



PROFESSIONAL LEARNING AND TEACHER STANDARDS

In the view of Macarthur's Headmaster and School Council professional learning is essential to the development and growth of all teachers. Research demonstrates that apart from one's natural abilities, quality teaching is the single biggest influence on educational outcomes.

In 2016 one teacher achieved accreditation as 'Proficient Teachers': Mrs Pateenah Hordern and Miss Nikki Raeburn, and Mr Timothy Clarke completed their five year maintenance of accreditation report.

Mrs Sarah Stewart successfully became an Experienced Teacher under the Association of Independent School's ISTAA Accreditation system, and moved from Band 2 to Band 3 under the Teacher's Staff Agreement (MEA).

Teacher Qualifications

The 2016 details of all teaching staff responsible for delivering the curriculum for which the School is registered and accredited is outlined in the table below.

School Staff

Teaching staff	71
Full time equivalent teaching staff	64.9
Non-teaching staff	33
Full-time equivalent non-teaching staff	26

Category	Number of Teachers
Teachers who have teaching qualifications from a higher education institution from within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines, or	71
Teachers who have qualifications as a graduate from a higher education institution from within Australia or one recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications, or	0
Teachers who do not have qualifications as described on (a) and (b) but have successful teaching experience or appropriate knowledge relevant to the teaching context.	0



Staff Professional Learning in 2016

This year, staff at Macarthur worked together to continue to build a strong academic environment for our students. Macarthur was selected by the AIS Innovation Unit to be part of the Elevate three year programme which aims to elevate student learning, especially for high potential learners.

The Elevate programme informed the School's School Improvement Plan's academic goals – to develop to enhance students' critical and creative thinking and develop students' self-efficacy by pushing through learning challenges to see mistakes as learning opportunities. Professional learning for 2016 was linked to the goal of fostering students' critical and creative.

The Macarthur Staff Conference had as its theme "Challenge, Innovate and Elevate" and an emphasis of the conference was to provide teachers with strategies to teach critical and creative thinking in their classroom. An additional workshop was held in 2016 to provide teachers with additional teaching tools in this area.

In addition, there was a focus on the following areas

- 1) Assessment – writing assessments that enhance critical thinking, collecting evidence for assessment for learning, aligning work samples to grades
- 2) Australian Professional Standards – unpacking the professional standards for pre-2004 teachers
- 3) Using ipads effectively, using google apps and extensions to flip learning and animating and creating presentations with Adobe Spark.

Macarthur continued as a Board of Studies Teaching and Educational Standards endorsed provider for teachers at the Proficient level and ran a suite of courses in 2016 including "Reflective Teaching-Professional Learning Practice", "Developing a Consistent understanding of standards -Aligning student work samples to grades" and "How to use iPads effectively in the classroom".

TeachMeets were also a well-attended professional development activity run each term. These provided staff with opportunities to share innovative teaching and learning strategies.

Administrative staff also attended sessions on using Denbigh data base and using google docs to improve workflow. All staff also completed an online AIS self-paced learning module 'Obligations in Identifying and Responding to Children and Young People at risk', 'Chemical Safety' and ASCIA's 'Anaphylaxis e-training for Australasian Schools.'

Many staff also attended workshops and seminars run by the Association of Independent Schools, Western Sydney University, Pearson Australia and various professional associations.



Professional Courses Attended by Staff

The specialist areas outlined in the table that follows indicate the diversity of professional learning that took place in 2016 among Macarthur staff.

Description of Professional Learning Activity	Hours	No of Staff
Abbotsleigh Teacher Librarians Conference	7	2
AEC AGORA Forum - Positive Psychology	2.5	3
AEC AGORA Meeting	2.5	1
AEC Biblical Studies PD Day	7	2
AHISA Director of Studies Conference	0	1
AICES Meet Manager Course	5.5	3
AIS Designing for Deeper Learning	0	1
AIS Games Based Learning in the Classroom	2	2
AIS IT Managers Professionals Conference	20	3
AIS Registration & Accreditation Briefing	0	1
AIS Registration & Accreditation Workshop	0	1
AIS Science Conference	0	1
AIS Special Education Conference	16	1
AIS Teacher Librarians Network Meeting	0	1
AIS The Art of Travel (Advanced English)	0	1
AIS Thinking Routines, Establishing patterns of thinking in the classroom	0	1
AIS Transforming Literacy Through Drama	0	1
AIS Using Technology in the Secondary Science Classroom	0	1
ALEA Writing, Creativity & Technology	2	5
ALEA Developing a visual metal language using picture books	1.5	4
ALEA National Conference	0	1
ALEA Writing process in a digital environment (Aust Literacy Educators Assoc)	2	8
Anaphylaxis Refresher Workshop (Sydney Children's Hospital)	0	1
Ancient History Teachers Conference (Macquarie University)	0	1
Arduino Esplora Platform Training	0	1
ASBA - PD Day (Assoc of School Business Administrators)	0	1
Assessment in Schools Conference (UNSW Global Pty Ltd)	0	1
Australian Super Business Briefing	0	1
BOSTES Teacher's Accreditation Workshop	0	1
BOSTES Consistent Teacher Judgement Workshop	3	2
BOSTES Senior Years Mathematics Consultation Meeting	0	1
Chemwatch/Chemgold - ASET - NSW	7	2



