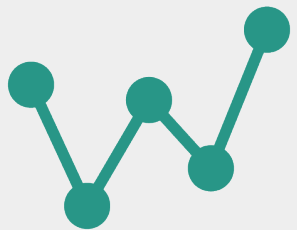


2022 Educator Shortage Research



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Research LLC

for



MIEA



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

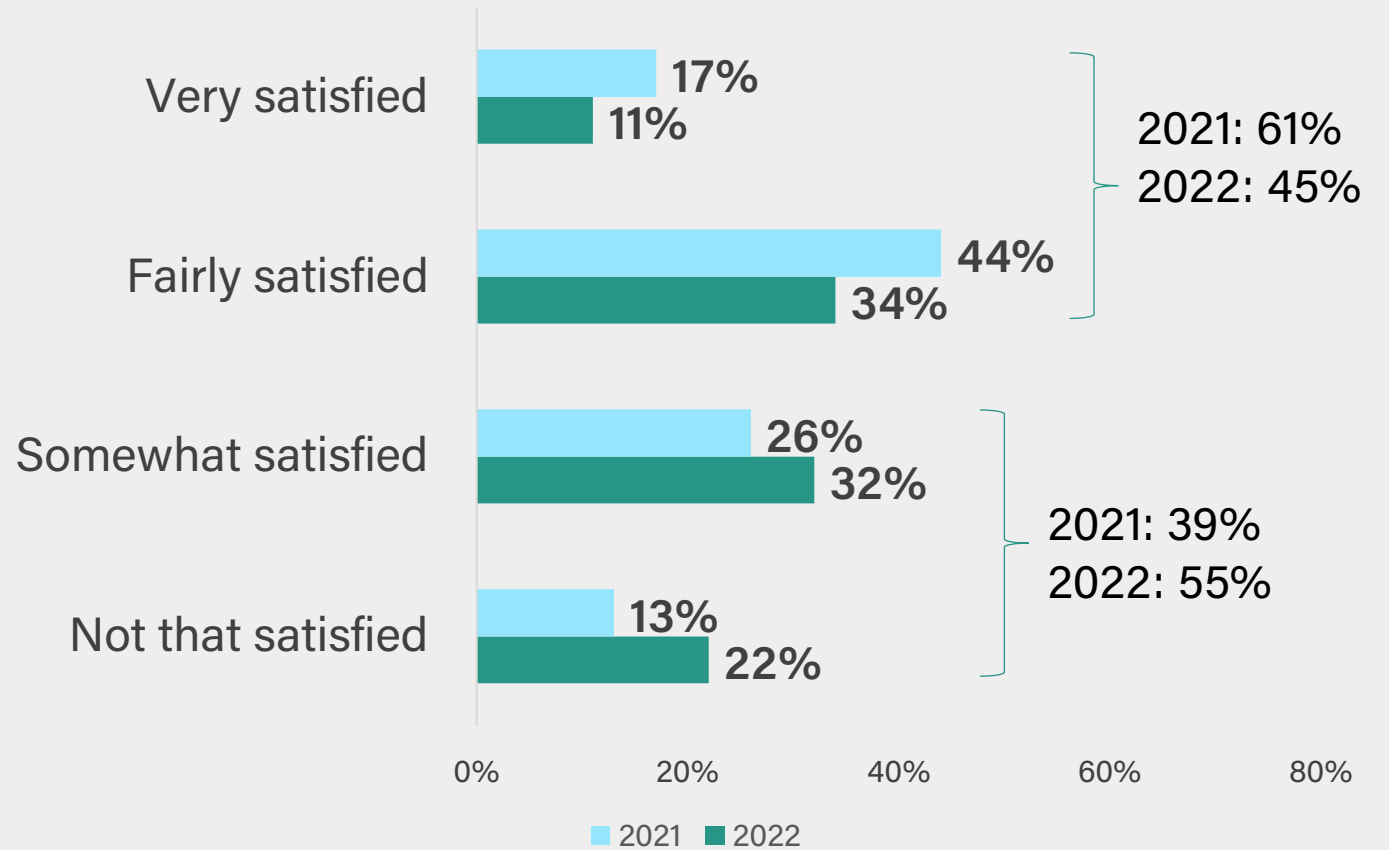


Job (Dis)Satisfaction



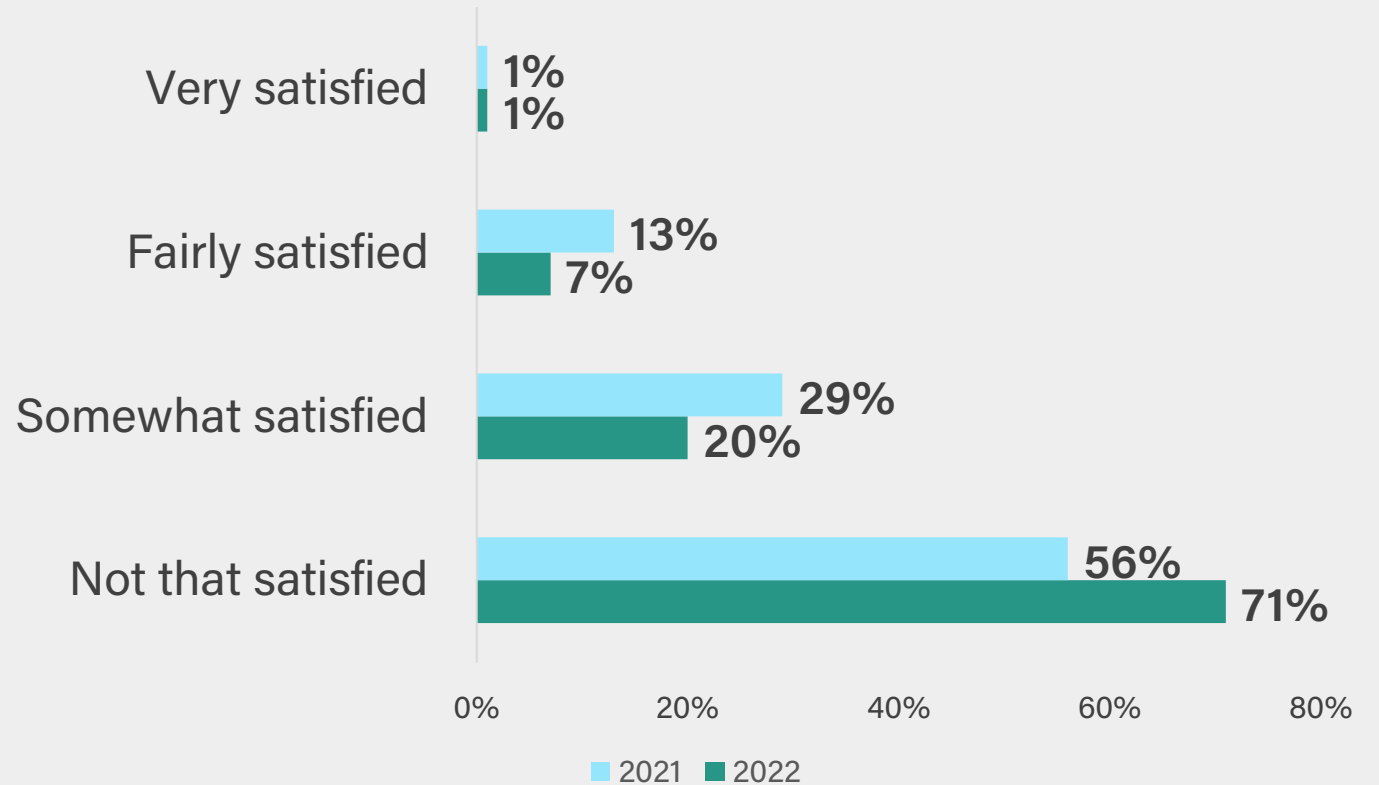
Educators' job satisfaction has dropped 16 percentage points in six months.

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



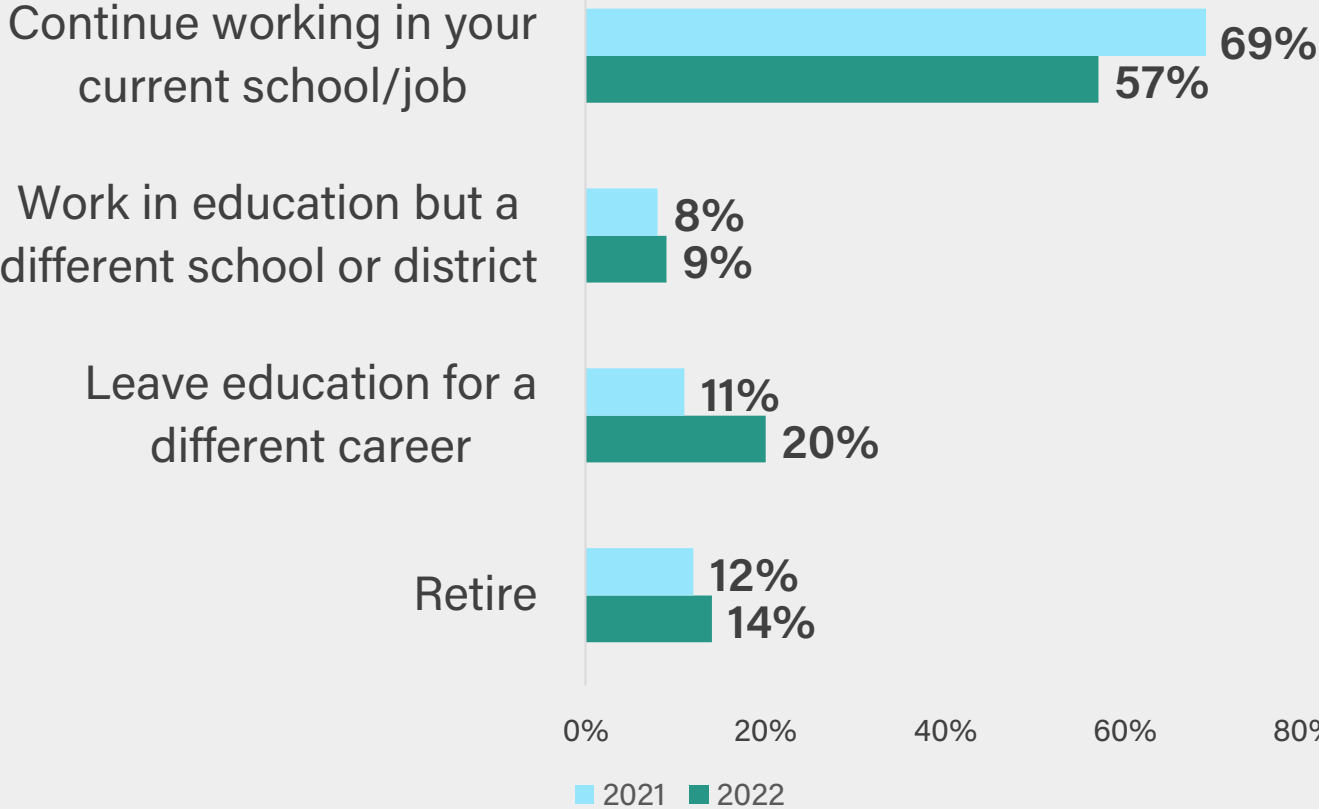
Over seventy percent of educators are not that satisfied with conditions facing educators, a fifteen-point increase in negative assessments since 2021.

