



**Spring 2024
Staff Climate Survey Results**

Andrew Carnegie

Group Size N: 7

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	42	28.6%	45.2%	21.4%	4.8%	0.0%	73.8%	4.0
A) School has a climate that is caring.	7	14.3%	57.1%	14.3%	14.3%	0.0%	71.4%	3.7
B) There are students and staff on campus who listen to students when they have something to say.	7	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
C) There is an adult from the school who checks on how students are doing.	7	42.9%	57.1%	0.0%	0.0%	0.0%	100.0%	4.4
D) School has the materials, staff, programs, and supports needed to help all students do their best.	7	28.6%	28.6%	28.6%	14.3%	0.0%	57.1%	3.7
E) Staff feels supported to do their job well in meeting the needs of all students.	7	14.3%	42.9%	42.9%	0.0%	0.0%	57.1%	3.7
F) Staff feels part of an effective team.	7	14.3%	42.9%	42.9%	0.0%	0.0%	57.1%	3.7

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	63	28.6%	60.3%	6.3%	3.2%	1.6%	88.9%	4.1
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	7	28.6%	71.4%	0.0%	0.0%	0.0%	100.0%	4.3
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	7	0.0%	85.7%	0.0%	0.0%	14.3%	85.7%	3.6
C) The school offers families opportunities to be involved in school and classroom activities.	7	0.0%	71.4%	28.6%	0.0%	0.0%	71.4%	3.7
D) The school keeps families well-informed about school activities.	7	42.9%	57.1%	0.0%	0.0%	0.0%	100.0%	4.4
E) The staff at our school listens to family concerns about issues.	7	28.6%	71.4%	0.0%	0.0%	0.0%	100.0%	4.3
F) The staff at school are helpful and welcoming when families come to school or call.	7	42.9%	42.9%	14.3%	0.0%	0.0%	85.7%	4.3
G) The school and families are partners in promoting positive behavior for my student.	7	42.9%	42.9%	0.0%	14.3%	0.0%	85.7%	4.1
H) Families who speak a language other than English receive general information about our school in their home language.	7	28.6%	42.9%	14.3%	14.3%	0.0%	71.4%	3.9
I) Staff receive information about upcoming events and important information about the school.	7	42.9%	57.1%	0.0%	0.0%	0.0%	100.0%	4.4

