



Hi [name],

In this issue we'd like to talk about teacher burnout. So much is being asked of educators right now. Teachers have always been pulled in different directions, but adding to this already full plate are inequities that have come to light with the pandemic, the added load of virtual/hybrid instruction, student/staff absences due to COVID-19, and worries about how we will keep our students safe at school. It's a lot.

It wasn't surprising for me to read that a January 2022 survey by the National Education Association found that [55% of educators were likely to leave the profession earlier](#) than they had planned. While COVID-19 related stress was the largest factor, many other issues unrelated to the pandemic were also cited. It's important to continue the conversation about teacher burnout beyond the pandemic and think about ways we can support teachers and prevent burnout before it happens.

Manageable Workloads

According to the [World Health Organization](#), burnout is an occupational syndrome that is "conceptualized as resulting from chronic workplace stress that has not been successfully managed." For many educators, this stress results from workloads that are simply not manageable. In particular, staff shortages due to COVID led to teachers taking on additional responsibilities

and covering for other staff. Add this to already large class sizes, and we have a critical problem. This [community-sourced list](#) from the Transcend Design Community has ideas for addressing staffing shortages and making the work day more manageable for teachers.

Opportunities for growth

In any profession, employees stay when they are treated professionally and are given clear opportunities for growth. Not surprisingly, a [2003 study of teachers' career decisions](#) found that schools that were well-organized and provided collegial feedback and opportunities for growth were the best at retaining teachers. Growth opportunities can include targeted professional development, pairing new teachers with mentor veteran teachers, and sharing instructional leadership responsibilities. Giving experienced teachers a voice in curriculum creation and implementation can lead to greater job satisfaction and retention — a win-win for educators and their students.

Reduction of paperwork

While at first glance paperwork may seem like a trivial issue, consider this: [86% of teachers in one study](#) agreed that “Teachers are required to do too much paperwork and documentation about what goes on in their classrooms.” So what can schools and districts do to alleviate this? Digitizing forms like IEPs or benchmark assessment data collection can greatly reduce the amount of paperwork. You may be able to automate parental communications (for example, [FASTalk](#) is an automated text messaging service that is aligned to many HQIM). New student forms can be completed online and compiled into one database. Consent forms for field trips, photos,

etc. can all be automated as well.

These are just a few areas to consider when addressing teacher burnout.

What have you heard from your teachers about the types of support that would help them? We would love to hear your ideas!



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