

# 22-23 Climate Survey for Campus-based Staff

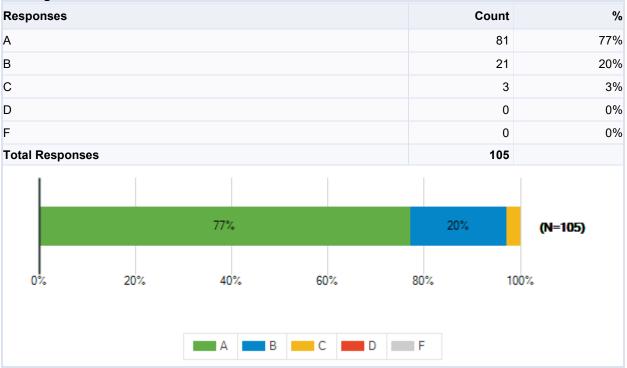
Survey Results

**Hubenak Elementary** 

Lamar Consolidated ISD February 1 - 22, 2023



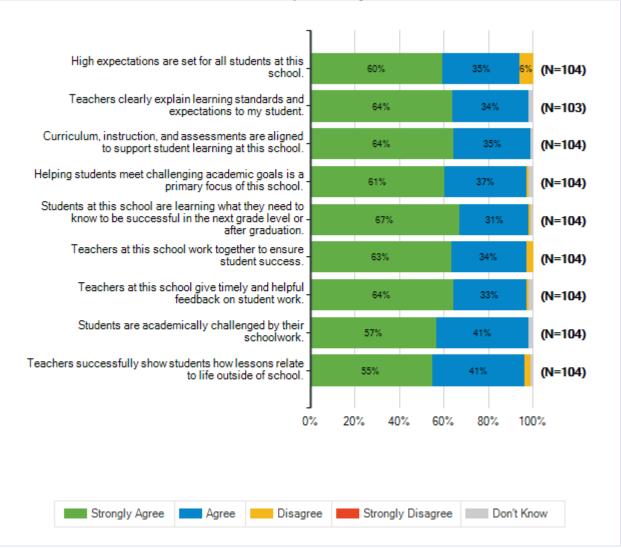
Students receive grades of A, B, C, D or F to report the quality of their work. What grade would you give the overall quality of the education at your school? On this scale, A represents outstanding, C is average and F is failing.



#### How strongly do you agree or disagree with each of the following statements?

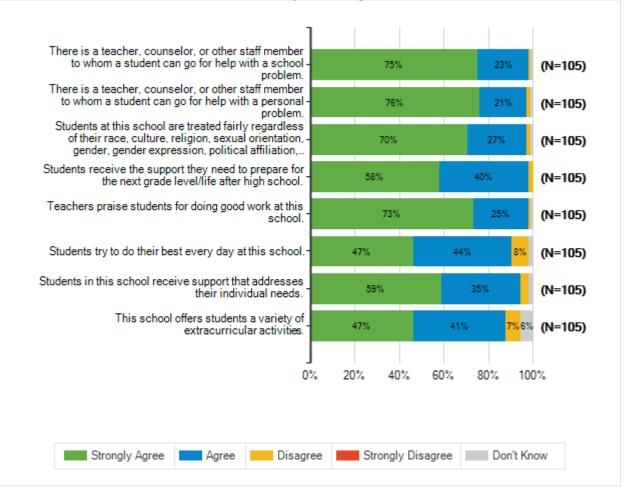
Below are statements about the quality of education your students receive at this school. As you respond, please think about your experiences this school year.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
	High expectations are set for	62	36	6	0	0	
(a)	High expectations are set for all students at this school.	60%	35%	6%	0%	0%	104
	Teachers clearly explain	66	35	0	0	2	
(b)	learning standards and expectations to my student.	64%	34%	0%	0%	2%	103
	Curriculum, instruction, and assessments are aligned to	67	36	0	0	1	
(c)	upport student learning at his school.	64%	35%	0%	0%	1%	104
	Helping students meet	63	38	1	0	2	
(d)	challenging academic goals is a primary focus of this school.	61%	37%	1%	0%	2%	104
	Students at this school are learning what they need to	70	32	1	0	1	
(e)	know to be successful in the next grade level or after graduation.	67%	31%	1%	0%	1%	104
	Teachers at this school work	66	35	3	0	0	
(f)	together to ensure student success.	63%	34%	3%	0%	0%	104
	Teachers at this school give	67	34	1	0	2	
(g)	timely and helpful feedback on student work.	64%	33%	1%	0%	2%	104
	Students are academically	59	43	0	0	2	
(h)	challenged by their schoolwork.	57%	41%	0%	0%	2%	104
	Teachers successfully show	57	43	3	0	1	
(i)	students how lessons relate to life outside of school.	55%	41%	3%	0%	1%	104



