

Implementation Plan for Principal Professional Development in the Northern 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 Northern Territory, represented by the Minister for Education and Training.
5. This Implementation Plan will cease on completion or termination of the National Partnership, 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 OBJECTIVES

9. The objectives of this Implementation Plan are 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 the Northern Territory's progress against the agreed milestones specified in this Implementation Plan and providing any consequential financial contribution to the Northern 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 Northern Territory

12. The Northern 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:
 - i) provide opportunities for emerging and current principals in school and non-school settings, including those in regional and remote locations, to access professional development.
 - ii) ensure appropriate access by government and non-government principals.
 - iii) align with the National Professional Standard for Principals.
 - iv) 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.
 - v) demonstrate effectiveness and value for money.
 - vi) ensure tools and/or resources developed are shared nationally in support of sustainable national collaboration through AITSL.
 - vii) give priority to:
 - building the capacity of principals to engage with local Aboriginal and Torres Strait Islander communities;
 - improving development of and support for Aboriginal and Torres Strait Islander principals and emerging principals;
 - supporting principals to lead institutional change to enable implementation of the Australian Curriculum; and
 - 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.

REPORTING AND FINANCIAL ARRANGEMENTS

13. The Northern 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.
15. Progress reports will contain the following information:
 - (a) a description of progress of the Northern Territory in the reporting period against the achievement milestones;
 - (b) a description of participation in activities to support sustainable national collaboration by the Australian Institute for Teaching and School Leadership.
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; and
 - (b) include a discussion of any other matters relating to the project, limited to the minimum necessary for the effective assessment of performance and agreed between the Commonwealth notifies the Northern Territory, at least 60 days before it is due.
18. The maximum financial contribution to be provided by the Commonwealth for the project is \$495,522 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 Northern Territory Treasury in accordance with the payment arrangements set out in Schedule D of the *Intergovernmental Agreement on Federal Financial Relations*.
20. The Northern 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 Northern 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 Northern 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.	April 2012	\$129,152
(ii) Submission of a progress report that demonstrates achievement of milestones as per Table 2.	30 April 2012	\$129,152
(iii) Submission of a progress report that demonstrates achievement of milestones as per Table 2.	31 October 2012	\$118,609
(iv) Submission of a final report that demonstrates achievement of milestones as per Table 2.	30 April 2013	\$118,609
(v) Update on 2013 activities as an addendum to the Progress Report submitted under the Agreement.	31 October 2013	
Total payable (excluding GST)		\$495,522

PROJECT ACTIVITIES

21. The Northern Territory will address the principles for use of funds described in Item 12 (b) through the following activities:
- a) Developing school review teams in the government and independent sectors comprising Executive Directors, Directors of School Performance and highly performing principals. These teams will support current and emerging principals in strong school review to underpin planning, including curriculum leadership.
 - b) Developing a school review mentoring program, that aligns with the National Professional Standards for Principals and the Master Review, to create high functioning teams that are able to provide appropriate mentoring and support to schools.
 - c) Building capacity of facilitators within the school review teams to support high quality learning, teaching and schooling through the delivery of onsite mentoring and training, with a focus on:
 - analysis and discussion of data;
 - creating a school culture that promotes learning;
 - systemic curriculum delivery;
 - differentiated classroom learning;
 - effective teaching practices;
 - explicit school improvement agenda; and
 - building and maintaining positive relationships with families, carers, students and the school community.
 - d) Expanding the ACEL Leadership course to all principals, deputy principals and Indigenous leaders in the Catholic schools sector.

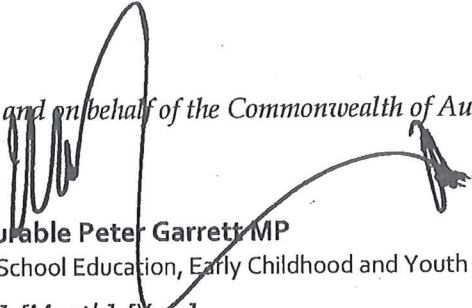
22. The Northern Territory will achieve the agreed milestones as specified in Schedule C of the Agreement through the activities (including timeframes) outlined in Table 2.

Table 2: Milestones

Agreed milestone	Date Due
School review mentoring program scoped. School review facilitator training program determined.	April 2012
Agreed milestone	Date Due
10 School leaders, principals and emerging leaders participating in the school review mentoring program. 20 School leaders, principals and emerging leaders participating in school review facilitator training program. 20 Catholic School leaders, including principals, deputy principals and Indigenous leaders, participating in a leadership development program provided by the Australian Council for Educational Leaders in addition to those already funded under the Smarter Schools National Partnerships.	October 2012
School review facilitators to deliver training to 60 school leaders, principals and emerging leaders across all regions.	April 2013
An additional 20 Catholic school leaders, including principals, deputy principals and Indigenous leaders, participating in a leadership development program provided by the Australian Council for Educational Leaders. School review facilitators to deliver training to an additional 30 school leaders, principals and emerging leaders across all regions.	October 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

[Day] [Month] [Year]

23. 5. 12

Signed for and on behalf of the Northern Territory by

Dr Christopher Burns MLA
Minister for Education and Training

[Day] [Month] [Year]

4 / 5 / 2012

