



**Spring 2025
Staff Climate Survey Results**

**Will Rogers
Group Size N: 37**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	222	36.9%	42.8%	14.0%	5.0%	1.4%	79.7%	4.1
		82	95	31	11	3	177	
A) School has a climate that is caring.	37	27.0%	59.5%	13.5%	0.0%	0.0%	86.5%	4.1
		10	22	5	0	0	32	
B) There are students and staff on campus who listen to students when they have something to say.	37	51.4%	48.6%	0.0%	0.0%	0.0%	100.0%	4.5
		19	18	0	0	0	37	
C) There is an adult from the school who checks on how students are doing.	37	54.1%	37.8%	8.1%	0.0%	0.0%	91.9%	4.5
		20	14	3	0	0	34	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	37	18.9%	37.8%	29.7%	8.1%	5.4%	56.8%	3.6
		7	14	11	3	2	21	
E) Staff feels supported to do their job well in meeting the needs of all students.	37	32.4%	43.2%	10.8%	10.8%	2.7%	75.7%	3.9
		12	16	4	4	1	28	
F) Staff feels part of an effective team.	37	37.8%	29.7%	21.6%	10.8%	0.0%	67.6%	3.9
		14	11	8	4	0	25	
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	333	33.6%	46.5%	15.9%	3.6%	0.3%	80.2%	4.1
		112	155	53	12	1	267	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	37	45.9%	43.2%	10.8%	0.0%	0.0%	89.2%	4.4
		17	16	4	0	0	33	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	37	29.7%	43.2%	24.3%	2.7%	0.0%	73.0%	4.0
		11	16	9	1	0	27	
C) The school offers families opportunities to be involved in school and classroom activities.	37	18.9%	37.8%	32.4%	10.8%	0.0%	56.8%	3.6
		7	14	12	4	0	21	
D) The school keeps families well-informed about school activities.	37	37.8%	45.9%	10.8%	5.4%	0.0%	83.8%	4.2
		14	17	4	2	0	31	
E) The staff at our school listens to family concerns about issues.	37	32.4%	48.6%	18.9%	0.0%	0.0%	81.1%	4.1
		12	18	7	0	0	30	
F) The staff at school are helpful and welcoming when families come to school or call.	37	43.2%	48.6%	8.1%	0.0%	0.0%	91.9%	4.4
		16	18	3	0	0	34	
G) The school and families are partners in promoting positive behavior for my student.	37	18.9%	54.1%	16.2%	10.8%	0.0%	73.0%	3.8
		7	20	6	4	0	27	
H) Families who speak a language other than English receive general information about our school in their home language.	37	35.1%	40.5%	18.9%	2.7%	2.7%	75.7%	4.0
		13	15	7	1	1	28	
I) Staff receive information about upcoming events and important information about the school.	37	40.5%	56.8%	2.7%	0.0%	0.0%	97.3%	4.4
		15	21	1	0	0	36	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	259	37.1%	40.2%	17.8%	4.6%	0.4%	77.2%	4.1
		96	104	46	12	1	200	
A) School seeks input when making important decisions.	37	37.8%	45.9%	16.2%	0.0%	0.0%	83.8%	4.2
		14	17	6	0	0	31	
B) Important school decisions reflect diverse input.	37	27.0%	43.2%	29.7%	0.0%	0.0%	70.3%	4.0
		10	16	11	0	0	26	
C) The principal and staff listen to concerns of other staff members about issues.	37	45.9%	29.7%	16.2%	8.1%	0.0%	75.7%	4.1
		17	11	6	3	0	28	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	37	40.5%	45.9%	8.1%	5.4%	0.0%	86.5%	4.2
		15	17	3	2	0	32	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	37	48.6%	40.5%	8.1%	2.7%	0.0%	89.2%	4.4
		18	15	3	1	0	33	
F) Our school uses data from this survey to inform site decision making.	37	35.1%	37.8%	18.9%	8.1%	0.0%	73.0%	4.0
