



**Spring 2024
Staff Climate Survey Results**

Mission

Group Size N: 8

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	48	22.9%	41.7%	14.6%	16.7%	4.2%	64.6%	3.6
A) School has a climate that is caring.	8	25.0%	50.0%	12.5%	12.5%	0.0%	75.0%	3.9
B) There are students and staff on campus who listen to students when they have something to say.	8	25.0%	50.0%	12.5%	12.5%	0.0%	75.0%	3.9
C) There is an adult from the school who checks on how students are doing.	8	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
D) School has the materials, staff, programs, and supports needed to help all students do their best.	8	12.5%	50.0%	0.0%	37.5%	0.0%	62.5%	3.4
E) Staff feels supported to do their job well in meeting the needs of all students.	8	12.5%	25.0%	25.0%	25.0%	12.5%	37.5%	3.0
F) Staff feels part of an effective team.	8	12.5%	25.0%	37.5%	12.5%	12.5%	37.5%	3.1

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	72	34.7%	47.2%	13.9%	2.8%	1.4%	81.9%	4.1
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	8	87.5%	12.5%	0.0%	0.0%	0.0%	100.0%	4.9
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	8	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
C) The school offers families opportunities to be involved in school and classroom activities.	8	50.0%	37.5%	12.5%	0.0%	0.0%	87.5%	4.4
D) The school keeps families well-informed about school activities.	8	37.5%	50.0%	12.5%	0.0%	0.0%	87.5%	4.3
E) The staff at our school listens to family concerns about issues.	8	25.0%	50.0%	12.5%	0.0%	12.5%	75.0%	3.8
F) The staff at school are helpful and welcoming when families come to school or call.	8	37.5%	37.5%	25.0%	0.0%	0.0%	75.0%	4.1
G) The school and families are partners in promoting positive behavior for my student.	8	25.0%	50.0%	0.0%	25.0%	0.0%	75.0%	3.8
H) Families who speak a language other than English receive general information about our school in their home language.	8	12.5%	62.5%	25.0%	0.0%	0.0%	75.0%	3.9
I) Staff receive information about upcoming events and important information about the school.	8	12.5%	75.0%	12.5%	0.0%	0.0%	87.5%	4.0

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	56	16.1%	37.5%	23.2%	62.5%	7.1%	53.6%	3.4
A) School seeks input when making important decisions.	8	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
B) Important school decisions reflect diverse input.	8	12.5%	25.0%	25.0%	25.0%	12.5%	37.5%	3.0
C) The principal and staff listen to concerns of other staff members about issues.	8	12.5%	25.0%	12.5%	37.5%	12.5%	37.5%	2.9
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	8	25.0%	50.0%	12.5%	12.5%	0.0%	75.0%	3.9
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	8	12.5%	62.5%	25.0%	0.0%	0.0%	75.0%	3.9
F) Our school uses data from this survey to inform site decision making.	8	12.5%	37.5%	25.0%	12.5%	12.5%	50.0%	3.3
G) Staff voice matters in decision making.	8	12.5%	12.5%	37.5%	25.0%	12.5%	25.0%	2.9
		9	21	13	9	4	30	
		2	4	2	0	0	6	
		1	2	2	2	1	3	
		1	2	1	3	1	3	
		2	4	1	1	0	6	
		1	5	2	0	0	6	
		1	3	2	1	1	4	
		1	1	3	2	1	2	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	56	21.4%	44.6%	17.9%	14.3%	1.8%	66.1%	3.7
A) Concerns about student safety are taken seriously.	8	25.0%	37.5%	25.0%	12.5%	0.0%	62.5%	3.8
B) Concerns about student safety are addressed in a timely manner at my school.	8	25.0%	50.0%	12.5%	12.5%	0.0%	75.0%	3.9
C) My school is a safe place for all students.	8	25.0%	50.0%	0.0%	25.0%	0.0%	75.0%	3.8
D) My school is a safe place for all staff.	8	25.0%	37.5%	12.5%	25.0%	0.0%	62.5%	3.6
E) Students know what staff member to go to if they have a safety concern.	8	12.5%	50.0%	37.5%	0.0%	0.0%	62.5%	3.8
F) Students know school safety protocols.	8	25.0%	62.5%	12.5%	0.0%	0.0%	87.5%	4.1
G) I feel safe sharing different viewpoints and perspectives at my school.	8	12.5%	25.0%	25.0%	25.0%	12.5%	37.5%	3.0
		12	25	10	8	1	37	
		2	3	2	1	0	5	
		2	4	1	1	0	6	
		2	4	0	2	0	6	
		2	3	1	2	0	5	
		1	4	3	0	0	5	
		2	5	1	0	0	7	
		1	2	2	2	1	3	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	64	15.6%	40.6%	28.1%	15.6%	0.0%	56.3%	3.6
A) School staff respects student diversity.	8	12.5%	62.5%	25.0%	0.0%	0.0%	75.0%	3.9
B) Adults at my school treat students respectfully.	8	25.0%	37.5%	37.5%	0.0%	0.0%	62.5%	3.9
C) Students are respectful to each other at school.	8	12.5%	37.5%	0.0%	50.0%	0.0%	50.0%	3.1
D) Students have opportunities to socialize with other students often at school.	8	12.5%	62.5%	25.0%	0.0%	0.0%	75.0%	3.9
E) Students have an adult on campus they trust.	8	37.5%	50.0%	12.5%	0.0%	0.0%	87.5%	4.3
F) Students trust other students at school.	8	12.5%	37.5%	37.5%	12.5%	0.0%	50.0%	3.5
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	8	12.5%	37.5%	50.0%	0.0%	0.0%	50.0%	3.6
H) School staff reflects student diversity.	8	0.0%	0.0%	37.5%	62.5%	0.0%	0.0%	2.4

