



**Spring 2024  
Staff Climate Survey Results**

**Dyer-Kelly**

**Group Size N: 52**

<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	312	29.5%	51.6%	12.8%	5.8%	0.3%	81.1%	4.0
A) School has a climate that is caring.	52	30.8%	50.0%	13.5%	5.8%	0.0%	80.8%	4.1
B) There are students and staff on campus who listen to students when they have something to say.	52	28.8%	59.6%	11.5%	0.0%	0.0%	88.5%	4.2
C) There is an adult from the school who checks on how students are doing.	52	59.6%	38.5%	1.9%	0.0%	0.0%	98.1%	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	52	15.4%	53.8%	17.3%	11.5%	1.9%	69.2%	3.7
E) Staff feels supported to do their job well in meeting the needs of all students.	52	17.3%	50.0%	23.1%	9.6%	0.0%	67.3%	3.8
F) Staff feels part of an effective team.	52	25.0%	57.7%	9.6%	7.7%	0.0%	82.7%	4.0

<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	468	30.1%	51.7%	14.3%	3.8%	0.0%	81.8%	4.1
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	52	34.6%	48.1%	17.3%	0.0%	0.0%	82.7%	4.2
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	52	21.2%	51.9%	21.2%	5.8%	0.0%	73.1%	3.9
C) The school offers families opportunities to be involved in school and classroom activities.	52	13.5%	50.0%	25.0%	11.5%	0.0%	63.5%	3.7
D) The school keeps families well-informed about school activities.	52	28.8%	59.6%	5.8%	5.8%	0.0%	88.5%	4.1
E) The staff at our school listens to family concerns about issues.	52	32.7%	51.9%	13.5%	1.9%	0.0%	84.6%	4.2
F) The staff at school are helpful and welcoming when families come to school or call.	52	38.5%	51.9%	9.6%	0.0%	0.0%	90.4%	4.3
G) The school and families are partners in promoting positive behavior for my student.	52	23.1%	46.2%	23.1%	7.7%	0.0%	69.2%	3.8
H) Families who speak a language other than English receive general information about our school in their home language.	52	40.4%	51.9%	7.7%	0.0%	0.0%	92.3%	4.3
I) Staff receive information about upcoming events and important information about the school.	52	38.5%	53.8%	5.8%	1.9%	0.0%	92.3%	4.3

<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	364	25.0%	44.5%	23.4%	19.2%	0.8%	69.5%	3.9
		91	162	85	23	3	253	
A) School seeks input when making important decisions.	52	26.9%	50.0%	17.3%	5.8%	0.0%	76.9%	4.0
		14	26	9	3	0	40	
B) Important school decisions reflect diverse input.	52	19.2%	42.3%	28.8%	9.6%	0.0%	61.5%	3.7
		10	22	15	5	0	32	
C) The principal and staff listen to concerns of other staff members about issues.	52	30.8%	42.3%	19.2%	3.8%	3.8%	73.1%	3.9
		16	22	10	2	2	38	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	52	26.9%	42.3%	23.1%	7.7%	0.0%	69.2%	3.9
		14	22	12	4	0	36	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	52	23.1%	61.5%	13.5%	1.9%	0.0%	84.6%	4.1
		12	32	7	1	0	44	
F) Our school uses data from this survey to inform site decision making.	52	28.8%	42.3%	23.1%	5.8%	0.0%	71.2%	3.9
		15	22	12	3	0	37	
G) Staff voice matters in decision making.	52	19.2%	30.8%	38.5%	9.6%	1.9%	50.0%	3.6
		10	16	20	5	1	26	

  

