



**Spring 2024
Staff Climate Survey Results**

Will Rogers

Group Size N: 19

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	113	41.6%	47.8%	8.0%	2.7%	0.0%	89.4%	4.3
A) School has a climate that is caring.	18	44.4%	44.4%	11.1%	0.0%	0.0%	88.9%	4.3
B) There are students and staff on campus who listen to students when they have something to say.	19	42.1%	52.6%	5.3%	0.0%	0.0%	94.7%	4.4
C) There is an adult from the school who checks on how students are doing.	19	68.4%	26.3%	5.3%	0.0%	0.0%	94.7%	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	19	31.6%	57.9%	5.3%	5.3%	0.0%	89.5%	4.2
E) Staff feels supported to do their job well in meeting the needs of all students.	19	26.3%	63.2%	5.3%	5.3%	0.0%	89.5%	4.1
F) Staff feels part of an effective team.	19	36.8%	42.1%	15.8%	5.3%	0.0%	78.9%	4.1

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	171	38.0%	43.9%	11.7%	5.8%	0.6%	81.9%	4.1
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	19	47.4%	36.8%	10.5%	5.3%	0.0%	84.2%	4.3
C) The school offers families opportunities to be involved in school and classroom activities.	19	21.1%	47.4%	21.1%	10.5%	0.0%	68.4%	3.8
D) The school keeps families well-informed about school activities.	19	26.3%	68.4%	0.0%	5.3%	0.0%	94.7%	4.2
E) The staff at our school listens to family concerns about issues.	19	36.8%	52.6%	5.3%	5.3%	0.0%	89.5%	4.2
F) The staff at school are helpful and welcoming when families come to school or call.	19	57.9%	36.8%	5.3%	0.0%	0.0%	94.7%	4.5
G) The school and families are partners in promoting positive behavior for my student.	19	21.1%	36.8%	26.3%	10.5%	5.3%	57.9%	3.6
H) Families who speak a language other than English receive general information about our school in their home language.	19	31.6%	42.1%	15.8%	10.5%	0.0%	73.7%	3.9
I) Staff receive information about upcoming events and important information about the school.	19	42.1%	42.1%	10.5%	5.3%	0.0%	84.2%	4.2

