

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

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