

9TH ANNUAL
EDUCATOR CONFIDENCE REPORT

PART 2

Outlook on Teacher Well-Being



Message from Jack Lynch

Welcome to the second part of HMH's 9th annual Educator Confidence Report (ECR). **Part 2: Outlook on Teacher Well-Being** will take a closer look at how educators are feeling about the issues that impact their health, happiness, and success on a daily basis.

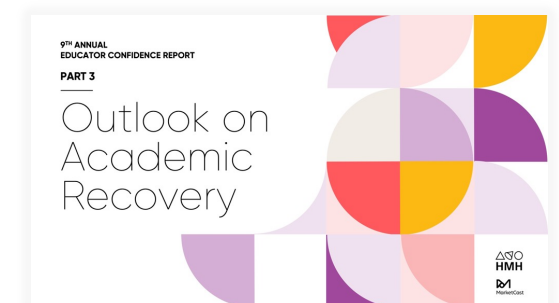
In Part 1, we looked at the Educator Confidence Index, our annual measure of confidence in the teaching profession overall. We saw **cautious optimism** among educators as they considered the **emerging landscape of generative AI** in K–12 education, but overall confidence in the profession remains low.

In Part 2, we will explore why this may be by offering a closer look at what teachers and educators are most concerned about. As in past years, basic needs are still unmet, with low salaries and mental health concerns topping the list. **Burnout is a critical issue**, with 82% of educators citing that what they need most is a more balanced workload.

At HMH, we know that focusing on the needs of educators is essential to the outcomes of generations to come. Let's step up to the challenge.



Jack Lynch, CEO





Basic Needs Remain Unmet

Unsurprisingly, top concerns for educators in 2023 are around financial and mental health challenges of both students and fellow educators.

These findings remain at similar levels to last year and point to continued system-wide challenges.

Top 5 Concerns Among Educators

- 1 Low Teacher Salaries (72%)
- 2 Mental Health Concerns Among Fellow Educators (70%)
- 3 Mental Health Concerns Among Students (70%)
- 4 The Social and Emotional Needs of Students (67%)
- 5 Lack of Funding (51%)



Teachers are always 'on' during the day, and then often spend nights and weekends preparing.

It's a recipe for burnout.

It comes as no surprise that what educators are looking for is holistic support.

82%

of educators desire a more balanced workload or staffing plan to support well-being.

What Is Needed to Battle Burnout?

"More time for myself during the day" (65%) and "a counselor or therapist for themselves at school" (55%) were next—echoing this critical challenge.





When asked what would make the education profession appealing to new educators, respondents made the same essential needs clear:

Teachers need more basic supports.

87%

Improved salary and benefits

66%

Adequate funding for classroom needs like supplies and resources

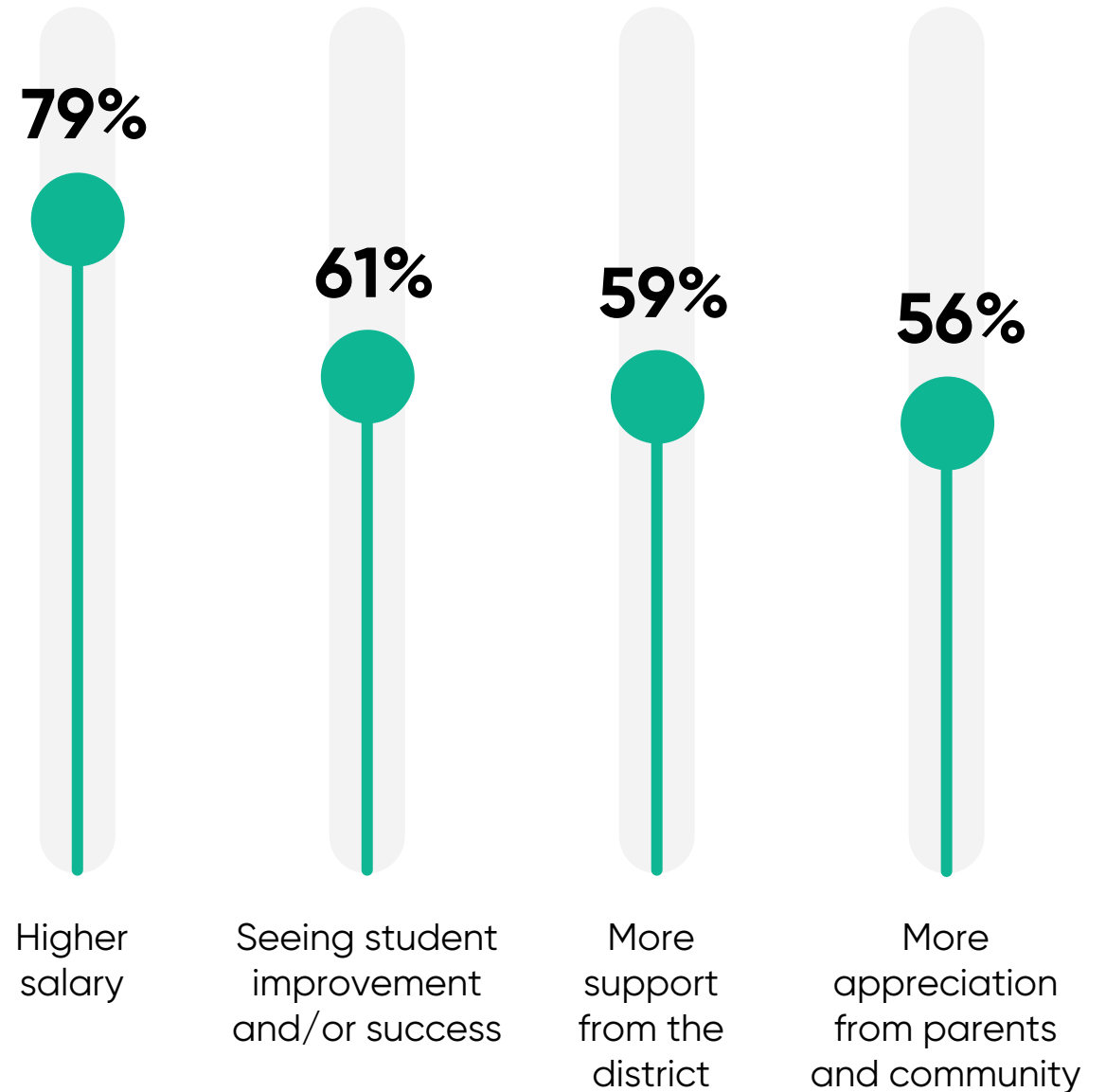
55%

Support for educator well-being and physical health



After salary needs, the top motivator for educators is seeing student success.

Support from the district and wider community are also powerful motivators.



Like last year, the majority of educators have no plans to leave education.

However, the percentage of educators who has no interest in leaving continues to be nearly equal to those who plan to leave within the next 5 years.

29%

No interest in leaving education

44%

No plans to leave,
but haven't ruled it out

27%

Will have left education
within the next 5 years



A decorative graphic on the left side of the page consisting of several overlapping semi-circles in various colors: blue, teal, orange, light blue, green, and beige.

Look for Part 3 of the 2023 Educator Confidence Report this fall.

Visit hmhco.com/ecr to be the first to receive it.



1,215 Educators
1,000 teachers and
215 administrators



15-Minute Survey
Carried out online via
computer and mobile



May 10–June 27
Data was collected over
a 1.5-month period



Coast to Coast
Data was weighted to be
nationally representative