

**LOUDOUN COUNTY PUBLIC SCHOOLS  
ANNUAL STAFF SURVEY  
2019-2020**



Division Report

Date of Administration: February 2020

Number of Respondents: 3754

The 2019-2020 Loudoun County Public Schools Annual Staff Survey was conducted in February 2020 for staff in elementary and middle/intermediate schools. High schools were exempted from the survey, as they were required to administer the Virginia Secondary School Climate Survey mandated by the Virginia Department of Criminal Justice Services.

A total of 3,754 administrators (other than principals), licensed, and classified staff members across the division responded to the online survey, which was sent to them by email. Survey items were adapted from the Virginia Working Conditions Survey conducted by the Virginia Department of Education in 2018-2019. Topics included collaborative working relationships, school leadership, staff evaluation, professional development opportunities, student behavior, and academic environment. Additional questions focused on the implementation of deeper learning, personalized learning, and project-based learning in LCPS.

The attached report presents the percent of staff members who responded in a positive way to each statement. In most cases, this includes the responses of "Agree" or "Strongly Agree". For items that used a scale other than Strongly Disagree-Strongly Agree, the response includes the three answer options at the positive end of the 5 option scale. The tables display the results for each school type (elementary or middle school), as well as the overall division.

Division staff are encouraged to analyze the data in this report to identify strengths and areas for improvement. The perceptions of school staff should be added to those of parents and students

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Staff Collegiality	Elementary Schools	Middle/Int Schools	LCPS
Q1. Teachers and other adults at this school support one another to meet the needs of all students.	95%	96%	95%
Q2. Teachers and other adults at this school have taught me things that have helped me do my job better.	95%	94%	94%
<b>Overall Average</b>	95%	95%	95%
Academic Environment			
Q3. Teachers and other adults at this school provide students the support they need to succeed.	96%	97%	96%
Q4. Students put forth the effort required to learn the material.	88%	69%	81%
<b>Overall Average</b>	92%	83%	89%
School Leadership			
Q5. I feel comfortable raising issues and concerns that are important to me with school administrators.	80%	81%	80%
Q6. This school's administrators support the professional development of staff.	93%	94%	93%
Q7. This school's administrators support teachers' efforts to maintain discipline in the classrooms.	78%	76%	77%
Q8. This school's administrators set high expectations for all students.	88%	81%	85%
<b>Overall Average</b>	85%	83%	84%
Staff Evaluation			
Q9. Staff performance is assessed objectively.	91%	91%	91%
Q10. Staff receive feedback that can help them improve their performance.	88%	88%	88%
Q11. The procedures for staff evaluation are consistent.	89%	86%	88%
<b>Overall Average</b>	89%	88%	89%

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Professional Development	Elementary Schools	Middle/Int Schools	LCPS
Q12. Professional development is differentiated to meet the individual needs of staff.	81%	78%	80%
Q13. Follow-up is provided after professional development activities to give staff additional support.	77%	78%	77%
Q14. Professional development provides ongoing opportunities for staff to work with colleagues to refine teaching or work practices.	88%	85%	87%
Q15. Professional development enhances staff members' abilities to better meet student needs.	89%	85%	87%
<b>Overall Average</b>	<b>84%</b>	<b>82%</b>	<b>83%</b>
Managing Student Behavior			
Q16. Students know how this school defines inappropriate behavior.	84%	73%	80%
Q17. Students know there are consequences for breaking school rules.	70%	63%	67%
Q18. Teachers and other adults at this school consistently enforce rules for student behavior.	75%	55%	68%
Q19. Students are acknowledged for positive behavior.	98%	96%	97%
Q20. There are supports to help a student who consistently misbehaves develop positive behavior.	81%	76%	79%
Q21. We use data to evaluate and, if needed, adjust this school's student conduct policies.	81%	76%	80%
<b>Overall Average</b>	<b>81%</b>	<b>73%</b>	<b>79%</b>
School Parent Communication			
Q22. Teachers and other adults provide useful information to parents and guardians to support their children's learning at home.	98%	97%	97%
Q23. This school provides opportunities for parents to communicate with the school.	99%	99%	99%
Q24. This school does a good job of encouraging parent/guardian involvement.	96%	95%	95%
<b>Overall Average</b>	<b>97%</b>	<b>97%</b>	<b>97%</b>
Safety			
Q25. I feel safe at this school.	96%	97%	96%
Q26. I feel there is adequate security in this school.	91%	94%	92%
<b>Overall Average</b>	<b>94%</b>	<b>95%</b>	<b>94%</b>

