2023 Virginia School Survey of Climate and Working Conditions

CLASSROOM INSTRUCTORS
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.* This report summarizes how your instructors responded to the survey in aggregate.

We received 49,350 classroom instructor (teacher and teacher's assistant) responses to this survey which equates to a response rate of 65.6%.

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

Option	Count	Percentage
Teacher	33	75.0%
Teacher's Assistant, etc.	11	25.0%
Other licensed personnel	0	0.0%
Other non-licensed personnel	0	0.0%

When a percentage is shown with parentheses, the number inside the parentheses represents the subtotal (count). For example, 10 (5.0%) means that 10 respondents from your school representing 5% of individuals chose the option.

Some survey items (e.g., race) are not exclusive, meaning respondents may elect to mark multiple response options resulting in an item whose sample size may appear larger than the total sample size. Other items may have smaller sample sizes that result from survey branching, meaning they are based on a response to a previous item.

Section I: General Questions

What is your professional role at this school?

Option	Count	Percentage
Teacher	40307	82.2%
Teacher's Assistant, etc.	9043	17.8%

How have you provided instruction to students this year? (N=49350)

Option	Count	Percentage
In-person	49123	96.8%
Remotely from the school building	869	1.6%
Remotely from somewhere else	846	1.6%

Section II: Teaching Position

Indicate your primary teaching assignment as well as any secondary teaching assignments you might have.

Response	Primary
Career and technical education	736 (1.3%)
Computer science	111 (0.2%)
Elementary and early childhood classroom teacher	22907 (50.0%)
English as a Second Language (ESL), English for Speakers of Other Languages (ESOL)	1433 (2.8%)
English language and literature (including composition, creative writing, journalism, reading)	2792 (5.0%)
Fine and performing arts (e.g., art, band, orchestra, chorus, dance, music, theater)	2367 (4.8%)
Foreign language and literature	577 (0.9%)
Physical, health, and safety education	1809 (3.5%)
Social sciences and history (including civics, economics, geography, government, psychology, sociology)	1743 (3.1%)
Mathematics	2758 (5.0%)
Science	1756 (3.0%)
Special education, exceptional education, gifted education	8697 (17.1%)
Other	1664 (3.4%)

Secondary teaching assignments.
(n=33948)

Response	Secondary
Career and technical education	584 (1.2%)
Computer science	308 (0.7%)
Elementary and early childhood classroom teacher	13526 (35.4%)
English as a Second Language	1236 (2.7%)
English language and literature	3979 (8.8%)
Fine and performing arts	1327 (3.1%)
Foreign language and literature	414 (0.8%)
Physical, health, and safety education	1315 (3.0%)
Social sciences and history	3082 (6.8%)
Mathematics	4462 (9.9%)
Science	3440 (7.6%)
Special education, gifted education	6872 (16.1%)
Other	1572 (3.8%)

How many years of teaching experience do you have (including the current school year)?

Option	Count	Percentage
1–3 years	9133	18.0%
4–10 years	13921	28.2%
11–20 years	14300	29.1%
More than 20 years	11996	24.7%

Is this your first year in a teaching position? *[Asked only of respondents choosing 1–3 years.]*

Option	Count	Percentage
Yes	3478	35.1%
No	5467	57.4%
Prefer not to answer	221	2.2%

