



**Spring 2025
Staff Climate Survey Results**

Thomas Kelly

Group Size N: 19

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	111	47.7% 53	35.1% 39	9.0% 10	7.2% 8	0.9% 1	82.9% 92	4.2
A) School has a climate that is caring.	19	57.9% 11	21.1% 4	15.8% 3	5.3% 1	0.0% 0	78.9% 15	4.3
B) There are students and staff on campus who listen to students when they have something to say.	19	52.6% 10	31.6% 6	15.8% 3	0.0% 0	0.0% 0	84.2% 16	4.4
C) There is an adult from the school who checks on how students are doing.	17	70.6% 12	23.5% 4	5.9% 1	0.0% 0	0.0% 0	94.1% 16	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	18	33.3% 6	50.0% 9	11.1% 2	5.6% 1	0.0% 0	83.3% 15	4.1
E) Staff feels supported to do their job well in meeting the needs of all students.	19	31.6% 6	47.4% 9	5.3% 1	15.8% 3	0.0% 0	78.9% 15	3.9
F) Staff feels part of an effective team.	19	42.1% 8	36.8% 7	0.0% 0	15.8% 3	5.3% 1	78.9% 15	3.9
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	170	49.4% 84	33.5% 57	9.4% 16	6.5% 11	1.2% 2	82.9% 141	4.2
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	19	73.7% 14	21.1% 4	5.3% 1	0.0% 0	0.0% 0	94.7% 18	4.7
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	19	42.1% 8	42.1% 8	15.8% 3	0.0% 0	0.0% 0	84.2% 16	4.3
C) The school offers families opportunities to be involved in school and classroom activities.	19	42.1% 8	42.1% 8	10.5% 2	5.3% 1	0.0% 0	84.2% 16	4.2
D) The school keeps families well-informed about school activities.	19	42.1% 8	36.8% 7	21.1% 4	0.0% 0	0.0% 0	78.9% 15	4.2
E) The staff at our school listens to family concerns about issues.	19	52.6% 10	26.3% 5	10.5% 2	10.5% 2	0.0% 0	78.9% 15	4.2
F) The staff at school are helpful and welcoming when families come to school or call.	19	52.6% 10	31.6% 6	10.5% 2	5.3% 1	0.0% 0	84.2% 16	4.3
G) The school and families are partners in promoting positive behavior for my student.	18	44.4% 8	33.3% 6	5.6% 1	11.1% 2	5.6% 1	77.8% 14	4.0
H) Families who speak a language other than English receive general information about our school in their home language.	19	36.8% 7	47.4% 9	5.3% 1	10.5% 2	0.0% 0	84.2% 16	4.1
I) Staff receive information about upcoming events and important information about the school.	19	57.9% 11	21.1% 4	0.0% 0	15.8% 3	5.3% 1	78.9% 15	4.1

