



**Spring 2025
Staff Climate Survey Results**

Katherine Johnson

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	245	47.3% 116	37.6% 92	9.0% 22	2.0% 5	4.1% 10	84.9% 208	4.2
A) School has a climate that is caring.	40	45.0% 18	42.5% 17	7.5% 3	2.5% 1	2.5% 1	87.5% 35	4.3
B) There are students and staff on campus who listen to students when they have something to say.	41	46.3% 19	43.9% 18	4.9% 2	0.0% 0	4.9% 2	90.2% 37	4.3
C) There is an adult from the school who checks on how students are doing.	41	68.3% 28	26.8% 11	2.4% 1	0.0% 0	2.4% 1	95.1% 39	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	41	48.8% 20	29.3% 12	12.2% 5	7.3% 3	2.4% 1	78.0% 32	4.1
E) Staff feels supported to do their job well in meeting the needs of all students.	41	36.6% 15	43.9% 18	9.8% 4	2.4% 1	7.3% 3	80.5% 33	4.0
F) Staff feels part of an effective team.	41	39.0% 16	39.0% 16	17.1% 7	0.0% 0	4.9% 2	78.0% 32	4.1
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	45.9% 169	39.9% 147	7.3% 27	4.9% 18	1.9% 7	85.9% 316	4.2
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	41	58.5% 24	34.1% 14	4.9% 2	2.4% 1	0.0% 0	92.7% 38	4.5
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	41	46.3% 19	31.7% 13	17.1% 7	4.9% 2	0.0% 0	78.0% 32	4.2
C) The school offers families opportunities to be involved in school and classroom activities.	41	29.3% 12	39.0% 16	17.1% 7	7.3% 3	7.3% 3	68.3% 28	3.8
D) The school keeps families well-informed about school activities.	41	43.9% 18	41.5% 17	4.9% 2	9.8% 4	0.0% 0	85.4% 35	4.2
E) The staff at our school listens to family concerns about issues.	40	50.0% 20	42.5% 17	2.5% 1	5.0% 2	0.0% 0	92.5% 37	4.4
F) The staff at school are helpful and welcoming when families come to school or call.	41	46.3% 19	53.7% 22	0.0% 0	0.0% 0	0.0% 0	100.0% 41	4.5
G) The school and families are partners in promoting positive behavior for my student.	41	39.0% 16	41.5% 17	7.3% 3	9.8% 4	2.4% 1	80.5% 33	4.0
H) Families who speak a language other than English receive general information about our school in their home language.	41	48.8% 20	39.0% 16	7.3% 3	2.4% 1	2.4% 1	87.8% 36	4.3
I) Staff receive information about upcoming events and important information about the school.	41	51.2% 21	36.6% 15	4.9% 2	2.4% 1	4.9% 2	87.8% 36	4.3

