



**Spring 2025
Staff Climate Survey Results**

**Greer
Group Size N: 20**

| Caring Relationships | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|--|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 120 | 30.0% | 37.5% | 22.5% | 6.7% | 3.3% | 67.5% | 3.8 |
| | | 36 | 45 | 27 | 8 | 4 | 81 | |
| A) School has a climate that is caring. | 20 | 10.0% | 50.0% | 30.0% | 5.0% | 5.0% | 60.0% | 3.6 |
| | | 2 | 10 | 6 | 1 | 1 | 12 | |
| B) There are students and staff on campus who listen to students when they have something to say. | 20 | 15.0% | 65.0% | 20.0% | 0.0% | 0.0% | 80.0% | 4.0 |
| | | 3 | 13 | 4 | 0 | 0 | 16 | |
| C) There is an adult from the school who checks on how students are doing. | 20 | 80.0% | 20.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.8 |
| | | 16 | 4 | 0 | 0 | 0 | 20 | |
| D) School has the materials, staff, programs, and supports needed to help all students do their best. | 20 | 20.0% | 35.0% | 25.0% | 20.0% | 0.0% | 55.0% | 3.6 |
| | | 4 | 7 | 5 | 4 | 0 | 11 | |
| E) Staff feels supported to do their job well in meeting the needs of all students. | 20 | 10.0% | 30.0% | 40.0% | 15.0% | 5.0% | 40.0% | 3.3 |
| | | 2 | 6 | 8 | 3 | 1 | 8 | |
| F) Staff feels part of an effective team. | 20 | 45.0% | 25.0% | 20.0% | 0.0% | 10.0% | 70.0% | 4.0 |
| | | 9 | 5 | 4 | 0 | 2 | 14 | |
| 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 | 180 | 31.1% | 43.9% | 19.4% | 3.3% | 2.2% | 75.0% | 4.0 |
| | | 56 | 79 | 35 | 6 | 4 | 135 | |
| A) Staff at the school promptly responds to family phone calls, messages, or e-mails. | 20 | 50.0% | 40.0% | 10.0% | 0.0% | 0.0% | 90.0% | 4.4 |
| | | 10 | 8 | 2 | 0 | 0 | 18 | |
| B) The school clearly outlines the family, student, and school responsibilities in educating each child. | 20 | 25.0% | 35.0% | 30.0% | 5.0% | 5.0% | 60.0% | 3.7 |
| | | 5 | 7 | 6 | 1 | 1 | 12 | |
| C) The school offers families opportunities to be involved in school and classroom activities. | 20 | 20.0% | 45.0% | 20.0% | 10.0% | 5.0% | 65.0% | 3.7 |
| | | 4 | 9 | 4 | 2 | 1 | 13 | |
| D) The school keeps families well-informed about school activities. | 20 | 45.0% | 35.0% | 10.0% | 5.0% | 5.0% | 80.0% | 4.1 |
| | | 9 | 7 | 2 | 1 | 1 | 16 | |
| E) The staff at our school listens to family concerns about issues. | 20 | 30.0% | 45.0% | 25.0% | 0.0% | 0.0% | 75.0% | 4.1 |
| | | 6 | 9 | 5 | 0 | 0 | 15 | |
| F) The staff at school are helpful and welcoming when families come to school or call. | 20 | 30.0% | 45.0% | 25.0% | 0.0% | 0.0% | 75.0% | 4.1 |
| | | 6 | 9 | 5 | 0 | 0 | 15 | |
| G) The school and families are partners in promoting positive behavior for my student. | 20 | 20.0% | 30.0% | 35.0% | 10.0% | 5.0% | 50.0% | 3.5 |
| | | 4 | 6 | 7 | 2 | 1 | 10 | |
| H) Families who speak a language other than English receive general information about our school in their home language. | 20 | 15.0% | 75.0% | 10.0% | 0.0% | 0.0% | 90.0% | 4.1 |
| | | 3 | 15 | 2 | 0 | 0 | 18 | |
| I) Staff receive information about upcoming events and important information about the school. | 20 | 45.0% | 45.0% | 10.0% | 0.0% | 0.0% | 90.0% | 4.4 |
| | | 9 | 9 | 2 | 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 | 140 | 18.6% | 50.0% | 25.0% | 5.0% | 1.4% | 68.6% | 3.8 |
| | | 26 | 70 | 35 | 7 | 2 | 96 | |
| A) School seeks input when making important decisions. | 20 | 30.0% | 55.0% | 5.0% | 10.0% | 0.0% | 85.0% | 4.1 |
| | | 6 | 11 | 1 | 2 | 0 | 17 | |
| B) Important school decisions reflect diverse input. | 20 | 20.0% | 40.0% | 30.0% | 0.0% | 10.0% | 60.0% | 3.6 |
| | | 4 | 8 | 6 | 0 | 2 | 12 | |
| C) The principal and staff listen to concerns of other staff members about issues. | 20 | 20.0% | 45.0% | 35.0% | 0.0% | 0.0% | 65.0% | 3.9 |
| | | 4 | 9 | 7 | 0 | 0 | 13 | |
| D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding. | 20 | 20.0% | 60.0% | 15.0% | 5.0% | 0.0% | 80.0% | 4.0 |
| | | 4 | 12 | 3 | 1 | 0 | 16 | |
| E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc. | 20 | 10.0% | 50.0% | 30.0% | 10.0% | 0.0% | 60.0% | 3.6 |
| | | 2 | 10 | 6 | 2 | 0 | 12 | |
| F) Our school uses data from this survey to inform site decision making. | 20 | 20.0% | 50.0% | 30.0% | 0.0% | 0.0% | 70.0% | 3.9 |
| | | 4 | 10 | 6 | 0 | 0 | 14 | |
| G) Staff voice matters in decision making. | 20 | 10.0% | 50.0% | 30.0% | 10.0% | 0.0% | 60.0% | 3.6 |
| | | 2 | 10 | 6 | 2 | 0 | 12 | |
| Safety | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
| Overall rating of all questions in this section | 140 | 20.7% | 46.4% | 17.1% | 11.4% | 4.3% | 67.1% | 3.7 |
| | | 29 | 65 | 24 | 16 | 6 | 94 | |
| A) Concerns about student safety are taken seriously. | 20 | 15.0% | 40.0% | 30.0% | 10.0% | 5.0% | 55.0% | 3.5 |
| | | 3 | 8 | 6 | 2 | 1 | 11 | |
| B) Concerns about student safety are addressed in a timely manner at my school. | 20 | 25.0% | 35.0% | 25.0% | 10.0% | 5.0% | 60.0% | 3.7 |
| | | 5 | 7 | 5 | 2 | 1 | 12 | |
| C) My school is a safe place for all students. | 20 | 30.0% | 35.0% | 10.0% | 20.0% | 5.0% | 65.0% | 3.7 |
| | | 6 | 7 | 2 | 4 | 1 | 13 | |
| D) My school is a safe place for all staff. | 20 | 25.0% | 35.0% | 20.0% | 15.0% | 5.0% | 60.0% | 3.6 |
| | | 5 | 7 | 4 | 3 | 1 | 12 | |
| E) Students know what staff member to go to if they have a safety concern. | 20 | 15.0% | 70.0% | 15.0% | 0.0% | 0.0% | 85.0% | 4.0 |
| | | 3 | 14 | 3 | 0 | 0 | 17 | |
| F) Students know school safety protocols. | 20 | 20.0% | 60.0% | 10.0% | 5.0% | 5.0% | 80.0% | 3.9 |
| | | 4 | 12 | 2 | 1 | 1 | 16 | |
| G) I feel safe sharing different viewpoints and perspectives at my school. | 20 | 15.0% | 50.0% | 10.0% | 20.0% | 5.0% | 65.0% | 3.5 |
| | | 3 | 10 | 2 | 4 | 1 | 13 | |

