

MAKE INSPIRING YOUR DAY JOB



Leadership Development Program
Handbook 2023 - 2024



Acknowledgement of Country

Teach For Australia acknowledges and celebrates Aboriginal and Torres Strait Islander peoples across Australia. Theirs is the oldest living and continuous culture on earth.

Their deep relationship with and enduring care of Country is a gift to our nation.

This was and always will be their land.

Teach For Australia pays respect to the Elders past, present and emerging, their custodianship, their courage, and their resilience.

Our commitment to reconciliation

Teach For Australia is on a journey of reconciliation with the intent of becoming a more culturally safe organisation. This requires significant learning and unlearning on our part.

We strive for a two-world approach where Western and First Nations ways hold equal value.

Our commitment to educational equity for every child demands us to be a culturally safe and inclusive organisation and an advocate for systemic change.

At Teach For Australia, we commit to deeply listening to, learning from, and having authentic relationships with Aboriginal and Torres Strait Islander peoples – children, communities and organisations – in service of co-creating an education that honours their unique identity, strength, and rightful place in our nation and empowers them to thrive.

This commitment requires both action and safety.

You can expect us to help our staff and community of leaders grow their capability to be allies for Aboriginal and Torres Strait Islander peoples by:

- Embedding cultural competence in our internal practices and across our programs
- Supporting Aboriginal and Torres Strait Islander peoples' voices to be present and valued in our work
- Building authentic relationships with Aboriginal and Torres Strait Islander organisations and communities where we work
- Continuing to hold ourselves accountable as an anti-racist organisation, and for the authenticity of our relationship with Aboriginal and Torres Strait Islander peoples as well as other diverse communities

About Teach For Australia

A great education is a powerful thing. We believe in equity in education – an Australia where your postcode does not determine your future potential, the opportunities available to you in life, or your ability to contribute to society.

In Australia, the postcode you're born in can radically impact your whole future. Children from the lowest income households are on average three years behind in school.

We want an education system which gives all children greater choice for their future. We believe in the potential of every child – in their right to an education that can unlock choice, in their chance for a future of opportunity and prosperity, and their ability to pursue their dreams.

Educational inequity is the result of multiple complex factors. Teach For Australia chooses to focus on the people within the system. Evidence shows that teaching is the most significant in-school factor that can positively affect student achievement*.

Teach For Australia is an innovative non-profit organisation and part of Teach For All – a global movement dedicated to developing leadership in classrooms and communities to ensure all children achieve their potential.

Since 2009, Teach For Australia has led a community of changemakers dedicated to creating a future of educational equity for Australian children. These leaders make a difference, alongside the other great teachers and leaders in the profession, and help all children have greater choice.



Our vision

An Australia where education gives every child greater choice for their future.



Our mission

To grow a community of leaders committed to equity for children by recruiting and developing exceptional people to teach and lead across Australia.



"I've been incredibly grateful for the opportunities that TFA has given me. The support I've received has been fantastic."

- Genevieve Sutton, Cohort 2021

*Hattie, J. (2003). Teachers Make a Difference, What is the Evidence?



About the Leadership Development Program

Teach For Australia fights educational inequity by recruiting and developing people like you to teach and lead across Australia.

By joining our Leadership Development Program, you'll develop and hone your skills on a personal, professional, and academic level to become the exceptional leader you're meant to be – all while helping to create lasting social change.



Two-year program



Earn a full salary and benefits



Immediate teaching role



Gain a Master of Teaching (Secondary) (Leading Learning)



Assisted scholarship through Australian Catholic University



1:1 leadership coaching and mentoring

Why choose our Leadership Development Program?

When it comes to gaining your Master of Teaching, there are many options to weigh up. Our Leadership Development Program is Australia’s leading employment-based pathway with more than 1,450 people undertaking our program since it began in 2009.

When you join our program you become a valued part of our community of leaders dedicated to making a difference for young people in Australia.

