

**SMARTER SCHOOLS - IMPROVING TEACHER QUALITY NATIONAL PARTNERSHIP 2011-12 REWARD MILESTONES
AUSTRALIAN CAPITAL TERRITORY**

Reward Reform 1: Improved Pay Dispersion to Reward Quality Teaching
Agreement through enterprise bargaining negotiations to the inclusion of classifications above the current classroom teacher salary scale for highly accomplished and lead teachers.
Government Sector Agreement through enterprise bargaining negotiations to the establishment of a common increment date for all public school teachers.
Government Sector Development of a process for salary progression based on teacher performance and fulfilling professional responsibilities. Currently 47% of public school teachers are not at the top of the salary scale and therefore can participate in the process. Process in place and available for all eligible teachers from 2011.
Reward Reform 4: Increased School-based Decision Making about Recruitment, Staffing Mix and Budget
Government Sector External school based management review completed.
Implementation of capability selection process aligned to new School Leadership Frameworks, with 100% of school leader selections occurring through capability selection.
Inclusion of career planning component (career management and workforce planning) in the performance and development program for all teachers and school leaders, with 100% participation from 2011.
Development and implementation of revised procedures for participation in the teacher recruitment and transfer process. Eight partner schools participating in 2011.
Teacher vacancies filled outside the centralised process through new school-based teacher recruitment strategies for the eight partner schools.
Reward Reform 5: Continual Improvement Program for All Teachers
Develop enhanced new teacher induction and support programs with 90% of beginning teachers attending new educator support programs.
Develop and implement training for supervisors and mentors with 95% of matched mentors undergoing the training program.
Implement program to develop coaching skills in principals and deputy principals. One hundred program places funded in 2010.

Reward Reform 6: Indigenous Teachers and School Leaders' Engagement with Community Members

School specific priority for addressing learning outcomes of Indigenous students included in 80% of Principals' Performance and Development Agreements.

Forty percent of principals and deputy principals undertaking cultural competence training.