



# SPRING 2021-2022 STAFF SURVEY RESULTS

Howe Avenue  
Group: N= 21

<b><i>HIGH EXPECTATIONS/CARING RELATIONSHIPS</i></b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	21	19.0% 4	61.9% 13	19.0% 4	0.0% 0	0.0% 0	81.0%	4
I challenge students to continue learning even when it is difficult.	21	52.4% 11	47.6% 10	0.0% 0	0.0% 0	0.0% 0	100.0%	4.52
The school has a climate that is positive, nurturing and caring.	21	28.6% 6	57.1% 12	9.5% 2	4.8% 1	0.0% 0	85.7%	4.1
Our school promotes academic success for all students.	21	28.6% 6	57.1% 12	0.0% 0	14.3% 3	0.0% 0	85.7%	4
Our school sets high standards for academic performance for all students.	21	28.6% 6	42.9% 9	14.3% 3	14.3% 3	0.0% 0	71.4%	3.86
Our school has enough resources to help each student do his/her best.	21	14.3% 3	47.6% 10	14.3% 3	23.8% 5	0.0% 0	61.9%	3.52

<b><i>PARTICIPATION/ENGAGEMENT/MOTIVATION</i></b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	20	25.0% 5	70.0% 14	5.0% 1	0.0% 0	0.0% 0	95.0%	4.2
I encourage my students to be motivated and engaged in what they are learning.	21	57.1% 12	42.9% 9	0.0% 0	0.0% 0	0.0% 0	100.0%	4.57
Our students are prepared for the next step of their educational experience.	21	14.3% 3	28.6% 6	23.8% 5	33.3% 7	0.0% 0	42.9%	3.24
Our school provides quality classes/activities that address most students' interests and talents.	20	5.0% 1	70.0% 14	15.0% 3	10.0% 2	0.0% 0	75.0%	3.7
Our school provides opportunities for additional academic support when students are struggling.	21	42.9% 9	47.6% 10	9.5% 2	0.0% 0	0.0% 0	90.5%	4.33

<b><i>SAFETY</i></b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	20	20.0% 4	60.0% 12	20.0% 4	0.0% 0	0.0% 0	80.0%	4
Concerns about student safety are addressed in an appropriate and timely manner.	21	14.3% 3	61.9% 13	14.3% 3	9.5% 2	0.0% 0	76.2%	3.81
Our school is a safe place for all students.	20	30.0% 6	55.0% 11	15.0% 3	0.0% 0	0.0% 0	85.0%	4.15
Concerns about staff safety are addressed in an appropriate and timely manner.	21	9.5% 2	66.7% 14	4.8% 1	19.0% 4	0.0% 0	76.2%	3.67
Our school is a safe place for all staff.	20	30.0% 6	40.0% 8	30.0% 6	0.0% 0	0.0% 0	70.0%	4

<b><i>SCHOOL CULTURE/SENSE OF BELONGING</i></b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	20	10.0% 2	70.0% 14	15.0% 3	5.0% 1	0.0% 0	80.0%	3.85
All students are treated fairly at my school.	20	25.0% 5	45.0% 9	20.0% 4	10.0% 2	0.0% 0	70.0%	3.85
Our school fosters an appreciation of student diversity and respect for each other.	21	28.6% 6	52.4% 11	9.5% 2	9.5% 2	0.0% 0	81.0%	4
Our students at this school feel like they are part of the school community.	21	23.8% 5	61.9% 13	14.3% 3	0.0% 0	0.0% 0	85.7%	4.1
The school listens to student input on important issues.	21	0.0% 0	52.4% 11	23.8% 5	9.5% 2	14.3% 3	52.4%	3.14
People are respectful to others at our school.	20	30.0% 6	60.0% 12	10.0% 2	0.0% 0	0.0% 0	90.0%	4.2

