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## The Phenomenon of Teacher Burnout: Mitigating its Influence on New Teachers

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# **THE PHENOMENON OF TEACHER BURNOUT: MITIGATING ITS INFLUENCE ON NEW TEACHERS**

DOMINICAN SCHOLARLY AND  
CREATIVE WORKS CONFERENCE

APRIL 20, 2017

KAILA SANFORD

# BACKGROUND

- ❖ What is burnout?

- ❖ Historical context

  - ❖ Herbert Freudenberger

    - ❖ Theory

  - ❖ Maslach and Jackson

    - ❖ Maslach Burnout Inventory (MBI)



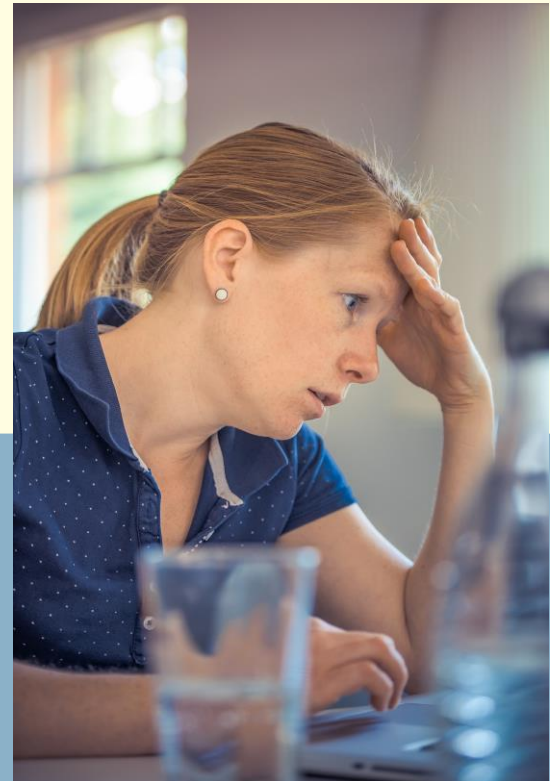
# LITERATURE REVIEW

## ❖ Current research

- ❖ Teacher burnout is a well researched field
- ❖ New teachers feel the effects of burnout
- ❖ Lack of job satisfaction leads to attrition
- ❖ Mediating factors

## ❖ Gaps in the research

- ❖ New teachers
- ❖ Teachers' own words
- ❖ Individual approach to treatment



# PURPOSE OF MY STUDY

- ❖ Identify symptoms and antecedents of burnout
- ❖ Learn from new teachers' personal experiences
- ❖ Reduce burnout to increase retention



# RESEARCH DESIGN



## ❖ Mixed Methods Design

- ❖ MBI

- ❖ Qualitative interview

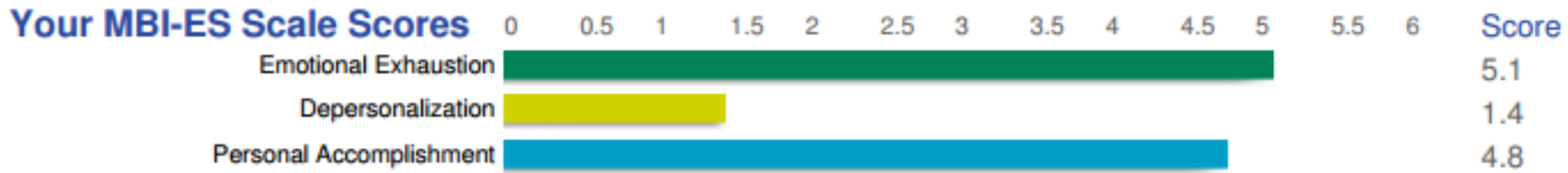
## ❖ Participants

- ❖ New, full-time teachers

- ❖ Graduate students

# RESULTS

Example: Participant 2



Note: Higher Emotional Exhaustion and Depersonalization contribute to higher burnout, while higher Personal Accomplishment reduces burnout.

❖ Trends

❖ 4 main suggestions

# DISCUSSION

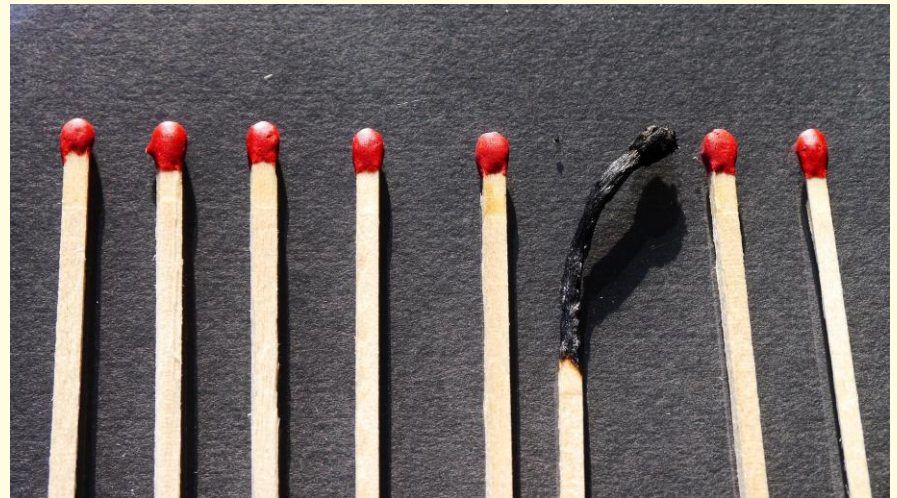
- ❖ Comparison to the literature

- ❖ Limitations

  - ❖ Sample

  - ❖ Measures

- ❖ Opportunities for future research





# ANY QUESTIONS?

Sanford, K. D. (2017) *The Phenomenon of Teacher Burnout: Mitigating its Influence on New Teachers* (Unpublished masters thesis) Dominican University, San Rafael, CA