



**Spring 2024  
Staff Climate Survey Results**

**Mira Loma**

**Group Size N: 41**

<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	246	36.6%	44.3%	11.4%	5.7%	2.0%	80.9%	4.1
		90	109	28	14	5	199	
A) School has a climate that is caring.	41	41.5%	51.2%	7.3%	0.0%	0.0%	92.7%	4.3
		17	21	3	0	0	38	
B) There are students and staff on campus who listen to students when they have something to say.	41	53.7%	41.5%	2.4%	2.4%	0.0%	95.1%	4.5
		22	17	1	1	0	39	
C) There is an adult from the school who checks on how students are doing.	41	48.8%	39.0%	9.8%	2.4%	0.0%	87.8%	4.3
		20	16	4	1	0	36	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	41	19.5%	36.6%	19.5%	17.1%	7.3%	56.1%	3.4
		8	15	8	7	3	23	
E) Staff feels supported to do their job well in meeting the needs of all students.	41	19.5%	51.2%	14.6%	9.8%	4.9%	70.7%	3.7
		8	21	6	4	2	29	
F) Staff feels part of an effective team.	41	36.6%	46.3%	14.6%	2.4%	0.0%	82.9%	4.2
		15	19	6	1	0	34	

<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	367	32.7%	46.0%	17.7%	2.7%	0.8%	78.7%	4.1
		120	169	65	10	3	289	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	41	48.8%	43.9%	4.9%	2.4%	0.0%	92.7%	4.4
		20	18	2	1	0	38	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	41	26.8%	31.7%	36.6%	4.9%	0.0%	58.5%	3.8
		11	13	15	2	0	24	
C) The school offers families opportunities to be involved in school and classroom activities.	41	22.0%	43.9%	24.4%	7.3%	2.4%	65.9%	3.8
		9	18	10	3	1	27	
D) The school keeps families well-informed about school activities.	40	35.0%	57.5%	7.5%	0.0%	0.0%	92.5%	4.3
		14	23	3	0	0	37	
E) The staff at our school listens to family concerns about issues.	41	34.1%	53.7%	12.2%	0.0%	0.0%	87.8%	4.2
		14	22	5	0	0	36	
F) The staff at school are helpful and welcoming when families come to school or call.	40	27.5%	57.5%	15.0%	0.0%	0.0%	85.0%	4.1
		11	23	6	0	0	34	
G) The school and families are partners in promoting positive behavior for my student.	41	22.0%	41.5%	24.4%	9.8%	2.4%	63.4%	3.7
		9	17	10	4	1	26	
H) Families who speak a language other than English receive general information about our school in their home language.	41	22.0%	48.8%	26.8%	0.0%	2.4%	70.7%	3.9
		9	20	11	0	1	29	
I) Staff receive information about upcoming events and important information about the school.	41	56.1%	36.6%	7.3%	0.0%	0.0%	92.7%	4.5
		23	15	3	0	0	38	

<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	286	46.9%	40.6%	9.8%	2.5%	0.7%	87.4%	4.3
A) School seeks input when making important decisions.	41	56.1%	36.6%	7.3%	0.0%	0.0%	92.7%	4.5
		23	15	3	0	0	38	
B) Important school decisions reflect diverse input.	41	43.9%	39.0%	17.1%	0.0%	0.0%	82.9%	4.3
		18	16	7	0	0	34	
C) The principal and staff listen to concerns of other staff members about issues.	40	57.5%	40.0%	0.0%	2.5%	0.0%	97.5%	4.5
		23	16	0	1	0	39	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	41	36.6%	51.2%	9.8%	2.4%	0.0%	87.8%	4.2
		15	21	4	1	0	36	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	41	48.8%	36.6%	7.3%	7.3%	0.0%	85.4%	4.3
		20	15	3	3	0	35	
F) Our school uses data from this survey to inform site decision making.	41	46.3%	41.5%	9.8%	0.0%	2.4%	87.8%	4.3
		19	17	4	0	1	36	
G) Staff voice matters in decision making.	41	39.0%	39.0%	17.1%	2.4%	2.4%	78.0%	4.1
		16	16	7	1	1	32	

