

# 2022 Virginia School Survey of Climate and Working Conditions

STAFF VERSION

STATEWIDE

School Participation Snapshot

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Welcome to Statewide Summary Snapshot for the 2022 Virginia School Survey of Climate and Working Conditions, Staff version. This report summarizes how staff members responded to the survey in aggregate.

We received responses to this survey from 6104 staff, which equates to a response rate of 47.3%, and unless otherwise noted, that is the total number of responses for each question.

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.

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
Licensed personnel	7	58.3%
Non-licensed personnel	5	41.7%

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.

## Section I: General Questions

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

Option	Count	Percentage
Principal or Assistant Principal	670	11%
Athletic and/or Student Activities Director	133	2.2%
Bus Driver	41	0.7%
Coordinator of Special Programs (e.g., ESL, Gifted Education, Special Education)	198	3.2%
Custodial and Facilities	235	3.8%
Library Media	343	5.6%
Mathematics or Reading Specialist	89	1.5%
Administrative Support Staff (e.g., secretaries and clerical staff)	1159	19%
Counselors, Psychologists, or Social Workers	1210	19.8%
Specialized Services for Students with Disabilities (e.g., Speech & Language, Interpreters, OT, PT, Therapeutic Recreation)	194	3.2%
Medical and Nursing Services	234	3.8%
General Support (e.g., testing/assessment, information technology, school nutrition, school safety)	538	8.8%
Other	1060	17.4%

How have you provided services to students this year?

Option	Count	Percentage
In-person	6028	70.3%
Remotely from the school building	1516	17.7%
Remotely from somewhere else	1027	12%

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## Section II: Teaching and Learning Environment

### A. Staff Collegiality and Respect

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I trust the teachers and other adults at this school.	55 (0.9%)	89 (1.5%)	194 (3.2%)	346 (5.7%)	1379 (22.6%)	3155 (51.7%)	886 (14.5%)
I feel supported by the teachers and other adults at this school.	59 (1%)	102 (1.7%)	198 (3.2%)	338 (5.5%)	1340 (22%)	3114 (51%)	953 (15.6%)
Teachers and other adults at this school treat me with respect.	38 (0.6%)	66 (1.1%)	103 (1.7%)	250 (4.1%)	945 (15.5%)	3557 (58.3%)	1145 (18.8%)
My professional role is respected.	69 (1.1%)	200 (3.3%)	265 (4.3%)	440 (7.2%)	1151 (18.9%)	3032 (49.7%)	947 (15.5%)
Current policies are improving this school.	196 (3.2%)	340 (5.6%)	505 (8.3%)	706 (11.6%)	1537 (25.2%)	2262 (37.1%)	558 (9.1%)
I contribute to decisions about issues at this school.	579 (9.5%)	277 (4.5%)	500 (8.2%)	426 (7%)	1380 (22.6%)	2236 (36.6%)	706 (11.6%)

### B. Physical Environment

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
The physical environment of my workspace supports my work responsibilities.	66 (1.1%)	151 (2.5%)	176 (2.9%)	290 (4.8%)	861 (14.1%)	3372 (55.2%)	1188 (19.5%)
I have adequate space to work productively.	69 (1.1%)	121 (2%)	170 (2.8%)	252 (4.1%)	677 (11.1%)	3467 (56.8%)	1348 (22.1%)
The school building is clean and comfortable.	45 (0.7%)	203 (3.3%)	285 (4.7%)	459 (7.5%)	1098 (18%)	2956 (48.4%)	1058 (17.3%)
I have the support I need to incorporate technology into my work responsibilities.	239 (3.9%)	98 (1.6%)	135 (2.2%)	195 (3.2%)	810 (13.3%)	3375 (55.3%)	1252 (20.5%)

