2022 Educator Shortage Research

Emma White Research LLC for MEA
Survey Administration

2022 Survey:
• N=2,587 active K-12 teachers and staff, higher education faculty and staff, and student MEA members
• Conducted online from January 25-28, 2022
• Data have been weighted to match the population of MEA members

2021 Survey:
• N=3,279 active K-12 teachers and staff, higher education faculty and staff, and student MEA members
• Conducted online from August 14-23, 2021
• Data were weighted to match the population
Job (Dis)Satisfaction
Educators' job satisfaction has dropped 16 percentage points in six months.

Generally speaking, how satisfied are you overall with your job?

- Very satisfied: 2021: 11%, 2022: 17%
- Fairly satisfied: 2021: 32%, 2022: 44%
- Somewhat satisfied: 2021: 26%, 2022: 32%
- Not that satisfied: 2021: 13%, 2022: 22%

Overall satisfaction:
- 2021: 39%
- 2022: 55%
Over seventy percent of educators are not that satisfied with conditions facing educators, a fifteen-point increase in negative assessments since 2021.

And generally speaking, how satisfied are you overall with conditions facing educators like you these days?

- Very satisfied: 1% (2021) 1% (2022)
- Fairly satisfied: 7% (2021) 13% (2022)
- Somewhat satisfied: 20% (2021) 29% (2022)
- Not that satisfied: 56% (2021) 71% (2022)
The percent of educators who say they want to leave for a different career has grown nine points since August.

Over the next two to three years, do you expect to:

- Continue working in your current school/job: 69% in 2021, 57% in 2022
- Work in education but a different school or district: 8% in 2021, 9% in 2022
- Leave education for a different career: 11% in 2021, 20% in 2022
- Retire: 12% in 2021, 14% in 2022
A quarter of those with six to ten years in education are planning to leave the profession.
Staffing shortages are a top concern, followed by student behavioral issues/mental health, educator pay and benefits, attacks on teachers and schools, and funding.
Standardized testing and class sizes are the next most concerning challenges, followed by other issues including school safety, lack of involvement from parents, and COVID-19.

Thinking about the challenges facing educators today, how concerned are you about each of the following where you work:

- Overemphasis on standardized testing: 43% Extremely Concerned, 73% Very Concerned
- Class sizes and caseloads: 43% Extremely Concerned, 71% Very Concerned
- Gun violence | School safety (SPLIT COMBINED): 30% Extremely Concerned, 58% Very Concerned
- Lack of involvement from parents: 30% Extremely Concerned, 57% Very Concerned
- COVID-19: 29% Extremely Concerned, 56% Very Concerned
Educators who are concerned by the shortage of educators and its effects are most likely to leave for a different career.

Leave Education and Retire by Educator Shortage Concern

<table>
<thead>
<tr>
<th>Concern Level</th>
<th>Leave Education</th>
<th>Retire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>20% 14%</td>
<td></td>
</tr>
<tr>
<td>Extremely</td>
<td>22% 14%</td>
<td></td>
</tr>
<tr>
<td>Very Concerned</td>
<td>16% 14%</td>
<td></td>
</tr>
<tr>
<td>Extremely</td>
<td>26% 13%</td>
<td></td>
</tr>
<tr>
<td>Very Concerned</td>
<td>15% 14%</td>
<td></td>
</tr>
</tbody>
</table>

Shortages of Teachers and Staff

- Leave education
- Retire

Class Sizes and Case Loads
Educator Shortage
Large majorities report greater than normal vacancies for substitute teachers, support staff, and teachers.
Vacancies are consistent across school level.

In your building, are you experiencing more vacancies than usual for any of the following positions (PERCENT YES)?

<table>
<thead>
<tr>
<th>Position</th>
<th>Total</th>
<th>Pre-K</th>
<th>Kindergarten / Elementary</th>
<th>Middle school / Junior high</th>
<th>High School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substitute Teachers</td>
<td>92%</td>
<td>90%</td>
<td>94%</td>
<td>92%</td>
<td>92%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>86%</td>
<td>86%</td>
<td>88%</td>
<td>87%</td>
<td>83%</td>
</tr>
<tr>
<td>Teachers</td>
<td>71%</td>
<td>68%</td>
<td>68%</td>
<td>72%</td>
<td>74%</td>
</tr>
<tr>
<td>Counselors, Social Workers, Therapists</td>
<td>42%</td>
<td>45%</td>
<td>45%</td>
<td>41%</td>
<td>37%</td>
</tr>
<tr>
<td>Administrators</td>
<td>15%</td>
<td>11%</td>
<td>12%</td>
<td>17%</td>
<td>18%</td>
</tr>
</tbody>
</table>
Vacancies are also regionally consistent, though teacher vacancies are somewhat higher in South Central and Mid MI.

In your building, are you experiencing more vacancies than usual for any of the following positions (PERCENT YES)?

<table>
<thead>
<tr>
<th>Position</th>
<th>Total</th>
<th>Metro Detroit</th>
<th>South Central</th>
<th>Mid MI</th>
<th>Thumb</th>
<th>Flint-Tri Cities</th>
<th>Southwest</th>
<th>West MI</th>
<th>Northern Lower</th>
<th>UP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substitute Teachers</td>
<td>92%</td>
<td>93%</td>
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<td>91%</td>
<td>93%</td>
<td>94%</td>
<td>89%</td>
<td>94%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>86%</td>
<td>86%</td>
<td>89%</td>
<td>86%</td>
<td>85%</td>
<td>84%</td>
<td>88%</td>
<td>85%</td>
<td>84%</td>
<td>85%</td>
</tr>
<tr>
<td>Teachers</td>
<td>71%</td>
<td>70%</td>
<td>76%</td>
<td>76%</td>
<td>71%</td>
<td>67%</td>
<td>72%</td>
<td>68%</td>
<td>73%</td>
<td>66%</td>
</tr>
<tr>
<td>Counselors, Social Workers, Therapists</td>
<td>42%</td>
<td>45%</td>
<td>28%</td>
<td>41%</td>
<td>39%</td>
<td>42%</td>
<td>37%</td>
<td>44%</td>
<td>38%</td>
<td>46%</td>
</tr>
<tr>
<td>Administrators</td>
<td>15%</td>
<td>15%</td>
<td>18%</td>
<td>19%</td>
<td>14%</td>
<td>16%</td>
<td>14%</td>
<td>14%</td>
<td>13%</td>
<td>8%</td>
</tr>
</tbody>
</table>
A majority say staffing shortages have caused a loss of prep time and have forced support staff to serve as substitute teachers, alongside bussing issues and administrators having to cover classes.

Within the last year have staffing shortages caused any of the following problems in your building (check all that apply):

<table>
<thead>
<tr>
<th>Problem</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers have lost prep time to cover classes</td>
<td>88%</td>
</tr>
<tr>
<td>Support staff have served as substitute teachers</td>
<td>73%</td>
</tr>
<tr>
<td>Bus routes have been reduced or canceled</td>
<td>61%</td>
</tr>
<tr>
<td>Administrators have been forced to cover classes</td>
<td>56%</td>
</tr>
</tbody>
</table>
Forty percent report an increase in class sizes, with many experiencing temporary virtual learning and the elimination of after school programs.

Within the last year have staffing shortages caused any of the following problems in your building (check all that apply):

- An increase in class sizes: 40%
- School has gone virtual temporarily because of staffing shortages: 23%
- After school programs have been eliminated: 21%
- Lunch or breakfast programs have been reduced or eliminated: 7%
- Other (please specify): 5%
A mix of COVID and educator shortages drove school closures for one in five educators over the Omicron outbreak.

As of the end of January, 21% say their school had “closed or transitioned to virtual learning in response to a COVID outbreak or shortage of educators” over the prior few weeks.
Large majorities believe increases in salary and benefits, retention bonuses, and replacing the current teacher evaluation system would make a big difference in educator retention.

Here are some proposals to improve retention of experienced educators in Michigan. For you personally, mark how much difference each would make in keeping you from leaving your position over the next year?

- Increasing salary and benefits
  - Great deal: 85%
  - Some: 97%

- A significant bonus for signing and completing a contract for another year
  - Great deal: 73%
  - Some: 92%

(TEACHERS ONLY, SPLIT A, n=966) Replacing Michigan's teacher evaluation system with one that is more effective and fair
  - Great deal: 64%
  - Some: 87%
Most say hiring additional staff will help retention, as well as suspending teacher evaluations during the pandemic.

Here are some proposals to improve retention of experienced educators in Michigan. For you personally, mark how much difference each would make in keeping you from leaving your position over the next year?

- Hiring more staff to reduce workloads: 90%
- Hiring more support staff to address the physical, social, and emotional needs of students: 89%
- (TEACHERS ONLY, SPLIT B, n=999) Suspending teacher evaluations during the pandemic: 81%
A majority also views loan repayment assistance and mentoring programs for new teachers as making at least some difference in retention.

Here are some proposals to improve retention of experienced educators in Michigan. For you personally, mark how much difference each would make in keeping you from leaving your position over the next year?

