



Independent Schools
Queensland

choice & diversity

Non-Government Reform Support Workplan: 2018



Non-government Reform Support Fund

Independent Schools Queensland - Work Plan 2018

Summary of Work Plan for 2018

Independent Schools Queensland will undertake the following projects utilising the Non-government Reform Support Fund (NGRSF) in 2018.

Project Reference	Project Title
RSF 1	Readiness for NAPLAN Online and Utilising Educational Data for School Improvement
RSF 2	Improving the Nationally Consistent Collection of Data on School Students with Disability
RSF 3	Increasing School Capability in Governance and Financial Management
RSF 4	Improving Student Outcomes through Quality Teaching and Learning
RSF 5	Empowering School Self Improvement
RSF 6	Supporting the Implementation of the ATSI Educational Strategy
RSF 7	Developing Effective School Leaders
RSF 8	Achieving Excellence in Curriculum and Assessment
RSF 9	Supporting Great Teachers in Independent Schools
RSF 10	Excellence in Online Learning for School Staff

Each of these projects involves multiple objectives in line with Australian Government priorities. They involve services, support and activities for independent schools which are over and above those services provided by Independent Schools Queensland as part of its normal service provisions for member schools. They will be provided to Queensland independent schools irrespective of membership of ISQ.

The NGRSF will ensure the projects are available to more staff in more schools and in more locations. Without the NGRSF, the support provided by ISQ to independent schools to implement national policy initiatives would be limited in scope and reach.

Where appropriate and possible, ISQ will leverage funding from other sources to supplement the NGRSF. This includes Queensland Government targeted programs and funding from ISQ's own sources. A total of \$6,778,361 will be invested in the projects for 2018.

The 2018 activities will ensure support for independent schools in the Australian Government's priorities identified in the *Non-Government Reform Support Guidelines for 2018 to 2022*:

- Quality assurance and support for Nationally Consistent Collection of Data on School Students with Disability;
- Assisting in the implementation and delivery of NAPLAN Online; and
- Improving governance and financial management practices in the non-government school sector.

The projects also support the implementation of existing agreed national reforms as outlined in the Australian Government's *School Funding and Reform Principles* (paragraph 22) -

- a. The National Aboriginal and Torres Strait Islander Education Strategy 2015

- b. The National Science, Technology, Engineering and Mathematics School Education Strategy 2016-2026
- c. Implementation of key national reforms on initial teacher education
- d. Implementation of the Australian Professional Standards for Teachers and the Australian Professional Standard for Principals
- e. Implementation of the Australian Teacher and Performance Development Framework and access to ongoing professional development consistent with the Australian Charter for the Professional Learning of Teachers and School Leaders
- f. Implementation of the Foundation to Year 10 Australian Curriculum
- g. Implementation of the Nationally Consistent Collection of Data on School Students with Disability (NCCD)
- h. National Assessment Program reform
- i. Data collection and reporting requirements
- j. Initiatives to improve access to early childhood education.

In addition to the specific projects and activities in the 2018 workplan, NGRSF will also enable ISQ to provide support in the provision of information and advice to independent schools in each of the reform areas and will facilitate the engagement of independent schools in education policy development and implementation.

A summary of the linkage of each of the NGRSF 2018 projects to the key reform priorities is provided at Table 1.

The ISQ 2018 NGRSF activities will:

- provide benefits to all independent schools of the ISQ non-government representative body, including those in regional and remote locations
- maximise engagement across all independent schools of the ISQ non-government representative body, including fostering a shared approach to improvement among schools and school education experts
- target capacity building and embed skills for longer term change
- foster cross-sector collaboration in implementation and evaluation, and facilitate the sharing of expertise
- use other funding sources, where available and with complementary objectives, which will be leveraged to supplement funding provided by the Australian Government.

A key feature of many of the activities to be supported in 2018 is the embedding of appropriate evaluation mechanisms in the activity. These mechanisms have a focus to evaluate the impact on whole school change and the impact on improving student outcomes.

