



**Spring 2025
Staff Climate Survey Results**

**Starr King
Group Size N: 37**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	221	52.9%	34.4%	6.8%	5.9%	0.0%	87.3%	4.3
		117	76	15	13	0	193	
A) School has a climate that is caring.	37	59.5%	35.1%	0.0%	5.4%	0.0%	94.6%	4.5
		22	13	0	2	0	35	
B) There are students and staff on campus who listen to students when they have something to say.	37	54.1%	40.5%	2.7%	2.7%	0.0%	94.6%	4.5
		20	15	1	1	0	35	
C) There is an adult from the school who checks on how students are doing.	37	67.6%	29.7%	2.7%	0.0%	0.0%	97.3%	4.6
		25	11	1	0	0	36	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	37	29.7%	40.5%	13.5%	16.2%	0.0%	70.3%	3.8
		11	15	5	6	0	26	
E) Staff feels supported to do their job well in meeting the needs of all students.	37	48.6%	29.7%	16.2%	5.4%	0.0%	78.4%	4.2
		18	11	6	2	0	29	
F) Staff feels part of an effective team.	36	58.3%	30.6%	5.6%	5.6%	0.0%	88.9%	4.4
		21	11	2	2	0	32	
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	333	49.2%	34.8%	12.3%	3.3%	0.3%	84.1%	4.3
		164	116	41	11	1	280	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	37	70.3%	13.5%	16.2%	0.0%	0.0%	83.8%	4.5
		26	5	6	0	0	31	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	37	40.5%	35.1%	18.9%	5.4%	0.0%	75.7%	4.1
		15	13	7	2	0	28	
C) The school offers families opportunities to be involved in school and classroom activities.	37	32.4%	35.1%	24.3%	8.1%	0.0%	67.6%	3.9
		12	13	9	3	0	25	
D) The school keeps families well-informed about school activities.	37	45.9%	43.2%	8.1%	2.7%	0.0%	89.2%	4.3
		17	16	3	1	0	33	
E) The staff at our school listens to family concerns about issues.	37	48.6%	40.5%	10.8%	0.0%	0.0%	89.2%	4.4
		18	15	4	0	0	33	
F) The staff at school are helpful and welcoming when families come to school or call.	37	59.5%	35.1%	5.4%	0.0%	0.0%	94.6%	4.5
		22	13	2	0	0	35	
G) The school and families are partners in promoting positive behavior for my student.	37	35.1%	35.1%	16.2%	10.8%	2.7%	70.3%	3.9
		13	13	6	4	1	26	
H) Families who speak a language other than English receive general information about our school in their home language.	37	56.8%	32.4%	10.8%	0.0%	0.0%	89.2%	4.5
		21	12	4	0	0	33	
I) Staff receive information about upcoming events and important information about the school.	37	54.1%	43.2%	0.0%	2.7%	0.0%	97.3%	4.5
		20	16	0	1	0	36	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	259	57.1%	32.4%	8.5%	1.9%	0.0%	89.6%	4.4
		148	84	22	5	0	232	
A) School seeks input when making important decisions.	37	56.8%	29.7%	10.8%	2.7%	0.0%	86.5%	4.4
		21	11	4	1	0	32	
B) Important school decisions reflect diverse input.	37	54.1%	29.7%	13.5%	2.7%	0.0%	83.8%	4.4
		20	11	5	1	0	31	
C) The principal and staff listen to concerns of other staff members about issues.	37	56.8%	37.8%	2.7%	2.7%	0.0%	94.6%	4.5
		21	14	1	1	0	35	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	37	54.1%	35.1%	8.1%	2.7%	0.0%	89.2%	4.4
		20	13	3	1	0	33	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	37	67.6%	24.3%	8.1%	0.0%	0.0%	91.9%	4.6
		25	9	3	0	0	34	
F) Our school uses data from this survey to inform site decision making.	37	62.2%	32.4%	5.4%	0.0%	0.0%	94.6%	4.6
