



**Spring 2024
Staff Climate Survey Results**

Carmichael

Group Size N: 24

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	144	56.9%	38.2%	4.2%	0.7%	0.0%	95.1%	4.5
		82	55	6	1	0	137	
A) School has a climate that is caring.	24	66.7%	33.3%	0.0%	0.0%	0.0%	100.0%	4.7
		16	8	0	0	0	24	
B) There are students and staff on campus who listen to students when they have something to say.	24	62.5%	37.5%	0.0%	0.0%	0.0%	100.0%	4.6
		15	9	0	0	0	24	
C) There is an adult from the school who checks on how students are doing.	24	70.8%	29.2%	0.0%	0.0%	0.0%	100.0%	4.7
		17	7	0	0	0	24	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	24	33.3%	58.3%	8.3%	0.0%	0.0%	91.7%	4.3
		8	14	2	0	0	22	
E) Staff feels supported to do their job well in meeting the needs of all students.	24	54.2%	33.3%	8.3%	4.2%	0.0%	87.5%	4.4
		13	8	2	1	0	21	
F) Staff feels part of an effective team.	24	54.2%	37.5%	8.3%	0.0%	0.0%	91.7%	4.5
		13	9	2	0	0	22	

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	216	63.0%	33.3%	2.8%	0.9%	0.0%	96.3%	4.6
		136	72	6	2	0	208	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	24	70.8%	20.8%	8.3%	0.0%	0.0%	91.7%	4.6
		17	5	2	0	0	22	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	24	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		12	12	0	0	0	24	
C) The school offers families opportunities to be involved in school and classroom activities.	24	45.8%	45.8%	4.2%	4.2%	0.0%	91.7%	4.3
		11	11	1	1	0	22	
D) The school keeps families well-informed about school activities.	24	83.3%	16.7%	0.0%	0.0%	0.0%	100.0%	4.8
		20	4	0	0	0	24	
E) The staff at our school listens to family concerns about issues.	24	62.5%	37.5%	0.0%	0.0%	0.0%	100.0%	4.6
		15	9	0	0	0	24	
F) The staff at school are helpful and welcoming when families come to school or call.	24	62.5%	29.2%	4.2%	4.2%	0.0%	91.7%	4.5
		15	7	1	1	0	22	
G) The school and families are partners in promoting positive behavior for my student.	24	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		12	12	0	0	0	24	
H) Families who speak a language other than English receive general information about our school in their home language.	24	54.2%	37.5%	8.3%	0.0%	0.0%	91.7%	4.5
		13	9	2	0	0	22	
I) Staff receive information about upcoming events and important information about the school.	24	87.5%	12.5%	0.0%	0.0%	0.0%	100.0%	4.9
		21	3	0	0	0	24	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	168	47.0%	32.7%	19.0%	0.0%	0.0%	79.8%	4.3
		79	55	32	2	0	134	
A) School seeks input when making important decisions.	24	41.7%	25.0%	33.3%	0.0%	0.0%	66.7%	4.1
		10	6	8	0	0	16	
B) Important school decisions reflect diverse input.	24	37.5%	33.3%	29.2%	0.0%	0.0%	70.8%	4.1
		9	8	7	0	0	17	
C) The principal and staff listen to concerns of other staff members about issues.	24	50.0%	41.7%	8.3%	0.0%	0.0%	91.7%	4.4
		12	10	2	0	0	22	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	24	58.3%	25.0%	12.5%	4.2%	0.0%	83.3%	4.4
		14	6	3	1	0	20	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	24	58.3%	12.5%	25.0%	4.2%	0.0%	70.8%	4.3
		14	3	6	1	0	17	
F) Our school uses data from this survey to inform site decision making.	24	45.8%	45.8%	8.3%	0.0%	0.0%	91.7%	4.4
		11	11	2	0	0	22	
G) Staff voice matters in decision making.	24	37.5%	45.8%	16.7%	0.0%	0.0%	83.3%	4.2
		9	11	4	0	0	20	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	168	60.7%	32.1%	5.4%	1.8%	0.0%	92.9%	4.5
		102	54	9	3	0	156	
A) Concerns about student safety are taken seriously.	24	62.5%	33.3%	4.2%	0.0%	0.0%	95.8%	4.6
		15	8	1	0	0	23	
B) Concerns about student safety are addressed in a timely manner at my school.	24	62.5%	33.3%	4.2%	0.0%	0.0%	95.8%	4.6
		15	8	1	0	0	23	
C) My school is a safe place for all students.	24	62.5%	25.0%	8.3%	4.2%	0.0%	87.5%	4.5
		15	6	2	1	0	21	
D) My school is a safe place for all staff.	24	50.0%	41.7%	4.2%	4.2%	0.0%	91.7%	4.4
		12	10	1	1	0	22	