Here’s what makes the Teach For Australia experience unique:

- Our three-tiered, wrap-around support and regular leadership coaching and mentoring are designed to set you up for success as you settle into your new role and school.
- You’ll become a part of the TFA family. You’ll enjoy access to a national and international network of active and engaged Alumni through our Teach For Australia and Teach For All networks. This network can open up a wealth of career opportunities all over the world.
- We offer the Berry Street Education Model (BSEM) to support Associates to implement trauma-informed, strengths-based strategies in the classroom.
- Our program fosters a journey of learning and unlearning towards reconciliation through your academic coursework and local on Country experiences, as we work in partnership with our communities to give every child access to an education that honours their unique identity, strength, and rightful place in our nation by empowering them to thrive.
- You’ll be able to make a faster impact with practical on-the-job learning. Your Master’s degree is integrated to support you while your assessments align with your everyday experience in the classroom.



Where we place

We work closely with school leaders, state and territory governments, and in some jurisdictions Catholic and independent schools, to identify teaching positions suitable for program participants – known as Associates.

We place Associates exclusively in schools serving low-socioeconomic communities in regions and communities that need the most support.



“Our TFA teachers have been outstanding. The way they have immersed themselves and contributed to the culture of the school – they are positive, energetic and vibrant.”

- Graeme Forrester, Chaffey Secondary College Executive Principal

Eligibility

Before you apply for the Leadership Development Program, you'll need to:

- Be an Australian citizen or Permanent Resident at the time of applying
- Hold a Bachelor degree in a discipline other than teaching
- Be willing to accept a placement within a State or Territory where we currently operate
- Be able to enrol in at least two learning areas

Read carefully through the learning area requirements on our website before applying.

NSW

Learning area requirements in New South Wales are different and we are not able to accept every learning area.

For more information see the learning area requirements page on our website.

We are unable to accept applications from individuals with the following degrees:

- Allied Health
- Anthropology
- Architecture & Urban Planning
- Certificate in Teaching English to Speakers of Other Languages (CELTA)
- Construction Management
- Criminology
- Graphic Design
- Human Resource Management
- Indigenous Studies
- Interior Design
- Marketing
- Natural Medicine
- Nursing or other medical degrees including Paramedics
- Occupational Therapy
- Philosophy, Sociology, Cultural studies
- Project Management
- Science Communication
- Social Work
- Teaching

If you have a degree in one of the areas above, but over 50% of your degree is related to one of the subjects listed in the learning area requirements page, speak to a member of our team with a copy of your transcript handy.



How and when to apply

01. Check your eligibility

Before you apply, you'll need to meet the eligibility conditions.

01

02. Open an application

Applications open between February-August each year. We encourage you to apply as soon as possible.

Learning areas close as soon as there are enough candidates to meet school demand.

02

03. Speak to one of our team

Our Recruitment Team will be in touch once you open your application – plus you can sign up to our information sessions, drop-ins and application workshops to learn more.

03

04. Submit your application

The sooner you do this, the sooner you could have an offer!

04

05. Complete the situational judgement test

This allows us to understand your response to scenarios all teachers encounter during their careers – don't worry, no prior teaching experience is needed to complete this test.

05

“Everyone has been amazing, supportive, and helpful! I love that it isn’t competitive but rather selective once through the initial applications. There really is a lovely feeling of being supported and cared about. If anything, my interactions with TFA staff members have further affirmed my desire to be involved with this special group of kind and loving leaders.”

- Past applicant

What we look for

We're looking for candidates with these eight key attributes:



Leadership and Contribution

We are looking for people from a range of backgrounds with diverse leadership experience. You'll be able to describe when you've led yourself or others towards a project goal or outcome, and demonstrate a range of leadership practices you have used to guide yourself, a project or a team.

Most importantly, good leadership is all about knowing the contribution you've made to others – so you will be able to talk about your impact in meaningful ways.



Commitment to the Vision and Mission

You have a passion for educational equity and a commitment to our work. We believe that teaching and learning go beyond the classroom, and in order to create true change, it is important to work with our communities to learn from them.

You'll be able to demonstrate that you believe all children can learn, and show your eagerness to work with communities to make sustainable change.



Resilience

The Leadership Development Program can be challenging. You should embrace challenges and constantly look to strengthen your capacity to overcome them.

You'll show us how you've been able to successfully overcome professional and personal challenges – including times when you've asked for help.



