

# Horace Mann Educator Advisory Panel Survey\*

Horace Mann Business Intelligence  
May 2016

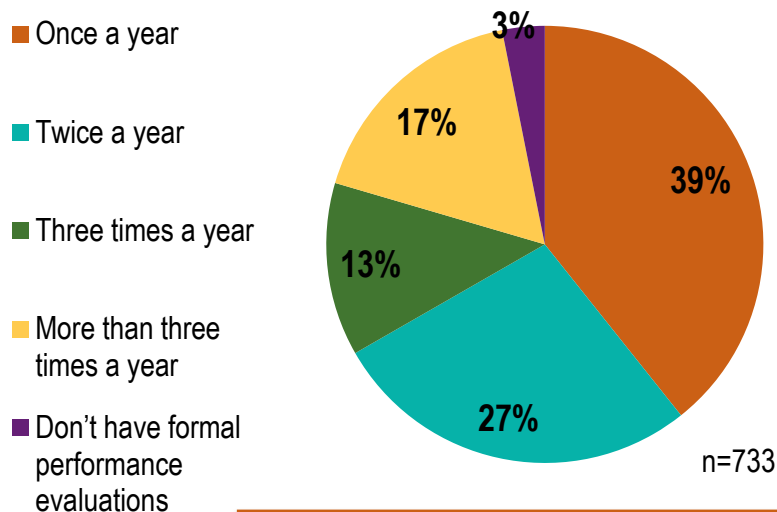
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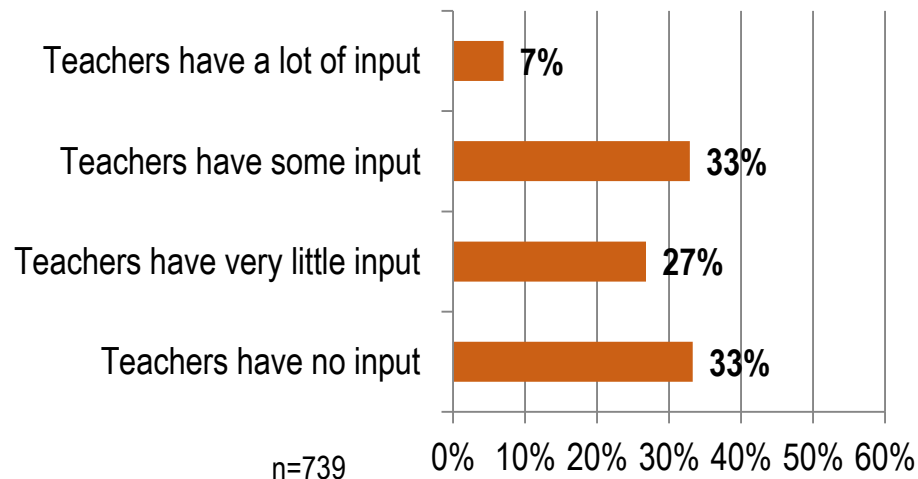
\*The Horace Mann Educator Advisory Panel has been in place since 2004 and consists of educators from across the country. Educators that sign up for the advisory panel are asked to complete 4 to 5 online surveys each year. Survey topics include a mix of educational-related topics and topics related to insurance and retirement. Currently, around 1,700 educators belong to the panel and are mostly Public K-12 teachers. Less than 15% of the panel members are Horace Mann customers.

# Teacher Evaluations: The value of feedback

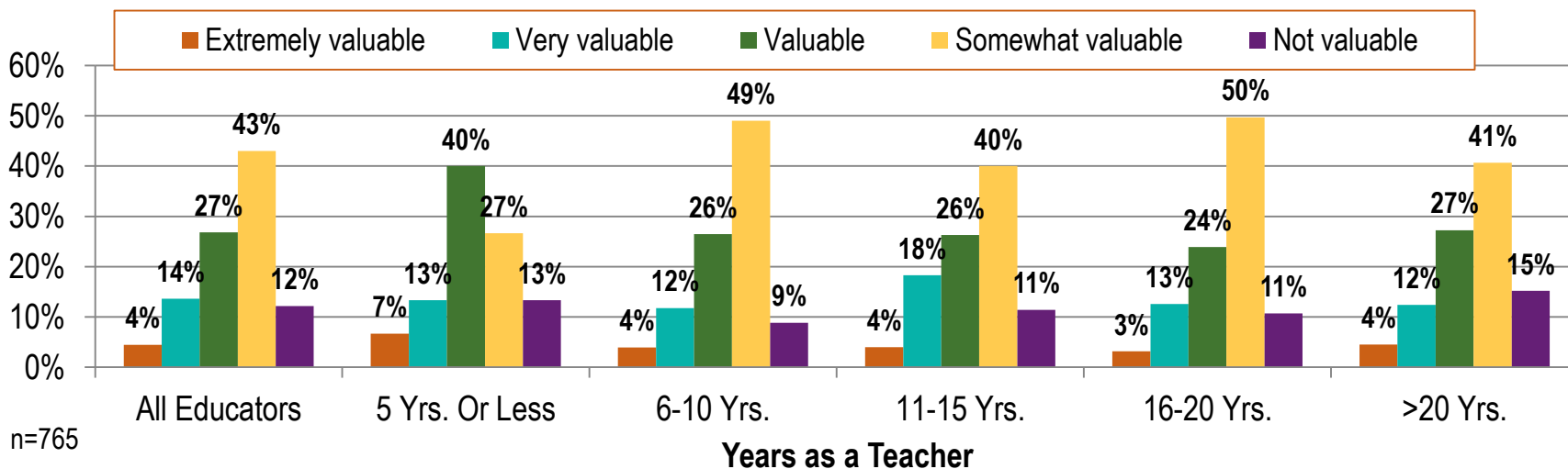
As a teacher, how often is your job performance evaluated?



Do teachers have input into the evaluation system at your school?

