



**Spring 2025
Staff Climate Survey Results**

Albert Schweitzer

Group Size N: 27

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	162	36.4%	37.0%	15.4%	8.6%	2.5%	73.5%	4.0
		59	60	25	14	4	119	
A) School has a climate that is caring.	27	33.3%	44.4%	22.2%	0.0%	0.0%	77.8%	4.1
		9	12	6	0	0	21	
B) There are students and staff on campus who listen to students when they have something to say.	27	48.1%	33.3%	18.5%	0.0%	0.0%	81.5%	4.3
		13	9	5	0	0	22	
C) There is an adult from the school who checks on how students are doing.	27	59.3%	37.0%	0.0%	3.7%	0.0%	96.3%	4.5
		16	10	0	1	0	26	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	27	22.2%	37.0%	14.8%	22.2%	3.7%	59.3%	3.5
		6	10	4	6	1	16	
E) Staff feels supported to do their job well in meeting the needs of all students.	27	33.3%	29.6%	18.5%	11.1%	7.4%	63.0%	3.7
		9	8	5	3	2	17	
F) Staff feels part of an effective team.	27	22.2%	40.7%	18.5%	14.8%	3.7%	63.0%	3.6
		6	11	5	4	1	17	
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	243	25.5%	52.3%	15.2%	7.0%	0.0%	77.8%	4.0
		62	127	37	17	0	189	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	27	44.4%	51.9%	3.7%	0.0%	0.0%	96.3%	4.4
		12	14	1	0	0	26	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	27	22.2%	44.4%	25.9%	7.4%	0.0%	66.7%	3.8
		6	12	7	2	0	18	
C) The school offers families opportunities to be involved in school and classroom activities.	27	22.2%	55.6%	14.8%	7.4%	0.0%	77.8%	3.9
		6	15	4	2	0	21	
D) The school keeps families well-informed about school activities.	27	29.6%	59.3%	0.0%	11.1%	0.0%	88.9%	4.1
		8	16	0	3	0	24	
E) The staff at our school listens to family concerns about issues.	27	22.2%	55.6%	22.2%	0.0%	0.0%	77.8%	4.0
		6	15	6	0	0	21	
F) The staff at school are helpful and welcoming when families come to school or call.	27	25.9%	55.6%	14.8%	3.7%	0.0%	81.5%	4.0
		7	15	4	1	0	22	
G) The school and families are partners in promoting positive behavior for my student.	27	18.5%	48.1%	25.9%	7.4%	0.0%	66.7%	3.8
		5	13	7	2	0	18	
H) Families who speak a language other than English receive general information about our school in their home language.	27	11.1%	40.7%	29.6%	18.5%	0.0%	51.9%	3.4
		3	11	8	5	0	14	
I) Staff receive information about upcoming events and important information about the school.	27	33.3%	59.3%	0.0%	7.4%	0.0%	92.6%	4.2
		9	16	0	2	0	25	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	187	26.2%	46.0%	21.9%	2.7%	3.2%	72.2%	3.9
		49	86	41	5	6	135	
A) School seeks input when making important decisions.	27	25.9%	59.3%	11.1%	0.0%	3.7%	85.2%	4.0
		7	16	3	0	1	23	
B) Important school decisions reflect diverse input.	27	22.2%	51.9%	18.5%	3.7%	3.7%	74.1%	3.9
		6	14	5	1	1	20	
C) The principal and staff listen to concerns of other staff members about issues.	27	29.6%	55.6%	7.4%	3.7%	3.7%	85.2%	4.0
		8	15	2	1	1	23	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	27	33.3%	37.0%	22.2%	7.4%	0.0%	70.4%	4.0
		9	10	6	2	0	19	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	26	34.6%	38.5%	23.1%	0.0%	3.8%	73.1%	4.0
		9	10	6	0	1	19	
F) Our school uses data from this survey to inform site decision making.	26	19.2%	34.6%	38.5%	3.8%	3.8%	53.8%	3.6
		5	9	10	1	1	14	
G) Staff voice matters in decision making.	27	18.5%	44.4%	33.3%	0.0%	3.7%	63.0%	3.7
		5	12	9	0	1	17	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	186	29.0%	50.5%	15.1%	3.2%	2.2%	79.6%	4.0
		54	94	28	6	4	148	
A) Concerns about student safety are taken seriously.	27	33.3%	59.3%	3.7%	0.0%	3.7%	92.6%	4.2
		9	16	1	0	1	25	
B) Concerns about student safety are addressed in a timely manner at my school.	26	30.8%	50.0%	15.4%	0.0%	3.8%	80.8%	4.0
		8	13	4	0	1	21	
C) My school is a safe place for all students.	27	25.9%	48.1%	22.2%	3.7%	0.0%	74.1%	4.0
		7	13	6	1	0	20	
D) My school is a safe place for all staff.	27	33.3%	40.7%	18.5%	3.7%	3.7%	74.1%	4.0
		9	11	5	1	1	20	
