

WWEA

Standing Together for Public Schools

Members view stress and burnout as the most serious problem facing educators, along with school employees leaving the profession, and lack of respect for educators

Salaries, funding, student discipline policies, and public funding going to vouchers and charters are the top priorities for WVEA to address

85% of members say taxpayer funding for education should only be used to fund public schools

Just 2% of members are very satisfied with working conditions. 73% are dissatisfied with their working conditions

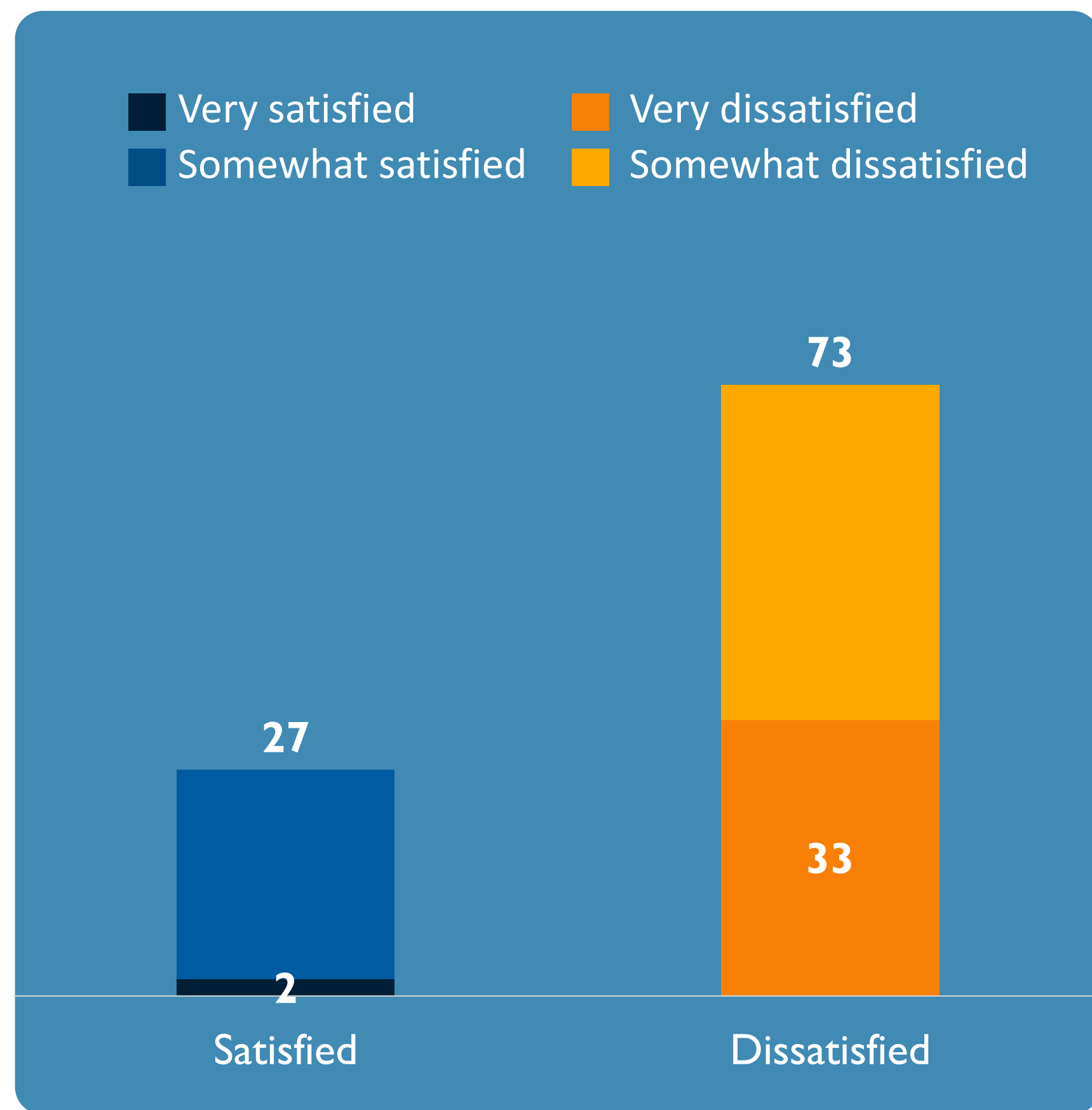
More than half of members (62%) report experiencing higher levels of stress/burnout than in previous years, with 26% saying their level of burnout is at its highest ever

While 54% of educators are confident that they will continue working in education as a career, nearly half say they are much more likely to retire/leave education earlier than planned

