



**Spring 2024
Staff Climate Survey Results**

Harry Dewey

Group Size N: 37

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	222	35.6%	49.1%	10.8%	4.5%	0.0%	84.7%	4.2
		79	109	24	10	0	188	
A) School has a climate that is caring.	37	40.5%	43.2%	13.5%	2.7%	0.0%	83.8%	4.2
		15	16	5	1	0	31	
B) There are students and staff on campus who listen to students when they have something to say.	37	35.1%	59.5%	5.4%	0.0%	0.0%	94.6%	4.3
		13	22	2	0	0	35	
C) There is an adult from the school who checks on how students are doing.	37	59.5%	40.5%	0.0%	0.0%	0.0%	100.0%	4.6
		22	15	0	0	0	37	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	37	16.2%	48.6%	27.0%	8.1%	0.0%	64.9%	3.7
		6	18	10	3	0	24	
E) Staff feels supported to do their job well in meeting the needs of all students.	37	21.6%	59.5%	10.8%	8.1%	0.0%	81.1%	3.9
		8	22	4	3	0	30	
F) Staff feels part of an effective team.	37	40.5%	43.2%	8.1%	8.1%	0.0%	83.8%	4.2
		15	16	3	3	0	31	

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	324	40.4%	47.5%	10.2%	1.9%	0.0%	88.0%	4.3
		131	154	33	6	0	285	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	36	47.2%	33.3%	16.7%	2.8%	0.0%	80.6%	4.3
		17	12	6	1	0	29	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	36	25.0%	55.6%	16.7%	2.8%	0.0%	80.6%	4.0
		9	20	6	1	0	29	
C) The school offers families opportunities to be involved in school and classroom activities.	36	52.8%	44.4%	2.8%	0.0%	0.0%	97.2%	4.5
		19	16	1	0	0	35	
D) The school keeps families well-informed about school activities.	36	55.6%	44.4%	0.0%	0.0%	0.0%	100.0%	4.6
		20	16	0	0	0	36	
E) The staff at our school listens to family concerns about issues.	36	41.7%	50.0%	5.6%	2.8%	0.0%	91.7%	4.3
		15	18	2	1	0	33	
F) The staff at school are helpful and welcoming when families come to school or call.	36	41.7%	55.6%	2.8%	0.0%	0.0%	97.2%	4.4
		15	20	1	0	0	35	
G) The school and families are partners in promoting positive behavior for my student.	36	27.8%	61.1%	11.1%	0.0%	0.0%	88.9%	4.2
		10	22	4	0	0	32	
H) Families who speak a language other than English receive general information about our school in their home language.	36	19.4%	38.9%	33.3%	8.3%	0.0%	58.3%	3.7
		7	14	12	3	0	21	
I) Staff receive information about upcoming events and important information about the school.	36	52.8%	44.4%	2.8%	0.0%	0.0%	97.2%	4.5
		19	16	1	0	0	35	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	259	39.8%	42.9%	17.4%	0.0%	0.0%	82.6%	4.2
A) School seeks input when making important decisions.	37	40.5%	45.9%	13.5%	0.0%	0.0%	86.5%	4.3
B) Important school decisions reflect diverse input.	37	29.7%	54.1%	16.2%	0.0%	0.0%	83.8%	4.1
C) The principal and staff listen to concerns of other staff members about issues.	37	45.9%	40.5%	13.5%	0.0%	0.0%	86.5%	4.3
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	37	40.5%	51.4%	8.1%	0.0%	0.0%	91.9%	4.3
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	37	64.9%	21.6%	13.5%	0.0%	0.0%	86.5%	4.5
F) Our school uses data from this survey to inform site decision making.	37	35.1%	43.2%	21.6%	0.0%	0.0%	78.4%	4.1
G) Staff voice matters in decision making.	37	21.6%	43.2%	35.1%	0.0%	0.0%	64.9%	3.9
		103	111	45	0	0	214	
		15	17	5	0	0	32	
		11	20	6	0	0	31	
		17	15	5	0	0	32	
		15	19	3	0	0	34	
		24	8	5	0	0	32	
		13	16	8	0	0	29	
		8	16	13	0	0	24	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	259	35.5%	49.4%	11.6%	3.5%	0.0%	84.9%	4.2
A) Concerns about student safety are taken seriously.	37	48.6%	40.5%	10.8%	0.0%	0.0%	89.2%	4.4
B) Concerns about student safety are addressed in a timely manner at my school.	37	56.8%	29.7%	13.5%	0.0%	0.0%	86.5%	4.4
C) My school is a safe place for all students.	37	29.7%	48.6%	16.2%	5.4%	0.0%	78.4%	4.0
D) My school is a safe place for all staff.	37	32.4%	45.9%	18.9%	2.7%	0.0%	78.4%	4.1
E) Students know what staff member to go to if they have a safety concern.	37	35.1%	59.5%	2.7%	2.7%	0.0%	94.6%	4.3
