



## 2026 Virginia School Survey of Climate and Working Conditions: ADULT VERSION

*This is a review copy, not for circulation or use. The actual survey is taken online with formatting for ease of navigation. Questions are grouped around school climate and working conditions topics (in **BOLD CAPS** below). These topic groupings do not appear in the online survey.*

To access the online survey, enter the unique Access Code for the adult survey assigned to your school. Your principal or your principal's designee, will have this Access Code for you. All classroom instructors and staff members at the same school will have the same Access Code, so you will not be identified by this Access Code. It is important that you submit **only one completed survey** for each school at which you work. The administrators of this survey are obligated to protect your identity.

**What is your Access Code for taking this survey?** \_\_\_\_\_

Do you want to take the survey in English or Spanish? *Mark one.*

<input type="checkbox"/>	English
<input type="checkbox"/>	Spanish

### Instructions for classroom instructors and other school staff members:

Any individual employed in Virginia's public schools may take this survey, including:

1. Classroom instructors (teachers, teacher's aides, and assistants) who interact with students in classroom settings.
2. School staff members who interact with or support students outside of the classroom setting.

All classroom instructors (including substitutes) and school staff members are asked to complete the survey regardless of the grade level of the students with whom they teach or interact. The purpose of the survey is to help schools create and maintain safe and supportive working environments for education professionals in Virginia's public schools.

Your individual answers to the survey are anonymous, which means that no one will know how you answered. It is important that you submit **only one completed survey** for each school at which you work.

Some of the questions differ for classroom instructors and school staff members. The survey should take about 20-25 minutes to complete.

Use the Next and Previous buttons at the bottom of the screen to go to the next or previous page.

**SECTION I: General Questions**

1. You are logging into the survey as a member of the following school: {display division and school name}. Is this correct?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No <i>[If no, provide dropdown menus for respondent to select the correct division and school.]</i>

2. What is your professional role at this school?
- Mark one. (Responses are not reported at the school or division level)*

<i>[If selected, respondent will be directed to the Classroom Instructors Survey.]</i>	
<input type="checkbox"/>	Teacher, including substitute (not including Library Media, Mathematics Specialist, or Reading Specialist)
<input type="checkbox"/>	Teacher's Assistant, Teaching Assistant, Teacher's Aide, Instructional Aide, Para-Educator, Para-Professional
<i>[If selected, respondent will be directed to the Staff Survey.]</i>	
<input type="checkbox"/>	Principal, Assistant Principal, or Regional Director
<input type="checkbox"/>	Athletic and/or Student Activities Director, Trainer, or Coach
<input type="checkbox"/>	Bus, Car, or Van Driver
<input type="checkbox"/>	Coordinator of Special Programs (e.g., ESL, Gifted Education, Special Education)
<input type="checkbox"/>	Custodial and Facilities
<input type="checkbox"/>	Library Media
<input type="checkbox"/>	Mathematics or Reading Specialist
<input type="checkbox"/>	Administrative Support Staff (e.g., secretaries and clerical staff)
<input type="checkbox"/>	Specialized Student Support Services (e.g., Counselor, Psychologist, or Social Worker)
<input type="checkbox"/>	Specialized Services for Students with Disabilities (e.g., Speech and Language, Interpreters, OT, PT, Therapeutic Recreation)
<input type="checkbox"/>	Medical and Nursing Services (e.g., School Nurse, other medical staff)
<input type="checkbox"/>	Food Nutrition, School Cafeteria, or Food Service Staff
<input type="checkbox"/>	School Safety, Security, and Law Enforcement
<input type="checkbox"/>	Instructional Technology and Support
<input type="checkbox"/>	Testing and Assessment Staff
<input type="checkbox"/>	Other, please specify your professional role (no acronyms): _____

3. Do you hold a professional license related to your role in the school?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

**SECTION II: Teaching Position** (Ask only of respondents that choose “Teacher, including substitute (not including Library Media, Mathematics Specialist, or Reading Specialist)” or “Teacher’s Assistant, Teaching Assistant, Teacher’s Aide, Instructional Aide, Para-Educator, Para-Professional” in question 2.)

