

**NORTH DAKOTA UNITED
EDUCATOR RETENTION
SURVEY, #3**

NOVEMBER 7-14, 2023

Prepared by:

DFM Research

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Topline:

Interviews: 1,198 North Dakota Educators via online survey.
Margin of Error: Plus/minus 2.8% points.
Interview Dates: November 7-14, 2023
Sample: NDU sent two invitations via email/text to teacher/ESP members to participate and survey link given to DPI for all teachers: Data weighed by gender, age, region, and school type.
Survey Sponsor: North Dakota United

Q1: Generally speaking, do you think things in the nation are moving in the right direction, or do you think things are on the wrong track?

Right direction	6%
Wrong track	80
(VOL) Unsure	14

Q2: Do you think things in North Dakota are moving in the right direction, or do you think things are on the wrong track?

Right direction	13%
Wrong track	62
(VOL) Unsure	26

Q3: And do you think things in your school district are moving in the right direction, or do you think things are on the wrong track?

Right direction	31%
Wrong track	48
(VOL) Unsure	21

Q4: What overall grade would you give your school district?

A	6%
B	34
C	39
D	16
F	3
Incomplete	1

Q5: How would you rate your current professional satisfaction?

Very satisfied	3%	54% Sat
Satisfied	19	
Somewhat satisfied	32	
Neither satisfied or unsatisfied	6	
Somewhat unsatisfied	19	40% UnSat
Unsatisfied	14	
Very unsatisfied	7	
Unsure	0	

Q6: Compared to 2019, would you say your professional satisfaction is:

Better	15%
About the same	21
Worse	57
Unsure	1
Not in education profession in 2019	5

Q7: How big an issue is teacher retention?

Major issue	88%
Somewhat of an issue	11
Minor issue	1
No issue	0
Unsure	1

Q8: Last year, NDU asked educators if they were considering retiring or leaving the education profession. Thinking back to the last school year, did you consider retiring/leaving the education profession and are you still considering retiring/leaving?

Yes, retired	2%
Yes, left education profession	2
Considered retiring; but no longer considering	2
Considered retiring; and still considering	9
Considered leaving education profession; but no longer considering ..	10
Considered leaving education profession; and still considering	42
Did not consider leaving education profession; now considering ...	7
Did not consider leaving education profession; and still not	22
Unsure	4

Questions 9-11 are only who said they are considering leaving the education profession

Q9: Was last/this school year the first time you considered retiring/leaving the education profession?

Yes	41%
No	57
Unsure	1

Q10: If you are considering/ed leaving the education profession, which of the following reason(s) are contributing to this consideration? (select as many that apply)

Teacher burnout / additional stress	88%
Extra duties becoming burdensome	64
Current salaries	66
Today's parents	67
Today's students	64
The school administration	49
Lack of substitute teachers	33
Political discourse	32

Q11: What part does (insert) impact your views on considering leaving the education profession:

A – changes or talk of changes in curriculum

No part	24%
Minor part	25
Some part	30
Significant part	19
Unsure.....	1

B – lack of pay and benefits

No part	6%
Minor part	12
Some part	23
Significant part	59
Unsure.....	0

C – political discourse from politicians and parents

No part	9%
Minor part	20
Some part	35
Significant part	35
Unsure.....	1

D – student behaviors

No part	3%
Minor part	10
Some part	25
Significant part	62
Unsure.....	0

E – lack of parent engagement

No part	9%
Minor part	18
Some part	37
Significant part	36
Unsure.....	0

Q12: How much talk this year have you heard from colleagues about retiring/leaving the education profession?

A lot of talk about leaving	38%
Some talk about leaving	50
Little to no talk about leaving	10
Unsure	2

Q13: Thinking back to when you were first hired as an educator; was it your plan to retire from the education profession or was there always consideration you might change professions?

Plan was to retire from the education profession	93%
Always considered you might change profession	5
Unsure	2

Q14: Now thinking about where you are today; is it your plan to retire from the education profession, or are you considering changing professions?

Most likely retire in the education profession	40%
Considering changing profession	47
Unsure	14

Q15: How important is (insert) to keep educators in the profession?

A – higher wages

Not important	1%
Just somewhat important	5
Important	22
Very Important	72
Unsure	0

B – better benefits

Not important	1%
Just somewhat important	9
Important	35
Very Important	55
Unsure	0

C – student loan forgiveness

Not important	22%
Just somewhat important	21
Important	23
Very Important	30
Unsure	4

D – additional support staff

Not important	2%
Just somewhat important	10
Important	28
Very Important	60
Unsure	1

E – support from administrators

Not important	0%
Just somewhat important	1
Important	18
Very Important	80
Unsure	0

F – support from parents

Not important	1%
Just somewhat important	6
Important	33
Very Important	60
Unsure	0

G – support from legislators (less harmful rhetoric)

Not important	1%
Just somewhat important	5
Important	25
Very Important	67
Unsure	1

Q16: Which is the most important to keep educators in the profession?

Higher wages	46%
Better benefits	3
Student loan forgiveness	2
Additional support staff	9
Support from administrators	19
Support from parents	8
Support from legislators	5
Other	10

Q17: Have you felt any pressure from (**insert**) to teach a certain way to be less controversial?

A – school district

A lot of pressure	11%
Some pressure	22
Just a little pressure	21
No pressure	40
Unsure	6

B – school principal

A lot of pressure	7%
Some pressure	17
Just a little pressure	19
No pressure	52
Unsure	5

C – politicians

A lot of pressure	22%
Some pressure	27
Just a little pressure	15
No pressure	26
Unsure	11

D – parents

A lot of pressure	14%
Some pressure	29
Just a little pressure	21
No pressure	29
Unsure	6

E - other educators

A lot of pressure	2%
Some pressure	17
Just a little pressure	18
No pressure	56
Unsure	7

Q18: As an educator, do you feel your opinion is respected by each of the following:

A – Your Building Administrator

Yes, A Lot	29%
Yes, Somewhat	48
No	22
Unsure	1

B – Your District Administrator

Yes, A Lot	11%
Yes, Somewhat	37
No	47
Unsure	6

C – Your School Board

Yes, A Lot	5%
Yes, Somewhat	29
No	56
Unsure	10

D – Parents

Yes, A Lot	6%
Yes, Somewhat	58
No	32
Unsure	4

E – Politicians/Elected Officials

Yes, A Lot	1%
Yes, Somewhat	8
No	78
Unsure	14

Q19: As an educator, do you feel your experience is respected by each of the following:

A – Your Building Administrator

Yes, A Lot	32%
Yes, Somewhat	46
No	20
Unsure	2

B – Your District Administrator

Yes, A Lot	15%
Yes, Somewhat	38
No	42
Unsure	5

C – Your School Board

Yes, A Lot	7%
Yes, Somewhat	30
No	52
Unsure	11

D – Parents

Yes, A Lot	9%
Yes, Somewhat	53
No	32
Unsure	5

E – Politicians/Elected Officials

Yes, A Lot	1%
Yes, Somewhat	7
No	75
Unsure	16

Q20: As an educator, do you feel appreciated by the public?

Yes	6%
Sometimes Yes, Sometimes No	59
No	34
Unsure	1

Q21: Compared to 2019, do you feel more or less appreciated by the public?

More	4%
About the same	26
Less	63
Unsure	3
Not in education profession in 2019	5

Q22: If asked by a current student, would you recommend/encourage them to enter the education profession?

Yes	10%
No	50
Depends	37
Unsure	3