



**Spring 2026
Staff School Experience Survey Results**

Andrew Carnegie

Group Size N: 14

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	84	23.8% 20	47.6% 40	20.2% 17	8.3% 7	0.0% 0	71.4% 60	3.9
A) School has a climate that is caring.	14	21.4% 3	57.1% 8	21.4% 3	0.0% 0	0.0% 0	78.6% 11	4.0
B) There are students and staff on campus who listen to students when they have something to say.	14	21.4% 3	71.4% 10	7.1% 1	0.0% 0	0.0% 0	92.9% 13	4.1
C) There is an adult from the school who checks on how students are doing.	14	50.0% 7	50.0% 7	0.0% 0	0.0% 0	0.0% 0	100.0% 14	4.5
D) School has the materials, staff, programs, and supports needed to help all students do their best.	14	7.1% 1	28.6% 4	35.7% 5	28.6% 4	0.0% 0	35.7% 5	3.1
E) Staff feels supported to do their job well in meeting the needs of all students.	14	21.4% 3	35.7% 5	21.4% 3	21.4% 3	0.0% 0	57.1% 8	3.6
F) Staff feels part of an effective team.	14	21.4% 3	42.9% 6	35.7% 5	0.0% 0	0.0% 0	64.3% 9	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	126	21.4% 27	52.4% 66	15.1% 19	11.1% 14	0.0% 0	73.8% 93	3.8
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	14	21.4% 3	64.3% 9	14.3% 2	0.0% 0	0.0% 0	85.7% 12	4.1
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	14	14.3% 2	50.0% 7	14.3% 2	21.4% 3	0.0% 0	64.3% 9	3.6
C) The school offers families opportunities to be involved in school and classroom activities.	14	14.3% 2	21.4% 3	42.9% 6	21.4% 3	0.0% 0	35.7% 5	3.3
D) The school keeps families well-informed about school activities.	14	28.6% 4	57.1% 8	7.1% 1	7.1% 1	0.0% 0	85.7% 12	4.1
E) The staff at our school listens to family concerns about issues.	14	21.4% 3	57.1% 8	14.3% 2	7.1% 1	0.0% 0	78.6% 11	3.9
F) The staff at school are helpful and welcoming when families come to school or call.	14	28.6% 4	57.1% 8	7.1% 1	7.1% 1	0.0% 0	85.7% 12	4.1
G) The school and families are partners in promoting positive behavior for my student.	14	21.4% 3	42.9% 6	14.3% 2	21.4% 3	0.0% 0	64.3% 9	3.6
H) Families who speak a language other than English receive general information about our school in their home language.	14	14.3% 2	57.1% 8	21.4% 3	7.1% 1	0.0% 0	71.4% 10	3.8
I) Staff receive information about upcoming events and important information about the school.	14	28.6% 4	64.3% 9	0.0% 0	7.1% 1	0.0% 0	92.9% 13	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	98	22.4%	54.1%	19.4%	4.1%	0.0%	76.5%	3.9
		22	53	19	4	0	75	
A) School seeks input when making important decisions.	14	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		4	8	2	0	0	12	
B) Important school decisions reflect diverse input.	14	28.6%	42.9%	28.6%	0.0%	0.0%	71.4%	4.0
		4	6	4	0	0	10	
C) The principal and staff listen to concerns of other staff members about issues.	14	21.4%	57.1%	14.3%	7.1%	0.0%	78.6%	3.9
		3	8	2	1	0	11	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	14	21.4%	71.4%	7.1%	0.0%	0.0%	92.9%	4.1
		3	10	1	0	0	13	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	14	21.4%	57.1%	21.4%	0.0%	0.0%	78.6%	4.0
		3	8	3	0	0	11	
F) Our school uses data from this survey to inform site decision making.	14	21.4%	42.9%	28.6%	7.1%	0.0%	64.3%	3.8
		3	6	4	1	0	9	
G) Staff voice matters in decision making.	14	14.3%	50.0%	21.4%	14.3%	0.0%	64.3%	3.6
		2	7	3	2	0	9	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	98	8.2%	50.0%	25.5%	16.3%	0.0%	58.2%	3.5
		8	49	25	16	0	57	
A) Concerns about student safety are taken seriously.	14	14.3%	42.9%	14.3%	28.6%	0.0%	57.1%	3.4
		2	6	2	4	0	8	
B) Concerns about student safety are addressed in a timely manner at my school.	14	7.1%	50.0%	14.3%	28.6%	0.0%	57.1%	3.4
		1	7	2	4	0	8	
C) My school is a safe place for all students.	14	7.1%	57.1%	21.4%	14.3%	0.0%	64.3%	3.6
		1	8	3	2	0	9	
D) My school is a safe place for all staff.	14	7.1%	50.0%	35.7%	7.1%	0.0%	57.1%	3.6
		1	7	5	1	0	8	
E) Students know what staff member to go to if they have a safety concern.	14	7.1%	64.3%	21.4%	7.1%	0.0%	71.4%	3.7
		1	9	3	1	0	10	
F) Students know school safety protocols.	14	0.0%	57.1%	35.7%	7.1%	0.0%	57.1%	3.5
		0	8	5	1	0	8	
G) I feel safe sharing different viewpoints and perspectives at my school.	14	14.3%	28.6%	35.7%	21.4%	0.0%	42.9%	3.4
		2	4	5	3	0	6	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	112	15.2%	50.9%	24.1%	8.9%	0.9%	66.1%	3.7
A) School staff respects student diversity.	14	21.4%	64.3%	7.1%	7.1%	0.0%	85.7%	4.0
B) Adults at my school treat students respectfully.	14	14.3%	71.4%	7.1%	7.1%	0.0%	85.7%	3.9
C) Students are respectful to each other at school.	14	0.0%	35.7%	35.7%	28.6%	0.0%	35.7%	3.1
D) Students have opportunities to socialize with other students often at school.	14	28.6%	71.4%	0.0%	0.0%	0.0%	100.0%	4.3
E) Students have an adult on campus they trust.	14	21.4%	71.4%	7.1%	0.0%	0.0%	92.9%	4.1
F) Students trust other students at school.	14	21.4%	21.4%	50.0%	7.1%	0.0%	42.9%	3.6
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	14	14.3%	42.9%	35.7%	7.1%	0.0%	57.1%	3.6
H) School staff reflects student diversity.	14	0.0%	28.6%	50.0%	14.3%	7.1%	28.6%	3.0

