

Horace Mann Educator Advisory Panel Survey*

Horace Mann Market Intelligence
August 2019

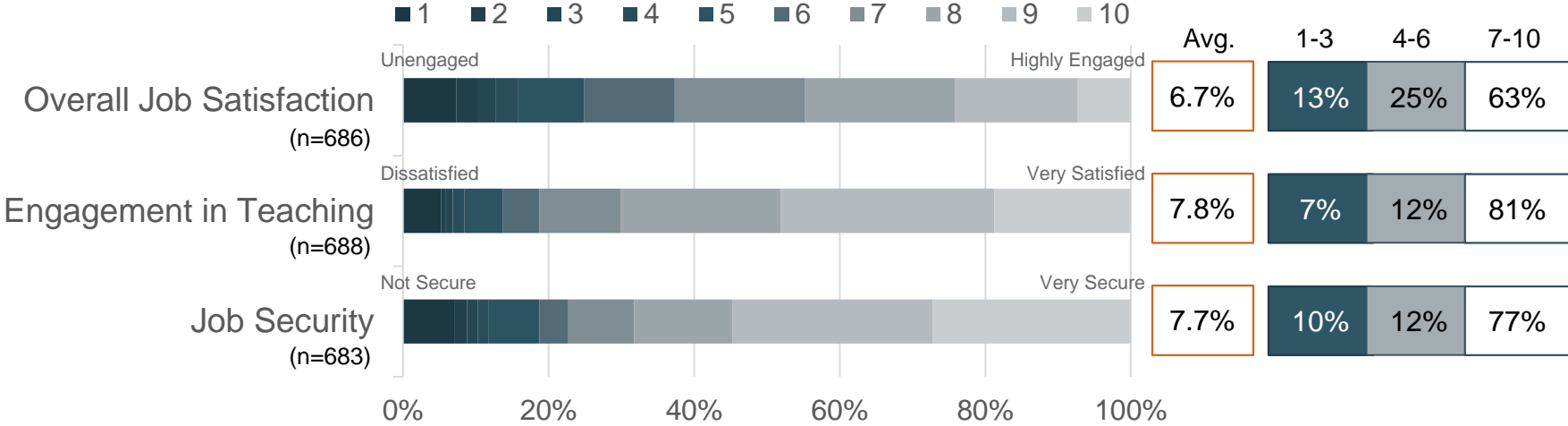
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*The Horace Mann Educator Advisory Panel has been in place since 2004 and consists of educators from across the country. Educators that sign up for the advisory panel are asked to complete 4 to 5 online surveys each year. Survey topics include a mix of educational-related topics and topics related to insurance and retirement. Currently, around 1,700 educators belong to the panel and are mostly Public K-12 teachers. Less than 15% of the panel members are Horace Mann customers.

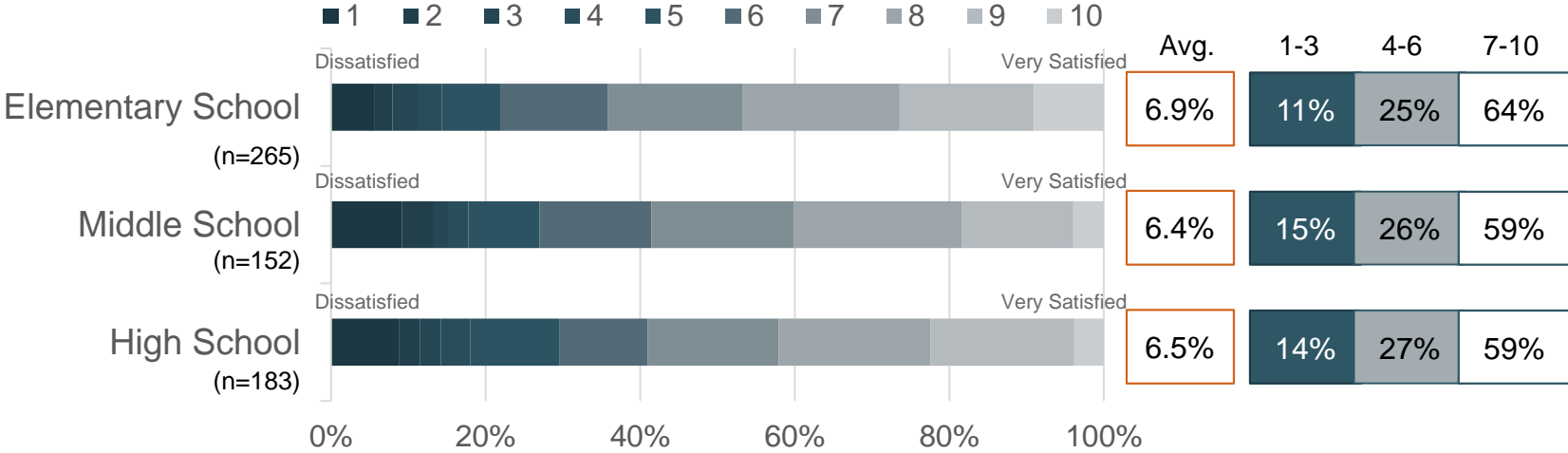


HMEAP – Job Satisfaction, Engagement, & Job Security

Of the three employee measures surveyed, job satisfaction is rated lowest with an average score of 6.7 on a 10 point scale. Overall job satisfaction is lowest for middle school teachers and highest for elementary school teachers.



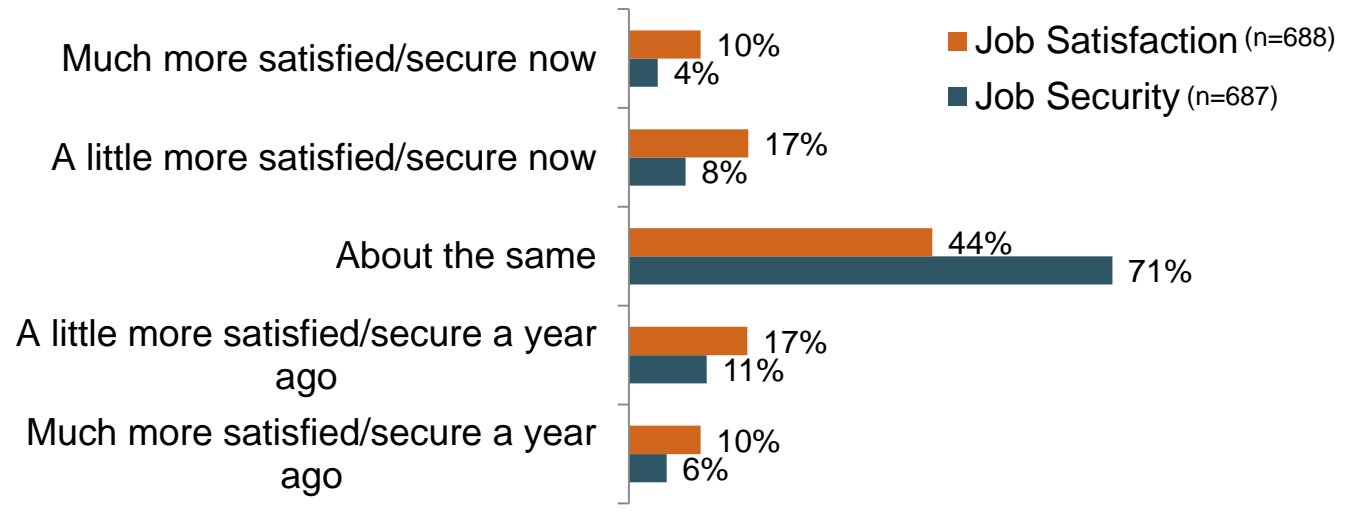
Overall Job Satisfaction - Grade Taught



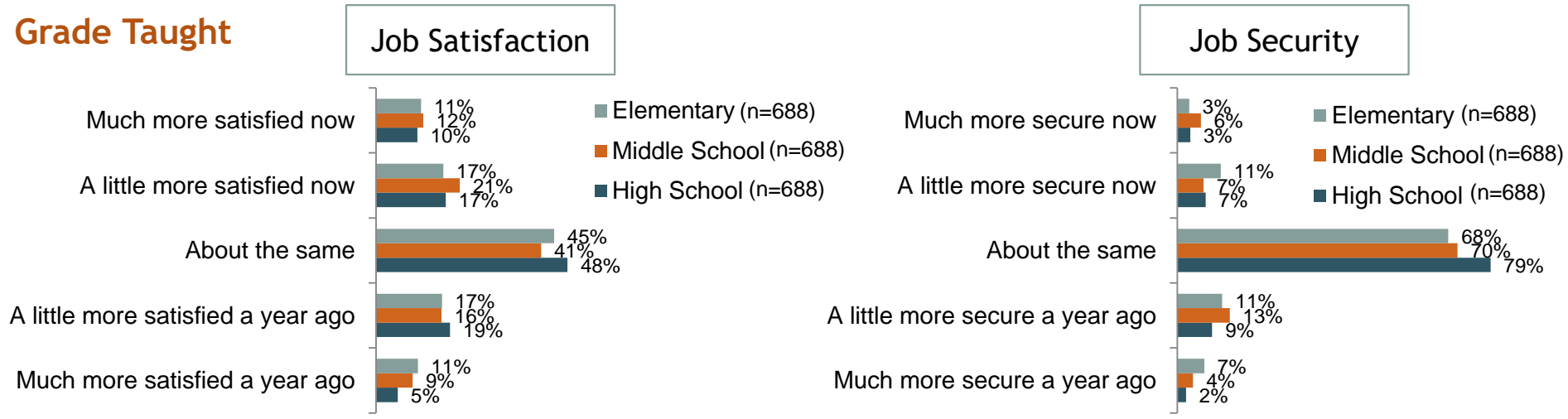
Q. Please rate yourself on the following dimensions: engagement in teaching, overall job satisfaction, and overall job security.

HMEAP – Change in Job Satisfaction and Job Security

Only 27% of teachers are more satisfied this year compared to last and 12% are more secure. While satisfaction is lowest among middle school teachers, it improved by the highest margin, 33% more satisfied this year vs. last.



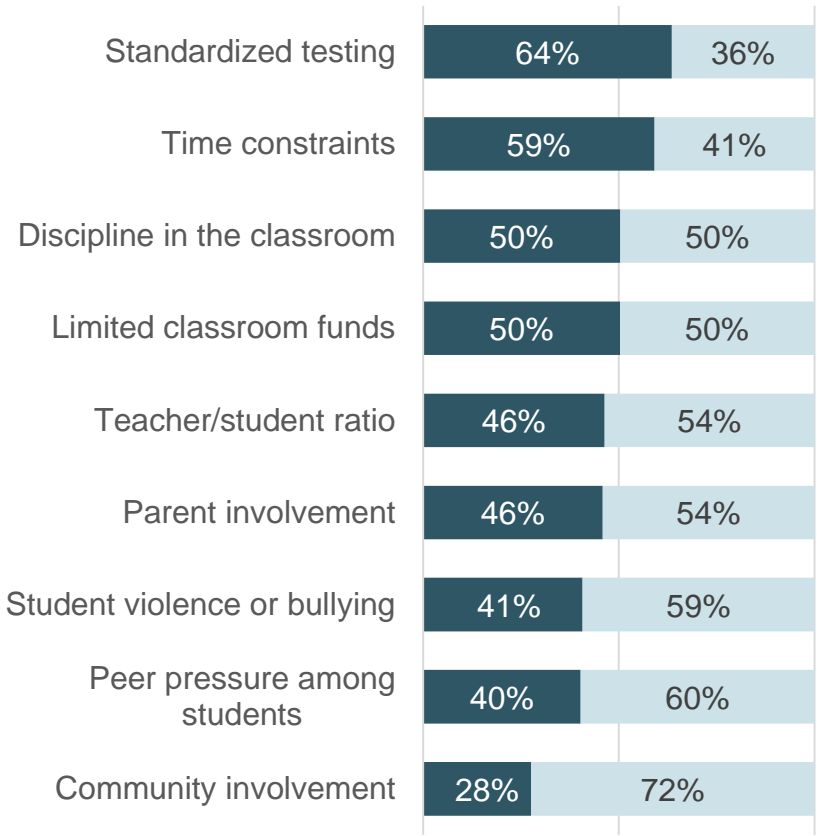
Grade Taught



HMEAP – Classroom Concerns and Trends

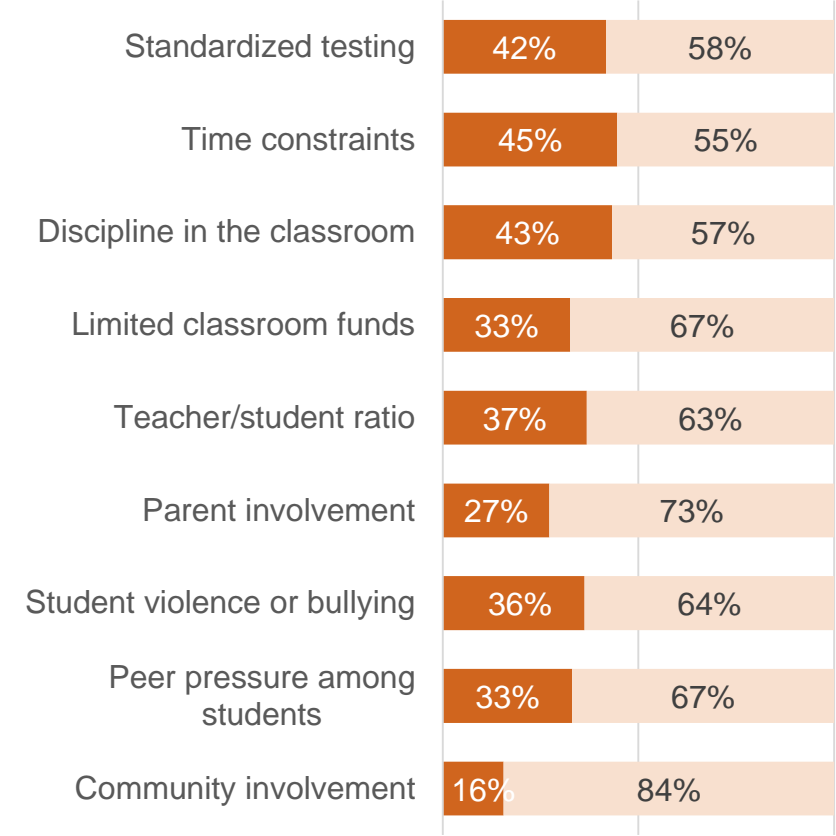
Standardized testing continues to be a major concern among teachers and 42% believe it's getting worse. Time constraints is also a major concern and is the problem cited most frequently as moving in the wrong direction.

■ Very Concerned / Extremely Concerned ■ Less Concerned



(n=688) *Less concerned includes moderately concerned, slightly concerned, and not at all concerned.*

