



Job Satisfaction of Mid-Career Agricultural Educators Participating in the NAAE XLR8 Program



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INTRODUCTION / PURPOSE

- More than 41 % of all educators will leave teaching within the first 5 years (Ingersoll et al., 2014)
- 1,476 Ag Ed openings and only 772 completers in 2016 (Smith, et al., 2017)
- 72% of the 721 agriculture teachers who taught in 2015-16 left for reasons other than retirement (Smith, et al., 2017)
- Compensation, burnout, family issues, discipline problems, low degree of self-efficacy, and poor time-management skills are reasons why novice teachers are leaving (Meyers et al., 2005; Whittington et al., 2006)

- Little literature on why mid-career teachers choose to leave the profession
- Purpose of the study was to determine the job satisfaction of mid-career Ag educators participating in the NAAE XLR8 program

THEORETICAL FRAMEWORK

- Herzberg, Mausner, and Synderman's Motivator-Hygiene Theory (1959)

METHODOLOGY

- An online survey method
- Utilized the the Brayfield-Rothe Job Satisfaction Index
- Administered to the 2016 NAAE XLR8 participants (n=20)
- Demographic data were used to categorize potential leavers & stayers
- Independent sample t-tests were used to determine significant differences using *a priori* ($p \leq .05$)

Table 1. Selected Demographic Characteristics of Mid-Career Agricultural Educators Participating in the XLR8 Conference (n=18)

| Variable | f | % |
|--|----|--------|
| Age | | |
| ≤30 | 1 | 5.56% |
| 31-34 | 5 | 27.78% |
| 35-39 | 9 | 50.00% |
| 40 + | 3 | 16.67% |
| Gender | | |
| Male | 8 | 44.44% |
| Female | 10 | 55.56% |
| Type of Certification | | |
| Traditional | 13 | 72.22% |
| Alternative Certification | 5 | 27.78% |
| CASE Certification | | |
| Yes | 6 | 33.33% |
| No | 12 | 66.67% |
| Highest Level of Education Completed | | |
| Bachelor's Degree | 6 | 33.33% |
| Master's Degree | 12 | 66.67% |
| Marital Situation | | |
| Single | 0 | 0.00% |
| Married (no children, no children living at home) | 3 | 16.67% |
| Married (with children at home) | 15 | 83.33% |
| Divorced or Widowed | 0 | 0.00% |
| Have Explored a Career Outside of Ag Education this past year | | |
| Yes* (Looked at Job Postings ₁ , Applied for Another Job ₂ , Been Offered Another Job ₃) | 10 | 55.6% |
| No**, have not explored a job outside of Ag Ed this past year | 8 | 44.4% |

Note: ₁Have looked at job postings outside of teaching agriculture (n=10); ₂Have applied for a job outside of agriculture (n=4); ₃Have been offered a job outside of teaching agriculture (n=2); *Classified as a potential leaver of the profession, **Classified as an individual who plans to stay teaching high school agricultural education.

RESULTS & FINDINGS

- Just over half (55.6%, n=10) of the participants explored their career options this past year
- Participants were more satisfied than dissatisfied with their jobs
- Significant differences did exist between leavers & stayers in levels of recognition and their satisfaction with their school policies and administration

Table 2. Overall Job Satisfaction of Mid-Career Agricultural Educators

| | Total Sample (n=18) | | Leavers (n=10) | | Stayers (N=8) | | t-test | p |
|--------------------------|---------------------|-----|----------------|-----|---------------|-----|--------|-----|
| | M | SD | M | SD | M | SD | | |
| Overall Job Satisfaction | 3.72 | .31 | 3.60 | .30 | 3.88 | .26 | -2.05 | .06 |

Note: 1 = Strongly Disagree, 2= Disagree, 3= Undecided, 4= Agree, and 5= Strongly Agree

Table 3. Levels of Job Satisfaction with Specific Facets of the Job amongst Those Contemplating Leaving and Those Whom Are Not (n= 18)

| Specific Job Satisfaction Factors | Leavers (n = 10) | | Stayers (n = 8) | | t-test | p |
|-----------------------------------|------------------|------|-----------------|------|--------|-----|
| | M | SD | M | SD | | |
| Level of Achievement | 4.90 | .74 | 5.25 | .71 | -1.02 | .32 |
| Level of Advancement | 4.40 | .84 | 4.75 | .89 | -.86 | .41 |
| Level of Recognition | 3.90 | .99 | 5.00 | 1.07 | -2.26 | .04 |
| Level of Responsibility | 5.10 | .57 | 5.13 | .84 | -.08 | .94 |
| The Work Itself | 5.10 | .57 | 5.25 | .71 | -.50 | .62 |
| Interpersonal Relationships | 4.60 | 1.17 | 4.75 | 1.23 | -.26 | .80 |
| School Policy and Admin. | 2.70 | 1.57 | 4.63 | 1.06 | -2.97 | .01 |
| Salary | 3.20 | 1.62 | 3.25 | 1.49 | -.07 | .95 |
| Level of Supervision | 4.50 | 1.35 | 4.63 | .74 | -.23 | .82 |
| Working Conditions | 4.10 | 1.79 | 5.25 | .71 | -1.70 | .11 |

Note: 1 = Very Dissatisfied, 2= Somewhat Dissatisfied, 3= Slightly Dissatisfied, 4= Slightly Satisfied, 5= Somewhat Satisfied, and 6= Very Satisfied

CONCLUSIONS / RECOMMENDATIONS

- Overall, participants were satisfied with their career
- School administration impact the decision to stay in the profession
- Need to revisit the mid-career teacher award & recognition system
- Findings can be used to develop a teacher retention plan

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