

2017 Educators Who Were Not Teaching In Oklahoma Public Schools: Follow-up Survey Results

May 2017



OKLAHOMA
Education



CCSSO
Council of Chief State School Officers





OVERVIEW

Survey Overview

Data Collection

- December 2019 to February 2020
- Administered by the OSDE through online mode

Target population

- Educators who were keeping their certificates renewed in 2017 yet were not teaching in Oklahoma public schools;
- Responded to the survey in 2017; and
- Still have a valid email address

Response rate

- 3,373 completed responses (i.e., 46%)

Survey Results

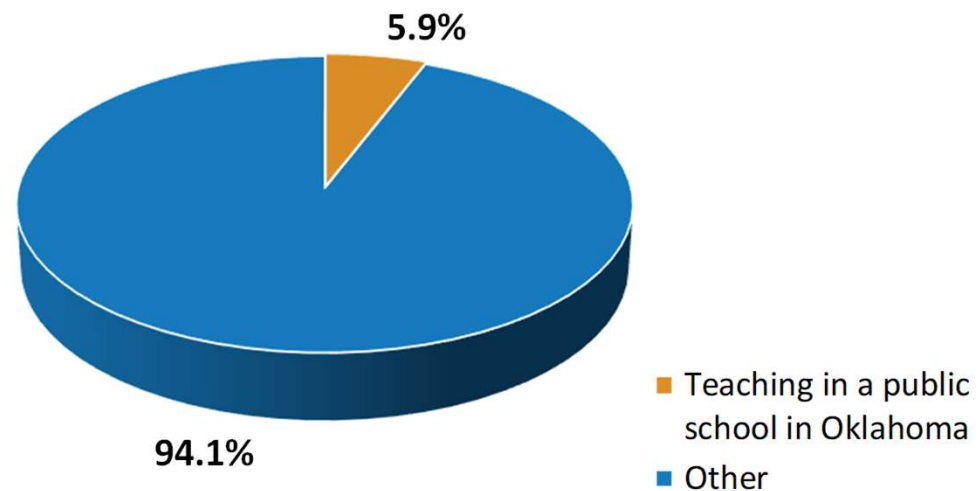
Profiles of survey respondents based on their main activity during the past 12 months prior to the survey:

- **Profile 1:** Survey participants who self-identified as *“Teaching in public elementary, middle, or secondary school IN OKLAHOMA.”*
- **Profile 2:** Respondents who self-identified as *“Teaching in public elementary, middle, or secondary school IN ANOTHER STATE”*
- **Profile 3:** Respondents who self-identified as *“Teaching in a private elementary, middle, or secondary school.”*
- **Profile 4:** Survey participants who, during the past 12 months prior to the survey, were engaged in *OTHER* main activity

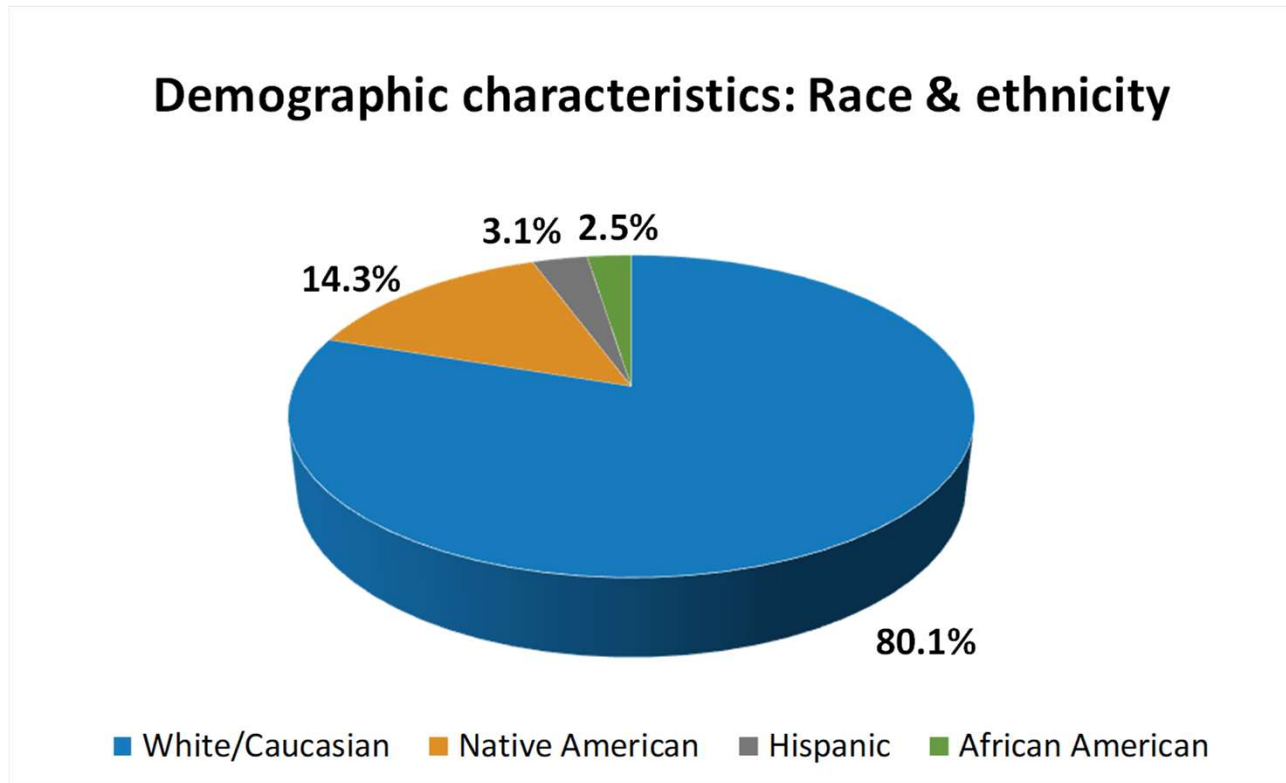
PROFILE 1: SURVEY PARTICIPANTS TEACHING IN A PUBLIC SCHOOL IN OKLAHOMA

Profile 1: Main activity

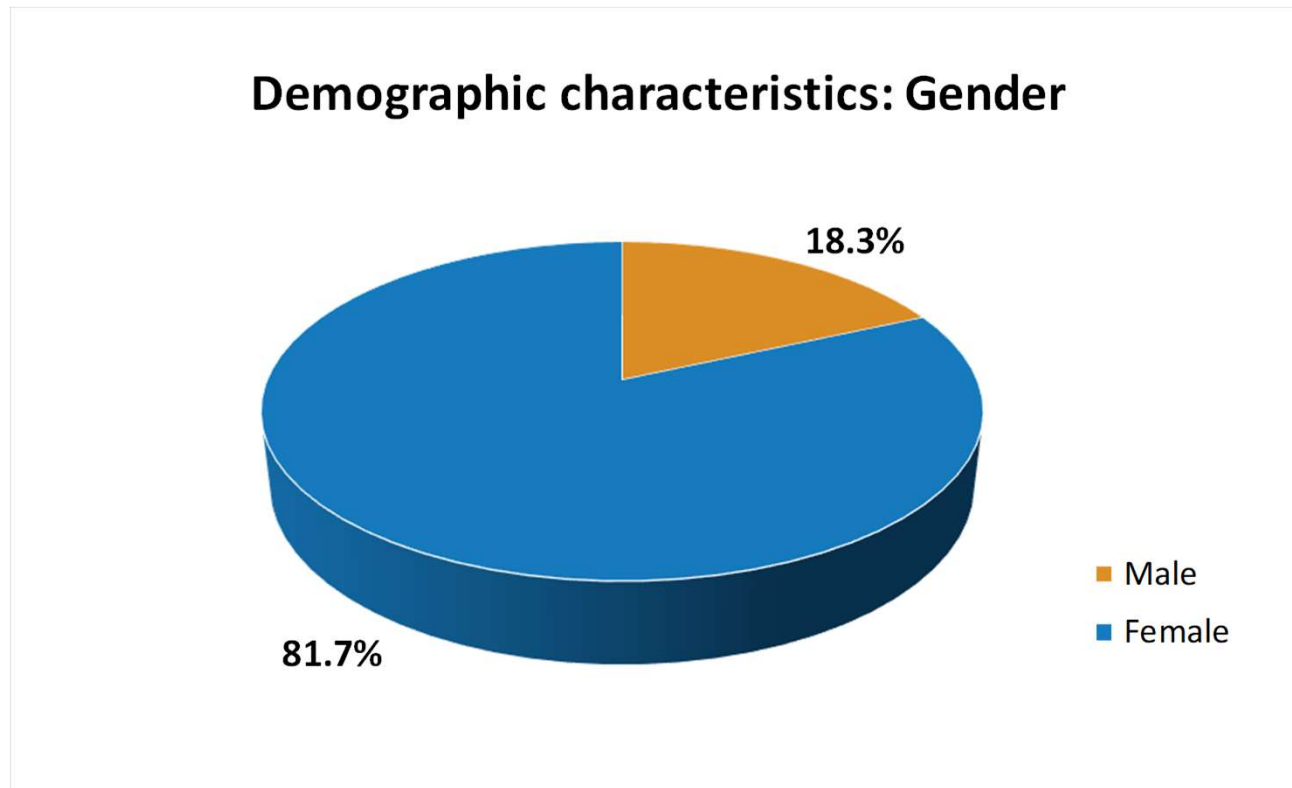
During the PAST 12 months, what was your main activity?



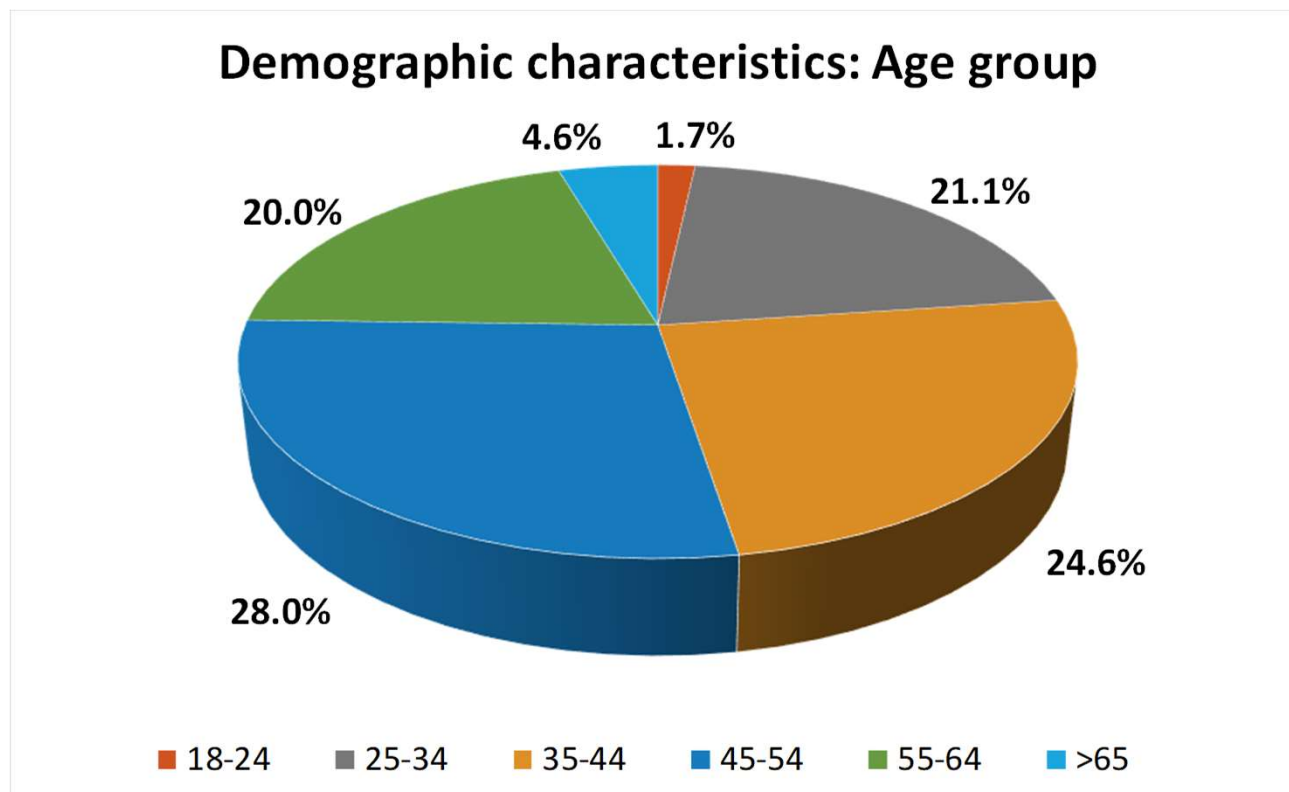
Profile 1: Demographic characteristics



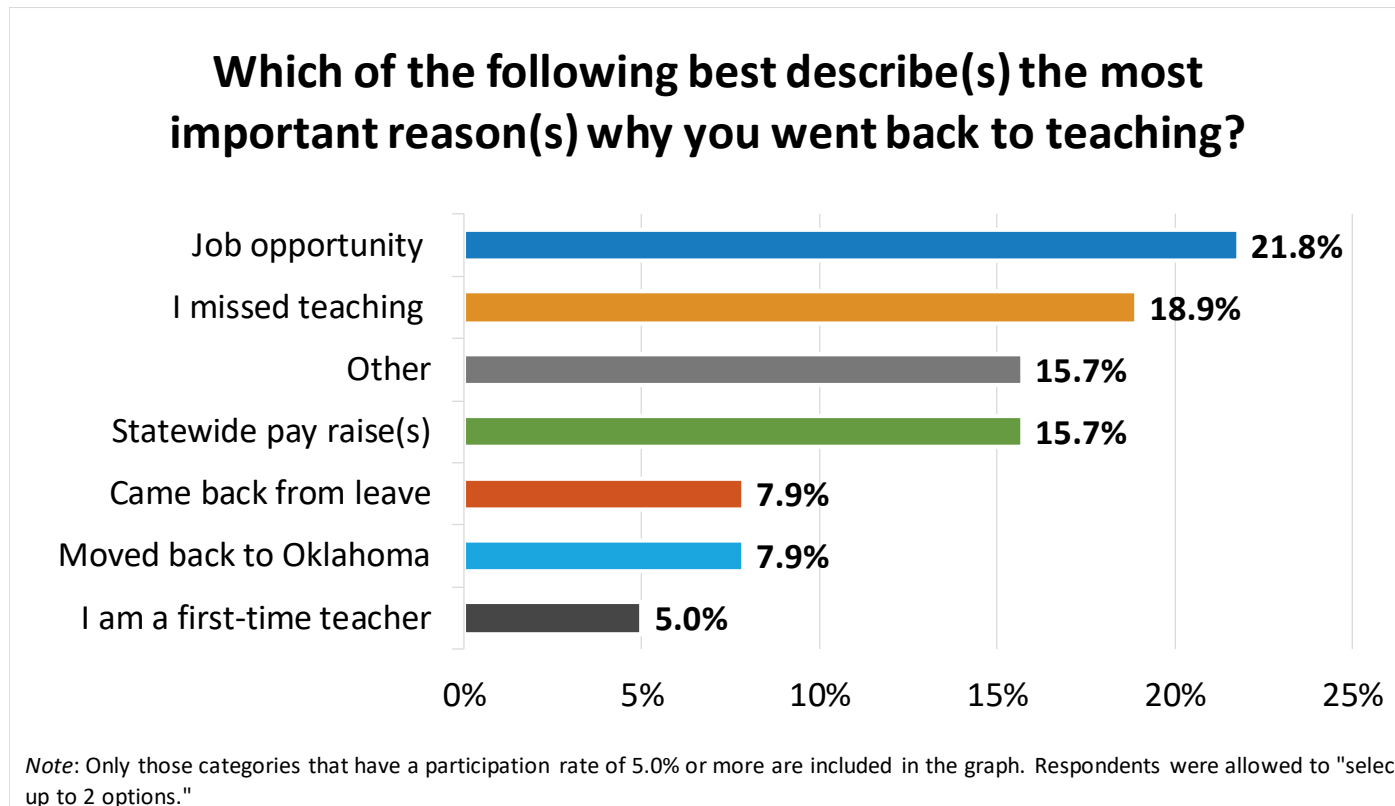
Profile 1: Demographic characteristics



Profile 1: Demographic characteristics



Profile 1: Going back/into teaching



Profile 1: Going back/into teaching ‘Other’ sample quotes

"I also got a job at the school my kids attended. I felt guilty being home and not using my degree when Oklahoma Schools needed me the most!"

