



SPRING 2021-2022 STAFF SURVEY RESULTS

**Blank
Group: N= 52**

<i>HIGH EXPECTATIONS/CARING RELATIONSHIPS</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	47	34.0% 16	57.4% 27	6.4% 3	2.1% 1	0.0% 0	91.5%	4.2
I challenge students to continue learning even when it is difficult.	48	45.8% 22	43.8% 21	10.4% 5	0.0% 0	0.0% 0	89.6%	4.4
The school has a climate that is positive, nurturing and caring.	50	44.0% 22	40.0% 20	10.0% 5	6.0% 3	0.0% 0	84.0%	4.2
Our school promotes academic success for all students.	50	42.0% 21	44.0% 22	10.0% 5	4.0% 2	0.0% 0	86.0%	4.2
Our school sets high standards for academic performance for all students.	49	38.8% 19	42.9% 21	10.2% 5	4.1% 2	4.1% 2	81.6%	4.1
Our school has enough resources to help each student do his/her best.	50	32.0% 16	50.0% 25	8.0% 4	6.0% 3	4.0% 2	82.0%	4

<i>PARTICIPATION/ENGAGEMENT/MOTIVATION</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	47	34.0% 16	55.3% 26	10.6% 5	0.0% 0	0.0% 0	89.4%	4.2
I encourage my students to be motivated and engaged in what they are learning.	47	48.9% 23	40.4% 19	10.6% 5	0.0% 0	0.0% 0	89.4%	4.4
Our students are prepared for the next step of their educational experience.	50	28.0% 14	44.0% 22	16.0% 8	12.0% 6	0.0% 0	72.0%	3.9
Our school provides quality classes/activities that address most students' interests and talents.	49	32.7% 16	46.9% 23	18.4% 9	2.0% 1	0.0% 0	79.6%	4.1
Our school provides opportunities for additional academic support when students are struggling.	48	37.5% 18	43.8% 21	12.5% 6	4.2% 2	2.1% 1	81.3%	4.1

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	43	58.1%	32.6%	7.0%	2.3%	0.0%	90.7%	4.5
		25	14	3	1	0		
Concerns about student safety are addressed in an appropriate and timely manner.	50	38.0%	44.0%	12.0%	4.0%	2.0%	82.0%	4.1
		19	22	6	2	1		
Our school is a safe place for all students.	45	66.7%	26.7%	4.4%	2.2%	0.0%	93.3%	4.6
		30	12	2	1	0		
Concerns about staff safety are addressed in an appropriate and timely manner.	49	32.7%	42.9%	14.3%	4.1%	6.1%	75.5%	3.9
		16	21	7	2	3		
Our school is a safe place for all staff.	46	63.0%	23.9%	8.7%	4.3%	0.0%	87.0%	4.5
		29	11	4	2	0		

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	46	43.5%	47.8%	4.3%	4.3%	0.0%	91.3%	4.3
		20	22	2	2	0		
All students are treated fairly at my school.	48	60.4%	35.4%	0.0%	2.1%	2.1%	95.8%	4.5
		29	17	0	1	1		
Our school fosters an appreciation of student diversity and respect for each other.	50	38.0%	48.0%	12.0%	2.0%	0.0%	86.0%	4.2
		19	24	6	1	0		
Our students at this school feel like they are part of the school community.	49	32.7%	49.0%	14.3%	2.0%	2.0%	81.6%	4.1
		16	24	7	1	1		
The school listens to student input on important issues.	48	29.2%	39.6%	29.2%	2.1%	0.0%	68.8%	4
		14	19	14	1	0		
People are respectful to others at our school.	47	57.4%	29.8%	10.6%	2.1%	0.0%	87.2%	4.4
		27	14	5	1	0		

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	41	31.7%	61.0%	7.3%	0.0%	0.0%	92.7%	4.2
		13	25	3	0	0		
I provide students with information about how their assessments are tests are graded.	46	28.3%	28.3%	39.1%	2.2%	2.2%	56.5%	3.8
		13	13	18	1	1		
I keep parents well-informed about their student's progress.	48	18.8%	50.0%	25.0%	6.3%	0.0%	68.8%	3.8
		9	24	12	3	0		
Grading is equitable and fair at my school.	43	62.8%	30.2%	7.0%	0.0%	0.0%	93.0%	4.6
		27	13	3	0	0		
Adults at this school encourage all students to work hard so that they can be successful.	48	60.4%	33.3%	6.3%	0.0%	0.0%	93.8%	4.5
		29	16	3	0	0		
Adults at this school go out of their way to help our students.	48	68.8%	27.1%	4.2%	0.0%	0.0%	95.8%	4.6
		33	13	2	0	0		
I provide students with timely and regular feedback on their learning	44	54.5%	36.4%	9.1%	0.0%	0.0%	90.9%	4.5
		24	16	4	0	0		
I send work or ideas that help parents support their students at home.	47	12.8%	31.9%	46.8%	6.4%	2.1%	44.7%	3.5
		6	15	22	3	1		

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	47	42.6%	51.1%	6.4%	0.0%	0.0%	93.6%	4.4
		20	24	3	0	0		
I am helpful to parents when they come to school, email or call.	50	56.0%	36.0%	8.0%	0.0%	0.0%	92.0%	4.5
		28	18	4	0	0		
The staff at our school listens to parent concerns about issues.	47	61.7%	31.9%	4.3%	0.0%	2.1%	93.6%	4.5
		29	15	2	0	1		
Our school clearly outlines the parent, student and school responsibilities in educating each child.	50	28.0%	44.0%	22.0%	2.0%	4.0%	72.0%	3.9
		14	22	11	1	2		
Our school offers parents opportunities to be involved in school and classroom activities.	50	22.0%	46.0%	26.0%	2.0%	4.0%	68.0%	3.8
		11	23	13	1	2		

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agree	Mean
Overall rating of all questions in this section:	46	26.1% 12	60.9% 28	10.9% 5	2.2% 1	0.0% 0	87.0%	4.1
Our school actively seeks the input of staff before making important decisions.	46	50.0% 23	43.5% 20	4.3% 2	0.0% 0	2.2% 1	93.5%	4.4
The principal and staff listen to concerns of other staff members about issues.	50	44.0% 22	42.0% 21	10.0% 5	4.0% 2	0.0% 0	86.0%	4.3
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	51	35.3% 18	45.1% 23	15.7% 8	2.0% 1	2.0% 1	80.4%	4.1
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	49	28.6% 14	46.9% 23	14.3% 7	6.1% 3	4.1% 2	75.5%	3.9
Our school uses data from this survey to inform site decision making.	49	14.3% 7	42.9% 21	36.7% 18	4.1% 2	2.0% 1	57.1%	3.6

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agree	Mean
I am optimistic about the future of my career in San Juan Unified	47	48.9% 23	29.8% 14	12.8% 6	6.4% 3	2.1% 1	78.7%	4.2
I have the tools and resources needed to do my job well.	49	36.7% 18	36.7% 18	12.2% 6	12.2% 6	2.0% 1	73.5%	3.9
During this year, I have been treated fairly.	49	49.0% 24	34.7% 17	10.2% 5	4.1% 2	2.0% 1	83.7%	4.2
There are equitable opportunities for advancement in the district.	47	38.3% 18	23.4% 11	23.4% 11	12.8% 6	2.1% 1	61.7%	3.8
I feel a part of an effective team, and my voice matters in decision making.	48	37.5% 18	41.7% 20	16.7% 8	0.0% 0	4.2% 2	79.2%	4.1
I receive information about upcoming events and important information about the school.	50	38.0% 19	44.0% 22	16.0% 8	2.0% 1	0.0% 0	82.0%	4.2
I receive information about upcoming events and important information about the school district.	51	31.4% 16	49.0% 25	15.7% 8	3.9% 2	0.0% 0	80.4%	4.1



SPRING 2021-2022 STAFF SURVEY RESULTS

Blank2
Group: N= 0

<i>HIGH EXPECTATIONS/CARING RELATIONSHIPS</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	110	28.2% 31	58.2% 64	10.9% 12	2.7% 3	0.0% 0	86.4%	4.1
I challenge students to continue learning even when it is difficult.	111	40.5% 45	51.4% 57	7.2% 8	0.9% 1	0.0% 0	91.9%	4.3
The school has a climate that is positive, nurturing and caring.	113	46.0% 52	39.8% 45	8.0% 9	5.3% 6	0.9% 1	85.8%	4.2
Our school promotes academic success for all students.	113	35.4% 40	46.0% 52	10.6% 12	7.1% 8	0.9% 1	81.4%	4.1
Our school sets high standards for academic performance for all students.	112	24.1% 27	45.5% 51	18.8% 21	8.0% 9	3.6% 4	69.6%	3.8
Our school has enough resources to help each student do his/her best.	113	30.1% 34	45.1% 51	15.0% 17	5.3% 6	4.4% 5	75.2%	3.9

<i>PARTICIPATION/ENGAGEMENT/MOTIVATION</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	110	31.8% 35	50.0% 55	15.5% 17	2.7% 3	0.0% 0	81.8%	4.1
I encourage my students to be motivated and engaged in what they are learning.	110	50.9% 56	41.8% 46	6.4% 7	0.0% 0	0.9% 1	92.7%	4.4
Our students are prepared for the next step of their educational experience.	113	21.2% 24	42.5% 48	22.1% 25	12.4% 14	1.8% 2	63.7%	3.7
Our school provides quality classes/activities that address most students' interests and talents.	112	26.8% 30	47.3% 53	16.1% 18	7.1% 8	2.7% 3	74.1%	3.9
Our school provides opportunities for additional academic support when students are struggling.	111	35.1% 39	39.6% 44	14.4% 16	7.2% 8	3.6% 4	74.8%	4