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



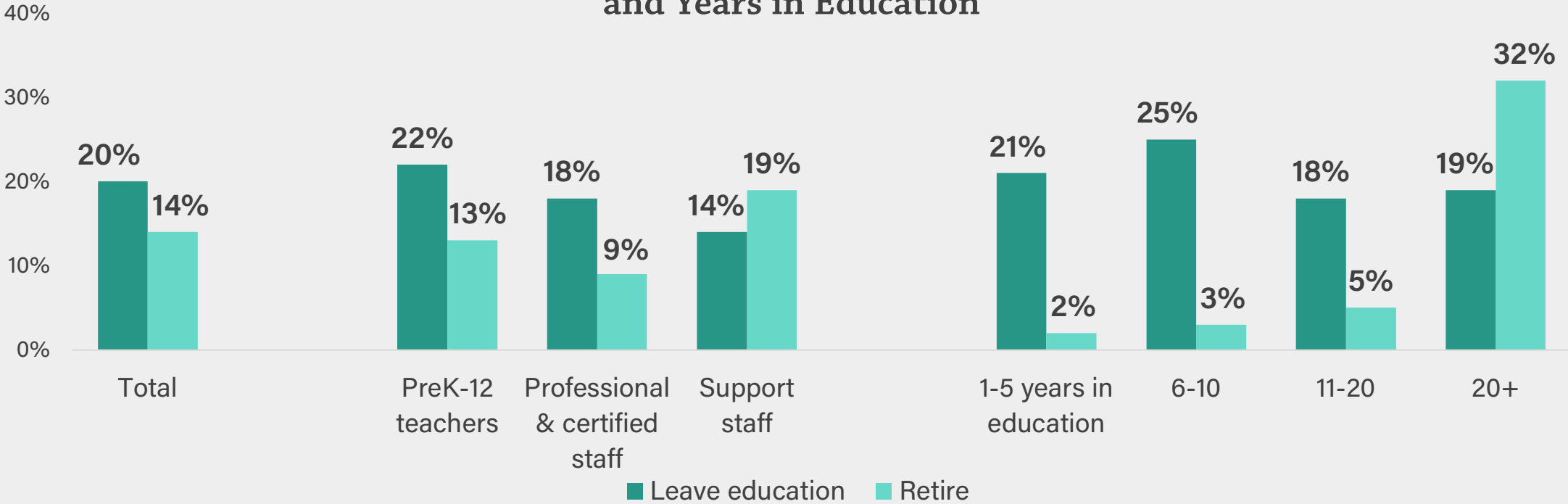
The percent of educators who say they want to leave for a different career has grown nine points since August.

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



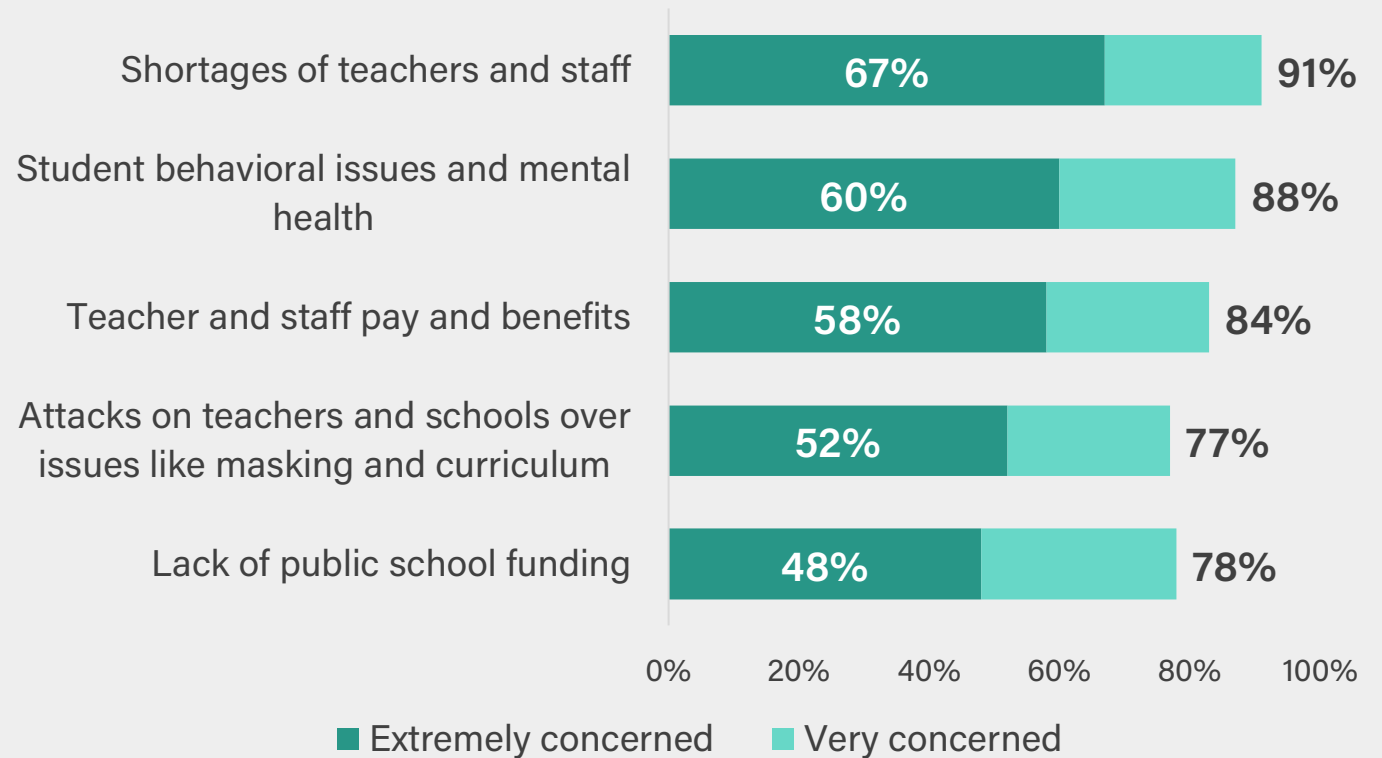
A quarter of those with six to ten years in education are planning to leave the profession.

Leave Education and Retire by PreK-12 Educators and Staff, School Level, and Years in Education



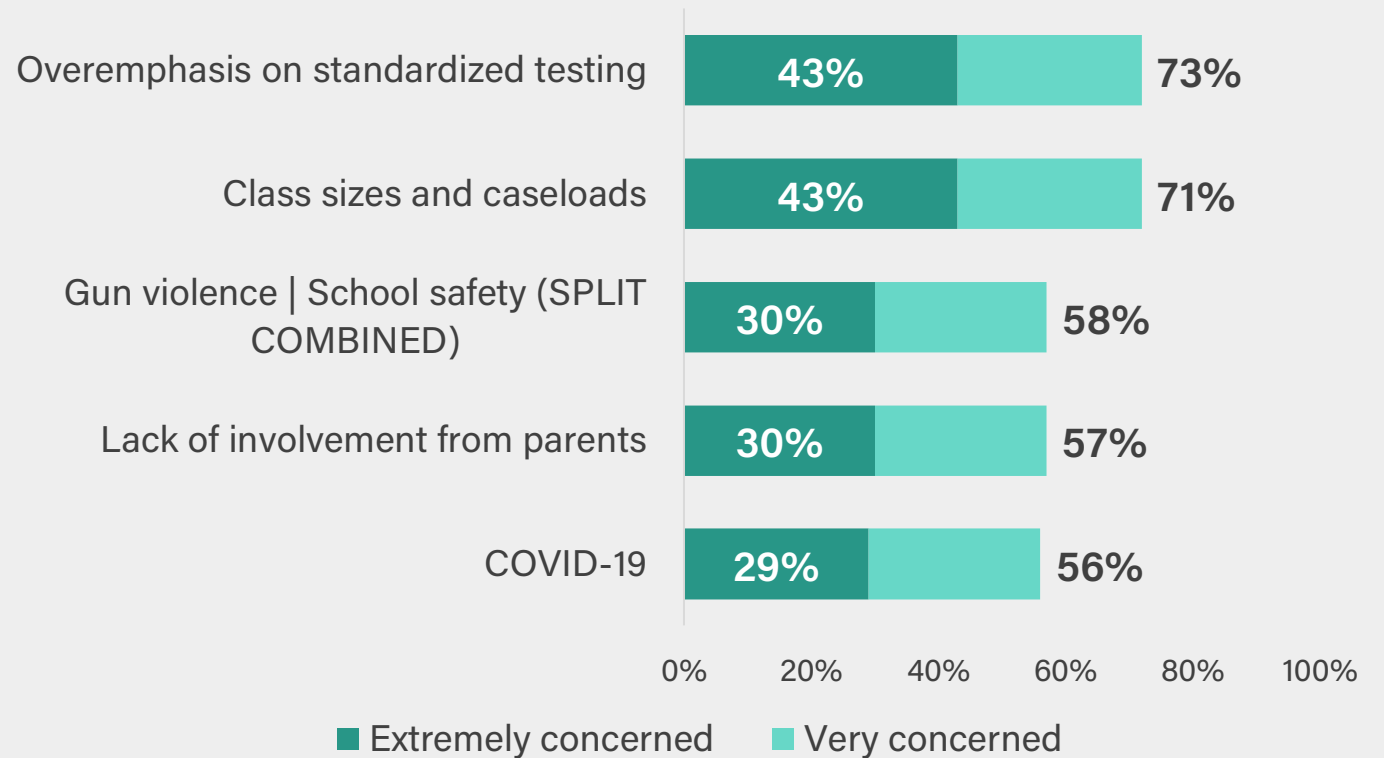
Staffing shortages are a top concern, followed by student behavioral issues/mental health, educator pay and benefits, attacks on teachers and schools, and funding.

