



# COMMONWEALTH of VIRGINIA

James F. Lane, Ed.D.  
Superintendent of Public Instruction

DEPARTMENT OF EDUCATION  
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January 7, 2019

The Honorable S. Chris Jones, Chairman  
House Appropriations Committee  
P.O. Box 5059  
Suffolk, Virginia 23435

The Honorable R. Steven Landes, Chairman  
House Education Committee  
P.O. Box 12  
Verona, Virginia 24482

The Honorable Thomas K. Norment, Jr.,  
Co-Chairman  
Senate Finance Committee  
P.O. Box 6205  
Williamsburg, Virginia 23188

The Honorable Emmett W. Hanger, Jr.,  
Co-Chairman  
Senate Finance Committee  
P.O. Box 2  
Mount Solon, VA 22843

The Honorable Stephen D. Newman,  
Chairman  
Education and Health Committee  
P.O. Box 480  
Forest, Virginia 24551

Dear Delegates Jones and Landes and Senators Norment, Hanger, and Newman:

I am pleased to submit this memorandum summarizing the progress the Virginia Department of Education has made to implement a state-wide school personnel survey pursuant to Item 134.H. of Chapter 2, 2018 Special Session I Virginia Acts of Assembly. The language in the appropriation act states that the Department shall report annually on the results of any school personnel survey.

The Department is fortunate to have a robust partnership with the Center on Education Policy and Workforce Competitiveness (EdPolicyWorks) at the University of Virginia, and leveraged this partnership and existing federal grant funds to develop teacher and staff working conditions surveys tailored to Virginia's educator workforce needs during the summer of 2018. The surveys measure teacher and staff perceptions across four domains: professionalism;

The Honorable S. Chris Jones  
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The Honorable Stephen D. Newman  
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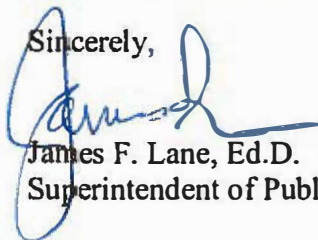
teaching, instruction, and students supports; school and community supports; and safety. Review copies of the surveys are enclosed.

The Department will administer these surveys to licensed personnel in all Virginia public elementary and secondary schools from January 7 through March 15, 2019. We are working closely with division and school staff to ensure all licensed personnel have an opportunity to complete the survey.

Schools and divisions will be provided aggregate survey results within two weeks of completing the survey, allowing school leadership an opportunity to implement changes to working conditions in a timely manner. Divisions will also receive reports comparing their local results to region- and state-level aggregate data.

If you have questions or require additional information, please contact Dr. Jennifer Piver-Renna, Director of Research, at (804) 225-3069 or [jennifer.piver-renna@doe.virginia.gov](mailto:jennifer.piver-renna@doe.virginia.gov).

Sincerely,



James F. Lane, Ed.D.  
Superintendent of Public Instruction

JFL/JPR

Attachments

c: The Honorable Atif Qarni  
Secretary of Education

## 2019 Virginia Working Conditions Survey

Teacher 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 Teachers:

This survey is being given to teachers whose primary job responsibility is interacting with students in classroom settings. All teachers 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 positive working conditions for professionals working 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.

The survey should take about 15-20 minutes to complete.

In order to access the online survey, you must enter the unique password for the teacher survey which was assigned to your school. Your principal, or your principal's designee, will have this password for you. All teachers at the same school will have the same password, so you will not be identified by this password. It is important that you submit only one completed survey for each school at which you work. The researchers for this survey are obligated to protect your identity.

**What is your password for taking this survey?** \_\_\_\_\_

1. Are you a teacher in this school? [NOTE: If "No" is selected, the respondent will be redirected to the staff version of the Virginia Working Conditions Survey.]
- Yes
- No

### 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
2. Teachers are 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"/>
3. Teachers are relied upon to make decisions about educational issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Teachers engage in collaborative problem solving in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Teachers are effective leaders in this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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
6. 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"/>
7. 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"/>
8. 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"/>
9. Current policies convey confidence in my ability to do well at my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. My role as an educator is respected under current policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. I feel that policy directives are improving our education system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**C. 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
12. I feel respected 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"/>
13. Teachers and other adults at this school support one another to meet the needs of all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Teachers and other adults at this school trust one another.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Teachers and other adults at this school collaborate to make this school run effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Teachers and other adults at this school have taught me things that have helped me do my job better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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
17. Teachers and other adults 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"/>
18. Teachers and other adults 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"/>
19. Teachers and other adults 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"/>
20. Teachers and other adults at this school encourage students to share their ideas about what they are studying in class.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Teachers and other adults 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"/>

