

# 22-23 Climate Survey for Campus-based Staff

Survey Results

## **Bowie Elementary**

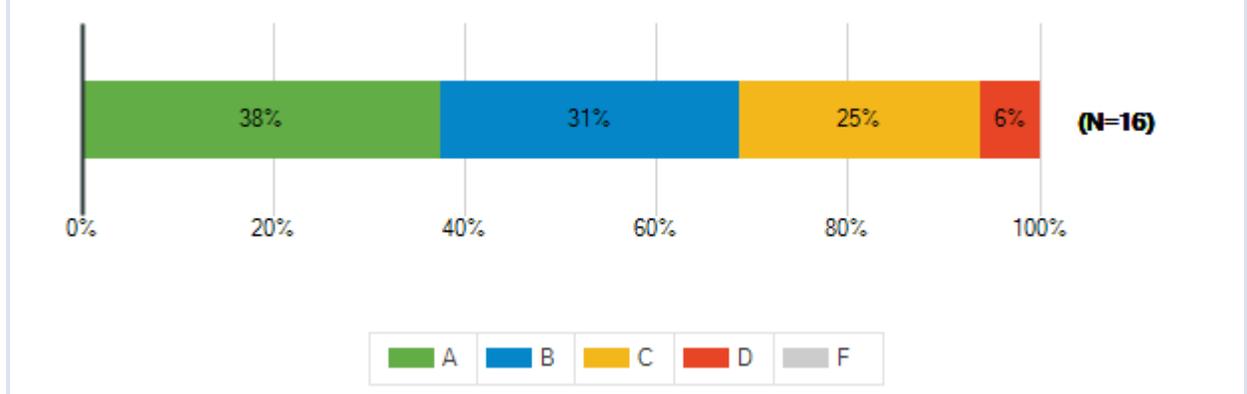
Lamar Consolidated ISD  
February 1 - 22, 2023



Lamar Consolidated ISD  
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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.

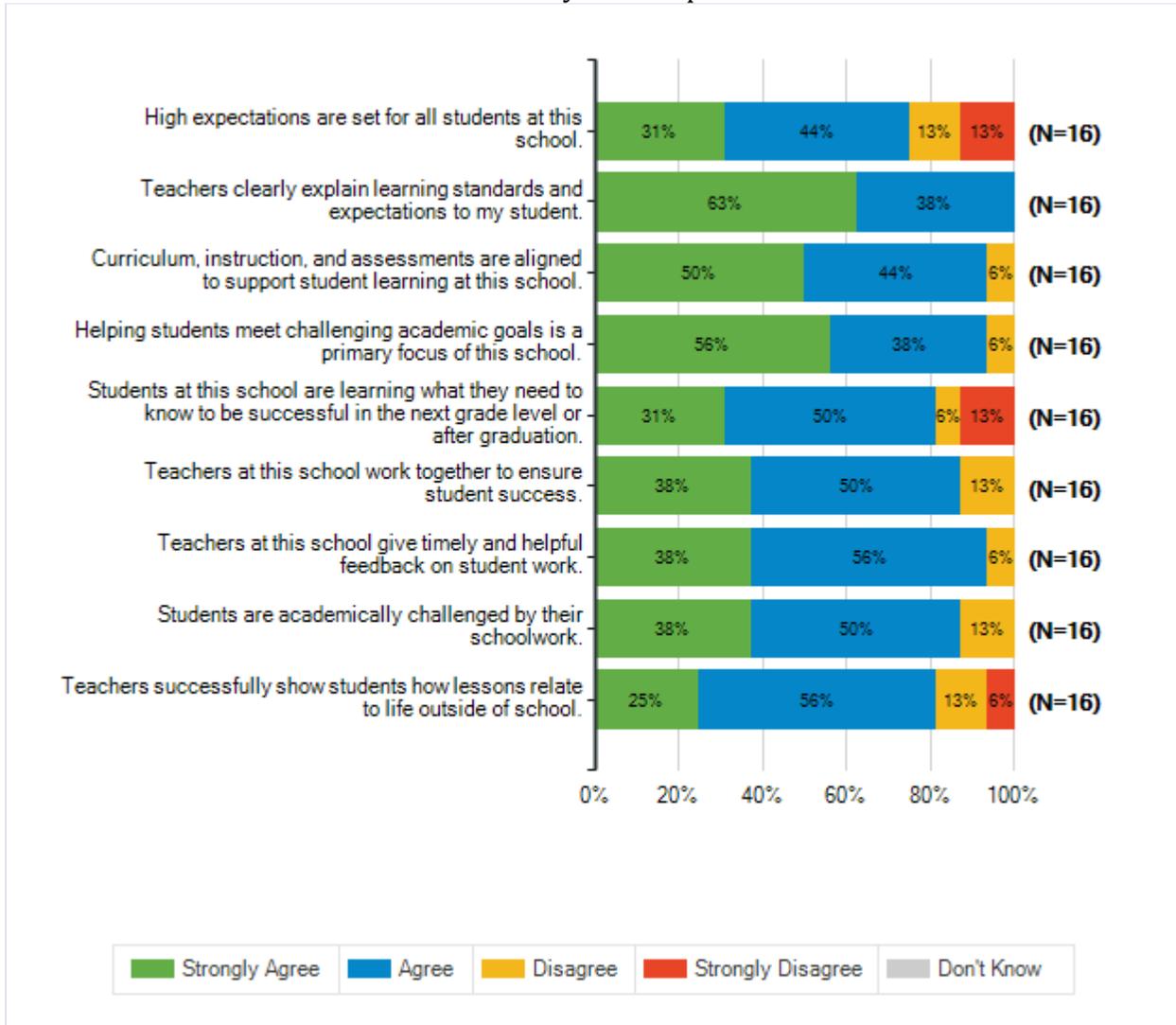
Responses	Count	%
A	6	38%
B	5	31%
C	4	25%
D	1	6%
F	0	0%
<b>Total Responses</b>	<b>16</b>	



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<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.	5	7	2	2	0	16
		31%	44%	13%	13%	0%	
(b)	Teachers clearly explain learning standards and expectations to my student.	10	6	0	0	0	16
		63%	38%	0%	0%	0%	
(c)	Curriculum, instruction, and assessments are aligned to support student learning at this school.	8	7	1	0	0	16
		50%	44%	6%	0%	0%	
(d)	Helping students meet challenging academic goals is a primary focus of this school.	9	6	1	0	0	16
		56%	38%	6%	0%	0%	
(e)	Students at this school are learning what they need to know to be successful in the next grade level or after graduation.	5	8	1	2	0	16
		31%	50%	6%	13%	0%	
(f)	Teachers at this school work together to ensure student success.	6	8	2	0	0	16
		38%	50%	13%	0%	0%	
(g)	Teachers at this school give timely and helpful feedback on student work.	6	9	1	0	0	16
		38%	56%	6%	0%	0%	
(h)	Students are academically challenged by their schoolwork.	6	8	2	0	0	16
		38%	50%	13%	0%	0%	
(i)	Teachers successfully show students how lessons relate to life outside of school.	4	9	2	1	0	16
		25%	56%	13%	6%	0%	

