

Classroom Management, Teacher Satisfaction, & Financial Seminars

Horace Mann Educator Advisory Panel

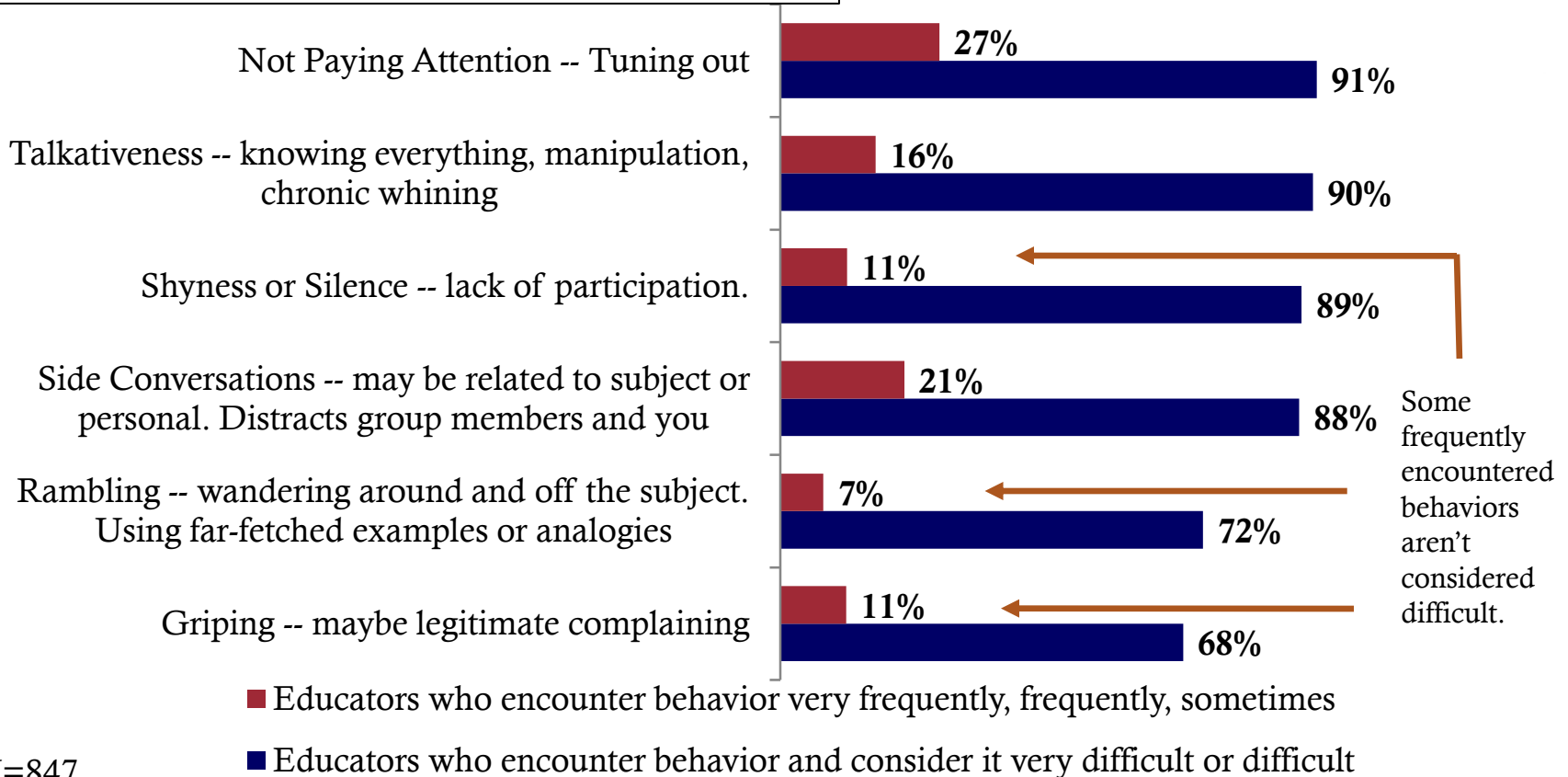
July 2010

Classroom Management

1. How frequently do you experience these types of difficult behaviors in your classroom?
2. How difficult is it to deal with these types of behaviors when they occur?

Responses about difficulty are only included if respondent experiences behavior very frequently, frequently, or sometimes.

Most frequent behaviors



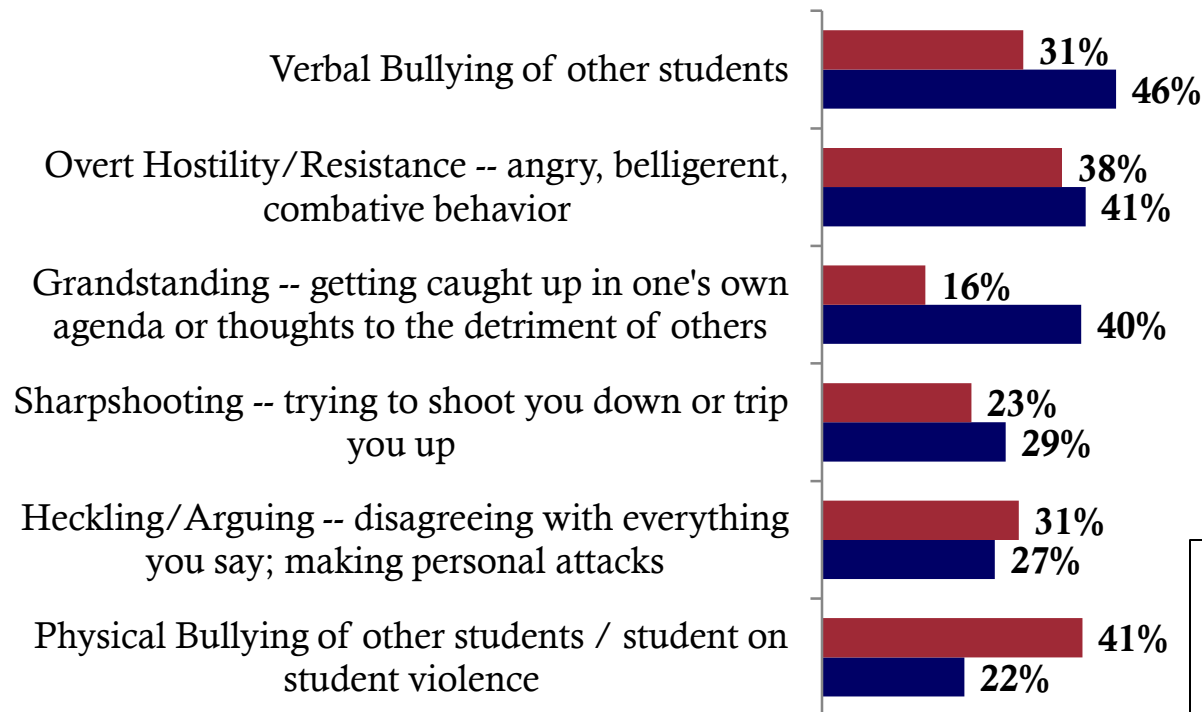
N=847

Classroom Management

How difficult are these behaviors in the opinion of those educators who experience them very frequently, frequently, or sometimes

