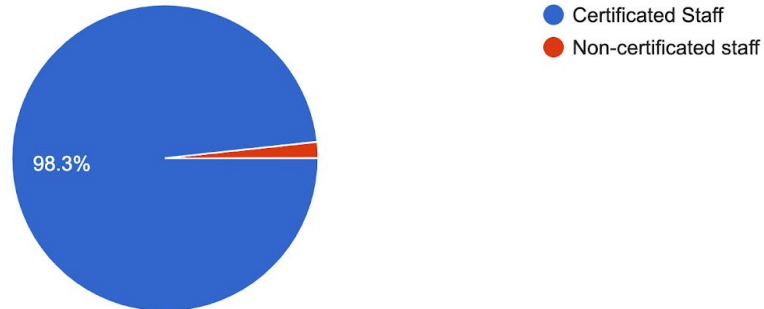


PCHS 2019-2020 Staff Survey Results

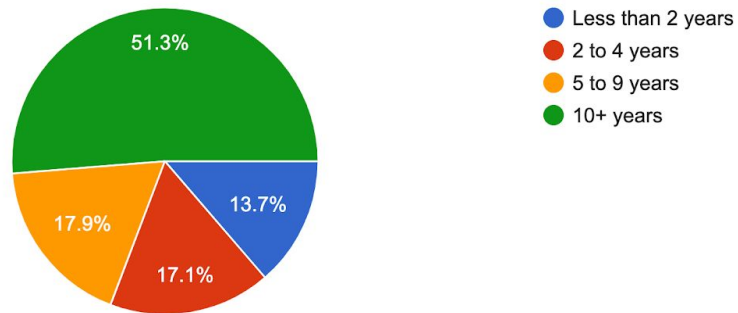
Please indicate whether you are:

117 responses



How long have you worked at Palisades Charter High School?

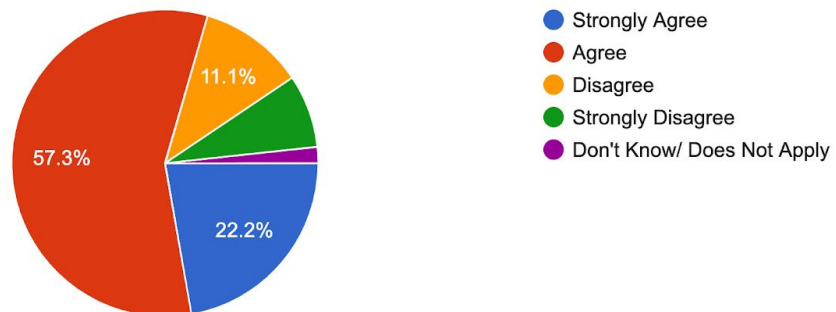
117 responses



School Culture

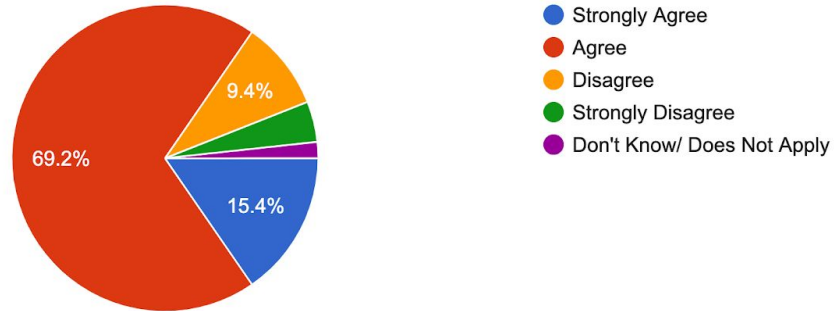
The school community is aware of and united in the PCHS mission as a charter school.

117 responses



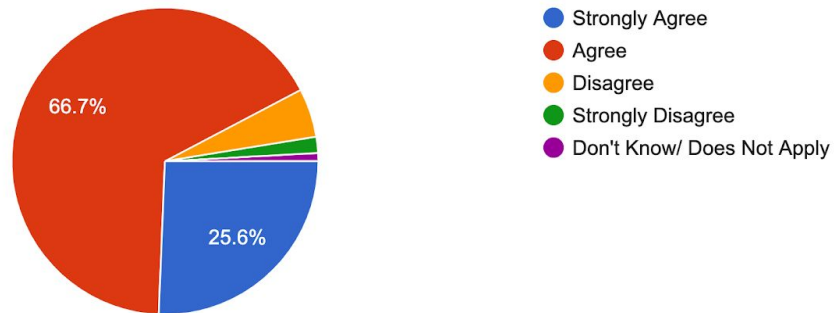
Most of the students follow the discipline policies at this school.

117 responses



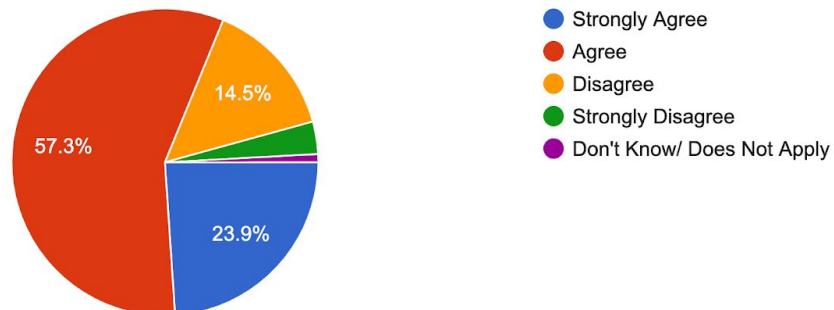
School staff works together with parents to help students do well in school.

