## Increasing Teacher Wellness & Retention Through Social & Emotional Learning

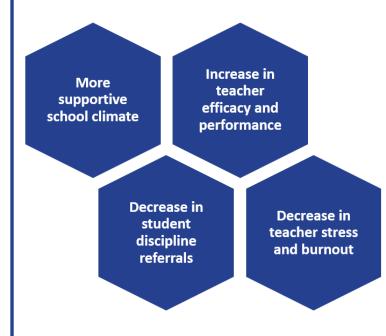
Nationally, nearly half of all teachers report feeling high levels of daily stress.

Thirty percent of teachers leave the profession within the first five years of teaching.

\$25K
Teacher departure can cost a school district up to \$25,000 per teacher.

Teacher departure is costly and disruptive to students and school staff. Teacher stress and burnout is strongly related to increasing job demands related to student achievement, managing classroom behaviors, and responding to student needs. Prioritizing teacher wellbeing is an essential part of teacher retention and student support. Social and emotional learning (SEL) offers effective solutions to increasing teacher wellness and retention.

## **Leveraging SEL to Increase Teacher Wellness and Retention:**



More supportive school climate: SEL assists in the development of a safe, caring learning environment that benefits teachers and students. Positive relationships among teachers and between teachers and students increase in schools with school-based SEL.

## Increase in teacher efficacy and performance:

Studies show teachers who work at school with SEL report higher levels of efficacy $^6$  and students increase their academic performance. $^7$ 

**Decrease in student discipline referrals:** SEL helps reduce stress and behavioral health concerns in both students and adults resulting in better classroom management and fewer discipline referrals.<sup>4</sup>

## Decrease in teacher stress and burnout: SEL

builds stress management skills in teachers which can contribute to overall stress reduction.  $^5$  Teachers who work in schools that implement school-wide SEL report lower levels of job-related burnout.  $^6$ 

The Office of Public Instruction is working with stakeholders from around the state to promote the spread of high quality SEL in Montana. Please check out the OPI's website or CASEL's website for more information.