

## **NSW Education Standards Authority**

D2020/187574

Critical date: 11 September 2020

### **Follow up questions - private briefing from NESA - Portfolio Committee No 3**

The NSW Education Standards Authority (NESA) provides responses to follow-up questions relating to provision and quality assurance mechanisms for teacher professional development, rates of teachers' achievement and maintenance of Proficient Teacher accreditation and NESA's staffing levels.

### **Key Information**

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- 1. The number of school inspections conducted on average per year – in the briefing, Ms Kirkby advised that it was 150 on average so there may not need to be any additional information offered on this.**

No additional information.

- 2. The number of NESA-accredited professional development courses offered to NSW teachers, as distinct from the 42,000 sessions of professional development offered each year.**

There are over 42,000 endorsed courses listed on NESA's online database of professional development, representing all courses that have been offered by over 780 endorsed providers within their five year endorsement period.

However a number of these courses are repeated instances of the same course delivered at different school locations and times. These can be referred to as sessions of the same course. Providers choose how often they repeat a course but some providers prefer to tailor the content of a course to different audiences and update it over time, so they list them on NESA's database as different courses.

Approximately 15 percent or over 6,300 of these courses are repeated instances of the same course.

So while the distinction between a course and a session is largely determined by the provider, the NESA database comprises approximately 35,700 distinct courses and 6,300 repeated instances of individual courses.

There are over 21,000 courses established on or before 2017 that may no longer be being offered by the providers. In consultation with these providers NESA has commenced a process to make these courses inactive. This is likely to halve the total number of courses in NESA's online database.

- 3. The number of teachers refused an assessment of proficient, and if possible, the number of teachers who drop out of the accreditation process (there was discussion of whether the number who have taken a leave of absence or those who ceased the process could be a proxy).**

#### **Leave of Absence**

Teachers take a leave of absence from accreditation if they are taking a planned break from employment as a teacher. For example, teachers taking parental leave, extended sick leave or a career break, but who intend to return to teaching at the end of their period of leave from their employer. A leave of absence from accreditation is an indication that a teacher fully intends to return to teaching. A teacher's voluntary cancellation of accreditation is an indication that a teacher does not intend to return to teaching.

### **Ceasing to be accredited**

Teachers may cease to be accredited for a range of reasons, not limited to a judgement or decision that their practice does not meet the required Standards.

Between October 2004 and 31 December 2019\*, a total of 125,688 teachers were provisionally/conditionally accredited. 3953 of those teachers' current accreditation status is ceased as they did not gain accreditation at Proficient Teacher by the end of their maximum accreditation timeframe.<sup>^</sup> A proportion of these teachers' accreditation would have ceased because they left the NSW teaching profession before the end of their timeframe without advising NESA. Some of these teachers' accreditation would have ceased because they did not successfully demonstrate practice at Proficient Teacher to the Teacher Accreditation Authority (TAA) for their school/service by the end of their maximum timeframe.

In the same period, a total of 2620 provisionally/conditionally accredited teachers voluntarily cancelled their accreditation, indicating an intention to withdraw from the NSW teaching profession altogether.

<sup>^</sup> All teachers entering the profession have a maximum of between 3 and 6 years (depending on their accreditation level and employment status) to demonstrate practice, and gain accreditation, at the mandatory level of Proficient Teacher.

### **Suspension of a teachers' accreditation by NESA**

As with ceasing, teachers may fail to maintain accreditation at Proficient Teacher for a range of reasons, not limited to a judgement or decision that their practice does not meet the required Standards.

Between 1 January 2017 (when NESA was given legislated responsibility for suspension) and 31 December 2019, 115 teachers had their Proficient Teacher accreditation suspended by NESA for failure to complete requirements to maintain their accreditation.\* During the same period, 11,187 teachers successfully maintained their Proficient Teacher accreditation.

A proportion of these teachers will have left the NSW teaching profession before the end of their maintenance timeframe without advising NESA.

In the same period, a total of 3909 Proficient Teachers voluntarily cancelled their accreditation, indicating an intention to withdraw from the NSW teaching profession altogether.

\* NESA has paused processes for ceasing and suspension in 2020 due to the impact of COVID-19.

## **4. The status of the Teacher's Federation course 'How to run a federation meeting' and any action taken by NESA following 31 August 2020 hearing.**

This course and a number of others that appear to relate to trade union training were listed on the NESA online database as the NSW Teachers Federation had broad endorsement.

Following the discussions held on 31 August, NESA wrote to the Teachers Federation indicating that NESA would close this course and others that appear to relate to trade union training on NESA's online database. These courses no longer appear on the NESA online database as endorsed courses for teachers to undertake.

## **5. The number of audits of the professional development system every year.**

NESA first undertook a systematic audit of professional development providers in 2018. In that year 15 providers were audited. In 2019, 18 providers were audited and in 2020 (to the end of July) one provider has been audited.

6. **The value and cost of the professional development industry in NSW – cost of each course multiplied by the number of teachers who complete it. There was a related question on where the funding for professional development is coming from, ie who pays and how much, but Paul indicated this is not in NESA's purview.**

NESA does not have access to this information.

