



**Spring 2024
Staff Climate Survey Results**

John Barrett

Group Size N: 18

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	108	41.7%	39.8%	13.9%	3.7%	0.9%	81.5%	4.2
		45	43	15	4	1	88	
A) School has a climate that is caring.	18	38.9%	55.6%	5.6%	0.0%	0.0%	94.4%	4.3
		7	10	1	0	0	17	
B) There are students and staff on campus who listen to students when they have something to say.	18	50.0%	44.4%	5.6%	0.0%	0.0%	94.4%	4.4
		9	8	1	0	0	17	
C) There is an adult from the school who checks on how students are doing.	18	61.1%	33.3%	0.0%	5.6%	0.0%	94.4%	4.5
		11	6	0	1	0	17	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	18	33.3%	27.8%	33.3%	5.6%	0.0%	61.1%	3.9
		6	5	6	1	0	11	
E) Staff feels supported to do their job well in meeting the needs of all students.	18	27.8%	38.9%	22.2%	5.6%	5.6%	66.7%	3.8
		5	7	4	1	1	12	
F) Staff feels part of an effective team.	18	38.9%	38.9%	16.7%	5.6%	0.0%	77.8%	4.1
		7	7	3	1	0	14	

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	162	40.7%	33.3%	20.4%	5.6%	0.0%	74.1%	4.1
		66	54	33	9	0	120	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	18	83.3%	16.7%	0.0%	0.0%	0.0%	100.0%	4.8
		15	3	0	0	0	18	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	18	27.8%	38.9%	33.3%	0.0%	0.0%	66.7%	3.9
		5	7	6	0	0	12	
C) The school offers families opportunities to be involved in school and classroom activities.	18	27.8%	11.1%	44.4%	16.7%	0.0%	38.9%	3.5
		5	2	8	3	0	7	
D) The school keeps families well-informed about school activities.	18	55.6%	22.2%	11.1%	11.1%	0.0%	77.8%	4.2
		10	4	2	2	0	14	
E) The staff at our school listens to family concerns about issues.	18	33.3%	50.0%	16.7%	0.0%	0.0%	83.3%	4.2
		6	9	3	0	0	15	
F) The staff at school are helpful and welcoming when families come to school or call.	18	44.4%	50.0%	5.6%	0.0%	0.0%	94.4%	4.4
		8	9	1	0	0	17	
G) The school and families are partners in promoting positive behavior for my student.	18	27.8%	33.3%	27.8%	11.1%	0.0%	61.1%	3.8
		5	6	5	2	0	11	
H) Families who speak a language other than English receive general information about our school in their home language.	18	22.2%	38.9%	33.3%	5.6%	0.0%	61.1%	3.8
		4	7	6	1	0	11	
I) Staff receive information about upcoming events and important information about the school.	18	44.4%	38.9%	11.1%	5.6%	0.0%	83.3%	4.2
		8	7	2	1	0	15	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	126	31.7%	42.1%	17.5%	22.2%	0.8%	73.8%	4.0
A) School seeks input when making important decisions.	18	33.3%	61.1%	0.0%	5.6%	0.0%	94.4%	4.2
		6	11	0	1	0	17	
B) Important school decisions reflect diverse input.	18	38.9%	44.4%	0.0%	16.7%	0.0%	83.3%	4.1
		7	8	0	3	0	15	
C) The principal and staff listen to concerns of other staff members about issues.	18	33.3%	44.4%	22.2%	0.0%	0.0%	77.8%	4.1
		6	8	4	0	0	14	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	18	33.3%	55.6%	5.6%	5.6%	0.0%	88.9%	4.2
		6	10	1	1	0	16	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	18	33.3%	55.6%	11.1%	0.0%	0.0%	88.9%	4.2
		6	10	2	0	0	16	
F) Our school uses data from this survey to inform site decision making.	18	27.8%	11.1%	44.4%	11.1%	5.6%	38.9%	3.4
		5	2	8	2	1	7	
G) Staff voice matters in decision making.	18	22.2%	22.2%	38.9%	16.7%	0.0%	44.4%	3.5
		4	4	7	3	0	8	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	126	33.3%	36.5%	23.0%	6.3%	0.8%	69.8%	4.0
		42	46	29	8	1	88	
A) Concerns about student safety are taken seriously.	18	44.4%	27.8%	27.8%	0.0%	0.0%	72.2%	4.2
		8	5	5	0	0	13	
B) Concerns about student safety are addressed in a timely manner at my school.	18	38.9%	33.3%	22.2%	5.6%	0.0%	72.2%	4.1
		7	6	4	1	0	13	
C) My school is a safe place for all students.	18	27.8%	33.3%	27.8%	11.1%	0.0%	61.1%	3.8
		5	6	5	2	0	11	
D) My school is a safe place for all staff.	18	27.8%	38.9%	27.8%	5.6%	0.0%	66.7%	3.9
		5	7	5	1	0	12	
E) Students know what staff member to go to if they have a safety concern.	18	33.3%	50.0%	16.7%	0.0%	0.0%	83.3%	4.2
		6	9	3	0	0	15	
F) Students know school safety protocols.	18	27.8%	38.9%	27.8%	5.6%	0.0%	66.7%	3.9
		5	7	5	1	0	12	
G) I feel safe sharing different viewpoints and perspectives at my school.	18	33.3%	33.3%	11.1%	16.7%	5.6%	66.7%	3.7
		6	6	2	3	1	12	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	144	28.5%	43.1%	18.8%	8.3%	1.4%	71.5%	3.9
	41	62	27	12	2	103		
A) School staff respects student diversity.	18	44.4%	50.0%	5.6%	0.0%	0.0%	94.4%	4.4
	8	9	1	0	0	17		
B) Adults at my school treat students respectfully.	18	44.4%	33.3%	22.2%	0.0%	0.0%	77.8%	4.2
	8	6	4	0	0	14		
C) Students are respectful to each other at school.	18	11.1%	22.2%	38.9%	22.2%	5.6%	33.3%	3.1
	2	4	7	4	1	6		
D) Students have opportunities to socialize with other students often at school.	18	33.3%	50.0%	16.7%	0.0%	0.0%	83.3%	4.2
	6	9	3	0	0	15		
E) Students have an adult on campus they trust.	18	38.9%	55.6%	5.6%	0.0%	0.0%	94.4%	4.3
	7	10	1	0	0	17		
F) Students trust other students at school.	18	16.7%	38.9%	27.8%	16.7%	0.0%	55.6%	3.6
	3	7	5	3	0	10		
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	18	22.2%	50.0%	22.2%	0.0%	5.6%	72.2%	3.8
	4	9	4	0	1	13		
H) School staff reflects student diversity.	18	16.7%	44.4%	11.1%	27.8%	0.0%	61.1%	3.5
	3	8	2	5	0	11		

