

Implementation Plan for Principal Professional Development in Australian Capital Territory

NATIONAL PARTNERSHIP AGREEMENT ON IMPROVING TEACHER QUALITY

PRELIMINARIES

1. This Implementation Plan is created subject to the provisions of the National Partnership Agreement on *Improving Teacher Quality* (the Agreement) and should be read in conjunction with that Agreement.
2. The objective of the National Partnership is to drive system-wide reforms targeting critical points in the teacher 'lifecycle' to attract, train, place, develop and retain quality teachers and leaders in our schools and classrooms. It also has a specific focus on professional development and support for principals.
3. This Project relates to use of funds allocated under the Agreement for professional development and support for principals. For the purposes of this Implementation Plan, the term 'principals' refers to both current and emerging principals.

TERMS OF THIS IMPLEMENTATION PLAN

4. This Implementation Plan will commence as soon as it is agreed between the Commonwealth of Australia (the Commonwealth), represented by the Minister for School Education, Early Childhood and Youth, and the Australian Capital Territory, represented by the Minister for Education and Training.
5. This Implementation Plan will cease on completion of the project as specified in this Implementation Plan, including the acceptance of final reporting and processing of final payments against reform activities specified in this Implementation Plan.
6. This Implementation Plan may be varied by written agreement between the Ministers.
7. Either Party may terminate this agreement by providing 30 days notice in writing. Where this Implementation Plan is terminated, the Commonwealth's liability to make payments to the State is limited to payments associated with Agreed Milestones achieved by the State by the date of effect of termination of this Implementation Plan.
8. The Parties to this Implementation Plan do not intend any of the provisions to be legally enforceable. However, that does not lessen the Parties' commitment to this Implementation Plan.

PROJECT OBJECTIVE

9. The objective of this Implementation Plan is to contribute to the Facilitation Reform under the Agreement of developing and delivering high-quality professional development programs for principals and emerging principals that address national and local priorities; and the sharing of best practice programs nationally.

ROLES AND RESPONSIBILITIES

Shared Roles of the Commonwealth and States and Territories

10. The Commonwealth and the States and Territories will share responsibility for:
 - (a) monitoring achievements against the Implementation Plan and providing information to the COAG Reform Council, consistent with the Agreement; and
 - (b) facilitating the sharing of best-practice case studies, materials and resources.

Role of the Commonwealth

11. The Commonwealth agrees to be accountable for the following roles and responsibilities:
 - (a) reviewing State/Territory progress against the Agreed Milestones specified in this Implementation Plan and providing any consequential financial contribution to the State/Territory for that progress; and
 - (b) providing funding to the Australian Institute for Teaching and School Leadership (AITSL) to perform a national coordination function for principal professional development activities funded under this allocation.

Role of the State/Territory

12. The State/Territory is responsible for all aspects of project implementation, including:
 - (a) fully funding the project, after accounting for financial contributions from the Commonwealth and any third party;
 - (b) undertaking activities in accordance with the following principles for use of funds agreed by the Ministerial Council for Education, Early Childhood Development and Youth Affairs to:
 - 1 provide opportunities for emerging and current principals in school and non-school settings, including those in regional and remote locations, to access professional development.
 - 2 ensure appropriate access by government and non-government principals.
 - 3 align with the National Professional Standard for Principals.
 - 4 exemplify the best practice characteristics elaborated in the Draft Australian Charter for the Professional Learning of Teachers and School Leaders: relevant; collaborative; futures focused; and sustained.
 - 5 demonstrate effectiveness and value for money.
 - 6 ensure tools and/or resources developed are shared nationally in support of sustainable national collaboration through AITSL.
 - 7 give priority to:
 - a) building the capacity of principals to engage with local Aboriginal and Torres Strait Islander communities;
 - b) improving development of and support for Aboriginal and Torres Strait Islander principals and emerging principals;
 - c) supporting principals to lead institutional change to enable implementation of the Australian Curriculum; and
 - d) local priorities agreed in state and territory Principal Professional Development Implementation Plans;

- (c) completing the project in a timely and professional manner in accordance with this Implementation Plan;
- (d) providing data to enable assessment of progress against this Implementation Plan, consistent with the National Partnership Agreement on *Improving Teacher Quality* Variation (Schedule C);
- (e) meeting all conditions including providing reports in accordance with this Implementation Plan.