F) Students know school safety protocols.	37	24.3%	64.9%	2.7%	8.1%	0.0%	89.2%	4.1
G) I feel safe sharing different viewpoints and perspectives at my school.	37	21.6%	56.8%	16.2%	5.4%	0.0%	78.4%	3.9
		92	128	30	9	0	220	
		18	15	4	0	0	33	
		21	11	5	0	0	32	
		11	18	6	2	0	29	
		12	17	7	1	0	29	
		13	22	1	1	0	35	
		9	24	1	3	0	33	
		8	21	6	2	0	29	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	294	21.4%	56.1%	18.4%	3.7%	0.3%	77.6%	3.9
	63		165	54	11	1	228	
A) School staff respects student diversity.	37	24.3%	64.9%	10.8%	0.0%	0.0%	89.2%	4.1
	9		24	4	0	0	33	
B) Adults at my school treat students respectfully.	37	27.0%	54.1%	18.9%	0.0%	0.0%	81.1%	4.1
	10		20	7	0	0	30	
C) Students are respectful to each other at school.	37	2.7%	64.9%	16.2%	13.5%	2.7%	67.6%	3.5
	1		24	6	5	1	25	
D) Students have opportunities to socialize with other students often at school.	37	35.1%	56.8%	5.4%	2.7%	0.0%	91.9%	4.2
	13		21	2	1	0	34	
E) Students have an adult on campus they trust.	37	37.8%	54.1%	8.1%	0.0%	0.0%	91.9%	4.3
	14		20	3	0	0	34	
F) Students trust other students at school.	37	16.2%	64.9%	16.2%	2.7%	0.0%	81.1%	3.9
	6		24	6	1	0	30	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	35	8.6%	48.6%	42.9%	0.0%	0.0%	57.1%	3.7
	3		17	15	0	0	20	
H) School staff reflects student diversity.	37	18.9%	40.5%	29.7%	10.8%	0.0%	59.5%	3.7
	7		15	11	4	0	22	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	333	26.4%	55.3%	16.8%	1.5%	0.0%	81.7%	4.1
	88		184	56	5	0	272	
A) Families and students understand how assignments and tests are graded.	37	13.5%	54.1%	29.7%	2.7%	0.0%	67.6%	3.8
	5		20	11	1	0	25	
B) Questions and concerns about schoolwork are addressed.	37	24.3%	64.9%	10.8%	0.0%	0.0%	89.2%	4.1
	9		24	4	0	0	33	
C) Student grades reflect their knowledge of the material.	37	18.9%	56.8%	18.9%	5.4%	0.0%	75.7%	3.9
	7		21	7	2	0	28	
D) Adults at my school believe all students can be successful.	37	21.6%	62.2%	13.5%	2.7%	0.0%	83.8%	4.0
	8		23	5	1	0	31	
E) Students feel comfortable and unjudged to ask their teacher for help.	37	40.5%	54.1%	5.4%	0.0%	0.0%	94.6%	4.4
	15		20	2	0	0	35	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	37	35.1%	62.2%	2.7%	0.0%	0.0%	97.3%	4.3
	13		23	1	0	0	36	
G) Teachers at my school go out of their way to help all students.	37	21.6%	59.5%	16.2%	2.7%	0.0%	81.1%	4.0
	8		22	6	1	0	30	
H) Students receive timely and regular feedback on their learning.	37	37.8%	54.1%	8.1%	0.0%	0.0%	91.9%	4.3
	14		20	3	0	0	34	
I) Staff at my school provides resources or ideas that help families support their students at home.	37	24.3%	29.7%	45.9%	0.0%	0.0%	54.1%	3.8
	9		11	17	0	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	148	23.6%	55.4%	16.9%	4.1%	0.0%	79.1%	4.0
		35	82	25	6	0	117	
A) Students are challenged academically at school.	37	18.9%	67.6%	10.8%	2.7%	0.0%	86.5%	4.0
		7	25	4	1	0	32	
B) School recognizes and celebrates the academic success of all students.	37	24.3%	40.5%	24.3%	10.8%	0.0%	64.9%	3.8
		9	15	9	4	0	24	
C) Adults on campus motivate students to do their best.	37	27.0%	59.5%	13.5%	0.0%	0.0%	86.5%	4.1
		10	22	5	0	0	32	
D) School provides additional academic support when students are struggling.	37	24.3%	54.1%	18.9%	2.7%	0.0%	78.4%	4.0
		9	20	7	1	0	29	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	185	16.8%	59.5%	20.0%	2.7%	1.1%	76.2%	3.9
		31	110	37	5	2	141	
A) Students are interested in what they are learning.	37	8.1%	73.0%	16.2%	2.7%	0.0%	81.1%	3.9
		3	27	6	1	0	30	
B) Students have access to classes and activities that meet their interests and talents.	37	16.2%	62.2%	16.2%	5.4%	0.0%	78.4%	3.9
		6	23	6	2	0	29	
C) Students understand how to complete their schoolwork.	37	29.7%	54.1%	16.2%	0.0%	0.0%	83.8%	4.1
		11	20	6	0	0	31	
D) Students complete assignments on time.	37	13.5%	54.1%	27.0%	2.7%	2.7%	67.6%	3.7
		5	20	10	1	1	25	
E) Students are motivated to do their schoolwork.	37	16.2%	54.1%	24.3%	2.7%	2.7%	70.3%	3.8
		6	20	9	1	1	26	

