



**Spring 2024  
Staff Climate Survey Results**

**Green Oaks**

**Group Size N: 14**

<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	84	61.9%	36.9%	1.2%	0.0%	0.0%	98.8%	4.6
		52	31	1	0	0	83	
A) School has a climate that is caring.	14	64.3%	35.7%	0.0%	0.0%	0.0%	100.0%	4.6
		9	5	0	0	0	14	
B) There are students and staff on campus who listen to students when they have something to say.	14	64.3%	35.7%	0.0%	0.0%	0.0%	100.0%	4.6
		9	5	0	0	0	14	
C) There is an adult from the school who checks on how students are doing.	14	78.6%	21.4%	0.0%	0.0%	0.0%	100.0%	4.8
		11	3	0	0	0	14	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	14	42.9%	50.0%	7.1%	0.0%	0.0%	92.9%	4.4
		6	7	1	0	0	13	
E) Staff feels supported to do their job well in meeting the needs of all students.	14	64.3%	35.7%	0.0%	0.0%	0.0%	100.0%	4.6
		9	5	0	0	0	14	
F) Staff feels part of an effective team.	14	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
		8	6	0	0	0	14	

<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	126	68.3%	26.2%	5.6%	0.0%	0.0%	94.4%	4.6
		86	33	7	0	0	119	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	14	57.1%	35.7%	7.1%	0.0%	0.0%	92.9%	4.5
		8	5	1	0	0	13	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	14	57.1%	35.7%	7.1%	0.0%	0.0%	92.9%	4.5
		8	5	1	0	0	13	
C) The school offers families opportunities to be involved in school and classroom activities.	14	78.6%	21.4%	0.0%	0.0%	0.0%	100.0%	4.8
		11	3	0	0	0	14	
D) The school keeps families well-informed about school activities.	14	71.4%	28.6%	0.0%	0.0%	0.0%	100.0%	4.7
		10	4	0	0	0	14	
E) The staff at our school listens to family concerns about issues.	14	71.4%	28.6%	0.0%	0.0%	0.0%	100.0%	4.7
		10	4	0	0	0	14	
F) The staff at school are helpful and welcoming when families come to school or call.	14	92.9%	7.1%	0.0%	0.0%	0.0%	100.0%	4.9
		13	1	0	0	0	14	
G) The school and families are partners in promoting positive behavior for my student.	14	71.4%	21.4%	7.1%	0.0%	0.0%	92.9%	4.6
		10	3	1	0	0	13	
H) Families who speak a language other than English receive general information about our school in their home language.	14	28.6%	42.9%	28.6%	0.0%	0.0%	71.4%	4.0
		4	6	4	0	0	10	
I) Staff receive information about upcoming events and important information about the school.	14	85.7%	14.3%	0.0%	0.0%	0.0%	100.0%	4.9
		12	2	0	0	0	14	

<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	97	57.7%	28.9%	13.4%	0.0%	0.0%	86.6%	4.4
		56	28	13	0	0	84	
A) School seeks input when making important decisions.	14	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		7	7	0	0	0	14	
B) Important school decisions reflect diverse input.	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
		7	6	1	0	0	13	
C) The principal and staff listen to concerns of other staff members about issues.	13	69.2%	30.8%	0.0%	0.0%	0.0%	100.0%	4.7
		9	4	0	0	0	13	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	14	64.3%	21.4%	14.3%	0.0%	0.0%	85.7%	4.5
		9	3	2	0	0	12	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	14	71.4%	14.3%	14.3%	0.0%	0.0%	85.7%	4.6
		10	2	2	0	0	12	
F) Our school uses data from this survey to inform site decision making.	14	57.1%	14.3%	28.6%	0.0%	0.0%	71.4%	4.3
		8	2	4	0	0	10	
G) Staff voice matters in decision making.	14	42.9%	28.6%	28.6%	0.0%	0.0%	71.4%	4.1
		6	4	4	0	0	10	

