



**Spring 2025  
Staff Climate Survey Results**

**Howe  
Group Size N: 42**

<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	251	36.7%	38.6%	19.1%	4.8%	0.8%	75.3%	4.1
		92	97	48	12	2	189	
A) School has a climate that is caring.	41	29.3%	46.3%	19.5%	4.9%	0.0%	75.6%	4.0
		12	19	8	2	0	31	
B) There are students and staff on campus who listen to students when they have something to say.	42	33.3%	57.1%	9.5%	0.0%	0.0%	90.5%	4.2
		14	24	4	0	0	38	
C) There is an adult from the school who checks on how students are doing.	42	71.4%	28.6%	0.0%	0.0%	0.0%	100.0%	4.7
		30	12	0	0	0	42	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	42	16.7%	31.0%	35.7%	14.3%	2.4%	47.6%	3.5
		7	13	15	6	1	20	
E) Staff feels supported to do their job well in meeting the needs of all students.	42	16.7%	40.5%	35.7%	4.8%	2.4%	57.1%	3.6
		7	17	15	2	1	24	
F) Staff feels part of an effective team.	42	52.4%	28.6%	14.3%	4.8%	0.0%	81.0%	4.3
		22	12	6	2	0	34	
<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	378	30.2%	53.7%	13.0%	2.6%	0.5%	83.9%	4.1
		114	203	49	10	2	317	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	42	54.8%	38.1%	7.1%	0.0%	0.0%	92.9%	4.5
		23	16	3	0	0	39	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	42	19.0%	54.8%	21.4%	4.8%	0.0%	73.8%	3.9
		8	23	9	2	0	31	
C) The school offers families opportunities to be involved in school and classroom activities.	42	9.5%	47.6%	28.6%	14.3%	0.0%	57.1%	3.5
		4	20	12	6	0	24	
D) The school keeps families well-informed about school activities.	42	35.7%	52.4%	11.9%	0.0%	0.0%	88.1%	4.2
		15	22	5	0	0	37	
E) The staff at our school listens to family concerns about issues.	42	21.4%	64.3%	14.3%	0.0%	0.0%	85.7%	4.1
		9	27	6	0	0	36	
F) The staff at school are helpful and welcoming when families come to school or call.	42	31.0%	57.1%	9.5%	0.0%	2.4%	88.1%	4.1
		13	24	4	0	1	37	
G) The school and families are partners in promoting positive behavior for my student.	42	16.7%	59.5%	16.7%	4.8%	2.4%	76.2%	3.8
		7	25	7	2	1	32	
H) Families who speak a language other than English receive general information about our school in their home language.	42	35.7%	61.9%	2.4%	0.0%	0.0%	97.6%	4.3
		15	26	1	0	0	41	
I) Staff receive information about upcoming events and important information about the school.	42	47.6%	47.6%	4.8%	0.0%	0.0%	95.2%	4.4
		20	20	2	0	0	40	

<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	294	38.1%	47.3%	10.2%	3.1%	1.4%	85.4%	4.2
		112	139	30	9	4	251	
A) School seeks input when making important decisions.	42	40.5%	50.0%	4.8%	4.8%	0.0%	90.5%	4.3
		17	21	2	2	0	38	
B) Important school decisions reflect diverse input.	42	38.1%	45.2%	11.9%	4.8%	0.0%	83.3%	4.2
		16	19	5	2	0	35	
C) The principal and staff listen to concerns of other staff members about issues.	42	35.7%	52.4%	7.1%	2.4%	2.4%	88.1%	4.2
		15	22	3	1	1	37	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	42	40.5%	42.9%	14.3%	2.4%	0.0%	83.3%	4.2
		17	18	6	1	0	35	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	42	45.2%	47.6%	7.1%	0.0%	0.0%	92.9%	4.4
		19	20	3	0	0	39	
F) Our school uses data from this survey to inform site decision making.	42	38.1%	50.0%	7.1%	2.4%	2.4%	88.1%	4.2
		16	21	3	1	1	37	
G) Staff voice matters in decision making.	42	28.6%	42.9%	19.0%	4.8%	4.8%	71.4%	3.9
		12	18	8	2	2	30	

