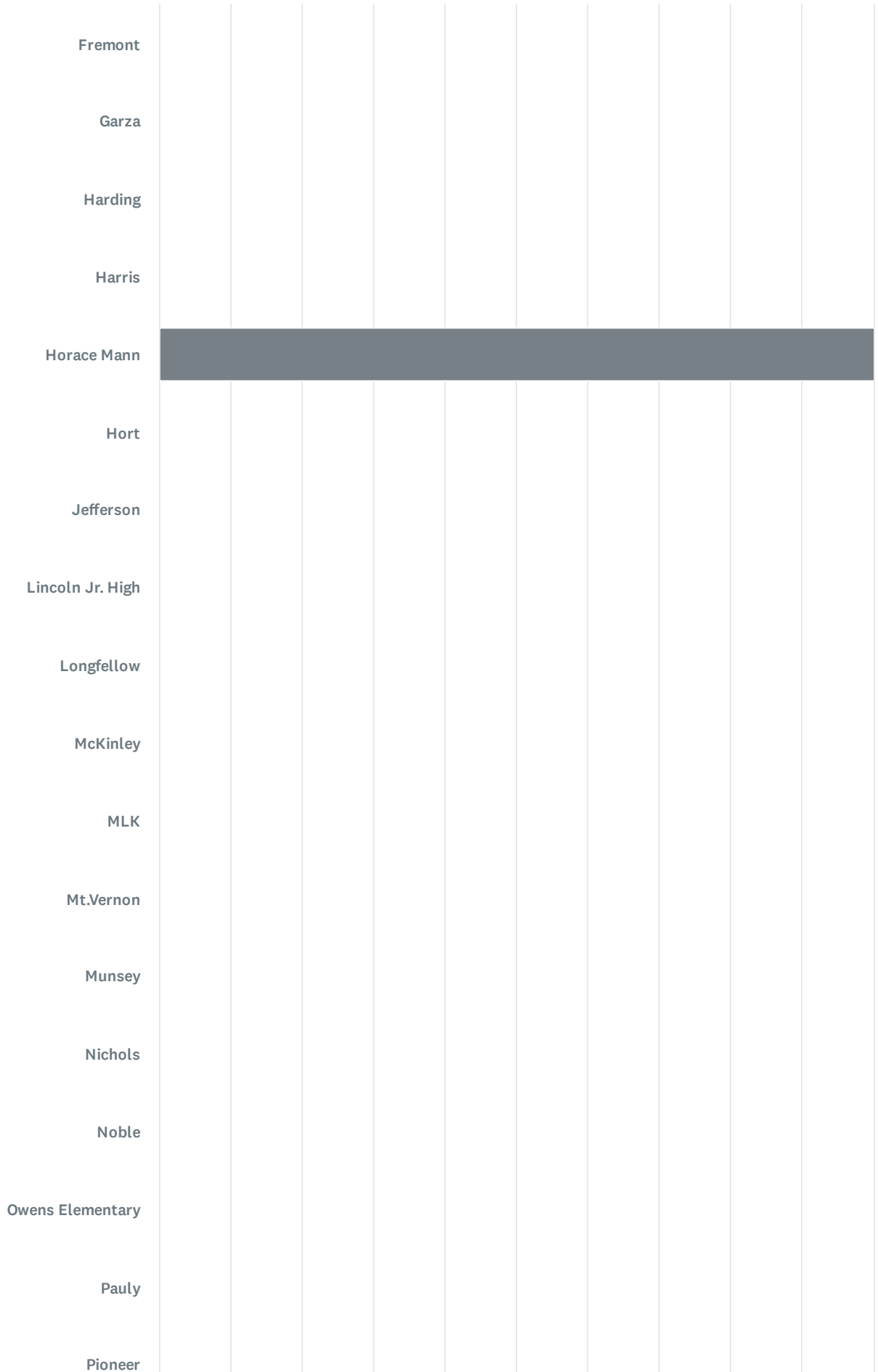
























2025-2026 BETA Administration/Site Climate Survey



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	100.00%	13
 Hort	0%	0
 Jefferson	0%	0
Total		13

