2021 Michigan Educator Survey
Survey administration

• The 2021 Launch Michigan educator survey was conducted online. All PreK-12 public school educators in Michigan qualified to participate. A total of 5133 completed the survey.
• Recruitment was multi-stage. AFT members and MEA members (and non-members in MEA-represented districts) were e-mailed individualized links. MASSP and MEMSPA emailed a generic link to their membership. MAPSA asked charter operators to email their educators a generic link. Finally, MASA asked their members to communicate about the importance of the survey with educators in their districts.
• Data from MEA and AFT members were weighted to match information available from those organizations; then the data were weighted by source.
• Comparisons are made to two prior surveys:
  • N=16,878 MI public school PreK-12 educators and staff; conducted online by EWR for Launch February 4-19, 2019
  • N=37,718 TN public school PreK-12 educators and staff; conducted online by Tennessee Education Research Alliance (TERA) at Vanderbilt University and the Tennessee Department of Education April 4-May 1, 2020
More educators in 2021 indicated their interest to retire than in 2019—although a majority remain committed to the field.

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

- Continue working in your current school/job: 66% (2021), 69% (2019)
- Work in education but a different school or district: 9% (2021), 8% (2019)
- Leave education for a different career: 10% (2021), 12% (2019)
- Retire: 14% (2021), 10% (2019)
Just three in ten would recommend education as a career field – little change from 2019.

(TEACHERS, ADMINISTRATORS, EDUCATORS; N=4,730) Would you recommend education as a career field for young people you know?
Top issues affecting career satisfaction

Whether or not you are thinking about leaving education, how much impact does each of the following have on your level of satisfaction with education as a career? (LARGE IMPACT)

- Lack of support from policymakers and politicians: 72% in 2019, 70% in 2021
- Excessive workload: 64% in 2019, 68% in 2021
- Lack of respect for the profession: 66% in 2019, 66% in 2021
- Better salaries in other fields: 60% in 2019, 59% in 2021
- Reductions in retirement benefits: 59% in 2019, 57% in 2021
Additional issues affecting career satisfaction

Whether or not you are thinking about leaving education, how much impact does each of the following have on your level of satisfaction with education as a career? (LARGE IMPACT)

- Lack of support from parents or the public: 53% (2021), 47% (2019)
- Reductions in health insurance benefits: 52% (2021), 56% (2019)
- Excessive paperwork: 48% (2021)
- Lack of resources to support student learning: 44% (2021), 51% (2019)
Issues with less impact on career satisfaction

Whether or not you are thinking about leaving education, how much impact does each of the following have on your level of satisfaction with education as a career? (LARGE IMPACT)

- Lack of support from my supervisor: 36%
- Lack of flexibility in role or schedule: 32%
- Your experience during COVID: 32%
- Lack of professional development: 15%

2021: 36% 32% 32% 15%
2019: 17%
Top changes that would show respect for educators

For each of the following, how much impact do you believe it would make in showing respect for the education profession? (LARGE IMPACT)

- Increasing educators’ salaries: 81%
- Using more input from educators in policy decisions: 77%
- Empowering classroom educators with more choice about what and how they teach: 67%
Additional changes that would show respect

For each of the following, how much impact do you believe it would make in showing respect for the education profession? (LARGE IMPACT)

- Creating additional supports in and out of school to address problems like poverty and trauma that make it hard for students to learn: 64%
- Improving culture and leadership at the building level: 57%
- Creating hybrid teaching/leadership roles to promote career development of teachers without having to leave the classroom: 36%
Most educators say they do not receive professional learning tailored to their needs, although most in 2021 believe professional learning has helped them improve.

Please indicate the extent to which you agree or disagree with the following statements regarding the instructional improvement processes in your school.

I receive specific professional learning suggestions that are tailored to my needs

<table>
<thead>
<tr>
<th>Year</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>7%</td>
<td>35%</td>
<td>41%</td>
<td>17%</td>
</tr>
<tr>
<td>2019</td>
<td>6%</td>
<td>37%</td>
<td>41%</td>
<td>16%</td>
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</tbody>
</table>

In general, the professional learning I have received (2019: this year) has led to improvements in my performance

<table>
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<tr>
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<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>9%</td>
<td>48%</td>
<td>31%</td>
<td>10%</td>
</tr>
<tr>
<td>2019</td>
<td>7%</td>
<td>43%</td>
<td>36%</td>
<td>12%</td>
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</tbody>
</table>
### Important strategies for professional learning

Thinking about how schools and districts can tailor professional learning opportunities to the individual needs of educators, how important is each of the following to you?

<table>
<thead>
<tr>
<th>Strategy</th>
<th>Very Important</th>
<th>Somewhat Important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gearing professional learning to the appropriate grade level</td>
<td>67%</td>
<td>28%</td>
</tr>
<tr>
<td>(MIDDLE/HIGH TEACHERS; N=2,118) Providing opportunities for professional learning on specific subjects taught</td>
<td>67%</td>
<td>28%</td>
</tr>
<tr>
<td>Offering different learning opportunities for new educators and those who have been in the field for many years</td>
<td>59%</td>
<td>34%</td>
</tr>
<tr>
<td>Providing teacher-led professional learning in small group settings so material can be targeted to the group's needs</td>
<td>57%</td>
<td>34%</td>
</tr>
</tbody>
</table>
Additional strategies for professional learning

Thinking about how schools and districts can tailor professional learning opportunities to the individual needs of educators, how important is each of the following to you?

- Creating opportunities for mentorship from educators who work in the same grade and subject area
  - Very important: 54%
  - Somewhat important: 35%

- Providing research-based professional learning for applying best practices such as incorporating project-based learning techniques into Tier 1 teaching
  - Very important: 43%
  - Somewhat important: 42%

- Creating opportunities to engage in professional learning around education policy
  - Very important: 29%
  - Somewhat important: 47%

- Using the evaluation process to identify areas educators could use extra support and learning
  - Very important: 27%
  - Somewhat important: 41%
Educators remain somewhat pessimistic about public education in Michigan.

Overall, how well do you think public schools in Michigan are doing?
Top priorities for improving schools

Here are some suggestions some people have made for improving public schools in Michigan. In your view, how much of an impact would each of the following make in improving schools? (LARGE IMPACT)

- Reducing class sizes: 83% (2021) vs. 80% (2019)
- Expanding access to high quality pre-school for all Michigan families: 67% (2021) vs. 65% (2019)
- Allocating funding based on student need: 57% (2021) vs. 59% (2019)
Here are some suggestions some people have made for improving public schools in Michigan. In your view, how much of an impact would each of the following make in improving schools? (LARGE IMPACT)

- Ensuring early-career teachers and principals are supported by effective mentors: 57% (2021), 52% (2019)
- Expanding school-based programs to connect families with social or economic services (2019: social services) they may need: 56% (2021), 53% (2019)
- Helping school building level administrators build more collaborative and supportive schools: 51% (2021)
Here are some suggestions some people have made for improving public schools in Michigan. In your view, how much of an impact would each of the following make in improving schools? (LARGE IMPACT)

- Focusing more resources on teaching and learning by reducing non-instructional costs: 33%
- Creating a statewide network to gather and share research-based, proven strategies that educators can use to help boost student: 31%
- Creating additional opportunities for learning and enrichment beyond the traditional school calendar: 25%