



**Spring 2024  
Staff Climate Survey Results**

**Starr King**

**Group Size N: 43**

<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	258	24.4%	53.1%	15.9%	5.8%	0.8%	77.5%	3.9
		63	137	41	15	2	200	
A) School has a climate that is caring.	43	23.3%	55.8%	14.0%	4.7%	2.3%	79.1%	3.9
		10	24	6	2	1	34	
B) There are students and staff on campus who listen to students when they have something to say.	43	18.6%	69.8%	11.6%	0.0%	0.0%	88.4%	4.1
		8	30	5	0	0	38	
C) There is an adult from the school who checks on how students are doing.	43	48.8%	46.5%	4.7%	0.0%	0.0%	95.3%	4.4
		21	20	2	0	0	41	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	43	18.6%	44.2%	23.3%	14.0%	0.0%	62.8%	3.7
		8	19	10	6	0	27	
E) Staff feels supported to do their job well in meeting the needs of all students.	43	16.3%	46.5%	25.6%	9.3%	2.3%	62.8%	3.7
		7	20	11	4	1	27	
F) Staff feels part of an effective team.	43	20.9%	55.8%	16.3%	7.0%	0.0%	76.7%	3.9
		9	24	7	3	0	33	

<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	386	31.9%	48.2%	16.1%	3.4%	0.5%	80.1%	4.1
		123	186	62	13	2	309	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	43	53.5%	27.9%	16.3%	2.3%	0.0%	81.4%	4.3
		23	12	7	1	0	35	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	43	20.9%	48.8%	20.9%	7.0%	2.3%	69.8%	3.8
		9	21	9	3	1	30	
C) The school offers families opportunities to be involved in school and classroom activities.	43	23.3%	44.2%	25.6%	4.7%	2.3%	67.4%	3.8
		10	19	11	2	1	29	
D) The school keeps families well-informed about school activities.	43	30.2%	60.5%	7.0%	2.3%	0.0%	90.7%	4.2
		13	26	3	1	0	39	
E) The staff at our school listens to family concerns about issues.	43	25.6%	53.5%	18.6%	2.3%	0.0%	79.1%	4.0
		11	23	8	1	0	34	
F) The staff at school are helpful and welcoming when families come to school or call.	42	33.3%	54.8%	11.9%	0.0%	0.0%	88.1%	4.2
		14	23	5	0	0	37	
G) The school and families are partners in promoting positive behavior for my student.	43	16.3%	48.8%	25.6%	9.3%	0.0%	65.1%	3.7
		7	21	11	4	0	28	
H) Families who speak a language other than English receive general information about our school in their home language.	43	44.2%	44.2%	11.6%	0.0%	0.0%	88.4%	4.3
		19	19	5	0	0	38	
I) Staff receive information about upcoming events and important information about the school.	43	39.5%	51.2%	7.0%	2.3%	0.0%	90.7%	4.3
		17	22	3	1	0	39	

<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	294	29.9%	41.8%	22.8%	7.1%	2.7%	71.8%	3.9
		88	123	67	8	8	211	
A) School seeks input when making important decisions.	42	31.0%	47.6%	19.0%	2.4%	0.0%	78.6%	4.1
		13	20	8	1	0	33	
B) Important school decisions reflect diverse input.	42	21.4%	45.2%	28.6%	4.8%	0.0%	66.7%	3.8
		9	19	12	2	0	28	
C) The principal and staff listen to concerns of other staff members about issues.	42	31.0%	33.3%	28.6%	0.0%	7.1%	64.3%	3.8
		13	14	12	0	3	27	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	42	26.2%	57.1%	9.5%	2.4%	4.8%	83.3%	4.0
		11	24	4	1	2	35	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	42	40.5%	47.6%	11.9%	0.0%	0.0%	88.1%	4.3
		17	20	5	0	0	37	
F) Our school uses data from this survey to inform site decision making.	42	31.0%	38.1%	23.8%	4.8%	2.4%	69.0%	3.9
		13	16	10	2	1	29	
G) Staff voice matters in decision making.	42	28.6%	23.8%	38.1%	4.8%	4.8%	52.4%	3.7
		12	10	16	2	2	22	

