

2021 Virginia School Survey of Climate and Working Conditions
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. Please select your division and school from the list provided.
[Dropdown menu of divisions that then populates a list of schools within the division chosen]
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.*
 - I’m taking this survey. Please include my responses in summary reports.
 - 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.*
 - Teacher [*These respondents will be redirected to the Teacher Virginia School Survey.*]
 - Teacher’s Assistant, Teaching Assistant, Teacher’s Aide, Instructional Aide, Para-educator, Para-Professional [*These respondents will be redirected to the Teacher Virginia School Survey.*]
 - Other licensed personnel
 - Other non-licensed personnel

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

- In-person
- Remotely from the school building
- 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	<input type="radio"/>
Athletics	<input type="radio"/>
Community and family engagement	<input type="radio"/>
Custodial and facilities	<input type="radio"/>
Health services	<input type="radio"/>
Information and technology services	<input type="radio"/>
Learning specialists/coaches	<input type="radio"/>
Library and media	<input type="radio"/>
School administration	<input type="radio"/>
School nutrition	<input type="radio"/>
School office support	<input type="radio"/>
School safety	<input type="radio"/>
Special education support	<input type="radio"/>
Special programs	<input type="radio"/>
Student support services (counseling, psychology, and social work)	<input type="radio"/>
Transportation	<input type="radio"/>
Other	<input type="radio"/>

Please specify: _____

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. My professional role is respected under current policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Current policies are improving our education system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Staff work well with one another at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. There is a strong sense of mutual support among the staff at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I feel respected by colleagues at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. 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"/>
14. 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"/>
15. I have the support I need to incorporate technology into my work responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. 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"/>
18. 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"/>
19. Students are engaged in classroom lessons.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. 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"/>
22. 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"/>
23. Students 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"/>

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. 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"/>
26. 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"/>
27. 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"/>
28. 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"/>
29. Adults at this school provide supports and services that reflect students' 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	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
30. I have sufficient resources for professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. 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"/>
32. 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"/>
33. 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"/>
34. 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. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. 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"/>
37. 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"/>
38. 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"/>
39. 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"/>
40. 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"/>
41. 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"/>
42. Students are recognized for positive behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. 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"/>
44. 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"/>
45. 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"/>
46. 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"/>
47. 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"/>

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. This school supports my efforts to have positive relationships with parents/guardians.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. This school does a good job of encouraging parent/guardian involvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. Parents/guardians and I share common academic and behavior expectations for their children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. 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"/>
54. 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"/>
55. The procedures for staff evaluation are consistent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. Staff performance is assessed objectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57. Staff receive feedback that can help them improve their performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58. 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"/>
59. 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"/>
60. 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"/>
61. 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"/>
62. 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"/>
63. Staff 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	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
64. I feel safe at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65. I feel there is adequate security in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
67. 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

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
69. 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"/>
70. 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"/>
71. Students at this school are bullied about their clothing or physical appearance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
72. 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	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
73. Adults at this school bully students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
74. 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"/>
75. 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"/>

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
77. A student threatened to harm me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
78. A student physically attacked, pushed, or hit me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
79. A student said rude or insulting things to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
80. A student threatened me with a weapon.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- Yes
- No
- 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.*

- Yes
- No

D. SCHOOL RESOURCE OFFICER

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

- Yes
- No

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
85. 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"/>

SECTION VI: SUMMARY

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

- Strongly Disagree
- Disagree
- Somewhat Disagree
- Somewhat Agree
- Agree
- Strongly Agree

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

- become much worse.
- become somewhat worse.
- stayed about the same.
- become somewhat better.
- become much better.
- 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 staff members' working condition? *Mark one.*

- Not at all
- Very little
- Some
- Very much
- It is the only reason.

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

- become much worse.
- become somewhat worse.
- stayed about the same.
- become somewhat better.
- become much better.
- 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.*

- Not at all
- Very little
- Some
- Very much
- It is the only reason.

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

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

SECTION VII: CONCLUDING QUESTIONS

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

- Male
- Female
- Prefer to self-describe: _____

93. 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: _____

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

- Yes
- No

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

- 1-3 years
- 4-10 years
- 11-20 years
- 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
97. 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"/>
98. I felt comfortable about returning to school this year after the COVID-19 closures.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
99. I have sufficient resources to meet any additional student 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"/>

	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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
101. The results of previous climate surveys have been made readily available to the staff at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>