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



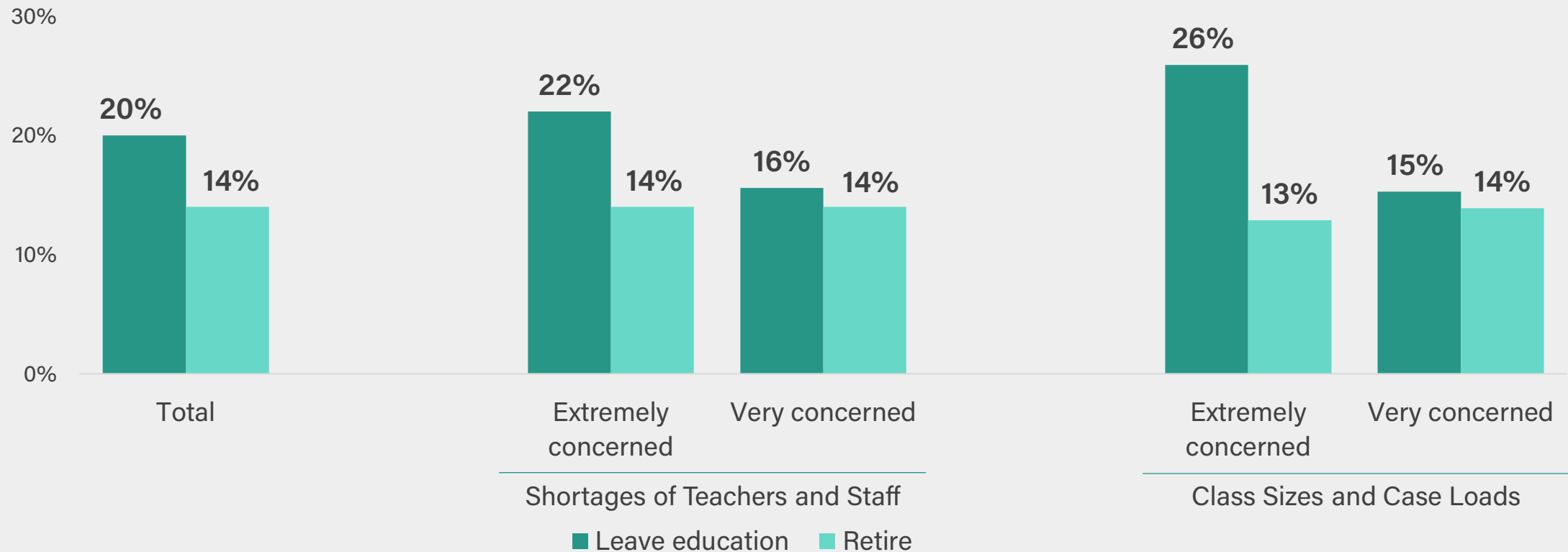
Standardized testing and class sizes are the next most concerning challenges, followed by other issues including school safety, lack of involvement from parents, and COVID-19.

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



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

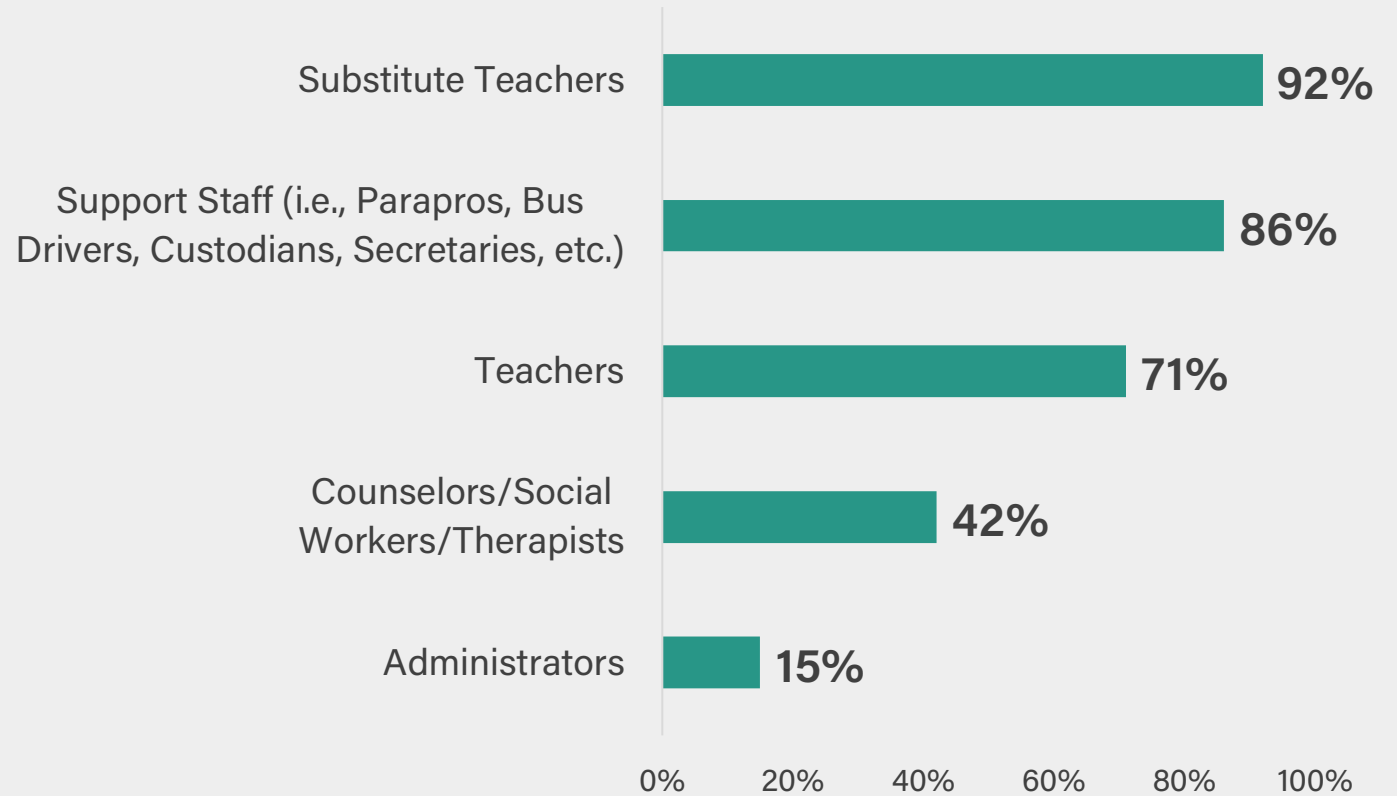


Educator Shortage



Large majorities report greater than normal vacancies for substitute teachers, support staff, and teachers.

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



Vacancies are consistent across school level.

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

	Total	Pre-K	Kindergarten / Elementary	Middle school / Junior high	High School
Substitute Teachers	92%	90%	94%	92%	92%
Support Staff	86%	86%	88%	87%	83%
Teachers	71%	68%	68%	72%	74%
Counselors, Social Workers, Therapists	42%	45%	45%	41%	37%
Administrators	15%	11%	12%	17%	18%



Vacancies are also regionally consistent, though teacher vacancies are somewhat higher in South Central and Mid MI.

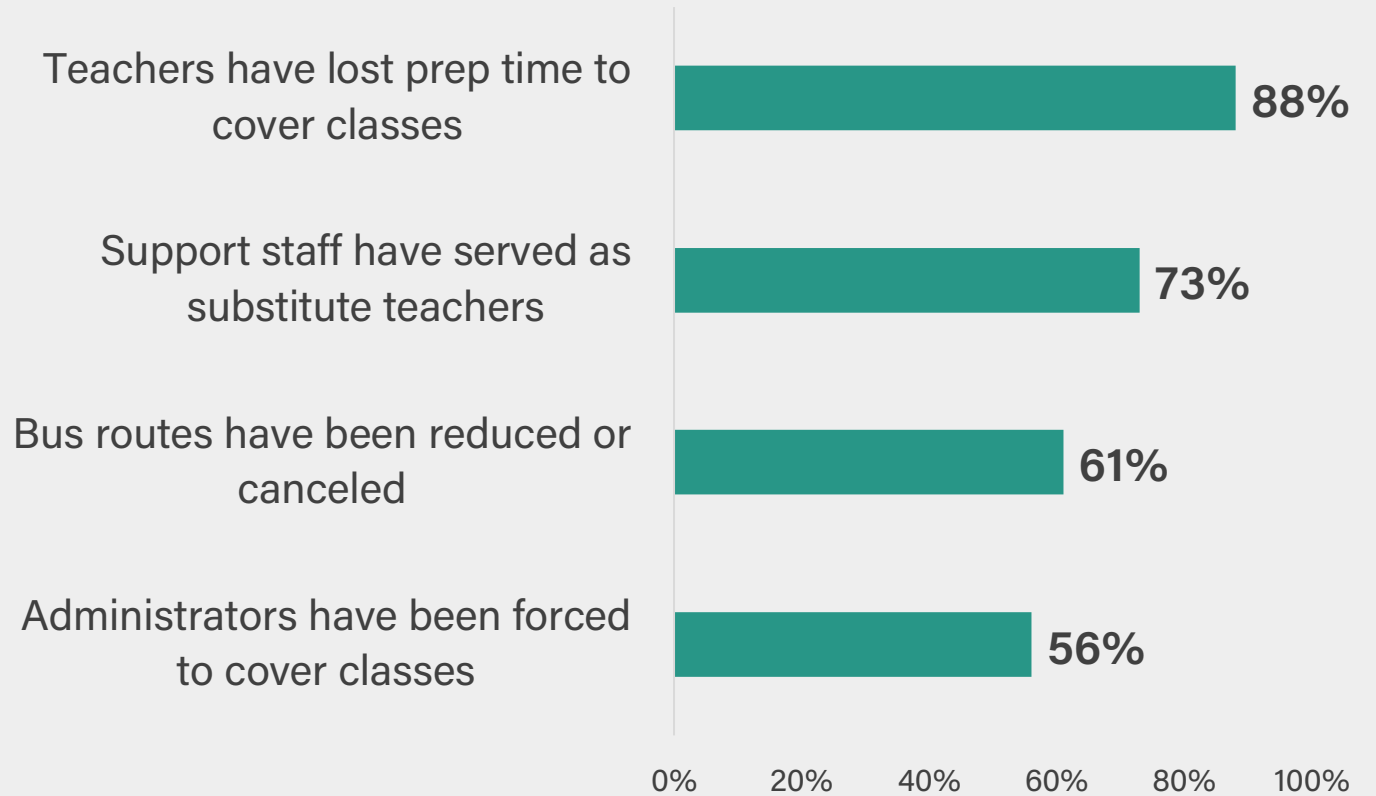
In your building, are you experiencing more vacancies than usual for any of the following positions (PERCENT YES)?

