

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

Name: Name suppressed

Date Received: 2 July 2022

Partially
Confidential

As a head teacher, with 3 unfilled positions in a faculty of 6 teachers. I had to plan, facilitate and deliver all work, assessments, marking, reports, and registration for all 3 unfilled positions on top of my own full load of teaching. I will start work at 5 am to prepare work for the 3 unfilled classes, issue work on Google classroom. I would then hope a casual teacher was put on to teach those classes. Most of the time there was not enough teachers so those classes would be collapsed into the hall where a casual teacher would minimally supervise up to 4 classes of 30 students at a time. This meant the resources and lessons I had prepared were not taught, some students did some work but most didn't. Which resulted in no work being submitted or very poor standard. Further compounding the disparity between student's academic achievement. Once the day had finished I would need to review each lesson provide feedback where possible and then assess what lessons would need to be prepared for the following day. This happened for 15 weeks of 2022, on top of this I was completing my Masters of educational leadership full time and lecturing at a university aiming to provide the small cohort of preserving teachers the skills and knowledge they need to survive. Additionally, the 3 unfilled positions are in TAS Technology and Applied Studies faculty which means they are practical by nature. However, because there are no trained teachers in this field students didn't complete any practicals for 15 weeks of a 20-week course. This means the syllabus has not been met because majority of learning is required to be conducted through practical activities. I would not finish working until 10pm at the earliest but I am only paid for 7 of the 17 hours a day I worked for 15 weeks. NO there was not a more effective or efficient way to deliver the lessons because one person can not do the jobs of 4 people.

The workload is far beyond manageable. I work an aver of 12-17 hours per day, because of the shortage of teachers. There is excessive requirements to register for teaching and learning. Positions can not be filled because a school is only allowed a certain number of permanent appointments which means goos teachers are consistently leaving to go to another school where they get permanently appointed.

Uni students are starting businesses to pay for uni and then dropping out because their small business earns more profit than a principal in high school does per year. These beginning teachers then drop out of uni and don't become teachers. The pay school for secondary school teachers is a joke and insult to the skills and knowledge needed to teach highly specialised subjects. For example, as an Industrial technology teacher, I can earn more building and selling furniture or through engineering than I do as a teacher.

Yes, stop blaming teachers and holding them accountable for the grades of their students. Students in HSC are getting early offers without any prerequisites into uni before they even finish the HSC with means they give up and do not try.

Pay based on grades is a joke, especially for underfunded and understaffed schools with teachers trying their hardest to engage and provide meaningful lessons to students. Even when they are covering multiple classes across various year groups and subjects.

Pay teachers what they deserve, this will attract new people to the profession in turn reducing workload and improving the mental health of the entire workforce. If this is not done before the end of 2022 there will be a worsening spike of teachers, leaving, going on stress leave, and workers' compensation. This means results will plummet elections state and federal will be lost and all students will be significantly disadvantaged against the international population.