COMMONWEALTH of VIRGINIA

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DEPARTMENT OF EDUCATION
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December 20, 2019

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

The Honorable Roslyn C. Tyler,
Chair Designee
House Education Committee
25359 Blue Star Highway
Jarratt, Virginia 23867

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 Tyler and Senators Norment, Hanger, and Newman:

I am pleased to submit the enclosed report summarizing findings from the inaugural administration of a state-wide school personnel survey pursuant to Item 134.H. of Chapter 2, 2019 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 leveraged its robust partnership with the Center on Education Policy and Workforce Competitiveness (EdPolicyWorks) at the University of Virginia and existing federal grant funds to administer teacher and staff working conditions surveys during the 2018-2019 school year. The Department continues to analyze data from the surveys and provide support to school divisions to interpret survey results and develop action plans.

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.

Sincerely,

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

JFL/JPR

Attachments

c: The Honorable Atif Qarni
Secretary of Education

VIRGINIA DEPARTMENT OF EDUCATION

Report

Report on Teacher and Staff Working Conditions Surveys

Presented to:

House Appropriations Committee

House Education

Senate Finance Committee

Education and Health Committee

December 20, 2019

Virginia Department of Education

P. O. Box 2120

Richmond, Virginia 23218-2120

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AUTHORITY FOR THE SURVEY

Item 134.H of the 2019 Appropriation Act requires the Virginia Department of Education (VDOE) to develop and administer biennially a voluntary and anonymous school personnel survey to all individuals holding a license from VDOE in public elementary and secondary schools (see Appendix A for full language). Results of the survey are to be reported annually to the Chairpersons of the House Committees on Appropriations and Education and to the Senate Committees on Finance and Education and Health.

SURVEY DEVELOPMENT AND COLLECTION

For the 2018-2019 school year, VDOE leveraged an existing federal research partnership grant with the University of Virginia (UVA) to develop and administer the working conditions surveys. UVA developed parallel survey instruments for teachers and for other licensed staff based on current research and publicly available survey models. The surveys measured four domains of working conditions, listed in Table 1.

Table 1: Working Conditions Survey Content

Domain	Measures
Professionalism	Teacher Leadership Teacher Autonomy Staff Collegiality
Teaching, Instruction, and Student Support	Instructional Practices Academic Environment Instructional Environment
School and Community Supports	School Leadership Teacher Evaluation Professional Development Demands on Teachers' Time Managing Student Behavior Relationships with Parents/Guardians
Safety	Concerns about Safety Prevalence of Bullying

Given the abbreviated timeline for implementation, VDOE provided school and division personnel a brief opportunity to review the survey items and provide feedback. UVA made edits to the surveys where possible. The final surveys, one for teachers and one for staff, are publicly available on the VDOE website and included in this report as Attachments B and C.

VDOE sent instructions for survey completion to school divisions in November 2018. Schools could select any three-week window between January 7, 2019 and March 15, 2019 to complete the surveys. VDOE later extended the deadline for survey administration until March 31, 2019 to boost response rates. During survey administration, VDOE staff sent weekly emails to schools and divisions with survey reminders and updated response rates to encourage participation.

FINDINGS

Response Rates

Of the 1,804 schools that were invited to participate in the working conditions survey administration, VDOE received responses from 93.0 percent of schools for the teacher survey, and 90.8 percent of schools for the staff survey. In total, 54,207 teachers responded to the working conditions survey, representing approximately 61.9 percent of all licensed teachers in the state. Among schools with responding teachers, the average response rate by school was 68.2 percent. An additional 19,588 individuals responded to the staff survey. VDOE does not collect data on all licensed staff in school buildings, so a response rate could not be calculated for this group. Reliability and validity statistics for the teacher and staff working conditions survey are included in Appendix D.

