



**Spring 2025
Staff Climate Survey Results**

James Cowan

Group Size N: 29

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	172	29.1% 50	50.6% 87	14.0% 24	6.4% 11	0.0% 0	79.7% 137	4.0
A) School has a climate that is caring.	28	25.0% 7	50.0% 14	21.4% 6	3.6% 1	0.0% 0	75.0% 21	4.0
B) There are students and staff on campus who listen to students when they have something to say.	28	25.0% 7	64.3% 18	3.6% 1	7.1% 2	0.0% 0	89.3% 25	4.1
C) There is an adult from the school who checks on how students are doing.	29	58.6% 17	41.4% 12	0.0% 0	0.0% 0	0.0% 0	100.0% 29	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	29	17.2% 5	48.3% 14	17.2% 5	17.2% 5	0.0% 0	65.5% 19	3.7
E) Staff feels supported to do their job well in meeting the needs of all students.	29	17.2% 5	55.2% 16	20.7% 6	6.9% 2	0.0% 0	72.4% 21	3.8
F) Staff feels part of an effective team.	29	31.0% 9	44.8% 13	20.7% 6	3.4% 1	0.0% 0	75.9% 22	4.0
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	259	38.2% 99	46.3% 120	11.6% 30	3.5% 9	0.4% 1	84.6% 219	4.2
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	28	60.7% 17	35.7% 10	3.6% 1	0.0% 0	0.0% 0	96.4% 27	4.6
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	29	27.6% 8	44.8% 13	20.7% 6	6.9% 2	0.0% 0	72.4% 21	3.9
C) The school offers families opportunities to be involved in school and classroom activities.	29	51.7% 15	44.8% 13	3.4% 1	0.0% 0	0.0% 0	96.6% 28	4.5
D) The school keeps families well-informed about school activities.	29	48.3% 14	48.3% 14	3.4% 1	0.0% 0	0.0% 0	96.6% 28	4.4
E) The staff at our school listens to family concerns about issues.	29	31.0% 9	51.7% 15	13.8% 4	3.4% 1	0.0% 0	82.8% 24	4.1
F) The staff at school are helpful and welcoming when families come to school or call.	29	44.8% 13	37.9% 11	17.2% 5	0.0% 0	0.0% 0	82.8% 24	4.3
G) The school and families are partners in promoting positive behavior for my student.	29	27.6% 8	44.8% 13	10.3% 3	13.8% 4	3.4% 1	72.4% 21	3.8
H) Families who speak a language other than English receive general information about our school in their home language.	29	20.7% 6	55.2% 16	24.1% 7	0.0% 0	0.0% 0	75.9% 22	4.0
I) Staff receive information about upcoming events and important information about the school.	28	32.1% 9	53.6% 15	7.1% 2	7.1% 2	0.0% 0	85.7% 24	4.1

