

Professional Standards Policy

1. Purpose

This policy outlines the requirements for Professional Standards that are required to be demonstrated by teachers to be registered by the Teacher Registration Board (TRBWA).

This policy also informs how the TRBWA will satisfy itself that an applicant or nominee has demonstrated the Professional Standards.

2. Scope

This policy applies to all applications for registration and the renewal of registration in the categories of Full Registration and Provisional Registration. It also applies where an applicant seeks to meet the qualification requirements under regulation 12(a) of the *Teacher Registration (General) Regulations 2012*¹ in respect of applications for Limited Registration. It does not apply to applications for Non-Practising Registration.

3. Background

Section 20 of the *Teacher Registration Act 2012* (the Act) details the requirement for Professional Standards to be developed and approved:

s.20 of the Act states:

- (1) *Professional Standards are to be developed by the Board and approved by the Minister*
- (2) *The purpose of the Professional Standards is to detail the abilities, experience, knowledge or skills expected of registered teachers*
- (3) *The Professional Standards may adopt the text of any code, rules, specifications, standard or other document issued, published or approved by another person or body*
- (4) *The text referred to in subsection (3) may be adopted —*
 - (a) *wholly or in part or as modified by the Professional Standards; and*
 - (b) *as it exists at a particular date or as amended from time to time*
- (5) *The Board is to make the Professional Standards available for inspection on a website maintained by the Board.*

The Professional Standards, for the purposes of the Act, are the Professional Standards for Teachers in Western Australia and are available on the TRBWA website. These have been approved by the Minister and are a modification of the Australian Professional Standards for Teachers.

¹ r. 12(2) For the purposes of section 17(d) of the Act, a nominee offered a teaching position is to meet one of the following requirements —

- (a) the nominee —
 - (i) holds a qualification that is, in the Board's opinion, a teaching qualification; and
 - (ii) meets the professional standards approved by the Board for full or provisional registration, or has done so within the previous 5 years;

4. Definitions

Appropriate person In a school, an applicant's Principal or a person delegated by the Principal who is currently working within the same educational venue as the applicant.

In an educational venue other than a school, the person who has day-to-day management responsibility (eg. in an education and care service, the nominated supervisor) or their delegate.

Persons delegated responsibility as the appropriate person to determine whether an applicant meets the standards may be a Deputy Principal, head of department, experienced/senior teacher, supervisor or line manager.

An appropriate person:

- **must** hold Full Registration in Australia or New Zealand
- **must** be in a reasonable position to assess an applicant against the *Professional Standards for Teachers in Western Australia* and make a declaration to the TRBWA in relation to this.

Educational venue An educational venue is defined in s 3 of the *Teacher Registration Act 2012* as:

- a school as defined in s 4 of the *School Education Act 1999*²
- a kindergarten registered under the *School Education Act 1999* Part 5³
- a child care centre⁴
- a detention centre⁵
- any other place prescribed as an educational venue. As at 7 December 2012, places where centre-based services operate were prescribed as educational venues.⁶

² A school means a government school or a non-government school.

³ A kindergarten pursuant to Part 5 of the *School Education Act 1999* is a community kindergarten.

⁴ Child care centre means a place where a child care service is provided as defined in s 4 of the *Child Care Services Act 2007* (CCS Act). The CCS Act, s 4, defines for the purposes of the CCS Act, a child care service as a service providing or intended to provide education and care on a regular basis to children under 13 years of age (or such other age as may be prescribed for the purposes of this section) that –

(a) is not an education and care service under the national child care law; and

(b) is prescribed for the purposes of the CCS Act as a type of service to which the CCS Act applies.

Pursuant to regulation 6(2) of the *Child Care Services (Child Care) Regulations 2006*, for the purposes of s 4(b) of the CCS Act, the services described in the *Education and Care Services national Regulations 2012* regulation 5(2)(c), (h) and (k) are prescribed as types of services to which the CCS Act applies. These are as follows:

(c) a service providing education and care to children primarily on an ad hoc or casual basis where –

(i) the service does not usually offer full-time or all day education and care to children on an ongoing basis; and

(ii) most of the children provided with education and care are preschool age or under;

(h) a service providing education and care primarily to children preschool age or under that transports its equipment and materials or staff to one or more locations on each occasion that the service is provided;

(k) a service providing education and care that receives financial assistance under the Budget Based Funding Program element of the Child Care Services Support Program and is not a service that receives the Child Care Benefit in relation to the provision of education and care.

⁵ Detention centre has the meaning given in s 3 of the *Young Offenders Act 1994*.

⁶ Pursuant to regulation 5 of the *Teacher Registration (General) Regulations 2012*, a place where a centre-based service, as defined in the *Education and Care Services National Regulations 2012* regulation 4(1), operates, is an educational venue. Centre based service means an education and care service other than a family day care service. For teacher registration, this essentially means long day care and regular occasional care.

5. Policy

5.1 Requirement to meet the Professional Standards

Applicants for Full and Provisional categories of registration must meet the Professional Standards. Applicants for Full Registration must demonstrate the standards at the Proficient Level and applicants for Provisional Registration at the Graduate Level.

