



**Spring 2025
Staff Climate Survey Results**

Group Size N: 1421

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	8490	42.5%	40.7%	10.5%	4.8%	1.5%	83.2%	4.2
	3608	3458	894	404	126	7066		
A) School has a climate that is caring.	1414	43.5%	44.4%	8.7%	2.4%	1.0%	87.9%	4.3
	615	628	123	34	14	1243		
B) There are students and staff on campus who listen to students when they have something to say.	1416	47.4%	45.1%	6.1%	1.0%	0.4%	92.5%	4.4
	671	639	87	14	5	1310		
C) There is an adult from the school who checks on how students are doing.	1413	62.9%	32.4%	4.2%	0.3%	0.2%	95.3%	4.6
	889	458	59	4	3	1347		
D) School has the materials, staff, programs, and supports needed to help all students do their best.	1415	26.4%	42.7%	16.9%	11.7%	2.4%	69.0%	3.8
	373	604	239	165	34	977		
E) Staff feels supported to do their job well in meeting the needs of all students.	1417	32.8%	42.2%	14.7%	7.6%	2.7%	75.0%	3.9
	465	598	209	107	38	1063		
F) Staff feels part of an effective team.	1415	42.0%	37.5%	12.5%	5.7%	2.3%	79.6%	4.1
	595	531	177	80	32	1126		

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	12708	44.8%	40.4%	11.5%	2.6%	0.6%	85.2%	4.3
	5696	5135	1460	336	81	10831		
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	1410	59.7%	32.4%	7.4%	0.3%	0.2%	92.1%	4.5
	842	457	104	4	3	1299		
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	1411	35.2%	43.2%	16.7%	4.4%	0.6%	78.3%	4.1
	496	609	236	62	8	1105		
C) The school offers families opportunities to be involved in school and classroom activities.	1416	40.3%	39.9%	15.4%	3.9%	0.6%	80.2%	4.2
	570	565	218	55	8	1135		
D) The school keeps families well-informed about school activities.	1414	55.4%	35.9%	6.5%	1.8%	0.4%	91.3%	4.4
	783	508	92	26	5	1291		
E) The staff at our school listens to family concerns about issues.	1412	43.3%	44.8%	10.0%	1.6%	0.4%	88.1%	4.3
	612	632	141	22	5	1244		
F) The staff at school are helpful and welcoming when families come to school or call.	1414	50.4%	41.2%	7.2%	0.9%	0.3%	91.6%	4.4
	713	582	102	13	4	1295		
G) The school and families are partners in promoting positive behavior for my student.	1406	32.9%	43.5%	17.0%	5.1%	1.4%	76.5%	4.0
	463	612	239	72	20	1075		
H) Families who speak a language other than English receive general information about our school in their home language.	1413	33.6%	42.7%	18.4%	4.1%	1.2%	76.3%	4.0
	475	603	260	58	17	1078		
I) Staff receive information about upcoming events and important information about the school.	1412	52.5%	40.2%	4.8%	1.7%	0.8%	92.7%	4.4
	742	567	68	24	11	1309		

