



Australian Standards for Paraprofessional Educators in Schools

IRG Focus Group Meeting 7 April 2022

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ASPES IRG Focus Group Members

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FOCUS GROUP MEETING: 7 APRIL 2022

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AGENDA

1. Welcome & Introductions

Background Information

- What IRG members have already said about career stages
- What the APST say about professional capability and career stages
- How the ATPS (NT) define the career levels

2. Planning the Career Stages

- How many career stages and what to name them?
- What should the TA standards say about professional capability and career stages?
- Where do qualifications fit in the career stages and what are the implications?

3. Next meeting: Set purpose & schedule date and time

Background Information

- What IRG members have already said about career stages
- What the APST say about professional capability and career stages
- How the ATPS (NT) define their career levels

What IRG members have already said about career stages

3 Career Stages were proposed, and the following naming conventions were discussed:

- Beginning, Early Career
- Mid-Career, Proficient, Experienced, Accomplished
- Advanced Career, Highly Accomplished, Lead

The following points were made:

- a) Career stages should not be linked to years of service e.g. Beginning does not mean 1st year of service.
- b) Career stages should not be linked to qualifications, but recognise the knowledge and understanding that comes from a qualification
- c) When defining the career stages look at the aspirational stage first and work backwards (Go for the A standard) e.g. Advanced stage could include a supervisory, mentor role, team leader
- d) Define the differences of each stage
- e) Include hours of PD and requirement to log hours, and use to provide training
- f) Start with one domain and do the three levels, one at a time
- g) Use a model such as Marzano's proficient scale

(IRG Meeting 20 October 2021: Video 27.30 to 56 mins)

What the APST say about professional capability and career stages

- Career stages are benchmarks to recognise professional growth
- Descriptors represent increasing levels of knowledge, practice and professional engagement
- Progression through the stages describes a growing understanding, applied with increasing sophistication across a broader and more complex range of situations. (APST)

- Graduate - completed a qualification
- Proficient - meet the requirements for full registration through demonstrating achievement of the seven Standards at this level.
- Highly Accomplished - recognised as highly effective, skilled classroom practitioners and routinely work independently and collaboratively to improve their own practice and the practice of colleagues.
- Lead - Lead teachers have demonstrated consistent and innovative teaching practice over time.

Australian Professional Standards for Teachers

How the ATPS (NT) define their career levels

- **Level 1** - No associated qualifications – Entry level
- **Level 2** - Successful completion of Certificate III Education Support (or equivalent) or four years continuous employment
- **Level 3** - Successful completion of Certificate IV Education Support (or equivalent)
- **Level 4** - Successful completion of Diploma of Education (or equivalent)
- **Level 5** - Successful completion of Advanced Diploma of Education (Paraprofessional Education Worker) (or equivalent)

Assistant Teacher Professional Standards NT

Planning the career stages

- How many career stages and what to name them?
- What should the Australian Standards for Paraprofessional Educators in Schools say about professional capability and career stages?
- Where do qualifications fit in the career stages and what are the implications?

How many career stages and what to name them?

What should the Australian Standards for
Paraprofessional Educators in Schools say about
professional capability and career stages?

Where do qualifications fit in the career stages and what are the implications?

Where to Next?

Thank you for joining us



We Empower Educators to Help Students Succeed

We acknowledge the Traditional Custodians of the various lands on which we work today including the Aboriginal and Torres Strait Islander people participating in this webinar.



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