Throughout this survey, the word “teacher” collectively refers to all classroom instructors (teachers, teacher’s aides, and assistants).

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

	Primary Teaching Assignment (Mark one.)	Secondary Teaching Assignments (Mark all that apply.)
Career and technical education	<input type="checkbox"/>	<input type="checkbox"/>
Computer science	<input type="checkbox"/>	<input type="checkbox"/>
Elementary and early childhood education classroom teacher	<input type="checkbox"/>	<input type="checkbox"/>
English as a Second Language (ESL), English for Speakers of Other Languages (ESOL)	<input type="checkbox"/>	<input type="checkbox"/>
English language and literature (including composition, creative writing, journalism, reading)	<input type="checkbox"/>	<input type="checkbox"/>
Fine and performing arts (e.g., art, band, orchestra, chorus, dance, music, theater)	<input type="checkbox"/>	<input type="checkbox"/>
Foreign or world language and literature	<input type="checkbox"/>	<input type="checkbox"/>
Physical, health, and safety education	<input type="checkbox"/>	<input type="checkbox"/>
Social sciences and history (including civics, economics, geography, government, psychology, sociology)	<input type="checkbox"/>	<input type="checkbox"/>
Mathematics	<input type="checkbox"/>	<input type="checkbox"/>
Science	<input type="checkbox"/>	<input type="checkbox"/>
Special education, exceptional education, gifted education	<input type="checkbox"/>	<input type="checkbox"/>
Other, please specify:		<input type="checkbox"/>

5. How many years of teaching experience do you have (including the current school year)? *Mark one.*

1–3 years	4–10 years	11–20 years	More than 20 years
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- 5.1. (Ask only of respondents choosing “1–3 years” to question 5.) Is this your first year in a teaching position? *Mark one.*

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Prefer not to answer

## SECTION III: Teaching and Learning Environment

- A. TEACHER EMPOWERMENT** (*Ask only of respondents that choose "Teacher, including substitute (not including Library Media, Mathematics Specialist, or Reading Specialist)" or "Teacher's Assistant, Teaching Assistant, Teacher's Aide, Instructional Aide, Para-Educator, Para-Professional" in question 2.*)

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
<b>Autonomy</b>						
6. I am trusted to make sound professional decisions about instruction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I am free to be creative in my teaching approach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I control how I use my scheduled class time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. ( <i>Ask only of respondents choosing "Teacher" to question 2.</i> ) I set the grading and student assessment practices in my classroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Respect</b>						
10. I contribute to decisions about educational issues at my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. My role as an educator is respected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Current policies are improving this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Demands on Teacher Time</b>						
13. My scheduled workday includes sufficient planning time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. My scheduled workday includes sufficient instructional time to meet the needs of my students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. I spend an unreasonable amount of time per <b>WEEK</b> working (e.g., grading papers, meeting with students) outside of the contracted work hours.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15.1. (*Ask only of respondents choosing "Slightly Agree", "Agree", or "Strongly Agree" to question 15.*) How many hours per **WEEK** do you spend doing work (e.g., grading papers, meeting with students) outside of contracted work hours?

0	1	2	3	4	5	6	7	8	9	10 hours
hours	hour	hours	hours	hours	hours	hours	hours	hours	hours	or more
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16. Each working day, I am provided with a lunch break of at least 30 minutes in length, which is unencumbered by any teaching or supervisory duties. *Mark one.*

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

- B. **STAFF COLLEGIALLY** (Statements 20 - 22 asked only of respondents that did not choose "Teacher, including substitute (not including Library Media, Mathematics Specialist, or Reading Specialist)" or "Teacher's Assistant, Teaching Assistant, Teacher's Aide, Instructional Aide, Para-Educator, Para-Professional" in question 2.)