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	104	54.8%	29.8%	12.5%	1.9%	1.0%	84.6%	4.4
		57	31	13	2	1		
Concerns about student safety are addressed in an appropriate and timely manner.	113	38.9%	38.1%	12.4%	7.1%	3.5%	77.0%	4
		44	43	14	8	4		
Our school is a safe place for all students.	107	63.6%	22.4%	12.1%	0.9%	0.9%	86.0%	4.5
		68	24	13	1	1		
Concerns about staff safety are addressed in an appropriate and timely manner.	112	35.7%	33.9%	17.9%	6.3%	6.3%	69.6%	3.9
		40	38	20	7	7		
Our school is a safe place for all staff.	107	57.0%	25.2%	15.0%	1.9%	0.9%	82.2%	4.4
		61	27	16	2	1		

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	107	44.9%	43.0%	8.4%	1.9%	1.9%	87.9%	4.3
		48	46	9	2	2		
All students are treated fairly at my school.	109	58.7%	33.9%	3.7%	0.9%	2.8%	92.7%	4.4
		64	37	4	1	3		
Our school fosters an appreciation of student diversity and respect for each other.	113	45.1%	38.9%	11.5%	3.5%	0.9%	84.1%	4.2
		51	44	13	4	1		
Our students at this school feel like they are part of the school community.	112	38.4%	37.5%	17.0%	4.5%	2.7%	75.9%	4
		43	42	19	5	3		
The school listens to student input on important issues.	111	36.0%	38.7%	19.8%	2.7%	2.7%	74.8%	4
		40	43	22	3	3		
People are respectful to others at our school.	109	48.6%	36.7%	11.9%	1.8%	0.9%	85.3%	4.3
		53	40	13	2	1		

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	100	26.0%	66.0%	8.0%	0.0%	0.0%	92.0%	4.2
		26	66	8	0	0		
I provide students with information about how their assessments are graded.	109	21.1%	37.6%	39.4%	0.9%	0.9%	58.7%	3.8
		23	41	43	1	1		
I keep parents well-informed about their student's progress.	111	19.8%	44.1%	32.4%	3.6%	0.0%	64.0%	3.8
		22	49	36	4	0		
Grading is equitable and fair at my school.	105	57.1%	31.4%	8.6%	1.0%	1.9%	88.6%	4.4
		60	33	9	1	2		
Adults at this school encourage all students to work hard so that they can be successful.	110	57.3%	34.5%	5.5%	1.8%	0.9%	91.8%	4.5
		63	38	6	2	1		
Adults at this school go out of their way to help our students.	110	69.1%	27.3%	2.7%	0.9%	0.0%	96.4%	4.6
		76	30	3	1	0		
I provide students with timely and regular feedback on their learning	105	51.4%	39.0%	8.6%	0.0%	1.0%	90.5%	4.4
		54	41	9	0	1		
I send work or ideas that help parents support their students at home.	108	16.7%	31.5%	42.6%	8.3%	0.9%	48.1%	3.5
		18	34	46	9	1		

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	109	34.9%	51.4%	12.8%	0.9%	0.0%	86.2%	4.2
		38	56	14	1	0		
I am helpful to parents when they come to school, email or call.	113	51.3%	36.3%	12.4%	0.0%	0.0%	87.6%	4.4
		58	41	14	0	0		
The staff at our school listens to parent concerns about issues.	110	56.4%	33.6%	7.3%	0.9%	1.8%	90.0%	4.4
		62	37	8	1	2		
Our school clearly outlines the parent, student and school responsibilities in educating each child.	113	27.4%	42.5%	21.2%	7.1%	1.8%	69.9%	3.9
		31	48	24	8	2		
Our school offers parents opportunities to be involved in school and classroom activities.	112	19.6%	33.0%	36.6%	4.5%	6.3%	52.7%	3.6
		22	37	41	5	7		

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	106	26.4% 28	55.7% 59	14.2% 15	3.8% 4	0.0% 0	82.1%	4
Our school actively seeks the input of staff before making important decisions.	108	45.4% 49	36.1% 39	12.0% 13	4.6% 5	1.9% 2	81.5%	4.2
The principal and staff listen to concerns of other staff members about issues.	113	46.9% 53	38.1% 43	10.6% 12	2.7% 3	1.8% 2	85.0%	4.3
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	114	39.5% 45	37.7% 43	17.5% 20	2.6% 3	2.6% 3	77.2%	4.1
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	111	29.7% 33	45.0% 50	18.0% 20	4.5% 5	2.7% 3	74.8%	3.9
Our school uses data from this survey to inform site decision making.	111	14.4% 16	32.4% 36	46.8% 52	4.5% 5	1.8% 2	46.8%	3.5

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
I am optimistic about the future of my career in San Juan Unified	109	41.3% 45	34.9% 38	17.4% 19	5.5% 6	0.9% 1	76.1%	4.1
I have the tools and resources needed to do my job well.	112	38.4% 43	39.3% 44	11.6% 13	9.8% 11	0.9% 1	77.7%	4
During this year, I have been treated fairly.	112	50.0% 56	33.9% 38	10.7% 12	4.5% 5	0.9% 1	83.9%	4.3
There are equitable opportunities for advancement in the district.	110	26.4% 29	28.2% 31	31.8% 35	8.2% 9	5.5% 6	54.5%	3.6
I feel a part of an effective team, and my voice matters in decision making.	110	40.9% 45	37.3% 41	17.3% 19	1.8% 2	2.7% 3	78.2%	4.1
I receive information about upcoming events and important information about the school.	113	42.5% 48	45.1% 51	8.8% 10	2.7% 3	0.9% 1	87.6%	4.3
I receive information about upcoming events and important information about the school district.	113	39.8% 45	44.2% 50	10.6% 12	5.3% 6	0.0% 0	84.1%	4.2



SPRING 2021-2022 STAFF SURVEY RESULTS

Elem
Group: N= 719

<i>HIGH EXPECTATIONS/CARING RELATIONSHIPS</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	712	43.3% 308	48.2% 343	8.4% 60	0.1% 1	0.0% 0	91.4%	4.3
I challenge students to continue learning even when it is difficult.	715	68.4% 489	29.9% 214	1.5% 11	0.1% 1	0.0% 0	98.3%	4.7
The school has a climate that is positive, nurturing and caring.	719	50.3% 362	39.1% 281	6.3% 45	3.6% 26	0.7% 5	89.4%	4.3
Our school promotes academic success for all students.	719	48.4% 348	43.8% 315	5.8% 42	1.9% 14	0.0% 0	92.2%	4.4
Our school sets high standards for academic performance for all students.	716	41.1% 294	43.9% 314	12.3% 88	2.7% 19	0.1% 1	84.9%	4.2
Our school has enough resources to help each student do his/her best.	717	29.6% 212	44.6% 320	15.2% 109	9.9% 71	0.7% 5	74.2%	3.9

<i>PARTICIPATION/ENGAGEMENT/MOTIVATION</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	710	36.9% 262	53.1% 377	9.7% 69	0.3% 2	0.0% 0	90.0%	4.3
I encourage my students to be motivated and engaged in what they are learning.	714	68.2% 487	29.6% 211	2.1% 15	0.1% 1	0.0% 0	97.8%	4.7
Our students are prepared for the next step of their educational experience.	717	24.7% 177	43.0% 308	22.3% 160	8.5% 61	1.5% 11	67.6%	3.8
Our school provides quality classes/activities that address most students' interests and talents.	715	28.7% 205	44.2% 316	20.0% 143	6.6% 47	0.6% 4	72.9%	3.9
Our school provides opportunities for additional academic support when students are struggling.	718	41.6% 299	44.4% 319	8.9% 64	4.6% 33	0.4% 3	86.1%	4.2

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	708	62.6%	28.0%	6.8%	2.5%	0.1%	90.5%	4.5
		443	198	48	18	1		
Concerns about student safety are addressed in an appropriate and timely manner.	716	48.0%	38.3%	7.7%	3.9%	2.1%	86.3%	4.3
		344	274	55	28	15		
Our school is a safe place for all students.	715	66.9%	24.1%	7.4%	1.3%	0.4%	90.9%	4.6
		478	172	53	9	3		
Concerns about staff safety are addressed in an appropriate and timely manner.	713	41.8%	41.0%	9.8%	5.6%	1.8%	82.7%	4.2
		298	292	70	40	13		
Our school is a safe place for all staff.	716	65.6%	22.8%	8.9%	2.4%	0.3%	88.4%	4.5
		470	163	64	17	2		

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	706	41.6%	46.7%	9.9%	1.6%	0.1%	88.4%	4.3
		294	330	70	11	1		
All students are treated fairly at my school.	713	61.6%	28.6%	7.7%	2.0%	0.1%	90.2%	4.5
		439	204	55	14	1		
Our school fosters an appreciation of student diversity and respect for each other.	715	44.8%	43.4%	7.8%	3.4%	0.7%	88.1%	4.3
		320	310	56	24	5		
Our students at this school feel like they are part of the school community.	717	39.1%	48.3%	9.5%	2.8%	0.4%	87.3%	4.2
		280	346	68	20	3		
The school listens to student input on important issues.	717	31.1%	41.0%	22.9%	4.3%	0.7%	72.1%	4
		223	294	164	31	5		
People are respectful to others at our school.	715	55.5%	31.2%	10.9%	2.2%	0.1%	86.7%	4.4
		397	223	78	16	1		

