



**FUTURE
LEADERS
PROGRAM**

2024 Future Leaders Program

Info Pack for Prospective Applicants



Acknowledgement of Country

Teach For Australia is headquartered on the land of the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past, present, and emerging.

Teach For Australia acknowledges and celebrates Aboriginal and Torres Strait Islander peoples across Australia. Their deep relationship with and enduring care for Country is a gift to our nation and bestows an obligation to us all to honour our first peoples and look after Country alongside them.

This was and will always be their land.

Our community of teachers, leaders, supporters and partners live and work across a great many more lands. On behalf of all, Teach For Australia pays respect to the Elders past and present of this wide land of Australia, their custodianship, their courage and their resilience. Theirs is the oldest living and continuous culture on earth, and their emerging leaders will carry it forth with strength, pride and determination.



Thank you for your interest in Teach for Australia's Future Leaders Program.

This info pack provides prospective applicants with important information about the program and what to expect as a program participant. We encourage you to read through this resource before applying.

If you have any further questions or would like to speak with someone directly, please reach out to info@futureleadersprogram.org.au and we'll connect you with a team member!



Resource Sections

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What is the FLP?

Our Mission and Vision

Teach for Australia's Vision

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

Teach for Australia's Mission

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

Future Leaders Program Theory of Action

- We believe leadership is a set of mindsets, beliefs, skills, and behaviours that enable translating vision into reality while partnering with others to improve outcomes for all students.
- If we equip people to teach and lead in complex educational settings, then all Australian students will be supported to achieve their full educational potential.
- In short, our theory is that it takes a highly self-aware, strongly connected, and technically skilled systems-thinker who centres all students to drive educational equity.

FLP Goals and Objectives

Teach for Australia's **Future Leaders Program** (FLP) is a one-year professional development program that supports educators working in regional and remote schools develop their leadership skills and capabilities. The program has been designed:

To increase the quality of school leadership training and development in remote, regional and rural schools.

To increase aspirations among high-achieving educators in regional and remote schools to become school leaders.

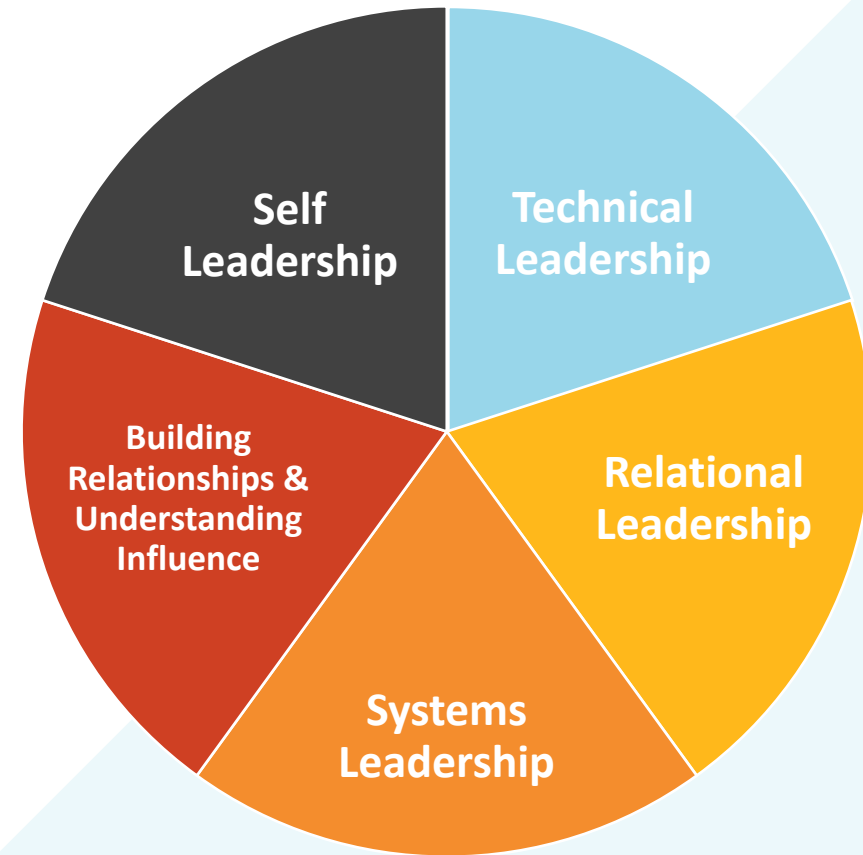
To increase the supply of educators with high-quality leadership skills who can fill available leadership positions.



