



**Spring 2024
Staff Climate Survey Results**

Winston Churchill

Group Size N: 23

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	138	18.8%	51.4%	18.1%	8.0%	3.6%	70.3%	3.7
A) School has a climate that is caring.	23	13.0%	65.2%	13.0%	4.3%	4.3%	78.3%	3.8
B) There are students and staff on campus who listen to students when they have something to say.	23	17.4%	73.9%	8.7%	0.0%	0.0%	91.3%	4.1
C) There is an adult from the school who checks on how students are doing.	23	43.5%	47.8%	8.7%	0.0%	0.0%	91.3%	4.3
D) School has the materials, staff, programs, and supports needed to help all students do their best.	23	13.0%	47.8%	8.7%	21.7%	8.7%	60.9%	3.3
E) Staff feels supported to do their job well in meeting the needs of all students.	23	17.4%	34.8%	30.4%	17.4%	0.0%	52.2%	3.5
F) Staff feels part of an effective team.	23	8.7%	39.1%	39.1%	4.3%	8.7%	47.8%	3.3

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	207	41.1%	43.0%	11.6%	4.3%	0.0%	84.1%	4.2
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	23	60.9%	39.1%	0.0%	0.0%	0.0%	100.0%	4.6
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	23	30.4%	43.5%	17.4%	8.7%	0.0%	73.9%	4.0
C) The school offers families opportunities to be involved in school and classroom activities.	23	26.1%	39.1%	26.1%	8.7%	0.0%	65.2%	3.8
D) The school keeps families well-informed about school activities.	23	56.5%	39.1%	4.3%	0.0%	0.0%	95.7%	4.5
E) The staff at our school listens to family concerns about issues.	23	39.1%	47.8%	13.0%	0.0%	0.0%	87.0%	4.3
F) The staff at school are helpful and welcoming when families come to school or call.	23	56.5%	43.5%	0.0%	0.0%	0.0%	100.0%	4.6
G) The school and families are partners in promoting positive behavior for my student.	23	13.0%	34.8%	34.8%	17.4%	0.0%	47.8%	3.4
H) Families who speak a language other than English receive general information about our school in their home language.	23	26.1%	60.9%	8.7%	4.3%	0.0%	87.0%	4.1
I) Staff receive information about upcoming events and important information about the school.	23	60.9%	39.1%	0.0%	0.0%	0.0%	100.0%	4.6

