



AUSTRALIAN PARENTS COUNCIL Inc.

The national federation of organisations representing parents of students attending non-government schools to achieve choice, quality, equity and voice

MEDIA RELEASE

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SUBJECT: APC supports a performance pay career structure for teachers, not annual bonuses

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While the Australian Parents Council welcomes in principle the commitment by Prime Minister Gillard to invest \$1.25 billion to recognize highly accomplished teachers, the council is deeply disappointed with the way the investment is framed within a regime of bonus payments linked to students' NAPLAN results and National Partnerships.

According to APC executive director, Ian Dalton, "Non-government school parents believe that if young Australians who have the potential to be quality teachers are going to be attracted into the profession, and retained for the long term, Australia certainly needs to develop a career structure which identifies, acknowledges and rewards high quality classroom teaching. However, recognition of high performing teachers should be made by way of their pay structure rather than as a system of annual bonuses which are potentially competitive and divisive and will create additional administrative burdens on school principals."

Mr Dalton continued, "While APC believes that NAPLAN testing is a useful tool for identifying schools that require additional support from governments and school systems, NAPLAN results should not be held up as one of the bases for rewarding or punishing schools and teachers. NAPLAN results only provide snapshots of student and school performance in respect of literacy and numeracy. Schools and teachers do much more than teach in those two domains and therefore linking their overall performance to these results sends very dangerous messages to them, to parents and to the wider community."

Mr Dalton also expressed concern that the Prime Minister intends to embed the performance pay system within the Nation Partnerships regime. "APC has a number of concerns about the National Partnerships (NPs) model for delivering such funding. Most of the feedback we have received about the rollout of funding through this mechanism has been very negative," he said.

"While we welcome the Prime Minister's statement that a re-elected Gillard Government will consult with key stakeholders around the implementation of the performance pay scheme, the consultations would have been more beneficial had they been done earlier to inform the development of the scheme," Mr Dalton concluded.

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