



**Spring 2025
Staff Climate Survey Results**

**Carmichael
Group Size N: 15**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	90	47.8% 43	44.4% 40	5.6% 5	2.2% 2	0.0% 0	92.2% 83	4.4
A) School has a climate that is caring.	15	40.0% 6	53.3% 8	6.7% 1	0.0% 0	0.0% 0	93.3% 14	4.3
B) There are students and staff on campus who listen to students when they have something to say.	15	46.7% 7	53.3% 8	0.0% 0	0.0% 0	0.0% 0	100.0% 15	4.5
C) There is an adult from the school who checks on how students are doing.	15	80.0% 12	20.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 15	4.8
D) School has the materials, staff, programs, and supports needed to help all students do their best.	15	33.3% 5	53.3% 8	6.7% 1	6.7% 1	0.0% 0	86.7% 13	4.1
E) Staff feels supported to do their job well in meeting the needs of all students.	15	40.0% 6	53.3% 8	6.7% 1	0.0% 0	0.0% 0	93.3% 14	4.3
F) Staff feels part of an effective team.	15	46.7% 7	33.3% 5	13.3% 2	6.7% 1	0.0% 0	80.0% 12	4.2
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	135	54.8% 74	34.8% 47	10.4% 14	0.0% 0	0.0% 0	89.6% 121	4.4
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	15	66.7% 10	33.3% 5	0.0% 0	0.0% 0	0.0% 0	100.0% 15	4.7
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	15	40.0% 6	33.3% 5	26.7% 4	0.0% 0	0.0% 0	73.3% 11	4.1
C) The school offers families opportunities to be involved in school and classroom activities.	15	33.3% 5	46.7% 7	20.0% 3	0.0% 0	0.0% 0	80.0% 12	4.1
D) The school keeps families well-informed about school activities.	15	80.0% 12	20.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 15	4.8
E) The staff at our school listens to family concerns about issues.	15	40.0% 6	53.3% 8	6.7% 1	0.0% 0	0.0% 0	93.3% 14	4.3
F) The staff at school are helpful and welcoming when families come to school or call.	15	60.0% 9	26.7% 4	13.3% 2	0.0% 0	0.0% 0	86.7% 13	4.5
G) The school and families are partners in promoting positive behavior for my student.	15	40.0% 6	46.7% 7	13.3% 2	0.0% 0	0.0% 0	86.7% 13	4.3
H) Families who speak a language other than English receive general information about our school in their home language.	15	53.3% 8	33.3% 5	13.3% 2	0.0% 0	0.0% 0	86.7% 13	4.4
I) Staff receive information about upcoming events and important information about the school.	15	80.0% 12	20.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 15	4.8

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	105	50.5%	37.1%	12.4%	0.0%	0.0%	87.6%	4.4
		53	39	13	0	0	92	
A) School seeks input when making important decisions.	15	46.7%	40.0%	13.3%	0.0%	0.0%	86.7%	4.3
		7	6	2	0	0	13	
B) Important school decisions reflect diverse input.	15	40.0%	53.3%	6.7%	0.0%	0.0%	93.3%	4.3
		6	8	1	0	0	14	
C) The principal and staff listen to concerns of other staff members about issues.	15	53.3%	40.0%	6.7%	0.0%	0.0%	93.3%	4.5
		8	6	1	0	0	14	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	15	60.0%	26.7%	13.3%	0.0%	0.0%	86.7%	4.5
		9	4	2	0	0	13	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	15	60.0%	26.7%	13.3%	0.0%	0.0%	86.7%	4.5
		9	4	2	0	0	13	