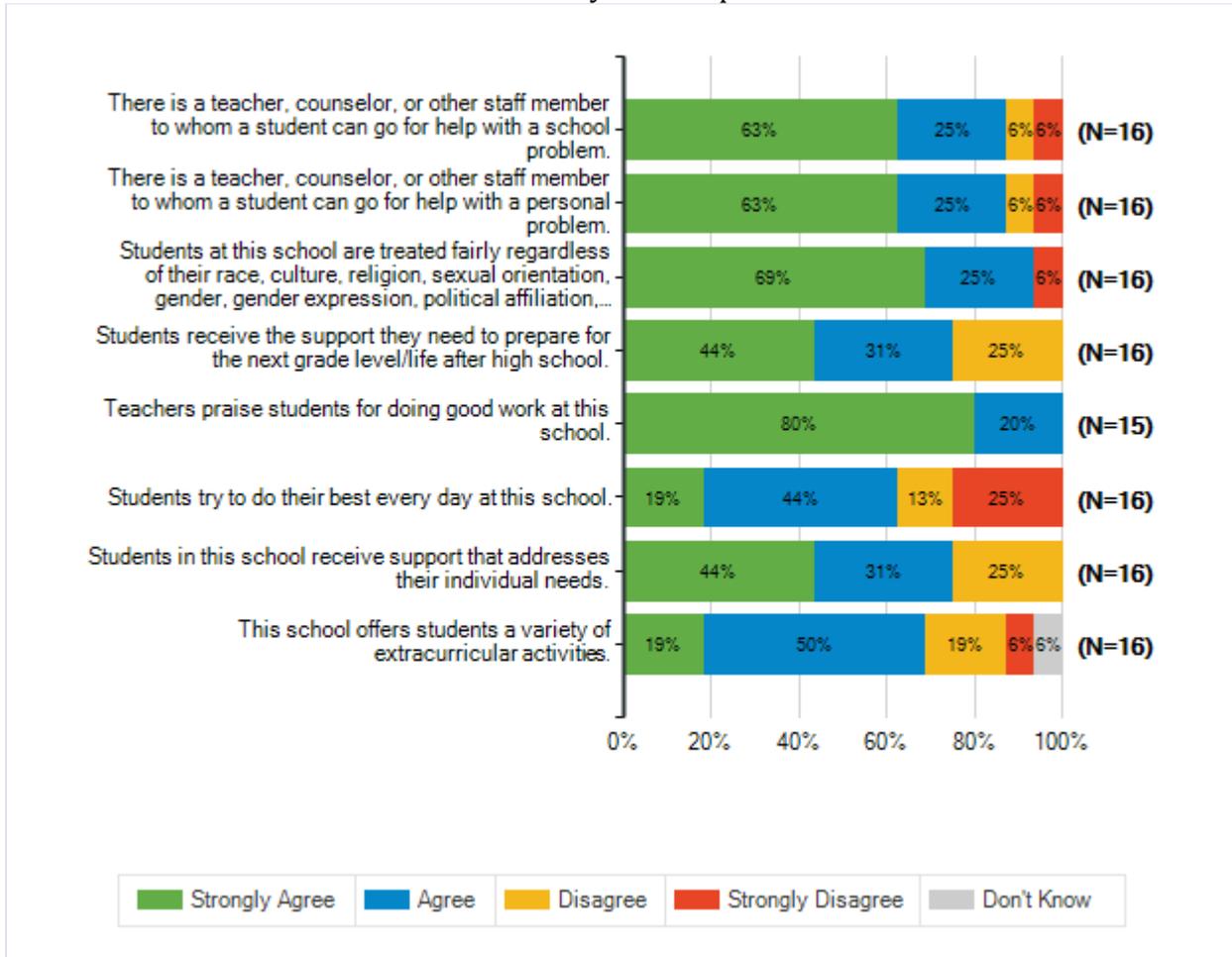
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<b>How strongly do you agree or disagree with each of the following statements?</b>							
<b>Below are statements about the support students receive at school. As you respond, please think about your experiences this school year.</b>							
		<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Total Responses</b>
(a)	There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	10	4	1	1	0	16
		63%	25%	6%	6%	0%	
(b)	There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	10	4	1	1	0	16
		63%	25%	6%	6%	0%	
(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.	11	4	0	1	0	16
		69%	25%	0%	6%	0%	
(d)	Students receive the support they need to prepare for the next grade level/life after high school.	7	5	4	0	0	16
		44%	31%	25%	0%	0%	
(e)	Teachers praise students for doing good work at this school.	12	3	0	0	0	15
		80%	20%	0%	0%	0%	
(f)	Students try to do their best every day at this school.	3	7	2	4	0	16
		19%	44%	13%	25%	0%	
(g)	Students in this school receive support that addresses their individual needs.	7	5	4	0	0	16
		44%	31%	25%	0%	0%	
(h)	This school offers students a variety of extracurricular activities.	3	8	3	1	1	16
		19%	50%	19%	6%	6%	

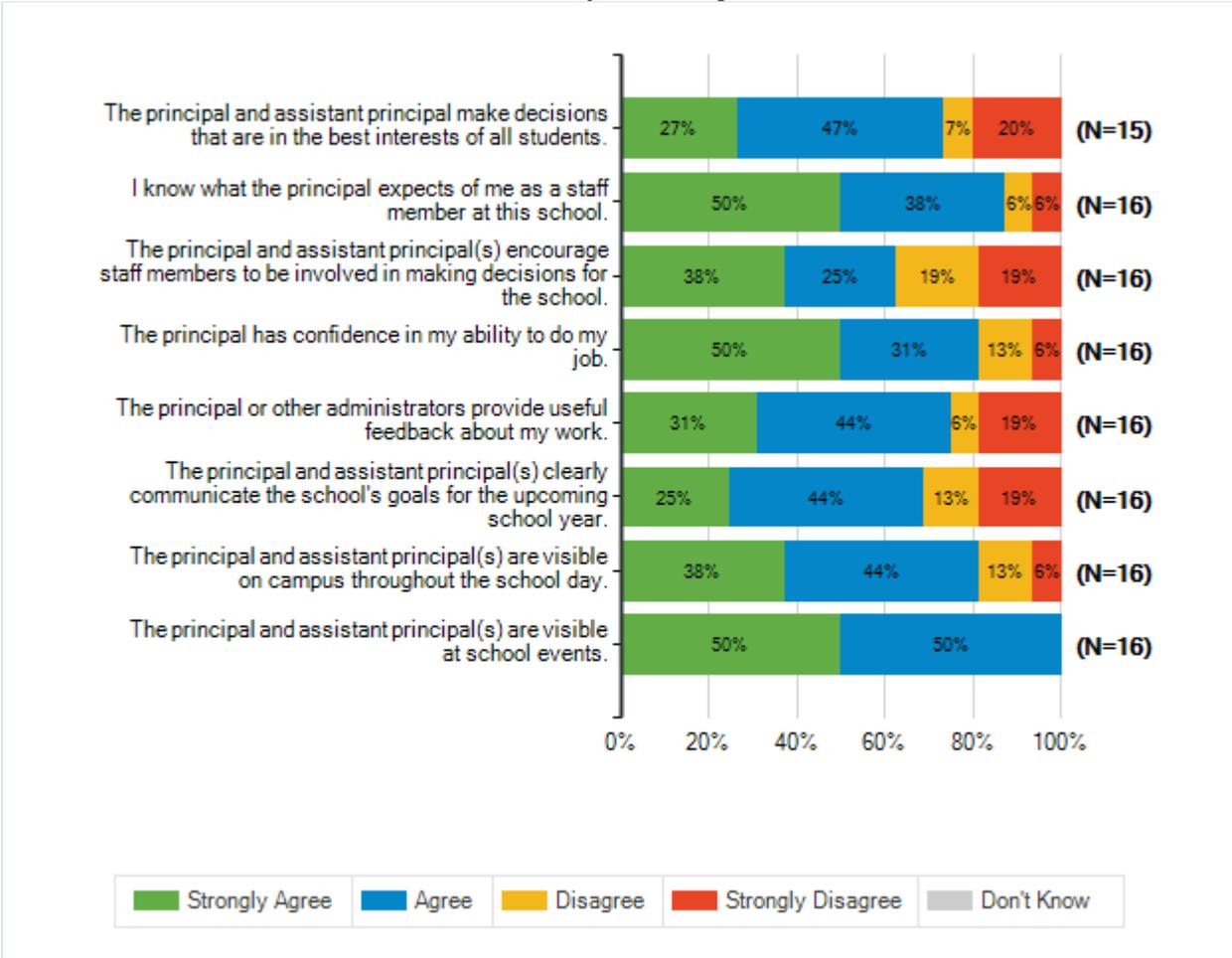
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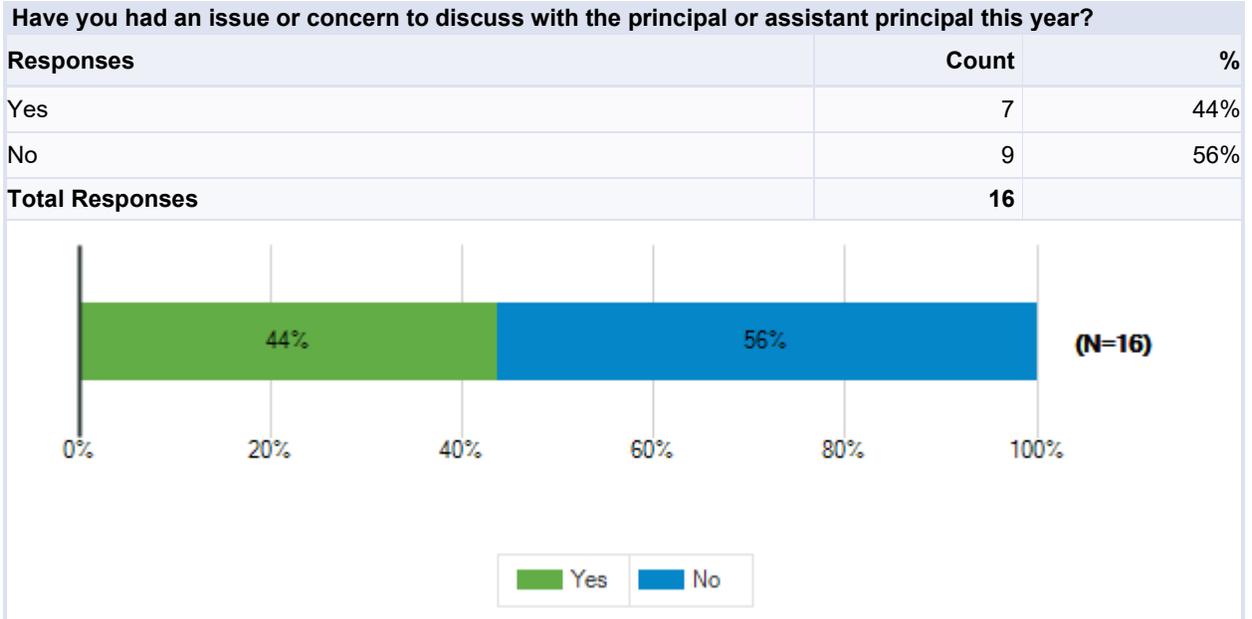
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<b>How strongly do you agree or disagree with each of the following statements?</b>							
<b>Below are statements related to your school's leadership. As you respond, please think about your experiences this school year.</b>							
		<b>Strongly Agree</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.	4 27%	7 47%	1 7%	3 20%	0 0%	15
(b)	I know what the principal expects of me as a staff member at this school.	8 50%	6 38%	1 6%	1 6%	0 0%	16
(c)	The principal and assistant principal(s) encourage staff members to be involved in making decisions for the school.	6 38%	4 25%	3 19%	3 19%	0 0%	16
(d)	The principal has confidence in my ability to do my job.	8 50%	5 31%	2 13%	1 6%	0 0%	16
(e)	The principal or other administrators provide useful feedback about my work.	5 31%	7 44%	1 6%	3 19%	0 0%	16
(f)	The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.	4 25%	7 44%	2 13%	3 19%	0 0%	16
(g)	The principal and assistant principal(s) are visible on campus throughout the school day.	6 38%	7 44%	2 13%	1 6%	0 0%	16
(h)	The principal and assistant principal(s) are visible at school events.	8 50%	8 50%	0 0%	0 0%	0 0%	16

