



Spring 2025

Staff Climate Survey Results - 40% to 60.99% Free/Reduced Meal Eligibility

Group Size N: 433

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	2594	39.1%	43.8%	10.9%	5.1%	1.2%	82.8%	4.1
		1013	1135	284	132	30	2148	
A) School has a climate that is caring.	432	38.2%	50.5%	9.0%	1.6%	0.7%	88.7%	4.2
		165	218	39	7	3	383	
B) There are students and staff on campus who listen to students when they have something to say.	432	44.0%	48.6%	6.3%	1.2%	0.0%	92.6%	4.4
		190	210	27	5	0	400	
C) There is an adult from the school who checks on how students are doing.	433	61.0%	35.6%	3.2%	0.2%	0.0%	96.5%	4.6
		264	154	14	1	0	418	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	433	21.5%	43.9%	19.9%	12.9%	1.8%	65.4%	3.7
		93	190	86	56	8	283	
E) Staff feels supported to do their job well in meeting the needs of all students.	432	29.9%	44.2%	15.3%	8.6%	2.1%	74.1%	3.9
		129	191	66	37	9	320	
F) Staff feels part of an effective team.	432	39.8%	39.8%	12.0%	6.0%	2.3%	79.6%	4.1
		172	172	52	26	10	344	

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	3878	42.0%	43.0%	11.7%	2.8%	0.6%	85.0%	4.2
		1630	1666	453	107	22	3296	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	430	61.2%	32.1%	6.5%	0.2%	0.0%	93.3%	4.5
		263	138	28	1	0	401	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	430	31.4%	44.4%	18.1%	5.3%	0.7%	75.8%	4.0
		135	191	78	23	3	326	
C) The school offers families opportunities to be involved in school and classroom activities.	432	41.7%	41.2%	13.7%	3.2%	0.2%	82.9%	4.2
		180	178	59	14	1	358	
D) The school keeps families well-informed about school activities.	431	53.4%	38.5%	6.0%	1.9%	0.2%	91.9%	4.4
		230	166	26	8	1	396	
E) The staff at our school listens to family concerns about issues.	432	40.0%	47.9%	9.7%	1.9%	0.5%	88.0%	4.3
		173	207	42	8	2	380	
F) The staff at school are helpful and welcoming when families come to school or call.	433	45.7%	46.0%	7.6%	0.5%	0.2%	91.7%	4.4
		198	199	33	2	1	397	
G) The school and families are partners in promoting positive behavior for my student.	431	30.4%	47.8%	16.0%	4.4%	1.4%	78.2%	4.0
		131	206	69	19	6	337	
H) Families who speak a language other than English receive general information about our school in their home language.	430	25.6%	44.9%	22.6%	5.6%	1.4%	70.5%	3.9
		110	193	97	24	6	303	
I) Staff receive information about upcoming events and important information about the school.	429	49.0%	43.8%	4.9%	1.9%	0.5%	92.8%	4.4
		210	188	21	8	2	398	

<b>School Decision Making</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	3017	37.0%	39.1%	16.8%	5.2%	1.9%	76.0%	4.0
		1115	1179	507	158	58	2294	
A) School seeks input when making important decisions.	431	36.9%	43.4%	12.5%	5.6%	1.6%	80.3%	4.1
		159	187	54	24	7	346	
B) Important school decisions reflect diverse input.	432	29.2%	43.1%	17.1%	9.0%	1.6%	72.2%	3.9
		126	186	74	39	7	312	
C) The principal and staff listen to concerns of other staff members about issues.	432	42.6%	38.2%	10.9%	6.0%	2.3%	80.8%	4.1
		184	165	47	26	10	349	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	432	43.3%	37.5%	13.9%	4.4%	0.9%	80.8%	4.2
		187	162	60	19	4	349	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	430	47.7%	34.7%	13.7%	2.6%	1.4%	82.3%	4.2
		205	149	59	11	6	354	
F) Our school uses data from this survey to inform site decision making.	429	32.6%	35.4%	26.3%	3.5%	2.1%	68.1%	3.9
		140	152	113	15	9	292	
G) Staff voice matters in decision making.	431	26.5%	41.3%	23.2%	5.6%	3.5%	67.7%	3.8
		114	178	100	24	15	292	

