



# 23-24 Staff School Climate Survey

Survey Results

**Phelan Elementary**

Lamar Consolidated ISD  
February 12 - March 4, 2024



Lamar Consolidated ISD  
23-24 Staff School Climate Survey

School Name	Count	%
Adolphus Elementary	0	0%
Alternative Learning Center	0	0%
Arredondo Elementary	0	0%
Austin Elementary	0	0%
Beasley Elementary	0	0%
Bentley Elementary	0	0%
Bowie Elementary	0	0%
Briscoe Junior High	0	0%
Campbell Elementary	0	0%
Carter Elementary	0	0%
Controlled Intensive Behavior Classroom	0	0%
Culver Elementary	0	0%
Dickinson Elementary	0	0%
Fort Bend County Alternative School	0	0%
Foster High School	0	0%
Frost Elementary	0	0%
Fulshear High School	0	0%
George Junior High	0	0%
George Ranch High School	0	0%
Gray Elementary	0	0%
Hubenak Elementary	0	0%
Huggins Elementary	0	0%
Hutchison Elementary	0	0%
Jackson Elementary	0	0%
Juvenile Detention Center	0	0%
Lamar Consolidated High School	0	0%
Lamar Junior High	0	0%
Leaman Junior High	0	0%
Lindsey Elementary	0	0%
Long Elementary	0	0%
McNeill Elementary	0	0%
Meyer Elementary	0	0%
Morgan Elementary	0	0%
Navarro Middle School	0	0%
Operation Graduation Night School	0	0%
Phelan Elementary	44	100%
Pink Elementary	0	0%
Randle High School	0	0%
Ray Elementary	0	0%

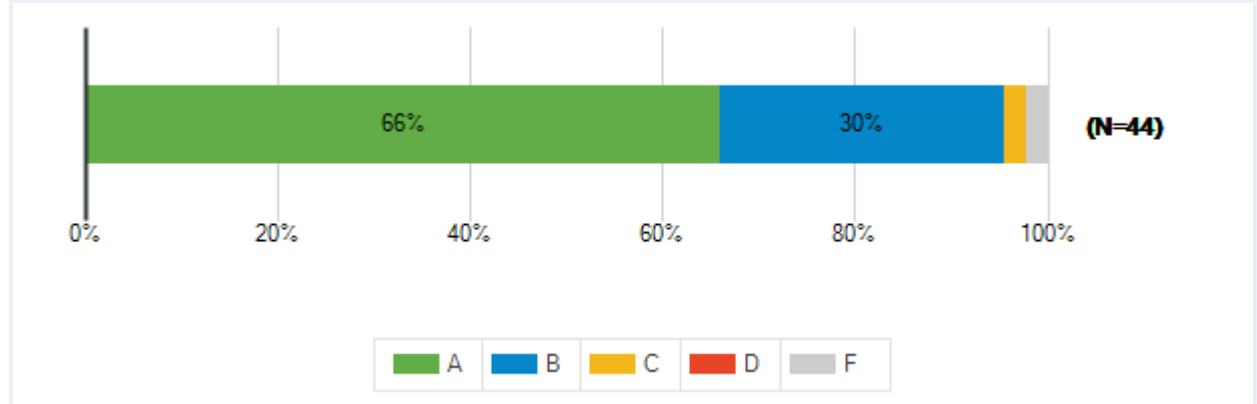
Lamar Consolidated ISD  
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Reading Junior High	0	0%
Roberts Middle School	0	0%
Ryon Middle School	0	0%
Seguin ECC	0	0%
Smith Elementary	0	0%
Tamarron Elementary	0	0%
Terry High School	0	0%
Thomas Elementary	0	0%
Travis Elementary	0	0%
Velasquez Elementary	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%
<b>Total Responses</b>	<b>44</b>	

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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.

Responses	Count	%
A	29	66%
B	13	30%
C	1	2%
D	0	0%
F	1	2%
<b>Total Responses</b>	<b>44</b>	

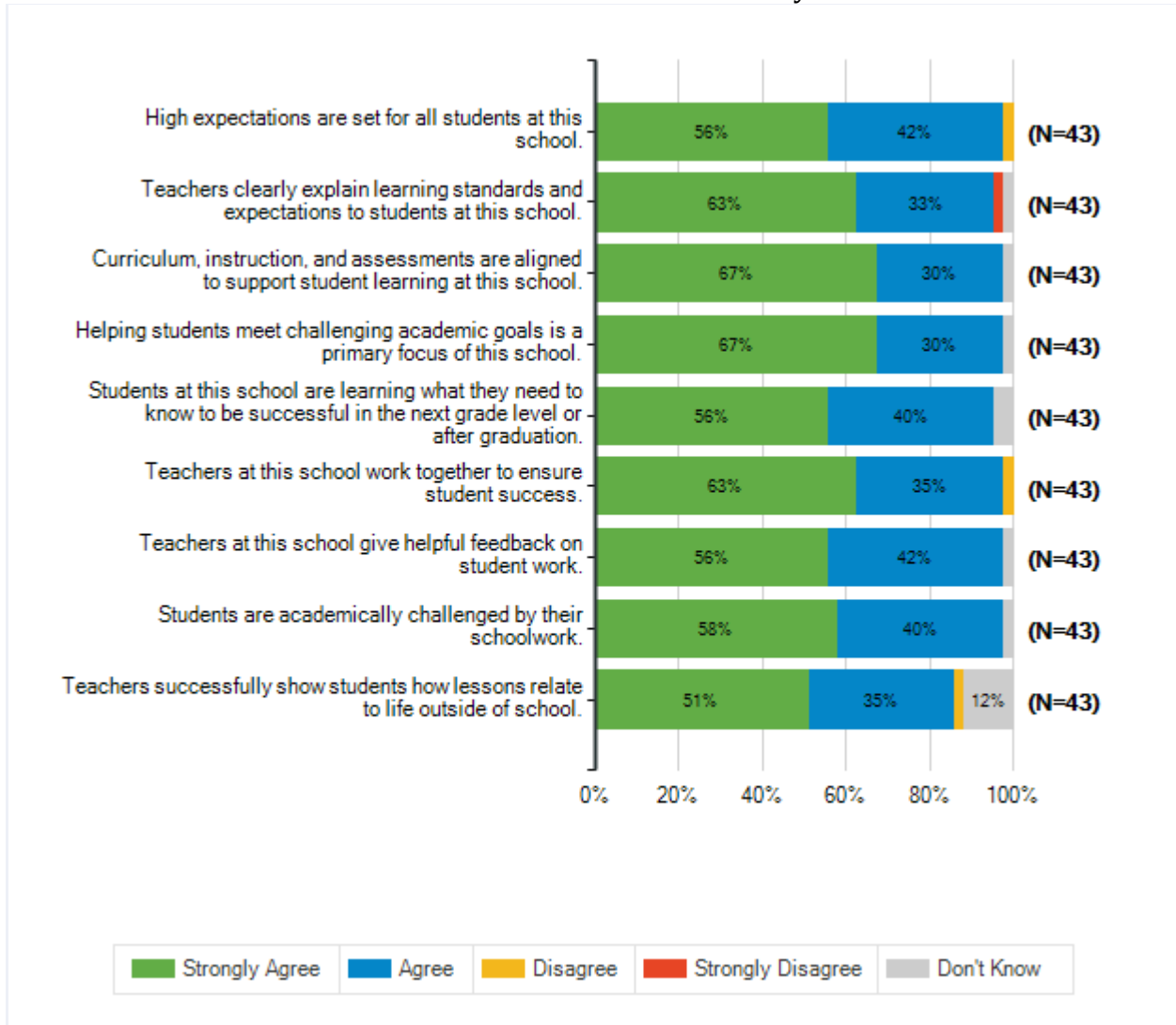


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Below are statements about the quality of education your students receive at this school. As you respond, please think about your experiences this school year.