While some providers enter the cost of a course in NESA's online database, this is not mandatory. The online database directs teachers to the provider's website where details of courses costs can be found. The cost of some courses is based on a group cost, that is a school faculty or whole school staff costing arrangement, so establishing a per person cost is not applicable.

A significant amount of NESA endorsed professional development is freely available or at low cost to teachers. Often courses are free to teachers connected to that provider. For example courses offered by the NSW Department of Education are generally free to Departmental teachers. Courses offered by a professional teacher association may attract one fee for members and a higher fee for non-members.

NESA has no knowledge of the extent to which teachers pay for courses themselves or their school/employer pays.

7. **NESA's organisational chart and staffing levels, including committee and advisory board members.**

Attached at **TAB A**.

#### Endorsed

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NSW Education Standards Authority

11 / 9 / 2020

#### Approved

Paul Martin  
Chief Executive Officer  
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11 / 9 / 2020

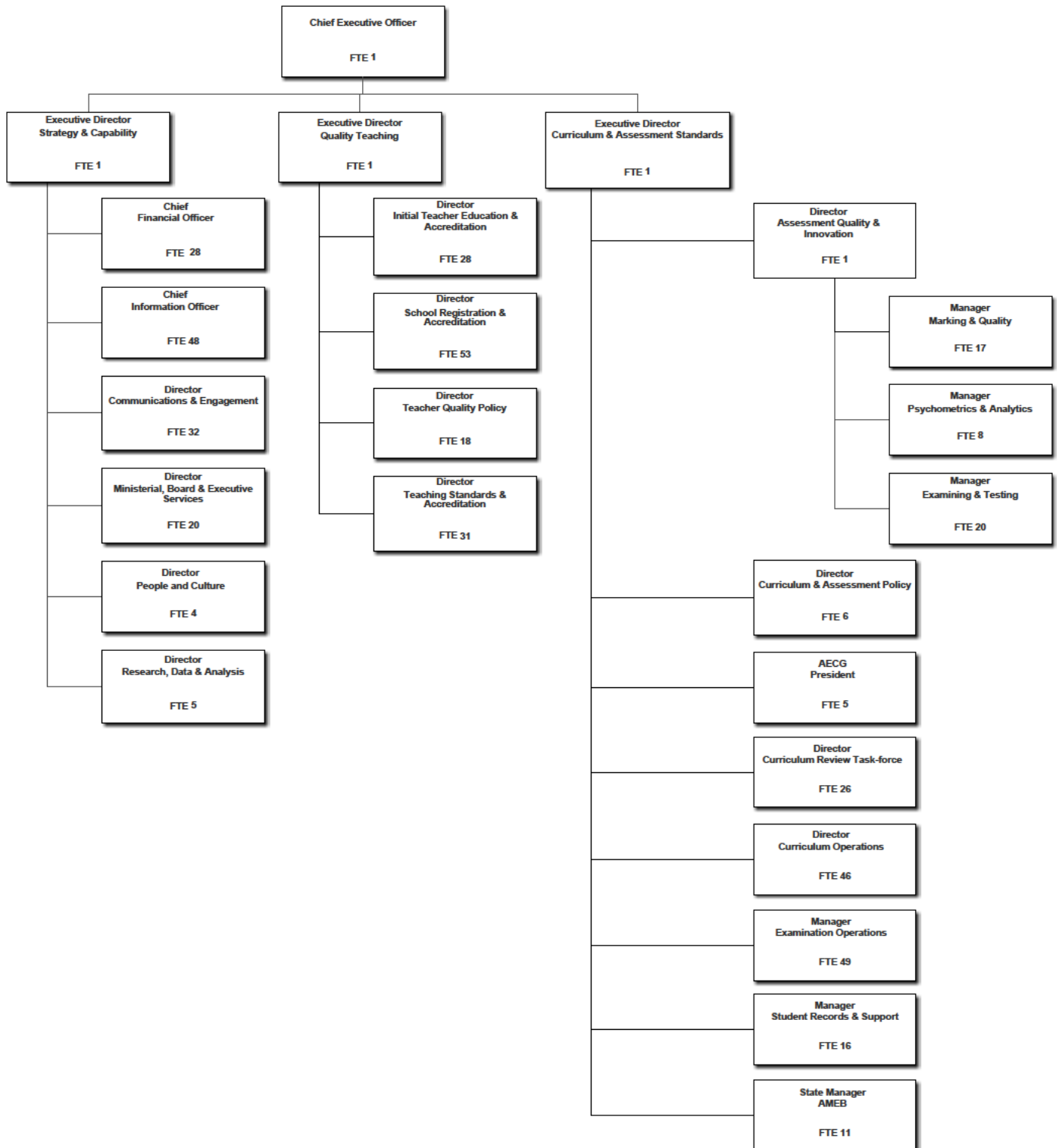
<b>Author</b>	Lyn Kirkby, Executive Director, Quality Teaching
<b>Consultation</b>	Nil
<b>Media release/ Communication Strategy</b>	<input checked="" type="checkbox"/> Not required <input type="checkbox"/> Media Unit briefing attached <input type="checkbox"/> This briefing sent to <u>Media Unit</u> <input type="checkbox"/> Communication Strategy attached

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**House Folder Note**

☐ Not required ☒ House Folder Note attached

## NESA Organisation Chart and Staffing Levels



## NESA Board and Committee Structure

