

Submission  
No 119

## INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH WALES

**Organisation:** Office of Prue Car MP

**Date Received:** 31 July 2022

---

## Responses to NSW Labor Teacher Shortage Online Forum Survey

Which of the following best describes you?	Which best describes the school your response relates to?	What of the following best describes the school your response relates to?	How would you rate the workload of teachers in your school?	If things don't change, how concerned are you about the quality of education that children will receive?	How often are children at your school placed into merged classes or minimal supervision environments?	How often is a casual teacher required at your school?	How have teacher shortages impacted you?	Is there anything else you'd like me to know?
Teacher	High school	Government	7	7	Frequently	Very regularly	Coming to work when sick as there is no cover, refusal of leave due to no cover, essential programs not running and teaching staff picking up the extra work, our job has more hours out of the classroom than in the classroom but is not reflected in our conditions or pay. We are exhausted and simply cannot go on!	Please help, it is far more desperate than anyone knows! Teachers have a highly desirable and transferable skill set, it's only a matter of time before we realise that the grass is greener on the other side.
Principal	Primary school	Government	6	7	On occasion	Very regularly	Increased workload organising replacements or reorganising classes. Splitting classes or collapsing programs. Filling temporary positions for Isl lwop or other long term leave. Covering staff accessing professional learning opportunities.	

Principal	Primary school	Government	7	7	On occasion	Very regularly	<p>We have struggled to cover classes and continue to provide quality lessons to our students. It is regular that we have no casual teachers available to cover classes. There are very few applicants for permanent executive positions eg assistant principals as fewer teachers are wanting to be promoted as the workload is too much.</p>	<p>The workload on teachers is unsustainable. So many teachers are exhausted to the point of wanting to leave the profession. The media bashing of teachers is incredible as all of society's problems are blamed on teachers. Recent studies have shown negativity in the media is having a huge impact on society's perceptions of teachers and a teacher's self worth and passion for the job. As an educator of more than 28 years, I have never seen such a sad, demoralising situation.</p>
Parent / guardian	High school	Government	7	7	Frequently	Very regularly	<p>My children are missing topics because they don't have a replacement teacher. Four classes are placed in a quad and looked after by sometimes only 1 teacher or an executive. They struggle to keep up with extracurricular activities that students love to do at school and help to make them belong to the school community.</p>	<p>Teachers can never get everything completed and it is difficult to reach them and sometimes teachers are just trying to manage the amount of students in the classroom with diverse needs. Not only are they expected to teachers but also psychologist, doctors, career advisors, health consultants, counsellors, mediators, nutritionists, metal health experts and so much more these days.</p>
Parent / guardian	Primary school	Catholic	7	7	Frequently	Frequently	<p>The concern we have is the continued disruption to learning, building and maintaining the kids</p>	<p>Many of the school year activities are rushed and sometimes poorly organized due to teacher</p>

							relationships with their teachers. Consistency is important to our kids confidence in the learning process. Feeling safe to ask questions and the understanding from teachers in the difference in understanding and learning techniques of students	disruption and overburden of excessive workload. Our teachers are great and work hard to deliver the love, support and learning outcomes for our kids.
Parent / guardian	Primary school	Government	7	7	Frequently	Frequently	Impacting My daughters learning. Different teachers often, so little consistency. Now having tutoring to assist with basic learning. Many children in the class have tutors as parents can see the impact this is having on learning	Teachers are broken, the system of over reporting to the department is stopping our amazing teaches on being able to do what they love doing. Which is teaching!!! Teachers are understaffed as they are leaving in droves. Going to Uni, to train to teach to then see the reality of the reporting expectations is ridiculous. Have many friends that have left because of this issue. Feeling helpless and knowing their passion is overtaken by red tape.
Retired teacher	Primary school	Government	7	7	Frequently	Very regularly	Classes disrupted	Teachers have been undervalued over time and staff conditions eroded with teachers burnt out too soon. Experienced teachers have

								left the system because of workload and lack of support. Mentors could easily have been allocated to schools to support new less experienced staff. Smaller Class sizes ( especially 3-6) and specialist teachers need to be allocated
Parent / guardian	Primary school	Independent	6	7	On occasion	Frequently	I have had to pull both children out of public schools because of shortages my first son struggled with reading and could not get the extra help he needed as no staff was available to support all the children. My younger son has had to go to an aspect school as the public system could not cater to his autism. The teachers were under qualified and did not have the support available. The department suggested home school and partial attendance after multiple suspensions for behaviour out of his control.	The laws need to be changed so we have inclusive schools. Suspension should not be allowed because of your disability partial attendance is exclusion and if public schools can't cope with students aspect should be an option. Also because aspect has not got alot of high school classes we are worried that our son will need a public school that has overworked, underskilled and underresourced high school. Please fix this mess.
Parent / guardian	Primary school	Catholic	2	5	On occasion	Very regularly	Inconsiderate strikes have forced us to have time off work, I	

