

**SMARTER SCHOOLS - IMPROVING TEACHER QUALITY NATIONAL PARTNERSHIP 2011-12 REWARD MILESTONES
VICTORIA**

Reward Reform 1: Improved Pay Dispersion to Reward Quality Teaching
<p>Government Sector Endorsement of the two reward model trials through the relevant decision-making and consultation processes in 2010.</p>
<p>Government Sector By October 2011, testing the two models in up to 45 schools over the 2010-2013 calendar years, with one group of schools commencing in 2010 and the other in 2011.</p>
<p>Government Sector By October 2011, tools to support performance and development processes developed and provided to schools participating in the trials.</p>
<p>Independent Sector By February 2011, complete a review of the 2009 Rewarding High Quality Teaching (RHQT) model and develop a revised Rewarding High Performing Teachers (RHPT) model.</p>
<p>Independent Sector By October 2011, provide financial support for participating teachers to undertake the RHPT model.</p>
<p>Independent Sector By October 2011, assessment of the practical components of the RHPT model completed, including classroom observations and written evidence from participating candidates.</p>
Reward Reform 2: Improved Reward Structures for Teachers and Leaders who Work in Disadvantaged Indigenous, Rural/Remote and Hard-to-Staff Schools
<p>Government Sector Development work and endorsement through the relevant decision-making and consultation processes in 2010 to enable commencement in the 2011 calendar year.</p>
<p>Government Sector By October 2011, graduate retention payment initiative evaluated and refined.</p>
<p>Government Sector Development work and endorsement through the relevant decision-making and consultation processes in 2010 to enable commencement in the 2011 calendar year.</p>

Government Sector

By October 2011, uptake of teacher incentive special payment investigated and initiative promoted in regions and priority schools.

Government Sector

By October 2011, uptake of teacher incentive special payments evaluated and refined.

Government Sector

By October 2011, appointment of nine Executive Principals to priority schools either as the Principal in the school or as a system leader working with a number of disadvantaged schools.

Reward Reform 3: Improved In-school Support for Teachers and Leaders, particularly in Disadvantaged Indigenous, Rural/Remote and Hard-to-Staff Schools**Government Sector**

Multidisciplinary work team field trials conducted in 34 primary, secondary and special schools in 2010.

Government Sector

By October 2011, the first cohort of 18 high potential principal aspirants complete a six-month internship. Interns and host schools identified and participating in the supporting Bastow Institute for Educational Leadership modules.

Government Sector

By October 2011, participants selected and providers identified to deliver one on one coaching services through the Bastow Institute of Educational Leadership Provider Panel.

Catholic Sector

By October 2011, development of an Effective Practices Framework (formerly the Effective Practices Strategies Framework) with an accompanying professional learning strategy for LSOs, leaders and teachers.

Reward Reform 4: Increased School-based Decision Making about Recruitment, Staffing Mix and Budget**Catholic Sector**

By October 2011, provision of additional coaches providing targeted financial training and support.

Catholic Sector

By October 2011, improved staffing mix in Catholic schools addressing local need by giving schools more flexibility to manage the teacher/teacher assistant staffing allocations.

Independent Sector

By October 2011, professional learning programs in school based decision making available to principals, other school leaders and members of school councils or boards.

Independent Sector

By October 2011, provision of Ambassadors (former Principals), Principal Advisors and Senior Advisors to build capacity in schools over the course of the Low-SES and Literacy and Numeracy National Partnerships.

Reward Reform 5: Continual Improvement Program for All Teachers**Government Sector**

50 technology coaches supporting schools to prepare for Ultranet and build teachers' ICT capacity in the classroom over 2010 and 2011.

Government Sector

By October 2011, funding provided for a cohort of teachers to take between four and 10 weeks professional leave.

Government Sector

By October 2011, 40 participants trained as Bastow online coaches.

Government Sector

By October 2011, Kaldor project visual arts resource provided to every Victorian government school.

Government Sector

By October 2011, funding provided to employ 300 teacher assistants in the government school sector.

Government Sector

By October 2011, Ultranet built, constructed and deployed to all Victorian government schools.

Catholic Sector

By October 2011, design and initial development of key elements required within the ICON system.

Catholic Sector

By October 2011, expanded use of 360° leadership diagnostic tools with 50 leaders in Catholic schools, aligned with the piloting of a principal coach.

Catholic Sector

By October 2011, 12 teachers from six Catholic schools participating in a pilot project investigating the identification and acknowledgement of high performing teachers.

Independent Sector

Deploy ISNet (formerly the VICTOR network) across 90 schools in 2011.

Independent Sector

The ISV Development Centre (previously the TEAL Centre) offering a full suite of programs by October 2011.

<p>Independent Sector Provide performance management and teaching and learning development culture initiatives in 2010.</p>
<p>Independent Sector By October 2011, Principal Advisors and Senior Advisors will assist National Partnership school leaders to analyse and use data from the LEAD Report for school improvement.</p>
<p>Reward Reform 6: Indigenous Teachers and School Leaders' Engagement with Community Members</p>
<p>Government Sector By October 2009, preparation and distribution of Implementation Packs to Principals, regional offices and members of the Koorie workforce.</p>
<p>Government Sector Tender process completed for development and delivery of individualised professional learning packages to existing workers in January 2011.</p>
<p>Government Sector By June 2011, two panel reviews completed for each member of the Koorie workforce to review their progress and identify next steps in professional development.</p>
<p>Catholic Sector By October 2011, appointment of two Life/Academic coaches to support all Indigenous participants in sponsored training.</p>
<p>Catholic Sector By October 2011, evaluation of the role of the Life/Academic Coach with recommendations for future directions completed.</p>
<p>Catholic Sector By October 2011, establishment of a pathway to assist Koorie Education Workers and Indigenous students to participate in and complete teaching qualifications.</p>
<p>Independent Sector By October 2011, establishment of a network of schools committed to adding value to the educational experience of Indigenous individuals and communities.</p>
<p>Independent Sector Engagement of an Indigenous Education Advisor to support Indigenous students and their teachers in independent schools in 2010.</p>
<p>Independent Sector Preparation and publication within the sector of a document outlining independent schools' approaches to Indigenous education by October 2011.</p>