Section III: Teaching and Learning Environment

A. Teacher Agency

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Autonomy						
I am trusted to make sound professional decisions about instruction.	846 (1.8%)	1582 (3.4%)	1797 (3.6%)	5379 (11.0%)	21451 (42.8%)	18295 (37.4%)
I am free to be creative in my teaching approach.	912 (2.0%)	1774 (3.7%)	2418 (4.9%)	7449 (15.1%)	20041 (40.1%)	16756 (34.2%)
I control how I use my scheduled class time.	1772 (3.9%)	3773 (7.9%)	3909 (7.8%)	9801 (19.9%)	18111 (36.3%)	11984 (24.2%)
I set the grading and student assessment practices in my classroom. *	1405 (3.5%)	3242 (8.2%)	3245 (8.1%)	8319 (20.2%)	15378 (38.1%)	8718 (21.9%)
Respect						
I contribute to decisions about educational issues at my school.	2177 (4.4%)	4480 (8.9%)	5146 (10.3%)	12832 (25.8%)	17330 (35.2%)	7385 (15.5%)
My role as an educator is respected.	2200 (4.5%)	3098 (6.2%)	3921 (7.9%)	8515 (17.3%)	18709 (37.7%)	12907 (26.4%)
Current policies are improving this school.	3227 (6.6%)	4765 (9.8%)	6456 (13.0%)	12093 (24.2%)	15711 (31.7%)	7098 (14.7%)
Demands on Teacher Time						
My scheduled workday includes sufficient planning time.	9360 (19.3%)	7886 (15.7%)	6690 (13.4%)	8287 (16.7%)	11709 (23.8%)	5418 (11.1%)
My scheduled workday includes sufficient instructional time to meet the needs of my students.	3160 (6.6%)	4419 (8.9%)	5795 (11.6%)	9660 (19.5%)	18874 (38.2%)	7442 (15.2%)
I spend an unreasonable amount of time per WEEK working (e.g., grading papers, meeting with students) outside of the contracted work hours.	4686 (9.7%)	8181 (16.6%)	5178 (10.5%)	8768 (17.7%)	9905 (19.9%)	12632 (25.5%)

* Asked only of respondents chose "Teacher."

How many hours per WEEK do you spend doing work (e.g., grading papers, meeting with students) outside of contracted work hours*?
(n=31322)

Option	Count	Percentage
0 hours	1141	3.8%
1 hour	762	2.6%
2 hours	1722	5.7%
3 hours	2471	8.4%
4 hours	2880	9.7%
5 hours	4272	13.9%
6 hours	3148	9.8%
7 hours	1909	6.0%
8 hours	3587	11.2%
9 hours	695	2.1%
10 or more	8735	26.6%

* Asked only of respondents who agreed spending an unreasonable amount of time per week working in the previous question.

B. Staff Collegiality

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I trust the teachers and other adults at this school.	655 (1.3%)	1401 (2.9%)	2194 (4.4%)	7555 (15.0%)	22724 (45.7%)	14821 (30.6%)
Teachers and other adults at this school treat me with respect.	547 (1.1%)	999 (2.0%)	1780 (3.6%)	6011 (12.2%)	22935 (45.9%)	17078 (35.2%)
I feel supported by teachers and other adults at this school.	721 (1.5%)	1410 (2.9%)	2402 (4.8%)	7765 (15.7%)	21180 (42.5%)	15872 (32.6%)

C. Physical Environment

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The physical environment of my classroom supports my teaching and students' learning.	1112 (2.3%)	1947 (3.9%)	2754 (5.4%)	5996 (12.1%)	23487 (47.7%)	14054 (28.6%)
I have adequate space to work productively.	1153 (2.3%)	2164 (4.3%)	3222 (6.4%)	6284 (12.8%)	22133 (45.0%)	14394 (29.2%)
The school building is clean and comfortable.	1929 (4.0%)	3132 (6.4%)	4529 (9.2%)	7829 (16.0%)	18995 (38.4%)	12936 (25.9%)
I have the support I need to incorporate technology into my instruction.	730 (1.5%)	1318 (2.7%)	2208 (4.6%)	6503 (13.4%)	22860 (46.2%)	15731 (31.6%)

D. Student Engagement

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Students generally like this school.	444 (0.9%)	1286 (2.4%)	1850 (3.4%)	6538 (12.6%)	27786 (56.4%)	11445 (24.3%)
Students are proud to be at this school.	532 (1.1%)	1495 (3.0%)	2587 (4.9%)	8935 (17.4%)	24850 (50.5%)	10950 (23.1%)
Students come to school ready to learn.	1862 (3.8%)	4370 (8.6%)	6936 (13.6%)	13876 (27.8%)	17312 (35.6%)	4993 (10.6%)
Students are engaged in classroom lessons.	788 (1.6%)	2131 (4.1%)	4194 (8.1%)	12215 (24.2%)	23471 (48.1%)	6550 (13.9%)

E. Relationships Among Students

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Students at this school care about other students.	751 (1.5%)	2167 (4.2%)	3762 (7.2%)	12182 (23.8%)	24711 (50.8%)	5776 (12.5%)
Students at this school get along well with other students.	758 (1.6%)	2064 (4.2%)	4278 (8.3%)	12984 (25.2%)	24442 (50.3%)	4823 (10.5%)
Students at this school treat other students with respect.	1529 (3.0%)	3108 (6.0%)	5853 (11.3%)	14120 (27.6%)	20547 (42.9%)	4192 (9.1%)

