



**Spring 2025
Staff Climate Survey Results**

Thomas Edison

Group Size N: 28

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	168	33.9%	42.3%	14.3%	6.5%	3.0%	76.2%	4.0
		57	71	24	11	5	128	
A) School has a climate that is caring.	28	35.7%	42.9%	14.3%	7.1%	0.0%	78.6%	4.1
		10	12	4	2	0	22	
B) There are students and staff on campus who listen to students when they have something to say.	28	28.6%	57.1%	7.1%	7.1%	0.0%	85.7%	4.1
		8	16	2	2	0	24	
C) There is an adult from the school who checks on how students are doing.	28	35.7%	50.0%	14.3%	0.0%	0.0%	85.7%	4.2
		10	14	4	0	0	24	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	28	10.7%	50.0%	21.4%	10.7%	7.1%	60.7%	3.5
		3	14	6	3	2	17	
E) Staff feels supported to do their job well in meeting the needs of all students.	28	46.4%	25.0%	14.3%	7.1%	7.1%	71.4%	4.0
		13	7	4	2	2	20	
F) Staff feels part of an effective team.	28	46.4%	28.6%	14.3%	7.1%	3.6%	75.0%	4.1
		13	8	4	2	1	21	
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	252	44.8%	42.9%	7.9%	4.0%	0.4%	87.7%	4.3
		113	108	20	10	1	221	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	28	46.4%	39.3%	14.3%	0.0%	0.0%	85.7%	4.3
		13	11	4	0	0	24	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	28	32.1%	53.6%	10.7%	3.6%	0.0%	85.7%	4.1
		9	15	3	1	0	24	
C) The school offers families opportunities to be involved in school and classroom activities.	28	50.0%	35.7%	3.6%	10.7%	0.0%	85.7%	4.3
		14	10	1	3	0	24	
D) The school keeps families well-informed about school activities.	28	60.7%	39.3%	0.0%	0.0%	0.0%	100.0%	4.6
		17	11	0	0	0	28	
E) The staff at our school listens to family concerns about issues.	28	42.9%	39.3%	10.7%	7.1%	0.0%	82.1%	4.2
		12	11	3	2	0	23	
F) The staff at school are helpful and welcoming when families come to school or call.	28	46.4%	42.9%	3.6%	7.1%	0.0%	89.3%	4.3
		13	12	1	2	0	25	
G) The school and families are partners in promoting positive behavior for my student.	28	32.1%	42.9%	21.4%	3.6%	0.0%	75.0%	4.0
		9	12	6	1	0	21	
H) Families who speak a language other than English receive general information about our school in their home language.	28	39.3%	50.0%	3.6%	3.6%	3.6%	89.3%	4.2
		11	14	1	1	1	25	
I) Staff receive information about upcoming events and important information about the school.	28	53.6%	42.9%	3.6%	0.0%	0.0%	96.4%	4.5
		15	12	1	0	0	27	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	196	32.7%	33.7%	21.9%	8.7%	3.1%	66.3%	3.8
		64	66	43	17	6	130	
A) School seeks input when making important decisions.	28	21.4%	42.9%	21.4%	10.7%	3.6%	64.3%	3.7
		6	12	6	3	1	18	
B) Important school decisions reflect diverse input.	28	32.1%	35.7%	14.3%	14.3%	3.6%	67.9%	3.8
		9	10	4	4	1	19	
C) The principal and staff listen to concerns of other staff members about issues.	28	42.9%	21.4%	28.6%	0.0%	7.1%	64.3%	3.9
		12	6	8	0	2	18	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	28	32.1%	32.1%	25.0%	7.1%	3.6%	64.3%	3.8
		9	9	7	2	1	18	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	28	39.3%	46.4%	7.1%	7.1%	0.0%	85.7%	4.2
		11	13	2	2	0	24	
F) Our school uses data from this survey to inform site decision making.	28	32.1%	35.7%	21.4%	10.7%	0.0%	67.9%	3.9
		9	10	6	3	0	19	
G) Staff voice matters in decision making.	28	28.6%	21.4%	35.7%	10.7%	3.6%	50.0%	3.6
		8	6	10	3	1	14	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	195	37.4%	40.5%	14.4%	5.6%	2.1%	77.9%	4.1
		73	79	28	11	4	152	
A) Concerns about student safety are taken seriously.	27	44.4%	40.7%	11.1%	3.7%	0.0%	85.2%	4.3
		12	11	3	1	0	23	
B) Concerns about student safety are addressed in a timely manner at my school.	28	35.7%	46.4%	10.7%	7.1%	0.0%	82.1%	4.1
		10	13	3	2	0	23	
C) My school is a safe place for all students.	28	42.9%	28.6%	25.0%	3.6%	0.0%	71.4%	4.1
		12	8	7	1	0	20	
D) My school is a safe place for all staff.	28	42.9%	28.6%	14.3%	7.1%	7.1%	71.4%	3.9
		12	8	4	2	2	20	
E) Students know what staff member to go to if they have a safety concern.	28	35.7%	46.4%	14.3%	3.6%	0.0%	82.1%	4.1
		10	13	4	1	0	23	
F) Students know school safety protocols.	28	35.7%	53.6%	7.1%	3.6%	0.0%	89.3%	4.2
		10	15	2	1	0	25	
G) I feel safe sharing different viewpoints and perspectives at my school.	28	25.0%	39.3%	17.9%	10.7%	7.1%	64.3%	3.6
		7	11	5	3	2	18	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	224	30.8% 69	41.1% 92	17.4% 39	8.0% 18	2.7% 6	71.9% 161	3.9
A) School staff respects student diversity.	28	46.4% 13	42.9% 12	7.1% 2	3.6% 1	0.0% 0	89.3% 25	4.3
B) Adults at my school treat students respectfully.	28	39.3% 11	50.0% 14	7.1% 2	3.6% 1	0.0% 0	89.3% 25	4.3
C) Students are respectful to each other at school.	28	14.3% 4	28.6% 8	35.7% 10	14.3% 4	7.1% 2	42.9% 12	3.3
D) Students have opportunities to socialize with other students often at school.	28	39.3% 11	53.6% 15	3.6% 1	3.6% 1	0.0% 0	92.9% 26	4.3
E) Students have an adult on campus they trust.	28	25.0% 7	67.9% 19	7.1% 2	0.0% 0	0.0% 0	92.9% 26	4.2
F) Students trust other students at school.	28	25.0% 7	25.0% 7	39.3% 11	7.1% 2	3.6% 1	50.0% 14	3.6
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	28	25.0% 7	39.3% 11	28.6% 8	7.1% 2	0.0% 0	64.3% 18	3.8
H) School staff reflects student diversity.	28	32.1% 9	21.4% 6	10.7% 3	25.0% 7	10.7% 3	53.6% 15	3.4

