

# **2023 Virginia School Survey of Climate and Working Conditions**

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## **STAFF** *Item-Level Report*



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Welcome to your school's Item-level Report for the *2023 Virginia School Survey of Climate and Working Conditions, Staff Version*. This report summarizes how your staff members responded to the survey in aggregate.

We received 17,039 staff responses to this survey which equates to a response rate of 41.5%.

As you read through the results, each question (or block of questions) will report the total number of staff members who responded (Total or N), the percentages of how the questions were answered (Percentage), and the subtotal (Count) for each response type. For example:

Option	Count	Percentage
Teacher	0	0.0%
Teacher's Assistant, etc.	0	0.0%
Other licensed personnel	7	58.3%
Other non-licensed personnel	5	41.7%

When a percentage is shown with parentheses, the number outside the parentheses represents the subtotal (count) and the number inside shows the corresponding percentage. For example, 10 (5%) means that 10 individuals from your school representing 5% of the respondents chose the option.

## Section I: General Questions

What is your professional role in this school? *Mark one.*

Option	Count	Percentage
Principal or Assistant Principal	1729	11.1%
Athletic and/or Student Activities Director	52	0.2%
Bus Driver	63	0.3%
Coordinator of Special Programs (e.g., ESL, Gifted Education, Special Education)	755	4.3%
Custodial and Facilities	664	2.9%
Library Media	1252	7.9%
Mathematics or Reading Specialist	1596	9.6%
Administrative Support Staff (e.g., secretaries and clerical staff)	2295	13.2%
Specialized Student Support Services (e.g., Counselors, Psychologists, or Social Workers)	2506	15.6%
Specialized Services for Students with Disabilities (e.g., Speech & Language, Interpreters, OT, PT, Therapeutic Recreation)	1105	6.5%
Medical and Nursing Services (e.g., school nurses, other medical staff)	909	5.7%
Food Nutrition, School Cafeteria, or Food Service staff	872	4.0%
School Safety, Security, and Law Enforcement	310	1.6%
Instructional Technology and Support	819	5.0%
Testing and Assessment Staff	115	0.7%
Other	1997	11.6%

In what role do you provide specialized student support services\*?

Option	Count	Percentage
Counselor	1745	61.6%
Psychologist	263	7.3%
Social Worker	289	8.0%
Other	209	5.7%

\* Only asked those who provide specialized student services.

How have you provided services to students this year? *Mark one response per line.*

(N=17039)

Option	Count	Percentage
In-person	16883	93.9%
Remotely from the school building	832	3.9%
Remotely from somewhere else	423	2.2%

## Section II: Teaching and Learning Environment

### A. Staff Collegiality and Respect

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I trust the teachers and other adults at this school.	134 (0.7%)	132 (0.7%)	187 (1.1%)	337 (1.9%)	1206 (7.1%)	6015 (35.0%)	9028 (53.5%)
I feel supported by the teachers and other adults at this school.	156 (0.8%)	157 (0.9%)	237 (1.4%)	427 (2.4%)	1541 (8.8%)	6312 (36.9%)	8209 (48.7%)
Teachers and other adults at this school treat me with respect.	137 (0.6%)	138 (0.7%)	151 (0.8%)	390 (2.3%)	1197 (6.8%)	5756 (33.2%)	9270 (55.5%)
My professional role is respected.	153 (0.7%)	249 (1.5%)	343 (2.0%)	646 (3.7%)	1897 (10.9%)	5738 (33.5%)	8013 (47.6%)
Current policies are improving this school.	532 (2.8%)	417 (2.5%)	696 (4.2%)	1158 (7.0%)	2655 (15.6%)	5930 (34.4%)	5651 (33.5%)
I contribute to decisions about issues at this school.	1149 (6.2%)	461 (2.7%)	787 (4.6%)	876 (4.9%)	2585 (14.7%)	5200 (30.4%)	5981 (36.6%)

