

## TEACHERS' PANDEMIC STRUGGLES

*by:*

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Teachers have always experienced like the balance at work was tenuous. The daily struggle of the teacher is the feeling of insufficient time. The pandemic school year made teachers experience an increase in demands on time and a decrease in resources. They felt things differently from the way they are used to. They anticipated that this school year would be easier than the previous or the first pandemic school year, wherein they had some adjustments and changes. But the sad reality is they were mistaken. They had experienced so many struggles.

The pandemic fatigues. They are mentally exhausted caused by the uncertainty about how the pandemic will develop and coupled with the heightened awareness and alertness in the face of COVID-19.

Low salary. This was the shibboleth of the teachers ever since. Decades have passed, and still, teachers are overworked and underpaid. Even the study findings showed several effects on the teaching and learning process.

Inadequate support. A lack of financial resources can result in lower performance. Most teachers make do with the resources they are provided or supplement with their own personal money if not so lucky enough to find donations or sponsors from stakeholders in the community.

Lack of parental support. It can be disappointing for a teacher when parents don't support their endeavor to educate children. They are supposed to be tandem now that

parents serve as the learning facilitators. The added problem that arises during the pandemic, parents should be educated about their support as far as learning is concerned.

Job demands. One major cause a teacher leaves the profession, the job is demanding. With modules to print, piles of papers to check and be graded, and parents to be contacted. So many changes and upgrading in the educational system using modern technology can be used in the Hybrid Modality of Learning. Teachers are also burdened with amounts of paperwork.

In this situation, teachers have unbalanced lives at the beginning of their profession. They have been neglected that will provide tools that may balance the job demands and resources.

The demands and resources needed increased stress levels that lead to job performance, job satisfaction, and organizational commitment. Too many reports, too many changes in the curriculum, and too many students with complex needs. All these factors escalate burnout and weakening, which flow downhill to impact children. Yet teachers always survive and find ways to persist and maintain their physical, mental, and emotional well-being.

Obviously, the satisfaction and commitment of teachers to their job can be increased if these demands are subtracted and additional support to the needed resources.

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