

**Early Career Teachers: Preparing for the Profession,
Nuriootpa High School and Tanunda Primary School
DECD TV Webisodes**

Simon Baker. History and Social Sciences Teacher, Nuriootpa High School
Morning!

Class
Good Morning!

Simon
How are we today?

Various Students
Good.

Simon
Now can anyone tell me what they think we're doing today?

Student
Crusades.

Simon
What are the Crusades?

Simon Baker

As a starting teacher, what I worry about is, you know, obviously making mistakes. Behaviour management.

Simon
It's like being back in Jerusalem. Really hot.

Simon Baker

Is what I'm teaching them really going to help them in life?

Simon
Armour, thick heavy armour.

Simon Baker

I don't want to let them down.

Tracy Warner. Coordinator, Health and PE, SACE, Kapunda High School

The Early Careers Mentoring Program enables you to ask any type of question that you feel you need to ask without feeling that you're being judged.

Simon Baker

The most important thing I found at the early stage of my career is other people.

Simon

European arms and armour...

Simon Baker

I was paired up with Tracy Warner from Kapunda High School, who's been fantastic.

Simon

...to have ventilation.

Tracy Warner

I haven't seen Simon before in the class.

Simon

Now, how long to you reckon it might have taken?

Tracy Warner

He's explained to me how he likes to be in the class. I wouldn't have been surprised if a horse had come in with him.

Simon Baker

I like to take Casual Day to extreme levels.

Ian Tooley. Principal, Nuriootpa High School

I like to see a lot of student teachers come through. I like to see us investing in early career teachers.

Simon

Back then, how do you think you got food?

Ian Tooley

I think we've all been there before, and we've known what it's like when someone's taken you under their wing, and has given you a hand, and we've also seen it where people have been left to struggle.

Simon

What else? Ok? Now...as always technology seems to not be wanting to cooperate with me today. So, I'm going to map out where they went from.

Simon Baker

My passion is inspiring kids for the love of history.

Simon

Because there's a civil war happening in this area. Begins with "D".

Simon Baker

I studied as an archaeologist, worked as an archaeologist for a little bit. I've also spent several years in aviation.

Simon

Damascus.

Tracy Warner

I think these days with early career teachers a lot of the feedback is actually, it's around what they perceive.

Simon

So, if you were coming down from Europe, heading to the Holy Lands...

Tracy Warner

This lesson is a bit of a journey for you, how do you reckon you just travelled that? And then being able to pick up on maybe a couple of things you would advise on.

Simon

If you've got heavy armour on, you fall out, then what?

Various Students

You drown.

Simon

You drown. Okay thanks very much for today guys.

Simon to Tracy

So, how do you think I went?

Tracy to Simon

I'd actually like to turn that around a bit, Simon. How did you enjoy that lesson?

Simon

Put me on the spot. I had a lot of fun, but to be honest, the technology let me down today. But I was really happy with the discussion, so I sort of let it take over.

Tracy Warner

The students respond really well and he holds their engagement for quite a lengthily time with his props that he brings in. I thought that was a really good thing to do. Where at first maybe I thought, "Oh, I don't know if I'd do that myself," I sort of thought, "Well, actually that's worked for him and that's worked really quite well."

Tracy

I think you asked a lot of questions that were reflection questions for them to be able to just throw their answer forward to you, and they really enjoyed doing that. On reflection yourself there, what might you do just a little bit differently to ensure that the kids have still got some of that extra visual, information?

Simon

Just having something to look at while I'm talking, because my map was a little bit disjointed, it would have really helped them I think. Are there any other ideas that you think I could incorporate into sort of "winging it" if you will.

Ian Tooley

I think it works best when the mentee is in control, rather than you serving up your agenda. I think it works better when they see in you that there's perhaps someone who's had experience, got some wisdom and you've got something to share.

Tracy

If maybe in your previous lessons one of the things you could have done was maybe, develop a map together. "Get out that map we did. It's not working on here, maybe we bring that one out. Let's go over some of the things." Engage a little bit with their hands as well as their listening. Their listening skills were excellent today. I thought they did a really good job. And they seemed to really want to....

Simon Baker

Over the short time of the program, the experience I gained was invaluable. I took on the role of Acting Year 10 Manager, and due to Tracy's extensive experience being a leader in a school site I credit her for helping me win my position.

Tracy

Well that's a good outcome.

Ian Tooley

The impression you make from day one is definitely going to get into the head of the principal.

