

Additional selection criteria

Selection criteria for school-based promotions positions

The criterion for school executive staff (other than principals) and Senior Administrative Manager positions states: *Knowledge of and commitment to the Department's Aboriginal education policies.*

The additional criterion for school principal positions states: *Capacity to lead schools in implementing the Department's Aboriginal education policies and to ensure quality outcomes for Aboriginal people.*

Selection criteria for non-school based promotions positions and public service positions

The additional common selection criterion for non-school based teaching service positions (SEO1 onwards) and public service positions (clerk grade 7/8 onwards) states: *Knowledge of and commitment to the Department's Aboriginal education policies.*

Selection criteria for public service positions and other promotions positions in TAFE NSW

The additional common selection criterion for public service positions (clerk grade 7/8 onwards) in TAFE and promotions positions covered by the *Crown Employees (Teachers in TAFE and Related Employees) Salaries and Conditions Award* states: *Knowledge of and commitment to the Department's Aboriginal education and training policies.*

The additional common criterion for Institute Manager positions states: *Capacity to lead Institutes in implementing the Department's Aboriginal education and training policies and to ensure quality outcomes for Aboriginal people.*

Information Resource

(Recommendation 69 of the Aboriginal Education Review)

Introduction

Inclusion of the additional selection criteria highlights the importance of the Department's commitment to improve opportunities in education, training and employment for Aboriginal people and strengthen partnerships with Aboriginal communities.

It ensures that applicants for promotion positions understand and demonstrate their capacity to implement and support the Department's policies and programs regarding education, training and employment for Aboriginal people and Aboriginal community engagement.

The inclusion of the additional selection criteria will ensure that applicants for promotion positions are:

- aware of and committed to the Department's policies and strategies relating to Aboriginal people and Aboriginal education, training and employment; and
- able to influence, promote and enhance outcomes for Aboriginal students and Aboriginal employees in a direct and supportive manner in partnership with Aboriginal communities and other partners.

Resources to assist employment applicants to address the additional selection criteria

Department of Education and Communities

Key Departmental reports, policies and plans designed to support the Department's goals and priorities for Aboriginal students, Aboriginal staff and Aboriginal communities include the following:

Aboriginal Education Review

https://www.det.nsw.edu.au/media/downloads/reviews/aboriginaledu/report/aer2003_04.pdf

In partnership with the NSW Aboriginal Education Consultative Group Inc (AECG), the Department conducted a review of Aboriginal Education. The *Report of the Review of Aboriginal Education* contains comprehensive recommendations implemented by the Department to achieve sustainable improvements in education, employment and participation of Aboriginal people.

Aboriginal Human Resources Development Plan 2012-2017

<https://www.det.nsw.edu.au/media/downloads/about-us/how-we-operate/strategies-and-plans/corporate-plans/ahrdp2012-17.pdf>

The *Aboriginal Human Resources Development Plan 2012-2017* provides clear direction for continually increasing employment and leadership development opportunities for Aboriginal people and strengthens our commitment to ensure better outcomes for students and stronger partnerships with Aboriginal communities.

Additional selection criteria for all school based and non school based promotion positions within the Department which include specific reference to knowledge of and demonstrated commitment to the implementation of the Department's Aboriginal education, training and employment policies is one of many suggested strategies in the Aboriginal Human Resources Development Plan.

Information on achievements relating to Aboriginal employment is published each year in the Department's Annual report. The 2011 Annual report is available at:

<https://www.det.nsw.edu.au/media/downloads/about-us/how-we-operate/annual-reports/yr2011/ar2011-appendices.pdf> (refer to Appendix 2: Equal Employment Opportunity)

Aboriginal Education and Training Policy

https://www.det.nsw.edu.au/policies/students/access_equity/aborig_edu/PD20080385.shtml?level=

The *Aboriginal Education and Training Policy* defines the Department's commitments in this area in schools, TAFE NSW Institutes and community education settings.

The *Aboriginal Education and Training Policy* prioritises: Aboriginal education and training as the core business of all Departmental staff; increasing competencies in Aboriginal cultures for all staff; and, an acceleration and maintenance of the Department's progress in achieving its goal that *'by 2012, Aboriginal student outcomes will match or better outcomes of the broader student population'*.

The Policy focuses on actions to increase knowledge and understanding of Aboriginal Australia for all students and, unlike the former policy, applies to all employees of the Department, outlining specific responsibilities for staff within all public education and training sectors in NSW. Of particular significance is the fact that the Policy mandates *'Aboriginal Cultural Education through professional learning and career development experiences for all staff'*.

