

2022 Virginia School Survey of Climate and Working Conditions

CLASSROOM INSTRUCTOR VERSION

STATEWIDE
School Participation Snapshot

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Welcome to the Statewide Summary Snapshot for the 2022 Virginia School Survey of Climate and Working Conditions, Classroom Instructor Version. This report summarizes how instructors responded to the survey in aggregate.

We received 20,048 classroom instructor (teacher and teacher’s assistant) responses to this survey which equates to a response rate of 63.2%.

As you read through the results below, 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, 5.0% (10) means that 5% of the respondents from your school representing 10 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	18398	91.8%
Teacher's Assistant, etc.	1650	8.2%

How have you provided instruction to students this year?

N=20048

Option	Count	Percentage
In-person	19885	73.4%
Remotely from the school building	3769	13.9%
Remotely from somewhere else	3449	12.7%

Section II: Teaching Position

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

Response	Primary	Secondary
Career and technical education	11.9%	11.5%
Computer science	0.9%	2.5%
Elementary and early childhood classroom teacher	0.5%	0.5%
English as a Second Language	2.6%	4.4%
English language and literature	13.2%	0.0%
Fine and performing arts	5.7%	4.8%
Foreign language and literature	5.8%	0.0%
Physical, health, and safety education	4.9%	4.9%
Social sciences and history	12.3%	12.9%
Mathematics	13.0%	14.6%
Science	11.8%	12.3%
Special education, gifted education	17.5%	17.3%
Other		14.3%

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

Option	Count	Percentage
1-3 years	2884	14.4%
4-10 years	5507	27.5%
11-20 years	6295	31.4%
More than 20 years	5362	26.7%

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

Option	Count	Percentage
Yes	1172	40.6%
No	1635	56.7%
Prefer not to answer	77	2.7%

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	563 (2.8%)	850 (4.2%)	1129 (5.6%)	2631 (13.1%)	8178 (40.8%)	6697 (33.4%)
I am free to be creative in my teaching approach.	370 (1.8%)	633 (3.2%)	885 (4.4%)	2733 (13.6%)	8209 (40.9%)	7218 (36.0%)
I control how I use my scheduled class time.	296 (1.5%)	549 (2.7%)	867 (4.3%)	2477 (12.4%)	9073 (45.3%)	6786 (33.8%)
I set the grading and student assessment practices in my classroom.*	855 (4.6%)	1394 (7.6%)	1375 (7.5%)	2972 (16.2%)	7002 (38.1%)	4800 (26.1%)
Respect						
I contribute to decisions about educational issues at my school.	1608 (8.0%)	2834 (14.1%)	2728 (13.6%)	5318 (26.5%)	5472 (27.3%)	2088 (10.4%)
My role as an educator is respected.	1510 (7.5%)	1960 (9.8%)	2154 (10.7%)	3751 (18.7%)	6726 (33.5%)	3947 (19.7%)
Current policies are improving this school.	2242 (11.2%)	2896 (14.4%)	3257 (16.2%)	4736 (23.6%)	5023 (25.1%)	1894 (9.4%)
Demands on Teacher Time						
My scheduled workday includes sufficient planning time.	2771 (13.8%)	2820 (14.1%)	2534 (12.6%)	3373 (16.8%)	5725 (28.6%)	2825 (14.1%)
My scheduled workday includes sufficient instructional time to meet the needs of my students.	1022 (5.1%)	1346 (6.7%)	1645 (8.2%)	2909 (14.5%)	8611 (43.0%)	4515 (22.5%)

B. Staff Collegiality

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I trust the teachers and other adults at this school.	354 (1.8%)	707 (3.5%)	1255 (6.3%)	3567 (17.8%)	9342 (46.7%)	4762 (23.8%)
Teachers and other adults at this school treat me with respect.	258 (1.3%)	429 (2.1%)	800 (4.0%)	2639 (13.2%)	9622 (48.2%)	6227 (31.2%)
I feel supported by teachers and other adults at this school.	397 (2.0%)	657 (3.3%)	1150 (5.8%)	3507 (17.6%)	8709 (43.6%)	5549 (27.8%)

