

Non-Government Reform Support Fund

2023 Workplan

Catholic Education Tasmania

Non-Government Reform Support Fund
Catholic Education Tasmania – Workplan 2023

Summary of Workplan for 2023

Catholic Education Tasmania's (CET) Non-Government Reform Support Work Plan (NGRSF) for 2023 is based on our continued commitment and mission to improve the learning outcomes of all our students in Catholic schools across the state.

Our Work Plan shows our collegial and collaborative relationship with the state and independent sectors. The funding received enables our system the opportunity to extend our projects and initiatives in a much more focused, effective, and provisionally sustainable way.

CET's Work Plan continues to build on the implementation of existing and new national policy initiatives and state-specifics. These initiatives are reflected in the national and bilateral agreements between the Commonwealth and the states and territories.

The following introduction summarises the proposed 2023 initiatives and projects that are to be funded by the Reform Support Fund, supported by an explanation of how these go beyond the normal service provision for our Catholic schools across Tasmania.

Please note: Some projects/initiatives do not require funding. They are included, however, because they align to the with Reform Support agenda and are funded in kind.

During 2023, CET's foci for system improvement will align with two of the state based initiatives as agreed in the Tasmanian Bilateral Agreement:

Improvement Direction A – *Quality Teaching- curriculum, pedagogy, assessment, and differentiation.*

Insight is the new strategic focus for 2023 and subsequent years. It will be the main driver for improving school performance. Insight into Learning equips teachers with the foundational theory and practical demonstration to implement evidence-based pedagogy in their classrooms. The program has been designed for teachers from all year levels and subject abilities.

It is a comprehensive professional learning program, encompassing both the theory of the Science of Learning and coaching for each teacher to enable high-impact instructional strategies in the classroom.

In 2020, Catholic Education Tasmania embarked on an innovative journey to provide experienced-based high-quality teacher education, this is continuing into 2023. The *St Thomas Aquinas Teaching Schools* hosts a *Teacher Cadet Program* which delivers an integrated, hands-on development approach to Teacher Education in Tasmania. St Thomas Aquinas Teaching School's trainee teachers are assigned a mentor to work alongside them. Expert teachers support the cadets to build pedagogical knowledge and skill building. A key feature is the weekly experience of classroom life. Trainee teachers are offered academic support, faith formation, thoroughly researched pedagogical insights, and collaborative discussions.

Improvement Direction B – *Effective Leadership- school culture, educational leadership, building teacher capacity, building leadership capacity.*

In 2022, two newly created positions entitled *Regional Principal Leaders (RPL)* were created, designed to provide support for educational leadership at the Principal and Deputy Principal levels within the system.

In 2023, the goal is to continue to provide support for educational leadership within each region throughout CET.

The CET Leadership Program is an important priority for 2023 and a strong response to the need to nurture leadership to meet future challenges. The 2023 program will lead educators through change, develop emotional intelligence in understanding self and others, and focus on strategic leadership and conversational intelligence.

Summary of CET Work Plan for 2023

Item One: Improving governance and financial management practices in non-government schools: Continuation of the implementation of a new and efficient Financial Management System (TechOne) in CET in 2023.

Item Two: 3

Item Three: In 2018, CET achieved a complete online transition to NAPLAN online delivery. In 2023, the focus will be on strengthening NAPLAN online, including through bringing the test window forward to Term 1 from 2023 and offering schools the opportunity to opt-in to the assessment of students' ability in Science, Digital Literacy and Civics and Citizenship. No NGRSF will be utilised for this ongoing priority.

Item Four: Improvement Direction A: St Thomas Aquinas Teaching Schools.

Item Five: Improvement Direction A: Insight.

Item Six: Improvement Direction B: Regional Principal Leaders.

Item Seven: Improvement Direction B:RFS CET Leadership Program.

