



**Spring 2025  
Staff Climate Survey Results**

**Dyer-Kelly  
Group Size N: 7**

<b>Caring Relationships</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	42	47.6% 20	35.7% 15	14.3% 6	2.4% 1	0.0% 0	83.3% 35	4.3
A) School has a climate that is caring.	7	42.9% 3	42.9% 3	14.3% 1	0.0% 0	0.0% 0	85.7% 6	4.3
B) There are students and staff on campus who listen to students when they have something to say.	7	57.1% 4	28.6% 2	14.3% 1	0.0% 0	0.0% 0	85.7% 6	4.4
C) There is an adult from the school who checks on how students are doing.	7	85.7% 6	14.3% 1	0.0% 0	0.0% 0	0.0% 0	100.0% 7	4.9
D) School has the materials, staff, programs, and supports needed to help all students do their best.	7	28.6% 2	42.9% 3	14.3% 1	14.3% 1	0.0% 0	71.4% 5	3.9
E) Staff feels supported to do their job well in meeting the needs of all students.	7	42.9% 3	14.3% 1	42.9% 3	0.0% 0	0.0% 0	57.1% 4	4.0
F) Staff feels part of an effective team.	7	28.6% 2	71.4% 5	0.0% 0	0.0% 0	0.0% 0	100.0% 7	4.3
<b>Family and Staff Engagement</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	63	38.1% 24	39.7% 25	19.0% 12	3.2% 2	0.0% 0	77.8% 49	4.1
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	7	57.1% 4	42.9% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 7	4.6
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	7	14.3% 1	42.9% 3	42.9% 3	0.0% 0	0.0% 0	57.1% 4	3.7
C) The school offers families opportunities to be involved in school and classroom activities.	7	0.0% 0	57.1% 4	28.6% 2	14.3% 1	0.0% 0	57.1% 4	3.4
D) The school keeps families well-informed about school activities.	7	42.9% 3	57.1% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 7	4.4
E) The staff at our school listens to family concerns about issues.	7	57.1% 4	14.3% 1	28.6% 2	0.0% 0	0.0% 0	71.4% 5	4.3
F) The staff at school are helpful and welcoming when families come to school or call.	7	71.4% 5	14.3% 1	14.3% 1	0.0% 0	0.0% 0	85.7% 6	4.6
G) The school and families are partners in promoting positive behavior for my student.	7	14.3% 1	57.1% 4	14.3% 1	14.3% 1	0.0% 0	71.4% 5	3.7
H) Families who speak a language other than English receive general information about our school in their home language.	7	28.6% 2	42.9% 3	28.6% 2	0.0% 0	0.0% 0	71.4% 5	4.0
I) Staff receive information about upcoming events and important information about the school.	7	57.1% 4	28.6% 2	14.3% 1	0.0% 0	0.0% 0	85.7% 6	4.4

<b>School Decision Making</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	49	26.5%	49.0%	20.4%	4.1%	0.0%	75.5%	4.0
		13	24	10	2	0	37	
A) School seeks input when making important decisions.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
B) Important school decisions reflect diverse input.	7	14.3%	42.9%	42.9%	0.0%	0.0%	57.1%	3.7
		1	3	3	0	0	4	
C) The principal and staff listen to concerns of other staff members about issues.	7	42.9%	42.9%	14.3%	0.0%	0.0%	85.7%	4.3
		3	3	1	0	0	6	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	7	28.6%	71.4%	0.0%	0.0%	0.0%	100.0%	4.3
		2	5	0	0	0	7	
F) Our school uses data from this survey to inform site decision making.	7	28.6%	14.3%	42.9%	14.3%	0.0%	42.9%	3.6
		2	1	3	1	0	3	
G) Staff voice matters in decision making.	7	14.3%	57.1%	14.3%	14.3%	0.0%	71.4%	3.7
		1	4	1	1	0	5	
<b>Safety</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	49	38.8%	40.8%	14.3%	6.1%	0.0%	79.6%	4.1
		19	20	7	3	0	39	
A) Concerns about student safety are taken seriously.	7	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		4	3	0	0	0	7	
B) Concerns about student safety are addressed in a timely manner at my school.	7	28.6%	57.1%	0.0%	14.3%	0.0%	85.7%	4.0
		2	4	0	1	0	6	
C) My school is a safe place for all students.	7	57.1%	14.3%	28.6%	0.0%	0.0%	71.4%	4.3
		4	1	2	0	0	5	
D) My school is a safe place for all staff.	7	42.9%	42.9%	0.0%	14.3%	0.0%	85.7%	4.1
		3	3	0	1	0	6	
E) Students know what staff member to go to if they have a safety concern.	7	28.6%	28.6%	42.9%	0.0%	0.0%	57.1%	3.9
		2	2	3	0	0	4	
F) Students know school safety protocols.	7	28.6%	42.9%	28.6%	0.0%	0.0%	71.4%	4.0
		2	3	2	0	0	5	
G) I feel safe sharing different viewpoints and perspectives at my school.	7	28.6%	57.1%	0.0%	14.3%	0.0%	85.7%	4.0
		2	4	0	1	0	6	

