

Subject: Canberra Teacher Recruitment Assessment (CANTRA)

Key Concepts:

- From the 2016 intake, all new recruits will be required to undertake literacy and numeracy assessment as part of pre-employment criteria. This includes those who are recruited for, during and subsequent to 2016.
- Existing staff who were **on contract** with the Directorate in Term 4, 2015 will not need to demonstrate personal literacy and numeracy levels equivalent to the top 30% of the population in order to secure a permanent role until **1 December 2016**.
- All applicants seeking permanent positions with the Directorate (including some contract and casual staff) have been invited to participate in the Canberra Teacher Recruitment Assessment (CANTRA) process.
- Close to 300 teachers have registered to sit CANTRA in three separate sessions on November 16, 17 and 19. Tickets for these sessions will be sent to applicants by ACER on Monday 9 November 2015.
- Participation in CANTRA is voluntary.
- Those wishing to engage in ongoing casual work with the Directorate are not required to sit CANTRA.

Questions and Answers

Question	Answer
<p>How can I support staff in my school with CANTRA?</p>	<p>Principals are using various strategies to support staff, including:</p> <ul style="list-style-type: none"> • Encouraging those needing to undertake the test to review the sample questions on the ACER website. • Investing in people's future by providing time release to undertake the test. • Hosting practicum students and thereby giving them practical experience of contexts in which teachers exercise personal literacy and numeracy to benefit student learning. • Connecting individuals with specialist support (eg. Literacy Field Officers) to better understand the integration and underpinning of literacy and numeracy in all curriculum areas.

Questions and Answers (cont....)

Question	Answer
What is CANTRA all about ?	CANTRA – or Canberra Teacher Recruitment Assessment – is designed to assess the personal literacy and numeracy skills of teachers seeking to work in ACT public schools. It is a proactive strategy, specifically negotiated with ACER to assist prospective recruits to meet pre-employment requirements applicable for 2016 workforce engagement.
Who is CANTRA for?	Invitational letters were emailed in late September to those who have indicated future employment interest through Eol or local site selection applications, undertaking final year practicum in Directorate schools or having a current employment eligibility rating for contract teaching.
How to I know if I should be involved?	CANTRA applies for those seeking a permanent teaching role in ACT public schools for, during or subsequent to 2016.
What if I am on contract now?	Existing staff who were on contract with the Directorate in Term 4, 2015 will not need to demonstrate personal literacy and numeracy levels equivalent to the top 30% of the population in order to secure a permanent role until 1 December 2016 . If permanent employment is not secured in this time, the demonstration of literacy/numeracy skills equivalent to the top 30% will be required.
Is CANTRA attached to teacher registration?	CANTRA is not attached to professional teacher registration. However, the Directorate is embedding literacy and numeracy assessment within the pre-employment requirements for offers of permanency to teachers recruited for, in and beyond 2016.
What if I am on contract this term and I'm enrolled in one of the sittings?	CANTRA provides an opportunity to demonstrate personal literacy and numeracy skills. Participation is voluntary. Individual teachers will decide if they wish to engage with CANTRA prior to a potential offer of permanent employment.
What does it cost?	There is no cost to participants undertaking CANTRA. Three test centres have been established to enable those who have expressed interest in permanent appointment to ACT public schools for, in and beyond 2016.
Can I get work without sitting CANTRA?	Sitting CANTRA in 2015 is voluntary and does not impact employment for those wishing to engage in ongoing contract work.