F. Relationships Between Students and Adults

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Adults at this school care about students.	97 (0.2%)	186 (0.4%)	502 (1.0%)	2706 (5.2%)	22029 (43.6%)	23829 (49.5%)
Adults at this school treat students with respect.	137 (0.3%)	256 (0.5%)	834 (1.7%)	4255 (8.4%)	24073 (48.0%)	19794 (41.2%)
Adults at this school want students to do well.	78 (0.1%)	86 (0.2%)	280 (0.5%)	1956 (3.9%)	19900 (39.4%)	27049 (55.8%)
Adults at this school listen to what students have to say.	178 (0.3%)	433 (0.9%)	1378 (2.7%)	6411 (12.6%)	23930 (47.8%)	17019 (35.7%)
Adults at this school recognize and value each individual's cultural background.	292 (0.6%)	652 (1.3%)	1594 (3.1%)	5899 (11.4%)	22226 (44.5%)	18686 (39.1%)
Students at this school treat me with respect.	3184 (6.3%)	5052 (9.8%)	6359 (12.5%)	10744 (21.4%)	16667 (34.3%)	7343 (15.7%)

G. Rigorous Instruction

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Teachers at this school expect students to use facts and evidence to support their ideas.	100 (0.2%)	308 (0.7%)	800 (1.6%)	6204 (12.6%)	30266 (60.9%)	11672 (23.9%)
Teachers at this school want students to think about different ways to solve problems.	91 (0.2%)	279 (0.6%)	789 (1.6%)	5005 (10.1%)	28543 (57.5%)	14643 (30.1%)
Teachers at this school encourage students to provide constructive feedback to others.	140 (0.3%)	753 (1.5%)	2493 (5.0%)	9528 (19.1%)	26172 (52.8%)	10264 (21.3%)
Teachers at this school encourage students to value and search for a diversity of opinions, perspectives, and abilities.	188 (0.4%)	628 (1.3%)	2026 (4.1%)	8639 (17.3%)	26298 (53.2%)	11571 (23.8%)

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Teachers at this school often connect what students are learning to life outside the classroom.	203 (0.4%)	636 (1.3%)	1758 (3.4%)	8368 (16.7%)	26673 (53.8%)	11712 (24.3%)
The content taught at this school reflects multiple cultural backgrounds, ethnicities, and identities.	525 (1.1%)	1281 (2.6%)	3081 (6.2%)	10080 (20.4%)	23918 (48.4%)	10465 (21.3%)

Section IV: School Supports

A. Professional Growth Opportunities

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I have sufficient resources for my professional development.	1096 (2.3%)	2376 (4.8%)	3538 (7.3%)	9176 (19.0%)	23521 (47.2%)	9643 (19.5%)
The professional development I receive meets my needs.	2013 (4.2%)	3915 (7.9%)	5573 (11.3%)	11337 (23.2%)	19309 (39.0%)	7203 (14.5%)
Professional development provides ongoing opportunities for me to work with colleagues to refine my practice.	1804 (3.7%)	3752 (7.8%)	5440 (11.0%)	11443 (23.3%)	19614 (39.4%)	7297 (14.8%)
I receive follow-up after professional development activities to give me additional support.	2385 (5.0%)	5293 (10.8%)	7542 (15.3%)	12031 (24.3%)	16299 (32.8%)	5800 (11.7%)
Professional development enhances my ability to meet student needs.	1971 (4.0%)	3635 (7.3%)	5071 (10.2%)	12192 (24.6%)	19071 (38.6%)	7410 (15.1%)

B. New Teacher Supports

(n=3478)

Indicate whether you received the following supports at your school*.	Yes	No	Do not know
Formally assigned a mentor	2227 (50.6%)	853 (18.7%)	398 (9.0%)
Reduced workload	630 (13.6%)	1945 (43.7%)	903 (21.0%)
Release time to observe other teachers	1222 (27.2%)	1738 (39.3%)	518 (11.8%)
Formal time to meet with mentor during school hours	1241 (27.6%)	1734 (39.1%)	503 (11.6%)

*This question is asked only of respondents who indicated it is their first year in a teaching position.

