

**Submission
No 157**

INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH WALES

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What's Wrong With Education & Why Are Teachers Leaving

I am a teacher with 34 years experience. Some things have changed so dramatically that I will have to leave soon. Why? Because the Dept. does not care if you are good, bad or an exceptional teacher. The only consideration is if mandatory requirements are met - tick a box mentality. Now, for someone like myself that has sacrificed thousands of hours of additional time on Directing 7 Musicals, Directing Orchestras, Vocal Groups, Music Nights etc. if I fail to pay \$100 registration, it counts for nothing.

Really!? If I haven't met additional training criteria in the years leading into retirement when I am as proficient as my profession can be, I am seen as a bad person who is not living up to Dept. expectations.

Similarly, in the past, a head teacher was someone who knew the most about a subject and process and could advise younger teachers. Now any pen pusher with some admin skills can become head teacher. It means NOTHING. Excursions - just insane paper work. I don't do them anymore.

A friend of mine was a highly gifted HSIE teacher and examiner. She, like myself would spend countless additional hours pouring over work in her own time and on holidays. She did not prioritise available courses. She prioritised her students. When quizzed over why NO hours had been attained, she said because I'm flat out. She was so stressed by what was perceived professionalism that she quit, no longer to teach.

I too WILL NOT DO useless courses in the twilight of my career. I mentor and advise MY head teacher who is many years my junior. I continue to spend hundreds of extra hours Directing a musical because THAT IS important., not the rest of the rubbish.

This will probably be my last show as I have stopped doing mandatory online rubbish or any courses at all. And when it all comes to a head, do you think ANYONE will care about achievements of MUSICALS & multiple band 6's every year. NO! It will be "why haven't you ticked that box" - you must be a lazy, useless teacher. WE don't think you are fit to teach. And my response will be, if that is all you care about - GOODBYE TEACHING.

David Kalman