

Request from Minister's Staff

Title: Teach for Australia, [REDACTED]

TRIM number: MIN 17/25

Request: Information on the Teach for Australia program

Request date: 19 January 2017

Response due to Minister's staff: 23 January 2017

Response format: dot points

Cleared by: Deputy Director-General

Directorate's Response

Background

- Chief of Staff has requested information about the Teach for Australia (TfA) program to assess if a Minister meeting is required.
- The TfA program attracts high quality graduates from diverse disciplines into teaching.
- The Directorate has participated in the TfA program since 2011, graduating 26 Associates of whom 22 were appointed permanently and 16 remain employed as teachers in ACT public schools. A further 11 are due to graduate at the end of this year and 12 more in December 2018.

Issues

- [REDACTED] contacted the Director-General in December 2015 about the future directions of the TfA program including proposing a potential Directorate co-contribution of \$15,000 per Associate placement.
- There was comprehensive consideration by the Senior Executive team of the TfA program, as well as other Directorate initiatives and commitments, in the context of the overall budget.
- On 7 October 2016, the Director-General advised [REDACTED] in writing that there is no capacity to centrally resource Associate placements at the level proposed.

This letter also acknowledged that individual principals can make a school based decision to host an Associate, committing to all costs.

- [REDACTED] TfA, advised by email on 18 October 2016 that the TfA Board is disappointed in the ACT decision and its timing but will uphold its commitment to ACT schools and Associates for the 2017 cohort. While confirming TfA support for up to 12 Associates in 2017, [REDACTED] notes co-contribution will be needed to sustain future cohorts.
- TfA [REDACTED] has met with the Director-General whom has asked [REDACTED] to consider how the TfA program might be used to disrupt current educational practice in secondary schools and introduce innovative, agile practice. Late last year [REDACTED] met with ACT TQI and Deputy Director General Education Strategy and the three organisations have agreed to hold a round table early this year to discuss the TfA program in greater depth.
- If a meeting with the Minister progresses, it is likely that [REDACTED] will raise with you how the TfA program can support the Directorate to deliver its strategic priorities. This would include an overview of the services that TfA can offer the ACT and an indication of what these services cost TfA.

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To: Deputy Director-General

From: Senior Manager, HR People Services

Subject: Teach for Australia – Changes to payment processes

TRIM No.: EDU18/882

File Ref: /

Purpose

To provide you with background information regarding the changes to payment processes for the Teach for Australia program and the future of the Teach for Australia program in ACT Education.

Recommendation/s

That you:

1. Sign the attached contract referencing the 2018/2019 Teach for Australia cohort;

Agreed / ~~Not Agreed~~ / ~~Please Discuss~~

2. Agree to payment of the co-funding applicable for the 2018/2019 cohort; and

Agreed / ~~Not Agreed~~ / ~~Please Discuss~~

3. Note the information contained in this brief about future directions for the Directorate's involvement in the Teach for Australia program.

Noted / ~~Please Discuss~~

Deputy Director-General's Comments:



Meg Brighton

21 June 2018

Background

The Directorate has participated in the Teach for Australia (TFA) program since 2011. TFA has introduced a co-funding model which impacts the Directorate for the first time for the

current, 2018/2019, associate cohort. The value is \$15,000 per associate placed and commencing in an ACT public school on completion of their initial intensive.

A contract (**Attachment A**), specifying responsibilities and milestones, has been signed by TFA but not yet by the Directorate due to negotiation about wording. This contract commits the Directorate to placement of the current cohort (2018/19 school year), not to on-going program participation in future years.

The Director People and Performance determined that this cohort would be funded through a centralised source for this contract. The Teachers' Professional Learning Fund (designed to support professional development of the teaching profession) is the most appropriate source for this funding. The TFA program is part of a strategy for building capacity, particularly in those schools that experience challenges in attracting and retaining quality staff in learning areas of need such as STEM.

