

New Survey Identifies How District Leaders are Addressing Teacher Burnout and Retention

Most of 1,000 K-12 school administrators cite classroom reinvention, improved teacher support and technology as solutions to the burnout crisis

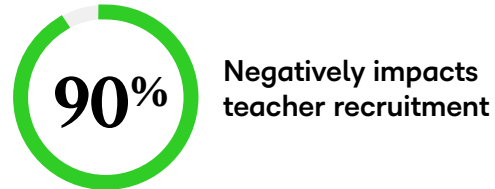
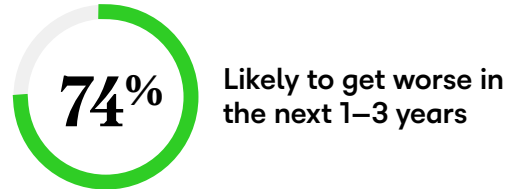
In response to unprecedented challenges, many teachers are feeling burned out, and many school districts are struggling to retain and recruit teachers. At the same time, creative district leaders are finding new ways to increase teacher satisfaction such as by optimizing their time for student instruction.

To learn more, *District Administration* (DA) and D2L partnered to survey administrators in the DA audience in December 2022. More than 1,000 district leaders participated with a variety of job titles and from a wide diversity of U.S. school systems. Here are some of the top takeaways:

1. Teacher fatigue, burnout and retention remain a top challenge for K-12 school districts

When asked, nearly all (98%) respondents answered that teacher fatigue, burnout, and retention were significant challenges in their district. Almost three-quarters (74%) felt those issues were likely to get worse, including that 36% expect them to get *significantly* worse.

How significant an issue is teacher fatigue, burnout and retention in your district?

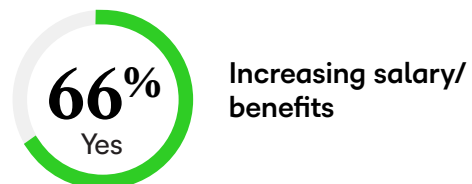


2. Increased compensation and classroom reinvention both viewed as important strategies to increase retention

When asked about two distinct approaches, a similar number of respondents ascribed importance to:

- "increasing salaries, benefits and wellness support" (66%, with another 29% indicating this is the most important factor), and
- "reimagining/reinvention of the traditional classroom instructional model to prioritize/optimize high-quality instructional time" (69%, with another 12% indicating this is the most important factor).

Is each of the following an important factor in reducing burnout and increasing retention?



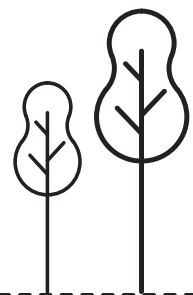
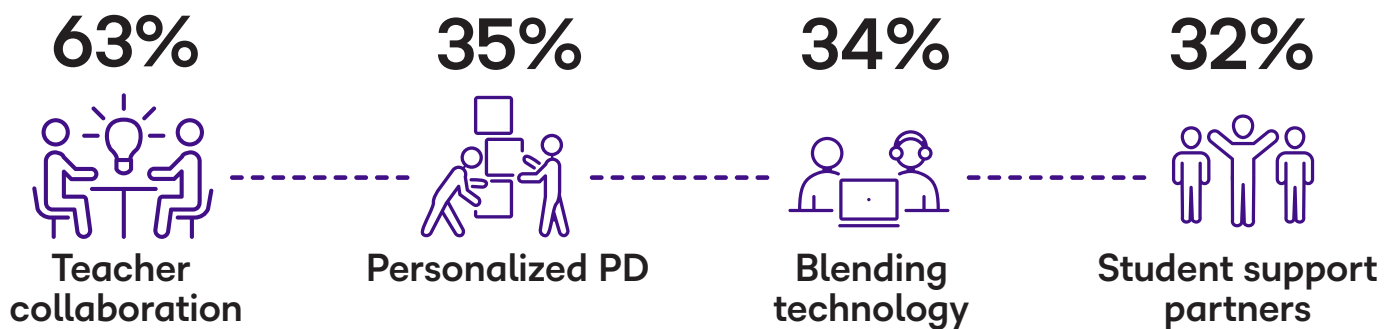
3. To reduce burnout, districts are providing teachers with supports that optimize their time

Respondents were asked which practices they were *currently implementing or considering* as part of efforts to reduce teacher fatigue and burnout and increase satisfaction, retention and recruitment.

Most of the top answers were focused on providing teachers with a variety of supportive resources and connections that optimize their time, including “teacher collaboration” such as course sharing (63%), more “relevant and flexible professional learning” (35%), and “blending of technology in the classroom to increase time for 1:1 or small group instruction” (34%).

