



# PCHS Staff Survey 2021-22

Questions Responses 71 Settings

## 71 responses



Not accepting responses

### Message for respondents

This form is no longer accepting responses.

Summary

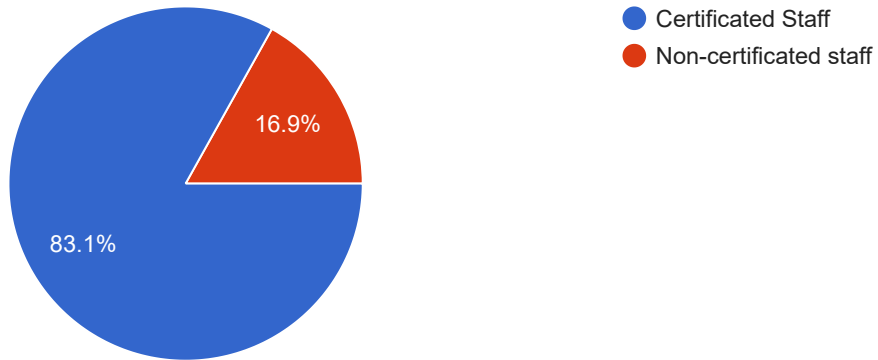
Question

Individual

Please indicate whether you are:



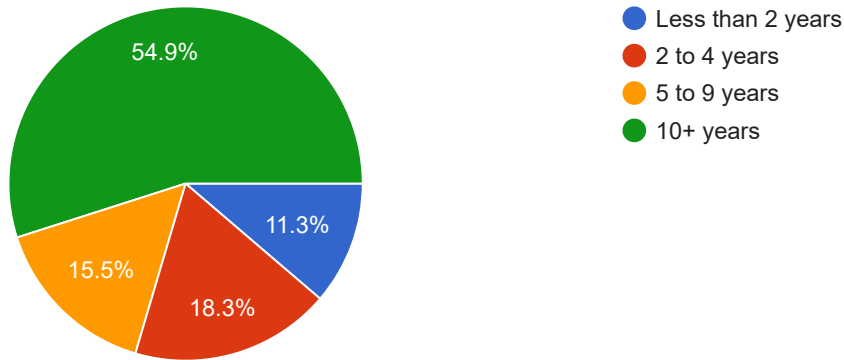
71 responses



How long have you worked at Palisades Charter High School?



71 responses

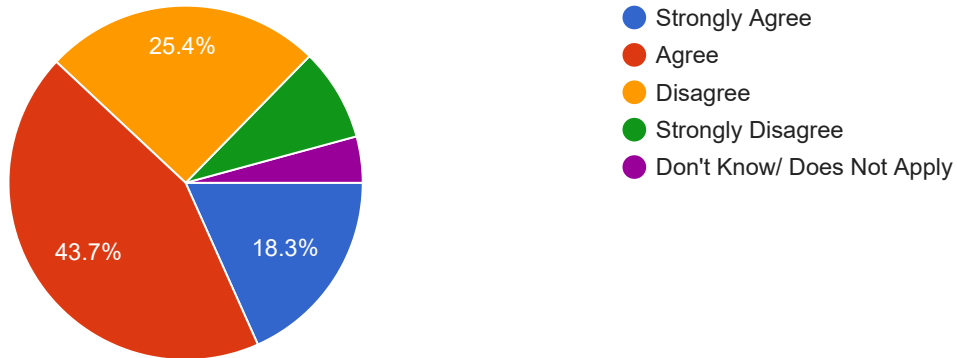


### School Culture

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



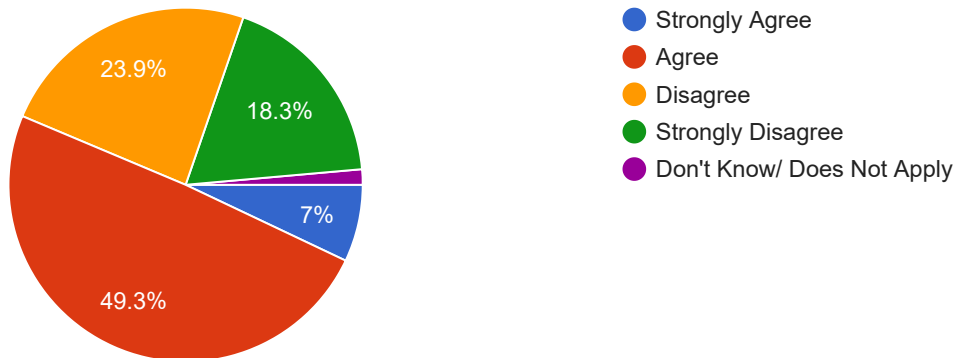
71 responses



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



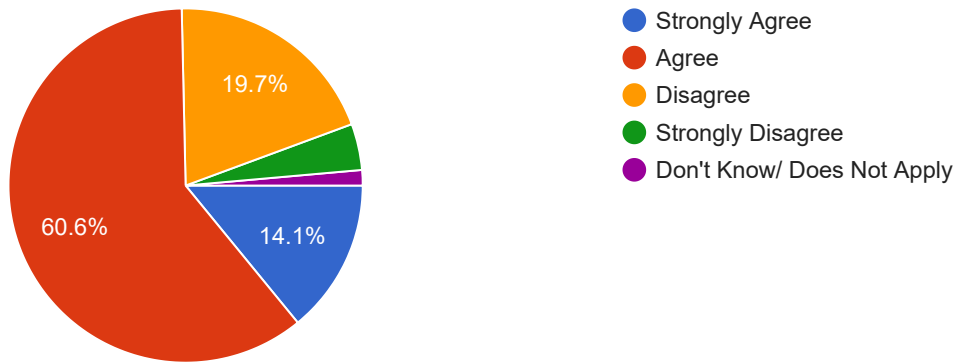
71 responses



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



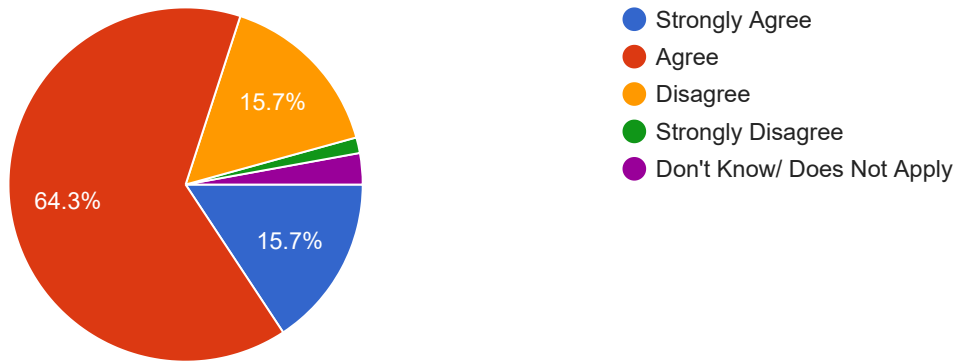
71 responses



PCHS celebrates important individual and school-wide accomplishments.