F) Our school uses data from this survey to inform site decision making.	15	46.7%	40.0%	13.3%	0.0%	0.0%	86.7%	4.3
		7	6	2	0	0	13	
G) Staff voice matters in decision making.	15	46.7%	33.3%	20.0%	0.0%	0.0%	80.0%	4.3
		7	5	3	0	0	12	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	105	41.0%	42.9%	13.3%	2.9%	0.0%	83.8%	4.2
		43	45	14	3	0	88	
A) Concerns about student safety are taken seriously.	15	46.7%	40.0%	13.3%	0.0%	0.0%	86.7%	4.3
		7	6	2	0	0	13	
B) Concerns about student safety are addressed in a timely manner at my school.	15	53.3%	40.0%	6.7%	0.0%	0.0%	93.3%	4.5
		8	6	1	0	0	14	
C) My school is a safe place for all students.	15	26.7%	46.7%	20.0%	6.7%	0.0%	73.3%	3.9
		4	7	3	1	0	11	
D) My school is a safe place for all staff.	15	33.3%	40.0%	20.0%	6.7%	0.0%	73.3%	4.0
		5	6	3	1	0	11	
E) Students know what staff member to go to if they have a safety concern.	15	46.7%	46.7%	6.7%	0.0%	0.0%	93.3%	4.4
		7	7	1	0	0	14	
F) Students know school safety protocols.	15	40.0%	53.3%	6.7%	0.0%	0.0%	93.3%	4.3
		6	8	1	0	0	14	
G) I feel safe sharing different viewpoints and perspectives at my school.	15	40.0%	33.3%	20.0%	6.7%	0.0%	73.3%	4.1
		6	5	3	1	0	11	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	118	32.2%	47.5%	19.5%	0.8%	0.0%	79.7%	4.1
		38	56	23	1	0	94	
A) School staff respects student diversity.	14	35.7%	57.1%	7.1%	0.0%	0.0%	92.9%	4.3
		5	8	1	0	0	13	
B) Adults at my school treat students respectfully.	15	33.3%	53.3%	13.3%	0.0%	0.0%	86.7%	4.2
		5	8	2	0	0	13	
C) Students are respectful to each other at school.	14	21.4%	42.9%	35.7%	0.0%	0.0%	64.3%	3.9
		3	6	5	0	0	9	
D) Students have opportunities to socialize with other students often at school.	15	53.3%	33.3%	13.3%	0.0%	0.0%	86.7%	4.4
		8	5	2	0	0	13	
E) Students have an adult on campus they trust.	15	53.3%	46.7%	0.0%	0.0%	0.0%	100.0%	4.5
		8	7	0	0	0	15	
F) Students trust other students at school.	15	20.0%	53.3%	26.7%	0.0%	0.0%	73.3%	3.9
		3	8	4	0	0	11	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	15	20.0%	40.0%	40.0%	0.0%	0.0%	60.0%	3.8
		3	6	6	0	0	9	
H) School staff reflects student diversity.	15	20.0%	53.3%	20.0%	6.7%	0.0%	73.3%	3.9
		3	8	3	1	0	11	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	134	38.1%	45.5%	14.9%	1.5%	0.0%	83.6%	4.2
		51	61	20	2	0	112	
A) Families and students understand how assignments and tests are graded.	15	20.0%	46.7%	20.0%	13.3%	0.0%	66.7%	3.7
		3	7	3	2	0	10	
B) Questions and concerns about schoolwork are addressed.	15	40.0%	46.7%	13.3%	0.0%	0.0%	86.7%	4.3
		6	7	2	0	0	13	
C) Student grades reflect their knowledge of the material.	15	40.0%	33.3%	26.7%	0.0%	0.0%	73.3%	4.1
		6	5	4	0	0	11	
D) Adults at my school believe all students can be successful.	14	42.9%	42.9%	14.3%	0.0%	0.0%	85.7%	4.3
		6	6	2	0	0	12	
E) Students feel comfortable and unjudged to ask their teacher for help.	15	46.7%	46.7%	6.7%	0.0%	0.0%	93.3%	4.4
		7	7	1	0	0	14	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	15	40.0%	46.7%	13.3%	0.0%	0.0%	86.7%	4.3
		6	7	2	0	0	13	
G) Teachers at my school go out of their way to help all students.	15	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		6	6	3	0	0	12	
