

DEPARTMENT OF EDUCATION

Great Teaching, Inspired Learning Cadetship and Internship Programs evaluation

Centre for Education Statistics and Evaluation

Evaluation background

Great Teaching, Inspired Learning (GTIL) is the NSW Government's plan to improve the quality of teaching in NSW schools.

CESE conducted an evaluation of two GTIL actions designed to attract high achieving students into the teaching profession in areas of workforce need. The department introduced the Cadetship and Internship Programs in 2014 to address these actions.

Cadets and Interns are employed on a part-time basis during their teacher education studies to provide support to classroom teachers. They are guaranteed a permanent teaching position in a NSW public school upon completion of their studies.

Main findings

The evaluation found that the programs have been implemented reasonably well in schools. The programs are attracting and retaining high quality school leavers and teacher education students, many of whom are in subject areas of workforce need. The take up and retention rates for both programs are very high. Almost all of the Interns who have completed their program have gone on to take up a permanent teaching position in a NSW government school.

Early evidence indicates that the programs have had a range of benefits for both students and schools involved. Cadets and Interns generally felt well supported by their Host schools and were engaged in a range of activities to support teachers in and out of the classroom. On the whole they found these activities useful for developing their understanding of teaching practice. Host schools also indicated they were benefitting from having the extra support in the classroom.

Cadets, Interns and Host schools generally perceived that the programs were enhancing participants' readiness to enter the teaching profession. This included:

- increased understanding of teaching and classroom management strategies
- exposure to the full range of tasks teachers undertake in and out of the classroom
- increased confidence
- exposure to a range of teaching strategies and behaviour management strategies.

The evaluation suggests that the programs could be further enhanced through increased communication. This includes increasing general awareness about the programs among potentially interested schools and students, particularly high performing students, and through the provision of more extensive guidelines to enhance participant understanding and clarify expectations.

Related reports

This report is part of a series of thematic evaluation reports prepared by CESE as part of the ongoing evaluation of the GTIL education reform.

Other reports include the Professional Experience evaluation, the School Leadership Initiatives evaluation, and the Beginning Teacher Support evaluation. A final GTIL evaluation report is due in 2019.