E) Students know what staff member to go to if they have a safety concern.	27	29.6%	55.6%	11.1%	3.7%	0.0%	85.2%	4.1
		8	15	3	1	0	23	
F) Students know school safety protocols.	26	26.9%	53.8%	15.4%	3.8%	0.0%	80.8%	4.0
		7	14	4	1	0	21	
G) I feel safe sharing different viewpoints and perspectives at my school.	26	23.1%	46.2%	19.2%	7.7%	3.8%	69.2%	3.8
		6	12	5	2	1	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	212	20.3%	43.9%	27.8%	6.1%	1.9%	64.2%	3.7
	43	93	59	13	4		136	
A) School staff respects student diversity.	26	26.9%	46.2%	23.1%	3.8%	0.0%	73.1%	4.0
	7	12	6	1	0		19	
B) Adults at my school treat students respectfully.	27	22.2%	51.9%	25.9%	0.0%	0.0%	74.1%	4.0
	6	14	7	0	0		20	
C) Students are respectful to each other at school.	27	7.4%	37.0%	33.3%	18.5%	3.7%	44.4%	3.3
	2	10	9	5	1		12	
D) Students have opportunities to socialize with other students often at school.	26	19.2%	50.0%	23.1%	3.8%	3.8%	69.2%	3.8
	5	13	6	1	1		18	
E) Students have an adult on campus they trust.	26	23.1%	69.2%	7.7%	0.0%	0.0%	92.3%	4.2
	6	18	2	0	0		24	
F) Students trust other students at school.	26	23.1%	38.5%	38.5%	0.0%	0.0%	61.5%	3.8
	6	10	10	0	0		16	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	27	22.2%	29.6%	37.0%	11.1%	0.0%	51.9%	3.6
	6	8	10	3	0		14	
H) School staff reflects student diversity.	27	18.5%	29.6%	33.3%	11.1%	7.4%	48.1%	3.4
	5	8	9	3	2		13	
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	235	22.1%	55.3%	20.4%	2.1%	0.0%	77.4%	4.0
	52	130	48	5	0		182	
A) Families and students understand how assignments and tests are graded.	27	11.1%	63.0%	18.5%	7.4%	0.0%	74.1%	3.8
	3	17	5	2	0		20	
B) Questions and concerns about schoolwork are addressed.	27	18.5%	59.3%	22.2%	0.0%	0.0%	77.8%	4.0
	5	16	6	0	0		21	
C) Student grades reflect their knowledge of the material.	26	19.2%	50.0%	30.8%	0.0%	0.0%	69.2%	3.9
	5	13	8	0	0		18	
D) Adults at my school believe all students can be successful.	26	15.4%	57.7%	19.2%	7.7%	0.0%	73.1%	3.8
	4	15	5	2	0		19	
E) Students feel comfortable and unjudged to ask their teacher for help.	26	34.6%	57.7%	7.7%	0.0%	0.0%	92.3%	4.3
	9	15	2	0	0		24	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	26	30.8%	50.0%	19.2%	0.0%	0.0%	80.8%	4.1
	8	13	5	0	0		21	
G) Teachers at my school go out of their way to help all students.	26	19.2%	46.2%	34.6%	0.0%	0.0%	65.4%	3.8
	5	12	9	0	0		17	
H) Students receive timely and regular feedback on their learning.	25	32.0%	60.0%	8.0%	0.0%	0.0%	92.0%	4.2
	8	15	2	0	0		23	
I) Staff at my school provides resources or ideas that help families support their students at home.	26	19.2%	53.8%	23.1%	3.8%	0.0%	73.1%	3.9
	5	14	6	1	0		19	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	104	14.4%	60.6%	19.2%	2.9%	2.9%	75.0%	3.8
		15	63	20	3	3	78	
A) Students are challenged academically at school.	26	23.1%	50.0%	19.2%	7.7%	0.0%	73.1%	3.9
		6	13	5	2	0	19	
B) School recognizes and celebrates the academic success of all students.	26	11.5%	50.0%	30.8%	3.8%	3.8%	61.5%	3.6
		3	13	8	1	1	16	
C) Adults on campus motivate students to do their best.	26	11.5%	69.2%	15.4%	0.0%	3.8%	80.8%	3.8
		3	18	4	0	1	21	
D) School provides additional academic support when students are struggling.	26	11.5%	73.1%	11.5%	0.0%	3.8%	84.6%	3.9
		3	19	3	0	1	22	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	125	13.6%	53.6%	27.2%	4.0%	1.6%	67.2%	3.7
		17	67	34	5	2	84	
A) Students are interested in what they are learning.	25	12.0%	56.0%	24.0%	4.0%	4.0%	68.0%	3.7
		3	14	6	1	1	17	
B) Students have access to classes and activities that meet their interests and talents.	25	12.0%	36.0%	48.0%	0.0%	4.0%	48.0%	3.5
		3	9	12	0	1	12	
C) Students understand how to complete their schoolwork.	25	16.0%	60.0%	20.0%	4.0%	0.0%	76.0%	3.9
		4	15	5	1	0	19	
D) Students complete assignments on time.	25	12.0%	60.0%	24.0%	4.0%	0.0%	72.0%	3.8
		3	15	6	1	0	18	
E) Students are motivated to do their schoolwork.	25	16.0%	56.0%	20.0%	8.0%	0.0%	72.0%	3.8
		4	14	5	2	0	18	

