Educator Confidence Report

HMH MarketCast

Message from Jack Lynch

" Over the past decade, educators have faced immense challenges that persist today. They've also shown remarkable resilience and a willingness to embrace new, impactful technologies. "

Welcome to HMH's 10th Annual Educator Confidence Report, which marks a decade of giving voice to our nations' educators.

Fittingly, this 10th anniversary edition coincides with a new paradigm in education that has been shaped by the accelerated adoption of technology over the past few years and certainly since our first report in 2015. The insight we've gained has illuminated an ideal future state for K–12 learning—one that seamlessly integrates the very best of technology with the very best of classroom instruction and engagement to facilitate learning.

This year's report begins by examining the Educator Confidence Index, our annual measure of overall confidence in the profession. This year's data shows small increases in positive sentiment (after a drop coming out of the pandemic) as well as other signs of continued stabilization. However, overall confidence remains low and basic needs like adequate compensation, support for well-being, and sufficient funding remain unmet.

A bright spot in the data is the continued upward trend in educator confidence in the use of technology and its positive impacts over the decade. Today, educators are looking for more sophisticated tools, with a priority on those that can integrate instruction, practice, and assessment in one place.

Finally, this year's report represents the launch of the inaugural K–12 AI Confidence Index, which examines how educators feel about the impact of this emerging technology. This new data shows that educator use of generative AI increased five-fold from 2023, and that these tools are proving increasingly practical and beneficial for both teachers and administrators. Notably, they are saving them time, thus enabling them to focus more on connecting with students.

This look back provides us insight into the future, and we know that the months and years ahead will bring new opportunities to fuse the power of technology with the tried-and-true social gathering of the classroom. We are listening to educators, and we are committed to leading this innovation together, with our education partners, in service of student growth and positive outcomes.
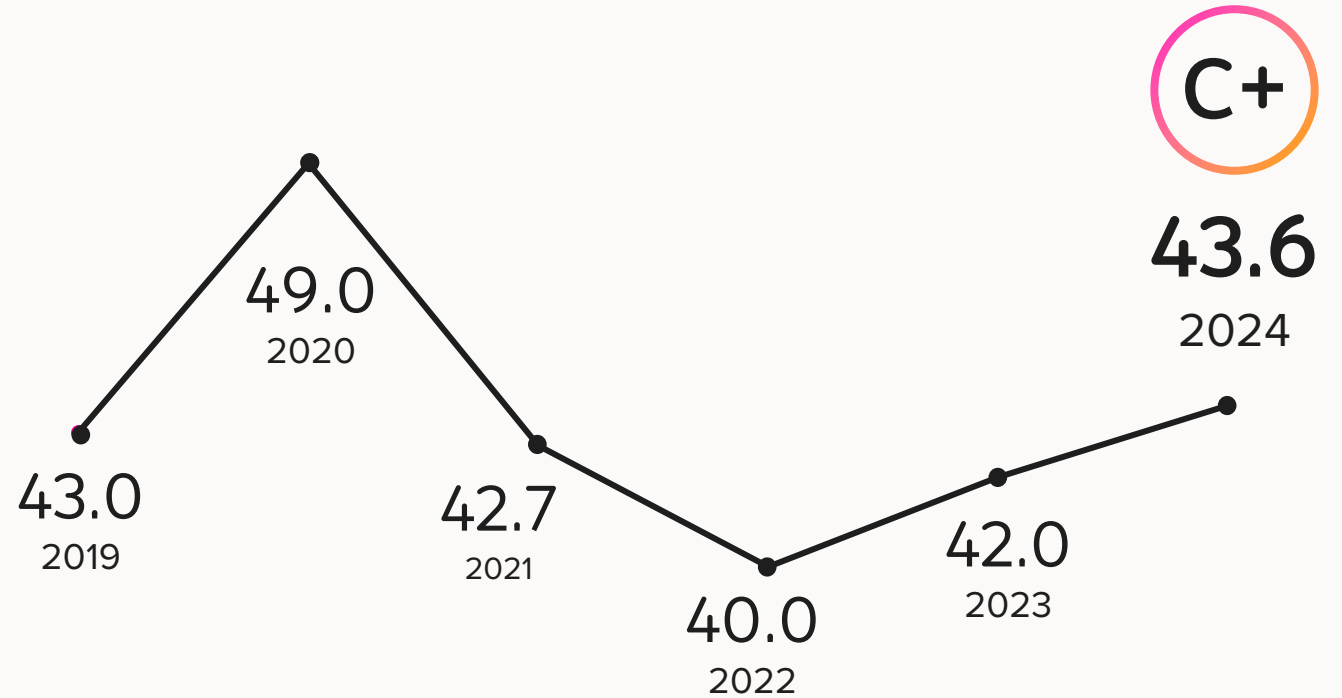
Jack Lynch, CEO

