

# Top Professional Incentives

Key: 1-3 4-6 7-10

Source:  
2023 Citywide  
Teacher Survey



*(Ranked 1-10)*

	BIPOC	White	< 5 years	6-10 years	11+ years	All Teachers
Reducing the amount of administrative tasks	1	2	2	1	1	1
Increased preparation time or team-based work time	2	1	1	2	2	2
More flexible work hours	3	3	3	3	3	3
A more inclusive and accepting school culture	4	5	5	5	7	5
Clearer pathways to leadership roles	5	8	8	7	5	7
Increased access to mental health resources and supports	6	4	4	4	4	4
Access to coaching and mentoring support	7	6	6	6	8	6
Increased access to professional development	8	7	7	8	6	8
Priority enrollment for children of Philadelphia teachers	9	9	9	9	9	9
Access to identity-based affinity groups	10	10	10	10	10	10