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Page 2: About Agencies Scheduled for Study

Q1 Please share any comments, suggestions or concerns you may have about these agencies, including any observations about the way the agency shares information online. Please note your responses will be posted online and may be included in a Committee report.

Education, Department of

Teaching: The Dying Profession. Why are teachers leaving the profession? As a current teacher in the public school system, there are many reasons why it may be smart to leave the teaching profession. First, the teaching salary lacks the value of time and mental capacity it takes to complete an entire school year. Even with the lack of salary, teachers are still having to come out of pocket to make their discipline successful. Second, the large class sizes and constant disruption due to varying levels of students. Teachers need teaching aides. Years ago, when students actually "listened" and follow directions, teachers could handle a class size of 20-30 students. But with the constant involvement of technology, our fast-paced culture and different learning modalities of students, a teacher needs support in the classroom. For a class size of 15 or less, the teacher needs at least one (1) teaching aide. For a class size of 16 or more, a teacher needs at least two (2) teaching aides. But where can we find teaching aides to come back into the public school system? We can start with retirees and use grants to fund teaching aides. As far-fetched as this may seem, the public school system is still declining in academics, increasing in school drop-outs and losing in the game of teacher retention. Third, all of these "new" ways of teaching. Sure, teachers must differentiate the learning strategies for the various levels of students we serve, but what about differentiating teaching styles. There is no longer a sense of "autonomy" for teachers. Without a freedom to choose what teaching style fits or how to develop ways to increase student achievement in one's classroom; the teacher is merely a robot following strict protocols that leaves no room for individuality. It is funny that teachers are preached to about the uniqueness of every student, yet we are placed in a box that does not "fit all". Teachers need to be able to plan lessons that benefit the students they teach and agrees with their teaching style, without being constantly observed and reprimanded for not following a particular guideline of teaching. Until autonomy is given back to the teaching profession, teachers will continue to leave this field to find ways to grow as an individual. For without the ability to grow and enhance one's self through exploration, one tends to decline. Fourth, the mental and physical well-being of the teaching profession. Teachers are suffering from stress-related illnesses

due to the constant demands and disapproving comments they receive about students not reaching a standard level of achievement or due to a lack of classroom management. It is hard to manage a classroom with students from varying backgrounds, upbringings, and emotions. Teachers are leaving the profession for their health. Who would want to stay in a profession when they are constantly stressed out for things that are beyond their control? They have to adhere to a single template, yet should make it their own? How is that possible? Teachers are already "burned out" and it has only been three months. The layout of a school day for primary teachers barely give them enough time to go to the restroom, let alone "shove down" food while trying to watch a class of 25 students. How is this healthy? We talk about mindfulness, but this is not being mindful of a teacher's needs. The world is changing, and the old ways of education needs to change as well. The key takeaways are 1) increase salary and supply resources, 2) smaller class sizes and addition of teaching aides, 3) autonomy for teaching and teaching styles, and 4) mindfulness for teacher's mental and physical well-being.

Page 3: There are three questions seeking general information.

Q2 What is your age? **25-34 years old**

Q3 Which best describes your current role? **State employee**

Q4 In which county do you live? **Orangeburg**
