

**Submission
No 159**

INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH WALES

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I wish to address the teacher shortage, with particular note of Dubbo.

I have been a teacher for 12 years. I recently quit my permanent position to teach casual for many reasons.

One in particular is that I could not maintain the workload while raising my young family.

The other is that in the time I have been teaching I have been employed at Dubbo college south campus. This is a 7-10 school and for some crazy reason it is remaining in this college structure which is just not working in Dubbo.

For any teacher employed at the junior campus, like I was, the chances of progressing your career or getting the opportunity to teach at the senior campus are slim.

Therefore growth in your professional career is hindered.

For me, I knew that if I wanted to be a better teacher I had to find a 7-12 school, and that is one of the reasons it's so hard to staff a junior campus as there is no relief from the constant battle of behaviour in the 7-10 setting.

You don't get a chance to teach kids who want to be taught in your subject area, you do not get the maturity, and I know at both south and Delroy campus the behaviour there is hard to handle. I was fine because I'd been there 11 years and knew the kids and was good at my job.

I also think it is important for those junior kids to see students in the 11 and 12 years that are working hard and continuing on with their schooling so they have some understanding of the why and how it may look for them.

If you want to fix the problem at Dubbo, step 1 is to make the schools a 7-12 school again.

The senior campus teachers will not want to go to a junior campus and if they are forced too I believe many will leave.

Also increase the number of teachers aids employed in schools across the state. There are SO many students with behavioural and learning needs and it is unrealistic to expect that a teacher is able to differentiate for every single student. It is SO hard to do that repeatedly on top of managing behaviour in the class.

I honestly believe additional support for teachers in the classroom is needed, and less paperwork to consistently be reporting on.

I am a good teacher, I am passionate about my job and teaching the future leaders of the world. I actually love it but I have been burnt out by unrealistic workloads, lack of progression in career where I live (by the way I should note I have to leave the public system in Dubbo if I want to work at a 7-12 school- which I will eventually do) and the constant need to manage multiple different behaviours in one classroom. It is exhausting. And it isn't enjoyable anymore when you are getting sworn at and treated so poorly by students and parents alike.

I am happy to speak to anyone on this matter

Thank you
Stephanie Richardson