

Horace Mann Educator Advisory Panel Survey*

Horace Mann Market Intelligence August 2022

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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 3 to 4 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.



Key Highlights

Home School Education

- 3 of 4 educators believe the number of home-schooled children went up during the pandemic. Just over half believe there's little chance those students will be coming back to a regular classroom anytime soon.
- Other than the pandemic, factors that seem to be driving an increase in home schooling are a growing lack of faith in public schools, 81% agreement, and an education that reflects personal values, 80% agreement. Other factors mentioned in comments were school safety, poor school environment, e.g., bullying, anti-school rhetoric by political leaders, and control over curriculum and social environment.
- Most educators, 76%, believe home schooling limits exposure to alternative views, however, there is general agreement, 68%, that home schooling allows students to learn at their own pace.

Employee Assistance Programs

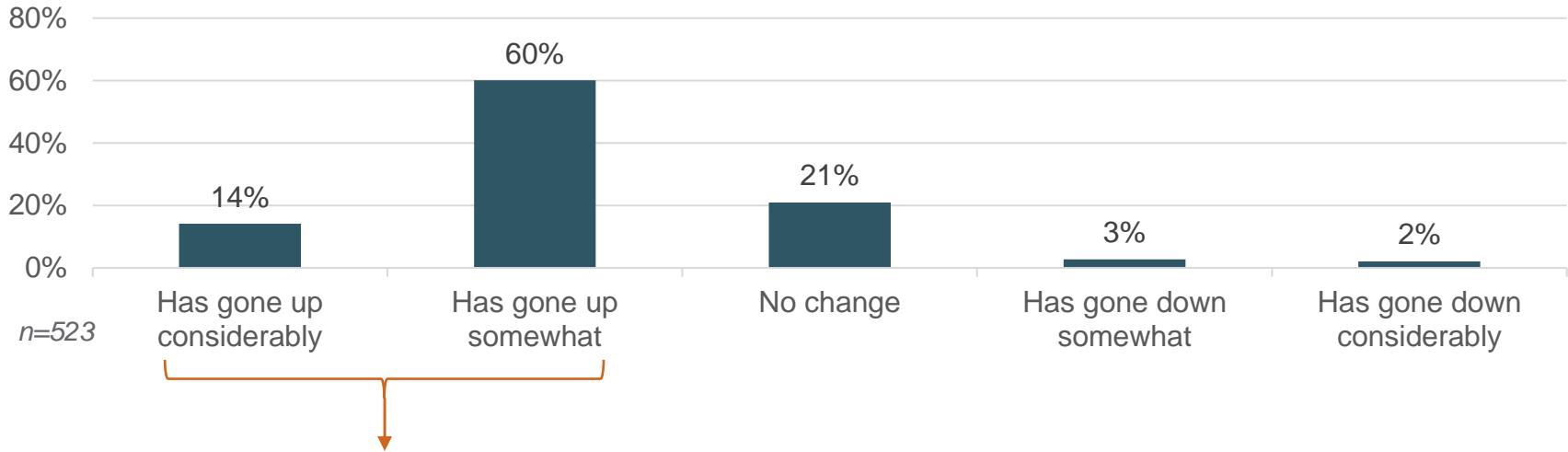
- Based on the WHO 5 Well-being index, 59% of educators reported feeling cheerful and good spirits in the last two weeks of the school year while 49% felt active and vigorous, but only 32% woke up feeling fresh and rested. The average WHO raw score was 12.2 on a scale of 0 (worst outlook) to 25 (best outlook).
- 64% of those who have access to an EAP have never used it, and of the nonusers, only 29% would consider using it in the future. The primary reasons for not using an EAP are privacy concerns, having other resources available such as friends or family, as well as not knowing about the program. Several believe their school should do a better job of promoting awareness of the EAP.

Occupational Stress

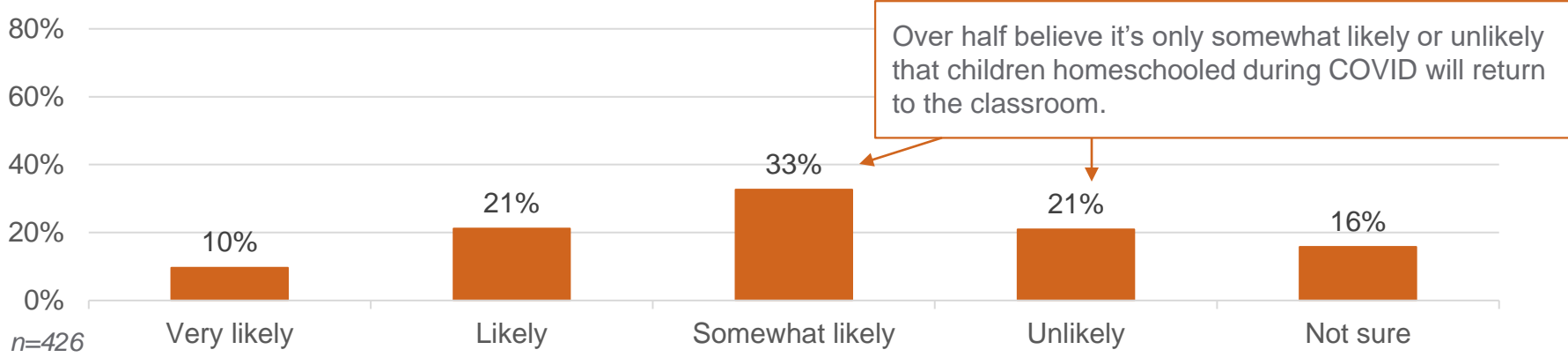
- Student behavior and time pressures were the top two reasons for experiencing stress at work, 71% and 57% of educators respectively, while job security was reported by only 4%.
- Other common causes of stress were difficult parents, not enough breaks during the day, poor compensation and large class size.
- When rating their own wellness on a scale of 1 (worst outlook) to 10 (best outlook), experiencing emotional and physical fatigue had the lowest average rating of 4.9 while being engaged in teaching and working with students had the highest average rating of 7.5.

