



**Spring 2025
Staff Climate Survey Results**

Ralph Richardson

Group Size N: 11

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	66	56.1%	31.8%	10.6%	1.5%	0.0%	87.9%	4.4
		37	21	7	1	0	58	
A) School has a climate that is caring.	11	72.7%	27.3%	0.0%	0.0%	0.0%	100.0%	4.7
		8	3	0	0	0	11	
B) There are students and staff on campus who listen to students when they have something to say.	11	63.6%	36.4%	0.0%	0.0%	0.0%	100.0%	4.6
		7	4	0	0	0	11	
C) There is an adult from the school who checks on how students are doing.	11	81.8%	9.1%	9.1%	0.0%	0.0%	90.9%	4.7
		9	1	1	0	0	10	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	11	27.3%	45.5%	18.2%	9.1%	0.0%	72.7%	3.9
		3	5	2	1	0	8	
E) Staff feels supported to do their job well in meeting the needs of all students.	11	27.3%	36.4%	36.4%	0.0%	0.0%	63.6%	3.9
		3	4	4	0	0	7	
F) Staff feels part of an effective team.	11	63.6%	36.4%	0.0%	0.0%	0.0%	100.0%	4.6
		7	4	0	0	0	11	
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	98	56.1%	34.7%	9.2%	0.0%	0.0%	90.8%	4.5
		55	34	9	0	0	89	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	11	45.5%	45.5%	9.1%	0.0%	0.0%	90.9%	4.4
		5	5	1	0	0	10	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	11	36.4%	45.5%	18.2%	0.0%	0.0%	81.8%	4.2
		4	5	2	0	0	9	
C) The school offers families opportunities to be involved in school and classroom activities.	11	45.5%	45.5%	9.1%	0.0%	0.0%	90.9%	4.4
		5	5	1	0	0	10	
D) The school keeps families well-informed about school activities.	11	54.5%	36.4%	9.1%	0.0%	0.0%	90.9%	4.5
		6	4	1	0	0	10	
E) The staff at our school listens to family concerns about issues.	11	72.7%	27.3%	0.0%	0.0%	0.0%	100.0%	4.7
		8	3	0	0	0	11	
F) The staff at school are helpful and welcoming when families come to school or call.	11	81.8%	18.2%	0.0%	0.0%	0.0%	100.0%	4.8
		9	2	0	0	0	11	
G) The school and families are partners in promoting positive behavior for my student.	11	63.6%	18.2%	18.2%	0.0%	0.0%	81.8%	4.5
		7	2	2	0	0	9	
H) Families who speak a language other than English receive general information about our school in their home language.	11	54.5%	36.4%	9.1%	0.0%	0.0%	90.9%	4.5
		6	4	1	0	0	10	
I) Staff receive information about upcoming events and important information about the school.	10	50.0%	40.0%	10.0%	0.0%	0.0%	90.0%	4.4
		5	4	1	0	0	9	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	77	37.7%	39.0%	23.4%	0.0%	0.0%	76.6%	4.1
		29	30	18	0	0	59	
A) School seeks input when making important decisions.	11	45.5%	45.5%	9.1%	0.0%	0.0%	90.9%	4.4
		5	5	1	0	0	10	
B) Important school decisions reflect diverse input.	11	27.3%	54.5%	18.2%	0.0%	0.0%	81.8%	4.1
		3	6	2	0	0	9	
C) The principal and staff listen to concerns of other staff members about issues.	11	90.9%	9.1%	0.0%	0.0%	0.0%	100.0%	4.9
		10	1	0	0	0	11	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	11	45.5%	27.3%	27.3%	0.0%	0.0%	72.7%	4.2
		5	3	3	0	0	8	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	11	27.3%	36.4%	36.4%	0.0%	0.0%	63.6%	3.9
		3	4	4	0	0	7	
F) Our school uses data from this survey to inform site decision making.	11	18.2%	45.5%	36.4%	0.0%	0.0%	63.6%	3.8
		2	5	4	0	0	7	
G) Staff voice matters in decision making.	11	9.1%	54.5%	36.4%	0.0%	0.0%	63.6%	3.7
		1	6	4	0	0	7	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	77	36.4%	40.3%	18.2%	2.6%	2.6%	76.6%	4.1
		28	31	14	2	2	59	
A) Concerns about student safety are taken seriously.	11	54.5%	36.4%	0.0%	0.0%	9.1%	90.9%	4.3
		6	4	0	0	1	10	
B) Concerns about student safety are addressed in a timely manner at my school.	11	36.4%	63.6%	0.0%	0.0%	0.0%	100.0%	4.4
		4	7	0	0	0	11	
C) My school is a safe place for all students.	11	45.5%	45.5%	9.1%	0.0%	0.0%	90.9%	4.4
		5	5	1	0	0	10	
D) My school is a safe place for all staff.	11	45.5%	36.4%	9.1%	0.0%	9.1%	81.8%	4.1
		5	4	1	0	1	9	
