

MAXIMISING YOUR OPPORTUNITIES

As you take your first steps to prepare for your teaching career, take a moment to consider the wide range of options available to you, to assist you in making the right decisions to combine your new career with your lifestyle and professional needs.

Rural teaching

Your teaching career in country NSW

Teaching in the country offers exceptional opportunities for both experienced and beginning teachers in the NSW Department of Education and Training. It's a rewarding lifestyle choice that offers many advantages both personally and professionally.

Your employment prospects can be enhanced if you choose to work in rural locations and you'll often enjoy earlier exposure to opportunities for professional experiences and responsibilities, with a greater involvement in planning and management within the school.

Enjoying life in the country

Wherever you are appointed to teach in rural NSW, you'll never be far from a major regional centre. With many people choosing to improve their lifestyles through a "tree-change", many rural towns and cities have seen a resurgence in popularity.

As a result, rural centres now offer many of the features and facilities once found only in cities, eliminating the necessity to travel to major city centres to enjoy a cosmopolitan lifestyle. Detailed and accurate information is readily available from tourist information centres via the internet, listing facilities such as schools and tertiary institutions, accommodation, restaurants, childcare facilities, hospitals and medical centres, shopping and lifestyle centres, entertainment venues and sporting facilities.

Choosing where to teach

A range of incentives and benefits is offered to supplement the salary of teachers in many rural locations, with different incentives being offered in different schools. When making your selection of preferred teaching locations on your application, you may want to consider schools which offer increased employment opportunities, financial benefits and incentives, especially in the School Staffing Areas of Bourke, Broken Hill, Deniliquin, Dubbo, Griffith and Moree.

When completing your online application form, you will be asked where you are seeking employment. You can choose to maximise your opportunities by selecting "anywhere in the State", or to make your selection by choosing whole staffing areas, individual schools or a combination of both. Our online benefits calculator at www.teach.nsw.edu.au/calculator enables you to check individual schools and calculate what additional benefits are offered to teachers employed there.



Allowances and benefits

The benefits offered to teachers in many country schools in NSW are paid over and above annual salary, and can include:

- isolation from goods and services allowance
- hot and cold climate allowance
- vacation travel allowances, for up to three vacation periods per year
- allowances for your dependants
- reimbursement of certain medical or dental expenses related to treatment. If eligible, you can claim travel and accommodation expenses for yourself and a dependant to obtain certain services
- motor vehicle allowance to compensate for motor vehicle depreciation
- enhanced leave provisions to enable you to attend to personal and family commitments
- additional training and development days
- one week's additional summer vacation for schools in the western division of NSW.

A full list of schools attracting extra allowances and benefits is available through the teach.NSW website at www.teach.nsw.edu.au/calculator where you can see exactly which benefits apply to each school.

Schools with additional incentives

Schools which offer the opportunity for priority transfer on completion of an agreed period are termed incentive schools, and are located in the School Staffing Areas of Albury, Armidale, Batemans Bay, Bathurst, Bourke, Broken Hill, Deniliquin, Dubbo, Griffith, Moree, Orange and Tamworth.

As well as the benefits listed on page 21, additional incentives offered at these schools may include:

- A \$5,000 retention benefit in around 40 incentive schools. This annual benefit is paid to teachers who choose to remain at the school following the minimum service period of two or three years.
- Priority transfer status to a preferred location after completing the required period of service.
- Priority transfer status for teaching partners of teachers appointed to or moving from an incentive school.
- Rental subsidy of either 70 or 90 percent.



A current list of incentive schools appears below. Entering the school name into our online benefits calculator will supply further details of specific entitlements for teachers at that school.