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	161	26.1%	35.4%	29.2%	17.4%	3.7%	61.5%	3.7
A) School seeks input when making important decisions.	23	30.4%	43.5%	17.4%	4.3%	4.3%	73.9%	3.9
B) Important school decisions reflect diverse input.	23	21.7%	39.1%	21.7%	13.0%	4.3%	60.9%	3.6
C) The principal and staff listen to concerns of other staff members about issues.	23	21.7%	43.5%	30.4%	0.0%	4.3%	65.2%	3.8
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	23	39.1%	26.1%	21.7%	8.7%	4.3%	65.2%	3.9
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	23	39.1%	39.1%	21.7%	0.0%	0.0%	78.3%	4.2
F) Our school uses data from this survey to inform site decision making.	23	21.7%	21.7%	47.8%	4.3%	4.3%	43.5%	3.5
G) Staff voice matters in decision making.	23	8.7%	34.8%	43.5%	8.7%	4.3%	43.5%	3.3
		2	8	10	2	1	10	
		7	10	4	1	1	17	
		5	9	5	3	1	14	
		5	10	7	0	1	15	
		9	6	5	2	1	15	
		9	9	5	0	0	18	
		5	5	11	1	1	10	
		2	8	10	2	1	10	
		16	81	38	22	4	97	
A) Concerns about student safety are taken seriously.	23	21.7%	43.5%	21.7%	13.0%	0.0%	65.2%	3.7
B) Concerns about student safety are addressed in a timely manner at my school.	23	13.0%	43.5%	34.8%	8.7%	0.0%	56.5%	3.6
C) My school is a safe place for all students.	23	4.3%	47.8%	26.1%	21.7%	0.0%	52.2%	3.3
D) My school is a safe place for all staff.	23	4.3%	47.8%	30.4%	13.0%	4.3%	52.2%	3.3
E) Students know what staff member to go to if they have a safety concern.	23	8.7%	60.9%	17.4%	13.0%	0.0%	69.6%	3.7
F) Students know school safety protocols.	23	8.7%	60.9%	21.7%	8.7%	0.0%	69.6%	3.7
G) I feel safe sharing different viewpoints and perspectives at my school.	23	8.7%	47.8%	13.0%	17.4%	13.0%	56.5%	3.2
		2	11	3	4	3	13	
		3	10	8	2	0	13	
		1	11	6	5	0	12	
		1	11	7	3	1	12	
		2	14	4	3	0	16	
		2	14	5	2	0	16	
		2	11	3	4	3	13	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	184	12.0%	52.7%	19.6%	13.6%	2.2%	64.7%	3.6
		22	97	36	25	4	119	
A) School staff respects student diversity.	23	34.8%	56.5%	4.3%	4.3%	0.0%	91.3%	4.2
		8	13	1	1	0	21	
B) Adults at my school treat students respectfully.	23	13.0%	65.2%	13.0%	8.7%	0.0%	78.3%	3.8
		3	15	3	2	0	18	
C) Students are respectful to each other at school.	23	0.0%	26.1%	26.1%	43.5%	4.3%	26.1%	2.7
		0	6	6	10	1	6	
D) Students have opportunities to socialize with other students often at school.	23	17.4%	73.9%	8.7%	0.0%	0.0%	91.3%	4.1
		4	17	2	0	0	21	
E) Students have an adult on campus they trust.	23	13.0%	73.9%	13.0%	0.0%	0.0%	87.0%	4.0
		3	17	3	0	0	20	
F) Students trust other students at school.	23	4.3%	39.1%	47.8%	8.7%	0.0%	43.5%	3.4
		1	9	11	2	0	10	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	23	8.7%	60.9%	21.7%	4.3%	4.3%	69.6%	3.7
		2	14	5	1	1	16	
H) School staff reflects student diversity.	23	4.3%	26.1%	21.7%	39.1%	8.7%	30.4%	2.8
		1	6	5	9	2	7	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	206	26.7%	53.4%	13.1%	6.3%	0.5%	80.1%	4.0
		55	110	27	13	1	165	
A) Families and students understand how assignments and tests are graded.	23	17.4%	56.5%	17.4%	4.3%	4.3%	73.9%	3.8
		4	13	4	1	1	17	
B) Questions and concerns about schoolwork are addressed.	23	34.8%	60.9%	4.3%	0.0%	0.0%	95.7%	4.3
		8	14	1	0	0	22	
C) Student grades reflect their knowledge of the material.	23	21.7%	47.8%	21.7%	8.7%	0.0%	69.6%	3.8
		5	11	5	2	0	16	
D) Adults at my school believe all students can be successful.	23	13.0%	52.2%	17.4%	17.4%	0.0%	65.2%	3.6
		3	12	4	4	0	15	
E) Students feel comfortable and unjudged to ask their teacher for help.	22	22.7%	68.2%	9.1%	0.0%	0.0%	90.9%	4.1
		5	15	2	0	0	20	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	23	43.5%	47.8%	8.7%	0.0%	0.0%	91.3%	4.3
		10	11	2	0	0	21	
G) Teachers at my school go out of their way to help all students.	23	21.7%	47.8%	17.4%	13.0%	0.0%	69.6%	3.8
		5	11	4	3	0	16	
H) Students receive timely and regular feedback on their learning.	23	34.8%	52.2%	13.0%	0.0%	0.0%	87.0%	4.2
		8	12	3	0	0	20	
I) Staff at my school provides resources or ideas that help families support their students at home.	23	30.4%	47.8%	8.7%	13.04%	0.00%	78.3%	4.0
		7	11	2	3	0	18	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	92	33.7%	45.7%	15.2%	5.4%	0.0%	79.3%	4.1
		31	42	14	5	0	73	
A) Students are challenged academically at school.	23	39.1%	39.1%	17.4%	4.3%	0.0%	78.3%	4.1
		9	9	4	1	0	18	
B) School recognizes and celebrates the academic success of all students.	23	43.5%	43.5%	8.7%	4.3%	0.0%	87.0%	4.3
		10	10	2	1	0	20	
C) Adults on campus motivate students to do their best.	23	17.4%	60.9%	21.7%	0.0%	0.0%	78.3%	4.0
		4	14	5	0	0	18	
D) School provides additional academic support when students are struggling.	23	34.8%	39.1%	13.0%	13.0%	0.0%	73.9%	4.0
		8	9	3	3	0	17	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	115	15.7%	35.7%	32.2%	14.8%	1.7%	51.3%	3.5
		18	41	37	17	2	59	
A) Students are interested in what they are learning.	23	17.4%	39.1%	34.8%	8.7%	0.0%	56.5%	3.7
		4	9	8	2	0	13	
B) Students have access to classes and activities that meet their interests and talents.	23	21.7%	26.1%	39.1%	13.0%	0.0%	47.8%	3.6
		5	6	9	3	0	11	
C) Students understand how to complete their schoolwork.	23	21.7%	52.2%	13.0%	13.0%	0.0%	73.9%	3.8
		5	12	3	3	0	17	
D) Students complete assignments on time.	23	4.3%	34.8%	34.8%	17.4%	8.7%	39.1%	3.1
		1	8	8	4	2	9	
E) Students are motivated to do their schoolwork.	23	13.0%	26.1%	39.1%	21.7%	0.0%	39.1%	3.3
		3	6	9	5	0	9	