Leadership Competency Framework

We believe leadership is a set of **mindsets, beliefs, skills, and behaviours** that enable translating vision into reality while partnering with others to improve outcomes for all students.

The Leadership Competency Framework (LCF) comprises **five interconnected domains**, each supported by a series of competencies and behaviours, that when practised consistently, support **school and system improvement**.



Leadership Competency Framework

Self Leadership

Leaders demonstrate self-awareness and awareness of others.

Technical Leadership

Leaders understand the importance of technical expertise and acknowledge that effectiveness in their role and context is critical for leadership development.

Relational Leadership

Leaders demonstrate deep cultural understanding of First Nations' knowledge, principles, perspectives and ways of being.

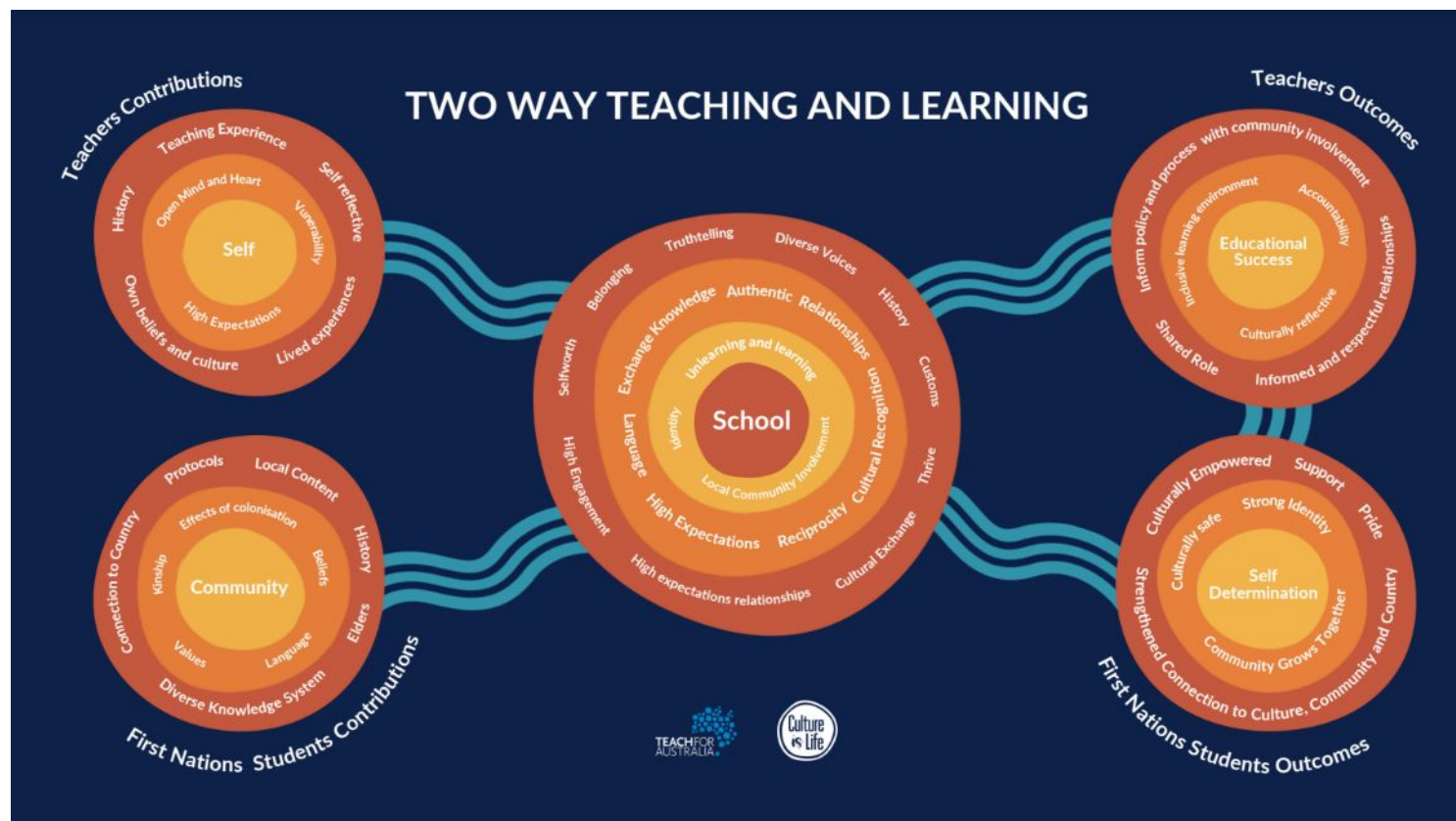
Building Relationships & Understanding Influence

