



**Spring 2025
Staff Climate Survey Results - K-8 Schools**

Group Size N: 230

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1378	41.9%	41.6%	9.6%	5.4%	1.5%	83.5%	4.2
		578	573	132	74	21	1151	
A) School has a climate that is caring.	230	44.3%	43.0%	7.8%	3.9%	0.9%	87.4%	4.3
		102	99	18	9	2	201	
B) There are students and staff on campus who listen to students when they have something to say.	229	46.3%	45.9%	6.1%	1.7%	0.0%	92.1%	4.4
		106	105	14	4	0	211	
C) There is an adult from the school who checks on how students are doing.	230	59.6%	37.4%	3.0%	0.0%	0.0%	97.0%	4.6
		137	86	7	0	0	223	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	230	21.7%	50.0%	12.2%	12.6%	3.5%	71.7%	3.7
		50	115	28	29	8	165	
E) Staff feels supported to do their job well in meeting the needs of all students.	230	37.0%	37.8%	16.1%	6.5%	2.6%	74.8%	4.0
		85	87	37	15	6	172	
F) Staff feels part of an effective team.	229	42.8%	35.4%	12.2%	7.4%	2.2%	78.2%	4.1
		98	81	28	17	5	179	
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	2068	47.6%	39.8%	9.8%	2.5%	0.3%	87.4%	4.3
		984	823	203	51	7	1807	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	230	63.0%	27.4%	9.6%	0.0%	0.0%	90.4%	4.5
		145	63	22	0	0	208	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	230	35.2%	45.2%	15.2%	3.9%	0.4%	80.4%	4.1
		81	104	35	9	1	185	
C) The school offers families opportunities to be involved in school and classroom activities.	230	46.1%	40.9%	9.6%	3.0%	0.4%	87.0%	4.3
		106	94	22	7	1	200	
D) The school keeps families well-informed about school activities.	230	58.7%	33.5%	6.5%	1.3%	0.0%	92.2%	4.5
		135	77	15	3	0	212	
E) The staff at our school listens to family concerns about issues.	230	46.1%	43.0%	9.1%	1.7%	0.0%	89.1%	4.3
		106	99	21	4	0	205	
F) The staff at school are helpful and welcoming when families come to school or call.	230	53.9%	38.7%	4.8%	2.6%	0.0%	92.6%	4.4
		124	89	11	6	0	213	
G) The school and families are partners in promoting positive behavior for my student.	229	33.2%	43.7%	16.2%	6.1%	0.9%	76.9%	4.0
		76	100	37	14	2	176	
H) Families who speak a language other than English receive general information about our school in their home language.	230	36.1%	46.1%	14.8%	2.2%	0.9%	82.2%	4.1
		83	106	34	5	2	189	
I) Staff receive information about upcoming events and important information about the school.	229	55.9%	39.7%	2.6%	1.3%	0.4%	95.6%	4.5
		128	91	6	3	1	219	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1606	43.0%	36.7%	13.9%	4.5%	1.9%	79.7%	4.1
		690	590	223	72	31	1280	
A) School seeks input when making important decisions.	229	39.7%	42.4%	12.2%	3.5%	2.2%	82.1%	4.1
		91	97	28	8	5	188	
B) Important school decisions reflect diverse input.	230	38.7%	37.4%	17.0%	5.2%	1.7%	76.1%	4.1
		89	86	39	12	4	175	
C) The principal and staff listen to concerns of other staff members about issues.	230	49.1%	34.8%	9.6%	3.9%	2.6%	83.9%	4.2
		113	80	22	9	6	193	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	230	45.7%	36.5%	11.7%	4.3%	1.7%	82.2%	4.2
		105	84	27	10	4	189	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	229	50.2%	36.7%	8.7%	3.1%	1.3%	86.9%	4.3
		115	84	20	7	3	199	
F) Our school uses data from this survey to inform site decision making.	229	43.7%	32.3%	18.8%	3.9%	1.3%	76.0%	4.1
