

Submission  
No 133

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

**Name:** Name suppressed

**Date Received:** 3 July 2022

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Partially  
Confidential

Dear Sirs/Madams,

I am a former teacher, who resigned their position in June 2018. I started my career in teaching in mid 2012, after receiving a scholarship to study through the DET.

There are several issues with Teaching as a career path that are cause it to be undesirable to high achievers and that are causing current teachers to leave the profession in droves, which I have outlined as follows:

1. Behaviour - Student behaviour is a major cause of teacher dissatisfaction. It is like the lunatics running the asylum in most instances, and often high achieving students see this behaviour and how it affects their teacher, thus not wanting to enter teaching as a profession. There is a lack of consequences for disruptive and dangerous behaviour, with the finger being pointed at teachers to say "What did YOU do to prevent this behaviour from escalating?" it creates a culture of teachers just having to "deal with it" because they know nothing is done to help at higher levels.

2. Hours spent on admin - between creating reports, filing individual learning plans, welfare reports, professional learning, logging all accreditation online, data analysis, justifying your HSC results, participating in creating school strategic plans and being required to be on a committee within the school, lesson planning and teaching comes last in the long list of jobs that a teacher is required to do.

School Sport - Having to spend 1.5 hours a week with unenthusiastic students when that time could be better spent elsewhere... need I say more? Majority of teachers dislike school sport. I didnt sign up to be a sport teacher.

3. Reporting - teachers are heavily censored with what they are able to write in report comments, which means there is often a distorted picture of the students achievements and behaviour written.

4. Overcrowding in the curriculum - the current mathematics curriculum at all levels is so crowded that there is an inability to explore concepts at a deeper level, with students becoming increasingly frustrated that they cannot spend more than one lesson on a concept. The curriculum needs to be simplified with fewer dot points, such that teachers are less restricted with teaching.

5. Extra tasks - Committee attendance, playground duty, staff meetings (which often go well beyond 1 hour) after school study groups, wellbeing lessons, following up on behaviour and wellbeing issues, parent interviews, parent phone calls (these can be 3-4 a day!!!)

6. N Awards system and inability to repeat students - Students are not held back until year 10, and it is very restricted in the way this is done. This means students can often refuse to do work and continually misbehave until year 10 with no consequence. If they do the tests and even if they achieve a mark of 5%, they are still allowed to progress to the next year level. This is failing our students.

7. No work life balance - When the duty towards the students you teach comes before your duty to your own family and children, it leads to a lack of passion and dissatisfaction towards your own career.

8. Preparing lessons for casual cover - Teaching is one of the only careers where you have to prepare all work even when you are very sick, and quite often it is not taught to the classes as the class will be uncovered or merged.

I personally was missing out on huge aspects of my child's life, and I ended up with severe insomnia, constant illness and infections and severe depression and anxiety, which lead to a mental breakdown and burnout in 2018. I am only now starting to recover and looking to return as a primary casual at my daughters school, as that will allow me to have more balance than being a permanent full time teacher did.