

## Standards for teachers: FAQs for primary sector teacher members

### What are the Registered Teacher Criteria (RTC)?

The RTC are the revised standards set by the New Zealand Teachers Council for teacher registration, and replace the Satisfactory Teacher Dimensions (STDs) from 2011.<sup>1</sup>

### What are the Interim Professional Standards (IPS)?

The IPS are the standards for pay progression in your collective agreement. They are entitled 'Interim' as when they were first developed, it was agreed that at a future time, the professional standards would be reviewed.

### Why isn't there just one set of standards?

While both the RTC and the IPS aim to define what it means to be a quality teacher in New Zealand, they have different purposes and reflect different perspectives.

### What are the differences between the RTC and the IPS?

Registered Teacher Criteria	Interim Professional Standards
<ul style="list-style-type: none"> <li>▪ standards for teacher registration</li> <li>▪ assessed/attested every three years (more for PRTs)</li> <li>▪ one generic set for all teachers</li> <li>▪ in the Teachers Council control</li> <li>▪ must be met for full registration as a teacher</li> <li>▪ broader and aspirational</li> </ul>	<ul style="list-style-type: none"> <li>▪ standards for pay progression</li> <li>▪ assessed/attested each year</li> <li>▪ three sets: beginning, fully registered, experienced</li> <li>▪ in the teachers' agreement, voted by those covered</li> <li>▪ must be met to allow progression to next salary step</li> <li>▪ narrower and competency-based</li> </ul>

### Why can't the new RTC go into the collective agreement so there is only one set?

As noted above, the RTC and the IPS differ in their form and purpose. In addition, NZEI wants to see the Teachers Council become an autonomous professional body rather than the current crown entity which has a level of Ministerial control. Until such independence occurs, NZEI is cautious about considering the RTCs as part of a collective agreement.

### How can schools manage this?

Most schools take a pragmatic approach and acknowledge the similarities and differences in the collective agreement professional standards and the RTC within their performance management systems. Both need to be met, IPS annually, RTC each 3 years as noted above.

The Council allows teachers to apply for renewal of a practising certificate from six months prior to the expiry of the practising certificate; this can help to align your school's appraisal, assessment and attestation processes.

### How can this be made simpler? (Link here to matrices once they go online)

NZEI has developed matrices which align the criteria and the standards, so it is possible to consider both sets at the same time, though you may wish to create a different alignment that suits your setting.

It is important to remember that teacher practice does not fit into boxes for each individual criteria and standard as in a matrix, so any one piece of evidence or example of practice should be able to be used in your setting to cover more than one of the criteria and standards – this may help make teacher appraisal, assessment and attestation holistic and manageable.

While the change this year is a phased replacement of the Teachers Council's STDs by the new RTC, the shift is generating reflection about performance managements systems. You are encouraged to take the NZEI information and ensure it fits into your setting and your practice.

NZEI welcomes feedback [teacherregistration@nzei.org.nz](mailto:teacherregistration@nzei.org.nz) so resources are relevant for members.

<sup>1</sup>More information [www.teacherscouncil.govt.nz](http://www.teacherscouncil.govt.nz) including [RTC resources](#) developed during the piloting of the RTC. The reflective questions for each of the RTC are of value.