Statewide Summary

VDOE distributed reports to schools and divisions with local summary data shortly following the completion of survey administration. Table 2 shows the statewide average response and the percent of positive responses for measures in the teacher and staff working conditions surveys. The survey scale ranged from 1 – Strongly Disagree to 6 – Strong Agree, so mean values at or above 3.5 are considered positive. In general, teachers and staff reported positive working conditions, with staff responses slightly more positive than teacher responses on most parallel measures. Teachers were most likely to disagree with items in the Demands' on Teachers Time measure, which included questions about class size, time for collaboration with peers, and amount of instructional and non-instructional time available. Teachers were most likely to agree with items in the Staff Collegiality measure (e.g., "I feel respected by teachers and other adults at this school") and in the Instructional Practices measure (e.g., "Teachers and other adults at this school encourage students to share their ideas about what they are studying in class").

Table 2: Statewide Responses to Teacher and Staff Working Conditions Survey Measures

Domain	Measure	Teacher		Staff	
		Average (Scale: 1 – Strongly Disagree to 6 – Strongly Agree)	Percent Positive	Average (Scale: 1 – Strongly Disagree to 6 – Strongly Agree)	Percent Positive
Professionalism	Teacher Leadership	4.6	83.7	N/A	N/A
	Teacher Autonomy	4.4	80.6	N/A	N/A
	Staff Collegiality	4.8	90.0	4.9	92.6
Teaching, Instruction, and Student Support	Instructional Practices	4.8	95.2	N/A	
	Academic Environment	4.6	88.7	4.8	94.1
	Instructional/Workspace Environment	4.7	87.9	5.0	92.0
School and Community Supports	School Leadership	4.6	84.8	5.0	91.9
	Teacher/Staff Evaluation	4.6	85.6	4.9	90.8
	Professional Development	4.2	76.4	4.7	88.9
	Demands on Teachers' Time	3.9	62.4	N/A	N/A
	Managing Student Behavior	4.3	77.4	4.7	88.2
	New Teacher Support	0.6*	N/A	N/A	N/A
	Relationships with Parents/Guardians	4.5	87.5	4.8	92.8
Safety	Concerns about Safety	4.6	86.5	4.9	92.0
	Prevalence of Bullying	2.7**	77.3	2.4**	84.1

**Items scored on No (0) or Yes (1) scale*

***Lower average scores indicate disagreement with statements about the high prevalence of bullying*

NEXT STEPS

UVA continues to analyze data collected from the 2018-2019 Working Conditions Surveys to examine differences across schools defined by student demographics, school type, community characteristics, and division size. In addition, UVA will examine relationships between working conditions, job satisfaction, and intentions to remain in the teaching profession.

As analyses are finalized, VDOE will make reports publicly available on its website. In addition, VDOE and UVA are providing presentations to school divisions throughout the state focused on interpretation of survey data and regional trends.

Per the 2019 Appropriation Act requirement, VDOE intends to administer the Teacher and Staff Working Conditions Surveys again in the 2020-2021 school year. However, federal funds used for the 2018-2019 survey administration are no longer available. VDOE is pursuing multiple funding options, including partnerships and grant opportunities, to continue full-scale administration of the survey. If funds are not available, the scope of the survey will likely be limited based on available VDOE capacity for administration.

APPENDICES

Appendix A

Item 134.H.

Out of the amounts in this item, the Department of Education shall develop and administer biennially to individuals holding a license from the Department in each public elementary and secondary school in the Commonwealth a voluntary and anonymous school personnel survey to evaluate school-level teaching conditions and the impact such conditions have on teacher retention and student achievement. Such survey may include questions regarding school leadership, teacher leadership, teacher autonomy, demands on teachers' time, student conduct management, professional development, instructional practices and support, new teacher support, community engagement and support, and facilities and other resources. The Superintendent of Public Instruction shall report the results of any school personnel survey to the Chairmen of the House Committees on Appropriations and Education and to the Senate Committees on Finance and Education and Health annually before the first day of each General Assembly Regular Session. The appropriation in this item meets the requirements of the second enactment of Senate Bill 456, of the 2018 General Assembly Regular Session.

