



Australian Government

Quality Schools

Non-government Reform Support Work Plan

2018

Association of Independent Schools ACT

Non – Government Reform Support Fund

ACT AIS– Work Plan 2018

Summary of Work Plan for 2018

The 2014 Students First Support Fund provided AISACT with the capacity to build a team and a range of programs to fulfil the stated objectives of the then reform agenda. In 2018, AISACT will build and further develop the capacity of Independent schools in the ACT to meet the Australian Government's school education reform priorities for non-government schools.

To this end, AISACT will provide a strong supportive range of programs beginning in January 2018. Building on previous work on the **quality assurance, moderation and support for the continued improvement of Nationally Consistent Collection of Data on School Students with Disability**, the organisation will provide online training modules on the Disability Standards for both teaching staff and assistants. There will be a strong focus on Moderation, working cross sectorally, and with new focussed sessions for all member schools through the established Students with Disability Network. There will be a focus on leadership development with targeted programs for Principals and Executive staff of Member Schools. These programs will be in addition to the provision of expert advice from a newly appointed staff member providing both hotline support and advice through on-site support at individual schools. Professional development focussed on the collection of evidence and data, and developing programs to ensure that the support and planning for individual students is at the centre of everything schools do, will achieve the best possible learning outcomes for students.

During 2018, the transition year for the **implementation of online delivery of the National Assessment program**, AISACT will work to ensure that all 18 Member Schools have access to advice and assistance with regard to their readiness for the implementation of the online delivery of the National Assessment program. Importantly, AISACT will broker and provide access for external support for platform solutions to those schools who are not in a position to internally address implementation issues. AISACT will also ensure relevant communication and resources are provided on its website, and NAPLAN Online will be a focus and a set agenda item for all Board meetings throughout 2018.

The priority **addressing the improvement of governance and financial management practices in non-government schools** will see the provision of online resources available to all member schools Board Directors. A focus will be the provision of short courses or sessions which addresses the practice, monitoring, planning and sustaining of good governance. These courses or sessions will build on best practice and be provided by a range of experts throughout the year. AISACT will also incorporate focussed agenda items at the Business Managers Forums.

AISACT will continue to be responsive to Member Schools' needs, through the provisions of specialist professional learning programs as evidenced by the other identified programs, addressing National Curriculum, Emerging Leaders, Literacy and Numeracy Coaching and provision for Gifted and Talented students to name a few. These programs also incorporate elements of the reform priorities.

AISACT is committed to progressing the identified priorities of the Government in 2018.

Summary of budget

Project	Activities	Reform support funding	Total \$ (incl. other sources) – teacher staff relief commitment from schools
NAPLAN Online	Supporting schools to participate in NAPLAN online assessments – AISACT staff	\$10,000	
	Direct engagement with individual schools – AISACT staff	\$67,500	
	Provision of external support and advice to individual schools	\$10,000	
NCCD	Supporting schools to participate in NCCD processes and moderation, hotline support, individual school support, development and delivery of professional learning, leadership training development and delivery – AISACT staff	\$87,750	
	Access to professional diagnostic support	\$10,000	
	Four focussed NCCD moderation professional learning events; cross-sectoral moderation day	\$9,000	\$36,000
	Online DSE training modules	\$15,000	
	Leadership Development (expert consultants)	\$30,000	\$36,000
Improving Governance	Developing materials and supporting schools to participate in Governance and Financial Management professional learning opportunities – AISACT staff	\$67,500	
	Development of online governance resources	\$20,000	
	Develop and deliver face to face governance modules	\$30,000	\$36,000
	Develop and deliver three Business Managers Forums	\$6,000	
Other	AISACT staff component	\$40,000	
	Australian Curriculum professional learning series	\$12,000	\$90,000
	AISACT Coaching Academy	\$15,000	\$90,000
	Curriculum Differentiation – Gifted and Talented	\$19,000	\$54,000
	Emerging Leaders Program	\$15,000	\$81,000

