

11TH ANNUAL

Educator Confidence Report



Message from Jack Lynch

Welcome to HMH's 11th Educator Confidence Report, our annual opportunity to reflect on how educators are feeling about their work, their profession, and the tools that support student learning.

This year's data gives reason for optimism. Confidence in the profession is beginning to rebound since the pandemic, and that shift is showing up in classrooms: educators are reporting greater comfort implementing new technology, stronger student growth, and increased ability to focus on what they love about teaching.

Technology is playing a meaningful role in that progress. Educators are using digital tools in all kinds of ways, from instructional planning to classroom engagement, and it's resulting in more personalized, effective learning experiences. Generative AI, in particular, is giving teachers time back, allowing them to reinvest it in their students.

At the same time, the data points to a critical opportunity. As these tools become more embedded in daily practice, educators are looking for meaningful support—training, guidance, and clear expectations—to ensure AI strengthens, not replaces, the human work at the center of teaching.

At HMH, we remain committed to listening to educators and building alongside them. The future of teaching and learning will be shaped by the choices we make today, choices that elevate teacher expertise and put connection at the heart of innovation. We're honored to help lead that work, together.



Jack Lynch, CEO



“The future of teaching and learning will be shaped by the choices we make today, choices that elevate teacher expertise and put connection at the heart of innovation.”



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PART 1

Outlook on teaching



This year's data tells a story of forward motion. Teachers are finding their rhythm again and seeing more student growth. Technology is playing a role in that recovery.

At the same time, we're hearing a clear call for support. Less than half of educators feel positively about the profession, with funding challenges fueling concern—especially among administrators.

There's still work ahead, but there's also so much to build on.



Francie Alexander
SVP, Efficacy Research

Key takeaways: Outlook on teaching



Pandemic concerns are easing

At 46% among educators, positive sentiment about the profession has increased **10 percentage points** since last year, and their concern about student and fellow educators' mental health has decreased.



Funding challenges are cause for concern

3 in 5 educators are worried about decreasing funding and support. More administrators are planning to leave the field.

