



**Spring 2024
Staff Climate Survey Results**

**Sylvan
Group Size N: 21**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	126	26.2%	36.5%	16.7%	14.3%	6.3%	62.7%	3.6
A) School has a climate that is caring.	21	14.3%	38.1%	23.8%	14.3%	9.5%	52.4%	3.3
B) There are students and staff on campus who listen to students when they have something to say.	21	33.3%	38.1%	23.8%	4.8%	0.0%	71.4%	4.0
C) There is an adult from the school who checks on how students are doing.	21	38.1%	57.1%	4.8%	0.0%	0.0%	95.2%	4.3
D) School has the materials, staff, programs, and supports needed to help all students do their best.	21	42.9%	19.0%	14.3%	19.0%	4.8%	61.9%	3.8
E) Staff feels supported to do their job well in meeting the needs of all students.	21	19.0%	33.3%	9.5%	23.8%	14.3%	52.4%	3.2
F) Staff feels part of an effective team.	21	9.5%	33.3%	23.8%	23.8%	9.5%	42.9%	3.1

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	189	30.2%	43.9%	19.0%	6.3%	0.5%	74.1%	4.0
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	21	42.9%	47.6%	4.8%	4.8%	0.0%	90.5%	4.3
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	21	33.3%	28.6%	28.6%	9.5%	0.0%	61.9%	3.9
C) The school offers families opportunities to be involved in school and classroom activities.	21	42.9%	38.1%	14.3%	4.8%	0.0%	81.0%	4.2
D) The school keeps families well-informed about school activities.	21	33.3%	61.9%	4.8%	0.0%	0.0%	95.2%	4.3
E) The staff at our school listens to family concerns about issues.	21	23.8%	42.9%	23.8%	9.5%	0.0%	66.7%	3.8
F) The staff at school are helpful and welcoming when families come to school or call.	21	28.6%	42.9%	23.8%	4.8%	0.0%	71.4%	4.0
G) The school and families are partners in promoting positive behavior for my student.	21	9.5%	33.3%	28.6%	23.8%	4.8%	42.9%	3.2
H) Families who speak a language other than English receive general information about our school in their home language.	21	19.0%	47.6%	33.3%	0.0%	0.0%	66.7%	3.9
I) Staff receive information about upcoming events and important information about the school.	21	38.1%	52.4%	9.5%	0.0%	0.0%	90.5%	4.3