							understand teachers are not babysitters but leaving responsibility for an outdated bargaining technique is not professional in any way	
Teacher	High school	Catholic	6	7	On occasion	Very regularly	<p>Won't take long service leave as too hard to get casuals, go to work unwell so as not to let students and other staff down. Professional development opportunities cannot be taken up as not enough casuals . the system cancelling professional development to keep teachers on class , extracurricular activities such as sport and drama are harder to cover and therefore students miss opportunities . As a parent it is concerning how often my daughters class is merged . Concerned with the fast tracking of teacher qualifications to meet demand . Lack of preparedness and training for graduating students combined with young teachers getting limited professional development and mentoring will have</p>	

							serious consequences for middle leadership in 5-10 yrs .	
Grandparent	Primary school	Government	7	7	Very regularly	Frequently	Lack of continuity with lessons	Teachers are overworked and underpaid (Please don't quote me)
Rather not say	Primary school	Government	7	7	Frequently	Very regularly	We can't book casuals as none are available unless you have a few days notice. We then have to split classes which is not good for the split class or the classes that the extra students are sent to.	The main thing I would like to address is that I hear a lot about the reasons for casual shortages are vaccines, workload etc. Workload is the main reason for permanent and temporary teachers leaving the profession but it is not the reason why we split classes.  Classes being split so often is a direct result of the COVID ILSP roles that were created supposedly to catch students up after learning at home. Each school in the state has employed at least one extra teacher to take groups of students out of class to do reading tuition, writing, maths or whatever they want to focus on for that group. When that program started, we immediately could never find casuals. You never hear people talk about it because the general public wouldn't

								<p>even realise it's happening. I have found it so surprising that no one ever speaks about this despite the fact I know that this was discussed at a Principal conference over a year ago now where Principals were upset that they couldn't get casuals since the COVID ILSP program started. The disadvantages of this program have far outweighed the predicted benefits but you can guarantee that after the program finishes it will be evaluated as a huge success.</p> <p>I must state again, please keep my comments private or anonymous. I want to help to fix this issue but I am also passionate about teaching and do not want to compromise my employment. Thank you.</p>
Deputy Principal	High school	Government	6	7	Frequently	Very regularly	Extra work, constant pressure to fill gaps, it is almost a full time job recruiting staff	<p>The DET, does not have the capacity to manage the issues any more they constantly load teaching staff and schools up with more activities that have no impact in the classroom, teachers need time to prepare adapt to the constantly changing landscape of education and</p>

								<p>give their best every lesson to students.</p> <p>Despite what the leaders in education say their is a genuine inequity between sites and country and it grows daily based on multiple issues but in particular staffing. and supports that dont exist in regional areas or if they do they are over worked and long distance, nothing beats face to face interactions.</p>
Teacher	Both Primary and Secondary schools	Both Catholic and Govt	7	7	Very regularly	Very regularly	Many offers to work as a casual	<p>This is a very poor survey.Can't believe it has been written by an adult.The shocking behaviour of children, lack of ability to get rid of kids who don't want to be at school and who impact severely on the learning of others lack of rigour in the curriculum, lack of aspiration of students, lack of expectations of students by teachers, lack of respect of parents, lack of of knowledge of younger teachers, lack of pursuit of excellence are the main concerns.</p>
Teacher	High school	Government	7	7	Very regularly	Very regularly	Increases workload astronomically.	<p>Teachers are already overworked and not appreciated for the</p>

								professional job they do. Many are considering leaving the profession.
Teacher	High school	Catholic	6	7	Frequently	Very regularly	I have been teaching up to 4 classes at once. Lots of extra incidentals that are added to each day.	We are losing young teachers to other jobs.
Parent / guardian	High school	Government	5	4	Rarely	On occassion	Occasionally classes combined or casual teacher if staff sick	I think the curriculum is overcrowded with parents responsibilities and politically correct days. I expect teachers to work a 38-40 hour week and partly in school holidays like other gov workers (eg health, police) who only get 4 weeks holidays. I think the gov needs incentives for teachers to move to rural areas as they are short and it affects the learning of kids who are equally entitled to a teacher as city kids.
Grandparent	Both levels	Government	7	7	On occassion	Frequently	Personally,not at all but my grandchildren have fallen behind due to shortage of teachers	I believe the Government has caused this shortage by excluding anvaccinated teachers from classes.Children,it has been shown are far less affected by covid than adults are and it has also been shown that "vaccination" has had little if any effect on the rate of transmission of this virus,contrary to what the

