

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.)

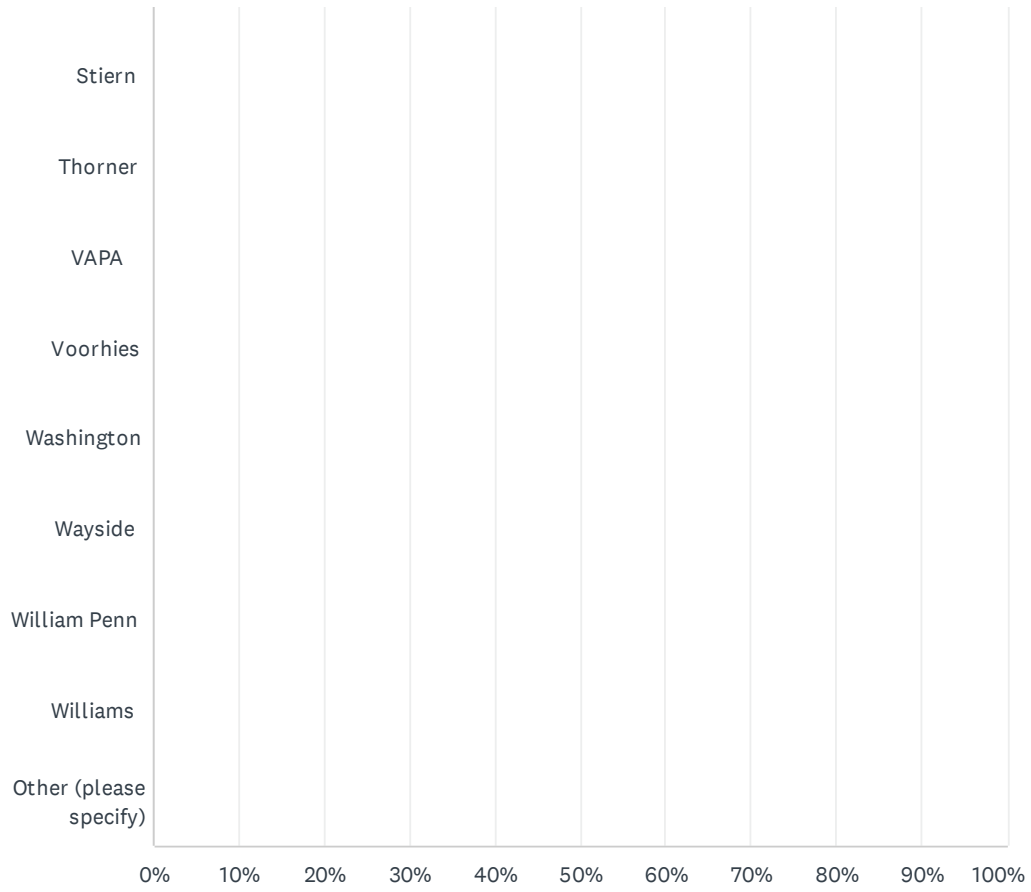
Answered: 31    Skipped: 0

Casa Loma											
Cato											
Chavez											
Chipman											
College Hts											
Compton											
Curran											
Downtown											
Ed Center/District Office											
Eissler											
Emerson											
Evergreen											
Fletcher											
Frank West											
Franklin											
Fremont											
Garza											
Harding											

## 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	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	100.00%	31
Pauly	0.00%	0

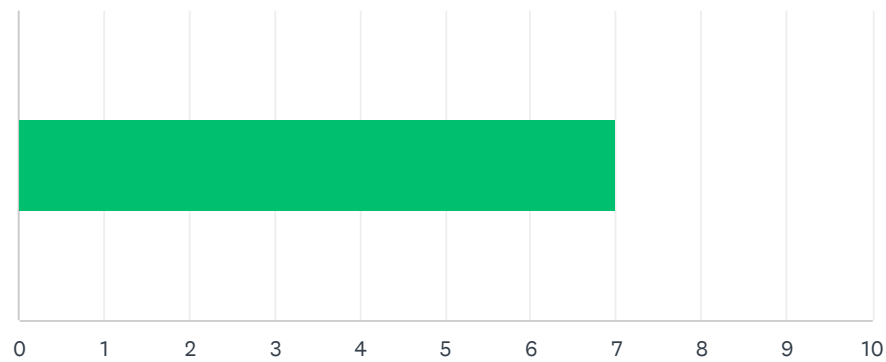
## 2024-2025 BETA Administration/Site Climate Survey

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
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: 31		

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

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

Answered: 31    Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	217	31
Total Respondents: 31			

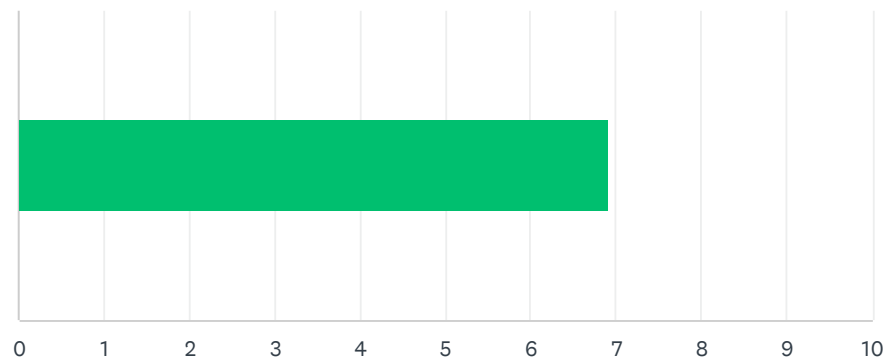
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3	8
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6	10
7	7
8	6
9	8
10	9
11	8
12	6
13	4
14	8
15	10
16	3
17	4
18	1
19	5

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	8
22	5
23	10
24	10
25	10
26	10
27	8
28	5
29	5
30	8
31	2

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

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	207	30
Total Respondents: 30			