How strongly do you agree or disagree with each of the following statements?							
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	High expectations are set for all students at this school.	24	18	1	0	0	43
		56%	42%	2%	0%	0%	
(b)	Teachers clearly explain learning standards and expectations to students at this school.	27	14	0	1	1	43
		63%	33%	0%	2%	2%	
(c)	Curriculum, instruction, and assessments are aligned to support student learning at this school.	29	13	0	0	1	43
		67%	30%	0%	0%	2%	
(d)	Helping students meet challenging academic goals is a primary focus of this school.	29	13	0	0	1	43
		67%	30%	0%	0%	2%	
(e)	Students at this school are learning what they need to know to be successful in the next grade level or after graduation.	24	17	0	0	2	43
		56%	40%	0%	0%	5%	
(f)	Teachers at this school work together to ensure student success.	27	15	1	0	0	43
		63%	35%	2%	0%	0%	
(g)	Teachers at this school give helpful feedback on student work.	24	18	0	0	1	43
		56%	42%	0%	0%	2%	
(h)	Students are academically challenged by their schoolwork.	25	17	0	0	1	43
		58%	40%	0%	0%	2%	
(i)	Teachers successfully show students how lessons relate to life outside of school.	22	15	1	0	5	43
		51%	35%	2%	0%	12%	

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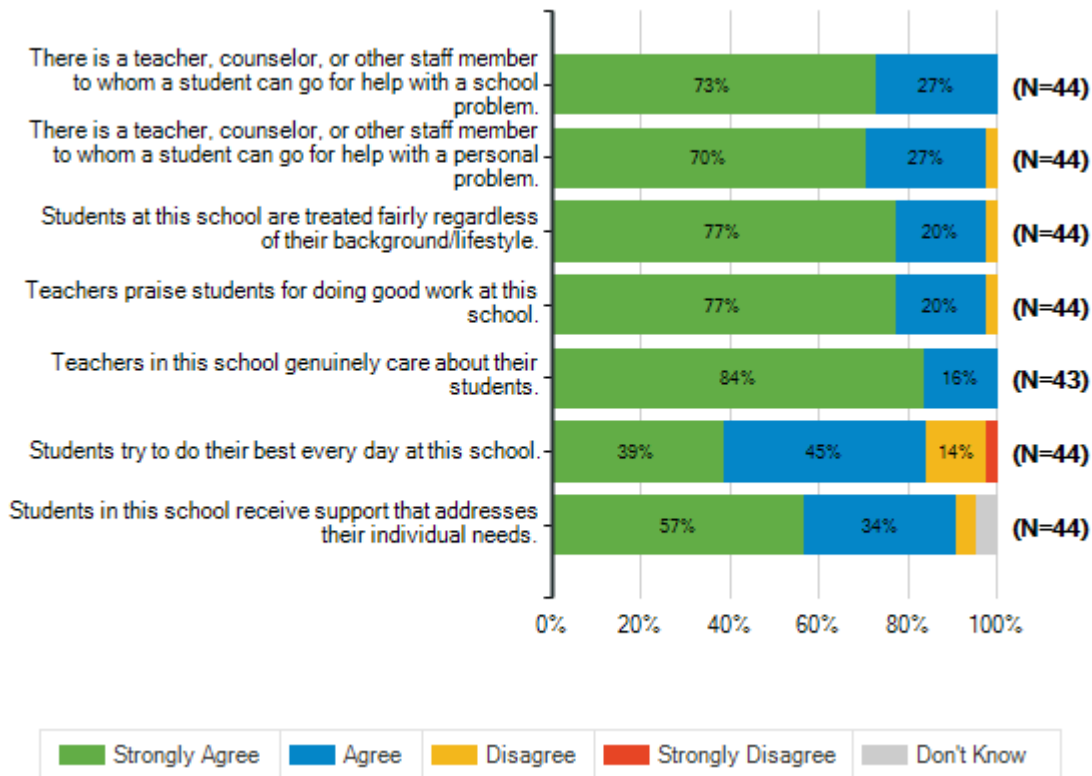


Lamar Consolidated ISD  
23-24 Staff School Climate Survey

Below are statements about the support students receive at 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 Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	32	12	0	0	0	44
		73%	27%	0%	0%	0%	
(b)	There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	31	12	1	0	0	44
		70%	27%	2%	0%	0%	
(c)	Students at this school are treated fairly regardless of their background/lifestyle.	34	9	1	0	0	44
		77%	20%	2%	0%	0%	
(d)	Teachers praise students for doing good work at this school.	34	9	1	0	0	44
		77%	20%	2%	0%	0%	
(e)	Teachers in this school genuinely care about their students.	36	7	0	0	0	43
		84%	16%	0%	0%	0%	
(f)	Students try to do their best every day at this school.	17	20	6	1	0	44
		39%	45%	14%	2%	0%	
(g)	Students in this school receive support that addresses their individual needs.	25	15	2	0	2	44
		57%	34%	5%	0%	5%	



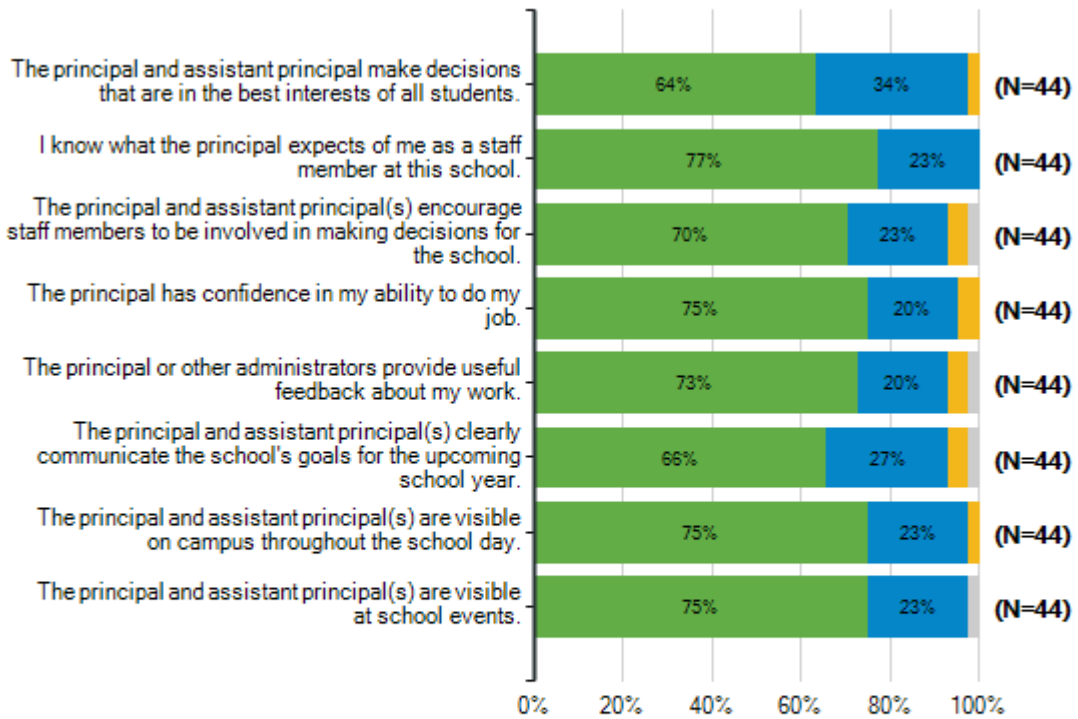
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Below are statements related to your school's leadership. As you respond, please think about your experiences this school year.

