



Smells Like School Spirit: The Organizational Factors Affecting Targeted Student and Teacher Outcomes



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Background

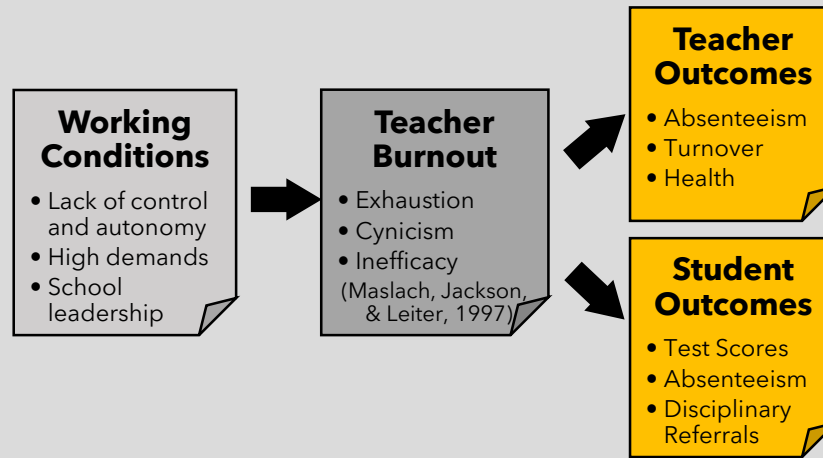
Teacher burnout has been linked with adverse outcomes including:

- Impaired job performance
- Reduced job satisfaction
- Turnover & absenteeism
- Health issues

(Maslach & Leiter, 2016; Bakker & Costa, 2014)

Industrial-organizational psychologists may have a fresh perspective to offer in understanding and solving these problems.

Proposed Theoretical Model



Research Goals

- Make a comprehensive model based on results from focus groups and targeted survey
- Propose interventions that can be carried out in North Carolina schools

Methods

Phase 1: Focus Groups

- Ask teachers targeted questions to gain insight into working conditions that may impact outcomes:
 - Two NC university-run laboratory schools
 - Two comparable public schools

Phase 2: Survey

- Use information from focus groups to create a targeted survey to be distributed state-wide