#	DATE
1	9
2	5
3	5
4	10
5	8
6	10
7	7
8	7
9	10
10	9
11	5
12	9
13	1
14	8
15	7
16	2
17	4
18	5
19	5

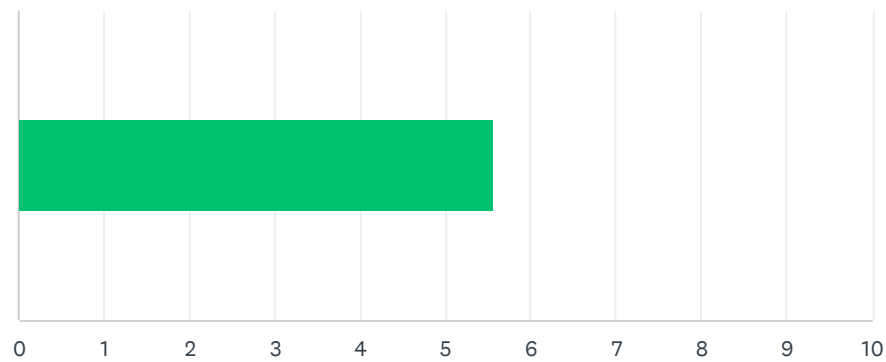


## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	8
22	8
23	10
24	10
25	10
26	8
27	4
28	7
29	6
30	2

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

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	167	30
Total Respondents: 30			

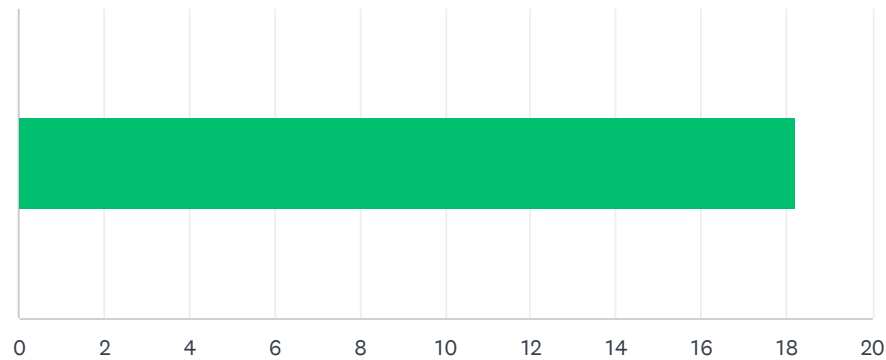
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11	3	
12	8	
13	1	
14	7	
15	1	
16	2	
17	1	
18	2	
19	1	

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	5
22	8
23	6
24	10
25	10
26	8
27	2
28	8
29	7
30	1

Q5 Site administration follows the contract and respects personal rights.

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	18	546	30
Total Respondents: 30			

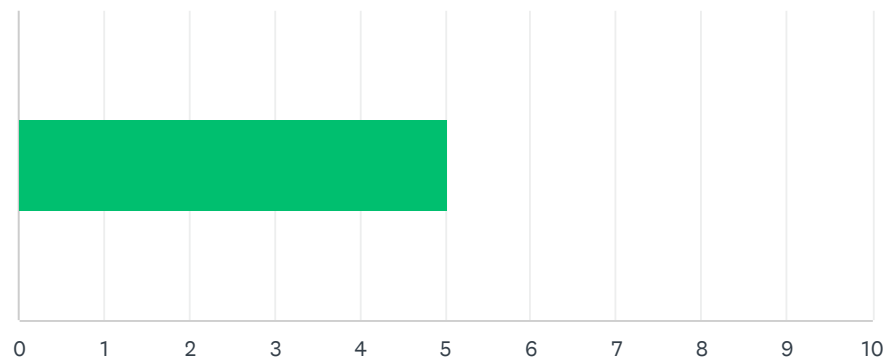
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10	9	
11	9	
12	8	
13	1	
14	10	
15	10	
16	5	
17	4	
18	10	
19	5	
20	10	

## 2024-2025 BETA Administration/Site Climate Survey

21	8
22	10
23	10
24	10
25	10
26	79
27	66
28	95
29	100
30	0

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

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	151	30
Total Respondents: 30			

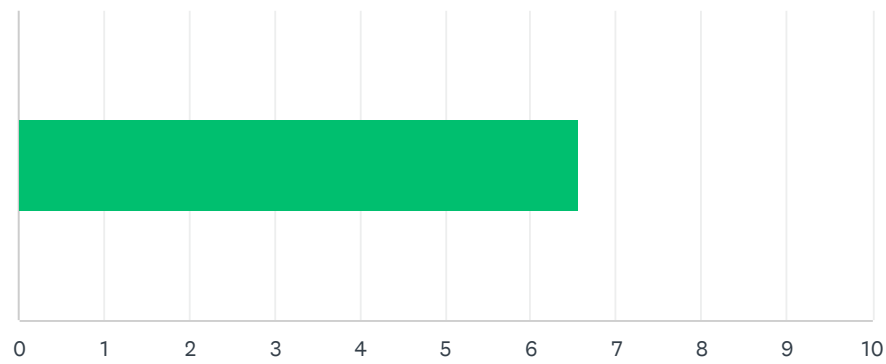
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8	6	
9	3	
10	6	
11	6	
12	1	
13	10	
14	1	
15	1	
16	4	
17	1	
18	6	
19	2	

## 2024-2025 BETA Administration/Site Climate Survey

20	4
21	4
22	2
23	8
24	10
25	10
26	7
27	2
28	1
29	1
30	2

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

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	197	30
Total Respondents: 30			

#		DATE
1	9	
2	2	
3	10	
4	10	
5	7	
6	9	
7	9	
8	9	
9	8	
10	7	
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12	6	
13	1	
14	10	
15	10	
16	1	
17	4	
18	6	
19	3	

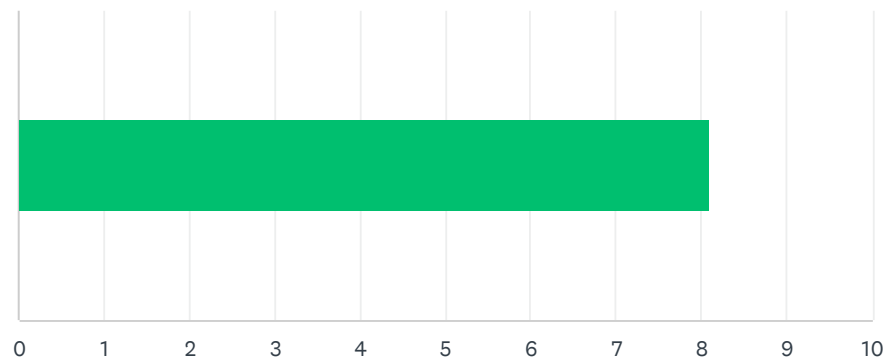


## 2024-2025 BETA Administration/Site Climate Survey

20	7
21	5
22	10
23	10
24	10
25	10
26	8
27	3
28	2
29	5
30	1

Q8 Administration supports staff against attacks and criticism from parents.

