

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.**

Information Resources

(Recommendation 69 of the Aboriginal Education Review)

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

Key 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://education.nsw.gov.au/about-us/jobs-and-opportunities/media/documents/employing-aboriginal-peoples/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.

Employing Aboriginal peoples

<https://education.nsw.gov.au/about-us/jobs-and-opportunities/employing-aboriginal-peoples>

The department recognises the strong link between improved learning outcomes for Aboriginal students and the involvement of Aboriginal staff and community in all of our workplaces.

This section of the DoE website contains important information for Aboriginal applicants, including Confirmation of Aboriginality guidelines, information about identified positions, scholarship details, and more.

Diversity and Inclusion Strategy 2018-2022

<https://education.nsw.gov.au/about-us/strategies-and-reports/our-strategic-plan/corporate-plans-and-strategies/diversity-And-inclusion-strategy-2018-2022>

The department's Diversity and Inclusion Strategy sets specific targets for a more diverse workforce and commits the department to action in three priority areas over the next five years:

- building a more inclusive workforce by raising awareness, understanding and engagement with diversity
- attracting, recruiting, developing and retaining a workforce which is more reflective of the community we serve and
- strengthening the data and evidence we collect about our workforce so we can make better informed decisions and deliver sustainable initiatives.

These targets include increasing the number of Aboriginal people in senior leadership roles to 3.0% by 2025, and maintaining the trend growth rate to reach a 4.5% representation across the department by 2022.

Connected Communities Strategy

<https://education.nsw.gov.au/teaching-and-learning/aec/connected-communities>

The Connected Communities Strategy is an innovative approach to address the educational and social aspirations of Aboriginal children and all young people in 15 schools in 11 of the most

complex and vulnerable communities in NSW. The schools are all located in rural and regional areas.

The strategy is a new approach to how the department delivers education and training in our most vulnerable communities, and to how we link to other related services, such as health, welfare, early childhood education and care, and vocational education and training.

We want our schools to be the centre of these communities by delivering services that respond to local needs – in order to improve student learning, community wellbeing and social outcomes through effective leadership, good governance and genuine community partnerships.

Federal Government

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

<https://education.nsw.gov.au/teaching-and-learning/aec/media/documents/partnershipagreement.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.