



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

Group Size N: 154

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	923	39.3%	42.7%	10.2%	5.5%	2.3%	82.0%	4.1
		363	394	94	51	21	757	
A) School has a climate that is caring.	153	36.6%	52.3%	7.2%	3.3%	0.7%	88.9%	4.2
		56	80	11	5	1	136	
B) There are students and staff on campus who listen to students when they have something to say.	154	46.1%	44.2%	7.1%	1.3%	1.3%	90.3%	4.3
		71	68	11	2	2	139	
C) There is an adult from the school who checks on how students are doing.	154	55.8%	39.0%	4.5%	0.0%	0.6%	94.8%	4.5
		86	60	7	0	1	146	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	154	29.2%	39.0%	15.6%	13.0%	3.2%	68.2%	3.8
		45	60	24	20	5	105	
E) Staff feels supported to do their job well in meeting the needs of all students.	154	31.2%	45.5%	11.0%	7.8%	4.5%	76.6%	3.9
		48	70	17	12	7	118	
F) Staff feels part of an effective team.	154	37.0%	36.4%	15.6%	7.8%	3.2%	73.4%	4.0
		57	56	24	12	5	113	

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	1383	38.6%	41.9%	14.0%	4.5%	1.0%	80.5%	4.1
		534	580	193	62	14	1114	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	154	54.5%	38.3%	6.5%	0.6%	0.0%	92.9%	4.5
		84	59	10	1	0	143	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	154	35.1%	35.7%	21.4%	7.1%	0.6%	70.8%	4.0
		54	55	33	11	1	109	
C) The school offers families opportunities to be involved in school and classroom activities.	154	22.1%	40.3%	26.0%	9.7%	1.9%	62.3%	3.7
		34	62	40	15	3	96	
D) The school keeps families well-informed about school activities.	154	42.9%	40.3%	10.4%	6.5%	0.0%	83.1%	4.2
		66	62	16	10	0	128	
E) The staff at our school listens to family concerns about issues.	153	35.9%	48.4%	12.4%	3.3%	0.0%	84.3%	4.2
		55	74	19	5	0	129	
F) The staff at school are helpful and welcoming when families come to school or call.	154	43.5%	49.4%	6.5%	0.6%	0.0%	92.9%	4.4
		67	76	10	1	0	143	
G) The school and families are partners in promoting positive behavior for my student.	154	27.9%	44.2%	18.8%	7.1%	1.9%	72.1%	3.9
		43	68	29	11	3	111	
H) Families who speak a language other than English receive general information about our school in their home language.	154	37.0%	39.6%	16.9%	3.2%	3.2%	76.6%	4.0
		57	61	26	5	5	118	
I) Staff receive information about upcoming events and important information about the school.	152	48.7%	41.4%	6.6%	2.0%	1.3%	90.1%	4.3
		74	63	10	3	2	137	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1077	35.7%	41.3%	14.6%	5.8%	2.6%	77.0%	4.0
		384	445	157	63	28	829	
A) School seeks input when making important decisions.	154	31.2%	51.9%	12.3%	2.6%	1.9%	83.1%	4.1
		48	80	19	4	3	128	
B) Important school decisions reflect diverse input.	154	26.6%	47.4%	18.2%	6.5%	1.3%	74.0%	3.9
		41	73	28	10	2	114	
C) The principal and staff listen to concerns of other staff members about issues.	153	42.5%	37.3%	11.1%	7.2%	2.0%	79.7%	4.1
		65	57	17	11	3	122	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	154	41.6%	38.3%	11.0%	7.1%	1.9%	79.9%	4.1
		64	59	17	11	3	123	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	154	49.4%	38.3%	5.8%	3.9%	2.6%	87.7%	4.3
		76	59	9	6	4	135	
F) Our school uses data from this survey to inform site decision making.	154	31.8%	38.3%	22.1%	4.5%	3.2%	70.1%	3.9
		49	59	34	7	5	108	
G) Staff voice matters in decision making.	154	26.6%	37.7%	21.4%	9.1%	5.2%	64.3%	3.7
		41	58	33	14	8	99	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1075	30.8%	44.7%	16.4%	6.5%	1.7%	75.4%	4.0
		331	480	176	70	18	811	
A) Concerns about student safety are taken seriously.	154	42.9%	37.7%	11.0%	7.1%	1.3%	80.5%	4.1
		66	58	17	11	2	124	
B) Concerns about student safety are addressed in a timely manner at my school.	153	38.6%	38.6%	14.4%	7.2%	1.3%	77.1%	4.1
		59	59	22	11	2	118	
C) My school is a safe place for all students.	153	24.2%	42.5%	23.5%	7.8%	2.0%	66.7%	3.8
		37	65	36	12	3	102	
D) My school is a safe place for all staff.	154	27.3%	46.8%	18.8%	5.2%	1.9%	74.0%	3.9
		42	72	29	8	3	114	
