



**Spring 2024  
Staff Climate Survey Results**

**Del Paso Manor**

**Group Size N: 19**

<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	114	58.8%	30.7%	8.8%	1.8%	0.0%	89.5%	4.5
A) School has a climate that is caring.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
B) There are students and staff on campus who listen to students when they have something to say.	19	68.4%	26.3%	5.3%	0.0%	0.0%	94.7%	4.6
C) There is an adult from the school who checks on how students are doing.	19	73.7%	26.3%	0.0%	0.0%	0.0%	100.0%	4.7
D) School has the materials, staff, programs, and supports needed to help all students do their best.	19	47.4%	31.6%	21.1%	0.0%	0.0%	78.9%	4.3
E) Staff feels supported to do their job well in meeting the needs of all students.	19	47.4%	42.1%	5.3%	5.3%	0.0%	89.5%	4.3
F) Staff feels part of an effective team.	19	57.9%	26.3%	10.5%	5.3%	0.0%	84.2%	4.4

<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	170	59.4%	37.1%	2.9%	0.6%	0.0%	96.5%	4.6
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	19	73.7%	26.3%	0.0%	0.0%	0.0%	100.0%	4.7
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
C) The school offers families opportunities to be involved in school and classroom activities.	19	21.1%	68.4%	10.5%	0.0%	0.0%	89.5%	4.1
D) The school keeps families well-informed about school activities.	19	73.7%	26.3%	0.0%	0.0%	0.0%	100.0%	4.7
E) The staff at our school listens to family concerns about issues.	19	63.2%	31.6%	5.3%	0.0%	0.0%	94.7%	4.6
F) The staff at school are helpful and welcoming when families come to school or call.	19	78.9%	21.1%	0.0%	0.0%	0.0%	100.0%	4.8
G) The school and families are partners in promoting positive behavior for my student.	19	57.9%	42.1%	0.0%	0.0%	0.0%	100.0%	4.6
H) Families who speak a language other than English receive general information about our school in their home language.	19	52.6%	42.1%	5.3%	0.0%	0.0%	94.7%	4.5
I) Staff receive information about upcoming events and important information about the school.	18	66.7%	27.8%	0.0%	5.6%	0.0%	94.4%	4.6

<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	133	54.9%	36.1%	4.5%	10.5%	0.0%	91.0%	4.4
		73	48	6	6	0	121	
A) School seeks input when making important decisions.	19	63.2%	26.3%	5.3%	5.3%	0.0%	89.5%	4.5
		12	5	1	1	0	17	
B) Important school decisions reflect diverse input.	19	63.2%	31.6%	5.3%	0.0%	0.0%	94.7%	4.6
		12	6	1	0	0	18	
C) The principal and staff listen to concerns of other staff members about issues.	19	31.6%	52.6%	10.5%	5.3%	0.0%	84.2%	4.1
		6	10	2	1	0	16	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	19	52.6%	42.1%	0.0%	5.3%	0.0%	94.7%	4.4
		10	8	0	1	0	18	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	19	73.7%	21.1%	0.0%	5.3%	0.0%	94.7%	4.6
		14	4	0	1	0	18	
F) Our school uses data from this survey to inform site decision making.	19	42.1%	47.4%	5.3%	5.3%	0.0%	89.5%	4.3
		8	9	1	1	0	17	
G) Staff voice matters in decision making.	19	57.9%	31.6%	5.3%	5.3%	0.0%	89.5%	4.4
		11	6	1	1	0	17	

<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	133	55.6%	38.3%	5.3%	0.8%	0.0%	94.0%	4.5
		74	51	7	1	0	125	
A) Concerns about student safety are taken seriously.	19	73.7%	26.3%	0.0%	0.0%	0.0%	100.0%	4.7
		14	5	0	0	0	19	
B) Concerns about student safety are addressed in a timely manner at my school.	19	52.6%	47.4%	0.0%	0.0%	0.0%	100.0%	4.5
		10	9	0	0	0	19	
C) My school is a safe place for all students.	19	47.4%	42.1%	10.5%	0.0%	0.0%	89.5%	4.4
		9	8	2	0	0	17	
D) My school is a safe place for all staff.	19	52.6%	42.1%	5.3%	0.0%	0.0%	94.7%	4.5
		10	8	1	0	0	18	
E) Students know what staff member to go to if they have a safety concern.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
		11	6	2	0	0	17	
F) Students know school safety protocols.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
		9	9	1	0	0	18	
G) I feel safe sharing different viewpoints and perspectives at my school.	19	57.9%	31.6%	5.3%	5.3%	0.0%	89.5%	4.4
		11	6	1	1	0	17	

<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	152	46.1%	38.2%	7.9%	7.9%	0.0%	84.2%	4.2
	70	58	12	12	0	0	128	
A) School staff respects student diversity.	19	68.4%	21.1%	10.5%	0.0%	0.0%	89.5%	4.6
	13	4	2	0	0	0	17	
B) Adults at my school treat students respectfully.	19	68.4%	31.6%	0.0%	0.0%	0.0%	100.0%	4.7
	13	6	0	0	0	0	19	
C) Students are respectful to each other at school.	19	21.1%	52.6%	5.3%	21.1%	0.0%	73.7%	3.7
	4	10	1	4	0	0	14	
D) Students have opportunities to socialize with other students often at school.	19	47.4%	47.4%	0.0%	5.3%	0.0%	94.7%	4.4
	9	9	0	1	0	0	18	
E) Students have an adult on campus they trust.	19	68.4%	31.6%	0.0%	0.0%	0.0%	100.0%	4.7
	13	6	0	0	0	0	19	
F) Students trust other students at school.	19	26.3%	57.9%	15.8%	0.0%	0.0%	84.2%	4.1
	5	11	3	0	0	0	16	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	19	36.8%	26.3%	21.1%	15.8%	0.0%	63.2%	3.8
	7	5	4	3	0	0	12	
H) School staff reflects student diversity.	19	31.6%	36.8%	10.5%	21.1%	0.0%	68.4%	3.8
	6	7	2	4	0	0	13	