REPORTING AND FINANCIAL ARRANGEMENTS

- 13. The State/Territory will provide progress and final reports to the Commonwealth to demonstrate achievement of the agreed milestones specified in Schedule C of the Agreement.
- 14. The timing of submission of progress and final reports, as specified in Table 1, will align with the reporting framework of the Agreement. The reporting period for the first progress report, due 30 April 2012, will include activities commenced in 2012.
- 15. Progress and final reports will contain the following information:
 - a) a description of progress of the State/Territory in the period to date against the project activities set out in sections 21 and 22;
 - b) a description of participation in activities to support sustainable national collaboration by the Australian Institute for Teaching and School Leadership; and
 - c) promotional activities undertaken in relation to, and media coverage of, the project during the reporting period and any expected promotional opportunities during the next reporting period.
- 16. The final report is due within 60 Business Days of the completion of the project or termination of this Implementation Plan.
- 17. The final report will be a stand-alone document that can be used for public information dissemination purposes regarding the project and must:
 - a) describe the conduct, benefits and outcomes of the project as a whole, including assessing the extent to which the objective in this Implementation Plan has been achieved and explaining why any aspects were not achieved; and
 - b) include a discussion of any other matters relating to the project, which the Commonwealth notifies the State/Territory should be included in the final project report at least 60 days before it is due.
- 18. The maximum financial contribution to be provided by the Commonwealth for the project is \$669,388 payable in accordance with Table 1. All payments are exclusive of GST.
- 19. Any Commonwealth financial contribution payable will be processed by the Commonwealth Treasury and paid to the State/Territory Treasury in accordance with the payment arrangements set out in Schedule D of the *Intergovernmental Agreement on Federal Financial Relations*.
- 20. The State/Territory will not be required to pay a refund to the Commonwealth if the actual cost of the project is less than the agreed estimated cost of the project. Similarly, the State/Territory bears all risk should the costs of a project exceed the estimated costs. The Parties acknowledge that this arrangement provides the maximum incentive for the State/Territory to deliver projects cost-effectively and efficiently.

Table 1: Reporting and Payments

Deliverable	Due date	Amount
(i) Agreement to the Implementation Plan by the Ministers or authorised delegates of each jurisdiction	Expected by 20 Jan 2012	\$140,984
(ii) Submission of a progress report to the satisfaction of the Commonwealth	Due 30 Apr 2012	\$207,952
(iii) Submission of a progress report to the satisfaction of the Commonwealth	Due 31 Oct 2012	\$240,339
(iv) Submission of a final report to the satisfaction of the Commonwealth	Due 30 Apr 2013	\$80,113
(v) Update on 2013 activities as an addendum to the Annual Report submitted under the Agreement	Due 31 Oct 2013	
Total payable (excluding GST)		\$669,388

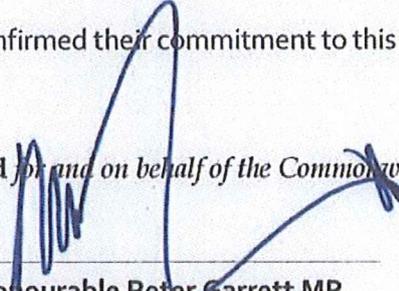
PROJECT ACTIVITIES

21. The State/Territory will address the principles for use of funds described in Item 12 (b) through the following activities:
 - a) Develop a series of professional development modules for current and emerging principals and school leaders aligned to the National Professional Standard for Principals.
 - b) Cross sectoral participation in professional development activities for school leaders related to the National Professional Standard for Principals.
 - c) Develop modules focussed on leading innovation and change to enable implementation of the Australian Curriculum, change management, increasing cultural competence and engagement with the Aboriginal and Torres Strait Islander community.
 - d) Develop an induction program for newly appointed principals, deputy principals and school leaders.
 - e) Implement mentoring and coaching programs for current and emerging principals and school leaders.
 - f) Engage national and international experts in providing high quality professional development programs for principals and emerging principals and school leaders.
 - g) Support for current and emerging principals to access university studies, interstate professional development programs, study tours and national and international conferences.
 - h) Develop an evaluation framework for professional learning drawing on the Draft Australian Charter for the Professional Learning of Teachers and School Leaders.
22. The State/Territory will achieve the agreed milestones as specified in Schedule C of the Agreement through the following activities (including timeframes):

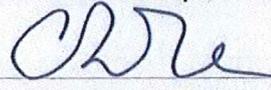
- a) Map current School Leadership Frameworks (Government and Catholic) against the National Professional Standard for Principals by February 2012.
- b) Develop and publish new School Leadership Framework aligned to the National Professional Standard for Principals by April 2012.
- c) Conduct a School Leadership Conference for ACT principals and emerging principals by June 2012.
- d) Program cross sectoral Principals' Forums aligned to the national Improving Teacher Quality and School Leadership agenda, at least once each school semester, by July 2012.
- e) Provide an Induction Program for newly appointed principals by end of September 2012.
- f) Provide professional development aligned to the National Professional Standard for Principals by end of November 2012.
- g) Conduct preliminary evaluations of the professional development modules delivered during 2012, including participant data collection, by March 2013.

Parties have confirmed their commitment to this agreement as follows:

Signed for and on behalf of the Commonwealth of Australia by


The Honourable Peter Garrett MP
Minister for School Education, Early Childhood and Youth

Signed for and on behalf of
the Australian Capital Territory by


Dr Chris Bourke MLA
Minister for Education and Training