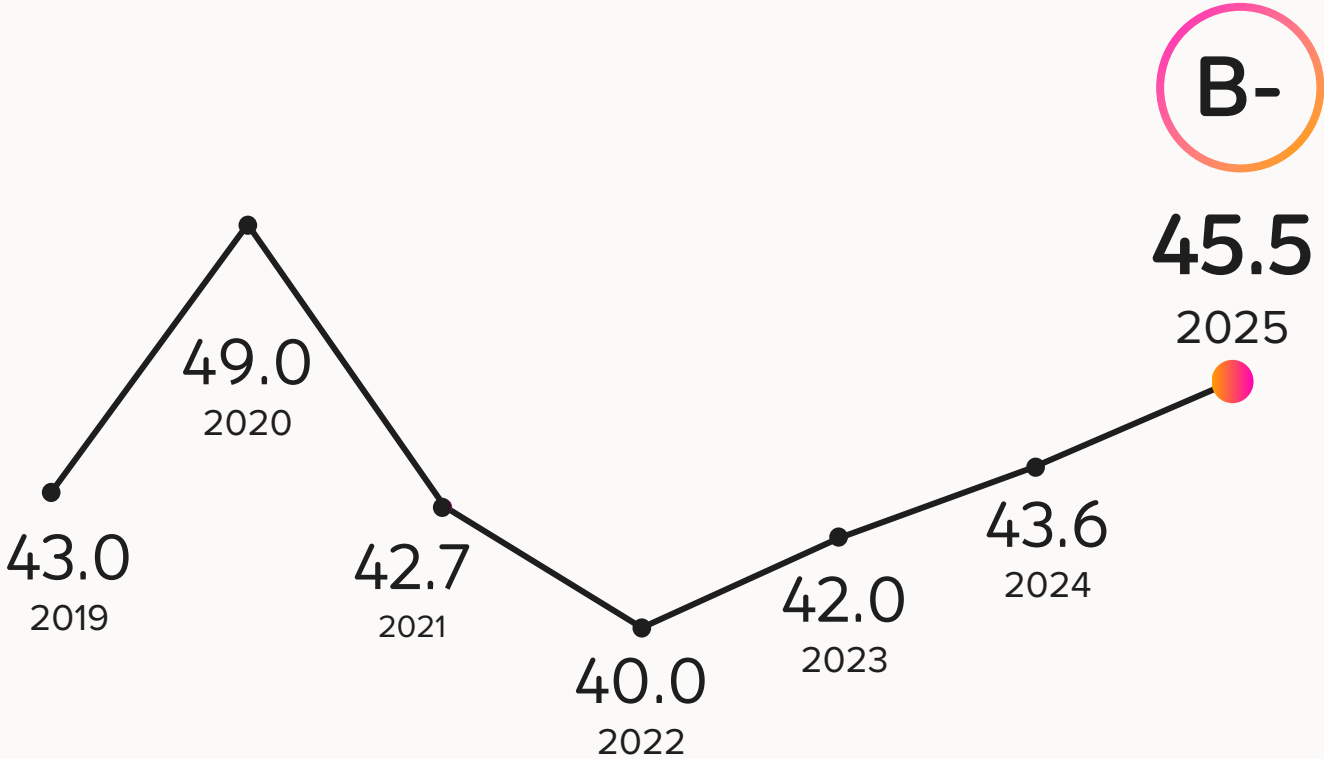


Technology is fueling optimism and student success

8 in 10 educators believe technology can have a positive impact. **3x** as many educators report seeing academic growth compared to 2021.

Educator Confidence Index: Steadily improves

At 46% among educators, positive sentiment has increased 10 percentage points from last year, hitting a post-pandemic high and contributing to significant gains in our Educator Confidence Index.



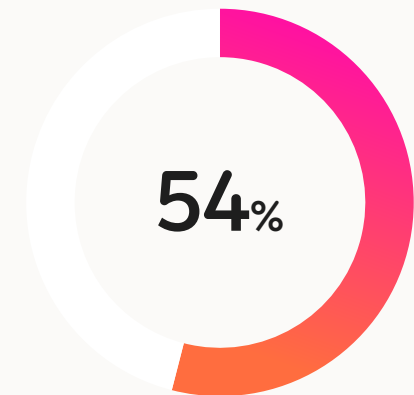
GRADING THE EDUCATOR CONFIDENCE INDEX

A: 58+ **B: 44–57** C: 31–43 D: 0–30

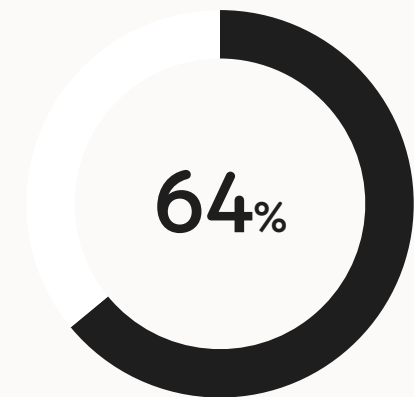
Negative feelings about the profession have decreased since last year, but there is still much room for improvement.

Over half of educators feel negatively about the state of the teaching profession.

% of educators who feel negatively about the education profession



2025



2024

More administrators are planning to leave the field.

36% of administrators say they will definitely be out of the field in 5 years, **up 10 points** from last year, marking a shift from uncertainty to decisive exit plans.

Career retention intent for administrators:



While overall concerns among educators are down year over year, financial concerns rose to the top in 2025.

Top 3 concerns among educators

1.

Decreasing funding and support for education (59%)

2.

Concerns about the mental health of fellow educators (57%)

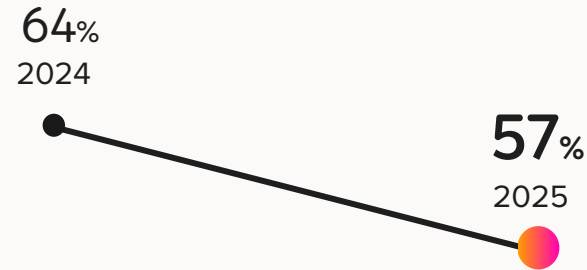
3.

Lack of funding (55%)

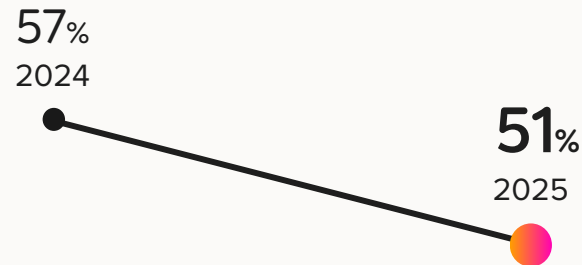
Mental health concerns have slightly eased.

