

Teacher burnout

5 ways principals can help

The following data were in response to this question:
What steps could your district or school take to support your mental well-being?



1.

Give Autonomy

Empower teachers to have a voice, whether it's in planning professional development, developing curriculum, discussing and setting school policy, or simply having a say in resource allocation.

32%

of teachers would like to see **more autonomy** to teach what and/or how they think is best

2.

Grant Planning Time

Provide teachers with the time and space they need to adequately plan their lessons.

34%

of teachers would like to have **more influence** over district or school policies or rules

On average, teachers work

57 hours per week

and wish they had **more time for individual planning**

3.

Be an Active Listener

Being an attentive listener builds trust, deepens relationships, and can allow teachers to feel supported. Create a safe space for them to share their challenges. Be fully present, empathetic, and validating while in listening mode and communicate clearly.

26%

of teachers say that having a **more supportive** principal/leader would support their mental well-being

4.

Show Acknowledgement

A simple shoutout during a staff meeting can go a long way. Say or show that you value teachers' expertise and contributions. Recognize and celebrate their achievements.

54%

of teachers say they would like **more acknowledgement** of good/hard work and successes

5.

Support Mental Health

Provide access to mental health resources, such as counseling services and support groups. Encourage a culture of self-care by speaking openly about the importance of mental health and providing education on stress management, mindfulness, and strategies to achieve better work-life balance.

52%

of teachers would like to see **mental-wellness and health days permitted and encouraged**

SOURCES: EdWeek Research Center, The State of Teaching 2024, and Merrimack College Teacher Survey 2023

TIPS FOR TEACHERS

Watch for triggers

Notice if there are certain situations or stressors that leave you feeling uninspired and work to remove those obstacles.

Change your routine

Sometimes the daily grind can leave you feeling depleted. Look for ways to break out of your regular routine, even if these changes are relatively small.

Break large tasks down

What can feel like an overwhelming project might not feel so daunting once it's broken down into smaller, more manageable parts. Smaller tasks are easier to plan and execute. Look for free project management tools that might help.

Be strategic with your time

With back-to-back classes and after-school activities, it's

important to identify any non instruction time throughout your day that you can devote to prepping and planning. Research time-management techniques and implement them where you can.

Set boundaries

Communicate clearly about your workload and any support needed. Delegate tasks when appropriate. Don't underestimate

the power of saying "no" when asked to take on more than you know you can do.

Stay engaged

Constant interactions with students and peers, planning, teaching lessons, and managing classroom interactions can quickly deplete your social bandwidth. Push yourself to get out and spend time with community, family, and friends.