

**2023 Virginia School Survey of Climate and Working Conditions**  
Classroom Instructors Version

*This is a review copy, not for circulation or use. The actual survey is online with formatting for easier reading. Questions are grouped around school climate and working conditions topics (in **BOLD CAPS** below). These topics do not appear in the online survey.*

In order to access the online survey, you must enter the unique Access Code for the adult survey which was assigned to your school. Your principal, or your principal's designee, will have this Access Code for you. All classroom instructors and school staff members at the same school will have the same Access Code, so you will not be identified by this Access Code. It is important that you submit **only one completed survey** for each school at which you work. The administrators of this survey are obligated to protect your identity.

**What is your Access Code for taking this survey?** \_\_\_\_\_

Do you want to take the survey in English or Spanish? *Mark one.*

- English
- Spanish

**Instructions for classroom instructors and other school staff members:**

Any individual employed in Virginia's public schools may take this survey, including:

1. Classroom instructors (teachers and teacher's aides and assistants) who interact with students in classroom settings and
2. School staff members who interact with or support students external to the classroom setting.

All classroom instructors (including substitutes) and school staff members are asked to complete the survey regardless of the grade level of the students with whom they teach or interact. The purpose of the survey is to help schools create and maintain safe and supportive working environments for education professionals in Virginia's public schools.

Your individual answers to the survey are anonymous, which means that no one will know how you answered. It is important that you submit **only one completed survey** for each school at which you work.

Some of the questions differ for classroom instructors and school staff members. The survey should take about 20-25 minutes to complete.

Use the Next and Previous buttons at the bottom of the screen to go to the next or previous page.

**SECTION I: GENERAL QUESTIONS**

1. You are logging in to the survey as a member of the following school: {display division and school name}. Is this correct?
  - Yes
  - No [*If no, provide dropdown menus for respondent to select the correct division and school.*]

2. What is your professional role at this school? *Mark one.*

*[If selected, respondent will be directed to the Classroom Instructors Survey.]*

- Teacher, including substitute (not including Library Media, Mathematics Specialists, or Reading Specialists)
- Teacher's Assistant, Teaching Assistant, Teacher's Aide, Instructional Aide, Para-educator, Para-Professional

*[If selected, respondent will be directed to the Staff Survey.]*

- Principal, Assistant Principal, or Regional Director
- Athletic and/or Student Activities Directors, Trainers or Coaches
- Bus, Car, or Van Driver
- Coordinator of Special Programs (e.g., ESL, Gifted Education, Special Education)
- Custodial and Facilities
- Library Media
- Mathematics or Reading Specialist
- Administrative Support Staff (e.g., secretaries and clerical staff)
- Specialized Student Support Services (e.g., Counselors, Psychologists, or Social Workers)
- Specialized Services for Students with Disabilities (e.g., Speech & Language, Interpreters, OT, PT, Therapeutic Recreation)
- Medical and Nursing Services (e.g., school nurses, other medical staff)
- Food Nutrition, School Cafeteria, or Food Service Staff
- School Safety, Security, and Law Enforcement
- Instructional Technology and Support
- Testing and Assessment Staff
- Other, please specify your professional role (no acronyms):  
\_\_\_\_\_

3. Do you hold a professional license related to your role in the school?

- Yes
- No

4. How have you provided instruction to students this year? *Mark all that apply.*

- In person
- Remotely from the school building
- Remotely from somewhere else

**SECTION II: TEACHING POSITION**

Throughout this survey, the word “teacher” collectively refers to all classroom instructors (teachers and teacher’s aides and assistants).

5. Indicate your primary teaching assignment as well as any secondary teaching assignments you may have.

|   | Primary Teaching<br>Assignment<br><i>(Mark one.)</i> | Secondary Teaching<br>Assignments<br><i>(Mark all that apply.)</i> |
|---|--|--|
| Career and technical education  | <input type="radio"/>                                | <input type="radio"/>  |
| Computer science  | <input type="radio"/>                                | <input type="radio"/>  |
| Elementary and early childhood education classroom teacher  | <input type="radio"/>                                | <input type="radio"/>  |
| English as a Second Language (ESL), English for Speakers of Other Languages (ESOL)                      | <input type="radio"/>                                | <input type="radio"/>  |
| English language and literature (including composition, creative writing, journalism, reading)          | <input type="radio"/>                                | <input type="radio"/>  |
| Fine and performing arts (e.g., art, band, orchestra, chorus, dance, music, theater)                    | <input type="radio"/>                                | <input type="radio"/>  |
| Foreign or world language and literature  | <input type="radio"/>                                | <input type="radio"/>  |
| Physical, health, and safety education  | <input type="radio"/>                                | <input type="radio"/>  |
| Social sciences and history (including civics, economics, geography, government, psychology, sociology) | <input type="radio"/>                                | <input type="radio"/>  |
| Mathematics   | <input type="radio"/>                                | <input type="radio"/>  |
| Science   | <input type="radio"/>                                | <input type="radio"/>  |
| Special education, exceptional education, gifted education  | <input type="radio"/>                                | <input type="radio"/>  |
| Other   |  | <input type="radio"/>  |
| Please specify:   |  | _____  |

