



**Spring 2024
Staff Climate Survey Results**

**Howe
Group Size N: 19**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	114	40.4%	28.9%	14.0%	7.9%	8.8%	69.3%	3.8
A) School has a climate that is caring.	19	26.3%	31.6%	15.8%	10.5%	15.8%	57.9%	3.4
B) There are students and staff on campus who listen to students when they have something to say.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
C) There is an adult from the school who checks on how students are doing.	19	68.4%	26.3%	0.0%	0.0%	5.3%	94.7%	4.5
D) School has the materials, staff, programs, and supports needed to help all students do their best.	19	26.3%	26.3%	26.3%	15.8%	5.3%	52.6%	3.5
E) Staff feels supported to do their job well in meeting the needs of all students.	19	26.3%	26.3%	26.3%	5.3%	15.8%	52.6%	3.4
F) Staff feels part of an effective team.	19	47.4%	15.8%	10.5%	15.8%	10.5%	63.2%	3.7

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	171	40.4%	38.0%	17.5%	4.1%	0.0%	78.4%	4.1
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	19	63.2%	36.8%	0.0%	0.0%	0.0%	100.0%	4.6
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	19	47.4%	31.6%	15.8%	5.3%	0.0%	78.9%	4.2
C) The school offers families opportunities to be involved in school and classroom activities.	19	26.3%	26.3%	26.3%	21.1%	0.0%	52.6%	3.6
D) The school keeps families well-informed about school activities.	19	31.6%	52.6%	15.8%	0.0%	0.0%	84.2%	4.2
E) The staff at our school listens to family concerns about issues.	19	31.6%	47.4%	21.1%	0.0%	0.0%	78.9%	4.1
F) The staff at school are helpful and welcoming when families come to school or call.	19	42.1%	31.6%	21.1%	5.3%	0.0%	73.7%	4.1
G) The school and families are partners in promoting positive behavior for my student.	19	31.6%	36.8%	26.3%	5.3%	0.0%	68.4%	3.9
H) Families who speak a language other than English receive general information about our school in their home language.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
I) Staff receive information about upcoming events and important information about the school.	19	42.1%	31.6%	26.3%	0.0%	0.0%	73.7%	4.2

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	132	33.3%	35.6%	11.4%	42.4%	6.8%	68.9%	3.8
A) School seeks input when making important decisions.	19	31.6%	47.4%	5.3%	15.8%	0.0%	78.9%	3.9
		6	9	1	3	0	15	
B) Important school decisions reflect diverse input.	19	31.6%	36.8%	5.3%	21.1%	5.3%	68.4%	3.7
		6	7	1	4	1	13	
C) The principal and staff listen to concerns of other staff members about issues.	18	33.3%	27.8%	22.2%	5.6%	11.1%	61.1%	3.7
		6	5	4	1	2	11	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	19	36.8%	26.3%	10.5%	15.8%	10.5%	63.2%	3.6
		7	5	2	3	2	12	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	19	36.8%	57.9%	0.0%	5.3%	0.0%	94.7%	4.3
		7	11	0	1	0	18	
F) Our school uses data from this survey to inform site decision making.	19	31.6%	26.3%	21.1%	15.8%	5.3%	57.9%	3.6
		6	5	4	3	1	11	
G) Staff voice matters in decision making.	19	31.6%	26.3%	15.8%	10.5%	15.8%	57.9%	3.5
		6	5	3	2	3	11	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	133	27.8%	33.1%	15.8%	15.0%	8.3%	60.9%	3.6
		37	44	21	20	11	81	
A) Concerns about student safety are taken seriously.	19	26.3%	26.3%	21.1%	26.3%	0.0%	52.6%	3.5
		5	5	4	5	0	10	
B) Concerns about student safety are addressed in a timely manner at my school.	19	26.3%	26.3%	36.8%	10.5%	0.0%	52.6%	3.7
		5	5	7	2	0	10	
C) My school is a safe place for all students.	19	26.3%	31.6%	10.5%	31.6%	0.0%	57.9%	3.5
		5	6	2	6	0	11	
D) My school is a safe place for all staff.	19	21.1%	31.6%	10.5%	10.5%	26.3%	52.6%	3.1
		4	6	2	2	5	10	
E) Students know what staff member to go to if they have a safety concern.	19	31.6%	47.4%	10.5%	10.5%	0.0%	78.9%	4.0
		6	9	2	2	0	15	
F) Students know school safety protocols.	19	36.8%	42.1%	21.1%	0.0%	0.0%	78.9%	4.2
		7	8	4	0	0	15	
G) I feel safe sharing different viewpoints and perspectives at my school.	19	26.3%	26.3%	0.0%	15.8%	31.6%	52.6%	3.0
		5	5	0	3	6	10	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	152	28.9%	49.3%	14.5%	6.6%	0.7%	78.3%	4.0
	44	75	22	10	1	119		
A) School staff respects student diversity.	19	42.1%	47.4%	10.5%	0.0%	0.0%	89.5%	4.3
	8	9	2	0	0	17		
B) Adults at my school treat students respectfully.	19	36.8%	52.6%	10.5%	0.0%	0.0%	89.5%	4.3
	7	10	2	0	0	17		
C) Students are respectful to each other at school.	19	10.5%	47.4%	26.3%	10.5%	5.3%	57.9%	3.5
	2	9	5	2	1	11		
D) Students have opportunities to socialize with other students often at school.	19	42.1%	47.4%	5.3%	5.3%	0.0%	89.5%	4.3
	8	9	1	1	0	17		
E) Students have an adult on campus they trust.	19	31.6%	63.2%	5.3%	0.0%	0.0%	94.7%	4.3
	6	12	1	0	0	18		
F) Students trust other students at school.	19	15.8%	57.9%	15.8%	10.5%	0.0%	73.7%	3.8
	3	11	3	2	0	14		
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	19	26.3%	36.8%	26.3%	10.5%	0.0%	63.2%	3.8
	5	7	5	2	0	12		
H) School staff reflects student diversity.	19	26.3%	42.1%	15.8%	15.8%	0.0%	68.4%	3.8
	5	8	3	3	0	13		

