



**Spring 2024  
Staff Climate Survey Results**

**Pershing  
Group Size N: 24**

<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	144	31.9%	55.6%	11.1%	1.4%	0.0%	87.5%	4.2
		46	80	16	2	0	126	
A) School has a climate that is caring.	24	20.8%	70.8%	8.3%	0.0%	0.0%	91.7%	4.1
		5	17	2	0	0	22	
B) There are students and staff on campus who listen to students when they have something to say.	24	41.7%	58.3%	0.0%	0.0%	0.0%	100.0%	4.4
		10	14	0	0	0	24	
C) There is an adult from the school who checks on how students are doing.	24	54.2%	45.8%	0.0%	0.0%	0.0%	100.0%	4.5
		13	11	0	0	0	24	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	24	25.0%	54.2%	16.7%	4.2%	0.0%	79.2%	4.0
		6	13	4	1	0	19	
E) Staff feels supported to do their job well in meeting the needs of all students.	24	16.7%	58.3%	20.8%	4.2%	0.0%	75.0%	3.9
		4	14	5	1	0	18	
F) Staff feels part of an effective team.	24	33.3%	45.8%	20.8%	0.0%	0.0%	79.2%	4.1
		8	11	5	0	0	19	

<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	216	38.4%	48.1%	13.0%	0.5%	0.0%	86.6%	4.2
		83	104	28	1	0	187	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	24	62.5%	29.2%	8.3%	0.0%	0.0%	91.7%	4.5
		15	7	2	0	0	22	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	24	29.2%	54.2%	16.7%	0.0%	0.0%	83.3%	4.1
		7	13	4	0	0	20	
C) The school offers families opportunities to be involved in school and classroom activities.	24	37.5%	62.5%	0.0%	0.0%	0.0%	100.0%	4.4
		9	15	0	0	0	24	
D) The school keeps families well-informed about school activities.	24	45.8%	45.8%	8.3%	0.0%	0.0%	91.7%	4.4
		11	11	2	0	0	22	
E) The staff at our school listens to family concerns about issues.	24	41.7%	45.8%	12.5%	0.0%	0.0%	87.5%	4.3
		10	11	3	0	0	21	
F) The staff at school are helpful and welcoming when families come to school or call.	24	54.2%	41.7%	4.2%	0.0%	0.0%	95.8%	4.5
		13	10	1	0	0	23	
G) The school and families are partners in promoting positive behavior for my student.	24	25.0%	66.7%	8.3%	0.0%	0.0%	91.7%	4.2
		6	16	2	0	0	22	
H) Families who speak a language other than English receive general information about our school in their home language.	24	12.5%	45.8%	41.7%	0.0%	0.0%	58.3%	3.7
		3	11	10	0	0	14	
I) Staff receive information about upcoming events and important information about the school.	24	37.5%	41.7%	16.7%	4.2%	0.0%	79.2%	4.1
		9	10	4	1	0	19	

<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	168	31.5%	57.1%	9.5%	4.2%	0.0%	88.7%	4.2
		53	96	16	3	0	149	
A) School seeks input when making important decisions.	24	33.3%	58.3%	8.3%	0.0%	0.0%	91.7%	4.3
		8	14	2	0	0	22	
B) Important school decisions reflect diverse input.	24	25.0%	50.0%	20.8%	4.2%	0.0%	75.0%	4.0
		6	12	5	1	0	18	
C) The principal and staff listen to concerns of other staff members about issues.	24	20.8%	75.0%	4.2%	0.0%	0.0%	95.8%	4.2
		5	18	1	0	0	23	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	24	33.3%	62.5%	0.0%	4.2%	0.0%	95.8%	4.3
		8	15	0	1	0	23	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	24	54.2%	41.7%	4.2%	0.0%	0.0%	95.8%	4.5
		13	10	1	0	0	23	
F) Our school uses data from this survey to inform site decision making.	24	37.5%	45.8%	16.7%	0.0%	0.0%	83.3%	4.2
		9	11	4	0	0	20	
G) Staff voice matters in decision making.	24	16.7%	66.7%	12.5%	4.2%	0.0%	83.3%	4.0
		4	16	3	1	0	20	

