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

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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

- Trends
- 4 main suggestions

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

- Comparison to the literature
- Limitations
  - Sample
  - Measures
- Opportunities for future research
ANY QUESTIONS?