C. Managing Student Behavior

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Adults at this school understand the rules for student behavior.	950 (1.8%)	2130 (4.2%)	3116 (6.2%)	7212 (14.4%)	23804 (48.0%)	12138 (25.4%)
The rules for student behavior are effective at this school.	3777 (7.5%)	5505 (11.0%)	6854 (13.5%)	11478 (22.8%)	16033 (32.8%)	5703 (12.4%)
We use data to evaluate and, if needed, adjust this school's student conduct policies.	2434 (4.9%)	4427 (9.0%)	5994 (12.1%)	10970 (21.9%)	18174 (36.7%)	7351 (15.4%)
If a student breaks a school rule, the student's behavior is addressed consistently.	5862 (11.8%)	6819 (13.5%)	7866 (15.6%)	10073 (20.3%)	13489 (27.7%)	5241 (11.2%)
This school's use of suspensions or expulsions to manage student behavior is effective.	5858 (12.0%)	6854 (13.7%)	8092 (16.1%)	10724 (21.5%)	13340 (27.2%)	4482 (9.6%)
Students know which behaviors are against school rules.	1498 (2.9%)	2152 (4.2%)	3142 (6.3%)	7684 (15.3%)	23433 (47.5%)	11441 (23.8%)
Students know there are consequences for breaking school rules.	3606 (7.2%)	4633 (9.1%)	5841 (11.6%)	9282 (18.7%)	17548 (35.4%)	8440 (18.0%)
Students are recognized for positive behavior.	540 (1.1%)	913 (1.8%)	1672 (3.4%)	6832 (13.5%)	22044 (44.4%)	17349 (35.7%)
When students are accused of doing something wrong, they get a chance to explain.	229 (0.4%)	381 (0.7%)	1096 (2.2%)	6330 (12.7%)	27534 (55.2%)	13780 (28.6%)
There are supports to help students who misbehave develop positive behavior.	1610 (3.4%)	2720 (5.6%)	4424 (8.9%)	10568 (21.2%)	20206 (40.6%)	9822 (20.3%)
I feel equipped to successfully handle incidents of racially motivated behaviors.	2166 (4.4%)	3801 (7.7%)	6093 (12.1%)	11476 (23.0%)	18698 (38.0%)	7116 (14.8%)
I feel equipped to successfully handle incidents of bullying.	1433 (2.9%)	2290 (4.6%)	4163 (8.2%)	10424 (20.8%)	22685 (46.0%)	8355 (17.4%)
This school's administrators support me when I have concerns about student behavior.	2833 (5.8%)	3100 (6.3%)	3893 (7.7%)	8167 (16.2%)	17911 (35.9%)	13446 (28.2%)

D. Engaging with Families

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I make an effort to know my students' families.	181 (0.3%)	891 (1.6%)	1761 (3.2%)	8868 (17.1%)	22803 (46.5%)	14846 (31.3%)
This school supports my efforts to have positive relationships with students' families.	311 (0.6%)	758 (1.4%)	1476 (2.9%)	6641 (12.8%)	24219 (48.8%)	15945 (33.5%)
This school does a good job of encouraging family involvement.	442 (0.9%)	1165 (2.3%)	2458 (4.8%)	8128 (16.0%)	21351 (42.9%)	15806 (33.0%)
Students' families and I share common academic and behavior expectations for their children.	769 (1.6%)	2166 (4.4%)	4025 (8.1%)	10593 (21.2%)	21619 (43.6%)	10178 (21.1%)
Families at this school treat me with respect.	431 (0.9%)	1018 (2.2%)	2348 (4.6%)	8755 (17.4%)	24801 (50.1%)	11997 (24.8%)
Families at this school support me when I have concerns about their child's behavior.	691 (1.5%)	1589 (3.3%)	3746 (7.5%)	12000 (23.8%)	22244 (45.2%)	9080 (18.8%)