Where a person is applying for renewal of Full or, where extenuating circumstances exist, the renewal of Provisional Registration the Board must be satisfied that the person continues to meet the Professional Standards at the requisite level.

5.2 Full Registration: Demonstrating the Professional Standards at the Proficient Level

An assessment of whether the Professional Standards at the Proficient Level have been met is based on a recommendation at the school /workplace level about the teacher meeting all of the standards.

In order to be in a position to meet the Professional Standards at the Proficient Level, it is a requirement that the teacher has taught for a minimum period of 100 days, in the 5 years prior to application, in one or more Western Australian educational venues or other Australian or New Zealand schools.

Meeting the standards is generally evidenced by a declaration from an appropriate person. The declaration will confirm that the Professional Standards have been met to the required level.

The appropriate person will be required to provide a summary of the reasons why they consider that the applicant has met the standards at the Proficient Level.

It is a matter for those making the declaration to satisfy themselves that the Professional Standards have been met. This could include first-hand experience of the teacher's professional practice through direct observation and ongoing engagement or through a recommendation or report from another member of staff who is in a position to make such an assessment.

Generally, it is expected that the appropriate person will be from the applicant's current educational venue with sufficient knowledge of the applicant's professional practice as a teacher.

There may be situations, however, where an appropriate person feels unable to make a declaration about whether a teacher meets the Professional Standards, such as a staff member being new to a school or working reduced teaching hours across educational venues. In any of these or similar situations, it may be acceptable for the 'appropriate person' to seek advice/report from the teacher's previous/other educational venue(s) .

In some situations, including for example, where there are no teachers holding Full Registration within an applicant's educational venue, it may be acceptable that the appropriate person does not work within the same educational venue as the applicant.

It may be acceptable, where a teacher applying for Full Registration who currently is not working in an educational venue, for the declaration to be made by an appropriate person from the applicant's previous educational venue.

To ensure the integrity of the process, the TRBWA may seek to verify the basis upon which the declaration was made, either through requiring further clarification or the submission of evidence prior to granting registration.

In making a declaration that a teacher has met the standards at the Proficient Level, relevant considerations that an appropriate person may take into account include, but are not limited to the following:

a) A Mentor Program

It is anticipated that the teacher will have been supported by a mentor during this time and that evidence will have been collected and retained to demonstrate how the teacher meets all of the Professional Standards at the Proficient Level taking into account each of the focus areas under each standard. In addition, that the mentor has observed the teacher teaching on several occasions and has also reviewed their evidence.

b) Institute for Professional Learning Graduate Teacher Induction Program (GTIP)⁷

It is anticipated that the teacher will have completed the Institute for Professional Learning Graduate Teacher Induction Program including the in-class coaching component.

c) Completion of Standards-Based Performance Management and Development

It is anticipated that the teacher will have satisfactorily completed Standards-Based Performance Management and Development based on the Australian Teacher Performance and Development Framework, on two separate occasions which demonstrates that the applicant meets all of the Professional Standards at the Proficient Level taking into account each of the focus areas and proficient level descriptors under each standard.

d) Compilation of evidence demonstrating that the applicant meets the Standards at the Proficient Level

It is anticipated that the teacher will have compiled evidence which demonstrates that the applicant clearly meets the Professional Standards for teachers at the Proficient Level taking into account each of the focus areas and proficient level descriptors under each standard and had the evidence reviewed by an appropriate person.

In each of methods (a-d) above, the TRBWA requires a declaration from the appropriate person to confirm that the Professional Standards have been met at the Proficient Level.

For circumstances where an applicant is unable to obtain a declaration from an appropriate person, the TRBWA will accept the following:

e) Submission of compiled evidence demonstrating that the applicant meets the Standards at the Proficient Level for assessment by the TRBWA.

It is anticipated that the applicant will have compiled evidence which demonstrates that the applicant clearly meets the Professional Standards for teachers at the Proficient Level taking into account each of the focus areas and proficient level descriptors under each standard.

Applications containing a submission of evidence for assessment by the TRBWA without a supporting declaration from an appropriate person will be the subject of closer scrutiny, and examination of evidence to ensure that the Professional Standards have been met.

5.3 Provisional Registration: Demonstrating the Professional Standards at the Graduate Level

For Provisional Registration, an applicant must meet the Professional Standards at the Graduate Level. To meet the Graduate-level Standards, a person must have graduated from an accredited initial teacher education (ITE) programme, where the Graduate-Level Standards have been taught and assessed.

⁷ The GTIP Program is operated by the Department of Education's Institute of Professional Learning. It is acknowledged that there are equivalent graduate induction programs in the Western Australian non-government school sector, completion of which would also represent a possible basis for declaring that the Standards have been met.

Provisional Registration is a category of registration for beginning or graduate teachers who have graduated from an accredited ITE programme within a 5 year period prior to the application to the Board.

