

**LOUDOUN COUNTY PUBLIC SCHOOLS
ANNUAL STAFF SURVEY
2020 - 2021**



Division Report

Date of Administration: May/June 2021
Number of Respondents: 4833

The LCPS Annual School-Based Staff Survey was conducted in May/June 2021 to assess indicators of school climate, as well as the implementation of key initiatives. The Research Office sent a link to the survey directly to 12,146 school-based staff, excluding the principal. A total of 4,833 valid responses were submitted, for a response rate of 40%.

Topics included:

- Staff Collegiality and Academic Environment
- School Leadership
- Staff Evaluation and Professional Development
- Managing Student Behavior
- Relationships with Families
- Safety
- Bullying
- Workplace Environment
- Teacher Autonomy and Instructional Practices
- LCPS Instructional Initiatives
- Equitable Practices

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". The tables display the results by school type (elementary, middle or high) as well as the district totals (LCPS).

School staff are encouraged to analyze the data in this report to identify strengths as well as areas for improvement. The perceptions of school staff should be added to those of families and students to provide an overall picture of the climate within the school.

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	Elementary Schools	Middle Schools	High Schools	LCPS
Staff Collegiality and Academic Environment				
Q1. Teachers and other adults at this school support one another to meet the needs of all students.	96%	97%	95%	96%
Q2. Teachers and other adults at this school have taught me things that have helped me do my job better.	95%	96%	94%	95%
Q3. Teachers and other adults at this school provide students the support they need to succeed.	97%	98%	96%	97%
Q4. Students put forth the effort required to learn the material.	91%	75%	67%	80%
Overall Average	95%	92%	88%	92%
School Leadership				
Q5. I feel comfortable raising issues and concerns that are important to me with school administrators.	83%	84%	77%	81%
Q6. This school's administrators support the professional development of staff.	94%	97%	91%	93%
Q7. This school's administrators support teachers' efforts to maintain discipline in the classrooms.	89%	90%	83%	88%
Q8. This school's administrators set high expectations for all students.	94%	91%	78%	89%
Overall Average	90%	90%	82%	88%
Staff Evaluation and Professional Development				
Q9. Administrators utilize the evaluation process to objectively assess staff performance.	92%	93%	88%	91%
Q10. Staff receive feedback that can help them improve their performance.	89%	91%	86%	88%
Q11. Professional development provides ongoing opportunities for staff to work with colleagues to refine teaching or work practices.	91%	92%	83%	89%
Q12. Professional development enhances staff members' abilities to better meet student needs.	91%	90%	81%	88%
Overall Average	91%	91%	85%	89%

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Managing Student Behavior				
Q13. Students know how this school defines appropriate behavior.	95%	89%	82%	90%
Q14. Students know there are consequences for breaking school rules, per the Student Code of Conduct.	87%	83%	73%	82%
Q15. Teachers and other adults at this school consistently enforce rules for student behavior.	90%	77%	69%	81%
Q16. Students are acknowledged for positive behavior.	98%	97%	95%	97%
Q17. There are supports to help a student who consistently misbehaves develop positive behavior.	90%	90%	86%	89%
Overall Average	92%	87%	81%	88%
Relationships with Families				
Q18. Teachers and other adults provide useful information to families to support their children's learning at home.	98%	97%	96%	97%
Q19. This school provides opportunities for families to communicate with the school.	98%	99%	97%	98%
Q20. This school does a good job of encouraging family involvement.	95%	97%	91%	94%
Overall Average	97%	98%	95%	97%
Safety				
Q21. I feel physically safe at this school.	97%	98%	97%	97%
Q22. I feel there is adequate security in this school.	94%	98%	95%	95%
Overall Average	96%	98%	96%	96%
Bullying				
Q23. Bullying is a problem at this school.	94%	86%	81%	89%
Overall Average	94%	86%	81%	89%

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Workplace Environment				
Q24. Non-Instructional Staff: The physical environment of my workspace supports my work responsibilities.	94%	96%	93%	94%
Q25. Non-Instructional Staff: My school provides me with sufficient access to appropriate supplies and materials.	94%	96%	94%	95%
Q26. Non-Instructional Staff: I have the support I need to incorporate technology into my work responsibilities.	97%	97%	96%	96%
Q27. Instructional Staff: The physical environment of my classroom supports my teaching and my students' learning.	93%	95%	91%	93%
Q28. Instructional Staff: My school provides me with sufficient access to appropriate instructional materials.	95%	95%	93%	94%
Q29. Instructional Staff: I have the support I need to incorporate technology into my instruction.	95%	96%	92%	94%
Overall Average	95%	96%	93%	95%
Teacher Autonomy and Instructional Practices (Instructional Staff)				
Q30. Teachers are relied upon to make decisions about educational issues.	88%	89%	79%	86%
Q31. Teachers engage in collaborative problem solving in this school.	92%	93%	88%	91%
Q32. I am free to be creative in my teaching approach.	90%	93%	90%	91%
Q33. I feel that division initiatives are improving our educational systems.	64%	61%	45%	57%
Q34. Teachers and other adults at this school want students to think about different ways to solve problems.	98%	96%	93%	96%
Q35. Teachers and other adults at this school often connect what students are learning to life outside the classroom.	96%	95%	92%	94%
Q36. Teachers have time available to collaborate with colleagues.	77%	85%	82%	81%
Q37. The non-instructional time provided for teachers in my school is sufficient.	58%	73%	69%	65%
Overall Average	83%	86%	80%	83%

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LCPS Instructional Initiatives (Instructional Staff)				
Q38. I support students in taking what they learn in one lesson and using that learning in new situations.	99%	100%	100%	100%
Q39. I support students in explaining their ideas in ways that are understood by others.	100%	100%	100%	100%
Q40. I support students in working with and learning from other people to solve problems together.	99%	99%	99%	99%
Q41. I target instruction to address specific student needs and learning goals.	99%	99%	98%	99%
Q42. I give students opportunities to reflect on their learning and shape their learning journey.	98%	96%	96%	97%
Q43. I feel supported to implement personalized learning in my classroom.	93%	96%	88%	92%
Q44. Overall, my school is a good place to work and learn.	93%	96%	91%	93%
Overall Average	97%	98%	96%	97%

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Equitable Practices				
Q45. Instructional Staff: I ensure that diverse ethnicities and nationalities are authentically portrayed in my lessons.	99%	98%	95%	98%
Q46. Instructional Staff: I facilitate conversations about race, racism, and inequity in my classroom.	81%	73%	71%	76%
Q47. Instructional Staff: My school disaggregates data to determine whether equity is being achieved for all students (race, EL, IEP, EconDis, gender).	94%	96%	89%	93%
Q48. Instructional Staff: I consider the impact of bias due to race and other factors when interacting with my students regarding their behavior.	96%	95%	92%	95%
Q49. Instructional Staff: My school plans and implements actions to address any student group differences in discipline data.	93%	95%	89%	92%
Q50. All Staff: I challenge racial and cultural stereotypes, prejudices, racism, and other forms of intolerance, injustice, and oppression in school.	91%	92%	92%	91%
Q51. All Staff: The staff in this school are responsive to the social and emotional needs of students.	98%	97%	95%	97%
Q52. All Staff: My school is a welcoming, affirming environment.	96%	97%	94%	95%
Q53. All Staff: Our school leadership takes steps to recruit, interview, and hire diverse staff.	91%	93%	90%	91%
Overall Average	93%	93%	90%	92%