2025-2026 BETA Administration/Site Climate Survey

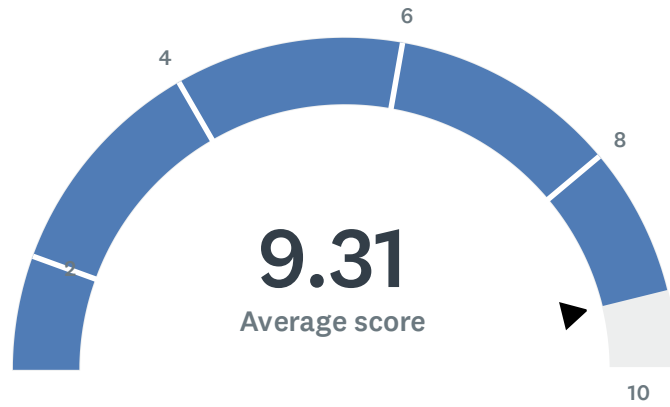
Answer Choices	Percentage	Responses
● Lincoln Jr. High	0%	0
● Longfellow	0%	0
● McKinley	0%	0
● MLK	0%	0
● Mt.Vernon	0%	0
● Munsey	0%	0
● Nichols	0%	0
● Noble	0%	0
● Owens Elementary	0%	0
● Pauly	0%	0
● Pioneer	0%	0
● Rafer Johnson	0%	0
● Roosevelt	0%	0
● School Nurse	0%	0
● Sequoia	0%	0
● Sierra	0%	0
● Stella Hills	0%	0
● Stiern	0%	0
● Thorner	0%	0
● VAPA	0%	0
● Voorhies	0%	0
● Washington	0%	0
Total		13

2025-2026 BETA Administration/Site Climate Survey

Answer Choices	Percentage	Responses
 Wayside	0%	0
 William Penn	0%	0
 Williams	0%	0
 Other (please specify) Show responses	0%	0
Total		13

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

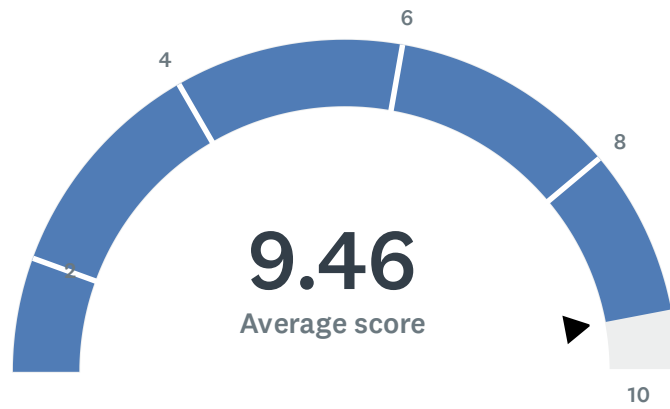
Answered: 13 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	9.31	1.43

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

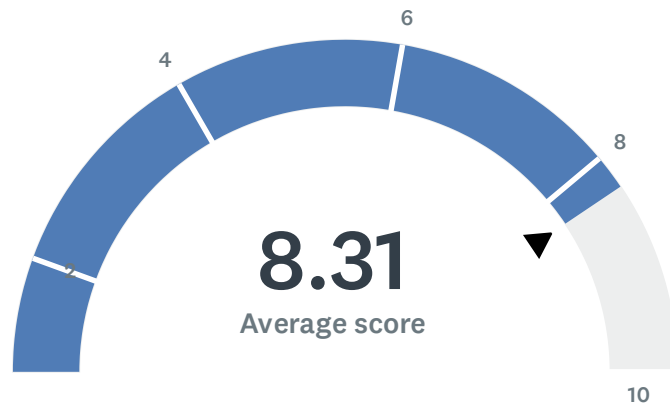
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
7.00	10.00	10.00	9.46	0.93

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

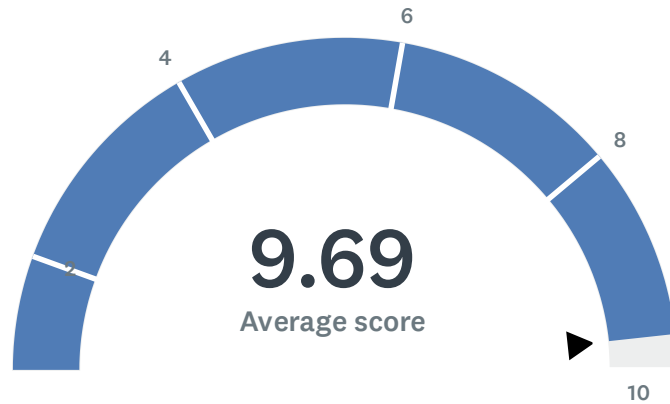
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	9.00	8.31	1.81

Q5 Site administration follows the contract and respects personal rights.

