

K-12 Staff Stress and Burnout: An issue worthy of investment

Teachers are dealing with increasing demands, lack of resources, and limited autonomy

Higher stress
58%

are stressed "all the time" vs. 36% for the overall Canadian workforce

Harassment
72%

of elementary teachers in Ontario experienced harassment from a student; **54%** experienced physical violence

Work-life imbalance
85%

felt that this is affecting their ability to teach

Disproportionate impact
51%

of Ontario Black educators believe anti-Black bias affects who gets promoted; **33%** of LGBTQ2+ Canadian teachers had been warned to not come out



Principals struggle with increasing workload, the pressures of 24/7 online access, and the growing diversity of student and staff needs



Coping with stress
40%+

are not coping well with their job stress

Consistently long hours
57 hours/week

on average working hours in B.C.

Workplace discrimination
54%+

report experiencing some form of discrimination

Harassment
60%+

have been harassed by students' parents or guardians

INVESTING IN K-12 WORKPLACE WELLBEING DECREASES COSTS AND IMPROVES STUDENT OUTCOMES

FINANCIAL



Absenteeism
\$650 million/year
in costs (Ont. government)



Return on Investment
+\$2.18/year
for Canadian workplaces with comprehensive wellbeing strategies



Disability claims
40-50%
of claims for K-12 staff are due to mental health vs. 30% for the overall Canadian workforce



Reduced absenteeism
+5 days/teacher
Schools that invested in a positive workplace had 5 less absent days per teacher per year

LEGAL



↑ Costly litigation
Violations of human rights codes and occupational health and safety can result in costly litigation and damage the district's reputation



↑ Teacher burnout = ↑ Student stress
Teacher stress contributes to student stress, which has been linked to learning and mental health problems



↑ Teacher wellbeing = ↑ Supportive teacher-student relationships
which is a high predictor of student achievement



↑ Teacher burnout = ↓ Teaching quality
This results in less effective classroom management and decreased student motivation



↑ Teacher wellbeing = ↑ Student achievement
When teachers are well, students do better