Staffing Area	Schools
Albury	Brocklesby Public, Cabramurra Public, Khancoban Public
Armidale	Bonshaw Public, Emmaville Central, Mingoola Public, Niangala Public, Nowendoc Public, Tingha Public, Wongwibinda Public, Wyalaliba Public, Yarrowitch Public
Batemans Bay	Bombala High, Bombala Public, Delegate Public
Bathurst	Bylong Upper Public, Hill End Public, Wollar Public
Bourke	Bourke High, Bourke Public, Bourke-Walgett School of Distance Education, Brewarrina Central, Cobar High, Cobar Public, Enngonia Public, Girilambone Public, Goolooga Central, Hermitdale Public, Lightning Ridge Central, Louth Public, Marra Creek Public, Nyngan High, Nyngan Public, Walgett Community College High, Walgett Community College Public, Wanaaring Public, Weilmoringle Public
Broken Hill	Alma Public, Broken Hill High, Broken Hill North Public, Broken Hill Public, Burke Ward Public, Buronga Public, Coomealla High, Dareton Public, Euston Public, Gol Gol Public, Ivanhoe Central, Menindee Central, Morgan Street Public, Palinyawah Public, Pomona Public, Pooncarie Public, Railway Town Public, School of the Air, Tibooburra Outback School of the Air, Wentworth Public, White Cliffs Public, Wilcannia Central, Willyama High
Deniliquin	Balranald Central, Barham High, Barham Public, Berrigan Public, Blighty Public, Booligal Public, Bunnaloo Public, Carrathool Public, Clare Public, Conargo Public, Deniliquin High, Deniliquin North Public, Deniliquin South Public, Edward Public, Finley High, Finley Public, Hay Public, Hay War Memorial High, Jerilderie Public, Mallan Public, Mathoura Public, Mayrung Public, Moulamein Public, Oaklands Central, Tooleybuc Central, Urana Central, Wakool Public
Dubbo	Baradine Central, Binnaway Central, Carinda Public, Coonamble High, Coonamble Public, Gulargambone Central, Gwabegar Public, Mendooran Central, Quambone Public, Tottenham Central, Trangie Central, Trundle Central, Tullamore Central, Warren Central
Griffith	Ardlethan Central, Ariah Park Central, Barellan Central, Beckom Public, Boree Creek Public, Burcher Public, Coleambally Central, Darlington Point Public, Euabalong West Public, Goolgowi Public, Gralee School, Hillston Central, Lake Cargelligo Central, Leeton High, Leeton Public, Murrumbidgee Public, Naradhan Public, Narrandera East Infants, Narrandera High, Narrandera Public, Parkview Public, Rankins Springs Public, Tallimba Public, Tullibigeal Central, Ungarie Central, Wamoon Public, Weethalle Public, West Wyalong High, West Wyalong Public, Whitton Public, Wyalong Public, Yanco Public
Moree	Bellata Public, Boggabilla Central, Boomi Public, Bullarah Public, Burren Junction Public, Collarenebri Central, Croppa Creek Public, Fairfax Public, Garah Public, Gravesend Public, Mallowa Public, Moree East Public, Moree Public, Moree Secondary College Albert St Campus, Moree Secondary College Carol Ave Campus, Mungindi Central, North Star Public, Pallamallawa Public, Pilliga Public, Rowena Public, Toomelah Public, Tulloona Public, Wee Waa High, Wee Waa Public, Yetman Public
Orange	Condobolin High, Condobolin Public, Quandialla Central
Tamworth	Walhallow Public

Relocation benefits

Depending on the location of your first permanent appointment, you may be entitled to a relocation subsidy when you take up a new residence which is more than 150km from your existing residence.

Eligible teachers subsequently transferring in and out of rural schools may also receive benefits to assist with the cost associated with moving to your new school and buying and/or selling your home as a result of your move.

Teacher housing

The Teacher Housing Authority (THA) currently owns or manages some 1,500 houses and villa units throughout the State. These are leased to teachers at market rental. In many areas, the Department subsidises this rent by up to 90 percent. For example, if you were appointed to teach at Lightning Ridge Central School, you would receive a rental subsidy of 90 percent. That means that if you are renting a house or unit for \$150 a week, you would be paying just \$15 a week in rent, an annual saving of \$7,020 which goes straight back in your pocket.

Where THA accommodation is not available, teachers may be eligible to receive the same rental subsidy for private rental accommodation. On your appointment, teachers at your new school will also be happy to assist you with accommodation advice.

Teachers are welcome to contact the Authority during normal business hours to enquire about available accommodation in rural areas. Toll Free: 1300 137 343 Internet: www.tha.nsw.gov.au



Explore Your Future

Explore Your Future offers undergraduate teacher education students the chance to experience schools located in areas of NSW that hold the greatest number of future employment opportunities. Explore Your Future provides valuable experiences to assist you in making choices about your teaching future in NSW public schools.

There are two programs on offer through Explore Your Future, referred to as Beyond The Bridge and Beyond The Line.

Access to these programs varies with different universities. Contact your professional experience coordinator for more details.

Explore Your Future - Beyond the Bridge

Broaden your horizons and increase your career options by taking some time to explore Sydney's western and south western school communities. The Beyond the Bridge program gives you the chance to experience schools located in metropolitan areas that hold the greatest number of employment opportunities.

Beyond the Bridge - School Community Visits

Living and working in western and south western Sydney offers the best of both worlds. With Sydney's CBD easily accessible, you're free to experience the wealth of cultural and social opportunities available in Australia's largest metropolis. At the same time, you can take advantage of the increased professional opportunities available to teachers in areas of western and south western Sydney.

During the visit, you'll observe the excellent teaching and learning strategies within these school communities and have the opportunity for discussions with a mix of beginning and experienced teachers.

Beyond the Bridge - Professional Experience

Beyond the Bridge Professional Experience gives participants the opportunity to undertake their practicum in schools within western and south western Sydney. Many previous participants in the Professional Experience program have noted the "close knit team" environment and abundance of high quality resources enjoyed by these schools. Students who have participated in this program are well placed to take advantage of the increased employment opportunities offered within these communities.