E) Students know what staff member to go to if they have a safety concern.	24	66.7%	33.3%	0.0%	0.0%	0.0%	100.0%	4.7
		16	8	0	0	0	24	
F) Students know school safety protocols.	24	62.5%	33.3%	4.2%	0.0%	0.0%	95.8%	4.6
		15	8	1	0	0	23	
G) I feel safe sharing different viewpoints and perspectives at my school.	24	58.3%	25.0%	12.5%	4.2%	0.0%	83.3%	4.4
		14	6	3	1	0	20	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	190	45.8%	40.5%	10.5%	3.2%	0.0%	86.3%	4.3
		87	77	20	6	0	164	
A) School staff respects student diversity.	24	66.7%	33.3%	0.0%	0.0%	0.0%	100.0%	4.7
		16	8	0	0	0	24	
B) Adults at my school treat students respectfully.	24	54.2%	41.7%	4.2%	0.0%	0.0%	95.8%	4.5
		13	10	1	0	0	23	
C) Students are respectful to each other at school.	24	16.7%	54.2%	25.0%	4.2%	0.0%	70.8%	3.8
		4	13	6	1	0	17	
D) Students have opportunities to socialize with other students often at school.	24	66.7%	33.3%	0.0%	0.0%	0.0%	100.0%	4.7
		16	8	0	0	0	24	
E) Students have an adult on campus they trust.	24	70.8%	29.2%	0.0%	0.0%	0.0%	100.0%	4.7
		17	7	0	0	0	24	
F) Students trust other students at school.	24	33.3%	58.3%	8.3%	0.0%	0.0%	91.7%	4.3
		8	14	2	0	0	22	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	23	26.1%	43.5%	26.1%	4.3%	0.0%	69.6%	3.9
		6	10	6	1	0	16	
H) School staff reflects student diversity.	23	30.4%	30.4%	21.7%	17.4%	0.0%	60.9%	3.7
		7	7	5	4	0	14	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	213	50.7%	41.8%	6.6%	0.9%	0.0%	92.5%	4.4
		108	89	14	2	0	197	
A) Families and students understand how assignments and tests are graded.	23	26.1%	56.5%	13.0%	4.3%	0.0%	82.6%	4.0
		6	13	3	1	0	19	
B) Questions and concerns about schoolwork are addressed.	23	39.1%	60.9%	0.0%	0.0%	0.0%	100.0%	4.4
		9	14	0	0	0	23	
C) Student grades reflect their knowledge of the material.	23	43.5%	52.2%	4.3%	0.0%	0.0%	95.7%	4.4
		10	12	1	0	0	22	
D) Adults at my school believe all students can be successful.	24	62.5%	29.2%	8.3%	0.0%	0.0%	91.7%	4.5
		15	7	2	0	0	22	
E) Students feel comfortable and unjudged to ask their teacher for help.	24	62.5%	37.5%	0.0%	0.0%	0.0%	100.0%	4.6
		15	9	0	0	0	24	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	24	75.0%	25.0%	0.0%	0.0%	0.0%	100.0%	4.8
		18	6	0	0	0	24	
G) Teachers at my school go out of their way to help all students.	24	41.7%	54.2%	4.2%	0.0%	0.0%	95.8%	4.4
		10	13	1	0	0	23	
H) Students receive timely and regular feedback on their learning.	24	58.3%	25.0%	16.7%	0.0%	0.0%	83.3%	4.4
		14	6	4	0	0	20	
I) Staff at my school provides resources or ideas that help families support their students at home.	24	45.8%	37.5%	12.5%	4.17%	0.00%	83.3%	4.3
		11	9	3	1	0	20	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	95	40.0%	48.4%	11.6%	0.0%	0.0%	88.4%	4.3
		38	46	11	0	0	84	
A) Students are challenged academically at school.	24	33.3%	50.0%	16.7%	0.0%	0.0%	83.3%	4.2
		8	12	4	0	0	20	
B) School recognizes and celebrates the academic success of all students.	24	29.2%	54.2%	16.7%	0.0%	0.0%	83.3%	4.1
		7	13	4	0	0	20	
C) Adults on campus motivate students to do their best.	24	45.8%	45.8%	8.3%	0.0%	0.0%	91.7%	4.4
		11	11	2	0	0	22	
D) School provides additional academic support when students are struggling.	23	52.2%	43.5%	4.3%	0.0%	0.0%	95.7%	4.5
		12	10	1	0	0	22	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	113	25.7%	54.9%	19.5%	0.0%	0.0%	80.5%	4.1
		29	62	22	0	0	91	
A) Students are interested in what they are learning.	23	30.4%	60.9%	8.7%	0.0%	0.0%	91.3%	4.2
		7	14	2	0	0	21	
B) Students have access to classes and activities that meet their interests and talents.	23	30.4%	60.9%	8.7%	0.0%	0.0%	91.3%	4.2
		7	14	2	0	0	21	
C) Students understand how to complete their schoolwork.	22	22.7%	63.6%	13.6%	0.0%	0.0%	86.4%	4.1
		5	14	3	0	0	19	
D) Students complete assignments on time.	22	18.2%	40.9%	40.9%	0.0%	0.0%	59.1%	3.8
		4	9	9	0	0	13	
E) Students are motivated to do their schoolwork.	23	26.1%	47.8%	26.1%	0.0%	0.0%	73.9%	4.0
		6	11	6	0	0	17	

