



Graduate Course Description Form

Course Number: IGC 721

Course Name: Still Here: Recovering from Teacher Burnout & Rediscovering Your Why

Instructor: TBD

Credits Earned: 3 Graduate Credits / 67.5 PDPs (for courses completed before June 8, 2025) or 22.5 PDPs (for courses completed on or after June 8, 2025)

Credits Issued By: Gordon College

Course Fee: \$675 (\$575 for early bird registration)

Course Description:

Teacher burnout is not a personal failure — it is a predictable response to systemic conditions. This course uses research-based frameworks, including Maslach's three dimensions of burnout and Santoro's concept of teacher demoralization, to help Massachusetts educators understand their own professional experience, identify contributing factors at multiple levels, and develop concrete strategies for recovery and re-engagement. Participants conduct a root cause analysis, develop a Personal Renewal Plan, and create an advocacy proposal for systemic improvement. This course is aligned to the Massachusetts Educator Evaluation Framework, Standard IV: Professional Culture.

Learning Outcomes:

1. Distinguish between teacher burnout and demoralization, apply research-based frameworks to analyze their own professional experience, and name contributing factors with specificity.
2. Conduct a multi-level root cause analysis mapping individual, relational, and systemic factors contributing to professional distress.
3. Develop evidence-based strategies for emotional recovery, professional resilience, and re-engagement with core teaching values.
4. Create a Personal Renewal Plan that addresses root causes rather than symptoms and includes a 90-day implementation timeline.
5. Articulate the connection between teacher wellbeing and student outcomes and develop an evidence-based advocacy proposal for systemic change.

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