117 responses



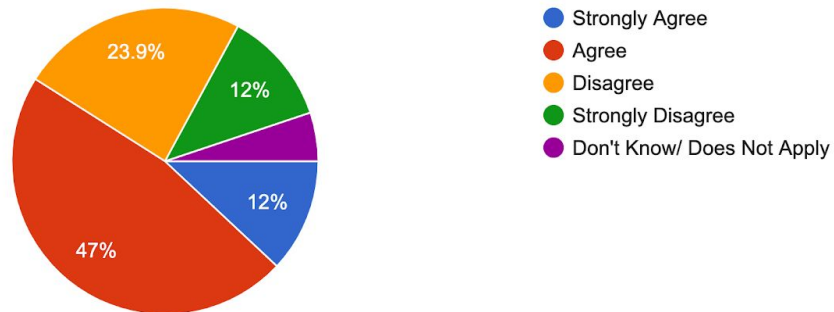
PCHS celebrates important individual and school-wide accomplishments.

117 responses



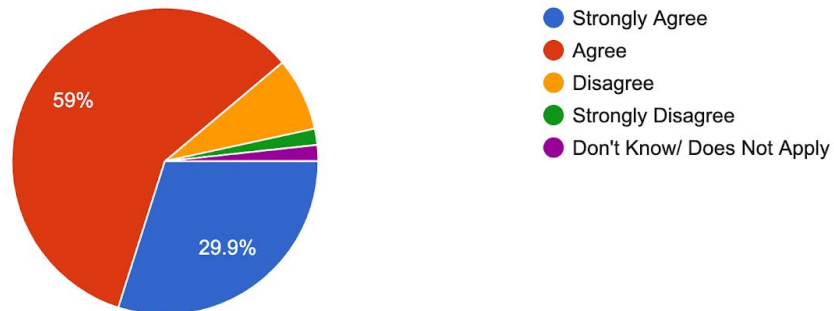
Problems and conflicts are dealt with in a fair and constructive manner.

117 responses



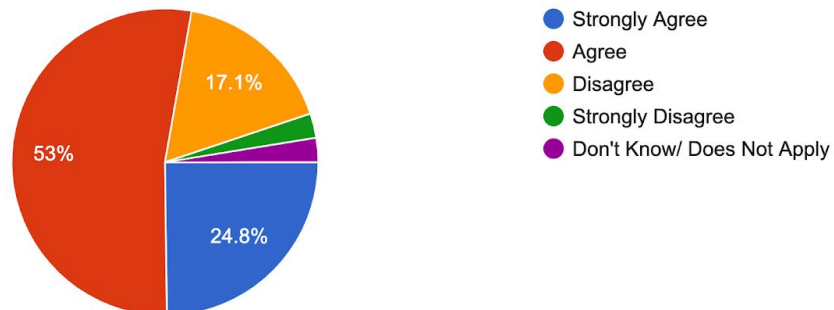
My colleagues have high expectations of all of their students.

117 responses



I feel I have the proper training/support to work with students who have a variety of needs.

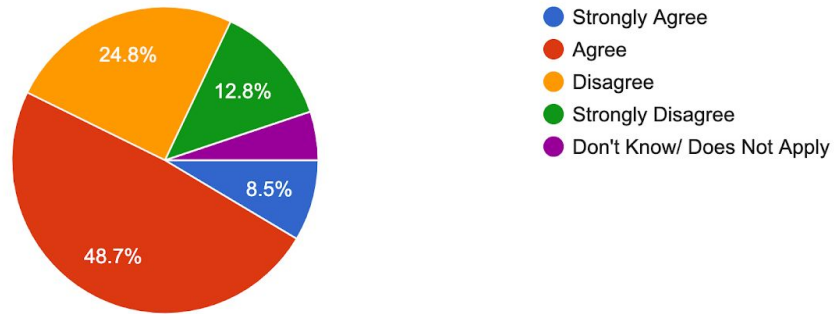
117 responses



Working Conditions and Performance

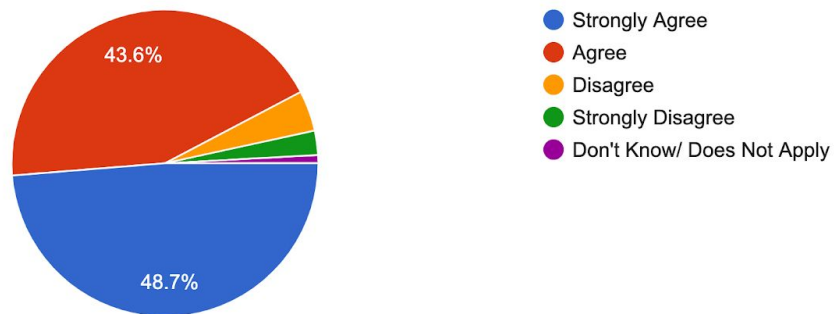
I have an opportunity to help shape decisions about the school's policies and practices.

