



**Spring 2024  
Staff Climate Survey Results**

**Laurel Ruff**

**Group Size N: 37**

<b>Caring Relationships</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	222	38.3%	39.6%	14.0%	4.5%	3.6%	77.9%	4.0
		85	88	31	10	8	173	
A) School has a climate that is caring.	37	35.1%	37.8%	24.3%	0.0%	2.7%	73.0%	4.0
		13	14	9	0	1	27	
B) There are students and staff on campus who listen to students when they have something to say.	37	37.8%	45.9%	13.5%	0.0%	2.7%	83.8%	4.2
		14	17	5	0	1	31	
C) There is an adult from the school who checks on how students are doing.	37	54.1%	35.1%	8.1%	0.0%	2.7%	89.2%	4.4
		20	13	3	0	1	33	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	37	29.7%	45.9%	10.8%	8.1%	5.4%	75.7%	3.9
		11	17	4	3	2	28	
E) Staff feels supported to do their job well in meeting the needs of all students.	37	37.8%	37.8%	13.5%	8.1%	2.7%	75.7%	4.0
		14	14	5	3	1	28	
F) Staff feels part of an effective team.	37	35.1%	35.1%	13.5%	10.8%	5.4%	70.3%	3.8
		13	13	5	4	2	26	

<b>Family and Staff Engagement</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	331	27.8%	39.0%	26.9%	2.4%	3.9%	66.8%	3.8
		92	129	89	8	13	221	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	37	29.7%	29.7%	29.7%	2.7%	8.1%	59.5%	3.7
		11	11	11	1	3	22	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	37	21.6%	35.1%	37.8%	2.7%	2.7%	56.8%	3.7
		8	13	14	1	1	21	
C) The school offers families opportunities to be involved in school and classroom activities.	37	24.3%	32.4%	32.4%	2.7%	8.1%	56.8%	3.6
		9	12	12	1	3	21	
D) The school keeps families well-informed about school activities.	37	37.8%	40.5%	18.9%	0.0%	2.7%	78.4%	4.1
		14	15	7	0	1	29	
E) The staff at our school listens to family concerns about issues.	36	16.7%	47.2%	33.3%	0.0%	2.8%	63.9%	3.8
		6	17	12	0	1	23	
F) The staff at school are helpful and welcoming when families come to school or call.	37	35.1%	45.9%	16.2%	0.0%	2.7%	81.1%	4.1
		13	17	6	0	1	30	
G) The school and families are partners in promoting positive behavior for my student.	37	21.6%	45.9%	24.3%	5.4%	2.7%	67.6%	3.8
		8	17	9	2	1	25	
H) Families who speak a language other than English receive general information about our school in their home language.	36	27.8%	33.3%	33.3%	2.8%	2.8%	61.1%	3.8
		10	12	12	1	1	22	
I) Staff receive information about upcoming events and important information about the school.	37	35.1%	40.5%	16.2%	5.4%	2.7%	75.7%	4.0
		13	15	6	2	1	28	

<b>School Decision Making</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	257	19.1%	35.0%	28.8%	37.8%	6.2%	54.1%	3.5
		49	90	74	28	16	139	
A) School seeks input when making important decisions.	37	16.2%	48.6%	16.2%	13.5%	5.4%	64.9%	3.6
		6	18	6	5	2	24	
B) Important school decisions reflect diverse input.	37	21.6%	32.4%	29.7%	13.5%	2.7%	54.1%	3.6
		8	12	11	5	1	20	
C) The principal and staff listen to concerns of other staff members about issues.	37	35.1%	35.1%	13.5%	10.8%	5.4%	70.3%	3.8
		13	13	5	4	2	26	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	37	24.3%	32.4%	27.0%	8.1%	8.1%	56.8%	3.6
		9	12	10	3	3	21	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	36	13.9%	27.8%	36.1%	11.1%	11.1%	41.7%	3.2
		5	10	13	4	4	15	
F) Our school uses data from this survey to inform site decision making.	37	10.8%	24.3%	51.4%	10.8%	2.7%	35.1%	3.3
		4	9	19	4	1	13	
G) Staff voice matters in decision making.	36	11.1%	44.4%	27.8%	8.3%	8.3%	55.6%	3.4
		4	16	10	3	3	20	