	Total	Metro Detroit	South Central	Mid MI	Thumb	Flint-Tri Cities	Southwest	West MI	Northern Lower	UP
Substitute Teachers	92%	93%	91%	92%	91%	91%	93%	94%	89%	94%
Support Staff	86%	86%	89%	86%	85%	84%	88%	85%	84%	85%
Teachers	71%	70%	76%	76%	71%	67%	72%	68%	73%	66%
Counselors, Social Workers, Therapists	42%	45%	28%	41%	39%	42%	37%	44%	38%	46%
Administrators	15%	15%	18%	19%	14%	16%	14%	14%	13%	8%



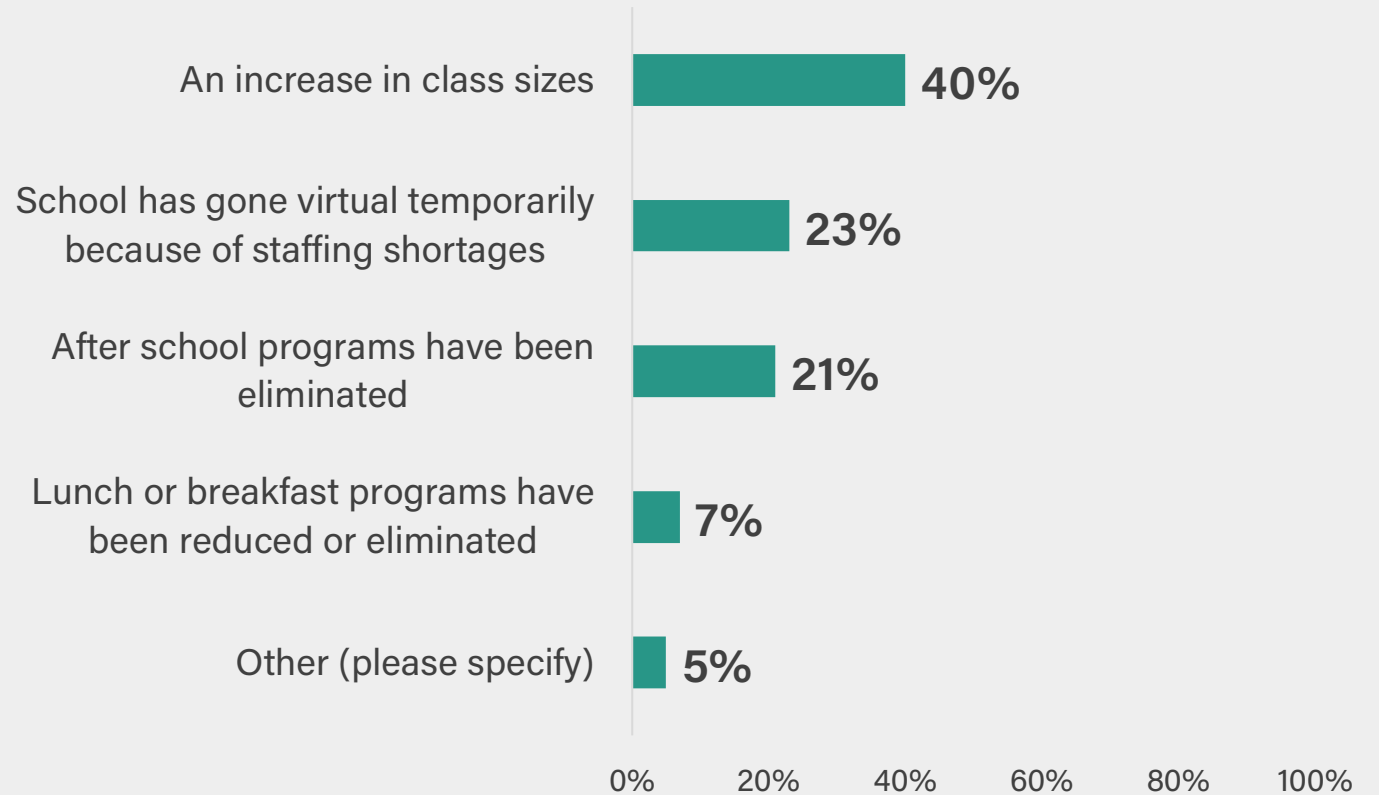
A majority say staffing shortages have caused a loss of prep time and have forced support staff to serve as substitute teachers, alongside bussing issues and administrators having to cover classes.

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



Forty percent report an increase in class sizes, with many experiencing temporary virtual learning and the elimination of after school programs

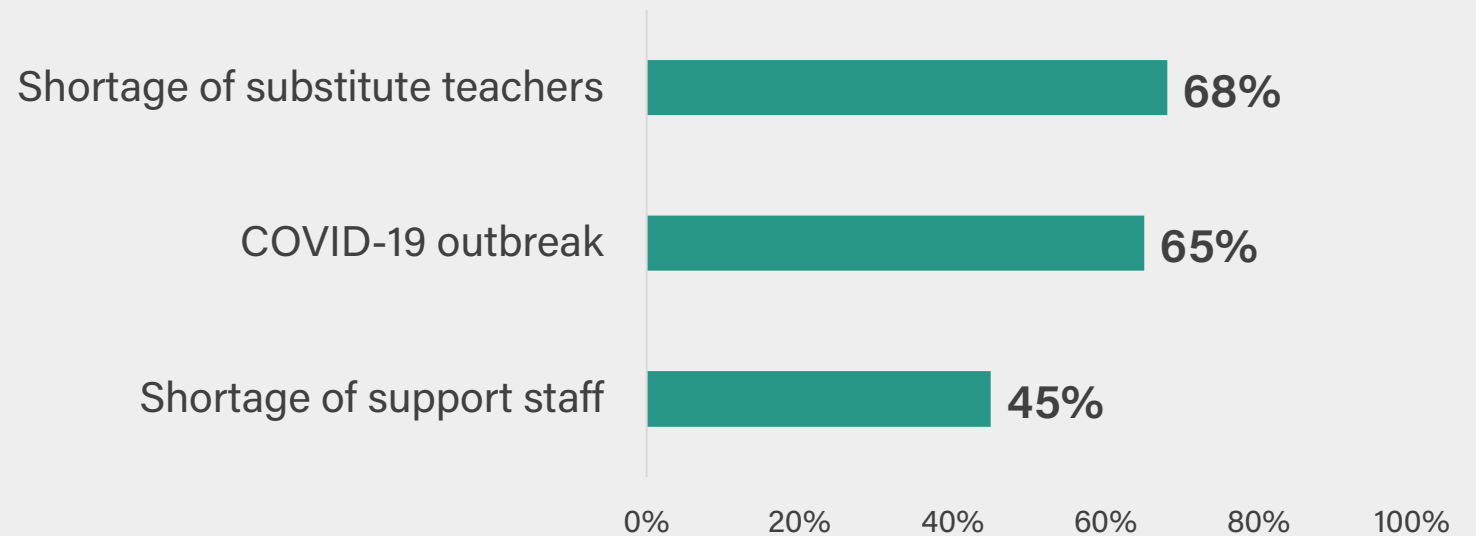
Within the last year have staffing shortages caused any of the following problems in your building (check all that apply):



A mix of COVID and educator shortages drove school closures for one in five educators over the Omicron outbreak.

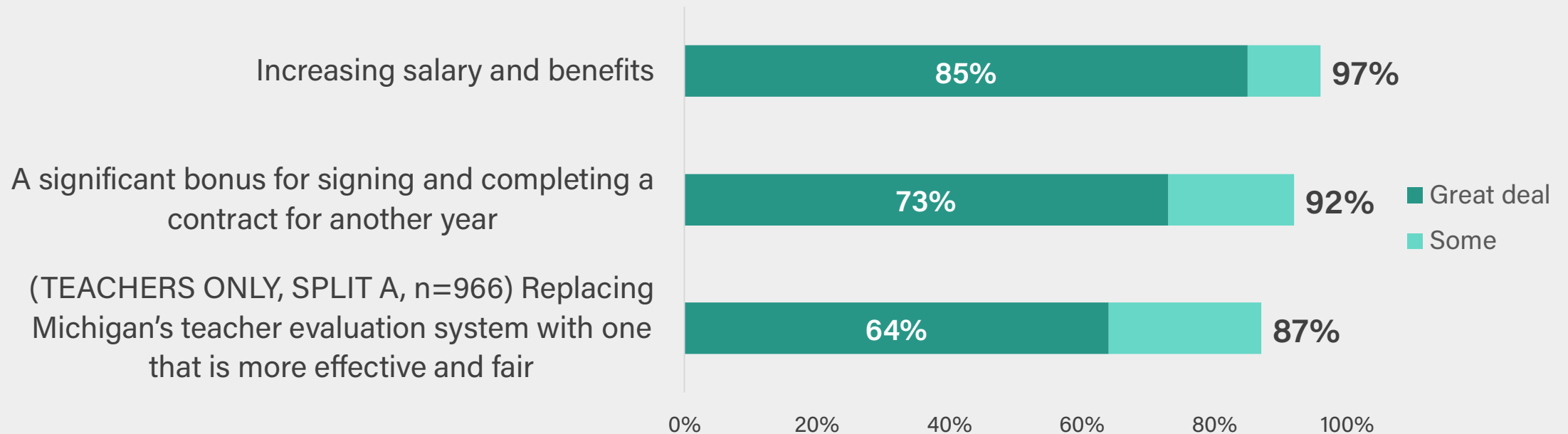
As of the end of January, 21% say their school had “closed or transitioned to virtual learning in response to a COVID outbreak or shortage of educators” over the prior few weeks.