117 responses



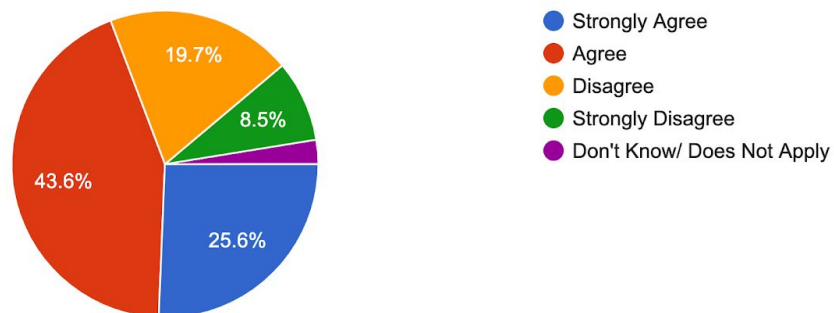
I have a clear understanding of my job responsibilities.

117 responses



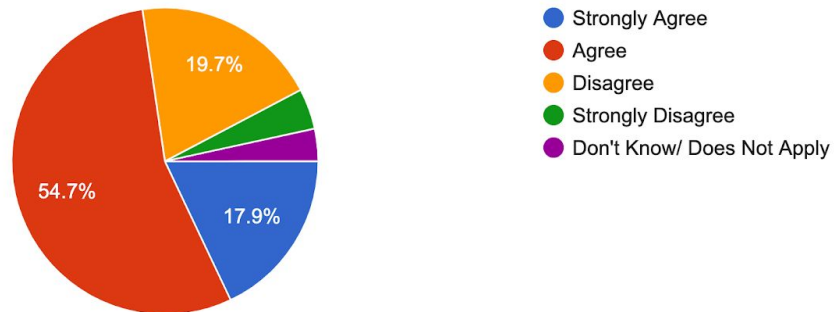
The administration is approachable and accessible when I have comments or concerns.

117 responses



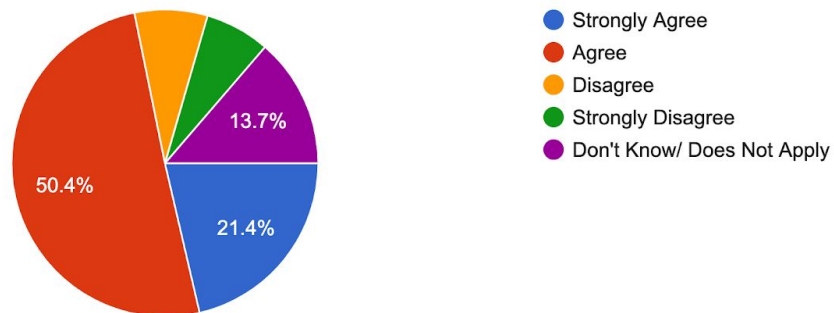
School personnel collaborate well with each other.

117 responses



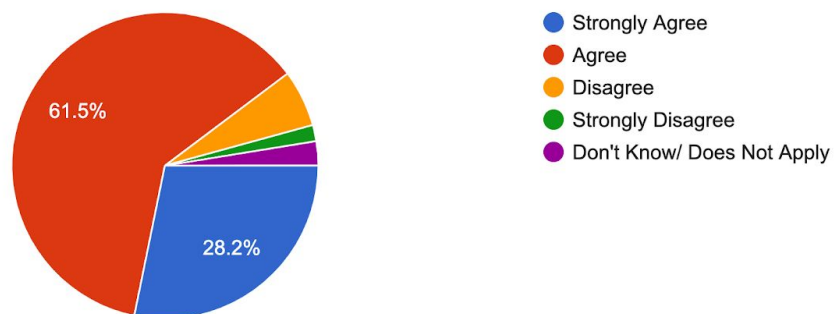
The performance evaluation process is transparent and fair.

117 responses



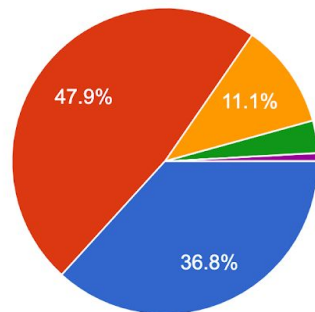
I participate in and take advantage of multiple professional development opportunities that help improve my job performance.

117 responses



My school emphasizes respect for all students' cultural beliefs and practices.

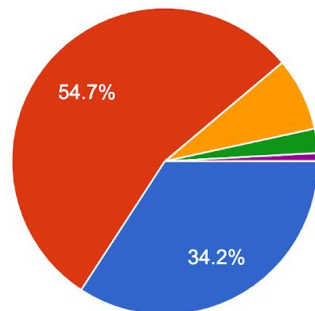
117 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

PCHS is a good place to work.

117 responses

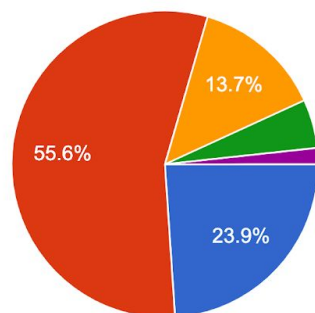


- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

School Administration

The school administration advocates for the needs of its diverse student body.

