



**Spring 2025  
Staff Climate Survey Results**

**Encina  
Group Size N: 49**

<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	293	48.5%	36.9%	11.3%	1.7%	1.7%	85.3%	4.3
		142	108	33	5	5	250	
A) School has a climate that is caring.	49	59.2%	30.6%	8.2%	0.0%	2.0%	89.8%	4.4
		29	15	4	0	1	44	
B) There are students and staff on campus who listen to students when they have something to say.	49	61.2%	32.7%	6.1%	0.0%	0.0%	93.9%	4.6
		30	16	3	0	0	46	
C) There is an adult from the school who checks on how students are doing.	49	59.2%	34.7%	6.1%	0.0%	0.0%	93.9%	4.5
		29	17	3	0	0	46	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	48	25.0%	43.8%	20.8%	6.3%	4.2%	68.8%	3.8
		12	21	10	3	2	33	
E) Staff feels supported to do their job well in meeting the needs of all students.	49	30.6%	51.0%	14.3%	2.0%	2.0%	81.6%	4.1
		15	25	7	1	1	40	
F) Staff feels part of an effective team.	49	55.1%	28.6%	12.2%	2.0%	2.0%	83.7%	4.3
		27	14	6	1	1	41	
<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	440	49.5%	38.6%	10.2%	1.4%	0.2%	88.2%	4.4
		218	170	45	6	1	388	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	48	54.2%	39.6%	6.3%	0.0%	0.0%	93.8%	4.5
		26	19	3	0	0	45	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	49	40.8%	40.8%	16.3%	2.0%	0.0%	81.6%	4.2
		20	20	8	1	0	40	
C) The school offers families opportunities to be involved in school and classroom activities.	49	36.7%	38.8%	20.4%	4.1%	0.0%	75.5%	4.1
		18	19	10	2	0	37	
D) The school keeps families well-informed about school activities.	49	61.2%	28.6%	8.2%	2.0%	0.0%	89.8%	4.5
		30	14	4	1	0	44	
E) The staff at our school listens to family concerns about issues.	49	51.0%	40.8%	8.2%	0.0%	0.0%	91.8%	4.4
		25	20	4	0	0	45	
F) The staff at school are helpful and welcoming when families come to school or call.	49	51.0%	44.9%	4.1%	0.0%	0.0%	95.9%	4.5
		25	22	2	0	0	47	
G) The school and families are partners in promoting positive behavior for my student.	49	30.6%	44.9%	20.4%	2.0%	2.0%	75.5%	4.0
		15	22	10	1	1	37	
H) Families who speak a language other than English receive general information about our school in their home language.	49	55.1%	38.8%	4.1%	2.0%	0.0%	93.9%	4.5
		27	19	2	1	0	46	
I) Staff receive information about upcoming events and important information about the school.	49	65.3%	30.6%	4.1%	0.0%	0.0%	95.9%	4.6
		32	15	2	0	0	47	

<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	341	43.7%	43.1%	8.8%	2.3%	2.1%	86.8%	4.2
		149	147	30	8	7	296	
A) School seeks input when making important decisions.	49	51.0%	40.8%	6.1%	2.0%	0.0%	91.8%	4.4
		25	20	3	1	0	45	
B) Important school decisions reflect diverse input.	49	36.7%	51.0%	6.1%	6.1%	0.0%	87.8%	4.2
		18	25	3	3	0	43	
C) The principal and staff listen to concerns of other staff members about issues.	49	55.1%	34.7%	8.2%	0.0%	2.0%	89.8%	4.4
		27	17	4	0	1	44	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	49	49.0%	38.8%	8.2%	0.0%	4.1%	87.8%	4.3
		24	19	4	0	2	43	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	49	42.9%	42.9%	8.2%	2.0%	4.1%	85.7%	4.2
		21	21	4	1	2	42	
F) Our school uses data from this survey to inform site decision making.	48	35.4%	45.8%	16.7%	2.1%	0.0%	81.3%	4.1
		17	22	8	1	0	39	
G) Staff voice matters in decision making.	48	35.4%	47.9%	8.3%	4.2%	4.2%	83.3%	4.1
		17	23	4	2	2	40	

