

Growing and Nurturing Educators (GANE) initiative: **The AISNSW Workforce Strategy**

Growing and Nurturing Educators (GANE) is AISNSW's teacher workforce strategy. It is designed to support the Independent sector in attracting, retaining and developing capable and diverse teachers who are well-prepared to build their careers and thrive in Independent schools. GANE is dedicated to championing forward-thinking initiatives that elevate teaching standards.

At AISNSW, we understand the pivotal role the education workforce plays in shaping the future and are committed to cultivating a new generation of skilled and diverse teachers. Through a multifaceted strategy encompassing projects, professional learning experiences, cutting-edge research, and invaluable resources we aim to enhance educational practice and support the workforce in adapting to the dynamic educational landscape.

We invite you to explore the breadth of initiatives within the GANE strategy framework.



AISNSW recruitED Service

This highly functional recruitment portal is tailored to meet the needs of Independent school employers, HR professionals, and job seekers. This unified online platform provides Member schools across NSW and the ACT with a dedicated space to list and discover job opportunities within the Independent school sector.

[Attraction](#)[Pathways](#)[Retention](#)

AISNSW Teacher Education Scholarship

The AISNSW Teacher Education Scholarship is a merit-based academic scholarship for an undergraduate Bachelor of Education or Master of Teaching student who wants to contribute to the rich learning of students in the Independent sector. The successful candidate will be in their final year of study and will receive the 12-month AISNSW Teacher Education Scholarship to work in a participating Independent school.

[Pathways](#)

AISNSW Teaching School Hubs program

The AISNSW *Teaching School Hubs* program brings together Independent schools, Education Trainees (initial teacher education students – Bachelor or Master) and Affiliate Universities. This program provides an alternative employment based pathway through teacher education where Education Trainees are immersed in one or more schools throughout their training. Education Trainees apply their learning in authentic school contexts from day one, while being closely supported by a trained Mentor Teacher. Additional learning complements the tertiary teacher education degree and provides a nuanced understanding of the Independent school sector.

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AISNSW Teaching School Learning Forum

The annual Teaching School Learning Forum brings together stakeholders from organisations that demonstrate an ongoing commitment to being involved in innovative teacher attraction and pathway programs. School leaders, teachers, academics and initial teacher education students from across Australia come together to share their learning and practices. The Learning Forum is dedicated to challenging the limitations of conventional educational thinking, fostering innovative ideas, and redefining the way we nurture and develop educators.

[Pathways](#)

Moree Christian School

AISNSW Workforce Snapshot Survey

To gain insights into the current state of the workforce within Independent schools in NSW, schools are invited to participate in a data collection survey. The primary objective of this biennial survey is to deepen the organisational understanding of the recruitment and retention dynamics within the NSW Independent sector. This knowledge serves as the basis for AISNSW to advocate and provide tailored support to address the unique workforce requirements of the sector.

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Becoming a Teacher: Careers Advice

This infographic aims to empower individuals interested in pursuing a career in education by offering practical advice and shedding light on what a pathway into teaching involves. It explores the various degrees available, outlines university entry requirements, and emphasises the significance of the teaching profession. This guide is intended for students who may be considering a career in education, as well as those who may not have contemplated this as an opportunity before.

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Career Expos

As part of our dedication to promoting teaching in the Independent sector, AISNSW participates in Career Exhibitions and School Career Events statewide. These events showcase teaching as a desirable profession and highlight innovative pathways into teaching in Independent schools.

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Early Career Experience professional learning

Our *Early Career Experience* is designed to support new educators in their early years of practice. The professional learning takes place over a year, during which participants explore fundamental aspects of what it means to be a teacher while building networks and knowledge. Participants receive support from AISNSW consultants and educators from a range of Independent schools. They are guided across a range of key focus areas including wellbeing, behaviour management, and use of assessment evidence and data.

