



This SBAE teacher data was collected via a survey created by Maggie Bayer, a graduate student at Texas State University in partial fulfillment of a thesis project advised by Dr. Ryan Anderson, the Associate Professor of Agricultural Education & Mechanics at Texas State University, and Ray Pieniazek, the executive director of the ATAT. The survey was curated on Qualtrics, and distributed to SBAE teachers throughout Texas between June and July 2024. A total of 813 respondents completed the survey.

What is your level of teaching experience?	
First-Year Teacher	4%
1-5 Years	19%
6-10 Years	20%
11-20 Years	29%
21-30 Years	19%
Over 30 Years	9%

What is your age?	
< 25	10%
26-35	31%
36-50	36%
51-60	16%
> 61	7%

What is your gender?	
Male	46%
Female	54%
Prefer not to say	0%

Which is the highest degree you've attained?	
GED	0%
High School Diploma	0%
Associate's Degree	0%
Bachelor's Degree	62%
Master's Degree	34%
PhD	0%
ED. ADMIN	2%
Other	1%

The respondents answering “other” mentioned they were still in graduate school or had multiple degrees/certifications. One respondent was working towards their bachelor's degree. Respondents also noted less popular certification pathways when responding with “other,” including being part of a DOI and becoming industry-certified through the district.

Which best describes your certification pathway?	
Traditionally certified	75%
Alternatively certified	21%
Locally certified	2%
Other	2%

Alternative certification programs of respondents: Most alternatively certified respondents stated that they used iTeach Texas, Teacher Texas, regional certification programs through TEA, and TAMU-Commerce to obtain their teaching certifications.

Alternative certification pathways mentioned by respondents: Out of 142 responses.	
Teacher Texas	37 (26%)
ITeach Texas	32 (23%)
Regional through TEA	16 (11%)
TAMU-Commerce	12 (8%)
WTAMU	5 (4%)
Accelerated Collaborative Teacher Preparation Program (ACT)	3 (2%)
Education Career Alternative Program (ECAP)	3 (2%)
Other	34 (24%)

Other alternative certification pathway responses included various in and out-of-state institutions, such as TAMU Post Baccalaureate programs, SHSU, LoneStar College, UT Tyler, TAMUK, TXSTU, SFASU, TSU, and programs out of Colorado, Arizona, and New Mexico—also, some less popular online certification programs such as Webcentric and Teachworthy.

Which area are you currently teaching in?	
I	8%
II	6%
III	10%
IV	10%
V	8%
VI	11%
VII	7%
VIII	9%
IX	8%
X	7%
XI	8%
XII	5%
XIII	2%

What is your school district size?	
Class A	10%
Class AA	17%
Class AAA	24%
Class AAAA	16%
Class AAAAA	15%
Class AAAAAA	18%

Are you the department head?	
Yes	39%
No	61%

What is your contract length?	
12 Months	55%
11.5 Months	3%
11 Months	13%
10.5 Months	1%
10 Months	8%
Days	18%
Other	1%

Excluding any Special or Master's stipends, which best describes your salary?	
< \$40,000	2%
\$40,000-49,999	7%
\$50,000-59,999	22%
\$60,000-69,999	26%
\$70,000-79,999	30%
\$80,000-89,999	10%
\$90,000-99,999	3%
> \$100,000	1%

Do you receive an agriculture teacher/FFA stipend?	
Nothing	19%
\$1-1,000	6%
\$1,001-2,000	14%
\$2,001-3,000	12%
\$3,001-4,000	9%
\$4,001-5,000	13%
> \$5,000	26%

If applicable, is your agriculture/FFA stipend performance-based?	
Yes	8%
No	75%
I do not receive a stipend.	17%

Which statement best describes the Master's stipend at your school?	
Nothing	22%
\$1-1,000	54%
\$1,001-2,000	19%
\$2,001-3,000	3%
> \$3,000	1%