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	684	40.8%	55.4%	3.8%	0.0%	0.0%	96.2%	4.4
		279	379	26	0	0		
I provide students with information about how their assessments are tests are graded.	701	38.7%	36.5%	22.8%	1.4%	0.6%	75.2%	4.1
		271	256	160	10	4		
I keep parents well-informed about their student's progress.	711	37.1%	42.6%	19.0%	1.0%	0.3%	79.7%	4.2
		264	303	135	7	2		
Grading is equitable and fair at my school.	699	58.4%	32.6%	7.3%	1.6%	0.1%	91.0%	4.5
		408	228	51	11	1		
Adults at this school encourage all students to work hard so that they can be successful.	713	59.2%	36.9%	3.5%	0.4%	0.0%	96.1%	4.5
		422	263	25	3	0		
Adults at this school go out of their way to help our students.	715	68.5%	25.9%	4.6%	0.3%	0.7%	94.4%	4.6
		490	185	33	2	5		
I provide students with timely and regular feedback on their learning	700	57.6%	36.3%	4.6%	0.6%	1.0%	93.9%	4.5
		403	254	32	4	7		
I send work or ideas that help parents support their students at home.	710	27.3%	46.1%	23.7%	2.3%	0.7%	73.4%	4
		194	327	168	16	5		

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	699	41.1%	51.4%	7.6%	0.0%	0.0%	92.4%	4.3
		287	359	53	0	0		
I am helpful to parents when they come to school, email or call.	714	63.7%	31.5%	4.3%	0.1%	0.3%	95.2%	4.6
		455	225	31	1	2		
The staff at our school listens to parent concerns about issues.	709	60.4%	31.9%	6.6%	0.7%	0.4%	92.2%	4.5
		428	226	47	5	3		
Our school clearly outlines the parent, student and school responsibilities in educating each child.	716	33.7%	45.5%	15.1%	5.0%	0.7%	79.2%	4.1
		241	326	108	36	5		
Our school offers parents opportunities to be involved in school and classroom activities.	714	26.5%	32.6%	30.1%	8.5%	2.2%	59.1%	3.7
		189	233	215	61	16		

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	704	42.3%	42.5%	11.8%	3.1%	0.3%	84.8%	4.2
		298	299	83	22	2		
Our school actively seeks the input of staff before making important decisions.	714	52.2%	28.6%	13.3%	4.3%	1.5%	80.8%	4.3
		373	204	95	31	11		
The principal and staff listen to concerns of other staff members about issues.	716	51.3%	33.8%	8.5%	4.5%	2.0%	85.1%	4.3
		367	242	61	32	14		
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	718	52.8%	32.2%	10.2%	3.9%	1.0%	85.0%	4.3
		379	231	73	28	7		
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	716	46.2%	38.8%	11.2%	3.4%	0.4%	85.1%	4.3
		331	278	80	24	3		
Our school uses data from this survey to inform site decision making.	712	30.2%	35.4%	30.5%	2.7%	1.3%	65.6%	3.9
		215	252	217	19	9		

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
I am optimistic about the future of my career in San Juan Unified	715	47.1%	35.7%	12.0%	4.3%	0.8%	82.8%	4.2
		337	255	86	31	6		
I have the tools and resources needed to do my job well.	714	34.9%	43.0%	12.2%	8.3%	1.7%	77.9%	4
		249	307	87	59	12		
During this year, I have been treated fairly.	712	52.1%	32.3%	7.9%	5.9%	1.8%	84.4%	4.3
		371	230	56	42	13		
There are equitable opportunities for advancement in the district.	713	34.4%	33.5%	23.3%	6.5%	2.4%	67.9%	3.9
		245	239	166	46	17		
I feel a part of an effective team, and my voice matters in decision making.	714	42.0%	34.2%	13.4%	7.1%	3.2%	76.2%	4
		300	244	96	51	23		
I receive information about upcoming events and important information about the school.	717	54.1%	37.9%	5.2%	2.4%	0.4%	92.1%	4.4
		388	272	37	17	3		
I receive information about upcoming events and important information about the school district.	716	48.6%	43.7%	5.0%	2.2%	0.4%	92.3%	4.4
		348	313	36	16	3		



SPRING 2021-2022 STAFF SURVEY RESULTS

High
Group: N= 445

<i>HIGH EXPECTATIONS/CARING RELATIONSHIPS</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	442	14.7% 65	61.1% 270	19.9% 88	4.3% 19	0.0% 0	75.8%	3.9
I challenge students to continue learning even when it is difficult.	443	46.0% 204	46.7% 207	6.1% 27	0.7% 3	0.5% 2	92.8%	4.4
The school has a climate that is positive, nurturing and caring.	444	22.5% 100	56.1% 249	13.5% 60	6.3% 28	1.6% 7	78.6%	3.9
Our school promotes academic success for all students.	444	17.6% 78	58.6% 260	14.6% 65	7.2% 32	2.0% 9	76.1%	3.8
Our school sets high standards for academic performance for all students.	444	17.3% 77	48.9% 217	20.3% 90	11.7% 52	1.8% 8	66.2%	3.7
Our school has enough resources to help each student do his/her best.	443	16.3% 72	43.8% 194	19.6% 87	16.7% 74	3.6% 16	60.0%	3.5

<i>PARTICIPATION/ENGAGEMENT/MOTIVATION</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	436	20.4% 89	61.7% 269	16.3% 71	1.6% 7	0.0% 0	82.1%	4
I encourage my students to be motivated and engaged in what they are learning.	442	47.1% 208	45.2% 200	7.0% 31	0.2% 1	0.5% 2	92.3%	4.4
Our students are prepared for the next step of their educational experience.	442	10.4% 46	44.6% 197	29.2% 129	13.3% 59	2.5% 11	55.0%	3.5
Our school provides quality classes/activities that address most students' interests and talents.	440	17.5% 77	49.3% 217	17.3% 76	11.6% 51	4.3% 19	66.8%	3.6
Our school provides opportunities for additional academic support when students are struggling.	443	27.5% 122	55.3% 245	12.6% 56	3.8% 17	0.7% 3	82.8%	4.1

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	438	33.8%	44.1%	16.7%	4.6%	0.9%	77.9%	4.1
		148	193	73	20	4		
Concerns about student safety are addressed in an appropriate and timely manner.	443	24.6%	48.8%	13.8%	9.7%	3.2%	73.4%	3.8
		109	216	61	43	14		
Our school is a safe place for all students.	440	36.8%	40.5%	18.2%	2.5%	2.0%	77.3%	4.1
		162	178	80	11	9		
Concerns about staff safety are addressed in an appropriate and timely manner.	444	19.6%	44.8%	21.4%	10.8%	3.4%	64.4%	3.7
		87	199	95	48	15		
Our school is a safe place for all staff.	441	38.3%	38.8%	17.5%	3.4%	2.0%	77.1%	4.1
		169	171	77	15	9		

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	431	15.5%	58.0%	23.0%	3.2%	0.2%	73.5%	3.9
		67	250	99	14	1		
All students are treated fairly at my school.	437	30.9%	45.5%	19.5%	3.7%	0.5%	76.4%	4
		135	199	85	16	2		
Our school fosters an appreciation of student diversity and respect for each other.	442	22.9%	50.5%	19.9%	5.7%	1.1%	73.3%	3.9
		101	223	88	25	5		
Our students at this school feel like they are part of the school community.	442	14.3%	46.6%	27.6%	10.6%	0.9%	60.9%	3.6
		63	206	122	47	4		
The school listens to student input on important issues.	443	19.9%	51.9%	21.7%	5.0%	1.6%	71.8%	3.8
		88	230	96	22	7		
People are respectful to others at our school.	440	25.9%	48.6%	20.5%	4.3%	0.7%	74.5%	3.9
		114	214	90	19	3		

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	421	18.3% 77	67.5% 284	14.0% 59	0.2% 1	0.0% 0	85.7%	4
I provide students with information about how their assessments are graded.	439	39.0% 171	38.5% 169	21.6% 95	0.2% 1	0.7% 3	77.4%	4.1
I keep parents well-informed about their student's progress.	442	22.4% 99	49.8% 220	25.6% 113	1.8% 8	0.5% 2	72.2%	3.9
Grading is equitable and fair at my school.	431	31.1% 134	40.4% 174	23.2% 100	3.9% 17	1.4% 6	71.5%	4
Adults at this school encourage all students to work hard so that they can be successful.	441	36.1% 159	50.6% 223	10.0% 44	3.2% 14	0.2% 1	86.6%	4.2
Adults at this school go out of their way to help our students.	439	43.1% 189	45.8% 201	9.3% 41	1.6% 7	0.2% 1	88.8%	4.3
I provide students with timely and regular feedback on their learning	436	41.3% 180	48.6% 212	7.3% 32	0.9% 4	1.8% 8	89.9%	4.3
I send work or ideas that help parents support their students at home.	439	10.5% 46	39.4% 173	36.4% 160	11.6% 51	2.1% 9	49.9%	3.4

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	431	18.6% 80	64.0% 276	16.9% 73	0.5% 2	0.0% 0	82.6%	4
I am helpful to parents when they come to school, email or call.	443	53.0% 235	40.2% 178	6.3% 28	0.5% 2	0.0% 0	93.2%	4.5
The staff at our school listens to parent concerns about issues.	438	32.9% 144	47.9% 210	15.5% 68	3.7% 16	0.0% 0	80.8%	4.1
Our school clearly outlines the parent, student and school responsibilities in educating each child.	441	16.6% 73	43.8% 193	28.1% 124	10.7% 47	0.9% 4	60.3%	3.6
Our school offers parents opportunities to be involved in school and classroom activities.	440	10.2% 45	34.8% 153	40.5% 178	11.8% 52	2.7% 12	45.0%	3.4

