

Appendix A: Program Wish List

Dear Families:

We aim to be frugal and use recycled, reused, and refurbished materials. If you come across any of the following items while you are recycling or grocery shopping or going to garage sales, our classroom will gratefully accept your donation.

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Appendix B: Individual Professional Development Plan

What are your current skills?

What do you want to know more about?

What are your professional goals for the next year?

What are your professional goals for the next five years?

Appendix C: Physical Program and Classroom Improvements

How is your classroom meeting the goals of individual children?

Is the current environment working for the teachers *and* the children? If not, why?

How can you make your classroom more accessible and more streamlined?

What tools do you use to make decisions about your classroom? For example, do you use the *Early Childhood Environmental Rating Scale (ECERS)*, the *Family Child Care Environmental Rating Scale (FCCERS)*, NAEYC accreditation standards, NAFCC quality standards, or other tools?

How often do you make physical changes in the classroom?

Do adjustments make your work harder or easier? Why?

Is there time in your schedule to decide when change is needed? If not, how could you make time?

What makes a space overwhelming to teachers and children?

Create a plan for each area of your classroom to get the environment you want. Make sure to take before and after photos.

Are there any items you need before you can start or finish this task? What are they?

What are your priorities?

What needs to happen first?

When was the last time you changed your classroom?

What makes a classroom pleasing to you as a teacher?

What makes a classroom pleasing to a child?

Appendix D: Discussion Questions

The following questions are meant to guide conversation between child care providers that may be feeling the burnout described throughout *Overcoming Teacher Burnout*. To get the best experience from these questions, we encourage you to follow a few guidelines.

Facilitators are a great tool to use in discussions. The facilitator's role is not that of an expert or a participant, but as a guiding force of conversation. The facilitator should observe the dynamics in the group and respond to make sure all members of the group feel included in the discussion. The facilitator should make their role in the conversation known to the participants.

Conversations around this subject matter can take a lot of time out of the day if participants let it. It is important to establish the amount of time that the group wants to participate. The facilitator should also watch the clock and move conversation so each question holds roughly the same amount of time.

In this space, all members should feel that their experiences and opinions are valid. Promote a healthy environment by informing the group of this rule before discussion begins. Also, encourage listening and responses between the group members. Organic conversation is a wonderful way to dive deeper into these topics and spark a productive discussion.

1. Which story was the hardest to read or affected you the most? Why?
2. How is burnout different for child care providers than people in other professions?
3. How has burnout affected you as a provider?
4. Can burnout be solved or only managed?
5. What mistakes do you think you have made in your profession? Why do you hold on to them?
6. How do you typically react to complicated, stressful situations? Why do you react this way?
7. Are you a people person or a people pleaser?
8. How do you seek out feedback?

9. Where in your day-to-day job do you feel joy?

10. What was your favorite quote?

11. How can you take ownership of your continuous learning?

12. Are there ways to help a provider in the early stages of burnout while still practicing self-care?

13. Who in your life builds you up?

14. What is the most important thing in your life?

15. How can you goodify your day?

16. What happens when you leave your comfort zone?

17. What do you need to move forward in your career?