



**Spring 2024  
Staff Climate Survey Results**

**Lichen  
Group Size N: 23**

<b>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</b>
Overall rating of all questions in this section	138	41.3%	51.4%	4.3%	2.2%	0.7%	92.8%	4.3
A) School has a climate that is caring.	23	43.5%	56.5%	0.0%	0.0%	0.0%	100.0%	4.4
B) There are students and staff on campus who listen to students when they have something to say.	23	43.5%	52.2%	4.3%	0.0%	0.0%	95.7%	4.4
C) There is an adult from the school who checks on how students are doing.	23	60.9%	34.8%	4.3%	0.0%	0.0%	95.7%	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	23	13.0%	65.2%	8.7%	13.0%	0.0%	78.3%	3.8
E) Staff feels supported to do their job well in meeting the needs of all students.	23	34.8%	60.9%	4.3%	0.0%	0.0%	95.7%	4.3
F) Staff feels part of an effective team.	23	52.2%	39.1%	4.3%	0.0%	4.3%	91.3%	4.3

<b>Family and Staff Engagement</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</b>
Overall rating of all questions in this section	207	49.8%	43.0%	6.3%	1.0%	0.0%	92.8%	4.4
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	23	65.2%	26.1%	8.7%	0.0%	0.0%	91.3%	4.6
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	23	30.4%	47.8%	21.7%	0.0%	0.0%	78.3%	4.1
C) The school offers families opportunities to be involved in school and classroom activities.	23	47.8%	47.8%	0.0%	4.3%	0.0%	95.7%	4.4
D) The school keeps families well-informed about school activities.	23	52.2%	47.8%	0.0%	0.0%	0.0%	100.0%	4.5
E) The staff at our school listens to family concerns about issues.	23	52.2%	39.1%	8.7%	0.0%	0.0%	91.3%	4.4
F) The staff at school are helpful and welcoming when families come to school or call.	23	60.9%	34.8%	4.3%	0.0%	0.0%	95.7%	4.6
G) The school and families are partners in promoting positive behavior for my student.	23	30.4%	56.5%	8.7%	4.3%	0.0%	87.0%	4.1
H) Families who speak a language other than English receive general information about our school in their home language.	23	34.8%	60.9%	4.3%	0.0%	0.0%	95.7%	4.3
I) Staff receive information about upcoming events and important information about the school.	23	73.9%	26.1%	0.0%	0.0%	0.0%	100.0%	4.7

<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</b>
Overall rating of all questions in this section	161	64.6%	28.0%	7.5%	0.0%	0.0%	92.5%	4.6
A) School seeks input when making important decisions.	23	65.2%	30.4%	4.3%	0.0%	0.0%	95.7%	4.6
B) Important school decisions reflect diverse input.	23	56.5%	39.1%	4.3%	0.0%	0.0%	95.7%	4.5
C) The principal and staff listen to concerns of other staff members about issues.	23	73.9%	26.1%	0.0%	0.0%	0.0%	100.0%	4.7
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	23	73.9%	21.7%	4.3%	0.0%	0.0%	95.7%	4.7
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	23	65.2%	21.7%	13.0%	0.0%	0.0%	87.0%	4.5
F) Our school uses data from this survey to inform site decision making.	23	69.6%	26.1%	4.3%	0.0%	0.0%	95.7%	4.7
G) Staff voice matters in decision making.	23	47.8%	30.4%	21.7%	0.0%	0.0%	78.3%	4.3
		104	45	12	0	0	149	
		15	7	1	0	0	22	
		13	9	1	0	0	22	
		17	6	0	0	0	23	
		17	5	1	0	0	22	
		15	5	3	0	0	20	
		16	6	1	0	0	22	
		11	7	5	0	0	18	

  