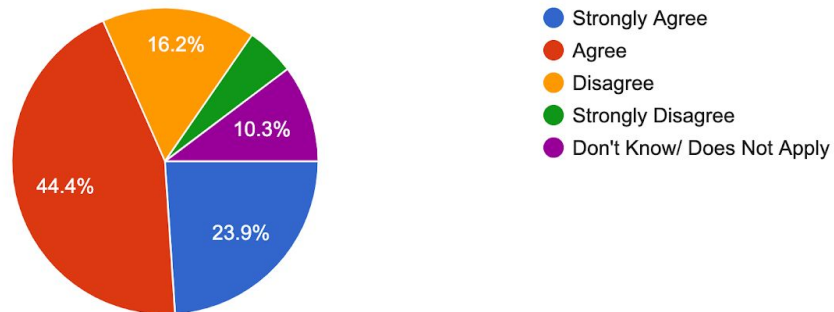
117 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

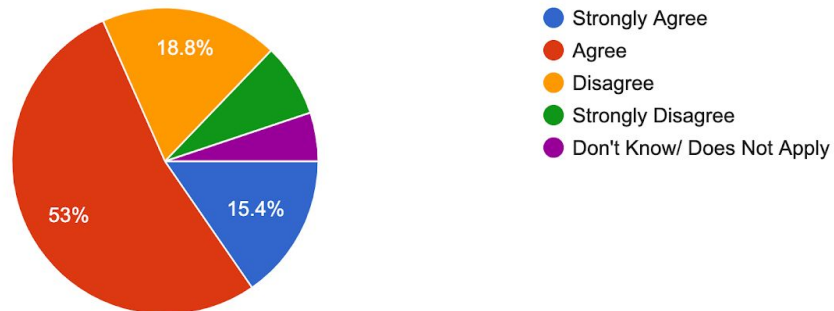
The school administration has regular contact with the PCHS Community.

117 responses



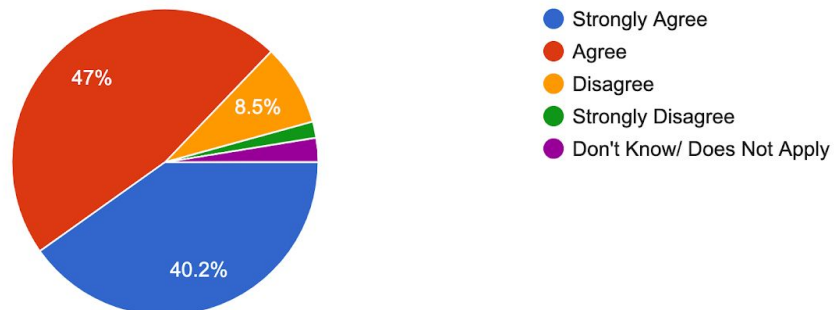
The school administration deals with student discipline in a timely manner.

117 responses



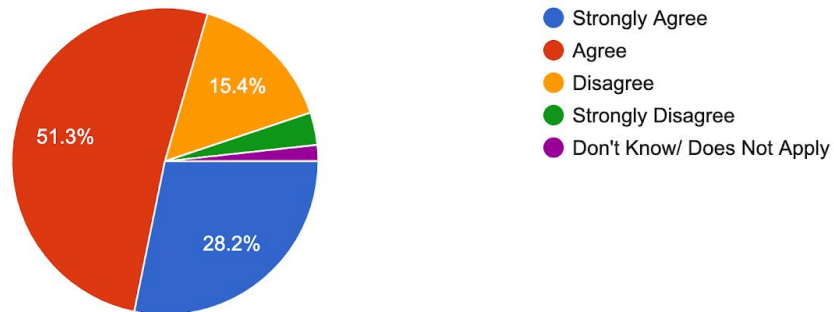
I have at least one school administrator I can turn to for support.

117 responses



The school administration advocates for the needs of diverse students.

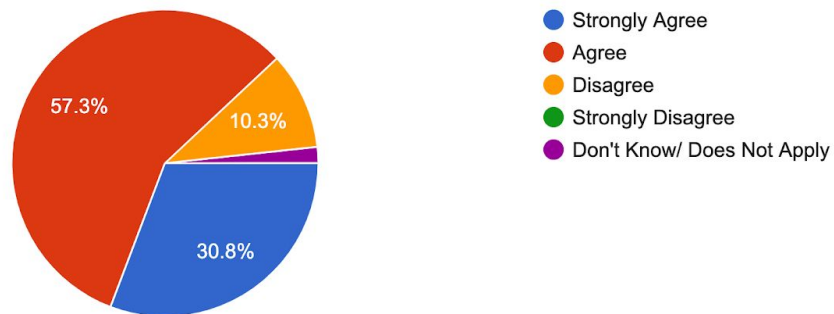
117 responses



Academic Program

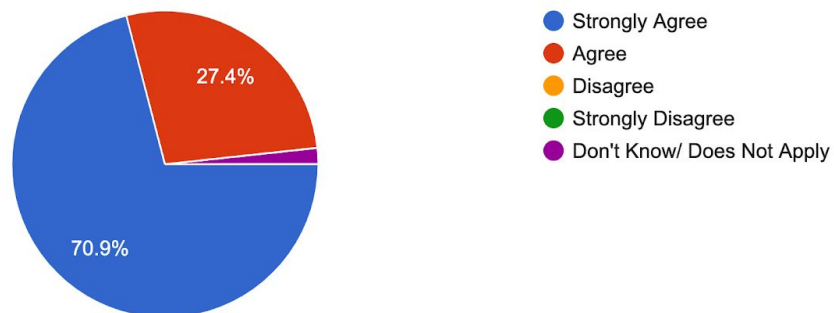
I regularly use student achievement data to make decisions about teaching.

