

**Statewide Snapshot Report**  
**2021 Virginia School Survey of Climate and Working Conditions**  
Non-Licensed Staff 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 working conditions topics (in **BOLD CAPS** below). These topics do not appear in the online survey.*

Instructions for classroom instructors and other school staff members:

This survey is being given to three groups of education professions working in Virginia’s public schools:

1. Classroom instructors (teachers and teacher’s aides and assistants) whose primary job responsibility is interacting with students in classroom settings;
2. School staff members whose primary job responsibility is interacting with students external to the classroom settings and who hold a state professional license, such as a Collegiate Professional License, a Postgraduate Professional License, or a Pupil Personnel Services License; and,
3. At a school’s discretion, school staff members who do not hold a state professional license whose primary job responsibility is not interacting with students in classroom settings.

All classroom instructors 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 you 20-25 minutes to complete.

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? \_\_\_\_\_**

**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?
2. Are you taking this survey as part of the Virginia School Survey of Climate and Working Conditions or are you simply looking over it? *Mark one.*  
100% I’m taking this survey. Please include my responses in summary reports.  
Excluded I’m just looking the survey over. Please do not include my responses in any summary report.
3. What is your primary role in this school? *Mark one.*  
0% Other licensed personnel  
100% Other non-licensed personnel

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

- 80% In-person
- 43% Remotely from the school building
- 32% Remotely from somewhere else

**SECTION II: PROFESSIONAL ROLE AT SCHOOL**

5. Which department most closely aligns with your professional role at this school?

	<i>Mark one.</i>
Assessment/testing	1%
Athletics	1%
Community and family engagement	3%
Custodial and facilities	13%
Health services	2%
Information and technology services	3%
Learning specialists/coaches	1%
Library and media	3%
School administration	3%
School nutrition	11%
School office support	43%
School safety	4%
Special education support	2%
Special programs	1%
Student support services (counseling, psychology, and social work)	4%
Transportation	1%
Other	1%
Substitute teacher and the like	3%

**SECTION III: TEACHING AND LEARNING ENVIRONMENT**

**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
6. School staff members trust one another at this school.	2%	2%	5%	19%	42%	30%
7. My professional role is respected under current policies.	2%	2%	5%	15%	43%	32%
8. Current policies are improving our education system.	2%	4%	8%	25%	41%	21%
9. Staff work well with one another at this school.	1%	1%	3%	14%	42%	38%
10. There is a strong sense of mutual support among the staff at this school.	2%	2%	4%	16%	40%	36%
11. I feel respected by colleagues at this school.	2%	2%	3%	14%	40%	39%

**B. PHYSICAL 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
12. The physical environment of my workspace supports my work responsibilities.	1%	2%	3%	10%	45%	40%
13. I have adequate space to work productively.	1%	2%	3%	9%	43%	43%
14. The school building is clean and comfortable.	1%	2%	4%	12%	37%	45%
15. I have the support I need to incorporate technology into my work responsibilities.	1%	1%	3%	11%	45%	39%

**C. STUDENT ENGAGEMENT**

**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. Students generally like this school.	1%	1%	2%	13%	54%	30%
17. Students are proud to be at this school.	1%	1%	3%	16%	50%	29%
18. Students come to school ready to learn.	1%	2%	5%	26%	48%	18%
19. Students are engaged in classroom lessons.	1%	1%	4%	21%	52%	21%

**D. 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	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
20. Students at this school care about other students.	1%	1%	3%	21%	53%	21%
21. Students at this school get along well with other students.	<1%	1%	3%	20%	55%	20%
22. Students at this school treat other students with respect.	1%	1%	4%	23%	52%	20%
23. Students at this school treat me with respect.	<1%	1%	1%	11%	51%	35%

**E. 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	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
24. Adults at this school care about students.	<1%	<1%	1%	6%	37%	56%
25. Adults at this school treat students with respect.	<1%	<1%	1%	9%	44%	46%
26. Adults at this school want students to do well.	<1%	<1%	<1%	4%	35%	60%
27. Adults at this school listen to what students have to say.	<1%	<1%	2%	11%	47%	39%
28. Adults at this school recognize and value each individual's cultural background.	1%	1%	2%	11%	44%	40%
29. Adults at this school provide supports and services that reflect students' cultural backgrounds, ethnicities, and identities.	1%	1%	2%	11%	45%	40%

