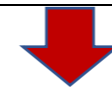
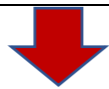


## Workforce, Recruitment, Retention and Support Working Group Workplan 2020

	Term 1	Term 2	Term 3	Term 4
<b>Agenda Item</b>	Develop 2020 Workplan	Attraction and Recruitment	Preparation and Induction	Retention and Development
	Confirm working group purpose	Working with universities and schools to attract young people into the profession and COVID-19 impact	<b>COVID-19 and initial teacher education</b> <ul style="list-style-type: none"> <li>impacts and transitions in 2020 and 2021.</li> <li>Include discussion of middle leaders (LT and LS) and how their roles have been impacted, how they have reoriented to support whole-school approaches, collaboration, sharing, observation etc.</li> </ul>	Consider the impact of COVID-19 in relation to the role of the regional school improvement workforce
	Identify 2020 working group priorities and deliverables	Encouraging teachers (registered) back to teaching workforce		Financial incentives for educators (including Support network of retired principals)
		Graduate internship model	<b>Resources and support:</b> <ul style="list-style-type: none"> <li>new graduate mentoring pilot program (Transforming the First Years of the Teaching Career)</li> </ul>	<b>2020 review and priorities for 2021:</b> <ul style="list-style-type: none"> <li>review progress against the work plan</li> <li>identify 2021 priorities</li> </ul>
	Rural and regional placements			



	Term 1	Term 2	Term 3	Term 4
<b>Deliverables</b>	Develop 2020 Workplan	Attraction and Recruitment	Preparation and Induction	Retention and Development
	Draft 2020 workplan	Workplan updated to reflect continuing impact of COVID-19	Established ongoing discussions with VPASS on the feasibility and requirements of expanding the scope of the Transforming the First Years of the Teaching Career pilot to include specialist school settings.	
	Website Design and Development	Continuing dialogue regarding what has changed in the role of the workforce due to COVID-19	Investigate further the role of middle leaders in schools (leading teachers and learning specialists in particular) in responding to system needs and reform implementation.	
	Communique	Communique	Communique	
	Minutes	Minutes	Minutes	