



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

Group Size N: 663

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	3969	47.1%	37.3%	9.9%	4.5%	1.2%	84.4%	4.2
		1868	1482	392	180	47	3350	
A) School has a climate that is caring.	661	50.1%	38.4%	8.8%	2.0%	0.8%	88.5%	4.4
		331	254	58	13	5	585	
B) There are students and staff on campus who listen to students when they have something to say.	662	52.0%	41.2%	5.6%	0.9%	0.3%	93.2%	4.4
		344	273	37	6	2	617	
C) There is an adult from the school who checks on how students are doing.	660	70.6%	27.6%	1.7%	0.2%	0.0%	98.2%	4.7
		466	182	11	1	0	648	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	662	29.0%	40.2%	17.1%	11.8%	2.0%	69.2%	3.8
		192	266	113	78	13	458	
E) Staff feels supported to do their job well in meeting the needs of all students.	662	35.0%	40.0%	14.8%	8.0%	2.1%	75.1%	4.0
		232	265	98	53	14	497	
F) Staff feels part of an effective team.	662	45.8%	36.6%	11.3%	4.4%	2.0%	82.3%	4.2
		303	242	75	29	13	545	

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	5941	48.5%	38.7%	9.8%	2.4%	0.6%	87.3%	4.3
		2883	2301	583	140	34	5184	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	658	61.2%	31.3%	7.0%	0.2%	0.3%	92.6%	4.5
		403	206	46	1	2	609	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	660	38.5%	42.7%	14.5%	3.6%	0.6%	81.2%	4.1
		254	282	96	24	4	536	
C) The school offers families opportunities to be involved in school and classroom activities.	663	49.2%	37.3%	10.3%	2.9%	0.5%	86.4%	4.3
		326	247	68	19	3	573	
D) The school keeps families well-informed about school activities.	662	59.7%	34.4%	4.2%	1.2%	0.5%	94.1%	4.5
		395	228	28	8	3	623	
E) The staff at our school listens to family concerns about issues.	659	48.1%	41.7%	8.6%	0.9%	0.6%	89.8%	4.4
		317	275	57	6	4	592	
F) The staff at school are helpful and welcoming when families come to school or call.	660	55.2%	35.9%	7.7%	0.8%	0.5%	91.1%	4.4
		364	237	51	5	3	601	
G) The school and families are partners in promoting positive behavior for my student.	657	36.8%	41.7%	15.1%	5.0%	1.4%	78.5%	4.1
		242	274	99	33	9	516	
H) Families who speak a language other than English receive general information about our school in their home language.	660	34.1%	44.7%	16.1%	4.7%	0.5%	78.8%	4.1
		225	295	106	31	3	520	
I) Staff receive information about upcoming events and important information about the school.	662	53.9%	38.8%	4.8%	2.0%	0.5%	92.7%	4.4
		357	257	32	13	3	614	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	4626	43.4%	36.9%	13.9%	3.9%	1.8%	80.3%	4.2
	2007	2007	1708	645	182	84	3715	
A) School seeks input when making important decisions.	662	43.7%	40.9%	10.0%	4.1%	1.4%	84.6%	4.2
	289	289	271	66	27	9	560	
B) Important school decisions reflect diverse input.	661	37.1%	39.0%	16.6%	5.7%	1.5%	76.1%	4.0
	245	245	258	110	38	10	503	
C) The principal and staff listen to concerns of other staff members about issues.	662	45.5%	37.0%	11.0%	4.7%	1.8%	82.5%	4.2
	301	301	245	73	31	12	546	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	662	49.5%	35.8%	10.0%	3.3%	1.4%	85.3%	4.3
	328	328	237	66	22	9	565	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	660	52.4%	33.0%	11.1%	2.0%	1.5%	85.5%	4.3
	346	346	218	73	13	10	564	
F) Our school uses data from this survey to inform site decision making.	659	41.1%	33.7%	20.3%	2.9%	2.0%	74.8%	4.1
	271	271	222	134	19	13	493	
G) Staff voice matters in decision making.	660	34.4%	38.9%	18.6%	4.8%	3.2%	73.3%	4.0
	227	227	257	123	32	21	484	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	4613	38.7%	40.6%	13.4%	5.4%	1.9%	79.2%	4.1
	1783	1783	1872	619	250	89	3655	
A) Concerns about student safety are taken seriously.	661	43.1%	38.1%	11.8%	4.8%	2.1%	81.2%	4.2
	285	285	252	78	32	14	537	
B) Concerns about student safety are addressed in a timely manner at my school.	655	40.8%	37.4%	13.7%	5.6%	2.4%	78.2%	4.1
	267	267	245	90	37	16	512	
C) My school is a safe place for all students.	660	36.5%	38.8%	15.0%	7.9%	1.8%	75.3%	4.0
	241	241	256	99	52	12	497	
D) My school is a safe place for all staff.	661	38.3%	37.7%	13.0%	8.9%	2.1%	75.9%	4.0
	253	253	249	86	59	14	502	
E) Students know what staff member to go to if they have a safety concern.	657	40.6%	47.5%	9.9%	1.5%	0.5%	88.1%	4.3
	267	267	312	65	10	3	579	
F) Students know school safety protocols.	659	36.1%	48.6%	13.1%	1.7%	0.6%	84.7%	4.2
	238	238	320	86	11	4	558	
G) I feel safe sharing different viewpoints and perspectives at my school.	660	35.2%	36.1%	17.4%	7.4%	3.9%	71.2%	3.9
	232	232	238	115	49	26	470	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	5274	33.0% 1741	45.6% 2405	15.5% 815	5.0% 266	0.9% 47	78.6% 4146	4.0
A) School staff respects student diversity.	656	46.5% 305	42.2% 277	8.8% 58	2.0% 13	0.5% 3	88.7% 582	4.3
B) Adults at my school treat students respectfully.	660	44.4% 293	44.5% 294	9.8% 65	0.9% 6	0.3% 2	88.9% 587	4.3
C) Students are respectful to each other at school.	661	14.5% 96	47.2% 312	24.7% 163	12.4% 82	1.2% 8	61.7% 408	3.6
D) Students have opportunities to socialize with other students often at school.	661	42.7% 282	51.3% 339	5.3% 35	0.5% 3	0.3% 2	93.9% 621	4.4
E) Students have an adult on campus they trust.	659	48.0% 316	47.0% 310	4.7% 31	0.2% 1	0.2% 1	95.0% 626	4.4
F) Students trust other students at school.	660	23.0% 152	51.7% 341	20.8% 137	4.2% 28	0.3% 2	74.7% 493	3.9
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	659	25.0% 165	45.4% 299	24.0% 158	4.9% 32	0.8% 5	70.4% 464	3.9
H) School staff reflects student diversity.	658	20.1% 132	35.4% 233	25.5% 168	15.3% 101	3.6% 24	55.5% 365	3.5

