



**Spring 2025  
Staff Climate Survey Results**

**Lichen  
Group Size N: 34**

<b>Caring Relationships</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	204	53.9%	37.7%	5.9%	2.5%	0.0%	91.7%	4.4
A) School has a climate that is caring.	34	55.9%	35.3%	8.8%	0.0%	0.0%	91.2%	4.5
B) There are students and staff on campus who listen to students when they have something to say.	34	55.9%	44.1%	0.0%	0.0%	0.0%	100.0%	4.6
C) There is an adult from the school who checks on how students are doing.	34	70.6%	26.5%	2.9%	0.0%	0.0%	97.1%	4.7
D) School has the materials, staff, programs, and supports needed to help all students do their best.	34	29.4%	50.0%	5.9%	14.7%	0.0%	79.4%	3.9
E) Staff feels supported to do their job well in meeting the needs of all students.	34	50.0%	38.2%	11.8%	0.0%	0.0%	88.2%	4.4
F) Staff feels part of an effective team.	34	61.8%	32.4%	5.9%	0.0%	0.0%	94.1%	4.6

<b>Family and Staff 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	306	59.8%	32.4%	6.5%	1.3%	0.0%	92.2%	4.5
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	34	70.6%	17.6%	11.8%	0.0%	0.0%	88.2%	4.6
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	34	47.1%	38.2%	14.7%	0.0%	0.0%	85.3%	4.3
C) The school offers families opportunities to be involved in school and classroom activities.	34	61.8%	35.3%	2.9%	0.0%	0.0%	97.1%	4.6
D) The school keeps families well-informed about school activities.	34	67.6%	23.5%	5.9%	2.9%	0.0%	91.2%	4.6
E) The staff at our school listens to family concerns about issues.	34	61.8%	29.4%	8.8%	0.0%	0.0%	91.2%	4.5
F) The staff at school are helpful and welcoming when families come to school or call.	34	67.6%	32.4%	0.0%	0.0%	0.0%	100.0%	4.7
G) The school and families are partners in promoting positive behavior for my student.	34	52.9%	32.4%	8.8%	5.9%	0.0%	85.3%	4.3
H) Families who speak a language other than English receive general information about our school in their home language.	34	47.1%	47.1%	2.9%	2.9%	0.0%	94.1%	4.4
I) Staff receive information about upcoming events and important information about the school.	34	61.8%	35.3%	2.9%	0.0%	0.0%	97.1%	4.6

<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	237	50.6%	32.1%	15.6%	1.7%	0.0%	82.7%	4.3
A) School seeks input when making important decisions.	34	44.1%	44.1%	11.8%	0.0%	0.0%	88.2%	4.3
B) Important school decisions reflect diverse input.	34	47.1%	38.2%	14.7%	0.0%	0.0%	85.3%	4.3
C) The principal and staff listen to concerns of other staff members about issues.	34	64.7%	26.5%	8.8%	0.0%	0.0%	91.2%	4.6
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	34	52.9%	26.5%	14.7%	5.9%	0.0%	79.4%	4.3
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	33	51.5%	27.3%	21.2%	0.0%	0.0%	78.8%	4.3
F) Our school uses data from this survey to inform site decision making.	34	47.1%	35.3%	17.6%	0.0%	0.0%	82.4%	4.3
G) Staff voice matters in decision making.	34	47.1%	26.5%	20.6%	5.9%	0.0%	73.5%	4.1
		120	76	37	4	0	196	
		15	15	4	0	0	30	
		16	13	5	0	0	29	
		22	9	3	0	0	31	
		18	9	5	2	0	27	
		17	9	7	0	0	26	
		16	12	6	0	0	28	
		16	9	7	2	0	25	
		123	91	18	6	0	214	
A) Concerns about student safety are taken seriously.	34	52.9%	38.2%	8.8%	0.0%	0.0%	91.2%	4.4
B) Concerns about student safety are addressed in a timely manner at my school.	34	55.9%	38.2%	2.9%	2.9%	0.0%	94.1%	4.5
C) My school is a safe place for all students.	34	55.9%	35.3%	5.9%	2.9%	0.0%	91.2%	4.4
D) My school is a safe place for all staff.	34	44.1%	44.1%	8.8%	2.9%	0.0%	88.2%	4.3
E) Students know what staff member to go to if they have a safety concern.	34	61.8%	32.4%	5.9%	0.0%	0.0%	94.1%	4.6
F) Students know school safety protocols.	34	47.1%	44.1%	5.9%	2.9%	0.0%	91.2%	4.4
G) I feel safe sharing different viewpoints and perspectives at my school.	34	44.1%	35.3%	14.7%	5.9%	0.0%	79.4%	4.2
		18	13	3	1	0	31	
		19	13	1	1	0	32	
		19	12	2	1	0	31	
		15	15	3	1	0	30	
		21	11	2	0	0	32	
		16	15	2	1	0	31	
		15	12	5	2	0	27	

