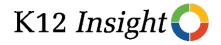
23-24 Staff School Climate Survey

Survey Results

Frost Elementary

Lamar Consolidated ISD February 12 - March 4, 2024

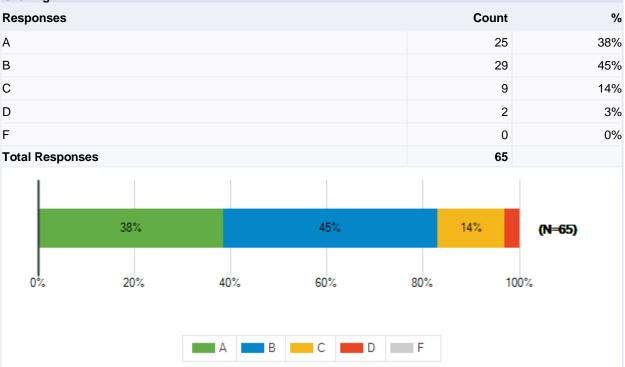




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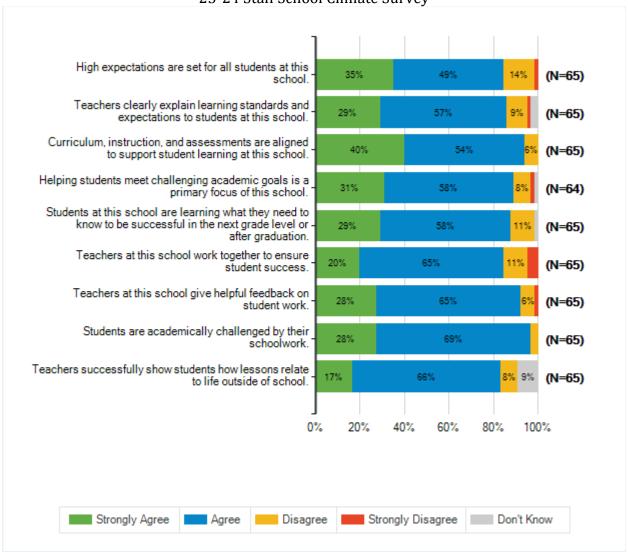
Reading Junior High	0	0%
Roberts Middle School	0	0%
Ryon Middle School	0	0%
Seguin ECC	0	0%
Smith Elementary	0	0%
Tamarron Elementary	0	0%
Terry High School	0	0%
Thomas Elementary	0	0%
Travis Elementary	0	0%
Velasquez Elementary	0	0%
Wertheimer Middle School	0	0%
Wessendorff Middle School	0	0%
Williams Elementary	0	0%
Wright Junior High	0	0%
16-21 ALTERNATIVE CENTER	0	0%
Natatorium	0	0%
Powell Point	0	0%
Total Responses	65	

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.



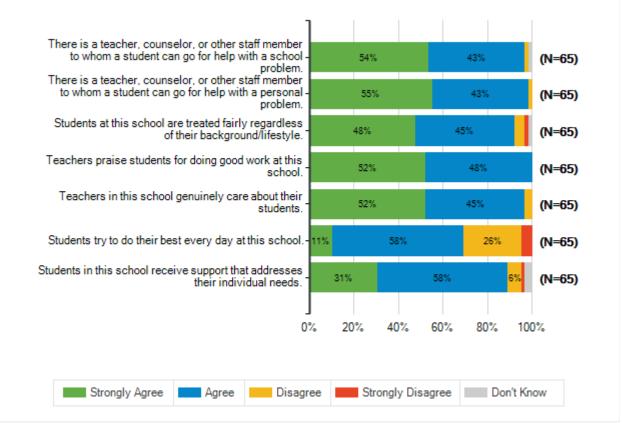
Below are statements about the quality of education your students receive at this school. As you respond, please think about your experiences this school year.