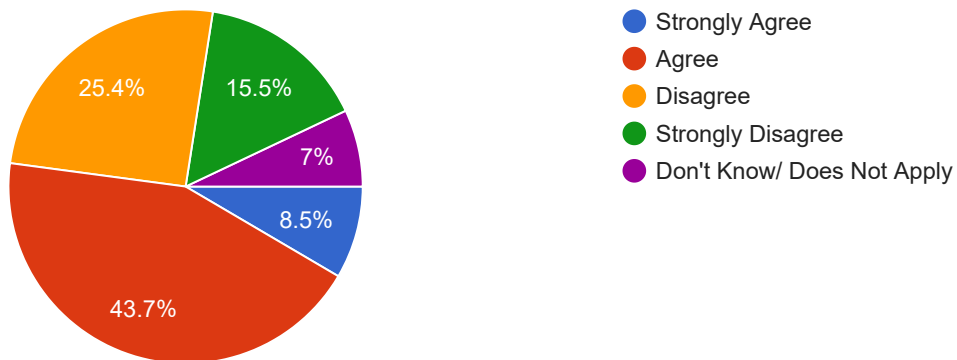
70 responses



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



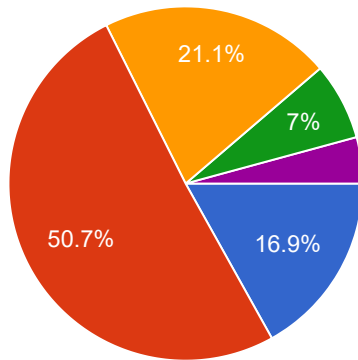
71 responses



My colleagues have high expectations of all of their students.



71 responses

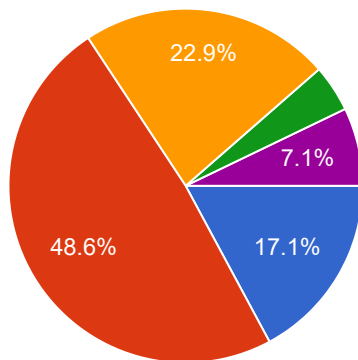


- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

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



70 responses



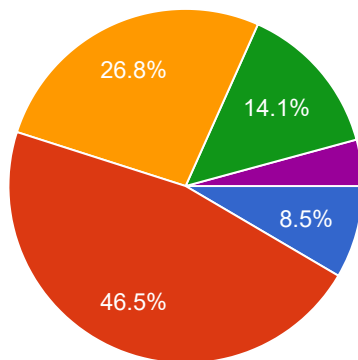
- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

### Working Conditions and Performance

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



71 responses

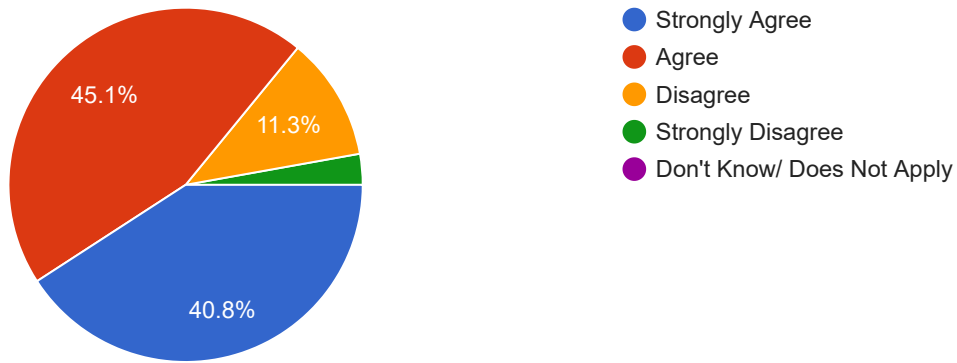


- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

I have a clear understanding of my job responsibilities.



