

What Would Make Staying Sustainable?

A teacher + leader discussion tool for identifying conditions that support excellent work over time.

FOR THE TEACHER	FOR THE LEADER
WHAT STILL GIVES ME ENERGY? Name the parts of the work that still feel meaningful or worth the effort.	WHAT DID I HEAR? Capture the concern before explaining or defending.
WHAT FEELS UNSUSTAINABLE? What keeps draining capacity without enough benefit?	WHAT CAN I CHANGE? Name something concrete you can act on.
WHAT COULD REALISTICALLY CHANGE? Identify one condition, responsibility, routine, or support that could improve.	WHAT CAN I CLARIFY? Where could expectations, roles, or communication become clearer?
WHAT SUPPORT MATTERS MOST? What would make the biggest practical difference right now?	WHAT SUPPORT CAN I PROVIDE? What help, time, follow-through, advocacy, or connection is realistic?
WHAT IS WITHIN MY CONTROL? What can I change, simplify, communicate, or ask for?	WHAT CANNOT CHANGE RIGHT NOW? Be honest about limits rather than making vague promises.
FOLLOW-UP — When will we revisit this, and what will we look for to know whether anything improved?	
FINAL QUESTION What would help you continue becoming the teacher you want to be?	

This is a reflection and conversation tool—not a directive to stay at all costs. Focus on conditions, trust, boundaries, support, honest limits, and what can realistically change.