



**Spring 2025
Staff Climate Survey Results**

**Northridge
Group Size N: 20**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	120	50.0% 60	36.7% 44	12.5% 15	0.8% 1	0.0% 0	86.7% 104	4.4
A) School has a climate that is caring.	20	65.0% 13	30.0% 6	5.0% 1	0.0% 0	0.0% 0	95.0% 19	4.6
B) There are students and staff on campus who listen to students when they have something to say.	20	60.0% 12	35.0% 7	5.0% 1	0.0% 0	0.0% 0	95.0% 19	4.6
C) There is an adult from the school who checks on how students are doing.	20	65.0% 13	30.0% 6	5.0% 1	0.0% 0	0.0% 0	95.0% 19	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	20	25.0% 5	45.0% 9	25.0% 5	5.0% 1	0.0% 0	70.0% 14	3.9
E) Staff feels supported to do their job well in meeting the needs of all students.	20	40.0% 8	45.0% 9	15.0% 3	0.0% 0	0.0% 0	85.0% 17	4.3
F) Staff feels part of an effective team.	20	45.0% 9	35.0% 7	20.0% 4	0.0% 0	0.0% 0	80.0% 16	4.3
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	180	52.8% 95	37.8% 68	6.7% 12	2.8% 5	0.0% 0	90.6% 163	4.4
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	20	55.0% 11	40.0% 8	5.0% 1	0.0% 0	0.0% 0	95.0% 19	4.5
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	20	40.0% 8	30.0% 6	25.0% 5	5.0% 1	0.0% 0	70.0% 14	4.1
C) The school offers families opportunities to be involved in school and classroom activities.	20	40.0% 8	40.0% 8	15.0% 3	5.0% 1	0.0% 0	80.0% 16	4.2
D) The school keeps families well-informed about school activities.	20	70.0% 14	30.0% 6	0.0% 0	0.0% 0	0.0% 0	100.0% 20	4.7
E) The staff at our school listens to family concerns about issues.	20	50.0% 10	50.0% 10	0.0% 0	0.0% 0	0.0% 0	100.0% 20	4.5
F) The staff at school are helpful and welcoming when families come to school or call.	20	65.0% 13	35.0% 7	0.0% 0	0.0% 0	0.0% 0	100.0% 20	4.7
G) The school and families are partners in promoting positive behavior for my student.	20	45.0% 9	40.0% 8	5.0% 1	10.0% 2	0.0% 0	85.0% 17	4.2
H) Families who speak a language other than English receive general information about our school in their home language.	20	50.0% 10	40.0% 8	5.0% 1	5.0% 1	0.0% 0	90.0% 18	4.4
I) Staff receive information about upcoming events and important information about the school.	20	60.0% 12	35.0% 7	5.0% 1	0.0% 0	0.0% 0	95.0% 19	4.6

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	140	66.4%	27.9%	5.0%	0.7%	0.0%	94.3%	4.6
		93	39	7	1	0	132	
A) School seeks input when making important decisions.	20	70.0%	30.0%	0.0%	0.0%	0.0%	100.0%	4.7
		14	6	0	0	0	20	
B) Important school decisions reflect diverse input.	20	70.0%	20.0%	10.0%	0.0%	0.0%	90.0%	4.6
		14	4	2	0	0	18	
C) The principal and staff listen to concerns of other staff members about issues.	20	70.0%	20.0%	10.0%	0.0%	0.0%	90.0%	4.6
		14	4	2	0	0	18	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	20	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
		12	8	0	0	0	20	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	20	60.0%	35.0%	5.0%	0.0%	0.0%	95.0%	4.6
		12	7	1	0	0	19	
F) Our school uses data from this survey to inform site decision making.	20	65.0%	35.0%	0.0%	0.0%	0.0%	100.0%	4.7
