Under Siege: The Outlook of AFT Members

Interviews with 2,379 AFT members, including 1,341 PK-12 members, conducted June 17 to 21, 2022.
Profile of Membership

**Division**
- Teachers: 63%
- Higher Ed: 12%
- PSRP: 8%
- Healthcare: 5%
- Public Employees: 2%
- Unknown: 10%

**Age**
- 18 to 39: 26%
- 40 to 54: 43%
- 55/older: 30%

**Region**
- NE: 45%
- South: 14%
- GT lakes: 19%
- MW/W: 20%

**Area Type**
- Urban: 30%
- Suburban: 44%
- Small town/Rural: 26%

**Party ID**
- Democrat: 56%
- Independent: 12%
- Republican: 23%
Sharp Rise in Dissatisfaction on the Job

How satisfied are you with your overall conditions?

- Very satisfied
- Somewhat satisfied
- Somewhat dissatisfied
- Very dissatisfied

2020:
- 56% Very satisfied
- 41% Somewhat satisfied
- 14% Somewhat dissatisfied
- 10% Very dissatisfied

2022:
- 74% Very satisfied
- 42% Somewhat satisfied
- 22% Somewhat dissatisfied
- 20% Very dissatisfied

+33%

<table>
<thead>
<tr>
<th>Industry</th>
<th>% Satisfied</th>
<th>% Dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers</td>
<td>19</td>
<td>79</td>
</tr>
<tr>
<td>PSRPs</td>
<td>31</td>
<td>67</td>
</tr>
<tr>
<td>Higher Ed</td>
<td>25</td>
<td>58</td>
</tr>
<tr>
<td>Healthcare</td>
<td>20</td>
<td>67</td>
</tr>
<tr>
<td>Public Employees</td>
<td>41</td>
<td>56</td>
</tr>
</tbody>
</table>
Dissatisfaction among teachers has grown in recent years.

How satisfied are you with your overall conditions? (Teachers)

- Total satisfied
- Total dissatisfied

- June 2014: 72%
- June-July 2016: 68%
- May-June 2018: 57%
- June 2020: 42%
- November 2021: 22%
- March 2022: 23%
- June 2022: 20%

46% very dissatisfied
Lowest Job Satisfaction Ratings for PSRPs Ever Recorded

How satisfied are you with your overall conditions? (PSRPs)

- Total satisfied
- Total dissatisfied

June 2014: 53% satisfied, 44% very dissatisfied
June-July 2016: 53% satisfied, 45% satisfied
May-June 2018: 62% satisfied, 37% satisfied
June 2020: 68% satisfied, 26% satisfied
March 2022: 59% satisfied, 40% satisfied
June 2022: 31% satisfied, 67% very satisfied

(HART RESEARCH)
PK-12 members say conditions have deteriorated over the past five years.

How have conditions changed over the past five years?

- Changed for the better: 5%
- No change/not sure: 20%
- Changed for the worse: 75%

In what ways have conditions changed for the worse?

<table>
<thead>
<tr>
<th>Issue</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workload, more responsibilities, unrealistic expectations</td>
<td>29%</td>
</tr>
<tr>
<td>Student attitude, apathy, discipline, behavioral issues, truancy</td>
<td>29%</td>
</tr>
<tr>
<td>Pay, lack of compensation, not keeping up with inflation</td>
<td>29%</td>
</tr>
<tr>
<td>No support, recognition from the administration</td>
<td>19%</td>
</tr>
<tr>
<td>Lack of parental support, uncooperative, demanding parents</td>
<td>16%</td>
</tr>
</tbody>
</table>
End of Year Verdict: One of the Worst Years for PK-12 Teachers and Staff

How would you describe the 2021-2022 academic year?