### B. Physical Environment

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The physical environment of my workspace supports my work responsibilities.	98 (0.5%)	271 (1.5%)	462 (2.8%)	652 (3.9%)	1278 (7.7%)	6267 (36.2%)	8011 (47.4%)
I have adequate space to work productively.	128 (0.6%)	256 (1.5%)	408 (2.6%)	633 (3.9%)	1333 (7.8%)	5602 (32.1%)	8679 (51.5%)
The school building is clean and comfortable.	118 (0.8%)	348 (2.4%)	564 (3.5%)	899 (5.5%)	1913 (11.4%)	5782 (33.0%)	7415 (43.4%)
I have the support I need to incorporate technology into my work responsibilities.	529 (2.7%)	127 (0.7%)	233 (1.4%)	360 (1.9%)	1099 (6.6%)	6010 (35.0%)	8681 (51.6%)

### C. Student Engagement

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Students generally like this school.	480 (2.3%)	83 (0.4%)	201 (1.3%)	318 (1.8%)	1170 (7.1%)	7891 (45.4%)	6896 (41.5%)
Students are proud to be at this school.	547 (2.8%)	91 (0.6%)	236 (1.5%)	499 (2.9%)	1673 (10.1%)	7470 (43.1%)	6523 (39.0%)
Students come to school ready to learn.	1154 (6.1%)	247 (1.5%)	586 (3.5%)	1304 (8.0%)	3452 (20.8%)	6870 (39.8%)	3426 (20.3%)
Students are engaged in classroom lessons.	2047 (11.0%)	142 (0.8%)	365 (2.4%)	791 (4.9%)	2555 (15.2%)	7339 (43.1%)	3800 (22.7%)

### D. Relationships Among Students

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Students at this school care about other students.	473 (2.5%)	125 (0.7%)	277 (1.7%)	716 (4.1%)	2549 (15.1%)	9011 (52.4%)	3888 (23.4%)
Students at this school get along well with other students.	465 (2.5%)	145 (0.8%)	294 (1.8%)	823 (5.0%)	2939 (17.3%)	9040 (52.5%)	3333 (20.1%)
Students at this school treat other students with respect.	464 (2.4%)	243 (1.4%)	483 (2.9%)	1167 (6.8%)	3497 (20.7%)	8230 (47.8%)	2955 (17.8%)

### E. Relationships Among Students and Adults

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Adults at this school care about students.	88 (0.4%)	41 (0.2%)	42 (0.2%)	128 (0.7%)	658 (3.8%)	5376 (30.9%)	10706 (63.7%)
Adults at this school treat students with respect.	102 (0.5%)	43 (0.2%)	77 (0.5%)	228 (1.4%)	1059 (6.2%)	6446 (37.3%)	9084 (54.0%)
Adults at this school want students to do well.	117 (0.6%)	34 (0.2%)	29 (0.2%)	77 (0.5%)	489 (2.7%)	4938 (28.2%)	11355 (67.7%)
Adults at this school listen to what students have to say.	222 (1.1%)	63 (0.3%)	100 (0.6%)	349 (2.1%)	1582 (9.5%)	6895 (40.1%)	7828 (46.4%)
Adults at this school recognize and value each individual's cultural background.	247 (1.2%)	87 (0.5%)	174 (1.0%)	416 (2.4%)	1603 (9.5%)	6483 (37.8%)	8029 (47.6%)
Adults at this school are respected by students.	165 (0.8%)	305 (1.9%)	634 (3.8%)	1076 (6.2%)	2720 (16.2%)	7214 (41.6%)	4925 (29.4%)
Adults at this school provide supports and services that reflect students' cultural backgrounds, ethnicities, and identities.	454 (2.3%)	118 (0.6%)	216 (1.3%)	573 (3.5%)	2120 (12.6%)	6794 (39.8%)	6764 (39.8%)

