



**Spring 2025
Staff Climate Survey Results**

Twin Lakes

Group Size N: 39

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	234	66.7%	27.4%	4.7%	1.3%	0.0%	94.0%	4.6
		156	64	11	3	0	220	
A) School has a climate that is caring.	39	89.7%	7.7%	2.6%	0.0%	0.0%	97.4%	4.9
		35	3	1	0	0	38	
B) There are students and staff on campus who listen to students when they have something to say.	39	76.9%	20.5%	2.6%	0.0%	0.0%	97.4%	4.7
		30	8	1	0	0	38	
C) There is an adult from the school who checks on how students are doing.	39	71.8%	28.2%	0.0%	0.0%	0.0%	100.0%	4.7
		28	11	0	0	0	39	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	39	43.6%	43.6%	7.7%	5.1%	0.0%	87.2%	4.3
		17	17	3	2	0	34	
E) Staff feels supported to do their job well in meeting the needs of all students.	39	53.8%	35.9%	7.7%	2.6%	0.0%	89.7%	4.4
		21	14	3	1	0	35	
F) Staff feels part of an effective team.	39	64.1%	28.2%	7.7%	0.0%	0.0%	92.3%	4.6
		25	11	3	0	0	36	
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	350	64.6%	26.9%	8.0%	0.6%	0.0%	91.4%	4.6
		226	94	28	2	0	320	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	39	61.5%	30.8%	7.7%	0.0%	0.0%	92.3%	4.5
		24	12	3	0	0	36	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	39	56.4%	38.5%	5.1%	0.0%	0.0%	94.9%	4.5
		22	15	2	0	0	37	
C) The school offers families opportunities to be involved in school and classroom activities.	39	66.7%	30.8%	2.6%	0.0%	0.0%	97.4%	4.6
		26	12	1	0	0	38	
D) The school keeps families well-informed about school activities.	39	87.2%	10.3%	0.0%	2.6%	0.0%	97.4%	4.8
		34	4	0	1	0	38	
E) The staff at our school listens to family concerns about issues.	38	68.4%	26.3%	5.3%	0.0%	0.0%	94.7%	4.6
		26	10	2	0	0	36	
F) The staff at school are helpful and welcoming when families come to school or call.	39	74.4%	20.5%	5.1%	0.0%	0.0%	94.9%	4.7
		29	8	2	0	0	37	
G) The school and families are partners in promoting positive behavior for my student.	39	53.8%	33.3%	12.8%	0.0%	0.0%	87.2%	4.4
		21	13	5	0	0	34	
H) Families who speak a language other than English receive general information about our school in their home language.	39	33.3%	30.8%	33.3%	2.6%	0.0%	64.1%	3.9
		13	12	13	1	0	25	
I) Staff receive information about upcoming events and important information about the school.	39	79.5%	20.5%	0.0%	0.0%	0.0%	100.0%	4.8
		31	8	0	0	0	39	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	273	64.5%	26.0%	8.8%	0.7%	0.0%	90.5%	4.5
		176	71	24	2	0	247	
A) School seeks input when making important decisions.	39	64.1%	30.8%	5.1%	0.0%	0.0%	94.9%	4.6
		25	12	2	0	0	37	
B) Important school decisions reflect diverse input.	39	61.5%	33.3%	5.1%	0.0%	0.0%	94.9%	4.6
		24	13	2	0	0	37	
C) The principal and staff listen to concerns of other staff members about issues.	39	76.9%	15.4%	5.1%	2.6%	0.0%	92.3%	4.7
		30	6	2	1	0	36	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	39	71.8%	17.9%	10.3%	0.0%	0.0%	89.7%	4.6
		28	7	4	0	0	35	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	39	69.2%	17.9%	10.3%	2.6%	0.0%	87.2%	4.5
		27	7	4	1	0	34	
F) Our school uses data from this survey to inform site decision making.	39	53.8%	28.2%	17.9%	0.0%	0.0%	82.1%	4.4
		21	11	7	0	0	32	
G) Staff voice matters in decision making.	39	53.8%	38.5%	7.7%	0.0%	0.0%	92.3%	4.5
		21	15	3	0	0	36	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	273	57.5%	35.2%	5.1%	2.2%	0.0%	92.7%	4.5
		157	96	14	6	0	253	
A) Concerns about student safety are taken seriously.	39	59.0%	35.9%	2.6%	2.6%	0.0%	94.9%	4.5
		23	14	1	1	0	37	
B) Concerns about student safety are addressed in a timely manner at my school.	39	56.4%	38.5%	2.6%	2.6%	0.0%	94.9%	4.5
		22	15	1	1	0	37	
C) My school is a safe place for all students.	39	56.4%	35.9%	5.1%	2.6%	0.0%	92.3%	4.5
		22	14	2	1	0	36	
D) My school is a safe place for all staff.	39	66.7%	28.2%	2.6%	2.6%	0.0%	94.9%	4.6
		26	11	1	1	0	37	
E) Students know what staff member to go to if they have a safety concern.	39	56.4%	33.3%	10.3%	0.0%	0.0%	89.7%	4.5