Which statement best describes your class schedule?	
A/B block schedule	9%
Modified block schedule	4%
A six-period day	0%
A seven-period day	14%
An eight-period day	58%
A nine-period day	11%
Other	3%

Which statement best describes your daily schedule?	
One conference period	70%
Two conference periods	10%
One conference period and a visitation/supervision period	14%
One conference period and two visitation/supervision periods	1%
Given up a conference period and receive payment for it	2%
Other	3%

Which statement best describes your daily teaching load?	
< 10 students per class	3%
11-15 students per class	22%
16-20 students per class	34%
21-25 students per class	23%
26-30 students per class	15%
> 30 students per class	4%

Which statement best describes your teaching workload over the last two years?	
Decreased	3%
Stayed the same	31%
Increased by 10%	19%
Increased by 10-25%	25%
Increased by 26-40%	11%
Increased by > 40%	4%
Does not apply: I am a first-year teacher.	6%

What pathways do you teach?	
Agricultural business	8%
Animal science	50%
Applied agricultural engineering	41%
Environmental and natural resources	8%
Food science and technology	3%
Plant science	32%
Principles of AFNR	41%
Middle school agriculture - non-high school credit	5%
Multiple pathways - comprehensive curriculum	10%

Which of the following Agricultural Business classes do you teach? Out of 401 respondents who teach this pathway.	
Principles of AFNR	284 (71%)
Agricultural leadership, research, and communications	46 (11%)
Agribusiness management and marketing	28 (7%)
Professional communications	24 (6%)
Professional standards in agribusiness	30 (7%)
Career preparation I	32 (8%)
Practicum in AFNR	99 (25%)
Other	28 (7%)

Respondents who selected “other” indicated they taught higher-level career preparation classes, such as Career Preparation II. Others stated that they did not teach any Agricultural business classes.

Which of the following classes in Animal Science do you teach? Out of 368 respondents who teach this pathway.	
Livestock production	250 (68%)
Small animal management	222 (60%)
Veterinary applications	142 (39%)
Advanced animal science	236 (64%)
Equine	205 (56%)

Which of the following Environmental and Natural Resources classes do you teach?

Out of 111 respondents who teach this pathway.

Energy and environmental resources	7	(6%)
Advanced energy and environmental resources	1	(1%)
Wildlife, fisheries, and ecological management	99	(89%)
Forestry and woodland ecosystems	14	(13%)
Range and ecological management	17	(15%)

Which of the following Food Science and Technology classes do you teach?

Out of 32 respondents who teach this pathway.

Food technology and safety	27	(84%)
Food processing	18	(56%)

Which of the following Plant Science classes do you teach?

Out of 265 respondents who teach this pathway.

Floral design	203	(77%)
Landscape design and management	29	(11%)
Turf grass management	21	(8%)
Greenhouse operation and production	62	(23%)
Advanced plant and soil science	63	(24%)
Advanced floral design	126	(48%)
Horticulture	79	(30%)

Which of the following Applied Agricultural Engineering classes do you teach? Out of 316 respondents who teach this pathway.	
Agricultural mechanics and technologies	276 (87%)
Agricultural structures design and fabrication	239 (76%)
Agricultural equipment design and fabrication	195 (62%)
Agricultural power systems	73 (23%)
Welding	114 (36%)
Agricultural lab and field experience	54 (17%)
At least one type of agricultural mechanics	14 (4%)

Respondents who replied with “at least one type of agricultural mechanics” stated that they teach 8th-grade “shop” classes, practicum in agricultural mechanics, dual credit welding classes, coded agricultural mathematics, construction pathway classes, and project-based research classes.

