



Spring 2025
Staff Climate Survey Results - 61%+ Free/Reduced Meal Eligibility

Group Size N: 726

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	4348	44.0%	39.8%	10.3%	4.4%	1.5%	83.8%	4.2
		1911	1731	446	193	67	3642	
A) School has a climate that is caring.	724	44.9%	42.5%	8.7%	3.2%	0.7%	87.4%	4.3
		325	308	63	23	5	633	
B) There are students and staff on campus who listen to students when they have something to say.	726	48.3%	43.8%	6.3%	1.0%	0.6%	92.1%	4.4
		351	318	46	7	4	669	
C) There is an adult from the school who checks on how students are doing.	723	64.9%	31.3%	3.6%	0.1%	0.1%	96.1%	4.6
		469	226	26	1	1	695	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	724	27.3%	42.4%	16.7%	10.8%	2.8%	69.8%	3.8
		198	307	121	78	20	505	
E) Staff feels supported to do their job well in meeting the needs of all students.	726	34.3%	42.4%	13.9%	6.5%	2.9%	76.7%	4.0
		249	308	101	47	21	557	
F) Staff feels part of an effective team.	725	44.0%	36.4%	12.3%	5.1%	2.2%	80.4%	4.1
		319	264	89	37	16	583	

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	6512	44.8%	40.6%	11.4%	2.6%	0.6%	85.4%	4.3
		2918	2642	743	170	39	5560	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	722	58.4%	33.2%	7.9%	0.1%	0.3%	91.7%	4.5
		422	240	57	1	2	662	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	723	35.7%	43.2%	17.6%	3.2%	0.4%	78.8%	4.1
		258	312	127	23	3	570	
C) The school offers families opportunities to be involved in school and classroom activities.	726	35.1%	41.5%	17.8%	4.8%	0.8%	76.6%	4.1
		255	301	129	35	6	556	
D) The school keeps families well-informed about school activities.	725	52.7%	37.4%	7.3%	2.2%	0.4%	90.1%	4.4
		382	271	53	16	3	653	
E) The staff at our school listens to family concerns about issues.	723	44.1%	43.4%	10.8%	1.4%	0.3%	87.6%	4.3
		319	314	78	10	2	633	
F) The staff at school are helpful and welcoming when families come to school or call.	723	51.5%	40.1%	7.1%	1.1%	0.3%	91.6%	4.4
		372	290	51	8	2	662	
G) The school and families are partners in promoting positive behavior for my student.	719	31.8%	42.1%	18.1%	6.1%	1.8%	74.0%	4.0
		229	303	130	44	13	532	
H) Families who speak a language other than English receive general information about our school in their home language.	725	41.1%	44.4%	11.4%	2.6%	0.4%	85.5%	4.2
		298	322	83	19	3	620	
I) Staff receive information about upcoming events and important information about the school.	726	52.8%	39.8%	4.8%	1.9%	0.7%	92.6%	4.4
		383	289	35	14	5	672	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	5073	40.8%	39.6%	13.8%	3.8%	1.9%	80.4%	4.1
	2069	2011	701	195	97	4080		
A) School seeks input when making important decisions.	726	39.5%	44.2%	11.0%	3.7%	1.5%	83.7%	4.2
	287	321	80	27	11	608		
B) Important school decisions reflect diverse input.	725	34.3%	42.5%	17.2%	4.4%	1.5%	76.8%	4.0
	249	308	125	32	11	557		
C) The principal and staff listen to concerns of other staff members about issues.	725	45.4%	38.1%	10.8%	4.0%	1.8%	83.4%	4.2
	329	276	78	29	13	605		
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	726	45.9%	39.1%	9.8%	3.4%	1.8%	85.0%	4.2
	333	284	71	25	13	617		
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	724	48.3%	37.2%	10.4%	2.6%	1.5%	85.5%	4.3
	350	269	75	19	11	619		
F) Our school uses data from this survey to inform site decision making.	724	38.8%	37.6%	18.6%	3.2%	1.8%	76.4%	4.1
	281	272	135	23	13	553		
G) Staff voice matters in decision making.	723	33.2%	38.9%	18.9%	5.5%	3.5%	72.1%	3.9
	240	281	137	40	25	521		