E. School Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I feel respected by this school's administrators.	1635 (3.4%)	1982 (4.1%)	2246 (4.5%)	5640 (11.3%)	18443 (36.7%)	19404 (40.0%)
I feel comfortable raising issues and concerns that are important to me with school administrators.	2297 (4.7%)	2762 (5.8%)	3521 (6.9%)	7010 (13.7%)	17096 (34.3%)	16664 (34.5%)
I trust this school's administrators to do what they say they will do.	2482 (5.2%)	2699 (5.6%)	3943 (7.9%)	7909 (15.5%)	17286 (34.7%)	15031 (31.2%)
The procedures for teacher evaluation are consistent.	1387 (3.0%)	1711 (3.5%)	2602 (5.3%)	6662 (13.2%)	22485 (45.0%)	14503 (30.0%)
My performance is assessed objectively.	927 (2.0%)	1049 (2.2%)	1770 (3.6%)	5986 (11.9%)	24029 (48.2%)	15589 (32.1%)
I receive feedback that can help me improve my performance.	1262 (2.7%)	1692 (3.4%)	2872 (5.9%)	6963 (13.7%)	21726 (43.6%)	14835 (30.7%)
This school's administrators communicate a clear vision for this school.	1669 (3.5%)	1834 (3.8%)	2880 (5.8%)	6991 (13.9%)	19806 (39.7%)	16170 (33.2%)
This school's administrators understand how children learn.	1219 (2.5%)	1397 (2.9%)	2539 (5.1%)	6682 (13.2%)	21247 (42.6%)	16266 (33.6%)
This school's administrators set high expectations for all students.	1306 (2.7%)	1544 (3.0%)	2544 (5.0%)	6617 (13.2%)	20496 (41.1%)	16843 (35.0%)
Staff are treated fairly regardless of their race, ethnicity, or culture.	1122 (2.4%)	876 (1.8%)	1342 (2.7%)	3683 (7.4%)	19985 (39.9%)	22342 (45.8%)
My school is committed to providing an inclusive environment for individuals from varied racial, ethnic, and cultural backgrounds.	737 (1.5%)	651 (1.3%)	1242 (2.4%)	4689 (9.4%)	21389 (43.0%)	20642 (42.3%)
Teachers and administrators have a shared vision for this school.	1638 (3.4%)	1882 (3.8%)	3021 (5.9%)	7723 (15.5%)	20019 (40.1%)	15067 (31.3%)

Section V: Safety

A. Safety Concerns

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I feel safe at this school.	1182 (2.4%)	1840 (3.7%)	2849 (5.7%)	6360 (12.9%)	21736 (43.6%)	15383 (31.8%)
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.	249 (0.5%)	416 (0.9%)	743 (1.6%)	3275 (6.9%)	23406 (46.9%)	21261 (43.2%)
I feel confident in my ability to direct and assist students during an emergency.	227 (0.5%)	348 (0.7%)	842 (1.8%)	4203 (8.5%)	23997 (48.3%)	19733 (40.2%)
I have been adequately informed about the threat assessment process in my building.	1179 (2.5%)	1898 (4.0%)	2540 (5.2%)	5832 (11.9%)	20814 (41.7%)	17087 (34.8%)

B. Prevalence of Bullying

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Bullying is a problem at this school.	5712 (12.8%)	16426 (34.4%)	9069 (17.9%)	10857 (21.0%)	5403 (10.3%)	1883 (3.6%)
Students at this school are bullied about their race or ethnicity.	9284 (21.0%)	20722 (42.8%)	8845 (17.0%)	6754 (12.4%)	2819 (5.1%)	926 (1.6%)
Students at this school are bullied about their sexual orientation.	10629 (23.8%)	20949 (43.2%)	7907 (15.2%)	5962 (10.8%)	2853 (5.1%)	1050 (1.9%)
Students at this school are bullied about their clothing or physical appearance.	7413 (16.6%)	16323 (33.8%)	8011 (15.7%)	10451 (20.3%)	5356 (10.2%)	1796 (3.5%)
Students at this school for having too much or too little money.	9684 (21.3%)	20581 (42.2%)	8972 (17.2%)	6335 (12.0%)	2801 (5.4%)	977 (1.9%)
Students at this school are bullied about their disability.	11335 (25.0%)	20328 (41.6%)	8252 (16.0%)	5972 (11.2%)	2515 (4.6%)	948 (1.7%)
Students ask for help from adults if there is a problem with another student.	246 (0.5%)	910 (1.7%)	2219 (4.2%)	11322 (22.1%)	26095 (53.4%)	8558 (18.1%)
Adults at this school take action to solve the problem when students report bullying.	367 (0.7%)	870 (1.7%)	1628 (3.2%)	6644 (13.1%)	25715 (51.9%)	14126 (29.3%)
Adults at this school bully students.	26881 (55.6%)	15563 (30.9%)	2769 (5.4%)	2009 (4.0%)	1446 (2.8%)	682 (1.3%)

C. Student Aggression

Have any of the following happened to you personally at school this year?