Which of the following general classes do you teach? Out of 466 respondents who teach this pathway.	
Investigating careers	13 (3%)
Principles of AFNR	337 (72%)
College and career readiness	12 (3%)
Mathematical application of AFNR	9 (2%)
Practicum AFNR	167 (36%)
Extended practicum in AFNR	28 (6%)
College preparation, I/II	32 (7%)
Other	21 (5%)

Respondents replying with “other” stated that they teach general classes such as agricultural mathematics, principles of construction, 6th-grade science, credit recovery, teacher education classes, college and career exploration, dual credit courses through universities, research methods I and II, project-based research, principles of architecture, 8th-grade leadership, Spanish I and II, and 4-H AgriLife partnership classes.

Which programs of study does your school offer?	
Agribusiness	12%
Animal science	92%
Applied agricultural engineering	84%
Environmental and natural resources	16%
Food science and technology	10%
Plant Science	68%
Regional program of study	1%

Are you adding any of the following programs of study in future years?	
Agribusiness	30%
Animal science	17%
Applied agricultural engineering	7%
Environmental and natural resources	17%
Food science and technology	11%
Plant science	26%
Regional program of study	2%
Other	18%

Which statement best describes your total departmental budget over the last two years?	
Increased	21%
Stayed the same	53%
Decreased by 10%	15%
Decreased by 11-25%	7%
Decreased by 26-40%	4%
Decreased by >40%	0%

Which statement best describes your budget?	
The budget meets all problematic needs	23%
Adequate to teach the way we would like	35%
Additional funding is needed to meet problematic needs	42%

Which statement best describes your total travel budget over the last two years?	
Increased	19%
Stayed the same	60%
Decreased by 10%	11%
Decreased by 11-25%	4%
Decreased by 26-40%	3%
Decreased by >40%	3%

Which statement best describes your school's ag. department transportation policy?	
The school provides no vehicle and no vehicle stipend - mileage only	1%
The school provides a vehicle stipend	1%
School vehicles are available to be checked out when needed	24%
School vehicles are driven home regularly and are used for after school responsibilities	5%
School vehicles are available and do not require a checkout	3%
Ag. truck does not require a checkout; all other vehicles do	61%
Other	5%

Respondents relying upon “other” stated that Ag. teachers share one or two Ag. trucks and it does not need to be checked out while all other vehicles do, Ag. trucks and SUVs were purchased for the CTE department and require a checkout, vehicles must be checked out but are not always available, one vehicle is shared between three schools and is available for checkout easily, Ag. trucks are available without a checkout but paperwork must be completed for longer trips, and Ag. trucks are available without checkout and can be taken home. Also, most stated a minor transportation stipend and compensation for mileage used on personal vehicles for FFA use. Lastly, one respondent noted that project funds are used for transportation costs.

Are you being asked to restrict travel compared to last year for FFA meetings, contests, stock shows, animal projects, and SAE supervision?	
Yes	30%
No	52%
Maybe	18%

Are you being asked to restrict travel for the Ag Teacher's Conference this summer?

Yes	12%
No	83%
Maybe	5%

Are you changing schools this year?