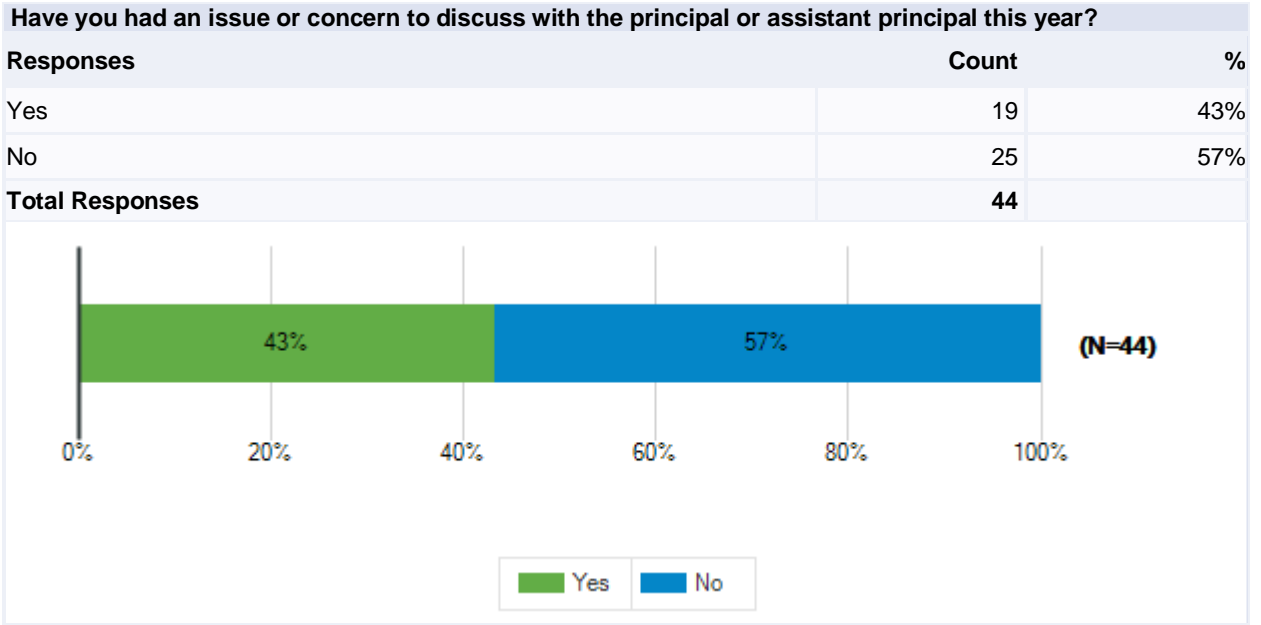
How strongly do you agree or disagree with each of the following statements?							
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	The principal and assistant principal make decisions that are in the best interests of all students.	28	15	1	0	0	44
		64%	34%	2%	0%	0%	
(b)	I know what the principal expects of me as a staff member at this school.	34	10	0	0	0	44
		77%	23%	0%	0%	0%	
(c)	The principal and assistant principal(s) encourage staff members to be involved in making decisions for the school.	31	10	2	0	1	44
		70%	23%	5%	0%	2%	
(d)	The principal has confidence in my ability to do my job.	33	9	2	0	0	44
		75%	20%	5%	0%	0%	
(e)	The principal or other administrators provide useful feedback about my work.	32	9	2	0	1	44
		73%	20%	5%	0%	2%	
(f)	The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.	29	12	2	0	1	44
		66%	27%	5%	0%	2%	
(g)	The principal and assistant principal(s) are visible on campus throughout the school day.	33	10	1	0	0	44
		75%	23%	2%	0%	0%	
(h)	The principal and assistant principal(s) are visible at school events.	33	10	0	0	1	44
		75%	23%	0%	0%	2%	



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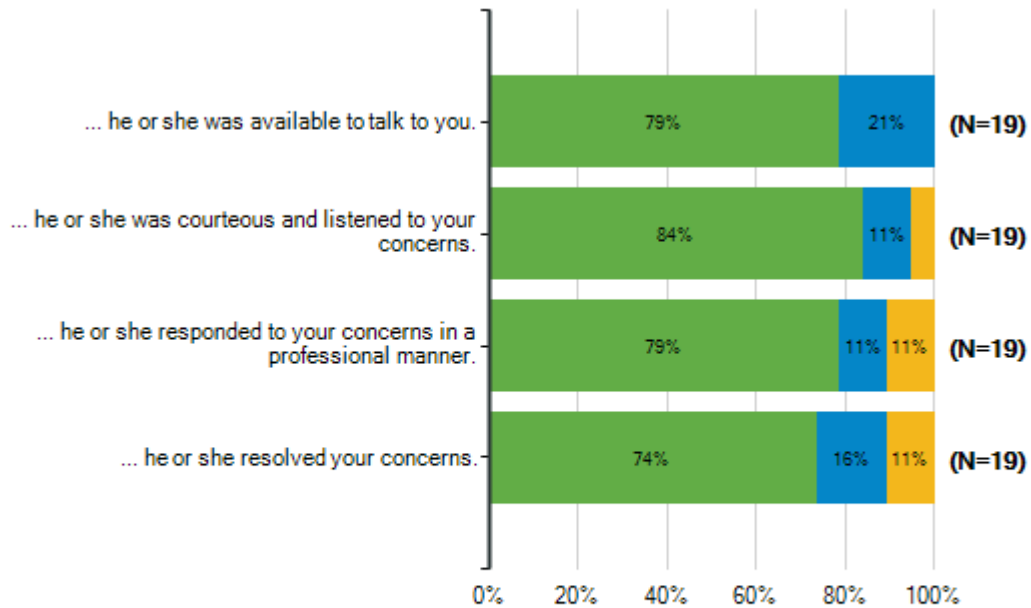
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When you have had an issue or concern to discuss with a school administrator...

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a) ... he or she was available to talk to you.	15	4	0	0	0	19
	79%	21%	0%	0%	0%	
(b) ... he or she was courteous and listened to your concerns.	16	2	1	0	0	19
	84%	11%	5%	0%	0%	
(c) ... he or she responded to your concerns in a professional manner.	15	2	2	0	0	19
	79%	11%	11%	0%	0%	
(d) ... he or she resolved your concerns.	14	3	2	0	0	19
	74%	16%	11%	0%	0%	

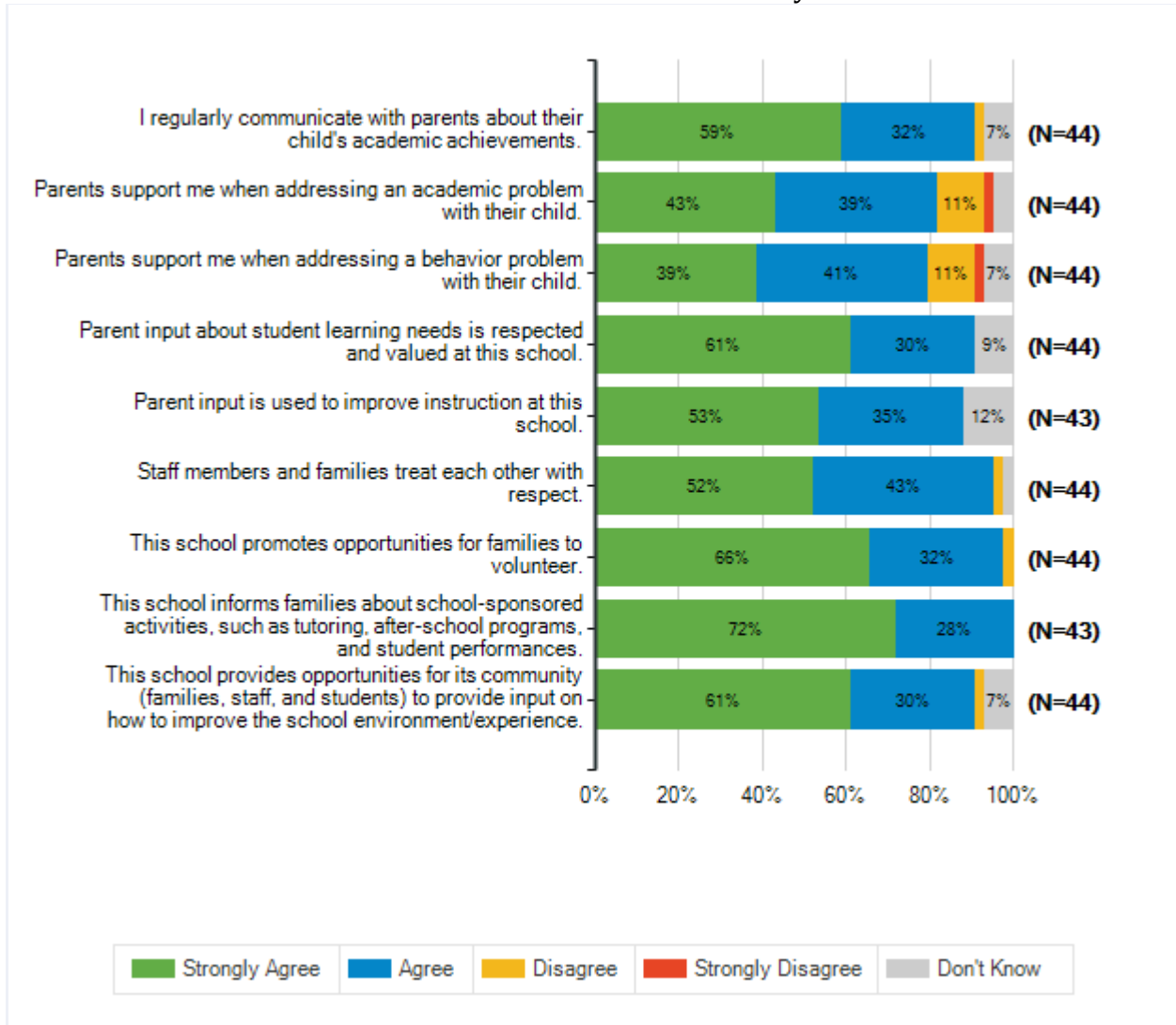


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Below are statements related to family engagement. As you respond, please think about your experiences this school year.