Leaders understand the importance of building collegial relationships, listening, and understanding the perspectives of others.

Systems Leadership

Leaders demonstrate their ability to lift their gaze beyond their classroom and can view systems as a whole.

Two Way Teaching and Learning Framework



A key principle of the FLP program design is **two way learning**.

The FLP holds First Nations knowledge, principles, perspectives and ways of being in **balance** with Western Ways.

This approach ensures programmatic decisions and outcomes build towards **cultural safety** and **inclusion**.

What can I expect as a Fellow?

Program Elements

Personal Leadership Goals

Fellows will set personal leadership goals, grounded in feedback and data, that they will work towards throughout the program.

Workshop Intensives & Online Learning

Fellows will engage in three, three-day workshops throughout the year as well as online learning modules to support learning and leadership development.

1-1 Leadership Coaching

Fellows will be paired with an educational leadership expert, who will support their learning and development during the program through coaching.

Innovation Project

Fellows will lead an applied learning initiative in their school community, focused on improving student experience and equitable outcomes.

Peer Learning

Fellows will have multiple opportunities to connect and learn from peers working in similar contexts as they build their professional network.

Personal Leadership Goals



Fellows will work with a leadership coach to set a **personal leadership goal** that will guide their learning throughout the program.

The goal will be **grounded in data** and feedback, and support the development of **essential mindsets, skills, and behaviours** that enable leaders to create equitable and inclusive learning communities that support all students.

Workshop Intensives & Online Learning

Fellows participate in **nine days of workshop intensives**, structured as three, three-day workshops, to support knowledge building, application of learning, and network building. Fellows must attend at least eight of nine workshop days to fully complete the program.

Fellow learning is also supported through **online learning**, with opportunities to engage synchronously and asynchronously.

2024 Workshop Intensives

Intensive 1: In-Person (AU Capital City)

April

Intensive 2: Virtual Delivery

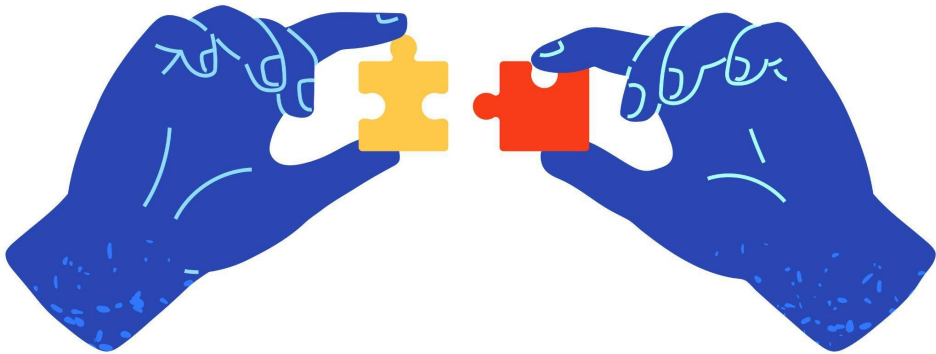
July

Intensive 3: In-Person (Location TBD)

September

Fellows' program tuition is covered through a full scholarship that includes travel and accommodation for in-person workshops.