		100	74	43	9	3	174	
G) Staff voice matters in decision making.	229	33.6%	37.1%	19.2%	7.4%	2.6%	70.7%	3.9
		77	85	44	17	6	162	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1603	32.9%	46.4%	13.6%	5.7%	1.4%	79.3%	4.0
		527	744	218	91	23	1271	
A) Concerns about student safety are taken seriously.	228	43.9%	43.4%	7.9%	4.4%	0.4%	87.3%	4.3
		100	99	18	10	1	199	
B) Concerns about student safety are addressed in a timely manner at my school.	230	37.0%	45.2%	11.7%	5.7%	0.4%	82.2%	4.1
		85	104	27	13	1	189	
C) My school is a safe place for all students.	230	30.9%	43.0%	17.8%	7.4%	0.9%	73.9%	4.0
		71	99	41	17	2	170	
D) My school is a safe place for all staff.	230	30.0%	42.2%	16.1%	9.1%	2.6%	72.2%	3.9
		69	97	37	21	6	166	
E) Students know what staff member to go to if they have a safety concern.	228	35.5%	50.0%	11.8%	2.6%	0.0%	85.5%	4.2
		81	114	27	6	0	195	
F) Students know school safety protocols.	229	26.2%	54.1%	15.7%	3.9%	0.0%	80.3%	4.0
		60	124	36	9	0	184	
G) I feel safe sharing different viewpoints and perspectives at my school.	228	26.8%	46.9%	14.0%	6.6%	5.7%	73.7%	3.8
		61	107	32	15	13	168	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1828	28.9%	44.9%	17.2%	7.2%	1.8%	73.8%	3.9
		529	820	314	132	33	1349	
A) School staff respects student diversity.	229	44.1%	44.5%	7.9%	2.6%	0.9%	88.6%	4.3
		101	102	18	6	2	203	
B) Adults at my school treat students respectfully.	229	42.8%	46.7%	7.9%	2.2%	0.4%	89.5%	4.3
		98	107	18	5	1	205	
C) Students are respectful to each other at school.	229	10.9%	35.4%	30.1%	18.8%	4.8%	46.3%	3.3
		25	81	69	43	11	106	
D) Students have opportunities to socialize with other students often at school.	229	37.6%	55.5%	6.1%	0.9%	0.0%	93.0%	4.3
		86	127	14	2	0	213	
E) Students have an adult on campus they trust.	228	39.0%	54.4%	6.1%	0.4%	0.0%	93.4%	4.3
		89	124	14	1	0	213	
F) Students trust other students at school.	228	16.2%	46.9%	29.4%	5.3%	2.2%	63.2%	3.7
		37	107	67	12	5	144	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	229	21.4%	45.4%	23.6%	8.7%	0.9%	66.8%	3.8
		49	104	54	20	2	153	
H) School staff reflects student diversity.	227	19.4%	30.0%	26.4%	18.9%	5.3%	49.3%	3.4
		44	68	60	43	12	112	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	2047	36.8%	48.0%	12.6%	2.4%	0.2%	84.8%	4.2
		753	982	257	50	5	1735	
A) Families and students understand how assignments and tests are graded.	228	18.4%	50.9%	23.7%	6.6%	0.4%	69.3%	3.8
		42	116	54	15	1	158	
B) Questions and concerns about schoolwork are addressed.	228	34.2%	49.6%	14.5%	1.8%	0.0%	83.8%	4.2
		78	113	33	4	0	191	
C) Student grades reflect their knowledge of the material.	228	21.9%	48.7%	25.0%	3.5%	0.9%	70.6%	3.9
		50	111	57	8	2	161	
D) Adults at my school believe all students can be successful.	228	36.0%	52.2%	7.5%	4.4%	0.0%	88.2%	4.2
		82	119	17	10	0	201	
E) Students feel comfortable and unjudged to ask their teacher for help.	227	46.3%	44.5%	7.5%	1.3%	0.4%	90.7%	4.3
		105	101	17	3	1	206	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	228	47.8%	46.5%	5.3%	0.4%	0.0%	94.3%	4.4
		109	106	12	1	0	215	
G) Teachers at my school go out of their way to help all students.	228	42.5%	47.8%	6.6%	2.6%	0.4%	90.4%	4.3
		97	109	15	6	1	206	