### Section III: 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.*

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I have sufficient resources for professional development.	1700 (9.2%)	191 (1.1%)	425 (2.7%)	704 (4.3%)	1753 (10.6%)	6644 (38.9%)	5622 (33.3%)
The professional development I receive meets my needs.	1783 (9.6%)	250 (1.5%)	566 (3.4%)	1019 (6.3%)	2318 (13.9%)	6347 (37.2%)	4756 (28.0%)
Professional development provides ongoing opportunities for me to work with colleagues to refine my practice.	2026 (10.9%)	250 (1.5%)	638 (3.9%)	1085 (6.6%)	2375 (14.3%)	6019 (35.5%)	4646 (27.3%)
I receive follow-up after professional development activities to give me additional support.	2291 (12.5%)	350 (2.2%)	927 (5.8%)	1620 (9.8%)	2812 (16.7%)	5354 (31.1%)	3685 (21.8%)
The professional development I receive enhances my ability to meet student needs.	2321 (12.5%)	259 (1.6%)	544 (3.3%)	921 (5.5%)	2395 (14.5%)	6191 (36.5%)	4408 (26.1%)

#### B. Managing Student Behavior

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Adults at this school understand the rules for student behavior.	385 (1.8%)	141 (0.8%)	344 (2.2%)	688 (4.0%)	1766 (10.4%)	7425 (42.8%)	6290 (37.9%)
The rules for student behavior are effective at this school.	498 (2.4%)	528 (3.3%)	848 (5.1%)	1486 (8.8%)	3015 (17.8%)	6640 (38.3%)	4024 (24.3%)
We use data to evaluate and, if needed, adjust this school's student conduct policies.	3021 (16.7%)	330 (2.2%)	691 (4.3%)	1084 (6.7%)	2228 (13.4%)	5523 (32.2%)	4162 (24.6%)
If a student breaks a school rule, the student's behavior is addressed consistently.	1315 (6.9%)	735 (4.7%)	1026 (6.0%)	1600 (9.6%)	2683 (16.0%)	5589 (32.0%)	4091 (24.8%)
This school's use of suspensions or expulsions to manage student behavior is effective.	3104 (17.8%)	778 (4.9%)	1088 (6.7%)	1638 (9.8%)	2627 (15.4%)	4715 (27.0%)	3089 (18.4%)
Students know which behaviors are against school rules.	731 (3.6%)	208 (1.3%)	341 (2.0%)	605 (3.6%)	1763 (10.3%)	7501 (43.8%)	5890 (35.4%)
Students know there are consequences for breaking school rules.	675 (3.3%)	432 (2.7%)	707 (4.1%)	1167 (7.0%)	2202 (13.1%)	6615 (38.2%)	5241 (31.5%)
Students are recognized for positive behavior.	526 (2.5%)	113 (0.7%)	180 (1.2%)	397 (2.4%)	1529 (8.7%)	6313 (36.6%)	7981 (47.9%)
When students are accused of doing something wrong, they get a chance to explain.	1287 (6.9%)	71 (0.4%)	92 (0.5%)	235 (1.5%)	1163 (6.5%)	7100 (41.6%)	7091 (42.6%)
There are supports to help students who misbehave develop positive behavior.	1106 (5.7%)	181 (1.1%)	335 (2.1%)	708 (4.3%)	2076 (12.5%)	6677 (38.7%)	5956 (35.6%)
I feel equipped to successfully handle incidents of racially motivated behaviors.	1992 (10.8%)	305 (1.9%)	606 (3.8%)	1086 (6.6%)	2611 (15.5%)	6278 (36.5%)	4161 (24.9%)
I feel equipped to successfully handle incidents of bullying.	1887 (10.3%)	216 (1.3%)	367 (2.2%)	722 (4.4%)	2176 (12.7%)	6814 (39.9%)	4857 (29.2%)
This school's administrators support me when I have concerns about student behavior.	1609 (8.9%)	338 (2.3%)	412 (2.4%)	541 (3.2%)	1408 (8.1%)	5507 (31.6%)	7224 (43.3%)