117 responses



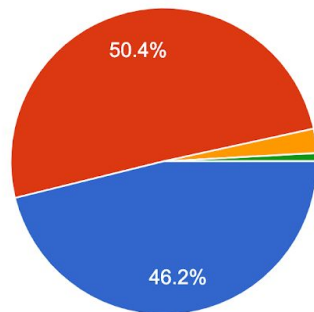
I feel comfortable posting information consistently on Schoology.

117 responses



Classified office staff are helpful when I need assistance.

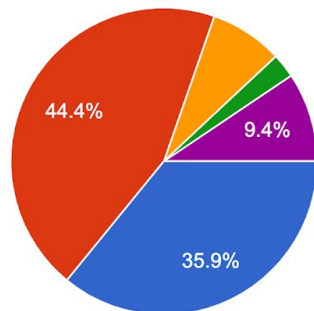
117 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

My PLC collaborates effectively.

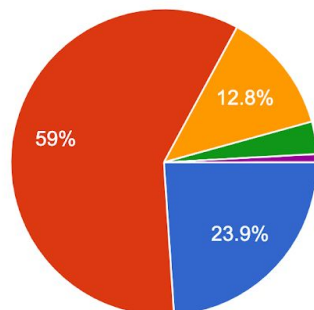
117 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

Safety training and protocols have helped me feel prepared in case of emergency.

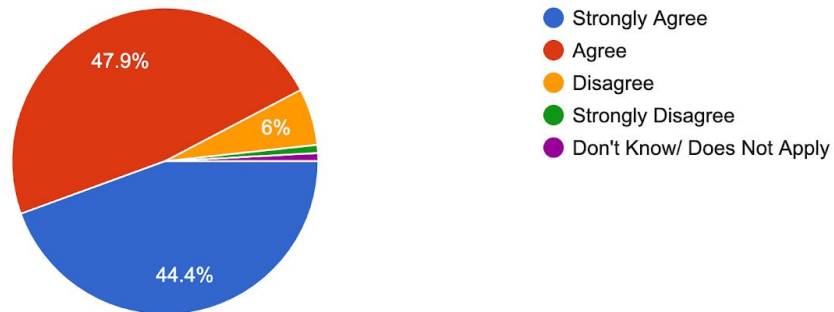
117 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

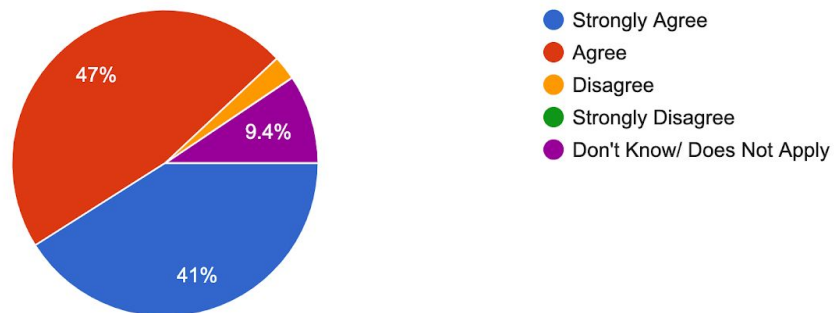
I feel comfortable in differentiating instruction.

117 responses



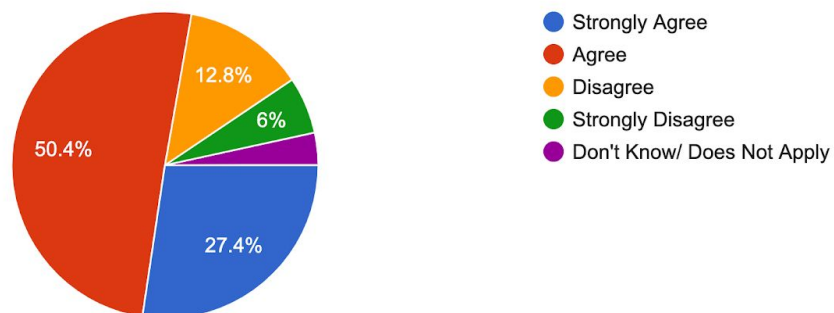
I use similar summative assessments as other teachers in the same PLC and/or subject.

117 responses



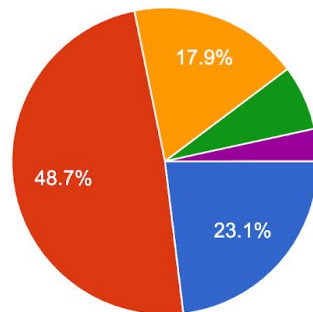
PCHS encourages positive interactions among diverse student populations.

117 responses



Students take advantage of my office hours.

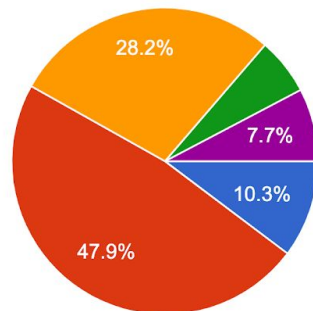
117 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

The school's academic support infrastructure meets the needs of low-performing students.

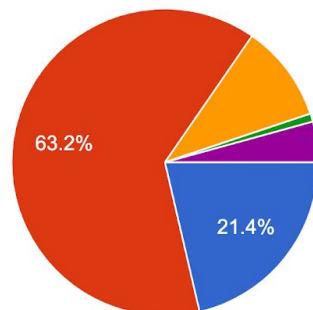
117 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

I would rate the Academic Program at my school as very effective.

