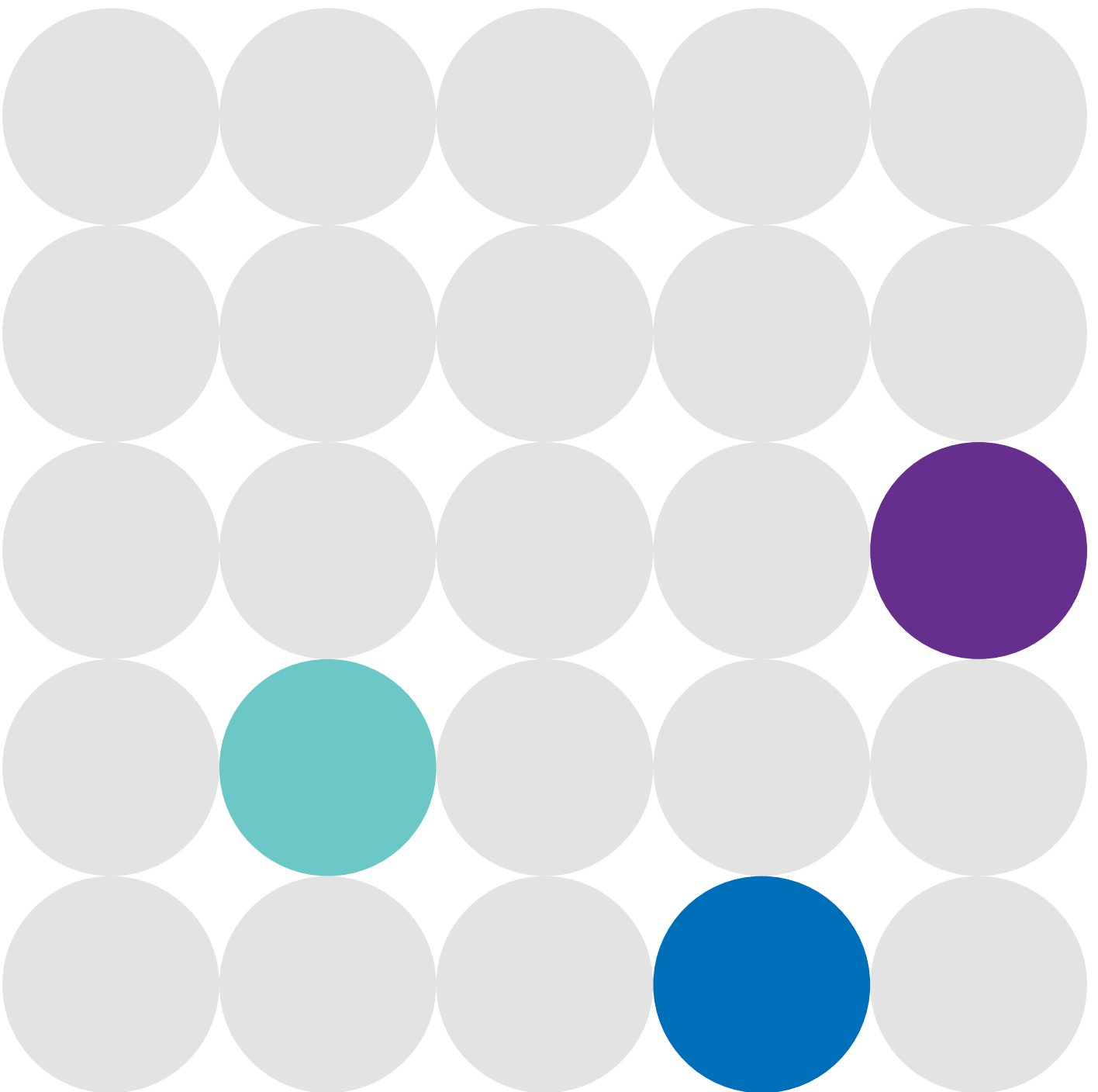




Teaching  
School Hubs

# 2024 AISNSW *Teaching School Hubs* Information Pack





For more information regarding the AISNSW *Teaching School Hubs* program, or broader *Growing and Nurturing Educators* initiative, please contact:



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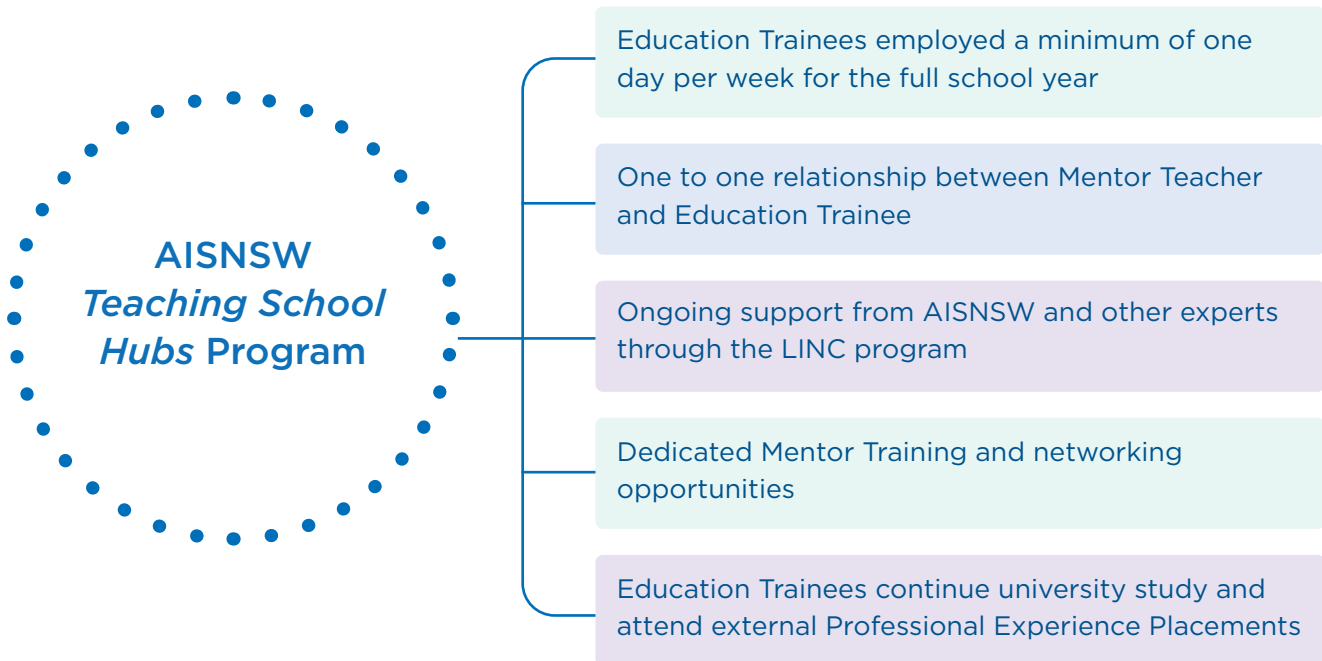


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## About *Teaching School Hubs*

### What is the AISNSW *Teaching School Hubs* program?

The *AISNSW Teaching School Hubs program* is a key project in the *Growing and Nurturing Educators* initiative. It provides an immersive experience for initial teacher education students (Education Trainees) as they undertake a Bachelor or Master's degree.



### Why should our school be involved?

Participation offers a range of benefits for a Hub School.

- Address current and future staffing needs by cultivating a pipeline of high-quality, profession-ready teachers.
- Engage existing staff in a program to grow and enhance their own practice.
- Observe the growth of existing staff members as they develop their skills and expertise as Mentor Teachers.
- Contribute to raising the status of the education profession and growing the next generation of educators.

## What makes this experience different to school-based Professional Experience Placements?

Education Trainees are employed in the Hub School for a full school year in addition to any Professional Experience Placements they are required to do in other schools and sectors. This embedded employment opportunity provides first-hand experiences for them in the natural cycles and cultures of the associated Hub Schools. It provides Education Trainees with unique, timely opportunities to actively apply their tertiary learning with the support of a Mentor Teacher in authentic school environments.

## What is the role of the AISNSW *Teaching School Hubs* program team?

The AISNSW *Teaching School Hubs* program team is the central point of contact and support for Hub Schools, Education Trainees and Affiliate Universities.

The team has three key functions:

- provide training and support for Mentor Teachers and Hub Schools
- design and facilitate LINC Days (Learning, Insight, Network, Connect) for Education Trainees. These days provide complementary learning in key areas including assessment, pedagogy and what it means to be a effective educator
- act as a central contact and liaison for Hub Schools and Affiliate Universities.

## Where are the *Teaching School Hubs*?

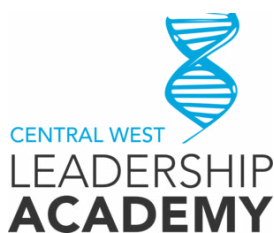
Three hubs were established for the 2023 pilot year.

- Northern NSW (6 schools)
- South-West Sydney (3 schools)
- Virtual Hub – geographically dispersed schools (2 schools)

In 2024, the program is expanding to include additional schools in South-West Sydney and Northern NSW (Mid-North Coast, North Coast, North East, Northern Rivers and Northern Tablelands) as well as Central West NSW, Inner Sydney, Northern Sydney and the Australian Capital Territory.

# Who is involved in the funded program?

## Current Hub Schools



## Universities

Education Trainee recruitment takes place in collaboration with a number of universities.



## Who are Education Trainees?

Education Trainees are initial teacher education students wishing to follow an alternative pathway through their degree. Applicants come from any year of an education degree. However, they are mostly in their 2nd or 3rd year (Bachelor), and 1st or 2nd year (Masters).

**“I felt really excited coming into this experience. I am in my second year of teaching and feel I have begun to see firsthand how things work in the Kindy classroom.”**

**- Georgia Mossop, 2023 Education Trainee,  
Shearwater, Mullumbimby Steiner School**

## How are Education Trainees selected?

Education Trainees formally apply to be part of the AISNSW *Teaching School Hubs* program. This involves:

- meeting the selection requirements for acceptance at the Affiliate University for their identified Hub School (if entering the program as a 1st year initial teacher education student)
- completing an initial application to the AISNSW *Teaching School Hubs* program. Applications are assessed by representatives from the Hub School and AISNSW
- attending an interview (short listed trainees) with a panel comprising Hub School representatives and AISNSW.



“Being integrated into a school community is bridging the gap between university and practicum learning without feeling isolated as I have in the past. Being in the school community for professional experience, I felt out of my depth and then once you feel comfortable you’re out. Right now I’m bridging that connection through not only learning about the students, but by observing multiple students and classrooms. I’m seeing how that theory work is translated into the classroom.”

- Lachlan Prestage, 2023 Education Trainee,  
Lindisfarne Anglican School

## What will Education Trainees be doing?

- Continue their study at an Affiliate University, including required Professional Experience Placements.
- Be employed in a Hub School for a minimum of one day per week for the whole year.
- Be supported and work alongside a Mentor Teacher, engaging in regular target setting and reflection sessions.
- Engage in the LINC program (Learning, Insight, Network, Connect) and be supported by the AISNSW *Teaching School Hubs* program team.
- Attend the AISNSW *Teaching School Learning Forum*. This experience will provide an opportunity to learn and engage with Education Trainees from across NSW.





“Personally I value the growth that I will get from the reflective process of been a Mentor Teacher. I believe it will put reflection of my own teaching at the forefront.”

- 2023 Mentor Teacher

## Who are the Mentor Teachers?

Mentor Teachers are staff members employed in a Hub School who support Education Trainees through a one to one relationship over a full school year. These are staff members who model exemplar teaching, encourage deep reflection on practice, and help grow the Education Trainees understanding of Independent school education.

Mentor Teachers are provided initial and ongoing training as part of the program. They will also experience the reciprocal benefits of mentorship which includes renewed engagement and reflection on their own practice.

## How are Mentor Teachers selected?

Mentor Teachers are selected by each school in collaboration with the AISNSW *Teaching School Hubs* program team. It is recommended that schools seek interest from prospective Mentor Teachers and resources for assisting this process are provided by AISNSW.

## What will the Mentor Teachers be doing?

Mentor Teachers:

- guide and support the Education Trainee in the classroom and school setting
- involve Education Trainees in all activities while they are in the school, including meetings and duties
- engage and support Education Trainees with target setting and reflection process
- attend the *Teaching School Learning Forum*.

The program requires Mentor Teachers to be released for the equivalent of half a day per fortnight to recognise and respect the time and commitment required to effectively support their Education Trainee.



## What are the responsibilities of the Hub School?

### ***Employ at least two Education Trainees for a minimum of one day per week for the full school year***

This includes releasing the Education Trainees for Professional Experience Placements as required by their Affiliate University and continuing to pay them during this time. Education Trainees are required to make up these days and we recommend this is done at the beginning of the school year. This will assist with the induction process and help Education Trainees settle into the school community.

### ***Identify one Mentor Teacher to work with each Education Trainee for the full year***

Matching Education Trainees and Mentor Teachers is an important role played by the Hub School to help ensure a high quality and impactful experience for all. AISNSW can assist with this process.

Hub Schools are supported to upskill Mentor Teachers, through training which is provided via the LINC program and includes:

- completion of the self-paced course *Being an Effective Mentor*
- a facilitated session in your school with a member of the AISNSW *Teaching School Hubs* program team
- attendance at the *Teaching School Learning Forum* (14-15 March 2024 - Kingscliff, NSW).

