



**Spring 2025  
Staff Climate Survey Results**

**Mary Deterding**

**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	250	65.2% 163	25.6% 64	4.8% 12	2.8% 7	1.6% 4	90.8% 227	4.5
A) School has a climate that is caring.	42	78.6% 33	19.0% 8	2.4% 1	0.0% 0	0.0% 0	97.6% 41	4.8
B) There are students and staff on campus who listen to students when they have something to say.	42	76.2% 32	21.4% 9	2.4% 1	0.0% 0	0.0% 0	97.6% 41	4.7
C) There is an adult from the school who checks on how students are doing.	42	83.3% 35	16.7% 7	0.0% 0	0.0% 0	0.0% 0	100.0% 42	4.8
D) School has the materials, staff, programs, and supports needed to help all students do their best.	42	33.3% 14	38.1% 16	9.5% 4	14.3% 6	4.8% 2	71.4% 30	3.8
E) Staff feels supported to do their job well in meeting the needs of all students.	41	51.2% 21	31.7% 13	12.2% 5	2.4% 1	2.4% 1	82.9% 34	4.3
F) Staff feels part of an effective team.	41	68.3% 28	26.8% 11	2.4% 1	0.0% 0	2.4% 1	95.1% 39	4.6
<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	376	68.6% 258	28.5% 107	2.9% 11	0.0% 0	0.0% 0	97.1% 365	4.7
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	42	69.0% 29	21.4% 9	9.5% 4	0.0% 0	0.0% 0	90.5% 38	4.6
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	42	64.3% 27	35.7% 15	0.0% 0	0.0% 0	0.0% 0	100.0% 42	4.6
C) The school offers families opportunities to be involved in school and classroom activities.	42	73.8% 31	23.8% 10	2.4% 1	0.0% 0	0.0% 0	97.6% 41	4.7
D) The school keeps families well-informed about school activities.	42	83.3% 35	16.7% 7	0.0% 0	0.0% 0	0.0% 0	100.0% 42	4.8
E) The staff at our school listens to family concerns about issues.	41	73.2% 30	26.8% 11	0.0% 0	0.0% 0	0.0% 0	100.0% 41	4.7
F) The staff at school are helpful and welcoming when families come to school or call.	42	71.4% 30	26.2% 11	2.4% 1	0.0% 0	0.0% 0	97.6% 41	4.7
G) The school and families are partners in promoting positive behavior for my student.	42	66.7% 28	31.0% 13	2.4% 1	0.0% 0	0.0% 0	97.6% 41	4.6
H) Families who speak a language other than English receive general information about our school in their home language.	41	43.9% 18	46.3% 19	9.8% 4	0.0% 0	0.0% 0	90.2% 37	4.3
I) Staff receive information about upcoming events and important information about the school.	42	71.4% 30	28.6% 12	0.0% 0	0.0% 0	0.0% 0	100.0% 42	4.7

<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	287	59.9%	29.3%	9.8%	1.0%	0.0%	89.2%	4.5
		172	84	28	3	0	256	
A) School seeks input when making important decisions.	41	61.0%	26.8%	9.8%	2.4%	0.0%	87.8%	4.5
		25	11	4	1	0	36	
B) Important school decisions reflect diverse input.	41	53.7%	34.1%	9.8%	2.4%	0.0%	87.8%	4.4
		22	14	4	1	0	36	
C) The principal and staff listen to concerns of other staff members about issues.	41	68.3%	31.7%	0.0%	0.0%	0.0%	100.0%	4.7
		28	13	0	0	0	41	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	41	63.4%	31.7%	2.4%	2.4%	0.0%	95.1%	4.6
		26	13	1	1	0	39	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	41	63.4%	22.0%	14.6%	0.0%	0.0%	85.4%	4.5
		26	9	6	0	0	35	
F) Our school uses data from this survey to inform site decision making.	41	58.5%	26.8%	14.6%	0.0%	0.0%	85.4%	4.4
		24	11	6	0	0	35	
G) Staff voice matters in decision making.	41	51.2%	31.7%	17.1%	0.0%	0.0%	82.9%	4.3
		21	13	7	0	0	34	

