

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

**Name:** Name suppressed

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Partially  
Confidential

The current state of teaching in NSW is in absolute shambles. As an early career high school mathematics teacher, I can't believe that it has been allowed to get this bad. The current shortages were well documented and known about for years and yet inaction has led us to this point. Significantly less people enrolling in Education Degrees, majority of those not even finishing them, and a large number of teachers leaving within the first few years. You have all the data, you have the numbers, where is the action? The Secretary of Education has failed in her role, she has failed to ensure the profession that she stands for is seen in good light.

There has been no successful action in rising enrolment numbers for education degrees. All initiatives to draw more people into the profession has been unsuccessful because the profession is undesirable even with some financial incentive in the form of scholarships. The scholarship program offers no flexibility at the expense of teachers and I personally was forced to repay my entire scholarship despite working in a school who needed a scholarship holder in my area. I have since seen 2 more scholarship holders give up their scholarships because it is still not worth staying in underfunded schools.

Workload issues have been unsuccessfully addressed, with the Quality Time Action Plan showing little to no improvements. If you can't reduce the workload, you won't keep teachers in the profession.

The solutions are simple, there needs to be an investment in public education with significantly increases salaries for teachers which will encourage more people to see it as a viable profession. The workload needs to be reduced (specifically the amount of admin work) which could be accomplished by employing more staff in schools to handle admin work, leaving teachers to focus on teaching. Finally, a reduction of face to face teaching hours would significantly improve outcomes and working conditions as removing 1 hour removes planning time, delivery time, follow up, making and behaviour follow up. It is close to 3 hours of saved time for teachers which can go towards planning and delivery of lessons which are differentiated to all learners.

Again, all of this is supported by data. All of this has been reported on. All of this is the way we stop the teacher shortages.

Why is the Minister for Education not actually doing anything to support education?

At the school I work at, we collapsed 17 classes every day during the last 6 weeks of Term 2. That is over 3 classes every period that we did not have a teacher for. 17 classes daily. At a low estimate, 15 students per class, across 17 classes, each going for 1 hour, that is 255 hours of lost education every single day. That is 255 students who don't feel valued and miss out on their education every single day. That is what teachers are watching happen every single day and we are sick of the inaction to address these issues.

I'm in my 3rd year. If there is not significant change by the end of this year, this will be my last year. It is painful to say that because I love my job, I love supporting my students, and I love teaching students Mathematics. But I cannot stay in a profession which demands so much and gives so little. I can't stay in a profession where someone untrained tells me how to do my job. If you want results, let me do what I'm trained to do and give me the resources I need to do it. If you can't properly compensate me for that, I'll be gone by years end. By the looks of things, lots of other teachers have already chosen not to wait for change.