



**Spring 2024
Staff Climate Survey Results**

Katherine Johnson

Group Size N: 20

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	120	31.7%	43.3%	15.0%	7.5%	2.5%	75.0%	3.9
		38	52	18	9	3	90	
A) School has a climate that is caring.	20	40.0%	45.0%	15.0%	0.0%	0.0%	85.0%	4.3
		8	9	3	0	0	17	
B) There are students and staff on campus who listen to students when they have something to say.	20	55.0%	35.0%	10.0%	0.0%	0.0%	90.0%	4.5
		11	7	2	0	0	18	
C) There is an adult from the school who checks on how students are doing.	20	50.0%	40.0%	5.0%	5.0%	0.0%	90.0%	4.4
		10	8	1	1	0	18	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	20	10.0%	30.0%	35.0%	15.0%	10.0%	40.0%	3.2
		2	6	7	3	2	8	
E) Staff feels supported to do their job well in meeting the needs of all students.	20	10.0%	55.0%	15.0%	15.0%	5.0%	65.0%	3.5
		2	11	3	3	1	13	
F) Staff feels part of an effective team.	20	25.0%	55.0%	10.0%	10.0%	0.0%	80.0%	4.0
		5	11	2	2	0	16	

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	180	30.0%	44.4%	14.4%	8.9%	2.2%	74.4%	3.9
		54	80	26	16	4	134	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	20	50.0%	45.0%	5.0%	0.0%	0.0%	95.0%	4.5
		10	9	1	0	0	19	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	20	5.0%	45.0%	30.0%	10.0%	10.0%	50.0%	3.3
		1	9	6	2	2	10	
C) The school offers families opportunities to be involved in school and classroom activities.	20	10.0%	50.0%	15.0%	25.0%	0.0%	60.0%	3.5
		2	10	3	5	0	12	
D) The school keeps families well-informed about school activities.	20	30.0%	50.0%	15.0%	0.0%	5.0%	80.0%	4.0
		6	10	3	0	1	16	
E) The staff at our school listens to family concerns about issues.	20	30.0%	45.0%	15.0%	10.0%	0.0%	75.0%	4.0
		6	9	3	2	0	15	
F) The staff at school are helpful and welcoming when families come to school or call.	20	40.0%	40.0%	5.0%	15.0%	0.0%	80.0%	4.1
		8	8	1	3	0	16	
G) The school and families are partners in promoting positive behavior for my student.	20	10.0%	45.0%	20.0%	20.0%	5.0%	55.0%	3.4
		2	9	4	4	1	11	
H) Families who speak a language other than English receive general information about our school in their home language.	20	50.0%	45.0%	5.0%	0.0%	0.0%	95.0%	4.5
		10	9	1	0	0	19	
I) Staff receive information about upcoming events and important information about the school.	20	45.0%	35.0%	20.0%	0.0%	0.0%	80.0%	4.3
		9	7	4	0	0	16	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	140	37.9%	43.6%	12.9%	15.0%	0.7%	81.4%	4.1
		53	61	18	7	1	114	
A) School seeks input when making important decisions.	20	45.0%	45.0%	10.0%	0.0%	0.0%	90.0%	4.4
		9	9	2	0	0	18	
B) Important school decisions reflect diverse input.	20	20.0%	55.0%	20.0%	5.0%	0.0%	75.0%	3.9
		4	11	4	1	0	15	
C) The principal and staff listen to concerns of other staff members about issues.	20	25.0%	60.0%	5.0%	10.0%	0.0%	85.0%	4.0
		5	12	1	2	0	17	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	20	50.0%	25.0%	10.0%	15.0%	0.0%	75.0%	4.1
		10	5	2	3	0	15	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	20	55.0%	45.0%	0.0%	0.0%	0.0%	100.0%	4.6
		11	9	0	0	0	20	
F) Our school uses data from this survey to inform site decision making.	20	40.0%	35.0%	25.0%	0.0%	0.0%	75.0%	4.2
		8	7	5	0	0	15	
G) Staff voice matters in decision making.	20	30.0%	40.0%	20.0%	5.0%	5.0%	70.0%	3.9
		6	8	4	1	1	14	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	138	27.5%	42.0%	19.6%	10.9%	0.0%	69.6%	3.9
		38	58	27	15	0	96	
A) Concerns about student safety are taken seriously.	20	45.0%	45.0%	5.0%	5.0%	0.0%	90.0%	4.3
		9	9	1	1	0	18	
B) Concerns about student safety are addressed in a timely manner at my school.	20	45.0%	45.0%	5.0%	5.0%	0.0%	90.0%	4.3
		9	9	1	1	0	18	
C) My school is a safe place for all students.	20	10.0%	25.0%	40.0%	25.0%	0.0%	35.0%	3.2
		2	5	8	5	0	7	
D) My school is a safe place for all staff.	19	15.8%	31.6%	36.8%	15.8%	0.0%	47.4%	3.5
		3	6	7	3	0	9	
