



2022

## Arlington Public Schools

Key Insights from the Your Voice Matters Surveys

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## Introduction

### *Background*

Arlington Public Schools (APS) works with Panorama Education to help understand stakeholder perceptions of the overall climate within schools and the broader district through the Your Voice Matters (YVM) Survey. Feedback is collected from students, staff, and families on a number of key topics including Student Well-Being, Student Success, and Partnerships. Panorama and APS partner together to support schools in understanding and analyzing the data for school improvement.

### *Topics Measured*

In Spring 2022, YVM surveys were administered to three stakeholder groups: students (a 4th-5th grade version and a 6th-12th grade version), staff (a full-time employee version and an hourly employee version), and families. The topics measured on each survey are listed in Figure 1 below.

**Figure 1. Survey Topics by Respondent Group**

Student Survey	Staff Survey	Family Survey
<p><b>Partnerships</b></p> <ul style="list-style-type: none"> <li>- Home and Community</li> <li>- Trusted Adult - Home and Community</li> </ul> <p><b>Student Success</b></p> <ul style="list-style-type: none"> <li>- High Expectations</li> </ul> <p><b>Student Well-Being</b></p> <ul style="list-style-type: none"> <li>- Social, Emotional, and Mental Health</li> <li>- School Climate</li> <li>- School Safety</li> <li>- Trusted Adult - School</li> </ul>	<p><b>Engaged Workforce</b></p> <ul style="list-style-type: none"> <li>- Compensation and Benefits</li> <li>- Employee Voice</li> <li>- Professional Learning</li> <li>- Professional Learning</li> <li>- Digital Devices</li> <li>- Staff Engagement</li> <li>- Workplace Climate</li> </ul> <p><b>Operational Excellence</b></p> <ul style="list-style-type: none"> <li>- Safety</li> </ul> <p><b>Partnerships</b></p> <ul style="list-style-type: none"> <li>- Family Engagement</li> <li>- Home and Community</li> </ul> <p><b>Student Success</b></p> <ul style="list-style-type: none"> <li>- High Expectations</li> </ul> <p><b>Student Well-Being</b></p> <ul style="list-style-type: none"> <li>- Professional Learning</li> <li>- Whole Child</li> <li>- Student Engagement</li> </ul>	<p><b>Partnerships</b></p> <ul style="list-style-type: none"> <li>- Family Engagement</li> <li>- Home and Community</li> <li>- School Climate</li> </ul> <p><b>Student Success</b></p> <ul style="list-style-type: none"> <li>- High Expectations</li> </ul> <p><b>Student Well-Being</b></p> <ul style="list-style-type: none"> <li>- Student Safety</li> <li>- Social, Emotional, and Mental Health</li> </ul>

### Survey Content Development

APS first worked with Panorama Education to administer the Your Voice Matters survey in 2018. Following the inaugural administration and analysis of this survey, feedback was collected from key stakeholders for a year prior to the 2020 survey administration, and content was refined and revised to align with contemporary school and county priorities.

For the 2022 Your Voice Matters survey, additional reviews were conducted by key stakeholders and revisions were made, including a major content change in the Student Well-Being: Social, Emotional, and Mental Health topic. APS’s Office of Student Services is now administering the Panorama Social Emotional Learning survey to students in grades 3 through 12 throughout the school year. Survey content that now appears on the Social Emotional Learning survey was removed from the Your Voice Matters survey in 2022. Therefore, trend data is not available for the Student Well-Being: Social, Emotional, and Mental Health topic for the student surveys.

In addition, the 2022 survey includes an hourly-staff version of the Staff survey so these staff are able to provide their feedback specific to their positions.

### Survey Methodology

#### How many people took the survey?

The table to the right shows the number of responses received on each survey alongside the response rate.

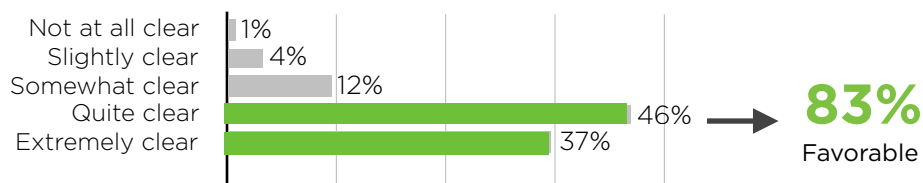
#### Survey Response Data

	# of Responses	Response Rate
<b>Student (4-5)</b>	3,441	62.7%
<b>Student (6-12)</b>	7,970	
<b>Full-Time Staff</b>	2,648	51.1%
<b>Hourly Staff</b>	154	9.7%
<b>Family</b>	5,695	24.8%

#### How are results reported?

Survey questions are scored using a method known as percent favorable. When a question is scored as “83% favorable,” this means that 83% of respondents selected a favorable answer choice. Questions are grouped thematically by topic. Topic scores are then calculated as an average of the percent favorable to each question within the topic.