### C. Engaging with Families

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I make an effort to know students' families.	2383 (12.5%)	42 (0.2%)	106 (0.5%)	218 (1.2%)	1403 (8.3%)	6160 (36.4%)	6727 (41.0%)
This school supports my efforts to have positive relationships with students' families.	2291 (12.1%)	58 (0.3%)	98 (0.5%)	202 (1.1%)	862 (5.2%)	5991 (34.9%)	7537 (45.9%)
This school does a good job of encouraging family involvement.	988 (4.7%)	108 (0.7%)	175 (1.1%)	456 (2.7%)	1427 (8.5%)	6232 (36.3%)	7653 (45.9%)
Students' families and I share common academic expectations for their children.	3868 (21.3%)	116 (0.7%)	246 (1.4%)	572 (3.5%)	1863 (11.7%)	5950 (34.9%)	4424 (26.5%)
Families at this school treat me with respect.	1460 (7.4%)	77 (0.4%)	120 (0.8%)	346 (2.0%)	1381 (8.1%)	7476 (44.5%)	6179 (36.9%)
Families at this school support me when I have concerns about their child's behavior.	4518 (24.7%)	100 (0.5%)	166 (1.1%)	473 (2.8%)	1800 (11.1%)	5960 (35.6%)	4022 (24.2%)

### D. School and Division Leadership

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I feel respected by this school's administrators.	62 (0.3%)	269 (1.9%)	281 (1.9%)	393 (2.4%)	1117 (7.0%)	4540 (29.2%)	8648 (56.9%)
I feel comfortable raising issues and concerns that are important to me with school administrators.	160 (0.8%)	355 (2.6%)	414 (2.7%)	588 (3.8%)	1391 (8.9%)	4475 (28.4%)	7927 (52.4%)
I trust this school's administrators to do what they say they will do.	115 (0.6%)	364 (2.7%)	419 (2.7%)	683 (4.5%)	1639 (10.6%)	4770 (30.6%)	7320 (48.0%)
The procedures for staff evaluation are consistent.	2056 (12.9%)	222 (1.6%)	309 (2.0%)	449 (3.0%)	1132 (7.6%)	5214 (33.4%)	5928 (39.1%)
My performance is assessed objectively.	1625 (10.3%)	169 (1.1%)	185 (1.2%)	288 (2.0%)	936 (6.1%)	5596 (36.1%)	6511 (42.9%)
I receive feedback that can help me improve my performance.	1216 (7.7%)	225 (1.4%)	360 (2.3%)	540 (3.7%)	1370 (8.8%)	5369 (34.6%)	6230 (41.0%)
This school's administrators communicate a clear vision for this school.	318 (1.6%)	308 (2.2%)	365 (2.5%)	573 (3.7%)	1538 (10.1%)	5167 (33.5%)	7041 (46.0%)
This school's administrators understand how children learn.	644 (3.6%)	156 (1.1%)	177 (1.2%)	353 (2.2%)	1075 (7.0%)	5318 (34.6%)	7587 (49.9%)
This school's administrators set high expectations for all students.	507 (2.7%)	184 (1.4%)	213 (1.4%)	424 (3.0%)	1179 (7.7%)	5182 (33.4%)	7621 (50.1%)
Staff are treated fairly regardless of their race, ethnicity, or culture.	261 (1.5%)	210 (1.4%)	174 (1.2%)	253 (1.5%)	715 (4.8%)	4830 (30.9%)	8867 (58.3%)
My school is committed to providing an inclusive environment for individuals from varied racial, ethnic, and cultural backgrounds.	293 (1.6%)	148 (1.0%)	140 (0.9%)	250 (1.6%)	928 (6.3%)	5155 (33.1%)	8396 (55.2%)
Staff and administrators have a shared vision for this school.	368 (2.0%)	258 (1.7%)	358 (2.4%)	581 (4.0%)	1591 (10.4%)	5413 (34.8%)	6741 (44.2%)

