



**SPRING 2020-2021 STAFF
SURVEY RESULTS**

**Cowan
Group: (N = 21)**

HIGH EXPECTATIONS/CARING RELATIONSHIPS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
Overall rating of all questions in this section:	21	38.1% (8)	52.4% (11)	9.5% (2)			90.5%	4.3
I challenge students to continue learning even when it is difficult.	21	66.7% (14)	33.3% (7)				100.0%	4.7
The school has a climate that is positive, nurturing and caring.	21	38.1% (8)	38.1% (8)	9.5% (2)	14.3% (3)		76.2%	4.0
Our school promotes academic success for all students.	21	61.9% (13)	33.3% (7)	4.8% (1)			95.2%	4.6
Our school sets high standards for academic performance for all students.	21	57.1% (12)	42.9% (9)				100.0%	4.6
Our school has enough resources to help each student do his/her best.	21	23.8% (5)	42.9% (9)	14.3% (3)	14.3% (3)	4.8% (1)	66.7%	3.7
PARTICIPATION/ENGAGEMENT/MOTIVATION	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
Overall rating of all questions in this section:	21	19.0% (4)	61.9% (13)	19.0% (4)			81.0%	4.0
I encourage my students to be motivated and engaged in what they are learning.	21	71.4% (15)	28.6% (6)				100.0%	4.7
Our students are prepared for the next step of their educational experience.	21	33.3% (7)	61.9% (13)	4.8% (1)			95.2%	4.3
Our school provides quality classes/activities that address most students' interests and talents.	21	23.8% (5)	47.6% (10)	14.3% (3)	14.3% (3)		71.4%	3.8
Our students are motivated to complete their assignments on time.	21	14.3% (3)	61.9% (13)	9.5% (2)	14.3% (3)		76.2%	3.8
Our school provides opportunities for additional academic support when students are struggling.	21	19.0% (4)	42.9% (9)	19.0% (4)	19.0% (4)		61.9%	3.6

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Individual Questions: Distribution of ratings for each question.

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** Question positive response is Strongly Disagree/Disagree



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SAFETY	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
Overall rating of all questions in this section:	21	33.3% (7)	57.1% (12)	9.5% (2)		(0)	90.5%	4.2
Concerns about student safety are addressed in an appropriate and timely manner.	21	42.9% (9)	42.9% (9)	4.8% (1)	9.5% (2)	(0)	85.7%	4.2
Our school is a safe place for all students.	21	81.0% (17)	9.5% (2)	9.5% (2)		(0)	90.5%	4.7
Bullying is an issue on our campus. **	20			45.0% (9)	35.0% (7)	20.0% (4)	55.0%	2.3
Concerns about staff safety are addressed in an appropriate and timely manner.	21	38.1% (8)	38.1% (8)	9.5% (2)	14.3% (3)	(0)	76.2%	4.0
Our school is a safe place for all staff.	21	66.7% (14)	19.0% (4)	14.3% (3)		(0)	85.7%	4.5
SCHOOL CULTURE/SENSE OF BELONGING	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
Overall rating of all questions in this section:	20	40.0% (8)	35.0% (7)	25.0% (5)		(0)	75.0%	4.2
All students are treated fairly at my school.	20	65.0% (13)	20.0% (4)	15.0% (3)		(0)	85.0%	4.5
Our school fosters an appreciation of student diversity and respect for each other.	21	42.9% (9)	47.6% (10)	4.8% (1)	4.8% (1)	(0)	90.5%	4.3
Our students at this school feel like they are part of the school community.	21	52.4% (11)	38.1% (8)	9.5% (2)		(0)	90.5%	4.4
People are respectful to others at our school.	21	57.1% (12)	19.0% (4)	19.0% (4)	4.8% (1)	(0)	76.2%	4.3
The school listens to student input on important issues.	21	9.5% (2)	38.1% (8)	42.9% (9)	9.5% (2)	(0)	47.6%	3.5