■ Wrong Direction / Significantly Worse ■ No Change / Improving



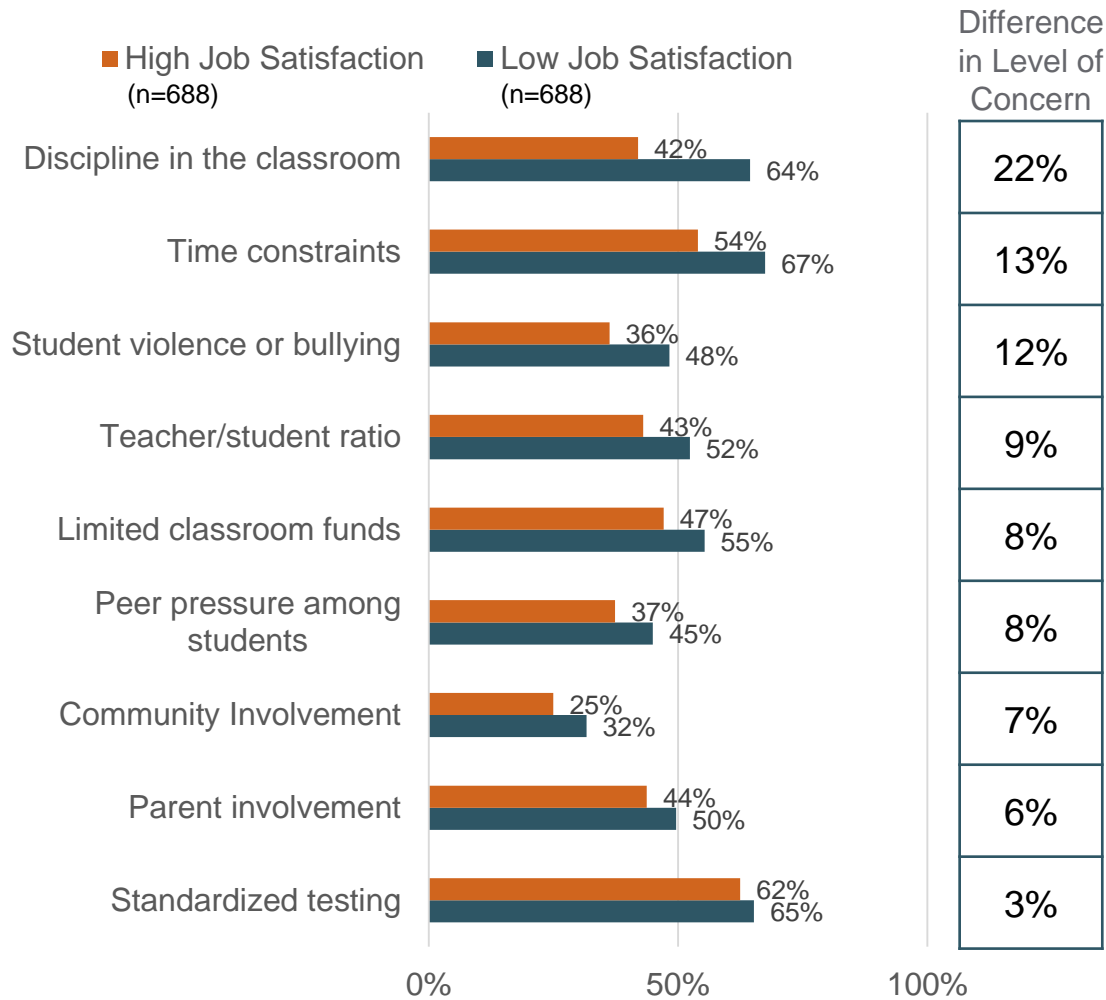
(n=688) *No change / improving includes significantly better, moving in the right direction, and no change.*

Q. How concerned are you about each of the following?

Q. Compared to a year ago, have things gotten better, stayed the same, or gotten worse?

HMEAP – Job Satisfaction and Classroom Concerns

% Very or Extremely Concerned

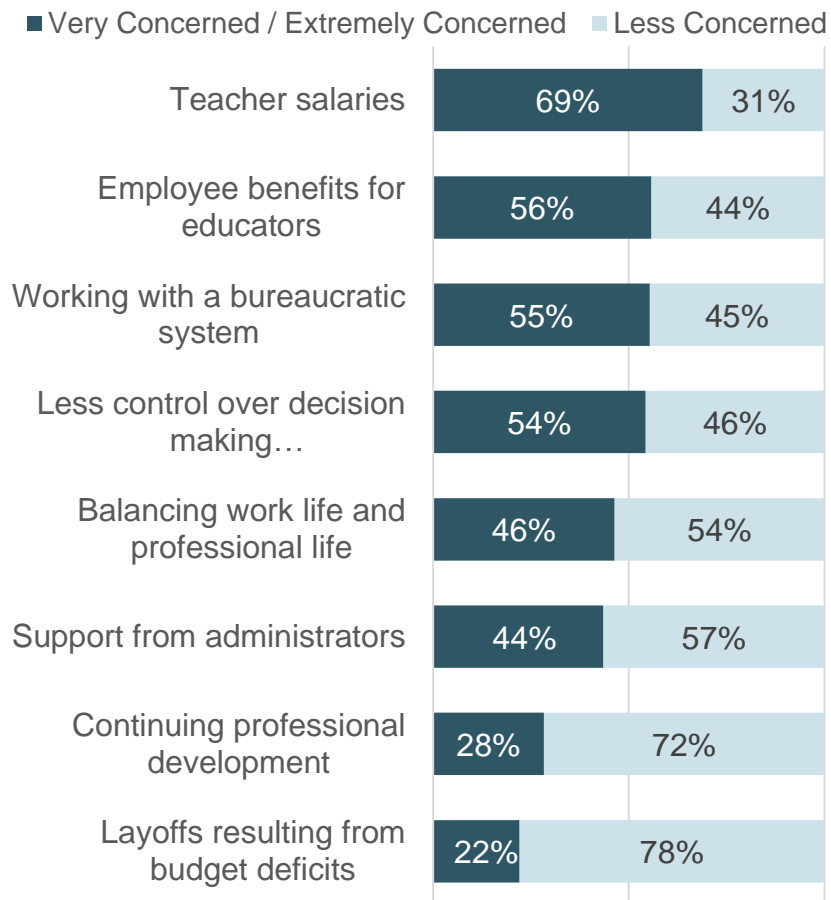


Educators with low job satisfaction are decidedly more concerned about student discipline than those with high job satisfaction. Additionally, time constraints, student violence and teacher/student ratios are also areas of particular concern to those with low satisfaction.

