

Alabama School Boards Association
Leadership for Developing a
Highly Effective Staff
March 10, 2023

DEMORALIZED

Why Teachers Leave
the Profession They Love
and How They Can Stay

Bowdoin

Doris A. Santoro

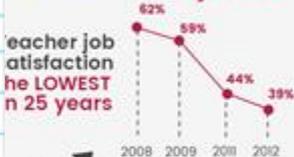
TEACHER BURNOUT



Every year
500,000
TEACHERS BURNOUT

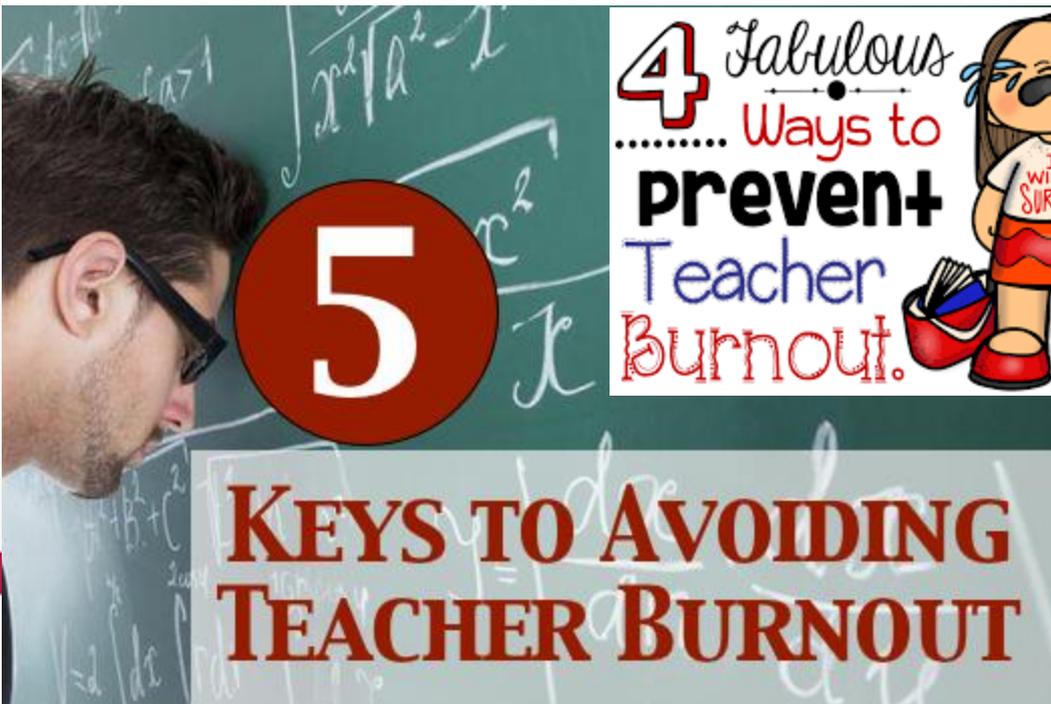


42%
TEACHERS
leave the
workforce
within
5 years



Attrition costs U.S. schools
7 BILLION EACH YEAR

Warning Signs to Watch Out For



5

4 Fabulous Ways to prevent Teacher Burnout.



KEYS TO AVOIDING TEACHER BURNOUT

TIPS FOR AVOIDING TEACHER BURNOUT



INEQUITY IMPACTS TEACHERS



will leave by next September

1 out of 5
TEACHERS
in high-poverty schools

OAKLAND'S attrition rate is **70%**

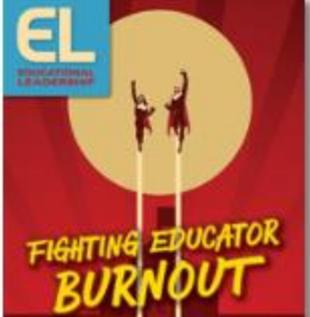
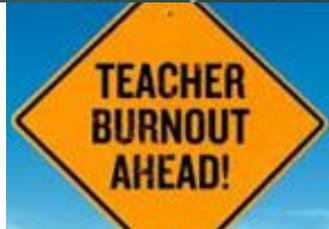
WHEN TEACHERS

- Parental Con...
- Frustration A...
- School Admin...
- Teacher Stres...
- Class Sizes

