

3/02 Training and recruiting teachers for Church schools

(A report from the Anglican Education Commission)

Introduction

1. The importance of Christian education in diocesan schools has been a matter of on-going significance for the Synod and the Diocese at large. In 1996, the Synod passed resolution 21/96 as follows –

“Synod expresses its commitment to the continued development and implementation of a Christian philosophy of education in Diocesan Church Schools, and appoints a Committee to report, with recommendations, to the next session of Synod on the recruitment, training and development of Christian Educators in Anglican Church Schools.”

2. In 1998, a report in response to Synod resolution 21/96 was sent to the Standing Committee which included recommendations that –

- (a) Moore Theological College, in consultation with other relevant parties, investigate the desirability of establishing an institute for Christian education.
- (b) A postgraduate course in Christian education, of master's degree status and recognised by the Higher Education Board, be developed and delivered at a time suitable to practising teachers. It should be thought a desirable qualification for senior staff in our schools, and especially for prospective Principals.

3. In 2002 the matter was raised again by the Synod with the passing of resolution 3/02 as follows –

“Synod asks that the Standing Committee investigate the ways in which our church schools are, or are not, seeking to train and recruit Christian teachers.”

4. This report outlines the work that has been undertaken since the passing of resolution 3/02 in the area of Christian education, particularly in the areas of educating and recruiting Christian teachers. The report also outlines the means by which this work might be progressed.

Development of education in the Diocese

5. During much of the 19th Century, the Diocese of Sydney was heavily involved in the provision of local schooling. The Diocese withdrew from this involvement with the passing of the 1880 Public Instruction Act which introduced “free, compulsory and secular” primary schools. This contrasted with the Roman Catholic Church which continued to be committed to the provision of Catholic schools.

6. The Diocese nonetheless remained committed to education and a number of significant and, now, long-established Anglican Schools resulted. These schools have made a major contribution to schooling in this State.

7. In recent years the Sydney Anglican Schools Corporation, under the chairmanship of the Rev Ian Mears, has been very actively involved in the founding of new low-fee Anglican schools. There are currently 14 Corporation schools in the Diocese educating more than 10,000 students, with more schools planned for the future. The face of Anglican education in the Diocese of Sydney has changed as a result of this program of founding new schools.

8. In 2006, the following situation exists in Anglican schooling in this Diocese –

- (a) Some of the diocesan schools are well established and precede the formation of the Synod, the oldest being The King's School (1831) and St Catherine's (1856); some are very recent, with Wollondilly Anglican College and Shellharbour Anglican College being founded in 2004.
- (b) Some charge a high level of fees; some are, by their planning, intentionally low-fee schools.
- (c) The number of Anglican schools is increasing, and will continue to do so. There will be increasing numbers of children being educated in Anglican schools, and increasing numbers of staff to be appointed. In 2000 (the last year for which figures are available) there were 2,537 teachers in NSW Anglican schools. With non-government school enrolments increasing in the period 2000-2004 by 8.4%, this figure is now in excess of 2,750.
- (d) There is clearly a need for better training and education of teachers in all forms including pre-service, in-service and preparation for leadership positions. Many stakeholders have expressed this need, and the schools have supported the need.

9. There is no evidence of postgraduate study in the area of Christian Education at doctoral level. Such study could furnish appropriate educator/trainers for the future.

10. The Diocese remains committed to public education as well as to its diocesan schools.

Recent initiatives in teacher education and recruitment

11. In 2003 an ad hoc Committee under the chairmanship of Bishop Glenn Davies was set up, including present Heads, representatives of tertiary institutions, Moore Theological College, the Anglican Education Commission and the Sydney Anglican Schools Corporation. During its meetings, the Committee determined two differing and distinct roles, one for a “recruiter”, and one for an “educator”. This distinction was essential, and enabled further progress to be made.

12. In mid-2004 Mr Ian Keast commenced as Director of Recruitment for the Christians in Teaching project under the Anglican Education Commission. The Schools Corporation has funded this position for three years. His general brief is to encourage Christians to see teaching as a worthwhile vocation and to become teachers. Since his appointment Mr Keast has developed contacts across a range of institutions, both secondary and tertiary. He visits many of the Anglican schools, speaking at Chapels and Crusader groups and has addressed staff at several schools. He has set up relationships and contacts at different universities, conducting seminars at UNSW, Macquarie and UTS recently. He has been involved in three MTS Challenge Weekends this year and will take part in the AFES Training Event. He is beginning to offer “Conversations in Teaching” for those considering career change into teaching and has attended a number of Regional Ministry Conferences.

13. At the beginning of 2005, Mr John Scott, former Head of St Luke’s Grammar School, commenced at the Shore School, which independently had had the vision of developing teacher education. Mr Scott was given the brief to develop proposals in this matter. After discussion and consultation, Mr Scott’s position was re-structured in mid-2005 as part of the Anglican Education Commission. This took place in recognition that teacher education was of diocesan-wide significance and that all schools would want to have ownership of, and commitment to, the teacher education initiative.

