

From University to the Classroom: *Supporting the Professional Growth of Early Career Teachers*





The Canterbury Way

High Impact Learning Design

9 dimensions of practice
 Deliberate use of the physical and digital resources to support teaching and learning
 Knowledgeable and passionate teachers



Federal, State, and Territory education ministers have today agreed in principle to [overhaul Australia's teaching degrees](#) in a bid to improve teacher quality and fix worsening staff shortages in the nation's schools.

The announcement follows the release of a report from [the Teacher Education Expert Panel](#), led by Professor Mark Scott, which noted that too many beginning teachers feel unequipped for the challenges they faced in the classroom on starting their teaching careers.

The report highlighted [the need to improve the training beginning teachers receive at university](#), adding that a 10 percentage point uplift in ITE retention rates would result in nearly 3,000 additional graduates each year.

To achieve this, Ministers have agreed to "immediately" develop national practical teaching guidelines and amend accreditation standards and procedures by the end of the year, as well as ensure core content is embedded in all ITE programs before the end of 2025.

The Educator, 7 July 2023

Student teachers should spend more time on practical skills, less time on philosophy of education, panel recommends

The Guardian, 23 March 2023

Glenn Fahey, a co-author of the report and director of the education program with the CIS, says the so-called teacher crisis is not due to a lack of people enrolling to study to be a teacher, but due to astronomically high dropout rates during their course and soon after entering the workforce.

Only a third of adults with a degree in teacher education are working as schoolteachers.

"A well-trained new teacher is already a year ahead of someone who isn't," said Mr Fahey. "Teacher preparation is highly formative in shaping early career development and effectiveness of graduate teachers."

Financial Review, 14 August 2023

Universities who fail would-be teachers to be stripped of accreditation

The Sydney Morning Herald, 6 July 2023

Our reasons for developing an ECT Program

- Strategic priority

Mentoring and Development

Use a coaching and mentoring model which nurtures early career teachers and motivates all teachers to continuously improve.

- What are our pre-service teachers saying?
 - Is it possible to replicate the dynamic nature of the role of a teacher at university or on practicum?
- My story

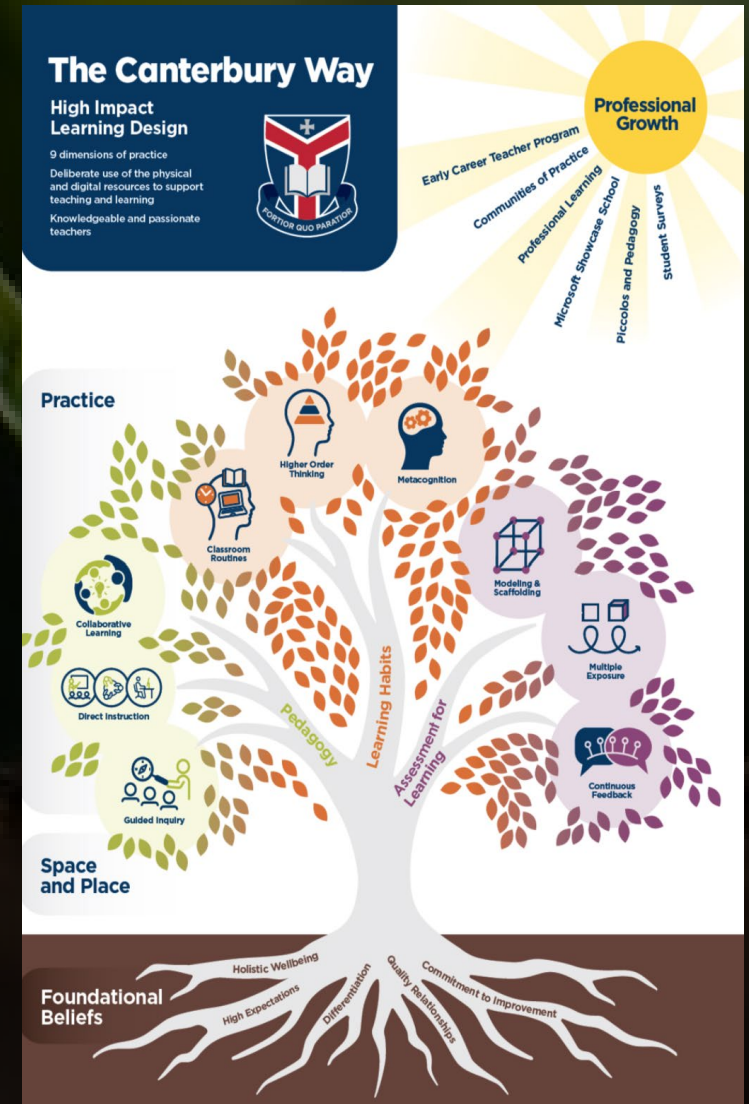
Canterbury's ECT Program 2023

Professional Development	2023
Community of Practice	✓
Termly observations of experienced teachers	✓
Meetings with EMC <ul style="list-style-type: none">• Mid-term wellbeing check-in• Follow-up on observation of experienced teacher	✓ ✓
Support with Proficiency Portfolio	✓

ECT Community of Practice – (deliberate creation of time and space to deliver PD)

- Establishing effective learning environments
- Developing effective classroom practices
- Communicating with families
- Life as a graduate teacher @Canterbury
- Looking after your own wellbeing
- Professional Learning and AITSL
- How to utilise a Learning Support Assistant

We always start with WELLBEING.



Program Refinements

Professional Development	2023	2024
Community of Practice	✓	✓
Termly observations of experienced teachers	✓	✓
Meetings with EMC <ul style="list-style-type: none"> • Mid-term wellbeing check-in • Follow-up on observation of experienced teacher 	✓ ✓	✓ ✓
Support with Proficiency Portfolio	✓	✓
Termly video recorded/in person lesson and peer observe with EMC		✓
Coaching session after peer observing video lesson		✓
Goal setting and action planning		✓
2 x coaching sessions per term		✓
ECT Network		✓

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