



**Spring 2025  
Staff Climate Survey Results**

**Mission  
Group Size N: 21**

<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	126	38.9%	38.9%	9.5%	9.5%	3.2%	77.8%	4.0
		49	49	12	12	4	98	
A) School has a climate that is caring.	21	33.3%	47.6%	14.3%	0.0%	4.8%	81.0%	4.0
		7	10	3	0	1	17	
B) There are students and staff on campus who listen to students when they have something to say.	21	42.9%	57.1%	0.0%	0.0%	0.0%	100.0%	4.4
		9	12	0	0	0	21	
C) There is an adult from the school who checks on how students are doing.	21	76.2%	23.8%	0.0%	0.0%	0.0%	100.0%	4.8
		16	5	0	0	0	21	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	21	19.0%	42.9%	14.3%	14.3%	9.5%	61.9%	3.5
		4	9	3	3	2	13	
E) Staff feels supported to do their job well in meeting the needs of all students.	21	28.6%	33.3%	14.3%	23.8%	0.0%	61.9%	3.7
		6	7	3	5	0	13	
F) Staff feels part of an effective team.	21	33.3%	28.6%	14.3%	19.0%	4.8%	61.9%	3.7
		7	6	3	4	1	13	
<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	189	45.5%	35.4%	11.6%	4.8%	2.6%	81.0%	4.2
		86	67	22	9	5	153	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	21	76.2%	19.0%	4.8%	0.0%	0.0%	95.2%	4.7
		16	4	1	0	0	20	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	21	28.6%	42.9%	14.3%	9.5%	4.8%	71.4%	3.8
		6	9	3	2	1	15	
C) The school offers families opportunities to be involved in school and classroom activities.	21	66.7%	19.0%	9.5%	0.0%	4.8%	85.7%	4.4
		14	4	2	0	1	18	
D) The school keeps families well-informed about school activities.	21	52.4%	38.1%	9.5%	0.0%	0.0%	90.5%	4.4
		11	8	2	0	0	19	
E) The staff at our school listens to family concerns about issues.	21	38.1%	38.1%	9.5%	4.8%	9.5%	76.2%	3.9
		8	8	2	1	2	16	
F) The staff at school are helpful and welcoming when families come to school or call.	21	47.6%	38.1%	9.5%	0.0%	4.8%	85.7%	4.2
		10	8	2	0	1	18	
G) The school and families are partners in promoting positive behavior for my student.	21	19.0%	38.1%	23.8%	19.0%	0.0%	57.1%	3.6
		4	8	5	4	0	12	
H) Families who speak a language other than English receive general information about our school in their home language.	21	38.1%	42.9%	9.5%	9.5%	0.0%	81.0%	4.1
		8	9	2	2	0	17	
I) Staff receive information about upcoming events and important information about the school.	21	42.9%	42.9%	14.3%	0.0%	0.0%	85.7%	4.3
		9	9	3	0	0	18	

<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	147	33.3%	27.2%	21.8%	9.5%	8.2%	60.5%	3.7
		49	40	32	14	12	89	
A) School seeks input when making important decisions.	21	38.1%	42.9%	4.8%	9.5%	4.8%	81.0%	4.0
		8	9	1	2	1	17	
B) Important school decisions reflect diverse input.	21	28.6%	28.6%	23.8%	9.5%	9.5%	57.1%	3.6
		6	6	5	2	2	12	
C) The principal and staff listen to concerns of other staff members about issues.	21	23.8%	19.0%	28.6%	19.0%	9.5%	42.9%	3.3
		5	4	6	4	2	9	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	21	38.1%	33.3%	14.3%	4.8%	9.5%	71.4%	3.9
		8	7	3	1	2	15	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	21	57.1%	23.8%	14.3%	4.8%	0.0%	81.0%	4.3
		12	5	3	1	0	17	
F) Our school uses data from this survey to inform site decision making.	21	23.8%	23.8%	33.3%	9.5%	9.5%	47.6%	3.4
		5	5	7	2	2	10	
G) Staff voice matters in decision making.	21	23.8%	19.0%	33.3%	9.5%	14.3%	42.9%	3.3
		5	4	7	2	3	9	