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	5907	41.6% 2458	45.8% 2707	11.0% 650	1.3% 74	0.3% 18	87.4% 5165	4.3
A) Families and students understand how assignments and tests are graded.	655	21.4% 140	50.4% 330	22.7% 149	4.9% 32	0.6% 4	71.8% 470	3.9
B) Questions and concerns about schoolwork are addressed.	656	38.1% 250	48.6% 319	12.8% 84	0.2% 1	0.3% 2	86.7% 569	4.2
C) Student grades reflect their knowledge of the material.	654	34.7% 227	48.2% 315	15.6% 102	1.4% 9	0.2% 1	82.9% 542	4.2
D) Adults at my school believe all students can be successful.	654	42.4% 277	45.7% 299	8.9% 58	2.4% 16	0.6% 4	88.1% 576	4.3
E) Students feel comfortable and unjudged to ask their teacher for help.	659	51.9% 342	44.0% 290	3.6% 24	0.3% 2	0.2% 1	95.9% 632	4.5
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	658	53.8% 354	39.8% 262	6.1% 40	0.0% 0	0.3% 2	93.6% 616	4.5
G) Teachers at my school go out of their way to help all students.	659	47.6% 314	41.7% 275	9.1% 60	1.2% 8	0.3% 2	89.4% 589	4.4
H) Students receive timely and regular feedback on their learning.	655	44.9% 294	48.1% 315	6.7% 44	0.2% 1	0.2% 1	93.0% 609	4.4
I) Staff at my school provides resources or ideas that help families support their students at home.	657	39.6% 260	46.0% 302	13.5% 89	0.8% 5	0.2% 1	85.5% 562	4.2

