

## 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 South Australia
Duration	This Schedule is expected to expire on 31 December 2027 or on completion of the initiatives, including final performance reporting and processing of final payments against milestones.
Purpose	<p>This 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>Community Connection Officers pilot</b>, the <b>Personalised Learning System pilot</b>, the <b>Supporting Principals to Focus on Core Work pilot</b>, the <b>Initial Teacher Education Pathway for School Support Staff pilot</b>, the <b>Effective Deployment of School Services Officers in Schools pilot</b>, and the <b>Mastery in Mathematics 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>Community Connection Officers pilot</b></p> <p>The role of a Community Connection Officer will be to relieve teachers (including the Student Wellbeing Leader) of administrative tasks associated with attendance management. They will be placed in up to 10 schools for the 2024 school year. The pilot program will test both the initiative's ability to reduce one critical aspect of teacher workload burden and the efficacy of employing an administrative resource dedicated to improving student attendance rates and engagement.</p>

**Personalised Learning System pilot**

The Personalised Learning System pilot supports the development of personalised learning plans for vulnerable cohorts of children. This pilot will support a redesign of the system to provide a more intuitive user experience, with in-built guidance and integration to other systems to reduce double entry of data and time spent searching for information about the student concerned.

**Supporting Principals to Focus on Core Work pilot**

This pilot seeks to reduce school leaders' workloads by co-designing and piloting different additional staff member models to support school leaders with operational and administrative tasks.

The pilot will trial additional staff member models to enable participating school leaders to reduce their operational and administrative burden in ways that suit the context of their respective schools.

Models that may be trialled could include an additional staff member located at the school to support business and administration functions; a regionally based staff member to service a cluster of schools; and a remote or centrally located staff member to undertake work for several principals on defined tasks (similar to a remote Executive Assistant).

**Initial Teacher Education Pathway for School Support Staff pilot**

This cross-sector pilot will deliver the development of tailored, stackable qualification pathways for the education support workforce to progress towards an initial teacher education degree.

The pilot will include support for an initial cohort of school support staff from hard-to-staff schools and preschools (in low socio-economic status or regional/rural/remote areas of South Australia) to participate in the qualifications to evaluate the impact of their increased effectiveness on teacher workload. Teacher workload is expected to be reduced by the introduction of a cohort of highly qualified classroom support staff who have the skills and knowledge to better support teachers in differentiating the curriculum.

### **Effective Deployment of School Services Officers in Schools pilot**

The pilot aims to optimise the deployment of School Services Officers (SSOs) to reduce teacher workload by maximising the impact of SSOs in classroom settings through professional development for school leaders, teachers and SSOs. By providing training and resources, the pilot will enhance collaborative practice between SSOs, teachers and school leaders.

The pilot will deliver on-line training materials; face-to-face interactive workshops; and implementation support including site-specific coaching for leaders, teachers and SSOs and communities of practice networks.

This pilot complements the *South Australian Initial Teacher Education Pathway for School Support Staff* pilot and will utilise work already undertaken to support Action 21 of the National Teacher Workforce Action Plan to 'Identify the most effective use of Initial Teacher Education students, teaching assistants and other non-teaching staff'.

### **Mastery in Mathematics pilot**

(implementation led by the National Catholic Education Commission)

This pilot contributes to the development and delivery of practical and adaptable curriculum resources and professional learning support in Year 9 and 10 mathematics, aligned to Stage 5 of the NSW Syllabus, the Australian Curriculum V9.0 and the Victorian Curriculum V2.0.

The pilot contributes to the delivery of:

- curriculum maps to support schools' planning
- adaptable and editable classroom materials including teacher presentation slides, student worksheets, reteach slides, daily review slide packs, checks for prior knowledge and formative lesson assessments (quizzes)
- professional learning to support teachers to implement resources with rigour and fidelity
- additional resources to support intervention for Year 9 and 10 students who have gaps in foundational numeracy skills, especially those facing systemic disadvantage and with diverse needs.

The resources will be freely available online to all teachers across all sectors and all jurisdictions for a minimum of three years.

Estimated financial contributions	The Commonwealth will provide an estimated total financial contribution of \$4.8m to South Australia in respect of this Schedule.																													
Community Connection Officers pilot	<table><tr><th>Table 1A (\$ million)</th><th>2022-23</th><th>2023-24</th><th>2024-25</th><th>2025-26</th><th>Total</th></tr><tr><td>Estimated total budget</td><td>0.674</td><td>0.168</td><td>0.158</td><td>0.0</td><td>1.000</td></tr><tr><td>Less estimated National Partnership Payments</td><td>0.500</td><td>0.0</td><td>0.0</td><td>0.0</td><td>0.500</td></tr><tr><td>Balance of non-Commonwealth contributions</td><td>0.174</td><td>0.168</td><td>0.158</td><td>0.0</td><td>0.500</td></tr></table>	Table 1A (\$ million)	2022-23	2023-24	2024-25	2025-26	Total	Estimated total budget	0.674	0.168	0.158	0.0	1.000	Less estimated National Partnership Payments	0.500	0.0	0.0	0.0	0.500	Balance of non-Commonwealth contributions	0.174	0.168	0.158	0.0	0.500					
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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 reports detailed in Table 2.</p> <p>B) Facilitating high-level reporting to the Education Ministers Meeting (EMM) on the implementation and outcomes of National Teacher Workforce Action Plan Action 12.</p>																														