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	126	17.5%	60.3%	18.3%	4.0%	0.0%	77.8%	3.9
A) Families and students understand how assignments and tests are graded.	14	14.3%	50.0%	28.6%	7.1%	0.0%	64.3%	3.7
B) Questions and concerns about schoolwork are addressed.	14	14.3%	64.3%	21.4%	0.0%	0.0%	78.6%	3.9
C) Student grades reflect their knowledge of the material.	14	14.3%	57.1%	21.4%	7.1%	0.0%	71.4%	3.8
D) Adults at my school believe all students can be successful.	14	14.3%	50.0%	28.6%	7.1%	0.0%	64.3%	3.7
E) Students feel comfortable and unjudged to ask their teacher for help.	14	35.7%	50.0%	14.3%	0.0%	0.0%	85.7%	4.2
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	14	21.4%	71.4%	7.1%	0.0%	0.0%	92.9%	4.1
G) Teachers at my school go out of their way to help all students.	14	7.1%	64.3%	21.4%	7.1%	0.0%	71.4%	3.7
H) Students receive timely and regular feedback on their learning.	14	21.4%	71.4%	7.1%	0.0%	0.0%	92.9%	4.1
I) Staff at my school provides resources or ideas that help families support their students at home.	14	14.3%	64.3%	14.3%	7.1%	0.0%	78.6%	3.9

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	56	17.9%	62.5%	10.7%	8.9%	0.0%	80.4%	3.9
		10	35	6	5	0	45	
A) Students are challenged academically at school.	14	14.3%	64.3%	14.3%	7.1%	0.0%	78.6%	3.9
		2	9	2	1	0	11	
B) School recognizes and celebrates the academic success of all students.	14	14.3%	42.9%	28.6%	14.3%	0.0%	57.1%	3.6
		2	6	4	2	0	8	
C) Adults on campus motivate students to do their best.	14	21.4%	71.4%	0.0%	7.1%	0.0%	92.9%	4.1
		3	10	0	1	0	13	
D) School provides additional academic support when students are struggling.	14	21.4%	71.4%	0.0%	7.1%	0.0%	92.9%	4.1
		3	10	0	1	0	13	

Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	70	10.0%	45.7%	31.4%	12.9%	0.0%	55.7%	3.5
		7	32	22	9	0	39	
A) Students are interested in what they are learning.	14	7.1%	28.6%	50.0%	14.3%	0.0%	35.7%	3.3
		1	4	7	2	0	5	
B) Students have access to classes and activities that meet their interests and talents.	14	14.3%	64.3%	14.3%	7.1%	0.0%	78.6%	3.9
		2	9	2	1	0	11	
C) Students understand how to complete their schoolwork.	14	21.4%	57.1%	14.3%	7.1%	0.0%	78.6%	3.9
		3	8	2	1	0	11	
D) Students complete assignments on time.	14	7.1%	42.9%	35.7%	14.3%	0.0%	50.0%	3.4
		1	6	5	2	0	7	
E) Students are motivated to do their schoolwork.	14	0.0%	35.7%	42.9%	21.4%	0.0%	35.7%	3.1
		0	5	6	3	0	5	

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	112	9.8%	25.0%	45.5%	19.6%	0.0%	34.8%	3.3
A) Students are encouraged to take the required courses needed to be prepared for college and career.	14	14.3%	21.4%	57.1%	7.1%	0.0%	35.7%	3.4
B) Students and families know what classes they will have to take and pass to graduate from high school.	14	28.6%	14.3%	50.0%	7.1%	0.0%	42.9%	3.6
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	14	7.1%	14.3%	71.4%	7.1%	0.0%	21.4%	3.2
D) School offers college and career programs.	14	7.1%	14.3%	28.6%	50.0%	0.0%	21.4%	2.8
E) Students participate in programs to learn about different jobs, careers, and colleges.	14	7.1%	14.3%	35.7%	42.9%	0.0%	21.4%	2.9
F) Students are prepared for the next step of their educational experience.	14	7.1%	35.7%	42.9%	14.3%	0.0%	42.9%	3.4
G) Staff are optimistic about the future of their career in San Juan Unified.	14	7.1%	57.1%	28.6%	7.1%	0.0%	64.3%	3.6
H) There are equitable opportunities for advancement in the district.	14	0.0%	28.6%	50.0%	21.4%	0.0%	28.6%	3.1

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	28	25.0%	50.0%	17.9%	7.1%	0.0%	75.0%	3.9
A) I would recommend my school to other families.	14	28.6%	50.0%	21.4%	0.0%	0.0%	78.6%	4.1
B) San Juan Unified School District is a district that I would recommend to other families.	14	21.4%	50.0%	14.3%	14.3%	0.0%	71.4%	3.8