



**Spring 2025
Staff Climate Survey Results**

**Carriage
Group Size N: 19**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	114	62.3%	26.3%	8.8%	2.6%	0.0%	88.6%	4.5
		71	30	10	3	0	101	
A) School has a climate that is caring.	19	63.2%	31.6%	5.3%	0.0%	0.0%	94.7%	4.6
		12	6	1	0	0	18	
B) There are students and staff on campus who listen to students when they have something to say.	19	68.4%	26.3%	5.3%	0.0%	0.0%	94.7%	4.6
		13	5	1	0	0	18	
C) There is an adult from the school who checks on how students are doing.	19	73.7%	21.1%	5.3%	0.0%	0.0%	94.7%	4.7
		14	4	1	0	0	18	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	19	47.4%	31.6%	15.8%	5.3%	0.0%	78.9%	4.2
		9	6	3	1	0	15	
E) Staff feels supported to do their job well in meeting the needs of all students.	19	63.2%	21.1%	5.3%	10.5%	0.0%	84.2%	4.4
		12	4	1	2	0	16	
F) Staff feels part of an effective team.	19	57.9%	26.3%	15.8%	0.0%	0.0%	84.2%	4.4
		11	5	3	0	0	16	
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	170	55.3%	34.1%	10.6%	0.0%	0.0%	89.4%	4.4
		94	58	18	0	0	152	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	19	63.2%	31.6%	5.3%	0.0%	0.0%	94.7%	4.6
		12	6	1	0	0	18	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	19	42.1%	47.4%	10.5%	0.0%	0.0%	89.5%	4.3
		8	9	2	0	0	17	
C) The school offers families opportunities to be involved in school and classroom activities.	19	42.1%	47.4%	10.5%	0.0%	0.0%	89.5%	4.3
		8	9	2	0	0	17	
D) The school keeps families well-informed about school activities.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
		11	6	2	0	0	17	
E) The staff at our school listens to family concerns about issues.	19	47.4%	42.1%	10.5%	0.0%	0.0%	89.5%	4.4
		9	8	2	0	0	17	
F) The staff at school are helpful and welcoming when families come to school or call.	19	78.9%	15.8%	5.3%	0.0%	0.0%	94.7%	4.7
		15	3	1	0	0	18	
G) The school and families are partners in promoting positive behavior for my student.	18	33.3%	44.4%	22.2%	0.0%	0.0%	77.8%	4.1
		6	8	4	0	0	14	
H) Families who speak a language other than English receive general information about our school in their home language.	19	52.6%	31.6%	15.8%	0.0%	0.0%	84.2%	4.4
		10	6	3	0	0	16	
I) Staff receive information about upcoming events and important information about the school.	19	78.9%	15.8%	5.3%	0.0%	0.0%	94.7%	4.7
		15	3	1	0	0	18	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	133	64.7%	26.3%	7.5%	1.5%	0.0%	91.0%	4.5
		86	35	10	2	0	121	
A) School seeks input when making important decisions.	19	63.2%	26.3%	5.3%	5.3%	0.0%	89.5%	4.5
		12	5	1	1	0	17	
B) Important school decisions reflect diverse input.	19	63.2%	26.3%	10.5%	0.0%	0.0%	89.5%	4.5
		12	5	2	0	0	17	
C) The principal and staff listen to concerns of other staff members about issues.	19	73.7%	15.8%	5.3%	5.3%	0.0%	89.5%	4.6
		14	3	1	1	0	17	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	19	68.4%	31.6%	0.0%	0.0%	0.0%	100.0%	4.7
		13	6	0	0	0	19	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	19	78.9%	10.5%	10.5%	0.0%	0.0%	89.5%	4.7
		15	2	2	0	0	17	
F) Our school uses data from this survey to inform site decision making.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
		11	6	2	0	0	17	
G) Staff voice matters in decision making.	19	47.4%	42.1%	10.5%	0.0%	0.0%	89.5%	4.4
		9	8	2	0	0	17	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	131	47.3%	36.6%	11.5%	4.6%	0.0%	84.0%	4.3
		62	48	15	6	0	110	
A) Concerns about student safety are taken seriously.	18	38.9%	44.4%	16.7%	0.0%	0.0%	83.3%	4.2
		7	8	3	0	0	15	
B) Concerns about student safety are addressed in a timely manner at my school.	18	44.4%	44.4%	0.0%	11.1%	0.0%	88.9%	4.2
		8	8	0	2	0	16	
C) My school is a safe place for all students.	19	42.1%	36.8%	15.8%	5.3%	0.0%	78.9%	4.2
		8	7	3	1	0	15	
D) My school is a safe place for all staff.	19	52.6%	31.6%	10.5%	5.3%	0.0%	84.2%	4.3
		10	6	2	1	0	16	
E) Students know what staff member to go to if they have a safety concern.	19	42.1%	52.6%	5.3%	0.0%	0.0%	94.7%	4.4
		8	10	1	0	0	18	
F) Students know school safety protocols.	19	47.4%	26.3%	26.3%	0.0%	0.0%	73.7%	4.2
		9	5	5	0	0	14	
G) I feel safe sharing different viewpoints and perspectives at my school.	19	63.2%	21.1%	5.3%	10.5%	0.0%	84.2%	4.4
		12	4	1	2	0	16	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	152	41.4%	43.4%	11.8%	2.6%	0.7%	84.9%	4.2
	63	66	18	4	1	129		
A) School staff respects student diversity.	19	63.2%	26.3%	10.5%	0.0%	0.0%	89.5%	4.5
	12	5	2	0	0	17		
B) Adults at my school treat students respectfully.	19	57.9%	31.6%	5.3%	5.3%	0.0%	89.5%	4.4
	11	6	1	1	0	17		
C) Students are respectful to each other at school.	19	15.8%	68.4%	5.3%	5.3%	5.3%	84.2%	3.8
	3	13	1	1	1	16		
D) Students have opportunities to socialize with other students often at school.	19	52.6%	42.1%	5.3%	0.0%	0.0%	94.7%	4.5
	10	8	1	0	0	18		
E) Students have an adult on campus they trust.	19	52.6%	36.8%	10.5%	0.0%	0.0%	89.5%	4.4
	10	7	2	0	0	17		
F) Students trust other students at school.	19	31.6%	52.6%	10.5%	5.3%	0.0%	84.2%	4.1
	6	10	2	1	0	16		
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	19	31.6%	52.6%	15.8%	0.0%	0.0%	84.2%	4.2
	6	10	3	0	0	16		
H) School staff reflects student diversity.	19	26.3%	36.8%	31.6%	5.3%	0.0%	63.2%	3.8
	5	7	6	1	0	12		