<b>Safety</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	257	26.8%	36.6%	20.2%	10.5%	5.8%	63.4%	3.7
		69	94	52	27	15	163	
A) Concerns about student safety are taken seriously.	36	41.7%	27.8%	8.3%	13.9%	8.3%	69.4%	3.8
		15	10	3	5	3	25	
B) Concerns about student safety are addressed in a timely manner at my school.	36	44.4%	33.3%	13.9%	5.6%	2.8%	77.8%	4.1
		16	12	5	2	1	28	
C) My school is a safe place for all students.	37	16.2%	37.8%	29.7%	8.1%	8.1%	54.1%	3.5
		6	14	11	3	3	20	
D) My school is a safe place for all staff.	37	10.8%	35.1%	21.6%	24.3%	8.1%	45.9%	3.2
		4	13	8	9	3	17	
E) Students know what staff member to go to if they have a safety concern.	37	37.8%	43.2%	16.2%	0.0%	2.7%	81.1%	4.1
		14	16	6	0	1	30	
F) Students know school safety protocols.	37	13.5%	43.2%	29.7%	10.8%	2.7%	56.8%	3.5
		5	16	11	4	1	21	
G) I feel safe sharing different viewpoints and perspectives at my school.	37	24.3%	35.1%	21.6%	10.8%	8.1%	59.5%	3.6
		9	13	8	4	3	22	

<b>Sense of Belonging</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	295	31.9%	40.7%	17.6%	4.7%	5.1%	72.5%	3.9
	94	120	52	14	15		214	
A) School staff respects student diversity.	37	37.8%	29.7%	18.9%	8.1%	5.4%	67.6%	3.9
	14	11	7	3	2		25	
B) Adults at my school treat students respectfully.	37	18.9%	56.8%	16.2%	2.7%	5.4%	75.7%	3.8
	7	21	6	1	2		28	
C) Students are respectful to each other at school.	37	13.5%	43.2%	27.0%	10.8%	5.4%	56.8%	3.5
	5	16	10	4	2		21	
D) Students have opportunities to socialize with other students often at school.	37	54.1%	37.8%	5.4%	0.0%	2.7%	91.9%	4.4
	20	14	2	0	1		34	
E) Students have an adult on campus they trust.	37	59.5%	32.4%	5.4%	0.0%	2.7%	91.9%	4.5
	22	12	2	0	1		34	
F) Students trust other students at school.	37	18.9%	43.2%	21.6%	10.8%	5.4%	62.2%	3.6
	7	16	8	4	2		23	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	36	25.0%	30.6%	33.3%	2.8%	8.3%	55.6%	3.6
	9	11	12	1	3		20	
H) School staff reflects student diversity.	37	27.0%	51.4%	13.5%	2.7%	5.4%	78.4%	3.9
	10	19	5	1	2		29	

<b>Academic Progress</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	333	27.3%	38.4%	25.2%	4.5%	4.5%	65.8%	3.8
	91	128	84	15	15		219	
A) Families and students understand how assignments and tests are graded.	37	21.6%	27.0%	37.8%	5.4%	8.1%	48.6%	3.5
	8	10	14	2	3		18	
B) Questions and concerns about schoolwork are addressed.	37	21.6%	35.1%	40.5%	0.0%	2.7%	56.8%	3.7
	8	13	15	0	1		21	
C) Student grades reflect their knowledge of the material.	37	10.8%	24.3%	56.8%	2.7%	5.4%	35.1%	3.3
	4	9	21	1	2		13	
D) Adults at my school believe all students can be successful.	37	18.9%	54.1%	16.2%	5.4%	5.4%	73.0%	3.8
	7	20	6	2	2		27	
E) Students feel comfortable and unjudged to ask their teacher for help.	37	48.6%	40.5%	5.4%	2.7%	2.7%	89.2%	4.3
	18	15	2	1	1		33	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	37	43.2%	40.5%	8.1%	5.4%	2.7%	83.8%	4.2
	16	15	3	2	1		31	
G) Teachers at my school go out of their way to help all students.	37	29.7%	45.9%	10.8%	8.1%	5.4%	75.7%	3.9
	11	17	4	3	2		28	
H) Students receive timely and regular feedback on their learning.	37	35.1%	40.5%	18.9%	2.7%	2.7%	75.7%	4.0
	13	15	7	1	1		28	
I) Staff at my school provides resources or ideas that help families support their students at home.	37	16.2%	37.8%	32.4%	8.11%	5.41%	54.1%	3.5
	6	14	12	3	2		20	