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ACADEMIC PROGRESS	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
Overall rating of all questions in this section:	20	50.0% (10)	45.0% (9)	5.0% (1)			95.0%	4.5
I provide students with information about how their assessments are tests are graded.	20	50.0% (10)	25.0% (5)	25.0% (5)			75.0%	4.3
I keep parents well-informed about their student's progress.	21	61.9% (13)	28.6% (6)	9.5% (2)			90.5%	4.5
Grading is equitable and fair at my school.	20	55.0% (11)	30.0% (6)	15.0% (3)			85.0%	4.4
Adults at this school encourage all students to work hard so that they can be successful.	20	65.0% (13)	25.0% (5)	5.0% (1)	5.0% (1)		90.0%	4.5
Adults at this school go out of their way to help our students.	21	61.9% (13)	23.8% (5)	14.3% (3)			85.7%	4.5
I provide students with timely and regular feedback on their learning	21	42.9% (9)	52.4% (11)	4.8% (1)			95.2%	4.4
I send work or ideas that help parents support their students at home.	21	52.4% (11)	33.3% (7)	14.3% (3)			85.7%	4.4
PARENT INVOLVEMENT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
Overall rating of all questions in this section:	21	47.6% (10)	52.4% (11)				100.0%	4.5
I am helpful to parents when they come to school, email or call.	21	81.0% (17)	19.0% (4)				100.0%	4.8
The staff at our school listens to parent concerns about issues.	21	52.4% (11)	23.8% (5)	19.0% (4)	4.8% (1)		76.2%	4.2
Our school clearly outlines the parent, student and school responsibilities in educating each child.	21	52.4% (11)	33.3% (7)	4.8% (1)	9.5% (2)		85.7%	4.3
Our school offers parents opportunities to be involved in school and classroom activities.	21	61.9% (13)	28.6% (6)	9.5% (2)			90.5%	4.5

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SCHOOL DECISION MAKING	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
Overall rating of all questions in this section:	21	33.3% (7)	47.6% (10)	19.0% (4)		()	81.0%	4.1
Our school actively seeks the input of staff before making important decisions.	21	47.6% (10)	28.6% (6)	19.0% (4)	4.8% (1)	()	76.2%	4.2
The principal and staff listen to concerns of other staff members about issues.	21	52.4% (11)	33.3% (7)	9.5% (2)	4.8% (1)	()	85.7%	4.3
I feel welcome to attend meetings where discussions and decisions occur about school programs and funding.	21	57.1% (12)	28.6% (6)	9.5% (2)	4.8% (1)	()	85.7%	4.4
Our school offers me opportunities to have a role in leadership, committees, SSC, etc.	21	47.6% (10)	47.6% (10)	4.8% (1)		()	95.2%	4.4
Our school uses data from this survey to inform site decision making.	21	14.3% (3)	42.9% (9)	33.3% (7)	9.5% (2)	()	57.1%	3.6
STAFF SUPPORT	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree/ Agree	Mean (1-5)
I am optimistic about the future of my career in San Juan Unified	20	55.0% (11)	45.0% (9)	()	()	()	100.0%	4.6
I have the tools and resources needed to do my job well.	20	35.0% (7)	40.0% (8)	20.0% (4)	5.0% (1)	()	75.0%	4.1
During this year, I have been treated fairly.	20	50.0% (10)	40.0% (8)	5.0% (1)	5.0% (1)	()	90.0%	4.4
There are equitable opportunities for advancement in the district.	20	40.0% (8)	25.0% (5)	35.0% (7)		()	65.0%	4.1
I feel a part of an effective team, and my voice matters in decision making.	20	35.0% (7)	30.0% (6)	20.0% (4)	15.0% (3)	()	65.0%	3.9
I receive information about upcoming events and important information about the school.	21	47.6% (10)	38.1% (8)		14.3% (3)	()	85.7%	4.2
I receive information about upcoming events and important information about the school district.	21	33.3% (7)	47.6% (10)	9.5% (2)	9.5% (2)	()	81.0%	4.0

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