

Industrial Agreement -- Education Dept. & Universities

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION
Industrial Relations Act 1990--1991
s. 10.4 -- approval of industrial agreement
Queensland Department of Education
and Universities

AND

Queensland Teachers Union of Employees
(No. A59 of 1992)
PRACTICE TEACHING IN STATE SCHOOLS

INDUSTRIAL AGREEMENT

COMMISSIONER ASHWOOD

15 October 1992

INDUSTRIAL AGREEMENT

THIS AGREEMENT, made in pursuance of the Industrial Relations Act 1990--1991, this seventh day of October, 1992, between the Director-General of Education, Chief Executive of the Department of Education, University of Queensland, Griffith University, James Cook University, Queensland University of Technology, University of Central Queensland and University of Southern Queensland of the one part and the Queensland Teachers Union of Employees of the other part, witnesseth that it is hereby mutually agreed as follows:--

1. In keeping with other learned professions, the organised teaching profession has a real and direct interest in the standards and content of teacher education, particularly its practice teaching component.

The practice teaching component of a student's pre-service education provides an opportunity for a student (hereafter referred to as "pre-service teacher") to gain experience in the practical aspects of teaching, to gain an insight into how a school operates and to apply in a realistic situation the knowledge and understandings gained through studies at a teacher education institution (hereafter referred to as "institution").

2. The closest communication is necessary between institutions and practising schools so that co-operative planning takes place and the objectives, programs, and procedures of each are subsequently known to the other.

3. It is recognised that the primary obligation of the practising school is to the children who attend it and that their welfare must be that school's first consideration.

Conversely, it is recognised that practising schools are expected to provide opportunities whereby innovative approaches and practices based on currently accepted educational research are promoted.

4. The role of the supervising teacher in collaboration with the institution and the co-ordinating teacher is perceived to involve:--

- (a) being observed generally in the process of teaching;
- (b) providing opportunity for varied teaching experiences;
- (c) demonstrating a range of particular teaching strategies and

principles;

- (d) giving guidance on planning and lesson presentation;
- (e) advising on classroom management and organisation;
- (f) supervising a pre-service teacher's performance in the practice teaching situation and discussing the performance with the pre-service teacher on a regular basis;
- (g) consulting with the institution and/or the school co-ordinator regarding a pre-service teacher's professional development;
- (h) being involved in discussions and consultations with representatives of the institution for the improved understanding of each others' objectives, programs and procedures;
- (i) supplying written assessments of a pre-service teacher's progress required by the institution.

5. The responsibility for the selection of supervising teachers shall rest with the principal of the practising school after consultation and discussion with the institution and the staff of the school. The institution and the principal shall agree as to the number of students to be allocated to the school having regard to the number of supervising teachers selected.

6. A full day of supervised practical experience for any pre-service teacher shall consist of 5 hours and involve activities as specified in clauses 4 and 9. The relative proportions of these activities to be provided by supervising teachers, administrators and specialist staff in any period of practice teaching shall be determined by mutual agreement between the institution and the school. These proportions may vary according to such factors as the type of teacher education course, year of the course and an individual pre-service teacher's progress in a course.

7. Details of each pre-service teacher's supervised practical experience for the period that the pre-service teacher is expected to attend the practising school shall be in agreement with time-tabling guidelines acceptable to the institution and the school. Activities such as observing the teaching of a supervising teacher, classroom teaching by the student, pre and post teaching discussions and other agreed teacher directed activities shall be differentiated on the timetable.

8. Over a full week of twenty-five hours supervised practical experience, classroom experience of a student in contact with other pupils and teachers is expected to be of the following duration:--

- (a) in pre-schools, primary and special schools -- approximately twenty hours;
- (b) in secondary schools -- approximately fifteen hours.

9. It is expected that pre-service teachers will participate in an agreed-upon program of other activities. Such other activities include discussions with the principal and talks given by specialist staff such as subject masters or teacher librarians to a group of students. Periods allowed for these activities, together with the periods under the supervision of a classroom teacher, should not exceed twenty-five hours for any student over a full week.

Payment to Supervising Teachers

10. The rate of payment to teachers for supervising the practical experience of a student shall be \$4.21 per hour.

11. The weekly payment to a supervising teacher for supervision of the practical experience of any one pre-service teacher shall be based on the number of hours of supervision (from the total of 25 available) provided by the supervising teacher, with this being a maximum of \$105.30 in any week where there are no other activities as specified in clause 9.

