



Spring 2025
Staff Climate Survey Results - Under 39.99% Free/Reduced Meal Eligibility

Group Size N: 217

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1301	44.8%	38.6%	10.1%	5.1%	1.3%	83.4%	4.2
		583	502	132	67	17	1085	
A) School has a climate that is caring.	217	50.7%	39.6%	6.5%	1.8%	1.4%	90.3%	4.4
		110	86	14	4	3	196	
B) There are students and staff on campus who listen to students when they have something to say.	216	50.9%	43.5%	5.1%	0.5%	0.0%	94.4%	4.4
		110	94	11	1	0	204	
C) There is an adult from the school who checks on how students are doing.	217	62.2%	31.8%	5.1%	0.5%	0.5%	94.0%	4.5
		135	69	11	1	1	204	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	217	30.4%	41.0%	14.3%	12.4%	1.8%	71.4%	3.9
		66	89	31	27	4	155	
E) Staff feels supported to do their job well in meeting the needs of all students.	217	33.6%	39.2%	16.1%	8.8%	2.3%	72.8%	3.9
		73	85	35	19	5	158	
F) Staff feels part of an effective team.	217	41.0%	36.4%	13.8%	6.9%	1.8%	77.4%	4.1
		89	79	30	15	4	168	

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	1948	50.5%	35.1%	11.4%	2.6%	0.4%	85.6%	4.3
		983	684	223	50	8	1667	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	216	62.5%	29.2%	7.4%	0.9%	0.0%	91.7%	4.5
		135	63	16	2	0	198	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	217	40.1%	41.9%	12.4%	5.1%	0.5%	82.0%	4.2
		87	91	27	11	1	178	
C) The school offers families opportunities to be involved in school and classroom activities.	217	54.8%	30.4%	12.4%	2.3%	0.0%	85.3%	4.4
		119	66	27	5	0	185	
D) The school keeps families well-informed about school activities.	217	69.1%	24.4%	6.0%	0.5%	0.0%	93.5%	4.6
		150	53	13	1	0	203	
E) The staff at our school listens to family concerns about issues.	216	48.6%	43.5%	6.5%	1.4%	0.0%	92.1%	4.4
		105	94	14	3	0	199	
F) The staff at school are helpful and welcoming when families come to school or call.	217	56.2%	37.3%	5.1%	1.4%	0.0%	93.5%	4.5
		122	81	11	3	0	203	
G) The school and families are partners in promoting positive behavior for my student.	215	39.5%	41.4%	15.3%	3.7%	0.0%	80.9%	4.2
		85	89	33	8	0	174	
H) Families who speak a language other than English receive general information about our school in their home language.	217	23.5%	33.6%	33.6%	6.9%	2.3%	57.1%	3.7
		51	73	73	15	5	124	
I) Staff receive information about upcoming events and important information about the school.	216	59.7%	34.3%	4.2%	0.9%	0.9%	94.0%	4.5
		129	74	9	2	2	203	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1516	45.6%	33.1%	15.7%	3.6%	2.0%	78.8%	4.2
		692	502	238	54	30	1194	
A) School seeks input when making important decisions.	217	43.3%	41.0%	12.0%	1.8%	1.8%	84.3%	4.2
		94	89	26	4	4	183	
B) Important school decisions reflect diverse input.	217	40.6%	36.9%	16.6%	4.6%	1.4%	77.4%	4.1
		88	80	36	10	3	168	
C) The principal and staff listen to concerns of other staff members about issues.	217	51.6%	32.3%	10.1%	4.6%	1.4%	83.9%	4.3
		112	70	22	10	3	182	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	217	50.7%	28.1%	16.1%	3.2%	1.8%	78.8%	4.2
		110	61	35	7	4	171	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	217	54.8%	30.0%	11.1%	2.3%	1.8%	84.8%	4.3
		119	65	24	5	4	184	
F) Our school uses data from this survey to inform site decision making.	216	43.5%	25.9%	26.9%	1.9%	1.9%	69.4%	4.1
		94	56	58	4	4	150	
G) Staff voice matters in decision making.	215	34.9%	37.7%	17.2%	6.5%	3.7%	72.6%	3.9
		75	81	37	14	8	156	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1513	39.0%	38.8%	15.7%	5.3%	1.3%	77.8%	4.1
		590	587	237	80	19	1177	
A) Concerns about student safety are taken seriously.	216	48.1%	38.4%	8.8%	4.2%	0.5%	86.6%	4.3
		104	83	19	9	1	187	
B) Concerns about student safety are addressed in a timely manner at my school.	217	44.2%	35.9%	14.3%	5.1%	0.5%	80.2%	4.2
		96	78	31	11	1	174	
C) My school is a safe place for all students.	217	35.5%	41.0%	17.5%	5.5%	0.5%	76.5%	4.1
		77	89	38	12	1	166	
D) My school is a safe place for all staff.	217	40.1%	36.9%	14.3%	8.3%	0.5%	77.0%	4.1
		87	80	31	18	1	167	
E) Students know what staff member to go to if they have a safety concern.	215	39.1%	38.6%	19.1%	2.8%	0.5%	77.7%	4.1
		84	83	41	6	1	167	
F) Students know school safety protocols.	216	34.3%	46.3%	16.7%	1.9%	0.9%	80.6%	4.1
		74	100	36	4	2	174	
G) I feel safe sharing different viewpoints and perspectives at my school.	215	31.6%	34.4%	19.1%	9.3%	5.6%	66.0%	3.8
		68	74	41	20	12	142	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1718	29.0% 498	45.8% 786	18.4% 316	5.4% 92	1.5% 26	74.7% 1284	4.0
A) School staff respects student diversity.	215	39.5% 85	43.3% 93	13.5% 29	2.8% 6	0.9% 2	82.8% 178	4.2
B) Adults at my school treat students respectfully.	215	41.9% 90	46.5% 100	11.2% 24	0.0% 0	0.5% 1	88.4% 190	4.3
C) Students are respectful to each other at school.	215	11.6% 25	51.6% 111	26.0% 56	10.2% 22	0.5% 1	63.3% 136	3.6
D) Students have opportunities to socialize with other students often at school.	215	44.2% 95	51.6% 111	3.7% 8	0.0% 0	0.5% 1	95.8% 206	4.4
E) Students have an adult on campus they trust.	214	42.1% 90	48.6% 104	8.9% 19	0.0% 0	0.5% 1	90.7% 194	4.3
F) Students trust other students at school.	215	19.1% 41	55.8% 120	21.4% 46	3.3% 7	0.5% 1	74.9% 161	3.9
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	215	19.5% 42	40.0% 86	32.1% 69	6.5% 14	1.9% 4	59.5% 128	3.7
H) School staff reflects student diversity.	214	14.0% 30	28.5% 61	30.4% 65	20.1% 43	7.0% 15	42.5% 91	3.2