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PART 1

Outlook on Teaching

Educator Confidence Index:
A small uptick

Overall confidence continues to increase since 2022, now reaching pre-pandemic levels. However, it remains a "C+" grade according to our new grading rubric.
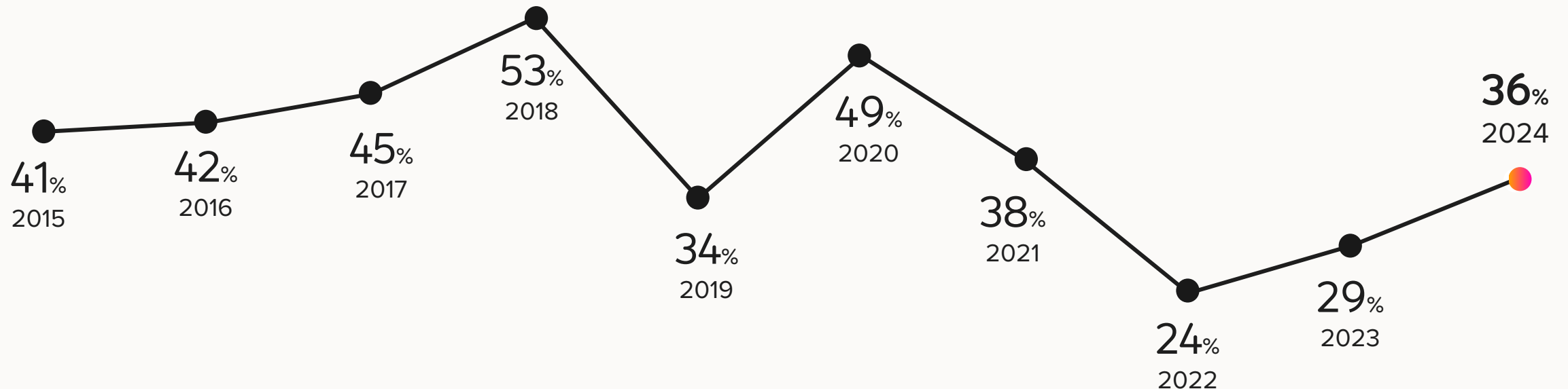
C+