**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	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
30. I have sufficient resources for professional development.	2%	4%	6%	18%	48%	22%
31. The professional development I receive meets my needs.	2%	3%	6%	19%	48%	21%
32. Professional development provides ongoing opportunities for me to work with colleagues to refine my practice.	2%	3%	6%	19%	48%	22%
33. I receive follow-up after professional development activities to give me additional support.	2%	5%	8%	22%	45%	19%
34. Professional development enhances my ability to meet student needs.	1%	2%	4%	18%	51%	23%

**B. 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. Adults at this school understand the rules for student behavior.	1%	1%	2%	11%	51%	35%
36. The rules for student behavior are effective at this school.	1%	2%	5%	17%	48%	26%
37. We use data to evaluate and, if needed, adjust this school’s student conduct policies.	1%	2%	5%	18%	52%	23%
38. If a student breaks a school rule, the student’s behavior is addressed consistently.	1%	3%	6%	17%	47%	26%
39. This school’s use of suspensions or expulsions to manage student behavior is effective.	2%	3%	7%	21%	46%	21%
40. Students know which behaviors are against school rules.	<1%	1%	2%	11%	53%	33%
41. Students know there are consequences for breaking school rules.	1%	2%	4%	12%	48%	32%
42. Students are recognized for positive behavior.	<1%	<1%	2%	11%	46%	41%
43. When students are accused of doing something wrong, they get a chance to explain.	<1%	<1%	1%	10%	53%	35%
44. There are supports to help students who misbehave develop positive behavior.	1%	1%	3%	14%	51%	30%
45. I feel equipped to successfully handle incidents of racially motivated behaviors.	1%	3%	5%	20%	47%	23%
46. I feel equipped to successfully handle incidents of bullying.	1%	2%	5%	19%	49%	25%
47. This school’s administrators support me when I have concerns about student behavior.	1%	1%	3%	11%	46%	38%

**C. PARENTAL INVOLVEMENT**

**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 make an effort to know the parents/guardians of students at this school.	1%	2%	3%	15%	43%	36%
49. This school supports my efforts to have positive relationships with parents/guardians.	1%	1%	2%	11%	48%	38%
50. This school does a good job of encouraging parent/guardian involvement.	1%	1%	2%	11%	45%	40%
51. Parents/guardians and I share common academic and behavior expectations for their children.	1%	2%	5%	20%	48%	24%

**D. 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
52. I feel respected by this school’s administrators.	2%	2%	3%	10%	37%	47%
53. I feel comfortable raising issues and concerns that are important to me with school administrators.	2%	2%	4%	11%	40%	41%
54. I trust this school’s administrators to do what they say they will do.	2%	2%	3%	11%	39%	43%
55. The procedures for staff evaluation are consistent.	1%	2%	4%	12%	49%	33%
56. Staff performance is assessed objectively.	1%	1%	3%	13%	49%	32%
57. Staff receive feedback that can help them improve their performance.	1%	2%	3%	13%	48%	33%
58. This school’s administrators communicate a clear vision for this school.	1%	1%	3%	10%	42%	43%
59. This school’s administrators understand how children learn.	1%	<1%	1%	8%	45%	45%
60. This school’s administrators set high expectations for all students.	1%	1%	2%	10%	45%	42%
61. Staff are treated fairly regardless of their race, ethnicity, or culture.	1%	1%	2%	9%	40%	48%
62. My school is committed to providing an inclusive environment for individuals from varied racial, ethnic, and cultural backgrounds.	1%	1%	2%	9%	44%	44%
63. Staff and administrators have a shared vision for this school.	1%	1%	3%	12%	45%	38%

**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	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
64. I feel safe at this school.	1%	1%	2%	10%	41%	44%
65. I feel there is adequate security in this school.	2%	3%	5%	15%	40%	35%
66. 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.	1%	1%	1%	6%	44%	48%
67. I have been adequately informed about the threat assessment process in my building.	1%	2%	4%	11%	44%	38%

**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
68. Bullying is a problem at this school.	31%	38%	15%	10%	4%	1%
69. Students at this school are bullied about their race or ethnicity.	33%	40%	14%	8%	4%	1%
70. Students at this school are bullied about their sexual orientation.	33%	41%	14%	8%	3%	1%
71. Students at this school are bullied about their clothing or physical appearance.	29%	37%	15%	12%	5%	2%
72. Students at this school are bullied about their disability.	37%	41%	12%	6%	3%	1%

