



**Spring 2024  
Staff Climate Survey Results**

**Twin Lakes**

**Group Size N: 34**

<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	204	68.1%	27.9%	2.9%	1.0%	0.0%	96.1%	4.6
		139	57	6	2	0	196	
A) School has a climate that is caring.	34	85.3%	14.7%	0.0%	0.0%	0.0%	100.0%	4.9
		29	5	0	0	0	34	
B) There are students and staff on campus who listen to students when they have something to say.	34	73.5%	26.5%	0.0%	0.0%	0.0%	100.0%	4.7
		25	9	0	0	0	34	
C) There is an adult from the school who checks on how students are doing.	34	73.5%	26.5%	0.0%	0.0%	0.0%	100.0%	4.7
		25	9	0	0	0	34	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	34	50.0%	38.2%	8.8%	2.9%	0.0%	88.2%	4.4
		17	13	3	1	0	30	
E) Staff feels supported to do their job well in meeting the needs of all students.	34	52.9%	38.2%	5.9%	2.9%	0.0%	91.2%	4.4
		18	13	2	1	0	31	
F) Staff feels part of an effective team.	34	73.5%	23.5%	2.9%	0.0%	0.0%	97.1%	4.7
		25	8	1	0	0	33	

<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	306	67.0%	24.2%	8.5%	0.3%	0.0%	91.2%	4.6
		205	74	26	1	0	279	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	34	70.6%	14.7%	14.7%	0.0%	0.0%	85.3%	4.6
		24	5	5	0	0	29	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	34	41.2%	44.1%	14.7%	0.0%	0.0%	85.3%	4.3
		14	15	5	0	0	29	
C) The school offers families opportunities to be involved in school and classroom activities.	34	73.5%	23.5%	2.9%	0.0%	0.0%	97.1%	4.7
		25	8	1	0	0	33	
D) The school keeps families well-informed about school activities.	34	88.2%	11.8%	0.0%	0.0%	0.0%	100.0%	4.9
		30	4	0	0	0	34	
E) The staff at our school listens to family concerns about issues.	34	73.5%	23.5%	2.9%	0.0%	0.0%	97.1%	4.7
		25	8	1	0	0	33	
F) The staff at school are helpful and welcoming when families come to school or call.	34	76.5%	20.6%	2.9%	0.0%	0.0%	97.1%	4.7
		26	7	1	0	0	33	
G) The school and families are partners in promoting positive behavior for my student.	34	58.8%	35.3%	5.9%	0.0%	0.0%	94.1%	4.5
		20	12	2	0	0	32	
H) Families who speak a language other than English receive general information about our school in their home language.	34	35.3%	29.4%	32.4%	2.9%	0.0%	64.7%	4.0
		12	10	11	1	0	22	
I) Staff receive information about upcoming events and important information about the school.	34	85.3%	14.7%	0.0%	0.0%	0.0%	100.0%	4.9
		29	5	0	0	0	34	

<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	238	63.0%	27.7%	7.6%	8.8%	0.0%	90.8%	4.5
A) School seeks input when making important decisions.	34	58.8%	38.2%	0.0%	2.9%	0.0%	97.1%	4.5
		20	13	0	1	0	33	
B) Important school decisions reflect diverse input.	34	52.9%	35.3%	8.8%	2.9%	0.0%	88.2%	4.4
		18	12	3	1	0	30	
C) The principal and staff listen to concerns of other staff members about issues.	34	76.5%	20.6%	0.0%	2.9%	0.0%	97.1%	4.7
		26	7	0	1	0	33	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	34	70.6%	20.6%	8.8%	0.0%	0.0%	91.2%	4.6
		24	7	3	0	0	31	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	34	61.8%	29.4%	8.8%	0.0%	0.0%	91.2%	4.5
		21	10	3	0	0	31	
F) Our school uses data from this survey to inform site decision making.	34	58.8%	26.5%	14.7%	0.0%	0.0%	85.3%	4.4
		20	9	5	0	0	29	
G) Staff voice matters in decision making.	34	61.8%	23.5%	11.8%	2.9%	0.0%	85.3%	4.4
		21	8	4	1	0	29	