  

<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	286	25.5%	48.6%	17.5%	6.6%	1.7%	74.1%	3.9
		73	139	50	19	5	212	
A) Concerns about student safety are taken seriously.	41	43.9%	43.9%	4.9%	4.9%	2.4%	87.8%	4.2
		18	18	2	2	1	36	
B) Concerns about student safety are addressed in a timely manner at my school.	41	34.1%	51.2%	7.3%	4.9%	2.4%	85.4%	4.1
		14	21	3	2	1	35	
C) My school is a safe place for all students.	41	17.1%	43.9%	24.4%	12.2%	2.4%	61.0%	3.6
		7	18	10	5	1	25	
D) My school is a safe place for all staff.	41	19.5%	51.2%	17.1%	9.8%	2.4%	70.7%	3.8
		8	21	7	4	1	29	
E) Students know what staff member to go to if they have a safety concern.	40	22.5%	55.0%	17.5%	5.0%	0.0%	77.5%	4.0
		9	22	7	2	0	31	
F) Students know school safety protocols.	41	17.1%	48.8%	29.3%	4.9%	0.0%	65.9%	3.8
		7	20	12	2	0	27	
G) I feel safe sharing different viewpoints and perspectives at my school.	41	24.4%	46.3%	22.0%	4.9%	2.4%	70.7%	3.9
		10	19	9	2	1	29	

<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	328	23.5%	46.0%	23.5%	5.8%	1.2%	69.5%	3.8
		77	151	77	19	4	228	
A) School staff respects student diversity.	41	43.9%	48.8%	4.9%	0.0%	2.4%	92.7%	4.3
		18	20	2	0	1	38	
B) Adults at my school treat students respectfully.	41	22.0%	58.5%	19.5%	0.0%	0.0%	80.5%	4.0
		9	24	8	0	0	33	
C) Students are respectful to each other at school.	41	9.8%	34.1%	46.3%	9.8%	0.0%	43.9%	3.4
		4	14	19	4	0	18	
D) Students have opportunities to socialize with other students often at school.	41	26.8%	61.0%	12.2%	0.0%	0.0%	87.8%	4.1
		11	25	5	0	0	36	
E) Students have an adult on campus they trust.	41	24.4%	48.8%	22.0%	4.9%	0.0%	73.2%	3.9
		10	20	9	2	0	30	
F) Students trust other students at school.	41	14.6%	36.6%	41.5%	7.3%	0.0%	51.2%	3.6
		6	15	17	3	0	21	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	41	29.3%	48.8%	17.1%	4.9%	0.0%	78.0%	4.0
		12	20	7	2	0	32	
H) School staff reflects student diversity.	41	17.1%	31.7%	24.4%	19.5%	7.3%	48.8%	3.3
		7	13	10	8	3	20	

<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	368	24.2%	51.4%	20.1%	4.1%	0.3%	75.5%	4.0
		89	189	74	15	1	278	
A) Families and students understand how assignments and tests are graded.	41	9.8%	43.9%	39.0%	4.9%	2.4%	53.7%	3.5
		4	18	16	2	1	22	
B) Questions and concerns about schoolwork are addressed.	41	22.0%	56.1%	19.5%	2.4%	0.0%	78.0%	4.0
		9	23	8	1	0	32	
C) Student grades reflect their knowledge of the material.	41	17.1%	46.3%	22.0%	14.6%	0.0%	63.4%	3.7
		7	19	9	6	0	26	
D) Adults at my school believe all students can be successful.	41	19.5%	53.7%	19.5%	7.3%	0.0%	73.2%	3.9
		8	22	8	3	0	30	
E) Students feel comfortable and unjudged to ask their teacher for help.	41	39.0%	58.5%	2.4%	0.0%	0.0%	97.6%	4.4
		16	24	1	0	0	40	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	40	32.5%	52.5%	15.0%	0.0%	0.0%	85.0%	4.2
		13	21	6	0	0	34	
G) Teachers at my school go out of their way to help all students.	41	24.4%	53.7%	22.0%	0.0%	0.0%	78.0%	4.0
		10	22	9	0	0	32	
H) Students receive timely and regular feedback on their learning.	41	36.6%	53.7%	9.8%	0.0%	0.0%	90.2%	4.3
		15	22	4	0	0	37	
I) Staff at my school provides resources or ideas that help families support their students at home.	41	17.1%	43.9%	31.7%	7.32%	0.00%	61.0%	3.7
		7	18	13	3	0	25	