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	133	60.2%	19.5%	3.8%	11.3%	5.3%	79.7%	4.2
		80	26	5	15	7	106	
A) School seeks input when making important decisions.	19	52.6%	26.3%	0.0%	15.8%	5.3%	78.9%	4.1
		10	5	0	3	1	15	
B) Important school decisions reflect diverse input.	19	52.6%	26.3%	0.0%	15.8%	5.3%	78.9%	4.1
		10	5	0	3	1	15	
C) The principal and staff listen to concerns of other staff members about issues.	19	63.2%	15.8%	0.0%	15.8%	5.3%	78.9%	4.2
		12	3	0	3	1	15	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	19	68.4%	15.8%	5.3%	5.3%	5.3%	84.2%	4.4
		13	3	1	1	1	16	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	19	63.2%	15.8%	10.5%	5.3%	5.3%	78.9%	4.3
		12	3	2	1	1	15	
F) Our school uses data from this survey to inform site decision making.	19	63.2%	15.8%	10.5%	5.3%	5.3%	78.9%	4.3
		12	3	2	1	1	15	
G) Staff voice matters in decision making.	19	57.9%	21.1%	0.0%	15.8%	5.3%	78.9%	4.1
		11	4	0	3	1	15	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	133	34.6%	39.8%	14.3%	7.5%	3.8%	74.4%	3.9
		46	53	19	10	5	99	
A) Concerns about student safety are taken seriously.	19	36.8%	31.6%	10.5%	15.8%	5.3%	68.4%	3.8
		7	6	2	3	1	13	
B) Concerns about student safety are addressed in a timely manner at my school.	19	31.6%	42.1%	10.5%	10.5%	5.3%	73.7%	3.8
		6	8	2	2	1	14	
C) My school is a safe place for all students.	19	36.8%	31.6%	21.1%	5.3%	5.3%	68.4%	3.9
		7	6	4	1	1	13	
D) My school is a safe place for all staff.	19	26.3%	42.1%	15.8%	10.5%	5.3%	68.4%	3.7
		5	8	3	2	1	13	
E) Students know what staff member to go to if they have a safety concern.	19	31.6%	52.6%	10.5%	5.3%	0.0%	84.2%	4.1
		6	10	2	1	0	16	
F) Students know school safety protocols.	19	36.8%	42.1%	21.1%	0.0%	0.0%	78.9%	4.2
		7	8	4	0	0	15	
G) I feel safe sharing different viewpoints and perspectives at my school.	19	42.1%	36.8%	10.5%	5.3%	5.3%	78.9%	4.1
		8	7	2	1	1	15	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	152	37.5%	41.4%	14.5%	5.9%	0.7%	78.9%	4.1
	57	63	22	9	1	120		
A) School staff respects student diversity.	19	52.6%	31.6%	5.3%	10.5%	0.0%	84.2%	4.3
	10	6	1	2	0	16		
B) Adults at my school treat students respectfully.	19	52.6%	31.6%	15.8%	0.0%	0.0%	84.2%	4.4
	10	6	3	0	0	16		
C) Students are respectful to each other at school.	19	15.8%	31.6%	31.6%	21.1%	0.0%	47.4%	3.4
	3	6	6	4	0	9		
D) Students have opportunities to socialize with other students often at school.	19	47.4%	52.6%	0.0%	0.0%	0.0%	100.0%	4.5
	9	10	0	0	0	19		
E) Students have an adult on campus they trust.	19	52.6%	36.8%	10.5%	0.0%	0.0%	89.5%	4.4
	10	7	2	0	0	17		
F) Students trust other students at school.	19	21.1%	52.6%	21.1%	5.3%	0.0%	73.7%	3.9
	4	10	4	1	0	14		
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	19	31.6%	57.9%	10.5%	0.0%	0.0%	89.5%	4.2
	6	11	2	0	0	17		
H) School staff reflects student diversity.	19	26.3%	36.8%	21.1%	10.5%	5.3%	63.2%	3.7
	5	7	4	2	1	12		

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	170	52.9%	34.7%	11.8%	0.6%	0.0%	87.6%	4.4
	90	59	20	1	0	149		
A) Families and students understand how assignments and tests are graded.	19	36.8%	42.1%	15.8%	5.3%	0.0%	78.9%	4.1
	7	8	3	1	0	15		
B) Questions and concerns about schoolwork are addressed.	18	44.4%	33.3%	22.2%	0.0%	0.0%	77.8%	4.2
	8	6	4	0	0	14		
C) Student grades reflect their knowledge of the material.	19	47.4%	31.6%	21.1%	0.0%	0.0%	78.9%	4.3
	9	6	4	0	0	15		
D) Adults at my school believe all students can be successful.	19	52.6%	36.8%	10.5%	0.0%	0.0%	89.5%	4.4
	10	7	2	0	0	17		
E) Students feel comfortable and unjudged to ask their teacher for help.	19	68.4%	26.3%	5.3%	0.0%	0.0%	94.7%	4.6
	13	5	1	0	0	18		
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	19	52.6%	36.8%	10.5%	0.0%	0.0%	89.5%	4.4
	10	7	2	0	0	17		
G) Teachers at my school go out of their way to help all students.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
	11	6	2	0	0	17		
H) Students receive timely and regular feedback on their learning.	19	63.2%	31.6%	5.3%	0.0%	0.0%	94.7%	4.6
	12	6	1	0	0	18		
I) Staff at my school provides resources or ideas that help families support their students at home.	19	52.6%	42.1%	5.3%	0.0%	0.0%	94.7%	4.5
	10	8	1	0	0	18		