Yes	8%
No	88%
Maybe	4%

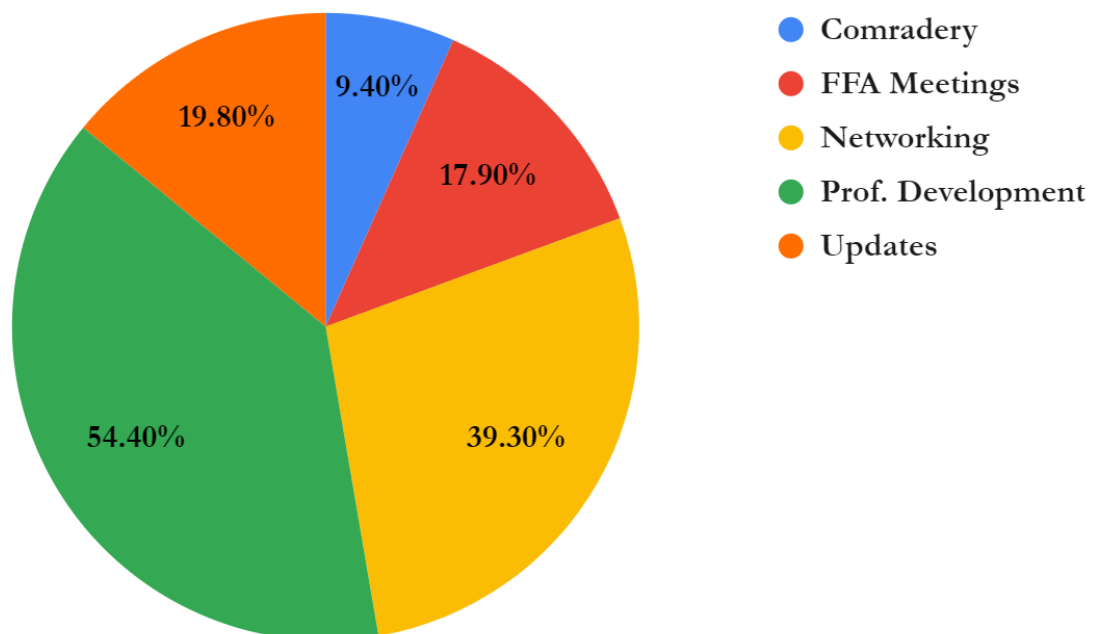
Is this your first teaching position? If not, what was the reason you left your previous job?

N/A	39%
Contract length	4%
Salary/stipend	14%
To be closer to home/family	25%
Administrative issues	21%
Teaching partner issues	11%
Better program opportunity	21%
Other	8%

Do you plan to teach after this school year?	
Yes	80%
No	18%
Maybe	3%

Did you attend the annual ATAT Conference last year?	
Yes	93%
No	7%

What is the Most Important Part of the ATAT Conference?

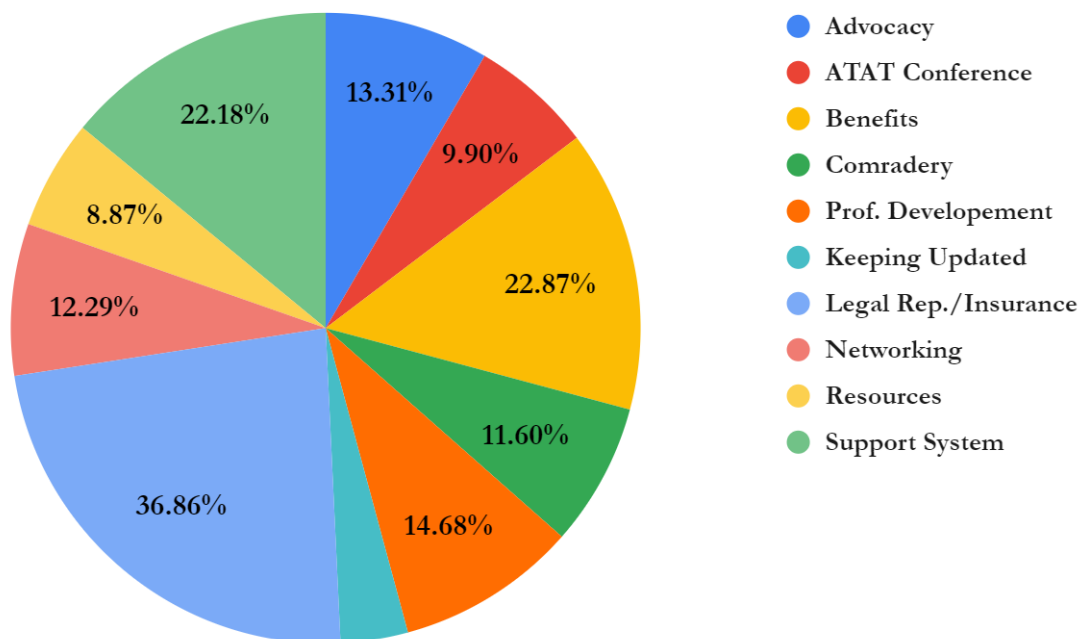


Those who did not attend the ATAT Conference noted that they did not participate due to the district not being able to fund the event, at 29%, being actively involved in graduate school, 13%, having all professional development (PD) hours required by the school or district, 6% had other training, 6% were out of the country, 39% because of personal issues, and 3% were teaching summer classes.

