

# 22-23 Climate Survey for Campus-based Staff

Survey Results

**Hubenak Elementary**

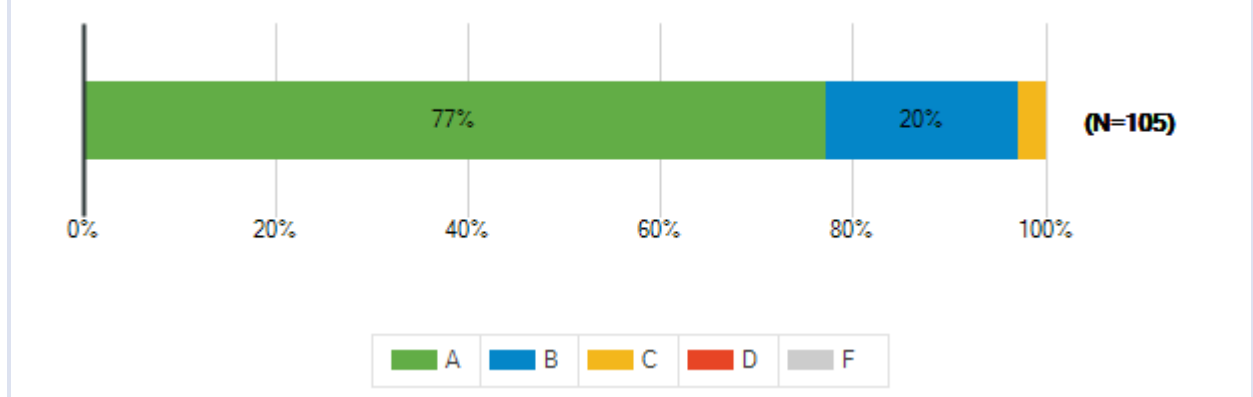
Lamar Consolidated ISD  
February 1 - 22, 2023



Lamar Consolidated ISD  
 22-23 Climate Survey for Campus-based Staff

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.

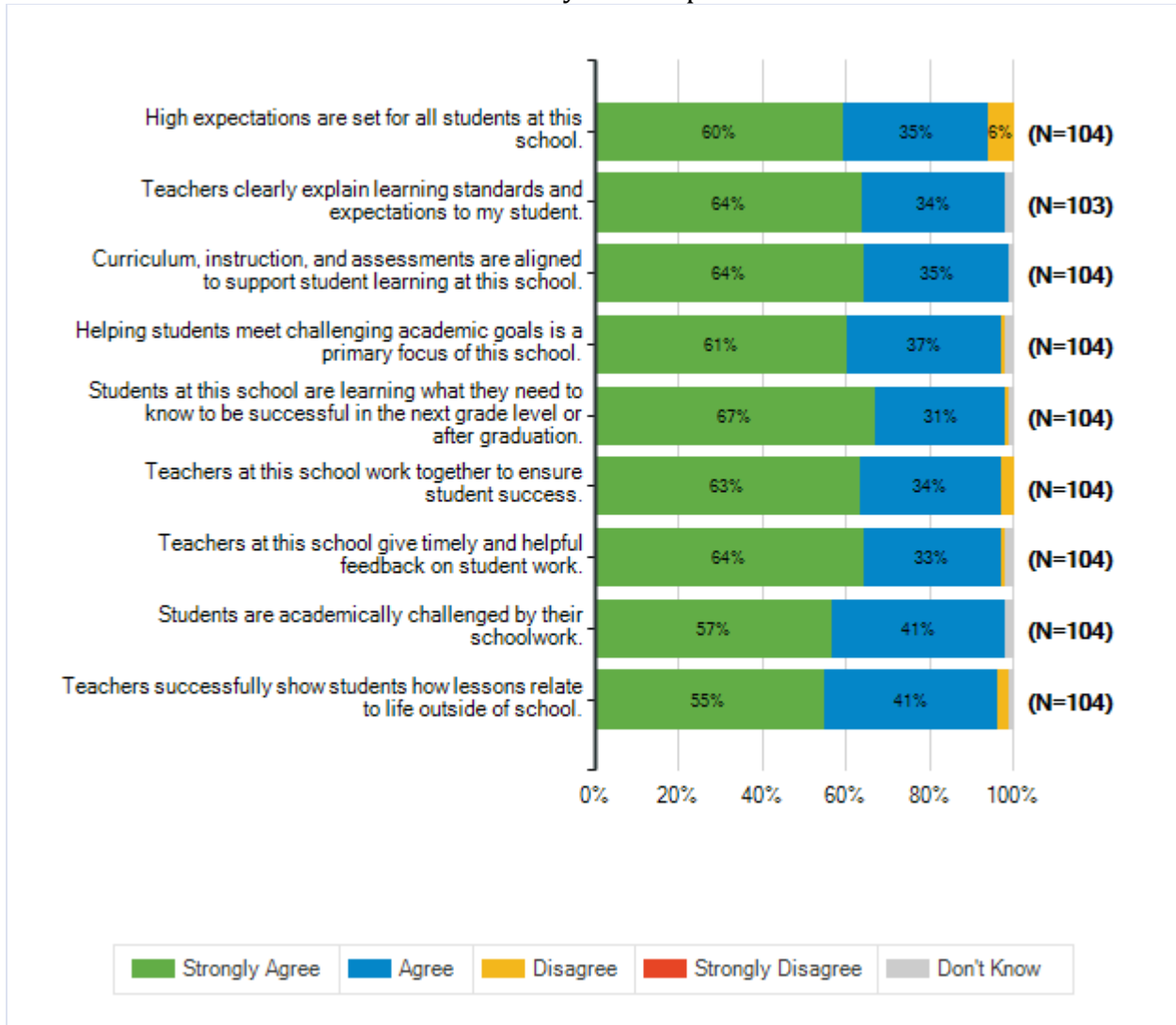
Responses	Count	%
A	81	77%
B	21	20%
C	3	3%
D	0	0%
F	0	0%
<b>Total Responses</b>	<b>105</b>	



Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

<b>How strongly do you agree or disagree with each of the following statements?</b>							
<b>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.</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Total Responses</b>
(a)	High expectations are set for all students at this school.	62	36	6	0	0	104
		60%	35%	6%	0%	0%	
(b)	Teachers clearly explain learning standards and expectations to my student.	66	35	0	0	2	103
		64%	34%	0%	0%	2%	
(c)	Curriculum, instruction, and assessments are aligned to support student learning at this school.	67	36	0	0	1	104
		64%	35%	0%	0%	1%	
(d)	Helping students meet challenging academic goals is a primary focus of this school.	63	38	1	0	2	104
		61%	37%	1%	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.	70	32	1	0	1	104
		67%	31%	1%	0%	1%	
(f)	Teachers at this school work together to ensure student success.	66	35	3	0	0	104
		63%	34%	3%	0%	0%	
(g)	Teachers at this school give timely and helpful feedback on student work.	67	34	1	0	2	104
		64%	33%	1%	0%	2%	
(h)	Students are academically challenged by their schoolwork.	59	43	0	0	2	104
		57%	41%	0%	0%	2%	
(i)	Teachers successfully show students how lessons relate to life outside of school.	57	43	3	0	1	104
		55%	41%	3%	0%	1%	

