



**Spring 2025  
Staff Climate Survey Results**

**Del Dayo  
Group Size N: 22**

<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	132	53.8%	30.3%	9.8%	6.1%	0.0%	84.1%	4.3
A) School has a climate that is caring.	22	72.7%	27.3%	0.0%	0.0%	0.0%	100.0%	4.7
B) There are students and staff on campus who listen to students when they have something to say.	22	72.7%	27.3%	0.0%	0.0%	0.0%	100.0%	4.7
C) There is an adult from the school who checks on how students are doing.	22	72.7%	22.7%	4.5%	0.0%	0.0%	95.5%	4.7
D) School has the materials, staff, programs, and supports needed to help all students do their best.	22	27.3%	31.8%	18.2%	22.7%	0.0%	59.1%	3.6
E) Staff feels supported to do their job well in meeting the needs of all students.	22	27.3%	31.8%	27.3%	13.6%	0.0%	59.1%	3.7
F) Staff feels part of an effective team.	22	50.0%	40.9%	9.1%	0.0%	0.0%	90.9%	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	198	56.1%	34.3%	5.6%	3.0%	1.0%	90.4%	4.4
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	22	72.7%	27.3%	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.	22	50.0%	40.9%	9.1%	0.0%	0.0%	90.9%	4.4
C) The school offers families opportunities to be involved in school and classroom activities.	22	77.3%	18.2%	4.5%	0.0%	0.0%	95.5%	4.7
D) The school keeps families well-informed about school activities.	22	72.7%	22.7%	4.5%	0.0%	0.0%	95.5%	4.7
E) The staff at our school listens to family concerns about issues.	22	59.1%	40.9%	0.0%	0.0%	0.0%	100.0%	4.6
F) The staff at school are helpful and welcoming when families come to school or call.	22	63.6%	36.4%	0.0%	0.0%	0.0%	100.0%	4.6
G) The school and families are partners in promoting positive behavior for my student.	22	45.5%	45.5%	9.1%	0.0%	0.0%	90.9%	4.4
H) Families who speak a language other than English receive general information about our school in their home language.	22	13.6%	31.8%	18.2%	27.3%	9.1%	45.5%	3.1
I) Staff receive information about upcoming events and important information about the school.	22	50.0%	45.5%	4.5%	0.0%	0.0%	95.5%	4.5

<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	154	58.4%	26.0%	13.0%	1.9%	0.6%	84.4%	4.4
A) School seeks input when making important decisions.	22	59.1%	27.3%	13.6%	0.0%	0.0%	86.4%	4.5
B) Important school decisions reflect diverse input.	22	50.0%	27.3%	22.7%	0.0%	0.0%	77.3%	4.3
C) The principal and staff listen to concerns of other staff members about issues.	22	63.6%	27.3%	9.1%	0.0%	0.0%	90.9%	4.5
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	22	54.5%	22.7%	9.1%	9.1%	4.5%	77.3%	4.1
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	22	72.7%	27.3%	0.0%	0.0%	0.0%	100.0%	4.7
F) Our school uses data from this survey to inform site decision making.	22	59.1%	18.2%	22.7%	0.0%	0.0%	77.3%	4.4
G) Staff voice matters in decision making.	22	50.0%	31.8%	13.6%	4.5%	0.0%	81.8%	4.3
		90	40	20	3	1	130	
		13	6	3	0	0	19	
		11	6	5	0	0	17	
		14	6	2	0	0	20	
		12	5	2	2	1	17	
		16	6	0	0	0	22	
		13	4	5	0	0	17	
		11	7	3	1	0	18	

  