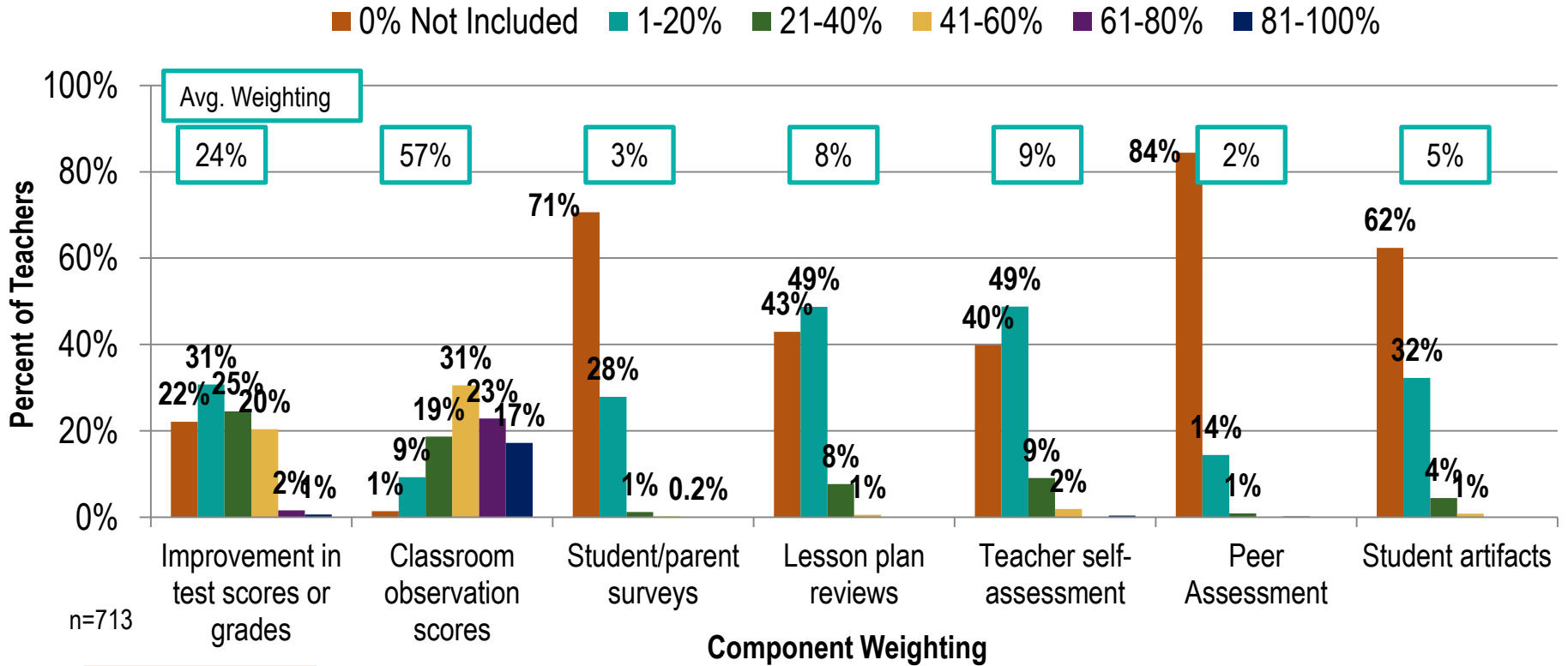


Is the feedback you receive from your evaluations constructive and valuable to you?



# Teacher Evaluations: Components of a teacher's evaluation system

What components make up your teacher evaluation system and how are they weighted in the overall result?



Avg. Weighting						
Grade Taught	Improvement in test scores or grades	Classroom observation scores	Student/parent surveys	Lesson plan reviews	Teacher self-assessment	Peer assessment
Pre K - K	26%	54%	3%	8%	11%	1%
Elementary	24%	57%	3%	7%	9%	2%
Middle School	22%	61%	3%	7%	7%	1%
High School	22%	57%	3%	9%	11%	3%

# Teacher Evaluations: The impact of student achievement on evaluations

*How much do you think student achievement, including grades and test scores, should count in your evaluation and why?*

*“20% teachers need to show evidence of their performance, but it should not fully depend on it as students vary and you need a variety of data sources.”*

*“25% but I think growth not achievement should be measured.”*

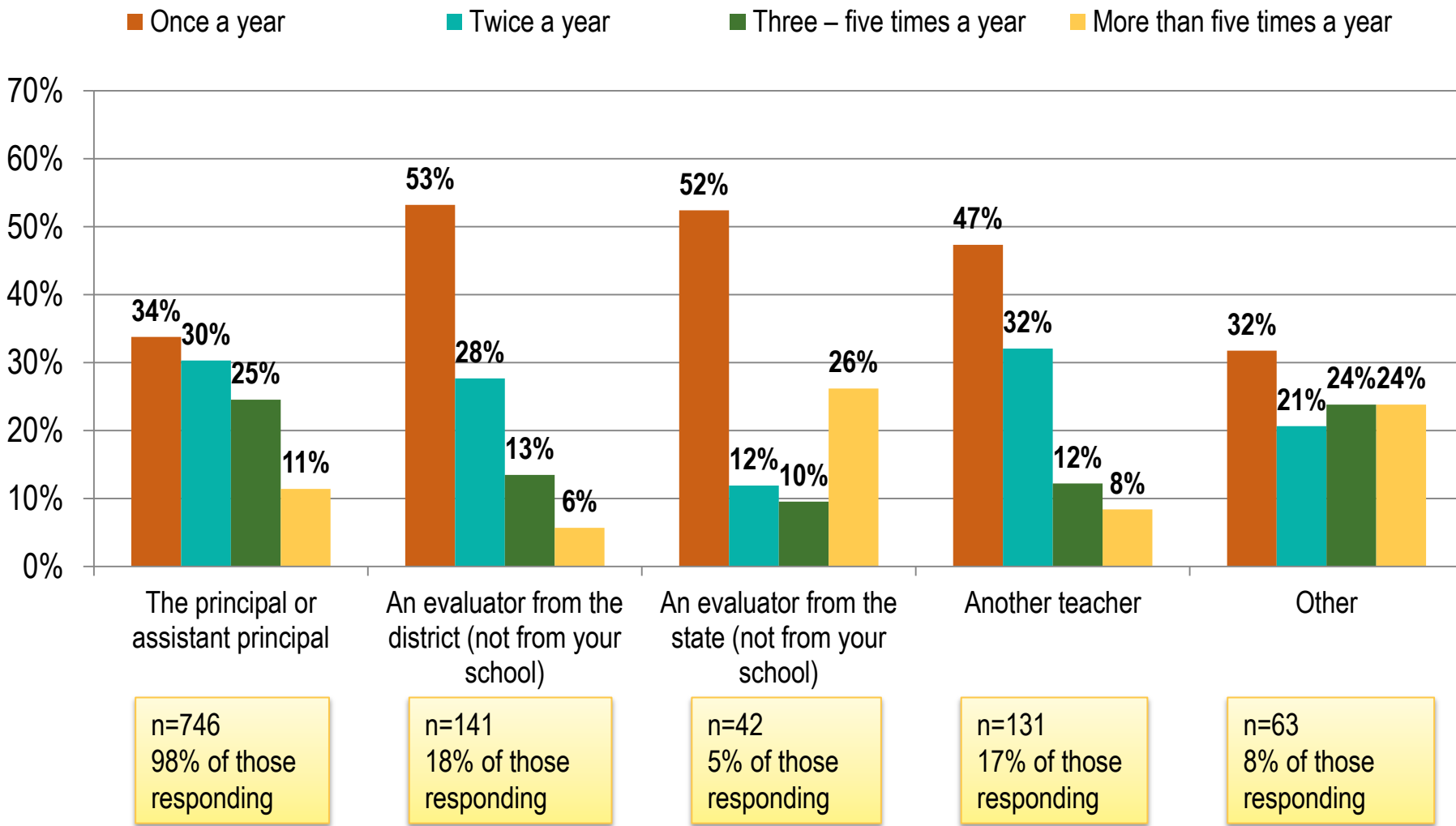
*“0%...you can't account for students' home life, and no parental involvement.”*

713 Educators Responded	% of Educators
Outside factors such as home life, student needs, language, and environment can affect student performance.	29%
Individual student growth should be weighted more heavily than test scores and statewide standards.	28%
Teachers have no control over student assignments and curriculum.	11%
Students don't always care. They're not always motivated to perform well on tests.	10%
Student achievement may not be reflected in test scores and grades.	9%
Student achievement is important to teacher evaluations but opinions vary as to how it should be weighted.	8%
Test scores reflect the student not the teacher's effort.	4%
Students should be held accountable for their grades, not the teacher.	2%

How much should student Achievement Count?	% of Educators
Not at all – 0%	27%
1%-30%	55%
31%-50%	14%
Greater than 50%	3%

