

**Senate Standing Committee on Education Employment and Workplace
Relations**

**QUESTIONS ON NOTICE
Additional Estimates 2011-2012**

Outcome 2 - Schools and Youth

DEEWR Question No. EW1203_12

Senator Mason asked on 16 February 2012, Hansard page 58

Question

Reward Payments for Great Teachers

Senator MASON: I understand that this is from the Age newspaper, not from the Australian, where the Victorian government was set a goal of recruiting 70 schools to take part in a trial of this policy, Reward Payments for Great Teachers. They have only been able to sign up 49 due to problems with the magnitude of change. The source is the newspaper. Ms Paul: I think we might have to take it on notice. I am aware that Victoria has been doing things, but I do not know what our answer would be to a newspaper report about a particular level of success or not. Senator MASON: I will give you a reference. It is 16 January 2012 the Age, page 6: 'Victorian teachers seem deeply ambivalent about getting bonuses for high performance, with fewer than expected signing up to merit pay trials.' Were you aware of that? Ms Davy: We would have to check with Victoria, but I think this is a trial under the Teacher Quality National Partnership, and Victoria has been undertaking this trial for I think this would be the second year initially with a very small number of schools. I am not sure about the numbers that are quoted in that article. We would have to check.

Answer

The Victorian Government is in the second year of a trial to evaluate the impact of two reward payment models on improving the performance of teachers and improving outcomes for students. This trial, the Rewarding Teaching Excellence program, is funded under the National Partnership Agreement on Improving Teacher Quality.

The first model is a Teacher Rewards Model which involves the payment of an annual bonus to top performing teachers as assessed by their schools on the basis of a balanced scorecard approach. A total of 11 schools are participating in this model. The second model is a School Rewards Model through which bonus payments are made to the top 20 percent of Victorian Government schools that demonstrate the greatest improvement. A total of 37 schools are participating in the School Rewards Model. Across both reward models 48 schools are participating.