- One of the best: 2%
- Pretty average: 26%
- One of the worst: 71%

<table>
<thead>
<tr>
<th>Description</th>
<th>Teachers %</th>
<th>PSRP %</th>
</tr>
</thead>
<tbody>
<tr>
<td>One of the best</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Pretty average</td>
<td>25</td>
<td>35</td>
</tr>
<tr>
<td>One of the worst</td>
<td>72</td>
<td>64</td>
</tr>
</tbody>
</table>
How PK-12 Members Describe Their Jobs: “Stressful,” “Frustrating,” “Challenging”

*Words that describe current job, PK-12.*

<table>
<thead>
<tr>
<th></th>
<th>Men (%)</th>
<th>Women (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stressful</td>
<td>46</td>
<td>60</td>
</tr>
<tr>
<td>Frustrating</td>
<td>52</td>
<td>50</td>
</tr>
<tr>
<td>Challenging</td>
<td>46</td>
<td>45</td>
</tr>
<tr>
<td>Overwhelming</td>
<td>31</td>
<td>49</td>
</tr>
<tr>
<td>Rewarding</td>
<td>43</td>
<td>36</td>
</tr>
<tr>
<td>Depressing</td>
<td>17</td>
<td>14</td>
</tr>
<tr>
<td>Satisfying</td>
<td>22</td>
<td>13</td>
</tr>
</tbody>
</table>
Many members may leave their job in the next two years.

How likely it is that you will leave your current job in the next one to two years?

- **All**
  - Definitely will leave: 15%
  - Probably will leave: 25%
  - Probably will stay: 38%
  - Definitely will stay: 22%

- **Teachers**
  - Definitely will leave: 16%
  - Probably will leave: 29%
  - Probably will stay: 45%

- **Higher Ed**
  - Definitely will leave: 18%
  - Probably will leave: 33%
  - Probably will stay: 51%

- **Public Employees**
  - Definitely will leave: 16%
  - Probably will leave: 29%
  - Probably will stay: 45%
Many PK-12 teachers and staff may leave their job in the next two years.

How likely it is that you will leave your current job in the next one to two years?

<table>
<thead>
<tr>
<th></th>
<th>Definitely will leave</th>
<th>Probably will leave</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All</strong></td>
<td>14%</td>
<td>24%</td>
</tr>
<tr>
<td><strong>City</strong></td>
<td>16%</td>
<td>26%</td>
</tr>
<tr>
<td><strong>Suburb</strong></td>
<td>12%</td>
<td>20%</td>
</tr>
<tr>
<td><strong>Small town/Rural</strong></td>
<td>13%</td>
<td>24%</td>
</tr>
<tr>
<td><strong>Satisfied</strong></td>
<td>7%</td>
<td>15%</td>
</tr>
<tr>
<td><strong>Dissatisfied</strong></td>
<td>16%</td>
<td>23%</td>
</tr>
<tr>
<td><strong>Teachers</strong></td>
<td>14%</td>
<td>23%</td>
</tr>
<tr>
<td><strong>PSRPs</strong></td>
<td>15%</td>
<td>27%</td>
</tr>
<tr>
<td><strong>Under 40</strong></td>
<td>15%</td>
<td>27%</td>
</tr>
<tr>
<td><strong>40 to 54</strong></td>
<td>8%</td>
<td>20%</td>
</tr>
<tr>
<td><strong>55/older</strong></td>
<td>25%</td>
<td>27%</td>
</tr>
</tbody>
</table>

- All: 39% (24% + 15%) Def: 14%, PS: 24%
- City: 42% (26% + 16%) Def: 16%, PS: 26%
- Suburb: 32% (20% + 12%) Def: 12%, PS: 20%
- Small town/Rural: 37% (24% + 13%) Def: 13%, PS: 24%
- Satisfied: 23% (15% + 7%) Def: 7%, PS: 15%
- Dissatisfied: 43% (23% + 16%) Def: 16%, PS: 23%
- Teachers: 38% (23% + 14%) Def: 14%, PS: 23%
- PSRPs: 45% (27% + 15%) Def: 15%, PS: 27%
- Under 40: 42% (27% + 15%) Def: 15%, PS: 27%
- 40 to 54: 28% (20% + 8%) Def: 8%, PS: 20%
- 55/older: 53% (27% + 25%) Def: 25%, PS: 27%
Teachers Would Not Recommend Their Profession

Would you recommend the profession to a prospective new teacher?

- Probably/definitely would recommend: 26%
- Probably/definitely would NOT recommend: 74%

<table>
<thead>
<tr>
<th>Teaching Seniority</th>
<th>Would Recommend</th>
<th>Would Not Recommend</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-6 years</td>
<td>35%</td>
<td>65%</td>
</tr>
<tr>
<td>7-15 years</td>
<td>29%</td>
<td>71%</td>
</tr>
<tr>
<td>16 years+</td>
<td>24%</td>
<td>76%</td>
</tr>
</tbody>
</table>
Top Problems Facing PK-12 Members

- Salaries and wages that don’t keep up with the cost of living: 77% very serious, 16% fairly serious (93% serious)
- Shortages of qualified teachers and staff: 69% very serious, 23% fairly serious (91% serious)
- A lack of respect and support for teachers and staff: 73% very serious, 17% fairly serious (90% serious)
- Poor student discipline and a lack of support for dealing with disruptive students: 70% very serious, 18% fairly serious (88% serious)
- Education becoming too politicized: 68% very serious, 19% fairly serious (88% serious)
- Teachers and staff not receiving the tools, trust, and time needed to meet their professional responsibilities: 66% very serious, 22% fairly serious (88% serious)
Politicization of PK-12 Schools

Is this a serious problem where you work?

- **Education becoming too politicized**: 68% Very serious, 19% Fairly serious
  - 88% Total

- **Educators becoming targets of political and ideological attacks**: 60% Very serious, 22% Fairly serious
  - 82% Total

- **Banning books from the curriculum or removing books from school libraries**: 44% Very serious, 19% Fairly serious
  - 64% Total

<table>
<thead>
<tr>
<th></th>
<th>DEM</th>
<th>IND</th>
<th>GOP</th>
<th>Men</th>
<th>Women</th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education becoming too politicized</td>
<td>65</td>
<td>71</td>
<td>73</td>
<td>70</td>
<td>68</td>
<td>66</td>
<td>76</td>
<td>72</td>
</tr>
<tr>
<td>Educators becoming targets</td>
<td>67</td>
<td>51</td>
<td>52</td>
<td>49</td>
<td>64</td>
<td>58</td>
<td>67</td>
<td>61</td>
</tr>
<tr>
<td>of political and ideological attacks</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Banning books from the curriculum</td>
<td>46</td>
<td>45</td>
<td>39</td>
<td>45</td>
<td>44</td>
<td>44</td>
<td>68</td>
<td>37</td>
</tr>
<tr>
<td>or removing books from school</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>libraries</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Perceived Time Devoted on Instruction on Race and Gender Issues

*When it comes to teaching children about racial issues and the role of race in America, do public schools give this topic…?*

<table>
<thead>
<tr>
<th></th>
<th>PK-12 Members</th>
<th>General Public</th>
</tr>
</thead>
<tbody>
<tr>
<td>Too much time</td>
<td>16%</td>
<td>29</td>
</tr>
<tr>
<td>Right amount of time</td>
<td>29%</td>
<td>17</td>
</tr>
<tr>
<td>Not enough time</td>
<td>54%</td>
<td>37</td>
</tr>
</tbody>
</table>

*When it comes to teaching children about sexual preference and gender identity, do public schools give this topic…?*

<table>
<thead>
<tr>
<th></th>
<th>PK-12 Members</th>
<th>General Public</th>
</tr>
</thead>
<tbody>
<tr>
<td>Too much time</td>
<td>31%</td>
<td>43</td>
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<tr>
<td>Right amount of time</td>
<td>30%</td>
<td>14</td>
</tr>
<tr>
<td>Not enough time</td>
<td>39%</td>
<td>21</td>
</tr>
</tbody>
</table>
By a two-to-one ratio, members give their local union a positive job rating.