		13	14	7	3	0	27	
G) Staff voice matters in decision making.	37	24.3%	37.8%	27.0%	8.1%	2.7%	62.2%	3.7
		9	14	10	3	1	23	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	259	21.6%	50.2%	18.9%	8.1%	1.2%	71.8%	3.8
		56	130	49	21	3	186	
A) Concerns about student safety are taken seriously.	37	35.1%	37.8%	16.2%	8.1%	2.7%	73.0%	3.9
		13	14	6	3	1	27	
B) Concerns about student safety are addressed in a timely manner at my school.	37	29.7%	40.5%	16.2%	10.8%	2.7%	70.3%	3.8
		11	15	6	4	1	26	
C) My school is a safe place for all students.	37	10.8%	48.6%	27.0%	13.5%	0.0%	59.5%	3.6
		4	18	10	5	0	22	
D) My school is a safe place for all staff.	37	10.8%	54.1%	27.0%	8.1%	0.0%	64.9%	3.7
		4	20	10	3	0	24	
E) Students know what staff member to go to if they have a safety concern.	37	24.3%	70.3%	2.7%	2.7%	0.0%	94.6%	4.2
		9	26	1	1	0	35	
F) Students know school safety protocols.	37	18.9%	62.2%	16.2%	2.7%	0.0%	81.1%	4.0
		7	23	6	1	0	30	
G) I feel safe sharing different viewpoints and perspectives at my school.	37	21.6%	37.8%	27.0%	10.8%	2.7%	59.5%	3.6
		8	14	10	4	1	22	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	295	23.4%	44.1%	21.4%	10.8%	0.3%	67.5%	3.8
	69	130	63	32	1		199	
A) School staff respects student diversity.	37	35.1%	45.9%	8.1%	10.8%	0.0%	81.1%	4.1
	13	17	3	4	0		30	
B) Adults at my school treat students respectfully.	37	32.4%	48.6%	16.2%	2.7%	0.0%	81.1%	4.1
	12	18	6	1	0		30	
C) Students are respectful to each other at school.	37	5.4%	13.5%	51.4%	29.7%	0.0%	18.9%	2.9
	2	5	19	11	0		7	
D) Students have opportunities to socialize with other students often at school.	37	27.0%	70.3%	2.7%	0.0%	0.0%	97.3%	4.2
	10	26	1	0	0		36	
E) Students have an adult on campus they trust.	37	29.7%	59.5%	10.8%	0.0%	0.0%	89.2%	4.2
	11	22	4	0	0		33	
F) Students trust other students at school.	37	10.8%	40.5%	37.8%	10.8%	0.0%	51.4%	3.5
	4	15	14	4	0		19	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	36	19.4%	47.2%	22.2%	11.1%	0.0%	66.7%	3.8
	7	17	8	4	0		24	
H) School staff reflects student diversity.	37	27.0%	27.0%	21.6%	21.6%	2.7%	54.1%	3.5
	10	10	8	8	1		20	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	322	32.9%	44.7%	16.8%	5.0%	0.6%	77.6%	4.0
	106	144	54	16	2		250	
A) Families and students understand how assignments and tests are graded.	35	20.0%	40.0%	28.6%	8.6%	2.9%	60.0%	3.7
	7	14	10	3	1		21	
B) Questions and concerns about schoolwork are addressed.	35	31.4%	42.9%	22.9%	2.9%	0.0%	74.3%	4.0
	11	15	8	1	0		26	
C) Student grades reflect their knowledge of the material.	35	22.9%	51.4%	17.1%	8.6%	0.0%	74.3%	3.9
	8	18	6	3	0		26	
D) Adults at my school believe all students can be successful.	37	29.7%	51.4%	8.1%	10.8%	0.0%	81.1%	4.0
	11	19	3	4	0		30	
E) Students feel comfortable and unjudged to ask their teacher for help.	36	44.4%	52.8%	2.8%	0.0%	0.0%	97.2%	4.4
	16	19	1	0	0		35	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	36	38.9%	47.2%	13.9%	0.0%	0.0%	86.1%	4.3
	14	17	5	0	0		31	
G) Teachers at my school go out of their way to help all students.	36	44.4%	30.6%	13.9%	8.3%	2.8%	75.0%	4.1
	16	11	5	3	1		27	
