



**Spring 2025  
Staff Climate Survey Results**

**Green Oaks**

**Group Size N: 13**

<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	78	50.0%	42.3%	7.7%	0.0%	0.0%	92.3%	4.4
		39	33	6	0	0	72	
A) School has a climate that is caring.	13	53.8%	46.2%	0.0%	0.0%	0.0%	100.0%	4.5
		7	6	0	0	0	13	
B) There are students and staff on campus who listen to students when they have something to say.	13	46.2%	53.8%	0.0%	0.0%	0.0%	100.0%	4.5
		6	7	0	0	0	13	
C) There is an adult from the school who checks on how students are doing.	13	69.2%	30.8%	0.0%	0.0%	0.0%	100.0%	4.7
		9	4	0	0	0	13	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	13	46.2%	46.2%	7.7%	0.0%	0.0%	92.3%	4.4
		6	6	1	0	0	12	
E) Staff feels supported to do their job well in meeting the needs of all students.	13	46.2%	38.5%	15.4%	0.0%	0.0%	84.6%	4.3
		6	5	2	0	0	11	
F) Staff feels part of an effective team.	13	38.5%	38.5%	23.1%	0.0%	0.0%	76.9%	4.2
		5	5	3	0	0	10	
<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	117	66.7%	27.4%	6.0%	0.0%	0.0%	94.0%	4.6
		78	32	7	0	0	110	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	13	84.6%	7.7%	7.7%	0.0%	0.0%	92.3%	4.8
		11	1	1	0	0	12	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	13	53.8%	46.2%	0.0%	0.0%	0.0%	100.0%	4.5
		7	6	0	0	0	13	
C) The school offers families opportunities to be involved in school and classroom activities.	13	76.9%	23.1%	0.0%	0.0%	0.0%	100.0%	4.8
		10	3	0	0	0	13	
D) The school keeps families well-informed about school activities.	13	84.6%	15.4%	0.0%	0.0%	0.0%	100.0%	4.8
		11	2	0	0	0	13	
E) The staff at our school listens to family concerns about issues.	13	69.2%	30.8%	0.0%	0.0%	0.0%	100.0%	4.7
		9	4	0	0	0	13	
F) The staff at school are helpful and welcoming when families come to school or call.	13	76.9%	23.1%	0.0%	0.0%	0.0%	100.0%	4.8
		10	3	0	0	0	13	
G) The school and families are partners in promoting positive behavior for my student.	13	46.2%	46.2%	7.7%	0.0%	0.0%	92.3%	4.4
		6	6	1	0	0	12	
H) Families who speak a language other than English receive general information about our school in their home language.	13	23.1%	38.5%	38.5%	0.0%	0.0%	61.5%	3.8
		3	5	5	0	0	8	
I) Staff receive information about upcoming events and important information about the school.	13	84.6%	15.4%	0.0%	0.0%	0.0%	100.0%	4.8
		11	2	0	0	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	91	36.3%	46.2%	14.3%	2.2%	1.1%	82.4%	4.1
		33	42	13	2	1	75	
A) School seeks input when making important decisions.	13	23.1%	69.2%	7.7%	0.0%	0.0%	92.3%	4.2
		3	9	1	0	0	12	
B) Important school decisions reflect diverse input.	13	23.1%	69.2%	0.0%	7.7%	0.0%	92.3%	4.1
		3	9	0	1	0	12	
C) The principal and staff listen to concerns of other staff members about issues.	13	38.5%	46.2%	15.4%	0.0%	0.0%	84.6%	4.2
		5	6	2	0	0	11	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	13	61.5%	15.4%	23.1%	0.0%	0.0%	76.9%	4.4
		8	2	3	0	0	10	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	13	53.8%	30.8%	15.4%	0.0%	0.0%	84.6%	4.4
		7	4	2	0	0	11	
F) Our school uses data from this survey to inform site decision making.	13	38.5%	38.5%	23.1%	0.0%	0.0%	76.9%	4.2
		5	5	3	0	0	10	
G) Staff voice matters in decision making.	13	15.4%	53.8%	15.4%	7.7%	7.7%	69.2%	3.6
		2	7	2	1	1	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	90	55.6%	31.1%	12.2%	1.1%	0.0%	86.7%	4.4
		50	28	11	1	0	78	
A) Concerns about student safety are taken seriously.	13	61.5%	30.8%	7.7%	0.0%	0.0%	92.3%	4.5
		8	4	1	0	0	12	
B) Concerns about student safety are addressed in a timely manner at my school.	13	69.2%	23.1%	7.7%	0.0%	0.0%	92.3%	4.6
		9	3	1	0	0	12	
C) My school is a safe place for all students.	13	69.2%	23.1%	7.7%	0.0%	0.0%	92.3%	4.6
		9	3	1	0	0	12	
D) My school is a safe place for all staff.	13	61.5%	30.8%	7.7%	0.0%	0.0%	92.3%	4.5
		8	4	1	0	0	12	
E) Students know what staff member to go to if they have a safety concern.	12	50.0%	33.3%	16.7%	0.0%	0.0%	83.3%	4.3
		6	4	2	0	0	10	
F) Students know school safety protocols.	13	53.8%	38.5%	7.7%	0.0%	0.0%	92.3%	4.5
		7	5	1	0	0	12	
G) I feel safe sharing different viewpoints and perspectives at my school.	13	23.1%	38.5%	30.8%	7.7%	0.0%	61.5%	3.8
		3	5	4	1	0	8	

