

## 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 2017 three teachers achieved accreditation as 'Proficient Teachers': Mrs Laura Campisi, Ms Angela Welyczko and Mr James Willard. Three staff also applied for recognition of further study – Mrs Rebecca Joel (Graduate Certificate of Religious Education), Ms Sarah Hudson (Master of Education in Special Education) and Ms Angela Welyczko (Master of Education)

Mrs Helen Glover 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 2017 details of all teaching staff responsible for delivering the curriculum for which the School is registered and accredited is outlined in the table below. The 2016 figures are in brackets. As can be seen in the table, there was an increase in the number of staff at the school.

### School Staff

Teaching staff	75 [71]
Full time equivalent teaching staff	69.6 [64.9]
Non-teaching staff	38 [33]
Full-time equivalent non-teaching staff	28.7 [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	75
Teachers who have qualifications as a graduate from a higher education institution from within Australia or are 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 2017

This year, staff at Macarthur worked together to continue to build a strong academic environment for our students. Macarthur staff continued to work on projects as part of the AIS Innovation Unit 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 2017 was linked to the goal of fostering students' critical and creative thinking as well as an enhancing growth mindset.

The Macarthur Staff Conference had as its theme "Community of Growth" and an emphasis of the conference was to provide teachers with strategies on how to promote a Growth mindset in students. The workshops included the following:

- "Coaching and Mentoring Students to Have a Growth Mindset"
- "Growing Learning – Strategies to Help Through Challenges"
- "Using Moodle as a Platform to Grow Learning"
- "Growing Learning – Inquiry for Students in T-6"

In addition, there was a focus on the following areas:

- 1) Pastoral Care - Youth Suicide Prevention Gatekeeper
- 2) First Aid Training
- 3) Australian Professional Standards – unpacking the professional standards for pre-2004 teachers
- 4) Programming

Macarthur continued as an NSW Educational Standards Authority endorsed provider for teachers at the Proficient level and ran a suite of courses in 2017 including "Teaching Thinking Skills Using Socratic Questioning" 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' and 'Chemical Safety'

A team of Macarthur staff also participated in an action research professional development activity with Western Sydney University. This programme involved teachers from the Junior and Middle Schools working alongside Western Sydney University Professional Experience students and academics. The aim of the project was to select areas of teaching practice that were identified as needing further growth, and through professional dialogue, determining the best way for these areas to further develop. The project culminated in an Action Research conference which was attended by staff from Macarthur as well as academics and pre-service teachers from Western Sydney University.

The Action Research Projects covered a variety of topics including:

- Examining the effectiveness of group work
- Considering student voice in assessment and pedagogy
- Evaluating the impact of cognitive, emotional and behavioural needs on engagement
- Assessing the value of Inquiry based learning
- Exploring ways to foster student self-reflection

In recognition of their outstanding commitment to teaching, and their significant contribution to Macarthur, Sarah Tor (teacher of Information Software and Design and Software, Design and Development) and Ian Garrett (Faculty Head and Teacher of English) were presented with World Teacher's Day Awards by the NSW Teacher's Guild. Melissa Gould-Drakeley also received an Award from the Australian Federation of Modern Language Teachers Association for her leadership and commitment to Languages education in NSW.

In order to enhance a culture of research and ongoing professional learning at Macarthur, the Headmaster and School Council introduced a new two year research scholarship for which teachers could apply. The Beavis Fellowship, honouring long standing Chair of School Council Dr Alan Beavis was awarded to two teams. Belinda Watson Sarah Stewart, Sarah Tor and Karen Williams are researching the ways innovative technologies (augmented reality and virtual reality) can enrich learning. Rebecca Abdo, Katrina Ha, Kerena Purvis and Michelle Tindal are researching powerful Inquiry Learning. These fellowships will continue to be offered each year.

### Professional Courses Attended by Staff

The specialist areas outlined in the table that follows indicate the diversity of professional learning that took place in 2017 among Macarthur staff.

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 NESA. A number of staff are also pursuing other tertiary qualifications.