  

<b>Safety</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	3010	31.5%	45.3%	15.4%	6.0%	1.8%	76.8%	4.0
		948	1363	465	180	54	2311	
A) Concerns about student safety are taken seriously.	431	38.3%	42.7%	10.4%	6.7%	1.9%	81.0%	4.1
		165	184	45	29	8	349	
B) Concerns about student safety are addressed in a timely manner at my school.	427	36.3%	39.1%	15.5%	7.0%	2.1%	75.4%	4.0
		155	167	66	30	9	322	
C) My school is a safe place for all students.	430	27.7%	46.7%	15.6%	8.4%	1.6%	74.4%	3.9
		119	201	67	36	7	320	
D) My school is a safe place for all staff.	432	29.6%	47.0%	14.4%	7.2%	1.9%	76.6%	4.0
		128	203	62	31	8	331	
E) Students know what staff member to go to if they have a safety concern.	429	35.4%	49.4%	12.1%	2.8%	0.2%	84.8%	4.2
		152	212	52	12	1	364	
F) Students know school safety protocols.	430	24.0%	53.3%	18.6%	3.7%	0.5%	77.2%	4.0
		103	229	80	16	2	332	
G) I feel safe sharing different viewpoints and perspectives at my school.	431	29.2%	38.7%	21.6%	6.0%	4.4%	68.0%	3.8
		126	167	93	26	19	293	

<b>Sense of Belonging</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	3443	26.3%	47.5%	18.6%	6.5%	1.1%	73.9%	3.9
		907	1637	639	223	37	2544	
A) School staff respects student diversity.	431	35.7%	47.8%	12.3%	3.7%	0.5%	83.5%	4.1
		154	206	53	16	2	360	
B) Adults at my school treat students respectfully.	432	33.3%	53.5%	10.6%	2.1%	0.5%	86.8%	4.2
		144	231	46	9	2	375	
C) Students are respectful to each other at school.	432	11.6%	43.3%	28.9%	14.6%	1.6%	54.9%	3.5
		50	187	125	63	7	237	
D) Students have opportunities to socialize with other students often at school.	429	38.2%	54.1%	6.8%	0.7%	0.2%	92.3%	4.3
		164	232	29	3	1	396	
E) Students have an adult on campus they trust.	431	38.5%	53.1%	8.1%	0.2%	0.0%	91.6%	4.3
		166	229	35	1	0	395	
F) Students trust other students at school.	428	18.2%	49.3%	28.3%	3.7%	0.5%	67.5%	3.8
		78	211	121	16	2	289	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	431	20.2%	44.1%	28.8%	6.5%	0.5%	64.3%	3.8
		87	190	124	28	2	277	
H) School staff reflects student diversity.	429	14.9%	35.2%	24.7%	20.3%	4.9%	50.1%	3.3
		64	151	106	87	21	215	

  

<b>Academic Progress</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	3851	35.0%	50.1%	12.8%	1.9%	0.2%	85.1%	4.2
		1347	1930	493	75	6	3277	
A) Families and students understand how assignments and tests are graded.	430	18.8%	56.5%	20.0%	4.2%	0.5%	75.3%	3.9
		81	243	86	18	2	324	
B) Questions and concerns about schoolwork are addressed.	428	33.6%	53.7%	11.7%	0.9%	0.0%	87.4%	4.2
		144	230	50	4	0	374	
C) Student grades reflect their knowledge of the material.	428	26.4%	53.3%	17.1%	3.0%	0.2%	79.7%	4.0
		113	228	73	13	1	341	
D) Adults at my school believe all students can be successful.	428	32.0%	50.5%	11.9%	5.1%	0.5%	82.5%	4.1
		137	216	51	22	2	353	
E) Students feel comfortable and unjudged to ask their teacher for help.	429	47.6%	46.2%	5.8%	0.5%	0.0%	93.7%	4.4
		204	198	25	2	0	402	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	429	44.5%	49.0%	6.5%	0.0%	0.0%	93.5%	4.4
		191	210	28	0	0	401	
G) Teachers at my school go out of their way to help all students.	429	35.0%	46.9%	16.3%	1.6%	0.2%	81.8%	4.1
		150	201	70	7	1	351	
H) Students receive timely and regular feedback on their learning.	424	42.9%	47.6%	9.2%	0.2%	0.0%	90.6%	4.3
		182	202	39	1	0	384	
I) Staff at my school provides resources or ideas that help families support their students at home.	426	34.0%	47.4%	16.7%	1.9%	0.0%	81.5%	4.1
		145	202	71	8	0	347	

