



**Spring 2024
Staff Climate Survey Results**

Thomas Edison

Group Size N: 41

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	246	35.0%	44.7%	13.0%	6.5%	0.8%	79.7%	4.1
		86	110	32	16	2	196	
A) School has a climate that is caring.	41	26.8%	58.5%	9.8%	4.9%	0.0%	85.4%	4.1
		11	24	4	2	0	35	
B) There are students and staff on campus who listen to students when they have something to say.	41	34.1%	51.2%	9.8%	4.9%	0.0%	85.4%	4.1
		14	21	4	2	0	35	
C) There is an adult from the school who checks on how students are doing.	41	68.3%	26.8%	4.9%	0.0%	0.0%	95.1%	4.6
		28	11	2	0	0	39	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	41	17.1%	36.6%	34.1%	9.8%	2.4%	53.7%	3.6
		7	15	14	4	1	22	
E) Staff feels supported to do their job well in meeting the needs of all students.	41	24.4%	51.2%	9.8%	14.6%	0.0%	75.6%	3.9
		10	21	4	6	0	31	
F) Staff feels part of an effective team.	41	39.0%	43.9%	9.8%	4.9%	2.4%	82.9%	4.1
		16	18	4	2	1	34	

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	369	43.1%	44.2%	10.6%	2.2%	0.0%	87.3%	4.3
		159	163	39	8	0	322	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	41	58.5%	22.0%	19.5%	0.0%	0.0%	80.5%	4.4
		24	9	8	0	0	33	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	41	26.8%	43.9%	19.5%	9.8%	0.0%	70.7%	3.9
		11	18	8	4	0	29	
C) The school offers families opportunities to be involved in school and classroom activities.	41	34.1%	53.7%	9.8%	2.4%	0.0%	87.8%	4.2
		14	22	4	1	0	36	
D) The school keeps families well-informed about school activities.	41	51.2%	43.9%	4.9%	0.0%	0.0%	95.1%	4.5
		21	18	2	0	0	39	
E) The staff at our school listens to family concerns about issues.	41	36.6%	51.2%	12.2%	0.0%	0.0%	87.8%	4.2
		15	21	5	0	0	36	
F) The staff at school are helpful and welcoming when families come to school or call.	41	41.5%	51.2%	7.3%	0.0%	0.0%	92.7%	4.3
		17	21	3	0	0	38	
G) The school and families are partners in promoting positive behavior for my student.	41	31.7%	48.8%	14.6%	4.9%	0.0%	80.5%	4.1
		13	20	6	2	0	33	
H) Families who speak a language other than English receive general information about our school in their home language.	41	48.8%	43.9%	4.9%	2.4%	0.0%	92.7%	4.4
		20	18	2	1	0	38	
I) Staff receive information about upcoming events and important information about the school.	41	58.5%	39.0%	2.4%	0.0%	0.0%	97.6%	4.6
		24	16	1	0	0	40	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	287	39.0%	39.7%	14.6%	22.0%	1.0%	78.7%	4.1
		112	114	42	16	3	226	
A) School seeks input when making important decisions.	41	36.6%	39.0%	19.5%	4.9%	0.0%	75.6%	4.1
		15	16	8	2	0	31	
B) Important school decisions reflect diverse input.	41	31.7%	36.6%	19.5%	12.2%	0.0%	68.3%	3.9
		13	15	8	5	0	28	
C) The principal and staff listen to concerns of other staff members about issues.	41	43.9%	39.0%	7.3%	4.9%	4.9%	82.9%	4.1
		18	16	3	2	2	34	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	41	34.1%	51.2%	12.2%	2.4%	0.0%	85.4%	4.2
		14	21	5	1	0	35	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	41	48.8%	39.0%	7.3%	4.9%	0.0%	87.8%	4.3
		20	16	3	2	0	36	
F) Our school uses data from this survey to inform site decision making.	41	46.3%	29.3%	24.4%	0.0%	0.0%	75.6%	4.2
		19	12	10	0	0	31	
G) Staff voice matters in decision making.	41	31.7%	43.9%	12.2%	9.8%	2.4%	75.6%	3.9
		13	18	5	4	1	31	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	287	42.9%	43.9%	8.4%	4.2%	0.7%	86.8%	4.2
		123	126	24	12	2	249	
A) Concerns about student safety are taken seriously.	41	51.2%	41.5%	2.4%	2.4%	2.4%	92.7%	4.4
		21	17	1	1	1	38	
B) Concerns about student safety are addressed in a timely manner at my school.	41	48.8%	34.1%	14.6%	2.4%	0.0%	82.9%	4.3
		20	14	6	1	0	34	
C) My school is a safe place for all students.	41	46.3%	43.9%	7.3%	2.4%	0.0%	90.2%	4.3
		19	18	3	1	0	37	
D) My school is a safe place for all staff.	41	43.9%	39.0%	12.2%	4.9%	0.0%	82.9%	4.2
		18	16	5	2	0	34	
E) Students know what staff member to go to if they have a safety concern.	41	41.5%	46.3%	7.3%	4.9%	0.0%	87.8%	4.2
