



**Spring 2025  
Staff Climate Survey Results**

**Winston Churchill**

**Group Size N: 5**

<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	30	50.0% 15	33.3% 10	6.7% 2	10.0% 3	0.0% 0	83.3% 25	4.2
A) School has a climate that is caring.	5	60.0% 3	20.0% 1	0.0% 0	20.0% 1	0.0% 0	80.0% 4	4.2
B) There are students and staff on campus who listen to students when they have something to say.	5	40.0% 2	40.0% 2	0.0% 0	20.0% 1	0.0% 0	80.0% 4	4.0
C) There is an adult from the school who checks on how students are doing.	5	60.0% 3	40.0% 2	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	5	40.0% 2	40.0% 2	20.0% 1	0.0% 0	0.0% 0	80.0% 4	4.2
E) Staff feels supported to do their job well in meeting the needs of all students.	5	40.0% 2	40.0% 2	0.0% 0	20.0% 1	0.0% 0	80.0% 4	4.0
F) Staff feels part of an effective team.	5	60.0% 3	20.0% 1	20.0% 1	0.0% 0	0.0% 0	80.0% 4	4.4
<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	44	31.8% 14	47.7% 21	9.1% 4	9.1% 4	2.3% 1	79.5% 35	4.0
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	5	40.0% 2	60.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.4
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	5	40.0% 2	40.0% 2	0.0% 0	20.0% 1	0.0% 0	80.0% 4	4.0
C) The school offers families opportunities to be involved in school and classroom activities.	5	0.0% 0	60.0% 3	20.0% 1	20.0% 1	0.0% 0	60.0% 3	3.4
D) The school keeps families well-informed about school activities.	5	40.0% 2	40.0% 2	20.0% 1	0.0% 0	0.0% 0	80.0% 4	4.2
E) The staff at our school listens to family concerns about issues.	5	20.0% 1	60.0% 3	0.0% 0	20.0% 1	0.0% 0	80.0% 4	3.8
F) The staff at school are helpful and welcoming when families come to school or call.	5	40.0% 2	40.0% 2	20.0% 1	0.0% 0	0.0% 0	80.0% 4	4.2
G) The school and families are partners in promoting positive behavior for my student.	5	20.0% 1	60.0% 3	0.0% 0	0.0% 0	20.0% 1	80.0% 4	3.6
H) Families who speak a language other than English receive general information about our school in their home language.	5	20.0% 1	40.0% 2	20.0% 1	20.0% 1	0.0% 0	60.0% 3	3.6
I) Staff receive information about upcoming events and important information about the school.	4	75.0% 3	25.0% 1	0.0% 0	0.0% 0	0.0% 0	100.0% 4	4.8

<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	35	37.1%	28.6%	11.4%	2.9%	20.0%	65.7%	3.6
		13	10	4	1	7	23	
A) School seeks input when making important decisions.	5	40.0%	20.0%	20.0%	0.0%	20.0%	60.0%	3.6
		2	1	1	0	1	3	
B) Important school decisions reflect diverse input.	5	20.0%	40.0%	20.0%	0.0%	20.0%	60.0%	3.4
		1	2	1	0	1	3	
C) The principal and staff listen to concerns of other staff members about issues.	5	60.0%	20.0%	0.0%	0.0%	20.0%	80.0%	4.0
		3	1	0	0	1	4	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	5	40.0%	40.0%	0.0%	0.0%	20.0%	80.0%	3.8
		2	2	0	0	1	4	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	5	60.0%	20.0%	0.0%	0.0%	20.0%	80.0%	4.0
		3	1	0	0	1	4	
F) Our school uses data from this survey to inform site decision making.	5	20.0%	40.0%	20.0%	0.0%	20.0%	60.0%	3.4
		1	2	1	0	1	3	
G) Staff voice matters in decision making.	5	20.0%	20.0%	20.0%	20.0%	20.0%	40.0%	3.0
		1	1	1	1	1	2	
<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	34	11.8%	58.8%	17.6%	5.9%	5.9%	70.6%	3.6
		4	20	6	2	2	24	
A) Concerns about student safety are taken seriously.	5	20.0%	60.0%	0.0%	20.0%	0.0%	80.0%	3.8
		1	3	0	1	0	4	
B) Concerns about student safety are addressed in a timely manner at my school.	5	20.0%	60.0%	0.0%	0.0%	20.0%	80.0%	3.6
		1	3	0	0	1	4	
C) My school is a safe place for all students.	4	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
		1	2	1	0	0	3	
D) My school is a safe place for all staff.	5	20.0%	40.0%	40.0%	0.0%	0.0%	60.0%	3.8
		1	2	2	0	0	3	
E) Students know what staff member to go to if they have a safety concern.	5	0.0%	60.0%	40.0%	0.0%	0.0%	60.0%	3.6
		0	3	2	0	0	3	
F) Students know school safety protocols.	5	0.0%	80.0%	20.0%	0.0%	0.0%	80.0%	3.8
		0	4	1	0	0	4	
G) I feel safe sharing different viewpoints and perspectives at my school.	5	0.0%	60.0%	0.0%	20.0%	20.0%	60.0%	3.0
		0	3	0	1	1	3	