<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	364	23.9%	55.5%	14.6%	3.8%	2.2%	79.4%	4.0
		87	202	53	14	8	289	
A) Concerns about student safety are taken seriously.	52	40.4%	42.3%	11.5%	3.8%	1.9%	82.7%	4.2
		21	22	6	2	1	43	
B) Concerns about student safety are addressed in a timely manner at my school.	52	25.0%	48.1%	17.3%	5.8%	3.8%	73.1%	3.8
		13	25	9	3	2	38	
C) My school is a safe place for all students.	52	23.1%	57.7%	11.5%	5.8%	1.9%	80.8%	3.9
		12	30	6	3	1	42	
D) My school is a safe place for all staff.	52	21.2%	53.8%	15.4%	5.8%	3.8%	75.0%	3.8
		11	28	8	3	2	39	
E) Students know what staff member to go to if they have a safety concern.	52	25.0%	63.5%	11.5%	0.0%	0.0%	88.5%	4.1
		13	33	6	0	0	46	
F) Students know school safety protocols.	52	19.2%	69.2%	11.5%	0.0%	0.0%	88.5%	4.1
		10	36	6	0	0	46	
G) I feel safe sharing different viewpoints and perspectives at my school.	52	13.5%	53.8%	23.1%	5.8%	3.8%	67.3%	3.7
		7	28	12	3	2	35	

<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	416	22.6%	50.7%	18.8%	7.2%	0.7%	73.3%	3.9
		94	211	78	30	3	305	
A) School staff respects student diversity.	52	38.5%	51.9%	9.6%	0.0%	0.0%	90.4%	4.3
		20	27	5	0	0	47	
B) Adults at my school treat students respectfully.	52	32.7%	55.8%	9.6%	1.9%	0.0%	88.5%	4.2
		17	29	5	1	0	46	
C) Students are respectful to each other at school.	52	0.0%	46.2%	30.8%	21.2%	1.9%	46.2%	3.2
		0	24	16	11	1	24	
D) Students have opportunities to socialize with other students often at school.	52	21.2%	59.6%	13.5%	5.8%	0.0%	80.8%	4.0
		11	31	7	3	0	42	
E) Students have an adult on campus they trust.	52	36.5%	51.9%	11.5%	0.0%	0.0%	88.5%	4.3
		19	27	6	0	0	46	
F) Students trust other students at school.	52	15.4%	48.1%	30.8%	5.8%	0.0%	63.5%	3.7
		8	25	16	3	0	33	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	52	19.2%	48.1%	23.1%	7.7%	1.9%	67.3%	3.8
		10	25	12	4	1	35	
H) School staff reflects student diversity.	52	17.3%	44.2%	21.2%	15.4%	1.9%	61.5%	3.6
		9	23	11	8	1	32	

<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	445	24.3%	52.4%	19.3%	3.8%	0.2%	76.6%	4.0
		108	233	86	17	1	341	
A) Families and students understand how assignments and tests are graded.	50	4.0%	40.0%	40.0%	14.0%	2.0%	44.0%	3.3
		2	20	20	7	1	22	
B) Questions and concerns about schoolwork are addressed.	49	14.3%	55.1%	28.6%	2.0%	0.0%	69.4%	3.8
		7	27	14	1	0	34	
C) Student grades reflect their knowledge of the material.	48	16.7%	54.2%	22.9%	6.3%	0.0%	70.8%	3.8
		8	26	11	3	0	34	
D) Adults at my school believe all students can be successful.	50	26.0%	58.0%	10.0%	6.0%	0.0%	84.0%	4.0
		13	29	5	3	0	42	
E) Students feel comfortable and unjudged to ask their teacher for help.	50	40.0%	54.0%	6.0%	0.0%	0.0%	94.0%	4.3
		20	27	3	0	0	47	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	49	36.7%	55.1%	6.1%	2.0%	0.0%	91.8%	4.3
		18	27	3	1	0	45	
G) Teachers at my school go out of their way to help all students.	49	38.8%	40.8%	18.4%	2.0%	0.0%	79.6%	4.2
		19	20	9	1	0	39	
H) Students receive timely and regular feedback on their learning.	50	26.0%	60.0%	14.0%	0.0%	0.0%	86.0%	4.1
		13	30	7	0	0	43	
I) Staff at my school provides resources or ideas that help families support their students at home.	50	16.0%	54.0%	28.0%	2.00%	0.00%	70.0%	3.8
		8	27	14	1	0	35	