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<b>Bullying</b>	<b>Elementary Schools</b>	<b>Middle/Int Schools</b>	<b>LCPS</b>
Q27. Bullying is a problem at this school. <b>(Percent Disagree)</b>	88%	63%	79%
<b>Overall Average</b>	88%	63%	79%
<b>Workspace Environment (non-instructional staff)</b>			
Q28s. The physical environment of my workspace supports my work responsibilities.	92%	93%	92%
Q29s. My school provides me with sufficient access to appropriate supplies and materials.	91%	94%	92%
Q30s. I have the support I need to incorporate technology into my work responsibilities.	87%	93%	89%
<b>Overall Average</b>	90%	93%	91%
<b>Instructional Environment (instructional staff)</b>			
Q28t. The physical environment of my classroom supports my teaching and my students' learning.	93%	90%	92%
Q29t. My school provides me with sufficient access to appropriate instructional materials.	92%	94%	92%
Q30t. I have the support I need to incorporate technology into my instruction.	88%	95%	90%
<b>Overall Average</b>	91%	93%	92%
<b>Teacher Leadership</b>			
Q31. Teachers are relied upon to make decisions about educational issues.	86%	84%	85%
Q32. Teachers engage in collaborative problem solving in this school.	90%	89%	90%
<b>Overall Average</b>	88%	86%	87%
<b>Teacher Autonomy</b>			
Q33. I am free to be creative in my teaching approach.	85%	91%	87%
Q34. I feel that division initiatives are improving our education system.	59%	63%	60%
<b>Overall Average</b>	72%	77%	73%

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Instructional Practices	Elementary Schools	Middle/Int Schools	LCPS
Q35. Teachers and other adults at this school expect students to use facts and evidence to support their ideas.	97%	97%	97%
Q36. Teachers and other adults at this school want students to think about different ways to solve problems.	98%	97%	98%
Q37. Teachers and other adults at this school encourage students to provide constructive feedback to others.	94%	93%	93%
Q38. Teachers and other adults at this school encourage students to share their ideas about what they are studying in class.	97%	96%	97%
Q39. Teachers and other adults at this school often connect what students are learning to life outside the classroom.	94%	94%	94%
<b>Overall Average</b>	96%	95%	96%
Demands on Teachers' Time			
Q40. Class sizes are reasonable such that teachers have the time available to meet the needs of all students.	66%	64%	66%
Q41. Teachers have time available to collaborate with colleagues.	65%	74%	68%
Q42. The non-instructional time provided for teachers in my school is sufficient.	49%	64%	54%
<b>Overall Average</b>	60%	67%	63%
Project-Based Learning / LCPS 5 Cs			
Q43. I support students in taking what they learn in one lesson and using that learning in new situations.	99%	99%	99%
Q44. I engage students in projects to solve authentic challenging problems.	93%	91%	92%
Q45. I support students in explaining their ideas in ways that are understood by others.	99%	99%	99%
Q46. I support students in working with and learning from other people to solve problems together.	99%	99%	99%
Q47. I support students with creating new ideas or strategies that provide solutions to challenging problems.	98%	98%	98%
<b>Overall Average</b>	98%	97%	98%

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Personalized Learning	Elementary Schools	Middle/Int Schools	LCPS
Q48. How well do you understand your school's rollout plan for personalized learning?	83%	92%	87%
Q49. How often do you target instruction to address specific student needs and learning goals?	96%	95%	96%
Q50. How often do you give students opportunities to reflect on their learning and shape their learning journey?	89%	87%	88%
Q51. How well do the curricular resources available to your teachers, including online and offline materials, support personalized learning?	83%	80%	82%
Q52. How well do you feel you are supported to implement personalized learning in your classroom?	84%	89%	86%
Q53. Overall, how effective do you feel as a teacher?	98%	98%	98%
Q54. How confident are you that personalized learning will have a positive impact on teaching and learning?	87%	81%	84%
Q55. Overall, how supportive is your district of your work to personalize learning?	92%	94%	93%
<b>Overall Average</b>	89%	90%	89%
Satisfaction			
Q56. Overall, my school is a good place to work and learn.	89%	90%	90%
<b>Overall Average</b>	89%	90%	90%