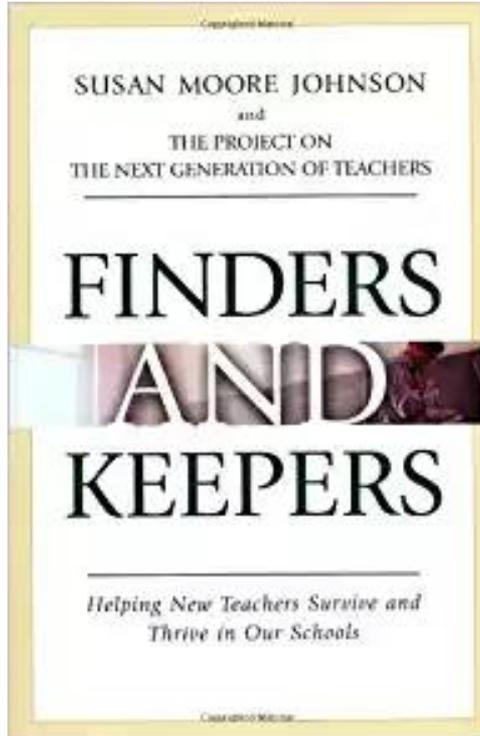


TANYA YERO Teaching

3 TIPS FOR AVOIDING TEACHER BURNOUT

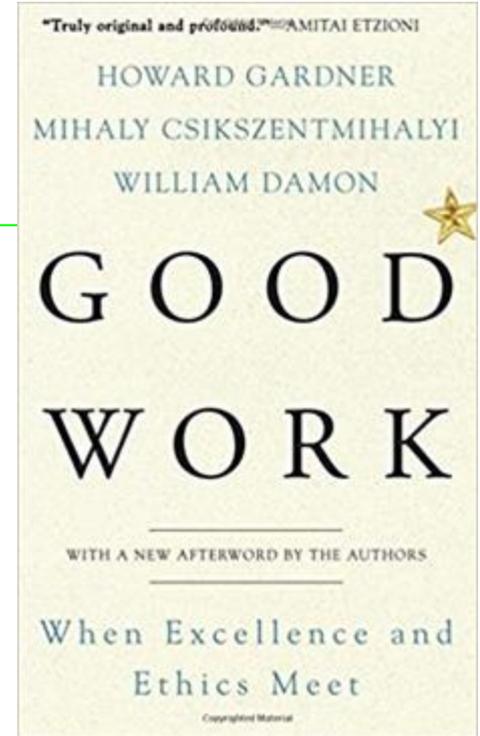


Moral motivations engage and sustain teachers who want to do “good work”



Good Work

- Driven by social purpose larger than individual practitioner
- Conducted in an ethically responsible manner to meet above goals

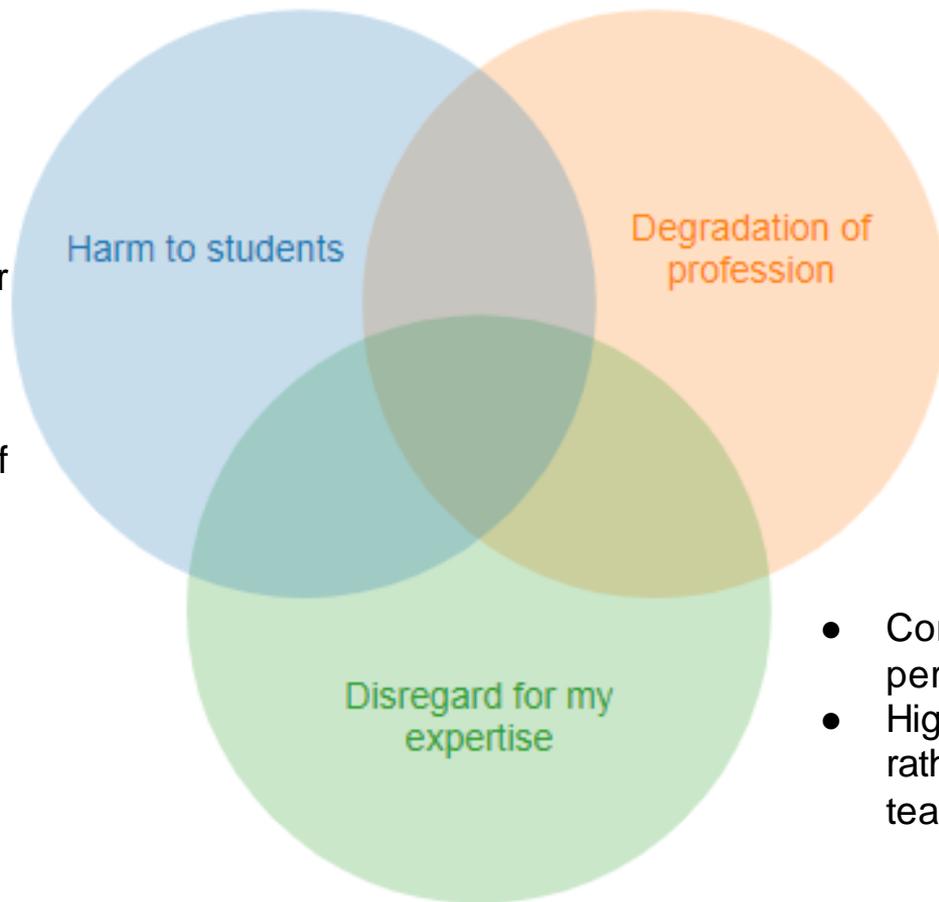


Demoralization is a moral form of teacher dissatisfaction.