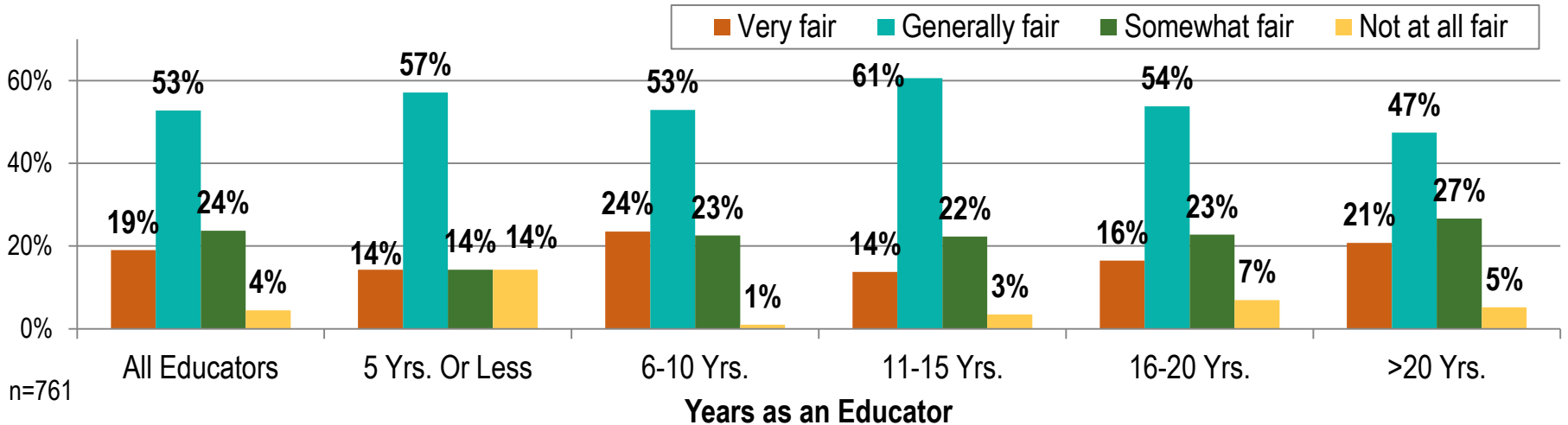
# Teacher Evaluations: Frequency of classroom observations

Who typically conducts classroom observations at your school and how often are they conducted?

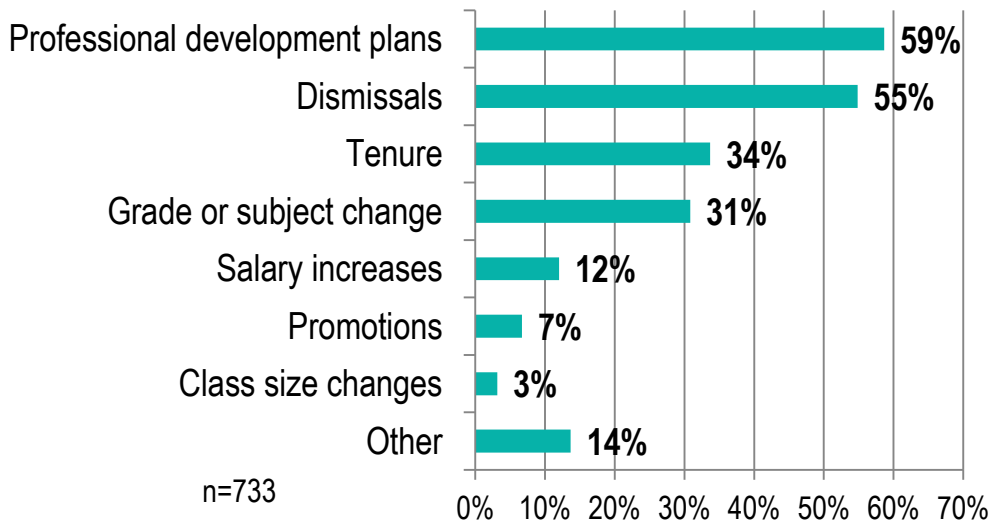


# Teacher Evaluations: Are classroom observations fair?

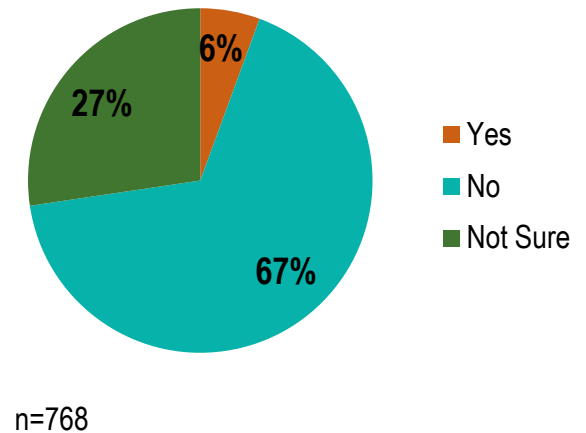
*Do you believe classroom observations at your school are fair and unbiased?*



*What personnel decisions are made from performance evaluations? (Please check all that apply.)*



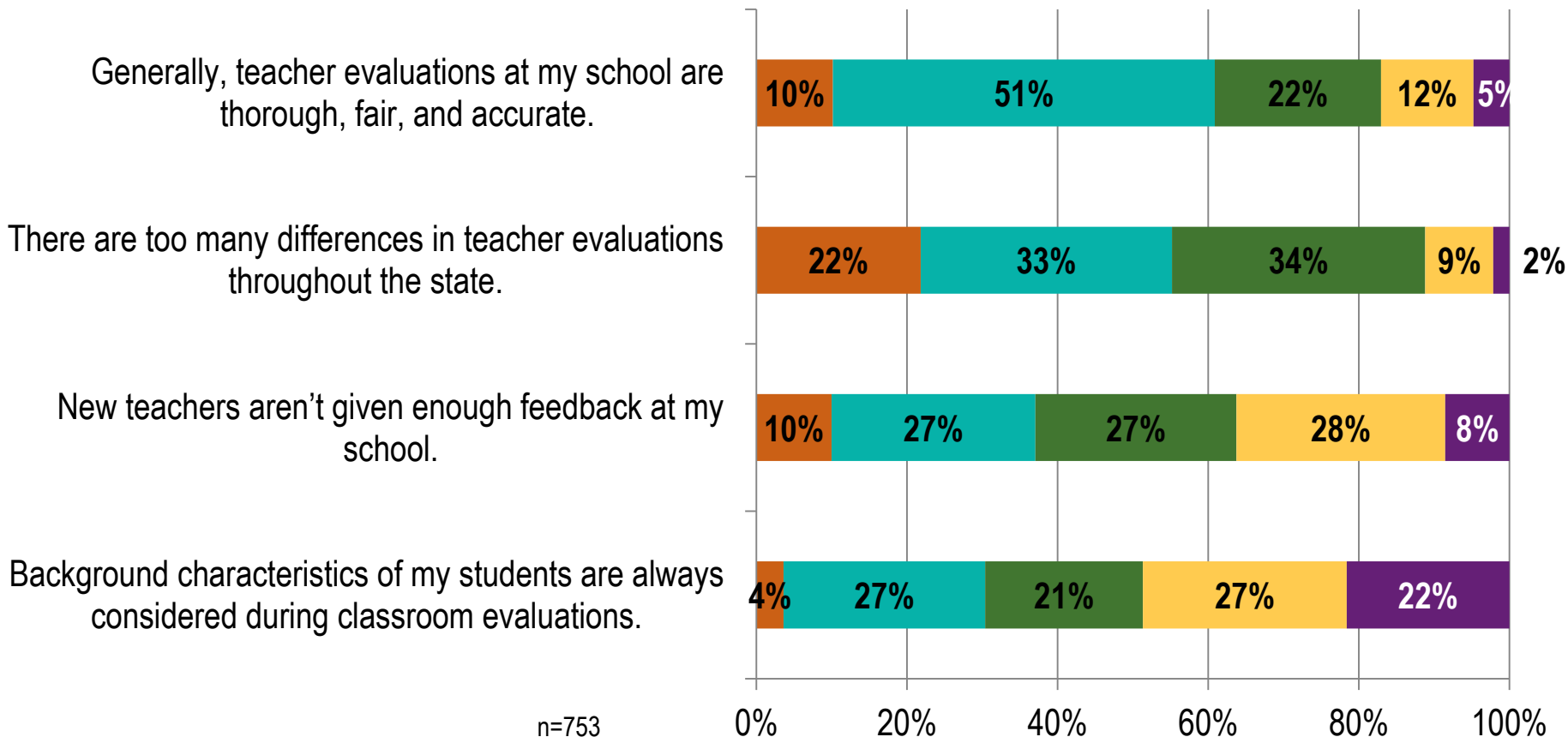
*Are teacher evaluations made public at your district?*