#### Example Question: At your school, how clear are the rules about what you can and cannot do?



# Student Your Voice Matters Survey

## Grades 4-5

**Figure 2. Spring 2022 Student YVM Survey Results (Grades 4-5)**

Topic	Category	% Favorable	Change since Spring '20
Trusted Adult-School	Student Well-Being	79%	+1
Home and Community	Partnerships	71%	+1
High Expectations	Student Success	70%	-2
Trusted Adult - Home and Community	Partnerships	69%	0
School Safety	Student Well-Being	68%	-1
School Climate	Student Well-Being	64%	-3
Social, Emotional, and Mental Health	Student Well-Being	59%	n/a*

*\*For the 2022 Your Voice Matters survey, additional reviews were conducted by key stakeholders and revisions were made, including a major content change in the Student Well-Being: Social, Emotional, and Mental Health topic. Therefore, trend data is not available for this topic.*

Figure 2 above shows the overall results across all topics on the Spring 2022 YVM Student Survey (Grades 4-5). Key overall highlights include:

- Students report most favorably about Trusted Adults at school. 85% of students say there is at least one adult at school who they can talk to about the things that are going well for them.
- Social, Emotional, and Mental Health was the least favorable topic. In particular, when asked “How often do you feel so stressed or overwhelmed that you are not able to participate in regular activities?”, just 36% of 4-5 graders respond favorably.
- When asked “How challenged are you by what you learn in class?”, students report a 5 point decline in favorability from the 2020 YVM Survey to the 2022 YVM Survey.

*Key demographic highlights include:*

- English learners respond below average across all topics, particularly when it comes to Home and Community, where they report 9 points below the district average.

- Students in special education programs respond below average across all topics, particularly when it comes to Home and Community (7 points below the district average) and School Safety (-5 points).
- Gifted students report above average across all topics, particularly Social, Emotional, and Mental Health, where they report 8 points above average.
- Black and Hispanic students report at or below average across all topics while White students report above average across all topics. Other races report above average on some topics, and below on others. (Figure 3)

**Figure 3. Student YVM Results by Race (Grades 4-5)**

Group Name	Group Size	Partnerships: Home and Community	Partnerships: Trusted Adult - Home and Community	Student Success: High Expectations	Student Well-Being: School Climate	Student Well-Being: School Safety	Student Well-Being: Social, Emotional, and Mental Health	Student Well-Being: Trusted Adult - School
All respondents	3,441	71%	69%	70%	64%	68%	59%	79%
<b>Student Race</b>								
A	301	-4	-2	+1	-3	+2	+4	-2
B	335	-6	0	-1	-5	-4	-3	0
H	939	-7	-3	-4	-3	-3	-6	-1
W	1,565	+5	+3	+2	+4	+2	+4	+1
Confidentiality protected	290	+2	-2	+1	-2	+1	-1	-4

**Figure 4. Spring 2022 Student YVM Survey Results (Grades 6-12)**

Topic	Category	% Favorable	Change since Spring '20
School Safety	Student Well-Being	75%	+2
Trusted Adult - Home and Community	Partnerships	71%	+1
Trusted Adult-School	Student Well-Being	69%	+1
Home and Community	Partnerships	65%	+2
School Climate	Student Well-Being	56%	-2
High Expectations	Student Success	52%	0
Social, Emotional, and Mental Health	Student Well-Being	50%	n/a*

*\*For the 2022 Your Voice Matters survey, additional reviews were conducted by key stakeholders and revisions were made, including a major content change in the Student Well-Being: Social, Emotional, and Mental Health topic. Therefore, trend data is not available for this topic.*

Figure 4 above shows the overall results across all topics on the Spring 2022 YVM Student Survey (Grades 6-12). Key overall highlights include:

- Students report most favorably about School Safety, with 85% of students reporting favorably when asked “During this school year, how often has a student or group of students physically hurt you on purpose?”.
- Social, Emotional, and Mental Health was the least favorable topic. In particular, when asked “How often do you feel so stressed or overwhelmed that you are not able to participate in regular activities?”, just 26% of 6-12 graders respond favorably.
- Between 2020 and 2022, students report improvements in Safety and Home and Community. Specifically, students report a 10 point favorability increase in the amount of time spent outside. However, students report a 5 point decline over time in feelings of connection to other students.