  

<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	301	12.3%	49.8%	22.6%	13.3%	2.0%	62.1%	3.6
		37	150	68	40	6	187	
A) Concerns about student safety are taken seriously.	43	11.6%	51.2%	16.3%	20.9%	0.0%	62.8%	3.5
		5	22	7	9	0	27	
B) Concerns about student safety are addressed in a timely manner at my school.	43	7.0%	41.9%	25.6%	25.6%	0.0%	48.8%	3.3
		3	18	11	11	0	21	
C) My school is a safe place for all students.	43	7.0%	34.9%	34.9%	18.6%	4.7%	41.9%	3.2
		3	15	15	8	2	18	
D) My school is a safe place for all staff.	43	9.3%	39.5%	32.6%	16.3%	2.3%	48.8%	3.4
		4	17	14	7	1	21	
E) Students know what staff member to go to if they have a safety concern.	43	25.6%	60.5%	11.6%	2.3%	0.0%	86.0%	4.1
		11	26	5	1	0	37	
F) Students know school safety protocols.	43	9.3%	69.8%	16.3%	4.7%	0.0%	79.1%	3.8
		4	30	7	2	0	34	
G) I feel safe sharing different viewpoints and perspectives at my school.	43	16.3%	51.2%	20.9%	4.7%	7.0%	67.4%	3.7
		7	22	9	2	3	29	

<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	344	21.5%	47.1%	18.3%	9.3%	3.8%	68.6%	3.7
	74		162	63	32	13	236	
A) School staff respects student diversity.	43	44.2%	46.5%	7.0%	2.3%	0.0%	90.7%	4.3
	19		20	3	1	0	39	
B) Adults at my school treat students respectfully.	43	34.9%	58.1%	4.7%	2.3%	0.0%	93.0%	4.3
	15		25	2	1	0	40	
C) Students are respectful to each other at school.	43	2.3%	14.0%	34.9%	30.2%	18.6%	16.3%	2.5
	1		6	15	13	8	7	
D) Students have opportunities to socialize with other students often at school.	43	25.6%	58.1%	11.6%	2.3%	2.3%	83.7%	4.0
	11		25	5	1	1	36	
E) Students have an adult on campus they trust.	43	25.6%	72.1%	2.3%	0.0%	0.0%	97.7%	4.2
	11		31	1	0	0	42	
F) Students trust other students at school.	43	4.7%	32.6%	44.2%	16.3%	2.3%	37.2%	3.2
	2		14	19	7	1	16	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	43	18.6%	58.1%	16.3%	4.7%	2.3%	76.7%	3.9
	8		25	7	2	1	33	
H) School staff reflects student diversity.	43	16.3%	37.2%	25.6%	16.3%	4.7%	53.5%	3.4
	7		16	11	7	2	23	

<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	387	35.4%	50.9%	12.1%	1.3%	0.3%	86.3%	4.2
	137		197	47	5	1	334	
A) Families and students understand how assignments and tests are graded.	43	14.0%	51.2%	30.2%	2.3%	2.3%	65.1%	3.7
	6		22	13	1	1	28	
B) Questions and concerns about schoolwork are addressed.	43	27.9%	55.8%	14.0%	2.3%	0.0%	83.7%	4.1
	12		24	6	1	0	36	
C) Student grades reflect their knowledge of the material.	43	20.9%	55.8%	23.3%	0.0%	0.0%	76.7%	4.0
	9		24	10	0	0	33	
D) Adults at my school believe all students can be successful.	43	32.6%	58.1%	7.0%	2.3%	0.0%	90.7%	4.2
	14		25	3	1	0	39	
E) Students feel comfortable and unjudged to ask their teacher for help.	43	39.5%	51.2%	4.7%	4.7%	0.0%	90.7%	4.3
	17		22	2	2	0	39	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	43	53.5%	44.2%	2.3%	0.0%	0.0%	97.7%	4.5
	23		19	1	0	0	42	
G) Teachers at my school go out of their way to help all students.	43	48.8%	44.2%	7.0%	0.0%	0.0%	93.0%	4.4
	21		19	3	0	0	40	
H) Students receive timely and regular feedback on their learning.	43	41.9%	48.8%	9.3%	0.0%	0.0%	90.7%	4.3
	18		21	4	0	0	39	
I) Staff at my school provides resources or ideas that help families support their students at home.	43	39.5%	48.8%	11.6%	0.0%	0.0%	88.4%	4.3
	17		21	5	0	0	38	

