



**Spring 2025
Staff Climate Survey Results**

Harry Dewey

Group Size N: 40

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	240	35.4%	42.1%	14.6%	6.7%	1.3%	77.5%	4.0
		85	101	35	16	3	186	
A) School has a climate that is caring.	40	42.5%	45.0%	10.0%	0.0%	2.5%	87.5%	4.3
		17	18	4	0	1	35	
B) There are students and staff on campus who listen to students when they have something to say.	40	45.0%	42.5%	10.0%	2.5%	0.0%	87.5%	4.3
		18	17	4	1	0	35	
C) There is an adult from the school who checks on how students are doing.	40	52.5%	42.5%	5.0%	0.0%	0.0%	95.0%	4.5
		21	17	2	0	0	38	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	40	12.5%	37.5%	20.0%	30.0%	0.0%	50.0%	3.3
		5	15	8	12	0	20	
E) Staff feels supported to do their job well in meeting the needs of all students.	40	22.5%	37.5%	32.5%	5.0%	2.5%	60.0%	3.7
		9	15	13	2	1	24	
F) Staff feels part of an effective team.	40	37.5%	47.5%	10.0%	2.5%	2.5%	85.0%	4.2
		15	19	4	1	1	34	
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	358	47.2%	42.2%	7.5%	2.2%	0.8%	89.4%	4.3
		169	151	27	8	3	320	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	39	53.8%	33.3%	10.3%	2.6%	0.0%	87.2%	4.4
		21	13	4	1	0	34	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	40	30.0%	50.0%	12.5%	5.0%	2.5%	80.0%	4.0
		12	20	5	2	1	32	
C) The school offers families opportunities to be involved in school and classroom activities.	40	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		24	16	0	0	0	40	
D) The school keeps families well-informed about school activities.	40	57.5%	37.5%	2.5%	2.5%	0.0%	95.0%	4.5
		23	15	1	1	0	38	
E) The staff at our school listens to family concerns about issues.	40	57.5%	37.5%	5.0%	0.0%	0.0%	95.0%	4.5
		23	15	2	0	0	38	
F) The staff at school are helpful and welcoming when families come to school or call.	40	52.5%	40.0%	7.5%	0.0%	0.0%	92.5%	4.5
		21	16	3	0	0	37	
G) The school and families are partners in promoting positive behavior for my student.	40	35.0%	45.0%	12.5%	5.0%	2.5%	80.0%	4.1
		14	18	5	2	1	32	
H) Families who speak a language other than English receive general information about our school in their home language.	39	28.2%	48.7%	15.4%	5.1%	2.6%	76.9%	3.9
		11	19	6	2	1	30	
I) Staff receive information about upcoming events and important information about the school.	40	50.0%	47.5%	2.5%	0.0%	0.0%	97.5%	4.5
		20	19	1	0	0	39	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	279	44.8%	41.2%	11.8%	1.8%	0.4%	86.0%	4.3
		125	115	33	5	1	240	
A) School seeks input when making important decisions.	40	42.5%	52.5%	5.0%	0.0%	0.0%	95.0%	4.4
		17	21	2	0	0	38	
B) Important school decisions reflect diverse input.	40	37.5%	45.0%	15.0%	2.5%	0.0%	82.5%	4.2
		15	18	6	1	0	33	
C) The principal and staff listen to concerns of other staff members about issues.	40	47.5%	40.0%	10.0%	2.5%	0.0%	87.5%	4.3
		19	16	4	1	0	35	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	40	55.0%	40.0%	5.0%	0.0%	0.0%	95.0%	4.5
		22	16	2	0	0	38	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	40	60.0%	25.0%	10.0%	2.5%	2.5%	85.0%	4.4
		24	10	4	1	1	34	
F) Our school uses data from this survey to inform site decision making.	39	48.7%	30.8%	17.9%	2.6%	0.0%	79.5%	4.3
		19	12	7	1	0	31	
G) Staff voice matters in decision making.	40	22.5%	55.0%	20.0%	2.5%	0.0%	77.5%	4.0
