





## How does the Competence Process work?

A mandatory report (from a teacher's employer or former employer) or complaint (from the public) has been made about a teacher's practice. The competence process is designed to identify what steps need to be taken to ensure the teacher's practice meets the *Ngā Paerewa | Standards for the Teaching Profession*.

**1**  The case has been assessed by the Council's Triage Committee and allocated to a Professional Practice Evaluator (PPE) for investigation. The PPE will contact the teacher to explain the process, clarify the support available (whanau/iwi/lawyer/union rep) and answer any questions.


### What determines a competence concern?


Concerns about a teacher's current professional practice not meeting the *Ngā Paerewa | Standards for the Teaching Profession*

**2**  An investigation by the PPE will seek further clarification from the teacher and other relevant parties regarding the information received. The teacher will be kept updated throughout the PPE investigation and any information used by the PPE will be shared with the teacher.

### Who are Professional Practice Evaluators?


Experienced, certificated senior teachers and leaders from across the teaching sector.

**3**  The PPE evaluates all the information to ascertain if the teacher does not meet any of the *Ngā Paerewa | Standards*. The PPE may ask the teacher questions to clarify their understanding of *Ngā Paerewa | Standards* in practice.

**4**  The PPE prepares an evaluation report which presents the PPE's findings and may include recommendations.


### Who is the Competence Authority?

The Competence Authority is a panel of senior registered teachers and lay people.

**5**  If the PPE finds that the teacher does not meet *Ngā Paerewa | Standards*, the report is referred to the Competence Authority who will meet and come to an independent view of the matter. The teacher will be invited to attend the meeting.

### What kind of outcomes? Outcomes can include:

- No further action
- Conditions placed on the teacher's practising certificate
- Annotation on the Teaching Council teacher register
- Referral of the teacher's case to an impairment process.
- In the most serious cases, cancel the teacher's registration or practising certificate.

**6**  The teacher receives a copy of the Competence Authority decision and determination. If conditions have been placed on the teacher's practising certificate, the Council's Monitoring and Reporting Advisor will work with the teacher to monitor their conditions.

This is a simplified version of how the process works. For a more detailed description of the process, please visit [www.teachingcouncil.nz/competence](http://www.teachingcouncil.nz/competence)