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.	664 (3.3 %)	1076 (5.4%)	1524 (7.6%)	3045 (15.2%)	8579 (42.8%)	5160 (25.7%)
I have adequate space to work productively.	669 (3.3%)	1038 (5.2%)	1380 (6.9%)	2430 (12.1%)	8507 (42.4%)	6024 (30.0%)
The school building is clean and comfortable.	949 (4.7%)	1438 (7.2%)	1978 (9.9%)	3442 (17.2%)	7467 (37.2%)	4774 (23.8%)
I have the support I need to incorporate technology into my instruction.	380 (1.9%)	622 (3.1%)	962 (4.8%)	2661 (13.3%)	9061 (45.2%)	6362 (31.7%)

D. Student Engagement

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Students generally like this school.	489 (2.4%)	1245 (6.2%)	1974 (9.8%)	5761 (28.7%)	8845 (44.1%)	1734 (8.6%)
Students are proud to be at this school.	680 (3.4%)	1625 (8.1%)	2606 (13.0%)	6406 (32.0%)	7139 (35.6%)	1592 (7.9%)
Students come to school ready to learn.	1382 (6.9%)	3047 (15.2%)	4079 (20.3%)	6147 (30.7%)	4595 (22.9%)	798 (4.0%)
Students are engaged in classroom lessons.	708 (3.5%)	1809 (9.0%)	2579 (12.9%)	6161 (30.7%)	7377 (36.8%)	1414 (7.1%)

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E. Relationships Among Students

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Students at this school care about other students.	391 (2.0%)	1084 (5.4%)	2219 (11.1%)	6848 (34.2%)	8175 (40.8%)	1331 (6.6%)
Students at this school get along well with other students.	324 (1.6%)	862 (4.3%)	1856 (9.3%)	6542 (32.6%)	9180 (45.8%)	1284 (6.4%)
Students at this school treat other students with respect.	587 (2.9%)	1426 (7.1%)	2644 (13.2%)	6685 (33.3%)	7592 (37.9%)	1114 (5.6%)

F. Relationships Between Students and Adults

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Adults at this school care about students.	50 (0.2%)	98 (0.5%)	345 (1.7%)	1907 (9.5%)	10044 (50.1%)	7604 (37.9%)
Adults at this school treat students with respect.	93 (0.5%)	229 (1.1%)	729 (3.6%)	2934 (14.6%)	10960 (54.7%)	5103 (25.5%)
Adults at this school want students to do well.	52 (0.3%)	86 (0.4%)	233 (1.2%)	1426 (7.1%)	9412 (46.9%)	8839 (44.1%)
Adults at this school listen to what students have to say.	155 (0.8%)	423 (2.1%)	1121 (5.6%)	4320 (21.5%)	10089 (50.3%)	3940 (19.7%)
Adults at this school recognize and value each individual's cultural background.	246 (1.2%)	557 (2.8%)	1159 (5.8%)	3705 (18.5%)	9667 (48.2%)	4714 (23.5%)
Students at this school treat me with respect.	395 (2.0%)	858 (4.3%)	1371 (6.8%)	3744 (18.7%)	9665 (48.2%)	4015 (20.0%)

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.	109 (0.5%)	283 (1.4%)	727 (3.6%)	3610 (18.0%)	10946 (54.6%)	4373 (21.8%)
Teachers at this school want students to think about different ways to solve problems.	109 (0.5%)	311 (1.6%)	816 (4.1%)	3776 (18.8%)	10545 (52.6%)	4491 (22.4%)
Teachers at this school encourage students to provide constructive feedback to others.	151 (0.8%)	574 (2.9%)	1722 (8.6%)	5624 (28.1%)	9075 (45.3%)	2902 (14.5%)
Teachers at this school encourage students to value and search for a diversity of opinions, perspectives, and abilities.	206 (1.0%)	540 (2.7%)	1256 (6.3%)	4631 (23.1%)	9766 (48.7%)	3649 (18.2%)
Teachers at this school often connect what students are learning to life outside the classroom.	140 (0.7%)	486 (2.4%)	1208 (6.0%)	4935 (24.6%)	9711 (48.4%)	3568 (17.8%)
The content taught at this school reflects multiple cultural backgrounds, ethnicities, and identities.	384 (1.9%)	854 (4.3%)	1838 (9.2%)	5106 (25.5%)	8675 (43.3%)	3191 (15.9%)

