



**Spring 2024  
Staff Climate Survey Results**

**Encina**

**Group Size N: 47**

<b>Caring Relationships</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	282	46.8%	39.7%	7.8%	3.9%	1.8%	86.5%	4.3
		132	112	22	11	5	244	
A) School has a climate that is caring.	47	53.2%	38.3%	6.4%	2.1%	0.0%	91.5%	4.4
		25	18	3	1	0	43	
B) There are students and staff on campus who listen to students when they have something to say.	47	57.4%	40.4%	2.1%	0.0%	0.0%	97.9%	4.6
		27	19	1	0	0	46	
C) There is an adult from the school who checks on how students are doing.	47	70.2%	27.7%	2.1%	0.0%	0.0%	97.9%	4.7
		33	13	1	0	0	46	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	47	23.4%	46.8%	19.1%	6.4%	4.3%	70.2%	3.8
		11	22	9	3	2	33	
E) Staff feels supported to do their job well in meeting the needs of all students.	47	27.7%	51.1%	8.5%	8.5%	4.3%	78.7%	3.9
		13	24	4	4	2	37	
F) Staff feels part of an effective team.	47	48.9%	34.0%	8.5%	6.4%	2.1%	83.0%	4.2
		23	16	4	3	1	39	

<b>Family and Staff Engagement</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	420	43.1%	41.0%	11.4%	4.0%	0.5%	84.0%	4.2
		181	172	48	17	2	353	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	47	57.4%	40.4%	2.1%	0.0%	0.0%	97.9%	4.6
		27	19	1	0	0	46	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	46	23.9%	54.3%	17.4%	4.3%	0.0%	78.3%	4.0
		11	25	8	2	0	36	
C) The school offers families opportunities to be involved in school and classroom activities.	47	29.8%	36.2%	21.3%	12.8%	0.0%	66.0%	3.8
		14	17	10	6	0	31	
D) The school keeps families well-informed about school activities.	47	57.4%	27.7%	14.9%	0.0%	0.0%	85.1%	4.4
		27	13	7	0	0	40	
E) The staff at our school listens to family concerns about issues.	45	42.2%	48.9%	4.4%	4.4%	0.0%	91.1%	4.3
		19	22	2	2	0	41	
F) The staff at school are helpful and welcoming when families come to school or call.	47	51.1%	40.4%	8.5%	0.0%	0.0%	91.5%	4.4
		24	19	4	0	0	43	
G) The school and families are partners in promoting positive behavior for my student.	47	21.3%	36.2%	29.8%	12.8%	0.0%	57.4%	3.7
		10	17	14	6	0	27	
H) Families who speak a language other than English receive general information about our school in their home language.	47	42.6%	53.2%	0.0%	0.0%	4.3%	95.7%	4.3
		20	25	0	0	2	45	
I) Staff receive information about upcoming events and important information about the school.	47	61.7%	31.9%	4.3%	2.1%	0.0%	93.6%	4.5
		29	15	2	1	0	44	