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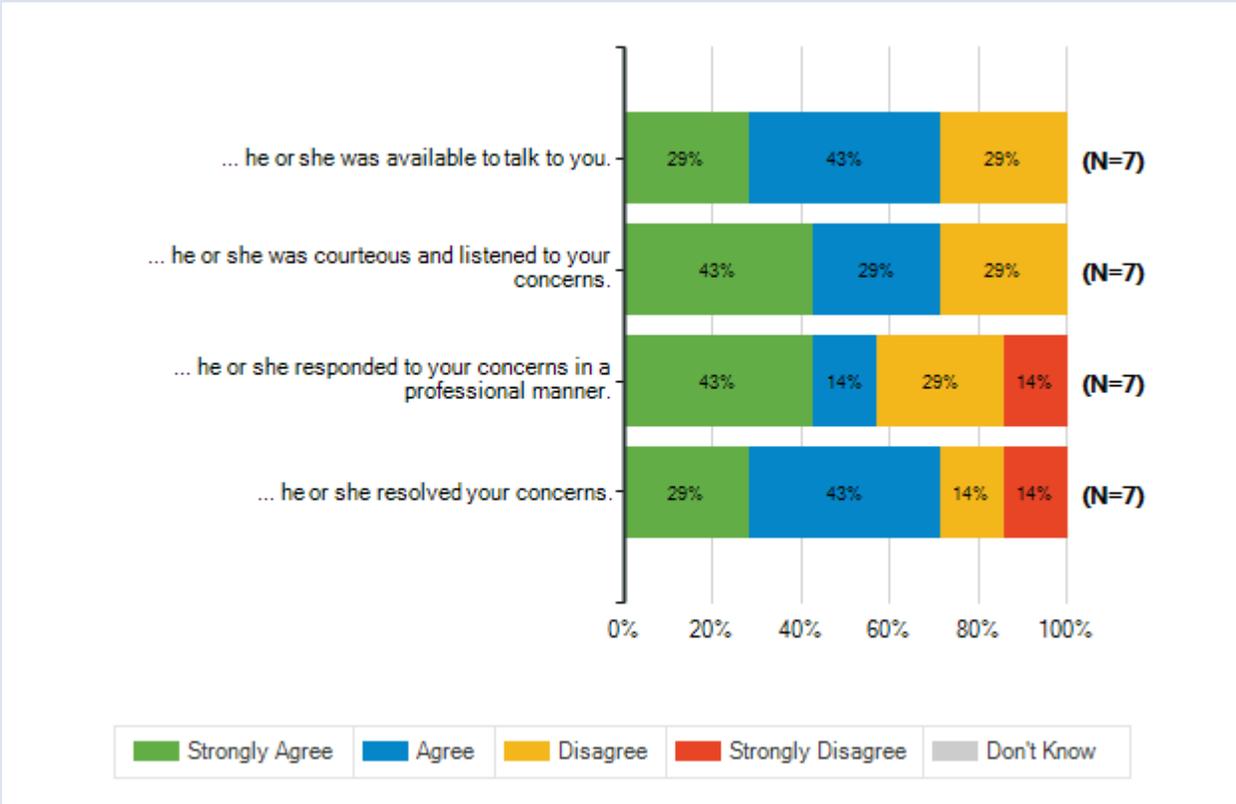


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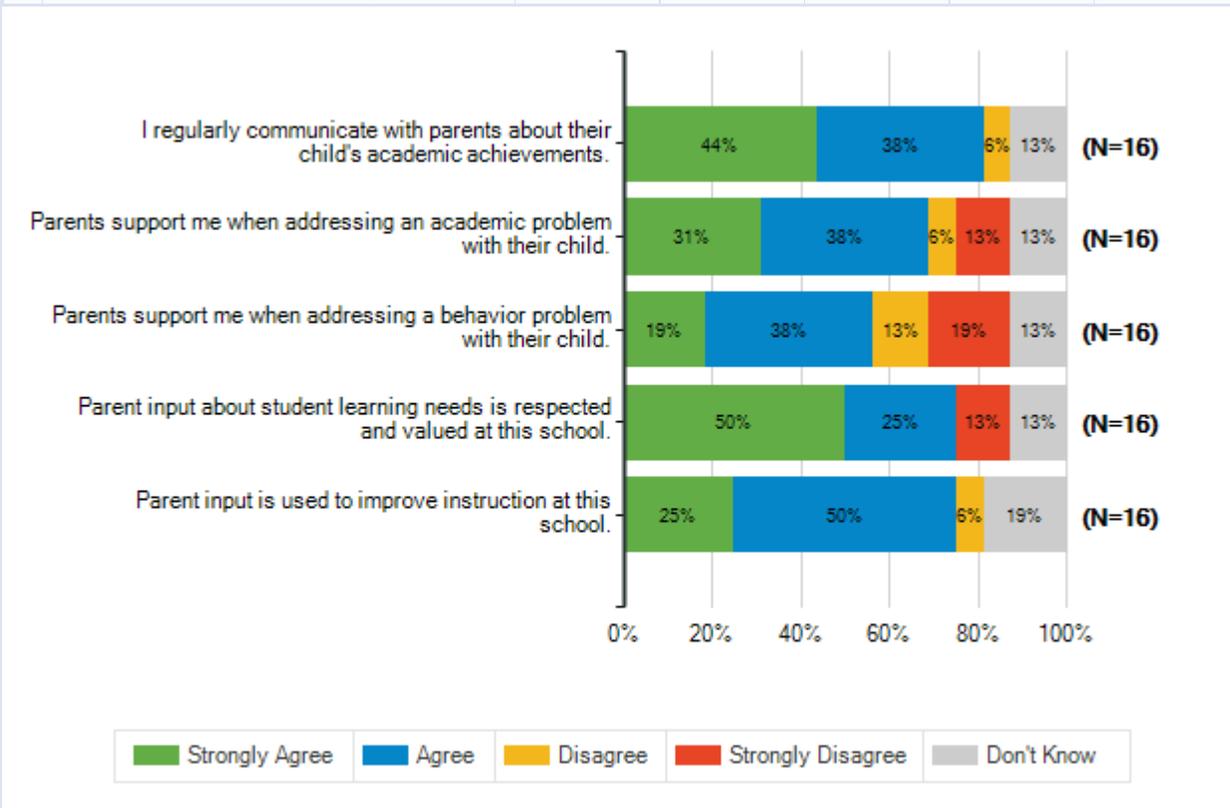
When you have had an issue or concern to discuss with a school administrator...							
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	... he or she was available to talk to you.	2	3	2	0	0	7
		29%	43%	29%	0%	0%	
(b)	... he or she was courteous and listened to your concerns.	3	2	2	0	0	7
		43%	29%	29%	0%	0%	
(c)	... he or she responded to your concerns in a professional manner.	3	1	2	1	0	7
		43%	14%	29%	14%	0%	
(d)	... he or she resolved your concerns.	2	3	1	1	0	7
		29%	43%	14%	14%	0%	



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**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.