117 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

Open-Ended Questions

What professional development training would you like to see for the 2020-21 school year?



Additional Comments: Is there anything else you would like to share about your experience at PCHS?

No

N/A

no

none

No.

n/a

None.

NA

I am happy at PCHS

I don't like the fence out front of the school.

Security team does a wonderful job and teachers feel that they can be counted on to help in the educational process

E - learning is difficult and should be recognized as such

Thank you

communication is lacking- I think you want to hear from us but the admin has already made a decision so what is the point

The clash between administration (specifically the negotiations team) & faculty must end. I do not want to hear any more empty accolades when neither I nor my students are supported by my principal in any tangible way. Pali is no longer a place I am proud to work at, even though I will always give my all for my students.

I love teaching at PCHS.

Have a great summer

Contract negotiations are not going well.

Teachers and staff need to be compensated appropriately for the amount of work we do for our students. And recognized by admin, instead of feeling pressure from them to do more and take on more, or that we are not doing enough. Pali faculty goes above and beyond to the point of burn out. UTLA is fighting for a tiny sliver for us, and the board and admin keep shooting it down. Without properly compensating good teachers and counselors, there is no learning and no almost immaculate graduation rate. Feeling very frustrated that Pali admin and board extend the negotiations, dilly dally, and did not give us a raise when LAUSD got one 1-2 years ago.

I think the teachers and probably counselors, too, did an extraordinary job in making online work with little to no online training and a moment, it seemed, to prepare. We learned, adapted and performed. I surely appreciate the accolades from admin. on zoom meetings, but when we see lack of action in the negotiations reflecting those accolades, it is below discouraging. It completely invalidates the accolades. I am a hard worker, but with this online learning it was regularly 10 hour days and the stress trying to learn all the new tech was crazy laborious. If the admin. really meant what they said and to some degree I think you all mean it. Why can't some of the surplus money from us not being

at school be given to us as some kind of bonus. Wouldn't you want that for us? If you truly meant what you said, you would want us to have it because you believe in us. This should have nothing to do with negotiations...you just want us to have it. Great leaders actions align with their speech.

(Names Removed) are the heart and sole of the school. Always available, always positive.

I am very fortunate to have students that have been following my daily class routines with regards to submitting assignments within the allotted class period time throughout the physical closure of the school.

I am very fortunate to be at such a wonderful school

thank you to all have helped me. Special shout outs to tech dept, Monica I, and John V

I don't really feel safe answering any questions other than the ones about my teaching and my colleague's teaching. The following events have made me feel uneasy and distrustful unfortunately and I fear retaliation. (Name Removed) has spies she asks to report out after UTLA and faculty only meetings = no voice, for fear of retaliation. The Lawyers have misinterpreted code to silence our teacher voice on the Board. Decision after decision shows that teachers are not valued assets that literally ARE the school- but expendable #s that can be easily replaced- (Name Removed) opinion of National Board Teachers. Administration is top heavy with non-educators making important budget decisions. (Names Removed) are all doing great work. The system that was in place- (Name Removed) having a robust team of NBC Teachers running everything from Testing to teacher support was gutted immediately after our 6 1/2 year WASC Review. Their report literally said that these achievements were only possible because of the structure of the school. The actual fundraising that goes on because of teachers and coaches and the Booster Club is claimed by the non essential (Name Removed) position. Very much waste of money at the top and classrooms bear the burden. :(disappointed.

What a year! Thank you for all your support, guidance, and positivity.

Thank you for your support! I am proud to be part of this school.

I feel that PCHS has the vision of what it wants to be but has a difficult time getting there. There is a lack of trust and communication between the faculty and administration.

Teachers have worked again without a contract and there seems to be no real effort by the administration to resolve this issue.

Teachers really stepped up to the plate when we transitioned to e-learning.

Happy soon to be summer! :)

I have truly enjoyed this school year even with all the difficulties of the fire in October and the COVID-19 closure... its been a great year... just very different than usual.

Expectations should be delineated BEFORE the survey and end of year PLC questions

Very organized, high functioning school, great students, supportive parents

This has been a very eventful and unforgettable first year at Pali but I am ready to take on next year :)

The potential for PCHS is enormous. The gap between what "is" and what "can be" is frustrating. Transparency would go a long way in healing the credibility of leadership. Checks and balances are needed to better deal with local community agendas and fears when it comes to protecting the diversity of students and staff on campus.

i am very happy here

We may have issues that bubble up but I feel so very fortunate to work here.

Overall, a good environment to work in. Students would greatly benefit from a vastly improved cafeteria. This is the 21st century.

More and more, teacher voice and input are not taken into consideration authentically.

PCHS does not support and value its teachers. We have been working without a contract since last year. Admin and the BOT gives us lip service about how important we are, but then stabs us in the back when it comes to funding (even something as simple as IMA). The school has gone downhill in the past five years but no one on the BOT wants to hear that. Pali squelches any dissenting voices. Pali is more concerned with how we are perceived by outsiders as opposed to what is really going on within. There is a cancer eating away at PCHS that no one in a leadership position wants to address and no amount of "fun and games" or \$5 gift cards will help this. The only reason why the school is successful is because of the teachers not in spite of the teachers.

