



**Spring 2025  
Staff Climate Survey Results**

**John Barrett**

**Group Size N: 19**

<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	114	43.9%	34.2%	14.9%	4.4%	2.6%	78.1%	4.1
		50	39	17	5	3	89	
A) School has a climate that is caring.	19	47.4%	36.8%	10.5%	5.3%	0.0%	84.2%	4.3
		9	7	2	1	0	16	
B) There are students and staff on campus who listen to students when they have something to say.	19	42.1%	36.8%	21.1%	0.0%	0.0%	78.9%	4.2
		8	7	4	0	0	15	
C) There is an adult from the school who checks on how students are doing.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
		11	6	2	0	0	17	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	19	36.8%	31.6%	15.8%	5.3%	10.5%	68.4%	3.8
		7	6	3	1	2	13	
E) Staff feels supported to do their job well in meeting the needs of all students.	19	36.8%	42.1%	10.5%	10.5%	0.0%	78.9%	4.1
		7	8	2	2	0	15	
F) Staff feels part of an effective team.	19	42.1%	26.3%	21.1%	5.3%	5.3%	68.4%	3.9
		8	5	4	1	1	13	
<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	171	43.9%	33.3%	20.5%	2.3%	0.0%	77.2%	4.2
		75	57	35	4	0	132	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	19	63.2%	26.3%	10.5%	0.0%	0.0%	89.5%	4.5
		12	5	2	0	0	17	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	19	47.4%	26.3%	26.3%	0.0%	0.0%	73.7%	4.2
		9	5	5	0	0	14	
C) The school offers families opportunities to be involved in school and classroom activities.	19	31.6%	31.6%	26.3%	10.5%	0.0%	63.2%	3.8
		6	6	5	2	0	12	
D) The school keeps families well-informed about school activities.	19	36.8%	47.4%	10.5%	5.3%	0.0%	84.2%	4.2
		7	9	2	1	0	16	
E) The staff at our school listens to family concerns about issues.	19	42.1%	36.8%	21.1%	0.0%	0.0%	78.9%	4.2
		8	7	4	0	0	15	
F) The staff at school are helpful and welcoming when families come to school or call.	19	47.4%	42.1%	10.5%	0.0%	0.0%	89.5%	4.4
		9	8	2	0	0	17	
G) The school and families are partners in promoting positive behavior for my student.	19	47.4%	15.8%	36.8%	0.0%	0.0%	63.2%	4.1
		9	3	7	0	0	12	
H) Families who speak a language other than English receive general information about our school in their home language.	19	31.6%	42.1%	26.3%	0.0%	0.0%	73.7%	4.1
		6	8	5	0	0	14	
I) Staff receive information about upcoming events and important information about the school.	19	47.4%	31.6%	15.8%	5.3%	0.0%	78.9%	4.2
		9	6	3	1	0	15	