Individualised Coaching



Every Fellow in the FLP receives **individualised coaching** from an experienced school **leadership expert**.

Fellows meet with their coach on a **regular basis throughout the year**, including a school visit, to support Fellows' learning and development during the program.

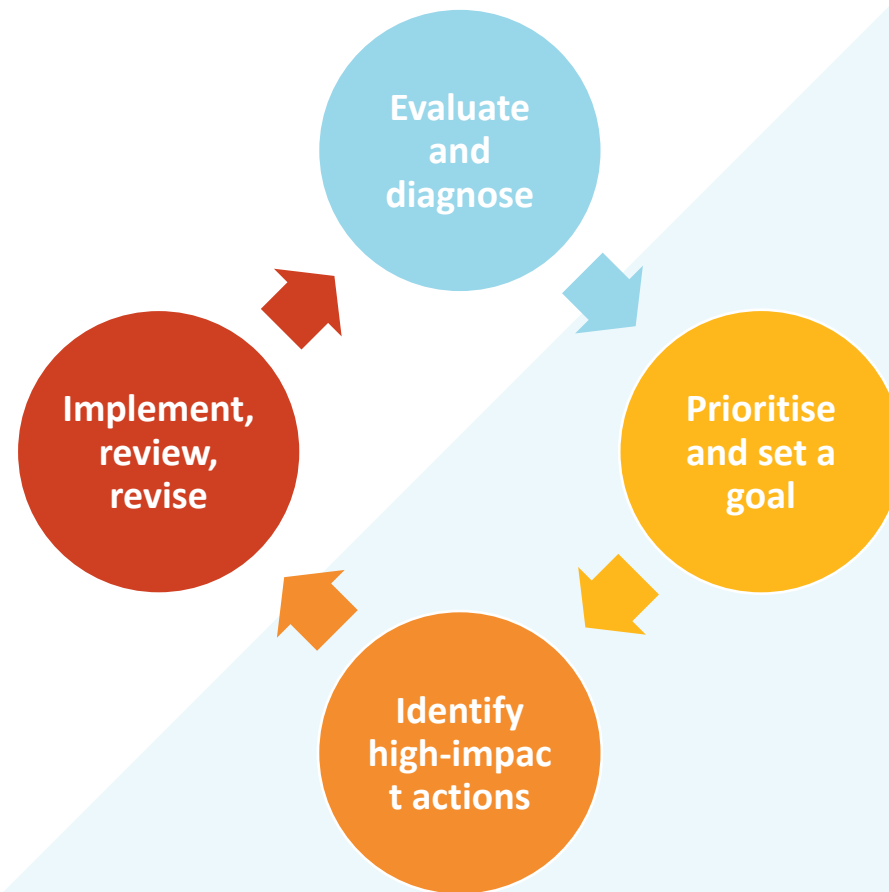
Coaching is **personalised** to meet each Fellow's point of need and respond to the unique needs of the Fellow's role and context.

Innovation Project

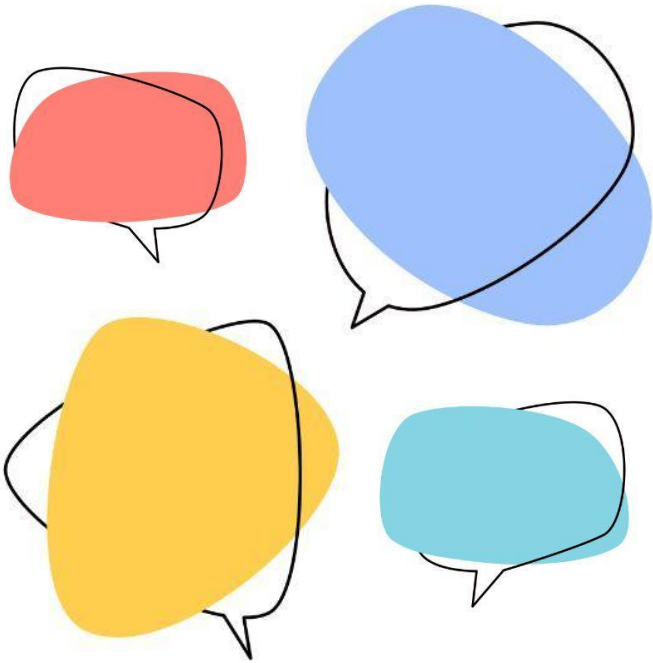
Beginning in Term 2, Fellows will engage in an **applied learning initiative**.

