



Project Burn and Turn

Teacher Consent Form

Title of Research Project: Exploring Special Educator Burnout, and in Turn, the Impact of Burnout on Special Educators' Treatment Integrity in Behavior Support Plans: *Project Burn and Turn*

Principal Investigator (PI): Justin D. Garwood, Ph.D.

Sponsor: U.S. Department of Education – Institute of Education Sciences and the Department of Education at the University of Vermont

Introduction

You are being invited to take part in this research study because you are currently a special educator in a school. This study is being conducted by Dr. Justin Garwood at the University of Vermont. Your participation in this research study is optional. We encourage you to ask questions and take the opportunity to discuss the study with anybody you think can help you make this decision.

Why is This Research Study Being Conducted?

The purpose of this study is to better understand the risks factors that contribute to burnout of special education teachers and, how a teacher's feelings of burnout may impact their ability to deliver effective behavior interventions to students with disabilities.

What Is Involved In The Study?

If you take part in the study, you will be asked to identify one or two students with whom you teach that meet the following criteria:

- (a) is receiving services under a label of emotional disturbance, learning disability, other health impairment-ADHD, mild intellectual disability, speech/language impairment, or autism spectrum disorder, and
- (b) requires a behavior support plan on their IEP.

We will gather some information about you (e.g., age, gender, race/ethnicity, education background, years teaching) as well as ask you to provide some demographic information about the student.

Throughout the academic year, the following procedures will take place:

- First, you will be provided with a video-recording device (Swivl). A researcher will set up a time to provide instruction on how to use this technology (virtually). The purpose of the camera will be to record you in your routine delivery of behavior intervention with your student who has provided their assent and obtained parent permission to participate in this study. It is at your discretion to record when the behavior intervention takes place, we do not have any request regarding the time of day when you deliver intervention. No research team members will be present during your routine teaching session. The Swivl automatically sends the recording to a cloud-based server. You do not need to worry about saving recordings on the device itself. We expect you will record a minimum of two sessions and a maximum of four intervention sessions with each involved student. In the event your school transitions to fully online schooling, Swivls will still be used to record the intervention session. This will be accomplished by you positioning the Swivl to face your computer and record the intervention session. Detailed instructions on how to do this will also be provided.



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- If there is a recorded session you wish to have removed from our data, this option is available to you. In an email, you would send to the research team a request to delete the video by specifying the date the video was recorded and the confidential student ID of the participating student from the video. You may choose to do this for a completed video or a video for which you ended the recording early. We offer you discretion in this regard.
- You will be asked to provide a copy of your behavior intervention plan for the participating student prior to the start of the video-recording of your behavior intervention. The purpose of collecting this information is to understand your plans to address the students' needs. This is for research purposes only. The research team will not ask you to do anything beyond your normal job duties. We are simply capturing "business as usual." We will review the plan and then create a short checklist of steps you appear to be planning for the behavior intervention. This checklist will be shared with you to confirm whether you agree or disagree with the steps and, once finalized, we will complete the checklist when reviewing video-recordings of your intervention delivery. This is for research purposes only and will not be shared with anyone at your school.
- You will then be asked to complete an online survey managed by REDCap at UVM. This survey will be accessed via a hyperlink you will receive via email. Questions include brief demographic information and a self-report on your feelings about the teaching profession and your job in particular.
- After about one month, you will complete a second survey (again accessed via hyperlink in an email) where you indicate your opinion on how well your student responded to your behavior intervention plan.
- In the spring, you will be invited to participate in a focus group to discuss issues related to teacher burnout. The focus group will be held after schools hours and online using Microsoft Teams. Focus groups will be audio-recorded, but we will ask all participants to avoid using their real names during the conversation.

What Are The Benefits of Participating In The Study?

There may be no direct benefit to you. However, as a participant in the focus group part of the research study you may learn more about ways to prevent burnout during the group discussions. Your responses may help us create new knowledge that helps future teachers prevent burnout.

Are There Any Costs?

There will be no costs to you for participation in this research study other than your time.

