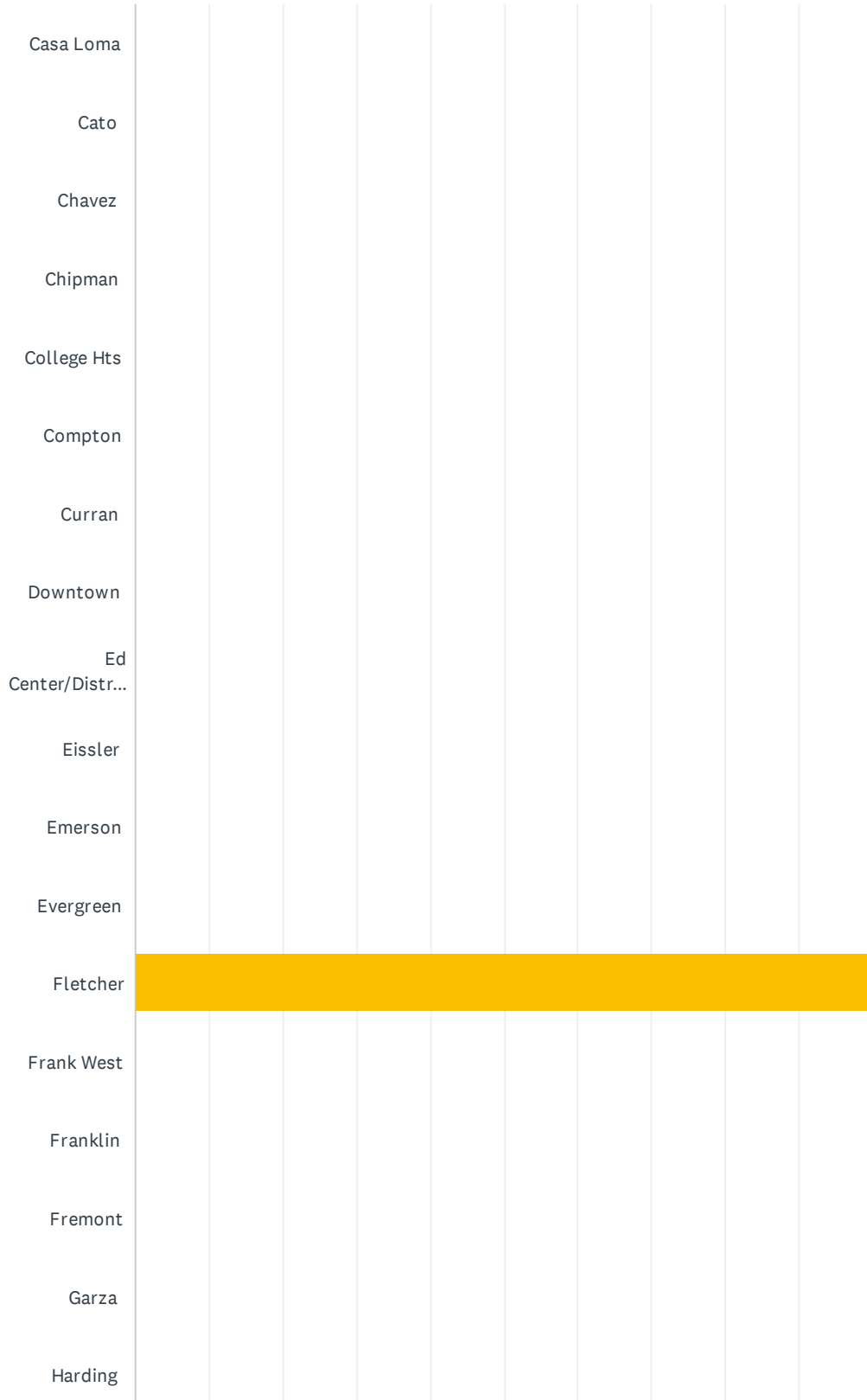


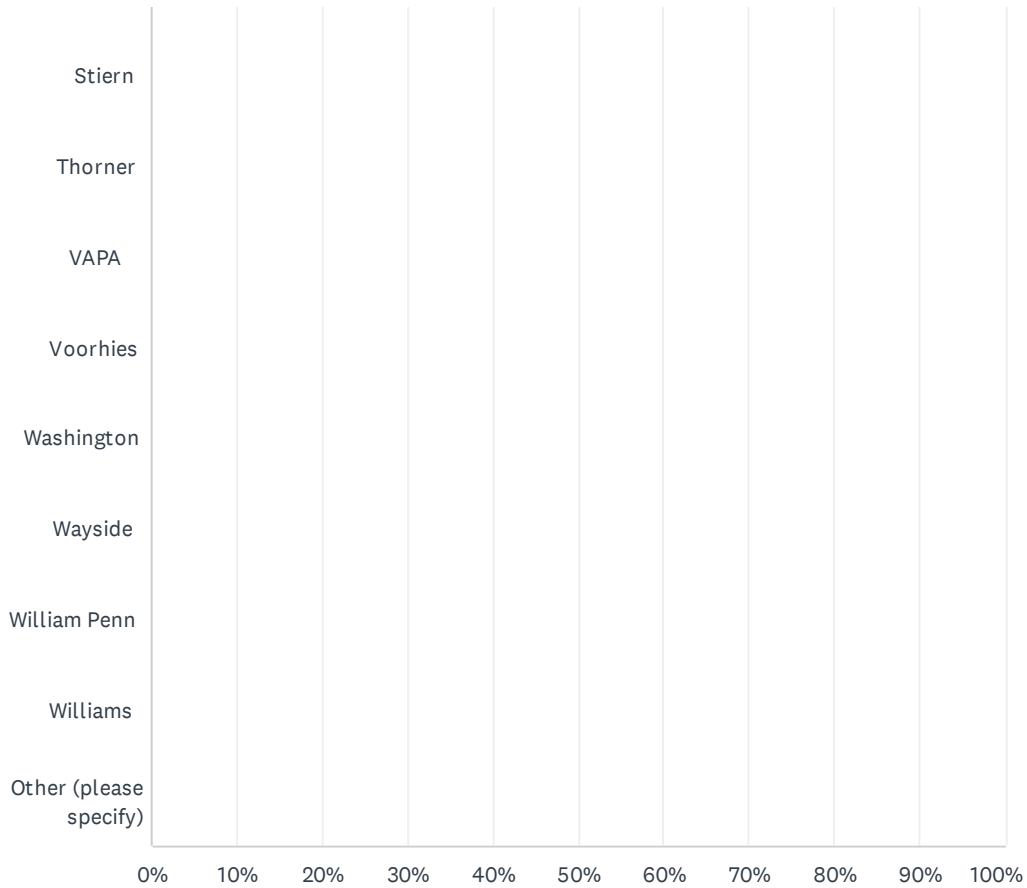
Q1 School Site (If you work at multiple sites choose your home site OR complete a survey for each site at which you spend significant time.)

Answered: 23 Skipped: 0



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									

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	100.00% 23
Frank West	0.00% 0
Franklin	0.00% 0
Fremont	0.00% 0
Garza	0.00% 0
Harding	0.00% 0
Harris	0.00% 0
Horace Mann	0.00% 0
Hort	0.00% 0
Jefferson	0.00% 0
Lincoln Jr. High	0.00% 0
Longfellow	0.00% 0
McKinley	0.00% 0
MLK	0.00% 0
Mt.Vernon	0.00% 0
Munsey	0.00% 0
Nichols	0.00% 0
Noble	0.00% 0
Owens Elementary	0.00% 0
Pauly	0.00% 0

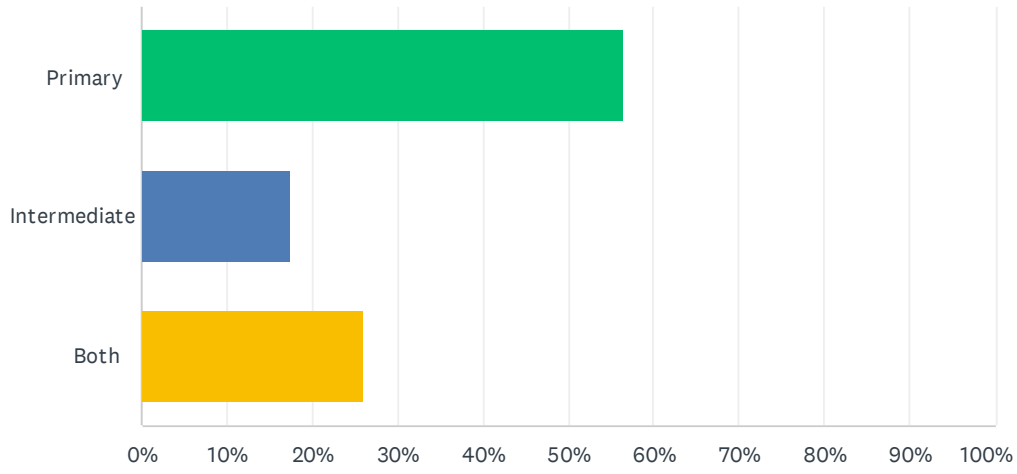
2023-2024 BETA Administration/Site Climate Survey