<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	170	55.3%	42.4%	2.4%	0.0%	0.0%	97.6%	4.5
	94	72	4	0	0	0	166	
A) Families and students understand how assignments and tests are graded.	19	21.1%	63.2%	15.8%	0.0%	0.0%	84.2%	4.1
	4	12	3	0	0	0	16	
B) Questions and concerns about schoolwork are addressed.	19	47.4%	52.6%	0.0%	0.0%	0.0%	100.0%	4.5
	9	10	0	0	0	0	19	
C) Student grades reflect their knowledge of the material.	19	52.6%	47.4%	0.0%	0.0%	0.0%	100.0%	4.5
	10	9	0	0	0	0	19	
D) Adults at my school believe all students can be successful.	19	52.6%	47.4%	0.0%	0.0%	0.0%	100.0%	4.5
	10	9	0	0	0	0	19	
E) Students feel comfortable and unjudged to ask their teacher for help.	19	68.4%	31.6%	0.0%	0.0%	0.0%	100.0%	4.7
	13	6	0	0	0	0	19	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	19	73.7%	26.3%	0.0%	0.0%	0.0%	100.0%	4.7
	14	5	0	0	0	0	19	
G) Teachers at my school go out of their way to help all students.	19	68.4%	31.6%	0.0%	0.0%	0.0%	100.0%	4.7
	13	6	0	0	0	0	19	
H) Students receive timely and regular feedback on their learning.	18	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
	9	9	0	0	0	0	18	
I) Staff at my school provides resources or ideas that help families support their students at home.	19	63.2%	31.6%	5.3%	0.0%	0.0%	94.7%	4.6
	12	6	1	0	0	0	18	

<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	76	56.6%	40.8%	2.6%	0.0%	0.0%	97.4%	4.5
		43	31	2	0	0	74	
A) Students are challenged academically at school.	19	52.6%	47.4%	0.0%	0.0%	0.0%	100.0%	4.5
		10	9	0	0	0	19	
B) School recognizes and celebrates the academic success of all students.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
		9	9	1	0	0	18	
C) Adults on campus motivate students to do their best.	19	73.7%	26.3%	0.0%	0.0%	0.0%	100.0%	4.7
		14	5	0	0	0	19	
D) School provides additional academic support when students are struggling.	19	52.6%	42.1%	5.3%	0.0%	0.0%	94.7%	4.5
		10	8	1	0	0	18	

<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	95	40.0%	51.6%	7.4%	1.1%	0.0%	91.6%	4.3
		38	49	7	1	0	87	
A) Students are interested in what they are learning.	19	42.1%	52.6%	5.3%	0.0%	0.0%	94.7%	4.4
		8	10	1	0	0	18	
B) Students have access to classes and activities that meet their interests and talents.	19	36.8%	42.1%	15.8%	5.3%	0.0%	78.9%	4.1
		7	8	3	1	0	15	
C) Students understand how to complete their schoolwork.	19	47.4%	52.6%	0.0%	0.0%	0.0%	100.0%	4.5
		9	10	0	0	0	19	
D) Students complete assignments on time.	19	36.8%	52.6%	10.5%	0.0%	0.0%	89.5%	4.3
		7	10	2	0	0	17	
E) Students are motivated to do their schoolwork.	19	36.8%	57.9%	5.3%	0.0%	0.0%	94.7%	4.3
		7	11	1	0	0	18	

<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	96	7.3%	39.6%	42.7%	10.4%	0.0%	46.9%	3.4
		7	38	41	10	0	45	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	16	12.5%	37.5%	50.0%	0.0%	0.0%	50.0%	3.6
		2	6	8	0	0	8	
B) Students and families know what classes they will have to take and pass to graduate from high school.	16	0.0%	25.0%	62.5%	12.5%	0.0%	25.0%	3.1
		0	4	10	2	0	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	16	6.3%	56.3%	37.5%	0.0%	0.0%	62.5%	3.7
		1	9	6	0	0	10	
D) School offers college and career programs.	16	0.0%	25.0%	50.0%	25.0%	0.0%	25.0%	3.0
		0	4	8	4	0	4	
E) Students participate in programs to learn about different jobs, careers, and colleges.	16	0.0%	43.8%	37.5%	18.8%	0.0%	43.8%	3.3
		0	7	6	3	0	7	
F) Students are prepared for the next step of their educational experience.	16	25.0%	50.0%	18.8%	6.3%	0.0%	75.0%	3.9
		4	8	3	1	0	12	
G) Staff are optimistic about the future of their career in San Juan Unified.	16	37.5%	62.5%	0.0%	0.0%	0.0%	100.0%	4.4
		6	10	0	0	0	16	
H) There are equitable opportunities for advancement in the district.	16	18.8%	43.8%	31.3%	0.0%	6.3%	62.5%	3.7
		3	7	5	0	1	10	

<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	38	55.3%	36.8%	5.3%	2.6%	0.0%	92.1%	4.4
		21	14	2	1	0	35	
A) I would recommend my school to other families.	19	52.6%	36.8%	5.3%	5.3%	0.0%	89.5%	4.4
		10	7	1	1	0	17	
B) San Juan Unified School District is a district that I would recommend to other families.	19	57.9%	36.8%	5.3%	0.0%	0.0%	94.7%	4.5
		11	7	1	0	0	18	