								mainstream media and government propoganda would have us believe.
Social Worker supporting families with children	All schools	All schools	7	7	Frequently	Frequently	Families report constant challenges	Allow non-vaxed teachers and school workers back to work.
Teacher	High school	Government	6	6	On occassion	Very regularly		Unrealistic expectations, NESAs requirements and other extra workloads are driving teachers out of the profession.
Parent / guardian	Primary school	Government	6	7	Very regularly	Very regularly		
Teacher	Primary school	Government	7	7	Frequently	Frequently	Loss of creative arts programs in primary schools specifically music programs. These are essential to any education system throughout the world and a fundamental right of every child yet are the first to go when our system is overloaded.	
retired principal	both	Government	7	7	Frequently	Very regularly	I am extremely concerned for the education of my grandkids and public school students in general. The teachers in general do great job but are impacted on by three shortages, but more importantly, so are the kids.	This has been a problem for a long time but is even worse now, and a source of great concern.

Principal	Primary school	Government	6	5	Rarely	Frequently	Teacher shortages have impacted on our ability to provide support programs, implement school improvement initiatives, professional learning and teacher RFF.	We are currently unable to fill not only short term positions daily but anticipated leave or vacant positions for the remainder of the year. We have two pre-service teachers who are on temporary contracts that we will need to cover for 6 weeks in term 4 to complete their final practicum as their university stipulates that they cannot complete a second prac with us. Support would greatly be appreciated to negotiate that they complete their second prac with us due to critical staff shortages.
Principal	Primary school	Government	6	6	On occasion	Very regularly	Our exec team spends multiple hours trying to find casuals for teachers who are unwell. We cannot find casuals to replace Administration Staff so our office, GA or SLSOs are often not replaced. It is also very difficult to find an Early Childhood trained casual for our Department Preschool. This is stressful for us as we cannot meet the expectations of our community. It is stressful for teachers who feel guilty about	#MoreThanThanks

							being away when they have COVID, flu or another genuine illness. It is stressful for teachers who need to collapse their intervention programs to take a class when we cannot find a casual. Our job is already too hard, with increasing numbers of students with special needs and behaviour problems and the ever increasing number of social issues that schools are being tasked with curing. This is just making our job even more unmanageable.	
Teacher	Primary school	Government	7	7	On occasion	Very regularly	I'm on contract, I have no job security! The system is broken with people being able to hold permanent positions for years with no intention of return. The application process is a killer, especially having to apply for my job every year on top of reports and educating children.	We need less contract staff and more permanent jobs, the application process is massive. More support staff having a SLSO in every class room would be amazing for children and create thousands of jobs for (mostly) women.
Principal	Primary school	Government	6	6	Frequently	Very regularly	As Principal of the school, I am now on a Stage 1 class for 2 hours per day, sharing	

								the class with two other colleagues. Not ideal, but a creative solution was required with no time to think about the consequences of adding workload to all three teachers involved.	
Teacher	High school	Government	7	7	On occasion	Very regularly			
Teacher	High school	Government	5	6	On occasion	Very regularly	Increased class numbers, some classes have over 30 enrolled. Increased extra lessons to cover for sick staff as casuals are in shortage.	I have left civil engineering, completed a master of teaching, have taught for a year and am now applying for jobs back in engineering. Please keep my identity anonymous.	
Parent / guardian	Primary school	Government	7	7	Very regularly	Very regularly	My son has loses engagement as daily classes are merged with videos.	Please look at the data re Teachers leaving for other professions within 5 years and also invest in Teacher salaries and work loads to make teaching an attractive career choice.	
Teacher	High school	Government	7	7	Frequently	Very regularly	I am a head Teacher Administration and it is making it increasingly had to cover classes- Staff are overworked and are continually having to pivot their teaching to accommodate for the lack of casuals. Students are becoming disengaged.		
Teacher	High school	Government	6	7	Frequently	Very regularly	Increase work load		