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	243	30
Total Respondents: 30			

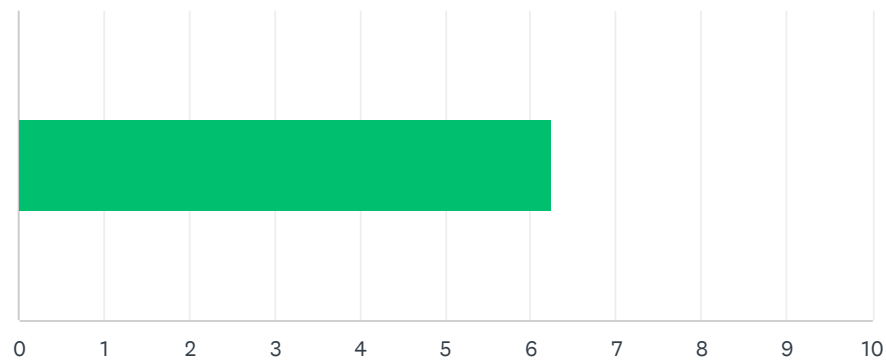
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8	10	
9	10	
10	10	
11	5	
12	10	
13	9	
14	10	
15	10	
16	5	
17	4	
18	3	
19	9	

## 2024-2025 BETA Administration/Site Climate Survey

20	8
21	8
22	10
23	10
24	10
25	10
26	8
27	5
28	7
29	8
30	2

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

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	181	29
Total Respondents: 29			

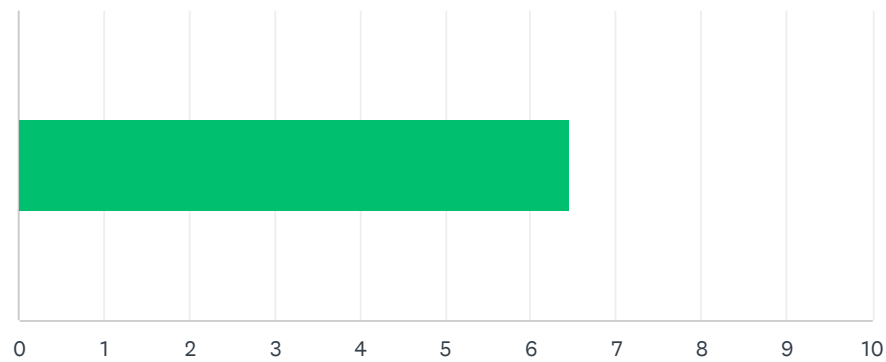
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11	8	
12	5	
13	1	
14	10	
15	1	
16	1	
17	5	
18	5	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	7
22	8
23	10
24	10
25	8
26	4
27	6
28	1
29	2

Q10 Site administration has been supportive and minimizes additional stress.

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	194	30
Total Respondents: 30			

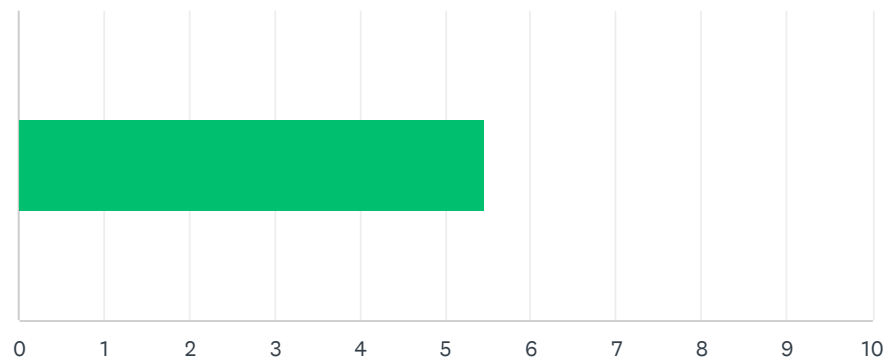
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8	8	
9	9	
10	8	
11	3	
12	8	
13	1	
14	7	
15	10	
16	2	
17	4	
18	3	
19	5	

## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	8
22	5
23	8
24	10
25	10
26	9
27	5
28	7
29	6
30	1

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

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	164	30
Total Respondents: 30			

#		DATE
1	9	
2	5	
3	5	
4	10	
5	5	
6	9	
7	6	
8	7	
9	7	
10	9	
11	2	
12	8	
13	1	
14	8	
15	1	
16	1	
17	4	
18	8	
19	4	

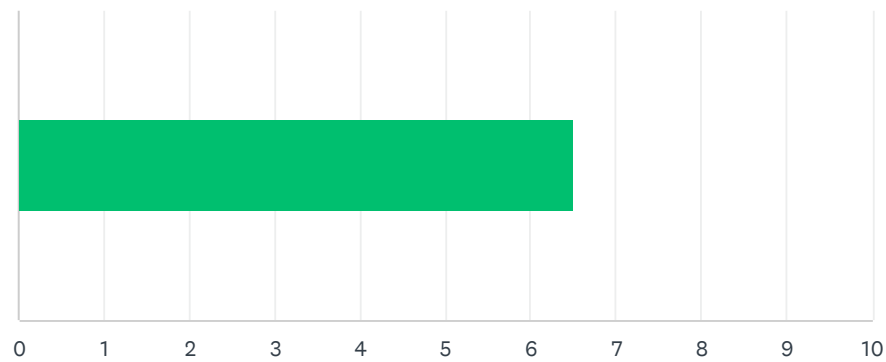


## 2024-2025 BETA Administration/Site Climate Survey

20	5
21	7
22	4
23	7
24	10
25	5
26	7
27	1
28	1
29	7
30	1

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

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	195	30
Total Respondents: 30			

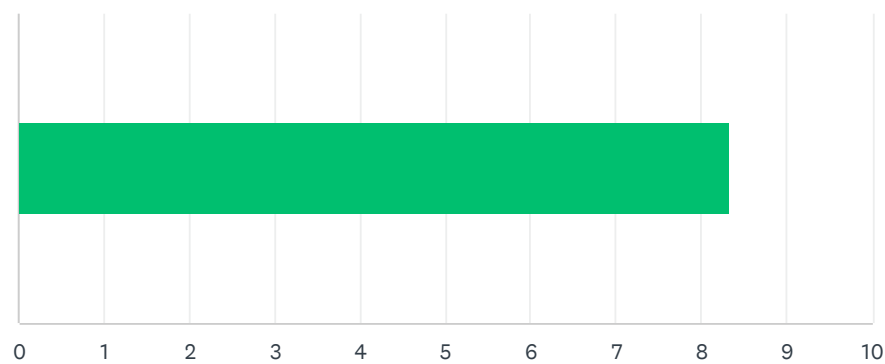
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2	5	
3	7	
4	10	
5	5	
6	10	
7	7	
8	7	
9	7	
10	8	
11	5	
12	7	
13	5	
14	8	
15	10	
16	2	
17	4	
18	8	
19	1	