# Teacher Evaluations: General thoughts about performance evaluations

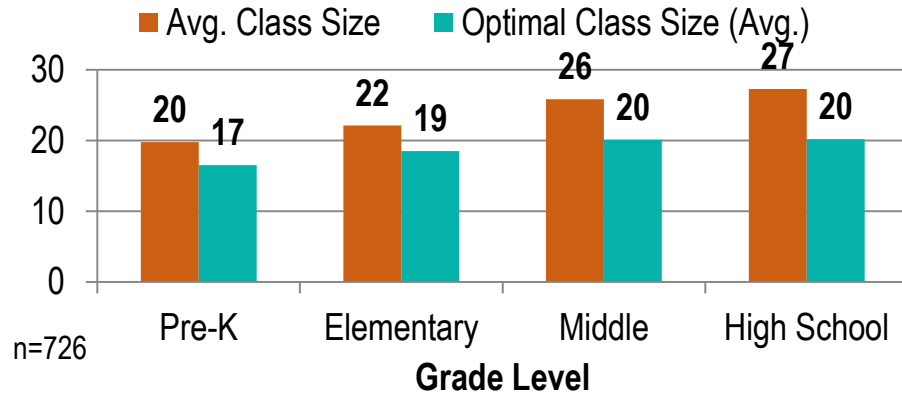
How much do you agree or disagree with the following statements?

Strongly Agree   Agree   Neither Agree nor Disagree   Disagree   Strongly Disagree



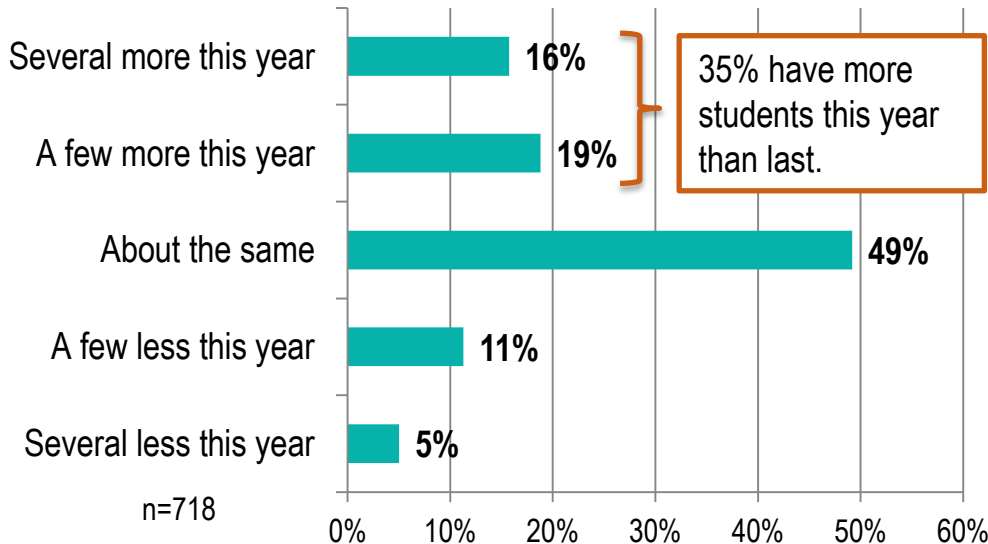
# Class Size: The optimal number of students in a classroom

1. How many students do you have in your class this year?
2. How many students do you think are optimal for effective teaching?

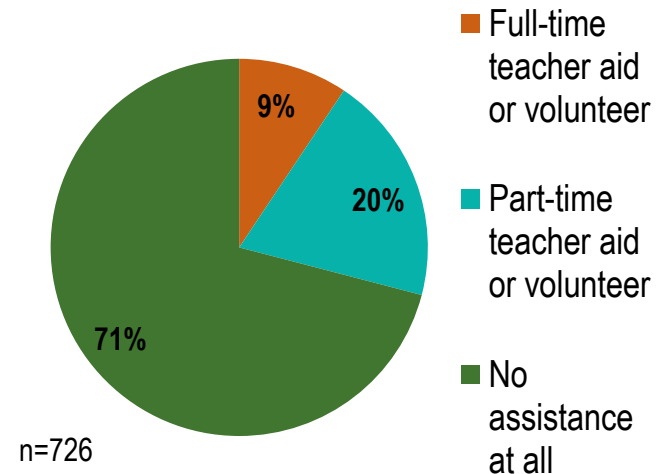


Years as an Educator	Avg. Class Size	Optimal Class Size (Avg.)
5 Yrs. Or Less	25	17
6-10	25	19
11-15	23	19
16-20	25	19
>20	24	19

Do you have more students in your class this year than last year?



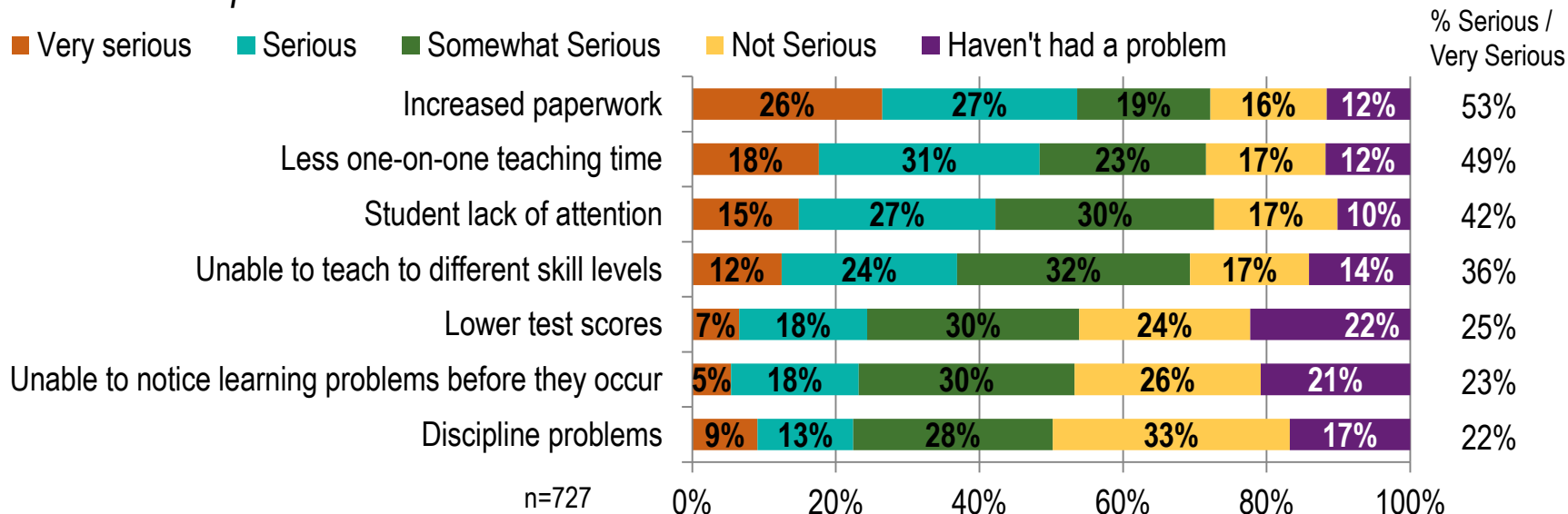
Do you have help in your classroom such as a teacher aid or volunteer parent?



