



**Spring 2025
Staff Climate Survey Results**

Rio Americano

Group Size N: 65

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	390	27.2% 106	51.3% 200	13.8% 54	5.6% 22	2.1% 8	78.5% 306	4.0
A) School has a climate that is caring.	65	18.5% 12	63.1% 41	13.8% 9	3.1% 2	1.5% 1	81.5% 53	3.9
B) There are students and staff on campus who listen to students when they have something to say.	65	27.7% 18	66.2% 43	6.2% 4	0.0% 0	0.0% 0	93.8% 61	4.2
C) There is an adult from the school who checks on how students are doing.	65	50.8% 33	41.5% 27	7.7% 5	0.0% 0	0.0% 0	92.3% 60	4.4
D) School has the materials, staff, programs, and supports needed to help all students do their best.	65	16.9% 11	47.7% 31	27.7% 18	6.2% 4	1.5% 1	64.6% 42	3.7
E) Staff feels supported to do their job well in meeting the needs of all students.	65	20.0% 13	49.2% 32	12.3% 8	13.8% 9	4.6% 3	69.2% 45	3.7
F) Staff feels part of an effective team.	65	29.2% 19	40.0% 26	15.4% 10	10.8% 7	4.6% 3	69.2% 45	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	579	34.9% 202	45.9% 266	16.2% 94	2.8% 16	0.2% 1	80.8% 468	4.1
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	64	71.9% 46	23.4% 15	4.7% 3	0.0% 0	0.0% 0	95.3% 61	4.7
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	64	25.0% 16	45.3% 29	26.6% 17	3.1% 2	0.0% 0	70.3% 45	3.9
C) The school offers families opportunities to be involved in school and classroom activities.	64	26.6% 17	43.8% 28	25.0% 16	4.7% 3	0.0% 0	70.3% 45	3.9
D) The school keeps families well-informed about school activities.	64	46.9% 30	42.2% 27	7.8% 5	3.1% 2	0.0% 0	89.1% 57	4.3
E) The staff at our school listens to family concerns about issues.	65	26.2% 17	55.4% 36	16.9% 11	1.5% 1	0.0% 0	81.5% 53	4.1
F) The staff at school are helpful and welcoming when families come to school or call.	65	30.8% 20	60.0% 39	9.2% 6	0.0% 0	0.0% 0	90.8% 59	4.2
G) The school and families are partners in promoting positive behavior for my student.	64	20.3% 13	53.1% 34	23.4% 15	1.6% 1	1.6% 1	73.4% 47	3.9
H) Families who speak a language other than English receive general information about our school in their home language.	64	21.9% 14	39.1% 25	31.3% 20	7.8% 5	0.0% 0	60.9% 39	3.8
I) Staff receive information about upcoming events and important information about the school.	65	44.6% 29	50.8% 33	1.5% 1	3.1% 2	0.0% 0	95.4% 62	4.4

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	453	25.2%	36.4%	26.5%	9.3%	2.6%	61.6%	3.7
		114	165	120	42	12	279	
A) School seeks input when making important decisions.	65	21.5%	35.4%	26.2%	13.8%	3.1%	56.9%	3.6
		14	23	17	9	2	37	
B) Important school decisions reflect diverse input.	65	15.4%	38.5%	26.2%	18.5%	1.5%	53.8%	3.5
		10	25	17	12	1	35	
C) The principal and staff listen to concerns of other staff members about issues.	65	30.8%	32.3%	21.5%	12.3%	3.1%	63.1%	3.8
		20	21	14	8	2	41	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	65	32.3%	41.5%	21.5%	4.6%	0.0%	73.8%	4.0
		21	27	14	3	0	48	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	64	40.6%	37.5%	18.8%	3.1%	0.0%	78.1%	4.2
		26	24	12	2	0	50	
F) Our school uses data from this survey to inform site decision making.	64	18.8%	35.9%	39.1%	3.1%	3.1%	54.7%	3.6
		12	23	25	2	2	35	
G) Staff voice matters in decision making.	65	16.9%	33.8%	32.3%	9.2%	7.7%	50.8%	3.4
		11	22	21	6	5	33	

Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	451	25.1%	47.7%	19.5%	6.7%	1.1%	72.7%	3.9
		113	215	88	30	5	328	
A) Concerns about student safety are taken seriously.	64	21.9%	56.3%	14.1%	6.3%	1.6%	78.1%	3.9
		14	36	9	4	1	50	
B) Concerns about student safety are addressed in a timely manner at my school.	64	31.3%	42.2%	20.3%	4.7%	1.6%	73.4%	4.0
		20	27	13	3	1	47	
C) My school is a safe place for all students.	65	24.6%	56.9%	12.3%	6.2%	0.0%	81.5%	4.0
		16	37	8	4	0	53	
D) My school is a safe place for all staff.	65	30.8%	53.8%	7.7%	7.7%	0.0%	84.6%	4.1
		20	35	5	5	0	55	
E) Students know what staff member to go to if they have a safety concern.	64	32.8%	43.8%	18.8%	4.7%	0.0%	76.6%	4.0
		21	28	12	3	0	49	
F) Students know school safety protocols.	64	14.1%	43.8%	31.3%	10.9%	0.0%	57.8%	3.6
		9	28	20	7	0	37	
G) I feel safe sharing different viewpoints and perspectives at my school.	65	20.0%	36.9%	32.3%	6.2%	4.6%	56.9%	3.6
		13	24	21	4	3	37	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	517	18.2%	51.3%	21.9%	7.5%	1.2%	69.4%	3.8
		94	265	113	39	6	359	
A) School staff respects student diversity.	65	23.1%	52.3%	16.9%	7.7%	0.0%	75.4%	3.9
		15	34	11	5	0	49	
B) Adults at my school treat students respectfully.	65	24.6%	61.5%	12.3%	1.5%	0.0%	86.2%	4.1
		16	40	8	1	0	56	
C) Students are respectful to each other at school.	65	7.7%	47.7%	32.3%	10.8%	1.5%	55.4%	3.5
		5	31	21	7	1	36	
D) Students have opportunities to socialize with other students often at school.	64	32.8%	60.9%	4.7%	1.6%	0.0%	93.8%	4.3
		21	39	3	1	0	60	
E) Students have an adult on campus they trust.	65	26.2%	53.8%	18.5%	1.5%	0.0%	80.0%	4.0
		17	35	12	1	0	52	
F) Students trust other students at school.	63	11.1%	50.8%	36.5%	1.6%	0.0%	61.9%	3.7
		7	32	23	1	0	39	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	65	10.8%	49.2%	29.2%	10.8%	0.0%	60.0%	3.6
		7	32	19	7	0	39	
H) School staff reflects student diversity.	65	9.2%	33.8%	24.6%	24.6%	7.7%	43.1%	3.1
		6	22	16	16	5	28	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	572	29.2%	49.3%	17.5%	3.5%	0.5%	78.5%	4.0
		167	282	100	20	3	449	
A) Families and students understand how assignments and tests are graded.	64	15.6%	56.3%	20.3%	4.7%	3.1%	71.9%	3.8
		10	36	13	3	2	46	
B) Questions and concerns about schoolwork are addressed.	63	27.0%	58.7%	12.7%	1.6%	0.0%	85.7%	4.1
		17	37	8	1	0	54	
C) Student grades reflect their knowledge of the material.	64	21.9%	50.0%	23.4%	3.1%	1.6%	71.9%	3.9
		14	32	15	2	1	46	
D) Adults at my school believe all students can be successful.	64	23.4%	45.3%	17.2%	14.1%	0.0%	68.8%	3.8
		15	29	11	9	0	44	
E) Students feel comfortable and unjudged to ask their teacher for help.	64	40.6%	46.9%	10.9%	1.6%	0.0%	87.5%	4.3
		26	30	7	1	0	56	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	64	35.9%	53.1%	10.9%	0.0%	0.0%	89.1%	4.3
		23	34	7	0	0	57	
G) Teachers at my school go out of their way to help all students.	64	21.9%	48.4%	26.6%	3.1%	0.0%	70.3%	3.9
		14	31	17	2	0	45	
H) Students receive timely and regular feedback on their learning.	63	44.4%	44.4%	11.1%	0.0%	0.0%	88.9%	4.3
		28	28	7	0	0	56	
I) Staff at my school provides resources or ideas that help families support their students at home.	62	32.3%	40.3%	24.2%	3.2%	0.0%	72.6%	4.0
		20	25	15	2	0	45	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	254	29.5%	53.5%	10.6%	5.5%	0.8%	83.1%	4.1
		75	136	27	14	2	211	
A) Students are challenged academically at school.	64	34.4%	53.1%	7.8%	3.1%	1.6%	87.5%	4.2
		22	34	5	2	1	56	
B) School recognizes and celebrates the academic success of all students.	63	23.8%	52.4%	11.1%	11.1%	1.6%	76.2%	3.9
		15	33	7	7	1	48	
C) Adults on campus motivate students to do their best.	63	27.0%	55.6%	12.7%	4.8%	0.0%	82.5%	4.0
		17	35	8	3	0	52	
D) School provides additional academic support when students are struggling.	64	32.8%	53.1%	10.9%	3.1%	0.0%	85.9%	4.2
		21	34	7	2	0	55	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	320	11.6%	53.4%	27.5%	5.9%	1.6%	65.0%	3.7
		37	171	88	19	5	208	
A) Students are interested in what they are learning.	64	12.5%	45.3%	32.8%	7.8%	1.6%	57.8%	3.6
		8	29	21	5	1	37	
B) Students have access to classes and activities that meet their interests and talents.	64	15.6%	54.7%	21.9%	6.3%	1.6%	70.3%	3.8
		10	35	14	4	1	45	
C) Students understand how to complete their schoolwork.	64	12.5%	68.8%	17.2%	1.6%	0.0%	81.3%	3.9
		8	44	11	1	0	52	
D) Students complete assignments on time.	64	6.3%	56.3%	32.8%	3.1%	1.6%	62.5%	3.6
		4	36	21	2	1	40	
E) Students are motivated to do their schoolwork.	64	10.9%	42.2%	32.8%	10.9%	3.1%	53.1%	3.5
		7	27	21	7	2	34	

