



**Spring 2024  
Staff Climate Survey Results**

**Cottage  
Group Size N: 29**

<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	173	37.6%	46.2%	9.2%	5.8%	1.2%	83.8%	4.1
A) School has a climate that is caring.	28	32.1%	53.6%	7.1%	7.1%	0.0%	85.7%	4.1
B) There are students and staff on campus who listen to students when they have something to say.	29	34.5%	62.1%	3.4%	0.0%	0.0%	96.6%	4.3
C) There is an adult from the school who checks on how students are doing.	29	65.5%	27.6%	6.9%	0.0%	0.0%	93.1%	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	29	27.6%	58.6%	0.0%	10.3%	3.4%	86.2%	4.0
E) Staff feels supported to do their job well in meeting the needs of all students.	29	37.9%	34.5%	17.2%	10.3%	0.0%	72.4%	4.0
F) Staff feels part of an effective team.	29	27.6%	41.4%	20.7%	6.9%	3.4%	69.0%	3.8

<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	261	30.3%	46.4%	13.0%	9.2%	1.1%	76.6%	4.0
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	29	44.8%	34.5%	20.7%	0.0%	0.0%	79.3%	4.2
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	29	24.1%	41.4%	17.2%	13.8%	3.4%	65.5%	3.7
C) The school offers families opportunities to be involved in school and classroom activities.	29	20.7%	41.4%	20.7%	17.2%	0.0%	62.1%	3.7
D) The school keeps families well-informed about school activities.	29	27.6%	41.4%	13.8%	13.8%	3.4%	69.0%	3.8
E) The staff at our school listens to family concerns about issues.	29	34.5%	48.3%	13.8%	3.4%	0.0%	82.8%	4.1
F) The staff at school are helpful and welcoming when families come to school or call.	29	44.8%	44.8%	3.4%	6.9%	0.0%	89.7%	4.3
G) The school and families are partners in promoting positive behavior for my student.	29	20.7%	58.6%	10.3%	10.3%	0.0%	79.3%	3.9
H) Families who speak a language other than English receive general information about our school in their home language.	29	20.7%	55.2%	10.3%	13.8%	0.0%	75.9%	3.8
I) Staff receive information about upcoming events and important information about the school.	29	34.5%	51.7%	6.9%	3.4%	3.4%	86.2%	4.1

<b>School Decision Making</b>									
	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean	
Overall rating of all questions in this section	203	26.6%	42.9%	14.8%	31.0%	6.9%	69.5%	3.7	
		54	87	30	18	14	141		
A) School seeks input when making important decisions.	29	27.6%	48.3%	13.8%	6.9%	3.4%	75.9%	3.9	
		8	14	4	2	1	22		
B) Important school decisions reflect diverse input.	29	27.6%	41.4%	10.3%	13.8%	6.9%	69.0%	3.7	
		8	12	3	4	2	20		
C) The principal and staff listen to concerns of other staff members about issues.	29	31.0%	37.9%	10.3%	10.3%	10.3%	69.0%	3.7	
		9	11	3	3	3	20		
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	29	24.1%	41.4%	17.2%	13.8%	3.4%	65.5%	3.7	
		7	12	5	4	1	19		
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	29	31.0%	48.3%	13.8%	0.0%	6.9%	79.3%	4.0	
		9	14	4	0	2	23		
F) Our school uses data from this survey to inform site decision making.	29	24.1%	37.9%	24.1%	10.3%	3.4%	62.1%	3.7	
		7	11	7	3	1	18		
G) Staff voice matters in decision making.	29	20.7%	44.8%	13.8%	6.9%	13.8%	65.5%	3.5	
		6	13	4	2	4	19		

  

