

School Climate

Creating the conditions for a more
positive learning and working
environment



Washoe County School District
Every Child, By Name And Face, To Graduation™



Staff Perceptions of Work Stress (2019-20)

Question in Staff Work Stress Scale	% of Staff Who Agree
1. I feel tense, restless, or anxious at work.	43%
2. I feel burnt out.	46%
3. With this work pace, I don't think I'll make it to the retiring age.	41%
4. I'm disappointed in our staff's ways of handling our shared affairs.	22%
5. I often feel like an outsider in my work community.	19%
6. I often feel I have failed in my work with students.	16%
7. Dealing with problem situations concerning students often upsets me.	33%

1/3 of staff report work stress across all questions



Relationships between Staff Work Stress and Student Perceptions of Climate

Student Climate Scale Name	Relationship between Staff Stress and Student Climate Perceptions
Bullying	B = .564, $p < .01$
Respect among Students	B = -.410, $p < .01$
Respect from Adults	B = -.339, $p < .01$
Safety	B = -.311, $p < .01$
Victimization	B = .282, $p < .01$
Student Engagement	B = -.250, $p < .01$
Adult Support	B = -.234, $p < .01$

As collective staff stress increases at a school, student perceptions of climate decreases

Or vice versa...?

ICC values range from .06 (victimization) to .12 (bullying)
 R² values range from .08 (student engagement) to .27 (bullying)



What Predicts Staff Work Stress?

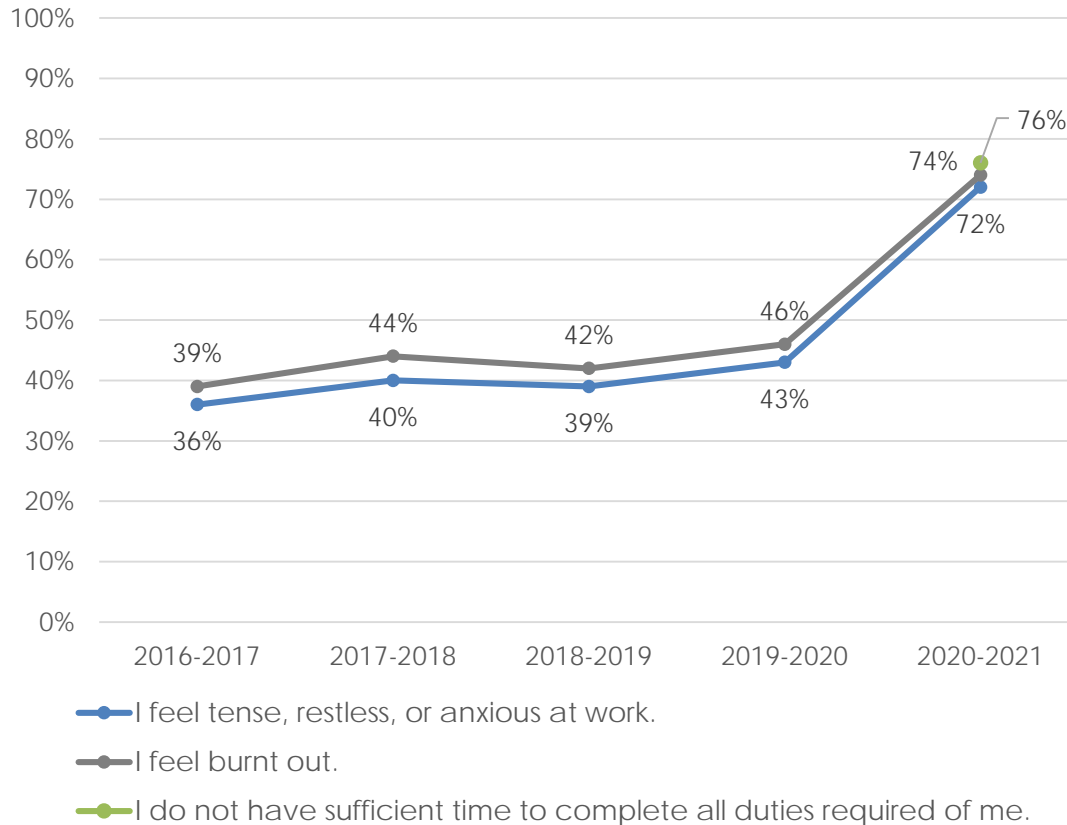
Scale Name	Sample Qs from Staff Climate Survey	Predictors of Stress
Staff Collaboration	I feel supported by my administrator.	B = -.434, $p < .01$
Student Behavior	How common is harassment or bullying among students?	B = -.165, $p < .01$
Fairness and Respect	Staff respect all students at my school.	B = -.091, $p < .01$
Safety	I feel safe inside my school.	B = -.071, $p < .01$
Physical Environment	A lot of equipment at my school is broken or outdated.	B = -.057, $p < .01$
Instructional Focus	How many teachers in this school...focus instruction on learning, not just remembering facts?	B = -.041, $p = .03$
Expectations of Success	Staff at my school set high expectations for students' achievement.	B = .041, $p = .13$
Parent Involvement	How many of your students' parents have you met?	B = -.015, $p = .25$
Staff-student relationships	Teachers and staff at my school care about every student.	B = .006, $p = .85$