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	162	35.2%	47.5%	16.7%	0.0%	0.6%	82.7%	4.2
	57	77	27	0	1	134		
A) Families and students understand how assignments and tests are graded.	18	27.8%	38.9%	33.3%	0.0%	0.0%	66.7%	3.9
	5	7	6	0	0	12		
B) Questions and concerns about schoolwork are addressed.	18	38.9%	50.0%	11.1%	0.0%	0.0%	88.9%	4.3
	7	9	2	0	0	16		
C) Student grades reflect their knowledge of the material.	18	22.2%	50.0%	22.2%	0.0%	5.6%	72.2%	3.8
	4	9	4	0	1	13		
D) Adults at my school believe all students can be successful.	18	22.2%	61.1%	16.7%	0.0%	0.0%	83.3%	4.1
	4	11	3	0	0	15		
E) Students feel comfortable and unjudged to ask their teacher for help.	18	66.7%	27.8%	5.6%	0.0%	0.0%	94.4%	4.6
	12	5	1	0	0	17		
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	18	38.9%	55.6%	5.6%	0.0%	0.0%	94.4%	4.3
	7	10	1	0	0	17		
G) Teachers at my school go out of their way to help all students.	18	38.9%	33.3%	27.8%	0.0%	0.0%	72.2%	4.1
	7	6	5	0	0	13		
H) Students receive timely and regular feedback on their learning.	18	33.3%	55.6%	11.1%	0.0%	0.0%	88.9%	4.2
	6	10	2	0	0	16		
I) Staff at my school provides resources or ideas that help families support their students at home.	18	27.8%	55.6%	16.7%	0.0%	0.0%	83.3%	4.1
	5	10	3	0	0	15		