<b>Safety</b>									
	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean	
Overall rating of all questions in this section	203	28.6%	50.7%	9.9%	6.4%	4.4%	79.3%	3.9	
		58	103	20	13	9	161		
A) Concerns about student safety are taken seriously.	29	34.5%	48.3%	10.3%	3.4%	3.4%	82.8%	4.1	
		10	14	3	1	1	24		
B) Concerns about student safety are addressed in a timely manner at my school.	29	27.6%	44.8%	13.8%	6.9%	6.9%	72.4%	3.8	
		8	13	4	2	2	21		
C) My school is a safe place for all students.	29	27.6%	51.7%	13.8%	6.9%	0.0%	79.3%	4.0	
		8	15	4	2	0	23		
D) My school is a safe place for all staff.	29	27.6%	51.7%	6.9%	13.8%	0.0%	79.3%	3.9	
		8	15	2	4	0	23		
E) Students know what staff member to go to if they have a safety concern.	29	31.0%	58.6%	6.9%	0.0%	3.4%	89.7%	4.1	
		9	17	2	0	1	26		
F) Students know school safety protocols.	29	27.6%	65.5%	6.9%	0.0%	0.0%	93.1%	4.2	
		8	19	2	0	0	27		
G) I feel safe sharing different viewpoints and perspectives at my school.	29	24.1%	34.5%	10.3%	13.8%	17.2%	58.6%	3.3	
		7	10	3	4	5	17		

<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	232	30.6%	53.9%	10.3%	5.2%	0.0%	84.5%	4.1
		71	125	24	12	0	196	
A) School staff respects student diversity.	29	34.5%	58.6%	6.9%	0.0%	0.0%	93.1%	4.3
		10	17	2	0	0	27	
B) Adults at my school treat students respectfully.	29	34.5%	55.2%	6.9%	3.4%	0.0%	89.7%	4.2
		10	16	2	1	0	26	
C) Students are respectful to each other at school.	29	6.9%	65.5%	17.2%	10.3%	0.0%	72.4%	3.7
		2	19	5	3	0	21	
D) Students have opportunities to socialize with other students often at school.	29	41.4%	44.8%	10.3%	3.4%	0.0%	86.2%	4.2
		12	13	3	1	0	25	
E) Students have an adult on campus they trust.	29	37.9%	58.6%	3.4%	0.0%	0.0%	96.6%	4.3
		11	17	1	0	0	28	
F) Students trust other students at school.	29	20.7%	58.6%	17.2%	3.4%	0.0%	79.3%	4.0
		6	17	5	1	0	23	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	29	34.5%	48.3%	13.8%	3.4%	0.0%	82.8%	4.1
		10	14	4	1	0	24	
H) School staff reflects student diversity.	29	34.5%	41.4%	6.9%	17.2%	0.0%	75.9%	3.9
		10	12	2	5	0	22	

<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	259	32.4%	45.6%	16.6%	5.0%	0.4%	78.0%	4.0
		84	118	43	13	1	202	
A) Families and students understand how assignments and tests are graded.	28	7.1%	28.6%	50.0%	14.3%	0.0%	35.7%	3.3
		2	8	14	4	0	10	
B) Questions and concerns about schoolwork are addressed.	29	24.1%	58.6%	10.3%	6.9%	0.0%	82.8%	4.0
		7	17	3	2	0	24	
C) Student grades reflect their knowledge of the material.	29	27.6%	55.2%	13.8%	3.4%	0.0%	82.8%	4.1
		8	16	4	1	0	24	
D) Adults at my school believe all students can be successful.	29	24.1%	34.5%	31.0%	10.3%	0.0%	58.6%	3.7
		7	10	9	3	0	17	
E) Students feel comfortable and unjudged to ask their teacher for help.	29	51.7%	41.4%	6.9%	0.0%	0.0%	93.1%	4.4
		15	12	2	0	0	27	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	29	44.8%	48.3%	6.9%	0.0%	0.0%	93.1%	4.4
		13	14	2	0	0	27	
G) Teachers at my school go out of their way to help all students.	28	39.3%	46.4%	10.7%	3.6%	0.0%	85.7%	4.2
		11	13	3	1	0	24	
H) Students receive timely and regular feedback on their learning.	29	48.3%	41.4%	6.9%	3.4%	0.0%	89.7%	4.3
		14	12	2	1	0	26	
I) Staff at my school provides resources or ideas that help families support their students at home.	29	24.1%	55.2%	13.8%	3.45%	3.45%	79.3%	3.9
		7	16	4	1	1	23	