How strongly do you agree or disagree with each of the following statements?							
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	I regularly communicate with parents about their child's academic achievements.	26	14	1	0	3	44
		59%	32%	2%	0%	7%	
(b)	Parents support me when addressing an academic problem with their child.	19	17	5	1	2	44
		43%	39%	11%	2%	5%	
(c)	Parents support me when addressing a behavior problem with their child.	17	18	5	1	3	44
		39%	41%	11%	2%	7%	
(d)	Parent input about student learning needs is respected and valued at this school.	27	13	0	0	4	44
		61%	30%	0%	0%	9%	
(e)	Parent input is used to improve instruction at this school.	23	15	0	0	5	43
		53%	35%	0%	0%	12%	
(f)	Staff members and families treat each other with respect.	23	19	1	0	1	44
		52%	43%	2%	0%	2%	
(g)	This school promotes opportunities for families to volunteer.	29	14	1	0	0	44
		66%	32%	2%	0%	0%	
(h)	This school informs families about school-sponsored activities, such as tutoring, after-school programs, and student performances.	31	12	0	0	0	43
		72%	28%	0%	0%	0%	
(i)	This school provides opportunities for its community (families, staff, and students) to provide input on how to improve the school environment/experience.	27	13	1	0	3	44
		61%	30%	2%	0%	7%	

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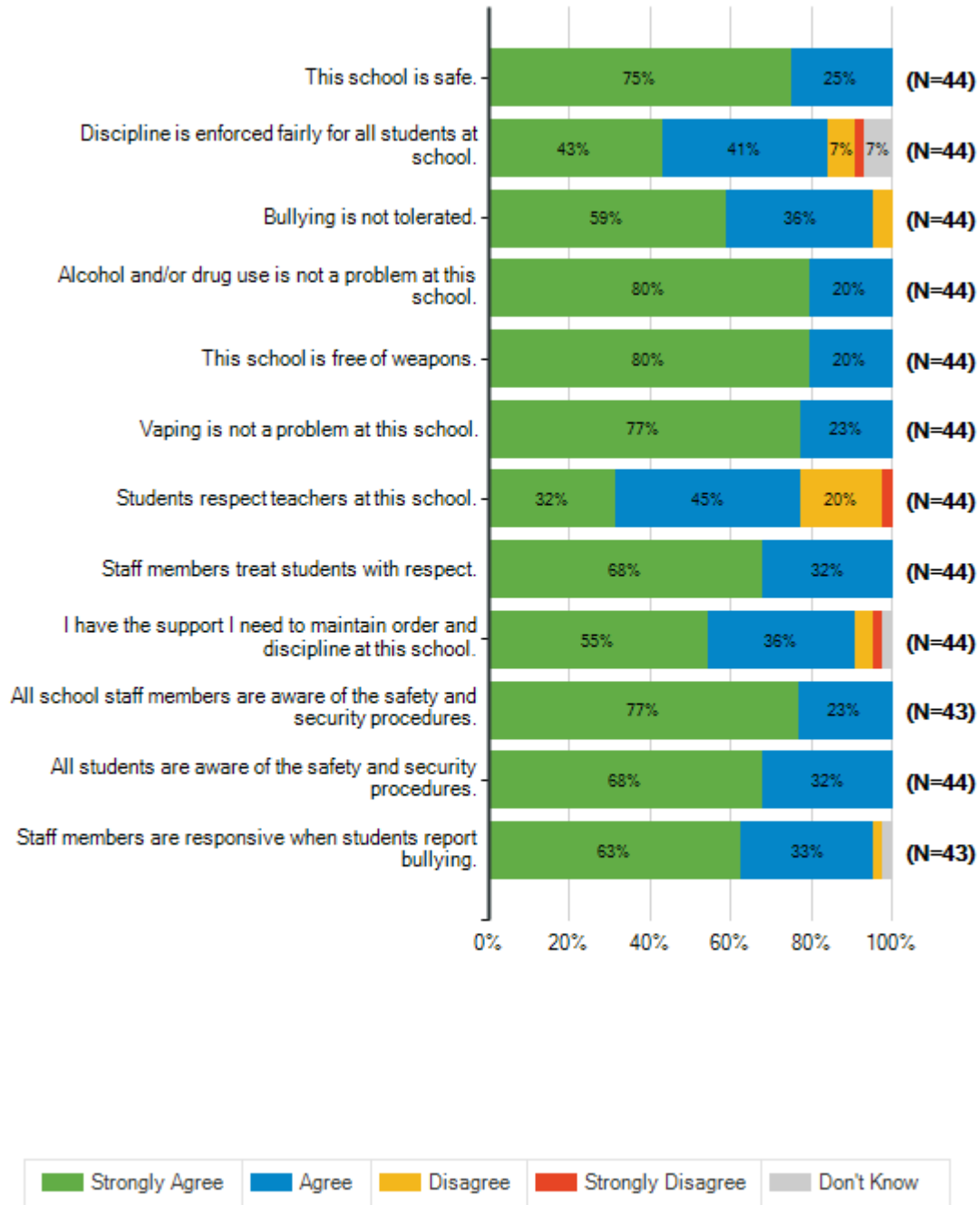


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Below are statements related to safety and behavior. As you respond, please think about your experiences this school year.

How strongly do you agree or disagree with each of the following statements?						
	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a) This school is safe.	33	11	0	0	0	44
	75%	25%	0%	0%	0%	
(b) Discipline is enforced fairly for all students at school.	19	18	3	1	3	44
	43%	41%	7%	2%	7%	
(c) Bullying is not tolerated.	26	16	2	0	0	44
	59%	36%	5%	0%	0%	
(d) Alcohol and/or drug use is not a problem at this school.	35	9	0	0	0	44
	80%	20%	0%	0%	0%	
(e) This school is free of weapons.	35	9	0	0	0	44
	80%	20%	0%	0%	0%	
(f) Vaping is not a problem at this school.	34	10	0	0	0	44
	77%	23%	0%	0%	0%	
(g) Students respect teachers at this school.	14	20	9	1	0	44
	32%	45%	20%	2%	0%	
(h) Staff members treat students with respect.	30	14	0	0	0	44
	68%	32%	0%	0%	0%	
(i) I have the support I need to maintain order and discipline at this school.	24	16	2	1	1	44
	55%	36%	5%	2%	2%	
(j) All school staff members are aware of the safety and security procedures.	33	10	0	0	0	43
	77%	23%	0%	0%	0%	
(k) All students are aware of the safety and security procedures.	30	14	0	0	0	44
	68%	32%	0%	0%	0%	
(l) Staff members are responsive when students report bullying.	27	14	1	0	1	43
	63%	33%	2%	0%	2%	

