



Queensland College of Teachers College Connection

Issue 3

November 2006

‘Teaching is a very complex job and to be good at your job you need to be good at a great many things. The Standards show that teachers are constantly growing and that they are involved in the same process of lifelong learning as their students. In a way the Standards show that we practise what we teach.’

Elizabeth Bryant, Kirwan State School

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Participants at the Townsville Workshop discuss the Standards and provide feedback to the College.

From left to right: Elizabeth Bryant (Kirwan State School), Nicole Lavery (St Joseph’s Primary School), Loretta Swayn (Rasmussen State School) and Dianne Wallwork (Burdekin Catholic High School).

The Queensland College of Teachers is working towards finalising the new set of Professional Standards which will form the foundation of the College’s registration functions.

Following a demanding schedule of consultation meetings and open forums around the state, the Professional Standards team is now analysing the

information gathered and undertaking the process of review and revision of the draft Standards in preparation for a final version expected in December.

The finalisation of the new *Professional Standards for Teachers* will mark a significant achievement for the profession and the new College of Teachers.

(continued on page 4)

Chair's Welcome

Greetings and welcome to the third and final College Connection of 2006. August to October have been busy months with the extensive consultation occurring on the College's Draft *Professional Standards for Teachers*. In this edition you will read a progress report on the development of the Standards.



Prof John Dewar
QCT Chair

We celebrated the role and contribution that teachers make to society on World Teachers' Day, held this year on October 27. Awards ceremonies were held, lunches and morning teas put on, even head and shoulder massages were provided: some of the ways school communities chose to say 'thank you' to the men and women responsible for the

wonderful teaching and learning programs happening in Queensland schools.

It has been my honour to Chair the College board during the inaugural year of the Queensland College of Teachers. I commend my colleagues on the board, committee members and staff of the College for working through many changes,

guiding the direction of the College, and facilitating major projects while undertaking its core business of teacher registration.

On behalf of the College, we trust you have a safe, festive and restful vacation period and look forward to working closely with you throughout 2007 as we continue to support and promote the profession.

Provisional Registration: Important questions and answers

Under the new legislation, provisional registration is for two years only. The end date of a teacher's provisional registration is shown on their Certificate of Registration.

I have provisional registration. How do I gain full registration?

You need to successfully complete a year (or 200 days if teaching on a part-time, short-term contract, or supply basis) of teaching in a Queensland school, and ask your principal to complete a QCT Principal's Report on your teaching. (Teachers who have conditions on their provisional registration – e.g. to undertake additional studies – should contact the QCT office for individual advice.)

Where can I get the Principal's Report Form?

You can download forms from the College website or telephone the College's office. (Note that the QCT Principal's Report Form is not the same as the Education Queensland Probationary Teachers: Confirmation of Appointment form which is required by Education Queensland for a different purpose.)

What does my principal have to report on?

Your principal (or other authorised person) will report on how you meet the College's *Professional Standards for Teachers*. As the College will be adopting its new Standards from next year, changes will be made to the current report form to reflect these. Further information will be available on our website next year.

What happens to my registration if I cannot meet the requirements for full registration before my provisional registration is due to expire?

Your provisional registration may be extended for a further two years. Only one such extension is permitted.

What if I still haven't met the requirements by the end of the extension period?

You will be required to re-apply for provisional registration. The College is currently developing policy and practice arrangements for such re-applications.

Good Beginnings: early career teachers share their enthusiasm for the profession

Networking, sharing ideas and coming to terms with a variety of issues that will influence their teaching careers, are just some of the benefits participants gained from attending the Beginning Teachers Induction Conference on October 5–6, 2006.

Over 60 graduates and beginning teachers came together in Brisbane to learn more about key initiatives such as Queensland Curriculum Assessment and Reporting Framework (QCAR), Education Training Reforms for the Future (ETRF), and the QCT’s draft *Professional Standards for Teachers*.

Participant, Nicola Leslie saw the conference as a “good chance to meet others in the same situation as me ... it’s good to build networks, establish relationships and talk about things that matter”.