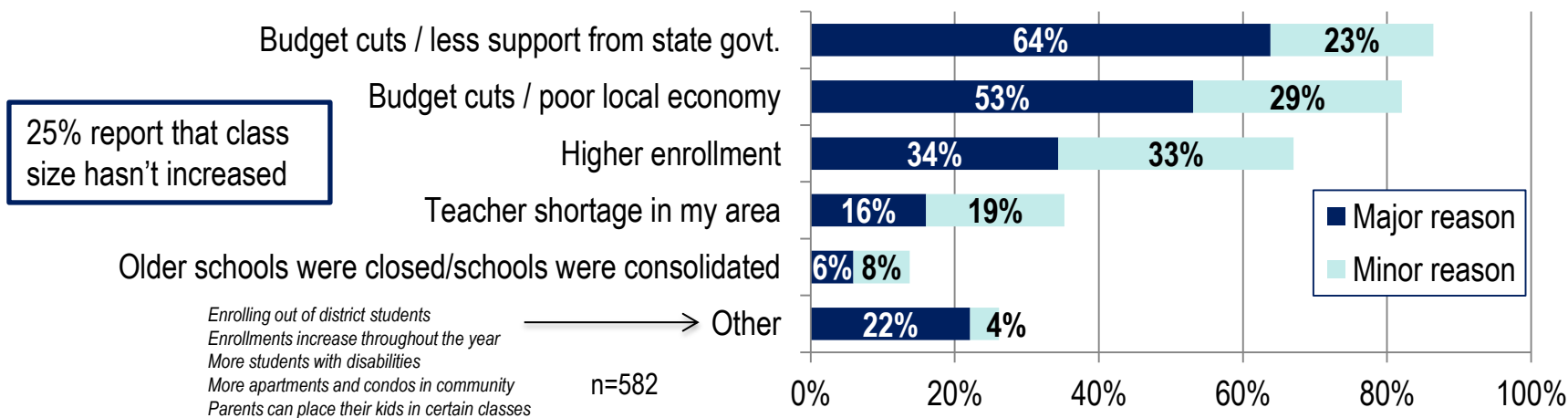


# Class Size: Problems related to class size

What problems, if any, have you encountered this year due to the number of students in your class and how serious are those problems?

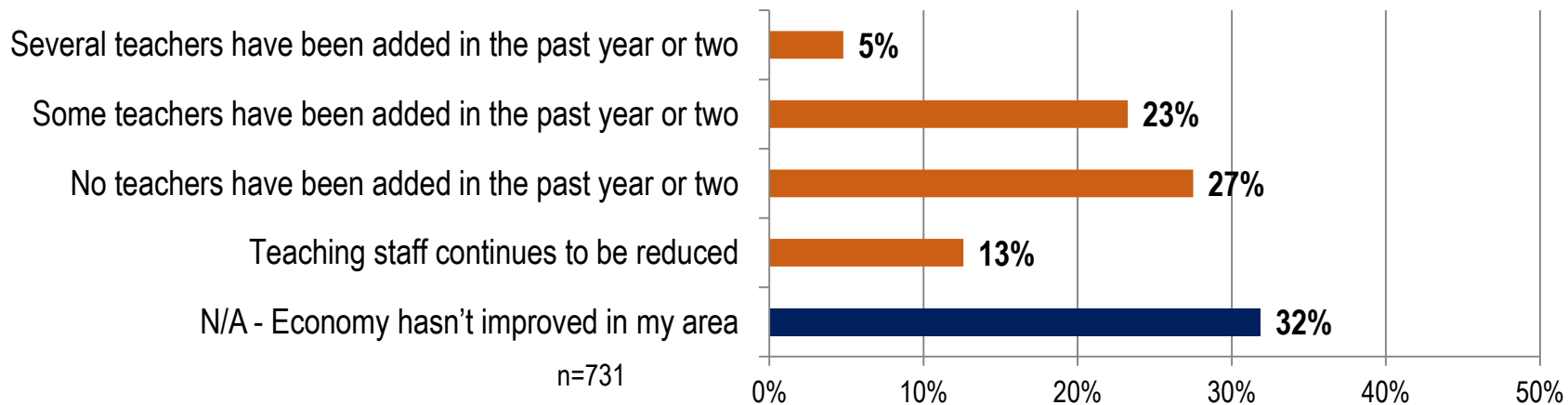


What, if any, are the reasons why class size has increased in the past few years?

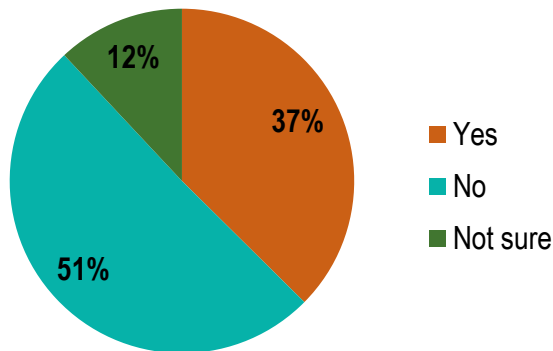


# Class Size: Post-recession economy and class size

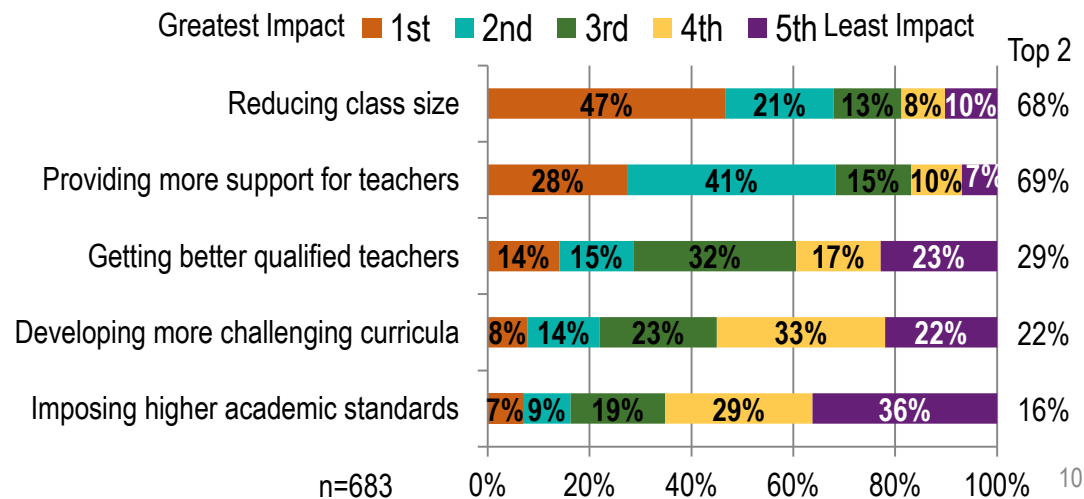
*If the economy has improved in your area, have teachers been added and class sizes reduced?*



