

## TQNP Reward Milestones 2012

New South Wales		
REWARD REFORM 1: <b>Improved pay dispersion to reward quality teaching</b>		
<b>1</b>	<b>AMBITION</b>	Negotiations and consultations were undertaken in all school sectors focussed on the implementation of a new classification and career path for classroom-based teachers. As a result the infrastructure was established whereby
	<b>APPROVED MILESTONE (as at 31 December 2012)</b>	100 quality teacher positions were created.
	<b>CONTRIBUTION TO REFORM</b>	This achievement contributes to reform by identifying, rewarding and retaining quality teachers in the classroom and provides opportunity for them to work with other staff to further improve teaching quality in schools.

New South Wales

**REWARD REFORM 2: Improved Reward Structure for Teachers and School Leaders who Work in Disadvantaged, Indigenous, Rural/Remote and Hard to Staff Schools**

2	<b>AMBITION</b>	Negotiations and consultations were undertaken in all school sectors focussed on new models of Centres for Excellence serving disadvantaged, Aboriginal, rural/remote and hard to staff areas. As a result a structure was established whereby
	<b>APPROVED MILESTONE (as at 31 December 2012)</b>	65 payments were provided to principals.
	<b>CONTRIBUTION TO REFORM</b>	This achievement contributes to reform by providing an approach that embeds and rewards high performance practice to improve quality teaching in associated schools.

New South Wales

**REWARD REFORM 3: Improved In-school Support for Teachers and School Leaders who Work in Disadvantaged, Indigenous, Rural/Remote and Hard to Staff Schools**

3	<b>AMBITION</b>	Negotiations and consultations were undertaken in all school sectors focussed on new paraprofessional models and pathways. As a result
	<b>APPROVED MILESTONE (as at 31 December 2012)</b>	100 paraprofessionals were appointed.
	<b>CONTRIBUTION TO REFORM</b>	This achievement contributes to reform by providing teachers working in disadvantaged, Aboriginal, rural/remote and hard to staff schools with more time and resource capacity to improve student learning.

New South Wales

**REWARD REFORM 4: Increased School-based Decision Making about Recruitment, Staffing Mix and Budget**

4	<b>AMBITION</b>	Negotiations and consultations were undertaken to extend and develop an initiative in government schools whereby
	<b>APPROVED MILESTONE (as at 31 December 2012)</b>	30 enhanced decision-making schools were in place.
	<b>CONTRIBUTION TO REFORM</b>	This achievement contributes to reform as a further phase leading to a new model of increased local school decision-making about recruitment, staffing mix and budget.

New South Wales

**REWARD REFORM 6: Indigenous Teachers' and School Leaders' Engagement with Community Members**

5	<b>AMBITION</b>	Leveraging from a range of approaches that build relationships between schools and Aboriginal communities across all school sectors, and in consultation with local AECGs,
	<b>APPROVED MILESTONE (as at 31 December 2012)</b>	100 schools participated in Aboriginal community engagement programs.
	<b>CONTRIBUTION TO REFORM</b>	This achievement contributes to reform by facilitating the expansion and dissemination of effective engagement practices for improving student outcomes in all schools serving Aboriginal communities.