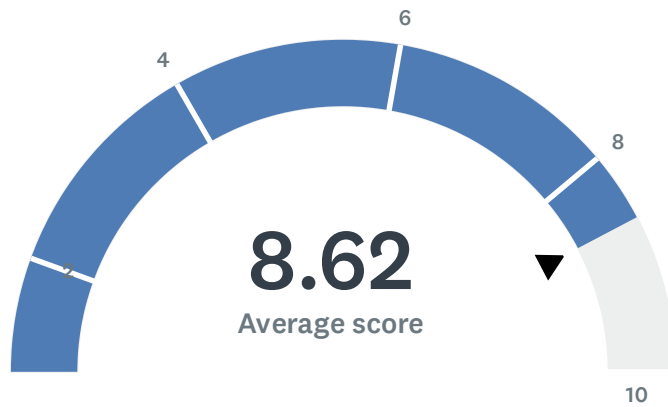
Answered: 13 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
9.00	10.00	10.00	9.69	0.46

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

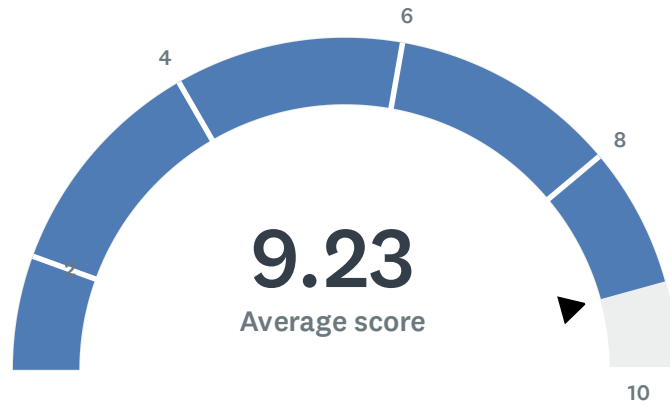
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	9.00	8.62	1.78

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

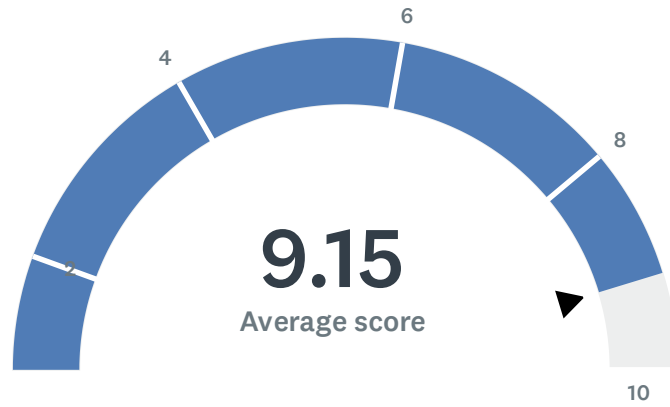
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
6.00	10.00	10.00	9.23	1.19

Q8 Administration supports staff against attacks and criticism from parents.

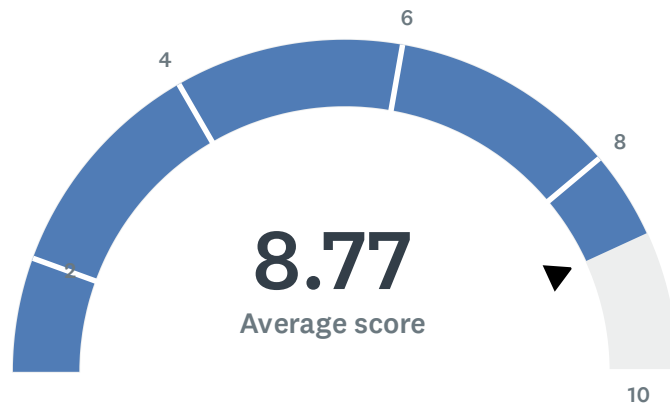
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
8.00	10.00	10.00	9.15	0.95

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

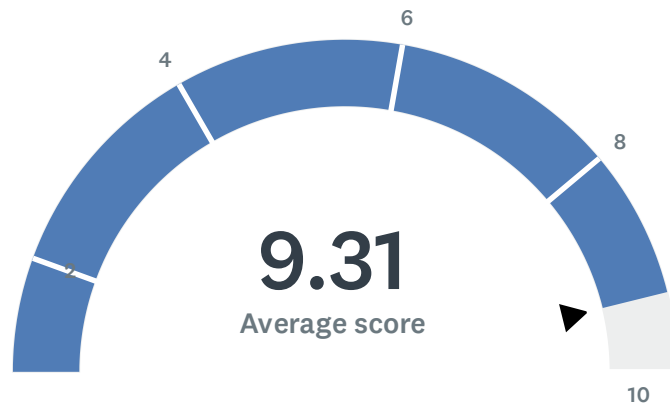
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	10.00	8.77	2.15

Q10 Site administration has been supportive and minimizes additional stress.