43.6
2024

49.0
2020

43.0
2019

42.7
2021

40.0
2022

42.0
2023

GRADING THE EDUCATOR CONFIDENCE INDEX

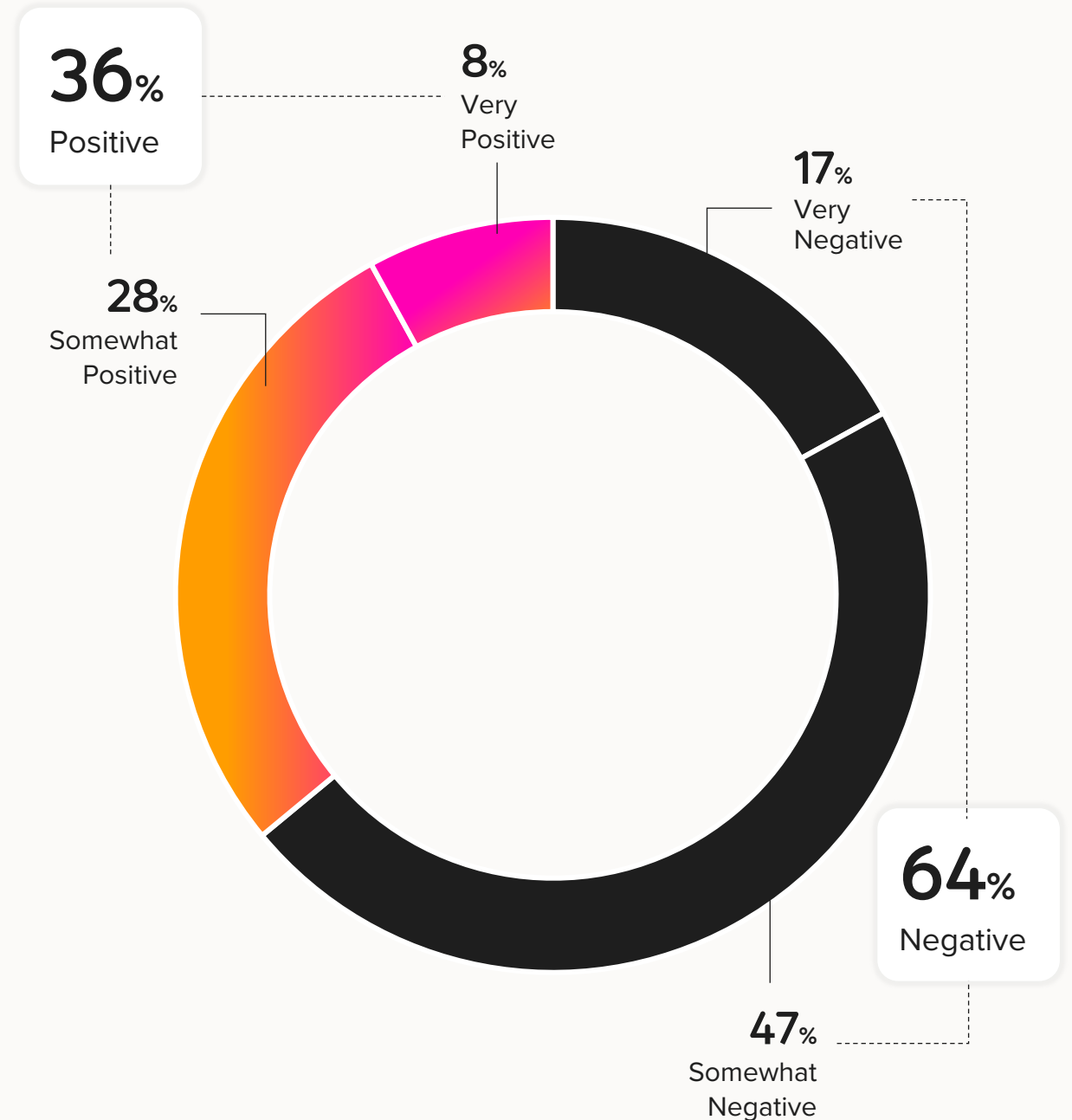**A:** 70+   **B:** 50–70   **C:** 25–49   **D:** 0–24

Over the past decade, educators have had mixed feelings about the state of their profession. But since COVID, optimism is rising.

How do you feel about the state of the teaching profession in the U.S. today?
"I feel very/somewhat positive."

41% 2015
42% 2016
45% 2017
53% 2018
34% 2019
49% 2020
38% 2021
24% 2022
29% 2023
36% 2024

Although educators report a more positive outlook from last year (+7%), 2 in 3 feel negatively about the profession.

Overall, there is much work to be done to improve educator sentiment.