### C. Student Engagement

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Students generally like this school.	442 (7.2%)	105 (1.7%)	225 (3.7%)	434 (7.1%)	1634 (26.8%)	2778 (45.5%)	486 (8%)
Students are proud to be at this school.	488 (8%)	138 (2.3%)	275 (4.5%)	567 (9.3%)	1798 (29.5%)	2387 (39.1%)	451 (7.4%)
Students come to school ready to learn.	811 (13.3%)	231 (3.8%)	452 (7.4%)	941 (15.4%)	1893 (31%)	1537 (25.2%)	239 (3.9%)
Students are engaged in classroom lessons.	1416 (23.2%)	130 (2.1%)	304 (5%)	618 (10.1%)	1634 (26.8%)	1715 (28.1%)	287 (4.7%)

### D. Relationships Among Students

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Students at this school care about other students.	350 (5.7%)	116 (1.9%)	245 (4%)	554 (9.1%)	2060 (33.7%)	2425 (39.7%)	354 (5.8%)
Students at this school get along well with other students.	342 (5.6%)	99 (1.6%)	247 (4%)	559 (9.2%)	1975 (32.4%)	2561 (42%)	321 (5.3%)
Students at this school treat other students with respect.	340 (5.6%)	174 (2.9%)	321 (5.3%)	719 (11.8%)	2064 (33.8%)	2189 (35.9%)	297 (4.9%)

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**E. Relationships Among Students and Adults**

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Adults at this school care about students.	123 (2%)	34 (0.6%)	40 (0.7%)	210 (3.4%)	667 (10.9%)	2524 (41.3%)	2506 (41.1%)
Adults at this school treat students with respect.	131 (2.1%)	44 (0.7%)	71 (1.2%)	281 (4.6%)	915 (15%)	2827 (46.3%)	1835 (30.1%)
Adults at this school want students to do well.	126 (2.1%)	25 (0.4%)	26 (0.4%)	162 (2.7%)	591 (9.7%)	2409 (39.5%)	2765 (45.3%)
Adults at this school listen to what students have to say.	208 (3.4%)	59 (1%)	136 (2.2%)	406 (6.7%)	1149 (18.8%)	2666 (43.7%)	1480 (24.2%)
Adults at this school recognize and value each individual's cultural background.	214 (3.5%)	81 (1.3%)	140 (2.3%)	451 (7.4%)	1075 (17.6%)	2513 (41.2%)	1630 (26.7%)
Students at this school treat me with respect.	93 (1.5%)	79 (1.3%)	140 (2.3%)	347 (5.7%)	879 (14.4%)	2719 (44.5%)	1847 (30.3%)
Adults at this school provide supports and services that reflect students' cultural backgrounds, ethnicities, and identities.	303 (5%)	79 (1.3%)	157 (2.6%)	510 (8.4%)	1154 (18.9%)	2343 (38.4%)	1558 (25.5%)

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### Section III: School Supports

#### A. Professional Growth Opportunities

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I have sufficient resources for professional development.	980 (16.1%)	224 (3.7%)	394 (6.5%)	568 (9.3%)	951 (15.6%)	1991 (32.6%)	996 (16.3%)
The professional development I receive meets my needs.	1036 (17%)	248 (4.1%)	454 (7.4%)	619 (10.1%)	1032 (16.9%)	1847 (30.3%)	868 (14.2%)
Professional development provides ongoing opportunities for me to work with colleagues to refine my practice.	1100 (18%)	224 (3.7%)	427 (7%)	603 (9.9%)	1033 (16.9%)	1798 (29.5%)	919 (15.1%)
I receive follow-up after professional development activities to give me additional support.	1185 (19.4%)	275 (4.5%)	591 (9.7%)	735 (12%)	1008 (16.5%)	1569 (25.7%)	741 (12.1%)
Professional development I receive enhances my ability to meet student needs.	1161 (19%)	210 (3.4%)	395 (6.5%)	553 (9.1%)	1034 (16.9%)	1865 (30.6%)	886 (14.5%)