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	434	17.3% 75	57.8% 251	20.7% 90	3.2% 14	0.9% 4	75.1%	3.9
Our school actively seeks the input of staff before making important decisions.	441	29.0% 128	41.3% 182	22.0% 97	5.7% 25	2.0% 9	70.3%	3.9
The principal and staff listen to concerns of other staff members about issues.	442	30.8% 136	48.6% 215	13.1% 58	5.9% 26	1.6% 7	79.4%	4
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	443	31.2% 138	45.1% 200	16.5% 73	5.6% 25	1.6% 7	76.3%	4
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	439	31.7% 139	47.6% 209	16.2% 71	3.6% 16	0.9% 4	79.3%	4.1
Our school uses data from this survey to inform site decision making.	441	11.3% 50	39.5% 174	40.8% 180	6.3% 28	2.0% 9	50.8%	3.5

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
I am optimistic about the future of my career in San Juan Unified	442	32.4% 143	40.0% 177	17.4% 77	7.5% 33	2.7% 12	72.4%	3.9
I have the tools and resources needed to do my job well.	442	21.5% 95	46.4% 205	17.2% 76	10.9% 48	4.1% 18	67.9%	3.7
During this year, I have been treated fairly.	442	36.7% 162	42.1% 186	10.0% 44	7.7% 34	3.6% 16	78.7%	4
There are equitable opportunities for advancement in the district.	443	19.6% 87	37.7% 167	30.7% 136	7.7% 34	4.3% 19	57.3%	3.6
I feel a part of an effective team, and my voice matters in decision making.	443	25.1% 111	46.5% 206	15.3% 68	8.1% 36	5.0% 22	71.6%	3.8
I receive information about upcoming events and important information about the school.	443	29.3% 130	58.7% 260	8.6% 38	2.5% 11	0.9% 4	88.0%	4.1
I receive information about upcoming events and important information about the school district.	442	26.2% 116	58.6% 259	11.5% 51	3.2% 14	0.5% 2	84.8%	4.1



SPRING 2021-2022 STAFF SURVEY RESULTS

K-8

Group: N= 242

HIGH EXPECTATIONS/CARING RELATIONSHIPS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	239	25.9% 62	59.0% 141	13.8% 33	1.3% 3	0.0% 0	84.9%	4.1
I challenge students to continue learning even when it is difficult.	239	63.6% 152	33.5% 80	2.1% 5	0.8% 2	0.0% 0	97.1%	4.6
The school has a climate that is positive, nurturing and caring.	241	32.4% 78	49.4% 119	10.8% 26	7.5% 18	0.0% 0	81.7%	4.1
Our school promotes academic success for all students.	240	30.8% 74	58.3% 140	6.3% 15	4.2% 10	0.4% 1	89.2%	4.2
Our school sets high standards for academic performance for all students.	240	25.4% 61	55.4% 133	12.1% 29	6.3% 15	0.8% 2	80.8%	4
Our school has enough resources to help each student do his/her best.	240	19.2% 46	46.3% 111	17.9% 43	13.8% 33	2.9% 7	65.4%	3.7

PARTICIPATION/ENGAGEMENT/MOTIVATION	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	237	22.8% 54	54.0% 128	22.4% 53	0.8% 2	0.0% 0	76.8%	4
I encourage my students to be motivated and engaged in what they are learning.	240	63.3% 152	35.0% 84	1.7% 4	0.0% 0	0.0% 0	98.3%	4.6
Our students are prepared for the next step of their educational experience.	237	15.6% 37	35.4% 84	28.3% 67	17.3% 41	3.4% 8	51.1%	3.4
Our school provides quality classes/activities that address most students' interests and talents.	240	17.1% 41	45.8% 110	20.0% 48	14.2% 34	2.9% 7	62.9%	3.6
Our school provides opportunities for additional academic support when students are struggling.	240	27.5% 66	47.9% 115	14.6% 35	8.8% 21	1.3% 3	75.4%	3.9

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	236	44.5%	35.6%	14.8%	5.1%	0.0%	80.1%	4.2
		105	84	35	12	0		
Concerns about student safety are addressed in an appropriate and timely manner.	240	30.8%	44.6%	10.4%	12.5%	1.7%	75.4%	3.9
		74	107	25	30	4		
Our school is a safe place for all students.	238	48.7%	29.0%	17.6%	4.2%	0.4%	77.7%	4.2
		116	69	42	10	1		
Concerns about staff safety are addressed in an appropriate and timely manner.	240	28.8%	39.6%	18.3%	10.0%	3.3%	68.3%	3.8
		69	95	44	24	8		
Our school is a safe place for all staff.	240	50.8%	27.1%	17.1%	3.8%	1.3%	77.9%	4.2
		122	65	41	9	3		

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	238	27.3%	51.7%	17.6%	2.9%	0.4%	79.0%	4
		65	123	42	7	1		
All students are treated fairly at my school.	238	43.7%	37.4%	13.0%	5.0%	0.8%	81.1%	4.2
		104	89	31	12	2		
Our school fosters an appreciation of student diversity and respect for each other.	241	34.4%	49.0%	12.0%	3.7%	0.8%	83.4%	4.1
		83	118	29	9	2		
Our students at this school feel like they are part of the school community.	240	25.0%	47.9%	22.5%	3.3%	1.3%	72.9%	3.9
		60	115	54	8	3		
The school listens to student input on important issues.	240	22.5%	43.3%	23.3%	9.2%	1.7%	65.8%	3.8
		54	104	56	22	4		
People are respectful to others at our school.	240	36.7%	37.1%	22.1%	2.9%	1.3%	73.8%	4.1
		88	89	53	7	3		

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	236	34.3% 81	56.8% 134	8.9% 21	0.0% 0	0.0% 0	91.1%	4.3
I provide students with information about how their assessments are graded.	238	48.7% 116	33.2% 79	14.7% 35	1.7% 4	1.7% 4	81.9%	4.3
I keep parents well-informed about their student's progress.	240	31.7% 76	51.3% 123	12.5% 30	4.2% 10	0.4% 1	82.9%	4.1
Grading is equitable and fair at my school.	239	41.0% 98	36.4% 87	15.1% 36	5.4% 13	2.1% 5	77.4%	4.1
Adults at this school encourage all students to work hard so that they can be successful.	239	52.3% 125	36.0% 86	8.8% 21	2.1% 5	0.8% 2	88.3%	4.4
Adults at this school go out of their way to help our students.	239	52.3% 125	36.4% 87	9.2% 22	2.1% 5	0.0% 0	88.7%	4.4
I provide students with timely and regular feedback on their learning	237	53.6% 127	38.4% 91	5.1% 12	0.4% 1	2.5% 6	92.0%	4.4
I send work or ideas that help parents support their students at home.	240	29.6% 71	45.8% 110	18.3% 44	5.4% 13	0.8% 2	75.4%	4

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	238	31.9% 76	54.6% 130	13.4% 32	0.0% 0	0.0% 0	86.6%	4.2
I am helpful to parents when they come to school, email or call.	241	61.0% 147	34.9% 84	3.7% 9	0.4% 1	0.0% 0	95.9%	4.6
The staff at our school listens to parent concerns about issues.	240	47.1% 113	35.0% 84	16.7% 40	1.3% 3	0.0% 0	82.1%	4.3
Our school clearly outlines the parent, student and school responsibilities in educating each child.	239	25.9% 62	43.5% 104	17.6% 42	11.3% 27	1.7% 4	69.5%	3.8
Our school offers parents opportunities to be involved in school and classroom activities.	239	21.8% 52	33.5% 80	29.3% 70	12.1% 29	3.3% 8	55.2%	3.6

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	235	27.2% 64	48.9% 115	20.0% 47	3.8% 9	0.0% 0	76.2%	4
Our school actively seeks the input of staff before making important decisions.	237	35.4% 84	33.3% 79	19.8% 47	6.8% 16	4.6% 11	68.8%	3.9
The principal and staff listen to concerns of other staff members about issues.	240	35.8% 86	39.6% 95	12.9% 31	6.7% 16	5.0% 12	75.4%	3.9
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	240	37.1% 89	44.2% 106	12.1% 29	4.6% 11	2.1% 5	81.3%	4.1
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	239	35.1% 84	46.0% 110	13.4% 32	4.6% 11	0.8% 2	81.2%	4.1
Our school uses data from this survey to inform site decision making.	240	18.8% 45	39.6% 95	33.3% 80	7.9% 19	0.4% 1	58.3%	3.7

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
I am optimistic about the future of my career in San Juan Unified	241	46.9% 113	35.3% 85	9.1% 22	6.2% 15	2.5% 6	82.2%	4.2
I have the tools and resources needed to do my job well.	240	30.4% 73	45.4% 109	11.7% 28	10.4% 25	2.1% 5	75.8%	3.9
During this year, I have been treated fairly.	241	43.6% 105	35.7% 86	9.5% 23	8.7% 21	2.5% 6	79.3%	4.1
There are equitable opportunities for advancement in the district.	239	26.4% 63	34.7% 83	27.6% 66	9.2% 22	2.1% 5	61.1%	3.7
I feel a part of an effective team, and my voice matters in decision making.	240	34.6% 83	35.8% 86	16.3% 39	8.3% 20	5.0% 12	70.4%	3.9
I receive information about upcoming events and important information about the school.	240	37.9% 91	50.4% 121	5.4% 13	5.8% 14	0.4% 1	88.3%	4.2
I receive information about upcoming events and important information about the school district.	240	33.8% 81	52.1% 125	8.8% 21	4.2% 10	1.3% 3	85.8%	4.1



