

Guide to the Renewal of Certification of Highly Accomplished and Lead Teachers in Australia

Northern Territory Edition

To be used with the *HALT Policy NT*, *Guide to Certification of Highly Accomplished and Lead Teachers NT Edition* and *Evidence Guide: National Certification for Highly Accomplished and Lead Teachers NT Edition* approved by Teacher Registration Board of the Northern Territory

This Guide is based on the *Certification of Highly Accomplished and Lead Teachers in Australia*, endorsed by the Education Council (formerly the Standing Council on School Education and Early Childhood) on 20 April 2012, and provides elaboration on the renewal of certification process to support all personnel involved.

The Australian Institute for Teaching and School Leadership (AITSL) consulted with the Certifying Authorities Network to develop the nationally consistent approach to the renewal of certification.

The Australian Institute for Teaching and School Leadership was formed to provide national leadership for the Commonwealth, state and territory governments in promoting excellence in the profession of teaching and school leadership with funding provided by the Australian Government.

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The Guide to Renewal of Certification provides information and support for those involved in the renewal of certification process: applicants, certifying authorities, principals and referees.

01 Renewal of certification

Certification at the Highly Accomplished and Lead career stages of the *Australian Professional Standards for Teachers* (the Standards) is granted for a fixed period of five years¹. Teachers intending to maintain their national certification **must apply** for renewal of certification according to the processes outlined in this Guide.

This Guide provides information and support for those involved in the renewal of certification process: applicants, certifying authorities, principals and referees.

This Guide should be used with reference to:

- *Certification of Highly Accomplished and Lead Teachers in Australia*
- *Australian Professional Standards for Teachers*
- *Classroom Practice Continuum*
- *Guide to the Certification of Highly Accomplished and Lead Teachers in Australia*
- *Certification documentary evidence supplement: Highly Accomplished teachers*
- *Certification documentary evidence supplement: Lead teachers*
- *Australian Teacher Performance and Development Framework*
- Relevant state/territory requirements.

Certified teachers are able to renew their certification status every five years provided they continue to meet the renewal requirements. Certification and renewal processes may be subject to review as a result of ongoing monitoring of the national certification process.

Purpose

Renewal of national certification is a process for demonstrating continued professional growth that has focused on increased student learning, supported by evidence.

Renewal is part of the quality assurance mechanisms within the national certification process. These mechanisms are essential to ensure a rigorous, valid and credible evaluation of an applicant's teaching practice. The purpose of the renewal of certification process is to verify an applicant's ongoing demonstration of practice at the Highly Accomplished or Lead career stage.

As part of the renewal of certification, the certifying authority may request release of information from other certifying authorities.

1. AITSL 2012, Certification of Highly Accomplished and Lead Teachers in Australia, Education Services Australia, Carlton South, viewed April 2015, <http://www.aitsl.edu.au/docs/default-source/default-document-library/certification_of_highly_accomplished_and_lead_teachers_-_principles_and_processes_-_april_2012_file.pdf>.

Australian Professional Standards for Teachers

The *Australian Professional Standards for Teachers* are a public statement of what constitutes quality teaching. The Standards define the work of teachers and make explicit the elements of high-quality, effective teaching in 21st century schools, which results in improved educational outcomes for students. The Standards do this by providing a framework that makes clear the knowledge, practice and professional engagement required across teachers' careers. They present a common understanding and language for discourse between teachers, teacher educators, teacher organisations, professional associations and the public (Appendix B).

The Standards are organised into four career stages and guide the preparation, support and development of teachers. The Graduate Standards underpin the accreditation of initial teacher education programs and the Proficient Standards underpin processes for full registration. The Standards at the career stages of Highly Accomplished and Lead are the basis for national certification.

Highly Accomplished teachers

Highly Accomplished teachers are recognised as highly effective, skilled classroom practitioners and routinely work independently and collaboratively to improve their own practice and the practice of colleagues. They are knowledgeable and active members of the school.

Highly Accomplished teachers contribute to their colleagues' learning. They may also take on roles that guide, advise or lead others. They regularly initiate and engage in discussions about effective teaching to improve the educational outcomes for their students.

They maximise learning opportunities for their students by understanding their backgrounds and individual characteristics and the impact of those factors on their learning. They provide colleagues, including pre-service teachers, with support and strategies to create positive and productive learning environments.

Highly Accomplished teachers have in-depth knowledge of subjects and curriculum content within their sphere of responsibility. They model sound teaching practices in their teaching areas. They work with colleagues to plan, evaluate and modify teaching programs to improve student learning. They keep abreast of the latest developments in their specialist content area or across a range of content areas for generalist teachers.

Highly Accomplished teachers are skilled in analysing student assessment data and use it to improve teaching and learning. They are active in establishing an environment which maximises professional learning and practice opportunities for colleagues. They monitor their own professional learning needs and align them to the learning needs of students.

They behave ethically at all times. Their interpersonal and presentation skills are highly developed.

Lead teachers

Lead teachers are recognised and respected by colleagues, parents/carers and the community as exemplary teachers. They have demonstrated consistent and innovative teaching practice over time. Inside and outside the school they initiate and lead activities that focus on improving educational opportunities for all students.

They establish inclusive learning environments that meet the needs of students from different linguistic, cultural, religious and socio-economic backgrounds. They seek to improve their own practice and to share their experience with colleagues.

They are skilled in mentoring teachers and pre-service teachers, using activities that develop knowledge, practice and professional engagement in others. They promote creative, innovative thinking among colleagues.