Но	ow strongly do you agree or d	lisagree with	each of the f	following stat	tements?		
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	High expectations are set for all students at this school.	23	32	9	1	0	65
, ,	all students at this school.	35%	49%	14%	2%	0%	
(b)	Teachers clearly explain learning standards and	19	37	6	1	2	65
,	expectations to students at this school.	29%	57%	9%	2%	3%	
(c)	Curriculum, instruction, and assessments are aligned to support student learning at	26	35	4	0	0	65
(-)	this school.	40%	54%	6%	0%	0%	
(d)	Helping students meet challenging academic goals is	20	37	5	1	1	64
	a primary focus of this school	31%	58%	8%	2%	2%	
(e)	Students at this school are learning what they need to know to be successful in the	19	38	7	0	1	65
, ,	next grade level or after graduation.	29%	58%	11%	0%	2%	
(f)	Teachers at this school work together to ensure student	13	42	7	3	0	65
	success.	20%	65%	11%	5%	0%	
(g)	Teachers at this school give helpful feedback on student	18	42	4	1	0	65
	work.	28%	65%	6%	2%	0%	
(h)	Students are academically h) challenged by their	18	45	2	0	0	65
	schoolwork.	28%	69%	3%	0%	0%	
(i)	Teachers successfully show students how lessons relate	11	43	5	0	6	65
	to life outside of school.	17%	66%	8%	0%	9%	



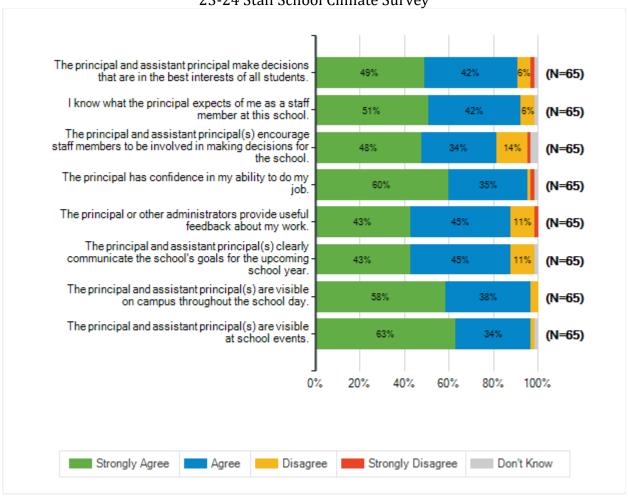
Below are statements about the support students receive at school. As you respond, please think about your experiences this school year.

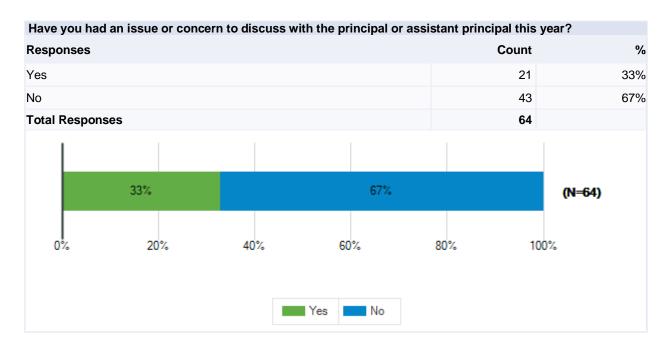
Но	w strongly do you agree or d	lisagree with	each of the f	ollowing stat	tements?		
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	There is a teacher, counselor, or other staff member to	35	28	1	0	1	65
,	whom a student can go for help with a school problem.	54%	43%	2%	0%	2%	
(b)	There is a teacher, counselor,	36	28	1	0	0	65
, ,		55%	43%	2%	0%	0%	
(c)	Students at this school are treated fairly regardless of their background/lifestyle.	31	29	3	1	1	65
, ,		48%	45%	5%	2%	2%	
(d)	Teachers praise students for doing good work at this	34	31	0	0	0	65
	school.	52%	48%	0%	0%	0%	
(e)	Teachers in this school genuinely care about their	34	29	2	0	0	65
	students.	52%	45%	3%	0%	0%	
(f)	Students try to do their best every day at this school.	7	38	17	3	0	65
	every day at this school.	11%	58%	26%	5%	0%	
(g)	receive support that addresses their individual	20	38	4	1	2	65
.57		31%	58%	6%	2%	3%	



Below are statements related to your school's leadership. As you respond, please think about your experiences this school year.

