

2019 Virginia Working Conditions Survey
Teacher Version

Statewide

This report contains the average statewide responses to the 2019 Virginia Teacher Working Conditions Survey administered in January-March 2019 by the Virginia Department of Education (VDOE), in partnership with the University of Virginia, as part of VDOE’s work to support the efforts of schools and divisions to provide teachers with supporting working conditions.

93% of schools participated and 67% of their teachers completed a survey. This report summarizes the survey responses of 54,207 teachers.

THE FOLLOWING QUESTIONS ARE FOR SCREENING PURPOSES ONLY.

- 1a. Are you a teacher in this school?
- 1b. Have you already submitted a completed 2019 Virginia Working Conditions Survey for this school?

1. PROFESSIONALISM

A. TEACHER LEADERSHIP

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
1. Teachers are trusted to make sound professional decisions about instruction.	3%	6%	8%	20%	37%	25%
2. Teachers are relied upon to make decisions about educational issues.	4%	8%	12%	27%	34%	15%
3. Teachers engage in collaborative problem solving in this school.	2%	4%	7%	24%	39%	24%
4. Teachers are effective leaders in this school.	2%	3%	6%	21%	42%	25%

B. TEACHER AUTONOMY

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
5. I am free to be creative in my teaching approach.	2%	4%	7%	19%	35%	33%
6. I control how I use my scheduled class time.	3%	6%	7%	20%	36%	27%
7. I set the grading and student assessment practices in my classroom.	3%	7%	9%	23%	36%	22%
8. Current policies convey confidence in my ability to do well at my job.	4%	7%	11%	23%	37%	18%
9. My role as an educator is respected under current policies.	4%	7%	10%	22%	37%	21%
10. I feel that policy directives are improving our education system.	7%	12%	18%	31%	24%	8%

C. STAFF COLLEGIALLY

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
11. I feel respected by teachers and other adults at this school.	2%	3%	5%	19%	41%	29%
12. Teachers and other adults at this school support one another to meet the needs of all students.	2%	3%	6%	23%	40%	27%
13. Teachers and other adults at this school trust one another.	2%	5%	9%	27%	38%	19%
14. Teachers and other adults at this school collaborate to make this school run effectively.	2%	4%	7%	24%	39%	25%
15. Teachers and other adults at this school have taught me things that have helped me do my job better.	1%	2%	3%	16%	42%	36%

2. TEACHING, INSTRUCTION, AND STUDENT SUPPORT

A. INSTRUCTIONAL PRACTICES

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
16. Teachers and other adults at this school expect students to use facts and evidence to support their ideas.	0%	1%	3%	19%	52%	25%
17. Teachers and other adults at this school want students to think about different ways to solve problems.	1%	1%	3%	19%	47%	29%
18. Teachers and other adults at this school encourage students to provide constructive feedback to others.	1%	3%	7%	28%	44%	18%
19. Teachers and other adults at this school encourage students to share their ideas about what they are studying in class.	0%	1%	4%	22%	48%	24%
20. Teachers and other adults at this school often connect what students are learning to life outside the classroom.	1%	2%	5%	26%	46%	21%

B. ACADEMIC ENVIRONMENT

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
21. Teachers and other adults at this school expect students to succeed.	0%	1%	2%	11%	45%	40%
22. Teachers and other adults at this school provide students the support they need to succeed.	1%	2%	4%	18%	47%	28%
23. Teachers and other adults at this school feel responsible to help all students achieve their full potential.	1%	1%	4%	16%	45%	33%
24. Students come to school ready to learn.	4%	10%	18%	37%	25%	6%
25. Students willingly participate in classroom lessons.	2%	4%	10%	31%	40%	13%
26. Students put forth the effort required to learn the material.	4%	10%	17%	37%	26%	6%

C. INSTRUCTIONAL ENVIRONMENT

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
27. The physical environment of my classroom supports my teaching and my students' learning.	2%	4%	7%	16%	42%	29%
28. I have adequate space to work productively.	3%	4%	7%	15%	41%	30%
29. My school provides me with sufficient access to appropriate instructional materials.	2%	4%	7%	20%	42%	24%
30. I have the support I need to incorporate technology into my instruction.	3%	5%	7%	18%	38%	29%

3. SCHOOL AND COMMUNITY SUPPORTS

A. SCHOOL LEADERSHIP

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
31. I feel respected by this school's administrators.	4%	4%	6%	14%	35%	37%
32. I feel comfortable raising issues and concerns that are important to me with school administrators.	7%	7%	9%	19%	32%	27%
33. I trust this school's administrators to do what they say they will do.	5%	6%	9%	19%	34%	27%
34. This school's administrators support the professional development of staff.	2%	3%	4%	16%	41%	34%
35. This school's administrators support teachers' efforts to maintain discipline in the classrooms.	7%	7%	10%	20%	33%	23%
36. This school's administrators communicate a clear vision for this school.	4%	5%	7%	18%	37%	29%
37. Teachers and other staff have a shared vision for this school.	2%	4%	8%	23%	41%	21%
38. This school's administrators understand how children learn.	3%	4%	7%	19%	40%	28%
39. This school's administrators set high expectations for all students.	3%	4%	7%	17%	38%	31%

B. TEACHER EVALUATION

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
40. Teacher performance is assessed objectively.	3%	4%	7%	19%	45%	23%
41. Teachers receive feedback that can help them improve their teaching.	3%	5%	9%	22%	39%	22%
42. The procedures for teacher evaluation are consistent.	3%	4%	7%	17%	43%	24%