Responses about difficulty are only included if respondent experiences behavior very frequently, frequently, or sometimes.

Less frequent behaviors



Physical bullying is the most difficult behavior but is only experienced by 22% of educators

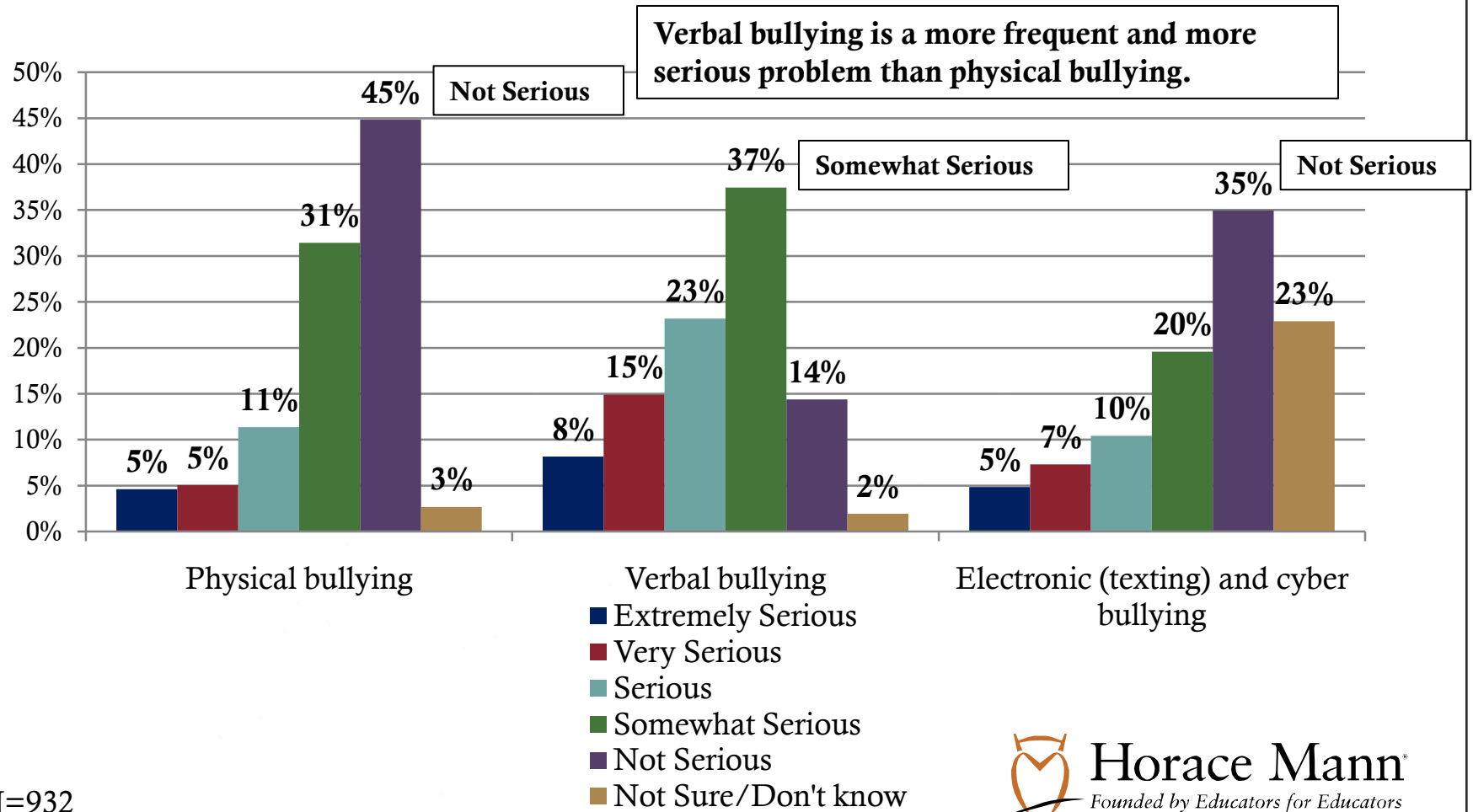
■ Educators who encounter behavior very frequently, frequently, sometimes

■ Educators who encounter behavior and consider it very difficult or difficult

N=847

Classroom Management

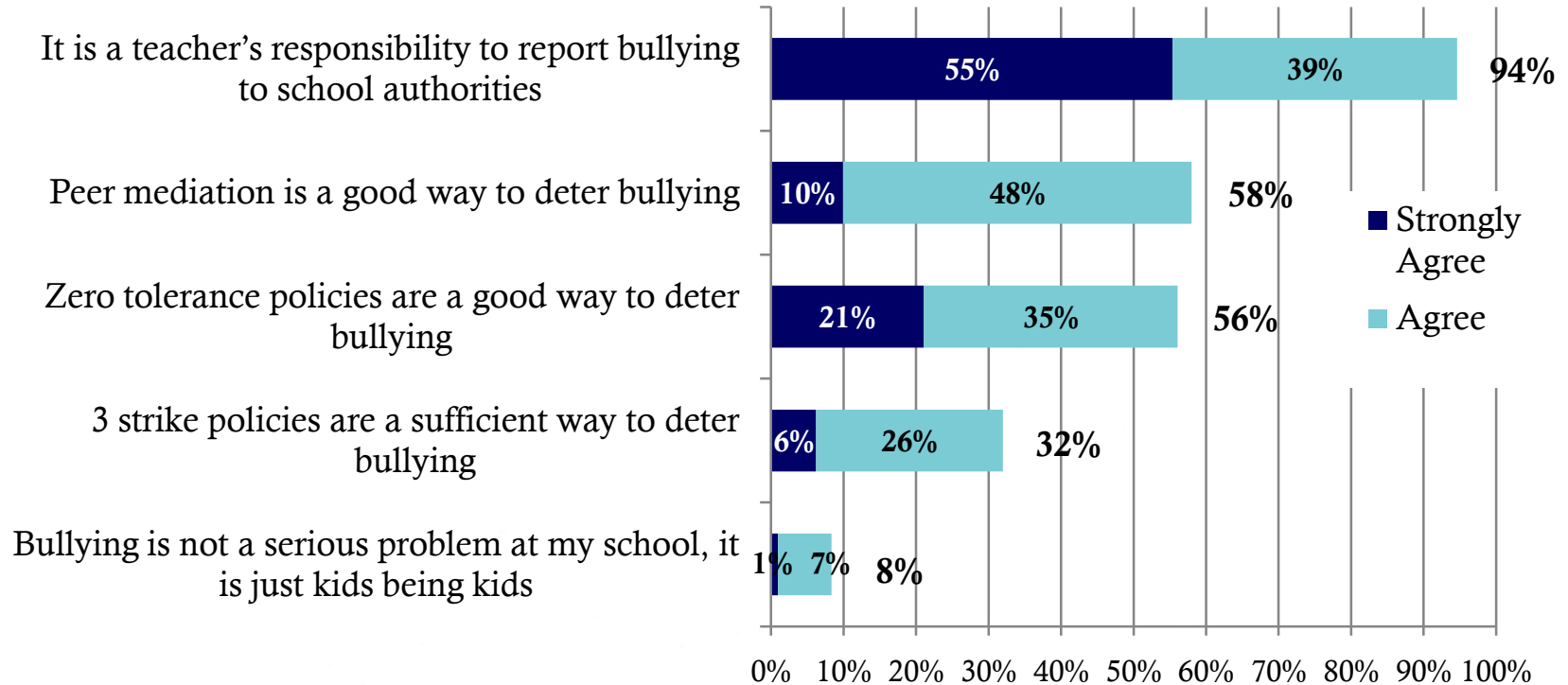
How serious of a problem would you rate these types of bullying at your school?



N=932

Classroom Management

What do educators think about bullying at school?

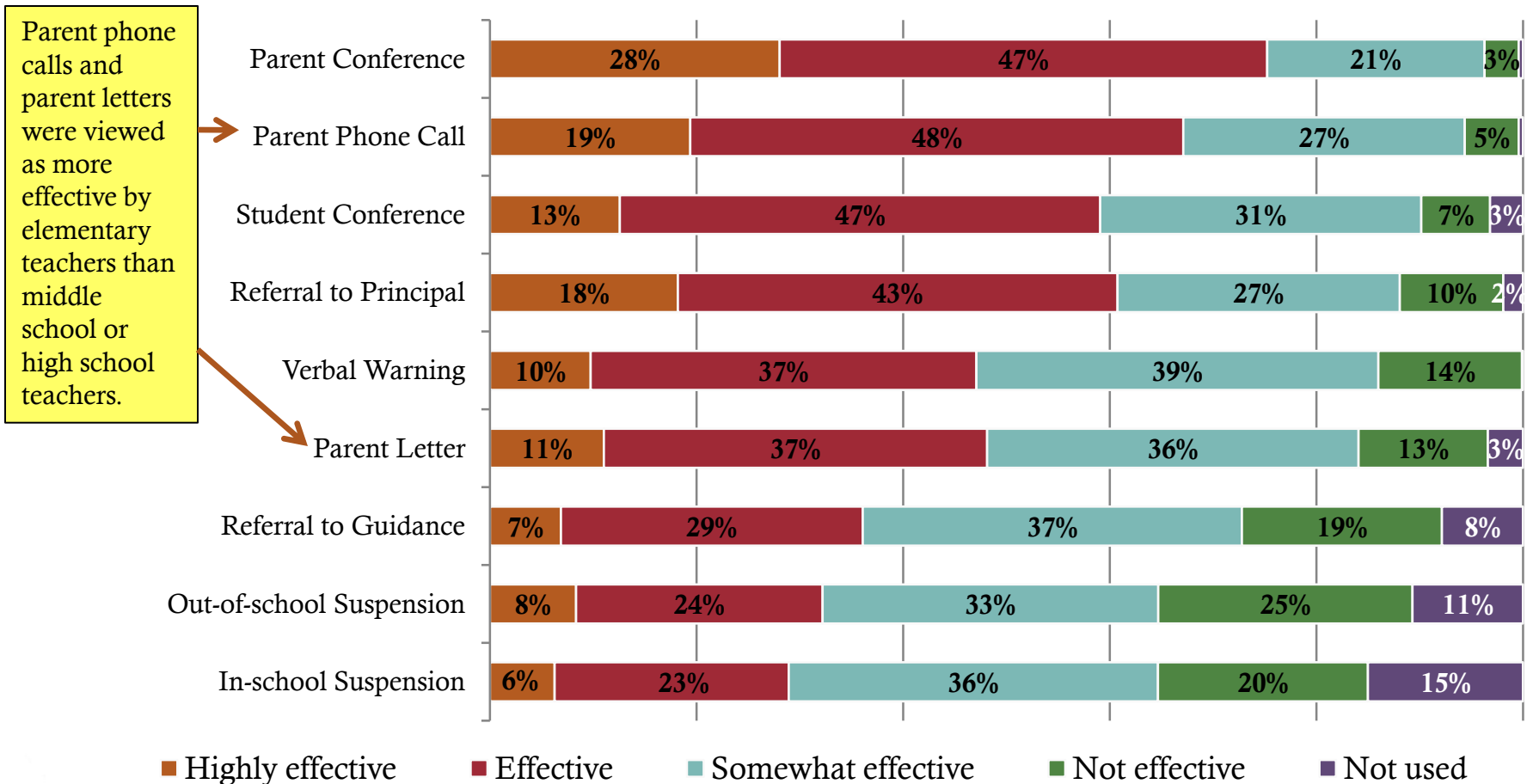


N=949

Classroom Management

In terms of their ability to improve student behavior, how effective are the following methods of discipline at your school?