* 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

Association of Independent Schools ACT – Work Plan 2018

Project title and relevant national policy initiative	Project description and activities	Indicative budget	Expected outcomes	Indicators of success
Implementation of online delivery of National Assessment program	<p>2018 Transition year</p> <p>AISACT has a seat on the ACT NAPLAN Online Governance Board ensuring representation of the issues of, and advocacy for, Independent schools.</p> <p>AISACT will work closely with schools and will provide advice/assistance with regard to each school's readiness and implementation of the online delivery of the National Assessment program.</p> <p>AISACT will ensure this through:</p> <ul style="list-style-type: none"> • Communication and Liaison directly with schools, including support through the AISACT website • Ensuring schools go through the relevant gateways to ensure implementation • Broker and provide access for external support and advice to individual schools to ensure platform solutions • Plan NAPLAN Online as an Agenda item for all AISACT Board meetings (ALL Independent schools in the ACT are Members of the Board, with the Principal one of the representatives from each school) 	<p>Proportional – AISACT staff salaries</p> <p>\$10,000</p> <p>\$67,500</p> <p>\$10,000</p>	<ul style="list-style-type: none"> • Every Independent School in the ACT is well positioned to fully engage with NAPLAN online within the national timeframe, and has progressed through agreed gateways to ensure successful participation. 	<ul style="list-style-type: none"> • All 18 ACT Independent Schools are ready to fully engage in 2019

