



**Spring 2025
Staff Climate Survey Results**

**Gold River
Group Size N: 23**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	138	46.4%	35.5%	7.2%	8.0%	2.9%	81.9%	4.1
		64	49	10	11	4	113	
A) School has a climate that is caring.	23	52.2%	30.4%	13.0%	4.3%	0.0%	82.6%	4.3
		12	7	3	1	0	19	
B) There are students and staff on campus who listen to students when they have something to say.	23	43.5%	52.2%	0.0%	4.3%	0.0%	95.7%	4.3
		10	12	0	1	0	22	
C) There is an adult from the school who checks on how students are doing.	23	56.5%	43.5%	0.0%	0.0%	0.0%	100.0%	4.6
		13	10	0	0	0	23	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	23	34.8%	43.5%	8.7%	8.7%	4.3%	78.3%	4.0
		8	10	2	2	1	18	
E) Staff feels supported to do their job well in meeting the needs of all students.	23	43.5%	21.7%	13.0%	13.0%	8.7%	65.2%	3.8
		10	5	3	3	2	15	
F) Staff feels part of an effective team.	23	47.8%	21.7%	8.7%	17.4%	4.3%	69.6%	3.9
		11	5	2	4	1	16	
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	205	56.6%	32.2%	7.8%	2.9%	0.5%	88.8%	4.4
		116	66	16	6	1	182	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	23	69.6%	26.1%	4.3%	0.0%	0.0%	95.7%	4.7
		16	6	1	0	0	22	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	23	34.8%	39.1%	17.4%	8.7%	0.0%	73.9%	4.0
		8	9	4	2	0	17	
C) The school offers families opportunities to be involved in school and classroom activities.	23	60.9%	30.4%	4.3%	4.3%	0.0%	91.3%	4.5
		14	7	1	1	0	21	
D) The school keeps families well-informed about school activities.	23	69.6%	26.1%	4.3%	0.0%	0.0%	95.7%	4.7
		16	6	1	0	0	22	
E) The staff at our school listens to family concerns about issues.	23	60.9%	39.1%	0.0%	0.0%	0.0%	100.0%	4.6
		14	9	0	0	0	23	
F) The staff at school are helpful and welcoming when families come to school or call.	23	60.9%	26.1%	4.3%	8.7%	0.0%	87.0%	4.4
		14	6	1	2	0	20	
G) The school and families are partners in promoting positive behavior for my student.	22	50.0%	31.8%	13.6%	4.5%	0.0%	81.8%	4.3
		11	7	3	1	0	18	
H) Families who speak a language other than English receive general information about our school in their home language.	23	34.8%	39.1%	21.7%	0.0%	4.3%	73.9%	4.0
		8	9	5	0	1	17	
I) Staff receive information about upcoming events and important information about the school.	22	68.2%	31.8%	0.0%	0.0%	0.0%	100.0%	4.7
		15	7	0	0	0	22	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	161	46.0%	29.2%	12.4%	8.1%	4.3%	75.2%	4.0
		74	47	20	13	7	121	
A) School seeks input when making important decisions.	23	43.5%	34.8%	8.7%	8.7%	4.3%	78.3%	4.0
		10	8	2	2	1	18	
B) Important school decisions reflect diverse input.	23	43.5%	21.7%	17.4%	13.0%	4.3%	65.2%	3.9
		10	5	4	3	1	15	
C) The principal and staff listen to concerns of other staff members about issues.	23	56.5%	21.7%	8.7%	13.0%	0.0%	78.3%	4.2
		13	5	2	3	0	18	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	23	43.5%	34.8%	13.0%	4.3%	4.3%	78.3%	4.1
		10	8	3	1	1	18	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	23	47.8%	39.1%	4.3%	4.3%	4.3%	87.0%	4.2
		11	9	1	1	1	20	
F) Our school uses data from this survey to inform site decision making.	23	47.8%	26.1%	17.4%	4.3%	4.3%	73.9%	4.1
