

# Academy professional learning

## Preventing and Managing Conflict

Gain the fundamental knowledge and skills needed to be competent and confident in preventing, working with, and resolving conflicts in the education community. Over one day you will explore a framework for understanding how disputes arise and are resolved, how to identify and manage triggers in others, and how to manage your own responses to disputes. \* Fully subsidised.

### Audience

Designed for principals, assistant principals and middle leaders.

Location	Start date	Applications close
Geelong	Thursday 20 February	Thursday 13 February
Melbourne	Wednesday 5 March	Wednesday 26 February
Dunkeld- Wimmera South West	Thursday 20 March	Thursday 13 March

To find out more and apply, visit the [Preventing and Managing Conflict](#) webpage.

## Leading School Improvement

Learn how to develop instructional and shared leadership practice, and how to be strategic, flexible and agile when implementing short- medium- and long-term changes in line with your school strategic plan. Over 4 months you will learn the stages through which improvement typically progresses and how to determine the appropriate strategies for your school.

### Audience

Designed for school principals, who have the option to invite up to 2 other participants such as an assistant principal, an education improvement leader or a member of their school leadership team.

This program is available to Victorian government, Catholic and independent schools. Some content may contain information aligned with Department of Education priorities or initiatives.

### Fees

Fully subsidised by the Department of Education for Victorian government school participants.

Non-government school participants are required to pay a fee of \$1,500 (excl. GST).

Location	Start date	Applications close
Wangaratta	Tuesday 4 March	Tuesday 18 February
Melbourne	Wednesday 30 April	Wednesday 16 April
Geelong	Tuesday 6 May	Tuesday 22 April

To find out more and apply, visit the [Leading School Improvement](#) webpage.

## Collaborative Complex Problem Solving

Gain understanding of what makes a problem complex, how it can be solved through a systematic, iterative 5 stage process, and how to collaborate with others in ways that progress the problem while building trust. This one-day program covers 3 modules that comprehensively delve into the intricacies of problem solving.

### Audience

Designed for principals or assistant principals, who have the option to invite up to 3 participants from their leadership teams such as leading teachers or learning specialists.

This program is available to Victorian government, Catholic and independent schools. Some content may contain information aligned with Department of Education priorities or initiatives.

### Fees

Fully subsidised by the Department of Education for Victorian government school participants.

Non-government school participants are required to pay a fee of \$150 (excl. GST).

Location	Start date	Applications close
Ballarat	Tuesday 11 March	Tuesday 25 February
Geelong	Wednesday 12 March	Wednesday 26 February
Bendigo	Thursday 13 March	Thursday 27 February

To find out more and apply, visit the [Collaborative Complex Problem Solving](#) webpage.

## Harvard Instructional Leadership Certificate

Build your instructional leadership skills to become a more effective instructional coach, mentor and leader within your team and school. Over 6 weeks you will engage with relevant problems of practice that address

emerging and common challenges of instructional leadership that occur in your own professional context and practice. \* Fully subsidised.

### Audience

Designed for middle school leaders, learning specialists and program leaders. Teachers working towards those roles are also encouraged to apply.

Location	Start date	Application close date
Online	Thursday 13 March	Thursday 27 February
Online	Thursday 12 June	Friday 30 May

To find out more and apply, visit the [Harvard Instructional Leadership Certificate](#) webpage.

---

## Evolve: New Principals

Establish yourself in your new role as principal with this transformative program. Evolve supports new principals to thrive as school leaders by building on strategic, people and technical capabilities, creating strong support networks and building behaviours that sustain health and wellbeing practices. \* Fully subsidised.

### Audience

Designed for newly appointed first-time principals.

Location	Start date	Applications close
Melbourne + online	Monday 28 April	Monday 14 April
Melbourne + online	Thursday 31 July	Thursday 17 July

To find out more and apply, visit the [Evolve: New Principals](#) webpage.

---

## Data-driven School Improvement

Become upskilled to lead data conversations with staff members, identify strengths and limitations of data sources, and learn how to use data to improve student and school outcomes. Over one day, school leaders and their leadership teams will use case studies and their school data to analyse themes and create action plans.

### Audience

Designed for school leaders and leadership teams in charge of driving data-informed practices within their schools.

This program is available to Victorian government, Catholic and independent schools. Some content may contain information aligned with Department of Education priorities or initiatives.

### Fees

Fully subsidised by the Department of Education for Victorian government school participants.

Non-government school participants are required to pay a fee of \$150 (excl. GST).

Location	Start date	Applications close
Melbourne	Thursday 1 May	Thursday 24 April
Mildura	Wednesday 7 May	Wednesday 30 April
Shepparton	Thursday 15 May	Thursday 8 May

To find out more and apply, visit the [Data-driven School Improvement](#) webpage.