## Section IV: Safety

### A. Safety Concerns

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I feel safe at this school.	41 (0.3%)	208 (1.3%)	288 (1.7%)	570 (3.7%)	1289 (7.3%)	6367 (37.0%)	8276 (48.7%)
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.	74 (0.5%)	82 (0.5%)	86 (0.6%)	163 (0.9%)	739 (4.2%)	6360 (37.1%)	9535 (56.2%)
I feel confident in my ability to direct and assist students during an emergency.	229 (1.3%)	68 (0.3%)	90 (0.5%)	185 (1.0%)	896 (5.2%)	6377 (37.2%)	9194 (54.3%)
I have been adequately informed about the threat assessment process in my building.	282 (1.6%)	260 (1.6%)	421 (2.6%)	582 (3.5%)	1381 (8.0%)	5681 (32.9%)	8432 (49.7%)

### B. Prevalence of Bullying

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Bullying is a problem at this school.	1381 (7.3%)	2574 (15.8%)	5660 (33.5%)	2678 (15.6%)	2959 (17.4%)	1313 (7.6%)	474 (2.8%)
Students at this school are bullied about their race or ethnicity.	1730 (9.1%)	3637 (22.7%)	6559 (38.9%)	2358 (13.6%)	1798 (10.3%)	744 (4.0%)	213 (1.3%)
Students at this school are bullied about their sexual orientation.	1907 (10.2%)	4122 (25.5%)	6581 (38.9%)	2053 (11.9%)	1450 (8.1%)	714 (4.2%)	212 (1.3%)
Students at this school are bullied about their physical appearance.	1683 (8.9%)	3127 (19.2%)	5554 (32.5%)	2235 (13.2%)	2670 (15.7%)	1352 (8.0%)	418 (2.5%)
Students at this school are bullied for having too little or too much money.	1823 (9.7%)	3916 (24.0%)	6676 (39.3%)	2222 (13.0%)	1466 (8.8%)	724 (3.9%)	212 (1.3%)
Students at this school are bullied about their disability.	1693 (9.0%)	4566 (27.7%)	6656 (39.0%)	2096 (12.4%)	1300 (7.9%)	550 (2.9%)	178 (1.0%)

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

Question	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Students ask for help from adults if there is a problem with another student.	869 (4.6%)	65 (0.3%)	175 (1.1%)	437 (2.5%)	2485 (14.7%)	8782 (51.7%)	4226 (25.3%)
Adults at this school take action to solve the problem when students report bullying.	933 (5.0%)	83 (0.5%)	146 (0.8%)	313 (2.0%)	1361 (8.1%)	7270 (42.3%)	6933 (41.3%)
Adults at this school bully students.	701 (3.5%)	9283 (55.5%)	4954 (29.0%)	786 (4.7%)	596 (3.5%)	445 (2.2%)	274 (1.7%)



### 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.*

Question	No	One Time	More than Once	Many Times
A student stole or damaged my personal property.	15066 (87.8%)	1031 (6.4%)	783 (4.8%)	159 (0.9%)
A student threatened to harm me.	15510 (90.2%)	730 (4.6%)	601 (3.9%)	198 (1.2%)
A student physically attacked, pushed, or hit me.	14421 (83.6%)	1085 (6.9%)	1123 (6.9%)	410 (2.7%)
A student said rude or insulting things to me.	10960 (63.4%)	2004 (11.8%)	2920 (17.6%)	1155 (7.2%)
A student threatened me with a weapon.	16823 (98.7%)	92 (0.5%)	78 (0.6%)	46 (0.2%)

Question	Yes	No	Do not know
Are there gangs at your school?	461 (2.7%)	11434 (69.1%)	5144 (28.2%)
Have gangs caused problems at your school this year*?	227 (5.4%)	95 (4.2%)	142 (5.2%)

\* Only asked only of those that responded "Yes" to the previous question.

