

# 2024 - 2025 Oklahoma Educator Engagement Survey Results

## Executive Summary

The *2024-2025 Oklahoma Educator Engagement Survey* was conducted to gather valuable insights from teachers across the state, aiming to help inform decisions on teacher recruitment and retention. The primary goal was to identify the factors that influence educators' decision to stay or leave their positions and to gather feedback on potential strategies for attracting and retaining talent. The key findings of the survey revealed both areas of strength within the profession and significant challenges. Based on these findings, it is recommended that the state continue implementing targeted initiatives that focus on improving teacher satisfaction, providing additional support, and offering more incentives for both recruitment and retention.

## Survey Overview

The Oklahoma State Department of Education (OSDE) disseminated the *2024-2025 Oklahoma Educator Engagement Survey* with all state educators (over 49,000) through school email. The survey was administered statewide, with the objective of collecting data on the experiences and needs of teachers. The "EX25 Annual Baseline" dashboard provides an overall focused view on the **well-being, engagement, and retention outlook** for Oklahoma educators. It was designed to gather insights into various aspects of teaching that influence recruitment and retention. The survey gathers data to foster collaborative discussions between educators and administrators, helping to create an action plan that improves school environments and educational outcomes. The data collection period ran from November 7, 2024, to December 6, 2024.

Prior to distributing the survey to educators, the Oklahoma State Department of Education notified district leaders through Teacher and Leadership Development newsletters. The survey collected only district-level employment identification information from respondents. Each district superintendent can access a comprehensive data dashboard in Qualtrics to review their district's specific survey results.

The survey contained twenty-five questions focused on the following:

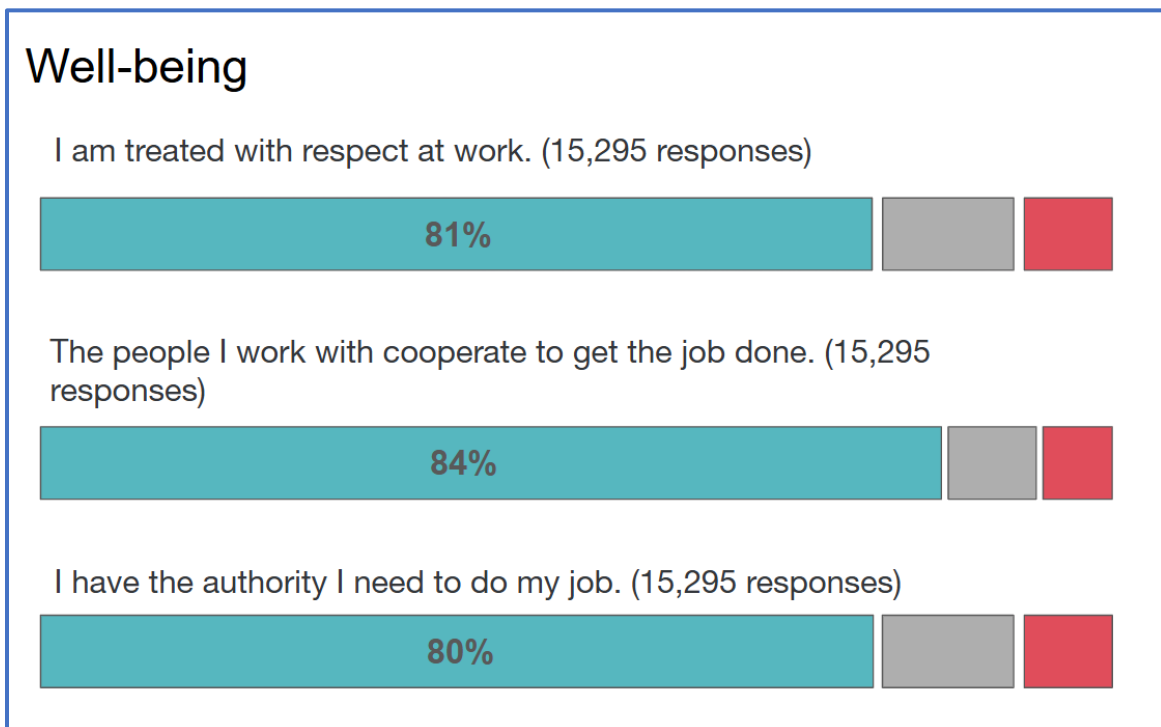
- Educator Engagement at the District Level
- Educator Well-being in the Workplace at the District Level
- Educator Retention at the District Level

Of the approximately 49,000 surveys sent, 31% completed the survey by the survey close date.

