



**Spring 2025
Staff Climate Survey Results**

Andrew Carnegie

Group Size N: 4

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	24	16.7%	70.8%	4.2%	8.3%	0.0%	87.5%	4.0
		4	17	1	2	0	21	
A) School has a climate that is caring.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	
B) There are students and staff on campus who listen to students when they have something to say.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	
C) There is an adult from the school who checks on how students are doing.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	4	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	2	0	2	0	2	
E) Staff feels supported to do their job well in meeting the needs of all students.	4	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
		1	2	1	0	0	3	
F) Staff feels part of an effective team.	4	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	4	0	0	0	4	
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	36	13.9%	66.7%	16.7%	2.8%	0.0%	80.6%	3.9
		5	24	6	1	0	29	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	4	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		2	2	0	0	0	4	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	4	0.0%	75.0%	25.0%	0.0%	0.0%	75.0%	3.8
		0	3	1	0	0	3	
C) The school offers families opportunities to be involved in school and classroom activities.	4	0.0%	25.0%	75.0%	0.0%	0.0%	25.0%	3.3
		0	1	3	0	0	1	
D) The school keeps families well-informed about school activities.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	
E) The staff at our school listens to family concerns about issues.	4	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	4	0	0	0	4	
F) The staff at school are helpful and welcoming when families come to school or call.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	
G) The school and families are partners in promoting positive behavior for my student.	4	0.0%	75.0%	25.0%	0.0%	0.0%	75.0%	3.8
		0	3	1	0	0	3	
H) Families who speak a language other than English receive general information about our school in their home language.	4	0.0%	50.0%	25.0%	25.0%	0.0%	50.0%	3.3
		0	2	1	1	0	2	
I) Staff receive information about upcoming events and important information about the school.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	28	21.4%	71.4%	3.6%	3.6%	0.0%	92.9%	4.1
		6	20	1	1	0	26	
A) School seeks input when making important decisions.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	
B) Important school decisions reflect diverse input.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	
C) The principal and staff listen to concerns of other staff members about issues.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	4	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
		1	2	1	0	0	3	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	
F) Our school uses data from this survey to inform site decision making.	4	0.0%	75.0%	0.0%	25.0%	0.0%	75.0%	3.5
		0	3	0	1	0	3	
G) Staff voice matters in decision making.	4	25.0%	75.0%	0.0%	0.0%	0.0%	100.0%	4.3
		1	3	0	0	0	4	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	28	7.1%	35.7%	32.1%	25.0%	0.0%	42.9%	3.3
		2	10	9	7	0	12	
A) Concerns about student safety are taken seriously.	4	0.0%	25.0%	25.0%	50.0%	0.0%	25.0%	2.8
		0	1	1	2	0	1	
B) Concerns about student safety are addressed in a timely manner at my school.	4	0.0%	25.0%	25.0%	50.0%	0.0%	25.0%	2.8
		0	1	1	2	0	1	
C) My school is a safe place for all students.	4	0.0%	25.0%	25.0%	50.0%	0.0%	25.0%	2.8
		0	1	1	2	0	1	
D) My school is a safe place for all staff.	4	0.0%	25.0%	50.0%	25.0%	0.0%	25.0%	3.0
		0	1	2	1	0	1	
E) Students know what staff member to go to if they have a safety concern.	4	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
		1	2	1	0	0	3	
F) Students know school safety protocols.	4	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	2	2	0	0	2	
G) I feel safe sharing different viewpoints and perspectives at my school.	4	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
		1	2	1	0	0	3	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	32	3.1% 1	78.1% 25	15.6% 5	3.1% 1	0.0% 0	81.3% 26	3.8
A) School staff respects student diversity.	4	0.0% 0	100.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.0
B) Adults at my school treat students respectfully.	4	0.0% 0	100.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.0
C) Students are respectful to each other at school.	4	0.0% 0	50.0% 2	50.0% 2	0.0% 0	0.0% 0	50.0% 2	3.5
D) Students have opportunities to socialize with other students often at school.	4	25.0% 1	75.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.3
E) Students have an adult on campus they trust.	4	0.0% 0	100.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.0
F) Students trust other students at school.	4	0.0% 0	75.0% 3	25.0% 1	0.0% 0	0.0% 0	75.0% 3	3.8
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	4	0.0% 0	75.0% 3	25.0% 1	0.0% 0	0.0% 0	75.0% 3	3.8
H) School staff reflects student diversity.	4	0.0% 0	50.0% 2	25.0% 1	25.0% 1	0.0% 0	50.0% 2	3.3
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	36	22.2% 8	69.4% 25	8.3% 3	0.0% 0	0.0% 0	91.7% 33	4.1
A) Families and students understand how assignments and tests are graded.	4	0.0% 0	100.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.0
B) Questions and concerns about schoolwork are addressed.	4	25.0% 1	75.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.3
C) Student grades reflect their knowledge of the material.	4	25.0% 1	50.0% 2	25.0% 1	0.0% 0	0.0% 0	75.0% 3	4.0
D) Adults at my school believe all students can be successful.	4	25.0% 1	75.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.3
E) Students feel comfortable and unjudged to ask their teacher for help.	4	25.0% 1	50.0% 2	25.0% 1	0.0% 0	0.0% 0	75.0% 3	4.0
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	4	25.0% 1	75.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.3
G) Teachers at my school go out of their way to help all students.	4	0.0% 0	75.0% 3	25.0% 1	0.0% 0	0.0% 0	75.0% 3	3.8
H) Students receive timely and regular feedback on their learning.	4	50.0% 2	50.0% 2	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.5
I) Staff at my school provides resources or ideas that help families support their students at home.	4	25.0% 1	75.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.3