		13	7	0	0	0	20	
G) Staff voice matters in decision making.	20	70.0%	15.0%	10.0%	5.0%	0.0%	85.0%	4.5
		14	3	2	1	0	17	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	139	47.5%	43.2%	5.0%	4.3%	0.0%	90.6%	4.3
		66	60	7	6	0	126	
A) Concerns about student safety are taken seriously.	20	55.0%	45.0%	0.0%	0.0%	0.0%	100.0%	4.6
		11	9	0	0	0	20	
B) Concerns about student safety are addressed in a timely manner at my school.	20	55.0%	40.0%	5.0%	0.0%	0.0%	95.0%	4.5
		11	8	1	0	0	19	
C) My school is a safe place for all students.	20	35.0%	50.0%	10.0%	5.0%	0.0%	85.0%	4.2
		7	10	2	1	0	17	
D) My school is a safe place for all staff.	20	45.0%	40.0%	10.0%	5.0%	0.0%	85.0%	4.3
		9	8	2	1	0	17	
E) Students know what staff member to go to if they have a safety concern.	20	50.0%	45.0%	5.0%	0.0%	0.0%	95.0%	4.5
		10	9	1	0	0	19	
F) Students know school safety protocols.	19	36.8%	57.9%	0.0%	5.3%	0.0%	94.7%	4.3
		7	11	0	1	0	18	
G) I feel safe sharing different viewpoints and perspectives at my school.	20	55.0%	25.0%	5.0%	15.0%	0.0%	80.0%	4.2
		11	5	1	3	0	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	160	28.1%	50.6%	11.3%	7.5%	2.5%	78.8%	3.9
	45	81	18	12	4		126	
A) School staff respects student diversity.	20	30.0%	65.0%	5.0%	0.0%	0.0%	95.0%	4.3
	6	13	1	0	0		19	
B) Adults at my school treat students respectfully.	20	45.0%	50.0%	5.0%	0.0%	0.0%	95.0%	4.4
	9	10	1	0	0		19	
C) Students are respectful to each other at school.	20	15.0%	45.0%	20.0%	10.0%	10.0%	60.0%	3.5
	3	9	4	2	2		12	
D) Students have opportunities to socialize with other students often at school.	20	30.0%	65.0%	5.0%	0.0%	0.0%	95.0%	4.3
	6	13	1	0	0		19	
E) Students have an adult on campus they trust.	20	60.0%	40.0%	0.0%	0.0%	0.0%	100.0%	4.6
	12	8	0	0	0		20	
F) Students trust other students at school.	20	15.0%	50.0%	20.0%	15.0%	0.0%	65.0%	3.7
	3	10	4	3	0		13	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	20	15.0%	55.0%	15.0%	10.0%	5.0%	70.0%	3.7
	3	11	3	2	1		14	
H) School staff reflects student diversity.	20	15.0%	35.0%	20.0%	25.0%	5.0%	50.0%	3.3
	3	7	4	5	1		10	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	180	45.0%	50.0%	5.0%	0.0%	0.0%	95.0%	4.4
	81	90	9	0	0		171	
A) Families and students understand how assignments and tests are graded.	20	20.0%	70.0%	10.0%	0.0%	0.0%	90.0%	4.1
	4	14	2	0	0		18	
B) Questions and concerns about schoolwork are addressed.	20	40.0%	55.0%	5.0%	0.0%	0.0%	95.0%	4.4
	8	11	1	0	0		19	
C) Student grades reflect their knowledge of the material.	20	25.0%	55.0%	20.0%	0.0%	0.0%	80.0%	4.1
	5	11	4	0	0		16	
D) Adults at my school believe all students can be successful.	20	45.0%	55.0%	0.0%	0.0%	0.0%	100.0%	4.5
	9	11	0	0	0		20	
E) Students feel comfortable and unjudged to ask their teacher for help.	20	65.0%	35.0%	0.0%	0.0%	0.0%	100.0%	4.7
	13	7	0	0	0		20	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	20	55.0%	45.0%	0.0%	0.0%	0.0%	100.0%	4.6
	11	9	0	0	0		20	
G) Teachers at my school go out of their way to help all students.	20	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	10	10	0	0	0		20	