H) Students receive timely and regular feedback on their learning.	226	42.9%	49.1%	7.5%	0.4%	0.0%	92.0%	4.3
		97	111	17	1	0	208	
I) Staff at my school provides resources or ideas that help families support their students at home.	226	41.2%	42.5%	15.5%	0.9%	0.0%	83.6%	4.2
		93	96	35	2	0	189	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	907	35.8% 325	48.2% 437	12.5% 113	3.1% 28	0.4% 4	84.0% 762	4.2
A) Students are challenged academically at school.	226	27.4% 62	54.0% 122	14.2% 32	4.0% 9	0.4% 1	81.4% 184	4.0
B) School recognizes and celebrates the academic success of all students.	228	36.4% 83	44.7% 102	14.5% 33	3.9% 9	0.4% 1	81.1% 185	4.1
C) Adults on campus motivate students to do their best.	226	41.6% 94	48.2% 109	9.3% 21	0.4% 1	0.4% 1	89.8% 203	4.3
D) School provides additional academic support when students are struggling.	227	37.9% 86	45.8% 104	11.9% 27	4.0% 9	0.4% 1	83.7% 190	4.2
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1132	17.5% 198	50.4% 571	25.4% 287	6.1% 69	0.6% 7	67.9% 769	3.8
A) Students are interested in what they are learning.	226	16.8% 38	55.3% 125	25.7% 58	1.8% 4	0.4% 1	72.1% 163	3.9
B) Students have access to classes and activities that meet their interests and talents.	227	19.4% 44	50.2% 114	23.8% 54	6.6% 15	0.0% 0	69.6% 158	3.8
C) Students understand how to complete their schoolwork.	227	24.2% 55	53.7% 122	19.8% 45	1.8% 4	0.4% 1	78.0% 177	4.0
D) Students complete assignments on time.	226	13.7% 31	46.0% 104	29.2% 66	9.7% 22	1.3% 3	59.7% 135	3.6
E) Students are motivated to do their schoolwork.	226	13.3% 30	46.9% 106	28.3% 64	10.6% 24	0.9% 2	60.2% 136	3.6

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	1777	16.7%	30.8%	41.8%	8.5%	2.3%	47.4%	3.5
		296	547	742	151	41	843	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	223	16.1%	27.8%	51.6%	3.6%	0.9%	43.9%	3.5
		36	62	115	8	2	98	
B) Students and families know what classes they will have to take and pass to graduate from high school.	221	9.5%	20.8%	57.0%	9.5%	3.2%	30.3%	3.2
		21	46	126	21	7	67	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	222	14.0%	30.2%	51.4%	3.2%	1.4%	44.1%	3.5
		31	67	114	7	3	98	
D) School offers college and career programs.	223	9.0%	21.5%	49.3%	15.7%	4.5%	30.5%	3.1
		20	48	110	35	10	68	
E) Students participate in programs to learn about different jobs, careers, and colleges.	222	12.6%	25.2%	46.4%	14.0%	1.8%	37.8%	3.3
		28	56	103	31	4	84	
F) Students are prepared for the next step of their educational experience.	222	18.0%	38.3%	32.9%	9.9%	0.9%	56.3%	3.6
		40	85	73	22	2	125	
G) Staff are optimistic about the future of their career in San Juan Unified.	223	33.6%	41.7%	19.3%	3.6%	1.8%	75.3%	4.0
		75	93	43	8	4	168	
H) There are equitable opportunities for advancement in the district.	221	20.4%	40.7%	26.2%	8.6%	4.1%	61.1%	3.6
		45	90	58	19	9	135	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	457	32.8%	44.2%	16.6%	5.0%	1.3%	77.0%	4.0
		150	202	76	23	6	352	
A) I would recommend my school to other families.	228	31.6%	40.4%	19.3%	7.5%	1.3%	71.9%	3.9
		72	92	44	17	3	164	
B) San Juan Unified School District is a district that I would recommend to other families.	229	34.1%	48.0%	14.0%	2.6%	1.3%	82.1%	4.1
		78	110	32	6	3	188	