

Making Sense of Teaching in the Pandemic:

Findings from Upbeat's Fall 2020 Teacher Engagement Survey

Presented by:

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Agenda

- Introduction to Upbeat
- Overview of Spring 2020 Report
- Key Findings from the Fall 2020 Survey
- Implications for Next Year
- Q&A

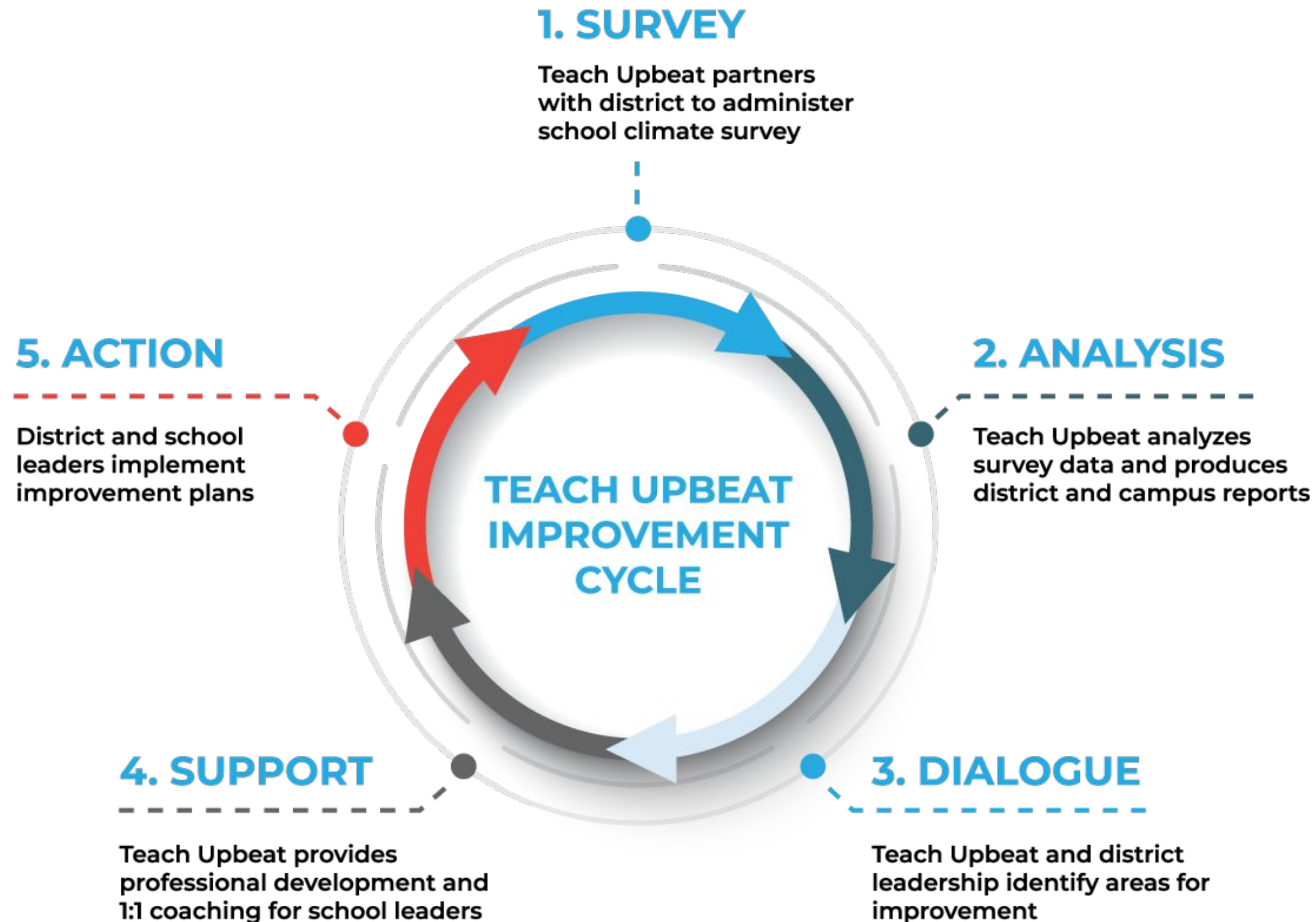


Introduction to Upbeat

Data Analytics to Improve Teacher Retention



Teach Upbeat Improvement Cycle



Summer 2020: Teachers' Experiences Working from Home During COVID-19 Pandemic

*Find the Annenberg Institute for
School Reform at Brown University
Working Paper [here](#).

Teachers' Experiences Working from Home During the COVID-19 Pandemic

The transition to remote teaching has been a major challenge and is likely to widen existing achievement gaps. Supportive working conditions matter more than ever.

By Matthew A. Kraft & Nicole S. Simon

Summer 2020



Key Findings

- EMERGENCY REMOTE TEACHING WAS **A CHALLENGE FOR EVERYONE!**
- **Mid-career teachers** — those most likely to have children at home — have particularly **struggled to balance their work responsibilities with their home lives** during the pandemic.
- **Veteran teachers** are over three times more likely than early-career teachers to report being **uncomfortable using the technological tools** required for teaching at home.
- Teachers report MAJOR **differences in student engagement and in access to technology, by race.**
- **Schools with more supportive working conditions** have been far more successful at helping their **teachers maintain a sense of success** during the pandemic.

