

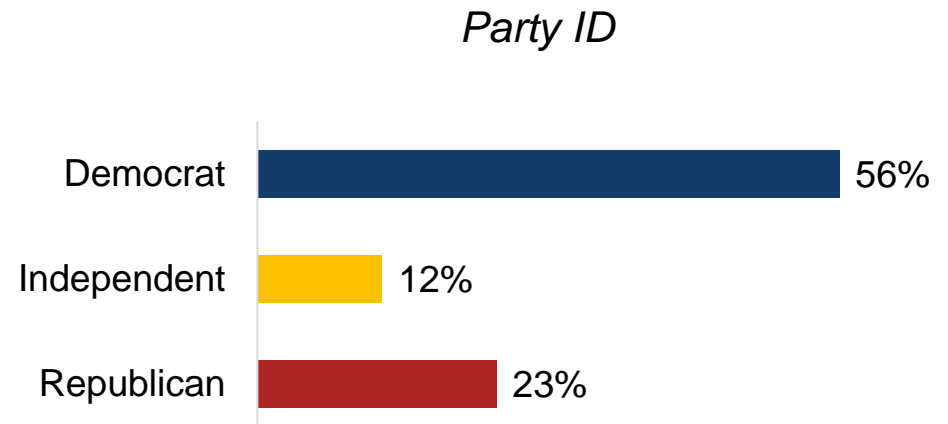
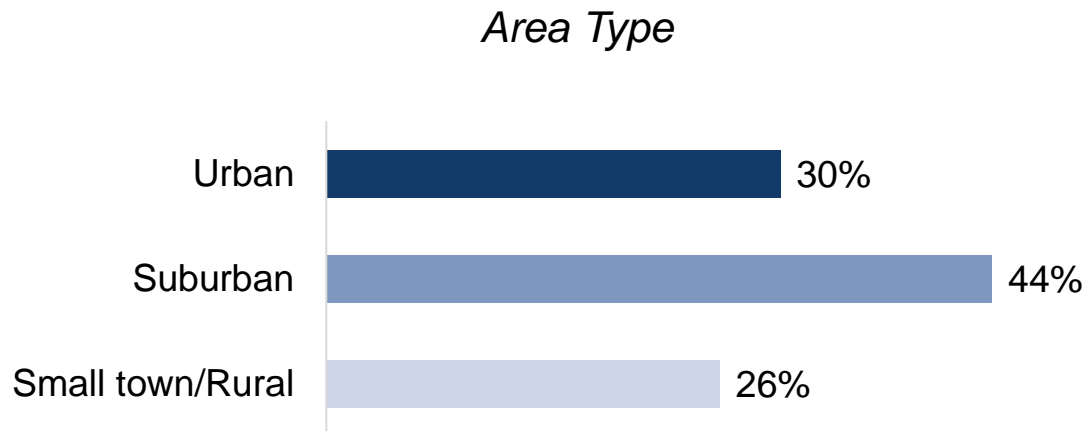
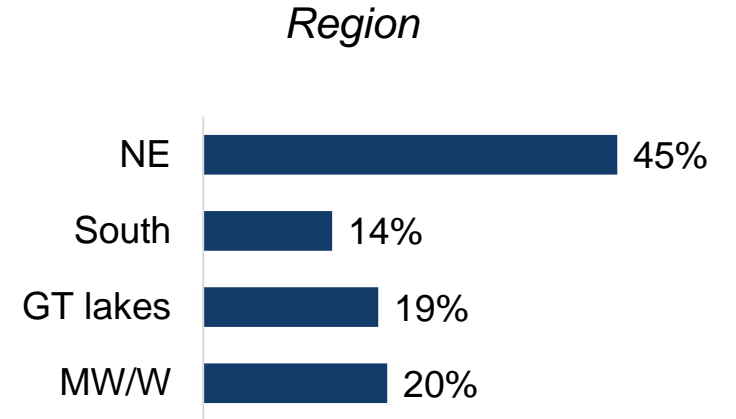
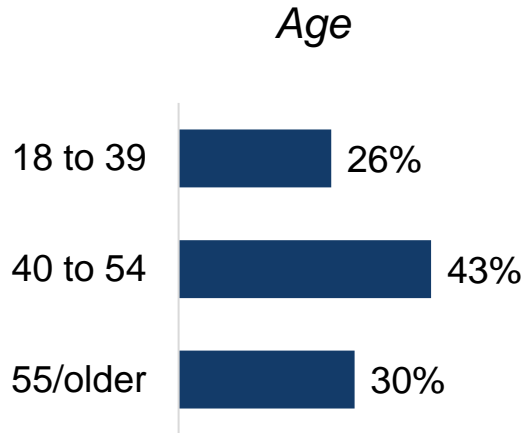
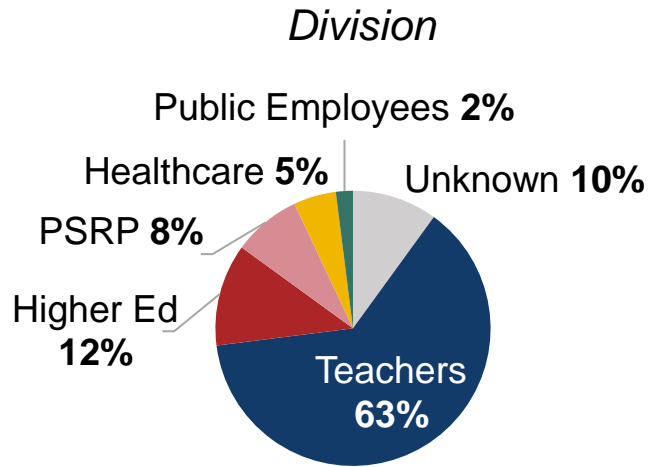