On a scale from 1 to 5, how well do you feel you are represented by your local union?*

*5 = well represented, 1 = not represented at all

<table>
<thead>
<tr>
<th></th>
<th>Very well (4-5)</th>
<th>Somewhat well (3)</th>
<th>Not well (1-2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers</td>
<td>50</td>
<td>25</td>
<td>23</td>
</tr>
<tr>
<td>PSRPs</td>
<td>51</td>
<td>24</td>
<td>23</td>
</tr>
<tr>
<td>Higher Ed</td>
<td>55</td>
<td>20</td>
<td>21</td>
</tr>
<tr>
<td>Healthcare</td>
<td>51</td>
<td>24</td>
<td>24</td>
</tr>
<tr>
<td>Public Employees</td>
<td>47</td>
<td>25</td>
<td>26</td>
</tr>
</tbody>
</table>
Members say national affiliation for their union is important.

How important is it that your local union is part of the larger national union?

- Very important
- Fairly important
- Not sure
- Somewhat important
- Not important

<table>
<thead>
<tr>
<th>Category</th>
<th>Very important</th>
<th>Fairly important</th>
<th>Not sure</th>
<th>Somewhat important</th>
<th>Not important</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>50%</td>
<td>23%</td>
<td>6%</td>
<td>8%</td>
<td>12%</td>
</tr>
<tr>
<td>Teachers</td>
<td>54%</td>
<td>21%</td>
<td>6%</td>
<td>8%</td>
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<td>PSRPs</td>
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</tr>
<tr>
<td>Healthcare</td>
<td>41%</td>
<td>29%</td>
<td>6%</td>
<td>8%</td>
<td>12%</td>
</tr>
<tr>
<td>Public Employees</td>
<td>38%</td>
<td>27%</td>
<td>6%</td>
<td>8%</td>
<td>12%</td>
</tr>
</tbody>
</table>
The Threat of Gun Violence
Almost half of members worry about a mass shooting in their workplace.

How worried are you about the possibility of a mass shooting where you work?

- **All**: 44% Worried, 56% Not Worried
- **Teachers**: 48% Worried, 52% Not Worried
- **PSRPs**: 44% Worried, 56% Not Worried
- **Higher Ed**: 42% Worried, 58% Not Worried
- **Healthcare**: 31% Worried, 69% Not Worried
- **Public Employees**: 25% Worried, 75% Not Worried
A large majority of educators say the threat of gun violence affects the environment in their school.

How much does the threat of gun violence and mass shootings affect the environment in your school or building?

PK-12

- A great deal: 70%
- A fair amount: 28%
- Just some: 14%
- Not that much: 30%
- Not at all: 7%

Higher Education

- A great deal: 59%
- A fair amount: 29%
- Just some: 11%
- Not that much: 19%
- Not at all: 14%
Three in four educators say the Uvalde shooting affected faculty and staff at their institution.

How did the recent mass shooting in Uvalde, Texas affect you and your coworkers?

PK-12

- A Great Deal: 75%
- A Fair Amount: 25%
- Just a Little: 8%

Higher Education

- A Great Deal: 56%
- A Fair Amount: 29%
- Just a Little: 27%
- Not Much: 16%

Affected great deal/fair amount (%)

- Men: 60%
- Women: 80%
- Primary school: 80%
- Secondary school: 72%
Schools are not prepared for a mass shooter event.

How adequately prepared is your school to deal with a mass shooter situation?

![Bar chart showing the percentage of PK-12 and Higher Education members who report their school conducts training for students and staff to prepare for the possibility of a mass shooter event.]

- **PK-12**: 19% Prepared, 63% Not Prepared
- **Higher Education**: 13% Prepared, 63% Not Prepared

**71%** of PK-12 members, and **28%** of Higher Education members, report their school conducts training for students and staff to prepare for the possibility of a mass shooter event.
Members say that leaders have failed to address the problem of gun violence.

How good a job has ___ done in terms of addressing the problem of gun violence?