<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	195	26.2%	52.3%	14.9%	6.2%	0.5%	78.5%	4.0
		51	102	29	12	1	153	
A) Students are challenged academically at school.	49	28.6%	42.9%	20.4%	8.2%	0.0%	71.4%	3.9
		14	21	10	4	0	35	
B) School recognizes and celebrates the academic success of all students.	48	16.7%	56.3%	14.6%	10.4%	2.1%	72.9%	3.8
		8	27	7	5	1	35	
C) Adults on campus motivate students to do their best.	49	26.5%	61.2%	12.2%	0.0%	0.0%	87.8%	4.1
		13	30	6	0	0	43	
D) School provides additional academic support when students are struggling.	49	32.7%	49.0%	12.2%	6.1%	0.0%	81.6%	4.1
		16	24	6	3	0	40	

<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	246	18.3%	49.6%	23.6%	8.1%	0.4%	67.9%	3.8
		45	122	58	20	1	167	
A) Students are interested in what they are learning.	51	21.6%	58.8%	13.7%	5.9%	0.0%	80.4%	4.0
		11	30	7	3	0	41	
B) Students have access to classes and activities that meet their interests and talents.	50	20.0%	48.0%	28.0%	2.0%	2.0%	68.0%	3.8
		10	24	14	1	1	34	
C) Students understand how to complete their schoolwork.	48	16.7%	50.0%	29.2%	4.2%	0.0%	66.7%	3.8
		8	24	14	2	0	32	
D) Students complete assignments on time.	48	14.6%	45.8%	25.0%	14.6%	0.0%	60.4%	3.6
		7	22	12	7	0	29	
E) Students are motivated to do their schoolwork.	49	18.4%	44.9%	22.4%	14.3%	0.0%	63.3%	3.7
		9	22	11	7	0	31	

<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	284	4.2%	23.6%	55.6%	10.9%	5.6%	27.8%	3.1
		12	67	158	31	16	79	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	47	6.4%	23.4%	63.8%	2.1%	4.3%	29.8%	3.3
		3	11	30	1	2	14	
B) Students and families know what classes they will have to take and pass to graduate from high school.	47	2.1%	12.8%	63.8%	17.0%	4.3%	14.9%	2.9
		1	6	30	8	2	7	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	47	8.5%	27.7%	55.3%	6.4%	2.1%	36.2%	3.3
		4	13	26	3	1	17	
D) School offers college and career programs.	47	0.0%	10.6%	61.7%	17.0%	10.6%	10.6%	2.7
		0	5	29	8	5	5	
E) Students participate in programs to learn about different jobs, careers, and colleges.	47	2.1%	21.3%	55.3%	14.9%	6.4%	23.4%	3.0
		1	10	26	7	3	11	
F) Students are prepared for the next step of their educational experience.	49	6.1%	44.9%	34.7%	8.2%	6.1%	51.0%	3.4
		3	22	17	4	3	25	
G) Staff are optimistic about the future of their career in San Juan Unified.	49	24.5%	51.0%	18.4%	6.1%	0.0%	75.5%	3.9
		12	25	9	3	0	37	
H) There are equitable opportunities for advancement in the district.	49	14.3%	42.9%	34.7%	6.1%	2.0%	57.1%	3.6
		7	21	17	3	1	28	

<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	102	22.5%	55.9%	14.7%	6.9%	0.0%	78.4%	3.9
		23	57	15	7	0	80	
A) I would recommend my school to other families.	51	17.6%	56.9%	17.6%	7.8%	0.0%	74.5%	3.8
		9	29	9	4	0	38	
B) San Juan Unified School District is a district that I would recommend to other families.	51	27.5%	54.9%	11.8%	5.9%	0.0%	82.4%	4.0
		14	28	6	3	0	42	