

VIEU POLICY

TEACHER PERFORMANCE PAY

Context

The issue of Performance Payment for teachers has gained momentum in recent years, most particularly at the Federal Government level. Both the previous Coalition and the current Labor Governments have proposed implementing forms of performance pay for teachers.

Most recently, just prior to the 2010 federal election, the ALP developed a policy entitled "*Reward Payments for Great Teachers*" which contains a number of very concerning elements, namely a national performance management scheme for all teachers and bonus pay. The policy announced that the scheme will use the *National Professional Standards for Teachers* due to be introduced in 2011. Elements of the scheme include:

- All teachers will be required to participate in the national performance management scheme entitled *Australian Teacher Performance Management Principles and Procedures* introduced in 2013 after development by the Australian Institute for Teaching and School Leadership (AITSL).
- The scheme is proposed to provide feedback, advice, training and support.
- Procedures will be based on the *National Professional Standards for Teachers* currently under development by AITSL.
- The criteria will include student achievement; contribution to the school community, including support to other teachers; teamwork; and participation in extra-curricular activity.
- The scheme will provide a one-off bonus payment to the top 10% of teachers, or 25,000 across Australia, as determined by panels at the state/territory level.
- A range of methods will be used to assess a teacher's performance including lesson observation, analysis of student performance data, including NAPLAN and school-based information, parental feedback, qualifications and PD undertaken.
- Assessment will be conducted by a panel, including the principal, a senior regional staff member and an independent third party.

- Student feedback will be considered in the consultation phase which is supposed to include stakeholders, including unions, private and public employers, professional teaching bodies, parents and other representatives.
- A National Implementation Plan will be developed with the stakeholders and provided to States and Territories to implement the new Principles and procedures and realign current management practices to the national model, funded by a \$50 million “facilitation payment”.

It is unclear how the Federal Government intends to implement a mandatory performance management scheme and the bonus pay arrangements. It is possible that the vehicle could be via requirements to federal funding agreements.

Motion

1. VIEU Conference expresses its opposition to the proposal for a national performance management scheme and a one-off bonus payment scheme.
2. VIEU Conference believes it is inappropriate for the Federal Government to mandate any form of performance management procedures for schools and teachers. This process is properly the business of negotiation and development at the system level (systemic schools) and school level (independent/non-systemic schools). Such procedures should continue to be negotiated between education unions and school employers at the state and local level.
3. VIEU Conference is concerned that the international experience of one-off bonus payments schemes is that they are divisive, act against the culture of collegiality in schools, and are usually abandoned within a few years of implementation. VIEU believes that any model that is developed to recognise accomplished teachers (however so called) must be consistent with the *Guiding Principles* articulated in the ***IEUA Quality Teaching Framework*** ([attached](#)) and subject to agreement between the relevant education union and employer body.

Passed VIEU Conference November 2010