### D. School Resource and Security Officers

#### School Resource Officer (SRO)

	Yes	No	Do not know
Does your school have a School Resource Officer (SRO)?	10163 (58.8%)	5177 (31.8%)	1699 (9.3%)

How strongly do you strongly agree or disagree with the following statements about this school?	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The SRO makes me feel safe at this school.	364 (5.3%)	232 (2.7%)	401 (4.1%)	337 (3.0%)	1564 (13.6%)	3789 (30.5%)	3447 (25.4%)
The SRO makes a positive contribution to our school.	351 (4.8%)	204 (2.5%)	359 (3.5%)	326 (3.0%)	1400 (12.8%)	3609 (29.4%)	3885 (28.5%)

	Yes	No	Do not know
Did your school have an SRO in previous years? <i>[Asked only to those who selected "No" or "Do not know" for having SRO.]</i>	976 (10.8%)	3302 (28.3%)	2599 (25.9%)
Would you feel safer if you school had an SRO? <i>[Asked only to those who selected "No" or "Do not know" for having SRO.]</i>	3390 (33.6%)	1903 (16.2%)	1584 (15.1%)

#### School Security Officer (SSO)

	Yes	No	Do not know
Does your school have a Student Support Officer (SSO)?	5843 (31.1%)	8537 (53.7%)	2659 (15.1%)

	Yes	No	Do not know
Did your school have a SSO in previous years? <i>[Asked only to those who selected "No" or "Do not know" for having SSO.]</i>	280 (3.3%)	6205 (47.8%)	4712 (39.4%)
Would you feel safer if you school had an SSO? <i>[Asked only to those who selected "No" or "Do not know" for having SSO.]</i>	3865 (32.3%)	3174 (24.5%)	4159 (33.8%)

How strongly do you strongly agree or disagree with the following statements about this school?	This does not apply to me	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The SSO makes me feel safe at this school.	157 (3.8%)	152 (1.8%)	245 (3.1%)	221 (2.7%)	1059 (11.9%)	2195 (23.8%)	1786 (19.5%)
The SSO makes a positive contribution to our school.	164 (4.0%)	89 (1.3%)	124 (1.9%)	154 (2.3%)	774 (9.6%)	2200 (24.1%)	2310 (23.4%)

## Section V: Well-Being

### A. Burnout

Overall, based on your definition of burnout, how would you rate your level of burnout?

Option	Count	Percentage
I enjoy my work. I have no symptoms of burnout.	4089	22.9%
Occasionally I am under stress, and I don't always have as much energy as I did, but I don't feel burned out.	7525	44.2%
I am definitely burning out and have one or more symptoms of burnout, such as physical or emotional exhaustion.	3902	23.7%
The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot.	982	5.9%
I feel completely burned out and wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help.	541	3.3%

### B. Mental Health

How often over the last 2 weeks were you bothered by the following?

Question	Not at all	Several days	More than half the days	Nearly every day
Feeling nervous, anxious, or on edge	8877 (50.5%)	5651 (33.8%)	1516 (9.6%)	995 (6.0%)
Not being able to control or stop worrying	11132 (64.3%)	3994 (24.0%)	1170 (7.3%)	743 (4.5%)
Feeling down, depressed, or hopeless	12856 (74.7%)	2986 (17.8%)	766 (4.7%)	431 (2.7%)
Having little interest or pleasure in doing things	12926 (75.1%)	2956 (17.6%)	761 (4.8%)	396 (2.5%)

How strongly do you agree or disagree with the following statements about this school?

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The administrators in my school care about staff well-being and mental health.	332 (2.2%)	415 (2.4%)	557 (3.3%)	2172 (12.3%)	6836 (39.5%)	6727 (40.3%)
The administrators in my school take steps to reduce the stressors that impact staff burnout and mental health symptoms.	508 (3.2%)	847 (5.0%)	1417 (8.1%)	3277 (19.3%)	6166 (35.8%)	4824 (28.5%)
The administrators in my school provide emotional support to reduce staff burnout and mental health symptoms.	526 (3.5%)	960 (5.6%)	1515 (8.7%)	3387 (19.9%)	5994 (34.6%)	4657 (27.6%)

How strongly do you agree or disagree with the following statements about this school?

