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| APPLICABLE TO | Principals and current Year 12 students enrolled in diocesan schools |
| DOCUMENT OWNER | Head of Employee Services |
| APPROVAL DATE | 30 June 2017 |
| APPROVED BY | CSO Leadership Team |
| SCHOOL ACTIONS | System Policy – Schools are to ensure their practices are consistent with this policy. A local policy is not required. |
| LAST REVIEW DATE/S | New document |
| NEXT REVIEW DATE | March 2020 |
| RELATED DOCUMENTS | Teacher Education Scholarship Procedure |

Purpose

The purpose of the Teacher Education Scholarship Program is to attract high achieving students to study teaching and to recognise, support and mentor these students in preparation for a teaching career in Maitland-Newcastle Catholic schools.

Policy Statement

The Teacher Education Scholarship Program ensures that participants contribute to the development of the quality of the teaching profession in the Diocese of Maitland-Newcastle.

Scope

This policy informs principals and current Year 12 students enrolled in Diocese of Maitland-Newcastle schools who wish to commence a teacher undergraduate course of study in the following year.

Guiding Practices

The following practices underpin this policy:

- Up to five scholarships are offered each year. These scholarships are available to all Year 12 students, including supporting indigenous students to make teaching a preferred career pathway.
- In determining scholarship recipients, current academic performance, suitability to be a quality professional in Catholic schools and school recommendations are taken into consideration. Further consideration may be given to a particular key Learning Area identified at the time e.g. Mathematics, Physics or PDHPE.
- Students wishing to enter into teaching degrees need to achieve three Band 5s in the HSC, one being English.
- Continuation in the program is dependent on continuing enrolment in teaching undergraduate courses and maintenance of suitable academic standards.
- This scholarship provides for a total benefit of up to \$7000 per recipient. The \$7000 sum is payable in five (5) lump sum payments.
 - The first instalment of \$1000 will be paid on acceptance of the scholarship at a formal CSO scholarship event.

- In the first three (3) years of study, a payment of \$1000 will be paid each year: \$500 will be paid following successful completion of Semester 1 and a further \$500 will be paid following completion of Semester 2 (academic transcript demonstrating a pass for both semesters should be submitted)
- In the final year of study, students will receive \$3000 in Term 2 of the school year prior to commencing their internship in Term 3. This financial support helps students whilst on their internship when they no longer can take up a part-time or casual job.
- All students will complete an ACER Test for Literacy and Numeracy prior to completion of the third year.
- Students who are awarded scholarships are offered additional support including:
 - Familiarisation with the operations of the Catholic Schools Office system.
 - Guarantee of a number of priority interviews for employment in Catholic schools on completion of studies.
 - Ongoing support and advice with regards to faith accreditation, and employment in the Diocese of Maitland-Newcastle
- The CSO will provide two ongoing positions each year to scholarship recipients who meet the following criteria:
 - High academic results throughout the four years
 - Internship completed at a diocesan school
 - Excellent performance in internship based on observation by Education Officer – Teacher Accreditation, supervising teacher and university supervisor
 - Outstanding internship reports from the school
 - Interview with scholarship selection panel

Offers will be for selected schools only and will be non-transferable. Initial priority may be given to hard-to-staff diocesan schools. The CSO reserves the right to not offer positions where these criteria are not met.

On acceptance of one of these positions, the recipient will be given a 3-year permanent appointment. Recipients cannot make applications to other diocesan schools until the completion of the 3-year contract.

Responsibilities

Employee Services

Employee Services applies the principles of merit selection to the process of selecting scholarship recipients, and coordinates the Teacher Education Scholarship Program including liaising with participants, payment of funds and organising priority interviews.

Principals

The school principal is to alert prospective Year 12 students of the scholarship program, the criteria for eligibility and the application process and to make application packages available.

Scholarship applicants

Applicants must ensure all sections of the Teacher Education Scholarship Application Form is completed accurately and is accompanied by a school stamped copy of HSC trial results and referee reports. The application form is to be lodged with the CSO prior to the closure date for applications. The closure date is updated annually on the information pack.

Definitions

ACER Test for Literacy and Numeracy: The Literacy and Numeracy Test for Teacher Education Students (the test) is designed to assess teacher education students' personal literacy and numeracy skills to ensure teachers are well equipped to meet the demands of teaching and assist higher education providers, teacher employers and the general public to have increased confidence in the skills of graduating teachers. The test has been introduced to assess those aspects of teacher education students' personal literacy and numeracy skills that can be measured through an online assessment tool. From 1 July 2016, all students enrolled in an teacher education course (either undergraduate or postgraduate) will be expected to sit and pass the test prior to graduation.

Australian Tertiary Admission Rank (ATAR): The primary criterion for entry into most undergraduate entry university programs in Australia.

NSW Education Standards NSW (NESA): The Australian Professional Standards for Teachers define the knowledge, practice and professional engagement needed for high quality, effective teaching that improves student learning outcomes. The Standards use nationally agreed indicators of teacher quality to guide the preparation, support and development of teachers throughout their careers from Graduate to Proficient Teachers, to Highly Accomplished and Lead Teachers.

Course timetable: Timetables are published by the Faculty of Education at the University of Newcastle at the beginning of each semester. Classes are scheduled within the university's core teaching hours of Monday to Friday 8 am to 9pm.

Internship: Final year practical placement.

Budget

An allocation to cover the costs associated with the implementation of this policy is made annually by the CSO.

Legislative/Professional Guidelines

NESA Policies and Guidelines

Teacher Accreditation Act 2004