ICC for staff stress = .09, $R^2 = .58$



Staff Work Stress Over Time

% of **All Staff** who agree they are burned out or tense, restless, or anxious at work over time*

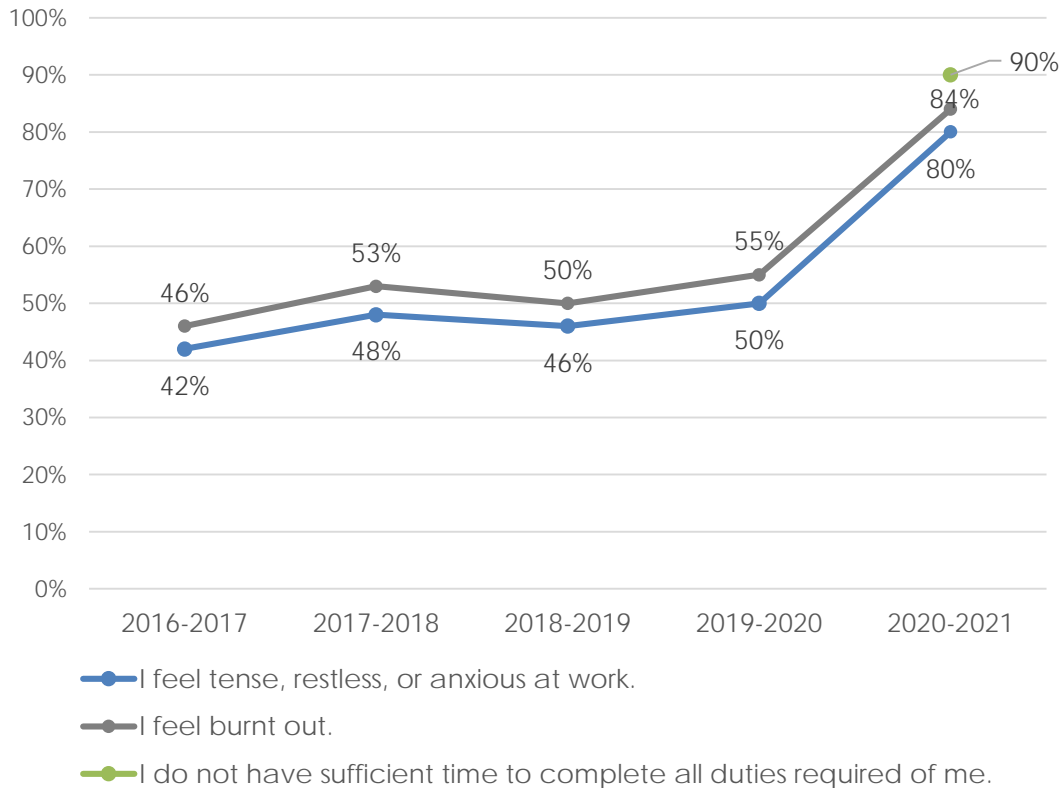


"We need to pick a learning designation and stick to it. It is too hard to continue to flip flop. We will get good at one or the other, but the lack of consistency has a terrible impact on both teaching and learning and morale."
-Middle School Leadership



Teacher Work Stress Over Time

% of **Teachers** who agree they are burned out or tense, restless, or anxious at work over time*



"We are exhausted and cannot juggle all these options!!! PLEASE listen to us and stop killing your teachers!!!"