A further feature of the approach to activities supported in 2018 is the sharing of findings, strategies and outcomes across the independent sector. This includes, where appropriate, formal sharing days, symposiums and showcases in which all independent are encouraged to participate.

Further details in respect of each project are outlined in the project activity summaries.

Table 1 - Linkage Of 2018 NGRSF Activities To National Education Reforms

		2018 NGRSF PRIORITIES			EXISTING NATIONAL REFORMS									
		NCCD	NAPLAN Online	Governance and Financial Management	ATSI Education Strategy	STEM Strategy	Initial Teacher Education	APST/APSOP	ATPD Framework	AC	NCCD	NAP	Data Collection and Reporting	Access to Early Childhood
RSF 1	Readiness for NAPLAN Online and Utilising Educational Data for School Improvement		✓									✓		
RSF 2	Improving the NCCD for School Students with Disability	✓									✓			
RSF 3	Increasing School Capability in Governance and Financial Management			✓	✓									
RSF 4	Improving Student Outcomes through Quality Teaching and Learning		✓			✓				✓		✓	✓	✓
RSF 5	Empowering School Self Improvement			✓					✓				✓	
RSF 6	Supporting the Implementation of the ATSI Educational Strategy			✓	✓									
RSF 7	Developing Effective School Leaders			✓				✓	✓				✓	
RSF 8	Achieving Excellence in Curriculum and Assessment		✓							✓		✓		
RSF 9	Supporting Great Teachers in Independent Schools		✓					✓	✓					
RSF 10	Excellence in Online Learning for School Staff	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Summary of budget

Project	Activities	Reform Support Funding	Total \$ (Incl. Other Sources)
Readiness for NAPLAN Online and Utilising Educational Data for School Improvement	NAPLAN Online	\$212,526	\$212,526
	Educational Data project	\$141,684	\$141,684
Improving the NCCD for School Students with Disability	NCCD	\$543,055	\$980,358
Increasing School Capability in Governance and Financial Management	Governance	\$533,346	\$533,346
	Financial Management	\$228,577	\$228,577
Improving Student Outcomes through Quality Teaching and Learning	Coaching Partnerships	\$142,396	\$325,167
	Research in Schools	\$142,396	\$325,167
	Targeted Professional Development	\$284,792	\$650,334
Empowering School Self Improvement	Self-Improving Schools Program	\$150,133	\$812,633
Supporting the Implementation of the ATSI Educational Strategy	ATSI Strategy support services	\$221,429	\$221,429
Developing Effective School Leaders	New Principals Program	\$93,715	\$93,715
	Aspiring Principals Program	\$110,013	\$110,013
	Middle Leaders Program	\$0	\$200,000
Achieving Excellence in Curriculum and Assessment	Building Assessment Communities	\$74,444	\$74,444
	Innovative Curriculum and Assessment	\$49,630	\$49,630
	Differentiation	\$42,185	\$42,185
	Support for Curriculum Leaders	\$81,889	\$81,889
Supporting Great Teachers in Independent Schools	Professional Growth Tool	\$98,102	\$198,102
	HALT National Certification	\$0	\$200,000
	Middle Leaders	\$0	\$200,000
	Mentoring	\$0	\$400,000
	Strategic Performance and Development	\$98,102	\$400,000
Excellence in Online Learning for School Staff	Connect & Learn	\$99,061	\$99,061

Total RSF 2018 budgeted expenditure: \$3,347,475 (includes budget interest income of \$30,000 on RSF grant)

RSF 1 Readiness for NAPLAN Online and Utilising Educational Data for School Improvement

