

EXAMINING SBAE TEACHER BURNOUT ACROSS CAREER STAGE, LICENSURE, AND PROGRAM SIZE

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INTRO & FRAMEWORK

- Burnout is prevalent among:
 - Early-career teachers in their first 5 years (Leman & Solomonson, 2025).
 - Mid-career teachers in years 6-15 (Smith & Smalley, 2018).
 - Alternatively certified teachers (Bowling & Ball, 2018; Cannon et al., 2022).
- There are ongoing challenges with teacher retention (Queen et al., 2025; Smith et al., 2026).
- Little work has examined burnout among professional factors to examine if there are measurable differences between these groups.
- Little work has examined the impact of program size on burnout.
- Maslach’s (1993) Multidimensional Model of Burnout framed this work.
 - Emotional Exhaustion
 - Depersonalization
 - Low Personal Accomplishment

PURPOSE

To examine the prominence of teacher burnout in emotional exhaustion and personal accomplishment when evaluating professional factors.

METHODS

- Random sample of 1,200 teachers invited; 305 participated (25.4%).
- The instrument was adapted from the Maslach Burnout Inventory (MBI).
- Reliable scales and overall Cronbach’s alpha of 0.83 (Maslach & Jackson, 1981; Nunnally, 1978).
- Statements evaluated on a scale from 1 (rarely) to 6 (frequently).
- Analysis consisted of *t*-tests, ANOVA, and descriptive statistics.

RESULTS

	n	Emotional Exhaustion		Personal Accomplishment	
		$\bar{x}$	SD	$\bar{x}$	SD
CAREER STAGE					
Early	105	3.13	1.12	4.20	0.86
Mid	116	3.10	1.05	4.39	0.93
Late	84	3.09	1.12	4.18	0.89
LICENSURE					
Traditional	238	3.10	1.10	4.22	0.88
Alternative	67	3.14	1.18	4.40	0.92
PROGRAM SIZE					
Single-Teacher	152	3.09	1.09	4.34	0.83
Multi-Teacher	153	3.13	1.14	4.19	0.95
OVERALL	305	3.11	1.12	4.26	0.90

CONCLUSIONS

- Early- and mid-career teachers reported greater burnout (Leman & Solomonson, 2025; Maslach, 1993).
- Alternatively certified teachers’ burnout was slightly higher (Bowling & Ball, 2018; Cannon et al., 2022).
- Teachers in multi-teacher programs reported greater emotional exhaustion (Honeyman & Edwards, 2026; Ramstad & Smalley, 2025) which could lead to greater fatigue (Maslach, 1993).

RECOMMENDATIONS

RESEARCH

- Interview SBAE teachers about their perceptions of burnout.
- Achieve a larger sample size.

PROFESSIONAL PRACTICE

- Accessible PD focused on mitigating SBAE burnout (i.e., XLR8 at state level).

REFERENCES



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