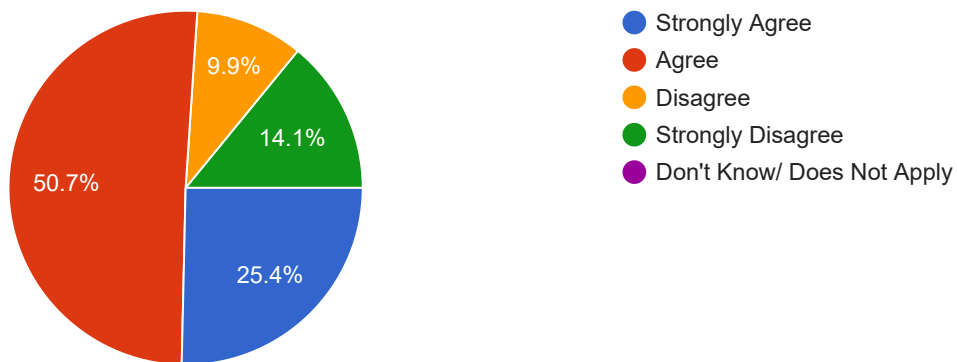
71 responses



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



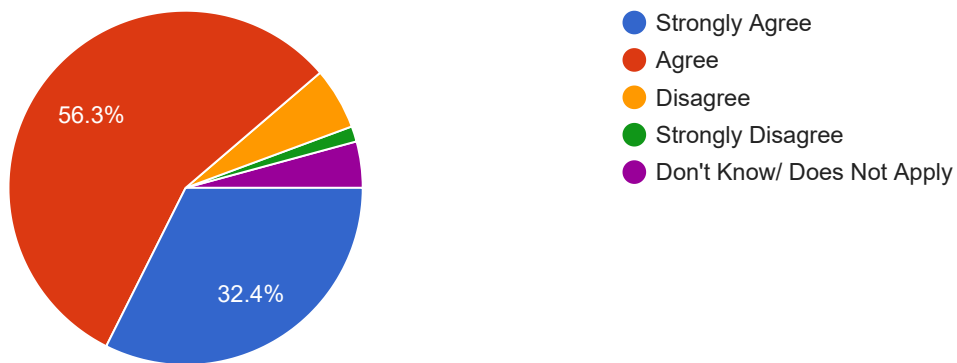
71 responses



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



71 responses

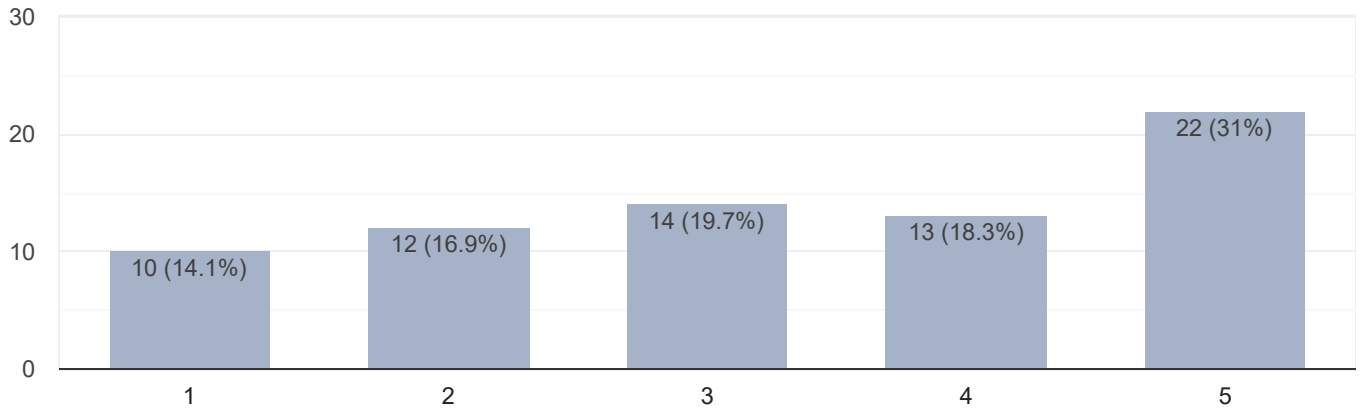


### Faculty Workload

### Do you think the workload distribution in your department is equitable?



71 responses



If not, what do you suggest to create a more equitable situation?

22 responses

get rid of favoritism and just because a teacher has had a certain assignment (such as a coaching position or virtual class etc) doesn't mean they should get it each year.

Actually holding teachers accountable for the bare minimum of their job descriptions and extra duties. Some teachers skipping whole performance cycles for extra-duties, and still collecting full stipends. Some teachers are constantly here after-school working with students, and a handful aren't even here through the end of 7th period. More accountability is needed to create a more equitable workplace.

Students with services need to be more fairly distributed among the sections. Some teachers only have virtual classes or support classes, which increased the workload for their colleagues. Out of classroom positions are another factor that affects the master schedule.

Hold everyone accountable to the same degree

Making sure that everyone pulls their weight and honors their responsibilities. Also, make sure stipends are fair and equitable.

The workload is equitable, however, the efficiency and completion of the work varies from colleague to colleague. Time spent, efficiency, ability to adapt quickly to change, etc. Especially with new technology and the move to online systems in this post-COVID environment.

More support, or patience from others.

Compensation for people with 3 or more preps

Counselors need to know that a 504/IEP doesn't mean that they're no longer a students counselor

Department inclusion of all student abilities and the Built-In "Grid" showing planning time to do so.

The department shouldn't rely so heavily on teachers teaching auxiliaries and virtual academy classes.

Rotate teaching assignments every few years. Less emphasis on AP classes. All kids matter not just the high achievers.

More transparency in teaching assignments, duties, and responsibilities

lighten every single person's workload

More communication

Hire more staff

More similar class sizes

Balance class size

People purposely trying to do less, to be held accountable to do more

we don't have aligned grading policies (some people just give check marks and do not read student work)

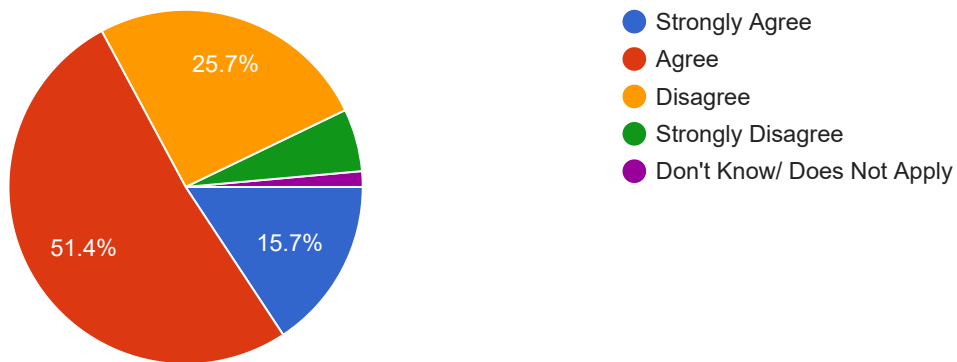
All English teachers need to teach in person classes and need more prep time to manage the workload. Grading essays with meaningful feedback and comments requires lots of time. English teachers need more prep time built in to the school day to manage this.

More staff, fairness among work, same work expectations.

School personnel collaborate well with each other.



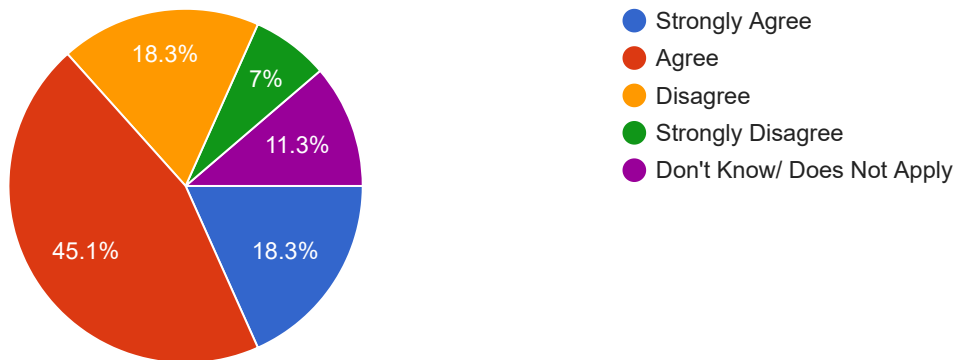
70 responses



The performance evaluation process is transparent and fair.