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Readiness for NAPLAN Online and Utilising Educational Data for School Improvement</p> <p><i>Policy Initiatives:</i></p> <p><i>Implementation of online delivery of the National Assessment program.</i></p> <p><i>Data collection and reporting requirements.</i></p>	<p>Provision of support to schools participating in 2018 NAPLAN Online including school readiness activities.</p> <p>Provision of professional development and training to ensure schools gain the necessary skills, knowledge and confidence to be successful with NAPLAN Online.</p> <p>Engagement with working groups at both the State and National level to ensure schools are informed and able to participate in NAPLAN Online processes and procedures.</p> <p>Development of a whole-school data plans for collection, analysis and communication of evidence (including review of school's existing processes).</p> <p>Provision of six modules in Connect&Learn to support teachers and leaders to use data to improve student outcomes.</p> <p>Provision of support for middle leaders to embed use of data to identify and address an area of student need (with a focus on literacy, numeracy and/or STEM).</p>	<p><i>Reform support funding:</i></p> <p>\$354,210</p> <p><i>Other sources (list details):</i></p> <p>Nil</p> <p>RSF Budget includes provision for one (1) FTE staff member.</p>	<p>Schools are ready and confident about transitioning to NAPLAN Online.</p> <p>Schools are up-to-date and understand the arrangements for transitioning to and undertaking NAPLAN Online.</p> <p>Ten (10) schools are supported to develop a School data plan that identifies the data, source, timing, responsibility for collection and communication strategy. This will include collection of baseline and progress data for targeted students to measure improvement.</p> <p>Schools develop a data driven approach to improve teaching and learning.</p> <p>Six (6) schools are supported to have a data team in place, which meets regularly to analyse, interpret and action data.</p> <p>An Educational Data Symposium on practical advice to support school-wide data approach (1 March 2018).</p>	<p>80% of schools involved in training that rate their confidence to undertake NAPLAN tests online as confident or very confident.</p> <p>80% of participating schools that rate ISQ's support as good or excellent.</p> <p>50% of schools in the Educational data project will engage in the online modules.</p> <p>50% of program schools will engage in four or more virtual sessions.</p>

RSF 2 Improving the Nationally Consistent Collection of Data on School Students with Disability

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Improving the Nationally Consistent Collection of Data on School Students with Disability (NCCD)</p> <p><i>Policy Initiative:</i></p> <p><i>Quality assurance and support for Nationally Consistent Collection of Data on Schools Students with Disability.</i></p>	<p>Provision of support and services to schools to enhance the quality assurance, moderation and support for the continued improvement in the NCCD including:</p> <ul style="list-style-type: none"> • Professional learning to strengthen the understanding of NCCD, national resources and engagement by school leaders • Provision of information and training modules for NAPLAN online on ISQ Connect&Learn • Cross sector activities designed to enhance cross sector consistency, including train-the-trainer sessions for key sector staff and regional cross sector moderation for schools • Targeted school reviews of NCCD processes with a focus on schools with significant variations between NCCD and State EAP data • Information and general support on NCCD at the school level and facilitating the engagement of school leaders in policy considerations around the NCCD. 	<p><i>Reform support funding:</i></p> <p>\$543,055</p> <p><i>Other sources (list details):</i></p> <p>\$437,303 (from State Students with Disability Program)</p> <p>RSF Budget includes provision for two (2) FTE staff members.</p>	<p>Increased understanding of the <i>Disability Standards for Education</i> and the NCCD by independent school staff.</p> <p>Increased awareness and use of the national NCCD resources by independent school staff.</p> <p>Increased engagement in school based and cross sector moderation by independent schools.</p> <p>Enhanced consistency of teacher judgement within independent schools when determining whether a student is included in the NCCD, the level of adjustment and category of disability assigned to students.</p>	<p>25% of schools have at least one staff member who has completed ISQ's <i>Disability Standards for Education</i> online learning module.</p> <p>25% of independent schools attending a regional NCCD school leader briefing.</p> <p>50% of independent schools attending a regional NCCD information workshop.</p> <p>25% of independent schools participating in a NCCD moderation session.</p> <p>100% completion of required NCCD census information by all independent schools.</p>