## Well-Being

The well-being of Oklahoma Educators is a notable strength, with a high score of 84%, reflecting that educators generally feel supported and respected in their work environment. This suggests a positive impact on the overall educator experience and indicates a strong foundation for maintaining a healthy workplace culture

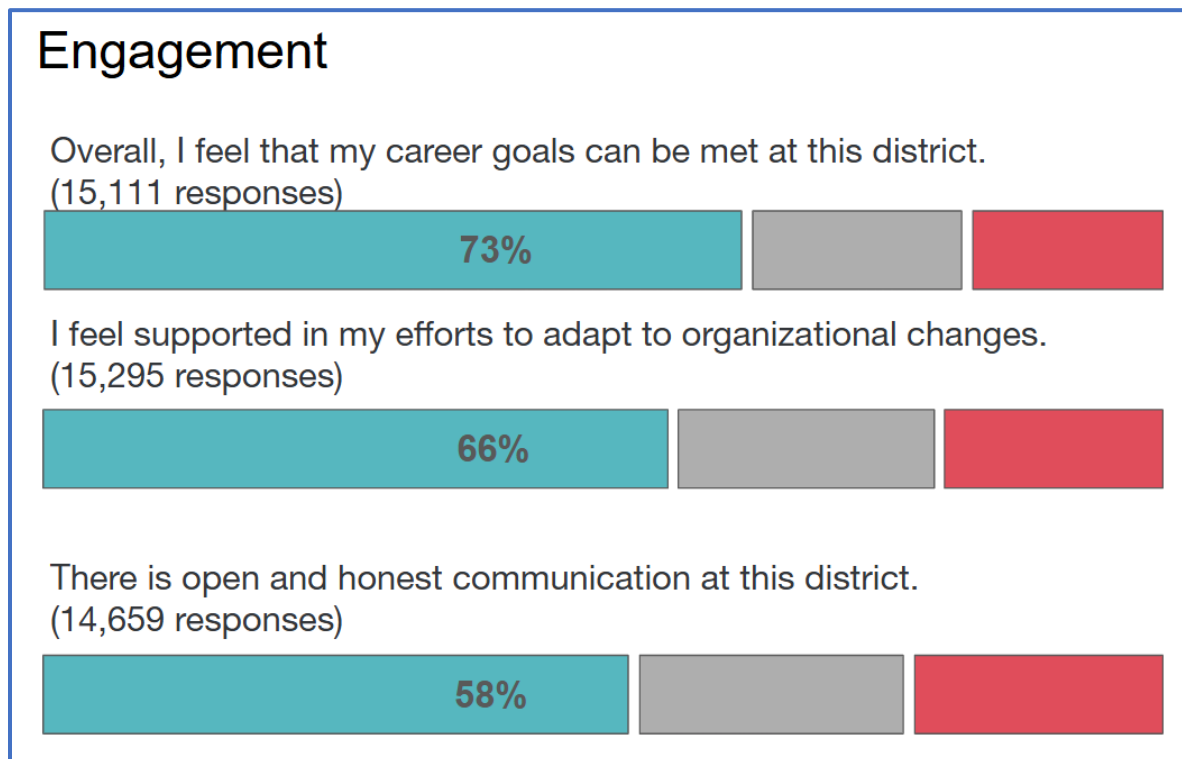
**Well-being measures employees' energy and positivity about their work and relationships**



## Engagement

Engagement, while still favorable, presents a moderate score of 75%. This indicates that while many educators feel a sense of personal accomplishment and cooperation among their peers, there is room for improvement in areas such as communication and recognition to further enhance engagement levels. Addressing these areas could lead to increased productivity and a more committed workforce.