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	5062	35.4%	43.8%	13.6%	5.5%	1.7%	79.2%	4.1
	1792	2218	686	278	88	4010		
A) Concerns about student safety are taken seriously.	724	43.8%	38.7%	11.6%	4.3%	1.7%	82.5%	4.2
	317	280	84	31	12	597		
B) Concerns about student safety are addressed in a timely manner at my school.	722	39.8%	41.0%	12.7%	5.0%	1.5%	80.7%	4.1
	287	296	92	36	11	583		
C) My school is a safe place for all students.	725	32.6%	41.5%	16.3%	8.0%	1.7%	74.1%	4.0
	236	301	118	58	12	537		
D) My school is a safe place for all staff.	724	32.9%	42.5%	13.4%	8.7%	2.5%	75.4%	3.9
	238	308	97	63	18	546		
E) Students know what staff member to go to if they have a safety concern.	721	36.6%	51.7%	9.6%	1.8%	0.3%	88.3%	4.2
	264	373	69	13	2	637		
F) Students know school safety protocols.	723	30.0%	50.5%	15.8%	3.0%	0.7%	80.5%	4.1
	217	365	114	22	5	582		
G) I feel safe sharing different viewpoints and perspectives at my school.	723	32.2%	40.8%	15.5%	7.6%	3.9%	73.0%	3.9
	233	295	112	55	28	528		

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	5788	31.0% 1792	45.0% 2606	16.8% 971	6.1% 353	1.1% 66	76.0% 4398	4.0
A) School staff respects student diversity.	720	48.5% 349	41.4% 298	7.9% 57	1.9% 14	0.3% 2	89.9% 647	4.4
B) Adults at my school treat students respectfully.	724	43.0% 311	45.2% 327	10.1% 73	1.7% 12	0.1% 1	88.1% 638	4.3
C) Students are respectful to each other at school.	725	12.6% 91	37.1% 269	31.3% 227	16.1% 117	2.9% 21	49.7% 360	3.4
D) Students have opportunities to socialize with other students often at school.	726	37.5% 272	54.4% 395	7.3% 53	0.7% 5	0.1% 1	91.9% 667	4.3
E) Students have an adult on campus they trust.	723	41.2% 298	52.6% 380	5.8% 42	0.3% 2	0.1% 1	93.8% 678	4.3
F) Students trust other students at school.	724	18.4% 133	46.7% 338	26.7% 193	7.2% 52	1.1% 8	65.1% 471	3.7
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	723	24.5% 177	47.7% 345	21.2% 153	6.1% 44	0.6% 4	72.2% 522	3.9
H) School staff reflects student diversity.	723	22.3% 161	35.1% 254	23.9% 173	14.8% 107	3.9% 28	57.4% 415	3.6
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	6467	37.2% 2403	46.4% 3003	13.5% 874	2.4% 156	0.5% 31	83.6% 5406	4.2
A) Families and students understand how assignments and tests are graded.	716	18.3% 131	46.5% 333	26.8% 192	7.1% 51	1.3% 9	64.8% 464	3.7
B) Questions and concerns about schoolwork are addressed.	717	32.5% 233	50.6% 363	14.8% 106	1.4% 10	0.7% 5	83.1% 596	4.1
C) Student grades reflect their knowledge of the material.	716	27.5% 197	47.1% 337	21.4% 153	3.5% 25	0.6% 4	74.6% 534	4.0
D) Adults at my school believe all students can be successful.	720	38.8% 279	46.1% 332	11.0% 79	3.8% 27	0.4% 3	84.9% 611	4.2
E) Students feel comfortable and unjudged to ask their teacher for help.	720	49.0% 353	44.6% 321	5.1% 37	1.1% 8	0.1% 1	93.6% 674	4.4
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	720	46.7% 336	44.4% 320	8.3% 60	0.3% 2	0.3% 2	91.1% 656	4.4
G) Teachers at my school go out of their way to help all students.	721	44.1% 318	43.7% 315	9.6% 69	1.9% 14	0.7% 5	87.8% 633	4.3
H) Students receive timely and regular feedback on their learning.	719	42.4% 305	49.0% 352	7.8% 56	0.7% 5	0.1% 1	91.4% 657	4.3
I) Staff at my school provides resources or ideas that help families support their students at home.	718	35.0% 251	46.0% 330	17.0% 122	1.9% 14	0.1% 1	80.9% 581	4.1

