

Growing and Nurturing Educators




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AISNSW and The Evidence Institute are proud to announce *Growing and Nurturing Educators (GANE)*, a three-year initiative that will develop innovative, evidence-based projects to grow and nurture independent school educators.

Why this initiative?

At AISNSW we recognise the critical importance of attracting and retaining future generations of academically capable and diverse teachers to the independent school sector. In addition to traditional pathways into teaching, we understand that fresh approaches for changing times will be beneficial. Activities will be framed within three key project areas:



Attracting Candidates of Quality and Diversity



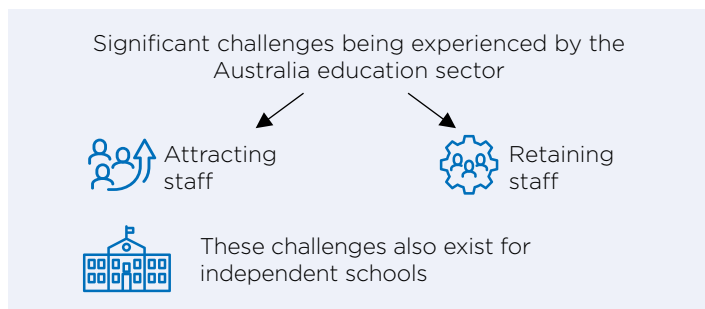
Pathways into Independent Education




Supporting Educators

This approach acknowledges the interconnected nature of the education profession and its pathways. A central component within each project area is respect for the specific nuances of schools across the independent sector, including the similar and different needs of regional and metropolitan schools, and schools of different sizes, philosophies, and types.


Why is GANE important?




Steady reduction in recent teacher education graduates (Source: Australian Government, 2021)




49% attrition of teachers from the profession expected within next 5 years (Source: AITSL, 2021)




National




NSW



Only **35%** of teachers plan to stay in the profession until retirement (Source: AITSL, 2021)



10% growth in independent school student numbers over the past 5 years (Source: AISNSW, 2022)




Ongoing growth in independent school student numbers expected

Collectively, this set of circumstances has generated a range of issues including a critical supply shortage for short and long-term staffing in schools. There are many factors that amplify these challenges including wellbeing and the status of the profession (Department of Education, Skills and Employment, 2021). *Growing and Nurturing Educators* will address key elements contributing to this complex narrative and offer a range of strategies that will enable the independent sector to respond.


What will GANE achieve?

Across the three key project areas, GANE will strive to achieve a range of important outcomes.


More independent school leavers and mid-career changers entering the education profession.




Greater numbers of high-quality, diverse graduates attracted to careers in independent schools.




Greater awareness by teacher graduates of the unique contexts and nuance within the independent school sector.



Higher numbers of initial teacher candidate placement and graduate opportunities within the independent school sector.



Innovative models to support a more even distribution of skillsets as relevant to the needs of schools and their locations.



Led by The Evidence Institute, targeted projects will be developed in consultation with representatives from the independent sector, and a range of industry and academic partners.

How can I be involved?

Please visit the [website](#) for regular updates on how you can be involved in this exciting initiative.