  

<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	340	39.4%	43.8%	14.1%	1.8%	0.9%	83.2%	4.2
		134	149	48	6	3	283	
A) Concerns about student safety are taken seriously.	49	67.3%	24.5%	8.2%	0.0%	0.0%	91.8%	4.6
		33	12	4	0	0	45	
B) Concerns about student safety are addressed in a timely manner at my school.	49	53.1%	34.7%	10.2%	2.0%	0.0%	87.8%	4.4
		26	17	5	1	0	43	
C) My school is a safe place for all students.	49	22.4%	57.1%	16.3%	4.1%	0.0%	79.6%	4.0
		11	28	8	2	0	39	
D) My school is a safe place for all staff.	49	28.6%	49.0%	16.3%	4.1%	2.0%	77.6%	4.0
		14	24	8	2	1	38	
E) Students know what staff member to go to if they have a safety concern.	48	37.5%	52.1%	10.4%	0.0%	0.0%	89.6%	4.3
		18	25	5	0	0	43	
F) Students know school safety protocols.	48	29.2%	47.9%	20.8%	2.1%	0.0%	77.1%	4.0
		14	23	10	1	0	37	
G) I feel safe sharing different viewpoints and perspectives at my school.	48	37.5%	41.7%	16.7%	0.0%	4.2%	79.2%	4.1
		18	20	8	0	2	38	

<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	391	32.5%	40.9%	21.7%	4.3%	0.5%	73.4%	4.0
		127	160	85	17	2	287	
A) School staff respects student diversity.	48	58.3%	33.3%	8.3%	0.0%	0.0%	91.7%	4.5
		28	16	4	0	0	44	
B) Adults at my school treat students respectfully.	49	51.0%	36.7%	12.2%	0.0%	0.0%	87.8%	4.4
		25	18	6	0	0	43	
C) Students are respectful to each other at school.	49	14.3%	34.7%	36.7%	14.3%	0.0%	49.0%	3.5
		7	17	18	7	0	24	
D) Students have opportunities to socialize with other students often at school.	49	36.7%	46.9%	16.3%	0.0%	0.0%	83.7%	4.2
		18	23	8	0	0	41	
E) Students have an adult on campus they trust.	49	34.7%	53.1%	12.2%	0.0%	0.0%	87.8%	4.2
		17	26	6	0	0	43	
F) Students trust other students at school.	49	16.3%	38.8%	34.7%	10.2%	0.0%	55.1%	3.6
		8	19	17	5	0	27	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	49	24.5%	51.0%	24.5%	0.0%	0.0%	75.5%	4.0
		12	25	12	0	0	37	
H) School staff reflects student diversity.	49	24.5%	32.7%	28.6%	10.2%	4.1%	57.1%	3.6
		12	16	14	5	2	28	

  

<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	441	32.2%	46.7%	17.7%	2.5%	0.9%	78.9%	4.1
		142	206	78	11	4	348	
A) Families and students understand how assignments and tests are graded.	49	18.4%	46.9%	26.5%	6.1%	2.0%	65.3%	3.7
		9	23	13	3	1	32	
B) Questions and concerns about schoolwork are addressed.	49	28.6%	51.0%	16.3%	2.0%	2.0%	79.6%	4.0
		14	25	8	1	1	39	
C) Student grades reflect their knowledge of the material.	49	18.4%	49.0%	24.5%	6.1%	2.0%	67.3%	3.8
		9	24	12	3	1	33	
D) Adults at my school believe all students can be successful.	49	32.7%	44.9%	18.4%	2.0%	2.0%	77.6%	4.0
		16	22	9	1	1	38	
E) Students feel comfortable and unjudged to ask their teacher for help.	49	51.0%	40.8%	8.2%	0.0%	0.0%	91.8%	4.4
		25	20	4	0	0	45	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	49	38.8%	46.9%	12.2%	2.0%	0.0%	85.7%	4.2
		19	23	6	1	0	42	
G) Teachers at my school go out of their way to help all students.	49	38.8%	46.9%	14.3%	0.0%	0.0%	85.7%	4.2
		19	23	7	0	0	42	
H) Students receive timely and regular feedback on their learning.	49	44.9%	44.9%	8.2%	2.0%	0.0%	89.8%	4.3
		22	22	4	1	0	44	
I) Staff at my school provides resources or ideas that help families support their students at home.	49	18.4%	49.0%	30.6%	2.0%	0.0%	67.3%	3.8
		9	24	15	1	0	33	