More frequently used disciplinary methods

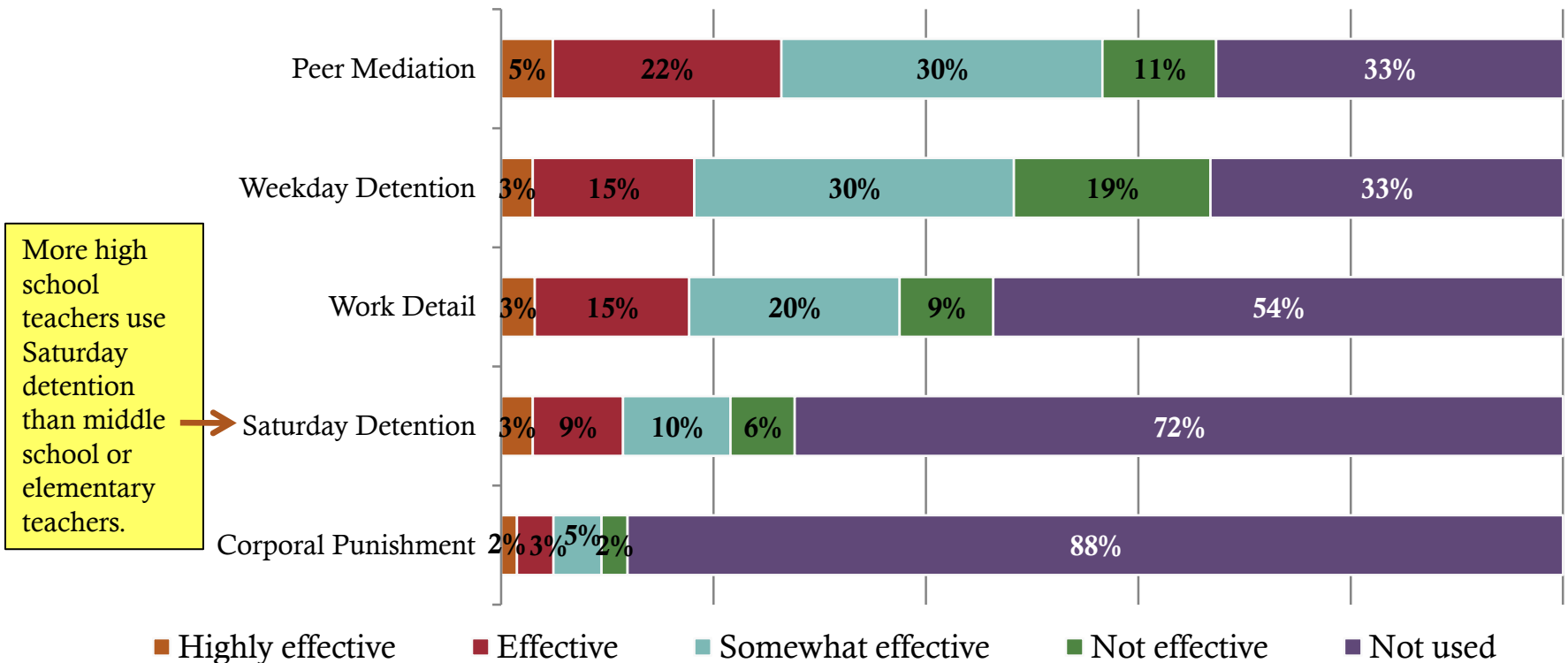


N=946

Classroom Management

In terms of their ability to improve student behavior, how effective are the following methods of discipline at your school?

Less frequently used disciplinary methods



Classroom Management

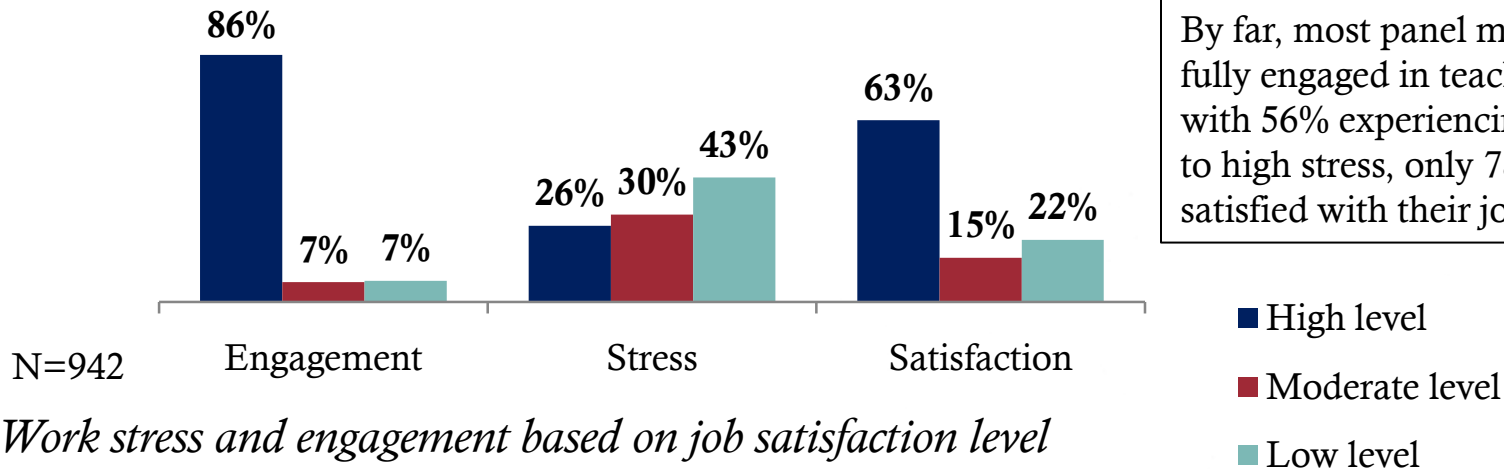
Other Methods of Dealing with Difficult Behavior:

	# of times mentioned
Positive behavioral systems, Positive Behavior Intervention Sequence	64
Time out / separation from other students	28
Lunch detention / take away break or recess	27
Behavior plan / Second Step	23
Talk to student / Mediation / counseling	17
Parent involvement	15
Detention	12
Taking away sports or extra-curricular privileges	8
System of both rewards and consequences	8
Writing assignment	7
Mentoring program	5
Responsible Thinking Process	4
Police officer / home liaison	4
Create goals and classroom norms	4
Boot camp / physical conditioning / work detail	4
Work with other teachers	3
Restorative Justice Practices	3
Student to parent phone conference	2
Build a community of values	2



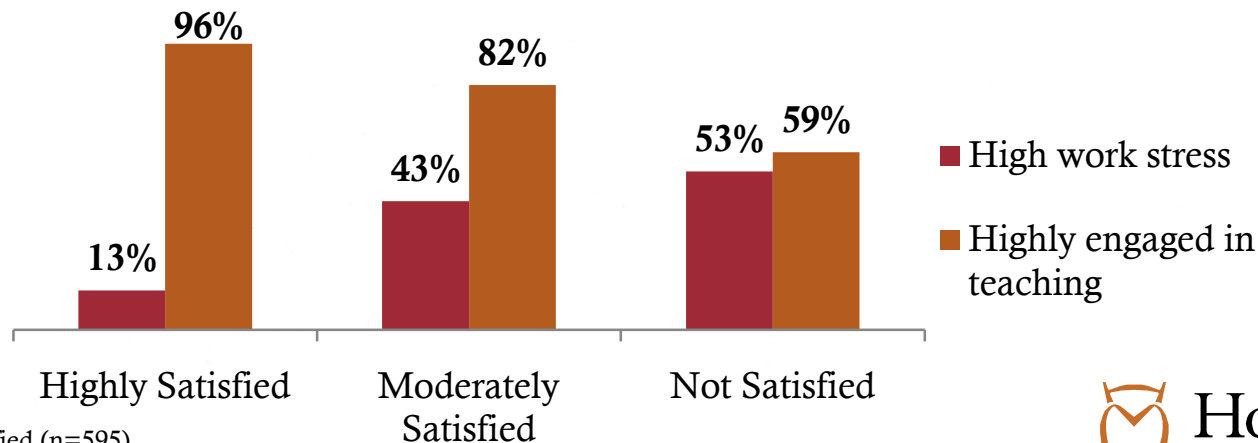
Classroom Management

Please rate yourself on these three dimensions: engagement in teaching, work stress level, and overall job satisfaction.



By far, most panel members are fully engaged in teaching, but with 56% experiencing moderate to high stress, only 78% are satisfied with their job.

Work stress and engagement based on job satisfaction level

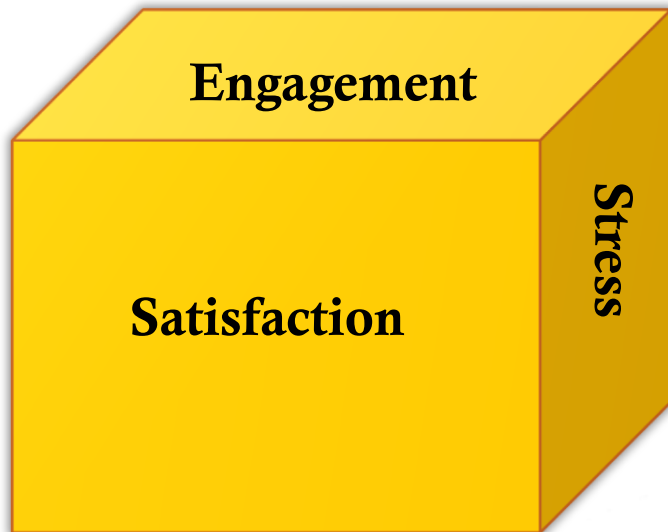


Highly satisfied (n=595)
 Moderately satisfied (n=144)
 Not satisfied (n=203)

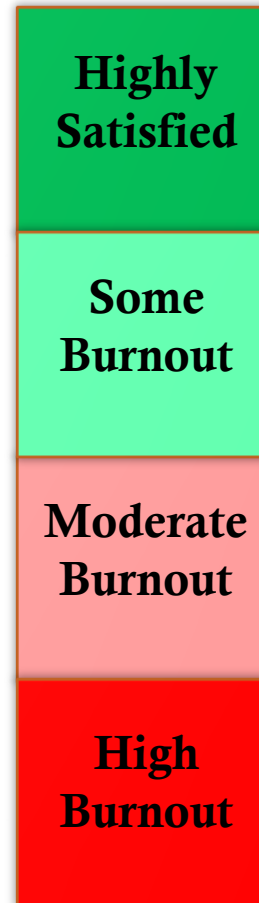
Classroom Management

Educators' job satisfaction, engagement and stress levels

Engagement in teaching and stress experienced at school are two things that contribute significantly to overall job satisfaction. The relationship between these three variables provides an indicator of job "burnout". Educators who are highly satisfied tend to be highly engaged and usually experience moderate or low stress.



Conversely, educators with job "burnout" tend to be less engaged and highly stressed.



52% - Highly satisfied, highly engaged, and low or moderate stress

19% - Highly or moderately satisfied, or highly or moderately engaged. May experience some stress.

20% - May experience either low satisfaction or low engagement. Stress level is usually moderate or high.

7% - Low satisfaction and low engagement. Stress level is usually high.