<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	112	31.3%	43.8%	20.5%	4.5%	0.0%	75.0%	4.0
		35	49	23	5	0	84	
A) Students are challenged academically at school.	28	32.1%	42.9%	17.9%	7.1%	0.0%	75.0%	4.0
		9	12	5	2	0	21	
B) School recognizes and celebrates the academic success of all students.	28	28.6%	42.9%	25.0%	3.6%	0.0%	71.4%	4.0
		8	12	7	1	0	20	
C) Adults on campus motivate students to do their best.	28	32.1%	50.0%	14.3%	3.6%	0.0%	82.1%	4.1
		9	14	4	1	0	23	
D) School provides additional academic support when students are struggling.	28	32.1%	39.3%	25.0%	3.6%	0.0%	71.4%	4.0
		9	11	7	1	0	20	

<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	135	28.9%	50.4%	13.3%	5.9%	1.5%	79.3%	4.0
		39	68	18	8	2	107	
A) Students are interested in what they are learning.	27	25.9%	59.3%	14.8%	0.0%	0.0%	85.2%	4.1
		7	16	4	0	0	23	
B) Students have access to classes and activities that meet their interests and talents.	27	33.3%	51.9%	3.7%	7.4%	3.7%	85.2%	4.0
		9	14	1	2	1	23	
C) Students understand how to complete their schoolwork.	27	29.6%	55.6%	14.8%	0.0%	0.0%	85.2%	4.1
		8	15	4	0	0	23	
D) Students complete assignments on time.	27	25.9%	33.3%	22.2%	18.5%	0.0%	59.3%	3.7
		7	9	6	5	0	16	
E) Students are motivated to do their schoolwork.	27	29.6%	51.9%	11.1%	3.7%	3.7%	81.5%	4.0
		8	14	3	1	1	22	

<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	162	9.3%	16.7%	62.3%	8.0%	3.7%	25.9%	3.2
		15	27	101	13	6	42	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	27	11.1%	11.1%	70.4%	7.4%	0.0%	22.2%	3.3
		3	3	19	2	0	6	
B) Students and families know what classes they will have to take and pass to graduate from high school.	27	11.1%	3.7%	74.1%	7.4%	3.7%	14.8%	3.1
		3	1	20	2	1	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	27	11.1%	14.8%	70.4%	3.7%	0.0%	25.9%	3.3
		3	4	19	1	0	7	
D) School offers college and career programs.	27	0.0%	3.7%	74.1%	11.1%	11.1%	3.7%	2.7
		0	1	20	3	3	1	
E) Students participate in programs to learn about different jobs, careers, and colleges.	27	3.7%	18.5%	59.3%	11.1%	7.4%	22.2%	3.0
		1	5	16	3	2	6	
F) Students are prepared for the next step of their educational experience.	27	18.5%	48.1%	25.9%	7.4%	0.0%	66.7%	3.8
		5	13	7	2	0	18	
G) Staff are optimistic about the future of their career in San Juan Unified.	27	29.6%	44.4%	18.5%	7.4%	0.0%	74.1%	4.0
		8	12	5	2	0	20	
H) There are equitable opportunities for advancement in the district.	26	23.1%	46.2%	23.1%	7.7%	0.0%	69.2%	3.8
		6	12	6	2	0	18	

<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	58	43.1%	46.6%	10.3%	0.0%	0.0%	89.7%	4.3
		25	27	6	0	0	52	
A) I would recommend my school to other families.	29	34.5%	48.3%	17.2%	0.0%	0.0%	82.8%	4.2
		10	14	5	0	0	24	
B) San Juan Unified School District is a district that I would recommend to other families.	29	51.7%	44.8%	3.4%	0.0%	0.0%	96.6%	4.5
		15	13	1	0	0	28	