



**Spring 2024  
Staff Climate Survey Results**

**Cambridge Heights**

**Group Size N: 10**

<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	60	56.7%	35.0%	8.3%	0.0%	0.0%	91.7%	4.5
A) School has a climate that is caring.	10	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
B) There are students and staff on campus who listen to students when they have something to say.	10	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
C) There is an adult from the school who checks on how students are doing.	10	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.0
D) School has the materials, staff, programs, and supports needed to help all students do their best.	10	30.0%	60.0%	10.0%	0.0%	0.0%	90.0%	4.2
E) Staff feels supported to do their job well in meeting the needs of all students.	10	30.0%	40.0%	30.0%	0.0%	0.0%	70.0%	4.0
F) Staff feels part of an effective team.	10	50.0%	40.0%	10.0%	0.0%	0.0%	90.0%	4.4

<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	90	76.7%	22.2%	1.1%	0.0%	0.0%	98.9%	4.8
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	10	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	10	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
C) The school offers families opportunities to be involved in school and classroom activities.	10	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.0
D) The school keeps families well-informed about school activities.	10	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.0
E) The staff at our school listens to family concerns about issues.	10	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
F) The staff at school are helpful and welcoming when families come to school or call.	10	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
G) The school and families are partners in promoting positive behavior for my student.	10	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
H) Families who speak a language other than English receive general information about our school in their home language.	10	60.0%	30.0%	10.0%	0.0%	0.0%	90.0%	4.5
I) Staff receive information about upcoming events and important information about the school.	10	90.0%	10.0%	0.0%	0.0%	0.0%	100.0%	4.9

<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	70	50.0%	40.0%	10.0%	0.0%	0.0%	90.0%	4.4
		35	28	7	0	0	63	
A) School seeks input when making important decisions.	10	50.0%	40.0%	10.0%	0.0%	0.0%	90.0%	4.4
		5	4	1	0	0	9	
B) Important school decisions reflect diverse input.	10	40.0%	50.0%	10.0%	0.0%	0.0%	90.0%	4.3
		4	5	1	0	0	9	
C) The principal and staff listen to concerns of other staff members about issues.	10	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		5	5	0	0	0	10	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	10	60.0%	30.0%	10.0%	0.0%	0.0%	90.0%	4.5
		6	3	1	0	0	9	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	10	60.0%	30.0%	10.0%	0.0%	0.0%	90.0%	4.5
		6	3	1	0	0	9	
F) Our school uses data from this survey to inform site decision making.	10	60.0%	30.0%	10.0%	0.0%	0.0%	90.0%	4.5
		6	3	1	0	0	9	
G) Staff voice matters in decision making.	10	30.0%	50.0%	20.0%	0.0%	0.0%	80.0%	4.1
		3	5	2	0	0	8	

  

<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	70	70.0%	25.7%	1.4%	2.9%	0.0%	95.7%	4.6
		49	18	1	2	0	67	
A) Concerns about student safety are taken seriously.	10	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
		7	3	0	0	0	10	
B) Concerns about student safety are addressed in a timely manner at my school.	10	60.0%	30.0%	0.0%	10.0%	0.0%	90.0%	4.4
		6	3	0	1	0	9	
C) My school is a safe place for all students.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
D) My school is a safe place for all staff.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
E) Students know what staff member to go to if they have a safety concern.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
F) Students know school safety protocols.	10	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		6	4	0	0	0	10	
G) I feel safe sharing different viewpoints and perspectives at my school.	10	60.0%	20.0%	10.0%	10.0%	0.0%	80.0%	4.3
		6	2	1	1	0	8	

<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	80	57.5%	30.0%	8.8%	3.8%	0.0%	87.5%	4.4
		46	24	7	3	0	70	
A) School staff respects student diversity.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
B) Adults at my school treat students respectfully.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
C) Students are respectful to each other at school.	10	20.0%	60.0%	20.0%	0.0%	0.0%	80.0%	4.0
		2	6	2	0	0	8	
D) Students have opportunities to socialize with other students often at school.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
E) Students have an adult on campus they trust.	10	90.0%	10.0%	0.0%	0.0%	0.0%	100.0%	4.9
		9	1	0	0	0	10	
F) Students trust other students at school.	10	40.0%	50.0%	10.0%	0.0%	0.0%	90.0%	4.3
		4	5	1	0	0	9	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	10	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		4	4	2	0	0	8	
H) School staff reflects student diversity.	10	30.0%	20.0%	20.0%	30.0%	0.0%	50.0%	3.5
		3	2	2	3	0	5	