Н	ow strongly do you agree or d	lisagree with	each of the f	ollowing stat	tements?		
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	The principal and assistant principal make decisions that	32	27	4	1	1	65
()	are in the best interests of all students.	49%	42%	6%	2%	2%	
(b)	I know what the principal expects of me as a staff	33	27	4	0	1	65
	member at this school.	51%	42%	6%	0%	2%	
(c)	The principal and assistant principal(s) encourage staff members to be involved in making decisions for the school.	31	22	9	1	2	65
		48%	34%	14%	2%	3%	00
(d)	The principal has confidence in my ability to do my job.	39	23	1	1	1	65
	in my ability to do my job.	60%	35%	2%	2%	2%	
(e)	The principal or other administrators provide useful	28	29	7	1	0	65
	feedback about my work.	43%	45%	11%	2%	0%	
(f)	The principal and assistant principal(s) clearly communicate the school's	28	29	7	0	1	65
	goals for the upcoming school year.	43%	45%	11%	0%	2%	
(g)	The principal and assistant principal(s) are visible on	38	25	2	0	0	65
,	campus throughout the school day.	58%	38%	3%	0%	0%	
(h)	The principal and assistant principal(s) are visible at	41	22	1	0	1	65
	school events.	63%	34%	2%	0%	2%	

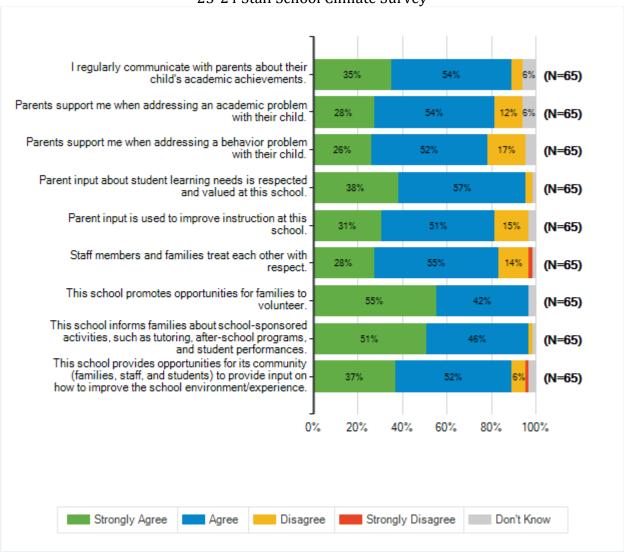




		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
a)	he or she was available to talk to you.	11	9	1	0	0	21
ĺ	taik to you.	52%	43%	5%	0%	0%	
o)	he or she was courteous and listened to your	10	9	1	1	0	21
	concerns.	48%	43%	5%	5%	0%	
c)	he or she responded to your concerns in a	8	11	1	1	0	21
	professional manner.	38%	52%	5%	5%	0%	
d)	he or she resolved your concerns.	5	11	2	1	2	21
	concerns.	24%	52%	10%	5%	10%	
	he or she was court	teaus and list	anad to your				
	ne or sne was coun	leous and list	concerns.	48%	43	%	N=21)
	he or she respon		oncerns in a onal manner.	38% 52%		d	N=21)
	he or sh	e resolved yo	ur concerns	24%	52%	10% 10% (N=21)
			0%	6 20% 4	40% 60%	80% 100%	,

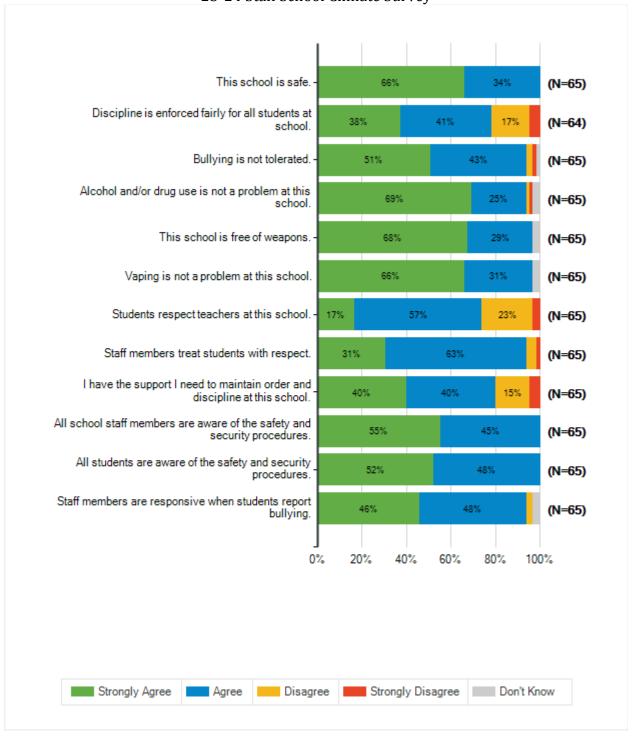
Below are statements related to family engagement. As you respond, please think about your experiences this school year.