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	170	42.9%	44.1%	12.9%	0.0%	0.0%	87.1%	4.3
	73	75	22	0	0	148		
A) Families and students understand how assignments and tests are graded.	19	31.6%	47.4%	21.1%	0.0%	0.0%	78.9%	4.1
	6	9	4	0	0	15		
B) Questions and concerns about schoolwork are addressed.	19	42.1%	47.4%	10.5%	0.0%	0.0%	89.5%	4.3
	8	9	2	0	0	17		
C) Student grades reflect their knowledge of the material.	19	47.4%	26.3%	26.3%	0.0%	0.0%	73.7%	4.2
	9	5	5	0	0	14		
D) Adults at my school believe all students can be successful.	18	44.4%	38.9%	16.7%	0.0%	0.0%	83.3%	4.3
	8	7	3	0	0	15		
E) Students feel comfortable and unjudged to ask their teacher for help.	19	42.1%	52.6%	5.3%	0.0%	0.0%	94.7%	4.4
	8	10	1	0	0	18		
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
	11	6	2	0	0	17		
G) Teachers at my school go out of their way to help all students.	19	42.1%	47.4%	10.5%	0.0%	0.0%	89.5%	4.3
	8	9	2	0	0	17		
H) Students receive timely and regular feedback on their learning.	19	42.1%	52.6%	5.3%	0.0%	0.0%	94.7%	4.4
	8	10	1	0	0	18		
I) Staff at my school provides resources or ideas that help families support their students at home.	19	36.8%	52.6%	10.5%	0.0%	0.0%	89.5%	4.3
	7	10	2	0	0	17		