Fall 2020: Teachers' Perceptions of Their Working Conditions During the Pandemic

Teachers' Perceptions of Their Working Conditions During the Pandemic:

Results From the Fall 2020
Teacher Engagement Survey

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UPBEAT

Sample

- **11,442** teachers
- **303** schools
- **17** districts
- **11** states



Measures

- Overall Working Conditions
- Teachers' Negative Perceptions of Working Conditions
- Sense of Success
- Student Engagement
- Teaching Modality

Parent/Teacher Communication

Professional Development

Autonomy

Principal/Teacher Trust

Instructional Leadership

School Safety & Order

Diversity

Appreciation

Collaboration

Equity

Work/Life Balance

Resources and Facilities

Self-Efficacy

Evaluation

Inclusion

Teacher Voice and Leadership

Recruitment, Hiring and Onboarding

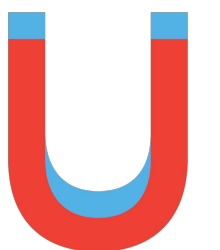
Compensation and Career Path

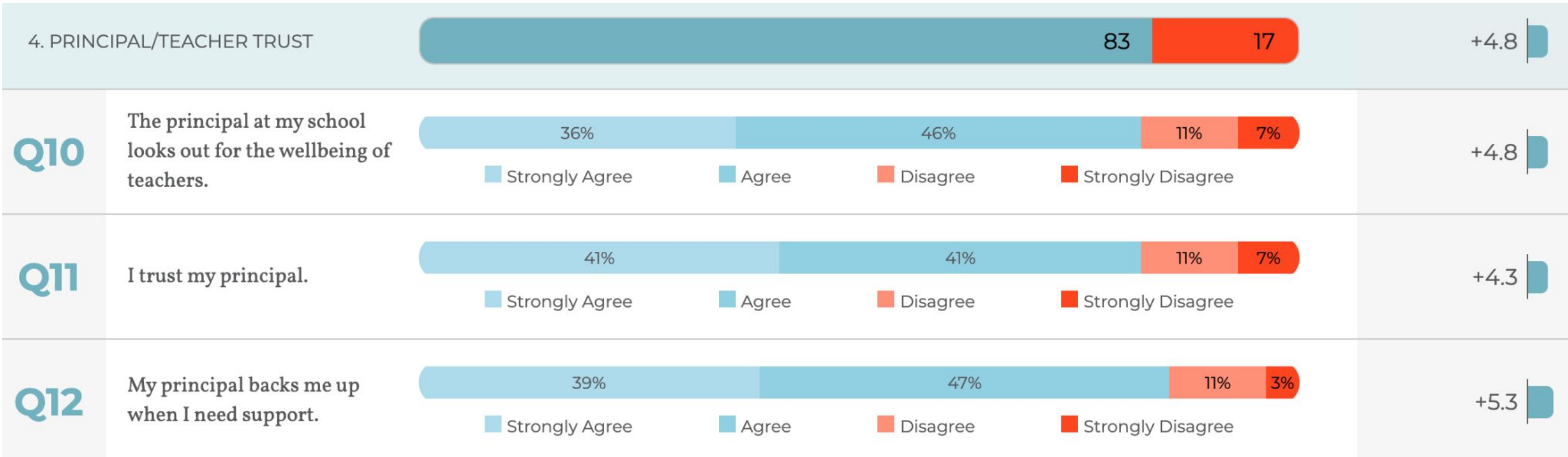
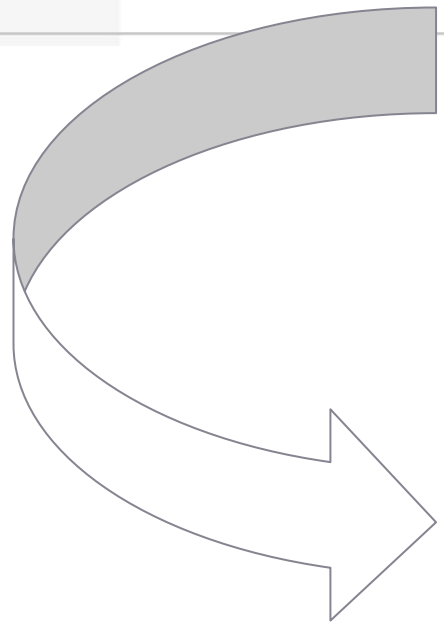
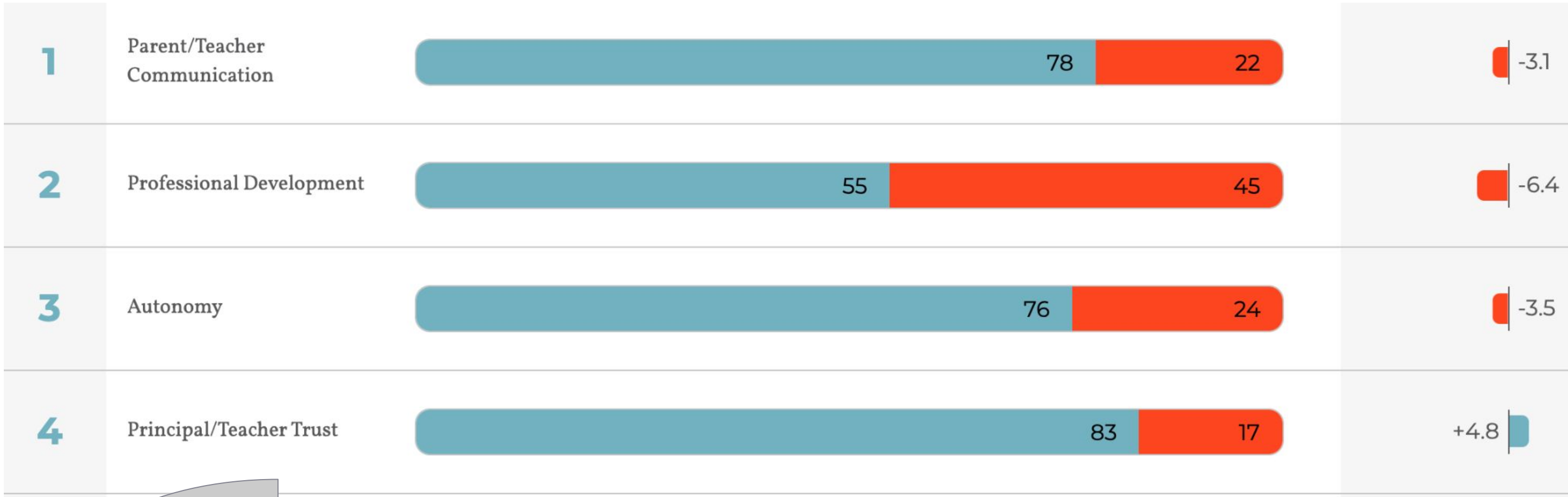
Cultural Competence