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: 23		

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

Q2 Instructional Grade Level or Support Services

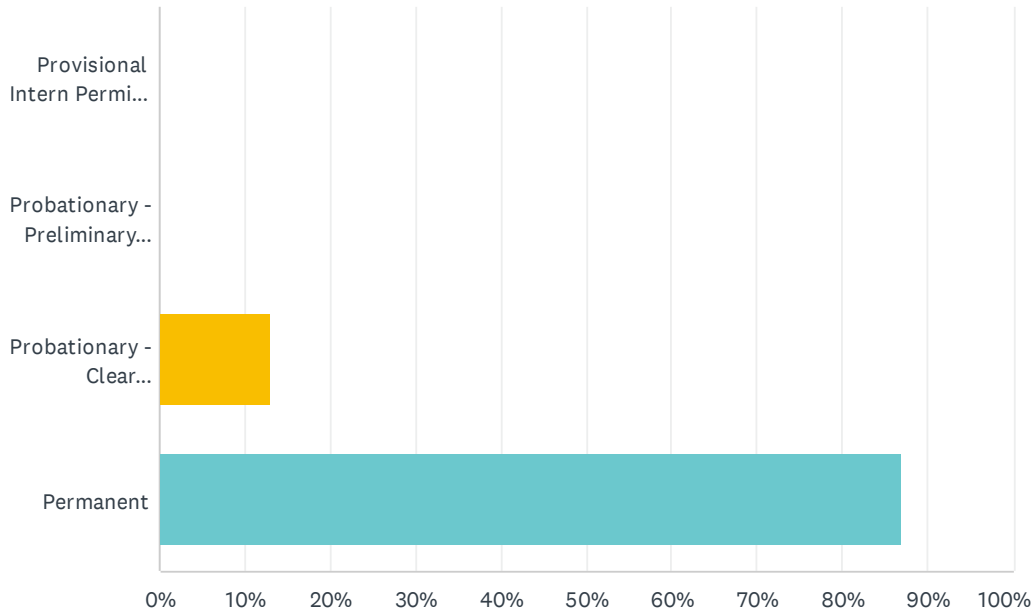
Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
Primary	56.52%	13
Intermediate	17.39%	4
Both	26.09%	6
TOTAL		23

Q3 Experience

Answered: 23 Skipped: 0

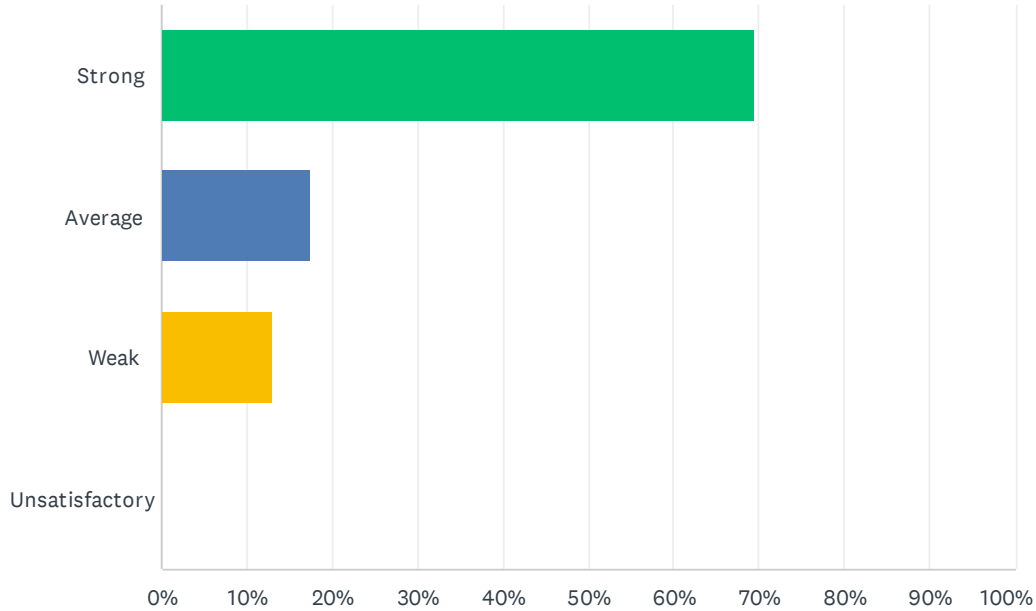


ANSWER CHOICES	RESPONSES	
Provisional Intern Permit, Short Term Staffing Permit, or Intern	0.00%	0
Probationary - Preliminary Credential	0.00%	0
Probationary - Clear Credential	13.04%	3
Permanent	86.96%	20
TOTAL		23

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

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

Answered: 23 Skipped: 0

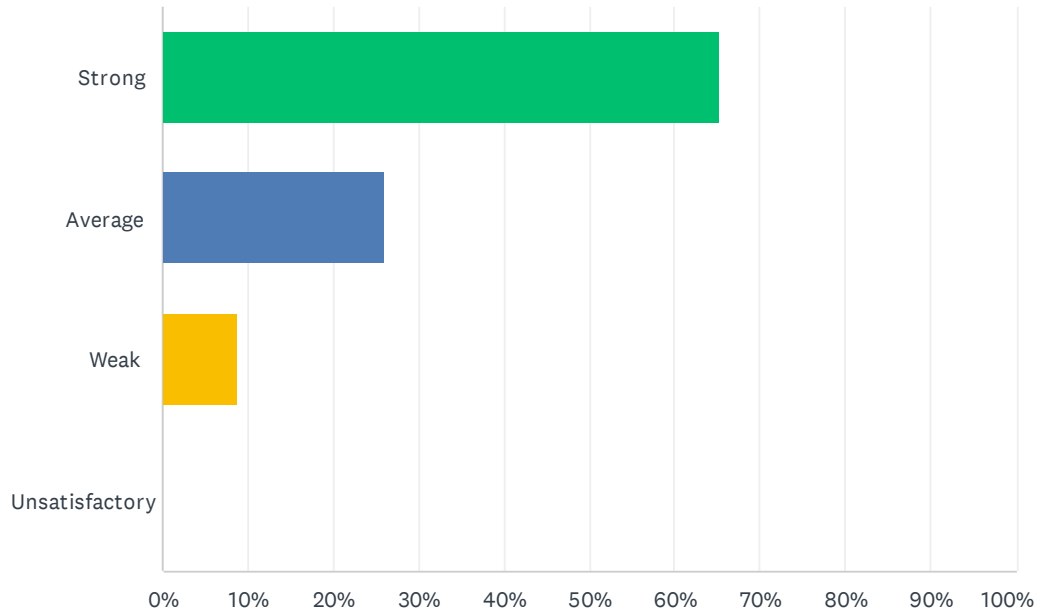


ANSWER CHOICES	RESPONSES
Strong	69.57% 16
Average	17.39% 4
Weak	13.04% 3
Unsatisfactory	0.00% 0
TOTAL	23

#	COMMENTS:	DATE
1	I feel all admin understand and care for our students.	
2	It is evident that Mrs. Flowers is very sensitive to the make-up and needs of our community and staff.	

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

Answered: 23 Skipped: 0

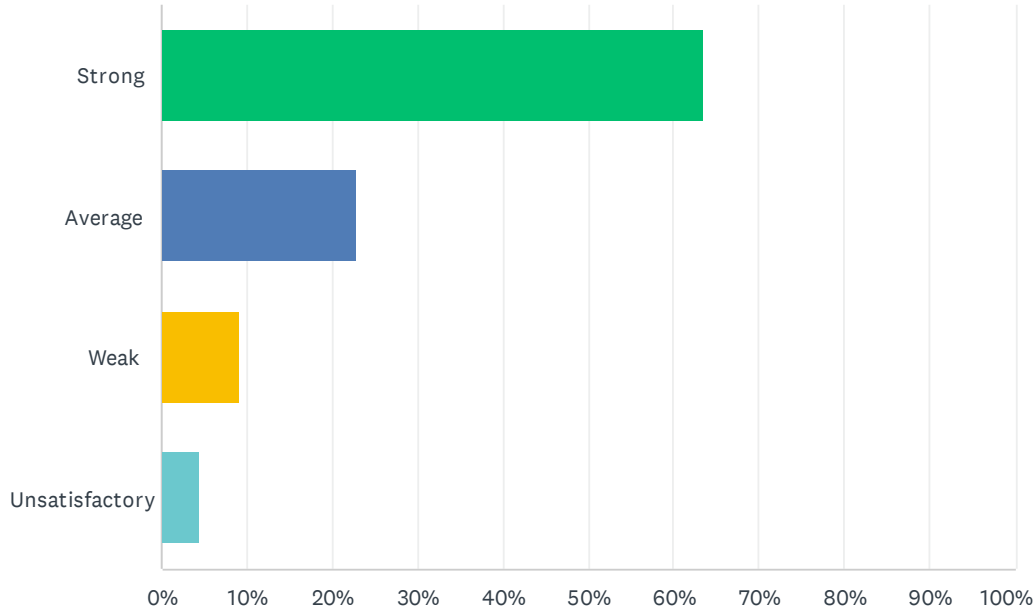


ANSWER CHOICES	RESPONSES
Strong	65.22% 15
Average	26.09% 6
Weak	8.70% 2
Unsatisfactory	0.00% 0
TOTAL	23

#	COMMENT	DATE
1	I feel like our admin respect and value us. The only reason I did not select strong is sometimes I feel like everyone gets a blanket statement to change or fix things but it really needs to be addressed with only one or two.	
2	Always checks in with teachers and genuinely cares about the staff.	
3	They are nice to me, but I don't really know if I'm valued or not.	
4	There is clickiness among staff many people will sit and eat lunch in the admins office and if you need to speak to them privately it's very akward to ask them to leave. Lunch/ social time should be left to all in the break room.	
5	Mrs. Flowers is so kind, loving and extremely respectful to everyone. She goes out of her way to tell us how much she appreciates us as a team, grade levels, and individuals.	