Learning and Self Evaluation

It's important to us that you constantly and accurately reflect on your practice and seek feedback from others – including managers and peers. It's from this reflection you are driven to improve.

You'll demonstrate your ability to take ownership of your personal development and performance and identify your strengths and weaknesses, and how these can influence outcomes.



Planning and Organisation

It's important our Associates are able to effectively juggle their day-to-day teaching load with their Master of Teaching coursework and prioritise their wellbeing.

You will share how your systems create efficiency and allow you to manage multiple tasks at one time. This will show us how you're prepared for what's to come.



Humility, Respect and Empathy

Associates in the Leadership Development Program join diverse communities: in the classroom, school, and as part of their cohort. This diversity helps create an enriching learning experience during the program. It's the reason why Associates need to be able to respectfully collaborate with a wide range of individuals.

We look for candidates who can appreciate other people's perspectives and learn from them. You'll also be able to recognise your limitations and take an asset-based approach in all situations.



Problem Solving

Teachers need to quickly gather information about their students and adapt plans accordingly. Problem solving is a key skill for our Associates.

We want you to be able to analyse problems thoughtfully and use that information to create thoughtful solutions and respond to challenging situations.



Communication and Influencing

Clear communication is essential to great teaching. Teachers can clearly explain the content and adapt their style to meet their students' needs.

You will be expected to clearly communicate your ideas to a variety of audiences across the selection process. You will demonstrate maturity and presence while showing how you can adapt your communication as a result of actively listening to your audience.



The Associate journey

1

Submit your online application
February-August

We encourage you to apply as soon as possible because we progressively close learning areas when we have enough candidates to meet school demand. The entire application process takes six-eight weeks, including your interview and Assessment Centre.

3

Assessment Centre
March-September

If you progress to the next stage, you'll be invited to a day of assessment activities either virtually or in-person. This includes a sample teaching lesson, mock parent-teacher interview, and group activities. Assessments happen on a rolling basis. Within one week of your assessment, you'll receive your outcome and feedback via a phone call.

5

Placement
June/July-December

Once you have accepted your offer and completed your placement preference survey, we will start looking for suitable teaching jobs in eligible partner schools. Specific timeframes vary across the States and Territories we work in.

Once your placement is confirmed in one of our eligible partner schools, we'll then support you with the required relocation, onboarding, and registration processes to get you ready to start teaching in your new school on day one of Term 1.

2

Interview
Within three weeks

You'll receive your application outcome via email and – if successful – you'll be invited to book in your interview. Once you've booked your interview, we'll send you preparation information three days prior. You'll receive your outcome via email within one week of your interview. If successful, you'll be invited to book in your Assessment Centre.

4

Conditional offer and allocation
March-October

If you are successful, you'll receive a conditional offer to join the program and invited to share your location preferences with us.

Allocations are made on a rolling basis, but the sooner you complete your placement preference survey, the sooner we can allocate you to a state or territory.

While we make every effort to secure a suitable placement for you, we can't guarantee a placement. It is dependent on the workforce needs of our partner schools and the flexibility of your location preferences.

In the unlikely event we can't find you a placement, we will work with you to identify the next steps. This may involve a deferral to a subsequent cohort of the LDP.

6

Summer Semester: Pre-work
Mid- to late October

You'll be required to complete 26 hours of self-driven pre-work before the National Initial Intensive – including readings and self-reflections.

8

Regional Intensive
January

You'll continue your Master's degree across the Summer Semester, which includes a face-to-face Regional Intensive learning event held in your placement State or Territory.

10

Gain your Master of Teaching
Two years

While teaching, you will complete a nationally accredited and internationally recognised Master of Teaching (Secondary) (Leading Learning), delivered in partnership with Australian Catholic University.

7

National Initial Intensive
November-December

The program starts in November when you'll come together with your fellow Associates for an intensive training program.

You'll complete a portion of your Master's degree and school practicum, while building foundational skills and knowledge before entering the teaching profession.

9

Step into the classroom
Term 1

Once you begin teaching you'll develop your teaching and leadership skills throughout the two-year program.

