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Fall Check-In: Prioritizing Educator Wellbeing and Overcoming Initiative Fatigue

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Facilitators

- Sara Niño
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Tech Support

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AGENDA

- Welcome & Objectives
- Combatting Initiative Fatigue
 - What is it? How does it impact educator wellbeing?
 - What can leaders do to minimize initiative fatigue for educators?
- Breakout
- Closing & Next Steps

EDC at a Glance

Education Development Center, Inc. (EDC), is a global nonprofit that advances lasting solutions to improve education, promote health, and expand economic opportunity. Since 1958, we have been a leader in designing, implementing, and evaluating powerful and innovative programs in more than 80 countries around the world.



1958

EDC was founded by MIT scholars and researchers.

200+

projects managed annually by EDC.



EDC has 1,300 employees.

Funders include USAID, NSF, NIH, MasterCard Foundation, DoEd, and SAMHSA

GLOBAL REACH

EDC has worked in more than 80 countries and in all 50 states in the U.S.



REGIONS

- » Africa
- » Asia
- » Europe
- » Latin America and the Caribbean
- » Middle East
- » United States

Today's Session



Participants are welcome to unmute, or add thoughts to the chat, at any point during today's session



Facilitators will present a definition of initiative fatigue and examples of possible strategies to address it



An interactive breakout will provide space to process these ideas in community and consider applications to your own contexts

Objectives:

- Participants will understand the importance of centering educator wellbeing to address instances of initiative fatigue within the school community.
- Participants will explore strategies to communicate priorities that align initiatives and reduce initiative fatigue.
- Participants will identify realistic, relevant goals for articulating and communicating the alignment between priorities and initiatives, that center the wellbeing of community members.

Initiative Fatigue

An overwhelm or exhaustion caused by having an abundance of initiatives and programs that one feels responsible for implementing.


Schools and districts juggle initiatives for areas such as:

- Academics
- Behavior
- Social-Emotional Learning
- Attendance
- Staff Development
- Diversity, Equity, and Inclusion
- Finance and Fundraising

Educators are not always clear on their roles and responsibilities in executing these initiatives.

Nearly 75% of teachers and 85% of principals are experiencing frequent job-related stress, compared to just a 33% of working adults. 59% percent of teachers and 48% of principals say they're burned out, compared to 44% of other workers.


- RAND Study 2022



“Initiative fatigue occurs when leaders fall trap to the tendency to pile more and more projects onto their peoples' plates. It also occurs when leaders fail to provide the structure, clarity, and boundaries around exactly what aspects of a project must be implemented and which are merely optional.”

— National Center for Youth Opportunity and Justice (2020)

In What Ways Does Initiative Fatigue Show Up for Teachers?



“the longer teachers and leaders have been working in their school, the more they have seen initiatives come and go and begin to lose faith in the process, so the initiative, whether it’s good or bad, loses steam before it even begins.”

— EdWeek (2021)

Solutionitis

Many leaders fall into the trap of trying to solve educator burnout by implementing new initiatives

We have been conditioned to think this way!

“When solutionitis occurs, administrators and educators may find themselves cycling through multiple initiatives and reforms, experiencing little success along the way, further contributing to the feeling of overwhelm and burnout.”

— Policy Research Associates (2022)

What can leaders do?

Ensure COHERENCE

- Understand the initiatives in place and how they support each other/your priorities
- Understand ways in which initiatives may actually interfere with or compound with one another



Strategy: Working Smarter protocol

What can leaders do?

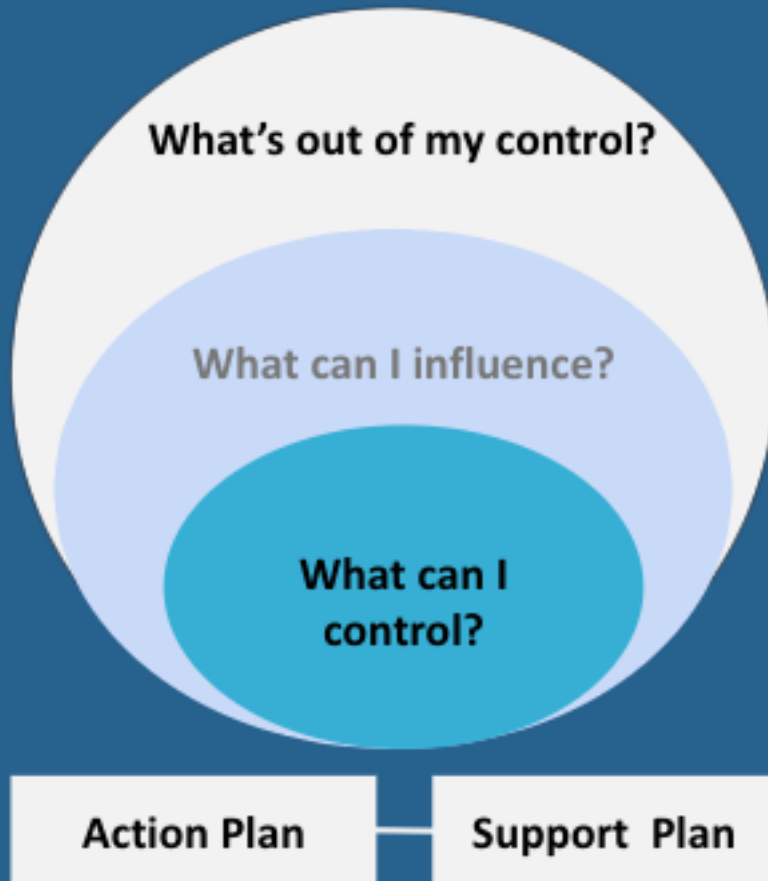
Make it PARTICIPATORY

- What do community members understand about the initiatives across the school/district?
- What questions do community members have about the initiatives across the school/district?
- Listen to their perspectives
- Share ownership



Strategy: Active Listening protocol

What can leaders do?



Enhance your **COMMUNICATION**

- Clearly communicate what the initiatives are, and how they align with the priorities
- Clearly communicate what everyone's roles and responsibilities are in executing the initiative
- Provide avenues for questions and feedback



Strategy: Circles of Influence protocol

Breakout

15 minute discussion

Choose one of the strategies we have discussed:

- What resonates with you about this strategy?
- How might you use this strategy in the future?
- What are you taking away from today's webinar?

Coherence

Working Smarter

Participatory

Active Listening

Communication

Circles of Influence

Setting Next Steps

What is something that you could do immediately, without support?



Solutions

A follow-up email with resources will be sent to all participants.

Look out for an invitation to our next discussion of topics in Education & Wellbeing.

Contact Us:

EDC Solutions
solutions@edc.org

THANK YOU!