

## Recipient Details

Name of organisation or individual: [O] Teach For Australia

Reference Type: NGO

State or territory: Vic

Serial Identification Number: 478461

## Responses

Curriculum and assessment

Rating: 0

Teachers and teaching

Teach For Australia is passionate about regional, rural and remote schools having quality teachers and leaders, as we know this is the most powerful way to ensure all Australian children, regardless of background, attain an excellent education.

TFA is focused on:

- attracting and selecting top talent to regional communities
- training high quality teachers and leaders for regional communities
- building a pipeline of leaders within regional schools

TFA recruits talented future leaders (university graduates with non-education degrees, young professionals and career-changers) to teach in schools and communities of greatest need for a minimum of two years. Since 2010, TFA has received around 8,000 applications. Applications are growing rapidly every year, reaching 1,535 in 2016. Among Associates, the average ATAR is 95. Only around seven per cent of applicants are selected and enter the classroom, reflecting the highly selective nature of the program.

TFA is committed to supporting regional and remote schools, actively encouraging potential Associates to relocate to these communities. Almost 40% of Associates have been placed regionally.

TFA develops Associates through a rigorous Leadership Development Program over two years that includes a 13-week initial intensive, then an 80% teaching load while studying to achieve a Master of Teaching over two years. Experienced coaches (Teaching and Leadership Advisers) provide frequent classroom observation and feedback. TFA delivers accelerated learning –graduates reach the ‘proficient’ AITSL standard, while traditional pathway graduates reach ‘graduate’ standard.

The recently released independent evaluation of TFA found that principals report Associates outperform other teachers against the all the ‘proficient’ and ‘highly accomplished’ teacher standards, comparing each after two years in the classroom. 100% of principals surveyed indicated they have benefited from TFA and believe the employment-based pathway is an effective way to train teachers.

To prepare Associates for working in regional communities, local Teaching and Leadership Advisers run regional intensives and regular professional development sessions, bringing in local education experts and school principals and building a community focused on collective impact. We provide

experienced teachers in partner schools with formal and informal training in pedagogical coaching, pastoral care and leadership development to provide mentoring for Associates.

Rating: 7

#### Leaders and leadership

A major component of TFA's mission is to create a pipeline of exceptional school and system leaders to drive innovation in education. This is emerging strongly. Now in just its eighth year, TFA has produced three principals and five assistant principals.

Many Alumni have committed to regional communities, taking on senior leadership roles, including leading teachers, assistant principals and principals. Two of these Alumni, Adam Ross and Celia Fairley, are now leaders at Horsham College and are supporting the local development of teachers in the Wimmera area through establishing the Teach Towards Excellence program. The program has provided 11 teachers across three schools to date with initial training targeting the development of coaching skills and an evidence-based instructional framework, and ongoing classroom observations, debriefing and professional development through a community of practice.

Teach for Australia is committed to the development of not only Associates and Alumni, but also other great education leaders in the education system from other pathways. Supported jointly by the Sidney Myer Fund and Gandel Philanthropy, Teach To Lead is a new two-year development program exclusively for aspiring school leaders working in schools serving low socioeconomic communities.

The program seeks to radically lift the leadership capability of great teachers via an evidence-based curriculum and comprehensive delivery. Through competitive selection, Teach To Lead focuses on talented individuals with a commitment to address educational disadvantage and potential to lead and drive improvement and innovation in schools over the long term.

There have been 47 Teach To Lead Fellows to date, 45% of whom are leaders in schools in regional communities across the Northern Territory, Tasmania and Victoria.

Rating: 7

#### School and Community

Rating: 0

#### Information and Communication Technology

Rating: 0

#### Entrepreneurship and schools

Rating:

Improving access – enrolments, clusters, distance education and boarding

Rating for enrolments: 0

Rating for clusters: 0

Rating for distance education: 0

Rating for boarding: 0

Diversity

Rating: 0

Transitioning beyond school

Rating: 0

Additional Comments

Teach For Australia is a non-profit organisation working to help break the cycle of educational disadvantage through two critical levers that research shows have a marked impact on student outcomes: teacher quality and leadership. We do this by:

- Recruiting and training some of Australia's most talented graduates, young professionals and career-changers to teach in schools serving low socioeconomic communities for a minimum of two years, delivering improvements in student and school outcomes.
- Creating a pipeline of exceptional leaders to drive change and innovation in education over the long-term, within schools – as classroom teachers, lead teachers and principals – and beyond – as social entrepreneurs, local community leaders and government and political leaders who drive systemic change.

Teach For Australia's full submission (provided to the Review, and on the Teach For Australia website: <http://www.teachforaustralia.org/news-publications/>) seeks to outline Teach For Australia's contribution in regional communities and to highlight components of our model that could be beneficial if implemented across the system.

To date, we have placed 549 Associate teachers in schools across Victoria, Western Australia, the Northern Territory, the Australian Capital Territory and Tasmania, with almost 40 per cent of Associates placed in regional schools, including 146 in regional Victoria. 40 per cent of Associates placed regionally have qualifications in Science, Technology, Engineering or Maths (STEM), filling hard-to-staff positions. The recently released independent evaluation of Teach For Australia found that principals report Associates outperform other teachers against the all the 'proficient' and 'highly accomplished' teacher standards, comparing each after two years in the classroom. Many of our Alumni are now school leaders in regional communities.

Teach For Australia is passionate about regional, rural and remote schools having quality teachers and leaders, as we know this is the most powerful way to ensure all Australian children, regardless of background, attain an excellent education.

Teach For Australia's model has a number of elements that would benefit regional schools if adopted more broadly:

- Proactive recruitment and rigorous selection so only those most suited to the profession enter initial teacher education, and support them to teach regionally
- Training with plenty of practicum and linking theory and practice, with support from experienced teachers providing classroom observation and feedback
- Identifying prospective leaders early and developing them to be school leaders