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1918	40.9% 784	44.8% 860	12.4% 237	1.6% 30	0.4% 7	85.7% 1644	4.2
A) Families and students understand how assignments and tests are graded.	213	23.9% 51	51.6% 110	18.8% 40	4.7% 10	0.9% 2	75.6% 161	3.9
B) Questions and concerns about schoolwork are addressed.	214	37.9% 81	50.0% 107	11.7% 25	0.5% 1	0.0% 0	87.9% 188	4.3
C) Student grades reflect their knowledge of the material.	214	33.2% 71	46.3% 99	17.8% 38	2.3% 5	0.5% 1	79.4% 170	4.1
D) Adults at my school believe all students can be successful.	212	39.6% 84	45.8% 97	11.8% 25	2.8% 6	0.0% 0	85.4% 181	4.2
E) Students feel comfortable and unjudged to ask their teacher for help.	214	46.7% 100	45.3% 97	6.5% 14	0.0% 0	1.4% 3	92.1% 197	4.4
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	214	51.9% 111	41.6% 89	6.5% 14	0.0% 0	0.0% 0	93.5% 200	4.5
G) Teachers at my school go out of their way to help all students.	214	43.9% 94	40.7% 87	13.1% 28	2.3% 5	0.0% 0	84.6% 181	4.3
H) Students receive timely and regular feedback on their learning.	211	49.3% 104	41.2% 87	9.0% 19	0.5% 1	0.0% 0	90.5% 191	4.4
I) Staff at my school provides resources or ideas that help families support their students at home.	212	41.5% 88	41.0% 87	16.0% 34	0.9% 2	0.5% 1	82.5% 175	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	858	40.3%	46.4%	11.0%	2.1%	0.2%	86.7%	4.2
		346	398	94	18	2	744	
A) Students are challenged academically at school.	214	36.4%	49.5%	11.2%	2.3%	0.5%	86.0%	4.2
		78	106	24	5	1	184	
B) School recognizes and celebrates the academic success of all students.	215	39.5%	46.0%	12.6%	1.9%	0.0%	85.6%	4.2
		85	99	27	4	0	184	
C) Adults on campus motivate students to do their best.	215	44.2%	46.0%	9.8%	0.0%	0.0%	90.2%	4.3
		95	99	21	0	0	194	
D) School provides additional academic support when students are struggling.	214	41.1%	43.9%	10.3%	4.2%	0.5%	85.0%	4.2
		88	94	22	9	1	182	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1066	22.0%	52.7%	21.7%	3.1%	0.6%	74.7%	3.9
		234	562	231	33	6	796	
A) Students are interested in what they are learning.	213	20.2%	57.7%	20.2%	1.9%	0.0%	77.9%	4.0
		43	123	43	4	0	166	
B) Students have access to classes and activities that meet their interests and talents.	214	21.5%	50.5%	22.4%	4.7%	0.9%	72.0%	3.9
		46	108	48	10	2	154	
C) Students understand how to complete their schoolwork.	214	32.7%	56.1%	10.3%	0.5%	0.5%	88.8%	4.2
		70	120	22	1	1	190	
D) Students complete assignments on time.	212	17.9%	48.6%	26.9%	6.1%	0.5%	66.5%	3.8
		38	103	57	13	1	141	
E) Students are motivated to do their schoolwork.	213	17.4%	50.7%	28.6%	2.3%	0.9%	68.1%	3.8
		37	108	61	5	2	145	