Home School Trends During the Pandemic

By your estimation, has the number of home-schooled students in your community (not school sponsored virtual learning) gone up or down during the pandemic?



If home schooling has gone up, do you think those students will be returning to a traditional classroom in the next year or two?

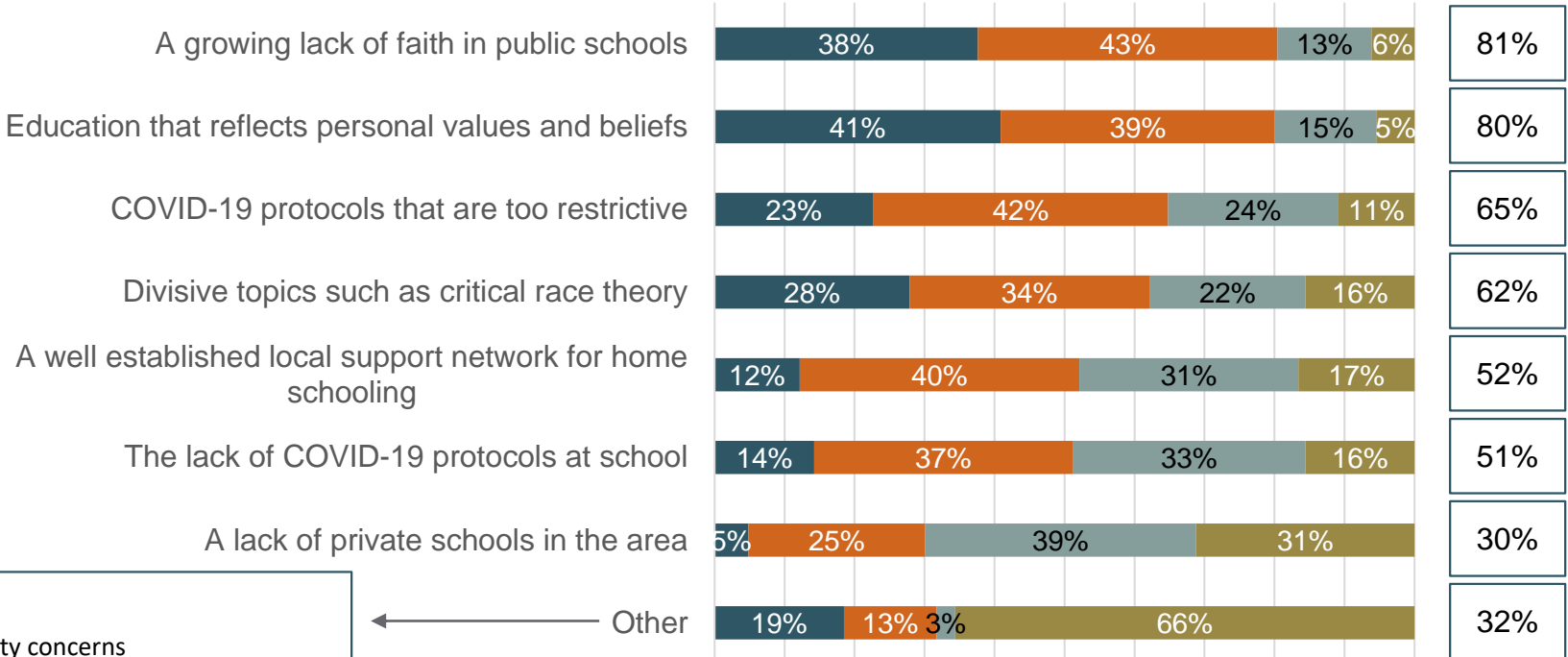


Over half believe it's only somewhat likely or unlikely that children homeschooled during COVID will return to the classroom.

Factors that Drive Home School Choice

Based on your community and your experience as an educator, what do you think drives a parent's decision to home school their child?