For the statement "Problems and conflicts are dealt with in a fair and constructive manner." I disagreed. I disagreed because several times throughout the years that I've taught at Pali, I've been given students (sometimes mid year) because other teachers in my PLC can't relate with students on a social and emotional level. It is not fair. Counselors and deans max out my classes because kids don't want to be in other history classes. You are literally punishing the good teachers when you do this, For example, this year two kids were caught cheating in another teacher's class. The solution? Put both kids in my class IN THE SAME PERIOD. Again, this is not fair. Another example, two kids with special needs were put in my class because the same teacher couldn't handle them. Again, this is not fair.

Management and the BoT used NBC teachers as leverage to divide the faculty. Management and the BoT uses a two tiered system for life time health benefits to divide employees.

Management and the BoT did not renew a contract with its employees.

There is a lot of talk about care for the employees but NO action.

What is the process for evaluating Administration?

Disgusting!

If we continue eLearning or we end up doing it again in the future, I think coming together for questions, discussing challenges, and more consistency with policies, etc across the board will be helpful. It was thrown on us this year so there wasn't time for that, but moving forward I think it would need to happen to be more effective.

The E-Learning is new to me. We use Welligent in the special education department and have many requirements for this including tracking, writing IEPs, monitoring goals and that takes up a great deal of time.

I have had some challenges learning the many other online platforms on my own by watching videos, etc. I personally, need more hands-on training and I hope we can get this in person at some point. There is a lot to learn and it has been a little difficult watching videos and being on a screen all day, every day. At times I feel my eyes are getting tired (as I'm sure we all do).

I enjoy working here. This has been a wonderful blessing in my life and I can say that I love what I do here at PCHS.

I watched my daughter be actively engaged with E-Learning and appreciate how hard my colleagues worked through these challenging times. PCHS ROCKS!

Love it. Wouldn't work anywhere else.

Parents are extremely used to pushing teachers to give their children higher grades.

None

Very good collaboration in many areas - see people trying very hard and am grateful to be working with our student population. Certain decisions are differ from my approach and values, but respect everyone's efforts.

yes

Feeling more and more isolated and not just because of teaching from home - even while at school. I had one exceptional PLC that kept me motivated and was the epitome of collaboration. The other "communities" of which I was a member did not have the same level of commitment to each other and to real collaboration and sharing. For years, accountability has become an issue and we are not addressed as individuals as to our responsibilities.

One PLC used the group norms to make a decision and then not everyone followed through with that decision. It is frustrating to work with a group and not everyone is fulfilling their obligations. It is compounded by the constant way in which the misbehavior and irresponsibility of a few people is attributed to the faculty or group as a whole. I have heard more than once "You all need to..." whatever a few didn't do. I feel like decisions are made to account (make-up) for those few people who are not willing to abide the policies, act professionally, address the needs of all students, and fulfill their responsibilities as educators. I am tired of having to fill out forms, change a grading scale, participate in training, etc. because of these individuals. I myself feel like I am not held accountable as an instructor but I make the decision each day to be the best instructor/educator possible. I

would welcome more accountability myself if it meant others would improve (or move on) and we could create a better working and learning environment.

Not at this time

Thank you to all those that dedicated time to make sure that all of our student's concerns and needs were met. This semester proved more than ever that we, the PCHS community, can come together to resolve issues and adapt to any type of challenge. We all did what we needed to do in order to make this a successful semester under such unprecedented and historic circumstances.

Despite the unusual end to the school year, it was a terrific year at Pali!

NO

I think PCHS cares deeply about students. Not so much about teachers. The praise is superficial and verbose, but the actions make those words feel empty. I am not just referring to the lack of a significant raise. More so the ways in which our needs are dismissed, our experiences during covid brushed aside, but the emphasis on the student experience is highly accommodated (which I strongly support, I just thought PCHS would extend that understanding to teachers.) I am referring to having a 3hr Zoom Faculty meeting with professional development on EdPuzzle, that many of us have been using this entire time we are on eLearning. On a Friday, after a grueling week of hosting Zoom after Zoom and staring at a screen more than any of us ever have, we had a 3 hr meeting. No one made accommodations with us in mind. Like, "Hey, let's get right to the nuts and bolts and tell them the important information." Any and all information we were desperately seeking in terms of planning, grading scales and the like were held hostage until the very end of the meeting. That is one of many ways that the teacher experience is overlooked.

I also think the school lowers the standards constantly to avoid conflict, parent push back or litigation. And I am not referring to the covid grading scale. Just an observation on campus. Not once have I heard any discussion of higher level thinking, critical thinking skills, DOK, rigor and relevance etc. This is a very social/emotional based school, which I believe is paramount to the rest, but the rest is the meat of education and can't be overlooked. Kids will meet the standards we set for them. If we don't set them high and provide support for them to succeed, we are indirectly telling them that they are incapable of doing more.

Very proud to be part of PALI. :)

It's not clear what the term "confidential" means at the top of this form, as we don't really know whom we are writing to anyway.

I MISS PALI but don't want to return until it is safe to do so

I miss being on campus & seeing my students and peers

I love Pali.

I am thankful for the short time I had at Pali

Glad to be there! :)

There is a fair amount of tension between teachers and administrators, making it uncomfortable at times.