36% Positive

8% Very Positive

28% Somewhat Positive

17% Very Negative

64% Negative

47% Somewhat Negative

Inadequate compensation, mental health and well-being concerns, and overall lack of funding continue to worry educators.
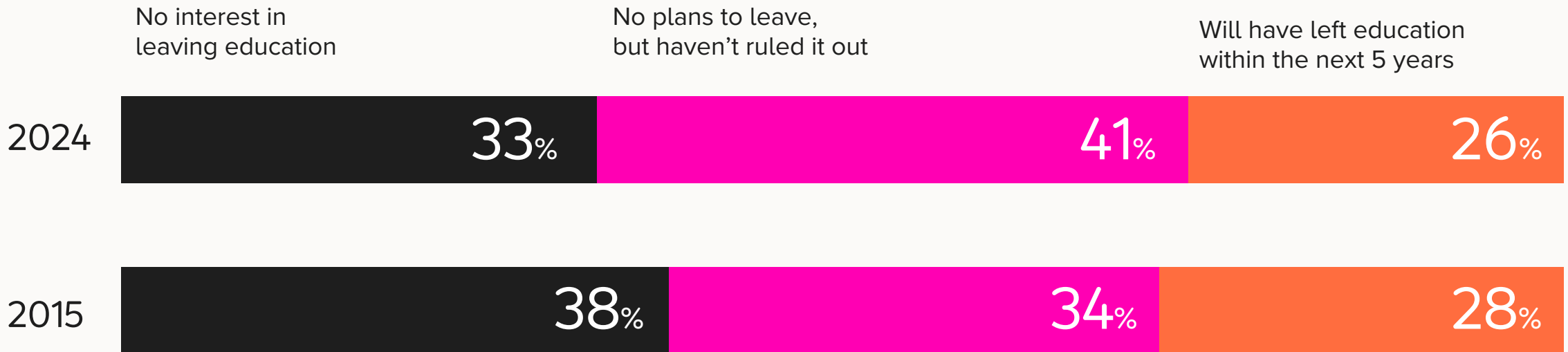
Top 5 concerns among educators

1. Teachers' salaries being too low (68%)

2. Mental health concerns among fellow educators (64%)

3. Mental health concerns among students (57%)

4. Lack of funding (53%)

5. Social and emotional needs of students (49%)

Educators are less likely to leave the field than they were 10 years ago, but many still say they haven't ruled it out.

Educator interest in leaving education profession:

No interest in
leaving education

No plans to leave,
but haven't ruled it out

Will have left education
within the next 5 years

2024 | **33**% | **41**% | **26**%

2015 | **38**% | **34**% | **28**%

Educators suggested ways to support their well-being. Here are the top 3:

1.   A more balanced workload

2.   More time for myself during the day

3.   More personal resources to support mental and physical health and well-being

Educators say these things would make teaching more appealing for the next generation.

1.
Improved salary and benefits (82%)

2.
Adequate funding for classroom supplies and resources (58%)

3.
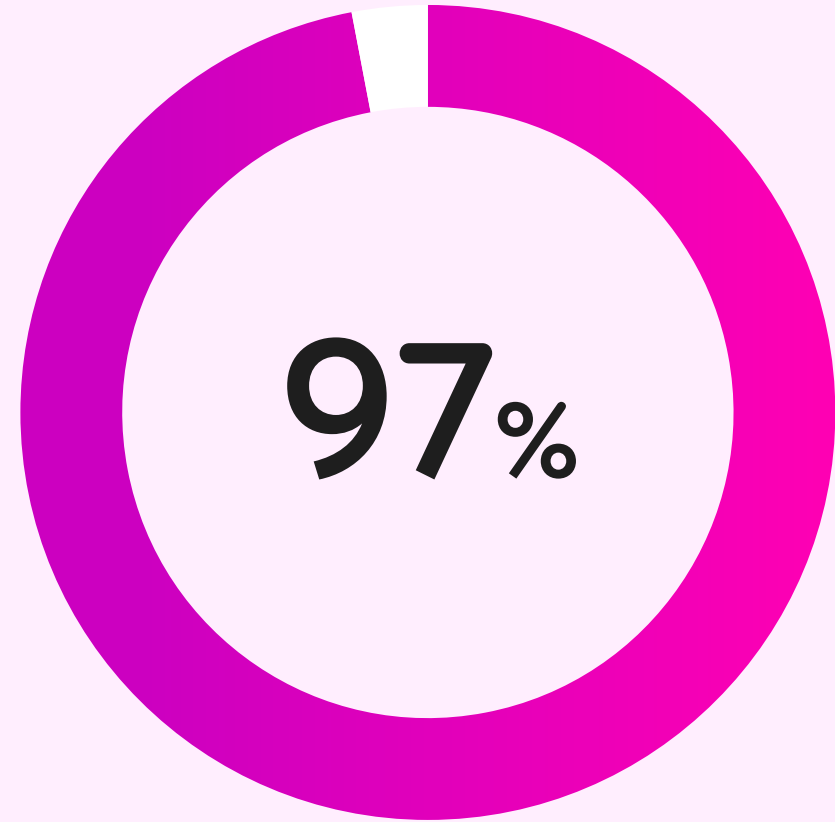Support for well-being and physical health (53%)

PART 2

Outlook on Tech in the Classroom

Educators remain confident in their tech skills and have seen positive impacts over the decade.

