

# Australian Standards for Paraprofessional Educators in Schools

## Industry Reference Group Meeting 20 October 2021

# Overview of Australian Standards for Paraprofessionals

## **Are you in favour of a set of Australian Standards for Paraprofessional Educators in Schools? YES**

- 1 out of the 12 schools represented by the IRG already has a set of standards for paraprofessional educators
- 6 out of the 12 schools represented by the IRG are in the process of developing a set of standards for paraprofessional educators or are considering it as part of their Developing Performance process

## **ASPES Industry Reference Group Members**

Leanne Hillman, Bolster Education NSW | Sharon Stone, Deputy Principal, Tallowood School, NSW  
| Sharon Crowther, Teacher, TAFE – Miller, NSW | Pragati Bhat, Teacher/ Assistant Principal, Ponds School, NSW | Benjamin Gaske, Principal & Haley Will, Teacher Aide, Landsborough State School, QLD  
| Glynnis Few, HR & Payroll Manager, NT Christian Schools | Sarah Trussell, Executive Assistant, Lucindale Area School, SA | Angela Toniolo, Education Support, Mt Beauty Primary School, VIC | Jane Keating, Administrator, Padua College, VIC | Michelle Nunn, Principal, Newbury Primary School, VIC | Jane Wenlock, Coordinator Learning Support, Kolbe Catholic College, VIC |

### **Guests**

Kerrie Atkins, Director, Business Improvement and Support, ACT Public Schools & Esther Duffy, School Business Manager

## AGENDA

1. Welcome
2. Introductions
3. Overview of the Australian Standards for Paraprofessional Educators in Schools
4. Presentation of Feedback: Outcome 1 - Framework
5. Discussion of Feedback: Outcome 1 – Framework
6. Timeline – Where to next?

# IRG Feedback: Outcome 1

## **To develop a framework for the Australian Standards for Paraprofessional Educators in Schools**

- Preamble - The role of the paraprofessional educator
- Purpose of the standards
- Organisation of the standards

# IRG Feedback: Outcome 1 – to Develop a Framework

## **Key changes to the Preamble based on feedback:**

- Describes the role of the paraprofessional, and range of title used
- Includes the different school contexts e.g. SSPs
- Removed negative statements and repetitiveness
- Changed the language to have a more welcoming tone

# IRG Feedback: Outcome 1 – to Develop a Framework

## **Key changes to the Purpose of the Standards based on feedback:**

- Expanded points to be more explicit about purpose of the standards for:
  - paraprofessional educators
  - teachers
  - school leaders
  - education departments

## **Refer to Draft Standards**

# IRG Feedback: Outcome 1 – to Develop a Framework

## **Key changes to the Organisation of the Standards:**

- consensus that the domains be the same as the Australian Professional Standards for Teachers
- agreement with the need for progressions - career stages (next stage)
- in favour of levels of progression under each domain
- consider the use of must/ should vs requires/ a need for

