



**Spring 2024  
Staff Climate Survey Results**

**Del Dayo  
Group Size N: 7**

<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	42	19.0%	64.3%	14.3%	2.4%	0.0%	83.3%	4.0
		8	27	6	1	0	35	
A) School has a climate that is caring.	7	14.3%	85.7%	0.0%	0.0%	0.0%	100.0%	4.1
		1	6	0	0	0	7	
B) There are students and staff on campus who listen to students when they have something to say.	7	14.3%	85.7%	0.0%	0.0%	0.0%	100.0%	4.1
		1	6	0	0	0	7	
C) There is an adult from the school who checks on how students are doing.	7	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		4	3	0	0	0	7	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	7	14.3%	57.1%	28.6%	0.0%	0.0%	71.4%	3.9
		1	4	2	0	0	5	
E) Staff feels supported to do their job well in meeting the needs of all students.	7	0.0%	57.1%	28.6%	14.3%	0.0%	57.1%	3.4
		0	4	2	1	0	4	
F) Staff feels part of an effective team.	7	14.3%	57.1%	28.6%	0.0%	0.0%	71.4%	3.9
		1	4	2	0	0	5	

<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	63	39.7%	42.9%	14.3%	3.2%	0.0%	82.5%	4.2
		25	27	9	2	0	52	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	7	71.4%	14.3%	14.3%	0.0%	0.0%	85.7%	4.6
		5	1	1	0	0	6	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	7	14.3%	57.1%	14.3%	14.3%	0.0%	71.4%	3.7
		1	4	1	1	0	5	
C) The school offers families opportunities to be involved in school and classroom activities.	7	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		4	3	0	0	0	7	
D) The school keeps families well-informed about school activities.	7	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		4	3	0	0	0	7	
E) The staff at our school listens to family concerns about issues.	7	28.6%	42.9%	28.6%	0.0%	0.0%	71.4%	4.0
		2	3	2	0	0	5	
F) The staff at school are helpful and welcoming when families come to school or call.	7	42.9%	57.1%	0.0%	0.0%	0.0%	100.0%	4.4
		3	4	0	0	0	7	
G) The school and families are partners in promoting positive behavior for my student.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
H) Families who speak a language other than English receive general information about our school in their home language.	7	0.0%	28.6%	57.1%	14.3%	0.0%	28.6%	3.1
		0	2	4	1	0	2	
I) Staff receive information about upcoming events and important information about the school.	7	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		4	3	0	0	0	7	

<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	49	16.3%	55.1%	20.4%	14.3%	0.0%	71.4%	3.8
A) School seeks input when making important decisions.	7	14.3%	57.1%	28.6%	0.0%	0.0%	71.4%	3.9
B) Important school decisions reflect diverse input.	7	14.3%	28.6%	42.9%	14.3%	0.0%	42.9%	3.4
C) The principal and staff listen to concerns of other staff members about issues.	7	28.6%	42.9%	28.6%	0.0%	0.0%	71.4%	4.0
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	7	14.3%	71.4%	0.0%	14.3%	0.0%	85.7%	3.9
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	7	42.9%	42.9%	14.3%	0.0%	0.0%	85.7%	4.3
F) Our school uses data from this survey to inform site decision making.	7	0.0%	85.7%	14.3%	0.0%	0.0%	85.7%	3.9
G) Staff voice matters in decision making.	7	0.0%	57.1%	14.3%	28.6%	0.0%	57.1%	3.3
		0	4	1	2	0	4	
		8	27	10	4	0	35	
		1	4	2	0	0	5	
		1	2	3	1	0	3	
		2	3	2	0	0	5	
		1	5	0	1	0	6	
		3	3	1	0	0	6	
		0	6	1	0	0	6	
		0	4	1	2	0	4	

  

<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	49	12.2%	55.1%	22.4%	10.2%	0.0%	67.3%	3.7
A) Concerns about student safety are taken seriously.	7	14.3%	42.9%	14.3%	28.6%	0.0%	57.1%	3.4
B) Concerns about student safety are addressed in a timely manner at my school.	7	0.0%	57.1%	28.6%	14.3%	0.0%	57.1%	3.4
C) My school is a safe place for all students.	7	0.0%	57.1%	28.6%	14.3%	0.0%	57.1%	3.4
D) My school is a safe place for all staff.	7	0.0%	57.1%	42.9%	0.0%	0.0%	57.1%	3.6
E) Students know what staff member to go to if they have a safety concern.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
F) Students know school safety protocols.	7	14.3%	71.4%	14.3%	0.0%	0.0%	85.7%	4.0
G) I feel safe sharing different viewpoints and perspectives at my school.	7	28.6%	42.9%	14.3%	14.3%	0.0%	71.4%	3.9
		6	27	11	5	0	33	
		1	3	1	2	0	4	
		0	4	2	1	0	4	
		0	4	2	1	0	4	
		0	4	3	0	0	4	
		2	4	1	0	0	6	
		1	5	1	0	0	6	
		2	3	1	1	0	5	

