

## PROFESSIONAL LEARNING AND TEACHER STANDARDS

In the view of Macarthur’s Headmaster and School Council, professional learning is crucial to the development and growth of all teachers and their learning. Research demonstrates that quality teaching is the single biggest influence on educational outcomes.

In 2019 one teacher achieved Proficient Teacher Status - Isaac Iturra.

No teachers moved to Experienced Teacher under the Association of Independent School’s ISTAA Accreditation system and no teachers moved from Band 2 to Band 3 under the Teacher’s Staff Agreement (MEA).

### Teacher Qualifications

The 2019 details of all teaching staff responsible for delivering the curriculum for which the School is registered and accredited is outlined in the table below. The 2018 figures are in brackets.

### School Staff

Teaching staff	79 [82]
Full time equivalent teaching staff	72.4 [73.5]
Non-teaching staff	44 [39]
Full-time equivalent non-teaching staff	31.8 [28.9]

Category	Number of Teachers
Teachers who have teaching qualifications from a higher education institution from within Australia or as recognised within the National Office of Overseas Skills Recognition (AEI-NOOSR) guidelines, or	78
Teachers who have qualifications as a graduate from a higher education institution from within Australia or are recognised within the AEI-NOOSR guidelines but lack formal teacher education qualifications, or	0
Teachers who do not have qualifications as described on (a) and (b) but have successful teaching experience or appropriate knowledge relevant to the teaching context.	0

## **Staff Professional Learning in 2019**

This year, staff at Macarthur worked together to continue to build a strong academic environment for our students. Macarthur staff continued to work on building the strong academic culture within the School.

The Macarthur Staff Conference had as its theme “*Enriching Learning*” and an emphasis of the conference was to provide teachers with strategies on assessment and feedback. The Keynote addresses included the following:

*‘Assessment and Feedback Health Check’*

*‘Effective Assessment for Learning – The Case for Change’*

These workshops focused on student and teacher voice and the need for assessment for learning to be a fair, clear, equitable and efficient process. There was a focus on feedback in terms of who should do the ‘heavy lifting’ and how to help students cope with and act on critical feedforward feedback as well as build their ‘academic resilience.’

In addition, there was a focus on the following areas:

*‘Growing Understanding – Youth Suicide Prevention Gatekeeper Training Overview’*

*‘Building Resilience Strategies for Young People’*

*‘Creative & Critical Thinking Strategies’*

*‘Teaching EAL/D Students in the T-6 Classroom’*

*‘EAL/D Strategies for the 7-12 Classroom’*

*Learning Experiences in ‘Cospace’*

*Screen/Voice Recording for Assessments – Loom and Screentastify*

*Clevertouch Training*

*Organising Google Files*

Administrative staff also attended sessions on using Edsmart and using google drive to improve workflow. All staff also completed an online Complispace self-paced 2 hour learning module on Child Protection – NSW Policy as well as Student Duty of Care.

## **COG (Community of Growth) Groups**

Teaching is a dynamic profession and as new knowledge about teaching and learning emerges, new types of expertise are required by educators. Teachers must keep abreast of this knowledge base and use it continually to refine their conceptual and pedagogical skills. In 2019 our staff professional learning programme was of utmost importance. We are all learners – staff and students alike. Each Wednesday afternoon our staff took part in a professional learning forum. These took many different forms including Faculty Meetings, Teach Meets, Online Courses, Planning and Programming for new curriculum, Workshops and Conferences.

In 2019 we continued our ‘Community of Growth’ professional learning groups.

Each T-12 teacher self-nominated to be part of a COG group. In these groups, teachers identified, inquired and collaborated together around a specific educational ‘problem of practice’. Some of the different lines of inquiry that COG groups investigated included:

- Inquiry, Critical & Creative Thinking

- Growth Mindset
- Encouraging Spiritual Growth in the School Community
- Problem Based Learning using Data
- Using Data to Drive Teaching and Learning Programmes
- Student Feedback
- Mental Health and Resilient Strategies

Teachers worked collegially and collaboratively over a number of forums throughout the year to discuss and reflect as educational professionals. Teachers used what they discovered to strengthen and improve upon their practice.

Our COG groups developed a culture of collaboration and collective responsibility for improving teaching and learning practices. They also promoted critical reflection, the sharing of ideas and expertise as well as an ongoing process of inquiry that promoted deep learning.

T-4 teachers continued to be involved in the “Early Literacy Project” run by the AIS (Association of Independent Schools). This involved sessions of professional learning as well as observations of teaching and reflection sessions as well as a strong focus on assessment in Mathematics.

TeachMeets were also a well-attended professional learning forum run each term. These provided T-12 staff with opportunities to share innovative teaching and learning strategies.