<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	164	33.5%	50.6%	11.6%	3.7%	0.6%	84.1%	4.1
		55	83	19	6	1	138	
A) Students are challenged academically at school.	41	41.5%	43.9%	12.2%	2.4%	0.0%	85.4%	4.2
		17	18	5	1	0	35	
B) School recognizes and celebrates the academic success of all students.	41	36.6%	51.2%	4.9%	7.3%	0.0%	87.8%	4.2
		15	21	2	3	0	36	
C) Adults on campus motivate students to do their best.	41	19.5%	68.3%	12.2%	0.0%	0.0%	87.8%	4.1
		8	28	5	0	0	36	
D) School provides additional academic support when students are struggling.	41	36.6%	39.0%	17.1%	4.9%	2.4%	75.6%	4.0
		15	16	7	2	1	31	

<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	205	12.2%	42.9%	34.1%	9.8%	1.0%	55.1%	3.6
		25	88	70	20	2	113	
A) Students are interested in what they are learning.	41	7.3%	41.5%	43.9%	7.3%	0.0%	48.8%	3.5
		3	17	18	3	0	20	
B) Students have access to classes and activities that meet their interests and talents.	41	14.6%	36.6%	29.3%	17.1%	2.4%	51.2%	3.4
		6	15	12	7	1	21	
C) Students understand how to complete their schoolwork.	41	19.5%	61.0%	17.1%	2.4%	0.0%	80.5%	4.0
		8	25	7	1	0	33	
D) Students complete assignments on time.	41	9.8%	39.0%	39.0%	12.2%	0.0%	48.8%	3.5
		4	16	16	5	0	20	
E) Students are motivated to do their schoolwork.	41	9.8%	36.6%	41.5%	9.8%	2.4%	46.3%	3.4
		4	15	17	4	1	19	

<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	246	30.9%	52.0%	14.6%	2.0%	0.4%	82.9%	4.1
		76	128	36	5	1	204	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	41	36.6%	56.1%	7.3%	0.0%	0.0%	92.7%	4.3
		15	23	3	0	0	38	
B) Students and families know what classes they will have to take and pass to graduate from high school.	41	31.7%	58.5%	7.3%	2.4%	0.0%	90.2%	4.2
		13	24	3	1	0	37	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	41	29.3%	51.2%	19.5%	0.0%	0.0%	80.5%	4.1
		12	21	8	0	0	33	
D) School offers college and career programs.	41	41.5%	56.1%	2.4%	0.0%	0.0%	97.6%	4.4
		17	23	1	0	0	40	
E) Students participate in programs to learn about different jobs, careers, and colleges.	41	24.4%	43.9%	22.0%	7.3%	2.4%	68.3%	3.8
		10	18	9	3	1	28	
F) Students are prepared for the next step of their educational experience.	41	22.0%	46.3%	29.3%	2.4%	0.0%	68.3%	3.9
		9	19	12	1	0	28	
G) Staff are optimistic about the future of their career in San Juan Unified.	41	31.7%	41.5%	19.5%	4.9%	2.4%	73.2%	4.0
		13	17	8	2	1	30	
H) There are equitable opportunities for advancement in the district.	41	26.8%	36.6%	31.7%	2.4%	2.4%	63.4%	3.8
		11	15	13	1	1	26	

<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	82	39.0%	47.6%	9.8%	1.2%	2.4%	86.6%	4.2
		32	39	8	1	2	71	
A) I would recommend my school to other families.	41	46.3%	43.9%	7.3%	0.0%	2.4%	90.2%	4.3
		19	18	3	0	1	37	
B) San Juan Unified School District is a district that I would recommend to other families.	41	31.7%	51.2%	12.2%	2.4%	2.4%	82.9%	4.1
		13	21	5	1	1	34	