






2025 Professional Learning Calendar

Visit the Academy website for details of all professional learning.

Program	Audience and Location				Intakes start term:			
					1	2	3	4
Teaching Excellence – making great teachers exceptional								
Teaching Excellence Program ▲▲▲ Duration: 12 months Advance your professional practice through disciplinary knowledge, the science of learning and contemporary pedagogies. Focus on one of the key discipline groups: • The Arts • English • Science • Technologies • Languages • Mathematics • The Humanities • Health and Physical Education	Teacher leaders and teachers Location: Metro Melbourne and multiple regional sites		•	•	•			
Career development								
Create: Middle Leaders ▲▲▲ Duration: 6-7 months Build the confidence and capabilities necessary to influence and lead improvement in classroom and pedagogical practices in your school.	Middle leaders: teacher leaders, leading teachers, learning specialists, middle years literacy and numeracy leaders and curriculum coordinators Location: Metro Melbourne and Bendigo	•	•	•	•	•	•	
Evolve: New Principals ▲ Duration: 5-8 months Establish yourself in your principal role and build your capacity to be an effective leader.	Newly appointed, first-time principals Location: Metro Melbourne	•		•	•	•	•	•
Impact: Emerging Leaders ▲▲▲ Duration: 5-7 months Develop as a transformative emerging teacher leader and build practical strategies to improve your effectiveness as a leader.	Teacher leaders and teachers Location: Metro Melbourne and Moe		•	•	•			
Inspire ▲▲▲ Duration: 5 months Build your school leadership capabilities to make a difference in your school and network, and to succeed as a leader.	Teachers Location: Metro Melbourne and multiple regional sites		•		•			
Inspire: Facilitator Training ▲ Duration: 5-7 months Develop the skills and knowledge to support emerging leaders in your local area by delivering Inspire: Local Leaders.	Principal class, system leaders from central and regional locations with previous school leadership experience Location: Metro Melbourne			•	•			
Unlocking Potential: Principal Preparation ▲ Duration: 9-12 months Develop the skills, confidence and professional knowledge to be thoroughly prepared for your first principal appointment. Must have 5 years teaching experience.	Educators working towards a first principal appointment, or who are likely to be in a substantive principal role within 2 years Location: Metro Melbourne, Ballarat, Geelong, Moe		•		•		•	
Victorian Aspiring Principal Assessment (VAPA) ▲▲▲ Duration: from 5 weeks A system wide approach to identify and prepare Victoria's next generation of principals.	Assistant principals, aspiring principals, school leaders and past principals	•			•	•	•	•
VAPA Information Sessions ▲▲▲ Duration: 1 hour Equip yourself with the knowledge to apply for the Victorian Aspiring Principal Assessment. Assess your readiness and start your journey towards principalship.	Assistant principals, aspiring principals, school leaders and past principals	•			•	•	•	•
Coaching and mentoring								
Assistant Principal Mentoring ▲ Duration: 6 months Mentoring from a former Victorian government school principal with first-hand experience and a deep understanding of the various aspects of the role.	Assistant principals	•			•	•	•	•
Principal Mentoring ▲ Duration: 9 months Enhance your leadership capability and shape your own outcomes with advice, guidance and informed opinions of your mentor on a range of areas.	Principals	•			•	•	•	•
Team Coaching for CoP Leaders ▲ Duration: 5 months Dive deep into the GROWTH conversational framework and develop key skills to build your coaching competence and confidence.	Principals, assistant principals, network executives and network leaders	•			•		•	
Coach Accreditation ▲ Duration: 6 months Leverage your leadership experience to coach others to enhance student learning and school improvement initiatives	Principals and assistant principals	•			•			
Leadership Coaching ▲ Duration: 6 months Dive deep into the GROWTH conversational framework and develop key skills to build your coaching competence and confidence.	Principals and assistant principals	•			•	•	•	•
Human leadership								
Health, Safety and Wellbeing ▲ Duration: 6 hours Build a culture of shared responsibility for the health, safety and wellbeing of staff, students, and the school community.	Principals, assistant principals, business managers and OHS delegates Location: Bairnsdale, Bendigo, Geelong, Shepparton	•	•		•	•	•	•
Emotional Intelligence Suite ▲ Duration: 10-12 weeks Learn how to better connect, communicate and influence to improve your wellbeing, remain centred under pressure and project greater leadership confidence.	Principals and assistant principals, middle leaders and learning specialists	•	•				•	
Leading Quality Conversations ▲▲▲ Duration: 10 weeks Develop high-level communication skills that will enhance your interpersonal effectiveness, collaboration and problem-solving capabilities, while building trust with peers.	Principals, assistant principals and school leaders Location: Metro Melbourne and multiple regional sites		•		•	•	•	•
Leading Quality Conversations Master Facilitator Training ▲ Designed to build the capability of leaders who are seeking accreditation, to facilitate the Leading Quality Conversations workshop in Victoria.	Principals and assistant principals Location: Metro Melbourne		•		•			
Preventing and Managing Conflict ▲ Duration: 1 day Build the knowledge and skills needed to be competent and confident in preventing, working with, and resolving conflicts in the education community.	Principals, assistant principals and teacher leaders Location: Metro Melbourne and multiple regional sites		•		•	•	•	•
Leading with Emotional Intelligence (VAPA) ▲ Enhance culture and wellbeing at your school through emotionally intelligent leadership	Aspiring principals undertaking the Victorian Aspiring Principal Assessment (VAPA)	•			•	•		
Literacy and Numeracy								
Leading Literacy ▲▲▲ Duration: 5 months Develop as a literacy leadership team and implement effective literacy improvement in your school.	Vertical teams (principal class, teacher leaders and teachers) Location: Metro Melbourne, Geelong and Shepparton			•		•	•	