Question	No	One Time	More than Once	Many Times
A student stole or damaged my personal property.	32662 (66.8%)	6691 (13.2%)	7589 (15.1%)	2408 (4.9%)
A student threatened to harm me.	40751 (82.2%)	3994 (8.1%)	3349 (7.0%)	1256 (2.7%)
A student physically attacked, pushed, or hit me.	38767 (78.0%)	4201 (8.6%)	4045 (8.6%)	2337 (4.8%)
A student said rude or insulting things to me.	21613 (44.6%)	6398 (12.7%)	12823 (25.6%)	8516 (17.1%)
A student threatened me with a weapon.	47846 (96.8%)	871 (1.9%)	402 (0.8%)	231 (0.5%)

Question	Yes	No	Do not know
Are there gangs at your school this year?	1566 (2.8%)	30010 (63.9%)	17774 (33.3%)
Have gangs caused problems at your school this year (e.g., fights, sale of drugs)?*	794 (10.8%)	237 (6.6%)	556 (9.0%)

*Asked only of those that respond "Yes" to previous question

D. School Resource and Security Officers

School Resource Officer (SRO)

Question	Yes	No	Do not know
Does your school have a School Resource Officer (SRO)?	27882 (53.8%)	16290 (35.5%)	5178 (10.7%)

How strongly do you strongly agree or disagree with the following statements about this school?	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The SRO makes me feel safe at this school.	570 (2.7%)	1157 (5.2%)	1239 (4.7%)	5233 (17.7%)	10564 (32.8%)	8993 (24.4%)
The SRO makes a positive contribution to our school.	499 (2.5%)	838 (3.6%)	1124 (4.5%)	4405 (15.8%)	10198 (32.4%)	10692 (28.6%)

(n=21476)

Question	Yes	No	Do not know
Did your school have a SRO in previous years? *[Asked only to those who selected "No" or "Do not know" for having SRO.]*	3162 (13.8%)	9431 (28.4%)	8883 (31.1%)
Would you feel safer if you school had an SRO? *[Asked only to those who selected "No" or "Do not know" for having SRO.]*	11615 (41.1%)	4760 (14.6%)	5102 (17.6%)

School Security Officer (SSO)

Question	Yes	No	Do not know
Does your school have a Student Support Officer (SSO)?	17134 (30.9%)	22033 (48.3%)	10183 (20.8%)

(n=32219)

Question	Yes	No	Do not know
Did your school have a SSO in previous years? *[Asked only to those who selected "No" or "Do not know" for having SSO.]*	994 (4.8%)	15046 (41.6%)	16179 (51.6%)
Would you feel safer if you school had an SSO? *[Asked only to those who selected "No" or "Do not know" for having SSO.]*	12383 (39.6%)	7415 (20.6%)	12421 (37.8%)

How strongly do you strongly agree or disagree with the following statements about this school?	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The SSO makes me feel safe at this school.	487 (3.1%)	852 (4.7%)	864 (3.7%)	3466 (16.1%)	6484 (31.0%)	4903 (24.8%)
The SSO makes a positive contribution to our school.	283 (2.6%)	414 (3.1%)	550 (3.0%)	2622 (13.2%)	6675 (31.1%)	6512 (30.4%)

Section VI: 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.	6050	12.1%
Occasionally I am under stress, and I don't always have as much energy as I did, but I don't feel burned out.	17607	35.9%
I am definitely burning out and have one or more symptoms of burnout, such as physical or emotional exhaustion.	15791	31.9%
The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot.	5515	11.0%
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.	4387	9.1%

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	17655 (35.5%)	18227 (36.8%)	7319 (15.0%)	6149 (12.7%)
Not being able to control or stop worrying	24069 (48.3%)	14518 (29.6%)	5966 (12.2%)	4797 (9.9%)
Feeling down, depressed, or hopeless	29816 (60.2%)	12221 (24.9%)	4293 (8.8%)	3020 (6.1%)
Having little interest or pleasure in doing things	30295 (61.2%)	12227 (24.8%)	4058 (8.2%)	2770 (5.9%)

