

## Workload Reduction Fund: Action 12 of the National Teacher Workforce Action Plan

FEDERATION FUNDING AGREEMENT – EDUCATION AND SKILLS

Table 1: Formalities and operation of schedule	
Parties	Commonwealth Australian Capital Territory
Duration	This Schedule is expected to expire on 30 June 2027 or on completion of the initiatives, including final performance reporting and processing of final payments against milestones.
Purpose	<p>The Schedule supports Action 12 of the National Teacher Workforce Action Plan: <i>To pilot new approaches to reduce teacher workload through a Workload Reduction Fund to maximise the value of a teacher's time.</i></p> <p>This Schedule supports the delivery of the <b>Education System Pulse Dashboard for Principals pilot</b>, and the <b>New Educator Support Program pilot</b>.</p> <p>Any further projects are to be determined by mutual agreement between parties and specified through amendments to this Schedule and accompanied by additional implementation plans.</p> <p><b>Education System Pulse Dashboard for Principals pilot</b></p> <p>For this pilot, each ACT public school will have its own personalised dashboard, visible to both the school's principal and the ACT Education Directorate. This will support the ACT Education Directorate to provide timely support and services to ACT public schools at a system level, reducing the administrative burden on school principals.</p> <p>The metrics of school effectiveness on the dashboard will also assist principals to maximise their time on educational leadership as well as teaching and learning outcomes, in alignment with the objectives of the Workload Reduction Fund.</p>

### **New Educator Support Program pilot**

The New Educator Support Program (NESP) pilot seeks to address high workloads by providing increased support to new educators and their mentors in school settings by expanding the existing program from 5 to 20 schools in the Australian Capital Territory.

Each school participating in the NESP will receive up to \$10,000 to:

- establish a New Educator Coordinator in the school who will be provided with additional release time and centralised supports to guide school-wide implementation of mentoring, as well as upskilling mentors
- a dedicated 'new educator space' for new educators and mentors to build their capabilities.

To maximise the effectiveness of the NESP, a dedicated centralised coordinator role will be established to work with school-based New Educator Coordinators and ensure mentors and new educators have the necessary support and resources. This role includes providing triaged support to schools requiring additional assistance with new educator mentoring and development, as well as providing direct support to new educators where required.

The NESP pilot also includes a range of other activities to support mentors and new educators, including the development of a new three-year professional learning series that will provide scaffolded professional development to support new educators. The professional learning series will be accredited by the ACT Teacher Quality Institute to streamline new educators achieving their annual teacher registration requirements.

Resources produced under the NESP pilot may be shared with other jurisdictions.

Estimated financial contributions	The Commonwealth will provide an estimated total financial contribution to the Australian Capital Territory of \$0.918m in respect of this Schedule.																								
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Additional terms	<p><u>In addition to Clause 19 of the FFA (Role of the Commonwealth) the Commonwealth will be responsible for:</u></p> <p>A) Providing reporting templates for annual reports detailed in Table 2.</p> <p>B) Facilitating high-level reporting to the Education Ministers Meeting (EMM) on the national implementation and outcomes of National Teacher Workforce Action Plan Action 12.</p> <p><u>Role of the Australian Capital Territory</u></p> <p>In addition to Clause 20 of the FFA (Role of the States and Territories) the Australian Capital Territory will be responsible for:</p> <p>A) Ensuring that in line with the National Teacher Workforce Action Plan, the project(s) are focused on maximising the value of teachers' time and where possible have an emphasis on government schools</p>																								

facing systemic disadvantage and/or assist teachers to support students with diverse needs.

B) Providing reports to the Commonwealth in accordance with Table 2.

C) Undertaking an evaluation of the impact of the project(s) and providing a copy of the evaluation to the Commonwealth in accordance with Table 2.

The Australian Capital Territory will be required to match the Commonwealth's funding contribution to the project(s), noting contributions may be provided in-kind.