| Sense of Belonging | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 160 | 26.3% | 49.4% | 17.5% | 6.9% | 0.0% | 75.6% | 4.0 |
| | 42 | 79 | 28 | 11 | 0 | | 121 | |
| A) School staff respects student diversity. | 20 | 50.0% | 50.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.5 |
| | 10 | 10 | 0 | 0 | 0 | | 20 | |
| B) Adults at my school treat students respectfully. | 20 | 35.0% | 65.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.4 |
| | 7 | 13 | 0 | 0 | 0 | | 20 | |
| C) Students are respectful to each other at school. | 20 | 5.0% | 30.0% | 40.0% | 25.0% | 0.0% | 35.0% | 3.2 |
| | 1 | 6 | 8 | 5 | 0 | | 7 | |
| D) Students have opportunities to socialize with other students often at school. | 20 | 25.0% | 75.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.3 |
| | 5 | 15 | 0 | 0 | 0 | | 20 | |
| E) Students have an adult on campus they trust. | 20 | 40.0% | 55.0% | 5.0% | 0.0% | 0.0% | 95.0% | 4.4 |
| | 8 | 11 | 1 | 0 | 0 | | 19 | |
| F) Students trust other students at school. | 20 | 20.0% | 35.0% | 40.0% | 5.0% | 0.0% | 55.0% | 3.7 |
| | 4 | 7 | 8 | 1 | 0 | | 11 | |
| G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives. | 20 | 15.0% | 50.0% | 25.0% | 10.0% | 0.0% | 65.0% | 3.7 |
| | 3 | 10 | 5 | 2 | 0 | | 13 | |
| H) School staff reflects student diversity. | 20 | 20.0% | 35.0% | 30.0% | 15.0% | 0.0% | 55.0% | 3.6 |
| | 4 | 7 | 6 | 3 | 0 | | 11 | |

