



**Spring 2025
Staff Climate Survey Results**

Charles Peck

Group Size N: 14

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	84	51.2%	44.0%	2.4%	2.4%	0.0%	95.2%	4.4
		43	37	2	2	0	80	
A) School has a climate that is caring.	14	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		8	6	0	0	0	14	
B) There are students and staff on campus who listen to students when they have something to say.	14	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		8	6	0	0	0	14	
C) There is an adult from the school who checks on how students are doing.	14	71.4%	28.6%	0.0%	0.0%	0.0%	100.0%	4.7
		10	4	0	0	0	14	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	14	42.9%	42.9%	7.1%	7.1%	0.0%	85.7%	4.2
		6	6	1	1	0	12	
E) Staff feels supported to do their job well in meeting the needs of all students.	14	35.7%	57.1%	0.0%	7.1%	0.0%	92.9%	4.2
		5	8	0	1	0	13	
F) Staff feels part of an effective team.	14	42.9%	50.0%	7.1%	0.0%	0.0%	92.9%	4.4
		6	7	1	0	0	13	
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	125	51.2%	40.8%	7.2%	0.0%	0.8%	92.0%	4.4
		64	51	9	0	1	115	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	14	57.1%	35.7%	7.1%	0.0%	0.0%	92.9%	4.5
		8	5	1	0	0	13	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	14	42.9%	50.0%	7.1%	0.0%	0.0%	92.9%	4.4
		6	7	1	0	0	13	
C) The school offers families opportunities to be involved in school and classroom activities.	14	35.7%	57.1%	7.1%	0.0%	0.0%	92.9%	4.3
		5	8	1	0	0	13	
D) The school keeps families well-informed about school activities.	14	64.3%	35.7%	0.0%	0.0%	0.0%	100.0%	4.6
		9	5	0	0	0	14	
E) The staff at our school listens to family concerns about issues.	14	57.1%	35.7%	7.1%	0.0%	0.0%	92.9%	4.5
		8	5	1	0	0	13	
F) The staff at school are helpful and welcoming when families come to school or call.	14	71.4%	28.6%	0.0%	0.0%	0.0%	100.0%	4.7
		10	4	0	0	0	14	
G) The school and families are partners in promoting positive behavior for my student.	13	30.8%	30.8%	30.8%	0.0%	7.7%	61.5%	3.8
		4	4	4	0	1	8	
H) Families who speak a language other than English receive general information about our school in their home language.	14	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		7	7	0	0	0	14	
I) Staff receive information about upcoming events and important information about the school.	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
		7	6	1	0	0	13	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	98	52.0%	25.5%	16.3%	6.1%	0.0%	77.6%	4.2
		51	25	16	6	0	76	
A) School seeks input when making important decisions.	14	71.4%	21.4%	0.0%	7.1%	0.0%	92.9%	4.6
		10	3	0	1	0	13	
B) Important school decisions reflect diverse input.	14	50.0%	28.6%	14.3%	7.1%	0.0%	78.6%	4.2
		7	4	2	1	0	11	
C) The principal and staff listen to concerns of other staff members about issues.	14	42.9%	35.7%	14.3%	7.1%	0.0%	78.6%	4.1
		6	5	2	1	0	11	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	14	57.1%	28.6%	14.3%	0.0%	0.0%	85.7%	4.4
		8	4	2	0	0	12	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	14	57.1%	14.3%	21.4%	7.1%	0.0%	71.4%	4.2
		8	2	3	1	0	10	
F) Our school uses data from this survey to inform site decision making.	14	42.9%	28.6%	21.4%	7.1%	0.0%	71.4%	4.1
		6	4	3	1	0	10	
G) Staff voice matters in decision making.	14	42.9%	21.4%	28.6%	7.1%	0.0%	64.3%	4.0
		6	3	4	1	0	9	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	98	44.9%	40.8%	7.1%	6.1%	1.0%	85.7%	4.2
		44	40	7	6	1	84	
A) Concerns about student safety are taken seriously.	14	42.9%	42.9%	7.1%	7.1%	0.0%	85.7%	4.2
		6	6	1	1	0	12	
B) Concerns about student safety are addressed in a timely manner at my school.	14	35.7%	42.9%	14.3%	7.1%	0.0%	78.6%	4.1
		5	6	2	1	0	11	
C) My school is a safe place for all students.	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
		7	6	1	0	0	13	
D) My school is a safe place for all staff.	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
		7	6	1	0	0	13	
E) Students know what staff member to go to if they have a safety concern.	14	57.1%	35.7%	7.1%	0.0%	0.0%	92.9%	4.5
		8	5	1	0	0	13	
F) Students know school safety protocols.	14	42.9%	50.0%	0.0%	7.1%	0.0%	92.9%	4.3
		6	7	0	1	0	13	
G) I feel safe sharing different viewpoints and perspectives at my school.	14	35.7%	28.6%	7.1%	21.4%	7.1%	64.3%	3.6
		5	4	1	3	1	9	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	112	44.6%	36.6%	15.2%	3.6%	0.0%	81.3%	4.2
	50	41	17	4	0		91	
A) School staff respects student diversity.	14	57.1%	28.6%	14.3%	0.0%	0.0%	85.7%	4.4
	8	4	2	0	0		12	
B) Adults at my school treat students respectfully.	14	50.0%	35.7%	14.3%	0.0%	0.0%	85.7%	4.4
	7	5	2	0	0		12	
C) Students are respectful to each other at school.	14	21.4%	35.7%	28.6%	14.3%	0.0%	57.1%	3.6
	3	5	4	2	0		8	
D) Students have opportunities to socialize with other students often at school.	14	64.3%	35.7%	0.0%	0.0%	0.0%	100.0%	4.6
	9	5	0	0	0		14	
E) Students have an adult on campus they trust.	14	78.6%	21.4%	0.0%	0.0%	0.0%	100.0%	4.8
	11	3	0	0	0		14	
F) Students trust other students at school.	14	14.3%	57.1%	21.4%	7.1%	0.0%	71.4%	3.8
	2	8	3	1	0		10	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	14	35.7%	50.0%	14.3%	0.0%	0.0%	85.7%	4.2
	5	7	2	0	0		12	
H) School staff reflects student diversity.	14	35.7%	28.6%	28.6%	7.1%	0.0%	64.3%	3.9
	5	4	4	1	0		9	
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	126	45.2%	50.0%	4.0%	0.8%	0.0%	95.2%	4.4
	57	63	5	1	0		120	
A) Families and students understand how assignments and tests are graded.	14	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
	4	8	2	0	0		12	
B) Questions and concerns about schoolwork are addressed.	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
	7	6	1	0	0		13	
C) Student grades reflect their knowledge of the material.	14	35.7%	64.3%	0.0%	0.0%	0.0%	100.0%	4.4
	5	9	0	0	0		14	
D) Adults at my school believe all students can be successful.	14	35.7%	57.1%	0.0%	7.1%	0.0%	92.9%	4.2
	5	8	0	1	0		13	
E) Students feel comfortable and unjudged to ask their teacher for help.	14	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	7	7	0	0	0		14	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
	7	6	1	0	0		13	
G) Teachers at my school go out of their way to help all students.	14	57.1%	35.7%	7.1%	0.0%	0.0%	92.9%	4.5
	8	5	1	0	0		13	
H) Students receive timely and regular feedback on their learning.	14	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	7	7	0	0	0		14	
I) Staff at my school provides resources or ideas that help families support their students at home.	14	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	7	7	0	0	0		14	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	56	48.2% 27	42.9% 24	5.4% 3	1.8% 1	1.8% 1	91.1% 51	4.3
A) Students are challenged academically at school.	14	42.9% 6	42.9% 6	14.3% 2	0.0% 0	0.0% 0	85.7% 12	4.3
B) School recognizes and celebrates the academic success of all students.	14	35.7% 5	50.0% 7	0.0% 0	7.1% 1	7.1% 1	85.7% 12	4.0
C) Adults on campus motivate students to do their best.	14	50.0% 7	42.9% 6	7.1% 1	0.0% 0	0.0% 0	92.9% 13	4.4
D) School provides additional academic support when students are struggling.	14	64.3% 9	35.7% 5	0.0% 0	0.0% 0	0.0% 0	100.0% 14	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	70	21.4% 15	52.9% 37	12.9% 9	7.1% 5	5.7% 4	74.3% 52	3.8
A) Students are interested in what they are learning.	14	21.4% 3	57.1% 8	7.1% 1	7.1% 1	7.1% 1	78.6% 11	3.8
B) Students have access to classes and activities that meet their interests and talents.	14	28.6% 4	50.0% 7	14.3% 2	0.0% 0	7.1% 1	78.6% 11	3.9
C) Students understand how to complete their schoolwork.	14	21.4% 3	71.4% 10	0.0% 0	7.1% 1	0.0% 0	92.9% 13	4.1
D) Students complete assignments on time.	14	21.4% 3	35.7% 5	21.4% 3	14.3% 2	7.1% 1	57.1% 8	3.5
E) Students are motivated to do their schoolwork.	14	14.3% 2	50.0% 7	21.4% 3	7.1% 1	7.1% 1	64.3% 9	3.6