<b>High Expectations</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	148	23.0%	39.9%	23.6%	7.4%	6.1%	62.8%	3.7
		34	59	35	11	9	93	
A) Students are challenged academically at school.	37	10.8%	32.4%	37.8%	8.1%	10.8%	43.2%	3.2
		4	12	14	3	4	16	
B) School recognizes and celebrates the academic success of all students.	37	18.9%	45.9%	21.6%	8.1%	5.4%	64.9%	3.6
		7	17	8	3	2	24	
C) Adults on campus motivate students to do their best.	37	35.1%	43.2%	13.5%	5.4%	2.7%	78.4%	4.0
		13	16	5	2	1	29	
D) School provides additional academic support when students are struggling.	37	27.0%	37.8%	21.6%	8.1%	5.4%	64.9%	3.7
		10	14	8	3	2	24	

<b>Student Engagement</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	180	12.8%	43.9%	36.7%	2.8%	3.9%	56.7%	3.6
		23	79	66	5	7	102	
A) Students are interested in what they are learning.	36	11.1%	52.8%	27.8%	5.6%	2.8%	63.9%	3.6
		4	19	10	2	1	23	
B) Students have access to classes and activities that meet their interests and talents.	36	27.8%	50.0%	16.7%	0.0%	5.6%	77.8%	3.9
		10	18	6	0	2	28	
C) Students understand how to complete their schoolwork.	36	5.6%	47.2%	41.7%	0.0%	5.6%	52.8%	3.5
		2	17	15	0	2	19	
D) Students complete assignments on time.	36	5.6%	38.9%	47.2%	5.6%	2.8%	44.4%	3.4
		2	14	17	2	1	16	
E) Students are motivated to do their schoolwork.	36	13.9%	30.6%	50.0%	2.8%	2.8%	44.4%	3.5
		5	11	18	1	1	16	

<b>College and Career Readiness</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	216	10.6%	31.0%	47.2%	7.4%	3.7%	41.7%	3.4
		23	67	102	16	8	90	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	36	5.6%	30.6%	52.8%	8.3%	2.8%	36.1%	3.3
		2	11	19	3	1	13	
B) Students and families know what classes they will have to take and pass to graduate from high school.	36	2.8%	11.1%	69.4%	13.9%	2.8%	13.9%	3.0
		1	4	25	5	1	5	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	36	2.8%	25.0%	58.3%	8.3%	5.6%	27.8%	3.1
		1	9	21	3	2	10	
D) School offers college and career programs.	36	16.7%	44.4%	25.0%	8.3%	5.6%	61.1%	3.6
		6	16	9	3	2	22	
E) Students participate in programs to learn about different jobs, careers, and colleges.	36	30.6%	41.7%	25.0%	0.0%	2.8%	72.2%	4.0
		11	15	9	0	1	26	
F) Students are prepared for the next step of their educational experience.	36	5.6%	33.3%	52.8%	5.6%	2.8%	38.9%	3.3
		2	12	19	2	1	14	
G) Staff are optimistic about the future of their career in San Juan Unified.	36	33.3%	27.8%	27.8%	5.6%	5.6%	61.1%	3.8
		12	10	10	2	2	22	
H) There are equitable opportunities for advancement in the district.	35	5.7%	28.6%	48.6%	14.3%	2.9%	34.3%	3.2
		2	10	17	5	1	12	

<b>Customer Satisfaction</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	74	33.8%	40.5%	20.3%	2.7%	2.7%	74.3%	4.0
		25	30	15	2	2	55	
A) I would recommend my school to other families.	37	37.8%	37.8%	18.9%	2.7%	2.7%	75.7%	4.1
		14	14	7	1	1	28	
B) San Juan Unified School District is a district that I would recommend to other families.	37	29.7%	43.2%	21.6%	2.7%	2.7%	73.0%	3.9
		11	16	8	1	1	27	