# Under Siege: The Outlook of AFT Members

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



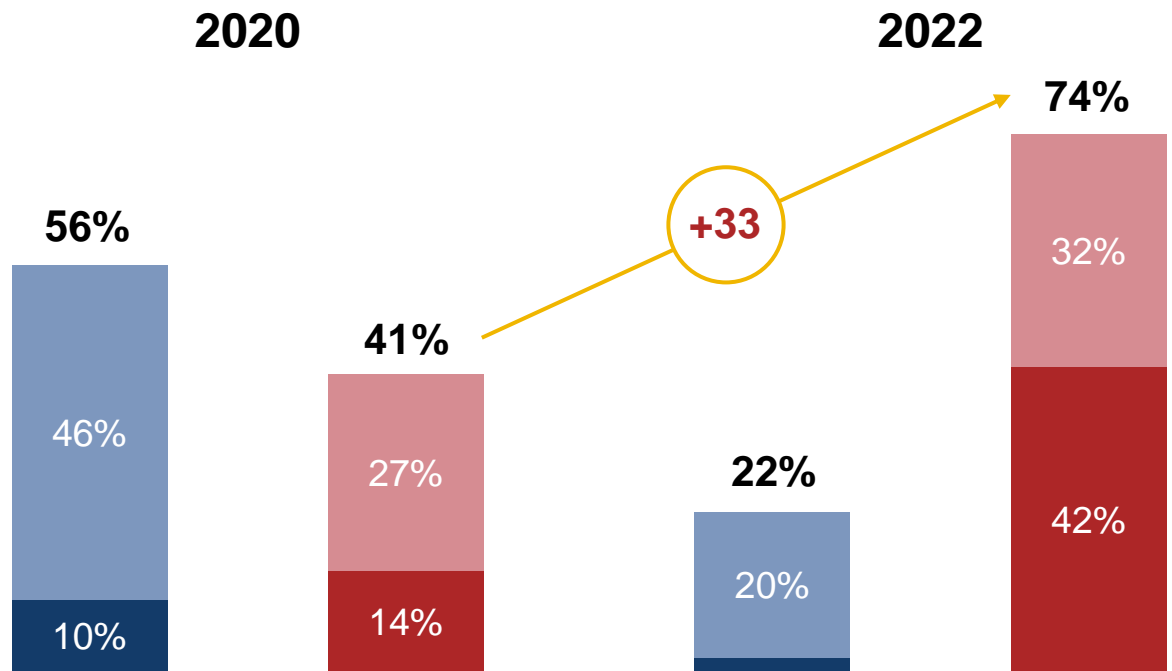
# Profile of Membership



# Sharp Rise in Dissatisfaction on the Job

*How satisfied are you with your overall conditions?*

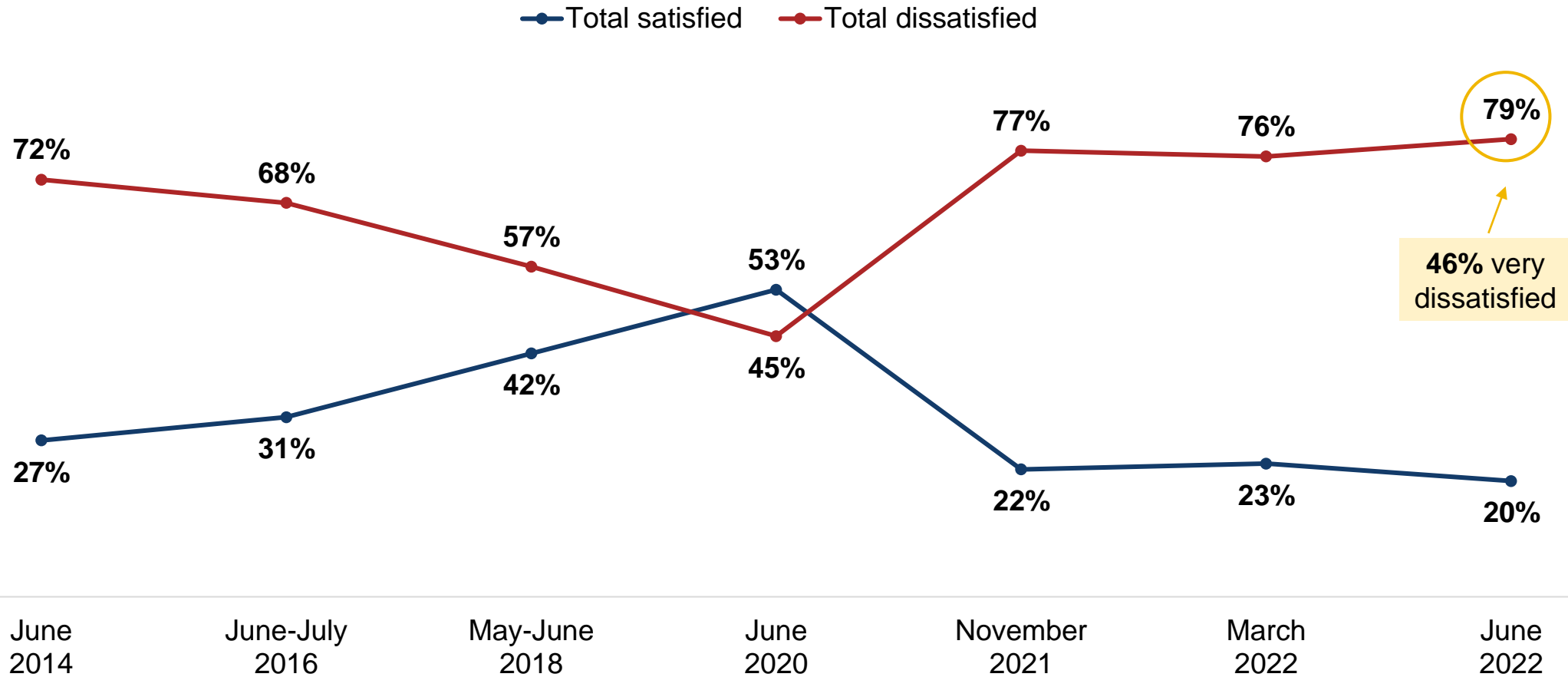
■ Very satisfied  
 ■ Somewhat satisfied  
 ■ Somewhat dissatisfied  
 ■ Very dissatisfied



	% Satisfied	% Dissatisfied
Teachers	19	79
PSRPs	31	67
Higher Ed	25	58
Healthcare	20	67
Public Employees	41	56

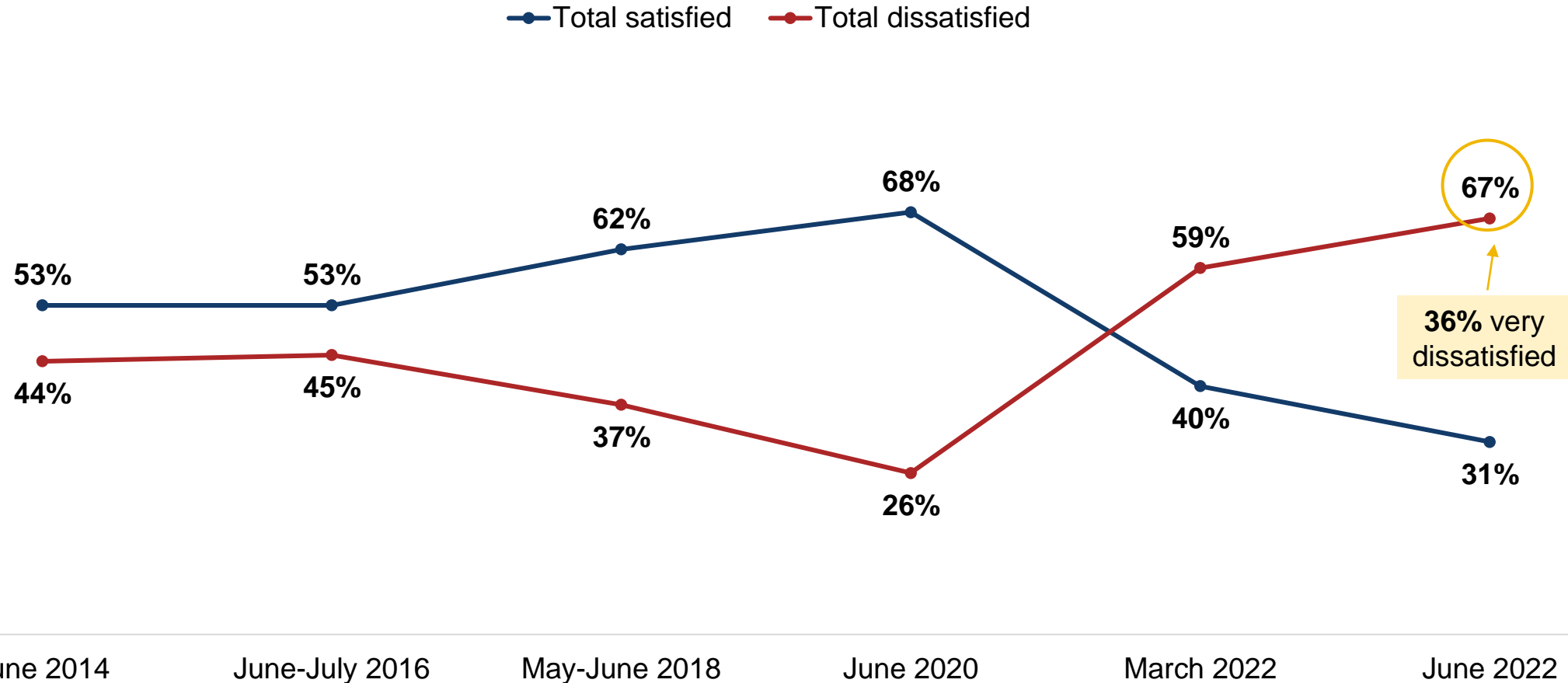
# Dissatisfaction among teachers has grown in recent years.

