

# BEYOND THE LINE



**Kick-start your career in  
regional, rural or remote NSW**

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# Introduction

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Congratulations on your participation in the Beyond the Line Program and welcome to the start of your teaching career beyond the metropolitan border.

A career in a regional, rural or remote New South Wales public school has a lot to offer. Alongside key financial benefits and incentives, a range of career opportunities and lifestyle enhancements await.

This induction booklet is designed to introduce you to the wide range of opportunities available with the NSW Department of Education in regional, rural and remote NSW. It also details your pathway into the profession and your transition from pre-service teacher to accredited and employed professional.

**Thanks for going Beyond the Line with us! We can't wait to see where a career in teaching takes you.**



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# Participant testimonials

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‘The Beyond the Line Program has been an exceptional experience, offering an authentic and open doorway into rural and remote education. It demonstrates that the possibilities in education are boundless, regardless of your location.’

*Bridgette, secondary (science)  
pre-service teacher*

‘A once in a lifetime opportunity that provided valuable insights into the life of regional, rural and remote teachers. It strengthened my perspectives and heartened my aspiration to teach in a regional, rural or remote school.’

*Caitlin, primary pre-service teacher*

‘The Beyond the Line study tour has provided experiences that I might not have been able to do within my university degree. It has opened my eyes and allowed me to really see the benefits and possible opportunities that regional, rural and remote living can provide in education.’

*Sophie, primary and secondary (English)  
pre-service teacher*

‘The Beyond the Line Program changed my perception of teaching as a career, the idea of rural and remote employment has made me feel motivated and excited to enter the profession. I would recommend this program to any pre-service teacher considering looking into this avenue of employment.’

*Shauna, secondary (English)  
pre-service teacher*

‘You don’t know what you don’t know. The Beyond the Line Program showcases communities with unbreakable bonds, beautiful sunrises and sunsets, the first steps of authentically understanding Aboriginal culture and connection to country, and the opportunities to fulfil your personal potential.’

*Andrew, primary pre-service teacher*



# Next steps and opportunities with the department

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## Rural Professional Experience Program

Develop your teaching skills and gain valuable experience by completing a rural professional experience placement in your penultimate or final placement year.

Be supported by the department to experience what it's like to live and work in rural or remote NSW:

- \$500 allowance per week during your placement
- Assistance in sourcing accommodation
- Attend your placement with another pre-service teacher
- Receive comprehensive induction materials



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## Scholarship programs for future teachers

The NSW Department of Education provides a range of scholarship opportunities for high-achieving university students and career changers. Each scholarship provides financial support and a permanent teaching position with the NSW Department of Education following successful completion of studies.

- teach.Rural Scholarship
- Teacher Education Scholarship
- Teacher Education Scholarship-Aboriginal



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## Accreditation and the Approval to Teach Process

In order to begin the [Approval to Teach](#) process which enables teachers to work in NSW public schools, you will first need to [gain accreditation from NESA](#).

For further information about gaining your NESA accreditation, please visit the [NESA website](#). Once you have your accreditation from NESA, and a valid paid NSW Working With Children Check, you can visit Teach NSW on the Education website to [start your Approval to Teach application](#).





# How to succeed in your next professional experience placement

There are a number of things you can do leading up to and during your placement to ensure you get the most out of your experience.

## 1. Make contact with the school beforehand

It's always a good idea to contact the school's professional experience coordinator and your supervising teacher to introduce yourself and arrange a time to meet or talk beforehand. This will give you a chance to let your supervising teacher and coordinator know of any goals you have for your placement, or any assignments you need to complete as part of your placement so that they can best support you. It will also allow you to find out more information about the class or classes you will be observing or teaching so that you can make necessary preparations.

## 2. Identify your own areas for improvement

Prior to and throughout your practicum, aim to be proactive in identifying your own areas for improvement. To do so, reflect on your own skills and challenges as well as any feedback you have received during previous placements or within assignment feedback. Your supervising teacher will be there to support you and give you feedback, however, you should spend time reflecting on your practice and communicating your goals with your supervisor.

## 3. Seek out opportunities to observe other teaching staff

As well as working with your supervising teacher, it is also really valuable to take on opportunities to work with other staff in the school. Throughout your practicum, look for opportunities to attend meetings or participate in activities that will broaden your experience. This will allow you to see a range of different teaching styles as well as gain insight into non-classroom based aspects of the profession.