When asked which of the practices *would be most helpful*, the leading answer was “4-day school week, which could include flipped classroom model,” chosen by 53%, while only 11% said they were currently using this 4-day schedule.

Which of these practices is your district currently using to reduce burnout?



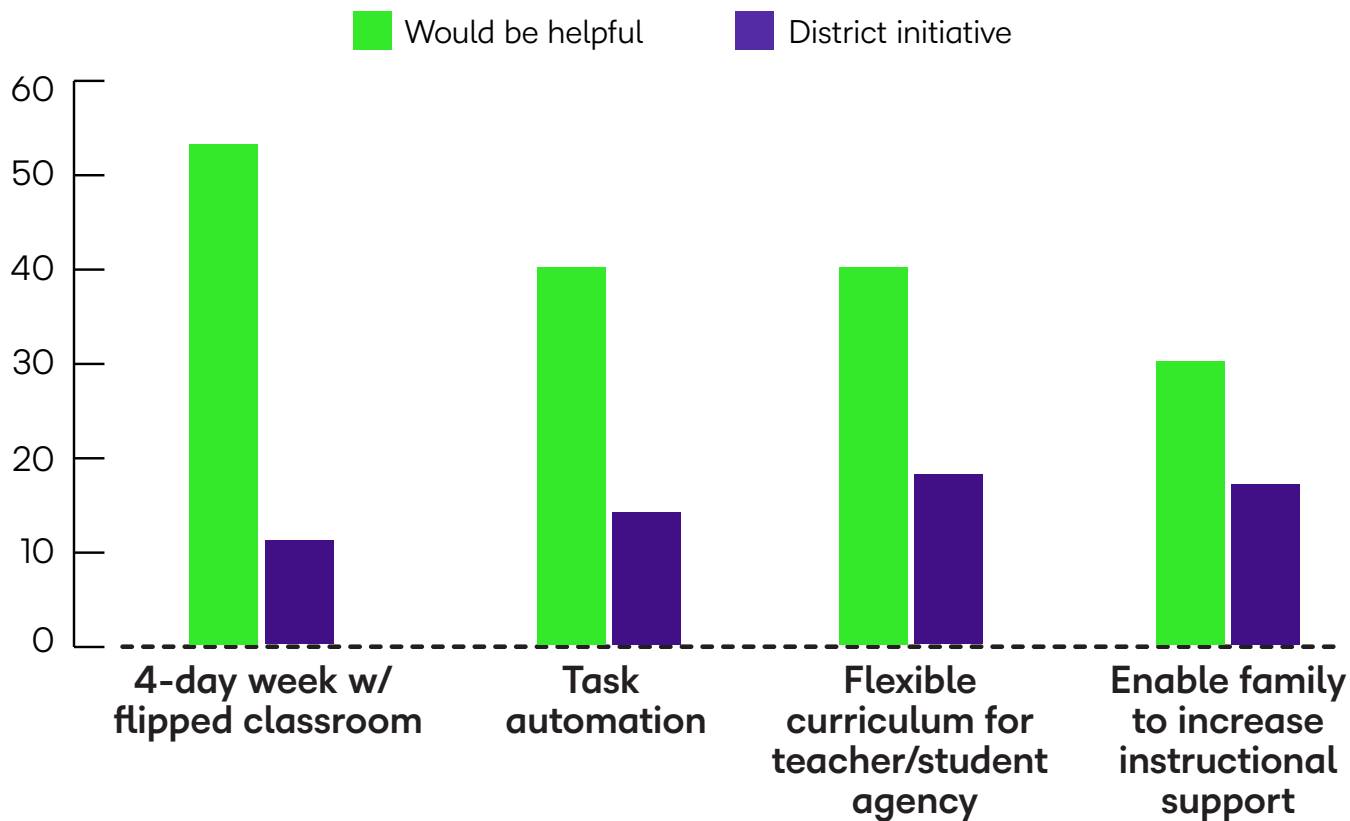
This difference suggests an opportunity for improvement by closing this gap between views and actual practices.

Similar opportunity gaps exist for the following:

- "automation of administrative, communication and instructional tasks,"
- "flexible curriculum enabling more teacher/student agency, creativity and engagement," and
- "resources and supports for parents/guardians to provide instructional support at home."

While 28% identified that the "blending of technology in the classroom" would be most helpful, many of the identified practices are also, in fact, often enabled by the use of technology such as flipped classroom, task automation, flexible curriculum and shared lessons.

Which practices would be most helpful, and which are you currently using to reduce burnout and increase retention?