<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	104	33.7%	55.8%	8.7%	1.9%	0.0%	89.4%	4.2
		35	58	9	2	0	93	
A) School staff respects student diversity.	13	46.2%	46.2%	7.7%	0.0%	0.0%	92.3%	4.4
		6	6	1	0	0	12	
B) Adults at my school treat students respectfully.	13	53.8%	46.2%	0.0%	0.0%	0.0%	100.0%	4.5
		7	6	0	0	0	13	
C) Students are respectful to each other at school.	13	7.7%	76.9%	15.4%	0.0%	0.0%	84.6%	3.9
		1	10	2	0	0	11	
D) Students have opportunities to socialize with other students often at school.	13	46.2%	53.8%	0.0%	0.0%	0.0%	100.0%	4.5
		6	7	0	0	0	13	
E) Students have an adult on campus they trust.	13	61.5%	38.5%	0.0%	0.0%	0.0%	100.0%	4.6
		8	5	0	0	0	13	
F) Students trust other students at school.	13	23.1%	76.9%	0.0%	0.0%	0.0%	100.0%	4.2
		3	10	0	0	0	13	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	13	7.7%	61.5%	30.8%	0.0%	0.0%	69.2%	3.8
		1	8	4	0	0	9	
H) School staff reflects student diversity.	13	23.1%	46.2%	15.4%	15.4%	0.0%	69.2%	3.8
		3	6	2	2	0	9	
<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	117	52.1%	45.3%	2.6%	0.0%	0.0%	97.4%	4.5
		61	53	3	0	0	114	
A) Families and students understand how assignments and tests are graded.	13	46.2%	46.2%	7.7%	0.0%	0.0%	92.3%	4.4
		6	6	1	0	0	12	
B) Questions and concerns about schoolwork are addressed.	13	53.8%	46.2%	0.0%	0.0%	0.0%	100.0%	4.5
		7	6	0	0	0	13	
C) Student grades reflect their knowledge of the material.	13	38.5%	61.5%	0.0%	0.0%	0.0%	100.0%	4.4
		5	8	0	0	0	13	
D) Adults at my school believe all students can be successful.	13	69.2%	30.8%	0.0%	0.0%	0.0%	100.0%	4.7
		9	4	0	0	0	13	
E) Students feel comfortable and unjudged to ask their teacher for help.	13	38.5%	61.5%	0.0%	0.0%	0.0%	100.0%	4.4
		5	8	0	0	0	13	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	13	61.5%	38.5%	0.0%	0.0%	0.0%	100.0%	4.6
		8	5	0	0	0	13	
G) Teachers at my school go out of their way to help all students.	13	69.2%	30.8%	0.0%	0.0%	0.0%	100.0%	4.7
		9	4	0	0	0	13	
H) Students receive timely and regular feedback on their learning.	13	38.5%	53.8%	7.7%	0.0%	0.0%	92.3%	4.3
		5	7	1	0	0	12	
I) Staff at my school provides resources or ideas that help families support their students at home.	13	53.8%	38.5%	7.7%	0.0%	0.0%	92.3%	4.5
		7	5	1	0	0	12	