  

<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	291	22.0%	45.0%	19.9%	9.3%	3.8%	67.0%	3.7
		64	131	58	27	11	195	
A) Concerns about student safety are taken seriously.	42	28.6%	45.2%	14.3%	9.5%	2.4%	73.8%	3.9
		12	19	6	4	1	31	
B) Concerns about student safety are addressed in a timely manner at my school.	41	24.4%	39.0%	29.3%	2.4%	4.9%	63.4%	3.8
		10	16	12	1	2	26	
C) My school is a safe place for all students.	42	14.3%	38.1%	23.8%	19.0%	4.8%	52.4%	3.4
		6	16	10	8	2	22	
D) My school is a safe place for all staff.	42	14.3%	35.7%	21.4%	21.4%	7.1%	50.0%	3.3
		6	15	9	9	3	21	
E) Students know what staff member to go to if they have a safety concern.	41	36.6%	56.1%	4.9%	2.4%	0.0%	92.7%	4.3
		15	23	2	1	0	38	
F) Students know school safety protocols.	42	21.4%	50.0%	26.2%	0.0%	2.4%	71.4%	3.9
		9	21	11	0	1	30	
G) I feel safe sharing different viewpoints and perspectives at my school.	41	14.6%	51.2%	19.5%	9.8%	4.9%	65.9%	3.6
		6	21	8	4	2	27	

<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	336	29.8%	44.9%	16.1%	8.0%	1.2%	74.7%	3.9
	100	151	54	27	4		251	
A) School staff respects student diversity.	42	50.0%	40.5%	7.1%	2.4%	0.0%	90.5%	4.4
	21	17	3	1	0		38	
B) Adults at my school treat students respectfully.	42	35.7%	45.2%	14.3%	4.8%	0.0%	81.0%	4.1
	15	19	6	2	0		34	
C) Students are respectful to each other at school.	42	9.5%	40.5%	26.2%	21.4%	2.4%	50.0%	3.3
	4	17	11	9	1		21	
D) Students have opportunities to socialize with other students often at school.	42	23.8%	61.9%	11.9%	2.4%	0.0%	85.7%	4.1
	10	26	5	1	0		36	
E) Students have an adult on campus they trust.	42	45.2%	47.6%	4.8%	2.4%	0.0%	92.9%	4.4
	19	20	2	1	0		39	
F) Students trust other students at school.	42	23.8%	50.0%	16.7%	9.5%	0.0%	73.8%	3.9
	10	21	7	4	0		31	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	42	26.2%	38.1%	23.8%	9.5%	2.4%	64.3%	3.8
	11	16	10	4	1		27	
H) School staff reflects student diversity.	42	23.8%	35.7%	23.8%	11.9%	4.8%	59.5%	3.6
	10	15	10	5	2		25	
<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	378	39.9%	43.7%	11.9%	4.2%	0.3%	83.6%	4.2
	151	165	45	16	1		316	
A) Families and students understand how assignments and tests are graded.	42	19.0%	33.3%	28.6%	19.0%	0.0%	52.4%	3.5
	8	14	12	8	0		22	
B) Questions and concerns about schoolwork are addressed.	42	31.0%	50.0%	14.3%	2.4%	2.4%	81.0%	4.0
	13	21	6	1	1		34	
C) Student grades reflect their knowledge of the material.	42	28.6%	52.4%	14.3%	4.8%	0.0%	81.0%	4.0
	12	22	6	2	0		34	
D) Adults at my school believe all students can be successful.	42	35.7%	47.6%	11.9%	4.8%	0.0%	83.3%	4.1
	15	20	5	2	0		35	
E) Students feel comfortable and unjudged to ask their teacher for help.	42	54.8%	42.9%	2.4%	0.0%	0.0%	97.6%	4.5
	23	18	1	0	0		41	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	42	54.8%	40.5%	4.8%	0.0%	0.0%	95.2%	4.5
	23	17	2	0	0		40	
G) Teachers at my school go out of their way to help all students.	42	50.0%	38.1%	9.5%	2.4%	0.0%	88.1%	4.4
	21	16	4	1	0		37	
H) Students receive timely and regular feedback on their learning.	42	45.2%	47.6%	4.8%	2.4%	0.0%	92.9%	4.4
	19	20	2	1	0		39	
I) Staff at my school provides resources or ideas that help families support their students at home.	42	40.5%	40.5%	16.7%	2.4%	0.0%	81.0%	4.2
	17	17	7	1	0		34	