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



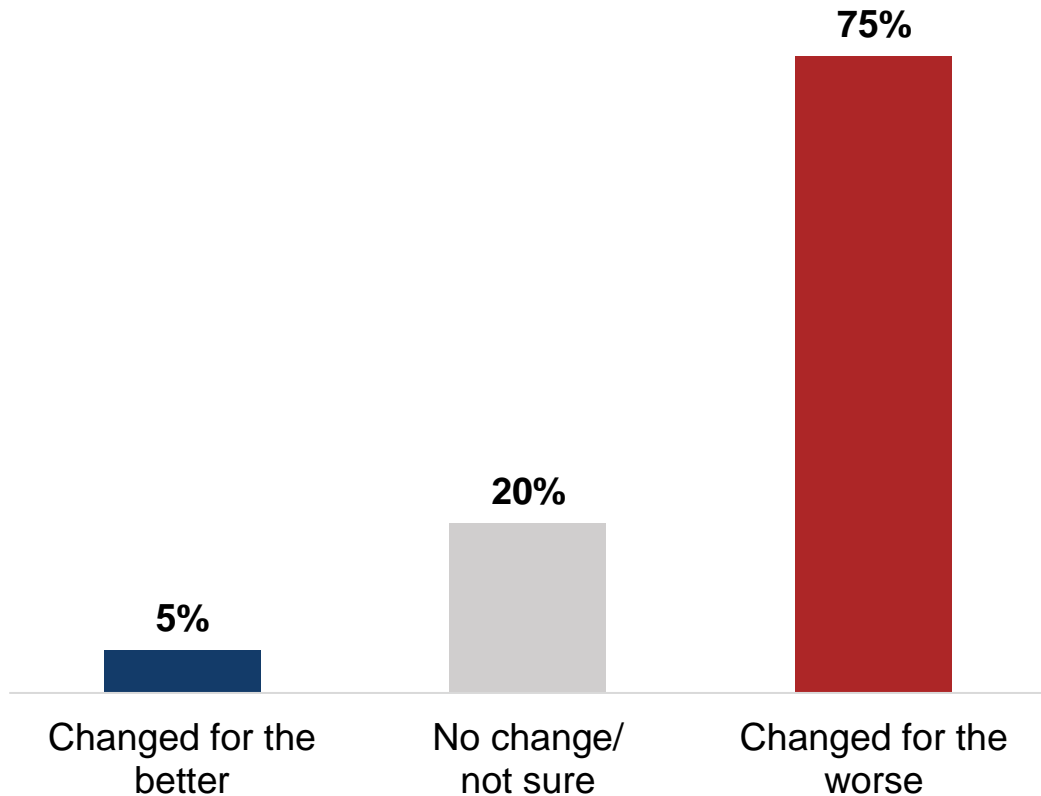
# Lowest Job Satisfaction Ratings for PSRPs Ever Recorded

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



# PK-12 members say conditions have deteriorated over the past five years.

*How have conditions changed over the past five years?*

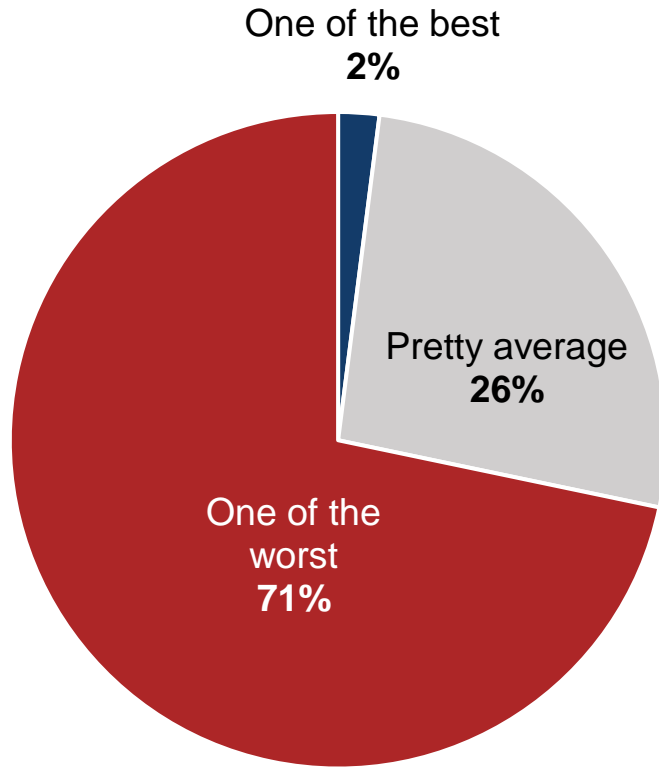


*In what ways have conditions changed for the worse?*

	All PK-12 Members (%)
Workload, more responsibilities, unrealistic expectations	29
Student attitude, apathy, discipline, behavioral issues, truancy	29
Pay, lack of compensation, not keeping up with inflation	29
No support, recognition from the administration	19
Lack of parental support, uncooperative, demanding parents	16

# End of Year Verdict: One of the Worst Years for PK-12 Teachers and Staff

*How would you describe the 2021-2022 academic year?*



	Teachers %	PSRPs %
One of the best	2	1
Pretty average	25	35
One of the worst	72	64

# How PK-12 Members Describe Their Jobs: “Stressful,” “Frustrating,” “Challenging”

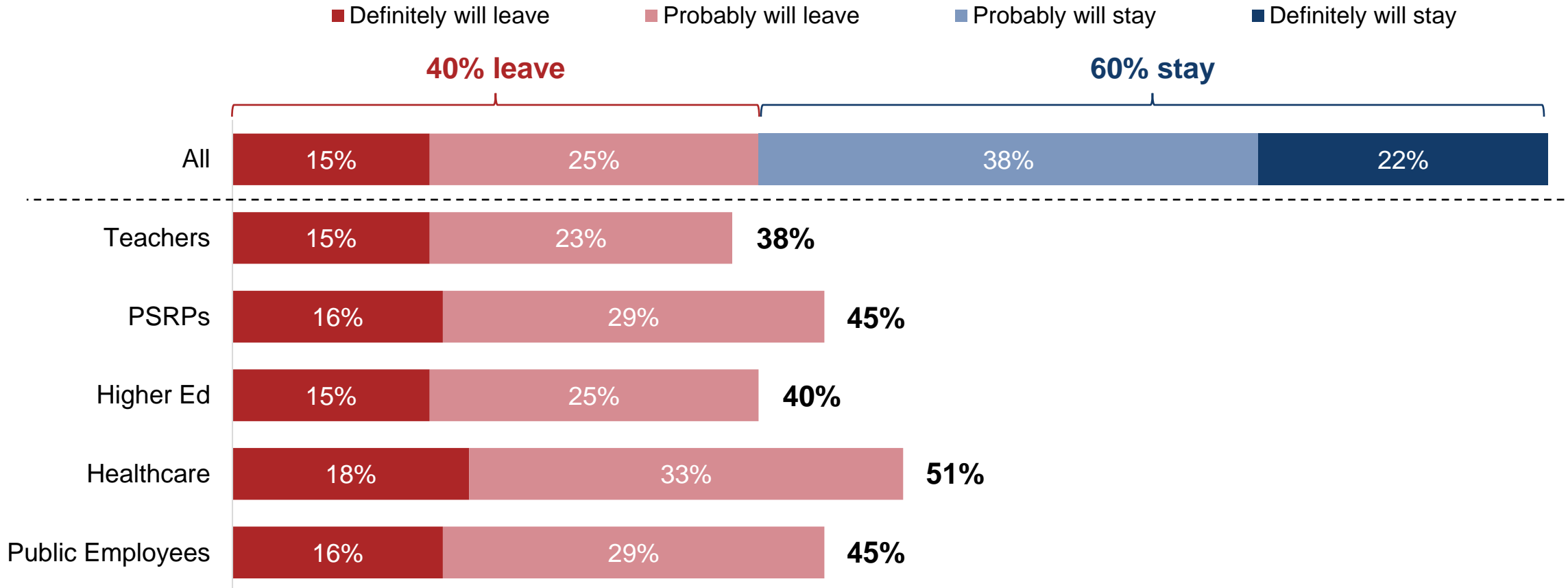
*Words that describe current job, PK-12.*

		Men (%)	Women (%)
Stressful	57%	46	60
Frustrating	50%	52	50
Challenging	46%	51	45
Overwhelming	44%	31	49
Rewarding	37%	43	36
Depressing	15%	17	14
Satisfying	15%	22	13