Fellows will identify an opportunity, aligned to their school's goals and priorities, to **improve student experiences** and create a **more equitable, inclusive learning community**.

Fellows will use data to set goals, determine actions for improvement, and monitor progress.



Peer Learning



Aligned to best practice evidence, Fellows will have opportunities to engage in **peer-to-peer learning** and **build relationships** with other school leaders working in regional, remote, and rural schools.

Fellows will engage with each other in-person and virtually to **collaborate, share learning,** and **build their professional network.**

How do I know if the FLP is right for me?

Program Eligibility

Participation in the **Future Leaders Program** is open to teachers and school leaders who meet the below criteria.

- K-12 teacher or school leader with at least 2 years teaching experience
- Work in a primary or secondary school in an outer regional or remote school with an ICSEA (Index of Community Socio-Educational Advantage) score below 1000
- Aspire towards school leadership
- Have support and endorsement from your school principal

Please refer to the next slide for our current partner jurisdictions.

Current FLP Partner Jurisdictions

FLP is currently open to educators in outer regional, remote and very remote schools in:

Jurisdiction	Catholic Sector	Government Sector
Western Australia	●	●
Northern Territory	●	●
Queensland	●	
New South Wales	●	

You can find the location and ICSEA information of your school by searching it on the [MySchool website](#).

Additional measures may be considered to determine eligibility, therefore if your school has a current ICSEA of 1000 or above, or your school is classified as inner regional, and you believe should be eligible, please get in touch with us at info@futureleadersprogram.org.au.

Program Expectations

Fellows who fully complete the program will receive a certificate acknowledging **150 hours of professional development.**

In order to fully complete the program, Fellows must attend eight of the nine workshop days, participate in coaching, engage in an Innovation Project, and actively work towards their personal leadership goal.

The FLP also values Fellows' input and insights. Throughout the year, the program team will seek Fellows' feedback to inform program design and future learning.

Important 2024 FLP Dates

What	When	Notes
Welcome Webinar	February <i>Virtual Delivery</i>	Fellows choose one to attend.
Workshop Intensive 1	April 2024 <i>AU Capital City - Location TBD</i>	These days fall over school holidays for eligible states and territories.
Workshop Intensive 2	July 2024 <i>Virtual Delivery</i>	
Workshop Intensive 3	September 2024 <i>Location TBD</i>	
End of Program Learning Expo	November 2024 <i>Virtual Delivery</i>	

Dates are subject to change. To support Fellows' participation, a stipend is available to support up to two days of time-release.

How do I apply to the FLP?

Apply to Join the FLP

The Future Leaders Program selection process has been designed to help you **show off your capabilities, connect with other aspiring school leaders**, support you in **understanding your strengths** and identifying **areas of opportunity**.

It is not a competitive process. The application and selection activities are designed to highlight what you excel at, so we can partner with you to develop your unique skill set further.

Submit an Expression of Interest Form

- Submit your expression of interest [here](#) for the program, and be the first to hear when [applications open in October 2024](#). Spots are limited.
- Fill in your details.

Attend a Virtual Selection Centre

- Meet the FLP team and other aspirant leaders
- Engage in a group activity
- Complete a written case study

What happens next?

What happens next?

1

Register your interest, and submit an application when applications open.

2

Chat with your principal.

3

If you have any questions, get in touch with the FLP team at info@futureleadersprogram.org.au

Thank you!



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