

A Systematic Review of the Literature

The Effects of the **COVID-19** Pandemic and **Online Learning** on **Teacher Morale** and What That Means for Students

Presented by: Madison Thomas



Special Thanks To...

Thank you to my wonderful thesis committee;

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Presentation Overview

Introduction/Purpose

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The Michigan Connection

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Introduction/Purpose

- Over 70% of educators in Michigan were unsatisfied with their working conditions in Fall 2020.
- In Michigan, the 2020-2021 school year had 63 more teacher vacancies than the previous school year.
 - 1,502 more positions were filled temporarily or by uncredited individuals.



Methods

The Eight-Step Process

Step One Define Research Questions



Step Two Research How to Conduct Systematic Literature Reviews

Step Three Create a thesis timeline and systematic review tracking document.

Step Four Research similar studies/reviews.

Step Five Record search terms and synonyms.

Step Six Select databases.

Step Seven Create inclusion and exclusion criteria.

Step Eight Extract relevant information.

Research Questions:

R1: Using an online pedagogy, what are the effects of COVID-19 on teacher morale?


R2: How did teacher morale affect K-12 students?

R3: How has the state of Michigan changed what they are doing to support educators after the pandemic?



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Search Terms

Search Terms	Synonyms
Teacher Morale	Teacher: Educator
	Morale: Motivation
Teacher Retention	Teacher: Educator
	Retention: Turn Over
COVID-19 and Teachers	COVID-19: COVID, Coronavirus
	Teachers: Educators
Online Learning and Teacher Morale	Online Learning: Remote Learning, Distance Learning
	Teacher: Educator



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Inclusion and Exclusion Criteria




Inclusion Criteria	Exclusion Criteria
Conducted/written 2020-2023	Conducted before 2020
In the United States	In private schools
In K-12 public schools	In childcare settings not a part of a K-12 school
In English	In higher education, outside of K-12 schools
Relevant to the research question	Not written in English



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Literature Review **Sections**

- The Transition to Online Learning
- Teacher Mental Health and Well-Being
- Teacher Recruitment
- Teachers' Unions
- Interventions to Support Teachers

The Transition to Online Learning

What were the struggles faced by teachers?

- Less student engagement.
- Finding a new work-life balance.
- Lack of familiarity with the necessary technology.
- Concern for students.

An et al. (2021) Study:

- Survey of 107 teachers in 25 different states.
 - 60% found online teaching stressful.
 - 19% preferred to teach in person.
 - 80% felt prepared for online teaching.
 - 70% felt confident in online teaching.



Teacher Mental Health and Well-Being

What contributed to poor mental health and well-being?

- Teaching = a high-stress job.
- The importance of feeling personal/professional success and job satisfaction.
- Above-medium levels of job stress and high levels of coping.
 - New concerns for students.

Herman et al. (2021) Study:

Survey of 639 teachers in fall 2019 and 2020.

- 9% of teachers' results indicated major depression.
- 16% of teachers' results indicated risk for generalized anxiety disorder.



Teacher Recruitment

How has the pandemic affected recruiting teachers?



Workload

Strengthened concerns over teacher workload + additional tasks



Low Social Respect

As a profession (salary + recognition)
+
Mistreatment by students



School Safety Protocols and Supports

New health concerns highlighted by the pandemic + support with online transition

Teachers' Unions' Roles During COVID-19

Marianno et al. (2022) Study



- Advocated for teachers in school reopening decisions.
 - protests
 - broadcasting official statements
 - member surveys
 - filing lawsuits
- When teachers' concerns were voiced through unions they had an impact on district reopening decisions.

