



Spring 2026
Staff School Experience Survey Results

James Cowan

Group Size N: 27

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	162	51.9%	36.4%	3.7%	7.4%	0.6%	88.3%	4.3
		84	59	6	12	1	143	
A) School has a climate that is caring.	27	55.6%	37.0%	3.7%	3.7%	0.0%	92.6%	4.4
		15	10	1	1	0	25	
B) There are students and staff on campus who listen to students when they have something to say.	27	44.4%	48.1%	0.0%	7.4%	0.0%	92.6%	4.3
		12	13	0	2	0	25	
C) There is an adult from the school who checks on how students are doing.	27	70.4%	25.9%	0.0%	3.7%	0.0%	96.3%	4.6
		19	7	0	1	0	26	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	27	44.4%	33.3%	11.1%	11.1%	0.0%	77.8%	4.1
		12	9	3	3	0	21	
E) Staff feels supported to do their job well in meeting the needs of all students.	27	48.1%	37.0%	0.0%	14.8%	0.0%	85.2%	4.2
		13	10	0	4	0	23	
F) Staff feels part of an effective team.	27	48.1%	37.0%	7.4%	3.7%	3.7%	85.2%	4.2
		13	10	2	1	1	23	

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	234	59.8%	29.9%	6.4%	3.4%	0.4%	89.7%	4.5
		140	70	15	8	1	210	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	26	65.4%	23.1%	11.5%	0.0%	0.0%	88.5%	4.5
		17	6	3	0	0	23	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	26	46.2%	23.1%	26.9%	3.8%	0.0%	69.2%	4.1
		12	6	7	1	0	18	
C) The school offers families opportunities to be involved in school and classroom activities.	26	69.2%	30.8%	0.0%	0.0%	0.0%	100.0%	4.7
		18	8	0	0	0	26	
D) The school keeps families well-informed about school activities.	26	61.5%	30.8%	7.7%	0.0%	0.0%	92.3%	4.5
		16	8	2	0	0	24	
E) The staff at our school listens to family concerns about issues.	26	69.2%	23.1%	0.0%	7.7%	0.0%	92.3%	4.5
		18	6	0	2	0	24	
F) The staff at school are helpful and welcoming when families come to school or call.	26	69.2%	23.1%	3.8%	3.8%	0.0%	92.3%	4.6
		18	6	1	1	0	24	
G) The school and families are partners in promoting positive behavior for my student.	26	53.8%	30.8%	0.0%	15.4%	0.0%	84.6%	4.2
		14	8	0	4	0	22	
H) Families who speak a language other than English receive general information about our school in their home language.	26	38.5%	50.0%	7.7%	0.0%	3.8%	88.5%	4.2
		10	13	2	0	1	23	
I) Staff receive information about upcoming events and important information about the school.	26	65.4%	34.6%	0.0%	0.0%	0.0%	100.0%	4.7
		17	9	0	0	0	26	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	187	38.5%	29.9%	18.2%	12.8%	0.5%	68.4%	3.9
	72	56	34	24	1		128	
A) School seeks input when making important decisions.	26	34.6%	46.2%	3.8%	15.4%	0.0%	80.8%	4.0
	9	12	1	4	0		21	
B) Important school decisions reflect diverse input.	27	37.0%	33.3%	14.8%	14.8%	0.0%	70.4%	3.9
	10	9	4	4	0		19	
C) The principal and staff listen to concerns of other staff members about issues.	27	48.1%	18.5%	14.8%	18.5%	0.0%	66.7%	4.0
	13	5	4	5	0		18	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	27	44.4%	22.2%	18.5%	14.8%	0.0%	66.7%	4.0
	12	6	5	4	0		18	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	27	44.4%	33.3%	18.5%	3.7%	0.0%	77.8%	4.2
	12	9	5	1	0		21	
F) Our school uses data from this survey to inform site decision making.	26	34.6%	23.1%	38.5%	0.0%	3.8%	57.7%	3.8
	9	6	10	0	1		15	
G) Staff voice matters in decision making.	27	25.9%	33.3%	18.5%	22.2%	0.0%	59.3%	3.6
	7	9	5	6	0		16	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	188	42.0%	35.6%	12.2%	9.6%	0.5%	77.7%	4.1
	79	67	23	18	1		146	
A) Concerns abouts student safety are taken seriously.	27	44.4%	25.9%	18.5%	11.1%	0.0%	70.4%	4.0
	12	7	5	3	0		19	
B) Concerns about student safety are addressed in a timely manner at my school.	27	51.9%	18.5%	22.2%	7.4%	0.0%	70.4%	4.1
	14	5	6	2	0		19	
C) My school is a safe place for all students.	27	48.1%	29.6%	7.4%	14.8%	0.0%	77.8%	4.1
	13	8	2	4	0		21	
D) My school is a safe place for all staff.	27	40.7%	37.0%	11.1%	11.1%	0.0%	77.8%	4.1
	11	10	3	3	0		21	