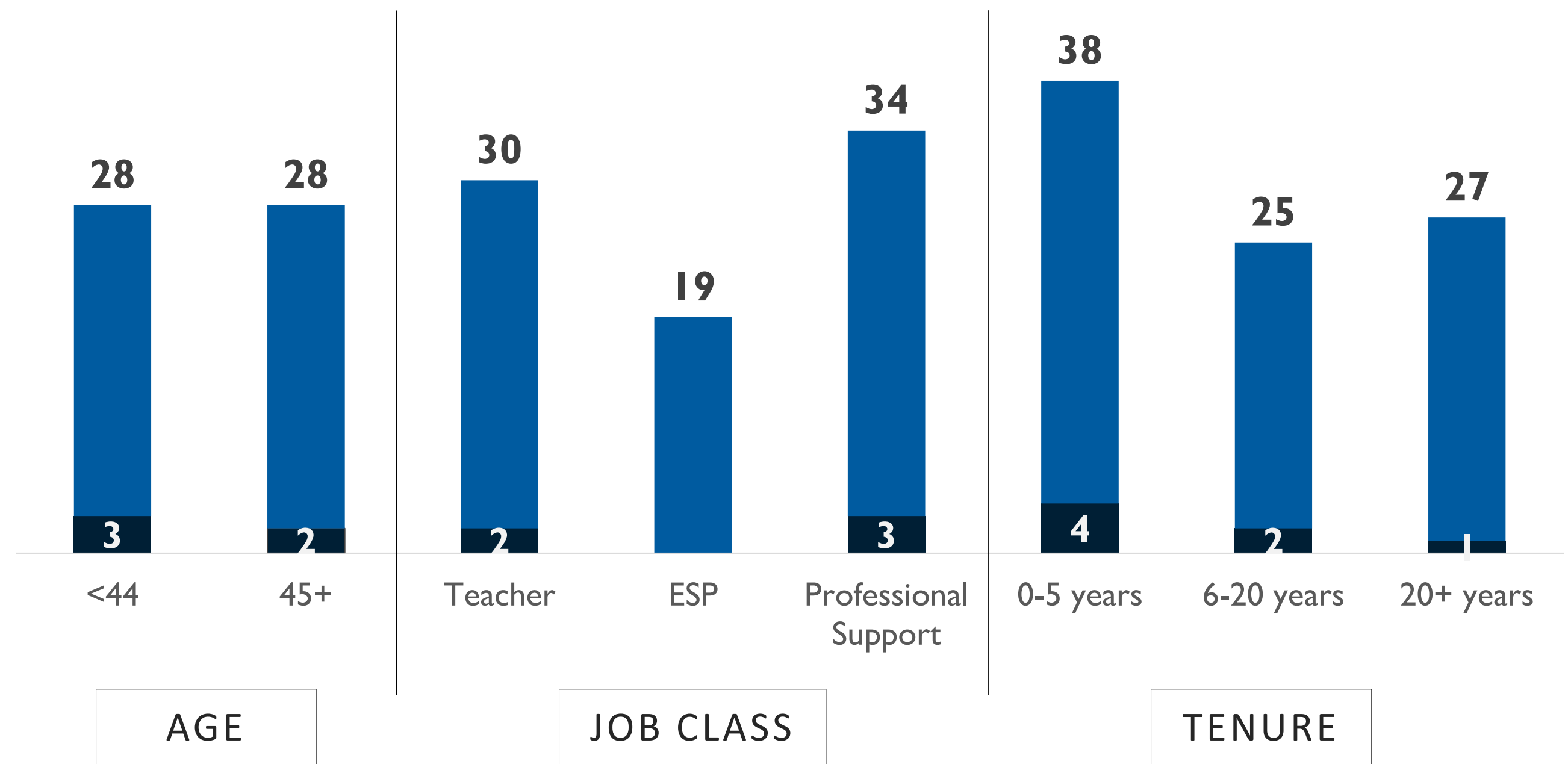
The top solutions for addressing burnout are increasing salaries, more respect, and giving educators more input in classroom decisions

KEY FINDINGS: CONCERNS AND PRIORITIES

NEARLY $\frac{3}{4}$ OF MEMBERS ARE DISSATISFIED WITH WORKING CONDITIONS; ESPS ARE SIGNIFICANTLY LESS SATISFIED WITH WORKING CONDITIONS