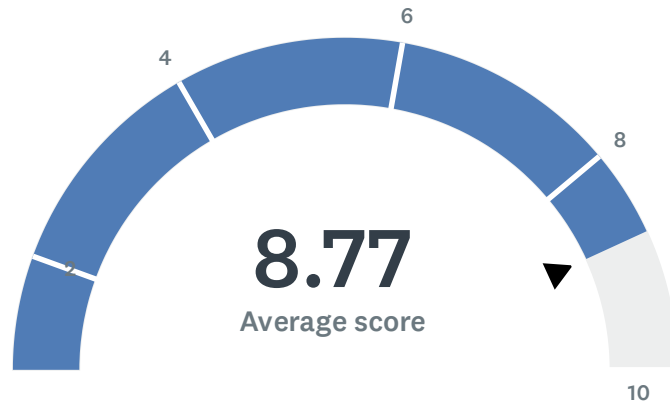
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
7.00	10.00	10.00	9.31	1.07

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

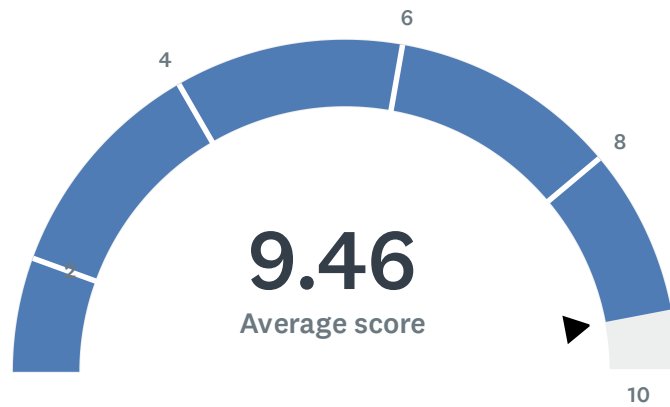
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	8.77	1.76

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

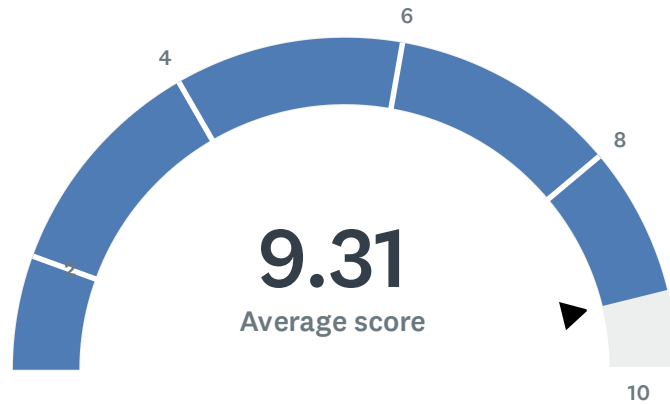
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
7.00	10.00	10.00	9.46	0.93

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

Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
7.00	10.00	10.00	9.31	1.14

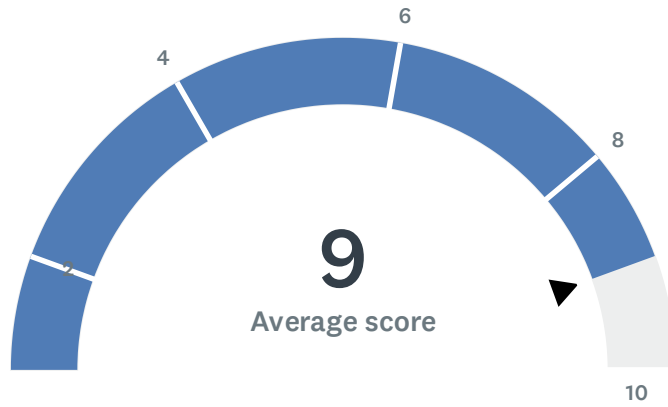
Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 4 Skipped: 9

#	RESPONSES
1	The site administration at Horace Mann has been incredibly supportive. I've never felt that they are there to criticize or get me in trouble; instead, they provide encouragement and constructive feedback that truly benefits both me and my classroom.
2	Horace Mann admin are the best and create a wonderful work environment!
3	If the psychologist is considered admin, then yes. Ours misrepresents sped and actively discourages parents from seeking assessment and qualifying for services. I have had parents called at home and told that their child would be isolated from friends and feel 'different' if they received sped services. Or...they were told that their immigration status could be at risk. Not acceptable!
4	My site administrator is very positive and always has the best interests of his staff in mind.

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

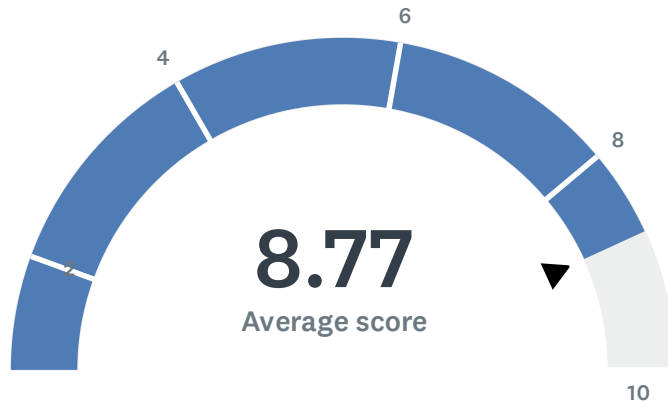
Answered: 13 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	9.00	1.62

Q16 Site meetings are productive and not excessive.