H) Students receive timely and regular feedback on their learning.	20	50.0%	45.0%	5.0%	0.0%	0.0%	95.0%	4.5
	10	9	1	0	0		19	
I) Staff at my school provides resources or ideas that help families support their students at home.	20	55.0%	40.0%	5.0%	0.0%	0.0%	95.0%	4.5
	11	8	1	0	0		19	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	80	46.3%	43.8%	8.8%	1.3%	0.0%	90.0%	4.4
		37	35	7	1	0	72	
A) Students are challenged academically at school.	20	30.0%	60.0%	10.0%	0.0%	0.0%	90.0%	4.2
		6	12	2	0	0	18	
B) School recognizes and celebrates the academic success of all students.	20	55.0%	35.0%	10.0%	0.0%	0.0%	90.0%	4.5
		11	7	2	0	0	18	
C) Adults on campus motivate students to do their best.	20	50.0%	45.0%	5.0%	0.0%	0.0%	95.0%	4.5
		10	9	1	0	0	19	
D) School provides additional academic support when students are struggling.	20	50.0%	35.0%	10.0%	5.0%	0.0%	85.0%	4.3
		10	7	2	1	0	17	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	100	23.0%	63.0%	9.0%	4.0%	1.0%	86.0%	4.0
		23	63	9	4	1	86	
A) Students are interested in what they are learning.	20	25.0%	65.0%	5.0%	5.0%	0.0%	90.0%	4.1
		5	13	1	1	0	18	
B) Students have access to classes and activities that meet their interests and talents.	20	15.0%	70.0%	10.0%	5.0%	0.0%	85.0%	4.0
		3	14	2	1	0	17	
C) Students understand how to complete their schoolwork.	20	35.0%	55.0%	10.0%	0.0%	0.0%	90.0%	4.3
		7	11	2	0	0	18	
D) Students complete assignments on time.	20	20.0%	60.0%	15.0%	5.0%	0.0%	80.0%	4.0
		4	12	3	1	0	16	
E) Students are motivated to do their schoolwork.	20	20.0%	65.0%	5.0%	5.0%	5.0%	85.0%	3.9
		4	13	1	1	1	17	

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	154	14.3%	31.2%	50.6%	3.9%	0.0%	45.5%	3.6
		22	48	78	6	0	70	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	19	10.5%	21.1%	68.4%	0.0%	0.0%	31.6%	3.4
		2	4	13	0	0	6	
B) Students and families know what classes they will have to take and pass to graduate from high school.	19	5.3%	21.1%	63.2%	10.5%	0.0%	26.3%	3.2
		1	4	12	2	0	5	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	19	10.5%	21.1%	68.4%	0.0%	0.0%	31.6%	3.4
		2	4	13	0	0	6	
D) School offers college and career programs.	19	5.3%	26.3%	57.9%	10.5%	0.0%	31.6%	3.3
		1	5	11	2	0	6	
E) Students participate in programs to learn about different jobs, careers, and colleges.	19	10.5%	42.1%	42.1%	5.3%	0.0%	52.6%	3.6
		2	8	8	1	0	10	
F) Students are prepared for the next step of their educational experience.	19	15.8%	31.6%	47.4%	5.3%	0.0%	47.4%	3.6
		3	6	9	1	0	9	
G) Staff are optimistic about the future of their career in San Juan Unified.	20	30.0%	50.0%	20.0%	0.0%	0.0%	80.0%	4.1
		6	10	4	0	0	16	
H) There are equitable opportunities for advancement in the district.	20	25.0%	35.0%	40.0%	0.0%	0.0%	60.0%	3.9
		5	7	8	0	0	12	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	40	45.0%	42.5%	12.5%	0.0%	0.0%	87.5%	4.3
		18	17	5	0	0	35	
A) I would recommend my school to other families.	20	45.0%	40.0%	15.0%	0.0%	0.0%	85.0%	4.3
		9	8	3	0	0	17	
B) San Juan Unified School District is a district that I would recommend to other families.	20	45.0%	45.0%	10.0%	0.0%	0.0%	90.0%	4.4
		9	9	2	0	0	18	