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	252	30.6% 77	52.4% 132	14.3% 36	2.8% 7	0.0% 0	82.9% 209	4.1
A) Families and students understand how assignments and tests are graded.	28	25.0% 7	50.0% 14	21.4% 6	3.6% 1	0.0% 0	75.0% 21	4.0
B) Questions and concerns about schoolwork are addressed.	28	25.0% 7	46.4% 13	25.0% 7	3.6% 1	0.0% 0	71.4% 20	3.9
C) Student grades reflect their knowledge of the material.	28	25.0% 7	53.6% 15	17.9% 5	3.6% 1	0.0% 0	78.6% 22	4.0
D) Adults at my school believe all students can be successful.	28	35.7% 10	53.6% 15	3.6% 1	7.1% 2	0.0% 0	89.3% 25	4.2
E) Students feel comfortable and unjudged to ask their teacher for help.	28	32.1% 9	53.6% 15	10.7% 3	3.6% 1	0.0% 0	85.7% 24	4.1
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	28	28.6% 8	60.7% 17	10.7% 3	0.0% 0	0.0% 0	89.3% 25	4.2
G) Teachers at my school go out of their way to help all students.	28	39.3% 11	50.0% 14	10.7% 3	0.0% 0	0.0% 0	89.3% 25	4.3
H) Students receive timely and regular feedback on their learning.	28	35.7% 10	53.6% 15	10.7% 3	0.0% 0	0.0% 0	89.3% 25	4.3
I) Staff at my school provides resources or ideas that help families support their students at home.	28	28.6% 8	50.0% 14	17.9% 5	3.6% 1	0.0% 0	78.6% 22	4.0