"Child was old enough for public school. I had stayed home to avoid day care costs."

"The small school needed a math teacher"

"Needed a steady income again."

"I wanted to teach in public schools"

"Needed more family income"

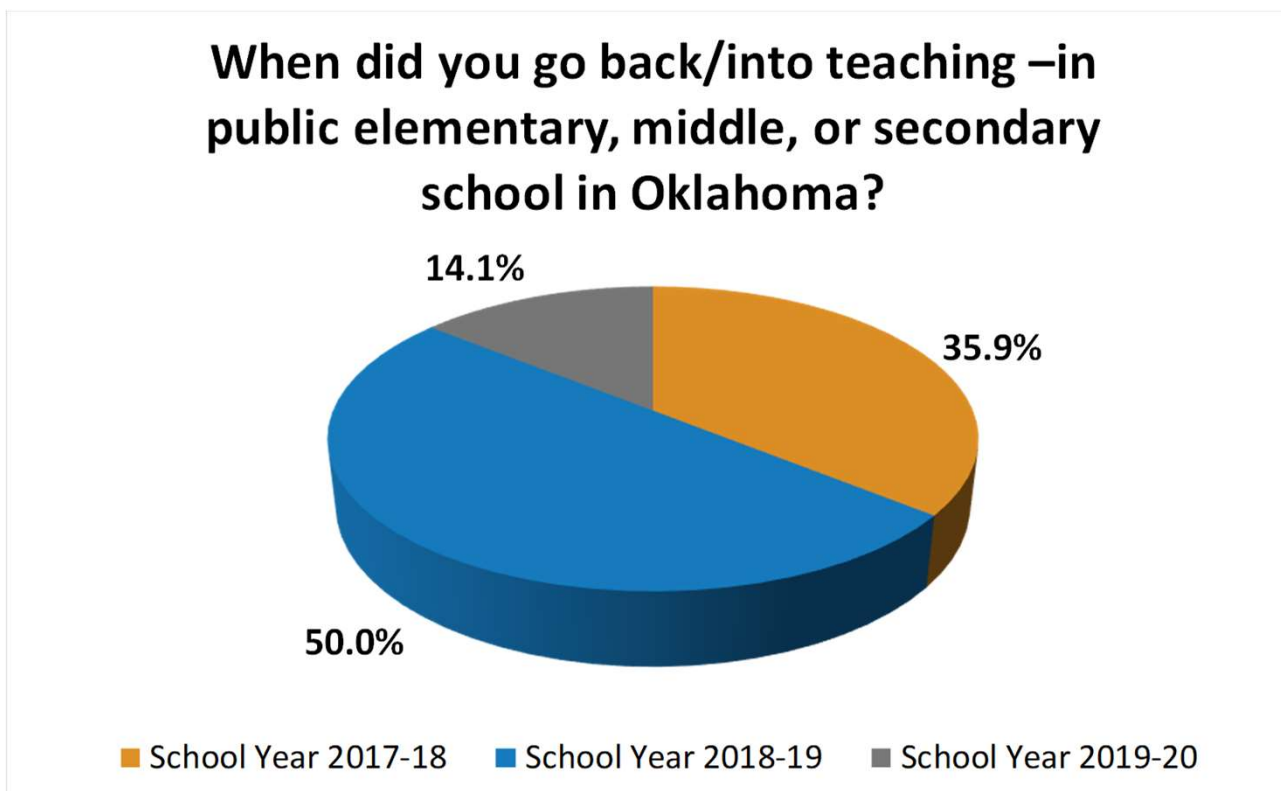
"Needed teachers retirement"

"My own children were mostly in school after 11 years."

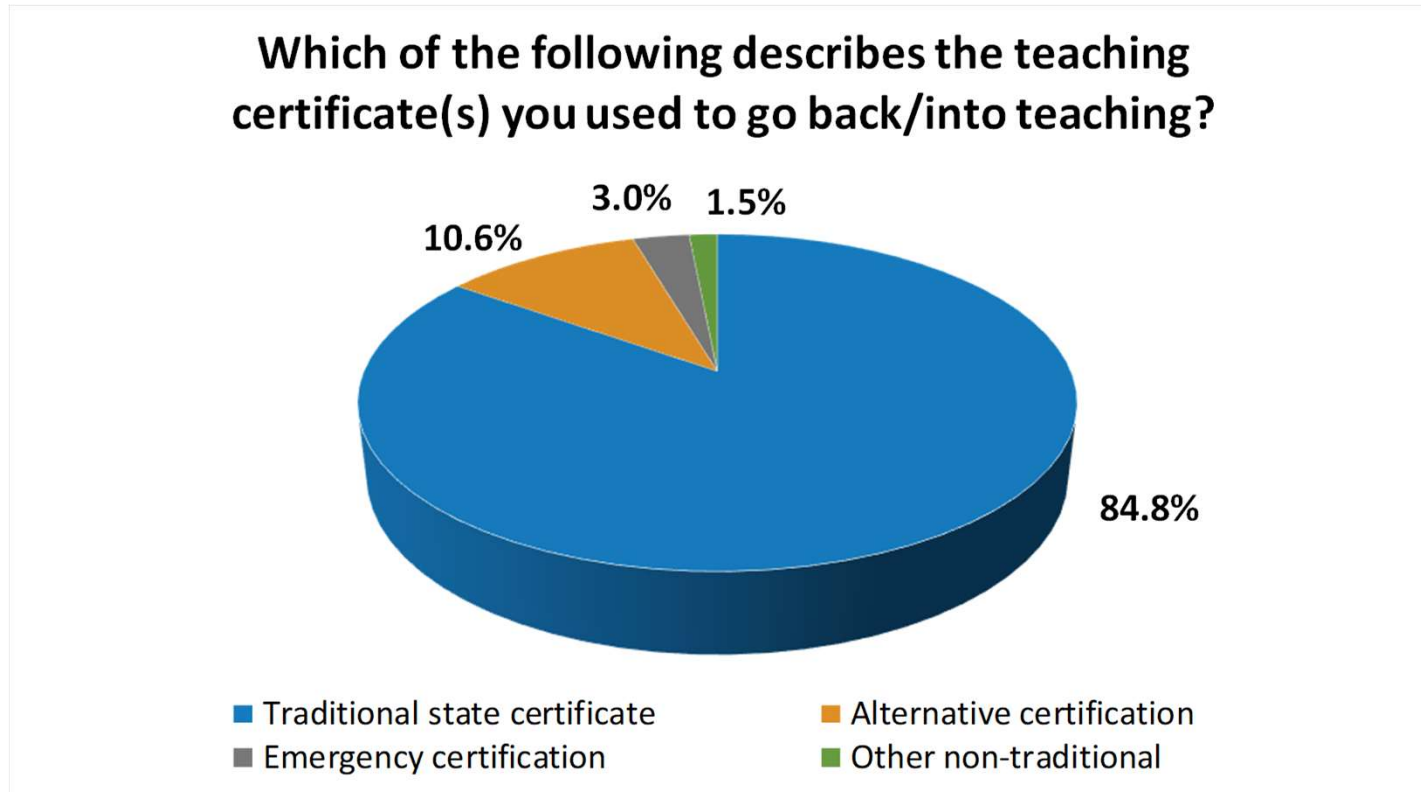
"Children were all in school/pay raise"

"Child was old enough for public school. I had stayed home to avoid day care costs."