*If your school was to reduce class size, would the existing building be able to accommodate more classrooms?*

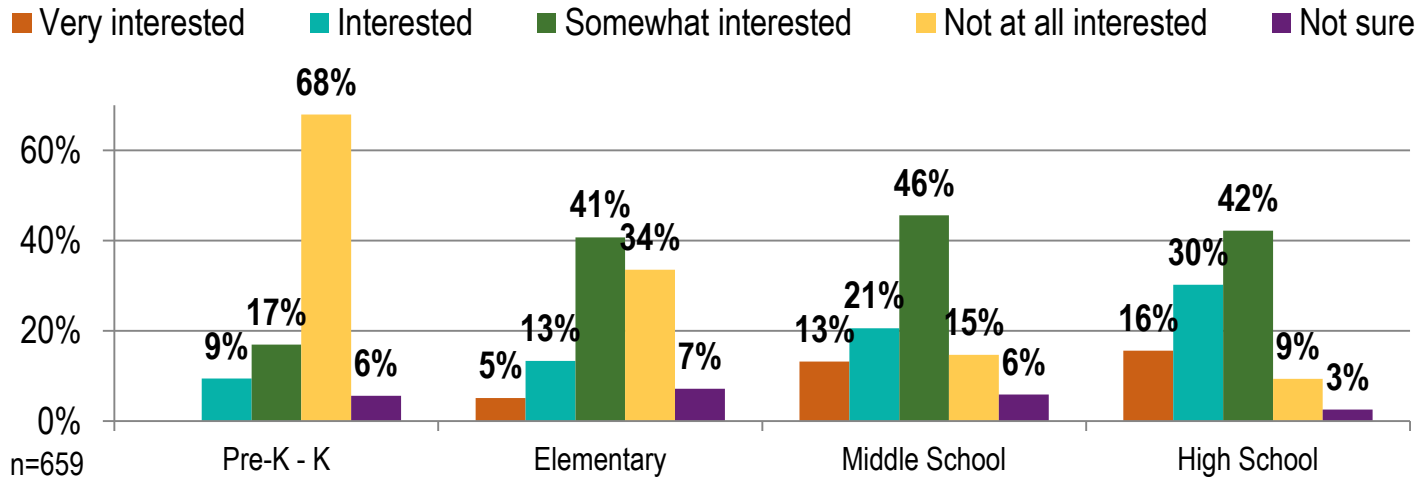


*In addition to reducing class size, how would you rank the following strategies in terms of having the greatest impact on student learning?*

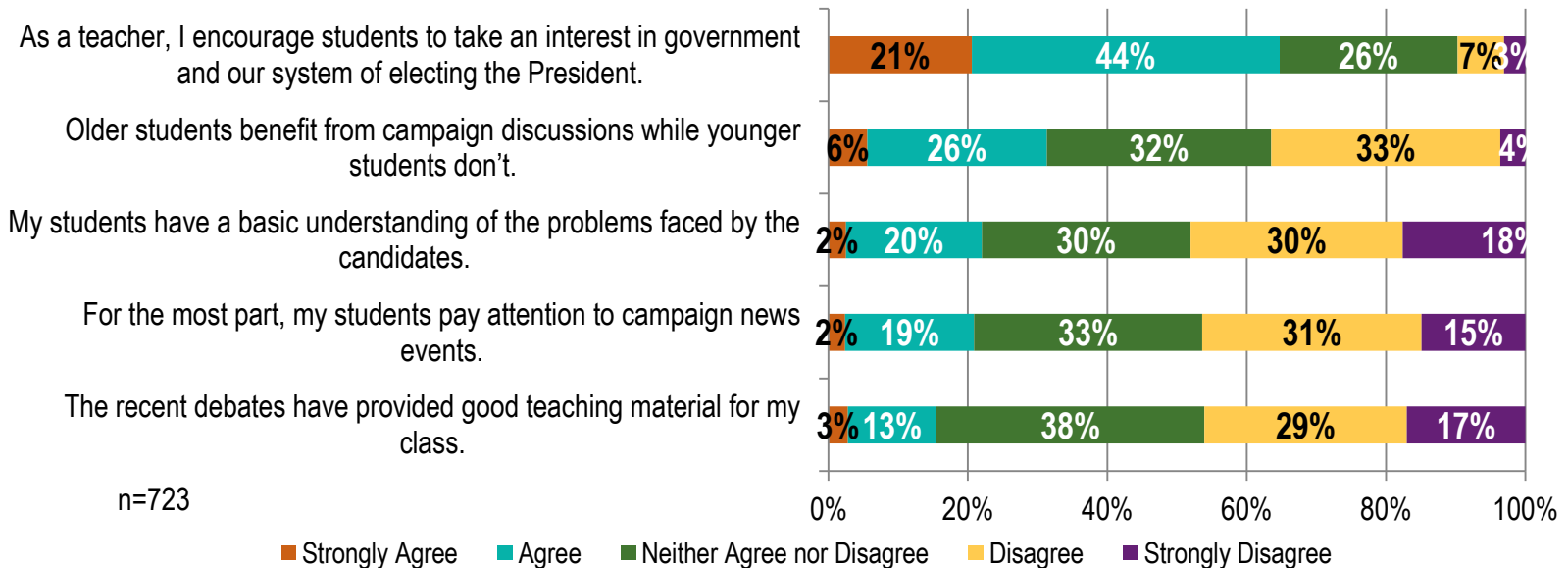


# Campaign Teachable Moments: Student interest in the campaign

*How interested have your students been in the current Presidential campaign and in the candidates involved?*



*How much do you agree or disagree with the following statements?*



# Campaign Teachable Moments: Projects related to electing our President

*What projects or lessons, if any, have you incorporated into your classroom to teach students about the process of electing our President?*

266 Educators Responded	% of Educators
Lessons about the election process and the electoral college	58%
Class discussions about the current campaign	33%
How government works / the three branches of government	16%
The office of the President and what the President does	10%
General lessons about American history and civics	9%
Current event discussions	8%
Mock debates / elections and discussions about the recent candidate debates	6%
Discussions focused on the US Constitution	4%
Researching the candidates	1%

