



**Spring 2025
Staff Climate Survey Results**

San Juan High School

Group Size N: 41

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	246	24.0%	50.8%	13.0%	9.3%	2.8%	74.8%	3.8
		59	125	32	23	7	184	
A) School has a climate that is caring.	41	19.5%	65.9%	4.9%	9.8%	0.0%	85.4%	4.0
		8	27	2	4	0	35	
B) There are students and staff on campus who listen to students when they have something to say.	41	31.7%	53.7%	12.2%	2.4%	0.0%	85.4%	4.1
		13	22	5	1	0	35	
C) There is an adult from the school who checks on how students are doing.	41	51.2%	36.6%	9.8%	2.4%	0.0%	87.8%	4.4
		21	15	4	1	0	36	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	41	12.2%	39.0%	22.0%	22.0%	4.9%	51.2%	3.3
		5	16	9	9	2	21	
E) Staff feels supported to do their job well in meeting the needs of all students.	41	9.8%	58.5%	14.6%	9.8%	7.3%	68.3%	3.5
		4	24	6	4	3	28	
F) Staff feels part of an effective team.	41	19.5%	51.2%	14.6%	9.8%	4.9%	70.7%	3.7
		8	21	6	4	2	29	
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	368	26.6%	49.5%	18.5%	3.8%	1.6%	76.1%	4.0
		98	182	68	14	6	280	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	41	51.2%	43.9%	4.9%	0.0%	0.0%	95.1%	4.5
		21	18	2	0	0	39	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	41	9.8%	58.5%	24.4%	4.9%	2.4%	68.3%	3.7
		4	24	10	2	1	28	
C) The school offers families opportunities to be involved in school and classroom activities.	41	14.6%	39.0%	41.5%	4.9%	0.0%	53.7%	3.6
		6	16	17	2	0	22	
D) The school keeps families well-informed about school activities.	41	24.4%	51.2%	19.5%	2.4%	2.4%	75.6%	3.9
		10	21	8	1	1	31	
E) The staff at our school listens to family concerns about issues.	41	24.4%	58.5%	14.6%	2.4%	0.0%	82.9%	4.0
		10	24	6	1	0	34	
F) The staff at school are helpful and welcoming when families come to school or call.	41	34.1%	48.8%	17.1%	0.0%	0.0%	82.9%	4.2
		14	20	7	0	0	34	
G) The school and families are partners in promoting positive behavior for my student.	40	10.0%	45.0%	27.5%	12.5%	5.0%	55.0%	3.4
		4	18	11	5	2	22	
H) Families who speak a language other than English receive general information about our school in their home language.	41	39.0%	41.5%	17.1%	2.4%	0.0%	80.5%	4.2
		16	17	7	1	0	33	
I) Staff receive information about upcoming events and important information about the school.	41	31.7%	58.5%	0.0%	4.9%	4.9%	90.2%	4.1
		13	24	0	2	2	37	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	287	19.9%	48.1%	21.6%	5.2%	5.2%	67.9%	3.7
		57	138	62	15	15	195	
A) School seeks input when making important decisions.	41	9.8%	61.0%	17.1%	4.9%	7.3%	70.7%	3.6
		4	25	7	2	3	29	
B) Important school decisions reflect diverse input.	41	7.3%	56.1%	26.8%	2.4%	7.3%	63.4%	3.5
		3	23	11	1	3	26	
C) The principal and staff listen to concerns of other staff members about issues.	41	31.7%	48.8%	9.8%	7.3%	2.4%	80.5%	4.0
		13	20	4	3	1	33	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	41	29.3%	41.5%	19.5%	4.9%	4.9%	70.7%	3.9
		12	17	8	2	2	29	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	41	26.8%	39.0%	22.0%	9.8%	2.4%	65.9%	3.8
		11	16	9	4	1	27	
F) Our school uses data from this survey to inform site decision making.	41	17.1%	46.3%	26.8%	4.9%	4.9%	63.4%	3.7
		7	19	11	2	2	26	
G) Staff voice matters in decision making.	41	17.1%	43.9%	29.3%	2.4%	7.3%	61.0%	3.6