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.	1029 (5.1%)	1747 (8.7%)	2333 (11.6%)	4575 (22.8%)	7667 (38.2%)	2697 (13.5%)
The professional development I receive meets my needs.	1730 (8.6%)	2628 (13.1%)	2924 (14.6%)	4686 (23.4%)	6010 (30.0%)	2070 (10.3%)
Professional development provides ongoing opportunities for me to work with colleagues to refine my practice.	1479 (7.4%)	2475 (12.3%)	2785 (13.9%)	4829 (24.1%)	6315 (31.5%)	2165 (10.8%)
I receive follow-up after professional development activities to give me additional support.	1622 (8.1%)	2850 (14.2%)	3288 (16.4%)	4701 (23.4%)	5692 (28.4%)	1895 (9.5%)
Professional development enhances my ability to meet student needs.	1620 (8.1%)	2552 (12.7%)	2797 (14.0%)	5045 (25.2%)	5995 (29.9%)	2039 (10.2%)

B. New Teacher Supports

Indicate whether you received the following supports at your school. <i>[Asked only of respondents choosing 1-3 years.]</i>	Yes	No	Do not know
Formally assigned a mentor	2116 (87.7%)	172 (7.1%)	126 (5.2%)
Reduced workload	382 (15.8%)	1566 (64.9%)	466 (19.3%)
Release time to observe other teachers	747 (30.9%)	1204 (49.9%)	463 (19.2%)
Formal time to meet with mentor during school hours	1149 (47.6%)	998 (41.3%)	267 (11.1%)

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.	880 (4.4%)	1364 (6.8%)	2086 (10.4%)	3805 (19.0%)	8600 (42.9%)	3313 (16.5%)
The rules for student behavior are effective at this school.	2819 (14.1%)	3109 (15.5%)	3371 (16.8%)	4341 (21.7%)	4821 (24.0%)	1587 (7.9%)
We use data to evaluate and, if needed, adjust this school's student conduct policies.	1486 (7.4%)	2209 (11.0%)	2912 (14.5%)	5034 (25.1%)	6259 (31.2%)	2148 (10.7%)
If a student breaks a school rule, the student's behavior is addressed consistently.	3269 (16.3%)	3253 (16.2%)	3316 (16.5%)	3821 (19.1%)	4666 (23.3%)	1723 (8.6%)
This school's use of suspensions or expulsions to manage student behavior is effective.	2704 (13.5%)	3064 (15.3%)	3369 (16.8%)	4350 (21.7%)	4881 (24.3%)	1680 (8.4%)
Students know which behaviors are against school rules.	976 (4.9%)	1255 (6.3%)	1762 (8.8%)	3440 (17.2%)	8733 (43.6%)	3882 (19.4%)
Students know there are consequences for breaking school rules.	2501 (12.5%)	2617 (13.1%)	2665 (13.3%)	3729 (18.6%)	5966 (29.8%)	2570 (12.8%)
Students are recognized for positive behavior.	478 (2.4%)	880 (4.4%)	1644 (8.2%)	4798 (23.9%)	8316 (41.5%)	3932 (19.6%)
When students are accused of doing something wrong, they get a chance to explain.	182 (0.9%)	298 (1.5%)	779 (3.9%)	3715 (18.5%)	10595 (52.8%)	4479 (22.3%)
There are supports to help students who misbehave develop positive	1266 (6.3%)	1988 (9.9%)	2900 (14.5%)	5212 (26.0%)	6345 (31.6%)	2337 (11.7%)
I feel equipped to successfully handle incidents of racially motivated	1242 (6.2%)	2021 (10.1%)	2824 (14.1%)	4627 (23.1%)	6853 (34.2%)	2481 (12.4%)
I feel equipped to successfully handle incidents of bullying.	768 (3.8%)	1407 (7.0%)	2294 (11.4%)	4842 (24.2%)	7926 (39.5%)	2811 (14.0%)

