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DEPUTY DIRECTOR-GENERAL  
WORKFORCE MANAGEMENT AND SYSTEMS IMPROVEMENT

NEW SOUTH WALES  
DEPARTMENT  
OF EDUCATION  
AND TRAINING



Early Childhood and Primary Education  
Secondary Education  
Technical and Further Education  
Vocational Education and Training  
Higher Education  
Adult and Community Education

Ms Marcia Spitzkowsky

RML09/5773  
10016

Dear Ms Spitzkowsky

I write in response to your letter of 7 October 2009, to the Minister for Education and Training, Verity Firth, regarding an appointment to Kotara South Public School early Intervention Class. The Minister has asked me to respond on her behalf.

The special education position at Kotara South Public School was filled in accordance with the Department of Education and Training's staffing procedures.

The staffing of vacant special education positions in NSW public schools is not subject to the same regulations as departmental pre-schools which are covered by the *Children's Services Regulation 2004*.

As the classroom teacher position at Kotara South Public School is a special education, early intervention position, there was no requirement for the recommended applicant to be an approved pre-school teacher.

The selection criteria for the advertised position at Kotara South Public School required approval to teach special education and/or experience in teaching pre-school students with disabilities which is consistent with the selection criteria for advertised special education positions.

The composition of the selection panel was in accordance with the *Selection Panel Procedures for School Teachers 2009*. It is the role of the selection panel to make a recommendation to appoint the applicant who best meets the criteria for the position. The recommendation is based on the extent to which each applicant meets the selection criteria for the position after assessing information from all stages of the selection process including the application, referees' comments and the interview.

Since the introduction of licensing for school based preschools, school principals hosting a departmental preschool have participated in a professional development program specifically focussed on the requirements of the Regulation. This program has been jointly led by senior officers from the Department's Early Childhood and Interagency Programs Directorate and the Department of Human Services, Community Services. The training has been followed up by onsite visits to each of the preschools and training for the preschool teachers and their support workers.

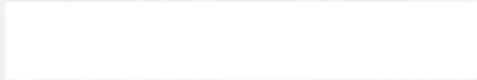


In relation to the early childhood development reform agenda initiated by the Council of Australian Governments, in New South Wales it is being led by officers in Education and Community Services so that an integrated and consistent approach can be applied across all services.

I understand that you have already spoken with an officer of the Early Childhood and Interagency Programs Directorate regarding the matters that you have raised.

Should you require further clarification on the reform agenda or the Department's preschool provision please feel free to make contact again.

Yours sincerely



Peter Riordan  
**Deputy Director-General**  
**Workforce Management and Systems Improvement**

27 November 2009