



**Spring 2025
Staff Climate Survey Results**

**Coyle
Group Size N: 21**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	126	34.1% 43	39.7% 50	11.9% 15	7.9% 10	6.3% 8	73.8% 93	3.9
A) School has a climate that is caring.	21	38.1% 8	33.3% 7	14.3% 3	9.5% 2	4.8% 1	71.4% 15	3.9
B) There are students and staff on campus who listen to students when they have something to say.	21	33.3% 7	42.9% 9	9.5% 2	9.5% 2	4.8% 1	76.2% 16	3.9
C) There is an adult from the school who checks on how students are doing.	21	66.7% 14	33.3% 7	0.0% 0	0.0% 0	0.0% 0	100.0% 21	4.7
D) School has the materials, staff, programs, and supports needed to help all students do their best.	21	23.8% 5	57.1% 12	14.3% 3	0.0% 0	4.8% 1	81.0% 17	4.0
E) Staff feels supported to do their job well in meeting the needs of all students.	21	19.0% 4	38.1% 8	14.3% 3	14.3% 3	14.3% 3	57.1% 12	3.3
F) Staff feels part of an effective team.	21	23.8% 5	33.3% 7	19.0% 4	14.3% 3	9.5% 2	57.1% 12	3.5
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	188	36.2% 68	39.9% 75	14.4% 27	5.3% 10	4.3% 8	76.1% 143	4.0
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	20	60.0% 12	30.0% 6	5.0% 1	0.0% 0	5.0% 1	90.0% 18	4.4
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	21	28.6% 6	28.6% 6	23.8% 5	14.3% 3	4.8% 1	57.1% 12	3.6
C) The school offers families opportunities to be involved in school and classroom activities.	21	28.6% 6	33.3% 7	23.8% 5	9.5% 2	4.8% 1	61.9% 13	3.7
D) The school keeps families well-informed about school activities.	21	47.6% 10	42.9% 9	0.0% 0	4.8% 1	4.8% 1	90.5% 19	4.2
E) The staff at our school listens to family concerns about issues.	21	28.6% 6	47.6% 10	14.3% 3	4.8% 1	4.8% 1	76.2% 16	3.9
F) The staff at school are helpful and welcoming when families come to school or call.	21	42.9% 9	42.9% 9	9.5% 2	0.0% 0	4.8% 1	85.7% 18	4.2
G) The school and families are partners in promoting positive behavior for my student.	21	23.8% 5	28.6% 6	28.6% 6	9.5% 2	9.5% 2	52.4% 11	3.5
H) Families who speak a language other than English receive general information about our school in their home language.	21	33.3% 7	47.6% 10	19.0% 4	0.0% 0	0.0% 0	81.0% 17	4.1
I) Staff receive information about upcoming events and important information about the school.	21	33.3% 7	57.1% 12	4.8% 1	4.8% 1	0.0% 0	90.5% 19	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	146	19.2%	39.0%	20.5%	10.3%	11.0%	58.2%	3.5
		28	57	30	15	16	85	
A) School seeks input when making important decisions.	21	23.8%	47.6%	9.5%	9.5%	9.5%	71.4%	3.7
		5	10	2	2	2	15	
B) Important school decisions reflect diverse input.	21	19.0%	33.3%	23.8%	14.3%	9.5%	52.4%	3.4
		4	7	5	3	2	11	
C) The principal and staff listen to concerns of other staff members about issues.	21	14.3%	38.1%	23.8%	14.3%	9.5%	52.4%	3.3
		3	8	5	3	2	11	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	21	23.8%	38.1%	19.0%	9.5%	9.5%	61.9%	3.6
		5	8	4	2	2	13	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	21	23.8%	47.6%	14.3%	4.8%	9.5%	71.4%	3.7
		5	10	3	1	2	15	
F) Our school uses data from this survey to inform site decision making.	21	14.3%	33.3%	23.8%	19.0%	9.5%	47.6%	3.2