Mental health concerns about fellow educators and students have not disappeared—but they have declined.

Educators' concerns regarding their profession



Concerns about **fellow educators'** mental health (e.g., burnout, anxiety, depression)



Concerns about **students'** mental health (e.g., burnout, anxiety, depression)



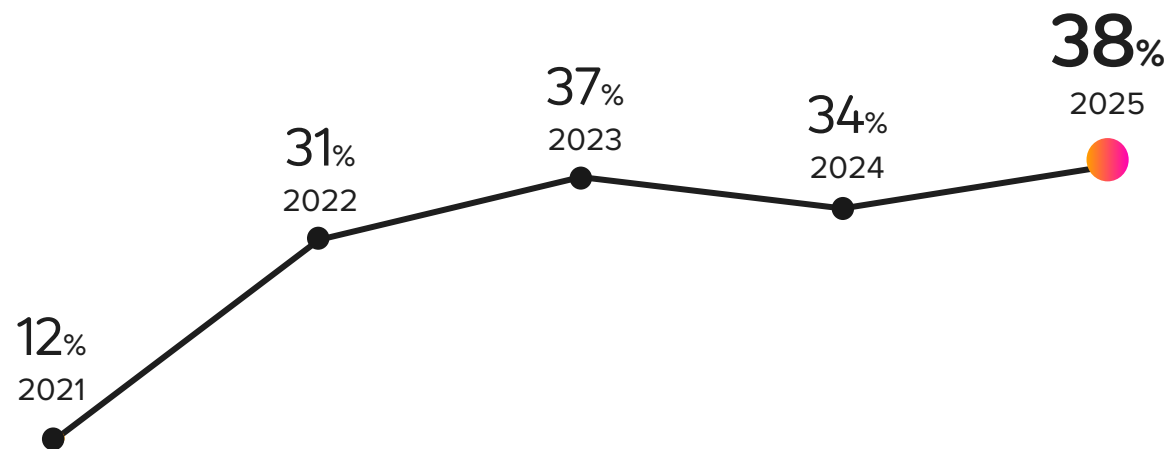


Technology is a leading driver of optimism among educators.

8 in 10 educators are optimistic that tech tools will benefit education overall.

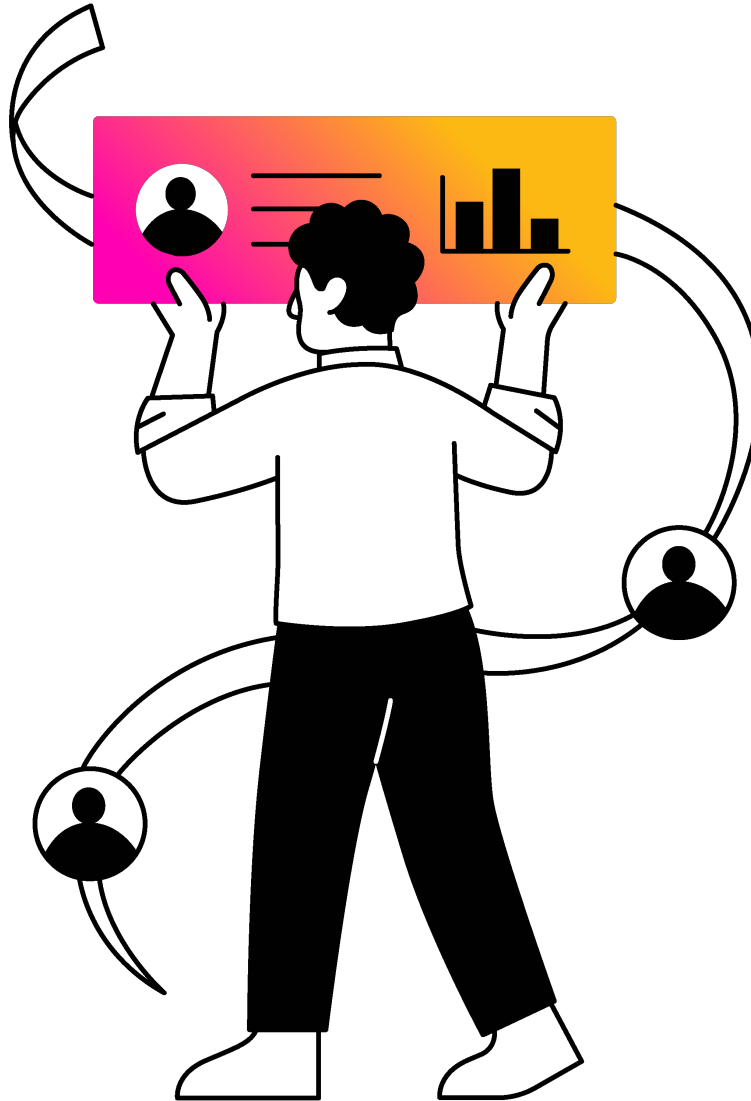
Educators saw significantly more academic growth from students in 2025.

