



**Spring 2025
Staff Climate Survey Results**

Sierra Oaks

Group Size N: 14

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	84	35.7% 30	36.9% 31	17.9% 15	7.1% 6	2.4% 2	72.6% 61	4.0
A) School has a climate that is caring.	14	21.4% 3	42.9% 6	28.6% 4	7.1% 1	0.0% 0	64.3% 9	3.8
B) There are students and staff on campus who listen to students when they have something to say.	14	35.7% 5	42.9% 6	21.4% 3	0.0% 0	0.0% 0	78.6% 11	4.1
C) There is an adult from the school who checks on how students are doing.	14	57.1% 8	42.9% 6	0.0% 0	0.0% 0	0.0% 0	100.0% 14	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	14	21.4% 3	42.9% 6	14.3% 2	14.3% 2	7.1% 1	64.3% 9	3.6
E) Staff feels supported to do their job well in meeting the needs of all students.	14	42.9% 6	21.4% 3	21.4% 3	14.3% 2	0.0% 0	64.3% 9	3.9
F) Staff feels part of an effective team.	14	35.7% 5	28.6% 4	21.4% 3	7.1% 1	7.1% 1	64.3% 9	3.8
Family and Staff Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	126	43.7% 55	36.5% 46	17.5% 22	2.4% 3	0.0% 0	80.2% 101	4.2
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	14	78.6% 11	14.3% 2	7.1% 1	0.0% 0	0.0% 0	92.9% 13	4.7
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	14	35.7% 5	21.4% 3	35.7% 5	7.1% 1	0.0% 0	57.1% 8	3.9
C) The school offers families opportunities to be involved in school and classroom activities.	14	42.9% 6	50.0% 7	7.1% 1	0.0% 0	0.0% 0	92.9% 13	4.4
D) The school keeps families well-informed about school activities.	14	42.9% 6	35.7% 5	21.4% 3	0.0% 0	0.0% 0	78.6% 11	4.2
E) The staff at our school listens to family concerns about issues.	14	35.7% 5	42.9% 6	14.3% 2	7.1% 1	0.0% 0	78.6% 11	4.1
F) The staff at school are helpful and welcoming when families come to school or call.	14	42.9% 6	35.7% 5	21.4% 3	0.0% 0	0.0% 0	78.6% 11	4.2
G) The school and families are partners in promoting positive behavior for my student.	14	14.3% 2	57.1% 8	21.4% 3	7.1% 1	0.0% 0	71.4% 10	3.8
H) Families who speak a language other than English receive general information about our school in their home language.	14	35.7% 5	50.0% 7	14.3% 2	0.0% 0	0.0% 0	85.7% 12	4.2
I) Staff receive information about upcoming events and important information about the school.	14	64.3% 9	21.4% 3	14.3% 2	0.0% 0	0.0% 0	85.7% 12	4.5