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	203	19.7%	36.5%	31.0%	9.9%	3.0%	56.2%	3.6
		40	74	63	20	6	114	
A) School seeks input when making important decisions.	29	20.7%	37.9%	31.0%	6.9%	3.4%	58.6%	3.7
		6	11	9	2	1	17	
B) Important school decisions reflect diverse input.	29	13.8%	17.2%	41.4%	24.1%	3.4%	31.0%	3.1
		4	5	12	7	1	9	
C) The principal and staff listen to concerns of other staff members about issues.	29	13.8%	41.4%	27.6%	13.8%	3.4%	55.2%	3.5
		4	12	8	4	1	16	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	29	24.1%	41.4%	24.1%	10.3%	0.0%	65.5%	3.8
		7	12	7	3	0	19	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	29	31.0%	48.3%	17.2%	0.0%	3.4%	79.3%	4.0
		9	14	5	0	1	23	
F) Our school uses data from this survey to inform site decision making.	29	24.1%	31.0%	34.5%	6.9%	3.4%	55.2%	3.7
		7	9	10	2	1	16	
G) Staff voice matters in decision making.	29	10.3%	37.9%	41.4%	6.9%	3.4%	48.3%	3.4
		3	11	12	2	1	14	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	202	14.9%	37.1%	30.2%	11.4%	6.4%	52.0%	3.4
		30	75	61	23	13	105	
A) Concerns about student safety are taken seriously.	29	20.7%	20.7%	34.5%	13.8%	10.3%	41.4%	3.3
		6	6	10	4	3	12	
B) Concerns about student safety are addressed in a timely manner at my school.	29	10.3%	27.6%	24.1%	27.6%	10.3%	37.9%	3.0
		3	8	7	8	3	11	
C) My school is a safe place for all students.	29	10.3%	37.9%	37.9%	6.9%	6.9%	48.3%	3.4
		3	11	11	2	2	14	
D) My school is a safe place for all staff.	29	10.3%	41.4%	31.0%	13.8%	3.4%	51.7%	3.4
		3	12	9	4	1	15	
E) Students know what staff member to go to if they have a safety concern.	28	21.4%	46.4%	28.6%	0.0%	3.6%	67.9%	3.8
		6	13	8	0	1	19	
F) Students know school safety protocols.	29	13.8%	48.3%	31.0%	6.9%	0.0%	62.1%	3.7
		4	14	9	2	0	18	
G) I feel safe sharing different viewpoints and perspectives at my school.	29	17.2%	37.9%	24.1%	10.3%	10.3%	55.2%	3.4
		5	11	7	3	3	16	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	230	17.0% 39	54.8% 126	20.0% 46	7.0% 16	1.3% 3	71.7% 165	3.8
A) School staff respects student diversity.	29	31.0% 9	55.2% 16	3.4% 1	10.3% 3	0.0% 0	86.2% 25	4.1
B) Adults at my school treat students respectfully.	29	31.0% 9	58.6% 17	10.3% 3	0.0% 0	0.0% 0	89.7% 26	4.2
C) Students are respectful to each other at school.	29	3.4% 1	34.5% 10	41.4% 12	20.7% 6	0.0% 0	37.9% 11	3.2
D) Students have opportunities to socialize with other students often at school.	29	20.7% 6	75.9% 22	3.4% 1	0.0% 0	0.0% 0	96.6% 28	4.2
E) Students have an adult on campus they trust.	29	27.6% 8	65.5% 19	6.9% 2	0.0% 0	0.0% 0	93.1% 27	4.2
F) Students trust other students at school.	29	3.4% 1	62.1% 18	34.5% 10	0.0% 0	0.0% 0	65.5% 19	3.7
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	28	7.1% 2	42.9% 12	39.3% 11	7.1% 2	3.6% 1	50.0% 14	3.4
H) School staff reflects student diversity.	28	10.7% 3	42.9% 12	21.4% 6	17.9% 5	7.1% 2	53.6% 15	3.3
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	251	30.3% 76	53.0% 133	16.3% 41	0.4% 1	0.0% 0	83.3% 209	4.1
A) Families and students understand how assignments and tests are graded.	28	21.4% 6	46.4% 13	32.1% 9	0.0% 0	0.0% 0	67.9% 19	3.9
B) Questions and concerns about schoolwork are addressed.	28	28.6% 8	46.4% 13	25.0% 7	0.0% 0	0.0% 0	75.0% 21	4.0
C) Student grades reflect their knowledge of the material.	28	21.4% 6	53.6% 15	25.0% 7	0.0% 0	0.0% 0	75.0% 21	4.0
D) Adults at my school believe all students can be successful.	28	17.9% 5	60.7% 17	17.9% 5	3.6% 1	0.0% 0	78.6% 22	3.9
E) Students feel comfortable and unjudged to ask their teacher for help.	28	35.7% 10	57.1% 16	7.1% 2	0.0% 0	0.0% 0	92.9% 26	4.3
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	28	35.7% 10	53.6% 15	10.7% 3	0.0% 0	0.0% 0	89.3% 25	4.3
G) Teachers at my school go out of their way to help all students.	28	25.0% 7	67.9% 19	7.1% 2	0.0% 0	0.0% 0	92.9% 26	4.2
H) Students receive timely and regular feedback on their learning.	28	57.1% 16	28.6% 8	14.3% 4	0.0% 0	0.0% 0	85.7% 24	4.4
I) Staff at my school provides resources or ideas that help families support their students at home.	27	29.6% 8	63.0% 17	7.4% 2	0.0% 0	0.0% 0	92.6% 25	4.2