% of educators who saw more academic progress
(2019–2025)



Educators believe tailored resources and technology will shape the future of learning.

Two of the top three factors educators identify as keys to transforming education are tied to edtech.



Transformations that could impact learning in the future

45%

Greater commitment to providing classroom-level resourcing, rather than a one-size-fits-all approach to resourcing

42%

More opportunities for teachers to have decision-making authority **related to edtech** and other school resources

40%

Well-designed curriculum with built-in frameworks for **integrating edtech** tools more effectively

PART 2

Outlook on technology in the classroom



When educators have more time to connect with students, teaching and learning thrive. This year's data shows that technology, used well, can give teachers space to do what matters most: build relationships, spark joy, and support student growth.



Francie Alexander

SVP, Efficacy Research

Key takeaways: Outlook on technology in the classroom



Technology is amplifying human connection in the classroom

3 in 4 educators say technology gave teachers more time to engage with students.



Technology helps meet students where they are and bolsters their success

2 in 3 educators say technology boosts student success, and **89%** agree it supports differentiated, personalized learning.

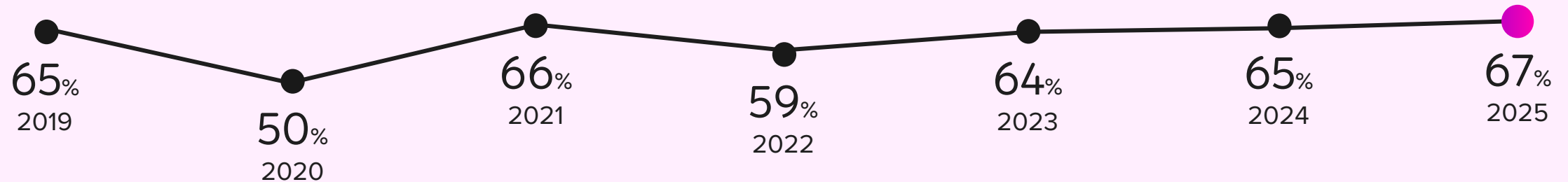


Technology is useful, but concerns persist

Around **50%** of educators say student distraction and misuse is their top concern about technology in the classroom.

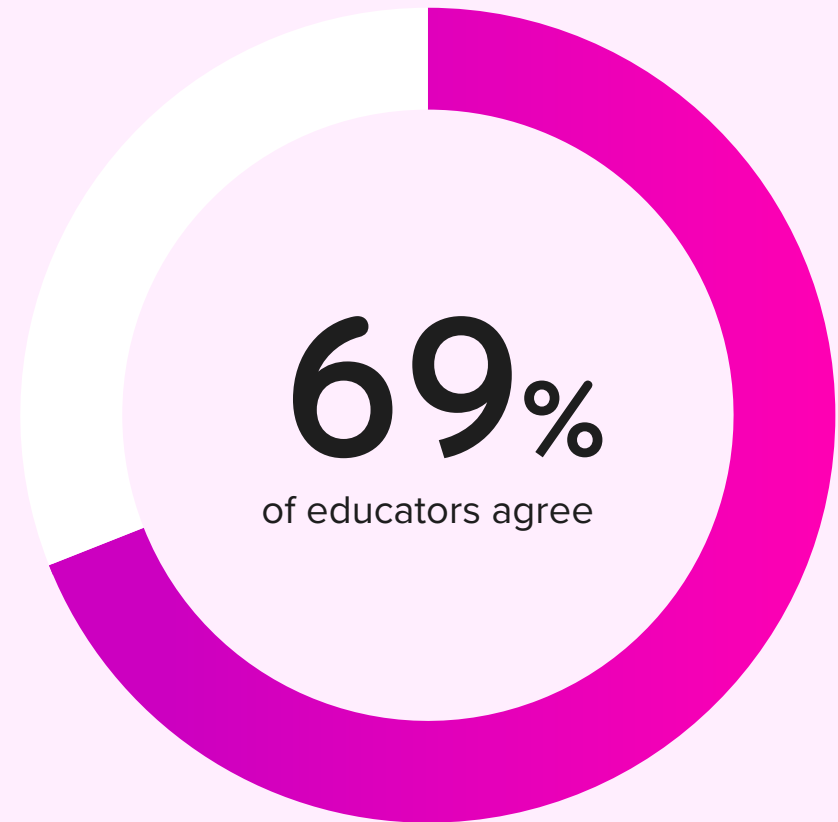
Educators' confidence using technology in the classroom remains high.

