



**Spring 2025
Staff Climate Survey Results**

**Pershing
Group Size N: 33**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	198	36.9%	53.5%	8.1%	1.5%	0.0%	90.4%	4.3
		73	106	16	3	0	179	
A) School has a climate that is caring.	33	42.4%	57.6%	0.0%	0.0%	0.0%	100.0%	4.4
		14	19	0	0	0	33	
B) There are students and staff on campus who listen to students when they have something to say.	33	48.5%	48.5%	3.0%	0.0%	0.0%	97.0%	4.5
		16	16	1	0	0	32	
C) There is an adult from the school who checks on how students are doing.	33	66.7%	33.3%	0.0%	0.0%	0.0%	100.0%	4.7
		22	11	0	0	0	33	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	33	12.1%	48.5%	33.3%	6.1%	0.0%	60.6%	3.7
		4	16	11	2	0	20	
E) Staff feels supported to do their job well in meeting the needs of all students.	33	18.2%	72.7%	6.1%	3.0%	0.0%	90.9%	4.1
		6	24	2	1	0	30	
F) Staff feels part of an effective team.	33	33.3%	60.6%	6.1%	0.0%	0.0%	93.9%	4.3
		11	20	2	0	0	31	
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	297	46.5%	44.8%	8.8%	0.0%	0.0%	91.2%	4.4
		138	133	26	0	0	271	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	33	69.7%	24.2%	6.1%	0.0%	0.0%	93.9%	4.6
		23	8	2	0	0	31	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	33	21.2%	57.6%	21.2%	0.0%	0.0%	78.8%	4.0
		7	19	7	0	0	26	
C) The school offers families opportunities to be involved in school and classroom activities.	33	63.6%	33.3%	3.0%	0.0%	0.0%	97.0%	4.6
		21	11	1	0	0	32	
D) The school keeps families well-informed about school activities.	33	54.5%	45.5%	0.0%	0.0%	0.0%	100.0%	4.5
		18	15	0	0	0	33	
E) The staff at our school listens to family concerns about issues.	33	39.4%	57.6%	3.0%	0.0%	0.0%	97.0%	4.4
		13	19	1	0	0	32	
F) The staff at school are helpful and welcoming when families come to school or call.	33	57.6%	39.4%	3.0%	0.0%	0.0%	97.0%	4.5
		19	13	1	0	0	32	
G) The school and families are partners in promoting positive behavior for my student.	33	33.3%	48.5%	18.2%	0.0%	0.0%	81.8%	4.2
		11	16	6	0	0	27	
H) Families who speak a language other than English receive general information about our school in their home language.	33	18.2%	60.6%	21.2%	0.0%	0.0%	78.8%	4.0
		6	20	7	0	0	26	
I) Staff receive information about upcoming events and important information about the school.	33	60.6%	36.4%	3.0%	0.0%	0.0%	97.0%	4.6
		20	12	1	0	0	32	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	231	43.3%	45.0%	11.7%	0.0%	0.0%	88.3%	4.3
		100	104	27	0	0	204	
A) School seeks input when making important decisions.	33	48.5%	42.4%	9.1%	0.0%	0.0%	90.9%	4.4
		16	14	3	0	0	30	
B) Important school decisions reflect diverse input.	33	30.3%	54.5%	15.2%	0.0%	0.0%	84.8%	4.2
		10	18	5	0	0	28	
C) The principal and staff listen to concerns of other staff members about issues.	33	48.5%	45.5%	6.1%	0.0%	0.0%	93.9%	4.4
		16	15	2	0	0	31	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	33	48.5%	36.4%	15.2%	0.0%	0.0%	84.8%	4.3
		16	12	5	0	0	28	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	33	63.6%	30.3%	6.1%	0.0%	0.0%	93.9%	4.6
		21	10	2	0	0	31	