*Key demographic highlights include:*

- English learners respond well below average on Partnership topics (Home and Community and Trusted Adult - Home and Community).

- Students in special education programs respond 7 points above the district average on Student Well-Being: Trust Adult at School. They report at or below average across all other topics.
- Black and Hispanic students report at or below average across all topics while White students report at or above average across all topics. Other races report above average on some topics, and below on others. (Figure 5)

**Figure 5. Student YVM Results by Race (Grades 6-12)**

Group Name	Group Size	Student Race							
		Partnerships: Home and Community	Partnerships: Trusted Adult - Home and Community	Student Success: High Expectations	Student Well-Being: School Climate	Student Well-Being: School Safety	Student Well-Being: Social, Emotional, and Mental Health	Student Well-Being: Trusted Adult - School	
All respondents	7,970	65%	71%	52%	56%	75%	50%	69%	
A	658	-1	-3	+2	-7	+1	+1	-1	
B	686	-7	-4	0	-6	-2	-3	0	
H	2,155	-6	-6	0	-2	0	-3	-1	
M	619	+4	+1	+1	-5	-1	0	-1	
W	3,775	+5	+5	0	+3	0	+3	+2	
Confidentiality protected	16	-7	-4	-4	-13	+2	-7	-12	



**Figure 6. Spring 2022 Staff YVM Survey Results**

	Category	Full-Time		Hourly
		% Favorable	Change since Spring '20	% Favorable
High Expectations	Student Success	79%	n/a*	-
Student Engagement	Student Well-Being	75%	+2	-
Family Engagement	Partnerships	67%	+7	-
Workplace Climate	Engaged Workforce	57%	-2	73%
Staff Engagement	Engaged Workforce	55%	-12	71%
Professional Learning - Whole Child	Student Well-Being	55%	-7	-
Safety	Operational Excellence	53%	+2	78%
Home and Community	Partnerships	53%	+3	-
Compensation and Benefits	Engaged Workforce	49%	-12	52%
Employee Voice	Engaged Workforce	36%	-1	37%
Professional Learning	Engaged Workforce	30%	-7	54%

*\*For the 2022 Your Voice Matters survey, additional reviews were conducted by key stakeholders and revisions were made, including content changes to the High Expectations topic. Therefore, trend data is not available for this topic.*

Figure 6 above shows the overall results across all topics on the Spring 2022 Staff YVM Survey, for both full-time and hourly employees. Key highlights include:

- Full-time staff report most favorably about Student Success: High Expectations. 79% of full-time staff report favorably when asked “How well do you personalize learning to challenge all students?”. However, full-time staff report least favorably about Professional Learning, where just 18% report favorably when asked how much input they have in the professional development opportunities available to them.
- Hourly staff report most favorably about Safety: 89% report favorably when asked how safe and secure they feel in the building. Hourly staff report least favorably about Employee Voice: just 20% respond favorably when asked how much influence they have over school or department decisions that affect them.

- Full-time staff report a 7 point improvement in Family Engagement from 2020. When asked “How well does your school ensure all families can engage with their child’s learning, regardless of whether the family can physically be at the school?”, staff report a 12 point improvement.
- Staff Engagement declined by 12 points from 2020. Favorable responses to the question “How proud are you to work at APS?” declined by 17 points.
- Compensation and Benefits also declined by 12 points from 2020. Favorable responses to the question “How satisfied are you with your annual salary (your pay, excluding medical benefits and other perks?)” declined by 16 points.

*Key staff demographic highlights include:*

- D-scale staff report well below average across all topics while P-scale staff report well above average across all topics. Other employee groups report above average on some topics, and below on others. (Figure 7)