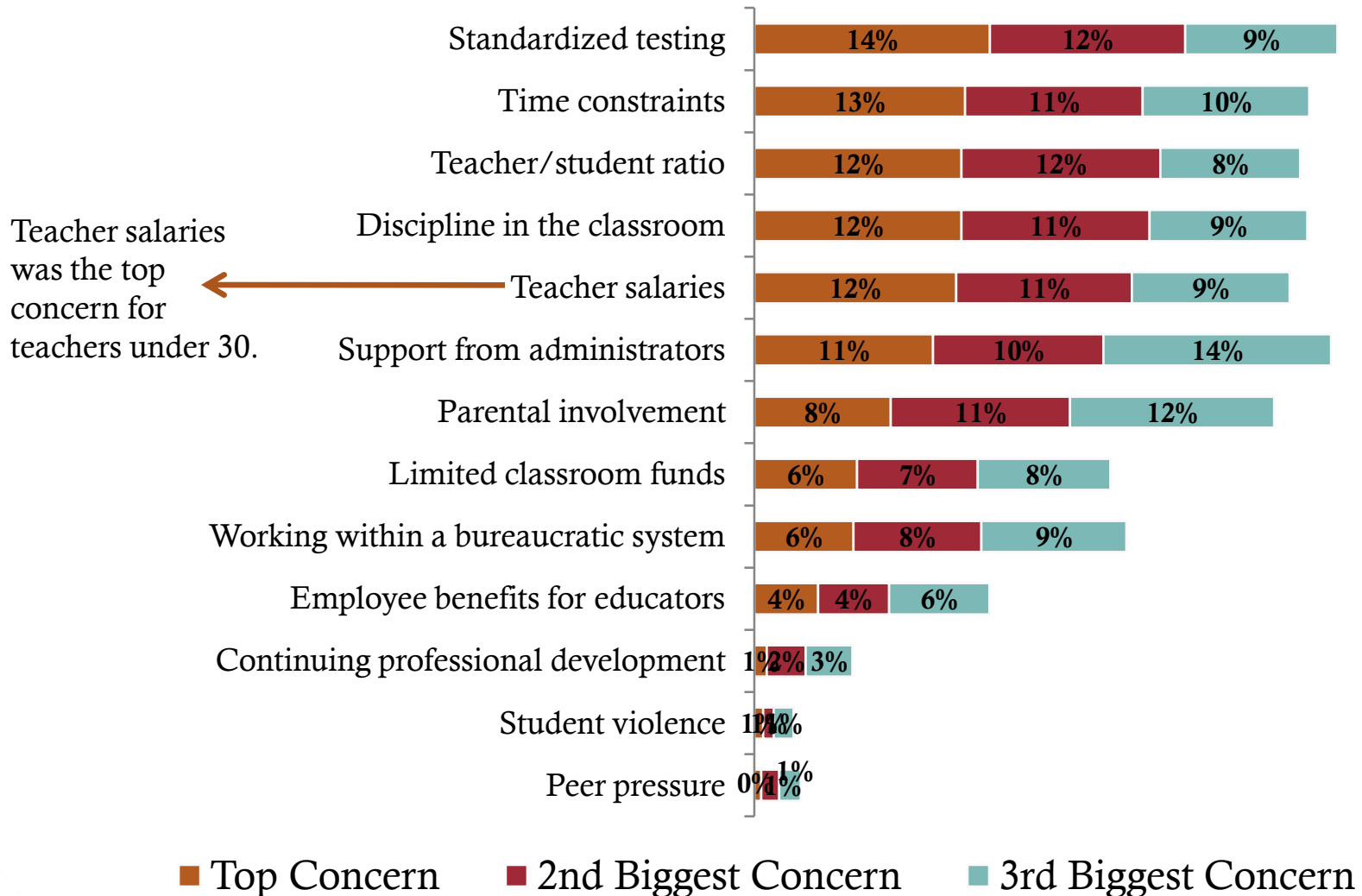
N=956



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Classroom Management

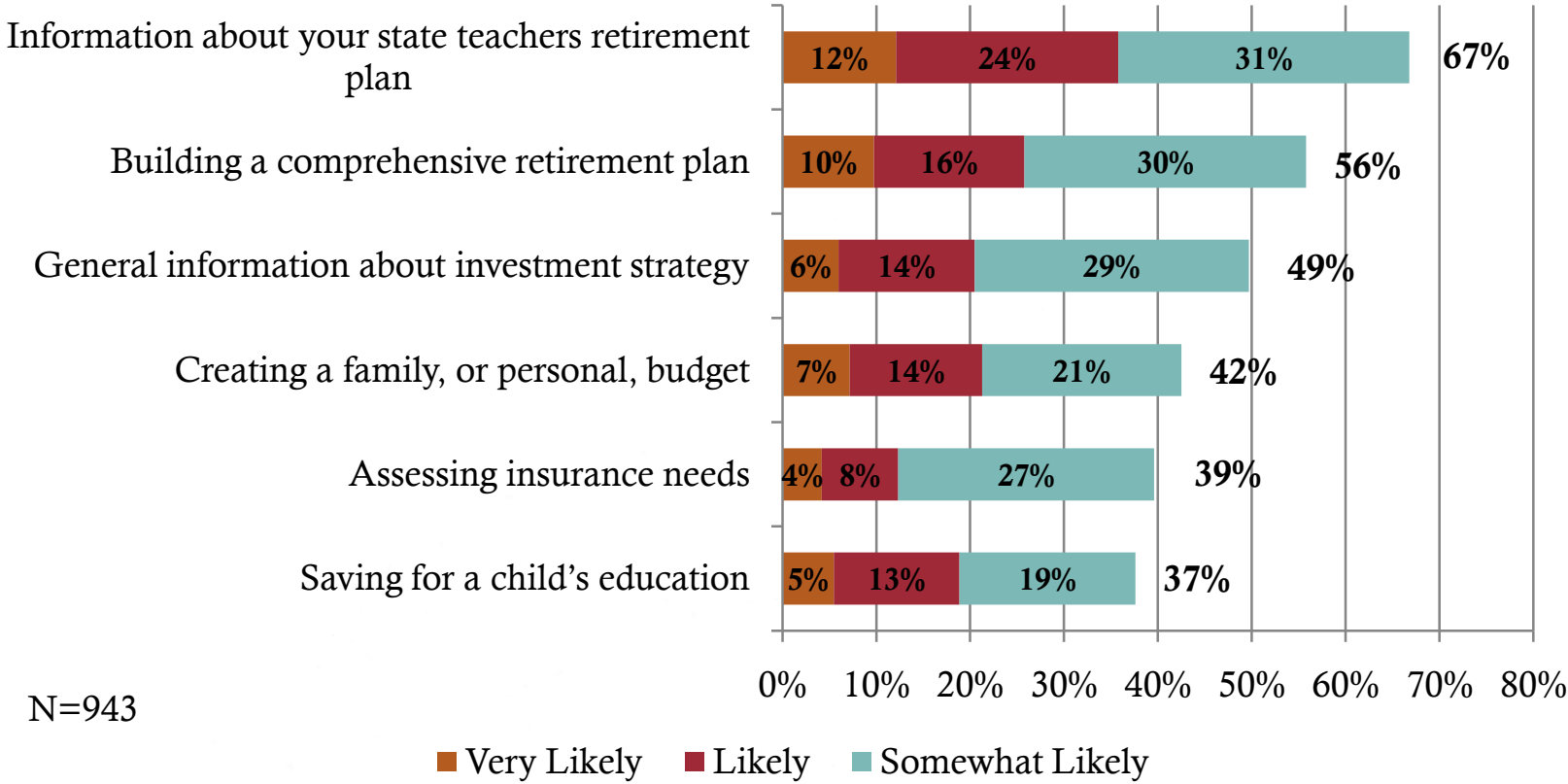
Which of these educational issues concerns you the most?