<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	168	17.9%	63.7%	16.1%	0.0%	2.4%	81.5%	3.9
		30	107	27	0	4	137	
A) Concerns about student safety are taken seriously.	24	29.2%	58.3%	12.5%	0.0%	0.0%	87.5%	4.2
		7	14	3	0	0	21	
B) Concerns about student safety are addressed in a timely manner at my school.	24	25.0%	58.3%	16.7%	0.0%	0.0%	83.3%	4.1
		6	14	4	0	0	20	
C) My school is a safe place for all students.	24	4.2%	62.5%	25.0%	0.0%	8.3%	66.7%	3.5
		1	15	6	0	2	16	
D) My school is a safe place for all staff.	24	4.2%	58.3%	29.2%	0.0%	8.3%	62.5%	3.5
		1	14	7	0	2	15	
E) Students know what staff member to go to if they have a safety concern.	24	29.2%	62.5%	8.3%	0.0%	0.0%	91.7%	4.2
		7	15	2	0	0	22	
F) Students know school safety protocols.	24	16.7%	75.0%	8.3%	0.0%	0.0%	91.7%	4.1
		4	18	2	0	0	22	
G) I feel safe sharing different viewpoints and perspectives at my school.	24	16.7%	70.8%	12.5%	0.0%	0.0%	87.5%	4.0
		4	17	3	0	0	21	

<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	192	17.2%	59.9%	17.7%	5.2%	0.0%	77.1%	3.9
	33		115	34	10	0	148	
A) School staff respects student diversity.	24	29.2%	62.5%	8.3%	0.0%	0.0%	91.7%	4.2
	7		15	2	0	0	22	
B) Adults at my school treat students respectfully.	24	20.8%	79.2%	0.0%	0.0%	0.0%	100.0%	4.2
	5		19	0	0	0	24	
C) Students are respectful to each other at school.	24	0.0%	45.8%	45.8%	8.3%	0.0%	45.8%	3.4
	0		11	11	2	0	11	
D) Students have opportunities to socialize with other students often at school.	24	33.3%	66.7%	0.0%	0.0%	0.0%	100.0%	4.3
	8		16	0	0	0	24	
E) Students have an adult on campus they trust.	24	41.7%	54.2%	4.2%	0.0%	0.0%	95.8%	4.4
	10		13	1	0	0	23	
F) Students trust other students at school.	24	4.2%	70.8%	25.0%	0.0%	0.0%	75.0%	3.8
	1		17	6	0	0	18	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	24	4.2%	58.3%	25.0%	12.5%	0.0%	62.5%	3.5
	1		14	6	3	0	15	
H) School staff reflects student diversity.	24	4.2%	41.7%	33.3%	20.8%	0.0%	45.8%	3.3
	1		10	8	5	0	11	

<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	216	32.4%	61.6%	6.0%	0.0%	0.0%	94.0%	4.3
	70		133	13	0	0	203	
A) Families and students understand how assignments and tests are graded.	24	12.5%	83.3%	4.2%	0.0%	0.0%	95.8%	4.1
	3		20	1	0	0	23	
B) Questions and concerns about schoolwork are addressed.	24	33.3%	62.5%	4.2%	0.0%	0.0%	95.8%	4.3
	8		15	1	0	0	23	
C) Student grades reflect their knowledge of the material.	24	29.2%	62.5%	8.3%	0.0%	0.0%	91.7%	4.2
	7		15	2	0	0	22	
D) Adults at my school believe all students can be successful.	24	25.0%	66.7%	8.3%	0.0%	0.0%	91.7%	4.2
	6		16	2	0	0	22	
E) Students feel comfortable and unjudged to ask their teacher for help.	24	29.2%	62.5%	8.3%	0.0%	0.0%	91.7%	4.2
	7		15	2	0	0	22	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	24	54.2%	41.7%	4.2%	0.0%	0.0%	95.8%	4.5
	13		10	1	0	0	23	
G) Teachers at my school go out of their way to help all students.	24	54.2%	41.7%	4.2%	0.0%	0.0%	95.8%	4.5
	13		10	1	0	0	23	
H) Students receive timely and regular feedback on their learning.	24	29.2%	66.7%	4.2%	0.0%	0.0%	95.8%	4.3
	7		16	1	0	0	23	
I) Staff at my school provides resources or ideas that help families support their students at home.	24	25.0%	66.7%	8.3%	0.0%	0.0%	91.7%	4.2
	6		16	2	0	0	22	

