



**Spring 2025
Staff Climate Survey Results**

**Oakview
Group Size N: 16**

Caring Relationships	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	96	58.3%	24.0%	13.5%	3.1%	1.0%	82.3%	4.4
		56	23	13	3	1	79	
A) School has a climate that is caring.	16	50.0%	37.5%	6.3%	6.3%	0.0%	87.5%	4.3
		8	6	1	1	0	14	
B) There are students and staff on campus who listen to students when they have something to say.	16	56.3%	31.3%	12.5%	0.0%	0.0%	87.5%	4.4
		9	5	2	0	0	14	
C) There is an adult from the school who checks on how students are doing.	16	87.5%	12.5%	0.0%	0.0%	0.0%	100.0%	4.9
		14	2	0	0	0	16	
D) School has the materials, staff, programs, and supports needed to help all students do their best.	16	37.5%	37.5%	25.0%	0.0%	0.0%	75.0%	4.1
		6	6	4	0	0	12	
E) Staff feels supported to do their job well in meeting the needs of all students.	16	56.3%	12.5%	18.8%	12.5%	0.0%	68.8%	4.1
		9	2	3	2	0	11	
F) Staff feels part of an effective team.	16	62.5%	12.5%	18.8%	0.0%	6.3%	75.0%	4.3
		10	2	3	0	1	12	
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	144	53.5%	35.4%	9.7%	1.4%	0.0%	88.9%	4.4
		77	51	14	2	0	128	
A) Staff at the school promptly responds to family phone calls, messages, or e-mails.	16	62.5%	25.0%	12.5%	0.0%	0.0%	87.5%	4.5
		10	4	2	0	0	14	
B) The school clearly outlines the family, student, and school responsibilities in educating each child.	16	50.0%	31.3%	18.8%	0.0%	0.0%	81.3%	4.3
		8	5	3	0	0	13	
C) The school offers families opportunities to be involved in school and classroom activities.	16	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		8	8	0	0	0	16	
D) The school keeps families well-informed about school activities.	16	68.8%	31.3%	0.0%	0.0%	0.0%	100.0%	4.7
		11	5	0	0	0	16	
E) The staff at our school listens to family concerns about issues.	16	62.5%	31.3%	6.3%	0.0%	0.0%	93.8%	4.6
		10	5	1	0	0	15	
F) The staff at school are helpful and welcoming when families come to school or call.	16	56.3%	37.5%	6.3%	0.0%	0.0%	93.8%	4.5
		9	6	1	0	0	15	
G) The school and families are partners in promoting positive behavior for my student.	16	50.0%	37.5%	12.5%	0.0%	0.0%	87.5%	4.4
		8	6	2	0	0	14	
H) Families who speak a language other than English receive general information about our school in their home language.	16	31.3%	31.3%	25.0%	12.5%	0.0%	62.5%	3.8
		5	5	4	2	0	10	
I) Staff receive information about upcoming events and important information about the school.	16	50.0%	43.8%	6.3%	0.0%	0.0%	93.8%	4.4
		8	7	1	0	0	15	

