

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

Name: Name suppressed

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Partially
Confidential

In 2016, I entered a teaching profession in order to make a difference and transform the lives of students. Across my first 2 years as a teacher within the Catholic Systemic system I was not supported to make a difference, I was told to be compliant and that would earn me a permanent full time employment.

The compliant nature of the role given the time constraints of a day make it nearly impossible to teach effectively. This is not only as a new teacher, but as an experienced teacher as well. Programs, registers, NCCD, Personalised Programs, assessment programs, marking, reporting, meetings (staff and parent) and parent teacher interviews are just a fraction of what is now expected of a teacher. This is all with the perception that it is a 9-3 job that gets 12 weeks holidays.

This workload only increases when being promoted or being given the opportunity to perform in other roles. At present, I am currently performing the role of three teachers. In any job this would be acknowledge and steps would be taken to rectify the issue. In teaching though this is the norm. If anyone is off for an extended period the teacher on top will have to step in and if you complain or try to propose a solution it is shut down, mostly due to incompetence of superiors but also down to a teacher shortage.

The biggest problem with teaching is the messaging from politicians. When Scott Morrison and Dominic Perrottet state after COVID that schools should be open to 'get parents back to work' and not to educate the young developing minds, it is clear that the profession is no longer valued. Education once was a place for students to learn and grow, now it is a baby sitting service for parents. This messaging has damaged and will continue the profession for many years to come.

There is no easy solution to this problem. All changes which have been made by governments and educational institutions have been centered around compliance and not transformation. We need to stop talking about being transformative and start actively pursuing transformational pathways or we risk sliding further down the educational ranks. The issue with this is compliance gets promoted because people are so afraid to take a risk.

Education is a mess, doubling down on what doesn't work should never be a solution. I believe it's the definition of insanity.