

The Teacher Burnout Statistic Check

ELEVATETHENORM.COM

Somebody just handed you a burnout percentage. Before it goes in a slide deck, a board packet, a grant application or a newsletter, run it through these five questions. Write the answers in. A number that cannot answer all five does not get repeated.

Step one — write down the claim exactly as you received it

The claim, word for word	
Where you saw it	

Step two — the five questions

Question	What you found
1. Who was asked? Probability panel, weighted teacher panel, one organisation's members, or an open link?	
2. How many, and weighted to what? No sample size means it is not a statistic yet.	
3. When was it fielded? Month and year, not the publication date of the article quoting it.	
4. What exactly did the question say? Quote it. If you only have thirty seconds, do this one on its own.	
5. Where was the figure printed? Report text, a published table, or only a bar on a chart?	

Step three — the verdict

Safe to cite, written out in full	
Or: not safe, and why	

This is not a screening instrument and it returns no score. It checks a statistic, not a person. No number in this literature is a threshold anybody crosses, because there is no clinically validated cut-off in it.

The Teacher Burnout Statistic Check

ELEVATETHENORM.COM

Four benchmark numbers, and what each one actually measured

Figure	Source and date	What it measured
53%	RAND State of the American Teacher, fielded Jan–Mar 2025. 1,419 K–12 public school teachers, weighted nationally.	Somewhat or strongly agreed with at least two of four statements about enthusiasm and whether the job is worth it. Not the Maslach Burnout Inventory. Not a diagnosis.
44%	Gallup Panel Workforce Study, fielded 3–14 Feb 2022. 12,319 full-time US workers, including 1,263 in K–12.	All K–12 <i>workers</i> — aides, drivers and office staff included — feeling burned out always or very often. Teachers alone in the same poll: 52%.
90%	NEA survey by GBAO Strategies, fielded 14–24 Jan 2022. Members only; no sample size or margin of error published.	Members saying burnout is a serious <i>problem</i> in the profession. Not a report about the person answering, and not a prevalence rate.
57%	Trade press reading RAND's 2026 chart. 829 teachers, 28 Jan – 21 Feb 2026.	RAND's 2026 report prints no burnout percentage in its text; it says only that the share was within four points of 2023, 2024 and 2025. 57% is a reading of a bar.

A sentence you can defend

"In RAND's 2025 State of the American Teacher survey, 53 percent of a nationally weighted sample of 1,419 US public school teachers agreed with at least two of four statements indicating burnout." — the measure is inside the sentence, so it cannot be misread on its way to somebody else.

If you are running your own staff survey instead

1. **Anonymous, without exception.** Staff asked to put a name to a wellbeing question answer conservatively. A named survey produces a wrong number *and* a record about identifiable employees, held by their employer, at the same time.
2. **Report by building, not by department**, wherever a department is small enough that a result identifies a person.
3. **Do not ask unless you intend to act.** A survey that changes nothing teaches staff that the next one is not worth answering honestly either.
4. **Check your records first.** Vacancy counts, how long postings stay open, sick-leave use by month, exit reasons and the share of staff carrying an extra section are already collected, are administrative fact rather than opinion, and tell you which buildings and which subjects.

Where the honest answer is a person

If you are checking these numbers because you recognise yourself in them, the statistics are the wrong tool. A prevalence figure describes a population and says nothing about one person. If it is affecting your sleep, your health or your ability to do ordinary things, that is a conversation with your doctor or a counsellor — **not a percentage, and not this worksheet.**

Sources for every figure on this sheet are listed on the article at ElevateTheNorm.com/teacher-burnout-statistics/. Free to print, copy and share. No email address required. Designed for grades 6–12.