71 responses

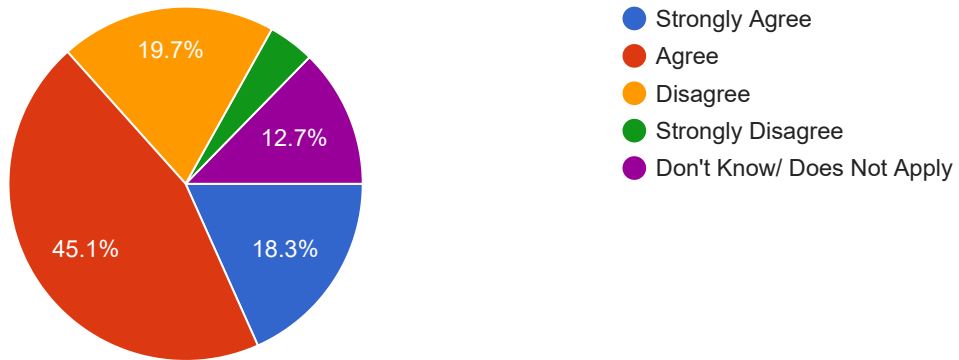




I participate in and take advantage of multiple professional development opportunities that help improve my job performance.



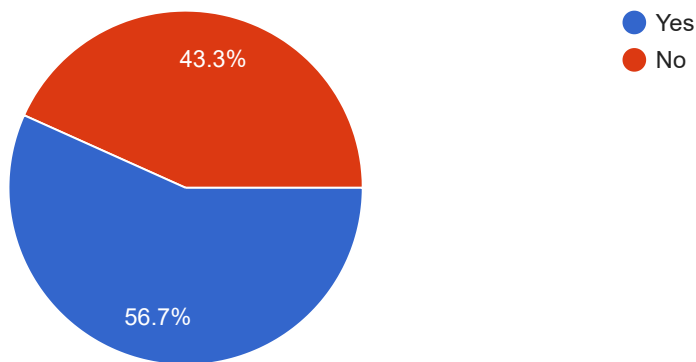
71 responses



Do you have all the resources you need to be an effective teacher?



67 responses



Charging station for lap tops. Smart Board

Updated textbooks, interactive whiteboards, 1-1 devices, enough office supplies

Additional therapist and counselors for students.

training

Access to functional technical equipment that is current and streamlined

I'd like two screens computer/laptop and mounted projectors.

Subscriptions to curricular resources, smaller classes, consistent and firm consequences for kids that don't come to school, come late, or cheat.

I'm not a teacher

more tech for teachers and students needed - not everyone has high quality stuff

N/A

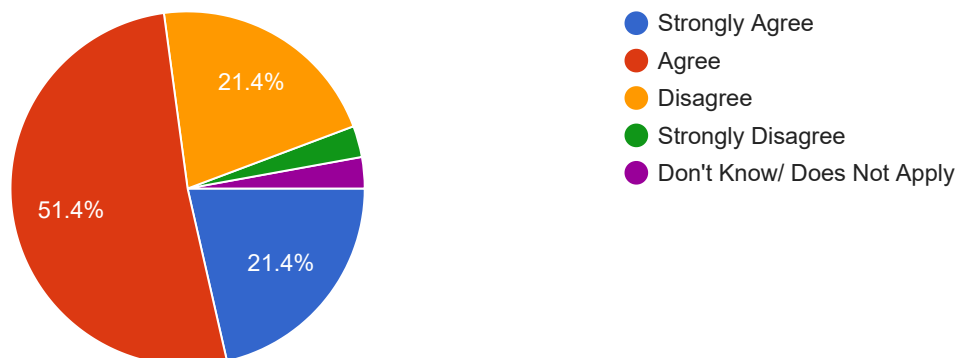
more relevant professional development

Content specific PD, modern technology, and reduced classroom size to name just a few areas that Pali is subpar in.

PCHS is a good place to work.



70 responses

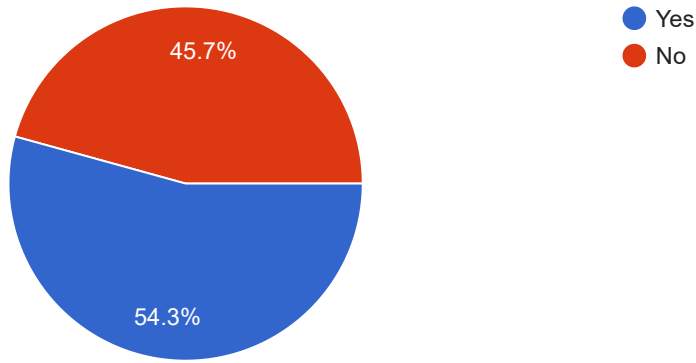


**Stressors**

Do you feel you have enough support to complete your job duties?



70 responses



Please explain what additional supports would be helpful?

34 responses

more counselors, equitable pay for the hours we work

time. Stop creating more work for teachers. For example, administering the CAST was a ton of extra work/time. My job is to teach chemistry. Someone else's job is to coordinate state testing. It should NOT be my job to figure out CAST times, tech issues etc.

I need my colleagues to be held accountable for not doing their jobs, and if they do not want to fulfill their obligations and duties, they need to be removed. We need a finance department that is actually present during school hours, and can fulfill PO's and Blueys in under 48 hours. The number of missing items, orders, and late payments is flat out unacceptable. If ANY teacher did their job to the same quality the finance department does theirs, we would be let go in an instant. Several programs have incurred MORE costs when forced to pay for expedited shipping to get the needed materials here on time, due to the finance office taking over 2 weeks to fulfill orders.

I have a few students that are not developmentally ready to work independently, so additional one-on-one resource aides would be a big help.

More support for the number of students with needs as well as students who need mental health supports. There is no real attendance policy, making it difficult for teachers to hold students accountable. Some students are manipulating the NC credit policy so they can take online classes, which are less academically demanding. We need an administrator in counseling who can say no and who can adjust class rosters, so that a handful of teachers are not continually asked to teach the most challenging students.

We desperately need the return of norms. An effective attendance policy, doing away with NC grades, and a return to a Drop/ Fail policy after a reasonable amount of time at the beginning of the semester. The student bathrooms must be patrolled to prevent students from vaping.

I find as a teacher I am responsible for checking on absent students. I would like more support with this. It is hard to make numerous daily phone calls/emails/schoology messages for the chronically absent students. I think that the attendance office should help with this. When a student is chronically absent, I am asked what I have done to rectify the situation. I think the office should take a more proactive role.

