



Professional PRACTICE

A NATIONAL APPROACH

During 2013 teacher registration will become consistent across Australia. This has been led by the Australian Institute for Teaching and School Leadership (AITSL) who are working closely with key education stakeholders to implement the national initiatives. Change will happen gradually in Victoria and can be incorporated into existing registration processes.

The most significant change is the adoption of the National Professional Standards for Teachers. They are a public statement that uses a common understanding and language to define teacher quality and effective teaching that results in improved educational outcomes for students. The standards provide the benefit of a single path to registration across Australia.

In Victoria, the transition to the national standards will see very little change for Victorian teachers because they have been using professional standards in their registration processes for many years.



victorian institute
of **teaching**

Value learning. Value teaching.

NEWSLETTER

ISSUE 13 | DEC 2012

Professional Practice is the official newsletter of the Victorian Institute of Teaching and is used to communicate important policy decisions and developments that may affect a teacher's registration. It provides a forum for the discussion of professional issues most relevant to teachers: their learning, their practice and values. The views expressed in this newsletter are those of the contributors and not of the Victorian Institute of Teaching.

WHAT ARE THE NATIONAL STANDARDS?

The change in the standards can be seen in the diagram on the right:

The National Standards use 7 standards rather than the 8 standards teachers in Victoria are currently using. However, the knowledge and practice defined within the standards is essentially the same.

Where the National Standards differ is in the articulation of 4 levels of capability and 37 areas of focus that serve to explain the standards. The 4 levels begin with the **Graduate Teacher** level relating to teachers who have graduated from an approved teacher education program and who are provisionally registered. These teachers then develop their practice to meet the **Proficient Teacher** level and become fully registered. Teachers with full registration maintain the Proficient Teacher standards through the renewal of registration process.

There are two higher levels of capability: **Highly Accomplished and Lead Teacher**. These are aspirational and are not a part of the mandatory requirements for registration. Each level of capability of the Standards references the areas of focus through descriptors. These help teachers to understand what the required level looks like in practice.

KNOWLEDGE	
VIT Professional Standards 2003 – 2012	National Professional Standards for Teachers – Adopted in 2013
1 Teachers know how students learn and how to teach them effectively 2 Teachers know the content they teach 3 Teachers know their students	1 Know students and how they learn 2 Know the content and how to teach it
PRACTICE	
4 Teachers plan and assess for effective learning 5 Teachers create and maintain safe and challenging learning environments 6 Teachers use a range of teaching strategies and resources to engage students in effective learning	3 Plan for and implement effective teaching and learning 4 Create and maintain supportive and safe learning environments 5 Assess, provide feedback and report on student learning
ENGAGEMENT	
7 Teachers reflect on, evaluate and improve their professional knowledge and practice 8 Teachers are active members of their profession	6 Engage in professional learning 7 Engage professionally with colleagues, parents/carers and the community

WHO WILL BE AFFECTED AND WHEN?

Summary of changes

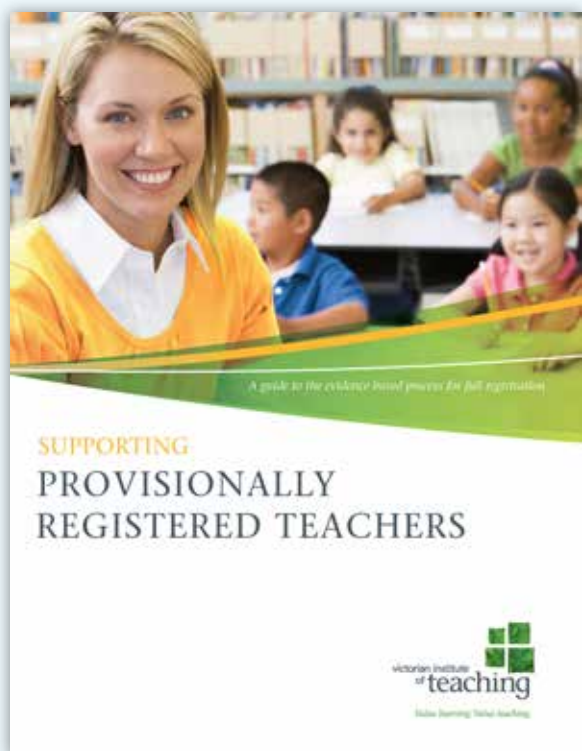
31 DECEMBER 2012	1 JANUARY 2013	30 SEPTEMBER 2013
<ul style="list-style-type: none"> Last date for Provisionally Registered Teachers (experienced) to use overseas teaching experience in full registration application 	<ul style="list-style-type: none"> New Provisionally Registered Teachers use new process for full registration National Professional Standards for Teachers 80 days teaching in Australia or New Zealand for full registration. 	<ul style="list-style-type: none"> Last date for acceptance of full registration applications using old process National Professional Standards for Teachers applied to PD for renewal of registration

Victorian teachers already use standards of professional practice, so they are well prepared for the shift to National Standards.