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	97	45.4%	34.0%	7.2%	7.2%	6.2%	79.4%	4.1
		44	33	7	7	6	77	
A) School seeks input when making important decisions.	13	46.2%	30.8%	7.7%	7.7%	7.7%	76.9%	4.0
		6	4	1	1	1	10	
B) Important school decisions reflect diverse input.	14	50.0%	28.6%	0.0%	14.3%	7.1%	78.6%	4.0
		7	4	0	2	1	11	
C) The principal and staff listen to concerns of other staff members about issues.	14	50.0%	28.6%	7.1%	7.1%	7.1%	78.6%	4.1
		7	4	1	1	1	11	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	14	42.9%	35.7%	14.3%	0.0%	7.1%	78.6%	4.1
		6	5	2	0	1	11	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	14	42.9%	50.0%	0.0%	7.1%	0.0%	92.9%	4.3
		6	7	0	1	0	13	
F) Our school uses data from this survey to inform site decision making.	14	50.0%	21.4%	14.3%	7.1%	7.1%	71.4%	4.0
		7	3	2	1	1	10	
G) Staff voice matters in decision making.	14	35.7%	42.9%	7.1%	7.1%	7.1%	78.6%	3.9
		5	6	1	1	1	11	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	97	36.1%	33.0%	18.6%	8.2%	4.1%	69.1%	3.9
		35	32	18	8	4	67	
A) Concerns about student safety are taken seriously.	14	42.9%	28.6%	14.3%	14.3%	0.0%	71.4%	4.0
		6	4	2	2	0	10	
B) Concerns about student safety are addressed in a timely manner at my school.	14	42.9%	21.4%	21.4%	14.3%	0.0%	64.3%	3.9
		6	3	3	2	0	9	
C) My school is a safe place for all students.	14	42.9%	35.7%	7.1%	7.1%	7.1%	78.6%	4.0
		6	5	1	1	1	11	
D) My school is a safe place for all staff.	14	35.7%	35.7%	14.3%	7.1%	7.1%	71.4%	3.9
		5	5	2	1	1	10	
E) Students know what staff member to go to if they have a safety concern.	13	46.2%	30.8%	23.1%	0.0%	0.0%	76.9%	4.2
		6	4	3	0	0	10	
F) Students know school safety protocols.	14	21.4%	42.9%	28.6%	7.1%	0.0%	64.3%	3.8
		3	6	4	1	0	9	
G) I feel safe sharing different viewpoints and perspectives at my school.	14	21.4%	35.7%	21.4%	7.1%	14.3%	57.1%	3.4
		3	5	3	1	2	8	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	112	28.6% 32	41.1% 46	21.4% 24	4.5% 5	4.5% 5	69.6% 78	3.8
A) School staff respects student diversity.	14	21.4% 3	57.1% 8	7.1% 1	7.1% 1	7.1% 1	78.6% 11	3.8
B) Adults at my school treat students respectfully.	14	50.0% 7	28.6% 4	7.1% 1	7.1% 1	7.1% 1	78.6% 11	4.1
C) Students are respectful to each other at school.	14	7.1% 1	50.0% 7	21.4% 3	7.1% 1	14.3% 2	57.1% 8	3.3
D) Students have opportunities to socialize with other students often at school.	14	28.6% 4	50.0% 7	21.4% 3	0.0% 0	0.0% 0	78.6% 11	4.1
E) Students have an adult on campus they trust.	14	50.0% 7	28.6% 4	21.4% 3	0.0% 0	0.0% 0	78.6% 11	4.3
F) Students trust other students at school.	14	28.6% 4	42.9% 6	21.4% 3	0.0% 0	7.1% 1	71.4% 10	3.9
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	14	21.4% 3	35.7% 5	42.9% 6	0.0% 0	0.0% 0	57.1% 8	3.8
H) School staff reflects student diversity.	14	21.4% 3	35.7% 5	28.6% 4	14.3% 2	0.0% 0	57.1% 8	3.6
Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	126	40.5% 51	39.7% 50	16.7% 21	3.2% 4	0.0% 0	80.2% 101	4.2
A) Families and students understand how assignments and tests are graded.	14	14.3% 2	42.9% 6	35.7% 5	7.1% 1	0.0% 0	57.1% 8	3.6
B) Questions and concerns about schoolwork are addressed.	14	42.9% 6	42.9% 6	14.3% 2	0.0% 0	0.0% 0	85.7% 12	4.3
C) Student grades reflect their knowledge of the material.	14	21.4% 3	42.9% 6	28.6% 4	7.1% 1	0.0% 0	64.3% 9	3.8
D) Adults at my school believe all students can be successful.	14	28.6% 4	50.0% 7	7.1% 1	14.3% 2	0.0% 0	78.6% 11	3.9
E) Students feel comfortable and unjudged to ask their teacher for help.	14	64.3% 9	28.6% 4	7.1% 1	0.0% 0	0.0% 0	92.9% 13	4.6
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	14	57.1% 8	35.7% 5	7.1% 1	0.0% 0	0.0% 0	92.9% 13	4.5
G) Teachers at my school go out of their way to help all students.	14	35.7% 5	35.7% 5	28.6% 4	0.0% 0	0.0% 0	71.4% 10	4.1
H) Students receive timely and regular feedback on their learning.	14	50.0% 7	42.9% 6	7.1% 1	0.0% 0	0.0% 0	92.9% 13	4.4
I) Staff at my school provides resources or ideas that help families support their students at home.	14	50.0% 7	35.7% 5	14.3% 2	0.0% 0	0.0% 0	85.7% 12	4.4

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	56	28.6% 16	44.6% 25	23.2% 13	1.8% 1	1.8% 1	73.2% 41	4.0
A) Students are challenged academically at school.	14	7.1% 1	64.3% 9	21.4% 3	7.1% 1	0.0% 0	71.4% 10	3.7
B) School recognizes and celebrates the academic success of all students.	14	42.9% 6	35.7% 5	21.4% 3	0.0% 0	0.0% 0	78.6% 11	4.2
C) Adults on campus motivate students to do their best.	14	35.7% 5	35.7% 5	21.4% 3	0.0% 0	7.1% 1	71.4% 10	3.9
D) School provides additional academic support when students are struggling.	14	28.6% 4	42.9% 6	28.6% 4	0.0% 0	0.0% 0	71.4% 10	4.0
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	70	15.7% 11	61.4% 43	18.6% 13	4.3% 3	0.0% 0	77.1% 54	3.9
A) Students are interested in what they are learning.	14	7.1% 1	71.4% 10	21.4% 3	0.0% 0	0.0% 0	78.6% 11	3.9
B) Students have access to classes and activities that meet their interests and talents.	14	21.4% 3	57.1% 8	14.3% 2	7.1% 1	0.0% 0	78.6% 11	3.9
C) Students understand how to complete their schoolwork.	14	28.6% 4	57.1% 8	14.3% 2	0.0% 0	0.0% 0	85.7% 12	4.1
D) Students complete assignments on time.	14	14.3% 2	57.1% 8	21.4% 3	7.1% 1	0.0% 0	71.4% 10	3.8
E) Students are motivated to do their schoolwork.	14	7.1% 1	64.3% 9	21.4% 3	7.1% 1	0.0% 0	71.4% 10	3.7

College and Career Readiness	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	111	19.8%	28.8%	38.7%	10.8%	1.8%	48.6%	3.5
		22	32	43	12	2	54	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	14	14.3%	21.4%	57.1%	7.1%	0.0%	35.7%	3.4
		2	3	8	1	0	5	
B) Students and families know what classes they will have to take and pass to graduate from high school.	14	7.1%	21.4%	57.1%	14.3%	0.0%	28.6%	3.2
		1	3	8	2	0	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	14	21.4%	28.6%	50.0%	0.0%	0.0%	50.0%	3.7
		3	4	7	0	0	7	
D) School offers college and career programs.	14	0.0%	21.4%	50.0%	21.4%	7.1%	21.4%	2.9
		0	3	7	3	1	3	
E) Students participate in programs to learn about different jobs, careers, and colleges.	14	7.1%	28.6%	50.0%	14.3%	0.0%	35.7%	3.3
		1	4	7	2	0	5	
F) Students are prepared for the next step of their educational experience.	14	42.9%	35.7%	14.3%	7.1%	0.0%	78.6%	4.1
		6	5	2	1	0	11	
G) Staff are optimistic about the future of their career in San Juan Unified.	14	35.7%	35.7%	14.3%	14.3%	0.0%	71.4%	3.9
		5	5	2	2	0	10	
H) There are equitable opportunities for advancement in the district.	13	30.8%	38.5%	15.4%	7.7%	7.7%	69.2%	3.8
		4	5	2	1	1	9	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	28	32.1%	39.3%	25.0%	3.6%	0.0%	71.4%	4.0
		9	11	7	1	0	20	
A) I would recommend my school to other families.	14	28.6%	35.7%	28.6%	7.1%	0.0%	64.3%	3.9
		4	5	4	1	0	9	
B) San Juan Unified School District is a district that I would recommend to other families.	14	35.7%	42.9%	21.4%	0.0%	0.0%	78.6%	4.1
		5	6	3	0	0	11	