You'll gain first-hand teaching experience while receiving one-on-one coaching and mentoring.

“

“At Teach For Australia, we’re committed to supporting you through the selection process and we’re excited to learn more about your experiences and motivations, as you think about how you can serve the students in our communities.”

- Ziska Ludowyke, TFA Selection Specialist

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Program map

	The Initial Intensive			Year one					Year two					
	October	November - December	January	Term 1	Term 2	Winter holidays	Term 3	Term 4	Summer holidays	Term 1	Term 2	Winter holidays	Term 3	Term 4
Teaching and leadership development	Online learning modules	National Initial Intensive (Ngarrngayila)	Regional Intensive	Coaching and mentoring										
				Regional professional development	Mid-Year Community Event		Regional Intensive			Mid-Year Community Event				
Master of Teaching units														
		Promoting Positive Behaviour	Promoting Positive Behaviour	Catering for Diverse Learners										
		Effective Teaching and Learning	Effective Teaching and Learning	Secondary Literacy										
		Educational Foundations for Teaching	Educational Foundations of Teaching	Embedding Aboriginal and Torres Strait Islander Histories and Knowledges within Australia Today										
		Professional Practice 1	Curriculum Pedagogy and Assessment 1											
		Embedding Aboriginal and Torres Strait Islander Histories and Knowledges within Australia Today	Curriculum Pedagogy and Assessment 1	Professional Practice 2										
Professional experience and milestones	School Practicum (10 days)	School placement												
				LANTITE*		Classroom Impact Initiative								
				Graduate Standards									GTPA**	
													Proficient Standards	

Please note: This program map is subject to change and has been provided for indicative purposes. The program will differ for Associates placed in NSW schools.

* Literacy and Numeracy Test for Initial Teacher Education Students

**Graduate Teacher Performance Assessment

Coaching and support

We set you up for success with a comprehensive network of people to support your professional development and wellbeing.

Teaching and Leadership Adviser (TLA)

An experienced teacher will provide rigorous one-on-one coaching, regular classroom observations, and pastoral care to guide your development as a teacher and leader throughout the program.

ACU Academic Mentor

An academic mentor will support and supervise your progress throughout the degree and guide your achievement in order to meet the Australian Professional Standards for Teachers.

School Mentor

At your placement school, you'll have an experienced teacher who will provide day-to-day practical support and help with your integration into life at the school and within the local community.

“

“The option, through TFA's Leadership Development Program, to gain hands-on experience with a number of mentors while learning the theory, was amazing.”

- Troy Lowe, Cohort 2014



Academic course fees

Most program costs are covered by Teach For Australia in partnership with the Australian Government on an assisted scholarship. You will need to contribute a portion towards your Master's degree (total cost to you is \$12,500, paid in instalments by unit each semester). Access to FEE-HELP may be available for those eligible.

How much will I earn?

You'll earn a full salary while you learn – approximately \$62,000-\$75,000 base salary, depending on where you're placed.

In some jurisdictions you'll be able to access relocation assistance and allowances for working in remote communities.

Associates' salaries and employment conditions vary between States and Territories. Just like other teachers, you will be eligible for salary increases with experience and progression.



FAQs

What are learning areas?

Learning areas are the subject areas you are eligible to teach in based on your prior academic study. Find out more about learning area requirements on our website.

Where will I be placed?

We place Associates exclusively in schools serving low-socioeconomic communities, working in the regions and communities that need the most support. We currently operate in Victoria, Western Australia, Tasmania, Northern Territory, South Australia, and New South Wales.

If you receive an offer to join the program, you will be invited to share your location preferences with us – but the more flexible you are, the more likely we will be able to successfully find a placement.

Can I choose where I teach?

TFA works closely with school leaders, as well as State and Territory governments (and in some jurisdictions both Catholic and independent schools) to identify teaching positions suitable for a TFA Associate.

All Associates are placed in genuine teaching jobs, in schools with a genuine need.

We work hard to set Associates up for success in their placement. There's a strong emphasis on making sure that where possible, you are placed with other Associates within the same school or in schools nearby.

The greatest need for our work is in regional and remote communities, so 'nearby' is not always just down the road. In some cases it can be a drive many hours away.