New provisionally registered teachers will be the first to use the National Standards as they develop evidence of practice in their schools for full registration. The National Standards have required a revision to the evidence-based process for full registration and there are no longer 3 options for evidence. All teachers will use an inquiry based focus to work collegially and reflect on the effectiveness of their practice to support the learning of their students. Comprehensive information about this process can be found at < www.vit.vic.edu.au/prt >.

Provisionally registered teachers who are currently developing their evidence of professional practice for full registration using the existing process and standards will have until 30 September 2013 to submit an application for full registration.

The Institute will be supporting provisionally registered teachers with the new full registration requirements in a number of ways. These will include a new hard copy guide for PRTs and their mentors, training for mentors and web-based resources and materials.



Next year the Institute will be running after-school seminars for provisionally registered teachers in July only. This will provide them with time to settle into their schools. Although the July seminars will offer valuable and timely support for PRTs, they need to work with a mentor teacher and begin collecting their evidence prior to these, perhaps as early as late Term 1.

Mentor training to use the National Standards in the new process will be a central support for PRTs. New mentors and mentors who have not yet been trained are strongly encouraged to attend the training days in 2013. They will also be valuable to update current mentors who were trained prior to 2011. It would be advantageous for every Victorian school with beginning teachers to have a teacher attend the mentor training days during 2013.

A school leader's package will be sent to schools early in 2013, with a summary of the full registration process, and information on the role of school leadership, convening a school panel meeting and the recommendation report.

The national consistencies in registration will affect the renewal of registration process. Because these will not apply until the renewal period beginning 1 October 2013, there is time to review and revise current policy and process. Changes will be communicated to teachers who will be renewing under the National Standards and consistencies.

CHANGES TO POLICY RELATING TO RECOGNITION OF PREVIOUS EXPERIENCE

From 2013, changes to policy will affect some teachers applying for full registration, and some teachers registered with Provisional Registration (Experienced).

If you currently hold Provisional Registration (Experienced), this registration status recognises your previous teaching experience. To obtain full registration you will need to complete the Application for Full Registration for Experienced Teachers form (Part B), including the verification by a current or previous school principal that you meet the standards of professional practice. This will only be available to you until 31 December 2012. After that time you will have to comply with the new requirements under national consistency.

CHANGES TO RECOGNITION OF PREVIOUS EXPERIENCE

From 1 January 2013, if you are applying for full registration and have evidence of previous teaching experience of at least 80 days in an Australian or New Zealand school and can provide a reference from a principal in an Australian or New Zealand school that indicates you meet the National Standards, we can grant you immediate full registration.

If you are applying for full registration and your evidence of at least 80 days previous teaching experience is from a country other than Australia or New Zealand, then on assessment of your evidence we may grant you provisional registration (experienced). After 80 days work in an Australian or New Zealand school (or equivalent workplace) you can apply for full registration using a process for experienced teachers. Details of these requirements will be provided to you in 2013.

Reminder: Teachers currently granted Provisional Registration (Experienced) have until the 31 December 2012 to apply for full registration using the current Part B application form. After that time the new policy will apply.

Further information about these changes and FAQs can be found on the Institute website at < www.vit.vic.edu.au/prt >.

About AITSL

AITSL was established in 2010 to promote excellence in teaching and school leadership. It is a national body arising from the peak body for Australian education ministers.

AITSL has responsibility for:

- rigorous national professional standards
- fostering and driving high quality professional development for teachers and school leaders
- working collaboratively across jurisdictions and engaging with key professional bodies.

AITSL does not replace the Victorian Institute of Teaching as the regulator of teachers in Victoria. For more information, go to the AITSL website at < www.aitsl.edu.au >.



CLARIFYING THE ROLE OF THE INSTITUTE



During October, members of the Institute's Standards and Professional Learning branch conducted after-school briefing sessions about nationally consistent registration in 15 locations around the state.

These were directed in particular to school leaders and teacher mentors, but all registered teachers and education stakeholders were invited to attend the briefing sessions.

Part of the presentation included a clarification of the Institute's role, not just in relation to the national approach, but in general, because some confusion still exists as to the Institute's functions and how they relate to teachers.

The Victorian Institute of Teaching is not part of the Department of Education and Early Childhood Development. The Institute is not an employer, or an industrial organisation, and does not advocate for or promote teachers or teaching. The work of supporting and promoting teachers and principals is best undertaken by those bodies specifically established for this purpose, namely unions and associations.

What is the Institute? It is an independent statutory authority.

