



**Spring 2025  
Staff Climate Survey Results**

**Cambridge Heights**

**Group Size N: 8**

| <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   | 48       | 47.9%<br>23           | 37.5%<br>18  | 14.6%<br>7     | 0.0%<br>0       | 0.0%<br>0                | 85.4%<br>41                     | 4.3         |
| A) School has a climate that is caring.   | 8        | 37.5%<br>3            | 62.5%<br>5   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.4         |
| B) There are students and staff on campus who listen to students when they have something to say.     | 8        | 50.0%<br>4            | 50.0%<br>4   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.5         |
| C) There is an adult from the school who checks on how students are doing.                            | 8        | 87.5%<br>7            | 12.5%<br>1   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.9         |
| D) School has the materials, staff, programs, and supports needed to help all students do their best. | 8        | 25.0%<br>2            | 25.0%<br>2   | 50.0%<br>4     | 0.0%<br>0       | 0.0%<br>0                | 50.0%<br>4                      | 3.8         |
| E) Staff feels supported to do their job well in meeting the needs of all students.                   | 8        | 37.5%<br>3            | 37.5%<br>3   | 25.0%<br>2     | 0.0%<br>0       | 0.0%<br>0                | 75.0%<br>6                      | 4.1         |
| F) Staff feels part of an effective team.   | 8        | 50.0%<br>4            | 37.5%<br>3   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.4         |

| <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  | 72       | 44.4%<br>32           | 48.6%<br>35  | 5.6%<br>4      | 1.4%<br>1       | 0.0%<br>0                | 93.1%<br>67                     | 4.4         |
| A) Staff at the school promptly responds to family phone calls, messages, or e-mails.                                    | 8        | 62.5%<br>5            | 37.5%<br>3   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.6         |
| B) The school clearly outlines the family, student, and school responsibilities in educating each child.                 | 8        | 25.0%<br>2            | 62.5%<br>5   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.1         |
| C) The school offers families opportunities to be involved in school and classroom activities.                           | 8        | 50.0%<br>4            | 25.0%<br>2   | 25.0%<br>2     | 0.0%<br>0       | 0.0%<br>0                | 75.0%<br>6                      | 4.3         |
| D) The school keeps families well-informed about school activities.  | 8        | 62.5%<br>5            | 37.5%<br>3   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.6         |
| E) The staff at our school listens to family concerns about issues.  | 8        | 37.5%<br>3            | 62.5%<br>5   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.4         |
| F) The staff at school are helpful and welcoming when families come to school or call.                                   | 8        | 50.0%<br>4            | 50.0%<br>4   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.5         |
| G) The school and families are partners in promoting positive behavior for my student.                                   | 8        | 25.0%<br>2            | 75.0%<br>6   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.3         |
| H) Families who speak a language other than English receive general information about our school in their home language. | 8        | 25.0%<br>2            | 50.0%<br>4   | 12.5%<br>1     | 12.5%<br>1      | 0.0%<br>0                | 75.0%<br>6                      | 3.9         |
| I) Staff receive information about upcoming events and important information about the school.                           | 8        | 62.5%<br>5            | 37.5%<br>3   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 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   | 56       | 28.6%                 | 39.3%        | 17.9%          | 14.3%           | 0.0%                     | 67.9%                           | 3.8         |
|   |          | 16                    | 22           | 10             | 8               | 0                        | 38                              |             |
| A) School seeks input when making important decisions.  | 8        | 25.0%                 | 37.5%        | 12.5%          | 25.0%           | 0.0%                     | 62.5%                           | 3.6         |
|   |          | 2                     | 3            | 1              | 2               | 0                        | 5                               |             |
| B) Important school decisions reflect diverse input.  | 8        | 25.0%                 | 37.5%        | 12.5%          | 25.0%           | 0.0%                     | 62.5%                           | 3.6         |
|   |          | 2                     | 3            | 1              | 2               | 0                        | 5                               |             |
| C) The principal and staff listen to concerns of other staff members about issues.                              | 8        | 50.0%                 | 25.0%        | 12.5%          | 12.5%           | 0.0%                     | 75.0%                           | 4.1         |
|   |          | 4                     | 2            | 1              | 1               | 0                        | 6                               |             |
| D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding. | 8        | 25.0%                 | 37.5%        | 37.5%          | 0.0%            | 0.0%                     | 62.5%                           | 3.9         |
|   |          | 2                     | 3            | 3              | 0               | 0                        | 5                               |             |
| E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.                           | 8        | 25.0%                 | 62.5%        | 12.5%          | 0.0%            | 0.0%                     | 87.5%                           | 4.1         |
|   |          | 2                     | 5            | 1              | 0               | 0                        | 7                               |             |
| F) Our school uses data from this survey to inform site decision making.  | 8        | 25.0%                 | 37.5%        | 25.0%          | 12.5%           | 0.0%                     | 62.5%                           | 3.8         |
|   |          | 2                     | 3            | 2              | 1               | 0                        | 5                               |             |
| G) Staff voice matters in decision making.  | 8        | 25.0%                 | 37.5%        | 12.5%          | 25.0%           | 0.0%                     | 62.5%                           | 3.6         |
|   |          | 2                     | 3            | 1              | 2               | 0                        | 5                               |             |