<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	133	31.6%	36.1%	18.0%	6.8%	7.5%	67.7%	3.8
		42	48	24	9	10	90	
A) School seeks input when making important decisions.	19	26.3%	47.4%	15.8%	5.3%	5.3%	73.7%	3.8
		5	9	3	1	1	14	
B) Important school decisions reflect diverse input.	19	26.3%	36.8%	26.3%	5.3%	5.3%	63.2%	3.7
		5	7	5	1	1	12	
C) The principal and staff listen to concerns of other staff members about issues.	19	42.1%	31.6%	15.8%	5.3%	5.3%	73.7%	4.0
		8	6	3	1	1	14	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	19	36.8%	31.6%	5.3%	21.1%	5.3%	68.4%	3.7
		7	6	1	4	1	13	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	19	36.8%	47.4%	5.3%	5.3%	5.3%	84.2%	4.1
		7	9	1	1	1	16	
F) Our school uses data from this survey to inform site decision making.	19	26.3%	26.3%	31.6%	0.0%	15.8%	52.6%	3.5
		5	5	6	0	3	10	
G) Staff voice matters in decision making.	19	26.3%	31.6%	26.3%	5.3%	10.5%	57.9%	3.6
		5	6	5	1	2	11	
<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	133	38.3%	30.8%	23.3%	6.8%	0.8%	69.2%	4.0
		51	41	31	9	1	92	
A) Concerns about student safety are taken seriously.	19	47.4%	31.6%	21.1%	0.0%	0.0%	78.9%	4.3
		9	6	4	0	0	15	
B) Concerns about student safety are addressed in a timely manner at my school.	19	47.4%	21.1%	31.6%	0.0%	0.0%	68.4%	4.2
		9	4	6	0	0	13	
C) My school is a safe place for all students.	19	36.8%	31.6%	15.8%	15.8%	0.0%	68.4%	3.9
		7	6	3	3	0	13	
D) My school is a safe place for all staff.	19	36.8%	36.8%	15.8%	10.5%	0.0%	73.7%	4.0
		7	7	3	2	0	14	
E) Students know what staff member to go to if they have a safety concern.	19	36.8%	21.1%	31.6%	10.5%	0.0%	57.9%	3.8
		7	4	6	2	0	11	
F) Students know school safety protocols.	19	26.3%	47.4%	21.1%	5.3%	0.0%	73.7%	3.9
		5	9	4	1	0	14	
G) I feel safe sharing different viewpoints and perspectives at my school.	19	36.8%	26.3%	26.3%	5.3%	5.3%	63.2%	3.8
		7	5	5	1	1	12	

<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	152	33.6%	34.9%	27.0%	3.3%	1.3%	68.4%	4.0
		51	53	41	5	2	104	
A) School staff respects student diversity.	19	52.6%	31.6%	10.5%	5.3%	0.0%	84.2%	4.3
		10	6	2	1	0	16	
B) Adults at my school treat students respectfully.	19	36.8%	42.1%	21.1%	0.0%	0.0%	78.9%	4.2
		7	8	4	0	0	15	
C) Students are respectful to each other at school.	19	15.8%	21.1%	47.4%	15.8%	0.0%	36.8%	3.4
		3	4	9	3	0	7	
D) Students have opportunities to socialize with other students often at school.	19	42.1%	47.4%	10.5%	0.0%	0.0%	89.5%	4.3
		8	9	2	0	0	17	
E) Students have an adult on campus they trust.	19	42.1%	42.1%	15.8%	0.0%	0.0%	84.2%	4.3
		8	8	3	0	0	16	
F) Students trust other students at school.	19	15.8%	36.8%	42.1%	5.3%	0.0%	52.6%	3.6
		3	7	8	1	0	10	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	19	36.8%	31.6%	31.6%	0.0%	0.0%	68.4%	4.1
		7	6	6	0	0	13	
H) School staff reflects student diversity.	19	26.3%	26.3%	36.8%	0.0%	10.5%	52.6%	3.6
		5	5	7	0	2	10	
<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	171	45.0%	37.4%	15.8%	1.8%	0.0%	82.5%	4.3
		77	64	27	3	0	141	
A) Families and students understand how assignments and tests are graded.	19	36.8%	36.8%	26.3%	0.0%	0.0%	73.7%	4.1
		7	7	5	0	0	14	
B) Questions and concerns about schoolwork are addressed.	19	36.8%	52.6%	10.5%	0.0%	0.0%	89.5%	4.3
		7	10	2	0	0	17	
C) Student grades reflect their knowledge of the material.	19	31.6%	52.6%	15.8%	0.0%	0.0%	84.2%	4.2
		6	10	3	0	0	16	
D) Adults at my school believe all students can be successful.	19	36.8%	31.6%	26.3%	5.3%	0.0%	68.4%	4.0
		7	6	5	1	0	13	
E) Students feel comfortable and unjudged to ask their teacher for help.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
		11	6	2	0	0	17	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	19	52.6%	36.8%	10.5%	0.0%	0.0%	89.5%	4.4
		10	7	2	0	0	17	
G) Teachers at my school go out of their way to help all students.	19	47.4%	26.3%	21.1%	5.3%	0.0%	73.7%	4.2
		9	5	4	1	0	14	
H) Students receive timely and regular feedback on their learning.	19	52.6%	31.6%	15.8%	0.0%	0.0%	84.2%	4.4
		10	6	3	0	0	16	
I) Staff at my school provides resources or ideas that help families support their students at home.	19	52.6%	36.8%	5.3%	5.3%	0.0%	89.5%	4.4
		10	7	1	1	0	17	