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	56	19.6%	57.1%	17.9%	1.8%	3.6%	76.8%	3.9
		11	32	10	1	2	43	
A) School staff respects student diversity.	7	28.6%	71.4%	0.0%	0.0%	0.0%	100.0%	4.3
		2	5	0	0	0	7	
B) Adults at my school treat students respectfully.	7	14.3%	71.4%	14.3%	0.0%	0.0%	85.7%	4.0
		1	5	1	0	0	6	
C) Students are respectful to each other at school.	7	0.0%	42.9%	42.9%	0.0%	14.3%	42.9%	3.1
		0	3	3	0	1	3	
D) Students have opportunities to socialize with other students often at school.	7	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		4	3	0	0	0	7	
E) Students have an adult on campus they trust.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
F) Students trust other students at school.	7	0.0%	42.9%	42.9%	0.0%	14.3%	42.9%	3.1
		0	3	3	0	1	3	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	7	14.3%	71.4%	14.3%	0.0%	0.0%	85.7%	4.0
		1	5	1	0	0	6	
H) School staff reflects student diversity.	7	14.3%	57.1%	14.3%	14.3%	0.0%	71.4%	3.7
		1	4	1	1	0	5	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	63	22.2%	65.1%	12.7%	0.0%	0.0%	87.3%	4.1
		14	41	8	0	0	55	
A) Families and students understand how assignments and tests are graded.	7	0.0%	71.4%	28.6%	0.0%	0.0%	71.4%	3.7
		0	5	2	0	0	5	
B) Questions and concerns about schoolwork are addressed.	7	14.3%	71.4%	14.3%	0.0%	0.0%	85.7%	4.0
		1	5	1	0	0	6	
C) Student grades reflect their knowledge of the material.	7	0.0%	71.4%	28.6%	0.0%	0.0%	71.4%	3.7
		0	5	2	0	0	5	
D) Adults at my school believe all students can be successful.	7	0.0%	85.7%	14.3%	0.0%	0.0%	85.7%	3.9
		0	6	1	0	0	6	
E) Students feel comfortable and unjudged to ask their teacher for help.	7	28.6%	71.4%	0.0%	0.0%	0.0%	100.0%	4.3
		2	5	0	0	0	7	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
G) Teachers at my school go out of their way to help all students.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
H) Students receive timely and regular feedback on their learning.	7	42.9%	57.1%	0.0%	0.0%	0.0%	100.0%	4.4
		3	4	0	0	0	7	
I) Staff at my school provides resources or ideas that help families support their students at home.	7	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		4	3	0	0	0	7	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	28	35.7%	42.9%	21.4%	0.0%	0.0%	78.6%	4.1
A) Students are challenged academically at school.	7	14.3%	42.9%	42.9%	0.0%	0.0%	57.1%	3.7
		1	3	3	0	0	4	
B) School recognizes and celebrates the academic success of all students.	7	42.9%	42.9%	14.3%	0.0%	0.0%	85.7%	4.3
		3	3	1	0	0	6	
C) Adults on campus motivate students to do their best.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
D) School provides additional academic support when students are struggling.	7	57.1%	28.6%	14.3%	0.0%	0.0%	85.7%	4.4
		4	2	1	0	0	6	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	35	8.6%	48.6%	34.3%	8.6%	0.0%	57.1%	3.6
		3	17	12	3	0	20	
A) Students are interested in what they are learning.	7	0.0%	42.9%	42.9%	14.3%	0.0%	42.9%	3.3
		0	3	3	1	0	3	
B) Students have access to classes and activities that meet their interests and talents.	7	14.3%	71.4%	14.3%	0.0%	0.0%	85.7%	4.0
		1	5	1	0	0	6	
C) Students understand how to complete their schoolwork.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
D) Students complete assignments on time.	7	0.0%	42.9%	42.9%	14.3%	0.0%	42.9%	3.3
		0	3	3	1	0	3	
E) Students are motivated to do their schoolwork.	7	0.0%	28.6%	57.1%	14.3%	0.0%	28.6%	3.1
		0	2	4	1	0	2	

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	42	4.8%	45.2%	33.3%	9.5%	7.1%	50.0%	3.3
		2	19	14	4	3	21	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	7	0.0%	85.7%	14.3%	0.0%	0.0%	85.7%	3.9
		0	6	1	0	0	6	
B) Students and families know what classes they will have to take and pass to graduate from high school.	7	14.3%	42.9%	28.6%	14.3%	0.0%	57.1%	3.6
		1	3	2	1	0	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	7	14.3%	28.6%	42.9%	14.3%	0.0%	42.9%	3.4
		1	2	3	1	0	3	
D) School offers college and career programs.	7	0.0%	14.3%	57.1%	0.0%	28.6%	14.3%	2.6
		0	1	4	0	2	1	
E) Students participate in programs to learn about different jobs, careers, and colleges.	7	0.0%	14.3%	42.9%	28.6%	14.3%	14.3%	2.6
		0	1	3	2	1	1	
F) Students are prepared for the next step of their educational experience.	7	0.0%	85.7%	14.3%	0.0%	0.0%	85.7%	3.9
		0	6	1	0	0	6	
G) Staff are optimistic about the future of their career in San Juan Unified.	7	14.3%	42.9%	28.6%	14.3%	0.0%	57.1%	3.6
		1	3	2	1	0	4	
H) There are equitable opportunities for advancement in the district.	7	14.3%	28.6%	42.9%	14.3%	0.0%	42.9%	3.4
		1	2	3	1	0	3	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	14	35.7%	50.0%	14.3%	0.0%	0.0%	85.7%	4.2
		5	7	2	0	0	12	
A) I would recommend my school to other families.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
B) San Juan Unified School District is a district that I would recommend to other families.	7	42.9%	42.9%	14.3%	0.0%	0.0%	85.7%	4.3
		3	3	1	0	0	6	