

BURNOUT IN TEACHERS AND WELL-BEING STRATEGIES

by:

Rodalyn M. Soledad

Teacher II, Mariveles National High School - Poblacion

Being a teacher is an honorable career that requires perseverance, enthusiasm, and dedication. But as the demands and difficulties inside the educational system mount, teacher burnout is becoming an increasingly pressing issue. A condition of persistent physical and mental tiredness, teacher burnout is frequently accompanied by emotions of cynicism and disengagement from the work. This problem has a substantial impact on the standard of education given to pupils in addition to having an adverse effect on the well-being of educators.

The never-ending list of duties is one of the things that leads to teacher burnout. In addition to imparting knowledge, teachers are expected to serve as mentors, counselors, and occasionally even substitute parents. It can be very difficult to balance the responsibilities of administrative work, standardized testing, and meeting the various needs of students. Stressors that teachers deal with on a daily basis include the need to constantly adapt to new educational regulations and the pressure to generate quantifiable results.

Furthermore, the emotional toll that teaching takes is frequently overlooked. It can be emotionally taxing to deal with behavioral problems, resolve disputes, and tend to pupils' emotional needs. Furthermore, outside variables like a lack of funding, low pay, and insufficient administrative support can make instructors feel even more frustrated and burned out.

According to Hascher and Waber (2021), it is imperative to acknowledge the significance of teacher well-being in order to preserve a sound and efficient educational

system. Burnout has a negative impact on educators' personal life in addition to lowering the standard of instruction they deliver. It is crucial to put these techniques into practice in order to support teachers' well-being.

Establishing a supportive work atmosphere is one important tactic. The mental well-being of educators must be given top priority in schools and other educational settings by cultivating an environment that values cooperation, candid communication, and empathy. Giving educators access to professional development opportunities that focus on emotional intelligence, stress management, and self-care helps equip them with the skills they need to overcome obstacles.

Workload management is another useful tactic. School administrators should make an effort to maintain a balance in the workload so that teachers aren't overburdened with needless paperwork or irrational demands. Part of the load teachers bear can be reduced by providing resources like teaching assistants, professional development, and time for group preparation.

Additionally, encouraging a sense of control and autonomy can enable educators to take charge of their own professional growth and well-being. A more rewarding and long-lasting career can be achieved by giving instructors a say in decision-making processes and encouraging them to pursue areas of personal and professional interest.

Moreover, it is imperative to provide mental health support. Teachers should have access to mental health resources and counseling services within their schools. It is possible to foster a culture in which educators feel at ease discussing mental health issues.

The issue of teacher burnout is urgent and has to be addressed. We can build a learning environment that supports teachers' mental health and improves kids' overall education by recognizing the difficulties they confront and putting good well-being techniques into practice. The success and long-term viability of the educational system as a whole depend heavily on the well-being of educators.

References:

Hascher, T., & Waber, J. (2021). Teacher well-being: A systematic review of the research literature from the year 2000–2019. *Educational Research Review*, 34, 100411.
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