**“As a U.S. History teacher, there is relevant historical content related to the current election.”**

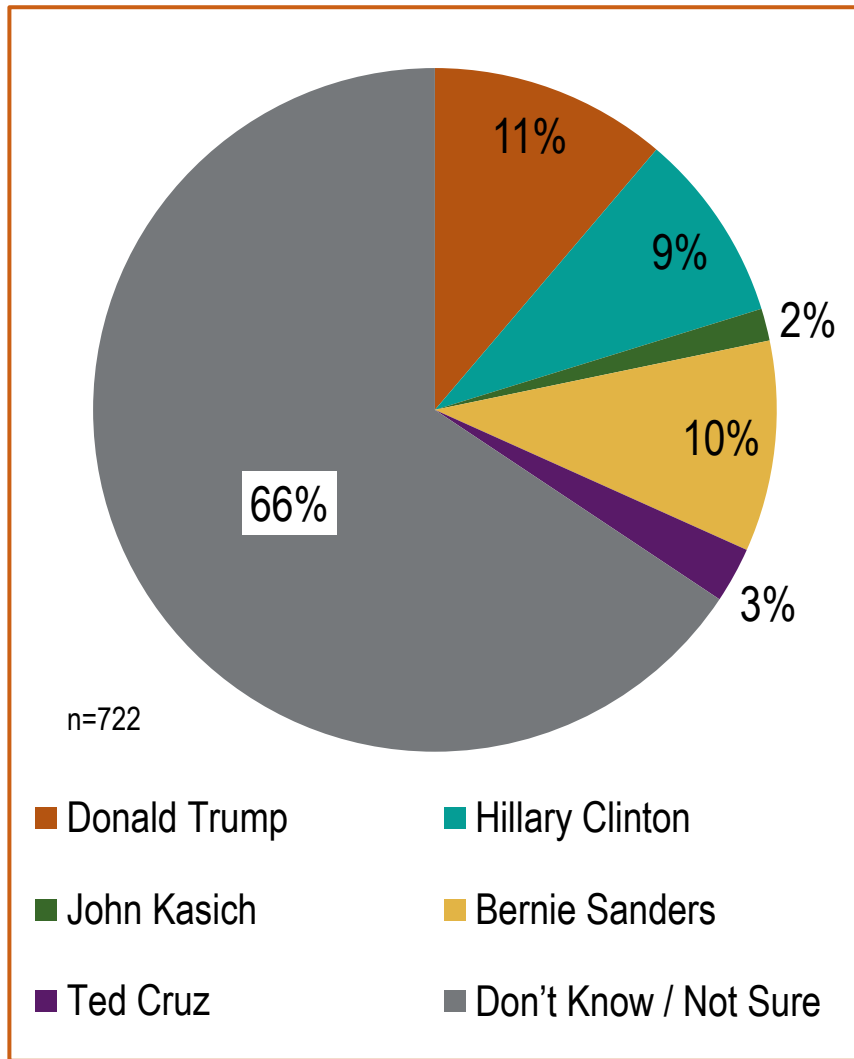
**“In my Current Events class we have been playing a presidential candidate prediction game on the CNN website.”**

**“We are focusing on third grade government standards, while incorporating current events.”**

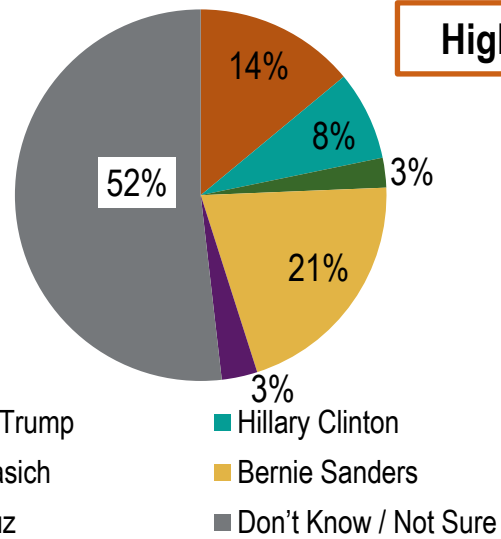
**“Students are young but they see the debates at home and the news coverage. We talked about the election and why it is important for every qualified person to vote.”**

# Campaign Teachable Moments: How students would vote

*If your students were voting for President today, who would they elect?*

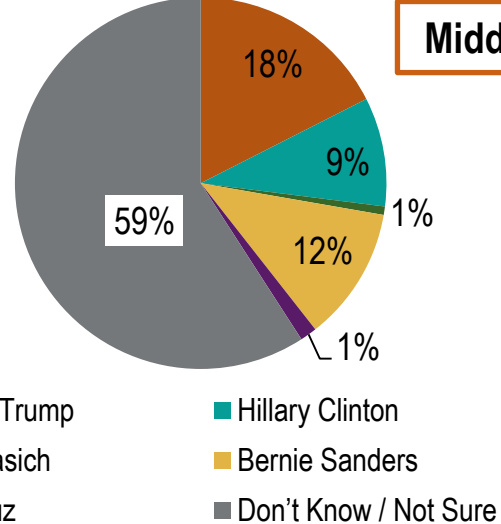


## High School



38% of high school teachers and 30% of middle school teachers strongly agree / agree that their students have a basic understanding of the issues faced by the candidates.

## Middle School



# Campaign Teachable Moments: The candidate for education

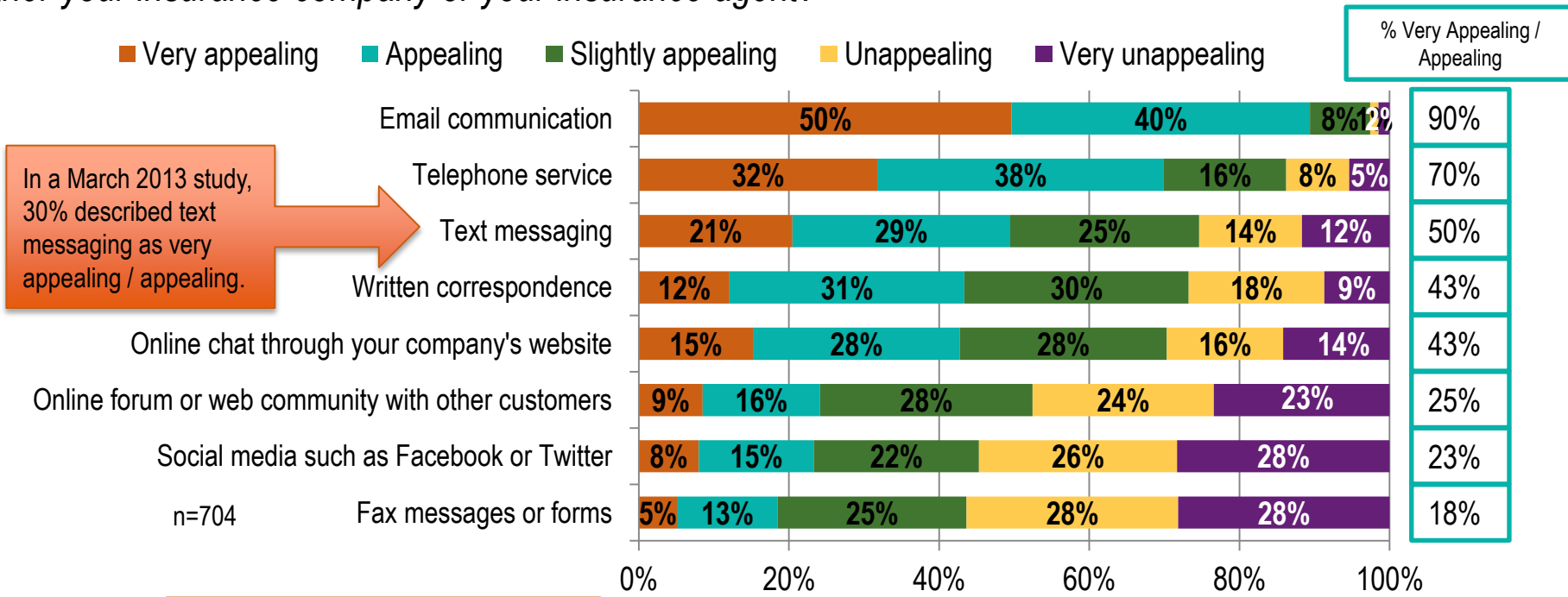
Which candidate do you think is “best” for education and why?