Job satisfaction was determined from "Please rate yourself on the following dimensions: engagement in teaching, overall job satisfaction, and job security". Responses of 7-10 were classified as high satisfaction and 1-6 were classified as low satisfaction.

HMEAP – Workplace Concerns and Trends

69% of educators are concerned about teacher salaries but only 34% report that salaries have gotten worse in the past year. Employee benefits, on the other hand, is a concern that a large number of teachers, 45%, report is getting worse.



Less concerned includes moderately concerned, slightly concerned, and not at all concerned.

(n=688)

Q. How concerned are you about each of the following?



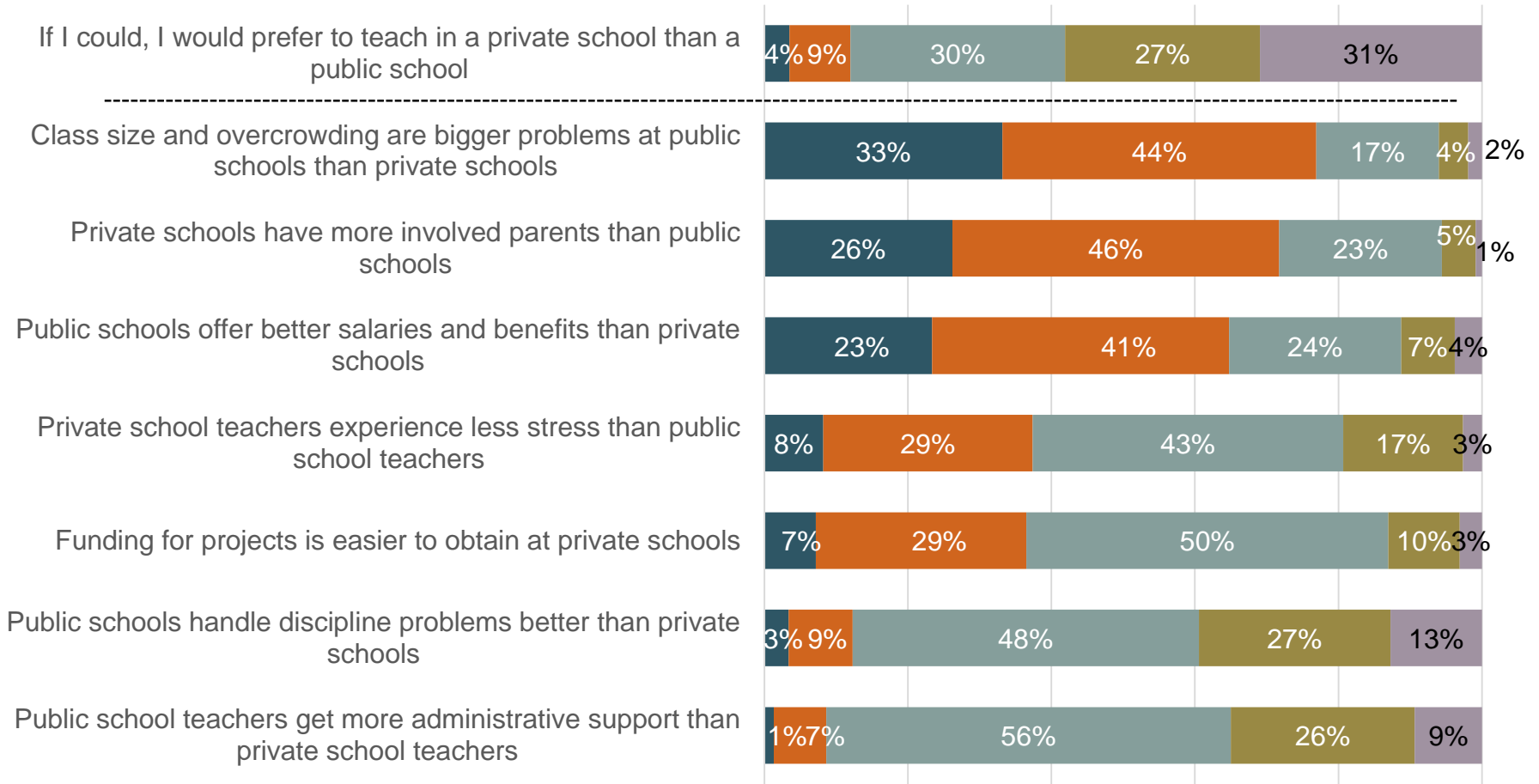
No change / improving includes significantly better, moving in the right direction, and no change.

(n=688)

Q. Compared to a year ago, have things gotten better, stayed the same, or gotten worse?

HMEAP – Advantages of Private Schools vs. Public

Smaller class size and parents that are more involved are possible advantages of teaching in a private school. Higher pay, however, is clearly a plus for public schools. All things considered, very few teachers would switch from public to private.



