



**Spring 2024  
Staff Climate Survey Results**

**Arlington Heights**

**Group Size N: 9**

<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	53	37.7%	41.5%	17.0%	3.8%	0.0%	79.2%	4.1
A) School has a climate that is caring.	9	33.3%	55.6%	11.1%	0.0%	0.0%	88.9%	4.2
B) There are students and staff on campus who listen to students when they have something to say.	9	33.3%	55.6%	11.1%	0.0%	0.0%	88.9%	4.2
C) There is an adult from the school who checks on how students are doing.	9	44.4%	44.4%	11.1%	0.0%	0.0%	88.9%	4.3
D) School has the materials, staff, programs, and supports needed to help all students do their best.	9	22.2%	33.3%	33.3%	11.1%	0.0%	55.6%	3.7
E) Staff feels supported to do their job well in meeting the needs of all students.	9	33.3%	33.3%	22.2%	11.1%	0.0%	66.7%	3.9
F) Staff feels part of an effective team.	8	62.5%	25.0%	12.5%	0.0%	0.0%	87.5%	4.5

<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	81	28.4%	50.6%	14.8%	4.9%	1.2%	79.0%	4.0
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	9	33.3%	55.6%	11.1%	0.0%	0.0%	88.9%	4.2
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	9	22.2%	33.3%	22.2%	11.1%	11.1%	55.6%	3.4
C) The school offers families opportunities to be involved in school and classroom activities.	9	33.3%	55.6%	11.1%	0.0%	0.0%	88.9%	4.2
D) The school keeps families well-informed about school activities.	9	33.3%	55.6%	11.1%	0.0%	0.0%	88.9%	4.2
E) The staff at our school listens to family concerns about issues.	9	33.3%	44.4%	22.2%	0.0%	0.0%	77.8%	4.1
F) The staff at school are helpful and welcoming when families come to school or call.	9	33.3%	44.4%	11.1%	11.1%	0.0%	77.8%	4.0
G) The school and families are partners in promoting positive behavior for my student.	9	22.2%	55.6%	11.1%	11.1%	0.0%	77.8%	3.9
H) Families who speak a language other than English receive general information about our school in their home language.	9	0.0%	77.8%	22.2%	0.0%	0.0%	77.8%	3.8
I) Staff receive information about upcoming events and important information about the school.	9	44.4%	33.3%	11.1%	11.1%	0.0%	77.8%	4.1

<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	63	33.3%	33.3%	31.7%	11.1%	0.0%	66.7%	4.0
		21	21	20	1	0	42	
A) School seeks input when making important decisions.	9	33.3%	33.3%	33.3%	0.0%	0.0%	66.7%	4.0
		3	3	3	0	0	6	
B) Important school decisions reflect diverse input.	9	33.3%	33.3%	33.3%	0.0%	0.0%	66.7%	4.0
		3	3	3	0	0	6	
C) The principal and staff listen to concerns of other staff members about issues.	9	33.3%	44.4%	11.1%	11.1%	0.0%	77.8%	4.0
		3	4	1	1	0	7	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	9	33.3%	55.6%	11.1%	0.0%	0.0%	88.9%	4.2
		3	5	1	0	0	8	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	9	33.3%	22.2%	44.4%	0.0%	0.0%	55.6%	3.9
		3	2	4	0	0	5	
F) Our school uses data from this survey to inform site decision making.	9	33.3%	22.2%	44.4%	0.0%	0.0%	55.6%	3.9
		3	2	4	0	0	5	
G) Staff voice matters in decision making.	9	33.3%	22.2%	44.4%	0.0%	0.0%	55.6%	3.9
		3	2	4	0	0	5	

  

<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	58	31.0%	43.1%	10.3%	12.1%	3.4%	74.1%	3.9
		18	25	6	7	2	43	
A) Concerns about student safety are taken seriously.	9	33.3%	44.4%	11.1%	0.0%	11.1%	77.8%	3.9
		3	4	1	0	1	7	
B) Concerns about student safety are addressed in a timely manner at my school.	9	44.4%	33.3%	11.1%	11.1%	0.0%	77.8%	4.1
		4	3	1	1	0	7	
C) My school is a safe place for all students.	8	25.0%	62.5%	0.0%	0.0%	12.5%	87.5%	3.9
		2	5	0	0	1	7	
D) My school is a safe place for all staff.	8	25.0%	50.0%	0.0%	25.0%	0.0%	75.0%	3.8
		2	4	0	2	0	6	
E) Students know what staff member to go to if they have a safety concern.	8	50.0%	12.5%	25.0%	12.5%	0.0%	62.5%	4.0
		4	1	2	1	0	5	
F) Students know school safety protocols.	8	12.5%	50.0%	12.5%	25.0%	0.0%	62.5%	3.5
		1	4	1	2	0	5	
G) I feel safe sharing different viewpoints and perspectives at my school.	8	25.0%	50.0%	12.5%	12.5%	0.0%	75.0%	3.9
		2	4	1	1	0	6	

<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	64	18.8%	48.4%	25.0%	7.8%	0.0%	67.2%	3.8
		12	31	16	5	0	43	
A) School staff respects student diversity.	8	25.0%	62.5%	12.5%	0.0%	0.0%	87.5%	4.1
		2	5	1	0	0	7	
B) Adults at my school treat students respectfully.	8	25.0%	62.5%	12.5%	0.0%	0.0%	87.5%	4.1
		2	5	1	0	0	7	
C) Students are respectful to each other at school.	8	0.0%	25.0%	37.5%	37.5%	0.0%	25.0%	2.9
		0	2	3	3	0	2	
D) Students have opportunities to socialize with other students often at school.	8	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
		2	4	2	0	0	6	
E) Students have an adult on campus they trust.	8	50.0%	25.0%	25.0%	0.0%	0.0%	75.0%	4.3
		4	2	2	0	0	6	
F) Students trust other students at school.	8	0.0%	75.0%	12.5%	12.5%	0.0%	75.0%	3.6
		0	6	1	1	0	6	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	8	12.5%	25.0%	50.0%	12.5%	0.0%	37.5%	3.4
		1	2	4	1	0	3	
H) School staff reflects student diversity.	8	12.5%	62.5%	25.0%	0.0%	0.0%	75.0%	3.9
		1	5	2	0	0	6	

