



New recruits - Gerard Byrne, Suzanne Mitchell and Beth Einthal (Picture courtesy of The Advertiser photographer, Mike Burton)

## A Rewarding Profession

Student teachers coming from diverse backgrounds are not unique. There are an increasing number of new and prospective teachers who have worked in other industries and professions. Gerard Byrne worked for 11 years as a scaffolder, welder and rigger on construction sites before deciding that teaching was the career he really wanted to pursue.

"I was often asked to train up the new welders and riggers on the construction site and, through this, I discovered a real love of teaching - so I decided to follow that interest and become a teacher," Gerard said.

Gerard has recently secured employment as a teacher and believes that the varied experience he has derived from previous jobs was a valuable advantage in securing this contract.

"I was told at the interview that my previous work experiences were influential in their decision to offer me the job," he said.

Similarly, Suzanne Mitchell left her background in office management to pursue studies to become a teacher.

"I had always wanted to become a teacher, however other life experiences, including having children of my own, steered me towards a different path at the time," Suzanne said.

"I'm looking forward to teaching next year and I'm sure that my experience in administration and office management will be helpful in keeping my classroom in order," she said.

For Beth Einthal, a former IT consultant, studying to become a teacher was a chance to do something different and challenging.

"I really wanted to do a job that involved many diverse activities, instead of my previous job that didn't offer as many challenges as I would like. I'm looking forward to 'wearing many different hats' as a teacher and working to make a difference in students' lives," Beth said.

The diverse experiences of prospective teachers like Gerard, Suzanne and Beth will be of tremendous help to them when faced with the responsibility of 'wearing many hats' in their new teaching careers.

This article was prepared by the Board to celebrate World Teachers Day, 27 October 2006.

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**Artwork** completed by Year 12 students in 2005 has been selected from the SSABSA Art Show 2006 and can be viewed throughout this Newsletter. The Board extends its thanks to SSABSA and to those students who have loaned their work to be displayed in the newsletter and at the TRB office.

## Presiding Member's Report

This year has been one of consolidation and implementation of various changes to teacher regulation as provided for in the *Teachers Registration and Standards Act 2004*. It has provided many challenges for the Board and its Secretariat.

On the local front, extensive consultation has occurred across the state in relation to the development and progression of the concept of professional teaching standards for different levels of registration. The standards, which are based on the agreed National Framework for Professional Standards for Teaching, adopted by the Ministerial Council of Education Employment, Training and Youth Affairs, (MCEETYA) are well developed with implementation issues now under consideration.

At a national level, the Australasian Forum of Teacher Registration and Accreditation Authorities (AFTRAA) has worked together to ensure consistency of professional teaching standards across state borders. To assist in this, AFTRAA has developed a framework for the accreditation of pre-service teacher education programs. The framework, which has been adopted in principle by the Board, is subject to further consultation, in particular with teacher education providers in this and other states.

At an international level, a further meeting of teacher accreditation authorities, mostly from Commonwealth countries, was held in Melbourne in March 2006. Discussions focused on issues relating to mutual recognition, exchange of information and sharing research data.

In 2006, Ms Yvonne Webb (CEO), Ms Beryl Kennedy (DECS), Ms Anne Rhodes (Parent) and Ms Gabrielle Brown (Legal) resigned from the Board for various reasons and their contribution to the work of the Board is acknowledged. The Board also welcomes Ms Margaret Kelly (legal nominee) and Mr Kevin Comber (CEO). Other new members are expected to be appointed in November 2006.

I thank all members of the Board, both former and current, for their conscientious commitment to the work of the Board throughout the year. It is their sense of commitment that enables the Board to meet its responsibilities in ensuring that the public interest in pre-school and school education is met.

As a result of the Board's increased responsibilities, the Secretariat of the Board has expanded and I would like to thank, in particular, the Registrar, Ms Wendy Hastings, for the very professional way in which she has met this challenge. I also thank the very effective team of people, under the leadership of the Registrar, who assist in achieving the objectives of the legislation.

On behalf of the Board, I extend to all registrants the compliments of the Season.

**Carmel Kerin, Presiding Member**

## Board Members



Front row: Roger Anderson (AISSA), Julie Muirson (AEU), Jenny Hocking (AEU), Julie Lundberg (IEU), Carmel Kerin (Presiding member), Keith Parkinson (AEU), Bob Woodbury (AEU), Jenny Turner (DECS)  
Back row: Margaret Kelly (Legal Practitioner), Gerardine Mulhearn (DECS), Julie Haar (IEU), Jenice Zerna (Deputy parent nominee)  
Absent: Barry Thompson (DECS), Jackie Bone-George (AEU), Robert Matthews (Tertiary sector), Helen O'Brien (CEO).