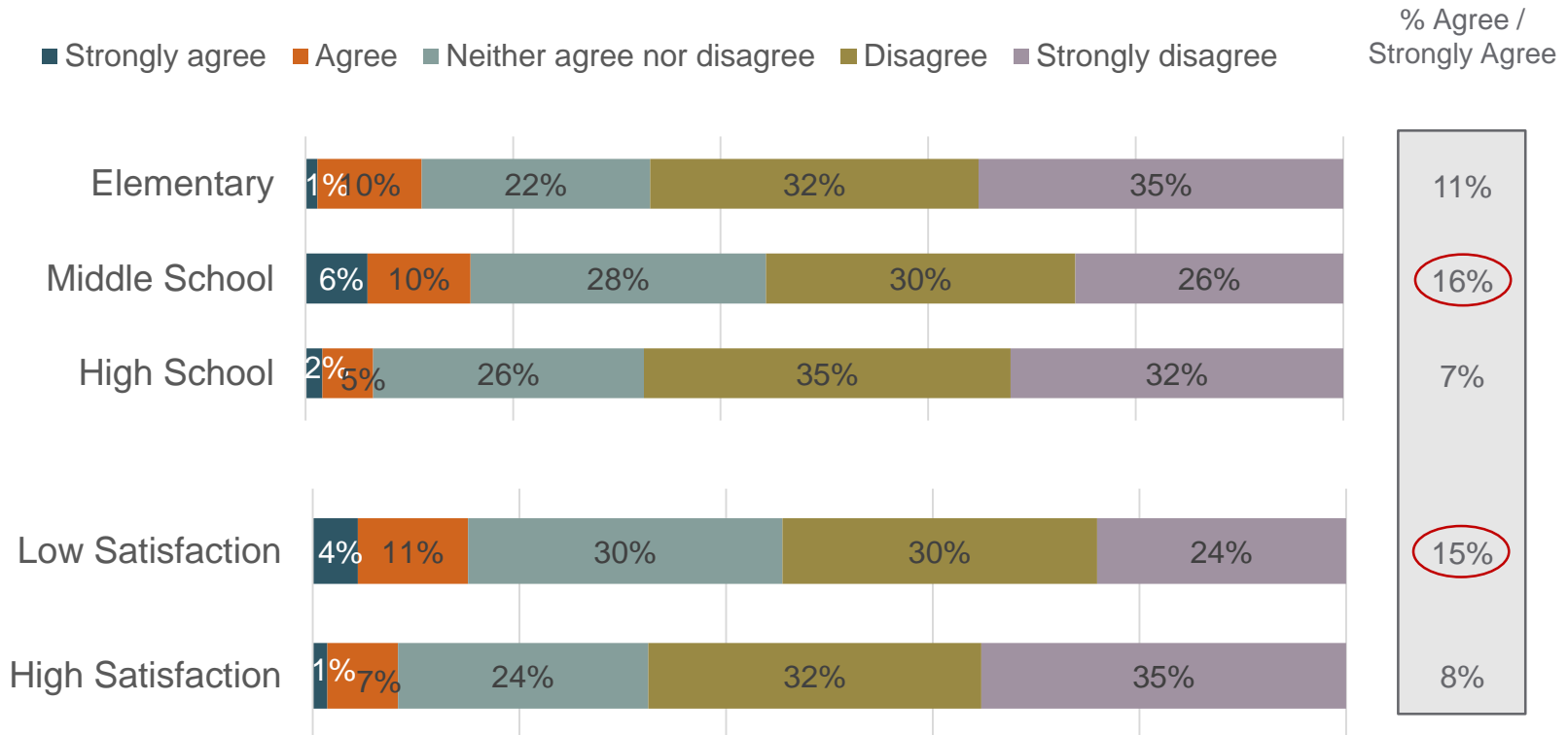
(n=684)

■ Strongly Agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly Disagree

HMEAP – Teaching a Different Grade

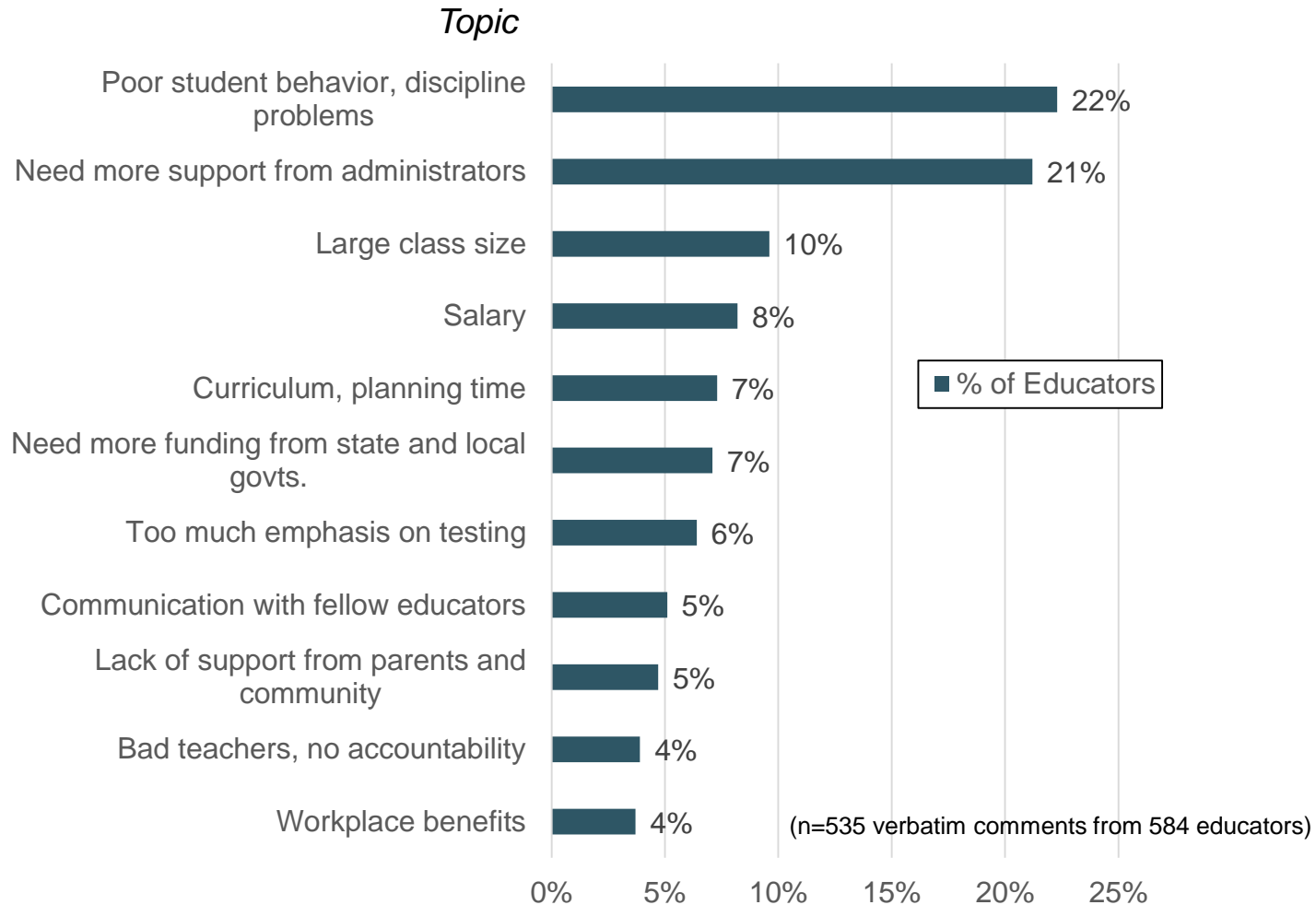
While in the minority, middle school teachers and teachers with low satisfaction are more likely to express a desire to teach a different grade level.