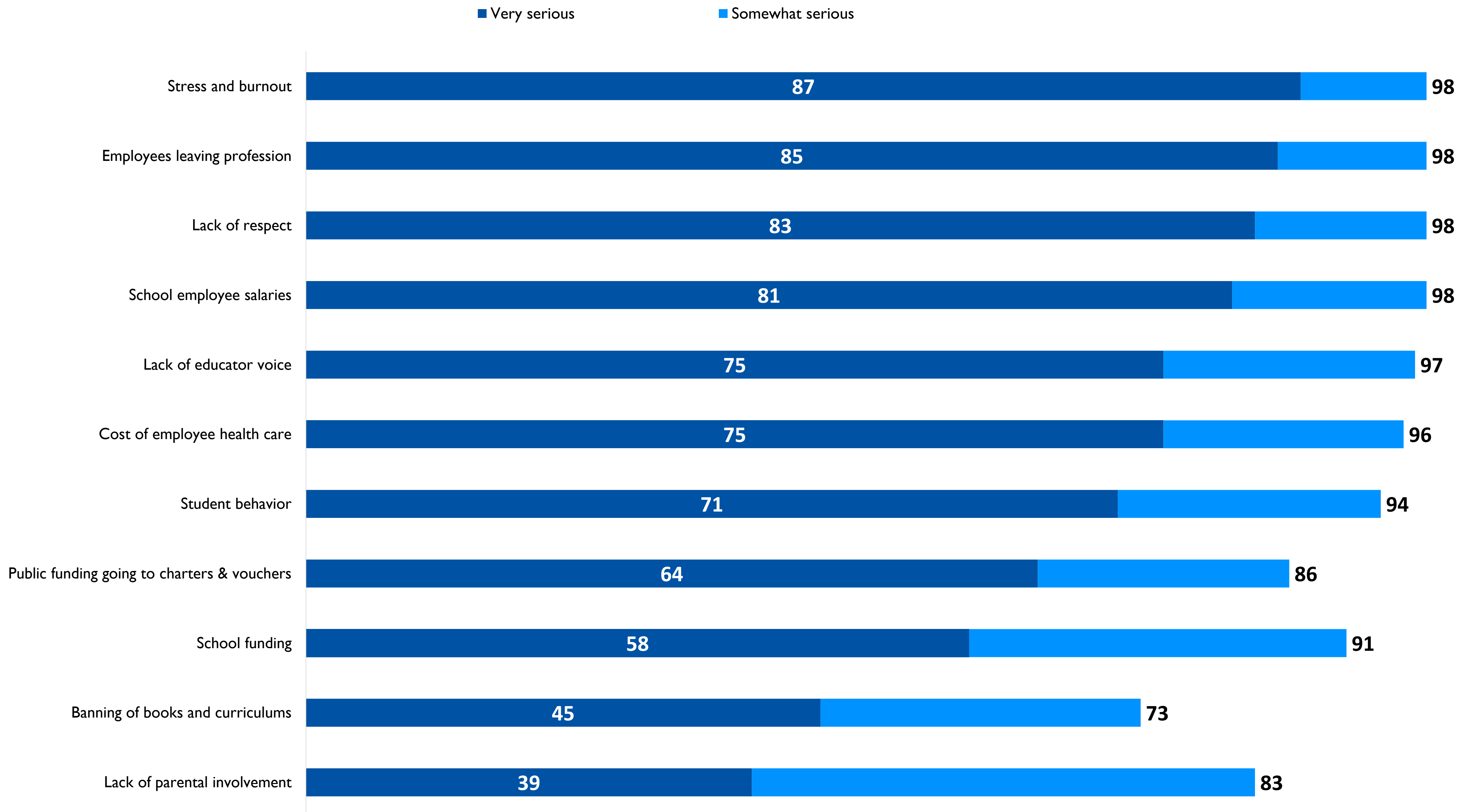


SATISFACTION WITH WORKING CONDITIONS



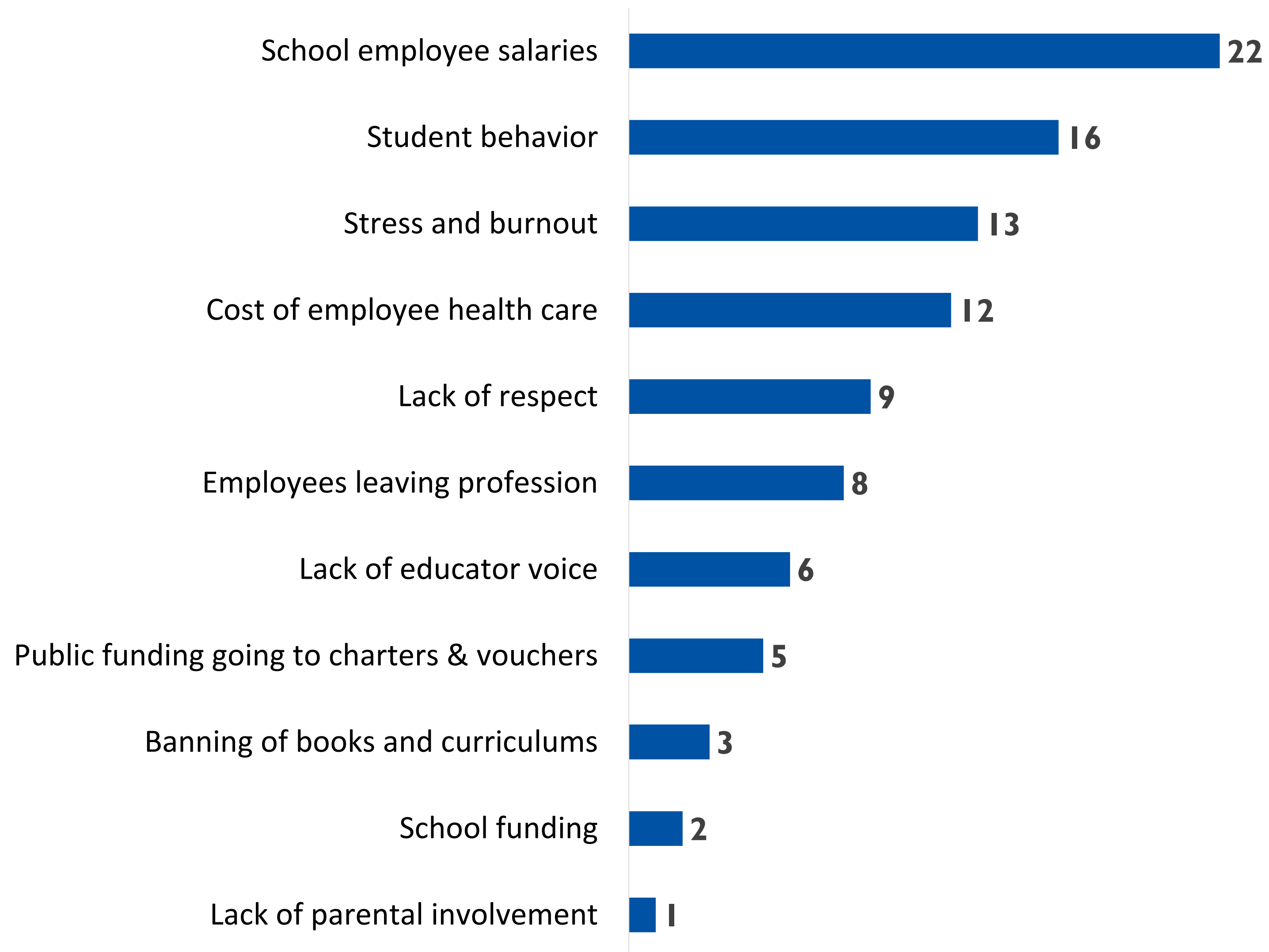
Generally speaking, how satisfied are you with conditions facing educators like you in your school district these days?

