

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

Name: Name suppressed

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Partially
Confidential

The current teacher shortage has been coming for a long time.

The increasing amount of administration work required from The DoE despite the assurances of reductions is crazy. The clearing the decks due to Covid-19 has seen the introduction of 4 new mandatory training tasks this year as well as the regular training updates. The increasing number of special needs student in mainstream classes make teaching more difficult and accountability requirements greater. Support for these students is lacking from specialist teachers and settings within the DoE. The increased ability of parents and students to complain take a lot of time to deal with while there is increased poor behaviour from students and parents. School planning and compliance- PDP, SIP etc. take more time that is reasonable and yield little in return- all are worth concepts but time, and resources mean that the focus is on the accountability than than the implementation.

Leaders in DoE inspire little respect as they do not come in the main from the profession and seem to be political puppets rather than education leaders with the best interest of staff and students at heart. A lack of public support from DoE and the Minister before and during the pandemic future alienates people from the leadership.

All of these make teaching a less desirable profession than it used to be resulting in fewer applicants and less retention in the profession. In short more work, more paperwork and accountability with less time to do the core business, decreasing support pay and respect equals the crisis we currently find ourselves dealing with.