OVERCOMING WORK FROM HOME CHALLENGES OF TEACHERS

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There are some studies in the past that have shown benefits associated with work-from-home scheme, but the COVID-19 pandemic exposed some challenges from this work arrangement, and this must be given attention.

The sudden shift to remote learning has created significant challenges for teachers working at home. Difficulties are also encountered due to the limited engagement with the students. Teachers with children who are also studying at home struggle to balance work responsibilities with their household chores during the pandemic. Reports have shown that seasoned teachers are uncomfortable using technology for teaching at home. Teachers in public schools have more radically challenging experiences in delivering education to students. Schools with more supportive work conditions are successful in providing teachers a sense of accomplishment during the pandemic.

The role of teachers has been reshaped due to the pandemic. Finding ways to achieve work-life balance has been a huge challenge for many teachers. Achieving the balance can help teachers build a long, happy, and healthy career even after the pandemic.

Teachers experience social isolation since they are not in their usual work environment together with their colleagues. The social element of working in school offers many advantages. Interacting with other teachers and students on daily basis has good impact on teachers’ mental health and well-being. The rise of remote learning highlights the use of technology that can help teachers overcome social isolation. They can interact with other colleagues and students using platforms such as Zoom,
Messenger, Google Meet, and Microsoft Teams. Overcoming social isolation can help in the well-being of teachers as it boosts morale.

Another challenge for teachers is the declining productivity levels. The school administration should be in regular contact with the teachers to keep productivity levels up and accomplish specific targets. School heads can use performance and activity monitoring software to identify teachers that are not working enough. But this must be done in consideration with privacy laws. The administration must ensure that teachers are well equipped with technology and knowledge for the monitoring.

Physical discomfort in the work-from-home set-up is also a concern for teachers. Some bought chairs and desks at their own expense to limit the issues associated with physical discomfort. Although the pandemic will not last forever, the Department of Education may allocate some of its budget to purchase supplies that are ergonomically designed for the comfort of teachers. Take note that physical discomfort may lead to a decline in productivity. If the budget will not permit the purchase of additional supplies, the school can take time educating its workforce on how to address issues concerning physical discomfort. This can be done through a series of webinars.

Managing teachers who are working remotely can be quiet challenging. Many of the challenges can impact the teachers which may lead to students’ poor academic performance. The main factors to be prioritized include constant communication, provision of ergonomic equipment, and adopting flexibility in different work arrangements. The strategies presented in this article may help in ensuring that the career of teachers is not only impactful but also healthy.

References:

