

2023

---

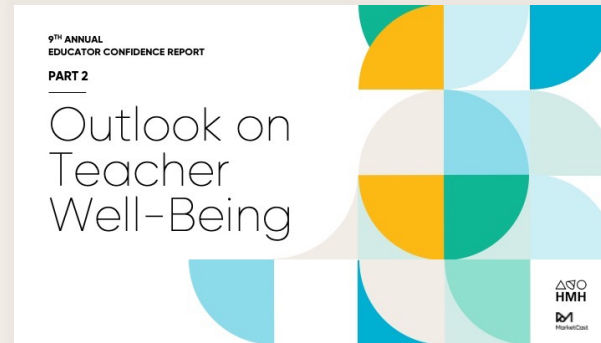
# Educator Confidence Report



# Contents



**Part 1**  
Outlook on Teaching & AI  
Pg. 3



**Part 2**  
Outlook on Teacher Well-Being  
Pg. 10



**Part 3**  
Outlook on Academic Recovery  
Pg. 18

**9<sup>TH</sup> ANNUAL  
EDUCATOR CONFIDENCE REPORT**

**PART 1**

---

# Outlook on Teaching & AI



# Message from Jack Lynch

Welcome to HMH's 9th annual Educator Confidence Report (ECR). The report gives voice to our nation's educators by asking them about issues that impact them daily. We usually roll out the entire report at once. But this year, we're sharing the results in **three reports** over the course of the back-to-school season, each focusing on the key topics on educators' minds.

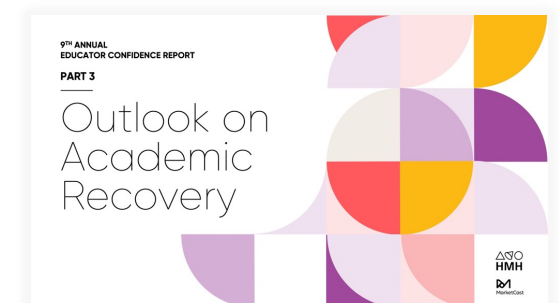
**Part 1: Outlook on Teaching & AI** looks at the Teacher Confidence Index, the report's annual measure of confidence in the teaching profession. We'll examine some early signs of stabilization in confidence, as well as the positive impacts of technology in the classroom during this period of shifting landscapes.

We will explore how educators are feeling about the newest trends in **generative AI**, how they may be using it, and where they see potential. This year's data show that educators are seeing the potential benefits of AI, as it begins to take hold in the classroom. Educators are also looking for **actionable guidance** on how to use this powerful technology.

At HMH, we know that we can blend the best of technology with the best of the classroom experience, creating what we call the **high-tech, high-touch classroom**. We believe technology should be integrated using a **human-centered approach** that supports teachers and gives them time to create meaningful, dynamic learning experiences for students.