MEMBERS' TOP CONCERNS IN 2023: STRESS & BURNOUT, EDUCATOR SHORTAGES, RESPECT, AND SALARIES



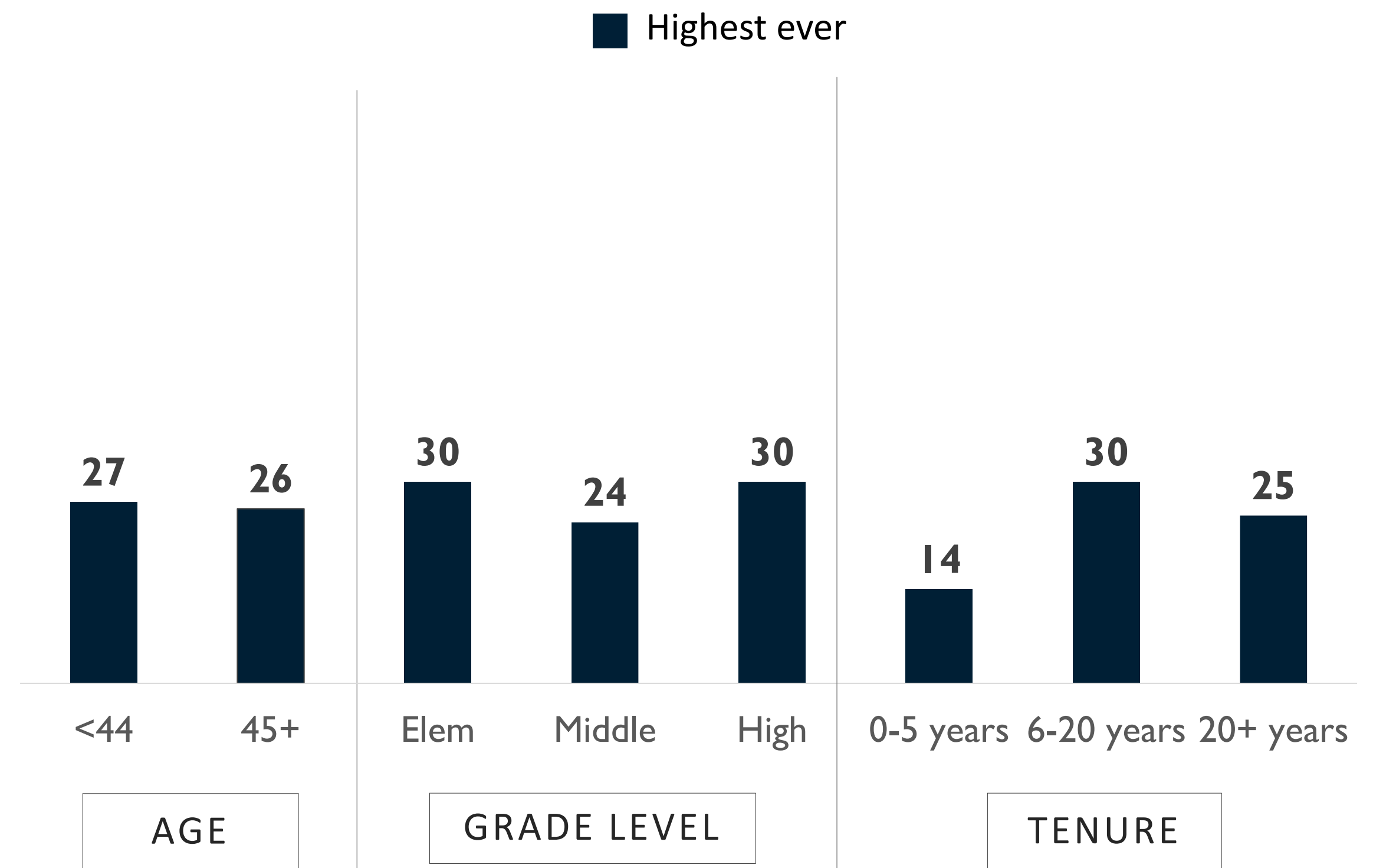
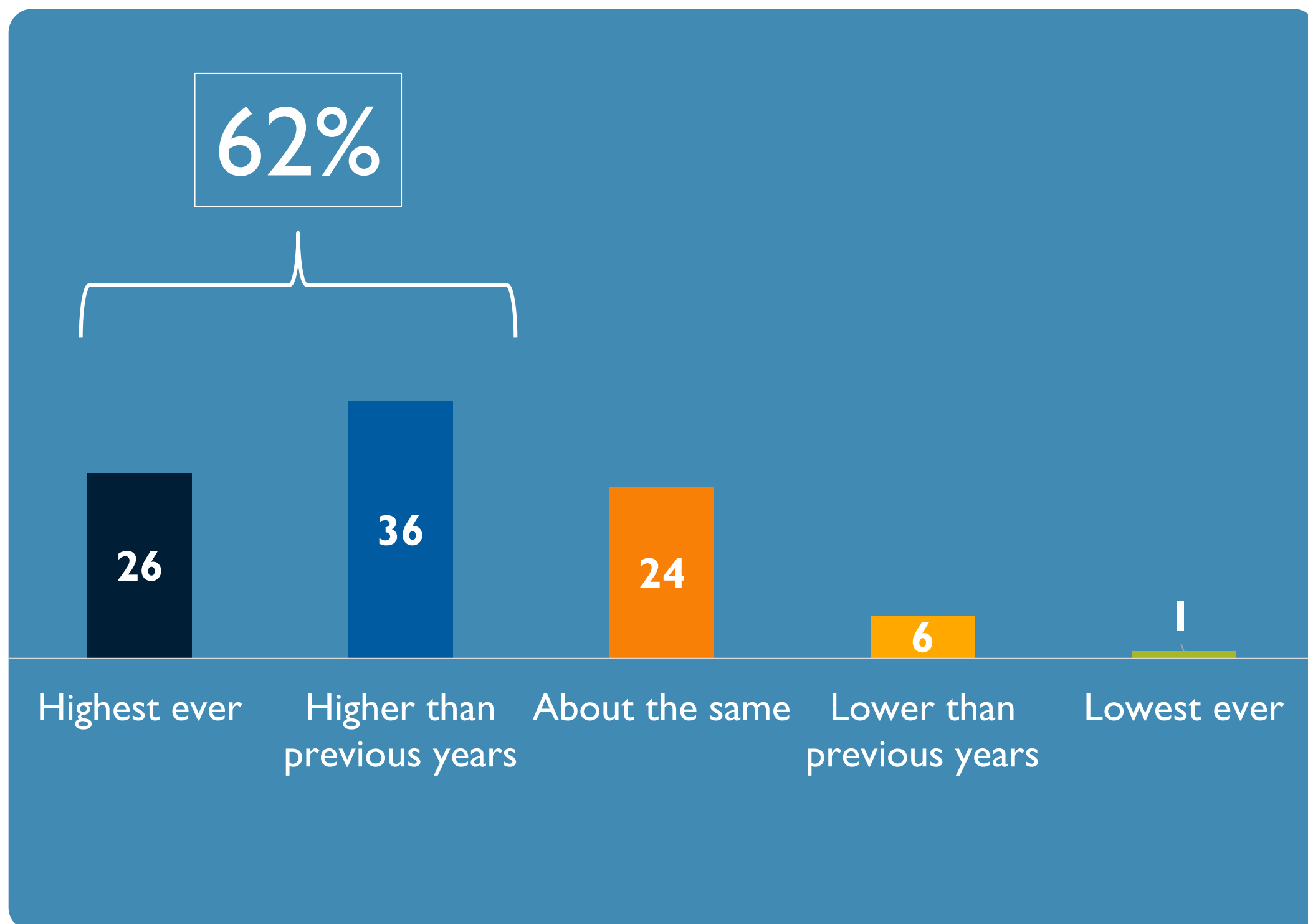
Below is a list of problems that some West Virginia school employees are concerned about. For each issue, please indicate how serious a problem it is.