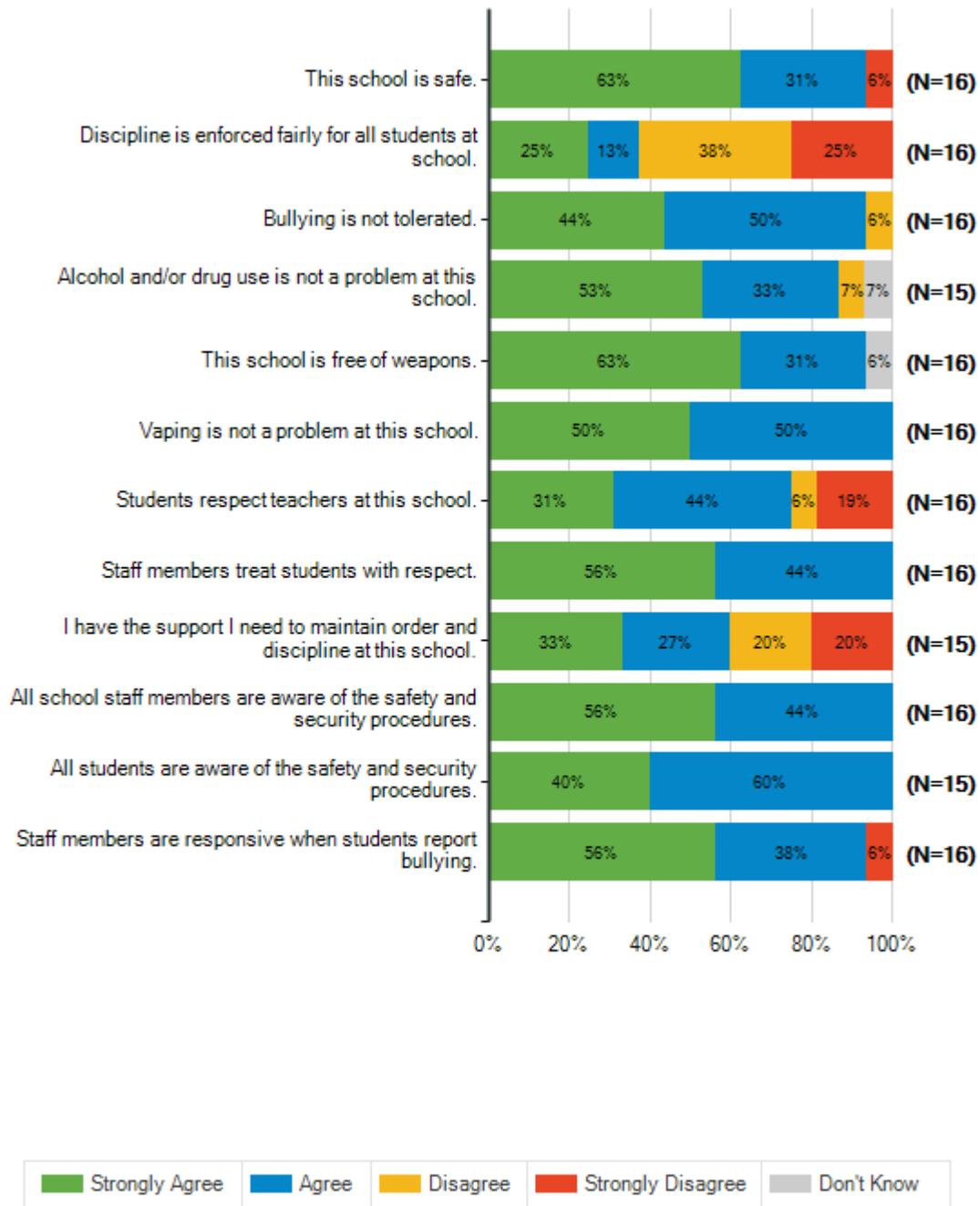
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	I regularly communicate with parents about their child's academic achievements.	7	6	1	0	2	16
		44%	38%	6%	0%	13%	
(b)	Parents support me when addressing an academic problem with their child.	5	6	1	2	2	16
		31%	38%	6%	13%	13%	
(c)	Parents support me when addressing a behavior problem with their child.	3	6	2	3	2	16
		19%	38%	13%	19%	13%	
(d)	Parent input about student learning needs is respected and valued at this school.	8	4	0	2	2	16
		50%	25%	0%	13%	13%	
(e)	Parent input is used to improve instruction at this school.	4	8	1	0	3	16
		25%	50%	6%	0%	19%	



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<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.	10	5	0	1	0	16
		63%	31%	0%	6%	0%	
(b)	Discipline is enforced fairly for all students at school.	4	2	6	4	0	16
		25%	13%	38%	25%	0%	
(c)	Bullying is not tolerated.	7	8	1	0	0	16
		44%	50%	6%	0%	0%	
(d)	Alcohol and/or drug use is not a problem at this school.	8	5	1	0	1	15
		53%	33%	7%	0%	7%	
(e)	This school is free of weapons.	10	5	0	0	1	16
		63%	31%	0%	0%	6%	
(f)	Vaping is not a problem at this school.	8	8	0	0	0	16
		50%	50%	0%	0%	0%	
(g)	Students respect teachers at this school.	5	7	1	3	0	16
		31%	44%	6%	19%	0%	
(h)	Staff members treat students with respect.	9	7	0	0	0	16
		56%	44%	0%	0%	0%	
(i)	I have the support I need to maintain order and discipline at this school.	5	4	3	3	0	15
		33%	27%	20%	20%	0%	
(j)	All school staff members are aware of the safety and security procedures.	9	7	0	0	0	16
		56%	44%	0%	0%	0%	
(k)	All students are aware of the safety and security procedures.	6	9	0	0	0	15
		40%	60%	0%	0%	0%	
(l)	Staff members are responsive when students report bullying.	9	6	0	1	0	16
		56%	38%	0%	6%	0%	

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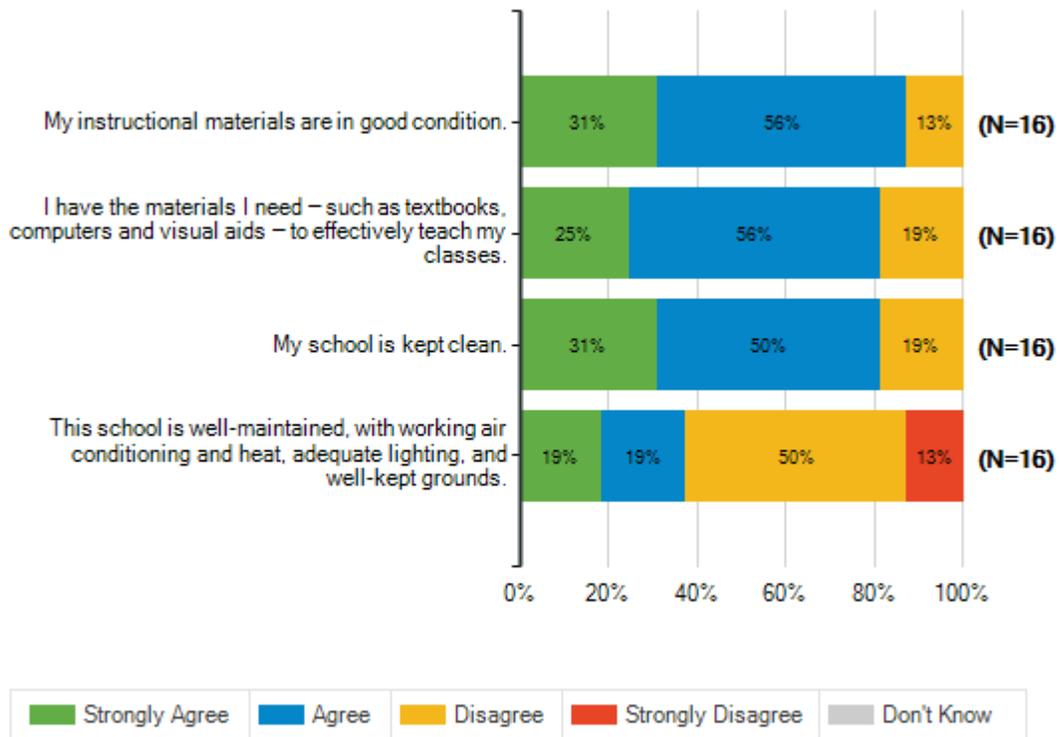