81% of educators with 10+ years of experience feel that technology has impacted the teaching profession very/somewhat positively over the past 10 years.

97%

of educators are at least somewhat confident in their ability to use technology in an instructionally effective way.

Two areas where educators see technology having a positive impact:

1. Data informing instruction (43%)

2. Strengthening their craft (35%)

Veteran educators (10+ years in the profession) have seen the positive impacts from technology.

Which tech tools have significantly impacted the field of education?

1.

Tools that deliver interactive learning (60%)

2.

Online assessments (51%)

3.

Tools that seamlessly integrate assessment (34%)

Educators are seeing the benefits of using technology.

47%

say tech improves their ability to deliver individualized instruction.

49%

say tech saves them time.

43%

say tech improves student achievement.

When technology saves educators time, they can devote more attention to customizing instruction to better address diverse learning needs.

Educators use technology to better:

57%
Customize instruction

57%
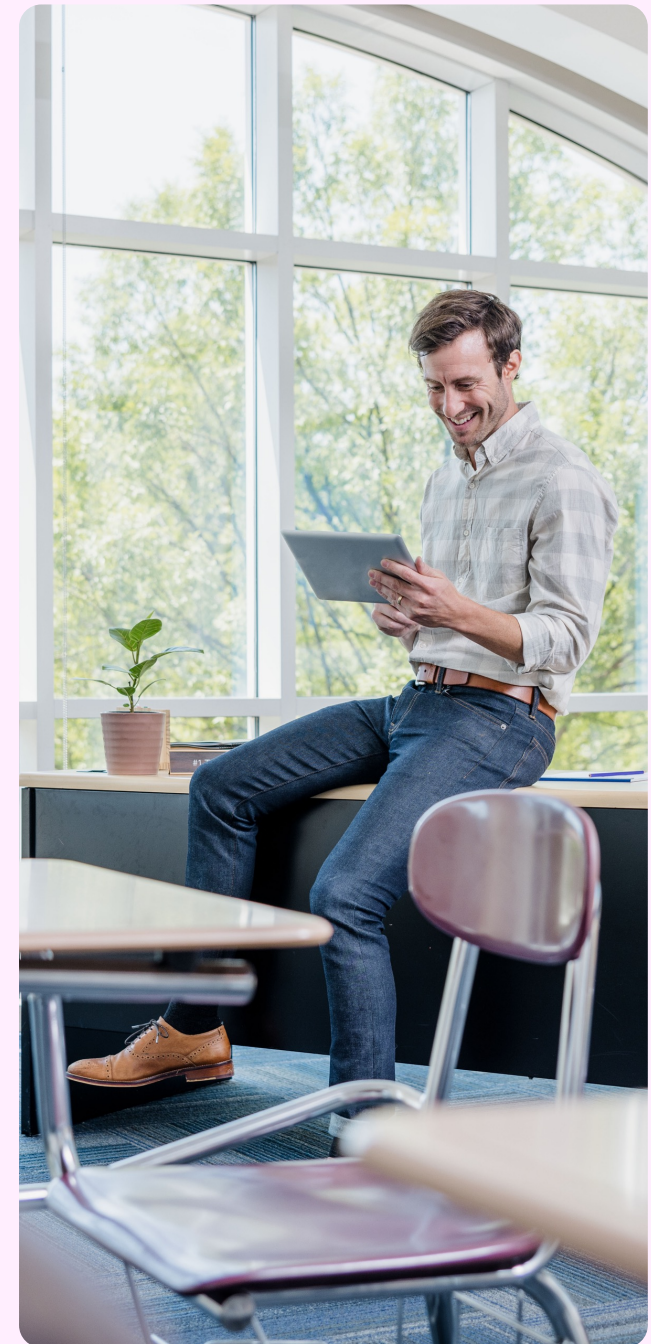Address the needs of all learners

48%
Maximize efficiency

48%
Streamline assessments

46%
Communicate with students

When asked which tech tools are currently vital to their classroom, educators cite:

1. Tools that deliver interactive learning (58%)
2. Tools that seamlessly integrate assessment with instruction (45%)

66%

of educators note that tools connecting instruction with supplemental practice, intervention, and assessment on one platform would be a game changer.

