



**Spring 2026
Staff School Experience Survey Results**

Lichen

Group Size N: 42

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	246	37.0%	42.7%	13.4%	4.5%	2.4%	79.7%	4.1
		91	105	33	11	6	196	
A) School has a climate that is caring.	41	31.7%	51.2%	12.2%	2.4%	2.4%	82.9%	4.1
		13	21	5	1	1	34	
B) There are students and staff on campus who listen to students when they have something to say.	41	31.7%	58.5%	4.9%	2.4%	2.4%	90.2%	4.1
		13	24	2	1	1	37	
C) There is an adult from the school who checks on how students are doing.	41	63.4%	26.8%	9.8%	0.0%	0.0%	90.2%	4.5
		26	11	4	0	0	37	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	41	26.8%	34.1%	14.6%	19.5%	4.9%	61.0%	3.6
		11	14	6	8	2	25	
E) Staff feels supported to do their job well in meeting the needs of all students.	41	29.3%	46.3%	22.0%	0.0%	2.4%	75.6%	4.0
		12	19	9	0	1	31	
F) Staff feels part of an effective team.	41	39.0%	39.0%	17.1%	2.4%	2.4%	78.0%	4.1
		16	16	7	1	1	32	

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	376	41.5%	41.0%	10.9%	3.5%	3.2%	82.4%	4.1
		156	154	41	13	12	310	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	41	56.1%	31.7%	7.3%	2.4%	2.4%	87.8%	4.4
		23	13	3	1	1	36	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	42	21.4%	47.6%	16.7%	11.9%	2.4%	69.0%	3.7
		9	20	7	5	1	29	
C) The school offers families opportunities to be involved in school and classroom activities.	42	40.5%	40.5%	14.3%	2.4%	2.4%	81.0%	4.1
		17	17	6	1	1	34	
D) The school keeps families well-informed about school activities.	42	50.0%	38.1%	7.1%	2.4%	2.4%	88.1%	4.3
		21	16	3	1	1	37	
E) The staff at our school listens to family concerns about issues.	41	31.7%	48.8%	14.6%	0.0%	4.9%	80.5%	4.0
		13	20	6	0	2	33	
F) The staff at school are helpful and welcoming when families come to school or call.	42	52.4%	38.1%	7.1%	0.0%	2.4%	90.5%	4.4
		22	16	3	0	1	38	
G) The school and families are partners in promoting positive behavior for my student.	42	28.6%	38.1%	19.0%	7.1%	7.1%	66.7%	3.7
		12	16	8	3	3	28	
H) Families who speak a language other than English receive general information about our school in their home language.	42	40.5%	45.2%	9.5%	2.4%	2.4%	85.7%	4.2
		17	19	4	1	1	36	
I) Staff receive information about upcoming events and important information about the school.	42	52.4%	40.5%	2.4%	2.4%	2.4%	92.9%	4.4
		22	17	1	1	1	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	294	34.7%	43.9%	12.9%	5.8%	2.7%	78.6%	4.0
		102	129	38	17	8	231	
A) School seeks input when making important decisions.	42	35.7%	50.0%	2.4%	9.5%	2.4%	85.7%	4.1
		15	21	1	4	1	36	
B) Important school decisions reflect diverse input.	42	21.4%	57.1%	11.9%	7.1%	2.4%	78.6%	3.9
		9	24	5	3	1	33	
C) The principal and staff listen to concerns of other staff members about issues.	42	42.9%	35.7%	11.9%	7.1%	2.4%	78.6%	4.1
		18	15	5	3	1	33	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	42	40.5%	38.1%	14.3%	4.8%	2.4%	78.6%	4.1
		17	16	6	2	1	33	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	42	45.2%	35.7%	14.3%	2.4%	2.4%	81.0%	4.2
		19	15	6	1	1	34	
F) Our school uses data from this survey to inform site decision making.	42	28.6%	50.0%	16.7%	2.4%	2.4%	78.6%	4.0