## 4. Review the Australian Professional Standards for Teachers

Remember that your placement supervisors will be looking at how well you meet the [Australian Professional Standards for teachers](#) at the graduate level. You can visit the AITSL website to view the standards and find more information. It is also helpful to view the videos of the standards in action on the [NSW Council of Deans of Education \(NSWCDE\) website](#).

It is a great idea to discuss your goals and evidence with your supervising teacher so that they can best support you in meeting and exceeding the standards.



# Rural Professional Experience Program

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You have the opportunity to kick-start your career by completing your penultimate or final placement in one of the identified rural and remote public schools in NSW. You also don't have to go alone. The Rural Professional Experience Program partners you up with another pre-service teacher.

The department is currently collaborating with several major universities to offer rural placements to their teacher education students. Check with your university if they are involved in this program. To be eligible you must:

- be completing your penultimate or final professional experience placement
- have a paid Working with Children Check approval number
- have completed all mandatory departmental Health & Safety training, for example, anaphylaxis, CPAT and e-Safety
- be committed to the values of public education and be eligible for employment in a NSW Department of Education school at the end of your placement.

Completing a rural professional experience as part of this program means that you receive a \$500 weekly allowance, assistance in sourcing accommodation and a comprehensive digital induction information package.



# Scholarships and opportunities with the NSW Department of Education

## teach.Rural Scholarship

The teach.Rural Scholarship is designed for those pursuing or currently enrolled in initial teacher education programs, focusing on primary, secondary (across any key learning area), or inclusive/special education (K - 12). The scholarship offers substantial financial support, including:

- up to \$7,500 per year while studying full-time
- course contribution fees of up to \$50,000\*
- a \$6,000 appointment allowance
- a guaranteed permanent position in a rural or remote NSW public school upon successful completion of studies.

Recipients may also qualify for a \$500 per week rural practicum allowance. The scholarship is open to HSC students and university students, allowing them to indicate their preference for teaching in various rural and remote NSW locations.

## Graduate Teacher Scholarship

The Graduate Teacher Scholarship targets final-year teacher education students focusing on high-demand subject areas. This scholarship is particularly directed at high-achieving individuals aspiring to become teachers in mathematics, science (with physics), agriculture, or special/inclusive education (K - 12). Successful applicants receive:

- a one-time training allowance of \$5,000
- a \$10,000 appointment allowance
- a guaranteed permanent teaching position in a NSW public school upon successful completion of studies.

Up to 40 scholarships are available, with 20 exclusively reserved for selected Technological and Applied Studies (TAS) subjects. Eligible candidates can indicate preferences for teaching locations across NSW. The initiative aims to support the development of skilled educators in critical subject areas and facilitate their placement in various locations within the state.





# Scholarships and opportunities with the NSW Department of Education

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## Teacher Education Scholarship

The Teacher Education Scholarship is open to individuals planning to complete an initial teacher education degree or currently pursuing a path to become a secondary teacher (across any key learning area) or an inclusive/special education teacher (K – 12). The scholarship offers substantial financial support, including:

- up to \$7,500 per year while studying full-time
- a \$6,000 appointment allowance
- a permanent teaching position with the NSW Department of Education upon successful completion of studies.

Eligibility extends to HSC students, university students, and career changers. Applicants can express preferences for teaching locations across various locations in NSW. This scholarship aims to support individuals on their journey to becoming educators and encourages them to contribute to the education system in diverse locations within the state.

## Teacher Education Scholarship - Aboriginal

The Teacher Education Scholarship - Aboriginal is an identified scholarship available to Aboriginal people and Torres Strait Islanders commencing or continuing an initial teacher education degree in 2024. The scholarship offers substantial financial support, including:

- up to \$7,500 per year while studying full-time
- a \$6,000 appointment allowance
- a permanent teaching position with the NSW Department of Education upon successful completion of studies.

Eligibility extends to Aboriginal and Torres Strait Islander HSC students, university students, and career changers. Applicants can express preferences for teaching locations across various locations in NSW. This scholarship aims to support individuals on their journey to becoming educators and encourages them to contribute to the education system in diverse locations within the state.



# Benefits and incentives of teaching in rural and remote schools



The New South Wales Department of Education offers a range of benefits and incentives for teachers in rural and remote public schools. The incentives apply to permanent, temporary, and Connected Communities teachers and executives.



