



**Spring 2025  
Staff Climate Survey Results**

**Grand Oaks**

**Group Size N: 18**

<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	108	19.4%	48.1%	13.9%	17.6%	0.9%	67.6%	3.7
		21	52	15	19	1	73	
A) School has a climate that is caring.	18	5.6%	61.1%	22.2%	11.1%	0.0%	66.7%	3.6
		1	11	4	2	0	12	
B) There are students and staff on campus who listen to students when they have something to say.	18	22.2%	61.1%	16.7%	0.0%	0.0%	83.3%	4.1
		4	11	3	0	0	15	
C) There is an adult from the school who checks on how students are doing.	18	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		9	9	0	0	0	18	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	18	5.6%	33.3%	16.7%	44.4%	0.0%	38.9%	3.0
		1	6	3	8	0	7	
E) Staff feels supported to do their job well in meeting the needs of all students.	18	16.7%	50.0%	5.6%	27.8%	0.0%	66.7%	3.6
		3	9	1	5	0	12	
F) Staff feels part of an effective team.	18	16.7%	33.3%	22.2%	22.2%	5.6%	50.0%	3.3
		3	6	4	4	1	9	
<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	162	25.9%	40.7%	24.1%	9.3%	0.0%	66.7%	3.8
		42	66	39	15	0	108	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	18	50.0%	38.9%	11.1%	0.0%	0.0%	88.9%	4.4
		9	7	2	0	0	16	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	18	16.7%	33.3%	33.3%	16.7%	0.0%	50.0%	3.5
		3	6	6	3	0	9	
C) The school offers families opportunities to be involved in school and classroom activities.	18	22.2%	55.6%	22.2%	0.0%	0.0%	77.8%	4.0
		4	10	4	0	0	14	
D) The school keeps families well-informed about school activities.	18	33.3%	44.4%	16.7%	5.6%	0.0%	77.8%	4.1
		6	8	3	1	0	14	
E) The staff at our school listens to family concerns about issues.	18	33.3%	38.9%	22.2%	5.6%	0.0%	72.2%	4.0
		6	7	4	1	0	13	
F) The staff at school are helpful and welcoming when families come to school or call.	18	27.8%	33.3%	38.9%	0.0%	0.0%	61.1%	3.9
		5	6	7	0	0	11	
G) The school and families are partners in promoting positive behavior for my student.	18	11.1%	22.2%	38.9%	27.8%	0.0%	33.3%	3.2
		2	4	7	5	0	6	
H) Families who speak a language other than English receive general information about our school in their home language.	18	5.6%	61.1%	22.2%	11.1%	0.0%	66.7%	3.6
		1	11	4	2	0	12	
I) Staff receive information about upcoming events and important information about the school.	18	33.3%	38.9%	11.1%	16.7%	0.0%	72.2%	3.9
		6	7	2	3	0	13	

