Nearly one-half report needing supports for areas in which they feel unprepared, particularly:

- **For ideas on supporting the teaching profession in these uncertain times, see our latest brief highlighting recommendations from NBCTs.**

**The "New Normal"**

- **75%** Working more hours, with nearly 20% working greater than 15 hours more per week than pre-COVID
- **31%** Spending more out-of-pocket money on teaching, with 23% of these teachers spending more than $500

**Supports During the Pandemic**

- **19%** report professional learning supports from schools/districts are "not at all adequate" while less than one-quarter report these supports to be "fully adequate"
- **28%** report that their school or district provides "adequate" access to counselors and other mental health supports for students and teachers in light of the COVID-19 pandemic
- **82%** feel very or somewhat concerned about being asked to teach in-person

**Tapping NBCT Expertise**

- **90%** report their expertise could be better utilized in school and district decision-making around the pandemic response
- **46%** report they were not consulted at all in decision-making

**Opportunities to Engage and Retain Teachers During These Challenging Times**

- **15%** of NBCTs are now likely to leave the classroom, whereas they were not prior to COVID-19...
- **96%**...of those teachers could be convinced to stay

- **59%** say stronger school/district commitment to health and safety would convince them to stay
- **49%** say greater flexibility to teach while supporting their families’ needs would convince them to stay
- **37%** say additional supports (e.g., counselors, classroom assistants, technology, etc.) to effectively teach in a hybrid teaching environment would convince them to stay
- **30%** say greater compensation would convince them to stay

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The National Board for Professional Teaching Standards conducted a survey with 3,086 National Board Certified Teachers (NBCTs) during August-September 2020 to document the challenges facing the teaching profession during COVID-19 and to identify opportunities for leaders to strengthen teaching and learning at this time.

The National Board is an anti-racist and inclusive organization. We believe that educators must help students consider their role in a diverse world, value individual differences, and - especially in times such as these - we believe in the power of the teaching profession to defend what is good and right for all people.