<b>ACADEMIC PROGRESS</b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	19	15.8%	73.7%	10.5%	0.0%	0.0%	89.5%	4.05
		3	14	2	0	0		
I provide students with information about how their assessments are tests are graded.	20	25.0%	50.0%	20.0%	5.0%	0.0%	75.0%	3.95
		5	10	4	1	0		
I keep parents well-informed about their student's progress.	21	14.3%	71.4%	14.3%	0.0%	0.0%	85.7%	4
		3	15	3	0	0		
Grading is equitable and fair at my school.	20	25.0%	55.0%	15.0%	5.0%	0.0%	80.0%	4
		5	11	3	1	0		
Adults at this school encourage all students to work hard so that they can be successful.	20	35.0%	50.0%	10.0%	5.0%	0.0%	85.0%	4.15
		7	10	2	1	0		
Adults at this school go out of their way to help our students.	20	65.0%	30.0%	5.0%	0.0%	0.0%	95.0%	4.6
		13	6	1	0	0		
I provide students with timely and regular feedback on their learning	20	30.0%	55.0%	15.0%	0.0%	0.0%	85.0%	4.15
		6	11	3	0	0		
I send work or ideas that help parents support their students at home.	20	15.0%	40.0%	45.0%	0.0%	0.0%	55.0%	3.7
		3	8	9	0	0		

<b>PARENT INVOLVEMENT</b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agre	Mean
Overall rating of all questions in this section:	20	10.0%	60.0%	30.0%	0.0%	0.0%	70.0%	3.8
		2	12	6	0	0		
I am helpful to parents when they come to school, email or call.	21	47.6%	52.4%	0.0%	0.0%	0.0%	100.0%	4.48
		10	11	0	0	0		
The staff at our school listens to parent concerns about issues.	20	25.0%	55.0%	15.0%	5.0%	0.0%	80.0%	4
		5	11	3	1	0		
Our school clearly outlines the parent, student and school responsibilities in educating each child.	21	4.8%	52.4%	19.0%	23.8%	0.0%	57.1%	3.38
		1	11	4	5	0		
Our school offers parents opportunities to be involved in school and classroom activities.	21	0.0%	14.3%	47.6%	23.8%	14.3%	14.3%	2.62
		0	3	10	5	3		

<b><i>SCHOOL DECISION MAKING</i></b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agree	Mean
Overall rating of all questions in this section:	20	15.0% 3	60.0% 12	20.0% 4	5.0% 1	0.0% 0	75.0%	3.85
Our school actively seeks the input of staff before making important decisions.	20	35.0% 7	35.0% 7	15.0% 3	15.0% 3	0.0% 0	70.0%	3.9
The principal and staff listen to concerns of other staff members about issues.	21	38.1% 8	47.6% 10	4.8% 1	9.5% 2	0.0% 0	85.7%	4.14
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	21	23.8% 5	61.9% 13	4.8% 1	9.5% 2	0.0% 0	85.7%	4
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	21	23.8% 5	47.6% 10	23.8% 5	4.8% 1	0.0% 0	71.4%	3.9
Our school uses data from this survey to inform site decision making.	21	4.8% 1	42.9% 9	33.3% 7	14.3% 3	4.8% 1	47.6%	3.29

<b><i>STAFF SUPPORT</i></b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/Agree	Mean
Overall rating of all questions in this section:	19	10.5% 2	63.2% 12	21.1% 4	5.3% 1	0.0% 0	73.7%	3.79
I am optimistic about the future of my career in San Juan Unified	20	35.0% 7	40.0% 8	20.0% 4	5.0% 1	0.0% 0	75.0%	4.05
I have the tools and resources needed to do my job well.	20	10.0% 2	55.0% 11	20.0% 4	15.0% 3	0.0% 0	65.0%	3.6
During this year, I have been treated fairly.	19	36.8% 7	42.1% 8	10.5% 2	10.5% 2	0.0% 0	78.9%	4.05
There are equitable opportunities for advancement in the district.	20	25.0% 5	35.0% 7	15.0% 3	20.0% 4	5.0% 1	60.0%	3.55
I feel a part of an effective team, and my voice matters in decision making.	20	30.0% 6	35.0% 7	10.0% 2	20.0% 4	5.0% 1	65.0%	3.65
I receive information about upcoming events and important information about the school.	21	33.3% 7	61.9% 13	0.0% 0	4.8% 1	0.0% 0	95.2%	4.24
I receive information about upcoming events and important information about the school district.	21	23.8% 5	61.9% 13	4.8% 1	9.5% 2	0.0% 0	85.7%	4
I am able to provide information about a child's performance to parents who speak a language other than English.	21	38.1% 8	57.1% 12	4.8% 1	0.0% 0	0.0% 0	95.2%	4.33