



**Spring 2025
Staff Climate Survey Results**

**Bella Vista
Group Size N: 74**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	444	28.6%	49.1%	16.2%	5.0%	1.1%	77.7%	4.0
		127	218	72	22	5	345	
A) School has a climate that is caring.	74	24.3%	59.5%	13.5%	1.4%	1.4%	83.8%	4.0
		18	44	10	1	1	62	
B) There are students and staff on campus who listen to students when they have something to say.	74	29.7%	60.8%	9.5%	0.0%	0.0%	90.5%	4.2
		22	45	7	0	0	67	
C) There is an adult from the school who checks on how students are doing.	74	48.6%	39.2%	9.5%	1.4%	1.4%	87.8%	4.3
		36	29	7	1	1	65	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	74	18.9%	41.9%	23.0%	14.9%	1.4%	60.8%	3.6
		14	31	17	11	1	45	
E) Staff feels supported to do their job well in meeting the needs of all students.	74	21.6%	48.6%	24.3%	4.1%	1.4%	70.3%	3.9
		16	36	18	3	1	52	
F) Staff feels part of an effective team.	74	28.4%	44.6%	17.6%	8.1%	1.4%	73.0%	3.9
		21	33	13	6	1	54	
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	664	36.0%	41.3%	18.7%	3.8%	0.3%	77.3%	4.1
		239	274	124	25	2	513	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	73	56.2%	30.1%	11.0%	2.7%	0.0%	86.3%	4.4
		41	22	8	2	0	63	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	74	27.0%	43.2%	23.0%	6.8%	0.0%	70.3%	3.9
		20	32	17	5	0	52	
C) The school offers families opportunities to be involved in school and classroom activities.	74	21.6%	43.2%	29.7%	5.4%	0.0%	64.9%	3.8
		16	32	22	4	0	48	
D) The school keeps families well-informed about school activities.	74	54.1%	33.8%	12.2%	0.0%	0.0%	87.8%	4.4
		40	25	9	0	0	65	
E) The staff at our school listens to family concerns about issues.	74	29.7%	54.1%	12.2%	4.1%	0.0%	83.8%	4.1
		22	40	9	3	0	62	
F) The staff at school are helpful and welcoming when families come to school or call.	74	39.2%	52.7%	6.8%	1.4%	0.0%	91.9%	4.3
		29	39	5	1	0	68	
G) The school and families are partners in promoting positive behavior for my student.	73	26.0%	45.2%	23.3%	5.5%	0.0%	71.2%	3.9
		19	33	17	4	0	52	
H) Families who speak a language other than English receive general information about our school in their home language.	74	16.2%	31.1%	41.9%	8.1%	2.7%	47.3%	3.5
		12	23	31	6	2	35	
I) Staff receive information about upcoming events and important information about the school.	74	54.1%	37.8%	8.1%	0.0%	0.0%	91.9%	4.5
		40	28	6	0	0	68	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	517	34.4%	38.5%	22.4%	3.1%	1.5%	72.9%	4.0
		178	199	116	16	8	377	
A) School seeks input when making important decisions.	74	35.1%	44.6%	17.6%	2.7%	0.0%	79.7%	4.1
		26	33	13	2	0	59	
B) Important school decisions reflect diverse input.	74	31.1%	41.9%	21.6%	4.1%	1.4%	73.0%	4.0
		23	31	16	3	1	54	
C) The principal and staff listen to concerns of other staff members about issues.	74	40.5%	41.9%	13.5%	2.7%	1.4%	82.4%	4.2
		30	31	10	2	1	61	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	74	35.1%	36.5%	24.3%	2.7%	1.4%	71.6%	4.0
		26	27	18	2	1	53	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	74	41.9%	33.8%	21.6%	1.4%	1.4%	75.7%	4.1
		31	25	16	1	1	56	
F) Our school uses data from this survey to inform site decision making.	74	35.1%	28.4%	33.8%	1.4%	1.4%	63.5%	3.9
		26	21	25	1	1	47	
G) Staff voice matters in decision making.	73	21.9%	42.5%	24.7%	6.8%	4.1%	64.4%	3.7
		16	31	18	5	3	47	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	518	25.5%	44.4%	21.8%	6.8%	1.5%	69.9%	3.9
		132	230	113	35	8	362	
A) Concerns about student safety are taken seriously.	74	35.1%	44.6%	13.5%	5.4%	1.4%	79.7%	4.1
		26	33	10	4	1	59	
B) Concerns about student safety are addressed in a timely manner at my school.	74	32.4%	37.8%	23.0%	6.8%	0.0%	70.3%	4.0
		24	28	17	5	0	52	
C) My school is a safe place for all students.	74	23.0%	40.5%	27.0%	8.1%	1.4%	63.5%	3.8
		17	30	20	6	1	47	
D) My school is a safe place for all staff.	74	21.6%	50.0%	17.6%	10.8%	0.0%	71.6%	3.8
		16	37	13	8	0	53	
E) Students know what staff member to go to if they have a safety concern.	74	24.3%	47.3%	24.3%	2.7%	1.4%	71.6%	3.9
		18	35	18	2	1	53	
F) Students know school safety protocols.	74	17.6%	51.4%	24.3%	4.1%	2.7%	68.9%	3.8
		13	38	18	3	2	51	
G) I feel safe sharing different viewpoints and perspectives at my school.	74	24.3%	39.2%	23.0%	9.5%	4.1%	63.5%	3.7
		18	29	17	7	3	47	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	583	14.9%	46.8%	28.3%	7.2%	2.7%	61.7%	3.6
	87	273	165	42	16	360		
A) School staff respects student diversity.	73	20.5%	50.7%	26.0%	1.4%	1.4%	71.2%	3.9
	15	37	19	1	1	52		
B) Adults at my school treat students respectfully.	73	20.5%	57.5%	20.5%	0.0%	1.4%	78.1%	4.0
	15	42	15	0	1	57		
C) Students are respectful to each other at school.	73	6.8%	39.7%	39.7%	12.3%	1.4%	46.6%	3.4
	5	29	29	9	1	34		
D) Students have opportunities to socialize with other students often at school.	73	26.0%	63.0%	9.6%	0.0%	1.4%	89.0%	4.1
	19	46	7	0	1	65		
E) Students have an adult on campus they trust.	72	22.2%	58.3%	18.1%	0.0%	1.4%	80.6%	4.0
	16	42	13	0	1	58		
F) Students trust other students at school.	73	9.6%	47.9%	34.2%	6.8%	1.4%	57.5%	3.6
	7	35	25	5	1	42		
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	73	6.8%	37.0%	46.6%	8.2%	1.4%	43.8%	3.4
	5	27	34	6	1	32		
H) School staff reflects student diversity.	73	6.8%	20.5%	31.5%	28.8%	12.3%	27.4%	2.8
	5	15	23	21	9	20		

