



# Avoiding Accreditation Disasters

# Testimonials

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This book is a must read for every new teacher. Mat carefully and simply explains the process of accreditation for all Australian teachers. This eBook is an essential reference for teachers at the beginning of their teaching career. I personally recommend it.

**Megan Dredge:** *Teacher and Communicator.*

This is such a useful book for new teachers, and also for pre-service teachers who are about to embark on the challenging and rewarding career of teaching. Mathew has set out the accreditation process clearly and simply, with practical examples to enhance his explanations of each of the standards. He writes in an enthusiastic and professional manner and makes the text interesting to read, adding comments, text boxes and personal examples to help clarify each section. Every new teacher should read it as they will find it very user friendly and vital in helping them navigate their way through the accreditation process. I will personally recommend it to all the pre-service teachers I train in the Master of Education (Primary) course.

**Associate Professor Deirdre Russell Bowie:** *University of Western Sydney.*

This ebook is an invaluable resource to both new career teachers undertaking accreditation for the first time and to established teachers seeking to understand the accreditation process and improve classroom practice. As a head of department, I have used this ebook with my staff to provide a more comprehensive understanding of the National Professional Standards.

**Matt:** *Head of Department.*

*What a wonderful resource! Any teacher, or supervisor, going through the accreditation process needs to read this book. It clearly explains the Australian Professional Standards for Teachers, the steps involved in gaining accreditation, as well as what quality evidence is. I will be giving all the graduate teachers at my school a copy.*

**Karla:** *Assistant Principal*

*As a student, this eBook has breathed hope and given me practical steps and motivation to continue my studies with excellence. With resources like this I feel empowered and equipped to begin my teaching career. Thank you so much Mathew Green for this fantastic resource.*

**Alexandra:** *Beginning Teacher*

# Contact Information

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**You can join the conversation at I'm a New Teacher in a number of ways:**

# About I'm a New Teacher

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**I'm a New Teacher** is an organisation that is dedicated to supporting and equipping recent graduates. As a recent graduate you are embarking on a rewarding and noble career. Whether you're casual, permanently employed, working as a support teacher or on a temporary contract with your school, you are directly involved in educating, training and shaping some of the greatest minds that this world is yet to see. It's exciting but it can also be quite daunting. In one year a student could spend more time with you (learning, observing, absorbing) than with any other adult role model. Therefore, the way that you approach your work, your professionalism and your ability to have a well-rounded life outside of the classroom truly matters. Teaching is so much more than textbooks and programs. You the teacher are central to the message. Students watch your interactions with other professionals and they notice the ways that you approach life and lifelong learning.

For this reason, teachers have much more at stake than many other professionals. If you are a bored carpet cleaner, for example, very few people will be affected or influenced by your blasé approach to your profession. The impact is far greater if a teacher's approach to their profession is dull and indifferent. We all have off days, but the impact of consistent average teaching and apathy can have serious repercussions for impressionable young minds.

On the other hand, exceptional teaching practices and an enthusiastic, supportive attitude can change students' lives! At times it seems impossible to help students move forward but with continual professional development, loads of initiative and a resolute commitment to positive change you can have a huge impact.

Despite the opportunity to make such a positive impact, the sad reality is that many teachers do not make it past their first five years in the profession. As a new teacher, you will face many challenges in your early career. The overcrowded curriculum; parent, executive and school expectations; ever increasing liabilities; Workplace Health and Safety issues; mental and physical exhaustion; unfairness; bureaucracy; apathy and a multitude of conflicting priorities will constantly compete for your attention.

It's no wonder that many new teachers throw in the towel early. A study conducted in 'Conditions that Support Early Career Teacher Resilience' 2010 states that 'In western countries we know that between 25% - 40% are likely to leave the profession in the first five years.'<sup>1</sup>

This is not acceptable. We need the best, most dedicated, equipped and passionate new teachers in our schools. This is why I'm a New Teacher exists. Through real life teaching stories, innovative teaching resources, new teacher support programs and mentoring I aim to help you be the best educator and professional you can be.

# About Me

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I am an educator, a mentor, a husband, a writer and the self-appointed director of staff morale. These are roles I take very seriously, despite using an opportune “dad” joke to keep things moving along smoothly.

Teaching is more than a career, it's a an opportunity to make a difference in a child's life – for some it's a chance to change the trajectory of their future. For this reason I'm passionate about that animal that is the education system and the teachers that are its lifeblood.

I created I'm a New Teacher to instil a sense of value to the work that teachers do everyday, to help new teachers overcome obstacles and to support teachers in progressing in their careers. Great teachers establish creative and stimulating environments for the world changers of the future.

My teaching experience has varied from low socio-economic government school contexts to wealthy independent schools across Sydney. I hold a Bachelor of Arts in English and Education from the University of Sydney and a Master of Teaching from the University of Western Sydney. I am a lifelong learner and am currently undertaking a Graduate Certificate in TESOL and a Diploma in Work Health and Safety.

