

Submission
No 100

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

Name: Name suppressed

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Partially
Confidential

During a school day, I come to work up to 2 hours before the morning bell to ensure lessons are planned and resources are ready. I often spend this time responding to parent emails (some are very sensitive and others and quite disrespectful), and support requests from other teachers. When the gates open I volunteer to do an extra playground duty to support those students with particular needs whose funding support doesn't extend to the whole day (no teachers aides at this time). I then work flat out through the day and am sometimes called to help with student meltdowns. More students are coming to school not ready to learn. Things like change and transitions set them off. I'm consistently suppressing my own "fight and flight" responses to student meltdowns in order to help them to self regulate and re join the group. At times this will mean I eat my lunch while in a meeting or while trying to teach. There is not time in a day to stop and breathe without feeling as though I'm robbing someone else of this. Meetings after school will also take time and can mean that even going to the bathroom is disrupting the flow of all that needs to get done. My colleagues and I are utterly exhausted and our students have showed such reliance to the disruptions. We believe that our good has been relied on to keep things going and we've just about run out of it. To be frank, we feel quite used.

If the conditions cannot be improved, teachers deserve better pay. I know several teachers who are likely to leave the profession or move to a private school within the next few months if things don't improve. This saddens me deeply as I care so much about our students and the fundamental need for quality public education in our society. Equity in education is vital if our larger community is to work towards social harmony. Help us to support students to be healthy, well adjusted, contributing members of society.

My own kids and family are getting the scraps of a burnt out mum and wife and it's not sustainable for us. Even through the school holidays I am juggling several hours of work most days to try and make the return manageable.

Please, visit schools, talk to teachers and principals, look at student results, increase CILS funding.

Talk to psychologists about early intervention and the long term benefits can have on society. Show some respect for those who are burning out. Our strikes are a call for help, many of us want to go on but we just aren't sure we can and maintain our own mental health.