

# EDUCATORS IN THE INDEPENDENT SCHOOL SECTOR



Growing and Nurturing Educators

The Growing and Nurturing Educators (GANE) initiative is designed to deliver innovative and evidence-based projects that grow and nurture education professionals. Our goal is to attract future generations of capable and diverse teachers to the independent school sector. In August 2022, over 160 educators shared their insights relating to working in the independent sector.

## Characteristics and attributes of educators

Participants described educators working in independent schools as:

- having personal values that align with the school's ethos and mission
- being willing to go the extra mile for their students
- valuing the autonomy of their craft
- having a strong belief in their school community
- being an all-rounder.

They used a range of adjectives to describe the unique characteristics and attributes of educators. These included passionate, willing, professional, hardworking, flexible, resilient, highly skilled, innovative, collaborative, and reflective.

## Teaching in the independent sector

Seven key themes emerged through the insights shared:

- community and culture
- shared values
- resources
- teacher support
- professional learning opportunities
- autonomy
- faith.

Flexibility, career growth and job stability were identified as key characteristics of teaching in the independent sector. Pressure points such as heightened parental expectations were raised.

For more information about the [Growing and Nurturing Educator \(GANE\) initiative](#) and upcoming projects scan the QR code

“ We bring to life the values and philosophy of our school. It is unique and diverse. ”

We heard from over **160** participants

over **800** comments



Participants were



39% teachers



39% leaders with teaching loads



22% leaders without teaching loads

“ Opportunity for career development and initiating projects. ”



66% from metropolitan schools



34% from regional schools

“ We have more flexibility to allow us to meet the needs of our students. We can more freely adapt programs and learning materials to suit individual students, meeting not only their academic needs but also their emotional and social needs. ”

