

2023 Texas Teacher Poll Topline Data Report

The fourth annual Texas Teacher Poll was produced for the Charles Butt Foundation by [Langer Research Associates](#). These results are from a representative statewide survey of 1,029 Texas public school teachers randomly selected from the Texas Education Agency’s 2021 roster of 376,397 public school teachers in the state. Data was collected via a secure online questionnaire March 22-May 1 and June 13-15, 2023. Results have a margin of error of 3.6 percentage points for the full sample.

Full questions and topline results from the 2023 Charles Butt Foundation public school teachers survey follow. Asterisks indicate results <0.5 percent.

1. How much do you feel you have a positive work culture and environment in your current position as a public school teacher?

	----- More -----				----- Less -----			
	A great deal	A good amount	Just some	NET	A little	Not at all	Skipped	
6/15/23	56	14	42	25	19	12	6	0
5/16/22^	51	20	31	24	24	13	11	*

^Asked as a battery item

2. Thinking about the steps your campus administrators can take to create a positive work culture and environment for teachers, how important do you consider each of the following?

6/15/23 Summary Table:

	--- More important ---				- Less important -			
	NET	Extremely	Very	Smwt	NET	Not so	Not at all	Skp
a. Advocate for teachers in interactions with parents and the community	93	69	24	4	2	2	*	1
b. Foster collaboration between school employees	80	42	38	16	3	3	1	1
c. Take teachers’ opinions into account when setting school policies	94	70	24	5	2	1	*	*
d. Give teachers autonomy as classroom leaders	94	64	30	4	1	1	*	*
e. Support teachers in handling student discipline	94	81	13	3	2	1	*	1
f. Manage the amount of non-instructional tasks and responsibilities given to teachers	91	69	22	6	2	1	1	1

g. Provide adequate supplies and equipment	92	60	32	6	1	1	1	*
h. Provide adequate support staff	91	64	27	7	2	1	1	*
i. Provide adequate campus security	92	70	22	5	2	2	*	*

3. [IF "EXTREMELY IMPORTANT" IN MORE THAN ONE ITEM IN Q2] Which of these would you say is the single most important step your campus administrators can take to create a positive work culture and environment for teachers?

	6/15/23^
Support teachers in handling student discipline	32
Manage the amount of non-instructional tasks and responsibilities given to teachers	20
Give teachers autonomy as classroom leaders	14
Advocate for teachers in interactions with parents and the community	8
Take teachers' opinions into account when setting school policies	8
Provide adequate support staff	6
Provide adequate campus security	6
Foster collaboration between school employees	3
Provide adequate supplies and equipment	2
Skipped	*

^Table includes those who said "extremely important" to one item in Q2 as well as those who selected a single top item in Q3.

4. In the past year, have you seriously considered leaving your position as a public school teacher, or is this not something you have seriously considered?

	Have seriously considered	Have not seriously considered	Skipped
6/15/23	75	25	*
5/16/22	77	22	*
5/11/21	68	32	0
3/29/20^	58	42	0

^Wording: In the past few years, have you seriously considered leaving the teaching profession, or is this not something you have seriously considered?

5. Looking ahead, how important would each of these be in encouraging you to continue working as a public school teacher?

a. A four-day school week, with longer school days

	--- More important ---				---- Less important ----			
	NET	Extremely	Very	Somewhat	NET	Not so	Not at all	Skipped
6/15/23	48	29	19	24	28	17	11	1

b. An extended school year, with up to 30 additional days of instruction for students and additional salary for teachers

	--- More important ---				---- Less important ----			
	NET	Extremely	Very	Somewhat	NET	Not so	Not at all	Skipped
6/15/23	16	7	8	18	66	29	37	*

c. Child care paid for by the district

	--- More important ---				---- Less important ----			
	NET	Extremely	Very	Somewhat	NET	Not so	Not at all	Skipped
6/15/23	33	19	14	16	50	17	33	1

d. Your school participating in the Teacher Incentive Allotment (TIA) program, which uses information such as student test data, parent surveys, and classroom observations by administrators to recognize effective teachers and award them higher pay

