



**Spring 2024
Staff Climate Survey Results**

Louis Pasteur

Group Size N: 29

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	174	25.3%	51.7%	11.5%	8.6%	2.9%	77.0%	3.9
	44	90	20	15	5		134	
A) School has a climate that is caring.	29	20.7%	62.1%	10.3%	6.9%	0.0%	82.8%	4.0
	6	18	3	2	0		24	
B) There are students and staff on campus who listen to students when they have something to say.	29	31.0%	58.6%	3.4%	3.4%	3.4%	89.7%	4.1
	9	17	1	1	1		26	
C) There is an adult from the school who checks on how students are doing.	29	41.4%	48.3%	10.3%	0.0%	0.0%	89.7%	4.3
	12	14	3	0	0		26	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	29	20.7%	51.7%	10.3%	13.8%	3.4%	72.4%	3.7
	6	15	3	4	1		21	
E) Staff feels supported to do their job well in meeting the needs of all students.	29	17.2%	41.4%	20.7%	17.2%	3.4%	58.6%	3.5
	5	12	6	5	1		17	
F) Staff feels part of an effective team.	29	20.7%	48.3%	13.8%	10.3%	6.9%	69.0%	3.7
	6	14	4	3	2		20	

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	261	31.8%	38.7%	22.2%	5.4%	1.9%	70.5%	3.9
	83	101	58	14	5		184	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	29	75.9%	20.7%	3.4%	0.0%	0.0%	96.6%	4.7
	22	6	1	0	0		28	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	29	13.8%	41.4%	34.5%	6.9%	3.4%	55.2%	3.6
	4	12	10	2	1		16	
C) The school offers families opportunities to be involved in school and classroom activities.	29	13.8%	20.7%	44.8%	10.3%	10.3%	34.5%	3.2
	4	6	13	3	3		10	
D) The school keeps families well-informed about school activities.	29	55.2%	41.4%	3.4%	0.0%	0.0%	96.6%	4.5
	16	12	1	0	0		28	
E) The staff at our school listens to family concerns about issues.	29	31.0%	37.9%	27.6%	3.4%	0.0%	69.0%	4.0
	9	11	8	1	0		20	
F) The staff at school are helpful and welcoming when families come to school or call.	29	34.5%	51.7%	10.3%	3.4%	0.0%	86.2%	4.2
	10	15	3	1	0		25	
G) The school and families are partners in promoting positive behavior for my student.	29	10.3%	44.8%	31.0%	13.8%	0.0%	55.2%	3.5
	3	13	9	4	0		16	
H) Families who speak a language other than English receive general information about our school in their home language.	29	13.8%	31.0%	44.8%	10.3%	0.0%	44.8%	3.5
	4	9	13	3	0		13	
I) Staff receive information about upcoming events and important information about the school.	29	37.9%	58.6%	0.0%	0.0%	3.4%	96.6%	4.3
	11	17	0	0	1		28	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	201	21.9%	39.8%	14.9%	59.4%	9.0%	61.7%	3.5
		44	80	30	29	18	124	
A) School seeks input when making important decisions.	29	20.7%	34.5%	13.8%	20.7%	10.3%	55.2%	3.3
		6	10	4	6	3	16	
B) Important school decisions reflect diverse input.	29	13.8%	31.0%	20.7%	17.2%	17.2%	44.8%	3.1
		4	9	6	5	5	13	
C) The principal and staff listen to concerns of other staff members about issues.	28	21.4%	42.9%	7.1%	21.4%	7.1%	64.3%	3.5
		6	12	2	6	2	18	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	28	25.0%	46.4%	17.9%	7.1%	3.6%	71.4%	3.8
		7	13	5	2	1	20	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	29	37.9%	48.3%	3.4%	6.9%	3.4%	86.2%	4.1
		11	14	1	2	1	25	
F) Our school uses data from this survey to inform site decision making.	29	20.7%	37.9%	20.7%	13.8%	6.9%	58.6%	3.5
		6	11	6	4	2	17	
G) Staff voice matters in decision making.	29	13.8%	37.9%	20.7%	13.8%	13.8%	51.7%	3.2
		4	11	6	4	4	15	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	203	13.8%	42.4%	23.6%	18.7%	1.5%	56.2%	3.5
		28	86	48	38	3	114	
A) Concerns about student safety are taken seriously.	29	17.2%	55.2%	20.7%	6.9%	0.0%	72.4%	3.8
		5	16	6	2	0	21	
B) Concerns about student safety are addressed in a timely manner at my school.	29	13.8%	27.6%	31.0%	27.6%	0.0%	41.4%	3.3
		4	8	9	8	0	12	
C) My school is a safe place for all students.	29	10.3%	37.9%	17.2%	34.5%	0.0%	48.3%	3.2
		3	11	5	10	0	14	
D) My school is a safe place for all staff.	29	13.8%	44.8%	13.8%	27.6%	0.0%	58.6%	3.4
		4	13	4	8	0	17	
