

Education Queensland and the Queensland Teachers' Union

Teacher Professionalism and Professional Standards for Teachers

The 2003 certified agreement included a provision for the release of joint statements concerning teacher professional issues that had not been resolved at that time during the life of the agreement. This is the first such joint statement.

Education Queensland and the Queensland Teachers' Union are committed to promoting the use of the *Professional Standards for Teachers (PST)* framework to Queensland state school teachers as an effective tool for reflecting on and strengthening teaching practice, and for planning personal and team professional development. In the context of national directions related to professional teaching standards, Education Queensland and the Queensland Teachers' Union agree that the Professional Standards for Teachers and its engagement strategy are the appropriate standards and processes for Queensland public sector teachers.

Education Queensland collaboratively developed its *Professional Standards for Teachers (PST)* with Education Queensland teachers, the Queensland Teachers' Union and key stakeholders as an aspirational framework to define the contemporary work of teachers in public education in Queensland.

The Standards were subjected to extensive consultation throughout their development and were trialled and strongly validated through a pilot process engaging 230 teachers statewide. Groups of teachers from across Queensland working with the standards continue to endorse the description of their work encapsulated in the PST.

EQ and the QTU agree that the Standards provide the ideal platform for teachers to identify their individual goals and drive their continued professional development. They also serve to inform program development for pre-service teacher education.

It is the intention of Education Queensland and the Queensland Teachers' Union that all teachers in public education should, as a preliminary step to full engagement, use the PST to assist in the setting of personal and team professional goals. Given the timing of the announcement, this is expected to occur during 2006. Teachers and school leaders should recognise that engaging with the PST is best facilitated through collaborative and reflective practice within professional learning communities. Education Queensland's commitment, therefore, is to support engagement through access to quality learning opportunities at school, regional and system levels in 2006.

EQ and the QTU reiterate that the standards are deliberately generic and aspirational in nature and have deliberately been constructed so that they can apply to all teacher groups – across all sectors, curriculum areas, phases of learning and sites – in state education in Queensland.

As the standards have been developed using a deliberate learning and development perspective with a workforce capability focus, they are not to be used as a defacto performance management tool. They do, however, provide an appropriate framework for collaborative performance development with colleagues and a key reference point for the induction and mentoring of teachers.

Any additional uses for the PST (for example, selection of graduate teachers) will be informed by a Professional Standards EQ-QTU Taskforce and will include advice from practising teachers. This group will also take responsibility for ensuring that the standards remain accurate, rigorous and current.

Education Queensland and the Queensland Teachers' Union commend the PST – developed by, with and for teachers – as the framework to shape individual and team professional development, strengthen and improve teaching practice and positively influence student learning outcomes.



Queensland
Government
Education Queensland

Handwritten signature of Ken Smith in black ink.

Ken Smith
Director-General
Department of Education and the Arts
Date: 25 October 2005



QUEENSLAND
TEACHERS' UNION
OF EMPLOYEES

Handwritten signature of Steve Ryan in black ink.

Steve Ryan
President
Queensland Teachers' Union
Date: 25 October 2005