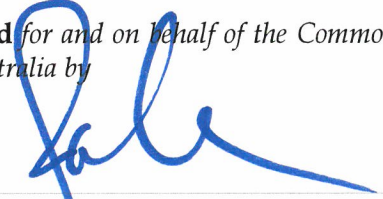
**Table 2: Performance requirements, reporting and payment summary**

Output	Performance milestones	Report due	Payment
Delivery of the <b>Education System Pulse Dashboard for Principals pilot</b> .	<u>Implementation Plan</u> Acceptance by the Commonwealth of an implementation plan that includes: <ul style="list-style-type: none"> <li>• A timeline for completion of key elements of the project.</li> <li>• A high-level plan for collecting information about teacher workloads.</li> <li>• Methodology used to inform an evaluation.</li> <li>• Quantifiable details of financial and in-kind contributions to the pilot.</li> </ul>	28/06/2023	\$0.150m (Paid)
	<u>Progress Report</u> Acceptance by the Commonwealth of a report which provides: <ul style="list-style-type: none"> <li>• Details on how the pilot has been implemented and progress against the implementation plan.</li> </ul>	12/06/2024	\$0.0m
	<u>Evaluation Report</u> <ul style="list-style-type: none"> <li>• Provision of an evaluation report by the Australian Capital Territory in accordance with the evaluation methodology agreed at Milestone 1.</li> </ul>	17/01/2025	\$0.0m
Delivery of the <b>New Educator Support Program pilot</b>	<u>Implementation Plan</u> Acceptance by the Commonwealth of an implementation plan that includes a timeline for completion of key elements of the project and a proposed evaluation methodology to assess the impact of the pilot.	24/04/2025	\$0.667m
	<u>Progress Report 1</u> Acceptance by the Commonwealth of a report which provides: <ul style="list-style-type: none"> <li>• A summary of progress, including:                             <ul style="list-style-type: none"> <li>– the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan</li> <li>– details of where and how the pilot has been implemented (including the names of relevant schools)</li> <li>– any successes and/or challenges to date.</li> </ul> </li> </ul>	31/10/2025	\$0.050m

	<ul style="list-style-type: none"> <li>• A summary of risk and issue management, including: <ul style="list-style-type: none"> <li>– key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues.</li> </ul> </li> <li>• Next steps in pilot implementation.</li> <li>• Details of the Australian Capital Territory’s financial contribution to the pilot.</li> <li>• Final evaluation methodology, outlining how the impact of the pilot will be assessed.</li> </ul>		
	<p><u>Progress Report 2</u></p> <p>Acceptance by the Commonwealth of a report which provides:</p> <ul style="list-style-type: none"> <li>• A summary of progress, including: <ul style="list-style-type: none"> <li>– the extent to which the pilot has been implemented in relation to the key elements outlined in the implementation plan</li> <li>– details of where and how the pilot has been implemented (including the names of relevant schools)</li> <li>– any successes and/or challenges to date.</li> </ul> </li> <li>• A summary of risk and issue management, including: <ul style="list-style-type: none"> <li>– key risks and issues associated with the pilot and mitigation strategies, including any new or emerging risks/issues.</li> </ul> </li> <li>• Next steps in pilot implementation.</li> <li>• Details of the Australian Capital Territory’s financial contribution to the pilot.</li> </ul>	30/04/2026	\$0.051m
	<p><u>Evaluation Report</u></p> <p>Provision of an evaluation report by the Australian Capital Territory in accordance with the agreed evaluation methodology.</p>	31/01/2027	\$0.0m

The Parties have confirmed their commitment to this schedule as follows:

Signed for and on behalf of the Commonwealth  
of Australia by



**The Honourable Jason Clare MP**  
Minister for Education

[Day] [Month] [Year]

17 | 3 | 25

Signed for and on behalf of the  
Australian Capital Territory by



**Ms Yvette Berry MLA**  
Minister for Education and Early Childhood

[Day] [Month] [Year]

15 | 04 | 25