



**Spring 2024
Staff Climate Survey Results**

**Trajan
Group Size N: 20**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	120	39.2%	37.5%	10.8%	8.3%	4.2%	76.7%	4.0
A) School has a climate that is caring.	20	45.0%	40.0%	15.0%	0.0%	0.0%	85.0%	4.3
B) There are students and staff on campus who listen to students when they have something to say.	20	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
C) There is an adult from the school who checks on how students are doing.	20	80.0%	20.0%	0.0%	0.0%	0.0%	100.0%	4.8
D) School has the materials, staff, programs, and supports needed to help all students do their best.	20	5.0%	50.0%	20.0%	5.0%	20.0%	55.0%	3.2
E) Staff feels supported to do their job well in meeting the needs of all students.	20	10.0%	45.0%	15.0%	25.0%	5.0%	55.0%	3.3
F) Staff feels part of an effective team.	20	35.0%	30.0%	15.0%	20.0%	0.0%	65.0%	3.8

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	179	35.8%	46.9%	14.0%	2.2%	1.1%	82.7%	4.1
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	20	80.0%	5.0%	15.0%	0.0%	0.0%	85.0%	4.7
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	20	35.0%	30.0%	35.0%	0.0%	0.0%	65.0%	4.0
C) The school offers families opportunities to be involved in school and classroom activities.	20	35.0%	60.0%	5.0%	0.0%	0.0%	95.0%	4.3
D) The school keeps families well-informed about school activities.	20	55.0%	45.0%	0.0%	0.0%	0.0%	100.0%	4.6
E) The staff at our school listens to family concerns about issues.	19	26.3%	52.6%	10.5%	10.5%	0.0%	78.9%	3.9
F) The staff at school are helpful and welcoming when families come to school or call.	20	25.0%	70.0%	5.0%	0.0%	0.0%	95.0%	4.2
G) The school and families are partners in promoting positive behavior for my student.	20	10.0%	55.0%	25.0%	5.0%	5.0%	65.0%	3.6
H) Families who speak a language other than English receive general information about our school in their home language.	20	10.0%	55.0%	30.0%	0.0%	5.0%	65.0%	3.7
I) Staff receive information about upcoming events and important information about the school.	20	45.0%	50.0%	0.0%	5.0%	0.0%	95.0%	4.4