ASKED TO CHOOSE JUST TWO, SALARIES AND STUDENT BEHAVIOR RISE TO THE TOP



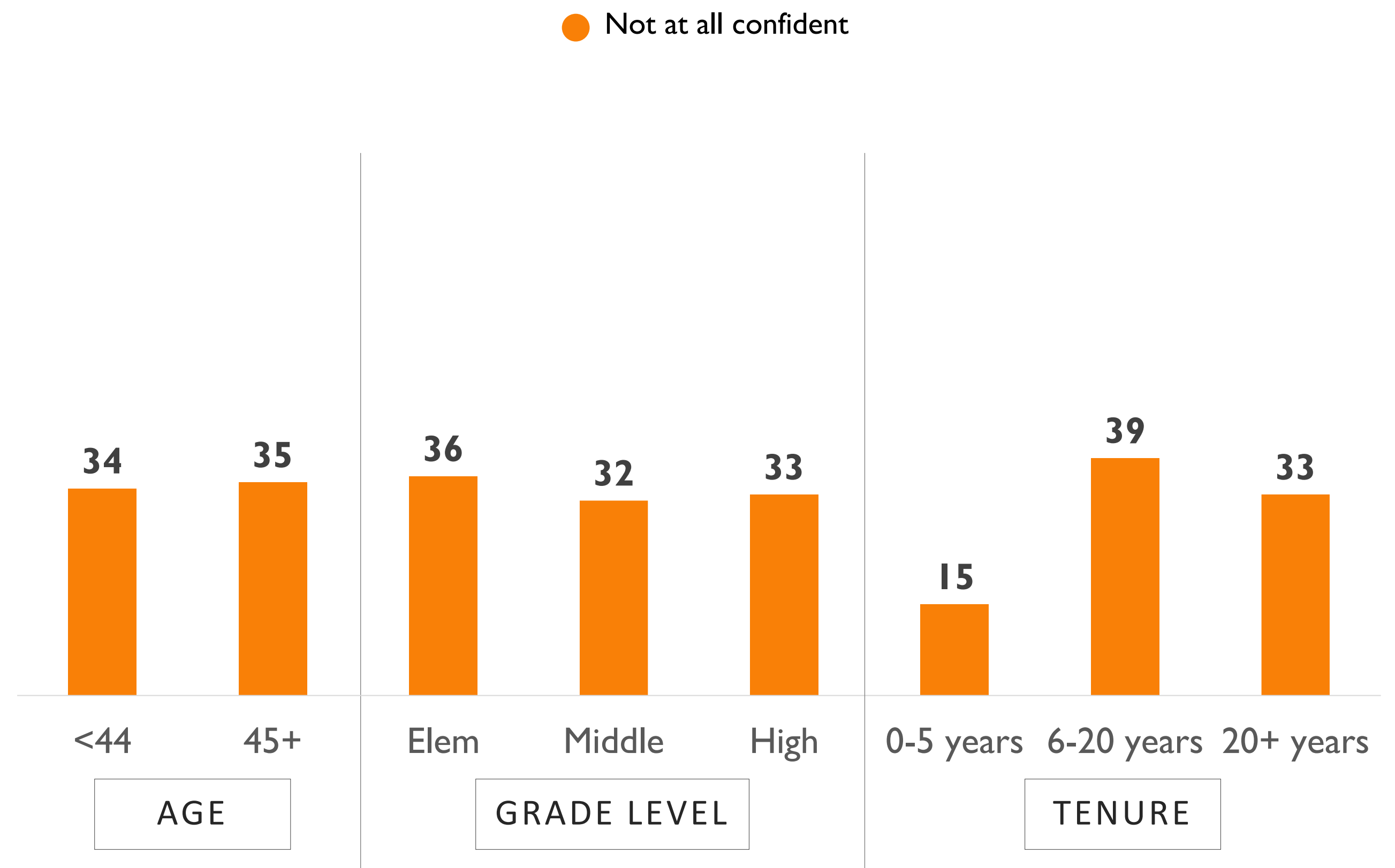
And if you had to choose just two, which of the following issues are you most concerned about?

