PROFESSIONAL LEARNING AND TEACHER STANDARDS

In the view of Macarthur's Headmaster and School Council, professional learning is extremely important to the development and growth of all teachers and their learning. It is crucial teachers are modelling learning to students and keeping up to date with current research. Research demonstrates that quality teaching is the single biggest influence on educational outcomes.

In 2021, four (4) teachers moved to Experienced Teacher under the Association of Independent School's ISTAA Accreditation system. This moved these 4 teachers from Band 2 to Band 3 under the Teacher's Staff Agreement (MEA).

Teacher Qualifications

The 2021 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 2020 figures are in brackets.

School Staff

Teaching staff	87 [81]
Full time equivalent teaching staff	79.6 [75.4]
Non-teaching staff	48 [42]
Full-time equivalent non-teaching staff	37.1 [31.2]

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	87
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 2021

This year, staff at Macarthur continued to work together to build a strong academic environment for our students. The COVID-19 pandemic continued to mean a great deal of Professional Learning remained on an online platform.

The Macarthur Staff Conference was unable to proceed due to the COVID-19 restrictions. However, Professional Learning still continued online throughout the year.

All staff completed the following online self-paced courses through Complilearn.

- Child Protection Training Course (NSW Policy) - 2 hours
- Asthma Management – 1 hour
- Student Duty of Care – 1 hour

All Teaching Staff took part in 2 sessions of Professional Learning, facilitated by AIS staf, which examined the NCCD and our obligations as teachers under the disability standards act. This focussed on providing and recording modifications and adjustments for students in our care.

Additionally, Transition - Year 6 staff were involved in 4 Numeracy Project Modules (online) run by the AIS. The remainder of these modules will be completed in 2022.

COG (Community of Growth) Groups

Unfortunately due to COVID-19 restrictions teachers were again unable to take part in the COG (Community of Growth) groups, Teach Meets or part of the K-6 AIS (Association of Independent Schools) Numeracy Project Modules as planned.

Professional Courses Attended by Staff

The specialist areas outlined in the table that follows indicate the diversity of professional learning that took place in 2021 amongst Macarthur staff.

Description of Professional Development Learning Activity 2021	Hours per Person	Staff
AHISA Conference	7	1
AIS Focus on Stage 6 Science	6	1
AIS ICT Management & Leadership Conference	16	3
AIS Leading PD run by AIS - Focus on Stage 6 Science	2	1
AIS NCCD Evidence and Monitoring	3	1
AIS NCCD Overview and Moderation	5	1
AIS Work Health and Safety in Schools	14	2
An Introduction to Tournament of Minds	5	1
Ancient History Webinar Estelle Lazer (Cornerstone Professional Learning)	5	1
Annual Archbishops Day - Zoom Conference (SASMA)	6	3
Anti Discrimination Masterclass	4	1
Autism Awareness Techniques for Teachers Online (TTA)	6	1
Chaplaincy in Educational Settings Online (Ridley College)	150	1
CPA Virtual Congress (CPA)	22.8	1
CRU Teachers' Conference	7.5	3
Data Analysis 101 for Educators Webinar	8	1
Earth & Environmental Science Programming Day	4	1
English Ext 1 & 2 Student Support, Feedback & Implementation	8	1

English Programming Day	4	3
English Programming Day Stage 6	35	2
Executive Function Coaching Specialist Workshop (SPELD NSW)	2	1
Experienced Teacher Support Meeting	6	7
Extreme Connect, Collab & Dine (Computers Now)	7	1
Fraud & Employment Law Webinar	2.5	1
Gateway 8 Planning Day	7	1
Health Procedures Recertification (NSW Dept of Education)	4	1
HICES National Conference	10	6
High Impact Strategies for Supporting Secondary Students	4	1
House Conference (Anglican Youthworks)	13	1
HSC Indonesian Judging	3	1
HSC Music Itinerant Practical Marking	94	1
HSC Seminars Dubbo (Dubbo Distance Education High School)	6	1
HSC Study Day at Aurora College (Teaching Remote Students)	6	1
Ignite the Spark (UNSW)	7	2
Immunisation for Health Practitioners - Online	120	1
Introduction to Autism Online	2	1
IPSHA & G&T Umbrella Group Day Meeting	6	1