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

Answered: 22 Skipped: 1

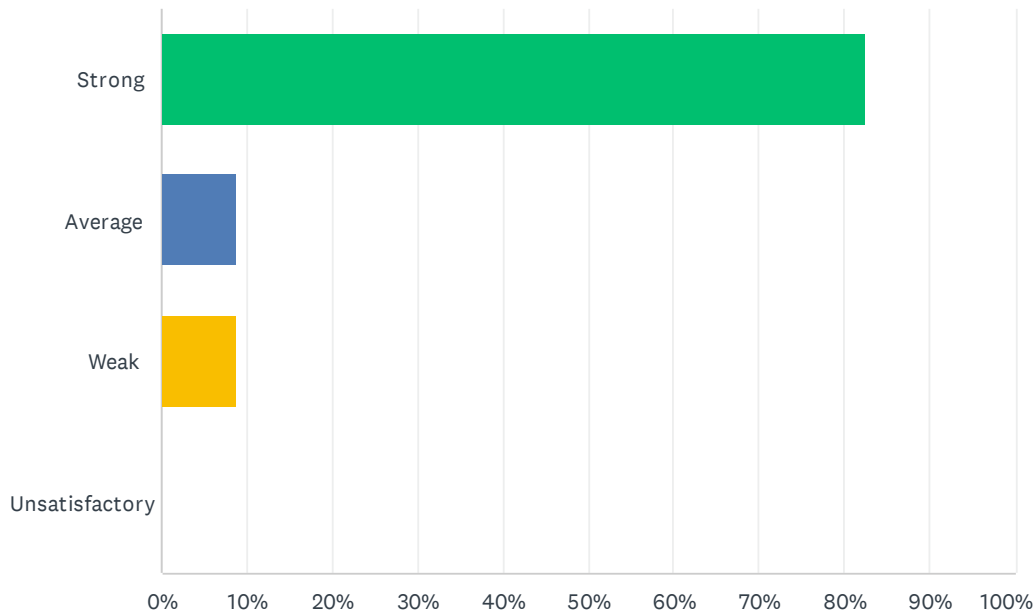


ANSWER CHOICES	RESPONSES
Strong	63.64% 14
Average	22.73% 5
Weak	9.09% 2
Unsatisfactory	4.55% 1
TOTAL	22

#	COMMENT:	DATE
1	Our principal is not intimidating when she walks through and doesn't do it excessively.	
2	No matter how long I've been teaching, I still get stage fright when admin walks in, but with Denise, I feel so comfortable. She makes sure her visits are short and sweet, not disruptive. I feel like she truly looks at all the learning going on and gives constructive feedback and praise.	

Q7 Site administration follows the contract and respects personal rights.

Answered: 23 Skipped: 0

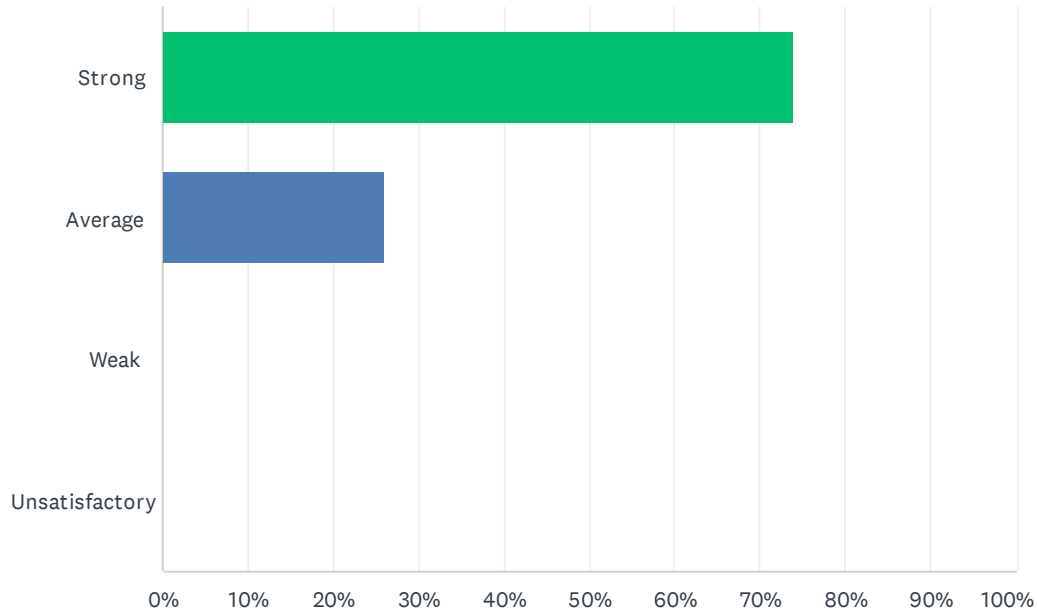


ANSWER CHOICES	RESPONSES
Strong	82.61% 19
Average	8.70% 2
Weak	8.70% 2
Unsatisfactory	0.00% 0
TOTAL	23

#	COMMENTS:	DATE
1	Contract is always followed here.	
2	Our contract language is very important to her and she follows it one hundred percent.	

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

Answered: 23 Skipped: 0

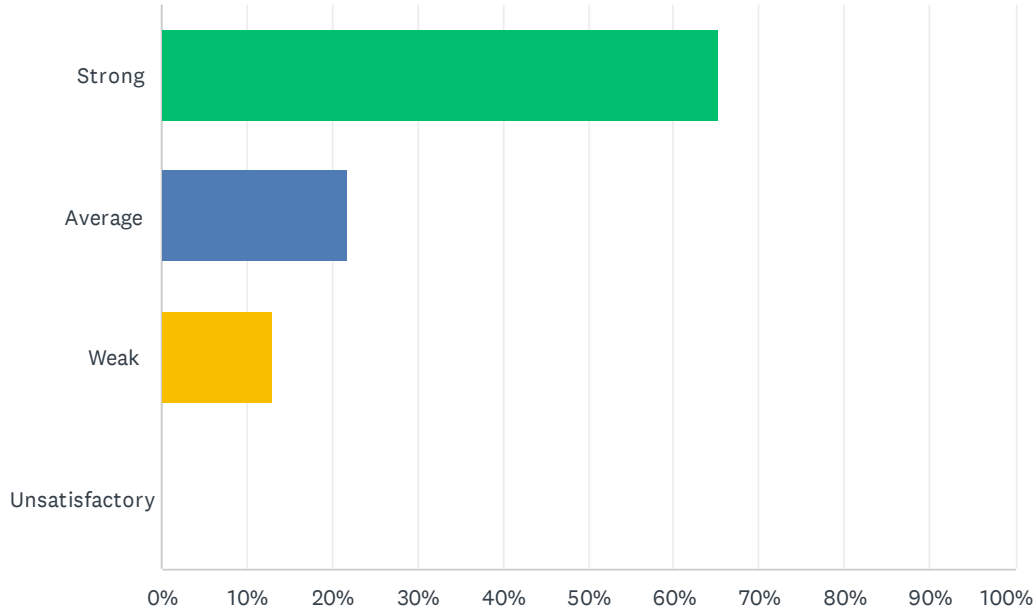


ANSWER CHOICES	RESPONSES	
Strong	73.91%	17
Average	26.09%	6
Weak	0.00%	0
Unsatisfactory	0.00%	0
TOTAL		23

#	COMMENT	DATE
1	Flowers wants everyone to do THEIR jobs and feel supported. She only pulls someone to help as a last resort and I personally don't even see that happen.	

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

Answered: 23 Skipped: 0

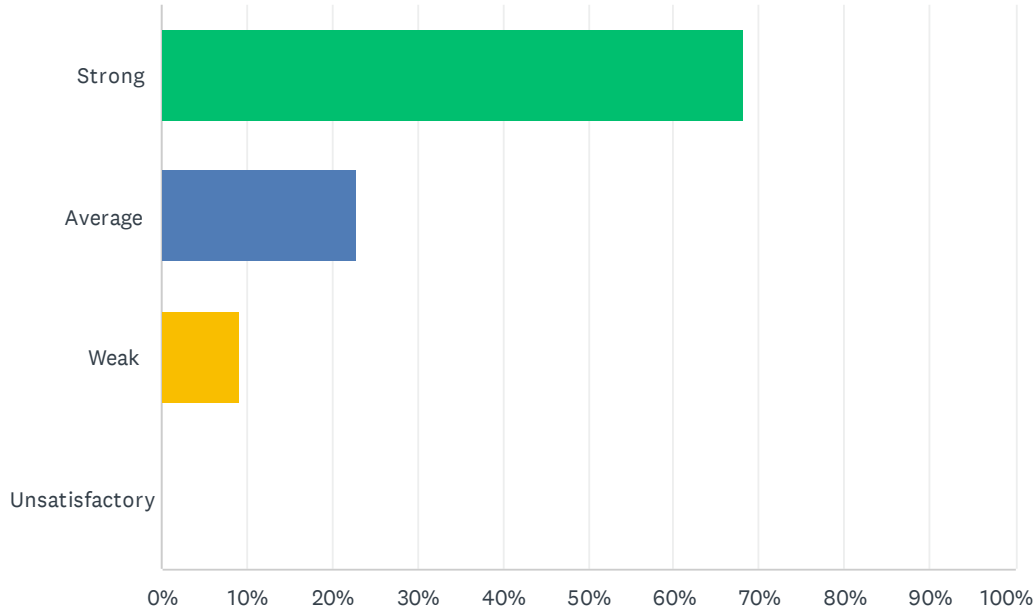


ANSWER CHOICES	RESPONSES	
Strong	65.22%	15
Average	21.74%	5
Weak	13.04%	3
Unsatisfactory	0.00%	0
TOTAL		23

#	COMMENTS:	DATE
1	Mrs. Flowers communicates everything to us through emails, meetings and leadership. She also communicates with the kiddos at school and parents during school events, parent square, and notes home.	

Q10 Administration supports staff against attacks and criticism from parents.