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	2641	41.8% 1103	44.8% 1183	10.7% 283	2.2% 59	0.5% 13	86.6% 2286	4.3
A) Students are challenged academically at school.	660	35.8% 236	48.6% 321	12.3% 81	3.0% 20	0.3% 2	84.4% 557	4.2
B) School recognizes and celebrates the academic success of all students.	661	42.7% 282	41.5% 274	12.3% 81	2.6% 17	1.1% 7	84.1% 556	4.2
C) Adults on campus motivate students to do their best.	660	44.1% 291	47.7% 315	7.3% 48	0.8% 5	0.2% 1	91.8% 606	4.3
D) School provides additional academic support when students are struggling.	660	44.5% 294	41.4% 273	11.1% 73	2.6% 17	0.5% 3	85.9% 567	4.3
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	3281	24.4% 801	50.9% 1670	20.6% 677	3.4% 112	0.6% 21	75.3% 2471	4.0
A) Students are interested in what they are learning.	656	23.9% 157	57.6% 378	15.7% 103	2.1% 14	0.6% 4	81.6% 535	4.0
B) Students have access to classes and activities that meet their interests and talents.	656	26.1% 171	47.4% 311	21.5% 141	4.6% 30	0.5% 3	73.5% 482	3.9
C) Students understand how to complete their schoolwork.	657	29.7% 195	53.7% 353	15.2% 100	1.2% 8	0.2% 1	83.4% 548	4.1
D) Students complete assignments on time.	656	20.4% 134	47.6% 312	25.8% 169	5.6% 37	0.6% 4	68.0% 446	3.8
E) Students are motivated to do their schoolwork.	656	22.0% 144	48.2% 316	25.0% 164	3.5% 23	1.4% 9	70.1% 460	3.9

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	4994	12.9%	23.4%	54.1%	6.3%	3.4%	36.3%	3.4
		645	1167	2701	313	168	1812	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	618	9.1%	19.4%	66.7%	2.3%	2.6%	28.5%	3.3
		56	120	412	14	16	176	
B) Students and families know what classes they will have to take and pass to graduate from high school.	619	6.5%	10.5%	73.2%	6.5%	3.4%	17.0%	3.1
		40	65	453	40	21	105	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	620	11.0%	19.8%	64.7%	2.9%	1.6%	30.8%	3.4
		68	123	401	18	10	191	
D) School offers college and career programs.	617	5.8%	6.5%	69.5%	11.7%	6.5%	12.3%	2.9
		36	40	429	72	40	76	
E) Students participate in programs to learn about different jobs, careers, and colleges.	616	7.3%	13.1%	65.1%	8.6%	5.8%	20.5%	3.1
		45	81	401	53	36	126	
F) Students are prepared for the next step of their educational experience.	632	18.4%	36.6%	39.1%	4.3%	1.7%	54.9%	3.7
		116	231	247	27	11	347	
G) Staff are optimistic about the future of their career in San Juan Unified.	638	27.4%	40.9%	22.4%	6.4%	2.8%	68.3%	3.8
		175	261	143	41	18	436	
H) There are equitable opportunities for advancement in the district.	634	17.2%	38.8%	33.9%	7.6%	2.5%	56.0%	3.6
		109	246	215	48	16	355	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1311	42.7%	38.1%	14.4%	3.7%	1.1%	80.8%	4.2
		560	499	189	49	14	1059	
A) I would recommend my school to other families.	656	46.6%	33.2%	13.7%	4.7%	1.7%	79.9%	4.2
		306	218	90	31	11	524	
B) San Juan Unified School District is a district that I would recommend to other families.	655	38.8%	42.9%	15.1%	2.7%	0.5%	81.7%	4.2
		254	281	99	18	3	535	