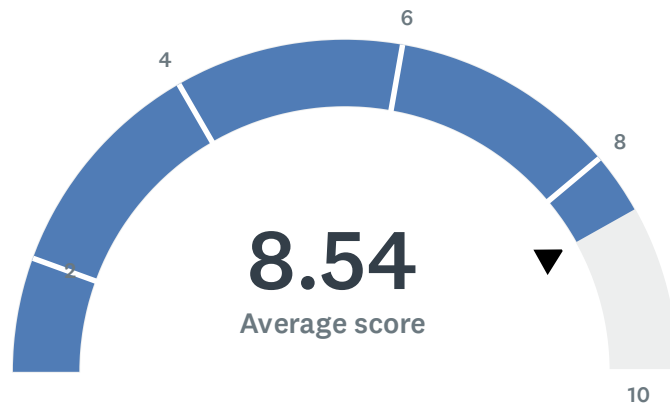
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	9.00	8.77	1.48

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

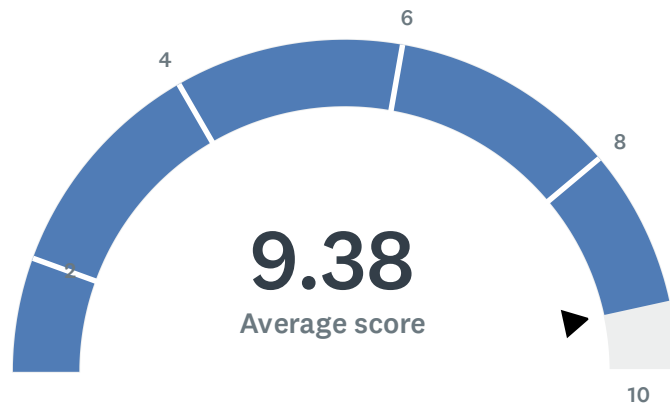
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	9.00	8.54	1.65

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

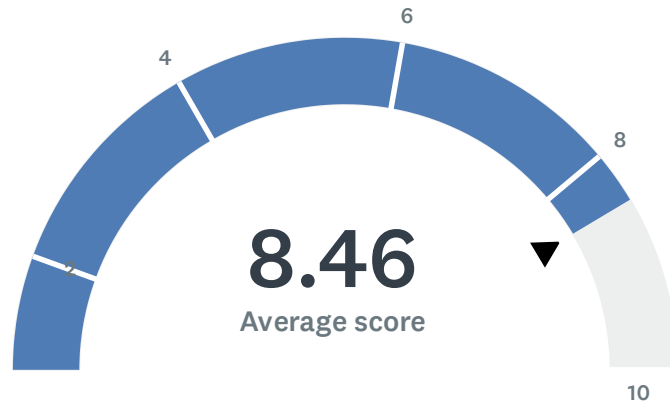
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
6.00	10.00	10.00	9.38	1.15

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

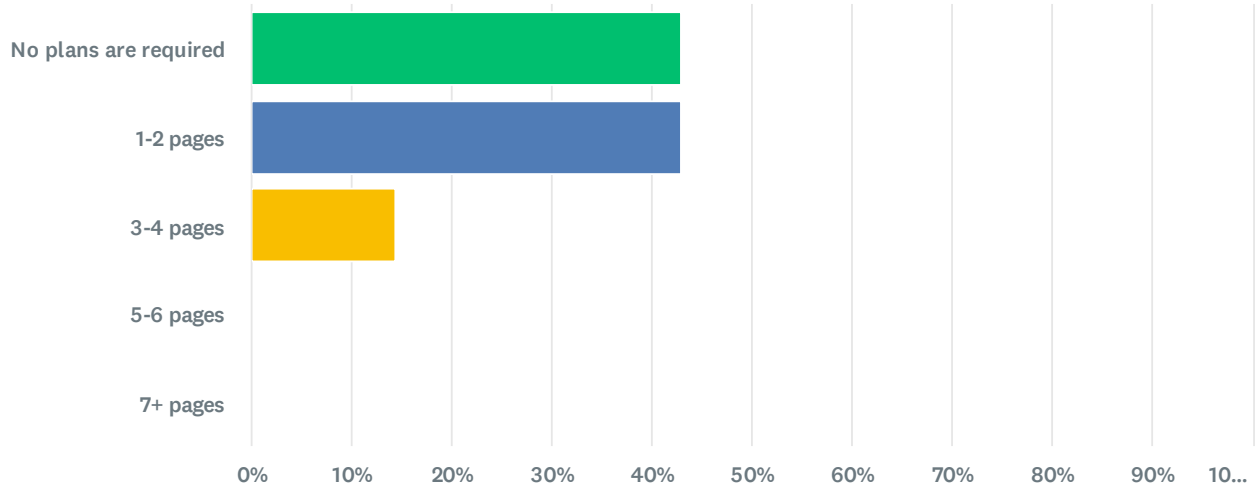
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	9.00	8.46	1.60

