

POTTSTOWN CITIZENS FOR Enlightened LEADERSHIP

Why we can't find teachers

Last month Gov. Wolf signed bipartisan legislation giving school districts a little more flexibility in hiring substitute teachers.

The bill allows districts to hire as substitutes retired teachers, teachers with inactive certificates, and some other college graduates.

But the rules are still far more rigid than they need to be.

There was a statewide shortage of teachers before the pandemic, and now things are even worse. Pottstown and other districts can't find teachers, substitutes, paraprofessionals and aides.



Commentary by
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So what's it like to be teaching in an overregulated school?

Here's excerpts from a teacher's social media post I came across.

There's some exaggeration here, but a lot of this rings true:

A day in the life of a teacher...

Me: Ok class, today...

Student: *This is stupid. I'd rather be playing video games.*

Office: *ring* Send (student) to the office.

Voicemail: *My kid told me that YOU...*

Email: We need you to sub on your teacher preparation time.

Teacher coaches: *Students are experiencing an all-time level of trauma. Form relationships with all students and make connections every day.*

"Student Risk Screening Scale": Make sure to incorporate.

Put English Language Arts and math into your lesson plan daily, so we can boost our scores for data.

Individualized Educational Program: Implement these modifications and accommodations for these students every hour. Document it.

Pinterest: *Every teacher in the universe has a cooler and craftier idea and classroom than you.*

Facebook: Omg. Did you hear about what happened in (*insert teacher here*) class?! Don't they even watch them? It's their job! How did (s)he miss that?! Yeah, and I heard...

Professional Development: *We're trying something new this year even though we're not ready to roll it out and there's no funding for it. Be sure to document you are doing it correctly.*

Standardized tests: You suck as a teacher. Also, your rating is based on this, but also, make sure students don't feel defined by their performance on these.

Door: *Keep me locked, so that students are safe. Yes you will be interrupted to open me 10 times per hour.*

Lesson plans: Are they aligned with school, state, U.S., and worldwide standards? Be sure to document that.

The Powers That Be: *What can we do to help?*

Teachers: *Please take something off our plate before adding something new.*

The Powers That Be: *Sorry, no can do. Btw, you also need to ...*

Student services: You have four homeless students. You need to provide the following daily:

Fire Drill: *Surprise! Make sure all students are safe. Now go back to teaching.*

External Threat Drill: *Surprise! Make sure students are silent and out of the funnel of potential bullet spray. Now go back to teaching.*

Staff Memo: Be sure to attend the following meetings this week: staff, grade level, core subject, tech, school climate, school improvement.

Society: *F**k respect for authority, including your teachers. Must be nice to get your summers off.*

Parent of a student: You make a difference.

Student: *I know I 'm special and have value, because of you.*

My own kids: Mom, why are you crying?

Me: *Sets alarm for tomorrow to do it all over again.*

