

INQUIRY INTO INQUIRY INTO THE RECRUITMENT AND TRAINING OF TEACHERS

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Theme:

Summary

Griffith High School

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"I, fresh with glory ever newly won, shall grow"

- * Learning and caring together
- * Learning for life

17 February 2005

The Director
Standing Committee on Social Issues
Legislative Council
Parliament House
Macquarie Street
SYDNEY NSW 2000

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TRAINING

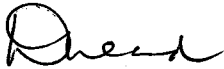
1. While fast tracking teacher training may "fill the gaps", it does not allow time for proper training e.g. in the Industrial Arts area teachers are coming into schools with no practical skills and they are not able to use machinery.
2. It appears more teachers are arriving in our schools without enough practical experience. Schools are not the training institutions. There needs to be more time for practical experience in classrooms with more rigorous assessment.

RECRUITMENT

1. Teachers recruited at a mature age often have trouble fitting into the culture of a school often because they have no understanding of school aged children. Young graduates fit in much more easily.
2. The pay for new teachers is reasonable. The conditions are the reasons many teachers leave the teaching service. Run down buildings and poor staff facilities have a huge effect on morale.
3. The Department of Education and Training must start their recruitment process earlier. Often schools in other systems have done their recruiting at universities before the DET has started.
4. Teachers often move or resign towards the end of the year. Often all the targeted graduates have been appointed to schools by then.
5. Recruitment interviews need to be more rigorous.
6. Scholarships are needed for regional and remote areas.

Rec'd 21-2-05
TBend

7. Teachers will not go to country areas if they feel there is no hope of getting back to the coast.
8. There should be incentives for staying in hard to staff schools for longer periods to provide more stability in those schools. e.g. extra pay.
9. There is no career path except to executive positions. Pay to keep good teachers in classrooms. Pay for extra responsibilities.
- 10 The creation of the position of Teacher Mentor is a very positive move. These teachers are helping newly appointed teachers stay in teaching.



W Mead
Principal

On behalf of the Executive (12 members)
Griffith High School