



Independent Schools  
Queensland

choice & diversity

# Great Teachers in Independent Schools

AN ISQ FLAGSHIP PROGRAM





Examination usually requires in-depth conversations to integrate the evidence from students, teaching practice and research or other sources and give it meaning in ways that provide guidance to what to do next.

**PROFESSOR EMERITUS HELEN TIMPERLEY**

Professor Timperley is an academic partner in developing ISQ's purpose-built framework designed to support and evaluate Great Teachers in Independent Schools programs.



**Independent Schools Queensland supports schools using evidence-based practice and research to build teacher and leader capacity and maximise impact.**

Independent Schools Queensland has developed a suite of programs and services to assist all independent school teachers and leaders to lead high quality outcomes for students, and to continue developing effective performance and development cultures and systems, within the school improvement agenda.

Programs within the Great Teachers in Independent Schools suite include:

- Teacher Growth and Development
- Middle Leaders
- Emerging Leaders
- Teacher Induction and Retention
- Research in Schools
- Coaching
- Women in Leadership and Aspiring Women in Leadership.

# Programs

## Teacher Growth and Development

The Teacher Growth and Development program supports schools to develop high-impact teaching strategies, and harness collective teacher efficacy to drive teacher improvement, to design Teaching and Learning Models linked to strategic plans.

Independent Schools Queensland (ISQ) will work with school leaders to establish efficient and sustainable Professional Learning Communities and peer observation processes to encourage ongoing teacher growth and development, and improved student outcomes.

## Middle Leaders

The Middle Leaders program contributes to the development of a school-wide performance and development culture by improving the capacity of teachers with middle leadership responsibilities.

School leaders nominating middle leaders to be involved in this program will be supported to:

- align school improvement and teacher quality goals and the role of middle leaders
- support and model effective performance and development practices with middle leaders
- support school-based inquiry teams to build personal and organisational leadership capacity.

## Emerging Leaders

Effective, distributed leadership is critical to school improvement. The ISQ Emerging Leaders Program will support teachers beginning their leadership journey and will focus on identity, communication and action. This program is designed to align with the school strategic plans, particularly around building teacher quality to improve student outcomes.

## Teacher Induction and Retention

Queensland's independent schools understand the importance of attracting great teachers to their schools. ISQ's Teacher Induction and Retention short course supports member schools to develop their own teacher induction strategy, in line with the latest research on how to retain high-quality teachers.

## Research in Schools

Research in Schools program supports teams of educators to investigate an area of need within the school, develop, and trial strategies to make a difference for learners through better evidence and changes to practice.

Underpinned by the Spiral of Inquiry, the inquiry research process is ideal for networks of educators working in Professional Learning Communities, whereby participants will collaborate and share ongoing critical analysis in line with the Australian Professional Standards.

## Coaching

This program focuses on developing the skill of coaching. Utilising the collaborative and practical eFIRE model, the program supports new and experienced coaches to apply learning in one-to-one conversations and with colleagues throughout the school.

## Women in Leadership and Aspiring Women in Leadership

This suite of events supports women on their leadership journey. Participants are supported to identify personal qualities and strengths related to building and leading highly effective teams and school communities through the multifaceted learning approach, which includes expert guidance, peer collaboration, self-analysis, experiential exercises and practical application.

Networking opportunities enable leaders to cultivate valuable peer level networks, build their self-confidence and hone the skills to lead at the highest levels.



# Tools and Services

## Professional Growth Tool

The Professional Growth Tool is an online self-reflection survey for all teachers. The survey is based on the Australian Professional Standards for Teachers and is conducted three times a year through ISQ's Connect&Learn online learning management platform.

The Professional Growth Tool is a requirement of some Great Teachers in Independent Schools programs, enabling educators to access individual reports to identify strengths and areas of professional growth.



## HALT Certifying Service

ISQ's Highly Accomplished and Lead Teacher (HALT) Certifying Service is also delivered under the Great Teachers in Independent Schools flagship program.

HALT provides a high quality, nationally consistent approach to identifying and certifying teachers according to the advanced career stages of the Australian Professional Standards for Teachers.

Read more about ISQ's [HALT Certifying Service](#) on our website.



## Online Courses for Self-Paced Learning

Online courses and modules have been developed specifically for teachers and middle leaders in independent schools.

These can be accessed via ISQ's Connect&Learn.

Examples include:

- Deepening, Extending and Sustaining Coaching
- Evidencing Highly Accomplished and Lead Practice
- Middle Leadership: Learning to Lead
- Creating an Effective Performance and Development Culture
- Defining, Embedding & Delivering STEM.

## Contact us

Schools wishing to participate in ISQ's Great Teachers in Independent Schools suite of programs and services may do so by application at any time.

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**To find out more, visit**  
**[www.isq.qld.edu.au/teachers](http://www.isq.qld.edu.au/teachers)**

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