**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
22. Teachers and other adults at this school expect students to succeed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Teachers and other adults at this school provide students the support they need to succeed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Teachers and other adults at this school feel responsible to help all students achieve their full potential.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. 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"/>
26. Students willingly participate in classroom lessons.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. Students put forth the effort required to learn the material.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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
28. 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"/>
29. 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"/>
30. My school provides me with sufficient access to appropriate instructional materials.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. 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"/>

**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
32. 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"/>
33. 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"/>
34. 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"/>
35. This school's administrators support the professional development of staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. This school's administrators support teachers' efforts to maintain discipline in the classrooms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. 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"/>
38. Teachers and other staff 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"/>
39. 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"/>
40. 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"/>

**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
41. Teacher performance is assessed objectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Teachers receive feedback that can help them improve their teaching.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. 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"/>

**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
44. Sufficient resources are available for professional development in my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. Professional development is differentiated to meet the individual needs of teachers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. Follow-up is provided after professional development activities to give teachers additional support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. Professional development enhances teachers' abilities to improve student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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
49. Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. Teachers have time available to collaborate with colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. The non-instructional time provided for teachers in my school is sufficient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. Teachers have sufficient instructional time to meet the needs of all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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
53. Students know how this school defines inappropriate behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. 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"/>
55. Teachers and other adults at this school consistently enforce rules for student behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. 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"/>
57. Students are acknowledged for positive behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58. There are supports to help a student who consistently misbehaves develop positive behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
59. 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"/>
60. This school's rules for student behavior are effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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
61. Formally assigned a mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
62. Reduced workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
63. Release time to observe other teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64. Formal time to meet with mentor during school hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**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
65. Teachers and other adults provide useful information to parents and guardians to support their children's learning at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
66. Teachers and other adults help parents and guardians teach healthy social and emotional skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
67. This school maintains clear, two-way communication with parents and guardians.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
68. 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"/>
69. Parents and guardians help their children achieve the educational goals of the school, both academic and behavioral.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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
70. I am treated with respect by students at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
71. I feel safe at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
72. 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"/>

**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
73. 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"/>
74. 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"/>
75. 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"/>
76. 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"/>
77. 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"/>

**5. SUMMARY**

78. Overall, my school is a good place to work and learn.
- Strongly Disagree
  - Disagree
  - Somewhat Disagree
  - Somewhat Agree
  - Agree
  - Strongly Agree
79. Which of the following best describes your immediate professional plans?
- 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

**6. DEMOGRAPHICS**

80. Are you male or female? *Mark one.*
- Male
  - Female

81. 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

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

- Yes
- No

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

	Yes	No
Bilingual/English language learners/English as a Second Language	<input type="radio"/>	<input type="radio"/>
Career and technical education	<input type="radio"/>	<input type="radio"/>
Early childhood education	<input type="radio"/>	<input type="radio"/>
Elementary education	<input type="radio"/>	<input type="radio"/>
English Language Arts	<input type="radio"/>	<input type="radio"/>
Fine Arts (e.g., art, dance, music, theatre)	<input type="radio"/>	<input type="radio"/>
Foreign language	<input type="radio"/>	<input type="radio"/>
Health/physical education	<input type="radio"/>	<input type="radio"/>
History/social studies/civics/geography	<input type="radio"/>	<input type="radio"/>
Mathematics	<input type="radio"/>	<input type="radio"/>
Science	<input type="radio"/>	<input type="radio"/>
Special education	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>

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

- |                       |                       |                       |                       |                       |                       |                       |                       |                       |                       |                       |                       |                       |                       |
|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| PK                    | K                     | 1 <sup>st</sup>       | 2 <sup>nd</sup>       | 3 <sup>rd</sup>       | 4 <sup>th</sup>       | 5 <sup>th</sup>       | 6 <sup>th</sup>       | 7 <sup>th</sup>       | 8 <sup>th</sup>       | 9 <sup>th</sup>       | 10 <sup>th</sup>      | 11 <sup>th</sup>      | 12 <sup>th</sup>      |
| <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"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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

- 1-3 years
- 4-10 years
- 11-20 years
- More than 20 years

86. Have you already submitted a completed 2019 Virginia Working Conditions Survey for this school?

- No, this will be the first 2019 survey I will submit for this school.
- Yes, I have already submitted a 2019 survey for this school.

