

**Submission
No 105**

INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH WALES

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In England, I was a primary headteacher (Principal) with over 20 years experience. Thirteen of those years was as an 'outstanding' headteacher (see OFSTED report). Barling Magna Primary School had 2 successful OFSTED inspections and was a happy, thriving school with an amazing, talented staff team that I was honoured to lead. My NSW DET trained husband was a secondary school Pastoral Head of Year executive and mathematics teacher.

In 2005 we decided to move to NSW to be closer to my husband's family and to raise our 2 children in Australia as a deliberate quality of life intention. We moved to the Central Coast.

When we emigrated, the DET said my husband would have to retrain in mathematics in Bathurst as he had been overseas for more than 5 years. So he instead had an interview at a Catholic school and they snapped him up. We aren't Catholic but we needed the money. He always expected to return to working in the DET as he had before leaving for his travels overseas and was dumbfounded at their response.

I had to do a 3 day course in Sydney and then be observed for a 2 week prac before getting my NSW teaching number. I then was on a number of different temporary contracts for a period of 9 years that changed every year. Principals deliberately do this so you are not on the same 'job' for 2 years running. In the UK, it is considered good practice to offer any permanent position that becomes vacant to any temporary staff who have been considered good enough to have been employed for over 2 years in the same capacity. This is an obvious deficit of practice in NSW.

I was working as a relieving AP on a temporary contract for 4 years at Bateau Bay PS before finally being offered a permanent contract as a classroom teacher after an interview in 2017. I am exhausted and demoralised by the toxic indifference the DET shows towards its most valuable asset - its staff.

Recruitment and retention? The DET are clueless.