RSF 3 Supporting Good Governance and Financial Management

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Supporting Good Governance and Financial Management</p> <p><i>Policy Initiative:</i></p> <p><i>Improving governance and financial management practices in the non-government school sector.</i></p> <p><i>National Aboriginal and Torres Strait Islander Education Strategy 2015.</i></p>	<p>Provision of support and services to schools through activities for governors, Business Mangers and school leaders including:</p> <ul style="list-style-type: none"> • Formal governance training (short courses, 12-module course and Governance Essentials course) • Board member induction program • Online Financial Governance module • Online Board induction manual • Board Review template and service • Customised Board advice and information including strategic planning, governance reviews, risk management and strategic review including the online SMaRT tool • Networking opportunities including a governance forum • Governance research • Business Managers induction program • Information and support to Boards and Business Managers in targeted areas for compliance including FQ, Census and other key compliance activities. 	<p><i>Reform support funding:</i></p> <p>\$761,923</p> <p><i>Other sources (list details):</i></p> <p>Nil</p> <p>RSF Budget includes provision for two (2) FTE staff members.</p>	<p>Building capacity and capability in board members.</p> <p>Access to governance training focussed on school governance.</p> <p>Better understanding and oversight of school finances.</p> <p>Highlight on importance of board competence and future school sustainability.</p> <p>Increased knowledge and capability in school Business Managers.</p>	<p>Positive engagement with 80% of school boards over a two-year cycle.</p> <p>40% of school boards directly engage in governance activities in 2018.</p> <p>1,500 hours of governance and financial management professional development offered in 2018.</p> <p>Average attendance of persons per course.</p> <p>Number of schools undertaking a comprehensive board review in 2018.</p> <p>80% of new Business Managers completing the Induction Program in 2018.</p>

RSF 4 Improving Student Outcomes through Quality Teaching and Learning

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Improving Student Outcomes through Quality Teaching and Learning</p> <p><i>Policy Initiatives:</i></p> <p><i>Implementation of online delivery of the National Assessment program.</i></p> <p><i>Implementation of the Foundation to Year 10 Australian Curriculum.</i></p> <p><i>Data collection and reporting requirements.</i></p> <p><i>Initiatives to improve access to early childhood education.</i></p> <p><i>The National STEM School Education Strategy 2016-2026.</i></p>	<p>Provision of support and services to schools with the objective of improving student educational outcomes through:</p> <ul style="list-style-type: none"> • Coaching Partnerships Program - building teacher capability through coaches leading change by working with teachers to address problems of practice identified through student data • Research in Schools Program - supporting school leaders to establish school-wide inquiry with a focus on strategic priority and targeted areas for school improvement • Targeted professional development and learning opportunities - including the Language Professional Learning Community, the All Languages Event, STEM education, and the Professional Learning Communities event. 	<p><i>Reform support funding:</i></p> <p>\$569,584</p> <p><i>Other sources (list details):</i></p> <p>\$731,083 (ISQ's own sources)</p> <p>RSF Budget includes provision for three (3) FTE staff members.</p>	<p>30 schools participating in the Coaching Partnerships Program.</p> <p>Improved capacity to use coaching as an embedded, school-wide approach to professional learning.</p> <p>26 schools participating in the Research in Schools Program.</p>	<p>90% of participating schools will engage in the face-to-face and online learning modules.</p> <p>90% of participating schools will engage in regular contact with an ISQ mentor for support.</p> <p>20% of schools will develop a school-wide coaching and/or research-based model for improving or sustaining student outcomes.</p> <p>40% of schools participating in targeted professional development and learning opportunities.</p> <p>90% of participants rating satisfaction with professional development opportunity as very high or high.</p>