<b>Sense of Belonging</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	56	32.1% 18	35.7% 20	17.9% 10	12.5% 7	1.8% 1	67.9% 38	3.8
A) School staff respects student diversity.	7	71.4% 5	0.0% 0	28.6% 2	0.0% 0	0.0% 0	71.4% 5	4.4
B) Adults at my school treat students respectfully.	7	71.4% 5	14.3% 1	14.3% 1	0.0% 0	0.0% 0	85.7% 6	4.6
C) Students are respectful to each other at school.	7	0.0% 0	42.9% 3	28.6% 2	28.6% 2	0.0% 0	42.9% 3	3.1
D) Students have opportunities to socialize with other students often at school.	7	28.6% 2	42.9% 3	28.6% 2	0.0% 0	0.0% 0	71.4% 5	4.0
E) Students have an adult on campus they trust.	7	28.6% 2	57.1% 4	14.3% 1	0.0% 0	0.0% 0	85.7% 6	4.1
F) Students trust other students at school.	7	14.3% 1	57.1% 4	0.0% 0	28.6% 2	0.0% 0	71.4% 5	3.6
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	7	28.6% 2	28.6% 2	14.3% 1	28.6% 2	0.0% 0	57.1% 4	3.6
H) School staff reflects student diversity.	7	14.3% 1	42.9% 3	14.3% 1	14.3% 1	14.3% 1	57.1% 4	3.3

  

<b>Academic Progress</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	63	27.0% 17	39.7% 25	25.4% 16	7.9% 5	0.0% 0	66.7% 42	3.9
A) Families and students understand how assignments and tests are graded.	7	0.0% 0	14.3% 1	57.1% 4	28.6% 2	0.0% 0	14.3% 1	2.9
B) Questions and concerns about schoolwork are addressed.	7	0.0% 0	71.4% 5	28.6% 2	0.0% 0	0.0% 0	71.4% 5	3.7
C) Student grades reflect their knowledge of the material.	7	14.3% 1	42.9% 3	28.6% 2	14.3% 1	0.0% 0	57.1% 4	3.6
D) Adults at my school believe all students can be successful.	7	28.6% 2	42.9% 3	28.6% 2	0.0% 0	0.0% 0	71.4% 5	4.0
E) Students feel comfortable and unjudged to ask their teacher for help.	7	42.9% 3	57.1% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 7	4.4
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	7	42.9% 3	42.9% 3	14.3% 1	0.0% 0	0.0% 0	85.7% 6	4.3
G) Teachers at my school go out of their way to help all students.	7	42.9% 3	42.9% 3	0.0% 0	14.3% 1	0.0% 0	85.7% 6	4.1
H) Students receive timely and regular feedback on their learning.	7	42.9% 3	28.6% 2	28.6% 2	0.0% 0	0.0% 0	71.4% 5	4.1
I) Staff at my school provides resources or ideas that help families support their students at home.	7	28.6% 2	14.3% 1	42.9% 3	14.3% 1	0.0% 0	42.9% 3	3.6

<b>High Expectations</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	28	42.9% 12	39.3% 11	14.3% 4	3.6% 1	0.0% 0	82.1% 23	4.2
A) Students are challenged academically at school.	7	28.6% 2	28.6% 2	28.6% 2	14.3% 1	0.0% 0	57.1% 4	3.7
B) School recognizes and celebrates the academic success of all students.	7	42.9% 3	57.1% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 7	4.4
C) Adults on campus motivate students to do their best.	7	57.1% 4	14.3% 1	28.6% 2	0.0% 0	0.0% 0	71.4% 5	4.3
D) School provides additional academic support when students are struggling.	7	42.9% 3	57.1% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 7	4.4
<b>Student Engagement</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	34	35.3% 12	35.3% 12	29.4% 10	0.0% 0	0.0% 0	70.6% 24	4.1
A) Students are interested in what they are learning.	7	57.1% 4	28.6% 2	14.3% 1	0.0% 0	0.0% 0	85.7% 6	4.4
B) Students have access to classes and activities that meet their interests and talents.	7	42.9% 3	28.6% 2	28.6% 2	0.0% 0	0.0% 0	71.4% 5	4.1
C) Students understand how to complete their schoolwork.	7	28.6% 2	42.9% 3	28.6% 2	0.0% 0	0.0% 0	71.4% 5	4.0
D) Students complete assignments on time.	6	16.7% 1	50.0% 3	33.3% 2	0.0% 0	0.0% 0	66.7% 4	3.8
E) Students are motivated to do their schoolwork.	7	28.6% 2	28.6% 2	42.9% 3	0.0% 0	0.0% 0	57.1% 4	3.9

<b>College and Career Readiness</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	42	9.5%	23.8%	47.6%	7.1%	11.9%	33.3%	3.1
		4	10	20	3	5	14	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	5	0.0%	40.0%	40.0%	0.0%	20.0%	40.0%	3.0
		0	2	2	0	1	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%	60.0%	0.0%	40.0%	0.0%	2.2
		0	0	3	0	2	0	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	5	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	5	0	0	0	
D) School offers college and career programs.	5	0.0%	0.0%	80.0%	0.0%	20.0%	0.0%	2.6
		0	0	4	0	1	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	5	0.0%	20.0%	60.0%	0.0%	20.0%	20.0%	2.8
		0	1	3	0	1	1	
F) Students are prepared for the next step of their educational experience.	5	0.0%	40.0%	40.0%	20.0%	0.0%	40.0%	3.2
		0	2	2	1	0	2	
G) Staff are optimistic about the future of their career in San Juan Unified.	6	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		3	3	0	0	0	6	
H) There are equitable opportunities for advancement in the district.	6	16.7%	33.3%	16.7%	33.3%	0.0%	50.0%	3.3
		1	2	1	2	0	3	

<b>Customer Satisfaction</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	14	50.0%	35.7%	7.1%	7.1%	0.0%	85.7%	4.3
		7	5	1	1	0	12	
A) I would recommend my school to other families.	7	28.6%	57.1%	0.0%	14.3%	0.0%	85.7%	4.0
		2	4	0	1	0	6	
B) San Juan Unified School District is a district that I would recommend to other families.	7	71.4%	14.3%	14.3%	0.0%	0.0%	85.7%	4.6
		5	1	1	0	0	6	