% Strong /
Some Impact



Other

- School safety concerns
- Poor school environment-bullying, bad behavior
- Anti-school rhetoric by political leaders
- Curriculum control
- Control over social environment
- Perception that home schooling is easier
- Disagreement with staff
- Flexible hours
- Financial support from state government

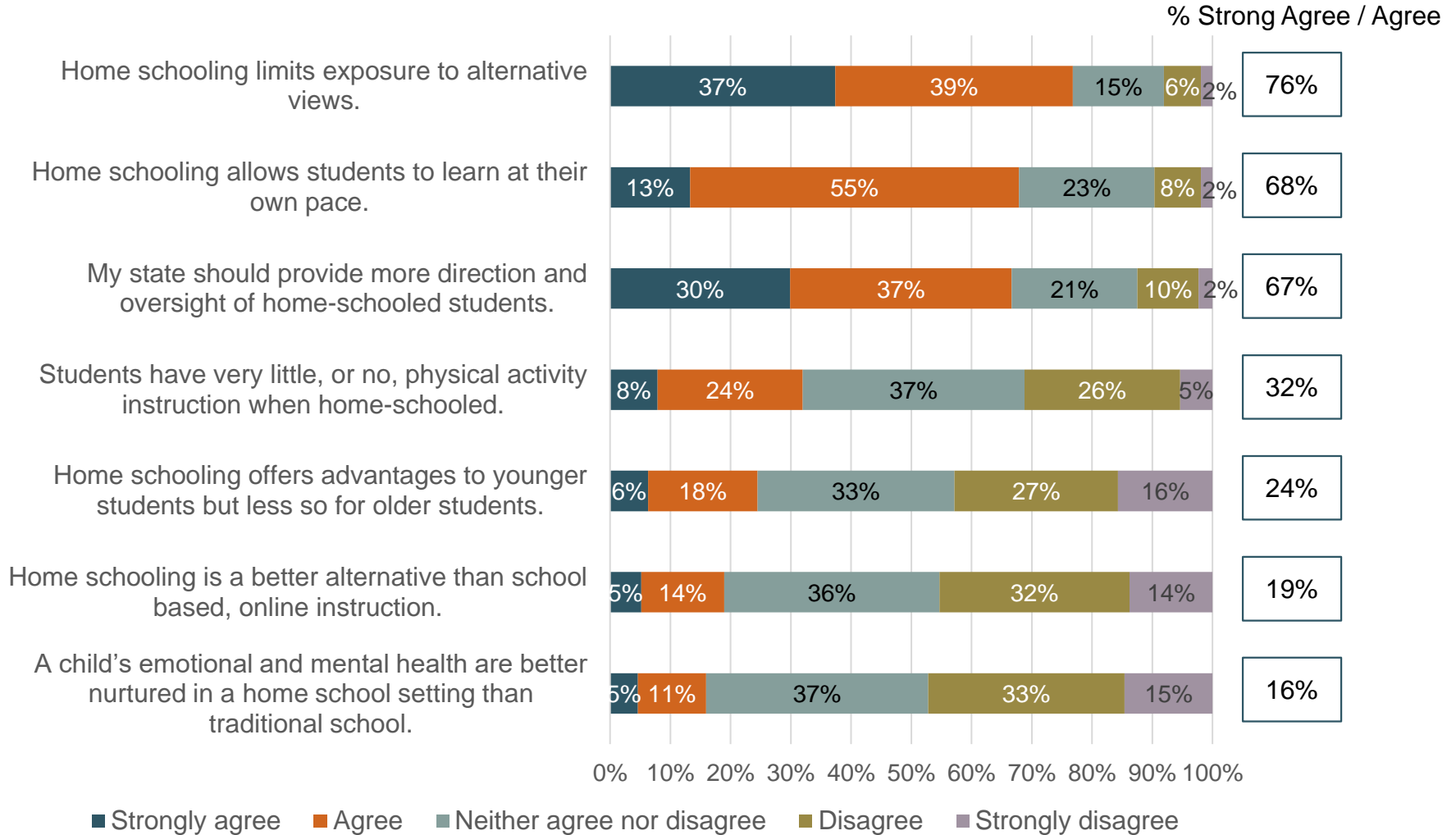
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■ Strong impact ■ Some impact ■ Very little impact ■ No impact