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Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
This school's administrators support me when I have concerns about student behavior.	1283 (6.4%)	1520 (7.6%)	1908 (9.5%)	3883 (19.4%)	7138 (35.6%)	4316 (21.5%)

D. Engaging with Families

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I make an effort to know my students' families.	154 (0.8%)	881 (4.4%)	2045 (10.2%)	5981 (29.8%)	7683 (38.3%)	3304 (16.5%)
This school supports my efforts to have positive relationships with students' families.	232 (1.2%)	421 (2.1%)	889 (4.4%)	3963 (19.8%)	9972 (49.7%)	4571 (22.8%)
This school does a good job of encouraging family involvement.	419 (2.1%)	1096 (5.5%)	1960 (9.8%)	5362 (26.7%)	8061 (40.2%)	3150 (15.7%)
Students' families and I share common academic and behavior expectations for their children.	555 (2.8%)	1314 (6.6%)	2267 (11.3%)	5329 (26.6%)	8184 (40.8%)	2399 (12.0%)
Families at this school treat me with respect.	263 (1.3%)	577 (2.9%)	1221 (6.1%)	4387 (21.9%)	10188 (50.8%)	3412 (17.0%)
Families at this school support me when I have concerns about their child's behavior.	434 (2.2%)	1017 (5.1%)	2044 (10.2%)	5917 (29.5%)	8313 (41.5%)	2323 (11.6%)

E. School Leadership

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I feel respected by this school's administrators.	1019 (5.1%)	896 (4.5%)	1129 (5.6%)	2732 (13.6%)	7648 (38.1%)	6624 (33.0%)
I feel comfortable raising issues and concerns that are important to me with school administrators.	1483 (7.4%)	1436 (7.2%)	1711 (8.5%)	3179 (15.9%)	7147 (35.6%)	5092 (25.4%)
I trust this school's administrators to do what they say they will do.	1493 (7.4%)	1501 (7.5%)	1855 (9.3%)	3600 (18.0%)	7034 (35.1%)	4565 (22.8%)
The procedures for teacher evaluation are consistent.	891 (4.4%)	998 (5.0%)	1458 (7.3%)	3270 (16.3%)	8927 (44.5%)	4504 (22.5%)
My performance is assessed objectively.	542 (2.7%)	625 (3.1%)	986 (4.9%)	2954 (14.7%)	9793 (48.8%)	5148 (25.7%)
I receive feedback that can help me improve my performance.	931 (4.6%)	1210 (6.0%)	1686 (8.4%)	3857 (19.2%)	8225 (41.0%)	4139 (20.6%)
This school's administrators communicate a clear vision for this school.	1258 (6.3%)	1306 (6.5%)	1647 (8.2%)	3633 (18.1%)	7545 (37.6%)	4659 (23.2%)
This school's administrators understand how children learn.	825 (4.1%)	1027 (5.1%)	1502 (7.5%)	3783 (18.9%)	8480 (42.3%)	4431 (22.1%)
This school's administrators set high expectations for all students.	1355 (6.8%)	1502 (7.5%)	2008 (10.0%)	3860 (19.3%)	7255 (36.2%)	4068 (20.3%)
Staff are treated fairly regardless of their race, ethnicity, or culture.	593 (3.0%)	541 (2.7%)	860 (4.3%)	2145 (10.7%)	8785 (43.8%)	7124 (35.5%)
My school is committed to providing an inclusive environment for individuals from varied racial, ethnic, and cultural backgrounds.	440 (2.2%)	525 (2.6%)	953 (4.8%)	3040 (15.2%)	8979 (44.8%)	6111 (30.5%)
Teachers and administrators have a shared vision for this school.	1284 (6.4%)	1520 (7.6%)	2137 (10.7%)	4063 (20.3%)	7413 (37.0%)	3631 (18.1%)

Section V: Safety

A. Safety Concerns

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I feel safe at this school.	587 (2.9%)	845 (4.2%)	1344 (6.7%)	2875 (14.3%)	8731 (43.6%)	5666 (28.3%)
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.	174 (0.9%)	247 (1.2%)	380 (1.9%)	1635 (8.2%)	9497 (47.4%)	8115 (40.5%)
I have been adequately informed about the threat assessment process in my building.	783 (3.9%)	1202 (6.0%)	1442 (7.2%)	2892 (14.4%)	8124 (40.5%)	5605 (28.0%)