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	1673	20.6%	31.6%	41.8%	3.9%	2.0%	52.2%	3.6
		345	529	700	65	34	874	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	209	23.4%	30.6%	43.1%	1.9%	1.0%	54.1%	3.7
		49	64	90	4	2	113	
B) Students and families know what classes they will have to take and pass to graduate from high school.	208	15.4%	25.5%	52.4%	4.8%	1.9%	40.9%	3.5
		32	53	109	10	4	85	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	209	21.5%	34.0%	44.0%	0.0%	0.5%	55.5%	3.8
		45	71	92	0	1	116	
D) School offers college and career programs.	209	17.2%	19.1%	54.5%	6.7%	2.4%	36.4%	3.4
		36	40	114	14	5	76	
E) Students participate in programs to learn about different jobs, careers, and colleges.	208	14.4%	23.1%	54.8%	5.8%	1.9%	37.5%	3.4
		30	48	114	12	4	78	
F) Students are prepared for the next step of their educational experience.	211	26.1%	44.5%	26.5%	1.4%	1.4%	70.6%	3.9
		55	94	56	3	3	149	
G) Staff are optimistic about the future of their career in San Juan Unified.	210	29.5%	36.7%	25.2%	5.2%	3.3%	66.2%	3.8
		62	77	53	11	7	139	
H) There are equitable opportunities for advancement in the district.	209	17.2%	39.2%	34.4%	5.3%	3.8%	56.5%	3.6
		36	82	72	11	8	118	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	426	41.8%	43.0%	12.4%	1.9%	0.9%	84.7%	4.2
		178	183	53	8	4	361	
A) I would recommend my school to other families.	213	53.1%	35.7%	9.9%	0.9%	0.5%	88.7%	4.4
		113	76	21	2	1	189	
B) San Juan Unified School District is a district that I would recommend to other families.	213	30.5%	50.2%	15.0%	2.8%	1.4%	80.8%	4.1
		65	107	32	6	3	172	