<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	238	60.1%	34.5%	3.8%	1.7%	0.0%	94.5%	4.5
		143	82	9	4	0	225	
A) Concerns about student safety are taken seriously.	34	61.8%	35.3%	2.9%	0.0%	0.0%	97.1%	4.6
		21	12	1	0	0	33	
B) Concerns about student safety are addressed in a timely manner at my school.	34	67.6%	26.5%	2.9%	2.9%	0.0%	94.1%	4.6
		23	9	1	1	0	32	
C) My school is a safe place for all students.	34	64.7%	29.4%	2.9%	2.9%	0.0%	94.1%	4.6
		22	10	1	1	0	32	
D) My school is a safe place for all staff.	34	64.7%	32.4%	0.0%	2.9%	0.0%	97.1%	4.6
		22	11	0	1	0	33	
E) Students know what staff member to go to if they have a safety concern.	34	61.8%	35.3%	2.9%	0.0%	0.0%	97.1%	4.6
		21	12	1	0	0	33	
F) Students know school safety protocols.	34	47.1%	44.1%	8.8%	0.0%	0.0%	91.2%	4.4
		16	15	3	0	0	31	
G) I feel safe sharing different viewpoints and perspectives at my school.	34	52.9%	38.2%	5.9%	2.9%	0.0%	91.2%	4.4
		18	13	2	1	0	31	

<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	272	43.0%	39.3%	15.1%	2.2%	0.4%	82.4%	4.2
	117		107	41	6	1	224	
A) School staff respects student diversity.	34	61.8%	32.4%	5.9%	0.0%	0.0%	94.1%	4.6
	21		11	2	0	0	32	
B) Adults at my school treat students respectfully.	34	64.7%	32.4%	0.0%	2.9%	0.0%	97.1%	4.6
	22		11	0	1	0	33	
C) Students are respectful to each other at school.	34	20.6%	47.1%	20.6%	11.8%	0.0%	67.6%	3.8
	7		16	7	4	0	23	
D) Students have opportunities to socialize with other students often at school.	34	64.7%	32.4%	2.9%	0.0%	0.0%	97.1%	4.6
	22		11	1	0	0	33	
E) Students have an adult on campus they trust.	34	70.6%	23.5%	5.9%	0.0%	0.0%	94.1%	4.6
	24		8	2	0	0	32	
F) Students trust other students at school.	34	23.5%	58.8%	17.6%	0.0%	0.0%	82.4%	4.1
	8		20	6	0	0	28	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	34	17.6%	52.9%	29.4%	0.0%	0.0%	70.6%	3.9
	6		18	10	0	0	24	
H) School staff reflects student diversity.	34	20.6%	35.3%	38.2%	2.9%	2.9%	55.9%	3.7
	7		12	13	1	1	19	

<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	306	51.0%	41.5%	6.9%	0.7%	0.0%	92.5%	4.4
	156		127	21	2	0	283	
A) Families and students understand how assignments and tests are graded.	34	17.6%	64.7%	11.8%	5.9%	0.0%	82.4%	3.9
	6		22	4	2	0	28	
B) Questions and concerns about schoolwork are addressed.	34	55.9%	41.2%	2.9%	0.0%	0.0%	97.1%	4.5
	19		14	1	0	0	33	
C) Student grades reflect their knowledge of the material.	34	26.5%	67.6%	5.9%	0.0%	0.0%	94.1%	4.2
	9		23	2	0	0	32	
D) Adults at my school believe all students can be successful.	34	61.8%	32.4%	5.9%	0.0%	0.0%	94.1%	4.6
	21		11	2	0	0	32	
E) Students feel comfortable and unjudged to ask their teacher for help.	34	67.6%	29.4%	2.9%	0.0%	0.0%	97.1%	4.6
	23		10	1	0	0	33	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	34	79.4%	20.6%	0.0%	0.0%	0.0%	100.0%	4.8
	27		7	0	0	0	34	
G) Teachers at my school go out of their way to help all students.	34	64.7%	32.4%	2.9%	0.0%	0.0%	97.1%	4.6
	22		11	1	0	0	33	
H) Students receive timely and regular feedback on their learning.	34	50.0%	41.2%	8.8%	0.0%	0.0%	91.2%	4.4
	17		14	3	0	0	31	
I) Staff at my school provides resources or ideas that help families support their students at home.	34	35.3%	44.1%	20.6%	0.0%	0.0%	79.4%	4.1
	12		15	7	0	0	27	

