

**2019 Virginia Working Conditions Survey**  
Staff Version

Statewide

This report contains the average statewide responses to the 2019 Virginia Staff 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 staff with supporting working conditions.

91% of schools participated. This report summarizes the survey responses of 19,588 staff.

**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?
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2. What is your primary role in this school?

- 10% Administrator (e.g., principal or assistant principal)
- 36% Instructional Aide / Teacher's Aide / Para-educator
- 6% Subject Specialist (e.g. reading specialist, mathematics specialist)
- 9% School Counselor
- 4% School Nurse
- 1% School Psychologist
- 2% School Resource Officer or Security Officer
- 3% Library Media Specialist
- 1% School Social Worker
- 27% Other non-instructional role

**1. PROFESSIONALISM**

**A. STAFF COLLEGIALITY**

**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
3. I feel respected by teachers and other adults at this school.	2%	2%	4%	15%	39%	37%
4. Teachers and other adults at this school support one another to meet the needs of all students.	1%	2%	4%	18%	42%	32%
5. Teachers and other adults at this school trust one another at this school.	2%	4%	6%	23%	42%	23%
6. Teachers and other adults at this school collaborate to make this school run effectively.	1%	2%	4%	18%	42%	33%
7. Teachers and other adults at this school have taught me things that have helped me do my job better.	1%	2%	3%	16%	40%	37%

**2. TEACHING, INSTRUCTION, AND STUDENT SUPPORT**

**A. ACADEMIC EXPECTATIONS**

**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
8. Teachers and other adults at this school expect students to succeed.	0%	0%	2%	9%	44%	45%
9. Teachers and other adults at this school provide students the support they need to succeed.	0%	1%	3%	14%	46%	36%
10. Teachers and other adults at this school feel responsible to help all students achieve their full potential.	1%	1%	3%	13%	44%	39%
11. Students come to school ready to learn.	2%	4%	11%	37%	36%	11%
12. Students willingly participate in classroom lessons.	1%	2%	6%	31%	46%	14%
13. Students put forth the effort required to learn the material.	1%	4%	9%	36%	39%	10%

**B. WORKSPACE 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
14. The physical environment of my workspace supports my work responsibilities.	2%	3%	5%	14%	42%	35%
15. I have adequate space to work productively.	2%	3%	5%	12%	39%	39%
16. My school provides me with sufficient access to appropriate supplies and materials.	1%	2%	4%	13%	42%	37%
17. I have the support I need to incorporate technology into my work responsibilities.	1%	3%	5%	14%	43%	34%

**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
18. I feel respected by this school’s administrators.	2%	2%	4%	11%	33%	48%
19. I feel comfortable raising issues and concerns that are important to me with school administrators.	4%	4%	6%	14%	34%	38%
20. I trust this school’s administrators to do what they say they will do.	3%	3%	5%	14%	35%	40%
21. This school’s administrators support the professional development of staff.	1%	2%	3%	11%	39%	43%
22. This school’s administrators support teachers’ efforts to maintain discipline in the classrooms.	3%	4%	6%	15%	36%	35%
23. This school’s administrators communicate a clear vision for this school.	2%	3%	4%	13%	38%	39%
24. Teachers and other staff have a shared vision for this school.	1%	2%	5%	19%	45%	28%
25. This school’s administrators understand how children learn.	1%	2%	3%	12%	41%	41%
26. This school’s administrators set high expectations for all students.	1%	2%	3%	12%	40%	42%

**B. STAFF 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
27. Staff performance is assessed objectively.	2%	2%	5%	16%	46%	29%
28. Staff receive feedback that can help them improve their performance.	2%	3%	6%	17%	44%	28%
29. The procedures for staff evaluation are consistent.	2%	3%	5%	15%	46%	30%

**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
30. Sufficient resources are available for professional development in my school.	2%	3%	7%	22%	44%	23%
31. Professional development is differentiated to meet the individual needs of staff.	2%	5%	9%	24%	40%	20%
32. Follow-up is provided after professional development activities to give staff additional support.	2%	4%	9%	25%	41%	18%
33. Professional development provides ongoing opportunities for staff to work with colleagues to refine work practices.	1%	3%	6%	20%	45%	25%
34. Professional development enhances staff members' abilities to better meet student needs.	1%	2%	5%	20%	45%	27%

**D. 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
35. Students know how this school defines inappropriate behavior.	2%	4%	6%	17%	42%	28%
36. Students know there are consequences for breaking school rules.	4%	4%	7%	17%	39%	29%
37. Teachers and other adults at this school consistently enforce rules for student behavior.	4%	5%	10%	22%	38%	22%
38. When students are accused of doing something wrong, they get a chance to explain.	0%	1%	2%	11%	49%	36%
39. Students are acknowledged for positive behavior.	1%	1%	3%	13%	43%	39%
40. There are supports to help a student who consistently misbehaves develop positive behavior.	2%	4%	8%	21%	40%	25%
41. We use data to evaluate and, if needed, adjust this school's student conduct policies.	2%	4%	9%	23%	42%	21%
42. This school's rules for student behavior are effective.	5%	6%	10%	24%	37%	18%

**E. 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
43. Teachers and other adults provide useful information to parents and guardians to support their children's learning at home.	1%	1%	3%	19%	49%	26%
44. Teachers and other adults help parents and guardians teach healthy social and emotional skills.	1%	3%	8%	26%	42%	20%
45. This school maintains clear, two-way communication with parents and guardians.	1%	1%	4%	17%	47%	30%
46. This school does a good job of encouraging parent/guardian involvement.	1%	2%	4%	18%	45%	31%
47. Parents and guardians help their children achieve the educational goals of the school, both academic and behavioral.	2%	5%	13%	35%	32%	13%

**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
48. I am treated with respect by students at this school.	2%	2%	5%	16%	42%	33%
49. I feel safe at this school.	1%	2%	3%	12%	40%	42%
50. I feel there is adequate security in this school.	3%	4%	7%	17%	38%	31%

**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
51. Bullying is a problem at this school.	14%	35%	21%	20%	7%	3%
52. Students at this school are bullied about their race or ethnicity.	24%	42%	19%	11%	3%	1%
53. Students at this school are bullied about their clothing or physical appearance.	19%	35%	18%	19%	6%	2%
54. Students at this school are bullied about their sexual orientation.	28%	41%	16%	10%	3%	1%
55. Students at this school are bullied about their disability.	32%	40%	16%	9%	3%	1%

**5. SUMMARY**

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

- 4% Strongly Disagree
- 2% Disagree
- 3% Somewhat Disagree
- 11% Somewhat Agree
- 38% Agree
- 42% Strongly Agree

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

- 89% Continue working at my current school
- 5% Continue working in this division but leave this school
- 2% Continue working in education in this state but leave this division
- 1% Continue working in education but in a state other than Virginia
- 2% Leave education to retire
- 2% Leave education to work in a non-education field
- 1% Leave education for other reasons

**6. DEMOGRAPHICS**

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

- 12% Male
- 88% Female

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

- 1% American Indian or Alaska Native
- 3% Asian
- 15% Black or African American
- 0% Native Hawaiian or Pacific Islander
- 76% White
- 27% Other Race

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

- 5% Yes
- 95% No

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

- 40% 1-3 years
- 32% 4-10 years
- 21% 11-20 years
- 7% More than 20 years