Simon to Giles Bartram (Mentor Teacher)

I also planned to use a computer simulation.

Ian Tooley

Simon's a good case. He came to us needing to do a practicum and very quickly the feedback was coming from his mentors that, "This is a good one."

Simon

Cross mark it with me?

Giles

Yeah, that'd be good.

Ian Tooley

Just his hunger to learn.

Simon

Why were we successful, why weren't we successful?

Ian Tooley

If you're mindful of that when you come in as a pre-service teacher, but also if you've got the goods, you're going to be spotted. With the right nurturing environment, Simon's testimony to how that can grow and he's on his way.

Jacqueline Stratford, Principal, Tanunda Primary School

It's important to look beyond your room. The day to day stuff of teaching is huge and it's very easy to get focused on how much you've got in your class to do. But the important part, particularly the fact that you get extra funding for your first year, non-instruction time, is that you actually go out and see what's happening.

Teacher at DECD Graduate to Proficient Workshop

With the Standards, we've looked at it a little bit in staff meetings, and I feel that coming today will just help me understand what I need to do to help my students to the best of my abilities.

Kiah Robertson-Wood, Reception/Year 1 Teacher, Tanuda Primary School

It was, "Here you go. Here's this. This person is for this year level, this person is for this year level, go and ask them. I was like, "Ok!"

Kylie Bussenschutt, Year 7 Teacher, Tanuda Primary School

I think the feedback is crucial.

Sam Harding, Tanuda Primary School

I guess, dealing with the parents.

Kylie Bussenschutt, Tanuda Primary School

It's about taking risks.

Sabrina De Silva, Reception Teacher, Tanuda Primary School

There's class room time and then there's the admin.

Kylie Bussenschutt

Not only build networks within their own school but to branch out to other schools. I was involved this year as a mentor. Also I've been working alongside some of the early career teachers within our school.

Kylie

So what have you found difficult and challenging as early career teachers?

Sabrina

Sometimes there are things that you don't know to ask about. There are things that you need to be responsible for but you don't necessarily know to ask. That's where a mentor has been really beneficial to me because they can say, "This is coming up."

Kylie Bussenschutt

It's important that they have the right induction processes, not just be given a handbook.

Kiah

With so many staffing changes this year, it was very interesting to go, "Ok. Well, who do I need to ask this question?" I kind of buddied up to Sabrina because we were so close together. I asked her, "What do I need to do? Where do I go for this?" She's like, "It's Ok!"

Kylie

At the beginning of the year it can be overwhelming, providing you with lots and lots of information is overwhelming and I think you learn as you go.

Sabrina

Yeah.

Kiah

Yeah, I certainly did.

Kylie Bussenschutt

I think it's really important that line managers or leaders or mentors meet with early career teachers as often as possible.

Jacqueline Stratfold

One meeting we just had where it was a discussion on what they'd all learnt recently.

Rachael Haaren, Tanunda Unit Teacher

Go to the ConnectED to show how to actually apply for positions.

Jacqueline Stratfold

The Early Careers Teacher conference that was happening...

Teacher

Graduate to Proficient, and e-portfolios was another thing.

Jacqueline Stratfold

So, it actually networked all their networks.

Sabrina

Learn different strategies that they use for behaviour management that I found very beneficial while teaching.

Rachael

I observed five classes ranging from severe disabilities to mild. I was also fortunate enough to have another teacher mentor me in another body changing lesson. It was fantastic.

Reception Student to Sabrina

Are soggy.

Sabrina to student

Soggy, very good.

Kylie to class

Your task is to write a revolting recipe.

Jacqueline Stratfold

Developing as a teacher is life long career.

Kylie to students

With these guided reading books, each of you takes a lead role.

Jacqueline Stratfold

In your first few months as a teacher just take on a few concentrated things that you're going to focus on and do those well.

Sabrina De Silva

Everybody is very busy so unless you have a mentor that you can go to check with you're running on your own a little bit.

Kylie Bussenschutt

There's so much out there for them, to be able to give advice to those early career teachers is really important.

Ian Tooley

I probably thought I was okay at the time, but I was as green as they come.

Simon

So, hammers were a natural weapon on the battlefield during this time.

Ian Tooley

Someone spotted that and wrapped up some support, and I remember that in my experience and that drives me to want to be part of helping our early career teachers have a great start in their teaching.

Student

They were the most feared fighting force in the whole Crusades.

Simon

Excellent!

Simon

So far, so good. Yeah, I'm loving it.