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**How strongly do you agree or disagree with each of the following statements?**

**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.	5	9	2	0	0	16
		31%	56%	13%	0%	0%	
(b)	I have the materials I need — such as textbooks, computers and visual aids — to effectively teach my classes.	4	9	3	0	0	16
		25%	56%	19%	0%	0%	
(c)	My school is kept clean.	5	8	3	0	0	16
		31%	50%	19%	0%	0%	
(d)	This school is well-maintained, with working air conditioning and heat, adequate lighting, and well-kept grounds.	3	3	8	2	0	16
		19%	19%	50%	13%	0%	

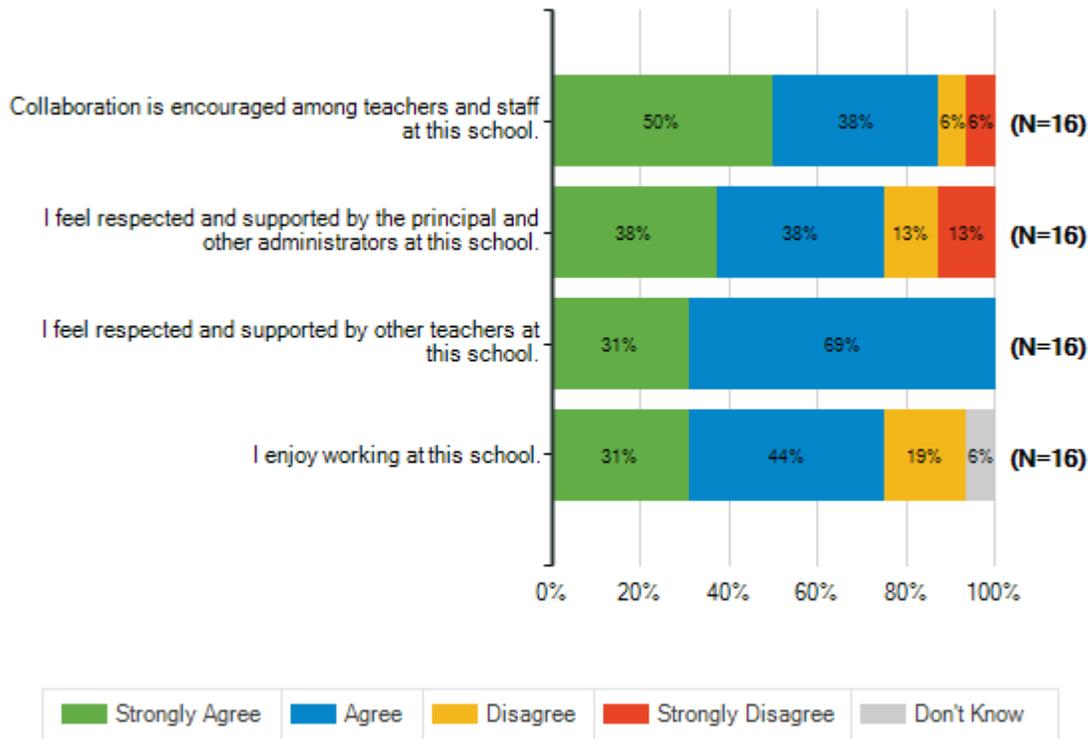


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How strongly do you agree or disagree with each of the following statements?

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.	8	6	1	1	0	16
		50%	38%	6%	6%	0%	
(b)	I feel respected and supported by the principal and other administrators at this school.	6	6	2	2	0	16
		38%	38%	13%	13%	0%	
(c)	I feel respected and supported by other teachers at this school.	5	11	0	0	0	16
		31%	69%	0%	0%	0%	
(d)	I enjoy working at this school.	5	7	3	0	1	16
		31%	44%	19%	0%	6%	

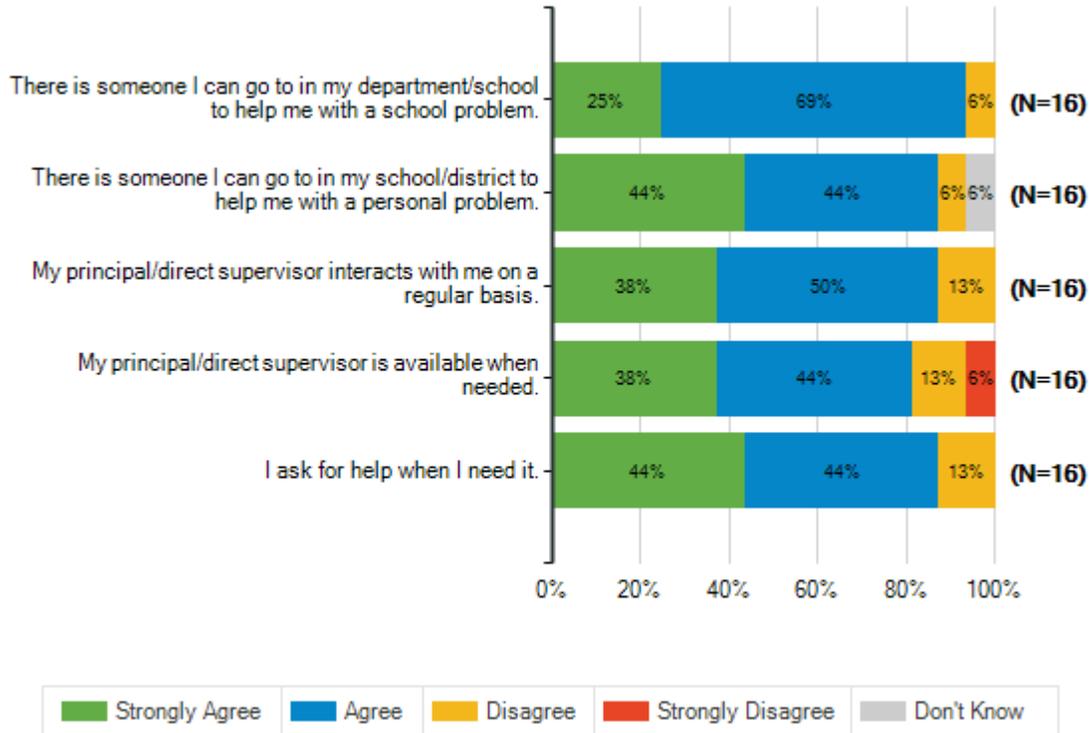


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How strongly do you agree or disagree with each of the following statements?

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.	4	11	1	0	0	16
		25%	69%	6%	0%	0%	
(b)	There is someone I can go to in my school/district to help me with a personal problem.	7	7	1	0	1	16
		44%	44%	6%	0%	6%	
(c)	My principal/direct supervisor interacts with me on a regular basis.	6	8	2	0	0	16
		38%	50%	13%	0%	0%	
(d)	My principal/direct supervisor is available when needed.	6	7	2	1	0	16
		38%	44%	13%	6%	0%	
(e)	I ask for help when I need it.	7	7	2	0	0	16
		44%	44%	13%	0%	0%	