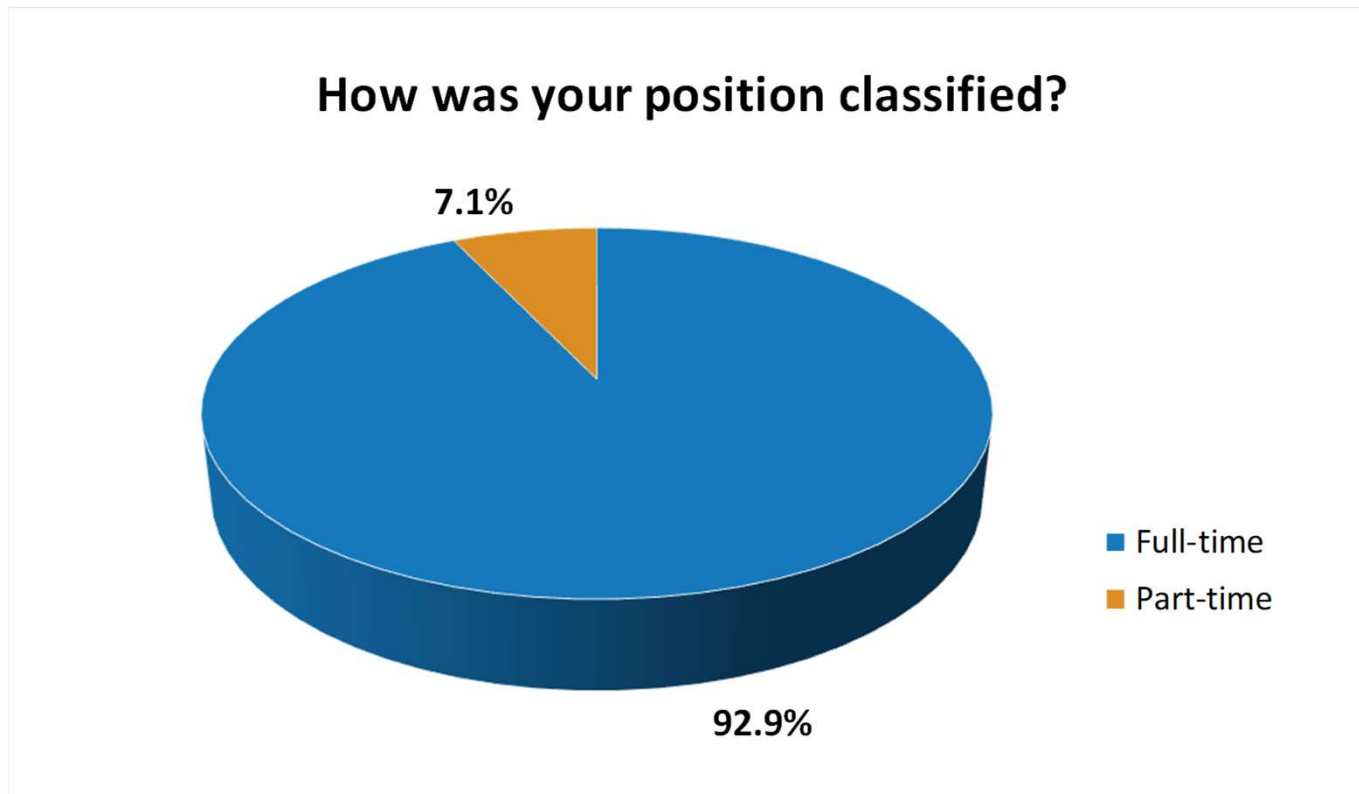
Profile 1: Job characteristics



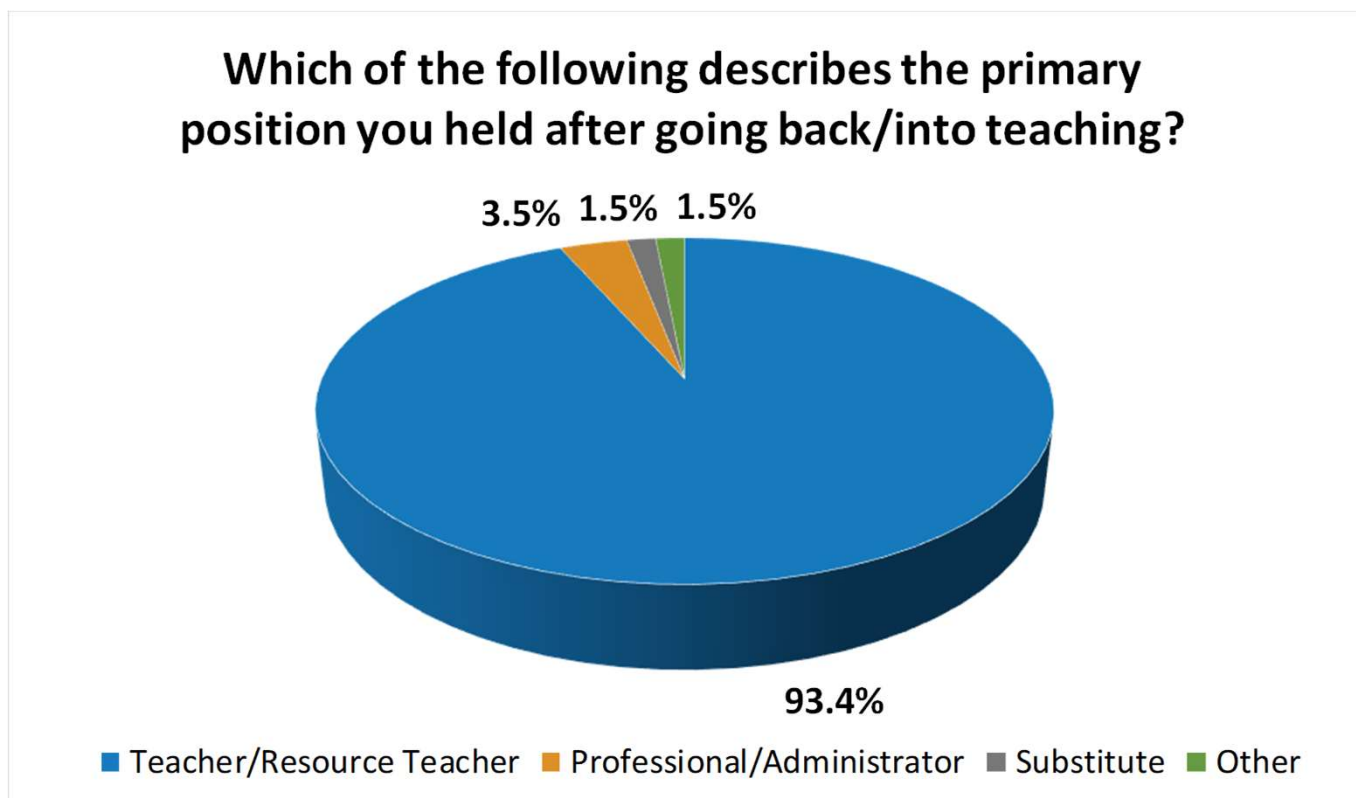
Profile 1: Job characteristics



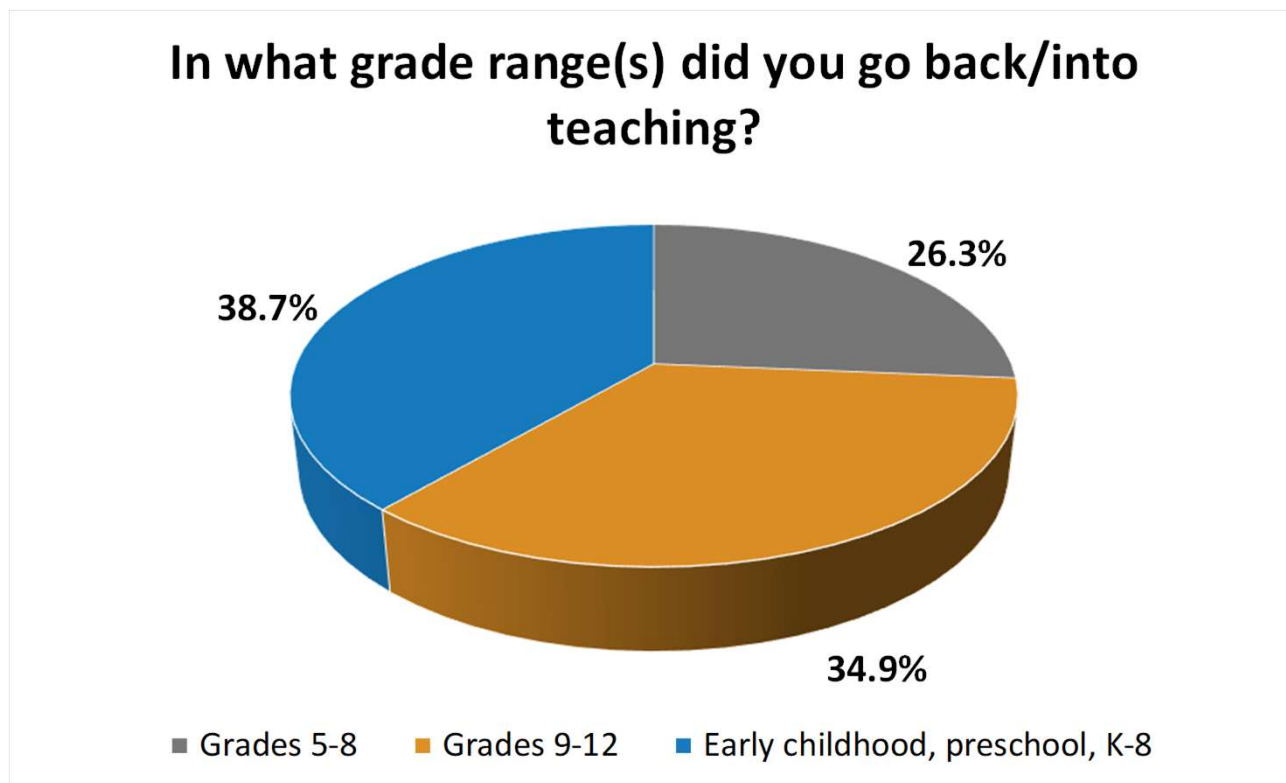
Profile 1: Job characteristics



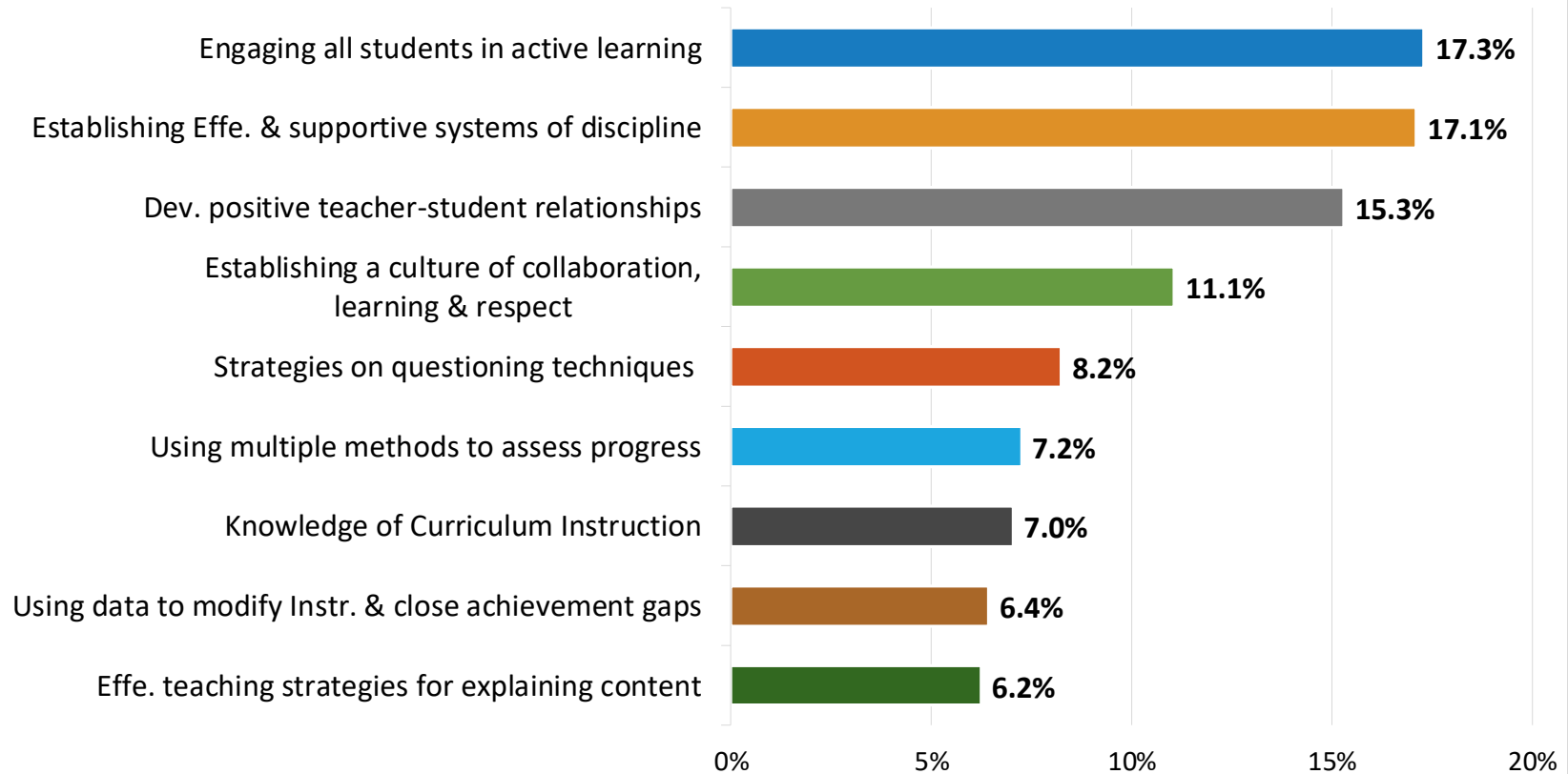
Profile 1: Job characteristics



Profile 1: Job characteristics



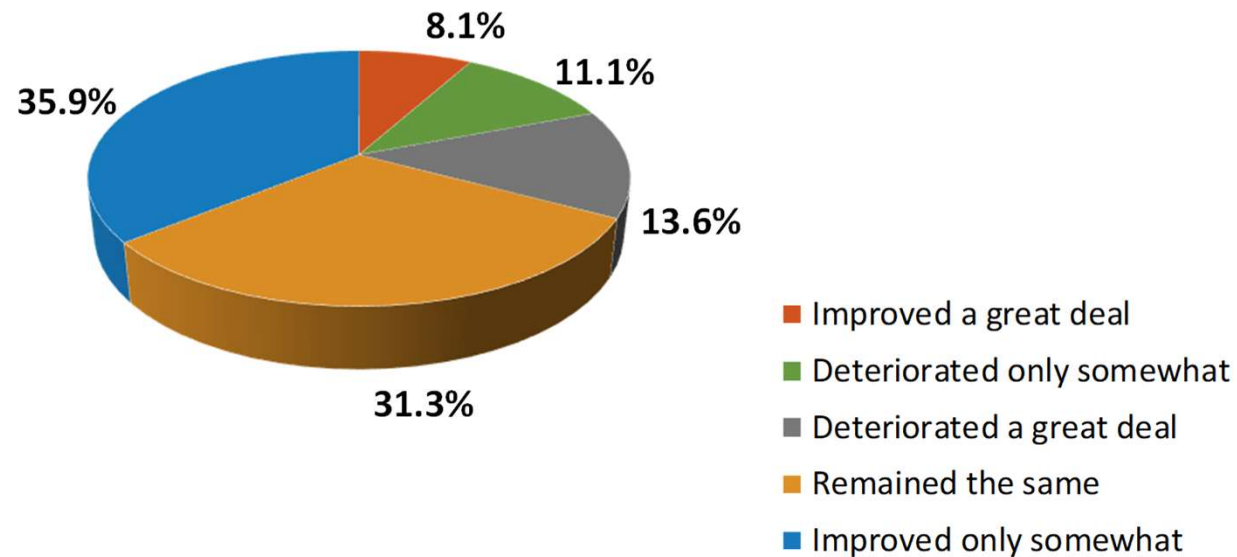
Thinking about your TEACHING PRACTICE, what programs or support would have the most impact?



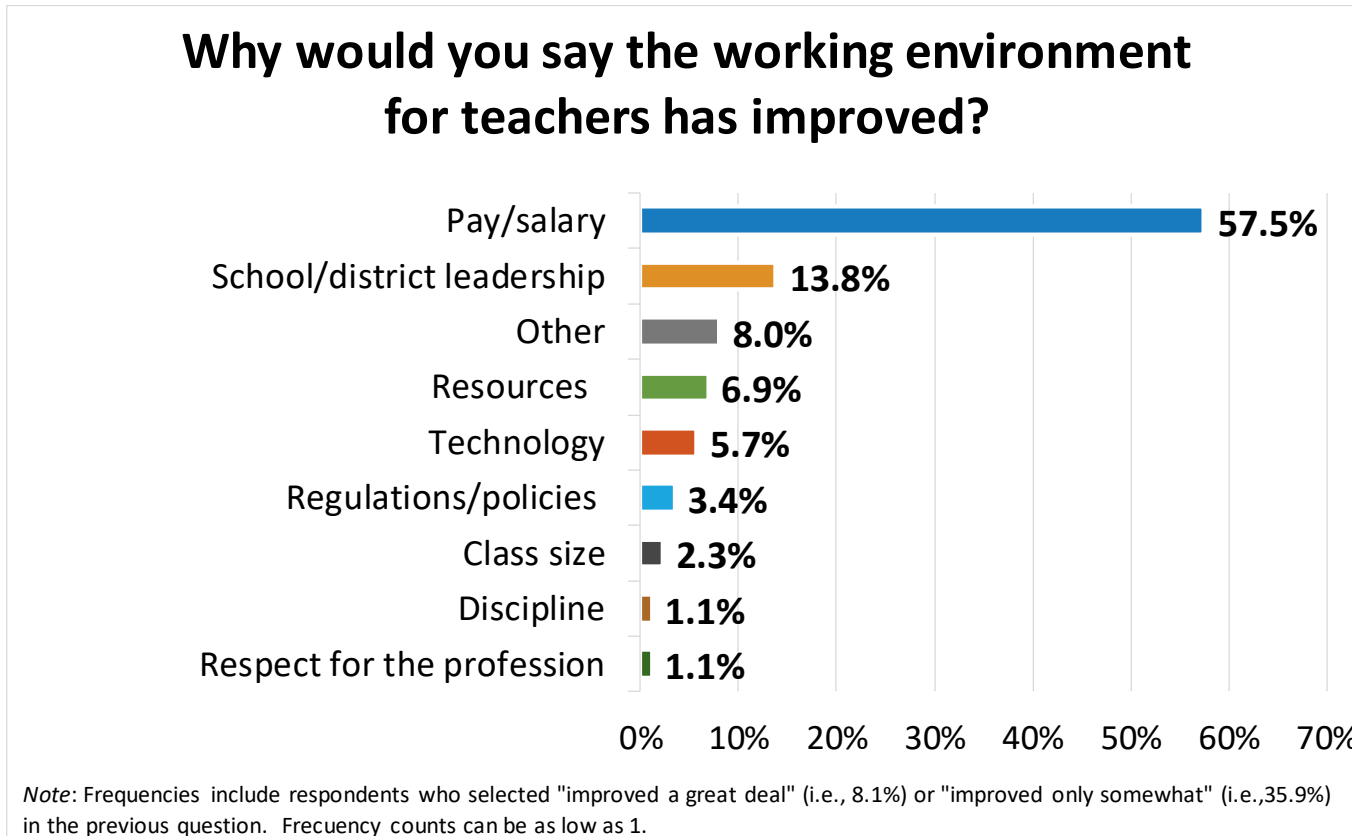
Note: Due to space limitations, only those categories that have a participation rate of 5.0% or more are included in the graph. Respondents were allowed to "select up to 3 options."

Profile 1: Teaching working environment

Would you say the working environment for teachers in Oklahoma in the last two years/recent years has...