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	72	31.9%	54.2%	12.5%	1.4%	0.0%	86.1%	4.2
A) Families and students understand how assignments and tests are graded.	8	25.0%	50.0%	12.5%	12.5%	0.0%	75.0%	3.9
B) Questions and concerns about schoolwork are addressed.	8	37.5%	37.5%	25.0%	0.0%	0.0%	75.0%	4.1
C) Student grades reflect their knowledge of the material.	8	37.5%	50.0%	12.5%	0.0%	0.0%	87.5%	4.3
D) Adults at my school believe all students can be successful.	8	25.0%	62.5%	12.5%	0.0%	0.0%	87.5%	4.1
E) Students feel comfortable and unjudged to ask their teacher for help.	8	50.0%	37.5%	12.5%	0.0%	0.0%	87.5%	4.4
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	8	37.5%	50.0%	12.5%	0.0%	0.0%	87.5%	4.3
G) Teachers at my school go out of their way to help all students.	8	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
H) Students receive timely and regular feedback on their learning.	8	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
I) Staff at my school provides resources or ideas that help families support their students at home.	8	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	32	21.9%	37.5%	25.0%	12.5%	3.1%	59.4%	3.6
		7	12	8	4	1	19	
A) Students are challenged academically at school.	8	25.0%	37.5%	25.0%	12.5%	0.0%	62.5%	3.8
		2	3	2	1	0	5	
B) School recognizes and celebrates the academic success of all students.	8	25.0%	25.0%	25.0%	25.0%	0.0%	50.0%	3.5
		2	2	2	2	0	4	
C) Adults on campus motivate students to do their best.	8	25.0%	37.5%	25.0%	12.5%	0.0%	62.5%	3.8
		2	3	2	1	0	5	
D) School provides additional academic support when students are struggling.	8	12.5%	50.0%	25.0%	0.0%	12.5%	62.5%	3.5
		1	4	2	0	1	5	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	39	10.3%	43.6%	20.5%	23.1%	2.6%	53.8%	3.4
		4	17	8	9	1	21	
A) Students are interested in what they are learning.	8	12.5%	50.0%	12.5%	25.0%	0.0%	62.5%	3.5
		1	4	1	2	0	5	
B) Students have access to classes and activities that meet their interests and talents.	8	12.5%	37.5%	37.5%	12.5%	0.0%	50.0%	3.5
		1	3	3	1	0	4	
C) Students understand how to complete their schoolwork.	7	14.3%	57.1%	14.3%	14.3%	0.0%	71.4%	3.7
		1	4	1	1	0	5	
D) Students complete assignments on time.	8	0.0%	50.0%	12.5%	37.5%	0.0%	50.0%	3.1
		0	4	1	3	0	4	
E) Students are motivated to do their schoolwork.	8	12.5%	25.0%	25.0%	25.0%	12.5%	37.5%	3.0
		1	2	2	2	1	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	37	2.7%	18.9%	54.1%	16.2%	8.1%	21.6%	2.9
		1	7	20	6	3	8	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	6	0.0%	33.3%	50.0%	16.7%	0.0%	33.3%	3.2
		0	2	3	1	0	2	
B) Students and families know what classes they will have to take and pass to graduate from high school.	6	0.0%	33.3%	50.0%	16.7%	0.0%	33.3%	3.2
		0	2	3	1	0	2	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	6	0.0%	16.7%	66.7%	16.7%	0.0%	16.7%	3.0
		0	1	4	1	0	1	
D) School offers college and career programs.	6	0.0%	0.0%	66.7%	16.7%	16.7%	0.0%	2.5
		0	0	4	1	1	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	6	0.0%	16.7%	50.0%	16.7%	16.7%	16.7%	2.7
		0	1	3	1	1	1	
F) Students are prepared for the next step of their educational experience.	7	14.3%	14.3%	42.9%	14.3%	14.3%	28.6%	3.0
		1	1	3	1	1	2	
G) Staff are optimistic about the future of their career in San Juan Unified.	8	12.5%	25.0%	37.5%	25.0%	0.0%	37.5%	3.3
		1	2	3	2	0	3	
H) There are equitable opportunities for advancement in the district.	8	12.5%	37.5%	37.5%	12.5%	0.0%	50.0%	3.5
		1	3	3	1	0	4	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	16	12.5%	37.5%	31.3%	12.5%	6.3%	50.0%	3.4
		2	6	5	2	1	8	
A) I would recommend my school to other families.	8	12.5%	37.5%	25.0%	12.5%	12.5%	50.0%	3.3
		1	3	2	1	1	4	
B) San Juan Unified School District is a district that I would recommend to other families.	8	12.5%	37.5%	37.5%	12.5%	0.0%	50.0%	3.5
		1	3	3	1	0	4	