  

<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	286	53.5%	39.9%	3.5%	2.1%	1.0%	93.4%	4.4
		153	114	10	6	3	267	
A) Concerns about student safety are taken seriously.	41	58.5%	39.0%	2.4%	0.0%	0.0%	97.6%	4.6
		24	16	1	0	0	40	
B) Concerns about student safety are addressed in a timely manner at my school.	40	55.0%	40.0%	5.0%	0.0%	0.0%	95.0%	4.5
		22	16	2	0	0	38	
C) My school is a safe place for all students.	41	53.7%	36.6%	0.0%	7.3%	2.4%	90.2%	4.3
		22	15	0	3	1	37	
D) My school is a safe place for all staff.	41	48.8%	41.5%	0.0%	7.3%	2.4%	90.2%	4.3
		20	17	0	3	1	37	
E) Students know what staff member to go to if they have a safety concern.	41	53.7%	41.5%	4.9%	0.0%	0.0%	95.1%	4.5
		22	17	2	0	0	39	
F) Students know school safety protocols.	41	46.3%	48.8%	2.4%	0.0%	2.4%	95.1%	4.4
		19	20	1	0	1	39	
G) I feel safe sharing different viewpoints and perspectives at my school.	41	58.5%	31.7%	9.8%	0.0%	0.0%	90.2%	4.5
		24	13	4	0	0	37	

<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	328	53.0%	36.6%	7.6%	2.7%	0.0%	89.6%	4.4
		174	120	25	9	0	294	
A) School staff respects student diversity.	41	73.2%	24.4%	2.4%	0.0%	0.0%	97.6%	4.7
		30	10	1	0	0	40	
B) Adults at my school treat students respectfully.	41	65.9%	34.1%	0.0%	0.0%	0.0%	100.0%	4.7
		27	14	0	0	0	41	
C) Students are respectful to each other at school.	41	31.7%	53.7%	14.6%	0.0%	0.0%	85.4%	4.2
		13	22	6	0	0	35	
D) Students have opportunities to socialize with other students often at school.	41	63.4%	36.6%	0.0%	0.0%	0.0%	100.0%	4.6
		26	15	0	0	0	41	
E) Students have an adult on campus they trust.	41	65.9%	34.1%	0.0%	0.0%	0.0%	100.0%	4.7
		27	14	0	0	0	41	
F) Students trust other students at school.	41	43.9%	46.3%	9.8%	0.0%	0.0%	90.2%	4.3
		18	19	4	0	0	37	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	41	51.2%	34.1%	14.6%	0.0%	0.0%	85.4%	4.4
		21	14	6	0	0	35	
H) School staff reflects student diversity.	41	29.3%	29.3%	19.5%	22.0%	0.0%	58.5%	3.7
		12	12	8	9	0	24	

  

<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	369	56.1%	37.1%	6.8%	0.0%	0.0%	93.2%	4.5
		207	137	25	0	0	344	
A) Families and students understand how assignments and tests are graded.	41	41.5%	46.3%	12.2%	0.0%	0.0%	87.8%	4.3
		17	19	5	0	0	36	
B) Questions and concerns about schoolwork are addressed.	41	53.7%	39.0%	7.3%	0.0%	0.0%	92.7%	4.5
		22	16	3	0	0	38	
C) Student grades reflect their knowledge of the material.	41	41.5%	51.2%	7.3%	0.0%	0.0%	92.7%	4.3
		17	21	3	0	0	38	
D) Adults at my school believe all students can be successful.	41	70.7%	26.8%	2.4%	0.0%	0.0%	97.6%	4.7
		29	11	1	0	0	40	
E) Students feel comfortable and unjudged to ask their teacher for help.	41	63.4%	34.1%	2.4%	0.0%	0.0%	97.6%	4.6
		26	14	1	0	0	40	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	41	63.4%	34.1%	2.4%	0.0%	0.0%	97.6%	4.6
		26	14	1	0	0	40	
G) Teachers at my school go out of their way to help all students.	41	65.9%	31.7%	2.4%	0.0%	0.0%	97.6%	4.6
		27	13	1	0	0	40	
H) Students receive timely and regular feedback on their learning.	41	56.1%	34.1%	9.8%	0.0%	0.0%	90.2%	4.5
		23	14	4	0	0	37	
I) Staff at my school provides resources or ideas that help families support their students at home.	41	48.8%	36.6%	14.6%	0.0%	0.0%	85.4%	4.3
		20	15	6	0	0	35	