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	107	28.0% 30	52.3% 56	13.1% 14	5.6% 6	0.9% 1	80.4% 86	4.0
A) Students are challenged academically at school.	26	23.1% 6	57.7% 15	11.5% 3	3.8% 1	3.8% 1	80.8% 21	3.9
B) School recognizes and celebrates the academic success of all students.	27	29.6% 8	33.3% 9	18.5% 5	18.5% 5	0.0% 0	63.0% 17	3.7
C) Adults on campus motivate students to do their best.	27	25.9% 7	59.3% 16	14.8% 4	0.0% 0	0.0% 0	85.2% 23	4.1
D) School provides additional academic support when students are struggling.	27	33.3% 9	59.3% 16	7.4% 2	0.0% 0	0.0% 0	92.6% 25	4.3
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	135	21.5% 29	53.3% 72	16.3% 22	8.9% 12	0.0% 0	74.8% 101	3.9
A) Students are interested in what they are learning.	27	29.6% 8	48.1% 13	18.5% 5	3.7% 1	0.0% 0	77.8% 21	4.0
B) Students have access to classes and activities that meet their interests and talents.	27	18.5% 5	51.9% 14	22.2% 6	7.4% 2	0.0% 0	70.4% 19	3.8
C) Students understand how to complete their schoolwork.	27	18.5% 5	66.7% 18	11.1% 3	3.7% 1	0.0% 0	85.2% 23	4.0
D) Students complete assignments on time.	27	18.5% 5	48.1% 13	18.5% 5	14.8% 4	0.0% 0	66.7% 18	3.7
E) Students are motivated to do their schoolwork.	27	22.2% 6	51.9% 14	11.1% 3	14.8% 4	0.0% 0	74.1% 20	3.8

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	224	17.9%	35.7%	33.5%	9.8%	3.1%	53.6%	3.6
		40	80	75	22	7	120	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	28	17.9%	28.6%	42.9%	7.1%	3.6%	46.4%	3.5
		5	8	12	2	1	13	
B) Students and families know what classes they will have to take and pass to graduate from high school.	28	10.7%	39.3%	35.7%	10.7%	3.6%	50.0%	3.4
		3	11	10	3	1	14	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	28	10.7%	42.9%	42.9%	3.6%	0.0%	53.6%	3.6
		3	12	12	1	0	15	
D) School offers college and career programs.	28	10.7%	25.0%	35.7%	17.9%	10.7%	35.7%	3.1
		3	7	10	5	3	10	
E) Students participate in programs to learn about different jobs, careers, and colleges.	28	14.3%	28.6%	39.3%	17.9%	0.0%	42.9%	3.4
		4	8	11	5	0	12	
F) Students are prepared for the next step of their educational experience.	28	14.3%	50.0%	21.4%	10.7%	3.6%	64.3%	3.6
		4	14	6	3	1	18	
G) Staff are optimistic about the future of their career in San Juan Unified.	28	39.3%	35.7%	17.9%	7.1%	0.0%	75.0%	4.1
		11	10	5	2	0	21	
H) There are equitable opportunities for advancement in the district.	28	25.0%	35.7%	32.1%	3.6%	3.6%	60.7%	3.8
		7	10	9	1	1	17	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	56	42.9%	42.9%	7.1%	7.1%	0.0%	85.7%	4.2
		24	24	4	4	0	48	
A) I would recommend my school to other families.	28	39.3%	39.3%	7.1%	14.3%	0.0%	78.6%	4.0
		11	11	2	4	0	22	
B) San Juan Unified School District is a district that I would recommend to other families.	28	46.4%	46.4%	7.1%	0.0%	0.0%	92.9%	4.4
		13	13	2	0	0	26	