



**Spring 2025
Staff Climate Survey Results - ECE**

Group Size N: 10

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	59	32.2%	44.1%	1.7%	6.8%	15.3%	76.3%	3.7
		19	26	1	4	9	45	
A) School has a climate that is caring.	10	30.0%	50.0%	0.0%	0.0%	20.0%	80.0%	3.7
		3	5	0	0	2	8	
B) There are students and staff on campus who listen to students when they have something to say.	10	40.0%	40.0%	0.0%	10.0%	10.0%	80.0%	3.9
		4	4	0	1	1	8	
C) There is an adult from the school who checks on how students are doing.	9	33.3%	44.4%	11.1%	0.0%	11.1%	77.8%	3.9
		3	4	1	0	1	7	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	10	30.0%	40.0%	0.0%	10.0%	20.0%	70.0%	3.5
		3	4	0	1	2	7	
E) Staff feels supported to do their job well in meeting the needs of all students.	10	20.0%	40.0%	0.0%	20.0%	20.0%	60.0%	3.2
		2	4	0	2	2	6	
F) Staff feels part of an effective team.	10	40.0%	50.0%	0.0%	0.0%	10.0%	90.0%	4.1
		4	5	0	0	1	9	

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	90	38.9%	43.3%	3.3%	2.2%	12.2%	82.2%	3.9
		35	39	3	2	11	74	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	10	60.0%	30.0%	0.0%	0.0%	10.0%	90.0%	4.3
		6	3	0	0	1	9	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	10	30.0%	50.0%	0.0%	10.0%	10.0%	80.0%	3.8
		3	5	0	1	1	8	
C) The school offers families opportunities to be involved in school and classroom activities.	10	50.0%	40.0%	0.0%	0.0%	10.0%	90.0%	4.2
		5	4	0	0	1	9	
D) The school keeps families well-informed about school activities.	10	40.0%	40.0%	0.0%	10.0%	10.0%	80.0%	3.9
		4	4	0	1	1	8	
E) The staff at our school listens to family concerns about issues.	10	40.0%	40.0%	10.0%	0.0%	10.0%	80.0%	4.0
		4	4	1	0	1	8	
F) The staff at school are helpful and welcoming when families come to school or call.	10	40.0%	40.0%	10.0%	0.0%	10.0%	80.0%	4.0
		4	4	1	0	1	8	
G) The school and families are partners in promoting positive behavior for my student.	10	40.0%	50.0%	0.0%	0.0%	10.0%	90.0%	4.1
		4	5	0	0	1	9	
H) Families who speak a language other than English receive general information about our school in their home language.	10	20.0%	60.0%	0.0%	0.0%	20.0%	80.0%	3.6
		2	6	0	0	2	8	
I) Staff receive information about upcoming events and important information about the school.	10	30.0%	40.0%	10.0%	0.0%	20.0%	70.0%	3.6
		3	4	1	0	2	7	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	70	17.1%	42.9%	14.3%	4.3%	21.4%	60.0%	3.3
		12	30	10	3	15	42	
A) School seeks input when making important decisions.	10	10.0%	60.0%	0.0%	10.0%	20.0%	70.0%	3.3
		1	6	0	1	2	7	
B) Important school decisions reflect diverse input.	10	10.0%	50.0%	10.0%	10.0%	20.0%	60.0%	3.2
		1	5	1	1	2	6	
C) The principal and staff listen to concerns of other staff members about issues.	10	20.0%	50.0%	10.0%	0.0%	20.0%	70.0%	3.5
		2	5	1	0	2	7	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	10	30.0%	50.0%	0.0%	0.0%	20.0%	80.0%	3.7
		3	5	0	0	2	8	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	10	20.0%	40.0%	20.0%	10.0%	10.0%	60.0%	3.5
		2	4	2	1	1	6	
F) Our school uses data from this survey to inform site decision making.	10	10.0%	20.0%	40.0%	0.0%	30.0%	30.0%	2.8
		1	2	4	0	3	3	
G) Staff voice matters in decision making.	10	20.0%	30.0%	20.0%	0.0%	30.0%	50.0%	3.1
		2	3	2	0	3	5	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	68	25.0%	42.6%	7.4%	0.0%	25.0%	67.6%	3.4
		17	29	5	0	17	46	
A) Concerns about student safety are taken seriously.	10	20.0%	40.0%	10.0%	0.0%	30.0%	60.0%	3.2
		2	4	1	0	3	6	
B) Concerns about student safety are addressed in a timely manner at my school.	10	30.0%	30.0%	10.0%	0.0%	30.0%	60.0%	3.3
		3	3	1	0	3	6	
C) My school is a safe place for all students.	10	40.0%	30.0%	0.0%	0.0%	30.0%	70.0%	3.5
		4	3	0	0	3	7	
D) My school is a safe place for all staff.	10	30.0%	40.0%	0.0%	0.0%	30.0%	70.0%	3.4
		3	4	0	0	3	7	
E) Students know what staff member to go to if they have a safety concern.	9	22.2%	66.7%	0.0%	0.0%	11.1%	88.9%	3.9
		2	6	0	0	1	8	
F) Students know school safety protocols.	9	11.1%	55.6%	11.1%	0.0%	22.2%	66.7%	3.3
		1	5	1	0	2	6	
G) I feel safe sharing different viewpoints and perspectives at my school.	10	20.0%	40.0%	20.0%	0.0%	20.0%	60.0%	3.4
		2	4	2	0	2	6	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	76	27.6% 21	47.4% 36	5.3% 4	1.3% 1	18.4% 14	75.0% 57	3.6
A) School staff respects student diversity.	10	40.0% 4	40.0% 4	0.0% 0	0.0% 0	20.0% 2	80.0% 8	3.8
B) Adults at my school treat students respectfully.	10	30.0% 3	50.0% 5	0.0% 0	0.0% 0	20.0% 2	80.0% 8	3.7
C) Students are respectful to each other at school.	10	30.0% 3	50.0% 5	0.0% 0	0.0% 0	20.0% 2	80.0% 8	3.7
D) Students have opportunities to socialize with other students often at school.	9	33.3% 3	44.4% 4	0.0% 0	11.1% 1	11.1% 1	77.8% 7	3.8
E) Students have an adult on campus they trust.	9	33.3% 3	55.6% 5	0.0% 0	0.0% 0	11.1% 1	88.9% 8	4.0
F) Students trust other students at school.	9	22.2% 2	33.3% 3	22.2% 2	0.0% 0	22.2% 2	55.6% 5	3.3
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	9	22.2% 2	55.6% 5	11.1% 1	0.0% 0	11.1% 1	77.8% 7	3.8
H) School staff reflects student diversity.	10	10.0% 1	50.0% 5	10.0% 1	0.0% 0	30.0% 3	60.0% 6	3.1