## Major financial benefits:

- Transfer points based on the remoteness of the school
- Recruitment bonus of \$20,000 for applicable positions
- Rural and remote relocation support payment (up to \$8,000)
- Rural teacher incentive ranging from \$20,000 to \$30,000
- Rental subsidies of 50% to 90% deducted from the rural teacher incentive
- Stamp duty relief payment (up to \$10,000)
- Retention benefit of \$5,000 per annum for up to 10 years
- Experienced teacher benefit of \$10,000 per annum for up to 5 years from Term 1, 2022.



## Professional benefits:

- 10-week trial placement before permanent appointment
- Additional personal leave days and professional development days
- Priority transfer for selected schools based on years of service
- Recognition of temporary service and transfer points
- TEPS benefit for casual/temporary teachers
- Priority transfer for Executive Principals of Connected Communities schools
- Fast track from temporary to permanent positions.



## Additional allowances:

- Broken Hill allowance for teachers in Broken Hill schools
- Climatic allowance compensating for extreme temperatures
- Country Area Program funding for qualifying schools
- Isolation from socio-economic goods and services allowance
- Medical and dental reimbursement
- Motor vehicle depreciation allowance for certain isolation groups
- Relocation subsidy for newly appointed teachers
- Vacation travel expenses during school vacations.

# Gaining NESA Accreditation and your Approval to Teach

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Whether you are a new graduate or an experienced teacher seeking employment in NSW public schools, you will need to successfully meet the department's requirements to gain your approval to teach. Pre-service teachers studying at NSW and ACT universities, La Trobe University, and Griffith University are eligible to apply under the [Graduate Recruitment Program](#). The department also encourages final-year students from universities across Australia who are eligible, to apply for and gain approval to teach in NSW public schools.



## 1. Get ready to apply for Approval to Teach

Before you begin your application you will need to:

- obtain a NSW Working with Children Check (WWCC) for paid employment from the [Office of the Children's Guardian](#)
- apply for and gain accreditation as a teacher in NSW through the [NSW Education Standards Authority](#)

You will be emailed an accreditation letter which includes your accreditation number status and the list of subjects you have been accredited to teach.



## 2. Start your application

In the online application you will be asked to provide your personal information, select the areas or schools where you would prefer to work and upload the mandatory documentation required. You may not have all of your professional experience/practicum reports and academic transcripts but will need to upload what you have completed to date.



## 3. Progress your application

This is the step where you provide details of your final professional experience/practicum and request interim approval.

You will receive an email once your application has been assessed and validated. Included are details of the subjects you are accredited in and the next steps you will need to complete.

At this point, you can retrieve your application and have the option to request interim approval to teach. Interim approval has the benefit of enabling you to work as a casual or temporary teacher before completing your studies. Interim approvals can be issued prior to the completion of your final practicum.



## 4. Finalise your application

These are the final important actions you need to take in order to gain full approval to teach with the NSW Department of Education.

It is now time to undertake the online teacher suitability assessments and online interview to demonstrate your capabilities to be a high-quality teacher in NSW public schools. All graduates will also be required to provide their final transcript and final professional experience/practicum report prior to gaining full approval to teach. You will be notified via email of the outcome of your application for approval to teach.

It is a great idea to [subscribe to JobFeed](#) to receive a weekly list of available permanent and temporary jobs to start your teaching career in NSW public schools.



## Applying for employment



One of the most efficient ways of finding casual employment in NSW public schools is by using the ClassCover app. It is free to use and provides access to over 2000 public schools across NSW.

To begin using ClassCover, you will first need to create a profile on the [ClassCover website](#) and then download the app. From there you can upload your mandatory documentation, share your availability and manage location preferences.

You will then need to contact your preferred NSW public schools directly to let them know that you are available for casual work and request to be added to their ClassCover network.



## Teach NSW JobFeed

Weekly Job Advertisements

Once you have been accredited by NESA and approved by the NSW Department of Education to teach in NSW public schools, you will be able to seek work as a casual teacher and apply for temporary and permanent teaching positions advertised in JobFeed.

[JobFeed](#) is a weekly update of permanent and temporary teaching and non school-based teaching service positions in NSW public schools.

[Subscribe](#) to JobFeed to have the newly advertised teaching positions delivered to your inbox every Wednesday.

# Graduate interview information

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As part of the Approval to Teach process, you will be required to complete an online graduate interview. This takes one hour to complete and is an opportunity for you to demonstrate your teacher readiness.

