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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

<table>
<thead>
<tr>
<th>Scale</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional Exhaustion</td>
<td>5.1</td>
</tr>
<tr>
<td>Depersonalization</td>
<td>1.4</td>
</tr>
<tr>
<td>Personal Accomplishment</td>
<td>4.8</td>
</tr>
</tbody>
</table>

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?