



**Spring 2025
Staff Climate Survey Results**

Cameron Ranch

Group Size N: 5

| Caring Relationships | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|--|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 30 | 50.0% 15 | 36.7% 11 | 13.3% 4 | 0.0% 0 | 0.0% 0 | 86.7% 26 | 4.4 |
| A) School has a climate that is caring. | 5 | 60.0% 3 | 20.0% 1 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 80.0% 4 | 4.4 |
| B) There are students and staff on campus who listen to students when they have something to say. | 5 | 80.0% 4 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.8 |
| C) There is an adult from the school who checks on how students are doing. | 5 | 80.0% 4 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.8 |
| D) School has the materials, staff, programs, and supports needed to help all students do their best. | 5 | 0.0% 0 | 60.0% 3 | 40.0% 2 | 0.0% 0 | 0.0% 0 | 60.0% 3 | 3.6 |
| E) Staff feels supported to do their job well in meeting the needs of all students. | 5 | 40.0% 2 | 40.0% 2 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 80.0% 4 | 4.2 |
| F) Staff feels part of an effective team. | 5 | 40.0% 2 | 60.0% 3 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.4 |
| 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 | 45 | 51.1% 23 | 48.9% 22 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 45 | 4.5 |
| A) Staff at the school promptly responds to family phone calls, messages, or e-mails. | 5 | 60.0% 3 | 40.0% 2 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.6 |
| B) The school clearly outlines the family, student, and school responsibilities in educating each child. | 5 | 40.0% 2 | 60.0% 3 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.4 |
| C) The school offers families opportunities to be involved in school and classroom activities. | 5 | 40.0% 2 | 60.0% 3 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.4 |
| D) The school keeps families well-informed about school activities. | 5 | 80.0% 4 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.8 |
| E) The staff at our school listens to family concerns about issues. | 5 | 80.0% 4 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.8 |
| F) The staff at school are helpful and welcoming when families come to school or call. | 5 | 60.0% 3 | 40.0% 2 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.6 |
| G) The school and families are partners in promoting positive behavior for my student. | 5 | 40.0% 2 | 60.0% 3 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.4 |
| H) Families who speak a language other than English receive general information about our school in their home language. | 5 | 40.0% 2 | 60.0% 3 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.4 |
| I) Staff receive information about upcoming events and important information about the school. | 5 | 20.0% 1 | 80.0% 4 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.2 |

| School Decision Making | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 35 | 42.9% | 37.1% | 17.1% | 2.9% | 0.0% | 80.0% | 4.2 |
| | | 15 | 13 | 6 | 1 | 0 | 28 | |
| A) School seeks input when making important decisions. | 5 | 40.0% | 40.0% | 20.0% | 0.0% | 0.0% | 80.0% | 4.2 |
| | | 2 | 2 | 1 | 0 | 0 | 4 | |
| B) Important school decisions reflect diverse input. | 5 | 40.0% | 40.0% | 20.0% | 0.0% | 0.0% | 80.0% | 4.2 |
| | | 2 | 2 | 1 | 0 | 0 | 4 | |
| C) The principal and staff listen to concerns of other staff members about issues. | 5 | 40.0% | 40.0% | 0.0% | 20.0% | 0.0% | 80.0% | 4.0 |
| | | 2 | 2 | 0 | 1 | 0 | 4 | |
| D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding. | 5 | 40.0% | 60.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.4 |
| | | 2 | 3 | 0 | 0 | 0 | 5 | |
| E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc. | 5 | 60.0% | 40.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.6 |
| | | 3 | 2 | 0 | 0 | 0 | 5 | |
| F) Our school uses data from this survey to inform site decision making. | 5 | 40.0% | 20.0% | 40.0% | 0.0% | 0.0% | 60.0% | 4.0 |
| | | 2 | 1 | 2 | 0 | 0 | 3 | |
| G) Staff voice matters in decision making. | 5 | 40.0% | 20.0% | 40.0% | 0.0% | 0.0% | 60.0% | 4.0 |
| | | 2 | 1 | 2 | 0 | 0 | 3 | |
| Safety | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
| Overall rating of all questions in this section | 35 | 34.3% | 51.4% | 14.3% | 0.0% | 0.0% | 85.7% | 4.2 |
| | | 12 | 18 | 5 | 0 | 0 | 30 | |
| A) Concerns about student safety are taken seriously. | 5 | 60.0% | 20.0% | 20.0% | 0.0% | 0.0% | 80.0% | 4.4 |
| | | 3 | 1 | 1 | 0 | 0 | 4 | |
| B) Concerns about student safety are addressed in a timely manner at my school. | 5 | 40.0% | 40.0% | 20.0% | 0.0% | 0.0% | 80.0% | 4.2 |
| | | 2 | 2 | 1 | 0 | 0 | 4 | |
| C) My school is a safe place for all students. | 5 | 20.0% | 40.0% | 40.0% | 0.0% | 0.0% | 60.0% | 3.8 |
| | | 1 | 2 | 2 | 0 | 0 | 3 | |
| D) My school is a safe place for all staff. | 5 | 20.0% | 60.0% | 20.0% | 0.0% | 0.0% | 80.0% | 4.0 |
| | | 1 | 3 | 1 | 0 | 0 | 4 | |
| E) Students know what staff member to go to if they have a safety concern. | 5 | 20.0% | 80.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.2 |
| | | 1 | 4 | 0 | 0 | 0 | 5 | |
| F) Students know school safety protocols. | 5 | 40.0% | 60.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.4 |
| | | 2 | 3 | 0 | 0 | 0 | 5 | |
| G) I feel safe sharing different viewpoints and perspectives at my school. | 5 | 40.0% | 60.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.4 |
| | | 2 | 3 | 0 | 0 | 0 | 5 | |

