

Professional Standards Policy

POL10

1. Purpose

This policy outlines the professional standards requirements for teachers to be registered by the Teacher Registration Board (Board).

This policy also informs how the Board will satisfy itself that an applicant or nominee has demonstrated the professional standards requirements.

2. Scope

This policy applies to all applications for registration and the renewal of registration which include a requirement to meet professional standards.

3. Background

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

Section 20 of the Act states:

- (1) The Minister may approve standards developed by the Board to detail the abilities, experience, knowledge or skills expected of registered teachers.*
- (2) The standards may adopt the text of any code, rules, specifications, standard or other document issued, published or approved by another person or body.*
- (3) The text referred to in subsection (2) may be adopted —
(a) wholly or in part or as modified by the standards; and
(b) as it exists at a particular date or as amended from time.*
- (4) The Board must make the standards available for inspection on a website maintained by the Board.*
- (5) The standards commence at the beginning of the day after the day on which they are made available for inspection under subsection (4) or on a later day provided for in the standards*
- (6) The standards are not subsidiary legislation for the purposes of the Interpretation Act 1984.*
- (7) The Interpretation Act 1984 sections 43 (other than subsection (6)) and 44 and Part VIII apply to the standards as if they were subsidiary legislation.*

4. Definitions

Appropriate person	A person who makes a declaration on a teacher's application for Full Registration in respect of the teacher's achievement of the Professional Standards at the Proficient Career Stage for teacher registration.
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Educational institution	An educational institution as defined in section 3 of the Teacher Registration Act 2012 .
Professional Standards	The <i>Professional Standards for Teachers in Western Australia</i> , which are available on the Board's website . The Professional Standards have been approved by the Minister and draw on the <i>Australian Professional Standards for Teachers</i> .

5. Policy

5.1 Requirement to meet the Professional Standards

Applicants for Full Registration must demonstrate the standards at the Proficient Career Stage and applicants for Provisional (Graduate Teacher) Registration, the standards at the Graduate Career Stage.

Where a person is applying for renewal of Full Registration or, where sufficient reasons exist, the renewal of Provisional (Graduate Teacher) Registration, the Board must be satisfied that the person continues to meet the Professional Standards at the relevant career stage.

5.2 Full Registration: Demonstrating the Professional Standards at the Proficient Career Stage

An assessment of whether the Professional Standards at the Proficient Career Stage have been met is based on a recommendation at the teacher's educational institution or workplace about the teacher's achievement of the Professional Standards at the Proficient Career Stage.

Meeting the Professional Standards is generally evidenced by a declaration from an 'appropriate person'. The declaration will confirm that based on an assessment of evidence the Professional Standards have been met at the relevant career stage. When making a declaration, the appropriate person must be satisfied, based on supporting evidence, that the teacher has demonstrated teaching practice at the Proficient Career Stage of the Professional Standards.

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 Career Stage.

It is a matter for those making the declaration to satisfy themselves that the Professional Standards have been met.

Assessment processes upon which an appropriate person bases their recommendation should be flexible, to accommodate different contexts and experience. Sources of evidence may include, but are not limited to:

- the appropriate person's first-hand experience of the teacher's professional practice through direct observation and ongoing engagement;
- a recommendation or report from another member of staff who is in a position to make an assessment of the teacher's performance against the Professional Standards;
- a teacher's participation and performance in an employer graduate teacher induction program;
- ongoing standards-based performance management and development processes; or
- the assessment of a portfolio of evidence compiled by the teacher.

5.3 Appropriate Person

The Board's determination about whether a teacher has met the professional standards requirement for Full Registration is based on a recommendation from an 'appropriate person'.

An 'appropriate person':

- must hold or have held Full Registration in Australia or New Zealand within the previous five years; and
- must be in a reasonable position to assess an applicant against the *Professional Standards for Teachers in Western Australia*.

In a school, this is the applicant's Principal, or a person delegated by the Principal.

In an educational institution other than a school, this is the person who has day-to-day management responsibility (e.g. 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 would ideally hold an educational leadership role and may include a Deputy Principal, head of department/learning area, experienced/senior teacher, mentor, supervisor or line manager.

