



**Spring 2025  
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	52.6% 60	39.5% 45	7.0% 8	0.9% 1	0.0% 0	92.1% 105	4.4
A) School has a climate that is caring.	19	47.4% 9	47.4% 9	5.3% 1	0.0% 0	0.0% 0	94.7% 18	4.4
B) There are students and staff on campus who listen to students when they have something to say.	19	52.6% 10	42.1% 8	5.3% 1	0.0% 0	0.0% 0	94.7% 18	4.5
C) There is an adult from the school who checks on how students are doing.	19	68.4% 13	26.3% 5	5.3% 1	0.0% 0	0.0% 0	94.7% 18	4.6
D) School has the materials, staff, programs, and supports needed to help all students do their best.	19	36.8% 7	52.6% 10	10.5% 2	0.0% 0	0.0% 0	89.5% 17	4.3
E) Staff feels supported to do their job well in meeting the needs of all students.	19	52.6% 10	36.8% 7	5.3% 1	5.3% 1	0.0% 0	89.5% 17	4.4
F) Staff feels part of an effective team.	19	57.9% 11	31.6% 6	10.5% 2	0.0% 0	0.0% 0	89.5% 17	4.5
<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	171	53.8% 92	39.8% 68	6.4% 11	0.0% 0	0.0% 0	93.6% 160	4.5
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	19	68.4% 13	31.6% 6	0.0% 0	0.0% 0	0.0% 0	100.0% 19	4.7
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	19	52.6% 10	42.1% 8	5.3% 1	0.0% 0	0.0% 0	94.7% 18	4.5
C) The school offers families opportunities to be involved in school and classroom activities.	19	36.8% 7	47.4% 9	15.8% 3	0.0% 0	0.0% 0	84.2% 16	4.2
D) The school keeps families well-informed about school activities.	19	57.9% 11	36.8% 7	5.3% 1	0.0% 0	0.0% 0	94.7% 18	4.5
E) The staff at our school listens to family concerns about issues.	19	57.9% 11	42.1% 8	0.0% 0	0.0% 0	0.0% 0	100.0% 19	4.6
F) The staff at school are helpful and welcoming when families come to school or call.	19	63.2% 12	31.6% 6	5.3% 1	0.0% 0	0.0% 0	94.7% 18	4.6
G) The school and families are partners in promoting positive behavior for my student.	19	36.8% 7	52.6% 10	10.5% 2	0.0% 0	0.0% 0	89.5% 17	4.3
H) Families who speak a language other than English receive general information about our school in their home language.	19	57.9% 11	36.8% 7	5.3% 1	0.0% 0	0.0% 0	94.7% 18	4.5
I) Staff receive information about upcoming events and important information about the school.	19	52.6% 10	36.8% 7	10.5% 2	0.0% 0	0.0% 0	89.5% 17	4.4

<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	52.6%	32.3%	14.3%	0.8%	0.0%	85.0%	4.4
		70	43	19	1	0	113	
A) School seeks input when making important decisions.	19	47.4%	36.8%	15.8%	0.0%	0.0%	84.2%	4.3
		9	7	3	0	0	16	
B) Important school decisions reflect diverse input.	19	42.1%	36.8%	21.1%	0.0%	0.0%	78.9%	4.2
		8	7	4	0	0	15	
C) The principal and staff listen to concerns of other staff members about issues.	19	47.4%	31.6%	21.1%	0.0%	0.0%	78.9%	4.3
		9	6	4	0	0	15	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	19	63.2%	26.3%	10.5%	0.0%	0.0%	89.5%	4.5
		12	5	2	0	0	17	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	19	63.2%	31.6%	0.0%	5.3%	0.0%	94.7%	4.5
		12	6	0	1	0	18	
F) Our school uses data from this survey to inform site decision making.	19	47.4%	31.6%	21.1%	0.0%	0.0%	78.9%	4.3
		9	6	4	0	0	15	
G) Staff voice matters in decision making.	19	57.9%	31.6%	10.5%	0.0%	0.0%	89.5%	4.5
		11	6	2	0	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	132	40.9%	43.9%	14.4%	0.8%	0.0%	84.8%	4.3
		54	58	19	1	0	112	
A) Concerns about student safety are taken seriously.	19	31.6%	52.6%	15.8%	0.0%	0.0%	84.2%	4.2
		6	10	3	0	0	16	
B) Concerns about student safety are addressed in a timely manner at my school.	18	33.3%	50.0%	16.7%	0.0%	0.0%	83.3%	4.2
		6	9	3	0	0	15	
C) My school is a safe place for all students.	19	47.4%	26.3%	26.3%	0.0%	0.0%	73.7%	4.2
		9	5	5	0	0	14	
D) My school is a safe place for all staff.	19	42.1%	42.1%	15.8%	0.0%	0.0%	84.2%	4.3
		8	8	3	0	0	16	
E) Students know what staff member to go to if they have a safety concern.	19	47.4%	42.1%	10.5%	0.0%	0.0%	89.5%	4.4
		9	8	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	36.8%	47.4%	10.5%	5.3%	0.0%	84.2%	4.2
		7	9	2	1	0	16	