**Figure 7. Staff YVM Results by Pay Scale (FTE)**

Group Name	Group Size	Engaged Workforce: Compensation/Benefits	Engaged Workforce: Employee Voice	Engaged Workforce: Professional Learning	Engaged Workforce: Staff Engagement	Engaged Workforce: Workplace Climate	Operational Excellence: Safety	Operational Excellence: Engagement	Partnerships: Family Community	Partnerships: Home and School	Student Success: High Expectations	Student Success: Well-Being: Whole Child Learning	Student Well-Being: Student Engagement
All respondents	2,648	49%	36%	30%	55%	57%	53%	67%	53%	79%	55%	75%	
Please select your pay scale.													
A-Scale (Instructional assist...)	326	+9	-8	+9	+10	+4	+7	+3	+9	0	+6	+4	
C-Scale (cafeteria)	21	+25	+13	+31	+19	+12	+19	+33	+47	+4	-5	+15	
D-Scale (bus drivers)	42	-7	-17	-8	-8	-19	-9	-40	-22	-38	-23	-25	
E-Scale (Administrative and...)	157	+1	+2	-4	+1	+3	0	+4	+14	+5	-17	-12	
G-Scale (clerical)	153	-1	-14	-11	+4	+3	-2	+8	+6	-7	-23	-7	
M-Scale (custodial and main...)	57	+12	-5	+9	+10	+6	+8	+8	+38	+1	-16	-12	
P-Scale (principals and adm...)	99	+10	+34	+22	+9	+12	+12	+22	+24	+1	+24	+14	
T-Scale (teachers, teacher s...)	1,679	-2	0	-4	-4	-2	-3	-2	-4	+1	-2	-1	
X-Scale (Extended Day)	92	-6	+2	+33	+14	+8	+15	+8	+15	-7	+24	+2	

## Family Your Voice Matters Survey

In Spring 2022, families provided feedback across various topics covering student success, partnerships, and well-being on the bi-annual YVM Survey. Figure 8 below shows the overall results across all topics on the Spring 2022 YVM Survey, including change from Spring 2020. Key highlights include:

- Families report most favorably about School Climate. In particular, 94% of families respond favorably when asked “Overall, how respectful have teachers been in their interactions with you?”.
- Families report least favorably about High Expectations; High Expectations also sees a 4 point decline from 2020. When asked, “Overall, how would you describe your child’s teachers’ expectations?”, families report a 7 point decline in favorability.

**Figure 8. Spring 2022 Family YVM Survey Results**

	Category	% Favorable	Change since Spring '20
School Climate	Partnerships	91%	-1
Family Engagement	Partnerships	83%	+1
Home and Community	Partnerships	82%	-1
Social, Emotional, and Mental Health	Student Well-Being	77%	0
Student Safety	Student Well-Being	76%	-2
High Expectations	Student Success	67%	-4

*Key demographic highlights include:*

- Families of students with a 504 plan report 24 points below the district average on Student Well-Being: Social, Emotional, and Mental Health.
- Families of English learners report 8 points above average on Social, Emotional, and Mental Health but 7 points below average on Home and Community Partnerships.
- Families of gifted students report 7 points below average on High Expectations.
- Family perceptions of student Social, Emotional, and Mental Health decline with student grade level: families of Kindergarten students report 14 points above the district average and families of 12th grade students report 21 points below the average.

- Families of students in special education report 18 points below average on student Social, Emotional, and Mental Health.
- Families of Hispanic students report 7 points below average on Partnerships: Home and Community.

## Next Steps

After a careful review of the data, priority areas to consider are identified below. In addition to the data presented in this report, it is important to consider district-, school-, and community-level context in conjunction with the findings when determining next steps.

**Student Social, Emotional, and Mental Health:** Social, Emotional, and Mental Health was the least favorable topic for grades 4-5 and 6-12. When asked “How often do you feel so stressed or overwhelmed that you are not able to participate in regular activities?”, just 36% of 4-5 graders and 26% of 6-12 graders respond favorably. As an additional data point, families of students with a 504 plan report 24 points below the district average on Student Well-Being: Social, Emotional, and Mental Health. Utilize Panorama’s SEL survey to hone in on the biggest growth opportunities within student SEL.

**Employee Voice and Input:** Just 18% of full-time staff report favorably when asked how much input they have in the professional development opportunities available to them. Further, just 20% of hourly staff respond favorably when asked how much influence they have over school or department decisions that affect them. Consider structures that can maximize employee voice, particularly their sense of decision-making input.

**Black and Hispanic Students:** Black and Hispanic students report at or below average across all surveyed topics. Partnership topics see particularly below average results among these groups of students. Consider specific, targeted supports for these groups of students in particular.

*Other:*

**Staff and Family Survey Participation:** 2022 survey response rates from staff, particularly hourly staff, and families show room for improvement. Visit [Panorama Academy](#) to find strategies for optimizing response rates to lead to more representative data.

Panorama offers a wealth of resources around the social-emotional learning and well-being of students and adults, alike. A good starting point might be this [Mindfulness Strategies for Adult and Student Well-Being slide deck](#), aimed to cultivate self-awareness and self-regulation skills by practicing mindfulness strategies as a community. Finally, don’t forget about what is working; utilize what is working well to boost areas of growth. Stakeholders report a number of areas to be celebrated and built upon in these important times of connection and learning.