<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	154	46.1%	33.8%	12.3%	6.5%	1.3%	79.9%	4.2
A) Concerns about student safety are taken seriously.	22	40.9%	54.5%	4.5%	0.0%	0.0%	95.5%	4.4
B) Concerns about student safety are addressed in a timely manner at my school.	22	50.0%	40.9%	4.5%	4.5%	0.0%	90.9%	4.4
C) My school is a safe place for all students.	22	40.9%	31.8%	18.2%	9.1%	0.0%	72.7%	4.0
D) My school is a safe place for all staff.	22	50.0%	36.4%	4.5%	9.1%	0.0%	86.4%	4.3
E) Students know what staff member to go to if they have a safety concern.	22	50.0%	27.3%	13.6%	9.1%	0.0%	77.3%	4.2
F) Students know school safety protocols.	22	45.5%	31.8%	18.2%	4.5%	0.0%	77.3%	4.2
G) I feel safe sharing different viewpoints and perspectives at my school.	22	45.5%	13.6%	22.7%	9.1%	9.1%	59.1%	3.8
		71	52	19	10	2	123	
		9	12	1	0	0	21	
		11	9	1	1	0	20	
		9	7	4	2	0	16	
		11	8	1	2	0	19	
		11	6	3	2	0	17	
		10	7	4	1	0	17	
		10	3	5	2	2	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	176	36.4%	41.5%	14.2%	6.3%	1.7%	77.8%	4.0
	64	73	25	11	3		137	
A) School staff respects student diversity.	22	45.5%	27.3%	18.2%	9.1%	0.0%	72.7%	4.1
	10	6	4	2	0		16	
B) Adults at my school treat students respectfully.	22	50.0%	45.5%	4.5%	0.0%	0.0%	95.5%	4.5
	11	10	1	0	0		21	
C) Students are respectful to each other at school.	22	18.2%	50.0%	22.7%	9.1%	0.0%	68.2%	3.8
	4	11	5	2	0		15	
D) Students have opportunities to socialize with other students often at school.	22	54.5%	45.5%	0.0%	0.0%	0.0%	100.0%	4.5
	12	10	0	0	0		22	
E) Students have an adult on campus they trust.	22	59.1%	40.9%	0.0%	0.0%	0.0%	100.0%	4.6
	13	9	0	0	0		22	
F) Students trust other students at school.	22	31.8%	50.0%	13.6%	4.5%	0.0%	81.8%	4.1
	7	11	3	1	0		18	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	22	22.7%	45.5%	18.2%	9.1%	4.5%	68.2%	3.7
	5	10	4	2	1		15	
H) School staff reflects student diversity.	22	9.1%	27.3%	36.4%	18.2%	9.1%	36.4%	3.1
	2	6	8	4	2		8	

<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	197	52.8%	39.1%	5.6%	2.5%	0.0%	91.9%	4.4
	104	77	11	5	0		181	
A) Families and students understand how assignments and tests are graded.	22	27.3%	59.1%	9.1%	4.5%	0.0%	86.4%	4.1
	6	13	2	1	0		19	
B) Questions and concerns about schoolwork are addressed.	22	36.4%	54.5%	9.1%	0.0%	0.0%	90.9%	4.3
	8	12	2	0	0		20	
C) Student grades reflect their knowledge of the material.	22	45.5%	45.5%	4.5%	4.5%	0.0%	90.9%	4.3
	10	10	1	1	0		20	
D) Adults at my school believe all students can be successful.	21	52.4%	42.9%	4.8%	0.0%	0.0%	95.2%	4.5
	11	9	1	0	0		20	
E) Students feel comfortable and unjudged to ask their teacher for help.	22	68.2%	31.8%	0.0%	0.0%	0.0%	100.0%	4.7
	15	7	0	0	0		22	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	22	68.2%	27.3%	4.5%	0.0%	0.0%	95.5%	4.6
	15	6	1	0	0		21	
G) Teachers at my school go out of their way to help all students.	22	68.2%	22.7%	0.0%	9.1%	0.0%	90.9%	4.5
	15	5	0	2	0		20	
H) Students receive timely and regular feedback on their learning.	22	59.1%	31.8%	9.1%	0.0%	0.0%	90.9%	4.5
	13	7	2	0	0		20	
I) Staff at my school provides resources or ideas that help families support their students at home.	22	50.0%	36.4%	9.1%	4.5%	0.0%	86.4%	4.3
	11	8	2	1	0		19	

