



**Spring 2024  
Staff Climate Survey Results**

**Arcade**

**Group Size N: 11**

| <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   | 66       | 39.4%                 | 50.0%        | 7.6%           | 3.0%            | 0.0%                     | 89.4%                           | 4.3         |
| A) School has a climate that is caring.   | 11       | 18.2%                 | 81.8%        | 0.0%           | 0.0%            | 0.0%                     | 100.0%                          | 4.2         |
| B) There are students and staff on campus who listen to students when they have something to say.     | 11       | 36.4%                 | 54.5%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.3         |
| C) There is an adult from the school who checks on how students are doing.                            | 11       | 45.5%                 | 36.4%        | 18.2%          | 0.0%            | 0.0%                     | 81.8%                           | 4.3         |
| D) School has the materials, staff, programs, and supports needed to help all students do their best. | 11       | 45.5%                 | 45.5%        | 0.0%           | 9.1%            | 0.0%                     | 90.9%                           | 4.3         |
| E) Staff feels supported to do their job well in meeting the needs of all students.                   | 11       | 45.5%                 | 36.4%        | 9.1%           | 9.1%            | 0.0%                     | 81.8%                           | 4.2         |
| F) Staff feels part of an effective team.   | 11       | 45.5%                 | 45.5%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.4         |

| <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  | 99       | 41.4%                 | 49.5%        | 8.1%           | 1.0%            | 0.0%                     | 90.9%                           | 4.3         |
| A) Staff at the school promptly responds to family phone calls, messages, or e-mails.                                    | 11       | 45.5%                 | 54.5%        | 0.0%           | 0.0%            | 0.0%                     | 100.0%                          | 4.5         |
| B) The school clearly outlines the family, student, and school responsibilities in educating each child.                 | 11       | 18.2%                 | 63.6%        | 18.2%          | 0.0%            | 0.0%                     | 81.8%                           | 4.0         |
| C) The school offers families opportunities to be involved in school and classroom activities.                           | 11       | 18.2%                 | 63.6%        | 18.2%          | 0.0%            | 0.0%                     | 81.8%                           | 4.0         |
| D) The school keeps families well-informed about school activities.  | 11       | 63.6%                 | 36.4%        | 0.0%           | 0.0%            | 0.0%                     | 100.0%                          | 4.6         |
| E) The staff at our school listens to family concerns about issues.  | 11       | 45.5%                 | 45.5%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.4         |
| F) The staff at school are helpful and welcoming when families come to school or call.                                   | 11       | 54.5%                 | 27.3%        | 18.2%          | 0.0%            | 0.0%                     | 81.8%                           | 4.4         |
| G) The school and families are partners in promoting positive behavior for my student.                                   | 11       | 36.4%                 | 45.5%        | 9.1%           | 9.1%            | 0.0%                     | 81.8%                           | 4.1         |
| H) Families who speak a language other than English receive general information about our school in their home language. | 11       | 36.4%                 | 63.6%        | 0.0%           | 0.0%            | 0.0%                     | 100.0%                          | 4.4         |
| I) Staff receive information about upcoming events and important information about the school.                           | 11       | 54.5%                 | 45.5%        | 0.0%           | 0.0%            | 0.0%                     | 100.0%                          | 4.5         |

| <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   | 77       | 42.9%                 | 39.0%        | 14.3%          | 18.2%           | 0.0%                     | 81.8%                           | 4.2         |
|   |          | 33                    | 30           | 11             | 3               | 0                        | 63                              |             |
| A) School seeks input when making important decisions.  | 11       | 27.3%                 | 63.6%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.2         |
|   |          | 3                     | 7            | 1              | 0               | 0                        | 10                              |             |
| B) Important school decisions reflect diverse input.  | 11       | 36.4%                 | 45.5%        | 9.1%           | 9.1%            | 0.0%                     | 81.8%                           | 4.1         |
|   |          | 4                     | 5            | 1              | 1               | 0                        | 9                               |             |
| C) The principal and staff listen to concerns of other staff members about issues.                              | 11       | 54.5%                 | 36.4%        | 0.0%           | 9.1%            | 0.0%                     | 90.9%                           | 4.4         |
|   |          | 6                     | 4            | 0              | 1               | 0                        | 10                              |             |
| D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding. | 11       | 54.5%                 | 36.4%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.5         |
|   |          | 6                     | 4            | 1              | 0               | 0                        | 10                              |             |
| E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.                           | 11       | 54.5%                 | 18.2%        | 27.3%          | 0.0%            | 0.0%                     | 72.7%                           | 4.3         |
|   |          | 6                     | 2            | 3              | 0               | 0                        | 8                               |             |
| F) Our school uses data from this survey to inform site decision making.  | 11       | 27.3%                 | 45.5%        | 27.3%          | 0.0%            | 0.0%                     | 72.7%                           | 4.0         |
|   |          | 3                     | 5            | 3              | 0               | 0                        | 8                               |             |
| G) Staff voice matters in decision making.  | 11       | 45.5%                 | 27.3%        | 18.2%          | 9.1%            | 0.0%                     | 72.7%                           | 4.1         |
|   |          | 5                     | 3            | 2              | 1               | 0                        | 8                               |             |