  

<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	146	28.8%	42.5%	18.5%	8.2%	2.1%	71.2%	3.9
		42	62	27	12	3	104	
A) Concerns about student safety are taken seriously.	21	28.6%	42.9%	19.0%	9.5%	0.0%	71.4%	3.9
		6	9	4	2	0	15	
B) Concerns about student safety are addressed in a timely manner at my school.	21	28.6%	28.6%	23.8%	19.0%	0.0%	57.1%	3.7
		6	6	5	4	0	12	
C) My school is a safe place for all students.	20	35.0%	35.0%	15.0%	15.0%	0.0%	70.0%	3.9
		7	7	3	3	0	14	
D) My school is a safe place for all staff.	21	33.3%	47.6%	14.3%	4.8%	0.0%	81.0%	4.1
		7	10	3	1	0	17	
E) Students know what staff member to go to if they have a safety concern.	21	28.6%	66.7%	4.8%	0.0%	0.0%	95.2%	4.2
		6	14	1	0	0	20	
F) Students know school safety protocols.	21	23.8%	57.1%	19.0%	0.0%	0.0%	81.0%	4.0
		5	12	4	0	0	17	
G) I feel safe sharing different viewpoints and perspectives at my school.	21	23.8%	19.0%	33.3%	9.5%	14.3%	42.9%	3.3
		5	4	7	2	3	9	

<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	168	22.0%	47.6%	17.9%	8.9%	3.6%	69.6%	3.8
		37	80	30	15	6	117	
A) School staff respects student diversity.	21	33.3%	47.6%	14.3%	0.0%	4.8%	81.0%	4.0
		7	10	3	0	1	17	
B) Adults at my school treat students respectfully.	21	33.3%	47.6%	14.3%	0.0%	4.8%	81.0%	4.0
		7	10	3	0	1	17	
C) Students are respectful to each other at school.	21	9.5%	42.9%	23.8%	19.0%	4.8%	52.4%	3.3
		2	9	5	4	1	11	
D) Students have opportunities to socialize with other students often at school.	21	33.3%	57.1%	9.5%	0.0%	0.0%	90.5%	4.2
		7	12	2	0	0	19	
E) Students have an adult on campus they trust.	21	38.1%	61.9%	0.0%	0.0%	0.0%	100.0%	4.4
		8	13	0	0	0	21	
F) Students trust other students at school.	21	14.3%	52.4%	28.6%	4.8%	0.0%	66.7%	3.8
		3	11	6	1	0	14	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	21	9.5%	47.6%	33.3%	9.5%	0.0%	57.1%	3.6
		2	10	7	2	0	12	
H) School staff reflects student diversity.	21	4.8%	23.8%	19.0%	38.1%	14.3%	28.6%	2.7
		1	5	4	8	3	6	

  

<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	189	29.6%	54.5%	11.6%	3.7%	0.5%	84.1%	4.1
		56	103	22	7	1	159	
A) Families and students understand how assignments and tests are graded.	21	0.0%	52.4%	28.6%	19.0%	0.0%	52.4%	3.3
		0	11	6	4	0	11	
B) Questions and concerns about schoolwork are addressed.	21	23.8%	61.9%	14.3%	0.0%	0.0%	85.7%	4.1
		5	13	3	0	0	18	
C) Student grades reflect their knowledge of the material.	21	9.5%	66.7%	19.0%	4.8%	0.0%	76.2%	3.8
		2	14	4	1	0	16	
D) Adults at my school believe all students can be successful.	21	19.0%	61.9%	9.5%	4.8%	4.8%	81.0%	3.9
		4	13	2	1	1	17	
E) Students feel comfortable and unjudged to ask their teacher for help.	21	47.6%	52.4%	0.0%	0.0%	0.0%	100.0%	4.5
		10	11	0	0	0	21	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	21	52.4%	47.6%	0.0%	0.0%	0.0%	100.0%	4.5
		11	10	0	0	0	21	
G) Teachers at my school go out of their way to help all students.	21	28.6%	52.4%	14.3%	4.8%	0.0%	81.0%	4.0
		6	11	3	1	0	17	
H) Students receive timely and regular feedback on their learning.	21	42.9%	52.4%	4.8%	0.0%	0.0%	95.2%	4.4
		9	11	1	0	0	20	
I) Staff at my school provides resources or ideas that help families support their students at home.	21	42.9%	42.9%	14.3%	0.0%	0.0%	85.7%	4.3
		9	9	3	0	0	18	

