

ADDRESSING TEACHER BURNOUT

by:

Emilie S. Reyes

Master Teacher II San Ramon Elementary School

The educational system of a nation is greatly influenced by the caliber of its teachers. Every society needs competent teachers who can mold pupils and contribute to the larger community in which they live. However, both within and beyond the classroom, instructors constantly encounter a variety of challenges. Teachers experience stress and burnout at work as well.

Relationships, the workplace, teacher self-efficacy, and years of experience are just a few of the variables that might affect a teacher's burnout. If they do not receive the right support from their managers and coworkers, instructors are more prone to burn out.

Before they cross a point of no return, teachers frequently are not aware that they are on the path to burnout. However, education leaders can assist teachers in implementing intervention measures at a time when they will be most successful by early detection of the symptoms listed below, which they may experience to varied degrees.

Fatigue may result from heavy workloads and emotional distress. But in a scenario that can be controlled, this exhaustion ought to come and go. Seasonal vacations and three-day weekends are great ways to recharge. Unfortunately, exhaustion can be a constant for overworked instructors. It may disrupt sleep, make a person irritable, or even change how they eat.

Teachers may question a lesson's effectiveness or criticize their own work. This is essential to development and a step in the growing process. However, teachers who are on the verge of burnout could start to doubt their suitability as educators. They could

question not only the effectiveness of a certain lesson or unit but also the value of their own efforts.

Teachers that are burnt out may stop working with their colleagues. Teachers who are burnt out frequently lack the motivation to exchange lessons, visit the classrooms of their colleagues, or interact via email. When they do interact with their peers, it's typically to voice their displeasure with other pupils, parents, teachers, administrators, and other school personnel. They frequently find it difficult to find any advantages in their environment.

It is not enough to advocate for resilience in educators or to promote self-care to address teacher burnout. Such reactions seem to imply that burnt-out instructors lack the fortitude to endure. For most instructors, nothing could be further from the truth.

Teachers must first have faith in the school administration to act to treat their symptoms. If teachers perceive indication that they can count on support, they may feel motivated to discuss their difficulties. As cited by Gershenson and Holt (2022), we should fully support teachers and their mental health, as they can't do their best work – and ensure that our students reach their full potential – when they're suffering from chronic fatigue, pressure, and stress.

References:

Gershenson, S. & Holt, S. (2022) How much do teachers struggle with stress and burnout? retrieved from <https://www.brookings.edu/articles/how-much-do-teachers-struggle-with-stress-and-burnout/>