% of educators who feel extremely/very confident with edtech resources (2019–2025)



Two-thirds of educators agree that technology helps increase student success.

Implementing the latest developments in edtech will bolster my students' ability to academically succeed

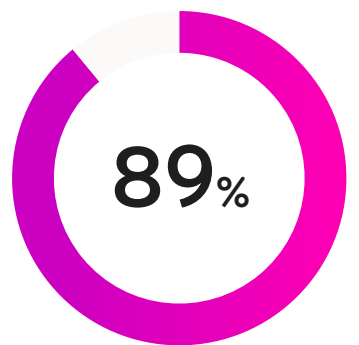




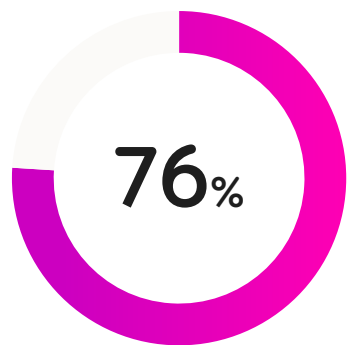
78% of teachers agree that technology is giving them more time to engage with their students.

Educators say the top benefit of technology is tailoring learning to students' needs.

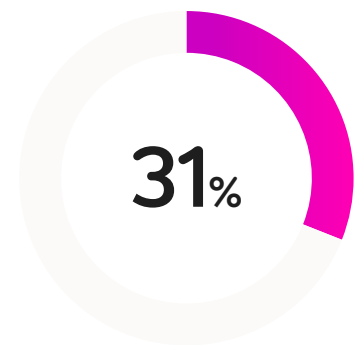
Top benefits of edtech when successfully integrated in the classroom



Differentiated/personalized/immersive learning



Play in learning



Student well-being



While educators see many benefits of technology in the classroom, they also see downsides.

Top concerns around edtech tools in the classroom

54%

Student distraction/misuse of technology

31%

Lack of human interactions

29%

Keeping up with the advancements

26%

Integrating with lesson plan

22%

Quality of education



PART 3

Outlook on generative AI in the classroom



AI is already part of the classroom experience, and teachers, true to form, are meeting the moment with care and curiosity.

We have the challenge and the opportunity to provide them with tools and training that strengthen their ability to use these new superpowers to enhance instruction, support every learner, and prepare students for a rapidly changing world.



Francie Alexander

SVP, Efficacy Research



Nearly 9 in 10 educators find generative AI valuable to their work.

We provided this definition of generative AI to survey takers:

- Generative AI resources can help users to quickly generate any new content based on a variety of inputs/prompts, using programs such as OpenAI's ChatGPT, Google Gemini/Bard, Microsoft Copilot, Perplexity, or Khanmigo.
- Generative AI resources in the classroom can help in many ways, such as support/automate administrative tasks; personalize students' individual learning needs by pace, abilities, or styles; or provide feedback and support.

Key takeaways: Outlook on generative AI in education



The AI revolution is already here—and with clear benefits

6x more educators are using AI, compared to 2023. Educators who use AI are more optimistic and less likely to leave the profession.



Educators are confident using AI, but less so teaching it

Nearly **4 in 5** educators feel confident using AI in the classroom, but half of them do not feel confident in preparing students for an AI-driven world.



AI use requires training, guardrails, and human guidance

87% of educators say all AI users should be taught to use it ethically. **9 in 10** educators are open to more AI training.