What caused the closure or transition to virtual learning? (If closed, n=568; Multiple responses allowed)



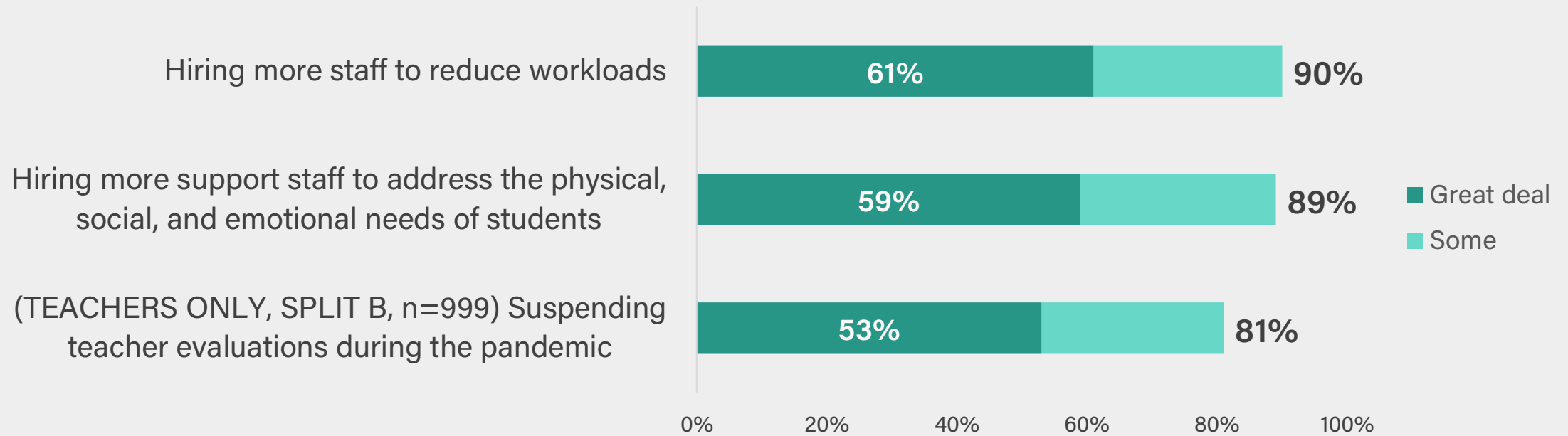
Large majorities believe increases in salary and benefits, retention bonuses, and replacing the current teacher evaluation system would make a big difference in educator retention.

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?



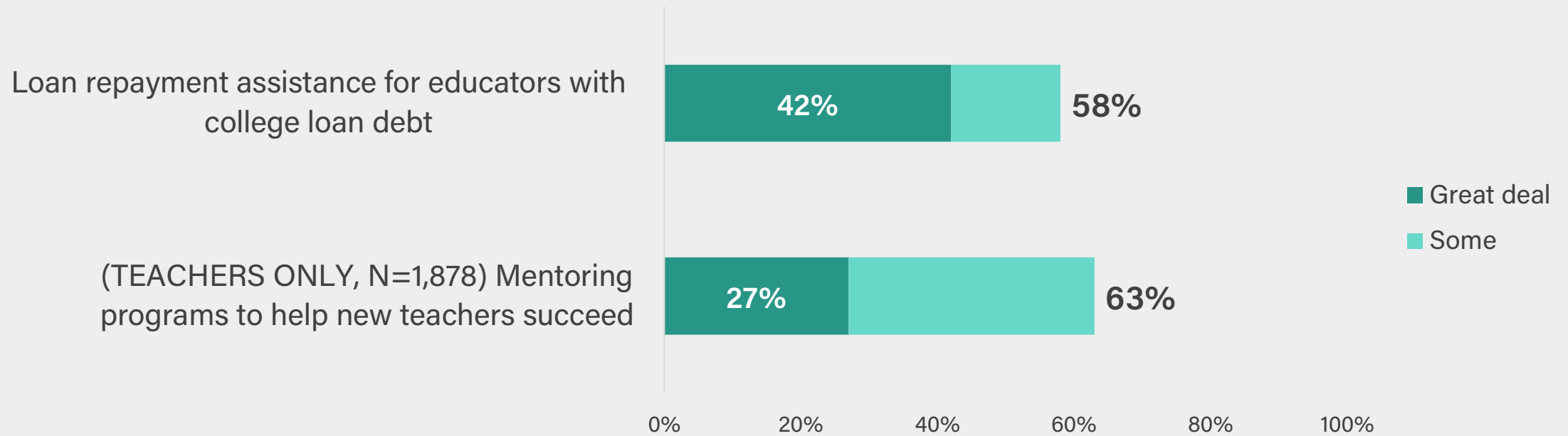
Most say hiring additional staff will help retention, as well as suspending teacher evaluations during the pandemic.

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?



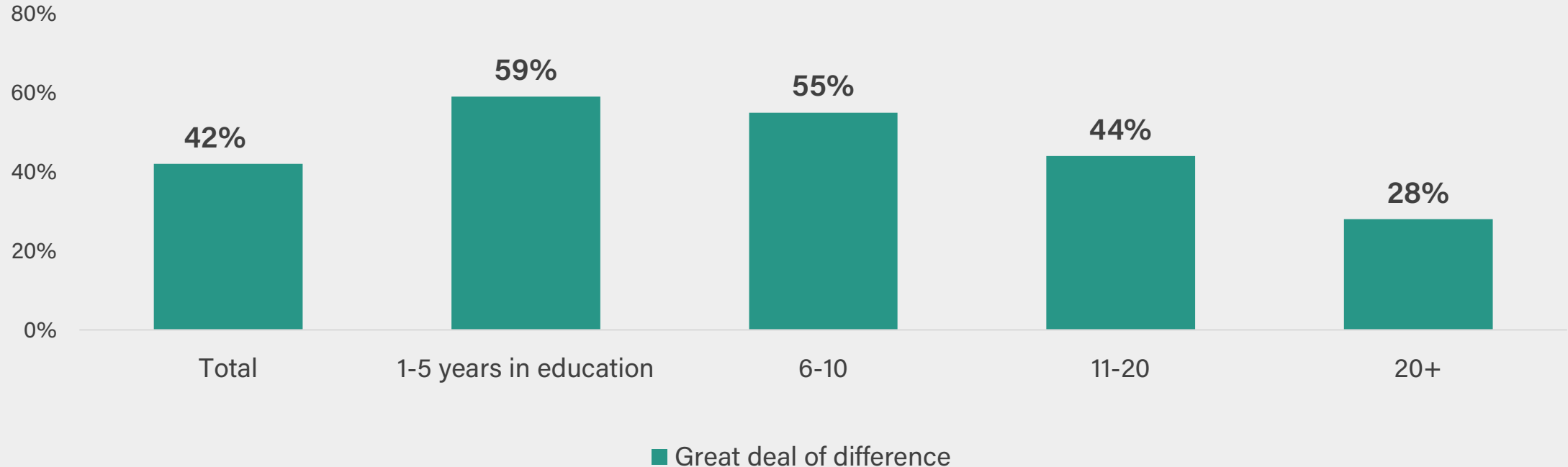
A majority also views loan repayment assistance and mentoring programs for new teachers as making at least some difference in retention.

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?



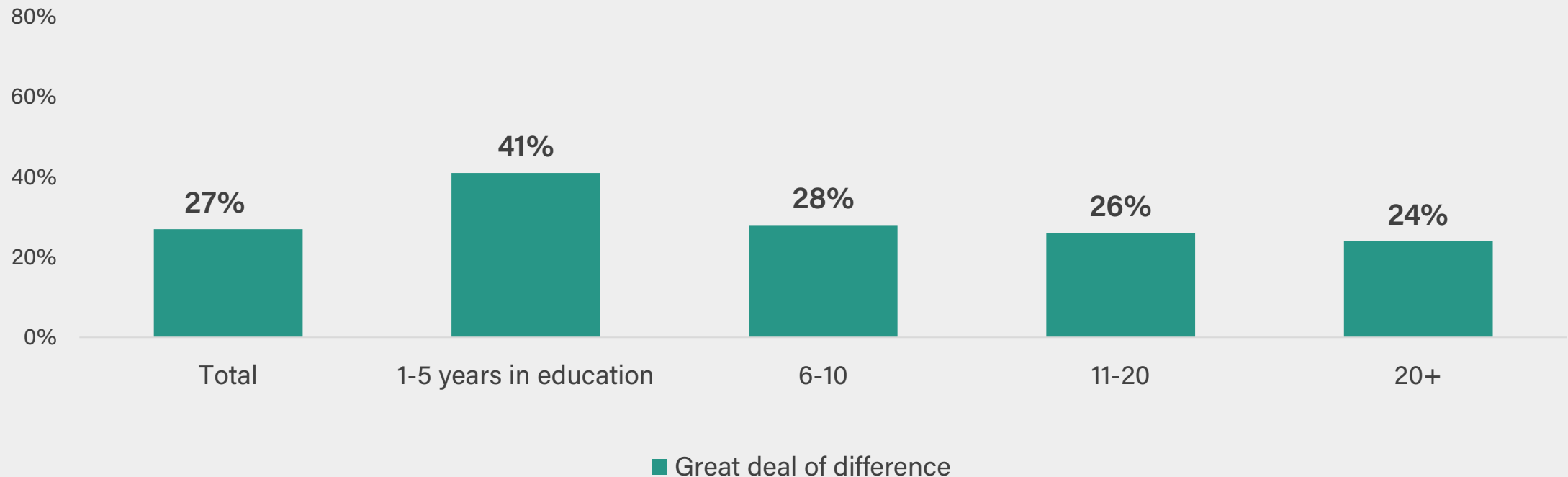
Those with 10 or less years of experience are highly enthusiastic about the role loan repayment assistance can play in educator retention.