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	76	40.8%	44.7%	14.5%	0.0%	0.0%	85.5%	4.3
		31	34	11	0	0	65	
A) Students are challenged academically at school.	19	31.6%	52.6%	15.8%	0.0%	0.0%	84.2%	4.2
		6	10	3	0	0	16	
B) School recognizes and celebrates the academic success of all students.	19	36.8%	52.6%	10.5%	0.0%	0.0%	89.5%	4.3
		7	10	2	0	0	17	
C) Adults on campus motivate students to do their best.	19	52.6%	36.8%	10.5%	0.0%	0.0%	89.5%	4.4
		10	7	2	0	0	17	
D) School provides additional academic support when students are struggling.	19	42.1%	36.8%	21.1%	0.0%	0.0%	78.9%	4.2
		8	7	4	0	0	15	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	95	32.6%	31.6%	35.8%	0.0%	0.0%	64.2%	4.0
		31	30	34	0	0	61	
A) Students are interested in what they are learning.	19	31.6%	36.8%	31.6%	0.0%	0.0%	68.4%	4.0
		6	7	6	0	0	13	
B) Students have access to classes and activities that meet their interests and talents.	19	42.1%	26.3%	31.6%	0.0%	0.0%	68.4%	4.1
		8	5	6	0	0	13	
C) Students understand how to complete their schoolwork.	19	47.4%	36.8%	15.8%	0.0%	0.0%	84.2%	4.3
		9	7	3	0	0	16	
D) Students complete assignments on time.	19	21.1%	42.1%	36.8%	0.0%	0.0%	63.2%	3.8
		4	8	7	0	0	12	
E) Students are motivated to do their schoolwork.	19	21.1%	15.8%	63.2%	0.0%	0.0%	36.8%	3.6
		4	3	12	0	0	7	

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	135	20.0%	22.2%	54.1%	2.2%	1.5%	42.2%	3.6
		27	30	73	3	2	57	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	18	11.1%	22.2%	66.7%	0.0%	0.0%	33.3%	3.4
		2	4	12	0	0	6	
B) Students and families know what classes they will have to take and pass to graduate from high school.	18	11.1%	11.1%	77.8%	0.0%	0.0%	22.2%	3.3
		2	2	14	0	0	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	18	16.7%	16.7%	66.7%	0.0%	0.0%	33.3%	3.5
		3	3	12	0	0	6	
D) School offers college and career programs.	16	6.3%	6.3%	81.3%	0.0%	6.3%	12.5%	3.1
		1	1	13	0	1	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	16	12.5%	25.0%	56.3%	0.0%	6.3%	37.5%	3.4
		2	4	9	0	1	6	
F) Students are prepared for the next step of their educational experience.	17	23.5%	23.5%	47.1%	5.9%	0.0%	47.1%	3.6
		4	4	8	1	0	8	
G) Staff are optimistic about the future of their career in San Juan Unified.	16	43.8%	37.5%	12.5%	6.3%	0.0%	81.3%	4.2
		7	6	2	1	0	13	
H) There are equitable opportunities for advancement in the district.	16	37.5%	37.5%	18.8%	6.3%	0.0%	75.0%	4.1
		6	6	3	1	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	34	47.1%	29.4%	17.6%	0.0%	5.9%	76.5%	4.1
		16	10	6	0	2	26	
A) I would recommend my school to other families.	17	47.1%	23.5%	23.5%	0.0%	5.9%	70.6%	4.1
		8	4	4	0	1	12	
B) San Juan Unified School District is a district that I would recommend to other families.	17	47.1%	35.3%	11.8%	0.0%	5.9%	82.4%	4.2
		8	6	2	0	1	14	