Teacher	Primary school	Government	7	7	Frequently	Very regularly	A nominated Executive staff member spends upwards of 2 hours a day outside of work hours arranging casual relief. Casuals are required on a daily basis to cover illness. On many occasions we can only attract 50% of the required load, which results in programs having to be collapsed and classes merged. What was once an exceptional situation, is now frequent, at times daily. These arrangements reduce our quality teaching opportunities and substantially impact on teacher stress and workload.	
Teacher	High school	Government	7	7	Rarely	Very regularly	I am called out each day as a casual - how can there be a shortage with so many casual staff without full time jobs.	I think that all casual staff should be given full time jobs before you get others that haven't finished paid interships.
Other school staff member	High school	Government	7	7	Frequently	Very regularly		
Teacher	High school	Government	7	7	Very regularly	Very regularly	Increased workload and merged classes. Students not receiving an adequate education.	I have been on temporary contracts, at the same school in the same position for 6 years. I am a fully qualified and coded TAS teacher but despite the

								shortage I have not been offered a permanent position in any department school. There are a number of teachers in the same position at my current school.
Student	High school	Government	5	6	Frequently	Very regularly	My English class has been combined with another class, I've experienced countless occasions where my class was not supervised at all (not even a casual teacher!), In Year 11 both my English and Maths classes were split across two different teachers.	Aside from addressing wage side benefits to increase supply of teachers, I strongly believe public schools should offer paid internship for those training to be teachers.
Parent / guardian	Primary school	Government	6	7	Frequently	Frequently	Yes	
Teacher	Primary school	Catholic	6	6	Frequently	Very regularly	I am often in classes to 'babysit' - I am the Music specialist with Bach Ed as well. I get sent anywhere on any particular day - frequently not teaching Music Ed. Same applies for our PE teacher and librarian. More often than not we are in classes.	The teacher shortage is extremely frustrating. Keeping staff when they are not given permanent positions is a significant problem. We have staff who will put up with anything because they do not want to jeopardise their temporary job at the school. That is disappointing and depressing.
Teacher	High school	Government	7	7	Very regularly	Very regularly	Overworked, as I need to help in other classes.	Please, employ more teachers, by raising their pay. Teaching is a most

									important profession. We teach future generations who will care for elderly one day, means for us and for a country.
Teacher	High school	Government	7	7	On occasion	Very regularly	<p>As a head of faculty, I am unable to find fully qualified teachers to fill short-term vacancies that have arisen as a result of temporary parental leave. This has resulted in numerous teachers taking on part-time work, which increase administrative workload across my faculty.</p> <p>In the sense of the broader school environment, crucial support roles are filled on a part-time basis, or are not filled at all. One of the learning and support teachers is now splitting their role and is working one day a week as a 'provisional' school councillor. The position of EAL/D support teacher is not currently filled. There is a maternity leave English teacher position that cannot be filled. Six teachers in my school are currently juggling</p>	We are overworked, underpaid and understaffed.	

							<p>full-time work with the final stages of their university degrees.</p> <p>Given the lack of availability of day-to-day relief teachers, the school has had to make the decision to send Year 11 and 12 classes to work independently in the school library if their teachers are absent. This is to ensure that junior students are not forced to combine classes under minimal supervision.</p>	
Teacher	High school	Government	7	7	Very regularly	Very regularly	<p>So many ways. I have had to take on massive numbers of extra classes. I have taught in areas that are out of my codes, I have taken on whole faculties as a temp teacher when everyone else in a faculty that I was not qualified to teach in left. I am always exhausted these days. I no longer even hope to be the best teacher that I can be. I just don't have the time. I am looking for work in another industry, but I love teaching and do not want to leave.</p>	<p>I have put a full submission into the teaching Inquiry. I have asked that it be anonymous as far as the public goes. I have no problems with it being known who wrote the submission as far as the Parliament goes or as far as the ALP goes. I do have concerns about any inquiry being chaired by Mark Latham. He, in particular, has been scathing of the teaching profession and has demonstrated both a lack of knowledge and a lack of care for the profession. There are so many other issues around teaching in</p>

