WORK2 CCLIM1 ROLEC1 WORK1 ROLEC2 ROLEA1 ROLEA2 CCLIM2 CCLIM3 F4CLIM F2ROLC F3WORK F1ROLA CCLIM4 DP2 DP1 DEC1 F5DEC F11DP DEC2 EE3 SSUP1 F10EE EE2 SSUP2 F6SSUP EE1 F8SELF SELF1 F12PA SELF3 PA1 SELF2 F9ELC PA3 F7PSUP ELC5 ELC1 PA2 PSUP2 PSUP1 ELC4 ELC3 ELC2

Figure 4. Hypothesized model of elementary teacher burnout