6. How many years of teaching experience do you have (including the current school year)? *Mark one.*

- |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|
| 1-3 years             | 4-10 years            | 11-20 years           | More than 20 years    |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

6.1. *(Ask only of respondents choosing “1-3 years” to question 6.)* Is this your first year in a teaching position? *Mark one.*

- Yes
- No
- Prefer not to answer

**SECTION III: TEACHING AND LEARNING ENVIRONMENT**

**A. TEACHER AGENCY**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| <b>Autonomy</b>  |                       |                       |                       |                       |                       |                       |                       |                       |                       |                       |
| 7. I am trusted to make sound professional decisions about instruction.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| 8. I am free to be creative in my teaching approach.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| 9. I control how I use my scheduled class time.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| 10. (Ask only of respondents choosing "Teacher" to question 2.) I set the grading and student assessment practices in my classroom.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| <b>Respect</b>   |                       |                       |                       |                       |                       |                       |                       |                       |                       |                       |
| 11. I contribute to decisions about educational issues at my school.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| 12. My role as an educator is respected.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| 13. Current policies are improving this school.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| <b>Demands on Teacher Time</b>   |                       |                       |                       |                       |                       |                       |                       |                       |                       |                       |
| 14. My scheduled workday includes sufficient planning time.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| 15. My scheduled workday includes sufficient instructional time to meet the needs of my students.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| 16. I spend an unreasonable amount of time per <b>WEEK</b> working (e.g., grading papers, meeting with students) outside of the contracted work hours.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |                       |                       |                       |                       |
| 16.1. (Ask only of respondents choosing "Slightly Agree", "Agree", or "Strongly Agree" to question 16.) How many hours per <b>WEEK</b> do you spend doing work (e.g., grading papers, meeting with students) outside of contracted work hours? |                       |                       |                       |                       |                       |                       |                       |                       |                       |                       |
| 0 hours  | 1 hour                | 2 hours               | 3 hours               | 4 hours               | 5 hours               | 6 hours               | 7 hours               | 8 hours               | 9 hours               | 10 hours or more      |
| <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**B. STAFF COLLEGIALITY**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|   | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 17. I trust the teachers and other adults at this school.           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 18. Teachers and other adults at this school treat me with respect. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 19. I feel supported by teachers and other adults at this school.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**C. PHYSICAL ENVIRONMENT**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 20. The physical environment of my classroom supports my teaching and my students' learning. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 21. I have adequate space to work productively.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. The school building is clean and comfortable.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 23. I have the support I need to incorporate technology into my instruction.                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**D. STUDENT ENGAGEMENT**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 24. Students generally like this school.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 25. Students are proud to be at this school.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 26. Students come to school ready to learn.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 27. Students are engaged in classroom lessons. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**E. RELATIONSHIPS AMONG STUDENTS**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|   | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 28. Students at this school care about other students.          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 29. Students at this school get along well with other students. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30. Students at this school treat other students with respect.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**F. RELATIONSHIPS BETWEEN STUDENTS AND ADULTS**

**How strongly do you agree or disagree with the following statements about this school?** *Mark one response per line.*

|  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 31. Adults at this school care about students.                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. Adults at this school treat students with respect.                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 33. Adults at this school want students to do well.                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. Adults at this school listen to what students have to say.                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. Adults at this school recognize and value each individual’s cultural background. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. Adults at this school are treated with respect by students.                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**G. RIGOROUS INSTRUCTION**

The word “teacher” collectively refers to all classroom instructors (teachers and teacher’s aides and assistants).