Belonging and Wellbeing

Care and Commitment

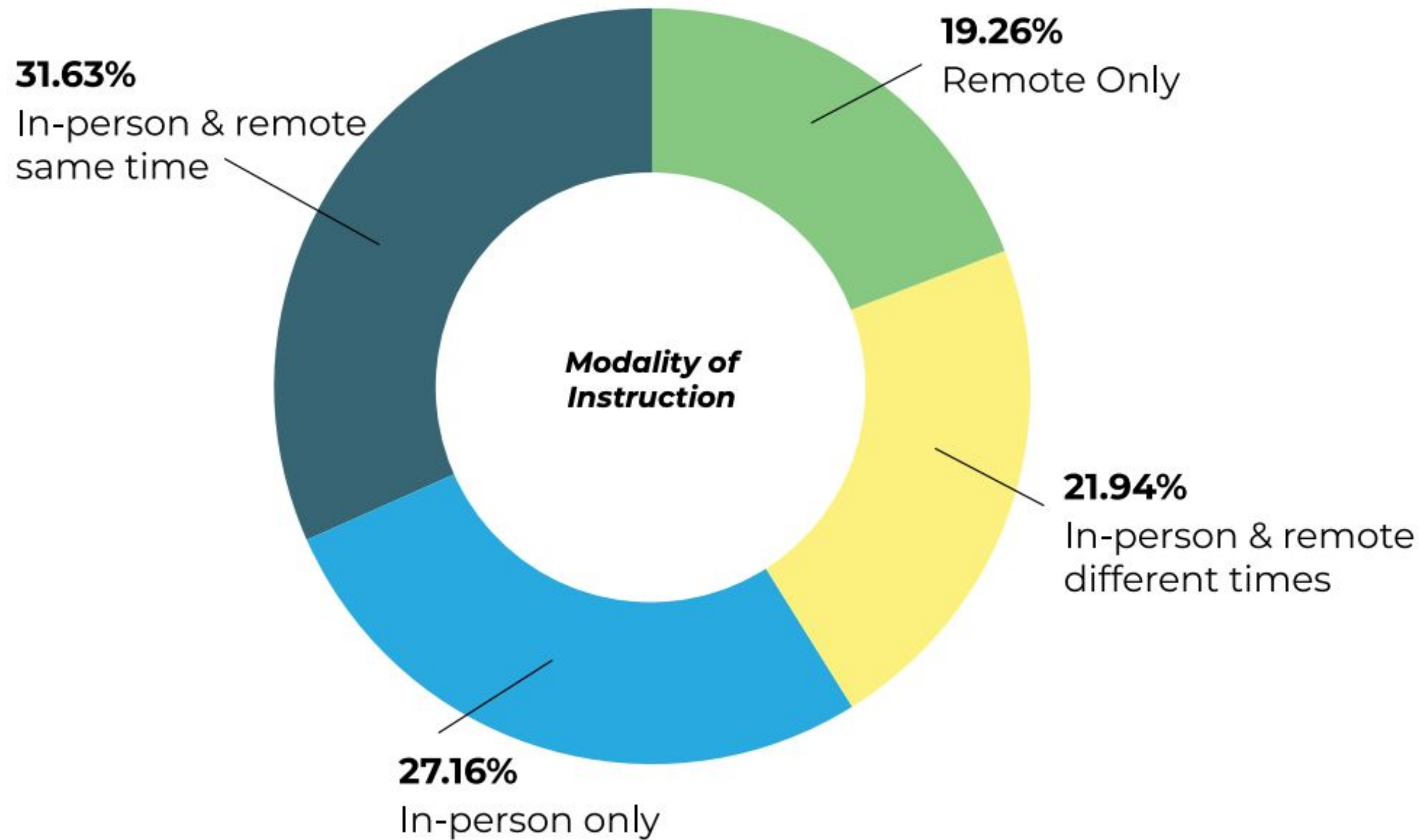
Satisfaction





Findings

Figure 1. Modality of Instruction Among Teacher Respondents



In-person only: Teacher teaches exclusively in-person at school.

Remote only: Teacher teaches exclusively online (either from home or from school).

In-person and remote at different times (separately): Teacher teaches some periods of in-person-only students and some periods of remote-only students.

In-person and remote at the same time (simultaneously): Teachers teaches both in-person students and students at home, remotely watching the live instruction.