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

Answered: 7 Skipped: 6



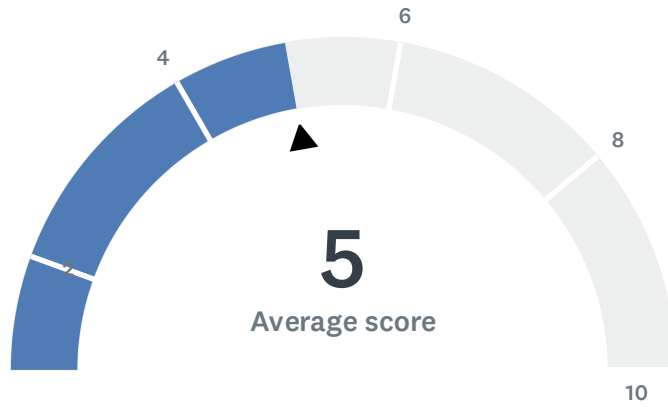
Answer Choices	Percentage	Responses
● No plans are required	42.86%	3
● 1-2 pages	42.86%	3
● 3-4 pages	14.29%	1
● 5-6 pages	0%	0
● 7+ pages	0%	0
Show comments		
Total		7

2025-2026 BETA Administration/Site Climate Survey

#	COMMENT	
1	We don't count our pages, the length of our lesson plan is determined by the content. We plan as a team, and we are each responsible for one part of the plan.	

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

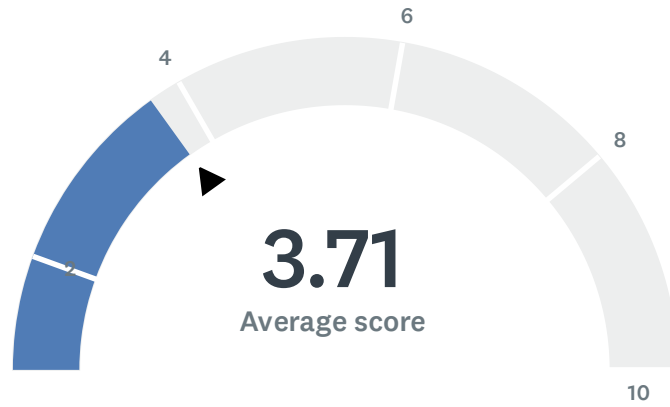
Answered: 6 Skipped: 7



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	10.00	5.00	5.00	3.37

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

Answered: 7 Skipped: 6



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
1.00	9.00	3.00	3.71	2.86

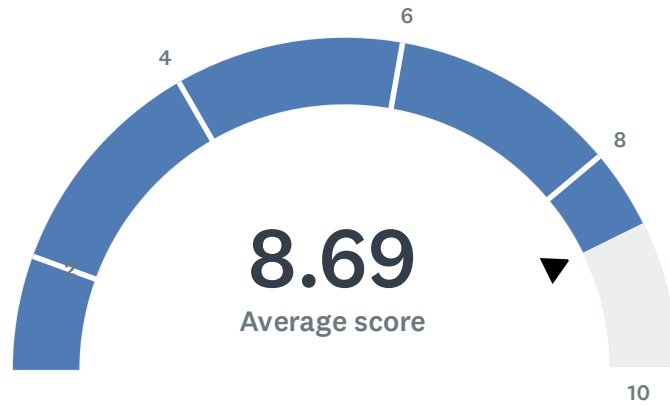
Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 4 Skipped: 9

#	RESPONSES
1	I have observed a recurring pattern of delays in the completion of psychological assessments for triennial IEPs. As a result, families are often required to attend two separate meetings to finalize the process. This can create additional stress for families, extend timelines, and delay important decisions regarding student services. Improving adherence to assessment timelines would help ensure a more efficient process and a more positive experience for families.
2	I appreciate how thoughtful our site is in regards to least additional duties and responsibilities possible.
3	CPALS do not enforce the rules consistently. It is difficult to ask students to follow the rules (by teachers) when they are not expected to do so by the CPALS.
4	Horace Mann morale has steadily declined. It doesn't seem as though teaching is a priority any longer. Our sacred teaching time in the morning is constantly interrupted for different reasons. There is very little staff appreciation taking place. Teachers are isolated, we do not have the support that is often required and appreciated.

