

Parachute.

AT-A-GLANCE



SPRING 2025 - Attrition

PARTICIPATION

- 5,065 completed responses across all provinces and territories
- K-12 classroom teachers, principals, vice-principals, education workers
- Survey period: 3 weeks, April 23 – May 14, 2025

One foot out the door

- 45% have considered leaving the profession in the last year;
- ~70% acknowledge there is a serious lack of staffing;
- Biggest gaps: French-language and Special Education teachers.

Professional Value

- 25% say parents do not value their professional expertise;
- 1/10 say they do not feel valued by the public at all;
- ~60% feel they make a difference in their students' lives;

Poor Workplace Conditions

- 43% do not feel they have a safe working environment;
- Over 25% say they have poor working conditions;
- 1/5 say they lack the resources they need to do their job;

Why most teachers choose to stay: It's all about students

- Top 3 reasons for entering the profession: 1) Enjoy working with students; 2) Making a difference in students' lives; 3) Helping develop and motivate students
- "Enjoying working with students" was the top factor for remaining in the profession;
- 93% say these are still the factors that keep them on the job.



Solutions: Smaller Class Sizes and Increased Support Staff

- Top cited change for better teaching and learning: class size reduction and more special needs support;
- Other top improvements cited were adequate preparation time, and reduction of administrative tasks that reduce dedicated teaching time;

Top 3 solutions cited for improving staff retention:

1. significantly investing in the quality of Canada's public education system;
2. increasing per student funding that supports learning and mental health;
3. strengthening respect and societal value for teachers and educators.