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DEC - Volleyball Level 1 Coaching Accreditation	7	2
DEU Ex Photos Photomedia Conference	0	1
Disability Education Plans	0	1
DOS Conference	0	1
Drawing in Stage 6 Classroom	6	1
Early Start Conference (Early Start)	19	1
Educate Plus NSW Conference	16	1
ETA Annual State Conference	6.5	1
Fine Arts Personal Professional Extension (Deus Ex Photos Photomedia)	6	2
How Technology is re-wiring children's brains	6	1
IPSHA K-2 Umbrella Meeting	3	2
IPSHA Curriculum Coordinators Umbrella Group	2	1
IPSHA General Meeting	6	2
IPSHA Learning Support Umbrella Meeting	1.5	2
IPSHA Performing Arts Festival Meeting	2	2
ISTAA Experienced Teacher Action Research Project	7.5	11
Leading Change in Schools (UNSW)	6	1
Local Learning Support Teachers Network Meeting	2	2
Middle Years - Change & Challenge (Teachers Guild of NSW)	3	4
MLTA Language Conference	7	2
MLTA Linguafest	8	1
MultLit Reading Tutor Programme	7.5	1
Music through Literature (ORFF Creative Music Education)	5	1
Nurture Creativity in School Age Children (Children's Services Central)	6.5	1
OSHC Regulations (Children's Services Central)	4	1
PDHPE Teaching Numeracy & Literacy through Physical Activity (NSW Govt South Western Syd Local Health Dist)	1.5	1
Reflective Teaching - Professional Learning	2	1
SASMA Annual Archbishops Day (Syd Anglican Schools Ministry Assoc)	6	1
School Nurses Annual Conference (School Nurses Assoc of NSW)	8	1
Sculpture at Scenic World (Scenic World Katoomba)	6	1
Senior First Aid Course (Surf Life Savings Services Pty Ltd)	6	17
Sing It Stage It (Hal Leonard Aust)	7	3
Society and Culture Assoc PD Day	5	2
STANSW Teachers Conference	14	1
Sydney Autism & Asperger (Sue Larkey)	7	1
UNSW Biology Teachers PD Day	6	2
Visual Arts Teachers Symposium Masterclass	6	1



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Wheel Thrown Ceramics (TAFE NSW)	27	1
Wollongong Regional Ministry Conference	7	1

In addition to these courses, twenty-five Macarthur staff participated in an Instructional Rounds project with Academics from Western Sydney University in which they observed colleagues' classes, and collected and analysed data around identified 'problems of practice'. Two staff members also completed post-graduate units in Curriculum and Assessment at the University of NSW and one staff member completed units towards Master in English at the University of Sydney.

Attendance at Professional Learning courses is the primary method of professional learning at Macarthur, although it is not limited to this. Teachers new to Macarthur are inducted into the school through a 12-month programme. New Scheme Teachers and teachers new to Macarthur are assisted with a mentoring programme as they manage the process of accreditation with the NSW Institute of Teachers. A number of staff are also pursuing other tertiary qualifications.

Approximately a quarter of staff (24%) are involved at all levels in the Higher School Certificate process - setting examinations, marking and judging. One staff member was also appointed as Supervisor of Marking for Indonesian. The importance of staff being involved in these activities cannot be overstated. These staff members and others have gained valuable insights of which Macarthur students are direct beneficiaries. In 2016 Macarthur staff were engaged in marking in the following courses:

Subjects in which teachers undertook HSC marking		
Agriculture	Indonesian Continuers	Physics
Business Studies	Indonesian Heritage	Society and Culture
English – Advanced	Information Processes and Technology	Software Design
Geography	Music Practical	Studies of Religion
Indonesian Beginners	Music Written	Visual Arts – Practical
Indonesian Background Speakers	Information Processes and Technology	Visual Arts – Written

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