Н	ow strongly do you agree or d	lisagree with	each of the	following sta	tements?		
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	I regularly communicate with parents about their child's	23	35	3	0	4	65
	academic achievements.	35%	54%	5%	0%	6%	
(b)	Parents support me when addressing an academic	18	35	8	0	4	65
	problem with their child.	28%	54%	12%	0%	6%	
(c)	Parents support me when addressing a behavior	17	34	11	0	3	65
	problem with their child.	26%	52%	17%	0%	5%	
(d)	Parent input about student learning needs is respected	25	37	2	0	1	65
	and valued at this school.	38%	57%	3%	0%	2%	
(e)	Parent input is used to mprove instruction at this	20	33	10	0	2	65
	school.	31%	51%	15%	0%	3%	
(f)	Staff members and families treat each other with respect.	18	36	9	1	1	65
	treat each other with respect.	28%	55%	14%	2%	2%	
(g)	This school promotes opportunities for families to	36	27	0	0	2	65
	volunteer.	55%	42%	0%	0%	3%	
(h)	This school informs families about school-sponsored activities, such as tutoring,	33	30	1	0	1	65
()	after-school programs, and student performances.	51%	46%	2%	0%	2%	
(i)	This school provides opportunities for its community (families, staff,	24	34	4	1	2	65
()	and students) to provide input on how to improve the school environment/experience.	37%	52%	6%	2%	3%	



Below are statements related to safety and behavior. As you respond, please think about your experiences this school year.

