



**Spring 2025
Staff Climate Survey Results**

**Pasadena
Group Size N: 24**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	143	35.7%	51.0%	8.4%	4.2%	0.7%	86.7%	4.2
		51	73	12	6	1	124	
A) School has a climate that is caring.	24	37.5%	45.8%	12.5%	4.2%	0.0%	83.3%	4.2
		9	11	3	1	0	20	
B) There are students and staff on campus who listen to students when they have something to say.	24	41.7%	58.3%	0.0%	0.0%	0.0%	100.0%	4.4
		10	14	0	0	0	24	
C) There is an adult from the school who checks on how students are doing.	23	65.2%	34.8%	0.0%	0.0%	0.0%	100.0%	4.7
		15	8	0	0	0	23	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	24	20.8%	50.0%	16.7%	8.3%	4.2%	70.8%	3.8
		5	12	4	2	1	17	
E) Staff feels supported to do their job well in meeting the needs of all students.	24	20.8%	62.5%	8.3%	8.3%	0.0%	83.3%	4.0
		5	15	2	2	0	20	
F) Staff feels part of an effective team.	24	29.2%	54.2%	12.5%	4.2%	0.0%	83.3%	4.1
		7	13	3	1	0	20	
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	210	34.3%	46.7%	17.1%	1.4%	0.5%	81.0%	4.1
		72	98	36	3	1	170	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	24	50.0%	33.3%	12.5%	0.0%	4.2%	83.3%	4.3
		12	8	3	0	1	20	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	23	26.1%	52.2%	17.4%	4.3%	0.0%	78.3%	4.0
		6	12	4	1	0	18	
C) The school offers families opportunities to be involved in school and classroom activities.	24	33.3%	37.5%	29.2%	0.0%	0.0%	70.8%	4.0
		8	9	7	0	0	17	
D) The school keeps families well-informed about school activities.	23	47.8%	47.8%	4.3%	0.0%	0.0%	95.7%	4.4
		11	11	1	0	0	22	
E) The staff at our school listens to family concerns about issues.	23	26.1%	60.9%	13.0%	0.0%	0.0%	87.0%	4.1
		6	14	3	0	0	20	
F) The staff at school are helpful and welcoming when families come to school or call.	23	26.1%	56.5%	13.0%	4.3%	0.0%	82.6%	4.0
		6	13	3	1	0	19	
G) The school and families are partners in promoting positive behavior for my student.	23	17.4%	60.9%	21.7%	0.0%	0.0%	78.3%	4.0
		4	14	5	0	0	18	
H) Families who speak a language other than English receive general information about our school in their home language.	23	43.5%	30.4%	21.7%	4.3%	0.0%	73.9%	4.1
		10	7	5	1	0	17	
I) Staff receive information about upcoming events and important information about the school.	24	37.5%	41.7%	20.8%	0.0%	0.0%	79.2%	4.2
		9	10	5	0	0	19	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	166	36.1%	47.6%	13.9%	2.4%	0.0%	83.7%	4.2
		60	79	23	4	0	139	
A) School seeks input when making important decisions.	24	37.5%	50.0%	12.5%	0.0%	0.0%	87.5%	4.3
		9	12	3	0	0	21	
B) Important school decisions reflect diverse input.	23	26.1%	39.1%	26.1%	8.7%	0.0%	65.2%	3.8
		6	9	6	2	0	15	
C) The principal and staff listen to concerns of other staff members about issues.	24	41.7%	50.0%	4.2%	4.2%	0.0%	91.7%	4.3
		10	12	1	1	0	22	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	24	41.7%	50.0%	8.3%	0.0%	0.0%	91.7%	4.3
		10	12	2	0	0	22	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	24	45.8%	45.8%	8.3%	0.0%	0.0%	91.7%	4.4
		11	11	2	0	0	22	