Profile 1: Improved working environment



Profile 1: Improved working environment

'Other' quotes

"The overall morale of the teaching profession has declined. The teachers are overworked and underpaid. I feel like emphasis on standardized tests has a negative impact on teachers and students. The children require more opportunities for hands-on experiential learning, critical thinking and problem solving skills. Many of the students are not getting basic needs met at home. There needs to be more focus on family education. Both children and teachers are stressed and need support to effectively do their jobs."

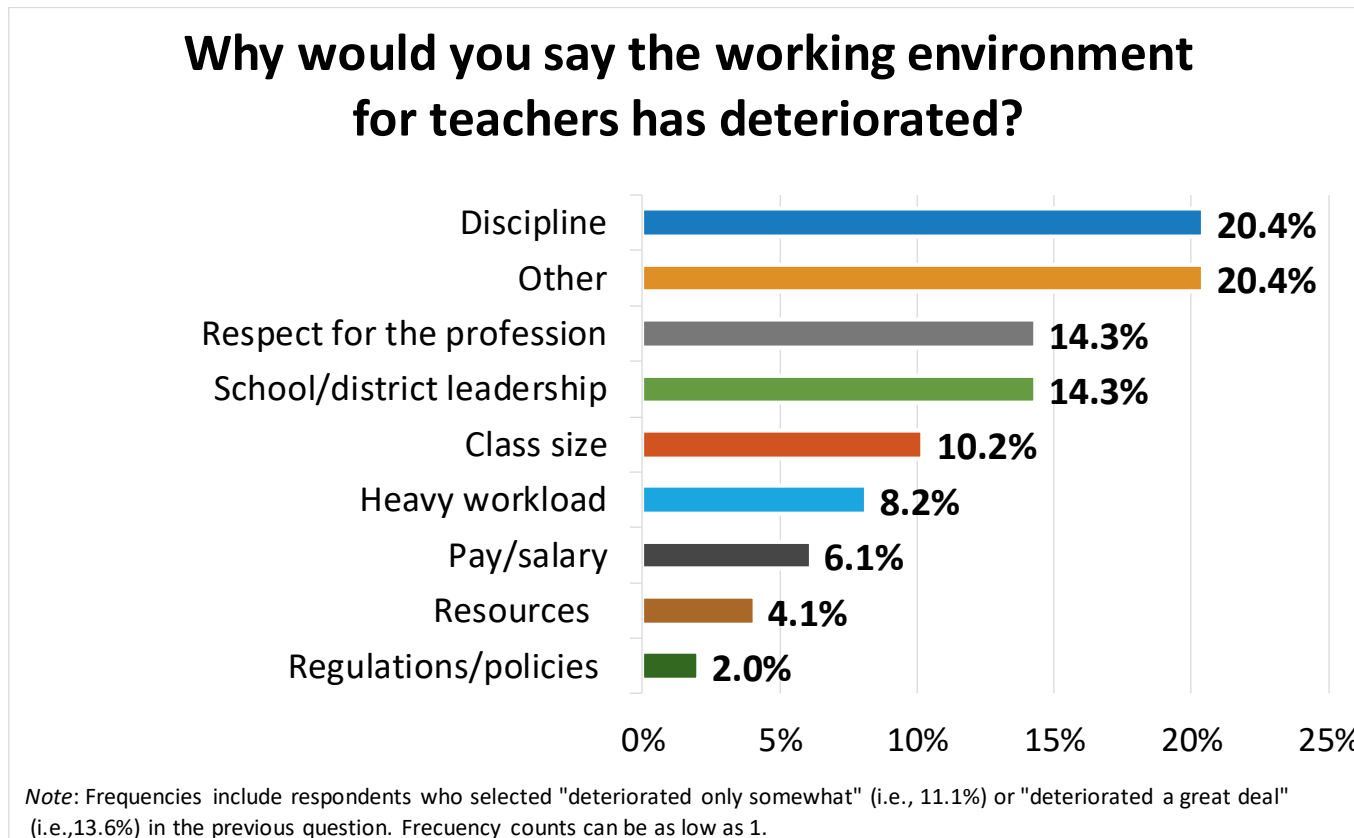
"Pay is better but I have very little resources for my classroom. Funding needs to improve for more than just pay!"

"Too many demands on teacher time. I spend 2-3 hours a night grading and planning."

"We have the OK Excel program working with us to improve education- shows the state actually cares about our students' learning"

"Pay and resources have improved. Class size is still a problem"

Profile 1: Deteriorated working environment



Profile 1: Deteriorated working environment

'Other' quotes

"There are no consequences for students - students are allowed to attack teachers/staff and get away with it."

"Too much concern for documenting teaching criteria as opposed to actual teaching."

"Losing qualified teachers every year and replacing them with emergency certified, but also I would check near every one of those boxes above."

Unions have become much too influential"

"No discipline at all kids run the school"

"SPED & so many other disabilities mixed in with overcrowding, ELL & discipline make teaching a simple lesson impossible on some days in an Art classroom."

"Resources, Pay, class size, school leadership, respect for the profession, regulations and policies, heavy workload, testing, discipline, opportunities for advancement"

"Physical ed cuts"

"Community culture that places too much responsibility on the school to raise, feed, clothe, and educate students. Students are allowed to abuse teachers verbally and physically only to have a restorative conversation that has little to no long lasting impact."

SIMILARITIES/DIFFERENCES BETWEEN SURVEY PARTICIPANTS TEACHING IN OKLAHOMA PUBLIC SCHOOLS AND THOSE TEACHING EVERYWHERE ELSE

Statistical comparison: Profile 1 vs Profile 2, and Profile 1 vs. Profile 3

Charateristic	% Teaching in a public school in Okla. (Profile 1) (n= 198)	% Teaching in another state (Profile 2) (n= 353)	% Teaching in a private school (Profile 3) (n=169)	Distribution differences (p-values)
Gender				
Female	81.7	71.6	82.5	0.01*/0.86
Male	18.3	28.4	17.5	
Age				
18 to 24	1.7	3.3	1.3	0.39/0.38
25 to 34	21.1	19.2	12.3	
35 to 44	24.6	28.4	30.5	
45 to 54	28.0	26.6	29.2	
55 to 64	20.0	20.7	22.7	
65 and older	4.6	1.8	3.9	

– Educators teaching in an Oklahoma public school are sig. more likely than those teaching out-of-state to be female

Notes: The analysis includes only complete responses and excludes the 'refusals' category applied to each question during the data collection in 2017. P-value <0.05 was considered significant (*). Source: Author's calculations based on OSDE Follow up Survey results and CHS & Associates data files (i.e., demographics) and reports provided.

Statistical comparison: Profile 1 vs Profile 2, and Profile 1 vs. Profile 3

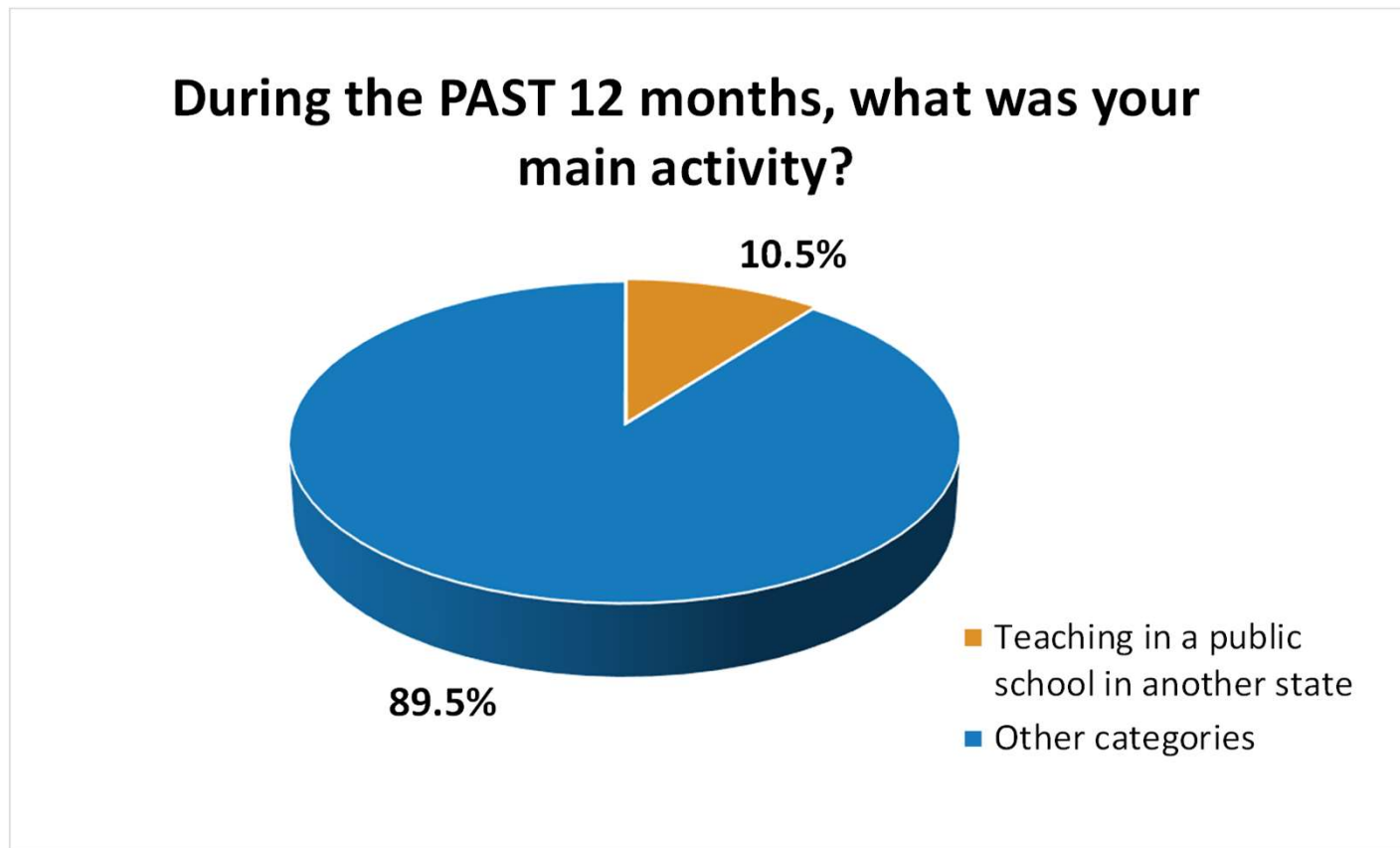
Charateristic	% Teaching in a public school in Okla. (Profile 1) (n= 198)	% Teaching in another state (Profile 2) (n= 353)	% Teaching in a private school (Profile 3) (n=169)	Distribution differences (p-values)
Race & ethnicity				
White	80.1	83.7	91.5	0.52/0.02*
Black or African American	2.5	2.7	0.0	
American Indian/Alaskan Native	14.3	9.7	6.4	
Hispanic	3.1	3.3	1.4	
Asian	0.0	0.7	0.7	
Grade range				
Early childhood, preschool, K-8	38.7	37.7	35.5	0.85/0.45
Grades 5-8	26.3	24.9	23.1	
Grades 9-12	34.9	37.4	41.4	

– Educators teaching in an Oklahoma public school are sig. more likely than those teaching in a private school to be American Indian/Alaskan Native, but sig. less likely to be White

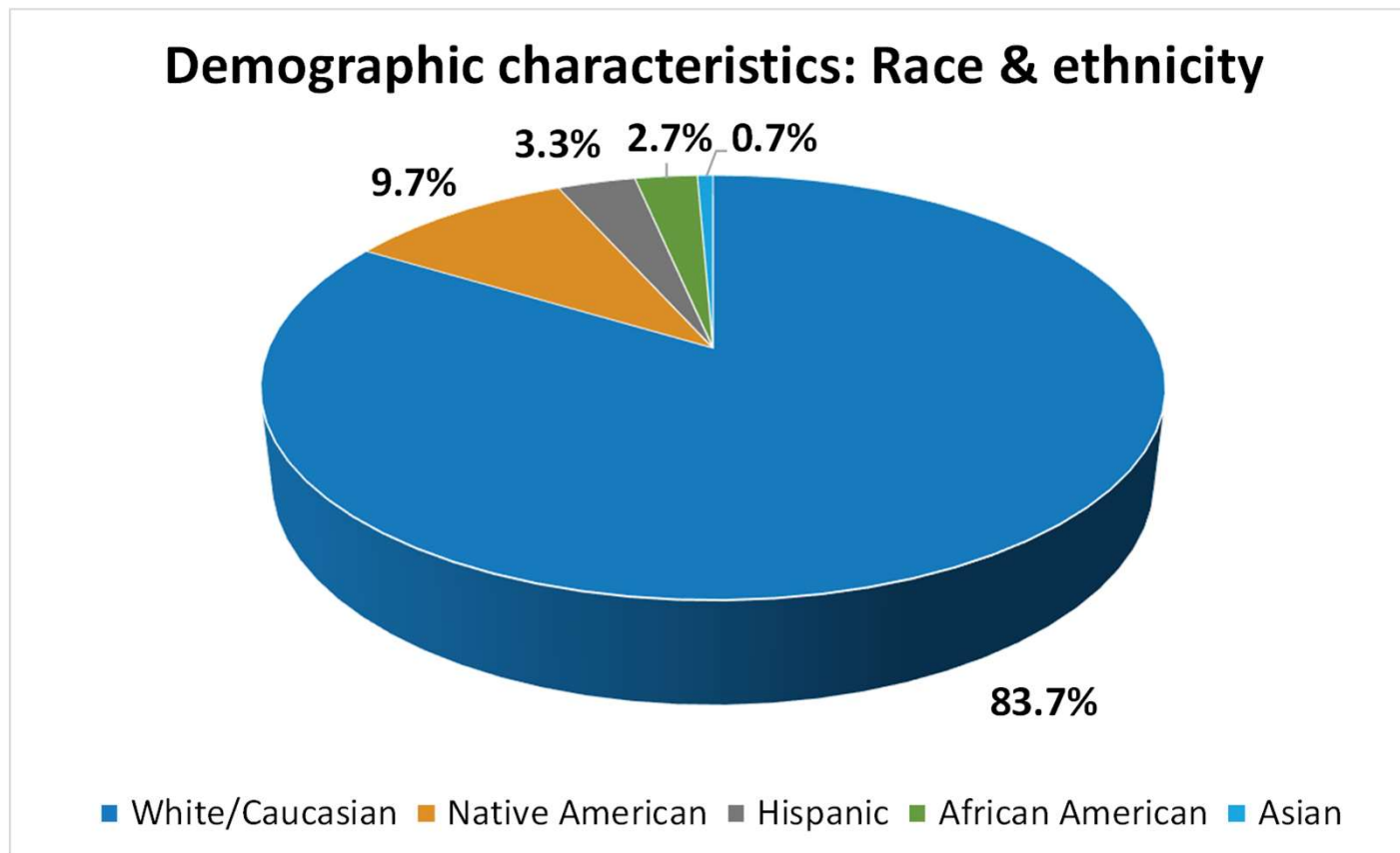
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PROFILE 2: SURVEY PARTICIPANTS TEACHING IN A PUBLIC SCHOOL IN ANOTHER STATE

