



**Spring 2025
Staff Climate Survey Results - High Schools**

Group Size N: 315

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1889	34.4% 650	47.2% 892	12.5% 236	4.6% 86	1.3% 25	81.6% 1542	4.1
A) School has a climate that is caring.	315	32.1% 101	55.6% 175	9.2% 29	2.2% 7	1.0% 3	87.6% 276	4.2
B) There are students and staff on campus who listen to students when they have something to say.	315	38.7% 122	54.0% 170	7.0% 22	0.3% 1	0.0% 0	92.7% 292	4.3
C) There is an adult from the school who checks on how students are doing.	315	53.3% 168	37.8% 119	7.9% 25	0.6% 2	0.3% 1	91.1% 287	4.4
D) School has the materials, staff, programs, and supports needed to help all students do their best.	314	20.7% 65	44.3% 139	22.6% 71	10.5% 33	1.9% 6	65.0% 204	3.7
E) Staff feels supported to do their job well in meeting the needs of all students.	315	25.7% 81	49.8% 157	14.6% 46	7.3% 23	2.5% 8	75.6% 238	3.9
F) Staff feels part of an effective team.	315	35.9% 113	41.9% 132	13.7% 43	6.3% 20	2.2% 7	77.8% 245	4.0

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	2821	37.5% 1059	44.1% 1245	15.2% 429	2.6% 74	0.5% 14	81.7% 2304	4.2
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	312	57.7% 180	34.6% 108	7.1% 22	0.6% 2	0.0% 0	92.3% 288	4.5
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	312	27.6% 86	46.8% 146	21.2% 66	4.2% 13	0.3% 1	74.4% 232	4.0
C) The school offers families opportunities to be involved in school and classroom activities.	314	25.5% 80	43.6% 137	26.8% 84	4.1% 13	0.0% 0	69.1% 217	3.9
D) The school keeps families well-informed about school activities.	313	50.5% 158	37.7% 118	10.2% 32	1.3% 4	0.3% 1	88.2% 276	4.4
E) The staff at our school listens to family concerns about issues.	315	34.6% 109	51.7% 163	11.7% 37	1.9% 6	0.0% 0	86.3% 272	4.2
F) The staff at school are helpful and welcoming when families come to school or call.	315	40.0% 126	52.4% 165	7.3% 23	0.3% 1	0.0% 0	92.4% 291	4.3
G) The school and families are partners in promoting positive behavior for my student.	311	24.4% 76	48.9% 152	20.9% 65	4.2% 13	1.6% 5	73.3% 228	3.9
H) Families who speak a language other than English receive general information about our school in their home language.	314	27.7% 87	38.5% 121	27.1% 85	5.4% 17	1.3% 4	66.2% 208	3.9
I) Staff receive information about upcoming events and important information about the school.	315	49.8% 157	42.9% 135	4.8% 15	1.6% 5	1.0% 3	92.7% 292	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	2199	34.5%	41.6%	18.1%	4.0%	1.9%	76.0%	4.0
		758	914	397	88	42	1672	
A) School seeks input when making important decisions.	315	33.7%	45.4%	14.6%	4.8%	1.6%	79.0%	4.0
		106	143	46	15	5	249	
B) Important school decisions reflect diverse input.	315	26.7%	47.6%	17.8%	6.3%	1.6%	74.3%	3.9
		84	150	56	20	5	234	
C) The principal and staff listen to concerns of other staff members about issues.	315	42.9%	40.3%	10.8%	4.4%	1.6%	83.2%	4.2
		135	127	34	14	5	262	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	315	40.0%	39.4%	16.5%	2.5%	1.6%	79.4%	4.1
		126	124	52	8	5	250	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	314	42.4%	37.6%	15.9%	2.9%	1.3%	79.9%	4.2
		133	118	50	9	4	251	
F) Our school uses data from this survey to inform site decision making.	313	29.4%	38.0%	28.8%	2.2%	1.6%	67.4%	3.9
		92	119	90	7	5	211	
G) Staff voice matters in decision making.	312	26.3%	42.6%	22.1%	4.8%	4.2%	68.9%	3.8
		82	133	69	15	13	215	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	2196	29.7%	47.2%	16.3%	5.5%	1.3%	76.9%	4.0
		652	1037	358	120	29	1689	
A) Concerns about student safety are taken seriously.	314	40.8%	42.4%	11.1%	4.8%	1.0%	83.1%	4.2
		128	133	35	15	3	261	
B) Concerns about student safety are addressed in a timely manner at my school.	314	38.9%	39.8%	15.9%	4.8%	0.6%	78.7%	4.1
		122	125	50	15	2	247	
C) My school is a safe place for all students.	315	24.4%	52.4%	14.6%	7.6%	1.0%	76.8%	3.9
		77	165	46	24	3	242	
D) My school is a safe place for all staff.	314	26.4%	53.5%	11.8%	7.3%	1.0%	79.9%	4.0
		83	168	37	23	3	251	
E) Students know what staff member to go to if they have a safety concern.	313	31.0%	50.2%	16.3%	2.2%	0.3%	81.2%	4.1