		11	6	4	1	1	17	
G) Staff voice matters in decision making.	23	39.1%	26.1%	17.4%	8.7%	8.7%	65.2%	3.8
		9	6	4	2	2	15	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	156	37.8%	39.7%	14.7%	5.8%	1.9%	77.6%	4.1
		59	62	23	9	3	121	
A) Concerns about student safety are taken seriously.	22	63.6%	27.3%	4.5%	4.5%	0.0%	90.9%	4.5
		14	6	1	1	0	20	
B) Concerns about student safety are addressed in a timely manner at my school.	23	43.5%	39.1%	13.0%	4.3%	0.0%	82.6%	4.2
		10	9	3	1	0	19	
C) My school is a safe place for all students.	23	26.1%	56.5%	17.4%	0.0%	0.0%	82.6%	4.1
		6	13	4	0	0	19	
D) My school is a safe place for all staff.	23	34.8%	34.8%	13.0%	17.4%	0.0%	69.6%	3.9
		8	8	3	4	0	16	
E) Students know what staff member to go to if they have a safety concern.	22	40.9%	31.8%	22.7%	4.5%	0.0%	72.7%	4.1
		9	7	5	1	0	16	
F) Students know school safety protocols.	22	31.8%	45.5%	22.7%	0.0%	0.0%	77.3%	4.1
		7	10	5	0	0	17	
G) I feel safe sharing different viewpoints and perspectives at my school.	21	23.8%	42.9%	9.5%	9.5%	14.3%	66.7%	3.5
		5	9	2	2	3	14	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	175	35.4%	44.0%	14.9%	5.1%	0.6%	79.4%	4.1
	62	77	26	9	1	139		
A) School staff respects student diversity.	22	54.5%	36.4%	9.1%	0.0%	0.0%	90.9%	4.5
	12	8	2	0	0	20		
B) Adults at my school treat students respectfully.	22	50.0%	45.5%	4.5%	0.0%	0.0%	95.5%	4.5
	11	10	1	0	0	21		
C) Students are respectful to each other at school.	22	18.2%	45.5%	27.3%	9.1%	0.0%	63.6%	3.7
	4	10	6	2	0	14		
D) Students have opportunities to socialize with other students often at school.	22	45.5%	54.5%	0.0%	0.0%	0.0%	100.0%	4.5
	10	12	0	0	0	22		
E) Students have an adult on campus they trust.	22	45.5%	50.0%	4.5%	0.0%	0.0%	95.5%	4.4
	10	11	1	0	0	21		
F) Students trust other students at school.	22	22.7%	50.0%	27.3%	0.0%	0.0%	72.7%	4.0
	5	11	6	0	0	16		
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	22	27.3%	45.5%	13.6%	9.1%	4.5%	72.7%	3.8
	6	10	3	2	1	16		
H) School staff reflects student diversity.	21	19.0%	23.8%	33.3%	23.8%	0.0%	42.9%	3.4
	4	5	7	5	0	9		
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	195	53.3%	39.0%	7.2%	0.0%	0.5%	92.3%	4.4
	104	76	14	0	1	180		
A) Families and students understand how assignments and tests are graded.	22	27.3%	50.0%	18.2%	0.0%	4.5%	77.3%	4.0
	6	11	4	0	1	17		
B) Questions and concerns about schoolwork are addressed.	22	54.5%	36.4%	9.1%	0.0%	0.0%	90.9%	4.5
	12	8	2	0	0	20		
C) Student grades reflect their knowledge of the material.	22	40.9%	40.9%	18.2%	0.0%	0.0%	81.8%	4.2
	9	9	4	0	0	18		
D) Adults at my school believe all students can be successful.	22	45.5%	54.5%	0.0%	0.0%	0.0%	100.0%	4.5
	10	12	0	0	0	22		
E) Students feel comfortable and unjudged to ask their teacher for help.	22	40.9%	50.0%	9.1%	0.0%	0.0%	90.9%	4.3
	9	11	2	0	0	20		
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	22	72.7%	27.3%	0.0%	0.0%	0.0%	100.0%	4.7
	16	6	0	0	0	22		
G) Teachers at my school go out of their way to help all students.	22	63.6%	36.4%	0.0%	0.0%	0.0%	100.0%	4.6
	14	8	0	0	0	22		