E) Students know what staff member to go to if they have a safety concern.	20	35.0%	50.0%	10.0%	5.0%	0.0%	85.0%	4.2
		7	10	2	1	0	17	
F) Students know school safety protocols.	19	15.8%	52.6%	15.8%	15.8%	0.0%	68.4%	3.7
		3	10	3	3	0	13	
G) I feel safe sharing different viewpoints and perspectives at my school.	20	25.0%	45.0%	25.0%	5.0%	0.0%	70.0%	3.9
		5	9	5	1	0	14	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	160	27.5%	37.5%	18.8%	13.8%	2.5%	65.0%	3.7
		44	60	30	22	4	104	
A) School staff respects student diversity.	20	50.0%	35.0%	10.0%	5.0%	0.0%	85.0%	4.3
		10	7	2	1	0	17	
B) Adults at my school treat students respectfully.	20	55.0%	30.0%	5.0%	5.0%	5.0%	85.0%	4.3
		11	6	1	1	1	17	
C) Students are respectful to each other at school.	20	5.0%	5.0%	40.0%	40.0%	10.0%	10.0%	2.6
		1	1	8	8	2	2	
D) Students have opportunities to socialize with other students often at school.	20	40.0%	35.0%	20.0%	5.0%	0.0%	75.0%	4.1
		8	7	4	1	0	15	
E) Students have an adult on campus they trust.	20	30.0%	60.0%	5.0%	5.0%	0.0%	90.0%	4.2
		6	12	1	1	0	18	
F) Students trust other students at school.	20	5.0%	35.0%	35.0%	20.0%	5.0%	40.0%	3.2
		1	7	7	4	1	8	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	20	15.0%	60.0%	15.0%	10.0%	0.0%	75.0%	3.8
		3	12	3	2	0	15	
H) School staff reflects student diversity.	20	20.0%	40.0%	20.0%	20.0%	0.0%	60.0%	3.6
		4	8	4	4	0	12	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	180	26.7%	50.0%	15.0%	7.2%	1.1%	76.7%	3.9
		48	90	27	13	2	138	
A) Families and students understand how assignments and tests are graded.	20	10.0%	45.0%	25.0%	15.0%	5.0%	55.0%	3.4
		2	9	5	3	1	11	
B) Questions and concerns about schoolwork are addressed.	20	15.0%	75.0%	0.0%	10.0%	0.0%	90.0%	4.0
		3	15	0	2	0	18	
C) Student grades reflect their knowledge of the material.	20	15.0%	40.0%	30.0%	10.0%	5.0%	55.0%	3.5
		3	8	6	2	1	11	
D) Adults at my school believe all students can be successful.	20	30.0%	45.0%	20.0%	5.0%	0.0%	75.0%	4.0
		6	9	4	1	0	15	
E) Students feel comfortable and unjudged to ask their teacher for help.	20	40.0%	45.0%	5.0%	10.0%	0.0%	85.0%	4.2
		8	9	1	2	0	17	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	20	35.0%	50.0%	15.0%	0.0%	0.0%	85.0%	4.2
		7	10	3	0	0	17	
G) Teachers at my school go out of their way to help all students.	20	50.0%	35.0%	15.0%	0.0%	0.0%	85.0%	4.4
		10	7	3	0	0	17	
H) Students receive timely and regular feedback on their learning.	20	25.0%	55.0%	15.0%	5.0%	0.0%	80.0%	4.0
		5	11	3	1	0	16	
I) Staff at my school provides resources or ideas that help families support their students at home.	20	20.0%	60.0%	10.0%	10.0%	0.0%	80.0%	3.9
		4	12	2	2	0	16	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	80	27.5%	40.0%	12.5%	12.5%	7.5%	67.5%	3.7
		22	32	10	10	6	54	
A) Students are challenged academically at school.	20	15.0%	55.0%	10.0%	15.0%	5.0%	70.0%	3.6
		3	11	2	3	1	14	
B) School recognizes and celebrates the academic success of all students.	20	30.0%	35.0%	15.0%	15.0%	5.0%	65.0%	3.7
		6	7	3	3	1	13	
C) Adults on campus motivate students to do their best.	20	40.0%	30.0%	20.0%	5.0%	5.0%	70.0%	4.0
		8	6	4	1	1	14	
D) School provides additional academic support when students are struggling.	20	25.0%	40.0%	5.0%	15.0%	15.0%	65.0%	3.5
		5	8	1	3	3	13	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	100	8.0%	25.0%	41.0%	24.0%	2.0%	33.0%	3.1
		8	25	41	24	2	33	
A) Students are interested in what they are learning.	20	5.0%	25.0%	40.0%	30.0%	0.0%	30.0%	3.1
		1	5	8	6	0	6	
B) Students have access to classes and activities that meet their interests and talents.	20	10.0%	30.0%	30.0%	25.0%	5.0%	40.0%	3.2
		2	6	6	5	1	8	
C) Students understand how to complete their schoolwork.	20	10.0%	55.0%	30.0%	5.0%	0.0%	65.0%	3.7
		2	11	6	1	0	13	
D) Students complete assignments on time.	20	5.0%	10.0%	60.0%	25.0%	0.0%	15.0%	3.0
		1	2	12	5	0	3	
E) Students are motivated to do their schoolwork.	20	10.0%	5.0%	45.0%	35.0%	5.0%	15.0%	2.8
		2	1	9	7	1	3	