Appendix B
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.]
   - O Yes
   - O 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.	O	O	O	O	O	O

3. Teachers are relied upon to make decisions about educational issues.	O	O	O	O	O	O
4. Teachers engage in collaborative problem solving in this school.	O	O	O	O	O	O
5. Teachers are effective leaders in this school.	O	O	O	O	O	O

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.	O	O	O	O	O	O
7. I control how I use my scheduled class time.	O	O	O	O	O	O
8. I set the grading and student assessment practices in my classroom.	O	O	O	O	O	O
9. Current policies convey confidence in my ability to do well at my job.	O	O	O	O	O	O
10. My role as an educator is respected under current policies.	O	O	O	O	O	O
11. I feel that policy directives are improving our education system.	O	O	O	O	O	O

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.	O	O	O	O	O	O
13. Teachers and other adults at this school support one another to meet the needs of all students.	O	O	O	O	O	O
14. Teachers and other adults at this school trust one another.	O	O	O	O	O	O
15. Teachers and other adults at this school collaborate to make this school run effectively.	O	O	O	O	O	O
16. Teachers and other adults at this school have taught me things that have helped me do my job better.	O	O	O	O	O	O

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.	O	O	O	O	O	O
18. Teachers and other adults at this school want students to think about different ways to solve problems.	O	O	O	O	O	O
19. Teachers and other adults at this school encourage students to provide constructive feedback to others.	O	O	O	O	O	O
20. Teachers and other adults at this school encourage students to share their ideas about what they are studying in class.	O	O	O	O	O	O
21. Teachers and other adults at this school often connect what students are learning to life outside the classroom.	O	O	O	O	O	O

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.	O	O	O	O	O	O
23. Teachers and other adults at this school provide students the support they need to succeed.	O	O	O	O	O	O
24. Teachers and other adults at this school feel responsible to help all students achieve their full potential.	O	O	O	O	O	O
25. Students come to school ready to learn.	O	O	O	O	O	O
26. Students willingly participate in classroom lessons.	O	O	O	O	O	O
27. Students put forth the effort required to learn the material.	O	O	O	O	O	O

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.	O	O	O	O	O	O
29. I have adequate space to work productively.	O	O	O	O	O	O
30. My school provides me with sufficient access to appropriate instructional materials.	O	O	O	O	O	O
31. I have the support I need to incorporate technology into my instruction.	O	O	O	O	O	O

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.	O	O	O	O	O	O
33. I feel comfortable raising issues and concerns that are important to me with school administrators.	O	O	O	O	O	O
34. I trust this school's administrators to do what they say they will do.	O	O	O	O	O	O
35. This school's administrators support the professional development of staff.	O	O	O	O	O	O
36. This school's administrators support teachers' efforts to maintain discipline in the classrooms.	O	O	O	O	O	O
37. This school's administrators communicate a clear vision for this school.	O	O	O	O	O	O
38. Teachers and other staff have a shared vision for this school.	O	O	O	O	O	O
39. This school's administrators understand how children learn.	O	O	O	O	O	O
40. This school's administrators set high expectations for all students.	O	O	O	O	O	O

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.	O	O	O	O	O	O
42. Teachers receive feedback that can help them improve their teaching.	O	O	O	O	O	O
43. The procedures for teacher evaluation are consistent.	O	O	O	O	O	O

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.	O	O	O	O	O	O
45. Professional development is differentiated to meet the individual needs of teachers.	O	O	O	O	O	O
46. Follow-up is provided after professional development activities to give teachers additional support.	O	O	O	O	O	O
47. Professional development provides ongoing opportunities for teachers to work with colleagues to refine teaching practices.	O	O	O	O	O	O
48. Professional development enhances teachers' abilities to improve student learning.	O	O	O	O	O	O

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.	O	O	O	O	O	O
50. Teachers have time available to collaborate with colleagues.	O	O	O	O	O	O
51. The non-instructional time provided for teachers in my school is sufficient.	O	O	O	O	O	O

52. Teachers have sufficient instructional time to meet the needs of all students.	O	O	O	O	O	O

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.	O	O	O	O	O	O
54. Students know there are consequences for breaking school rules.	O	O	O	O	O	O
55. Teachers and other adults at this school consistently enforce rules for student behavior.	O	O	O	O	O	O
56. When students are accused of doing something wrong, they get a chance to explain.	O	O	O	O	O	O
57. Students are acknowledged for positive behavior.	O	O	O	O	O	O
58. There are supports to help a student who consistently misbehaves develop positive behavior.	O	O	O	O	O	O
59. We use data to evaluate and, if needed, adjust this school's student conduct policies.	O	O	O	O	O	O
60. This school's rules for student behavior are effective.	O	O	O	O	O	O