		3	7	5	4	2	10	
G) Staff voice matters in decision making.	20	15.0%	35.0%	30.0%	0.0%	20.0%	50.0%	3.3
		3	7	6	0	4	10	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	147	23.8%	46.3%	17.0%	6.8%	6.1%	70.1%	3.7
		35	68	25	10	9	103	
A) Concerns about student safety are taken seriously.	21	28.6%	38.1%	19.0%	9.5%	4.8%	66.7%	3.8
		6	8	4	2	1	14	
B) Concerns about student safety are addressed in a timely manner at my school.	21	19.0%	47.6%	19.0%	9.5%	4.8%	66.7%	3.7
		4	10	4	2	1	14	
C) My school is a safe place for all students.	21	28.6%	42.9%	19.0%	4.8%	4.8%	71.4%	3.9
		6	9	4	1	1	15	
D) My school is a safe place for all staff.	21	28.6%	42.9%	14.3%	9.5%	4.8%	71.4%	3.8
		6	9	3	2	1	15	
E) Students know what staff member to go to if they have a safety concern.	21	28.6%	52.4%	14.3%	0.0%	4.8%	81.0%	4.0
		6	11	3	0	1	17	
F) Students know school safety protocols.	21	23.8%	57.1%	14.3%	0.0%	4.8%	81.0%	4.0
		5	12	3	0	1	17	
G) I feel safe sharing different viewpoints and perspectives at my school.	21	9.5%	42.9%	19.0%	14.3%	14.3%	52.4%	3.2
		2	9	4	3	3	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	167	21.0% 35	40.7% 68	21.0% 35	11.4% 19	6.0% 10	61.7% 103	3.6
A) School staff respects student diversity.	20	35.0% 7	35.0% 7	20.0% 4	5.0% 1	5.0% 1	70.0% 14	3.9
B) Adults at my school treat students respectfully.	21	38.1% 8	33.3% 7	23.8% 5	0.0% 0	4.8% 1	71.4% 15	4.0
C) Students are respectful to each other at school.	21	9.5% 2	38.1% 8	23.8% 5	23.8% 5	4.8% 1	47.6% 10	3.2
D) Students have opportunities to socialize with other students often at school.	21	19.0% 4	71.4% 15	4.8% 1	0.0% 0	4.8% 1	90.5% 19	4.0
E) Students have an adult on campus they trust.	21	33.3% 7	42.9% 9	19.0% 4	0.0% 0	4.8% 1	76.2% 16	4.0
F) Students trust other students at school.	21	9.5% 2	38.1% 8	33.3% 7	14.3% 3	4.8% 1	47.6% 10	3.3
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	21	14.3% 3	42.9% 9	19.0% 4	19.0% 4	4.8% 1	57.1% 12	3.4
H) School staff reflects student diversity.	21	9.5% 2	23.8% 5	23.8% 5	28.6% 6	14.3% 3	33.3% 7	2.9

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	188	32.4% 61	45.2% 85	13.3% 25	3.7% 7	5.3% 10	77.7% 146	4.0
A) Families and students understand how assignments and tests are graded.	21	14.3% 3	38.1% 8	28.6% 6	9.5% 2	9.5% 2	52.4% 11	3.4
B) Questions and concerns about schoolwork are addressed.	21	19.0% 4	47.6% 10	28.6% 6	0.0% 0	4.8% 1	66.7% 14	3.8
C) Student grades reflect their knowledge of the material.	21	33.3% 7	33.3% 7	23.8% 5	4.8% 1	4.8% 1	66.7% 14	3.9
D) Adults at my school believe all students can be successful.	21	33.3% 7	42.9% 9	9.5% 2	9.5% 2	4.8% 1	76.2% 16	3.9
E) Students feel comfortable and unjudged to ask their teacher for help.	21	47.6% 10	42.9% 9	0.0% 0	4.8% 1	4.8% 1	90.5% 19	4.2
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	21	47.6% 10	42.9% 9	4.8% 1	0.0% 0	4.8% 1	90.5% 19	4.3
G) Teachers at my school go out of their way to help all students.	21	33.3% 7	47.6% 10	9.5% 2	4.8% 1	4.8% 1	81.0% 17	4.0
