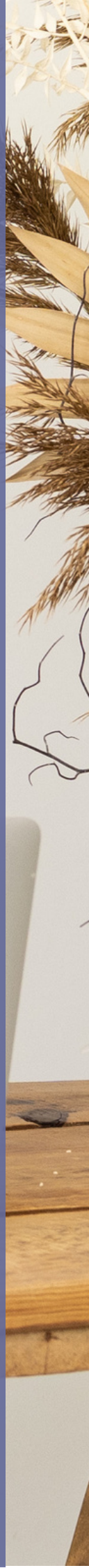




Strategies for Beating Staff Burnout



What is Teacher and Staff Burnout?

[The World Health Organisation](#) defines burnout as “a syndrome conceptualised as resulting from chronic workplace stress that has not been successfully managed.”

Someone [experiencing burnout](#) may feel as though they can never truly catch up with all of their to-dos and life or work's incessant demands. As a result, they may wake up feeling exhausted every day, only to try and power through more tasks just to keep up with everything.

[Burnout](#) occurs when we're overwhelmed, overworked, emotionally drained, and don't have the proper time to rest and recover.



Burnout doesn't happen overnight – It's an accumulation of stress over time that, when unaddressed, eventually compounds and breaks us down.

What Causes Teacher Burnout?

- Unfair treatment
- Unmanageable workloads
- Unclear communication
- Lack of leader support
- Unreasonable time pressure/lack of time
- Lack of resources
- District and government mandates
- Covid-19
- Staff shortages

[Read More](#)



10 Ways to Support Burnt Out Teachers and Staff

01

Identify those who are experiencing or “at risk” of burnout: Consider as a leadership team which of your staff could be at risk of burnout. Then, reflect as a leadership team about your own burnout and chronic stress.

02

Offer special accommodations for staff struggling to return or stay at work: Provide and promote confidential and easy access to a range of external and internal mental health supports

03

Identify and address the top stressors for staff: Conduct a school scan of wellbeing where you collect and review multiple sets of data designed to reveal valuable information about staff wellbeing, possible stressors, and morale.

04

Communicate effectively: Communicate clearly and effectively. Leaders should keep lines of communication open for questions or concerns to be brought up in a safe, supportive space.

05

Make wellbeing part of your school culture: Encouraging healthy habits, support each other’s wellbeing, ensure everyone has access to a healthy work-life balance and provide support to any staff who are struggling with their mental health and/or living with a mental health condition

06

Educate leaders and staff on mental health and burnout: Provide leaders and staff with training regarding mental health, how to recognize and beat burnout, and ways to support others struggling with mental health or burnout.

07

Set boundaries and create a schedule: Put a stop to overworking or working outside of regular business hours, encourage staff take their mandated breaks, and set clear expectations for when you expect staff to be available outside of regular hours.

08

Make work meaningful for staff: Check in with staff and ask if they feel their work is meaningful and exploring what could make it more fulfilling for them based on their strengths or interests.

09

Focus on strengths-based feedback and development: Taking a punitive approach when performance is slipping could only make matters worse. Instead, highlight strengths and provide opportunities to develop areas needing support.

10

Talk and listen: Ensure all staff are checked in with regularly, asked about their mental/emotional health, and encouraged to seek support or apply individual strategies to support their wellbeing.