



**SPRING 2020-2021 STAFF  
SURVEY RESULTS**

**Deterding  
Group: (N = 21)**

<b>HIGH EXPECTATIONS/CARING RELATIONSHIPS</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	21	71.4% (15)	23.8% (5)	4.8% (1)			95.2%	4.7
I challenge students to continue learning even when it is difficult.	21	85.7% (18)	9.5% (2)	4.8% (1)			95.2%	4.8
The school has a climate that is positive, nurturing and caring.	21	81.0% (17)	19.0% (4)				100.0%	4.8
Our school promotes academic success for all students.	21	71.4% (15)	23.8% (5)		4.8% (1)		95.2%	4.6
Our school sets high standards for academic performance for all students.	21	90.5% (19)	4.8% (1)		4.8% (1)		95.2%	4.8
Our school has enough resources to help each student do his/her best.	21	61.9% (13)	23.8% (5)		14.3% (3)		85.7%	4.3
<b>PARTICIPATION/ENGAGEMENT/MOTIVATION</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	20	60.0% (12)	30.0% (6)	10.0% (2)			90.0%	4.5
I encourage my students to be motivated and engaged in what they are learning.	21	85.7% (18)	4.8% (1)	9.5% (2)			90.5%	4.8
Our students are prepared for the next step of their educational experience.	21	52.4% (11)	28.6% (6)	14.3% (3)	4.8% (1)		81.0%	4.3
Our school provides quality classes/activities that address most students' interests and talents.	21	76.2% (16)	23.8% (5)				100.0%	4.8
Our students are motivated to complete their assignments on time.	20	35.0% (7)	45.0% (9)	10.0% (2)	10.0% (2)		80.0%	4.1
Our school provides opportunities for additional academic support when students are struggling.	21	57.1% (12)	28.6% (6)	9.5% (2)	4.8% (1)		85.7%	4.4

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Individual Questions: Distribution of ratings for each question.

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<b>SAFETY</b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
Overall rating of all questions in this section:	21	76.2% (16)	23.8% (5)	(0)	(0)	(0)	100.0%	4.8
Concerns about student safety are addressed in an appropriate and timely manner.	21	71.4% (15)	28.6% (6)	(0)	(0)	(0)	100.0%	4.7
Our school is a safe place for all students.	21	90.5% (19)	9.5% (2)	(0)	(0)	(0)	100.0%	4.9
Bullying is an issue on our campus. **	21	14.3% (3)	(0)	19.0% (4)	42.9% (9)	23.8% (5)	66.7%	2.4
Concerns about staff safety are addressed in an appropriate and timely manner.	21	81.0% (17)	9.5% (2)	4.8% (1)	4.8% (1)	(0)	90.5%	4.7
Our school is a safe place for all staff.	21	95.2% (20)	(0)	4.8% (1)	(0)	(0)	95.2%	4.9
<b>SCHOOL CULTURE/SENSE OF BELONGING</b>	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
Overall rating of all questions in this section:	21	76.2% (16)	23.8% (5)	(0)	(0)	(0)	100.0%	4.8
All students are treated fairly at my school.	21	85.7% (18)	14.3% (3)	(0)	(0)	(0)	100.0%	4.9
Our school fosters an appreciation of student diversity and respect for each other.	21	76.2% (16)	23.8% (5)	(0)	(0)	(0)	100.0%	4.8
Our students at this school feel like they are part of the school community.	21	76.2% (16)	9.5% (2)	14.3% (3)	(0)	(0)	85.7%	4.6
People are respectful to others at our school.	21	85.7% (18)	14.3% (3)	(0)	(0)	(0)	100.0%	4.9
The school listens to student input on important issues.	21	57.1% (12)	28.6% (6)	14.3% (3)	(0)	(0)	85.7%	4.4