		23	12	2	0	0	35	
G) Staff voice matters in decision making.	37	48.6%	37.8%	10.8%	2.7%	0.0%	86.5%	4.3
		18	14	4	1	0	32	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	259	32.0%	48.6%	13.5%	4.2%	1.5%	80.7%	4.1
		83	126	35	11	4	209	
A) Concerns about student safety are taken seriously.	37	40.5%	45.9%	2.7%	8.1%	2.7%	86.5%	4.1
		15	17	1	3	1	32	
B) Concerns about student safety are addressed in a timely manner at my school.	37	37.8%	45.9%	13.5%	2.7%	0.0%	83.8%	4.2
		14	17	5	1	0	31	
C) My school is a safe place for all students.	37	18.9%	37.8%	29.7%	10.8%	2.7%	56.8%	3.6
		7	14	11	4	1	21	
D) My school is a safe place for all staff.	37	21.6%	51.4%	18.9%	2.7%	5.4%	73.0%	3.8
		8	19	7	1	2	27	
E) Students know what staff member to go to if they have a safety concern.	37	37.8%	48.6%	10.8%	2.7%	0.0%	86.5%	4.2
		14	18	4	1	0	32	
F) Students know school safety protocols.	37	27.0%	59.5%	13.5%	0.0%	0.0%	86.5%	4.1
		10	22	5	0	0	32	
G) I feel safe sharing different viewpoints and perspectives at my school.	37	40.5%	51.4%	5.4%	2.7%	0.0%	91.9%	4.3
		15	19	2	1	0	34	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	294	39.5%	33.3%	18.7%	6.1%	2.4%	72.8%	4.0
		116	98	55	18	7	214	
A) School staff respects student diversity.	37	70.3%	18.9%	10.8%	0.0%	0.0%	89.2%	4.6
		26	7	4	0	0	33	
B) Adults at my school treat students respectfully.	37	56.8%	40.5%	2.7%	0.0%	0.0%	97.3%	4.5
		21	15	1	0	0	36	
C) Students are respectful to each other at school.	37	18.9%	10.8%	32.4%	27.0%	10.8%	29.7%	3.0
		7	4	12	10	4	11	
D) Students have opportunities to socialize with other students often at school.	37	43.2%	48.6%	8.1%	0.0%	0.0%	91.9%	4.4
		16	18	3	0	0	34	
E) Students have an adult on campus they trust.	36	52.8%	47.2%	0.0%	0.0%	0.0%	100.0%	4.5
		19	17	0	0	0	36	
F) Students trust other students at school.	37	21.6%	37.8%	32.4%	5.4%	2.7%	59.5%	3.7
		8	14	12	2	1	22	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	37	27.0%	29.7%	35.1%	8.1%	0.0%	56.8%	3.8
		10	11	13	3	0	21	
H) School staff reflects student diversity.	36	25.0%	33.3%	27.8%	8.3%	5.6%	58.3%	3.6
		9	12	10	3	2	21	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	333	45.3%	38.7%	13.2%	2.7%	0.0%	84.1%	4.3
		151	129	44	9	0	280	
A) Families and students understand how assignments and tests are graded.	37	18.9%	35.1%	32.4%	13.5%	0.0%	54.1%	3.6
		7	13	12	5	0	20	
B) Questions and concerns about schoolwork are addressed.	37	37.8%	45.9%	13.5%	2.7%	0.0%	83.8%	4.2
		14	17	5	1	0	31	
C) Student grades reflect their knowledge of the material.	37	24.3%	51.4%	21.6%	2.7%	0.0%	75.7%	4.0
		9	19	8	1	0	28	
D) Adults at my school believe all students can be successful.	37	54.1%	37.8%	5.4%	2.7%	0.0%	91.9%	4.4
		20	14	2	1	0	34	
E) Students feel comfortable and unjudged to ask their teacher for help.	37	59.5%	35.1%	5.4%	0.0%	0.0%	94.6%	4.5
		22	13	2	0	0	35	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	37	59.5%	37.8%	2.7%	0.0%	0.0%	97.3%	4.6
		22	14	1	0	0	36	
G) Teachers at my school go out of their way to help all students.	37	59.5%	32.4%	5.4%	2.7%	0.0%	91.9%	4.5
		22	12	2	1	0	34	