F) Our school uses data from this survey to inform site decision making.	33	39.4%	45.5%	15.2%	0.0%	0.0%	84.8%	4.2
		13	15	5	0	0	28	
G) Staff voice matters in decision making.	33	24.2%	60.6%	15.2%	0.0%	0.0%	84.8%	4.1
		8	20	5	0	0	28	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	230	42.2%	48.7%	8.3%	0.9%	0.0%	90.9%	4.3
		97	112	19	2	0	209	
A) Concerns about student safety are taken seriously.	33	57.6%	36.4%	6.1%	0.0%	0.0%	93.9%	4.5
		19	12	2	0	0	31	
B) Concerns about student safety are addressed in a timely manner at my school.	32	46.9%	46.9%	6.3%	0.0%	0.0%	93.8%	4.4
		15	15	2	0	0	30	
C) My school is a safe place for all students.	33	30.3%	51.5%	15.2%	3.0%	0.0%	81.8%	4.1
		10	17	5	1	0	27	
D) My school is a safe place for all staff.	33	36.4%	48.5%	12.1%	3.0%	0.0%	84.8%	4.2
		12	16	4	1	0	28	
E) Students know what staff member to go to if they have a safety concern.	33	51.5%	48.5%	0.0%	0.0%	0.0%	100.0%	4.5
		17	16	0	0	0	33	
F) Students know school safety protocols.	33	36.4%	60.6%	3.0%	0.0%	0.0%	97.0%	4.3
		12	20	1	0	0	32	
G) I feel safe sharing different viewpoints and perspectives at my school.	33	36.4%	48.5%	15.2%	0.0%	0.0%	84.8%	4.2
		12	16	5	0	0	28	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	264	23.5% 62	52.7% 139	18.9% 50	4.9% 13	0.0% 0	76.1% 201	3.9
A) School staff respects student diversity.	33	33.3% 11	54.5% 18	12.1% 4	0.0% 0	0.0% 0	87.9% 29	4.2
B) Adults at my school treat students respectfully.	33	24.2% 8	66.7% 22	9.1% 3	0.0% 0	0.0% 0	90.9% 30	4.2
C) Students are respectful to each other at school.	33	0.0% 0	57.6% 19	24.2% 8	18.2% 6	0.0% 0	57.6% 19	3.4
D) Students have opportunities to socialize with other students often at school.	33	45.5% 15	54.5% 18	0.0% 0	0.0% 0	0.0% 0	100.0% 33	4.5
E) Students have an adult on campus they trust.	33	42.4% 14	51.5% 17	6.1% 2	0.0% 0	0.0% 0	93.9% 31	4.4
F) Students trust other students at school.	33	12.1% 4	51.5% 17	36.4% 12	0.0% 0	0.0% 0	63.6% 21	3.8
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	33	18.2% 6	60.6% 20	15.2% 5	6.1% 2	0.0% 0	78.8% 26	3.9
H) School staff reflects student diversity.	33	12.1% 4	24.2% 8	48.5% 16	15.2% 5	0.0% 0	36.4% 12	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	296	40.2% 119	53.0% 157	6.4% 19	0.3% 1	0.0% 0	93.2% 276	4.3
A) Families and students understand how assignments and tests are graded.	33	15.2% 5	69.7% 23	15.2% 5	0.0% 0	0.0% 0	84.8% 28	4.0
B) Questions and concerns about schoolwork are addressed.	33	42.4% 14	51.5% 17	6.1% 2	0.0% 0	0.0% 0	93.9% 31	4.4
C) Student grades reflect their knowledge of the material.	33	33.3% 11	60.6% 20	6.1% 2	0.0% 0	0.0% 0	93.9% 31	4.3
D) Adults at my school believe all students can be successful.	33	36.4% 12	57.6% 19	6.1% 2	0.0% 0	0.0% 0	93.9% 31	4.3
E) Students feel comfortable and unjudged to ask their teacher for help.	33	51.5% 17	42.4% 14	3.0% 1	3.0% 1	0.0% 0	93.9% 31	4.4
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	33	57.6% 19	42.4% 14	0.0% 0	0.0% 0	0.0% 0	100.0% 33	4.6
G) Teachers at my school go out of their way to help all students.	33	45.5% 15	45.5% 15	9.1% 3	0.0% 0	0.0% 0	90.9% 30	4.4