Are you a dues-paying member of the ATAT?	
Yes	98%
No	2%

98% of the 676 SBAE teacher respondents stated that they were dues-paying members of the ATAT. The written responses when asked why someone should be a dues-paying member of the ATAT could be narrowed down into 10 categories, including advocacy, the ATAT Annual Conference, benefits, comradery, professional development, keeping updated in agricultural education, legal representation/insurance, networking, resources, and the support system the ATAT offers. The top few reasons include legal representation/insurance, benefits, at the support system the ATAT has created for SBAE teachers throughout Texas. The remaining 2% of respondents claimed the reason that they are not a dues-paying member is either because they are new to teaching, at 43%, or the district will not pay for dues, with 57% out of the 7 respondents indicating no.

Why should someone become a member of the ATAT?



Which statement best describes your situation concerning ATAT dues or conference registration?	
My school will not pay for conference registration or membership dues	4%
My school pays for conference registration	46%
My school pays for membership dues	3%
My school pays for both conference and membership dues	46%

Although most Texas School's offering an agricultural science program does pay for teachers' membership dues in some capacity, with 46% of respondents stating that their school does pay for conference registration, but does not pay for membership dues, 46% of others saying that they school pays for both conference and membership dues, and 3% stating that their school pays for membership dues only. Only 4% of respondents stated that their school does not pay for either.

What do you perceive to be the most important function of ATAT?	
Advocacy/lobbying	32%
Providing member benefits	16%
Keeping members informed on current issues	29%
Putting on summer conference	24%

How aware are you of the following ATAT Membership benefits? 1 being not aware whatsoever and 5 being very aware.

ATAT Professional Development Conference	4.84
The ATAT website including the “Careers” page	4.71
Annual ATAT awards and recognition	4.37
Legal assistance for active members	4.34
Special events at the annual ATAT Professional Development Conference	4.33
Lobbyists working for SBAE teachers’ interest in Austin, TX	4.32
Agriculture Science Teachers’ Crisis Fund	4.31
Legislative updates concerning agriculture science	4.29
Professional New Teacher Mentoring Program	4.29
Access to the VATAT Credit Union	4.26
Quarterly Growing Our Future magazine	4.10
Membership online (Online member directory)	4.08
\$1 Million professional liability insurance policy	4.04
FFA discount at Wyndham Hotels nationwide	3.80
Use of Agricultural Education Ford Texas FFA Leadership Center	3.19
Kenneth Hughs Life Insurance Plan	2.65

The Kenneth Hughs Life Insurance Plan, the use of the Agricultural Education Ford Texas FFA leadership center, and the FFA discount at Wyndman Hotels nationwide would benefit from more advertising through the ATAT to the SBAE teachers. When asked which ATAT membership benefits they have used, the data resulted in a similar pattern. Advertising the usefulness of the lower-scoring benefits could be helpful for ATAT.

Which of the following ATAT membership benefits do/have you used? Average:	
ATAT Professional Development Conference	89%
The ATAT website including the “Careers” page	82%
Special events at the annual ATAT Professional Development Conference	56%
Membership online (Online member directory)	55%
Quarterly Growing Our Future magazine	55%
Annual ATAT awards and recognition	55%
Legislative updates concerning agriculture science	51%
FFA discount at Wyndham Hotels nationwide	40%
Access to the VATAT Credit Union	30%
Lobbyists working for SBAE teachers’ interest in Austin, TX	29%
Legal assistance for active members	20%
Professional New Teacher Mentoring Program	19%
Agriculture Science Teachers’ Crisis Fund	13%
Use of Agricultural Education Ford Texas FFA Leadership Center	7%
\$1 Million professional liability insurance policy	4%
Kenneth Hughs Life Insurance Plan	2%

What is the importance of the following ATAT benefits on a scale from 1-5? 1 being the least important and 5 being the most?

