



**Spring 2025  
Staff Climate Survey Results**

**Orangevale  
Group Size N: 24**

<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	143	35.7%	43.4%	8.4%	7.7%	4.9%	79.0%	4.0
		51	62	12	11	7	113	
A) School has a climate that is caring.	24	41.7%	41.7%	0.0%	8.3%	8.3%	83.3%	4.0
		10	10	0	2	2	20	
B) There are students and staff on campus who listen to students when they have something to say.	23	47.8%	39.1%	13.0%	0.0%	0.0%	87.0%	4.3
		11	9	3	0	0	20	
C) There is an adult from the school who checks on how students are doing.	24	70.8%	29.2%	0.0%	0.0%	0.0%	100.0%	4.7
		17	7	0	0	0	24	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	24	12.5%	62.5%	8.3%	8.3%	8.3%	75.0%	3.6
		3	15	2	2	2	18	
E) Staff feels supported to do their job well in meeting the needs of all students.	24	25.0%	45.8%	12.5%	12.5%	4.2%	70.8%	3.8
		6	11	3	3	1	17	
F) Staff feels part of an effective team.	24	16.7%	41.7%	16.7%	16.7%	8.3%	58.3%	3.4
		4	10	4	4	2	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	216	51.4%	37.5%	8.8%	1.4%	0.9%	88.9%	4.4
		111	81	19	3	2	192	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	24	62.5%	29.2%	8.3%	0.0%	0.0%	91.7%	4.5
		15	7	2	0	0	22	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	24	41.7%	45.8%	4.2%	4.2%	4.2%	87.5%	4.2
		10	11	1	1	1	21	
C) The school offers families opportunities to be involved in school and classroom activities.	24	83.3%	16.7%	0.0%	0.0%	0.0%	100.0%	4.8
		20	4	0	0	0	24	
D) The school keeps families well-informed about school activities.	24	75.0%	20.8%	4.2%	0.0%	0.0%	95.8%	4.7
		18	5	1	0	0	23	
E) The staff at our school listens to family concerns about issues.	24	37.5%	54.2%	8.3%	0.0%	0.0%	91.7%	4.3
		9	13	2	0	0	22	
F) The staff at school are helpful and welcoming when families come to school or call.	24	58.3%	37.5%	4.2%	0.0%	0.0%	95.8%	4.5
		14	9	1	0	0	23	
G) The school and families are partners in promoting positive behavior for my student.	24	41.7%	50.0%	4.2%	4.2%	0.0%	91.7%	4.3
		10	12	1	1	0	22	
H) Families who speak a language other than English receive general information about our school in their home language.	24	16.7%	41.7%	41.7%	0.0%	0.0%	58.3%	3.8
		4	10	10	0	0	14	
I) Staff receive information about upcoming events and important information about the school.	24	45.8%	41.7%	4.2%	4.2%	4.2%	87.5%	4.2
		11	10	1	1	1	21	

<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	166	31.9%	37.3%	17.5%	6.6%	6.6%	69.3%	3.8
		53	62	29	11	11	115	
A) School seeks input when making important decisions.	24	25.0%	50.0%	16.7%	0.0%	8.3%	75.0%	3.8
		6	12	4	0	2	18	
B) Important school decisions reflect diverse input.	24	29.2%	37.5%	25.0%	4.2%	4.2%	66.7%	3.8
		7	9	6	1	1	16	
C) The principal and staff listen to concerns of other staff members about issues.	24	29.2%	41.7%	8.3%	12.5%	8.3%	70.8%	3.7
		7	10	2	3	2	17	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	24	45.8%	33.3%	12.5%	4.2%	4.2%	79.2%	4.1
		11	8	3	1	1	19	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	24	45.8%	37.5%	4.2%	4.2%	8.3%	83.3%	4.1
		11	9	1	1	2	20	
F) Our school uses data from this survey to inform site decision making.	23	26.1%	21.7%	39.1%	8.7%	4.3%	47.8%	3.6
		6	5	9	2	1	11	
G) Staff voice matters in decision making.	23	21.7%	39.1%	17.4%	13.0%	8.7%	60.9%	3.5
		5	9	4	3	2	14	