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	180	10.6%	23.3%	62.2%	3.9%	0.0%	33.9%	3.4
		19	42	112	7	0	61	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	22	9.1%	22.7%	63.6%	4.5%	0.0%	31.8%	3.4
		2	5	14	1	0	7	
B) Students and families know what classes they will have to take and pass to graduate from high school.	22	9.1%	18.2%	63.6%	9.1%	0.0%	27.3%	3.3
		2	4	14	2	0	6	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	21	9.5%	19.0%	66.7%	4.8%	0.0%	28.6%	3.3
		2	4	14	1	0	6	
D) School offers college and career programs.	22	9.1%	13.6%	68.2%	9.1%	0.0%	22.7%	3.2
		2	3	15	2	0	5	
E) Students participate in programs to learn about different jobs, careers, and colleges.	22	9.1%	9.1%	77.3%	4.5%	0.0%	18.2%	3.2
		2	2	17	1	0	4	
F) Students are prepared for the next step of their educational experience.	23	17.4%	30.4%	52.2%	0.0%	0.0%	47.8%	3.7
		4	7	12	0	0	11	
G) Staff are optimistic about the future of their career in San Juan Unified.	24	12.5%	41.7%	45.8%	0.0%	0.0%	54.2%	3.7
		3	10	11	0	0	13	
H) There are equitable opportunities for advancement in the district.	24	8.3%	29.2%	62.5%	0.0%	0.0%	37.5%	3.5
		2	7	15	0	0	9	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	52	30.8%	44.2%	21.2%	1.9%	1.9%	75.0%	4.0
		16	23	11	1	1	39	
A) I would recommend my school to other families.	26	30.8%	38.5%	23.1%	3.8%	3.8%	69.2%	3.9
		8	10	6	1	1	18	
B) San Juan Unified School District is a district that I would recommend to other families.	26	30.8%	50.0%	19.2%	0.0%	0.0%	80.8%	4.1
		8	13	5	0	0	21	