Interventions to Support Teachers

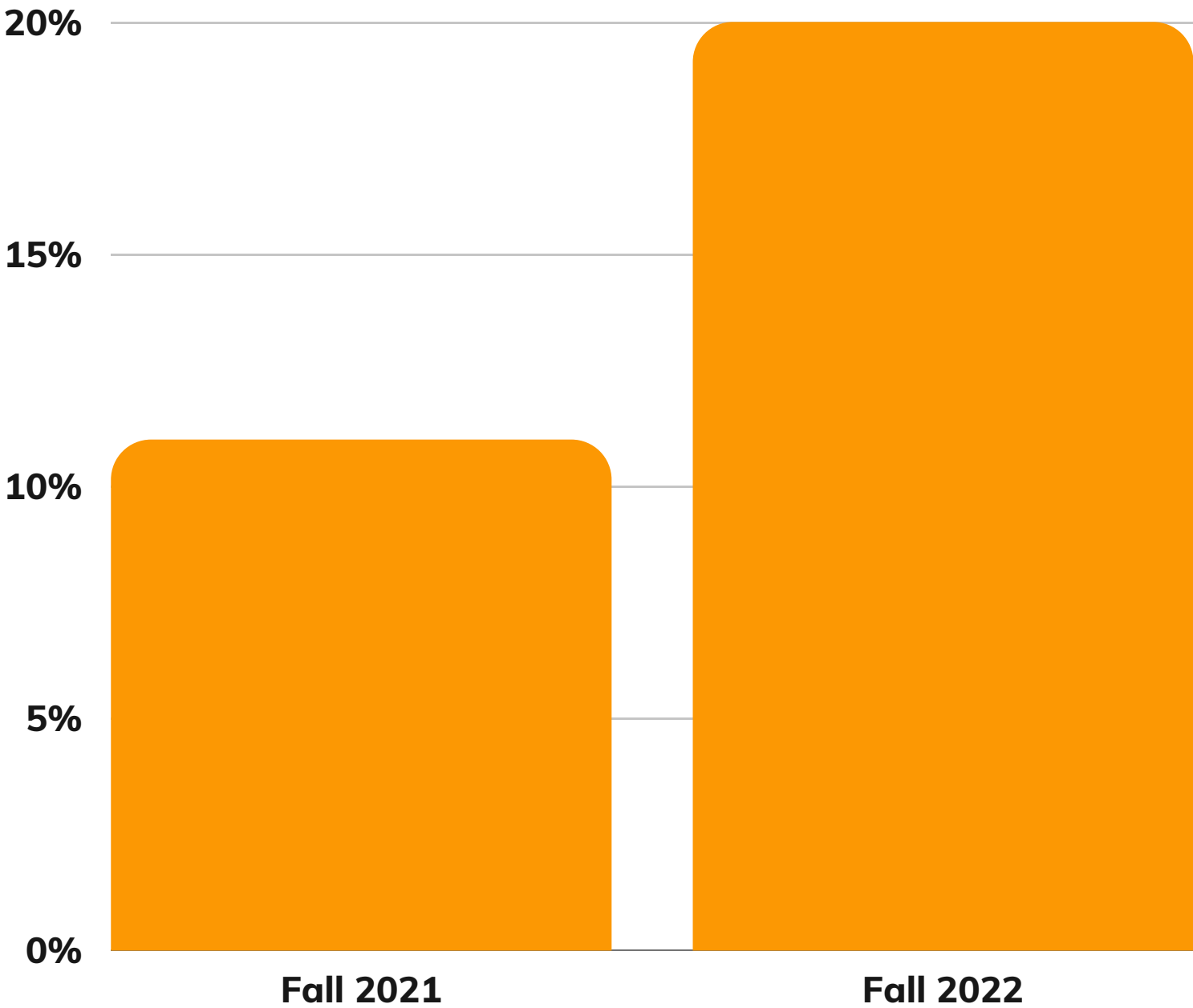
What Teachers Want

- 1 Effective communication.
- 2 Targeted professional development.
- 3 Teacher recognition.
- 4 Opportunities for meaningful collaboration.
- 5 Fair expectations.

What Has Been Effective?

- 1 Addressing initial turnover intentions:
 - Rational decision-making.
 - Safety communication from school districts.
 - Empathy from principals.
- 2 Equipping teachers for future emergencies:
 - Providing professional development for online teaching.
 - Access to technology.
 - Technology training (student & teacher).
 - Action plans paired with communication.
- 3 Evidence-based practices:
 - Mental and Physical (MAP) Training.
 - Success Coaching.