		7	18	12	1	3	25	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	285	16.5%	53.3%	18.2%	9.1%	2.8%	69.8%	3.7
		47	152	52	26	8	199	
A) Concerns about student safety are taken seriously.	41	26.8%	43.9%	17.1%	9.8%	2.4%	70.7%	3.8
		11	18	7	4	1	29	
B) Concerns about student safety are addressed in a timely manner at my school.	41	22.0%	48.8%	19.5%	7.3%	2.4%	70.7%	3.8
		9	20	8	3	1	29	
C) My school is a safe place for all students.	41	14.6%	58.5%	12.2%	12.2%	2.4%	73.2%	3.7
		6	24	5	5	1	30	
D) My school is a safe place for all staff.	40	10.0%	62.5%	15.0%	10.0%	2.5%	72.5%	3.7
		4	25	6	4	1	29	
E) Students know what staff member to go to if they have a safety concern.	41	22.0%	53.7%	22.0%	2.4%	0.0%	75.6%	4.0
		9	22	9	1	0	31	
F) Students know school safety protocols.	41	7.3%	58.5%	24.4%	7.3%	2.4%	65.9%	3.6
		3	24	10	3	1	27	
G) I feel safe sharing different viewpoints and perspectives at my school.	40	12.5%	47.5%	17.5%	15.0%	7.5%	60.0%	3.4
		5	19	7	6	3	24	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	328	21.0% 69	51.5% 169	21.0% 69	5.5% 18	0.9% 3	72.6% 238	3.9
A) School staff respects student diversity.	41	46.3% 19	46.3% 19	4.9% 2	2.4% 1	0.0% 0	92.7% 38	4.4
B) Adults at my school treat students respectfully.	41	34.1% 14	56.1% 23	7.3% 3	2.4% 1	0.0% 0	90.2% 37	4.2
C) Students are respectful to each other at school.	41	0.0% 0	34.1% 14	51.2% 21	12.2% 5	2.4% 1	34.1% 14	3.2
D) Students have opportunities to socialize with other students often at school.	41	26.8% 11	58.5% 24	14.6% 6	0.0% 0	0.0% 0	85.4% 35	4.1
E) Students have an adult on campus they trust.	41	22.0% 9	70.7% 29	7.3% 3	0.0% 0	0.0% 0	92.7% 38	4.1
F) Students trust other students at school.	41	7.3% 3	43.9% 18	39.0% 16	7.3% 3	2.4% 1	51.2% 21	3.5
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	41	17.1% 7	58.5% 24	22.0% 9	2.4% 1	0.0% 0	75.6% 31	3.9
H) School staff reflects student diversity.	41	14.6% 6	43.9% 18	22.0% 9	17.1% 7	2.4% 1	58.5% 24	3.5
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	359	18.4% 66	49.0% 176	26.2% 94	6.1% 22	0.3% 1	67.4% 242	3.8
A) Families and students understand how assignments and tests are graded.	40	5.0% 2	30.0% 12	45.0% 18	20.0% 8	0.0% 0	35.0% 14	3.2
B) Questions and concerns about schoolwork are addressed.	40	15.0% 6	52.5% 21	27.5% 11	5.0% 2	0.0% 0	67.5% 27	3.8
C) Student grades reflect their knowledge of the material.	40	7.5% 3	32.5% 13	47.5% 19	10.0% 4	2.5% 1	40.0% 16	3.3
D) Adults at my school believe all students can be successful.	40	12.5% 5	55.0% 22	25.0% 10	7.5% 3	0.0% 0	67.5% 27	3.7
E) Students feel comfortable and unjudged to ask their teacher for help.	40	32.5% 13	52.5% 21	10.0% 4	5.0% 2	0.0% 0	85.0% 34	4.1
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	40	20.0% 8	62.5% 25	17.5% 7	0.0% 0	0.0% 0	82.5% 33	4.0
G) Teachers at my school go out of their way to help all students.	40	25.0% 10	57.5% 23	15.0% 6	2.5% 1	0.0% 0	82.5% 33	4.1
H) Students receive timely and regular feedback on their learning.	40	30.0% 12	52.5% 21	15.0% 6	2.5% 1	0.0% 0	82.5% 33	4.1
I) Staff at my school provides resources or ideas that help families support their students at home.	39	17.9% 7	46.2% 18	33.3% 13	2.6% 1	0.0% 0	64.1% 25	3.8