### AFTRAA

#### Australasian Forum of Teacher Registration and Accreditation Authorities

AFTRAA is comprised of the Queensland College of Teachers, New South Wales Institute of Teachers, Victorian Institute of Teaching, Western Australian College of Teaching, the Teachers Registration Board of Tasmania, Northern Territory and South Australia and the New Zealand Teachers Council. The members of AFTRAA are working closely together to promote the effective national exchange of information and to promote uniformity and consistency in the regulation of the teaching profession.

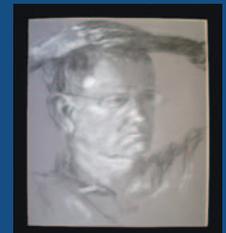
Under Mutual Recognition Legislation agreements, persons registered as teachers in one jurisdiction in Australia and/or New Zealand are automatically registered in another jurisdiction. This promotes teacher mobility between Australian States and Territories and New Zealand.

In 2006, AFTRAA was formally recognised by the Ministerial Council on Education, Employment, Training and Youth Affairs (MCEETYA) as the advisory body on pre-service teacher education.

In October 2006, AFTRAA agreed on a framework for the National Recognition of Pre-Service Teacher Education Programs, which sets out broad course requirements including common elements that each respective Australian State and Territory will include in their program approval process.



by Angela Moffa



by Tessa Henwood-Mitchell

## Professional Teaching Standards

As advised in a letter to all registered teachers in September 2005 and more recently March 2006, the Board is developing a Code of Ethics and Professional Teaching Standards for those entering the profession, for change of registration status and for renewal of registration. Initial consultation took place in Term 4, 2005 and the second phase in Term 2 this year.

Draft materials have been published on the Teachers Registration Board website. During the second phase, sessions were held in over 70 locations across the state. To further assist the Board, a Working Party, comprising key education stakeholders including unions, the tertiary sector, employers and professional associations, was established. The Working Party has provided invaluable guidance, support and feedback throughout the process.

A comprehensive report has been prepared for consideration by the Board. It is expected professional teaching standards relating to entry to the profession and change of registered status will be implemented during 2007/08. Professional Teaching Standards relating to renewal of registration will need further consultation. A Code of Ethics has been approved by the Board and will be introduced in 2007.

For further information and updates on the development of professional teaching standards refer to the Teachers Registration Board website [www.trb.sa.edu.au](http://www.trb.sa.edu.au)



Pre-service teachers, at Gawler High School, received thank-you cards acknowledging their contributions during a successful practicum. Back: Rod Possingham, Cheryl Raso, Bob Woodbury, Jenny Page, Sandra Lowery (Principal), Lyn Robinson. Front: Vineeta Dogra, Ruth O'Neill, Colleen Needham, Adela King, Anthony Birch

The work of mentor teachers in supporting and guiding pre-service teachers during their practicum is critical to their success. Mentors play a vital role in providing the pre-service teacher with opportunities to develop the skills and knowledge essential for entry to the profession.

## ANZELA Conference, Hobart 2006

ANZELA is the Australian and New Zealand Education and Law Association Ltd. The aims of ANZELA are to promote the study and discussion of law relating to education and to advance knowledge and research about law in education at all levels.

The Conference was titled - *Keeping People and Property Safe in an Education Environment*

The conference covered a wide range of topics including privacy, bullying, risk management, sexual harassment and Occupational Health, Safety and Welfare issues. Of specific interest to me were the presentations focusing on risk management.

Eric Phillips, well known for his adventures to the North and South Poles, advocated the need to take risks, either perceived risks or managed risks, to develop emotional resilience.

Sydney lawyer, David Ford, discussed risk management for dealing with allegations of child abuse. He outlined the role of assessment, elimination and ongoing review, recognising the duty of care is always to the student.

Lyn Ainsworth presented a thought provoking session on the need to place greater emphasis on identifying, controlling and managing work related stress injury. Lyn urged employers to ensure the risk of psychological injury was given the same consideration as physical safety when developing policies and procedures in relation to Occupational Health, Safety and Welfare requirements.

I would encourage all teachers to access the Anzela website at [www.cdesign.com.au/anzela2006/](http://www.cdesign.com.au/anzela2006/) as there are some very interesting articles relevant to us all.

**Julie Haar - Board Member**

## International Year of Deserts and Desertification 2006

One fifth of the world's population is threatened by the impacts of global desertification. Planet Earth's desertification is a land degradation process that happens in all regions of the world. It's causes are brought about by human-induced factors and climate change. It is comparable to a slowly but clearly progressing "skin disease" over the planet. Since 1990, it is estimated that some six million hectares of productive land have been lost every year due to land degradation.