Teacher Working Conditions



Figure 2. Teachers’ Negative Perceptions About Their Overall Working Condition

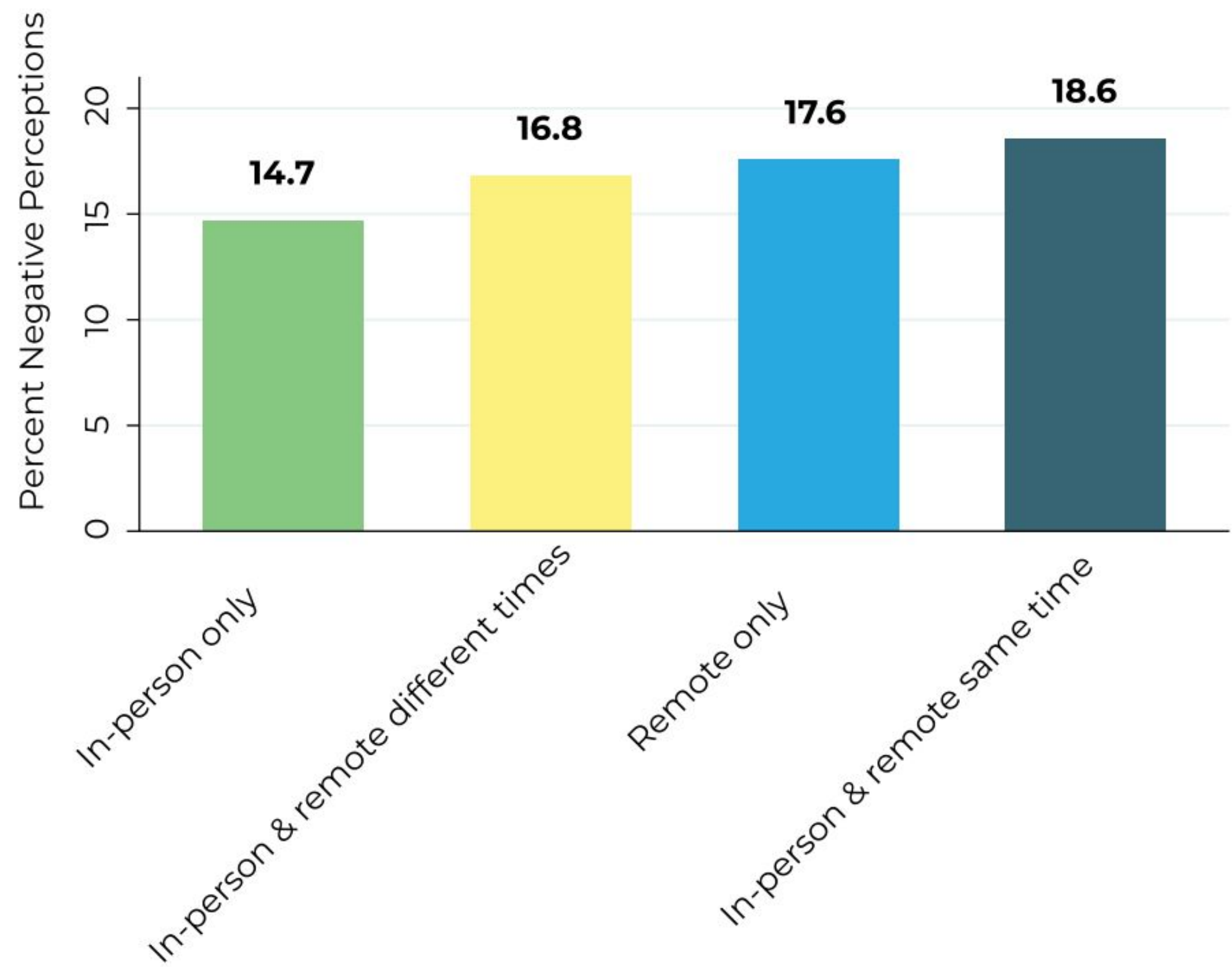


Figure 3. Teachers' Negative Perceptions About Their Working Conditions



Figure 4. Teachers' Negative Perceptions About Specific Working Condition Domains by Teaching Modality

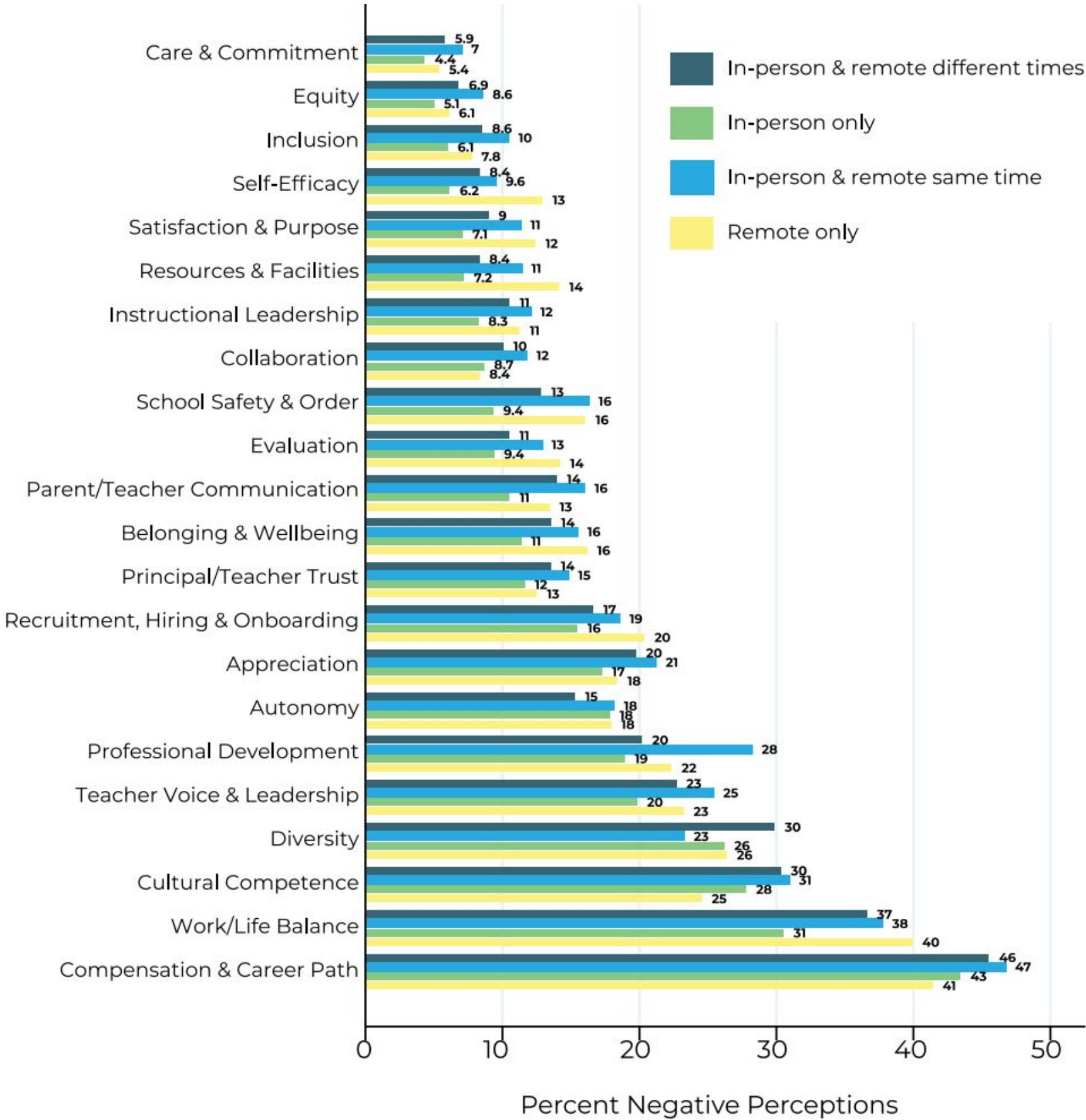
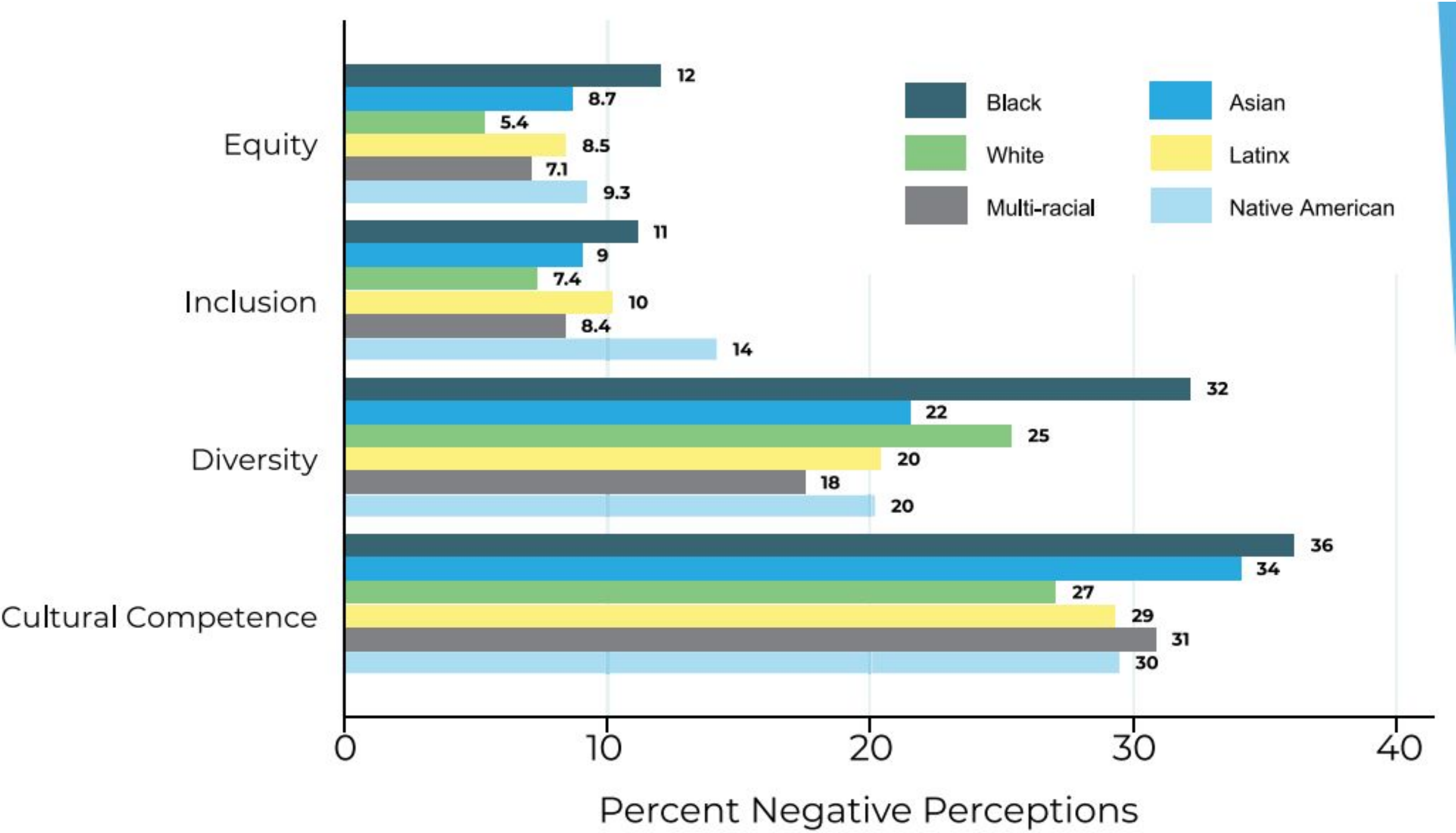