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Advantages of Home School

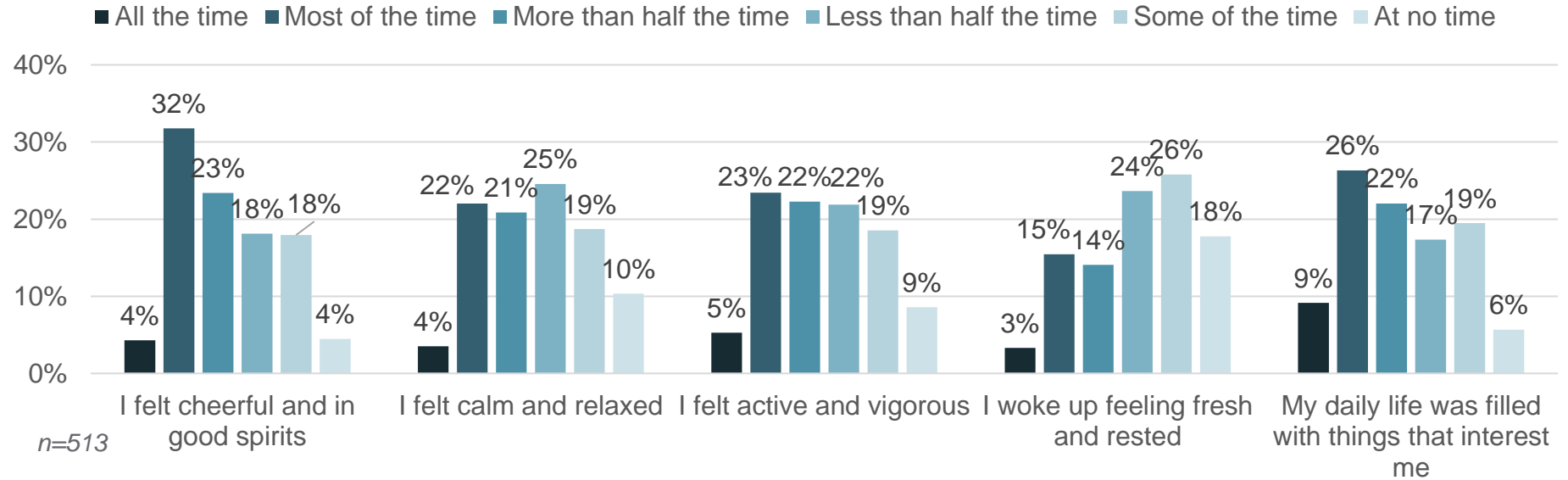
How much do you agree or disagree with the following?



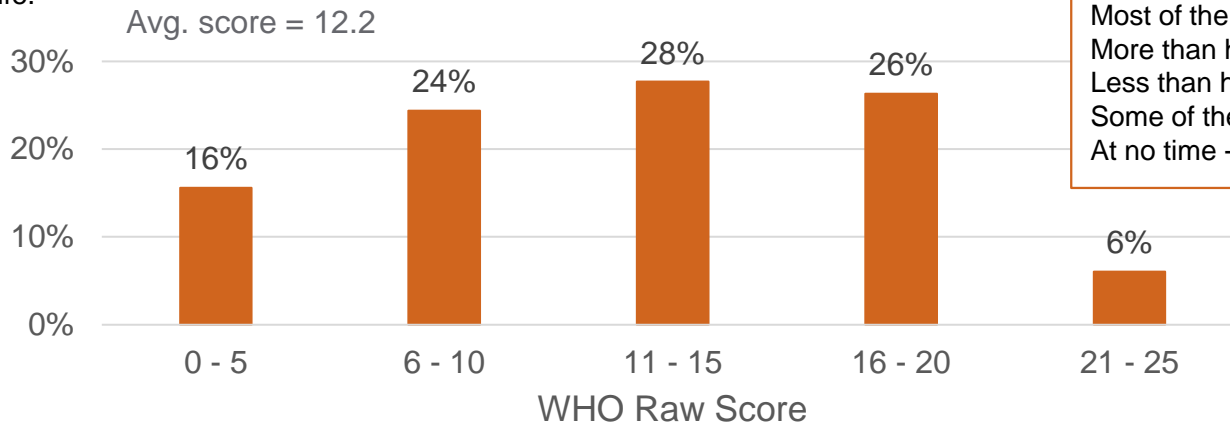
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Educator Wellness – WHO 5 Well-Being Index

Please respond to each item by indicating how you felt in the last two weeks of the school year?



The WHO raw score is calculated by totaling the values of the five answers. The raw score ranges from 0 to 25, 0 representing worst possible and 25 representing best possible quality of life.

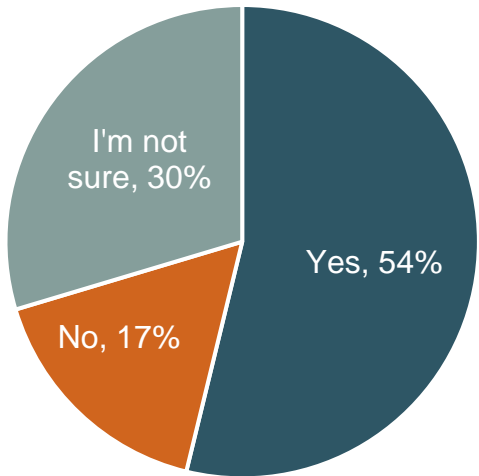


Question Response Value
 All of the time - 5
 Most of the time - 4
 More than half the time - 3
 Less than half the time - 2
 Some of the time - 1
 At no time - 0

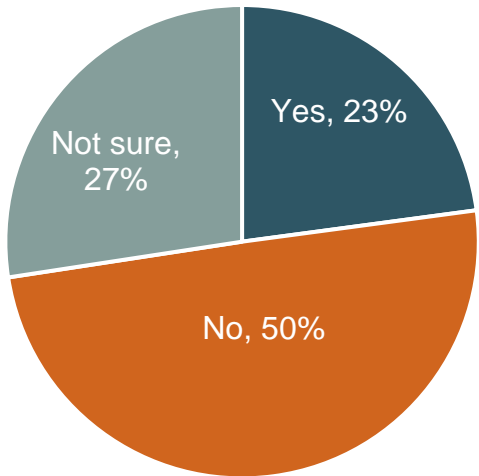
Employee Assistance Programs and Wellness Programs

Does your school or district offer an employee assistance program (EAP)?