		22	13	4	0	0	35	
F) Students know school safety protocols.	39	53.8%	43.6%	2.6%	0.0%	0.0%	97.4%	4.5
		21	17	1	0	0	38	
G) I feel safe sharing different viewpoints and perspectives at my school.	39	53.8%	30.8%	10.3%	5.1%	0.0%	84.6%	4.3
		21	12	4	2	0	33	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	312	44.2%	40.7%	12.5%	2.6%	0.0%	84.9%	4.3
	138	127	39	8	0		265	
A) School staff respects student diversity.	39	61.5%	33.3%	2.6%	2.6%	0.0%	94.9%	4.5
	24	13	1	1	0		37	
B) Adults at my school treat students respectfully.	39	66.7%	28.2%	5.1%	0.0%	0.0%	94.9%	4.6
	26	11	2	0	0		37	
C) Students are respectful to each other at school.	39	20.5%	61.5%	12.8%	5.1%	0.0%	82.1%	4.0
	8	24	5	2	0		32	
D) Students have opportunities to socialize with other students often at school.	39	59.0%	38.5%	2.6%	0.0%	0.0%	97.4%	4.6
	23	15	1	0	0		38	
E) Students have an adult on campus they trust.	39	56.4%	38.5%	5.1%	0.0%	0.0%	94.9%	4.5
	22	15	2	0	0		37	
F) Students trust other students at school.	39	30.8%	56.4%	12.8%	0.0%	0.0%	87.2%	4.2
	12	22	5	0	0		34	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	39	33.3%	35.9%	30.8%	0.0%	0.0%	69.2%	4.0
	13	14	12	0	0		27	
H) School staff reflects student diversity.	39	25.6%	33.3%	28.2%	12.8%	0.0%	59.0%	3.7
	10	13	11	5	0		23	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	350	47.4%	40.0%	12.0%	0.6%	0.0%	87.4%	4.3
	166	140	42	2	0		306	
A) Families and students understand how assignments and tests are graded.	39	23.1%	51.3%	23.1%	2.6%	0.0%	74.4%	3.9
	9	20	9	1	0		29	
B) Questions and concerns about schoolwork are addressed.	39	46.2%	48.7%	5.1%	0.0%	0.0%	94.9%	4.4
	18	19	2	0	0		37	
C) Student grades reflect their knowledge of the material.	39	41.0%	43.6%	15.4%	0.0%	0.0%	84.6%	4.3
	16	17	6	0	0		33	
D) Adults at my school believe all students can be successful.	38	55.3%	36.8%	5.3%	2.6%	0.0%	92.1%	4.4
	21	14	2	1	0		35	
E) Students feel comfortable and unjudged to ask their teacher for help.	39	48.7%	41.0%	10.3%	0.0%	0.0%	89.7%	4.4
	19	16	4	0	0		35	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	39	61.5%	33.3%	5.1%	0.0%	0.0%	94.9%	4.6
	24	13	2	0	0		37	
G) Teachers at my school go out of their way to help all students.	39	59.0%	35.9%	5.1%	0.0%	0.0%	94.9%	4.5
	23	14	2	0	0		37	
H) Students receive timely and regular feedback on their learning.	39	51.3%	33.3%	15.4%	0.0%	0.0%	84.6%	4.4
	20	13	6	0	0		33	
I) Staff at my school provides resources or ideas that help families support their students at home.	39	41.0%	35.9%	23.1%	0.0%	0.0%	76.9%	4.2
	16	14	9	0	0		30	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	156	52.6%	41.7%	3.8%	1.9%	0.0%	94.2%	4.4
		82	65	6	3	0	147	
A) Students are challenged academically at school.	39	33.3%	56.4%	7.7%	2.6%	0.0%	89.7%	4.2
		13	22	3	1	0	35	
B) School recognizes and celebrates the academic success of all students.	39	66.7%	30.8%	2.6%	0.0%	0.0%	97.4%	4.6
		26	12	1	0	0	38	
C) Adults on campus motivate students to do their best.	39	53.8%	46.2%	0.0%	0.0%	0.0%	100.0%	4.5
		21	18	0	0	0	39	
D) School provides additional academic support when students are struggling.	39	56.4%	33.3%	5.1%	5.1%	0.0%	89.7%	4.4
		22	13	2	2	0	35	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	195	28.7%	55.9%	13.8%	1.5%	0.0%	84.6%	4.1
		56	109	27	3	0	165	
A) Students are interested in what they are learning.	39	28.2%	56.4%	15.4%	0.0%	0.0%	84.6%	4.1
		11	22	6	0	0	33	
B) Students have access to classes and activities that meet their interests and talents.	39	30.8%	51.3%	12.8%	5.1%	0.0%	82.1%	4.1
		12	20	5	2	0	32	
C) Students understand how to complete their schoolwork.	39	35.9%	51.3%	12.8%	0.0%	0.0%	87.2%	4.2
		14	20	5	0	0	34	
D) Students complete assignments on time.	39	23.1%	61.5%	12.8%	2.6%	0.0%	84.6%	4.1
		9	24	5	1	0	33	
E) Students are motivated to do their schoolwork.	39	25.6%	59.0%	15.4%	0.0%	0.0%	84.6%	4.1
		10	23	6	0	0	33	

