

June 15, 2015

Dear Dr. Podhorsky,

We as teachers appreciate the fact that you came into La Jolla High under difficult circumstances. We had been without steady leadership for almost a year and we were under WASC probation. Additionally, many incidents at La Jolla High are spotlighted for media attention because of our status as La Jolla High, putting additional pressure on us. It's been a difficult year and we have all done our best to be successful during this time of transition.

As you know, however, this year has been a difficult one for the staff. Morale has declined over time, despite our attempts to work together in a collaborative manner. We believe that transparent, truthful, and open communication can help us achieve the goal of building trust.

We have conducted a school climate survey in order to gain more information and get a pulse on the feelings of the certificated staff, both union and non-union.

These are the questions and results of the survey administered from June 4 to June 9.  
59 teachers participated.

Question 1: The administration has a strong, visible presence on campus.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
22.03%	23.73%	16.95%	25.42%	11.86%

Question 2: Staff is motivated and morale is high.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
47.46%	30.51%	16.95%	3.39%	1.69%

Question 3: I feel supported by the administration when I need help enforcing student discipline.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
28.81%	23.73%	15.25%	22.03%	10.17%

Question 4: I believe that there is open communication between staff and our principal.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
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42.37%	18.64%	18.64%	11.86%	8.47%
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Question 5: Adequate time is given for staff to address site concerns/issues with the administration in a forum that is non-threatening and open to suggestions.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
24.14%	24.14%	22.41%	17.24%	12.07%

Question 6: The administration follows through with commitments made to staff in a timely manner.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
22.03%	23.73%	25.42%	25.42%	3.39%

Question 7: I am supported and respected by the administration. My opinions are valued in an open decision making process.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
33.90%	16.95%	13.56%	20.34%	15.25%

Question 8: I am well informed by the administration of events and/or issues as they occur.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
34.48%	31.03%	17.24%	12.07%	5.17%

Question 9: Emails to the administration are responded to in a timely manner.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
11.86%	32.20%	16.95%	28.81%	10.17%

Question 10: There is an effective site discipline plan that is consistently enforced by the administration and respected by students.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
40.68%	27.12%	23.73%	6.78%	1.69%

Question 11: I feel that La Jolla High School is a safe working environment.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
18.64%	18.64%	15.25%	27.12%	20.34%

Question 12: The administration treats all staff equally.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
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39.66%	13.79%	17.24%	22.41%	6.90%
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Question 13: I feel that my principal encourages shared decision making and a democratic process when making campus-wide decisions.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
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46.55%	17.24%	20.69%	10.34%	5.17%
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Question 14: I believe that I can raise difficult issues with our principal without fear of retaliation.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
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32.76%	17.24%	10.34%	22.41%	17.24%
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Question 15: I have confidence that the current administration can effectively lead this school.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
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31.03%	20.69%	22.41%	13.79%	12.07%
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Question 16: Our principal creates a positive and trusting work environment for the staff and students.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
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38.98%	15.25%	25.42%	13.56%	6.78%
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Question 17: There is quality leadership that effectively implements a clear vision with a unifying purpose of motivating, empowering, and inspiring staff to achieve the common goal of improving student achievement.

<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
25.42%	25.42%	23.73%	15.25%	10.17%