Is there a wellness program for students promoting healthy eating and exercise?



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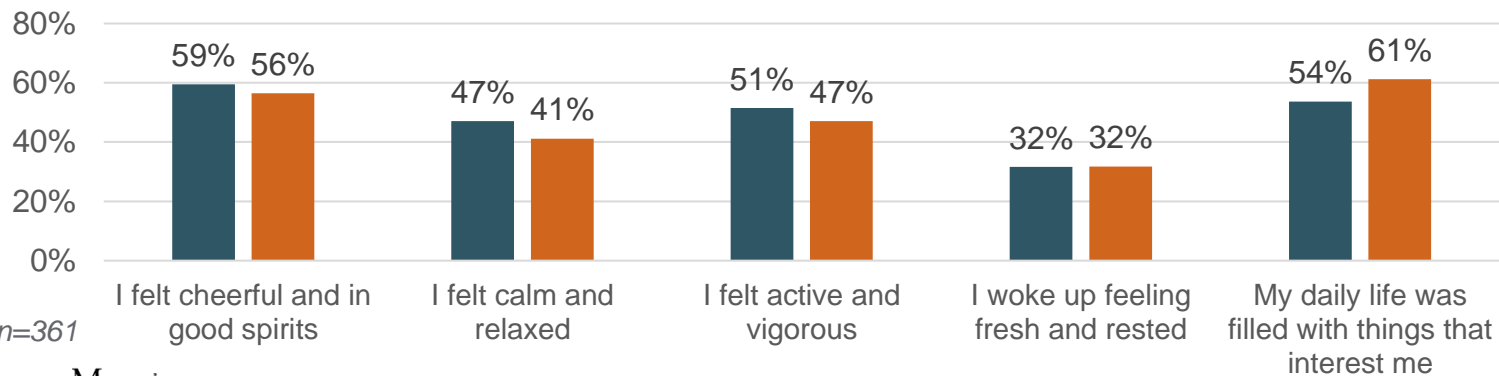


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Does your school or district offer an employee assistance program (EAP)?

Positive outlook responses – All the time, Most of the time, More than half the time.