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
17. I trust the teachers and other adults at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Teachers and other adults at this school treat me with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. I feel supported by teachers and other adults at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. My professional role is respected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Current policies are improving this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. I contribute to decisions about issues at my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C. **PHYSICAL ENVIRONMENT**

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
23. The physical environment of my classroom/workspace supports my teaching and my students' learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. I have adequate space to work productively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. The school building is clean and comfortable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. I have the support I need to incorporate technology into my instruction and/or work responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**D. STUDENT ENGAGEMENT**

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	I do not interact with students
27. Students generally like this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. Students are proud to be at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. Students come to school ready to learn.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. Students are engaged in classroom lessons.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**E. RELATIONSHIPS AMONG STUDENTS**

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	I do not interact with students
31. Students at this school care about other students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. Students at this school get along well with other students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33. Students at this school treat other students with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**F. RELATIONSHIPS BETWEEN STUDENTS AND ADULTS**

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
34. Adults at this school care about students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
35. Adults at this school treat students with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
36. Adults at this school want students to do well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
37. Adults at this school listen to what students have to say.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. Adults at this school recognize and value each individual's cultural background.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. Adults at this school are treated with respect by students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. Adults at this school provide supports and services that reflect students' cultural backgrounds, ethnicities, and identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**G. RIGOROUS INSTRUCTION** (*ASK ONLY OF RESPONDENTS THAT CHOOSE "TEACHER, INCLUDING SUBSTITUTE (NOT INCLUDING LIBRARY MEDIA, MATHEMATICS SPECIALIST, OR READING SPECIALIST)" OR "TEACHER'S ASSISTANT, TEACHING ASSISTANT, TEACHER'S AIDE, INSTRUCTIONAL AIDE, PARA-EDUCATOR, PARA-PROFESSIONAL" IN QUESTION 2.*)

The word "teacher" collectively refers to all classroom instructors (teachers, teacher's aides, and assistants).

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
41. Teachers at this school expect students to use facts and evidence to support their ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42. Teachers at this school want students to think about different ways to solve problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
43. Teachers at this school encourage students to provide constructive feedback to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44. Teachers at this school encourage students to value and seek out diverse opinions, perspectives, and abilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45. Teachers at this school often connect what students are learning to life outside the classroom.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
46. The content taught at this school reflects multiple cultural backgrounds, ethnicities, and identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## SECTION IV: School Supports

**H. PROFESSIONAL GROWTH OPPORTUNITIES**

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	This does not apply to me
47. I have sufficient resources for my professional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48. The professional development I receive meets my needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
49. Professional development provides ongoing opportunities to work with colleagues to refine my practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

50. I receive follow-up after professional development activities to give me additional support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
51. Professional development enhances my ability to meet student needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**I. NEW TEACHER SUPPORTS**

(Ask only if answered "1–3 years" to question .) **Indicate whether you have received the following supports at your school. Mark one response per line.**

	Yes	No	Do not know
52. Formally assigned a mentor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
53. Reduced workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
54. Release time to observe other teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
55. Formal time to meet with mentor during school hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**J. 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	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	I do not interact with students
56. Adults at this school understand the rules for student behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
57. The rules for student behavior are effective at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
58. We use data to evaluate and, if needed, adjust this school's student conduct policies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
59. If a student breaks a school rule, the student's behavior is addressed consistently for all students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
60. This school's use of suspensions or expulsions to manage student behavior is effective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
61. Students know which behaviors are against school rules.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
62. Students know there are consequences for breaking school rules.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
63. Students are recognized for positive behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
64. When students are accused of doing something wrong, they get a chance to explain.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



65. There are supports to help students who misbehave develop positive behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
66. I feel equipped to successfully handle incidents of racially motivated behaviors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
67. I feel equipped to successfully handle incidents of bullying.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
68. This school's administrators support me when I have concerns about student behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**K. ENGAGING WITH FAMILIES**

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	I do not interact with students
69. I make an effort to know my students' families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
70. This school supports my efforts to have positive relationships with students' families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
71. This school does a good job of encouraging family involvement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
72. Students' families and I share common academic expectations for their children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
73. Families at this school treat me with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
74. Families at this school support me when I have concerns about their child's behavior.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

## L. SCHOOL AND DIVISION LEADERSHIP

The word “teacher” collectively refers to all classroom instructors (teachers, teacher’s aides, and assistants).

