

## **2025 Texas Teacher Poll Survey Methodology**

Sampling and data collection for this report were conducted by SSRS of Glen Mills, Pa., at the direction of [Langer Research Associates](#).

A sample of 81,868 Texas public school teachers was randomly drawn from the Texas Education Agency's 2023-24 list of 381,860 teachers in the state, stratified by region, race/ethnicity, years of teaching experience, and charter school status. The survey sought to reach at least 100 teachers in each region of the state, as well as at least 100 teachers who are Black, at least 100 teachers who were 60 or older, and at least 100 teachers who had two years' experience or less or were younger than 30.

Email addresses for 48,440 of the sampled teachers were matched and appended to the sample using teacher listings from list provider [MDR Education](#). Of that total, 14,446 teachers were sent a first wave of invitations and 29,397 teachers were sent a second wave, with the second wave designed to ensure minimum subgroup targets were met based on first-wave outcomes. (The remaining 4,597 with matched email addresses were unneeded so unused.) The sample also included 4,516 teachers who participated in a previous Texas Teacher poll.

In all, 48,359 teachers were sent personalized email invitations and follow-ups from Dr. Shari Albright, president of the Charles Butt Foundation, with a unique passcode-embedded link to complete the survey online.

Given indications that email invitations were not reaching sampled teachers, 15,000 postcard invitations were sent to a randomly selected group of teachers who had not completed the survey as of April 23, 2025, using school addresses obtained from the TEA 2023-24 list. Three-quarters of those sent postcards were offered a \$15 follow-up incentive to complete the survey.

Fieldwork was conducted March 3-June 2, 2025. Of the teachers invited, 37,328 did not activate the invitation link, 9,712 did so but did not complete the survey, 123 were determined not to be current Texas public school teachers and 1,196 completed the survey. The average time to complete the questionnaire was 17 minutes; the median time was 15 minutes.

In quality control, cases without school district information were flagged, as were the fastest 1 percent of respondents in total completion time and those who skipped more than 25 percent of the questions they received; these 12 cases were deleted, as well as an additional teacher who self-reported unemployment. The final sample included 1,183 Texas public school teachers.

Data were weighted to address unequal probabilities of selection based on the number of available email addresses and to match known parameters from the TEA list, including:

- Sex (male, female)
- Age (18-29, 30-39, 40-49, 50-59, 60+)
- Race/ethnicity (White, Black, Hispanic, other)
- Highest degree earned (bachelor's or less, master's or higher)
- Tenure (2 years or fewer, 3-5 years, 6-10 years, 11-20 years, more than 20 years)
- School grade level (elementary, middle, high, combined)
- School enrollment (<100, 100-249, 250-499, 500-999, 1000-2499, 2500+, unknown)
- School's metro status (urban, suburban, rural, unknown)
- School's region (East, Dallas/Fort Worth, Houston area, Central, West, South/Southwest, unknown)

Weights were trimmed at the 5th and 95th percentiles. The survey has a design effect due to weighting of 2.01, for a margin of sampling error of plus or minus 4.0 percentage points for the full sample. As in all surveys, error margins are larger for subgroups. Sampling error is not the only source of difference in polls.

Results are highly representative in terms of known demographic values, as shown in the table below.

| Demographic comparison of survey data and TEA benchmarks |                    |            |          |           |
|--|--------------------|------------|----------|-----------|
|  |                    | Unweighted | Weighted | Benchmark |
| <b>Sex</b>   | Male               | 20.0%      | 23.0%    | 24.5%     |
|  | Female             | 80.0%      | 77.0%    | 75.5%     |
| <b>Age</b>   | 18-29              | 11.8%      | 16.6%    | 17.8%     |
|  | 30-39              | 20.0%      | 26.2%    | 27.8%     |
|  | 40-49              | 30.7%      | 29.0%    | 27.8%     |
|  | 50-59              | 27.0%      | 21.2%    | 19.8%     |
|  | 60+                | 10.4%      | 7.0%     | 6.8%      |
|  |                    |            |          |           |
| <b>Race/ethnicity</b>                                    | White              | 47.0%      | 53.8%    | 53.7%     |
|  | Black              | 25.4%      | 13.3%    | 12.4%     |
|  | Hispanic           | 24.8%      | 29.4%    | 30.0%     |
|  | Other              | 2.8%       | 3.5%     | 3.9%      |
| <b>Education</b>   | Bachelor's or less | 61.9%      | 72.5%    | 73.8%     |
|  | Master's or higher | 38.1%      | 27.5%    | 26.2%     |
| <b>Years of experience</b>                               | 2 years or fewer   | 28.7%      | 22.4%    | 21.2%     |
|  | 3-5 years          | 9.1%       | 12.5%    | 14.3%     |
|  | 6-10 years         | 15.5%      | 19.3%    | 20.2%     |
|  | 11-20 years        | 28.9%      | 28.6%    | 27.3%     |
|  | More than 20 years | 17.8%      | 17.3%    | 17.0%     |
|  |                    |            |          |           |
| <b>School type</b>                                       | Elementary         | 41.3%      | 44.9%    | 44.2%     |
|  | Middle             | 23.0%      | 21.2%    | 20.0%     |
|  | High               | 32.0%      | 30.6%    | 31.0%     |
|  | Combined           | 3.7%       | 3.2%     | 3.2%      |
| <b>School size</b>                                       | <100               | 1.7%       | 1.0%     | 0.9%      |
|  | 100-249            | 4.7%       | 4.7%     | 4.6%      |
|  | 250-499            | 19.9%      | 20.2%    | 20.1%     |
|  | 500-999            | 41.8%      | 44.3%    | 44.1%     |
|  |                    |            |          |           |