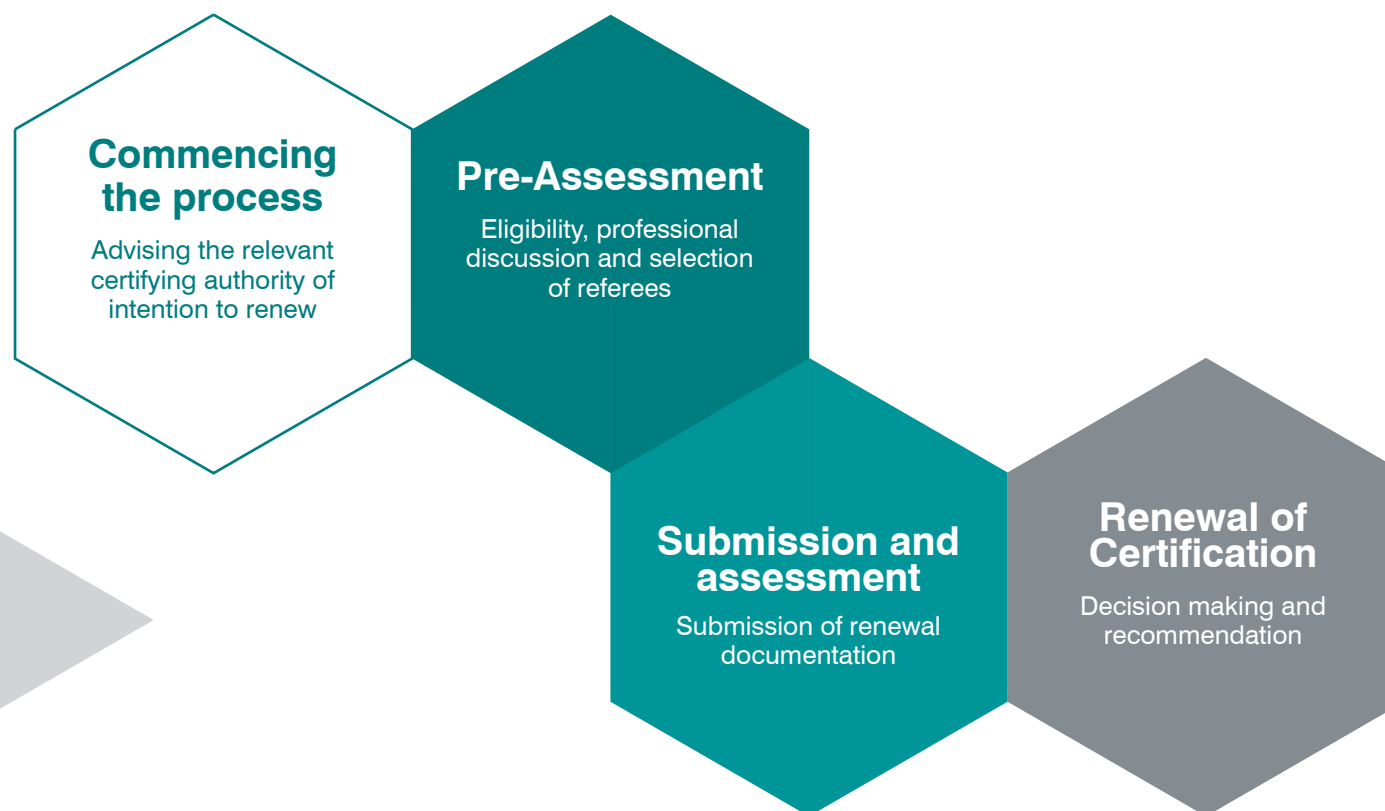
Lead teachers apply skills and in-depth knowledge and understanding to deliver effective lessons and learning opportunities and share this information with colleagues and pre-service teachers. They describe the relationship between highly effective teaching and learning in ways that inspire colleagues to improve their own professional practice.

They lead processes to improve student performance by evaluating and revising programs, analysing student assessment data and taking account of feedback from parents/carers. This is combined with a synthesis of current research on effective teaching and learning.

Lead teachers represent the school and the teaching profession in the community. They are professional, ethical and respected individuals inside and outside the school.

02 Renewal of certification process

Each of the elements below are described in the relevant section of the Guide on pages 6 to12.



Commencing the process

Advising the relevant certifying authority of intention to renew

Applicants to contact their certifying authority twelve months prior to expiration of their certification. It is the applicant's sole responsibility to manage their own HALT Renewal journey.

Nationally certified teachers are required to contact their relevant certifying authority twelve months prior to expiration of their certification to indicate whether they intend to renew².

Where possible, certifying authorities will also contact nationally certified teachers eligible for renewal up to six months prior to expiration of the applicant's certification to confirm their intention to renew.

Certification renewal is premised on being responsive to the circumstance of the individual applicants e.g in terms of any substantial leave or other arrangements that may have occurred in the five year period since certification was awarded.

In extenuating circumstances, assessed on a case by case basis, nationally certified teachers have up to six months after the expiration of their current certification to complete the renewal process and be granted renewal of certification. If the process is not completed in this time, the certifying authority will notify the teacher, and any other relevant bodies, of the expiration of the teacher's certification.

In the event a teacher is awarded an extension or is on extended leave, for example maternity leave, the impact on national certification status will be consistent with existing registration and/or employment arrangements within the jurisdiction.

In cases where industrial agreements and/or remuneration are linked to national certification, the applicant must contact their employing authority to access information specific to their jurisdiction and/or sector.



Information to support the renewal of certification process specific to states/territories may be available. Applicants are encouraged to refer to information from their relevant certifying authority.

Certified teachers are eligible to renew their certification at the career stage at which they were originally certified.

Teachers certified at the Highly Accomplished career stage are encouraged to consider undertaking the national certification process at the Lead career stage, if relevant.

². Contact details of certifying authorities can be accessed at the AITSL website.



aitsl.edu.au

Further information

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