RSF 5 Empowering School Self Improvement

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Empowering School Self Improvement</p> <p><i>Policy Initiatives:</i></p> <p><i>Improving governance and financial management practices in non-government schools.</i></p> <p><i>Data collection and reporting requirements.</i></p> <p><i>Implementation of the Australian Teacher Performance and Development Framework.</i></p>	<p>Delivery of the Self-Improving Schools Program to support schools to assess their effectiveness and plan for continuous improvement.</p> <p>Empowering of schools to undertake self-directed change to improve school performance, student learning and teacher practice.</p> <p>Supporting participating schools to conduct a self-assessment, identify priorities for change, implement an action plan and embed a cycle of school improvement.</p>	<p><i>Reform support funding:</i></p> <p>\$150,133</p> <p><i>Other sources (list details):</i></p> <p>\$662,500 (from ISQ funds)</p> <p>RSF Budget includes provision for one (1) FTE staff member.</p>	<p>More than 70 schools participating in the Self-Improving Schools Program.</p> <p>Improved sustainability of ongoing improvement planning and implementation in participating schools.</p> <p>Outcomes for each participating school to be achieved in at least one of the focus areas.</p> <p>Improvement in:</p> <ul style="list-style-type: none"> • Leadership and Management • Teacher Practices • Student Outcomes • Community Partnerships. 	<p>100% of schools joining the Self-Improving Schools program sending representatives to program information launch day.</p> <p>90% of attendees at School Improvement Program launch demonstrating increased understanding of a school improvement process (as evidenced by articulation of key messages from the launch event).</p> <p>90% of newly participating schools demonstrating commitment to school self-improvement, as evidenced by school visit reports.</p> <p>90% of participating schools having understood processes to support school self-improvement (as evidenced by Progress Reports).</p> <p>At least 60% of all participating schools being able to identify impact in their schools after each year of participation, related to Teacher Growth or Student Outcomes (as evidenced in Progress Report).</p>

RSF 6 Supporting the ATSI Educational Strategy

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Supporting the ATSI Educational Strategy</p> <p><i>Policy Initiatives:</i></p> <p><i>Improving governance and financial management practices in the non-government school sector.</i></p> <p><i>National Aboriginal and Torres Strait Islander Education Strategy 2015.</i></p>	<p>Delivery of professional learning to support schools to use the <i>Bandscales for Aboriginal and Torres Strait Islander Learners</i> to assess, record, monitor and track Indigenous students' English language and literacy development for differentiated teaching and to support schools' census completion.</p> <p>Development of an online e-Learning Course to assist teachers to support English as a Second Language and/or Dialect (ESL & EAL/D) Aboriginal and Torres Strait Islander students in the classroom.</p> <p>Delivery of professional learning to support teachers to embed Aboriginal and Torres Strait Islander perspectives in classroom planning.</p> <p>Provision of support and assistance to Majority Indigenous Student Schools and schools with high numbers of Indigenous students across a range of educational and operational areas.</p> <p>Supporting the engagement of the independent sector in policy development and implementation through working groups and committees associated with Indigenous education.</p>	<p><i>Reform support funding:</i></p> <p>\$221,429</p> <p><i>Other sources (list details):</i></p> <p>Nil</p> <p>RSF Budget includes provision for one (1) FTE staff member.</p>	<p>Teachers use Indigenous student data for differentiated literacy planning.</p> <p>Improve Indigenous student participation in NAPLAN.</p> <p>Improved teacher and school leader Indigenous student data collection processes and teaching and learning.</p> <p>Improve and increase teachers and school leaders embedding of Indigenous perspectives in classroom planning.</p> <p>Increased knowledge and understanding of the ATSI Education Strategy across the independent sector.</p>	<p>100% of schools engaged in Indigenous education professional learning events will be exposed to the National Aboriginal and Torres Strait Islander Education Strategy.</p> <p>90% of teachers attending Indigenous education professional learning events demonstrate increased understanding of embedding Indigenous perspectives in curriculum planning (evidenced in key points recorded in feedback responses).</p> <p>90% of teachers attending Indigenous EAL/D professional learning events demonstrate increased understanding of appropriate processes for collecting and using student data to provide differentiated learning (evidenced in key points recorded in feedback responses).</p> <p>100% of majority Indigenous schools (those with 50% or more Indigenous enrolments) improve government reporting on Indigenous ESL-EALD data (demonstrated by improved student learning assessments, profiling, personalised learning plans and data management processes).</p> <p>50% increase in Indigenous middle leaders and Indigenous teacher aides accessing professional learning.</p>