<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	98	69.4%	24.5%	6.1%	0.0%	0.0%	93.9%	4.6
		68	24	6	0	0	92	
A) Concerns about student safety are taken seriously.	14	92.9%	0.0%	7.1%	0.0%	0.0%	92.9%	4.9
		13	0	1	0	0	13	
B) Concerns about student safety are addressed in a timely manner at my school.	14	92.9%	0.0%	7.1%	0.0%	0.0%	92.9%	4.9
		13	0	1	0	0	13	
C) My school is a safe place for all students.	14	71.4%	28.6%	0.0%	0.0%	0.0%	100.0%	4.7
		10	4	0	0	0	14	
D) My school is a safe place for all staff.	14	71.4%	28.6%	0.0%	0.0%	0.0%	100.0%	4.7
		10	4	0	0	0	14	
E) Students know what staff member to go to if they have a safety concern.	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
		7	6	1	0	0	13	
F) Students know school safety protocols.	14	57.1%	28.6%	14.3%	0.0%	0.0%	85.7%	4.4
		8	4	2	0	0	12	
G) I feel safe sharing different viewpoints and perspectives at my school.	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
		7	6	1	0	0	13	

<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	112	42.0%	43.8%	12.5%	1.8%	0.0%	85.7%	4.3
	47	49	14	2	0	96		
A) School staff respects student diversity.	14	42.9%	50.0%	7.1%	0.0%	0.0%	92.9%	4.4
	6	7	1	0	0	13		
B) Adults at my school treat students respectfully.	14	64.3%	35.7%	0.0%	0.0%	0.0%	100.0%	4.6
	9	5	0	0	0	14		
C) Students are respectful to each other at school.	14	28.6%	64.3%	7.1%	0.0%	0.0%	92.9%	4.2
	4	9	1	0	0	13		
D) Students have opportunities to socialize with other students often at school.	14	57.1%	42.9%	0.0%	0.0%	0.0%	100.0%	4.6
	8	6	0	0	0	14		
E) Students have an adult on campus they trust.	14	85.7%	14.3%	0.0%	0.0%	0.0%	100.0%	4.9
	12	2	0	0	0	14		
F) Students trust other students at school.	14	28.6%	50.0%	21.4%	0.0%	0.0%	78.6%	4.1
	4	7	3	0	0	11		
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	14	21.4%	57.1%	21.4%	0.0%	0.0%	78.6%	4.0
	3	8	3	0	0	11		
H) School staff reflects student diversity.	14	7.1%	35.7%	42.9%	14.3%	0.0%	42.9%	3.4
	1	5	6	2	0	6		

<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	125	56.0%	32.0%	11.2%	0.8%	0.0%	88.0%	4.4
	70	40	14	1	0	110		
A) Families and students understand how assignments and tests are graded.	14	21.4%	50.0%	28.6%	0.0%	0.0%	71.4%	3.9
	3	7	4	0	0	10		
B) Questions and concerns about schoolwork are addressed.	14	64.3%	21.4%	14.3%	0.0%	0.0%	85.7%	4.5
	9	3	2	0	0	12		
C) Student grades reflect their knowledge of the material.	13	53.8%	30.8%	7.7%	7.7%	0.0%	84.6%	4.3
	7	4	1	1	0	11		
D) Adults at my school believe all students can be successful.	14	64.3%	28.6%	7.1%	0.0%	0.0%	92.9%	4.6
	9	4	1	0	0	13		
E) Students feel comfortable and unjudged to ask their teacher for help.	14	64.3%	28.6%	7.1%	0.0%	0.0%	92.9%	4.6
	9	4	1	0	0	13		
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	14	64.3%	28.6%	7.1%	0.0%	0.0%	92.9%	4.6
	9	4	1	0	0	13		
G) Teachers at my school go out of their way to help all students.	14	64.3%	28.6%	7.1%	0.0%	0.0%	92.9%	4.6
	9	4	1	0	0	13		
H) Students receive timely and regular feedback on their learning.	14	57.1%	35.7%	7.1%	0.0%	0.0%	92.9%	4.5
	8	5	1	0	0	13		
I) Staff at my school provides resources or ideas that help families support their students at home.	14	50.0%	35.7%	14.3%	0.0%	0.0%	85.7%	4.4
	7	5	2	0	0	12		