#### B. Managing Student Behavior

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Adults at this school understand the rules for student behavior.	286 (4.7%)	147 (2.4%)	257 (4.2%)	460 (7.5%)	1229 (20.1%)	2963 (48.5%)	762 (12.5%)
The rules for student behavior are effective at this school.	409 (6.7%)	490 (8%)	594 (9.7%)	762 (12.5%)	1390 (22.8%)	1975 (32.4%)	484 (7.9%)
We use data to evaluate and, if needed, adjust this school's student conduct policies.	1566 (25.7%)	268 (4.4%)	381 (6.2%)	420 (6.9%)	1020 (16.7%)	1912 (31.3%)	537 (8.8%)
If a student breaks a school rule, the student's behavior is addressed consistently.	596 (9.8%)	511 (8.4%)	540 (8.8%)	720 (11.8%)	1161 (19%)	1979 (32.4%)	597 (9.8%)
This school's use of suspensions or expulsions to manage student behavior is effective.	993 (16.3%)	483 (7.9%)	560 (9.2%)	730 (12%)	1126 (18.4%)	1753 (28.7%)	459 (7.5%)
Students know which behaviors are against school rules.	346 (5.7%)	153 (2.5%)	238 (3.9%)	369 (6%)	1057 (17.3%)	3043 (49.9%)	898 (14.7%)
Students know there are consequences for breaking school	339 (5.6%)	364 (6%)	408 (6.7%)	518 (8.5%)	1100 (18%)	2558 (41.9%)	817 (13.4%)
Students are recognized for positive behavior.	397 (6.5%)	104 (1.7%)	234 (3.8%)	408 (6.7%)	1321 (21.6%)	2785 (45.6%)	855 (14%)
When students are accused of doing something wrong, they get a chance to explain.	700 (11.5%)	58 (1%)	86 (1.4%)	191 (3.1%)	854 (14%)	3134 (51.3%)	1081 (17.7%)
There are supports to help students who misbehave develop positive behavior.	598 (9.8%)	217 (3.6%)	347 (5.7%)	559 (9.2%)	1348 (22.1%)	2354 (38.6%)	681 (11.2%)
I feel equipped to successfully handle incidents of racially motivated	771 (12.6%)	188 (3.1%)	352 (5.8%)	582 (9.5%)	1361 (22.3%)	2270 (37.2%)	580 (9.5%)
I feel equipped to successfully handle incidents of bullying.	775 (12.7%)	131 (2.1%)	263 (4.3%)	398 (6.5%)	1253 (20.5%)	2585 (42.3%)	699 (11.5%)
This school's administrators support me when I have concerns about student behavior.	678 (11.1%)	167 (2.7%)	194 (3.2%)	324 (5.3%)	935 (15.3%)	2683 (44%)	1123 (18.4%)

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**C. Parental Involvement**

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I make an effort to know students' families.	1479 (24.2%)	21 (0.3%)	69 (1.1%)	146 (2.4%)	896 (14.7%)	2563 (42%)	930 (15.2%)
This school supports my efforts to have positive relationships with students' families.	1181 (19.3%)	42 (0.7%)	70 (1.1%)	113 (1.9%)	679 (11.1%)	2835 (46.4%)	1184 (19.4%)
This school does a good job of encouraging family involvement.	673 (11%)	104 (1.7%)	219 (3.6%)	389 (6.4%)	1225 (20.1%)	2657 (43.5%)	837 (13.7%)
Students' families and I share common academic expectations for their children.	1731 (28.4%)	70 (1.1%)	161 (2.6%)	339 (5.6%)	1062 (17.4%)	2182 (35.7%)	559 (9.2%)
Families at this school treat me with respect.	800 (13.1%)	56 (0.9%)	85 (1.4%)	240 (3.9%)	1043 (17.1%)	3025 (49.6%)	855 (14%)
Families at this school support me when I have concerns about their child's behavior.	1883 (30.8%)	63 (1%)	138 (2.3%)	293 (4.8%)	1194 (19.6%)	2025 (33.2%)	508 (8.3%)