H) Students receive timely and regular feedback on their learning.	20	70.0%	25.0%	5.0%	0.0%	0.0%	95.0%	4.7
	14	5	1	0	0	19		
I) Staff at my school provides resources or ideas that help families support their students at home.	21	66.7%	28.6%	4.8%	0.0%	0.0%	95.2%	4.6
	14	6	1	0	0	20		

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	86	47.7%	40.7%	3.5%	8.1%	0.0%	88.4%	4.3
		41	35	3	7	0	76	
A) Students are challenged academically at school.	21	57.1%	38.1%	0.0%	4.8%	0.0%	95.2%	4.5
		12	8	0	1	0	20	
B) School recognizes and celebrates the academic success of all students.	22	50.0%	40.9%	4.5%	4.5%	0.0%	90.9%	4.4
		11	9	1	1	0	20	
C) Adults on campus motivate students to do their best.	22	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		11	11	0	0	0	22	
D) School provides additional academic support when students are struggling.	21	33.3%	33.3%	9.5%	23.8%	0.0%	66.7%	3.8
		7	7	2	5	0	14	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	103	25.2%	51.5%	19.4%	2.9%	1.0%	76.7%	4.0
		26	53	20	3	1	79	
A) Students are interested in what they are learning.	21	23.8%	57.1%	19.0%	0.0%	0.0%	81.0%	4.0
		5	12	4	0	0	17	
B) Students have access to classes and activities that meet their interests and talents.	21	23.8%	52.4%	23.8%	0.0%	0.0%	76.2%	4.0
		5	11	5	0	0	16	
C) Students understand how to complete their schoolwork.	21	38.1%	52.4%	9.5%	0.0%	0.0%	90.5%	4.3
		8	11	2	0	0	19	
D) Students complete assignments on time.	20	20.0%	40.0%	20.0%	15.0%	5.0%	60.0%	3.6
		4	8	4	3	1	12	
E) Students are motivated to do their schoolwork.	20	20.0%	55.0%	25.0%	0.0%	0.0%	75.0%	4.0
		4	11	5	0	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	166	26.5%	38.0%	28.3%	6.0%	1.2%	64.5%	3.8
		44	63	47	10	2	107	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	21	19.0%	42.9%	33.3%	4.8%	0.0%	61.9%	3.8
		4	9	7	1	0	13	
B) Students and families know what classes they will have to take and pass to graduate from high school.	20	15.0%	25.0%	45.0%	10.0%	5.0%	40.0%	3.4
		3	5	9	2	1	8	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	20	35.0%	45.0%	20.0%	0.0%	0.0%	80.0%	4.2
		7	9	4	0	0	16	
D) School offers college and career programs.	21	19.0%	33.3%	38.1%	9.5%	0.0%	52.4%	3.6
		4	7	8	2	0	11	
E) Students participate in programs to learn about different jobs, careers, and colleges.	21	23.8%	38.1%	33.3%	4.8%	0.0%	61.9%	3.8
		5	8	7	1	0	13	
F) Students are prepared for the next step of their educational experience.	21	33.3%	52.4%	14.3%	0.0%	0.0%	85.7%	4.2
		7	11	3	0	0	18	
G) Staff are optimistic about the future of their career in San Juan Unified.	21	38.1%	23.8%	28.6%	9.5%	0.0%	61.9%	3.9
		8	5	6	2	0	13	
H) There are equitable opportunities for advancement in the district.	21	28.6%	42.9%	14.3%	9.5%	4.8%	71.4%	3.8
		6	9	3	2	1	15	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	43	44.2%	30.2%	14.0%	9.3%	2.3%	74.4%	4.0
		19	13	6	4	1	32	
A) I would recommend my school to other families.	21	57.1%	23.8%	14.3%	4.8%	0.0%	81.0%	4.3
		12	5	3	1	0	17	
B) San Juan Unified School District is a district that I would recommend to other families.	22	31.8%	36.4%	13.6%	13.6%	4.5%	68.2%	3.8
		7	8	3	3	1	15	