<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	90	58.9%	36.7%	3.3%	1.1%	0.0%	95.6%	4.5
		53	33	3	1	0	86	
A) Families and students understand how assignments and tests are graded.	10	40.0%	50.0%	10.0%	0.0%	0.0%	90.0%	4.3
		4	5	1	0	0	9	
B) Questions and concerns about schoolwork are addressed.	10	40.0%	60.0%	0.0%	0.0%	0.0%	100.0%	4.4
		4	6	0	0	0	10	
C) Student grades reflect their knowledge of the material.	10	60.0%	30.0%	0.0%	10.0%	0.0%	90.0%	4.4
		6	3	0	1	0	9	
D) Adults at my school believe all students can be successful.	10	90.0%	0.0%	10.0%	0.0%	0.0%	90.0%	4.8
		9	0	1	0	0	9	
E) Students feel comfortable and unjudged to ask their teacher for help.	10	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		6	4	0	0	0	10	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
G) Teachers at my school go out of their way to help all students.	10	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
		7	3	0	0	0	10	
H) Students receive timely and regular feedback on their learning.	10	40.0%	60.0%	0.0%	0.0%	0.0%	100.0%	4.4
		4	6	0	0	0	10	
I) Staff at my school provides resources or ideas that help families support their students at home.	10	50.0%	40.0%	10.0%	0.0%	0.0%	90.0%	4.4
		5	4	1	0	0	9	

<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	40	77.5%	17.5%	5.0%	0.0%	0.0%	95.0%	4.7
		31	7	2	0	0	38	
A) Students are challenged academically at school.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
B) School recognizes and celebrates the academic success of all students.	10	70.0%	20.0%	10.0%	0.0%	0.0%	90.0%	4.6
		7	2	1	0	0	9	
C) Adults on campus motivate students to do their best.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
D) School provides additional academic support when students are struggling.	10	80.0%	10.0%	10.0%	0.0%	0.0%	90.0%	4.7
		8	1	1	0	0	9	

<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	50	36.0%	52.0%	12.0%	0.0%	0.0%	88.0%	4.2
		18	26	6	0	0	44	
A) Students are interested in what they are learning.	10	40.0%	60.0%	0.0%	0.0%	0.0%	100.0%	4.4
		4	6	0	0	0	10	
B) Students have access to classes and activities that meet their interests and talents.	10	40.0%	30.0%	30.0%	0.0%	0.0%	70.0%	4.1
		4	3	3	0	0	7	
C) Students understand how to complete their schoolwork.	10	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		5	5	0	0	0	10	
D) Students complete assignments on time.	10	30.0%	60.0%	10.0%	0.0%	0.0%	90.0%	4.2
		3	6	1	0	0	9	
E) Students are motivated to do their schoolwork.	10	20.0%	60.0%	20.0%	0.0%	0.0%	80.0%	4.0
		2	6	2	0	0	8	

<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	54	16.7%	11.1%	53.7%	9.3%	9.3%	27.8%	3.2
		9	6	29	5	5	15	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	9	11.1%	0.0%	77.8%	0.0%	11.1%	11.1%	3.0
		1	0	7	0	1	1	
B) Students and families know what classes they will have to take and pass to graduate from high school.	9	11.1%	0.0%	77.8%	0.0%	11.1%	11.1%	3.0
		1	0	7	0	1	1	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	9	22.2%	22.2%	44.4%	0.0%	11.1%	44.4%	3.4
		2	2	4	0	1	4	
D) School offers college and career programs.	9	0.0%	0.0%	55.6%	33.3%	11.1%	0.0%	2.4
		0	0	5	3	1	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	9	22.2%	0.0%	44.4%	22.2%	11.1%	22.2%	3.0
		2	0	4	2	1	2	
F) Students are prepared for the next step of their educational experience.	9	33.3%	44.4%	22.2%	0.0%	0.0%	77.8%	4.1
		3	4	2	0	0	7	
G) Staff are optimistic about the future of their career in San Juan Unified.	9	55.6%	33.3%	11.1%	0.0%	0.0%	88.9%	4.4
		5	3	1	0	0	8	
H) There are equitable opportunities for advancement in the district.	9	33.3%	22.2%	44.4%	0.0%	0.0%	55.6%	3.9
		3	2	4	0	0	5	

<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	20	75.0%	25.0%	0.0%	0.0%	0.0%	100.0%	4.8
		15	5	0	0	0	20	
A) I would recommend my school to other families.	10	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		8	2	0	0	0	10	
B) San Juan Unified School District is a district that I would recommend to other families.	10	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
		7	3	0	0	0	10	