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



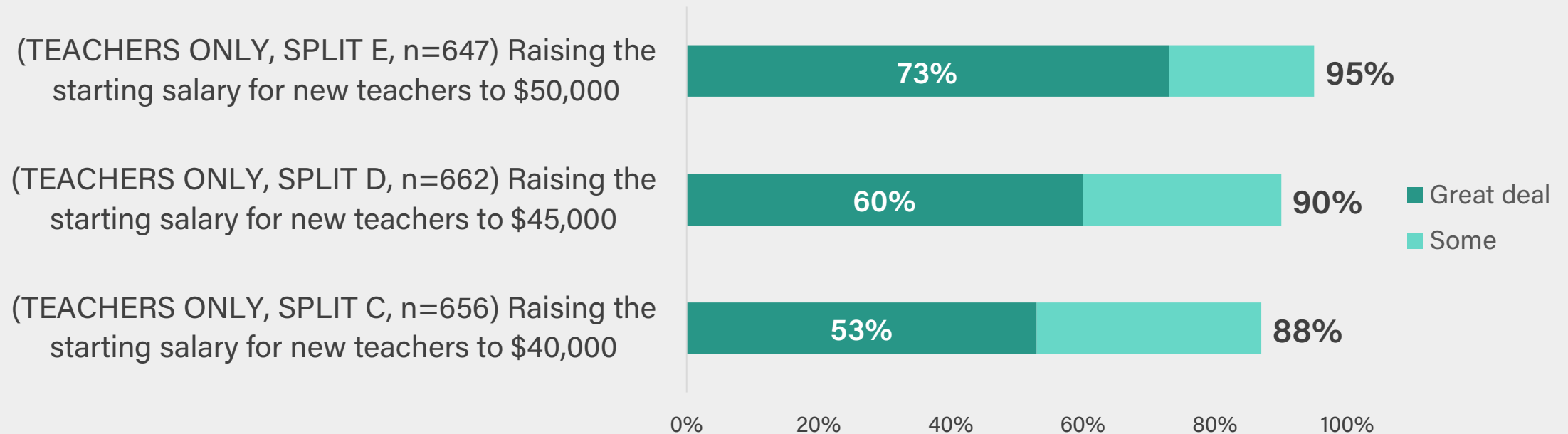
Newer educators also place higher value on mentoring programs for new teachers.

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



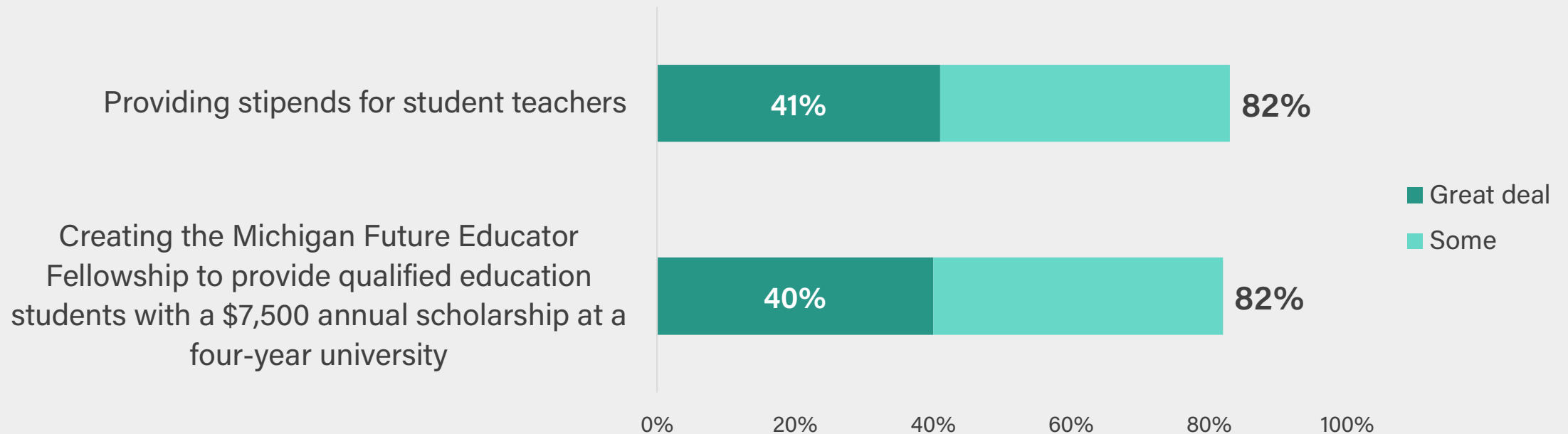
Nearly all teachers agree that increasing starting salaries will help recruit new teachers to the profession.

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.



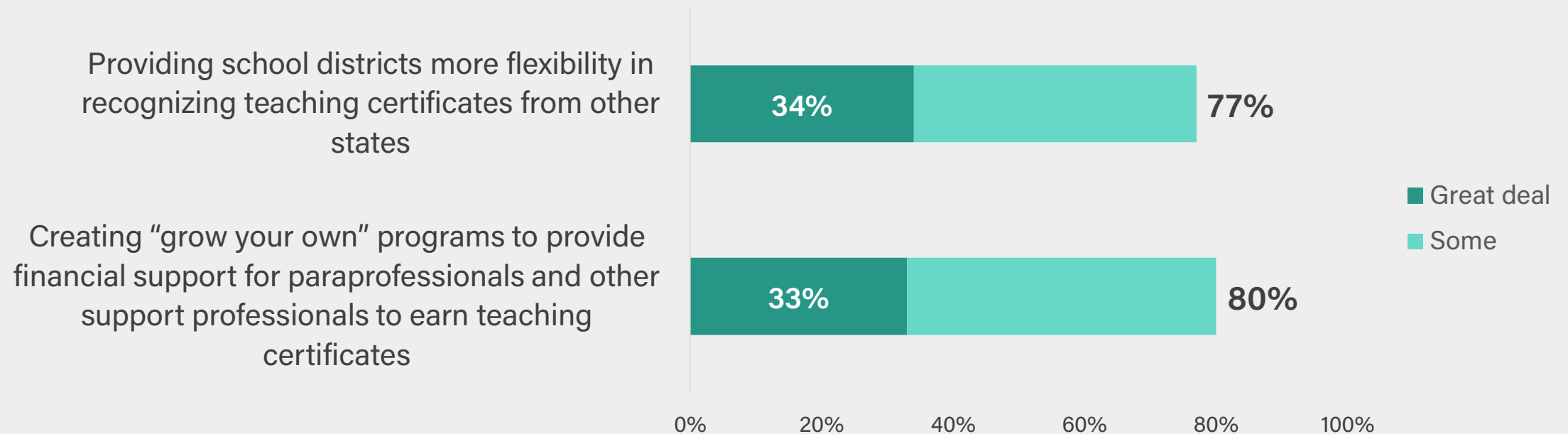
Eight in ten believe providing stipends to student teachers and scholarships to education students will make a difference in educator recruitment.

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.



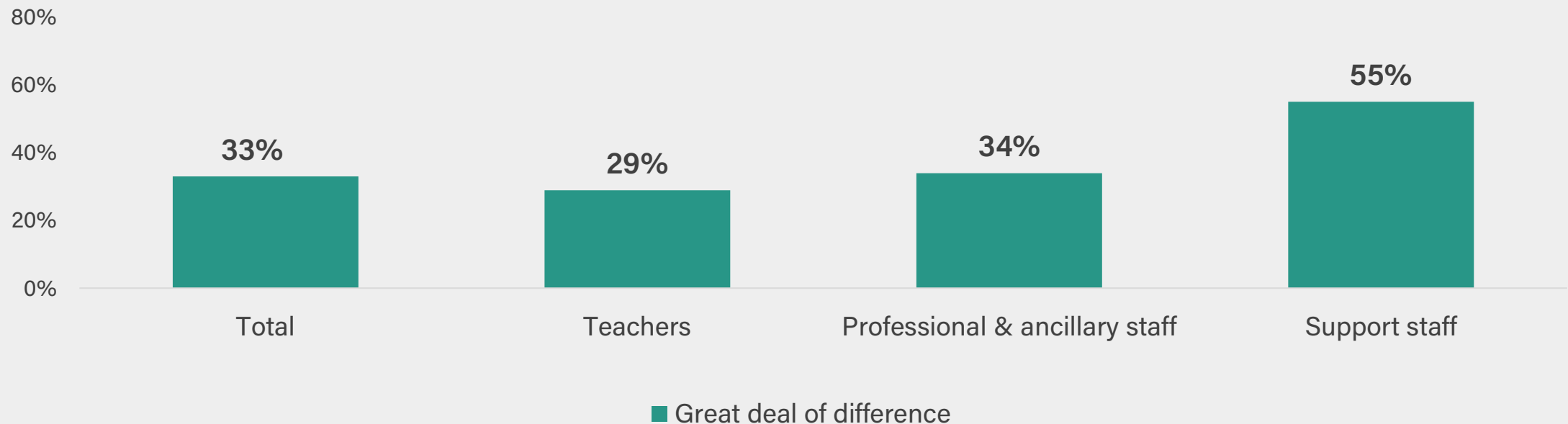
Majorities agree that greater recognition of teacher certificates from other states and assistance for support staff to acquire teaching certificates will make a difference in recruitment.

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.



Support staff are very positive about the contribution “grow your own” programs can make for teacher recruitment.

