

ROLES AND RESPONSIBILITIES

The roles and responsibilities expected of teachers at each classification level are specified in the Victorian Government Schools Agreement 2004:

Classroom teacher

The classroom teacher classification comprises three salary ranges - *graduate*, *accomplished* and *expert*. The primary focus of the classroom teacher is on the planning, preparation and teaching of programs to achieve specific student outcomes. The classroom teacher engages in critical reflection in order to improve knowledge and skills to better engage students and improve their learning.

As the classroom teacher gains experience his or her contribution to the school program beyond the classroom increases.

All classroom teachers may be required to undertake other duties in addition to their rostered teaching duties provided the responsibility is appropriate to the salary range, qualifications, training and experience of the teacher.

Accomplished teacher

The primary focus of the *accomplished teacher* is on the planning, preparation and teaching of programs to achieve specific student outcomes. Accomplished teachers are skilled teachers who operate under general direction with clear guidelines, established work practices and documented priorities. These teachers teach a range of students/classes and assist in the implementation of school priorities by performing subject and/or student co-ordination roles and/or school organisation roles.

At this level, teachers participate in the development of school policies and programs. Teachers at this level may also have responsibility for the supervision and training of one or more student teachers.

DIMENSIONS OF TEACHING AND PROFESSIONAL STANDARDS

Dimensions of Teaching

Five generic Dimensions of Teaching encompass the work of the teacher class.

The chief characteristics of each dimension are:

Content of teaching and learning

- knowledge of the curriculum areas being taught, including familiarity with the materials and programs associated with those areas of the curriculum
- pedagogical knowledge of the key learning areas
- understanding of the principles of teaching and learning, including characteristics of learners and strategies of classroom management and organisation
- knowledge of the educational context, eg. the statewide Curriculum and Standards Framework, particular initiatives, early intervention programs, and the curriculum goals contained in the school charter

Teaching practice

- use of a range of teaching strategies and styles appropriate to year levels and topics taught
- structuring learning tasks to provide for individual learning needs and the diversity of students' backgrounds
- use of effective classroom management strategies that encourage students to take responsibility for their learning
- developing relationships with students that encourage positive attitudes to learning
- responding effectively to the impact of variations of physical and intellectual ability on the learning process
- modelling effective organisation and use of time
- establishing clear, challenging and achievable expectations for students
- providing counselling, pastoral care and welfare support for students

Assessment and reporting of student learning

- use of assessment and reporting strategies that complement and support the learning process
- maintaining accurate and comprehensive records of student progress and achievement
- providing feedback to the student on performance in a way that builds confidence and encourages continued effort
- providing meaningful reports on student performance to the student and parents or guardians

Interaction with the school community

- recognising the important role the family plays in a child's learning and taking account of this factor in appropriate ways
- communicating with parents or guardians, students and colleagues in a professional and constructive way
- working in partnership with students, families and colleagues to improve the learning environment of the school
- establishing links with the broader community where this can improve learning outcomes for students

Professional requirements

- demonstrating positive values and attitudes about education appropriate to professional teaching and learning practices
- working with colleagues to plan and evaluate new ideas and teaching strategies that improve learning outcomes for students
- responding to emerging educational priorities and needs
- contributing to a range of school activities as a member of the school team
- engaging in critical self reflection of professional practices to improve the quality of teaching and learning
- actively participating in professional development activities and programs
- working within the framework of a school charter, employer policies and regulations and the law
- progressively demonstrating improved classroom practice
- progressively taking a role in leading and managing the work of other teachers

Professional Standards

Accomplished Teachers

- demonstrate a high level of knowledge of relevant curriculum areas, student learning processes and resources, and can apply it in implementing programs that enhance student learning
- demonstrate high-quality classroom teaching skills and successfully employ flexible and adaptive approaches and constructive strategies to allow students to reach their full potential
- successfully apply assessment and reporting strategies that take account of relationships between teaching, learning and assessment
- respond effectively to emerging educational initiatives and priorities
- demonstrate high-level communication skills and professional behaviour when interacting with parents or guardians, students and colleagues
- successfully organise and manage aspects of the wider school program
- demonstrate improved teaching and performance skills through critically evaluating professional practices
- provide high-level professional assistance to other teachers in classroom related areas.

Accomplished Teacher Performance and Development Plan for 2007

It is expected that each teacher will nominate at least two areas for development during the year. These may be related to

- (a) The Dimensions of Teaching described above
- (b) The relevant Professional Standard described above
- (c) Annual Implementation Plan or other school priority area
- (d) Individual priorities

<i>Professional Standard, Dimension of Teaching or Annual Implementation Plan area. Any other school priority area or individual priority</i>	Intended Action	Key Milestones & Progress measures	SELF ASSESSMENT (progress made)	Issues for discussion or requiring further work or support

FEEDBACK FROM MY TEAM	Learning from the P & D team members	Positive comments	Issues identified requiring further work or support	Contacts suggested to support my plan
<i>Professional Standard, Dimension of Teaching or Annual Implementation Plan area. Any other school priority area or individual priority</i>				
Goal No. 1				
Goal No. 2				
Goal No. 3				
Goal No. 4				

In addition, each staff member should identify professional development priorities for the year. These may relate to the objectives identified above.

PROFESSIONAL DEVELOPMENT PRIORITIES FOR 2007	LEARNING FROM THIS ACTIVITY