

## THE FACTORS CAUSING TEACHER STRESS AND HOW TO ADDRESS IT

*by:*

**Diana V. Agarpao**

*Teacher III, Ipag Elementary School*

Teaching is a noble profession, filled with meaningful rewards even though it has its struggles and challenges. Teachers at public schools in the Philippines encounter several obstacles that might cause stress both within and outside the classroom. It is critical to explore how public-school teachers in the Philippines deal with stress, the factors that contribute to their stress levels, and how the government may assist to lessen teacher stress.

Teachers suffer stress in the classroom because of their students' conduct, lack of desire, and academic performance. Students that are disruptive, rude, or disobedient can be stressful for teachers, especially if they feel unsupported by their superiors or the school administration. Teachers may also experience stress when confronted with academic obstacles, such as low student performance, particularly if they lack the training or resources to handle these concerns. These daily challenges can pile up and take an emotional toll on teachers, especially those who are just beginning their careers and are still adjusting to the classroom environment. In some cases, classroom stress may lead to burnout, absenteeism, or even a decline in teaching effectiveness.

Outside of the classroom, teachers are stressed by the administrative responsibilities they must do. These responsibilities include grading papers, lesson planning, developing assessments, and keeping records. Administrative responsibilities can be stressful, especially when instructors have a heavy workload, limited time, and little resources. Teachers often bring work home, sacrificing personal time and rest just to meet deadlines. The pressure to comply with numerous reports, documentation, and

school requirements sometimes overshadows the core purpose of teaching and engaging with students. The cumulative effect of these non-teaching duties can leave teachers feeling overwhelmed and unsupported.

Furthermore, public-school teachers' salaries and debts can be a considerable cause of stress. The low remuneration of public-school teachers in the Philippines sometimes causes financial difficulties, and some instructors are forced to take out loans to make ends meet. The responsibility of repaying loans on their modest wage can be a major source of stress. Many teachers find themselves in long-term financial obligations just to cover basic family needs, transportation, and teaching supplies, which are sometimes bought using their own money. Financial insecurity can affect a teacher's concentration, morale, and overall mental well-being.

The Philippine government, notably the Department of Education, may assist teachers in a variety of ways. One method is to offer continual training and professional development programs to assist teachers in learning new skills for managing classroom behavior, academic performance, and administrative chores. Providing proper resources, such as instructional materials, technology, and classroom equipment, can also aid in the reduction of teacher stress. Ensuring that schools are equipped with modern tools and facilities not only eases the workload but also enhances the learning experience for students.

Furthermore, raising teachers' pay and offering financial support, such as loan forgiveness programs or affordable housing, might help relieve financial stress. The Department of Education can also develop policies that promote work-life balance for teachers, such as decreasing workload, allowing flexible hours, and fostering a good work atmosphere. Mental health programs, counseling services, and wellness activities should also be promoted to support teacher well-being.

Public school teachers in the Philippines encounter several obstacles that might generate stress both within and outside of the classroom. Teachers may minimize their stress levels by providing a pleasant classroom atmosphere, utilizing effective classroom management strategies, seeking help, and practicing self-care. The Department of Education can also help to reduce teacher stress by raising pay, lowering administrative responsibilities, giving resources for professional development, and enhancing the working environment. With collective effort and proper support, teachers can thrive in their roles and continue shaping the future of the nation.

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