| <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                                 | 77       | 37.7%                 | 40.3%        | 14.3%          | 7.8%            | 0.0%                     | 77.9%                           | 4.1         |
|   |          | 29                    | 31           | 11             | 6               | 0                        | 60                              |             |
| A) Concerns about student safety are taken seriously.                           | 11       | 63.6%                 | 18.2%        | 18.2%          | 0.0%            | 0.0%                     | 81.8%                           | 4.5         |
|   |          | 7                     | 2            | 2              | 0               | 0                        | 9                               |             |
| B) Concerns about student safety are addressed in a timely manner at my school. | 11       | 45.5%                 | 45.5%        | 0.0%           | 9.1%            | 0.0%                     | 90.9%                           | 4.3         |
|   |          | 5                     | 5            | 0              | 1               | 0                        | 10                              |             |
| C) My school is a safe place for all students.                                  | 11       | 18.2%                 | 54.5%        | 18.2%          | 9.1%            | 0.0%                     | 72.7%                           | 3.8         |
|   |          | 2                     | 6            | 2              | 1               | 0                        | 8                               |             |
| D) My school is a safe place for all staff.                                     | 11       | 27.3%                 | 45.5%        | 9.1%           | 18.2%           | 0.0%                     | 72.7%                           | 3.8         |
|   |          | 3                     | 5            | 1              | 2               | 0                        | 8                               |             |
| E) Students know what staff member to go to if they have a safety concern.      | 11       | 36.4%                 | 63.6%        | 0.0%           | 0.0%            | 0.0%                     | 100.0%                          | 4.4         |
|   |          | 4                     | 7            | 0              | 0               | 0                        | 11                              |             |
| F) Students know school safety protocols.                                       | 11       | 36.4%                 | 27.3%        | 36.4%          | 0.0%            | 0.0%                     | 63.6%                           | 4.0         |
|   |          | 4                     | 3            | 4              | 0               | 0                        | 7                               |             |
| G) I feel safe sharing different viewpoints and perspectives at my school.      | 11       | 36.4%                 | 27.3%        | 18.2%          | 18.2%           | 0.0%                     | 63.6%                           | 3.8         |
|   |          | 4                     | 3            | 2              | 2               | 0                        | 7                               |             |

| <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                                     | 88       | 22.7%                 | 35.2%        | 25.0%          | 15.9%           | 1.1%                     | 58.0%                           | 3.6         |
|   |          | 20                    | 31           | 22             | 14              | 1                        | 51                              |             |
| A) School staff respects student diversity.   | 11       | 27.3%                 | 63.6%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.2         |
|   |          | 3                     | 7            | 1              | 0               | 0                        | 10                              |             |
| B) Adults at my school treat students respectfully.                                 | 11       | 27.3%                 | 36.4%        | 27.3%          | 9.1%            | 0.0%                     | 63.6%                           | 3.8         |
|   |          | 3                     | 4            | 3              | 1               | 0                        | 7                               |             |
| C) Students are respectful to each other at school.                                 | 11       | 9.1%                  | 9.1%         | 9.1%           | 72.7%           | 0.0%                     | 18.2%                           | 2.5         |
|   |          | 1                     | 1            | 1              | 8               | 0                        | 2                               |             |
| D) Students have opportunities to socialize with other students often at school.    | 11       | 36.4%                 | 54.5%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.3         |
|   |          | 4                     | 6            | 1              | 0               | 0                        | 10                              |             |
| E) Students have an adult on campus they trust.                                     | 11       | 54.5%                 | 36.4%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.5         |
|   |          | 6                     | 4            | 1              | 0               | 0                        | 10                              |             |
| F) Students trust other students at school.   | 11       | 9.1%                  | 36.4%        | 45.5%          | 9.1%            | 0.0%                     | 45.5%                           | 3.5         |
|   |          | 1                     | 4            | 5              | 1               | 0                        | 5                               |             |
| G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives. | 11       | 9.1%                  | 27.3%        | 54.5%          | 9.1%            | 0.0%                     | 36.4%                           | 3.4         |
|   |          | 1                     | 3            | 6              | 1               | 0                        | 4                               |             |
| H) School staff reflects student diversity.   | 11       | 9.1%                  | 18.2%        | 36.4%          | 27.3%           | 9.1%                     | 27.3%                           | 2.9         |
|   |          | 1                     | 2            | 4              | 3               | 1                        | 3                               |             |