Q24 Staff and students feel safe.

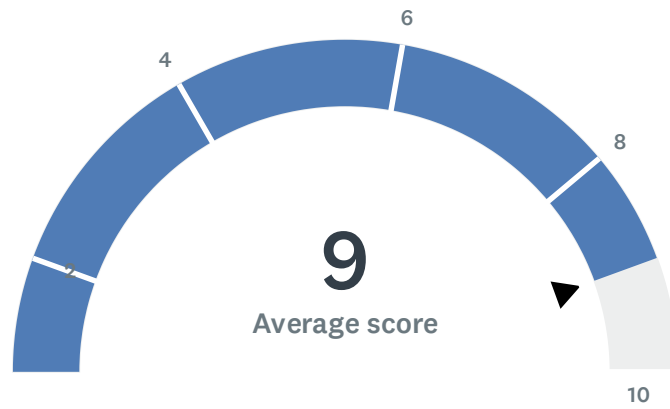
Answered: 13 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
4.00	10.00	9.00	8.69	1.77

Q25 Administration has been helpful and supportive regarding student discipline.

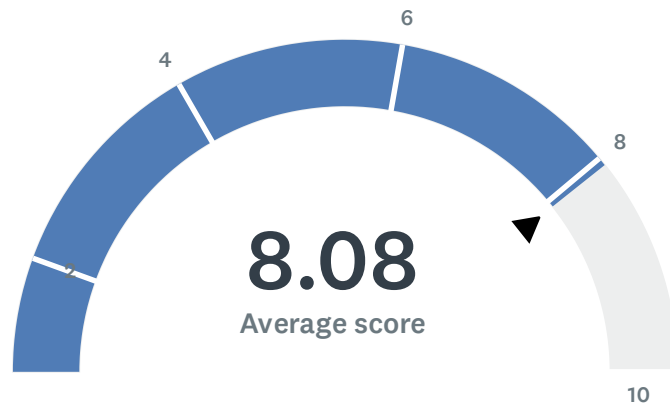
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	9.00	1.52

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

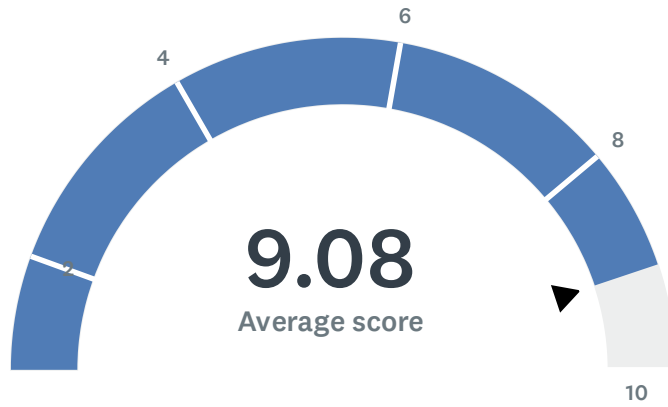
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
3.00	10.00	9.00	8.08	2.40

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

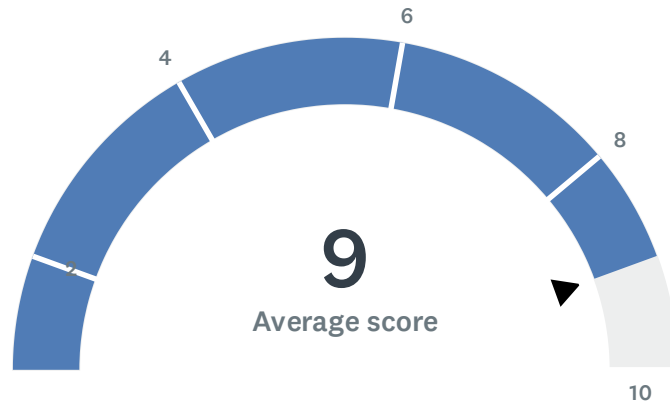
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
5.00	10.00	10.00	9.08	1.49

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

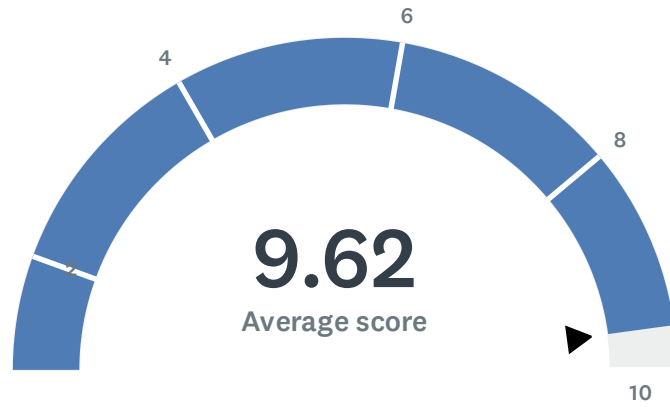
Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
7.00	10.00	10.00	9.00	1.24

Q29 My site has a positive atmosphere.