| Academic Progress | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 180 | 37.2% | 53.3% | 8.3% | 1.1% | 0.0% | 90.6% | 4.3 |
| | 67 | 96 | 15 | 2 | 0 | | 163 | |
| A) Families and students understand how assignments and tests are graded. | 20 | 20.0% | 65.0% | 10.0% | 5.0% | 0.0% | 85.0% | 4.0 |
| | 4 | 13 | 2 | 1 | 0 | | 17 | |
| B) Questions and concerns about schoolwork are addressed. | 20 | 30.0% | 55.0% | 15.0% | 0.0% | 0.0% | 85.0% | 4.2 |
| | 6 | 11 | 3 | 0 | 0 | | 17 | |
| C) Student grades reflect their knowledge of the material. | 20 | 50.0% | 35.0% | 15.0% | 0.0% | 0.0% | 85.0% | 4.4 |
| | 10 | 7 | 3 | 0 | 0 | | 17 | |
| D) Adults at my school believe all students can be successful. | 20 | 35.0% | 45.0% | 15.0% | 5.0% | 0.0% | 80.0% | 4.1 |
| | 7 | 9 | 3 | 1 | 0 | | 16 | |
| E) Students feel comfortable and unjudged to ask their teacher for help. | 20 | 45.0% | 55.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.5 |
| | 9 | 11 | 0 | 0 | 0 | | 20 | |
| F) Teachers provide opportunities for students to participate in classroom discussions or activities. | 20 | 40.0% | 55.0% | 5.0% | 0.0% | 0.0% | 95.0% | 4.4 |
| | 8 | 11 | 1 | 0 | 0 | | 19 | |
| G) Teachers at my school go out of their way to help all students. | 20 | 35.0% | 60.0% | 5.0% | 0.0% | 0.0% | 95.0% | 4.3 |
| | 7 | 12 | 1 | 0 | 0 | | 19 | |
| H) Students receive timely and regular feedback on their learning. | 20 | 50.0% | 50.0% | 0.0% | 0.0% | 0.0% | 100.0% | 4.5 |
| | 10 | 10 | 0 | 0 | 0 | | 20 | |
| I) Staff at my school provides resources or ideas that help families support their students at home. | 20 | 30.0% | 60.0% | 10.0% | 0.0% | 0.0% | 90.0% | 4.2 |
| | 6 | 12 | 2 | 0 | 0 | | 18 | |