  

| <b>Safety</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                                 | 56       | 30.4%                 | 32.1%        | 19.6%          | 17.9%           | 0.0%                     | 62.5%                           | 3.8         |
|   |          | 17                    | 18           | 11             | 10              | 0                        | 35                              |             |
| A) Concerns about student safety are taken seriously.                           | 8        | 37.5%                 | 25.0%        | 12.5%          | 25.0%           | 0.0%                     | 62.5%                           | 3.8         |
|   |          | 3                     | 2            | 1              | 2               | 0                        | 5                               |             |
| B) Concerns about student safety are addressed in a timely manner at my school. | 8        | 37.5%                 | 12.5%        | 37.5%          | 12.5%           | 0.0%                     | 50.0%                           | 3.8         |
|   |          | 3                     | 1            | 3              | 1               | 0                        | 4                               |             |
| C) My school is a safe place for all students.                                  | 8        | 12.5%                 | 25.0%        | 25.0%          | 37.5%           | 0.0%                     | 37.5%                           | 3.1         |
|   |          | 1                     | 2            | 2              | 3               | 0                        | 3                               |             |
| D) My school is a safe place for all staff.                                     | 8        | 12.5%                 | 37.5%        | 25.0%          | 25.0%           | 0.0%                     | 50.0%                           | 3.4         |
|   |          | 1                     | 3            | 2              | 2               | 0                        | 4                               |             |
| E) Students know what staff member to go to if they have a safety concern.      | 8        | 50.0%                 | 37.5%        | 12.5%          | 0.0%            | 0.0%                     | 87.5%                           | 4.4         |
|   |          | 4                     | 3            | 1              | 0               | 0                        | 7                               |             |
| F) Students know school safety protocols.                                       | 8        | 37.5%                 | 50.0%        | 12.5%          | 0.0%            | 0.0%                     | 87.5%                           | 4.3         |
|   |          | 3                     | 4            | 1              | 0               | 0                        | 7                               |             |
| G) I feel safe sharing different viewpoints and perspectives at my school.      | 8        | 25.0%                 | 37.5%        | 12.5%          | 25.0%           | 0.0%                     | 62.5%                           | 3.6         |
|   |          | 2                     | 3            | 1              | 2               | 0                        | 5                               |             |

