

# Suggested Solutions

## To Bring Excellence Back to NSW Classrooms

### Abolish the NSW Institute of Teachers and Give Regulatory Authority to NESA

I have read the published transcripts from previous hearings and it is noted that there is a conflict of interest with DET Staff investigating DET Staff. I agree wholeheartedly and note the application of this principle to the annual review that all staff take part in.

NESA are the curriculum experts and they need the authority to ensure that it is followed by having annual inspections of each and every permanent or temporary teacher in NSW.

### Annual reviews should be taken over by NESA.

Following the *Civil Aviation Safety Authority* model where safety standards are regulated by licenced staff at each independent airline. This is the reason why Australia's airlines are the SAFEST in the world. It is regulatory authority of CASA watching over the flight crew! The only way to improve what is happening to ALL of our kids, is to make teachers and principals accountable to the community. If a teacher fails an external review it should be followed up with retraining and a second review. If there is a second fail, it then needs to go to performance management as clearly there is a high risk that the students in the class are being failed.

### Teachers must sit a NESA supervised annual exam.

Teachers should be asked questions and be required to answer them correctly (85% pass mark) about legislation, curriculum and student achievement. Once again, a poor teacher has catastrophic effects on a child. Teachers need to be made aware of the impacts that poor practice and negligence has on the lives of others.

## To Ensure that ALL teachers are Qualified to Teach Students with Disabilities

### Improvement in Teaching Special Needs Students – Change the Student Practicum to model that of a doctor and make it a rigorous twelve month internship (6 months on a support class and 6 months on a regular class with at least two diagnosed students with disabilities).

I read in a previous transcript your discussion about university training which would mean an extension of six months to a degree. I recommend a different approach. I recommend cutting the university degree back to three years and then make the fourth year containing two specific internships where there is classroom practice to hone the skills needed for our students with complex needs.

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