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

<i>(Ask only if did not answer “Principal, Assistant Principal or Regional Director” to question 2.)</i>	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	I do not interact with the administration
75. I feel respected by this school’s administrators.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
76. I feel comfortable raising issues and concerns that are important to me with school administrators.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
77. I trust this school’s administrators to do what they say they will do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
78. The procedures for teacher evaluation are consistent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
79. My performance is assessed objectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
80. I receive feedback that can help me improve my performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
81. This school’s administrators communicate a clear vision for this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
82. This school’s administrators understand how children learn.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
83. This school’s administrators set high expectations for all students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
84. Staff are treated fairly regardless of their race, ethnicity, or culture.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
85. My school is committed to providing an inclusive environment for individuals from varied racial, ethnic, and cultural backgrounds.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
86. Teachers, staff, and administrators have a shared vision for this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<i>(Ask only if answered “Principal, Assistant Principal or Regional Director” to question 2.)</i>	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	This does not apply to me
75.1. I feel respected by this division’s administrators.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
76.1. I feel comfortable raising issues and concerns that are important to me with division administrators.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

77.1. I trust this division's administrators to do what they say they will do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
78.1. The procedures for administrators' evaluation are consistent.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
79.1. My performance is assessed objectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
80.1. I receive feedback that can help me improve my performance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
81.1. This division's administrators communicate a clear vision for this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
82.1. This division's administrators understand how children learn.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
83.1. This division's administrators set high expectations for all students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
84.1. Staff are treated fairly regardless of their race, ethnicity, or culture.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
85.1. My school is committed to providing an inclusive environment for individuals from varied racial, ethnic, and cultural backgrounds.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
86.1. Staff and administrators have a shared vision for this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**SECTION V: Safety****A. SAFETY CONCERNS**

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	I do not interact with students
87. I feel safe at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
88. I know what to do if there is an emergency, natural disaster (such as a tornado or a flood), or a dangerous situation (such as a violent person on campus) during the school day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
89. I have been adequately informed about the threat assessment process in my building	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
90. I feel confident in my ability to direct and assist students during an emergency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
91. I feel confident in my ability to direct students on how to be safe online.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**B. PREVALENCE OF BULLYING**

*Please use this definition of bullying to answer the questions below. 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 cyberbullying. "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	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	I do not interact with students
92. Bullying is a problem at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
93. Students at this school are bullied because of their race or ethnicity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
94. Students at this school are bullied because of their religious beliefs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
95. Students at this school are bullied because of their physical appearance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
96. Students at this school are bullied for having too little or too much money.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
97. Students at this school are bullied because of their gender or gender identity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
98. Students at this school are bullied because of their sexual orientation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
99. Students at this school are bullied because of their disability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	I do not interact with students
100. Students ask for help from adults if there is a problem with another student.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
101. The school has a clear policy for reporting and intervening when bullying incidents occur.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
102. Adults at this school take action to solve the problem when students report bullying.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
103. Adults at this school bully students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**C. STUDENT AGGRESSION**

Have any of the following happened to you personally at school this year? *Mark one response per line.*

	No	One Time	More than Once	Many Times
104. A student stole or damaged my personal property.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
105. A student threatened to harm me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
106. A student physically attacked, pushed, or hit me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
107. A student said rude or insulting things to me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
108. A student threatened me with a weapon.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Do not know

109.1 (Ask only of those that respond "Yes" to question 109.) Have gangs caused problems at your school this year (e.g., fights, sale of drugs)? *Mark one.*

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Do not know

**D. SCHOOL RESOURCE AND SECURITY OFFICERS**

**Use these definitions of a School Resource Officer and School Security Officer when answering the questions below.**

- A **School Resource Officer (SRO)** is employed by the Police Department or Sheriff's Office and is assigned to the school to assist with matters related to safety, security, and the law.
- A **School Security Officer (SSO)** is employed by the school division for the purpose of enforcing the school's Code of Conduct by maintaining order and discipline, preventing crimes, and investigating violations of school board policies and school rules.

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

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Do not know

110.1. (Ask only if answered "No" or "Do not know" to question 110.) Did your school have a School Resource Officer (SRO) in previous years? Mark one.