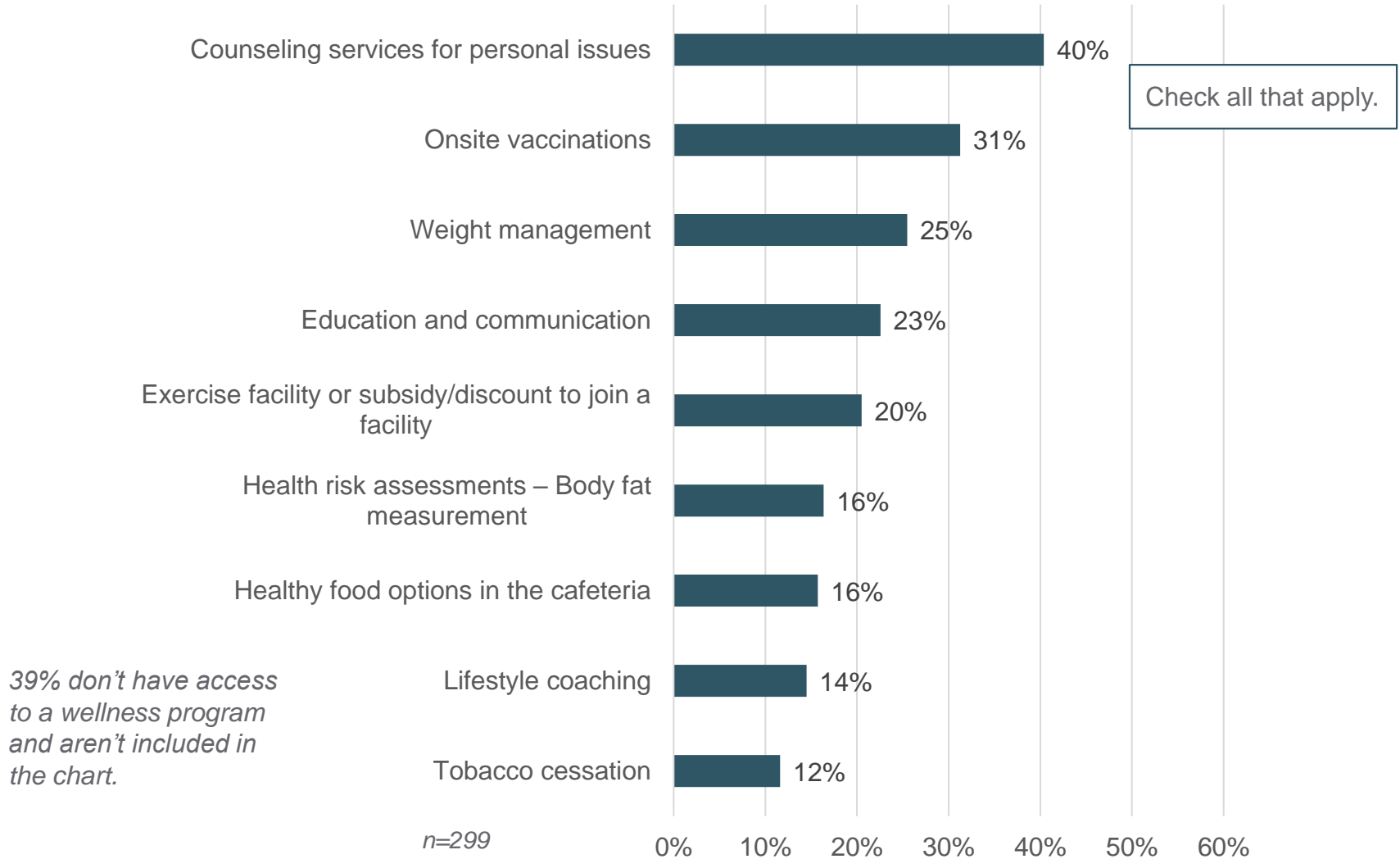
■ Yes ■ No



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Elements of a Wellness Program

*Other than an EAP, does your school or district have a wellness program?
If so, what elements does it include?*

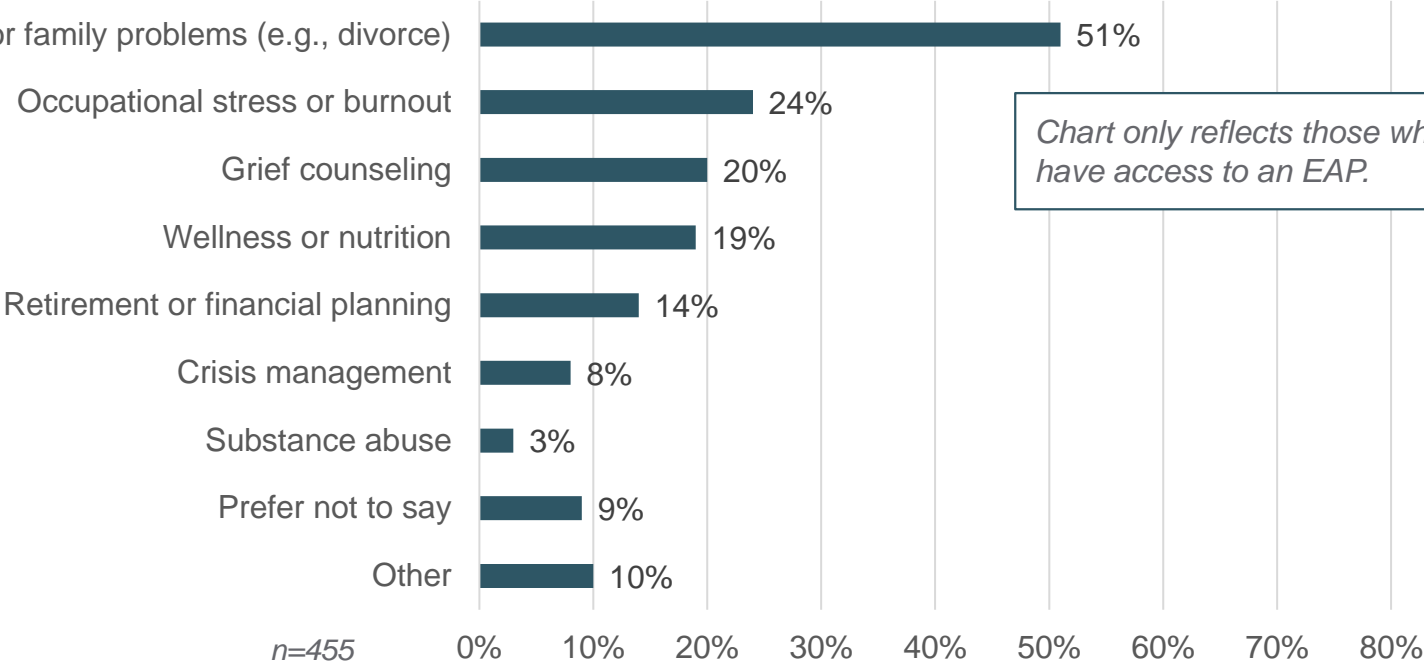


Employee Assistance Program Usage

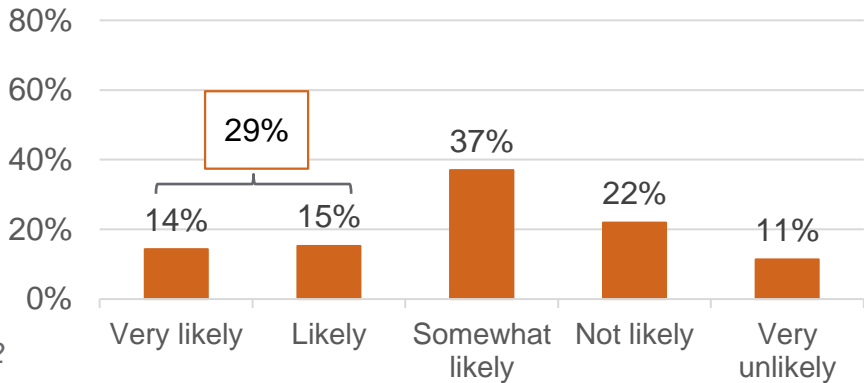
*If you have access to an EAP, have you ever used it and for what reason(s)?
Check all that apply.*