H) Students receive timely and regular feedback on their learning.	21	33.3% 7	61.9% 13	0.0% 0	0.0% 0	4.8% 1	95.2% 20	4.2
I) Staff at my school provides resources or ideas that help families support their students at home.	20	30.0% 6	50.0% 10	15.0% 3	0.0% 0	5.0% 1	80.0% 16	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	84	21.4%	52.4%	16.7%	8.3%	1.2%	73.8%	3.8
		18	44	14	7	1	62	
A) Students are challenged academically at school.	21	4.8%	61.9%	14.3%	14.3%	4.8%	66.7%	3.5
		1	13	3	3	1	14	
B) School recognizes and celebrates the academic success of all students.	21	14.3%	47.6%	23.8%	14.3%	0.0%	61.9%	3.6
		3	10	5	3	0	13	
C) Adults on campus motivate students to do their best.	21	28.6%	52.4%	19.0%	0.0%	0.0%	81.0%	4.1
		6	11	4	0	0	17	
D) School provides additional academic support when students are struggling.	21	38.1%	47.6%	9.5%	4.8%	0.0%	85.7%	4.2
		8	10	2	1	0	18	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	105	12.4%	40.0%	31.4%	8.6%	7.6%	52.4%	3.4
		13	42	33	9	8	55	
A) Students are interested in what they are learning.	21	14.3%	47.6%	23.8%	9.5%	4.8%	61.9%	3.6
		3	10	5	2	1	13	
B) Students have access to classes and activities that meet their interests and talents.	21	19.0%	47.6%	23.8%	4.8%	4.8%	66.7%	3.7
		4	10	5	1	1	14	
C) Students understand how to complete their schoolwork.	21	14.3%	38.1%	38.1%	4.8%	4.8%	52.4%	3.5
		3	8	8	1	1	11	
D) Students complete assignments on time.	21	4.8%	38.1%	38.1%	9.5%	9.5%	42.9%	3.2
		1	8	8	2	2	9	
E) Students are motivated to do their schoolwork.	21	9.5%	28.6%	33.3%	14.3%	14.3%	38.1%	3.0
		2	6	7	3	3	8	

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	163	7.4%	16.6%	55.8%	12.3%	8.0%	23.9%	3.0
		12	27	91	20	13	39	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	20	5.0%	10.0%	70.0%	10.0%	5.0%	15.0%	3.0
		1	2	14	2	1	3	
B) Students and families know what classes they will have to take and pass to graduate from high school.	20	5.0%	10.0%	70.0%	10.0%	5.0%	15.0%	3.0
		1	2	14	2	1	3	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	20	5.0%	15.0%	70.0%	5.0%	5.0%	20.0%	3.1
		1	3	14	1	1	4	
D) School offers college and career programs.	20	5.0%	0.0%	70.0%	20.0%	5.0%	5.0%	2.8
		1	0	14	4	1	1	
E) Students participate in programs to learn about different jobs, careers, and colleges.	20	5.0%	5.0%	60.0%	15.0%	15.0%	10.0%	2.7
		1	1	12	3	3	2	
F) Students are prepared for the next step of their educational experience.	21	4.8%	14.3%	57.1%	14.3%	9.5%	19.0%	2.9
		1	3	12	3	2	4	
G) Staff are optimistic about the future of their career in San Juan Unified.	21	19.0%	38.1%	19.0%	14.3%	9.5%	57.1%	3.4
		4	8	4	3	2	12	
H) There are equitable opportunities for advancement in the district.	21	9.5%	38.1%	33.3%	9.5%	9.5%	47.6%	3.3
		2	8	7	2	2	10	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	42	33.3%	26.2%	19.0%	16.7%	4.8%	59.5%	3.7
		14	11	8	7	2	25	
A) I would recommend my school to other families.	21	28.6%	23.8%	14.3%	23.8%	9.5%	52.4%	3.4
		6	5	3	5	2	11	
B) San Juan Unified School District is a district that I would recommend to other families.	21	38.1%	28.6%	23.8%	9.5%	0.0%	66.7%	4.0
		8	6	5	2	0	14	