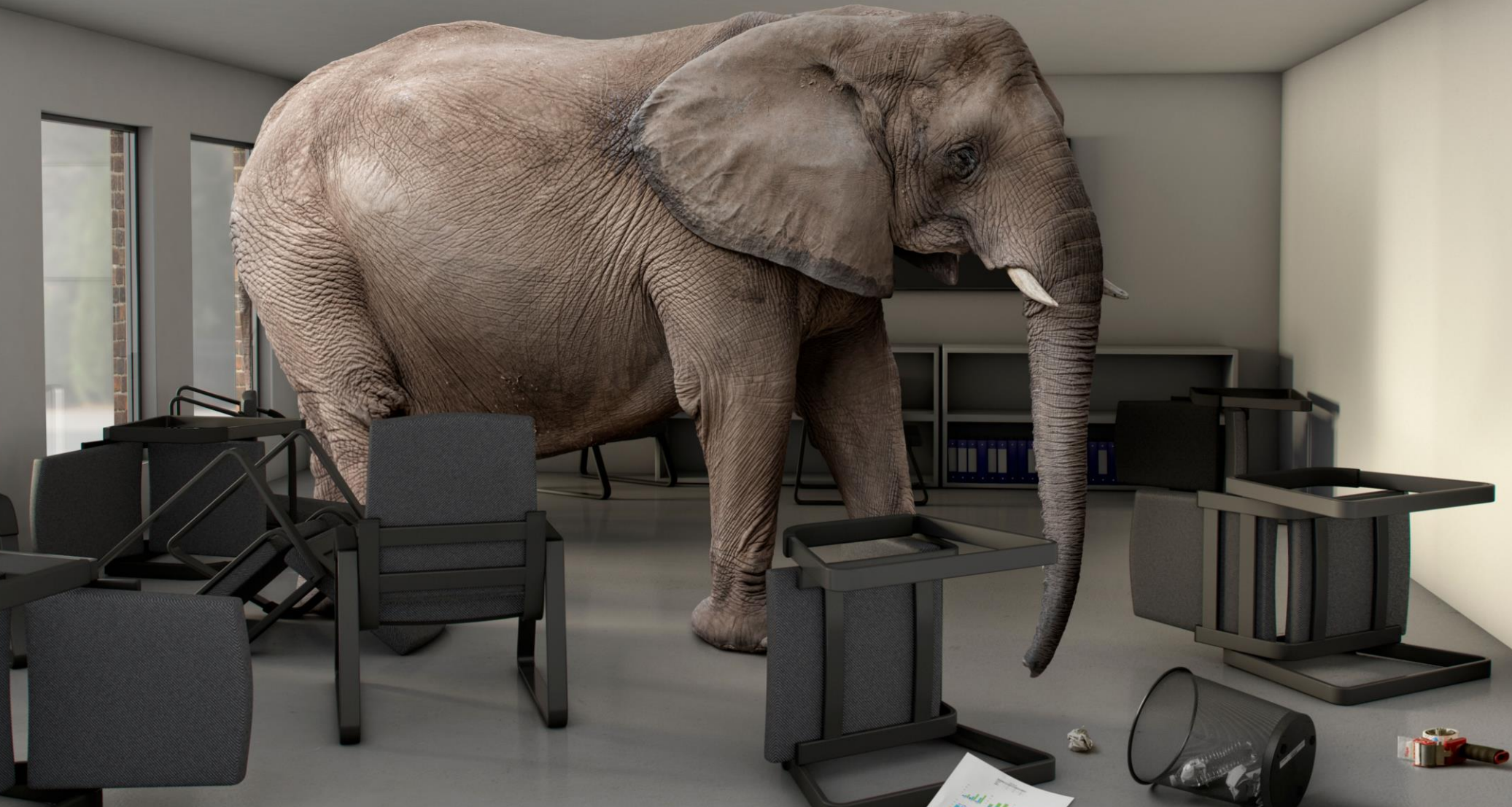


# IRG Feedback: Outcome 1 – to Develop a Framework

## General feedback on Outcome 1:

- well overdue
- standards will help recognised professionalism of role
- standards to focus on future thinking such as collaboration, how to participate, receive and review feedback and less on the technical ability to do something (next stage)
- Include how standards can help build community, and strengthen relationships between parents and schools
- include reference to diversity and students cultural background
- consider who/how the standards can be measured, assessed, documented or evaluated
- include statement here about maintaining currency in his/her field
- add a statement about the unifying of expectations in terms of skills, knowledge and expertise