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	76	52.6% 40	34.2% 26	13.2% 10	0.0% 0	0.0% 0	86.8% 66	4.4
A) Students are challenged academically at school.	19	57.9% 11	26.3% 5	15.8% 3	0.0% 0	0.0% 0	84.2% 16	4.4
B) School recognizes and celebrates the academic success of all students.	19	63.2% 12	26.3% 5	10.5% 2	0.0% 0	0.0% 0	89.5% 17	4.5
C) Adults on campus motivate students to do their best.	19	47.4% 9	42.1% 8	10.5% 2	0.0% 0	0.0% 0	89.5% 17	4.4
D) School provides additional academic support when students are struggling.	19	42.1% 8	42.1% 8	15.8% 3	0.0% 0	0.0% 0	84.2% 16	4.3
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	95	28.4% 27	52.6% 50	15.8% 15	3.2% 3	0.0% 0	81.1% 77	4.1
A) Students are interested in what they are learning.	19	26.3% 5	63.2% 12	10.5% 2	0.0% 0	0.0% 0	89.5% 17	4.2
B) Students have access to classes and activities that meet their interests and talents.	19	31.6% 6	57.9% 11	10.5% 2	0.0% 0	0.0% 0	89.5% 17	4.2
C) Students understand how to complete their schoolwork.	19	36.8% 7	36.8% 7	21.1% 4	5.3% 1	0.0% 0	73.7% 14	4.1
D) Students complete assignments on time.	19	26.3% 5	52.6% 10	15.8% 3	5.3% 1	0.0% 0	78.9% 15	4.0
E) Students are motivated to do their schoolwork.	19	21.1% 4	52.6% 10	21.1% 4	5.3% 1	0.0% 0	73.7% 14	3.9

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	151	11.3%	28.5%	59.6%	0.7%	0.0%	39.7%	3.5
		17	43	90	1	0	60	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	19	0.0%	26.3%	73.7%	0.0%	0.0%	26.3%	3.3
		0	5	14	0	0	5	
B) Students and families know what classes they will have to take and pass to graduate from high school.	19	0.0%	21.1%	78.9%	0.0%	0.0%	21.1%	3.2
		0	4	15	0	0	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	19	0.0%	36.8%	63.2%	0.0%	0.0%	36.8%	3.4
		0	7	12	0	0	7	
D) School offers college and career programs.	19	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	19	0	0	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	18	0.0%	22.2%	77.8%	0.0%	0.0%	22.2%	3.2
		0	4	14	0	0	4	
F) Students are prepared for the next step of their educational experience.	19	21.1%	42.1%	36.8%	0.0%	0.0%	63.2%	3.8
		4	8	7	0	0	12	
G) Staff are optimistic about the future of their career in San Juan Unified.	19	47.4%	31.6%	15.8%	5.3%	0.0%	78.9%	4.2
		9	6	3	1	0	15	
H) There are equitable opportunities for advancement in the district.	19	21.1%	47.4%	31.6%	0.0%	0.0%	68.4%	3.9
		4	9	6	0	0	13	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	38	50.0%	28.9%	18.4%	2.6%	0.0%	78.9%	4.3
		19	11	7	1	0	30	
A) I would recommend my school to other families.	19	52.6%	31.6%	10.5%	5.3%	0.0%	84.2%	4.3
		10	6	2	1	0	16	
B) San Juan Unified School District is a district that I would recommend to other families.	19	47.4%	26.3%	26.3%	0.0%	0.0%	73.7%	4.2
		9	5	5	0	0	14	