**Safety**	**N**	**Strongly Agree**	**Agree**	**Neutral**	**Disagree**	**Strongly Disagree**	**Pct Strongly Agree+Agree**	**Mean**
Overall rating of all questions in this section	238	51.7%	38.2%	7.6%	2.5%	0.0%	89.9%	4.4
A) Concerns about student safety are taken seriously.	34	52.9%	38.2%	8.8%	0.0%	0.0%	91.2%	4.4
B) Concerns about student safety are addressed in a timely manner at my school.	34	55.9%	38.2%	2.9%	2.9%	0.0%	94.1%	4.5
C) My school is a safe place for all students.	34	55.9%	35.3%	5.9%	2.9%	0.0%	91.2%	4.4
D) My school is a safe place for all staff.	34	44.1%	44.1%	8.8%	2.9%	0.0%	88.2%	4.3
E) Students know what staff member to go to if they have a safety concern.	34	61.8%	32.4%	5.9%	0.0%	0.0%	94.1%	4.6
F) Students know school safety protocols.	34	47.1%	44.1%	5.9%	2.9%	0.0%	91.2%	4.4
G) I feel safe sharing different viewpoints and perspectives at my school.	34	44.1%	35.3%	14.7%	5.9%	0.0%	79.4%	4.2

<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	272	36.4%	42.6%	16.9%	4.0%	0.0%	79.0%	4.1
		99	116	46	11	0	215	
A) School staff respects student diversity.	34	50.0%	38.2%	11.8%	0.0%	0.0%	88.2%	4.4
		17	13	4	0	0	30	
B) Adults at my school treat students respectfully.	34	52.9%	32.4%	11.8%	2.9%	0.0%	85.3%	4.4
		18	11	4	1	0	29	
C) Students are respectful to each other at school.	34	11.8%	50.0%	23.5%	14.7%	0.0%	61.8%	3.6
		4	17	8	5	0	21	
D) Students have opportunities to socialize with other students often at school.	34	47.1%	50.0%	2.9%	0.0%	0.0%	97.1%	4.4
		16	17	1	0	0	33	
E) Students have an adult on campus they trust.	34	55.9%	38.2%	5.9%	0.0%	0.0%	94.1%	4.5
		19	13	2	0	0	32	
F) Students trust other students at school.	34	20.6%	52.9%	26.5%	0.0%	0.0%	73.5%	3.9
		7	18	9	0	0	25	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	34	23.5%	55.9%	17.6%	2.9%	0.0%	79.4%	4.0
		8	19	6	1	0	27	
H) School staff reflects student diversity.	34	29.4%	23.5%	35.3%	11.8%	0.0%	52.9%	3.7
		10	8	12	4	0	18	

