

# everything to everyone

Key findings from  
Horace Mann's 2025  
Educator Survey



## What Teachers Say About School Culture, Climate—and the Pressure They're Under

**culture:** Shared beliefs, values, vision

Average rating for school culture

7.0/10.0

**climate:** Atmosphere and emotional tone of the school

Average rating for school climate

6.8/10.0

### Breaking down key school culture and climate indicators

Teachers and staff work collaboratively and support one another

75%

16%

9%

Behavioral issues are addressed fairly and effectively

47%

21%

32%

My school prioritizes and supports the mental health and well-being of its staff

52%

23%

25%

My school actively recognizes and celebrates staff and student successes

69%

20%

11%

■ Agree ■ Neutral ■ Disagree

### How staffing shortages have affected a teacher's role

59%

increased stress or burnout

44%

added duties outside of their typical role

40%

reduced planning or collaboration time

39%

increased workload or hours

39%

impacted student learning or behavior

29%

lowered quality of instruction or support

### What Teachers Say Would Make the Biggest Difference

- More planning time
- Reduce non-instructional duties like class coverage and hallway supervision
- Offer financial wellness support through education and resources
- Increase staff appreciation and recognition
- Mental health support
- Peer connection opportunities