

Teacher Experiences Survey Analysis

Overview of the Analysis

- Explore teacher responses relating to the following areas:
 - Performance pay
 - Reasons for leaving in the teaching profession
 - Reasons for staying in the teaching profession
 - What factors matter most to keep teachers in the profession

- Explore teacher responses on the following dimensions:
 - By attitudes regarding their role in student learning
 - By years of experience
 - By likelihood of leaving the teaching profession

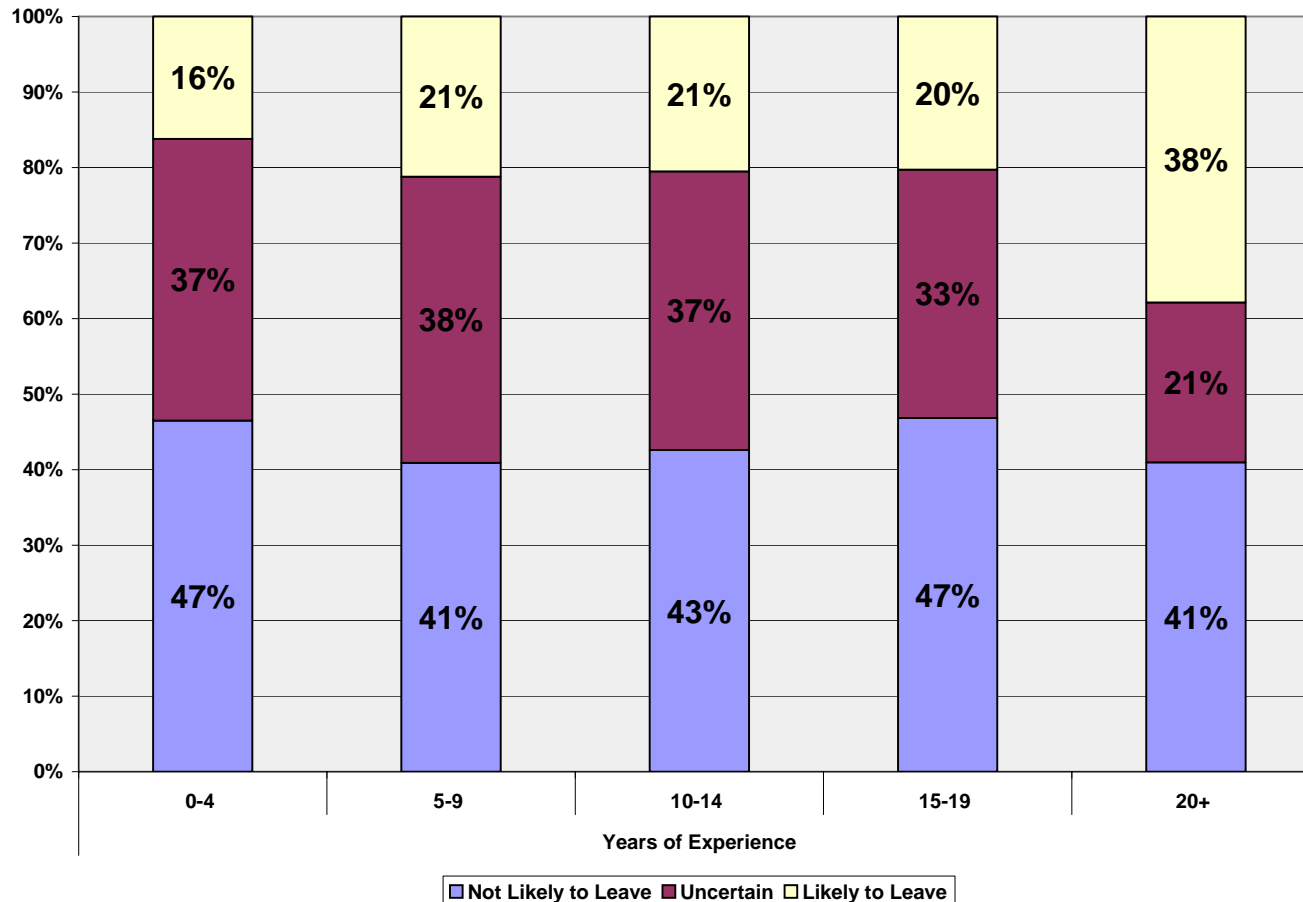
Performance Pay

- Though other factors are cited more often as items that should be reflected in compensation, ***teachers who see student learning as a direct result of their teaching are much more likely to be in favor of performance pay than those who do not.***
- By a margin of two-to-one (39% compared to 18%) teachers who agreed that the overall success of the students they are responsible for serving is a reflection of their efforts are more likely to believe the achievement of their students should be reflected in their compensation

	In general, the overall success of the students I am responsible for serving (or those I coach) is a reflection of my efforts.	
My compensation should reflect:	Strongly Agree or Agree	Strongly Disagree or Disagree
The achievement of my students as a result of my efforts	39%	18%

Likelihood of Leaving the Teaching Profession Within the Next Five Years

- There was no substantial difference among the experience groups regarding the percentage stating that they were unlikely to leave the profession.
- Regardless of level of experience, ***over half of all respondents are either very likely to leave or uncertain of whether they will stay or leave the teaching profession.***





Likelihood of Leaving the Teaching Profession

- Overall, 27% of respondents stated that it is very likely they will leave the teaching profession within five years; another 31% were uncertain.
- An OPPAGA survey of teachers found that 39% plan to leave the profession within five years.
- Both surveys indicate that a significant percentage of teachers plan to leave the profession within five years.