  

<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	168	26.2%	41.1%	22.6%	7.1%	3.0%	67.3%	3.8
		44	69	38	12	5	113	
A) Concerns about student safety are taken seriously.	24	41.7%	37.5%	12.5%	8.3%	0.0%	79.2%	4.1
		10	9	3	2	0	19	
B) Concerns about student safety are addressed in a timely manner at my school.	24	29.2%	37.5%	20.8%	8.3%	4.2%	66.7%	3.8
		7	9	5	2	1	16	
C) My school is a safe place for all students.	24	20.8%	50.0%	20.8%	8.3%	0.0%	70.8%	3.8
		5	12	5	2	0	17	
D) My school is a safe place for all staff.	24	25.0%	29.2%	33.3%	8.3%	4.2%	54.2%	3.6
		6	7	8	2	1	13	
E) Students know what staff member to go to if they have a safety concern.	24	29.2%	37.5%	29.2%	4.2%	0.0%	66.7%	3.9
		7	9	7	1	0	16	
F) Students know school safety protocols.	24	25.0%	54.2%	20.8%	0.0%	0.0%	79.2%	4.0
		6	13	5	0	0	19	
G) I feel safe sharing different viewpoints and perspectives at my school.	24	12.5%	41.7%	20.8%	12.5%	12.5%	54.2%	3.3
		3	10	5	3	3	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	192	27.1% 52	51.0% 98	14.1% 27	5.7% 11	2.1% 4	78.1% 150	4.0
A) School staff respects student diversity.	24	25.0% 6	58.3% 14	4.2% 1	8.3% 2	4.2% 1	83.3% 20	3.9
B) Adults at my school treat students respectfully.	24	37.5% 9	45.8% 11	16.7% 4	0.0% 0	0.0% 0	83.3% 20	4.2
C) Students are respectful to each other at school.	24	8.3% 2	62.5% 15	16.7% 4	12.5% 3	0.0% 0	70.8% 17	3.7
D) Students have opportunities to socialize with other students often at school.	24	54.2% 13	45.8% 11	0.0% 0	0.0% 0	0.0% 0	100.0% 24	4.5
E) Students have an adult on campus they trust.	24	45.8% 11	45.8% 11	8.3% 2	0.0% 0	0.0% 0	91.7% 22	4.4
F) Students trust other students at school.	24	12.5% 3	75.0% 18	12.5% 3	0.0% 0	0.0% 0	87.5% 21	4.0
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	24	20.8% 5	37.5% 9	29.2% 7	8.3% 2	4.2% 1	58.3% 14	3.6
H) School staff reflects student diversity.	24	12.5% 3	37.5% 9	25.0% 6	16.7% 4	8.3% 2	50.0% 12	3.3

  

<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	216	40.3% 87	46.8% 101	10.6% 23	1.4% 3	0.9% 2	87.0% 188	4.2
A) Families and students understand how assignments and tests are graded.	24	33.3% 8	45.8% 11	16.7% 4	4.2% 1	0.0% 0	79.2% 19	4.1
B) Questions and concerns about schoolwork are addressed.	24	37.5% 9	45.8% 11	16.7% 4	0.0% 0	0.0% 0	83.3% 20	4.2
C) Student grades reflect their knowledge of the material.	24	33.3% 8	33.3% 8	29.2% 7	0.0% 0	4.2% 1	66.7% 16	3.9
D) Adults at my school believe all students can be successful.	24	37.5% 9	45.8% 11	12.5% 3	4.2% 1	0.0% 0	83.3% 20	4.2
E) Students feel comfortable and unjudged to ask their teacher for help.	24	41.7% 10	54.2% 13	0.0% 0	0.0% 0	4.2% 1	95.8% 23	4.3
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	24	45.8% 11	45.8% 11	8.3% 2	0.0% 0	0.0% 0	91.7% 22	4.4
G) Teachers at my school go out of their way to help all students.	24	37.5% 9	54.2% 13	4.2% 1	4.2% 1	0.0% 0	91.7% 22	4.3
H) Students receive timely and regular feedback on their learning.	24	41.7% 10	58.3% 14	0.0% 0	0.0% 0	0.0% 0	100.0% 24	4.4
I) Staff at my school provides resources or ideas that help families support their students at home.	24	54.2% 13	37.5% 9	8.3% 2	0.0% 0	0.0% 0	91.7% 22	4.5