**2019 Virginia Working Conditions Survey**  
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 Staff:

This survey is being given to school staff members (i.e., administrators, counselors, instructional aides and para-educators, subject specialists (e.g., mathematics, reading, etc.), nurses, psychologists, school resource officers, security officers, library media specialists, and social workers) whose primary job responsibility is *not* interacting with students in classroom settings. Teachers should complete the Teacher Working Conditions Survey. All staff are asked to complete the survey regardless of the grade level of the students served at their school. The purpose of the survey is to help schools create and maintain positive working conditions for professionals working 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.

The survey should take about 10-15 minutes to complete.

In order to access the online survey, you must enter the unique password for the staff survey which was assigned to your school. Your principal will have this password for you. All staff members at the same school will have the same password, so you will not be identified by this password. It is important that you submit only one completed survey for each school at which you work. The researchers for this survey are obligated to protect your identity.

**What is your password for taking this survey? \_\_\_\_\_**

1. Are you a teacher in this school? [NOTE: If “Yes” is selected, the respondent will be redirected to the teacher version of the Virginia Working Conditions Survey.]
  - Yes
  - No
  
2. What is your primary role in this school?
  - Administrator (e.g., principal or assistant principal)
  - Instructional Aide / Teacher’s Aide / Para-educator
  - Subject Specialist (e.g. reading specialist, mathematics specialist)
  - School Counselor
  - School Nurse
  - School Psychologist
  - School Resource Officer or Security Officer
  - Library Media Specialist
  - School Social Worker
  - Other non-instructional role (please specify): \_\_\_\_\_  
(If you are a teacher, please complete the teacher version of the Virginia Working Conditions Survey.)

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Teachers and other adults at this school support one another to meet the needs of all students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Teachers and other adults at this school trust one another at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Teachers and other adults at this school collaborate to make this school run effectively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Teachers and other adults at this school have taught me things that have helped me do my job better.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Teachers and other adults at this school provide students the support they need to succeed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Teachers and other adults at this school feel responsible to help all students achieve their full potential.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. 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"/>
12. Students willingly participate in classroom lessons.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Students put forth the effort required to learn the material.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. 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"/>
16. My school provides me with sufficient access to appropriate supplies and materials.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. 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"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. 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"/>
20. 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"/>
21. This school's administrators support the professional development of staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. This school's administrators support teachers' efforts to maintain discipline in the classrooms.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. 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"/>
24. Teachers and other staff 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"/>
25. 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"/>
26. 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"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. 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"/>
29. 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"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Professional development is differentiated to meet the individual needs of staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Follow-up is provided after professional development activities to give staff additional support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Professional development provides ongoing opportunities for staff to work with colleagues to refine work practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Professional development enhances staff members' abilities to better meet student needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. 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"/>
37. Teachers and other adults at this school consistently enforce rules for student behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. 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"/>
39. Students are acknowledged for positive behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. There are supports to help a student who consistently misbehaves develop positive behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. 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"/>
42. This school's rules for student behavior are effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. Teachers and other adults help parents and guardians teach healthy social and emotional skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. This school maintains clear, two-way communication with parents and guardians.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. 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"/>
47. Parents and guardians help their children achieve the educational goals of the school, both academic and behavioral.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. I feel safe at this school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. 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"/>

**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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. 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"/>
53. 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"/>
54. 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"/>
55. 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"/>

**5. SUMMARY**

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

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

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

- 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

**6. DEMOGRAPHICS**

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

- Male
- Female

59. 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

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

- Yes
- No

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

- 1-3 years
- 4-10 years
- 11-20 years
- More than 20 years

62. Have you already submitted a completed 2019 Virginia Working Conditions Survey for this school?

- No, this will be the first 2019 survey I will submit for this school.
- Yes, I have already submitted a 2019 survey for this school.