

**Submission
No 64**

INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH WALES

Name: Mrs Deb Harlum

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I am a Learning and Support teacher at Toongabbie Public School and the impact the staff shortages has had on my job as well as other 'non classroom' teachers is insurmountable. I am constantly being called upon to replace a classroom teacher due to illness and my other programs are left desolate. Students with learning difficulties are no longer given intensive lessons and as time goes on in these important early years of intervention- the opportunity is missed.

Our EALD teacher (English as Another Language or Dialect) has the same interrupted expectations to drop everything and go onto class time and time again.

The CILSP (Covid Intensive Learning Support Program) teacher is a casual teacher who has been employed for the year to specifically work with small groups to assist with gaps that may have occurred as a result of school closures and Home Learning. There has been two days this year that the CILSP teacher has been able to work with these students. Otherwise, he has been taken off the CILSP and onto class every day that he is in at school.

The classes are also disrupted in their learning and as one class loses a teacher due to illness, and sometimes for weeks at a time, it spreads amongst staff and then the next class is affected.

Often, the executive (Assistant Principals x 4 and the Deputy) are also called upon to be on class.

One day, we were all put on class and yet we also had to endure two classes that were split because we didn't have enough teachers to go around which added an extra 9 students each from other grades into the classes we were put into. I struggled that day.

I think if it goes on too much longer, I will need to take time off myself as it is too much some days. Let us get back to what we all do best for the good of students and education. We need the truth as well as people in authority in the DOE to work on the answer instead of using their level of power to force staff into unmitigated circumstances.