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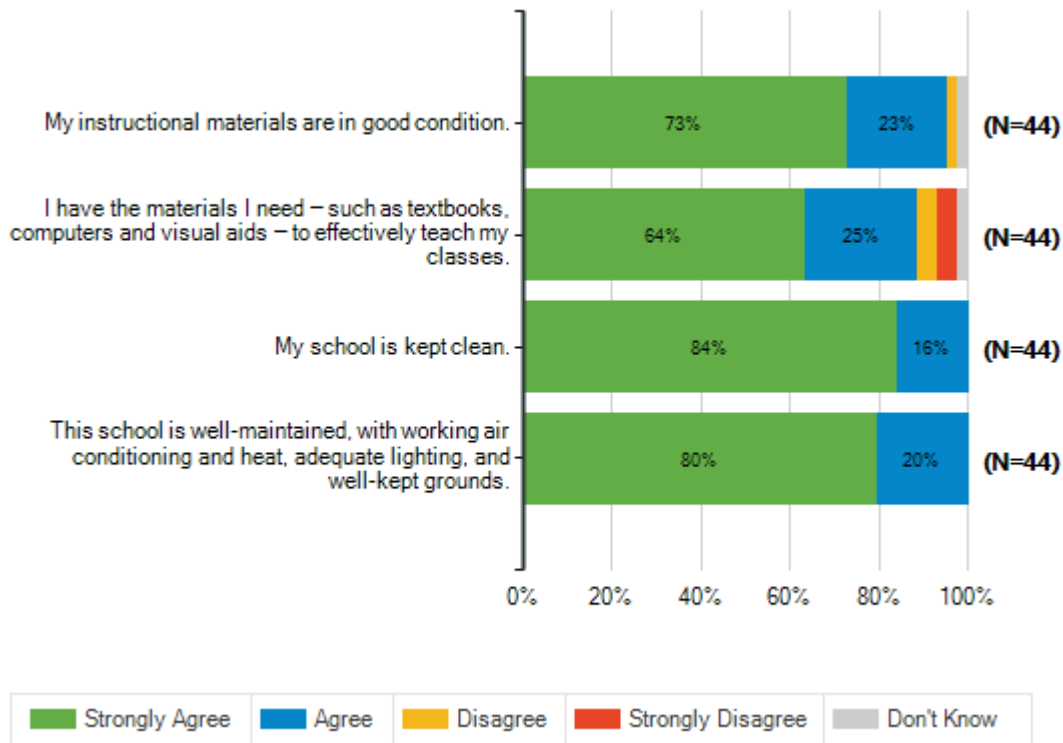


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Below are statements about how your school operates. As you respond, please think about your experiences this school year.

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

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	My instructional materials are in good condition.	32	10	1	0	1	44
		73%	23%	2%	0%	2%	
(b)	I have the materials I need — such as textbooks, computers and visual aids — to effectively teach my classes.	28	11	2	2	1	44
		64%	25%	5%	5%	2%	
(c)	My school is kept clean.	37	7	0	0	0	44
		84%	16%	0%	0%	0%	
(d)	This school is well-maintained, with working air conditioning and heat, adequate lighting, and well-kept grounds.	35	9	0	0	0	44
		80%	20%	0%	0%	0%	

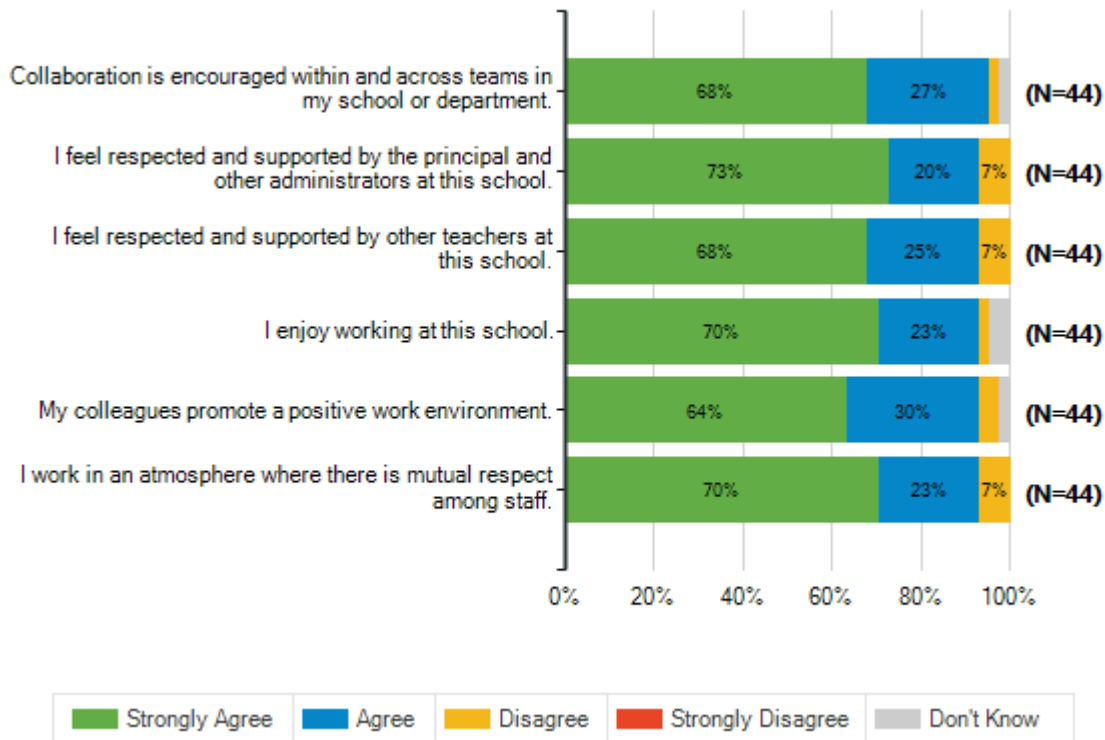




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Below are statements related to faculty relations and support. As you respond, please think about your experiences this school year.

		How strongly do you agree or disagree with each of the following statements?					Total Responses
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	
(a)	Collaboration is encouraged within and across teams in my school or department.	30	12	1	0	1	44
		68%	27%	2%	0%	2%	
(b)	I feel respected and supported by the principal and other administrators at this school.	32	9	3	0	0	44
		73%	20%	7%	0%	0%	
(c)	I feel respected and supported by other teachers at this school.	30	11	3	0	0	44
		68%	25%	7%	0%	0%	
(d)	I enjoy working at this school.	31	10	1	0	2	44
		70%	23%	2%	0%	5%	
(e)	My colleagues promote a positive work environment.	28	13	2	0	1	44
		64%	30%	5%	0%	2%	
(f)	I work in an atmosphere where there is mutual respect among staff.	31	10	3	0	0	44
		70%	23%	7%	0%	0%	

