Everywhere you look there is another article on teacher burnout. Just this week-end the news wires picked up a facebook post by a teacher in FL that had tremendous success in education but decided not to return back to school in the middle of the year after maternity leave. She cited teacher burnout.

Nearly half-million teachers have left the teaching profession this year. Many cited their frustration of long hours, endless paperwork, discipline issues, class size, minimal administrator support, and standardize testing. The loss on systems costs up to $2.2 billion annually in the U.S. - this number & impact is profound (Haynes, M., 2014, Alliance for Excellent Education).

Here at Bartlett we want to make sure that we are supporting teachers in a way that resonates with our staff, is authentic and matters to assure that our teachers burn BRIGHTLY and do not face the frustrations associated with burnout.

Suggestions to bypass burnout:

- Address issues in a timely manner. Ask for support. Let us know there is an issue. Talk to someone. Sometimes as an administrative staff we may not know all that is on your plate.
- List your accomplishments. Focus on all your achievements and the difference you are making. This includes the BIG & SMALL. Everyday stop and take inventory of the student successes you are a part of from the aha moment with a student to personal reflection of a successful lesson.
- Set SMART goals. Smart goals are specific, motivating, achievable, results driven, and trackable. This will allow you and your students to see immediate and evident success! Affirmation matters!
- Stay updated & current. Using new resources and instructional strategies keeps you passionate, involved and engaged. Plus this allows you to have more classroom success.
- Create your own PLSN. Establish a Personal Learning & Support Network. That includes that go to person in crisis, to lean on, to challenge you, to provide new & current instructional resources.
**Burnout Quiz**

Are you burning BRIGHTLY or just a flicker?

Answer how strongly you disagree or agree with these statements on a scale of 1-5. 1 is “I strongly disagree” and 5 being “I strongly agree.” Total your score.

1. I often do not feel like going to work.
2. I have stayed at home several days because I felt unable to go to work.
3. I find it difficult to concentrate on & complete job-related tasks.
4. My workload is overwhelming.
5. I am unable or feel inadequate to complete the tasks I am assigned.
6. I feel disconnected from my students & colleagues.
7. I have more than one hostile relationship with co-workers.
8. School often irritates me.
9. I have experienced insomnia, digestive disorders, headaches, &/or heart palpitations.
10. I often feel professionally inadequate.

**Quiz Results will be emailed out separately.**

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**Classroom Observations**

This week begins our 1st week to begin continuous observations Pre-K through 12. We are excited about guests visiting classrooms and validating the awesome job you are doing. We are excited about ramping these up because we have already been in classrooms & peeking in the doors...and GREAT instruction is taking place! This week Michelle from TLI Grant is on campus visiting some classrooms. She is a teacher advocate. She is here to help and support us! None of her interactions are for PDAS or evaluative. They are coaching and informative. The plan is for Michelle to observe the classroom, then have a time to reflect with you. Feel free to ask questions, ask for additional support or resources. She is integral to our instructional team.

Dr. Bahney will be on campus between now and Christmas break so also anticipate her visit to your classroom.

Finally, our team will be in the classrooms for observations. We will also be following up not only in Eduphoria but with a 1:1 reflection discussion.

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**Burning Brightly Benefits Everyone**

When teachers stay... they enrich their students, colleagues & communities

**Student gain...**
- reliable, quality instruction
- consistent disciplinary structure
- caring advocates
- academic growth
- social emotional stability
- connection to curriculum, school, peers and teachers
- confidence
- preparation for future options

**Colleagues gain...**
- dependable colleagues and allies
- stable approaches to discipline
- academic progress with students
- social emotional stability for students
- parent & community trust

**Communities gain...**
- trust in schools and educators
- advocates for their children
- academic & social emotional stability
- quality, consistent educators
- time & money for substitutes & or a replacement
- accreditation & rigor

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November 11th
We will celebrate Veterans Day here at Bartlett ISD