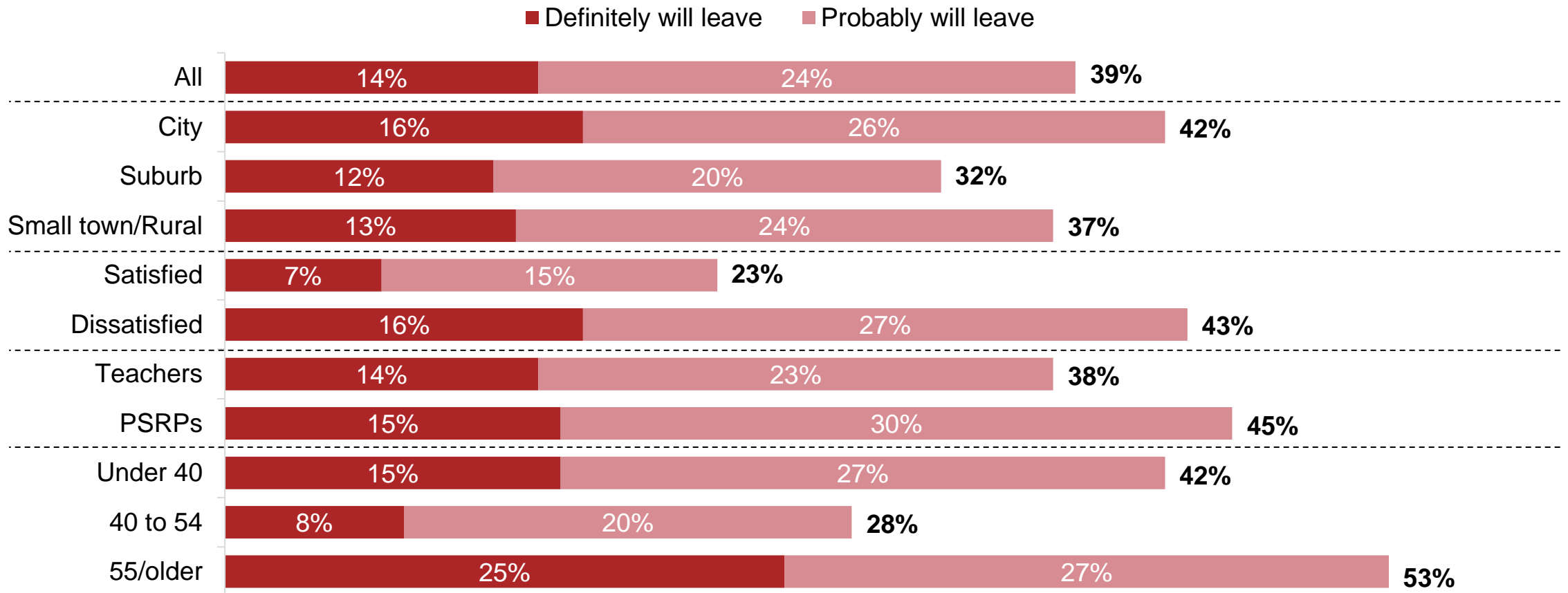
# Many members may leave their job in the next two years.

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



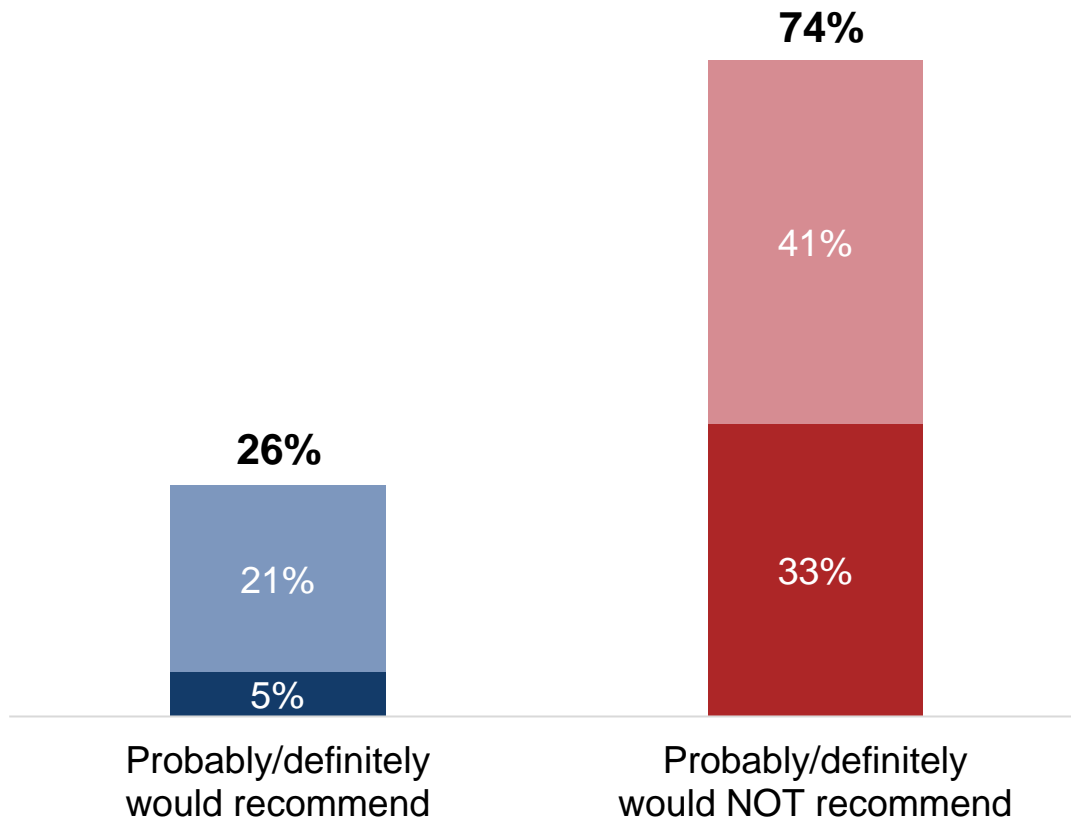
# Many PK-12 teachers and staff may leave their job in the next two years.

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



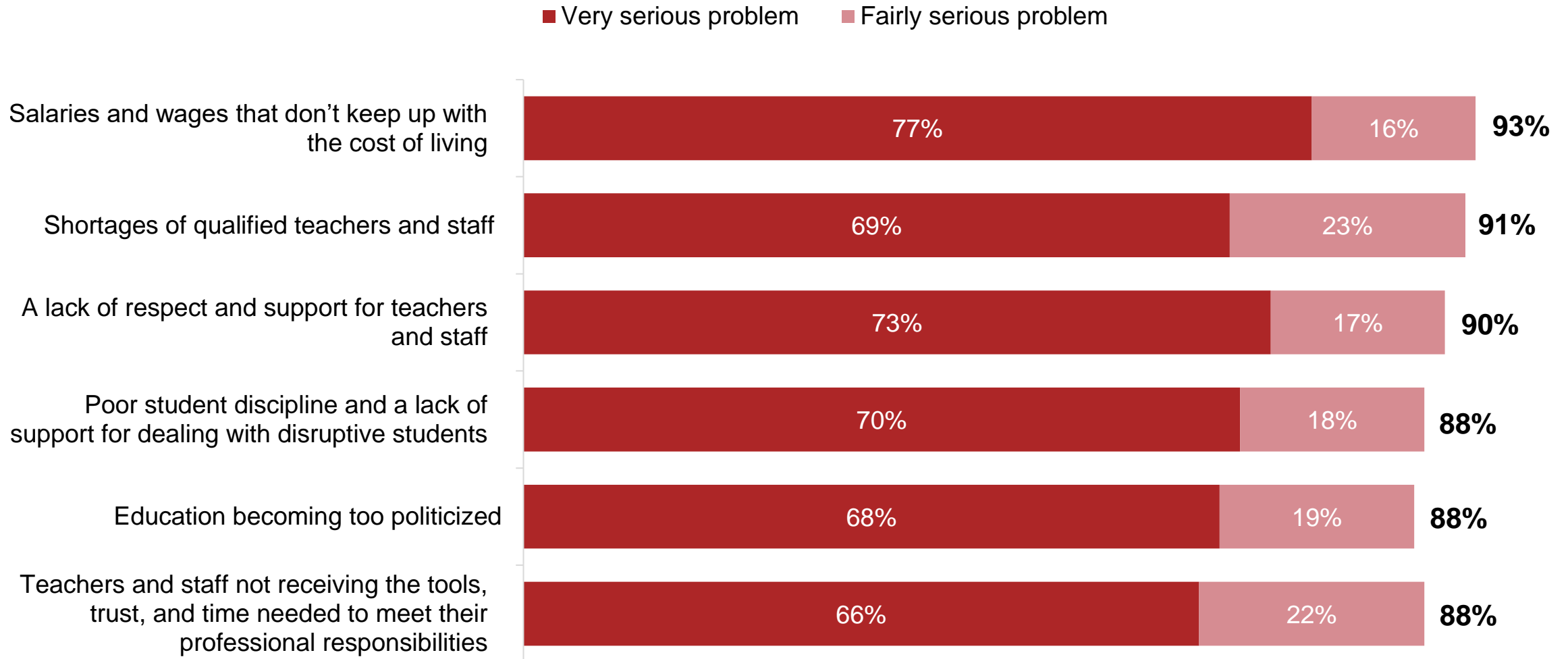
# Teachers Would Not Recommend Their Profession

*Would you recommend the profession to a prospective new teacher?*



Teaching Seniority	Would Recommend %	Would Not Recommend %
1-6 years	35	65
7-15 years	29	71
16 years+	24	76