	--- More important ---				---- Less important ----			
	NET	Extremely	Very	Somewhat	NET	Not so	Not at all	Skipped
6/15/23	36	17	19	25	38	17	21	1

6. Which of the following best describes your career plans when you first entered the teaching profession?

	6/15/23
I planned to be a PK-12 classroom teacher for the entirety of my career	53
I planned to transition to different work	34
I planned to transition into a position in PK-12 school administration	11
I planned to transition into different work within the field of education	18
I planned to transition into work in a different field, not education	6
I did not have specific career plans	12
Skipped	0

7. Did you ever leave your job as a public school teacher?

	6/15/23
Yes NET	21
Yes, to pursue another career	4
Yes, to care for children or another family member	6
Yes, because of burnout or psychological/emotional health	7
Yes, for another reason (please specify)^	4
No	79
Skipped	*

^See Appendix D for responses.

8. [IF LEFT JOB] What's the main reason you decided to return to public school teaching?

See Appendix D.

9. From your perspective, how important should each of these be as a spending priority for your campus?

6/15/23 Summary Table:

	--- More important ---				- Less important -			
	NET	Extremely	Very	Smwt	NET	Not so	Not at all	Skp
a. Providing free meals during school hours to any student who wants it	71	43	27	20	8	6	2	1
b. Increasing teacher salaries	96	83	14	3	*	*	*	1

c. Assisting students with mental health needs	86	52	33	11	2	2	*	1
d. Assisting students with physical health needs	69	26	43	23	6	6	1	1
e. Assisting students with material needs (clothing, school supplies)	63	25	38	30	7	6	1	1
f. Addressing pandemic-related learning gaps	74	40	34	19	6	4	2	1
g. Improving building security in schools	83	51	31	13	4	4	1	1
h. Expanding career and technical (CTE) training	62	27	35	26	12	8	4	1
i. Offering pre-kindergarten classes for any student whose family wants it	57	33	24	26	16	9	7	1
j. Offering teachers optional professional development programs	59	29	30	28	13	11	2	1

10. [IF "EXTREMELY IMPORTANT" IN MORE THAN ONE ITEM IN Q9] You said these items should be extremely important as spending priorities for your campus. Which one would you say should be the single most important?

	6/15/23^
Increasing teacher salaries	61
Assisting students with mental health needs	13
Improving building security in schools	9
Addressing pandemic-related learning gaps	8
Expanding career and technical (CTE) training	3
Providing free meals during school hours to any student who wants it	3
Offering pre-kindergarten classes for any student whose family wants it	2
Offering teachers optional professional development programs	1
Assisting students with physical health needs	*
Assisting students with material needs (clothing, school supplies)	*
Skipped	*

^Table includes those who said "extremely important" to one item in Q9 as well as those who selected a single top item in Q10.

On another topic,

11. At your school campus, how much do you feel you have the ability to advocate for students from these populations?

6/15/23 Summary Table:

	----- More -----				----- Less -----			Skp
	NET	A grt deal	A good amount	Just some	NET	A little	Not at all	
a. Students of a different race or ethnicity than yours	76	31	45	16	7	4	2	1
b. English-language learners	73	34	39	17	9	7	2	1
c. Students from low-income households	75	32	42	17	7	5	2	1
d. Students with learning								

differences	73	32	42	19	7	5	2	1
e. Students with behavioral challenges	57	20	37	26	16	11	5	1
f. Students who identify as LGBTQ+	44	13	30	24	30	12	18	3

12. Do you feel you do or do not have adequate support from your campus on how to meet the needs of these student populations?