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	286	40.2%	42.3%	13.6%	2.4%	1.4%	82.5%	4.2
		115	121	39	7	4	236	
A) School seeks input when making important decisions.	41	36.6%	51.2%	9.8%	0.0%	2.4%	87.8%	4.2
		15	21	4	0	1	36	
B) Important school decisions reflect diverse input.	41	36.6%	46.3%	14.6%	2.4%	0.0%	82.9%	4.2
		15	19	6	1	0	34	
C) The principal and staff listen to concerns of other staff members about issues.	40	45.0%	42.5%	10.0%	2.5%	0.0%	87.5%	4.3
		18	17	4	1	0	35	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	41	36.6%	41.5%	17.1%	2.4%	2.4%	78.0%	4.1
		15	17	7	1	1	32	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	41	56.1%	36.6%	2.4%	2.4%	2.4%	92.7%	4.4
		23	15	1	1	1	38	
F) Our school uses data from this survey to inform site decision making.	41	36.6%	41.5%	19.5%	2.4%	0.0%	78.0%	4.1
		15	17	8	1	0	32	
G) Staff voice matters in decision making.	41	34.1%	36.6%	22.0%	4.9%	2.4%	70.7%	4.0
		14	15	9	2	1	29	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	286	46.5%	38.8%	10.8%	2.1%	1.7%	85.3%	4.3
		133	111	31	6	5	244	
A) Concerns about student safety are taken seriously.	41	65.9%	26.8%	4.9%	2.4%	0.0%	92.7%	4.6
		27	11	2	1	0	38	
B) Concerns about student safety are addressed in a timely manner at my school.	41	58.5%	34.1%	4.9%	2.4%	0.0%	92.7%	4.5
		24	14	2	1	0	38	
C) My school is a safe place for all students.	41	41.5%	34.1%	22.0%	0.0%	2.4%	75.6%	4.1
		17	14	9	0	1	31	
D) My school is a safe place for all staff.	41	46.3%	43.9%	4.9%	0.0%	4.9%	90.2%	4.3
		19	18	2	0	2	37	
E) Students know what staff member to go to if they have a safety concern.	40	42.5%	50.0%	5.0%	2.5%	0.0%	92.5%	4.3
		17	20	2	1	0	37	
F) Students know school safety protocols.	41	31.7%	41.5%	22.0%	2.4%	2.4%	73.2%	4.0
		13	17	9	1	1	30	
G) I feel safe sharing different viewpoints and perspectives at my school.	41	39.0%	41.5%	12.2%	4.9%	2.4%	80.5%	4.1
		16	17	5	2	1	33	

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	29.9%	44.5%	17.4%	7.0%	1.2%	74.4%	3.9
		98	146	57	23	4	244	
A) School staff respects student diversity.	41	41.5%	46.3%	9.8%	2.4%	0.0%	87.8%	4.3
		17	19	4	1	0	36	
B) Adults at my school treat students respectfully.	41	36.6%	48.8%	12.2%	2.4%	0.0%	85.4%	4.2
		15	20	5	1	0	35	
C) Students are respectful to each other at school.	41	9.8%	34.1%	34.1%	17.1%	4.9%	43.9%	3.3
		4	14	14	7	2	18	
D) Students have opportunities to socialize with other students often at school.	41	41.5%	41.5%	14.6%	2.4%	0.0%	82.9%	4.2
		17	17	6	1	0	34	
E) Students have an adult on campus they trust.	41	39.0%	61.0%	0.0%	0.0%	0.0%	100.0%	4.4
		16	25	0	0	0	41	
F) Students trust other students at school.	41	19.5%	43.9%	24.4%	9.8%	2.4%	63.4%	3.7
		8	18	10	4	1	26	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	41	26.8%	34.1%	26.8%	9.8%	2.4%	61.0%	3.7
		11	14	11	4	1	25	
H) School staff reflects student diversity.	41	24.4%	46.3%	17.1%	12.2%	0.0%	70.7%	3.8
		10	19	7	5	0	29	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	360	36.4%	44.7%	13.1%	4.4%	1.4%	81.1%	4.1
		131	161	47	16	5	292	
A) Families and students understand how assignments and tests are graded.	40	17.5%	40.0%	25.0%	10.0%	7.5%	57.5%	3.5
		7	16	10	4	3	23	
B) Questions and concerns about schoolwork are addressed.	40	27.5%	52.5%	12.5%	2.5%	5.0%	80.0%	4.0
		11	21	5	1	2	32	
C) Student grades reflect their knowledge of the material.	40	25.0%	50.0%	17.5%	7.5%	0.0%	75.0%	3.9
		10	20	7	3	0	30	
D) Adults at my school believe all students can be successful.	40	52.5%	37.5%	5.0%	5.0%	0.0%	90.0%	4.4
		21	15	2	2	0	36	
E) Students feel comfortable and unjudged to ask their teacher for help.	40	42.5%	50.0%	2.5%	5.0%	0.0%	92.5%	4.3
		17	20	1	2	0	37	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	40	47.5%	42.5%	10.0%	0.0%	0.0%	90.0%	4.4
		19	17	4	0	0	36	
G) Teachers at my school go out of their way to help all students.	40	37.5%	45.0%	17.5%	0.0%	0.0%	82.5%	4.2
		15	18	7	0	0	33	
H) Students receive timely and regular feedback on their learning.	40	45.0%	37.5%	15.0%	2.5%	0.0%	82.5%	4.3
		18	15	6	1	0	33	
I) Staff at my school provides resources or ideas that help families support their students at home.	40	32.5%	47.5%	12.5%	7.5%	0.0%	80.0%	4.1
		13	19	5	3	0	32	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	164	36.0%	44.5%	9.8%	7.3%	2.4%	80.5%	4.0
		59	73	16	12	4	132	
A) Students are challenged academically at school.	41	26.8%	46.3%	12.2%	9.8%	4.9%	73.2%	3.8
		11	19	5	4	2	30	
B) School recognizes and celebrates the academic success of all students.	41	39.0%	46.3%	7.3%	7.3%	0.0%	85.4%	4.2
		16	19	3	3	0	35	
C) Adults on campus motivate students to do their best.	41	46.3%	41.5%	7.3%	4.9%	0.0%	87.8%	4.3
		19	17	3	2	0	36	
D) School provides additional academic support when students are struggling.	41	31.7%	43.9%	12.2%	7.3%	4.9%	75.6%	3.9
		13	18	5	3	2	31	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	205	11.7%	48.3%	26.8%	7.3%	5.9%	60.0%	3.5
		24	99	55	15	12	123	
A) Students are interested in what they are learning.	41	9.8%	48.8%	31.7%	7.3%	2.4%	58.5%	3.6
		4	20	13	3	1	24	
B) Students have access to classes and activities that meet their interests and talents.	41	12.2%	48.8%	24.4%	7.3%	7.3%	61.0%	3.5
		5	20	10	3	3	25	
C) Students understand how to complete their schoolwork.	41	12.2%	48.8%	29.3%	4.9%	4.9%	61.0%	3.6
		5	20	12	2	2	25	
D) Students complete assignments on time.	41	9.8%	46.3%	26.8%	9.8%	7.3%	56.1%	3.4
		4	19	11	4	3	23	
E) Students are motivated to do their schoolwork.	41	14.6%	48.8%	22.0%	7.3%	7.3%	63.4%	3.6
		6	20	9	3	3	26	

