

Highly Accomplished or Lead Teacher (HALT) Certification



**Get the recognition
you deserve for the
profession you love.**

It is well established that teacher quality is the single greatest in-school influence on student engagement and outcomes. Evidence indicates that improving the quality of the teaching workforce is fundamental to overall improvements in schooling (Hanushek, E A 2004).

National certification aims to contribute to the improvement in teacher quality by focusing on self-reflection and providing external feedback to teachers on their professional practice. The ultimate goal for improving teacher quality is to improve the educational outcomes for all young Australians (AITSL 2017).

Teachers certified by the Independent Schools Victoria Certifying Authority (ISVCA) as Highly Accomplished or Lead Teachers will be recognised nationally by all sectors, states and territories that certify high performing teachers.

Independent Schools Victoria (ISV) supports the national certification of Highly Accomplished and Lead Teachers (HALTs), which provides a high quality, nationally consistent approach to identifying and certifying teachers according to the advanced career stages of the Australian Professional Standards for Teachers (APST).

What is involved?

Engage in professional learning and development through reflection that includes self and peer review.



Work with a school-based mentor to deeply reflect on your practice as it aligns to the Highly Accomplished or Lead teacher career stage.



Demonstrate an understanding of what quality teaching is based on the advanced career stages of the APST.



Collect, collate and annotate evidence of practice at Highly Accomplished or Lead teacher career stage.



Certification process

Pre-Assessment

Eligibility, self-assessment and professional discussion. Teachers are endorsed by their Principals to undertake assessment at the Highly Accomplished or Lead teacher career stage by completing the application form by November each year.

Application

Expression of interest form with initial payment, participation in three workshops where you will have feedback on a piece of evidence.

Stage 1

Submission of evidence, decision making and feedback by August the following year. Successful applicants progress to Stage 2.

Stage 2

Site visit including direct observation of practice and professional discussion will closely follow and completed by the end of the year.

Certification

An ISVCA Accredited Assessor will consider both the stage 1 and stage 2 assessments to make a determination of achievement and make a recommendation to the ISVCA for Highly Accomplished or Lead Teacher status.

Who are the external reviewers?

ISV will select and train reviewers according to the national assessor guidelines, manage the moderation within review panels and quality-assure feedback reports to teachers.

The confidential, professional and objective review panels will include experts with:

- A comprehensive understanding of the Australian Professional Standards for Teachers
- Currency of teaching or school leadership experience
- Experience in review or appraisal processes
- Experience in observation, feedback, coaching and/or mentoring
- Breadth of experience across teaching contexts.

Eligibility

Prior to commencing a certification application, teachers should consider their eligibility and readiness to apply by:

- Considering the [AITSL Self-Assessment Tool](#) – a free interactive resource to help you review your teaching practice and plan your professional development.
- Discussing readiness for HALT certification with their Principal
- Ensuring they have a current VIT Registration.

Cost

The cost of certification will be staggered across the period of review and will be payable only as applicants proceed through the application process.

Schools will be invoiced for the cost, which they can choose to recover through the applicants by negotiation.

Initial application deposit	\$150.00
Stage 1 Assessment	\$900.00
Stage 2 Assessment	\$900.00

More information

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