| <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   | 99       | 26.3%                 | 49.5%        | 15.2%          | 9.1%            | 0.0%                     | 75.8%                           | 3.9         |
|   |          | 26                    | 49           | 15             | 9               | 0                        | 75                              |             |
| A) Families and students understand how assignments and tests are graded.                             | 11       | 9.1%                  | 54.5%        | 18.2%          | 18.2%           | 0.0%                     | 63.6%                           | 3.5         |
|   |          | 1                     | 6            | 2              | 2               | 0                        | 7                               |             |
| B) Questions and concerns about schoolwork are addressed.   | 11       | 36.4%                 | 36.4%        | 27.3%          | 0.0%            | 0.0%                     | 72.7%                           | 4.1         |
|   |          | 4                     | 4            | 3              | 0               | 0                        | 8                               |             |
| C) Student grades reflect their knowledge of the material.  | 11       | 18.2%                 | 27.3%        | 18.2%          | 36.4%           | 0.0%                     | 45.5%                           | 3.3         |
|   |          | 2                     | 3            | 2              | 4               | 0                        | 5                               |             |
| D) Adults at my school believe all students can be successful.  | 11       | 36.4%                 | 27.3%        | 18.2%          | 18.2%           | 0.0%                     | 63.6%                           | 3.8         |
|   |          | 4                     | 3            | 2              | 2               | 0                        | 7                               |             |
| E) Students feel comfortable and unjudged to ask their teacher for help.                              | 11       | 27.3%                 | 63.6%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.2         |
|   |          | 3                     | 7            | 1              | 0               | 0                        | 10                              |             |
| F) Teachers provide opportunities for students to participate in classroom discussions or activities. | 11       | 36.4%                 | 54.5%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.3         |
|   |          | 4                     | 6            | 1              | 0               | 0                        | 10                              |             |
| G) Teachers at my school go out of their way to help all students.                                    | 11       | 18.2%                 | 63.6%        | 9.1%           | 9.1%            | 0.0%                     | 81.8%                           | 3.9         |
|   |          | 2                     | 7            | 1              | 1               | 0                        | 9                               |             |
| H) Students receive timely and regular feedback on their learning.                                    | 11       | 27.3%                 | 54.5%        | 18.2%          | 0.0%            | 0.0%                     | 81.8%                           | 4.1         |
|   |          | 3                     | 6            | 2              | 0               | 0                        | 9                               |             |
| I) Staff at my school provides resources or ideas that help families support their students at home.  | 11       | 27.3%                 | 63.6%        | 9.1%           | 0.0%            | 0.0%                     | 90.9%                           | 4.2         |
|   |          | 3                     | 7            | 1              | 0               | 0                        | 10                              |             |

| <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                              | 43       | 20.9%                 | 46.5%        | 20.9%          | 7.0%            | 4.7%                     | 67.4%                           | 3.7         |
|  |          | 9                     | 20           | 9              | 3               | 2                        | 29                              |             |
| A) Students are challenged academically at school.                           | 10       | 10.0%                 | 60.0%        | 20.0%          | 0.0%            | 10.0%                    | 70.0%                           | 3.6         |
|  |          | 1                     | 6            | 2              | 0               | 1                        | 7                               |             |
| B) School recognizes and celebrates the academic success of all students.    | 11       | 18.2%                 | 27.3%        | 45.5%          | 9.1%            | 0.0%                     | 45.5%                           | 3.5         |
|  |          | 2                     | 3            | 5              | 1               | 0                        | 5                               |             |
| C) Adults on campus motivate students to do their best.                      | 11       | 27.3%                 | 63.6%        | 0.0%           | 9.1%            | 0.0%                     | 90.9%                           | 4.1         |
|  |          | 3                     | 7            | 0              | 1               | 0                        | 10                              |             |
| D) School provides additional academic support when students are struggling. | 11       | 27.3%                 | 36.4%        | 18.2%          | 9.1%            | 9.1%                     | 63.6%                           | 3.6         |
|  |          | 3                     | 4            | 2              | 1               | 1                        | 7                               |             |