							<p>I have taught in corridors because we do not have enough space. I have taught in classrooms that are freezing, boiling, have holes in the walls and doors because we have nowhere else to teach. I have taught multiple classes at once in practical subjects because there was no one else that could do it.</p> <p>I keep getting asked if I would ever like to do Highly Accomplished accreditation. Maybe, but when would I have the time?</p> <p>I have never been so stressed in my life. I teach period 0's, 7's and 8's. Technically, our school only has period 1-6, but I teach a lot of my classes outside of those times because we don't have enough rooms, or enough teachers to fit everyone on the normal timetable.</p>	<p>NSW, all of which need to be addressed. However, as far as the ALP is concerned. Please stop telling everyone that you are going to find the "best and the brightest". We are here, a lot of us already work as teachers. Every time that the worn out phrase about the best and the brightest comes out, those of us who have worked so hard feel devalued and we start wondering if we should stay in a profession that only recognises what we can achieve up until we become teachers and then suddenly it is only the future "best and brightest" that matter and not the decades that some of us have already put into the profession.</p>
Teacher	Primary school	Government	7	7	Frequently	Very regularly	<p>I have had to manage splitting students with special needs across multiple classes that also have additional needs students. Then</p>	

							handover of students needs to occur at break times and work suitable for student needs created. Additionally I have then had to complete extra duties and paperwork and reschedule meetings.	
Teacher	High school	Government	7	7	Rarely	Very regularly	<p>Shortages mean that the real workload reduction we need will be very hard to achieve. Yes, it would be great to get rid of a lot of the ridiculous admin teachers are expected to do, as well as a lot of the filling out of forms and reports just to prove we are doing our jobs (evidently we cannot be trusted). I have 4 degrees and a full teaching load but spend ludicrous amounts of time in front of a machine copying or scanning, for example, because we have so little support.</p> <p>However, we also have simply too heavy of a teaching load. I am currently teaching 4 separate senior subjects (12 Economics, 12</p>	<p>The Gallup Inquiry tells you what you need to know about shortages. And recent book 'Waiting for Gonski' by Tom Greenwell and Chris Bonner tells you everything you need to know about the systemic problems holding back results. We know the solutions, but I despair for the political will.</p>

						<p>Business Studies, 11 Legal Studies and 11 Economics) along with shared classes for 10 Commerce, 9 Geography x2 and 7 Geography. These are academic courses where it is important to stay current, so the burden is considerable, and it is endless. People really have no idea. It is frankly absurd, and I am running constantly and NEVER catching up.</p> <p>There are other less obvious, but still insidious, impacts of the shortage. It means that the LNP government, who does not want to address the real issues of pay and conditions, continues on its teacher bashing campaign as a distraction, where results are all because "teachers are 'duds' or we're Marxists or we are of poor quality or we're poorly trained or we aren't 'the best of the best' or something something union bad" on and on ad nauseum. It is utterly demoralising</p>	
--	--	--	--	--	--	--	--

							<p>and has a real impact on the mental health of those of us stressed and overworked at the coalface. We don't blame doctors because many people are overweight, and don't blame bankers because many don't handle money well, but teachers are fair game for all education problems, as though there were no dysfunctional system around us. We simply aren't valued.</p> <p>I love teaching, and I am very good at it. But I wonder more and more how much longer I can go on.</p>	
Teacher	High school	Government	7	7	Very regularly	Very regularly	Negatively - I have to take 2 or 3 classes together	Pay teachers what they are owed, what they deserve and lift Respect for the profession through the media. I am a teacher of 17 years experience and I have never seen the profession so bashed and abused by idiot politicians and subsequently parroted by other idiots in the media
Retired teacher	High school	Government	7	7	Very regularly	Very regularly	Classes are merged, or have teachers not	I started teaching in 1972 and retired in 2019.

							<p>related to their subjects, on a regular basis. This often affects senior years- years 11 and 12.</p>	<p>Teaching has been going backwards, and teachers have been resigning in droves, for the last 15 years, since the paperwork has become more important than actually teaching the students. It used to really annoy me when I was taken off class so I could learn the latest technique for reporting what I possibly had taught. Teaching students IS THE MOST IMPORTANT THING A TEACHER CAN DO.</p> <p>Content should be reduced, but, of course, not replaced. These days, bald facts can be googled. Give students a chance to discuss and learn to think. I could go on!</p> <p>These days, bald facts</p>
Teacher	High school	Government	7	7	On occasion	Frequently	<p>As a teacher, I have had to cover other classes several times this year, taking away from the already limited time I have to plan lessons, mark work and provide feedback to students, address student wellbeing concerns, and complete the constantly growing administrative tasks.</p>	<p>Since I began teaching over 8 years ago, I have witnessed the burnout of several teachers who have left the profession because they are not provided the time they need to complete the growing amount of work that is expected of them. With declining conditions and pay and growing stress levels, I am concerned that many more young teachers will leave the profession</p>