12. Where more than one teacher supervises the practical experience of a pre-service teacher, the amount claimed for supervision by each teacher shall be in accordance with the number of hours of supervision of all kinds specified for that teacher on the pre-service teacher's timetable.

13. The rate of payment per period of approximately one hour's duration for talks and activities conducted under the agreed-upon program referred to in clause 9 shall be \$12.28.

14. For any day that a pre-service teacher does not attend the practising school and the school has not been given at least one clear school day's notice of such non-attendance, payment for 2 hours of supervision will be made for appropriate division amongst teachers scheduled to supervise the pre-service teacher that day.

15. For any period that a supervising teacher is absent from the practising school and no other teacher is available to provide equivalent supervision for a pre-service teacher, no payment shall be made by the institution. The period for which a pre-service teacher is unsupervised in a manner specified on the timetable shall not exceed one day without equivalent supervision being arranged by the school or the institution being notified so that other mutually acceptable arrangements can be made.

Payments to Co-ordinators

16. The principal and/or such other registered teacher/teachers nominated by the principal with the concurrence of the institution shall be paid for co-ordinating the practice program of each institution whenever the activities of at least two Supervising teachers are involved.

17. The co-ordinator or co-ordinators shall be directly responsible for the implementation of the practice teaching program of the particular institution and specified responsibilities shall include:--

- (a) interpreting the objectives, programs and procedures to school personnel;
- (b) determining for each pre-service teacher the most suitable experiences for achieving these objectives;
- (c) arranging the initial orientation of pre-service teachers to the organization of the school;
- (d) allocating pre-service teachers to appropriate supervising teachers, having due regard to timetabling within the school and making alternative arrangements as may be necessary from time to time;
- (e) organising the agreed program of other activities which each

pre-service teacher will follow when not under the supervision of a supervising teacher;

- (f) advising pre-service teachers and supervising teachers on aspects of the program;
- (g) reviewing and consolidating, in consultation with the supervising teachers and the institution, the assessment of pre-service teachers' progress. This should involve observation of their teaching where there is an indicated need related to the students performance;
- (h) receiving, verifying and forwarding to the institution claims for payment by supervising teachers, and where applicable distributing payments by cheque to those teachers;
- (i) arranging payment to participants in the group activities component of the program in accordance with the provisions of paragraph 9;
- (j) conferring with representatives of the institution on aspects of the program.

18. An amount of \$1.44 per pre-service teacher per day for each day on which students are scheduled to attend a school for practice teaching shall be provided for payment to the co-ordinator/s provided that, where the accepted practice is for pre-service teachers to attend for a-half day, the amount shall be 72 cents per student per half-day.

General

19. The rates prescribed in clauses 10, 11 and 13 hereof shall be varied from time to time to reflect such increases as may be granted in accordance with the Australian Higher Education Practice Teaching Supervision Award 1990 and shall operate from the same date effective thereof.

20. Payments due under this Industrial Agreement shall be made at the conclusion(s) of each semester or term, provided that payment for the first semester may be made after 1 July in the year concerned.

21. This Industrial Agreement shall take effect and have the force of law throughout the State of Queensland as from the first day of July, 1992, and shall remain in force for a period of two years.

22. Industrial Agreement registered No. A60 of 1990 is hereby cancelled.

Signed for and on behalf of the. }

In the presence of -- R. PEGG

Signed for and on behalf of the. }
Australian Higher Education.)
Industrial Association on behalf of.)
the University of Queensland;.)
Griffith University; James Cook.)
University; Queensland University of.)
Technology; University of Central.)
Queensland and University of.)

R. BLACKFORD

In the presence of -- S. ANDREWS

Signed for and on behalf of the. }
Queensland Teachers Union of.) J. BATTAMS

In the presence of -- T. BARLOW

Pursuant to the Industrial Relations Act 1990--1991, the provisions of this Industrial Agreement are approved.

)G.M. ASHWOOD, Commissioner.

THIS Industrial Agreement was filed in my office on the seventh day of October, 1992, was approved by the Commission and was registered No. A59 of 1992, in the Register of Industrial Agreements kept by me.

Dated this fifteenth day of October, 1992.

M.J. CALLEN,
Industrial Registrar.

Operative Date: 1 July 1992

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