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	323	23.2%	34.4%	33.1%	4.6%	4.6%	57.6%	3.7
		75	111	107	15	15	186	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	40	22.5%	40.0%	32.5%	2.5%	2.5%	62.5%	3.8
		9	16	13	1	1	25	
B) Students and families know what classes they will have to take and pass to graduate from high school.	40	10.0%	32.5%	40.0%	15.0%	2.5%	42.5%	3.3
		4	13	16	6	1	17	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	40	22.5%	37.5%	37.5%	0.0%	2.5%	60.0%	3.8
		9	15	15	0	1	24	
D) School offers college and career programs.	40	17.5%	30.0%	42.5%	5.0%	5.0%	47.5%	3.5
		7	12	17	2	2	19	
E) Students participate in programs to learn about different jobs, careers, and colleges.	40	22.5%	30.0%	37.5%	2.5%	7.5%	52.5%	3.6
		9	12	15	1	3	21	
F) Students are prepared for the next step of their educational experience.	41	17.1%	29.3%	39.0%	7.3%	7.3%	46.3%	3.4
		7	12	16	3	3	19	
G) Staff are optimistic about the future of their career in San Juan Unified.	41	43.9%	34.1%	14.6%	2.4%	4.9%	78.0%	4.1
		18	14	6	1	2	32	
H) There are equitable opportunities for advancement in the district.	41	29.3%	41.5%	22.0%	2.4%	4.9%	70.7%	3.9
		12	17	9	1	2	29	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	82	37.8%	43.9%	13.4%	4.9%	0.0%	81.7%	4.1
		31	36	11	4	0	67	
A) I would recommend my school to other families.	41	36.6%	39.0%	17.1%	7.3%	0.0%	75.6%	4.0
		15	16	7	3	0	31	
B) San Juan Unified School District is a district that I would recommend to other families.	41	39.0%	48.8%	9.8%	2.4%	0.0%	87.8%	4.2
		16	20	4	1	0	36	