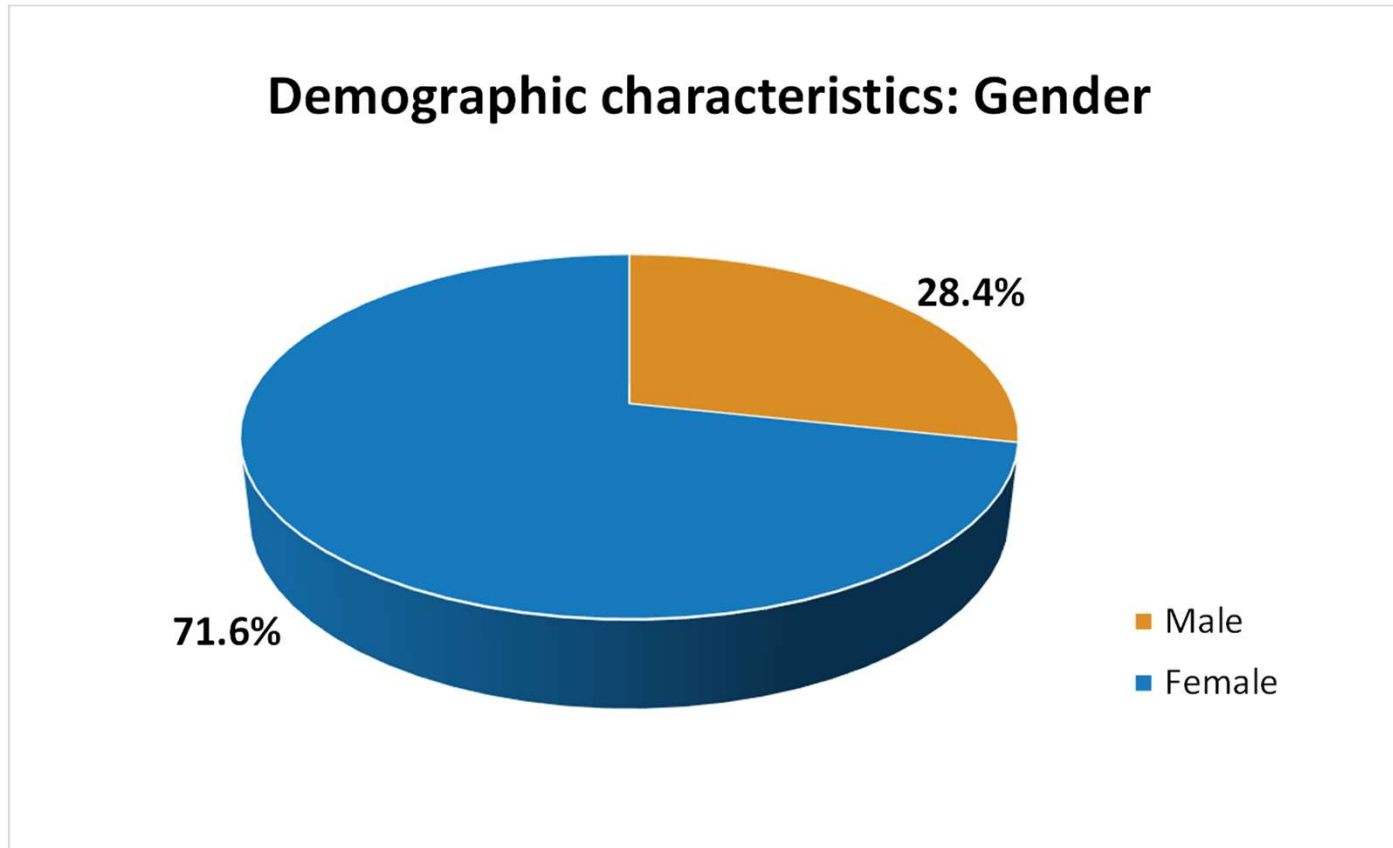
Profile 2: Main activity



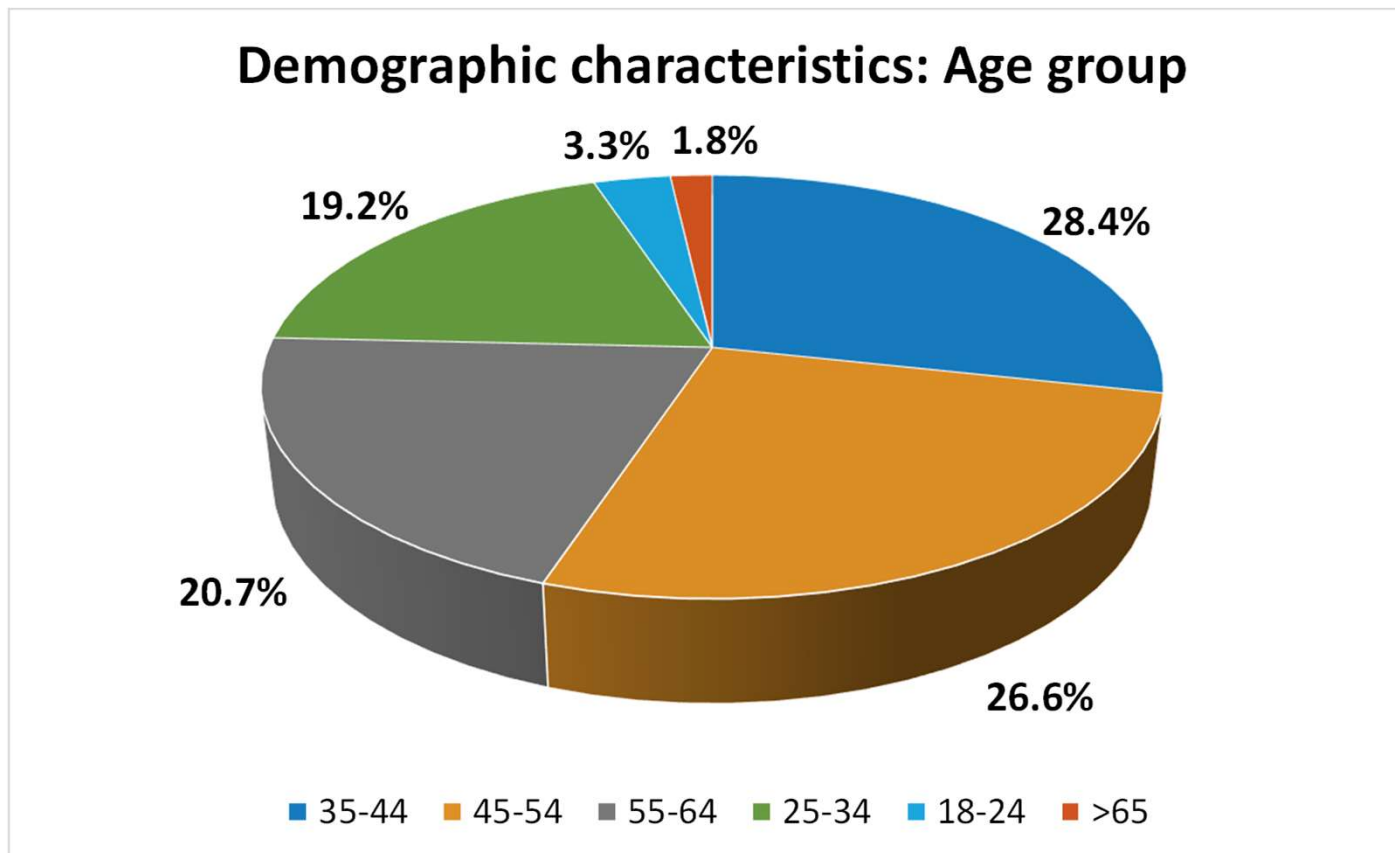
Profile 2: Demographic characteristics



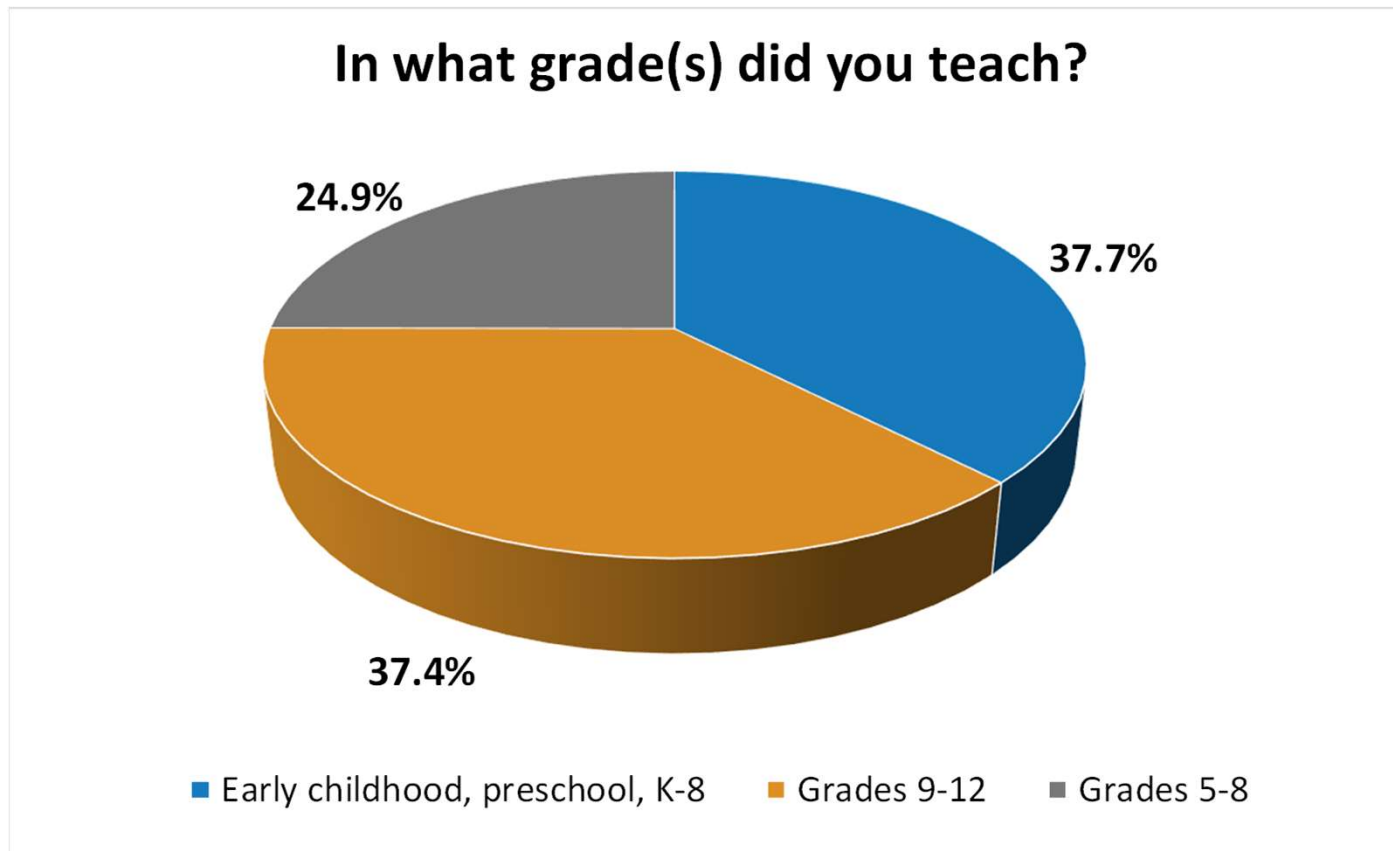
Profile 2: Demographic characteristics



Profile 2: Demographic characteristics

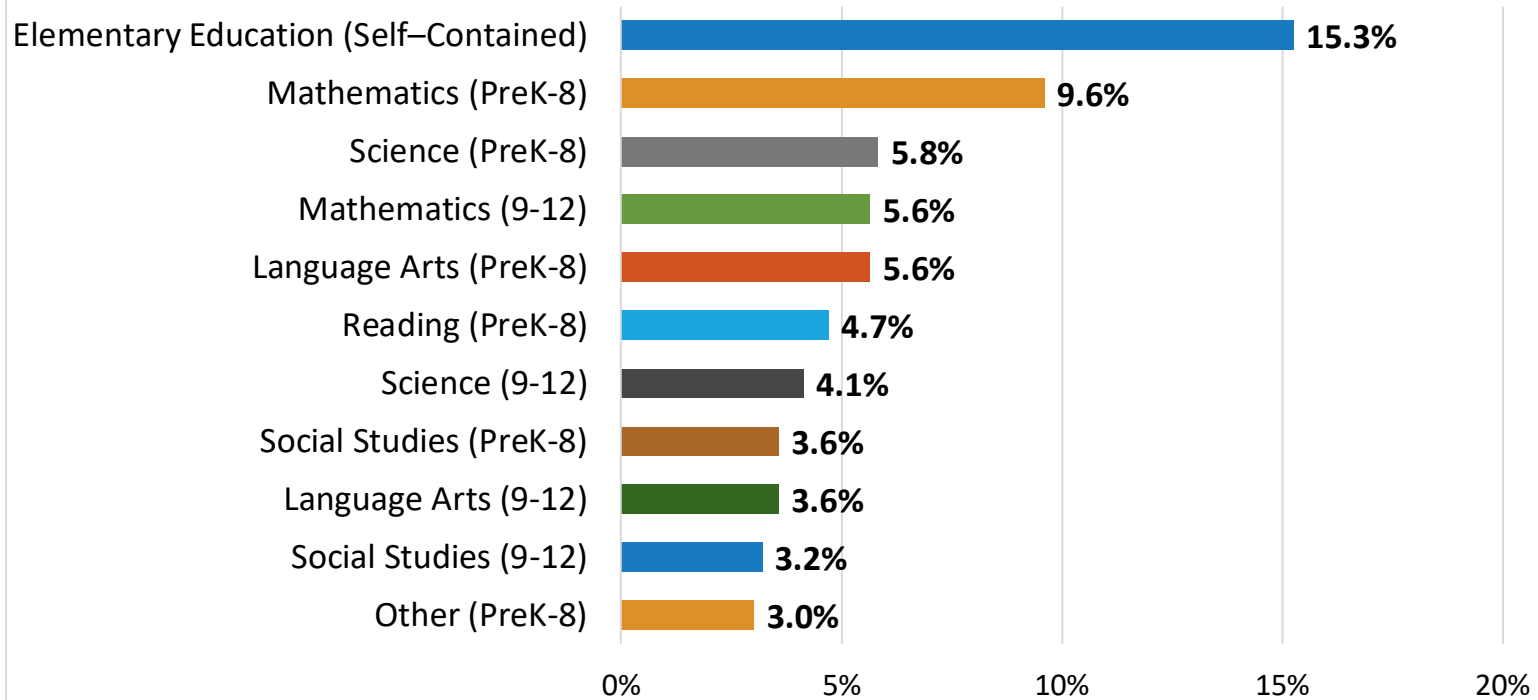


Profile 2: Job characteristics



Profile 2: Job characteristics

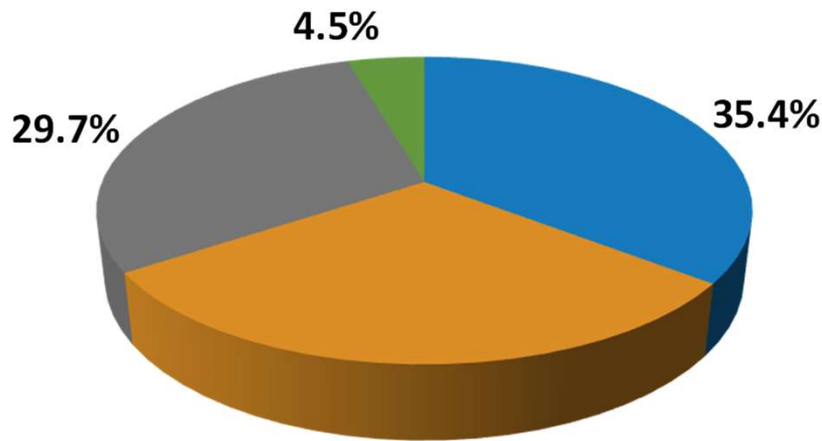
Most frequent subjects taught by Oklahoma certified teachers working in another state



Note: Due to space limitations, only those categories that have a participation rate of 3.0% or more are included in the graph. Respondents were allowed to select multiple options.