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	133	42.1%	36.8%	14.3%	15.8%	2.3%	78.9%	4.1
		56	49	19	6	3	105	
A) School seeks input when making important decisions.	19	42.1%	42.1%	10.5%	5.3%	0.0%	84.2%	4.2
		8	8	2	1	0	16	
B) Important school decisions reflect diverse input.	19	36.8%	36.8%	15.8%	5.3%	5.3%	73.7%	3.9
		7	7	3	1	1	14	
C) The principal and staff listen to concerns of other staff members about issues.	19	47.4%	31.6%	15.8%	5.3%	0.0%	78.9%	4.2
		9	6	3	1	0	15	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	19	42.1%	36.8%	15.8%	5.3%	0.0%	78.9%	4.2
		8	7	3	1	0	15	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
		11	6	2	0	0	17	
F) Our school uses data from this survey to inform site decision making.	19	36.8%	31.6%	21.1%	10.5%	0.0%	68.4%	3.9
		7	6	4	2	0	13	
G) Staff voice matters in decision making.	19	31.6%	47.4%	10.5%	0.0%	10.5%	78.9%	3.9
		6	9	2	0	2	15	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	132	25.0%	47.0%	18.9%	7.6%	1.5%	72.0%	3.9
		33	62	25	10	2	95	
A) Concerns about student safety are taken seriously.	18	44.4%	38.9%	11.1%	5.6%	0.0%	83.3%	4.2
		8	7	2	1	0	15	
B) Concerns about student safety are addressed in a timely manner at my school.	19	31.6%	36.8%	26.3%	5.3%	0.0%	68.4%	3.9
		6	7	5	1	0	13	
C) My school is a safe place for all students.	19	21.1%	36.8%	31.6%	10.5%	0.0%	57.9%	3.7
		4	7	6	2	0	11	
D) My school is a safe place for all staff.	19	21.1%	42.1%	26.3%	10.5%	0.0%	63.2%	3.7
		4	8	5	2	0	12	
E) Students know what staff member to go to if they have a safety concern.	19	26.3%	68.4%	0.0%	5.3%	0.0%	94.7%	4.2
		5	13	0	1	0	18	
F) Students know school safety protocols.	19	10.5%	63.2%	15.8%	10.5%	0.0%	73.7%	3.7
		2	12	3	2	0	14	
G) I feel safe sharing different viewpoints and perspectives at my school.	19	21.1%	42.1%	21.1%	5.3%	10.5%	63.2%	3.6
		4	8	4	1	2	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	151	23.8%	43.0%	21.2%	11.3%	0.7%	66.9%	3.8
	36	65	32	17	1		101	
A) School staff respects student diversity.	19	42.1%	47.4%	10.5%	0.0%	0.0%	89.5%	4.3
	8	9	2	0	0		17	
B) Adults at my school treat students respectfully.	19	26.3%	57.9%	15.8%	0.0%	0.0%	84.2%	4.1
	5	11	3	0	0		16	
C) Students are respectful to each other at school.	19	0.0%	21.1%	31.6%	42.1%	5.3%	21.1%	2.7
	0	4	6	8	1		4	
D) Students have opportunities to socialize with other students often at school.	19	47.4%	42.1%	5.3%	5.3%	0.0%	89.5%	4.3
	9	8	1	1	0		17	
E) Students have an adult on campus they trust.	19	31.6%	52.6%	10.5%	5.3%	0.0%	84.2%	4.1
	6	10	2	1	0		16	
F) Students trust other students at school.	19	5.3%	31.6%	47.4%	15.8%	0.0%	36.8%	3.3
	1	6	9	3	0		7	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	18	16.7%	44.4%	33.3%	5.6%	0.0%	61.1%	3.7
	3	8	6	1	0		11	
H) School staff reflects student diversity.	19	21.1%	47.4%	15.8%	15.8%	0.0%	68.4%	3.7
	4	9	3	3	0		13	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	157	31.8%	52.9%	8.3%	7.0%	0.0%	84.7%	4.1
	50	83	13	11	0		133	
A) Families and students understand how assignments and tests are graded.	17	17.6%	52.9%	11.8%	17.6%	0.0%	70.6%	3.7
	3	9	2	3	0		12	
B) Questions and concerns about schoolwork are addressed.	17	29.4%	58.8%	5.9%	5.9%	0.0%	88.2%	4.1
	5	10	1	1	0		15	
C) Student grades reflect their knowledge of the material.	18	27.8%	55.6%	5.6%	11.1%	0.0%	83.3%	4.0
	5	10	1	2	0		15	
D) Adults at my school believe all students can be successful.	19	26.3%	47.4%	15.8%	10.5%	0.0%	73.7%	3.9
	5	9	3	2	0		14	
E) Students feel comfortable and unjudged to ask their teacher for help.	17	47.1%	41.2%	5.9%	5.9%	0.0%	88.2%	4.3
	8	7	1	1	0		15	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	17	29.4%	64.7%	0.0%	5.9%	0.0%	94.1%	4.2
	5	11	0	1	0		16	
G) Teachers at my school go out of their way to help all students.	19	36.8%	57.9%	5.3%	0.0%	0.0%	94.7%	4.3
	7	11	1	0	0		18	
H) Students receive timely and regular feedback on their learning.	16	43.8%	56.3%	0.0%	0.0%	0.0%	100.0%	4.4
	7	9	0	0	0		16	
I) Staff at my school provides resources or ideas that help families support their students at home.	17	29.4%	41.2%	23.5%	5.88%	0.00%	70.6%	3.9
	5	7	4	1	0		12	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	76	32.9%	57.9%	3.9%	5.3%	0.0%	90.8%	4.2
		25	44	3	4	0	69	
A) Students are challenged academically at school.	19	21.1%	57.9%	15.8%	5.3%	0.0%	78.9%	3.9
		4	11	3	1	0	15	
B) School recognizes and celebrates the academic success of all students.	19	31.6%	63.2%	0.0%	5.3%	0.0%	94.7%	4.2
		6	12	0	1	0	18	
C) Adults on campus motivate students to do their best.	19	31.6%	63.2%	0.0%	5.3%	0.0%	94.7%	4.2
		6	12	0	1	0	18	
D) School provides additional academic support when students are struggling.	19	47.4%	47.4%	0.0%	5.3%	0.0%	94.7%	4.4
		9	9	0	1	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	83	12.0%	44.6%	25.3%	13.3%	4.8%	56.6%	3.5
		10	37	21	11	4	47	
A) Students are interested in what they are learning.	18	11.1%	44.4%	22.2%	16.7%	5.6%	55.6%	3.4
		2	8	4	3	1	10	
B) Students have access to classes and activities that meet their interests and talents.	17	17.6%	47.1%	23.5%	5.9%	5.9%	64.7%	3.6
		3	8	4	1	1	11	
C) Students understand how to complete their schoolwork.	16	31.3%	37.5%	18.8%	12.5%	0.0%	68.8%	3.9
		5	6	3	2	0	11	
D) Students complete assignments on time.	16	0.0%	50.0%	25.0%	18.8%	6.3%	50.0%	3.2
		0	8	4	3	1	8	
E) Students are motivated to do their schoolwork.	16	0.0%	43.8%	37.5%	12.5%	6.3%	43.8%	3.2
		0	7	6	2	1	7	

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	97	6.2%	45.4%	26.8%	21.6%	0.0%	51.5%	3.4
		6	44	26	21	0	50	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	16	18.8%	56.3%	6.3%	18.8%	0.0%	75.0%	3.8
		3	9	1	3	0	12	
B) Students and families know what classes they will have to take and pass to graduate from high school.	16	6.3%	56.3%	18.8%	18.8%	0.0%	62.5%	3.5
		1	9	3	3	0	10	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	16	0.0%	50.0%	25.0%	25.0%	0.0%	50.0%	3.3
		0	8	4	4	0	8	
D) School offers college and career programs.	17	5.9%	35.3%	41.2%	17.6%	0.0%	41.2%	3.3
		1	6	7	3	0	7	
E) Students participate in programs to learn about different jobs, careers, and colleges.	16	0.0%	43.8%	31.3%	25.0%	0.0%	43.8%	3.2
		0	7	5	4	0	7	
F) Students are prepared for the next step of their educational experience.	16	6.3%	31.3%	37.5%	25.0%	0.0%	37.5%	3.2
		1	5	6	4	0	6	
G) Staff are optimistic about the future of their career in San Juan Unified.	19	36.8%	26.3%	26.3%	10.5%	0.0%	63.2%	3.9
		7	5	5	2	0	12	
H) There are equitable opportunities for advancement in the district.	19	26.3%	31.6%	31.6%	10.5%	0.0%	57.9%	3.7
		5	6	6	2	0	11	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	38	28.9%	52.6%	10.5%	5.3%	2.6%	81.6%	4.0
		11	20	4	2	1	31	
A) I would recommend my school to other families.	19	26.3%	47.4%	15.8%	5.3%	5.3%	73.7%	3.8
		5	9	3	1	1	14	
B) San Juan Unified School District is a district that I would recommend to other families.	19	31.6%	57.9%	5.3%	5.3%	0.0%	89.5%	4.2
		6	11	1	1	0	17	