<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	168	36.3% 61	49.4% 83	10.1% 17	4.2% 7	0.0% 0	85.7% 144	4.2
A) Students are challenged academically at school.	42	23.8% 10	54.8% 23	14.3% 6	7.1% 3	0.0% 0	78.6% 33	4.0
B) School recognizes and celebrates the academic success of all students.	42	38.1% 16	45.2% 19	11.9% 5	4.8% 2	0.0% 0	83.3% 35	4.2
C) Adults on campus motivate students to do their best.	42	40.5% 17	52.4% 22	4.8% 2	2.4% 1	0.0% 0	92.9% 39	4.3
D) School provides additional academic support when students are struggling.	42	42.9% 18	45.2% 19	9.5% 4	2.4% 1	0.0% 0	88.1% 37	4.3
<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	210	18.1% 38	52.4% 110	22.4% 47	7.1% 15	0.0% 0	70.5% 148	3.8
A) Students are interested in what they are learning.	42	19.0% 8	61.9% 26	16.7% 7	2.4% 1	0.0% 0	81.0% 34	4.0
B) Students have access to classes and activities that meet their interests and talents.	42	21.4% 9	50.0% 21	23.8% 10	4.8% 2	0.0% 0	71.4% 30	3.9
C) Students understand how to complete their schoolwork.	42	16.7% 7	59.5% 25	19.0% 8	4.8% 2	0.0% 0	76.2% 32	3.9
D) Students complete assignments on time.	42	11.9% 5	38.1% 16	33.3% 14	16.7% 7	0.0% 0	50.0% 21	3.5
E) Students are motivated to do their schoolwork.	42	21.4% 9	52.4% 22	19.0% 8	7.1% 3	0.0% 0	73.8% 31	3.9

<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	334	14.7%	24.3%	40.1%	9.6%	11.4%	38.9%	3.2
		49	81	134	32	38	130	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	41	14.6%	31.7%	36.6%	2.4%	14.6%	46.3%	3.3
		6	13	15	1	6	19	
B) Students and families know what classes they will have to take and pass to graduate from high school.	42	11.9%	11.9%	50.0%	9.5%	16.7%	23.8%	2.9
		5	5	21	4	7	10	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	42	16.7%	31.0%	40.5%	4.8%	7.1%	47.6%	3.5
		7	13	17	2	3	20	
D) School offers college and career programs.	42	4.8%	9.5%	54.8%	16.7%	14.3%	14.3%	2.7
		2	4	23	7	6	6	
E) Students participate in programs to learn about different jobs, careers, and colleges.	41	2.4%	14.6%	53.7%	12.2%	17.1%	17.1%	2.7
		1	6	22	5	7	7	
F) Students are prepared for the next step of their educational experience.	42	11.9%	28.6%	38.1%	11.9%	9.5%	40.5%	3.2
		5	12	16	5	4	17	
G) Staff are optimistic about the future of their career in San Juan Unified.	42	31.0%	38.1%	21.4%	4.8%	4.8%	69.0%	3.9
		13	16	9	2	2	29	
H) There are equitable opportunities for advancement in the district.	42	23.8%	28.6%	26.2%	14.3%	7.1%	52.4%	3.5
		10	12	11	6	3	22	

<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	84	28.6%	34.5%	28.6%	4.8%	3.6%	63.1%	3.8
		24	29	24	4	3	53	
A) I would recommend my school to other families.	42	23.8%	33.3%	31.0%	7.1%	4.8%	57.1%	3.6
		10	14	13	3	2	24	
B) San Juan Unified School District is a district that I would recommend to other families.	42	33.3%	35.7%	26.2%	2.4%	2.4%	69.0%	4.0
		14	15	11	1	1	29	