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	210	5.2%	12.9%	75.7%	2.9%	3.3%	18.1%	3.1
		11	27	159	6	7	38	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	35	5.7%	17.1%	77.1%	0.0%	0.0%	22.9%	3.3
		2	6	27	0	0	8	
B) Students and families know what classes they will have to take and pass to graduate from high school.	35	5.7%	5.7%	82.9%	2.9%	2.9%	11.4%	3.1
		2	2	29	1	1	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	35	5.7%	5.7%	82.9%	5.7%	0.0%	11.4%	3.1
		2	2	29	2	0	4	
D) School offers college and career programs.	35	5.7%	2.9%	77.1%	5.7%	8.6%	8.6%	2.9
		2	1	27	2	3	3	
E) Students participate in programs to learn about different jobs, careers, and colleges.	35	2.9%	8.6%	80.0%	0.0%	8.6%	11.4%	3.0
		1	3	28	0	3	4	
F) Students are prepared for the next step of their educational experience.	35	5.7%	37.1%	54.3%	2.9%	0.0%	42.9%	3.5
		2	13	19	1	0	15	
G) Staff are optimistic about the future of their career in San Juan Unified.	34	23.5%	47.1%	23.5%	2.9%	2.9%	70.6%	3.9
		8	16	8	1	1	24	
H) There are equitable opportunities for advancement in the district.	35	17.1%	28.6%	48.6%	5.7%	0.0%	45.7%	3.6
		6	10	17	2	0	16	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	73	43.8%	45.2%	6.8%	4.1%	0.0%	89.0%	4.3
		32	33	5	3	0	65	
A) I would recommend my school to other families.	37	51.4%	40.5%	5.4%	2.7%	0.0%	91.9%	4.4
		19	15	2	1	0	34	
B) San Juan Unified School District is a district that I would recommend to other families.	36	36.1%	50.0%	8.3%	5.6%	0.0%	86.1%	4.2
		13	18	3	2	0	31	