Outlook on Generative AI in the Classroom

Generative AI is making its way into classrooms. So what is it?

This year, the survey delves deeper into how educators feel about generative AI use in education. We provided this definition to survey takers: "generative AI—such as ChatGPT and Microsoft Copilot—can quickly create content based on prompts." Teachers said these tools support them by automating administrative tasks, personalizing students' learning needs, or providing feedback.

New this year:
AI Confidence Index

The AI Confidence Index is a measure of how educators feel about generative AI use in education.
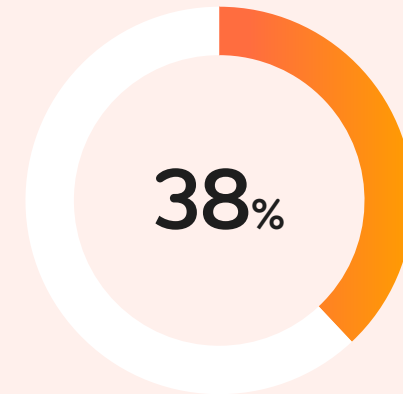
60.7 B+
2024

GRADING THE AI CONFIDENCE INDEX

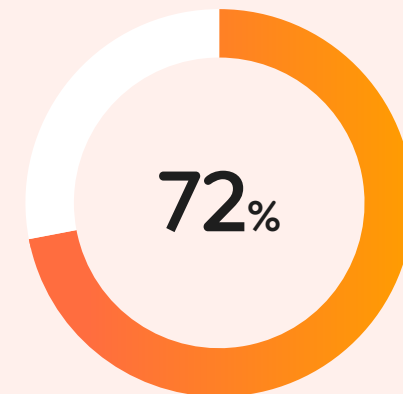**A:** 70+   **B:** 50–70   **C:** 25–49   **D:** 0–24

In just one year, educator use of generative AI increased 5x.

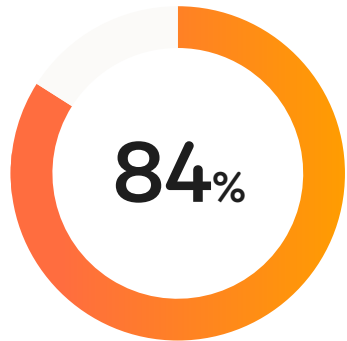Of the 50% of educators who use generative AI:

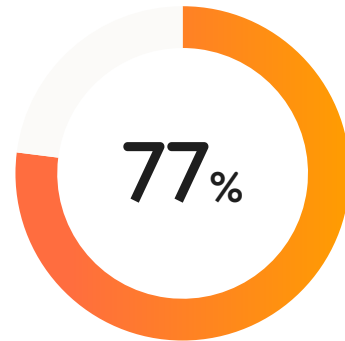**38**% Report AI saving them "a great deal/very much" time

72% Plan to use it even more in the next school year

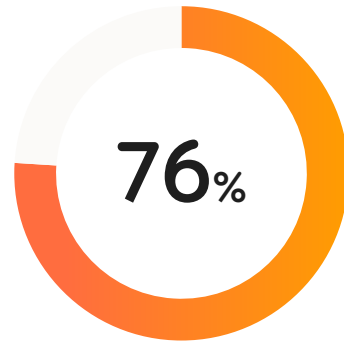# Educators overwhelmingly agree that tools utilizing generative AI:

Should be harnessed positively, with all users taught to use them ethically

84%

Are an inevitable technological advancement

77%

Create the need for professional development that supports classroom integration

76%

Generative AI is starting to prove its worth to educators.

76%
of educators believe generative AI to be somewhat valuable to their work.

73%
of teachers using AI indicated that it saves them time—with more than 1 out of 3 indicating it saves them a "great deal."