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	646	23.5%	53.4%	19.8%	2.6%	0.6%	76.9%	4.0
	152	345	128	17	4	497		
A) Families and students understand how assignments and tests are graded.	72	13.9%	54.2%	25.0%	5.6%	1.4%	68.1%	3.7
	10	39	18	4	1	49		
B) Questions and concerns about schoolwork are addressed.	72	19.4%	62.5%	16.7%	1.4%	0.0%	81.9%	4.0
	14	45	12	1	0	59		
C) Student grades reflect their knowledge of the material.	72	15.3%	56.9%	22.2%	5.6%	0.0%	72.2%	3.8
	11	41	16	4	0	52		
D) Adults at my school believe all students can be successful.	72	16.7%	54.2%	23.6%	5.6%	0.0%	70.8%	3.8
	12	39	17	4	0	51		
E) Students feel comfortable and unjudged to ask their teacher for help.	72	40.3%	48.6%	8.3%	0.0%	2.8%	88.9%	4.2
	29	35	6	0	2	64		
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	72	29.2%	58.3%	12.5%	0.0%	0.0%	87.5%	4.2
	21	42	9	0	0	63		
G) Teachers at my school go out of their way to help all students.	72	18.1%	45.8%	33.3%	2.8%	0.0%	63.9%	3.8
	13	33	24	2	0	46		
H) Students receive timely and regular feedback on their learning.	71	39.4%	47.9%	11.3%	1.4%	0.0%	87.3%	4.3
	28	34	8	1	0	62		
I) Staff at my school provides resources or ideas that help families support their students at home.	71	19.7%	52.1%	25.4%	1.4%	1.4%	71.8%	3.9
	14	37	18	1	1	51		