<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	56	16.1%	64.3%	10.7%	8.9%	0.0%	80.4%	3.9
A) School staff respects student diversity.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
B) Adults at my school treat students respectfully.	7	14.3%	85.7%	0.0%	0.0%	0.0%	100.0%	4.1
C) Students are respectful to each other at school.	7	0.0%	85.7%	0.0%	14.3%	0.0%	85.7%	3.7
D) Students have opportunities to socialize with other students often at school.	7	28.6%	71.4%	0.0%	0.0%	0.0%	100.0%	4.3
E) Students have an adult on campus they trust.	7	28.6%	71.4%	0.0%	0.0%	0.0%	100.0%	4.3
F) Students trust other students at school.	7	0.0%	85.7%	14.3%	0.0%	0.0%	85.7%	3.9
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	7	28.6%	42.9%	14.3%	14.3%	0.0%	71.4%	3.9
H) School staff reflects student diversity.	7	0.0%	14.3%	42.9%	42.9%	0.0%	14.3%	2.7

<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	63	22.2%	54.0%	23.8%	0.0%	0.0%	76.2%	4.0
A) Families and students understand how assignments and tests are graded.	7	14.3%	71.4%	14.3%	0.0%	0.0%	85.7%	4.0
B) Questions and concerns about schoolwork are addressed.	7	14.3%	57.1%	28.6%	0.0%	0.0%	71.4%	3.9
C) Student grades reflect their knowledge of the material.	7	28.6%	42.9%	28.6%	0.0%	0.0%	71.4%	4.0
D) Adults at my school believe all students can be successful.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
E) Students feel comfortable and unjudged to ask their teacher for help.	7	14.3%	57.1%	28.6%	0.0%	0.0%	71.4%	3.9
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
G) Teachers at my school go out of their way to help all students.	7	14.3%	57.1%	28.6%	0.0%	0.0%	71.4%	3.9
H) Students receive timely and regular feedback on their learning.	7	28.6%	42.9%	28.6%	0.0%	0.0%	71.4%	4.0
I) Staff at my school provides resources or ideas that help families support their students at home.	7	28.6%	42.9%	28.6%	0.0%	0.0%	71.4%	4.0

<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	28	28.6%	60.7%	10.7%	0.0%	0.0%	89.3%	4.2
		8	17	3	0	0	25	
A) Students are challenged academically at school.	7	42.9%	57.1%	0.0%	0.0%	0.0%	100.0%	4.4
		3	4	0	0	0	7	
B) School recognizes and celebrates the academic success of all students.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
C) Adults on campus motivate students to do their best.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
D) School provides additional academic support when students are struggling.	7	14.3%	71.4%	14.3%	0.0%	0.0%	85.7%	4.0
		1	5	1	0	0	6	

<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	35	14.3%	68.6%	17.1%	0.0%	0.0%	82.9%	4.0
		5	24	6	0	0	29	
A) Students are interested in what they are learning.	7	0.0%	85.7%	14.3%	0.0%	0.0%	85.7%	3.9
		0	6	1	0	0	6	
B) Students have access to classes and activities that meet their interests and talents.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
C) Students understand how to complete their schoolwork.	7	28.6%	57.1%	14.3%	0.0%	0.0%	85.7%	4.1
		2	4	1	0	0	6	
D) Students complete assignments on time.	7	14.3%	57.1%	28.6%	0.0%	0.0%	71.4%	3.9
		1	4	2	0	0	5	
E) Students are motivated to do their schoolwork.	7	0.0%	85.7%	14.3%	0.0%	0.0%	85.7%	3.9
		0	6	1	0	0	6	

<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	42	4.8%	40.5%	47.6%	0.0%	7.1%	45.2%	3.4
		2	17	20	0	3	19	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	7	0.0%	71.4%	28.6%	0.0%	0.0%	71.4%	3.7
		0	5	2	0	0	5	
B) Students and families know what classes they will have to take and pass to graduate from high school.	7	0.0%	28.6%	57.1%	0.0%	14.3%	28.6%	3.0
		0	2	4	0	1	2	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	7	0.0%	42.9%	57.1%	0.0%	0.0%	42.9%	3.4
		0	3	4	0	0	3	
D) School offers college and career programs.	7	0.0%	14.3%	71.4%	0.0%	14.3%	14.3%	2.9
		0	1	5	0	1	1	
E) Students participate in programs to learn about different jobs, careers, and colleges.	7	14.3%	28.6%	42.9%	0.0%	14.3%	42.9%	3.3
		1	2	3	0	1	3	
F) Students are prepared for the next step of their educational experience.	7	14.3%	57.1%	28.6%	0.0%	0.0%	71.4%	3.9
		1	4	2	0	0	5	
G) Staff are optimistic about the future of their career in San Juan Unified.	7	28.6%	42.9%	28.6%	0.0%	0.0%	71.4%	4.0
		2	3	2	0	0	5	
H) There are equitable opportunities for advancement in the district.	7	28.6%	14.3%	57.1%	0.0%	0.0%	42.9%	3.7
		2	1	4	0	0	3	

<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	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
		7	6	1	0	0	13	
A) I would recommend my school to other families.	7	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		4	3	0	0	0	7	
B) San Juan Unified School District is a district that I would recommend to other families.	7	42.9%	42.9%	14.3%	0.0%	0.0%	85.7%	4.3
		3	3	1	0	0	6	