<b>School Decision Making</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	327	46.2%	31.8%	13.5%	17.2%	3.4%	78.0%	4.1
A) School seeks input when making important decisions.	47	48.9%	38.3%	4.3%	6.4%	2.1%	87.2%	4.3
		23	18	2	3	1	41	
B) Important school decisions reflect diverse input.	46	45.7%	26.1%	17.4%	6.5%	4.3%	71.7%	4.0
		21	12	8	3	2	33	
C) The principal and staff listen to concerns of other staff members about issues.	47	53.2%	31.9%	8.5%	4.3%	2.1%	85.1%	4.3
		25	15	4	2	1	40	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	47	42.6%	38.3%	10.6%	4.3%	4.3%	80.9%	4.1
		20	18	5	2	2	38	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	47	53.2%	31.9%	10.6%	0.0%	4.3%	85.1%	4.3
		25	15	5	0	2	40	
F) Our school uses data from this survey to inform site decision making.	46	39.1%	26.1%	26.1%	6.5%	2.2%	65.2%	3.9
		18	12	12	3	1	30	
G) Staff voice matters in decision making.	47	40.4%	29.8%	17.0%	8.5%	4.3%	70.2%	3.9
		19	14	8	4	2	33	
<b>Safety</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	329	29.5%	46.2%	13.4%	7.3%	3.6%	75.7%	3.9
		97	152	44	24	12	249	
A) Concerns about student safety are taken seriously.	47	42.6%	42.6%	4.3%	6.4%	4.3%	85.1%	4.1
		20	20	2	3	2	40	
B) Concerns about student safety are addressed in a timely manner at my school.	47	34.0%	46.8%	8.5%	10.6%	0.0%	80.9%	4.0
		16	22	4	5	0	38	
C) My school is a safe place for all students.	47	14.9%	53.2%	19.1%	6.4%	6.4%	68.1%	3.6
		7	25	9	3	3	32	
D) My school is a safe place for all staff.	47	17.0%	51.1%	17.0%	4.3%	10.6%	68.1%	3.6
		8	24	8	2	5	32	
E) Students know what staff member to go to if they have a safety concern.	47	31.9%	53.2%	10.6%	4.3%	0.0%	85.1%	4.1
		15	25	5	2	0	40	
F) Students know school safety protocols.	47	21.3%	42.6%	25.5%	8.5%	2.1%	63.8%	3.7
		10	20	12	4	1	30	
G) I feel safe sharing different viewpoints and perspectives at my school.	47	44.7%	34.0%	8.5%	10.6%	2.1%	78.7%	4.1
		21	16	4	5	1	37	

<b>Sense of Belonging</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	373	30.3%	38.1%	22.8%	5.9%	2.9%	68.4%	3.9
	113	142	85	22	11		255	
A) School staff respects student diversity.	47	61.7%	27.7%	8.5%	0.0%	2.1%	89.4%	4.5
	29	13	4	0	1		42	
B) Adults at my school treat students respectfully.	47	44.7%	42.6%	12.8%	0.0%	0.0%	87.2%	4.3
	21	20	6	0	0		41	
C) Students are respectful to each other at school.	45	6.7%	26.7%	46.7%	13.3%	6.7%	33.3%	3.1
	3	12	21	6	3		15	
D) Students have opportunities to socialize with other students often at school.	47	27.7%	61.7%	8.5%	2.1%	0.0%	89.4%	4.1
	13	29	4	1	0		42	
E) Students have an adult on campus they trust.	47	42.6%	44.7%	12.8%	0.0%	0.0%	87.2%	4.3
	20	21	6	0	0		41	
F) Students trust other students at school.	47	14.9%	34.0%	40.4%	6.4%	4.3%	48.9%	3.5
	7	16	19	3	2		23	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	47	27.7%	42.6%	25.5%	4.3%	0.0%	70.2%	3.9
	13	20	12	2	0		33	
H) School staff reflects student diversity.	46	15.2%	23.9%	28.3%	21.7%	10.9%	39.1%	3.1
	7	11	13	10	5		18	

<b>Academic Progress</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	422	36.3%	44.5%	14.7%	3.8%	0.7%	80.8%	4.1
	153	188	62	16	3		341	
A) Families and students understand how assignments and tests are graded.	47	12.8%	38.3%	40.4%	6.4%	2.1%	51.1%	3.5
	6	18	19	3	1		24	
B) Questions and concerns about schoolwork are addressed.	46	26.1%	56.5%	15.2%	2.2%	0.0%	82.6%	4.1
	12	26	7	1	0		38	
C) Student grades reflect their knowledge of the material.	47	21.3%	53.2%	19.1%	2.1%	4.3%	74.5%	3.9
	10	25	9	1	2		35	
D) Adults at my school believe all students can be successful.	47	27.7%	53.2%	12.8%	6.4%	0.0%	80.9%	4.0
	13	25	6	3	0		38	
E) Students feel comfortable and unjudged to ask their teacher for help.	47	59.6%	36.2%	4.3%	0.0%	0.0%	95.7%	4.6
	28	17	2	0	0		45	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	47	40.4%	38.3%	17.0%	4.3%	0.0%	78.7%	4.1
	19	18	8	2	0		37	
G) Teachers at my school go out of their way to help all students.	47	48.9%	42.6%	6.4%	2.1%	0.0%	91.5%	4.4
	23	20	3	1	0		43	
H) Students receive timely and regular feedback on their learning.	47	53.2%	38.3%	8.5%	0.0%	0.0%	91.5%	4.4
	25	18	4	0	0		43	
I) Staff at my school provides resources or ideas that help families support their students at home.	47	36.2%	44.7%	8.5%	10.64%	0.00%	80.9%	4.1
	17	21	4	5	0		38	