Teachers Wanting to Leave Education



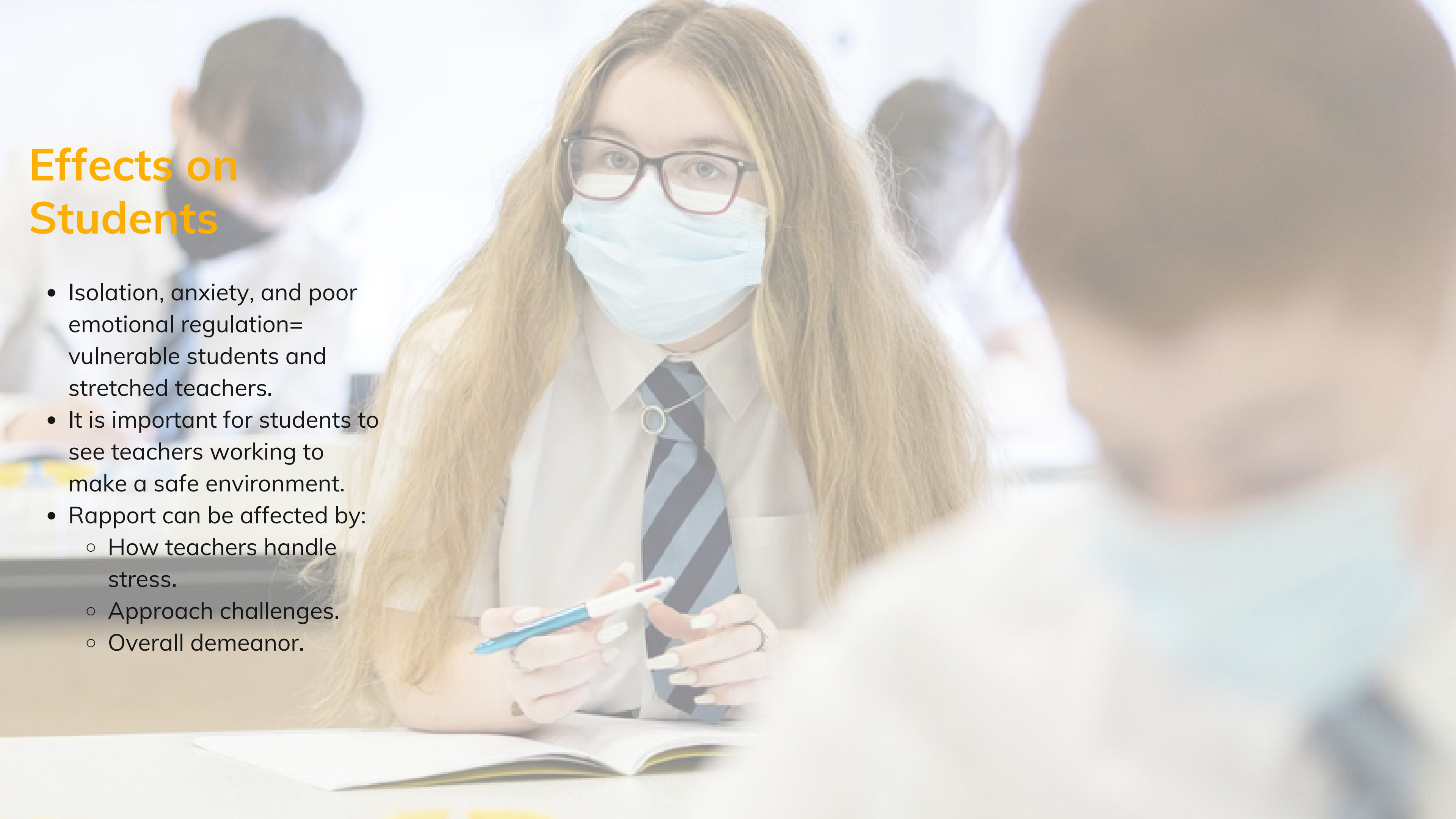
The Michigan Connection

How has the State of Michigan changed what they do to support educators after the pandemic?

- Federal School COVID-19 rescue funds.
- *Dear Colleague* letter to school districts by the U.S. Secretary of Education Miguel Cardona.
- Fellowships for Future Educators and stipends for student teachers.

Effects on Students

- Isolation, anxiety, and poor emotional regulation= vulnerable students and stretched teachers.
- It is important for students to see teachers working to make a safe environment.
- Rapport can be affected by:
 - How teachers handle stress.
 - Approach challenges.
 - Overall demeanor.



Discussion

My Personal Connection

- Started teaching preparation program in 2018.
- Began teaching in Michigan schools in 2021.
- My teaching experiences have all been POST COVID-19.

What I Think the Research Shows:

- The importance of teachers feeling valued and influential in their field.
 - 53% of educators in a study conducted by Kraft, Simon, and Lyon (2021) felt less successful teaching remotely.
- More needs to be done in Michigan to support educators.
- The connection to students should be the next step in research.



Conclusion

Using an online pedagogy, what were the effects of COVID-19 on teacher morale?



**Coming to Terms with a
Public Health Emergency**



**A Quick Transition to
Online Learning**



Effects on Personal Life

These changes have led to an increase in the national teacher shortage in the United States and an overall decrease in teacher mental health and well-being.

But there is hope!

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Public Q&A





Thank You!