62% SAY THEY ARE EXPERIENCING MORE BURNOUT THAN PREVIOUS YEARS; BURNOUT IS HIGHEST AMONG EARLY CAREER AND THOSE WORKING AT THE ELEMENTARY AND HIGH SCHOOL LEVELS



What is your level of frustration and burnout this year compared to previous years?

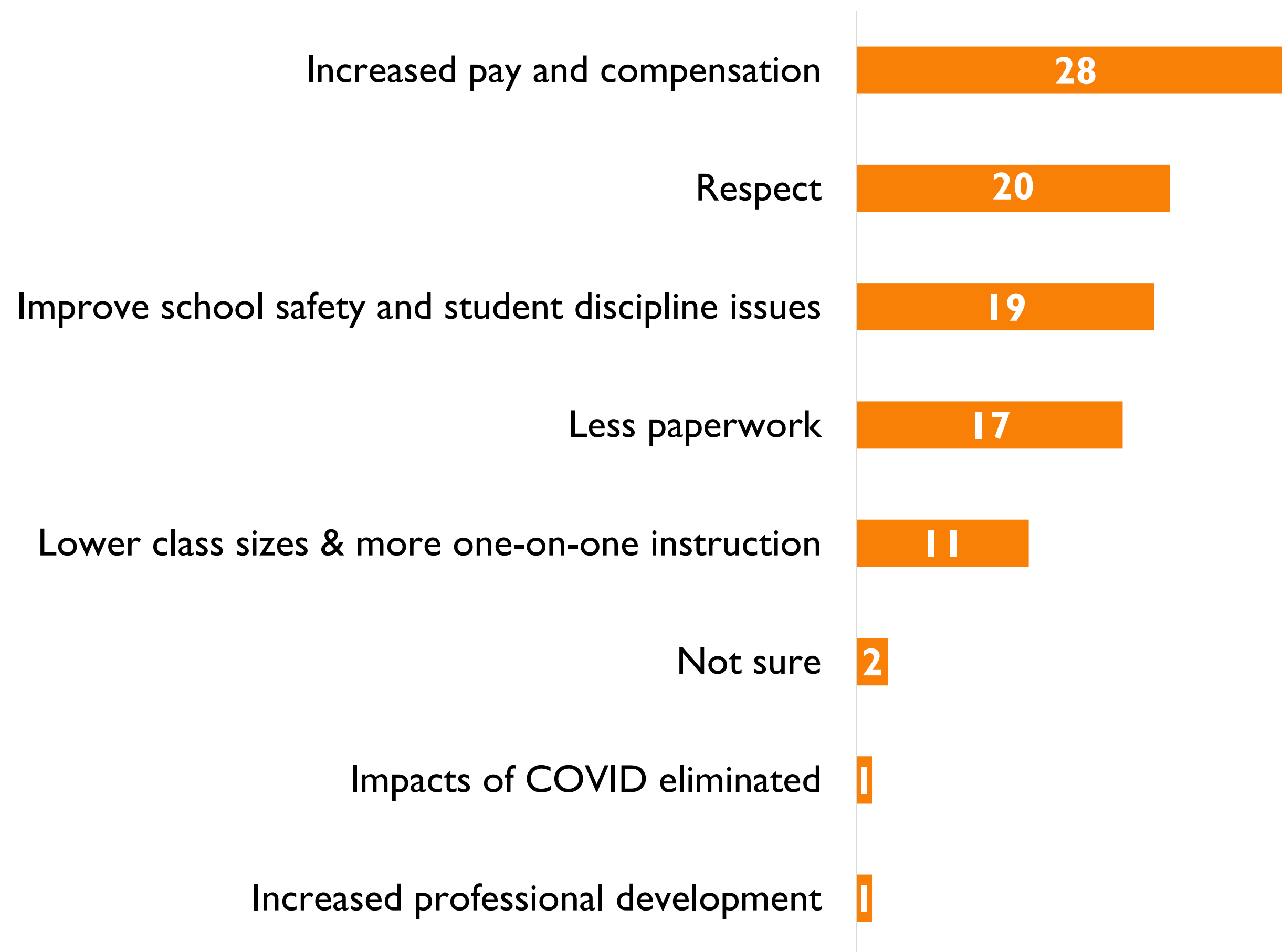
35% OF MEMBERS ARE NOT AT ALL CONFIDENT THAT THEY WILL CONTINUE WORKING IN EDUCATION; THOSE TENURED EARLY CAREER MEMBERS ARE LEAST CONFIDENT



Based on how you feel right now, how confident are you that you will continue working in education as a career?