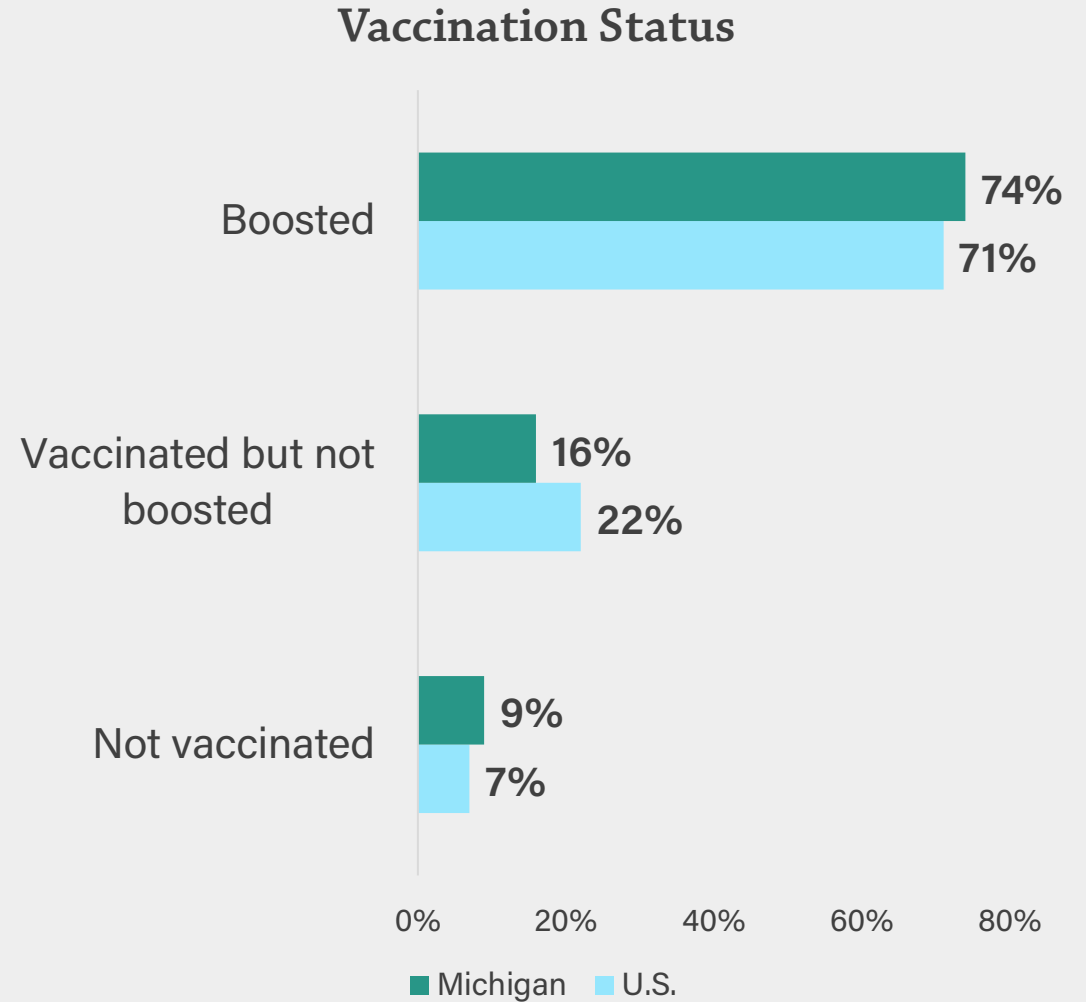
Impact of “Grow Your Own” Programs on Recruitment by PreK-12 Educators and Staff



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.

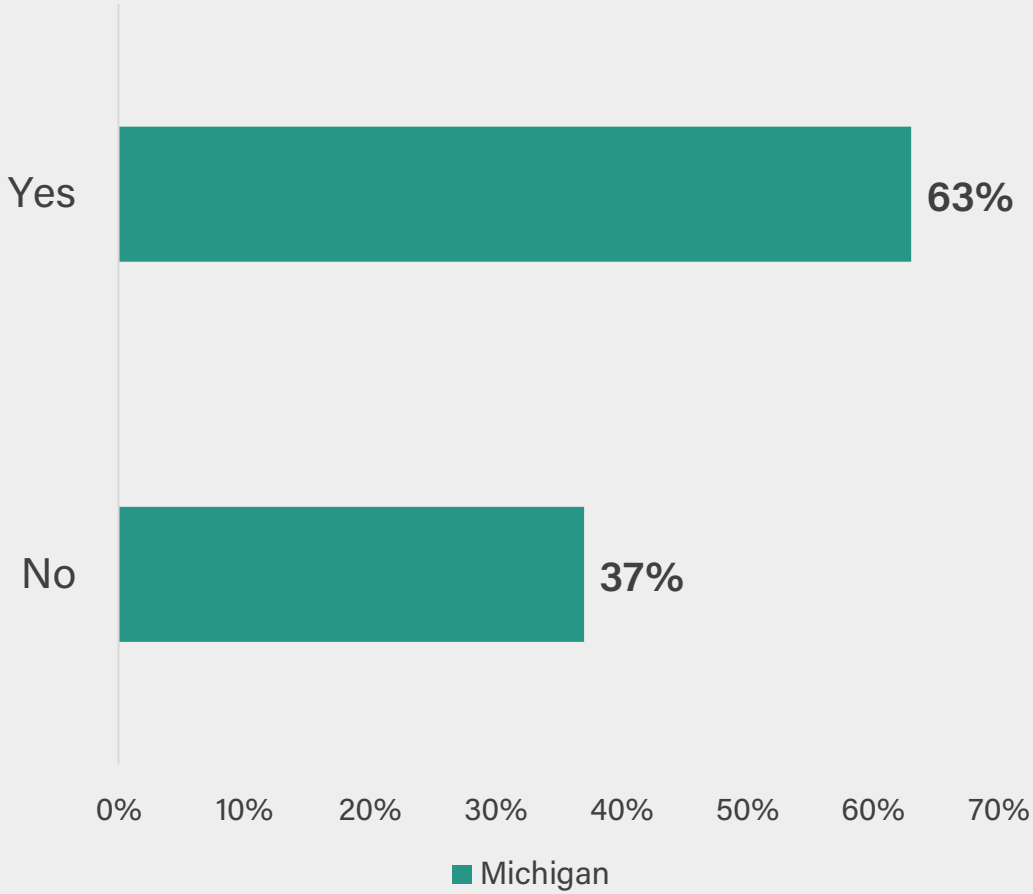


U.S. Data: National survey of NEA members, N=3,621, January 2022



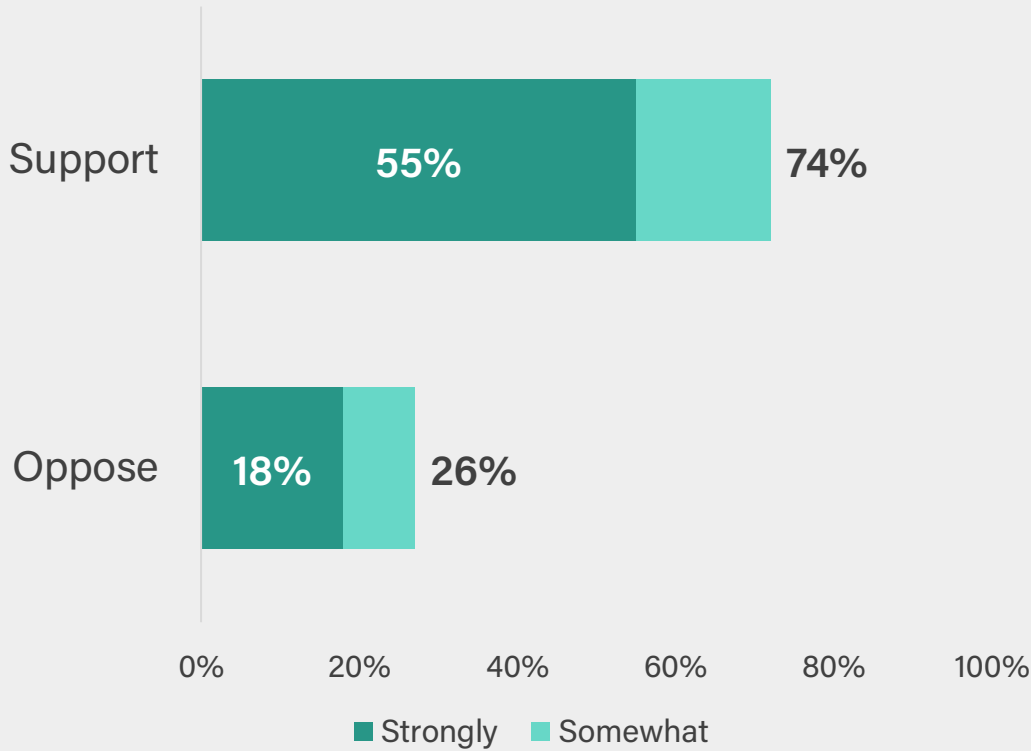
The majority of educators are working in buildings where masking is required.

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



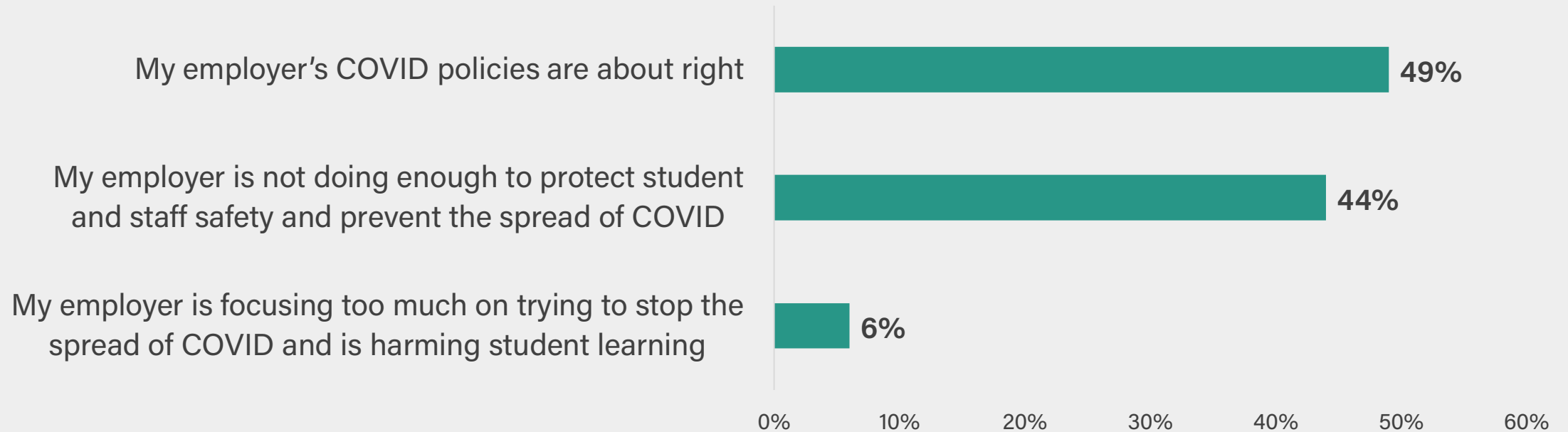
Three-quarters of educators support their employer requiring universal masking.