<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	164	65.9%	28.7%	4.9%	0.6%	0.0%	94.5%	4.6
		108	47	8	1	0	155	
A) Students are challenged academically at school.	41	68.3%	29.3%	2.4%	0.0%	0.0%	97.6%	4.7
		28	12	1	0	0	40	
B) School recognizes and celebrates the academic success of all students.	41	68.3%	26.8%	4.9%	0.0%	0.0%	95.1%	4.6
		28	11	2	0	0	39	
C) Adults on campus motivate students to do their best.	41	63.4%	34.1%	2.4%	0.0%	0.0%	97.6%	4.6
		26	14	1	0	0	40	
D) School provides additional academic support when students are struggling.	41	63.4%	24.4%	9.8%	2.4%	0.0%	87.8%	4.5
		26	10	4	1	0	36	
<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	205	43.4%	42.0%	13.7%	1.0%	0.0%	85.4%	4.3
		89	86	28	2	0	175	
A) Students are interested in what they are learning.	41	43.9%	51.2%	4.9%	0.0%	0.0%	95.1%	4.4
		18	21	2	0	0	39	
B) Students have access to classes and activities that meet their interests and talents.	41	56.1%	39.0%	4.9%	0.0%	0.0%	95.1%	4.5
		23	16	2	0	0	39	
C) Students understand how to complete their schoolwork.	41	48.8%	39.0%	12.2%	0.0%	0.0%	87.8%	4.4
		20	16	5	0	0	36	
D) Students complete assignments on time.	41	34.1%	41.5%	22.0%	2.4%	0.0%	75.6%	4.1
		14	17	9	1	0	31	
E) Students are motivated to do their schoolwork.	41	34.1%	39.0%	24.4%	2.4%	0.0%	73.2%	4.0
		14	16	10	1	0	30	

<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	310	17.1%	25.2%	53.5%	3.5%	0.6%	42.3%	3.5
		53	78	166	11	2	131	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	38	7.9%	23.7%	68.4%	0.0%	0.0%	31.6%	3.4
		3	9	26	0	0	12	
B) Students and families know what classes they will have to take and pass to graduate from high school.	38	2.6%	13.2%	76.3%	7.9%	0.0%	15.8%	3.1
		1	5	29	3	0	6	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	38	15.8%	21.1%	63.2%	0.0%	0.0%	36.8%	3.5
		6	8	24	0	0	14	
D) School offers college and career programs.	38	5.3%	13.2%	73.7%	5.3%	2.6%	18.4%	3.1
		2	5	28	2	1	7	
E) Students participate in programs to learn about different jobs, careers, and colleges.	39	10.3%	20.5%	61.5%	5.1%	2.6%	30.8%	3.3
		4	8	24	2	1	12	
F) Students are prepared for the next step of their educational experience.	40	37.5%	27.5%	30.0%	5.0%	0.0%	65.0%	4.0
		15	11	12	2	0	26	
G) Staff are optimistic about the future of their career in San Juan Unified.	40	35.0%	42.5%	22.5%	0.0%	0.0%	77.5%	4.1
		14	17	9	0	0	31	
H) There are equitable opportunities for advancement in the district.	39	20.5%	38.5%	35.9%	5.1%	0.0%	59.0%	3.7
		8	15	14	2	0	23	

<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	82	73.2%	24.4%	2.4%	0.0%	0.0%	97.6%	4.7
		60	20	2	0	0	80	
A) I would recommend my school to other families.	41	87.8%	12.2%	0.0%	0.0%	0.0%	100.0%	4.9
		36	5	0	0	0	41	
B) San Juan Unified School District is a district that I would recommend to other families.	41	58.5%	36.6%	4.9%	0.0%	0.0%	95.1%	4.5
		24	15	2	0	0	39	