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	292	22.6% 66	58.6% 171	17.5% 51	1.0% 3	0.3% 1	81.2% 237	4.0
A) Students are challenged academically at school.	73	21.9% 16	56.2% 41	17.8% 13	2.7% 2	1.4% 1	78.1% 57	3.9
B) School recognizes and celebrates the academic success of all students.	73	17.8% 13	57.5% 42	23.3% 17	1.4% 1	0.0% 0	75.3% 55	3.9
C) Adults on campus motivate students to do their best.	73	20.5% 15	58.9% 43	20.5% 15	0.0% 0	0.0% 0	79.5% 58	4.0
D) School provides additional academic support when students are struggling.	73	30.1% 22	61.6% 45	8.2% 6	0.0% 0	0.0% 0	91.8% 67	4.2
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	364	10.4% 38	50.5% 184	32.4% 118	5.8% 21	0.8% 3	61.0% 222	3.6
A) Students are interested in what they are learning.	73	8.2% 6	53.4% 39	34.2% 25	4.1% 3	0.0% 0	61.6% 45	3.7
B) Students have access to classes and activities that meet their interests and talents.	73	11.0% 8	47.9% 35	30.1% 22	8.2% 6	2.7% 2	58.9% 43	3.6
C) Students understand how to complete their schoolwork.	73	19.2% 14	63.0% 46	16.4% 12	1.4% 1	0.0% 0	82.2% 60	4.0
D) Students complete assignments on time.	72	5.6% 4	47.2% 34	37.5% 27	9.7% 7	0.0% 0	52.8% 38	3.5
E) Students are motivated to do their schoolwork.	73	8.2% 6	41.1% 30	43.8% 32	5.5% 4	1.4% 1	49.3% 36	3.5

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	583	26.4%	48.0%	20.4%	3.9%	1.2%	74.4%	3.9
		154	280	119	23	7	434	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	73	39.7%	50.7%	6.8%	2.7%	0.0%	90.4%	4.3
		29	37	5	2	0	66	
B) Students and families know what classes they will have to take and pass to graduate from high school.	73	27.4%	56.2%	13.7%	2.7%	0.0%	83.6%	4.1
		20	41	10	2	0	61	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	73	30.1%	53.4%	16.4%	0.0%	0.0%	83.6%	4.1
		22	39	12	0	0	61	
D) School offers college and career programs.	73	32.9%	38.4%	23.3%	4.1%	1.4%	71.2%	4.0
		24	28	17	3	1	52	
E) Students participate in programs to learn about different jobs, careers, and colleges.	73	20.5%	45.2%	24.7%	8.2%	1.4%	65.8%	3.8
		15	33	18	6	1	48	
F) Students are prepared for the next step of their educational experience.	73	19.2%	56.2%	20.5%	2.7%	1.4%	75.3%	3.9
		14	41	15	2	1	55	
G) Staff are optimistic about the future of their career in San Juan Unified.	72	26.4%	40.3%	23.6%	6.9%	2.8%	66.7%	3.8
		19	29	17	5	2	48	
H) There are equitable opportunities for advancement in the district.	73	15.1%	43.8%	34.2%	4.1%	2.7%	58.9%	3.6
		11	32	25	3	2	43	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	144	23.6%	54.9%	18.8%	2.1%	0.7%	78.5%	4.0
		34	79	27	3	1	113	
A) I would recommend my school to other families.	72	31.9%	54.2%	12.5%	1.4%	0.0%	86.1%	4.2
		23	39	9	1	0	62	
B) San Juan Unified School District is a district that I would recommend to other families.	72	15.3%	55.6%	25.0%	2.8%	1.4%	70.8%	3.8
		11	40	18	2	1	51	