It is rooted in discouragement and despair borne out of ongoing ***professional value conflicts*** with pedagogical policies, reform mandates and school practices.

Sources of teacher demoralization

- Curriculum pacing that does not permit responsiveness
- Testing prioritized over learning
- Rights that are not respected
- Ranking and closing of schools
- Required professional development that results in chronic absenteeism



- Pervasive anti-teacher rhetoric
- Scripted curriculum
- Assessments of teacher quality limited to test scores
- District hiring underprepared, temporary workers
- Colleagues who don't pull their weight
- Concerns treated as absurd/personal
- Highly-paid consultants hired rather than drawing on teacher knowledge

Is it burnout or demoralization, or both?





TooDope Teachers @TooDopeTeachers · May 18

What if your teaching no longer seems to align with what schools do today?



Both Sides Continue To Negotiate In Denver Teacher Strike

February 13, 2019 · 5:10 AM ET

Heard on [Morning Edition](#)

JENNY BRUNDIN

JOHN HAYCRAFT: My name is John Haycraft, and I am pissed.

BRUNDIN: Teacher John Haycraft joins several hundred teachers rally, just across the street from bargaining. Teachers say the current system is the result of years of not listening to teachers' complaints about Denver's education system. Haycraft says only five of the 53 teachers he began with at the time he started teaching 20 years ago are still there. He wonders how long he'll stay.

HAYCRAFT: People call it burnout, but that's not the right word. I haven't burned out. I've been demoralized.



Pandemic Anxiety Was Higher for Teachers Than for Health-Care Workers



By Sarah D. Sparks — November 15, 2022 ⌚ 4 min read



ANNENBERG

BROWN UNIVERSITY

EdWorkingPaper No. 20-279

Sustaining a Sense of Success: The Importance of Teacher Working Conditions During the COVID-19 Pandemic

Matthew A. Kraft
Brown University

Nicole S. Simon
City University of New York

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Brown University

Survey: Alabama teachers are under ‘maximum’ stress most of the time

Published: Feb. 18, 2023, 9:37 a.m.

Notably, in the last six months,
75% of the teachers reported considering leaving their jobs.

Educators said in the survey that they very often felt that difficulties were piling up so high they could not overcome them. They also reported feeling like their jobs were meaningless and insignificant.

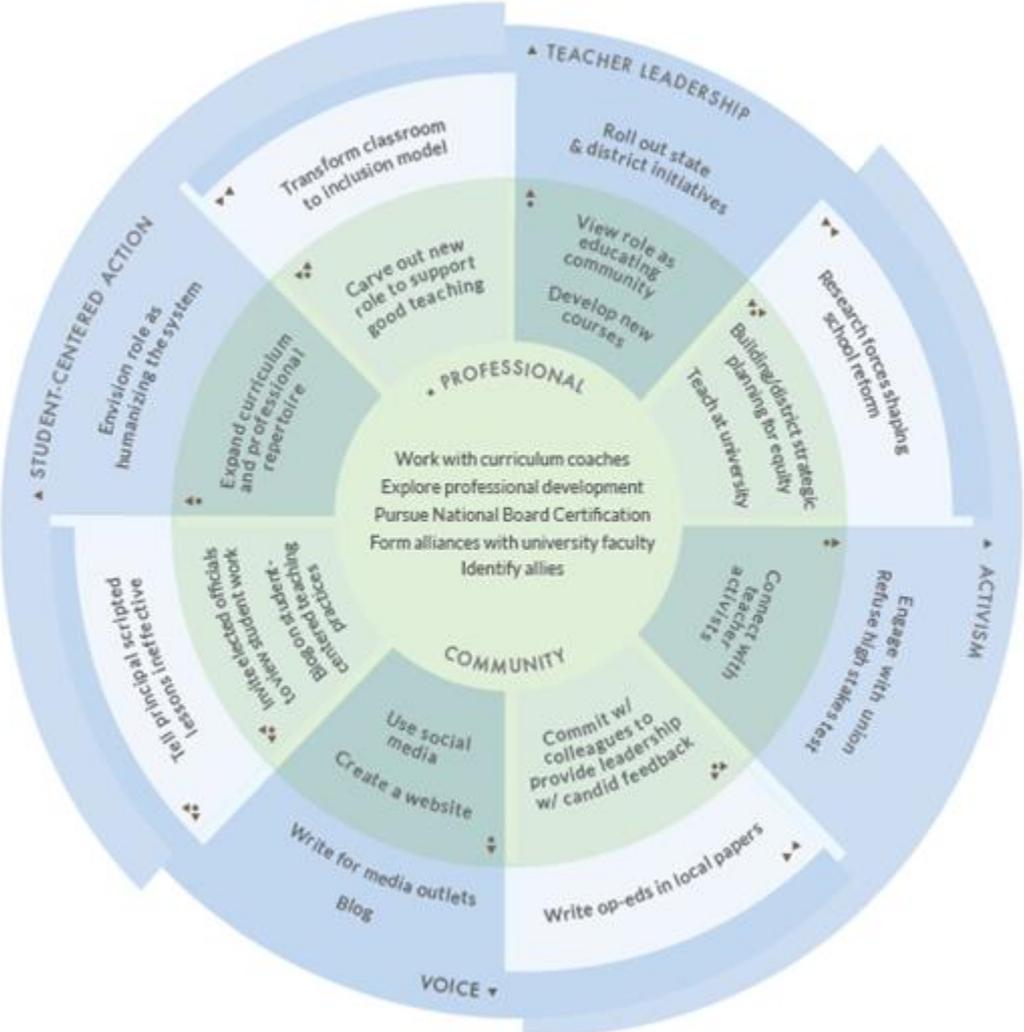
<https://www.al.com/educationlab/2023/02/survey-alabama-teachers-are-under-maximum-stress-most-of-the-time.html>

