Beginning Teacher Time Release Program (BeTTR)
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1. General Information

In accordance with the requirements of Learning Together the Department of Education, Tasmania has developed the Beginning Teacher Time Release (BeTTR) program to give support to beginning teachers.

A beginning teacher for this program is a permanent or fixed-term teacher who is in his/her first year of employment. In addition, program participants must be employed at 0.5 full-time equivalent or above for at least one school term in that first year of employment.

The Teaching Service (Tasmanian Public Sector) Award requires teachers to undertake a maximum instructional load of 22 hours per week (primary) or 20 hours per week (secondary/college). Under the BeTTR Program, full-time beginning teachers are required to access a minimum instructional load time release of two hours per week. The two hour time release period may be “banked” up to a maximum period of six hours to accommodate a block release for the beginning teacher to attend or participate in a one day professional development program or activity. This provides flexibility in meeting the individual professional development needs of the beginning teacher and the operational requirements of the school/college.

The extent of time release for a part-time beginning teacher will be on a pro rata basis according to the actual hours worked eg a beginning teacher employed at 0.5 FTE can access one hour release time per week.

The BeTTR program is designed to supplement but not replace individual and school professional learning programs. Funding will be made available to schools to cover relief for release time for the beginning teacher.

The purpose of time release will vary according to the needs of each beginning teacher, but may include:

- induction programs relating to the school, Learning Service and Department;
- ongoing "feedback" meetings with senior staff and/or other experienced teachers; attendance at specific professional development programs;
- observation of experienced teachers in the classroom;
- additional "time out" for lesson preparation;
- visiting other schools/colleges – discussions with experienced teachers;
- visit the Learning Service;
- meetings with relevant Learning Service curriculum officers;
- attendance at "awareness" meetings; and
- collaboration with, and attendance at meetings with, other beginning teachers within the Learning Service.
The actual content of the BeTTR program will be negotiated between the Principal, appropriate supervisory staff, and the beginning teacher. The Principal will maintain responsibility for monitoring each program.

It is again emphasised that time release under the BeTTR program shall not be a substitute for the normal school/college professional learning program(s).

Each school/college employing a beginning teacher must submit to their General Manager Learning Services a separate Beginning Teacher Time Release Program Application Form [staff access only] with a proposed plan of activities for the beginning teacher.

2. Contact Details

If you require further information concerning the BeTTR program, please contact the Regional HR Coordinator in your Learning Service.

3. Related Documents

The following documents are available from www.education.tas.gov.au.

- Beginning Teacher Time Release Program Application Form [Staff access only.] (Doc ID: TASED-4-2996)

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