AI Confidence Index Increased significantly

AI usage among educators has skyrocketed, with a **6x increase** within just two years.

66.0 **B+**

2025

GRADING THE AI CONFIDENCE INDEX

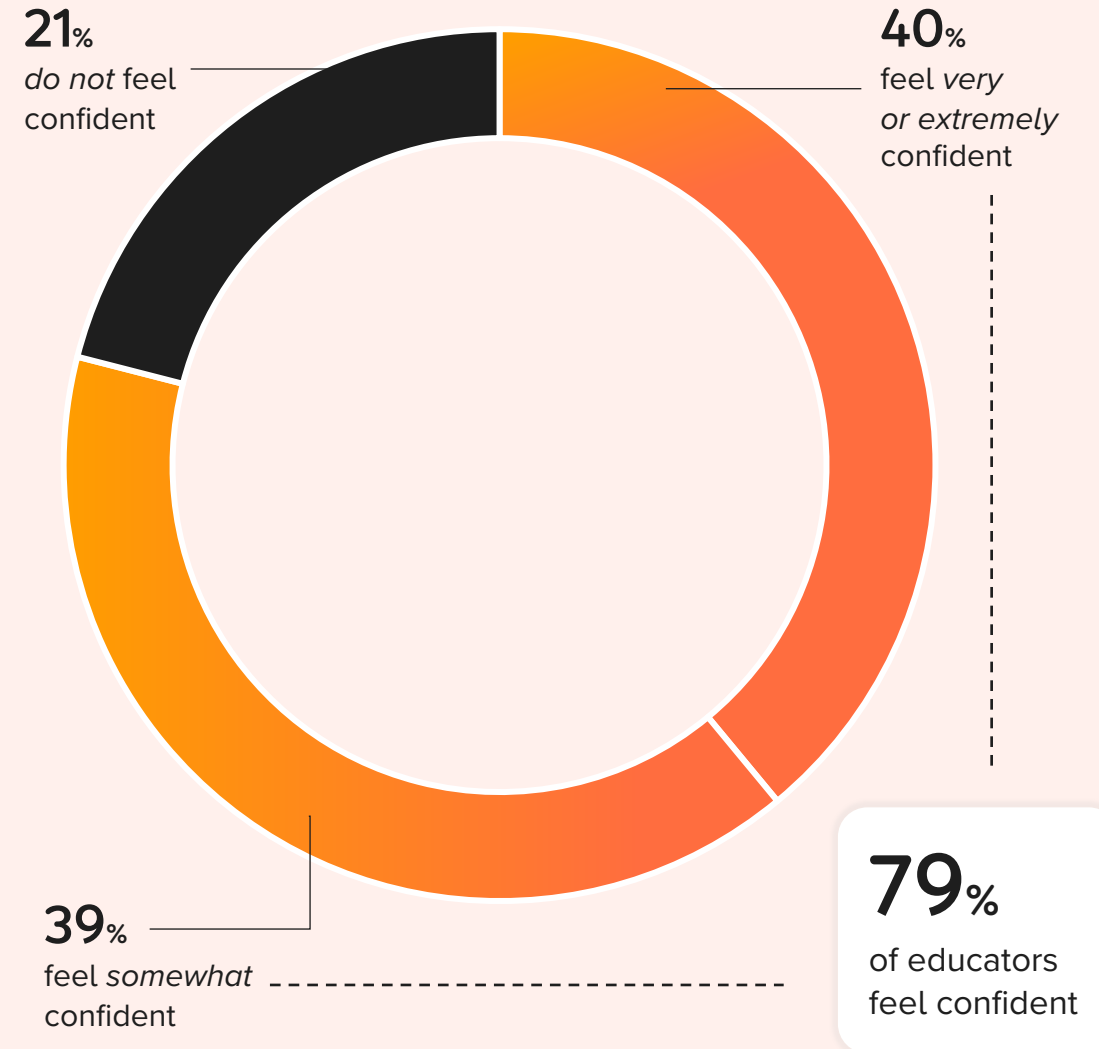
A: 70+ **B: 50–70** C: 25–49 D: 0–24



77% of educators say they understand how to use generative AI better this school year than they did last year.

Nearly 4 out of 5 educators feel confident using generative AI in an instructionally effective way.

How confident do educators feel using AI in an instructionally effective way?