Generally, the appropriate person is expected to be from the applicant's current educational institution 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 institutions. 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 institutions(s).

In some situations, for example, where there are no teachers within an applicant's educational institution who have held Full Registration during the previous five years, it may be acceptable that the appropriate person is not employed at the same educational institution as the applicant.

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

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

5.4 Direct Submission of Evidence

For circumstances where an applicant is unable to obtain a declaration from an appropriate person, the Board will accept the submission of compiled evidence demonstrating that the applicant meets the Professional Standards at the Proficient Career Stage for assessment by the Board.

It is anticipated that the teacher will have compiled evidence which demonstrates that they clearly meet the Professional Standards taking into account the Proficient Career Stage descriptors under each standard.

Further information for applicants on the direct assessment of evidence may be found on the Board's website: [Direct Submissions](#).

5.5 Provisional (Graduate Teacher) Registration: Demonstrating the Professional Standards at the Graduate Career Stage

A person who has graduated from an Australian or New Zealand accredited initial teacher education (ITE) program, is considered to have met the Professional Standards at the Graduate Career Stage.

A list of Australian accredited ITE programs may be found on the [Australian Institute for Teaching and School Leadership \(AITSL\) website](#).

In addition, an applicant who has graduated with an Australian early childhood teaching qualification approved¹ by the Australian Children's Education and Care Quality Agency (ACECQA), will also be considered to meet the Professional Standards at the Graduate Career Stage.

Applicants who have not graduated from one of the above programs (including those with overseas qualifications) may still be eligible for registration in the categories of Provisional (Returning Teacher) Registration or Limited Registration. These categories allow a person to teach in Western Australia without requiring the Professional Standards to be demonstrated.

5.6 Overseas Applicants for Teacher Registration

The Professional Standards for Teachers in Western Australia have been developed and are founded in the Australian and New Zealand 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	Means children or young people enrolled at, attending or participating in either a Western Australian educational institution to which the <i>Teacher Registration Act 2012</i> applies, or any other Australian or New Zealand school.
Teaching	Means the delivery and the assessment of curriculum in a Western Australian educational institution as defined in the <i>Teacher Registration Act 2012</i> or the delivery and assessment of equivalent curriculum in any other Australian or New Zealand school.
Curriculum	Means prescribed curriculum in Western Australia as defined in the <i>Teacher Registration Act 2012</i> , or any other equivalent Australian or New Zealand school curriculum as approved by the relevant authority.

Applicants who *have neither taught nor studied* in an Australian or New Zealand teaching and educational context are therefore generally considered by the Board to be *unable to fully* meet the *Professional Standards for Teachers in Western Australia*. Until 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 generally be unable to be granted Full or Provisional Registration (Graduate Teacher).

¹ Pursuant to regulation 137(1)(a) *Education and Care Services National Regulations 2012*

Overseas teachers who have qualified outside of Australia or New Zealand may be eligible for either Provisional (Returning Teacher) or Limited Registration, which do not require demonstration of 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 previously stated, it is a requirement for a person to have worked in an Australian or New Zealand educational institution in order to be able to meet the Professional Standards at the Proficient Career Stage.

5.7 Professional Standards at Renewal of Registration

A person applying to renew registration is, subject to evidence to the contrary, considered to continue to meet the relevant Professional Standards requirements.

6. Supporting information

- *Teacher Registration Act 2012*
- *Teacher Registration (General) Regulations 2012*
- *Australian Institute of Teaching and School Leadership website*
- *Professional Engagement Policy*
- *Professional Learning Activity Policy*
- *Professional Standards - Direct Assessment of Evidence Information for Applicants*

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 programs within the last 5 years can demonstrate meeting the Graduate Standards.	Board
18/12/2019	5.0	Amendments to reflect the Board's position to recognise those who complete an Australian early childhood teaching qualifications approved by ACECQA as meeting the Professional Standards for Teachers in Western Australia at the Graduate Level.	Board
28/05/2020	5.1	Minor amendment	Director
15/06/22	6.0	Reviewed and updated	Board
21/11/22	6.0	Policy issued	Board
18/10/23	7.0	Updated to align with the amended Act	Board
18/07/24	7.1	Minor amendment	A/Director PQA
Next Review Date		3 years	