<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	305	43.3%	41.3%	14.4%	1.0%	0.0%	84.6%	4.3
		132	126	44	3	0	258	
A) Families and students understand how assignments and tests are graded.	34	23.5%	41.2%	29.4%	5.9%	0.0%	64.7%	3.8
		8	14	10	2	0	22	
B) Questions and concerns about schoolwork are addressed.	34	41.2%	44.1%	14.7%	0.0%	0.0%	85.3%	4.3
		14	15	5	0	0	29	
C) Student grades reflect their knowledge of the material.	34	23.5%	41.2%	35.3%	0.0%	0.0%	64.7%	3.9
		8	14	12	0	0	22	
D) Adults at my school believe all students can be successful.	34	41.2%	47.1%	11.8%	0.0%	0.0%	88.2%	4.3
		14	16	4	0	0	30	
E) Students feel comfortable and unjudged to ask their teacher for help.	34	61.8%	32.4%	5.9%	0.0%	0.0%	94.1%	4.6
		21	11	2	0	0	32	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	34	58.8%	35.3%	5.9%	0.0%	0.0%	94.1%	4.5
		20	12	2	0	0	32	
G) Teachers at my school go out of their way to help all students.	34	38.2%	55.9%	2.9%	2.9%	0.0%	94.1%	4.3
		13	19	1	1	0	32	
H) Students receive timely and regular feedback on their learning.	34	52.9%	41.2%	5.9%	0.0%	0.0%	94.1%	4.5
		18	14	2	0	0	32	
I) Staff at my school provides resources or ideas that help families support their students at home.	33	48.5%	33.3%	18.2%	0.0%	0.0%	81.8%	4.3
		16	11	6	0	0	27	

<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	136	45.6%	47.1%	6.6%	0.7%	0.0%	92.6%	4.4
A) Students are challenged academically at school.	34	32.4%	61.8%	2.9%	2.9%	0.0%	94.1%	4.2
B) School recognizes and celebrates the academic success of all students.	34	50.0%	35.3%	14.7%	0.0%	0.0%	85.3%	4.4
C) Adults on campus motivate students to do their best.	34	47.1%	47.1%	5.9%	0.0%	0.0%	94.1%	4.4
D) School provides additional academic support when students are struggling.	34	52.9%	44.1%	2.9%	0.0%	0.0%	97.1%	4.5

<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	170	24.7%	48.8%	22.9%	2.9%	0.6%	73.5%	3.9
A) Students are interested in what they are learning.	34	20.6%	55.9%	20.6%	2.9%	0.0%	76.5%	3.9
B) Students have access to classes and activities that meet their interests and talents.	34	35.3%	50.0%	14.7%	0.0%	0.0%	85.3%	4.2
C) Students understand how to complete their schoolwork.	34	38.2%	35.3%	23.5%	2.9%	0.0%	73.5%	4.1
D) Students complete assignments on time.	34	14.7%	50.0%	29.4%	2.9%	2.9%	64.7%	3.7
E) Students are motivated to do their schoolwork.	34	14.7%	52.9%	26.5%	5.9%	0.0%	67.6%	3.8

<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	271	26.2%	31.7%	37.3%	4.4%	0.4%	57.9%	3.8
		71	86	101	12	1	157	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	34	26.5%	35.3%	38.2%	0.0%	0.0%	61.8%	3.9
		9	12	13	0	0	21	
B) Students and families know what classes they will have to take and pass to graduate from high school.	33	18.2%	21.2%	51.5%	6.1%	3.0%	39.4%	3.5
		6	7	17	2	1	13	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	34	17.6%	35.3%	44.1%	2.9%	0.0%	52.9%	3.7
		6	12	15	1	0	18	
D) School offers college and career programs.	34	11.8%	29.4%	55.9%	2.9%	0.0%	41.2%	3.5
		4	10	19	1	0	14	
E) Students participate in programs to learn about different jobs, careers, and colleges.	34	20.6%	38.2%	38.2%	2.9%	0.0%	58.8%	3.8
		7	13	13	1	0	20	
F) Students are prepared for the next step of their educational experience.	34	26.5%	38.2%	32.4%	2.9%	0.0%	64.7%	3.9
		9	13	11	1	0	22	
G) Staff are optimistic about the future of their career in San Juan Unified.	34	55.9%	26.5%	11.8%	5.9%	0.0%	82.4%	4.3
		19	9	4	2	0	28	
H) There are equitable opportunities for advancement in the district.	34	32.4%	29.4%	26.5%	11.8%	0.0%	61.8%	3.8
		11	10	9	4	0	21	

<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	68	54.4%	33.8%	10.3%	1.5%	0.0%	88.2%	4.4
		37	23	7	1	0	60	
A) I would recommend my school to other families.	34	52.9%	35.3%	8.8%	2.9%	0.0%	88.2%	4.4
		18	12	3	1	0	30	
B) San Juan Unified School District is a district that I would recommend to other families.	34	55.9%	32.4%	11.8%	0.0%	0.0%	88.2%	4.4
		19	11	4	0	0	30	