Staff members treat students 38% 41% 17% 5% 0% 0% 0% 0% 0% 0% 0	Нс	w strongly do you agree or d	lisagree wit	h each of th	e following sta	atements?		
(a) This school is safe. (b) Discipline is enforced fairly for all students at school. (c) Bullying is not tolerated. (d) Alcohol and/or drug use is not a problem at this school. (e) Waping is not a problem at this school. (f) Vaping is not a problem at this school. (g) Students respect teachers at this school. (h) Staff members treat students with respect. (a) All school staff members are savare of the kis safety and security procedures. (b) Discipline is enforced fairly for 34%				Agree	Disagree		Don't Know	
Discipline is enforced fairly for all students at school. 38%	(a)	This school is safe.	43	22	0	0	0	65
(b) Discipline is enforced fairly for all students at school. 38% 41% 17% 5% 0% 0%	. ,		66%	34%	0%	0%	0%	
Alcohol and/or drug use is not a problem at this school. 38% 41% 17% 5% 0% 65	(b)	Discipline is enforced fairly for	24	26	11	3	0	64
(c) Bullying is not tolerated. 51% 43% 3% 2% 2% 2% (d) Alcohol and/or drug use is not a problem at this school. 69% 25% 2% 2% 3% 65 (e) This school is free of weapons. 68% 29% 0% 0% 0% 3% 65 (e) Vaping is not a problem at this school. 66% 31% 0% 0% 3% 65 (e) Students respect teachers at this school. 77% 57% 23% 3% 0% 65 (e) This school is free of weapons. 66% 31% 0% 0% 0% 3% 65 (e) This school is free of weapons. 66% 31% 0% 0% 0% 3% 65 (e) This school is free of weapons. 66% 31% 0% 0% 0% 3% 65 (e) This school is free of weapons. 66% 31% 0% 0% 0% 3% 65 (e) This school is free of weapons. 65% 31% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0%	` ,	all students at school.	38%	41%	17%	5%	0%	
Alcohol and/or drug use is not a problem at this school. 45	(c)	Bullying is not tolerated.	33	28	2	1	1	65
Alcohol and/or drug use is not a problem at this school. 69% 25% 2% 2% 3% 3% 65	. ,		51%	43%	3%	2%	2%	
This school is free of weapons.	(d)	Alcohol and/or drug use is not	45	16	1	1	2	65
This school is free of weapons.		a problem at this school.	69%	25%	2%	2%	3%	
(f) Vaping is not a problem at this school. (g) Students respect teachers at this school. (h) Staff members treat students with respect. (i) I have the support I need to maintain order and discipline at this school. (ii) All school staff members are aware of the safety and security procedures. (k) All students are aware of the safety and sefety and sefety and security procedures. (iii) Staff members are safety and security procedures. (iv) Staff members are safety and security safety and security safety and security safety and security safety safety and security safety	(e)		44	19	0	0	2	65
(f) Vaping is not a problem at this school. 66% 31% 0% 0% 3% 65 (g) Students respect teachers at this school. 11 37 15 2 0 65 (h) Staff members treat students with respect. 20 41 3 1 0 65 (i) I have the support I need to maintain order and discipline at this school. 26 26 10 3 0 65 All school staff members are aware of the safety and security procedures. 36 29 0 0 0 65 All students are aware of the safety and security procedures. 34 31 0 0 0 65 Staff members are responsive when students 30 31 2 0 2 0 0 65		weapons.	68%	29%	0%	0%	3%	
Students respect teachers at this school. 11	(f)	Vaping is not a problem at	43	20	0	0	2	65
Students respect teachers at this school. 17% 57% 23% 3% 0% 0%			66%	31%	0%	0%	3%	
Staff members treat students with respect. 20	(g)	Students respect teachers at	11	37	15	2	0	65
(h) Staff members treat students with respect. 31% 63% 5% 2% 0% I have the support I need to maintain order and discipline at this school. 26 26 10 3 0 All school staff members are aware of the safety and security procedures. 36 29 0 0 0 All students are aware of the safety and security procedures. 55% 45% 0% 0% 0% (k) safety and security procedures. 52% 48% 0% 0% 0% Staff members are responsive when students 30 31 2 0 2		tilis scriooi.	17%	57%	23%	3%	0%	
1 have the support I need to maintain order and discipline at this school.	(h)		20	41	3	1	0	65
(i) maintain order and discipline at this school. 40% 40% 15% 5% 0% All school staff members are aware of the safety and security procedures. 55% 45% 0% 0% 0% 0% All students are aware of the safety and security procedures. 52% 48% 0% 0% 0% 0% Staff members are responsive when students 65		with respect.				2%		
All school staff members are aware of the safety and security procedures. All students are aware of the safety and safety and security procedures. All students are aware of the safety and security procedures. Staff members are responsive when students 36 29 0 0 0 0 65 65 65 65 65	(i)		26	26	10	3	0	65
(j) aware of the safety and security procedures. 55% 45% 0% 0% 0% 0% All students are aware of the safety and security procedures. 52% 48% 0% 0% 0% 0% Staff members are responsive when students 65		at this school.	40%	40%	15%	5%	0%	
All students are aware of the safety and security procedures. Staff members are responsive when students All students are aware of the safety and security procedures. 52% 48% 0% 0% 0% 0% 2 0 2 65	(j)		36	29	0	0	0	65
(k) safety and security procedures. 52% 48% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0% 0%		security procedures.	55%	45%	0%	0%	0%	
Staff members are 30 31 2 0 2 65	(k)	safety and security	34	31	0	0	0	65
(I) responsive when students65		procedures.	52%	48%		0%		
report bullying. 46% 48% 3% 0% 3%	(l)	responsive when students	30	31	2	0	2	65
		report bullying.	46%	48%	3%	0%	3%	



Below are statements about how your school operates. As you respond, please think about your experiences this school year.

10	w strongly do you agree or d	Strongly	th each of the Agree	e following sta Disagree	Strongly	Don't Know	Total
		Agree 24	33	6	Disagree 0	2	Response
a)	My instructional materials are in good condition.	37%	51%	9%	0%	3%	65
	I have the materials I need —	21	27	15	0%	2	
b)	such as textbooks, computers and visual aids — to			13		2	65
	effectively teach my classes.	32%	42%	23%	0%	3%	
c)	My school is kept clean.	27	32	5	1	0	65
-,		42%	49%	8%	2%	0%	
d)	This school is well- maintained, with working air conditioning and heat,	29	31	5	0	0	65
•	adequate lighting, and well-kept grounds.	45%	48%	8%	0%	0%	
	My instructional materi	ials are in go	od condition	37%	51%	9%	N=65)
	I have the materials I n computers and visual aids	need – such a s – to effective	s textbooks, ely teach my - classes.	32%	42%	23%	N=65)
		My school is	s kept clean	42%	49%	8%	N=65)
	This school is well-ma conditioning and he	at, adequate		45%	489	8% (N=65)

