



**Spring 2025  
Staff Climate Survey Results**

**Laurel Ruff**

**Group Size N: 2**

<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	12	41.7%	50.0%	8.3%	0.0%	0.0%	91.7%	4.3
		5	6	1	0	0	11	
A) School has a climate that is caring.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
B) There are students and staff on campus who listen to students when they have something to say.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
C) There is an adult from the school who checks on how students are doing.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
E) Staff feels supported to do their job well in meeting the needs of all students.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
F) Staff feels part of an effective team.	2	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	4.0
		1	0	1	0	0	1	
<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	18	44.4%	44.4%	11.1%	0.0%	0.0%	88.9%	4.3
		8	8	2	0	0	16	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	2	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.0
		2	0	0	0	0	2	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
C) The school offers families opportunities to be involved in school and classroom activities.	2	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.0
		2	0	0	0	0	2	
D) The school keeps families well-informed about school activities.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
E) The staff at our school listens to family concerns about issues.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
F) The staff at school are helpful and welcoming when families come to school or call.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
G) The school and families are partners in promoting positive behavior for my student.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
H) Families who speak a language other than English receive general information about our school in their home language.	2	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	4.0
		1	0	1	0	0	1	
I) Staff receive information about upcoming events and important information about the school.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	

<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	14	14.3%	35.7%	35.7%	14.3%	0.0%	50.0%	3.5
		2	5	5	2	0	7	
A) School seeks input when making important decisions.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
B) Important school decisions reflect diverse input.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
C) The principal and staff listen to concerns of other staff members about issues.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	2	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	4.0
		1	0	1	0	0	1	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	2	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	4.0
		1	0	1	0	0	1	
F) Our school uses data from this survey to inform site decision making.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
G) Staff voice matters in decision making.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
<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	14	14.3%	28.6%	21.4%	35.7%	0.0%	42.9%	3.2
		2	4	3	5	0	6	
A) Concerns about student safety are taken seriously.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
B) Concerns about student safety are addressed in a timely manner at my school.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
C) My school is a safe place for all students.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
D) My school is a safe place for all staff.	2	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	3.0
		0	1	0	1	0	1	
E) Students know what staff member to go to if they have a safety concern.	2	50.0%	0.0%	0.0%	50.0%	0.0%	50.0%	3.5
		1	0	0	1	0	1	
F) Students know school safety protocols.	2	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	4.0
		1	0	1	0	0	1	
G) I feel safe sharing different viewpoints and perspectives at my school.	2	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	2	0	0	0	

<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	16	43.8%	37.5%	18.8%	0.0%	0.0%	81.3%	4.3
	7	6	3	0	0		13	
A) School staff respects student diversity.	2	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.0
	2	0	0	0	0		2	
B) Adults at my school treat students respectfully.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	1	1	0	0	0		2	
C) Students are respectful to each other at school.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
	0	2	0	0	0		2	
D) Students have opportunities to socialize with other students often at school.	2	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.0
	2	0	0	0	0		2	
E) Students have an adult on campus they trust.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	1	1	0	0	0		2	
F) Students trust other students at school.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
	0	1	1	0	0		1	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	2	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	4.0
	1	0	1	0	0		1	
H) School staff reflects student diversity.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
	0	1	1	0	0		1	
<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	18	33.3%	50.0%	16.7%	0.0%	0.0%	83.3%	4.2
	6	9	3	0	0		15	
A) Families and students understand how assignments and tests are graded.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
	0	1	1	0	0		1	
B) Questions and concerns about schoolwork are addressed.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
	0	2	0	0	0		2	
C) Student grades reflect their knowledge of the material.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
	0	1	1	0	0		1	
D) Adults at my school believe all students can be successful.	2	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	4.0
	1	0	1	0	0		1	
E) Students feel comfortable and unjudged to ask their teacher for help.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	1	1	0	0	0		2	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	1	1	0	0	0		2	
G) Teachers at my school go out of their way to help all students.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	1	1	0	0	0		2	
H) Students receive timely and regular feedback on their learning.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	1	1	0	0	0		2	
I) Staff at my school provides resources or ideas that help families support their students at home.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	1	1	0	0	0		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	8	12.5%	37.5%	50.0%	0.0%	0.0%	50.0%	3.6
		1	3	4	0	0	4	
A) Students are challenged academically at school.	2	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	2	0	0	0	
B) School recognizes and celebrates the academic success of all students.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
C) Adults on campus motivate students to do their best.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
D) School provides additional academic support when students are struggling.	2	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	2	0	0	0	
<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	10	30.0%	30.0%	40.0%	0.0%	0.0%	60.0%	3.9
		3	3	4	0	0	6	
A) Students are interested in what they are learning.	2	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	4.0
		1	0	1	0	0	1	
B) Students have access to classes and activities that meet their interests and talents.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
C) Students understand how to complete their schoolwork.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
D) Students complete assignments on time.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
E) Students are motivated to do their schoolwork.	2	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	4.0
		1	0	1	0	0	1	

<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	16	12.5%	50.0%	37.5%	0.0%	0.0%	62.5%	3.8
		2	8	6	0	0	10	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
B) Students and families know what classes they will have to take and pass to graduate from high school.	2	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	2	0	0	0	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
D) School offers college and career programs.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	
F) Students are prepared for the next step of their educational experience.	2	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	4.0
		0	2	0	0	0	2	
G) Staff are optimistic about the future of their career in San Juan Unified.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	
H) There are equitable opportunities for advancement in the district.	2	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	3.5
		0	1	1	0	0	1	

<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	4	75.0%	25.0%	0.0%	0.0%	0.0%	100.0%	4.8
		3	1	0	0	0	4	
A) I would recommend my school to other families.	2	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	5.0
		2	0	0	0	0	2	
B) San Juan Unified School District is a district that I would recommend to other families.	2	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		1	1	0	0	0	2	