TEACHER SHORTAGE FACTS

- 30% of all classrooms are being taught by teachers teaching out of field, having neither a major nor a minor in the field
- Since 2010, there has been a 40% decrease in students entering teacher education programs.
- 8% of teachers leave the profession each year.
- Teacher salaries are worth less than they were a decade ago after adjusting for inflation. Teachers in Alabama are paid 72% of what college graduates in other professions earn in the state.
- Last year, on the ACT, only 4% of high school juniors taking the test indicated they would consider teaching as a career, down from 12% only four years ago.
- Only 523 secondary first time teaching certificates issued in Alabama in the 2017-18 school year.
- Alabama has more than 1700 secondary teachers with emergency certificates or teaching out of field.



Teachers' remoralization strategies



- Professional Community
- Voice/Writing
- Activism
- Teacher Leadership
- Student-Centered Action



STRUCTURAL SUPPORTS TO PROMOTE TEACHER WELL-BEING

Doris A. Santoro | Bowdoin College
Olga Acosta Price | George Washington University

Brief No. 19

This brief is one in a series aimed at providing K-12 education decision makers and advocates with an evidence base to ground discussions about how to best serve students during and following the novel coronavirus pandemic. [Click here](#) to learn more about the EdResearch for Recovery Project and view the set of COVID-19 response-and-recovery topic areas and practitioner-generated questions.

CENTRAL QUESTION

What does the research say about structural supports that enable teacher well-being?

KEY INSIGHTS

Breaking Down the Issue

- Burnout and demoralization are meaningfully different forms of work dissatisfaction that each affect teachers' ability to do their jobs and influence decisions to remain in the profession.
- System and school conditions contribute to or buffer against demoralization and burnout in ways that directly affect the lives of both teachers and students.
- Evidence is growing that the pandemic has increased demoralization and burnout among many teachers.

Strategies to Consider

- A culture of mutual trust, respect, and open communication among teachers and school leaders allows them to work together to improve practices and solve problems.
- A schoolwide commitment to social and racial justice and to affirming educators' identities can help counter the forces that contribute to high rates of burnout and turnover for teachers of color.
- School leaders who protect teachers' time and prioritize teacher learning see higher levels of teacher satisfaction.
- Teacher involvement in the design and implementation of learning opportunities is essential to effectively improve teacher morale and student achievement.
- Trauma-informed strategies and mindfulness supports for teachers reduce stress in ways that positively affect both teachers and students.
- Open communication with education

Strategies to Avoid

- Wellness requires ongoing and long-term schoolwide change and should not be treated as a superficial, siloed, or short-term goal.
- Although school leaders set the direction in the school, prescribing practices without teacher involvement and monitoring compliance often result in low levels of teacher buy-in and adoption.



School board members can support teacher re-moralization today – for free!

- Listen for, recognize and respond to teachers' moral concerns.
- Become curious about teachers' resistance.
- Facilitate discussions about what teaching and barriers to it.
- Institute a listen-to-teachers tour throughout the district.



- Create opportunities for teacher leadership; before hiring a consultant, ask if there are teachers with the requisite expertise (and pay them!).
- Separate federal, state, and district initiatives into three categories: non-negotiable, desirable and better-off-ignored.

Demoralization is a moral form of teacher dissatisfaction.

It is rooted in discouragement and despair borne out of ongoing ***professional value conflicts*** with pedagogical policies, reform mandates and school practices.



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