<b>Safety</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</b>
Overall rating of all questions in this section	161	34.2%	60.2%	5.6%	0.0%	0.0%	94.4%	4.3
A) Concerns about student safety are taken seriously.	23	52.2%	47.8%	0.0%	0.0%	0.0%	100.0%	4.5
B) Concerns about student safety are addressed in a timely manner at my school.	23	30.4%	69.6%	0.0%	0.0%	0.0%	100.0%	4.3
C) My school is a safe place for all students.	23	30.4%	60.9%	8.7%	0.0%	0.0%	91.3%	4.2
D) My school is a safe place for all staff.	23	30.4%	65.2%	4.3%	0.0%	0.0%	95.7%	4.3
E) Students know what staff member to go to if they have a safety concern.	23	34.8%	56.5%	8.7%	0.0%	0.0%	91.3%	4.3
F) Students know school safety protocols.	23	26.1%	60.9%	13.0%	0.0%	0.0%	87.0%	4.1
G) I feel safe sharing different viewpoints and perspectives at my school.	23	34.8%	60.9%	4.3%	0.0%	0.0%	95.7%	4.3
		55	97	9	0	0	152	
		12	11	0	0	0	23	
		7	16	0	0	0	23	
		7	14	2	0	0	21	
		7	15	1	0	0	22	
		8	13	2	0	0	21	
		6	14	3	0	0	20	
		8	14	1	0	0	22	

<b>Sense of Belonging</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</b>
Overall rating of all questions in this section	184	31.0%	50.5%	14.1%	3.8%	0.5%	81.5%	4.1
		57	93	26	7	1	150	
A) School staff respects student diversity.	23	47.8%	47.8%	4.3%	0.0%	0.0%	95.7%	4.4
		11	11	1	0	0	22	
B) Adults at my school treat students respectfully.	23	39.1%	47.8%	13.0%	0.0%	0.0%	87.0%	4.3
		9	11	3	0	0	20	
C) Students are respectful to each other at school.	23	8.7%	47.8%	30.4%	8.7%	4.3%	56.5%	3.5
		2	11	7	2	1	13	
D) Students have opportunities to socialize with other students often at school.	23	34.8%	56.5%	8.7%	0.0%	0.0%	91.3%	4.3
		8	13	2	0	0	21	
E) Students have an adult on campus they trust.	23	43.5%	52.2%	4.3%	0.0%	0.0%	95.7%	4.4
		10	12	1	0	0	22	
F) Students trust other students at school.	23	26.1%	52.2%	17.4%	4.3%	0.0%	78.3%	4.0
		6	12	4	1	0	18	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	23	21.7%	65.2%	8.7%	4.3%	0.0%	87.0%	4.0
		5	15	2	1	0	20	
H) School staff reflects student diversity.	23	26.1%	34.8%	26.1%	13.0%	0.0%	60.9%	3.7
		6	8	6	3	0	14	

<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</b>
Overall rating of all questions in this section	207	31.4%	55.1%	12.1%	1.4%	0.0%	86.5%	4.2
		65	114	25	3	0	179	
A) Families and students understand how assignments and tests are graded.	23	8.7%	52.2%	34.8%	4.3%	0.0%	60.9%	3.7
		2	12	8	1	0	14	
B) Questions and concerns about schoolwork are addressed.	23	30.4%	60.9%	8.7%	0.0%	0.0%	91.3%	4.2
		7	14	2	0	0	21	
C) Student grades reflect their knowledge of the material.	23	30.4%	56.5%	13.0%	0.0%	0.0%	87.0%	4.2
		7	13	3	0	0	20	
D) Adults at my school believe all students can be successful.	23	17.4%	65.2%	13.0%	4.3%	0.0%	82.6%	4.0
		4	15	3	1	0	19	
E) Students feel comfortable and unjudged to ask their teacher for help.	23	47.8%	43.5%	8.7%	0.0%	0.0%	91.3%	4.4
		11	10	2	0	0	21	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	23	26.1%	65.2%	8.7%	0.0%	0.0%	91.3%	4.2
		6	15	2	0	0	21	
G) Teachers at my school go out of their way to help all students.	23	30.4%	65.2%	4.3%	0.0%	0.0%	95.7%	4.3
		7	15	1	0	0	22	
H) Students receive timely and regular feedback on their learning.	23	47.8%	47.8%	4.3%	0.0%	0.0%	95.7%	4.4
		11	11	1	0	0	22	
I) Staff at my school provides resources or ideas that help families support their students at home.	23	43.5%	39.1%	13.0%	4.35%	0.00%	82.6%	4.2
		10	9	3	1	0	19	