| <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                                     | 64       | 25.0%<br>16           | 46.9%<br>30  | 21.9%<br>14    | 4.7%<br>3       | 1.6%<br>1                | 71.9%<br>46                     | 3.9         |
| A) School staff respects student diversity.   | 8        | 25.0%<br>2            | 62.5%<br>5   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.1         |
| B) Adults at my school treat students respectfully.                                 | 8        | 37.5%<br>3            | 50.0%<br>4   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.3         |
| C) Students are respectful to each other at school.                                 | 8        | 0.0%<br>0             | 62.5%<br>5   | 37.5%<br>3     | 0.0%<br>0       | 0.0%<br>0                | 62.5%<br>5                      | 3.6         |
| D) Students have opportunities to socialize with other students often at school.    | 8        | 37.5%<br>3            | 50.0%<br>4   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.3         |
| E) Students have an adult on campus they trust.                                     | 8        | 62.5%<br>5            | 37.5%<br>3   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.6         |
| F) Students trust other students at school.   | 8        | 12.5%<br>1            | 75.0%<br>6   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.0         |
| G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives. | 8        | 25.0%<br>2            | 37.5%<br>3   | 37.5%<br>3     | 0.0%<br>0       | 0.0%<br>0                | 62.5%<br>5                      | 3.9         |
| H) School staff reflects student diversity.   | 8        | 0.0%<br>0             | 0.0%<br>0    | 50.0%<br>4     | 37.5%<br>3      | 12.5%<br>1               | 0.0%<br>0                       | 2.4         |

  

| <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   | 72       | 30.6%<br>22           | 61.1%<br>44  | 8.3%<br>6      | 0.0%<br>0       | 0.0%<br>0                | 91.7%<br>66                     | 4.2         |
| A) Families and students understand how assignments and tests are graded.                             | 8        | 0.0%<br>0             | 75.0%<br>6   | 25.0%<br>2     | 0.0%<br>0       | 0.0%<br>0                | 75.0%<br>6                      | 3.8         |
| B) Questions and concerns about schoolwork are addressed.   | 8        | 62.5%<br>5            | 37.5%<br>3   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.6         |
| C) Student grades reflect their knowledge of the material.  | 8        | 12.5%<br>1            | 87.5%<br>7   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.1         |
| D) Adults at my school believe all students can be successful.  | 8        | 37.5%<br>3            | 62.5%<br>5   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.4         |
| E) Students feel comfortable and unjudged to ask their teacher for help.                              | 8        | 37.5%<br>3            | 50.0%<br>4   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.3         |
| F) Teachers provide opportunities for students to participate in classroom discussions or activities. | 8        | 62.5%<br>5            | 37.5%<br>3   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.6         |
| G) Teachers at my school go out of their way to help all students.                                    | 8        | 50.0%<br>4            | 37.5%<br>3   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.4         |
| H) Students receive timely and regular feedback on their learning.                                    | 8        | 12.5%<br>1            | 75.0%<br>6   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.0         |
| I) Staff at my school provides resources or ideas that help families support their students at home.  | 8        | 0.0%<br>0             | 87.5%<br>7   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 3.9         |

| <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  | 32       | 50.0%<br>16           | 43.8%<br>14  | 3.1%<br>1      | 3.1%<br>1       | 0.0%<br>0                | 93.8%<br>30                     | 4.4         |
| A) Students are challenged academically at school.                                       | 8        | 37.5%<br>3            | 62.5%<br>5   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.4         |
| B) School recognizes and celebrates the academic success of all students.                | 8        | 62.5%<br>5            | 37.5%<br>3   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.6         |
| C) Adults on campus motivate students to do their best.                                  | 8        | 50.0%<br>4            | 50.0%<br>4   | 0.0%<br>0      | 0.0%<br>0       | 0.0%<br>0                | 100.0%<br>8                     | 4.5         |
| D) School provides additional academic support when students are struggling.             | 8        | 50.0%<br>4            | 25.0%<br>2   | 12.5%<br>1     | 12.5%<br>1      | 0.0%<br>0                | 75.0%<br>6                      | 4.1         |
| <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  | 40       | 10.0%<br>4            | 70.0%<br>28  | 20.0%<br>8     | 0.0%<br>0       | 0.0%<br>0                | 80.0%<br>32                     | 3.9         |
| A) Students are interested in what they are learning.                                    | 8        | 12.5%<br>1            | 75.0%<br>6   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.0         |
| B) Students have access to classes and activities that meet their interests and talents. | 8        | 12.5%<br>1            | 75.0%<br>6   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.0         |
| C) Students understand how to complete their schoolwork.                                 | 8        | 12.5%<br>1            | 75.0%<br>6   | 12.5%<br>1     | 0.0%<br>0       | 0.0%<br>0                | 87.5%<br>7                      | 4.0         |
| D) Students complete assignments on time.  | 8        | 0.0%<br>0             | 62.5%<br>5   | 37.5%<br>3     | 0.0%<br>0       | 0.0%<br>0                | 62.5%<br>5                      | 3.6         |
| E) Students are motivated to do their schoolwork.  | 8        | 12.5%<br>1            | 62.5%<br>5   | 25.0%<br>2     | 0.0%<br>0       | 0.0%<br>0                | 75.0%<br>6                      | 3.9         |