<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	72	33.3%	47.2%	18.1%	1.4%	0.0%	80.6%	4.1
		24	34	13	1	0	58	
A) Families and students understand how assignments and tests are graded.	8	25.0%	50.0%	12.5%	12.5%	0.0%	75.0%	3.9
		2	4	1	1	0	6	
B) Questions and concerns about schoolwork are addressed.	8	50.0%	25.0%	25.0%	0.0%	0.0%	75.0%	4.3
		4	2	2	0	0	6	
C) Student grades reflect their knowledge of the material.	8	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
		2	4	2	0	0	6	
D) Adults at my school believe all students can be successful.	8	50.0%	12.5%	37.5%	0.0%	0.0%	62.5%	4.1
		4	1	3	0	0	5	
E) Students feel comfortable and unjudged to ask their teacher for help.	8	25.0%	62.5%	12.5%	0.0%	0.0%	87.5%	4.1
		2	5	1	0	0	7	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	8	37.5%	62.5%	0.0%	0.0%	0.0%	100.0%	4.4
		3	5	0	0	0	8	
G) Teachers at my school go out of their way to help all students.	8	37.5%	37.5%	25.0%	0.0%	0.0%	75.0%	4.1
		3	3	2	0	0	6	
H) Students receive timely and regular feedback on their learning.	8	25.0%	62.5%	12.5%	0.0%	0.0%	87.5%	4.1
		2	5	1	0	0	7	
I) Staff at my school provides resources or ideas that help families support their students at home.	8	25.0%	62.5%	12.5%	0.0%	0.0%	87.5%	4.1
		2	5	1	0	0	7	

<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	32	37.5%	53.1%	9.4%	0.0%	0.0%	90.6%	4.3
		12	17	3	0	0	29	
A) Students are challenged academically at school.	8	12.5%	87.5%	0.0%	0.0%	0.0%	100.0%	4.1
		1	7	0	0	0	8	
B) School recognizes and celebrates the academic success of all students.	8	50.0%	37.5%	12.5%	0.0%	0.0%	87.5%	4.4
		4	3	1	0	0	7	
C) Adults on campus motivate students to do their best.	8	50.0%	37.5%	12.5%	0.0%	0.0%	87.5%	4.4
		4	3	1	0	0	7	
D) School provides additional academic support when students are struggling.	8	37.5%	50.0%	12.5%	0.0%	0.0%	87.5%	4.3
		3	4	1	0	0	7	

<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	40	22.5%	40.0%	22.5%	15.0%	0.0%	62.5%	3.7
		9	16	9	6	0	25	
A) Students are interested in what they are learning.	8	25.0%	37.5%	25.0%	12.5%	0.0%	62.5%	3.8
		2	3	2	1	0	5	
B) Students have access to classes and activities that meet their interests and talents.	8	25.0%	25.0%	37.5%	12.5%	0.0%	50.0%	3.6
		2	2	3	1	0	4	
C) Students understand how to complete their schoolwork.	8	25.0%	37.5%	37.5%	0.0%	0.0%	62.5%	3.9
		2	3	3	0	0	5	
D) Students complete assignments on time.	8	12.5%	62.5%	12.5%	12.5%	0.0%	75.0%	3.8
		1	5	1	1	0	6	
E) Students are motivated to do their schoolwork.	8	25.0%	37.5%	0.0%	37.5%	0.0%	62.5%	3.5
		2	3	0	3	0	5	

<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	48	14.6%	10.4%	68.8%	6.3%	0.0%	25.0%	3.3
		7	5	33	3	0	12	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	8	25.0%	0.0%	75.0%	0.0%	0.0%	25.0%	3.5
		2	0	6	0	0	2	
B) Students and families know what classes they will have to take and pass to graduate from high school.	8	12.5%	0.0%	62.5%	25.0%	0.0%	12.5%	3.0
		1	0	5	2	0	1	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	8	12.5%	25.0%	62.5%	0.0%	0.0%	37.5%	3.5
		1	2	5	0	0	3	
D) School offers college and career programs.	8	25.0%	0.0%	62.5%	12.5%	0.0%	25.0%	3.4
		2	0	5	1	0	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	8	12.5%	12.5%	75.0%	0.0%	0.0%	25.0%	3.4
		1	1	6	0	0	2	
F) Students are prepared for the next step of their educational experience.	8	0.0%	25.0%	75.0%	0.0%	0.0%	25.0%	3.3
		0	2	6	0	0	2	
G) Staff are optimistic about the future of their career in San Juan Unified.	8	62.5%	0.0%	37.5%	0.0%	0.0%	62.5%	4.3
		5	0	3	0	0	5	
H) There are equitable opportunities for advancement in the district.	8	37.5%	12.5%	50.0%	0.0%	0.0%	50.0%	3.9
		3	1	4	0	0	4	

<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	16	50.0%	43.8%	0.0%	0.0%	6.3%	93.8%	4.3
		8	7	0	0	1	15	
A) I would recommend my school to other families.	8	50.0%	37.5%	0.0%	0.0%	12.5%	87.5%	4.1
		4	3	0	0	1	7	
B) San Juan Unified School District is a district that I would recommend to other families.	8	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		4	4	0	0	0	8	