It regulates the teaching profession in the public interest by:

- registering teachers in Victoria
- approving initial teacher education programs
- developing, establishing and maintaining standards of professional practice and a professional learning framework
- developing codes of ethics and conduct
- investigating the conduct, competence and fitness to teach of registered teachers.

The Institute has worked closely with AITSL in the development of a nationally consistent approach to registration. The previous issue of *Professional Practice* featured an article on trialing the National Standards for Proficient Teachers. This has been an ongoing project throughout semester two, and any further developments will be reported on the News page of the Institute website, along with the PowerPoint presentation from the briefing sessions and other resources, at < www.vit.vic.edu.au >.

The Institute will continue its work in supporting the national approach in 2013 with mentor training, principal briefings and seminars to support provisionally registered teachers.

2012 ANNUAL REPORT NOW ONLINE

The 2012 Victorian Institute of Teaching Annual Report was tabled in Parliament in October, and is now accessible online.

The report covers a period full of change, including a new Council and new Chairperson Don Paproth, the implementation of significant legislative change, and the first year of the Institute being self-funded from fees generated, after government funding ceased. The reporting period saw the alignment of teachers to a common payment date for registration, the transition to an annualised renewal process commencing, and the introduction of continual criminal record checking with Victoria Police.

The number of registered teachers has again grown, up by 2917 over the last year to 118,765 at the end of June. 102,645 teachers had full registration while 1 in 10 had provisional registration. There were 6,991 new registrants, of which 4,309 possessed Victorian qualifications, 756 interstate and 1,048 overseas qualifications. During the reporting period, 23,857 criminal record checks were processed.

4489 beginning teachers and teacher mentors attended induction support programs in metropolitan and regional locations. Over 142 principals attended briefing sessions on the support program for provisionally registered teachers during February and March 2012. 97 per cent of provisionally registered teachers who attended the Institute's support program indicated they were comfortable or very comfortable with the process of applying for full registration.

Eleven initial teacher education programs and seven new initial teacher education programs were reviewed and accredited, and 3856 end-of-year graduates were available to teach in February 2012.



The Institute introduced online applications, a secure online portal for teachers, a new website to support provisionally registered teachers and a new online platform for internal data management. The number of professional development activities on the Institute's online search facility Pdi continued to rise.

The Institute continued to support the work of casual relief teacher networks. These networks increased to 26, with 2077 members and 20 supporting schools.

Current and previous editions of the *Victorian Institute of Teaching Annual Report* can be viewed at www.vit.vic.edu.au



Standards and professional learning

Supporting teachers new to the profession

From the introduction of these programs in 2006, the Institute has delivered programs to over 21,000 provisionally registered teachers. The number of teachers who have completed the program has increased significantly. 102,645 teachers with provisional registration, 102,645 teachers with full registration, 6,991 new registrants, of which 4,309 possessed Victorian qualifications, 756 interstate and 1,048 overseas qualifications. During the reporting period, 23,857 criminal record checks were processed.

Year	Provisionally registered teachers	Full registration	Total
2011	102,645	102,645	205,290
2012	102,645	102,645	205,290

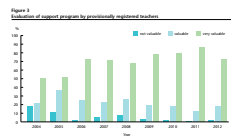


Figure 1: Number of support programs for provisionally registered teachers

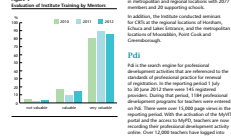


Figure 2: Number of initial teacher education programs by location



ARE YOU REGISTERED FOR NEXT YEAR?

If you want to be registered for next year, and especially if you intend to teach from the beginning of Term one next year, you need to ask yourself the following questions:

- Have I paid my annual registration fee?
- Do I have any other registration requirements that need to be completed, such as the renewal of my registration, or updating my National Criminal History Record Check (NCHRC)?

Payment of the annual fee was due by October 31. Those teachers who had not paid by the due date will have received a final notice explaining what they need to do. Failure to pay by 31 December will result in suspension of registration.

Renewal of registration is a separate process from payment of fees, and only some teachers will be required to renew their registration this year. If you need to renew your registration you will have received a letter explaining what you need to do. Renewal is a simple process; however it is vital that you complete this by 31 December 2012, or your registration will expire and you will need to re-apply for registration if you wish to continue teaching. Remember that renewal is separate to paying your annual fee, so even if you have paid your annual fee, your registration will expire if you haven't renewed your registration by 31 December.

We are unable to renew the registration of a teacher unless they have a current, satisfactory NCHRC. Those teachers who need to update their NCHRC will have received a letter explaining what they need to do. Teachers who need to renew their registration and update their NCHRC will need to complete both requirements by 31 December, or their registration will expire and they will need to re-apply for registration if they wish to continue teaching.

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