

# Rediscovering the Joy of Teaching

## How Professional Learning Can Help



Teachers work an average of 57 hours a week; **less than half** of the time is spent teaching



90% of educators **report experiencing burnout**



**More than half** of educators want to leave their profession earlier than planned

### Teachers face many career phases. Here’s what to know.

Your feelings are valid, and they might be signaling the beginning of a new chapter in your career. While satisfaction naturally rises and falls, new research sheds light on teacher morale and strategies to prevent burnout. Interestingly, career satisfaction often follows distinct timelines.

Phase	Common Traits	Typical Satisfaction Level	Solutions That Improve Morale
1 0–3 YEARS	<ul style="list-style-type: none"><li>Developing a teacher identity as a newcomer to the profession</li><li>Facing learning curve shock and juggling workloads</li></ul>	Cautiously Optimistic 	<ul style="list-style-type: none"><li>✓ Finding a mentor</li><li>✓ Training to build practice skills</li><li>✓ Supportive leadership</li></ul>
2 4–7 YEARS	<ul style="list-style-type: none"><li>Feeling more confident with a stronger teacher identity</li><li>Becoming more aware of ongoing, systematic education issues</li><li>This tends to be the most common time for low teacher morale or “burnout”</li></ul>	Disillusioned 	<ul style="list-style-type: none"><li>✓ Effective leadership</li><li>✓ Relevant, challenging professional learning</li><li>✓ Authentic recognition</li><li>✓ Flexibility and choice in work schedules and assignments</li></ul>
3 8–15 YEARS	<ul style="list-style-type: none"><li>Searching for work-life balance with new life changes emerging (parenting)</li><li>Waning motivation and commitment</li><li>Increasing doubt in career choice, may be feeling job satisfaction plateauing</li></ul>	Challenged 	<ul style="list-style-type: none"><li>✓ Effective leadership</li><li>✓ Strong support network</li><li>✓ Choice—autonomy to decide learning and career paths</li><li>✓ Connection and community</li></ul>
4 16–23 YEARS	<ul style="list-style-type: none"><li>Increasing personal responsibilities (school-aged children or caring for older parents)</li><li>Mounting work-life tensions</li><li>Declining motivation and commitment</li><li>Emerging feelings of career stagnation</li></ul>	Demotivated 	<ul style="list-style-type: none"><li>✓ Success at work</li><li>✓ Career advancement opportunities</li></ul>
5 24–30 YEARS	<ul style="list-style-type: none"><li>Likely staying committed to teaching until retirement</li><li>Biding time or may be motivated for a greater impact</li></ul>	Driven or Apathetic 	<ul style="list-style-type: none"><li>✓ Mentoring other teachers</li><li>✓ Recognition from leadership</li><li>✓ Developing expertise (becoming a subject matter expert)</li></ul>
6 31+ YEARS	<ul style="list-style-type: none"><li>Retiring soon</li><li>Feeling tired or trapped in their job (to receive a retirement pension)</li></ul>	Ready for the Next Phase of Their Lives 	<ul style="list-style-type: none"><li>✓ Leadership support</li><li>✓ Motivational support</li></ul>

\*Sources: [Education Week](#), [IASB](#), [Day 2012](#)

### Sharpen Skills To Spark Purpose

[Evidence shows](#) proper learning and curricular solutions can help you avoid burnout—making you feel more confident, capable, and renewed.

High-quality professional learning solutions can inspire your teaching by offering more than one-off, rote mandatory training. Meaningful professional learning is:

- Personalized and relevant to your class’ needs
- Flexible for jam-packed schedules
- Bridges evidence-based instruction



[Learn how Lexia’s professional learning](#), including Lexia® LETRS® Professional Learning and Lexia Aspire® Professional Learning, supports educator satisfaction throughout their careers.

“

LETRS has changed my teaching life and brought back my love for it. Programs and curriculum change, but the vast knowledge I have gained will not. LETRS has helped me to better distinguish what my students are lacking and how to scaffold their learning.”

— Jennifer Platt, Second Grade Teacher, Fort Washakie Elementary School, Wyoming