## 2024-2025 BETA Administration/Site Climate Survey

20	7
21	8
22	8
23	9
24	10
25	5
26	8
27	7
28	2
29	8
30	2

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

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	250	30
Total Respondents: 30			

#		DATE
1	4	
2	8	
3	10	
4	10	
5	6	
6	10	
7	7	
8	10	
9	10	
10	10	
11	7	
12	7	
13	5	
14	10	
15	10	
16	4	
17	4	
18	10	

## 2024-2025 BETA Administration/Site Climate Survey

19	6
20	10
21	10
22	6
23	8
24	10
25	10
26	8
27	10
28	10
29	10
30	10

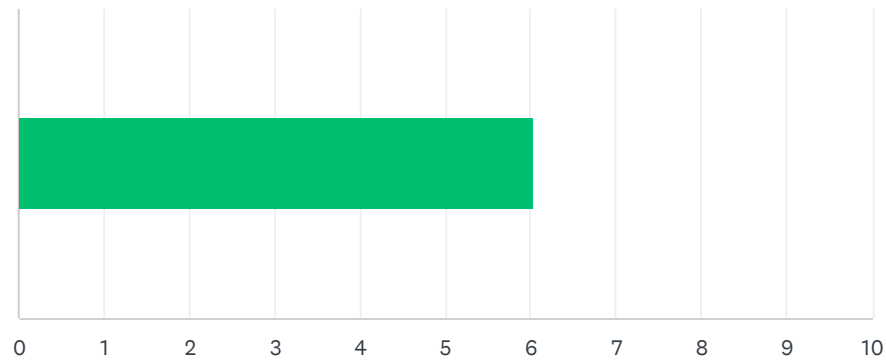
## Q14 Do you have any comments, thoughts, or concerns about site administration?

Answered: 9   Skipped: 22

#	RESPONSES	DATE
1	Academic coaches are used as if they are administrators.	
2	Admin has made some good changes but sometimes it's hard to determine who is in charge as decisions seem to be coming from coaches.	
3	Administration is everywhere in everything yet no where to be found. I find that mostly the support staff is who is emailing me back or speaking with me when emailing principal with concern or question. No open door, very busy, response is like you're bothering them. Won't respond to emails in any manner nor timely. Emails the last two years have maybe been responded to 3 times. Expectations often unclear and feedback seems great but lacking depth. Is great with parents and supporting teachers. Support staff have been very admin like for YEARS with no change with new administration and often leads to question who is in charge or making decisions. Does try to have a positive environment but is often stretched too thin to promote it. Whole school feels very cliquey with little inter grade level/program camaraderie.	
4	Mr. Anthony is a very pleasant person. He just needs to delegate some of his responsibilities to the correct personnel. I believe that may be the cause for some of the lower marks; Hes doing way too much.	
5	The principal does his best, but he's often so busy managing everything that it's difficult to reach him. When you do get a chance to talk to him, he's approachable. However, it might help if some of his responsibilities were delegated to the VP, so the principal can be more available to the rest of the staff.	
6	The principal is caring, friendly, and easy to talk to. Communication could be A LOT better.	
7	Our school is very blessed to have a strong administrator who is actively engaging with educators, staff members, and families to make our campus an inviting, safe, and successful school. This administrator and his staff are working diligently to better our school, not only for students but for it's educators. There is a great increase in pride working under this administrator.	
8	Better communication at Owens would make a huge difference. Despite repeatedly asking for improvement, nothing has changed. We are constantly left in the dark, and everything feels last-minute. Spirit weeks often go unnoticed because information is sent out on the Friday before or even during the week of the event. At times, it feels like there's no hope for change.	
9	A concern I have is that coaches are acting as administrators: making decisions, and judgement calls without being on the same page as administrators and thus causing mixed communication and confusion about expectations, deadlines and school policies.	

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

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	175	29
Total Respondents: 29			

#		DATE
1	5	
2	10	
3	7	
4	7	
5	10	
6	5	
7	1	
8	8	
9	8	
10	5	
11	8	
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15	10	
16	10	
17	3	
18	8	
19	3	
20	7	

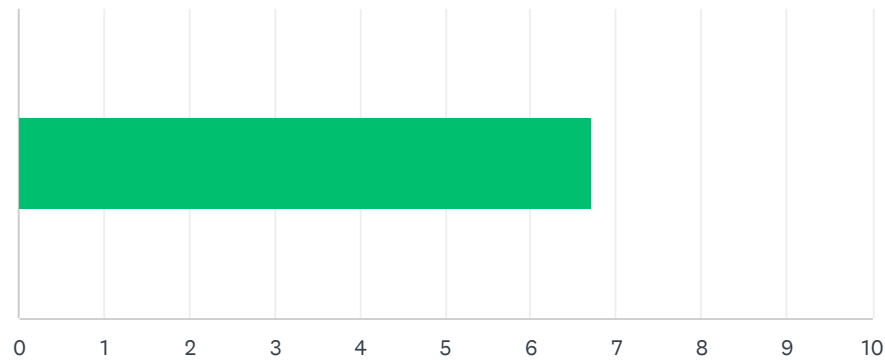
## 2024-2025 BETA Administration/Site Climate Survey

21	5
22	2
23	8
24	10
25	7
26	3
27	4
28	4
29	1



Q16 Site meetings are productive and not excessive.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	195	29
Total Respondents: 29			

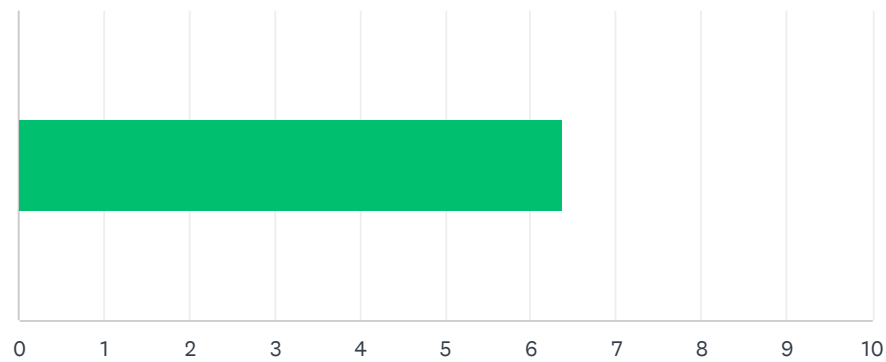
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11	8	
12	5	
13	5	
14	4	
15	10	
16	10	
17	1	
18	10	
19	4	
20	8	

