Great Teaching, Inspired Learning
Better support for beginning teachers

Current State

Schools with permanent beginning teachers are provided with the equivalent of one hour per week release time for each beginning teacher in their first year through the Beginning teacher resource allocation. This time can be used to support new teachers to participate in professional development, prepare lessons, receive advice and guidance from more experienced teachers, or provide extra one-on-one time with students or talk to parents.

The Department also provides mentoring support for beginning teachers through its Teacher Mentor Program. The program employs 50 full time equivalent (FTE) teacher mentors to support permanent beginning teachers in 82 schools with significant trends of beginning teacher appointments and an additional 10 schools with significant numbers of temporary beginning teachers. Teacher mentors work with new teachers to demonstrate quality teaching practices, observe lessons in consultation with beginning teachers, assist with assessment and reporting and guide the new teachers towards effective classroom management.

Future State

From 2014, all permanent beginning teachers (those on their first permanent appointment with the Department) will be provided with:

- the equivalent of two hours per week release in their first year (to support probation)
- the equivalent of one hour per week release in their second year (when they are finalising accreditation at the Proficient level).

This trebles the amount of support provided to those teachers.

Schools will also be provided with:

- the equivalent of one hour per week release to an experienced teacher who will provide mentor support during the beginning teacher’s first year of teaching.

In addition, eight new teacher mentor positions will be allocated across up to 40 schools with significant numbers of beginning temporary teachers (those teachers on their first temporary engagement with the Department). The eight teacher mentors will be based in a school, but work with beginning temporary teachers across up to five identified schools.

New guidelines and ‘best’ practice exemplars and other resources will be developed and made available to schools from 2014. Existing mentoring and resource allocation programs will transition to the new model from 2014.

Timeline

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<th>FROM 2014</th>
<th>FROM 2015</th>
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<td>All permanent beginning teachers in their first year of teaching are supported with the equivalent of two hours release time and one hour of mentoring support each week.</td>
<td>As for 2014, plus all permanent beginning teachers in their second year of teaching are supported with the equivalent of one hour of release time each week.</td>
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<td>Up to 40 schools with significant numbers of temporary beginning teachers are supported by 8 teacher mentors.</td>
<td>As for 2014.</td>
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