
Highly Accomplished and Lead Teacher (HALT) Policy - HALT Advisory Panel

Accreditation at Highly Accomplished and Lead Teacher (HALT) provides professional recognition of teachers' highly effective, innovative and exemplary teaching practice that is independent of a specific service context. It is voluntary and [nationally certified](#) and provides opportunity for experienced teachers to apply for these levels of accreditation to promote quality teaching and demonstrate their work with colleagues and the service.

The revised HALT Policy (2022) aims to:

- clarify and strengthen requirements for a HALT applicant's collection and submission of evidence demonstrating teaching practice at HALT Standards
- increase the level of support available to HALT applicants
- streamline the assessment processes of applications and assure the validity and reliability of higher-level accreditation decisions
- achieve greater consistency with the national certification processes.

HALT Advisory Panel

The HALT Policy includes the establishment of a HALT Advisory Panel (the Panel). This Panel contributes to the consistency of HALT accreditation decisions in NSW by reviewing HALT applications where a Teacher Accreditation Authority (Accomplished/Lead) (TAA [A/L]) does not agree with NESA's recommendation.

The Panel may also be required to review HALT applications where a TAA (A/L) refers an applicant's request for an internal review of an accreditation decision.

High quality written feedback and advice is provided to TAAs (A/L) to support the accreditation decision.

HALT Advisory Panel membership

Membership of the Panel will be drawn from all education sectors including early childhood, primary and secondary teachers, government, and non-government sectors.

The Chair of the Panel:

- is appointed by the NESA CEO
- is independent of any education sector or system; and
- has expertise in assessment and moderation processes.

Eligible Panel members will be appointed by the NESA CEO. The list of eligible Panel members will include individuals with expertise in teaching, using criteria to support consistent, valid and reliable judgements, assessment moderation and providing high level advice. When appointing members, the NESA CEO will consider the breadth of representation across all education sectors and systems and consider geographical location and gender balance.

The Chair and Panel members are appointed with three-year tenure, with a maximum tenure of six years, and are not permitted to be:

- a current applicant for HALT accreditation; or
- a current TAA (A/L) Delegate; or
- involved in any TAA (A/L)'s assessment or accreditation decision making process/es such as a HALT Assessor or External Assessor

All Panel members are required to complete the online Assessor Training Program (ATP) modules and attend NESAs HALT Assessor training and induction for Panel members.

Responsibilities of a Panel member

NESA convenes Panel meetings as and when required. Where an application is referred to the Panel, NESA will convene a meeting with the Chair and:

- a teacher member from the applicant's sector
- a teacher member representing the applicant's sector with the specialised expertise
- a TAA (A/L) representative member from the applicant's sector
- a teacher member from a different sector than the applicant
- a principal member from a different sector than the applicant

The Panel considers related HALT documentation to inform the feedback and advice to the applicant's TAA (A/L).

A HALT Assessment Report is completed by a TAA (A/L) and addresses whether an applicant provides sufficient evidence of practice demonstrating the Standard Descriptors for Highly Accomplished or Lead Teacher. The feedback and advice written by the Panel considers this Report and the following:

- the applicant's annotated documentary evidence and the three HALT Module Reports from HALT Assessors for each module of evidence
- the applicant's evidence of the Lead Teacher Initiative (for Lead Teacher applicants only); and
- the Site Visit Report completed by a HALT External Assessor after the visit to the applicant
- the HALT Recommendation Report provided to the TAA (A/L) by NESA completed after the applicant's final submission

EXPRESSION OF INTEREST FORM

To support the formation of the Panel, NESA is inviting expressions of interest from teachers and representatives of the early childhood education sector to be selected and trained to provide high quality feedback and advice to NESA and the applicant's Teacher Accreditation Authority (Accomplished/Lead) (TAA [A/L]).

Early childhood teachers and representatives eligible to express interest and be selected by NESA's CEO to become a Panel member include:

- 2 teachers working in early childhood services (ie teachers and service directors)
- 2 representatives with broad expertise and background in early childhood education.

Teachers are required to seek employer endorsement to contribute to the HALT Policy in the capacity as a Panel member. Endorsement ensures the operational expectations of the service and provider are maintained.

Employer endorsement is required for all Expressions of Interest submitted.

- Teachers working in an early childhood service may seek a service director or service management representative's endorsement.
- Teachers with early childhood sector expertise may seek endorsement from a senior management provider representative.

NESA will provide the cost of teacher release for those Panel members who need to be relieved from face-to-face teaching duties.

Following successful selection based on the criteria below, and after completing the mandatory training, Panel members will be required to participate in Panel meetings, as and when required.

To express interest please complete the following form by:

- addressing the selection criteria below
- include the name and contact details of a professional referee
- seek endorsement of your expression of interest from the relevant representative of your employer/provider.

Email your completed form to ECTaccreditation@nesa.nsw.edu.au by **21 March 2022**.

Details

**Full name and
NESA number:**

Accreditation level:

Address:

Email:

Phone number:

Current workplace:

Current position:

Selection criteria

Provide details on how you meet the selection criteria listed below (approximately 250 words per criteria).

1. Proven record of excellence in early childhood pedagogy and teaching in centre based early childhood service.

2. Current experience in using measurement criteria to assess and inform consistent, valid and reliable judgements.

3. Demonstrated exemplary knowledge of and teaching as aligned to the Early Years Learning Framework.

4. Demonstrated understanding and ongoing commitment to and engagement with the Australian Professional Standards for Teachers.

5. High level communication skills and experience preparing and giving written feedback to colleagues about their teaching practice.

6. High level analytical skills, ability to work independently and manage priorities to meet tight deadlines.

Referees

Include details of a professional referee to validate your responses to the selection criteria.

Referee name: _____

Position: _____

Current Workplace: _____

Professional Relationship: _____

Phone number: _____

Email: _____

Employer Endorsement

To be completed by a line manager/representative of the your employer/provider (eg service director, area manager, senior management representative).

As the teacher's employer/provider representative: I:

- declare the teacher is a suitable candidate to become a HALT Advisory Panel member
- support the teacher's professional contribution to the HALT Advisory Panel

Your name: _____

Position: _____

Current workplace: _____

Phone number: _____

Email: _____

Signature: _____ **Date:** _____

Teacher Declaration

I verify that the information provided in this form is a true and accurate reflection of my work experience and expertise.

Signature: _____ **Date:** _____

Thank you for your interest in contributing to the teacher accreditation in NSW. You will be advised of the outcome of your expression of interest.