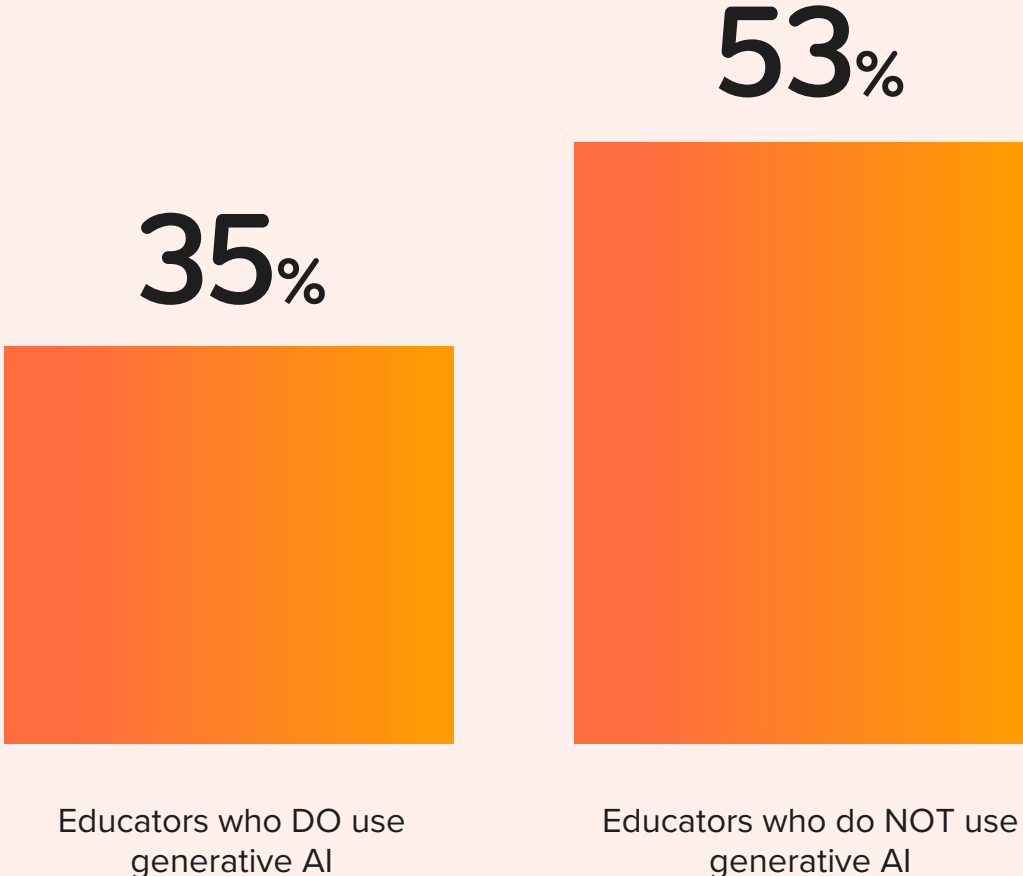# Among educators using generative AI, there is wariness of students using the tech to take shortcuts.

Top 3 concerns for using generative AI to support the classroom:

1. Plagiarism (58%)

2. Student over-dependence (54%)

3. Lack of professional development or guidance on how to implement these tools safely and with fidelity (35%)

For educators not using generative AI, concern about how to implement it safely and with fidelity is higher compared to their generative AI-using colleagues.

"I am concerned about the lack of guidance around generative AI."

35%

53%

Educators who DO use generative AI

Educators who do NOT use generative AI

Educators are also starting to see the potential benefits of this new technology.

Top 7 ways educators say generative AI can be valuable:

1. Creating or supplementing study guides (52%)

2. Creating worksheets (50%)

3. Creating lesson plans (47%)

4. Delivering personalized instruction for students (44%)

5. Helping with administrative or repetitive tasks (42%)

6. Generating writing prompts (40%)

7. Producing useful learning analytics (40%)

HMH

For 10 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**

1,201 Educators

Including 1,058 teachers and 143 administrators

15-Minute Survey

Carried out online via desktop and mobile

May 13–June 8

Data was collected over a one-month period.

Coast to Coast

Data was weighted to be nationally representative.