Loan repayment assistance for educators with college loan debt

(TEACHERS ONLY, N=1,878) Mentoring programs to help new teachers succeed
Those with 10 or less years of experience are highly enthusiastic about the role loan repayment assistance can play in educator retention.

Impact of Loan Repayment Assistance for New Teachers by Years in Education

- Total: 42%
- 1-5 years in education: 59%
- 6-10 years in education: 55%
- 11-20 years in education: 44%
- 20+ years in education: 28%

Legend: Great deal of difference
Newer educators also place higher value on mentoring programs for new teachers.

Impact of Mentoring Programs for Educators on Retention by Years in Education

- Total: 27%
- 1-5 years in education: 41%
- 6-10: 28%
- 11-20: 26%
- 20+: 24%

Great deal of difference
Nearly all teachers agree that increasing starting salaries will help recruit new teachers to the profession.

Here are some proposals to help recruit new teachers to Michigan public schools. For each, please mark whether you think it would make a great deal of difference in recruiting new teachers, some difference or no difference.

(TEACHERS ONLY, SPLIT E, n=647) Raising the starting salary for new teachers to $50,000

- Great deal: 73%
- Some: 95%

(TEACHERS ONLY, SPLIT D, n=662) Raising the starting salary for new teachers to $45,000

- Great deal: 60%
- Some: 90%

(TEACHERS ONLY, SPLIT C, n=656) Raising the starting salary for new teachers to $40,000

- Great deal: 53%
- Some: 88%
Eight in ten believe providing stipends to student teachers and scholarships to education students will make a difference in educator recruitment.

Here are some proposals to help recruit new teachers to Michigan public schools. For each, please mark whether you think it would make a great deal of difference in recruiting new teachers, some difference or no difference.

- Providing stipends for student teachers
- Creating the Michigan Future Educator Fellowship to provide qualified education students with a $7,500 annual scholarship at a four-year university
Majorities agree that greater recognition of teacher certificates from other states and assistance for support staff to acquire teaching certificates will make a difference in recruitment.

Here are some proposals to help recruit new teachers to Michigan public schools. For each, please mark whether you think it would make a great deal of difference in recruiting new teachers, some difference or no difference.

- Providing school districts more flexibility in recognizing teaching certificates from other states: 34% great deal, 77% some difference
- Creating “grow your own” programs to provide financial support for paraprofessionals and other support professionals to earn teaching certificates: 33% great deal, 80% some difference
Support staff are very positive about the contribution “grow your own” programs can make for teacher recruitment.

Impact of “Grow Your Own” Programs on Recruitment by PreK-12 Educators and Staff

- Total: 33%
- Teachers: 29%
- Professional & ancillary staff: 34%
- Support staff: 55%

Great deal of difference
COVID
Nine in ten educators are vaccinated and three quarters are boosted – very similar to proportions found in a recent national NEA poll of members.
The majority of educators are working in buildings where masking is required.

Right now, are staff and students required to wear masks in your building?

- Yes: 63%
- No: 37%
Three-quarters of educators support their employer requiring universal masking.

Would you support or oppose your employer requiring all staff and students to wear masks regardless of vaccination status?

- Support: 55% (Strongly) and 26% (Somewhat) = 74%
- Oppose: 18% (Strongly) and 26% (Somewhat) = 44%
A plurality of educators are satisfied with their districts’ COVID precautions; few feel precautions go too far.

Which best describes how you feel about your employer’s COVID precautions, even if none of the statements is exactly right?

- My employer’s COVID policies are about right: 49%
- My employer is not doing enough to protect student and staff safety and prevent the spread of COVID: 44%
- My employer is focusing too much on trying to stop the spread of COVID and is harming student learning: 6%
A majority says schools should prioritize operating safely in person.

Which best describes how you feel about your employer’s COVID precautions, even if none of the statements is exactly right?

- Schools should prioritize operating safely in person, and move to virtual learning only as a last resort: 53%
- Schools should temporarily switch to virtual learning when there are outbreaks to slow the spread and protect health and safety: 33%
- Schools should stay open in-person regardless of COVID-19 outbreaks to prioritize student learning: 13%
School Safety
School safety issues are a concern, particularly bullying of students.

Thinking about school safety, how concerned are you about each of the following where you work?