6/15/23 Summary Table:

	Have adequate support	Do not have adequate support	Skipped
a. Students of a different race or ethnicity than yours	82	17	2
b. English-language learners	72	26	2
c. Students from low-income households	77	22	1
d. Students with learning differences	68	31	1
e. Students with behavioral challenges	43	55	1
f. Students who identify as LGBTQ+	55	41	4

13. Do you feel that you do or do not have adequate support from your campus to provide each of the following in your own classroom environment?

6/15/23 Summary Table:

	Have adequate support	Do not have adequate support	Skipped
a. A place where all students can be their genuine selves	79	19	2
b. A place where all students feel empowered to participate	80	19	2
c. A place that fosters good relationships among students	79	19	2

14. In 2021, the state passed a law with guidelines about teaching on current and historical events, cultural differences and political issues. In each of these areas, do you think this law has been (helpful) or (harmful) to your work as a teacher?

6/15/23 Summary Table:

	Helpful	No impact	Harmful	Skipped
a. Designing your curriculum	16	48	35	1
b. How you engage in classroom discussion	20	43	36	1
c. How you talk with students individually	20	49	31	1
d. Your ability to make every student feel like they belong in your classroom	24	43	31	1

15. Have any of the following been a source of stress for you this school year?

a. Staff shortages, including a lack of substitute teachers and support staff

	NET	Major source	Source	Minor source	Not a source	Skipped
6/15/23	94	64	20	10	6	1

b. Pressure to have your students do well on standardized tests

----- Source -----

	NET	Major source	Source	Minor source	Not a source	Skipped
6/15/23	84	52	20	12	15	1

c. Poor pay and benefits

	NET	Major source	Source	Minor source	Not a source	Skipped
6/15/23	94	56	27	11	6	*

d. Feeling that you need to support students' mental health and emotional well-being

	NET	Major source	Source	Minor source	Not a source	Skipped
6/15/23	91	44	31	16	9	1

e. Lack of communication and understanding from administrators

	NET	Major source	Source	Minor source	Not a source	Skipped
6/15/23	80	35	25	20	19	*

f. Excessive workload/long hours

	NET	Major source	Source	Minor source	Not a source	Skipped
6/15/23	94	56	27	10	5	1

g. Feeling that you need to keep your students safe

	NET	Major source	Source	Minor source	Not a source	Skipped
6/15/23	86	33	31	22	14	*

h. Interacting with parents

	NET	Major source	Source	Minor source	Not a source	Skipped
6/15/23	84	24	33	27	16	1

i. Complying with the state law on how to teach about current and historical events, cultural differences and political issues

	NET	Major source	Source	Minor source	Not a source	Skipped
6/15/23	62	20	22	20	37	1

16. [IF "MAJOR SOURCE" IN MORE THAN ONE ITEM IN Q15] You said these items were a major source of stress for you in this school year. Which one would you say is the single biggest source of stress?

Poor pay and benefits	6/15/23^	28
Excessive workload/long hours		18
Staff shortages, including a lack of substitute teachers and support staff		15
Lack of communication and understanding from administrators		12
Pressure to have your students do well on standardized tests		11
Feeling that you need to support students' mental health and		

emotional well-being 6
 Feeling that you need to keep your students safe 5
 Interacting with parents 2
 Complying with the state law on how to teach about current and
 historical events, cultural differences and political issues 1
 Skipped 1
 ^Table includes those who said "extremely important" to one item in Q15 as well as
 those who selected a single top item in Q16.

17. Do you feel you have or have not received adequate training and support from your campus in how to respond to these?

6/15/23 Summary Table:

	Have adequate training and support	Do not have adequate training and support	Skp
a. An active shooter or violent intruder	66	34	*
b. Discrimination based on students' racial or ethnic identities	66	33	1
c. Physical bullying or fights	60	40	*
d. Cyberbullying	68	31	1
e. A student experiencing sexual or gender-based harassment	50	49	1
f. A student mental health crisis	49	50	1
g. The state law on how to teach about current and historical events, cultural differences and political issues	40	59	1
h. Collaboration with parents and families	73	26	*

18. Have you completed a teacher certification program?

	Yes	No	Skipped
6/15/23	94	6	0
5/16/22	91	9	0
5/11/21	92	8	*
3/29/20	90	10	0

19. [IF COMPLETED A PROGRAM] What kind of teacher certification program did you complete?