<b>High Expectations</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</b>
Overall rating of all questions in this section	92	34.8%	57.6%	6.5%	1.1%	0.0%	92.4%	4.3
		32	53	6	1	0	85	
A) Students are challenged academically at school.	23	26.1%	65.2%	8.7%	0.0%	0.0%	91.3%	4.2
		6	15	2	0	0	21	
B) School recognizes and celebrates the academic success of all students.	23	30.4%	52.2%	13.0%	4.3%	0.0%	82.6%	4.1
		7	12	3	1	0	19	
C) Adults on campus motivate students to do their best.	23	34.8%	65.2%	0.0%	0.0%	0.0%	100.0%	4.3
		8	15	0	0	0	23	
D) School provides additional academic support when students are struggling.	23	47.8%	47.8%	4.3%	0.0%	0.0%	95.7%	4.4
		11	11	1	0	0	22	

<b>Student Engagement</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</b>
Overall rating of all questions in this section	115	20.0%	52.2%	17.4%	10.4%	0.0%	72.2%	3.8
		23	60	20	12	0	83	
A) Students are interested in what they are learning.	23	21.7%	56.5%	21.7%	0.0%	0.0%	78.3%	4.0
		5	13	5	0	0	18	
B) Students have access to classes and activities that meet their interests and talents.	23	21.7%	39.1%	17.4%	21.7%	0.0%	60.9%	3.6
		5	9	4	5	0	14	
C) Students understand how to complete their schoolwork.	23	30.4%	47.8%	13.0%	8.7%	0.0%	78.3%	4.0
		7	11	3	2	0	18	
D) Students complete assignments on time.	23	8.7%	65.2%	17.4%	8.7%	0.0%	73.9%	3.7
		2	15	4	2	0	17	
E) Students are motivated to do their schoolwork.	23	17.4%	52.2%	17.4%	13.0%	0.0%	69.6%	3.7
		4	12	4	3	0	16	

<b>College and Career Readiness</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</b>
Overall rating of all questions in this section	138	6.5%	35.5%	47.1%	8.7%	2.2%	42.0%	3.4
		9	49	65	12	3	58	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	23	13.0%	47.8%	39.1%	0.0%	0.0%	60.9%	3.7
		3	11	9	0	0	14	
B) Students and families know what classes they will have to take and pass to graduate from high school.	23	4.3%	39.1%	47.8%	8.7%	0.0%	43.5%	3.4
		1	9	11	2	0	10	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	23	4.3%	39.1%	56.5%	0.0%	0.0%	43.5%	3.5
		1	9	13	0	0	10	
D) School offers college and career programs.	23	4.3%	8.7%	56.5%	21.7%	8.7%	13.0%	2.8
		1	2	13	5	2	3	
E) Students participate in programs to learn about different jobs, careers, and colleges.	23	8.7%	17.4%	52.2%	17.4%	4.3%	26.1%	3.1
		2	4	12	4	1	6	
F) Students are prepared for the next step of their educational experience.	23	4.3%	60.9%	30.4%	4.3%	0.0%	65.2%	3.7
		1	14	7	1	0	15	
G) Staff are optimistic about the future of their career in San Juan Unified.	23	30.4%	47.8%	21.7%	0.0%	0.0%	78.3%	4.1
		7	11	5	0	0	18	
H) There are equitable opportunities for advancement in the district.	23	17.4%	47.8%	26.1%	8.7%	0.0%	65.2%	3.7
		4	11	6	2	0	15	

<b>Customer Satisfaction</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</b>
Overall rating of all questions in this section	46	41.3%	50.0%	8.7%	0.0%	0.0%	91.3%	4.3
		19	23	4	0	0	42	
A) I would recommend my school to other families.	23	34.8%	56.5%	8.7%	0.0%	0.0%	91.3%	4.3
		8	13	2	0	0	21	
B) San Juan Unified School District is a district that I would recommend to other families.	23	47.8%	43.5%	8.7%	0.0%	0.0%	91.3%	4.4
		11	10	2	0	0	21	