SPRING 2021-2022 STAFF SURVEY RESULTS

**Low
Group: N= 0**

<i>HIGH EXPECTATIONS/CARING RELATIONSHIPS</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	556	25.4% 141	58.8% 327	13.1% 73	2.7% 15	0.0% 0	84.2%	4.1
I challenge students to continue learning even when it is difficult.	560	58.2% 326	37.7% 211	3.8% 21	0.2% 1	0.2% 1	95.9%	4.5
The school has a climate that is positive, nurturing and caring.	562	29.7% 167	52.5% 295	10.5% 59	5.2% 29	2.1% 12	82.2%	4
Our school promotes academic success for all students.	562	28.5% 160	55.0% 309	10.1% 57	4.8% 27	1.6% 9	83.5%	4
Our school sets high standards for academic performance for all students.	562	30.1% 169	50.2% 282	13.5% 76	5.3% 30	0.9% 5	80.2%	4
Our school has enough resources to help each student do his/her best.	558	20.3% 113	45.9% 256	17.0% 95	14.5% 81	2.3% 13	66.1%	3.7

<i>PARTICIPATION/ENGAGEMENT/MOTIVATION</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	551	29.8% 164	58.1% 320	11.8% 65	0.4% 2	0.0% 0	87.8%	4.2
I encourage my students to be motivated and engaged in what they are learning.	556	58.6% 326	37.6% 209	3.8% 21	0.0% 0	0.0% 0	96.2%	4.5
Our students are prepared for the next step of their educational experience.	561	22.3% 125	48.5% 272	21.7% 122	6.6% 37	0.9% 5	70.8%	3.8
Our school provides quality classes/activities that address most students' interests and talents.	559	22.2% 124	53.0% 296	16.1% 90	7.7% 43	1.1% 6	75.1%	3.9
Our school provides opportunities for additional academic support when students are struggling.	560	28.9% 162	52.3% 293	12.7% 71	5.0% 28	1.1% 6	81.3%	4

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	561	46.0%	39.9%	10.7%	2.5%	0.9%	85.9%	4.3
		258	224	60	14	5		
Concerns about student safety are addressed in an appropriate and timely manner.	562	34.3%	45.7%	11.6%	6.2%	2.1%	80.1%	4
		193	257	65	35	12		
Our school is a safe place for all students.	561	49.6%	35.7%	12.1%	1.8%	0.9%	85.2%	4.3
		278	200	68	10	5		
Concerns about staff safety are addressed in an appropriate and timely manner.	562	26.3%	45.2%	18.7%	7.1%	2.7%	71.5%	3.9
		148	254	105	40	15		
Our school is a safe place for all staff.	561	51.5%	32.3%	13.0%	2.1%	1.1%	83.8%	4.3
		289	181	73	12	6		

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	554	23.5%	55.6%	17.0%	3.1%	0.9%	79.1%	4
		130	308	94	17	5		
All students are treated fairly at my school.	559	42.4%	38.8%	15.2%	2.7%	0.9%	81.2%	4.2
		237	217	85	15	5		
Our school fosters an appreciation of student diversity and respect for each other.	559	24.3%	49.7%	17.5%	6.1%	2.3%	74.1%	3.9
		136	278	98	34	13		
Our students at this school feel like they are part of the school community.	562	21.9%	52.1%	18.5%	6.4%	1.1%	74.0%	3.9
		123	293	104	36	6		
The school listens to student input on important issues.	560	19.8%	52.5%	21.3%	5.0%	1.4%	72.3%	3.8
		111	294	119	28	8		
People are respectful to others at our school.	561	35.1%	45.5%	15.3%	3.0%	1.1%	80.6%	4.1
		197	255	86	17	6		

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	540	28.7%	61.7%	9.6%	0.0%	0.0%	90.4%	4.2
		155	333	52	0	0		
I provide students with information about how their assessments are graded.	553	45.9%	36.5%	16.3%	0.5%	0.7%	82.5%	4.3
		254	202	90	3	4		
I keep parents well-informed about their student's progress.	557	31.8%	51.5%	15.6%	0.7%	0.4%	83.3%	4.1
		177	287	87	4	2		
Grading is equitable and fair at my school.	549	40.6%	37.9%	16.4%	3.6%	1.5%	78.5%	4.1
		223	208	90	20	8		
Adults at this school encourage all students to work hard so that they can be successful.	560	46.4%	41.8%	9.8%	2.0%	0.0%	88.2%	4.3
		260	234	55	11	0		
Adults at this school go out of their way to help our students.	558	48.2%	40.5%	10.0%	1.1%	0.2%	88.7%	4.4
		269	226	56	6	1		
I provide students with timely and regular feedback on their learning	553	52.1%	42.0%	3.8%	0.7%	1.4%	94.0%	4.4
		288	232	21	4	8		
I send work or ideas that help parents support their students at home.	556	21.0%	45.9%	25.9%	5.9%	1.3%	66.9%	3.8
		117	255	144	33	7		

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	548	31.4%	55.7%	12.6%	0.4%	0.0%	87.0%	4.2
		172	305	69	2	0		
I am helpful to parents when they come to school, email or call.	559	59.9%	35.8%	3.9%	0.0%	0.4%	95.7%	4.5
		335	200	22	0	2		
The staff at our school listens to parent concerns about issues.	555	44.5%	40.5%	12.1%	2.5%	0.4%	85.0%	4.3
		247	225	67	14	2		
Our school clearly outlines the parent, student and school responsibilities in educating each child.	559	23.3%	47.2%	20.4%	8.1%	1.1%	70.5%	3.8
		130	264	114	45	6		
Our school offers parents opportunities to be involved in school and classroom activities.	559	21.6%	36.7%	29.5%	10.7%	1.4%	58.3%	3.7
		121	205	165	60	8		

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	552	25.5% 141	54.0% 298	15.9% 88	4.5% 25	0.0% 0	79.5%	4
Our school actively seeks the input of staff before making important decisions.	560	35.7% 200	39.1% 219	18.8% 105	5.2% 29	1.3% 7	74.8%	4
The principal and staff listen to concerns of other staff members about issues.	560	34.5% 193	42.9% 240	12.9% 72	7.7% 43	2.1% 12	77.3%	4
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	561	38.0% 213	43.3% 243	11.6% 65	5.7% 32	1.4% 8	81.3%	4.1
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	559	39.2% 219	45.1% 252	11.8% 66	3.6% 20	0.4% 2	84.3%	4.2
Our school uses data from this survey to inform site decision making.	557	18.9% 105	39.3% 219	34.6% 193	4.7% 26	2.5% 14	58.2%	3.7

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
I am optimistic about the future of my career in San Juan Unified	557	37.2% 207	40.4% 225	14.2% 79	7.0% 39	1.3% 7	77.6%	4.1
I have the tools and resources needed to do my job well.	561	26.2% 147	44.4% 249	17.1% 96	9.4% 53	2.9% 16	70.6%	3.8
During this year, I have been treated fairly.	559	39.9% 223	38.6% 216	11.1% 62	7.5% 42	2.9% 16	78.5%	4.1
There are equitable opportunities for advancement in the district.	558	23.7% 132	39.4% 220	24.9% 139	9.9% 55	2.2% 12	63.1%	3.7
I feel a part of an effective team, and my voice matters in decision making.	561	27.8% 156	43.0% 241	16.6% 93	8.2% 46	4.5% 25	70.8%	3.8
I receive information about upcoming events and important information about the school.	562	39.1% 220	49.8% 280	7.5% 42	3.2% 18	0.4% 2	89.0%	4.2
I receive information about upcoming events and important information about the school district.	562	35.1% 197	52.3% 294	10.3% 58	2.0% 11	0.4% 2	87.4%	4.2



SPRING 2021-2022 STAFF SURVEY RESULTS

Mid
Group: N= 0

HIGH EXPECTATIONS/CARING RELATIONSHIPS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	322	33.9% 109	51.2% 165	13.4% 43	1.6% 5	0.0% 0	85.1%	4.2
I challenge students to continue learning even when it is difficult.	325	58.8% 191	37.8% 123	3.1% 10	0.3% 1	0.0% 0	96.6%	4.6
The school has a climate that is positive, nurturing and caring.	326	40.8% 133	45.1% 147	7.1% 23	6.7% 22	0.3% 1	85.9%	4.2
Our school promotes academic success for all students.	325	38.5% 125	49.8% 162	7.7% 25	3.7% 12	0.3% 1	88.3%	4.2
Our school sets high standards for academic performance for all students.	325	32.6% 106	44.3% 144	16.6% 54	5.8% 19	0.6% 2	76.9%	4
Our school has enough resources to help each student do his/her best.	324	23.1% 75	42.0% 136	14.5% 47	17.9% 58	2.5% 8	65.1%	3.7

PARTICIPATION/ENGAGEMENT/MOTIVATION	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	323	25.4% 82	61.9% 200	12.1% 39	0.6% 2	0.0% 0	87.3%	4.1
I encourage my students to be motivated and engaged in what they are learning.	325	55.7% 181	38.8% 126	5.2% 17	0.3% 1	0.0% 0	94.5%	4.5
Our students are prepared for the next step of their educational experience.	325	16.0% 52	44.0% 143	28.9% 94	11.1% 36	0.0% 0	60.0%	3.6
Our school provides quality classes/activities that address most students' interests and talents.	324	24.4% 79	43.2% 140	20.4% 66	10.2% 33	1.9% 6	67.6%	3.8
Our school provides opportunities for additional academic support when students are struggling.	326	35.0% 114	50.3% 164	8.9% 29	5.2% 17	0.6% 2	85.3%	4.1