64% of those who have access to an EAP have never used it, and of the nonusers, only 29% would consider using it in the future.

Chart only reflects those who have access to an EAP.



If you've never used your EAP, how likely would you be to use it in the future if you had a personal problem?



Reasons for Not Using an EAP – Educator Comments

There were 128 comments from 112 educators.

| <i>If you don't think you would ever use an EAP, why not?</i> | % Comments |
|---|-----------------------|
| Privacy concerns. Don't trust that issues would remain confidential. | 29% |
| Would use other resources such as friends, family, church, or personal physician. | 19% |
| Need more information. School needs to raise awareness of the program. | 18% |
| Prefer to self-manage. Don't usually require assistance. | 12% |
| Services aren't convenient. Making appointments can be difficult. | 8% |
| Would use it if needed, just not needed. | 8% |
| The service wasn't helpful. It was poor quality. | 5% |
| An EAP isn't available. | 1% |
| Have used it. Service was helpful. | 1% |

"I want to keep work and personal life separate."

"I wouldn't want my district to know my personal difficulties."

"I don't really know much about it or how to use it, I think I could find resources on my own."

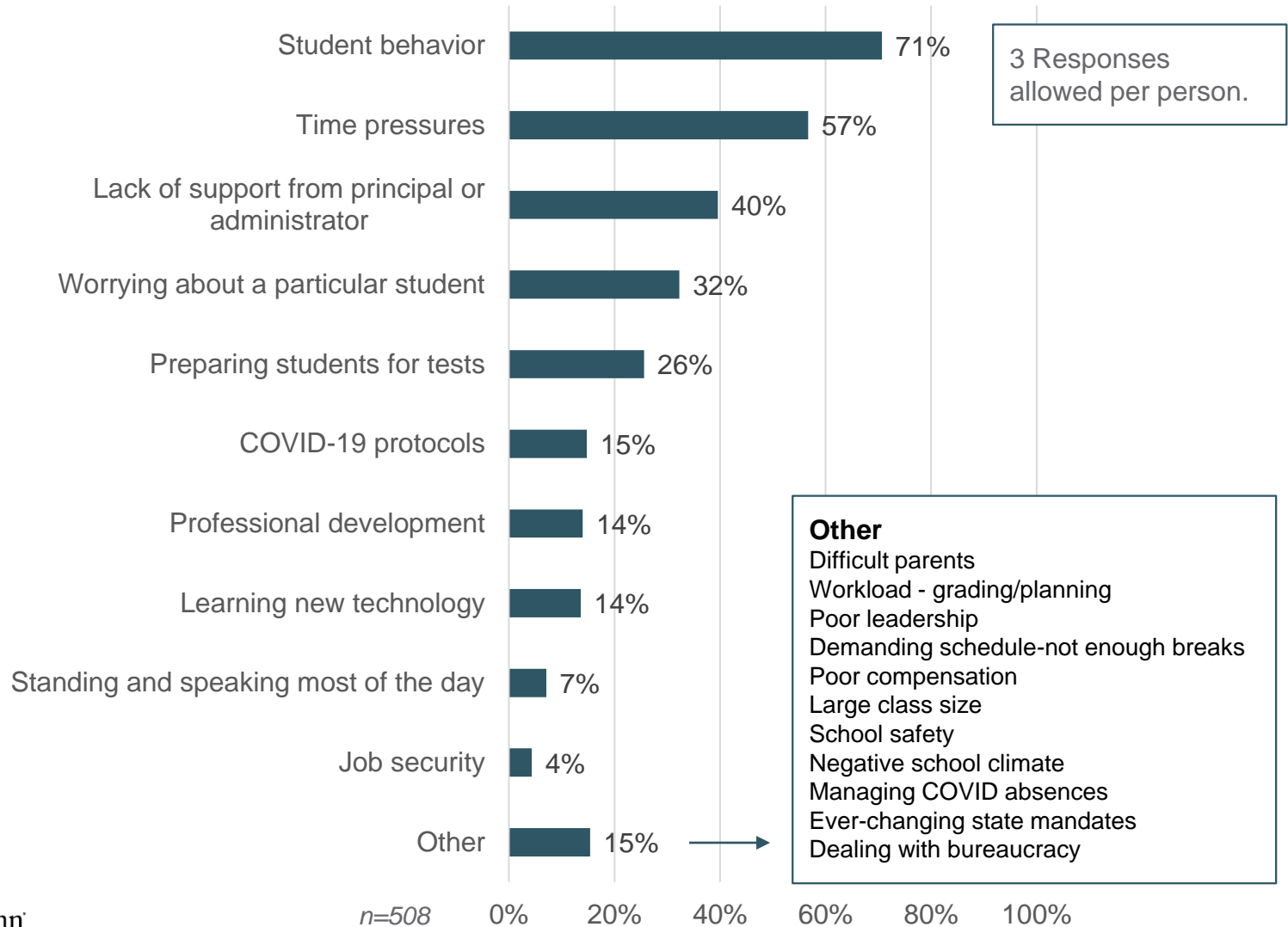
"Too complicated to find the right help through it."

