



Media Release

The Australian Science Teachers Association supports the development of a merit based pay system for teachers.

Education Minister, Julie Bishop MP, has recently unveiled a plan to link teacher salaries to teacher performance. This plan acknowledges the critical role that teachers play in today's society and that, in modern times remuneration for teachers has not kept pace with the rest of the professional world.

The traditional pay scale for teachers does not provide incentives for professional development or reward high standards of teacher performance.

The Australian Science Teachers Association (ASTA) welcomes a pay system which rewards the most effective teachers and encourages career growth and higher standards of performance.

ASTA cautions against a performance based pay system that is too simplistic or places too much emphasis on student test or examination results.

Student test or examination results are only part of the picture of quality teaching and to link financial incentives to test results is to value what is easily measured, rather than to measure what is valued.

A far more defensible performance based pay system would be linked to a peer reviewed certification system for highly accomplished teachers against discipline specific professional standards such as the ASTA Standards for Highly Accomplished Teachers of Science.

<http://www.asta.edu.au/resources/standards>

ASTA is a key player in the drive to increase the standard of student performance through raising the quality of teaching practice.

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