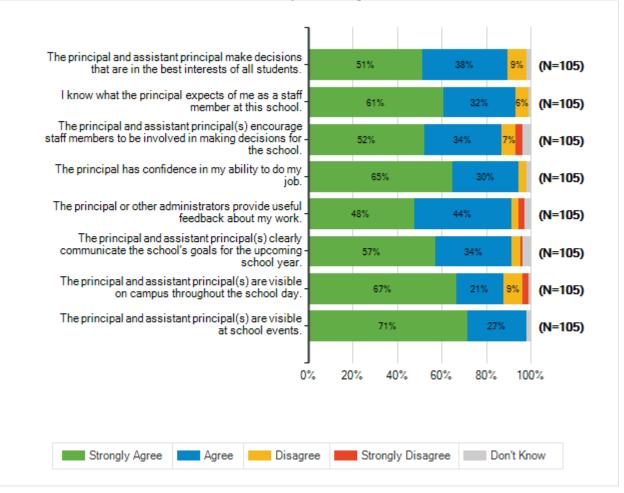
How strongly do you agree or disagree with each of the following statements?

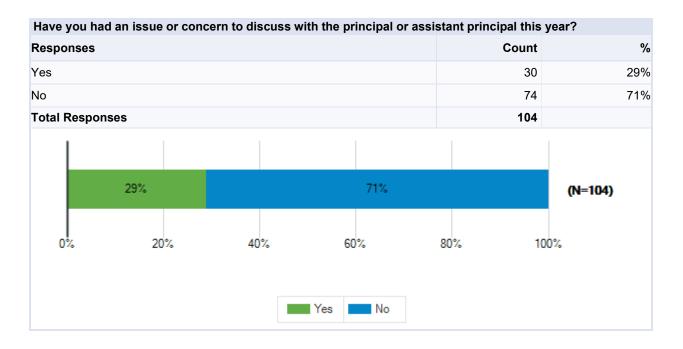
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
	There is a teacher, counselor, or other staff member to	79	24	1	0	1	405
a)	whom a student can go for help with a school problem.	75%	23%	1%	0%	1%	105
	There is a teacher, counselor, or other staff member to	80	22	2	0	1	
b)	whom a student can go for help with a personal problem.	76%	21%	2%	0%	1%	105
	Students at this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender	74	28	2	0	1	
c)	sexual orientation, gender, gender expression, political affiliation, physical appearance or ability.	70%	27%	2%	0%	1%	105
	Students receive the support they need to prepare for the	61	42	2	0	0	
d)	next grade level/life after high school.	58%	40%	2%	0%	0%	105
	Teachers praise students for	77	26	1	0	1	
e)	doing good work at this school.	73%	25%	1%	0%	1%	105
	Students try to do their best	49	46	8	0	2	
f)	every day at this school.	47%	44%	8%	0%	2%	105
	Students in this school receive support that	62	37	4	0	2	
g)	addresses their individual needs.	59%	35%	4%	0%	2%	105
	This school offers students a	49	43	7	0	6	
h)	variety of extracurricular activities.	47%	41%	7%	0%	6%	105



How strongly do you agree or disagree with each of the following statements?

