

The Year-One Inventory

Five things a first-year teacher has not built yet. Mark where you stand on each, then write the one request that would move it. This is a sorting sheet, not a screening instrument, and it returns no score.

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Page 1 · Where you actually stand

What it is	What you have right now	The one request that would move it
A bank of materials Lessons, readings and assessments that have already been run once and fixed.		
A read on behavior Knowing which situation needs a response now, which passes on its own, which never needed one.		
Relationships with families Whether the name on the other end of the phone already means something in that house.		
A settled routine set Entry, transitions, materials, closing — running the same way without you thinking about it.		
Somebody to ask One specific person who answers a question in forty seconds, without it becoming a meeting.		

Privacy note. Keep this sheet on paper or a personal device, not on a district laptop or account. And write the situation, never a student's name — a private record of your own teaching is a useful thing; a running file on individual teenagers is a different object with rules attached to it.

This is not a test and there is no score. Nothing here diagnoses burnout, and no checklist can. Burnout is an occupational condition. If the exhaustion is not lifting on weekends or school breaks, or you are seeing it in your sleep or your health, talk to your doctor or a counselor — a person, not a page.

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Page 2: who to take each request to, what to expect back, and the smallest version that still counts.

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The ask: one person, one specific thing

Who	What to ask for	Asked on / answer
Department chair	Last year's unit files for the course you were handed. Ask rather than help yourself, then adapt what you get.	
Mentor	A standing fifteen minutes on an agenda you write. If the mentoring is nominal, say so to somebody with a title.	
A colleague	To be watched teaching, informally. Check how your contract and evaluation system treat classroom visits first.	
An administrator	One duty removed or one section changed — and ask that the reason be a stated rule rather than a favor.	

No department to ask? Common in electives, small buildings, and any position that turned over in July. Ask whoever taught the course last if they are still on staff; your state department of education and your subject association usually publish sequenced units for free; and teachers of the same course at other schools say yes more often than new teachers expect.

How to read what comes back

1. **Expect “no” or “not this year” sometimes.** Budgets and master schedules are set long before you ask. A no about a duty is not a verdict on you.
2. **Work the normal chain.** Chair, then assistant principal, then principal. Skipping it usually costs you the next request.
3. **Write down what was asked and when.** Two lines. In six weeks that is a record, not a recollection.
4. **Smallest version that still counts:** if four requests is too many, make the first one only. Existing materials is the highest-return hour available to you.

Not a screening instrument. It returns no score. Free to print, copy and use with your department. No email address required. The research behind this sheet, with every sample and year labelled, is at ElevateTheNorm.com/first-year-teacher-burnout/ — © ElevateTheNorm.com