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	171	39.8%	38.6%	17.0%	4.7%	0.0%	78.4%	4.1
	68	66	29	8	0	134		
A) Families and students understand how assignments and tests are graded.	19	21.1%	26.3%	31.6%	21.1%	0.0%	47.4%	3.5
	4	5	6	4	0	9		
B) Questions and concerns about schoolwork are addressed.	19	31.6%	42.1%	26.3%	0.0%	0.0%	73.7%	4.1
	6	8	5	0	0	14		
C) Student grades reflect their knowledge of the material.	19	31.6%	42.1%	26.3%	0.0%	0.0%	73.7%	4.1
	6	8	5	0	0	14		
D) Adults at my school believe all students can be successful.	19	31.6%	47.4%	15.8%	5.3%	0.0%	78.9%	4.1
	6	9	3	1	0	15		
E) Students feel comfortable and unjudged to ask their teacher for help.	19	57.9%	42.1%	0.0%	0.0%	0.0%	100.0%	4.6
	11	8	0	0	0	19		
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
	9	9	1	0	0	18		
G) Teachers at my school go out of their way to help all students.	19	36.8%	36.8%	15.8%	10.5%	0.0%	73.7%	4.0
	7	7	3	2	0	14		
H) Students receive timely and regular feedback on their learning.	19	57.9%	26.3%	15.8%	0.0%	0.0%	84.2%	4.4
	11	5	3	0	0	16		
I) Staff at my school provides resources or ideas that help families support their students at home.	19	42.1%	36.8%	15.8%	5.26%	0.00%	78.9%	4.2
	8	7	3	1	0	15		

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	76	34.2%	46.1%	17.1%	1.3%	1.3%	80.3%	4.1
		26	35	13	1	1	61	
A) Students are challenged academically at school.	19	26.3%	47.4%	21.1%	5.3%	0.0%	73.7%	3.9
		5	9	4	1	0	14	
B) School recognizes and celebrates the academic success of all students.	19	31.6%	36.8%	26.3%	0.0%	5.3%	68.4%	3.9
		6	7	5	0	1	13	
C) Adults on campus motivate students to do their best.	19	31.6%	57.9%	10.5%	0.0%	0.0%	89.5%	4.2
		6	11	2	0	0	17	
D) School provides additional academic support when students are struggling.	19	47.4%	42.1%	10.5%	0.0%	0.0%	89.5%	4.4
		9	8	2	0	0	17	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	95	28.4%	44.2%	20.0%	7.4%	0.0%	72.6%	3.9
		27	42	19	7	0	69	
A) Students are interested in what they are learning.	19	26.3%	57.9%	15.8%	0.0%	0.0%	84.2%	4.1
		5	11	3	0	0	16	
B) Students have access to classes and activities that meet their interests and talents.	19	26.3%	26.3%	26.3%	21.1%	0.0%	52.6%	3.6
		5	5	5	4	0	10	
C) Students understand how to complete their schoolwork.	19	31.6%	47.4%	10.5%	10.5%	0.0%	78.9%	4.0
		6	9	2	2	0	15	
D) Students complete assignments on time.	19	21.1%	52.6%	21.1%	5.3%	0.0%	73.7%	3.9
		4	10	4	1	0	14	
E) Students are motivated to do their schoolwork.	19	36.8%	36.8%	26.3%	0.0%	0.0%	73.7%	4.1
		7	7	5	0	0	14	

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	114	21.1%	27.2%	35.1%	13.2%	3.5%	48.2%	3.5
		24	31	40	15	4	55	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	19	21.1%	21.1%	57.9%	0.0%	0.0%	42.1%	3.6
		4	4	11	0	0	8	
B) Students and families know what classes they will have to take and pass to graduate from high school.	19	15.8%	10.5%	42.1%	26.3%	5.3%	26.3%	3.1
		3	2	8	5	1	5	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	19	21.1%	57.9%	21.1%	0.0%	0.0%	78.9%	4.0
		4	11	4	0	0	15	
D) School offers college and career programs.	19	21.1%	21.1%	31.6%	15.8%	10.5%	42.1%	3.3
		4	4	6	3	2	8	
E) Students participate in programs to learn about different jobs, careers, and colleges.	19	26.3%	21.1%	26.3%	21.1%	5.3%	47.4%	3.4
		5	4	5	4	1	9	
F) Students are prepared for the next step of their educational experience.	19	21.1%	31.6%	31.6%	15.8%	0.0%	52.6%	3.6
		4	6	6	3	0	10	
G) Staff are optimistic about the future of their career in San Juan Unified.	19	36.8%	26.3%	26.3%	10.5%	0.0%	63.2%	3.9
		7	5	5	2	0	12	
H) There are equitable opportunities for advancement in the district.	19	26.3%	21.1%	42.1%	10.5%	0.0%	47.4%	3.6
		5	4	8	2	0	9	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	38	34.2%	23.7%	26.3%	10.5%	5.3%	57.9%	3.7
		13	9	10	4	2	22	
A) I would recommend my school to other families.	19	31.6%	15.8%	31.6%	15.8%	5.3%	47.4%	3.5
		6	3	6	3	1	9	
B) San Juan Unified School District is a district that I would recommend to other families.	19	36.8%	31.6%	21.1%	5.3%	5.3%	68.4%	3.9
		7	6	4	1	1	13	