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
	The principal and assistant principal make decisions that	54	40	9	0	2	
a)	are in the best interests of all students.	51%	38%	9%	0%	2%	105
	I know what the principal	64	34	6	0	1	
(b)	expects of me as a staff member at this school.	61%	32%	6%	0%	1%	105
	The principal and assistant principal(s) encourage staff	55	36	7	3	4	
(c)	members to be involved in making decisions for the school.	52%	34%	7%	3%	4%	105
	The principal has confidence in my ability to do my job.	68	31	4	0	2	
d)		65%	30%	4%	0%	2%	105
	The principal or other	50	46	3	3	3	
e)	administrators provide useful feedback about my work.	48%	44%	3%	3%	3%	105
	The principal and assistant principal(s) clearly	60	36	4	1	4	
(f)	communicate the school's goals for the upcoming school year.	57%	34%	4%	1%	4%	105
	The principal and assistant principal(s) are visible on	70	22	9	3	1	
g)	campus throughout the school day.	67%	21%	9%	3%	1%	105
	The principal and assistant	75	28	0	0	2	
(h)	principal(s) are visible at school events.	71%	27%	0%	0%	2%	105





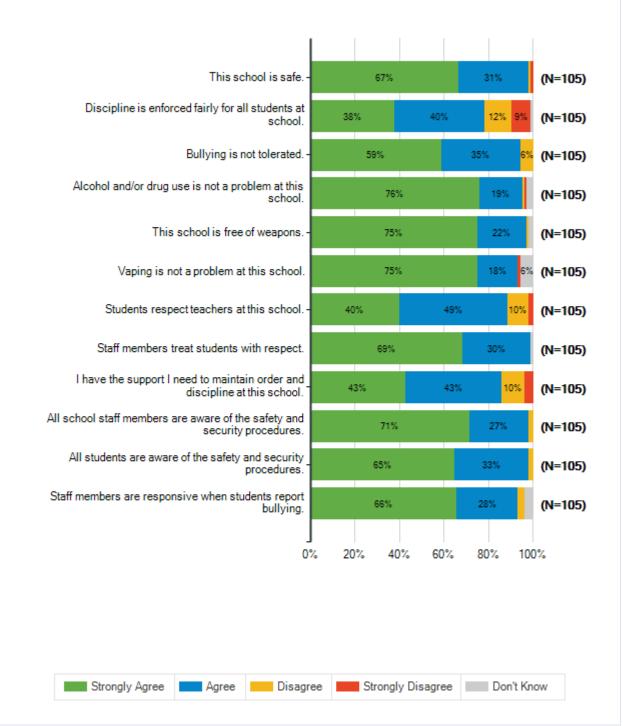
	ibsp hen you have had an issue o	r concern to	o discuss wit	h a school ad	ministrator		
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
	he er eke wee evellekte te	21	9	0	0	0	
(a)	he or she was available to talk to you.	70%	30%	0%	0%	0%	30
	he or she was courteous	19	9	2	0	0	
(b)	and listened to your concerns.	63%	30%	7%	0%	0%	30
	he or she responded to	19	9	2	0	0	
(c)	your concerns in a professional manner.	63%	30%	7%	0%	0%	30
	) he or she resolved your concerns.	15	11	3	1	0	
(d)		50%	37%	10%	3%	0%	30
							,
	he or she wa	as available to	o talk to you	70%	6	30% (	N=30)
	he or she was court	teous and liste	ened to your _ concerns.	63%		30% <mark>7%</mark> (	N=30)
	he or she respon	ded to your co professio	oncerns in a onal manner.	63%		30% <mark>7%</mark> (	N=30)
	he or sh	e resolved you	ur concerns	50%	37	% 10% (	N=30)
			] 0%	20% 4	40% 60%	80% 100%	
			076	2010 7	0.00	00% 100%	•

How strongly do you agree or disagree with each of the following statements?

#### Below are statements related to family engagement. As you respond, please think about your experiences this school year. Strongly Strongly Total Agree Disagree Don't Know Disagree Agree Responses 50 39 1 0 15 I regularly communicate with (a) parents about their child's 105 48% 37% 1% 0% 14% academic achievements. 42 42 5 0 15 Parents support me when (b) addressing an academic 104 40% 40% 5% 0% 14% problem with their child. 2 30 50 11 12 Parents support me when (c) addressing a behavior 105 10% 29% 48% 2% 11% problem with their child. 56 42 0 0 7 Parent input about student (d) learning needs is respected 105 53% 0% 7% 40% 0% and valued at this school. 42 47 0 5 11 Parent input is used to (e) improve instruction at this 105 40% 45% 5% 0% 10% school. I regularly communicate with parents about their 48% 37% 14% (N=105) child's academic achievements. Parents support me when addressing an academic problem 40% 40% 14% (N=104) with their child. Parents support me when addressing a behavior problem 29% 48% (N=105) 10% 11% with their child. Parent input about student learning needs is respected 53% 40% (N=105) and valued at this school. Parent input is used to improve instruction at this 40% 45% 10% (N=105) school. 0% 20% 40% 60% 80% 100% Strongly Agree Strongly Disagree Agree Disagree Don't Know