| Sense of Belonging | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 40 | 30.0% 12 | 65.0% 26 | 5.0% 2 | 0.0% 0 | 0.0% 0 | 95.0% 38 | 4.3 |
| A) School staff respects student diversity. | 5 | 60.0% 3 | 40.0% 2 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.6 |
| B) Adults at my school treat students respectfully. | 5 | 80.0% 4 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.8 |
| C) Students are respectful to each other at school. | 5 | 0.0% 0 | 80.0% 4 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 80.0% 4 | 3.8 |
| D) Students have opportunities to socialize with other students often at school. | 5 | 0.0% 0 | 100.0% 5 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.0 |
| E) Students have an adult on campus they trust. | 5 | 60.0% 3 | 40.0% 2 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.6 |
| F) Students trust other students at school. | 5 | 20.0% 1 | 80.0% 4 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.2 |
| G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives. | 5 | 20.0% 1 | 80.0% 4 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.2 |
| H) School staff reflects student diversity. | 5 | 0.0% 0 | 80.0% 4 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 80.0% 4 | 3.8 |

| Academic Progress | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 45 | 17.8% 8 | 75.6% 34 | 6.7% 3 | 0.0% 0 | 0.0% 0 | 93.3% 42 | 4.1 |
| A) Families and students understand how assignments and tests are graded. | 5 | 0.0% 0 | 60.0% 3 | 40.0% 2 | 0.0% 0 | 0.0% 0 | 60.0% 3 | 3.6 |
| B) Questions and concerns about schoolwork are addressed. | 5 | 0.0% 0 | 100.0% 5 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.0 |
| C) Student grades reflect their knowledge of the material. | 5 | 0.0% 0 | 80.0% 4 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 80.0% 4 | 3.8 |
| D) Adults at my school believe all students can be successful. | 5 | 60.0% 3 | 40.0% 2 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.6 |
| E) Students feel comfortable and unjudged to ask their teacher for help. | 5 | 40.0% 2 | 60.0% 3 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.4 |
| F) Teachers provide opportunities for students to participate in classroom discussions or activities. | 5 | 40.0% 2 | 60.0% 3 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.4 |
| G) Teachers at my school go out of their way to help all students. | 5 | 20.0% 1 | 80.0% 4 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.2 |
| H) Students receive timely and regular feedback on their learning. | 5 | 0.0% 0 | 100.0% 5 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.0 |
| I) Staff at my school provides resources or ideas that help families support their students at home. | 5 | 0.0% 0 | 100.0% 5 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.0 |