		9	22	8	1	0	31	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	280	26.4%	45.4%	19.6%	6.4%	2.1%	71.8%	3.9
		74	127	55	18	6	201	
A) Concerns about student safety are taken seriously.	40	40.0%	45.0%	7.5%	5.0%	2.5%	85.0%	4.2
		16	18	3	2	1	34	
B) Concerns about student safety are addressed in a timely manner at my school.	40	30.0%	35.0%	25.0%	5.0%	5.0%	65.0%	3.8
		12	14	10	2	2	26	
C) My school is a safe place for all students.	40	15.0%	42.5%	25.0%	15.0%	2.5%	57.5%	3.5
		6	17	10	6	1	23	
D) My school is a safe place for all staff.	40	17.5%	42.5%	22.5%	12.5%	5.0%	60.0%	3.6
		7	17	9	5	2	24	
E) Students know what staff member to go to if they have a safety concern.	40	32.5%	50.0%	12.5%	5.0%	0.0%	82.5%	4.1
		13	20	5	2	0	33	
F) Students know school safety protocols.	40	27.5%	57.5%	15.0%	0.0%	0.0%	85.0%	4.1
		11	23	6	0	0	34	
G) I feel safe sharing different viewpoints and perspectives at my school.	40	22.5%	45.0%	30.0%	2.5%	0.0%	67.5%	3.9
		9	18	12	1	0	27	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	320	25.6% 82	46.3% 148	21.9% 70	5.9% 19	0.3% 1	71.9% 230	3.9
A) School staff respects student diversity.	40	32.5% 13	55.0% 22	10.0% 4	2.5% 1	0.0% 0	87.5% 35	4.2
B) Adults at my school treat students respectfully.	40	32.5% 13	50.0% 20	15.0% 6	2.5% 1	0.0% 0	82.5% 33	4.1
C) Students are respectful to each other at school.	40	12.5% 5	35.0% 14	35.0% 14	17.5% 7	0.0% 0	47.5% 19	3.4
D) Students have opportunities to socialize with other students often at school.	40	40.0% 16	40.0% 16	20.0% 8	0.0% 0	0.0% 0	80.0% 32	4.2
E) Students have an adult on campus they trust.	40	42.5% 17	50.0% 20	7.5% 3	0.0% 0	0.0% 0	92.5% 37	4.4
F) Students trust other students at school.	40	20.0% 8	37.5% 15	32.5% 13	10.0% 4	0.0% 0	57.5% 23	3.7
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	40	12.5% 5	45.0% 18	40.0% 16	2.5% 1	0.0% 0	57.5% 23	3.7
H) School staff reflects student diversity.	40	12.5% 5	57.5% 23	15.0% 6	12.5% 5	2.5% 1	70.0% 28	3.7
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	358	31.3% 112	52.5% 188	14.5% 52	1.4% 5	0.3% 1	83.8% 300	4.1
A) Families and students understand how assignments and tests are graded.	40	25.0% 10	50.0% 20	25.0% 10	0.0% 0	0.0% 0	75.0% 30	4.0
B) Questions and concerns about schoolwork are addressed.	40	25.0% 10	60.0% 24	15.0% 6	0.0% 0	0.0% 0	85.0% 34	4.1
C) Student grades reflect their knowledge of the material.	39	20.5% 8	64.1% 25	12.8% 5	2.6% 1	0.0% 0	84.6% 33	4.0
D) Adults at my school believe all students can be successful.	39	28.2% 11	51.3% 20	10.3% 4	7.7% 3	2.6% 1	79.5% 31	3.9
E) Students feel comfortable and unjudged to ask their teacher for help.	40	42.5% 17	47.5% 19	10.0% 4	0.0% 0	0.0% 0	90.0% 36	4.3
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	40	42.5% 17	50.0% 20	7.5% 3	0.0% 0	0.0% 0	92.5% 37	4.4
G) Teachers at my school go out of their way to help all students.	40	37.5% 15	40.0% 16	20.0% 8	2.5% 1	0.0% 0	77.5% 31	4.1
H) Students receive timely and regular feedback on their learning.	40	27.5% 11	62.5% 25	10.0% 4	0.0% 0	0.0% 0	90.0% 36	4.2
I) Staff at my school provides resources or ideas that help families support their students at home.	40	32.5% 13	47.5% 19	20.0% 8	0.0% 0	0.0% 0	80.0% 32	4.1