E) Students know what staff member to go to if they have a safety concern.	27	40.7%	40.7%	14.8%	3.7%	0.0%	81.5%	4.2
	11	11	4	1	0		22	
F) Students know school safety protocols.	26	34.6%	65.4%	0.0%	0.0%	0.0%	100.0%	4.3
	9	17	0	0	0		26	
G) I feel safe sharing different viewpoints and perspectives at my school.	27	33.3%	33.3%	11.1%	18.5%	3.7%	66.7%	3.7
	9	9	3	5	1		18	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	211	34.1%	46.0%	10.4%	6.2%	3.3%	80.1%	4.0
		72	97	22	13	7	169	
A) School staff respects student diversity.	26	42.3%	46.2%	0.0%	3.8%	7.7%	88.5%	4.1
		11	12	0	1	2	23	
B) Adults at my school treat students respectfully.	27	48.1%	40.7%	3.7%	3.7%	3.7%	88.9%	4.3
		13	11	1	1	1	24	
C) Students are respectful to each other at school.	26	15.4%	57.7%	19.2%	7.7%	0.0%	73.1%	3.8
		4	15	5	2	0	19	
D) Students have opportunities to socialize with other students often at school.	27	44.4%	51.9%	3.7%	0.0%	0.0%	96.3%	4.4
		12	14	1	0	0	26	
E) Students have an adult on campus they trust.	26	46.2%	42.3%	7.7%	3.8%	0.0%	88.5%	4.3
		12	11	2	1	0	23	
F) Students trust other students at school.	26	23.1%	57.7%	15.4%	3.8%	0.0%	80.8%	4.0
		6	15	4	1	0	21	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	27	33.3%	25.9%	22.2%	11.1%	7.4%	59.3%	3.7
		9	7	6	3	2	16	
H) School staff reflects student diversity.	26	19.2%	46.2%	11.5%	15.4%	7.7%	65.4%	3.5
		5	12	3	4	2	17	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	239	52.3%	30.5%	13.8%	2.9%	0.4%	82.8%	4.3
		125	73	33	7	1	198	
A) Families and students understand how assignments and tests are graded.	26	23.1%	50.0%	23.1%	3.8%	0.0%	73.1%	3.9
		6	13	6	1	0	19	
B) Questions and concerns about schoolwork are addressed.	26	46.2%	26.9%	26.9%	0.0%	0.0%	73.1%	4.2
		12	7	7	0	0	19	
C) Student grades reflect their knowledge of the material.	26	34.6%	30.8%	30.8%	3.8%	0.0%	65.4%	4.0
		9	8	8	1	0	17	
D) Adults at my school believe all students can be successful.	27	48.1%	33.3%	7.4%	7.4%	3.7%	81.5%	4.1
		13	9	2	2	1	22	
E) Students feel comfortable and unjudged to ask their teacher for help.	27	74.1%	25.9%	0.0%	0.0%	0.0%	100.0%	4.7
		20	7	0	0	0	27	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	27	70.4%	18.5%	11.1%	0.0%	0.0%	88.9%	4.6
		19	5	3	0	0	24	
G) Teachers at my school go out of their way to help all students.	27	44.4%	40.7%	3.7%	11.1%	0.0%	85.2%	4.2
		12	11	1	3	0	23	
H) Students receive timely and regular feedback on their learning.	27	70.4%	18.5%	11.1%	0.0%	0.0%	88.9%	4.6
		19	5	3	0	0	24	
I) Staff at my school provides resources or ideas that help families support their students at home.	26	57.7%	30.8%	11.5%	0.0%	0.0%	88.5%	4.5
		15	8	3	0	0	23	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	108	51.9%	40.7%	3.7%	1.9%	1.9%	92.6%	4.4
		56	44	4	2	2	100	
A) Students are challenged academically at school.	27	59.3%	37.0%	3.7%	0.0%	0.0%	96.3%	4.6
		16	10	1	0	0	26	
B) School recognizes and celebrates the academic success of all students.	27	44.4%	44.4%	0.0%	3.7%	7.4%	88.9%	4.1
		12	12	0	1	2	24	
C) Adults on campus motivate students to do their best.	27	59.3%	33.3%	3.7%	3.7%	0.0%	92.6%	4.5
		16	9	1	1	0	25	
D) School provides additional academic support when students are struggling.	27	44.4%	48.1%	7.4%	0.0%	0.0%	92.6%	4.4
		12	13	2	0	0	25	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	134	29.1%	48.5%	20.9%	1.5%	0.0%	77.6%	4.1
		39	65	28	2	0	104	
A) Students are interested in what they are learning.	27	22.2%	63.0%	14.8%	0.0%	0.0%	85.2%	4.1
		6	17	4	0	0	23	
B) Students have access to classes and activities that meet their interests and talents.	27	40.7%	40.7%	14.8%	3.7%	0.0%	81.5%	4.2
		11	11	4	1	0	22	
C) Students understand how to complete their schoolwork.	27	37.0%	37.0%	25.9%	0.0%	0.0%	74.1%	4.1
		10	10	7	0	0	20	
D) Students complete assignments on time.	26	23.1%	46.2%	30.8%	0.0%	0.0%	69.2%	3.9
		6	12	8	0	0	18	
E) Students are motivated to do their schoolwork.	27	22.2%	55.6%	18.5%	3.7%	0.0%	77.8%	4.0
		6	15	5	1	0	21	