**D. School and Division Leadership**

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I feel respected by this school's administrators.	139 (2.3%)	170 (2.8%)	170 (2.8%)	232 (3.8%)	761 (12.5%)	3002 (49.2%)	1630 (26.7%)
I feel comfortable raising issues and concerns that are important to me with school administrators.	236 (3.9%)	246 (4%)	261 (4.3%)	375 (6.1%)	906 (14.8%)	2744 (45%)	1336 (21.9%)
I trust this school's administrators to do what they say they will do.	157 (2.6%)	226 (3.7%)	285 (4.7%)	412 (6.7%)	998 (16.3%)	2772 (45.4%)	1254 (20.5%)
The procedures for staff evaluation are consistent.	814 (13.3%)	174 (2.9%)	222 (3.6%)	300 (4.9%)	824 (13.5%)	2828 (46.3%)	942 (15.4%)
My performance is assessed objectively.	534 (8.7%)	115 (1.9%)	144 (2.4%)	204 (3.3%)	794 (13%)	3180 (52.1%)	1133 (18.6%)
I receive feedback that can help me improve my performance.	404 (6.6%)	179 (2.9%)	251 (4.1%)	351 (5.8%)	1081 (17.7%)	2879 (47.2%)	959 (15.7%)
This school's administrators communicate a clear vision for this school.	230 (3.8%)	219 (3.6%)	264 (4.3%)	385 (6.3%)	983 (16.1%)	2823 (46.2%)	1200 (19.7%)
This school's administrators understand how children learn.	433 (7.1%)	92 (1.5%)	119 (1.9%)	251 (4.1%)	842 (13.8%)	3130 (51.3%)	1237 (20.3%)
This school's administrators set high expectations for all students.	310 (5.1%)	174 (2.9%)	231 (3.8%)	329 (5.4%)	1026 (16.8%)	2877 (47.1%)	1157 (19%)
Staff are treated fairly regardless of their race, ethnicity, or culture.	195 (3.2%)	113 (1.9%)	121 (2%)	189 (3.1%)	648 (10.6%)	3186 (52.2%)	1652 (27.1%)
My school is committed to providing an inclusive environment for individuals from varied racial, ethnic, and cultural backgrounds.	239 (3.9%)	86 (1.4%)	121 (2%)	229 (3.8%)	933 (15.3%)	3156 (51.7%)	1340 (22%)
Staff and administrators have a shared vision for this school.	275 (4.5%)	204 (3.3%)	261 (4.3%)	447 (7.3%)	1119 (18.3%)	2823 (46.2%)	975 (16%)

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## Section IV: Safety

### A. Safety Concerns

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I feel safe at this school.	32 (0.5%)	134 (2.2%)	187 (3.1%)	304 (5%)	883 (14.5%)	3117 (51.1%)	1447 (23.7%)
I know what to do if there is an emergency, natural disaster, or a dangerous situation during the school day.	52 (0.9%)	54 (0.9%)	85 (1.4%)	113 (1.9%)	646 (10.6%)	3417 (56%)	1737 (28.5%)
I have been adequately informed about the threat assessment process in my building.	169 (2.8%)	190 (3.1%)	277 (4.5%)	330 (5.4%)	818 (13.4%)	2942 (48.2%)	1378 (22.6%)