E) Students know what staff member to go to if they have a safety concern.	153	32.0%	53.6%	9.8%	4.6%	0.0%	85.6%	4.1
		49	82	15	7	0	131	
F) Students know school safety protocols.	154	22.1%	54.5%	18.8%	3.2%	1.3%	76.6%	3.9
		34	84	29	5	2	118	
G) I feel safe sharing different viewpoints and perspectives at my school.	154	28.6%	39.0%	18.2%	10.4%	3.9%	67.5%	3.8
		44	60	28	16	6	104	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1231	25.3%	45.7%	19.2%	8.7%	1.1%	71.0%	3.9
	312	562	236	107	14		874	
A) School staff respects student diversity.	154	39.0%	44.8%	11.7%	4.5%	0.0%	83.8%	4.2
	60	69	18	7	0		129	
B) Adults at my school treat students respectfully.	154	33.1%	49.4%	13.6%	3.9%	0.0%	82.5%	4.1
	51	76	21	6	0		127	
C) Students are respectful to each other at school.	154	7.8%	26.6%	39.0%	23.4%	3.2%	34.4%	3.1
	12	41	60	36	5		53	
D) Students have opportunities to socialize with other students often at school.	154	33.8%	56.5%	8.4%	1.3%	0.0%	90.3%	4.2
	52	87	13	2	0		139	
E) Students have an adult on campus they trust.	154	32.5%	61.0%	6.5%	0.0%	0.0%	93.5%	4.3
	50	94	10	0	0		144	
F) Students trust other students at school.	154	13.0%	44.8%	31.8%	9.7%	0.6%	57.8%	3.6
	20	69	49	15	1		89	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	153	22.2%	45.1%	22.2%	9.2%	1.3%	67.3%	3.8
	34	69	34	14	2		103	
H) School staff reflects student diversity.	154	21.4%	37.0%	20.1%	17.5%	3.9%	58.4%	3.5
	33	57	31	27	6		90	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1365	34.3%	46.7%	14.7%	3.7%	0.7%	81.0%	4.1
	468	638	200	50	9		1106	
A) Families and students understand how assignments and tests are graded.	151	19.2%	45.7%	25.2%	7.3%	2.6%	64.9%	3.7
	29	69	38	11	4		98	
B) Questions and concerns about schoolwork are addressed.	151	30.5%	53.0%	13.2%	2.0%	1.3%	83.4%	4.1
	46	80	20	3	2		126	
C) Student grades reflect their knowledge of the material.	151	24.5%	53.0%	17.9%	4.6%	0.0%	77.5%	4.0
	37	80	27	7	0		117	
D) Adults at my school believe all students can be successful.	153	35.9%	43.8%	13.7%	6.5%	0.0%	79.7%	4.1
	55	67	21	10	0		122	
E) Students feel comfortable and unjudged to ask their teacher for help.	152	44.1%	47.4%	7.2%	1.3%	0.0%	91.4%	4.3
	67	72	11	2	0		139	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	152	43.4%	46.7%	9.9%	0.0%	0.0%	90.1%	4.3
	66	71	15	0	0		137	
G) Teachers at my school go out of their way to help all students.	152	38.2%	39.5%	15.8%	4.6%	2.0%	77.6%	4.1
	58	60	24	7	3		118	
H) Students receive timely and regular feedback on their learning.	151	41.7%	46.4%	11.3%	0.7%	0.0%	88.1%	4.3
	63	70	17	1	0		133	
I) Staff at my school provides resources or ideas that help families support their students at home.	152	30.9%	45.4%	17.8%	5.9%	0.0%	76.3%	4.0
	47	69	27	9	0		116	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	615	35.8% 220	45.9% 282	12.4% 76	5.0% 31	1.0% 6	81.6% 502	4.1
A) Students are challenged academically at school.	153	30.1% 46	47.1% 72	16.3% 25	3.9% 6	2.6% 4	77.1% 118	4.0
B) School recognizes and celebrates the academic success of all students.	154	36.4% 56	48.7% 75	10.4% 16	4.5% 7	0.0% 0	85.1% 131	4.2
C) Adults on campus motivate students to do their best.	154	38.3% 59	47.4% 73	11.0% 17	3.2% 5	0.0% 0	85.7% 132	4.2
D) School provides additional academic support when students are struggling.	154	38.3% 59	40.3% 62	11.7% 18	8.4% 13	1.3% 2	78.6% 121	4.1
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	765	11.0% 84	48.5% 371	29.5% 226	8.4% 64	2.6% 20	59.5% 455	3.6
A) Students are interested in what they are learning.	153	9.2% 14	47.1% 72	34.0% 52	8.5% 13	1.3% 2	56.2% 86	3.5
B) Students have access to classes and activities that meet their interests and talents.	153	13.7% 21	51.6% 79	24.2% 37	7.2% 11	3.3% 5	65.4% 100	3.7
C) Students understand how to complete their schoolwork.	153	16.3% 25	54.2% 83	22.9% 35	4.6% 7	2.0% 3	70.6% 108	3.8
D) Students complete assignments on time.	153	7.2% 11	47.7% 73	32.0% 49	10.5% 16	2.6% 4	54.9% 84	3.5
E) Students are motivated to do their schoolwork.	153	8.5% 13	41.8% 64	34.6% 53	11.1% 17	3.9% 6	50.3% 77	3.4