Answered: 22 Skipped: 1

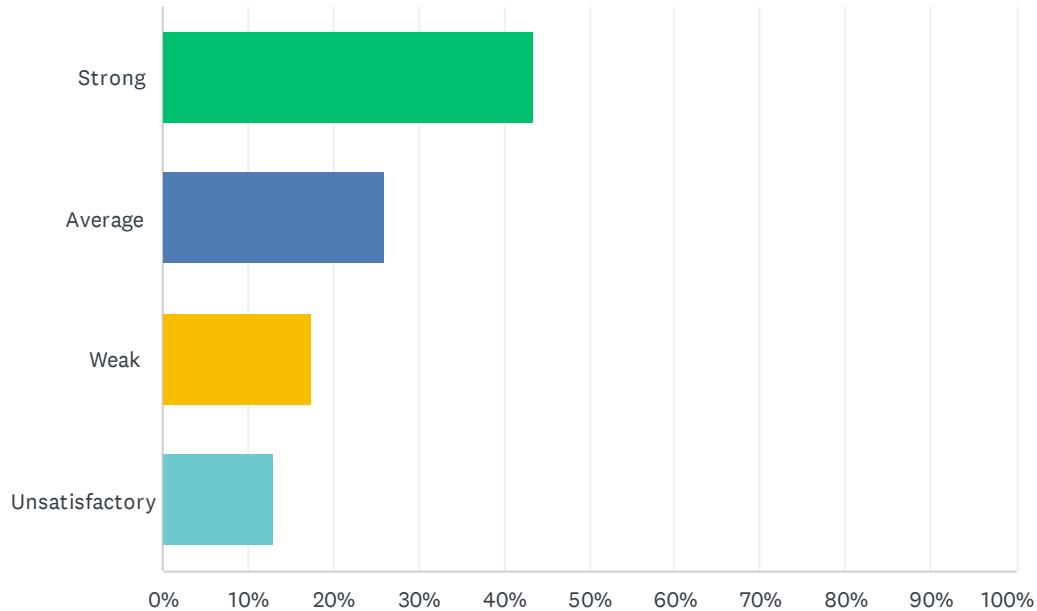


ANSWER CHOICES	RESPONSES	
Strong	68.18%	15
Average	22.73%	5
Weak	9.09%	2
Unsatisfactory	0.00%	0
TOTAL		22

#	COMMENTS:	DATE
1	No comment due to no experience with this.	
2	She completely stands behind her teachers. I am confident she would stand up for me because I have consistently seen her stand up for teachers.	

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

Answered: 23 Skipped: 0

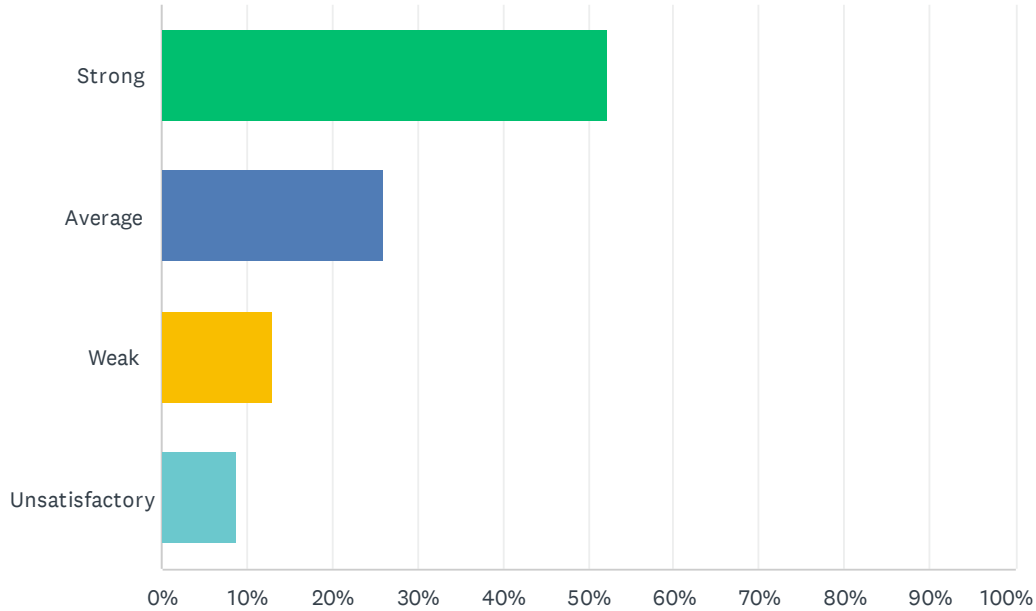


ANSWER CHOICES	RESPONSES
Strong	43.48% 10
Average	26.09% 6
Weak	17.39% 4
Unsatisfactory	13.04% 3
TOTAL	23

#	COMMENT	DATE
1	The favorites are in her office on every break. You can not talk to Mrs. Flowers without an audience. They are not asked to leave.	
2	If anyone says that there is preferential treatment it's because they can't perform their basic job functions like arriving at work on time. No one gets special treatment around here. Just do your job and they leave you alone.	
3	Our principal has her favorites and you can tell who they are because they are always in her office. I have witnessed with my own eyes her favorites doing things that I myself have been called to the office and reprimand for. It's not fair treatment and everyone knows it.	
4	Mrs. Flowers is the most fair principal I have ever worked for. If she has a favorite, I could never tell. I love and appreciate that about her.	

Q12 The administration has been supportive and minimized additional stress.

Answered: 23 Skipped: 0

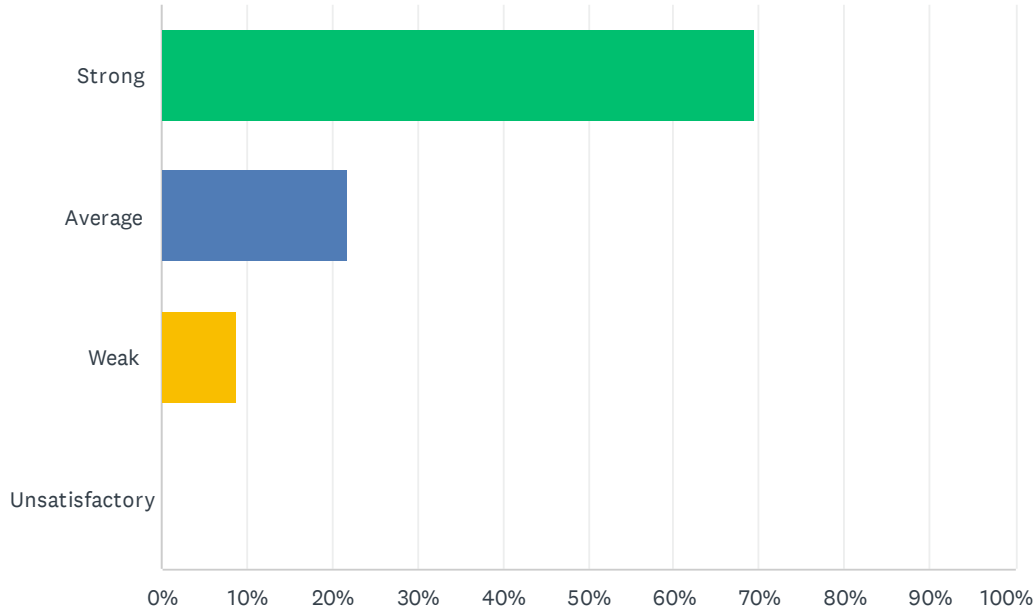


ANSWER CHOICES	RESPONSES	
Strong	52.17%	12
Average	26.09%	6
Weak	13.04%	3
Unsatisfactory	8.70%	2
TOTAL		23

#	COMMENT	DATE
1	This is the most stressed and the biggest workload I've ever had. Not sure if it is site related or district related.	
2	She understands the stress of our jobs. She empathizes with us and tries her best to take the load off of us.	

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

Answered: 23 Skipped: 0

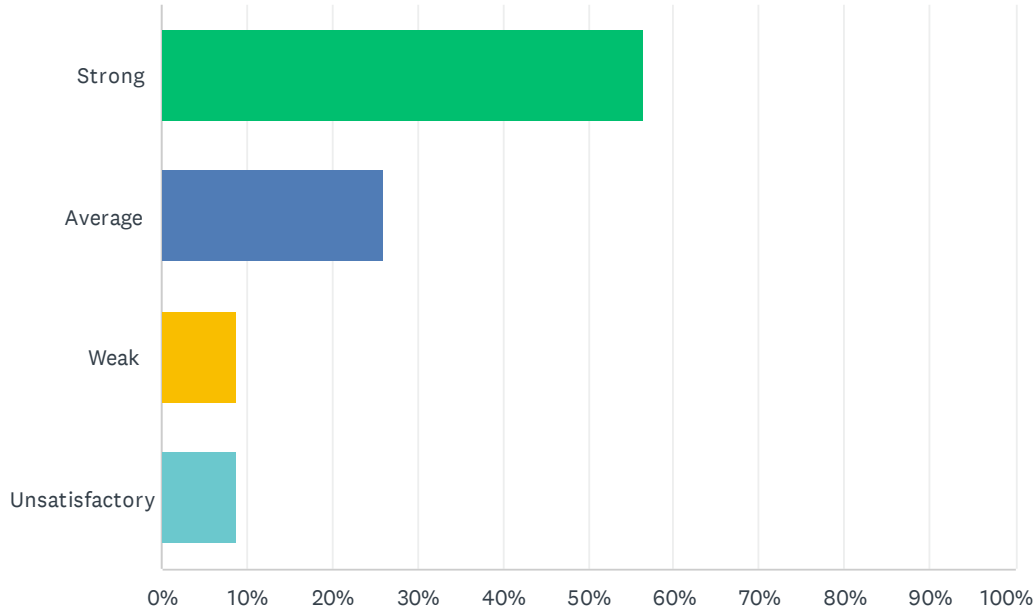


ANSWER CHOICES	RESPONSES	
Strong	69.57%	16
Average	21.74%	5
Weak	8.70%	2
Unsatisfactory	0.00%	0
TOTAL		23

#	COMMENT	DATE
1	She is crystal clear about expectations and communicates them during meetings, through emails and through our PLC leaders. She holds people accountable to those expectations and I so appreciate that.	