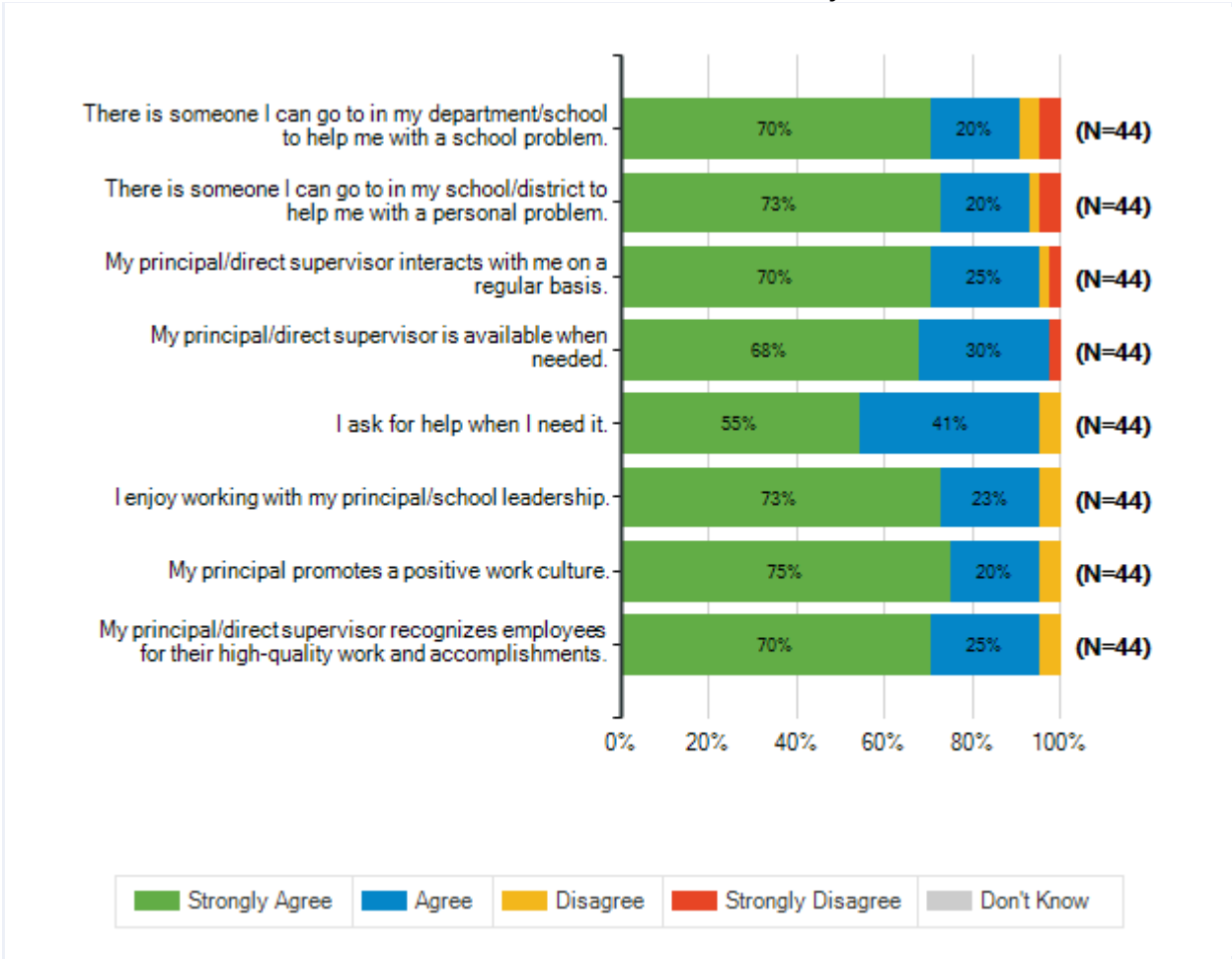


Lamar Consolidated ISD  
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Below are additional statements about staff support. As you respond, please think about your experiences this school year.

How strongly do you agree or disagree with each of the following statements?							
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	There is someone I can go to in my department/school to help me with a school problem.	31	9	2	2	0	44
		70%	20%	5%	5%	0%	
(b)	There is someone I can go to in my school/district to help me with a personal problem.	32	9	1	2	0	44
		73%	20%	2%	5%	0%	
(c)	My principal/direct supervisor interacts with me on a regular basis.	31	11	1	1	0	44
		70%	25%	2%	2%	0%	
(d)	My principal/direct supervisor is available when needed.	30	13	0	1	0	44
		68%	30%	0%	2%	0%	
(e)	I ask for help when I need it.	24	18	2	0	0	44
		55%	41%	5%	0%	0%	
(f)	I enjoy working with my principal/school leadership.	32	10	2	0	0	44
		73%	23%	5%	0%	0%	
(g)	My principal promotes a positive work culture.	33	9	2	0	0	44
		75%	20%	5%	0%	0%	
(h)	My principal/direct supervisor recognizes employees for their high-quality work and accomplishments.	31	11	2	0	0	44
		70%	25%	5%	0%	0%	

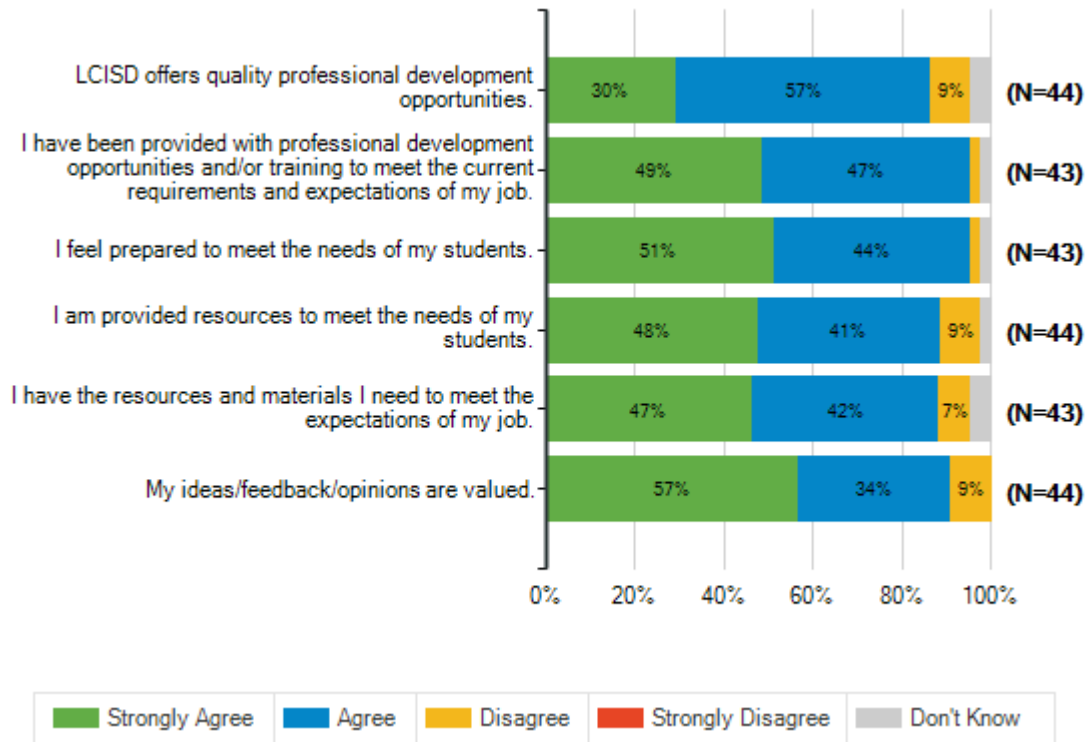
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Below are additional statements about the professional development you have received throughout your time with Lamar CISD.

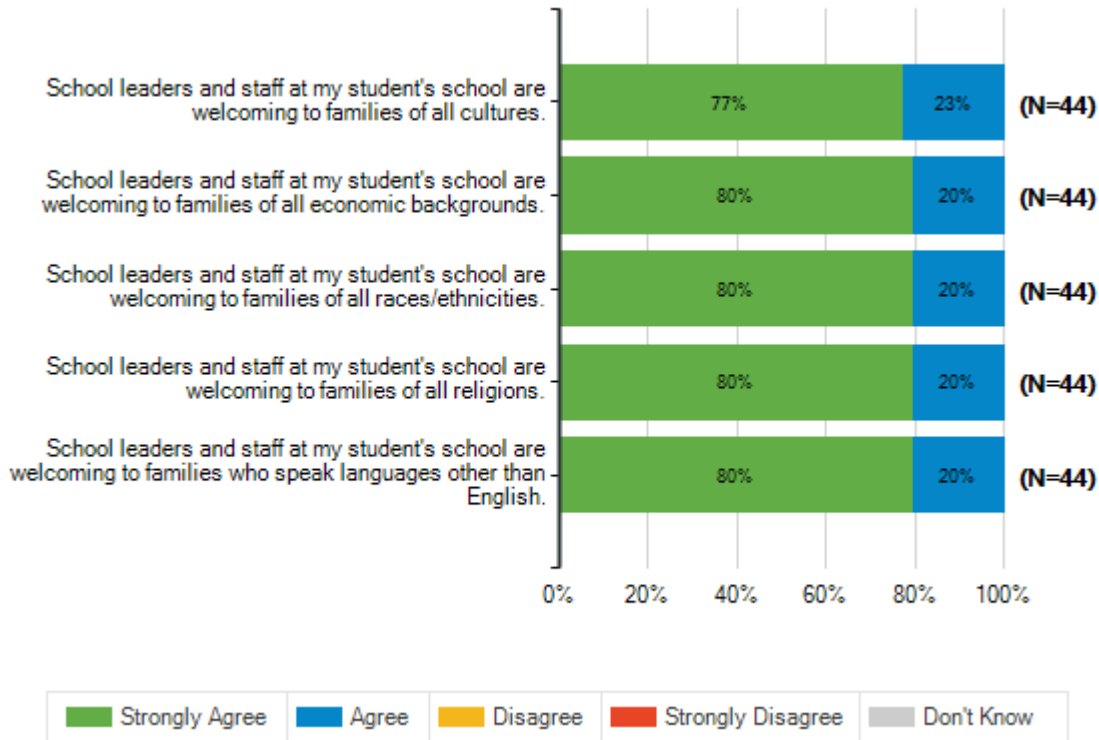
How strongly do you agree or disagree with each of the following statements?							
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	LCISD offers quality professional development opportunities.	13	25	4	0	2	44
		30%	57%	9%	0%	5%	
(b)	I have been provided with professional development opportunities and/or training to meet the current requirements and expectations of my job.	21	20	1	0	1	43
		49%	47%	2%	0%	2%	
(c)	I feel prepared to meet the needs of my students.	22	19	1	0	1	43
		51%	44%	2%	0%	2%	
(d)	I am provided resources to meet the needs of my students.	21	18	4	0	1	44
		48%	41%	9%	0%	2%	
(e)	I have the resources and materials I need to meet the expectations of my job.	20	18	3	0	2	43
		47%	42%	7%	0%	5%	
(f)	My ideas/feedback/opinions are valued.	25	15	4	0	0	44
		57%	34%	9%	0%	0%	



