2023

Educator Confidence Report
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PART 1

Outlook on Teaching & AI
Welcome to HMH’s 9th annual Educator Confidence Report (ECR). The report gives voice to our nation’s educators by asking them about issues that impact them daily. We usually roll out the entire report at once. But this year, we’re sharing the results in three reports over the course of the back-to-school season, each focusing on the key topics on educators’ minds.

**Part 1: Outlook on Teaching & AI** looks at the Teacher Confidence Index, the report’s annual measure of confidence in the teaching profession. We’ll examine some early signs of stabilization in confidence, as well as the positive impacts of technology in the classroom during this period of shifting landscapes.

We will explore how educators are feeling about the newest trends in generative AI, how they may be using it, and where they see potential. This year’s data show that educators are seeing the potential benefits of AI, as it begins to take hold in the classroom. Educators are also looking for actionable guidance on how to use this powerful technology.

At HMH, we know that we can blend the best of technology with the best of the classroom experience, creating what we call the high-tech, high-touch classroom. We believe technology should be integrated using a human-centered approach that supports teachers and gives them time to create meaningful, dynamic learning experiences for students.

Message from Jack Lynch

Jack Lynch, CEO
Educator Confidence Index: A Turning Point?

Overall confidence in the teaching profession sees a slight increase from last year, potentially signaling a turn for the better. Educators also report a more positive outlook on the education profession (+5%), inching back to pre-pandemic levels.
Gains from 2019–2023: Educators are seeing the positive impacts of tech and increased attention to social and emotional learning now more than ever.

Factors that have a positive impact on the state of education:

2019–2023

+17% Increased use of digital platforms to improve student engagement

+17% Increased attention to students’ social and emotional needs
Only 10% of educators surveyed used generative AI in their classrooms last year. Among those, 74% plan to increase their usage in the coming school year.

Signaling growing interest, 38% of educators plan to adopt AI tools in the 2023-2024 school year.
When asked about areas where AI could help teacher workflow, the top 3 choices were:

1. Worksheets (51%)
2. Lesson Plans (48%)
3. Ideating on Writing Prompts (41%)

Responses were mixed on the helpfulness of AI-generated content in the curriculum:

- 12% Very/Extremely Helpful
- 44% Somewhat Helpful
- 44% Not Very / Not at All Helpful
Educators do not feel confident in their abilities to use AI tools and are looking for guidance.

57% agree that AI is an inevitable tech advancement and should be harnessed in a positive way.

ONLY 1 in 5 feel equipped to harness tools like ChatGPT in the classroom/school.

58% are interested in professional development or coaching in AI.
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PART 2

Outlook on Teacher Well-Being
Message from Jack Lynch

Welcome to the second part of HMH’s 9th annual Educator Confidence Report (ECR). Part 2: Outlook on Teacher Well-Being will take a closer look at how educators are feeling about the issues that impact their health, happiness, and success on a daily basis.

In Part 1: Outlook on Teaching & AI, we looked at the Educator Confidence Index, our annual measure of confidence in the teaching profession overall. We saw cautious optimism among educators but confidence remains low and it is clear that there is still much to be done to improve their experience. It is also evident from this first report that the emerging landscape of generative AI demands safeguards and actionable guidance, though we are also heartened by those who see its potential to give them time back and deepen personalization for students.

In Part 2, we will explore what teachers and educators are most concerned about and learn that, as in past years, basic needs like improved salary, adequate funding, and support for mental health of teachers and students, are still unmet. Burnout is a critical issue, with 82% of educators citing that what they need most is a more balanced workload.

At HMH, we know that focusing on the needs of educators is essential to the outcomes of generations to come. Let’s step up to the challenge.

Jack Lynch, CEO
Basic Needs Remain Unmet

Unsurprisingly, top concerns for educators in 2023 are around financial and mental health challenges of both students and fellow educators.