| High Expectations | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|--|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 20 | 45.0% 9 | 50.0% 10 | 5.0% 1 | 0.0% 0 | 0.0% 0 | 95.0% 19 | 4.4 |
| A) Students are challenged academically at school. | 5 | 20.0% 1 | 80.0% 4 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.2 |
| B) School recognizes and celebrates the academic success of all students. | 5 | 60.0% 3 | 20.0% 1 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 80.0% 4 | 4.4 |
| C) Adults on campus motivate students to do their best. | 5 | 40.0% 2 | 60.0% 3 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.4 |
| D) School provides additional academic support when students are struggling. | 5 | 60.0% 3 | 40.0% 2 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.6 |

| Student Engagement | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|--|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 25 | 12.0% 3 | 80.0% 20 | 8.0% 2 | 0.0% 0 | 0.0% 0 | 92.0% 23 | 4.0 |
| A) Students are interested in what they are learning. | 5 | 0.0% 0 | 100.0% 5 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.0 |
| B) Students have access to classes and activities that meet their interests and talents. | 5 | 20.0% 1 | 80.0% 4 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.2 |
| C) Students understand how to complete their schoolwork. | 5 | 0.0% 0 | 100.0% 5 | 0.0% 0 | 0.0% 0 | 0.0% 0 | 100.0% 5 | 4.0 |
| D) Students complete assignments on time. | 5 | 20.0% 1 | 60.0% 3 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 80.0% 4 | 4.0 |
| E) Students are motivated to do their schoolwork. | 5 | 20.0% 1 | 60.0% 3 | 20.0% 1 | 0.0% 0 | 0.0% 0 | 80.0% 4 | 4.0 |

| 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 | 40 | 2.5% | 35.0% | 62.5% | 0.0% | 0.0% | 37.5% | 3.4 |
| | | 1 | 14 | 25 | 0 | 0 | 15 | |
| A) Students are encouraged to take the required courses needed to be prepared for college and career. | 5 | 0.0% | 40.0% | 60.0% | 0.0% | 0.0% | 40.0% | 3.4 |
| | | 0 | 2 | 3 | 0 | 0 | 2 | |
| B) Students and families know what classes they will have to take and pass to graduate from high school. | 5 | 0.0% | 0.0% | 100.0% | 0.0% | 0.0% | 0.0% | 3.0 |
| | | 0 | 0 | 5 | 0 | 0 | 0 | |
| C) Students are interested in attending college, joining the military, or entering the workforce after high school. | 5 | 0.0% | 20.0% | 80.0% | 0.0% | 0.0% | 20.0% | 3.2 |
| | | 0 | 1 | 4 | 0 | 0 | 1 | |
| D) School offers college and career programs. | 5 | 0.0% | 20.0% | 80.0% | 0.0% | 0.0% | 20.0% | 3.2 |
| | | 0 | 1 | 4 | 0 | 0 | 1 | |
| E) Students participate in programs to learn about different jobs, careers, and colleges. | 5 | 0.0% | 20.0% | 80.0% | 0.0% | 0.0% | 20.0% | 3.2 |
| | | 0 | 1 | 4 | 0 | 0 | 1 | |
| F) Students are prepared for the next step of their educational experience. | 5 | 0.0% | 40.0% | 60.0% | 0.0% | 0.0% | 40.0% | 3.4 |
| | | 0 | 2 | 3 | 0 | 0 | 2 | |
| G) Staff are optimistic about the future of their career in San Juan Unified. | 5 | 20.0% | 60.0% | 20.0% | 0.0% | 0.0% | 80.0% | 4.0 |
| | | 1 | 3 | 1 | 0 | 0 | 4 | |
| H) There are equitable opportunities for advancement in the district. | 5 | 0.0% | 80.0% | 20.0% | 0.0% | 0.0% | 80.0% | 3.8 |
| | | 0 | 4 | 1 | 0 | 0 | 4 | |

| Customer Satisfaction | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 10 | 50.0% | 20.0% | 30.0% | 0.0% | 0.0% | 70.0% | 4.2 |
| | | 5 | 2 | 3 | 0 | 0 | 7 | |
| A) I would recommend my school to other families. | 5 | 40.0% | 20.0% | 40.0% | 0.0% | 0.0% | 60.0% | 4.0 |
| | | 2 | 1 | 2 | 0 | 0 | 3 | |
| B) San Juan Unified School District is a district that I would recommend to other families. | 5 | 60.0% | 20.0% | 20.0% | 0.0% | 0.0% | 80.0% | 4.4 |
| | | 3 | 1 | 1 | 0 | 0 | 4 | |