F) Our school uses data from this survey to inform site decision making.	24	33.3%	41.7%	25.0%	0.0%	0.0%	75.0%	4.1
		8	10	6	0	0	18	
G) Staff voice matters in decision making.	23	26.1%	56.5%	13.0%	4.3%	0.0%	82.6%	4.0
		6	13	3	1	0	19	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	163	29.4%	53.4%	11.7%	4.9%	0.6%	82.8%	4.1
		48	87	19	8	1	135	
A) Concerns about student safety are taken seriously.	24	20.8%	54.2%	16.7%	8.3%	0.0%	75.0%	3.9
		5	13	4	2	0	18	
B) Concerns about student safety are addressed in a timely manner at my school.	23	30.4%	56.5%	13.0%	0.0%	0.0%	87.0%	4.2
		7	13	3	0	0	20	
C) My school is a safe place for all students.	23	34.8%	47.8%	8.7%	8.7%	0.0%	82.6%	4.1
		8	11	2	2	0	19	
D) My school is a safe place for all staff.	23	21.7%	52.2%	13.0%	13.0%	0.0%	73.9%	3.8
		5	12	3	3	0	17	
E) Students know what staff member to go to if they have a safety concern.	23	34.8%	56.5%	8.7%	0.0%	0.0%	91.3%	4.3
		8	13	2	0	0	21	
F) Students know school safety protocols.	23	34.8%	56.5%	8.7%	0.0%	0.0%	91.3%	4.3
		8	13	2	0	0	21	
G) I feel safe sharing different viewpoints and perspectives at my school.	24	29.2%	50.0%	12.5%	4.2%	4.2%	79.2%	4.0
		7	12	3	1	1	19	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	186	25.8%	59.7%	14.0%	0.5%	0.0%	85.5%	4.1
		48	111	26	1	0	159	
A) School staff respects student diversity.	23	43.5%	52.2%	4.3%	0.0%	0.0%	95.7%	4.4
		10	12	1	0	0	22	
B) Adults at my school treat students respectfully.	23	26.1%	60.9%	13.0%	0.0%	0.0%	87.0%	4.1
		6	14	3	0	0	20	
C) Students are respectful to each other at school.	24	12.5%	54.2%	29.2%	4.2%	0.0%	66.7%	3.8
		3	13	7	1	0	16	
D) Students have opportunities to socialize with other students often at school.	24	37.5%	62.5%	0.0%	0.0%	0.0%	100.0%	4.4
		9	15	0	0	0	24	
E) Students have an adult on campus they trust.	23	30.4%	69.6%	0.0%	0.0%	0.0%	100.0%	4.3
		7	16	0	0	0	23	
F) Students trust other students at school.	23	17.4%	69.6%	13.0%	0.0%	0.0%	87.0%	4.0
		4	16	3	0	0	20	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	23	13.0%	60.9%	26.1%	0.0%	0.0%	73.9%	3.9
		3	14	6	0	0	17	
H) School staff reflects student diversity.	23	26.1%	47.8%	26.1%	0.0%	0.0%	73.9%	4.0
		6	11	6	0	0	17	
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	207	33.3%	51.7%	14.5%	0.5%	0.0%	85.0%	4.2
		69	107	30	1	0	176	
A) Families and students understand how assignments and tests are graded.	23	17.4%	39.1%	39.1%	4.3%	0.0%	56.5%	3.7
		4	9	9	1	0	13	
B) Questions and concerns about schoolwork are addressed.	23	34.8%	52.2%	13.0%	0.0%	0.0%	87.0%	4.2
		8	12	3	0	0	20	
C) Student grades reflect their knowledge of the material.	23	34.8%	47.8%	17.4%	0.0%	0.0%	82.6%	4.2
		8	11	4	0	0	19	
D) Adults at my school believe all students can be successful.	23	47.8%	34.8%	17.4%	0.0%	0.0%	82.6%	4.3
		11	8	4	0	0	19	
E) Students feel comfortable and unjudged to ask their teacher for help.	23	43.5%	56.5%	0.0%	0.0%	0.0%	100.0%	4.4
		10	13	0	0	0	23	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	23	47.8%	43.5%	8.7%	0.0%	0.0%	91.3%	4.4
		11	10	2	0	0	21	