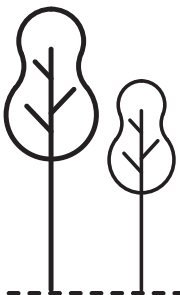
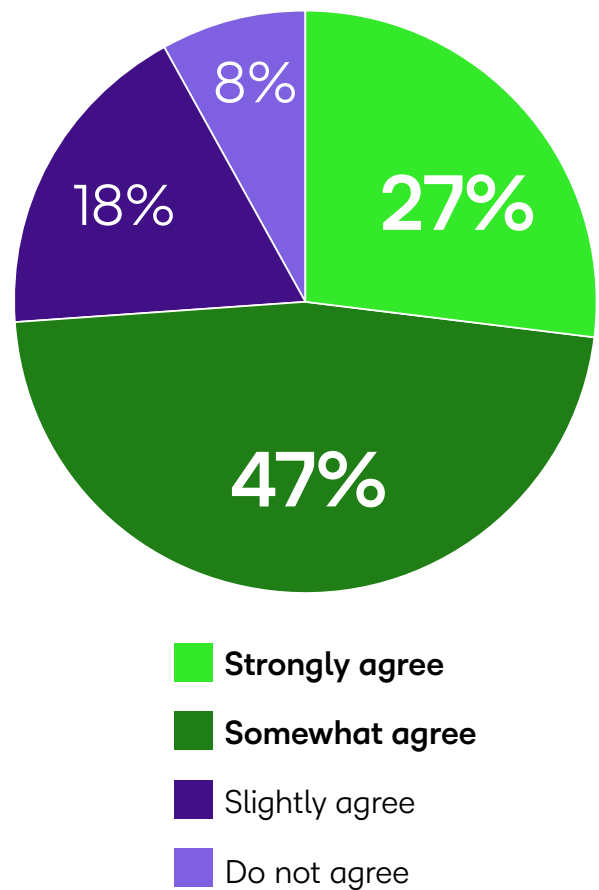
*Practices were rated individually and are not intended to total to 100%.



4. Technology is helpful when it makes teacher's jobs easier and more effective

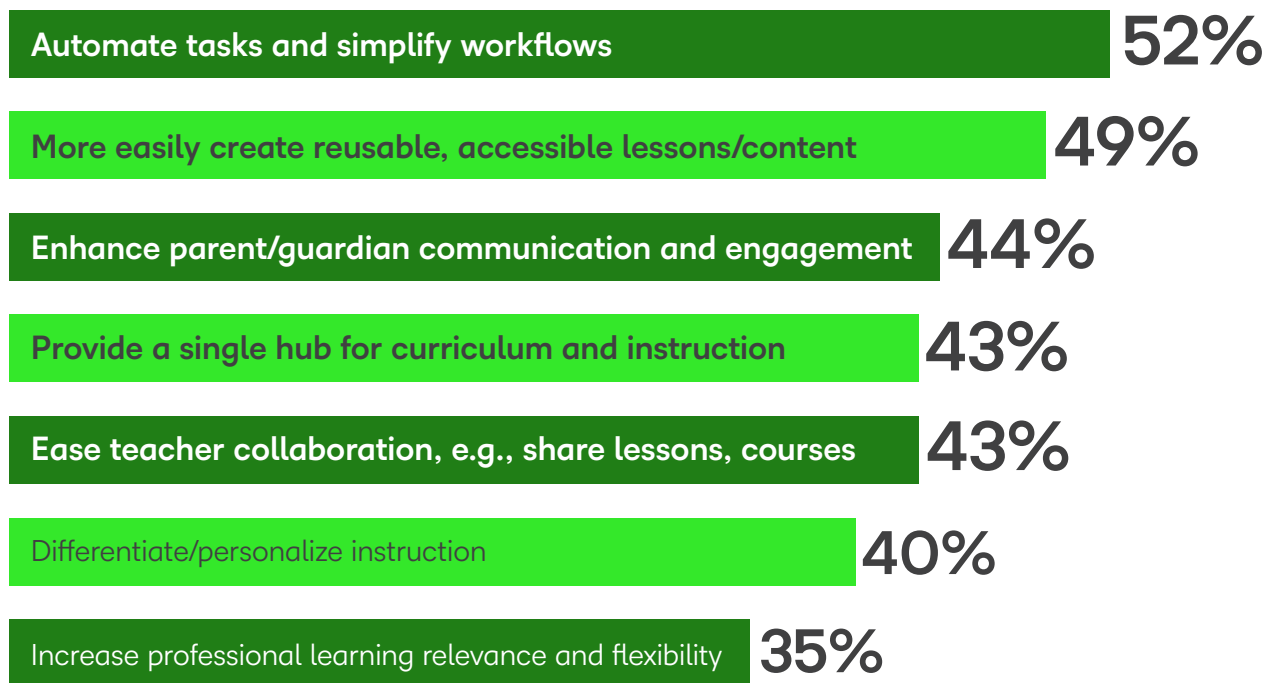
74% of respondents strongly or somewhat agreed that the effective use of education technology should be a critical component of efforts to reduce teacher fatigue/burnout and improve engagement/satisfaction/retention, with only 8% not agreeing.

