

To parents & guardians

Yokohama Board of Education
Yokohama City PTA Council

Teacher Work Reform Initiatives

Enabling each and every student to benefit to the fullest from educational activities.

Thank you for your understanding of and cooperation with educational efforts in Yokohama City.

The Yokohama Board of Education and the PTA Council are now implementing various initiatives aimed at reducing workloads to allow teachers to better perform their primary duties of preparing lessons and supporting students. We want energetic teachers with smiles on their faces, so that educational activities can be done to their fullest for each and every student. Here are the challenges we now face:

- ◆ Teachers need time to study and develop their ICT skills, so they can use them more effectively in classes.
- ◆ In the 2021 - 2022 school year, 2,798 teachers exceeded the "*karoshi*" line: 80 hours overtime per month for two consecutive months.
- ◆ To reduce to 35 students per class, we require more teachers - however the number of applicants for teaching positions in Yokohama's Elementary & Junior High Schools has been decreasing year over year.

To provide teachers with time for skill development, to increase the appeal of the teaching occupation, and to ensure the physical and mental health of every teacher, we need to be continually improving teacher working conditions and teaching practices. For this purpose, we have planned initiatives that will allow teachers to leave work by 19:00. At every school, the needs of students, parents, and the community will be taken into consideration before the following initiatives are implemented, and later reviewed.

【Examples of initiatives】

- ◆ Using special methods to create day to day lesson schedules, while still maintaining the total number of classes taught per year.
- ◆ An overhaul of school events such as sports days, culture festivals, and overnight stays.
- ◆ Utilizing independent club instructors instead of teachers to lead activities and teach skills to club members. And carrying out club activities in accordance with strict guidelines: club activities may be run on four weekdays (two hours of activities) and on Saturday (3 hours of activities), etc.

The Board of Education & the PTA Council are cooperating with local communities, households, and schools so that each and every student fully benefits from their educational activities. Thank you for taking the time to understand and support our teacher work reform initiatives.