H) Students receive timely and regular feedback on their learning.	15	40.0%	53.3%	6.7%	0.0%	0.0%	93.3%	4.3
		6	8	1	0	0	14	
I) Staff at my school provides resources or ideas that help families support their students at home.	15	33.3%	53.3%	13.3%	0.0%	0.0%	86.7%	4.2
		5	8	2	0	0	13	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	60	45.0% 27	43.3% 26	11.7% 7	0.0% 0	0.0% 0	88.3% 53	4.3
A) Students are challenged academically at school.	15	40.0% 6	40.0% 6	20.0% 3	0.0% 0	0.0% 0	80.0% 12	4.2
B) School recognizes and celebrates the academic success of all students.	15	33.3% 5	53.3% 8	13.3% 2	0.0% 0	0.0% 0	86.7% 13	4.2
C) Adults on campus motivate students to do their best.	15	46.7% 7	46.7% 7	6.7% 1	0.0% 0	0.0% 0	93.3% 14	4.4
D) School provides additional academic support when students are struggling.	15	60.0% 9	33.3% 5	6.7% 1	0.0% 0	0.0% 0	93.3% 14	4.5
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	75	34.7% 26	48.0% 36	17.3% 13	0.0% 0	0.0% 0	82.7% 62	4.2
A) Students are interested in what they are learning.	15	33.3% 5	60.0% 9	6.7% 1	0.0% 0	0.0% 0	93.3% 14	4.3
B) Students have access to classes and activities that meet their interests and talents.	15	40.0% 6	40.0% 6	20.0% 3	0.0% 0	0.0% 0	80.0% 12	4.2
C) Students understand how to complete their schoolwork.	15	40.0% 6	46.7% 7	13.3% 2	0.0% 0	0.0% 0	86.7% 13	4.3
D) Students complete assignments on time.	15	26.7% 4	46.7% 7	26.7% 4	0.0% 0	0.0% 0	73.3% 11	4.0
E) Students are motivated to do their schoolwork.	15	33.3% 5	46.7% 7	20.0% 3	0.0% 0	0.0% 0	80.0% 12	4.1

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	119	8.4%	38.7%	47.9%	5.0%	0.0%	47.1%	3.5
		10	46	57	6	0	56	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	15	0.0%	33.3%	60.0%	6.7%	0.0%	33.3%	3.3
		0	5	9	1	0	5	
B) Students and families know what classes they will have to take and pass to graduate from high school.	15	0.0%	26.7%	66.7%	6.7%	0.0%	26.7%	3.2
		0	4	10	1	0	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	15	0.0%	53.3%	40.0%	6.7%	0.0%	53.3%	3.5
		0	8	6	1	0	8	
D) School offers college and career programs.	15	0.0%	6.7%	86.7%	6.7%	0.0%	6.7%	3.0
		0	1	13	1	0	1	
E) Students participate in programs to learn about different jobs, careers, and colleges.	15	0.0%	33.3%	66.7%	0.0%	0.0%	33.3%	3.3
		0	5	10	0	0	5	
F) Students are prepared for the next step of their educational experience.	14	21.4%	50.0%	28.6%	0.0%	0.0%	71.4%	3.9
		3	7	4	0	0	10	
G) Staff are optimistic about the future of their career in San Juan Unified.	15	33.3%	46.7%	13.3%	6.7%	0.0%	80.0%	4.1
		5	7	2	1	0	12	
H) There are equitable opportunities for advancement in the district.	15	13.3%	60.0%	20.0%	6.7%	0.0%	73.3%	3.8
		2	9	3	1	0	11	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	30	40.0%	53.3%	6.7%	0.0%	0.0%	93.3%	4.3
		12	16	2	0	0	28	
A) I would recommend my school to other families.	15	40.0%	53.3%	6.7%	0.0%	0.0%	93.3%	4.3
		6	8	1	0	0	14	
B) San Juan Unified School District is a district that I would recommend to other families.	15	40.0%	53.3%	6.7%	0.0%	0.0%	93.3%	4.3
		6	8	1	0	0	14	