<b>High Expectations</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	1717	34.1%	49.2%	13.0%	2.8%	0.9%	83.3%	4.1
		586	845	223	48	15	1431	
A) Students are challenged academically at school.	430	30.7%	51.6%	14.4%	2.6%	0.7%	82.3%	4.1
		132	222	62	11	3	354	
B) School recognizes and celebrates the academic success of all students.	429	34.0%	45.9%	14.7%	3.7%	1.6%	80.0%	4.1
		146	197	63	16	7	343	
C) Adults on campus motivate students to do their best.	429	34.3%	52.7%	10.7%	1.9%	0.5%	86.9%	4.2
		147	226	46	8	2	373	
D) School provides additional academic support when students are struggling.	429	37.5%	46.6%	12.1%	3.0%	0.7%	84.1%	4.2
		161	200	52	13	3	361	
<b>Student Engagement</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	2141	18.6%	52.0%	23.8%	5.0%	0.6%	70.6%	3.8
		399	1113	509	107	13	1512	
A) Students are interested in what they are learning.	428	15.9%	54.9%	24.1%	4.4%	0.7%	70.8%	3.8
		68	235	103	19	3	303	
B) Students have access to classes and activities that meet their interests and talents.	427	23.4%	50.4%	20.1%	5.4%	0.7%	73.8%	3.9
		100	215	86	23	3	315	
C) Students understand how to complete their schoolwork.	429	23.3%	59.2%	16.1%	1.4%	0.0%	82.5%	4.0
		100	254	69	6	0	354	
D) Students complete assignments on time.	429	15.2%	49.7%	28.4%	6.3%	0.5%	64.8%	3.7
		65	213	122	27	2	278	
E) Students are motivated to do their schoolwork.	428	15.4%	45.8%	30.1%	7.5%	1.2%	61.2%	3.7
		66	196	129	32	5	262	

<b>College and Career Readiness</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	3286	20.5%	34.4%	37.2%	5.9%	2.0%	54.9%	3.7
		673	1132	1223	193	65	1805	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	407	20.6%	35.6%	41.3%	1.2%	1.2%	56.3%	3.7
		84	145	168	5	5	229	
B) Students and families know what classes they will have to take and pass to graduate from high school.	408	16.7%	28.2%	47.3%	6.4%	1.5%	44.9%	3.5
		68	115	193	26	6	183	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	409	19.6%	32.5%	45.7%	1.7%	0.5%	52.1%	3.7
		80	133	187	7	2	213	
D) School offers college and career programs.	408	24.3%	20.8%	41.7%	9.8%	3.4%	45.1%	3.5
		99	85	170	40	14	184	
E) Students participate in programs to learn about different jobs, careers, and colleges.	408	16.9%	29.2%	42.6%	8.3%	2.9%	46.1%	3.5
		69	119	174	34	12	188	
F) Students are prepared for the next step of their educational experience.	415	20.0%	47.0%	27.7%	4.8%	0.5%	67.0%	3.8
		83	195	115	20	2	278	
G) Staff are optimistic about the future of their career in San Juan Unified.	416	27.9%	40.6%	23.1%	6.7%	1.7%	68.5%	3.9
		116	169	96	28	7	285	
H) There are equitable opportunities for advancement in the district.	415	17.8%	41.2%	28.9%	8.0%	4.1%	59.0%	3.6
		74	171	120	33	17	245	

<b>Customer Satisfaction</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	855	41.1%	42.0%	12.6%	3.4%	0.9%	83.0%	4.2
		351	359	108	29	8	710	
A) I would recommend my school to other families.	428	48.1%	36.7%	11.0%	3.0%	1.2%	84.8%	4.3
		206	157	47	13	5	363	
B) San Juan Unified School District is a district that I would recommend to other families.	427	34.0%	47.3%	14.3%	3.7%	0.7%	81.3%	4.1
		145	202	61	16	3	347	