Summary of budget

Indicative budget Catholic Education Tasmania 2023 workplan (ex GST)

Project	Activities	Reform support funding (ex GST)	Funding from other sources (ex GST)	Total project funding (ex GST)
Improving governance and financial management	Continuation of rollout of Technology One Financial Management System to schools	\$0	\$200,000	\$200,000
NCCD		\$0	\$0	\$0
NAPLAN		\$0	\$0	\$0
State Bilateral - Improvement Direction A Quality teaching	St Thomas Aquinas Teaching Schools - providing support and in-school experience to trainee teachers	\$108,000	\$143,000	\$251,000
State Bilateral - Improvement Direction A Quality teaching	Insight Project	\$300,000	\$400,000	\$700,000
State Bilateral - Improvement Direction B Effective Leadership	Regional Principal Leaders Project - The positions will continue in 2023 to provide support for educational leadership within each region throughout CET	\$0	\$165,600	\$165,600
State Bilateral - Improvement Direction B Effective Leadership	The CET Leadership Program as a way of nurturing leadership at all levels and plan for recruitment of quality staff	\$50,000	\$0	\$50,000
	Administration of projects	\$0	\$0	\$0
	Total funding for 2023 (ex GST)	\$458,000	\$908,600	\$1,366,600

* The Australian Government understands that these figures provided are indicative and will change throughout the year. The Annual Report is expected to report on these changes.

Non-Government Reform Support Fund

Catholic Education Tasmania – Workplan 2023

Project title	Project description and activities	Indicative budget (excl GST)	Expected outcomes/Overall achievements	Indicators of success
<p><u>2023 SCHOOL REFORM</u></p> <p>Improving governance and financial management practices in non-government schools to strengthen financial viability, improve business decision making and build resilience to mitigate unforeseen circumstances</p>	<p>Continuation of the implementation of a new and efficient Financial Management System (Tech One) in the schools in 2023.</p>	<p>Reform support funding:</p> <p>NIL</p> <p>In-kind Support:</p> <p>\$200,000</p>	<p>To implement the FMS at the seven remaining schools in 2023.</p>	<p>This rollout of core modules to all shared funded schools will be finalised in 2023.</p> <p>The Subject Matter Expert Team continues to provide training and support for schools on the implementation and use of Technology One as a financial management system.</p> <p>Further enhancements and new module development will continue throughout 2023</p>

Project title	Project description and activities	Indicative budget (excl GST)	Expected outcomes/Overall achievements	Indicators of success
<p><u>2023 SCHOOL REFORM</u></p> <p>Quality assurance, moderation, and support for the continued improvement of the Nationally Consistent Collection of Data on School Students with Disability</p>	<p>2023 System Priority:</p> <p>NCCD This project was completed in 2022, however, we have an obligation to maintain high standards, consistency, and quality control by continuing to support our educators.</p>	<p>Reform support funding: NIL</p> <p>Other funding: NIL</p>		
<p><u>2023 SCHOOL REFORM</u></p> <p>Strengthening NAPLAN, including through bringing the test window forward to Term 1 from 2023 and offering schools the opportunity to</p>	<p>NAPLAN</p> <p>To ensure the continued implementation of NAPLAN online testing in all CET schools and colleges in 2023.</p> <p>Provide all schools with the tools and training for data visualisation tools (Yellowfin, Power BI) to</p>	<p>Reform support funding: NIL</p>	<p>Continue to liaise with relevant officers of the Department of Education to ensure informed, coordinated cooperation in all aspects of online NAPLAN delivery and analysis.</p> <p>Provide high-quality training, information, and support to schools in all aspects of NAPLAN online</p>	<p>100% of all CET schools and colleges will undertake NAPLAN Online in 2023.</p> <p>100% of CET schools and colleges will be able to use Yellowfin and/or Power BI to make productive educational decisions regarding student progress, differentiate learning and measure student progress in major learning areas.</p>

