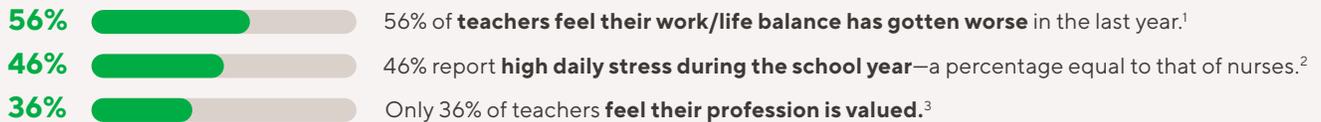


Understanding the real impact of the teacher vacancy crisis to your teachers

Today's teachers are feeling over-worked, over-stressed, and under-appreciated.



Most immediately, this stress takes a toll on those teachers' health, and leads to an increase in **short-term absences**.

It's also driving new and existing teachers away from the profession, creating more full-time vacancies and an even bigger **long-term recruiting problem**.



Teachers reported having poor mental health for 11 or more days per month. **That's 2X the rate of the general U.S. workforce.**⁴



1 in 5 teachers plan to leave in the next two years due to an **"out of control" workload.**¹



18% of teachers surveyed characterized their health as "fair" or "poor." **That's 30% more than other U.S. workers.**⁴



Only 4.25% of entering freshmen choose teaching as a profession. **That's a 45-year low.**⁵

Your inability to engage reliable substitute teachers is perpetuating your teacher shortage.

Each uncovered absence and unfilled vacancy places additional burden on the educators who do show up, increasing stress and intensifying the overall problem. It's a vicious cycle, and it demands a better solution.

Sources: 1. Weale, S. (2019, April 15). *Fifth of teachers plan to leave profession within two years*. Retrieved from <https://www.theguardian.com/education/2019/apr/16/fifth-of-teachers-plan-to-leave-profession-within-two-years> 2. Gallup (2014). *State of American Schools*. Retrieved from <http://www.gallup.com/services/178709/state-america-schools-report.aspx> 3. Camera, L. (2019, June 19). *International survey: U.S. teachers are overworked, feel unappreciated*. Retrieved from <https://www.usnews.com/news/education-news/articles/2019-06-19/international-survey-us-teachers-are-overworked-feel-underappreciated> 4. American Federation of Teachers & Badass Teachers Association. (2017). *2017 educator quality of work life survey*. Retrieved from https://www.aft.org/sites/default/files/2017_eqwl_survey_web.pdf 5. Flannery, M. (2016, March 15). *Survey: Number of future teachers reaches all-time low*. Retrieved from <http://neatoday.org/2016/03/15/future-teachers-at-all-time-low/>

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