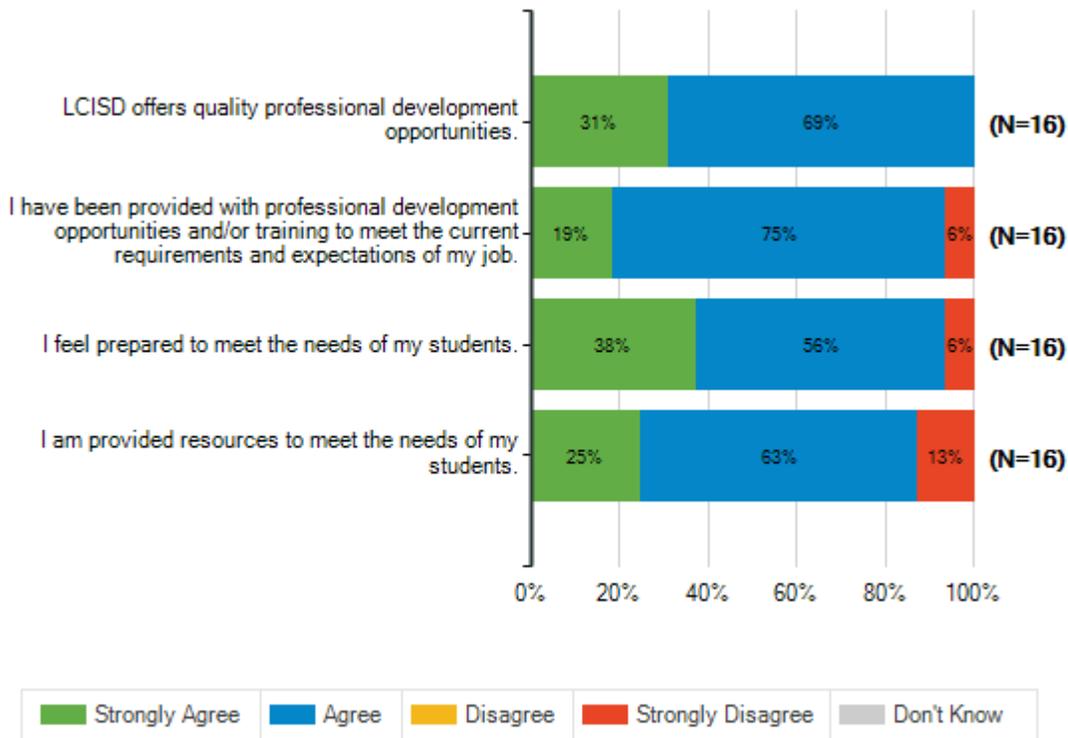


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How strongly do you agree or disagree with each of the following statements?

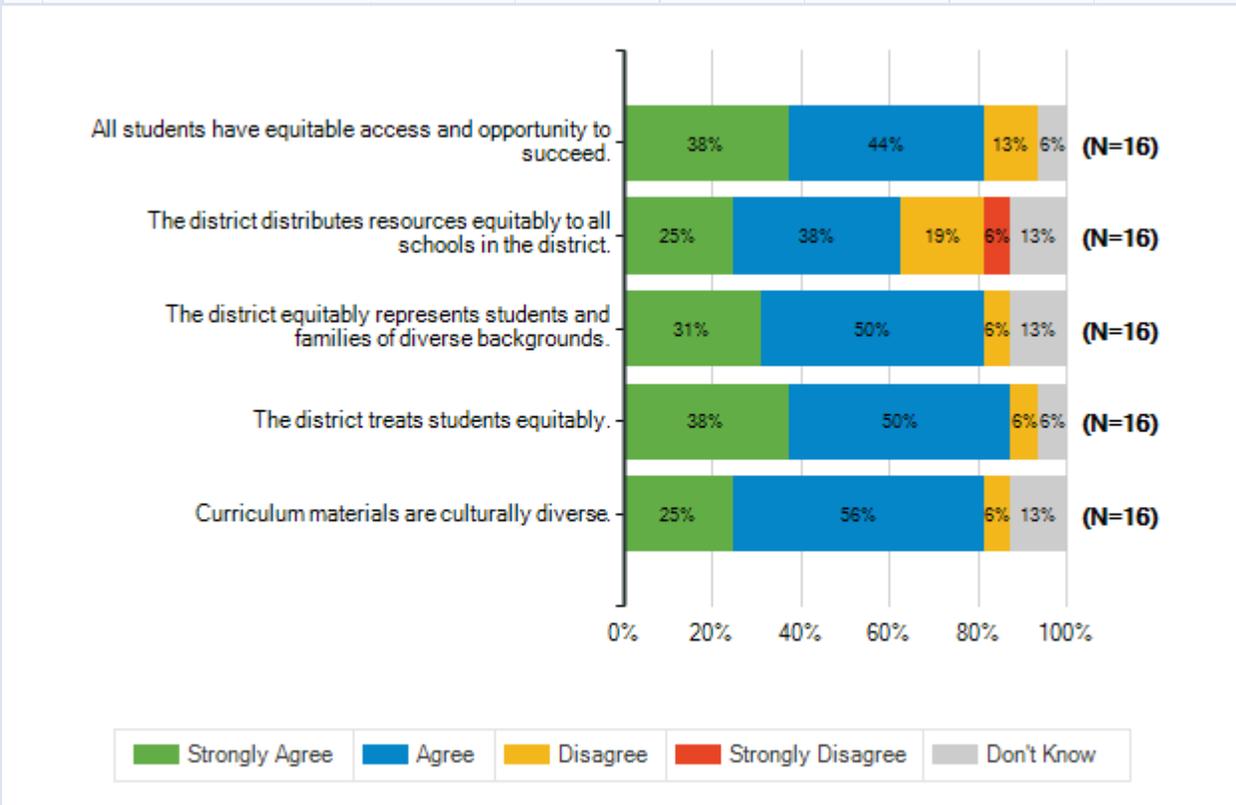
Below are additional statements about the professional development you have received throughout your time with Lamar CISD.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	LCISD offers quality professional development opportunities.	5	11	0	0	0	16
		31%	69%	0%	0%	0%	
(b)	I have been provided with professional development opportunities and/or training to meet the current requirements and expectations of my job.	3	12	0	1	0	16
		19%	75%	0%	6%	0%	
(c)	I feel prepared to meet the needs of my students.	6	9	0	1	0	16
		38%	56%	0%	6%	0%	
(d)	I am provided resources to meet the needs of my students.	4	10	0	2	0	16
		25%	63%	0%	13%	0%	



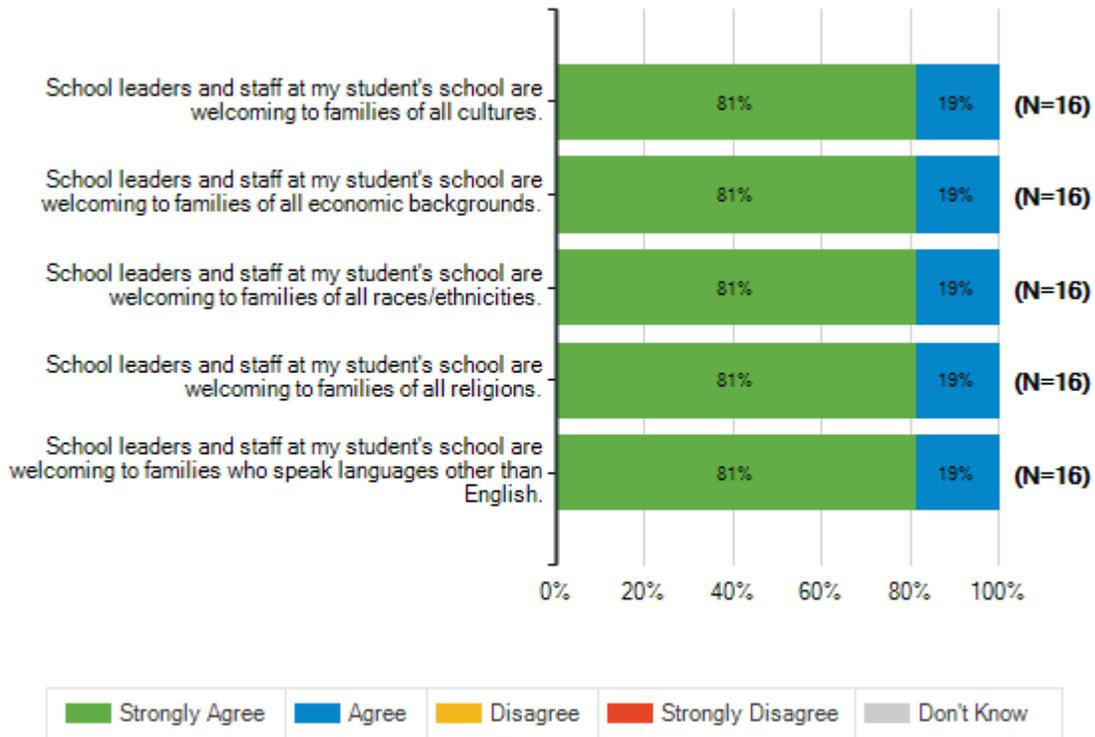
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Overall Perceptions of Equity							
Thinking about Lamar CISD, how strongly do you agree or disagree with each of the following statements?							
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	All students have equitable access and opportunity to succeed.	6	7	2	0	1	16
		38%	44%	13%	0%	6%	
(b)	The district distributes resources equitably to all schools in the district.	4	6	3	1	2	16
		25%	38%	19%	6%	13%	
(c)	The district equitably represents students and families of diverse backgrounds.	5	8	1	0	2	16
		31%	50%	6%	0%	13%	
(d)	The district treats students equitably.	6	8	1	0	1	16
		38%	50%	6%	0%	6%	
(e)	Curriculum materials are culturally diverse.	4	9	1	0	2	16
		25%	56%	6%	0%	13%	