**How strongly do you agree or disagree with the following statements about this school?** *Mark one response per line.*

|  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 37. Teachers at this school expect students to use facts and evidence to support their ideas.                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38. Teachers at this school want students to think about different ways to solve problems.                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39. Teachers at this school encourage students to provide constructive feedback to others.                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 40. Teachers at this school encourage students to value and search for a diversity of opinions, perspectives, and abilities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 41. Teachers at this school often connect what students are learning to life outside the classroom.                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

|  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 42. The content taught at this school reflects multiple cultural backgrounds, ethnicities, and identities. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**SECTION IV: SCHOOL SUPPORTS**

**A. PROFESSIONAL GROWTH OPPORTUNITIES**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|   | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 43. I have sufficient resources for my professional development.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 44. The professional development I receive meets my needs.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 45. Professional development provides ongoing opportunities for me to work with colleagues to refine my practice. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 46. I receive follow-up after professional development activities to give me additional support.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 47. Professional development enhances my ability to meet student needs.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**B. NEW TEACHER SUPPORTS**

*(Ask only if answered "1-3 years" to question 6.)* **Indicate whether you received the following supports at your school. Mark one response per line.**

|   | Yes                   | No                    | Do not know           |
|---|-----------------------|-----------------------|-----------------------|
| 48. Formally assigned a mentor                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 49. Reduced workload                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 50. Release time to observe other teachers              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 51. Formal time to meet with mentor during school hours | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**C. MANAGING STUDENT BEHAVIOR**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|   | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 52. Adults at this school understand the rules for student behavior.                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 53. The rules for student behavior are effective at this school.                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 54. We use data to evaluate and, if needed, adjust this school's student conduct policies.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 55. If a student breaks a school rule, the student's behavior is addressed consistently.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 56. This school's use of suspensions or expulsions to manage student behavior is effective. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 57. Students know which behaviors are against school rules.                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 58. Students know there are consequences for breaking school rules.                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 59. Students are recognized for positive behavior.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 60. When students are accused of doing something wrong, they get a chance to explain.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 61. There are supports to help students who misbehave develop positive behavior.            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 62. I feel equipped to successfully handle incidents of racially motivated behaviors.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 63. I feel equipped to successfully handle incidents of bullying.                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 64. This school's administrators support me when I have concerns about student behavior.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**D. ENGAGING WITH FAMILIES**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|   | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 65. I make an effort to know my students' families.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 66. This school supports my efforts to have positive relationships with students' families. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 67. This school does a good job of encouraging family involvement.                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 68. Students' families and I share common academic expectations for their children.         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 69. Families at this school treat me with respect.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 70. Families at this school support me when I have concerns about their child's behavior.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



**E. SCHOOL LEADERSHIP**

The word “teacher” collectively refers to all classroom instructors (teachers and teacher’s aides and assistants).

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 71. I feel respected by this school’s administrators.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 72. I feel comfortable raising issues and concerns that are important to me with school administrators.                                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 73. I trust this school’s administrators to do what they say they will do.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 74. The procedures for teacher evaluation are consistent.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 75. My performance is assessed objectively.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 76. I receive feedback that can help me improve my performance.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 77. This school’s administrators communicate a clear vision for this school.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 78. This school’s administrators understand how children learn.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 79. This school’s administrators set high expectations for all students.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 80. Staff are treated fairly regardless of their race, ethnicity, or culture.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 81. My school is committed to providing an inclusive environment for individuals from varied racial, ethnic, and cultural backgrounds. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 82. Teachers and administrators have a shared vision for this school.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**SECTION V: SAFETY**

**A. SAFETY CONCERNS**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|   | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 83. I feel safe at this school.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 84. I know what to do if there is an emergency, natural disaster (such as a tornado or a flood), or a dangerous situation (such as a violent person on campus) during the school day. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 85. I feel confident in my ability to direct and assist students during an emergency.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 86. I have been adequately informed about the threat assessment process in my building.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**B. PREVALENCE OF BULLYING**

Please use this definition of bullying to answer the questions below. **Bullying means any aggressive and unwanted behavior that is intended to harm, intimidate, or humiliate the victim; involves a real or perceived power imbalance between the aggressor or aggressors and victim; and is repeated over time or causes severe emotional trauma. ‘Bullying’ includes cyber bullying. ‘Bullying’ does not include ordinary teasing, horseplay, argument, or peer conflict.**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 87. Bullying is a problem at this school.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 88. Students at this school are bullied about their race or ethnicity.           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 89. Students at this school are bullied about their sexual orientation.          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 90. Students at this school are bullied about their physical appearance.         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 91. Students at this school are bullied for having too little or too much money. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 92. Students at this school are bullied about their disability.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|   | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 93. Students ask for help from adults if there is a problem with another student.         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 94. Adults at this school take action to solve the problem when students report bullying. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 95. Adults at this school bully students.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**C. STUDENT AGGRESSION**