Is the effective use of ed tech critical to reduce burnout and improve retention?



More specifically, respondents identified the most helpful capabilities from education technology such as learning management systems (LMS). Many of the top answers were features that would make teachers' jobs easier, more efficient and more effective such as more easily creating lessons, enhancing family engagement and differentiating instruction.

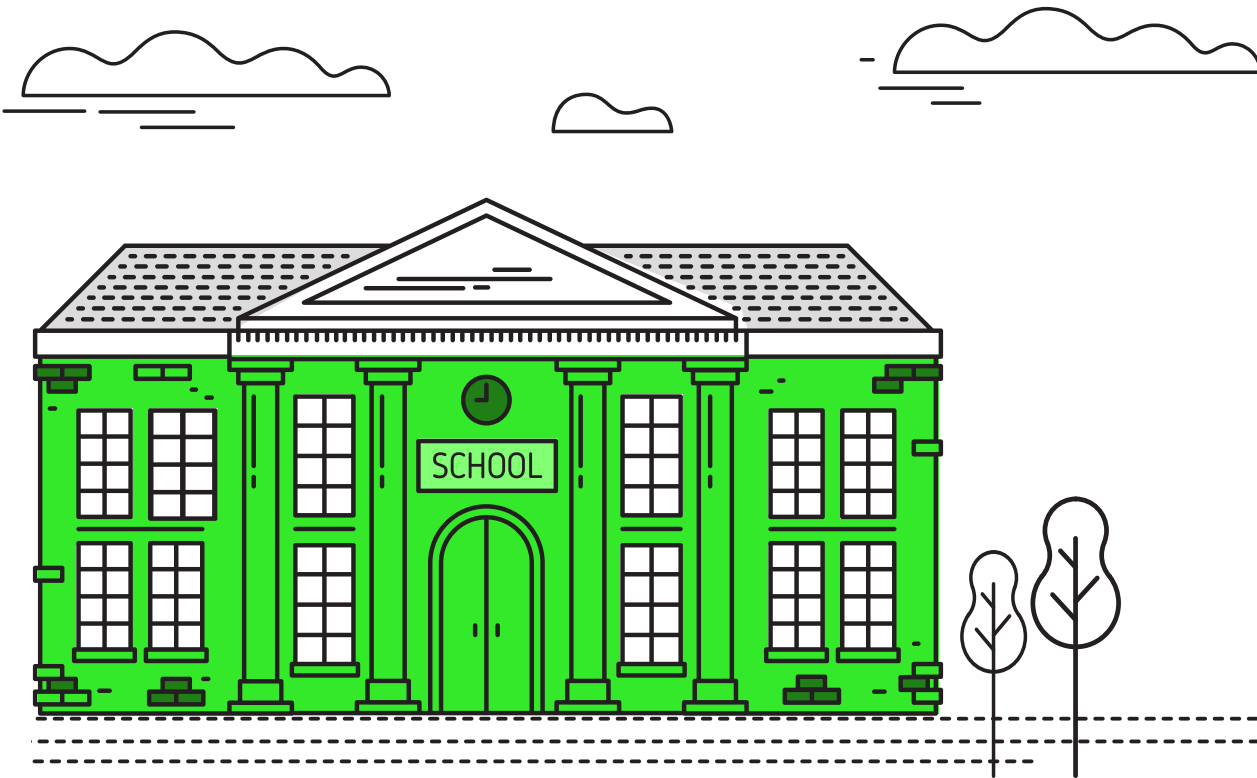
Which capabilities of an LMS would be most helpful to reduce teacher burnout and increase their engagement and satisfaction?



Looking across the data, it's apparent that local education leaders recognize that:

- The challenge of teacher burnout, retention and recruitment is enduring
- Increased salary and benefits are necessary, but insufficient, solutions
- There is a significant opportunity to increase teacher satisfaction through reimagining classroom models and enhancing teacher supports and technology tools to better optimize their time and prioritize high-quality instruction

To learn more about the survey findings, go to www.D2L.com/blog/burnout-survey



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D2L Brightspace is an LMS built for schools and districts that want to deliver high-quality, personalized K-12 learning experiences at scale. Flexible and intuitive, Brightspace includes powerful tools to help educators create more impactful learning experiences, automate administrative tasks, and make more data-driven decisions.

To learn more, go to www.D2L.com/k-12