How to explore your future, Beyond the Bridge

Step 1: Check with your professional experience coordinator to see which programs are available in your university.

Step 2: Collect an application form, complete it and forward it to your university's professional experience coordinator.

Step 3: Your professional experience coordinator will assess your application based on your academic record, previous professional experience reports, commitment to teaching in public schools and information from your application form.

Step 4: Successful applicants for professional experience will be allocated a placement by the Department in accordance with the information on your application form and the availability of a placement in your selected school area/s or schools.

Teacher education students in NSW universities, University of Canberra and La Trobe University, Wodonga campus are eligible to participate in Beyond The Bridge. Check with your course coordinator for details of your university's involvement.

Beyond the Bridge is supported by local teachers and school communities in the Bankstown, Blacktown, Campbelltown, Fairfield, Granville, Liverpool, Mt Druitt, Parramatta, Penrith and Windsor areas.

Explore Your Future - Beyond the Line

Beyond the Line gives students a taste of teaching and living in rural NSW, by introducing them to schools and communities in the Bourke, Broken Hill, Deniliquin, Dubbo, Griffith and Moree areas, and selected schools in the Armidale, Orange and Tamworth areas.

The program provides a snapshot of a rural teacher's life, firsthand experience of country hospitality and the chance to discover more about country areas that hold the greatest number of employment opportunities.

Beyond the Line - School Community Visits

Participants in Beyond the Line are often surprised by the immense respect rural communities show to teachers and schools, and the camaraderie that exists amongst the staff.

The visit is your chance to see rural schools in action, ask questions, and receive honest appraisals about teaching in the country.

Teacher education students participating in Beyond The Line School Community Visits travel by coach to a selection of country schools and are billeted with local teachers or accommodated in hotels, motels or cabins in the area.

Many students choose to build on their School Community Visit, by later participating in the Beyond The Line Professional Experience program.

Beyond the Line - Professional Experience

The opportunity to explore your future, living and working in various parts of non-coastal rural NSW, is made accessible through Beyond the Line Professional Experience. Participants are given financial assistance by the NSW Department of Education and Training towards accommodation and travel expenses associated with their practicum placement.

Your time at the school is also supported by local teachers and the school communities, resulting in a rich professional and cultural experience. You'll be well prepared to decide if the country life is for you, and should you join the many visiting students who have revelled in the experience, you'll be in a great position to seek future employment in these schools.

How to explore your future, Beyond the Line

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Beyond the Line is supported by local teachers and school communities in rural NSW.



Employment as a teacher in schools with significant Aboriginal student enrolments

The NSW Department of Education and Training has a commitment to improve outcomes for Aboriginal students in its schools. Through the 2010 Graduate Recruitment Program, the Department is seeking graduates with an interest in teaching in schools with significant Aboriginal enrolments.

The Department in partnership with the Aboriginal Education Consultative Group NSW conducted a review of the effectiveness of the provision of education and training of Aboriginal students in NSW. The Report of the Review of Aboriginal Education titled *Yanigurra Muya: Ganggurrinyma Yaarri Gurrulaw Yirringin.gurray - Freeing the Spirit: Dreaming of an Equal Future* contains comprehensive recommendations to achieve sustainable improvements in education, employment and participation of Aboriginal people.

This initiative implements a key recommendation from the Report of the Aboriginal Education Review and is integral to our Aboriginal Human Resource Development Plan 2009-2011 (AHRD Plan). We suggest you read about our AHRD Plan which is available at the Department's website.

If you are interested in teaching in schools with significant Aboriginal student enrolments and believe you have relevant skills, knowledge or experience to work in localities with high proportions of Aboriginal people, you are encouraged to apply for this initiative. Graduates who apply for this initiative need to meet the eligibility requirements, and book an interview in the category **Aboriginal initiative** by emailing grp@det.nsw.edu.au.

Why be involved in this initiative?

Involvement in this initiative will help participating graduates to gain a better understanding of and sensitivity to Aboriginal culture and communities.

Graduates who gain employment in schools with significant Aboriginal enrolments will be provided with support such as:

- structured, collegial programs of professional learning and support centred on your needs with an opportunity for mentoring and professional collegial networking, available both within and external to the school
- Aboriginal cultural education training to enhance your understanding and awareness of the needs of Aboriginal students and local communities
- access to allowances and incentives if the school to which graduates have been appointed attracts such incentives
- access to online resources to support newly appointed teachers including online discussion boards.

For more information about eligibility requirements and selection criteria, go to www.teach.nsw.edu.au/grp. Please direct any inquiries regarding this initiative to teach.NSW via email at grp@det.nsw.edu.au.