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opt-in to assessment of student ability in Science, Digital Literacy and Civic and Citizenship	analyse NAPLAN results and to measure relative gain, performance, and progress in all aspects of NAPLAN		testing. Schools will use the provided data visualisation tools to enhance student learning in all areas measured by NAPLAN.	
<p><u>IMPROVEMENT DIRECTION (A)</u></p> <p>Quality Teaching - curriculum, pedagogy, assessment, and differentiation</p>	<p>2023 System Priority: St Thomas Aquinas Teaching Schools</p> <p>St Thomas Aquinas Teaching Schools provides support and in-school experience to trainee teachers.</p>	<p>Reform support funding: \$108,000</p> <p>Other funding: \$143,000</p> <p>FTE: 4.38</p>	<p>To build up the workforce by attracting high-quality teachers to Catholic schools in Tasmania Support the learning and confidence of trainee teachers for the system through a cadetship program.</p> <p>Increased number of teacher mentors who are willing to share and support the cadets as they learn.</p> <p>Support the development of cadets with professional, practical, and collaborative support through Insight sessions.</p> <p>Immerse cadets in a classroom with a suitable mentor one day per week to experience classroom and school life and to build their confidence in teaching as they study.</p>	<p>Feedback surveys and anecdotal evidence from cadets, mentors, and school Principals (i.e., Principals are now requesting cadets to come to their schools)</p> <p>Increased numbers of applicants to the cadetship program as a pipeline to employment. (i.e., nine cadets in 2022 to 25 cadets in 2023)</p> <p>Increased number of quality teachers in classrooms across Tasmania (i.e., first cadet graduated in 2022 and had full-time employment in a catholic school. In Tasmania)</p> <p>Accreditation C to teach RE in a Catholic school in Tasmania is awarded to students who complete training through the cadetship.</p>

Project title	Project description and activities	Indicative budget (excl GST)	Expected outcomes/Overall achievements	Indicators of success
			<p>Train mentors to support the cadet/mentor relationship and help cadets to be successful.</p> <p>Supply ongoing faith development and offer pedagogical approaches to ensure cadets are confident in their teaching.</p>	
<p><u>IMPROVEMENT DIRECTION (A)</u></p> <p>Quality Teaching - curriculum, pedagogy, assessment, and differentiation</p>	<p>2023 System Priority:</p> <p>Insight - our Teaching Approach</p> <p>Our system goal requires us to support our teachers with a deep understanding of the science of learning and to help them apply this in their day-to-day teaching.</p> <p>Commencing in 2023, Catholic Education Tasmania will invest in empowering every teacher to grow in their professional pedagogical knowledge. The refinement of highly effective teaching practices will be our focus.</p>	<p>Reform support funding: \$300,000</p> <p>Other funding: \$400,000</p> <p>FTE: 2.0</p>	<p>A positive shift in students' knowledge and academic achievement.</p> <p>A positive shift in teachers' knowledge of high-impact teaching practices and the Science of Reading and Learning pedagogy.</p> <p>A positive change in students' well-being and behaviour.</p> <p>A positive change in the school's culture.</p> <p>A positive shift in the rigour and professionalism of teachers' daily teaching pedagogy, in line with high-impact teaching practice and evidence-based practices founded on the principles of the Science of Reading and the Science of Learning.</p>	<p>Increase in NAPLAN and PAT scale scores</p> <p>Increase in NAPLAN relative gains</p> <p>Increased teacher content knowledge and confidence in the delivery of curriculum material</p> <p>Increase in student attendance</p> <p>Decrease in social and emotional and behavioural incidents</p> <p>Improved well-being for teaching staff, leadership, and principals.</p> <p>Principals to be more confident leaders of learning and innovative pedagogical practices based on the principles of the</p>

