

**SMARTER SCHOOLS - IMPROVING TEACHER QUALITY NATIONAL PARTNERSHIP 2011-12 REWARD MILESTONES  
AUSTRALIAN CAPITAL TERRITORY**

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| <b>Reward Reform 1: Improved Pay Dispersion to Reward Quality Teaching</b>  |
| Agreement through enterprise bargaining negotiations to the inclusion of classifications above the current classroom teacher salary scale for highly accomplished and lead teachers.  |
| <b>Government Sector</b><br>Agreement through enterprise bargaining negotiations to the establishment of a common increment date for all public school teachers.  |
| <b>Government Sector</b><br>Development of a process for salary progression based on teacher performance and fulfilling professional responsibilities. Currently 47% of public school teachers are not at the top of the salary scale and therefore can participate in the process. Process in place and available for all eligible teachers from 2011. |
| <b>Reward Reform 4: Increased School-based Decision Making about Recruitment, Staffing Mix and Budget</b>   |
| <b>Government Sector</b><br>External school based management review completed.  |
| Implementation of capability selection process aligned to new School Leadership Frameworks, with 100% of school leader selections occurring through capability selection.   |
| Inclusion of career planning component (career management and workforce planning) in the performance and development program for all teachers and school leaders, with 100% participation from 2011.  |
| Development and implementation of revised procedures for participation in the teacher recruitment and transfer process. Eight partner schools participating in 2011.  |
| Teacher vacancies filled outside the centralised process through new school-based teacher recruitment strategies for the eight partner schools.   |
| <b>Reward Reform 5: Continual Improvement Program for All Teachers</b>  |
| Develop enhanced new teacher induction and support programs with 90% of beginning teachers attending new educator support programs.   |
| Develop and implement training for supervisors and mentors with 95% of matched mentors undergoing the training program.   |
| Implement program to develop coaching skills in principals and deputy principals. One hundred program places funded in 2010.  |

**Reward Reform 6: Indigenous Teachers and School Leaders' Engagement with Community Members**

School specific priority for addressing learning outcomes of Indigenous students included in 80% of Principals' Performance and Development Agreements.

Forty percent of principals and deputy principals undertaking cultural competence training.