



**Spring 2024
Staff Climate Survey Results**

Pasadena

Group Size N: 15

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	90	24.4%	62.2%	6.7%	5.6%	1.1%	86.7%	4.0
A) School has a climate that is caring.	15	20.0%	73.3%	0.0%	6.7%	0.0%	93.3%	4.1
B) There are students and staff on campus who listen to students when they have something to say.	15	26.7%	73.3%	0.0%	0.0%	0.0%	100.0%	4.3
C) There is an adult from the school who checks on how students are doing.	15	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	15	6.7%	66.7%	20.0%	6.7%	0.0%	73.3%	3.7
E) Staff feels supported to do their job well in meeting the needs of all students.	15	13.3%	53.3%	20.0%	13.3%	0.0%	66.7%	3.7
F) Staff feels part of an effective team.	15	20.0%	66.7%	0.0%	6.7%	6.7%	86.7%	3.9

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	135	20.0%	59.3%	17.8%	3.0%	0.0%	79.3%	4.0
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	15	40.0%	60.0%	0.0%	0.0%	0.0%	100.0%	4.4
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	15	26.7%	60.0%	13.3%	0.0%	0.0%	86.7%	4.1
C) The school offers families opportunities to be involved in school and classroom activities.	15	13.3%	53.3%	20.0%	13.3%	0.0%	66.7%	3.7
D) The school keeps families well-informed about school activities.	15	33.3%	60.0%	6.7%	0.0%	0.0%	93.3%	4.3
E) The staff at our school listens to family concerns about issues.	15	20.0%	60.0%	13.3%	6.7%	0.0%	80.0%	3.9
F) The staff at school are helpful and welcoming when families come to school or call.	15	20.0%	60.0%	20.0%	0.0%	0.0%	80.0%	4.0
G) The school and families are partners in promoting positive behavior for my student.	15	13.3%	40.0%	46.7%	0.0%	0.0%	53.3%	3.7
H) Families who speak a language other than English receive general information about our school in their home language.	15	0.0%	66.7%	26.7%	6.7%	0.0%	66.7%	3.6
I) Staff receive information about upcoming events and important information about the school.	15	13.3%	73.3%	13.3%	0.0%	0.0%	86.7%	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	105	21.0%	55.2%	19.0%	13.3%	1.0%	76.2%	3.9
A) School seeks input when making important decisions.	15	20.0%	53.3%	26.7%	0.0%	0.0%	73.3%	3.9
		3	8	4	0	0	11	
B) Important school decisions reflect diverse input.	15	20.0%	46.7%	26.7%	6.7%	0.0%	66.7%	3.8
		3	7	4	1	0	10	
C) The principal and staff listen to concerns of other staff members about issues.	15	20.0%	53.3%	20.0%	6.7%	0.0%	73.3%	3.9
		3	8	3	1	0	11	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	15	26.7%	53.3%	13.3%	6.7%	0.0%	80.0%	4.0
		4	8	2	1	0	12	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	15	26.7%	60.0%	13.3%	0.0%	0.0%	86.7%	4.1
		4	9	2	0	0	13	
F) Our school uses data from this survey to inform site decision making.	15	13.3%	66.7%	13.3%	6.7%	0.0%	80.0%	3.9
		2	10	2	1	0	12	
G) Staff voice matters in decision making.	15	20.0%	53.3%	20.0%	0.0%	6.7%	73.3%	3.8
		3	8	3	0	1	11	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	104	19.2%	60.6%	19.2%	0.0%	1.0%	79.8%	4.0
		20	63	20	0	1	83	
A) Concerns about student safety are taken seriously.	15	26.7%	53.3%	20.0%	0.0%	0.0%	80.0%	4.1
		4	8	3	0	0	12	
B) Concerns about student safety are addressed in a timely manner at my school.	15	26.7%	53.3%	20.0%	0.0%	0.0%	80.0%	4.1
		4	8	3	0	0	12	
C) My school is a safe place for all students.	15	20.0%	46.7%	33.3%	0.0%	0.0%	66.7%	3.9
		3	7	5	0	0	10	
D) My school is a safe place for all staff.	15	20.0%	60.0%	20.0%	0.0%	0.0%	80.0%	4.0
		3	9	3	0	0	12	
E) Students know what staff member to go to if they have a safety concern.	14	14.3%	71.4%	14.3%	0.0%	0.0%	85.7%	4.0
		2	10	2	0	0	12	
F) Students know school safety protocols.	15	20.0%	80.0%	0.0%	0.0%	0.0%	100.0%	4.2
		3	12	0	0	0	15	
G) I feel safe sharing different viewpoints and perspectives at my school.	15	6.7%	60.0%	26.7%	0.0%	6.7%	66.7%	3.6
		1	9	4	0	1	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	120	13.3%	74.2%	11.7%	0.0%	0.8%	87.5%	4.0
		16	89	14	0	1	105	
A) School staff respects student diversity.	15	26.7%	73.3%	0.0%	0.0%	0.0%	100.0%	4.3
		4	11	0	0	0	15	
B) Adults at my school treat students respectfully.	15	26.7%	73.3%	0.0%	0.0%	0.0%	100.0%	4.3
		4	11	0	0	0	15	
C) Students are respectful to each other at school.	15	0.0%	80.0%	20.0%	0.0%	0.0%	80.0%	3.8
		0	12	3	0	0	12	
D) Students have opportunities to socialize with other students often at school.	15	6.7%	86.7%	6.7%	0.0%	0.0%	93.3%	4.0
		1	13	1	0	0	14	
E) Students have an adult on campus they trust.	15	26.7%	73.3%	0.0%	0.0%	0.0%	100.0%	4.3
		4	11	0	0	0	15	
F) Students trust other students at school.	15	0.0%	86.7%	13.3%	0.0%	0.0%	86.7%	3.9
		0	13	2	0	0	13	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	15	6.7%	60.0%	33.3%	0.0%	0.0%	66.7%	3.7
		1	9	5	0	0	10	
H) School staff reflects student diversity.	15	13.3%	60.0%	20.0%	0.0%	6.7%	73.3%	3.7
		2	9	3	0	1	11	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	135	23.0%	63.0%	13.3%	0.7%	0.0%	85.9%	4.1
		31	85	18	1	0	116	
A) Families and students understand how assignments and tests are graded.	15	13.3%	33.3%	53.3%	0.0%	0.0%	46.7%	3.6
		2	5	8	0	0	7	
B) Questions and concerns about schoolwork are addressed.	15	26.7%	46.7%	26.7%	0.0%	0.0%	73.3%	4.0
		4	7	4	0	0	11	
C) Student grades reflect their knowledge of the material.	15	13.3%	80.0%	6.7%	0.0%	0.0%	93.3%	4.1
		2	12	1	0	0	14	
D) Adults at my school believe all students can be successful.	15	20.0%	60.0%	20.0%	0.0%	0.0%	80.0%	4.0
		3	9	3	0	0	12	
E) Students feel comfortable and unjudged to ask their teacher for help.	15	33.3%	60.0%	6.7%	0.0%	0.0%	93.3%	4.3
		5	9	1	0	0	14	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	15	26.7%	73.3%	0.0%	0.0%	0.0%	100.0%	4.3
		4	11	0	0	0	15	
G) Teachers at my school go out of their way to help all students.	15	13.3%	86.7%	0.0%	0.0%	0.0%	100.0%	4.1
		2	13	0	0	0	15	
H) Students receive timely and regular feedback on their learning.	15	33.3%	66.7%	0.0%	0.0%	0.0%	100.0%	4.3
		5	10	0	0	0	15	
I) Staff at my school provides resources or ideas that help families support their students at home.	15	26.7%	60.0%	6.7%	6.67%	0.00%	86.7%	4.1
		4	9	1	1	0	13	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	60	26.7%	60.0%	10.0%	3.3%	0.0%	86.7%	4.1
A) Students are challenged academically at school.	15	20.0%	60.0%	13.3%	6.7%	0.0%	80.0%	3.9
B) School recognizes and celebrates the academic success of all students.	15	26.7%	53.3%	13.3%	6.7%	0.0%	80.0%	4.0
C) Adults on campus motivate students to do their best.	15	33.3%	66.7%	0.0%	0.0%	0.0%	100.0%	4.3
D) School provides additional academic support when students are struggling.	15	26.7%	60.0%	13.3%	0.0%	0.0%	86.7%	4.1

