



**Spring 2024
Staff Climate Survey Results**

**Carriage
Group Size N: 5**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	30	46.7%	33.3%	10.0%	10.0%	0.0%	80.0%	4.2
		14	10	3	3	0	24	
A) School has a climate that is caring.	5	60.0%	20.0%	20.0%	0.0%	0.0%	80.0%	4.4
		3	1	1	0	0	4	
B) There are students and staff on campus who listen to students when they have something to say.	5	60.0%	0.0%	20.0%	20.0%	0.0%	60.0%	4.0
		3	0	1	1	0	3	
C) There is an adult from the school who checks on how students are doing.	5	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		3	2	0	0	0	5	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	5	20.0%	80.0%	0.0%	0.0%	0.0%	100.0%	4.2
		1	4	0	0	0	5	
E) Staff feels supported to do their job well in meeting the needs of all students.	5	40.0%	20.0%	20.0%	20.0%	0.0%	60.0%	3.8
		2	1	1	1	0	3	
F) Staff feels part of an effective team.	5	40.0%	40.0%	0.0%	20.0%	0.0%	80.0%	4.0
		2	2	0	1	0	4	

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	45	44.4%	48.9%	6.7%	0.0%	0.0%	93.3%	4.4
		20	22	3	0	0	42	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	5	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		3	2	0	0	0	5	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	5	40.0%	60.0%	0.0%	0.0%	0.0%	100.0%	4.4
		2	3	0	0	0	5	
C) The school offers families opportunities to be involved in school and classroom activities.	5	40.0%	60.0%	0.0%	0.0%	0.0%	100.0%	4.4
		2	3	0	0	0	5	
D) The school keeps families well-informed about school activities.	5	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		3	2	0	0	0	5	
E) The staff at our school listens to family concerns about issues.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	
F) The staff at school are helpful and welcoming when families come to school or call.	5	20.0%	80.0%	0.0%	0.0%	0.0%	100.0%	4.2
		1	4	0	0	0	5	
G) The school and families are partners in promoting positive behavior for my student.	5	20.0%	60.0%	20.0%	0.0%	0.0%	80.0%	4.0
		1	3	1	0	0	4	
H) Families who speak a language other than English receive general information about our school in their home language.	5	60.0%	20.0%	20.0%	0.0%	0.0%	80.0%	4.4
		3	1	1	0	0	4	
I) Staff receive information about upcoming events and important information about the school.	5	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		3	2	0	0	0	5	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	34	52.9%	23.5%	11.8%	20.0%	5.9%	76.5%	4.1
A) School seeks input when making important decisions.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	
B) Important school decisions reflect diverse input.	5	20.0%	60.0%	0.0%	20.0%	0.0%	80.0%	3.8
		1	3	0	1	0	4	
C) The principal and staff listen to concerns of other staff members about issues.	5	60.0%	20.0%	20.0%	0.0%	0.0%	80.0%	4.4
		3	1	1	0	0	4	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	5	60.0%	20.0%	0.0%	0.0%	20.0%	80.0%	4.0
		3	1	0	0	1	4	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	5	80.0%	0.0%	20.0%	0.0%	0.0%	80.0%	4.6
		4	0	1	0	0	4	
F) Our school uses data from this survey to inform site decision making.	4	75.0%	0.0%	0.0%	25.0%	0.0%	75.0%	4.3
		3	0	0	1	0	3	
G) Staff voice matters in decision making.	5	40.0%	20.0%	20.0%	0.0%	20.0%	60.0%	3.6
		2	1	1	0	1	3	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	35	37.1%	40.0%	17.1%	2.9%	2.9%	77.1%	4.1
		13	14	6	1	1	27	
A) Concerns about student safety are taken seriously.	5	60.0%	20.0%	20.0%	0.0%	0.0%	80.0%	4.4
		3	1	1	0	0	4	
B) Concerns about student safety are addressed in a timely manner at my school.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	
C) My school is a safe place for all students.	5	0.0%	80.0%	20.0%	0.0%	0.0%	80.0%	3.8
		0	4	1	0	0	4	
D) My school is a safe place for all staff.	5	40.0%	20.0%	20.0%	20.0%	0.0%	60.0%	3.8
		2	1	1	1	0	3	
E) Students know what staff member to go to if they have a safety concern.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	
F) Students know school safety protocols.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	
G) I feel safe sharing different viewpoints and perspectives at my school.	5	40.0%	40.0%	0.0%	0.0%	20.0%	80.0%	3.8
		2	2	0	0	1	4	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	40	30.0%	37.5%	25.0%	7.5%	0.0%	67.5%	3.9
		12	15	10	3	0	27	
A) School staff respects student diversity.	5	60.0%	20.0%	0.0%	20.0%	0.0%	80.0%	4.2
		3	1	0	1	0	4	
B) Adults at my school treat students respectfully.	5	40.0%	20.0%	40.0%	0.0%	0.0%	60.0%	4.0
		2	1	2	0	0	3	
C) Students are respectful to each other at school.	5	0.0%	40.0%	40.0%	20.0%	0.0%	40.0%	3.2
		0	2	2	1	0	2	
D) Students have opportunities to socialize with other students often at school.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	
E) Students have an adult on campus they trust.	5	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		3	2	0	0	0	5	
F) Students trust other students at school.	5	0.0%	60.0%	40.0%	0.0%	0.0%	60.0%	3.6
		0	3	2	0	0	3	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	5	20.0%	40.0%	40.0%	0.0%	0.0%	60.0%	3.8
		1	2	2	0	0	3	
H) School staff reflects student diversity.	5	20.0%	40.0%	20.0%	20.0%	0.0%	60.0%	3.6
		1	2	1	1	0	3	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	45	40.0%	33.3%	26.7%	0.0%	0.0%	73.3%	4.1
		18	15	12	0	0	33	
A) Families and students understand how assignments and tests are graded.	5	0.0%	60.0%	40.0%	0.0%	0.0%	60.0%	3.6
		0	3	2	0	0	3	
B) Questions and concerns about schoolwork are addressed.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	
C) Student grades reflect their knowledge of the material.	5	0.0%	80.0%	20.0%	0.0%	0.0%	80.0%	3.8
		0	4	1	0	0	4	
D) Adults at my school believe all students can be successful.	5	40.0%	0.0%	60.0%	0.0%	0.0%	40.0%	3.8
		2	0	3	0	0	2	
E) Students feel comfortable and unjudged to ask their teacher for help.	5	20.0%	60.0%	20.0%	0.0%	0.0%	80.0%	4.0
		1	3	1	0	0	4	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	5	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
		4	1	0	0	0	5	
G) Teachers at my school go out of their way to help all students.	5	60.0%	20.0%	20.0%	0.0%	0.0%	80.0%	4.4
		3	1	1	0	0	4	
H) Students receive timely and regular feedback on their learning.	5	60.0%	0.0%	40.0%	0.0%	0.0%	60.0%	4.2
		3	0	2	0	0	3	
I) Staff at my school provides resources or ideas that help families support their students at home.	5	60.0%	20.0%	20.0%	0.0%	0.0%	80.0%	4.4
		3	1	1	0	0	4	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	20	50.0%	40.0%	10.0%	0.0%	0.0%	90.0%	4.4
		10	8	2	0	0	18	
A) Students are challenged academically at school.	5	60.0%	20.0%	20.0%	0.0%	0.0%	80.0%	4.4
		3	1	1	0	0	4	
B) School recognizes and celebrates the academic success of all students.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	
C) Adults on campus motivate students to do their best.	5	40.0%	60.0%	0.0%	0.0%	0.0%	100.0%	4.4
		2	3	0	0	0	5	
D) School provides additional academic support when students are struggling.	5	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		3	2	0	0	0	5	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	25	8.0%	64.0%	16.0%	12.0%	0.0%	72.0%	3.7
		2	16	4	3	0	18	
A) Students are interested in what they are learning.	5	0.0%	80.0%	20.0%	0.0%	0.0%	80.0%	3.8
		0	4	1	0	0	4	
B) Students have access to classes and activities that meet their interests and talents.	5	20.0%	80.0%	0.0%	0.0%	0.0%	100.0%	4.2
		1	4	0	0	0	5	
C) Students understand how to complete their schoolwork.	5	0.0%	80.0%	20.0%	0.0%	0.0%	80.0%	3.8
		0	4	1	0	0	4	
D) Students complete assignments on time.	5	20.0%	20.0%	40.0%	20.0%	0.0%	40.0%	3.4
		1	1	2	1	0	2	
E) Students are motivated to do their schoolwork.	5	0.0%	60.0%	0.0%	40.0%	0.0%	60.0%	3.2
		0	3	0	2	0	3	