These findings remain at similar levels to last year and point to continued system-wide challenges.
Teachers are always ‘on’ during the day, and then often spend nights and weekends preparing.

It’s a recipe for burnout.

It comes as no surprise that what educators are looking for is holistic support.

82% of educators desire a more balanced workload or staffing plan to support well-being.
What Is Needed to Battle Burnout?

Following “a more balanced workload,” educators say, “more time for myself during the day” (65%) and “more personal resources to support my mental and physical health” (55%) are essential.
When asked what would make the education profession appealing to new educators, respondents made the same essential needs clear:

**Teachers need more basic supports.**

- **87%** Improved salary and benefits
- **66%** Adequate funding for classroom needs like supplies and resources
- **55%** Support for educator well-being and physical health
After salary needs, the top motivator for educators is seeing student success.

Support from the district and wider community are also powerful motivators.
Like last year, the majority of educators have no plans to leave education.

However, the amount who have no interest in leaving continues to be nearly equal to those who plan to leave within the next 5 years.
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PART 3

Outlook on Academic Recovery
Welcome to Part 3 of HMH’s 2023 Educator Confidence Report, "Outlook on Academic Recovery," which takes a closer look at how educators are feeling about academic achievement and what they need most from EdTech to improve student outcomes.

In Parts 1 & 2 of this year’s ECR, we saw signs of stabilization in educator confidence in the teaching profession overall, cautious optimism around the possibilities of generative AI in K–12 education, and continued emphasis on unmet basic needs amidst widespread burnout.

In Part 3, we explore educators’ perceptions of academic growth this past school year, which also reflect possible stabilization in confidence and some bright spots in the way that EdTech is supporting recovery. Educators agree that many tech tools are vital to their classrooms, and 68% of educators believe that tech that connects instruction and assessment on one platform has the power to transform teaching and learning.

At HMH, we believe that thoughtfully built and applied EdTech tools, including those that utilize generative AI, can have significant positive impacts on K–12 education. We believe in their potential to deepen student engagement and deliver compelling learning experiences, while also supporting teachers’ workflows and giving them time back. We know there is important work to be done in balancing innovation and safety, and HMH is committed to putting students and teachers first as we move forward together.

Jack Lynch, CEO
Perception of Academic Growth Is Increasing

When asked to describe students’ academic achievement this past school year, the percentage of educators who answered “somewhat more growth” and “much more growth” increased when compared to the past two years.
Educators agree that targeted instructional resources (55%) and supporting the social and emotional needs of students (48%) are the top measures to continue improving achievement.
As academic recovery continues to be a major focus, educators stress the need for more personalized resources to address individual learning needs.

What do educators find is effective in accelerating achievement?

- 59% Instructional resources that support differentiation for all learners
- 53% Targeted instructional plans
- 46% Actionable strategies for personalized learning
of educators believe tech solutions that connect instruction and assessment on one platform will transform teaching and learning in the future.
97% of educators are confident in their tech abilities, and see the following benefits of tech:

- **52%** Improved student engagement with learning
- **51%** Improved ability for students to access instructional content anytime/anywhere
- **48%** Improved ability to deliver differentiated, individualized instruction
- **46%** Time savings in workflows and processes
- **38%** Improved student achievement
54% of educators find that EdTech maximizes overall efficiency and 47% feel it enables more effective instruction.
Educators weigh in on vital tech tools:

Which of the following are vital or will become vital to your classroom?

- Tools that deliver interactive learning opportunities to students: 65%
- Tools that enable teachers to monitor and improve student well-being: 45%
- Tools that provide self-directed, digital learning for teacher/staff development: 37%
- Online assessments: 33%
- Tools that seamlessly link interim assessment with instruction: 30%
- Tools that support/facilitate tutoring: 27%
For nine 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

1,215 Educators
1,000 teachers and 215 administrators

15-Minute Survey
Carried out online via computer and mobile

May 10–June 27
Data was collected over a 1.5-month period

Coast to Coast
Data was weighted to be nationally representative