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	16	6.3% 1	56.3% 9	31.3% 5	6.3% 1	0.0% 0	62.5% 10	3.6
A) Students are challenged academically at school.	4	25.0% 1	25.0% 1	50.0% 2	0.0% 0	0.0% 0	50.0% 2	3.8
B) School recognizes and celebrates the academic success of all students.	4	0.0% 0	75.0% 3	25.0% 1	0.0% 0	0.0% 0	75.0% 3	3.8
C) Adults on campus motivate students to do their best.	4	0.0% 0	50.0% 2	50.0% 2	0.0% 0	0.0% 0	50.0% 2	3.5
D) School provides additional academic support when students are struggling.	4	0.0% 0	75.0% 3	0.0% 0	25.0% 1	0.0% 0	75.0% 3	3.5
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	20	10.0% 2	60.0% 12	30.0% 6	0.0% 0	0.0% 0	70.0% 14	3.8
A) Students are interested in what they are learning.	4	25.0% 1	25.0% 1	50.0% 2	0.0% 0	0.0% 0	50.0% 2	3.8
B) Students have access to classes and activities that meet their interests and talents.	4	25.0% 1	50.0% 2	25.0% 1	0.0% 0	0.0% 0	75.0% 3	4.0
C) Students understand how to complete their schoolwork.	4	0.0% 0	75.0% 3	25.0% 1	0.0% 0	0.0% 0	75.0% 3	3.8
D) Students complete assignments on time.	4	0.0% 0	100.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.0
E) Students are motivated to do their schoolwork.	4	0.0% 0	50.0% 2	50.0% 2	0.0% 0	0.0% 0	50.0% 2	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	32	3.1%	59.4%	37.5%	0.0%	0.0%	62.5%	3.7
		1	19	12	0	0	20	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	4	0.0%	75.0%	25.0%	0.0%	0.0%	75.0%	3.8
		0	3	1	0	0	3	
B) Students and families know what classes they will have to take and pass to graduate from high school.	4	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	2	2	0	0	2	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	4	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	2	2	0	0	2	
D) School offers college and career programs.	4	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	2	2	0	0	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	4	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	2	2	0	0	2	
F) Students are prepared for the next step of their educational experience.	4	0.0%	75.0%	25.0%	0.0%	0.0%	75.0%	3.8
		0	3	1	0	0	3	
G) Staff are optimistic about the future of their career in San Juan Unified.	4	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
		1	2	1	0	0	3	
H) There are equitable opportunities for advancement in the district.	4	0.0%	75.0%	25.0%	0.0%	0.0%	75.0%	3.8
		0	3	1	0	0	3	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	8	0.0%	87.5%	12.5%	0.0%	0.0%	87.5%	3.9
		0	7	1	0	0	7	
A) I would recommend my school to other families.	4	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	4	0	0	0	4	
B) San Juan Unified School District is a district that I would recommend to other families.	4	0.0%	75.0%	25.0%	0.0%	0.0%	75.0%	3.8
		0	3	1	0	0	3	