		17	19	3	2	0	36	
F) Students know school safety protocols.	41	34.1%	58.5%	4.9%	2.4%	0.0%	92.7%	4.2
		14	24	2	1	0	38	
G) I feel safe sharing different viewpoints and perspectives at my school.	41	34.1%	43.9%	9.8%	9.8%	2.4%	78.0%	4.0
		14	18	4	4	1	32	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	328	33.8%	40.2%	14.0%	10.7%	1.2%	74.1%	3.9
		111	132	46	35	4	243	
A) School staff respects student diversity.	41	53.7%	34.1%	4.9%	7.3%	0.0%	87.8%	4.3
		22	14	2	3	0	36	
B) Adults at my school treat students respectfully.	41	43.9%	41.5%	7.3%	7.3%	0.0%	85.4%	4.2
		18	17	3	3	0	35	
C) Students are respectful to each other at school.	41	19.5%	26.8%	39.0%	14.6%	0.0%	46.3%	3.5
		8	11	16	6	0	19	
D) Students have opportunities to socialize with other students often at school.	41	41.5%	51.2%	4.9%	2.4%	0.0%	92.7%	4.3
		17	21	2	1	0	38	
E) Students have an adult on campus they trust.	41	41.5%	51.2%	7.3%	0.0%	0.0%	92.7%	4.3
		17	21	3	0	0	38	
F) Students trust other students at school.	41	22.0%	51.2%	19.5%	7.3%	0.0%	73.2%	3.9
		9	21	8	3	0	30	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	41	24.4%	43.9%	14.6%	12.2%	4.9%	68.3%	3.7
		10	18	6	5	2	28	
H) School staff reflects student diversity.	41	24.4%	22.0%	14.6%	34.1%	4.9%	46.3%	3.3
		10	9	6	14	2	19	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	367	34.1%	47.1%	14.7%	3.5%	0.5%	81.2%	4.1
		125	173	54	13	2	298	
A) Families and students understand how assignments and tests are graded.	41	17.1%	56.1%	24.4%	2.4%	0.0%	73.2%	3.9
		7	23	10	1	0	30	
B) Questions and concerns about schoolwork are addressed.	41	31.7%	61.0%	7.3%	0.0%	0.0%	92.7%	4.2
		13	25	3	0	0	38	
C) Student grades reflect their knowledge of the material.	41	26.8%	53.7%	9.8%	4.9%	4.9%	80.5%	3.9
		11	22	4	2	2	33	
D) Adults at my school believe all students can be successful.	41	31.7%	43.9%	14.6%	9.8%	0.0%	75.6%	4.0
		13	18	6	4	0	31	
E) Students feel comfortable and unjudged to ask their teacher for help.	40	55.0%	35.0%	10.0%	0.0%	0.0%	90.0%	4.5
		22	14	4	0	0	36	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	40	42.5%	45.0%	7.5%	5.0%	0.0%	87.5%	4.3
		17	18	3	2	0	35	
G) Teachers at my school go out of their way to help all students.	41	31.7%	43.9%	17.1%	7.3%	0.0%	75.6%	4.0
		13	18	7	3	0	31	
H) Students receive timely and regular feedback on their learning.	41	34.1%	51.2%	14.6%	0.0%	0.0%	85.4%	4.2
		14	21	6	0	0	35	
I) Staff at my school provides resources or ideas that help families support their students at home.	41	36.6%	34.1%	26.8%	2.44%	0.00%	70.7%	4.0
		15	14	11	1	0	29	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	164	30.5%	48.2%	11.6%	8.5%	1.2%	78.7%	4.0
		50	79	19	14	2	129	
A) Students are challenged academically at school.	41	24.4%	63.4%	4.9%	7.3%	0.0%	87.8%	4.0
		10	26	2	3	0	36	
B) School recognizes and celebrates the academic success of all students.	41	29.3%	26.8%	19.5%	19.5%	4.9%	56.1%	3.6
		12	11	8	8	2	23	
C) Adults on campus motivate students to do their best.	41	31.7%	51.2%	12.2%	4.9%	0.0%	82.9%	4.1
		13	21	5	2	0	34	
D) School provides additional academic support when students are struggling.	41	36.6%	51.2%	9.8%	2.4%	0.0%	87.8%	4.2
		15	21	4	1	0	36	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	205	27.8%	42.0%	21.5%	8.8%	0.0%	69.8%	3.9
		57	86	44	18	0	143	
A) Students are interested in what they are learning.	41	31.7%	34.1%	26.8%	7.3%	0.0%	65.9%	3.9
		13	14	11	3	0	27	
B) Students have access to classes and activities that meet their interests and talents.	41	31.7%	43.9%	17.1%	7.3%	0.0%	75.6%	4.0
		13	18	7	3	0	31	
C) Students understand how to complete their schoolwork.	41	26.8%	53.7%	17.1%	2.4%	0.0%	80.5%	4.0
		11	22	7	1	0	33	
D) Students complete assignments on time.	41	22.0%	36.6%	29.3%	12.2%	0.0%	58.5%	3.7
		9	15	12	5	0	24	
E) Students are motivated to do their schoolwork.	41	26.8%	41.5%	17.1%	14.6%	0.0%	68.3%	3.8
		11	17	7	6	0	28	