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



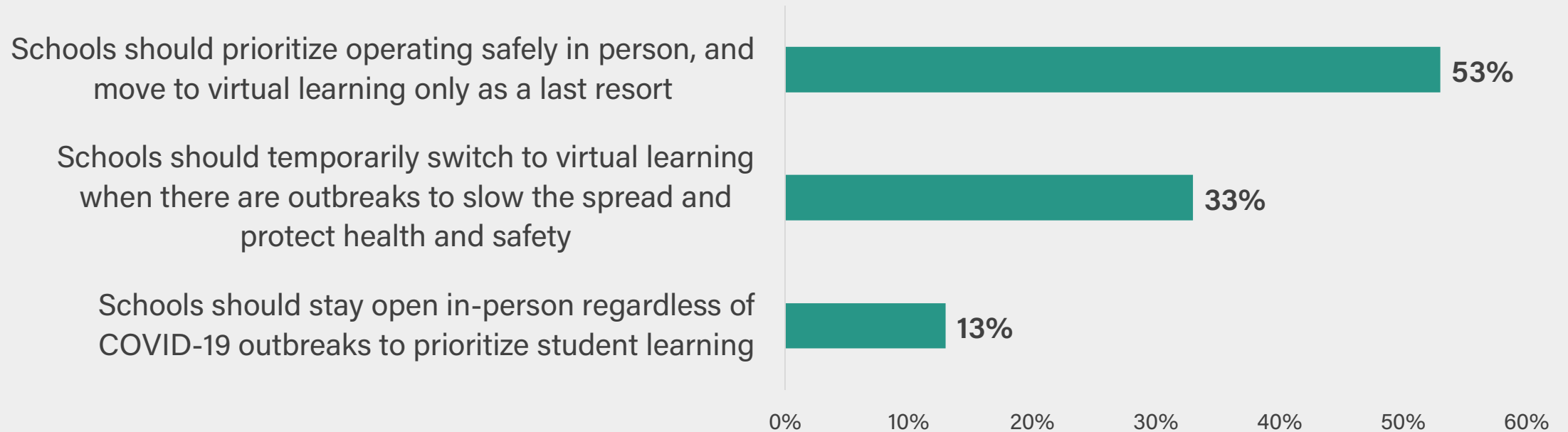
A plurality of educators are satisfied with their districts' COVID precautions; few feel precautions go too far.

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



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?

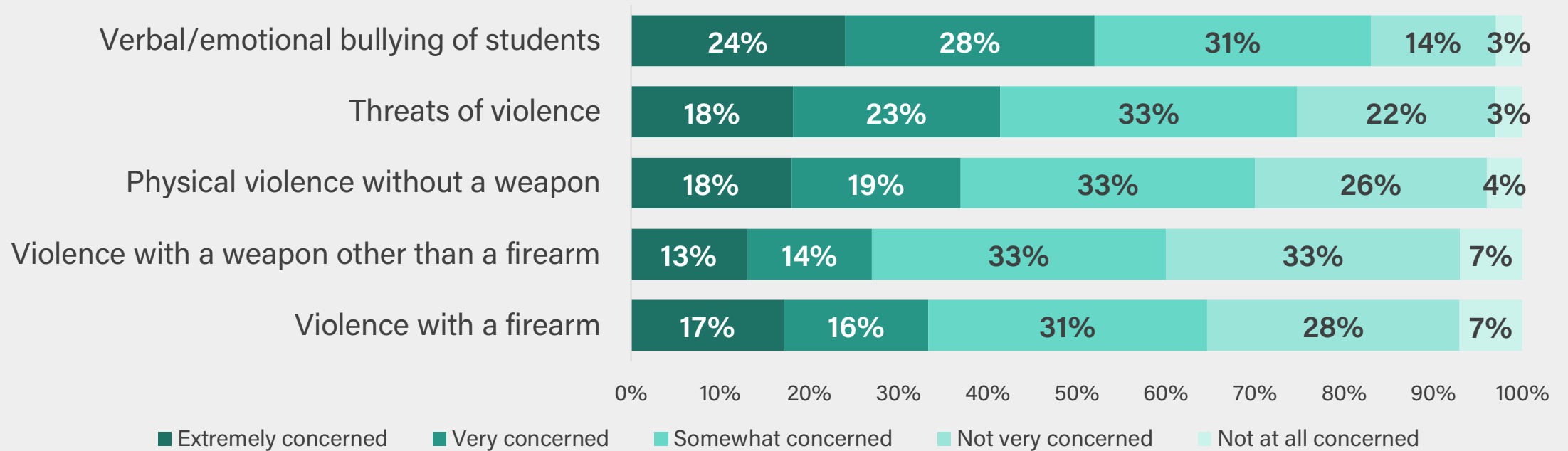


School Safety



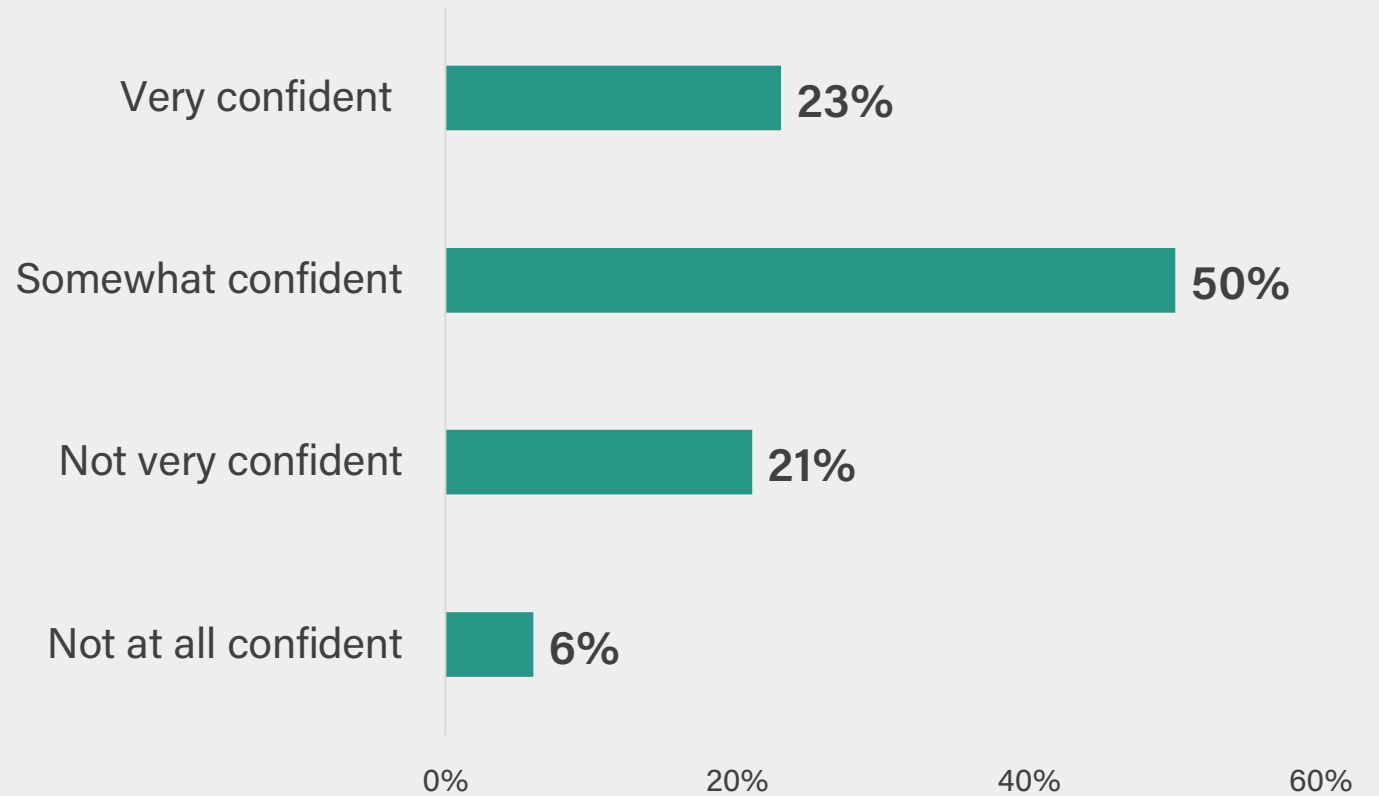
School safety issues are a concern, particularly bullying of students.

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



Most are very or somewhat confident in their employer handling school safety and threats of violence.

How confident are you in your employer's handling of 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?

	Strongly support	Somewhat support	Somewhat oppose	Strongly oppose
(SPLIT B, n=1,307) Raising penalties for firearms dealers who knowingly sell a firearm intended for a minor	80%	13%	4%	1%
Universal background checks and increased penalties for falsifying information on firearm licensing applications	79%	15%	3%	2%
(SPLIT A, n=1,280) Raising penalties for adults who provide minors with access to firearms	78%	15%	4%	2%
"Red flag laws" to prevent access to firearms for those most at risk of harming themselves or others	74%	18%	5%	2%



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?

	Strongly support	Somewhat support	Somewhat oppose	Strongly oppose
Hiring additional school counselors and psychologists to address student mental health	73%	21%	3%	1%
Allowing districts to make their buildings gun-free zones	68%	18%	8%	5%
Laws requiring secure firearm storage for gun owners	68%	20%	6%	5%
Requiring school personnel to report actual or implied threats to law enforcement	64%	28%	5%	1%



Educators are positive, but less strongly so, on additional school resource officers, fortified entries, and shooter response training.

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

	Strongly support	Somewhat support	Somewhat oppose	Strongly oppose
Increasing the number of school resource officers and/or school security staff	51%	31%	8%	2%
Increasing metal detectors, video surveillance, and fortified entries in schools	36%	38%	18%	7%
Increasing shooter response training and active shooter drills in schools	33%	42%	18%	6%



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?

	Strongly support	Somewhat support	Somewhat oppose	Strongly oppose
Allowing school employees with concealed carry licenses to carry their personal firearm to school	10%	16%	19%	54%
Providing gun safes in each classroom	6%	10%	19%	63%

