

## 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 2020 two teachers achieved Proficient Teacher Status - Brianna Iturra and Sabrina Symington.

4 teachers moved to Experienced Teacher under the Association of Independent School’s ISTAA Accreditation system this moved these 4 teachers from Band 2 to Band 3 under the Teacher’s Staff Agreement (MEA).

### Teacher Qualifications

The 2020 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 2019 figures are in brackets.

### School Staff

Teaching staff	81 [79]
Full time equivalent teaching staff	75.4 [72.4]
Non-teaching staff	42 [44]
Full-time equivalent non-teaching staff	31.2 [31.8]

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	81
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 2020

This year, staff at Macarthur continued to work together to build a strong academic environment for our students. The COVID-19 pandemic meant a great deal of Professional Learning moved to an online platform, much like the learning for students.

The Macarthur Staff Conference was unable to proceed due to the COVID-19 restrictions.

However, Professional Learning still continued as staff at Macarthur were forced to pivot to online learning. There was a need for staff to upskill very quickly in technology that allowed the online platform to be helpful and to discover what online learning strategies were effective.

All staff completed the following online self-paced courses through Complilearn.

- Child Protection Training Course (NSW Policy) - 2 hours
- International Policy at Macarthur – 1 hour
- Staff Dress and General Appearance – 1 hour

All Teaching Staff took part in 2 sessions of Professional Learning which examined our response to online learning and reviewed the lessons learnt after a survey was distributed to students, parents and teachers.

Additionally, a Professional Learning session on ‘Porn and Social Media’ by Rev. Marshall Ballantine was held via a zoom session.

## COG (Community of Growth) Groups

Unfortunately due to COVID-19 restrictions teachers were unable to take part in the COG (Community of Growth) groups, Teach Meets or the K-6 AIS (Association of Independent Schools) Numeracy Project Modules as planned.

## Professional Courses Attended by Staff

The specialist areas outlined in the table that follows indicate the diversity of professional learning that took place in 2020 amongst Macarthur staff.

Description of Professional Development Learning Activity 2020	Hours per Person	Staff
AHISA Director of Studies Conference Web Conference	4	2
AIS Building Career Possibilities Through Partnerships - Online	2	1
AIS PDHPE Assessments - Online	5	4
AIS Primary Curriculum Requirements for Registration	5	2

AIS Supervising Teachers Progressing to Proficient Teacher - Online	6	1
AIS Support Teachers Network Meeting	1	1
AIS Teacher Leaders	13	1
Annual Archbishop's Day for Chaplains - Online	3	1
Anxious Heads, Troubled Hearts - Online (Anglican Edcomm)	1.5	5
Beavis Fellowship Research	13	3
Becoming Accredited at Experienced Teacher through the Standards-based Path	5.5	1
Behavioural Management for Students with Autism - Online	3	3
Body Brain Belonging Workshop	2	1
Chemistry Lectures for Year 11 Teachers - Online	6	1
Chemistry Lectures for Year 12 Teachers - Online	6	1
Cherry Hood Art Workshop	21	3
Classroom Observations and Providing Feedback - Online	5.5	1
Cornerstone Teacher Learning Conference	5	1
CPA Australia - Online Learning Course	26	1
Creating Your Experienced Teacher Digital Portfolio - Online	5	2
Cyber Security for Finance - Online	2	1
Disability Standards for Education Assistants (Online)	3	1
E-Safety Webinar (Sydney Diocese)	1.5	1
EAL/D Implications of 2019 HSC - Online (ETA NSW)	3	1

EAL/D Learning & Planning Day	14	1
EdComm Conference	2.5	1
Edu Tech Virtual Conference	16	5
English EAL/D Handover Day	7	1
English ESL Planning Day	7	1
English Extension Planning Day	6	1
English Extension Preparation of Resources	4	1
English Marking (MAS)	2	1
English Planning Day	7	2
Expanding Emotional Intelligence in Learning Setting - Online	1.5	1
First Aid Training Course (Re:Viva First Aid)	7	36
First Lego League (Walt Disney Co & Lucas Film Aust)	6	3
Geography Programming Day	4	1
HSC Agriculture Marking - Online	35	1
HSC Business Studies Marking	73	1
HSC Design & Technology Marking	46.5	1
HSC Disability Provisions: The why, how & what happens - Online	2	1
HSC Drama Written Marking	8	1
HSC Economics Conference	3.5	1
HSC Feedback Day (MANSW)	4	1