Description of Professional Development Learning Activity 2017	Hours / Person	Staff
African Drumming - Level 3	6	1
AHISA Director of Studies Conference	10	6
AIS Business Studies - Case Studies Syllabus, Assessment, Pedagogy	6.5	1
AIS Creating your Experienced Teacher Portfolio	7	1
AIS Economics Conference	6.5	1
AIS Innovation Unit Elevate Conference	38	5
AIS Familiarisation NSW Syllabus for The Australian Geography- Online Module	2	3
AIS Grammar Online - Levels of Delicacy	7	1
AIS Great Teachers give Great Feedback - Online Module	3	1
AIS ICT Management and Leadership Conference	16	2
AIS Maker Spaces - Online Module	6	1
AIS Network Meeting	3	1
AIS NSW Heads of Sport Conference	10	1
AIS The Principles of Purposeful Programming- Online Module	4	1

AIS Viewing of Experienced Teacher Portfolios	2.5	1
AIS Visual Arts Conference	5.5	1
AITSL Conference - HALT Conference	13	2
ASBA Conference	24	1
Athletics Level I Coaching Accreditation	5	2
Attaché End of Year Payroll Update Session	2	1
Autism and Aspergers - Teaching Strategies (Sue Larkey Learning Media)	5.5	2
Beginning & Newly Appointed Science Teachers Workshop (LAZSTA)	4.5	1
Computer Programme Planning Day	7	1
Curriculum Differentiation and Assessment	28	1
Deus Ex Photos Photography Conference	6	1
EduTECH International Congress Streams	20	1
Endorsed Providers (QTC)	2	3
ESL English Revision Day	7	1
ETA Annual Conference	12.5	1
Faithfulness (Anglican Diocese of Sydney Professional Standards Unit)	8	1
Growth Mindset - Coaching with Daniela Falecki	3	9
Helping Our Schools Build Better Communities - NAB Sydney	3	2
HICES Heads of Music Meeting	11	1
HSC English New Syllabus - Making Year 11 Modules Meaningful	5	1
HSC Supervisor Marking Training for Indonesian	7	1
ICT NSW Digital Technologies Conference	12	1
Identity & Creativity - Developing Literacy in Diverse Settings	6.5	1
Ignite the Spark, Fuel the Fire (Dept Ed & School of Ed Partnership)	14	1
IIATE (Institute of Industrial Arts Technology Education) Conference	15	1
IPSHA Art Umbrella Meeting	2	2
IPSHA Heads Meeting	12	1
IPSHA Conference	17	1
Law Sense - School Law NSW	3.5	2
Managing HR & IR Issues -Workers Compensation (Allianz)	2	2
MANSW Conference	16	3
MANSW Conference - K-8 "Show Me the Maths"	7	2
MEA Interpretation Workshop	5.5	1
Mentoring vs Coaching OPTIONS (Teachers Guild of NSW)	1.5	2
MISA Softball Clinic	3	1
MLTA of NSW Annual Conference	6.5	2
My Time Our Place: Principles (Webinar) Gowrie Victoria	1.5	1
NESA Application Workshop for Independent Schools	4	1
NESA Building Capability for Critical & Creative Thinking	9	1
NESA K-10 Syllabus Writer for Indonesian	6	1

NESLI Advanced Leadership Program	9	2
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OSHC Co-ordinator Meeting	2.5	1
Powering Up Inquiry in the Classroom (Dynamic Learning Group)	13.5	1
PreLit by Multilit	6	2
Science & Maths Conference (LAZSTA Inc)	12	1
Senior First Aid Training	6.5	25
Specific Skills for Teaching Legal Studies	7	2
STANSW Annual Conference	21.5	1
STANSW Beesst Conference	8	1
STEM Conference Lego Education	6	1
Sydney Anglican School Ministry Association Day	7	1
Teaching English as a Second Language - TEFL Course	140	2
Unpacking New Senior Courses	1.5	2
VADEA Conference	8	1
VALID Marker Training Day (Centre for Education, Stats & Evaluation)	6	3
Wollongong Regional Ministry Conference	7	2

Many staff also attended workshops and seminars run by the Association of Independent Schools, Western Sydney University, Teacher Training Australia and various professional associations. In addition to this, 55% of the Senior School staff were selected to assess, mark or judge the HSC practical or written examination papers. Several Macarthur staff were also selected to be pilot markers, senior markers and Judges this year. Stuart Hughes (English Teacher) was also selected to be an Assistant Supervisor of Marking for English and Joanne Fenton (Head of Foreign Languages) continued in her role as Supervisor of Marking for Indonesian. This professional learning is invaluable for both our staff and students.

In 2017 Macarthur staff were engaged in marking in the following courses:

Subjects in which teachers undertook HSC marking		
Agriculture	Ancient History	Business Studies
Chemistry	Design and Technology	English – Advanced
English as a Second Language	Geography	Indonesian Beginners
Indonesian Background Speakers	Indonesian Continuers	Indonesian Extension
Information Processes and Technology	Music Practical	Music Written
Physics	Society and Culture	Studies of Religion
Visual Arts – Written		