Profile 2: Returning to OK public schools

I would like to teach/teach again in Oklahoma public schools...



- If the pay would increase more 30.3%
- It would take more than just an increase in pay
- I don't plan to do it
- I would do it even if there was not another pay raise

- 2017 vs. 2019: There is no statistically significant difference between the number of respondents selecting either **option 1** or **option 2** across surveys –the remaining categories are not comparable across years.

Profile 2: Returning to Oklahoma

Respondents who would like to teach/teach again in Oklahoma public schools if the pay would increase more	100% (35.4% of all respondents in profile #2)
By how much more?	
Other amount (average salary increase = \$12,675)	57.6%
\$ 5,000	34.4%
\$ 2,500	8.0%

Note: The average salary increase estimate is based on number only responses.

Profile 2: Returning to Oklahoma

Respondents interested in teaching/teaching again in Oklahoma public schools	100% (70.3% of all respondents in profile #2)
Would you like to see teaching opportunities in your area?	
Yes	54.4%
No	45.6%

Profile 2: Final comments, sample quotes

"Many issues in OK schools...too many administrators and too many districts-waste of money. Main reason we moved-my son's math teacher left in November for family emergency and he never got [sic] another teacher. So we moved to TX."

"Even though I loved my time in Oklahoma, there was this unspoken knowledge - I'm not even sure where it came from - that the education system in Oklahoma was far less than that of other states. I want to be proud of where I teach, so it was much more appealing to teach in a state that seemed to take pride in their education system. Even though I have NO idea if this is true or not, there was this unfair perception I had of Oklahoma schools that they were small and lacked funding for adequate resources, and that wasn't where I wanted to be."

"I had to get a part-time job while I was teaching in OK in order to pay my bills. I moved to Maryland because the pay was higher and there is more value/respect placed on education. I am happy where I am and I do not plan on returning to OK but it would be nice if teachers in OK could feel valued and appreciated. Being a teacher is hard enough without adding low pay into the mix."

Profile 2: Final comments, sample quotes (Cont.)

"I have been teaching for 26 years now and make almost 60,000 plus [sic] my insurance is only \$195 for the family BCBS. That's the two reasons I left Oklahoma. In Oklahoma insurance is way too expensive for teachers."

"I took a teaching job in Kansas out of college seven years ago not because of money, but because I couldn't get an interview from any of the Oklahoma schools I applied to. If hiring practices were improved so that the information for applicants were kept by the district they would have more success in filling vacancies. Finally, if Oklahoma had a resource comparable to kansasteachingjobs.com it would yield dividends."

"I wish Oklahoma the best as they continue to hopefully support education more and more. I have been afforded so many opportunities in professional development in the state of Wyoming that it would be very difficult for me to go back. I wasn't really sure what to put for the codes, but I am a Kindergarten/1st grade Special education and I teach reading, math, and writing."

Profile 2: Final comments, sample quotes (Cont.)

"I work right across the line in Fort Smith, Arkansas. It is not about the pay sometimes but about the ability to understand decisions and what each school is about. I am not going to take a job because it is open and because of what it pays. I need to know what they are doing, what the culture is, and how can I help improve it."

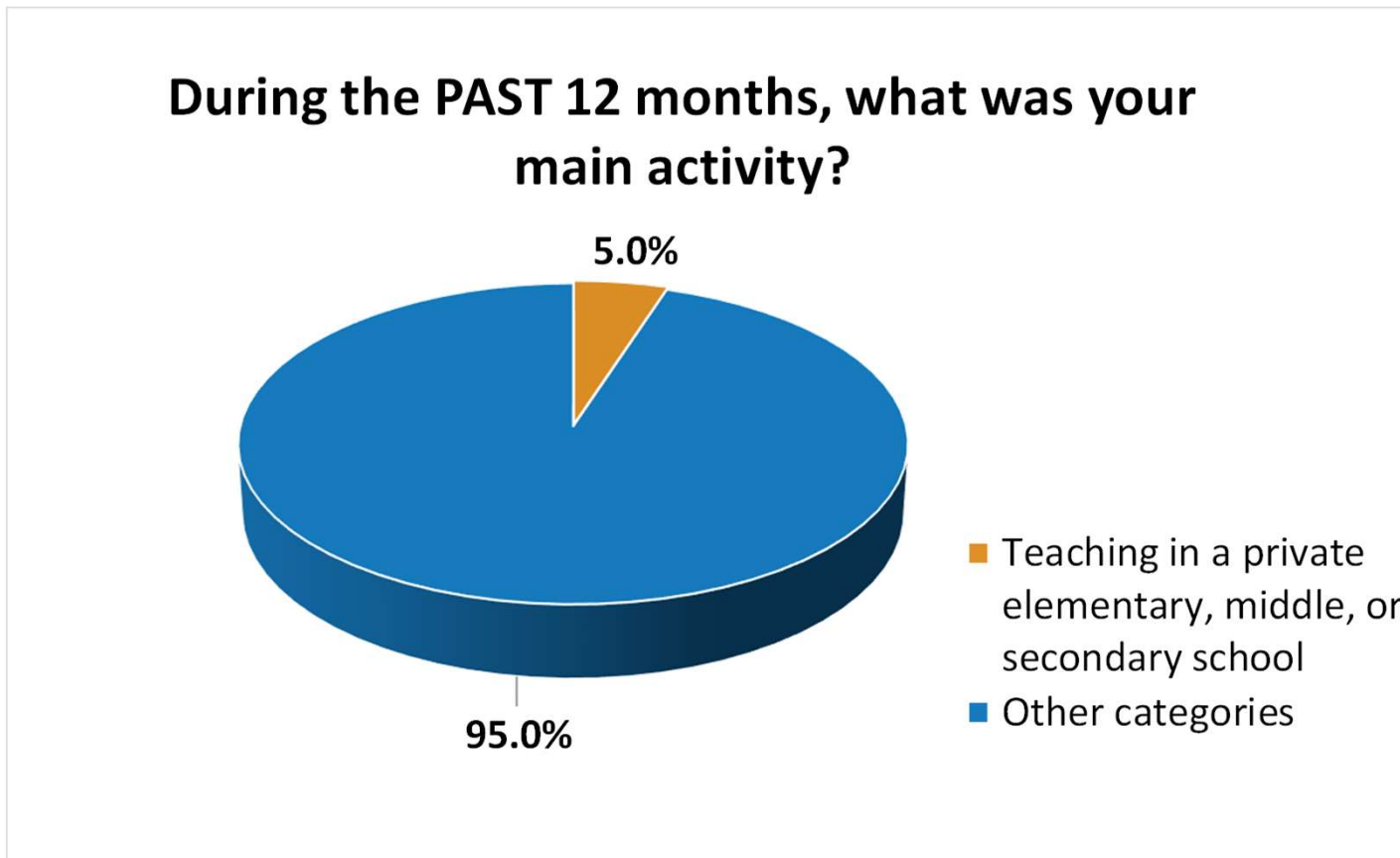
"I would like to see OK return to a more standard system of providing an education to children, other than core curriculum."

"I would return to Oklahoma only after I retire from Texas. I left Oklahoma due to a job shortage when I graduated. I do feel that the pay in Texas is not across the board higher. It depends if you are in a big city or not but I do think TRS benefits are better in Texas."

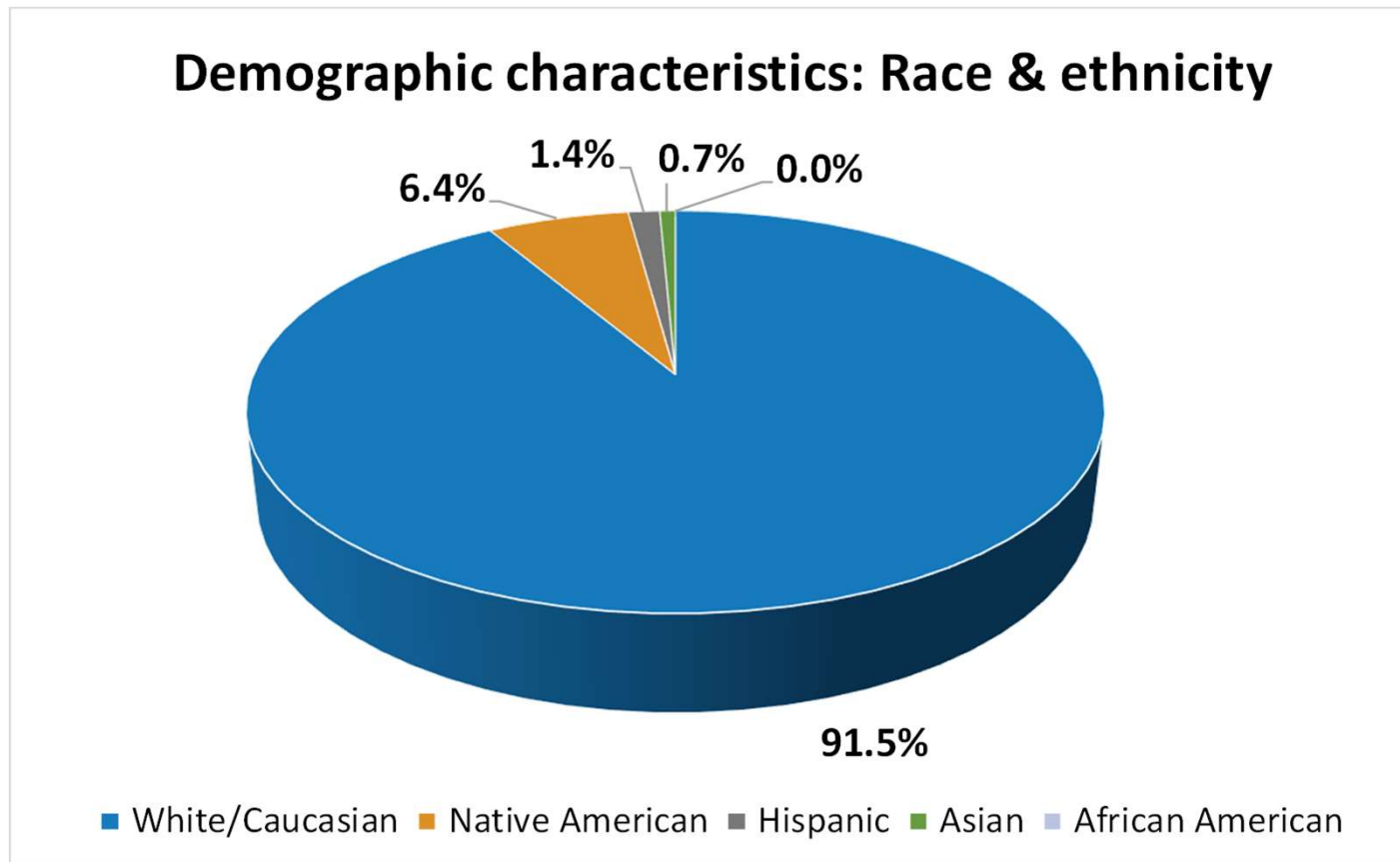
"My projected retirement salary from California is \$5000 per month if I stay here for 9 more years until age 62. My projected retirement in Oklahoma would have been \$1400 if I worked until age 70. Retirement pension is important to teachers."