H) Students receive timely and regular feedback on their learning.	36	38.9%	47.2%	13.9%	0.0%	0.0%	86.1%	4.3
	14	17	5	0	0		31	
I) Staff at my school provides resources or ideas that help families support their students at home.	36	25.0%	38.9%	30.6%	5.6%	0.0%	63.9%	3.8
	9	14	11	2	0		23	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	147	38.1%	44.9%	13.6%	3.4%	0.0%	83.0%	4.2
		56	66	20	5	0	122	
A) Students are challenged academically at school.	36	25.0%	50.0%	25.0%	0.0%	0.0%	75.0%	4.0
		9	18	9	0	0	27	
B) School recognizes and celebrates the academic success of all students.	37	37.8%	48.6%	10.8%	2.7%	0.0%	86.5%	4.2
		14	18	4	1	0	32	
C) Adults on campus motivate students to do their best.	37	40.5%	45.9%	10.8%	2.7%	0.0%	86.5%	4.2
		15	17	4	1	0	32	
D) School provides additional academic support when students are struggling.	37	48.6%	35.1%	8.1%	8.1%	0.0%	83.8%	4.2
		18	13	3	3	0	31	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	180	11.1%	42.8%	35.6%	8.9%	1.7%	53.9%	3.5
		20	77	64	16	3	97	
A) Students are interested in what they are learning.	36	8.3%	38.9%	41.7%	11.1%	0.0%	47.2%	3.4
		3	14	15	4	0	17	
B) Students have access to classes and activities that meet their interests and talents.	36	13.9%	47.2%	27.8%	8.3%	2.8%	61.1%	3.6
		5	17	10	3	1	22	
C) Students understand how to complete their schoolwork.	36	22.2%	44.4%	27.8%	5.6%	0.0%	66.7%	3.8
		8	16	10	2	0	24	
D) Students complete assignments on time.	36	5.6%	44.4%	38.9%	8.3%	2.8%	50.0%	3.4
		2	16	14	3	1	18	
E) Students are motivated to do their schoolwork.	36	5.6%	38.9%	41.7%	11.1%	2.8%	44.4%	3.3
		2	14	15	4	1	16	

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	289	14.9%	34.3%	34.6%	12.5%	3.8%	49.1%	3.4
		43	99	100	36	11	142	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	36	22.2%	41.7%	33.3%	2.8%	0.0%	63.9%	3.8
		8	15	12	1	0	23	
B) Students and families know what classes they will have to take and pass to graduate from high school.	37	18.9%	32.4%	43.2%	0.0%	5.4%	51.4%	3.6
		7	12	16	0	2	19	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	36	8.3%	41.7%	38.9%	8.3%	2.8%	50.0%	3.4
		3	15	14	3	1	18	
D) School offers college and career programs.	35	11.4%	14.3%	48.6%	22.9%	2.9%	25.7%	3.1
		4	5	17	8	1	9	
E) Students participate in programs to learn about different jobs, careers, and colleges.	36	8.3%	30.6%	38.9%	16.7%	5.6%	38.9%	3.2
		3	11	14	6	2	14	
F) Students are prepared for the next step of their educational experience.	36	11.1%	47.2%	30.6%	8.3%	2.8%	58.3%	3.6
		4	17	11	3	1	21	
G) Staff are optimistic about the future of their career in San Juan Unified.	37	21.6%	32.4%	24.3%	16.2%	5.4%	54.1%	3.5
		8	12	9	6	2	20	
H) There are equitable opportunities for advancement in the district.	36	16.7%	33.3%	19.4%	25.0%	5.6%	50.0%	3.3
		6	12	7	9	2	18	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	74	21.6%	43.2%	23.0%	9.5%	2.7%	64.9%	3.7
		16	32	17	7	2	48	
A) I would recommend my school to other families.	37	21.6%	40.5%	27.0%	8.1%	2.7%	62.2%	3.7
		8	15	10	3	1	23	
B) San Juan Unified School District is a district that I would recommend to other families.	37	21.6%	45.9%	18.9%	10.8%	2.7%	67.6%	3.7
		8	17	7	4	1	25	