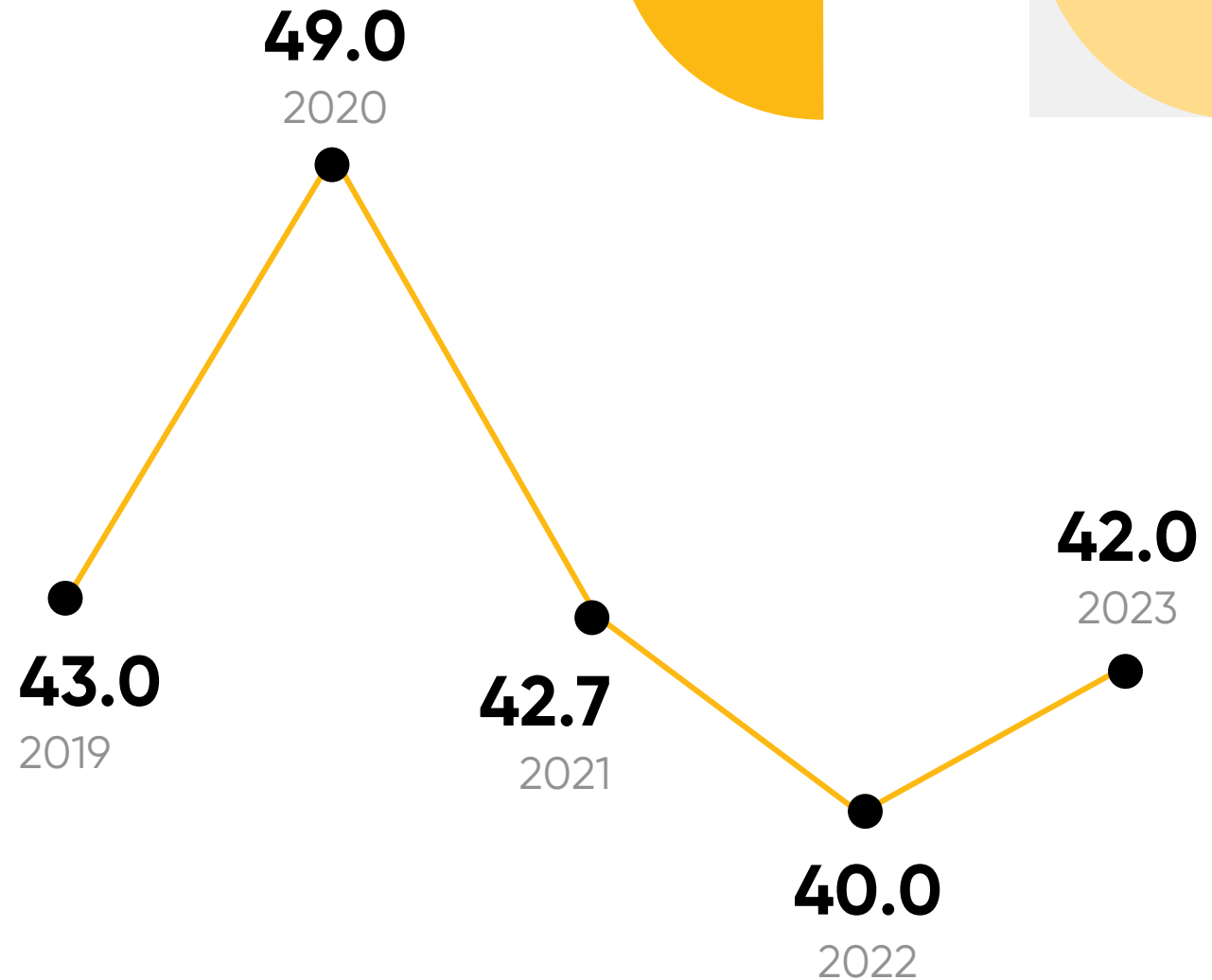
Jack Lynch, CEO





## Educator Confidence Index: A Turning Point?

Overall confidence in the teaching profession sees a slight increase from last year, potentially signaling a turn for the better. Educators also report a more positive outlook on the education profession (+5%), inching back to pre-pandemic levels.



**Gains from 2019–2023:  
Educators are seeing  
the positive impacts of  
tech and increased  
attention to social and  
emotional learning  
now more than ever.**

**Factors that have a positive  
impact on the state of  
education:**

2019–2023

**+17%**

Increased use of digital  
platforms to improve  
student engagement

**+17%**

Increased attention to  
students' social and  
emotional needs



**Only 10% of educators surveyed used generative AI in their classrooms last year. Among those, 74% plan to increase their usage in the coming school year.**

Signaling growing interest, 38% of educators plan to adopt AI tools in the 2023–2024 school year.

Responses were mixed on the helpfulness of AI-generated content in the curriculum:

**12%**

Very/Extremely  
Helpful

**44%**

Somewhat  
Helpful

**44%**

Not Very /  
Not at All Helpful

When asked about areas where AI could help teacher workflow, the top 3 choices were:

**1**

Worksheets (51%)

**2**

Lesson Plans (48%)

**3**

Ideating on Writing  
Prompts (41%)





**Educators do not feel confident in their abilities to use AI tools and are looking for guidance.**

**57%**

agree that AI is an inevitable tech advancement and should be harnessed in a positive way.

ONLY

**1 in 5**

feel equipped to harness tools like ChatGPT in the classroom/school.

**58%**

are interested in professional development or coaching in AI.



9<sup>TH</sup> 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.

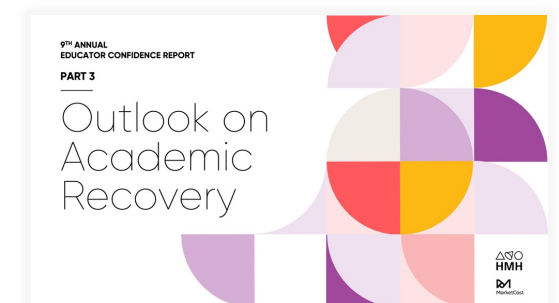
In Part 1: Outlook on Teaching & AI, we looked at the Educator Confidence Index, our annual measure of confidence in the teaching profession overall. We saw **cautious optimism** among educators but confidence remains low and it is clear that there is still much to be done to improve their experience. It is also evident from this first report that the **emerging landscape of generative AI** demands safeguards and actionable guidance, though we are also heartened by those who see its potential to give them time back and deepen personalization for students..