Section VII: Summary: Working Conditions and School Climate

A. Working Conditions

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The administrators in my school care about teachers' well-being and mental health.	1964 (4.1%)	2601 (5.2%)	3031 (6.0%)	8956 (17.8%)	18621 (37.6%)	14177 (29.2%)
The administrators in my school take steps to reduce the stressors that impact teachers' burnout and mental health symptoms.	3393 (7.0%)	5093 (10.4%)	6600 (12.9%)	11523 (23.0%)	13765 (28.1%)	8976 (18.7%)
The administrators in my school provide emotional support to reduce teachers' burnout and mental health symptoms.	3537 (7.3%)	5460 (11.1%)	7076 (13.8%)	11764 (23.6%)	13005 (26.5%)	8508 (17.7%)
The administrators in my school are supportive of students' use of mental health services.	536 (1.1%)	876 (1.9%)	1662 (3.4%)	7692 (15.5%)	24007 (47.9%)	14577 (30.2%)
I am satisfied with the level of mental health services available to students in my school.	2764 (6.1%)	4328 (9.2%)	5704 (11.8%)	10541 (21.2%)	17354 (34.3%)	8659 (17.5%)
The administrators in my school care about students' well-being and mental health.	541 (1.1%)	692 (1.5%)	1379 (2.8%)	6626 (13.3%)	22850 (45.6%)	17262 (35.6%)

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Overall, my school is a good place to work and learn.	2297 (4.7%)	2102 (4.2%)	2646 (5.4%)	7884 (15.7%)	20067 (40.2%)	14354 (29.8%)

Over the last year, how have the **working conditions for teachers** in this school changed?

Option	Count	Percentage
become much worse.	2647	5.4%
become somewhat worse.	5239	10.6%
become slightly worse.	6461	13.1%
stayed about the same.	14286	29.4%
become slightly better.	4155	8.3%
become somewhat better.	5722	11.4%
become much better.	3046	6.3%
I have no opinion.	7794	15.5%

B. School Climate

Over the last year, how has the **overall climate for staff** in this school changed?

Option	Count	Percentage
become much worse.	2632	5.4%
become somewhat worse.	4892	9.8%
become slightly worse.	6862	13.7%
stayed about the same.	14600	30.1%
become slightly better.	4248	8.5%
become somewhat better.	5570	11.3%
become much better.	2943	6.2%
I have no opinion.	7603	15.0%

Over the last year, how has the **overall climate for students** in this school changed?

Option	Count	Percentage
become much worse.	1163	2.3%
become somewhat worse.	2781	5.4%
become slightly worse.	4896	9.5%
stayed about the same.	18163	37.8%
become slightly better.	5514	10.9%
become somewhat better.	6687	13.6%
become much better.	2621	5.7%
I have no opinion.	7525	14.9%

Professional Plans

Which of the following best describes your immediate professional plans?

Option	Count	Percentage
Continue teaching at my current school	38370	77.6%
Continue teaching in this division but leave this school	2596	5.3%
Continue teaching in this state but leave this division	1463	3.2%
Continue teaching in a state other than Virginia	518	1.0%
Continue working in education but pursue a non-teaching position	2291	4.6%
Leave education to retire	1067	2.2%
Leave education to work in a non-education field	2462	5.0%
Leave education for other reasons	583	1.1%

Section VII: Concluding Questions

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I have sufficient resources to meet any additional student learning needs as a result of COVID-19.	1890 (3.9%)	3762 (7.7%)	4649 (9.3%)	9934 (20.2%)	21252 (42.9%)	7863 (16.0%)
My division's overall response to the pandemic was appropriate given the circumstances.	1494 (3.1%)	2264 (4.6%)	3190 (6.4%)	9713 (19.6%)	23192 (46.9%)	9497 (19.6%)

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 teachers at this school?	15990 (31.8%)	4929 (10.6%)	28431 (57.6%)

A. Demographics

Question	Yes	No
Do you hold a professional license related to your role in the school?	39597 (80.7%)	9753 (19.3%)

Question	Male	Female	Non-binary	Prefer not to disclose
How would you describe your gender?	5214 (9.9%)	41076 (84.1%)	139 (0.3%)	2840 (5.7%)

Question	Yes	No
Is your ethnic background Hispanic or Latino?	2303 (4.3%)	46870 (95.7%)

What is the best description of your race? *If you are multi-racial, mark all that apply*. (n=48779)

Option	Count	Percentage
American Indian or Alaska Native	569	1.0%
Asian	1462	2.6%
Black or African American	5986	12.1%
Native Hawaiian or Pacific Islander	212	0.4%
White	40516	80.9%
Other Race	1645	3.0%