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Do not know

110.2 (Ask only if answered "No" or "Do not know" to question 110.) Would you feel safer if your school had an SRO? Mark one.

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Do not know

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

(Ask only if answered "Yes" to question 110.)	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
110.3. The School Resource Officer (SRO) makes me feel safe at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
110.4. The School Resource Officer (SRO) makes a positive contribution to our school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

111 Does your school have a School Security Officer (SSO)? Mark one.

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Do not know

111.1 (Ask only if answered "No" or "Do not know" to question 111.) Did your school have a School Security Officer (SSO) in previous years? Mark one.

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Do not know

111.2 (Ask only if answered "No" or "Do not know" to question 111.) Would you feel safer if your school had an SSO? Mark one.

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Do not know

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

(Ask only if answered "Yes" to question 111.)	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
111.3. The School Security Officer (SSO) makes me feel safe at this school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
111.4. The School Security Officer (SSO) makes a positive contribution to our school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

112. Did your school implement a new cell phone use policy that restricts use during the school day?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No



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

<i>(Ask only if answered "Yes" to question 112.)</i>	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree	I do not interact with students
112.1. The cell phone use policy makes me feel safer at school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
112.2. The cell phone use policy has decreased student social media usage.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
112.3. The cell phone use policy has increased student engagement at school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
112.4. The cell phone use policy has had a positive effect on student learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
112.5. The cell phone use policy has improved student emotional health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
112.6. The cell phone use policy has decreased student levels of anxiety.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

112.7. *(Ask only if answered "No" to question 128.)* Would a cell phone use policy that restricts use during the school day make you feel safer?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

113. Did your school have security scanning equipment (metal/weapons detection) that individuals had to pass through to enter the building?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

113.1. *(Ask only if answered "Yes" to question 113.)* How does the security scanning equipment (metal/weapons detection) make you feel?

<input type="checkbox"/>	Safer
<input type="checkbox"/>	Unaffected
<input type="checkbox"/>	Less safe

113.2. *(Ask only if answered "No" to question 113.)* Would security scanning equipment (metal/weapons detection) make you feel safer?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

<input type="checkbox"/>	Undecided
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**SECTION VI: Well-being****A. BURNOUT**

114. Overall, based on your definition of burnout, how would you rate your level of burnout? *(Mark one.)*

<input type="checkbox"/>	I enjoy my work. I have no symptoms of burnout.
<input type="checkbox"/>	Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out.
<input type="checkbox"/>	I am definitely burning out and have one or more symptoms of burnout, such as physical or emotional exhaustion.
<input type="checkbox"/>	The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot.
<input type="checkbox"/>	I feel completely burned out and often 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.

**B. MENTAL HEALTH**

How often over the last 2 weeks were you bothered by the following? *Mark one response per line.*

	Not at all	Several days	More than half the days	Nearly every day
115. Feeling nervous, anxious, or on edge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
116. Not being able to stop or control worrying	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
117. Feeling down, depressed, or hopeless	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
118. Having little interest or pleasure doing things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**C. SUPPORT FOR BURNOUT AND MENTAL HEALTH**

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
119. The administrators in my school care about staff/teachers' well-being and mental health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
120. The administrators in my school take steps to reduce the stressors that impact staff/teachers' burnout and mental health symptoms.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
121. The administrators in my school provide emotional support to reduce staff/teachers' burnout and mental health symptoms.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
122. The administrators in my school are supportive of students' use of mental health services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
123. I am satisfied with the level of mental health services available to students in my school.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
124. The administrators in my school care about students' well-being and mental health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

125. Are you aware of the Know-Talk-Ask suicide prevention campaign on social media, TV, radio, or in your school building? *Mark one.*

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Do not know

125.1 (Ask only if answered "Yes" to question 125.) Where have you seen/heard it? *Mark all that apply.*

<input type="checkbox"/>	Social Media
<input type="checkbox"/>	TV
<input type="checkbox"/>	Radio
<input type="checkbox"/>	In my school building