PROFILE 3: SURVEY PARTICIPANTS TEACHING IN A PRIVATE SCHOOL

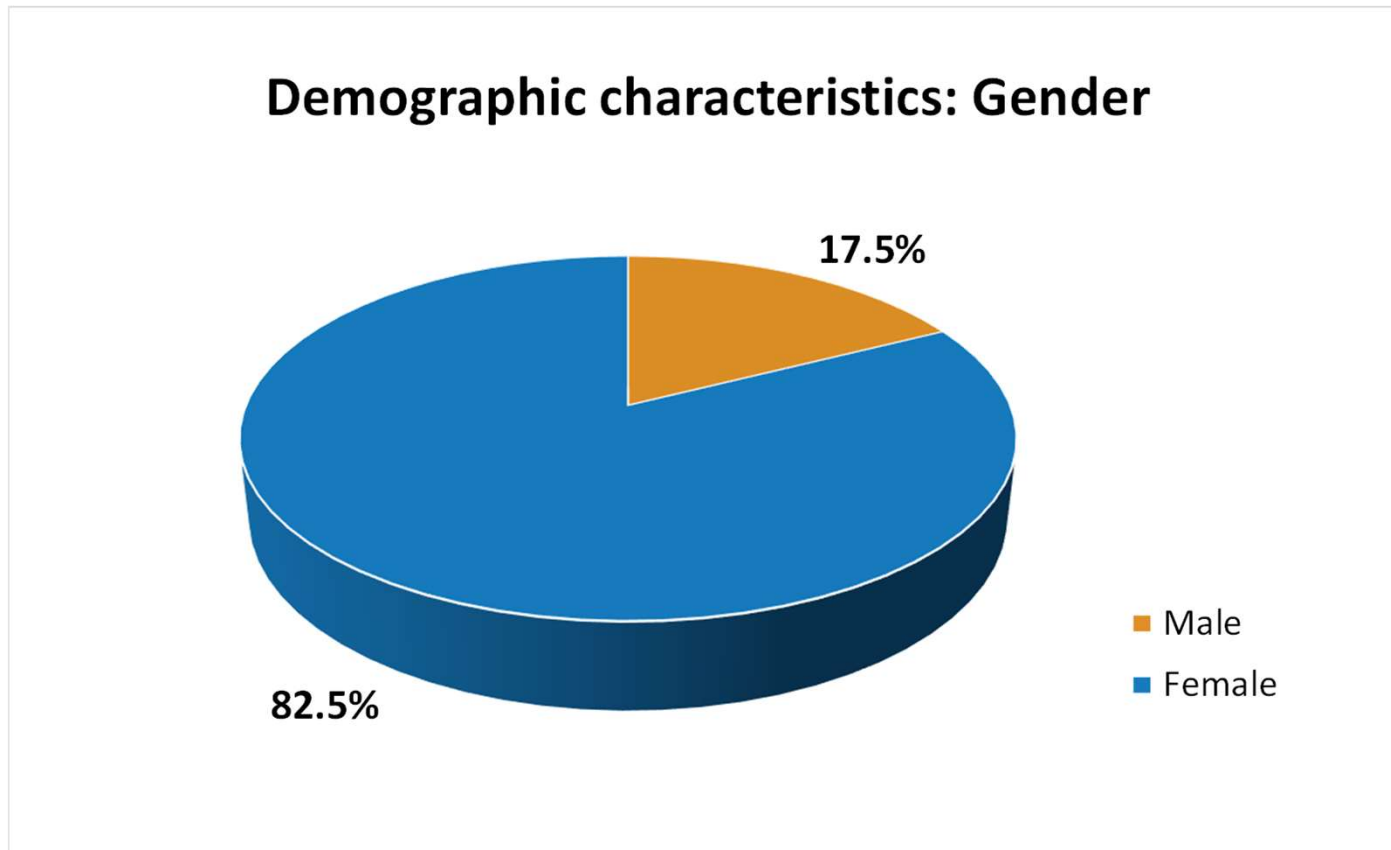
Profile 3: Main activity



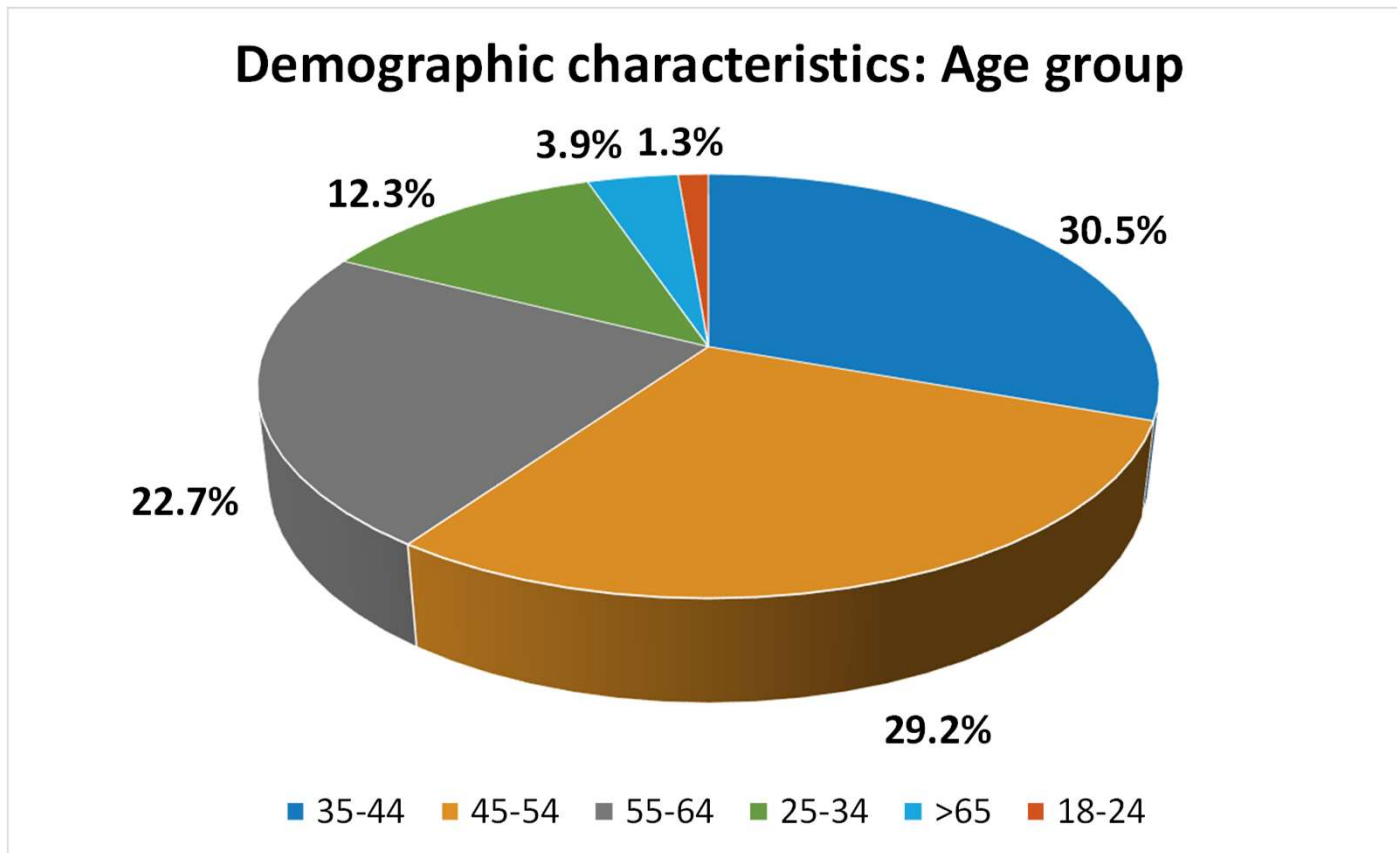
Profile 3: Demographic characteristics



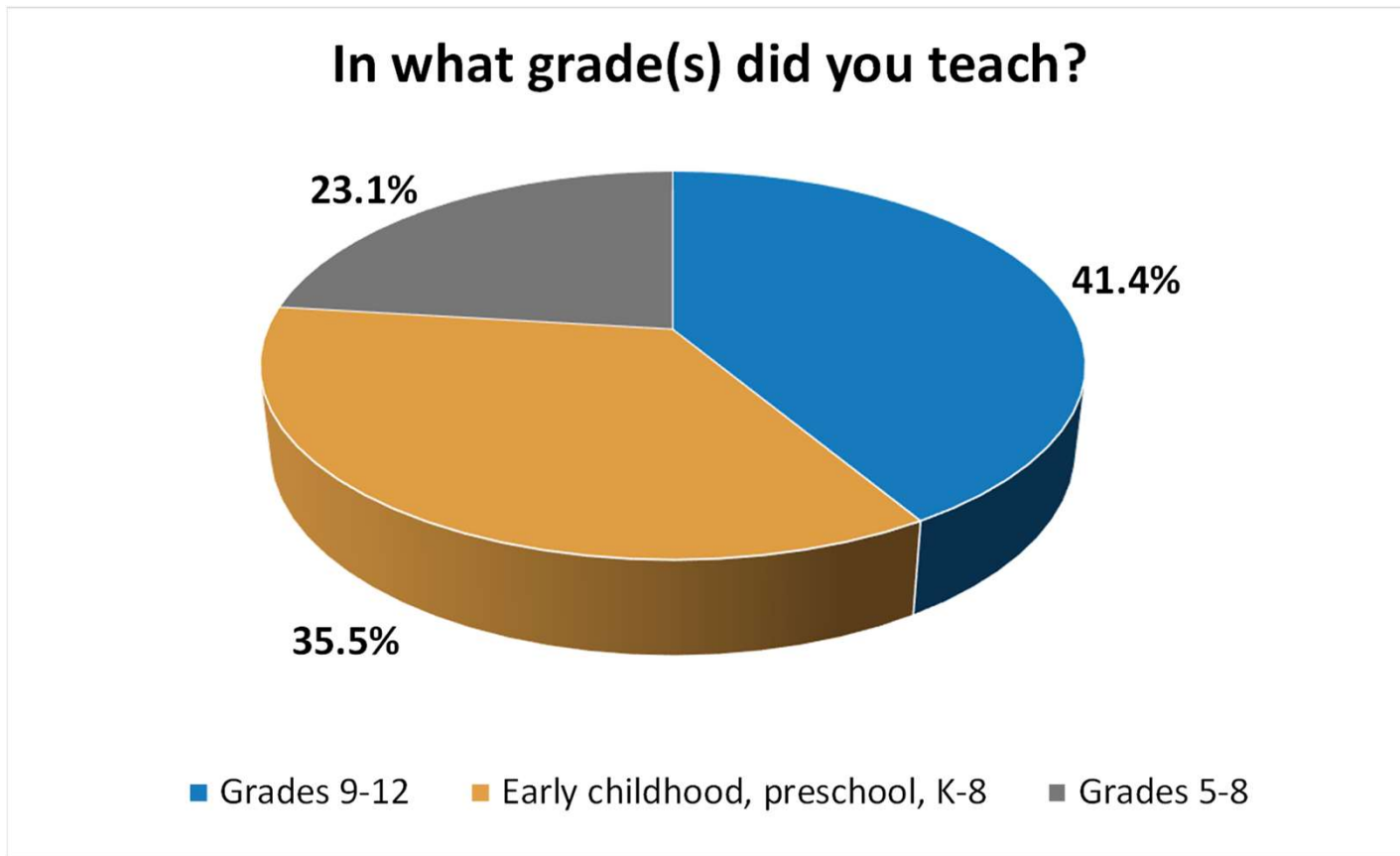
Profile 3: Demographic characteristics



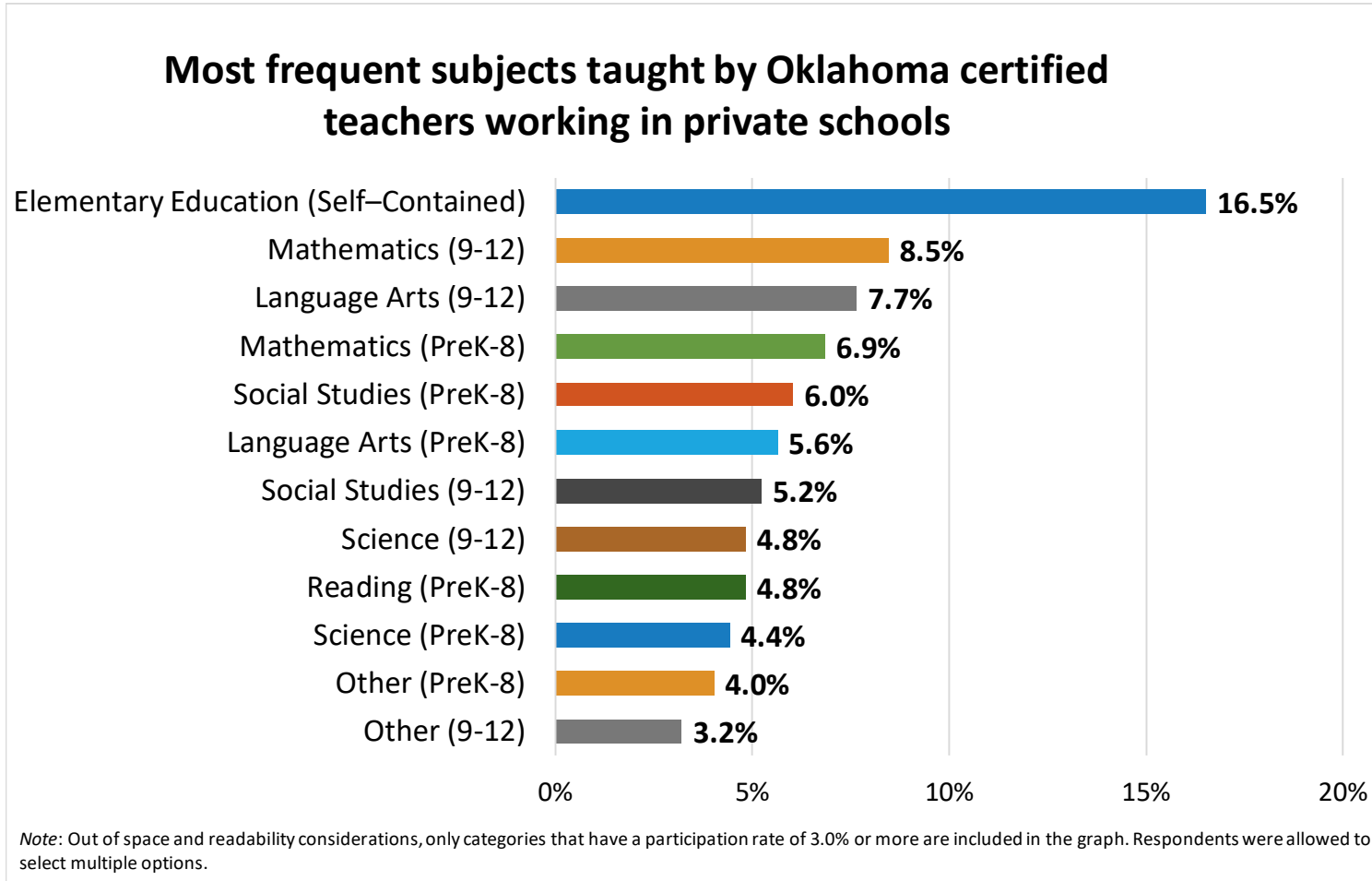
Profile 3: Demographic characteristics



Profile 3: Job characteristics

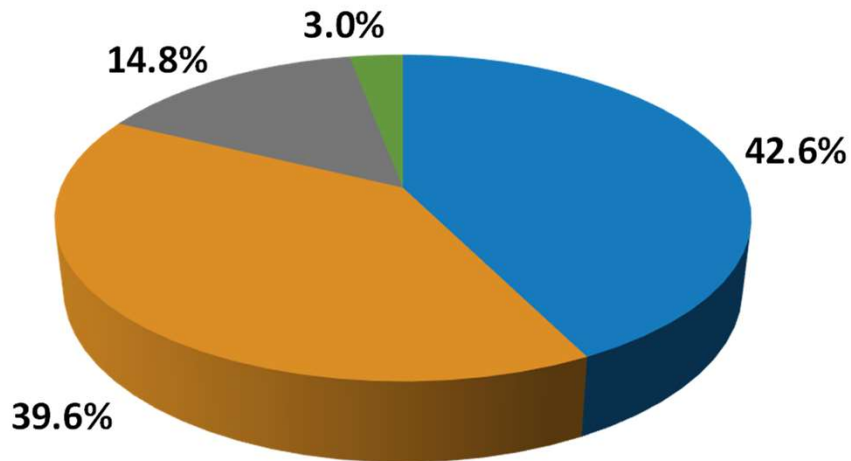


Profile 3: Job characteristics



Profile 3: Returning to OK public schools

I would like to teach/teach again in Oklahoma public schools...



