

PRIORITIZE TEACHER WELL-BEING



TEACH KY

Go **INSPIRE**. Go **LEAD**. Go **TEACH**.

Educator well-being is closely linked to job satisfaction, effectiveness, and retention. Districts that intentionally support employee wellness by reducing workplace stressors, promoting work-life balance, and fostering positive school cultures are better positioned to retain high-quality educators and strengthen organizational commitment.

Provide Tiered Mental Health Supports

Use a Multi-Tiered System of Supports (MTSS) to offer universal wellness initiatives, targeted interventions, and individualized support for educators experiencing significant stress

Protect Time and Reduce Workload

Safeguard planning periods, streamline administrative tasks, and limit unnecessary meetings to allow educators to focus on instruction and collaboration.

Invest in Workplace Culture

Train school leaders to recognize signs of burnout, provide meaningful recognition, and create opportunities for staff voice and feedback.

Support Work-Life Balance

Consider employee assistance programs (EAPs), flexible leave options, childcare supports, wellness initiatives, and other benefits that help educators manage personal and professional responsibilities.

Use Data to Drive Action

Regularly review climate surveys, exit survey data, and staff feedback to identify barriers to well-being and inform improvement efforts.

Key Takeaway

Prioritizing educator well-being is a powerful retention strategy. When districts intentionally reduce unnecessary stress, protect educators' time, provide meaningful mental health and wellness supports, and foster positive workplace cultures, teachers are more likely to remain engaged, effective, and committed to their schools and students.

RESOURCES FOR MORE INFORMATION

Resources to Support Educator Wellbeing from REL Appalachia

Research-based strategies and tools for implementing educator well-being supports, including MTSS approaches and organizational practice

Why School Leaders Should Prioritize Teacher Wellness

This resource from Moreland University explores the connection between educator wellness, school culture, job satisfaction, and retention.

Center on Great Teachers and Leaders (AIR)

Research and implementation guidance on evidence-based approaches for improving educator wellness and reducing burnout.

Supporting Teacher Mental Health

Actionable recommendations for supporting educators' mental health through organizational policies and practices.

Structural Supports to Promote Teacher Well-Being

Examines systemic factors that influence educator well-being and highlights district-level strategies to improve working conditions.

Adult Well-Being (Greater Good in Education)

Practical tools, activities, and resources designed to help educators manage stress and build resilience.

How to Prevent Teacher Burnout (Talkspace)

Practical approaches for recognizing, preventing, and responding to educator stress and burnout.

Supporting Educator Well-Being Using Evidence-Based Supports

Research and implementation guidance on evidence-based approaches for improving educator wellness and reducing burnout.