Presenters from the College, Department of Education, Training and the Arts, Catholic Education and Independent Schools Queensland facilitated workshops, gave



From left to right: David Corias (Kelvin Grove State College), Emma Roberts (Moreton Downs State School), Lynda Ladds (Rocklea State School) and Hayley Ashford (QUT) consider how the draft Professional Standards for Teachers might look ‘in action’ in their school setting.

presentations and participated in panels to explore the phases of learning, ICTs, behaviour management, catering for cultural diversity and school and community relationships.

For graduate David Corias, who began his first contract the following week, the conference was very worthwhile, reinforcing his passion and interest in teaching.

“I want to be an encourager. Good encouragers make you feel that anything is possible. They were the best teachers in my life.”

Elaine Sneesby has been interested in teaching all her life, but left school at 14 years of age. Although she has held many different jobs over the years, her happiest discovery was that she had what it takes to complete the Senior Certificate and a Bachelor of Arts.

“I just love learning,” she said enthusiastically. “This conference has shown me how far I have come after teaching for one year.”

Professional development activities that were specifically designed for beginning teachers were seen as vital by some participants.

“Beginning teaching is the biggest learning curve. I feel more confident each term but I am still learning so much,” reflected participant Gemma Guttridge.

The conference was hosted by the Department of Education, Training and the Arts (DETA) and the QCT with the support of Independent Schools Queensland and Brisbane Catholic Education. The conference was funded by the Australian Government Quality Teacher Programme.

“We look forward to co-hosting a similar conference next year for early career teachers from all sectors of schooling,” said Mr John Ryan, QCT Director.

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Professional Standards

Cover Story

Why Professional Standards?

Professional Standards describe the abilities, knowledge, understandings and professional values for teaching. Standards are explicit statements of what is expected of quality teachers and provide a common language with which to discuss professional practice and professional learning. Standards also play a role in developing a sense of professional identity and a commitment to quality practice both individually and as a profession. They provide a powerful tool for raising the status and recognition of teaching as a vital and valued profession.

The College is required by legislation to develop a set of *Professional Standards for Teachers* by the end of 2006. Other sets of professional teaching standards have been developed by a range of employers and professional associations for a variety of purposes.

The College's Professional Standards will inform decision making regarding registration at provisional, full and renewal stages for all teachers in Queensland. The Standards will provide criteria for the approval of new preservice teacher education programs in Queensland institutions. The Standards will also inform the development of the Continuing Professional Learning (CPL) Framework and the new five-yearly renewal of registration and returning to teaching requirements.

What are the Standards?

The draft Professional Standards focus on core aspects of professional life grouped within three clusters: teaching



Craig Brims (Mareeba State School) and Janet Lamborn (Malanda State School) discuss key elements of the Standards at the Cairns workshop.

and learning, professional relationships and professional growth. The Standards outline the abilities, knowledge, understandings and values teachers demonstrate as they design and manage learning for individuals and groups of students. While each standard describes a distinct aspect of teaching, they also reflect the integrated nature of teaching, being both interdependent and interconnected.



From left to right: Nick Toy (St Columban's College), Sandra Rieck (Mt Crosby State School), David Green (Kingston College) and Tracey Lourigan (Siena Catholic Primary School) provide their feedback at the Brisbane Workshop.



Standards for Teachers

The development of the Standards

The College's Professional Standards Committee is responsible for overseeing the development and implementation of the Standards. This Committee comprises practising teachers from all sectors and representatives from employing authorities, universities, unions, the Queensland Studies Authority and the College Board. Under the direction of the Committee, a small writing group produced the draft version of the Standards used in the recent consultation process.

Consulting the profession

The College sought feedback from teachers and a range of key stakeholders including employers, professional associations, universities, unions and parent groups. Individuals and organisations from around the state have taken the opportunity to respond via the consultation response form or through attending one of the many face-to-face opportunities provided, including open forums, workshops, focus group meetings and interviews. More than 350 participants have attended over 30 events and numerous others have responded by mail or online.