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The administrators in my school are supportive of students' use of mental health services.	105 (0.6%)	148 (0.9%)	284 (1.7%)	1536 (8.8%)	7676 (44.1%)	7290 (43.8%)
I am satisfied with the level of mental health services available to students in my school.	641 (4.4%)	1113 (6.9%)	1475 (9.1%)	2951 (17.4%)	6759 (38.7%)	4100 (23.5%)
The administrators in my school care about students' well-being and mental health.	110 (0.6%)	139 (0.9%)	249 (1.4%)	1308 (7.6%)	7195 (41.3%)	8038 (48.3%)

## Section VI: Summary

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

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Overall, my school is a good place to work and learn.	796 (4.7%)	302 (1.8%)	532 (3.1%)	1745 (10.3%)	6463 (37.5%)	7201 (42.5%)

Over the last year, the working conditions for staff in this school have (*Mark one*)

Option	Count	Percentage
become much worse.	412	2.7%
become worse.	876	5.1%
become slightly worse.	1529	9.3%
stayed about the same.	5188	31.4%
become slightly better.	1382	7.8%
become better.	2587	15.1%
become much better.	1759	10.0%
I have no opinion.	3306	18.6%

Over the last year, the overall climate for staff in this school has (*Mark one*)

Option	Count	Percentage
become much worse.	446	3.1%
become worse.	943	5.5%
become slightly worse.	1929	11.7%
stayed about the same.	4837	28.8%
become slightly better.	1516	8.9%
become better.	2518	14.4%
become much better.	1685	9.9%
I have no opinion.	3165	17.7%

Over the last year, the overall climate for students in this school has (*Mark one*)

Option	Count	Percentage
become much worse.	176	1.2%
become worse.	465	2.7%
become slightly worse.	1137	6.8%
stayed about the same.	5660	34.4%
become slightly better.	1792	10.2%
become better.	2881	16.9%
become much better.	1522	8.9%
I have no opinion.	3406	18.9%

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

Option	Count	Percentage
Continue working at my current school	14698	86.0%
Continue working in this division but leave this school	784	4.9%
Continue working in this state but leave this division	334	2.0%
Continue working in education but in a state other than Virginia	118	0.6%
Leave education to retire	420	2.5%
Leave education to work in a non-education field	474	2.8%
Leave education for other reasons	211	1.2%

## Section VII: Concluding Questions

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I have sufficient resources to help my students make up the learning lost as a result of COVID-19.	382 (2.3%)	840 (5.1%)	1140 (6.8%)	2741 (16.3%)	8449 (48.7%)	3487 (20.8%)
My division's overall response to the pandemic was appropriate given the circumstances.	350 (2.0%)	473 (2.8%)	823 (4.8%)	2611 (15.4%)	8574 (49.8%)	4208 (25.3%)

Question	Yes	No	I do not know
Have the results from the 2021 Virginia School Survey of Climate and Working Conditions been made readily available to the staff at this school?	6787 (38.8%)	998 (6.4%)	9254 (54.8%)

Question	Yes	No
Do you hold a professional license related to your role in the school?	11664 (71.2%)	5375 (28.8%)

How would you describe your gender? *Mark one.*

Option	Count	Percentage
Male	1982	11.0%
Female	14276	84.6%
Non-Binary	31	0.1%
Prefer to self-describe	722	4.3%

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

Option	Count	Percentage
Yes	926	4.5%
No	16055	95.5%

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

(N=16908)

Option	Count	Percentage
American Indian or Alaska Native	191	0.9%
Asian	385	1.8%
Black or African American	2644	15.1%
Native Hawaiian or Pacific Islander	64	0.3%
White	13603	79.3%
Other Race	502	2.6%

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

Option	Count	Percentage
1-3 years	6928	40.8%
4-10 years	5523	32.3%
11-20 years	2924	17.2%
More than 20 years	1664	9.7%