**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
73. Adults at this school bully students.	57%	31%	5%	3%	3%	2%
74. Students ask for help from adults if there is a problem with another student.	2%	2%	5%	23%	48%	21%
75. Adults at this school take action to solve the problem when students report bullying.	2%	1%	2%	12%	46%	37%

**C. STUDENT AGGRESSION**

**Have any of the following happened to you personally at school this year? This includes school events like field trips, school dances, and sports events. Mark one response per line.**

	No	One Time	More than Once	Many Times
76. A student stole or damaged my personal property.	97%	2%	1%	<1%
77. A student threatened to harm me.	96%	2%	1%	<1%
78. A student physically attacked, pushed, or hit me.	97%	2%	1%	<1%
79. A student said rude or insulting things to me.	82%	8%	8%	2%
80. A student threatened me with a weapon.	99%	<1%	<1%	<1%

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

- 6% Yes
- 59% No
- 35% Do not know

82. (Asked only of those that respond “Yes” to question 81.) Have gangs caused problems at your school this year (e.g., fights, sale of drugs)? *Mark one.*

- 25% Yes
- 75% No
- 0% Do not know

**D. SCHOOL RESOURCE OFFICER**

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

- 70% Yes
- 19% No
- 11% I do not know



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

<i>(Only asked if respondent answered “Yes” to the question 83.)</i>	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
84. The school resource officer (SRO) makes me feel safe at this school.	1%	3%	3%	15%	37%	41%
85. The school resource officer (SRO) makes a positive contribution to our school.	2%	2%	3%	14%	37%	43%

**SECTION VI: SUMMARY**

86. Overall, my school is a good place to work and learn. *(Mark one.)*

- 5% Strongly Disagree
- 1% Disagree
- 1% Somewhat Disagree
- 8% Somewhat Agree
- 36% Agree
- 49% Strongly Agree

87. Over the last two years, the **working conditions for staff** in this school have... *(Mark one.)*

- 2% become much worse.
- 6% become somewhat worse.
- 32% stayed about the same.
- 14% become somewhat better.
- 25% become much better.
- 21% I have no opinion.

88. *(Asked only of respondents not choosing “stayed about the same” or “I have no opinion” to question 87.)* To what extent do you think your school’s response to COVID-19 contributed to this change in **working conditions for staff**? *Mark one.*

- 10% Not at all
- 12% Very little
- 30% Some
- 42% Very much
- 5% It is the only reason.

89. Over the last two years, the **overall climate for students** in this school has... (*Mark one.*)

- 1% become much worse.
- 5% become somewhat worse.
- 35% stayed about the same.
- 16% become somewhat better.
- 19% become much better.
- 23% I have no opinion.

90. (*Asked only of respondents not choosing “stayed about the same” or “I have no opinion” to question 89.*) To what extent do you think your school’s response to COVID-19 contributed to this change in the **school climate for students**? *Mark one.*

- 9% Not at all
- 11% Very little
- 32% Some
- 43% Very much
- 5% It is the only reason.

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

- 90% Continue working at my current school
- 3% Continue working in this division but leave this school
- 1% Continue working in education in this state but leave this division
- <1% Continue working in education but in a state other than Virginia
- 3% Leave education to retire
- 2% Leave education to work in a non-education field
- 1% Leave education for other reasons

**SECTION VII: CONCLUDING QUESTIONS**

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

- 16% Male
- 84% Female
- 1% Prefer to self-describe: \_\_\_\_\_

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

- 2% American Indian or Alaska Native
- 3% Asian
- 23% Black or African American
- <1% Native Hawaiian or Pacific Islander
- 70% White
- 6% Other Race: \_\_\_\_\_

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

9% Yes

91% No

95. How many years have you worked in this school (including the current school year)? *Mark one.*

35% 1-3 years

32% 4-10 years

22% 11-20 years

11% More than 20 years

**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
96. My division's response to the pandemic was well communicated with staff.	4%	4%	7%	18%	40%	28%
97. My division's overall response to the pandemic was appropriate given the circumstances.	4%	4%	6%	18%	42%	26%
98. I felt comfortable about returning to school this year after the COVID-19 closures.	9%	8%	10%	20%	31%	22%
99. I have sufficient resources to meet any additional student needs as a result of COVID-19.	3%	4%	6%	21%	21%	23%

  

	Yes	No	Do not know
100. The results of the 2019 Virginia Working Conditions Survey have been made readily available to the staff at this school.	27%	9%	64%
101. The results of previous climate surveys have been made readily available to the staff at this school.	25%	7%	67%