If I could, I would prefer to teach a different grade level than I do now.



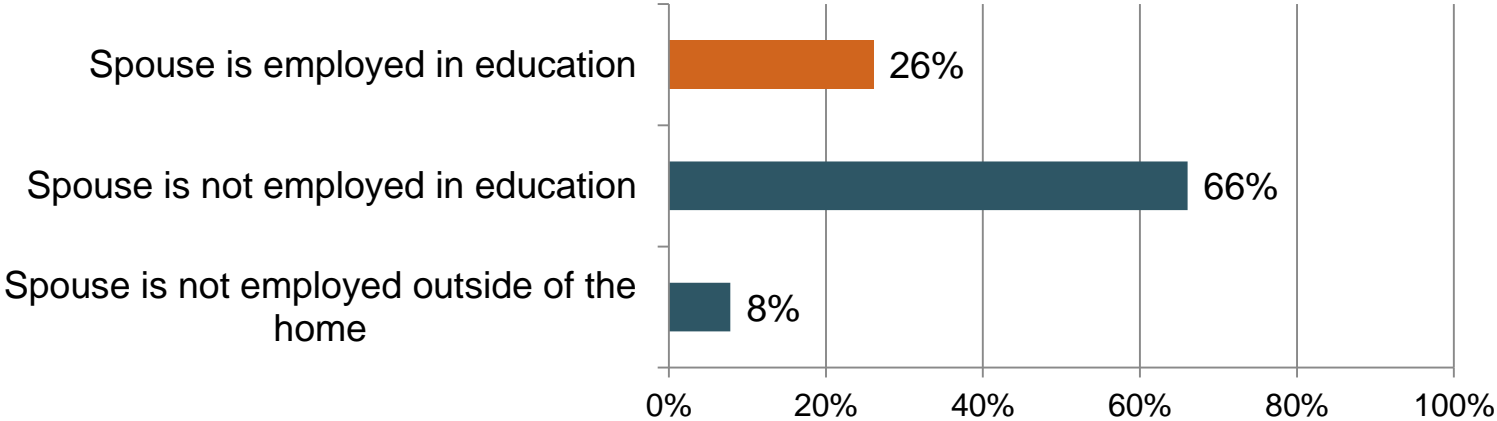
HMEAP – Need for Change / Ideas for Improvement

Educators reiterated their concern about student discipline when asked for the single greatest need for improvement at school. This is followed closely by a desire for more supportive administrators.



HMEAP – Family Ties to Education

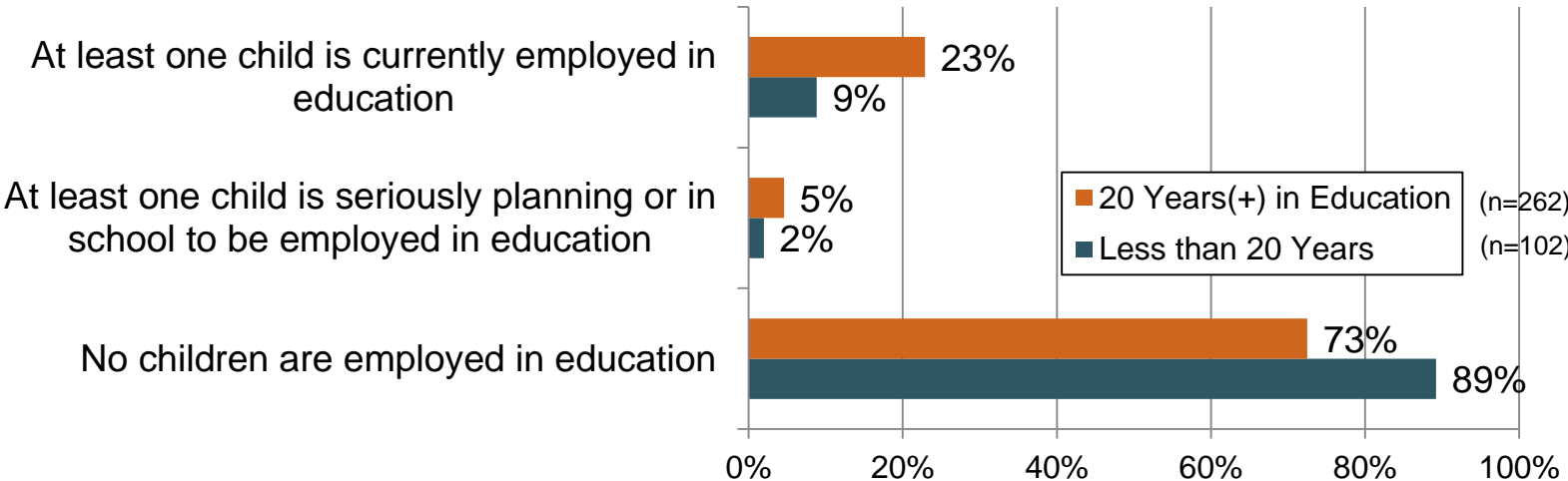
26% of educators are married to another educator and 23%, who have more than 20 years experience, have at least one child employed in education.