### B. Prevalence of Bullying

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly
Bullying is a problem at this school.	826 (13.5%)	995 (16.3%)	1770 (29%)	1017 (16.7%)	1017 (16.7%)	412 (6.7%)	67 (1.1%)
Students at this school are bullied about their race or ethnicity.	922 (15.1%)	1225 (20.1%)	1853 (30.4%)	854 (14%)	810 (13.3%)	381 (6.2%)	59 (1%)
Students at this school are bullied about their sexual orientation.	936 (15.3%)	1074 (17.6%)	1715 (28.1%)	890 (14.6%)	963 (15.8%)	439 (7.2%)	87 (1.4%)
Students at this school are bullied about their physical appearance.	910 (14.9%)	969 (15.9%)	1654 (27.1%)	918 (15%)	1094 (17.9%)	488 (8%)	71 (1.2%)
Students at this school are bullied for having too little or too much money.	1015 (16.6%)	1300 (21.3%)	2043 (33.5%)	821 (13.5%)	635 (10.4%)	249 (4.1%)	41 (0.7%)
Students at this school are bullied about their disability.	901 (14.8%)	1624 (26.6%)	2022 (33.1%)	713 (11.7%)	556 (9.1%)	242 (4%)	46 (0.8%)
Students ask for help from adults if there is a problem with another student.	662 (10.8%)	120 (2%)	211 (3.5%)	462 (7.6%)	1733 (28.4%)	2409 (39.5%)	507 (8.3%)
Adults at this school take action to solve the problem when students report bullying.	666 (10.9%)	105 (1.7%)	120 (2%)	209 (3.4%)	1031 (16.9%)	2930 (48%)	1043 (17.1%)
Adults at this school bully students.	578 (9.5%)	2654 (43.5%)	1854 (30.4%)	388 (6.4%)	344 (5.6%)	219 (3.6%)	67 (1.1%)

### C. Student Aggression

Have any of the following happened to you personally at school this year? This includes school events like field trips, school dances, and sports events.

Question	No	One Time	More than Once	Many Times
A student stole or damaged my personal property.	5763 (94.4%)	224 (3.7%)	84 (1.4%)	33 (0.5%)
A student threatened to harm me.	5628 (92.2%)	251 (4.1%)	150 (2.5%)	75 (1.2%)
A student physically attacked, pushed, or hit me.	5794 (94.9%)	153 (2.5%)	89 (1.5%)	68 (1.1%)
A student said rude or insulting things to me.	3608 (59.1%)	861 (14.1%)	1133 (18.6%)	502 (8.2%)
A student threatened me with a weapon.	6006 (98.4%)	49 (0.8%)	26 (0.4%)	23 (0.4%)

Question	Yes	No	Do not know
Are there gangs at your school?	1190 (19.5%)	1731 (28.4%)	3183 (52.1%)
Have gangs caused problems at your school this year?* (n=1190)	651 (54.7%)	156 (13.1%)	383 (32.2%)

\*Asked only of those that respond "Yes" to question "Are there gangs in the school?"



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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)?	5394 (88.4%)	547 (9%)	163 (2.7%)

How strongly do you strongly agree or disagree with the following statements?	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
The SRO makes me feel safe at this school.*	103 (1.9%)	183 (3.4%)	204 (3.8%)	862 (16%)	2347 (43.5%)	1574 (29.2%)
The SRO makes a positive contribution to our school.*	86 (1.6%)	153 (2.8%)	181 (3.4%)	761 (14.1%)	2350 (43.6%)	1713 (31.8%)

\* Only asked of those who responded “Yes” to “Does your school have a School Resource Officer (SRO)?”

How strongly do you strongly agree or disagree with the following statements about this school? (n= 710)	Yes	No	Do not know
Did your school have a SRO in previous years? **	341 (48%)	193 (27.2%)	176 (24.8%)
Would you feel safer if you school had an SRO? **	387 (54.6%)	177 (25%)	145 (20.5%)

\*\* Only asked of those who responded “No” (547) or “Do not know” (163) to “Does your school have a School Resource Officer (SRO)?”

**School Security Officer (SSO)**

	Yes	No	Do not know
Does your school have a School Security Officer (SSO)?	3905 (64%)	1558 (25.5%)	640 (10.5%)

How strongly do you strongly agree or disagree with the following statements about this school? (n= 2198)	Yes	No	Do not know
Did your school have a SSO in previous years?	1716 (78.1%)	168 (7.6%)	313 (14.2%)
Would you feel safer if you school had an SSO?	1599 (74.4%)	220 (10.2%)	329 (15.3%)

\*\*Only asked of those who responded “No” (1558) or “Do not know” (640) to “Does your school have a School Security Officer (SRO)?”