<p>Quality assurance, moderation and support for continued improvement of the Nationally Consistent Collection of Data on School Students with Disability (NCCD)</p>	<p>Moderation</p> <p>a) AISACT will plan and develop an NCCD Cross sectoral Moderation Day (all schools in the ACT invited)</p> <p>b) AISACT will work with its Students with Disability Network to develop and deliver four (4) focussed NCCD moderation days specifically working through the requirements of each category of adjustment</p> <p>Communication/engagement</p> <ul style="list-style-type: none"> • AISACT will plan and ensure the Students with Disability Network will meet each term, with focussed discussions for both Learning Support teachers and assistants, as well as developing ILPs, Behavioural Plans, Mental Health Plans. • AISACT will make available highly experienced staff to provide expert Hotline Support • Individual Support for Schools re implementation of NCCD • Provision of professional diagnostic support <p>Professional Learning - Disability Standards Online training Modules (University of Canberra)</p> <ul style="list-style-type: none"> • AISACT will provide access to staff from Member schools to complete DS online training modules 	<p>Proportional – AISACT staff salaries</p> <p>\$87,750</p> <p>\$9,000</p> <p>AIS Staff salary \$</p> <p>School Staff attendance (covered above)</p> <p>\$10,000</p> <p>\$15,000</p>	<ul style="list-style-type: none"> • a) Staff from Public, Catholic and Independent schools meet to examine scenarios challenge the evidence leading to consistent teacher classification and judgement of evidence provided. • b) Focussed collection of evidence - knowing what is and how to collect quality evidence • Consistent messaging and support to schools in order to provide the best learning outcomes for students • Provision of access to online leaning for teachers and assistant staff - modules covering all aspects of Disability Standards. • The use of evidence and data to ensure monitoring of outcomes and to improve future data collection 	<ul style="list-style-type: none"> • 80% of Independent schools represented at the cross sectoral Moderation Day. • All Sectors represented • 80% of the responses from participants reflect a clear understanding of quality evidence to assist accurate and consistent teacher judgement for NCCD. • Staff satisfaction demonstrated by 50% of independent schools engaging with the network and actively sharing resources and best practice through it • 100% of independent schools have in place plans to meet individual student needs. • 10% increase in number of staff accessing and completing the modules
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	<p>Leadership Development AISACT will develop and present targeted programs for Principals and executive of schools. Focus modules will include</p> <ul style="list-style-type: none"> • NCCD Model • What is involved for staff in the process, funding aspects and sharing of best practice • Legal Perspective regarding DDA and DSE - reasonable adjustments • Role Clarification of Learning Support staff and teachers • Process of collection of ongoing data to support plans and future NCCD reports. 	<p>AISACT staff salaries (covered above)</p> <p>\$30,000</p>	<ul style="list-style-type: none"> • Leadership teams develop a better understanding of the relevant legislation and the NCCD model as it relates to the use of funding to make reasonable adjustments and meet the needs of their students • The use of evidence and data to ensure monitoring of outcomes and to improve future data collection 	<ul style="list-style-type: none"> • 50% of member schools engage with the professional learning • 50% of schools indicate increased confidence that plans better meet the needs of students.
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<p>Improving governance and financial management practices in non-government schools</p>	<p>AISACT will further develop and deliver a suite of Governance and Executive Events for Member schools. AISACT will access experts in the areas outlined below to present:</p> <ul style="list-style-type: none"> • Practice, Monitoring, Planning and Sustaining Good Governance • Governance Discussion on Specific topics <p>AISACT will broker a partnership to provide online resources available to every member school Board of Directors</p> <p>Further, AISACT will develop and deliver three (3) Business Managers Forums throughout the year, focussed on new initiatives, process and best practice</p> <p>AISACT has also developed a Financial Management component in the Strategic Leadership module for the AISACT Emerging Leaders program</p>	<p>Proportional – AISACT staff salaries</p> <p>\$67,500</p> <p>\$30,000</p> <p>\$20,000</p> <p>\$6,000</p>	<ul style="list-style-type: none"> • Improved knowledge and application covering a range of topics: Defining Governance roles, legal environment, Board processes, financial reporting Monitoring Financial performance , strategy planning , risk management , compliance and policy framework, stakeholder engagement and Board effectiveness 	<ul style="list-style-type: none"> • 70% of independent schools access the professional learning on improvements to governance practices. • 80% of workshop participants report enhanced understanding of financial management practices. • 80% of workshop participants report enhanced understanding of governance practices.
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<p>Other</p>	<p>Australian Curriculum PL series</p> <ul style="list-style-type: none"> • Provision of four workshops: • Unpacking achievement standards and levels of performance • Standards-based planning and assessment • Differentiation – Part 1 : Using the Australian Curriculum to differentiate • Differentiation – Part 2: Using the National Literacy and Numeracy Progressions to differentiate (progressions become ‘live’ in Jan 2018) <p>The AISACT Coaching Academy Through the provision of professional learning for a coach from the school site, and ongoing support from an AISACT mentor, schools will expand their coaching approach for school change in a selected focus area (STEM, Reading, Writing or Numeracy).</p> <p>Curriculum Differentiation for Gifted and Talented Students: train-the-trainer program.</p>	<p>Proportional – AISACT staff salaries –</p> <p>\$40,000</p> <p>\$12,000</p> <p>\$15,000</p> <p>\$19,000</p>	<ul style="list-style-type: none"> • Improved shared understanding of the Australian Curriculum across independent schools and improved aligned practice. • Building of each school’s capacity to strategically implement, consolidate and further extend coaching as an approach to professional learning • Development of the coaching capacity of onsite coach/es • Building of teacher capacity to implement research based instructional practices relevant to their chosen focus for pedagogical improvement • Improved student outcomes in the focus area for coaching. • Promotion of the exploration, development, assessment, and application of effective strategies for teaching and learning across the full spectrum of their school’s curriculum offerings, with a particular focus on appropriate curriculum for gifted students; • Triangulation of data to inform case management approaches for learning; • Promotion of the development, implementation and evaluation of 	<ul style="list-style-type: none"> • 80% of workshop participants report enhanced understanding Australian Curriculum achievement standards practices. • 80% of workshop participants report enhanced understanding of coaching practices. • 80% of workshop participants report enhanced understanding of meeting the needs of gifted and talented students.
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	<p>Emerging Leaders program Using the services of AIM, this 6 months program targets the Member schools middle management group. The program has been developed in line with the report 'Preparing future leaders' released by the Australian Institute for Teaching and School Leadership (AITSL).</p> <p>Workshops:</p> <ul style="list-style-type: none"> • Personal Leadership • Strategic Leadership • People Leadership 	<p>\$15,000</p>	<p>differentiated units of work based on the Australian Curriculum;</p> <ul style="list-style-type: none"> • Optimisation of the educational creativity and efficiency of the targeted teaching staff via differentiation of the delivery strategies within the program; • Provision of opportunities for teaching staff to communicate their understandings and learning needs through ongoing evaluation of the professional development process. <ul style="list-style-type: none"> • The development of deep and comprehensive pedagogical knowledge as the foundation for strong instructional leadership; • The development of many higher-order and interpersonal skills such as strategic thinking, change leadership, emotional and social intelligence; and • The development of management skills • The opportunity to complete the Advanced Diploma of Leadership and Management. 	<ul style="list-style-type: none"> • 80% of participants engaged in the evaluation and development of G&T policy and programs in their schools. • 80% of participants engaged in the program and development of action research capstone projects indicated improved understanding of leadership.
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