When issues arise, they aren't dealt with. An email is sent out to pacify and no change occurs

An administrator that is proactive not reactive.

Deans office should see how other schools implement school policies and dress code

Following through on discussions once needs and problems are stated.

the past two years, the Attendance Office duties has been multiply because the missing person

On site child care, and a fully functioning staff cafeteria would help tremendously. As a working parent to young children, I can no longer prep meals the way I used to. It would be nice to not have to think about what I am going to have for lunch. It would also be nice to bring my kids to work with me and have them be taken care of on site, and visit them.

more security, classroom management PD's, list of policys for teachers.

Administration needs to get to work to support teachers and stop wilting in front of litigious parents. Put education first. Stop abusing children by letting them do whatever they want. Kids need guidance. Back your teachers, especially veterans. The administration is afraid of its own shadow.

Support enforcing mask mandates and appropriate class behavior.

More Special Education support not just at IEP times

Staff for running/proctoring tests, filing support

Give the leadership to decide and contribute to department meetings; faculty presentation; collaborating with staff versus being told when and how to facilitate classroom procedure.

I put yes because I don't really know what support is available. There really isn't much support, but I don't know what could be provided.

The people controlling the funds at this school have no idea what's really going on in classrooms.

more staffing

Time, smaller class size, less administrative tasks

For policies and rules to be enforced by the attendance office. For students to have consequences for lack of attendance. For students to stop receiving NC grades.

less expectations and more paid time

A break room that is comfortable and clean. The lack of community is isolating. There should be a central location that offers a bathroom, an aesthetic beauty and basic coffee, water, utensils, napkins, maybe even snacks for days you need a lil pick me up.

Smaller classes, more accountability for kids and parents. I would like to be able to get in and out of my work places more easily. (Keys/locked doors.) A stricter policy on cheating and unnecessary absences. Currently, everything needs to be handled at the classroom level. Nothing is taken off our plates. In terms of salary, I would like to not have to be worried about money all the time.

Hire more staff

My computer has been having issues for a while and since there "is no money," they try to fix whatever they can but it is completely inadequate.

human interaction with admin not just meetings on zoom

Current changes happening within the dept. and work conditions are only do-able at the time.

some departments carry more of a burden of grading (looking at the work on math problems/grading essays & adding comments); these depts./teachers should have a smaller student load

More time to prep and grade.

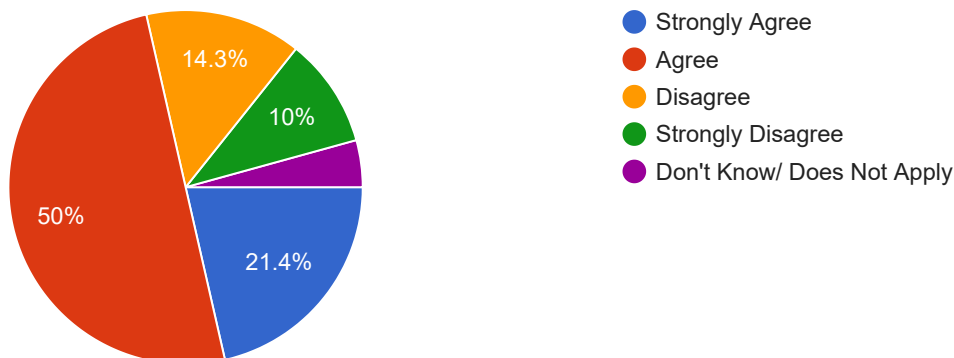
Equal expectations

### School Administration

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



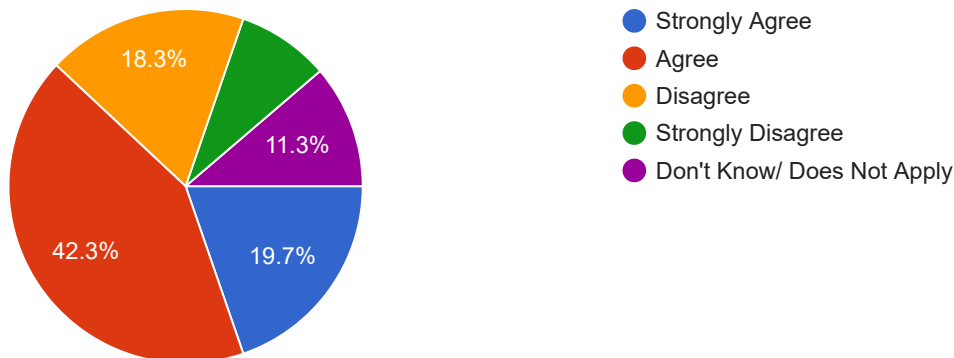
70 responses



The school administration has regular contact with the PCHS Community.