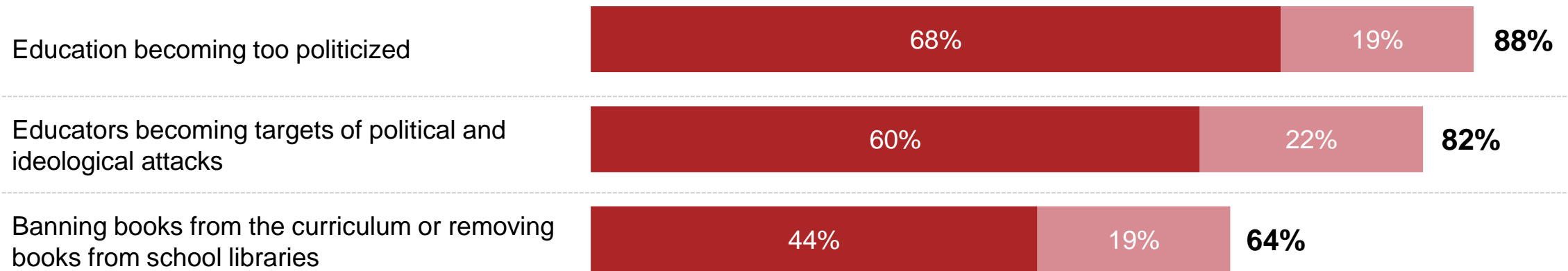
# Top Problems Facing PK-12 Members



# Politicization of PK-12 Schools

*Is this a serious problem where you work?*

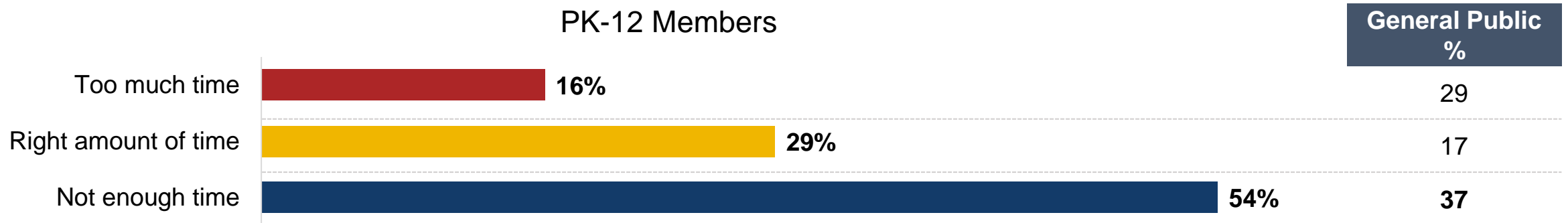
■ Very serious problem   ■ Fairly serious problem



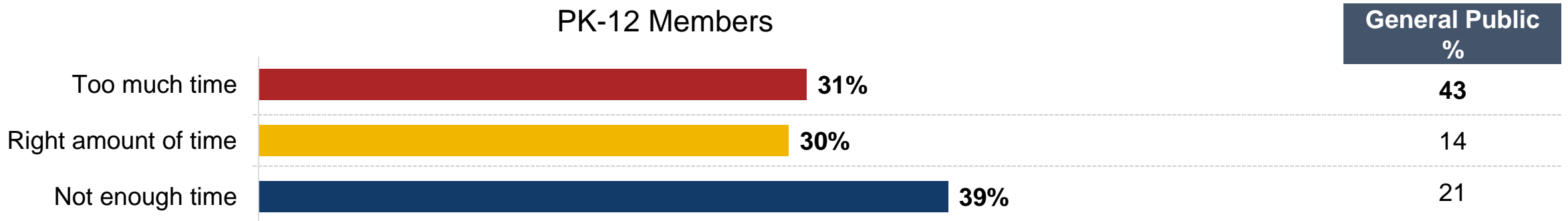
	DEM %	IND %	GOP %	Men %	Women %	White %	Black %	Hispanic %
Education becoming too politicized	65	71	73	70	68	66	76	72
Educators becoming targets of political and ideological attacks	67	51	52	49	64	58	67	61
Banning books from the curriculum or removing books from school libraries	46	45	39	45	44	44	68	37

# 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...?

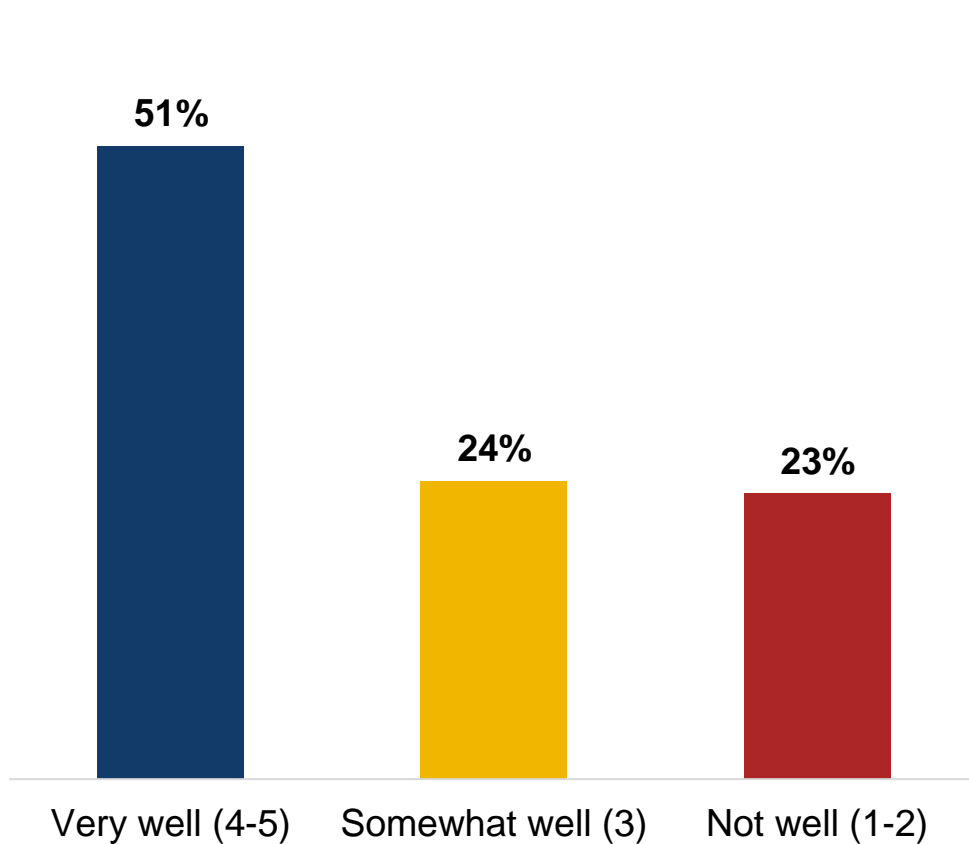


When it comes to teaching children about *sexual preference and gender identity*, do public schools give this topic...?