My beautiful, talented and funny wife/editor, Aziza Green, and I live in South Sydney, where we mentor young professionals and university students at our local church. In my free time, I like to write, laugh and connect with friends and family.

# Why do you need this e-book?

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If you're anything like me, you spent the early days of your professional experience scratching your head (or hitting your head) over your Teaching Accreditation. If you're feeling a little overwhelmed, or over it, this resource will give you some hope. Not just that, it will give you the support and practical guidance you need to successfully complete your Teaching Accreditation. This e-book will help you to get organised and successfully complete this complex and, at times, confusing component of your teaching career.

As a shiny new graduate, in my freshly ironed trousers and my overly starched shirt I had the natural networking skills and determination to get teaching positions with relatively little effort. I was confident in my training and career prospects, however, once I entered the classroom things began to get a little overwhelming. There are so many challenges that I was not expecting to have to deal with. Managing parents' expectations, establishing discipline in the classroom, building professional networks, marking, reports, assessments, laryngitis, staff politics, disappointments, repeated bouts of the man-flu – I felt like I was facing a never ending uphill battle! That didn't even include the actual teaching of a class of uncooperative cherubs.

And the industry keeps evolving. Even in the years since I graduated I have seen huge changes in many areas including the use of ICT, curriculum implementation and teaching pedagogy. With more and more accountability placed on schools and classroom teachers our time is becoming more and more stretched. I spent the first three years or so, just trying to keep my head above water – there was no time, or mental capacity left, to even think about my Teaching Accreditation.

In those first years there was no one to help me through my Teaching Accreditation. I worked in a number of elite private schools and everyone was busy enough with their own workload and there was no time to think about my accreditation. The other thing was none of the teachers that I met in the early stages in my career knew much about the accreditation process – it was relatively new. Some schools have dedicated staff members and mentors that are there to help graduate teachers through the process, but many schools do not.

This e-book and the resources in the 'Navigating Your Teaching Accreditation' section at [imanewteacher.com](http://imanewteacher.com) are designed to help you to complete your accreditation by offering guidance, support and even a shoulder to cry on if you really need it.

I was fortunate enough in my third year of teaching to have had excellent teaching mentors and support. With the help of these experienced and generous teachers, I was able to complete my Teaching Accreditation, receiving 'Professional Competence' in my first attempt. Many of the examples that are included in this book are my personal reflections and selections of evidence that I used for my accreditation. While I am happy to share these with you, it is important that you recognise that this way is not the only way of completing your Teaching Accreditation. You should always follow the advice of your teaching supervisor and principal, thoroughly read the supporting documents that have been compiled by the New South Wales Institute of Teaching (NSWIT), the Department of Education and Communities (DEC), Australian Institute for Teaching and School Leadership Limited (AITSL) and other agencies. This is not the only way to complete your accreditation; it is merely a guide to navigate you through the various stages.

# Eat the Live Frog First

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## This e-book will:

- ▶ **Introduce you to the accreditation process**
    - It will provide you with a definition of a graduate teacher, and outline the roles and responsibilities that this involves.
  - ▶ **Walk you through each of the Professional Teaching Standards**
    - The Professional Teaching Standards will form a crucial component of your professional career and show you the expectations and criteria for each professional stage.
  - ▶ **Help you to create a timeline and outline the most important phases of the accreditation process.**
  - ▶ **Show you how to maintain your Professional Accreditation and what's next**
    - As a teacher you are a lifelong learner and it is your responsibility to continually refine your craft.
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## A quick note before we get started:

The examples of evidence that I have included in this e-book were taken from my New Scheme Accreditation experience, when the standards were New South Wales based. Despite this, the evidence samples and reflections are still useful examples of what evidence may be used for the new National Professional Standards for Teachers. I have annotated my evidence using the current National Professional Standards.

This resource is not a substitute for the documents that the New South Wales Institute of Teachers and other agencies have published about the accreditation process. Please make sure that you take the time to look at the fantastic resources at the New South Wales Institute of Teaching (NSWIT), the Department of Education and Communities (DEC), Australian Institute for Teaching and School Leadership Limited (AITSL) and other agencies.

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## **Section One – An Introduction to the accreditation process**

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What is the National Teaching Accreditation process?

How are the National Standards different to the State based outcomes?

Welcome to the National Professional Teaching Standards.

A glance at each of the National Professional Teaching Standards.

## **Section Two – Creating a timeline and putting it all together**

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Overview of the Accreditation process.

Familiarise yourself with the National Standards for Teachers.

Find a Mentor.

Begin to think about your evidence.

Selecting your evidence.

Writing your reflections.

Checking your work.

Submitting your documents

Moving to the next stage of your career.

## **Section Three – A walk through each of the Teaching Standards**

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Standard One – Know students and how they learn.

Standard Two – Know their content and how to teach it.

Standard Three – Plan for and implement effective teaching and learning.

Standard Four – Create and maintain supportive and safe learning environments.

Standard Five – Assess, provide feedback and report on student learning.

Standard Six – Engage in professional learning.

Standard Seven – Engage professionally with colleagues, parents/caregivers & the community.