Source [www.un.org](http://www.un.org)



by Sofia Dance-Hooi

## International Middle Years of Schooling Conference

### Board Sponsorship

Third International Middle Years of Schooling Conference - "Nothing about me, without me."

The Conference provided the opportunity for educators to engage with other local and international professionals, to broaden their thinking, skills and knowledge and be inspired, challenged and energised.

The Board provided sponsorship, through the payment of Conference registration fees, for 15 registered teachers to attend the event. Sponsored teachers undertook to share their insight and learning with colleagues and provide a conference report to the Board. Further information about the conference is available on the SAPMEA Conventions website [www.sapmea.asn.au/conventions/middleschool2006](http://www.sapmea.asn.au/conventions/middleschool2006)



Stephen Jordan, Renee Irvine, Wendy Lithgow, David George, Felicity Hickman, Michele Gater, Ken Elias, Debby Hoffman, Winsley Wighton, Joy Cresp, Nathalie Wooldridge, Rosalie Brink, Malcolm Frost, Lorna Kennedy-Andrews, Jen Gilbert

## Commonwealth Working Group on Teacher Qualifications

A Commonwealth Working Group on Teacher Qualifications met in Tswane, South Africa, 27-29 September 2006. The Registrar, Wendy Hastings, was funded by the Commonwealth Secretariat to attend the meeting on behalf of AFTRAA. The Working Group was formed to 'investigate systems and criteria for the assessment of equivalencies of teacher qualifications and of professional registration status, where applicable across the Commonwealth'.

The recommendations of the Working Group will assist migrating teachers, promote awareness and understanding of qualification requirements and facilitate links between international professional teacher registration authorities. Recommendations from the meeting will be considered by Commonwealth Ministers of Education at the 16th Commonwealth Conference of Education Ministers (16CCEM), Cape Town, South Africa, 11-14 December 2006. A full report and a list of recommendations is available on the Commonwealth Website [www.thecommonwealth.org](http://www.thecommonwealth.org)

Teachers  
do it with  
hat and soul.

World Teachers' Day  
October 27th 2006

*Teachers do it with hat and soul* was the theme of World Teachers' Day celebrated on 27 October 2006. Teachers were recognised as being multiskilled, passionate professionals who wear many hats. On any given day teachers may act as a motivator, coach, investigator, nurse, project manager or counsellor.

In the Media Release to support and promote World Teachers' Day, the Presiding Member of the Teachers Registration Board said "World Teachers' Day provided an opportunity to reflect on the important role teachers play in our community. Our teachers really do put their heart and soul into their work and this dedication has a significant impact on the future of children and students throughout the state."



by Steven Perdikis



by Olivia Watson



by Christy Kobelt

## Admissions Hearings

As of 31 October 2006 the Board has held 17 Hearings relating to the admission to the register of new or formerly registered applicants who did not hold the prescribed teacher qualification requirements or meet the Board's interim policy.

The Board has discretionary decision making powers. In exercising this discretion, the Board determined:

Ten applicants were granted provisional registration subject to the condition that they upgrade their qualifications to meet the requirements of legislation.

Two formerly registered teachers were reinstated to the Register as their registration had lapsed in exceptional circumstances.

Five applicants were refused registration for reasons related to relevance and adequacy of their qualifications or issues concerning recency or appropriateness of practice.

## Prescribed Qualification Requirements for Registration

From 31 March 2005, the prescribed qualification requirement for registration changed to a 4 year approved pre-service teacher education award, or a 3 year non-teacher education award, plus an approved post graduate teacher education award of at least one year's duration, or part-time equivalent. Refer to the website [www.trb.sa.edu.au](http://www.trb.sa.edu.au)

If you do not hold the prescribed qualification requirement but apply to renew teacher registration by the due date, your registration will be renewed. If you allow your registration to expire, a further application will be assessed in line with the (new) legislative requirements. Your application would be considered on a case by case basis. The Board could refuse registration or grant registration with a condition. A condition could be that you undertake further tertiary studies.

For information or enquiries regarding the prescribed qualification requirement contact Ms Leela Kwitko, Senior Qualifications Officer or Mr Andrew Dowling, Qualifications Officer by telephone (08) 8226 2666.

## Disciplinary Matters

The Board may on complaint of the Registrar or of its own motion, hold an Inquiry in order to determine whether the conduct of a teacher (or formerly registered teacher) constitutes proper cause for disciplinary action.

As of 31 October 2006 the Board has held 12 Inquiries and determined:

Two formerly registered male teachers were disqualified from being registered on a permanent basis for disgraceful and improper conduct following criminal convictions for unlawful sexual intercourse and indecent assault involving children.