# 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?\**

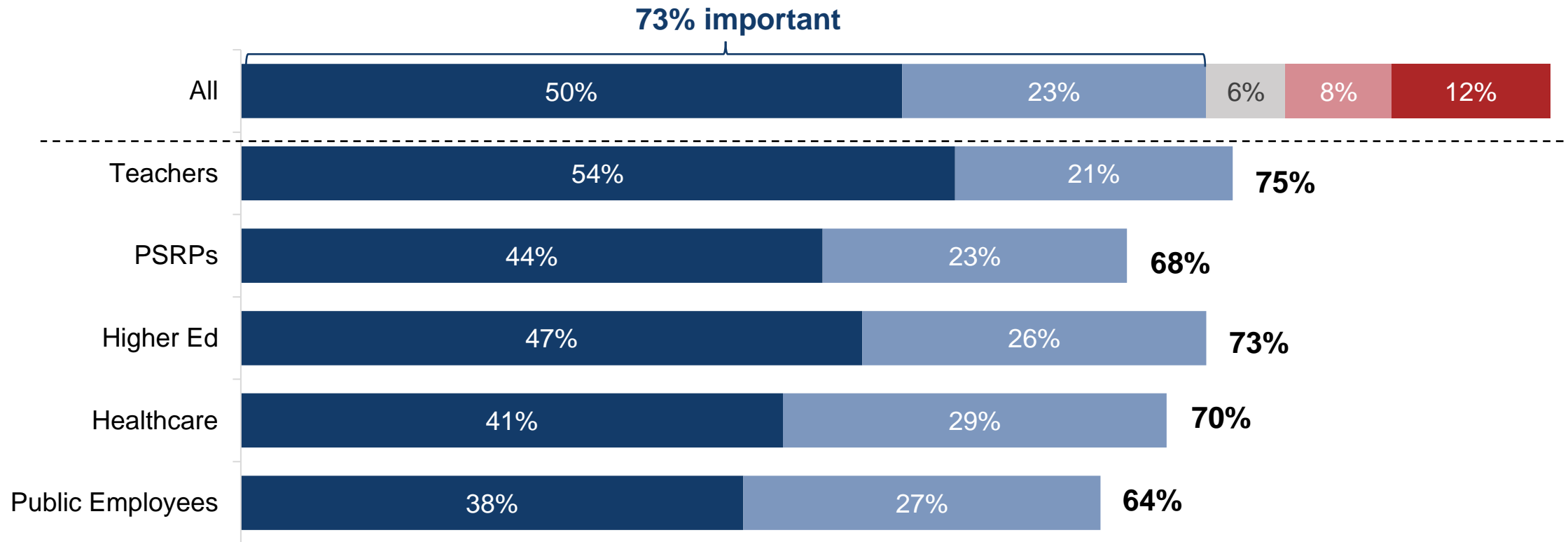


	Very well (4-5)	Somewhat well (3)	Not well (1-2)
Teachers	50	25	23
PSRPs	51	24	23
Higher Ed	55	20	21
Healthcare	51	24	24
Public Employees	47	25	26

# 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

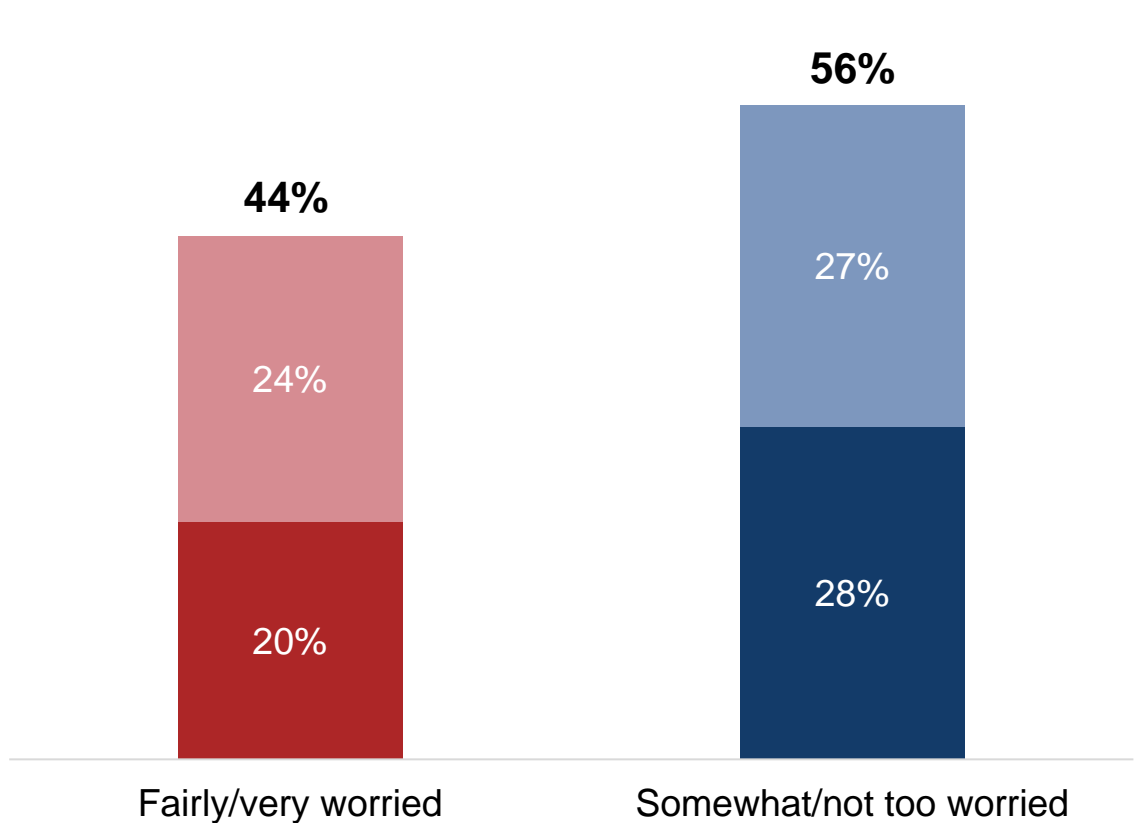




# The Threat of Gun Violence

# 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?*



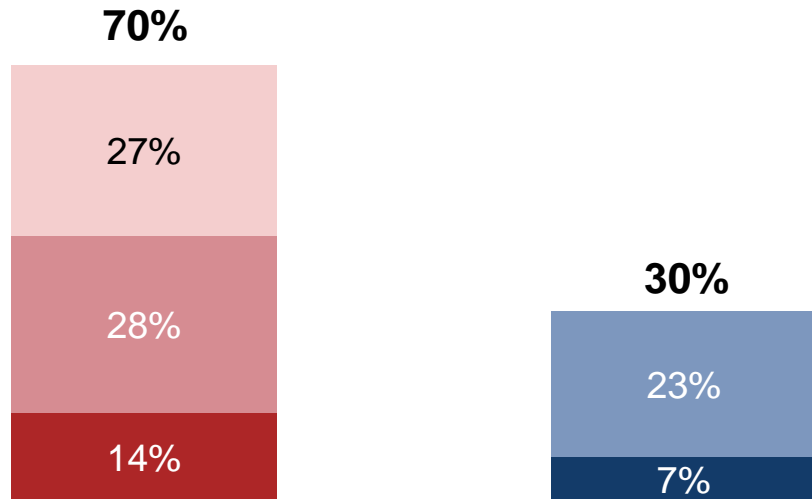
	Worried %	Not Worried %
All	44	56
Teachers	48	52
PSRPs	44	56
Higher Ed	42	58
Healthcare	31	69
Public Employees	25	75

# A large majority of educators say the threat of gun violence affects the environment in their school.

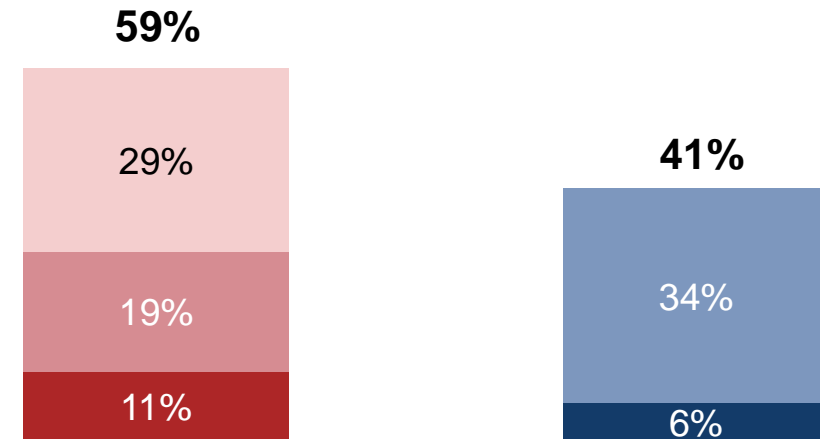
*How much does the threat of gun violence and mass shootings affect the environment in your school or building?*

■ A great deal   ■ A fair amount   ■ Just some   ■ Not that much   ■ Not at all

## PK-12



## Higher Education

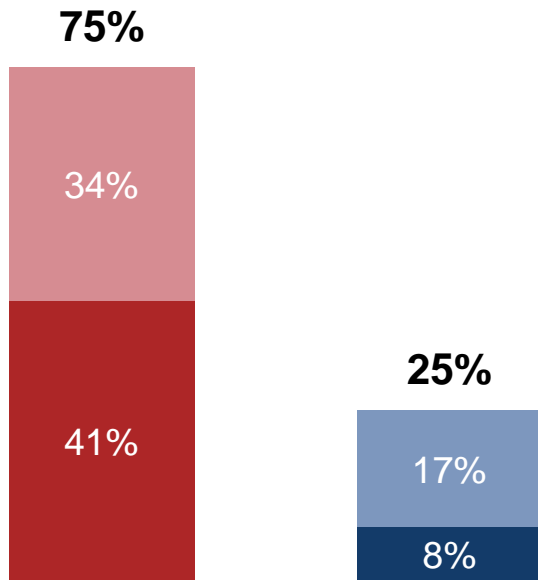


# Three in four educators say the Uvalde shooting affected faculty and staff at their institution.

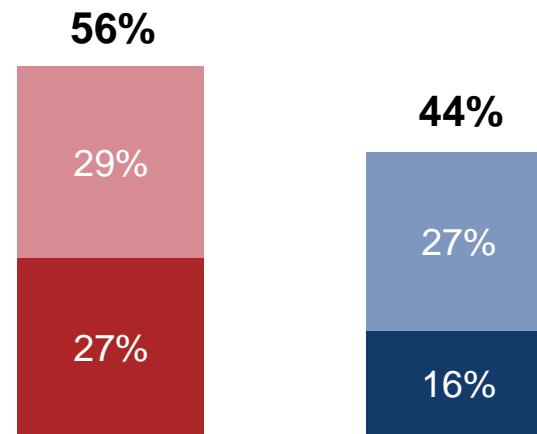
*How did the recent mass shooting in Uvalde, Texas affect you and your coworkers?*