Average:

ATAT Professional Development Conference	4.81
Lobbyists working for SBAE teachers' interest in Austin, TX	4.64
Legal assistance for active members	4.63
The ATAT website including the "Careers" page	4.57
\$1 Million professional liability insurance policy	4.49
Legislative updates concerning agriculture science	4.47
Agriculture Science Teachers' Crisis Fund	4.40
Professional New Teacher Mentoring Program	4.18
Special events at the annual ATAT Professional Development Conference	3.78
Membership online (Online member directory)	3.77
Annual ATAT awards and recognition	3.69
Access to the VATAT Credit Union	3.68
FFA discount at Wyndham Hotels nationwide	3.44
Kenneth Hughs Life Insurance Plan	3.35
Quarterly Growing Our Future magazine	3.12
Use of Agricultural Education Ford Texas FFA Leadership Center	2.96

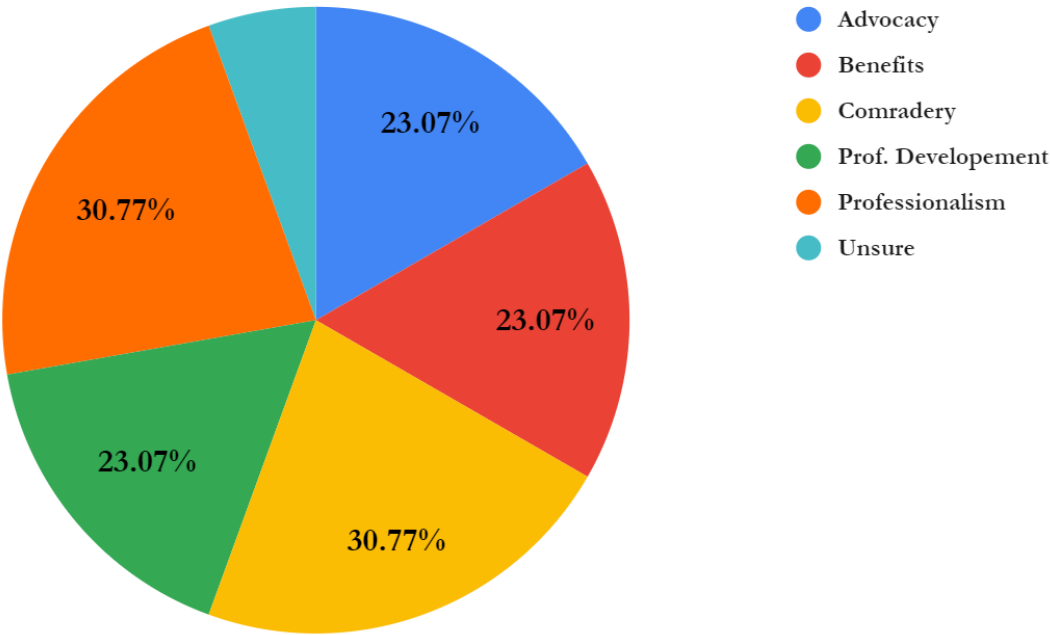
How satisfied are you with ATAT and the services it provides? Average:	
Extremely dissatisfied	5.4%
Somewhat dissatisfied	2.2%
Neither satisfied nor dissatisfied	7.2%
Somewhat satisfied	27.3%
Extremely satisfied	57.9%

How likely are you to recommend ATAT to other teachers on a scale from 1-5? 1 being the least important and 5 being the most?	
Average:	4.84