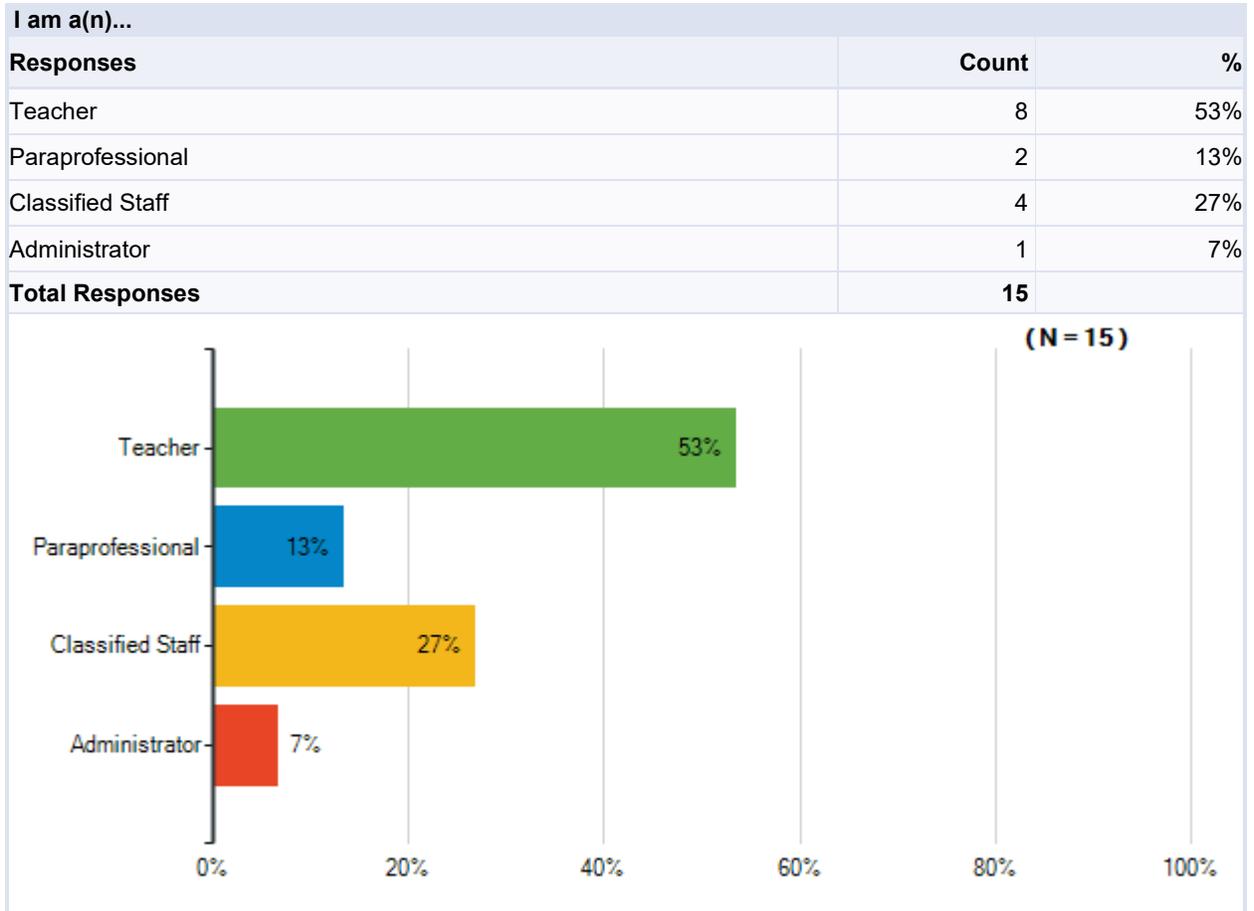


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Culture and Climate							
Thinking about your school, how strongly do you agree or disagree with each of the following statements?							
		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know	Total Responses
(a)	School leaders and staff at my student's school are welcoming to families of all cultures.	13	3	0	0	0	16
		81%	19%	0%	0%	0%	
(b)	School leaders and staff at my student's school are welcoming to families of all economic backgrounds.	13	3	0	0	0	16
		81%	19%	0%	0%	0%	
(c)	School leaders and staff at my student's school are welcoming to families of all races/ethnicities.	13	3	0	0	0	16
		81%	19%	0%	0%	0%	
(d)	School leaders and staff at my student's school are welcoming to families of all religions.	13	3	0	0	0	16
		81%	19%	0%	0%	0%	
(e)	School leaders and staff at my student's school are welcoming to families who speak languages other than English.	13	3	0	0	0	16
		81%	19%	0%	0%	0%	