Disagree Strongly Disagree Don't Know

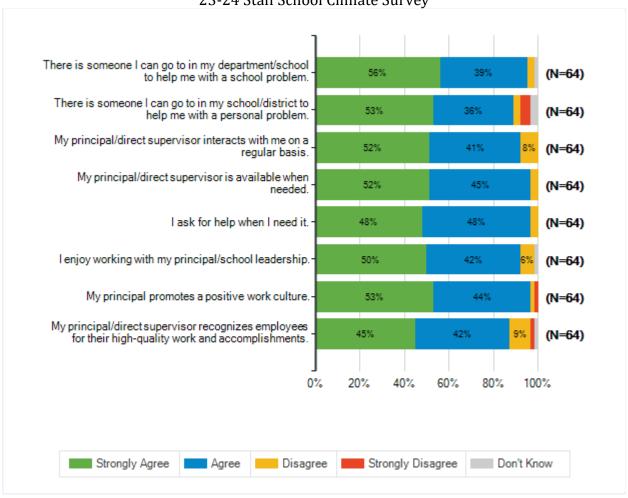
Strongly Agree Agree

Below are statements related to faculty relations and support. As you respond, please think about your experiences this school year.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Response
(د	Collaboration is encouraged within and across teams in	24	31	9	0	0	64
a)	my school or department.	38%	48%	14%	0%	0%	_ 04
b)	I feel respected and supported by the principal	31	27	4	2	0	64
- ,	and other administrators at this school.	48%	42%	6%	3%	0%	
c)	I feel respected and supported by other teachers	21	36	5	2	0	64
•	at this school.	33%	56%	8%	3%	0%	
d)	I enjoy working at this school.	32	26	3	2	1	64
		50%	41%	5%	3%	2%	
e)	My colleagues promote a positive work environment.	17	38	7	2	0	_64
	positive work environment.	27%	59%	11%	3%	0%	
(f)	I work in an atmosphere where there is mutual respect	19	34	9	2	0	64
	among staff.	30%	53%	14%	3%	0%	
	Collaboration is encouraged w	ny school or	department.	38%	48%	14%	(N=64)
	other adm	inistrators at	this school.	48%	42°	% 6% ((N=64)
	I feel respected and support	orted by other	teachers at this school.	33%	56%	8%	(N=64)
	l enj	oy working at	tthis school	50%	41	%	(N=64)
	My colleagues promote a po	sitive work e	environment	27%	59%	11%	(N=64)
	I work in an atmosphere wher		itual respect among staff.	30%	53%	14%	(N=64)
			0%	20% 4	10% 60%	80% 100%	

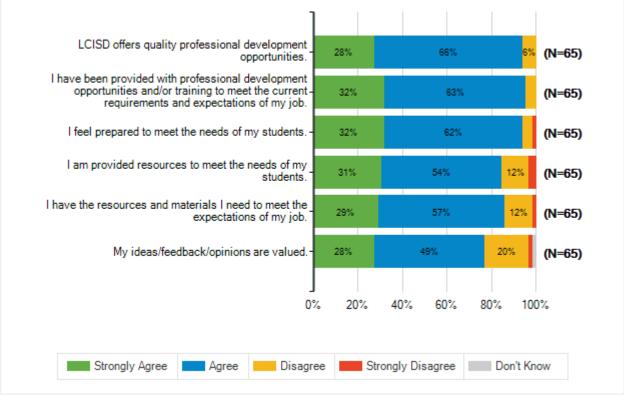
Below are additional statements about staff support. As you respond, please think about your experiences this school year.