414 Educators Responding

Bernie Sanders – 33% of Educators Responding	Hillary Clinton – 36% of Educators Responding	Donald Trump – 15% of Educators Responding	Ted Cruz – 10% of Educators Responding	John Kasich – 6% of Educators Responding
Will eliminate common core	Proven track record for education	Will kill common core	Will get the federal govt. out of the classroom	Real world solutions to problems
Public education should include a bachelor's degree / will provide funding for higher ed.	She'll choose a qualified administration	Will improve our country	Ensure proper funding to states	Understands the big picture
Would properly fund education	Experience	Would leave education alone	Would approve needed curriculum changes	Understands what's needed to run schools efficiently
Understands the burdens of the middle class / understands the challenges of living in poverty	Supports education reform and reduced class sizes	Tired of career politicians	Wants the best for students - fundamentals (reading, writing, arithmetic)	Experience working in government
Voted against NCLB and wants to reduce testing	Supports teacher unions	Will get rid of NCLB	Will eliminate Dept. of Ed. and return control to the states	Level-headed
Stands for equality / access to education for everyone	Will follow the path of Obama	Values hard work and holding people accountable	Would put decisions back in the hands of state and local govt.	Would ensure that more decisions are made at the state level
Against funding charter schools	Will make sure schools have adequate funding	Would get rid of the Department of Education	Understands national needs	Honest
Open-minded, willing to listen	Has a clear education plan	Business in education	Sensible, realistic ideas	Realistic and pragmatic approach to life, politics and the presidency

# Communication Preferences: Email and phone service

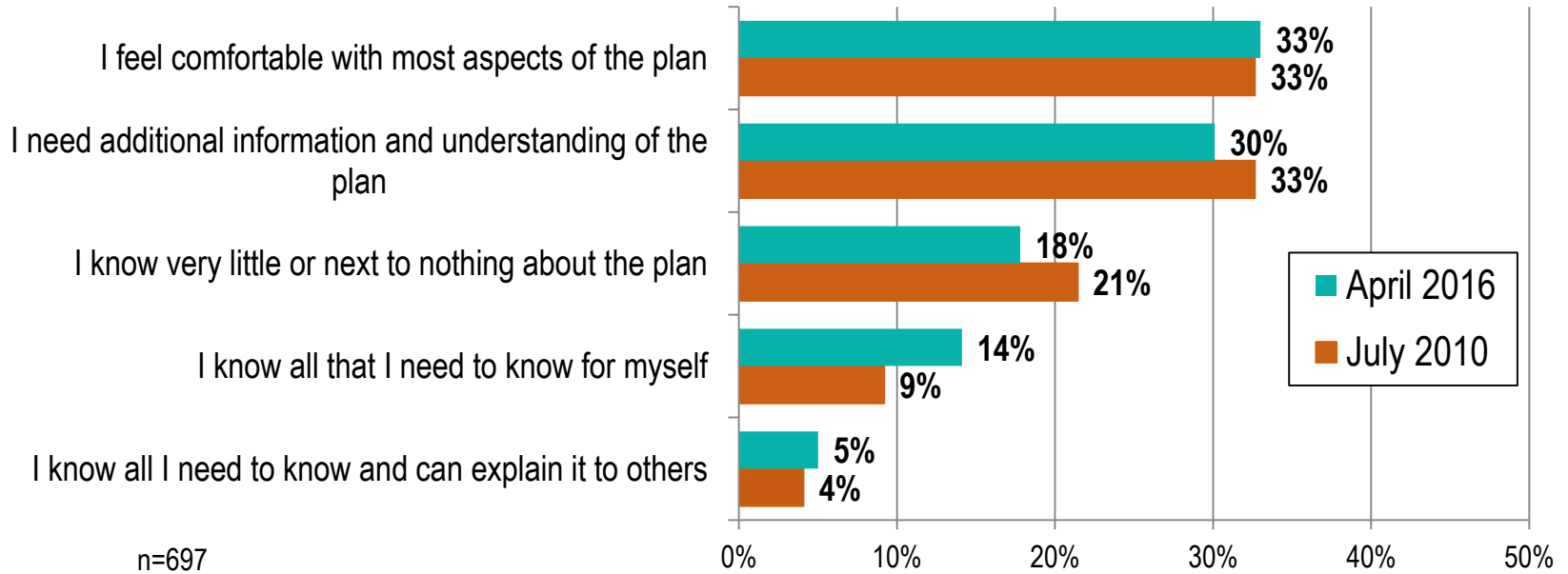
*If you had all of these methods available to you, how appealing would each of them be when contacting either your insurance company or your insurance agent?*



% Very appealing / Appealing					
Preferred Communication by Age Cohort	<30	30-39	40-49	50-59	60+
Email communication	89%	89%	91%	86%	92%
Telephone service	67%	70%	72%	64%	75%
Text messaging	67%	48%	53%	50%	45%
Written correspondence	39%	45%	43%	40%	46%
Online chat through your company's website	56%	42%	42%	39%	50%
Online forum or web community with other customers	39%	23%	27%	21%	26%
Social media such as Facebook or Twitter	50%	21%	25%	23%	20%
Fax messages or forms	28%	14%	22%	20%	20%

# State Teachers Retirement System: Personal understanding of STRS

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



Knowledge of STRS by Age Cohort – April 2016	<30	30-39	40-49	50-59	60+
I feel comfortable with most aspects of the plan	28%	31%	32%	38%	34%
I need additional information and understanding of the plan	28%	29%	29%	32%	34%
I know very little or next to nothing about the plan	33%	19%	18%	15%	14%
I know all that I need to know for myself	11%	16%	15%	10%	14%
I know all I need to know and can explain it to others		5%	6%	6%	3%



# Favorite Websites: Shopping, communicating, and lesson planning

*When you're browsing the Internet, what are your favorite websites for: 1. shopping for school supplies, 2. communicating with peers, and 3. gathering ideas for lesson planning?*

## Shopping for School Supplies

% of Tchers

Amazon.com	49%
Staples.com	18%
Officedepot.com / Officemax.com	17%
Walmart.com	16%
Target.com	13%
Reallygoodstuff.com	10%
Lakeshorelearning.com	9%
Teacherspayteachers.com	9%
Orientaltrading.com	7%
Schoolspecialty.com	7%
Pinterest.com	5%
Scholastic.com	4%
Classroomdirect.com	3%
Carsondellosa.com	3%
Google searches	2%
Ebay.com	2%

n=534

## Communicating with Peers

% of Tchers

Facebook.com	57%
Email	30%
Twitter.com	16%
Pinterest.com	10%
Google	9%
Text	8%
Instagram	5%
LinkedIn.com	5%
Teacherspayteachers.com	3%
Blogs	3%
Edmodo.com	3%

n=459

## Gathering Ideas for Lesson Planning

% of Tchers

Pinterest.com	47%
Teacherspayteachers.com	40%
Google searches	12%
Blogs	9%
Facebook.com	5%
Scholastic.com	5%
Superteachertools.com	4%
Education.com	3%
Readworks.com	2%
Twitter.com	2%
Youtube.com	2%
Edhelper.com	2%
Betterlesson.com	2%
Teachersnotebook.com	2%
Discoveryeducation.com	2%
PBS.com	2%

n=518