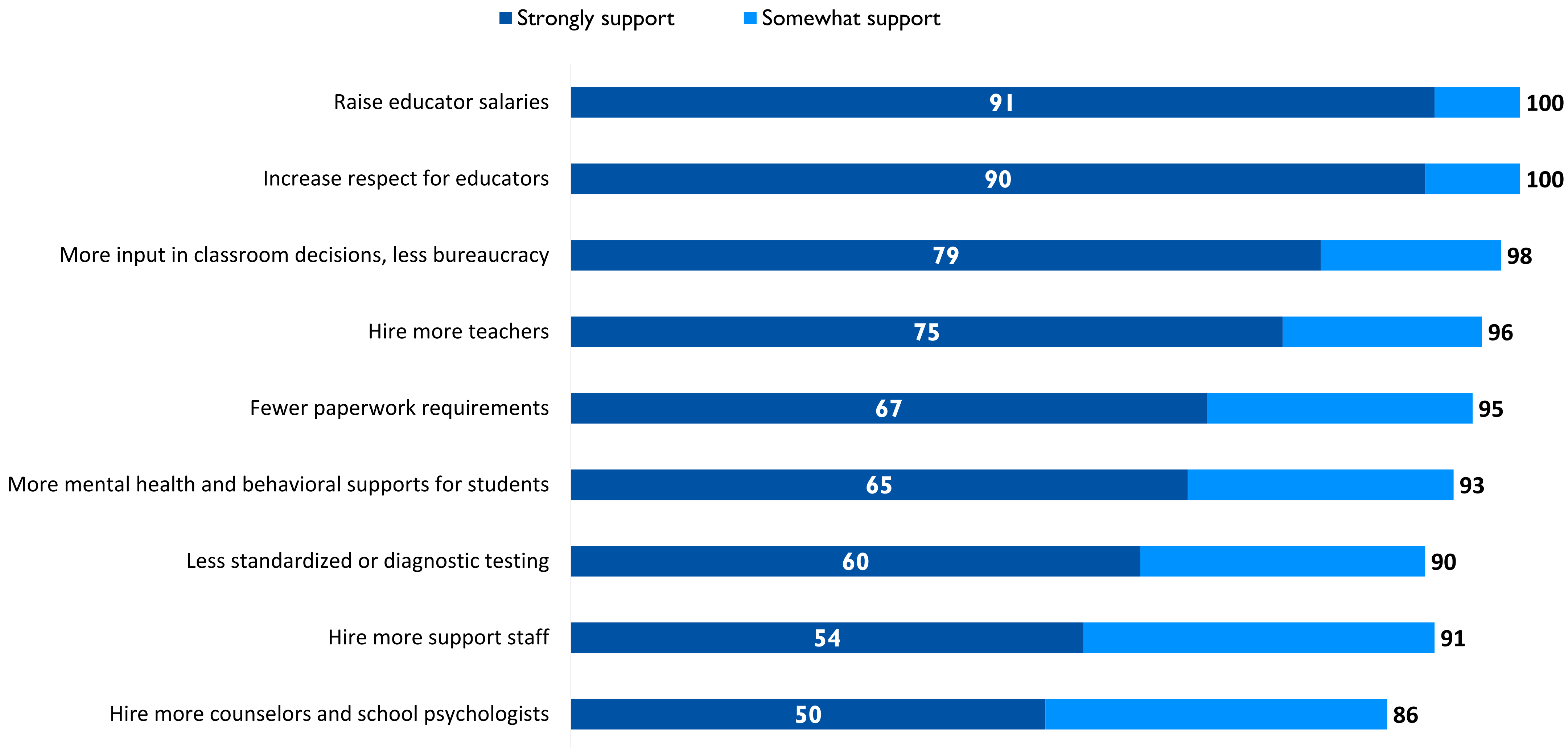
MEMBERS SAY THEY COULD BE CONVINCED TO STAY IN THE PROFESSION IF PAY AND COMPENSATION, RESPECT, AND SCHOOL SAFETY IMPROVED

IF MORE LIKELY TO RETIRE/LEAVE EDUCATION EARLY...



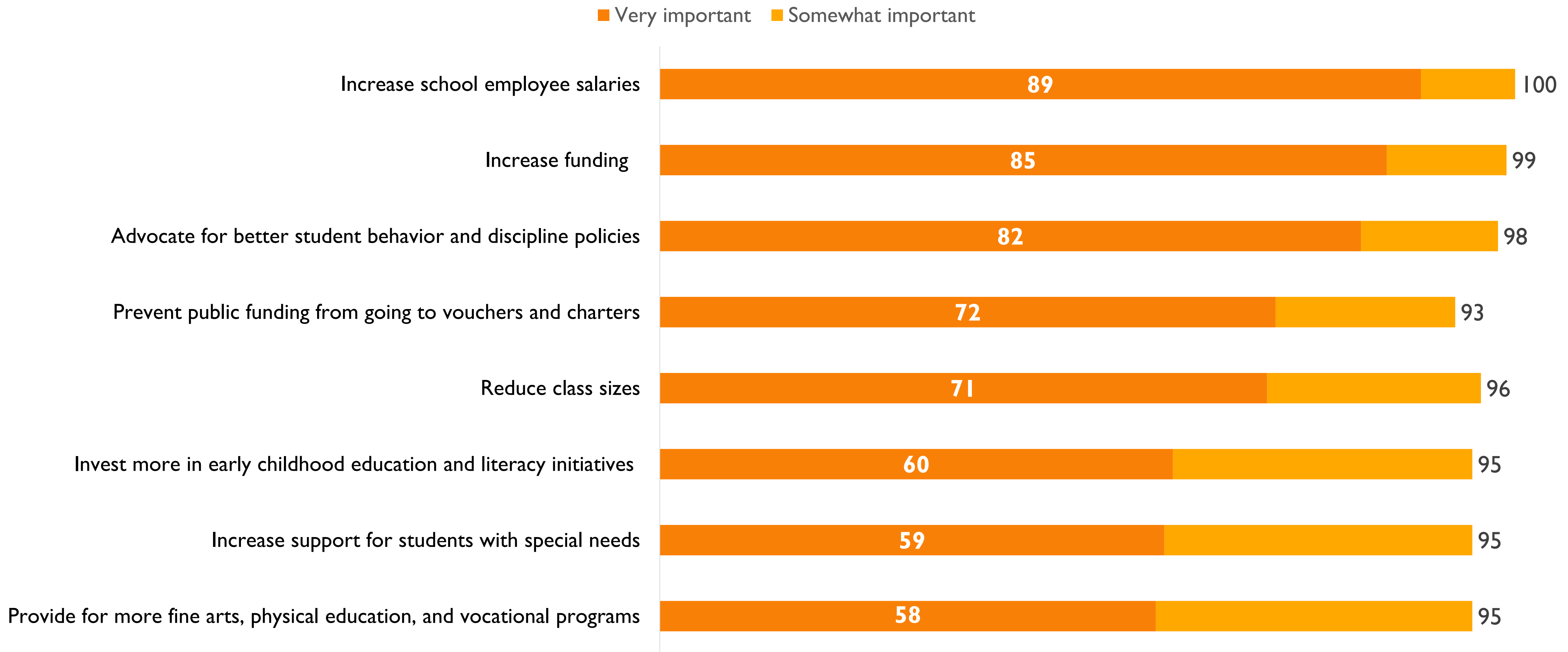
What would convince you to stay in the profession?