Но	w strongly do you agree or c	lisagree with	n each of the	following sta	tements?		
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	There is someone I can go to in my department/school to	36	25	2	0	1	64
(-,	help me with a school problem.	56%	39%	3%	0%	2%	
<i>(</i> 1.)	There is someone I can go to	34	23	2	3	2	0.4
(b)	in my school/district to help me with a personal problem.	53%	36%	3%	5%	3%	64
, ,	My principal/direct supervisor	33	26	5	0	0	0.4
(c)	nteracts with me on a regular asis.	52%	41%	8%	0%	0%	64
(d)	My principal/direct supervisor is available when needed.	33	29	2	0	0	64
(4)		52%	45%	3%	0%	0%	
(0)	I ask for help when I need it.	31	31	2	0	0	64
(6)	Task for fielp when theed it.	48%	48%	3%	0%	0%	. 04
(f)	I enjoy working with my	32	27	4	0	1	64
(')	principal/school leadership.	50%	42%	6%	0%	2%	
(g)	My principal promotes a	34	28	1	1	0	64
(9)	positive work culture.	53%	44%	2%	2%	0%	U 4
(h)	My principal/direct supervisor recognizes employees for	29	27	6	1	1	64
, ,	their high-quality work and accomplishments.	45%	42%	9%	2%	2%	



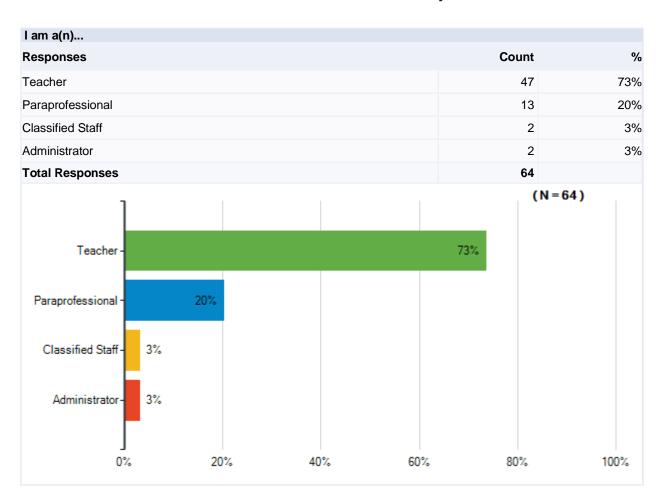
Below are additional statements about the professional development you have received throughout your time with Lamar CISD.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Response
(a)	LCISD offers quality professional development	18	43	4	0	0	65
/	opportunities.	28%	66%	6%	0%	0%	
(b)	I have been provided with professional development opportunities and/or training to meet the current requirements and expectations of my job.	21	41	3	0	0	65
` ,		32%	63%	5%	0%	0%	
c)	I feel prepared to meet the needs of my students.	21	40	3	1	0	65
		32%	62%	5%	2%	0%	
d)	I am provided resources to meet the needs of my	20	35	8	2	0	65
	students.	31%	54%	12%	3%	0%	
e)	I have the resources and materials I need to meet the	19	37	8	1	0	65
•	expectations of my job.	29%	57%	12%	2%	0%	
(f)	My ideas/feedback/opinions are valued.	18	32	13	1	1	65
. ,		28%	49%	20%	2%	2%	



Below are statements about culture and climate at your school. As you respond, please think about your experiences this school year.

	How strongly do you agree or disagree with each of the following statements? Strongly Strongly Strongly Strongly Strongly Strongly Strongly							
		Agree	Agree	Disagree	Disagree	Don't Know	Respons	
(a)	School leaders and staff at my student's school are welcoming to families of all cultures.	38	25	2	0	0	65	
		58%	38%	3%	0%	0%		
(b)	School leaders and staff at my student's school are	37	27	1	0	0	65	
	welcoming to families of all economic backgrounds.	57%	42%	2%	0%	0%		
(c)	School leaders and staff at my student's school are	37	28	0	0	0	65	
	welcoming to families of all races/ethnicities.	57%	43%	0%	0%	0%		
(d)	School leaders and staff at my student's school are	38	27	0	0	0	65	
	welcoming to families of all religions.	58%	42%	0%	0%	0%		
(e)	School leaders and staff at my student's school are welcoming to families who	36	29	0	0	0	65	
. ,	speak languages other than English.	55%	45%	0%	0%	0%		
	School leaders and staff a welcoming	at my student's to families of a	school are all cultures.	58%		38%	N=65)	
	School leaders and staff a welcoming to families of al	at my student's Il economic ba	school are ckgrounds.	57%		42%	N=65)	
School leaders and staff at my student's school are welcoming to families of all races/ethnicities.			57%		43%	N=65)		
	School leaders and staff a welcoming	at my student's to families of a	school are Ill religions.	58%		42%	N=65)	
	School leaders and staff a welcoming to families who sp			55%		45%	N=65)	
			J 0%	20% 4	0% 60%	80% 100%	,	