RSF 7 Developing Effective School Leaders

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Developing Effective School Leaders</p> <p><i>Policy Initiatives:</i></p> <p><i>Improving governance and financial management practices in the non-government school sector.</i></p> <p><i>Data collection and reporting requirements.</i></p> <p><i>Implementation of the Australian Professional Standards for Teachers and the Australian Professional Standards for Principals.</i></p> <p><i>Implementation of the Australian Teacher and performance Development Framework and access to ongoing professional development consistent with the Australian Charter for the Professional Learning of Teachers and School Leaders.</i></p>	<p>Provision of high quality leadership development and support through:</p> <ul style="list-style-type: none"> • New Principals Program - for Principals in their first two years of school leadership • Aspiring Principals Program - developing future school leaders. • Middle Leaders Program (see RSF 9). <p>Each program will incorporate activities that blend theory and practice with blended learning opportunities that integrate face-to-face (residential, workshops), and online interactions.</p> <p>Participants in each of the programs will be mentored throughout the program to ensure that they can apply what they learn.</p> <p>Participants in the programs will complete a professional project - leadership of a school-wide change initiative in which they identify, implement and evaluate within their own school.</p>	<p><i>Reform support funding:</i></p> <p>\$203,728</p> <p><i>Other sources (list details):</i></p> <p>\$200,000 (from State Teaching and School Leadership Program)</p> <p>RSF Budget includes provision for 0.2 FTE staff member.</p>	<p>Total expected participation: more than 110 participants across the programs.</p> <p>Participants are satisfied that the program met the identified need.</p> <p>Participant’s knowledge and skills increased because of participation in the program.</p> <p>Principals will have greater understanding of their personal strengths and areas for development.</p> <p>Participants will feel more confident in their ability to lead improvement initiatives in the school.</p>	<p>80% of aspiring principal participants that will have shown growth in pre- and post 360-degree surveys.</p> <p>90% of participants in the programs will rate the program as effective.</p>

RSF 8 Achieving Excellence in Curriculum and Assessment

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Achieving Excellence in Curriculum and Assessment</p> <p><i>Policy Initiatives:</i></p> <p><i>Assisting in the implementation and delivery of NAPLAN Online.</i></p> <p><i>National Assessment program reform.</i></p> <p><i>Implementation of the Foundation to Year 10 Australian Curriculum.</i></p>	<p>Provision of services and support in relation to implementation of the Australian Curriculum including:</p> <ul style="list-style-type: none"> • Building Assessment Communities (BAC) social moderation project where teachers meet in regional clusters to share student portfolios and develop consistency in their judgments about student grades. • Innovative Curriculum Assessment project where participating schools develop twenty first century skills and dispositions such as curiosity, and consider how these might be effectively assessed in a way that promotes opportunities for students to develop or exhibit 'agency' about and with their own learning. • Differentiation project with participating schools supporting very high achieving and gifted students with a focus on assessment design to cater for differentiation. • Support for School and Curriculum Leaders through regional workshops to bring school and curriculum leaders up to date with developments in curriculum and assessment; advice and information on the implementation of the Australian Curriculum; and reviews of curriculum and assessment strategies in selected schools. 	<p><i>Reform support funding:</i></p> <p>\$248,148</p> <p><i>Other sources (list details):</i></p> <p>Nil</p> <p>RSF Budget includes provision for one (1) FTE staff member.</p>	<p>Teachers gain a deeper understanding of the Australian Curriculum, achievement standards, and planning for effective assessment design.</p> <p>Participating schools will develop authentic tasks that embed student agency in assessment. These tasks will be made available to the whole sector.</p> <p>Participating schools will develop authentic quality tasks that allow gifted students to demonstrate their full potential.</p> <p>Participants will have greater confidence to deliver professional learning to staff, and to make strategic decisions about curriculum and assessment.</p>	<p>At least 25 schools and over 80 teachers involved in Differentiation Project.</p> <p>At least 16 schools and over 50 teachers involved in Middle Years Project.</p> <p>At least 12 schools and over 40 teachers involved in Innovative Curriculum Assessment Project.</p> <p>At least 600 teachers involved in social moderation activities.</p> <p>At least 150 curriculum leaders attend briefings.</p>

