

DECIDE

The 5 P Framework for Burned-Out Teachers Reconsidering the Classroom



A self-reflection guide to help you evaluate whether it's time to recommit to teaching or start planning your next chapter.

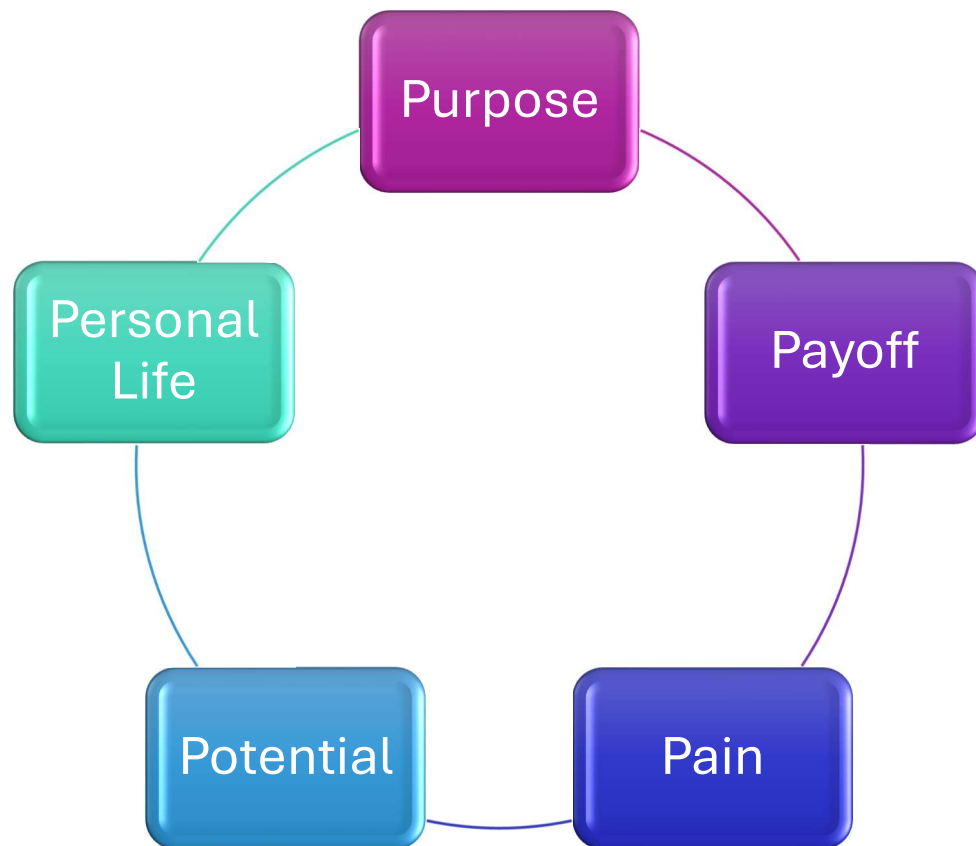
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Teachers in Transition

Welcome

Teaching is more than a job - it's a calling, a mission, a piece of your identity. But when the work that once brought you joy now leaves you exhausted or resentful, you're not just facing burnout - you're facing a crossroads.

This guide isn't here to tell you what to do.
It's here to help you ask better questions.

Using this signature **5 P Framework**, you'll explore five key areas of your life and career:



By the end, you'll have a clearer sense of what's working, what's not, and what direction feels aligned with your well-being and values.

The 5 P Framework

Take your time as you reflect. There are no right or wrong answers—only your truth.

PURPOSE

Do I still feel connected to the reason I became a teacher?

Reflection prompts:

What originally drew me to teaching?

When was the last time I felt proud or fulfilled at work?

Do I feel like I'm still making a meaningful difference? Why or Why not?

PAYOFF

What am I getting in return for what I give?

This includes salary, benefits, emotional rewards, energy, recognition, and personal sustainability.

Reflection prompts:

Do I feel valued—for my time, skills, and care?

Am I consistently giving more than I'm receiving?

What is this job costing me (emotionally, financially, physically)?

PAIN

Is the struggle I'm experiencing situational or systemic?

Reflection prompts:

What's been hard lately?

Is this challenge tied to a specific event or is it a recurring pattern?

Have I felt this way at multiple schools or roles? Am I feeling this in other areas of life?

POTENTIAL

Is there room for me to grow—or have I hit a ceiling?

Reflection prompts:

Are there professional opportunities here that excite me? What are they?

Do I feel like I'm evolving—or just surviving?

Am I learning, creating, or just coping?

PERSONAL LIFE

Does teaching support the life I want to live outside of school?

Reflection prompts:

Do I have energy for my personal life - family, hobbies, health, joy?

Is there something I used to do that I really miss and just don't have the time or energy for anymore?

Is my work schedule compatible with my life values?

Can I imagine myself doing this for five more years without regret? What would I regret?

Quick Assessment Checklist

Use this chart to get a gut-level snapshot of your current alignment in each area. Reread your answers above and rate where you're at in that area.

Rate each category on a scale of 1–5. Circle your number.

Category

Purpose	1 <i>deeply misaligned</i>	2	3 <i>neutral</i>	4	5 <i>fully aligned</i>
Payoff	1 <i>deeply misaligned</i>	2	3 <i>neutral</i>	4	5 <i>fully aligned</i>
Pain	1 <i>deeply misaligned</i>	2	3 <i>neutral</i>	4	5 <i>fully aligned</i>
Potential	1 <i>deeply misaligned</i>	2	3 <i>neutral</i>	4	5 <i>fully aligned</i>
Personal Life	1 <i>deeply misaligned</i>	2	3 <i>neutral</i>	4	5 <i>fully aligned</i>

Total Score: ____ / 25

Looking at the math, what feelings does this bring up. Notice and name them in this space. Write, doodle, or draw as it feels right to you.

Decision Mapping Worksheet

Use the space below to think through both possibilities.

If I stay in teaching...

- What would need to change to make this sustainable?
- What boundaries or supports could help me reclaim my energy?
- Is there another school, role, or grade level that might work better?

Notes and Other Thoughts:

If I explore other paths...

What am I curious about doing instead?

What skills do I already have that could transfer?

What's one small step I can take this month to explore something new?

How does it feel to consider something new and different?

Notes and Other Thoughts:

Clarity Compass Scorecard

Use your total score from the checklist to reflect on where you are now:

20–25: You're mostly aligned. Some boundaries or adjustments might be all you need.

15–19: Something's off. Time to reflect deeply and consider short-term changes.

10–14: Burnout is likely. Consider building an exit strategy or redefining your role.

Below 10: Immediate intervention is needed. This may no longer be a sustainable path.

Reminder: There's no shame in needing change. Your health, your time, and your peace matter, and the system has been rigged against teachers for a long time now.

Now What?

If this guide helped you to understand that you are where you need to be or just need a couple of small tweaks, I am happy to have helped.

If this guide helped you get clearer - but you're still unsure what direction to take - I'd love to support you.

Through my **Teachers in Transition Coaching Program**, I help educators just like you:

- Clarify career options inside *and* outside education
- Translate classroom skills into professional assets
- Rebuild confidence and direction
- Launch a job search with strategy and heart

→ **Book a free 25-minute Discovery Session**

[Click here to Book](#)

You don't have to figure this out alone. Let's talk about what your next chapter could look like.

Stay Connected!

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