<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	96	28.1%	61.5%	9.4%	1.0%	0.0%	89.6%	4.2
		27	59	9	1	0	86	
A) Students are challenged academically at school.	24	29.2%	58.3%	8.3%	4.2%	0.0%	87.5%	4.1
		7	14	2	1	0	21	
B) School recognizes and celebrates the academic success of all students.	24	20.8%	58.3%	20.8%	0.0%	0.0%	79.2%	4.0
		5	14	5	0	0	19	
C) Adults on campus motivate students to do their best.	24	37.5%	58.3%	4.2%	0.0%	0.0%	95.8%	4.3
		9	14	1	0	0	23	
D) School provides additional academic support when students are struggling.	24	25.0%	70.8%	4.2%	0.0%	0.0%	95.8%	4.2
		6	17	1	0	0	23	

<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	120	19.2%	55.0%	24.2%	1.7%	0.0%	74.2%	3.9
		23	66	29	2	0	89	
A) Students are interested in what they are learning.	24	12.5%	66.7%	20.8%	0.0%	0.0%	79.2%	3.9
		3	16	5	0	0	19	
B) Students have access to classes and activities that meet their interests and talents.	24	16.7%	54.2%	29.2%	0.0%	0.0%	70.8%	3.9
		4	13	7	0	0	17	
C) Students understand how to complete their schoolwork.	24	37.5%	50.0%	12.5%	0.0%	0.0%	87.5%	4.3
		9	12	3	0	0	21	
D) Students complete assignments on time.	24	12.5%	54.2%	29.2%	4.2%	0.0%	66.7%	3.8
		3	13	7	1	0	16	
E) Students are motivated to do their schoolwork.	24	16.7%	50.0%	29.2%	4.2%	0.0%	66.7%	3.8
		4	12	7	1	0	16	

<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	144	3.5%	30.6%	56.3%	6.9%	2.8%	34.0%	3.3
		5	44	81	10	4	49	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	24	4.2%	20.8%	75.0%	0.0%	0.0%	25.0%	3.3
		1	5	18	0	0	6	
B) Students and families know what classes they will have to take and pass to graduate from high school.	24	0.0%	12.5%	70.8%	12.5%	4.2%	12.5%	2.9
		0	3	17	3	1	3	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	24	4.2%	33.3%	58.3%	0.0%	4.2%	37.5%	3.3
		1	8	14	0	1	9	
D) School offers college and career programs.	24	0.0%	20.8%	66.7%	8.3%	4.2%	20.8%	3.0
		0	5	16	2	1	5	
E) Students participate in programs to learn about different jobs, careers, and colleges.	24	4.2%	41.7%	37.5%	12.5%	4.2%	45.8%	3.3
		1	10	9	3	1	11	
F) Students are prepared for the next step of their educational experience.	24	8.3%	54.2%	29.2%	8.3%	0.0%	62.5%	3.6
		2	13	7	2	0	15	
G) Staff are optimistic about the future of their career in San Juan Unified.	24	20.8%	41.7%	33.3%	4.2%	0.0%	62.5%	3.8
		5	10	8	1	0	15	
H) There are equitable opportunities for advancement in the district.	24	8.3%	58.3%	25.0%	8.3%	0.0%	66.7%	3.7
		2	14	6	2	0	16	

<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	48	29.2%	56.3%	8.3%	6.3%	0.0%	85.4%	4.1
		14	27	4	3	0	41	
A) I would recommend my school to other families.	24	29.2%	58.3%	8.3%	4.2%	0.0%	87.5%	4.1
		7	14	2	1	0	21	
B) San Juan Unified School District is a district that I would recommend to other families.	24	29.2%	54.2%	8.3%	8.3%	0.0%	83.3%	4.0
		7	13	2	2	0	20	