| Demographic comparison of survey data and TEA benchmarks |                   |            |          |           |
|--|-------------------|------------|----------|-----------|
|  |                   | Unweighted | Weighted | Benchmark |
| <b>School metro status</b>                               | 1000-2499         | 22.9%      | 21.3%    | 20.9%     |
|  | 2500+             | 7.9%       | 7.8%     | 8.8%      |
|  | Unknown           | 1.0%       | 0.8%     | 0.7%      |
|  | Urban             | 46.1%      | 42.9%    | 44.2%     |
|  | Suburban          | 43.9%      | 44.7%    | 43.6%     |
| <b>School region</b>                                     | Rural             | 9.0%       | 11.4%    | 11.2%     |
|  | Unknown           | 1.0%       | 1.0%     | 1.0%      |
|  | East              | 14.4%      | 14.0%    | 13.0%     |
|  | Dallas/Fort Worth | 15.0%      | 19.7%    | 21.7%     |
|  | Houston area      | 16.3%      | 19.5%    | 20.3%     |
|  | Central           | 17.5%      | 14.3%    | 13.3%     |
|  | West              | 11.6%      | 11.4%    | 11.3%     |
|  | South/Southwest   | 24.0%      | 19.8%    | 19.1%     |
|  | Unknown           | 1.3%       | 1.3%     | 1.3%      |

In regional analysis, the following county groupings were used:

East: Anderson, Angelina, Bowie, Camp, Cass, Cherokee, Cooke, Delta, Ellis, Fannin, Franklin, Freestone, Grayson, Gregg, Hardin, Harrison, Henderson, Hill, Hopkins, Houston, Hunt, Jasper, Jefferson, Kaufman, Lamar, Leon, Liberty, Limestone, Madison, Marion, Montgomery, Morris, Nacogdoches, Navarro, Newton, Orange, Panola, Polk, Rains, Red River, Rockwall, Rusk, Sabine, San Augustine, San Jacinto, Shelby, Smith, Titus, Trinity, Tyler, Upshur, Van Zandt, Walker, Wood.

Dallas/Ft. Worth: Collin, Dallas, Denton, Tarrant.

Houston area: Brazoria, Chambers, Fort Bend, Galveston, Harris.

Central: Aransas, Austin, Bastrop, Bee, Bell, Brazos, Burleson, Caldwell, Calhoun, Colorado, DeWitt, Falls, Fayette, Goliad, Gonzales, Grimes, Guadalupe, Hays, Jackson, Karnes, LaVaca, Lee, Live Oak, McLennan, McMullen, Matagorda, Milam, Refugio, Robertson, San Patricio, Travis, Victoria, Waller, Washington, Wharton, Williamson, Wilson.

West: Andrews, Archer, Armstrong, Bailey, Bandera, Baylor, Blanco, Borden, Bosque, Briscoe, Brown, Burnet, Callahan, Carson, Castro, Childress, Clay, Cochran, Coke, Coleman, Collingsworth, Comal, Comanche, Concho, Coryell, Cottle, Crane, Crockett, Crosby, Dallam, Dawson, Deaf Smith, Dickens, Donley, Eastland, Ector, Edwards, Erath, Fisher, Floyd, Foard, Gaines, Garza, Gillespie, Glasscock, Gray, Hale, Hall, Hamilton, Hansford, Hardeman, Hartley, Haskell, Hemphill, Hockley, Hood, Howard, Hutchinson, Irion, Jack, Johnson, Jones, Kendall, Kent, Kerr, Kimble, King, Knox, Lamb, Lampasas, Lipscomb, Llano, Loving, Lubbock, Lynn, McCulloch, Martin, Mason, Menard, Midland, Mills, Mitchell, Montague, Moore, Motley, Nolan, Ochiltree, Oldham, Palo Pinto, Parker, Parmer, Potter, Randall, Reagan, Real, Roberts, Runnels, San Saba, Schleicher, Scurry, Shackelford, Sherman, Somervell, Stephens, Sterling, Stonewall, Sutton, Swisher, Taylor, Terry, Throckmorton, Tom Green, Upton, Ward, Wheeler, Wichita, Wilbarger, Winkler, Wise, Yoakum, Young.

South/Southwest: Atascosa, Bexar, Brewster, Brooks, Cameron, Culberson, Dimmit, Duval, El Paso, Frio, Hidalgo, Hudspeth, Jeff Davis, Jim Hogg, Jim Wells, Kenedy, Kinney, Kleberg, La Salle, Maverick, Medina, Nueces, Pecos, Presidio, Reeves, Starr, Terrell, Uvalde, Val Verde, Webb, Willacy, Zapata, Zavala.