



Submission to the Education, Employment and Small Business Committee: Education (Queensland College of Teachers) Amendment Bill 2019

Submission prepared by Queensland College of Teachers

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The Queensland College of Teachers (QCT) is the statutory authority responsible for regulating the teaching profession in Queensland. The main objectives of the organisation are, through the maintenance of a register of qualified and suitable teachers, to uphold the standards of the teaching profession, maintain public confidence in the profession and protect students in schools in Queensland. Legislative amendment to enable the QCT to perform the role of certifying authority, consistent with the national framework, may contribute to raising public confidence in, and the status of, the profession.

While good regulatory practice is currently demonstrated by the QCT via policy applied at the two lower levels of the *Australian Professional Standards for Teachers (APST)* at the registration junctures of provisional (Graduate) and full registration (Proficient), the Standards are a public statement describing teacher quality across four key career stages. Research suggests that the creation of a continuum of assessment of teacher performance across career stages will increase accountability and engagement in professional learning (Darling-Hammond, 2013: 39). Furthermore, evaluation of the teacher performance of accomplished and expert teachers by an independent professional body would help protect the public interest and strengthen teaching as a profession (Ingvarson, 2010: 47).

Linked to higher salary levels, a national certification process at the higher APST levels of Highly Accomplished and Lead Teacher, that is independent, rigorous, consistent and objective, with the QCT acting as certifying authority, may reward 'expertise' rather than 'experience' (Goodwyn, 2017: 163) and deliver a credible and valid judgement of teacher performance that previous schemes have been unable to provide. In current conditions of an aging workforce, projected increases in student population and increased pressure on the system in terms of public perception and teacher supply, certification may provide an opportunity to promote the profession, uphold standards and increase public confidence in teacher quality. The QCT is uniquely placed to work across all sectors and schools to create a consistent, profession-wide assessment of exemplary teaching.

As the regulatory authority of the teaching profession, the QCT has the expertise to institute firm and consistent processes that follow the principles of administrative law and natural justice. The inclusion of appropriate review or appeal processes can be formed to align with similar processes for appeals of registration decisions. Skilled legal staff within the organisation also have sufficient expertise to support certification as a potential function of the QCT.

References:

Darling-Hammond, L., 2013. *Getting teacher evaluation right: What really matters for effectiveness and improvement*. Teachers College Press.

Goodwyn, A., Fuller, C.L. and Francis-Brophy, E., 2017. *Expert Teachers: An International Perspective*. Taylor & Francis.

Ingvarson, L., 2010. Recognising accomplished teachers in Australia: Where have we been? Where are we heading? *Australian Journal of Education*, 54(1), pp.46-71.