- It would take more than just an increase in pay
- I don't plan to do it
- If the pay would increase more
- I would do it even if there was not another pay raise

- 2017 vs. 2019: There is no statistically significant difference between the number of respondents selecting either **option 1** or **option 3** across surveys –the remaining categories are not comparable across years.

Profile 3: Returning to OK public schools

Respondents who would like to teach/teach again in Oklahoma public schools if the pay would increase more	100% (14.8% of all respondents in profile #3)
By how much more?	
\$ 5,000	56%
Other amount (average salary increase = \$10.250)	36%
\$ 2,500	8%

Note: The average salary increase estimate is based on number-only responses. All categories have small sample sizes.

Profile 3: Returning to OK public schools

Respondents interested in teaching/teaching again in Oklahoma public schools	100% (60.4% of all respondents in profile #3)
Would you like to see teaching opportunities in your area?	
Yes	53.9%
No	46.1%

Profile 3: Final comments, sample quotes

"Class size and lack of teachers' [sic] ability to be allowed to control behavior control/bullying keep me and my children from public schools."

"I highly doubt that I would ever go back to teaching in Oklahoma public schools. After teaching in public schools both in and outside of Oklahoma, we have an awful lot to catch up to if we want our kids to be competent. I currently work for an Oklahoma private school and make less in salary than many Oklahoma public school teachers. I would rather sacrifice the money than go back to teaching in a public school here."

"I love Oklahoma Christian School!! Even though I make less money than I would at a public school, I love the environment. In fact, my husband quit his job to come work here, too. We brought our children here, too."

Profile 3: Final comments, sample quotes (Cont.)

"Proud of my 34 years in public schools education! I "double dipped" my retirement and private school salary (less than public school) to help with my son's [sic] college expenses."

"There are too many students per teacher. There should be a 12-1 ratio in public schools to create an effective education environment. The quality of teacher is incredibly important. Students learn better from a great person - communicator."

"Oklahoma doesn't care about teacher or students and there are not enough surveys in the world to change that."

"The over-emphasis on state testing continues to be a deterrent for me as a teacher and a parent. So much of a classroom teacher's time is devoted to test prep."

Profile 3: Final comments, sample quotes (Cont.)

"Oklahoma needs to go to county superintendents. There are 8 superintendents in Garfield Co. There are 3 superintendents as close as 30 miles to each other. Waste of resources that should go to students."

"Too much on teachers' plates, and nothing we do is EVER enough! There's a limit to how much people can take before completely burning out."

"I would probably not return to teaching in public schools because I enjoy the freedoms and benefits with my private school job. The pay is actually less, but the parents are supportive, the students are better behaved, and I can incorporate my faith into my teaching. I love teaching in Oklahoma, but will probably stay in private K-12 or university teaching."

SIMILARITIES/DIFFERENCES BETWEEN SURVEY PARTICIPANTS TEACHING IN ANOTHER STATE AND THOSE TEACHING IN A PRIVATE SCHOOL

Statistical comparison: Profile 2 vs. Profile 3

Charateristic/answer option	% Teaching in another state (n= 353)	% Teaching in a private school (n=169)	Distribution differences (p-values)
Gender			
Female	71.6	82.5	0.01*
Male	28.4	17.5	
Additional annual salary increase needed to go back to teaching in Oklahoma			
\$2,500	8.0	8.0	0.005*
\$5,000	34.4	56.0	
Other	57.6	36.0	

Notes: The analysis includes only complete responses and excludes the 'refusals' category (2017 data collection). P-value <0.05 is considered significant (*). Source : Author's calculations based on OSDE Follow up Survey results and CHS & Associates data files (i.e., demographics) and reports provided.

- Educators teaching in another state are sig. more likely than those teaching in a private school to be male, but sig. less likely to select \$5,000 as the additional salary increase needed to go back to teaching in Oklahoma

Statistical comparison: Profile 2 vs. Profile 3

Charateristic/answer option	% Teaching in another state (n= 353)	% Teaching in a private school (n=169)	Distribution differences (p-values)
Interest in returning to public school teaching			
If the pay would increase more, I would like to teach/teach again	35.4	14.8	<0.001*
I would go back teaching even if there was not another across-the-board pay raise	4.5	3.0	
For me to go back to teaching, it would take more than just an increase in pay	30.3	42.6	
I don't plan to go back/into teaching	29.7	39.6	

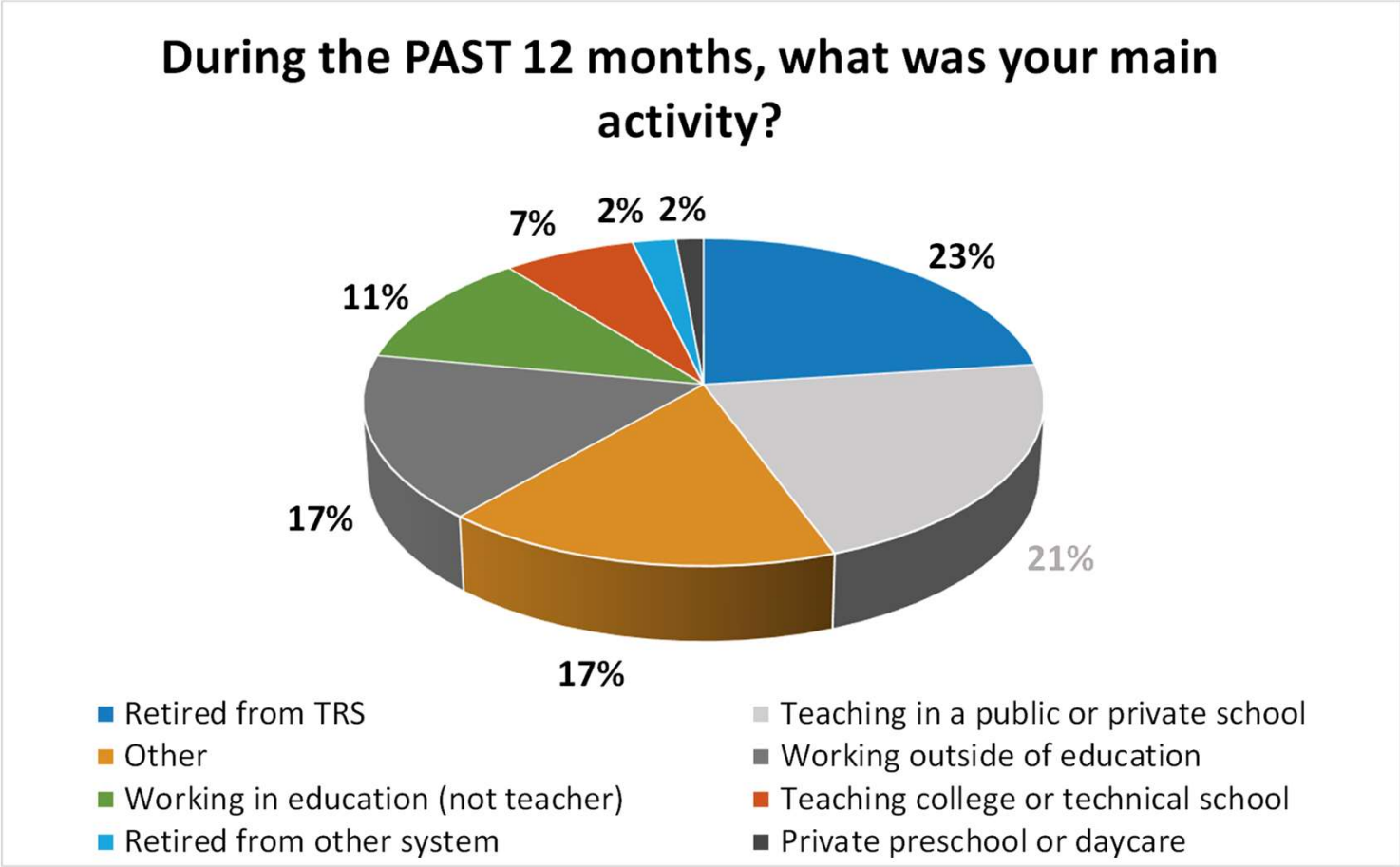
Notes : The analysis includes only complete responses and excludes the 'refusals' category (2017 data collection). P-value <0.05 is considered significant (*). Source : Author's calculations based on OSDE Follow up Survey results and CHS & Associates data files (i.e., demographics) and reports provided.

- If the teacher pay would increase more, educators teaching in another state are sig. more likely to teach/teach again in Oklahoma than those teaching in a private school
- Educators teaching in a private school are sig. more likely to expect more than just an increase in pay to go back teaching or to not going back/into teaching in Oklahoma than those teaching in another state



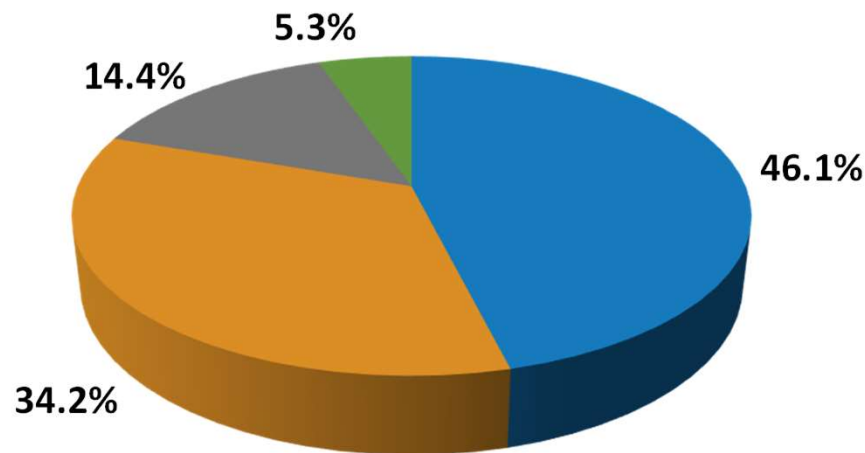
PROFILE 4: SURVEY PARTICIPANTS NOT CURRENTLY TEACHING

Profile 4: Main activity



Profile 4: Returning to OK public schools

I would like to teach/teach again in Oklahoma public schools...



- I don't plan to do it
- It would take more than just an increase in pay
- If the pay would increase more
- I would do it even if there was not another pay raise

– 2017 vs. 2019: If the pay would increase more, survey respondents are sig. more likely in 2019 than they were in 2017 to teach/teach again in Okla. Public schools (the **first** and **last** answer options are not comparable across years).

Profile 4: Returning to OK public schools

Respondents who would like to teach/teach again in Oklahoma public schools if the pay would increase more	100% (14.4% of all respondents in profile 4)
By how much more?	
\$ 5,000	56.5%
Other amount (average salary increase = \$13,610)	31.7%
\$ 2,500	11.8%

Note: The average salary increase estimate is based on number only responses.

Profile 4: Returning to OK public schools

Respondents interested in teaching/teaching again in Oklahoma public schools	100% (53.9% of all respondents in profile 4)
Would you like to see teaching opportunities in your area?	
Yes	50.3%
No	49.7%

Profile 4: Final comments, sample quotes

"As an Oklahoma and Arkansas certified teacher, I have to say that the Arkansas standards were far superior to what I have witnessed in Oklahoma middle schools."

"Pay and negative culture were reasons not to return."

"I would love to get back into teaching, however, school districts in Oklahoma cannot perform their job because teachers are not supported by the state or their districts when it comes to discipline. Educators need to run the districts not parents and certainly not the courts."

"State should stop funding charter schools. Teacher salaries need to match Texas or you will continue to lose teachers. I left the state and went to Texas and now my retirement is much better than if I had stayed in Oklahoma."

Profile 4: Final comments, sample quotes

"I left teaching because it was time for me to retire. I am very happy that I had the opportunity to teach in Oklahoma for 39 years."

"I taught for 30 years and subbed for 10 in Oklahoma. We have some of the best teachers in the nation."

"It all starts with a pay raise in Oklahoma."

"Pay must increase. This has been an issue for decades. It must increase by a lot too. Not just a few thousand so it quiets the issue for a while."

"Class size, class resources, and supportive administrators are key to getting people back into the classroom."

"The lack of parent support is still a big problem in many schools."

REPRESENTATIVENESS OF SURVEY PARTICIPANTS

Characteristics of respondents in comparison to the population of public school teachers

1. OSDE administrative databases were used to calculate the distribution of demographic characteristics of the current population of Oklahoma teachers (school year 2019-20):
 - Gender
 - Age
 - Race & ethnicity
 - Experience
2. The sample of respondents was compared to the population of teachers on those demographics using their responses to the survey conducted in 2017

Distribution of characteristics: Statistical comparison

Charateristic	% Follow-up Survey (n= 3,373) ¹	% Current population of teachers (n=44,448) ²	Distribution differences (p-values)
Gender			
Female	22.5	22.2	0.71
Male	72.2	77.8	
Age			
18 to 24	12.1	3.7	0.24
25 to 34	18.2	22.1	
35 to 44	19.3	26.0	
45 to 54	26.6	25.9	
55 to 64	17.3	17.9	

Notes: ¹ Detail may not sum to totals due to the 'refusals' category included in the data source for the Follow-up survey completers. ² Detail may not sum to totals due to additional categories not included in the data source (i.e., data collection in 2017). ³ P-value <0.05 was considered significant. Source: Author's calculations based on OSDE personnel database and CHS & Associates data files and reports provided.

Statistical comparison (Cont.)

Charateristic	% Follow-up Survey (n= 3,373) ¹	% Current population of teachers (n=44,448) ²	Distribution differences (p-values)
Race & ethnicity			
White	74.1	85.2	0.90
Black or African American	2.5	3.7	
American Indian or Alaskan Native	9.1	5.7	
Hispanic	1.6	2.3	
Asian	0.6	0.5	
Teaching experience in Oklahoma			
Never taught	10.0	11.9	0.80
One school year or less	7.7	5.9	
More than 1, less than 6	22.7	18.6	
6-10	14.5	17.2	
11-15	8.8	14.8	
Over 15	30.8	31.6	

Distribution of characteristics: Statistical comparison

- When the known characteristics of the population (i.e., current public-school teachers in Oklahoma) are compared to the same variables measured in the sample (i.e., Follow-up survey respondents), the values are not highly or statistically discrepant.
- Even with a response rate of 46%, the sample distributions are statistically similar to the population and therefore generalizations are possible (i.e., the sample is not biased)

Questions about this presentation:

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