14. In 2005 the NSW Government established the NSW Institute of Teachers which is responsible for registering teachers in NSW and accrediting them at various levels. There are a number of opportunities in developing teacher education that arise from the requirements of the Institute in relation to registering teachers and maintaining registration, as well as its future potential to set requirements for the advancement of teachers, including promotion positions and Headships.

15. The Diocese has an opportunity to provide teacher training which aims to develop Christian perspective, content and methodologies for teachers. Particular opportunities include –

- pre-service training
- in-service professional development
- training for leadership
- “career changers”
- the “special cases” of intending Chaplains and specialist teachers of Christian Studies.

16. The principles that have been identified in developing teacher education are as follows –

- (a) Programs being of the highest quality, and consistent with any Diocesan Education Policy.
- (b) A commitment to a Reformed faith as expressed in the Historic Creeds, the Book of Common Prayer and the Thirty-nine Articles of Religion in any content being developed and delivered.
- (c) A willingness to work with suitable partners, including tertiary providers of general education courses and the NSW Institute of Teachers.
- (d) Establishing credibility with teachers, Heads and schools by addressing the issues of quality, structure and distinctives.

17. The Commission plans to offer short courses in the first instance, for the professional development of teachers. Some of these courses will come under the provisions of the NSW Institute of Teachers and be classified as either Teacher Identified or Institute Endorsed courses. Others will be of a practical nature to assist teachers in their professional tasks or to provide orientation to teachers in Anglican schools of the Diocese. At the same time, the Commission will investigate partnerships with Moore Theological College and other tertiary providers of education courses as it seeks to develop tertiary qualifications and leadership training.

18. In March this year, the Archbishop convened a joint meeting of Heads and Chairs of Council of Anglican schools. At this meeting, the proposed way forward in relation to teacher education was outlined and the financial support of the schools was sought for the period 2007-2009 to allow further development.

The Anglican schools of the Diocese have agreed to support the development of teacher education programs under the Anglican Education Commission for the 3-year period, with approximately 85% of the schools, including all diocesan schools, agreeing to contribute to the project.

19. Planning has proceeded throughout 2005 and 2006 in relation to Anglican teacher education. The two “arms” of Christians in Teaching and Anglican Teacher Education represent a very significant move forward by the Diocese in an area that has been recognised for many years as being crucially important.

Separate constitution of the Anglican Education Commission

20. The Archbishop has supported the view that the most effective way to progress these initiatives and continue ongoing work in the area of education is to re-structure the Anglican Youth and Education Division by separating the governance and functions of the Anglican Education Commission under its own Ordinance. Under this re-structuring, the Anglican Education Commission will take responsibility for the three broad areas of advocacy, teacher recruitment and teacher education. This re-structuring has the support of the Chief Executive Officer of Youthworks, and the Youthworks Council.

21. The proposed objects of a separately constituted Anglican Education Commission are as follows –

- (a) Development of diocesan educational policies as required.
- (b) Representation to Government and statutory authorities concerning issues in education.
- (c) Support of Anglican schools, parishes and organisations in their educational endeavors.
- (d) Development of criteria for the official recognition of schools as Anglican Church Schools.
- (e) Support of Anglican parents in the choice of education for their children.
- (f) Support of Special Religious Education in State schools.
- (g) Support and training of Christians in the teaching profession.
- (h) Provision of training in Christian and general religious education in the primary, secondary and tertiary sectors.
- (i) Provision of training in Christian leadership.
- (j) Preparation, publication and distribution of educational resources.
- (k) Study and research in education.
- (l) Acquisition, maintenance and development of facilities to achieve these objects.

22. It is proposed that the governing body of a separate Education Commission would consist of 12 persons in addition to the Archbishop as President. These 12 persons would include some appointed by the Archbishop (including two Heads of Anglican schools), some elected by the Synod, one person appointed by the Commission itself, and two ex officio members, representing Moore Theological College and the Sydney Anglican Schools Corporation.

23. The decision to re-structure in this way in some respects restores the governance structures that applied prior to amalgamation of the (then) Youth Department with the Anglican Education Commission in 1997. At that time, it was considered that amalgamation of the Commission with the Youth Department would eliminate overlaps in responsibility, provide savings in administration and better use resources. With the proposed expansion in the “scope of works” of the Commission and its focus of working with adults rather than children and young people, there is an internal coherence in its activities and sufficient distinctive in its role to merit the separation of the Commission under its own Ordinance. It is intended, at least for the first 3 years, for the Commission to be co-located with Youthworks, in order to retain many of the benefits that derived from the earlier amalgamation.

Recommendation and response from the Standing Committee

24. In response to a recommendation from the Anglican Education Commission, the Standing Committee requested that the following motion be moved at the Synod “by request of the Standing Committee” –

“Synod –

- (a) endorses the recent initiatives being taken by the Anglican Education Commission in teacher education and recruitment, and
- (b) endorses the re-constitution of the Anglican Education Commission as a separate body under its own ordinance to pursue these initiatives as part of a broader responsibility for advocacy, teacher recruitment and teacher education, and

- (c) requests the Standing Committee to pass such ordinances and take such further action as it considers necessary or desirable to implement and facilitate the matters referred to in paragraphs (a) and (b)".

For and on behalf of the Anglican Education Commission

GRANT MAPLE

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25 September 2006