# 2024-2025 BETA Administration/Site Climate Survey

21	8	
22	9	
23	10	
24	10	
25	7	
26	7	
27	2	
28	2	
29	1	

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

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	185	29
Total Respondents: 29			

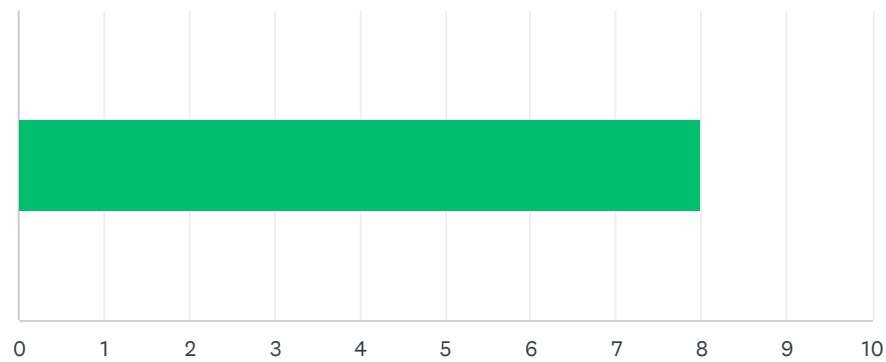
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10	4	
11	9	
12	8	
13	3	
14	1	
15	10	
16	10	
17	5	
18	2	
19	6	

# 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	8	
22	5	
23	8	
24	10	
25	1	
26	7	
27	6	
28	6	
29	1	

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

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	240	30
Total Respondents: 30			

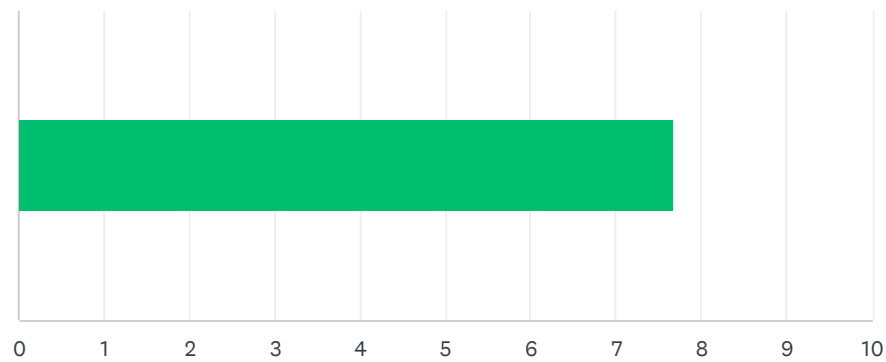
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12	10	
13	7	
14	5	
15	10	
16	10	
17	7	
18	9	
19	8	

# 2024-2025 BETA Administration/Site Climate Survey

20	10	
21	9	
22	9	
23	9	
24	10	
25	10	
26	8	
27	9	
28	10	
29	2	
30	3	

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

Answered: 30 Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	230	30
Total Respondents: 30			

#		DATE
1	2	
2	10	
3	8	
4	8	
5	10	
6	3	
7	8	
8	8	
9	9	
10	4	
11	9	
12	7	
13	8	
14	5	
15	10	
16	10	
17	5	
18	9	
19	5	

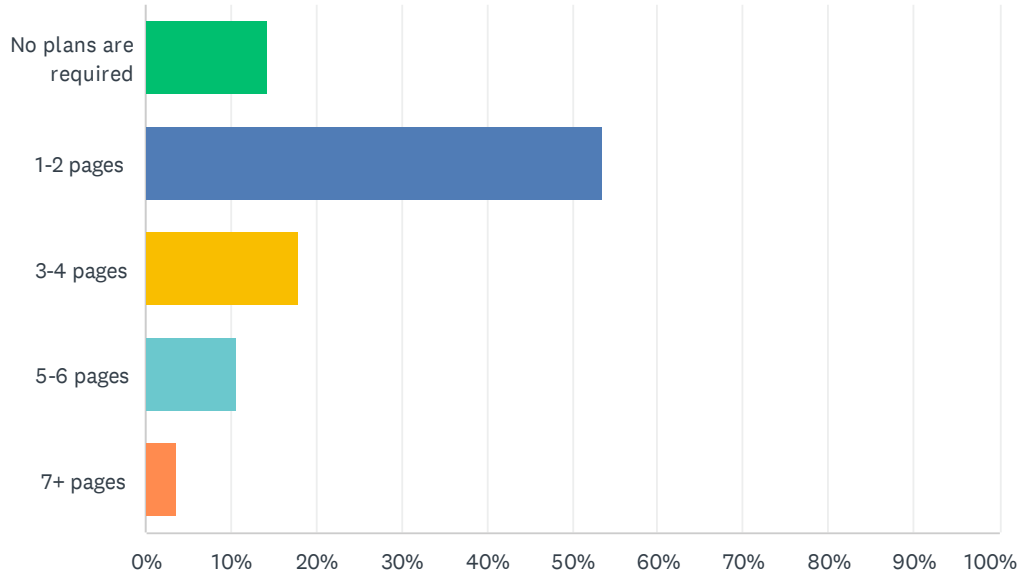
# 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	8	
22	10	
23	9	
24	10	
25	10	
26	7	
27	10	
28	10	
29	9	
30	1	



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

Answered: 28 Skipped: 3

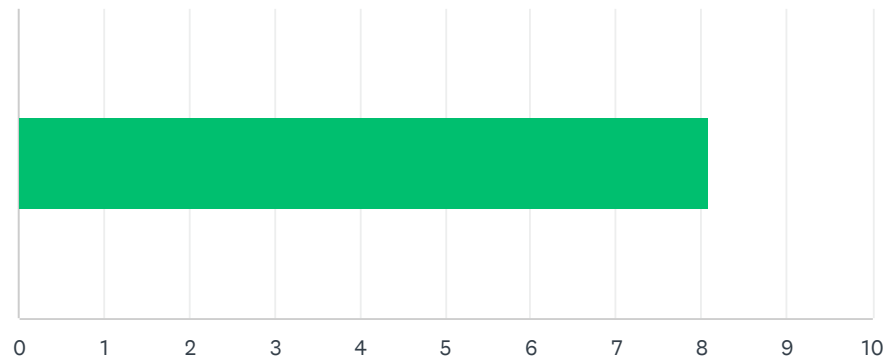


ANSWER CHOICES	RESPONSES	
No plans are required	14.29%	4
1-2 pages	53.57%	15
3-4 pages	17.86%	5
5-6 pages	10.71%	3
7+ pages	3.57%	1
TOTAL		28

