



**Spring 2024
Staff Climate Survey Results**

Mesa Verde

Group Size N: 26

| Caring Relationships | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 156 | 26.3% | 44.2% | 17.9% | 7.7% | 3.8% | 70.5% | 3.8 |
| A) School has a climate that is caring. | 26 | 19.2% | 46.2% | 26.9% | 0.0% | 7.7% | 65.4% | 3.7 |
| B) There are students and staff on campus who listen to students when they have something to say. | 26 | 23.1% | 50.0% | 11.5% | 11.5% | 3.8% | 73.1% | 3.8 |
| C) There is an adult from the school who checks on how students are doing. | 26 | 65.4% | 26.9% | 7.7% | 0.0% | 0.0% | 92.3% | 4.6 |
| D) School has the materials, staff, programs, and supports needed to help all students do their best. | 26 | 15.4% | 42.3% | 26.9% | 15.4% | 0.0% | 57.7% | 3.6 |
| E) Staff feels supported to do their job well in meeting the needs of all students. | 26 | 15.4% | 53.8% | 15.4% | 11.5% | 3.8% | 69.2% | 3.7 |
| F) Staff feels part of an effective team. | 26 | 19.2% | 46.2% | 19.2% | 7.7% | 7.7% | 65.4% | 3.6 |

| Family and Staff Engagement | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|--|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 232 | 27.6% | 37.9% | 24.6% | 7.8% | 2.2% | 65.5% | 3.8 |
| A) Staff at the school promptly responds to family phone calls, messages, or e-mails. | 26 | 42.3% | 50.0% | 7.7% | 0.0% | 0.0% | 92.3% | 4.3 |
| B) The school clearly outlines the family, student, and school responsibilities in educating each child. | 26 | 30.8% | 23.1% | 30.8% | 15.4% | 0.0% | 53.8% | 3.7 |
| C) The school offers families opportunities to be involved in school and classroom activities. | 26 | 19.2% | 38.5% | 30.8% | 7.7% | 3.8% | 57.7% | 3.6 |
| D) The school keeps families well-informed about school activities. | 26 | 23.1% | 38.5% | 30.8% | 3.8% | 3.8% | 61.5% | 3.7 |
| E) The staff at our school listens to family concerns about issues. | 26 | 26.9% | 38.5% | 19.2% | 11.5% | 3.8% | 65.4% | 3.7 |
| F) The staff at school are helpful and welcoming when families come to school or call. | 26 | 26.9% | 42.3% | 23.1% | 7.7% | 0.0% | 69.2% | 3.9 |
| G) The school and families are partners in promoting positive behavior for my student. | 25 | 20.0% | 32.0% | 32.0% | 12.0% | 4.0% | 52.0% | 3.5 |
| H) Families who speak a language other than English receive general information about our school in their home language. | 26 | 26.9% | 42.3% | 23.1% | 3.8% | 3.8% | 69.2% | 3.8 |
| I) Staff receive information about upcoming events and important information about the school. | 25 | 32.0% | 36.0% | 24.0% | 8.0% | 0.0% | 68.0% | 3.9 |

| School Decision Making | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 182 | 22.5% | 36.3% | 26.4% | 30.8% | 7.1% | 58.8% | 3.6 |
| A) School seeks input when making important decisions. | 26 | 15.4% | 34.6% | 30.8% | 11.5% | 7.7% | 50.0% | 3.4 |
| | | 4 | 9 | 8 | 3 | 2 | 13 | |
| B) Important school decisions reflect diverse input. | 26 | 15.4% | 34.6% | 30.8% | 11.5% | 7.7% | 50.0% | 3.4 |
| | | 4 | 9 | 8 | 3 | 2 | 13 | |
| C) The principal and staff listen to concerns of other staff members about issues. | 26 | 30.8% | 30.8% | 23.1% | 7.7% | 7.7% | 61.5% | 3.7 |
| | | 8 | 8 | 6 | 2 | 2 | 16 | |
| D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding. | 26 | 26.9% | 38.5% | 23.1% | 0.0% | 11.5% | 65.4% | 3.7 |
| | | 7 | 10 | 6 | 0 | 3 | 17 | |
| E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc. | 26 | 30.8% | 38.5% | 19.2% | 7.7% | 3.8% | 69.2% | 3.8 |
| | | 8 | 10 | 5 | 2 | 1 | 18 | |
| F) Our school uses data from this survey to inform site decision making. | 26 | 26.9% | 42.3% | 19.2% | 7.7% | 3.8% | 69.2% | 3.8 |
| | | 7 | 11 | 5 | 2 | 1 | 18 | |
| G) Staff voice matters in decision making. | 26 | 11.5% | 34.6% | 38.5% | 7.7% | 7.7% | 46.2% | 3.3 |
| | | 3 | 9 | 10 | 2 | 2 | 12 | |