"I seek help and support from people who share the same faith as me. I have a strong support system already."

"I would want to find my own resources."

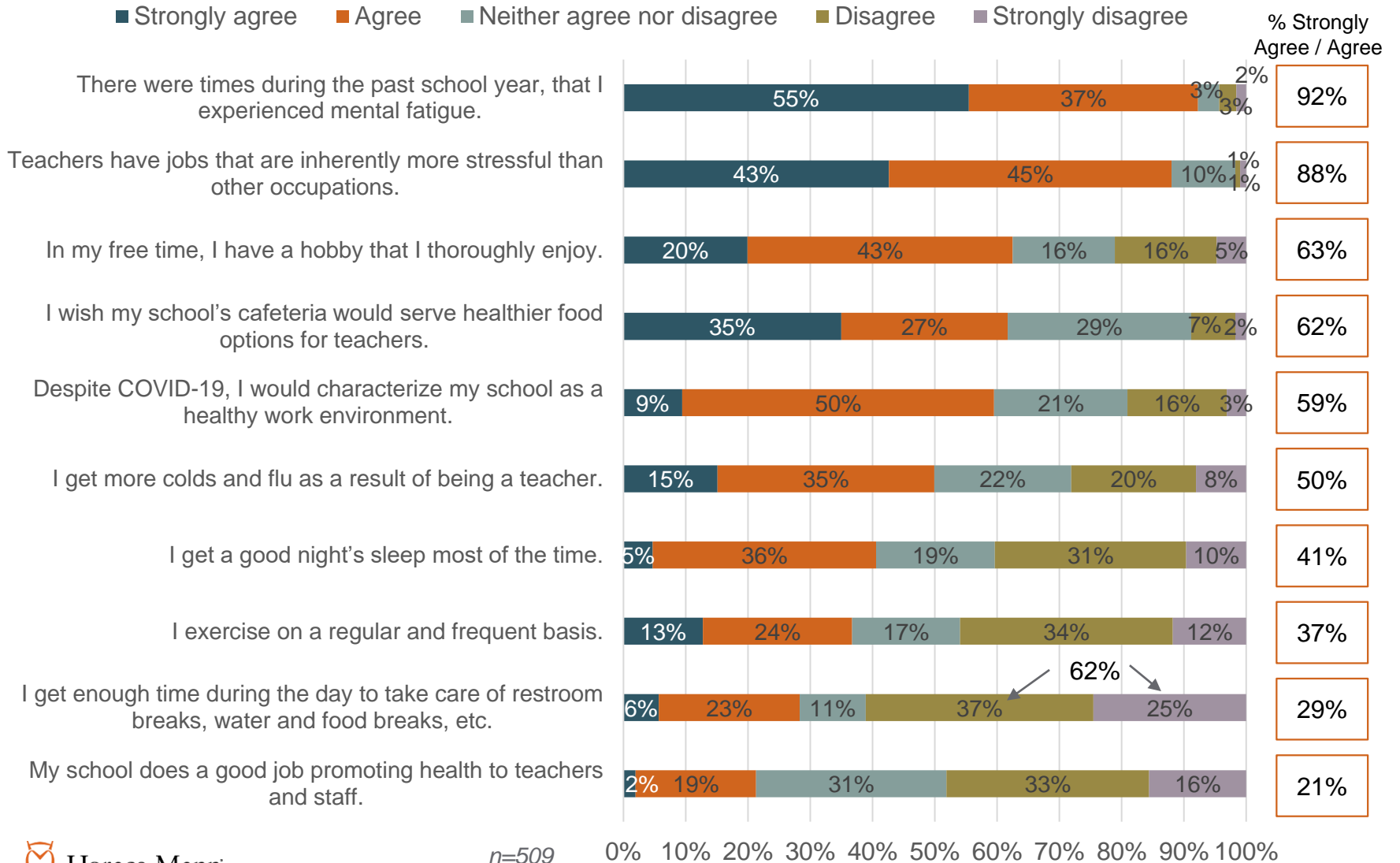
Occupational Stress

*What are the three things that cause the most stress for you at work
(either psychological or physical)?*



Ways to Manage Stress

How much do you agree or disagree with the following?



Overall Wellness Self-ratings

How would you rate your overall wellness on a 1 to 10 scale with 10 being a positive outlook and 1 being a negative outlook?