E) Students know what staff member to go to if they have a safety concern.	29	17.2%	48.3%	31.0%	3.4%	0.0%	65.5%	3.8
		5	14	9	1	0	19	
F) Students know school safety protocols.	29	6.9%	44.8%	31.0%	13.8%	3.4%	51.7%	3.4
		2	13	9	4	1	15	
G) I feel safe sharing different viewpoints and perspectives at my school.	29	17.2%	37.9%	20.7%	17.2%	6.9%	55.2%	3.4
		5	11	6	5	2	16	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	232	15.5%	40.9%	24.6%	16.8%	2.2%	56.5%	3.5
		36	95	57	39	5	131	
A) School staff respects student diversity.	29	27.6%	51.7%	10.3%	6.9%	3.4%	79.3%	3.9
		8	15	3	2	1	23	
B) Adults at my school treat students respectfully.	29	27.6%	51.7%	13.8%	3.4%	3.4%	79.3%	4.0
		8	15	4	1	1	23	
C) Students are respectful to each other at school.	29	3.4%	13.8%	24.1%	51.7%	6.9%	17.2%	2.6
		1	4	7	15	2	5	
D) Students have opportunities to socialize with other students often at school.	29	17.2%	75.9%	3.4%	3.4%	0.0%	93.1%	4.1
		5	22	1	1	0	27	
E) Students have an adult on campus they trust.	29	27.6%	55.2%	17.2%	0.0%	0.0%	82.8%	4.1
		8	16	5	0	0	24	
F) Students trust other students at school.	29	3.4%	27.6%	51.7%	17.2%	0.0%	31.0%	3.2
		1	8	15	5	0	9	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	29	10.3%	31.0%	48.3%	10.3%	0.0%	41.4%	3.4
		3	9	14	3	0	12	
H) School staff reflects student diversity.	29	6.9%	20.7%	27.6%	41.4%	3.4%	27.6%	2.9
		2	6	8	12	1	8	
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	261	23.4%	54.0%	15.3%	6.9%	0.4%	77.4%	3.9
		61	141	40	18	1	202	
A) Families and students understand how assignments and tests are graded.	29	13.8%	58.6%	17.2%	10.3%	0.0%	72.4%	3.8
		4	17	5	3	0	21	
B) Questions and concerns about schoolwork are addressed.	29	31.0%	55.2%	13.8%	0.0%	0.0%	86.2%	4.2
		9	16	4	0	0	25	
C) Student grades reflect their knowledge of the material.	29	20.7%	44.8%	24.1%	10.3%	0.0%	65.5%	3.8
		6	13	7	3	0	19	
D) Adults at my school believe all students can be successful.	29	17.2%	58.6%	13.8%	10.3%	0.0%	75.9%	3.8
		5	17	4	3	0	22	
E) Students feel comfortable and unjudged to ask their teacher for help.	29	27.6%	58.6%	10.3%	3.4%	0.0%	86.2%	4.1
		8	17	3	1	0	25	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	29	27.6%	58.6%	6.9%	6.9%	0.0%	86.2%	4.1
		8	17	2	2	0	25	
G) Teachers at my school go out of their way to help all students.	29	17.2%	48.3%	17.2%	13.8%	3.4%	65.5%	3.6
		5	14	5	4	1	19	
H) Students receive timely and regular feedback on their learning.	29	34.5%	58.6%	6.9%	0.0%	0.0%	93.1%	4.3
		10	17	2	0	0	27	
I) Staff at my school provides resources or ideas that help families support their students at home.	29	20.7%	44.8%	27.6%	6.90%	0.00%	65.5%	3.8
		6	13	8	2	0	19	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	115	22.6%	53.9%	15.7%	7.8%	0.0%	76.5%	3.9
		26	62	18	9	0	88	
A) Students are challenged academically at school.	29	27.6%	55.2%	13.8%	3.4%	0.0%	82.8%	4.1
		8	16	4	1	0	24	
B) School recognizes and celebrates the academic success of all students.	29	20.7%	58.6%	13.8%	6.9%	0.0%	79.3%	3.9
		6	17	4	2	0	23	
C) Adults on campus motivate students to do their best.	29	20.7%	58.6%	13.8%	6.9%	0.0%	79.3%	3.9
		6	17	4	2	0	23	
D) School provides additional academic support when students are struggling.	28	21.4%	42.9%	21.4%	14.3%	0.0%	64.3%	3.7
		6	12	6	4	0	18	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	145	6.9%	47.6%	35.2%	9.0%	1.4%	54.5%	3.5
		10	69	51	13	2	79	
A) Students are interested in what they are learning.	29	6.9%	51.7%	31.0%	10.3%	0.0%	58.6%	3.6
		2	15	9	3	0	17	
B) Students have access to classes and activities that meet their interests and talents.	29	6.9%	44.8%	37.9%	6.9%	3.4%	51.7%	3.4
		2	13	11	2	1	15	
C) Students understand how to complete their schoolwork.	29	13.8%	72.4%	13.8%	0.0%	0.0%	86.2%	4.0
		4	21	4	0	0	25	
D) Students complete assignments on time.	29	3.4%	34.5%	48.3%	13.8%	0.0%	37.9%	3.3
		1	10	14	4	0	11	
E) Students are motivated to do their schoolwork.	29	3.4%	34.5%	44.8%	13.8%	3.4%	37.9%	3.2
		1	10	13	4	1	11	