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Key	Programs - School Sectors		
 Online	 Onsite	 Hybrid	▲ Victorian government ▲ Catholic ▲ Independent

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					1	2	3	4
Leading Mathematics ▲▲▲ Duration: 9 months Explore the process of effective mathematics planning and how to lead the design of student-centered learning sequences and experiences in mathematics.	Vertical teams (principal class, teacher leaders and teachers) Location: Metro Melbourne, Bairnsdale and Shepparton		•			•		
Literacy Pedagogy and Practice ▲▲▲ Duration: 5 months Literacy Pedagogy and Practice will strengthen your pedagogical content knowledge and ability to apply literacy principles, providing you with strategies to lead literacy improvement in your school or context.	Assistant principals, system leaders, team leaders and teachers Location: Metro Melbourne and multiple regional sites	•			•	•		
Facilitator Training: Literacy Pedagogy and Practice ▲ Duration: 3 months Develop the skills, knowledge and dispositions to facilitate the Literacy Pedagogy and Practice program	DE managers, regional managers, principal class and teacher leaders with experience in leading literacy practice Location: Metro Melbourne		•	•				
Numeracy Pedagogy and Practice ▲▲▲ Duration: 5-6 months Develop your ability to lead numeracy improvement within your school and network	School leaders, teacher leaders and teachers with practice in numeracy Location: Metro Melbourne and multiple regional sites	•				•	•	
Facilitator Training: Numeracy Pedagogy and Practice ▲ Duration: 3 months Develop the skills, knowledge and dispositions to facilitate the Numeracy Pedagogy and Practice program	System leaders and teacher leaders who have significant experience in numeracy practice Location: Metro Melbourne		•	•				
Leadership capabilities								
Connect: Assistant Principals ▲▲▲ Duration: 6-9 months Develop your ability to solve complex problems of practice using adaptive expertise: supporting you to meet the demands of your role.	Assistant principals Location: Metro Melbourne, Bendigo and Mildura			•	•	•		
Dare to Lead ▲ Duration: 4 days Explore how you can strengthen your leadership identity and embed a culture of courage, vulnerability, and empathy at school.	Principals, assistant principals and teacher leaders Location: Metro Melbourne, Bendigo, Moe, Shepparton	•				•	•	
Harvard Certificate in School Management and Leadership ▲ Duration: 4 weeks A series of courses providing school leaders with frameworks, skills, and knowledge to effectively lead and drive change improvement in schools.	Principals, assistant principals and teacher leaders	•			•	•		•
Harvard Data Wise Australia ▲ Duration: 5 days Learn a step-by-step process for using a range of data sources to improve instruction and student outcomes in your school or system.	Principals, assistant principals, school leaders and teachers Location: Metro Melbourne		•		•			
Harvard Principals' Centre in Australia ▲ Duration: 5 days Examine your leadership practices through the lenses of school culture, equity, social-emotional learning, family and community engagement, and strategy.	Principals and school leaders Location: Sydney		•		•			
Leading School Improvement ▲▲▲ Duration: 4-5 months Learn to implement annual and strategic plans that address your students' and community's health, wellbeing and learning outcomes.	Principals with optional leadership team member Location: Metro Melbourne and multiple regional sites	•		•	•	•	•	
WISE - We Inspire System Excellence ▲ Duration: 12 months Facilitated by Dr Simon Breakspear, the WISE: System Leaders program provides professional learning, development and collaborative support for system leaders (including Network Chairs, Network Executives and SEILs) to lead the Communities of Practice approach in networks.	Network executives, network chairs and senior education improvement leaders Location: Metro Melbourne			•	•			
Women in Leadership ▲▲▲ Duration: 3 weeks This program helps build your capability and influence providing you with guidance, skills and inspiration to reach your full potential as an impactful leader.	Principals, assistant principals	•			•	•	•	•