In order to enhance a culture of research and ongoing professional learning at Macarthur, the Headmaster and School Council have continued to endorse a research scholarship for which teachers could apply. The Beavis Fellowship, honouring long standing Chair of School Council Dr Alan Beavis was awarded to two teams. Erica Looyen (History Research and Professional Learning) & Karen Williams (Using Data – ‘Literatu’ to drive teaching and learning) for 2020. Neil Davies and Rebecca Bennison continued their research on Problem Based Learning and Musicology respectively. These fellowships will continue to be offered each year.

### **Professional Courses Attended by Staff**

The specialist areas outlined in the table that follows indicate the diversity of professional learning that took place in 2019 amongst Macarthur staff.

Attendance at Professional Learning courses is the primary method of professional learning at Macarthur, although it is not limited to this. Teachers new to Macarthur are inducted into the school through a 12-month programme. New Scheme Teachers and teachers new to Macarthur are assisted with a mentoring programme as they manage the process of accreditation with NESAs. A number of staff are also pursuing other tertiary qualifications. A number of staff were involved in Faculty Programming Days in order to become familiar with, plan and programme for new curriculum accordingly.

<b>Description of Professional Development Learning Activity 2019</b>	<b>Hours per Person</b>	<b>Staff</b>
4th Data Driven Evidence Based Teaching in Schools (Criterion)	14	1
AASB 16 Seminar (Nexia Australia)	1	1
AHISA Director of Studies Conference	12	2
AIS Area Network Meeting - Learning Support	2	1
AIS Chemical Safety in Schools - Advanced Course-Online	3	10
AIS Chemical Safety in Schools - Induction Course-Online	1.3	10
AIS Economic Conference	6	1
AIS Education Research Symposium	7	1
AIS Enrolling & Supporting Students with Diverse Needs	2	1
AIS Exploring Flipped Learning in a Flipped Setting - Online	6	1
AIS Familiarisation NSW Stage 6 English Syllabus-Online	10	1
AIS HICES PA Day	5	1
AIS HSC Common Module - The Merchant of Venice	4	2
AIS Igniting Learning Lab	7	1
AIS IT Help Desk & The Customer Experience	5	2
AIS IT Managers Conference	16	3
AIS Languages Conference	7	3
AIS Mental Health Support : Whole School Processes	6	1
AIS NFP Requirement Workshop - Section 83	2	1
AIS PDHPE Familiarisation Course - Online	7	2

AIS Planning and Programming new PDHPE K-10 Syllabus	5	1
AIS Stage 6 History Syllabus - Online	3.5	1
AIS Stage 6 Language Extension Workshop	5	1
AIS Support for Students with Academic, Behavioural & Mental Health Needs	6	1
AIS Teaching EAL/D 7-10 ESL Scales Network Meeting	7	1
AIS Visual Arts Conference	8	1
AIS WHS Consultation	11	4
ANSTO PD Day	6.5	1
APAC Advancement Conference	12	1
Art Camp Year 11 - Visit Alternative	5	2
ASBA NSW PD Day (Assoc of School Business Administrators)	7	1
ASD - Supporting Students & Families - NSW School Link	2	2
Aspect Macarthur Presentation (MANSW)	1.5	1
Autism Spectrum - The Early Years	7	5
Band Jam Planning Meeting (Thomas Hassall Ang)	3	1
BBB Educator Course 2019	14	1
Beavis Fellowship Research	21	1
Behaviour Management for Beginning Teachers (Dynamic Composing, Creating & Assessment Online (Noteflight))	2.5	1
Building Learning Character Conference	8.5	1
Commbiz Workshop	2	1
CPA Australia Convention	9	1

Cracking the Hard Class (The Dynamic Learning Group)	7	1
Creativity in the Disciplines Project Workshop	5	1
Critical & Creative Thinking Across the Curriculum	6	2
Designing Learning for English 7-12 (ETA)	6	1
Dues Ex Photomedia Conference	7	2
EAL/D Consultation Day	5	1
Earth & Environmental Science Programming & Resources (Western Sydney)	5	1
Education Future Forum	7	1
Edutech Conference	16	6
Edval Daily	6	1
Elevate Conference	3.5	2
Equitable Practices for Assessing EAL/D Learners in the Mainstream Classroom (ATESOL)	6	2
FBT Seminar (Nexis Sydney)	1.5	1
First Aid Training L3 (Reviva)	7	25
Fundraising Communiations Masterclass (Educate Plus)	4	1
Futures Australia)	6.5	1
Gateway 8 Activity Writing Day	6.5	1
Generation STEM (CSIRO)	1	1
Geography Teachers Association Conference	11	1
Google Cloud Platform & Machine Learning	8.5	1
HICES Adjudicators Workshop	5	1

