

Snapshot: Requirements for gaining accreditation

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Proficient	Highly Accomplished	Lead
Timeframe		
<p>Permanent full time department teachers at this mandatory stage have two years to gain accreditation.</p> <p>Part time department teachers have the equivalent of two years full time service to gain accreditation.</p> <p>Casual teachers have a maximum of five years to complete their accreditation at Proficient Teacher if provisionally accredited, and a maximum of six years if conditionally accredited.</p> <p>Teachers are required to know the date that NESA has advised that their period of accreditation will end.</p> <p>DoE Accreditation at Proficient Teacher Procedure (2018), Section 6, Pages 8-10.</p> <p>NESA Proficient Teacher Accreditation Policy (2018), Section 5, Pages 6-7.</p>	<p>Teachers seeking accreditation at this voluntary stage have a maximum of three years to gain accreditation.</p> <p>Before commencing accreditation at Highly Accomplished, teachers need to be assessed as satisfactory in their two most recent annual performance and development assessments.</p> <p>NESA Policy for Accreditation at Highly Accomplished and Lead Teacher:</p> <ul style="list-style-type: none"> ▪ Section 6.3, Page 5 ▪ Section 7.1, Page 6. 	<p>Teachers seeking accreditation at this voluntary stage have a maximum of three years to gain accreditation.</p> <p>Before commencing accreditation at Lead, teachers need to be assessed as satisfactory in their three most recent annual performance and development assessments.</p> <p>NESA Policy for Accreditation at Highly Accomplished and Lead Teacher:</p> <ul style="list-style-type: none"> ▪ Section 6.3, Page 5 ▪ Section 7.1, Page 6.
Evidence of achievement		
<p>Teachers achieve accreditation by:</p> <ul style="list-style-type: none"> ▪ demonstrating they meet all Standards for Proficient Teacher (however, collecting/annotating evidence for all 37 Standard Descriptors is not required) ▪ annotating and submitting 5 - 8 items of documentary evidence that demonstrate they have reflected on their practice against the Standards (each item must address 2 - 4 Standard Descriptors and not exceed 10MB, with the total not exceeding 35 single-sided pages) ▪ submitting an observation report on their practice (by their supervisor) ▪ acknowledging they have read the Proficient Teacher Accreditation Report (by their supervisor) in their NESA online account. <p>Collectively, the above evidence must address at least one Proficient Teacher Standard Descriptor from each of the seven Standards.</p> <p>NESA Proficient Teacher Accreditation Policy (2018), Sections 4.2.2 - 4.2.4, Pages 4-6.</p>	<p>Teachers demonstrate their achievement at this stage by collecting documentary evidence against all 37 Standard Descriptors at the Highly Accomplished teacher stage.</p> <p>Three forms of evidence are required:</p> <ul style="list-style-type: none"> ▪ annotated documentary evidence (including two observation reports, one of which must be by the principal) ▪ reports from a minimum of three referees and a maximum of eight (including the principal, a teacher colleague and a teacher who has received professional support) ▪ a report based on the external observation (three sessions of practice will be observed with the candidate teaching students in two of the sessions). <p>The teacher develops their application online through the NESA website and can add to their application over time.</p> <p>NESA Policy for Accreditation at Highly Accomplished and Lead Teacher Section 7.2, Pages 7-9.</p>	<p>Teachers demonstrate their achievement at this stage by collecting documentary evidence against all 37 Standard Descriptors at the Lead teacher stage.</p> <p>Three forms of evidence are required:</p> <ul style="list-style-type: none"> ▪ annotated documentary evidence (including two observation reports, one of which must be by the principal) ▪ reports from a minimum of three referees and a maximum of eight (including the principal, a teacher colleague and a teacher who has received professional support) ▪ a report based on the external observation (three sessions of practice will be observed with the candidate teaching students in two of the sessions). <p>The teacher develops their application online through the NESA website and can add to their application over time.</p> <p>NESA Policy for Accreditation at Highly Accomplished and Lead Teacher Section 7.2, Pages 7-9.</p>
Evidence of achievement - Additional requirements		
		<p>At the Lead teacher stage, teachers also need to complete a Lead Initiative. This initiative needs to link to the School Plan or Department priorities and take place over a period of six months or more.</p> <p>Teachers need to discuss their Lead Initiative with the principal and seek their support. A statement about the Lead Initiative is included in the teacher's annotated documentary evidence. One referee needs to refer to this Lead Initiative and its impact in their report.</p> <p>NESA Policy for Accreditation at Highly Accomplished and Lead Teacher Section 7.2, Pages 7-8.</p>
Submission of evidence		
<p>When the teacher and supervisor agree that the teacher's practice meets the Standards for Proficient Teacher, the teacher's accreditation can be finalised.</p> <p>The teacher's annotated documentary evidence and the supervisor's observation report must be submitted in their NESA online account. The supervisor then has 21 calendar days to write the teacher's Proficient Teacher Accreditation Report. The teacher must acknowledge in their NESA online account that they have read this report.</p> <p>NESA Proficient Teacher Accreditation Policy (2018), Section 4.2, Pages 3-6.</p>	<p>Teachers are responsible for deciding when to submit their evidence within the maximum timeframe.</p> <p>Teachers submit their completed application online to the Teacher Accreditation Authority (A/L) through the NESA website.</p> <p>The TAA (A/L) at the Highly Accomplished teacher stage is the Director, Public Schools NSW.</p> <p>NESA Policy for Accreditation at Highly Accomplished and Lead Teacher Section 7.1, Page 6.</p>	<p>Teachers are responsible for deciding when to submit their evidence within the maximum timeframe.</p> <p>Teachers submit their completed application online to the Teacher Accreditation Authority (A/L) through the NESA website.</p> <p>The TAA (A/L) at the Lead teacher stage is the Director, Public Schools NSW.</p> <p>NESA Policy for Accreditation at Highly Accomplished and Lead Teacher Section 7.1, Page 6.</p>