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

Answered: 23 Skipped: 0

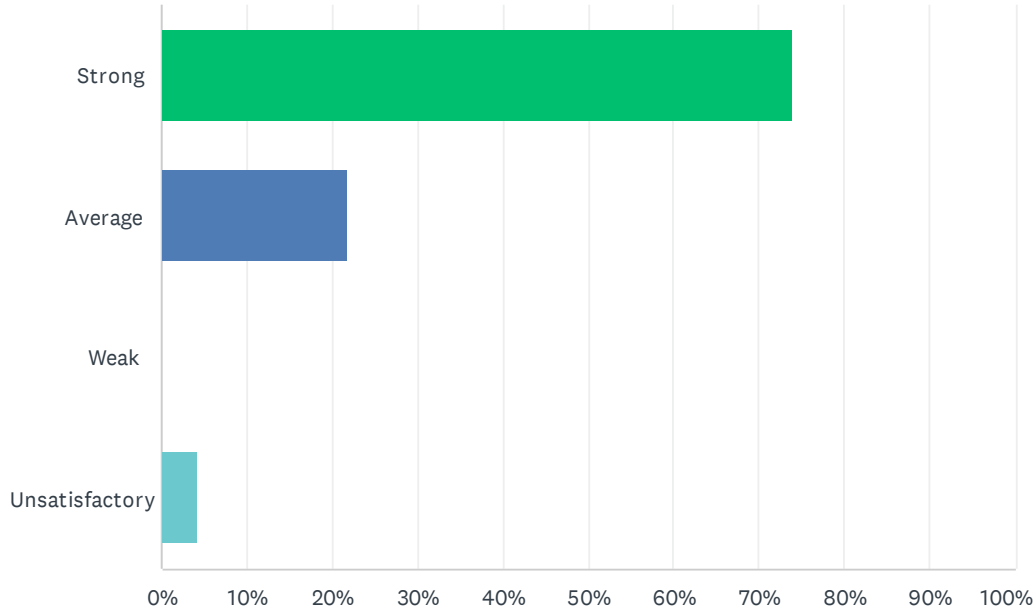


ANSWER CHOICES	RESPONSES	
Strong	56.52%	13
Average	26.09%	6
Weak	8.70%	2
Unsatisfactory	8.70%	2
TOTAL		23

#	COMMENT:	DATE
1	There is a huge sense of community within the school.	
2	Lots of strong personalities forced to work together here and grade level meetings can be tense.	
3	It's hard to remain positive when a few "favorites" get free reign while the rest of us cannot do anything.	
4	She models positivity daily and expects that we treat each other respectfully in order to maintain a positive environment.	

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

Answered: 23 Skipped: 0

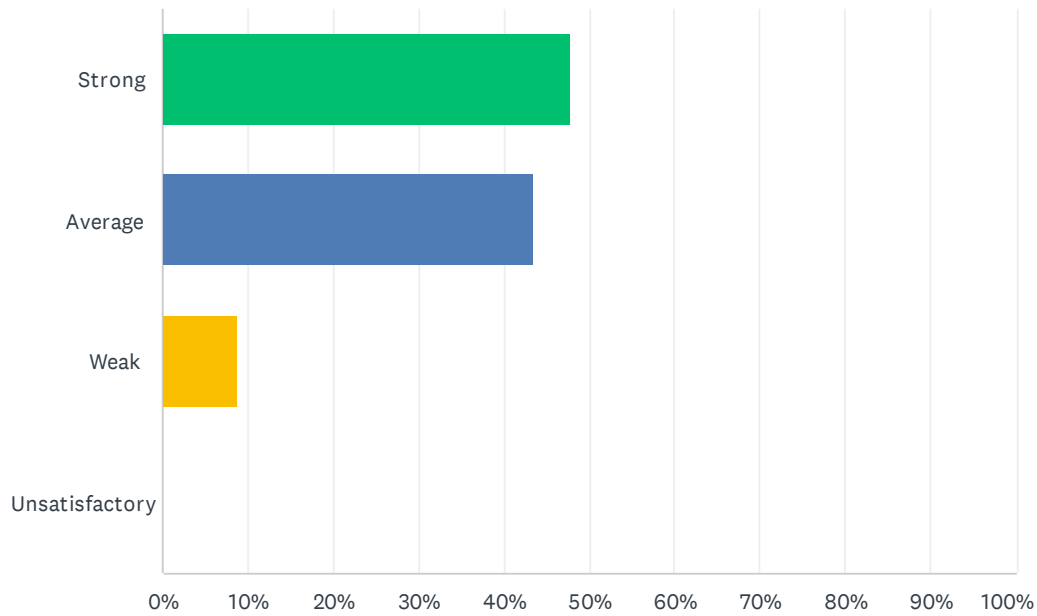


ANSWER CHOICES	RESPONSES
Strong	73.91% 17
Average	21.74% 5
Weak	0.00% 0
Unsatisfactory	4.35% 1
TOTAL	23

#	COMMENT	DATE
1	I see a big change.	
2	Mrs. Flowers is very thoughtful when calling a rainy day. She wants the children to play and wants us to have our time. Her goal is to keep all of us safe and to do what is best for us.	

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

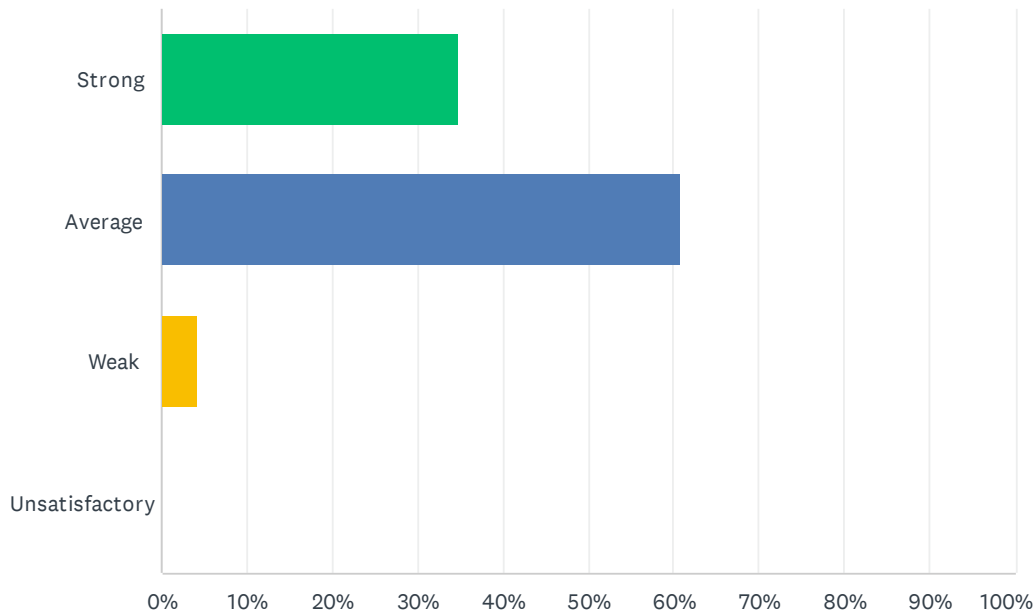
Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strong	47.83%	11
Average	43.48%	10
Weak	8.70%	2
Unsatisfactory	0.00%	0
TOTAL		23

Q17 Site meetings are productive and not excessive.

Answered: 23 Skipped: 0

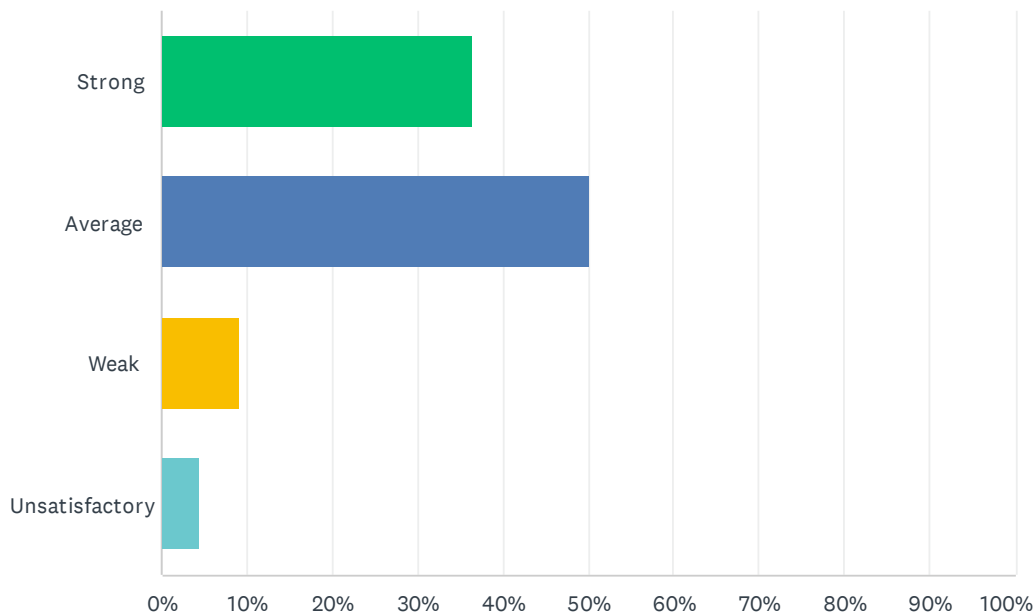


ANSWER CHOICES	RESPONSES
Strong	34.78% 8
Average	60.87% 14
Weak	4.35% 1
Unsatisfactory	0.00% 0
TOTAL	23

#	COMMENT	DATE
1	I should probably give this a strong but really those late starts are ridiculous. Just give us more time to prep without the paperwork to prove that we deserve it.	