IPSHA Heads of School Weekend Away	6	1
IPSHA Term Meeting	4	2
Law for School Nurses (LawSense)	5	2
LawSense School Law Update Webinar	3.5	1
Leadership Program (Powerful Partnerships)	6	1
Learning Support Area Network NCCD Meeting	2	1
Mandatory PD Courses & Major Work Development	7	1
Mathematics Programming Day	14	1
Maximizing Impact in the Science Classroom (Stile Education)	4	1
MISA Debating Meeting	1	1
NESA TENs Conference	14	2
Ontario Association of Physics Teachers Black Holes	1	1
Pastoral Care Planning Day	4	3
PDHPE and Sport Programming Day	7	1
Perspectives on Writing - Theory to Practice	9	1
Phonics Fundamentals Online (SPELD NSW)	2	1
Policy Development Day for Learning Support	14	1
Provide First Aid HLTAID003	7	17
Reconciliation in Action Part 1 and 2 (Early Childhood Australia)	2	1
Respectful Relationships Seminar	7	10

SASMA Dinner (Sydney Anglican Schools Ministry Association)	3	3
Science & Agriculture - Meet the Markers (STANSW)	3	4
Science & Agriculture - Online Conference	8	1
Science & Agriculture Programming Day	4	1
SMH Schools Summit Presentation	9.5	1
Social Science Yr 9 Programming Day	5	2
Society & Culture Flagship Fundamentals	5	1
Supporting Sensory Regulation in Schools Online	2	1
Supporting Struggling Readers - Online	5	1
Talk for Writing Early Years Workshop (SPELD)	6.5	2
Talk for Writing Essentials Workshop (SPELD)	14	3
Teaching Phonics Using Decodable Texts (SPELD NSW)	2	1
TEN's Meeting	7	1
The Use of Robotics as a Teaching Tool (UOW)	7	2
Youth Mental Health Refreshner Training	4	1
Youth Refresher Mental Health First Aid Online	5	1
Youthworks House Conference	7	1
YARC Webinars (SPELD SA Inc)	2	1
Environmental Science	5	1
Rethinking Devices in School (Online)	3	1

Attendance (in person or online) 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 NESA. A number of staff are also pursuing other tertiary qualifications. A number of staff were involved in Faculty Programming Days in order to become familiar with, plan and programme for new curriculum and online learning accordingly.

Many staff also attended workshops and seminars run by the Association of Independent Schools, Western Sydney University, ATESOL, MANSW, ALEA, PETAA, Teacher Training Australia and various professional associations. In addition to this, 12 teachers of the Secondary 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. This professional learning is invaluable for both our staff and students.

HSC Marking

In 2021 Macarthur staff were engaged in marking in the following courses:

NOTE: There were significant changes to some courses for HSC Marking due to COVID-19 restrictions. Some marking was given back to the Year 12 classroom teachers which was managed by NESA (NSW Educational Standards Authority). In some cases teachers from nearby schools were used as part of the marking process and some Macarthur teachers went to other schools as part of the process also.

A number of Macarthur teachers attended Professional Learning sessions where they were able to 'Meet the Markers' of the HSC exam and give valuable feedback and insights into marking to assist staff in planning and programming.

Subjects in which Teachers Undertook HSC Marking		
Design & Technology	English Extension 2	Legal Studies
Drama	Geography	Mathematics Standard 2

English Advanced	Indonesian Continuers	Society & Culture
EAL/D	Indonesian Extension	Visual Arts
Music	Textiles & Design	

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