126. Please select the types of safety-related training most needed. *Mark all that apply.*

<input type="checkbox"/>	Cyber safety/social media (Facebook, Snapchat, TikTok, Twitter/X, YouTube, etc.)
<input type="checkbox"/>	Bullying prevention and intervention
<input type="checkbox"/>	De-escalation and mediation
<input type="checkbox"/>	Emergency management and crisis response
<input type="checkbox"/>	Human trafficking
<input type="checkbox"/>	Mental health awareness and recognition
<input type="checkbox"/>	Peer relations (dating violence, conflict mediation, sexual harassment, etc.)
<input type="checkbox"/>	Role of safety and security personnel (SROs and/or SSOs)
<input type="checkbox"/>	Social/emotional interventions and supports
<input type="checkbox"/>	Substance use and vaping
<input type="checkbox"/>	Suicide prevention, intervention, and postvention
<input type="checkbox"/>	Threat assessment team training
<input type="checkbox"/>	Trauma-informed practices
<input type="checkbox"/>	Understanding poverty's effect on learning
<input type="checkbox"/>	Violence prevention training (including fighting, armed intruder, active shooter, and other school violence)
<input type="checkbox"/>	Other (describe)
<input type="checkbox"/>	None of the above



## SECTION VII: Summary

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

<input type="checkbox"/>	Strongly Disagree
<input type="checkbox"/>	Disagree
<input type="checkbox"/>	Slightly Disagree
<input type="checkbox"/>	Slightly Agree
<input type="checkbox"/>	Agree
<input type="checkbox"/>	Strongly Agree

128. Over the last year, how have the **working conditions for teachers/staff** in this school changed? *(Mark one.)*

<input type="checkbox"/>	Become much worse
<input type="checkbox"/>	Become worse
<input type="checkbox"/>	Become slightly worse
<input type="checkbox"/>	Stayed about the same
<input type="checkbox"/>	Become slightly better
<input type="checkbox"/>	Become better
<input type="checkbox"/>	Become much better
<input type="checkbox"/>	I have no opinion.

129. Over the last year, how has the climate for **teachers/staff** in this school changed? *(Mark one.)*

<input type="checkbox"/>	Become much worse
<input type="checkbox"/>	Become worse
<input type="checkbox"/>	Become slightly worse
<input type="checkbox"/>	Stayed about the same
<input type="checkbox"/>	Become slightly better
<input type="checkbox"/>	Become better
<input type="checkbox"/>	Become much better
<input type="checkbox"/>	I have no opinion.

130. Over the last year, how has the overall climate for **students** in this school changed? *(Mark one.)*

<input type="checkbox"/>	Become much worse
<input type="checkbox"/>	Become worse
<input type="checkbox"/>	Become slightly worse
<input type="checkbox"/>	Stayed about the same
<input type="checkbox"/>	Become slightly better
<input type="checkbox"/>	Become better
<input type="checkbox"/>	Become much better
<input type="checkbox"/>	I have no opinion.

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

<input type="checkbox"/>	Continue teaching/working at my current school
<input type="checkbox"/>	Continue teaching/working in this division but leave this school
<input type="checkbox"/>	Continue teaching/working in this state but leave this division
<input type="checkbox"/>	Continue teaching/working in a state other than Virginia
<input type="checkbox"/>	Continue teaching/working in education but pursue a non-teaching and/or different position
<input type="checkbox"/>	Leave education to retire**
<input type="checkbox"/>	Leave education to work in a non-education field**
<input type="checkbox"/>	Leave education for other reasons**

\*\* The following question will only be presented to those who indicate they intent to leave the teaching profession.

Indicate your primary reason for leaving and any other reasons that influenced your decision to leave education.	Primary Reason for Leaving (Mark one).	Other Reasons for Leaving (Mark all that apply).
Retirement		
Involuntary separation or end of contract		
Taking a job more conveniently located OR moving		
Other personal life reasons (e.g., health, caring for family)		
Want or need a higher salary		
Want or need better benefits		
Dissatisfied with teaching as a career		
Inadequately prepared to be a teacher		
Lack of support from families and/or the community		
Not enough opportunities for leadership roles or professional development		
Dissatisfied with job description or assignment		
Did not have enough autonomy over classroom		
Too many intrusions on teaching time		
Dissatisfied with workplace conditions		
Personal safety concerns		
Dissatisfied with student discipline problems		
Dissatisfied with administration		
Dissatisfied with lack of influence over school policies and practices		