		12	21	7	1	1	33	
G) Staff voice matters in decision making.	42	28.6%	40.5%	19.0%	7.1%	4.8%	69.0%	3.8
		12	17	8	3	2	29	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	286	33.6%	44.1%	14.3%	4.9%	3.1%	77.6%	4.0
		96	126	41	14	9	222	
A) Concerns about student safety are taken seriously.	41	39.0%	46.3%	9.8%	2.4%	2.4%	85.4%	4.2
		16	19	4	1	1	35	
B) Concerns about student safety are addressed in a timely manner at my school.	40	35.0%	50.0%	5.0%	7.5%	2.5%	85.0%	4.1
		14	20	2	3	1	34	
C) My school is a safe place for all students.	41	36.6%	43.9%	12.2%	4.9%	2.4%	80.5%	4.1
		15	18	5	2	1	33	
D) My school is a safe place for all staff.	41	36.6%	43.9%	12.2%	4.9%	2.4%	80.5%	4.1
		15	18	5	2	1	33	
E) Students know what staff member to go to if they have a safety concern.	41	39.0%	39.0%	14.6%	4.9%	2.4%	78.0%	4.1
		16	16	6	2	1	32	
F) Students know school safety protocols.	41	24.4%	48.8%	19.5%	4.9%	2.4%	73.2%	3.9
		10	20	8	2	1	30	
G) I feel safe sharing different viewpoints and perspectives at my school.	41	24.4%	36.6%	26.8%	4.9%	7.3%	61.0%	3.7
		10	15	11	2	3	25	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	335	24.5%	46.3%	19.1%	6.6%	3.6%	70.7%	3.8
		82	155	64	22	12	237	
A) School staff respects student diversity.	42	45.2%	47.6%	4.8%	0.0%	2.4%	92.9%	4.3
		19	20	2	0	1	39	
B) Adults at my school treat students respectfully.	42	23.8%	61.9%	11.9%	0.0%	2.4%	85.7%	4.0
		10	26	5	0	1	36	
C) Students are respectful to each other at school.	42	9.5%	23.8%	33.3%	26.2%	7.1%	33.3%	3.0
		4	10	14	11	3	14	
D) Students have opportunities to socialize with other students often at school.	42	33.3%	59.5%	2.4%	2.4%	2.4%	92.9%	4.2
		14	25	1	1	1	39	
E) Students have an adult on campus they trust.	41	39.0%	46.3%	12.2%	0.0%	2.4%	85.4%	4.2
		16	19	5	0	1	35	
F) Students trust other students at school.	42	7.1%	40.5%	38.1%	11.9%	2.4%	47.6%	3.4
		3	17	16	5	1	20	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	42	21.4%	52.4%	21.4%	2.4%	2.4%	73.8%	3.9
		9	22	9	1	1	31	
H) School staff reflects student diversity.	42	16.7%	38.1%	28.6%	9.5%	7.1%	54.8%	3.5
		7	16	12	4	3	23	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	376	31.9%	41.8%	21.0%	3.5%	1.9%	73.7%	4.0
		120	157	79	13	7	277	
A) Families and students understand how assignments and tests are graded.	42	14.3%	38.1%	33.3%	11.9%	2.4%	52.4%	3.5
		6	16	14	5	1	22	
B) Questions and concerns about schoolwork are addressed.	41	31.7%	43.9%	22.0%	0.0%	2.4%	75.6%	4.0
		13	18	9	0	1	31	
C) Student grades reflect their knowledge of the material.	42	21.4%	38.1%	28.6%	7.1%	4.8%	59.5%	3.6
		9	16	12	3	2	25	
D) Adults at my school believe all students can be successful.	42	35.7%	40.5%	21.4%	0.0%	2.4%	76.2%	4.1
		15	17	9	0	1	32	
E) Students feel comfortable and unjudged to ask their teacher for help.	42	42.9%	42.9%	11.9%	2.4%	0.0%	85.7%	4.3
		18	18	5	1	0	36	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	42	33.3%	47.6%	16.7%	0.0%	2.4%	81.0%	4.1
		14	20	7	0	1	34	
G) Teachers at my school go out of their way to help all students.	42	21.4%	50.0%	21.4%	4.8%	2.4%	71.4%	3.8
		9	21	9	2	1	30	