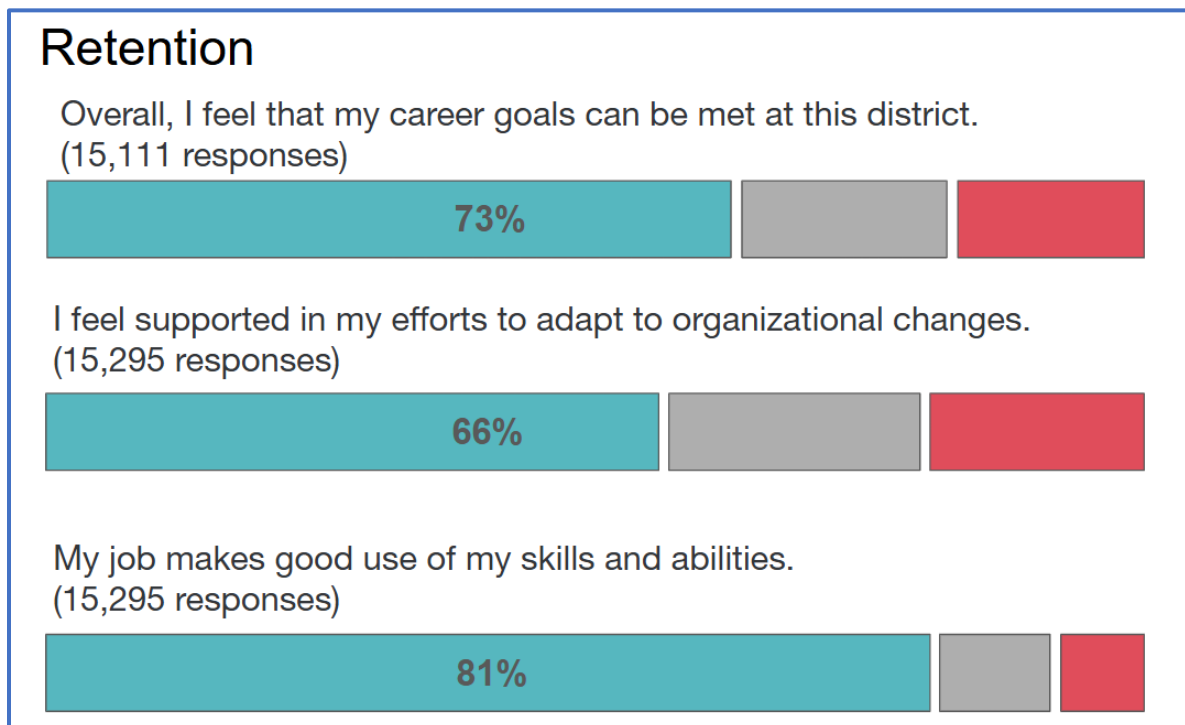
**Engagement measures employees' sense of accomplishment, motivation, and whether they would recommend the district.**



## Retention

The retention outlook, as measured by the intent to stay, shows a score of 69%, which points to a relatively positive sentiment about continuing employment within education. However, this also highlights an opportunity to strengthen retention strategies, ensuring that educators see a clear path for their career goals within the profession and believe that their feedback will lead to positive changes.

**Intent-to-Stay responses can reveal long-term commitment or turnover risk.**



The following questions are from the survey using percent favorable as the metric. They are ranked from highest to lowest.

- The average is the score out of 5, with 1 being strongly disagree and 5 being strongly agree.
- The distribution breakdown has the percent favorable in teal (strongly agree and agree), neutral in grey (neither agree nor disagree), and unfavorable in red (disagree, strongly disagree).

Name	Average Score	Distribution
My work gives me a feeling of personal accomplishment	4.17	<div><div>85%</div><div></div><div></div></div>
I feel safe while I am at work	4.17	<div><div>84%</div><div></div><div></div></div>
The people I work with cooperate to get the job done	4.14	<div><div>84%</div><div></div><div></div></div>
I have trusting relationships at work	4.17	<div><div>84%</div><div></div><div></div></div>
I have the training I need to do my job effectively	4.13	<div><div>83%</div><div></div><div></div></div>
I would recommend this district	4.06	<div><div>79%</div><div></div><div></div></div>
I receive feedback that helps me improve my performance	3.89	<div><div>74%</div><div></div><div></div></div>
I am encouraged to come up with better ways of doing things	3.88	<div><div>73%</div><div></div><div></div></div>
Overall, I feel that my career goals can be met at this district	3.88	<div><div>73%</div><div></div><div></div></div>
I have access to the resources (e.g., materials, equipment, technology, etc.) I need to do my job effectively	3.81	<div><div>72%</div><div></div><div></div></div>

I have confidence in senior leadership to make the right decisions for this district	3.68	64%		
I receive meaningful recognition when I do a good job	3.58	61%		
This district motivates me to contribute more than is normally required to complete my work	3.64	60%		
There is open and honest communication at this district	3.53	58%		
I intend to keep working at this district for...	4.06	69%		
I can manage my job responsibilities in a way that enables healthy work-life balance	3.68	68%		
I feel supported in my efforts to adapt to organizational changes	3.72	66%		
This district supports my efforts to balance my work and personal life	3.71	65%		
This district does a good job of helping me understand how changes will affect my work	3.51	56%		
I believe that positive change will happen as a result of this survey	3.05	33%		

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