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	O	O	O
62. Reduced workload	O	O	O
63. Release time to observe other teachers	O	O	O
64. Formal time to meet with mentor during school hours	O	O	O

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.	O	O	O	O	O	O
66. Teachers and other adults help parents and guardians teach healthy social and emotional skills.	O	O	O	O	O	O
67. This school maintains clear, two-way communication with parents and guardians.	O	O	O	O	O	O
68. This school does a good job of encouraging parent/guardian involvement.	O	O	O	O	O	O
69. Parents and guardians help their children achieve the educational goals of the school, both academic and behavioral.	O	O	O	O	O	O

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.	O	O	O	O	O	O
71. I feel safe at this school.	O	O	O	O	O	O
72. I feel there is adequate security in this school.	O	O	O	O	O	O

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.	O	O	O	O	O	O
74. Students at this school are bullied about their race or ethnicity.	O	O	O	O	O	O
75. Students at this school are bullied about their clothing or physical appearance.	O	O	O	O	O	O
76. Students at this school are bullied about their sexual orientation.	O	O	O	O	O	O
77. Students at this school are bullied about their disability.	O	O	O	O	O	O

5. SUMMARY

78. Overall, my school is a good place to work and learn.
- O Strongly Disagree
- O Disagree
- O Somewhat Disagree
- O Somewhat Agree
- O Agree
- O Strongly Agree

79. Which of the following best describes your immediate professional plans?
- O Continue teaching at my current school
- O Continue teaching in this division but leave this school
- O Continue teaching in this state but leave this division
- O Continue teaching in a state other than Virginia
- O Continue working in education but pursue a non-teaching position
- O Leave education to retire
- O Leave education to work in a non-education field
- O 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	○	○
Career and technical education	○	○
Early childhood education	○	○
Elementary education	○	○
English Language Arts	○	○
Fine Arts (e.g., art, dance, music, theatre)	○	○
Foreign language	○	○
Health/physical education	○	○
History/social studies/civics/geography	○	○
Mathematics	○	○
Science	○	○
Special education	○	○
Other	○	○

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

PK	K	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th	11th	12th
○	○	○	○	○	○	○	○	○	○	○	○	○	○

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.

Appendix C

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.]
   - O Yes
   - O No

2. What is your primary role in this school?
   - O Administrator (e.g., principal or assistant principal)
   - O Instructional Aide / Teacher's Aide / Para-educator
   - O Subject Specialist (e.g. reading specialist, mathematics specialist)
   - O School Counselor
   - O School Nurse
   - O School Psychologist
   - O School Resource Officer or Security Officer
   - O Library Media Specialist
   - O School Social Worker
   - O 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
7. I feel respected by teachers and other adults at this school.	O	O	O	O	O	O
8. Teachers and other adults at this school support one another to meet the needs of all students.	O	O	O	O	O	O
9. Teachers and other adults at this school trust one another at this school.	O	O	O	O	O	O
10. Teachers and other adults at this school collaborate to make this school run effectively.	O	O	O	O	O	O
11. Teachers and other adults at this school have taught me things that have helped me do my job better.	O	O	O	O	O	O

2. TEACHING, INSTRUCTION, AND STUDENT SUPPORT

B. 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
12. Teachers and other adults at this school expect students to succeed.	O	O	O	O	O	O
13. Teachers and other adults at this school provide students the support they need to succeed.	O	O	O	O	O	O
14. Teachers and other adults at this school feel responsible to help all students achieve their full potential.	O	O	O	O	O	O
15. Students come to school ready to learn.	O	O	O	O	O	O
16. Students willingly participate in classroom lessons.	O	O	O	O	O	O
17. Students put forth the effort required to learn the material.	O	O	O	O	O	O