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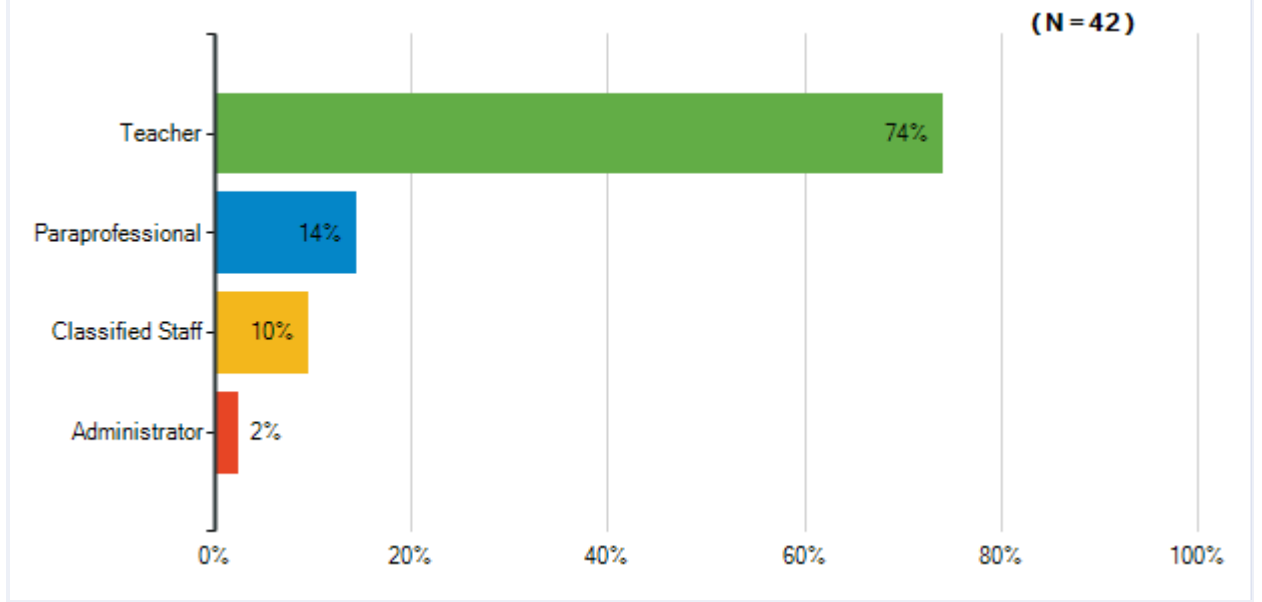
Below are statements about culture and climate at your school. As you respond, please think about your experiences this school year.

		How strongly do you agree or disagree with each of the following statements?					Total Responses
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	
(a)	School leaders and staff at my student's school are welcoming to families of all cultures.	34	10	0	0	0	44
		77%	23%	0%	0%	0%	
(b)	School leaders and staff at my student's school are welcoming to families of all economic backgrounds.	35	9	0	0	0	44
		80%	20%	0%	0%	0%	
(c)	School leaders and staff at my student's school are welcoming to families of all races/ethnicities.	35	9	0	0	0	44
		80%	20%	0%	0%	0%	
(d)	School leaders and staff at my student's school are welcoming to families of all religions.	35	9	0	0	0	44
		80%	20%	0%	0%	0%	
(e)	School leaders and staff at my student's school are welcoming to families who speak languages other than English.	35	9	0	0	0	44
		80%	20%	0%	0%	0%	



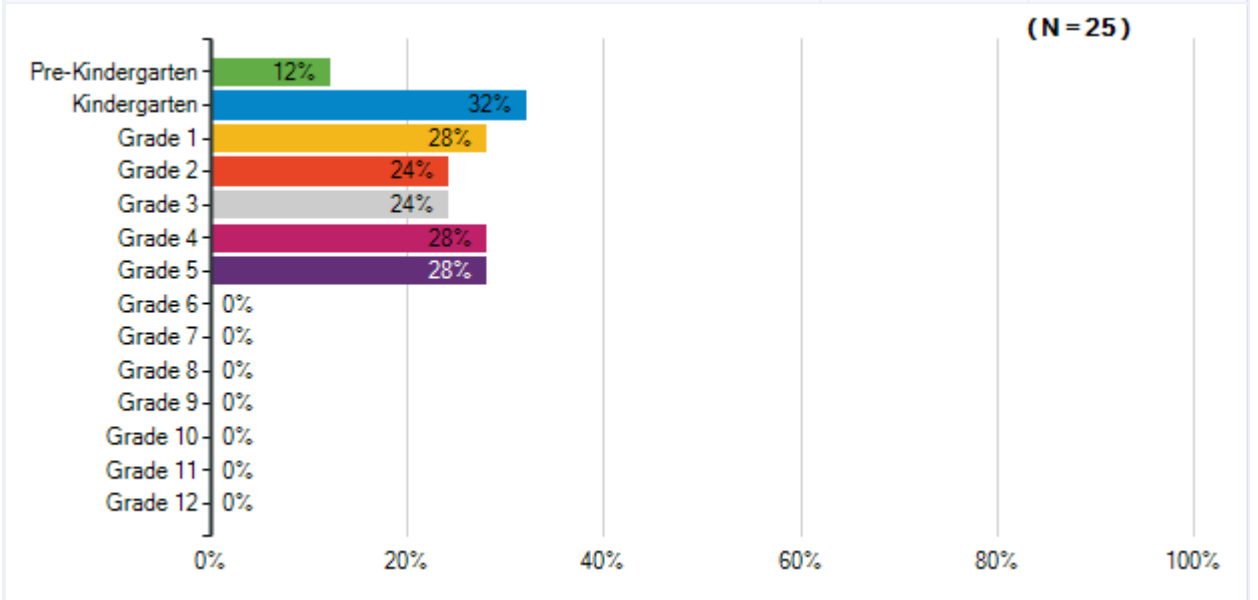
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I am a(n)...		
Responses	Count	%
Teacher	31	74%
Paraprofessional	6	14%
Classified Staff	4	10%
Administrator	1	2%
<b>Total Responses</b>	<b>42</b>	



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What grade level(s) do you teach?		
Responses	Count	%
Pre-Kindergarten	3	12%
Kindergarten	8	32%
Grade 1	7	28%
Grade 2	6	24%
Grade 3	6	24%
Grade 4	7	28%
Grade 5	7	28%
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%
<b>Total Unique Responses</b>	<b>25</b>	
<b>Total Responses</b>	<b>44</b>	