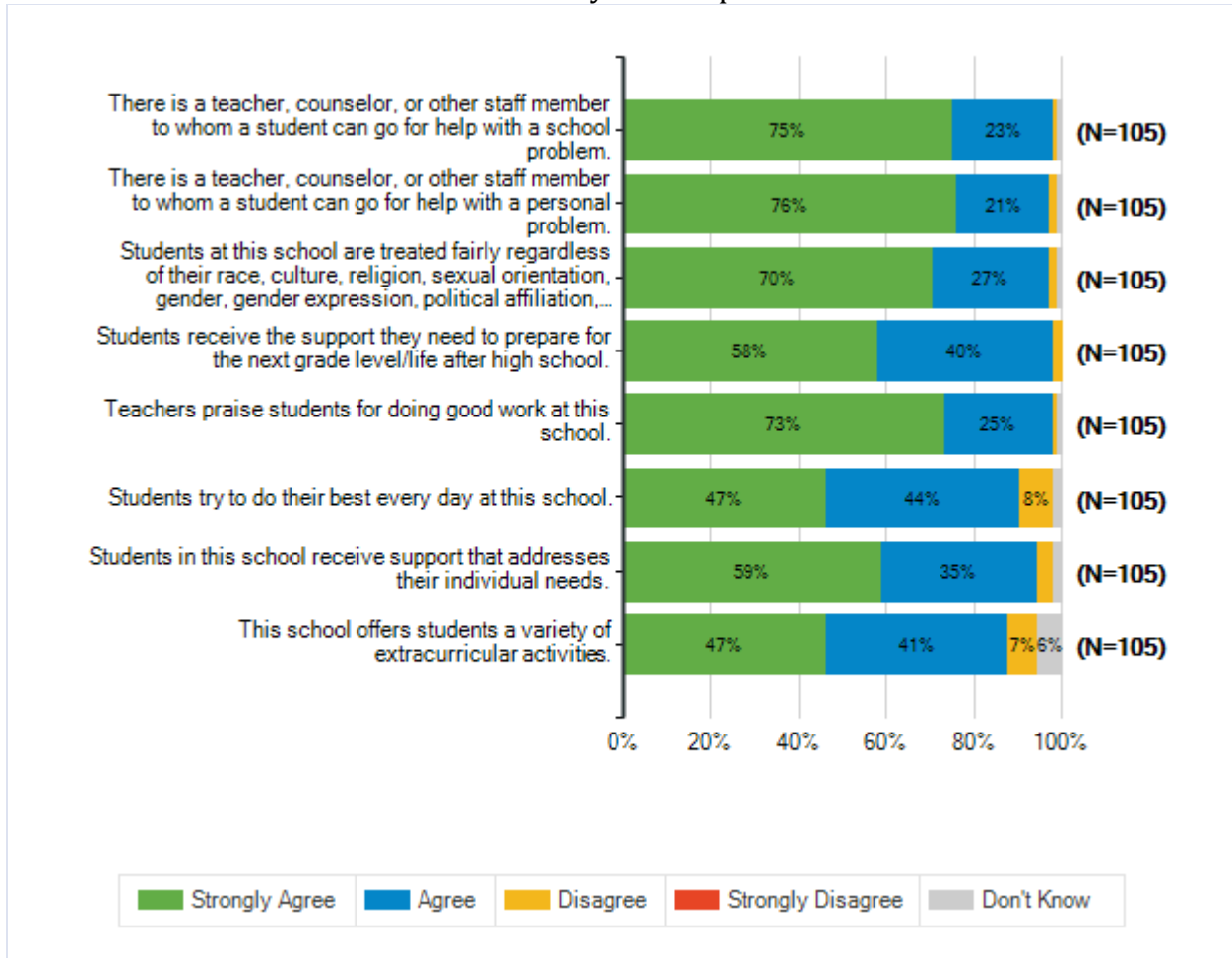
Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff



Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

How strongly do you agree or disagree with each of the following statements?							
Below are statements about the support students receive at school. As you respond, please think about your experiences this school year.							
		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.	79	24	1	0	1	105
		75%	23%	1%	0%	1%	
(b)	There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	80	22	2	0	1	105
		76%	21%	2%	0%	1%	
(c)	Students at this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, gender expression, political affiliation, physical appearance or ability.	74	28	2	0	1	105
		70%	27%	2%	0%	1%	
(d)	Students receive the support they need to prepare for the next grade level/life after high school.	61	42	2	0	0	105
		58%	40%	2%	0%	0%	
(e)	Teachers praise students for doing good work at this school.	77	26	1	0	1	105
		73%	25%	1%	0%	1%	
(f)	Students try to do their best every day at this school.	49	46	8	0	2	105
		47%	44%	8%	0%	2%	
(g)	Students in this school receive support that addresses their individual needs.	62	37	4	0	2	105
		59%	35%	4%	0%	2%	
(h)	This school offers students a variety of extracurricular activities.	49	43	7	0	6	105
		47%	41%	7%	0%	6%	

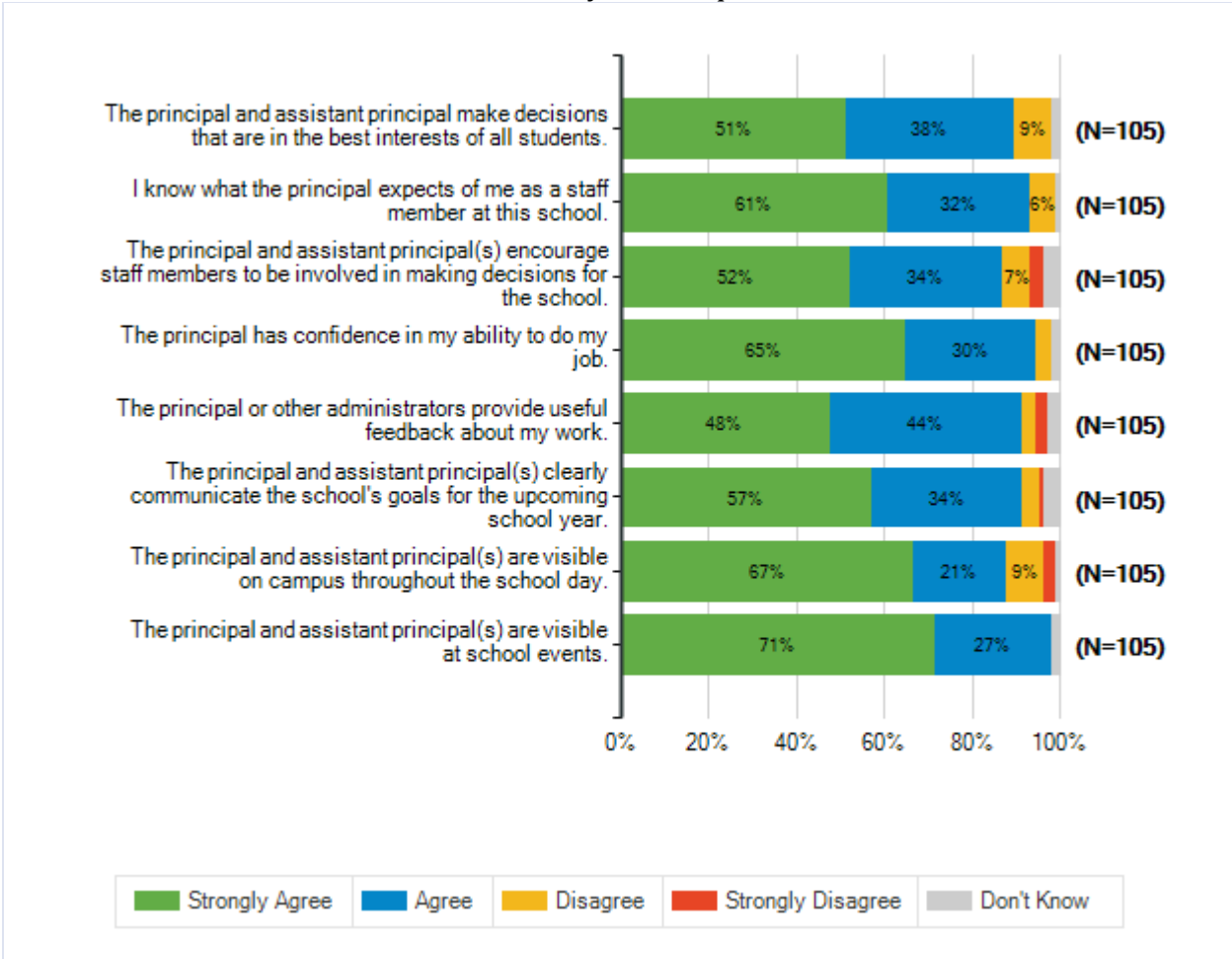
Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff



Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

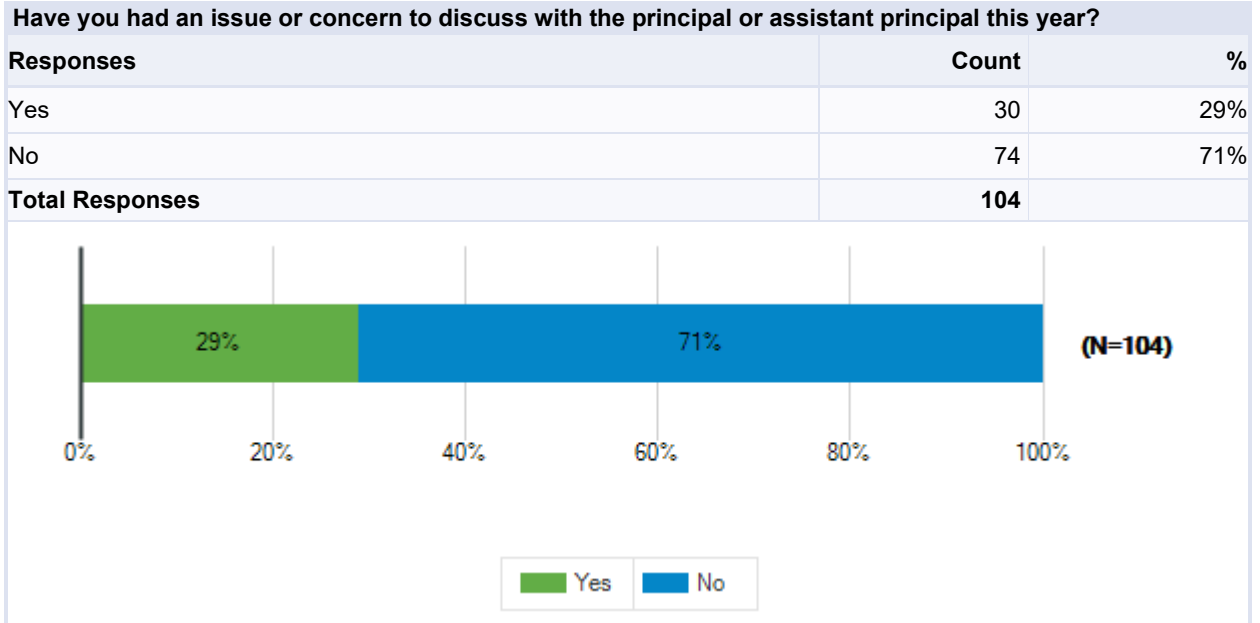
<b>How strongly do you agree or disagree with each of the following statements?</b>							
<b>Below are statements related to your school's leadership. As you respond, please think about your experiences this school year.</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree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

Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff



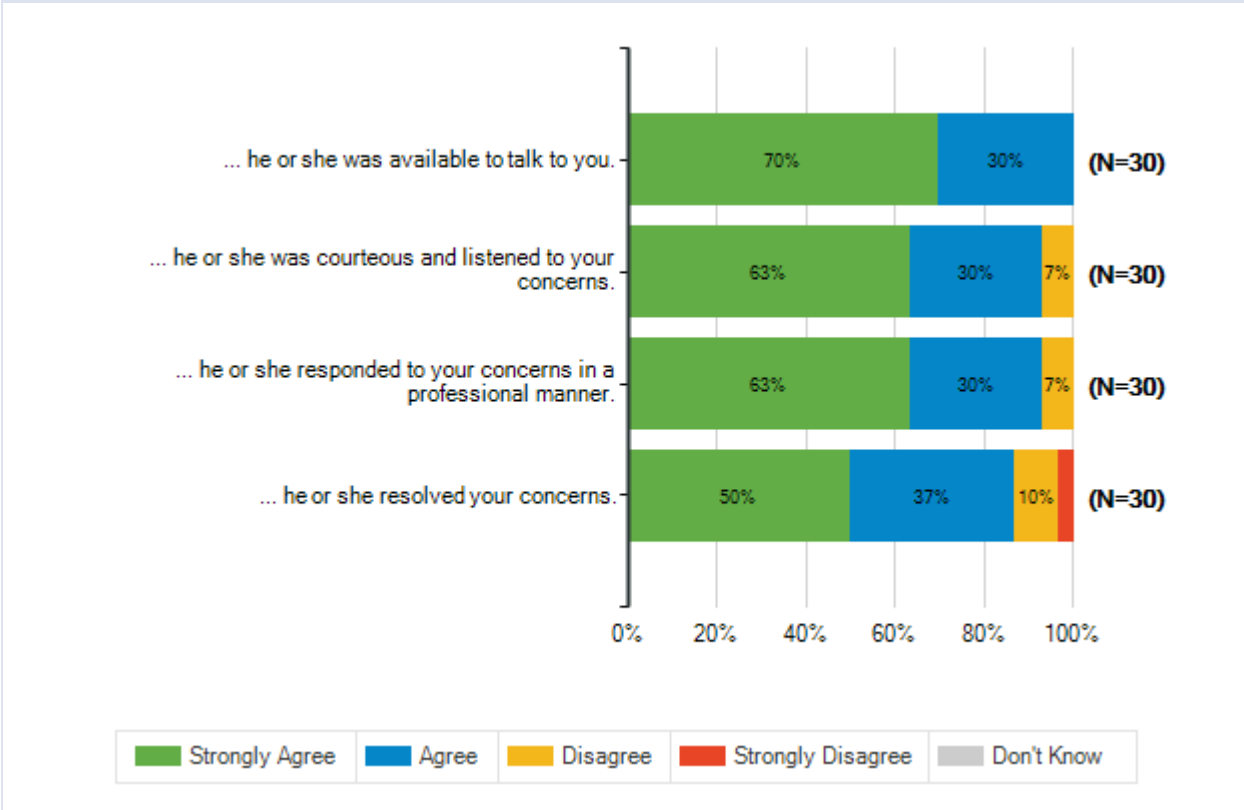


Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff



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22-23 Climate Survey for Campus-based Staff

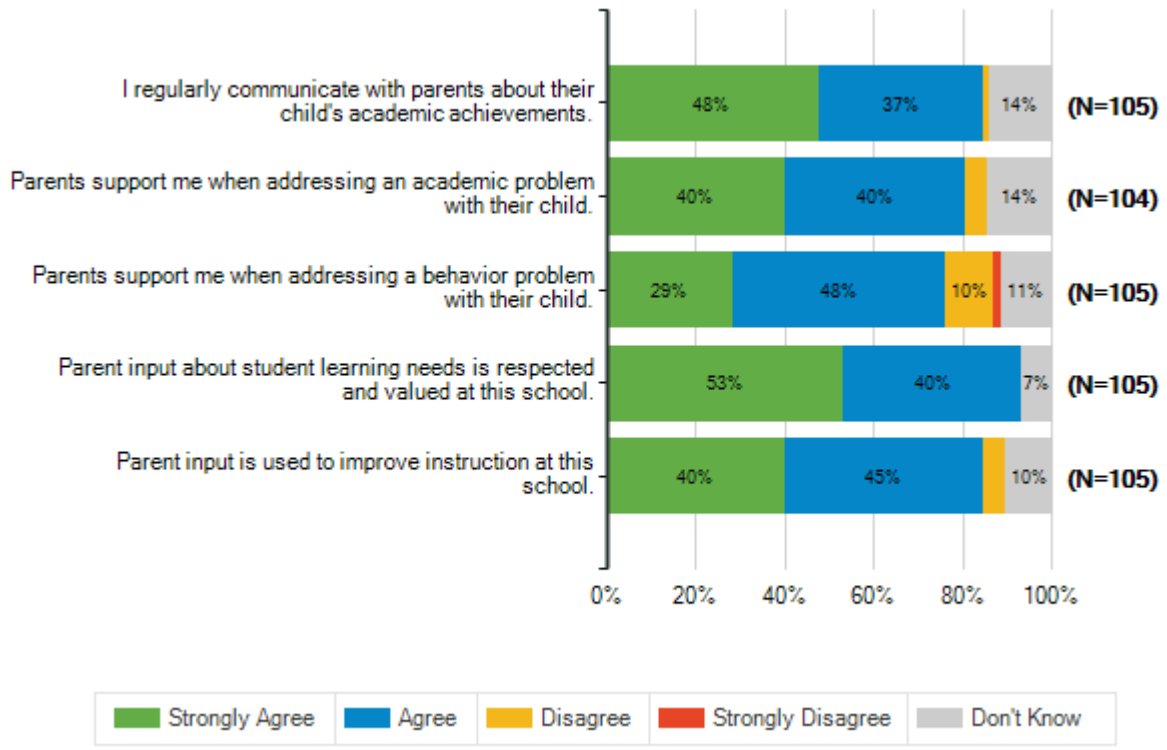
When you have had an issue or concern to discuss with a school administrator...							
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	... he or she was available to talk to you.	21	9	0	0	0	30
		70%	30%	0%	0%	0%	
(b)	... he or she was courteous and listened to your concerns.	19	9	2	0	0	30
		63%	30%	7%	0%	0%	
(c)	... he or she responded to your concerns in a professional manner.	19	9	2	0	0	30
		63%	30%	7%	0%	0%	
(d)	... he or she resolved your concerns.	15	11	3	1	0	30
		50%	37%	10%	3%	0%	



Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

**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.

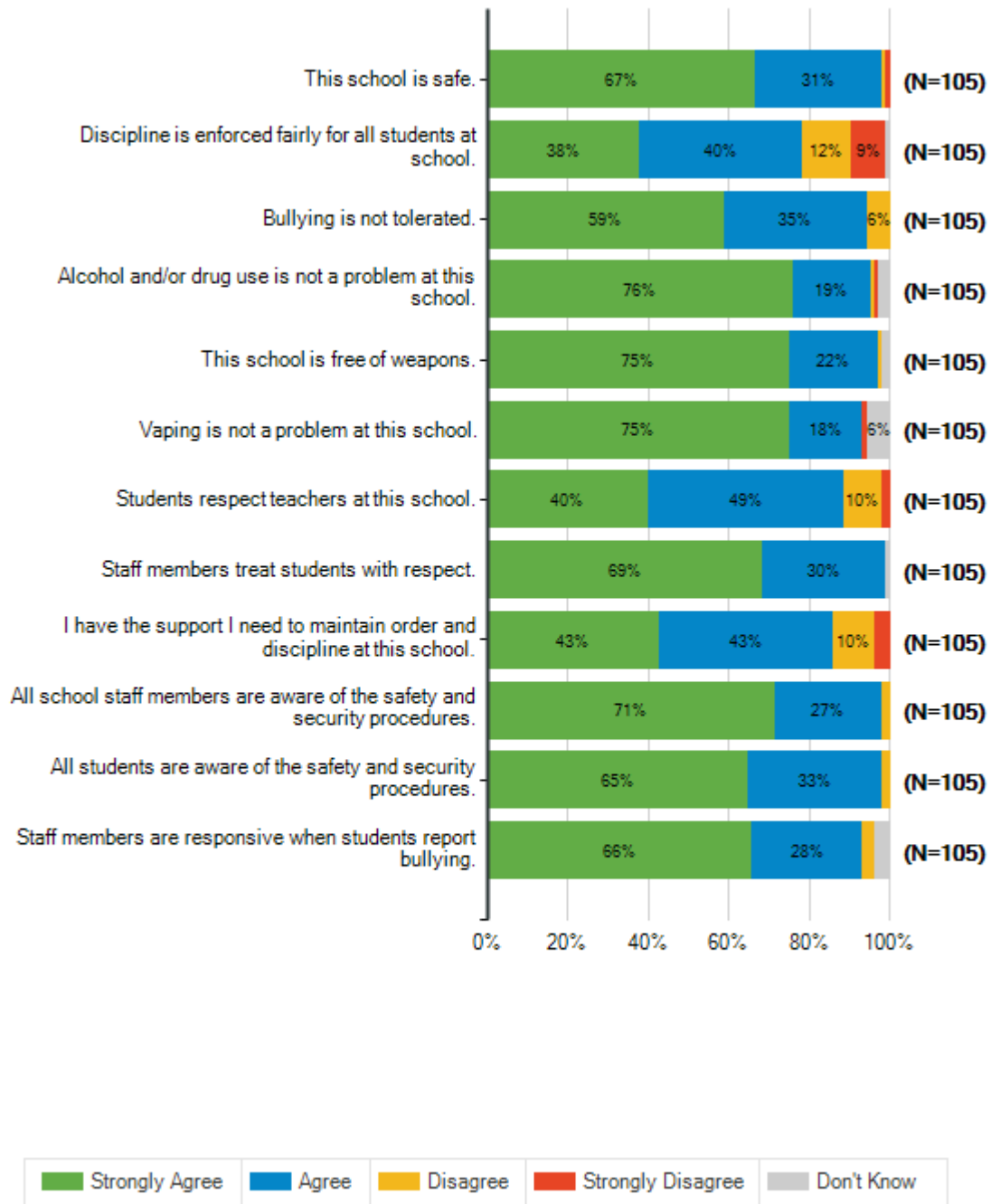
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	I regularly communicate with parents about their child's academic achievements.	50	39	1	0	15	105
		48%	37%	1%	0%	14%	
(b)	Parents support me when addressing an academic problem with their child.	42	42	5	0	15	104
		40%	40%	5%	0%	14%	
(c)	Parents support me when addressing a behavior problem with their child.	30	50	11	2	12	105
		29%	48%	10%	2%	11%	
(d)	Parent input about student learning needs is respected and valued at this school.	56	42	0	0	7	105
		53%	40%	0%	0%	7%	
(e)	Parent input is used to improve instruction at this school.	42	47	5	0	11	105
		40%	45%	5%	0%	10%	



Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

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

Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

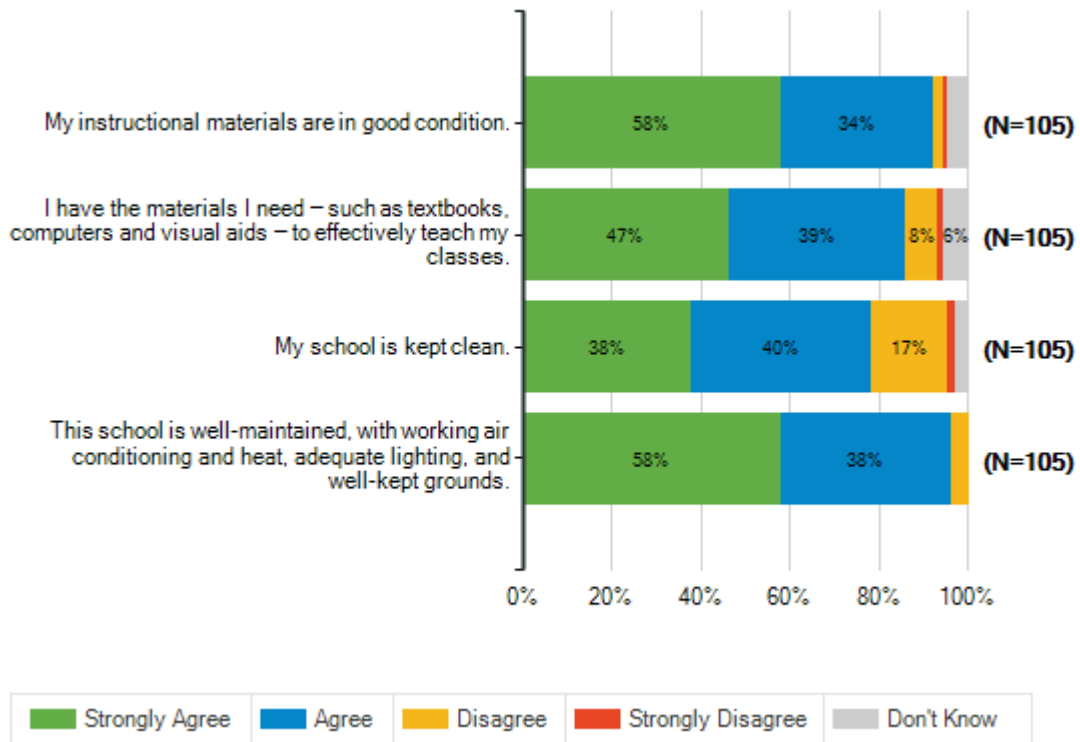


Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

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

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

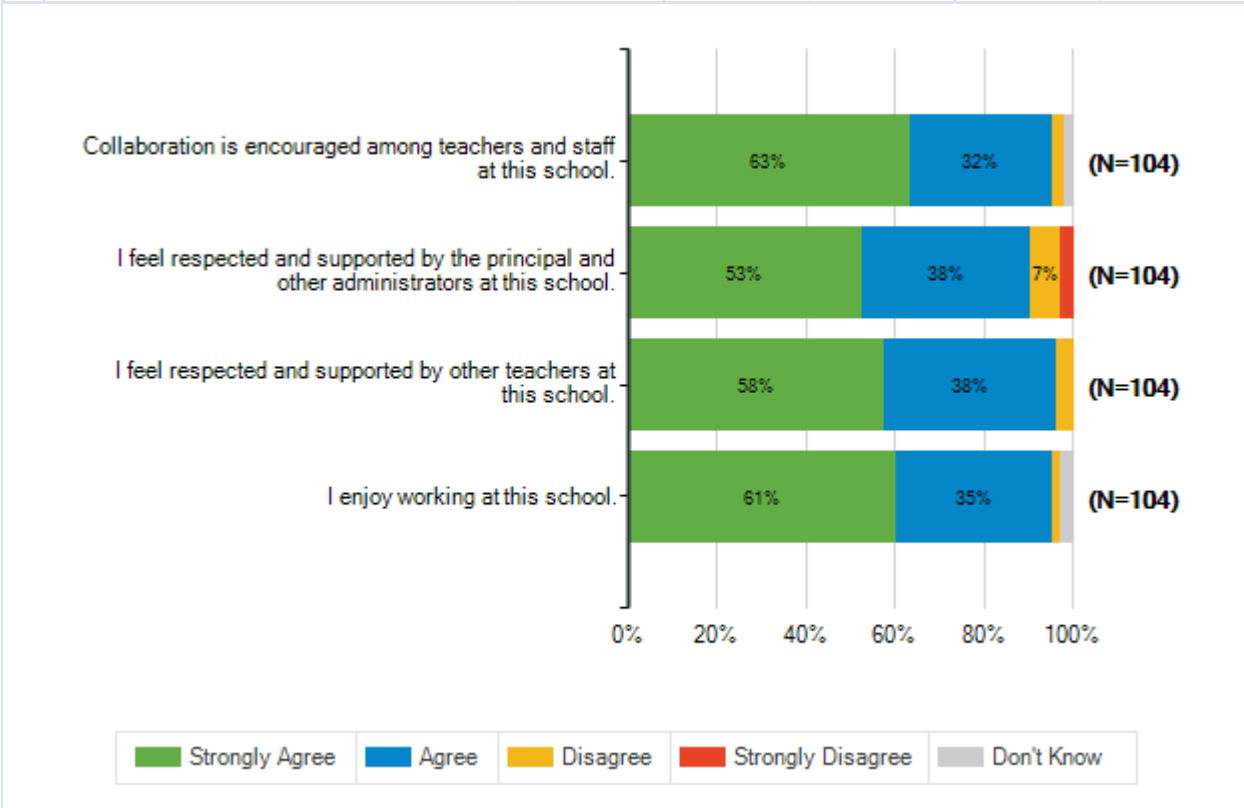
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Total Responses</b>
(a)	My instructional materials are in good condition.	61	36	2	1	5	105
		58%	34%	2%	1%	5%	
(b)	I have the materials I need — such as textbooks, computers and visual aids — to effectively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



Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

**How strongly do you agree or disagree with each of the following statements?**  
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 Responses
(a)	Collaboration is encouraged among teachers and staff at this school.	66	33	3	0	2	104
		63%	32%	3%	0%	2%	
(b)	I feel respected and supported by the principal and other administrators at this school.	55	39	7	3	0	104
		53%	38%	7%	3%	0%	
(c)	I feel respected and supported by other teachers at this school.	60	40	4	0	0	104
		58%	38%	4%	0%	0%	
(d)	I enjoy working at this school.	63	36	2	0	3	104
		61%	35%	2%	0%	3%	

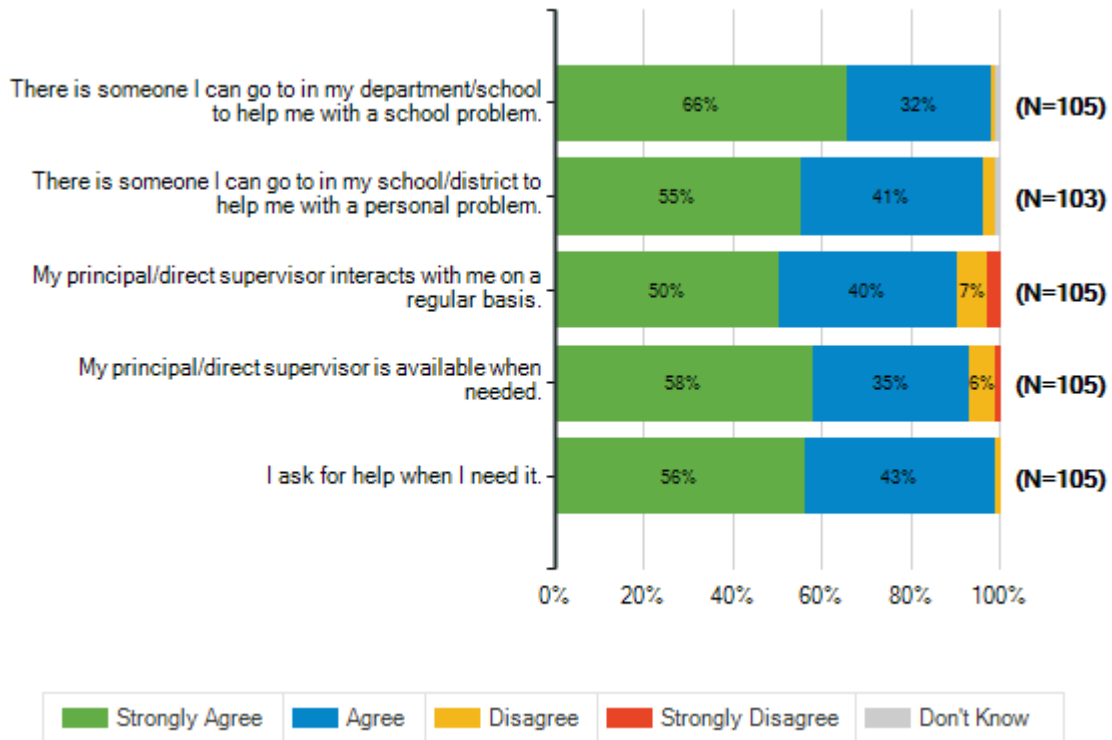


Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

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

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

		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.	69	34	1	0	1	105
		66%	32%	1%	0%	1%	
(b)	There is someone I can go to in my school/district to help me with a personal problem.	57	42	3	0	1	103
		55%	41%	3%	0%	1%	
(c)	My principal/direct supervisor interacts with me on a regular basis.	53	42	7	3	0	105
		50%	40%	7%	3%	0%	
(d)	My principal/direct supervisor is available when needed.	61	37	6	1	0	105
		58%	35%	6%	1%	0%	
(e)	I ask for help when I need it.	59	45	1	0	0	105
		56%	43%	1%	0%	0%	