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	238	16.4%	21.8%	48.3%	10.1%	3.4%	38.2%	3.4
		39	52	115	24	8	91	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	40	32.5%	27.5%	32.5%	7.5%	0.0%	60.0%	3.9
		13	11	13	3	0	24	
B) Students and families know what classes they will have to take and pass to graduate from high school.	40	15.0%	25.0%	50.0%	5.0%	5.0%	40.0%	3.4
		6	10	20	2	2	16	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	40	20.0%	22.5%	52.5%	5.0%	0.0%	42.5%	3.6
		8	9	21	2	0	17	
D) School offers college and career programs.	39	7.7%	7.7%	59.0%	17.9%	7.7%	15.4%	2.9
		3	3	23	7	3	6	
E) Students participate in programs to learn about different jobs, careers, and colleges.	39	7.7%	15.4%	56.4%	15.4%	5.1%	23.1%	3.1
		3	6	22	6	2	9	
F) Students are prepared for the next step of their educational experience.	40	15.0%	32.5%	40.0%	10.0%	2.5%	47.5%	3.5
		6	13	16	4	1	19	
G) Staff are optimistic about the future of their career in San Juan Unified.	40	32.5%	45.0%	15.0%	5.0%	2.5%	77.5%	4.0
		13	18	6	2	1	31	
H) There are equitable opportunities for advancement in the district.	39	25.6%	30.8%	33.3%	7.7%	2.6%	56.4%	3.7
		10	12	13	3	1	22	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	82	50.0%	36.6%	4.9%	7.3%	1.2%	86.6%	4.3
		41	30	4	6	1	71	
A) I would recommend my school to other families.	41	48.8%	34.1%	4.9%	9.8%	2.4%	82.9%	4.2
		20	14	2	4	1	34	
B) San Juan Unified School District is a district that I would recommend to other families.	41	51.2%	39.0%	4.9%	4.9%	0.0%	90.2%	4.4
		21	16	2	2	0	37	