WHY TEACHERS ARE LEAVING THEIR PROFESSION

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The demand for teachers is undeniably increasing year after year because of the increasing number of students. UNESCO Institute for Statistics reported that 25.8 million teachers will be needed to compensate students’ needs in 2030. However, this total comprises new positions and replacement for 22.6 million teachers who are anticipated to leave their profession. Philippines is also experiencing problems in teachers’ turnover especially in basic education level. Teachers tend to leave their profession because of low salary, work load, lack of support, student’s behavior and etc. The difference of salary between teachers in the Philippines and United States is unmistakeably high, the teachers in US are compensated 7 to 8 times more than the teachers in the Philippines. This is the main reason why teachers are seeking for greener pastures. There are teachers who applied in other agencies which offer higher compensation.

Moreover, work load is also one of the reasons for other teachers to leave their profession. There are teachers who handle multilevel class, where teachers handle grade 4 to 7. They tend to be drained emotionally and physically.

Another reason is the student behavior. Students who are products of modern world lack of morals and discipline. Parents are neglecting their duty to discipline their children because of broken marriage. Young parents are still incapacitated to give support and implement discipline to their children because they are still young that their mind is still in developing stage. Furthermore, novice teachers are experiencing difficulty in handling teaching and disciplining the students at the same because good behaviour is not instilled with the students and teachers are still inexperienced when it comes to this
matter. Many students are neglected and never taught good values at home, most of them are living on their own. So how can you expect that kind of student to listen and follow their teachers if they are not trained to do that at home?

Then, problems with parents is next issue. There are parents who do not know the real behavior of their children that when a teacher reported a case involving their children, parents will find a fault and throw it to the teacher. Teachers are being reported to the administrator because of their children’s wrong doings. Sadly, many teachers are not supported by the administration that they will just find themselves being castigated.

Lastly, too many standardize tests that pressure the teachers to perform better in order to get high incentives. Teachers are the only ones to take all the responsibility to reach the standard performance though it takes the hand of the students and parents to be able to do that. The stress given by achievement tests is high as a mountain where the teacher has to fetch the student even they live in another mountain just to ensure that the student will take the exam.

The Department of Education must work hand in hand with the national government to study the problems why teachers are turning their back to teaching and instead will leave the country to work as domestic helper, factory workers or even entertainers abroad. The increase in salary alone will compensate all the problems that the teachers are facing in their everyday lives.

References: