

# Highly accomplished and lead teachers

**This document is issued for general guidance only. It does not constitute professional advice. The issues with which it deals are complex and the document necessarily deals only with general principles. No reader should rely on this document for the purpose of making a decision as to action but should seek the appropriate advice from the Union on the particular circumstances of that reader. The Union accepts no responsibility for the consequences should any person act in reliance on this document without obtaining the appropriate advice from the Union.**

The establishment of the HAT and LT classifications achieves a long-standing claim of the QTU for professional pay for teachers, under which teachers are certified against the professional standards under which they are operating.

It also provides a genuine choice for classroom teachers who wish to achieve a higher salary – they can now either stay in the classroom or apply for promotion.

The establishment of the HAT and LT classifications was committed to as part of the state government's election commitments in 2015 and was negotiated as part of the current certified agreement.

## What are the highly accomplished and lead teacher career stages?

HAT and LT classifications are the final two career stages in the Australian Institute for Teaching and School Leadership (AITSL)'s Australian Professional Standards for Teachers (APST).

According to the standards, highly accomplished teachers are highly effective, skilled classroom practitioners who are knowledgeable and contemporary in their practice. They work with colleagues and contribute to professional learning within the school environment.

Lead teachers are recognised and respected as exemplary teachers. They initiate and lead activities/projects focused on improving outcomes for students. They support colleagues to expand teaching practice.

## Who is eligible to apply for HAT and LT?

To be eligible to apply for the classifications, an applicant must:

- (a) hold full registration (i.e. recognition as proficient under the standards)
- (b) be an Australian citizen or have a permanent residency visa

- (c) have a minimum of five years of registered recognised teaching experience as at the next date designated for portfolio submission
- (d) meet mandatory teaching requirements that they have an “authentic teaching role” (i.e. hold an ongoing teaching role with students that requires the applicant to plan, prepare, teach, differentiate, assess and report – to students and parents – on student outcomes of a prescribed educational program).

In addition, an applicant needs to have:

- completed at least two annual performance reviews (or approved equivalent) in the two years preceding application (for HAT certification), or have at least three annual performance reviews (or approved equivalent) in the three years preceding application (for LT certification)
- completed the AITSL self-assessment tool
- engaged in a professional discussion with their principal or, where the principal has delegated that responsibility to a delegate, with the delegate; and obtained the assessment of the principal or delegate of their readiness to apply.

## What will a HAT and LT in Queensland be paid?

From 1 July 2018, a highly accomplished teacher (HAT) will receive an annual salary of \$111,725. A lead teacher (LT) will receive an annual salary of \$121,975 from the same date.

The decision handed down by the Queensland Industrial Relations Commission in August follows submissions made by the QTU and the Department of Education and aligns with an agreement negotiated with the government.

It also sets a remuneration for HAT and LT among the highest in the country.

## What is the process of certification?

The certifying authority will be the Queensland College of Teachers.

The certification process will satisfy the requirements of national certification.

Certification involves submission of a detailed portfolio, annotated against the professional standards, classroom observations and assessed by trained assessors.

Certification will be an annual process, with expressions of interest called in term one and folios submitted by the end of semester one.

Certification is purely standards-based – there are no limits (quotas) on the numbers of HATs and LTs.

Certification is for a period of five years, after which a teacher must undertake a (simpler) re-certification process to retain the classification.

There is no requirement for additional duties. The classification is a recognition of work that meets the requirements of the standards, not the undertaking of additional duties. An authentic teacher load must be maintained to enable re-certification.

## Is there an appeal process if unsuccessful?

A two-stage appeal process will apply to certification decisions: stage 1 to the QCT; stage 2 to the Queensland Civil Administration Tribunal (QCAT).

## What if I have already obtained HAT or LT in another state or territory?

Teachers nationally certified for HAT or LT interstate will be recognised and paid accordingly, provided they meet Queensland eligibility requirements.

## How much will it cost?

The state government's Letting Teachers' Teach policy requires that teachers undertaking the certification process must contribute to the cost of certification.

The cost of certification, as agreed between the QTU and the department, will be:

**Stage one:** Portfolio assessment (involving the submission of the portfolio and its assessment by two qualified (nationally certified) assessors): \$850.

**Stage two:** Assessment (involving the collection of supporting evidence and its review): \$650

**Recertification:** Occurs after five years of holding HAT and LT certification: \$100.

In addition, a teacher will have access to one TRS day during stage one of the process, to support them in the development of their portfolio.

## What will I be paid if I do not apply for re-certification or my application for re-certification is unsuccessful?

In accordance with the MOA, if a teacher does not apply for re-certification or their application for re-certification is unsuccessful, the teacher will revert to the EST pay classification.

## Relevant links

<https://www.aitsl.edu.au/teach/understand-certification-and-hat-status>

<https://intranet.qed.qld.gov.au/Services/HumanResources/payrollhr/careers/managingyourcareer/highlyaccomplishedteachersandleadteachers/Pages/default.aspx>

[http://www.qtu.asn.au/moa-hatlt-pilot\\_salaries](http://www.qtu.asn.au/moa-hatlt-pilot_salaries)