**Have any of the following happened to you personally at school this year? Mark one response per line.**

|   | No                    | One Time              | More than Once        | Many Times            |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| 96. A student stole or damaged my personal property.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 97. A student threatened to harm me.                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 98. A student physically attacked, pushed, or hit me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 99. A student said rude or insulting things to me.    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 100. A student threatened me with a weapon.           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

101. Are there gangs at your school? *Mark one.*

- Yes
- No
- Do not know

101.1. (Ask only of those that respond “Yes” to question 101.) Have gangs caused problems at your school this year (e.g., fights, sale of drugs)? Mark one.

- Yes
- No
- Do not know

**D. SCHOOL RESOURCE AND SECURITY OFFICERS**

**Use these definitions of a School Resource Officer and School Security Officer when answering the questions below.**

- A **School Resource Officer (SRO)** is employed by the Police Department and is assigned to the school to assist with matters related to safety, security, and the law.
- A **School Security Officer (SSO)** is employed by the school division for the purpose of enforcing the school’s Code of Conduct by maintaining order and discipline, preventing crimes, and investigating violations of school board policies and school rules.

102. Does your school have a School Resource Officer (SRO)? Mark one.

- Yes
- No
- Do not know

102.1. (Ask only if answered “No” or “Do not know” to question 102.) Did your school have a School Resource Officer (SRO) in previous years? Mark one.

- Yes
- No
- Do not know

102.2. (Ask only if answered “No” or “Do not know” to question 102.) Would you feel safer if your school had an SRO? Mark one.

- Yes
- No
- Do not know

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

| <i>(Ask only if answered “Yes” to question 102.)</i>                                  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 102.3. The School Resource Officer (SRO) makes me feel safe at this school.           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 102.4. The School Resource Officer (SRO) makes a positive contribution to our school. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

103. Does your school have a School Security Officer (SSO)? *Mark one.*

- Yes
- No
- Do not know

103.1. *(Ask only if answered "No" or "Do not know" to question 103.)* Did your school have a School Security Officer (SSO) in previous years? *Mark one.*

- Yes
- No
- Do not know

103.2. *(Ask only if answered "No" or "Do not know" to question 103.)* Would you feel safer if your school had an SSO? *Mark one.*

- Yes
- No
- Do not know

**How strongly do you agree or disagree with the following statements about this school? *Mark one response per line.***

| <i>(Ask only if answered "Yes" to question 103.)</i>                                  | Strongly<br>Disagree  | Disagree              | Slightly<br>Disagree  | Slightly<br>Agree     | Agree                 | Strongly<br>Agree     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 103.3. The School Security Officer (SSO) makes me feel safe at this school.           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 103.4. The School Security Officer (SSO) makes a positive contribution to our school. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**SECTION VI: WELL-BEING**

**A. BURNOUT**

104. Overall, based on your definition of burnout, how would you rate your level of burnout? *(Mark one.)*

- I enjoy my work. I have no symptoms of burnout.
- Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out.
- I am definitely burning out and have one or more symptoms of burnout, such as physical or emotional exhaustion.
- The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot.
- I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help.

**B. MENTAL HEALTH**

**How often over the last 2 weeks were you bothered by the following? Mark one response per line.**

|  | Not at all            | Several days          | More than half the days | Nearly every day      |
|--|-----------------------|-----------------------|-------------------------|-----------------------|
| 105. Feeling nervous, anxious, or on edge            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> |
| 106. Not being able to stop or control worrying      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> |
| 107. Feeling down, depressed, or hopeless            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> |
| 108. Having little interest or pleasure doing things | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> |

**C. SUPPORT FOR BURNOUT AND MENTAL HEALTH**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|   | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 109. The administrators in my school care about teachers' well-being and mental health.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 110. The administrators in my school take steps to reduce the stressors that impact teachers' burnout and mental health symptoms. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 111. The administrators in my school provide emotional support to reduce teachers' burnout and mental health symptoms.            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|  | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 112. The administrators in my school are supportive of students' use of mental health services.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 113. I am satisfied with the level of mental health services available to students in my school. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 114. The administrators in my school care about students' well-being and mental health.          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**SECTION VII: SUMMARY**