<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	196	33.2% 65	51.5% 101	11.7% 23	2.6% 5	1.0% 2	84.7% 166	4.1
A) Students are challenged academically at school.	49	16.3% 8	57.1% 28	16.3% 8	6.1% 3	4.1% 2	73.5% 36	3.8
B) School recognizes and celebrates the academic success of all students.	49	34.7% 17	53.1% 26	10.2% 5	2.0% 1	0.0% 0	87.8% 43	4.2
C) Adults on campus motivate students to do their best.	49	34.7% 17	53.1% 26	10.2% 5	2.0% 1	0.0% 0	87.8% 43	4.2
D) School provides additional academic support when students are struggling.	49	46.9% 23	42.9% 21	10.2% 5	0.0% 0	0.0% 0	89.8% 44	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	245	10.2% 25	45.7% 112	28.2% 69	12.7% 31	3.3% 8	55.9% 137	3.5
A) Students are interested in what they are learning.	49	10.2% 5	51.0% 25	26.5% 13	8.2% 4	4.1% 2	61.2% 30	3.6
B) Students have access to classes and activities that meet their interests and talents.	49	16.3% 8	38.8% 19	26.5% 13	16.3% 8	2.0% 1	55.1% 27	3.5
C) Students understand how to complete their schoolwork.	49	8.2% 4	63.3% 31	20.4% 10	8.2% 4	0.0% 0	71.4% 35	3.7
D) Students complete assignments on time.	49	8.2% 4	38.8% 19	30.6% 15	16.3% 8	6.1% 3	46.9% 23	3.3
E) Students are motivated to do their schoolwork.	49	8.2% 4	36.7% 18	36.7% 18	14.3% 7	4.1% 2	44.9% 22	3.3

<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	391	25.1%	50.9%	17.6%	4.9%	1.5%	76.0%	3.9
		98	199	69	19	6	297	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	48	35.4%	47.9%	14.6%	2.1%	0.0%	83.3%	4.2
		17	23	7	1	0	40	
B) Students and families know what classes they will have to take and pass to graduate from high school.	49	24.5%	53.1%	14.3%	8.2%	0.0%	77.6%	3.9
		12	26	7	4	0	38	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	49	18.4%	57.1%	18.4%	6.1%	0.0%	75.5%	3.9
		9	28	9	3	0	37	
D) School offers college and career programs.	49	28.6%	55.1%	14.3%	2.0%	0.0%	83.7%	4.1
		14	27	7	1	0	41	
E) Students participate in programs to learn about different jobs, careers, and colleges.	49	20.4%	57.1%	16.3%	6.1%	0.0%	77.6%	3.9
		10	28	8	3	0	38	
F) Students are prepared for the next step of their educational experience.	49	14.3%	40.8%	30.6%	12.2%	2.0%	55.1%	3.5
		7	20	15	6	1	27	
G) Staff are optimistic about the future of their career in San Juan Unified.	49	32.7%	53.1%	8.2%	0.0%	6.1%	85.7%	4.1
		16	26	4	0	3	42	
H) There are equitable opportunities for advancement in the district.	49	26.5%	42.9%	24.5%	2.0%	4.1%	69.4%	3.9
		13	21	12	1	2	34	

<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	98	26.5%	44.9%	20.4%	5.1%	3.1%	71.4%	3.9
		26	44	20	5	3	70	
A) I would recommend my school to other families.	49	18.4%	38.8%	30.6%	10.2%	2.0%	57.1%	3.6
		9	19	15	5	1	28	
B) San Juan Unified School District is a district that I would recommend to other families.	49	34.7%	51.0%	10.2%	0.0%	4.1%	85.7%	4.1
		17	25	5	0	2	42	