■ A Great Deal    ■ A Fair Amount    ■ Just a Little    ■ Not Much

## PK-12



## Higher Education

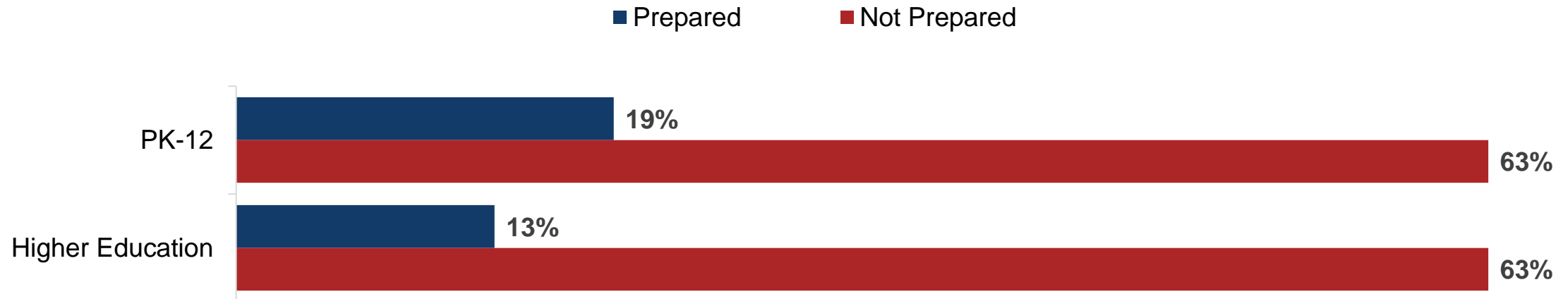


### Affected great deal/fair amount (%)

Men	60
Women	80
Primary school	80
Secondary school	72

# Schools are not prepared for a mass shooter event.

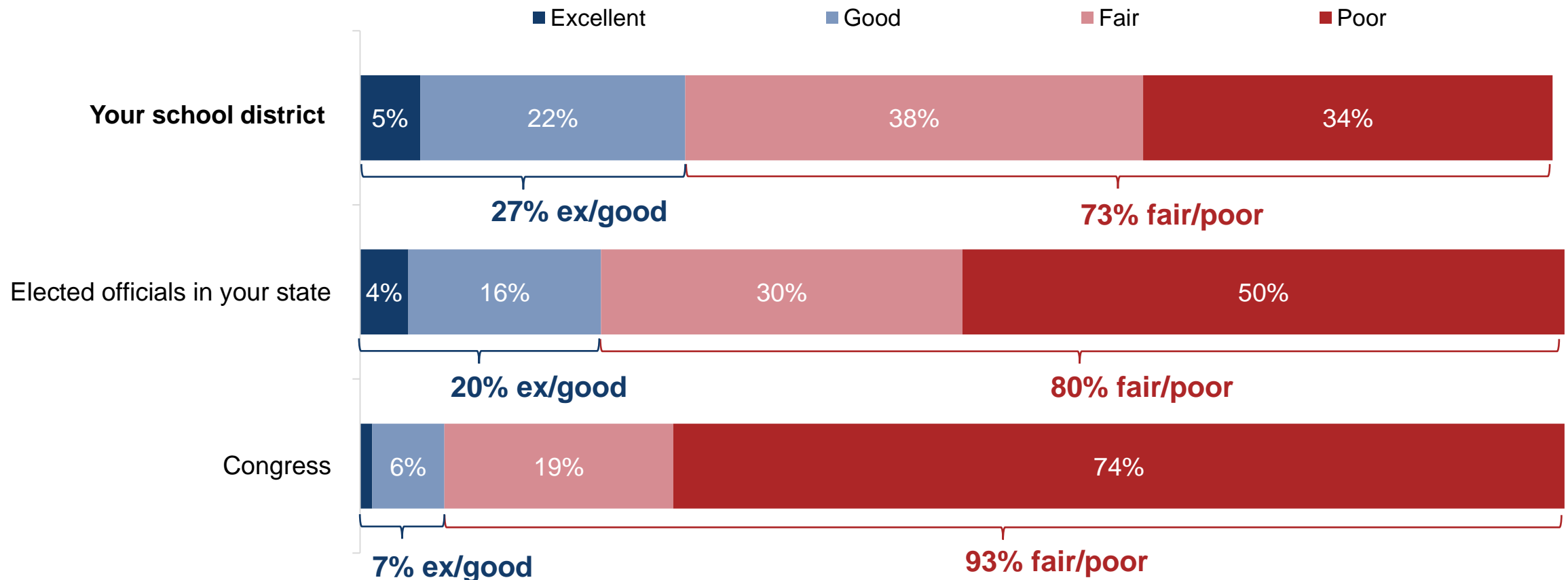
*How adequately prepared is your school to deal with a mass shooter situation?*



**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.

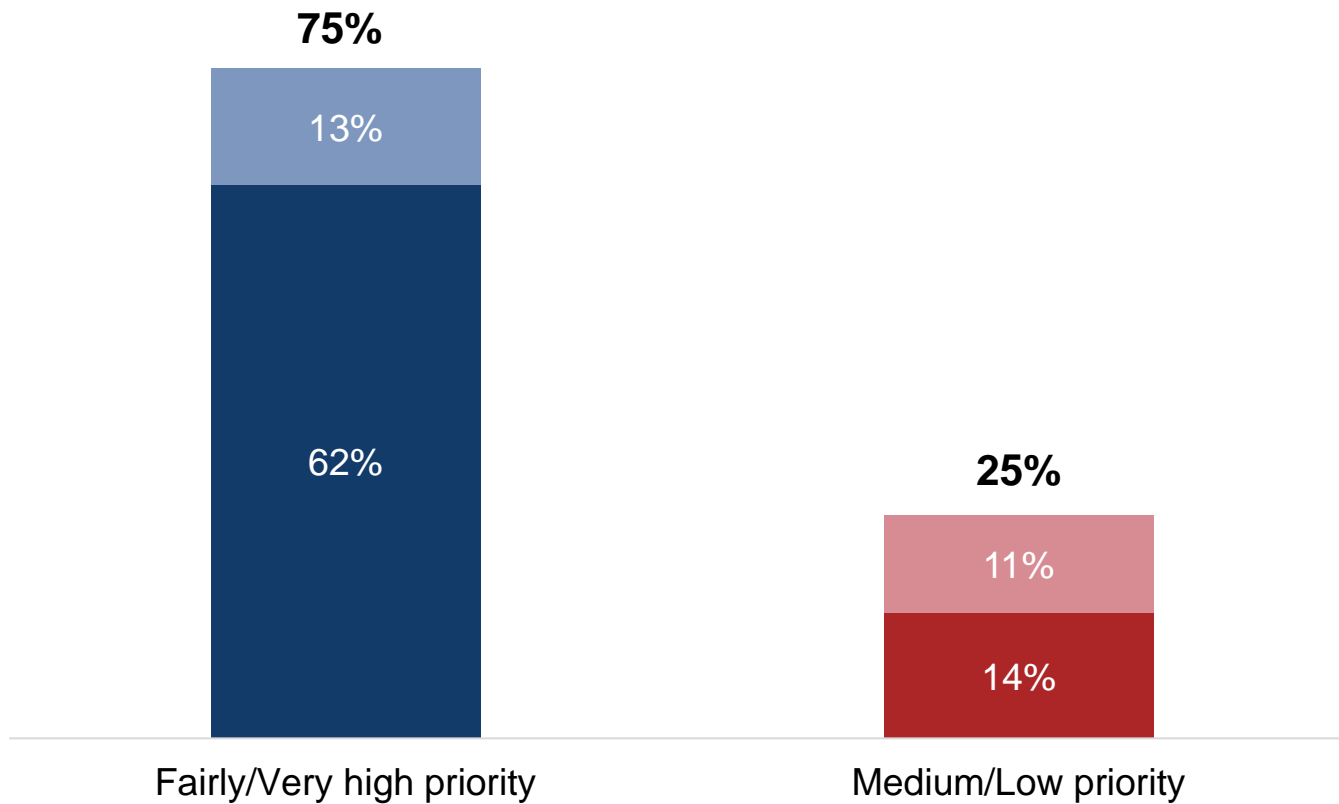
# Members say that leaders have failed to address the problem of gun violence.