| High Expectations | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|--|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 80 | 33.8% 27 | 50.0% 40 | 8.8% 7 | 7.5% 6 | 0.0% 0 | 83.8% 67 | 4.1 |
| A) Students are challenged academically at school. | 20 | 30.0% 6 | 50.0% 10 | 15.0% 3 | 5.0% 1 | 0.0% 0 | 80.0% 16 | 4.1 |
| B) School recognizes and celebrates the academic success of all students. | 20 | 35.0% 7 | 50.0% 10 | 10.0% 2 | 5.0% 1 | 0.0% 0 | 85.0% 17 | 4.2 |
| C) Adults on campus motivate students to do their best. | 20 | 35.0% 7 | 55.0% 11 | 5.0% 1 | 5.0% 1 | 0.0% 0 | 90.0% 18 | 4.2 |
| D) School provides additional academic support when students are struggling. | 20 | 35.0% 7 | 45.0% 9 | 5.0% 1 | 15.0% 3 | 0.0% 0 | 80.0% 16 | 4.0 |
| Student Engagement | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
| Overall rating of all questions in this section | 100 | 26.0% 26 | 43.0% 43 | 21.0% 21 | 10.0% 10 | 0.0% 0 | 69.0% 69 | 3.9 |
| A) Students are interested in what they are learning. | 20 | 20.0% 4 | 55.0% 11 | 15.0% 3 | 10.0% 2 | 0.0% 0 | 75.0% 15 | 3.9 |
| B) Students have access to classes and activities that meet their interests and talents. | 20 | 30.0% 6 | 30.0% 6 | 30.0% 6 | 10.0% 2 | 0.0% 0 | 60.0% 12 | 3.8 |
| C) Students understand how to complete their schoolwork. | 20 | 30.0% 6 | 45.0% 9 | 20.0% 4 | 5.0% 1 | 0.0% 0 | 75.0% 15 | 4.0 |
| D) Students complete assignments on time. | 20 | 25.0% 5 | 45.0% 9 | 20.0% 4 | 10.0% 2 | 0.0% 0 | 70.0% 14 | 3.9 |
| E) Students are motivated to do their schoolwork. | 20 | 25.0% 5 | 40.0% 8 | 20.0% 4 | 15.0% 3 | 0.0% 0 | 65.0% 13 | 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 | 160 | 14.4% | 16.3% | 55.6% | 11.9% | 1.9% | 30.6% | 3.3 |
| | | 23 | 26 | 89 | 19 | 3 | 49 | |
| A) Students are encouraged to take the required courses needed to be prepared for college and career. | 20 | 10.0% | 15.0% | 65.0% | 10.0% | 0.0% | 25.0% | 3.3 |
| | | 2 | 3 | 13 | 2 | 0 | 5 | |
| B) Students and families know what classes they will have to take and pass to graduate from high school. | 20 | 5.0% | 5.0% | 75.0% | 10.0% | 5.0% | 10.0% | 3.0 |
| | | 1 | 1 | 15 | 2 | 1 | 2 | |
| C) Students are interested in attending college, joining the military, or entering the workforce after high school. | 20 | 10.0% | 10.0% | 70.0% | 10.0% | 0.0% | 20.0% | 3.2 |
| | | 2 | 2 | 14 | 2 | 0 | 4 | |
| D) School offers college and career programs. | 20 | 5.0% | 5.0% | 75.0% | 15.0% | 0.0% | 10.0% | 3.0 |
| | | 1 | 1 | 15 | 3 | 0 | 2 | |
| E) Students participate in programs to learn about different jobs, careers, and colleges. | 20 | 5.0% | 5.0% | 80.0% | 10.0% | 0.0% | 10.0% | 3.1 |
| | | 1 | 1 | 16 | 2 | 0 | 2 | |
| F) Students are prepared for the next step of their educational experience. | 20 | 15.0% | 35.0% | 35.0% | 15.0% | 0.0% | 50.0% | 3.5 |
| | | 3 | 7 | 7 | 3 | 0 | 10 | |
| G) Staff are optimistic about the future of their career in San Juan Unified. | 20 | 45.0% | 25.0% | 10.0% | 15.0% | 5.0% | 70.0% | 3.9 |
| | | 9 | 5 | 2 | 3 | 1 | 14 | |
| H) There are equitable opportunities for advancement in the district. | 20 | 20.0% | 30.0% | 35.0% | 10.0% | 5.0% | 50.0% | 3.5 |
| | | 4 | 6 | 7 | 2 | 1 | 10 | |

| Customer Satisfaction | N | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree | Pct Strongly Agree+Agree | Mean |
|---|----------|-----------------------|--------------|----------------|-----------------|--------------------------|---------------------------------|-------------|
| Overall rating of all questions in this section | 40 | 15.0% | 42.5% | 30.0% | 5.0% | 7.5% | 57.5% | 3.5 |
| | | 6 | 17 | 12 | 2 | 3 | 23 | |
| A) I would recommend my school to other families. | 20 | 10.0% | 30.0% | 40.0% | 10.0% | 10.0% | 40.0% | 3.2 |
| | | 2 | 6 | 8 | 2 | 2 | 8 | |
| B) San Juan Unified School District is a district that I would recommend to other families. | 20 | 20.0% | 55.0% | 20.0% | 0.0% | 5.0% | 75.0% | 3.9 |
| | | 4 | 11 | 4 | 0 | 1 | 15 | |