The AISNSW *Teaching School Hubs* program team provides ongoing support and mentor training, along with an online platform to facilitate the mentoring and reflection process.

### ***Allocate a Hub School Coordinator***

The Hub School Coordinator plays a central role, functioning as key liaison with the AISNSW *Teaching School Hubs* program team, and supporting Education Trainees and Mentor Teachers in their Hub School.

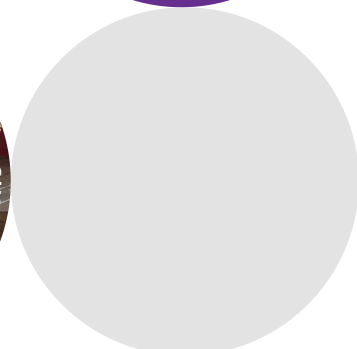
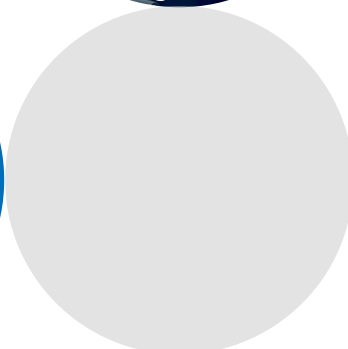
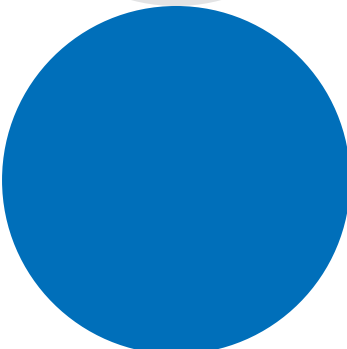
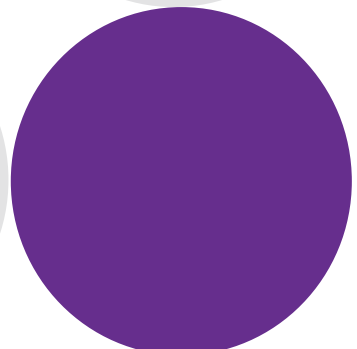
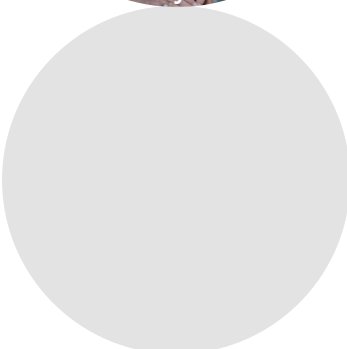
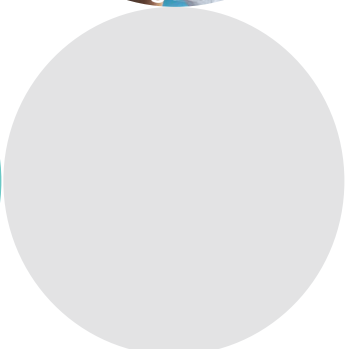
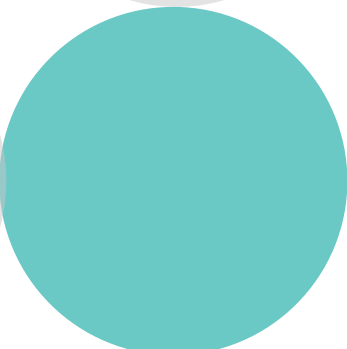
More specifically, Hub School Coordinators:

- support the induction of Education Trainees into the school community
- advocate for Education Trainees and Mentor Teachers, sharing information about the program and their roles to their broader school community
- take responsibility for enabling Mentor Teacher release time (at least half day per fortnight)
- serve as the primary point of contact for Education Trainees and Mentor Teachers in relation to the program.

Due to the nature of this support, it is highly recommended the Hub School Coordinator be in a leadership role such as Deputy Principal, Director of Teaching and Learning, Director of Professional Learning or similar.

# 2024 AISNSW Teaching School Hubs: Expression of Interest

There are a number of ways to be involved in the AISNSW *Teaching School Hubs* program. Contact Tiffany Roos via [troos@aisnsw.edu.au](mailto:troos@aisnsw.edu.au) to have a confidential discussion about how your school can participate.



## Key Terms

There are a range of key terms used in the AISNSW *Teaching School Hubs* program. They are included below for your reference.

**AISNSW *Teaching School Hubs* program team:** The team within AISNSW that provides dedicated support, liaison and learning with Hub Schools (Education Trainees, Mentor Teachers, Hub School Coordinator) and Affiliate Universities (University Hub Coordinator). This includes design and delivery of learning as part of the LINC Program.