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	200	12.5%	21.5%	50.5%	8.0%	7.5%	34.0%	3.2
		25	43	101	16	15	68	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	25	4.0%	28.0%	56.0%	4.0%	8.0%	32.0%	3.2
		1	7	14	1	2	8	
B) Students and families know what classes they will have to take and pass to graduate from high school.	25	4.0%	16.0%	64.0%	8.0%	8.0%	20.0%	3.0
		1	4	16	2	2	5	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	25	4.0%	28.0%	60.0%	4.0%	4.0%	32.0%	3.2
		1	7	15	1	1	8	
D) School offers college and career programs.	25	0.0%	4.0%	68.0%	12.0%	16.0%	4.0%	2.6
		0	1	17	3	4	1	
E) Students participate in programs to learn about different jobs, careers, and colleges.	25	4.0%	4.0%	68.0%	8.0%	16.0%	8.0%	2.7
		1	1	17	2	4	2	
F) Students are prepared for the next step of their educational experience.	25	28.0%	32.0%	40.0%	0.0%	0.0%	60.0%	3.9
		7	8	10	0	0	15	
G) Staff are optimistic about the future of their career in San Juan Unified.	25	36.0%	32.0%	20.0%	8.0%	4.0%	68.0%	3.9
		9	8	5	2	1	17	
H) There are equitable opportunities for advancement in the district.	25	20.0%	28.0%	28.0%	20.0%	4.0%	48.0%	3.4
		5	7	7	5	1	12	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	54	51.9%	29.6%	7.4%	9.3%	1.9%	81.5%	4.2
		28	16	4	5	1	44	
A) I would recommend my school to other families.	27	59.3%	22.2%	7.4%	11.1%	0.0%	81.5%	4.3
		16	6	2	3	0	22	
B) San Juan Unified School District is a district that I would recommend to other families.	27	44.4%	37.0%	7.4%	7.4%	3.7%	81.5%	4.1
		12	10	2	2	1	22	