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	9895	40.0%	38.4%	15.3%	4.3%	2.1%	78.4%	4.1
		3954	3801	1512	423	205	7755	
A) School seeks input when making important decisions.	1416	39.0%	43.3%	11.9%	4.2%	1.7%	82.3%	4.1
		552	613	168	59	24	1165	
B) Important school decisions reflect diverse input.	1415	33.4%	41.9%	17.2%	5.9%	1.7%	75.3%	4.0
		472	593	243	83	24	1065	
C) The principal and staff listen to concerns of other staff members about issues.	1416	45.1%	37.1%	11.1%	4.7%	2.0%	82.2%	4.2
		638	526	157	67	28	1164	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	1416	45.4%	36.9%	12.3%	3.7%	1.7%	82.3%	4.2
		643	523	174	52	24	1166	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	1412	48.6%	35.4%	11.8%	2.6%	1.6%	84.0%	4.3
		686	500	166	37	23	1186	
F) Our school uses data from this survey to inform site decision making.	1410	37.2%	34.8%	22.8%	3.0%	2.1%	72.0%	4.0
		524	491	322	43	30	1015	
G) Staff voice matters in decision making.	1410	31.1%	39.4%	20.0%	5.8%	3.7%	70.5%	3.9
		439	555	282	82	52	994	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	9871	34.8%	43.4%	14.3%	5.6%	1.8%	78.2%	4.0
		3438	4286	1415	550	182	7724	
A) Concerns about student safety are taken seriously.	1412	42.8%	39.9%	10.6%	5.0%	1.7%	82.7%	4.2
		605	563	150	70	24	1168	
B) Concerns about student safety are addressed in a timely manner at my school.	1406	39.5%	39.3%	13.8%	5.6%	1.7%	78.9%	4.1
		556	553	194	79	24	1109	
C) My school is a safe place for all students.	1413	31.8%	42.8%	15.9%	7.8%	1.6%	74.7%	4.0
		450	605	225	110	23	1055	
D) My school is a safe place for all staff.	1415	33.1%	43.0%	13.7%	8.1%	2.1%	76.1%	4.0
		468	609	194	114	30	1077	
E) Students know what staff member to go to if they have a safety concern.	1405	36.6%	49.1%	11.7%	2.2%	0.4%	85.7%	4.2
		514	690	165	31	5	1204	
F) Students know school safety protocols.	1409	28.8%	50.7%	16.7%	3.1%	0.8%	79.5%	4.0
		406	714	235	43	11	1120	
G) I feel safe sharing different viewpoints and perspectives at my school.	1411	31.1%	39.1%	17.9%	7.3%	4.6%	70.2%	3.8
		439	552	252	103	65	991	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	11270	29.3%	45.8%	17.5%	6.0%	1.3%	75.2%	4.0
	3305	5165	1976	680	144		8470	
A) School staff respects student diversity.	1407	42.9%	43.4%	10.4%	2.6%	0.6%	86.4%	4.3
	604	611	147	37	8		1215	
B) Adults at my school treat students respectfully.	1412	39.8%	47.8%	10.5%	1.5%	0.4%	87.6%	4.3
	562	675	148	21	6		1237	
C) Students are respectful to each other at school.	1413	12.5%	41.5%	29.4%	14.4%	2.2%	53.9%	3.5
	176	586	416	204	31		762	
D) Students have opportunities to socialize with other students often at school.	1410	38.9%	53.5%	6.6%	0.6%	0.3%	92.5%	4.3
	549	755	93	9	4		1304	
E) Students have an adult on campus they trust.	1408	40.6%	51.8%	7.1%	0.3%	0.2%	92.4%	4.3
	571	730	100	4	3		1301	
F) Students trust other students at school.	1407	18.7%	48.8%	26.1%	5.4%	1.0%	67.5%	3.8
	263	687	367	76	14		950	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	1407	22.5%	45.3%	25.2%	6.3%	0.8%	67.8%	3.8
	316	638	354	88	11		954	
H) School staff reflects student diversity.	1406	18.8%	34.4%	25.0%	17.1%	4.8%	53.1%	3.5
	264	483	351	241	67		747	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	12594	37.1%	47.1%	13.2%	2.1%	0.4%	84.2%	4.2
	4678	5926	1667	268	55		10604	
A) Families and students understand how assignments and tests are graded.	1399	19.7%	50.2%	23.4%	5.8%	1.0%	69.8%	3.8
	275	702	327	81	14		977	
B) Questions and concerns about schoolwork are addressed.	1399	33.8%	51.3%	13.4%	1.1%	0.4%	85.1%	4.2
	473	717	188	15	6		1190	
C) Student grades reflect their knowledge of the material.	1398	28.0%	48.4%	19.8%	3.2%	0.6%	76.4%	4.0
	392	676	277	45	8		1068	
D) Adults at my school believe all students can be successful.	1399	36.9%	46.9%	11.8%	4.0%	0.4%	83.8%	4.2
	516	656	165	56	6		1172	
E) Students feel comfortable and unjudged to ask their teacher for help.	1402	48.1%	45.3%	5.6%	0.7%	0.4%	93.4%	4.4
	674	635	78	10	5		1309	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	1403	46.8%	45.1%	7.7%	0.1%	0.2%	91.9%	4.4
	657	633	108	2	3		1290	
G) Teachers at my school go out of their way to help all students.	1404	41.3%	43.8%	12.4%	1.9%	0.6%	85.1%	4.2
	580	615	174	27	8		1195	
H) Students receive timely and regular feedback on their learning.	1394	43.8%	47.1%	8.5%	0.5%	0.1%	90.9%	4.3
	610	657	118	7	2		1267	
I) Staff at my school provides resources or ideas that help families support their students at home.	1396	35.9%	45.5%	16.6%	1.8%	0.2%	81.4%	4.2
	501	635	232	25	3		1136	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	5625	37.1% 2089	47.4% 2664	11.9% 670	2.9% 164	0.7% 38	84.5% 4753	4.2
A) Students are challenged academically at school.	1405	30.1% 423	51.1% 718	14.3% 201	3.5% 49	1.0% 14	81.2% 1141	4.1
B) School recognizes and celebrates the academic success of all students.	1408	38.1% 536	44.8% 631	12.8% 180	3.6% 50	0.8% 11	82.9% 1167	4.2
C) Adults on campus motivate students to do their best.	1406	39.6% 557	49.1% 691	9.7% 136	1.3% 18	0.3% 4	88.8% 1248	4.3
D) School provides additional academic support when students are struggling.	1406	40.8% 573	44.4% 624	10.9% 153	3.3% 47	0.6% 9	85.1% 1197	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	7008	19.5% 1369	49.5% 3472	24.5% 1716	5.3% 369	1.2% 82	69.1% 4841	3.8
A) Students are interested in what they are learning.	1402	18.7% 262	52.9% 741	23.8% 334	3.6% 51	1.0% 14	71.5% 1003	3.8
B) Students have access to classes and activities that meet their interests and talents.	1401	22.6% 317	48.3% 676	22.3% 312	5.9% 83	0.9% 13	70.9% 993	3.9
C) Students understand how to complete their schoolwork.	1404	25.0% 351	55.0% 772	17.5% 245	2.1% 30	0.4% 6	80.0% 1123	4.0
D) Students complete assignments on time.	1401	15.2% 213	46.3% 649	29.3% 411	7.6% 107	1.5% 21	61.5% 862	3.7
E) Students are motivated to do their schoolwork.	1400	16.1% 226	45.3% 634	29.6% 414	7.0% 98	2.0% 28	61.4% 860	3.7