How strongly do you agree or disagree with each of the following statements? Below are statements related to safety and behavior. As you respond, please think about your experiences this school year. Strongly Agree Disagree Strongly Don't Know Total

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
		70	33	1	1	0	
(a)	This school is safe.	67%	31%	1%	1%	0%	105
	Dissipling is optaroad fairly for	40	42	13	9	1	
(b)	Discipline is enforced fairly for all students at school.	38%	40%	12%	9%	1%	105
		62	37	6	0	0	
(c)	Bullying is not tolerated.	59%	35%	6%	0%	0%	105
	Alcohol and/or drug uso is not	80	20	1	1	3	
(d)	Alcohol and/or drug use is not a problem at this school.	76%	19%	1%	1%	3%	105
	This school is free of	79	23	1	0	2	
(e)	weapons.	75%	22%	1%	0%	2%	105
	Vaping is not a problem at	79	19	0	1	6	
(f)	this school.	75%	18%	0%	1%	6%	105
	Students respect teachers at	42	51	10	2	0	
(g)	this school.	40%	49%	10%	2%	0%	105
	Staff members treat students	72	32	0	0	1	
(h)	with respect.	69%	30%	0%	0%	1%	105
	I have the support I need to	45	45	11	4	0	
(i)	maintain order and discipline at this school.	43%	43%	10%	4%	0%	105
	All school staff members are	75	28	2	0	0	
(j)	aware of the safety and security procedures.	71%	27%	2%	0%	0%	105
	All students are aware of the	68	35	2	0	0	
(k)	safety and security procedures.	65%	33%	2%	0%	0%	105
	Staff members are	69	29	3	0	4	
(I)	responsive when students report bullying.	66%	28%	3%	0%	4%	105



		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
	My instructional materials are	61	36	2	1	5	
a)	My instructional materials are in good condition.	58%	34%	2%	1%	5%	105
	I have the materials I need — such as textbooks, computers	49	41	8	1	6	
b)	and visual aids — to effectively teach my classes.	47%	39%	8%	1%	6%	105
		40	42	18	2	3	
c)	My school is kept clean.	38%	40%	17%	2%	3%	105
	This school is well- maintained, with working air	61	40	4	0	0	
d)	) conditioning and heat, adequate lighting, and well- kept grounds.	58%	38%	4%	0%	0%	105
	My instructional materi	_		58%		34% (	N=105)
	I have the materials I n computers and visual aids			47%	39%		N=105)
			classes.				100)
		My school is	s kept clean	38%	40%	17% (	N=105)
	This school is well-ma conditioning and he	at, adequate		58%		38% (	N=105)
			-				

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
	Collaboration is encouraged	66	33	3	0	2	
a)	among teachers and staff at this school.	63%	32%	3%	0%	2%	104
	I feel respected and	55	39	7	3	0	
b)	supported by the principal and other administrators at this school.	53%	38%	7%	3%	0%	104
	I feel respected and	60	40	4	0	0	
c)	supported by other teachers at this school.	58%	38%	4%	0%	0%	104
		63	36	2	0	3	
d)	I enjoy working at this school.	61%	35%	2%	0%	3%	104
	Collaboration is encouraged		this school.	63%		32% (	N=104)
	I feel respected and suppo			63%		32%	N=104)
		ninistrators at		53%	3	8% 7% (	N=104)
	I feel respected and suppo		teachers at this school.	58%		38% (	N=104)
			this school. <sup>–</sup>	58%			N=104) N=104)
			this school. <sup>–</sup>				-