What Is the Compensation?

In return for your time, you will be provided \$95 gift card by completing the online surveys, If you choose to participate in the focus group in the spring, you will be provided with an additional \$50 gift card. You will be required to provide your name and address each time you receive a payment. You will also be requested to provide your social security number if the amount of the payment is \$100 or if the total payments from UVM are equal to or greater than \$600. If you are not a US Citizen or Permanent Resident Alien you will be required to complete additional paperwork including your immigration status for payment. This information will be strictly confidential and will be used for tax withholding and reporting purposes only and will allow the University to determine your US residency for federal income tax purposes.

What About Confidentiality?

Your study data will be handled as confidentially as possible. Upon enrollment in the study you will be assigned a confidential ID (e.g., T1_1) for all correspondence. The master list that matches your name to the ID will be kept on a secure computer separate from all other data so there is no



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ability to match your data to your name by outside parties. If results of this study are published or presented, individual names and other personally identifiable information will not be used. To minimize the risks to confidentiality, all video recordings will be kept on a secure, private server to which only the research team has access. Recordings will be maintained for 30 days to allow for analysis and then deleted.

The sponsor (U.S. Department of Education) or their appointed designees as well as the Institutional Review Board and regulatory authorities will be granted direct access to your original research records for verification of research procedures and/or data.

Please note that email communication is neither private nor secure. Though we are taking precautions to protect your privacy, you should be aware that information sent through e-mail could be read by a third party.

Should you choose to take part in the focus group session, we will ask that everyone in the focus groups not repeat what they have heard others say. There is always the chance that someone will repeat what you have said. Everything you say will be kept confidential by the researchers. Focus groups questions are directed to the group, not to individuals. You have the right to: (a) not answer a question, (b) terminate the interview, or (c) withdraw from the study at any time in the process.

When the research is completed, our research team may save the video recordings for use in future research done by myself or others. We will retain this study information for up to 3 years after the study is over. The same measures described above will be taken to protect confidentiality of this study data. After the 3-year time period, all recordings will be erased.

What Are The Risks and Discomforts Of The Study?

There are no known risks for participating in the classroom observation portion of the study beyond those in your typical day of work as we are only capturing business as usual conditions during the school day. There is minimal risk for social harm when participating in the focus groups because you will be asked to share personal feelings about teacher burnout among a group of your colleagues. If you wish to participate in a private interview rather than a focus group, this may help minimize your discomfort. There is minimal risk for breach of confidentiality regarding your survey responses, but you are only being identified in the survey by your ID number.

Can You Withdraw From This Study?

Taking part in this study is voluntary. You may choose not to take part in this study, or if you decide to take part, you can change your mind and withdraw from the study by contacting the PI. If you withdraw from the study, none of the data you provided (for yourself or the student) will be used in analysis. You can withdraw by emailing this request directly to Dr. Garwood.

Contact Information

You may contact Dr. Justin Garwood, the Investigator in charge of this study, at 802-656-2712, for more information about this study. If you have any questions about your rights as a participant in a research project or for more information on how to proceed should you believe that you have been harmed as a result of your participation in this study you should contact the Director of the Research Protections Office at the University of Vermont at 802-656-5040.

Statement of Consent

You have been given and have read or have had read to you a summary of this research study. Should you have any further questions about the research, you may contact the person conducting the study at



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the address and telephone number given below. Your participation is voluntary and you may refuse to participate or withdraw at any time without penalty or prejudice.

You agree to participate in this study and you understand that you will receive a signed copy of this form.

Signature of Subject

Date

Name of Subject Printed

School Email Address Printed

Work Address Printed

OPTIONAL: You may still participate in classroom observations even if you do not wish to consider participation in a focus group in the spring. If you do wish to be invited for the focus group, we will send you an email invitation along with complete details in January or February. Please indicate below whether you would like an invitation to participate in a focus group in the spring:

_____ Yes, please send me an invitation and I will consider participating in a focus group.

_____ No, I do not wish to consider participating in a focus group in the spring.

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