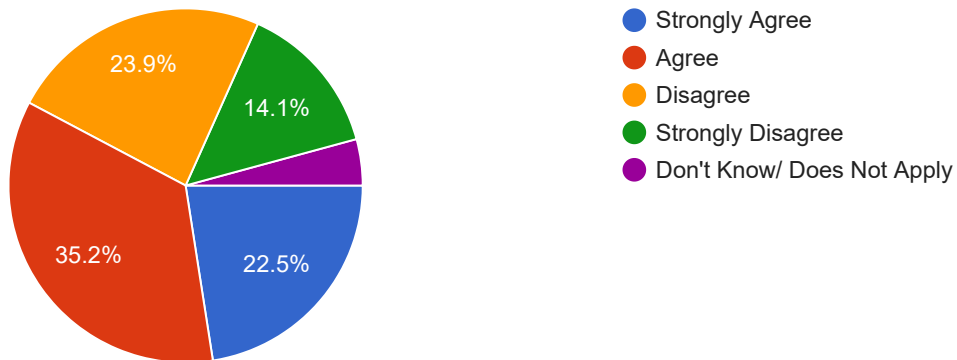
71 responses



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



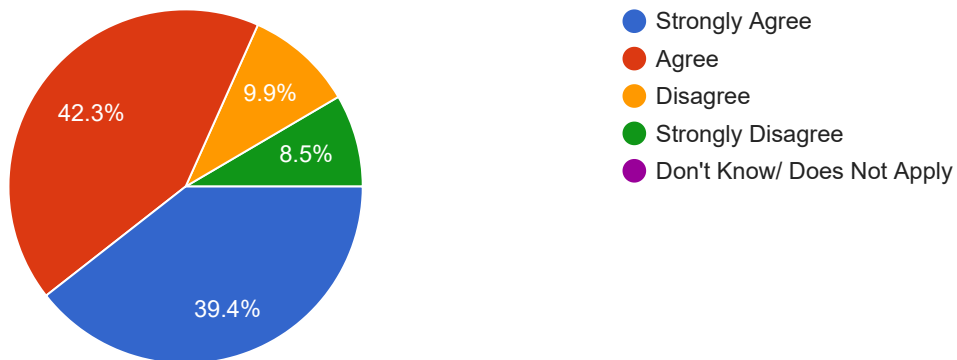
71 responses



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



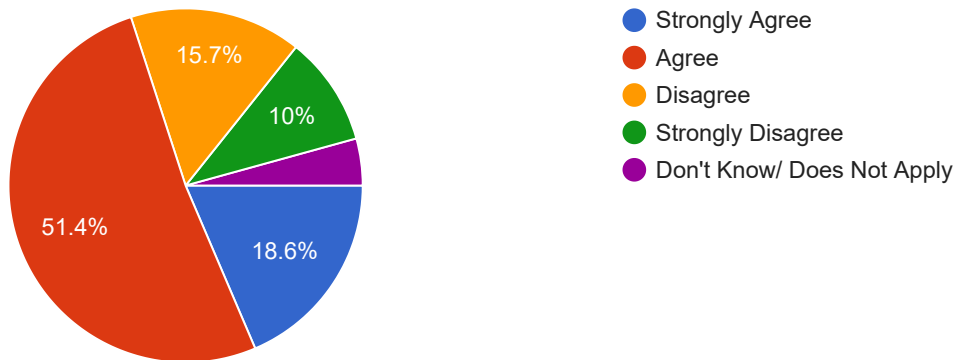
71 responses



The school administration advocates for the needs of diverse students.



70 responses

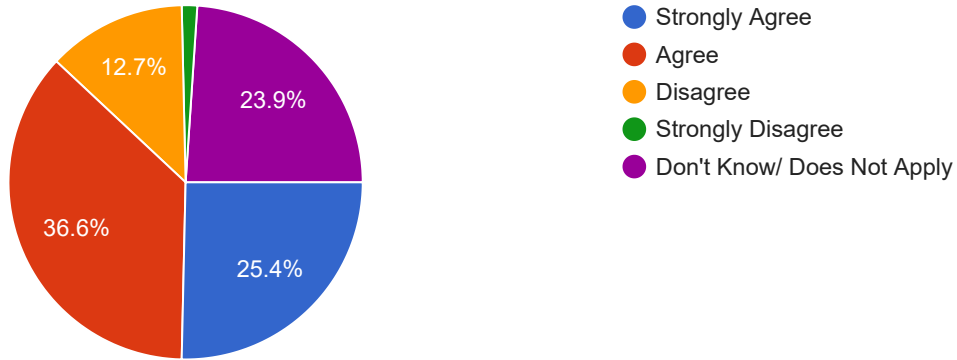


### Academic Program

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



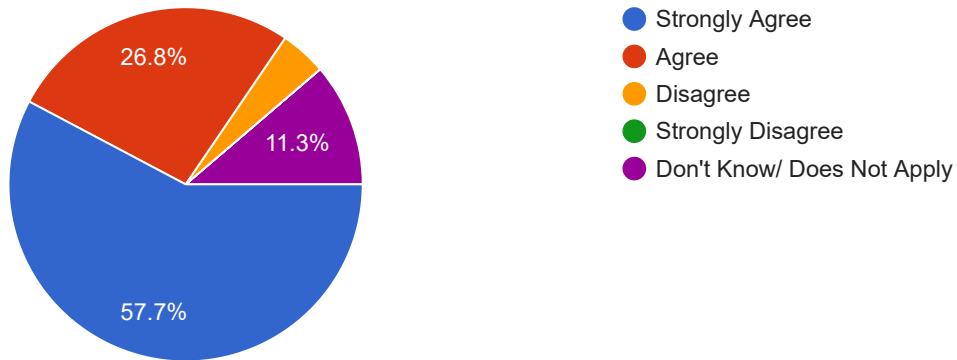
71 responses



I feel comfortable posting information consistently on Schoology.



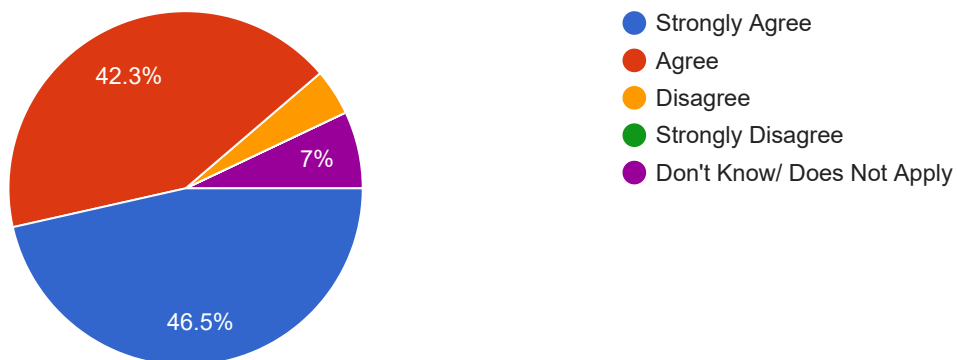
71 responses



Classified office staff are helpful when I need assistance.