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	112	11.6%	22.3%	58.0%	3.6%	4.5%	33.9%	3.3
	13	25	65	4	5	38		
A) Students are encouraged to take the required courses needed to be prepared for college and career.	14	14.3%	7.1%	78.6%	0.0%	0.0%	21.4%	3.4
	2	1	11	0	0	3		
B) Students and families know what classes they will have to take and pass to graduate from high school.	14	7.1%	7.1%	78.6%	7.1%	0.0%	14.3%	3.1
	1	1	11	1	0	2		
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	14	7.1%	28.6%	64.3%	0.0%	0.0%	35.7%	3.4
	1	4	9	0	0	5		
D) School offers college and career programs.	14	7.1%	7.1%	64.3%	7.1%	14.3%	14.3%	2.9
	1	1	9	1	2	2		
E) Students participate in programs to learn about different jobs, careers, and colleges.	14	7.1%	21.4%	50.0%	7.1%	14.3%	28.6%	3.0
	1	3	7	1	2	4		
F) Students are prepared for the next step of their educational experience.	14	7.1%	28.6%	57.1%	0.0%	7.1%	35.7%	3.3
	1	4	8	0	1	5		
G) Staff are optimistic about the future of their career in San Juan Unified.	14	21.4%	42.9%	35.7%	0.0%	0.0%	64.3%	3.9
	3	6	5	0	0	9		
H) There are equitable opportunities for advancement in the district.	14	21.4%	35.7%	35.7%	7.1%	0.0%	57.1%	3.7
	3	5	5	1	0	8		

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	28	42.9%	50.0%	3.6%	3.6%	0.0%	92.9%	4.3
	12	14	1	1	0	26		
A) I would recommend my school to other families.	14	50.0%	42.9%	0.0%	7.1%	0.0%	92.9%	4.4
	7	6	0	1	0	13		
B) San Juan Unified School District is a district that I would recommend to other families.	14	35.7%	57.1%	7.1%	0.0%	0.0%	92.9%	4.3
	5	8	1	0	0	13		