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	116	20.7%	56.0%	19.0%	2.6%	1.7%	76.7%	3.9
		24	65	22	3	2	89	
A) Students are challenged academically at school.	29	10.3%	62.1%	24.1%	3.4%	0.0%	72.4%	3.8
		3	18	7	1	0	21	
B) School recognizes and celebrates the academic success of all students.	29	24.1%	55.2%	10.3%	6.9%	3.4%	79.3%	3.9
		7	16	3	2	1	23	
C) Adults on campus motivate students to do their best.	29	24.1%	62.1%	13.8%	0.0%	0.0%	86.2%	4.1
		7	18	4	0	0	25	
D) School provides additional academic support when students are struggling.	29	24.1%	44.8%	27.6%	0.0%	3.4%	69.0%	3.9
		7	13	8	0	1	20	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	145	14.5%	54.5%	23.4%	7.6%	0.0%	69.0%	3.8
		21	79	34	11	0	100	
A) Students are interested in what they are learning.	29	6.9%	65.5%	20.7%	6.9%	0.0%	72.4%	3.7
		2	19	6	2	0	21	
B) Students have access to classes and activities that meet their interests and talents.	29	3.4%	55.2%	24.1%	17.2%	0.0%	58.6%	3.4
		1	16	7	5	0	17	
C) Students understand how to complete their schoolwork.	29	20.7%	58.6%	20.7%	0.0%	0.0%	79.3%	4.0
		6	17	6	0	0	23	
D) Students complete assignments on time.	29	27.6%	37.9%	24.1%	10.3%	0.0%	65.5%	3.8
		8	11	7	3	0	19	
E) Students are motivated to do their schoolwork.	29	13.8%	55.2%	27.6%	3.4%	0.0%	69.0%	3.8
		4	16	8	1	0	20	

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	213	3.3%	22.1%	59.6%	8.5%	6.6%	25.4%	3.1
		7	47	127	18	14	54	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	26	0.0%	15.4%	73.1%	3.8%	7.7%	15.4%	3.0
		0	4	19	1	2	4	
B) Students and families know what classes they will have to take and pass to graduate from high school.	26	0.0%	3.8%	88.5%	3.8%	3.8%	3.8%	2.9
		0	1	23	1	1	1	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	27	0.0%	22.2%	74.1%	0.0%	3.7%	22.2%	3.1
		0	6	20	0	1	6	
D) School offers college and career programs.	26	0.0%	7.7%	53.8%	23.1%	15.4%	7.7%	2.5
		0	2	14	6	4	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	26	0.0%	11.5%	53.8%	19.2%	15.4%	11.5%	2.6
		0	3	14	5	4	3	
F) Students are prepared for the next step of their educational experience.	27	7.4%	40.7%	44.4%	7.4%	0.0%	48.1%	3.5
		2	11	12	2	0	13	
G) Staff are optimistic about the future of their career in San Juan Unified.	27	11.1%	37.0%	37.0%	11.1%	3.7%	48.1%	3.4
		3	10	10	3	1	13	
H) There are equitable opportunities for advancement in the district.	28	7.1%	35.7%	53.6%	0.0%	3.6%	42.9%	3.4
		2	10	15	0	1	12	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	58	25.9%	53.4%	15.5%	5.2%	0.0%	79.3%	4.0
		15	31	9	3	0	46	
A) I would recommend my school to other families.	29	31.0%	44.8%	17.2%	6.9%	0.0%	75.9%	4.0
		9	13	5	2	0	22	
B) San Juan Unified School District is a district that I would recommend to other families.	29	20.7%	62.1%	13.8%	3.4%	0.0%	82.8%	4.0
		6	18	4	1	0	24	