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	72	38.9%	48.6%	11.1%	1.4%	0.0%	87.5%	4.3
		28	35	8	1	0	63	
A) Students are challenged academically at school.	18	33.3%	50.0%	11.1%	5.6%	0.0%	83.3%	4.1
		6	9	2	1	0	15	
B) School recognizes and celebrates the academic success of all students.	18	38.9%	55.6%	5.6%	0.0%	0.0%	94.4%	4.3
		7	10	1	0	0	17	
C) Adults on campus motivate students to do their best.	18	38.9%	55.6%	5.6%	0.0%	0.0%	94.4%	4.3
		7	10	1	0	0	17	
D) School provides additional academic support when students are struggling.	18	44.4%	33.3%	22.2%	0.0%	0.0%	77.8%	4.2
		8	6	4	0	0	14	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	90	15.6%	28.9%	28.9%	22.2%	4.4%	44.4%	3.3
		14	26	26	20	4	40	
A) Students are interested in what they are learning.	18	11.1%	38.9%	22.2%	22.2%	5.6%	50.0%	3.3
		2	7	4	4	1	9	
B) Students have access to classes and activities that meet their interests and talents.	18	22.2%	27.8%	44.4%	5.6%	0.0%	50.0%	3.7
		4	5	8	1	0	9	
C) Students understand how to complete their schoolwork.	18	16.7%	50.0%	27.8%	5.6%	0.0%	66.7%	3.8
		3	9	5	1	0	12	
D) Students complete assignments on time.	18	11.1%	22.2%	22.2%	44.4%	0.0%	33.3%	3.0
		2	4	4	8	0	6	
E) Students are motivated to do their schoolwork.	18	16.7%	5.6%	27.8%	33.3%	16.7%	22.2%	2.7
		3	1	5	6	3	4	

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	108	17.6%	18.5%	40.7%	19.4%	3.7%	36.1%	3.3
		19	20	44	21	4	39	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	18	16.7%	33.3%	44.4%	5.6%	0.0%	50.0%	3.6
		3	6	8	1	0	9	
B) Students and families know what classes they will have to take and pass to graduate from high school.	18	22.2%	27.8%	33.3%	11.1%	5.6%	50.0%	3.5
		4	5	6	2	1	9	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	18	11.1%	11.1%	61.1%	16.7%	0.0%	22.2%	3.2
		2	2	11	3	0	4	
D) School offers college and career programs.	18	16.7%	0.0%	38.9%	33.3%	11.1%	16.7%	2.8
		3	0	7	6	2	3	
E) Students participate in programs to learn about different jobs, careers, and colleges.	18	22.2%	33.3%	16.7%	27.8%	0.0%	55.6%	3.5
		4	6	3	5	0	10	
F) Students are prepared for the next step of their educational experience.	18	16.7%	5.6%	50.0%	22.2%	5.6%	22.2%	3.1
		3	1	9	4	1	4	
G) Staff are optimistic about the future of their career in San Juan Unified.	18	50.0%	27.8%	16.7%	0.0%	5.6%	77.8%	4.2
		9	5	3	0	1	14	
H) There are equitable opportunities for advancement in the district.	18	27.8%	16.7%	50.0%	5.6%	0.0%	44.4%	3.7
		5	3	9	1	0	8	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	36	44.4%	44.4%	8.3%	0.0%	2.8%	88.9%	4.3
		16	16	3	0	1	32	
A) I would recommend my school to other families.	18	50.0%	38.9%	11.1%	0.0%	0.0%	88.9%	4.4
		9	7	2	0	0	16	
B) San Juan Unified School District is a district that I would recommend to other families.	18	38.9%	50.0%	5.6%	0.0%	5.6%	88.9%	4.2
		7	9	1	0	1	16	