71 responses

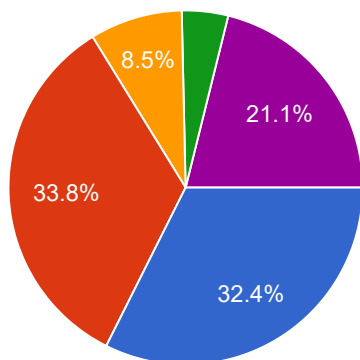




### My PLC collaborates effectively.



71 responses

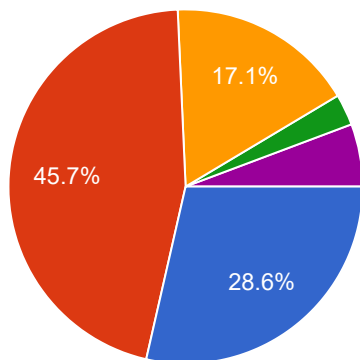


- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

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



70 responses

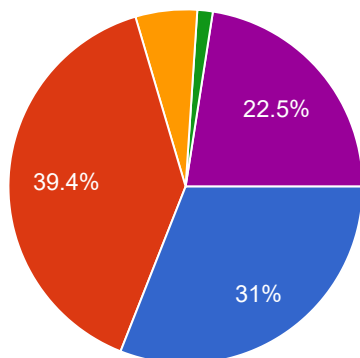


- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

### I feel comfortable in differentiating instruction.



71 responses

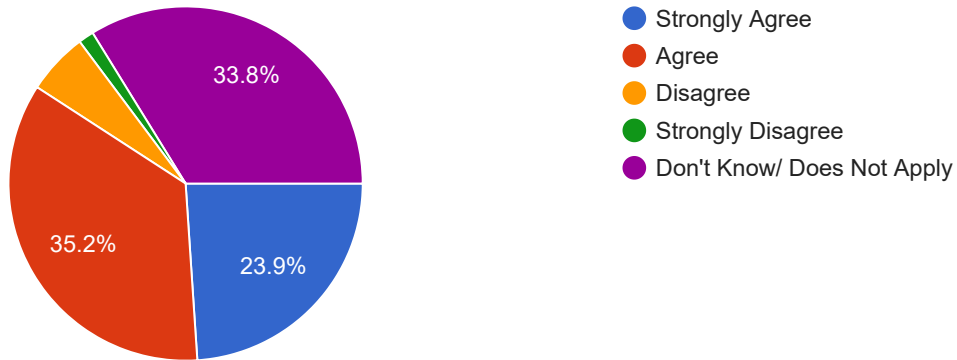


- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Don't Know/ Does Not Apply

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



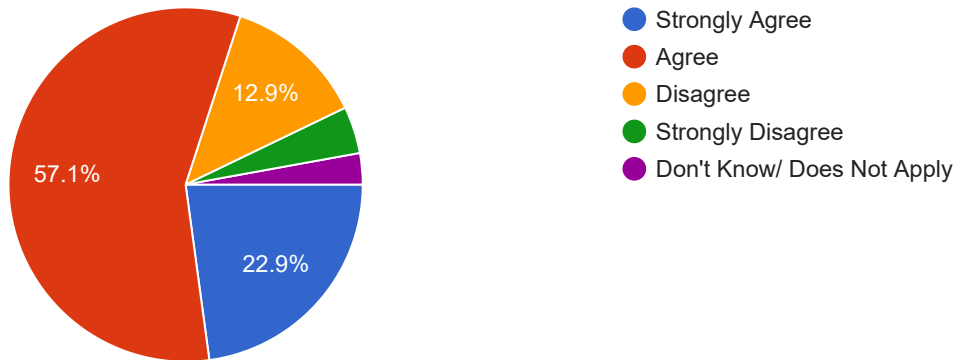
71 responses



PCHS encourages positive interactions among diverse student populations.



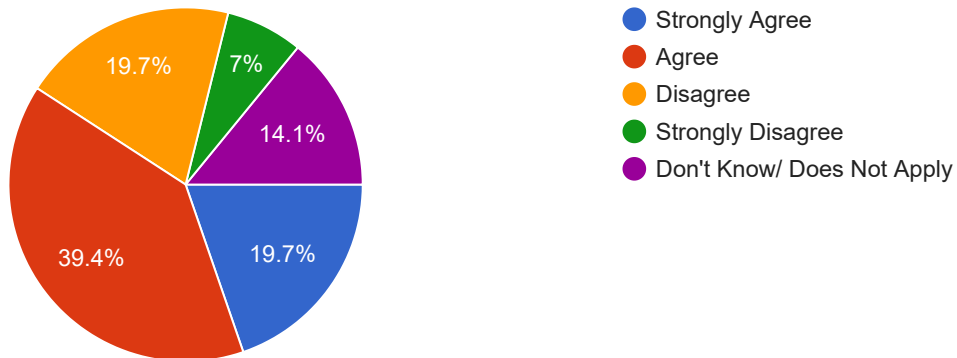
70 responses



Students take advantage of my office hours.



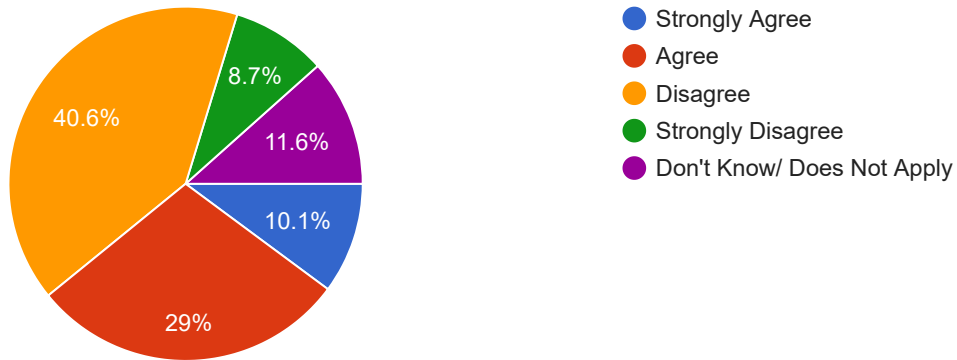
71 responses



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



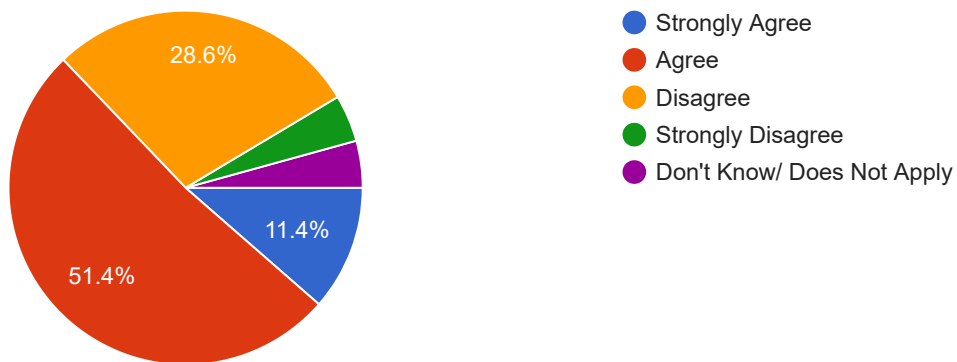
69 responses



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



70 responses

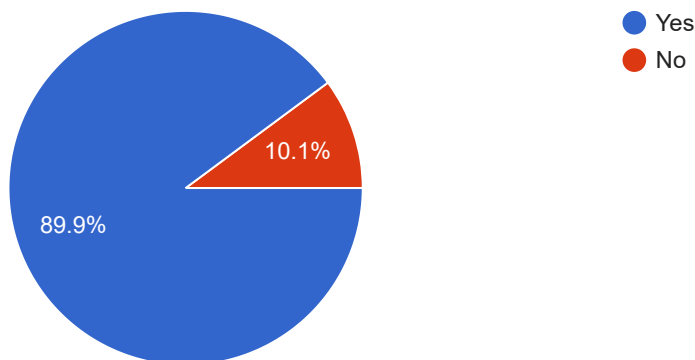


### Special Ed

Do you understand how to handle accommodations?