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	132	6.1%	19.7%	64.4%	6.8%	3.0%	25.8%	3.2
		8	26	85	9	4	34	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	22	9.1%	18.2%	68.2%	4.5%	0.0%	27.3%	3.3
		2	4	15	1	0	6	
B) Students and families know what classes they will have to take and pass to graduate from high school.	22	4.5%	0.0%	86.4%	9.1%	0.0%	4.5%	3.0
		1	0	19	2	0	1	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	22	9.1%	18.2%	68.2%	4.5%	0.0%	27.3%	3.3
		2	4	15	1	0	6	
D) School offers college and career programs.	22	4.5%	0.0%	72.7%	13.6%	9.1%	4.5%	2.8
		1	0	16	3	2	1	
E) Students participate in programs to learn about different jobs, careers, and colleges.	22	4.5%	13.6%	68.2%	4.5%	9.1%	18.2%	3.0
		1	3	15	1	2	4	
F) Students are prepared for the next step of their educational experience.	22	4.5%	68.2%	22.7%	4.5%	0.0%	72.7%	3.7
		1	15	5	1	0	16	
G) Staff are optimistic about the future of their career in San Juan Unified.	23	47.8%	34.8%	17.4%	0.0%	0.0%	82.6%	4.3
		11	8	4	0	0	19	
H) There are equitable opportunities for advancement in the district.	23	21.7%	34.8%	39.1%	0.0%	4.3%	56.5%	3.7
		5	8	9	0	1	13	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	48	54.2%	37.5%	8.3%	0.0%	0.0%	91.7%	4.5
		26	18	4	0	0	44	
A) I would recommend my school to other families.	24	54.2%	37.5%	8.3%	0.0%	0.0%	91.7%	4.5
		13	9	2	0	0	22	
B) San Juan Unified School District is a district that I would recommend to other families.	24	54.2%	37.5%	8.3%	0.0%	0.0%	91.7%	4.5
		13	9	2	0	0	22	