<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	172	30.2%	54.1%	12.2%	3.5%	0.0%	84.3%	4.1
		52	93	21	6	0	145	
A) Students are challenged academically at school.	43	20.9%	58.1%	16.3%	4.7%	0.0%	79.1%	4.0
		9	25	7	2	0	34	
B) School recognizes and celebrates the academic success of all students.	43	30.2%	51.2%	14.0%	4.7%	0.0%	81.4%	4.1
		13	22	6	2	0	35	
C) Adults on campus motivate students to do their best.	43	30.2%	67.4%	0.0%	2.3%	0.0%	97.7%	4.3
		13	29	0	1	0	42	
D) School provides additional academic support when students are struggling.	43	39.5%	39.5%	18.6%	2.3%	0.0%	79.1%	4.2
		17	17	8	1	0	34	

<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	215	9.3%	46.0%	27.9%	14.0%	2.8%	55.3%	3.5
		20	99	60	30	6	119	
A) Students are interested in what they are learning.	43	9.3%	58.1%	16.3%	14.0%	2.3%	67.4%	3.6
		4	25	7	6	1	29	
B) Students have access to classes and activities that meet their interests and talents.	43	9.3%	46.5%	32.6%	11.6%	0.0%	55.8%	3.5
		4	20	14	5	0	24	
C) Students understand how to complete their schoolwork.	43	14.0%	53.5%	20.9%	9.3%	2.3%	67.4%	3.7
		6	23	9	4	1	29	
D) Students complete assignments on time.	43	4.7%	39.5%	32.6%	18.6%	4.7%	44.2%	3.2
		2	17	14	8	2	19	
E) Students are motivated to do their schoolwork.	43	9.3%	32.6%	37.2%	16.3%	4.7%	41.9%	3.3
		4	14	16	7	2	18	

<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	258	3.9%	19.8%	55.4%	16.3%	4.7%	23.6%	3.0
		10	51	143	42	12	61	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	43	7.0%	27.9%	53.5%	7.0%	4.7%	34.9%	3.3
		3	12	23	3	2	15	
B) Students and families know what classes they will have to take and pass to graduate from high school.	43	2.3%	11.6%	62.8%	18.6%	4.7%	14.0%	2.9
		1	5	27	8	2	6	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	43	7.0%	18.6%	60.5%	9.3%	4.7%	25.6%	3.1
		3	8	26	4	2	11	
D) School offers college and career programs.	43	2.3%	14.0%	58.1%	18.6%	7.0%	16.3%	2.9
		1	6	25	8	3	7	
E) Students participate in programs to learn about different jobs, careers, and colleges.	43	2.3%	18.6%	51.2%	23.3%	4.7%	20.9%	2.9
		1	8	22	10	2	9	
F) Students are prepared for the next step of their educational experience.	43	2.3%	27.9%	46.5%	20.9%	2.3%	30.2%	3.1
		1	12	20	9	1	13	
G) Staff are optimistic about the future of their career in San Juan Unified.	43	25.6%	41.9%	20.9%	7.0%	4.7%	67.4%	3.8
		11	18	9	3	2	29	
H) There are equitable opportunities for advancement in the district.	43	18.6%	39.5%	27.9%	9.3%	4.7%	58.1%	3.6
		8	17	12	4	2	25	

<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	86	22.1%	34.9%	22.1%	17.4%	3.5%	57.0%	3.5
		19	30	19	15	3	49	
A) I would recommend my school to other families.	43	14.0%	25.6%	27.9%	25.6%	7.0%	39.5%	3.1
		6	11	12	11	3	17	
B) San Juan Unified School District is a district that I would recommend to other families.	43	30.2%	44.2%	16.3%	9.3%	0.0%	74.4%	4.0
		13	19	7	4	0	32	