

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

Name: Name suppressed

Date Received: 3 July 2022

Partially
Confidential

The workload caused by people having a 'great idea' is taking teachers away from their core job which is teaching. Let teachers teach. The accreditation for teachers is a prime example of teachers being taken away from their core job. So many, many hours NOT preparing their lessons and attending to their students. And for what? To prove we can teach? I have witnessed time-poor teachers trying to accomplish this task neglecting their students and families to complete this compulsory task. I have also witnessed some very average teachers, willing to neglect their students, get top accreditation. Your best teachers are the teachers who quietly work many, many hours for their students, teachers who often don't meet all of your criteria in job applications and interviews because they put their effort and time into their kids and not their careers.

Teachers need a greater support system so that they can prepare for lessons and be ready for lessons physically and emotionally. Students can be hard work and worn-out teachers are not at their best to deal with the ever-changing landscape of society. We are raising these children now and trying to educate them at the same time. Government ministers are quick to blame teachers for the poor educational outcomes of our students when we are expected to do so much more than teach. This is a real blow for teachers who are professional people who are dealing with so much that is ignored by most.

Our training does not prepare us for students with, for example, autism, trauma background, learning difficulties, mental health issues and disabilities. More training in these areas would be very beneficial for all concerned.

Not knowing if you have a job each year is horrid. You put loads of effort in and you have no job security. The working conditions and the conditions of some schools are below standard for any professional. Schools in poor repair reflect what people think of the teaching profession and the importance of education.

I recently talked to a teacher with a Masters in Education who wants to leave. The fact that they have to supply classroom supplies is the straw that is breaking the camel's back. The poor conditions of some schools, the fact that teachers have to supply basics for students and the lack of respect for teachers and education in our society all contribute to people walking away and getting 'respectable' jobs elsewhere.

Some of the ideas politicians have to encourage people to train as teachers are often a real blow to those already in the profession. The talk by some makes it sound like we are all bad at our jobs and our schools are full of people who cannot do their jobs well. So many cheap shots thrown our way. You can educate them, throw money at them, promise them jobs but if they cannot teach..... Look after the people you have then they won't leave.

Instead of paying for people to study to teach and not improving teaching conditions will not improve teacher numbers. If you don't fix the core problems then don't pay, coheres and bribe people to come into the profession. Put the money into the people who are already there.

I do think that paying people to do their teaching pracs is a good idea. I think that this would make it easier for people to complete their degrees. I know students who have to either give up their part-time job to complete their pracs or try and do both the prac and their jobs. Also, rural people often have to travel great distances to get to schools to complete their pracs and this is a cost on top of not having an income.

Good teachers are born to teach. They work hard and improve their craft over time. We need good teachers to be in the classroom teaching.