C. 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
18. The physical environment of my workspace supports my work responsibilities.	O	O	O	O	O	O
19. I have adequate space to work productively.	O	O	O	O	O	O
20. My school provides me with sufficient access to appropriate supplies and materials.	O	O	O	O	O	O
21. I have the support I need to incorporate technology into my work responsibilities.	O	O	O	O	O	O

3. SCHOOL AND COMMUNITY SUPPORTS

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
22. I feel respected by this school's administrators.	O	O	O	O	O	O
23. I feel comfortable raising issues and concerns that are important to me with school administrators.	O	O	O	O	O	O
24. I trust this school's administrators to do what they say they will do.	O	O	O	O	O	O
25. This school's administrators support the professional development of staff.	O	O	O	O	O	O
26. This school's administrators support teachers' efforts to maintain discipline in the classrooms.	O	O	O	O	O	O
27. This school's administrators communicate a clear vision for this school.	O	O	O	O	O	O
28. Teachers and other staff have a shared vision for this school.	O	O	O	O	O	O
29. This school's administrators understand how children learn.	O	O	O	O	O	O
30. This school's administrators set high expectations for all students.	O	O	O	O	O	O

E. 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
31. Staff performance is assessed objectively.	O	O	O	O	O	O
32. Staff receive feedback that can help them improve their performance.	O	O	O	O	O	O
33. The procedures for staff evaluation are consistent.	O	O	O	O	O	O

F. 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
34. Sufficient resources are available for professional development in my school.	O	O	O	O	O	O
35. Professional development is differentiated to meet the individual needs of staff.	O	O	O	O	O	O
36. Follow-up is provided after professional development activities to give staff additional support.	O	O	O	O	O	O
37. Professional development provides ongoing opportunities for staff to work with colleagues to refine work practices.	O	O	O	O	O	O
38. Professional development enhances staff members' abilities to better meet student needs.	O	O	O	O	O	O

G. 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
39. Students know how this school defines inappropriate behavior.	O	O	O	O	O	O
40. Students know there are consequences for breaking school rules.	O	O	O	O	O	O
41. Teachers and other adults at this school consistently enforce rules for student behavior.	O	O	O	O	O	O
42. When students are accused of doing something wrong, they get a chance to explain.	O	O	O	O	O	O
43. Students are acknowledged for positive behavior.	O	O	O	O	O	O
44. There are supports to help a student who consistently misbehaves develop positive behavior.	O	O	O	O	O	O
45. We use data to evaluate and, if needed, adjust this school's student conduct policies.	O	O	O	O	O	O
46. This school's rules for student behavior are effective.	O	O	O	O	O	O

H. 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
47. Teachers and other adults provide useful information to parents and guardians to support their children's learning at home.	O	O	O	O	O	O
48. Teachers and other adults help parents and guardians teach healthy social and emotional skills.	O	O	O	O	O	O
49. This school maintains clear, two-way communication with parents and guardians.	O	O	O	O	O	O
50. This school does a good job of encouraging parent/guardian involvement.	O	O	O	O	O	O
51. Parents and guardians help their children achieve the educational goals of the school, both academic and behavioral.	O	O	O	O	O	O

4. Safety

I. 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
52. I am treated with respect by students at this school.	O	O	O	O	O	O
53. I feel safe at this school.	O	O	O	O	O	O
54. I feel there is adequate security in this school.	O	O	O	O	O	O

J. 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
55. Bullying is a problem at this school.	O	O	O	O	O	O
56. Students at this school are bullied about their race or ethnicity.	O	O	O	O	O	O
57. Students at this school are bullied about their clothing or physical appearance.	O	O	O	O	O	O
58. Students at this school are bullied about their sexual orientation.	O	O	O	O	O	O
59. Students at this school are bullied about their disability.	O	O	O	O	O	O

5. SUMMARY

60. Overall, my school is a good place to work and learn.
- O Strongly Disagree
- O Disagree
- O Somewhat Disagree
- O Somewhat Agree
- O Agree
- O Strongly Agree