<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	136	52.2%	41.9%	5.9%	0.0%	0.0%	94.1%	4.5
		71	57	8	0	0	128	
A) Students are challenged academically at school.	34	38.2%	50.0%	11.8%	0.0%	0.0%	88.2%	4.3
		13	17	4	0	0	30	
B) School recognizes and celebrates the academic success of all students.	34	55.9%	41.2%	2.9%	0.0%	0.0%	97.1%	4.5
		19	14	1	0	0	33	
C) Adults on campus motivate students to do their best.	34	55.9%	44.1%	0.0%	0.0%	0.0%	100.0%	4.6
		19	15	0	0	0	34	
D) School provides additional academic support when students are struggling.	34	58.8%	32.4%	8.8%	0.0%	0.0%	91.2%	4.5
		20	11	3	0	0	31	

<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	169	29.0%	52.7%	16.6%	1.8%	0.0%	81.7%	4.1
		49	89	28	3	0	138	
A) Students are interested in what they are learning.	34	26.5%	61.8%	8.8%	2.9%	0.0%	88.2%	4.1
		9	21	3	1	0	30	
B) Students have access to classes and activities that meet their interests and talents.	34	23.5%	52.9%	17.6%	5.9%	0.0%	76.5%	3.9
		8	18	6	2	0	26	
C) Students understand how to complete their schoolwork.	34	41.2%	52.9%	5.9%	0.0%	0.0%	94.1%	4.4
		14	18	2	0	0	32	
D) Students complete assignments on time.	33	27.3%	39.4%	33.3%	0.0%	0.0%	66.7%	3.9
		9	13	11	0	0	22	
E) Students are motivated to do their schoolwork.	34	26.5%	55.9%	17.6%	0.0%	0.0%	82.4%	4.1
		9	19	6	0	0	28	

<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	193	23.8%	17.1%	50.8%	2.6%	5.7%	40.9%	3.5
		46	33	98	5	11	79	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	32	31.3%	18.8%	43.8%	0.0%	6.3%	50.0%	3.7
		10	6	14	0	2	16	
B) Students and families know what classes they will have to take and pass to graduate from high school.	32	25.0%	9.4%	56.3%	3.1%	6.3%	34.4%	3.4
		8	3	18	1	2	11	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	32	18.8%	15.6%	59.4%	0.0%	6.3%	34.4%	3.4
		6	5	19	0	2	11	
D) School offers college and career programs.	32	15.6%	6.3%	62.5%	9.4%	6.3%	21.9%	3.2
		5	2	20	3	2	7	
E) Students participate in programs to learn about different jobs, careers, and colleges.	32	18.8%	12.5%	59.4%	3.1%	6.3%	31.3%	3.3
		6	4	19	1	2	10	
F) Students are prepared for the next step of their educational experience.	33	33.3%	39.4%	24.2%	0.0%	3.0%	72.7%	4.0
		11	13	8	0	1	24	
G) Staff are optimistic about the future of their career in San Juan Unified.	33	45.5%	42.4%	9.1%	0.0%	3.0%	87.9%	4.3
		15	14	3	0	1	29	
H) There are equitable opportunities for advancement in the district.	33	24.2%	48.5%	24.2%	0.0%	3.0%	72.7%	3.9
		8	16	8	0	1	24	

<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	68	70.6%	25.0%	4.4%	0.0%	0.0%	95.6%	4.7
		48	17	3	0	0	65	
A) I would recommend my school to other families.	34	85.3%	11.8%	2.9%	0.0%	0.0%	97.1%	4.8
		29	4	1	0	0	33	
B) San Juan Unified School District is a district that I would recommend to other families.	34	55.9%	38.2%	5.9%	0.0%	0.0%	94.1%	4.5
		19	13	2	0	0	32	