Reasons for Leaving

- For all groups, except teachers with 20+ years of experience, the ***inadequacy of the pay level*** was cited most heavily as a reason for being likely to leave.
- For the most experienced group, ***retirement*** was cited as the main reason for leaving.
- Teachers with less experience were also more likely to cite ***other career opportunities*** as a reason for leaving the teaching profession.
- Less experienced teachers were also more likely to state:
 - ***they weren't getting the support they needed from their school***
 - ***they didn't enjoy their job***
 - ***they planned on staying in education, but in a different capacity***

<u>Reasons for Leaving</u>	<u>Years of Experience</u>				
	0-4	5-9	10-14	15-19	20+
My pay level is not adequate.	76%	74%	73%	61%	31%
I plan to retire.	4%	6%	13%	27%	71%
I plan to pursue other career opportunities.	48%	45%	43%	42%	30%
I don't have the support I need from my school.	31%	30%	25%	23%	15%
I do not enjoy my job.	21%	17%	18%	15%	10%
I plan to stay in education, but in a different capacity (administration, etc.).	21%	20%	18%	12%	5%

Reasons for Leaving the Teaching Profession

- Dissatisfaction with work conditions (e.g., support from their school/district, not enjoying their job) was heavily cited as a reason for leaving the profession
- Results from OPPAGA support this finding, where their survey found that 30% of teachers left the profession because they were dissatisfied with work conditions.

Teacher Attitudes Toward Work Conditions

- Teachers indicating that they are likely to leave the profession are more likely to state that their school does not provide a supportive and positive environment for all staff.

Does your school administration offer a supportive, positive environment for all staff?	Not Likely to Leave Teaching Profession	Likely to Leave Teaching Profession
Yes	85%	66%
No	15%	34%

- This finding supports the OPPAGA finding that teachers who left the profession were more dissatisfied with their work environment than those who plan to stay.

Reasons for Staying

- Teachers on the high end of the experience scale were much more likely to cite **job security** as a reason for staying than teachers with 0-4 years of experience.
- Though all experience groups cited **enjoying my job** more often than all other reasons for why teachers were likely to stay, that percentage decreased as experience level increased.
- The importance of a **teacher's schedule serving as a benefit to their family** as a reason for staying also decreased as years of experience increased.

	<u>Years of Experience</u>				
	0-4	5-9	10-14	15-19	20+
<u>Reasons for Staying</u>					
I enjoy my job.	91%	91%	87%	86%	80%
I have attained job security (tenure, permanent contract, etc.).	13%	38%	48%	57%	65%
I have adequate opportunity for vacations/personal time.	49%	50%	50%	47%	42%
My job provides me with opportunities to be creative.	54%	52%	46%	42%	40%
My schedule is a benefit for my family.	52%	52%	48%	48%	32%
My school provides good support and/or resources.	46%	44%	39%	40%	41%
My district provides good support and/or resources.	28%	26%	23%	27%	26%
I am satisfied with my salary and benefits.	17%	14%	16%	15%	17%
I have the opportunity to be paid for my performance.	8%	6%	6%	7%	7%

What Matters Most by Years of Experience

- The vast majority of respondents cited ***knowing that I am making a difference with the students I teach/work with*** as the factor that mattered most.
- A very high percentage - regardless of level of experience - also cited ***receiving good salary increases*** and ***having a supportive principal or administration*** as key factors in keeping them in the profession.

	<u>Years of Experience</u>				
	0-4	5-9	10-14	15-19	20+
<i>What Matters Most to Keep You in the Teaching Profession?</i>					
<i>Knowing that I am making a difference with the students I teach/work with</i>	95%	94%	93%	92%	92%
<i>Receiving good salary increases</i>	86%	89%	89%	87%	86%
<i>Having a supportive principal/administration</i>	93%	93%	92%	90%	88%
<i>Working for a dynamic instructional leader</i>	66%	65%	63%	62%	60%
<i>More input in running the school</i>	48%	52%	56%	56%	59%
<i>More recognition for succeeding with my students</i>	55%	55%	53%	50%	49%
<i>Having extra time off on holidays and during the summer</i>	54%	52%	50%	50%	47%
<i>Additional compensation for succeeding with my students</i>	43%	43%	41%	39%	36%

What Matters Most by Likelihood of Leaving the Profession

- Teachers who are not likely to leave the profession cited ***working for a dynamic instructional leader*** as a factor that mattered most more heavily than teachers who are likely to leave (65% vs. 58%).
- This survey finding is a reflection of the importance of school leadership in the retention of teachers.

	Within the next five years, how likely is it that you will leave the teaching profession in order to pursue another career?	
	It is not likely I will leave the teaching profession.	It is very likely I will leave the teaching profession.
<i>What Matters Most to Keep You in the Teaching Profession?</i>		
Knowing that I am making a difference with the students I teach/work with	95%	90%
Receiving good salary increases	85%	88%
Having a supportive principal/administration	91%	88%
Working for a dynamic instructional leader	65%	58%
More input in running the school	53%	58%
More recognition for succeeding with my students	52%	50%
Having extra time off on holidays and during the summer	49%	50%
Additional compensation for succeeding with my students	41%	37%

Strategies to Retain Teachers

- Increase the opportunities for pay increases for new teachers
 - About three-quarters of teachers with 15 years of experience or less cited the inadequacy of pay as a reason for likely leaving the profession
- Foster better support mechanisms at the school level for new teachers
 - Nearly one-third of teachers with 9 years of experience or less cited lack of support at the school level as a reason for likely leaving the profession