61. Which of the following best describes your immediate professional plans?
- O Continue working at my current school
- O Continue working in this division but leave this school
- O Continue working in education in this state but leave this division
- O Continue working in education but in a state other than Virginia
- O Leave education to retire
- O Leave education to work in a non-education field
- O Leave education for other reasons

6. DEMOGRAPHICS

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

63. What is the best description of your race? *If you are multi-racial, mark all that apply.*
    - O American Indian or Alaska Native
    - O Asian
    - O Black or African American
    - O Native Hawaiian or Pacific Islander
    - O White
    - O Other Race

64. Is your ethnic background Hispanic or Latino? *Mark one.*
    - O Yes
    - O No

65. How many years have you worked at this school? *Mark one.*
    - O 1-3 years
    - O 4-10 years
    - O 11-20 years
    - O More than 20 years

66. Have you already submitted a completed 2019 Virginia Working Conditions Survey for this school?
    - O No, this will be the first 2019 survey I will submit for this school.
    - O Yes, I have already submitted a 2019 survey for this school.

Appendix D

Reliability and Validity Statistics for 2019 Virginia Teacher Working Conditions Survey[1]

Measure (# of items)	Level	Reliability [(a)]	Construct Validity [(b)]
Professionalism			
Teacher Leadership (4)	Teacher	.85	.75 to .81
	School	.87	.89 to .99
Teacher Autonomy (6)	Teacher	.88	.63 to .87
	School	.88	.73 to .99
Staff Collegiality (5)	Teacher	.92	.76 to .90
	School	.86	.98 to .99
Teaching, Instruction, and Student Support			
Instructional Practices (5)	Teacher	.90	.81 to .87
	School	.82	.94 to .98
Academic Environment (6)	Teacher	.86	.74 to .85
	School	.92	.83 to .98
Instructional Environment (4)	Teacher	.79	.66 to .82
	School	.85	.65 to .89
School and Community Supports			
School Leadership (9)	Teacher	.96	.79 to .92
	School	.91	.90 to .99
Teacher Evaluation (3)	Teacher	.90	.84 to .92
	School	.87	.96 to .99
Professional Development (5)	Teacher	.91	.80 to .89
	School	.86	.93 to 1.0
Demands on Teachers' Time (4)	Teacher	.80	.63 to .83
	School	.87	.59 to .96
Managing Student Behavior (8)	Teacher	.92	.57 to .90
	School	.92	.77 to .98
Relationships with Parents/Guardians (5)	Teacher	.86	.63 to .85
	School	.90	.83 to .98
Safety			
Concerns about Safety (3)	Teacher	.90	.59 to .98
	School	.92	.85 to 1.0
Prevalence of Bullying (5)	Teacher	.91	.80 to .88
	School	.93	.90 to .98

[(a)] Teacher level reliability measured with Cronbach alpha; school level measured by Spearman-Brown

[(b)] Construct validity coefficients measured with standardized pattern loadings

[1] Miller, L. & Sadowski, K. (2019) *Psychometric Properties of the 2019 Virginia Working Conditions Survey for Teachers and Staff.* Technical Report. University of Virginia.

Reliability and Validity Statistics for 2019 Virginia Staff Working Conditions Survey

Measure (# of items)	Level	Reliability [a]	Construct Validity [b]
Professionalism			
Staff Collegiality (5)	Staff	.91	.76 to .89
Teaching, Instruction, and Student Support			
Academic Environment (4)	Staff	.89	.77 to .82
Workplace Environment (4)	Staff	.84	.77 to .87
School and Community Supports			
School Leadership (9)	Staff	.96	.79 to .92
Staff Evaluation (3)	Staff	.94	.92 to .93
Professional Development (5)	Staff	.91	.89 to .92
Managing Student Behavior (8)	Staff	.93	.71 to .89
Relationships with Parents/Guardians (5)	Staff	.89	.74 to .87
Safety			
Concerns about Safety (3)	Staff	.81	.77 to .91
Prevalence of Bullying (5)	Staff	.92	.85 to .90

[a] Staff level reliability measured with Cronbach alpha

[b] Construct validity coefficients measured with standardized pattern loadings