<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	40	17.5% 7	60.0% 24	2.5% 1	12.5% 5	7.5% 3	77.5% 31	3.7
A) School staff respects student diversity.	5	40.0% 2	40.0% 2	20.0% 1	0.0% 0	0.0% 0	80.0% 4	4.2
B) Adults at my school treat students respectfully.	5	20.0% 1	60.0% 3	0.0% 0	20.0% 1	0.0% 0	80.0% 4	3.8
C) Students are respectful to each other at school.	5	0.0% 0	80.0% 4	0.0% 0	0.0% 0	20.0% 1	80.0% 4	3.4
D) Students have opportunities to socialize with other students often at school.	5	60.0% 3	40.0% 2	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.6
E) Students have an adult on campus they trust.	5	20.0% 1	80.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.2
F) Students trust other students at school.	5	0.0% 0	80.0% 4	0.0% 0	20.0% 1	0.0% 0	80.0% 4	3.6
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	5	0.0% 0	60.0% 3	0.0% 0	40.0% 2	0.0% 0	60.0% 3	3.2
H) School staff reflects student diversity.	5	0.0% 0	40.0% 2	0.0% 0	20.0% 1	40.0% 2	40.0% 2	2.4
<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	45	22.2% 10	68.9% 31	6.7% 3	2.2% 1	0.0% 0	91.1% 41	4.1
A) Families and students understand how assignments and tests are graded.	5	20.0% 1	80.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.2
B) Questions and concerns about schoolwork are addressed.	5	20.0% 1	60.0% 3	20.0% 1	0.0% 0	0.0% 0	80.0% 4	4.0
C) Student grades reflect their knowledge of the material.	5	20.0% 1	80.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.2
D) Adults at my school believe all students can be successful.	5	20.0% 1	60.0% 3	0.0% 0	20.0% 1	0.0% 0	80.0% 4	3.8
E) Students feel comfortable and unjudged to ask their teacher for help.	5	40.0% 2	60.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.4
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	5	20.0% 1	60.0% 3	20.0% 1	0.0% 0	0.0% 0	80.0% 4	4.0
G) Teachers at my school go out of their way to help all students.	5	20.0% 1	60.0% 3	20.0% 1	0.0% 0	0.0% 0	80.0% 4	4.0
H) Students receive timely and regular feedback on their learning.	5	20.0% 1	80.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.2
I) Staff at my school provides resources or ideas that help families support their students at home.	5	20.0% 1	80.0% 4	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.2

<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	20	50.0% 10	40.0% 8	0.0% 0	10.0% 2	0.0% 0	90.0% 18	4.3
A) Students are challenged academically at school.	5	40.0% 2	60.0% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.4
B) School recognizes and celebrates the academic success of all students.	5	60.0% 3	40.0% 2	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.6
C) Adults on campus motivate students to do their best.	5	40.0% 2	40.0% 2	0.0% 0	20.0% 1	0.0% 0	80.0% 4	4.0
D) School provides additional academic support when students are struggling.	5	60.0% 3	20.0% 1	0.0% 0	20.0% 1	0.0% 0	80.0% 4	4.2
<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	25	0.0% 0	72.0% 18	20.0% 5	8.0% 2	0.0% 0	72.0% 18	3.6
A) Students are interested in what they are learning.	5	0.0% 0	100.0% 5	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.0
B) Students have access to classes and activities that meet their interests and talents.	5	0.0% 0	60.0% 3	20.0% 1	20.0% 1	0.0% 0	60.0% 3	3.4
C) Students understand how to complete their schoolwork.	5	0.0% 0	60.0% 3	40.0% 2	0.0% 0	0.0% 0	60.0% 3	3.6
D) Students complete assignments on time.	5	0.0% 0	100.0% 5	0.0% 0	0.0% 0	0.0% 0	100.0% 5	4.0
E) Students are motivated to do their schoolwork.	5	0.0% 0	40.0% 2	40.0% 2	20.0% 1	0.0% 0	40.0% 2	3.2

<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	40	7.5%	60.0%	15.0%	12.5%	5.0%	67.5%	3.5
		3	24	6	5	2	27	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	5	20.0%	80.0%	0.0%	0.0%	0.0%	100.0%	4.2
		1	4	0	0	0	5	
B) Students and families know what classes they will have to take and pass to graduate from high school.	5	20.0%	60.0%	0.0%	20.0%	0.0%	80.0%	3.8
		1	3	0	1	0	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	5	0.0%	80.0%	20.0%	0.0%	0.0%	80.0%	3.8
		0	4	1	0	0	4	
D) School offers college and career programs.	5	0.0%	40.0%	40.0%	20.0%	0.0%	40.0%	3.2
		0	2	2	1	0	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	5	0.0%	20.0%	40.0%	20.0%	20.0%	20.0%	2.6
		0	1	2	1	1	1	
F) Students are prepared for the next step of their educational experience.	5	0.0%	60.0%	20.0%	20.0%	0.0%	60.0%	3.4
		0	3	1	1	0	3	
G) Staff are optimistic about the future of their career in San Juan Unified.	5	20.0%	60.0%	0.0%	20.0%	0.0%	80.0%	3.8
		1	3	0	1	0	4	
H) There are equitable opportunities for advancement in the district.	5	0.0%	80.0%	0.0%	0.0%	20.0%	80.0%	3.4
		0	4	0	0	1	4	

<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	10	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		4	4	2	0	0	8	
A) I would recommend my school to other families.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	
B) San Juan Unified School District is a district that I would recommend to other families.	5	40.0%	40.0%	20.0%	0.0%	0.0%	80.0%	4.2
		2	2	1	0	0	4	