<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	56	73.2%	21.4%	5.4%	0.0%	0.0%	94.6%	4.7
		41	12	3	0	0	53	
A) Students are challenged academically at school.	14	85.7%	7.1%	7.1%	0.0%	0.0%	92.9%	4.8
		12	1	1	0	0	13	
B) School recognizes and celebrates the academic success of all students.	14	71.4%	21.4%	7.1%	0.0%	0.0%	92.9%	4.6
		10	3	1	0	0	13	
C) Adults on campus motivate students to do their best.	14	71.4%	21.4%	7.1%	0.0%	0.0%	92.9%	4.6
		10	3	1	0	0	13	
D) School provides additional academic support when students are struggling.	14	64.3%	35.7%	0.0%	0.0%	0.0%	100.0%	4.6
		9	5	0	0	0	14	

<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	70	37.1%	42.9%	20.0%	0.0%	0.0%	80.0%	4.2
		26	30	14	0	0	56	
A) Students are interested in what they are learning.	14	21.4%	57.1%	21.4%	0.0%	0.0%	78.6%	4.0
		3	8	3	0	0	11	
B) Students have access to classes and activities that meet their interests and talents.	14	21.4%	42.9%	35.7%	0.0%	0.0%	64.3%	3.9
		3	6	5	0	0	9	
C) Students understand how to complete their schoolwork.	14	50.0%	42.9%	7.1%	0.0%	0.0%	92.9%	4.4
		7	6	1	0	0	13	
D) Students complete assignments on time.	14	57.1%	28.6%	14.3%	0.0%	0.0%	85.7%	4.4
		8	4	2	0	0	12	
E) Students are motivated to do their schoolwork.	14	35.7%	42.9%	21.4%	0.0%	0.0%	78.6%	4.1
		5	6	3	0	0	11	

<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	84	9.5%	9.5%	70.2%	8.3%	2.4%	19.0%	3.2
		8	8	59	7	2	16	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	14	7.1%	7.1%	71.4%	14.3%	0.0%	14.3%	3.1
		1	1	10	2	0	2	
B) Students and families know what classes they will have to take and pass to graduate from high school.	14	7.1%	0.0%	78.6%	14.3%	0.0%	7.1%	3.0
		1	0	11	2	0	1	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	14	7.1%	21.4%	64.3%	7.1%	0.0%	28.6%	3.3
		1	3	9	1	0	4	
D) School offers college and career programs.	14	0.0%	0.0%	85.7%	7.1%	7.1%	0.0%	2.8
		0	0	12	1	1	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	14	0.0%	0.0%	85.7%	7.1%	7.1%	0.0%	2.8
		0	0	12	1	1	0	
F) Students are prepared for the next step of their educational experience.	14	35.7%	28.6%	35.7%	0.0%	0.0%	64.3%	4.0
		5	4	5	0	0	9	
G) Staff are optimistic about the future of their career in San Juan Unified.	14	14.3%	35.7%	35.7%	14.3%	0.0%	50.0%	3.5
		2	5	5	2	0	7	
H) There are equitable opportunities for advancement in the district.	14	7.1%	28.6%	57.1%	7.1%	0.0%	35.7%	3.4
		1	4	8	1	0	5	

<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	28	64.3%	28.6%	7.1%	0.0%	0.0%	92.9%	4.6
		18	8	2	0	0	26	
A) I would recommend my school to other families.	14	92.9%	7.1%	0.0%	0.0%	0.0%	100.0%	4.9
		13	1	0	0	0	14	
B) San Juan Unified School District is a district that I would recommend to other families.	14	35.7%	50.0%	14.3%	0.0%	0.0%	85.7%	4.2
		5	7	2	0	0	12	