

## National Review of Teacher Registration Submission

### SUMMARY OF IDEAS

- Earlier qualifications must be recognised- what used to be a three-year degree is now the equivalent of a four-year degree.
- Teachers' service time should be recognised- Experience should be credited and valued.
- The WA Level 3 (as well as and other states levels) should be aligned and recognised as the equivalent to the current process of AITSL Lead Teacher.
- Streamline the bureaucracy. Teachers' Registration, Screening, *Working with Children* should be one process. National accreditation.
- Records of attendance to professional learning and performance management should be in one electronic place and used for job applications nationally.
- National police clearance for all. The same police check should be done by one body and cover prac students (preservice university students), education assistants and teachers.
- National Registration would allow teachers to seek employment across different states far more easily.
- Applying for jobs across states should be the same process to make teachers nationally competitive and comparable. The jurisdictions need to be aligned.

• *How can teacher registration processes support a nationally consistent approach to satisfying the fit and proper person requirement of registered teachers, at the point of registration and throughout their teaching career?*

**Earlier qualifications must still be recognised as the equivalent of more recent qualifications, particularly if the person has years of experience.** Many older teachers completed three year degrees, when that was a complete degree in teaching. For example: The *Diploma of Teaching* consisted of five full time contact hours (9-3pm everyday) and about 20 weeks of practical time. These must be respectfully recognised as the equivalent of a current four-year degree. The main aim of a National Registration Board should be about recognising teachers' experience and expertise in Education. It is important that the National Registration recognises the changes in University degrees and does not create bureaucratic barriers for experience staff. Teaching experience must be credited.

To maintain the strength of the workforce, **we should recognise teachers who specifically completed an Education degree as more qualified than teachers who became qualified by completing an alternative degree and doing a one-year teaching degree.** Particularly for Primary school where it is less subject based and more generalist teaching. Currently, the pay scale in WA does not reflect this. The number of years spent in higher education learning is valued more than the type of degree.

Over the years and across the state, pathways to higher 'levels of teaching' have been established. In order for there to be a National Registration Board, these **pathways must be aligned and recognised.** E.g. The WA Level 3 should be recognised as the equivalent to the current process to become a AITSL Lead Teacher. If you look at the criterion and process educators need to go through to achieve this, they are very similar.

**An electronic record of attendance to PL (aligned with the standards) and records of Performance Management could also be put into an online program that operated through a National Registration Board.** Additionally, if this could be printed and used for teacher applications, it would reduce teacher workload and create fair and comparable data for employment- resulting in improved workforce.

**National Registration would allow teachers to seek employment across different states far more easily.** If the job application process was also aligned teacher from different states would be comparable. It may also assist states filling positions that were previously difficult to fill. An example of this may be, a WA teacher could more easily join the flying squad to fill long term relief jobs in outback NT.

- *How do current teacher registration processes support graduates:*

- a) seeking provisional registration*

- b) employed in different circumstances (e.g. casual, full-time or permanent)?*

- *Are there barriers/challenges presented by teacher registration for those entering the teaching profession? How could these be overcome?*

**Processes for registration should all be completed through one body. Working with Children, Teachers Registration and Screening should all be done through one group.** We should all have National Police clearance. Currently in WA teachers need to have a Working with Children, a Teacher Registration and a Department screening. Teachers currently pay for two police clearances, which are completed through two different bodies. This seems to be a repetitive process which could be streamlined, if a national approach was taken. Additionally, the same police check should cover prac students, EA workers and teachers. There is currently a lot of red tape that seems to slow down the processing of educators to be registered to attain employment.