		97	157	51	7	1	254	
F) Students know school safety protocols.	313	18.8%	52.1%	22.7%	5.4%	1.0%	70.9%	3.8
		59	163	71	17	3	222	
G) I feel safe sharing different viewpoints and perspectives at my school.	313	27.5%	40.3%	21.7%	6.1%	4.5%	67.7%	3.8
		86	126	68	19	14	212	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	2507	22.3%	47.9%	22.0%	6.5%	1.4%	70.2%	3.8
		559	1200	551	162	35	1759	
A) School staff respects student diversity.	313	35.1%	47.0%	14.4%	3.2%	0.3%	82.1%	4.1
		110	147	45	10	1	257	
B) Adults at my school treat students respectfully.	314	29.6%	56.4%	12.4%	1.3%	0.3%	86.0%	4.1
		93	177	39	4	1	270	
C) Students are respectful to each other at school.	314	8.9%	40.1%	36.3%	13.1%	1.6%	49.0%	3.4
		28	126	114	41	5	154	
D) Students have opportunities to socialize with other students often at school.	313	33.2%	57.2%	8.9%	0.3%	0.3%	90.4%	4.2
		104	179	28	1	1	283	
E) Students have an adult on campus they trust.	313	28.4%	57.8%	13.1%	0.3%	0.3%	86.3%	4.1
		89	181	41	1	1	270	
F) Students trust other students at school.	312	13.1%	46.8%	32.7%	6.4%	1.0%	59.9%	3.6
		41	146	102	20	3	187	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	314	16.6%	45.5%	31.2%	6.4%	0.3%	62.1%	3.7
		52	143	98	20	1	195	
H) School staff reflects student diversity.	314	13.4%	32.2%	26.8%	20.7%	7.0%	45.5%	3.2
		42	101	84	65	22	143	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	2791	28.7%	50.6%	17.1%	3.1%	0.4%	79.3%	4.0
		801	1413	478	87	12	2214	
A) Families and students understand how assignments and tests are graded.	311	16.1%	52.7%	23.2%	6.8%	1.3%	68.8%	3.8
		50	164	72	21	4	214	
B) Questions and concerns about schoolwork are addressed.	310	26.5%	57.7%	13.2%	2.3%	0.3%	84.2%	4.1
		82	179	41	7	1	261	
C) Student grades reflect their knowledge of the material.	311	20.9%	48.9%	23.2%	6.1%	1.0%	69.8%	3.8
		65	152	72	19	3	217	
D) Adults at my school believe all students can be successful.	311	24.8%	50.2%	18.6%	6.1%	0.3%	74.9%	3.9
		77	156	58	19	1	233	
E) Students feel comfortable and unjudged to ask their teacher for help.	311	43.4%	47.6%	7.4%	1.0%	0.6%	91.0%	4.3
		135	148	23	3	2	283	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	311	32.5%	55.9%	11.3%	0.3%	0.0%	88.4%	4.2
		101	174	35	1	0	275	
G) Teachers at my school go out of their way to help all students.	311	27.0%	49.8%	21.5%	1.6%	0.0%	76.8%	4.0
		84	155	67	5	0	239	
H) Students receive timely and regular feedback on their learning.	308	41.6%	45.8%	11.4%	1.3%	0.0%	87.3%	4.3
		128	141	35	4	0	269	
I) Staff at my school provides resources or ideas that help families support their students at home.	307	25.7%	46.9%	24.4%	2.6%	0.3%	72.6%	4.0
		79	144	75	8	1	223	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1246	28.5%	53.9%	13.7%	3.4%	0.6%	82.3%	4.1
		355	671	171	42	7	1026	
A) Students are challenged academically at school.	312	20.2%	57.1%	17.0%	4.2%	1.6%	77.2%	3.9
		63	178	53	13	5	241	
B) School recognizes and celebrates the academic success of all students.	311	29.6%	50.5%	14.5%	5.1%	0.3%	80.1%	4.0
		92	157	45	16	1	249	
C) Adults on campus motivate students to do their best.	311	27.7%	55.3%	15.1%	1.9%	0.0%	83.0%	4.1
		86	172	47	6	0	258	
D) School provides additional academic support when students are struggling.	312	36.5%	52.6%	8.3%	2.2%	0.3%	89.1%	4.2
		114	164	26	7	1	278	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1562	13.3%	47.6%	29.7%	7.5%	1.9%	60.9%	3.6
		208	744	464	117	29	952	
A) Students are interested in what they are learning.	313	10.9%	46.6%	34.8%	5.8%	1.9%	57.5%	3.6
		34	146	109	18	6	180	
B) Students have access to classes and activities that meet their interests and talents.	312	20.2%	47.1%	23.4%	8.0%	1.3%	67.3%	3.8
		63	147	73	25	4	210	
C) Students understand how to complete their schoolwork.	313	19.5%	60.7%	16.6%	3.2%	0.0%	80.2%	4.0
		61	190	52	10	0	251	
D) Students complete assignments on time.	312	7.7%	44.2%	35.6%	9.6%	2.9%	51.9%	3.4
		24	138	111	30	9	162	
E) Students are motivated to do their schoolwork.	312	8.3%	39.4%	38.1%	10.9%	3.2%	47.8%	3.4
		26	123	119	34	10	149	