- Your school district: 5% Excellent, 22% Good, 38% Fair, 34% Poor
  - 27% ex/good, 73% fair/poor

- Elected officials in your state: 4% Excellent, 16% Good, 30% Fair, 50% Poor
  - 20% ex/good, 80% fair/poor

- Congress: 6% Excellent, 19% Good, 74% Fair, 93% Poor
  - 7% ex/good, 93% fair/poor
Three-fourths of AFT members demand that Congress take action.

How high a priority should it be for Congress to pass legislation dealing with the problem of gun violence?

- Fairly/Very high priority: 75%
- Medium/Low priority: 25%

<table>
<thead>
<tr>
<th>Group</th>
<th>High Priority (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>67</td>
</tr>
<tr>
<td>Women</td>
<td>79</td>
</tr>
<tr>
<td>Under 40</td>
<td>70</td>
</tr>
<tr>
<td>40 to 54</td>
<td>73</td>
</tr>
<tr>
<td>55/older</td>
<td>81</td>
</tr>
<tr>
<td>White</td>
<td>73</td>
</tr>
<tr>
<td>Black</td>
<td>94</td>
</tr>
<tr>
<td>Hispanic</td>
<td>76</td>
</tr>
</tbody>
</table>
Broad and Strong Support for Increasing Gun Regulations

Favorability of policies that address the problem of gun violence and mass shootings.

- **Requiring criminal background checks on all gun sales**: 97% strongly favor, 89% somewhat favor
- **Raising the purchasing age for assault-style rifles from 18 to 21**: 79% strongly favor, 89% somewhat favor
- **Passing red-flag laws**: 78% strongly favor, 89% somewhat favor
- **Practicing lockdowns and active shooter drills in schools**: 54% strongly favor, 85% somewhat favor
- **Limiting high-capacity gun magazines**: 74% strongly favor, 81% somewhat favor
- **Banning the sale of assault weapons**: 68% strongly favor, 76% somewhat favor
PK-12 members strongly oppose arming teachers and staff as a solution to mass shooter events.

How do you feel about arming teachers and staff in public schools?

- Strongly favor
- Somewhat favor
- Somewhat oppose
- Strongly oppose

24% favor

Favor % | Oppose %
---|---
Teachers | 22 | 78
PSRPs | 41 | 59
Men | 29 | 71
Women | 21 | 79
Under 40 | 21 | 79
40 to 54 | 26 | 74
55/older | 23 | 77
City | 19 | 81
Suburb | 27 | 73
Small town/ Rural | 33 | 67

76% oppose
PK-12 members say arming teachers and staff would make schools less safe and would not reduce risk of mass shootings.

If more teachers and school staff carried guns on the job, how would that make you feel?

- More safe: 23%
- Less safe/no difference: 55% (22% vs. 77%)

If more teachers and school staff carried guns on the job, do you think it would reduce the risk of mass shootings?

- Reduce risk: 26%
- Increase risk/no difference: 31% (43% vs. 74%)
PK-12 members favor both armed and unarmed security in their building.

How do you feel about having more ___ in public schools?

<table>
<thead>
<tr>
<th>Security Type</th>
<th>Strongly Favor</th>
<th>Somewhat Favor</th>
<th>Somewhat Oppose</th>
<th>Strongly Oppose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Armed security guards/police</td>
<td>46%</td>
<td>25%</td>
<td>17%</td>
<td>12%</td>
</tr>
<tr>
<td>Unarmed school resource officers</td>
<td>35%</td>
<td>35%</td>
<td>15%</td>
<td>15%</td>
</tr>
</tbody>
</table>

Favor armed officers %

- Teachers: 70%
- PSRPs: 83%
- Under 40: 63%
- 40 to 54: 75%
- 55/older: 72%
- White: 70%
- Black: 70%
- Hispanic: 79%

Favor unarmed security %

- Teachers: 71%
- PSRPs: 65%
- Under 40: 65%
- 40 to 54: 70%
- 55/older: 75%
- White: 71%
- Black: 71%
- Hispanic: 68%