School Decision Making		N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section		147	26.5%	27.2%	30.6%	19.0%	6.8%	53.7%	3.6
A) School seeks input when making important decisions.		21	33.3%	23.8%	33.3%	0.0%	9.5%	57.1%	3.7
B) Important school decisions reflect diverse input.		21	23.8%	33.3%	28.6%	4.8%	9.5%	57.1%	3.6
C) The principal and staff listen to concerns of other staff members about issues.		21	28.6%	19.0%	28.6%	14.3%	9.5%	47.6%	3.4
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.		21	33.3%	23.8%	23.8%	14.3%	4.8%	57.1%	3.7
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.		21	42.9%	23.8%	28.6%	4.8%	0.0%	66.7%	4.0
F) Our school uses data from this survey to inform site decision making.		21	14.3%	23.8%	47.6%	9.5%	4.8%	38.1%	3.3
G) Staff voice matters in decision making.		21	9.5%	42.9%	23.8%	14.3%	9.5%	52.4%	3.3
			2	9	5	3	2	11	
Safety		N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section		147	17.7%	36.7%	21.8%	17.7%	6.1%	54.4%	3.4
A) Concerns about student safety are taken seriously.		21	42.9%	33.3%	9.5%	14.3%	0.0%	76.2%	4.0
B) Concerns about student safety are addressed in a timely manner at my school.		21	33.3%	38.1%	14.3%	14.3%	0.0%	71.4%	3.9
C) My school is a safe place for all students.		21	9.5%	23.8%	28.6%	28.6%	9.5%	33.3%	3.0
D) My school is a safe place for all staff.		21	9.5%	23.8%	28.6%	23.8%	14.3%	33.3%	2.9
E) Students know what staff member to go to if they have a safety concern.		21	0.0%	61.9%	28.6%	9.5%	0.0%	61.9%	3.5
F) Students know school safety protocols.		21	14.3%	52.4%	19.0%	14.3%	0.0%	66.7%	3.7
G) I feel safe sharing different viewpoints and perspectives at my school.		21	14.3%	23.8%	23.8%	19.0%	19.0%	38.1%	3.0
			3	5	5	4	4	8	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	168	8.3%	42.3%	28.6%	16.7%	4.2%	50.6%	3.3
		14	71	48	28	7	85	
A) School staff respects student diversity.	21	23.8%	38.1%	33.3%	4.8%	0.0%	61.9%	3.8
		5	8	7	1	0	13	
B) Adults at my school treat students respectfully.	21	9.5%	57.1%	23.8%	9.5%	0.0%	66.7%	3.7
		2	12	5	2	0	14	
C) Students are respectful to each other at school.	21	0.0%	9.5%	9.5%	66.7%	14.3%	9.5%	2.1
		0	2	2	14	3	2	
D) Students have opportunities to socialize with other students often at school.	21	19.0%	61.9%	9.5%	4.8%	4.8%	81.0%	3.9
		4	13	2	1	1	17	
E) Students have an adult on campus they trust.	21	9.5%	57.1%	28.6%	4.8%	0.0%	66.7%	3.7
		2	12	6	1	0	14	
F) Students trust other students at school.	21	0.0%	19.0%	47.6%	28.6%	4.8%	19.0%	2.8
		0	4	10	6	1	4	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	21	4.8%	47.6%	38.1%	4.8%	4.8%	52.4%	3.4
		1	10	8	1	1	11	
H) School staff reflects student diversity.	21	0.0%	47.6%	38.1%	9.5%	4.8%	47.6%	3.3
		0	10	8	2	1	10	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	189	17.5%	48.7%	20.1%	7.9%	5.8%	66.1%	3.6
		33	92	38	15	11	125	
A) Families and students understand how assignments and tests are graded.	21	4.8%	38.1%	33.3%	14.3%	9.5%	42.9%	3.1
		1	8	7	3	2	9	
B) Questions and concerns about schoolwork are addressed.	21	9.5%	57.1%	28.6%	0.0%	4.8%	66.7%	3.7
		2	12	6	0	1	14	
C) Student grades reflect their knowledge of the material.	21	0.0%	47.6%	9.5%	33.3%	9.5%	47.6%	3.0
		0	10	2	7	2	10	
D) Adults at my school believe all students can be successful.	21	9.5%	33.3%	23.8%	14.3%	19.0%	42.9%	3.0
		2	7	5	3	4	9	
E) Students feel comfortable and unjudged to ask their teacher for help.	21	42.9%	47.6%	9.5%	0.0%	0.0%	90.5%	4.3
		9	10	2	0	0	19	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	21	33.3%	52.4%	9.5%	0.0%	4.8%	85.7%	4.1
		7	11	2	0	1	18	
G) Teachers at my school go out of their way to help all students.	21	14.3%	47.6%	28.6%	4.8%	4.8%	61.9%	3.6
		3	10	6	1	1	13	
H) Students receive timely and regular feedback on their learning.	21	33.3%	57.1%	9.5%	0.0%	0.0%	90.5%	4.2
		7	12	2	0	0	19	
I) Staff at my school provides resources or ideas that help families support their students at home.	21	9.5%	57.1%	28.6%	4.76%	0.00%	66.7%	3.7
		2	12	6	1	0	14	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	79	24.1%	43.0%	16.5%	8.9%	7.6%	67.1%	3.7
		19	34	13	7	6	53	
A) Students are challenged academically at school.	20	10.0%	35.0%	25.0%	20.0%	10.0%	45.0%	3.2
		2	7	5	4	2	9	
B) School recognizes and celebrates the academic success of all students.	19	21.1%	52.6%	15.8%	5.3%	5.3%	73.7%	3.8
		4	10	3	1	1	14	
C) Adults on campus motivate students to do their best.	20	20.0%	50.0%	15.0%	10.0%	5.0%	70.0%	3.7
		4	10	3	2	1	14	
D) School provides additional academic support when students are struggling.	20	45.0%	35.0%	10.0%	0.0%	10.0%	80.0%	4.1
		9	7	2	0	2	16	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	100	2.0%	33.0%	26.0%	27.0%	12.0%	35.0%	2.9
		2	33	26	27	12	35	
A) Students are interested in what they are learning.	20	0.0%	40.0%	25.0%	20.0%	15.0%	40.0%	2.9
		0	8	5	4	3	8	
B) Students have access to classes and activities that meet their interests and talents.	20	0.0%	55.0%	30.0%	10.0%	5.0%	55.0%	3.4
		0	11	6	2	1	11	
C) Students understand how to complete their schoolwork.	20	10.0%	30.0%	25.0%	25.0%	10.0%	40.0%	3.1
		2	6	5	5	2	8	
D) Students complete assignments on time.	20	0.0%	20.0%	25.0%	40.0%	15.0%	20.0%	2.5
		0	4	5	8	3	4	
E) Students are motivated to do their schoolwork.	20	0.0%	20.0%	25.0%	40.0%	15.0%	20.0%	2.5
		0	4	5	8	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	119	10.9%	26.9%	30.3%	18.5%	13.4%	37.8%	3.0
		13	32	36	22	16	45	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	20	20.0%	40.0%	20.0%	10.0%	10.0%	60.0%	3.5
		4	8	4	2	2	12	
B) Students and families know what classes they will have to take and pass to graduate from high school.	20	5.0%	25.0%	40.0%	20.0%	10.0%	30.0%	3.0
		1	5	8	4	2	6	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	20	5.0%	15.0%	40.0%	20.0%	20.0%	20.0%	2.7
		1	3	8	4	4	4	
D) School offers college and career programs.	19	21.1%	15.8%	31.6%	21.1%	10.5%	36.8%	3.2
		4	3	6	4	2	7	
E) Students participate in programs to learn about different jobs, careers, and colleges.	20	10.0%	35.0%	30.0%	15.0%	10.0%	45.0%	3.2
		2	7	6	3	2	9	
F) Students are prepared for the next step of their educational experience.	20	5.0%	30.0%	20.0%	25.0%	20.0%	35.0%	2.8
		1	6	4	5	4	7	
G) Staff are optimistic about the future of their career in San Juan Unified.	21	9.5%	42.9%	23.8%	14.3%	9.5%	52.4%	3.3
		2	9	5	3	2	11	
H) There are equitable opportunities for advancement in the district.	21	9.5%	28.6%	47.6%	9.5%	4.8%	38.1%	3.3
		2	6	10	2	1	8	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	42	11.9%	23.8%	42.9%	11.9%	9.5%	35.7%	3.2
		5	10	18	5	4	15	
A) I would recommend my school to other families.	21	9.5%	14.3%	42.9%	23.8%	9.5%	23.8%	2.9
		2	3	9	5	2	5	
B) San Juan Unified School District is a district that I would recommend to other families.	21	14.3%	33.3%	42.9%	0.0%	9.5%	47.6%	3.4
		3	7	9	0	2	10	