#	COMMENT	DATE
1	Lesson plans are divided by subject among each grade level teacher.	
2	Grade level plans	
3	Some grade levels have different forms to fill out while other grades don't.	
4	We are required to create unit plans per quarter not weekly lesson plans	
5	It feels like certain grade levels are held to much higher expectations than others. For example, one grade has excessively long lesson plans, while others aren't required to complete the same forms. There seems to be an unfair imbalance, and this is causing frustration among teachers, with some even considering leaving.	

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

Answered: 27    Skipped: 4



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	218	27
Total Respondents: 27			

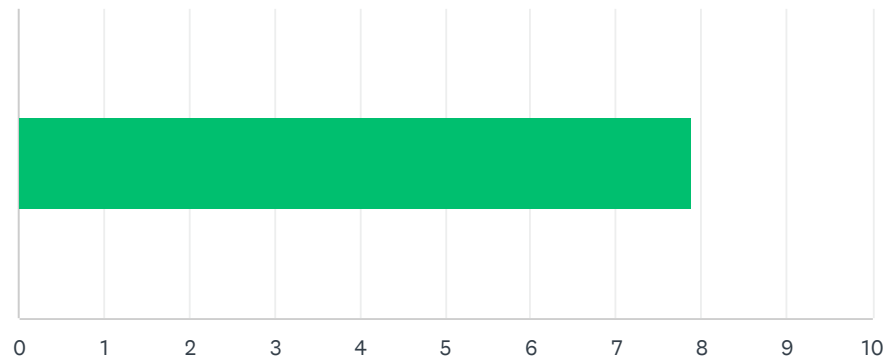
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10	10	
11	6	
12	10	
13	10	
14	1	
15	10	
16	10	
17	1	
18	10	
19	10	
20	10	

## 2024-2025 BETA Administration/Site Climate Survey

21	10	
22	10	
23	8	
24	10	
25	10	
26	10	
27	10	

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

Answered: 25    Skipped: 6



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	197	25
Total Respondents: 25			

#		DATE
1	10	
2	10	
3	5	
4	1	
5	8	
6	10	
7	8	
8	10	
9	5	
10	10	
11	10	
12	1	
13	8	
14	10	
15	10	
16	8	
17	10	
18	10	
19	10	
20	10	

## 2024-2025 BETA Administration/Site Climate Survey

21	1	
22	8	
23	6	
24	8	
25	10	

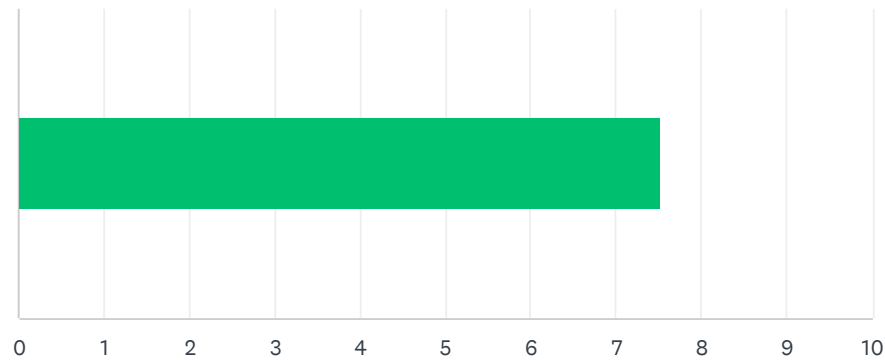
## Q23 Do you have any comments, thoughts, or concerns about site operations, duties, and responsibilities?

Answered: 1   Skipped: 30

#	RESPONSES	DATE
1	<p>Coaches are rarely used for actual coaching. Instead, they primarily function as CPALs, FACE coordinators, or Behavior Interventionists—essentially anything but supporting teachers. Nobody seems to know what the GATE Specialist actually does, but she is often seen in her office or in GATE classrooms. The VP is often in the office socializing with support staff and is rarely seen during yard duty. When she is present, she tends to stay planted in one spot, often in the shade, and doesn't seem to have a meaningful connection with the students. The APL generally takes on roles more suited for a CPAL or behavioral specialist rather than fulfilling his intended duties. Teacher Intervention Specialists are never assigned to yard duty and are rarely seen outside, so they must spend their entire day running student groups. Meanwhile, the VP should take on more responsibilities, allowing the principal to be more available to staff and students when needed. The principal is consistently working and appears overwhelmed, and he should delegate more tasks to the VP to balance the workload. He's very kind and clearly cares about the students, but I don't blame him necessarily—he needs to do less and be more accessible to the staff at Owens.</p>	

Q24 Staff and students feel safe.

Answered: 30    Skipped: 1



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	226	30
Total Respondents: 30			

#		DATE
1	5	
2	10	
3	9	
4	8	
5	10	
6	5	
7	9	
8	8	
9	6	
10	5	
11	8	
12	3	
13	6	
14	10	
15	10	
16	10	
17	5	
18	6	
19	9	
20	9	

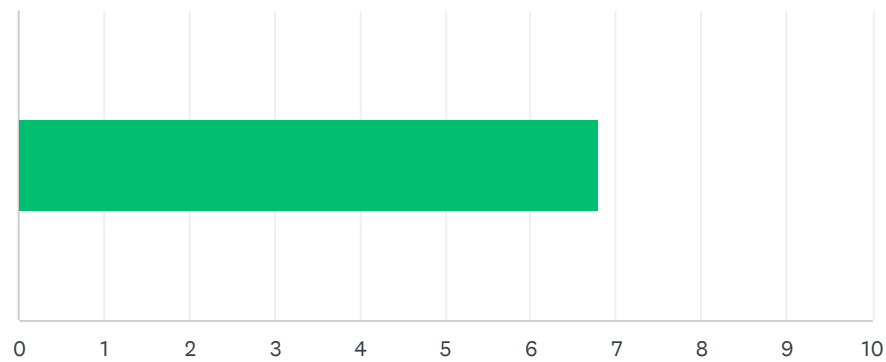
## 2024-2025 BETA Administration/Site Climate Survey