PROPOSALS TO ADDRESS BURNOUT: RAISE SALARIES, INCREASE EDUCATOR RESPECT, ALLOW TEACHERS MORE INPUT IN CLASSROOM DECISIONS



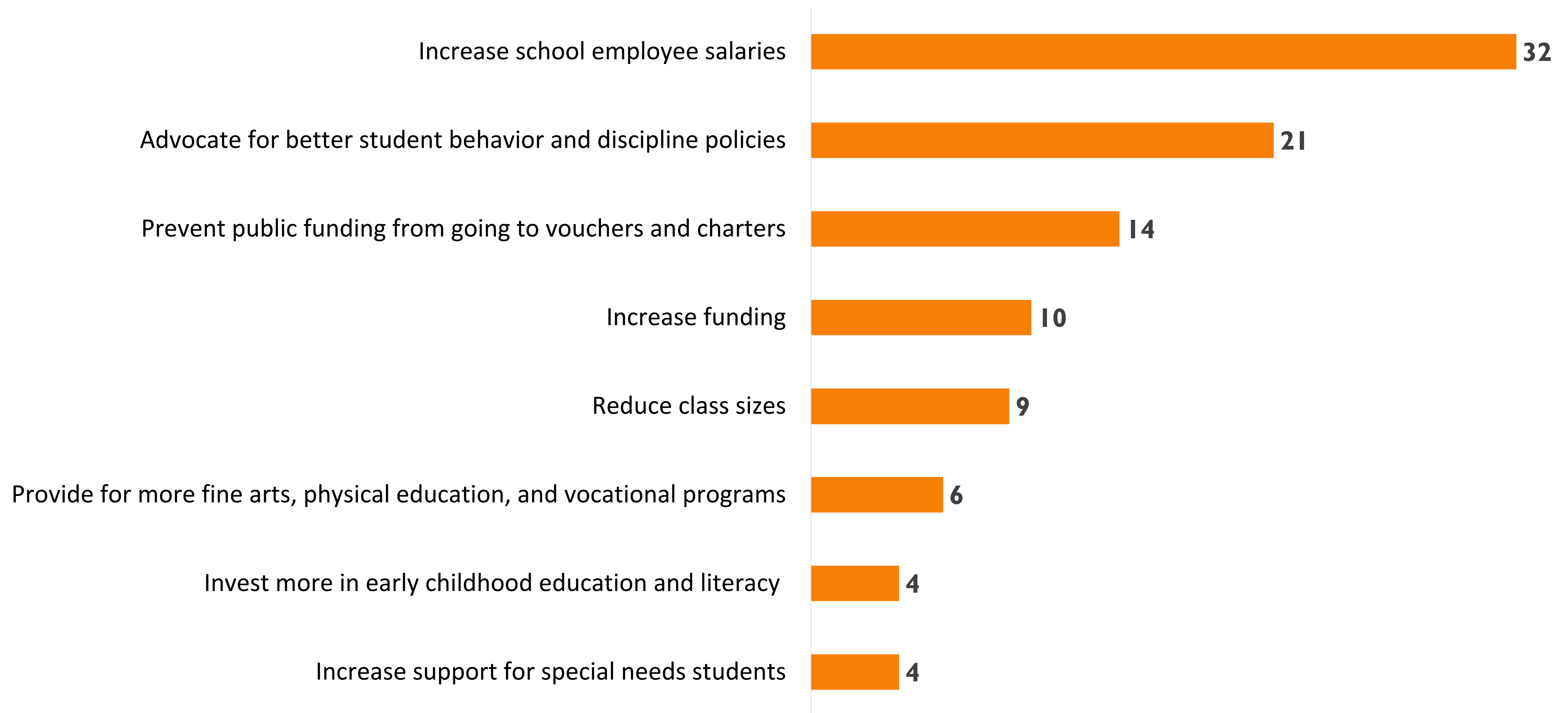
Below is a list of different proposals to address educator burnout. For each one, please indicate whether you support or oppose the proposal.

MEMBERS' TOP PRIORITIES: INCREASE SALARIES, IMPROVE FUNDING, AND ADVOCATE FOR BETTER STUDENT BEHAVIOR AND DISCIPLINE POLICIES



Below is a list of policy issues about which your education association is currently advocating or may advocate in the future. Please indicate how important it is for your education association to advocate on each of these issues.

ASKED TO CHOOSE JUST TWO, SALARIES AND STUDENT DISCIPLINE POLICIES RISE TO THE TOP



And if you had to choose, which two are the most important priorities for WVEA to address?