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	81	24.7% 20	53.1% 43	9.9% 8	0.0% 0	12.3% 10	77.8% 63	3.8
A) Families and students understand how assignments and tests are graded.	9	0.0% 0	66.7% 6	22.2% 2	0.0% 0	11.1% 1	66.7% 6	3.4
B) Questions and concerns about schoolwork are addressed.	9	11.1% 1	77.8% 7	0.0% 0	0.0% 0	11.1% 1	88.9% 8	3.8
C) Student grades reflect their knowledge of the material.	9	0.0% 0	55.6% 5	33.3% 3	0.0% 0	11.1% 1	55.6% 5	3.3
D) Adults at my school believe all students can be successful.	9	33.3% 3	44.4% 4	11.1% 1	0.0% 0	11.1% 1	77.8% 7	3.9
E) Students feel comfortable and unjudged to ask their teacher for help.	9	33.3% 3	55.6% 5	0.0% 0	0.0% 0	11.1% 1	88.9% 8	4.0
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	9	33.3% 3	55.6% 5	0.0% 0	0.0% 0	11.1% 1	88.9% 8	4.0
G) Teachers at my school go out of their way to help all students.	9	33.3% 3	44.4% 4	0.0% 0	0.0% 0	22.2% 2	77.8% 7	3.7
H) Students receive timely and regular feedback on their learning.	9	33.3% 3	44.4% 4	11.1% 1	0.0% 0	11.1% 1	77.8% 7	3.9
I) Staff at my school provides resources or ideas that help families support their students at home.	9	44.4% 4	33.3% 3	11.1% 1	0.0% 0	11.1% 1	77.8% 7	4.0

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	37	13.5%	56.8%	5.4%	2.7%	21.6%	70.3%	3.4
		5	21	2	1	8	26	
A) Students are challenged academically at school.	9	11.1%	66.7%	0.0%	0.0%	22.2%	77.8%	3.4
		1	6	0	0	2	7	
B) School recognizes and celebrates the academic success of all students.	9	11.1%	55.6%	11.1%	0.0%	22.2%	66.7%	3.3
		1	5	1	0	2	6	
C) Adults on campus motivate students to do their best.	10	20.0%	60.0%	0.0%	0.0%	20.0%	80.0%	3.6
		2	6	0	0	2	8	
D) School provides additional academic support when students are struggling.	9	11.1%	44.4%	11.1%	11.1%	22.2%	55.6%	3.1
		1	4	1	1	2	5	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	45	28.9%	51.1%	8.9%	0.0%	11.1%	80.0%	3.9
		13	23	4	0	5	36	
A) Students are interested in what they are learning.	9	33.3%	55.6%	0.0%	0.0%	11.1%	88.9%	4.0
		3	5	0	0	1	8	
B) Students have access to classes and activities that meet their interests and talents.	9	44.4%	44.4%	0.0%	0.0%	11.1%	88.9%	4.1
		4	4	0	0	1	8	
C) Students understand how to complete their schoolwork.	9	22.2%	44.4%	22.2%	0.0%	11.1%	66.7%	3.7
		2	4	2	0	1	6	
D) Students complete assignments on time.	9	11.1%	55.6%	22.2%	0.0%	11.1%	66.7%	3.6
		1	5	2	0	1	6	
E) Students are motivated to do their schoolwork.	9	33.3%	55.6%	0.0%	0.0%	11.1%	88.9%	4.0
		3	5	0	0	1	8	

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	66	10.6%	37.9%	31.8%	1.5%	18.2%	48.5%	3.2
		7	25	21	1	12	32	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	8	0.0%	37.5%	50.0%	0.0%	12.5%	37.5%	3.1
		0	3	4	0	1	3	
B) Students and families know what classes they will have to take and pass to graduate from high school.	8	0.0%	37.5%	37.5%	0.0%	25.0%	37.5%	2.9
		0	3	3	0	2	3	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	8	0.0%	37.5%	37.5%	12.5%	12.5%	37.5%	3.0
		0	3	3	1	1	3	
D) School offers college and career programs.	8	12.5%	25.0%	37.5%	0.0%	25.0%	37.5%	3.0
		1	2	3	0	2	3	
E) Students participate in programs to learn about different jobs, careers, and colleges.	8	12.5%	37.5%	37.5%	0.0%	12.5%	50.0%	3.4
		1	3	3	0	1	4	
F) Students are prepared for the next step of their educational experience.	8	0.0%	62.5%	25.0%	0.0%	12.5%	62.5%	3.4
		0	5	2	0	1	5	
G) Staff are optimistic about the future of their career in San Juan Unified.	9	33.3%	22.2%	22.2%	0.0%	22.2%	55.6%	3.4
		3	2	2	0	2	5	
H) There are equitable opportunities for advancement in the district.	9	22.2%	44.4%	11.1%	0.0%	22.2%	66.7%	3.4
		2	4	1	0	2	6	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	20	40.0%	35.0%	10.0%	0.0%	15.0%	75.0%	3.9
		8	7	2	0	3	15	
A) I would recommend my school to other families.	10	40.0%	30.0%	10.0%	0.0%	20.0%	70.0%	3.7
		4	3	1	0	2	7	
B) San Juan Unified School District is a district that I would recommend to other families.	10	40.0%	40.0%	10.0%	0.0%	10.0%	80.0%	4.0
		4	4	1	0	1	8	