

Is Your District Burnout Resilient?

A 10-Point Checklist to Evaluate Educator Wellness Supports

Proactive support systems

- Confidential:** We offer staff-accessible wellness tools that can be used independently and confidentially.
- Universal:** We've implemented universal Tier 1 wellness support tools for all educators.
- Convenient:** Teachers have access to resources for stress management and self-care in a way that fits into their daily schedule.



Culture & Communication

- Wellness is Prioritized:** Our district culture normalizes seeking help and prioritizes mental well-being as part of staff support, not an afterthought.
- Regular Check-Ins:** We regularly check in with staff through surveys or feedback loops about mental health, burnout, and workload.
- Clear Communication:** We communicate clearly about what resources exist, how to access them, and who they're for.



Data & Decision-Making

- Wellness Indicators:** We track educator wellness indicators such as absenteeism, retention trends, or anonymous mood check-ins.
- Data-Informed Operations:** We use data to inform HR decisions about workload, staffing, and supports, not just after exit interviews.



Admin & Peer Support

- Trauma-Informed Leadership:** School leaders are trained to recognize signs of burnout and respond supportively.
- Peer Support:** We create opportunities for peer connection, mentorship, or collaborative emotional support (e.g., wellness cohorts or circles).



Your Results

8-10 items checked: Your district is on the path to being burnout-resilient. Keep going—and consider how you can scale support even further.

5-7 items checked: You've made progress, but some gaps may be placing added pressure on your staff. Look for areas to fortify support.

0-4 items checked: Your district is at high risk of burnout-related turnover. Strategic support systems are urgently needed.