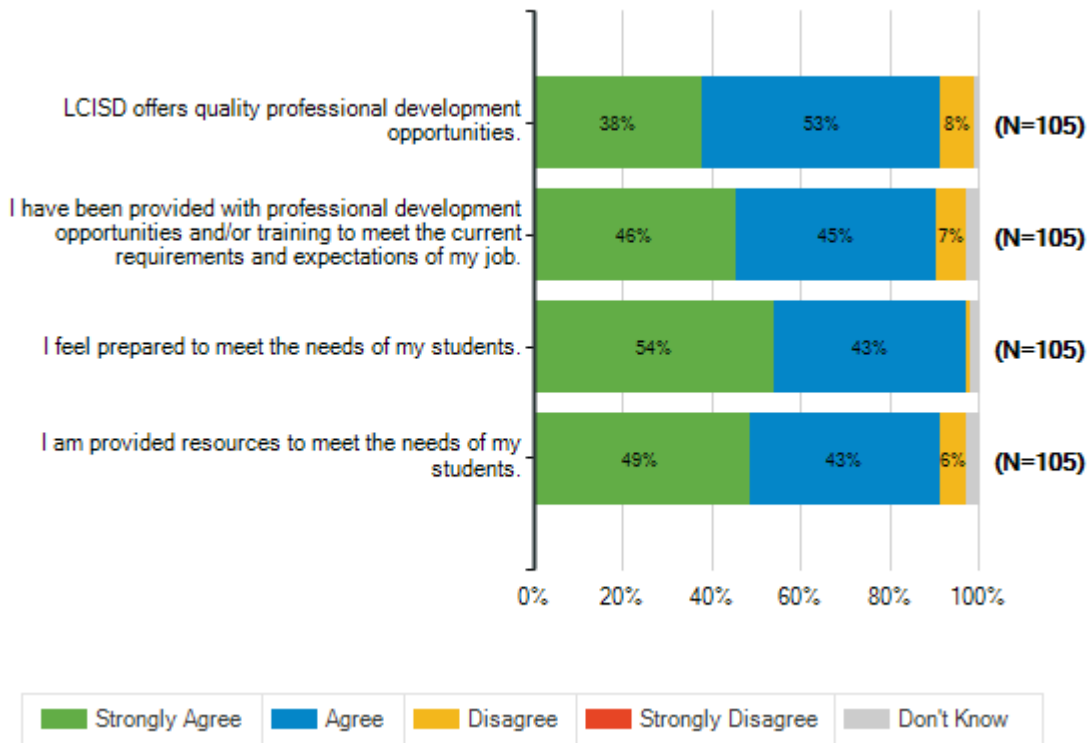


Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

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

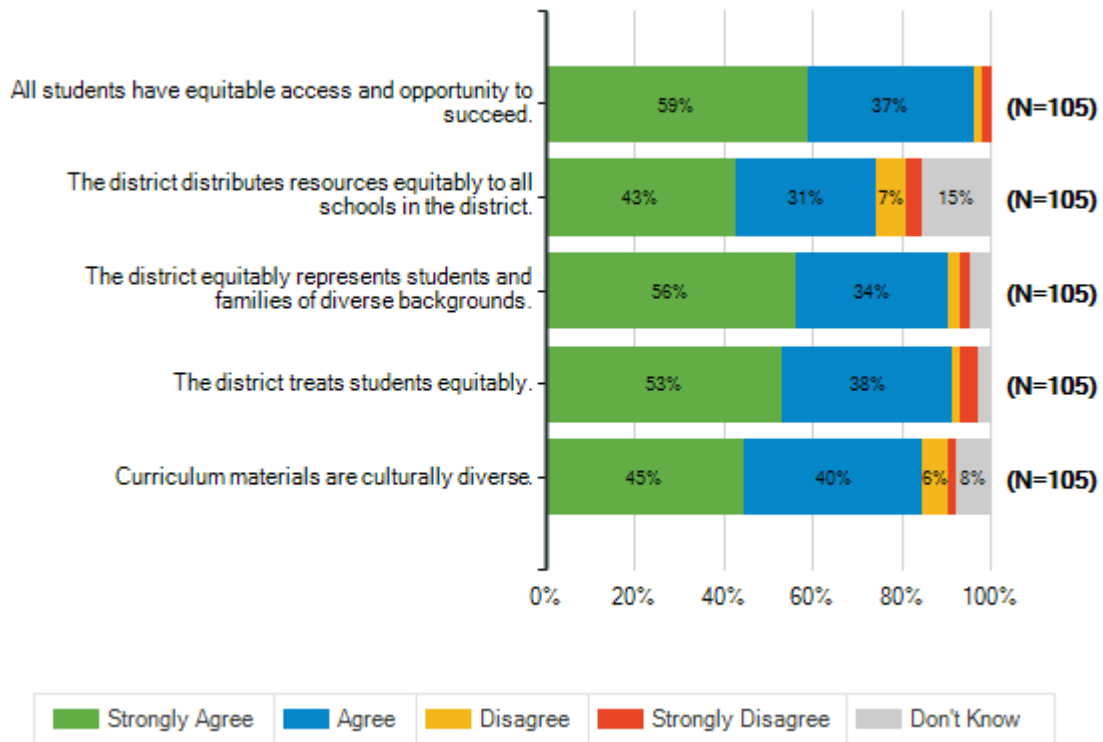
Below are additional statements about the professional development you have received throughout your time with Lamar CISD.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	LCISD offers quality professional development opportunities.	40	56	8	0	1	105
		38%	53%	8%	0%	1%	
(b)	I have been provided with professional development opportunities and/or training to meet the current requirements and expectations of my job.	48	47	7	0	3	105
		46%	45%	7%	0%	3%	
(c)	I feel prepared to meet the needs of my students.	57	45	1	0	2	105
		54%	43%	1%	0%	2%	
(d)	I am provided resources to meet the needs of my students.	51	45	6	0	3	105
		49%	43%	6%	0%	3%	



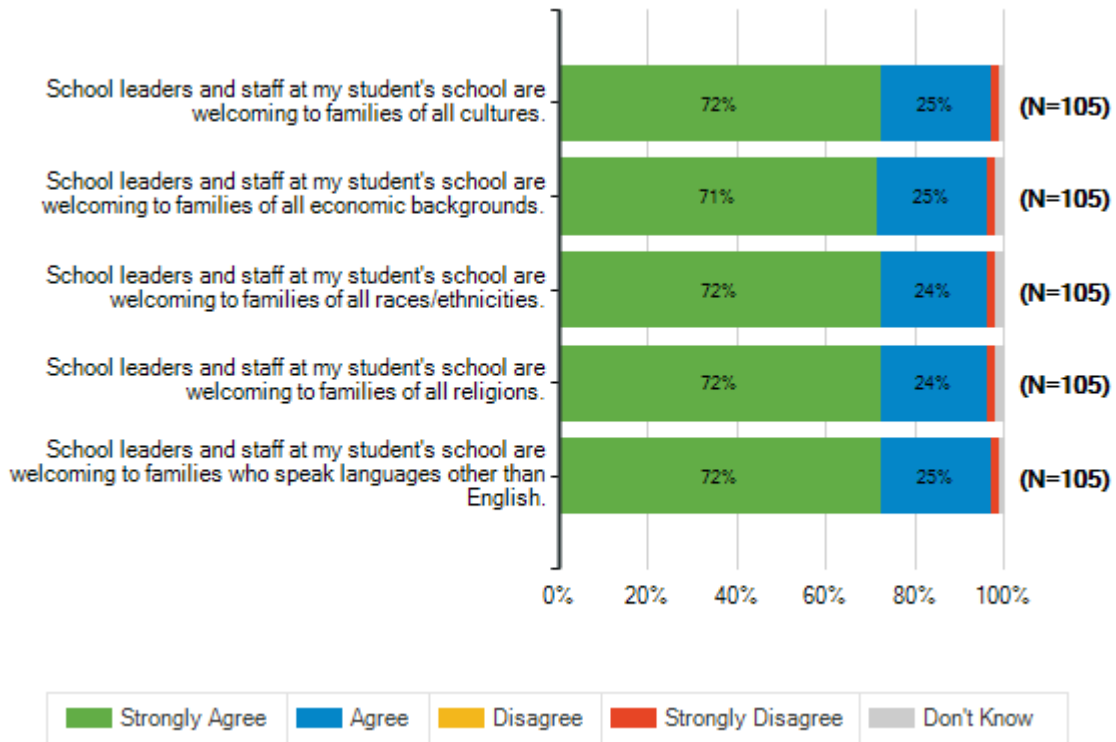
Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

Overall Perceptions of Equity							
Thinking about 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)	All students have equitable access and opportunity to succeed.	62	39	2	2	0	105
		59%	37%	2%	2%	0%	
(b)	The district distributes resources equitably to all schools in the district.	45	33	7	4	16	105
		43%	31%	7%	4%	15%	
(c)	The district equitably represents students and families of diverse backgrounds.	59	36	3	2	5	105
		56%	34%	3%	2%	5%	
(d)	The district treats students equitably.	56	40	2	4	3	105
		53%	38%	2%	4%	3%	
(e)	Curriculum materials are culturally diverse.	47	42	6	2	8	105
		45%	40%	6%	2%	8%	

