INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH WALES

Name: Name suppressed

Date Received: 21 July 2022

Partially
Confidential

There is a dire need in NSW for qualified teachers to fill permanent, temporary, and casual appointments. The teaching profession is currently under a demanding and unsustainable workload, with teachers taking extra classes to fill the lessons of teachers who are sick. There are several types of sick leave. COVID related illness is not the only reason teachers are absent from school. The increasing workload and the inability to keep up with the demands of the job are rising significantly. With the introduction of zoom lessons and lockdowns due to covid I worked from 6 am to 10 pm seven days a week, often neglecting the education of my own children to benefit my own classes. The number of phone calls to students and parents also increased over this time. Technology glitches, the setting up of OneNote online books, introducing myself and our class routines to new students and their parents the primary reason for these phone calls. For the first time in my thirty plus year career I am noticing experienced teachers taking extended leave in droves.

Schools are unable to cover the classes of teachers who are absent. If classes can be covered the lesson is supervision only, no real learning is occurring.

There are no incentives for graduating Year 12 students to study teaching at university. Years ago, the measures taken by universities to encourage these students to study teaching was to lower the TER. The government is not demonstrating any real support or value for education or for the demands of teaching. Teachers are screaming out for an overhaul of the current conditions, only to be ignored.

Performance Pay is NOT an incentive to the teaching profession but only strives to separate teachers. There should be no competition between teachers, it erodes the collegiality among staff. The ownership of resources and information becomes an issue when teachers are competing with one another to 'get ahead'.