

# SIGNS YOUR STAFF MAY BE EXPERIENCING BURNOUT:

Increased  
absences or  
frequent mental  
health days

Noticeable  
changes in mood  
or engagement

Shorter patience  
with children,  
families, or  
coworkers

Expressing feelings  
of being "stuck,"  
"unappreciated," or  
"overwhelmed"

Lower quality  
of classroom  
interactions or  
documentation

Withdrawal  
from team  
conversations or  
planning

Decline in  
creativity, energy,  
or willingness to  
try new ideas

# HOW DIRECTORS CAN HELP (QUICK ACTIONS)

Check In Privately:  
Ask, "How are you doing really?"

Normalize Support:  
Encourage asking for help early

Protect Breaks:  
Ensure teachers get real downtime

Reduce Pressure:  
Reevaluate schedules & expectations

Listen First:  
Validate feelings before offering solutions

Build Connection:  
Foster a positive team culture

Small Shifts Make a Big Difference  
Healthy leadership creates healthy classrooms. A supported teacher is a teacher who stays.