

# 5 Steps School Leaders Can Take To Make Teaching More Sustainable

Teaching has always been a demanding profession—but it's never been as hard as it is today.

In the current climate, teacher burnout is at an all-time high. The cycle of burnout looks like this:

- Aftershocks of the pandemic are still being felt nationwide, leading many students to face bigger academic challenges.
- Many teachers feel overworked and undersupported, prompting them to leave the profession in large numbers.
- The resulting labor shortage forces fewer teachers to handle more students, leading to more burnout and a negative impact on student outcomes.

As instructional leaders, school administrators have **an obligation—and an opportunity—to fully equip their educators to succeed, improve retention, and ensure a professional experience that's both fulfilling and sustainable.**

Educators pour their heart and soul into their work, and they deserve a multitiered support system that lowers their stress and raises their ability to create a productive environment for students.

This checklist for school administrators offers practical, research-backed strategies to support and develop educators, retain top talent, and drive student success.



## How To Make Teaching Sustainable: A Checklist for School Leaders



### 1 Prioritize high-impact professional learning.

Burnout often stems from teachers feeling unprepared or unsupported, and the reality is that many K-12 educators are not well-equipped to teach reading.

Instructional leaders can build teacher confidence by helping their teachers become experts in literacy. Through professional learning opportunities, teachers can acquire essential knowledge and skills to master the fundamentals of literacy instruction, enabling them to apply new principles and transform student learning.

Lexia® empowers teachers through professional learning programs rooted in the science of reading:



For early childhood and elementary educators, **Lexia® LETRS® Professional Learning** offers comprehensive professional learning that provides the deep knowledge required to be language and literacy experts.



For grades 4–6, Lexia **Aspire® Professional Learning** is a self-paced, digital, International Dyslexia Association-accredited solution that enables educators to accelerate literacy skills.

## 2 Reduce cognitive overload by simplifying instructional workflows.

Administrative workload alone can make individualizing instruction for all students feel untenable. Teachers need practical tools to use their limited classroom time more effectively, while ensuring they can meet each student where they are.

Thanks to the rise of artificial intelligence, research-proven literacy solutions now offer embedded instructional support, reducing prep time and adapting instruction to each student. Educators can monitor real-time student learning data and deliver targeted support to students who need their help most.

Embedded instructional support is available with Lexia's science of reading-based solutions:



**Lexia® Core5® Reading** is designed for students in elementary grades making the shift from learning to read to reading to learn.

For students in grades 6–12 not yet reading at grade level, **Lexia® PowerUp Literacy®** accelerates literacy gains beyond what they could achieve in a middle school intervention.

**Lexia English Language Development™** is an Adaptive Blended Learning program that facilitates Emergent Bilingual students' English language acquisition through academic conversations.

## 3 Create a collaborative, mission-driven school culture.

When they don't feel their voices are heard or valued, they won't stick around for what feels like a thankless job.

However, when teachers know they're valued members of a team, they're much more likely to report higher job satisfaction.

School administrators who foster a buildingwide culture of literacy include all educators in a unified sense of purpose. How do they do it?

Here are some strategies for promoting collaboration and a sense of community:

- **Create a shared vision** and communicate regularly about it with consistency. Transparent communication builds trust if it's a two-way street. Be sure you're listening to feedback as well as providing updates.
- **Build in regular time for educators to collaborate.** Professional learning opportunities are the perfect time to have educators work together in small groups organized by shared roles or grade levels. To extend the connection from in-person meetings to virtual ones, use a digital platform to leverage Professional Learning Communities (PLCs) to enable asynchronous interaction.
- **Celebrate successes big and small.** From progress in student achievement to innovative approaches to teaching, keeping educators focused on wins goes a long way to keep spirits high.



Along with professional learning solutions like **LETRS** and **Aspire**, Lexia provides support via **Success Partnerships**, assigning your school a dedicated Customer Success Manager. This partnership strengthens implementation via ongoing, customized assistance, like embedded coaching, strategic planning, and data-driven insights tailored to your school's literacy goals. Investing in a partnership model demonstrates a commitment to long-term growth for both students and teaching staff. To complement your in-person collaborations, PLCs offer structured opportunities to share best practices asynchronously, reflect on instructional strategies, and analyze student data collaboratively.

#### 4 Free up more time for teachers to focus on what matters.

With so many demands on educators' time, inefficient and disjointed assessments and extraneous administrative tasks can make the work harder rather than easier. School leaders need to implement buildingwide instructional planning that actually saves teachers time, so teachers can do what they do best: Meeting students where they are and giving them the interventions they need to build their skills.

#### 5 Ensure equitable access to high-quality resources and support.

Students bring a wide range of needs to the table when it comes to literacy, especially Emergent Bilinguals, students with dyslexia, and struggling readers.

A strong commitment to equity means providing learning solutions that adapt to those needs, ensuring all learners get the targeted instruction they deserve.

Lexia solutions offer **embedded assessment tools**, eliminating the need for extra testing—and saving teachers valuable instructional time. The **data-driven insights** gleaned from these tools allow teachers to focus on student engagement and mastery.



Lexia solutions like **Core5** and **PowerUp** feature **Assessment Without Testing® (AWT)**, which provides student progress data in real time. Rather than pausing class to administer tests, teachers can save up to a month of instructional time by overseeing performance metrics and monitoring individualized action plans.

By combining independent, student-driven online learning with face-to-face instruction, teachers leveraging AWT are creating a true blended learning environment. Using an Adaptive Blended Learning approach, the teacher is free to go where their help is most needed.

## Supporting Educators Makes a Difference

Even in challenging times, educators excel when they have the right tools—and the right support. **When school leaders build a culture where teachers have everything they need to succeed, students thrive.**

To learn more about how you can support the educators in your school, read [How To Support Teachers Now: 3 Ways To Reduce Teacher Burnout and Promote Success](#).