H) Students receive timely and regular feedback on their learning.	32	40.6% 13	56.3% 18	3.1% 1	0.0% 0	0.0% 0	96.9% 31	4.4
I) Staff at my school provides resources or ideas that help families support their students at home.	33	39.4% 13	51.5% 17	9.1% 3	0.0% 0	0.0% 0	90.9% 30	4.3

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	132	37.1% 49	51.5% 68	11.4% 15	0.0% 0	0.0% 0	88.6% 117	4.3
A) Students are challenged academically at school.	33	42.4% 14	45.5% 15	12.1% 4	0.0% 0	0.0% 0	87.9% 29	4.3
B) School recognizes and celebrates the academic success of all students.	33	30.3% 10	51.5% 17	18.2% 6	0.0% 0	0.0% 0	81.8% 27	4.1
C) Adults on campus motivate students to do their best.	33	33.3% 11	60.6% 20	6.1% 2	0.0% 0	0.0% 0	93.9% 31	4.3
D) School provides additional academic support when students are struggling.	33	42.4% 14	48.5% 16	9.1% 3	0.0% 0	0.0% 0	90.9% 30	4.3
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	165	24.8% 41	54.5% 90	17.6% 29	3.0% 5	0.0% 0	79.4% 131	4.0
A) Students are interested in what they are learning.	33	27.3% 9	57.6% 19	15.2% 5	0.0% 0	0.0% 0	84.8% 28	4.1
B) Students have access to classes and activities that meet their interests and talents.	33	27.3% 9	42.4% 14	27.3% 9	3.0% 1	0.0% 0	69.7% 23	3.9
C) Students understand how to complete their schoolwork.	33	27.3% 9	66.7% 22	6.1% 2	0.0% 0	0.0% 0	93.9% 31	4.2
D) Students complete assignments on time.	33	18.2% 6	54.5% 18	18.2% 6	9.1% 3	0.0% 0	72.7% 24	3.8
E) Students are motivated to do their schoolwork.	33	24.2% 8	51.5% 17	21.2% 7	3.0% 1	0.0% 0	75.8% 25	4.0

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	264	9.5%	42.8%	36.4%	6.8%	4.5%	52.3%	3.5
		25	113	96	18	12	138	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	33	6.1%	33.3%	54.5%	0.0%	6.1%	39.4%	3.3
		2	11	18	0	2	13	
B) Students and families know what classes they will have to take and pass to graduate from high school.	33	0.0%	15.2%	66.7%	12.1%	6.1%	15.2%	2.9
		0	5	22	4	2	5	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	33	15.2%	33.3%	48.5%	3.0%	0.0%	48.5%	3.6
		5	11	16	1	0	16	
D) School offers college and career programs.	33	6.1%	27.3%	39.4%	18.2%	9.1%	33.3%	3.0
		2	9	13	6	3	11	
E) Students participate in programs to learn about different jobs, careers, and colleges.	33	9.1%	42.4%	42.4%	3.0%	3.0%	51.5%	3.5
		3	14	14	1	1	17	
F) Students are prepared for the next step of their educational experience.	33	15.2%	66.7%	15.2%	3.0%	0.0%	81.8%	3.9
		5	22	5	1	0	27	
G) Staff are optimistic about the future of their career in San Juan Unified.	33	15.2%	63.6%	6.1%	9.1%	6.1%	78.8%	3.7
		5	21	2	3	2	26	
H) There are equitable opportunities for advancement in the district.	33	9.1%	60.6%	18.2%	6.1%	6.1%	69.7%	3.6
		3	20	6	2	2	23	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	66	42.4%	40.9%	12.1%	4.5%	0.0%	83.3%	4.2
		28	27	8	3	0	55	
A) I would recommend my school to other families.	33	51.5%	33.3%	12.1%	3.0%	0.0%	84.8%	4.3
		17	11	4	1	0	28	
B) San Juan Unified School District is a district that I would recommend to other families.	33	33.3%	48.5%	12.1%	6.1%	0.0%	81.8%	4.1
		11	16	4	2	0	27	