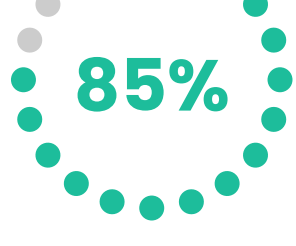


# PRINCIPAL PERSONAL WELLNESS: ADMINISTRATIVE BURNOUT

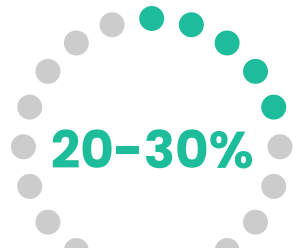
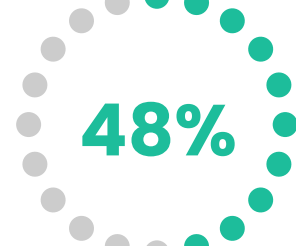
## What Is Principal Burnout?

Essentially, it is the mental, emotional and physical exhaustion principals face from prolonged job stress. This strain is caused by many factors and often leads to negative impacts on their well-being and may even prompt some principals to leave the profession early.



A recent study found **85%** of principals experience job-related stress, compared with 73% of teachers and 35% of other working adults.

Of principals, **48%** report dealing with burnout.



An estimated **20–30%** leave their positions within 5 years – burnout is one of the primary reasons cited.

## Principal Burnout vs. Teacher Burnout

- Stems from systemic organizational issues.
- Involves managing diverse stakeholders and dynamics.
- Extends to administrative, financial and strategic duties.
- Concerns classroom stressors primarily.
- Relates to instructional challenges, curriculum control and excessive workload.
- Pertains to interaction with students and behavior management.



**It's important to note;** principal and teacher burnout are equally significant and can even influence the other – leading to profound impacts on the overall effectiveness of the school environment.

## Factors Impacting Principal Wellness

- Concerns surrounding safety:** Seven out of 10 school leaders report they've been threatened or attacked.
- Absence of outside support:** Last year, 75% of school leaders say they lacked mental or emotional support.
- Working in isolation:** A constant lack of social connections can be as damaging to health as smoking 15 cigarettes a day.
- Unhealthy habits:** Sleep deprivation, poor nutrition and moderate dehydration can limit cognitive performance.
- Insufficient self-care:** A 2018 study found poor self-care can directly impact principal performance.



## Why Is This Important?

- Of surveyed principals, **33%** say they're less enthusiastic about their jobs than when they were hired.
- Between the 2020–21 and 2021–22 school years, more than one in **10 public school principals** left the profession.
- Two-thirds** of superintendents worry about being able to hire qualified candidates.
- High rates of principal turnover can lead to higher teacher turnover, ultimately **impeding student progress**.

## The Trickle-Down Impact of Principal Burnout



- Weakened staff morale
- Diminished teacher performance
- Deteriorated parent-school relationships
- Poorer student outcomes
- Ineffective school environment

## Battling Burnout: Principles for Principals

- Prioritize** self-care by setting boundaries, taking regular breaks and engaging in stress-reducing activities.
- Invest** in tools, software and other school management solutions designed to simplify communication and administrative responsibilities.
- Develop** more effective time management strategies to prioritize tasks, set realistic goals and manage competing demands.
- Foster** a more supportive and collaborative school culture to combat feelings of isolation and strain for all faculty and staff.
- Seek** professional development opportunities and outside resources to enhance leadership skills and resilience going forward.