School Decision Making	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	112	42.9%	34.8%	11.6%	8.0%	2.7%	77.7%	4.1
		48	39	13	9	3	87	
A) School seeks input when making important decisions.	16	37.5%	43.8%	12.5%	6.3%	0.0%	81.3%	4.1
		6	7	2	1	0	13	
B) Important school decisions reflect diverse input.	16	31.3%	50.0%	12.5%	6.3%	0.0%	81.3%	4.1
		5	8	2	1	0	13	
C) The principal and staff listen to concerns of other staff members about issues.	16	43.8%	37.5%	6.3%	6.3%	6.3%	81.3%	4.1
		7	6	1	1	1	13	
D) Staff is welcome to attend meetings where discussions and decisions occur about school programs and funding.	16	56.3%	18.8%	6.3%	18.8%	0.0%	75.0%	4.1
		9	3	1	3	0	12	
E) Staff is offered opportunities to have a role in leadership, committees, SSC, etc.	16	56.3%	18.8%	6.3%	12.5%	6.3%	75.0%	4.1
		9	3	1	2	1	12	
F) Our school uses data from this survey to inform site decision making.	16	37.5%	43.8%	18.8%	0.0%	0.0%	81.3%	4.2
		6	7	3	0	0	13	
G) Staff voice matters in decision making.	16	37.5%	31.3%	18.8%	6.3%	6.3%	68.8%	3.9
		6	5	3	1	1	11	
Safety	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	112	41.1%	37.5%	17.0%	3.6%	0.9%	78.6%	4.1
		46	42	19	4	1	88	
A) Concerns about student safety are taken seriously.	16	43.8%	37.5%	12.5%	6.3%	0.0%	81.3%	4.2
		7	6	2	1	0	13	
B) Concerns about student safety are addressed in a timely manner at my school.	16	50.0%	31.3%	12.5%	6.3%	0.0%	81.3%	4.3
		8	5	2	1	0	13	
C) My school is a safe place for all students.	16	43.8%	31.3%	25.0%	0.0%	0.0%	75.0%	4.2
		7	5	4	0	0	12	
D) My school is a safe place for all staff.	16	43.8%	25.0%	25.0%	6.3%	0.0%	68.8%	4.1
		7	4	4	1	0	11	
E) Students know what staff member to go to if they have a safety concern.	16	37.5%	56.3%	6.3%	0.0%	0.0%	93.8%	4.3
		6	9	1	0	0	15	
F) Students know school safety protocols.	16	31.3%	56.3%	12.5%	0.0%	0.0%	87.5%	4.2
		5	9	2	0	0	14	
G) I feel safe sharing different viewpoints and perspectives at my school.	16	37.5%	25.0%	25.0%	6.3%	6.3%	62.5%	3.8
		6	4	4	1	1	10	

Sense of Belonging	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	127	39.4%	41.7%	14.2%	4.7%	0.0%	81.1%	4.2
		50	53	18	6	0	103	
A) School staff respects student diversity.	16	43.8%	37.5%	12.5%	6.3%	0.0%	81.3%	4.2
		7	6	2	1	0	13	
B) Adults at my school treat students respectfully.	16	50.0%	43.8%	6.3%	0.0%	0.0%	93.8%	4.4
		8	7	1	0	0	15	
C) Students are respectful to each other at school.	16	31.3%	31.3%	31.3%	6.3%	0.0%	62.5%	3.9
		5	5	5	1	0	10	
D) Students have opportunities to socialize with other students often at school.	16	56.3%	43.8%	0.0%	0.0%	0.0%	100.0%	4.6
		9	7	0	0	0	16	
E) Students have an adult on campus they trust.	16	56.3%	43.8%	0.0%	0.0%	0.0%	100.0%	4.6
		9	7	0	0	0	16	
F) Students trust other students at school.	16	31.3%	56.3%	12.5%	0.0%	0.0%	87.5%	4.2
		5	9	2	0	0	14	
G) Curriculum reflects diverse racial, ethnic, cultural, and identity perspectives.	16	25.0%	37.5%	37.5%	0.0%	0.0%	62.5%	3.9
		4	6	6	0	0	10	
H) School staff reflects student diversity.	15	20.0%	40.0%	13.3%	26.7%	0.0%	60.0%	3.5
		3	6	2	4	0	9	

Academic Progress	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	143	52.4%	35.0%	11.9%	0.7%	0.0%	87.4%	4.4
		75	50	17	1	0	125	
A) Families and students understand how assignments and tests are graded.	16	31.3%	50.0%	18.8%	0.0%	0.0%	81.3%	4.1
		5	8	3	0	0	13	
B) Questions and concerns about schoolwork are addressed.	15	53.3%	20.0%	26.7%	0.0%	0.0%	73.3%	4.3
		8	3	4	0	0	11	
C) Student grades reflect their knowledge of the material.	16	56.3%	25.0%	12.5%	6.3%	0.0%	81.3%	4.3
		9	4	2	1	0	13	
D) Adults at my school believe all students can be successful.	16	43.8%	50.0%	6.3%	0.0%	0.0%	93.8%	4.4
		7	8	1	0	0	15	
E) Students feel comfortable and unjudged to ask their teacher for help.	16	68.8%	31.3%	0.0%	0.0%	0.0%	100.0%	4.7
		11	5	0	0	0	16	
F) Teachers provide opportunities for students to participate in classroom discussions or activities.	16	68.8%	25.0%	6.3%	0.0%	0.0%	93.8%	4.6
		11	4	1	0	0	15	
G) Teachers at my school go out of their way to help all students.	16	56.3%	25.0%	18.8%	0.0%	0.0%	81.3%	4.4
		9	4	3	0	0	13	
H) Students receive timely and regular feedback on their learning.	16	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	4.5
		8	8	0	0	0	16	
I) Staff at my school provides resources or ideas that help families support their students at home.	16	43.8%	37.5%	18.8%	0.0%	0.0%	81.3%	4.3
		7	6	3	0	0	13	