## Middle leader programs

Our middle leader career stage programs help you build a solid pathway to success. You will have the opportunity to build professional relationships while learning with like-minded people and be supported with professional learning designed to lift the quality of teaching and learning through thoughtful and collaborative leadership.

### Audience

Teachers and teacher leaders.

These programs are available to Victorian government, Catholic and independent schools. Some content may contain information aligned with Department of Education priorities or initiatives.

### Fees

Inspire is fully subsidised by the Department of Education for Victorian government school participants.

Impact: Emerging Leaders fees are significantly subsidised by the Department of Education.  
Co-contribution: \$800 (excl. GST) for each Victorian government school participant.

Create: Middle Leaders fees are significantly subsidised by the Department of Education.  
Co-contribution: \$900 (excl. GST) for each Victorian government school participant.

Participants from non-government schools are required to pay a fee of \$1,500 (excl. GST).

Program	Location	Start date	Applications close
Inspire	Ovens Murray	Monday 28 April	Monday 28 April

Impact: Emerging Leaders	Melbourne + online	Wednesday 26 February	Wednesday 12 February
Create: Middle Leaders	Bendigo + online	Tuesday 6 May	Tuesday 15 April

To find out more dates and apply, visit the [Lead from any level](#) webpage.

---

## School leader programs

Be supported during your leadership journey with targeted professional learning designed to make a difference in your school. You will have the opportunity to build capacity, knowledge and skills, and be challenged to be your best.

### Audience

Designed for principals, assistant principals and teacher leaders.

Connect: Assistant Principals is available to Victorian government, Catholic and independent schools. Some content may contain information aligned with Department of Education priorities or initiatives.

### Fees

Fully subsidised by the Department of Education for Victorian government school participants.

Connect: Assistant Principal participants from non-government schools are required to pay a fee of \$1,500 (excl. GST).

Program	Location	Start date	Applications close
Connect: Assistant Principals	Bendigo + online	Monday 5 May	Monday 21 April
Unlocking Potential: Principal Preparation	Moe	Monday 28 July	Wednesday 30 April
Evolve: New Principals	Melbourne + online	Monday 28 April	Monday 14 April

To find out more and apply, visit the [Lead from any level](#) webpage.

---

## Leadership Coaching

Challenge yourself to reach new levels of effective leadership and performance. Over 6 months coaches will provide you the opportunity for short-term focused support on a strategic priority, specific topic or challenge and will assist you to problem solve aspects of your role. \* Fully subsidised.

### **Audience**

Designed for substantive, acting and executive principals, and assistant principals.

### **Intakes**

Available on demand. To find out more and apply, visit the [Leadership Coaching](#) webpage.

---

## **Literacy and Numeracy, Pedagogy and Practice**

Aimed at enhancing the leadership skills and subject matter knowledge of Victorian educators.

- > Literacy Pedagogy and Practice builds your capacity to implement practices that promote high-impact literacy teaching.
- > Numeracy Pedagogy and Practice supports you to build strategies to lead numeracy improvement in your school.

### **Audience**

Designed for assistant principals, system leaders, teacher leaders, teachers and teams.

These programs are available to Victorian government, Catholic and independent schools. Some content may contain information aligned with Department of Education priorities or initiatives.

### **Fees**

Fully subsidised by the Department of Education for Victorian government school participants.

Non-government school participants are required to pay a fee of \$1,500 (excl. GST).

### **Intakes**

Multiple dates available at metro and regional Academy locations.

To find out more and apply, visit the [Literacy and Numeracy](#) webpage.

---

## **Victorian Aspiring Principal Assessment**

The Victorian Aspiring Principal Assessment (VAPA) is part of a system-wide approach to identify and prepare the next generation of principals in Victoria. A requirement for aspiring or past principals returning to the principal role, you will be provided with expert guidance and receive targeted feedback.

### **Audience**

Designed for school leaders, aspiring principals and past principals. People from diverse backgrounds are strongly encouraged to apply.

This program is available to Victorian government, Catholic and independent schools. Some content may contain information aligned with Department of Education priorities or initiatives.

## **Fees**

Fully subsidised by the Department of Education for Victorian government, Catholic and independent school participants.

## **Intakes**

Available on demand. To find out more and apply, visit the [Victorian Aspiring Principal Assessment](#) webpage.

---

## **Fees**

\* Fees for programs are fully subsidised by the Department of Education for Victorian government school participants, unless otherwise stated.

## **Planning for 2025?**

Plan your evidence-informed, professional learning by viewing or downloading our [2025 program calendar](#)

[Subscribe to the Academy Connect newsletter](#) to stay up to date with professional learning opportunities.