

118TH CONGRESS
1ST SESSION

H. R. 3727

To require the Director of the National Institutes of Health to carry out a study to add to the scientific knowledge on reducing teacher stress and increasing teacher retention and well-being, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 25, 2023

Ms. PORTER (for herself, Mr. COURTNEY, and Mr. SOTO) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committee on Energy and Commerce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To require the Director of the National Institutes of Health to carry out a study to add to the scientific knowledge on reducing teacher stress and increasing teacher retention and well-being, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Teacher Health and
5 Wellness Act”.

1 **SEC. 2. FINDINGS.**

2 Congress finds the following:

3 (1) High levels of stress are adversely affecting
4 teachers' health.

5 (2) Stress is contributing to the high turnover
6 rate among teachers, which causes instability for
7 students and communities. This leads to higher costs
8 for school districts to train new teachers and hinders
9 students' academic success.

10 (3) School organization, low job autonomy, and
11 a lack of ability to access teacher leadership oppor-
12 tunities are main sources of teacher stress. If teach-
13 ers are not provided with opportunities and tools to
14 manage their stress levels, student well-being can
15 also suffer.

16 **SEC. 3. STUDY ON REDUCING TEACHER STRESS AND IN-**
17 **CREASING TEACHER RETENTION AND WELL-**
18 **BEING.**

19 (a) IN GENERAL.—The Director of the National In-
20 stitutes of Health shall carry out a five-year study on re-
21 ducing teacher stress and increasing teacher retention and
22 well-being by implementing and analyzing the results of
23 any of the following programs:

24 (1) Workplace wellness programs that are de-
25 signed to improve teacher health, attendance, and
26 engagement.

1 (2) Social emotional learning programs that
2 help teachers improve student engagement in the
3 classroom.

4 (3) Teacher stress management programs that
5 improve teacher performance.

6 (4) Mentoring and induction programs during
7 the school year and teacher pre-service programs
8 that improve teacher well-being.

9 (5) Organizational interventions, such as prin-
10 cipal training programs, that reduce stress through
11 supervisor/peer support and increased opportunities
12 for teachers to participate in professional learning
13 communities, teacher leadership positions, and deci-
14 sion making regarding school interventions and man-
15 agement.

16 (6) Teacher residency programs that provide
17 mental health and psychological support.

18 (7) Complementary health approaches, such as
19 mindfulness meditation, that improve teacher per-
20 formance.

21 (8) School reorganization that creates the con-
22 ditions to facilitate the transmission and sharing of
23 knowledge among teachers.

24 (9) Other innovative evidence-based approaches
25 that reduce stress and increase well-being in the

1 teaching profession, which may include increased
2 compensation.

3 (b) REPORT.—

4 (1) IN GENERAL.—Not later than one year
5 after the end of the study carried out under sub-
6 section (a), the Director shall submit to the Com-
7 mittee on Education and Labor of the House of
8 Representatives and the Committee on Health, Edu-
9 cation, Labor, and Pensions of the Senate a report
10 including—

11 (A) the results of the study carried out
12 under subsection (a); and

13 (B) recommendations for—

14 (i) decreasing teacher stress and in-
15 creasing teacher retention and well-being;
16 and

17 (ii) lowering stress-related health care
18 costs for teachers.

19 (2) AVAILABILITY.—The Director shall make
20 publicly available the report submitted under para-
21 graph (1).

22 (c) DEFINITIONS.—In this section:

23 (1) COMPLEMENTARY HEALTH APPROACH.—

24 The term “complementary health approach” includes

1 integrative health care, adjunctive health care, and
2 functional medicine.

3 (2) DIRECTOR.—The term “Director” means
4 the Director of the National Institutes of Health.

5 (3) TEACHER.—The term “teacher” means a
6 teacher teaching in any of kindergarten through
7 grade 12.

8 (d) NO ADDITIONAL FUNDS AUTHORIZED.—No ad-
9 ditional funds are authorized to carry out the require-
10 ments of this Act. Such requirements shall be carried out
11 using amounts otherwise authorized.

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