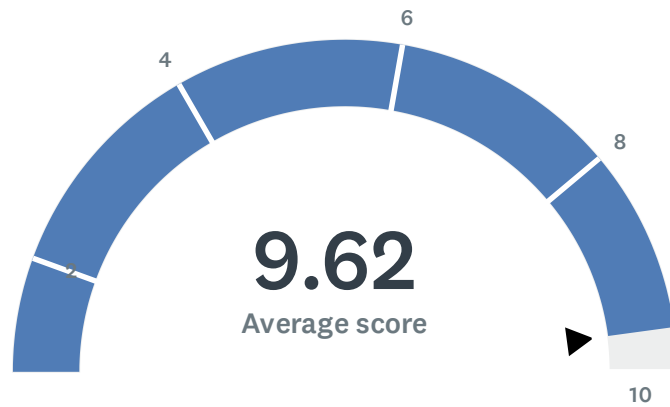
Answered: 13 Skipped: 0



Basic statistics ⓘ				
Minimum	Maximum	Median	Mean	Standard Deviation
6.00	10.00	10.00	9.62	1.08

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

Answered: 13 Skipped: 0



Basic statistics (i)				
Minimum	Maximum	Median	Mean	Standard Deviation
6.00	10.00	10.00	9.62	1.08

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

Answered: 5 Skipped: 8

#	RESPONSES
1	Issues are district issues, not site.
2	Overall, I appreciate the positive intentions behind PBIS and the effort to create a supportive site atmosphere. I believe there is strong potential to continue strengthening consistency in implementation across classrooms and improving follow-through with discipline procedures. Clear communication, timely support, and shared accountability can help ensure that PBIS practices are equitable and effective for all students, especially those with higher behavioral needs. I am hopeful we can continue refining our systems to better support both students and staff.
3	The referral process for MTSS/ISP on Aeries is too confusing and requires too many steps. It discourages teachers from following through, especially if nothing comes from it.
4	PBIS is a behavior system that isn't working. We have a BIS that has many tasks on campus, but his focus is not working with the students. The CPALS are not correcting bad behavior on the playground, and we reward the students who don't deserve rewards. The worst behaved students get the most rewards. Behavior expectations are not consistently reinforced across the entire campus. The student behavior on our campus has declined dramatically over the past few years. The students are out of control on the playground, and there are few consequences.
5	Why aren't students who bring weapons to school expelled. I thought BCSD had an zero tolerance policy. Why is a student who threatened to stab students with a 6" blade, which he exposed to the students, not expelled.

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

Answered: 6 Skipped: 7

#	RESPONSES
1	I would not want to be at any other site.
2	I truly appreciate the supportive and approachable nature of our site administration. They foster a positive school culture, are open to feedback, and consistently provide guidance that helps staff grow professionally. I feel valued and supported in my role, and it's clear that student success and staff well-being are priorities at our site.
3	My principal has my back!
4	I find my principal and VP very supportive and professional.
5	Our principal is nice, and the staff likes him, but he does little to ensure a positive climate on campus. The vice principal is new and not visible on the campus. Our APL and coach rarely cover classes, provide instructional support, or lead an academic charge on campus. The school runs well because there is a veteran teaching staff and routines in place, but there is not much support for the staff members. We are becoming more and more isolated. Horace Mann has great students, and a good staff. It used to be a wonderful place to work. Now, it's a place to work.
6	The principal is a nice guy and good at what does, but he has lost a lot of respect from the staff for allowing the school psychologist to get away with what he does .How does the administration not see that psychologist is the most unprofessional and uncaring psychologist in the district. There is a clear message that if you have a spouse who works at the district office you can do as you please without any repercussions. It is a shame, because the students are the ones who are paying the price in the end, because the majority of our parents lack the knowledge and the resources to advocate for their students. The teachers all advocate for their students, but it just falls on deaf ears and nothing is ever done. The administration at Horace Mann has had complaints from teachers, support staff, and parents for many years about the school psychologist but nothing is ever done, the administration just gives him more administrative responsibilities to manage the 30 plus special education staff members, which is not his job in the first place. Also, the special education room (B15) has 5-6 people who hang out all day like it is a party. Services are canceled half the time for speech, which are never made up. I have 35 students in my room while the people in B15 hang out on the psychologists couch for the majority of the day. How is this acceptable? Do better BCSD! Other than that Horace Mann has some of the most caring teachers and is a great place to work.