

ORBIS IMPACT REPORT 2023



Government
of South Australia
Department for Education

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About Orbis

Orbis provides exemplary professional learning for South Australian educators



**Engaging. Empowering.
Collaborative. Purposeful.**

Our learning is anchored in the local context, aligned to the South Australian Department for Education's strategy for public education, and underpinned by the latest research.

We partner with world-leading organisations, universities and education experts to co-design and facilitate contextualised professional learning—empowering leaders and teachers to improve their knowledge, skills and practice to make sure students thrive.

Our goal is to help all educators to get the most out of their professional learning, enabling them to create lasting change in their preschool or school.

2023 Growth indicators

Reflected leaders' and teachers' ongoing commitment to providing the highest quality education in South Australia. This growth also demonstrated our dedication to offering world-leading, contextualised programs for all educators.



OVER

3000

teachers and leaders participated in Orbis professional learning programs in 2023

76%

were teachers, including early career, preschool educators and special school

24%

were leaders, including principals, deputies, band B leaders and preschool directors

**105
preschools**

including, kindergartens, children's centres and related facilities

**550
sites**

OVER

290 primary schools


had their teachers and leaders participating in Orbis programs in 2023

PARTICIPATION UP BY

28.7%

despite staffing challenges and TRT shortages in 2023

**185
regional
schools**



“I loved that it was free, and on the weekend, allowing several of my teacher friends to attend together.

We've had many discussions about incorporating what we learned into our teaching practice. **This means it really had an impact.”**

Empowering Effective Learners
with Guy Claxton participant

“Orbis has helped me reconnect with my value and curiosity for all things teaching, leading and learning.”

Instructional Leadership
participant

2023 survey results

6150+

participant surveys were completed in 2023

Sharing the learning

97%



I plan to use the knowledge and strategies I gained from the program in my practice.

98%



I plan to use evidence from research to implement ideas into my school or preschool.

97%



I plan to share ideas presented during this program with colleagues back in my school or preschool.

Building skills and capability

97%



The program increased my capacity to support leaders and teachers in their professional development.

95%



The program increased my capacity to think and plan strategically when leading within my school or preschool.

98%



I am confident that I have the knowledge, skills and capabilities to use research-based evidence to design, adapt, implement and evaluate the impact of my practice.

Takeaways and recommendations

98%



I will recommend an Orbis program to a friend or colleague.

95%



The coaching support was valuable and helped me to practically implement my learning.

91%



Orbis staff created an environment that supported high quality professional learning.

Testimonials

Leaders and teachers from all corners of South Australia shared their Orbis experiences with us

6500+

Views on our YouTube channel. **Up 11% in 2023**



We visited schools and preschools in 2023 to find out how our world-leading programs empowered their educators to be at their best, and helped to grow their professional practice to improve the education of all learners.



Highly Accomplished and Lead Teachers at the 2023 HALT ceremony talked to us about the certification process and the positive impact it's had on their professional practice and their colleagues.



In 2023 Stacey Miller, from the Early Career Teacher Development program, spoke to us about how participants were building their capacity and capabilities through sharing their practice in professional learning communities.