Project title	Project description and activities	Indicative budget (excl GST)	Expected outcomes/Overall achievements	Indicators of success
				<p>Science of Learning</p> <p>Teacher confidence in building a bank of pre-planned, scripted lesson resources based on the Science of Learning.</p>
<p>IMPROVEMENT DIRECTION (B)</p> <p>Effective Leadership school culture, educational leadership, building teacher capacity, building leadership capacity.</p>	<p>2023 System</p> <p>Priority: Regional Principal Leaders</p> <p>After the successful pilot of the RPL roles in 2022, the positions will continue in 2023 to provide support for educational leadership within each region throughout CET.</p> <p>The RPL role is designed to support the formation of leadership across CET, particularly school principals.</p> <p>The RPL brings principal knowledge and experience in all applicable areas including; Catholic identity, learning and teaching, parent and employee</p>	<p>Reform support funding: NIL</p> <p>Other funding: \$165,600</p> <p>FTE:2.0</p>	<p>This RPL will continue to work across all 38 ECT schools, increase the rate of contact, and act as an important conduit between the school Principals and the CET. This will provide Principals with an increase in:</p> <p>(a) contact time with the regional principal leader.</p> <p>(b) better and more immediate attention to matters of importance in school governance and administration.</p> <p>(c) increased support with industrial, staffing and management needs at the school level.</p> <p>(d) enhanced and increased opportunities for</p>	<p>Principals and Deputy Principals would indicate increased satisfaction with this added support.</p> <p>A 25% reduction in the Deputy Executive Directors' workload in supporting school leaders.</p> <p>An added layer of support for Principals via the RPL role as the first point of contact with a focus on pastoral and operational support, whilst DED's maintain the line management and system responsibility for principals.</p> <p>A measurable increase of 50% in overall support with governance, operational and mentoring services to schools.</p> <p>Regional Principal Leader would be a conduit to TCEO key staff in the areas of industrial, staffing and management needs.</p>

Project title	Project description and activities	Indicative budget (excl GST)	Expected outcomes/Overall achievements	Indicators of success
	relations, policy development, leadership formation and principal wellbeing.		mentoring senior leadership. (A mentoring program will be established matching newly appointed Principals with experienced principal leaders for 2023.)	<p>A 2023 survey will be sent out to schools measuring:</p> <p>the response time and ability of the RPL to resolve queries and issues at the school level.</p> <p>(a) Support levels (b) Principal wellbeing</p> <p>The CET leadership program will survey participants at the conclusion of each PL.</p> <p>Survey data will be distributed measuring the 2023 CET Leadership Program and the level of endorsement from participants including.</p> <ul style="list-style-type: none"> • The benefits of a leadership program for aspiring leaders and CET staff • Inviting suggestions for topics to be included in future sessions. • Survey measuring the incorporation of professional reading as a stimulus for discussing contemporary views and theories on leadership and the impact of the readings have been for participants.

Project title	Project description and activities	Indicative budget (excl GST)	Expected outcomes/Overall achievements	Indicators of success
<p>IMPROVEMENT DIRECTION (B)</p> <p>Effective Leadership school culture, educational leadership, building teacher capacity, building leadership capacity.</p>	<p>2023 System</p> <p>Priority: CET Leadership Program</p> <p>The CET Leadership Program is in direct response to the CET Strategic Directions Priorities for 2021-2023.</p> <p>Nurture Leadership for All' Plan for ongoing recruitment of quality staff.</p> <p>Nurture all for leadership to meet future challenges.</p> <p>Encourage leaders at all levels to be self-reflective and committed to ongoing development.</p> <p>In response to this CET started a Leadership Program for both Aspiring School Leaders and staff from the Tasmanian Catholic Education Office targeting system managers, managers, and staff.</p>	<p>Reform support funding: \$50,000</p> <p>Other funding: NIL</p>	<p>Strong attendance from school and CET participants at leadership program sessions</p> <p>An increased cohort of leaders who aspire for enhanced leadership opportunities and roles at school and CET level.</p> <p>Participants engaging in reflective practice coaching sessions facilitated by senior leaders (model taken from growth coaching tools).</p>	<p>A mentoring program will be established matching newly appointed Principals with experienced Principal leaders for 2023.</p> <p>The CET leadership program will survey participants at the conclusion of each PL session seeking feedback about the topics, format, and themes of the sessions, whilst also offering an opportunity to provide feedback on areas of focus/themes in the future.</p> <p>A survey will be distributed measuring the 2023 CET Leadership Program and level of endorsement from participants including.</p> <ul style="list-style-type: none"> • The benefits of a leadership program for aspiring leaders and CET staff. • Survey measuring the incorporation of professional reading as a stimulus for discussing contemporary views and theories on leadership and how impactful the readings have been for participants. <p>A mentoring program will be established matching newly appointed</p>