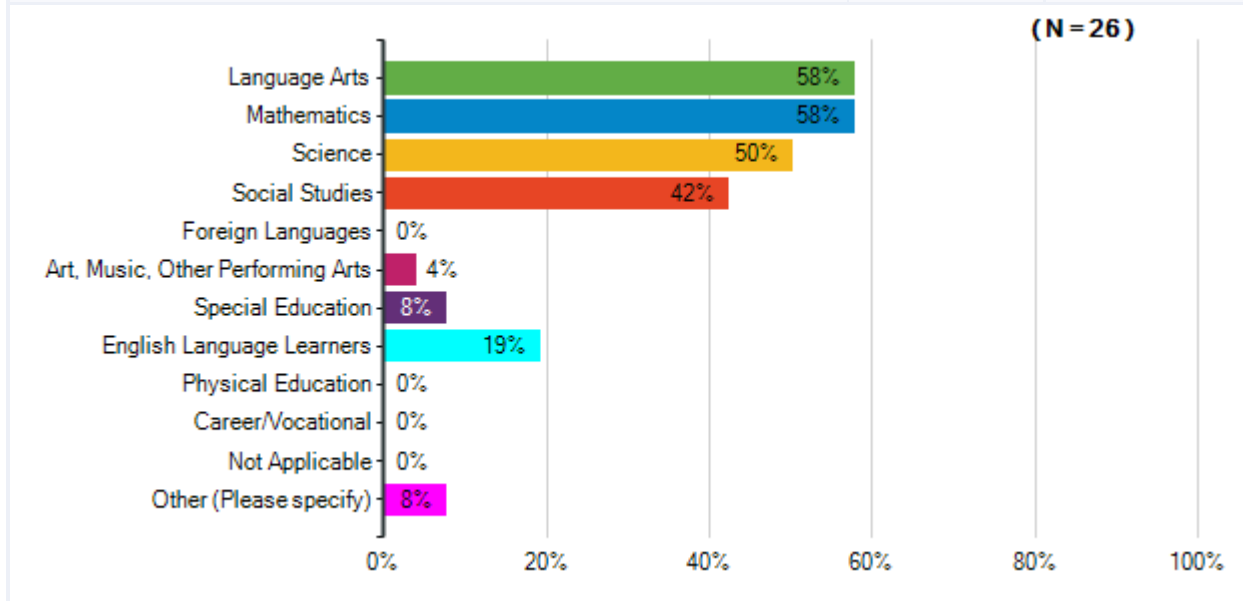


**Note:** Multiple answers per participant possible. Percentages added may exceed 100 since a participant may select more than one answer for this question.

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**What subject areas do you teach?**

Responses	Count	%
Language Arts	15	58%
Mathematics	15	58%
Science	13	50%
Social Studies	11	42%
Foreign Languages	0	0%
Art, Music, Other Performing Arts	1	4%
Special Education	2	8%
English Language Learners	5	19%
Physical Education	0	0%
Career/Vocational	0	0%
Not Applicable	0	0%
Other (Please specify)	2	8%
<b>Total Unique Responses</b>	<b>26</b>	
<b>Total Responses</b>	<b>64</b>	

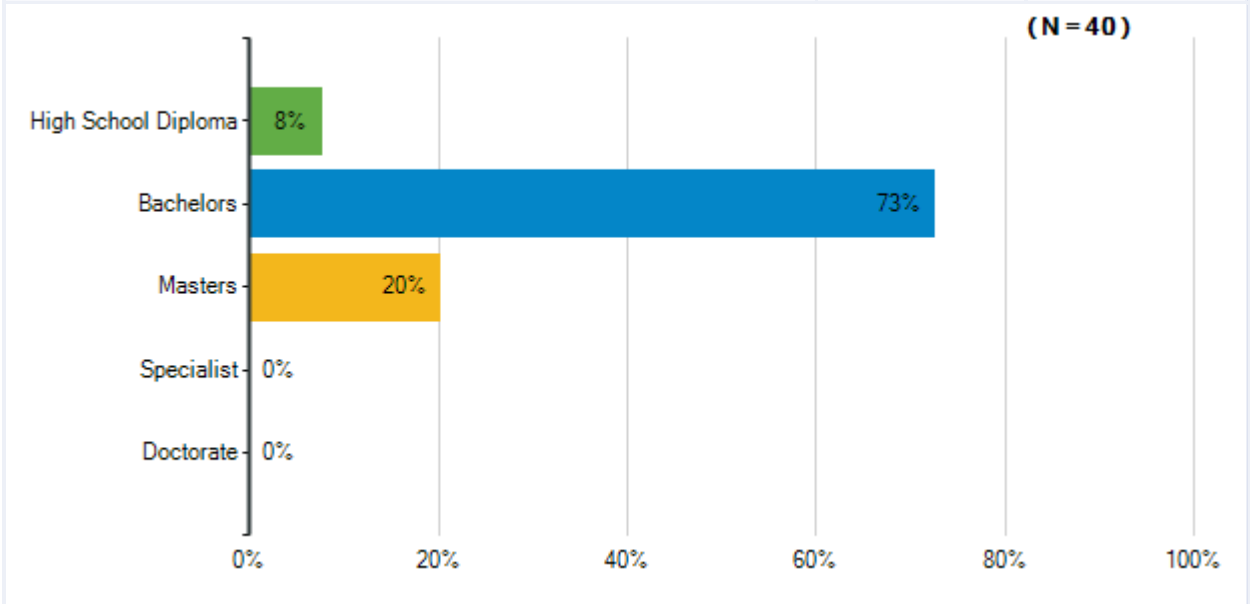


**Note:** Multiple answers per participant possible. Percentages added may exceed 100 since a participant may select more than one answer for this question.



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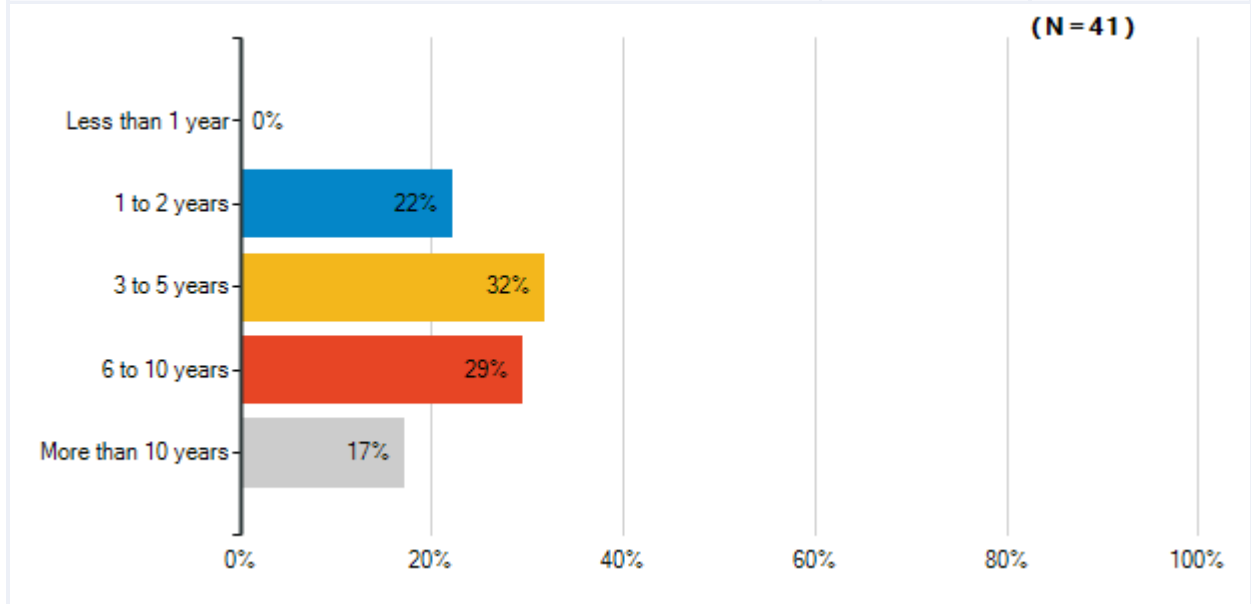
What is the highest degree you have earned?		
Responses	Count	%
High School Diploma	3	8%
Bachelors	29	73%
Masters	8	20%
Specialist	0	0%
Doctorate	0	0%
<b>Total Responses</b>	<b>40</b>	



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How many years have you been employed in this district?

Responses	Count	%
Less than 1 year	0	0%
1 to 2 years	9	22%
3 to 5 years	13	32%
6 to 10 years	12	29%
More than 10 years	7	17%
<b>Total Responses</b>	<b>41</b>	



Lamar Consolidated ISD  
23-24 Staff School Climate Survey

Which of the following best describes your race/ethnicity?

Responses	Count	%
Asian	2	5%
Native Hawaiian or Pacific Islander	0	0%
Black or African American	3	8%
Multi-Racial	1	3%
Hispanic or Latino	13	33%
White	21	53%
American Indian and Alaska Native	0	0%
<b>Total Responses</b>	<b>40</b>	