## General advice for completing your graduate interview

- Ensure that you read and review the preparation materials emailed to you and complete your interview within the allocated time frame (you will have one hour to complete).
- Present yourself professionally both in dress and environment.
- Remember that the questions you will be asked during your interview are based on the Australian Professional Standards for Teachers. You can find these standards in detail on the [AITSL website](#).
- Try to include examples within your interview answers that demonstrate your understanding of the Graduate standards and how you've demonstrated that you can meet those standards effectively in the school environment.

## Interview questions

You will be asked a series of questions regarding your:

- pedagogical and syllabus content knowledge
- experiences, professional practices and engagement with the broader school community, including actions you have taken that have contributed to student progress and wellbeing.
- skills and capabilities, meaning, your capacity to deliver curriculum and manage critical teaching activities such as classroom management and assessment.

It is also helpful to reflect on your personal teaching philosophy and your knowledge of NSW Department of Education policies and child protection procedures.

## Applying the STAR method to your responses

The STAR method can be used to structure your interview responses in a logical order with clear evidence and outcomes. The method is outlined below.

**Situation:** Set the scene and give the necessary details of your example.

**Task:** Describe what your responsibility was in that situation.

**Action:** Explain exactly what steps you took to address the situation.

**Result:** Share what outcomes your actions achieved.

### A basic example of using the STAR method would look like this:

- **Situation:** During my practicum, I was responsible for managing challenging classroom behaviour to ensure that focus remained on the learning.
- **Task:** To do this, I created a set of clearly established routines and procedures to establish consistent expectations for all students.
- **Action:** I communicated these practices at the commencement of my placement. For example, clear processes were communicated and practiced in regard to student requirements at the start of the lesson.
- **Result:** These commencement routines allowed the class to quickly settle into the learning and created an atmosphere of calm, positive behaviours within the classroom.



# TeachCast

A podcast by teachers, for teachers.



Do you find yourself looking for new ways to connect with the teaching community to better your professional practice? If so, look no further than TeachCast, a podcast by teachers, or teachers. Join our dynamic teacher co-hosts, Shannon and Siobhan, as we take a look into life inside and outside the classroom from the perspective of incredible educators making a daily difference in NSW public schools.

Available to stream on [Spotify](#), [Apple Podcasts](#), [Google Podcasts](#) and [YouTube](#).



Season 1 of TeachCast was recorded on the homelands of the Darug people. We pay respect to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples tuning in.

If you would like to provide feedback or suggestions for future episodes, please contact [teachcast@det.nsw.edu.au](mailto:teachcast@det.nsw.edu.au) to get in touch with the TeachCast team. Follow the Teach NSW team on [Facebook](#), [Instagram](#), [Twitter](#) and [YouTube](#) and [subscribe to the mailing list](#) to be the first to know when new episodes are released.

# BEYOND THE LINE

## Contact Information

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We acknowledge the homelands of all Aboriginal and/or Torres Strait Islander people and pay our respect to Country.

### Helpful links

[education.nsw.gov.au/teach-nsw](https://education.nsw.gov.au/teach-nsw)

**Approval to teach:** [education.nsw.gov.au/teach-nsw/become-a-teacher/approval-to-teach](https://education.nsw.gov.au/teach-nsw/become-a-teacher/approval-to-teach)

**ClassCover:** [classcover.com.au/](https://classcover.com.au/)

**JobFeed:** [education.nsw.gov.au/teach-nsw/find-teaching-jobs/jobfeed#Subscribe4](https://education.nsw.gov.au/teach-nsw/find-teaching-jobs/jobfeed#Subscribe4)

**Addressing selection criteria:** [education.nsw.gov.au/about-us/careers-at-education/roles-and-locations/roles-at-education/teaching/addressing-selection-criteria](https://education.nsw.gov.au/about-us/careers-at-education/roles-and-locations/roles-at-education/teaching/addressing-selection-criteria)

**Choose rural:** [education.nsw.gov.au/teach-nsw/find-teaching-jobs/choose-rural](https://education.nsw.gov.au/teach-nsw/find-teaching-jobs/choose-rural)

### Helpful contacts

[beyondtheline@det.nsw.edu.au](mailto:beyondtheline@det.nsw.edu.au)

[teacherapprovals@det.nsw.edu.au](mailto:teacherapprovals@det.nsw.edu.au)

[hrpromotions@det.nsw.edu.au](mailto:hrpromotions@det.nsw.edu.au)



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