21	8	
22	10	
23	8	
24	10	
25	10	
26	7	
27	9	
28	6	
29	2	
30	5	



Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	197	29
Total Respondents: 29			

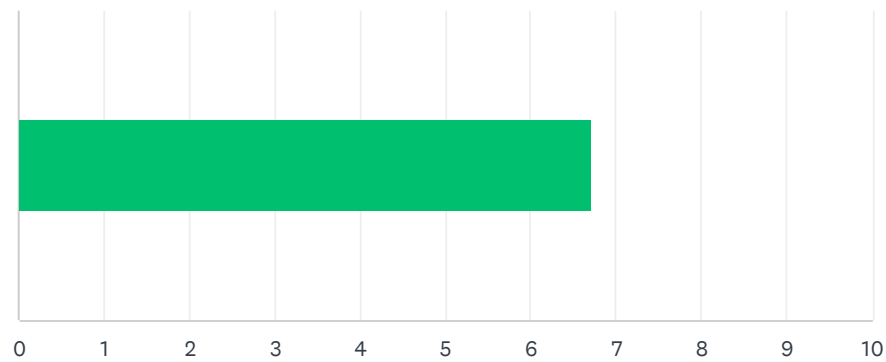
#		DATE
1	6	
2	10	
3	9	
4	8	
5	10	
6	2	
7	7	
8	10	
9	6	
10	9	
11	7	
12	10	
13	4	
14	10	
15	1	
16	5	
17	6	
18	2	
19	8	

# 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	7	
22	8	
23	10	
24	5	
25	6	
26	9	
27	2	
28	9	
29	3	

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

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	195	29
Total Respondents: 29			

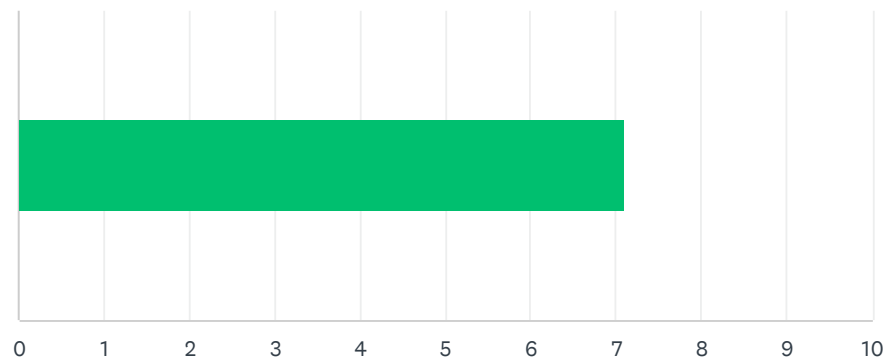
#		DATE
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2	10	
3	10	
4	9	
5	10	
6	5	
7	7	
8	10	
9	5	
10	9	
11	10	
12	5	
13	8	
14	10	
15	1	
16	5	
17	9	
18	1	
19	7	

# 2024-2025 BETA Administration/Site Climate Survey

20	7	
21	8	
22	8	
23	10	
24	5	
25	6	
26	3	
27	3	
28	5	
29	3	

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

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	206	29
Total Respondents: 29			

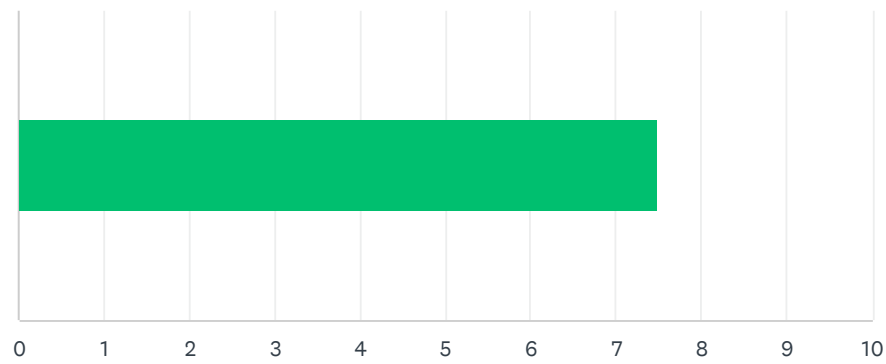
#		DATE
1	3	
2	10	
3	10	
4	9	
5	10	
6	3	
7	7	
8	9	
9	5	
10	9	
11	8	
12	8	
13	9	
14	10	
15	1	
16	5	
17	10	
18	5	
19	8	

## 2024-2025 BETA Administration/Site Climate Survey

20	9	
21	9	
22	8	
23	10	
24	5	
25	5	
26	6	
27	3	
28	9	
29	3	

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

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	217	29
Total Respondents: 29			

#		DATE
1	4	
2	10	
3	10	
4	8	
5	10	
6	5	
7	7	
8	10	
9	4	
10	9	
11	8	
12	7	
13	10	
14	10	
15	1	
16	5	
17	8	
18	9	
19	7	

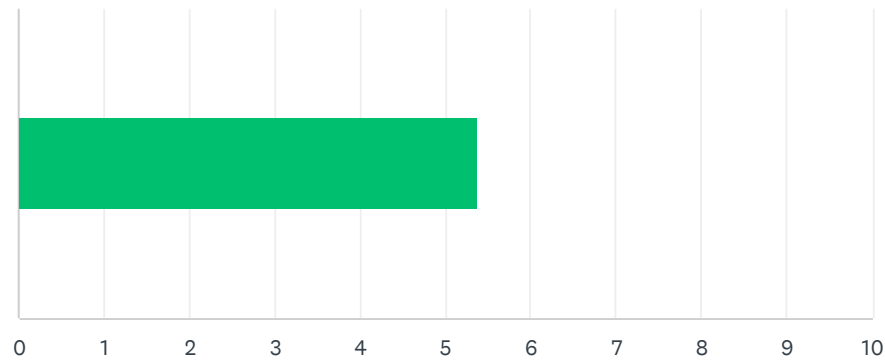
# 2024-2025 BETA Administration/Site Climate Survey

20	8	
21	10	
22	10	
23	10	
24	5	
25	6	
26	6	
27	5	
28	10	
29	5	



Q29 My site has a positive atmosphere.