Are you an NAAE member?	
Yes	7.9%
No	92.1%

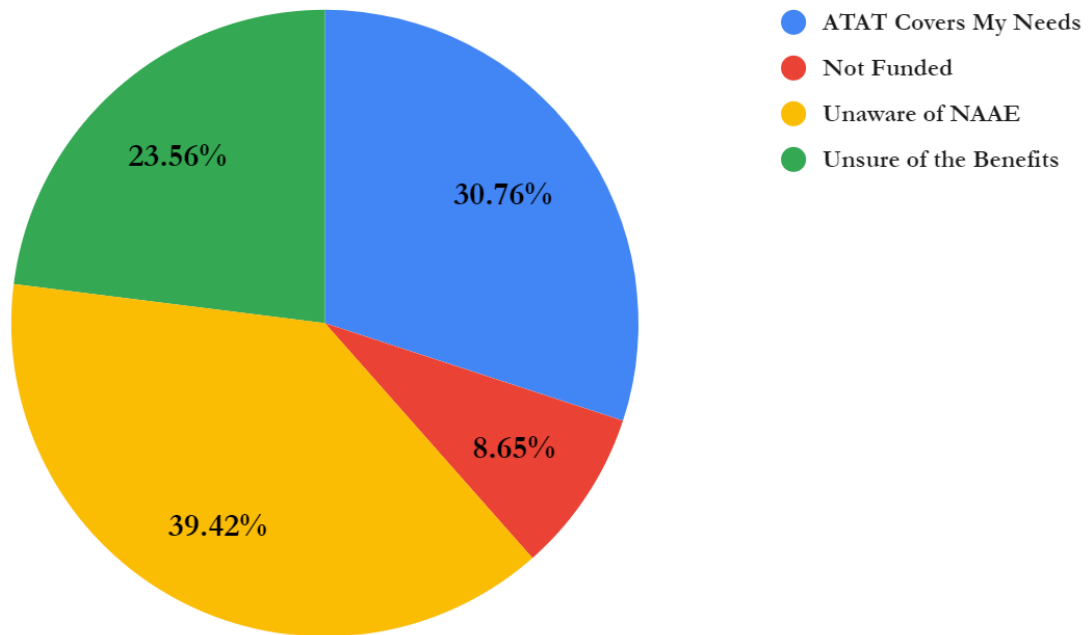
Yes, what's the most important part?

What is the most important part of being an NAAE member?



No, why not?

Why are you not a member of the NAAE?



Have you attended an NAAE Convention in the past?	
Yes	7.2%
No	92.8%

Respondents answering yes stated the most important reasons for being an NAAE member included comradery, professionalism, advocacy, benefits, and professional development. Surprisingly, about 6% of positive respondents stated they were unsure of the most important part of being an NAAE member.

The majority of respondents answering no stated that they were simply unaware of the NAAE and the services the organization provides. Negative respondents also noted that they didn't feel the need to become an NAAE member due to the ATAT providing the resources SBAE teachers in Texas needed.

How likely are you to attend an NAAE Conference if it were held in Texas on a scale from 1-5? 1 being the least possible and 5 being the most.

Out of 813 responses.

Mean:	3.21
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What do you perceive to be the most important function of NAAE?

Advocacy/lobbying	43.7%
Keeping members informed on current issues	22.7%
Putting on a national conference	17.7%
Providing member benefits	16.0%

Do you subscribe to the NAAE listserv?

Yes	4.3%
No	95.7%

100% of respondents answering yes stated they subscribed to the Listserv due to some form of updates. One respondent stated that they enjoyed the Friday Footnotes from Dr. Gary Moore, the job postings, and the research participation opportunities. Respondents answering no primarily stated that they were unaware of the NAAE Listserv, resulting in 72.39% of negative responses. Others noted that they were not an NAAE member, had no need or interest in subscribing, or were indifferent towards the NAAE Listserv.

How aware are you of the following NAAE Professional Development Opportunities? 1 being not aware whatsoever and 5 being very aware.