-Middle School Teacher

"I have never been in such a hopeless, exhausted, emotionally deficient atmosphere as I am in now."

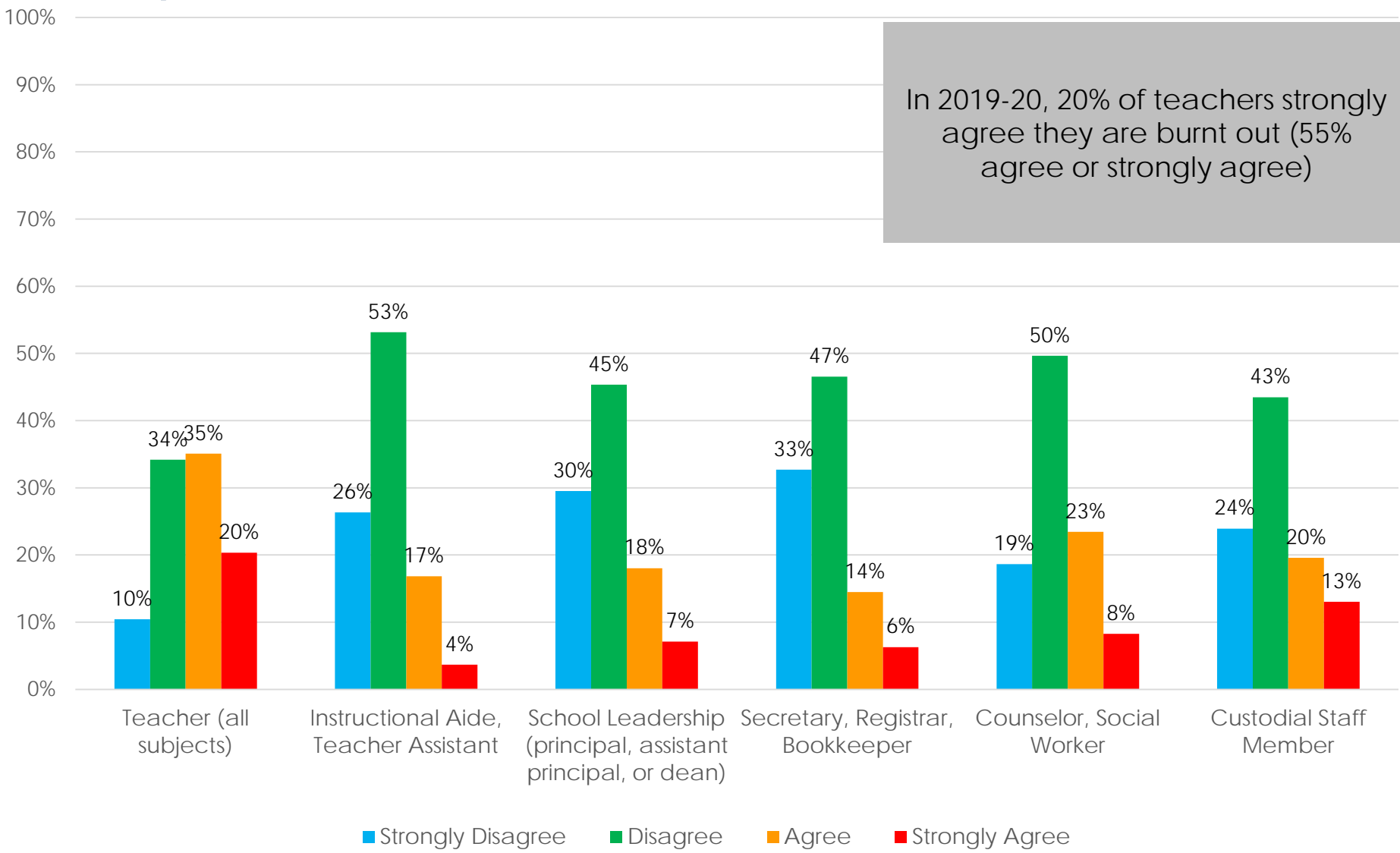
-High School Teacher