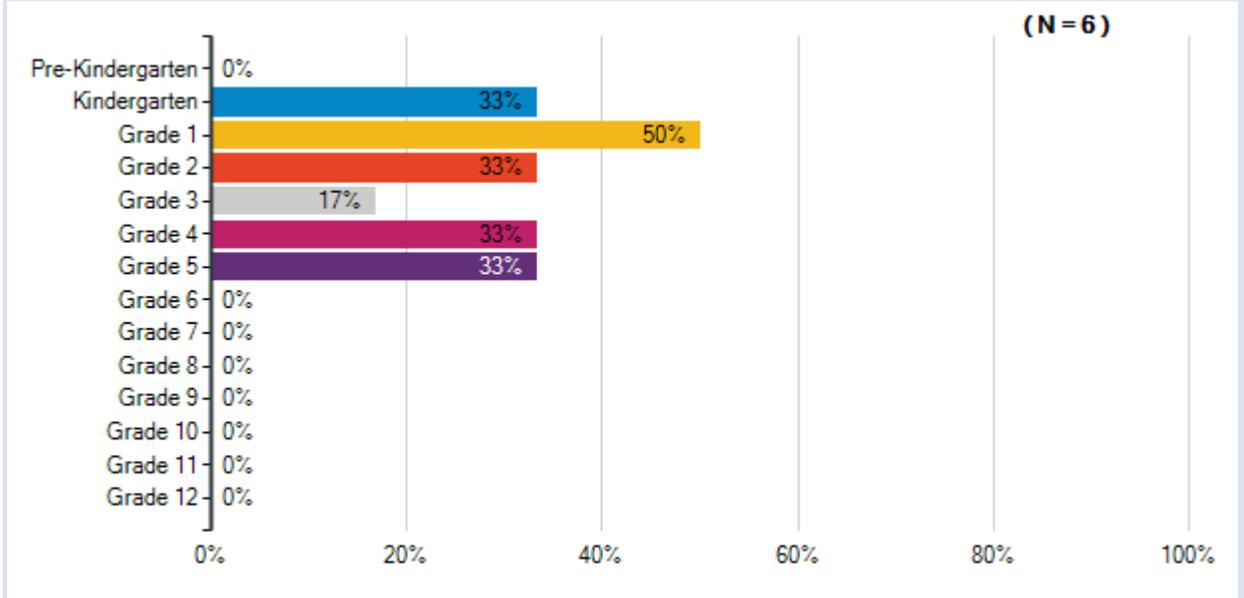


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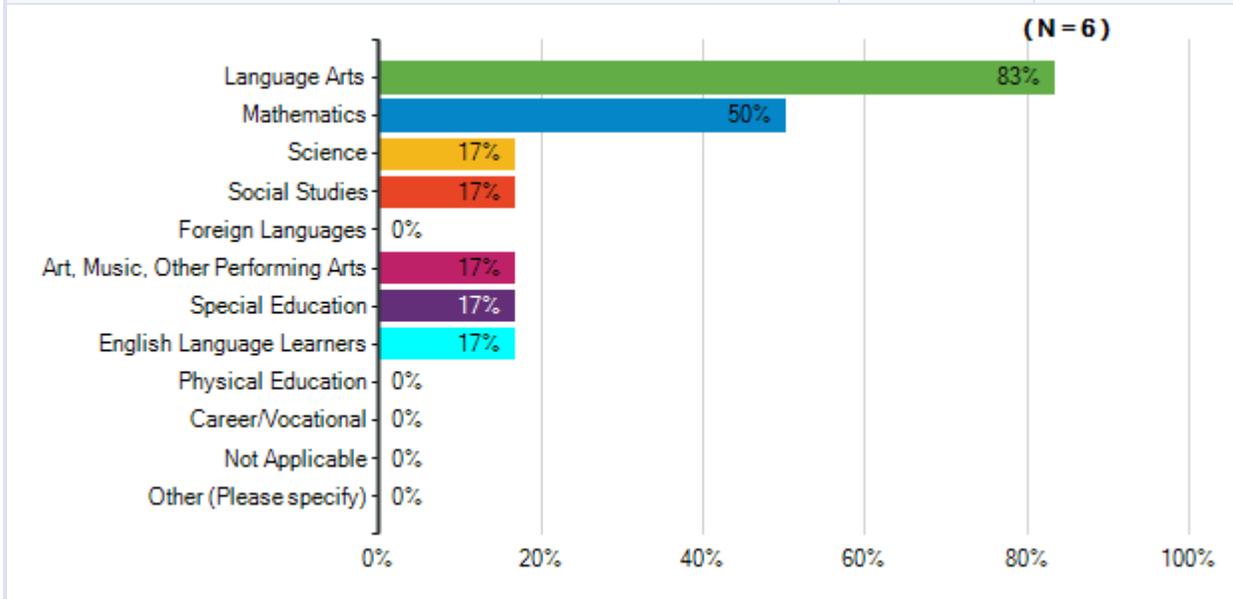
What grade level(s) do you teach?		
Responses	Count	%
Pre-Kindergarten	0	0%
Kindergarten	2	33%
Grade 1	3	50%
Grade 2	2	33%
Grade 3	1	17%
Grade 4	2	33%
Grade 5	2	33%
Grade 6	0	0%
Grade 7	0	0%
Grade 8	0	0%
Grade 9	0	0%
Grade 10	0	0%
Grade 11	0	0%
Grade 12	0	0%
<b>Total Unique Responses</b>	<b>6</b>	
<b>Total Responses</b>	<b>12</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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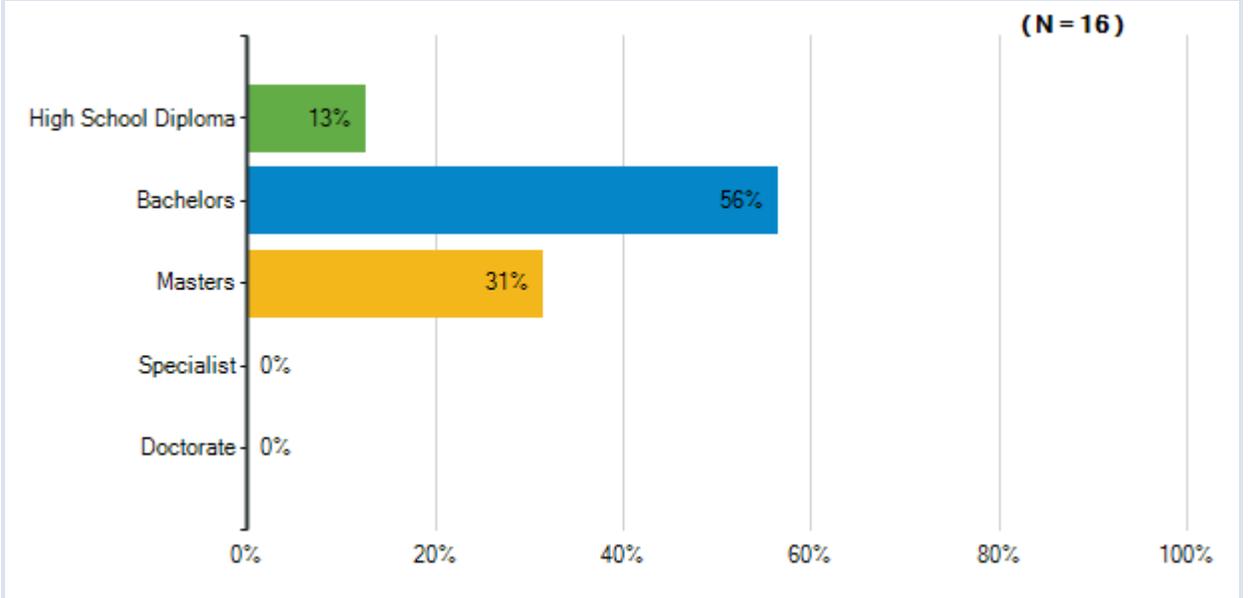
What subject areas do you teach?		
Responses	Count	%
Language Arts	5	83%
Mathematics	3	50%
Science	1	17%
Social Studies	1	17%
Foreign Languages	0	0%
Art, Music, Other Performing Arts	1	17%
Special Education	1	17%
English Language Learners	1	17%
Physical Education	0	0%
Career/Vocational	0	0%
Not Applicable	0	0%
Other (Please specify)	0	0%
<b>Total Unique Responses</b>	<b>6</b>	
<b>Total Responses</b>	<b>13</b>	



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

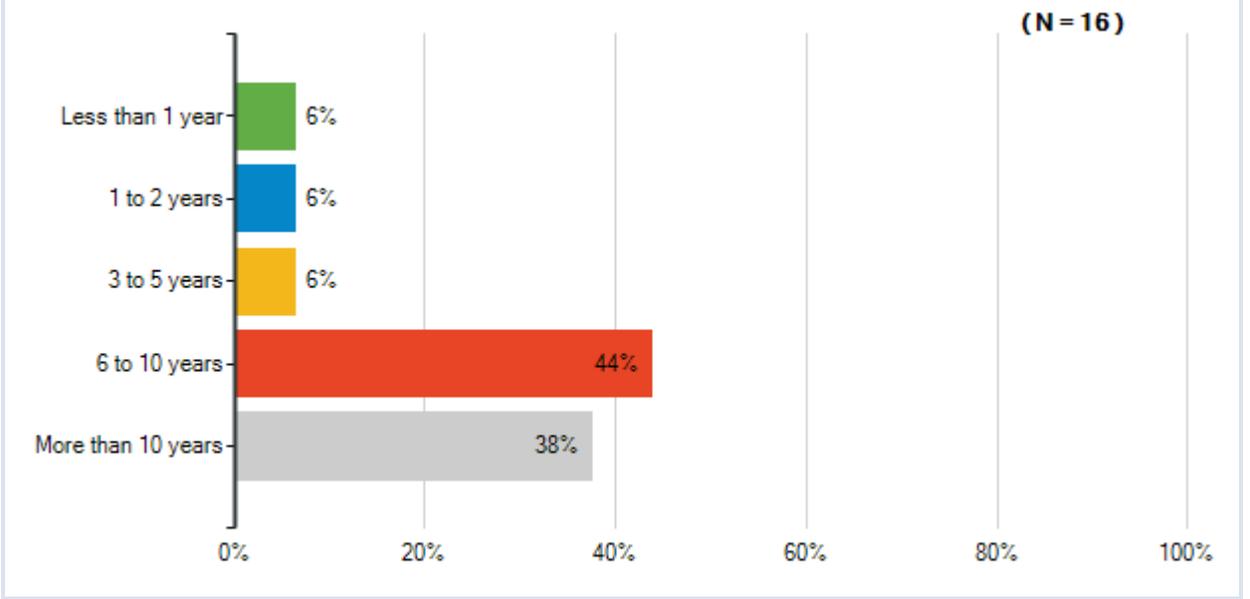
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What is the highest degree you have earned?		
Responses	Count	%
High School Diploma	2	13%
Bachelors	9	56%
Masters	5	31%
Specialist	0	0%
Doctorate	0	0%
<b>Total Responses</b>	<b>16</b>	



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How many years have you been employed in this district?		
Responses	Count	%
Less than 1 year	1	6%
1 to 2 years	1	6%
3 to 5 years	1	6%
6 to 10 years	7	44%
More than 10 years	6	38%
<b>Total Responses</b>	<b>16</b>	



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Which of the following best describes your race/ethnicity?		
Responses	Count	%
Asian	0	0%
Native Hawaiian or Pacific Islander	0	0%
Black or African American	1	7%
Multi-Racial	2	13%
Hispanic or Latino	5	33%
White	7	47%
American Indian and Alaska Native	0	0%
<b>Total Responses</b>	<b>15</b>	