Figure 5. Teachers' Negative Perceptions of Diversity, Equity, Inclusion, and Cultural Competence by Race and Ethnicity



Teachers' Sense of Self



Figure 6. Teachers Sense of Success Measured Over Time

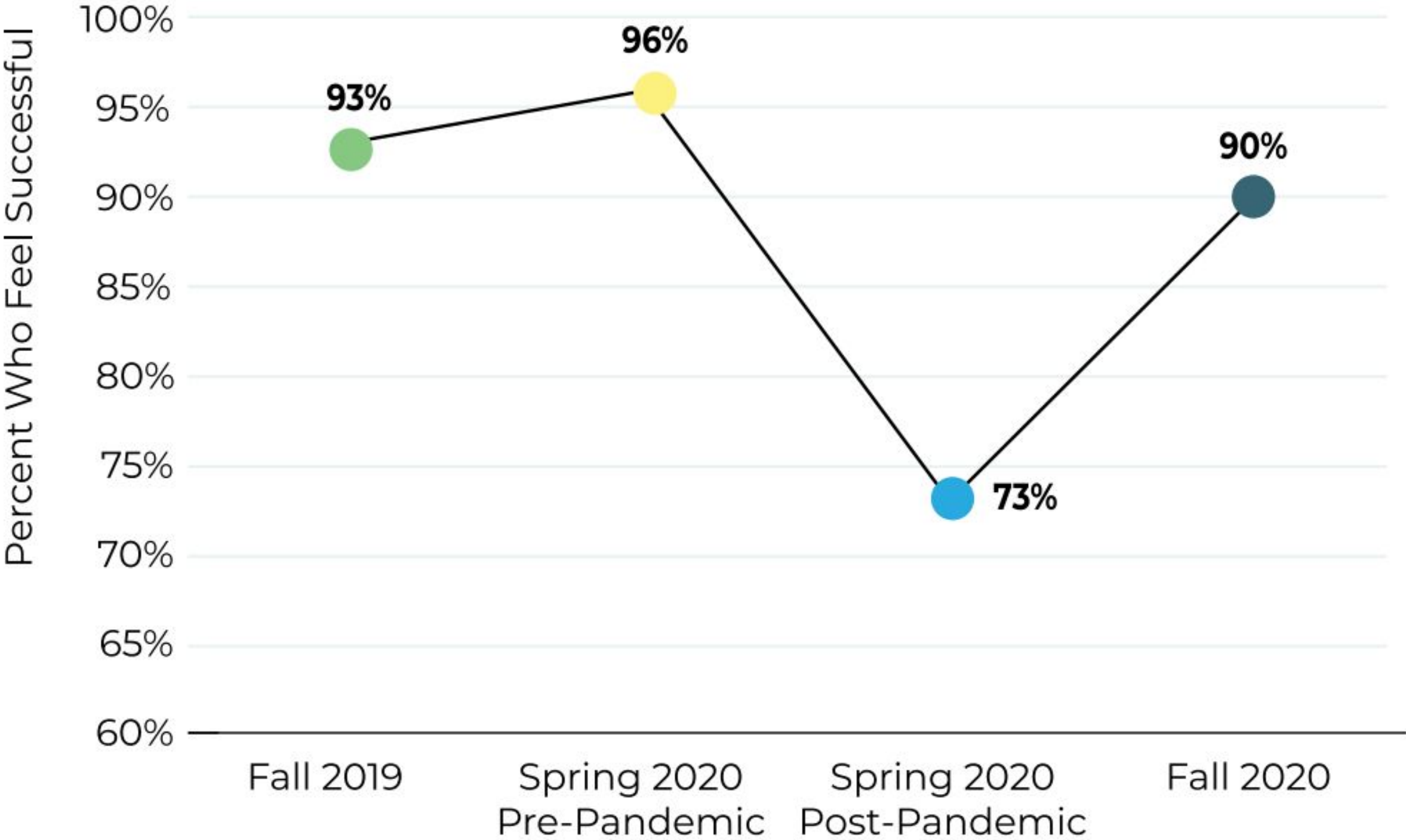


Figure 7. Percent of Teachers Who Agree They Feel Successful by Teaching Modality

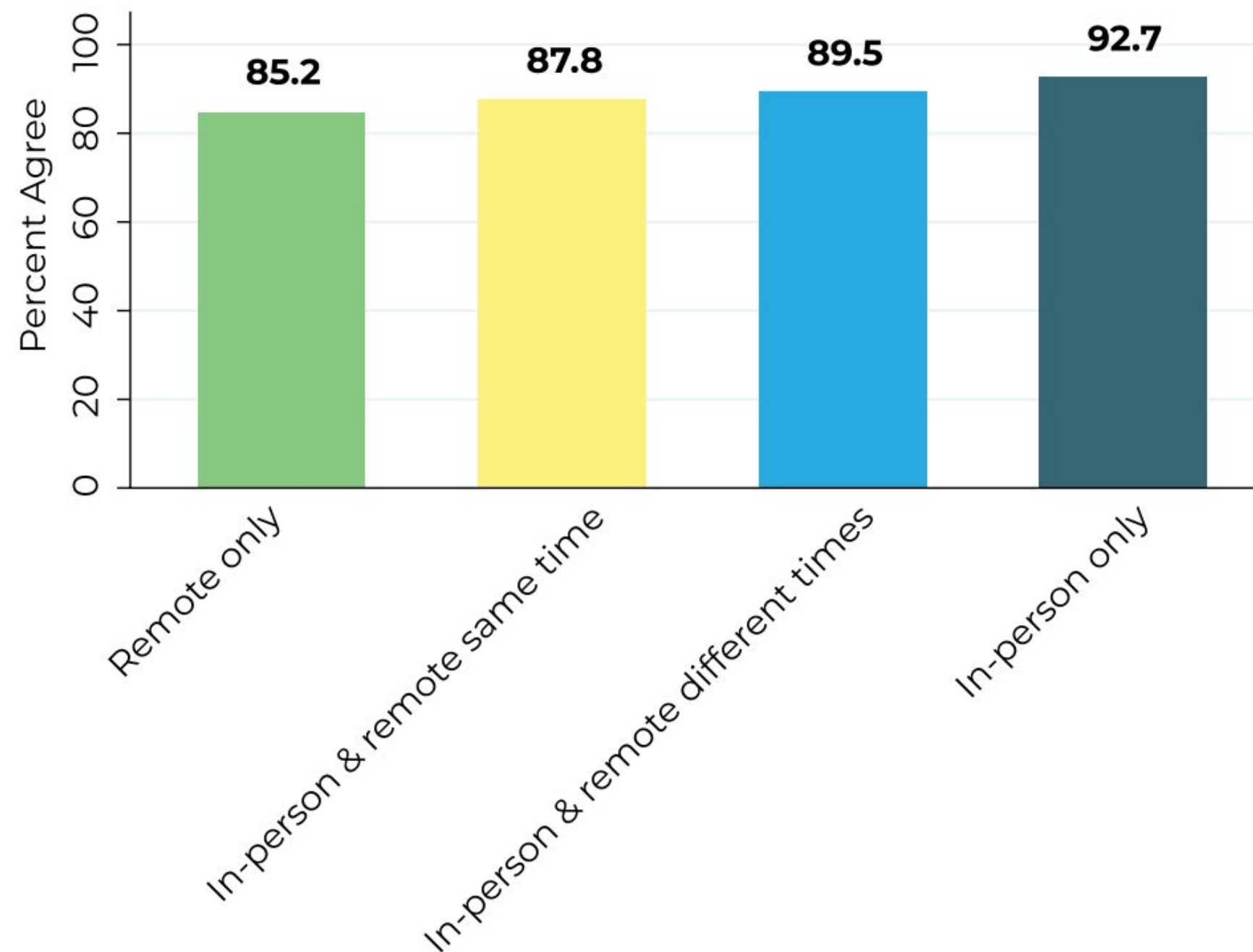


Figure 8. Percent of Teachers Who Agree They Feel Successful by Overall Working Conditions