B. Prevalence of Bullying

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Bullying is a problem at this school.	2378 (11.9%)	6235 (31.1%)	4688 (23.4%)	4469 (22.3%)	1784 (8.9%)	494 (2.5%)
Students at this school are bullied about their race or ethnicity.	3113 (15.5%)	7238 (36.1%)	4225 (21.1%)	3560 (17.8%)	1507 (7.5%)	405 (2.0%)
Students at this school are bullied about their sexual orientation.	2610 (13.0%)	6410 (32.0%)	4127 (20.6%)	4222 (21.1%)	2012 (10.0%)	667 (3.3%)
Students at this school are bullied about their clothing or physical appearance.	2331 (11.6%)	6156 (30.7%)	4113 (20.5%)	4799 (23.9%)	2140 (10.7%)	509 (2.5%)
Students at this school for having too much or too little money.	3079 (15.4%)	7904 (39.4%)	4529 (22.6%)	3104 (15.5%)	1163 (5.8%)	269 (1.3%)
Students at this school are bullied about their disability.	3973 (19.8%)	7891 (39.4%)	4086 (20.4%)	2736 (13.6%)	1079 (5.4%)	283 (1.4%)
Students ask for help from adults if there is a problem with another student.	423 (2.1%)	1478 (7.4%)	2696 (13.4%)	6921 (34.5%)	6916 (34.5%)	1614 (8.1%)
Adults at this school take action to solve the problem when students report bullying.	381 (1.9%)	600 (3.0%)	1194 (6.0%)	4270 (21.3%)	9817 (49.0%)	3786 (18.9%)
Adults at this school bully students.	8073 (40.3%)	7814 (39.0%)	1970 (9.8%)	1366 (6.8%)	593 (3.0%)	232 (1.2%)

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.	15833 (79.0%)	2277 (11.4%)	1639 (8.2%)	299 (1.5%)
A student threatened to harm me.	17545 (87.5%)	1439 (7.2%)	851 (4.2%)	213 (1.1%)
A student physically attacked, pushed, or hit me.	18660 (93.1%)	793 (4.0%)	394 (2.0%)	201 (1.0%)
A student said rude or insulting things to me.	8056 (40.2%)	3251 (16.2%)	5719 (28.5%)	3022 (15.1%)
A student threatened me with a weapon.	19718 (98.4%)	208 (1.0%)	92 (0.5%)	30 (0.1%)

Question	Yes	No	Do not know
Are there gangs at your school this year?	3491 (17.4%)	4909 (24.5%)	11648 (58.1%)
Have gangs caused problems at your school this year?*	1938 (55.5%)	296 (8.5%)	1257 (36.0%)

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

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D. School Resource and Security Officers

School Resource Officer (SRO)

	Yes	No	Do not know
Does your school have a School Resource Officer (SRO)?	17828 (88.9%)	1448 (7.2%)	772 (3.9%)

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.	475 (2.7%)	878 (4.9%)	1023 (5.7%)	3987 (22.4%)	6363 (35.7%)	5102 (28.6%)
The SRO makes a positive contribution to our school.	368 (2.1%)	622 (3.5%)	948 (5.3%)	3416 (19.2%)	6651 (37.3%)	5823 (32.7%)

	Yes	No	Do not know
Did your school have a SRO in previous years? <i>[Asked only to those who selected "No" or "Do not know" for having SRO.]</i>	1121 (50.6%)	404 (18.2%)	692 (31.2%)
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>	1143 (51.6%)	586 (26.5%)	484 (21.9%)

School Security Officer (SSO)

	Yes	No	Do not know
Does your school have a Student Support Officer (SSO)?	12054 (60.1%)	4350 (21.7%)	3636 (18.1%)

	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>	574 (7.2%)	2839 (35.5%)	4576 (57.3%)
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>	2379 (29.8%)	1932 (24.2%)	3673 (46.0%)