In Part 2, we will explore what teachers and educators are most concerned about and learn that, as in past years, basic needs like improved salary, adequate funding, and support for mental health of teachers and students, are still unmet. **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** Teachers Salaries Being Too Low (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?

Following “a more balanced workload,” educators say, “more time for myself during the day” (65%) and “more personal resources to support my mental and physical health” (55%) are essential.





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

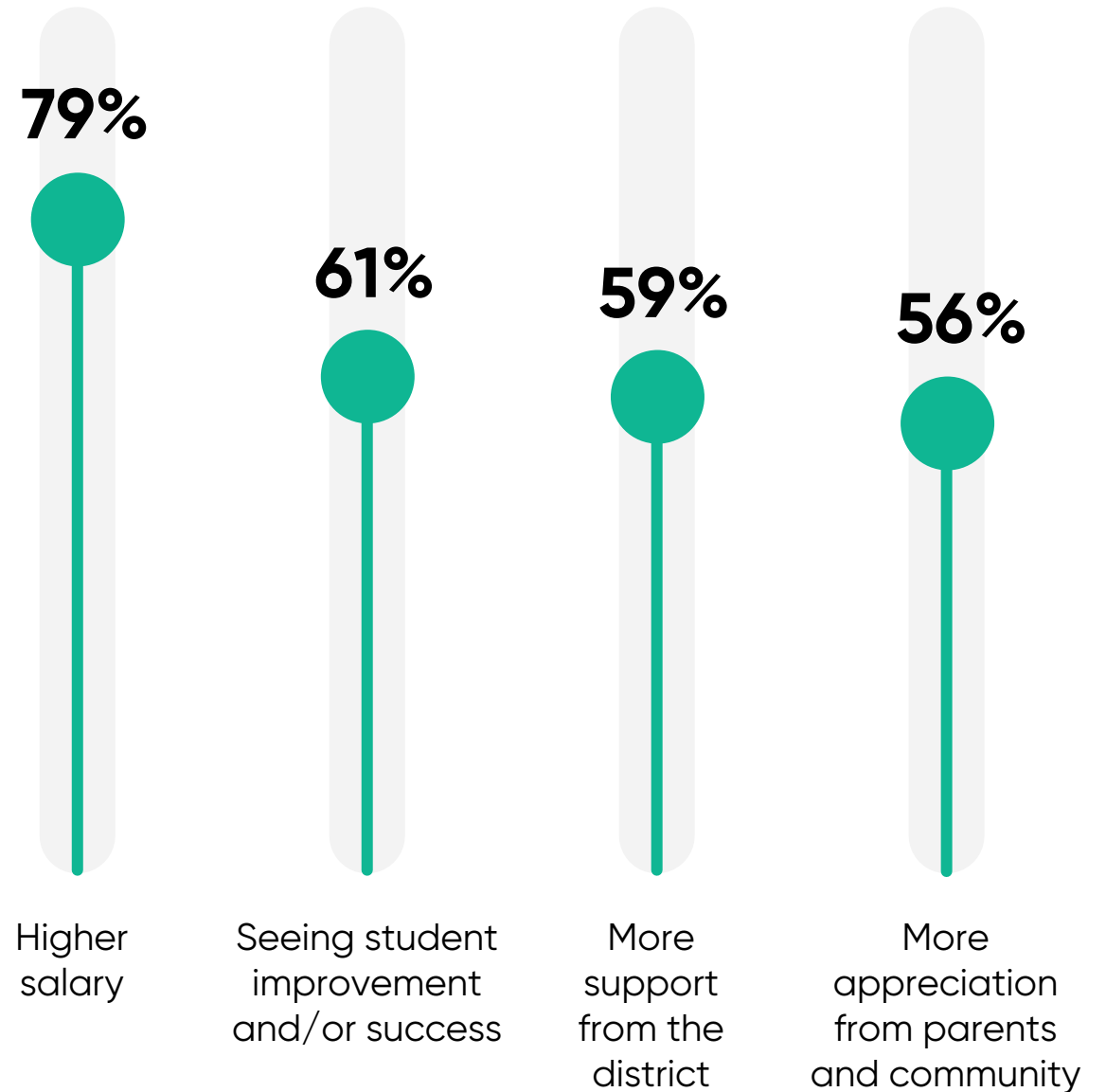
**55%**

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 amount who have 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