N=944

Financial Seminars

How Likely Would you be to Attend a Free Seminar on Each of these Financial Topics?



Financial Seminars

Generally, interest in financial seminars goes down with age and some topics are more appealing to younger educators than older educators such as “Creating a family budget,” and, “Saving for a child’s education.”

Financial Seminar Topic	21-29	30-39	40-49	50-59	60-65	66+
Information about your state teachers retirement plan	71%	64%	72%	70%	56%	40%
Building a comprehensive retirement plan	61%	55%	57%	59%	48%	27%
General information about investment strategy	55%	53%	52%	49%	41%	20%
Creating a family, or personal, budget	73%	51%	42%	32%	31%	20%
Assessing insurance needs	41%	44%	41%	39%	30%	20%
Saving for a child’s education	52%	58%	34%	22%	21%	33%

Financial Seminars

Other Financial Seminar Topics Suggested:

	# of times mentioned
Debt management	10
Retirement savings and alternatives to STRP	7
Other investments / IRAs	7
Saving for big purchases - home, car	5
Long term care, cancer policies, other insurance	4
Starting a second career / starting a business at home	2
Savings Strategy	2
Managing a classroom budget	2
Grant writing - funding for student activities	2
Estate planning - preparing a will	2
403B info	2
Summer job opportunities	1
Managing money during inflation	1
Identity theft / credit issues	1
Health savings	1
Financing continuing education	1
Financial seminars for students	1

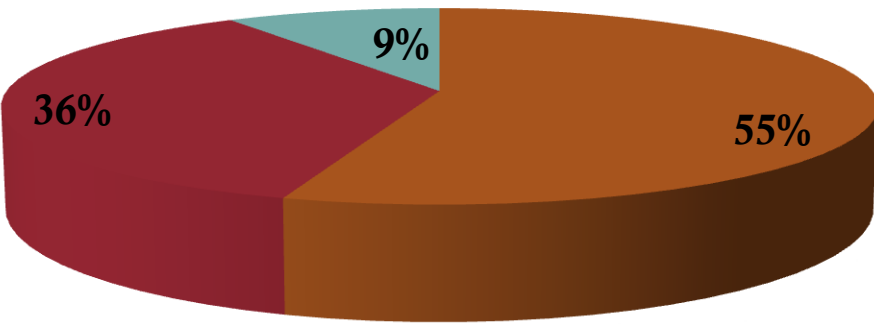
'Debt management' and, to a lesser extent, 'Retirement savings', were topics that were mentioned more by educators under 40 than older educators.



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Financial Seminars

Have you ever visited and reviewed information on the official web site for your state's teacher retirement system or public employee's retirement system?



- Yes
- No
- Don't recall

N=935

Note: state is only included if there are 10 or more respondents.

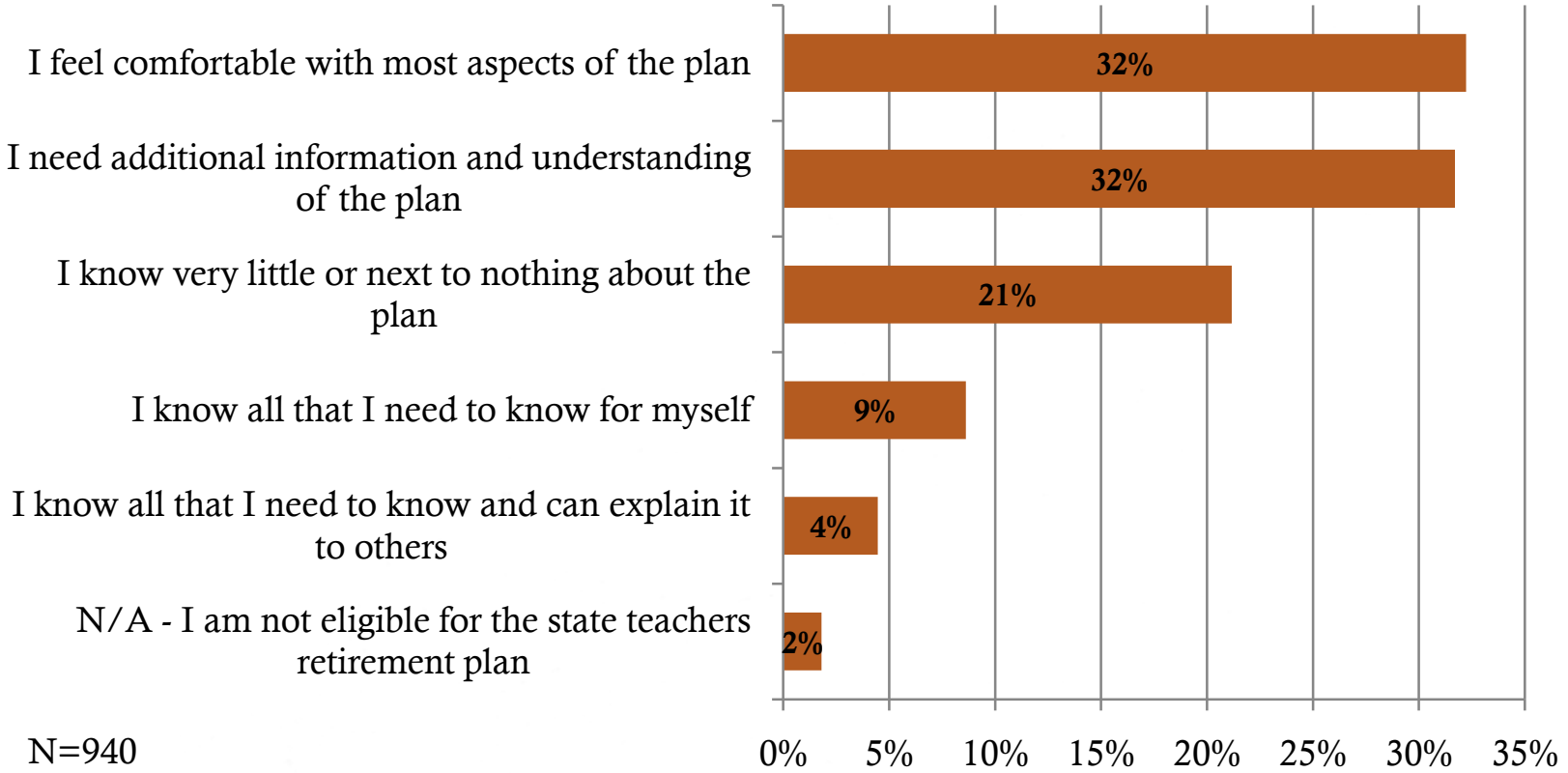
States with the *lowest* STRS web site visits