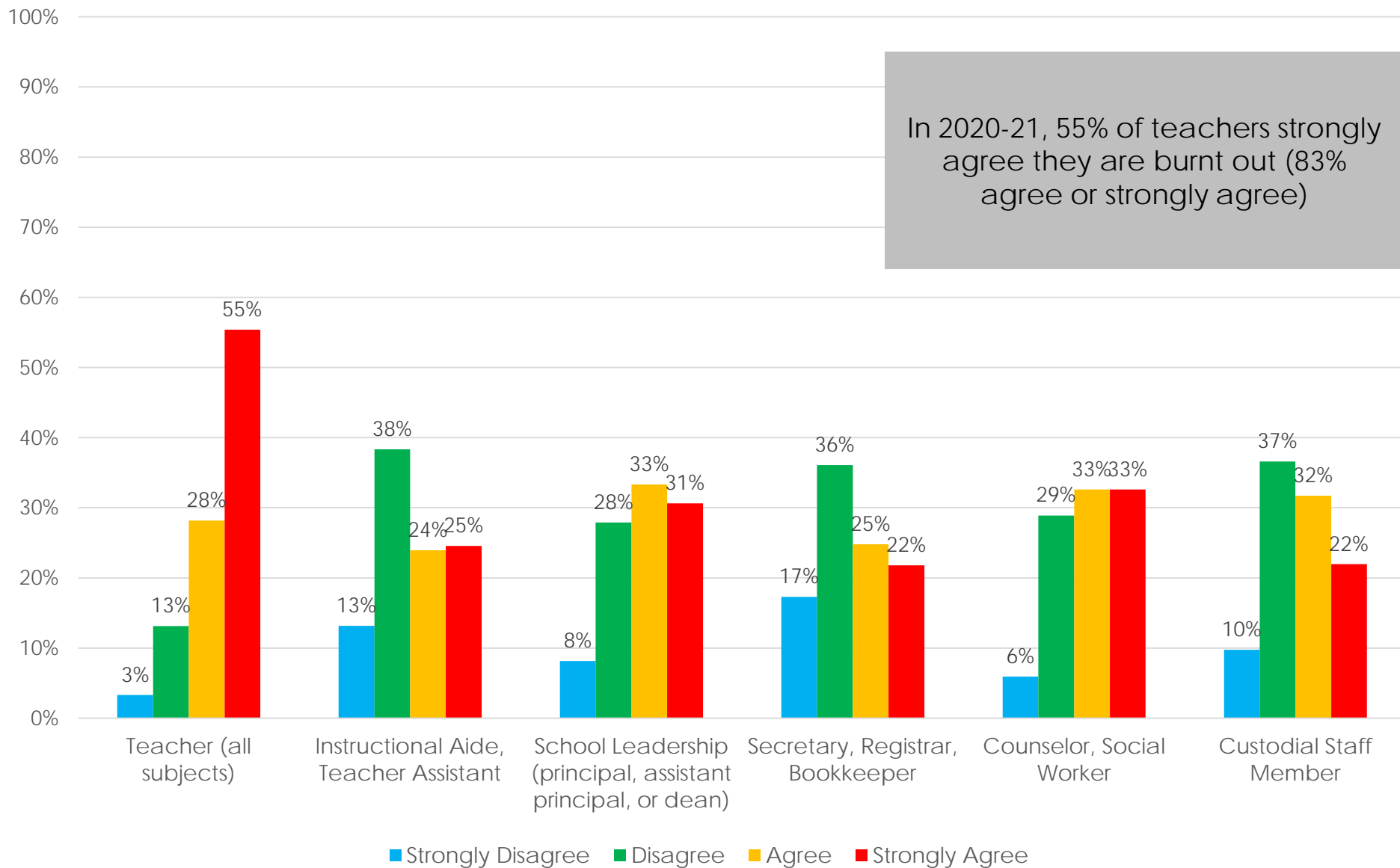
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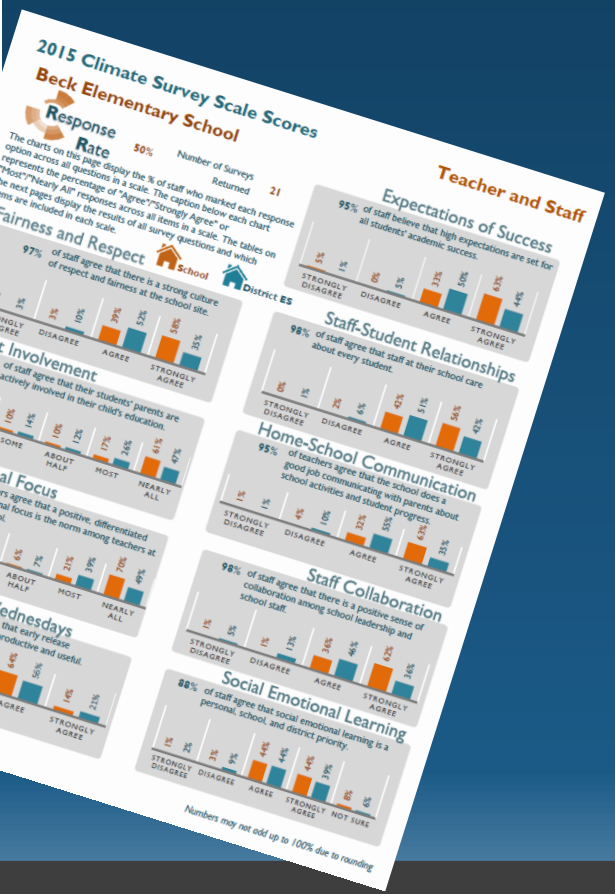
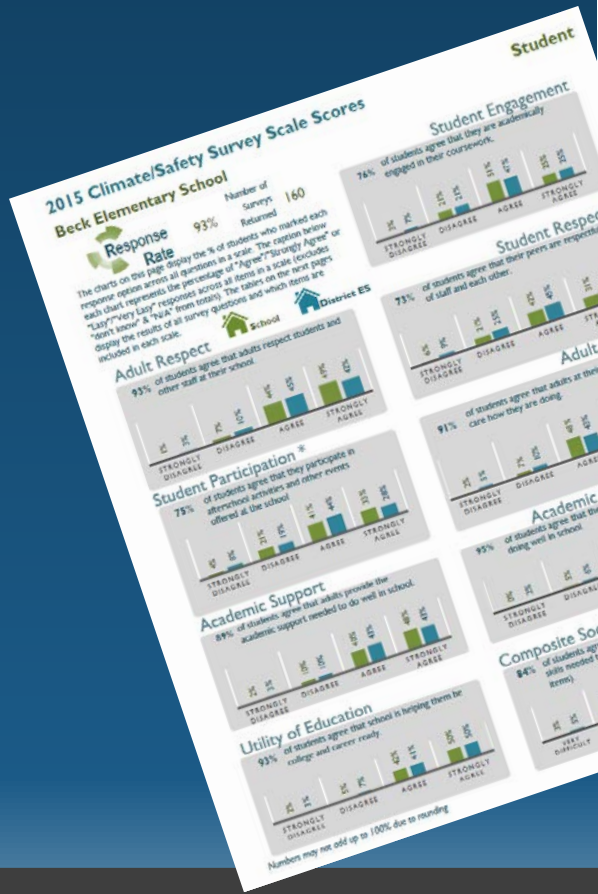
2019-20 Staff responses to the question "I feel burnt out" (N = 3,436)



2020-21 Staff responses to the question "I feel burnt out" (N = 3,756)



WCSD School Climate Surveys



Thank You!