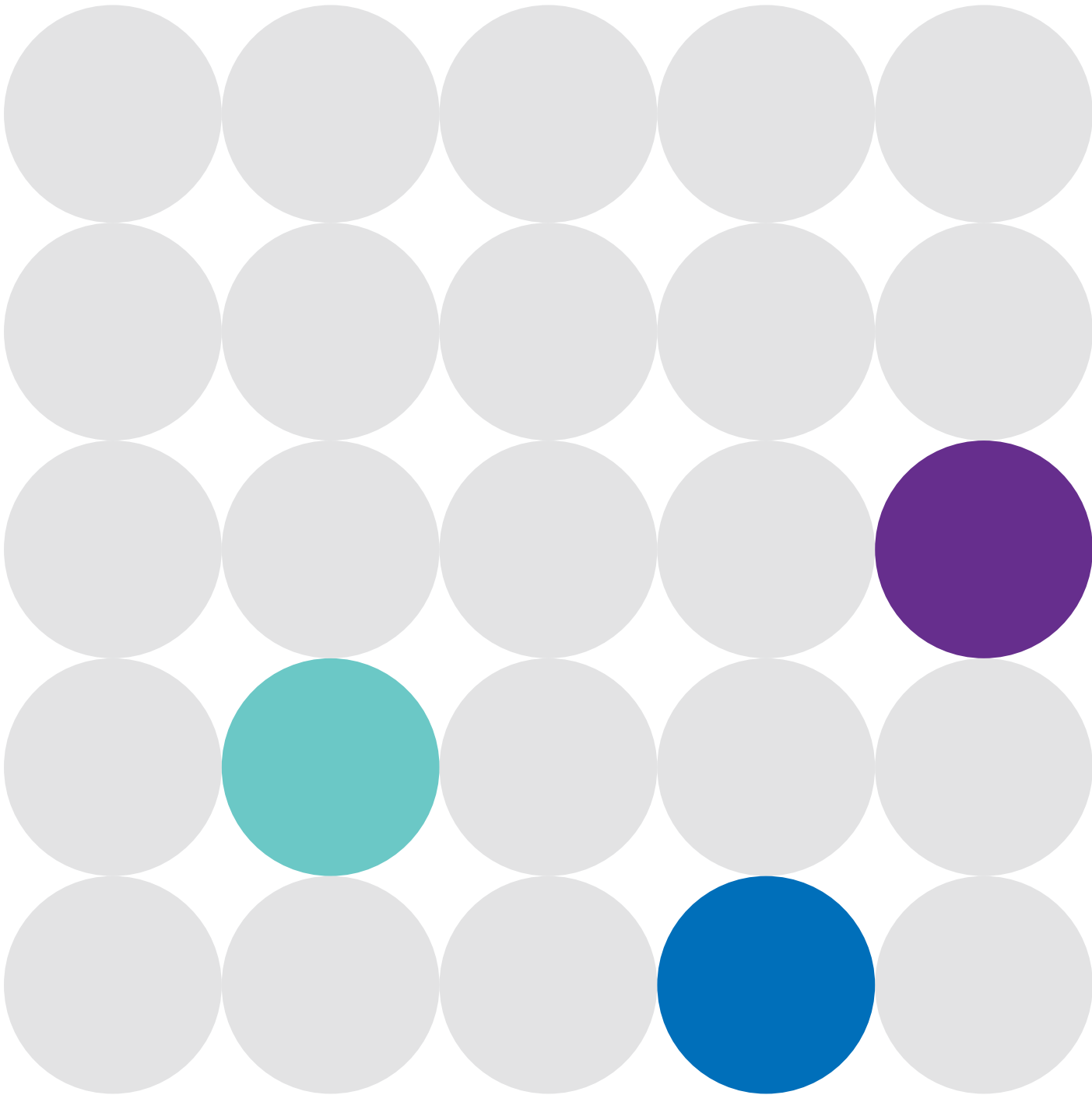
**Affiliate University:** The university providing formal teacher education for Education Trainees at either Bachelor or Masters degree level.

**Education Trainee:** A student completing their teacher education at an Affiliate University. Education Trainees are employed for a minimum of one day per week for the full calendar year

***Growing and Nurturing Educators:*** The AISNSW *Teaching School Hubs* program sits within this broader initiative.

**Hub School:** The school participating in a Hub and employing and supporting Education Trainees.

**Mentor Teacher:** A teacher located within a Hub School who supports an individual Education Trainee. An Education Trainee is paired with a new Mentor Teacher each year they participate in the program.



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