<table>
<thead>
<tr>
<th>Type of Violence</th>
<th>Not at all concerned</th>
<th>Not very concerned</th>
<th>Somewhat concerned</th>
<th>Very concerned</th>
<th>Extremely concerned</th>
</tr>
</thead>
<tbody>
<tr>
<td>Verbal/emotional bullying of students</td>
<td>14%</td>
<td>31%</td>
<td>28%</td>
<td>24%</td>
<td>3%</td>
</tr>
<tr>
<td>Threats of violence</td>
<td>3%</td>
<td>22%</td>
<td>33%</td>
<td>23%</td>
<td>18%</td>
</tr>
<tr>
<td>Physical violence without a weapon</td>
<td>4%</td>
<td>26%</td>
<td>33%</td>
<td>19%</td>
<td>18%</td>
</tr>
<tr>
<td>Violence with a weapon other than a firearm</td>
<td>7%</td>
<td>33%</td>
<td>33%</td>
<td>14%</td>
<td>13%</td>
</tr>
<tr>
<td>Violence with a firearm</td>
<td>7%</td>
<td>28%</td>
<td>31%</td>
<td>16%</td>
<td>17%</td>
</tr>
</tbody>
</table>

- Extremely concerned
- Very concerned
- Somewhat concerned
- Not very concerned
- Not at all concerned
Most are very or somewhat confident in their employer handling school safety and threats of violence.
For combating gun violence, educators are most enthusiastic about preventing minor access to firearms, background checks, and red flag laws.

Would you support or oppose each of the following proposals to combat gun violence in schools?

<table>
<thead>
<tr>
<th>Proposal</th>
<th>Strongly support</th>
<th>Somewhat support</th>
<th>Somewhat oppose</th>
<th>Strongly oppose</th>
</tr>
</thead>
<tbody>
<tr>
<td>(SPLIT B, n=1,307) Raising penalties for firearms dealers who knowingly sell a firearm intended for a minor</td>
<td>80%</td>
<td>13%</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>Universal background checks and increased penalties for falsifying information on firearm licensing applications</td>
<td>79%</td>
<td>15%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>(SPLIT A, n=1,280) Raising penalties for adults who provide minors with access to firearms</td>
<td>78%</td>
<td>15%</td>
<td>4%</td>
<td>2%</td>
</tr>
<tr>
<td>“Red flag laws” to prevent access to firearms for those most at risk of harming themselves or others</td>
<td>74%</td>
<td>18%</td>
<td>5%</td>
<td>2%</td>
</tr>
</tbody>
</table>
Additional school counselors, gun free-zones at school, and secure storage requirements are also highly popular.

Would you support or oppose each of the following proposals to combat gun violence in schools?

<table>
<thead>
<tr>
<th>Proposal</th>
<th>Strongly support</th>
<th>Somewhat support</th>
<th>Somewhat oppose</th>
<th>Strongly oppose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hiring additional school counselors and psychologists to address student mental health</td>
<td>73%</td>
<td>21%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>Allowing districts to make their buildings gun-free zones</td>
<td>68%</td>
<td>18%</td>
<td>8%</td>
<td>5%</td>
</tr>
<tr>
<td>Laws requiring secure firearm storage for gun owners</td>
<td>68%</td>
<td>20%</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td>Requiring school personnel to report actual or implied threats to law enforcement</td>
<td>64%</td>
<td>28%</td>
<td>5%</td>
<td>1%</td>
</tr>
</tbody>
</table>
Educators are positive, but less strongly so, on additional school resource officers, fortified entries, and shooter response training.

<table>
<thead>
<tr>
<th>Proposal</th>
<th>Strongly support</th>
<th>Somewhat support</th>
<th>Somewhat oppose</th>
<th>Strongly oppose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increasing the number of school resource officers and/or school security staff</td>
<td>51%</td>
<td>31%</td>
<td>8%</td>
<td>2%</td>
</tr>
<tr>
<td>Increasing metal detectors, video surveillance, and fortified entries in schools</td>
<td>36%</td>
<td>38%</td>
<td>18%</td>
<td>7%</td>
</tr>
<tr>
<td>Increasing shooter response training and active shooter drills in schools</td>
<td>33%</td>
<td>42%</td>
<td>18%</td>
<td>6%</td>
</tr>
</tbody>
</table>
Educators are strongly opposed to educators bringing concealed weapons to school and to classroom gun safes.

Would you support or oppose each of the following proposals to combat gun violence in schools?

<table>
<thead>
<tr>
<th>Proposal</th>
<th>Strongly support</th>
<th>Somewhat support</th>
<th>Somewhat oppose</th>
<th>Strongly oppose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allowing school employees with concealed carry licenses to carry their personal firearm to school</td>
<td>10%</td>
<td>16%</td>
<td>19%</td>
<td>54%</td>
</tr>
<tr>
<td>Providing gun safes in each classroom</td>
<td>6%</td>
<td>10%</td>
<td>19%</td>
<td>63%</td>
</tr>
</tbody>
</table>