68%

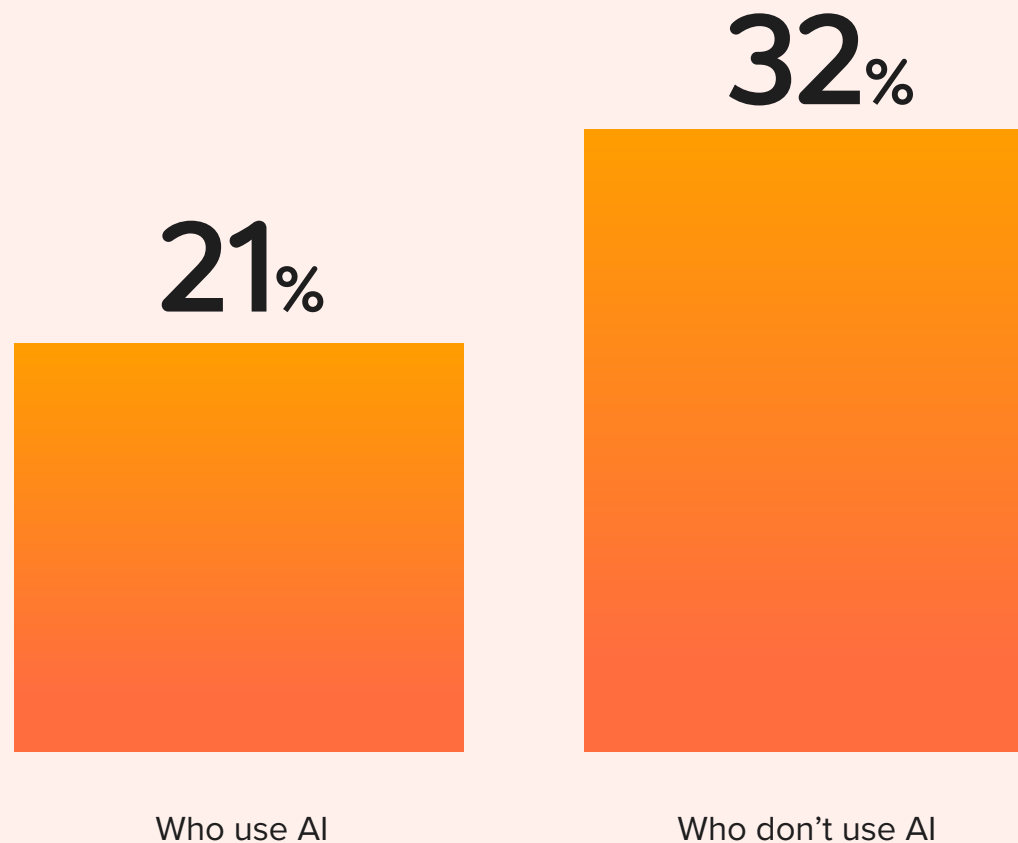
of educators who use
generative AI feel it saves
them between 1–5 hours in
the classroom per week.



Across experience levels, educators who actively use generative AI tools in the classroom are more positive about the profession overall and are also less likely to want to leave.

Generative AI is more than just a productivity or teaching tool. It's also an effective lever for improved retention and morale.