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	504	32.9%	46.6%	14.9%	4.0%	1.6%	79.6%	4.1
		166	235	75	20	8	401	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	63	44.4%	47.6%	6.3%	0.0%	1.6%	92.1%	4.3
		28	30	4	0	1	58	
B) Students and families know what classes they will have to take and pass to graduate from high school.	63	38.1%	50.8%	7.9%	1.6%	1.6%	88.9%	4.2
		24	32	5	1	1	56	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	63	36.5%	50.8%	11.1%	1.6%	0.0%	87.3%	4.2
		23	32	7	1	0	55	
D) School offers college and career programs.	63	52.4%	34.9%	11.1%	1.6%	0.0%	87.3%	4.4
		33	22	7	1	0	55	
E) Students participate in programs to learn about different jobs, careers, and colleges.	63	23.8%	54.0%	17.5%	4.8%	0.0%	77.8%	4.0
		15	34	11	3	0	49	
F) Students are prepared for the next step of their educational experience.	63	22.2%	57.1%	12.7%	7.9%	0.0%	79.4%	3.9
		14	36	8	5	0	50	
G) Staff are optimistic about the future of their career in San Juan Unified.	63	28.6%	34.9%	28.6%	6.3%	1.6%	63.5%	3.8
		18	22	18	4	1	40	
H) There are equitable opportunities for advancement in the district.	63	17.5%	42.9%	23.8%	7.9%	7.9%	60.3%	3.5
		11	27	15	5	5	38	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	128	36.7%	43.8%	13.3%	3.9%	2.3%	80.5%	4.1
		47	56	17	5	3	103	
A) I would recommend my school to other families.	64	45.3%	42.2%	10.9%	0.0%	1.6%	87.5%	4.3
		29	27	7	0	1	56	
B) San Juan Unified School District is a district that I would recommend to other families.	64	28.1%	45.3%	15.6%	7.8%	3.1%	73.4%	3.9
		18	29	10	5	2	47	