**APY
Lands**



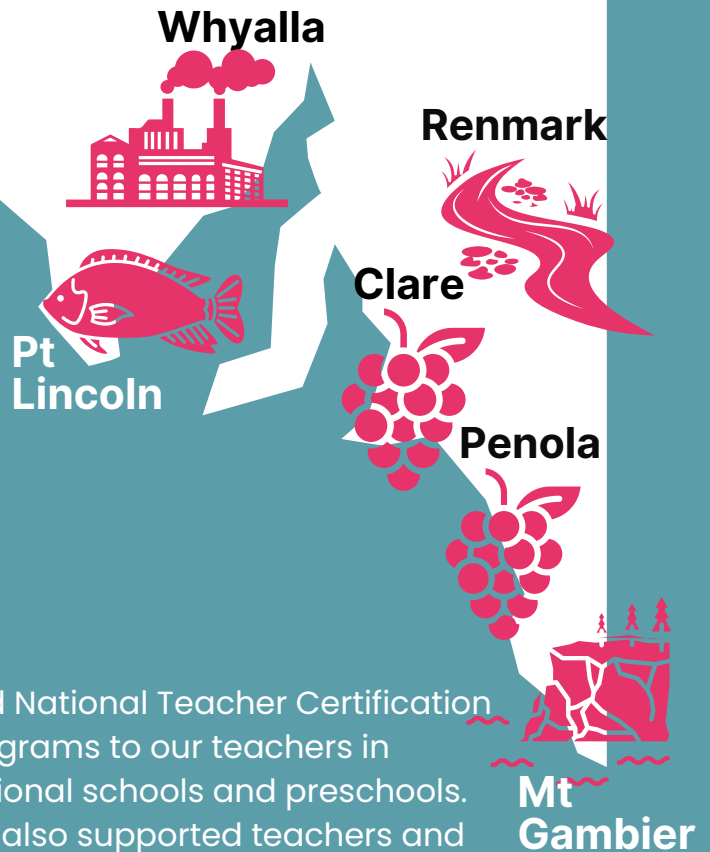
365 metro + 185 regional

Schools and preschools engaged in professional learning at Orbis in 2023

Taking Orbis regional

At Orbis, we understand the unique challenges faced when teaching in the country. Throughout 2023, we expanded our presence in regional locations. Bringing Literacy, Mathematics, Preschool Literacy, Early Career Teacher Development

and National Teacher Certification programs to our teachers in regional schools and preschools. We also supported teachers and leaders to attend in person by funding their travel expenses.



142



Regional sites accessed funding for travel expenses

292



Regional teachers and leaders used this funding to attend Orbis in person

Orbis Spotlights & events

Showcasing international
experts in education at Orbis

330+

Teachers,
leaders and
corporate
employees
attended in
2023

Launched in 2023, the Orbis Spotlight series delved into cutting-edge research and global trends in education, sparking thought-provoking ideas contextualised for public schools and preschools in South Australia. We also hosted special events led by renowned education expert Emeritus Professor Guy Claxton.



Helen Timperley

Adaptive Leadership



Guy Claxton

Empowering Effective
Learners



Pasi Sahlberg

Equity & Excellence in
Practice



Today I've heard from Guy Claxton, spoken with Pasi Salsberg and introduced myself and set up a meeting with Glenn Savage. Continue getting people with this experience and involving us.



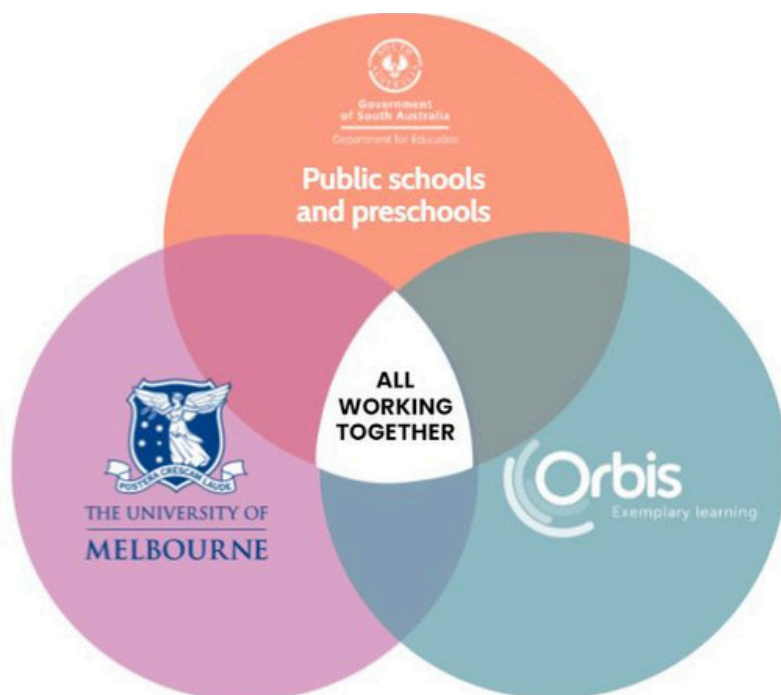
Orbis goes global

In 2023, we presented our co-design practices at an international symposium held in Singapore

Shining a light on collaboration

Orbis' learning design expert, Deb Merrett, was invited to showcase our co-design initiatives at the World Education Research Association Focal Meeting in collaboration with the Educational Research Association of Singapore (ERAS-WERA).

In partnership with the University of Melbourne, Orbis presented research and outcomes from our inclusive co-design process. This process brings together education experts and South Australian leaders and teachers to shape Orbis professional learning programs.