STUDENT ACHIEVEMENT



References and Further Reading

Statistic	Reference
Teachers are dealing with increasing demands, lack of resources, and limited autonomy	Koenig, A., Rodger, S., & Specht, J. (2018). Educator Burnout and Compassion Fatigue: A Pilot Study. <i>Canadian Journal of School Psychology</i> , 33(4), 259–278. See also: McCallum, F., Price, D., Graham, A. & Morrison, A. (2017). <i>Teacher Wellbeing: A review of the literature</i> . Association of Independent Schools of NSW.
Higher stress: 58% are stressed “all the time” vs. 36% for the overall Canadian workforce Work-life imbalance: 85% felt that this is affecting their ability to teach	Froese-Germain, B. (2014). <i>Work-Life Balance and the Canadian Teaching Profession</i> . Canadian Teachers’ Federation.
Harassment: 72% of elementary teachers in Ontario experienced harassment from a student; 54% experienced physical violence	Santor, D. A., Bruckert, C. & McBride, K. (2019). <i>Facing the Facts: the escalating crisis of violence against elementary school educators in Ontario</i> . Ottawa ON: University of Ottawa.
Disproportionate impact 1. 51% of Ontario Black educators believe anti-Black bias affects who gets promoted 2. 33% of LGBTQ2+ Canadian teachers had been warned to not come out	1. Ontario Alliance of Black School Educators (2015). <i>Voices of Ontario Black Educators: An Experiential Report</i> . 2. Grace, A. P., & Wells, K. (2016). <i>Sexual and gender minorities in Canadian education and society (1969-2013): A national handbook for K-12 educators</i> . Ottawa, ON: Canadian Teachers’ Federation.
Principals struggle with increasing workload, the pressures of 24/7 online access, and the growing diversity of student and staff needs	Ontario Principals’ Council. (2017). <i>Ontario Principals’ Council International Symposium White Paper: Principal Work-life Balance and Well-being Matters</i> . International School Leadership Symposium, Toronto, Canada.
Coping with stress: 40%+ are not coping well with their job stress Workplace discrimination: 54%+ report experiencing some form of discrimination Consistently long hours: 57+ hours/week Average working hours Harassment: 60%+ have been harassed by students’ parents or guardians	Data from British Columbia and Ontario studies: <ul style="list-style-type: none"> Pollock, K. (with Wang, F. & Hauseman, D. C.). (2014). <i>The changing nature of principals’ work: Final report</i>. Wang, F. & Pollock, K. (2020). <i>School Principals’ Work and Well-Being in British Columbia: What They Say and Why It Matters</i>.
Financial 1. Absenteeism: - \$650 million/year in costs (Ont. government) 2. Disability claims: 40-50% of claims for K-12 staff are due to mental health vs. 30% for the overall Canadian workforce 3. Return on Investment: +\$2.18/year for Canadian workplaces with comprehensive wellbeing strategies 4. Reduced absenteeism: +5 days/teacher Schools that invested in a positive workplace had 5 less absent days per teacher per year	1. Alphonso, C. (2020, January 16). Ontario’s teachers, education workers using more sick days now than almost a decade ago: Report. <i>The Globe and Mail</i> . 2. Naylor, C., & White, M. (2010). <i>The Worklife of BC Teachers in 2009: A BCTF study of working and learning conditions [Research Report]</i> . BC Teachers’ Federation. See also: Deloitte Development LLC. (2019). <i>The ROI in workplace mental health programs: Good for people, good for business—A blueprint for workplace mental health programs (Deloitte Insights, p. 36) [Research and analysis]</i> . Deloitte Development LLC. 3. Deloitte Development LLC. (2019). <i>The ROI in workplace mental health programs: Good for people, good for business—A blueprint for workplace mental health programs (Deloitte Insights, p. 36) [Research and analysis]</i> . Deloitte Development LLC. 4. Morrison, B. (2019, November 22). <i>The Student Achievement Case For Workplace Being. The Case for Investing in K-12 Staff Well-being</i> , Toronto, Canada.
Legal ↑ Costly litigation Legal violations of human rights codes and occupational health and safety requirements can result in costly litigation and damage the district’s reputation.	Shain, M. (2019). <i>Getting Ahead of the Perfect Legal Storm: Toward a basic legal standard of care for workers’ psychological safety (p. 27)</i> . <i>Workplace Strategies for Mental Health</i> .
Student Achievement 1. ↑ Teacher burnout = ↑ Student stress Teacher stress contributes to student stress, which has been linked to learning and mental health problems 2. ↑ Teacher burnout = ↓ Teaching quality This results in less effective classroom management and decreased student motivation 3. ↑ Teacher wellbeing = ↑ Supportive teacher-student relationships - which is a high predictor of student achievement 4. ↑ Teacher wellbeing = ↑ Student achievement - When teachers are well, students do better	1. Oberle, E., & Schonert-Reichl, K. A. (2016). Stress contagion in the classroom? The link between classroom teacher burnout and morning cortisol in elementary school students. <i>Social Science & Medicine</i> , 159, 30-37. 2. Núñez, J. L., Fernández, C., León, J., & Grijalvo, F. (2015). The relationship between teacher’s autonomy support and students’ autonomy and vitality. <i>Teachers and Teaching</i> , 21(2), 191-202. See also: Oberle, E., & Schonert-Reichl, K. A. (2016). Stress contagion in the classroom? The link between classroom teacher burnout and morning cortisol in elementary school students. <i>Social Science & Medicine</i> , 159, 30-37. 3. Jennings, P.A., Brown, J. L., Frank, J. L., Doyle, S., Oh, Y., Davis, R., DeMauro, A. A. & Greenberg, M. T. (2017). <i>Impacts of the CARE for Teachers Program on Teachers’ Social and Emotional Competence and Classroom Interactions</i> . American Psychological Association. See also: Quin, D. (2016). <i>Longitudinal and Contextual Associations Between Teacher–Student Relationships and Student Engagement: A Systematic Review</i> . <i>Review of Educational Research</i> . Vol 87. Issue 2. 4. Morrison, B. (2019, November 22). <i>The Student Achievement Case For Workplace Being. The Case for Investing in K-12 Staff Well-being</i> , Toronto, Canada.