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	138	12.3%	35.5%	36.2%	10.9%	5.1%	47.8%	3.4
		17	49	50	15	7	66	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	23	17.4%	60.9%	17.4%	4.3%	0.0%	78.3%	3.9
		4	14	4	1	0	18	
B) Students and families know what classes they will have to take and pass to graduate from high school.	23	17.4%	13.0%	56.5%	8.7%	4.3%	30.4%	3.3
		4	3	13	2	1	7	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	23	17.4%	34.8%	43.5%	4.3%	0.0%	52.2%	3.7
		4	8	10	1	0	12	
D) School offers college and career programs.	23	8.7%	39.1%	21.7%	17.4%	13.0%	47.8%	3.1
		2	9	5	4	3	11	
E) Students participate in programs to learn about different jobs, careers, and colleges.	23	4.3%	26.1%	39.1%	17.4%	13.0%	30.4%	2.9
		1	6	9	4	3	7	
F) Students are prepared for the next step of their educational experience.	23	8.7%	39.1%	39.1%	13.0%	0.0%	47.8%	3.4
		2	9	9	3	0	11	
G) Staff are optimistic about the future of their career in San Juan Unified.	23	17.4%	52.2%	26.1%	0.0%	4.3%	69.6%	3.8
		4	12	6	0	1	16	
H) There are equitable opportunities for advancement in the district.	23	17.4%	47.8%	21.7%	13.0%	0.0%	65.2%	3.7
		4	11	5	3	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	46	21.7%	45.7%	19.6%	8.7%	4.3%	67.4%	3.7
		10	21	9	4	2	31	
A) I would recommend my school to other families.	23	13.0%	47.8%	26.1%	8.7%	4.3%	60.9%	3.6
		3	11	6	2	1	14	
B) San Juan Unified School District is a district that I would recommend to other families.	23	30.4%	43.5%	13.0%	8.7%	4.3%	73.9%	3.9
		7	10	3	2	1	17	