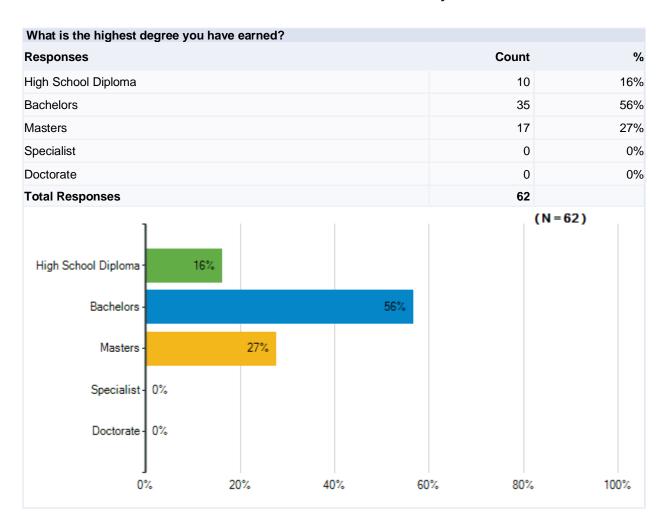


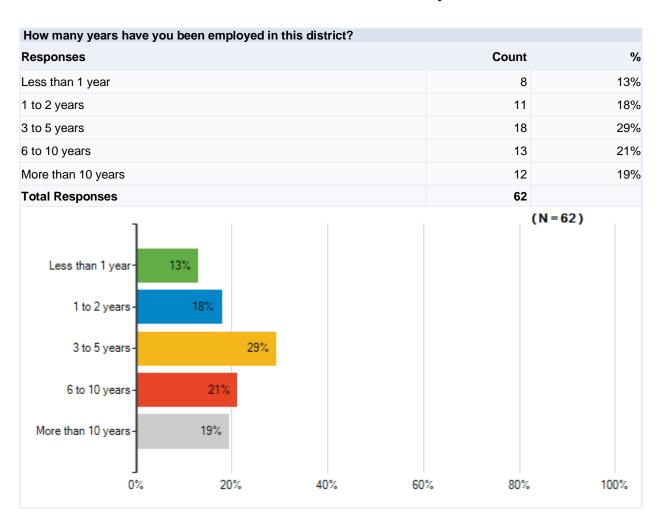
Responses				Count	%
Pre-Kindergarten				1	2%
Kindergarten				12	29%
Grade 1				15	36%
Grade 2				13	31%
Grade 3				14	33%
Grade 4				16	38%
Grade 5				9	21%
Grade 6				0	0%
Grade 7				0	0%
Grade 8				0	0%
Grade 9				0	0%
Grade 10				0	0%
Grade 11				0	0%
Grade 12				0	0%
Total Unique Responses				42	
Total Responses				80	
Pre-Kindergarten - 2% Kindergarten - 2% 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%	31%	36% % 38%		(N = 4:	2)
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			27	63%
Mathematics			25	58%
Science			24	56%
Social Studies			22	51%
Foreign Languages			0	0%
Art, Music, Other Performing Arts			3	7%
Special Education			4	9%
English Language Learners			4	9%
Physical Education			1	2%
Career/Vocational			0	0%
Not Applicable			0	0%
Other (Please specify)			1	2%
Total Unique Responses			43	
Total Responses			111	
_			(1	N=43)
Language Arts			63%	
Mathematics -		58		
Science-		56%		
Social Studies	,	51%	•	
Foreign Languages - 0%				
Art, Music, Other Performing Arts	7%			
Special Education - 9				
English Language Learners - 9				
Physical Education - 2				
Career/Vocational - 0%				
Not Applicable - 0%				
Other (Please specify)				
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.





Which of the following best describe	es your race/ethnicity?			
Responses			Count	: %
Asian			3	5%
Native Hawaiian or Pacific Islander			C	0%
Black or African American			12	20%
Multi-Racial			4	7%
Hispanic or Latino			8	
White			32	
American Indian and Alaska Native			0	
Total Responses			59	(N=59)
Asian - Native Hawaiian or Pacific Islander - 0° Black or African American- Multi-Racial - Hispanic or Latino- White - American Indian and Alaska Native - 0°	20% 7% 14%	54%		
0%	20%	40%	60%	80% 100%