G) Teachers at my school go out of their way to help all students.	23	30.4%	56.5%	13.0%	0.0%	0.0%	87.0%	4.2
		7	13	3	0	0	20	
H) Students receive timely and regular feedback on their learning.	23	21.7%	69.6%	8.7%	0.0%	0.0%	91.3%	4.1
		5	16	2	0	0	21	
I) Staff at my school provides resources or ideas that help families support their students at home.	23	21.7%	65.2%	13.0%	0.0%	0.0%	87.0%	4.1
		5	15	3	0	0	20	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	94	24.5%	57.4%	11.7%	6.4%	0.0%	81.9%	4.0
		23	54	11	6	0	77	
A) Students are challenged academically at school.	23	17.4%	69.6%	8.7%	4.3%	0.0%	87.0%	4.0
		4	16	2	1	0	20	
B) School recognizes and celebrates the academic success of all students.	24	29.2%	41.7%	12.5%	16.7%	0.0%	70.8%	3.8
		7	10	3	4	0	17	
C) Adults on campus motivate students to do their best.	24	29.2%	62.5%	8.3%	0.0%	0.0%	91.7%	4.2
		7	15	2	0	0	22	
D) School provides additional academic support when students are struggling.	23	21.7%	56.5%	17.4%	4.3%	0.0%	78.3%	4.0
		5	13	4	1	0	18	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	109	19.3%	59.6%	19.3%	1.8%	0.0%	78.9%	4.0
		21	65	21	2	0	86	
A) Students are interested in what they are learning.	22	18.2%	68.2%	13.6%	0.0%	0.0%	86.4%	4.0
		4	15	3	0	0	19	
B) Students have access to classes and activities that meet their interests and talents.	22	13.6%	45.5%	36.4%	4.5%	0.0%	59.1%	3.7
		3	10	8	1	0	13	
C) Students understand how to complete their schoolwork.	22	31.8%	63.6%	4.5%	0.0%	0.0%	95.5%	4.3
		7	14	1	0	0	21	
D) Students complete assignments on time.	22	18.2%	54.5%	22.7%	4.5%	0.0%	72.7%	3.9
		4	12	5	1	0	16	
E) Students are motivated to do their schoolwork.	21	14.3%	66.7%	19.0%	0.0%	0.0%	81.0%	4.0
		3	14	4	0	0	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	155	6.5%	27.7%	56.8%	7.1%	1.9%	34.2%	3.3
		10	43	88	11	3	53	
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%	10.5%	78.9%	5.3%	0.0%	15.8%	3.2
		1	2	15	1	0	3	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	19	5.3%	10.5%	78.9%	5.3%	0.0%	15.8%	3.2
		1	2	15	1	0	3	
D) School offers college and career programs.	19	0.0%	10.5%	63.2%	15.8%	10.5%	10.5%	2.7
		0	2	12	3	2	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	19	5.3%	10.5%	63.2%	15.8%	5.3%	15.8%	2.9
		1	2	12	3	1	3	
F) Students are prepared for the next step of their educational experience.	20	5.0%	45.0%	45.0%	5.0%	0.0%	50.0%	3.5
		1	9	9	1	0	10	
G) Staff are optimistic about the future of their career in San Juan Unified.	20	10.0%	60.0%	25.0%	5.0%	0.0%	70.0%	3.8
		2	12	5	1	0	14	
H) There are equitable opportunities for advancement in the district.	20	10.0%	50.0%	35.0%	5.0%	0.0%	60.0%	3.7
		2	10	7	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	46	26.1%	54.3%	19.6%	0.0%	0.0%	80.4%	4.1
		12	25	9	0	0	37	
A) I would recommend my school to other families.	23	17.4%	60.9%	21.7%	0.0%	0.0%	78.3%	4.0
		4	14	5	0	0	18	
B) San Juan Unified School District is a district that I would recommend to other families.	23	34.8%	47.8%	17.4%	0.0%	0.0%	82.6%	4.2
		8	11	4	0	0	19	