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

Answered: 22 Skipped: 1

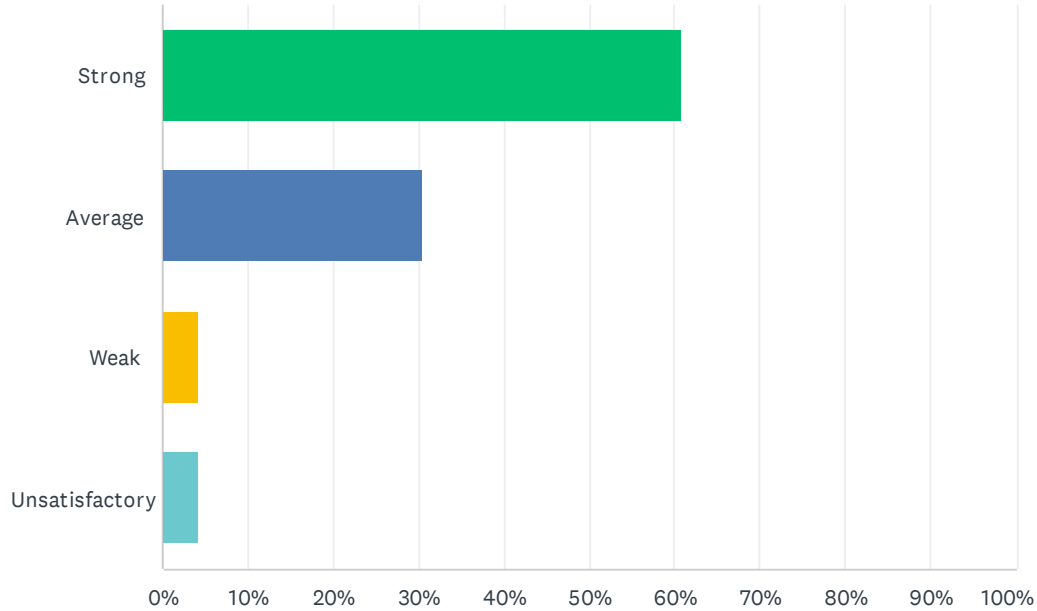


ANSWER CHOICES	RESPONSES	
Strong	36.36%	8
Average	50.00%	11
Weak	9.09%	2
Unsatisfactory	4.55%	1
TOTAL		22

#	COMMENT	DATE
1	We are a late start school: I don't think this is my Admins fault.	
2	Not possible with the amount of IEP's on our campus.	
3	This question does not make sense.	
4	Most of mine have been during my prep time	

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

Answered: 23 Skipped: 0

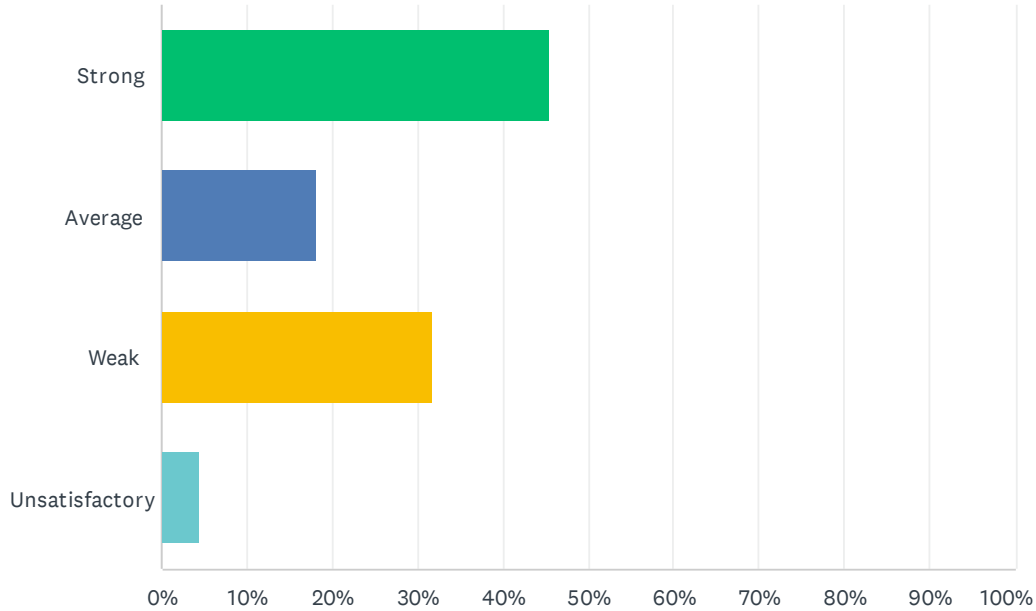


ANSWER CHOICES	RESPONSES
Strong	60.87% 14
Average	30.43% 7
Weak	4.35% 1
Unsatisfactory	4.35% 1
TOTAL	23

#	COMMENT	DATE
1	We need more CPALs so that we can do away with yard duty like other schools	

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

Answered: 22 Skipped: 1

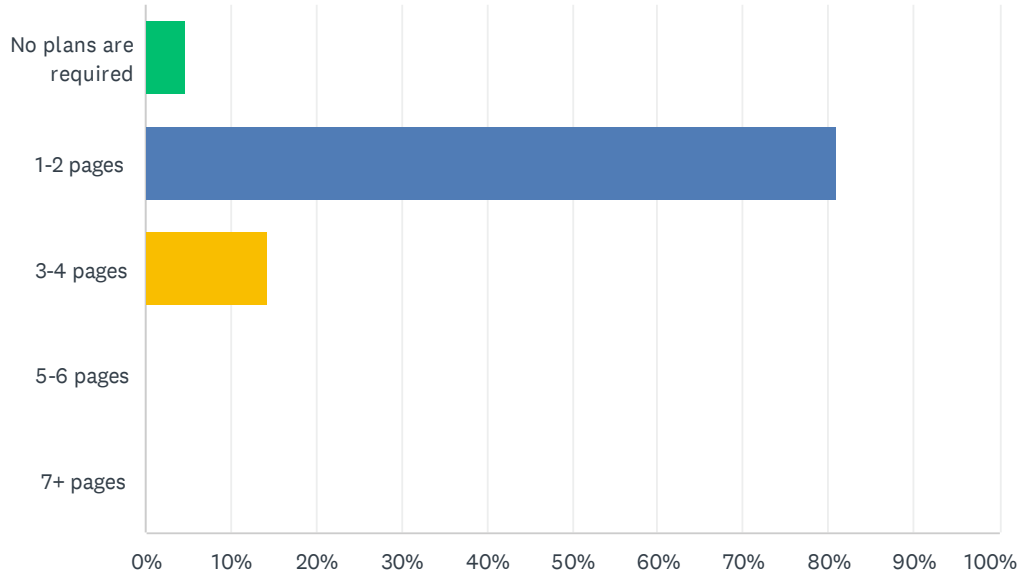


ANSWER CHOICES	RESPONSES	
Strong	45.45%	10
Average	18.18%	4
Weak	31.82%	7
Unsatisfactory	4.55%	1
TOTAL		22

#	COMMENT:	DATE
1	N/A for my position	
2	Time given from the canceling of one PLC a month would help teachers with additional duties.	
3	We all need more time.	

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

Answered: 21 Skipped: 2

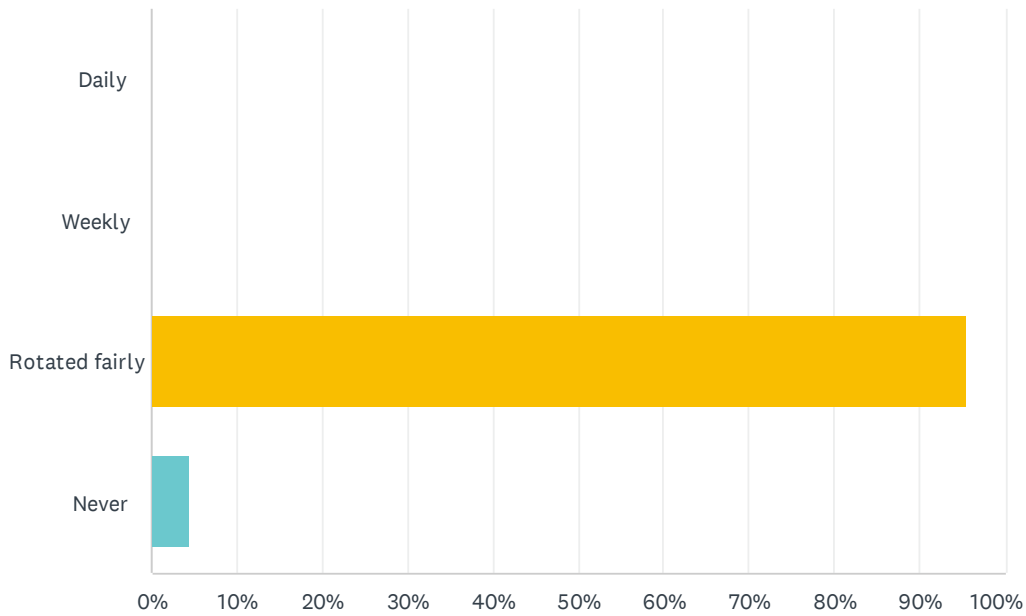


ANSWER CHOICES	RESPONSES
No plans are required	4.76% 1
1-2 pages	80.95% 17
3-4 pages	14.29% 3
5-6 pages	0.00% 0
7+ pages	0.00% 0
TOTAL	21

#	COMMENT	DATE
1	Plans are collected on a rotating schedule per grade level. Teacher plans are to be left out but not collected. Grade level plans are uploaded weekly at PLC meetings.	
2	N/A for my position	
3	We have to submit individual plans a few times a year. It's not a big deal.	
4	There is no requirement on the number of pages.	

