



Supporting and mentoring New Scheme Teachers towards mandatory accreditation

Illawarra/South East Region
Deputy Principals Conference
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Session overview

- Professional Teaching Standards (PTS) - *the bible for teachers*
- Teacher accreditation – *the big picture*
- Supporting New Scheme Teachers (NSTs) – *ideas and strategies*
- The Teacher accreditation process - *collecting, selecting and annotating evidence*

1. *Professional Teaching Standards (PTS) - the bible for teachers*



- What is their purpose?
- How are they organised?
- Why are they organised this way?



What is the purpose of the PTS?

- shared vision for the teaching profession
- identify the values, knowledge and skills distinctive to the teaching profession
- guide the professional judgment and actions of the teaching profession
- a common language that fosters an understanding of what it means to be a member of the teaching profession.



How are the PTS organised?

- three domains
- seven elements
- four key stages
- 46 standards in each stage



Why are they organised this way?

- identify the knowledge, skill and values for teachers within each key stage
- identify a continuum of knowledge, skills and values
- assist teachers to identify professional learning needs across their career
- enable teachers to develop career direction

Analysing the Professional Teaching Standards (PTS)

- Graduate Teacher - ***know***
- Professional Competence – ***do***
- Professional Accomplishment – ***share***
- Professional Leadership - ***lead***



2. Teacher accreditation – big picture

- What is the approach to supporting NSTs towards accreditation from...?
- school and its culture
- principal
- supervisors of NSTs
- mentors of NSTs
- NSTs themselves

A question of approach: **regulatory**

- Administrative task
- Compliance - get it done
- Satisfy employee requirements
- Licence to teach
- Short term focus
- Less focus on quality reflection

developmental

- Professional learning focus
- Potential for IPLPs
- Potential for quality mentoring
- Part of bigger career plan
- Long term focus
- Quality reflection for improvement

3. Supporting New Scheme Teachers – ideas and strategies?

- quality induction program
- Individual Professional Learning Plans (IPLP)
- lesson observations - of them and them of others with expertise
- team teaching
- relief from face to face



Supporting new teachers

- regular discussions about NST development in relation to the standards
- protect NSTs from taking on too much
- identify appropriate professional learning for NSTs
- if a supervisor, develop your understanding of standards and accreditation process
- access system support *eg documents, websites, colleagues*
- planned, coordinated *'in school'* use of TPL

4. The TA process - collecting, selecting and annotating evidence

- Who has to be accredited and when?
- teaching from 1st October 2004
- permanent on probation – 1 year
- casual/temporary – 195 days, equivalent of one full time term over three terms in DET schools, equivalent one full time term in max. 2 DET schools
- returning after 5 years or more away from teaching



The Teacher Accreditation (TA) process

- NSTs required to demonstrate ***all 46*** standards in school context
- reflected in T1 form and accreditation report
- evidence and annotations reflect a ***representative sample*** of the standards
- all in one A4 plastic sleeve (approx. 20-25 pages)

Collecting, selecting and annotating evidence



- What constitutes evidence?
- How many pieces of evidence are required?
- What is the purpose of annotations?

Collecting, selecting and annotating evidence



- evidence includes such things as: *unit of work, lesson plans, assessment tasks, student work samples, sample report, IPLPs*
- 6-8 pieces of evidence, align to multiple standards
- purpose of annotations is to give reader insights into development of NST against the standards



A scaffold for writing annotations

- What is the piece of evidence? (description and context)

- In relation to the standards, what does this evidence demonstrate about your development as a teacher?



Resources

Documents

- Professional Teaching Standards
- Professional Support for New Scheme Teachers

Websites

- DET Professional Learning and Leadership Development Directorate

www.det.nsw.edu.au/proflearn/areas/nt/

- NSW Institute of Teachers

www.nswteachers.nsw.edu.au



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