| Safety | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 182 | 23.1% | 41.2% | 26.4% | 7.1% | 2.2% | 64.3% | 3.8 |
| | | 42 | 75 | 48 | 13 | 4 | 117 | |
| A) Concerns about student safety are taken seriously. | 26 | 23.1% | 53.8% | 15.4% | 3.8% | 3.8% | 76.9% | 3.9 |
| | | 6 | 14 | 4 | 1 | 1 | 20 | |
| B) Concerns about student safety are addressed in a timely manner at my school. | 26 | 23.1% | 50.0% | 11.5% | 11.5% | 3.8% | 73.1% | 3.8 |
| | | 6 | 13 | 3 | 3 | 1 | 19 | |
| C) My school is a safe place for all students. | 26 | 15.4% | 42.3% | 34.6% | 7.7% | 0.0% | 57.7% | 3.7 |
| | | 4 | 11 | 9 | 2 | 0 | 15 | |
| D) My school is a safe place for all staff. | 26 | 23.1% | 34.6% | 34.6% | 7.7% | 0.0% | 57.7% | 3.7 |
| | | 6 | 9 | 9 | 2 | 0 | 15 | |
| E) Students know what staff member to go to if they have a safety concern. | 26 | 26.9% | 46.2% | 19.2% | 7.7% | 0.0% | 73.1% | 3.9 |
| | | 7 | 12 | 5 | 2 | 0 | 19 | |
| F) Students know school safety protocols. | 26 | 19.2% | 34.6% | 38.5% | 7.7% | 0.0% | 53.8% | 3.7 |
| | | 5 | 9 | 10 | 2 | 0 | 14 | |
| G) I feel safe sharing different viewpoints and perspectives at my school. | 26 | 30.8% | 26.9% | 30.8% | 3.8% | 7.7% | 57.7% | 3.7 |
| | | 8 | 7 | 8 | 1 | 2 | 15 | |

| Sense of Belonging | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 208 | 18.8% | 45.2% | 23.1% | 6.3% | 6.7% | 63.9% | 3.6 |
| | | 39 | 94 | 48 | 13 | 14 | 133 | |
| A) School staff respects student diversity. | 26 | 30.8% | 38.5% | 19.2% | 0.0% | 11.5% | 69.2% | 3.8 |
| | | 8 | 10 | 5 | 0 | 3 | 18 | |
| B) Adults at my school treat students respectfully. | 26 | 23.1% | 50.0% | 11.5% | 7.7% | 7.7% | 73.1% | 3.7 |
| | | 6 | 13 | 3 | 2 | 2 | 19 | |
| C) Students are respectful to each other at school. | 26 | 3.8% | 42.3% | 26.9% | 19.2% | 7.7% | 46.2% | 3.2 |
| | | 1 | 11 | 7 | 5 | 2 | 12 | |
| D) Students have opportunities to socialize with other students often at school. | 26 | 19.2% | 57.7% | 15.4% | 3.8% | 3.8% | 76.9% | 3.8 |
| | | 5 | 15 | 4 | 1 | 1 | 20 | |
| E) Students have an adult on campus they trust. | 26 | 26.9% | 53.8% | 15.4% | 3.8% | 0.0% | 80.8% | 4.0 |
| | | 7 | 14 | 4 | 1 | 0 | 21 | |
| F) Students trust other students at school. | 26 | 11.5% | 42.3% | 38.5% | 3.8% | 3.8% | 53.8% | 3.5 |
| | | 3 | 11 | 10 | 1 | 1 | 14 | |
| G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives. | 26 | 19.2% | 42.3% | 26.9% | 3.8% | 7.7% | 61.5% | 3.6 |
| | | 5 | 11 | 7 | 1 | 2 | 16 | |
| H) School staff reflects student diversity. | 26 | 15.4% | 34.6% | 30.8% | 7.7% | 11.5% | 50.0% | 3.3 |
| | | 4 | 9 | 8 | 2 | 3 | 13 | |

| Academic Progress | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 234 | 28.2% | 37.2% | 26.5% | 6.8% | 1.3% | 65.4% | 3.8 |
| | | 66 | 87 | 62 | 16 | 3 | 153 | |
| A) Families and students understand how assignments and tests are graded. | 26 | 30.8% | 30.8% | 26.9% | 11.5% | 0.0% | 61.5% | 3.8 |
| | | 8 | 8 | 7 | 3 | 0 | 16 | |
| B) Questions and concerns about schoolwork are addressed. | 26 | 26.9% | 42.3% | 26.9% | 3.8% | 0.0% | 69.2% | 3.9 |
| | | 7 | 11 | 7 | 1 | 0 | 18 | |
| C) Student grades reflect their knowledge of the material. | 26 | 26.9% | 23.1% | 38.5% | 11.5% | 0.0% | 50.0% | 3.7 |
| | | 7 | 6 | 10 | 3 | 0 | 13 | |
| D) Adults at my school believe all students can be successful. | 26 | 26.9% | 34.6% | 26.9% | 7.7% | 3.8% | 61.5% | 3.7 |
| | | 7 | 9 | 7 | 2 | 1 | 16 | |
| E) Students feel comfortable and unjudged to ask their teacher for help. | 26 | 34.6% | 42.3% | 19.2% | 3.8% | 0.0% | 76.9% | 4.1 |
| | | 9 | 11 | 5 | 1 | 0 | 20 | |
| F) Teachers provide opportunities for students to participate in classroom discussions or activities. | 26 | 26.9% | 46.2% | 23.1% | 3.8% | 0.0% | 73.1% | 4.0 |
| | | 7 | 12 | 6 | 1 | 0 | 19 | |
| G) Teachers at my school go out of their way to help all students. | 26 | 26.9% | 34.6% | 23.1% | 11.5% | 3.8% | 61.5% | 3.7 |
| | | 7 | 9 | 6 | 3 | 1 | 16 | |
| H) Students receive timely and regular feedback on their learning. | 26 | 30.8% | 42.3% | 26.9% | 0.0% | 0.0% | 73.1% | 4.0 |
| | | 8 | 11 | 7 | 0 | 0 | 19 | |
| I) Staff at my school provides resources or ideas that help families support their students at home. | 26 | 23.1% | 38.5% | 26.9% | 7.69% | 3.85% | 61.5% | 3.7 |
| | | 6 | 10 | 7 | 2 | 1 | 16 | |

| High Expectations | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|--|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 96 | 25.0% | 44.8% | 24.0% | 5.2% | 1.0% | 69.8% | 3.9 |
| | | 24 | 43 | 23 | 5 | 1 | 67 | |
| A) Students are challenged academically at school. | 24 | 20.8% | 45.8% | 29.2% | 4.2% | 0.0% | 66.7% | 3.8 |
| | | 5 | 11 | 7 | 1 | 0 | 16 | |
| B) School recognizes and celebrates the academic success of all students. | 24 | 29.2% | 45.8% | 20.8% | 4.2% | 0.0% | 75.0% | 4.0 |
| | | 7 | 11 | 5 | 1 | 0 | 18 | |
| C) Adults on campus motivate students to do their best. | 24 | 25.0% | 45.8% | 25.0% | 4.2% | 0.0% | 70.8% | 3.9 |
| | | 6 | 11 | 6 | 1 | 0 | 17 | |
| D) School provides additional academic support when students are struggling. | 24 | 25.0% | 41.7% | 20.8% | 8.3% | 4.2% | 66.7% | 3.8 |
| | | 6 | 10 | 5 | 2 | 1 | 16 | |

| Student Engagement | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|--|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 130 | 10.8% | 36.2% | 38.5% | 13.1% | 1.5% | 46.9% | 3.4 |
| | | 14 | 47 | 50 | 17 | 2 | 61 | |
| A) Students are interested in what they are learning. | 26 | 11.5% | 34.6% | 42.3% | 11.5% | 0.0% | 46.2% | 3.5 |
| | | 3 | 9 | 11 | 3 | 0 | 12 | |
| B) Students have access to classes and activities that meet their interests and talents. | 26 | 15.4% | 46.2% | 23.1% | 7.7% | 7.7% | 61.5% | 3.5 |
| | | 4 | 12 | 6 | 2 | 2 | 16 | |
| C) Students understand how to complete their schoolwork. | 26 | 15.4% | 38.5% | 42.3% | 3.8% | 0.0% | 53.8% | 3.7 |
| | | 4 | 10 | 11 | 1 | 0 | 14 | |
| D) Students complete assignments on time. | 26 | 3.8% | 38.5% | 38.5% | 19.2% | 0.0% | 42.3% | 3.3 |
| | | 1 | 10 | 10 | 5 | 0 | 11 | |
| E) Students are motivated to do their schoolwork. | 26 | 7.7% | 23.1% | 46.2% | 23.1% | 0.0% | 30.8% | 3.2 |
| | | 2 | 6 | 12 | 6 | 0 | 8 | |

| College and Career Readiness | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 156 | 22.4% | 41.7% | 28.8% | 6.4% | 0.6% | 64.1% | 3.8 |
| | | 35 | 65 | 45 | 10 | 1 | 100 | |
| A) Students are encouraged to take the required courses needed to be prepared for college and career. | 26 | 15.4% | 61.5% | 19.2% | 0.0% | 3.8% | 76.9% | 3.8 |
| | | 4 | 16 | 5 | 0 | 1 | 20 | |
| B) Students and families know what classes they will have to take and pass to graduate from high school. | 26 | 15.4% | 50.0% | 23.1% | 11.5% | 0.0% | 65.4% | 3.7 |
| | | 4 | 13 | 6 | 3 | 0 | 17 | |
| C) Students are interested in attending college, joining the military, or entering the workforce after high school. | 26 | 15.4% | 34.6% | 38.5% | 11.5% | 0.0% | 50.0% | 3.5 |
| | | 4 | 9 | 10 | 3 | 0 | 13 | |
| D) School offers college and career programs. | 26 | 38.5% | 42.3% | 19.2% | 0.0% | 0.0% | 80.8% | 4.2 |
| | | 10 | 11 | 5 | 0 | 0 | 21 | |
| E) Students participate in programs to learn about different jobs, careers, and colleges. | 26 | 26.9% | 30.8% | 34.6% | 7.7% | 0.0% | 57.7% | 3.8 |
| | | 7 | 8 | 9 | 2 | 0 | 15 | |
| F) Students are prepared for the next step of their educational experience. | 26 | 23.1% | 30.8% | 38.5% | 7.7% | 0.0% | 53.8% | 3.7 |
| | | 6 | 8 | 10 | 2 | 0 | 14 | |
| G) Staff are optimistic about the future of their career in San Juan Unified. | 26 | 34.6% | 38.5% | 23.1% | 3.8% | 0.0% | 73.1% | 4.0 |
| | | 9 | 10 | 6 | 1 | 0 | 19 | |
| H) There are equitable opportunities for advancement in the district. | 26 | 23.1% | 30.8% | 30.8% | 11.5% | 3.8% | 53.8% | 3.6 |
| | | 6 | 8 | 8 | 3 | 1 | 14 | |

| Customer Satisfaction | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 52 | 23.1% | 46.2% | 21.2% | 7.7% | 1.9% | 69.2% | 3.8 |
| | | 12 | 24 | 11 | 4 | 1 | 36 | |
| A) I would recommend my school to other families. | 26 | 26.9% | 42.3% | 19.2% | 11.5% | 0.0% | 69.2% | 3.8 |
| | | 7 | 11 | 5 | 3 | 0 | 18 | |
| B) San Juan Unified School District is a district that I would recommend to other families. | 26 | 19.2% | 50.0% | 23.1% | 3.8% | 3.8% | 69.2% | 3.8 |
| | | 5 | 13 | 6 | 1 | 1 | 18 | |