C. PROFESSIONAL DEVELOPMENT

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
43. Sufficient resources are available for professional development in my school.	3%	5%	10%	27%	39%	15%
44. Professional development is differentiated to meet the individual needs of teachers.	7%	11%	16%	27%	27%	11%
45. Follow-up is provided after professional development activities to give teachers additional support.	5%	10%	17%	30%	29%	10%
46. Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	3%	7%	12%	28%	36%	14%
47. Professional development enhances teachers' abilities to improve student learning.	3%	6%	10%	29%	37%	16%

D. DEMANDS ON TEACHERS' TIME

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
48. Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	10%	11%	16%	24%	28%	11%
49. Teachers have time available to collaborate with colleagues.	6%	10%	15%	27%	30%	12%
50. The non-instructional time provided for teachers in my school is sufficient.	12%	13%	17%	23%	26%	9%
51. Teachers have sufficient instructional time to meet the needs of all students.	5%	8%	14%	26%	35%	11%

E. 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	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
52. Students know how this school defines inappropriate behavior.	5%	8%	11%	21%	37%	17%
53. Students know there are consequences for breaking school rules.	8%	9%	13%	21%	33%	16%
54. Teachers and other adults at this school consistently enforce rules for student behavior.	7%	10%	15%	24%	31%	13%
55. When students are accused of doing something wrong, they get a chance to explain.	0%	1%	2%	16%	55%	26%
56. Students are acknowledged for positive behavior.	1%	2%	4%	18%	45%	30%
57. There are supports to help a student who consistently misbehaves develop positive behavior.	6%	9%	13%	27%	32%	14%
58. We use data to evaluate and, if needed, adjust this school's student conduct policies.	5%	8%	13%	25%	34%	15%
59. This school's rules for student behavior are effective.	9%	10%	15%	27%	29%	11%

F. NEW TEACHER SUPPORT

Indicate whether new teachers are provided the following supports at your school. Mark one response per line.

	Yes	No	Do not know
60. Formally assigned a mentor	82%	4%	14%
61. Reduced workload	8%	57%	34%
62. Release time to observe other teachers	34%	29%	37%
63. Formal time to meet with mentor during school hours	34%	31%	34%

G. RELATIONSHIPS WITH PARENTS/GUARDIANS

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
64. Teachers and other adults provide useful information to parents and guardians to support their children's learning at home.	1%	2%	5%	25%	47%	21%
65. Teachers and other adults help parents and guardians teach healthy social and emotional skills.	3%	8%	14%	31%	32%	12%
66. This school maintains clear, two-way communication with parents and guardians.	1%	2%	5%	23%	46%	23%
67. This school does a good job of encouraging parent/guardian involvement.	1%	3%	6%	24%	41%	24%
68. Parents and guardians help their children achieve the educational goals of the school, both academic and behavioral.	4%	10%	18%	36%	23%	8%

4. SAFETY

A. CONCERNS ABOUT SAFETY

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

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
69. I am treated with respect by students at this school.	3%	5%	8%	22%	41%	21%
70. I feel safe at this school.	2%	3%	5%	14%	44%	32%
71. I feel there is adequate security in this school.	5%	6%	9%	19%	39%	22%

B. PREVALENCE OF BULLYING

What is bullying? **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	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
72. Bullying is a problem at this school.	9%	30%	23%	25%	9%	3%
73. Students at this school are bullied about their race or ethnicity.	17%	40%	22%	14%	5%	1%
74. Students at this school are bullied about their clothing or physical appearance.	12%	31%	20%	25%	9%	3%
75. Students at this school are bullied about their sexual orientation.	21%	39%	19%	14%	5%	2%
76. Students at this school are bullied about their disability.	23%	39%	20%	13%	4%	1%

5. SUMMARY

77. Overall, my school is a good place to work and learn.

- 4% Strongly Disagree
- 3% Disagree
- 5% Somewhat Disagree
- 16% Somewhat Agree
- 41% Agree
- 30% Strongly Agree

78. Which of the following best describes your immediate professional plans?

- 82% Continue teaching at my current school
- 5% Continue teaching in this division but leave this school
- 3% Continue teaching in this state but leave this division
- 1% Continue teaching in a state other than Virginia
- 3% Continue working in education but pursue a non-teaching position
- 2% Leave education to retire
- 2% Leave education to work in a non-education field
- 1% Leave education for other reasons

6. DEMOGRAPHICS

79. Are you male or female? *Mark one.*

18% Male 82% Female

80. What is the best description of your race? *If you are multi-racial, mark all that apply.*

1% American Indian or Alaska Native
 2% Asian
 9% Black or African American
 0% Native Hawaiian or Pacific Islander
 84% White
 13% Other Race

81. Is your ethnic background Hispanic or Latino? *Mark one.*

4% Yes 96% No

82. Which subjects are you teaching this year? *Mark one response per line.*

	Percent
Bilingual/English language learners/English as a Second Language	11%
Career and technical education	5%
Early childhood education	7%
Elementary education	43%
English Language Arts	39%
Fine Arts (e.g., art, dance, music, theatre)	6%
Foreign language	3%
Health/physical education	6%
History/social studies/civics/geography	31%
Mathematics	38%
Science	33%
Special education	23%
Other	5%

83. Which grades are you teaching this year? *Mark all that apply.*

PK	K	1 st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th	11 th	12 th
4%	15%	16%	16%	17%	17%	16%	13%	12%	12%	21%	23%	23%	22%

84. How many years have you worked at this school? *Mark one.*

1-3 years	4-10 years	11-20 years	More than 20 years
36%	33%	23%	9%