| <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  | 55       | 10.9%                 | 47.3%        | 23.6%          | 16.4%           | 1.8%                     | 58.2%                           | 3.5         |
|  |          | 6                     | 26           | 13             | 9               | 1                        | 32                              |             |
| A) Students are interested in what they are learning.                                    | 11       | 18.2%                 | 45.5%        | 27.3%          | 9.1%            | 0.0%                     | 63.6%                           | 3.7         |
|  |          | 2                     | 5            | 3              | 1               | 0                        | 7                               |             |
| B) Students have access to classes and activities that meet their interests and talents. | 11       | 9.1%                  | 54.5%        | 18.2%          | 18.2%           | 0.0%                     | 63.6%                           | 3.5         |
|  |          | 1                     | 6            | 2              | 2               | 0                        | 7                               |             |
| C) Students understand how to complete their schoolwork.                                 | 11       | 18.2%                 | 54.5%        | 18.2%          | 9.1%            | 0.0%                     | 72.7%                           | 3.8         |
|  |          | 2                     | 6            | 2              | 1               | 0                        | 8                               |             |
| D) Students complete assignments on time.  | 11       | 0.0%                  | 45.5%        | 18.2%          | 27.3%           | 9.1%                     | 45.5%                           | 3.0         |
|  |          | 0                     | 5            | 2              | 3               | 1                        | 5                               |             |
| E) Students are motivated to do their schoolwork.  | 11       | 9.1%                  | 36.4%        | 36.4%          | 18.2%           | 0.0%                     | 45.5%                           | 3.4         |
|  |          | 1                     | 4            | 4              | 2               | 0                        | 5                               |             |

| <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   | 60       | 10.0%                 | 38.3%        | 28.3%          | 20.0%           | 3.3%                     | 48.3%                           | 3.3         |
|   |          | 6                     | 23           | 17             | 12              | 2                        | 29                              |             |
| A) Students are encouraged to take the required courses needed to be prepared for college and career.               | 10       | 10.0%                 | 30.0%        | 20.0%          | 40.0%           | 0.0%                     | 40.0%                           | 3.1         |
|   |          | 1                     | 3            | 2              | 4               | 0                        | 4                               |             |
| B) Students and families know what classes they will have to take and pass to graduate from high school.            | 10       | 10.0%                 | 40.0%        | 30.0%          | 10.0%           | 10.0%                    | 50.0%                           | 3.3         |
|   |          | 1                     | 4            | 3              | 1               | 1                        | 5                               |             |
| C) Students are interested in attending college, joining the military, or entering the workforce after high school. | 10       | 10.0%                 | 30.0%        | 50.0%          | 10.0%           | 0.0%                     | 40.0%                           | 3.4         |
|   |          | 1                     | 3            | 5              | 1               | 0                        | 4                               |             |
| D) School offers college and career programs.   | 10       | 10.0%                 | 40.0%        | 20.0%          | 20.0%           | 10.0%                    | 50.0%                           | 3.2         |
|   |          | 1                     | 4            | 2              | 2               | 1                        | 5                               |             |
| E) Students participate in programs to learn about different jobs, careers, and colleges.                           | 10       | 10.0%                 | 50.0%        | 20.0%          | 20.0%           | 0.0%                     | 60.0%                           | 3.5         |
|   |          | 1                     | 5            | 2              | 2               | 0                        | 6                               |             |
| F) Students are prepared for the next step of their educational experience.   | 10       | 10.0%                 | 40.0%        | 30.0%          | 20.0%           | 0.0%                     | 50.0%                           | 3.4         |
|   |          | 1                     | 4            | 3              | 2               | 0                        | 5                               |             |
| G) Staff are optimistic about the future of their career in San Juan Unified.                                       | 10       | 30.0%                 | 40.0%        | 20.0%          | 10.0%           | 0.0%                     | 70.0%                           | 3.9         |
|   |          | 3                     | 4            | 2              | 1               | 0                        | 7                               |             |
| H) There are equitable opportunities for advancement in the district.   | 10       | 0.0%                  | 50.0%        | 30.0%          | 0.0%            | 20.0%                    | 50.0%                           | 3.1         |
|   |          | 0                     | 5            | 3              | 0               | 2                        | 5                               |             |

| <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   | 22       | 27.3%                 | 45.5%        | 13.6%          | 9.1%            | 4.5%                     | 72.7%                           | 3.8         |
|   |          | 6                     | 10           | 3              | 2               | 1                        | 16                              |             |
| A) I would recommend my school to other families.   | 11       | 27.3%                 | 54.5%        | 9.1%           | 0.0%            | 9.1%                     | 81.8%                           | 3.9         |
|   |          | 3                     | 6            | 1              | 0               | 1                        | 9                               |             |
| B) San Juan Unified School District is a district that I would recommend to other families. | 11       | 27.3%                 | 36.4%        | 18.2%          | 18.2%           | 0.0%                     | 63.6%                           | 3.7         |
|   |          | 3                     | 4            | 2              | 2               | 0                        | 7                               |             |