### Role of South Australia

In addition to Clause 20 of the FFA (Role of the States and Territories) South Australia will be responsible for:

- A) Ensuring that in line with the National Teacher Workforce Action Plan, the pilot is focused on maximising the value of teachers' time, and where possible has an emphasis on government schools facing systemic disadvantage and/or assists teachers to support students with diverse needs.
- B) Implementing project(s) in accordance with agreed implementation plans.
- C) Providing reports to the Commonwealth in accordance with Table 2.
- D) 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.

South Australia 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>Community Connection Officers pilot</b> and <b>Personalised Learning System pilot</b> .	<u>Implementation Plan</u> Acceptance by the Commonwealth of an implementation plan by South Australia that includes: <ul style="list-style-type: none"> <li>• A timeline for completion of key elements of the pilots</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 pilots.</li> </ul>	28/06/2023	\$0.8m (Paid)
	<u>Progress Report</u> Acceptance by the Commonwealth of a report by South Australia which includes details on how the pilots have been implemented and progress against the implementation plans: <b>Community Connections Officers report to include information on:</b> <ul style="list-style-type: none"> <li>• the key tasks, programs and interventions to be undertaken by Community Connections Officers</li> <li>• the representative group of schools selected to participate in the pilot.</li> </ul> <b>Personalised Learning System report to include information on:</b> <ul style="list-style-type: none"> <li>• key elements of the redesign of system and processes to support the application of personalised learning.</li> <li>• the representative group of schools selected to participate in the pilot.</li> </ul>	28/03/2024	\$0.0m
	<u>Evaluation Report</u> Provision of an evaluation report by South Australia in accordance with the evaluation methodology agreed at Milestone 1.	15/12/2024	\$0.0m

Delivery of the <b>Supporting Principals to Focus on Core Work 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.	14/04/2025	\$0.579m
	<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 details 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 the implementation of the pilot.</li> <li>• Details of South Australia's total financial and/or in-kind contribution to the pilot.</li> <li>• Final evaluation methodology, outlining how the impact of the pilot will be assessed.</li> </ul>	1/12/2025	\$0.097m
	<u>Progress Report 2</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 details 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 the implementation of the pilot.</li> </ul>	29/05/2026	\$0.096m



Delivery of the <b>Initial Teacher Education Pathway for School Support Staff</b> pilot	<ul style="list-style-type: none"> <li>Details of South Australia's total financial and/or in-kind contribution to the pilot.</li> </ul>		
	<u>Evaluation Report</u> Provision of an evaluation report by South Australia in accordance with the agreed evaluation methodology.	30/09/2027	\$0.0m
	<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.	14/04/2025	\$1.500m
	<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 details 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 the implementation of the pilot.</li> <li>Details of South Australia's total financial and/or in-kind contribution to the pilot (including details of non-government school sector financial and/or in-kind contributions).</li> <li>Final evaluation methodology, outlining how the impact of the pilot will be assessed.</li> </ul>	1/12/2025	\$0.250m
	<u>Progress Report 2</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 details of relevant schools)</li> </ul> </li> </ul>	29/05/2026	\$0.250m


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	<u>Evaluation Report</u> Provision of an evaluation report by South Australia in accordance with the agreed evaluation methodology.	30/09/2027	\$0.0m
Delivery of the <b>Effective Deployment of School Services Officers in Schools</b> pilot	<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.	14/04/2025	\$0.750m
	<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 details 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 the implementation of the pilot.</li> <li>• Details of South Australia's total financial and/or in-kind contribution to the pilot (including details of non-government school sector financial and/or in-kind contributions).</li> <li>• Final evaluation methodology, outlining how the impact of the pilot will be assessed.</li> </ul>	1/12/2025	\$0.125m

	<u>Progress Report 2</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 details 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 the implementation of the pilot.</li> <li>• Details of South Australia's total financial and/or in-kind contribution to the pilot (including details of non-government school sector financial and/or in-kind contributions).</li> </ul>	29/05/2026	\$0.125m
	<u>Evaluation Report</u> Provision of an evaluation report by South Australia in accordance with the agreed evaluation methodology.	30/09/2027	\$0.0m
Delivery of the <b>Mastery in Mathematics 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.	31/03/2025	\$0.171m
	<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</li> <li>– any successes and/or challenges to date.</li> </ul> </li> </ul>	29/08/2025	\$0.057m

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	<p><u>Evaluation Report</u></p> <p>Provision of an evaluation report by South Australia in accordance with the agreed evaluation methodology.</p>	31/03/2027	\$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]  
20/13/25

Signed for and on behalf of the  
State of South Australia by



The Honourable Blair Ingram Boyer, BA,  
LLB, MP  
Minister for Education, Training and Skills  
[Day] [Month] [Year]  
1/4/25