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	2889	38.0%	46.7%	11.6%	3.3%	0.4%	84.7%	4.2
		1098	1349	335	94	13	2447	
A) Students are challenged academically at school.	721	27.5%	51.7%	15.3%	4.4%	1.1%	79.2%	4.0
		198	373	110	32	8	571	
B) School recognizes and celebrates the academic success of all students.	724	40.2%	43.8%	11.7%	4.0%	0.3%	84.0%	4.2
		291	317	85	29	2	608	
C) Adults on campus motivate students to do their best.	721	41.5%	48.1%	9.2%	1.2%	0.0%	89.6%	4.3
		299	347	66	9	0	646	
D) School provides additional academic support when students are struggling.	723	42.9%	43.2%	10.2%	3.3%	0.4%	86.0%	4.2
		310	312	74	24	3	622	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	3601	18.7%	47.6%	25.9%	6.2%	1.6%	66.3%	3.8
		674	1714	933	222	58	2388	
A) Students are interested in what they are learning.	721	18.7%	51.0%	25.2%	3.6%	1.4%	69.8%	3.8
		135	368	182	26	10	503	
B) Students have access to classes and activities that meet their interests and talents.	720	21.7%	46.8%	23.9%	6.7%	1.0%	68.5%	3.8
		156	337	172	48	7	493	
C) Students understand how to complete their schoolwork.	721	23.4%	52.8%	20.1%	3.1%	0.6%	76.3%	4.0
		169	381	145	22	4	550	
D) Students complete assignments on time.	720	14.0%	44.0%	30.6%	9.0%	2.4%	58.1%	3.6
		101	317	220	65	17	418	
E) Students are motivated to do their schoolwork.	719	15.7%	43.3%	29.8%	8.5%	2.8%	59.0%	3.6
		113	311	214	61	20	424	

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	5602	15.9%	30.7%	42.8%	7.3%	3.2%	46.6%	3.5
		892	1720	2397	411	182	2612	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	697	16.4%	28.8%	49.9%	3.0%	1.9%	45.2%	3.5
		114	201	348	21	13	315	
B) Students and families know what classes they will have to take and pass to graduate from high school.	699	10.6%	22.5%	56.2%	7.3%	3.4%	33.0%	3.3
		74	157	393	51	24	231	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	698	11.9%	30.1%	51.7%	4.6%	1.7%	42.0%	3.5
		83	210	361	32	12	293	
D) School offers college and career programs.	696	11.5%	18.8%	52.6%	11.6%	5.5%	30.3%	3.2
		80	131	366	81	38	211	
E) Students participate in programs to learn about different jobs, careers, and colleges.	695	11.2%	25.9%	47.6%	10.8%	4.5%	37.1%	3.3
		78	180	331	75	31	258	
F) Students are prepared for the next step of their educational experience.	703	13.5%	36.7%	38.3%	9.1%	2.4%	50.2%	3.5
		95	258	269	64	17	353	
G) Staff are optimistic about the future of their career in San Juan Unified.	708	31.9%	42.2%	17.8%	4.8%	3.2%	74.2%	3.9
		226	299	126	34	23	525	
H) There are equitable opportunities for advancement in the district.	706	20.1%	40.2%	28.8%	7.5%	3.4%	60.3%	3.7
		142	284	203	53	24	426	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	1444	34.0%	42.0%	17.1%	5.1%	1.8%	76.0%	4.0
		491	606	247	74	26	1097	
A) I would recommend my school to other families.	722	31.4%	40.2%	19.1%	6.9%	2.4%	71.6%	3.9
		227	290	138	50	17	517	
B) San Juan Unified School District is a district that I would recommend to other families.	722	36.6%	43.8%	15.1%	3.3%	1.2%	80.3%	4.1
		264	316	109	24	9	580	