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	10874	18.4%	32.0%	40.6%	6.2%	2.7%	50.5%	3.6
		2002	3484	4414	679	295	5486	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	1352	19.2%	31.1%	45.9%	2.2%	1.6%	50.4%	3.6
		260	421	620	30	21	681	
B) Students and families know what classes they will have to take and pass to graduate from high school.	1354	13.6%	25.0%	52.4%	6.4%	2.7%	38.6%	3.4
		184	338	709	87	36	522	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	1354	16.0%	31.5%	48.3%	3.0%	1.2%	47.6%	3.6
		217	427	654	40	16	644	
D) School offers college and career programs.	1352	16.8%	19.6%	49.2%	10.1%	4.4%	36.4%	3.3
		227	265	665	136	59	492	
E) Students participate in programs to learn about different jobs, careers, and colleges.	1350	13.9%	26.8%	46.8%	9.0%	3.6%	40.7%	3.4
		187	362	632	121	48	549	
F) Students are prepared for the next step of their educational experience.	1368	17.8%	41.2%	32.8%	6.6%	1.7%	58.9%	3.7
		243	563	449	90	23	806	
G) Staff are optimistic about the future of their career in San Juan Unified.	1374	30.5%	40.5%	20.7%	5.5%	2.9%	71.0%	3.9
		419	556	284	75	40	975	
H) There are equitable opportunities for advancement in the district.	1370	19.3%	40.3%	29.3%	7.3%	3.8%	59.6%	3.6
		265	552	401	100	52	817	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	2808	37.6%	42.0%	14.8%	4.1%	1.5%	79.6%	4.1
		1057	1179	416	114	42	2236	
A) I would recommend my school to other families.	1404	40.2%	38.2%	15.0%	4.7%	1.9%	78.5%	4.1
		565	537	210	66	26	1102	
B) San Juan Unified School District is a district that I would recommend to other families.	1404	35.0%	45.7%	14.7%	3.4%	1.1%	80.8%	4.1
		492	642	206	48	16	1134	