Average:

NAAE at National FFA Conference	2.22
National Agriscience Teacher Ambassador Program	2.04
The Agriculture Education Magazine	1.88
Regional conferences	1.83
Future Agriscience Teacher (FAST) Symposium	1.59
Professional Development Archives	1.59
XLR8 - eXcellence in Leadership for Retention	1.53
Teachers Turn the Key Scholarship Program	1.52
NAAE Virtual Book Club	1.46
NAAE Agriscience Inquiry Institute	1.44
Ag. Teacher Wellness	1.42
National Policy Seminar and Agricultural Education Strand	1.38
My local cooperative	1.35

Which NAAE professional development opportunities have you participated in?

Average:

The Agriculture Education Magazine	4.6%
NAAE at National FFA Conference	3.5%
Regional conferences	3.3%
Professional Development Archives	2.9%
Future Agriscience Teacher (FAST) Symposium	1.3%
NAAE Virtual Book Club	1.1%
XLR8 - eXcellence in Leadership for Retention	0.7%
Teachers Turn the Key Scholarship Program	0.4%
National Policy Seminar and Agricultural Education Strand	0.4%
Ag. Teacher Wellness	0.4%
National Agriscience Teacher Ambassador Program	0.2%
My local cooperative	0.0%
NAAE Agriscience Inquiry Institute	0.0%

What is the importance of each of the NAAE Professional Development Opportunities offered on a scale from 1-5? 1 being the least important and 5 being the most.

Average:

Professional Development Archives	3.20
The Agriculture Education Magazine	3.06
Ag. Teacher Wellness	3.04
Regional conferences	2.97
National Policy Seminar and Agricultural Education Strand	2.93
Teachers Turn the Key Scholarship Program	2.91
XLR8 - eXcellence in Leadership for Retention	2.91
NAAE at National FFA Conference	2.79
NAAE Agriscience Inquiry Institute	2.66
Future Agriscience Teacher (FAST) Symposium	2.63
National Agriscience Teacher Ambassador Program	2.58
My local cooperative	2.43
NAAE Virtual Book Club	1.83

How aware are you of the following NAAE Award Opportunities? 1 being not aware whatsoever and 5 being very aware.

Average:

Teachers Turn the Key Professional Development Scholarship	1.79
Lifetime Achievement Award	1.65
Outstanding Service Citation	1.58
Ideas Unlimited Award	1.57
Teacher Mentor Award	1.52
Outstanding Secondary Postsecondary Agriculture Program Award	1.49
Outstanding Middle/Secondary Agriculture Program Award	1.44
Early Career Teacher Award	1.41
Outstanding Teacher Award	1.40
Upper Division Student Teaching Scholarship	1.30

Which of the following NAAE Award Opportunities' have you applied for/have been granted?

Average:

Outstanding Teacher Award	0.4%
Outstanding Middle/Secondary Agriculture Program Award	0.4%
Teacher Mentor Award	0.4%
Ideas Unlimited Award	0.4%
Upper Division Student Teaching Scholarship	0.2%
Early Career Teacher Award	0.2%
Outstanding Secondary Postsecondary Agriculture Program Award	0.0%
Outstanding Service Citation	0.0%
Lifetime Achievement Award	0.0%
Teachers Turn the Key Professional Development Scholarship	0.0%

What is the importance of each of the NAAE Award Opportunities offered on a scale from 1-5? 1 being the least important and 5 being the most?

Average:

Teachers Turn the Key Professional Development Scholarship	2.97
Lifetime Achievement Award	2.96
Upper Division Student Teaching Scholarship	2.91
Teacher Mentor Award	2.90
Outstanding Teacher Award	2.86
Outstanding Service Citation	2.86
Ideas Unlimited Award	2.81
Outstanding Secondary Postsecondary Agriculture Program Award	2.80
Early Career Teacher Award	2.79
Outstanding Middle/Secondary Agriculture Program Award	2.67

How likely are you to recommend NAAE to other teachers on a scale from 1-5? 1 being the least important and 5 being the most?

Average:

1 being least likely and 5 being the most.	1.91
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