Dissatisfied with how student assessments and school accountability measures impacted teaching		
Dissatisfied with how compensation, benefits, or rewards were tied to student performance		
Use this space to document any additional reasons for leaving not addressed above.	[open text]	

### SECTION VIII: Concluding Questions

132. Have the results from the 2024 Virginia School Survey of Climate and Working Conditions been made readily available to the teachers/staff at this school? *Mark one.*

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	I do not know

The following questions are asked of all respondents to better understand whether groups of individuals experience school climate and working conditions differently.

133. Do you or any members of your family currently serve or have previously served in the military? *Mark all that apply.*

	Currently Serve	Previously Served (Veterans)
Self	<input type="checkbox"/>	<input type="checkbox"/>
Parent/Stepparent/Guardian	<input type="checkbox"/>	<input type="checkbox"/>
Brother/Sister/Sibling	<input type="checkbox"/>	<input type="checkbox"/>
Grandparent	<input type="checkbox"/>	<input type="checkbox"/>
Aunt or Uncle	<input type="checkbox"/>	<input type="checkbox"/>
Spouse	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>

133.1 (Ask only if "None" is NOT selected in question 133.) Which military branch(es) do you or any members of your family currently serve or have previously served? *Mark all that apply.*

	Self	Parent/Stepparent /Guardian	Brother/Sister/ Sibling	Grandparent	Aunt or Uncle	Spouse	Other
Air Force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Air Force Reserves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Army	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Army Reserves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coast Guard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coast Guard Reserves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marine Corp. Reserve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

National Guard	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Navy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Navy Reserves	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Space Force	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

134. How do you describe your gender? *Mark one.*

<input type="checkbox"/>	Male
<input type="checkbox"/>	Female
<input type="checkbox"/>	Non-binary
<input type="checkbox"/>	Prefer not to disclose

135. Are you of Hispanic, Latino, or Spanish origin? *Mark one.*

<input type="checkbox"/>	No, not of Hispanic, Latino, or Spanish origin
<input type="checkbox"/>	Yes, Mexican, Mexican American, or Chicano
<input type="checkbox"/>	Yes, Puerto Rican
<input type="checkbox"/>	Yes, Cuban
<input type="checkbox"/>	Yes, another Hispanic, Latino, or Spanish origin (e.g., Salvadorian, Dominican, Colombian, Guatemalan, etc.)

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

<input type="checkbox"/>	American Indian or Alaska Native (e.g., Navajo Nation, Mayan, Aztec, etc.)
<input type="checkbox"/>	Asian (e.g., Chinese, Vietnamese, Korean, Filipino, Japanese, etc.)
<input type="checkbox"/>	Black or African American (e.g., African American, Jamaican, Haitian, Nigerian, Ethiopian, etc.)
<input type="checkbox"/>	Middle Eastern or North African (e.g., Lebanese, Syrian, Iranian, Iraqi, Egyptian, Israeli)
<input type="checkbox"/>	Native Hawaiian or Pacific Islander (e.g., Samoan, Chamorro, etc.)
<input type="checkbox"/>	White (e.g., German, Irish, English, Italian, Scottish, etc.)
<input type="checkbox"/>	Other Race:

137. *(Ask only of respondents did NOT choose "Teacher, including substitute (not including Library Media, Mathematics Specialist, or Reading Specialist)" or "Teacher's Assistant, Teaching Assistant, Teacher's Aide, Instructional Aide, Para-Educator, Para-Professional" in question 2.)* How many years have you worked in this school (including the current school year)? *Mark one.*

<input type="checkbox"/>	1–3 years
<input type="checkbox"/>	4–10 years
<input type="checkbox"/>	11–20 years
<input type="checkbox"/>	More than 20 years

A representative selection of health and wellness resources are provided below.  
This is not an exhaustive list of local, state, and national resources that are available to you.  
If you need help, contact one of these organizations or talk to a trusted adult or colleague.

*[List will appear in the online version of this survey.]*