

# Highly Accomplished Teacher and Lead Teacher Certification

## POLICY

### Purpose and Measures

#### Purpose

This policy sets out the framework for the certification of eligible teachers in Queensland to ensure that appropriate and consistent standards and procedures are undertaken in certifying eligible teachers at the Highly Accomplished and Lead career stages of the Australian Professional Standards for Teachers (APST).

Certification as a Highly Accomplished Teacher (HAT) or Lead Teacher (LT) is part of a nationally recognised quality assurance framework that uses the APST as criteria for assessment. National teacher certification is an important element in a broader teacher quality strategy that develops, recognises and supports expert practitioners and provides a clear career pathway and recognition.

National certification at the Highly Accomplished and Lead career stages of the APST is a voluntary process that supports this recognition of expertise and quality teaching.

#### Rationale

The Queensland College of Teachers (QCT) will perform the role of certifying authority for the Department of Education and employers represented by the Queensland Catholic Education Commission.

The Queensland College of Teachers is committed to the national quality assurance framework for the certification of teachers at the Highly Accomplished and Lead career stages. The development and recognition of expert classroom practitioners contributes to increased public confidence in the teaching profession.

National certification is recognised in all Australian States and Territories that apply the national framework for Highly Accomplished and Lead certification. Certification is portable, allowing teachers to maintain their status as a HAT or LT if they move between jurisdictions and sectors. A nationally consistent approach to certification, where a common process is applied by the appropriate bodies in each jurisdiction, will help maintain consistency of standards and judgements across jurisdictions and the diverse contexts in which Australian teachers work.

### Performance Measures

Stakeholder satisfaction with achievement against service level agreements.

Open, transparent and accountable processes confirmed by applicants' satisfaction surveys.

Comparability of outcomes from national and state-based moderation and other quality-assurance processes.

Number of cases overturned by internal or external review due to unfair processes.

The process is cost-neutral to the QCT.

### Scope

This policy applies to eligible teachers in Queensland (employed by the Department of Education or an employer represented by the Queensland Catholic Education Commission) seeking to gain recognition at HAT and LT career stages of the APST.

It elaborates on the Australian Institute for Teaching and School Leadership (AITSL) documents *Certification of Highly Accomplished and Lead Teachers (2012)* and *Guide to the Certification of Highly Accomplished and Lead Teachers in Australia (2017)* for the Queensland context.

### Policy Statement

An eligible teacher can seek certification through application to the QCT.

Certification is for a period of five years.

The certification process is conducted once in each calendar year in Queensland.

The QCT certifies or refuses to certify the applicant based on the teacher's demonstrated abilities, experience, knowledge and skills stated in the professional standards for certification.

The QCT will maintain a register of currently certified teachers.

Internal and external review processes are available.

National recognition – teachers with HAT or LT certification from another Australian jurisdiction will have their certification status recognised by the QCT after confirmation by the issuing authority that the certification is current.

## Definitions

- **Australian Institute for Teaching and School Leadership (AITSL)** – AITSL was established by the Commonwealth Minister on behalf of the Ministerial Council on Education, Early Childhood Development and Youth Affairs (MCEECDYA) to provide national leadership for the Commonwealth and State and Territory governments in promoting excellence in the profession of teaching and school leadership.
- **Authentic teaching role** – refer to relevant employer for applicable definition. Australian Professional Standards for Teachers (the APST) – are a public statement of what constitutes quality teaching. The Standards are organised into four career stages – Graduate, Proficient, Highly Accomplished and Lead. These professional standards are used for certification.
- **Certification** – is awarded by the QCT to teachers who provide evidence from multiple sources that is assessed as satisfying the professional knowledge, professional practice and professional engagement criteria at either the Highly Accomplished or Lead Teacher career stages described in the APST.
- **Certifying Authority (CA)** – is responsible for implementing and managing the national certification process in a particular jurisdiction.
- **Eligible teacher** – a teacher may be eligible for certification at either a HAT or LT level should they meet all the following criteria:
  - is an Australian citizen or has a permanent residency visa
  - holds current full teacher registration in Queensland (i.e. has met the Proficient level of the APST)
  - is employed in a Queensland state school or a non-state school represented by the Queensland Catholic Education Commission
  - has participated in annual performance assessments – refer to relevant employer.

Additional requirements apply depending on the sector in which the applicant is employed.
- **Fully registered teacher** – full registration is granted by QCT when a teacher has met the Proficient career stage of the APST, and all other current registration requirements.
- **Highly Accomplished Teacher** – a teacher certified by a nationally recognised CA against the APST's Highly Accomplished career stage.
- **Lead Teacher** – a teacher certified by a nationally recognised CA against the APST's Lead career stage.

## Related Policies and Delegations

This policy is supported by the following documents:

- [Certification of Highly Accomplished and Lead Teachers \(2012\)](#)
- [Guide to the Certification of Highly Accomplished and Lead Teachers in Australia \(2017\)](#)

## Legislation

[Education \(Queensland College of Teachers\) Act 2005](#)

[Education \(Queensland College of Teachers\) Regulation 2016](#)

## Industrial Agreements

[The Department of Education and Training State School Teachers Certified Agreement \(2022\)](#)

[Catholic Employing Authorities Single Enterprise Collective Agreement – Religious Institute Schools of Queensland 2019-2023](#)

[Catholic Employing Authorities Single Enterprise Collective Agreement – Diocesan Schools of Queensland 2019-2023](#)

## Supporting Documents

- *Australian Professional Standards for Teachers* – <https://www.aitsl.edu.au/teach/standards>
- *Certification of Highly Accomplished and Lead Teachers in Australia* – <https://www.aitsl.edu.au/tools-resources/resource/certification-of-highly-accomplished-and-lead-teachers-in-australia>
- *Guide to the Certification of Highly Accomplished and Lead Teachers in Australia* – <https://www.aitsl.edu.au/tools-resources/resource/guide-to-the-certification-of-highly-accomplished-and-lead-teachers-in-australia>
- *Taking the Lead: national certification of Australia's best teachers* – <https://www.aitsl.edu.au/tools-resources/resource/taking-the-lead-national-certification-of-australia-s-best-teachers>
- *Agreement for the Implementation of the National Certification Assessor Training Program*
- *Certification of Highly Accomplished and Lead Teachers – Assessor Handbook*
- *Queensland College of Teachers* – <https://www.qct.edu.au/standards-and-conduct/certification>

Contact us

07 3377 4777