<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	76	46.1% 35	38.2% 29	14.5% 11	1.3% 1	0.0% 0	84.2% 64	4.3
A) Students are challenged academically at school.	19	31.6% 6	52.6% 10	15.8% 3	0.0% 0	0.0% 0	84.2% 16	4.2
B) School recognizes and celebrates the academic success of all students.	19	52.6% 10	31.6% 6	15.8% 3	0.0% 0	0.0% 0	84.2% 16	4.4
C) Adults on campus motivate students to do their best.	19	47.4% 9	36.8% 7	15.8% 3	0.0% 0	0.0% 0	84.2% 16	4.3
D) School provides additional academic support when students are struggling.	19	52.6% 10	31.6% 6	10.5% 2	5.3% 1	0.0% 0	84.2% 16	4.3
<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	95	21.1% 20	40.0% 38	33.7% 32	5.3% 5	0.0% 0	61.1% 58	3.8
A) Students are interested in what they are learning.	19	15.8% 3	42.1% 8	42.1% 8	0.0% 0	0.0% 0	57.9% 11	3.7
B) Students have access to classes and activities that meet their interests and talents.	19	26.3% 5	36.8% 7	36.8% 7	0.0% 0	0.0% 0	63.2% 12	3.9
C) Students understand how to complete their schoolwork.	19	31.6% 6	42.1% 8	26.3% 5	0.0% 0	0.0% 0	73.7% 14	4.1
D) Students complete assignments on time.	19	15.8% 3	36.8% 7	31.6% 6	15.8% 3	0.0% 0	52.6% 10	3.5
E) Students are motivated to do their schoolwork.	19	15.8% 3	42.1% 8	31.6% 6	10.5% 2	0.0% 0	57.9% 11	3.6

<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	144	26.4%	27.8%	36.1%	7.6%	2.1%	54.2%	3.7
	38	40	52	11	3		78	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	18	27.8%	38.9%	27.8%	5.6%	0.0%	66.7%	3.9
	5	7	5	1	0		12	
B) Students and families know what classes they will have to take and pass to graduate from high school.	18	22.2%	5.6%	55.6%	11.1%	5.6%	27.8%	3.3
	4	1	10	2	1		5	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	18	27.8%	22.2%	44.4%	5.6%	0.0%	50.0%	3.7
	5	4	8	1	0		9	
D) School offers college and career programs.	18	22.2%	22.2%	33.3%	11.1%	11.1%	44.4%	3.3
	4	4	6	2	2		8	
E) Students participate in programs to learn about different jobs, careers, and colleges.	18	27.8%	27.8%	33.3%	11.1%	0.0%	55.6%	3.7
	5	5	6	2	0		10	
F) Students are prepared for the next step of their educational experience.	18	16.7%	38.9%	33.3%	11.1%	0.0%	55.6%	3.6
	3	7	6	2	0		10	
G) Staff are optimistic about the future of their career in San Juan Unified.	18	38.9%	38.9%	16.7%	5.6%	0.0%	77.8%	4.1
	7	7	3	1	0		14	
H) There are equitable opportunities for advancement in the district.	18	27.8%	27.8%	44.4%	0.0%	0.0%	55.6%	3.8
	5	5	8	0	0		10	

<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	38	50.0%	34.2%	10.5%	0.0%	5.3%	84.2%	4.2
	19	13	4	0	2		32	
A) I would recommend my school to other families.	19	47.4%	36.8%	10.5%	0.0%	5.3%	84.2%	4.2
	9	7	2	0	1		16	
B) San Juan Unified School District is a district that I would recommend to other families.	19	52.6%	31.6%	10.5%	0.0%	5.3%	84.2%	4.3
	10	6	2	0	1		16	