H) Students receive timely and regular feedback on their learning.	42	45.2%	42.9%	11.9%	0.0%	0.0%	88.1%	4.3
		19	18	5	0	0	37	
I) Staff at my school provides resources or ideas that help families support their students at home.	41	41.5%	31.7%	22.0%	4.9%	0.0%	73.2%	4.1
		17	13	9	2	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	168	26.8%	49.4%	18.5%	3.0%	2.4%	76.2%	4.0
		45	83	31	5	4	128	
A) Students are challenged academically at school.	42	19.0%	45.2%	23.8%	9.5%	2.4%	64.3%	3.7
		8	19	10	4	1	27	
B) School recognizes and celebrates the academic success of all students.	42	28.6%	45.2%	21.4%	2.4%	2.4%	73.8%	4.0
		12	19	9	1	1	31	
C) Adults on campus motivate students to do their best.	42	31.0%	59.5%	7.1%	0.0%	2.4%	90.5%	4.2
		13	25	3	0	1	38	
D) School provides additional academic support when students are struggling.	42	28.6%	47.6%	21.4%	0.0%	2.4%	76.2%	4.0
		12	20	9	0	1	32	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	210	15.7%	43.3%	26.2%	11.4%	3.3%	59.0%	3.6
		33	91	55	24	7	124	
A) Students are interested in what they are learning.	42	11.9%	50.0%	23.8%	11.9%	2.4%	61.9%	3.6
		5	21	10	5	1	26	
B) Students have access to classes and activities that meet their interests and talents.	42	21.4%	40.5%	23.8%	11.9%	2.4%	61.9%	3.7
		9	17	10	5	1	26	
C) Students understand how to complete their schoolwork.	42	23.8%	52.4%	11.9%	9.5%	2.4%	76.2%	3.9
		10	22	5	4	1	32	
D) Students complete assignments on time.	42	9.5%	35.7%	40.5%	9.5%	4.8%	45.2%	3.4
		4	15	17	4	2	19	
E) Students are motivated to do their schoolwork.	42	11.9%	38.1%	31.0%	14.3%	4.8%	50.0%	3.4
		5	16	13	6	2	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	322	12.1%	30.1%	46.3%	6.5%	5.0%	42.2%	3.4
		39	97	149	21	16	136	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	39	10.3%	25.6%	56.4%	2.6%	5.1%	35.9%	3.3
		4	10	22	1	2	14	
B) Students and families know what classes they will have to take and pass to graduate from high school.	40	7.5%	22.5%	60.0%	5.0%	5.0%	30.0%	3.2
		3	9	24	2	2	12	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	40	2.5%	30.0%	62.5%	2.5%	2.5%	32.5%	3.3
		1	12	25	1	1	13	
D) School offers college and career programs.	40	10.0%	20.0%	50.0%	15.0%	5.0%	30.0%	3.2
		4	8	20	6	2	12	
E) Students participate in programs to learn about different jobs, careers, and colleges.	40	5.0%	32.5%	47.5%	10.0%	5.0%	37.5%	3.2
		2	13	19	4	2	15	
F) Students are prepared for the next step of their educational experience.	41	9.8%	36.6%	39.0%	7.3%	7.3%	46.3%	3.3
		4	15	16	3	3	19	
G) Staff are optimistic about the future of their career in San Juan Unified.	41	34.1%	34.1%	24.4%	4.9%	2.4%	68.3%	3.9
		14	14	10	2	1	28	
H) There are equitable opportunities for advancement in the district.	41	17.1%	39.0%	31.7%	4.9%	7.3%	56.1%	3.5
		7	16	13	2	3	23	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	82	29.3%	46.3%	17.1%	2.4%	4.9%	75.6%	3.9
		24	38	14	2	4	62	
A) I would recommend my school to other families.	41	26.8%	46.3%	17.1%	4.9%	4.9%	73.2%	3.9
		11	19	7	2	2	30	
B) San Juan Unified School District is a district that I would recommend to other families.	41	31.7%	46.3%	17.1%	0.0%	4.9%	78.0%	4.0
		13	19	7	0	2	32	