<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	52	63.5%	36.5%	0.0%	0.0%	0.0%	100.0%	4.6
		33	19	0	0	0	52	
A) Students are challenged academically at school.	13	61.5%	38.5%	0.0%	0.0%	0.0%	100.0%	4.6
		8	5	0	0	0	13	
B) School recognizes and celebrates the academic success of all students.	13	61.5%	38.5%	0.0%	0.0%	0.0%	100.0%	4.6
		8	5	0	0	0	13	
C) Adults on campus motivate students to do their best.	13	61.5%	38.5%	0.0%	0.0%	0.0%	100.0%	4.6
		8	5	0	0	0	13	
D) School provides additional academic support when students are struggling.	13	69.2%	30.8%	0.0%	0.0%	0.0%	100.0%	4.7
		9	4	0	0	0	13	
<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	65	21.5%	63.1%	15.4%	0.0%	0.0%	84.6%	4.1
		14	41	10	0	0	55	
A) Students are interested in what they are learning.	13	15.4%	76.9%	7.7%	0.0%	0.0%	92.3%	4.1
		2	10	1	0	0	12	
B) Students have access to classes and activities that meet their interests and talents.	13	0.0%	53.8%	46.2%	0.0%	0.0%	53.8%	3.5
		0	7	6	0	0	7	
C) Students understand how to complete their schoolwork.	13	46.2%	53.8%	0.0%	0.0%	0.0%	100.0%	4.5
		6	7	0	0	0	13	
D) Students complete assignments on time.	13	23.1%	69.2%	7.7%	0.0%	0.0%	92.3%	4.2
		3	9	1	0	0	12	
E) Students are motivated to do their schoolwork.	13	23.1%	61.5%	15.4%	0.0%	0.0%	84.6%	4.1
		3	8	2	0	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	104	9.6%	19.2%	67.3%	3.8%	0.0%	28.8%	3.3
		10	20	70	4	0	30	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	13	0.0%	15.4%	84.6%	0.0%	0.0%	15.4%	3.2
		0	2	11	0	0	2	
B) Students and families know what classes they will have to take and pass to graduate from high school.	13	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	13	0	0	0	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	13	0.0%	23.1%	76.9%	0.0%	0.0%	23.1%	3.2
		0	3	10	0	0	3	
D) School offers college and career programs.	13	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	3.0
		0	0	13	0	0	0	
E) Students participate in programs to learn about different jobs, careers, and colleges.	13	0.0%	7.7%	92.3%	0.0%	0.0%	7.7%	3.1
		0	1	12	0	0	1	
F) Students are prepared for the next step of their educational experience.	13	38.5%	38.5%	23.1%	0.0%	0.0%	76.9%	4.2
		5	5	3	0	0	10	
G) Staff are optimistic about the future of their career in San Juan Unified.	13	23.1%	46.2%	23.1%	7.7%	0.0%	69.2%	3.8
		3	6	3	1	0	9	
H) There are equitable opportunities for advancement in the district.	13	15.4%	23.1%	38.5%	23.1%	0.0%	38.5%	3.3
		2	3	5	3	0	5	

<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	26	34.6%	57.7%	7.7%	0.0%	0.0%	92.3%	4.3
		9	15	2	0	0	24	
A) I would recommend my school to other families.	13	46.2%	53.8%	0.0%	0.0%	0.0%	100.0%	4.5
		6	7	0	0	0	13	
B) San Juan Unified School District is a district that I would recommend to other families.	13	23.1%	61.5%	15.4%	0.0%	0.0%	84.6%	4.1
		3	8	2	0	0	11	