## Appendix

### Demographic Breakdown, Students (Grades 4-5)

#### ELL Status

Subgroup with no data	11	< 1%
No	2,411	70%
Yes	1,019	30%

#### Student Gender

Group with no data	12	< 1%
Female	1,689	49%
Male	1,740	51%

#### Gifted status

Subgroup with no data	11	< 1%
No	2,413	70%
Yes	1,017	30%

#### Student Grade Level

Group with no data	11	< 1%
O4	1,761	51%
O5	1,669	49%

#### Student Race

Subgroup with no data	11	< 1%
A	301	9%
B	335	10%
H	939	27%
W	1,565	45%
Confidentiality protected	290	8%

#### Special education status

Subgroup with no data	11	< 1%
No	2,983	87%
Yes	447	13%

### Demographic Breakdown, Students (Grades 6-12)

#### ELL Status

Subgroup with no data	61	< 1%
No	6,341	80%
Yes	1,568	20%

#### Student Gender

Group with no data	78	< 1%
Female	4,005	50%
Male	3,887	49%

#### Gifted status

Subgroup with no data	61	< 1%
No	4,692	59%
Yes	3,217	40%

#### Student Grade Level

Group with no data	61	< 1%
O6	1,445	18%
O7	1,518	19%
O8	1,497	19%
O9	1,089	14%
10	830	10%
11	849	11%
12	681	9%

#### Student Race

Subgroup with no data	61	< 1%
A	658	8%
B	686	9%
H	2,155	27%
M	619	8%
W	3,775	47%
Confidentiality protected	16	< 1%

#### Special education status

Subgroup with no data	61	< 1%
No	6,844	86%
Yes	1,065	13%

## Appendix

### Demographic Breakdown, Full-Time Staff

#### Breakdown by pay scale.

Subgroup with no data	22	< 1%
A-Scale (instructional assistants, resource and occupational/physical therapy assistants, ASL assistants)	326	12%
C-Scale (cafeteria)	21	< 1%
D-Scale (bus drivers)	42	2%
E-Scale (Administrative and Technical Exempt Positions)	157	6%
G-Scale (clerical)	153	6%
M-Scale (custodial and maintenance)	57	2%
P-Scale (principals and administrators)	99	4%
T-Scale (teachers, teacher specialists, counselors, librarians, occupational/physical therapists, etc.)	1,679	63%
X-Scale (Extended Day)	92	3%

## Appendix

### Demographic Breakdown, Family

#### Student 504 Plan

Subgroup with no data	3	< 1%
No	5,350	94%
Yes	347	6%

#### ELL Status

Subgroup with no data	3	< 1%
No	4,765	84%
Yes	932	16%

#### Student Gender

Group with no data	14	< 1%
Female	2,722	48%
Male	2,964	52%

#### Gifted status

Subgroup with no data	3	< 1%
No	3,777	66%
Yes	1,920	34%

#### Student Grade Level

Group with no data	3	< 1%
00	366	6%
01	397	7%
02	418	7%
03	492	9%
04	546	10%
05	538	9%
06	449	8%
07	480	8%
08	450	8%
09	328	6%
10	335	6%
11	441	8%
12	303	5%
88	139	2%
Confidentiality protected	15	< 1%

#### Student Race

Subgroup with no data	3	< 1%
A	460	8%
B	448	8%
H	1,170	21%
M	539	9%
W	3,070	54%
Confidentiality protected	10	< 1%

#### Special education status

Subgroup with no data	3	< 1%
No	4,943	87%
Yes	754	13%

#### Please select the highest level of education you have completed.

Subgroup with no data	88	2%
No formal education	50	< 1%
Some high school	158	3%
High school diploma or equivalent	301	5%
Some vocational or technical training	85	1%
Some college	342	6%
An associate's degree	166	3%
A bachelor's degree	1,455	26%
A master's degree	2,093	37%
A professional degree (JD, MD)	657	12%
A doctoral degree (PhD)	305	5%

#### What is your gender?

Subgroup with no data	98	2%
Female	4,545	80%
Male	1,039	18%
Non-binary	18	< 1%

#### Please indicate your approximate average household income.

Subgroup with no data	440	8%
\$0 to \$24,000	410	7%
\$24,001 to \$51,000	580	10%
\$51,001 to \$72,000	287	5%
\$72,001 to \$87,000	157	3%
\$87,001 to \$110,000	324	6%
\$110,001 to \$150,000	502	9%
\$150,001 to \$200,000	740	13%
\$200,001 or higher	2,260	40%





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Prepared by  
Panorama Education

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