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

Answered: 22 Skipped: 1

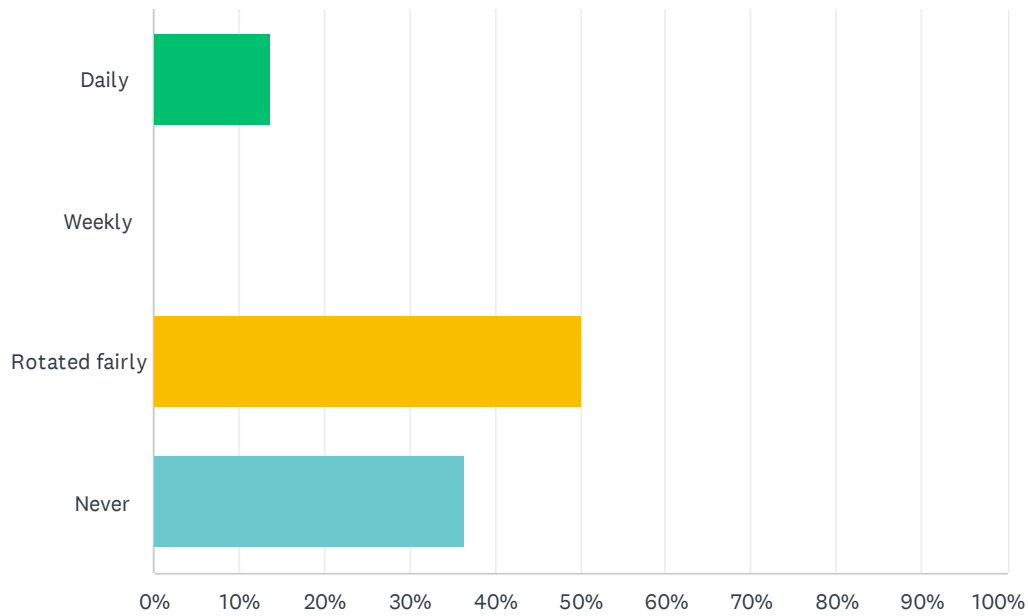


ANSWER CHOICES	RESPONSES
Daily	0.00% 0
Weekly	0.00% 0
Rotated fairly	95.45% 21
Never	4.55% 1
TOTAL	22

#	COMMENT:	DATE
	There are no responses.	

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

Answered: 22 Skipped: 1

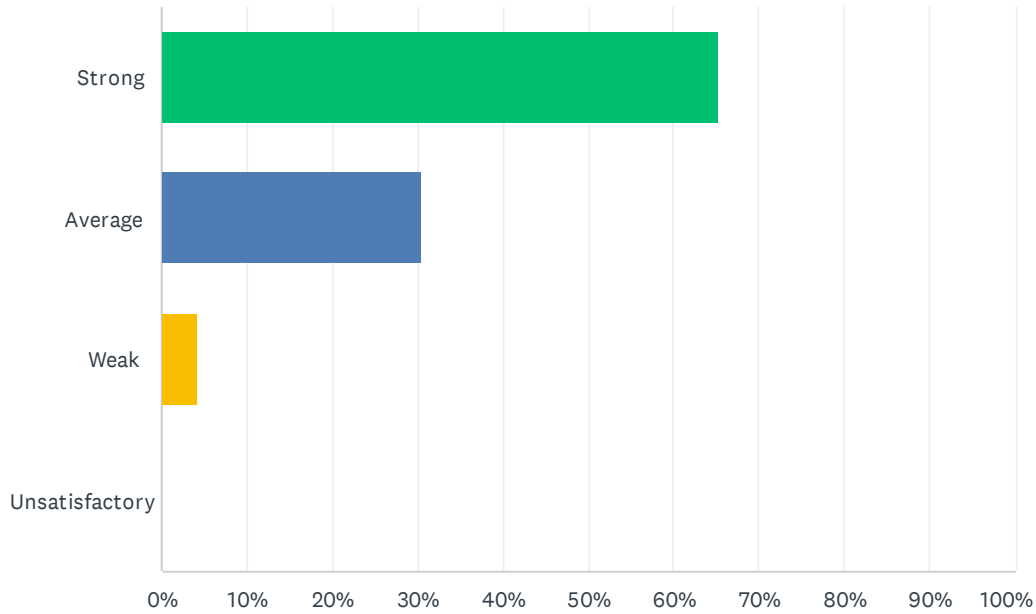


ANSWER CHOICES	RESPONSES
Daily	13.64% 3
Weekly	0.00% 0
Rotated fairly	50.00% 11
Never	36.36% 8
TOTAL	22

#	COMMENT:	DATE
1	Daily Dismissal Duty...until 3:15!	
2	Teachers don't have duty but some support staff helps with arrival and dismissal as needed	
3	After-school only for about 5 minutes.	

Q24 Staff and students feel safe.

Answered: 23 Skipped: 0

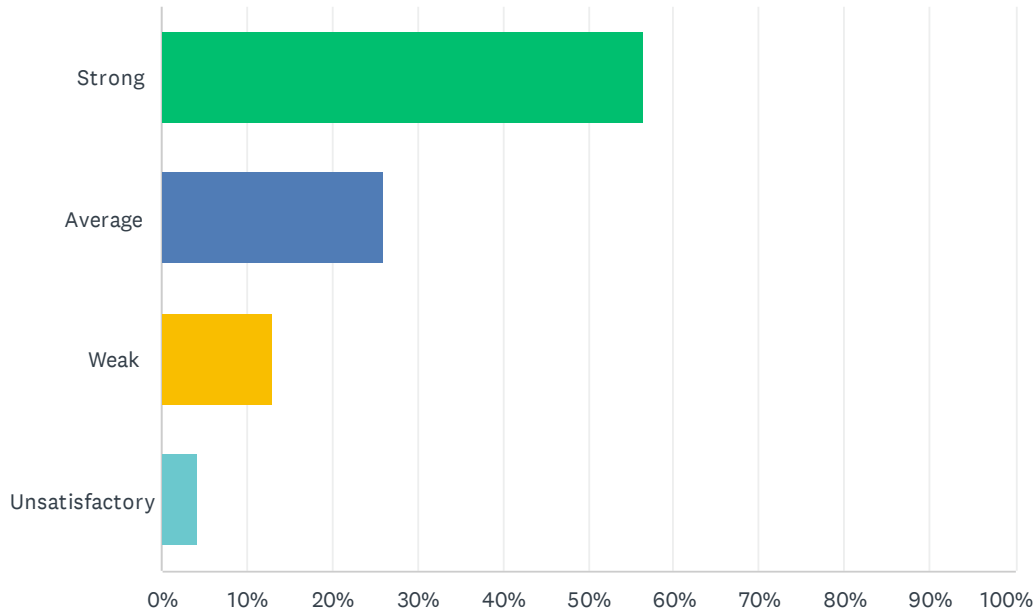


ANSWER CHOICES	RESPONSES
Strong	65.22% 15
Average	30.43% 7
Weak	4.35% 1
Unsatisfactory	0.00% 0
TOTAL	23

#	COMMENTS:	DATE
1	Our principal and vice principal are momma bears of our staff and students. It is very safe at Fletcher.	

Q25 Administration has been helpful and supportive regarding student discipline.

Answered: 23 Skipped: 0

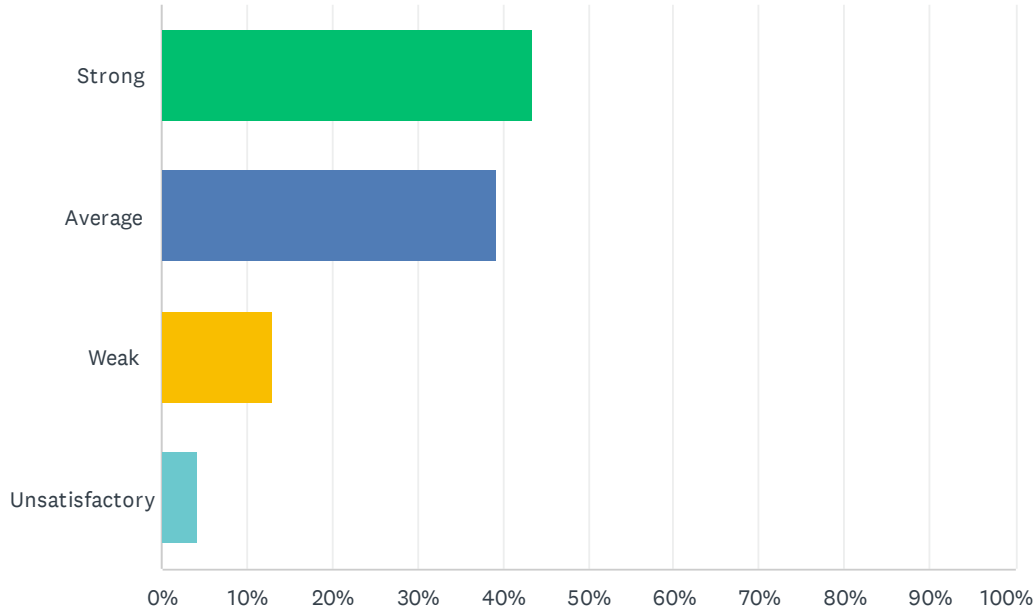


ANSWER CHOICES	RESPONSES	
Strong	56.52%	13
Average	26.09%	6
Weak	13.04%	3
Unsatisfactory	4.35%	1
TOTAL		23

#	COMMENTS:	DATE
1	They try their best, but there isn't much you can do about discipline these days.	
2	To keep our numbers down, the administration routinely erases the digital referrals.	