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	75	8.0%	68.0%	21.3%	2.7%	0.0%	76.0%	3.8
A) Students are interested in what they are learning.	15	6.7%	73.3%	20.0%	0.0%	0.0%	80.0%	3.9
B) Students have access to classes and activities that meet their interests and talents.	15	0.0%	66.7%	26.7%	6.7%	0.0%	66.7%	3.6
C) Students understand how to complete their schoolwork.	15	13.3%	66.7%	20.0%	0.0%	0.0%	80.0%	3.9
D) Students complete assignments on time.	15	13.3%	66.7%	13.3%	6.7%	0.0%	80.0%	3.9
E) Students are motivated to do their schoolwork.	15	6.7%	66.7%	26.7%	0.0%	0.0%	73.3%	3.8

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	90	0.0%	11.1%	81.1%	1.1%	6.7%	11.1%	3.0
		0	10	73	1	6	10	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	15	0.0%	13.3%	80.0%	0.0%	6.7%	13.3%	3.0
		0	2	12	0	1	2	
B) Students and families know what classes they will have to take and pass to graduate from high school.	15	0.0%	13.3%	80.0%	0.0%	6.7%	13.3%	3.0
		0	2	12	0	1	2	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	15	0.0%	6.7%	86.7%	0.0%	6.7%	6.7%	2.9
		0	1	13	0	1	1	
D) School offers college and career programs.	15	0.0%	0.0%	86.7%	6.7%	6.7%	0.0%	2.8
		0	0	13	1	1	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	15	0.0%	6.7%	86.7%	0.0%	6.7%	6.7%	2.9
		0	1	13	0	1	1	
F) Students are prepared for the next step of their educational experience.	15	0.0%	26.7%	66.7%	0.0%	6.7%	26.7%	3.1
		0	4	10	0	1	4	
G) Staff are optimistic about the future of their career in San Juan Unified.	15	13.3%	40.0%	40.0%	6.7%	0.0%	53.3%	3.6
		2	6	6	1	0	8	
H) There are equitable opportunities for advancement in the district.	15	6.7%	40.0%	53.3%	0.0%	0.0%	46.7%	3.5
		1	6	8	0	0	7	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	30	16.7%	66.7%	13.3%	0.0%	3.3%	83.3%	3.9
		5	20	4	0	1	25	
A) I would recommend my school to other families.	15	13.3%	66.7%	13.3%	0.0%	6.7%	80.0%	3.8
		2	10	2	0	1	12	
B) San Juan Unified School District is a district that I would recommend to other families.	15	20.0%	66.7%	13.3%	0.0%	0.0%	86.7%	4.1
		3	10	2	0	0	13	