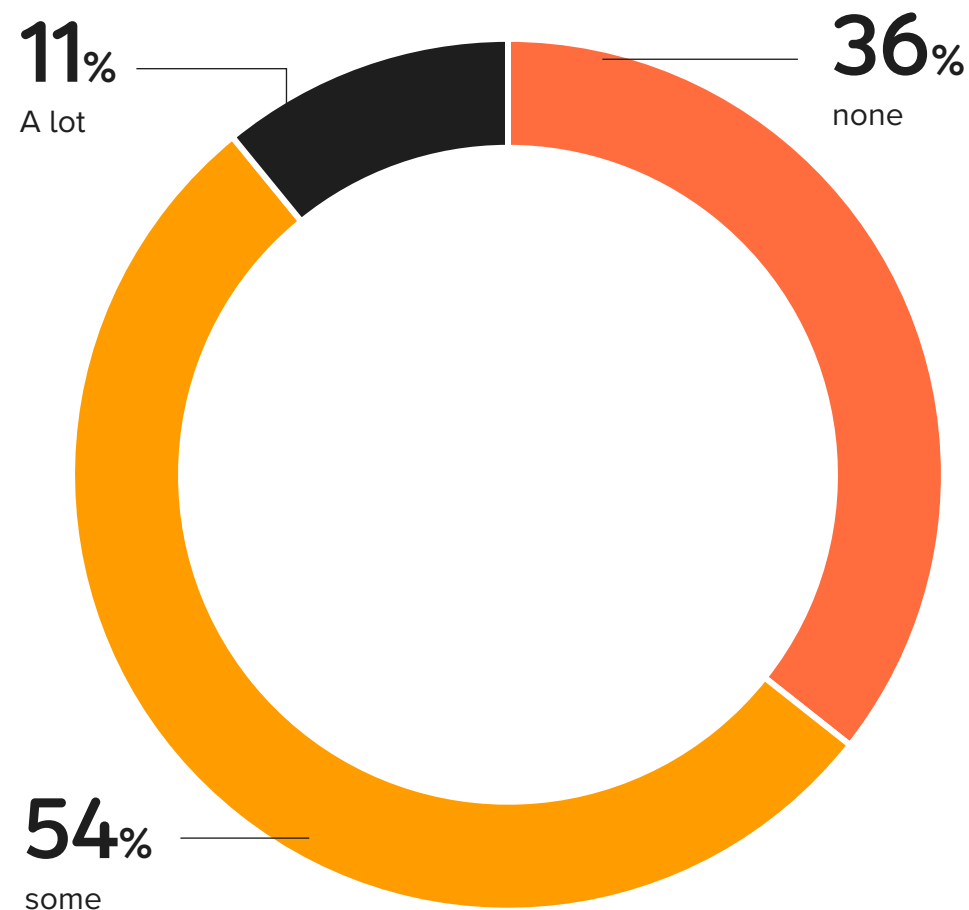
Educators interested in leaving the profession in the next five years



The AI revolution is already here, but more training for educators is both needed and wanted.

Less than half of educators are confident that they know how to prepare students for the generative AI world.

How much training have educators received on using generative AI in their work:





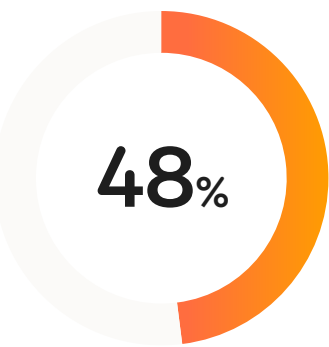
Top concerns among educators regarding AI

Lack of guidance was the top concern for educators who do not yet use AI in the classroom. Student over-dependence was the top concern for educators who do.

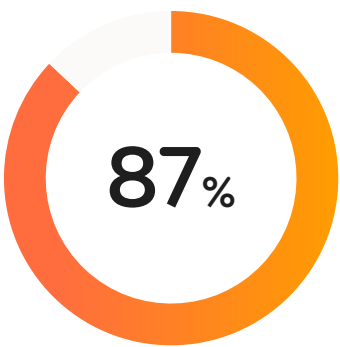
AI concerns:	Educators who DO NOT use AI	Educators who DO use AI
Over-dependence by students	43%	45%
Plagiarism	40%	44%
Lack of professional development/guidance on how to implement safely and with fidelity	47%	24%
AI will devalue human-led educational instruction	36%	21%

Educators overwhelmingly agree that AI use requires ethical guardrails and students using AI need human guidance.

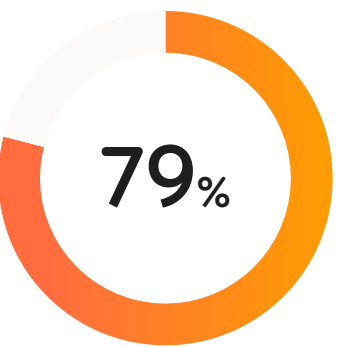
% of educators that strongly/somewhat agree on:



My students use generative AI according to our accepted academic standards.



Tools that utilize generative AI should be harnessed positively, with all users taught to use them ethically.



Tools that utilize generative AI should be used with a teacher/human as an intermediary between students.





For 11 years, HMH has surveyed educators on the state of education, their profession, and the needs of students.

Explore our archive of Educator Confidence Reports: hmhco.com/ecr

1,205 educators

Including 1,055 teachers and 150 administrators

15-minute survey

Carried out online via desktop and mobile

May 6–May 22

Data was collected over a 2.5-week period

Coast to coast

Data was weighted to be nationally representative