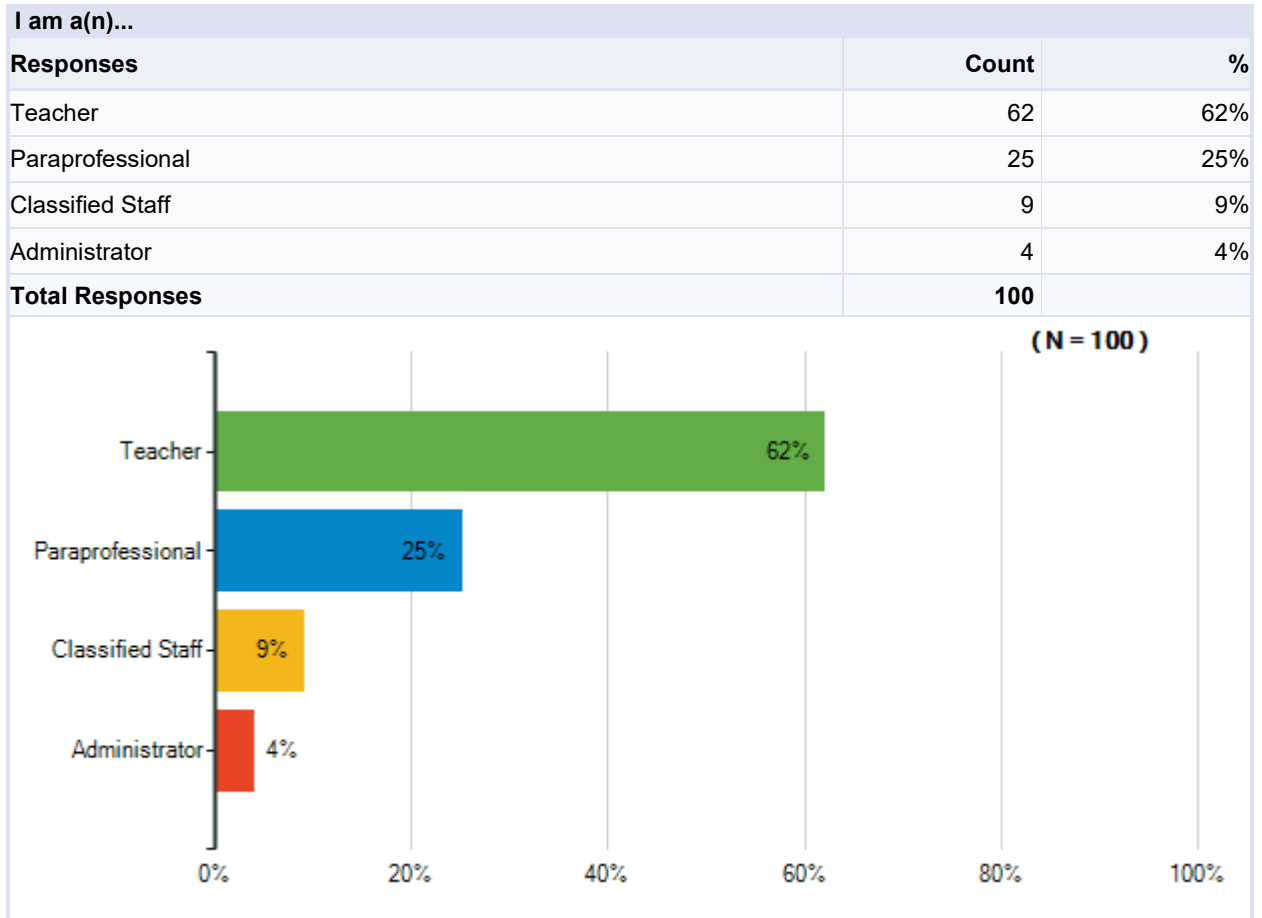


Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

Culture and Climate							
Thinking about your school, 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)	School leaders and staff at my student's school are welcoming to families of all cultures.	76	26	0	2	1	105
		72%	25%	0%	2%	1%	
(b)	School leaders and staff at my student's school are welcoming to families of all economic backgrounds.	75	26	0	2	2	105
		71%	25%	0%	2%	2%	
(c)	School leaders and staff at my student's school are welcoming to families of all races/ethnicities.	76	25	0	2	2	105
		72%	24%	0%	2%	2%	
(d)	School leaders and staff at my student's school are welcoming to families of all religions.	76	25	0	2	2	105
		72%	24%	0%	2%	2%	
(e)	School leaders and staff at my student's school are welcoming to families who speak languages other than English.	76	26	0	2	1	105
		72%	25%	0%	2%	1%	

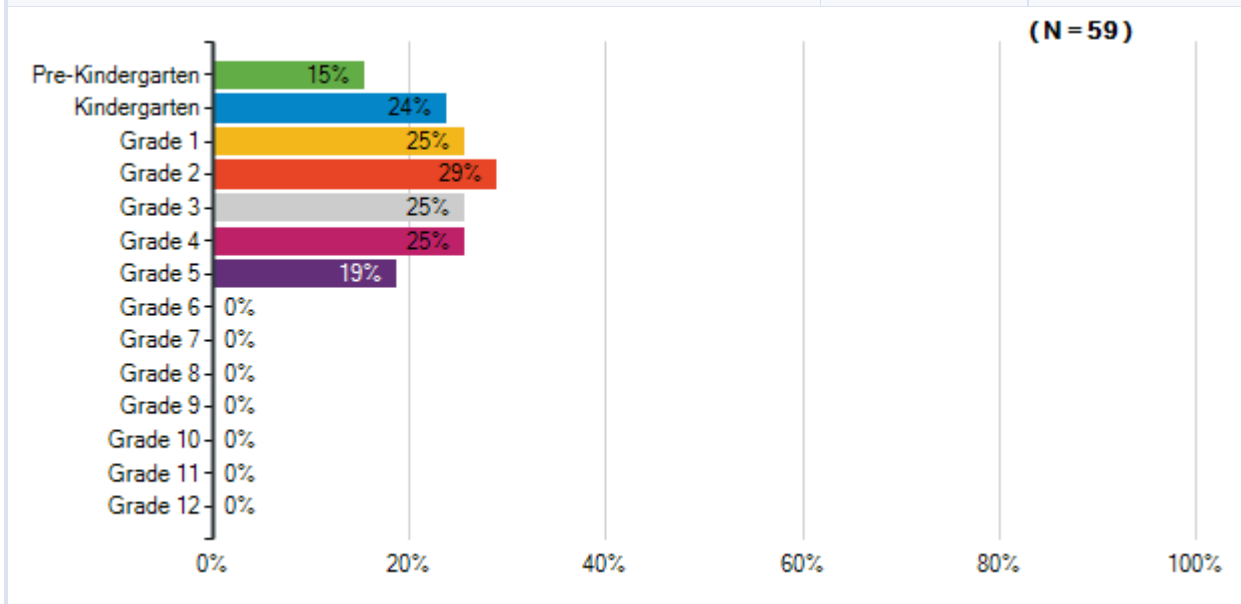


Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff



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22-23 Climate Survey for Campus-based Staff