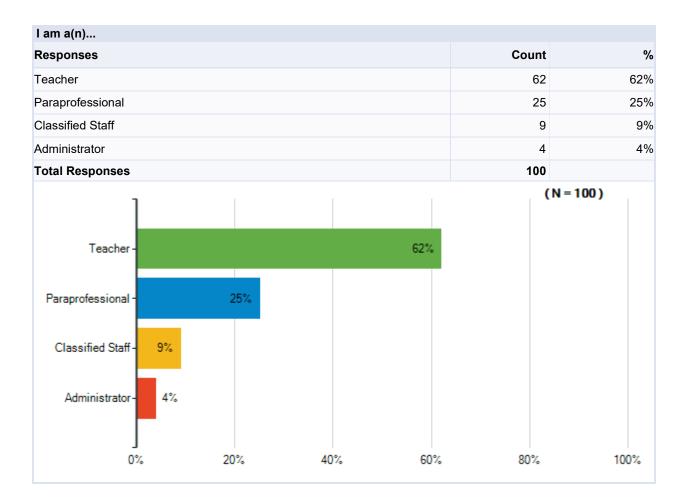
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
	There is someone I can go to in my department/school to	69	34	1	0	1	
(a)	help me with a school problem.	66%	32%	1%	0%	1%	105
	There is someone I can go to	57	42	3	0	1	
b)	in my school/district to help me with a personal problem.	55%	41%	3%	0%	1%	103
	My principal/direct supervisor	53	42	7	3	0	
c)	interacts with me on a regular basis.	50%	40%	7%	3%	0%	105
		61	37	6	1	0	
d)	My principal/direct supervisor is available when needed.	58%	35%	6%	1%	0%	105
		59	45	1	0	0	
e)	I ask for help when I need it.	56%	43%	1%	0%	0%	105
	There is someone I can go to to help n	in my departr ne with a scho	ment/school_ ool problem.	66%	•	32%	(N=105)
	There is someone I can go help me	to in my scho with a persor		55%		41%	(N=103)
	My principal/direct supervi		gular basis.	50%	40	)% <mark>7%</mark>	(N=105)
	My principal/direct sup	pervisor is ava	ilable when needed.	58%		35% <mark>6%</mark> (	(N=105)
	l as	sk for help wh	en Ineedit	56%		43%	(N=105)
			]	20%	10% 00%	00% 100%	
			0%	20%	40% 60%	80% 100%	•

How strongly do you agree or disagree with each of the following statements?

#### Below are additional statements about the professional development you have received throughout your time with Lamar CISD. Strongly Strongly Total Agree Disagree Don't Know Disagree Agree Responses 40 56 8 0 1 LCISD offers quality (a) professional development 105 38% 53% 8% 0% 1% opportunities. I have been provided with professional development 48 47 7 0 3 (b) opportunities and/or training to meet the current 105 46% 7% 0% 3% 45% requirements and expectations of my job. 0 2 57 45 1 I feel prepared to meet the (c) 105 needs of my students. 1% 0% 54% 43% 2% 51 45 6 0 3 I am provided resources to (d) meet the needs of my 105 49% 43% 6% 0% 3% students. LCISD offers quality professional development 38% 53% (N=105) opportunities. I have been provided with professional development opportunities and/or training to meet the current -46% 45% (N=105) requirements and expectations of my job. I feel prepared to meet the needs of my students. -54% 43% (N=105) I am provided resources to meet the needs of my 49% 43% (N=105) students. 0% 20% 40% 60% 80% 100% Strongly Agree Disagree Strongly Disagree Don't Know Agree

	<b>J</b> · · · · · · · ,	ow strongly	uo you agree	or alougiou	with each of	the following a	statements
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
	All students have equitable	62	39	2	2	0	
(a)	access and opportunity to succeed.	59%	37%	2%	2%	0%	105
	The district distributes	45	33	7	4	16	
b)	resources equitably to all schools in the district.	43%	31%	7%	4%	15%	105
	The district equitably represents students and	59	36	3	2	5	
c)	families of diverse backgrounds.	56%	34%	3%	2%	5%	105
	The district treats students	56	40	2	4	3	
d)	equitably.	53%	38%	2%	4%	3%	105
	Curriculum materials are	47	42	6	2	8	
	culturally diverse.	45%	40%	6%	2%	8%	105
	All students have equitable	access and o	succeed.	59%		37% (	N=105)
	The district distribute	s resources eq schools ir	uitably to all the district.	43%	31%	<mark>7%</mark> 15% <b>(</b>	N=105)
							-
	The district equitab	ly represents s es of diverse ba	tudents and ackgrounds.	56%		34% (	N=105)
	The district equitab famili	ly represents s es of diverse ba t treats studen	ackgrounds. <sup>-</sup>	56% 53%			N=105) N=105)
	The district equitab famili	es of diverse bi	ackgrounds. <sup>-</sup> ts equitably			18%	
	The district equitab famili The distric	es of diverse bi	ackgrounds. <sup>-</sup> ts equitably	53%	3	18%	N=105)
	The district equitab famili The distric	es of diverse bi	ackgrounds. <sup>-</sup> ts equitably	53% 45%	3	18%	N=105) N=105)

	Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
School leaders and staff at ny student's school are	76	26	0	2	1	
welcoming to families of all	72%	25%	0%	2%	1%	105
	75	26	0	2	2	
welcoming to families of all	71%	25%	0%	2%	2%	105
	76	25	0	2	2	
velcoming to families of all	72%	24%	0%	2%	2%	105
	76	25	0	2	2	
velcoming to families of all	72%	24%	0%	2%	2%	105
	76	26	0	2	1	
welcoming to families who speak languages other than	72%	25%	0%	2%	1%	105
School leaders and staff a welcoming	at my student's to families of	s school are _ all cultures.	72'	%	25%	N=105)
School leaders and staff a	at my student's	s school are	715	6	25%	N=105)
			72	×.	24%	N=105)
welcoming to famili	es of all races	ethnicities.				1037
School leaders and staff a welcoming	at my student's to families of a	s school are all religions.	72	%		N=105)
			72'	%		N=105)
		] 0%	20% 4	0% 60%	80% 100%	
	<ul> <li>welcoming to families of all cultures.</li> <li>School leaders and staff at my student's school are welcoming to families of all economic backgrounds.</li> <li>School leaders and staff at my student's school are welcoming to families of all races/ethnicities.</li> <li>School leaders and staff at my student's school are welcoming to families of all religions.</li> <li>School leaders and staff at my student's school are welcoming to families of all religions.</li> <li>School leaders and staff at my student's school are welcoming to families who speak languages other than english.</li> <li>School leaders and staff at welcoming to families of all school leaders and staff at my student's school are welcoming to families who speak languages other than english.</li> </ul>	welcoming to families of all cultures.       72%         School leaders and staff at my student's school are welcoming to families of all economic backgrounds.       75         School leaders and staff at my student's school are welcoming to families of all races/ethnicities.       76         School leaders and staff at my student's school are welcoming to families of all religions.       76         School leaders and staff at my student's school are welcoming to families of all religions.       76         School leaders and staff at my student's school are welcoming to families who speak languages other than english.       76         School leaders and staff at my student's school are welcoming to families who speak languages other than english.       76         School leaders and staff at my student's welcoming to families of all economic background to school leaders and staff at my student's welcoming to families of all economic background to school leaders and staff at my student's welcoming to families of all economic background to school leaders and staff at my student's welcoming to families of all races         School leaders and staff at my student's welcoming to families of all 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school are welcoming to families of all cultures.       76       26         School leaders and staff at my student's school are welcoming to families of all cultures.       72%       25%         School leaders and staff at my student's school are welcoming to families of all economic backgrounds.       5       5         School leaders and staff at my student's school are welcoming to families of all racces/ethnicities.       5       5         School leaders and staff at my student's school are welcoming to families of all religions.       5       5         School leaders and staff at my student's school are welcoming to families of all religions.       5       5         School leaders and staff at my student's school are welcoming to fa	welcoming to families of all zultures.       72%       25%       0%         School leaders and staff at my student's school are welcoming to families of all acconductives.       75       26       0         School leaders and staff at my student's school 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to families of all cultures.       72%       25%       0%       2%         School leaders and staff at my student's school are welcoming to families of all conomic backgrounds.       72%       25%       71%         School leaders and staff at my student's school are welcoming to families of all races/ethnicities.       72%       72%       72%         School leaders and staff at my student's school are welcoming to families of all religions.       72%       72%       72%         School leaders and staff at my student's school are welcoming to families of all religions.       72	velcoming to families of all cultures. 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School leaders and staff at