Project title	Project description and activities	Indicative budget (excl GST)	Expected outcomes/Overall achievements	Indicators of success
	<p>The program will consist of four professional days for the year for each cohort.</p> <p>Aspiring Leaders in schools and TCEO staff</p> <p>The themes for the 2023 program include:</p> <p>Leading people through change</p> <p>Emotional intelligence: understanding self and other,</p> <p>Strategic leadership: strategic thinking, strategic planning, and strategic execution</p> <p>Conversational intelligence: building skills in professional conversations</p>			<p>Principals with experienced Principal leaders for 2023.</p> <ul style="list-style-type: none"> • The benefits of a leadership program for aspiring leaders and CET staff. • A survey measuring the incorporation of professional reading as a stimulus for discussing contemporary views and theories on leadership and the impact of the readings for participants.

Non-Government Reform Support Fund (NGRSF)

Addendum Catholic Education Tasmania (CET) – Strategic Plan:

CET's Strategic Plan (2019-2022) saw the completion of several projects/initiatives. These included introducing and embedding the Professional Learning Communities (PLC) model to our Catholic schools and colleges, providing mentoring and guidance to early career teachers to aid their transition to full accreditation with the Teacher Registration Board of Tasmania, moderation uniform feedback and reporting related to ACARA standards and progressions as part of our commitment to improving quality teaching.

In 2022 -2023, our focus to reform activities to support state efforts under the national and bilateral agreements include **new system/local priorities:**

- CET will invest in Insight, a system-wide initiative to empower every teacher to grow in their professional pedagogical knowledge.
- St Thomas Aquinas Teaching Schools to provide support and in-school experience to trainee teachers.
- Regional Principal Leaders as an approach to support educational leadership throughout CET
- The CET Leadership Program as a way of nurturing leadership at all levels and plan for recruitment of quality staff.
- The NCCD Initial project was completed in 2022 however the obligation to maintain high standards, consistency, and quality control requires a commitment to undertake the following in 2023:

The Student Support team will continue to support all CET schools through provision of information, distributing documents, providing memos and calendars specific to the NCCD and responding to queries.

CET Student Support will continue to conduct state-wide moderation for all 38 CET schools. CET will also continue to support regional and school-based moderation. CET is the only system to be able to offer this in Australia. This ensures CET NCCD data is accurate, defensible, reliable, and consistent across our schools. The opportunity allows school teams to align professional judgements, engage in conversations, develop a shared understanding, increase confidence concerning decisions and reach consensus concerning levels of adjustment.

CET will continue to lead and conduct network meetings for Student Support Coordinators (SSCs) and Principals to inform, improve understanding and develop understandings of their obligations and responsibilities in relation to the NCCD. This includes updates to NCCD changes, NCCD website, calendar of tasks including planning, implementation, validation and reflection of NCCD practices and tasks.

School Service Leaders SSLs will continue to provide support for leadership and key personnel in schools which is personalised to meet the individual needs of each school.

CET will not be utilising NGRSF finances to undertake these actions.

Similarly, the NAPLAN online project was completed in 2018. In 2023, CET will commit to strengthening NAPLAN, including through bringing the test window forward to Term 1 from 2023 and offering schools the opportunity to opt-in to assessment of students' ability in Science, Digital Literacy and Civics and Citizenship. NGRSF will not be required to sustain this ongoing commitment.