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	174	10.3%	38.5%	37.9%	13.2%	0.0%	48.9%	3.5
		18	67	66	23	0	85	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	29	10.3%	58.6%	24.1%	6.9%	0.0%	69.0%	3.7
		3	17	7	2	0	20	
B) Students and families know what classes they will have to take and pass to graduate from high school.	29	10.3%	34.5%	34.5%	20.7%	0.0%	44.8%	3.3
		3	10	10	6	0	13	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	29	6.9%	44.8%	41.4%	6.9%	0.0%	51.7%	3.5
		2	13	12	2	0	15	
D) School offers college and career programs.	29	17.2%	17.2%	55.2%	10.3%	0.0%	34.5%	3.4
		5	5	16	3	0	10	
E) Students participate in programs to learn about different jobs, careers, and colleges.	29	10.3%	27.6%	37.9%	24.1%	0.0%	37.9%	3.2
		3	8	11	7	0	11	
F) Students are prepared for the next step of their educational experience.	29	6.9%	48.3%	34.5%	10.3%	0.0%	55.2%	3.5
		2	14	10	3	0	16	
G) Staff are optimistic about the future of their career in San Juan Unified.	29	27.6%	34.5%	13.8%	24.1%	0.0%	62.1%	3.7
		8	10	4	7	0	18	
H) There are equitable opportunities for advancement in the district.	29	20.7%	27.6%	27.6%	13.8%	10.3%	48.3%	3.3
		6	8	8	4	3	14	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	58	24.1%	53.4%	15.5%	5.2%	1.7%	77.6%	3.9
		14	31	9	3	1	45	
A) I would recommend my school to other families.	29	24.1%	55.2%	17.2%	3.4%	0.0%	79.3%	4.0
		7	16	5	1	0	23	
B) San Juan Unified School District is a district that I would recommend to other families.	29	24.1%	51.7%	13.8%	6.9%	3.4%	75.9%	3.9
		7	15	4	2	1	22	