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	318	49.4%	29.9%	14.8%	5.3%	0.6%	79.2%	4.2
		157	95	47	17	2		
Concerns about student safety are addressed in an appropriate and timely manner.	324	38.9%	38.0%	9.9%	9.3%	4.0%	76.9%	4
		126	123	32	30	13		
Our school is a safe place for all students.	322	54.0%	24.8%	16.1%	3.4%	1.6%	78.9%	4.3
		174	80	52	11	5		
Concerns about staff safety are addressed in an appropriate and timely manner.	323	33.1%	39.3%	12.7%	11.5%	3.4%	72.4%	3.9
		107	127	41	37	11		
Our school is a safe place for all staff.	323	53.3%	27.2%	14.9%	2.8%	1.9%	80.5%	4.3
		172	88	48	9	6		

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	315	31.7%	49.5%	14.6%	3.5%	0.6%	81.3%	4.1
		100	156	46	11	2		
All students are treated fairly at my school.	321	46.7%	34.6%	15.0%	2.8%	0.9%	81.3%	4.2
		150	111	48	9	3		
Our school fosters an appreciation of student diversity and respect for each other.	323	34.7%	47.4%	11.8%	5.6%	0.6%	82.0%	4.1
		112	153	38	18	2		
Our students at this school feel like they are part of the school community.	325	29.2%	44.0%	18.8%	6.8%	1.2%	73.2%	3.9
		95	143	61	22	4		
The school listens to student input on important issues.	326	28.5%	42.0%	24.2%	4.3%	0.9%	70.6%	3.9
		93	137	79	14	3		
People are respectful to others at our school.	321	45.8%	33.6%	16.8%	2.8%	0.9%	79.4%	4.2
		147	108	54	9	3		

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	307	31.6% 97	62.2% 191	5.5% 17	0.7% 2	0.0% 0	93.8%	4.2
I provide students with information about how their assessments are graded.	319	40.8% 130	36.1% 115	21.6% 69	0.6% 2	0.9% 3	76.8%	4.2
I keep parents well-informed about their student's progress.	323	32.2% 104	42.7% 138	23.5% 76	0.9% 3	0.6% 2	74.9%	4
Grading is equitable and fair at my school.	315	45.7% 144	35.2% 111	14.9% 47	1.9% 6	2.2% 7	81.0%	4.2
Adults at this school encourage all students to work hard so that they can be successful.	324	48.5% 157	45.4% 147	4.9% 16	0.9% 3	0.3% 1	93.8%	4.4
Adults at this school go out of their way to help our students.	322	55.0% 177	39.4% 127	5.0% 16	0.3% 1	0.3% 1	94.4%	4.5
I provide students with timely and regular feedback on their learning	317	48.3% 153	44.2% 140	5.4% 17	0.3% 1	1.9% 6	92.4%	4.4
I send work or ideas that help parents support their students at home.	323	18.6% 60	46.4% 150	27.2% 88	6.2% 20	1.5% 5	65.0%	3.7

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	312	32.4% 101	58.0% 181	8.7% 27	1.0% 3	0.0% 0	90.4%	4.2
I am helpful to parents when they come to school, email or call.	325	59.4% 193	35.1% 114	5.2% 17	0.3% 1	0.0% 0	94.5%	4.5
The staff at our school listens to parent concerns about issues.	320	46.9% 150	42.2% 135	9.1% 29	1.6% 5	0.3% 1	89.1%	4.3
Our school clearly outlines the parent, student and school responsibilities in educating each child.	322	29.2% 94	43.2% 139	18.6% 60	8.7% 28	0.3% 1	72.4%	3.9
Our school offers parents opportunities to be involved in school and classroom activities.	323	20.7% 67	33.4% 108	35.6% 115	8.4% 27	1.9% 6	54.2%	3.6

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	316	34.2% 108	47.8% 151	15.5% 49	2.2% 7	0.3% 1	82.0%	4.1
Our school actively seeks the input of staff before making important decisions.	323	43.3% 140	34.1% 110	17.0% 55	3.7% 12	1.9% 6	77.4%	4.1
The principal and staff listen to concerns of other staff members about issues.	324	46.3% 150	40.1% 130	6.8% 22	5.2% 17	1.5% 5	86.4%	4.2
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	325	45.2% 147	36.0% 117	14.5% 47	3.7% 12	0.6% 2	81.2%	4.2
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	324	39.2% 127	43.2% 140	15.4% 50	2.2% 7	0.0% 0	82.4%	4.2
Our school uses data from this survey to inform site decision making.	323	25.1% 81	36.8% 119	32.8% 106	4.3% 14	0.9% 3	61.9%	3.8

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
I am optimistic about the future of my career in San Juan Unified	326	41.1% 134	38.7% 126	12.9% 42	5.5% 18	1.8% 6	79.8%	4.1
I have the tools and resources needed to do my job well.	324	29.3% 95	44.1% 143	12.7% 41	10.5% 34	3.4% 11	73.5%	3.9
During this year, I have been treated fairly.	324	48.5% 157	33.6% 109	8.6% 28	7.1% 23	2.2% 7	82.1%	4.2
There are equitable opportunities for advancement in the district.	324	26.9% 87	35.8% 116	28.7% 93	6.8% 22	1.9% 6	62.7%	3.8
I feel a part of an effective team, and my voice matters in decision making.	326	38.7% 126	38.7% 126	12.3% 40	7.7% 25	2.8% 9	77.3%	4
I receive information about upcoming events and important information about the school.	326	46.0% 150	42.9% 140	6.7% 22	3.4% 11	0.9% 3	89.0%	4.3
I receive information about upcoming events and important information about the school district.	326	44.2% 144	47.5% 155	5.8% 19	2.1% 7	0.3% 1	91.7%	4.3



SPRING 2021-2022 STAFF SURVEY RESULTS

MS

Group: N= 179

<i>HIGH EXPECTATIONS/CARING RELATIONSHIPS</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	174	16.7%	58.0%	19.5%	5.7%	0.0%	74.7%	3.9
		29	101	34	10	0		
I challenge students to continue learning even when it is difficult.	178	44.9%	49.4%	5.6%	0.0%	0.0%	94.4%	4.4
		80	88	10	0	0		
The school has a climate that is positive, nurturing and caring.	179	22.9%	50.8%	11.2%	10.6%	4.5%	73.7%	3.8
		41	91	20	19	8		
Our school promotes academic success for all students.	178	18.5%	57.3%	11.8%	9.0%	3.4%	75.8%	3.8
		33	102	21	16	6		
Our school sets high standards for academic performance for all students.	179	15.1%	47.5%	22.9%	11.2%	3.4%	62.6%	3.6
		27	85	41	20	6		
Our school has enough resources to help each student do his/her best.	175	17.7%	40.6%	18.3%	18.3%	5.1%	58.3%	3.5
		31	71	32	32	9		

<i>PARTICIPATION/ENGAGEMENT/MOTIVATION</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	173	18.5%	55.5%	24.3%	1.7%	0.0%	74.0%	3.9
		32	96	42	3	0		
I encourage my students to be motivated and engaged in what they are learning.	176	47.7%	45.5%	6.8%	0.0%	0.0%	93.2%	4.4
		84	80	12	0	0		
Our students are prepared for the next step of their educational experience.	178	9.6%	37.1%	33.7%	16.9%	2.8%	46.6%	3.3
		17	66	60	30	5		
Our school provides quality classes/activities that address most students' interests and talents.	177	20.3%	46.9%	18.1%	11.9%	2.8%	67.2%	3.7
		36	83	32	21	5		
Our school provides opportunities for additional academic support when students are struggling.	178	21.3%	50.0%	14.6%	10.1%	3.9%	71.3%	3.7
		38	89	26	18	7		

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	177	31.6%	36.7%	22.6%	6.2%	2.8%	68.4%	3.9
		56	65	40	11	5		
Concerns about student safety are addressed in an appropriate and timely manner.	179	25.7%	38.5%	17.3%	12.3%	6.1%	64.2%	3.7
		46	69	31	22	11		
Our school is a safe place for all students.	179	26.8%	37.4%	27.4%	5.6%	2.8%	64.2%	3.8
		48	67	49	10	5		
Concerns about staff safety are addressed in an appropriate and timely manner.	179	22.9%	35.8%	19.6%	15.1%	6.7%	58.7%	3.5
		41	64	35	27	12		
Our school is a safe place for all staff.	177	36.7%	34.5%	20.9%	4.5%	3.4%	71.2%	4
		65	61	37	8	6		

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	175	14.9%	52.6%	22.3%	6.9%	3.4%	67.4%	3.7
		26	92	39	12	6		
All students are treated fairly at my school.	177	33.3%	40.1%	18.6%	4.5%	3.4%	73.4%	4
		59	71	33	8	6		
Our school fosters an appreciation of student diversity and respect for each other.	177	19.2%	46.3%	20.3%	9.0%	5.1%	65.5%	3.7
		34	82	36	16	9		
Our students at this school feel like they are part of the school community.	179	10.6%	48.6%	23.5%	14.0%	3.4%	59.2%	3.5
		19	87	42	25	6		
The school listens to student input on important issues.	179	14.0%	46.4%	25.7%	9.5%	4.5%	60.3%	3.6
		25	83	46	17	8		
People are respectful to others at our school.	178	19.7%	43.3%	27.5%	6.7%	2.8%	62.9%	3.7
		35	77	49	12	5		