<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	88	55.7% 49	37.5% 33	4.5% 4	2.3% 2	0.0% 0	93.2% 82	4.5
A) Students are challenged academically at school.	22	59.1% 13	31.8% 7	4.5% 1	4.5% 1	0.0% 0	90.9% 20	4.5
B) School recognizes and celebrates the academic success of all students.	22	45.5% 10	45.5% 10	4.5% 1	4.5% 1	0.0% 0	90.9% 20	4.3
C) Adults on campus motivate students to do their best.	22	68.2% 15	31.8% 7	0.0% 0	0.0% 0	0.0% 0	100.0% 22	4.7
D) School provides additional academic support when students are struggling.	22	50.0% 11	40.9% 9	9.1% 2	0.0% 0	0.0% 0	90.9% 20	4.4

<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	109	33.0% 36	49.5% 54	16.5% 18	0.9% 1	0.0% 0	82.6% 90	4.1
A) Students are interested in what they are learning.	21	33.3% 7	52.4% 11	14.3% 3	0.0% 0	0.0% 0	85.7% 18	4.2
B) Students have access to classes and activities that meet their interests and talents.	22	40.9% 9	45.5% 10	13.6% 3	0.0% 0	0.0% 0	86.4% 19	4.3
C) Students understand how to complete their schoolwork.	22	40.9% 9	54.5% 12	4.5% 1	0.0% 0	0.0% 0	95.5% 21	4.4
D) Students complete assignments on time.	22	27.3% 6	40.9% 9	27.3% 6	4.5% 1	0.0% 0	68.2% 15	3.9
E) Students are motivated to do their schoolwork.	22	22.7% 5	54.5% 12	22.7% 5	0.0% 0	0.0% 0	77.3% 17	4.0

<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	162	17.3%	13.6%	60.5%	3.7%	4.9%	30.9%	3.3
		28	22	98	6	8	50	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	20	10.0%	10.0%	75.0%	0.0%	5.0%	20.0%	3.2
		2	2	15	0	1	4	
B) Students and families know what classes they will have to take and pass to graduate from high school.	20	10.0%	5.0%	80.0%	0.0%	5.0%	15.0%	3.2
		2	1	16	0	1	3	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	20	20.0%	10.0%	65.0%	0.0%	5.0%	30.0%	3.4
		4	2	13	0	1	6	
D) School offers college and career programs.	20	5.0%	0.0%	80.0%	10.0%	5.0%	5.0%	2.9
		1	0	16	2	1	1	
E) Students participate in programs to learn about different jobs, careers, and colleges.	20	5.0%	0.0%	80.0%	10.0%	5.0%	5.0%	2.9
		1	0	16	2	1	1	
F) Students are prepared for the next step of their educational experience.	21	38.1%	19.0%	38.1%	0.0%	4.8%	57.1%	3.9
		8	4	8	0	1	12	
G) Staff are optimistic about the future of their career in San Juan Unified.	21	33.3%	23.8%	33.3%	4.8%	4.8%	57.1%	3.8
		7	5	7	1	1	12	
H) There are equitable opportunities for advancement in the district.	20	15.0%	40.0%	35.0%	5.0%	5.0%	55.0%	3.6
		3	8	7	1	1	11	

<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	44	63.6%	29.5%	6.8%	0.0%	0.0%	93.2%	4.6
		28	13	3	0	0	41	
A) I would recommend my school to other families.	22	72.7%	22.7%	4.5%	0.0%	0.0%	95.5%	4.7
		16	5	1	0	0	21	
B) San Juan Unified School District is a district that I would recommend to other families.	22	54.5%	36.4%	9.1%	0.0%	0.0%	90.9%	4.5
		12	8	2	0	0	20	