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	160	27.5% 44	45.0% 72	21.9% 35	3.8% 6	1.9% 3	72.5% 116	3.9
A) Students are challenged academically at school.	40	30.0% 12	45.0% 18	20.0% 8	5.0% 2	0.0% 0	75.0% 30	4.0
B) School recognizes and celebrates the academic success of all students.	40	22.5% 9	37.5% 15	35.0% 14	0.0% 0	5.0% 2	60.0% 24	3.7
C) Adults on campus motivate students to do their best.	40	30.0% 12	52.5% 21	15.0% 6	2.5% 1	0.0% 0	82.5% 33	4.1
D) School provides additional academic support when students are struggling.	40	27.5% 11	45.0% 18	17.5% 7	7.5% 3	2.5% 1	72.5% 29	3.9
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	198	16.2% 32	48.0% 95	32.8% 65	2.5% 5	0.5% 1	64.1% 127	3.8
A) Students are interested in what they are learning.	39	10.3% 4	56.4% 22	33.3% 13	0.0% 0	0.0% 0	66.7% 26	3.8
B) Students have access to classes and activities that meet their interests and talents.	39	15.4% 6	46.2% 18	35.9% 14	2.6% 1	0.0% 0	61.5% 24	3.7
C) Students understand how to complete their schoolwork.	40	22.5% 9	52.5% 21	25.0% 10	0.0% 0	0.0% 0	75.0% 30	4.0
D) Students complete assignments on time.	40	17.5% 7	45.0% 18	30.0% 12	7.5% 3	0.0% 0	62.5% 25	3.7
E) Students are motivated to do their schoolwork.	40	15.0% 6	40.0% 16	40.0% 16	2.5% 1	2.5% 1	55.0% 22	3.6

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	299	11.7%	16.7%	60.9%	7.0%	3.7%	28.4%	3.3
		35	50	182	21	11	85	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	37	8.1%	10.8%	75.7%	5.4%	0.0%	18.9%	3.2
		3	4	28	2	0	7	
B) Students and families know what classes they will have to take and pass to graduate from high school.	37	8.1%	5.4%	81.1%	2.7%	2.7%	13.5%	3.1
		3	2	30	1	1	5	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	37	10.8%	8.1%	78.4%	0.0%	2.7%	18.9%	3.2
		4	3	29	0	1	7	
D) School offers college and career programs.	37	8.1%	0.0%	67.6%	13.5%	10.8%	8.1%	2.8
		3	0	25	5	4	3	
E) Students participate in programs to learn about different jobs, careers, and colleges.	37	8.1%	2.7%	67.6%	10.8%	10.8%	10.8%	2.9
		3	1	25	4	4	4	
F) Students are prepared for the next step of their educational experience.	38	15.8%	36.8%	44.7%	2.6%	0.0%	52.6%	3.7
		6	14	17	1	0	20	
G) Staff are optimistic about the future of their career in San Juan Unified.	38	21.1%	36.8%	34.2%	7.9%	0.0%	57.9%	3.7
		8	14	13	3	0	22	
H) There are equitable opportunities for advancement in the district.	38	13.2%	31.6%	39.5%	13.2%	2.6%	44.7%	3.4
		5	12	15	5	1	17	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	78	32.1%	46.2%	17.9%	2.6%	1.3%	78.2%	4.1
		25	36	14	2	1	61	
A) I would recommend my school to other families.	39	41.0%	41.0%	12.8%	2.6%	2.6%	82.1%	4.2
		16	16	5	1	1	32	
B) San Juan Unified School District is a district that I would recommend to other families.	39	23.1%	51.3%	23.1%	2.6%	0.0%	74.4%	3.9
		9	20	9	1	0	29	