E) Students know what staff member to go to if they have a safety concern.	11	36.4%	27.3%	36.4%	0.0%	0.0%	63.6%	4.0
		4	3	4	0	0	7	
F) Students know school safety protocols.	11	9.1%	27.3%	63.6%	0.0%	0.0%	36.4%	3.5
		1	3	7	0	0	4	
G) I feel safe sharing different viewpoints and perspectives at my school.	11	27.3%	45.5%	9.1%	18.2%	0.0%	72.7%	3.8
		3	5	1	2	0	8	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	87	51.7%	41.4%	6.9%	0.0%	0.0%	93.1%	4.4
	45	36	6	0	0		81	
A) School staff respects student diversity.	11	81.8%	18.2%	0.0%	0.0%	0.0%	100.0%	4.8
	9	2	0	0	0		11	
B) Adults at my school treat students respectfully.	11	72.7%	27.3%	0.0%	0.0%	0.0%	100.0%	4.7
	8	3	0	0	0		11	
C) Students are respectful to each other at school.	11	36.4%	45.5%	18.2%	0.0%	0.0%	81.8%	4.2
	4	5	2	0	0		9	
D) Students have opportunities to socialize with other students often at school.	11	45.5%	54.5%	0.0%	0.0%	0.0%	100.0%	4.5
	5	6	0	0	0		11	
E) Students have an adult on campus they trust.	11	72.7%	27.3%	0.0%	0.0%	0.0%	100.0%	4.7
	8	3	0	0	0		11	
F) Students trust other students at school.	11	18.2%	45.5%	36.4%	0.0%	0.0%	63.6%	3.8
	2	5	4	0	0		7	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	11	45.5%	54.5%	0.0%	0.0%	0.0%	100.0%	4.5
	5	6	0	0	0		11	
H) School staff reflects student diversity.	10	40.0%	60.0%	0.0%	0.0%	0.0%	100.0%	4.4
	4	6	0	0	0		10	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	99	39.4%	44.4%	16.2%	0.0%	0.0%	83.8%	4.2
	39	44	16	0	0		83	
A) Families and students understand how assignments and tests are graded.	11	9.1%	54.5%	36.4%	0.0%	0.0%	63.6%	3.7
	1	6	4	0	0		7	
B) Questions and concerns about schoolwork are addressed.	11	9.1%	63.6%	27.3%	0.0%	0.0%	72.7%	3.8
	1	7	3	0	0		8	
C) Student grades reflect their knowledge of the material.	11	9.1%	45.5%	45.5%	0.0%	0.0%	54.5%	3.6
	1	5	5	0	0		6	
D) Adults at my school believe all students can be successful.	11	63.6%	36.4%	0.0%	0.0%	0.0%	100.0%	4.6
	7	4	0	0	0		11	
E) Students feel comfortable and unjudged to ask their teacher for help.	11	54.5%	36.4%	9.1%	0.0%	0.0%	90.9%	4.5
	6	4	1	0	0		10	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	11	54.5%	45.5%	0.0%	0.0%	0.0%	100.0%	4.5
	6	5	0	0	0		11	
G) Teachers at my school go out of their way to help all students.	11	63.6%	27.3%	9.1%	0.0%	0.0%	90.9%	4.5
	7	3	1	0	0		10	
H) Students receive timely and regular feedback on their learning.	11	63.6%	27.3%	9.1%	0.0%	0.0%	90.9%	4.5
	7	3	1	0	0		10	
I) Staff at my school provides resources or ideas that help families support their students at home.	11	27.3%	63.6%	9.1%	0.0%	0.0%	90.9%	4.2
	3	7	1	0	0		10	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	43	51.2% 22	37.2% 16	11.6% 5	0.0% 0	0.0% 0	88.4% 38	4.4
A) Students are challenged academically at school.	11	0.0% 0	72.7% 8	27.3% 3	0.0% 0	0.0% 0	72.7% 8	3.7
B) School recognizes and celebrates the academic success of all students.	11	72.7% 8	27.3% 3	0.0% 0	0.0% 0	0.0% 0	100.0% 11	4.7
C) Adults on campus motivate students to do their best.	11	81.8% 9	18.2% 2	0.0% 0	0.0% 0	0.0% 0	100.0% 11	4.8
D) School provides additional academic support when students are struggling.	10	50.0% 5	30.0% 3	20.0% 2	0.0% 0	0.0% 0	80.0% 8	4.3
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	54	18.5% 10	53.7% 29	27.8% 15	0.0% 0	0.0% 0	72.2% 39	3.9
A) Students are interested in what they are learning.	11	18.2% 2	36.4% 4	45.5% 5	0.0% 0	0.0% 0	54.5% 6	3.7
B) Students have access to classes and activities that meet their interests and talents.	11	18.2% 2	72.7% 8	9.1% 1	0.0% 0	0.0% 0	90.9% 10	4.1
C) Students understand how to complete their schoolwork.	11	18.2% 2	54.5% 6	27.3% 3	0.0% 0	0.0% 0	72.7% 8	3.9
D) Students complete assignments on time.	11	27.3% 3	45.5% 5	27.3% 3	0.0% 0	0.0% 0	72.7% 8	4.0
E) Students are motivated to do their schoolwork.	10	10.0% 1	60.0% 6	30.0% 3	0.0% 0	0.0% 0	70.0% 7	3.8