This has been a disappointing year in many respects. Some of the reasons have been out of our control: fires, Covid-19. But the failure to negotiate a new contract, incompetent financial management, racist and sexist incidents with students, and an administration that constantly touts their appreciation for the faculty without actually showing any sincere appreciation have damaged my connection to the school in a way that feels like a real challenge to overcome. To have your opinion requested and to have it continually ignored is extremely dispiriting. To feel like you have no voice is depressing.

My colleagues in my department are the finest I've ever worked with in my entire career.

Thank you for a great first year at Pali!

I love Pali!

I have had generally positive experiences here, except for several inconsistencies with payroll. I don't have a lot of faith in the PCHS employees in charge of finances and payroll.

I feel that admin needs to handle serious discipline issues better, i.e. the noose issue from two years ago, and the rating of females students this year.

It was definitely a unique way to experience my first year at Pali. But my colleagues have been so helpful and encouraging to me. I feel I was not able to connect with as many people as I would've liked, but that is also my own fault for being tunneled vision and "surviving" in my own classroom. I am very thankful to have moved here from my other school. My work feels more meaningful and I my students have been so incredibly sweet and mature (esp. during the time of distant-learning). I do wish I had more time with the admin to fully show what I am doing in my classroom, but I know there is more years to come.

no not now

Overall good

The cell phone problem is out of control. We need a solution.

We have lost our sense of where we're going and how to be excellent. The school makes decisions based on fear of lawsuits rather than what's in the best interests of the educational program. There is a complacency about academic excellence. We are spending money in the wrong places.

it has been a wonderful and eventful first year at Pali and I look forward to next year already.

Very positive and supportive year. I'm already reflecting on what worked and what didn't work and making adjustments for a better curriculum next semester whether we're in the classroom or teaching remote.

When a negative interaction occurs between Admin and Staff, the Staff eventually hear about it and morale goes down.

Thank you for another great year together!

Love working with the kids and my colleagues. Thank you to the administration

Impose appropriate consequences for student who violate the conduct code and student expectations, be more proactive rather than enabling students with bad attitudes, bad language, disrespect for other students and teachers, etc.

Pali needs to financially support their travelling students, without whom, this school wouldn't survive. A student who travel brings in the same money as a student who walks to school, yet works many times harder to do so. They should be rewarded with transportation and equal access to governance. Students of color need to be protected by holding students, parents, faculty, administrators, and board members accountable for racism and discrimination as well as inaction in the face of racism and discrimination.

Pali is a good place to work; there are, however, strong personalities in each department who believe that, somehow, their practices are superior to others. This makes for tension. Such colleagues tend to look down their noses at educators who may approach their profession differently. Also, I fear that our school does not emphasize learning for learning's sake. The emphasis on g.p.a. and extra-curriculars, while understandable, also tends to turn many students into "achievement robots." Some of these students were only too happy to stop this "game," to sleep more, to find some balance in their lives, to entertain forgotten hobbies, during our unfortunate pandemic.

Improve transparency- need task force

Overall, good.

Go Dolphins! I love Pali!

I really enjoy working at this school and have learned so much from my coworkers. I wish the administration was in the class more and maybe even came on some of our class zoom's during E-learning. I feel a big divide between the teachers and Administration especially working without a contract.

I don't think putting a fence around the school makes students safer. It makes it feel like we are in a prison and creates a false sense of security.

Attendance was my biggest issue. Even when students had a computer and internet access many never or rarely checked in. Some students thought that all they had to do was check in on the attendance, but not do any work. How can we make it clear going forward that work completion and participation are required to earn a passing grade? Perhaps we need to develop a contract that the

students and the parents sign agreeing to participating during school hours and completing their work.

I held Zoom sessions for all of my classes. I did not Zoom for the entire class, but I did make sure everyone understood the assignments and got their questions answered.

One other thing - there are many teachers who would like to teach from our classrooms at Pali and not from home. At school we have access to our materials and for me, much more reliable internet.

Thank you for taking the time to listen.

Very disappointed that certain academic classes/programs that make the school look good have been cut like a slice of cheese without any consultation.

I am proud to be a Pali Dolphin, and I am proud to work with students that are culturally diverse, extremely respectful, and incredibly intelligent. Additionally, I am content working with faculty, staff, and administration. I feel supported by PCHS; however, I feel that our some of our underperforming students do not always get the necessary respect, accommodations, or resources to be successful.

What a school year this has been! The online teaching experience has been inspiring in many ways, but no less exhausting, up to the very end. This time, different body parts will need time to heal and repair. Thank you, Admins, for working it from your side!

Very difficult year- the tension seems to be mounting on campus. Very little care and attention to value of students and staff of color.

I think we navigated a brutal year with aplomb and integrity.

It's pathetic and not conducive to the best work environment when there is no contract going into a second year.

none at this time

Pali has not truly addressed many of the issues that have come to light within the past 5-6 years. Such as staff moral and the cultural racism that seems to plague our campus. Our faculty and administration seems to display a "cliquish" type of mentality. The same individuals are able to receive out of classroom positions, auxiliaries, and positions. Certain individuals are accepted at the table, while other are dismissed. Teachers are not acknowledged for their efforts or what they may bring to the table. Unfortunately, when I began at Pali it was not like this, but has declined over the years. I am afraid we may not be able to live up to our mission statement, which is very disconcerting. I use to be proud to say I was a teacher at Pali, now I am embarrassed to acknowledge that fact. The culture on our campus is not welcoming to ALL and is not EQUAL to ALL.

School Grade

What grade would you give the school?
117 responses

