



A TEN-YEAR PLAN FOR STAFFING IN PUBLIC EDUCATION

Summary document for AEU members in schools

Whether you are a teacher, education support staff, or school leader, we all need our public schools staffed and resourced in a way that ensures every child can access the educational programs and support they need and deserve.

But right now, this is at risk.

In Victoria, staff shortages are having an impact on the children and young people attending our public schools, and it is negatively affecting school staff. Research shows that the main reasons for the shortage include excessive staff workload, stress and burnout, early retirements, and fewer student teachers graduating from university initial teacher education courses.

Only the state government can address the issue!

That's why public education staff are pushing for bold action by the state government, immediately and over the next 10 years, to ensure that we have the kind of public education system that properly supports the learning of all students.

In summary, there must be:

Immediate action:

- **Retention payments for all existing staff** to retain them in the workforce
- **Reduced workloads** for staff by providing funding to increase the number of support staff; reducing the administrative and compliance burden to allow staff to focus on core teaching and learning, and student welfare; reducing, delaying and abandoning new initiatives where necessary; implement policies allowing staff to 'disconnect' after hours; and only allocating work within the terms of industrial agreements



- Expanded support and funding for a further **reduction in face-to-face teaching time for all early career teachers** and providing the funding required for mentors to support them
- Offers of **ongoing employment in public schools to final year initial teacher education students** and providing financial incentives to those willing to teach in rural and remote areas of the state
- **Translating existing fixed term contract staff** to ongoing employees
- **Funded 'studentships'** to provide cost of living support during teaching degrees and providing ongoing employment in rural, regional and hard to staff public schools at the completion of study
- **Redeployment of staff in excess** to suitable vacancies in schools

Medium to long term actions:

Retention:

- **Expanded early career teacher support** for the first three years and fund opportunities for early career teachers to network, get support and access more graduate specific professional development
- Expanded **financial incentives to staff willing to relocate** to regional and hard to staff schools along with establishing a pool of **permanent regional relief teachers** and **accommodation support** where housing supply is limited
- More **incentives and support** for 'out of field' teachers to gain university qualifications in the subjects they teach
- **Significantly expanded funding for students with additional needs** and timely access to assessment with prompt delivery of support.

Attraction:

- **Support and incentives to encourage students to undertake study in initial teacher education at university** including cost of living and tuition support, financial support for practicums and expanding school-based internships
- **Incentives for qualified staff to return** to the sector
- Efforts to **attract staff from interstate and overseas** by expanding existing efforts to attract teachers from other states and territories, lobbying the federal government to

streamline processes for suitably qualified overseas teachers and DET sponsoring overseas teachers to teach in Victorian public schools

Proper and fair funding for public schools:

- Considerable funding increases to ensure that our public schools have the staff they need. Victorian public schools are the lowest funded (on a per student basis) in the nation. **This means that it is essential that the school funding agreement to be negotiated between Victorian and Commonwealth governments in 2023 delivers at least 100% of the Schooling Resource Standard.** The current funding arrangements mean that by 2023, our schools will only receive 90% of the funding standard. This denies staff and students the resources they need to thrive.

Overcoming the challenges is possible if the government takes the necessary action – starting right now.

When you work together with colleagues and others in your public school community, you can ensure our schools are funded properly and fairly and staff have the support they need for the benefit of students.

Every Victorian student has a right to a well-funded, quality public education and they deserve to be educated and supported by passionate and dedicated staff who have the support they need.

It's important that you and your colleagues get behind the members' 10-year plan, endorse it as a sub-branch and call on your local candidates to support it in the lead up to the state election.

We are union. We are public education.



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