

NSW Department of Education

Rewarding Excellence in Teaching

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This evening's session

- What is the Rewarding Excellence in Teaching Project?
- Why is the department doing this work?
- What have we already heard from parents and communities across NSW?
- How can I be involved?

What is the Rewarding Excellence in Teaching Project?

- On 11th August, the Minister for Education launched the *Rewarding Excellence in Teaching Project*.
- The Rewarding Excellence in Teaching project aims to
 - 1) strengthen teaching practice to benefit all students, and
 - 2) make the teaching profession more attractive to those who are considering pursuing teaching as a career.
- The purpose of the work is to create a clear classroom teaching career pathway that values professional collaboration and effective teaching practice and allows for further career progression while staying in the classroom.

Plan to keep top teachers in the classroom

A better system for rewarding and retaining excellent teachers will focus on keeping more of our best teachers in front of students.

11 August 2022



New, higher paid roles for outstanding teachers could be introduced in NSW under ground-breaking plans being driven by leading educational expert Professor John Hattie.

Minister for Education and Early Learning Sarah Mitchell said creating a stronger career path for classroom teachers that better rewards excellence in teaching was key to modernising our education system.

"NSW has some of the best teachers in the world, but they often leave the classroom and move into management roles to secure higher pay and career progression," Ms Mitchell said.

"The structure of our teaching profession should reflect our teachers, by being innovative, ambitious and modern, keeping more of our best teachers in the classroom.

"This model is not 'performance pay,' this is about expanding the career options for teachers and keeping our best in the classroom."

Newly graduated teachers in NSW start on a competitive annual salary of \$73,737, which sees them out-earn graduates entering many other professions. A classroom teacher's pay reaches a maximum of \$117,060 if they gain accreditation as Highly Accomplished or Lead Teacher, or \$126,528 if they take on additional responsibilities as an Assistant Principal.



Rewarding Excellence in Teaching Options Paper : Summary for teachers and schools

What is this Options Paper about?

The NSW Government's Rewarding Excellence in Teaching (REIT) reform, announced by Premier Dominic Perrottet and Minister for Education and Early Learning Sarah Mitchell in August 2022, seeks to create a stronger teaching career pathway by creating new, higher-paid, roles for highly effective classroom teachers in NSW public schools. Teachers in these roles would work within and, in many cases, beyond their schools to strengthen teaching practice. This will progress the NSW Department of Education's goal for every student, every teacher, and every school to improve every year. These roles would be attached to the school, and teachers could apply for them.

Teachers who are appointed to these roles would continue to spend most of their time in their own classroom/s, but would also have new responsibilities to help lift the collective efficacy of teaching in the school and across the system by:

- collaborating with other teachers (within and, in some cases, beyond the school) to improve the impact of teaching on student learning and engagement
- sharing their expertise with other teachers, especially beginning and pre-service teachers
- contributing to the design and delivery of professional learning within their school, network or across NSW public schools
- supporting implementation of system priorities within their school, network or across NSW
- working with school principals and leaders in the delivery of key initiatives identified in the school's Strategic Improvement Plan (SIP).

What is the Rewarding Excellence in Teaching Project?

- Since the launch of the project, we have been conducting many engagements with key stakeholder groups including those in the profession as well as international and local academics and experts. We are seeking to learn from the past and embed key learnings from previous approaches into the work that is designed.
- This led to the publication of [*The Case for Change: Briefing on Rewarding Excellence in Teaching*](#) which was launched by the Premier on 28th September 2022.
- The Options Paper (and two accompanying summaries) was launched on 1 November and will be used as the stimulus for full consultation throughout November.

Why are we doing this work?

Outlined in the [Case For Change](#)

- Evidence shows that limited career and income growth affects attraction to teaching as a career, and that improved prospects for income growth could lift the attractiveness of the profession.
- Creating more attractive options for highly effective teachers to stay in the classroom also matters for student achievement: the research tells us that quality teaching makes the biggest difference to student outcomes of any factor in the school environment.



What have we already heard from parents and communities across NSW?



Excellence looks different in every school setting so we need to consider this.

Excellence is about the partnership between teachers and parents/carers so this needs to be captured in any approach

This reform could be a way to change how society views teachers

Parents and students know who the most effective teachers are.

All our students are unique so the best teachers are the ones who get the best out of each student.

It would be interesting to see how parents and carers could contribute to any identification process

How can I be involved?

Next steps



Attend Parent & Carer online focus group (max 10) Wednesday 23 November, 7pm EOI form via P&C Federation website



Fill in the Have your say survey:

<https://www.haveyoursay.nsw.gov.au/rewarding-excellence-in-teaching>



Want to do more than a survey? Email

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