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	171	19.9%	68.4%	11.1%	0.6%	0.0%	88.3%	4.1
		34	117	19	1	0		
I provide students with information about how their assessments are tests are graded.	175	40.6%	45.1%	12.6%	0.0%	1.7%	85.7%	4.2
		71	79	22	0	3		
I keep parents well-informed about their student's progress.	176	25.0%	52.8%	19.9%	0.0%	2.3%	77.8%	4
		44	93	35	0	4		
Grading is equitable and fair at my school.	175	28.0%	43.4%	20.0%	3.4%	5.1%	71.4%	3.9
		49	76	35	6	9		
Adults at this school encourage all students to work hard so that they can be successful.	178	39.3%	44.4%	12.4%	3.4%	0.6%	83.7%	4.2
		70	79	22	6	1		
Adults at this school go out of their way to help our students.	177	44.1%	42.9%	10.7%	1.7%	0.6%	87.0%	4.3
		78	76	19	3	1		
I provide students with timely and regular feedback on their learning	175	39.4%	52.0%	5.7%	1.1%	1.7%	91.4%	4.3
		69	91	10	2	3		
I send work or ideas that help parents support their students at home.	177	18.1%	46.3%	27.1%	7.3%	1.1%	64.4%	3.7
		32	82	48	13	2		

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	175	16.6%	55.4%	25.7%	2.3%	0.0%	72.0%	3.9
		29	97	45	4	0		
I am helpful to parents when they come to school, email or call.	178	53.4%	41.0%	5.1%	0.0%	0.6%	94.4%	4.5
		95	73	9	0	1		
The staff at our school listens to parent concerns about issues.	177	33.3%	44.6%	14.7%	5.6%	1.7%	78.0%	4
		59	79	26	10	3		
Our school clearly outlines the parent, student and school responsibilities in educating each child.	178	17.4%	36.0%	26.4%	16.9%	3.4%	53.4%	3.5
		31	64	47	30	6		
Our school offers parents opportunities to be involved in school and classroom activities.	178	8.4%	21.9%	42.7%	23.6%	3.4%	30.3%	3.1
		15	39	76	42	6		

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	175	24.6%	45.7%	21.1%	8.6%	0.0%	70.3%	3.9
		43	80	37	15	0		
Our school actively seeks the input of staff before making important decisions.	178	29.8%	37.1%	22.5%	8.4%	2.2%	66.9%	3.8
		53	66	40	15	4		
The principal and staff listen to concerns of other staff members about issues.	179	36.3%	38.0%	10.1%	10.6%	5.0%	74.3%	3.9
		65	68	18	19	9		
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	179	33.5%	39.1%	14.5%	10.6%	2.2%	72.6%	3.9
		60	70	26	19	4		
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	177	37.3%	41.2%	16.9%	4.0%	0.6%	78.5%	4.1
		66	73	30	7	1		
Our school uses data from this survey to inform site decision making.	178	17.4%	37.1%	34.3%	7.3%	3.9%	54.5%	3.6
		31	66	61	13	7		

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
I am optimistic about the future of my career in San Juan Unified	176	27.3%	40.9%	23.9%	5.7%	2.3%	68.2%	3.9
		48	72	42	10	4		
I have the tools and resources needed to do my job well.	178	22.5%	41.0%	17.4%	14.0%	5.1%	63.5%	3.6
		40	73	31	25	9		
During this year, I have been treated fairly.	178	31.5%	38.2%	16.3%	9.0%	5.1%	69.7%	3.8
		56	68	29	16	9		
There are equitable opportunities for advancement in the district.	177	18.6%	37.9%	29.4%	11.3%	2.8%	56.5%	3.6
		33	67	52	20	5		
I feel a part of an effective team, and my voice matters in decision making.	178	22.5%	41.6%	19.7%	10.7%	5.6%	64.0%	3.6
		40	74	35	19	10		
I receive information about upcoming events and important information about the school.	179	37.4%	44.1%	10.1%	6.7%	1.7%	81.6%	4.1
		67	79	18	12	3		
I receive information about upcoming events and important information about the school district.	179	32.4%	50.3%	12.8%	3.4%	1.1%	82.7%	4.1
		58	90	23	6	2		



SPRING 2021-2022 STAFF SURVEY RESULTS

SJUSD

Group: N= 1637

<i>HIGH EXPECTATIONS/CARING RELATIONSHIPS</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	1614	29.7% 480	54.6% 882	13.5% 218	2.1% 34	0.0% 0	84.4%	4.1
I challenge students to continue learning even when it is difficult.	1623	58.3% 947	37.6% 610	3.6% 58	0.4% 6	0.1% 2	95.9%	4.5
The school has a climate that is positive, nurturing and caring.	1633	36.9% 603	46.5% 760	9.6% 156	5.8% 94	1.2% 20	83.5%	4.1
Our school promotes academic success for all students.	1631	34.0% 554	51.4% 839	9.1% 148	4.5% 74	1.0% 16	85.4%	4.1
Our school sets high standards for academic performance for all students.	1628	29.4% 478	47.3% 770	15.5% 253	6.6% 108	1.2% 19	76.7%	4
Our school has enough resources to help each student do his/her best.	1625	23.2% 377	44.4% 721	16.9% 275	13.1% 213	2.4% 39	67.6%	3.7

<i>PARTICIPATION/ENGAGEMENT/MOTIVATION</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	1603	28.3% 453	55.9% 896	15.0% 240	0.9% 14	0.0% 0	84.2%	4.1
I encourage my students to be motivated and engaged in what they are learning.	1619	58.9% 954	36.7% 594	4.1% 67	0.1% 2	0.1% 2	95.6%	4.5
Our students are prepared for the next step of their educational experience.	1624	17.9% 291	41.7% 677	26.1% 424	12.1% 197	2.2% 35	59.6%	3.6
Our school provides quality classes/activities that address most students' interests and talents.	1621	23.1% 375	46.2% 749	19.0% 308	9.5% 154	2.2% 35	69.3%	3.8
Our school provides opportunities for additional academic support when students are struggling.	1627	33.4% 543	48.5% 789	11.5% 187	5.6% 91	1.0% 17	81.9%	4.1

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	1602	48.5% 777	34.6% 554	12.4% 199	3.9% 62	0.6% 10	83.1%	4.3
Concerns about student safety are addressed in an appropriate and timely manner.	1628	36.4% 592	42.3% 688	10.9% 178	7.7% 125	2.8% 45	78.6%	4
Our school is a safe place for all students.	1617	51.6% 834	30.8% 498	14.0% 226	2.5% 41	1.1% 18	82.4%	4.3
Concerns about staff safety are addressed in an appropriate and timely manner.	1625	31.4% 511	41.3% 671	15.4% 251	8.7% 141	3.1% 51	72.7%	3.9
Our school is a safe place for all staff.	1620	52.8% 855	29.1% 471	13.8% 223	3.1% 51	1.2% 20	81.9%	4.3

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	1596	29.6% 472	51.2% 817	15.8% 252	2.9% 46	0.6% 9	80.8%	4.1
All students are treated fairly at my school.	1613	47.5% 766	36.0% 580	12.6% 204	3.2% 51	0.7% 12	83.4%	4.3
Our school fosters an appreciation of student diversity and respect for each other.	1625	34.3% 557	46.6% 757	13.2% 215	4.6% 75	1.3% 21	80.9%	4.1
Our students at this school feel like they are part of the school community.	1627	26.9% 438	47.8% 778	18.0% 293	6.2% 101	1.0% 17	74.7%	3.9
The school listens to student input on important issues.	1627	24.8% 404	44.9% 730	23.1% 376	5.7% 93	1.5% 24	69.7%	3.9
People are respectful to others at our school.	1620	40.8% 661	38.1% 617	17.0% 275	3.4% 55	0.7% 12	78.9%	4.1

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	1553	31.2% 484	60.5% 939	8.2% 128	0.1% 2	0.0% 0	91.6%	4.2
I provide students with information about how their assessments are graded.	1599	40.2% 642	37.3% 596	20.6% 330	1.0% 16	0.9% 15	77.4%	4.1
I keep parents well-informed about their student's progress.	1617	30.4% 492	47.2% 763	20.1% 325	1.7% 28	0.6% 9	77.6%	4.1
Grading is equitable and fair at my school.	1587	45.1% 716	36.4% 578	14.2% 225	3.0% 47	1.3% 21	81.5%	4.2
Adults at this school encourage all students to work hard so that they can be successful.	1619	49.7% 805	41.2% 667	7.1% 115	1.7% 28	0.2% 4	90.9%	4.4
Adults at this school go out of their way to help our students.	1618	56.6% 915	34.7% 562	7.2% 117	1.1% 17	0.4% 7	91.3%	4.5
I provide students with timely and regular feedback on their learning	1592	50.4% 803	41.7% 664	5.7% 90	0.7% 11	1.5% 24	92.1%	4.4
I send work or ideas that help parents support their students at home.	1613	21.6% 349	43.8% 707	27.4% 442	6.0% 96	1.2% 19	65.5%	3.8

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	1590	30.9% 492	55.7% 886	13.0% 206	0.4% 6	0.0% 0	86.7%	4.2
I am helpful to parents when they come to school, email or call.	1626	59.0% 960	35.5% 578	5.0% 81	0.2% 4	0.2% 3	94.6%	4.5
The staff at our school listens to parent concerns about issues.	1611	48.0% 773	38.1% 614	11.4% 183	2.1% 34	0.4% 7	86.1%	4.3
Our school clearly outlines the parent, student and school responsibilities in educating each child.	1624	25.9% 421	43.7% 709	20.4% 332	8.7% 141	1.3% 21	69.6%	3.8
Our school offers parents opportunities to be involved in school and classroom activities.	1621	19.2% 312	32.6% 528	34.1% 552	11.4% 185	2.7% 44	51.8%	3.5

