



Developing the educator mindset

What is an educator mindset?

An educator mindset recognises that teaching is a professional, learner-centred, reflective and adaptive practice. It involves understanding that effective teaching is a skill that can be developed.

REMEMBER: Teaching expertise complements industry expertise. Developing an educator mindset strengthens confidence, professional identity and effectiveness as an educator.

Why it matters

A strong educator mindset supports...



Learners

More engaging, inclusive and supportive learning experiences.



Teaching

Stronger teaching practice and confidence.



Professional growth

Ongoing learning, reflection and continuous improvement.



Wellbeing

Greater resilience and job satisfaction.



Organisations

A stronger, more sustainable teaching workforce.

How it is developed

Educator mindsets develop through...

Structured induction and onboarding



- Understand systems, expectations and culture.
- Introduce teaching as a professional identity.
- Connect with people, resources and support networks.

Supported classroom exposure



- Build confidence through guided experiences.
- Manage classrooms with support.
- Observe experienced educators.

Mentoring, coaching and peer learning



- Learn from experienced educators.
- Reflect, discuss and problem-solve together.
- Build supportive relationships.

A culture of growth and professional learning



- Provide time for learning and development.
- Target professional learning to teaching needs.
- Create a safe space to reflect and improve.

How to sustain it

Educator mindsets rely on organisations to...

Develop teaching skills



- Provide ongoing learning and mentoring.
- Encourage reflection, feedback and improvement.
- Build communities to share ideas and strategies.

Highlight the impact beyond industry skills



- Focus on learner growth, achievement and success.
- Value teaching expertise alongside industry expertise.
- Highlight the lasting influence on learners.

Support learners on their journey



- Consider how adults learn and develop.
- Use learner-centred approaches.
- Guide, coach and support diverse learners.

Reinforce teaching as a professional identity



- Recognise this is a new professional identity.
- Set realistic expectations — teaching expertise grows over time.
- Provide support, resources and success stories.

Provide practical support



- Allow time to plan, trial and reflect.
- Reduce competing demands.
- Create space to grow teaching practice.

Key principles



Teaching is a learnable, professional skill.



Learners are at the centre of effective teaching.



Reflection and improvement drive growth.



Support and collaboration strengthen teaching practice.



Wellbeing and sustainability matter.

Develop an educator mindset. Strengthen teaching practice. Support learner success.

Teaching expertise, industry expertise and a growth mindset—working together.

Authors: Maree Ackehurst, Bridget Wibrow and Tabatha Griffin