

Burnout was here long
before COVID-19, and
it will be here long
after COVID-19 is
gone.

How does burnout
affect us **personally**?

Burnout: District Costs

- Overwork is a key factor in a principal's decision to leave a district.
- It takes, on average, **\$75,000** to recruit, hire, and onboard a school principal - not including salary
- Principals are the **second most important** school-level factor associated with student achievement.
- High principal turnover negatively affects **student outcomes**.

One approach:

Set **limits**.

One practice: Schedule **everything**.

- To-do list
- Email
- Chaos time

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