HICES Music Festival	10	1
HICES Music Festival Meeting	6	1
HSC Advanced Chemical Instrumentation	6	1
HSC Business Studies Marking	105	1
HSC Design & Technology Itinerant Marking	78	1
HSC Design & Technology Marking	16	1
HSC Design & Technology Standards Setting Operation	10	1
HSC Disability Provisions Training (Prof Assoc Learn Sup)	5	2
HSC English Course Planning Day	4	2
HSC Feedback 2019	5	1
HSC Geography Senior Marking	16	1
HSC Indonesian Briefing for Oral Examination	7	1
HSC Indonesian Marking and Judging	21	1
HSC Mathematics Advanced (Long Course) (MANSW)	12.5	1
HSC Music Trial Marking	7	1
HSC Paper 1 Student Day (Uni of Syd)	4	1
HSC Physics Marking	50.5	1
HSC PIP Marking (NESA)	7	1
HSC Social Science Trial Marking	12	3
HSC Society and Culture Marking	16	1
IASPM Annual Conference	16	1

Ignite the Spark,Fuel the Fire:Collaborating for Differentiation	7.5	1
Igniting a Passion for Learning (Dynamic Learning Group)	6	2
IPSHA Debating Workshop	5	2
IPSHA General Meeting	6	1
IPSHA Heads Meeting	6	1
IPSHA Learning Support EAL/D	3	1
IPSHA Umbrella Art Group Meeting	2	1
Just Play & Groove your Classroom Workshops (Musical Learning Group)	6	1
Law Sense Seminar	8	1
Legal Studies Association Conference	16	2
Lets Lift Literacy	5	1
Macqlit Programme Workshop	12	1
Managing Anziety Disorder at School - (Syd Uni) - Online	3.5	6
Mathematics Stage 6 Ext1and2 New Syllabus (MANSW)	18	1
Mathematics Work at Home	7	1
Meet the Markers and ST6 Syllabus Assessment	8	1
Mental Health & Well Being in Young People (Generation Next)	8	7
MLTA SA Conference	18	1
NAMARU - Contemporary Aboriginal & TSI Art	6	1
NESA Exam Committee Meeting	16	5
NESA HSC Marking Workshops for Business Studies	48	1

NESA Stage 6 Numeracy CEC Pilot Program	14	1
NSW School of Languages Supervisors Day	3.5	1
PAM K-8 Conference 2019 (MANSW)	8	2
PDHPE Orientation to the new Syllabus	4	3
Presenting HSC Physics Study Day Review (Aurora College)	8	1
Programming Day Commerce	6	3
Programming Day for Ancient History	6.5	1
Programming Day for History	6	2
Programming Day for History & International Studies	6	3
Programming Day for Languages	7	1
Programming Day Languages K-6	7	4
Programming Day Languages K-8	8	2
Programming Day Mathematics	7	4
Programming Day Modern History	8	1
Programming Day Music 2	7	2
Programming Day PDHPE	10	4
Programming Day Textiles & Design	7	1
RBA Topic Talk	3.5	1
School Nurses Conference	16	2
Schools Cyber Security Challenges (Uni of Syd)	2	1
Schools Summit (Sydney Morning Herald)	8	1
Science Extension Network Meeting	5	1

Spiritual Development for All Pupils (Anglican Ed Comm)	2.5	3
STANSW Chemistry Conference	5	1
STANSW Conference (BEEINS)	7.5	2
STANSW Physics Conference	6	1
STANSW STEM Chemistry Conference	5	1
STEM Education Conference	16	1
STEM+X - The use of Robotics as a Teaching Tool	8	1
Teacher Knowledge for Art & Craft of Writing - Online (PETAA)	6	1
Teachers Assistant Online Course (Education Events Pty Ltd)	2	1
Teaching Gifted Learners - Online - UOW	12	1
The Positive Schools Conference	13	1
Umbrella Group Office Bearer Session	2	1
UNE Boost - Spectroscopy - Online	10	1
VADEA Conference	8	2
VALID Marking (DET)	7	2
YARC and Understanding Learning Difficulties (SPELD)	7	2

Many staff also attended workshops and seminars run by the Association of Independent Schools, Western Sydney University, ATESOL, MANSW, ALEA, PETAA, Teacher Training Australia and various professional associations. In addition to this, 35% (19 teachers) of the Secondary School staff were selected to assess, mark or judge the HSC practical or written examination papers. Several Macarthur staff were also selected to be pilot markers, senior markers and Judges this year. This professional learning is invaluable for both our staff and students.

In 2019 Macarthur staff were engaged in marking in the following courses:

Subjects in which teachers undertook HSC marking

Agriculture	Ancient History	Business Studies
Chemistry	Design and Technology	English – Advanced
English as a Second Language	Geography	Indonesian Beginners
Indonesian Background Speakers	Indonesian Continuers	Indonesian Extension
Information Processes and Technology	Music Practical	Mathematics Standard 1 & 2
Physics	Society and Culture	Studies of Religion
Visual Arts – Written	Software, Design & Development	

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