RSF 9 Supporting Great Teachers in Independent Schools

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Supporting Great Teachers in Independent Schools</p> <p><i>Policy Initiatives:</i></p> <p><i>Assisting in the implementation and delivery of NAPLAN Online.</i></p> <p><i>Implementation of key national reforms on initial teacher education.</i></p> <p><i>Implementation of the Australian Professional Standards for Teachers and the Australian Professional Standards for Principals.</i></p> <p><i>Implementation of the Australian Teacher and performance Development Framework and access to ongoing professional development consistent with the Australian Charter for the Professional Learning of Teachers and School Leaders.</i></p>	<p>Provision of a range of support and services for schools in relation to quality teaching including:</p> <ul style="list-style-type: none"> • Professional Growth Tool - online survey service for teachers to identify their strengths and areas for professional growth in relation to the Australian Professional Standards for Teachers (APST) • HALT National Certification Service - confidential and objective service to identify and certify high performing teachers against the Highly Accomplished and Lead career stages of the APST • Developing Middle Leaders - School-based inquiry in teams to build personal and organisational leadership capacity • Mentoring for Quality Teaching - School-based inquiry to establish, implement and evaluate sustainable and collaborative mentoring programs for teachers at all career stages • Strategic Performance and Development - coaching for schools to implement performance and development processes in consultation with teachers. 	<p><i>Reform support funding:</i></p> <p>\$196,204</p> <p><i>Other sources (list details):</i></p> <p>\$1,201,898 (from State Teaching and School Leadership Program)</p> <p>RSF Budget includes provision for one (1) FTE staff member.</p>	<p>Schools will plan for and implement programs and resources to support at least one (1) of the following quality teaching priority areas:</p> <ul style="list-style-type: none"> • Classroom observation • Goal setting • Engaging in performance and development conversations • Leading and undertaking mentoring • Collecting evidence of quality teaching • Supporting further study by teachers • Implementing online performance and development systems • Providing rewards for high performance. 	<p>Each priority area will be implemented by at least 40% of schools with more than 80% of schools reporting measurable impact.</p>

RSF 10 Excellence in Online Learning for School Staff

Project Title and Relevant National Policy Initiative	Project Description and Activities	Indicative Budget	Expected Outcomes	Indicators of Success
<p>Excellence in Online Learning for School Staff</p> <p><i>Policy Initiative:</i></p> <p><i>All policy areas in the NGRSF 2018 Guidelines and the existing agreed national reforms.</i></p>	<p>Provision of professional development and information through ISQ's learning management system <i>Connect&Learn</i>.</p> <p><i>Connect&Learn</i> will provide approximately 65 online modules covering a range of areas including the priority policy areas under the NGRSF.</p> <p><i>Connect&Learn</i> modules are rigorously designed using the most up to date pedagogical practice with adult learning principles at the forefront of instructional design. A certificate will be granted to learners at the successful completion of modules which lists the professional hours completed as well as the Australian Professional Standards for Teachers and Principals content covered within the modules.</p> <p><i>Connect&Learn</i> provides a far greater reach for teachers to access high quality learning without the need to travel. This is particularly important in terms of access to professional learning for regional and remote schools in Queensland. It also provides 24-hour access to online learning modules for all schools.</p> <p>ISQ works with independent schools to ensure that <i>Connect&Learn</i> is an integrated part of their whole-school professional development plan.</p> <p>New online module offerings via <i>Connect&Learn</i> for 2018 include:</p> <ul style="list-style-type: none"> • Disability Standards for Education • Evidencing Highly Accomplished and Lead Career stages • Finance modules. 	<p><i>Reform support funding:</i></p> <p>\$99,061</p> <p><i>Other sources (list details):</i></p> <p>Nil</p> <p>RSF Budget includes provision for one (1) FTE staff member.</p>	<p>Participants are satisfied that the module met their identified need.</p> <p>Participant's knowledge and skills increased because of participation in the program.</p> <p>Increased awareness and use of the modules.</p>	<p>70% of surveyed users who completed Governance Finance reported an enhanced understanding of how to interpret their school's financial statements.</p> <p>10 new modules released by December 2018.</p> <p>70% of participants surveyed rate module as highly effective (strongly agree and agree responses for ease of navigation, content meets expectations, engaging presentation and opportunities for reflection).</p>



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