Induction & Mentoring

"Who's the new guy?"
Learning only by experience can be tough!

“Don't worry. The first thirty years of teaching are the hardest.”
And not always the best outcome for the client!

"Stay there. I got the wrong one."
"You learn how to make dough later. For now, you're on a knead-to-know basis."
Teaching is far more than simply the dissemination of knowledge and skills.

So, why is creativity **so** important?

So when they're stuck with something, they choose to think...

They've never seen before.

Instead of remember...

**Purpose of School:** Prepare students for a world we can't envisage.

Thought: Dylan Wiliam
Entry 1: Selection to Initial Teacher Education

Entry 2: Provisionally Registered Teacher

Entry 3: Fully Registered Teacher

Fully Registered Teacher

Provisionally Registered Teacher

Initial Teacher Education

- Training for the mentoring of provisionally registered teachers
- Australian Professional Standards for Teachers (Proficient)
- Induction of provisionally registered teachers
- Australian Professional Standards for Teachers (Graduate)
- Requirements for accreditation & renewal of initial teacher education programmes
The Development of Learning to Practice

- Less constrained practice experience
- Beginning teaching meeting the standards
- Full responsibilities of registered teacher meeting the standards
- Highly constrained practice experience
- Single context
- Multiple practice context

Dimensions:
- Simple
- Complex
- Single
- Multiple
Induction programmes

Programmes should:

- be a continuum of teacher professional learning including intensive, sustained support from a skilled mentor (and other professional support)
- focus on formative feedback
- happen within learning communities focused on evidence-driven practice which is focused on pedagogies that successfully engage diverse learners
- be comprehensive programmes with resource and policy support at site and system levels
## Provisionally Registered Teachers

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Policy decisions

• Education Council (2011) maximum period to reach (full) registration is 5 years

• All PRTs renewing since 2015/16 have only 1 further renewal period

• A condition recorded on PRT Registration Certificate

You must acquire the experience and meet the requirements (prescribed by regulation, contained in standards for teachers or determined by the Board) necessary for you to be eligible for (Full) Registration.

• Registration status recorded on the public Register of Teachers: Provisional Registration or (Full) Registration
Induction & Mentoring Project

• Environmental scan: induction of newly qualified teachers in SA is variable

• Identification of ‘best practice’ examples:
  o across 3 sectors: Government, Independent, Catholic Education
  o within 3 settings: ECE, primary and secondary schooling

• Dissemination & communication of findings