States with the *highest* STRS web site visits

State	% of Respondents who have <i>never</i> visited STRS web site	State	% of Respondents who have visited STRS web site
ME	70%	AL	82%
IA	57%	WA	79%
WI	57%	LA	73%
NE	56%	MI	71%
SC	53%	OK	70%
TN	50%	TX	66%
MN	45%	KS	64%
MA	44%	GA	60%
OH	43%	PA	60%
AZ	39%	NC	59%
IL	39%	MO	59%
CO	39%	OR	59%

Financial Seminars

Which of the following best describes your personal understanding of your state teacher retirement plan?



N=940

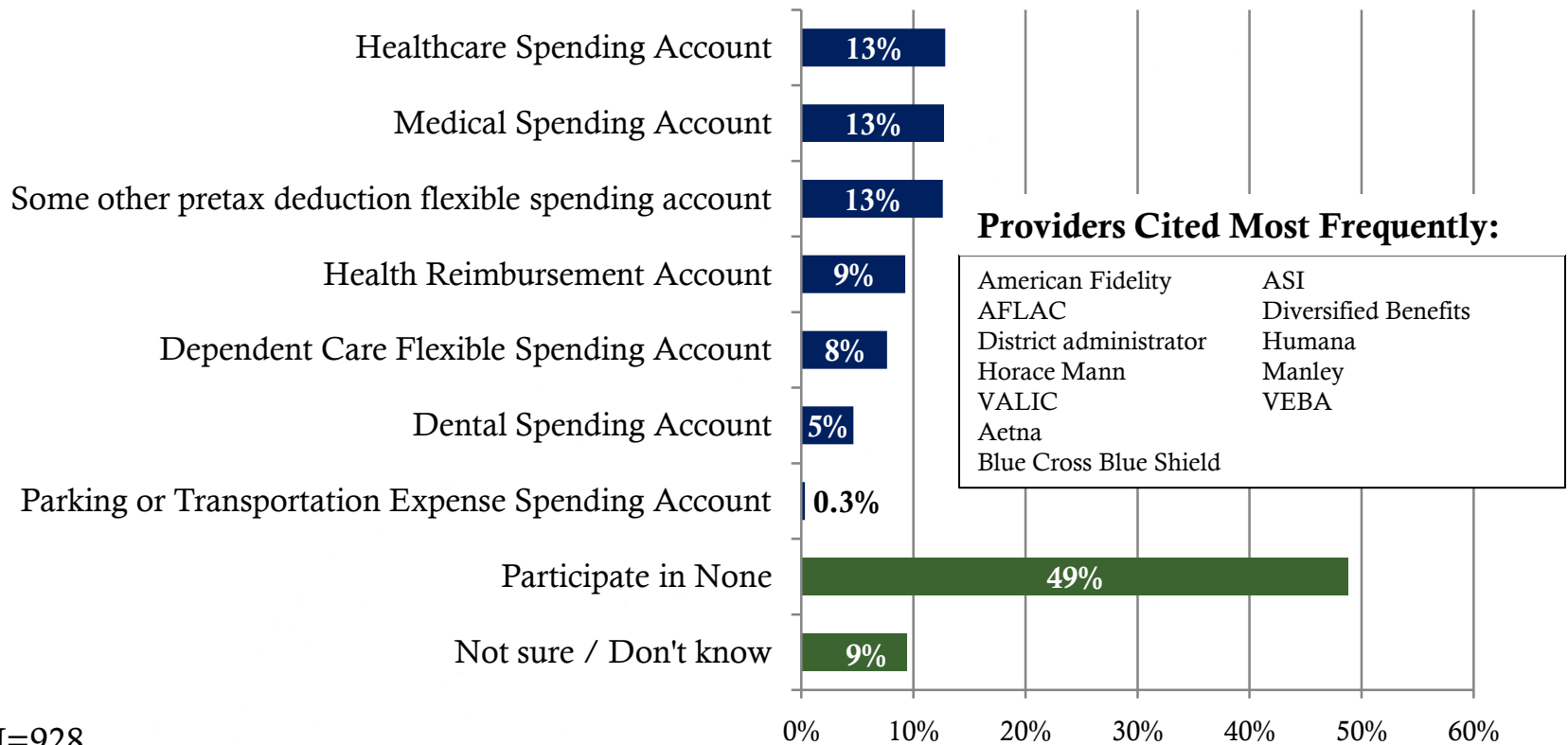
Financial Seminars

Educators under 40 feel least comfortable with their knowledge of their retirement plan and a significant number of those under 30 indicate that they know very little about their plan. Educators between 30 and 39 are most likely to suggest that they need additional information.

Personal Understanding of STRP	21-29	30-39	40-49	50-59	60-65	66+
I feel comfortable with most aspects of the plan	21%	29%	32%	39%	31%	27%
I need additional information and understanding of the plan	30%	36%	32%	32%	22%	20%
I know very little or next to nothing about the plan	38%	28%	20%	14%	13%	20%
I know all that I need to know and can explain it to others	0%	3%	5%	3%	13%	13%
I know all that I need to know for myself	6%	4%	9%	9%	20%	13%
N/A - I am not eligible for the state teachers retirement plan	5%	0%	2%	2%	2%	7%

Flexible Spending Accounts

Do you participate in any of the following types of pre-tax payroll deduction flexible spending, cafeteria or Section 125 plans through your employer?



N=928