Presenters:

Glenn C. Savage
The University of Melbourne

Deb Merrett
South Australian Department for Education



Early Career Teacher Development

Greater support provided to educators starting their career in public education

1463

Early Career Teachers participated in 2023. The highest rate since 2017



The Early Career Teacher Development team supported over 1400 Early Career Teachers (ECTs) - making sure they had the best possible foundation to start their teaching careers. More than 600 experienced educators were appointed as mentors for our first year ECTs. Mentors play a pivotal role in guiding ECTs toward proficiency. In 2023, the team designed tailored sessions for evaluators, developing their confidence to assess ECTs' progression toward proficiency and full registration. 2023 also marked the inaugural delivery of Year 2 to second year ECTs.

600+

Mentors participated in 2023



450+

ECTs completed the redesigned Year 2 program in 2023



Previously, mentors have mentored up to 6 ECTs.

In 2023 the ratio was 1:1 or 1:2

Did you know?

National Teacher Certification

Driven by valuable input from educators, a nationwide review took place in 2023

37%

Increase in teacher certification in 2023



In 2023, national teacher certification (NTC) underwent substantial revisions to its national framework. This was driven by extensive feedback from educators nationwide. As a result, the South Australian Teacher Certification Committee (SATCC), were able to review our processes. Our objectives were to ensure:

- certification was more accessible to teachers
- there was a reduction in evidence collection while maintaining rigour.

The NTC program also introduced a modular submission process, making certification more attainable.

This meant more teachers were able to gain their national certification as a Highly Accomplished or Lead Teacher - a great result for schools and preschools, with over 120 teachers engaging in the program in 2023.

60%



Increase in portfolio submissions

Leadership development

Programs launched as others concluded – making way for the next wave of exemplary learning for leaders

In 2023, we received a **record number of applications** for the Harvard leadership program



Harvard leadership program

Orbis funded leaders to attend the 5 day Leadership for School Excellence intensive program in Sydney in January 2023. We continued the learning back in South Australia by hosting 3 networked learning sessions.

31



Leaders attended the Harvard networked learning sessions at Orbis

Farewell Instructional Leadership

We said goodbye to our first leadership program, co-designed with the University of Melbourne, after successfully facilitating 21 cohorts since 2019.

500+



Leaders participated in Instructional Leadership since 2019



Thankyou Orbis for providing a wonderful professional development. Instructional Leadership is the best program I have participated in in years and I have appreciated it very much as a new leader.





Middle Leadership

The Middle Leadership program launched in March 2023, aiming to deliver to 100 Band B leaders. The program filled quickly and exceeded our participation target.

111



Band B leaders successfully completed the program in 2023

Design and Tech

In 2023, numerous vacancies for Design & Tech (D&T) teachers prompted a collaboration with Orbis and Workforce Management. Together, we identified existing teachers keen on retraining to become D&T teachers. We developed an upskilling program in partnership with Curriculum and Learning. This initiative resulted in 27 teachers, securing 20 permanent D&T roles for 2024 and 7 D&T teaching contracts.

20



Teachers secured a permanent Design and Tech teaching role



I had a fantastic experience in the Orbis Middle Leadership program. I had many challenging and supportive conversations with facilitators and peers, bringing new thinking to my practice and effective strategies to achieve my goals.



Future Leaders

In July, we launched the Development Experiences pilot program to support and accelerate the preparation of both emerging and experienced leaders for their next leadership roles. The program identified and facilitated targeted experiences designed to enhance their knowledge, skills and networks. This included leadership coaching, work shadowing, mentoring, and specific professional development. Due to the success of this program in 2023, it will continue as part of our suite of offerings to support the development of our future site leaders.

New Site Leaders

At the request of site leaders, we introduced 'just-in-time' Learn, Lead and Prosper sessions focused on topics they wanted further information on, such as site governance and facilities management. We also increased the number of popular sessions like budget and finance. As a result, we doubled the number of Learn, Lead and Prosper sessions in 2023 compared to the previous year to accommodate the increased engagement in these important sessions that supported leaders in their first 12 months of their new position.

101



Future Leaders participated in 2023

57



Leaders commenced or completed a development experience in 2023

138



Leaders joined the New Site Leader program in 2023

15



Learn, Lead and Prosper sessions delivered in 2023



What's next?

At Orbis, we're always expanding our professional learning opportunities to meet the evolving needs of leaders and teachers in South Australian public education.

New programs in 2024 include:

- [Leading Future Learning](#)
- [Leadership Coaching](#)
- [Preschool Leadership](#)
- [Be Well - Preschool & School Leaders](#)
- [Exploring Play & Self-Regulation Masterclass](#)
- [Mentoring ECTs \(via plink\)](#)

Stay up-to-date with our latest offerings by **connecting with us on Facebook and subscribing to our newsletter**. You can also let us know what programs you'd like to see at Orbis via email.



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