## Section V: Well-Being

### A. Burnout

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

Option	Count	Percentage
I enjoy my work. I have no symptoms of burnout.	1400	23%
Occasionally I am under stress, and I don't always have as much energy as I did, but I don't feel	2411	39.6%
I am definitely burning out and have one or more symptoms of burnout, such as physical or emotional exhaustion.	1546	25.4%
The symptoms of burnout that I'm experiencing won't go away. I think about	459	7.5%
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.	273	4.5%

### 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	3119 (51.3%)	1920 (31.6%)	573 (9.4%)	464 (7.6%)
Not being able to control or stop worrying	3811 (63%)	1414 (23.4%)	469 (7.7%)	358 (5.9%)
Feeling down, depressed, or hopeless	4280 (70.7%)	1183 (19.6%)	359 (5.9%)	229 (3.8%)
Having little interest or pleasure in doing things	4264 (70.4%)	1193	361 (6%)	237 (3.9%)

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## Section VI: Summary

Question	This does not apply to me.	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Overall, my school is a good place to work and learn.	67 (1.1%)	149 (2.4%)	150 (2.5%)	262 (4.3%)	913 (15%)	2432 (39.8%)	2131 (34.9%)

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

Option	Count	Percentage
become much worse.	312	5.1%
become worse	658	10.8%
become slightly worse.	878	14.4%
stayed about the same.	1551	25.4%
become slightly better.	430	7%
become better	770	12.6%
become much better.	433	7.1%
I have no opinion.	1072	17.6%

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

Option	Count	Percentage
become much worse.	247	4%
become worse	589	9.6%
become slightly worse.	906	14.8%
stayed about the same.	1393	22.8%
become slightly better.	600	9.8%
become better	786	12.9%
become much better.	411	6.7%
I have no opinion.	1172	19.2%

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

Option	Count	Percentage
Continue teaching at my current school	5054	82.8%
Continue teaching in this division but leave this school	245	4%
Continue teaching in this state but leave this division	194	3.2%
Continue teaching in a state other than Virginia	52	0.8%
Leave education to retire	200	3.3%
Leave education to work in a non-education field	257	4.2%
Leave education for other reasons	102	1.7%

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### Section VII: Concluding Questions

Question	This does not apply to me.	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
My division’s response to the pandemic was well communicated with staff.	184 (3%)	321 (5.3%)	407 (6.7%)	520 (8.5%)	1164 (19.1%)	2633 (43.1%)	875 (14.3%)
My division’s overall response to the pandemic was appropriate given the circumstances.	176 (2.9%)	342 (5.6%)	392 (6.4%)	504 (8.3%)	1259 (20.6%)	2624 (43%)	807 (13.2%)
I felt comfortable about returning to school this year after the COVID-19 closures.	136 (2.2%)	449 (7.4%)	477 (7.8%)	605 (9.9%)	1037 (17%)	2519 (41.3%)	881 (14.4%)
I have sufficient resources to help my students make up the learning lost as a result of COVID-19.	873 (14.3%)	293 (4.8%)	408 (6.7%)	462 (7.6%)	1071 (17.5%)	2337 (38.3%)	660 (10.8%)

Have the results from the 2021 Virginia School Survey of Climate and Working Conditions been made readily available to the staff at this school?

Option	Count	Percentage
Yes	2780	45.6%
No	398	6.5%
I do not know	2921	47.9%

Are you male or female? *Mark one.*

Option	Count	Percentage
Male	1339	22%
Female	4250	69.7%
Non-binary	14	0.2%
Prefer to self-describe	491	8.1%

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

Option	Count	Percentage
Yes	371	6.1%
No	5666	93.9%

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

N=6104

Option	Count	Percentage
American Indian or Alaska Native	118	1.9%
Asian	128	2.0%
Black or African American	1226	19.4%
Native Hawaiian or Pacific Islander	134	2.1%
White	4387	69.5%
Other Race	320	5.1%

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

Option	Count	Percentage
1-3 years	2211	36.2%
4-10 years	1962	32.1%
11-20 years	1247	20.4%
More than 20 years	684	11.2%