

## Combating Burnout: Teacher Edition

Root of the Matter:  
Root Educators in  
What Really Matters

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Let's take a look at these  
situations that happened  
at Valley Prep High School.

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### Crucial Scenario #1

You are in the middle of your lesson. A situation happens where a scholar is asked to relocate to another classroom, and a school leader comes to confront you in front of your scholars...

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## Crucial Scenario #2

During your weekly meeting with your manager, you are presented with data that is showing low test scores from your last assessment that was given in your history class. You are told that your students data reflects your capabilities.

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## Crucial Scenario #3

The school leader takes the side of the scholar and not the side of the teacher.

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## Learning Objectives:

*By the end of this workshop, you will be able to...  
Implement the six steps to having an effective and  
meaningful crucial conversation by simulation.*

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Why are  
Crucial  
Conversations  
Important?

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Did you know that the lack of  
critical conversations in the work  
space causes burnout over time?

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Quick  
Review:

In our last workshop, we discussed...

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## What is burnout?

- **A form of exhaustion caused by constantly feeling swamped.**
- It's a result of excessive and prolonged emotional, physical, and mental stress.
- In many cases, burnout is related to one's job. Burnout happens when you're overwhelmed, emotionally drained, and unable to keep up with life's incessant demands.

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## How does burnout affect teachers specifically?

- **Less sympathetic toward the problems of students, and are less committed to their jobs.**
- Develop lower tolerance for classroom disruptions, are less prepared for class, and are generally less productive.
- **Teachers tend to cut or reduce their social interaction with the community and colleagues.**
- Chronic teacher burnout can poorly affect class size, scheduling, professional development, collegiality, curriculum planning, and other factors.

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# Today, We will learn how to...

Combat burnout by conducting crucial conversations...

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- It has been estimated that **between five and 30 percent of teachers** show distinct symptoms of burnout at any given time. Those symptoms include:
  - Isolation
  - lack of autonomy
  - increased workload
  - student discipline/classroom management problems
  - **a lack of respect from superiors**
  - **lack of communication between staff and school leaders**

Did you know that...?

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**In this session we will cover:**

- What is a crucial conversation?
- Why are Crucial Conversations Important?
- How Does Conducting Crucial Conversations Effect the Workplace Environment?

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Let's Check:

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What is teacher burnout?

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What is a crucial conversation?

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Why would conducting crucial conversations be important for a professional workspace?

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As the candle burns out...

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Reflection: Create a list of all the personal and professional issues that cause you to feel burnt out.

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Reflection Time...

Now take 5 minutes to look through the reading materials. Inside will be brief testimonials, short stories and reflection questions after each passage to answer.

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Crucial Conversation Scenario:

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**Mr. Colbert and Ms. James**

Mr. Colbert is always late to grade level meetings which causes Ms. James (the grade level chair) to always have to start late because of his delayed arrival. Ms. James plans for a 30 minute meeting and finds it hard to discuss all of the tasks with the shorten time. What should Ms. James do?

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**What happened?**

How could it have been handled differently?

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## Tonya and Jade

Tonya and Jade are close friends in and outside of work. Jade has noticed that lately Tonya has not been completing her lesson plans on time in order for Jade to be prepared for their co-taught class. It is frustrating to Jade because she doesn't like feeling unprepared, but she also doesn't want to disturb their friendship. What should she do?

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What happened?

How could it have been handled differently?

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If only Ms. James and Jade knew how to conduct a crucial conversation properly...

Now let's learn how to properly conduct a crucial conversation!

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## The 6 Step for How to Conduct a Crucial Conversation:

### Step 1 – State the problem

- State the problem and provide examples. State the impact that the problem is having on the business.

### Step 2 – Listen and question

- Put aside your view and let the employee explain their side of the story and motives.
- Try to understand their point of view.

### Step 3 – Acknowledge

- Acknowledge the employee's feelings and view of the situation.
- Confirm and clarify your understanding of what they have said and validate them where appropriate.

### Step 4 – Reassess your position

- After the employee has put forward their point of view, it is your turn to clarify your position without minimising theirs.
- What can you see from your perspective that they've missed?
- Has your position changed based on the information they provided?

### Step 5 – Look for solutions

- Work with the employee to develop solutions.
- Agree on a way forward.

### Step 6 – Close the conversation

- Clarify and document the solution.

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Now it's your turn!

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Directions:

- 3 in a group
- 1 facilitator, 1 "staff member", 1 "school leader"
- 15 minutes in total: 5 minutes for each rotation
- Read scenarios or create your own scenario

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Reflection: What have we learned?

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Survey Time!

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Thank You!

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