



How To Stay On Fire Without Burning Out

Bob Phillips, Alfred Publishing

The Top Ten Ways To Know You Have The Signs Of Music Teacher Burnout:

10. You notice that while walking through the mall you are conducting the Muzak.
9. During the annual candy sale you realize you personally owe more than \$200!
8. You realize you don't have any friends that have gone through puberty yet.
7. While attending a professional concert you have an irresistible desire to help the stage crew set up the stage.
6. Your kids tell you that you never told them about the concert and YOU BELIEVE THEM. -
5. Your worst NIGHTMARES are about district festivals.
4. Your most exciting FANTASY has to do with a district festival and three judges.
3. You think your beginners are starting to sound in tune.
2. Your main source of spiritual and mental health comes from visiting the teachers lounge. -
1. You are spending a disproportionate amount of your paycheck on lottery tickets.

What Is Burnout?

- Exhaustion of physical or emotional strength or motivation usually as a result of prolonged stress or frustration
- One who is worn out physically or emotionally, as from long-term stress.
- Burnout represents a changed attitude towards a role

The Symptoms of Burnout

Physical:

- chronic fatigue or exhaustion
- muscle tension
- migraine headaches
- high cholesterol
- high blood pressure
- inappropriate use of drugs or alcohol

Intellectual

- the impairment of decision-making skills
- refusing to take responsibility for one's decisions
- having the inability to focus on a single task without being distracted by other issues
- leaving work at the earliest moment
- missing deadlines by procrastination or work overload.

Social Signs

- chronic irritability or rudeness to students or coworkers
- avoiding contact with others to hide one's depression
- showing anxiety or a sense of failure
- making frequent complaints or showing cynicism
- having unsatisfactory relationships at home

Psychological and Emotional Symptoms

- consciously missing deadlines
- nervousness
- anger
- frustration
- depression

www.phillipsfiddlers.com

- stubbornly resisting change

Spiritual

- drastic changes in an individual's value system
- lower quality of work
- an increase in work absenteeism

Burnout Is Like a Cold

- When will you get it?
- How severe will be?
- How long will it last?

I'm tired, emotionally and physically!

Why?

In the middle of difficulty, lies opportunity. Albert Einstein

External Factors

- Work load
- No feedback from administrators
- Dysfunctional music department
- Poor administrators
- Constant school reform and change
- No/poor professional development

Additional External Factors

- Having to justify the existence of music education
- Pressure to fill the seats - kids get to vote with their feet
- Too much paperwork
- Discipline problems

A person can live longer without food than without faith; longer without drink than without dreams; longer without rest than without respect. Unknown

Internal Factors

- Self pressure
- Too much passion
- Standards that are unrealistic
- Feeling like you have to do it all yourself
- Self doubt

Successful people are just ordinary people with extraordinary determination. Unknown

Self Destructive Behaviors

- Poor communication
- Disorganization
- Too many activities - trying to do it all
- Poor time management
- Poor classroom management
- Bearing everyone's burdens

Don't waste dollar time on penny jobs. Unknown

Additional Self Destructive Behaviors

- Poor delivery skills
- Lack of pedagogical knowledge
- Lack of cooperation with others
- Inability to problem solve
- No balance

Whether you think you can or you can't, you are right. Henry Ford

www.phillipsfiddlers.com

Burnout Leads to Leaving

- Young teachers (first 10 years) have highest rate of attrition
- The attrition rate for all arts teachers is 7%
- One study suggests teachers are 3 times more likely to leave than people in similarly trained professions

Reasons Teachers Leave

- The first years are too challenging
- Fear, anxiety, isolation, and loneliness
- Lack of collegial support
- Not being prepared for the role of teacher

What can I do about it? Solutions!

1. Priorities

- Faith - Family - Self - Career

2. Build a Positive Attitude

- Attitude is a decision we make every day.
- Surround yourself with positive people, reading material, TV, etc.
I am convinced that life is 10% what happens to me and 90% how I react to it. Charles Swindoll
Happiness depends upon ourselves. Aristotle

I am still determined to be cheerful and happy, in whatever situation I may be; for I have also learned from experience that the greater part of our happiness or misery depends upon our dispositions, and not upon our circumstances. Martha Washington

3. People with an Attitude of Gratitude

- Feel better about their lives
- Are more optimistic
- Are more energetic
- Are more enthusiastic
- Are more determined
- Are more interested
- Are more joyful
- Exercise more
- Have fewer illnesses
- Get more sleep
- Are more likely to help someone

4. Philosophy of Music Education

- Why is music education important
- What are your core values?

