

LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Mr Chandler to Minister for Education

Department of Education, Teacher recruitment and retention

1. For each year from 2008-2010 - what percentage of teaching staff recruited to very remote schools in Term 1 were retained within the department and within the individual schools at the end of Term 4.
2. For 2011 – what percentage of teaching staff recruited to very remote schools in Term 1 were retained within the department and within the individual schools at the beginning of Term 4.
3. For each year from 2008-2011 – what percentage of teaching staff recruited to very remote schools had been employed for more than 12 months in the same individual school.

ANSWER

1. 2008: 73.4% of teachers recruited to remote schools retained within the department and 61.7% retained within the school

2009: 75.5% of teachers recruited to remote schools retained within the department and 67.0% retained within the school

2010: 69.6% of teachers recruited to remote schools retained within the department and 59.2% retained within the school
2. 88.5% retained within the department and 75.2% within the individual schools.
3. 2008: 34.9%
2009: 39.5%
2010: 41.6%
2011: data not yet available

It should be noted that teachers may leave a school for a range of reasons including promotion, special study leave, long service leave and maternity leave. Such teachers may return to the same school on completion of their leave.

Initiatives to Improve Teacher Retention Teacher Education

A range of programs are currently in place to increase teacher retention through Territory based initiatives and selective recruitment procedures.

These include:

Scholarships

Currently, 44 Charles Darwin University Teacher Education students are receiving scholarships.

Teacher Education Scholarship Program

Forty-six recipients are currently supported by the Program..

More Indigenous Teachers Program

Approximately ten Indigenous teachers graduate each year receive Cadetships, Scholarships and Fellowships.

Remote Indigenous Teacher Education –RITE

Nine students based in Maningrida and Elcho Island are studying through Charles Darwin University and Batchelor Institute

NARIS

The National Alliance for Remote Indigenous Schools – known as NARIS – is a group of more than 170 schools in remote Indigenous communities across the Northern Territory, Western Australia, Queensland, South Australia and New South Wales.

It aims to attract, retain and develop exceptional teachers and leaders in these schools. It is managed by the education departments of these states/territories, with overarching support from the Australian Government.

A range of programs, supports and resources is being rolled out in 2011, 2012 and 2013 for teachers and leaders

For more information visit <http://nationalallianceremoteindigenousschools.com/>

Other programs to help improve retention include:

- Orientation programs, including community and cultural orientation program
- Professional development opportunities –to prepare and support teachers to teach in remote Indigenous schools
- Scholarships for masters level programs for remote teachers who meet set criteria
 - Free/subsidised housing
 - Remote incentive allowance
 - Remote retention payment
 - Up to three airfares a year from remote community to Darwin or Alice Springs

- Access to remote study leave after designated time in the remote localities
- Remote teacher conferences where remote teachers connect with education experts and peers working in remote schools in other jurisdictions in Australia
- Virtual and face-to-face networking for remote teachers. A one-stop shop for teacher support and networking and providing ongoing support for the first years of teaching
- Use of exit interviews to provide valuable feedback that may assist with retention strategies.