| <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   | 51       | 11.8%                 | 23.5%        | 41.2%          | 21.6%           | 2.0%                     | 35.3%                           | 3.2         |
|   |          | 6                     | 12           | 21             | 11              | 1                        | 18                              |             |
| A) Students are encouraged to take the required courses needed to be prepared for college and career.               | 6        | 0.0%                  | 16.7%        | 83.3%          | 0.0%            | 0.0%                     | 16.7%                           | 3.2         |
|   |          | 0                     | 1            | 5              | 0               | 0                        | 1                               |             |
| B) Students and families know what classes they will have to take and pass to graduate from high school.            | 6        | 0.0%                  | 0.0%         | 66.7%          | 33.3%           | 0.0%                     | 0.0%                            | 2.7         |
|   |          | 0                     | 0            | 4              | 2               | 0                        | 0                               |             |
| C) Students are interested in attending college, joining the military, or entering the workforce after high school. | 7        | 14.3%                 | 14.3%        | 42.9%          | 28.6%           | 0.0%                     | 28.6%                           | 3.1         |
|   |          | 1                     | 1            | 3              | 2               | 0                        | 2                               |             |
| D) School offers college and career programs.   | 6        | 0.0%                  | 0.0%         | 33.3%          | 50.0%           | 16.7%                    | 0.0%                            | 2.2         |
|   |          | 0                     | 0            | 2              | 3               | 1                        | 0                               |             |
| E) Students participate in programs to learn about different jobs, careers, and colleges.                           | 6        | 0.0%                  | 0.0%         | 50.0%          | 50.0%           | 0.0%                     | 0.0%                            | 2.5         |
|   |          | 0                     | 0            | 3              | 3               | 0                        | 0                               |             |
| F) Students are prepared for the next step of their educational experience.   | 7        | 28.6%                 | 57.1%        | 14.3%          | 0.0%            | 0.0%                     | 85.7%                           | 4.1         |
|   |          | 2                     | 4            | 1              | 0               | 0                        | 6                               |             |
| G) Staff are optimistic about the future of their career in San Juan Unified.                                       | 7        | 28.6%                 | 57.1%        | 14.3%          | 0.0%            | 0.0%                     | 85.7%                           | 4.1         |
|   |          | 2                     | 4            | 1              | 0               | 0                        | 6                               |             |
| H) There are equitable opportunities for advancement in the district.   | 6        | 16.7%                 | 33.3%        | 33.3%          | 16.7%           | 0.0%                     | 50.0%                           | 3.5         |
|   |          | 1                     | 2            | 2              | 1               | 0                        | 3                               |             |

| <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   | 16       | 43.8%                 | 43.8%        | 0.0%           | 12.5%           | 0.0%                     | 87.5%                           | 4.2         |
|   |          | 7                     | 7            | 0              | 2               | 0                        | 14                              |             |
| A) I would recommend my school to other families.   | 8        | 62.5%                 | 25.0%        | 0.0%           | 12.5%           | 0.0%                     | 87.5%                           | 4.4         |
|   |          | 5                     | 2            | 0              | 1               | 0                        | 7                               |             |
| B) San Juan Unified School District is a district that I would recommend to other families. | 8        | 25.0%                 | 62.5%        | 0.0%           | 12.5%           | 0.0%                     | 87.5%                           | 4.0         |
|   |          | 2                     | 5            | 0              | 1               | 0                        | 7                               |             |