<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	84	26.2%	46.4%	19.0%	4.8%	3.6%	72.6%	3.9
		22	39	16	4	3	61	
A) Students are challenged academically at school.	21	23.8%	52.4%	19.0%	0.0%	4.8%	76.2%	3.9
		5	11	4	0	1	16	
B) School recognizes and celebrates the academic success of all students.	21	9.5%	52.4%	23.8%	4.8%	9.5%	61.9%	3.5
		2	11	5	1	2	13	
C) Adults on campus motivate students to do their best.	21	28.6%	47.6%	19.0%	4.8%	0.0%	76.2%	4.0
		6	10	4	1	0	16	
D) School provides additional academic support when students are struggling.	21	42.9%	33.3%	14.3%	9.5%	0.0%	76.2%	4.1
		9	7	3	2	0	16	
<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	105	12.4%	58.1%	21.0%	5.7%	2.9%	70.5%	3.7
		13	61	22	6	3	74	
A) Students are interested in what they are learning.	21	9.5%	66.7%	14.3%	4.8%	4.8%	76.2%	3.7
		2	14	3	1	1	16	
B) Students have access to classes and activities that meet their interests and talents.	21	14.3%	57.1%	19.0%	9.5%	0.0%	71.4%	3.8
		3	12	4	2	0	15	
C) Students understand how to complete their schoolwork.	21	9.5%	61.9%	28.6%	0.0%	0.0%	71.4%	3.8
		2	13	6	0	0	15	
D) Students complete assignments on time.	21	14.3%	47.6%	28.6%	4.8%	4.8%	61.9%	3.6
		3	10	6	1	1	13	
E) Students are motivated to do their schoolwork.	21	14.3%	57.1%	14.3%	9.5%	4.8%	71.4%	3.7
		3	12	3	2	1	15	

<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	155	9.7%	22.6%	56.1%	9.7%	1.9%	32.3%	3.3
		15	35	87	15	3	50	
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	10.5%	10.5%	73.7%	5.3%	0.0%	21.1%	3.3
		2	2	14	1	0	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	19	15.8%	15.8%	68.4%	0.0%	0.0%	31.6%	3.5
		3	3	13	0	0	6	
D) School offers college and career programs.	19	10.5%	0.0%	78.9%	10.5%	0.0%	10.5%	3.1
		2	0	15	2	0	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	19	10.5%	5.3%	73.7%	10.5%	0.0%	15.8%	3.2
		2	1	14	2	0	3	
F) Students are prepared for the next step of their educational experience.	20	5.0%	45.0%	35.0%	10.0%	5.0%	50.0%	3.4
		1	9	7	2	1	10	
G) Staff are optimistic about the future of their career in San Juan Unified.	20	10.0%	35.0%	25.0%	20.0%	10.0%	45.0%	3.2
		2	7	5	4	2	9	
H) There are equitable opportunities for advancement in the district.	20	5.0%	45.0%	30.0%	20.0%	0.0%	50.0%	3.4
		1	9	6	4	0	10	

<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	42	26.2%	35.7%	14.3%	19.0%	4.8%	61.9%	3.6
		11	15	6	8	2	26	
A) I would recommend my school to other families.	21	28.6%	28.6%	9.5%	23.8%	9.5%	57.1%	3.4
		6	6	2	5	2	12	
B) San Juan Unified School District is a district that I would recommend to other families.	21	23.8%	42.9%	19.0%	14.3%	0.0%	66.7%	3.8
		5	9	4	3	0	14	