

As an SRE Approved Provider, the Baptist Association is required to demonstrate to the Department of Education that our SRE teachers receive comprehensive initial training and maintain ongoing professional development through evidence-based training every 12 months.

We understand that maintaining SRE teacher authorisation now requires more than it has in the past. However, we believe continuous professional development is essential for excellence in teaching. Whether you're a trained teacher seeking Recognition of Prior Learning (RPL) or new to the field, staying current with educational practices and pedagogy benefits both you and your students.

Ongoing professional development ensures you remain effective, confident, and equipped with the latest teaching strategies and approaches.

Below you'll find the new yearly requirements, including available exemptions and exceptions.

Important: If your circumstances change during the year or you anticipate difficulty meeting these requirements, please contact us immediately. We're committed to working with you to find alternative arrangements that meet both regulatory requirements and your situation.

Who is Required To Complete Observation Lessons and Self-Reflections?

New Teachers

- Complete observation lesson and self-reflection within the first term of teaching
- Continue annually for the first three years of teaching

Current SRE Teachers (3+ years' experience)

- Complete observation lesson and self-reflection every three years (before reauthorisation)
- Required until reaching 10 years of service

Teachers with Performance Concerns

- If a complaint or concern has been raised about teaching practices
- May be required to submit yearly observations and self-reflections for a specified period

Paid High School Teachers

- Paid HS teachers may need to complete as per their employment contract. (Please send a copy to our office)

Exemptions from Observation/Self-Reflection Requirements

- **Helpers** are not required to complete observation lessons or self-reflections
- **Trained Teachers** with Recognition of Prior Learning (RPL) are **exempt from observation lessons only. Self-reflections** must still be completed per the above time requirements.
- **Casual/Fill-in Teachers** or **teachers currently paused from teaching** are exempt from both
- **Experienced SRE Teachers with 10+ years of experience** and **no known performance issues** are exempt from both
- **Pastors** can apply individually for RPL after completing the initial 3-year authorisation period (not automatic)

Annual Online Survey - Who is Required to Complete?

- **New teachers** with less than 3 years' experience to complete in addition to the Lesson Observation and Self-Reflection
- **Current teachers** with 3-10 years of experience must complete this requirement every year. In the year of reauthorisation, complete in addition to observation lesson and self-reflection
- **Current teachers** with 10+ years' experience to complete each year

Encouraged but Optional

- **Helpers**
- **Casual/Fill-in teachers** not teaching regularly

Annual Professional Development/Enrichment Training

All SRE Teachers are required to complete a minimum of two hours of professional development annually (See the approved activities list below for qualifying professional development options.)

SRE Helpers are encouraged to participate in ongoing professional development training, but it is not mandatory.

SRE Teachers with casual or fill-in status are encouraged but not required.

Teachers with a temporary paused status are exempt for the duration of the pause period.

Approved Professional Development Activities

- **Curriculum Training:** Complete training programs offered by approved curriculum writers
- **SRE Conferences or child-focused educational conferences** that enhance SRE teaching capabilities (This includes Anglican Youthworks Annual Conference & Baptist Connect Days)
- **Refresher Training:** Mandatory completion during reauthorisation year
- **Employer-Supported Training** that can enhance your skills as an SRE teacher (these need to be approved by the SRE team)
- **High School Teachers:** Attending webinars, training sessions, or conferences provided by your school board or employer
- **School-Based Development:** Access in-service training delivered through school staff or P&C that would be helpful in the SRE context
- **Coordinator Support:** training specifically designed for coordinators, run by your Approved Provider or ICCOREIS
- **Local/Regional Training:** run by Coordinators or local teams (this must have training and not just be planning meetings)
- **Webinars offered by Christian SRE** with a specific training component- general info sessions may not count.

What is NOT Accepted

- **Non-Australian Content:** unless it has been pre-approved by the Association's SRE Team Leader
- **Unrecognised Sources:** Training from non-accredited or unverified providers
- **Unrelated Vocational Training:** Professional development not directly related to child education or welfare
- **Mandatory Safety Training:** Creating Safe Spaces and Department of Education child protection training are mandatory requirements separate from professional development hours

Documentation

All participants should forward certificates, completion records, or other evidence of professional development to the Baptist Association SRE team for official recording. If it is a locally run event, evidence of training topics needs to be submitted along with the date and how long the session ran for.

Important Notes

All professional development must align with SRE teaching standards and contribute meaningfully to your educational practice. Always check with us first, if you are unsure if training you are interested in will be accepted.

Please send all Module 6 correspondence to:

sre@nswactbaptists.org.au

or post to:

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