(n=510)

Q. Is your spouse employed in education?

Note: Percentages exclude 'Have no spouse'



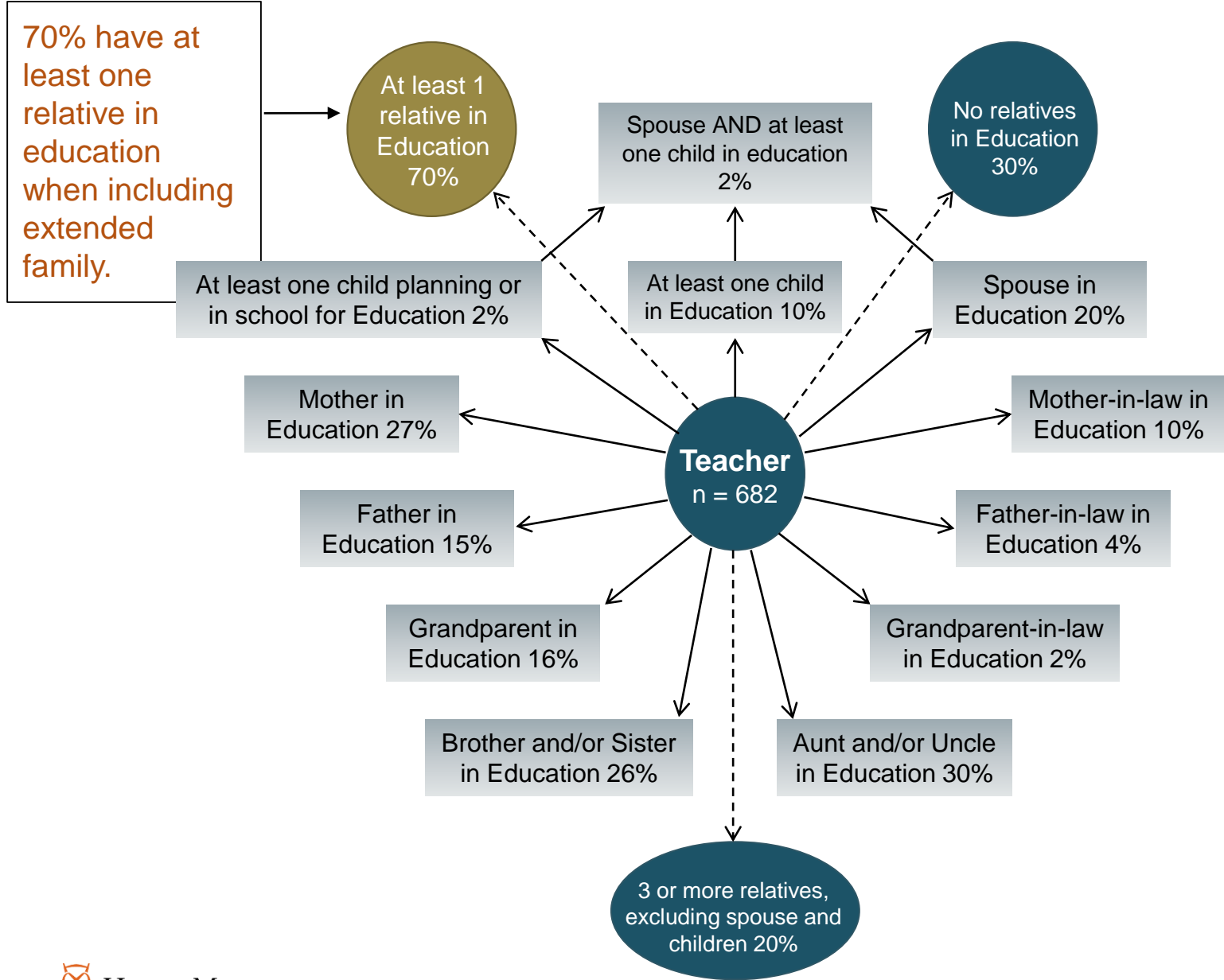
(n=262)

(n=102)

Q. Are any of your children employed in education?

Note: Percentages exclude 'Have no children' and 'No children are employed outside the home.'

HMEAP – Extended Family Ties



HMEAP – Deciding on a Career in Education