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	2482	29.7%	48.1%	17.2%	3.8%	1.3%	77.7%	4.0
		736	1193	427	94	32	1929	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	310	39.4%	49.7%	9.0%	1.6%	0.3%	89.0%	4.3
		122	154	28	5	1	276	
B) Students and families know what classes they will have to take and pass to graduate from high school.	311	29.6%	53.1%	13.8%	3.2%	0.3%	82.6%	4.1
		92	165	43	10	1	257	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	311	28.9%	52.7%	16.4%	1.9%	0.0%	81.7%	4.1
		90	164	51	6	0	254	
D) School offers college and career programs.	311	43.1%	42.4%	12.5%	1.6%	0.3%	85.5%	4.3
		134	132	39	5	1	266	
E) Students participate in programs to learn about different jobs, careers, and colleges.	310	26.1%	51.3%	17.1%	5.2%	0.3%	77.4%	4.0
		81	159	53	16	1	240	
F) Students are prepared for the next step of their educational experience.	311	18.3%	51.1%	21.9%	7.7%	1.0%	69.5%	3.8
		57	159	68	24	3	216	
G) Staff are optimistic about the future of their career in San Juan Unified.	307	32.6%	41.4%	19.2%	3.6%	3.3%	73.9%	4.0
		100	127	59	11	10	227	
H) There are equitable opportunities for advancement in the district.	311	19.3%	42.8%	27.7%	5.5%	4.8%	62.1%	3.7
		60	133	86	17	15	193	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	621	30.9%	47.7%	15.6%	3.7%	2.1%	78.6%	4.0
		192	296	97	23	13	488	
A) I would recommend my school to other families.	311	35.4%	45.0%	14.5%	2.9%	2.3%	80.4%	4.1
		110	140	45	9	7	250	
B) San Juan Unified School District is a district that I would recommend to other families.	310	26.5%	50.3%	16.8%	4.5%	1.9%	76.8%	3.9
		82	156	52	14	6	238	