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	140	22.1%	34.3%	30.0%	5.0%	7.9%	56.4%	3.6
A) School seeks input when making important decisions.	20	15.0%	50.0%	25.0%	0.0%	10.0%	65.0%	3.6
		3	10	5	0	2	13	
B) Important school decisions reflect diverse input.	20	15.0%	40.0%	30.0%	0.0%	15.0%	55.0%	3.4
		3	8	6	0	3	11	
C) The principal and staff listen to concerns of other staff members about issues.	20	15.0%	20.0%	50.0%	5.0%	10.0%	35.0%	3.3
		3	4	10	1	2	7	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	20	25.0%	35.0%	35.0%	5.0%	0.0%	60.0%	3.8
		5	7	7	1	0	12	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	20	45.0%	30.0%	15.0%	10.0%	0.0%	75.0%	4.1
		9	6	3	2	0	15	
F) Our school uses data from this survey to inform site decision making.	20	20.0%	40.0%	40.0%	0.0%	0.0%	60.0%	3.8
		4	8	8	0	0	12	
G) Staff voice matters in decision making.	20	20.0%	25.0%	15.0%	20.0%	20.0%	45.0%	3.1
		4	5	3	4	4	9	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	140	20.0%	25.7%	21.4%	11.4%	21.4%	45.7%	3.1
		28	36	30	16	30	64	
A) Concerns about student safety are taken seriously.	20	25.0%	20.0%	25.0%	0.0%	30.0%	45.0%	3.1
		5	4	5	0	6	9	
B) Concerns about student safety are addressed in a timely manner at my school.	20	15.0%	15.0%	20.0%	10.0%	40.0%	30.0%	2.6
		3	3	4	2	8	6	
C) My school is a safe place for all students.	20	10.0%	15.0%	25.0%	25.0%	25.0%	25.0%	2.6
		2	3	5	5	5	5	
D) My school is a safe place for all staff.	20	10.0%	20.0%	25.0%	20.0%	25.0%	30.0%	2.7
		2	4	5	4	5	6	
E) Students know what staff member to go to if they have a safety concern.	20	35.0%	45.0%	15.0%	0.0%	5.0%	80.0%	4.1
		7	9	3	0	1	16	
F) Students know school safety protocols.	20	25.0%	45.0%	20.0%	10.0%	0.0%	70.0%	3.9
		5	9	4	2	0	14	
G) I feel safe sharing different viewpoints and perspectives at my school.	20	20.0%	20.0%	20.0%	15.0%	25.0%	40.0%	3.0
		4	4	4	3	5	8	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	160	28.1%	46.9%	21.9%	1.3%	1.9%	75.0%	4.0
	45	75	35	2	3		120	
A) School staff respects student diversity.	20	25.0%	55.0%	20.0%	0.0%	0.0%	80.0%	4.1
	5	11	4	0	0		16	
B) Adults at my school treat students respectfully.	20	35.0%	55.0%	10.0%	0.0%	0.0%	90.0%	4.3
	7	11	2	0	0		18	
C) Students are respectful to each other at school.	20	10.0%	35.0%	45.0%	5.0%	5.0%	45.0%	3.4
	2	7	9	1	1		9	
D) Students have opportunities to socialize with other students often at school.	20	45.0%	40.0%	15.0%	0.0%	0.0%	85.0%	4.3
	9	8	3	0	0		17	
E) Students have an adult on campus they trust.	20	55.0%	40.0%	5.0%	0.0%	0.0%	95.0%	4.5
	11	8	1	0	0		19	
F) Students trust other students at school.	20	25.0%	50.0%	20.0%	0.0%	5.0%	75.0%	3.9
	5	10	4	0	1		15	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	20	15.0%	55.0%	30.0%	0.0%	0.0%	70.0%	3.9
	3	11	6	0	0		14	
H) School staff reflects student diversity.	20	15.0%	45.0%	30.0%	5.0%	5.0%	60.0%	3.6
	3	9	6	1	1		12	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	180	51.1%	35.6%	13.3%	0.0%	0.0%	86.7%	4.4
	92	64	24	0	0		156	
A) Families and students understand how assignments and tests are graded.	20	25.0%	45.0%	30.0%	0.0%	0.0%	70.0%	4.0
	5	9	6	0	0		14	
B) Questions and concerns about schoolwork are addressed.	20	50.0%	35.0%	15.0%	0.0%	0.0%	85.0%	4.4
	10	7	3	0	0		17	
C) Student grades reflect their knowledge of the material.	20	45.0%	40.0%	15.0%	0.0%	0.0%	85.0%	4.3
	9	8	3	0	0		17	
D) Adults at my school believe all students can be successful.	20	45.0%	30.0%	25.0%	0.0%	0.0%	75.0%	4.2
	9	6	5	0	0		15	
E) Students feel comfortable and unjudged to ask their teacher for help.	20	55.0%	40.0%	5.0%	0.0%	0.0%	95.0%	4.5
	11	8	1	0	0		19	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	20	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
	14	6	0	0	0		20	
G) Teachers at my school go out of their way to help all students.	20	55.0%	40.0%	5.0%	0.0%	0.0%	95.0%	4.5
	11	8	1	0	0		19	
H) Students receive timely and regular feedback on their learning.	20	60.0%	35.0%	5.0%	0.0%	0.0%	95.0%	4.6
	12	7	1	0	0		19	
I) Staff at my school provides resources or ideas that help families support their students at home.	20	55.0%	25.0%	20.0%	0.0%	0.0%	80.0%	4.4
	11	5	4	0	0		16	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	80	43.8%	45.0%	11.3%	0.0%	0.0%	88.8%	4.3
		35	36	9	0	0	71	
A) Students are challenged academically at school.	20	45.0%	45.0%	10.0%	0.0%	0.0%	90.0%	4.4
		9	9	2	0	0	18	
B) School recognizes and celebrates the academic success of all students.	20	30.0%	50.0%	20.0%	0.0%	0.0%	80.0%	4.1
		6	10	4	0	0	16	
C) Adults on campus motivate students to do their best.	20	50.0%	40.0%	10.0%	0.0%	0.0%	90.0%	4.4
		10	8	2	0	0	18	
D) School provides additional academic support when students are struggling.	20	50.0%	45.0%	5.0%	0.0%	0.0%	95.0%	4.5
		10	9	1	0	0	19	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	100	21.0%	62.0%	12.0%	5.0%	0.0%	83.0%	4.0
		21	62	12	5	0	83	
A) Students are interested in what they are learning.	20	20.0%	65.0%	10.0%	5.0%	0.0%	85.0%	4.0
		4	13	2	1	0	17	
B) Students have access to classes and activities that meet their interests and talents.	20	10.0%	60.0%	15.0%	15.0%	0.0%	70.0%	3.7
		2	12	3	3	0	14	
C) Students understand how to complete their schoolwork.	20	30.0%	65.0%	5.0%	0.0%	0.0%	95.0%	4.3
		6	13	1	0	0	19	
D) Students complete assignments on time.	20	20.0%	65.0%	15.0%	0.0%	0.0%	85.0%	4.1
		4	13	3	0	0	17	
E) Students are motivated to do their schoolwork.	20	25.0%	55.0%	15.0%	5.0%	0.0%	80.0%	4.0
		5	11	3	1	0	16	

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	11.4%	13.2%	71.1%	0.0%	4.4%	24.6%	3.3
		13	15	81	0	5	28	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	19	10.5%	10.5%	73.7%	0.0%	5.3%	21.1%	3.2
		2	2	14	0	1	4	
B) Students and families know what classes they will have to take and pass to graduate from high school.	19	5.3%	10.5%	78.9%	0.0%	5.3%	15.8%	3.1
		1	2	15	0	1	3	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	19	10.5%	10.5%	73.7%	0.0%	5.3%	21.1%	3.2
		2	2	14	0	1	4	
D) School offers college and career programs.	19	0.0%	10.5%	84.2%	0.0%	5.3%	10.5%	3.0
		0	2	16	0	1	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	19	5.3%	10.5%	78.9%	0.0%	5.3%	15.8%	3.1
		1	2	15	0	1	3	
F) Students are prepared for the next step of their educational experience.	19	36.8%	26.3%	36.8%	0.0%	0.0%	63.2%	4.0
		7	5	7	0	0	12	
G) Staff are optimistic about the future of their career in San Juan Unified.	19	10.5%	36.8%	36.8%	5.3%	10.5%	47.4%	3.3
		2	7	7	1	2	9	
H) There are equitable opportunities for advancement in the district.	19	5.3%	21.1%	52.6%	15.8%	5.3%	26.3%	3.1
		1	4	10	3	1	5	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	40	25.0%	45.0%	20.0%	2.5%	7.5%	70.0%	3.8
		10	18	8	1	3	28	
A) I would recommend my school to other families.	20	25.0%	50.0%	15.0%	5.0%	5.0%	75.0%	3.9
		5	10	3	1	1	15	
B) San Juan Unified School District is a district that I would recommend to other families.	20	25.0%	40.0%	25.0%	0.0%	10.0%	65.0%	3.7
		5	8	5	0	2	13	