Harvard Instructional Leadership Certificate ▲ Duration: 30 hours Develop your school leadership skills and learn best practices in education leadership to effectively lead and drive change improvement in your school.	Middle school leaders, school leadership teams, assistant principals, learning specialists, program leaders and teachers	•			•	•	•	
Inspiring School Pride and Confidence ▲▲▲ Duration: 2 days Build pride and confidence in your school, impacting how your students feel when they walk through the school gate.	Principals and one other member of staff (i.e. SEIL, assistant principal or communications staff member) Location: Metro Melbourne, Geelong, Moe		•		•	•		
Elevate: Navigating complex change and transforming schools ▲▲▲ Duration: 9 months Build adaptive leadership capabilities, expertise and the ability to see all levels of the system to solve complex problems of practice collaboratively.	Experienced and executive class principals Location: Metro Melbourne			•	•			
School management								
Bricks and Mortar Asset Management ▲ Duration: 4 hours Technical leadership and training in school asset management, with an emphasis on identifying and managing the key risks in a school.	School principals, assistant principals and business managers with responsibility for asset management Location: Metro Melbourne and multiple regional sites	•	•		•	•	•	•
Data-driven School Improvement ▲▲▲ Duration: 1 day Develop practical skills to use data for school improvement tasks such as your Annual Implementation Plan and School Strategic Plan.	Principals and members of their leadership team with responsibility for school improvement Location: Metro Melbourne and multiple regional sites	•	•			•		
Finance Matters ▲ Duration: Varying durations Effectively manage school finances and build your technical capability in specific areas of financial management.	Principals, assistant principals, business managers and school finance liaison officers Location: Metro Melbourne and multiple regional sites	•	•		•	•	•	•
Law and Order ▲ Duration: 1-2 hours Increase your capacity to lead your school's approach to managing legal and policy obligations and risks.	Principals, assistant principals, business managers and teacher leaders	•			•	•	•	•
Risk Management ▲ Duration: 2.5 hours Navigate the strategic challenges of managing risks in your school and identify and mitigate issues that prevent you from achieving your objectives.	Principals, assistant principals and business managers	•				•	•	•
School Procurement ▲ Duration: 2 hours Get an overview of procurement policies, processes, and risk in the school environment.	Principals, assistant principals, business managers and staff involved in school procurement	•			•	•	•	•
Workforce Planning ▲ Duration: 4.5 hours Increase your awareness of the capabilities and resources necessary to build a successful workforce plan and manage your workforce more effectively.	Principal class, school leadership teams and business managers	•			•	•	•	•
Teaching and learning								
Collaborative Complex Problem Solving ▲▲▲ Duration: 1 day Increase the capability of school leaders to effectively lead teaching, learning and wellbeing through solving complex problems.	Principal class with leadership team members Location: Metro Melbourne and multiple regional sites		•		•	•		
Thought Leadership Series ▲▲▲ Duration: 1.5 hours Explore a range of views on leading, teaching and learning.	All educators	•			•	•	•	
Understanding the Science of Learning and Leading ▲▲▲ Duration: 1 day Immerse yourself in the latest evidence base on how the brain works and how to leverage this knowledge to improve student learning and improve your own communication.	Principals, assistant principals, teacher leaders and system leaders Location: Metro Melbourne, Bairnsdale, Bendigo		•		•			

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	Online		Onsite
	Hybrid		Victorian government
			Catholic
			Independent



Department of Education