HSC Geography Marking	59.5	1
HSC Indonesian Beginners Assessing (NESA)	7	1
HSC Indonesian Extension Judging	10	1
HSC Indonesian Marking	35	1
HSC Mathematics Extension Course	11	1
HSC Music Marking	7	1
HSC Music Trial Marking	5	1
HSC Physics Marking	16	1
HSC PIP Marking	41	1
HSC Science Extension Marking - Online	33.5	1
HSC Senior Marker for Music Practicals	98	1
HSC Society & Culture Pilot Marking	30	1
HSC Technology & Creative Design Major Work Marking	7	1
HSC Visual Arts & Textiles Marking	7	1
HTA Webinar - Julius Caesar & The Fall of the Republic	1	1
HTA Webinar - The Augustan Age	1	1
HTA Webinar - Writing for Modern History	2	1
Human Responsibility amid Global Complexity - Online	2	1
Hunter Conference - Shifting Thinking (NSW Dept Ed)	6	1
Inquiry Learning: The Whats, Whys & Hows - Online	5	1

International Churchill Conference	10	1
International Diagnostic & Admissions Test - Online	1	1
IPSHA Umbrella Meeting Librarian	2	1
IST Planning Day	5	1
Languages Programming Day	7	3
Life Skills Programming Day	6	1
Madina Planning Day	4	1
Managing Casual Employee Contracts in 2020 - Online	2	1
MANSW Conference	6	1
Medina Programming Day	7	1
Meet the Markers - Chemistry (STANSW) - Online	2	1
Meet the Markers - Earth Sciences Exam Analysis - Online	2	1
Meet the Markers - Extension Science Exam Analysis - Online )STANSW)	2	1
Meet the Markers - Science & Agriculture (STANSW)	5	1
Meet the Markers - Science & Agriculture (STANSW) - Online	2	1
MET Workers Insurance Webinar Series (ICARE)	10	4
Mindfulness Based Stress Reduction (Openground Mindfulness	30	1
Mini COGE Course - Online	16	2
Music Programming Day	7	1
NAPLAN Scout Data Analysis	6	1

NCCD Evidence and Moderation Training - Online	2	1
NESA Exam Committee Meeting	7	1
Peer Support Australia - Online	2	1
Peer to Peer Training	3	1
Positive Partnerships - Autism, Visual Supports, Planning Matrix(Online)	10	2
Preparing for 2020 HSC Science Ext Exam - Online (Crooked Science)	5	1
Reportable Conduct Masterclass	7	1
School of Law - Online (LawSense)	8	1
Science Stile & Programme Preparation	2	1
Science Teachers Workshop - Online (Uni of Syd)	4	1
Social Science Programming Day	4	1
Society & Culture Planning Day	6	2
Standard Setting Operation - Agriculture	10.5	1
Studies of Religion HSC Teacher Inservice (ISRA)	6	1
Sydney Morning Herald Schools Summit Conference	8.5	2
Teaching HSC Music Course 2	6	1
Technology & Creative Design Planning Day	5	3
The Neuroscience of Learning and Leading - Online	2	1
The Teaching Writing Toolkit (Cornerstone Teacher Learning)	5	1
Theology Exams	6	1

Trial HSC Business Studies Workshop Marking	12	2
VADEA Inspire - Online	6	1
Viewing of Experienced Teacher Digital Portfolios 2020	2.5	1
Winston Churchill: Soldier, Politician & Statesman (Oxford University UK - Online	100	1
Workplace Investigations Masterclass	7	1

Attendance (in person or online) 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 and online learning accordingly.

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, 12 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.

## **HSC Marking**

In 2020 Macarthur staff were engaged in marking in the following courses:

NOTE: There were significant changes to some courses for HSC Marking due to COVID-19 restrictions. Some marking was given back to the Year 12 classroom teachers which was managed by NESAs (NSW Educational Standards Authority). In some cases teachers from nearby schools were used as part of the marking process and some Macarthur teachers went to other schools as part of the process also.

A number of Macarthur teachers attended Professional Learning sessions where they were able to 'Meet the Markers' of the HSC exam and give valuable feedback and insights into marking to assist staff in planning and programming.



### Subjects in which Teachers Undertook HSC Marking

Design & Technology	English Extension 2	Legal Studies
Drama	Geography	Mathematics Standard 2
English Advanced	Indonesian Continuers	Society & Culture
EAL/D	Indonesian Extension	Visual Arts
Music	Textiles & Design	

--ooooOoooo--