								and we will also not gain new teachers we need. Our students witness how exhausted we are, they experience the combined classes and minimal supervision, they are taught by teachers out of their subject areas, and so not only will their education be impacted, but they will have no interest in pursuing teaching as a career. I am more frequently feeling exhausted, using weeknights after work, weekends and holiday time to keep up with the workload. The increased administrative workload takes away from time to plan engaging and effective lessons - it is not just the teachers that are being failed, but there is a direct impact on students' learning and the future of education in this state. This is unsustainable and I fear that if things don't change, I too will be burnt out to the point that I won't be able to continue with this career.
Other school staff member	High school	Government	7	7	Very regularly	Very regularly	Having to juggle different teachers & learning outcomes for each student! Makes me as SLSO work	

							harder & too a teacher level	
Teacher	Early childhood	Private	7	7	On occasion	Very regularly	Had to combine role as Director / ect.... workload has the potential to give individuals a nervous breakdown.	The regulatory standards and expectations have not taken into consideration the demands of on our community over the last 2 years..... assessment and rating continues in the early childhood sector, and does in no way take into consideration the difficult times we have had for 2 years and does not consider the staff shortages that we have had. Our industry is suffering massive burnout, while at the same time the department is ramping up the documentation and expectations they have of each centre. There is simply not the man power to achieve this.
Teacher	High school	Government	7	7	On occasion	Very regularly	Large class sizes with maximum students in all classes I teach.	I am a beginning teacher and as such am seriously struggling with the workload. Additionally, my fellow teachers are overworked and are often do not have the time to assist me in ways I need as a beginning teacher, leaving me to go it alone.
Teacher	Primary school	Government	7	7	Frequently	Very regularly	increased workload, reduced time to plan effectively and engaging	

							lessons, loss of release, reduction in quality PL, covering extra duties.	
Teacher	High school	Government	7	7	Very regularly	Very regularly	I'm often babysitting up to 200 students in the hall on my own when there aren't enough teachers for a full day. It's not fair on the students and it's not fair on me. My Learning and Support Teachers are unable to do the job they trained to do because they are being used daily as casuals.	
Teacher	Primary school	Government	7	7	Very regularly	Very regularly	I have often had extra students in my room, without desks to seat them. Our rooms are very small and outdated. These students have a booklet to work on but constantly require attention taking me away from my 29 other students that I am already struggling to teach differentiated tasks to and manage several students with complex behaviours.	Teachers have been exploited because they care about their students for too long time. When local schools, local decisions came in to play many tasks were distributed down the chain landing with the classroom teacher. The focus on accountability has reduced time spent on planning fun engaging lessons. I would love to see a study where all teachers time spent on work was clocked. Teachers have already spent \$25000 on their degree. Given up 3 months to attend a school, working for nothing ( giving up casual paid work) to

								<p>complete an internship. Passed an interview. Then we are observed, have program checks and complete 100 hours of Professional Learning often outside of work hours. There is a continual push to improve. Whilst it sounds a commendable pursuit, many colleagues suffer mental health issues as their confidence reduces with fast pace changes. I am disgusted by the disrespect given by politicians and media and due to policy we are not allowed a voice. Community disrespect is high and many parents believe we are working for them. Teachers are often bad-mouthed on social media. Furthermore, this is reflected in student attitudes. The way Covid practice was handled supports this lack of respect, we all found out about our first lock down from the news, and our PM referred to us as babysitters for professional first line workers. Need I say more?</p>
Teacher	High school	Catholic	6	7	Frequently	Very regularly	In my absence, lessons have been merged and students missed content	Considering a career change due to workload

							as minimal supervision can only be provided. I have come to work unwell knowing that we are short staffed and days I would typically have as parent/carers leave, attending my children school related events, I have not due to shortage. I have picked up my allocated load of extra's which impacts on my planning as well.	demands and work/life balance.
Principal	Primary school	Catholic	6	6	Rarely	Very regularly	We haven't had to merge classes as we've used Diversity teachers and Leadership to take the class. This means that their roles are impacted. The most vulnerable students are not getting the additional targeted support they require. Leadership, working as Instructional Leaders, are unable to work side by side with teachers to improve their practice and fulfil school goals. Teachers are unable to be released for professional learning. Often teachers do not get their legal right of 2 hours release as these teachers are covering	The future of the country is at risk. New graduates have no idea of the workload and the continuous updating of syllabi and the work involved in redoing the teaching program. Paperwork that can only be done by the teacher is drowning them. Accountability, expectations from all areas of society. They are not staying in the profession. The fact that teachers enter classrooms with students who are COVID close contacts daily. 9 out of 30 staff members away the last week of term with COVID /Flu. (Despite all being vaccinated) 2 years of Covid - keeping