<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	126	19.8%	46.8%	19.0%	14.3%	0.0%	66.7%	3.7
		25	59	24	18	0	84	
A) School seeks input when making important decisions.	18	27.8%	44.4%	11.1%	16.7%	0.0%	72.2%	3.8
		5	8	2	3	0	13	
B) Important school decisions reflect diverse input.	18	11.1%	44.4%	27.8%	16.7%	0.0%	55.6%	3.5
		2	8	5	3	0	10	
C) The principal and staff listen to concerns of other staff members about issues.	18	22.2%	50.0%	11.1%	16.7%	0.0%	72.2%	3.8
		4	9	2	3	0	13	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	18	27.8%	61.1%	5.6%	5.6%	0.0%	88.9%	4.1
		5	11	1	1	0	16	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	18	22.2%	55.6%	22.2%	0.0%	0.0%	77.8%	4.0
		4	10	4	0	0	14	
F) Our school uses data from this survey to inform site decision making.	18	11.1%	38.9%	38.9%	11.1%	0.0%	50.0%	3.5
		2	7	7	2	0	9	
G) Staff voice matters in decision making.	18	16.7%	33.3%	16.7%	33.3%	0.0%	50.0%	3.3
		3	6	3	6	0	9	
<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	126	12.7%	33.3%	31.0%	18.3%	4.8%	46.0%	3.3
		16	42	39	23	6	58	
A) Concerns about student safety are taken seriously.	18	11.1%	22.2%	44.4%	16.7%	5.6%	33.3%	3.2
		2	4	8	3	1	6	
B) Concerns about student safety are addressed in a timely manner at my school.	18	11.1%	33.3%	22.2%	27.8%	5.6%	44.4%	3.2
		2	6	4	5	1	8	
C) My school is a safe place for all students.	18	11.1%	38.9%	22.2%	22.2%	5.6%	50.0%	3.3
		2	7	4	4	1	9	
D) My school is a safe place for all staff.	18	5.6%	27.8%	22.2%	38.9%	5.6%	33.3%	2.9
		1	5	4	7	1	6	
E) Students know what staff member to go to if they have a safety concern.	18	22.2%	33.3%	38.9%	5.6%	0.0%	55.6%	3.7
		4	6	7	1	0	10	
F) Students know school safety protocols.	18	16.7%	33.3%	44.4%	5.6%	0.0%	50.0%	3.6
		3	6	8	1	0	9	
G) I feel safe sharing different viewpoints and perspectives at my school.	18	11.1%	44.4%	22.2%	11.1%	11.1%	55.6%	3.3
		2	8	4	2	2	10	

<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	144	11.8%	52.8%	25.7%	8.3%	1.4%	64.6%	3.7
		17	76	37	12	2	93	
A) School staff respects student diversity.	18	5.6%	83.3%	11.1%	0.0%	0.0%	88.9%	3.9
		1	15	2	0	0	16	
B) Adults at my school treat students respectfully.	18	11.1%	50.0%	33.3%	5.6%	0.0%	61.1%	3.7
		2	9	6	1	0	11	
C) Students are respectful to each other at school.	18	5.6%	44.4%	11.1%	33.3%	5.6%	50.0%	3.1
		1	8	2	6	1	9	
D) Students have opportunities to socialize with other students often at school.	18	16.7%	72.2%	11.1%	0.0%	0.0%	88.9%	4.1
		3	13	2	0	0	16	
E) Students have an adult on campus they trust.	18	22.2%	66.7%	11.1%	0.0%	0.0%	88.9%	4.1
		4	12	2	0	0	16	
F) Students trust other students at school.	18	5.6%	44.4%	38.9%	5.6%	5.6%	50.0%	3.4
		1	8	7	1	1	9	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	18	16.7%	33.3%	44.4%	5.6%	0.0%	50.0%	3.6
		3	6	8	1	0	9	
H) School staff reflects student diversity.	18	11.1%	27.8%	44.4%	16.7%	0.0%	38.9%	3.3
		2	5	8	3	0	7	

  

<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	162	28.4%	48.1%	21.0%	2.5%	0.0%	76.5%	4.0
		46	78	34	4	0	124	
A) Families and students understand how assignments and tests are graded.	18	0.0%	44.4%	44.4%	11.1%	0.0%	44.4%	3.3
		0	8	8	2	0	8	
B) Questions and concerns about schoolwork are addressed.	18	33.3%	44.4%	22.2%	0.0%	0.0%	77.8%	4.1
		6	8	4	0	0	14	
C) Student grades reflect their knowledge of the material.	18	27.8%	38.9%	33.3%	0.0%	0.0%	66.7%	3.9
		5	7	6	0	0	12	
D) Adults at my school believe all students can be successful.	18	16.7%	61.1%	16.7%	5.6%	0.0%	77.8%	3.9
		3	11	3	1	0	14	
E) Students feel comfortable and unjudged to ask their teacher for help.	18	50.0%	38.9%	11.1%	0.0%	0.0%	88.9%	4.4
		9	7	2	0	0	16	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	18	33.3%	50.0%	16.7%	0.0%	0.0%	83.3%	4.2
		6	9	3	0	0	15	
G) Teachers at my school go out of their way to help all students.	18	27.8%	50.0%	16.7%	5.6%	0.0%	77.8%	4.0
		5	9	3	1	0	14	
H) Students receive timely and regular feedback on their learning.	18	38.9%	55.6%	5.6%	0.0%	0.0%	94.4%	4.3
		7	10	1	0	0	17	
I) Staff at my school provides resources or ideas that help families support their students at home.	18	27.8%	50.0%	22.2%	0.0%	0.0%	77.8%	4.1
		5	9	4	0	0	14	

