



From Research to Results: Practical Insights for K-12 Leaders

Teacher Burnout & Retention: What the Research Says and
What You can Do

Teacher Burnout: Understanding It, Addressing It, and Why It Matters Now More Than Ever

Teacher burnout isn't just about tired educators; it's about a system stretched thin and the very real impact on students and school communities. When teachers are under constant stress, it can lead to exhaustion, frustration, and ultimately higher turnover. And each teacher who leaves takes experience, relationships, and stability with them. But what if you could spot the early signs of burnout? What if you had data-backed insights to reduce the stress that pushes teachers out the door?

Burnout --> A syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishment (Maslach et al., 1996).

From Research to Results does the heavy lifting for K-12 leaders, analyzing dense academic research to pinpoint the factors that predict or cause the things that matter most in education: teacher retention, college and career readiness, and student engagement. By bringing you actionable insights directly from rigorous studies, we help you turn data into practical solutions that can make a real difference for teachers and students. ***Here's a look at three key burnout drivers and how you can tackle them head-on.***

Student Absenteeism

When students frequently miss school, it's not just their learning that's disrupted—teachers are also impacted. They're often left working overtime to help absent students catch up, constantly adjusting lesson plans and providing extra individual support, all of which contribute to emotional exhaustion, a key component of burnout (Gottfried, 2019; Maslach et al., 2001; Attendance Works, 2018; Garcia & Weiss, 2018).

Classroom Management and Student Behavior

Managing disruptive behaviors is emotionally taxing for teachers, draining their resources and detracting from instructional time (Aldrup et al., 2018). The constant pressure to address behavioral issues while meeting academic goals can reduce teachers' sense of efficacy, a vital factor in job satisfaction and retention (Skaalvik & Skaalvik, 2017; Aloe et al., 2014; Collie et al., 2012; Dicke et al., 2014; Klassen & Chiu, 2010).

Student Academic Performance

Teachers often feel accountable for students' academic outcomes. When students consistently underperform, educators may feel professionally inadequate and frustrated (Steinhardt et al., 2011; Grayson & Alvarez, 2008; Klusmann et al., 2008). This can escalate in high-stakes testing environments, increasing anxiety and contributing to emotional exhaustion (von der Embse et al., 2016).

A Data-Driven Path Forward

The strong link between teacher burnout and attrition underscores the critical need for proactive measures in educational leadership. By analyzing data related to factors contributing to burnout—such as student absenteeism, behavioral issues, and academic performance—administrators can identify teachers at risk of leaving the profession. This data-driven approach enables targeted interventions and support strategies, potentially reducing teacher attrition rates and maintaining a stable, experienced workforce essential for educational quality and continuity.

Through **Research to Results**, we focus on translating dense research into meaningful knowledge that supports decision-making. By addressing the root causes of burnout with clarity and focus, school leaders can create environments where teachers feel supported, valued, and equipped to thrive. Because when great teachers stay, students succeed.

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