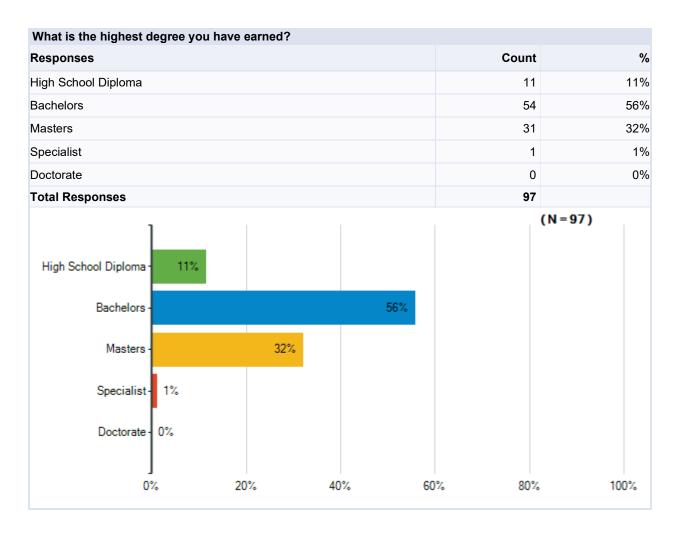


Responses				Count	%
Pre-Kindergarten				9	15%
Kindergarten				14	24%
Grade 1				15	25%
Grade 2				17	29%
Grade 3				15	25%
Grade 4				15	25%
Grade 5				11	19%
Grade 6				0	0%
Grade 7				0	0%
Grade 8				0	0%
Grade 9				0	0%
Grade 10				0	0%
Grade 11				0	0%
Grade 12				0	0%
Total Unique Responses				59	
Total Responses				96	
Pre-Kindergarten - Kindergarten - Grade 1 - Grade 2 - Grade 3 - Grade 4 - Grade 5 - Grade 6 - 0% Grade 7 - 0% Grade 8 - 0% Grade 9 - 0% Grade 10 - 0% Grade 11 - 0%	15% 24% 25% 29% 25% 25% 19%			(N = 5	νσ <b>γ</b>
Grade 12 - 0%					
0%	20%	40%	60%	80%	100%

Note: Multiple answers per participant possible. Percentages added may exceed 100 since a participant may select more than one answer for this question.

Responses		Count	%
Language Arts		34	59%
Mathematics		33	57%
Science		34	59%
Social Studies		35	60%
Foreign Languages		0	0%
Art, Music, Other Performing Arts		4	7%
Special Education		6	10%
English Language Learners		8	14%
Physical Education		1	2%
Career/Vocational		0	0%
Not Applicable		1	2%
Other (Please specify)		1	2%
Total Unique Responses		58	
Total Responses		157	
1		(1	N = 58)
Language Arts -	59%		
Mathematics -	57%		
Science-	59%		
Social Studies	60	%	
Foreign Languages - 0%			
Art, Music, Other Performing Arts - 7%			
Special Education - 10%			
English Language Learners - 14%			
Physical Education - 2%			
Career/Vocational - 0%			
Not Applicable - 2%			
Other (Please specify) - 2%			
0% 20%	40%	60% 80%	100%

**Note:** Multiple answers per participant possible. Percentages added may exceed 100 since a participant may select more than one answer for this question.



How many years have yo	u been employed in	this district?			
Responses				Count	%
Less than 1 year				14	14%
1 to 2 years				19	19%
3 to 5 years				23	23%
6 to 10 years				28	28%
More than 10 years				15	15%
Total Responses				99	
Less than 1 year- 1 to 2 years- 3 to 5 years- 6 to 10 years-	14% 19% 23% 28%				
More than 10 years -	15%	40%	60%	80%	100%

Which of the following best describes y	our race/ethnicity?		
Responses		Count	%
Asian		10	10%
Native Hawaiian or Pacific Islander	0	0%	
Black or African American	5	5%	
Multi-Racial	0	0%	
Hispanic or Latino	25	26%	
White	55	57%	
American Indian and Alaska Native	1	1%	
Total Responses		96	
Asian - 10% Native Hawaiian or Pacific Islander - 0% Black or African American - 57 Multi-Racial - 0% Hispanic or Latino - White - American Indian and Alaska Native - 1%		57%	
0%	20% 40%	60% 8	0% 100%