Accredited ITE programmes include those Australian teacher education programmes that have been assessed and accredited, either by the TRBWA or another Australian teacher regulatory authority, in accordance with the national approach to the accreditation of teacher education programmes. A key component of this accreditation process, is the requirement for programmes to demonstrate how each of the Professional Standards at the Graduate Level has been taught to students, and how students are assessed against the each of these Standards.

It is as a result of this assessment process, therefore, that graduates of such programs are considered by the TRBWA to have demonstrated the Professional Standards at the Graduate Level.

An applicant who has, within a 5 year period prior to application to the TRBWA, graduated from an accredited ITE is considered, by the Board, to have met the standards at the Graduate Level.

A list of accredited ITE programmes may be found on the AITSL website.

In addition, an applicant who holds a qualification from an accredited ITEP from New Zealand within the previous 5 years will also be considered by the Board to meet the Professional Standards at the Graduate Level.

Graduates of programmes which have not been accredited either in Australia or New Zealand are not considered by the Board to be eligible for the grant of Provisional Registration.

Applicants who are unable to demonstrate that they meet the Graduate Professional Standards may still be eligible for registration as a teacher in the Limited or Non-Practising categories of registration, as these categories do not require the Professional Standards to be demonstrated.

5.4 Meeting the Standards to the required level

As stated above, by graduating from an accredited ITE programme within the previous 5 years of applying for registration, a person is considered to have met the Graduate Level Standards for the purpose of Provisional Registration.

For the purpose of Full Registration, an appropriate person may declare the Professional Standards have been met. When making a declaration, the person must be satisfied that all seven standards have been met with supporting evidence taking into account each of the focus areas and proficient level descriptors under each of the seven standards.

The TRBWA may require additional information and/or the submission of evidence in order to verify a declaration made as part of the application.

5.5 Overseas Applicants for Teacher Registration

The Professional Standards for Teachers in Western Australia have been developed and are founded in the Australian context in terms of teaching activity, schools, curriculum, students and other requirements of the standards.

The Board has endorsed the following definitions in respect of key terms within the Professional Standards for Teachers in Western Australia:

Students	Children or young people enrolled at, attending or participating in either a Western Australian educational venue to which the Teacher Registration Act 2012 applies, or any other Australian or New Zealand school
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Teaching	The delivery of curriculum in a Western Australian educational venue as defined in the Teacher Registration Act 2012 or the delivery of equivalent curriculum in any other Australian or New Zealand school
Curriculum	Prescribed curriculum in Western Australia as defined in the Teacher Registration Act 2012, or any other equivalent Australian or New Zealand school curriculum as approved by the relevant authority.

Applicants who have *neither taught nor studied* in the Australian⁸ teaching and educational context are therefore generally considered by the Board to be *unable to fully meet* the Professional Standards. Until such time as such teachers either study or teach for a sufficient time in Australia or New Zealand to demonstrate that they meet the Professional Standards they will be unable to be granted registration in the Full or Provisional categories.

Overseas teachers in this position may still apply for, and be granted either Limited or Non-Practising Registration which do not require demonstration that a person meets the Professional Standards. Following a period of time teaching in the Western Australian school context a teacher would generally be in an improved position to demonstrate that they meet the Professional Standards.

As stated above it is a requirement for a person to have worked in an Australian educational venue for at least 100 days in order to be able to meet the Professional Standards at the Proficient Level.

5.6 Application for Renewal of Registration

Renewal of registration is an application made during a period of registration to renew registration in the same category.

In order to grant the renewal of registration the TRBWA must be satisfied that the applicant continues to meet the requirements for registration, which includes continuing to meet the Professional Standards for applications to renew Full, Provisional and (in cases where regulation 12(2)(a) is relied upon) Limited Registration.

Provisional Registration may only be renewed where the Board is of the opinion there are exceptional circumstances for doing so.

6. Supporting information

- *Teacher Registration Act 2012*
- *Teacher Registration (General) Regulations 2012*
- *Australian Institute of Teaching and School Leadership (AITSL) website*
- *Professional Engagement Policy*
- *Professional Learning Activity Policy*
- *Early Childhood Teacher Registration Policy.*

⁸ On the basis that teachers registered in New Zealand are recognised by the TRBWA under the Trans-Tasman Mutual Recognition Act 1997, applicants who have taught and/or studied in the New Zealand teaching and educational context are considered to be in a position to meet the Professional Standards.

7. Change History

Approved	Version	Details	Approved By
9/10/2013	1	New Policy Issued	Board
3/02/2014	2	Major Amendments Approved	Board
12/03/2014	2.1	Amendment to appropriate person definition	Board
19/05/2014	2.2	Amendment to educational venue	Director
9/07/2014	2.3	Amended to reflect requirement to meet all descriptors	Board
11/03/15	3.0	Amendment to appropriate person definition and advice for teachers in educational venues	Board
12/08/15	4.0	Amendments to reflect that only graduates of ITE programmes within the last 5 years can demonstrate meeting the Graduate Standards.	Board
Next Review Date		9/10/2016	