

# INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH WALES

**Organisation:** Auditor-General for New South Wales

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The Hon Mark Latham MLC  
Chair, Portfolio Committee 3 - Education  
Parliament House  
Macquarie Street  
SYDNEY NSW 2000

19 July 2022

Dear Mr Latham

### **Inquiry into the teacher shortages in New South Wales**

Thank you for the invitation to make a submission to the Portfolio Committee 3 – Education inquiry into teacher shortages in New South Wales.

Three performance audits have made findings related to the teaching workforce in recent years.

[COVID Intensive Learning Support Program](#) tabled in 2021, looked at the design and implementation of the \$337 million program to deliver small group tuition to students disadvantaged by the move to remote learning. The report found that 80 per cent of schools had started to deliver the program by the planned start date, with remaining schools being delayed due to being unable to source qualified teachers.

[Supply of secondary teachers in STEM-related disciplines](#) tabled in 2019, looked at the Department's plans and strategies to respond for the demand of secondary teachers trained in the disciplines of Science, Technology, Engineering and Mathematics. It found that incomplete data was preventing accurate tracking of supply and demand for particular types of teachers. The audit also found:

- gaps in the workforce planning model around supply and demand for teachers by discipline and location meant the Department was not targeting its plans and strategies to areas of need
- inadequate strategies to attract and retain teachers have resulted in scholarship programs not targeted to workforce needs, poor uptake and retention for training scholarships, and gaps in the oversight of professional experience placements.

[Ensuring teaching quality in NSW public schools](#) tabled in 2019, looked at the Department's and NSW Education Standards Authority's arrangements to ensure the quality of teaching across NSW. The report found the Department was not centrally collecting data to effectively monitor teaching quality and there were limitations in its Performance and Development Framework. The report also found that the NSW Education Standards Authority was not providing sufficient oversight of principals' decisions to ensure that minimum standards for teaching quality are consistently met.

Thank you once again for the invitation to make a submission to the Committee's inquiry.

Yours sincerely

Margaret Crawford  
Auditor-General for New South Wales