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.	392 (3.3%)	674 (5.6%)	757 (6.3%)	2678 (22.2%)	4480 (37.2%)	3065 (25.4%)
The SSO makes a positive contribution to our school.	295 (2.4%)	377 (3.1%)	583 (4.8%)	2271 (18.9%)	4745 (39.4%)	3774 (31.3%)

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.	2119	10.6%
Occasionally I am under stress, and I don't always have as much energy as I did, but I don't feel	6393	31.9%
I am definitely burning out and have one or more symptoms of burnout, such as physical or emotional exhaustion.	6566	32.8%
The symptoms of burnout that I'm experiencing won't go away. I think about frustration at work	2824	14.1%
I feel completely burned out and wonder if I can go on. I am at the point where I may need some	2140	10.7%

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	6940 (34.7%)	7352 (36.8%)	3051 (15.3%)	2653 (13.3%)
Not being able to control or stop worrying	9391 (47.0%)	6014 (30.1%)	2426 (12.1%)	2145 (10.7%)
Feeling down, depressed, or hopeless	10642 (53.3%)	5669 (28.4%)	2106 (10.5%)	1563 (7.8%)
Having little interest or pleasure in doing things	10827 (54.2%)	5698 (28.5%)	1996 (10.0%)	1463 (7.3%)

Section VII: Summary: Working Conditions and School Climate

Working Conditions

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
Overall, my school is a good place to work and learn.	999 (5.0%)	1047 (5.2%)	1302 (6.5%)	3924 (19.6%)	8304 (41.4%)	4472 (22.3%)

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

Option	Count	Percentage
become much worse.	2351	11.7%
become somewhat worse.	3837	19.1%
become slightly worse.	3555	17.7%
stayed about the same.	4328	21.6%
become slightly better.	1308	6.5%
become somewhat better.	1633	8.1%
become much better.	776	7.7%
I have no opinion.	2260	11.3%

School Climate

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

Option	Count	Percentage
become much worse.	1466	7.3%
become somewhat worse.	3074	15.3%
become slightly worse.	3713	18.5%
stayed about the same.	4583	22.9%
become slightly better.	2099	10.5%
become somewhat better.	2089	10.4%
become much better.	873	8.7%
I have no opinion.	2151	10.7%

Professional Plans

Which of the following best describes your immediate professional plans?

Option	Count	Percentage
Continue teaching at my current school	15358	76.6%
Continue teaching in this division but leave this school	628	3.1%
Continue teaching in this state but leave this division	708	3.5%
Continue teaching in a state other than Virginia	708	1.1%
Continue working in education but pursue a non-teaching position	958	4.8%
Leave education to retire	582	2.9%
Leave education to work in a non-education field	1337	6.7%
Leave education for other reasons	257	2.5%

Section VII: Concluding Questions

Question	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
My division's response to the pandemic was well communicated with staff.	1744 (8.7%)	2317 (11.6%)	1681 (8.4%)	2752 (13.7%)	7585 (37.8%)	3969 (19.8%)
My division's overall response to the pandemic was appropriate given the circumstances.	1810 (9.0%)	2017 (10.1%)	1734 (8.6%)	2901 (14.5%)	7880 (39.3%)	3706 (18.5%)
I felt comfortable about returning to school this year after the COVID-19	2166 (10.8%)	2328 (11.6%)	1861 (9.3%)	2713 (13.5%)	6444 (32.1%)	4536 (22.6%)
I have sufficient resources to help my students make up the learning lost as a result of COVID-19.	1915 (9.6%)	3175 (15.8%)	1841 (9.2%)	3024 (15.1%)	7323 (36.5%)	2770 (13.8%)

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?	7477 (37.3%)	1980 (9.9%)	1051 (52.8%)

Demographics

Question	Male	Female	Non-binary	Prefer not to disclose
How would you describe your gender?	6079 (30.4%)	12015 (60.1%)	87 (0.4%)	1827 (9.1%)

Question	Yes	No
Is your ethnic background Hispanic or Latino?	929 (4.7%)	18913 (95.3%)

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

Option	Count	Percentage
American Indian or Alaska Native	288	1.4%
Asian	600	2.9%
Black or African American	2419	11.7%
Native Hawaiian or Pacific Islander	347	1.7%
White	15979	77.2%
Other Race	1097	5.2%