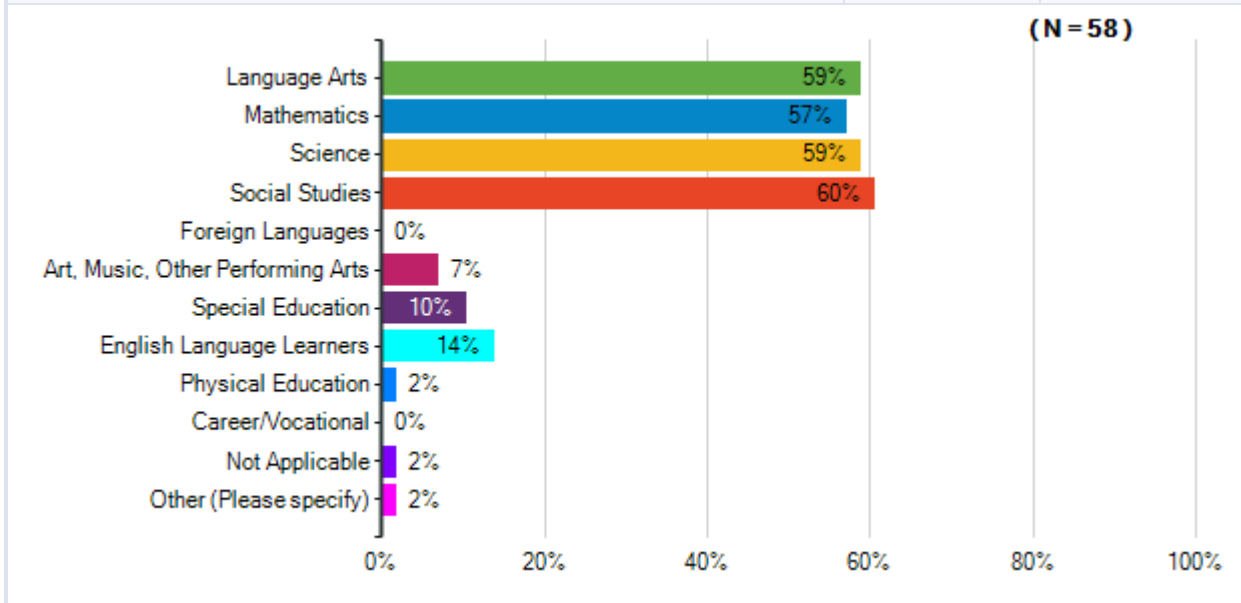
What grade level(s) do you teach?		
Responses	Count	%
Pre-Kindergarten	9	15%
Kindergarten	14	24%
Grade 1	15	25%
Grade 2	17	29%
Grade 3	15	25%
Grade 4	15	25%
Grade 5	11	19%
Grade 6	0	0%
Grade 7	0	0%
Grade 8	0	0%
Grade 9	0	0%
Grade 10	0	0%
Grade 11	0	0%
Grade 12	0	0%
<b>Total Unique Responses</b>	<b>59</b>	
<b>Total Responses</b>	<b>96</b>	



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

Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

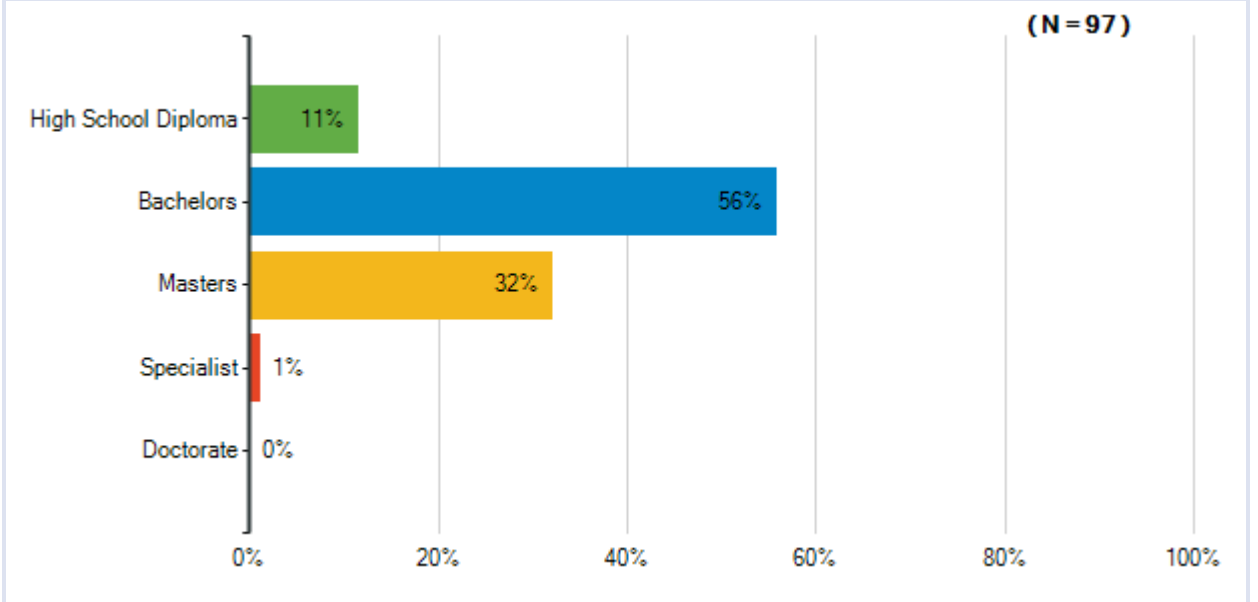
What subject areas do you teach?		
Responses	Count	%
Language Arts	34	59%
Mathematics	33	57%
Science	34	59%
Social Studies	35	60%
Foreign Languages	0	0%
Art, Music, Other Performing Arts	4	7%
Special Education	6	10%
English Language Learners	8	14%
Physical Education	1	2%
Career/Vocational	0	0%
Not Applicable	1	2%
Other (Please specify)	1	2%
<b>Total Unique Responses</b>	<b>58</b>	
<b>Total Responses</b>	<b>157</b>	



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

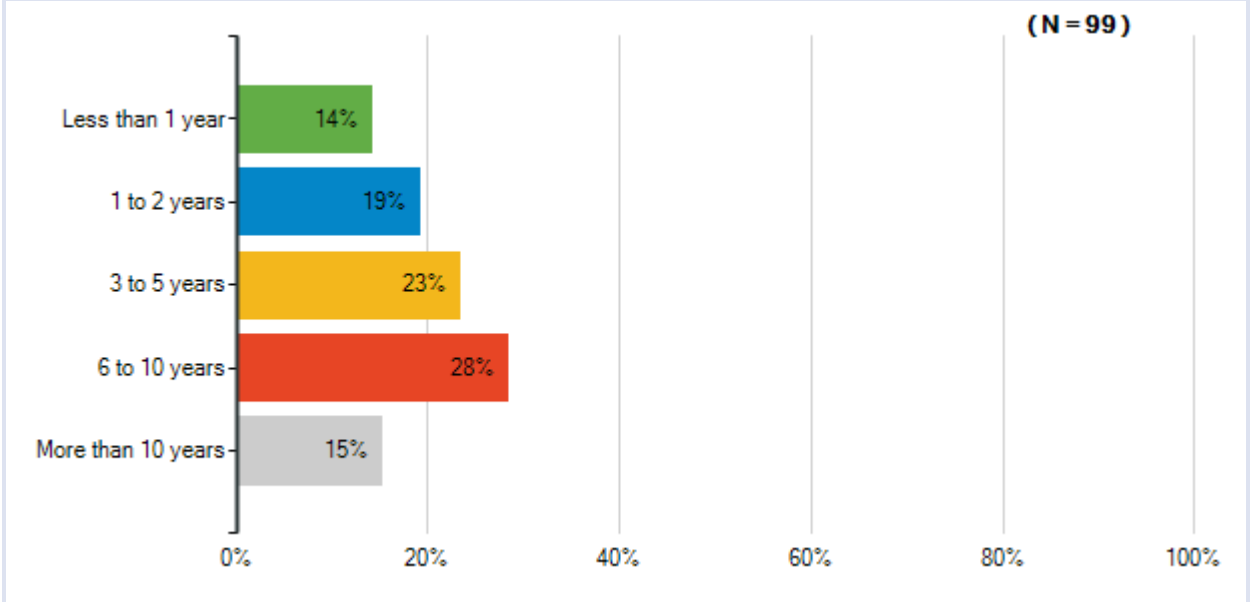
Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

What is the highest degree you have earned?		
Responses	Count	%
High School Diploma	11	11%
Bachelors	54	56%
Masters	31	32%
Specialist	1	1%
Doctorate	0	0%
<b>Total Responses</b>	<b>97</b>	



Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

How many years have you 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%
<b>Total Responses</b>	<b>99</b>	





Lamar Consolidated ISD  
22-23 Climate Survey for Campus-based Staff

Which of the following best describes your 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%
<b>Total Responses</b>	<b>96</b>	