<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	96	33.3%	45.8%	16.7%	3.1%	1.0%	79.2%	4.1
		32	44	16	3	1	76	
A) Students are challenged academically at school.	24	29.2%	58.3%	12.5%	0.0%	0.0%	87.5%	4.2
		7	14	3	0	0	21	
B) School recognizes and celebrates the academic success of all students.	24	29.2%	45.8%	20.8%	4.2%	0.0%	75.0%	4.0
		7	11	5	1	0	18	
C) Adults on campus motivate students to do their best.	24	45.8%	37.5%	16.7%	0.0%	0.0%	83.3%	4.3
		11	9	4	0	0	20	
D) School provides additional academic support when students are struggling.	24	29.2%	41.7%	16.7%	8.3%	4.2%	70.8%	3.8
		7	10	4	2	1	17	
<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	120	30.0%	53.3%	15.0%	0.0%	1.7%	83.3%	4.1
		36	64	18	0	2	100	
A) Students are interested in what they are learning.	24	33.3%	58.3%	8.3%	0.0%	0.0%	91.7%	4.3
		8	14	2	0	0	22	
B) Students have access to classes and activities that meet their interests and talents.	24	29.2%	58.3%	12.5%	0.0%	0.0%	87.5%	4.2
		7	14	3	0	0	21	
C) Students understand how to complete their schoolwork.	24	41.7%	50.0%	4.2%	0.0%	4.2%	91.7%	4.3
		10	12	1	0	1	22	
D) Students complete assignments on time.	24	25.0%	41.7%	33.3%	0.0%	0.0%	66.7%	3.9
		6	10	8	0	0	16	
E) Students are motivated to do their schoolwork.	24	20.8%	58.3%	16.7%	0.0%	4.2%	79.2%	3.9
		5	14	4	0	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	180	18.3%	18.9%	56.7%	2.8%	3.3%	37.2%	3.5
		33	34	102	5	6	67	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	23	26.1%	13.0%	56.5%	4.3%	0.0%	39.1%	3.6
		6	3	13	1	0	9	
B) Students and families know what classes they will have to take and pass to graduate from high school.	23	8.7%	13.0%	65.2%	8.7%	4.3%	21.7%	3.1
		2	3	15	2	1	5	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	23	17.4%	21.7%	60.9%	0.0%	0.0%	39.1%	3.6
		4	5	14	0	0	9	
D) School offers college and career programs.	23	13.0%	8.7%	69.6%	8.7%	0.0%	21.7%	3.3
		3	2	16	2	0	5	
E) Students participate in programs to learn about different jobs, careers, and colleges.	22	18.2%	4.5%	77.3%	0.0%	0.0%	22.7%	3.4
		4	1	17	0	0	5	
F) Students are prepared for the next step of their educational experience.	22	27.3%	36.4%	36.4%	0.0%	0.0%	63.6%	3.9
		6	8	8	0	0	14	
G) Staff are optimistic about the future of their career in San Juan Unified.	22	18.2%	31.8%	40.9%	0.0%	9.1%	50.0%	3.5
		4	7	9	0	2	11	
H) There are equitable opportunities for advancement in the district.	22	18.2%	22.7%	45.5%	0.0%	13.6%	40.9%	3.3
		4	5	10	0	3	9	

<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	48	27.1%	50.0%	16.7%	2.1%	4.2%	77.1%	3.9
		13	24	8	1	2	37	
A) I would recommend my school to other families.	24	37.5%	37.5%	20.8%	0.0%	4.2%	75.0%	4.0
		9	9	5	0	1	18	
B) San Juan Unified School District is a district that I would recommend to other families.	24	16.7%	62.5%	12.5%	4.2%	4.2%	79.2%	3.8
		4	15	3	1	1	19	