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Teacher Burnout, Compassion Fatigue, and Vicarious Trauma in Florida Teachers

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Current state of the profession



The Florida Education Association tracks advertised teacher vacancies statewide and counted nearly 5,294 vacancies for January 2023

Jan. 2023

Aug. 2023

Nearly 7000 vacancies as of August 2023

Background



Teacher Burnout

Compassion
Fatigue

Vicarious Trauma

Teacher Burnout



- State of prolonged stress that leads to physical and emotional exhaustion, pessimism and mood of pervasive ineffectiveness as well as lack of achievement (Carter, 2013)

Compassion Fatigue

Defined as stress stemming from exposure to people who have been traumatized (Cocker & Joss, 2016)



Vicarious Trauma (VT)



The field of counseling defines VT as a disruption of inner beliefs of those who repeatedly encounter the traumatic experiences of others. It is the probable effect that develops overtime because of chronic and cumulative exposure to a highly stressful daily environment (Potocky & Guskocvit, 2020)



Educators' exposure to VT is involuntary, the effect of this trauma increases in severity if these professionals chronically encounter auditory, emotional, and/or visual adverse childhood experiences (ACEs)

Method

Survey Research

Method



Survey: adapted from
Crisis and Trauma
Survey



30 questions – 4
minutes to take



Listserv from the
Florida DOE Division of
Research



Over 168,000 Florida
certified teachers
emailed

Results

Results



EMAILS SENT FROM
OCTOBER-NOVEMBER



SURVEY OPEN UNTIL
1/2/2023

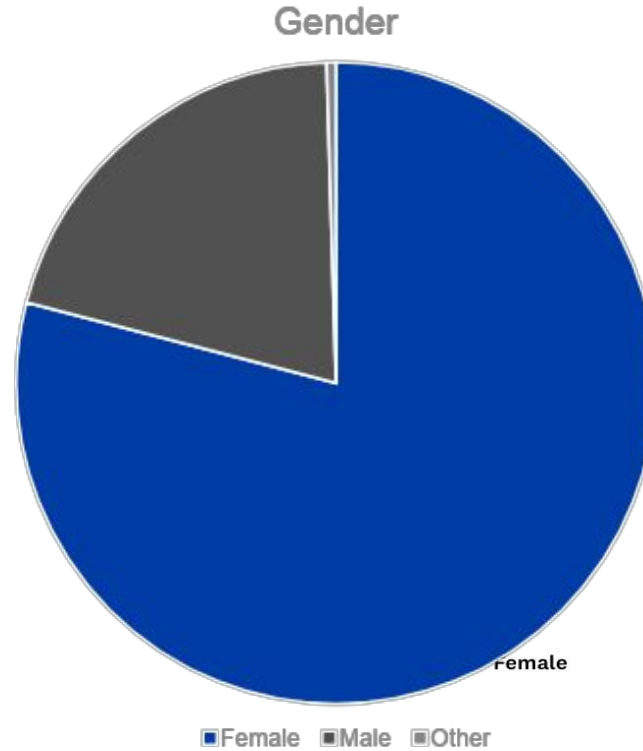


4050 TOTAL SURVEYS
COMPLETED (2.5% OF
TOTAL POPULATION)

Demographics

▼ White or Caucasian	74.93%	3,016
▼ Black or African American	8.17%	329
▼ Hispanic or Latino	12.99%	523
▼ Asian or Asian American	0.94%	38
▼ American Indian or Alaska Native	0.32%	13
▼ Native Hawaiian or other Pacific Islander	0.12%	5
▼ Another race	2.51%	101
TOTAL		4,025

Demographics



Female:
79.46%
Male: 20.6%
Other: .47%

Demographics