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	119	10.9%	42.0%	31.9%	10.1%	5.0%	52.9%	3.4
		13	50	38	12	6	63	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	20	10.0%	60.0%	20.0%	0.0%	10.0%	70.0%	3.6
		2	12	4	0	2	14	
B) Students and families know what classes they will have to take and pass to graduate from high school.	19	10.5%	26.3%	31.6%	26.3%	5.3%	36.8%	3.1
		2	5	6	5	1	7	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	20	15.0%	45.0%	30.0%	5.0%	5.0%	60.0%	3.6
		3	9	6	1	1	12	
D) School offers college and career programs.	20	5.0%	40.0%	45.0%	5.0%	5.0%	45.0%	3.4
		1	8	9	1	1	9	
E) Students participate in programs to learn about different jobs, careers, and colleges.	20	10.0%	50.0%	40.0%	0.0%	0.0%	60.0%	3.7
		2	10	8	0	0	12	
F) Students are prepared for the next step of their educational experience.	20	15.0%	30.0%	25.0%	25.0%	5.0%	45.0%	3.3
		3	6	5	5	1	9	
G) Staff are optimistic about the future of their career in San Juan Unified.	20	30.0%	60.0%	10.0%	0.0%	0.0%	90.0%	4.2
		6	12	2	0	0	18	
H) There are equitable opportunities for advancement in the district.	20	20.0%	55.0%	15.0%	10.0%	0.0%	75.0%	3.9
		4	11	3	2	0	15	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	40	25.0%	30.0%	20.0%	15.0%	10.0%	55.0%	3.5
		10	12	8	6	4	22	
A) I would recommend my school to other families.	20	20.0%	15.0%	25.0%	25.0%	15.0%	35.0%	3.0
		4	3	5	5	3	7	
B) San Juan Unified School District is a district that I would recommend to other families.	20	30.0%	45.0%	15.0%	5.0%	5.0%	75.0%	3.9
		6	9	3	1	1	15	