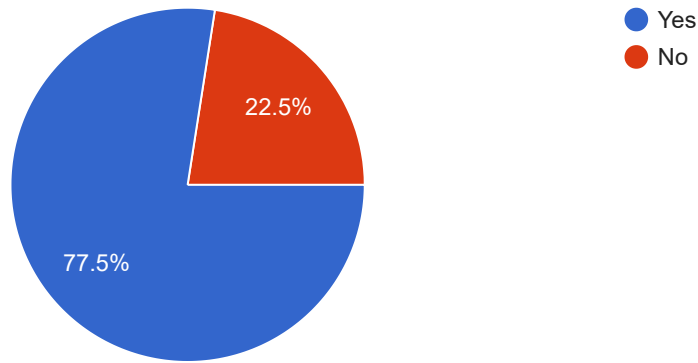
69 responses



Do you fully understand the IEP process?



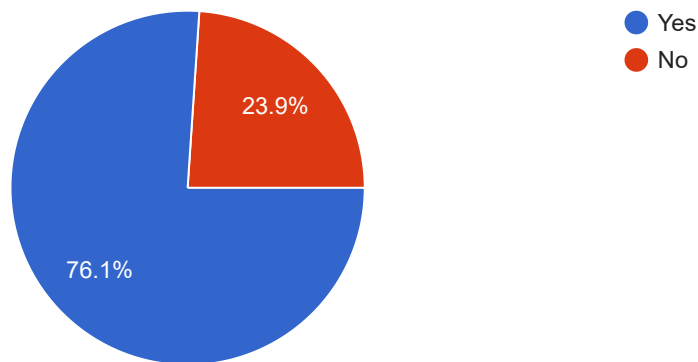
71 responses



Do you fully understand the 504 process?



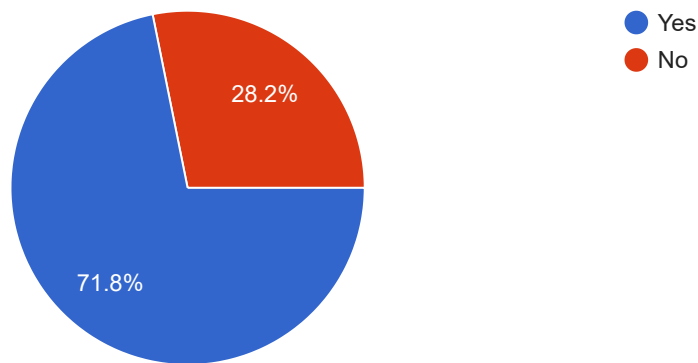
71 responses



Do you fully understand the SST process?



71 responses



If you have answered no to any of the above questions, what supports would help?

24 responses

Counselors need training in being admin designees...we are all nervous about being in that role

Don't know what SST stands for.

N/A

The SST process should be strengthened. It appears as though there is a direct route to a special education referral that skips the intervention process, or at least shortens the process.

I follow what I believe to be procedures for that student, then told not to release student for 504 help. It's confusing

I am not faculty, so I am not involved with IEP or 504 process

Special ed teachers need to learn their jobs. They need to be educated in ed. code. They pose as student advocates when really they're hurting students and don't know it. It's horrifying to watch the newbie sped teachers kill student motivation and prevent students from achieving their fullest and prevent students from entering the gen. ed population.

Training with Special Education teachers about the IEP's and accommodations and introduction to the students that they service. So we better understand the students needs

Training

I answered yes for all of these because I understand the process. That is not to say that the process is effective or support student learning and growth.

It would be helpful to have some training on these support processes.

Why decisions are made without a comprehensive team discussion and consensus

I understand the steps necessary to receive a 504, but I would not know how to guide a parent or instruct a parent about what to do if they feel an IEP is necessary for their child.

Teachers need to have a clear understanding of the SST process and follow-up with students who are referred. A strenuous intervention program needs to be put in place and counselors need to meet with students one-on-one.

annual paid training

I would like to be able to send my student in order to get extra help when needed, this is especially true in math. Many of my students struggle with math, but have to take the bus home and cannot stay after-school. The math-

lab and all other student help should be available, before school, during school and after school to accommodate the needs of our diverse students. I see that they are the ones suffering with lack of support.

I would like have the students supported so that they're ready to come to my class ready to learn.

I'm not a teacher and have limited interaction with students

More education opportunities

Clear reference summaries always easy to find online, whether Schoology, IC or Website

It is unclear how decisions are made about me and what I will do without my agreement ("student will receive a copy of the teacher's notes"!)

I understand the processes mentioned, but the following would be helpful in general:

More case workers to be the administrative designee for IEPs, some case workers schedule meetings without asking if the admin designee is available, someone to assist the 504 plan coordinator because he has many, many meetings (providing him with an assistant again would be helpful), teachers to attend SST meetings more consistently, especially if the student is failing/not earning credits in that teacher's class. (The majority of teachers come, but some do not and do not send a report to share with the parents).

A PD meeting on SST.

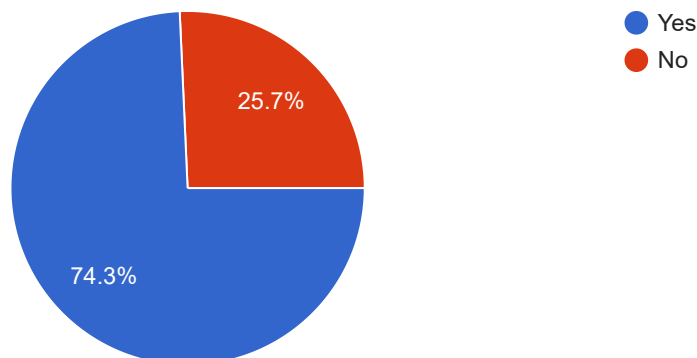
More information and clarification on the process of how these work, who gets accommodations, etc.

## Standardized Testing

Do you understand how to administer Standardized tests?



70 responses



### What grade would you give the school?



69 responses