On behalf of the College, we would like to thank all of those who participated in the consultation process by providing us with valuable feedback on the nature and content of the Standards. The time commitment of individuals and organisations in crafting thoughtful responses to the draft Standards is most appreciated.

Want to know more?
Read or download the full draft *Professional Standards for Teachers* document on the QCT website at www.qct.edu.au/professionalstandards



Roma workshop participants. From left to right: Jennifer McLoughlin (Roma State College), Chris Jewell (Roma State College), Jenny Swadling (Charleville School of Distance Education), and Carol Brumpton (Roma District Office) consider the Standards.

What teachers say about the draft Professional Standards for Teachers

I think they affirm the good work being carried out by most people in the teaching profession. They articulate clearly the many aspects of a teacher's role and what is expected of them and help to dispel the myth that teaching is a simple task requiring little work from 9 – 3!
Bernadette Alexander, Assisi College

They strongly indicate confidence and pride in teachers who themselves have set benchmarks which on one hand seem daunting in their professionalism, yet on the other are just what we would expect.
Nick Toy, St Columban's College

I see them as very positive statements that will guide future professional development of teachers and guide graduate teachers into their new role.
Lisa Schneiderwin, Alexandra Hills State High School

The Standards provide a framework that teachers will be able to use to address their personal professional needs. Working through the Standards gave me the opportunity to think about what I needed to explore for my individual professional growth.
Amanda Leeson-Smith, Windsor State School

They are specific to the role of teachers ... more importantly this is what we do and what we do well.
Jenny Swadling, Charleville School of Distance Education

The Standards provide me with a framework to self-reflect about who I am as a teacher and what I'm doing to ensure continual improvement of my teaching and learning skills and the improvement outcomes for my students.
Glenda Seawright, Ormiston College



Professional Practice and Conduct Committee

Following Lisa O'Neil's report on the role of the Teachers' Disciplinary Committee, (College Connection Edition 2), in this issue we look at the role the Professional Practice and Conduct Committee plays in the disciplinary functions of the QCT.

Under the Education (Queensland College of Teachers) Act 2005 the College is required to establish a Professional Practice and Conduct Committee (PPCC) consisting of three College Board members, two of whom are registered teachers.

Its functions are to authorise investigations; refer matters to the Teachers' Disciplinary Committee; or hear and decide a disciplinary matter.

The College will refer matters to the PPCC where there are grounds for disciplinary action and the College believes that minor disciplinary action (e.g. the issuing of a warning or reprimand or accepting an undertaking from the teacher), is a likely outcome.

Where the College has authorised an investigation into whether a ground for disciplinary action against a teacher exists, regardless of the likely outcome, this too must be referred to the PPCC.

In addition to its disciplinary functions, the PPCC decides whether applicants for registration or permission to teach, who have criminal history or other conduct issues, are suitable to teach.

Appeals against any decision made by the PPCC are referred to the Professional Conduct Review Committee (Review Committee), a committee which is established under the Act. The Review Committee currently includes employer, union and community representatives who after considering the appeal recommend to the Board whether it should confirm, amend or substitute the Committee's original decision.

More information about the Committee and the disciplinary functions of the College can be found on our website http://www.qct.edu.au/professional-conduct/prof-conduct_pcl.aspx

Congratulations ...



Mr Matthew O'Brien of Brisbane Boys' College, winner of one of four Westfield Premier's Educational Scholarships for excellence in science teaching announced at the Teacher Excellence Awards in Brisbane on World Teachers' Day, 27 October 2006.

Matthew will attend a 4-week Teacher's Institute in San Francisco in order to complete a website of engaging and inexpensive scientific demonstrations for the middle phases of learning. Matthew has been developing presentations and building the website to encourage teachers of all ranges of experience to incorporate practical science activities into their classroom curriculum.