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	1211	18.2%	37.2%	32.1%	9.2%	3.3%	55.4%	3.6
		221	450	389	111	40	671	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	150	22.0%	47.3%	28.0%	2.0%	0.7%	69.3%	3.9
		33	71	42	3	1	104	
B) Students and families know what classes they will have to take and pass to graduate from high school.	152	13.8%	31.6%	40.8%	10.5%	3.3%	45.4%	3.4
		21	48	62	16	5	69	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	151	12.6%	39.1%	41.7%	5.3%	1.3%	51.7%	3.6
		19	59	63	8	2	78	
D) School offers college and career programs.	150	16.0%	23.3%	41.3%	15.3%	4.0%	39.3%	3.3
		24	35	62	23	6	59	
E) Students participate in programs to learn about different jobs, careers, and colleges.	151	14.6%	33.1%	34.4%	13.9%	4.0%	47.7%	3.4
		22	50	52	21	6	72	
F) Students are prepared for the next step of their educational experience.	152	11.8%	44.1%	30.9%	9.2%	3.9%	55.9%	3.5
		18	67	47	14	6	85	
G) Staff are optimistic about the future of their career in San Juan Unified.	153	32.0%	37.9%	18.3%	8.5%	3.3%	69.9%	3.9
		49	58	28	13	5	107	
H) There are equitable opportunities for advancement in the district.	152	23.0%	40.8%	21.7%	8.6%	5.9%	63.8%	3.7
		35	62	33	13	9	97	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	308	32.5%	46.1%	14.6%	5.2%	1.6%	78.6%	4.0
		100	142	45	16	5	242	
A) I would recommend my school to other families.	154	31.2%	44.8%	17.5%	5.2%	1.3%	76.0%	4.0
		48	69	27	8	2	117	
B) San Juan Unified School District is a district that I would recommend to other families.	154	33.8%	47.4%	11.7%	5.2%	1.9%	81.2%	4.1
		52	73	18	8	3	125	