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Horace Mann survey shows easing pressure on teachers improves school climate*Research indicates how simple actions can make a big difference in educator sentiment*

SPRINGFIELD, Ill. – June 25, 2025 – As the demands on educators continue to expand beyond the classroom, a new national survey by Horace Mann reveals that while teachers feel intense pressure, they remain resilient and committed—and clear about the support they need to thrive.

The findings, released in Horace Mann's new white paper [*Everything to Everyone: How ever-increasing demands on teachers are affecting school culture and climate*](#), are based on responses from 830 K–12 educators across the country. The results highlight a school workforce that is resilient, collaborative, and eager for practical solutions that support both educator well-being and overall school climate.

"Most of our staff share the same vision for the school," said a 52-year-old elementary school teacher from California. "But the emotional climate needs attention. Some teachers face such extreme behavioral challenges in their classrooms, it's hard to imagine how they keep showing up every day."

Culture is strong, but the strain is real

Educators rated their school culture at 7.0 and climate at 6.8 out of 10, reflecting positive relationships, shared values and a sense of purpose.

Educators say school culture is strong:

- **75%** say teachers and staff collaborate and support one another
- **75%** agree their school shares common values and a unified vision
- **69%** say student and staff success is regularly celebrated

But pressure points remain:

- **47%** agree that student behavior is addressed fairly and effectively
- **52%** say their school prioritizes staff mental health
- **58%** are considering leaving the profession within the next three years

Educators cited rising student behavioral needs, frequent staff shortages and lack of planning time as major contributors to stress and threats to school stability.

Teachers identify what would help the most

Educators aren't just raising concerns—they're offering clear, practical solutions:

- Increase planning time
- Reduce non-instructional duties like class coverage and hallway supervision
- Offer financial wellness support through education and resources
- Expand staff appreciation and recognition efforts

"Support doesn't have to be complicated or expensive," said Kelly Ruwe, National Business Solutions Executive at Horace Mann. "When we host a financial workshop or appreciation event in a school, the

response is immediate and powerful. When educators feel seen and supported it creates a ripple effect across the entire school.”

Districts are responding with creative solutions

Schools are adopting a range of strategies, from hiring permanent substitutes to hosting financial education sessions and launching peer-led recognition programs.

“We have a ‘step up to the plate’ theme this year, and at our monthly faculty meetings individual teachers are recognized with either a game ball or a wooden home plate,” said a 53-year-old high school teacher from Tennessee.

These small but intentional efforts reinforce a simple truth: when educators feel supported, school communities thrive. For more information on Horace Mann’s research, visit <https://www.horacemann.com/about-us/industry-research>

About the Research

The findings are based on a nationally represented survey of 830 public school educators, teachers, administrators, and support personnel, conducted by Horace Mann in March–April 2025. The report also includes broader data to provide national context.

About Horace Mann

Horace Mann Educators Corporation is the largest multiline financial services company focused on helping America’s educators and others who serve the community achieve lifelong financial success. The company offers individual and group insurance and financial solutions tailored to the needs of the educator community. Founded by Educators for Educators® in 1945, the company is headquartered in Springfield, Illinois. For more information, visit www.horacemann.com.