

THRIVING SCHOOLS KEY PRIORITY:

Teacher & Staff Well-Being

*The Importance of Supporting
Educators*



Healthy schools start with healthy teachers and staff. The physical, mental, and emotional health of school employees are integral to promoting the health and wellness of students to ensure academic success.

However, most school districts are facing challenges, such as:

- Limited resources (including time & funding)
- Chronic student absence
- Achievement gaps
- Teacher and staff retention

Because of these institutional challenges, investing in the well-being of educators often remains a low priority. Nevertheless, research indicates that supporting the overall well-being of teachers and staff can combat some of these persistent issues, improve current conditions, and have effects that extend beyond the classroom.

Improving teacher and staff well-being benefits the entire school community. It boosts student attendance, enhancing academic and life outcomes. Additionally, it increases teacher and staff retention, which stabilizes the school environment and preserves budgets.

The bottom line? Making teacher and staff well-being a priority means everyone wins.

Kaiser Permanente is committed to helping school districts across the country develop tools and resources to support teacher and staff well-being.

To learn more, contact ThrivingSchools@kp.org, visit kp.org/thrivingschools, or follow [@thrivingschools](https://twitter.com/thrivingschools) on X.

By The Numbers

Making the Case for Teacher & Staff Well-Being

Retention & Cost Savings

- Teacher shortages stem largely from attrition. Studies indicate that 90% of annual teacher vacancies result from teachers leaving the profession.
- Research estimates that each teacher who leaves, on average, can cost as much as \$20,000 in an urban district.
- 56% of teachers report feeling burnt out (11% higher than other working adults).
- Districts implementing comprehensive teacher and staff well-being efforts could lead to 16% increase in staff retention.
- For every \$1 spent on teacher and staff well-being, a district can save \$15.
- When employers care about their well-being, employees are 71% less likely to experience burnout & 69% less likely to look for a new job.

Sources: [Learning Policy Institute](#), [Child Trends](#), [Upbeat](#), [2024 State of the American Teacher Survey](#), [Gallup](#)

Staff Well-Being & Student Chronic Absence

- During the 2022 - 2023 school year, nearly 30% of students in the United States were chronically absent (missing 10% or more of school for any reason).
- Teacher satisfaction drops steadily as absenteeism increases.
- Districts with strong staff well-being programs can see up to a 10% reduction in chronic absence.

Sources: [US Department of Education](#), [Journal of Educational Psychology](#)