H) Students receive timely and regular feedback on their learning.	37	48.6%	40.5%	10.8%	0.0%	0.0%	89.2%	4.4
		18	15	4	0	0	33	
I) Staff at my school provides resources or ideas that help families support their students at home.	37	45.9%	32.4%	21.6%	0.0%	0.0%	78.4%	4.2
		17	12	8	0	0	29	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	147	51.7%	36.1%	10.2%	2.0%	0.0%	87.8%	4.4
		76	53	15	3	0	129	
A) Students are challenged academically at school.	37	37.8%	40.5%	16.2%	5.4%	0.0%	78.4%	4.1
		14	15	6	2	0	29	
B) School recognizes and celebrates the academic success of all students.	37	43.2%	43.2%	10.8%	2.7%	0.0%	86.5%	4.3
		16	16	4	1	0	32	
C) Adults on campus motivate students to do their best.	36	61.1%	33.3%	5.6%	0.0%	0.0%	94.4%	4.6
		22	12	2	0	0	34	
D) School provides additional academic support when students are struggling.	37	64.9%	27.0%	8.1%	0.0%	0.0%	91.9%	4.6
		24	10	3	0	0	34	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	185	19.5%	33.0%	34.6%	12.4%	0.5%	52.4%	3.6
		36	61	64	23	1	97	
A) Students are interested in what they are learning.	37	18.9%	40.5%	32.4%	5.4%	2.7%	59.5%	3.7
		7	15	12	2	1	22	
B) Students have access to classes and activities that meet their interests and talents.	37	21.6%	37.8%	27.0%	13.5%	0.0%	59.5%	3.7
		8	14	10	5	0	22	
C) Students understand how to complete their schoolwork.	37	21.6%	37.8%	35.1%	5.4%	0.0%	59.5%	3.8
		8	14	13	2	0	22	
D) Students complete assignments on time.	37	18.9%	24.3%	40.5%	16.2%	0.0%	43.2%	3.5
		7	9	15	6	0	16	
E) Students are motivated to do their schoolwork.	37	16.2%	24.3%	37.8%	21.6%	0.0%	40.5%	3.4
		6	9	14	8	0	15	

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	289	16.3%	23.5%	44.3%	8.7%	7.3%	39.8%	3.3
		47	68	128	25	21	115	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	36	11.1%	19.4%	66.7%	0.0%	2.8%	30.6%	3.4
		4	7	24	0	1	11	
B) Students and families know what classes they will have to take and pass to graduate from high school.	36	11.1%	13.9%	58.3%	8.3%	8.3%	25.0%	3.1
		4	5	21	3	3	9	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	36	13.9%	16.7%	58.3%	2.8%	8.3%	30.6%	3.3
		5	6	21	1	3	11	
D) School offers college and career programs.	36	13.9%	11.1%	44.4%	13.9%	16.7%	25.0%	2.9
		5	4	16	5	6	9	
E) Students participate in programs to learn about different jobs, careers, and colleges.	36	13.9%	19.4%	38.9%	16.7%	11.1%	33.3%	3.1
		5	7	14	6	4	12	
F) Students are prepared for the next step of their educational experience.	36	16.7%	16.7%	44.4%	19.4%	2.8%	33.3%	3.3
		6	6	16	7	1	12	
G) Staff are optimistic about the future of their career in San Juan Unified.	37	29.7%	48.6%	21.6%	0.0%	0.0%	78.4%	4.1
		11	18	8	0	0	29	
H) There are equitable opportunities for advancement in the district.	36	19.4%	41.7%	22.2%	8.3%	8.3%	61.1%	3.6
		7	15	8	3	3	22	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	74	18.9%	48.6%	24.3%	5.4%	2.7%	67.6%	3.8
		14	36	18	4	2	50	
A) I would recommend my school to other families.	37	13.5%	43.2%	29.7%	10.8%	2.7%	56.8%	3.5
		5	16	11	4	1	21	
B) San Juan Unified School District is a district that I would recommend to other families.	37	24.3%	54.1%	18.9%	0.0%	2.7%	78.4%	4.0
		9	20	7	0	1	29	