Answered: 29    Skipped: 2



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	156	29
Total Respondents: 29			

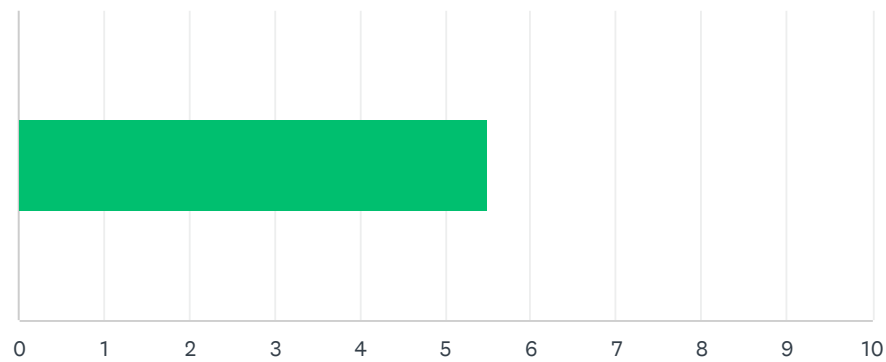
#		DATE
1	5	
2	10	
3	10	
4	8	
5	10	
6	5	
7	8	
8	5	
9	5	
10	6	
11	2	
12	4	
13	3	
14	8	
15	1	
16	1	
17	8	
18	2	
19	5	
20	5	

# 2024-2025 BETA Administration/Site Climate Survey

21	9	
22	8	
23	10	
24	5	
25	5	
26	3	
27	2	
28	1	
29	2	

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

Answered: 28    Skipped: 3



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	154	28
Total Respondents: 28			

#		DATE
1	6	
2	10	
3	10	
4	10	
5	5	
6	5	
7	5	
8	5	
9	8	
10	3	
11	4	
12	1	
13	10	
14	1	
15	2	
16	6	
17	2	
18	5	
19	2	

# 2024-2025 BETA Administration/Site Climate Survey

20	9	
21	8	
22	10	
23	10	
24	6	
25	3	
26	5	
27	1	
28	2	

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

Answered: 9   Skipped: 22

#	RESPONSES	DATE
1	People have left this site, or are planning to leave this site, but it is due to micromanaging from academic coaches.	
2	Behaviors support could be more proactive. I wish site atmosphere was more positive and friendly.	
3	My site is very safe. The principal is always present and busy supporting staff and students.	
4	There is no discipline.	
5	We have PBIS points, and the students really seem to enjoy them. Since the principal arrived at Owens last year, discipline has improved, and he's made positive changes to the school. One of the best changes was making the student pickup and drop-off after school much safer. I appreciate how he prioritizes the safety of both staff and students. However, the atmosphere feels a bit tense and micromanaged, which seems to stem more from his support staff than from him. I haven't been here long, but I absolutely love the teachers at Owens!	
6	There is no real discipline for the students who behave badly. They have no consequences and know it.	
7	Discipline has improved at Owens since Mr. Anthony became principal. There is more structure, and the site feels safer thanks to his leadership. However, the atmosphere has become tense, with teachers feeling like they are walking on eggshells. It often feels like we are back in high school, surrounded by petty drama. Coaches seem to be making key decisions without input from those with more teaching experience across different grade levels. One coach, in particular, dominates meetings and speaks to teachers and staff in a condescending manner. In these meetings, she takes over so completely that an outsider might assume she is the principal. This has created a hostile work environment where teachers feel micromanaged. Additionally, expectations for certain grade levels have increased significantly, yet communication remains lacking. Despite repeated requests for clarity, important information is still not being shared.	
8	What discipline? The students do whatever they want without consequences.	
9	This site feels overall negative and unsafe. Its obvious that there is no plan and that everything is approached as it happens: With coaches acting as administrators, making decisions that contradicted each other. On many occasions the grade levels were given information from one coach and then told to do something different by another. Then when in our PLC meetings the leads and teachers would be made to look like the one who were confused. This lead to a toxic atmosphere between staff and coaches. The beta rep for our site spoke with the principal on three occasions about this situation and a "coach" in particular that was causing issues but nothing changed, except that individual becoming more of a bully.	

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

Answered: 8   Skipped: 23

#	RESPONSES	DATE
1	It is a great place, and admin is good overall. Communication could be improved and coaches should coach, and provide support, not dictate or micromanage. They are peers, not admin.	
2	Every decision made by admin should have a reason that is communicated to the staff. If there is no reason communicated, staff usually make up negative reasons for the decisions--ie punishment, admin being punitive etc. but in reality there is a good reason for the decision. Decisions need to be backed up with evidence and support so staff is not able to start negative rumors that harm moral.	
3	I appreciate Mr. Anthony as our principal—he's kind to both staff and students. However, I would like him to be more available and follow through with communication. It feels like many decisions are made without getting input from teachers. Also, there seems to be a lack of feedback when coaches come into the classroom. We need to understand which areas we need to improve on and have the coaches model those skills for us.	
4	Communication at Owens has to improve!!	
5	I am very happy with our new principal and all the good things that are coming with his administration of our school, especially his constant and active involvement in student growth and discipline.	
6	Mr. Anthony is genuinely kind to staff and even bakes treats for everyone, which is a thoughtful and appreciated gesture. He is approachable—when you can actually get a hold of him. Unfortunately, he is often so busy that even when he listens to concerns, follow-up is rare. Despite this, I'm glad he's our principal. That's why it's clear he needs to require the VP to take on more responsibilities, freeing him up to meet with teachers without us having to catch him while he's rushing down the hall. Decisions often seem to be made without taking teachers' input into account, as though the coaches have the final say. It's honestly frustrating how much instruction has shifted at our site, yet at other schools, teachers aren't forced to use Benchmark the way we are at Owens. TSSs could be more effective. There are plenty of them, but many don't have proper follow-up from years past. I feel for the students and parents who are depending on us to provide the support their children truly need and deserve. Owens isn't what it used to be, but there's no other place I'd rather teach. I'm weathering the storm, holding onto hope for positive change in the work atmosphere.	
7	Coaches act like admin. They call a lot of the shots. They seem to think they are above the teachers. They have little experience in the classroom but act like they know more than the experienced teachers.	
8	I enjoyed the many years I worked at this site up to the last two years. Over the past two years noticed that a coach tells the principal what to do, that same coach giving out the wrong dates for assessments, no one coach except the APL is clear on the schedule for dELD testing, PDs being cancelled the day they are supposed to happen 90% of the time and poorly planned when they do happen. Leading to grade levels to plan to meet unprepared and then coaches coming to meetings to point out what we are doing wrong. Very hard to build something positive in a place that doesn't work together.	