115. Overall, my school is a good place to work and learn. *(Mark one.)*
- Strongly Disagree
  - Disagree
  - Slightly Disagree
  - Slightly Agree
  - Agree
  - Strongly Agree
116. Over the last year, how have the **working conditions for teachers** in this school changed? *(Mark one.)*
- Become much worse
  - Become worse
  - Become slightly worse
  - Stayed about the same
  - Become slightly better
  - Become better
  - Become much better
  - I have no opinion.
117. Over the last year, how has the climate for **staff** in this school changed? *(Mark one.)*
- Become much worse
  - Become worse
  - Become slightly worse
  - Stayed about the same
  - Become slightly better
  - Become better
  - Become much better
  - I have no opinion.
118. Over the last year, how has the overall climate for **students** in this school changed? *(Mark one.)*
- Become much worse
  - Become worse
  - Become slightly worse
  - Stayed about the same
  - Become slightly better
  - Become better
  - Become much better
  - I have no opinion.

119. Which of the following best describes your immediate professional plans? *Mark one.*

- Continue teaching at my current school
- Continue teaching in this division but leave this school
- Continue teaching in this state but leave this division
- Continue teaching in a state other than Virginia
- Continue working in education but pursue a non-teaching position
- Leave education to retire\*\*
- Leave education to work in a non-education field\*\*
- Leave education for other reasons\*\*

\*\* The following question will only be presented to those who indicate they intent to leave the teaching profession.

| Indicate your primary reason for leaving and any other reasons that influenced your decision to leave education. | Primary Reason for Leaving<br>( <i>Mark one.</i> ) | Other Reasons for Leaving<br>( <i>Mark all that apply.</i> ) |
|--|--|--|
| Retirement   |  |  |
| Involuntary separation or end of contract  |  |  |
| Taking a job more conveniently located OR moving   |  |  |
| Other personal life reasons (e.g., health, caring for family)  |  |  |
| Want or need a higher salary   |  |  |
| Want or need better benefits   |  |  |
| Dissatisfied with teaching as a career   |  |  |
| Inadequately prepared to be a teacher  |  |  |
| Lack of support from families and/or the community   |  |  |
| Not enough opportunities for leadership roles or professional development  |  |  |
| Dissatisfied with job description or assignment  |  |  |
| Did not have enough autonomy over classroom  |  |  |
| Too many intrusions on teaching time   |  |  |
| Dissatisfied with workplace conditions   |  |  |
| Dissatisfied with student discipline problems  |  |  |
| Dissatisfied with administration   |  |  |
| Dissatisfied with lack of influence over school policies and practices   |  |  |

|  |             |  |
|--|-------------|--|
| Dissatisfied with how student assessments and school accountability measures impacted teaching |             |  |
| Dissatisfied with how compensation, benefits, or rewards were tied to student performance      |             |  |
| Use this space to document any additional reasons for leaving not addressed above.             | [open text] |  |

**SECTION VIII: CONCLUDING QUESTIONS**

**How strongly do you agree or disagree with the following statements about this school? Mark one response per line.**

|   | Strongly Disagree     | Disagree              | Slightly Disagree     | Slightly Agree        | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 120. I have sufficient resources to meet any additional student learning needs as a result of COVID-19. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 121. My division's overall response to the pandemic was appropriate given the circumstances.            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

122. Have the results from the 2021 Virginia School Survey of Climate and Working Conditions been made readily available to the teachers at this school? *Mark one.*
- Yes
  - No
  - I do not know

**The following questions are asked of all respondents to better understand whether groups of individuals experience school climate and working conditions differently.**

123. How do you describe your gender? *Mark one.*
- Male
  - Female
  - Non-binary
  - Prefer not to disclose
124. Is your ethnic background Hispanic or Latino? *Mark one.*
- Yes
  - No
125. What is the best description of your race? *If you are multi-racial, mark all that apply.*
- American Indian or Alaska Native
  - Asian
  - Black or African American
  - Native Hawaiian or Pacific Islander



- White
- Other Race: \_\_\_\_\_

A representative selection of health and wellness resources are provided below.  
This is not an exhaustive list of local, state, and national resources that are available to you.  
If you need help, contact one of these organizations or talk to a trusted adult or colleague.

*[List will appear in the online version of this survey.]*

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