**9<sup>TH</sup> ANNUAL  
EDUCATOR CONFIDENCE REPORT**

**PART 3**

---

# Outlook on Academic Recovery



# Message from Jack Lynch

Welcome to Part 3 of HMH's 2023 Educator Confidence Report, "**Outlook on Academic Recovery,**" which takes a closer look at how educators are feeling about academic achievement and what they need most from EdTech to improve student outcomes.

In Parts 1 & 2 of this year's ECR, we saw signs of **stabilization** in educator confidence in the teaching profession overall, **cautious optimism** around the possibilities of generative AI in K–12 education, and continued emphasis on unmet basic needs amidst widespread **burnout**.

In Part 3, we explore educators' perceptions of academic growth this past school year, which also reflect possible stabilization in confidence and some bright spots in the way that EdTech is supporting recovery. Educators agree that many **tech tools are vital** to their classrooms, and 68% of educators believe that tech that **connects instruction and assessment on one platform has the power to transform** teaching and learning.

At HMH, we believe that thoughtfully built and applied EdTech tools, including those that utilize generative AI, can have significant positive impacts on K–12 education. We believe in their potential to deepen student engagement and deliver compelling learning experiences, while also supporting teachers' workflows and giving them time back. We know there is important work to be done in balancing innovation and safety, and **HMH is committed to putting students and teachers first** as we move forward together.

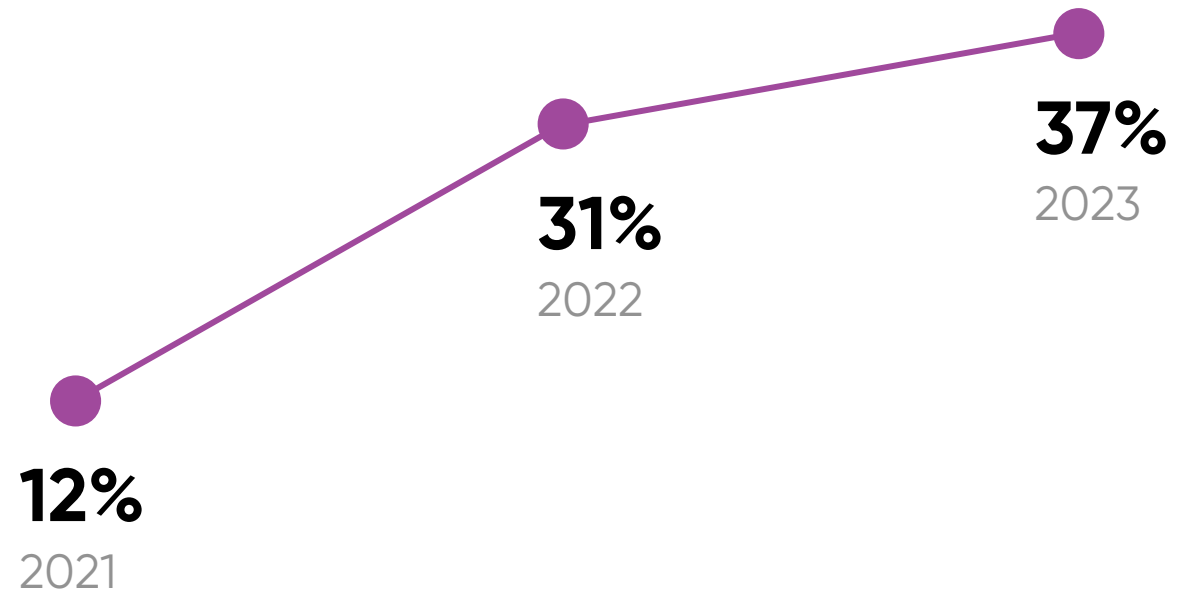


Jack Lynch, CEO



# Perception of Academic Growth Is Increasing

When asked to describe students' academic achievement this past school year, the percentage of educators who answered "somewhat more growth" and "much more growth" increased when compared to the past two years.