# Elephant in the Room!



Paraprofessional  
Educator

Teaching  
Assistant

Assistant  
Teacher

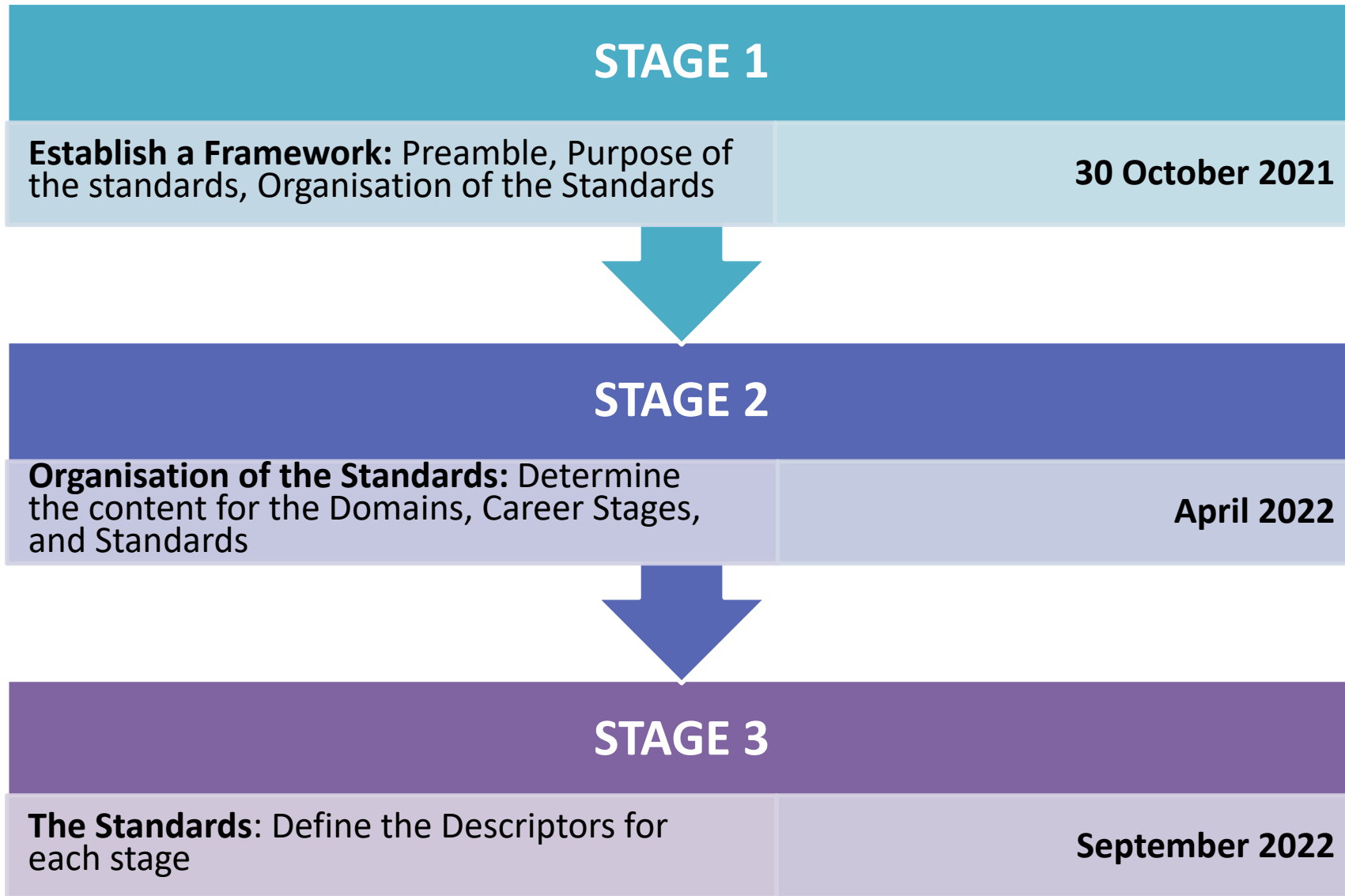
Learning  
Support Officer

Education  
Support  
Professional

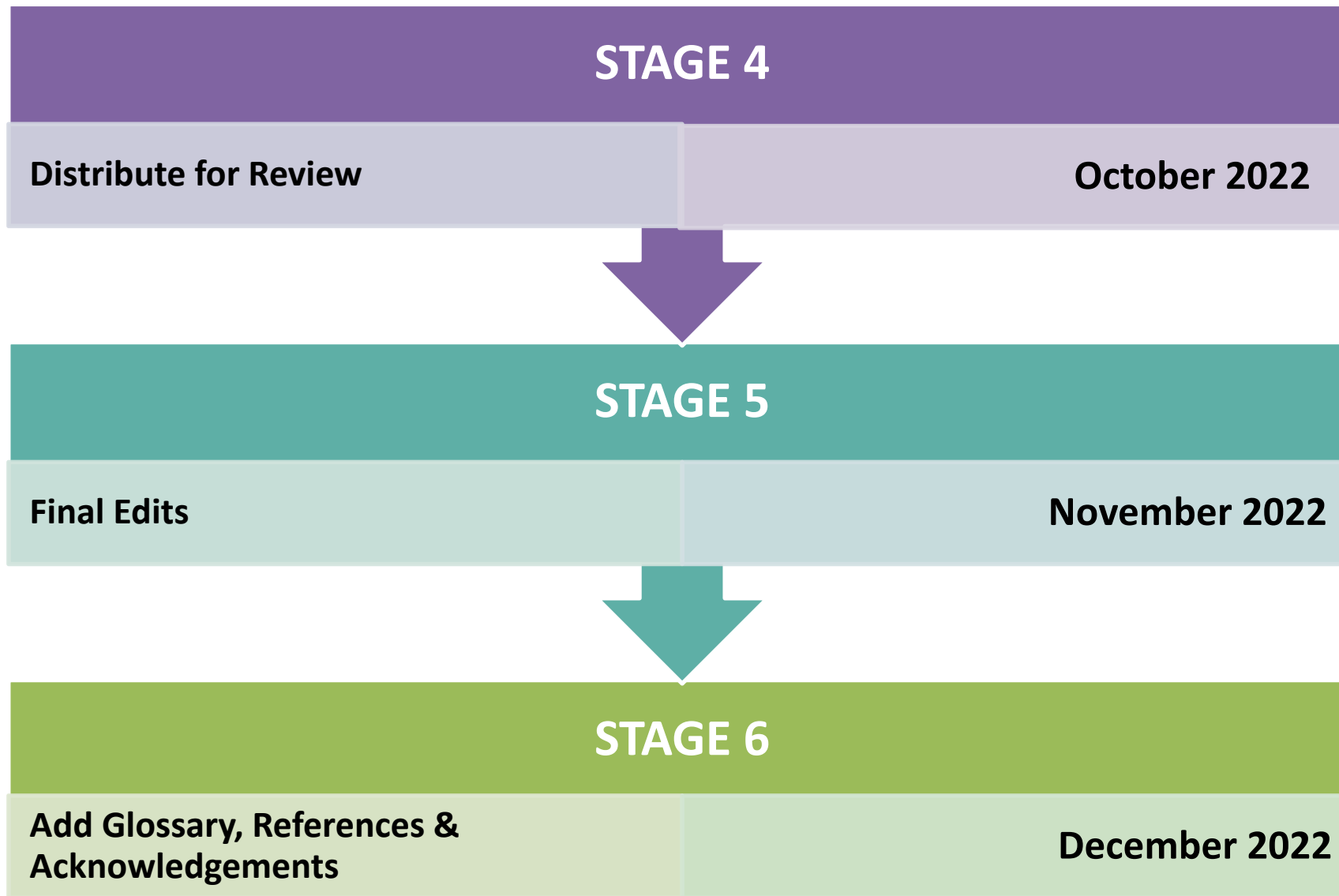
# IRG Discussion: Outcome 1 – to Develop a Framework

Over to You!

# Stages for the development of the Standards



# Stages for the development of the Standards



# Stages for the development of the Standards



## STAGE 7

**Publish & Celebrate!**

**January 2023**

# Where to next?

## Stage 2: Organisation of the Standards

**The aim of stage 2 is to determine the content for the domains, career stages and the standards.** This will be done in steps:

- **Outcome 2.1 - Domains:** Describe the Professional Knowledge, Professional Practice, and Professional Engagement that paraprofessional educators require to effectively perform their job role
- **Outcome 2.2 - Career Stages:** Determine and describe the Career Stages that provide paraprofessional educators with a progressive benchmarks to recognise their professional growth
- **Outcome 2.3 - Define the Standards** that reflect the expectations of paraprofessional educators within the three domains of teaching and learning support

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.*