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	29	3.4%	20.7%	65.5%	3.4%	6.9%	24.1%	3.1
		1	6	19	1	2	7	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	5	0.0%	40.0%	60.0%	0.0%	0.0%	40.0%	3.4
		0	2	3	0	0	2	
B) Students and families know what classes they will have to take and pass to graduate from high school.	5	20.0%	0.0%	60.0%	20.0%	0.0%	20.0%	3.2
		1	0	3	1	0	1	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	5	0.0%	20.0%	80.0%	0.0%	0.0%	20.0%	3.2
		0	1	4	0	0	1	
D) School offers college and career programs.	5	0.0%	0.0%	80.0%	0.0%	20.0%	0.0%	2.6
		0	0	4	0	1	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	5	0.0%	20.0%	60.0%	0.0%	20.0%	20.0%	2.8
		0	1	3	0	1	1	
F) Students are prepared for the next step of their educational experience.	4	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	2	2	0	0	2	
G) Staff are optimistic about the future of their career in San Juan Unified.	5	40.0%	0.0%	40.0%	0.0%	20.0%	40.0%	3.4
		2	0	2	0	1	2	
H) There are equitable opportunities for advancement in the district.	5	20.0%	40.0%	40.0%	0.0%	0.0%	60.0%	3.8
		1	2	2	0	0	3	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	10	30.0%	60.0%	10.0%	0.0%	0.0%	90.0%	4.2
		3	6	1	0	0	9	
A) I would recommend my school to other families.	5	40.0%	60.0%	0.0%	0.0%	0.0%	100.0%	4.4
		2	3	0	0	0	5	
B) San Juan Unified School District is a district that I would recommend to other families.	5	20.0%	60.0%	20.0%	0.0%	0.0%	80.0%	4.0
		1	3	1	0	0	4	