Will I be teaching full-time?

TFA Associates work 0.8FTE (Full Time Equivalent) with 0.2FTE study release. While the Master's requires more hours of study than 0.2FTE each week, this time is allocated to reduce the amount of study Associates need to complete outside of work hours.

How can I find out more?

Contact our team at apply@teachforaustralia.org or register for an upcoming event via our website at teachforaustralia.org

A TALE OF TWO TEACHERS

Terang, Regional Victoria

Two of Terang's TFA teachers may have come from opposite sides of the globe, but they share the same desire to support students and help achieve educational equity in Australia.

Aoife Jones and Hannah Duffus started teaching at Terang College as part of the 2022 intake of Teach For Australia's Leadership Development Program.

With a Bachelor of Law and Minor in English Literature, Aoife was previously a legal professional at PwC who "felt drawn to Teach For Australia's mission to fight educational inequity."

Originally from Fermanagh in Northern Ireland, Aoife started teaching English and Humanities to Years 7-10 at Terang College in 2022. She said the most rewarding aspect of teaching was building connections with her students.

"The small wins with students are indescribable. I never thought a student playing a practical joke on me would be considered a breakthrough moment, but it was an olive branch of trust and acceptance," said Aoife.

She found Terang to be a very close-knit community.

"It's hard not to feel a sense of belonging when a handful of students are excitedly saying hello to you on your grocery run," she added.

While Aoife hails from Ireland, Terang College is a little closer to home for Hannah Duffus. She is a former dux of the school and lives in Warrnambool.

After gaining a Diploma of Languages and Bachelor of Arts from Monash University – and a Provost's Scholarship at Worcester College, University of Oxford – Hannah started teaching Years 7-10 English at her former secondary school in 2022.

"After years spent living in large cities, country life is a joy. I love my early morning ocean swims in Warrnambool, and running around the lake in Terang," Hannah said.

"A quieter life has given me the space to get back into my hobbies, and to recuperate from the stresses of work as a new teacher."



POSITIVE IMPACT BEYOND THE CLASSROOM

Moora, Western Australia

The opportunity to make a career change through Teach For Australia's Leadership Development Program – coupled with impacts from COVID – saw former Perth CBD accountant, Anaiya Dabasias, undertake a wholesale lifestyle and career change. She decided to become a teacher in the Western Australian Wheatbelt town of Moora.

Anaiya began teaching Humanities and Social Sciences (HASS) and ATAR Business subjects at Midlands Senior High School in 2021, while enjoying the opportunity to engage with the community beyond the classroom.

A prime example of Anaiya's involvement is Breakfast Club, which she and another TFA Associate played a key role in running. They launched it during their first term at the school.

"There's a concept in the Sikh religion about giving food and eating together, it's called Langar," said Anaiya.

"It emphasises how sharing impacts people and builds connections. I tried to bring that concept to the school with a breakfast club."

Anaiya took the concept of Langar further by helping the Moora community through volunteer work with Food Bank WA.

"We managed to collect 600 kilos of food from kids, pack it up into boxes, and distribute it to families in need around town," she said.

"It was an opportunity to build connections and meet people."

Anaiya recommends the LDP as a pathway for those looking to change careers without stepping out of the workforce.

She believes that career changers like herself and other Associates in the LDP bring complementary skill sets from their old jobs, which remain valuable in their new roles, school and community.

"I recommend the program to friends and family all the time – I'm like a walking billboard for TFA."





Teach For Australia acknowledges and celebrates Aboriginal and Torres Strait Islander peoples across Australia. Teach For Australia pays respect to the elders past, present and emerging, their custodianship, their courage and their resilience.



We celebrate the diversity of the many communities we serve and we value that diversity in our staff and schools.



Apply today

The Leadership Development Program is delivered as part of the High Achieving Teachers Program with the support of the Australian Government Department of Education.

Teach For Australia also acknowledges the funding support of the governments of New South Wales, Northern Territory, South Australia, Tasmania, Victoria and Western Australia.

Teach For Australia wishes to extend our most sincere gratitude to our philanthropic partners who continue to support our work.

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