<b>High Expectations</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	188	41.0%	44.7%	10.6%	1.6%	2.1%	85.6%	4.2
		77	84	20	3	4	161	
A) Students are challenged academically at school.	47	25.5%	38.3%	25.5%	4.3%	6.4%	63.8%	3.7
		12	18	12	2	3	30	
B) School recognizes and celebrates the academic success of all students.	47	36.2%	55.3%	8.5%	0.0%	0.0%	91.5%	4.3
		17	26	4	0	0	43	
C) Adults on campus motivate students to do their best.	47	42.6%	51.1%	4.3%	0.0%	2.1%	93.6%	4.3
		20	24	2	0	1	44	
D) School provides additional academic support when students are struggling.	47	59.6%	34.0%	4.3%	2.1%	0.0%	93.6%	4.5
		28	16	2	1	0	44	

<b>Student Engagement</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	233	11.6%	30.5%	36.5%	13.3%	8.2%	42.1%	3.2
		27	71	85	31	19	98	
A) Students are interested in what they are learning.	47	6.4%	44.7%	34.0%	8.5%	6.4%	51.1%	3.4
		3	21	16	4	3	24	
B) Students have access to classes and activities that meet their interests and talents.	46	15.2%	21.7%	34.8%	19.6%	8.7%	37.0%	3.2
		7	10	16	9	4	17	
C) Students understand how to complete their schoolwork.	46	19.6%	50.0%	23.9%	4.3%	2.2%	69.6%	3.8
		9	23	11	2	1	32	
D) Students complete assignments on time.	47	6.4%	19.1%	42.6%	17.0%	14.9%	25.5%	2.9
		3	9	20	8	7	12	
E) Students are motivated to do their schoolwork.	47	10.6%	17.0%	46.8%	17.0%	8.5%	27.7%	3.0
		5	8	22	8	4	13	

<b>College and Career Readiness</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	281	27.4%	43.4%	21.4%	5.0%	2.8%	70.8%	3.9
		77	122	60	14	8	199	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	46	54.3%	32.6%	6.5%	2.2%	4.3%	87.0%	4.3
		25	15	3	1	2	40	
B) Students and families know what classes they will have to take and pass to graduate from high school.	47	27.7%	46.8%	21.3%	2.1%	2.1%	74.5%	4.0
		13	22	10	1	1	35	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	47	12.8%	55.3%	25.5%	4.3%	2.1%	68.1%	3.7
		6	26	12	2	1	32	
D) School offers college and career programs.	47	29.8%	57.4%	8.5%	4.3%	0.0%	87.2%	4.1
		14	27	4	2	0	41	
E) Students participate in programs to learn about different jobs, careers, and colleges.	47	23.4%	40.4%	27.7%	6.4%	2.1%	63.8%	3.8
		11	19	13	3	1	30	
F) Students are prepared for the next step of their educational experience.	47	17.0%	27.7%	38.3%	10.6%	6.4%	44.7%	3.4
		8	13	18	5	3	21	
G) Staff are optimistic about the future of their career in San Juan Unified.	47	40.4%	36.2%	19.1%	4.3%	0.0%	76.6%	4.1
		19	17	9	2	0	36	
H) There are equitable opportunities for advancement in the district.	47	27.7%	34.0%	27.7%	8.5%	2.1%	61.7%	3.8
		13	16	13	4	1	29	

<b>Customer Satisfaction</b>	<b>N</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Pct Strongly Agree+Agree</b>	<b>Mean</b>
Overall rating of all questions in this section	94	34.0%	24.5%	27.7%	7.4%	6.4%	58.5%	3.7
		32	23	26	7	6	55	
A) I would recommend my school to other families.	47	25.5%	21.3%	34.0%	12.8%	6.4%	46.8%	3.5
		12	10	16	6	3	22	
B) San Juan Unified School District is a district that I would recommend to other families.	47	42.6%	27.7%	21.3%	2.1%	6.4%	70.2%	4.0
		20	13	10	1	3	33	