The Queensland College of Teachers commends Matthew's commitment to sharing his professional

experience with teachers within and beyond his school community. "Matthew demonstrates how one person can positively contribute to the global community of teachers by sharing his enthusiasm for science teaching and encouraging others to join him," said QCT Director, John Ryan. "Ultimately this provides benefits for students in his classroom as well as others he may never meet."

"Winning the award provides me with the perfect opportunity to expand my repertoire of practical, interesting and cheap demonstrations that students enjoy doing and teachers can easily plan," said Matthew.

Matthew's site is free for all teachers to access and he welcomes all contributions. Access the site on www.sciencedemonstrations.com

"My dream is that every science teacher will put their pet science demonstration on the website," he said.

To see all other winners at the Teacher Excellence Awards, visit <http://education.qld.gov.au/community/awards/newprofessionalism>

Inaugural Art Competition Winner Congratulated by College Board

“Mark his name in your diaries, folks, because Jason Davis is a name that you will see attached to some kind of artistic pursuit in the near future,” is the advice Jason Davis’ Art Teacher, Mr Barry Voevodin provided at the recent unveiling of Jason’s artwork *Teachers, Along Life’s Journey*.

Jason’s work was selected by a panel of Board members from many quality submissions received in the QCT’s call for Expressions of Interest to complete an original artwork for the College’s entrance foyer.

Mr Voevodin accepted a \$1000 prize voucher supplied by Mr Maurie Young, EDSCO Education Supply Company.

“It is important to recognise the work of teachers who support and assist students like Jason to realise their potential,” said the Director of the College, Mr John Ryan.

“We are looking forward to running the competition again in 2007.”

For 2007 information flyer, visit the website www.qct.edu.au



From left to right: Mr Maurie Young, EDSCO and Project Sponsor, Mr Barry Voevodin, Art Teacher, Jason Davis, Student, Ms Sandra Nightingale and Ms Ruth Nichols, Board Members, and Ms Wanda Lambert, Deputy Chair.

Looking at Continuing Professional Development

The College recognises teachers’ commitment to ongoing professional learning and growth as a significant dimension of their professional life. Professional learning results from a wide range of individual and collective activities that extend teachers’ repertoire of skills, knowledge, values and understandings and enrich the quality of their professional practice.

All teachers will be required to demonstrate that they have undertaken continuing professional learning (CPL) as part of their five yearly renewal process.

The College is committed to helping teachers to access information about quality professional development activities.

To help shape the support we offer, we invite you to participate in the **2006 Professional Development Survey**. The survey can be downloaded from the QCT website and returned by email or by reply paid post. Contact Stacey Hattensen by email on professionaldevelopment@qct.edu.au or by phone on 3377 4777.

The survey will close **23 February 2007**.

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Working for You

Thank you to those people who gave us feedback about our second edition of *College Connection*.

The new layout and content of the Edition 2 attracted a range of comments from our members. Readers have suggested we publish more information on professional practice and current issues from the Australian and international education sector. Readers strongly indicated that they want hear more about the work of the College and how it will affect them. A number of members also urged us to continue to maintain a presence in the newsletter that celebrates and promotes the good work of Queensland teachers.

We take your feedback very seriously and we hope you will notice it reflected in the focus of Edition 3.

The College received a number of emails and calls regarding the timing of the delivery of Edition 2. We apologise for the inconvenience caused by its late delivery. We have reviewed our processes to ensure these delays will be avoided in the future.

We have also had many requests to email *College Connection*, or send only one copy to households where more than one registered teacher resides and we are working towards achieving more tailored delivery options. On this occasion, to minimise costs, *College Connection* has been sent with every registrant's Annual Fee Notice.

As the College continues to establish its new roles and strengthen the services it provides, hearing your suggestions is crucial. Help *College Connections* celebrate exemplary professional practice and tell us how we can better support your professional learning. Send us your suggestions for articles or features to enquiry@qct.edu.au.

New Toll-Free Telephone Service

The College has recently established a Toll-Free service for teachers located outside the Brisbane metropolitan area.

This has been done in an effort to reduce the expense that these teachers can incur in contacting the College. The Toll-Free number is

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