<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	42.1%	38.2%	12.5%	7.2%	0.0%	80.3%	4.2
	64	58	19	11	0		122	
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		17	
B) Adults at my school treat students respectfully.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
	9	9	1	0	0		18	
C) Students are respectful to each other at school.	19	26.3%	26.3%	21.1%	26.3%	0.0%	52.6%	3.5
	5	5	4	5	0		10	
D) Students have opportunities to socialize with other students often at school.	19	52.6%	47.4%	0.0%	0.0%	0.0%	100.0%	4.5
	10	9	0	0	0		19	
E) Students have an adult on campus they trust.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
	9	9	1	0	0		18	
F) Students trust other students at school.	19	26.3%	36.8%	31.6%	5.3%	0.0%	63.2%	3.8
	5	7	6	1	0		12	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	19	42.1%	52.6%	5.3%	0.0%	0.0%	94.7%	4.4
	8	10	1	0	0		18	
H) School staff reflects student diversity.	19	26.3%	26.3%	21.1%	26.3%	0.0%	52.6%	3.5
	5	5	4	5	0		10	
<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	171	52.6%	35.1%	12.3%	0.0%	0.0%	87.7%	4.4
	90	60	21	0	0		150	
A) Families and students understand how assignments and tests are graded.	19	31.6%	36.8%	31.6%	0.0%	0.0%	68.4%	4.0
	6	7	6	0	0		13	
B) Questions and concerns about schoolwork are addressed.	19	47.4%	31.6%	21.1%	0.0%	0.0%	78.9%	4.3
	9	6	4	0	0		15	
C) Student grades reflect their knowledge of the material.	19	42.1%	36.8%	21.1%	0.0%	0.0%	78.9%	4.2
	8	7	4	0	0		15	
D) Adults at my school believe all students can be successful.	19	52.6%	42.1%	5.3%	0.0%	0.0%	94.7%	4.5
	10	8	1	0	0		18	
E) Students feel comfortable and unjudged to ask their teacher for help.	19	73.7%	21.1%	5.3%	0.0%	0.0%	94.7%	4.7
	14	4	1	0	0		18	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	19	73.7%	15.8%	10.5%	0.0%	0.0%	89.5%	4.6
	14	3	2	0	0		17	
G) Teachers at my school go out of their way to help all students.	19	57.9%	36.8%	5.3%	0.0%	0.0%	94.7%	4.5
	11	7	1	0	0		18	
H) Students receive timely and regular feedback on their learning.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
	9	9	1	0	0		18	
I) Staff at my school provides resources or ideas that help families support their students at home.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
	9	9	1	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	52.6%	38.2%	9.2%	0.0%	0.0%	90.8%	4.4
		40	29	7	0	0	69	
A) Students are challenged academically at school.	19	57.9%	36.8%	5.3%	0.0%	0.0%	94.7%	4.5
		11	7	1	0	0	18	
B) School recognizes and celebrates the academic success of all students.	19	47.4%	36.8%	15.8%	0.0%	0.0%	84.2%	4.3
		9	7	3	0	0	16	
C) Adults on campus motivate students to do their best.	19	57.9%	42.1%	0.0%	0.0%	0.0%	100.0%	4.6
		11	8	0	0	0	19	
D) School provides additional academic support when students are struggling.	19	47.4%	36.8%	15.8%	0.0%	0.0%	84.2%	4.3
		9	7	3	0	0	16	
<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	41.1%	40.0%	16.8%	2.1%	0.0%	81.1%	4.2
		39	38	16	2	0	77	
A) Students are interested in what they are learning.	19	52.6%	31.6%	15.8%	0.0%	0.0%	84.2%	4.4
		10	6	3	0	0	16	
B) Students have access to classes and activities that meet their interests and talents.	19	42.1%	31.6%	21.1%	5.3%	0.0%	73.7%	4.1
		8	6	4	1	0	14	
C) Students understand how to complete their schoolwork.	19	47.4%	47.4%	5.3%	0.0%	0.0%	94.7%	4.4
		9	9	1	0	0	18	
D) Students complete assignments on time.	19	26.3%	42.1%	26.3%	5.3%	0.0%	68.4%	3.9
		5	8	5	1	0	13	
E) Students are motivated to do their schoolwork.	19	36.8%	47.4%	15.8%	0.0%	0.0%	84.2%	4.2
		7	9	3	0	0	16	

<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	144	20.8%	23.6%	54.2%	1.4%	0.0%	44.4%	3.6
		30	34	78	2	0	64	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	18	16.7%	11.1%	72.2%	0.0%	0.0%	27.8%	3.4
		3	2	13	0	0	5	
B) Students and families know what classes they will have to take and pass to graduate from high school.	18	11.1%	16.7%	72.2%	0.0%	0.0%	27.8%	3.4
		2	3	13	0	0	5	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	18	16.7%	27.8%	55.6%	0.0%	0.0%	44.4%	3.6
		3	5	10	0	0	8	
D) School offers college and career programs.	18	11.1%	0.0%	83.3%	5.6%	0.0%	11.1%	3.2
		2	0	15	1	0	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	18	16.7%	5.6%	77.8%	0.0%	0.0%	22.2%	3.4
		3	1	14	0	0	4	
F) Students are prepared for the next step of their educational experience.	18	33.3%	38.9%	27.8%	0.0%	0.0%	72.2%	4.1
		6	7	5	0	0	13	
G) Staff are optimistic about the future of their career in San Juan Unified.	18	44.4%	44.4%	5.6%	5.6%	0.0%	88.9%	4.3
		8	8	1	1	0	16	
H) There are equitable opportunities for advancement in the district.	18	16.7%	44.4%	38.9%	0.0%	0.0%	61.1%	3.8
		3	8	7	0	0	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	38	52.6%	42.1%	2.6%	2.6%	0.0%	94.7%	4.4
		20	16	1	1	0	36	
A) I would recommend my school to other families.	19	52.6%	42.1%	5.3%	0.0%	0.0%	94.7%	4.5
		10	8	1	0	0	18	
B) San Juan Unified School District is a district that I would recommend to other families.	19	52.6%	42.1%	0.0%	5.3%	0.0%	94.7%	4.4
		10	8	0	1	0	18	