Issues

Current Status

Contract signoff by the Directorate is outstanding although the program for the 2018/19 cohort is currently being implemented. Seven TFA Associates commenced at the beginning of the 2018 school year, [REDACTED] with STEM specialities and [REDACTED] with Humanities. The agreed milestones in the contract have been met and payment is owing to TFA.

Following consideration of the program benefits under new funding arrangements, the Directorate will not be engaging with future cohort placements. Formal notification to this effect will be provided to [REDACTED] TFA.

Consultation with Strategic Finance and Funding Implications

The cost of the program is \$15,000 per Associate – \$105,000 in total for the 2018/19 cohort. Funding is being met centrally, not from the budgets of the participating schools, but this is not a sustainable approach.

Consultations

The Minister was recently briefed (Min18/117) on a proposal to cease an ongoing relationship with Teach for Australia.

Discussions with other jurisdictions reflect concerns, similar to those of the Directorate, relating to retention rates and performance of TFA Associates.

The Governance team was consulted in relation to contractual arrangements.

The School Improvement Branch, specifically the Director School Improvement Tuggeranong, was consulted in relation to school placements for the 2018/19 Associates.

Media

[REDACTED] may wish to pursue further conversation with the Minister or the Director-General about the Directorate's intended withdrawal from the program given the length of partnership, from 2011.

Cathy Crook
Senior Manager, HR People Services



MINISTERIAL BRIEF

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To: Minister for Education and Early Childhood Development

TRIM No: MIN18/117

CC:

From: Director-General

Date: May 2018

Subject: Teach for Australia

Critical Date:

Critical Reason:

Purpose

To provide you with an update on the Teach for Australia program in ACT Education.

Recommendation/s

That you:

1. Note the information contained in this brief

Noted / Please Discuss

Yvette Berry

26/06/18

Minister's Office Feedback

I have provided verbal advice on my preference for this not to continue - need for a correction in the brief

Background

1. The Directorate has participated in the Teach for Australia (TFA) program since 2011.
2. In November 2016 TFA wrote to you seeking a meeting to discuss further involvement in the program.

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3. You responded in June 2017 indicating you appreciated the existing partnership between TFA and the Education Directorate and encouraged them to continue to liaise with the Directorate, in particular mentioning possible models for future engagement.
4. Following discussions with TFA the Directorate took the decision to focus the 2018 program on employing TFA Associates with a STEM specialty to supplement existing STEM strategies. These positions were limited to the Tuggeranong Network taking into account the revised Commonwealth Government's eligibility criteria of an ICSEA value equal to or below the national median.
5. Seven TFA Associates commenced at the beginning of the 2018 school year. [REDACTED] of these are STEM specialties and [REDACTED] humanities. The co-contribution cost of \$15000 introduced for the first time this year is being covered centrally by EDU.
6. While the 2018 cohort has commenced, a contract has not yet been signed. This has been due to some negotiation around wording. The contract only commits EDU to the employment of the current cohort with no commitment to future years.

IssuesCurrent Status

7. There has been recent criticism of the program by [REDACTED] Save Our Schools. Discussions with other jurisdictions have also indicated some concern around retention rates and performance of TFA teachers.
8. The AEU has indicated it is not supportive of continuing the program.
9. A recent review of retention for the ACT shows that of the 82 associates engaged up to 2016-17 only 21 remain in active employment with EDU.
10. On the basis of the evidence available EDU will not be engaging with the program after the 2018 cohort.

Financial Implications

11. The cost of the program is \$15,000 per Associate. This co-payment was introduced with the 2018 cohort.

Consultation

12. Nil

Benefits/Sensitivities

13. Nil

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Media Implications

14. Nil



Natalie Howson
Director-General
8 June 2018

Executive Director – Business Services: David Matthews	Phone:	620 70384
Action Officer: Chris Hodgson	Phone:	620 79202

Attachments

Attachment	Title

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This record is not released in accordance with sections 16 and 17 of the

Freedom of Information Act 2016

Sections 35(1)(d), 43(1)(d) and 45(a)