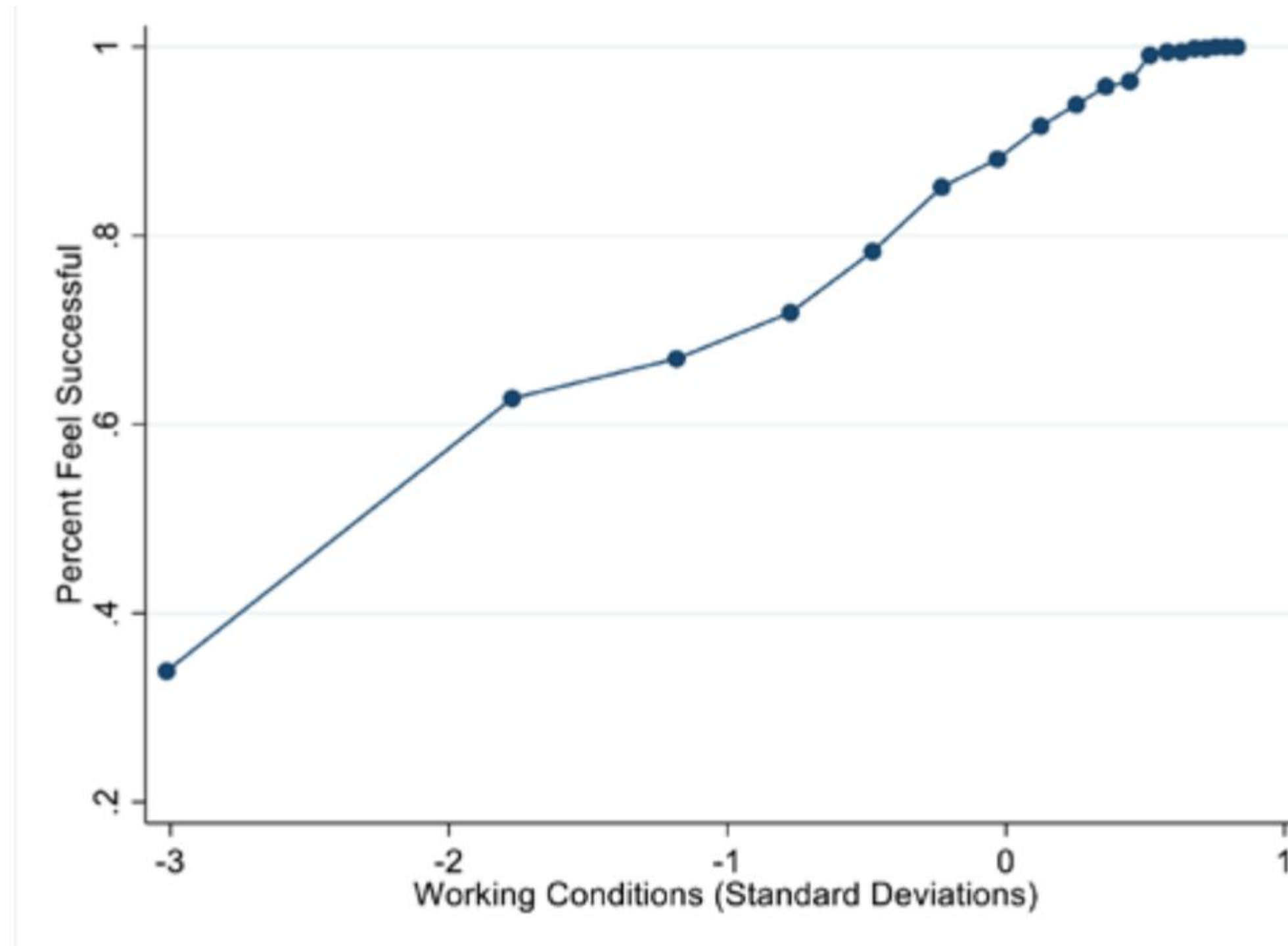


Figure 9. Percent of Students Able to Regularly Engage in Learning Activities

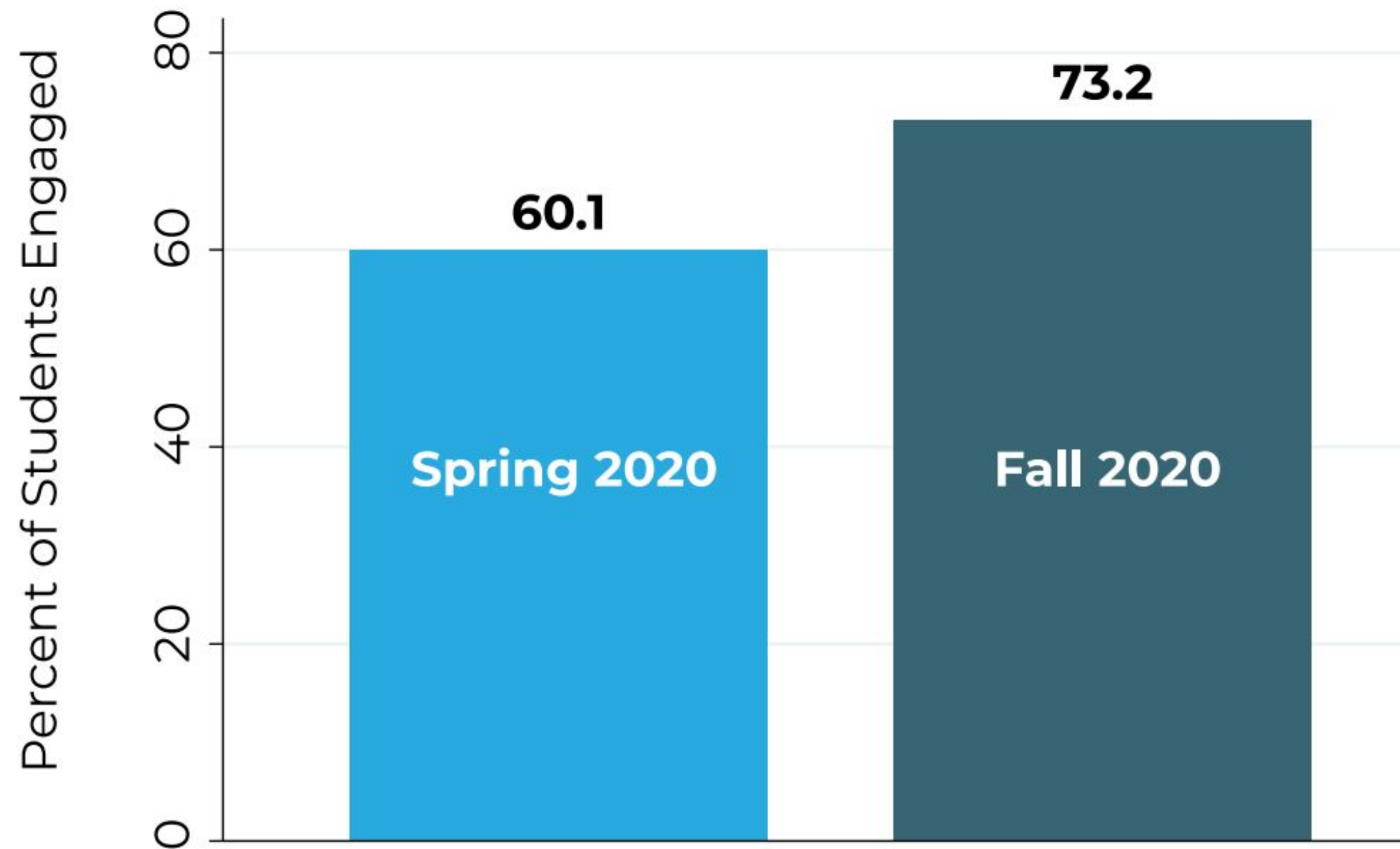
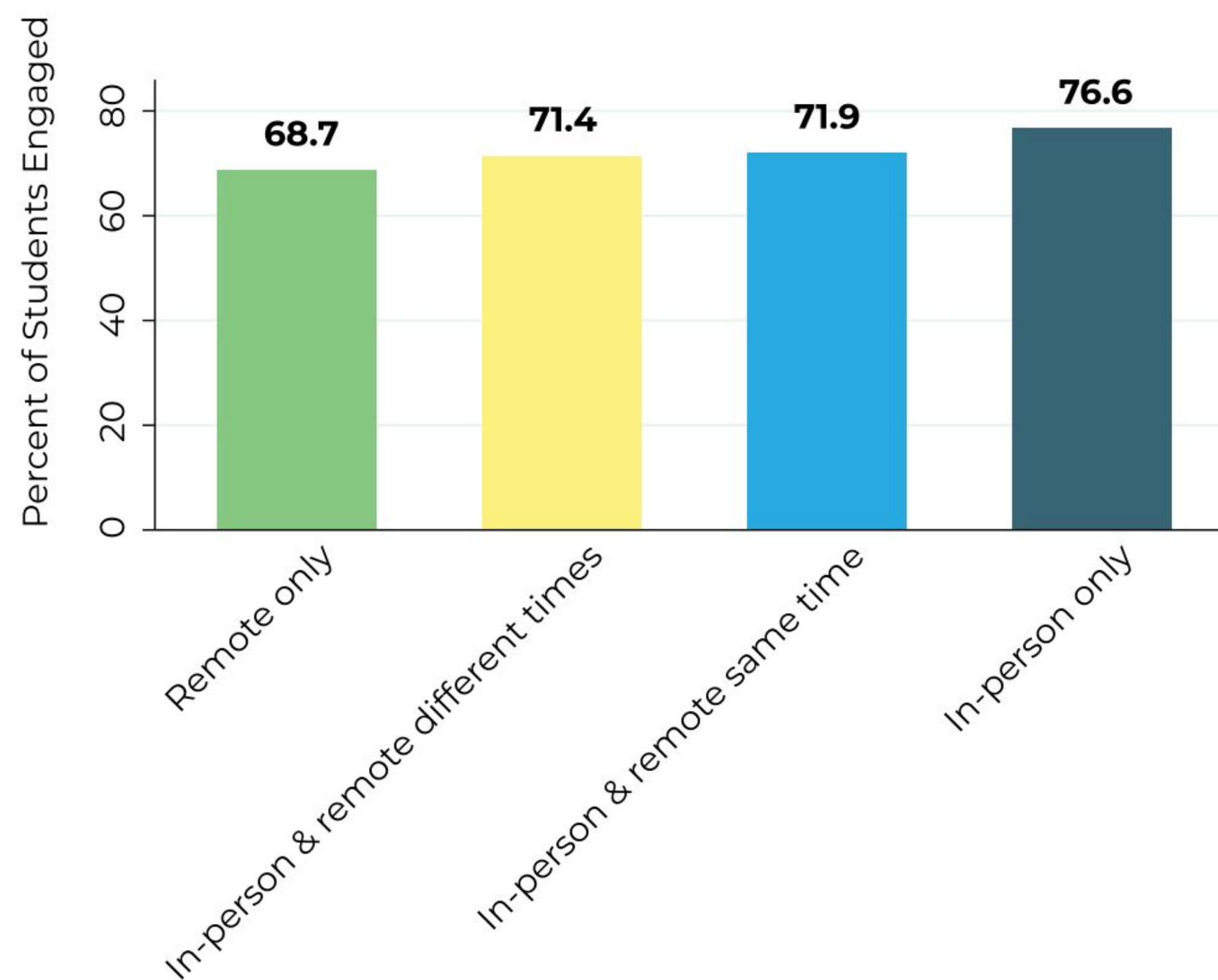


Figure 10. Percent of Students Able to Regularly Engage in Learning Activities by Teaching Modality



Key Findings



- Teachers sense of success and student engagement **improved meaningfully** in Fall 2020 relative to their experiences during the emergency remote teaching in Spring 2020.
- Teachers who delivered **some or all of their instruction remotely** confronted a **more challenging** work environment than those teachers who taught all students in person.
- Substantial **room for improvement** of teachers working conditions remains! Teachers seek:
 - Better **pay**
 - **Career path** opportunities
 - Work-life **balance**
 - **Diversity** of their school leadership and staff
 - **Cultural competencies** of their colleagues

Implications

Q&A



Upcoming Upbeat Events/Opportunities

- Join Upbeat's [National Working Group on Teacher Retention](#) in partnership with AAEE.
- Join us on [Wednesday, May 12th at 3 PM EST](#) to learn more about Upbeat's work and hear from one of our partners about how Upbeat helped them improve employee engagement in the district.
- For more information about Upbeat reach out to yanique@teachupbeat.com

Exit Survey

<https://tinyurl.com/Upbeat2>

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