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<b>ACADEMIC PROGRESS</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	19	52.6% (10)	47.4% (9)	( )	( )	( )	100.0%	4.5
I provide students with information about how their assessments are tests are graded.	21	47.6% (10)	19.0% (4)	28.6% (6)	( )	4.8% (1)	66.7%	4.0
I keep parents well-informed about their student's progress.	21	47.6% (10)	38.1% (8)	14.3% (3)	( )	( )	85.7%	4.3
Grading is equitable and fair at my school.	20	75.0% (15)	20.0% (4)	5.0% (1)	( )	( )	95.0%	4.7
Adults at this school encourage all students to work hard so that they can be successful.	20	75.0% (15)	20.0% (4)	5.0% (1)	( )	( )	95.0%	4.7
Adults at this school go out of their way to help our students.	21	85.7% (18)	14.3% (3)	( )	( )	( )	100.0%	4.9
I provide students with timely and regular feedback on their learning	21	66.7% (14)	23.8% (5)	( )	( )	9.5% (2)	90.5%	4.4
I send work or ideas that help parents support their students at home.	21	52.4% (11)	33.3% (7)	9.5% (2)	4.8% (1)	( )	85.7%	4.3
<b>PARENT INVOLVEMENT</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	21	47.6% (10)	52.4% (11)	( )	( )	( )	100.0%	4.5
I am helpful to parents when they come to school, email or call.	21	71.4% (15)	23.8% (5)	4.8% (1)	( )	( )	95.2%	4.7
The staff at our school listens to parent concerns about issues.	21	76.2% (16)	23.8% (5)	( )	( )	( )	100.0%	4.8
Our school clearly outlines the parent, student and school responsibilities in educating each child.	21	57.1% (12)	23.8% (5)	19.0% (4)	( )	( )	81.0%	4.4
Our school offers parents opportunities to be involved in school and classroom activities.	21	57.1% (12)	9.5% (2)	28.6% (6)	4.8% (1)	( )	66.7%	4.2

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<b>SCHOOL DECISION MAKING</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
Overall rating of all questions in this section:	21	61.9% (13)	28.6% (6)	4.8% (1)	4.8% (1)	()	90.5%	4.5
Our school actively seeks the input of staff before making important decisions.	21	66.7% (14)	28.6% (6)	4.8% (1)	()	()	95.2%	4.6
The principal and staff listen to concerns of other staff members about issues.	21	81.0% (17)	14.3% (3)	()	4.8% (1)	()	95.2%	4.7
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	21	76.2% (16)	9.5% (2)	9.5% (2)	4.8% (1)	()	85.7%	4.6
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	21	52.4% (11)	33.3% (7)	4.8% (1)	4.8% (1)	4.8% (1)	85.7%	4.2
Our school uses data from this survey to inform site decision making.	21	38.1% (8)	33.3% (7)	28.6% (6)	()	()	71.4%	4.1
<b>STAFF SUPPORT</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree/ Agree</b>	<b>Mean (1-5)</b>
I am optimistic about the future of my career in San Juan Unified	21	52.4% (11)	33.3% (7)	14.3% (3)	()	()	85.7%	4.4
I have the tools and resources needed to do my job well.	21	28.6% (6)	47.6% (10)	19.0% (4)	4.8% (1)	()	76.2%	4.0
During this year, I have been treated fairly.	21	52.4% (11)	33.3% (7)	9.5% (2)	()	4.8% (1)	85.7%	4.3
There are equitable opportunities for advancement in the district.	21	23.8% (5)	38.1% (8)	28.6% (6)	4.8% (1)	4.8% (1)	61.9%	3.7
I feel a part of an effective team, and my voice matters in decision making.	21	28.6% (6)	47.6% (10)	19.0% (4)	4.8% (1)	()	76.2%	4.0
I receive information about upcoming events and important information about the school.	21	95.2% (20)	4.8% (1)	()	()	()	100.0%	5.0
I receive information about upcoming events and important information about the school district.	21	81.0% (17)	14.3% (3)	()	4.8% (1)	()	95.2%	4.7

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