



**Spring 2025
Staff Climate Survey Results**

**Cottage
Group Size N: 2**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	12	25.0%	50.0%	0.0%	8.3%	16.7%	75.0%	3.6
		3	6	0	1	2	9	
A) School has a climate that is caring.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
B) There are students and staff on campus who listen to students when they have something to say.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
C) There is an adult from the school who checks on how students are doing.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	2	50.0%	0.0%	0.0%	50.0%	0.0%	50.0%	3.5
		1	0	0	1	0	1	
E) Staff feels supported to do their job well in meeting the needs of all students.	2	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%	2.5
		0	1	0	0	1	1	
F) Staff feels part of an effective team.	2	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%	2.5
		0	1	0	0	1	1	
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	18	11.1%	66.7%	16.7%	5.6%	0.0%	77.8%	3.8
		2	12	3	1	0	14	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
C) The school offers families opportunities to be involved in school and classroom activities.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
D) The school keeps families well-informed about school activities.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
E) The staff at our school listens to family concerns about issues.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
F) The staff at school are helpful and welcoming when families come to school or call.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
G) The school and families are partners in promoting positive behavior for my student.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
H) Families who speak a language other than English receive general information about our school in their home language.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
I) Staff receive information about upcoming events and important information about the school.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	14	0.0%	57.1%	28.6%	14.3%	0.0%	57.1%	3.4
		0	8	4	2	0	8	
A) School seeks input when making important decisions.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
B) Important school decisions reflect diverse input.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
C) The principal and staff listen to concerns of other staff members about issues.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
F) Our school uses data from this survey to inform site decision making.	2	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	2	0	0	0	
G) Staff voice matters in decision making.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	14	0.0%	64.3%	14.3%	14.3%	7.1%	64.3%	3.4
		0	9	2	2	1	9	
A) Concerns about student safety are taken seriously.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
B) Concerns about student safety are addressed in a timely manner at my school.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
C) My school is a safe place for all students.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
D) My school is a safe place for all staff.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
E) Students know what staff member to go to if they have a safety concern.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
F) Students know school safety protocols.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
G) I feel safe sharing different viewpoints and perspectives at my school.	2	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	2.0
		0	0	1	0	1	0	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	16	0.0%	93.8%	0.0%	6.3%	0.0%	93.8%	3.9
		0	15	0	1	0	15	
A) School staff respects student diversity.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
B) Adults at my school treat students respectfully.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
C) Students are respectful to each other at school.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
D) Students have opportunities to socialize with other students often at school.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
E) Students have an adult on campus they trust.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
F) Students trust other students at school.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
H) School staff reflects student diversity.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	18	16.7%	55.6%	16.7%	5.6%	5.6%	72.2%	3.7
		3	10	3	1	1	13	
A) Families and students understand how assignments and tests are graded.	2	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	2.0
		0	0	1	0	1	0	
B) Questions and concerns about schoolwork are addressed.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
C) Student grades reflect their knowledge of the material.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
D) Adults at my school believe all students can be successful.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
E) Students feel comfortable and unjudged to ask their teacher for help.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
G) Teachers at my school go out of their way to help all students.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
H) Students receive timely and regular feedback on their learning.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
I) Staff at my school provides resources or ideas that help families support their students at home.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	8	0.0%	87.5%	12.5%	0.0%	0.0%	87.5%	3.9
		0	7	1	0	0	7	
A) Students are challenged academically at school.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
B) School recognizes and celebrates the academic success of all students.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
C) Adults on campus motivate students to do their best.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
D) School provides additional academic support when students are struggling.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	10	0.0%	80.0%	10.0%	10.0%	0.0%	80.0%	3.7
		0	8	1	1	0	8	
A) Students are interested in what they are learning.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
B) Students have access to classes and activities that meet their interests and talents.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
C) Students understand how to complete their schoolwork.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
D) Students complete assignments on time.	2	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	2.5
		0	0	1	1	0	0	
E) Students are motivated to do their schoolwork.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	

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	16	0.0%	12.5%	50.0%	37.5%	0.0%	12.5%	2.8
		0	2	8	6	0	2	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	2	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	2.5
		0	0	1	1	0	0	
B) Students and families know what classes they will have to take and pass to graduate from high school.	2	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	2.5
		0	0	1	1	0	0	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	2	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	2.5
		0	0	1	1	0	0	
D) School offers college and career programs.	2	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	2.5
		0	0	1	1	0	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	2	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	2.5
		0	0	1	1	0	0	
F) Students are prepared for the next step of their educational experience.	2	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	2.5
		0	0	1	1	0	0	
G) Staff are optimistic about the future of their career in San Juan Unified.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
H) There are equitable opportunities for advancement in the district.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	4	0.0%	25.0%	75.0%	0.0%	0.0%	25.0%	3.3
		0	1	3	0	0	1	
A) I would recommend my school to other families.	2	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	2	0	0	0	
B) San Juan Unified School District is a district that I would recommend to other families.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	