Retention



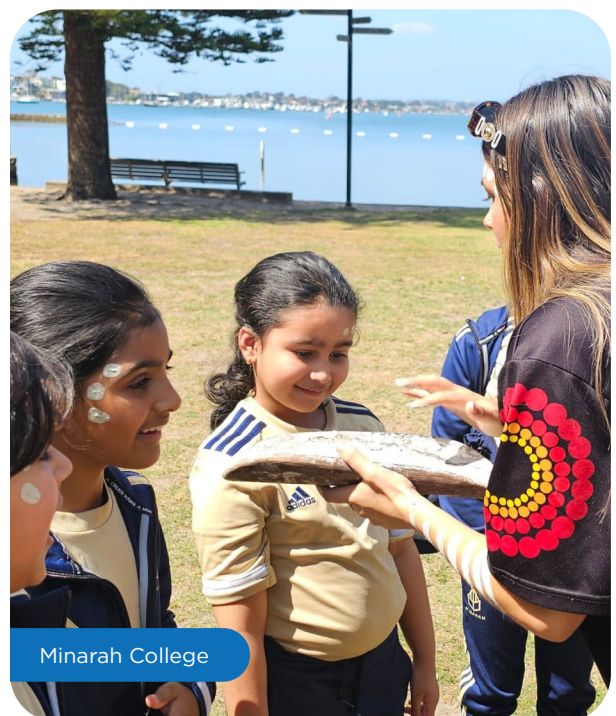
Tangara School for Girls

Being an Effective Mentor professional learning

Being an Effective Mentor enables new and experienced mentors to actively support colleagues in their school. The program explores what it means to be an effective mentor and the nuances associated with supporting mentees from diverse experiences (early years, aspiring leaders, initial teacher education students).

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Minarah College

Workforce Lifecycle Resources for Schools

AISNSW is dedicated to developing and expanding resources that support schools throughout the entire workforce lifecycle. These resources provide Independent schools with a comprehensive suite of tools and materials designed to assist at every stage, from attraction, recruitment and onboarding to professional development and career progression, ensuring staff are equipped to thrive in their roles.

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University Industry Events

To raise the profile of the Independent sector as a preferred employment pathway, AISNSW attend University Industry Days providing initial teacher education students with insights into career options. This includes the delivery of presentations and/or discussions during classes to share insights and experiences about working in the Independent sector.

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Mentoring Resources for Schools

Developing a successful mentoring program in your school can positively impact your entire school community. Mentoring offers many benefits, making it a rewarding endeavour for all involved. AISNSW continues to design mentoring supports to help schools design and implement effective mentoring programs.

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Promotional Campaign

The AISNSW promotional campaign serves a dual purpose; to elevate the status of teaching as a profession while also enhancing the visibility of the Independent sector and its distinctive qualities. This ongoing project encompasses a range of initiatives, including the Teacher Feature and a social media campaign that shares advice from current teachers with future educators.

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Teacher Feature

This ongoing campaign is dedicated to showcasing the outstanding contributions of teachers within NSW Independent schools. We firmly believe that recognising and honouring exceptional educators is essential for fostering an environment that consistently inspires and uplifts the community.

School leaders are encouraged to nominate remarkable teachers to have their stories featured on our website, social media and in AISNSW Education News.

Retention



Teachers for Tomorrow

Teachers for Tomorrow (T4T) provides resources to design and facilitate an extra-curricular club for students who are interested in becoming teachers. Students are given hands-on opportunities to build leadership, communication, and problem solving skills through interactive workshops and real-world activities.

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World Teachers' Day Celebrations

World Teachers' Day presents an opportunity to honour and celebrate teachers in NSW Independent schools for the important roles they play within classrooms and in the broader community. To facilitate this recognition, we develop downloadable cards and social media tiles that schools can use to express gratitude and celebrate the dedication of their teachers.

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Broughton Anglican College

The Growing and Nurturing Educators (GANE) and teacher workforce strategy projects are developed based on evidence and research. Research Projects to date have included:

Reviewing the Evidence Base literature review

AISNSW partnered with the Institute for Learning Sciences and Teacher Education at Australian Catholic University to conduct a literature review focused on attraction, alternative pathways to teaching and teacher retention. Projects developed as part of the Growing and Nurturing Educators Initiative are based on this rigorous research.

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Profession Ready Literature Review

AISNSW collaborated with Australian Catholic University to analyse “classroom ready” representations in academic literature. This term has risen in prominence since the Teacher Education Ministerial Advisory Group produced the report *Action Now: Classroom Ready Teachers* in December 2014. The review will inform research into how the *Teaching School Hub* program prepares education students for the profession of teaching.

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Quality Teacher Research

AISNSW is working with the University of Sydney on a research project that aims to produce a robust evidence base of teacher quality indicators (attributes, dispositions, skills, etc). The evidence base will inform the development of a self reflection framework to assess areas where professional learning may be beneficial.

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**Growing and
Nurturing Educators**

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