***SMARTER SCHOOLS - IMPROVING TEACHER QUALITY NATIONAL PARTNERSHIP* 2011-12 REWARD MILESTONES
QUEENSLAND**

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| **Reward Reform 2: Improved Reward Structures for Teachers and Leaders who Work in Disadvantaged Indigenous, Rural/Remote and Hard-to-Staff Schools** |
| Principals in Phase 1 & 2 schools on performance-based contracts | 65 |
| Schools participating in the Low SES School Communities NP managed by a principal who is a signatory to a performance-based contract | 65 |
| Participants in the Take the Lead program | 75 |
| Recommendations from DET’s review of RAIS are endorsed by the Stakeholder Steering Group, prioritised and actioned | 🗸 |
| Teachers supported through RAIS | 1600 |
| Funds invested by Queensland Government to implement RAIS | $9 million |
| Schools implementing incentive programs for teachers | 20 |
| 2 Scholarships for Cairns (QCEC) | 2 |
| 2 Scholarships and cadetships (QCEC Rockhampton) | 🗸 |
| **Reward Reform 3: Improved In-School Support for Teachers and Leaders, particularly in Disadvantaged Indigenous, Rural/Remote and Hard-to-Staff Schools** |
| Townsville diocese established a secondary staffing committee (QCEC) | 🗸 |
| Additional hours of support in Cairns (QCEC) | 5 |
| Additional hours of teacher aide assistance provided across all P-7 state schools | 10 000 |
| Literacy and numeracy teaching coaches in state schools | 80 |
| Additional science teachers providing PD for primary schools | 100 (FTE) |
| Participants in the Grey Nomads Employment Program | 10 |
| Cluster support services pilots active (S, C) | 3 |
| Schools implementing general parenting programs (I) | 2 |
| Schools with reconciliation plans and/or school community partnership agreements with local indigenous communities (QCEC) | 5 |
| Schools participating in Turnaround Team trials | 100 |
| Indigenous staff participating in programs through RATEP to gain AQF qualifications | 20 |
| **Reward Reform 4: Increased School-based Decision Making about Recruitment, Staffing Mix and Budget** |
| Principals provided with greater flexibility to plan their own staffing mix and maximise the use of their global budget | 65 |
| **Reward Reform 5: Continual Improvement Program for All Teachers** |
| Proportion of state schools using performance development processes to drive high staff performance | 40% |
| Pre-registration testing of graduate teachers’ knowledge and skills in teaching literacy, numeracy and science established | Pilot phase |
| Teaching and Learning Audits conducted in schools | 1500 |
| DET-funded participants in QELI programs | 100 |
| Teacher panels operating in schools (C) | 1 |
| Principals participating in formal leadership coaching programs | 130 |
| New recruitment processes for principals established | 🗸 |
| Peer coaches/mentors trained for schools (QCEC) | 50 |
| Flying Start Induction Processes provided for all beginning teachers in state schools | 🗸 |
| Participants in targeted induction for teachers and school leaders entering small rural and remote state schools | 20 |
| Principal Induction website active | 🗸 |
| Principal Capability and Leadership Framework developed | 🗸 |
| New supervision model for principals established | 🗸 |
| Beginning and future leaders attending leadership professional development programs (QCEC) | 200 |
| Beginning teachers undertaking induction programs (QCEC – Rockhampton) | 50 |
| Participants in induction programs for graduates and newly-appointed ISQ teachers | 40 |
| Participants in targeted induction programs for teachers entering Low SES state school communities | 40 |
| Retention rate for teachers and school leader positions in Indigenous school communities | 80% |
| Targeted teacher recruitment, selection and induction process established for remote Indigenous schools | 🗸 |
| Participants in induction program for teachers appointed to remote Indigenous schools | 70 |
| School Centres of Excellence at which learning accounts are available for teachers | 5 |
| Upgrade to the Learning Place completed and site live | 🗸 |
| Participants in eLearning Programs | 50 |
| Workshops for using modules from Sustainable interventions in Literacy and Numeracy (I ) | 8 |
| Professional development resources available on DET, ISQ and QCEC websites | 🗸 |
| Participants in Mentoring programs for aspiring, new and experienced principals in ISQ schools | 40 |
| Online PD operational and available to all state school teachers and school leaders | 🗸 |
| Hours of professional development provided through Online PD | 300 |
| Number of programs available through Online PD | 300 |
| Participants in dedicated leadership and professional development programs for school leaders focussed on building their capacity aligned to national leadership program (ISQ) | 20 |
| Restart Teaching program developed | 🗸 |
| Participants in Restart Teaching program | 50 |
| Schools involved in school improvement processes (QCEC Townsville) | 28 |
| Schools involved in school improvement processes (QCEC Rockhampton) | 10 |
| Schools involved in school improvement processes (QCEC Brisbane) | 158 |
| Case studies published | 5 |
| School leaders and teachers supported to incorporate effective practices and address issues pertaining to whole school approaches for effective literacy and numeracy instruction (I) | 20 |
| Participants in Vacation PD programs | 3,100 |
| Workshops providing professional development in staff well-being (I) | 4 |
| Partner’ or ‘sister’ school relationships operational (ISQ) | 4 |
| Partner’ or ‘sister’ school relationships operational (QCEC) | 3 |
| Professional Development Scholarships awarded | 30 |
| Primary Science Scholarships awarded | 10 |
| Teachers at Centres of Excellence undertaking PD delivered by higher education | 25 |
| Teachers involved in mentoring program (QCEC) | 100 |
| Teachers undertaking mentor training at Centres of Excellence | 70 |
| **Reward Reform 6: Indigenous Teachers/ and School Leaders/ Engagement with Community Members** |
| Participants in RATEP programs | 5 |
| Percentage of Indigenous teachers in training supported through RATEP compared to 2009 | 5% |
| Percentage of DET teachers reporting as Indigenous | 1.2% |
| 9% increase in Indigenous education workers in schools (QCEC) | 160 |