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



# 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?*



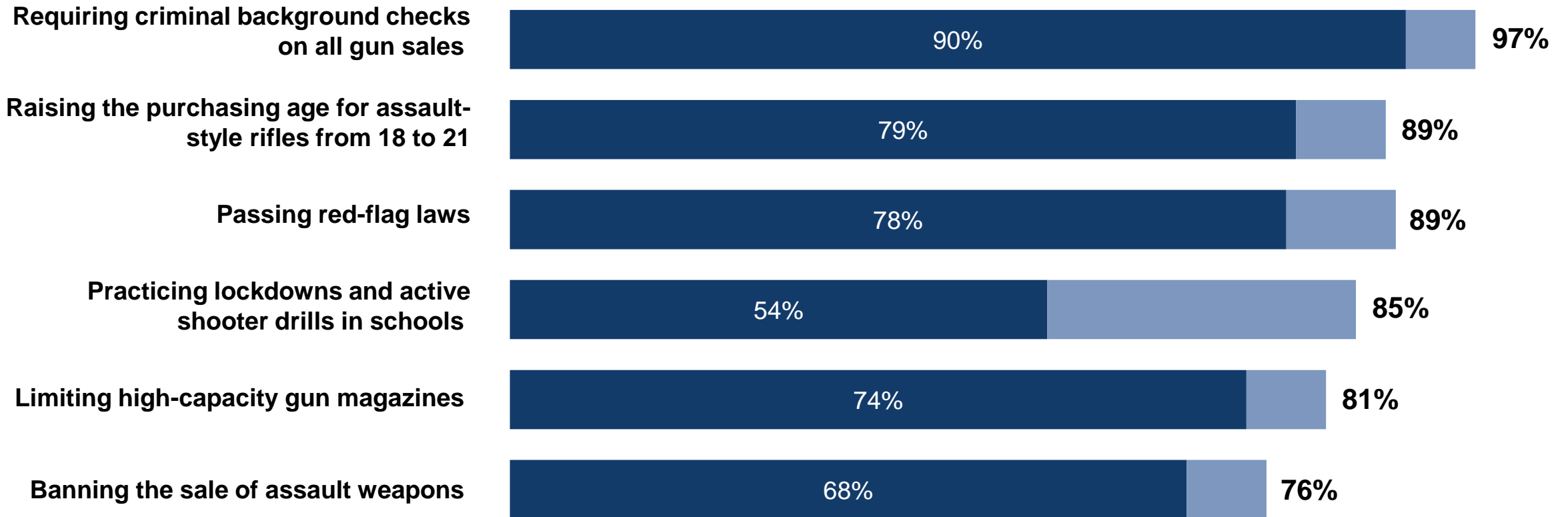
## High Priority (%)

Men	67
Women	79
Under 40	70
40 to 54	73
55/older	81
White	73
Black	94
Hispanic	76

# Broad and Strong Support for Increasing Gun Regulations

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

■ Strongly favor      ■ 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?*

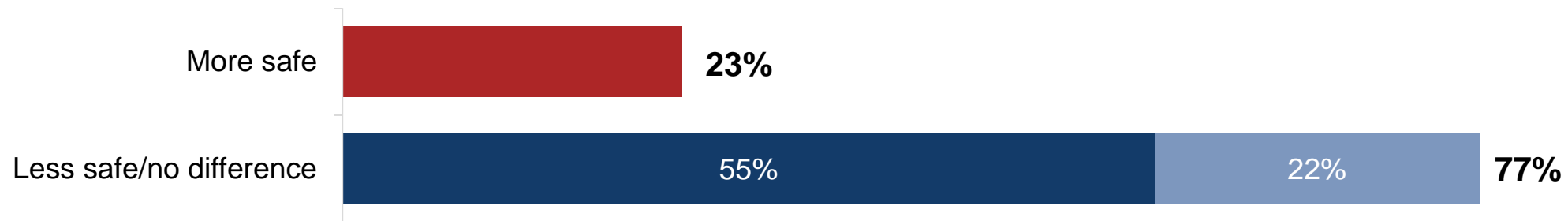
■ Strongly favor ■ Somewhat favor ■ Somewhat oppose ■ Strongly oppose



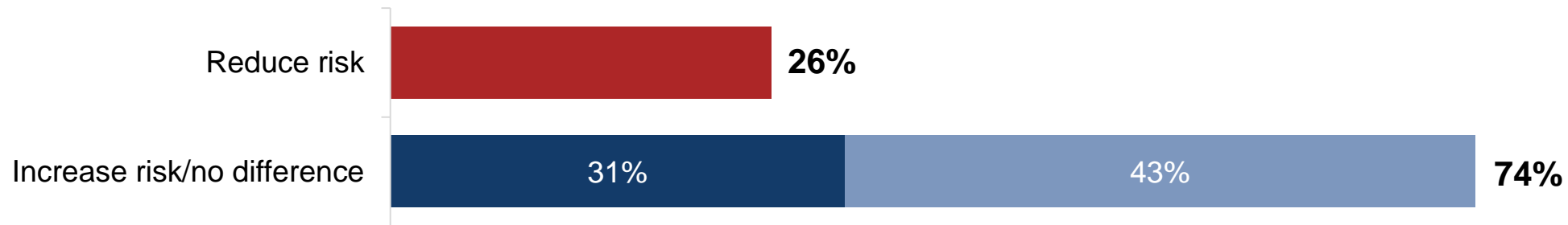
	Favor %	Oppose %
Teachers	22	78
PSRPs	41	59
Men	29	71
Women	21	79
Under 40	21	79
40 to 54	26	74
55/older	23	77
City	19	81
Suburb	27	73
Small town/ Rural	33	67

# 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?*

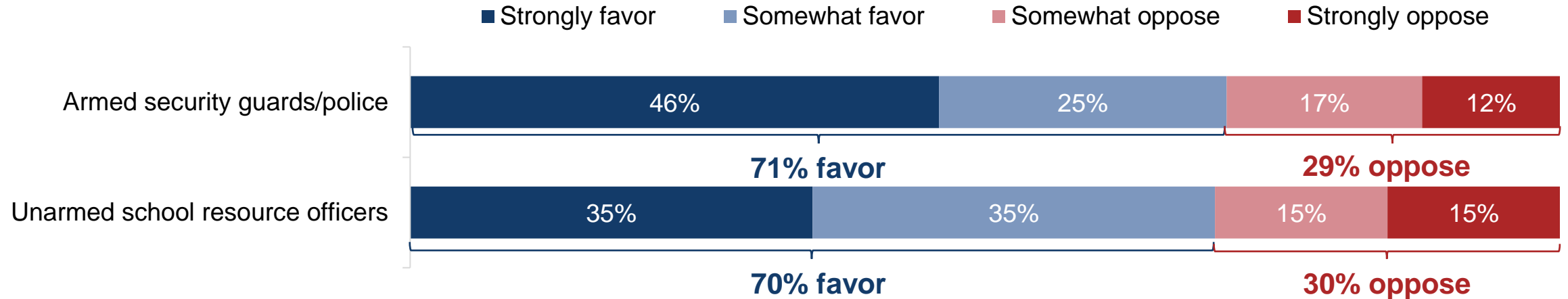


*If more teachers and school staff carried guns on the job, do you think it would reduce the risk of mass shootings?*



# PK-12 members favor both armed and unarmed security in their building.

How do you feel about having more \_\_\_ in public schools?



	Favor armed officers %	Favor unarmed security %
Teachers	70	71
PSRPs	83	65
Under 40	63	65
40 to 54	75	70
55/older	72	75
White	70	71
Black	70	71
Hispanic	79	68