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	308	14.0%	25.3%	56.8%	2.6%	1.3%	39.3%	3.5
		43	78	175	8	4	121	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	38	10.5%	21.1%	68.4%	0.0%	0.0%	31.6%	3.4
		4	8	26	0	0	12	
B) Students and families know what classes they will have to take and pass to graduate from high school.	38	7.9%	7.9%	76.3%	5.3%	2.6%	15.8%	3.1
		3	3	29	2	1	6	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	39	7.7%	23.1%	69.2%	0.0%	0.0%	30.8%	3.4
		3	9	27	0	0	12	
D) School offers college and career programs.	38	5.3%	7.9%	71.1%	10.5%	5.3%	13.2%	3.0
		2	3	27	4	2	5	
E) Students participate in programs to learn about different jobs, careers, and colleges.	38	5.3%	10.5%	76.3%	5.3%	2.6%	15.8%	3.1
		2	4	29	2	1	6	
F) Students are prepared for the next step of their educational experience.	39	23.1%	46.2%	30.8%	0.0%	0.0%	69.2%	3.9
		9	18	12	0	0	27	
G) Staff are optimistic about the future of their career in San Juan Unified.	39	35.9%	41.0%	23.1%	0.0%	0.0%	76.9%	4.1
		14	16	9	0	0	30	
H) There are equitable opportunities for advancement in the district.	39	15.4%	43.6%	41.0%	0.0%	0.0%	59.0%	3.7
		6	17	16	0	0	23	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	78	67.9%	29.5%	2.6%	0.0%	0.0%	97.4%	4.7
		53	23	2	0	0	76	
A) I would recommend my school to other families.	39	84.6%	12.8%	2.6%	0.0%	0.0%	97.4%	4.8
		33	5	1	0	0	38	
B) San Juan Unified School District is a district that I would recommend to other families.	39	51.3%	46.2%	2.6%	0.0%	0.0%	97.4%	4.5
		20	18	1	0	0	38	