<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	71	9.9%	64.8%	22.5%	2.8%	0.0%	74.6%	3.8
		7	46	16	2	0	53	
A) Students are challenged academically at school.	18	16.7%	55.6%	16.7%	11.1%	0.0%	72.2%	3.8
		3	10	3	2	0	13	
B) School recognizes and celebrates the academic success of all students.	18	16.7%	55.6%	27.8%	0.0%	0.0%	72.2%	3.9
		3	10	5	0	0	13	
C) Adults on campus motivate students to do their best.	17	5.9%	64.7%	29.4%	0.0%	0.0%	70.6%	3.8
		1	11	5	0	0	12	
D) School provides additional academic support when students are struggling.	18	0.0%	83.3%	16.7%	0.0%	0.0%	83.3%	3.8
		0	15	3	0	0	15	
<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	90	12.2%	44.4%	34.4%	8.9%	0.0%	56.7%	3.6
		11	40	31	8	0	51	
A) Students are interested in what they are learning.	18	5.6%	44.4%	38.9%	11.1%	0.0%	50.0%	3.4
		1	8	7	2	0	9	
B) Students have access to classes and activities that meet their interests and talents.	18	16.7%	33.3%	38.9%	11.1%	0.0%	50.0%	3.6
		3	6	7	2	0	9	
C) Students understand how to complete their schoolwork.	18	16.7%	50.0%	33.3%	0.0%	0.0%	66.7%	3.8
		3	9	6	0	0	12	
D) Students complete assignments on time.	18	5.6%	50.0%	33.3%	11.1%	0.0%	55.6%	3.5
		1	9	6	2	0	10	
E) Students are motivated to do their schoolwork.	18	16.7%	44.4%	27.8%	11.1%	0.0%	61.1%	3.7
		3	8	5	2	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	131	3.8%	19.1%	64.1%	10.7%	2.3%	22.9%	3.1
		5	25	84	14	3	30	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	16	6.3%	6.3%	75.0%	12.5%	0.0%	12.5%	3.1
		1	1	12	2	0	2	
B) Students and families know what classes they will have to take and pass to graduate from high school.	16	0.0%	12.5%	75.0%	12.5%	0.0%	12.5%	3.0
		0	2	12	2	0	2	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	16	6.3%	6.3%	68.8%	12.5%	6.3%	12.5%	2.9
		1	1	11	2	1	2	
D) School offers college and career programs.	16	0.0%	0.0%	81.3%	12.5%	6.3%	0.0%	2.8
		0	0	13	2	1	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	16	0.0%	12.5%	62.5%	18.8%	6.3%	12.5%	2.8
		0	2	10	3	1	2	
F) Students are prepared for the next step of their educational experience.	17	0.0%	47.1%	52.9%	0.0%	0.0%	47.1%	3.5
		0	8	9	0	0	8	
G) Staff are optimistic about the future of their career in San Juan Unified.	17	11.8%	29.4%	47.1%	11.8%	0.0%	41.2%	3.4
		2	5	8	2	0	7	
H) There are equitable opportunities for advancement in the district.	17	5.9%	35.3%	52.9%	5.9%	0.0%	41.2%	3.4
		1	6	9	1	0	7	

<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	34	14.7%	35.3%	26.5%	23.5%	0.0%	50.0%	3.4
		5	12	9	8	0	17	
A) I would recommend my school to other families.	17	11.8%	41.2%	23.5%	23.5%	0.0%	52.9%	3.4
		2	7	4	4	0	9	
B) San Juan Unified School District is a district that I would recommend to other families.	17	17.6%	29.4%	29.4%	23.5%	0.0%	47.1%	3.4
		3	5	5	4	0	8	