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

Answered: 23 Skipped: 0

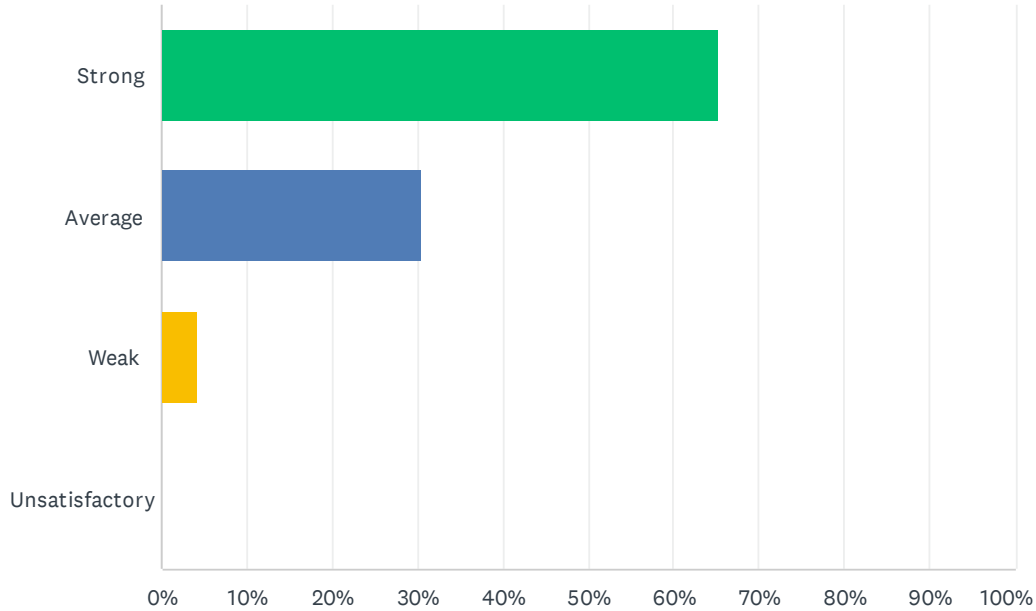


ANSWER CHOICES	RESPONSES	
Strong	43.48%	10
Average	39.13%	9
Weak	13.04%	3
Unsatisfactory	4.35%	1
TOTAL		23

#	COMMENTS:	DATE
1	Training is available upon request.	

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

Answered: 23 Skipped: 0

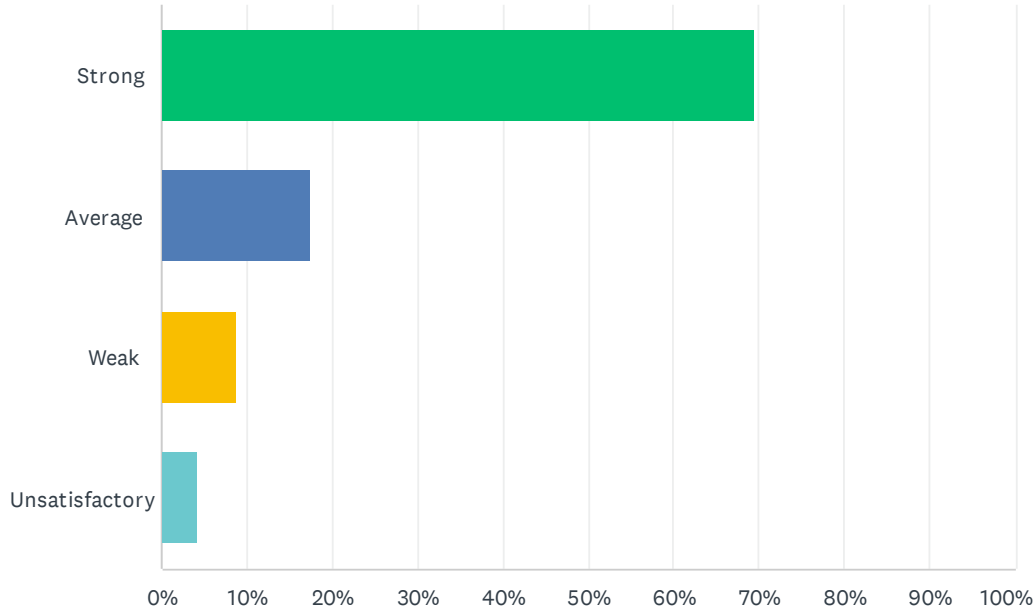


ANSWER CHOICES	RESPONSES	
Strong	65.22%	15
Average	30.43%	7
Weak	4.35%	1
Unsatisfactory	0.00%	0
TOTAL		23

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

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

Answered: 23 Skipped: 0

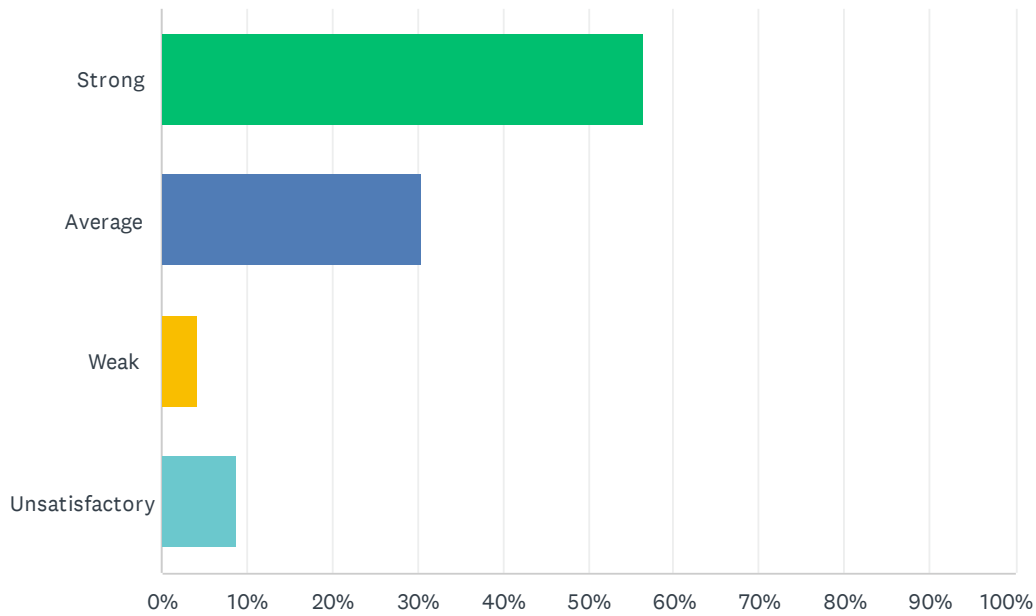


ANSWER CHOICES	RESPONSES
Strong	69.57% 16
Average	17.39% 4
Weak	8.70% 2
Unsatisfactory	4.35% 1
TOTAL	23

#	COMMENTS:
1	They disappear from the site after a teacher writes them. Admin wants to keep their referral numbers low to look good with the district.

Q29 My site has a positive atmosphere.

Answered: 23 Skipped: 0

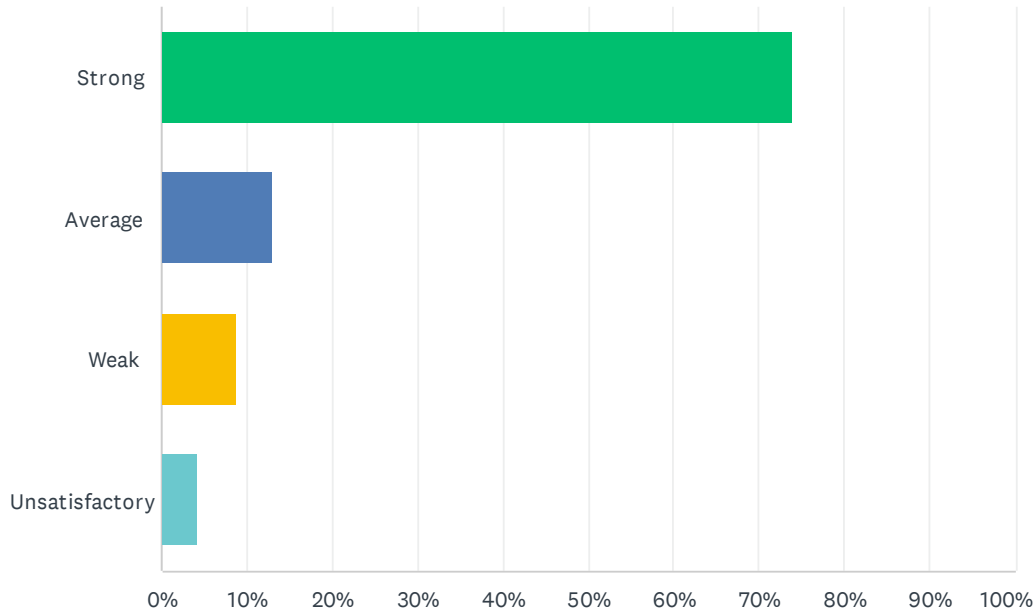


ANSWER CHOICES	RESPONSES
Strong	56.52% 13
Average	30.43% 7
Weak	4.35% 1
Unsatisfactory	8.70% 2
TOTAL	23

#	COMMENTS:
1	The overcrowding has definitely caused a shift in the morale. We have a strong group of teachers, but you can feel the burnout.
2	It's not a positive place when favorites can do whatever they want and the rest of us peasants can't do anything.
3	Mrs. Flowers is a strong, super knowledgeable, fair leader. She holds all of us accountable to be the educators we should be. She makes me feel valued and even when the stress of the job can get me down, I'm grateful that I work in such a positive, supportive environment.

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

Answered: 23 Skipped: 0



ANSWER CHOICES	RESPONSES
Strong	73.91% 17
Average	13.04% 3
Weak	8.70% 2
Unsatisfactory	4.35% 1
TOTAL	23

#	COMMENTS:
1	Such a wonderful campus. Supportive and positive. Teachers seem happy with the campus.
2	Fletcher is a good place to work.
3	I love my school. We have supportive admin, inclusive climate, and I enjoy coming to work. I feel supported and would not change sites.