The Agenda for the Day:

10:00am - we will begin making announcements for dismissals for Middle & High School Students (starting with Band members to band hall, then stuco, NHS, followed by the rest of the student body)
10:30am - 11:15am - Program in front of the High School around the Flag Pole

Events Include:
- Music by Bartlett Band
- Readings by our Student Council
- Red, white & blue ribbon pinnings by Student Council of our Veterans
- Pledge led by NHS student

Reception to follow for all Veteran guests and our Student Council members in the Cafeteria

OTHER:
#1 - NHS members created cards that will be delivered to the Veteran’s home in Temple, TX. #2 - Our Student Council members will be working with Ms. Randig to put flags out at the cemetery on Tuesday, Nov. 10th. 4th & 5th Grade will go at 9am to

the Bartlett City Cemetary. At 1pm the 2nd & 3rd grade will be going to the Lutheran Cemetary. #3 - There is a Bulletin Board in the Cafeteria entitled “Pause & Give Thanks.” There are white stars on the board for staff & students to put the names of veterans they know. Please join this effort. #4 - If your class is doing something special let us know!

CELEBRATING THE VETERAN IN YOUR FAMILY

Every teacher, classroom, student will have the opportunity to recognize the veterans in their family. We are providing a template that teachers can share with students that can be used to make a tribute to their family members that have served our country.

We would love to collect all of these and create a beautiful visual display in our cafeteria for all to see and reflect on the countless numbers of families in our own Bartlett community that have had family members contribute a life of service in the military.

A special thanks to Ms. Perez-Bielss for initiating this wonderful idea for her Pre-K’s & sharing with the rest of us.

*See Ms. Randig if you want to help in some way or have an idea.

Attention ALL Bartlett ISD Employees....

If you have served in any branch of the military PLEASE email Ms. Spain with the following information:
- Name
- Branch of Service
- Years in Service
- Special awards, recognition
- Rank
- Any other information you would like to share
### College & Career Ready Initiative

We are continuing to focus efforts to bring a real bold & bright light to the possibilities for our students in their future endeavors. Our goal is that all students feel they have options, and that they can explore and dream about different possibilities. See the Chart for upcoming Important dates. We could use your help participating &/or recommending speakers - so let us know your ideas. Ms. Kuhn is your go-to person in this area.

#### Tuesday, November 10th

Wear College Shirts Please. There will also be a school highlighted in announcements by NHS. Finally....don’t forget to get your college information to Ms. Kuhn.

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### December Career Day

**Dec. 2nd**

Career Day. Grades 5 -12. Our goal is 15 colleges on campus & 15 speakers focused on a variety of careers.

Our goal is to have breakout sessions during the day of career speakers. We are considering making this day focus on Health Careers.

We are going to have an evening college fair for students, parents & adult supporters to attend.

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### December Luncheons

**Dec. 1st**

Sophomore Class Luncheon (Topics Include: Testing, College Checklists, Job & Career Overview, Comm. Serv.)

**Dec. 3rd**

Jr. & Sr. Class Luncheon (Topics Include: Testing, College Checklists, Job & Career Overview, Comm. Serv.)

We plan on inviting parents to these luncheons.

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### Other Important Dates

**Jan. 11th**


**Feb. 22nd**

Spring Semester College & Career Day

**Mar. 7th**

K-12 Parent Meeting. Topic: Indicators of Success. Surviving & Thriving in a 21st Century

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**BISD STAFF... THANKS FOR ALL YOU DO TO MAKE A DIFFERENCE IN THE LIFE OF OUR STUDENTS!**

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**Life-Long Learning**

Actively functioning as a PLC.

As you review your lessons, prepare for your reflection and/or 1:1 discussion - here are 3 questions for you to consider:

#1 - What part of your lesson went really well?

#2 - How do you know the students learned the objective(s) taught?

#3 - What part of the lesson did not go as planned? Why?