							<p>classes. Staffing allocation is not being used because there are simply no teachers to employ.</p> <p>Teachers' Aides are being expected to do so much more to try to support students - their pay in approx \$27 per hour.</p>	<p>the workforce going during lockdown. Whilst other professions were not face to face many teachers were at school.</p> <p>New high school graduates - why would they become teachers? 4 years of University, a giant HECs bill, never ending workload, daily chance of getting sick, for less money than many of their friends, who have gone into private business or government jobs where they work 9-5.</p> <p>It's only going to get worse and our most vulnerable students are the ones who are going to be impacted. Bring back scholarships for teacher training, increase the pay, attract people who are committed to making a difference.</p> <p>Thanks for asking.</p>
Teacher	High school	Catholic	7	7	On occasion	Very regularly	<p>Unsustainable workload, increased anxiety from students, low staff morale.</p> <p>Majority of teachers I know are looking to leave the profession.</p>	
Teacher	High school	Catholic	7	7	On occasion	Very regularly	<p>* We have not been able to fill all positions with teachers trained in their subject area.</p> <p>* We sometimes receive</p>	<p>* I have been teaching for 32 years and I am frustrated by the fact that it is a much more complex and difficult job for me now</p>

						<p>no applications for job vacancies especially Maths and Science positions. However, over the last 18 months we have had difficulty filling positions for English teachers (this has NEVER happened before), Creative Arts teachers (whereas in the past, it was impossible to get a job as an art teacher) and D&amp;T teachers.</p> <p>* In a large regional city, there has always been too many teachers for the jobs available and getting a full-time position has been a challenge. This is no longer the case and now we seem to have teachers moving to another school in the city, rather than many new teachers coming into town. This simply means a Maths or Science teacher from one school, moves to another. It doesn't fix the overall problem, rather it helps one school at the expense of another.</p> <p>* Casuals are hard to find now because they</p>	<p>that it was even in my first years of teaching. This is because of many factors but some of the main ones are that parental and community expectations of teaching has increased while respect and value for the profession has decreased. Schools and teachers are often expected to include traditional parental roles into there everyday work but less support.</p> <p>* Classrooms have a higher percentage of students who have cognitive, emotional and social issues than ever before. This means that teachers are not only teaching content and providing differentiated learning opportunities for students, they are having to spend time planning and working with students who have individual needs that take up time from the remaining students. Other professionals such as OTs, Speechies and Psychologists deal with students with these issues in small groups or individually and charge according to their expertise. Even students who have just finished school can</p>
--	--	--	--	--	--	--	---

						<p>are snapped up by schools to fill other Leave positions: Maternity, LSL, Sick, Family etc</p> <p>* Lack of casual teachers mean that the staff that are already under pressure are having to use their planning lessons to cover classes. This of course means that they have less time to plan and become more stressed / angry / worn out.</p> <p>* As a parent, with a student in a State high school, I am concerned about the regular merging of classes, the lack of casuals available, the inability to fill teaching positions with qualifications in that subject area and the number of staff taking sick leave. The shortage of teachers is hitting state schools harder than Catholic and private schools but it is impacting all.</p>	<p>charge up to \$80 or more an hour to tutor ONE student, whilst classroom teachers who are also professionals are expected to be able to differentiate work and support up to 25 students at a time! This is actually almost impossible to do well and teachers really feel this. We want to the best for our students but the system is working against us.</p> <p>* Another major issue that makes work-life balance very challenging for teachers is that there is so much more administration than there ever has been but zero extra time has been given to classroom teachers to complete this work. In many other professions, this administrative work is completed by administrative staff - teachers do not have PAs or secretaries. We are expected to complete this work but obviously this must be done after planning and marking. When is it done? AT home - late at night, early in the morning, on weekends and in the much maligned school holidays.</p>
--	--	--	--	--	--	---	--