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	1594	30.9%	48.5%	16.4%	3.8%	0.4%	79.4%	4.1
		492	773	262	61	6		
Our school actively seeks the input of staff before making important decisions.	1616	40.9%	34.1%	17.4%	5.4%	2.2%	75.0%	4.1
		661	551	281	87	36		
The principal and staff listen to concerns of other staff members about issues.	1627	41.5%	39.4%	10.6%	5.8%	2.6%	80.9%	4.1
		676	641	173	95	42		
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	1631	41.9%	38.6%	12.8%	5.2%	1.5%	80.6%	4.1
		684	630	209	84	24		
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	1620	39.1%	42.8%	13.6%	3.8%	0.7%	81.9%	4.2
		634	693	220	61	12		
Our school uses data from this survey to inform site decision making.	1620	21.5%	37.5%	34.3%	5.0%	1.7%	59.0%	3.7
		348	608	556	81	27		

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
I am optimistic about the future of my career in San Juan Unified	1621	41.0%	37.2%	14.4%	5.7%	1.8%	78.2%	4.1
		664	603	233	92	29		
I have the tools and resources needed to do my job well.	1623	29.3%	43.9%	14.0%	10.0%	2.8%	73.1%	3.9
		475	712	228	163	45		
During this year, I have been treated fairly.	1622	44.3%	36.2%	9.7%	7.1%	2.8%	80.5%	4.1
		718	587	157	115	45		
There are equitable opportunities for advancement in the district.	1619	27.5%	35.0%	26.6%	7.9%	2.9%	62.6%	3.8
		446	567	431	128	47		
I feel a part of an effective team, and my voice matters in decision making.	1623	34.0%	38.8%	15.2%	7.8%	4.3%	72.8%	3.9
		552	630	246	126	69		
I receive information about upcoming events and important information about the school.	1629	42.7%	46.3%	7.0%	3.4%	0.7%	89.0%	4.3
		695	754	114	55	11		
I receive information about upcoming events and important information about the school district.	1628	38.0%	49.9%	8.5%	2.9%	0.6%	87.9%	4.2
		619	812	139	48	10		



SPRING 2021-2022 STAFF SURVEY RESULTS

Title
Group: N= 0

<i>HIGH EXPECTATIONS/CARING RELATIONSHIPS</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	626	31.8% 199	52.1% 326	14.4% 90	1.8% 11	0.0% 0	83.9%	4.1
I challenge students to continue learning even when it is difficult.	627	61.4% 385	34.9% 219	3.0% 19	0.5% 3	0.2% 1	96.3%	4.6
The school has a climate that is positive, nurturing and caring.	632	39.7% 251	43.2% 273	10.3% 65	5.9% 37	0.9% 6	82.9%	4.1
Our school promotes academic success for all students.	631	36.3% 229	50.1% 316	8.6% 54	4.3% 27	0.8% 5	86.4%	4.2
Our school sets high standards for academic performance for all students.	629	28.0% 176	46.6% 293	16.2% 102	7.9% 50	1.3% 8	74.6%	3.9
Our school has enough resources to help each student do his/her best.	630	24.6% 155	44.1% 278	18.4% 116	10.8% 68	2.1% 13	68.7%	3.8

<i>PARTICIPATION/ENGAGEMENT/MOTIVATION</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	619	27.8% 172	51.9% 321	19.2% 119	1.1% 7	0.0% 0	79.6%	4.1
I encourage my students to be motivated and engaged in what they are learning.	628	62.3% 391	33.9% 213	3.5% 22	0.2% 1	0.2% 1	96.2%	4.6
Our students are prepared for the next step of their educational experience.	625	14.4% 90	34.2% 214	29.3% 183	17.6% 110	4.5% 28	48.6%	3.4
Our school provides quality classes/activities that address most students' interests and talents.	626	22.7% 142	41.5% 260	21.4% 134	11.2% 70	3.2% 20	64.2%	3.7
Our school provides opportunities for additional academic support when students are struggling.	630	36.2% 228	45.7% 288	11.3% 71	6.0% 38	0.8% 5	81.9%	4.1

<i>SAFETY</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	619	49.3%	33.0%	12.8%	4.7%	0.3%	82.2%	4.3
		305	204	79	29	2		
Concerns about student safety are addressed in an appropriate and timely manner.	629	36.4%	42.1%	10.7%	8.3%	2.5%	78.5%	4
		229	265	67	52	16		
Our school is a safe place for all students.	627	50.1%	30.9%	14.8%	3.0%	1.1%	81.0%	4.3
		314	194	93	19	7		
Concerns about staff safety are addressed in an appropriate and timely manner.	628	34.4%	40.1%	13.5%	9.1%	2.9%	74.5%	3.9
		216	252	85	57	18		
Our school is a safe place for all staff.	629	52.9%	27.8%	13.7%	4.5%	1.1%	80.8%	4.3
		333	175	86	28	7		

<i>SCHOOL CULTURE/SENSE OF BELONGING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	620	31.3%	49.5%	16.6%	2.6%	0.0%	80.8%	4.1
		194	307	103	16	0		
All students are treated fairly at my school.	624	50.5%	34.5%	10.7%	4.2%	0.2%	84.9%	4.3
		315	215	67	26	1		
Our school fosters an appreciation of student diversity and respect for each other.	630	41.0%	44.8%	10.5%	3.0%	0.8%	85.7%	4.2
		258	282	66	19	5		
Our students at this school feel like they are part of the school community.	628	28.2%	47.8%	17.4%	6.1%	0.6%	76.0%	4
		177	300	109	38	4		
The school listens to student input on important issues.	630	25.4%	40.6%	24.8%	7.6%	1.6%	66.0%	3.8
		160	256	156	48	10		
People are respectful to others at our school.	629	42.0%	34.0%	19.4%	4.3%	0.3%	76.0%	4.1
		264	214	122	27	2		

ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	606	34.0%	57.6%	8.4%	0.0%	0.0%	91.6%	4.3
		206	349	51	0	0		
I provide students with information about how their assessments are tests are graded.	618	38.0%	38.5%	20.7%	1.6%	1.1%	76.5%	4.1
		235	238	128	10	7		
I keep parents well-informed about their student's progress.	626	30.2%	46.2%	20.1%	2.7%	0.8%	76.4%	4
		189	289	126	17	5		
Grading is equitable and fair at my school.	618	46.8%	36.6%	12.8%	3.2%	0.6%	83.3%	4.3
		289	226	79	20	4		
Adults at this school encourage all students to work hard so that they can be successful.	625	52.0%	39.7%	6.1%	1.9%	0.3%	91.7%	4.4
		325	248	38	12	2		
Adults at this school go out of their way to help our students.	628	62.6%	28.5%	6.7%	1.4%	0.8%	91.1%	4.5
		393	179	42	9	5		
I provide students with timely and regular feedback on their learning	617	49.9%	40.7%	7.0%	1.0%	1.5%	90.6%	4.4
		308	251	43	6	9		
I send work or ideas that help parents support their students at home.	626	24.6%	42.8%	26.2%	5.4%	1.0%	67.4%	3.8
		154	268	164	34	6		

PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	621	29.1%	55.4%	15.5%	0.0%	0.0%	84.5%	4.1
		181	344	96	0	0		
I am helpful to parents when they come to school, email or call.	629	59.5%	35.5%	4.5%	0.5%	0.2%	94.9%	4.5
		374	223	28	3	1		
The staff at our school listens to parent concerns about issues.	626	50.2%	34.7%	12.6%	2.2%	0.3%	84.8%	4.3
		314	217	79	14	2		
Our school clearly outlines the parent, student and school responsibilities in educating each child.	630	26.3%	41.0%	21.3%	9.5%	1.9%	67.3%	3.8
		166	258	134	60	12		
Our school offers parents opportunities to be involved in school and classroom activities.	627	16.3%	28.4%	36.8%	14.8%	3.7%	44.7%	3.4
		102	178	231	93	23		

<i>SCHOOL DECISION MAKING</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	620	34.7% 215	42.7% 265	17.7% 110	4.0% 25	0.8% 5	77.4%	4.1
Our school actively seeks the input of staff before making important decisions.	625	43.5% 272	29.3% 183	17.3% 108	6.6% 41	3.4% 21	72.8%	4
The principal and staff listen to concerns of other staff members about issues.	630	44.4% 280	36.2% 228	10.6% 67	5.1% 32	3.7% 23	80.6%	4.1
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	631	44.2% 279	36.0% 227	12.2% 77	5.9% 37	1.7% 11	80.2%	4.2
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	626	40.7% 255	40.1% 251	13.4% 84	4.6% 29	1.1% 7	80.8%	4.1
Our school uses data from this survey to inform site decision making.	629	23.2% 146	37.2% 234	32.6% 205	5.7% 36	1.3% 8	60.4%	3.8

<i>STAFF SUPPORT</i>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
I am optimistic about the future of my career in San Juan Unified	629	44.2% 278	34.0% 214	14.8% 93	4.6% 29	2.4% 15	78.2%	4.1
I have the tools and resources needed to do my job well.	626	30.4% 190	44.1% 276	12.5% 78	10.4% 65	2.7% 17	74.4%	3.9
During this year, I have been treated fairly.	627	45.0% 282	35.7% 224	8.8% 55	7.2% 45	3.3% 21	80.7%	4.1
There are equitable opportunities for advancement in the district.	627	31.6% 198	31.9% 200	26.2% 164	6.7% 42	3.7% 23	63.5%	3.8
I feel a part of an effective team, and my voice matters in decision making.	626	35.9% 225	35.5% 222	15.0% 94	8.5% 53	5.1% 32	71.4%	3.9
I receive information about upcoming events and important information about the school.	628	44.1% 277	45.1% 283	6.4% 40	3.7% 23	0.8% 5	89.2%	4.3
I receive information about upcoming events and important information about the school district.	627	37.2% 233	49.9% 313	8.0% 50	3.8% 24	1.1% 7	87.1%	4.2