Art requires philosophy, just as philosophy requires art. Otherwise, what would become of beauty?
Paul Gauguin

4. Philosophy of Music Education

- Why did you go into music?
- Why is music important to you?
- Why is music important to share with others?
- What do you believe about music education?
- What you DO is what you BELIEVE

5. Goal Setting

- Take time to dream.
- Know yourself
- Set specific and challenging goals in all areas of life
- Spiritual, physical, social, professional, family, personal, financial
- Balance in life
- Recognize that you can't do everything at once in all areas or within any one area

- Seasons of life – have short term, long term and lifetime goals
- Do your goals harmonize or contradict each other?
- Prioritize your goals

Putting Goal Setting into Action

- Break the goal down in to the LITTLE steps needed to achieve it.
- On paper, with a timetable
- Be ready to adjust to circumstances
- List the knowledge you need to achieve the goal and where to acquire it

Plan your work and work your plan. Mary Kay Ash
A goal without a plan is just a wish. Antoine de Saint-Exupery

6. Time Management

- Spend time vs. invest time.
- Plan an ideal year, month, week, and day
- Weekly and daily plan sheets. Allow for life.
- 6 most important things list.
- Make sure your time plan matches your goals. What you DO is what you BELIEVE.
- Does it matter in a year, a lifetime, eternity?

We must use time as a tool, not a crutch. John F. Kennedy
Luck is when preparation and hard work meet. Unknown

7. Resource management

- Build a team with you at the head. Include the students, parents, administrators and community
- Ask for help!

Friendship is unnecessary, like philosophy, like art.... It has no survival value; rather it is one of those things that gives value to survival. C.S. Lewis

8. Mentoring

- General – workshops, books, classes
- Personal – someone you can talk things over with.

A lot of people have gone a lot farther than they thought they could because someone thought they could,
Unknown

The glory of friendship is not the outstretched hand, nor the kindly smile, nor the joy of companionship. It is the spirited inspiration that comes to one when he discovers that someone else believes in him and is willing to trust him. Ralph Waldo Emerson

9. Professional Development

- Workshops
- Invite clinicians to work with your group, then watch and learn
- Ask mentors to watch your classes
- Video tape yourself
- Have an accountability partner
- Develop a long term mentor

The lure of the distant and the difficult is deceptive.
The great opportunity is where you are. John Burroughs

However.....

10. Change of scenery

- Sometimes it is time for a change.
- Change your
- Seasons of life
- Find a way to use the skills you have in a new way.
- Give yourself a new challenge

My Favorite Composers Say

The aim and final end of all music should be none other than the glory of God and the refreshment of the soul. Johann Sebastian Bach

So much of what we do is ephemeral and quickly forgotten, even by ourselves, so it's gratifying to have something you have done linger in people's memories. John Williams

To stop the flow of music would be like the stopping of time itself, incredible and inconceivable. Aaron Copland

Bibliography

- Allen, Michael L., A Longitudinal Study of Vocational Commitment among Undergraduate Music Majors. JMTE, Spring 2003.
- Bauer, William I. Research on the Professional Development of Experienced Music Teachers.
- Conway, Colleen M. Experienced Music Teacher Perceptions of Professional Development Throughout Their Careers.
- Conway, Colleen M. What Has Research Told Us about the Beginning Music Teacher? JMTE, Spring 2001.
- Conway, Colleen M. Setting an Agenda for Professional Development Policy, Practice, and Research in Music Education.
- Hamann, Donald L and Gordon, Debra G. Burnout: An Occupational Hazard. MEJ, 87(3), 34-39.
- Krueger, Patti J. Beginning Music Teachers: Will they Leave the Profession? Update. Fall-Winter 2000. Volume 19, No. 1.
- Madsen, Clifford K. and Hancock Carl B. Support for Music Education: A Case Study of Issues Concerning Teacher Retention and Attrition. JRME, 50(1), 6-19. 2002.
- Norville, Deborah, Thank You Power: Making the Science of Gratitude Work for You. Reader's Digest. October 2007
- Sandene, Brent. Determinants and Implications of Stress, Burnout, and Job Dissatisfaction among Music Teachers. Update. Spring-Summer 1995. Volume 13, No. 2.
- Sogin, David W and Wang, Cecilia Chu. An Exploratory Study of Music Teachers' Perception of Factors Associated with Expertise in Music Teaching. JMTE, Fall 2002