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	79	10.1%	20.3%	69.6%	0.0%	0.0%	30.4%	3.4
		8	16	55	0	0	24	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	10	0.0%	20.0%	80.0%	0.0%	0.0%	20.0%	3.2
		0	2	8	0	0	2	
B) Students and families know what classes they will have to take and pass to graduate from high school.	10	0.0%	10.0%	90.0%	0.0%	0.0%	10.0%	3.1
		0	1	9	0	0	1	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	10	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	10	0	0	0	
D) School offers college and career programs.	10	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	10	0	0	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	10	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	10	0	0	0	
F) Students are prepared for the next step of their educational experience.	10	20.0%	30.0%	50.0%	0.0%	0.0%	50.0%	3.7
		2	3	5	0	0	5	
G) Staff are optimistic about the future of their career in San Juan Unified.	10	40.0%	50.0%	10.0%	0.0%	0.0%	90.0%	4.3
		4	5	1	0	0	9	
H) There are equitable opportunities for advancement in the district.	9	22.2%	55.6%	22.2%	0.0%	0.0%	77.8%	4.0
		2	5	2	0	0	7	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	22	59.1%	36.4%	4.5%	0.0%	0.0%	95.5%	4.5
		13	8	1	0	0	21	
A) I would recommend my school to other families.	11	63.6%	36.4%	0.0%	0.0%	0.0%	100.0%	4.6
		7	4	0	0	0	11	
B) San Juan Unified School District is a district that I would recommend to other families.	11	54.5%	36.4%	9.1%	0.0%	0.0%	90.9%	4.5
		6	4	1	0	0	10	