

**INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH
WALES**

Name: Name suppressed

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Partially
Confidential

I teach a rural comprehensive high school in the Hunter Valley. We advertised extensively for 2 years to fill one Maths position - staffing's response at the time was there was no one and we only had one vacancy so we weren't as bad off as other schools. For the two years we had a succession of non maths teachers looking after the classes while we continued to try and find an applicant. At one point we found an 83 year old from Victoria who came to help us out for 6 months while we continued our search.

Both in 2020 and 2022 we have had to collapse classes and reduce allowances mid year as we were unable to fill positions across the school.

Currently we have a Maths teacher off with Long COVID and the school is unable to source ANY casuals so for the past 10 weeks he has been off sick, we have had no cover what so ever for his classes. Leaving me as the HT Maths, preparing and delivering his lessons each day, as well as my own. Often starting my Yr 12 class then walking down the corridor to teach his Yr 12 class for 5-10 min then back and forth - as they have different courses. In the case of Yr 11 where they are the same course - we have combined the two classes together teaching 40, 17 year olds, in a room built for 30 is challenging! Luckily the faculty has pulled together with each teacher setting, marking tests for our absent colleague, as well as writing his reports as well as their own. Basically everyone is working above their own load, for the benefit of the students, with no remuneration of any kind and with no end in sight. Again we have advertised but the only applicants we get are from overseas without VISAs, WWCC, NESA accreditation.

With no casuals, we have been instructed no leave will be granted of any kind, except sick. To have a training day for the Executive we have to do so on a Saturday and be paid back with a day off when we can find casuals...when ever that is.

With no staff to fill positions in Science, we had a prac student complete an 8 week prac with only the odd lesson being supervised. The majority of the time he taught the lessons by himself - not good for the long term future of the profession.

We have teachers assigned to look after uncovered classes each lesson - often we can have 1 teacher supervising 4 classes from multiple years - ie over 100 students. On bad days this can blow out to 7-9 classes uncovered because teachers are sick/positions unfilled and no casuals available.

Every teacher who leaves/goes on maternity leave etc, we now hold our breath in the hope we can fill the position but knowledge it will be years before each position is filled.