

Submission
No 49

INQUIRY INTO THE RECRUITMENT AND TRAINING OF TEACHERS

Organisation: Lake Wyangan P&C Committee
Name: Name not included
Telephone:
Date Received: 22/03/2005

Theme:

Summary

Lake Wyangan Public School P&C

28th February 2005

Adrian Piccoli MP
Member for Murrumbidgee
104 Banna Avenue
Griffith NSW 2680

Dear Mr Piccoli,

Thank you for your letter regarding a call from the NSW Legislative Council for submissions into the Recruitment and Training of Teachers. Some thoughts discussed by our committee have been highlighted below. We thank you for extending the deadline for us and hope these suggestions are of assistance.

1. Attracting 'quality' teachers: What is a 'quality' teacher. Currently there are no guidelines defining 'quality'. We suggest guidelines be compiled to establish these points.

We recommend that meaningful incentives are introduced to encourage teachers who have grown up in rural NSW to return. Some of these incentives might include:

- a) via transfer points (these may need to be reviewed e.g. Griffith schools are two point schools as compared to Hillston which is a six point school). Yet many Griffith schools remain 'hard to staff'
- b) Substantial financial and point incentives should be put in place particularly for experienced staff to do a term of service in the country
- c) Housing and rental assistance made available to all rural teachers
- d) To reduce the number of transient teachers in rural schools, teachers who stay for terms of more than five years should be rewarded in some way

- 2a Griffith has a high proportion of newly appointed teachers. This leads to an imbalance of inexperienced teachers in our schools and may lead to greater discipline issues. Griffith High and Wade High schools both have teacher mentors appointed to address this need. However this problem is not being solved and more importantly, does not encourage experienced teachers into the area.

A high proportion of overseas-trained staff are employed in remote areas such as Griffith. Issues of language barriers and understanding as well as cultural differences and expectations of students can create tension in the schools. Programs to assist with these cultural barriers should be created and supported.

- 2b Career change teachers are a positive asset to schools and do offer a different perspective that students can relate to as real life experiences. Programs to support the training and employment of such teachers should be extended and encouraged.

- 4a Existing Incentives: There is a need to review the current system of transfer points. I.e. providing incentives for experienced teachers from cities to come to rural areas - see above incentive suggestions.

- 4b Scholarships are provided for people in designated subjects that are 'hard to staff' e.g. Industrial Arts, Science - but this scheme does not encourage quality teachers to come to rural NSW and needs to be reviewed. Other incentives need to be put in place.

Yours sincerely,

Lake Wyangan P&C Committee
P O Box 78, Lake Wyangan, NSW 2680

FACSIMILE TRANSMITTAL SHEET

To: Legislative Council Standing Committee on Social Issues

From: Lyn Sparks – Electorate Officer

22/03/2005

Re: Following submission from Lake Wyangan Public School

Inquiry into Recruitment and Training of Teachers

You may recall I spoke with your office regarding the closing date for submissions for the above Inquiry

The following submission has been received and I have been asked if you would accept it for consideration.

FORWARDED FOR YOUR INFORMATION FROM

ADRIAN PICCOLI, MP
Member for Murrumbidgee

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