One formerly registered male teacher was disqualified from being registered until further order for disgraceful and improper conduct for an inappropriate sexual relationship with a female student.

Four current teachers had their registration cancelled until further order for disgraceful and improper conduct; a male teacher for possession of child pornography; a female teacher for unlawful sexual intercourse; a male teacher for an inappropriate sexual relationship and a male teacher for unlawful sexual intercourse and indecent assault of two female students.

One male teacher was reprimanded and conditions placed on his provisional registration after being found guilty of disgraceful and improper conduct for a drug related offence.

One formerly registered female teacher was disqualified from being registered until further order and until specific conditions are fulfilled after being found guilty of disgraceful and improper conduct for developing an inappropriate relationship with a male student.

One male teacher had conditions placed on his provisional restricted registration due to an illness affecting his capacity to teach.

The Board found the evidence insufficient to establish allegations a male teacher had behaved in a disgraceful and improper manner by making inappropriate advances of a sexual nature towards an adult male.

The Board varied conditions placed upon the provisional registration of a male teacher after further evidence was provided to the Board.

There were no appeals against any decision of the Board in 2006.



by Jessica Noack



by Elizabeth Angove

Remember to notify the Board in writing of any change to your name or address within 28 days.

## Administrative Update

On 31 March 2005, the *Teachers Registration and Standards Act 2004* and the *Teachers Registration and Standards Regulations 2005* were proclaimed. The new legislation significantly enhanced the powers, functions and responsibilities of the Board. Child protection and promoting the teaching profession and professional standards for teachers are the cornerstones of the legislation. The Secretariat has undergone a complete review and has been restructured to enable the Board to meet its increased functions and responsibilities. As a result there has been an increase in staff and other resources. Three units have been established within the Secretariat to provide expertise in relation to registration, professional teaching standards and legal compliance issues.

To enable the Board to meet reporting and data management requirements and to comply with cross Government strategies for record management by 2010, an integrated data management system is being developed. Public tenders closed on 18 October 2006. The evaluation process will occur during November and it is expected the successful vendor will commence work in February 2007. The new system will enable greater opportunities to communicate with schools, education sites and registered teachers.

## Mandatory Notification Requirement

The Teachers Registration Board has approved Department for Families and Communities, Families SA full day courses as a minimum requirement for registration. The Board has adopted the following arrangements to phase in legislative requirements.

On renewal of your registration by 31 December 2006 you must provide:

- a certified copy of a Mandatory Notification Training certificate for a full day course undertaken within the current term of your registration i.e. since 1 February 2004 or;
- a certified copy of a Mandatory Notification Training certificate for a full day course undertaken at some time **and** a certified copy of a Mandatory Training certificate for an update course undertaken within the current term of your registration i.e. since 1 February 2004.

## Conditions of Registration

Under Section 24 (2)(a) of the *Teachers Registration and Standards Act 2004* it is a condition of every registration that:

(i) if the person is charged with or convicted of an offence of a kind specified in the condition (which may include offences under the law of South Australia or elsewhere), the person must, within 14 days, give written notice of the charge or conviction to the Board containing the details specified in the condition;

(ii) if the person is dismissed from employment as a practising teacher in response to allegations of unprofessional conduct, or resigns from employment as a practising teacher following allegations of unprofessional conduct, the person must, within 14 days, give written notice of the person's dismissal or resignation to the Board containing the details specified in the condition; and

(iii) if the person is dismissed from any employment in response to allegations of improper conduct relating to a child, or resigns from employment following allegations of improper conduct relating to a child, the person must, within 14 days, give written notice of the person's dismissal or resignation to the Board containing the details specified in the condition.



by  
Bonny McGrath

## Renewal of Registration

On 24 October 2006, over 8500 applications to renew registration were sent to teachers with a registration expiry date of 31 January 2007. Applications to renew registration are due one month prior to the expiry date i.e. 31 December 2006.

Renewal of registration is not automatically granted. Teachers applying to renew their registration need to demonstrate they are eligible to renew their registration by meeting requirements including evidence of completing Mandatory Notification Training.

### OFFICE HOURS

The office of the Board will close from 12 pm, 22 December 2006. The office will reopen from 27 to 29 December 2006 **only to process applications for renewal of registration**. A full range of services will resume on 2 January 2007.

### PUBLICATION DETAILS

The Newsletter is published once a year and is sent to more than 36,000 registered teachers and other key stakeholders.  
Publicity Committee: Carmel Kerin, Julie Haar, Julie Muirson, and Wendy Hastings

The Committee welcomes any feedback or comments about the content of the Newsletter.

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