							<p>* I have witnessed the shock and disbelief of numerous enthusiastic young, newly trained teachers when they start teaching. They actually cannot believe how much extra work they have to do and they are physically worn out at the end of every single day. Many of them see this workload for what it is - unsustainable and unfair and they decide that teaching is not for them. The more this happens, the fewer teachers there will be in 10 years time when the teachers of my era, finally go part-time, retire or resign out of sheer exhaustion and the desire to have work - life balance.</p> <p>* Work - life balance for teachers is not actually possible if you are doing all that is expected of you and you want to provide valuable learning opportunities for your students to move their learning forward. It is 10 weeks of constant work and then 2 weeks of holidays. One week is often spent sleeping or sick. Then the next term starts and you are back into the</p>
--	--	--	--	--	--	--	---

								whirlwind. It is not a healthy balance. * More teachers mean MORE TIME for ALL teachers.
Principal	Primary school	Catholic	7	7	On occasion	Very regularly	Children have been affected by the lack of consistency in their learning. We have been unable to deliver significant professional learning because of the lack of casual teachers. We have had to replace sick teacher with our Diversity teachers which means the most vulnerable are missing out on intensive learning programs.	There needs to be a multi-faceted approach to correcting this problem beginning with a change of attitude towards the profession and the lack of support from the State and Federal Ministries.
Principal	High school	Independent	7	7	On occasion	Very regularly	Recruitment of teachers is at dire level.	We must incentive teachers to stay in the profession with better pay and conditions
Teacher	Primary school	Government	6	7	On occasion	Very regularly	The teacher shortage impacts students and school staff. I have been directly impacted through the collapse of programs, such as RFF, which in turn is unable to be made up and is therefore paid planning time taken away, meaning planning occurs in unpaid overtime. Other collapsed programs	

						<p>have included intervention targeting our most vulnerable students, allowing already large gaps to grow larger. Teacher stress is also at an all time high, crippling workloads exacerbated by the inability to find staff. If you are unwell (not covid), teaching staff feel guilt over non attendance at school and often attend - this leads to staff being at work when unwell and not being able to bring their best selves to their classrooms. This in turn has an impact on students learning and relationships. The culture within a school also suffers due to staff shortages as staff are feeling increasingly stressed and naturally, through no personal fault, become short with each other. The lack of reliable casual cover also affects students anxiety levels - will they have a teacher they know? Will they have a teacher at all? This also impacts on levels of student engagement -</p>	
--	--	--	--	--	--	--	--

							when students have a teacher they don't know at all, many disengage from learning. This disengagement is particularly troubling as students get older and are more difficult to motivate anyway.	
Teacher	High school	Government	7	7	Very regularly	Very regularly	Less regular teachers in the school, classes covered ray to day needing to be covered and or planned by myself or colleagues. Receiving extras and losing period allocations for extra duties.	More money isn't the solution you need higher wage to attract new teachers, but you need sustainable workloads to keep teachers longer than 5 years.
Principal	Primary school	Government	7	7	Frequently	Frequently	We need to merge classes or teachers lose their planning time to take classes	Good teachers are leaving. Young teachers are not offered permanency. Hours are long, parents are rude, too much time is spent on pointless paperwork. Too much PL expected to be done in own time with no benefit such as financial or seniority. Too much time collecting, collating and submitting data for no educational benefit. Too much political interference. Way too much teacher bashing in media
Teacher	High school	Catholic	7	7	Frequently	Very regularly	I work as a admin co-ordinator at a high school of over 1000 students. As a regional	It's such a shame that we, the teachers, seem to be the only group that are speaking out here. Why is it

						<p>school it's always been difficult to recruit specialist teachers, now it's simply not possible. As staff shortages continue to worsen and absences ramp throughout the pandemic our school systems must admit to the community that we cannot just simply continue as we used to, out schools must evolve quickly. Models for education which rely on a teacher for 5/6/7 lessons a day can't work without actually having a teacher to run the class. My prediction is a move to a blended model or face-to-face and at home learning, but this will take substantial government investment, and speedy reforms from NESA. Learning and Teaching has and will continue to suffer, and the wellbeing of our staff and students is at risk unless we can retain the great staff we have. Our first step must be to support our over worked and underpaid staff, via the negotiation of</p>	<p>our responsibility to fix a system that we don't control, but looks after the needs of every member of society?</p>
--	--	--	--	--	--	--	--

							<p>workload and wages agreement. Secondly, we need to get serious about recruitment and actually match or better the conditions of private industry to incentivise the teaching profession for existing graduates looking for a career change. Finally we need to inspire the next generation to become teachers. As a 5-10 year goal this is going to take time, but we must change the narrative of education and teaching. Our leaders must make never deride the work of teachers and work every angle to speak highly of the career as a powerful choice to change the future.</p>	
--	--	--	--	--	--	--	---	--