Aboriginal Education and Training Strategy 2009-2012

https://www.det.nsw.edu.au/media/downloads/strat_direction/aetstrat0912.pdf

The *Aboriginal Education and Training Strategy* has been designed to focus the work of schools, campuses, colleges, community colleges, regions, TAFE NSW and corporate portfolio areas towards achieving the goal that: *By 2012, Aboriginal and Torres Strait Islander student outcomes will match or better outcomes of the broader student population.*

Connected Communities Strategy

<https://www.det.nsw.edu.au/media/downloads/about-us/news-at-det/announcements/yr2012/connected-communities-strategy.pdf>

Connected Communities is a new approach to how we deliver education and training in our most vulnerable Aboriginal communities - and to how we link this learning to other related services, such as health, welfare, early childhood education and care, and vocational education and training. The Connected Communities strategy will be implemented in 2013 in up to 15 geographically isolated schools and communities.

The *Connected Communities* strategy has been designed to complement the work of the Ministerial Taskforce on Aboriginal affairs (see below) and addresses key issues raised by community during the Ministerial Taskforce consultations including the need for greater Aboriginal community engagement in schools and the employment of Elders and Aboriginal staff.

NSW Government

Ministerial Taskforce on Aboriginal Affairs

<http://www.daa.nsw.gov.au/taskforce/>

The Ministerial Taskforce on Aboriginal Affairs was established in August 2011 to develop a new Aboriginal affairs strategy to be released in 2012. The Taskforce will recommend concrete reforms to improve service delivery and accountability in Aboriginal affairs across NSW and to improve employment and educational outcomes for Aboriginal people in NSW.

A Progress Report was released in August 2012 following community consultation forums held across NSW. The Progress Report outlines proposed directions based upon the following:

- strengthening the connection between education, training and employment;
- strengthening support for language and culture;
- strengthening accountability; and
- strengthening the capacity of communities and service delivery.

Making It Our Business – The NSW Aboriginal Employment Action Plan 2009-2012

<http://www.miob.nsw.gov.au/>

The NSW *Aboriginal Employment Action Plan 2009-2012* builds on the successes of the previous *Making It Our Business* plan (2006-2008). The Action Plan focuses on the three key areas of recruitment, retention and career development. It outlines strategies to address issues related to these areas for Aboriginal people in the NSW public sector. The NSW Government is committed to meeting a target of 2.6% Aboriginal employment within the public sector by 2015. The NSW Government has also agreed that a 2.6% Aboriginal employment target for SES positions be achieved by 2015.

Federal Government

Aboriginal and Torres Strait Islander Education Action Plan 2010-2014

<https://detwww.det.nsw.edu.au/media/downloads/intranet/lists/directoratesaz/aet/policystrategy/abortorres-eduaction-plan/atsieap.pdf>

The *Aboriginal and Torres Strait Islander Education Action Plan 2010-2014* provides a consistent approach across states and territories to delivery and reporting for Aboriginal Education. The purpose of the Plan is to assist schools to accelerate improvements in the educational outcomes of Aboriginal students.

The Department's Aboriginal Education and Training Directorate has developed the booklet *Aboriginal and Torres Strait Islander Education Action Plan 2010-2014: NSW Delivery and Actions (PDF 4.3MB)*. The purpose of this booklet is to highlight the local actions from the plan that are relevant to schools, and place them into the existing context of the *Aboriginal Education and Training Policy* and the *NSW Aboriginal Education and Training Strategy 2009-2012*.

2010-2020 NSW DEC and NSW AECG Inc. Partnership Agreement

https://detwww.det.nsw.edu.au/media/downloads/intranet/lists/directoratesaz/aet/programs/corporate/part_agree.pdf

The Partnership Agreement between the Department and the [NSW Aboriginal Education Consultative Group Inc.](#) (NSW AECG) is based on the principles of **respect**, **commitment**, **collaboration** and **accountability** in order to improve educational and training outcomes for Aboriginal learners.

The Partnership Agreement is based on a genuine and practical approach to working together to improve outcomes for Aboriginal learners by ensuring that they have access to an education and training system that values their cultural heritage and identity and supports their learning and career development through quality teaching practices, relevant policies and strategies and inclusive curriculum and training programs.

Contact

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