**Educators agree that targeted instructional resources (55%) and supporting the social and emotional needs of students (48%) are the top measures to continue improving achievement.**



**As academic recovery continues to be a major focus, educators stress the need for more personalized resources to address individual learning needs.**

**What do educators find is effective in accelerating achievement?**

**59%**

Instructional resources that support differentiation for all learners

**53%**

Targeted instructional plans

**46%**

Actionable strategies for personalized learning



# 68%

**of educators believe tech solutions that  
connect instruction and assessment  
on one platform will transform teaching  
and learning in the future.**

**97% of educators  
are confident in their  
tech abilities, and  
see the following  
benefits of tech:**

**52%**

Improved student  
engagement with learning

**51%**

Improved ability for students  
to access instructional  
content anytime/anywhere

**48%**

Improved ability to deliver  
differentiated, individualized  
instruction

**46%**

Time savings in workflows  
and processes

**38%**

Improved student achievement



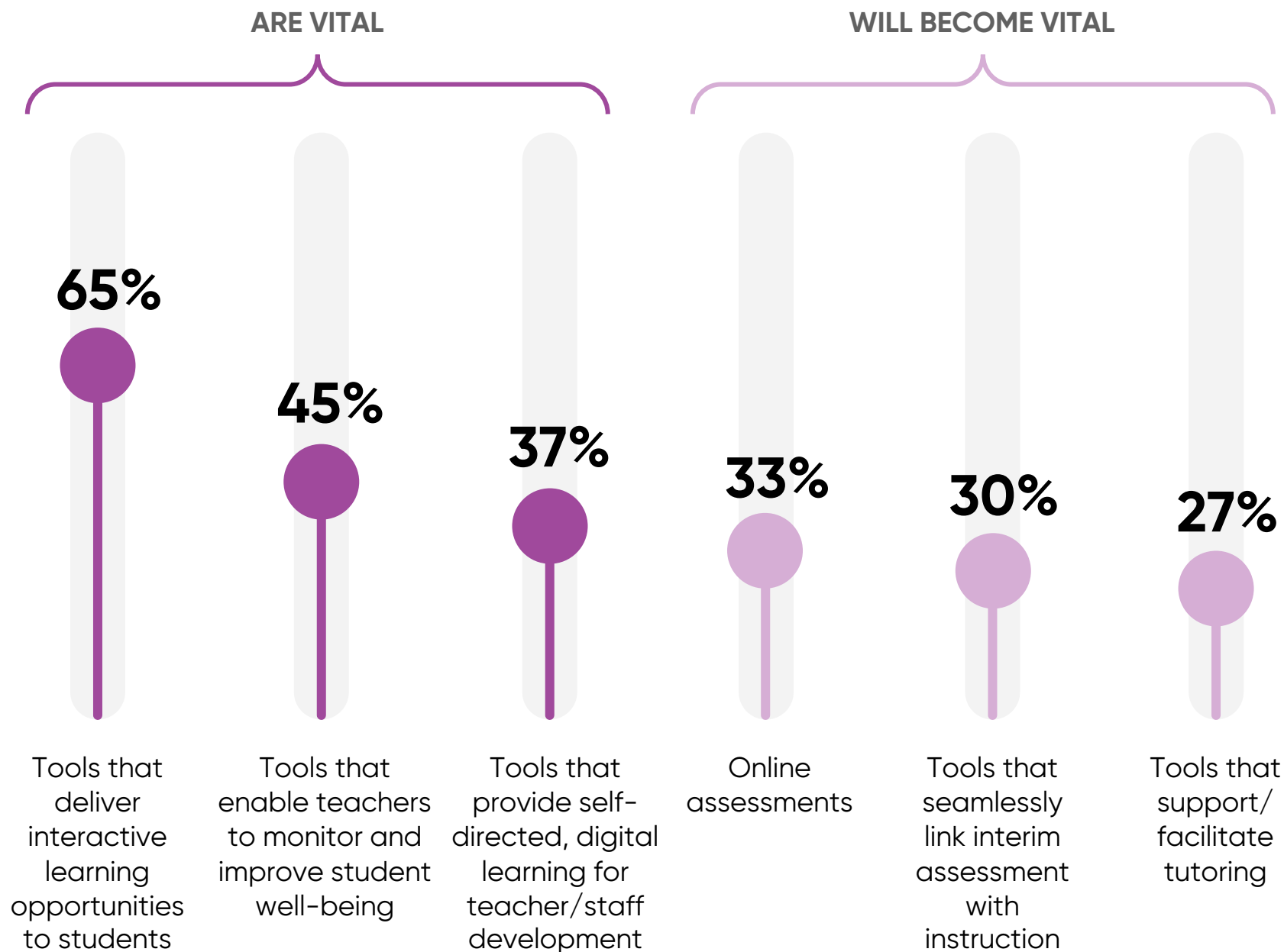


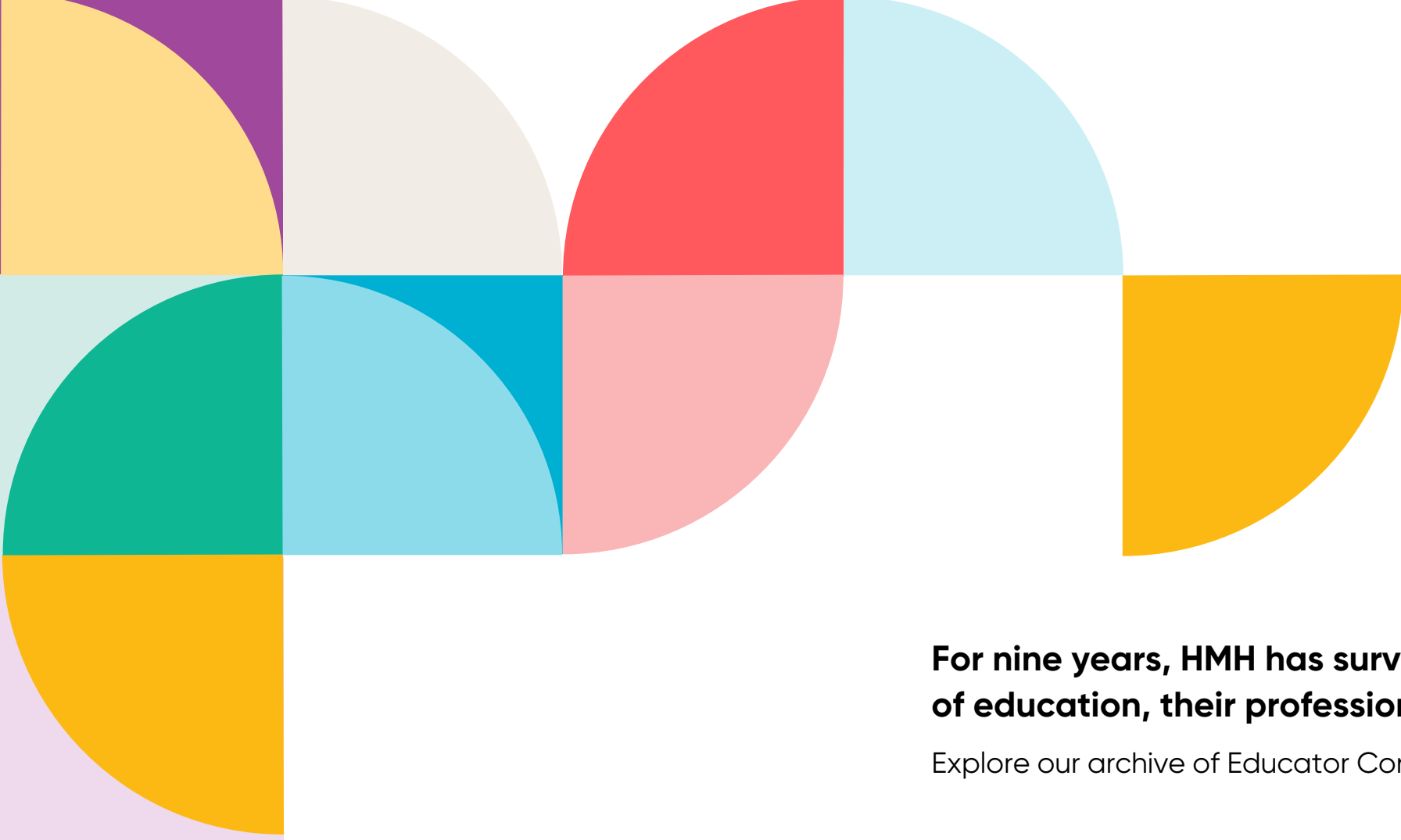
**54% of educators find that EdTech maximizes overall efficiency and 47% feel it enables more effective instruction.**



## Educators weigh in on vital tech tools:

Which of the following are vital or will become vital to your classroom?





**For nine years, HMH has surveyed educators on the state of education, their profession, and the needs of students.**

Explore our archive of Educator Confidence Reports: [hnhco.com/ecr](https://hnhco.com/ecr)



**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