	6/15/23
Traditional undergraduate teacher preparation	44
Master's with certification	11
Alternative certification NET	45
Alternative certification provided by a university	10
Alternative certification provided by an education service center	22
Alternative certification provided by another provider	13
Skipped	0

Compare to:

[IF COMPLETED A PROGRAM] What kind of teacher certification program did you complete?

	Traditional undergraduate teacher preparation	Master's with certification	Alternative certification	Skipped
5/16/22	47	7	46	*
5/11/21	47	8	45	*

20. Looking back, how important were each of these in preparing you to be a teacher?
 (If an item was not a part of your teacher preparation, please select 'Not applicable')

a. Observing other teachers in the classroom

----- Part of teacher preparation -----											
- Less important -											
	--- More important ---				Some-				Not	Not at	Not
	NET	NET	Extremely	Very	what	NET	so	all	applicable	Skip	
6/15/23	95	78	49	29	11	6	4	2	4	1	

b. Student teaching

----- Part of teacher preparation -----											
- Less important -											
	--- More important ---				Some-				Not	Not at	Not
	NET	NET	Extremely	Very	what	NET	so	all	applicable	Skip	
6/15/23	80	65	43	21	8	7	5	2	19	1	

c. Internship (serving as the teacher of record while completing your teacher preparation program)

----- Part of teacher preparation -----											
- Less important -											
	--- More important ---				Some-				Not	Not at	Not
	NET	NET	Extremely	Very	what	NET	so	all	applicable	Skip	
6/15/23	73	57	36	21	11	5	4	1	26	1	

d. Support from your field supervisor

----- Part of teacher preparation -----											
- Less important -											
	--- More important ---				Some-				Not	Not at	Not
	NET	NET	Extremely	Very	what	NET	so	all	applicable	Skip	
6/15/23	93	63	34	30	17	13	8	5	6	1	

e. Certification coursework

----- Part of teacher preparation -----											
- Less important -											
	--- More important ---				Some-				Not	Not at	Not
	NET	NET	Extremely	Very	what	NET	so	all	applicable	Skip	
6/15/23	95	53	26	26	26	17	11	6	5	*	

f. An assigned mentor during your teacher preparation program or in your early years as a teacher

----- Part of teacher preparation -----											
- Less important -											
	--- More important ---				Some-				Not	Not at	Not
	NET	NET	Extremely	Very	what	NET	so	all	applicable	Skip	
6/15/23	88	66	41	25	13	10	6	4	11	*	

g. Training for early career teachers provided by your district or school

----- Part of teacher preparation -----										
- Less important -										
--- More important ---										
	NET	NET	Extremely	Very	Some- what	NET	Not so	Not at all	Not applicable	Skip
6/15/23	75	48	24	24	16	12	8	4	24	1

h. Support groups for early career teachers provided by your district or school

----- Part of teacher preparation -----										
- Less important -										
--- More important ---										
	NET	NET	Extremely	Very	Some- what	NET	Not so	Not at all	Not applicable	Skip
6/15/23	70	44	20	24	14	13	7	6	29	*

i. Training in developing lessons and assessments

----- Part of teacher preparation -----										
- Less important -										
--- More important ---										
	NET	NET	Extremely	Very	Some- what	NET	Not so	Not at all	Not applicable	Skip
6/15/23	93	68	37	31	18	8	6	2	6	1

Among teachers who say items were a part of their preparation:

	--- More important ---				- Less important -		
	NET	Extremely	Very	Somewhat	NET	Not so	Not at all
a. Observing other teachers in the classroom	82	51	31	12	6	4	2
b. Student teaching	81	54	27	10	9	6	3
c. Internship	78	49	29	15	7	5	2
d. Support from your field supervisor	68	36	32	18	14	9	6
e. Certification coursework	55	28	28	27	18	12	6
f. An assigned mentor	74	47	28	15	11	6	5
g. Training for early career teachers provided by your district or school	64	32	32	21	15	10	5
h. Support groups for early career teachers provided by your district or school	63	29	34	19	18	10	8
i. Training in developing lessons and assessments	72	39	33	20	8	6	2

21. How prepared were you to support the needs of these student populations as a first-year teacher?

6/15/23 Summary Table:

	--- More prepared ---			----- Less prepared -----			Skp
	NET	Very	Somewhat	NET	Not so	Not at all	
a. Students of a different race or ethnicity than yours	75	32	42	24	15	9	1
b. English-language learners	58	18	40	41	26	15	1
c. Students from low-income households	68	23	46	30	19	11	2
d. Students with learning differences	62	18	44	37	23	14	1

e. Students with behavioral challenges	40	10	30	59	34	25	1
f. Students who identify as LGBTQ+	35	11	24	62	26	36	3

Changing topics,

22. Voucher programs allow parents to use tax money to partly pay for tuition at private and religious schools. Overall, do you think it would be (helpful) or (harmful) to Texas public schools if the state authorized a school voucher program?

	Helpful	No impact	Harmful	Skipped
6/15/23	15	12	73	*

23. In a few words, what's the main reason you think a school voucher program would be [helpful/harmful] to Texas public schools?

See Appendix D.

24. Would you support or oppose a school voucher program in your community in these cases?

a. If that meant reducing the amount of funds distributed to your local school

	----- Support -----			----- Oppose -----			
	NET	Strongly	Somewhat	NET	Somewhat	Strongly	Skipped
6/15/23	15	7	8	85	10	74	1

b. If private and religious schools that received taxpayer-funded vouchers had no state educational oversight

	----- Support -----			----- Oppose -----			
	NET	Strongly	Somewhat	NET	Somewhat	Strongly	Skipped
6/15/23	19	7	12	80	16	64	1

Q24a/Q24b NET Table:

	Support in both cases		----- Oppose -----		In both cases		Skipped
	NET	NET	Only if funds reduced	Only if no oversight	NET	NET	Q25a/Q25b
6/15/23	11	89	9	4	76		*

25. Confidentially and for statistical purposes only, how would you describe your own mental health and emotional well-being?

6/15/23 Summary Table:

	----- Better -----				----- Worse -----			
	NET	Excellent	Very good	Good	NET	Only fair	Poor	Skipped
a. In general	50	20	30	32	17	13	4	*
b. In relation to your teaching job	31	12	20	27	41	25	16	1

26. For statistical purposes only, what was your gross salary before taxes in 2022?

	Less than \$50,000	\$50,000 to less than \$60,000	\$60,000 to less than \$70,000	\$70,000 or more	Average	Median
6/15/23	11	33	42	14	\$60,025	\$60,000
5/16/22^	16	45	32	7	\$57,083	\$57,000
5/11/21	20	46	27	7	\$55,525	\$55,220
3/29/20	26	46	23	4	\$54,299	\$54,200

^2022 and prior: For statistical purposes only, what was your salary in [YEAR PRIOR]?

Salary in constant 2022 dollars:

	Less than \$50,000	\$50,000 to less than \$60,000	\$60,000 to less than \$70,000	\$70,000 or more	Average	Median
6/15/23	11	33	42	14	\$60,025	\$60,000
5/16/22^	11	31	41	18	\$61,946	\$61,856
5/11/21	9	26	43	22	\$63,180	\$62,833
3/29/20	11	30	41	18	\$61,986	\$61,874

27. Do you feel that (you are fairly paid), or that (your pay is unfair)?

	Fairly paid	Pay is unfair	Skipped
6/15/23	19	81	*
5/16/22	18	81	1
5/11/21	30	69	1
3/29/20	27	72	1