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	160	21.9%	43.8%	25.0%	8.1%	1.3%	65.6%	3.8
		35	70	40	13	2	105	
A) Students are challenged academically at school.	40	2.5%	47.5%	37.5%	10.0%	2.5%	50.0%	3.4
		1	19	15	4	1	20	
B) School recognizes and celebrates the academic success of all students.	40	30.0%	37.5%	22.5%	10.0%	0.0%	67.5%	3.9
		12	15	9	4	0	27	
C) Adults on campus motivate students to do their best.	40	22.5%	47.5%	27.5%	2.5%	0.0%	70.0%	3.9
		9	19	11	1	0	28	
D) School provides additional academic support when students are struggling.	40	32.5%	42.5%	12.5%	10.0%	2.5%	75.0%	3.9
		13	17	5	4	1	30	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	203	9.4%	35.5%	41.9%	6.9%	6.4%	44.8%	3.3
		19	72	85	14	13	91	
A) Students are interested in what they are learning.	41	7.3%	31.7%	53.7%	0.0%	7.3%	39.0%	3.3
		3	13	22	0	3	16	
B) Students have access to classes and activities that meet their interests and talents.	40	15.0%	45.0%	32.5%	7.5%	0.0%	60.0%	3.7
		6	18	13	3	0	24	
C) Students understand how to complete their schoolwork.	41	24.4%	41.5%	26.8%	7.3%	0.0%	65.9%	3.8
		10	17	11	3	0	27	
D) Students complete assignments on time.	41	0.0%	31.7%	48.8%	7.3%	12.2%	31.7%	3.0
		0	13	20	3	5	13	
E) Students are motivated to do their schoolwork.	40	0.0%	27.5%	47.5%	12.5%	12.5%	27.5%	2.9
		0	11	19	5	5	11	

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	327	15.0%	52.3%	23.5%	6.4%	2.8%	67.3%	3.7
		49	171	77	21	9	220	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	41	19.5%	51.2%	24.4%	4.9%	0.0%	70.7%	3.9
		8	21	10	2	0	29	
B) Students and families know what classes they will have to take and pass to graduate from high school.	41	9.8%	53.7%	31.7%	4.9%	0.0%	63.4%	3.7
		4	22	13	2	0	26	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	41	12.2%	61.0%	22.0%	4.9%	0.0%	73.2%	3.8
		5	25	9	2	0	30	
D) School offers college and career programs.	41	26.8%	61.0%	12.2%	0.0%	0.0%	87.8%	4.1
		11	25	5	0	0	36	
E) Students participate in programs to learn about different jobs, careers, and colleges.	41	9.8%	68.3%	14.6%	7.3%	0.0%	78.0%	3.8
		4	28	6	3	0	32	
F) Students are prepared for the next step of their educational experience.	41	2.4%	41.5%	31.7%	22.0%	2.4%	43.9%	3.2
		1	17	13	9	1	18	
G) Staff are optimistic about the future of their career in San Juan Unified.	40	27.5%	42.5%	17.5%	2.5%	10.0%	70.0%	3.8
		11	17	7	1	4	28	
H) There are equitable opportunities for advancement in the district.	41	12.2%	39.0%	34.1%	4.9%	9.8%	51.2%	3.4
		5	16	14	2	4	21	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	82	11.0%	56.1%	15.9%	9.8%	7.3%	67.1%	3.5
		9	46	13	8	6	55	
A) I would recommend my school to other families.	41	7.3%	56.1%	17.1%	7.3%	12.2%	63.4%	3.4
		3	23	7	3	5	26	
B) San Juan Unified School District is a district that I would recommend to other families.	41	14.6%	56.1%	14.6%	12.2%	2.4%	70.7%	3.7
		6	23	6	5	1	29	