High Expectations	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	64	54.7%	35.9%	9.4%	0.0%	0.0%	90.6%	4.5
		35	23	6	0	0	58	
A) Students are challenged academically at school.	16	50.0%	37.5%	12.5%	0.0%	0.0%	87.5%	4.4
		8	6	2	0	0	14	
B) School recognizes and celebrates the academic success of all students.	16	56.3%	31.3%	12.5%	0.0%	0.0%	87.5%	4.4
		9	5	2	0	0	14	
C) Adults on campus motivate students to do their best.	16	56.3%	37.5%	6.3%	0.0%	0.0%	93.8%	4.5
		9	6	1	0	0	15	
D) School provides additional academic support when students are struggling.	16	56.3%	37.5%	6.3%	0.0%	0.0%	93.8%	4.5
		9	6	1	0	0	15	
Student Engagement	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	80	36.3%	46.3%	16.3%	1.3%	0.0%	82.5%	4.2
		29	37	13	1	0	66	
A) Students are interested in what they are learning.	16	37.5%	62.5%	0.0%	0.0%	0.0%	100.0%	4.4
		6	10	0	0	0	16	
B) Students have access to classes and activities that meet their interests and talents.	16	37.5%	43.8%	12.5%	6.3%	0.0%	81.3%	4.1
		6	7	2	1	0	13	
C) Students understand how to complete their schoolwork.	16	43.8%	43.8%	12.5%	0.0%	0.0%	87.5%	4.3
		7	7	2	0	0	14	
D) Students complete assignments on time.	16	25.0%	43.8%	31.3%	0.0%	0.0%	68.8%	3.9
		4	7	5	0	0	11	
E) Students are motivated to do their schoolwork.	16	37.5%	37.5%	25.0%	0.0%	0.0%	75.0%	4.1
		6	6	4	0	0	12	

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	122	23.8%	13.1%	48.4%	12.3%	2.5%	36.9%	3.4
		29	16	59	15	3	45	
A) Students are encouraged to take the required courses needed to be prepared for college and career.	15	13.3%	13.3%	73.3%	0.0%	0.0%	26.7%	3.4
		2	2	11	0	0	4	
B) Students and families know what classes they will have to take and pass to graduate from high school.	15	13.3%	13.3%	60.0%	6.7%	6.7%	26.7%	3.2
		2	2	9	1	1	4	
C) Students are interested in attending college, joining the military, or entering the workforce after high school.	15	20.0%	20.0%	60.0%	0.0%	0.0%	40.0%	3.6
		3	3	9	0	0	6	
D) School offers college and career programs.	15	13.3%	0.0%	66.7%	20.0%	0.0%	13.3%	3.1
		2	0	10	3	0	2	
E) Students participate in programs to learn about different jobs, careers, and colleges.	15	20.0%	0.0%	53.3%	20.0%	6.7%	20.0%	3.1
		3	0	8	3	1	3	
F) Students are prepared for the next step of their educational experience.	15	33.3%	20.0%	40.0%	6.7%	0.0%	53.3%	3.8
		5	3	6	1	0	8	
G) Staff are optimistic about the future of their career in San Juan Unified.	16	31.3%	25.0%	25.0%	18.8%	0.0%	56.3%	3.7
		5	4	4	3	0	9	
H) There are equitable opportunities for advancement in the district.	16	43.8%	12.5%	12.5%	25.0%	6.3%	56.3%	3.6
		7	2	2	4	1	9	

Customer Satisfaction	N	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Pct Strongly Agree+Agree	Mean
Overall rating of all questions in this section	32	62.5%	18.8%	18.8%	0.0%	0.0%	81.3%	4.4
		20	6	6	0	0	26	
A) I would recommend my school to other families.	16	62.5%	18.8%	18.8%	0.0%	0.0%	81.3%	4.4
		10	3	3	0	0	13	
B) San Juan Unified School District is a district that I would recommend to other families.	16	62.5%	18.8%	18.8%	0.0%	0.0%	81.3%	4.4
		10	3	3	0	0	13	