Great Teaching, Inspired Learning
Implementation milestones

INITIAL TEACHER EDUCATION

Attracting the best and brightest into teaching

- In 2013, the Department will introduce a new Teach.Rural scholarship program for talented prospective teachers prepared to teach in rural and remote schools. The first 20 scholarships will be offered by the end of 2013 to start in schools in 2014. Up to 50 Teach.Rural scholarships will be offered in each subsequent year.
- In 2013, the Department will offer cadetships to high achieving final year school students who will be employed part-time and placed in a school from the time they commence their initial teacher education program. The first 10 cadetships will be offered by the end of 2013 to start in schools in 2014. The program will expand to offer 20 cadetships in 2014, 25 in 2015 and 30 in 2016 to start in schools the subsequent year.
- In 2013, the Department will offer paid internships to high achieving final year teacher education students in areas of workforce need, employing them as educational paraprofessionals while they undertake their final year of study. The first 10 internships will be offered by the end of 2013 to start in schools in 2014. The program will expand to offer 20 internships in 2014, 25 in 2015 and 30 in 2016 to start in schools the subsequent year.

Strengthening the professional experience

- In 2014, the Department will broker partnership agreements between schools and initial teacher education providers in NSW to better match supply with demand and improve the quality of the practicum student teachers receive.
- By 2015, all partnership agreements will be in place between those schools and initial teacher education providers who can meet the obligations set out in the partnership agreement.
- In 2014, up to 15 schools will be selected as showcase hubs for quality professional experience. Key personnel will undertake professional learning during 2014 to prepare their schools to operate as a showcase hub from 2015.
- From the start of 2014, online professional learning will be available for teachers supervising student teachers.

Better support for beginning teachers

- From the start of 2014, the Department will introduce a new model of support for beginning teachers. All permanent beginning teachers on their first appointment with the Department will have reduced teaching loads across their first two years of teaching and trained mentor support in their first year.
- From the start of 2014, new guidelines and support resources will be available to ensure beginning teachers receive quality induction into both the profession of teaching generally, as well as the specific context of the school.
- In 2014, schools will be required to review and realign their induction programs for beginning teachers based on the new guidelines.
- In 2014, the Classroom Teacher Program will be updated and available online to all beginning teachers, including temporary and casual teachers, by the end of 2014.

Streamlined probation and accreditation processes

- In 2014, the Department’s probation procedures will be aligned with the NSW Institute of Teachers’ accreditation requirements for beginning teachers.

ENTRY INTO THE PROFESSION

Improving the evidence base for our teaching workforce

- In 2014, the first ‘State of the NSW Teaching Profession Report’ will be released, and triennially thereafter.
- In 2014, the first teacher workforce profile will be published, and annually thereafter.

DEVELOP AND MAINTAIN PROFESSIONAL PRACTICE

Strengthened performance management and development processes

- In 2013, new procedures for performance management and development will be negotiated as part of the 2014 Teachers’ Award.
- In 2014, guidelines and processes for the new performance management and development procedures will be finalised and support resources developed.
- From 2015, teachers will undergo an annual performance and development process based on the Australian Teacher Performance and Development Framework.

Moving to a standards-based career structure

- In 2013, proposals to align salary progression to the attainment of the Australian Professional Standards for Teachers will be negotiated as part of the 2014 Teachers’ Award.

Strengthening school leadership

- In 2014, the Department will develop and publish support materials and guidelines to support better succession planning for school leaders.
- During 2013-14, the Department will work with school leaders, principals associations, universities and the Australian Institute of Teachers and School Leaders (AITSL) to define the professional practice of principals and develop school leadership credentials to support teachers aspiring to be principals.
- From the end of 2014, registered professional learning modules, based on the Australian Professional Standard for Principals, will be available to support the professional learning of school leaders.

Sharing and using evidence and good practice

- In 2013, the Department will enable teachers and schools to share and showcase their practice through the making of classroom documentaries.
- In 2013, an ongoing project will commence to assemble the evidence base for effective professional development programs and practices.
- In 2014, an online Professional Learning Clearinghouse will be launched to disseminate research on effective professional learning programs and approaches.
- In 2014, the Department will provide increased support for teachers to articulate, share and analyse their practice and for schools to build collaborative teaching cultures through ‘Quality Teaching Rounds’.

RECOGNISE AND SHARE OUTSTANDING PRACTICE

Improving the management of underperformance

- In 2013, improved and streamlined procedures for managing teacher underperformance will be negotiated as part of the 2014 Teachers’ Award.
- From term 4, 2013, where teachers refuse to follow lawful directions consistent with their role and the Department’s Code of Conduct, dismissal may occur.