

**Submission
No 167**

INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH WALES

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Thank you for the opportunity to discuss the current teacher shortage crisis. We can fix this with a allocated rollout of administrative support. I have seen first hand in the public health sector when admin support was allocated to wards. Nursing staff would say to me "we use to do all that (admin), we barely had time to look after the patients" and after a settling in period the conversation changed - to nurses looking to each other and saying with relief "oh we can actually nurse now". There was a shift of thought about admin roles, a change, and it worked! We need to give our teachers the same administrative support so they can say "oh we can actually teach now". Nurses & Teachers have some striking similarities. As technology and skills have increased, both nurses and teachers have experts in their field delivering impressive research based "best practice". This has come as a double edged sword as best practice involves data collection, tracking, planning, assessment, accountability and recording. This best practice absolutely has the best patient outcome, it has worked. I hope for the same outcome in teaching. Best practice quality teaching is achievable with admin support. In nursing the rollout of admin in the wards was based on patient numbers, we could mimic this and roll out admin based on student numbers. Teachers role would always be to write units, plan lessons, differentiate, mark work, assessment, PDPs ILPs and all parent contact. An admin "Education Clerk" could create permission notes, plan excursions, organise resources, rotate resources, take minutes for meetings, data entry, resource bookings, general admin, create rosters. The benefits of teachers "being able to teach" are beyond words, however I can say that this change of providing admin support would put our students FIRST. It would keep teachers IN THE CLASSROOM, IN FRONT OF THE STUDENTS. This is where teachers want to be, I don't want more release time. I want my worth as an educator valued. I want time to implement best practice in the classroom. Rollout the admin and watch the students benefit, the teaching profession stand tall and teachers can look to each other and say "we have time to teach now". Thank you for your time, Kelly Stevenson.