

ADDITIONAL INFORMATION FOR THE COMMITTEE

Better and Fairer Schools Funding Agreement and long-term Bilateral Agreement between Victoria and the Commonwealth

Raised by the Committee

On 30 January 2025, the Better and Fairer Schools Funding Agreement 2025-2034 Heads of Agreement (BFSA Head Agreement) was signed by the Commonwealth and Victoria, securing a pathway to 100% of the Schooling Resource Standard (SRS) for Victorian government schools by 2034¹. The Commonwealth has committed to increase its share from 20% to 25% of the SRS for government schools. Victoria has committed to deliver 75%, and to phase out the 4% allowance that currently exists for non-standard SRS inclusions by 2034.

On 8 December 2025, Victoria and the Commonwealth signed an interim Bilateral Agreement to secure Commonwealth funding for Victorian schools in 2026. The agreement maintains Commonwealth and Victorian SRS targets (20% and 70.43% respectively) for government schools for the 2026 school year².

There are not yet any agreed annual funding targets for government schools beyond the 2026 school year. Officials from Victoria and the Commonwealth are currently in negotiations to sign a long-term bilateral agreement to determine how school funding will be invested over the next 10 years, including the pathway and timing for Victoria reaching 75% of the SRS.

Teacher attrition rate – government schools

Raised by the Committee to the Australian Education Union concerning attraction and retention of teaching staff

The attrition rate from government school positions remained broadly stable in both primary and secondary settings in 2024.

Attrition from government positions is calculated by dividing staff headcount exits by the ongoing headcount staff on the government workforce payroll. Staff attrition numbers include those employed on an ongoing basis who left the teaching workforce during a calendar year.

Year	Primary	Secondary
2019	3.7%	4.9%
2020	3.4%	4.3%

¹ Department of Education, Australian Government, [The Better and Fairer Schools Agreement \(2025-2034\)](#), accessed 7 April 2026

² Department of Education, Australian Government, [Victoria Bilateral Agreement \(Better and Fairer Schools Agreement – Full and Fair Funding 2025-2034\)](#), accessed 7 April 2026

Year	Primary	Secondary
2021	3.4%	4.5%
2022	4.8%	6.7%
2023	5.2%	7.6%
2024	5.2%	7.7%

Source: [2024 Teacher Workforce Snapshot](#)

Key initiatives that the department implemented in 2024–25 to support the retention of teachers included:

- *Victorian Lesson Plans*: high quality, sequenced Lesson Plans across mathematics, English, science and technologies. Aligned to the Victorian Curriculum, Lesson Plans are aimed at reducing duplicative workload for teachers and better supporting out-of-field and early-career teachers with lesson planning.
- *Career Start*: supports eligible graduate teachers through a comprehensive teaching induction program. It includes time release, mentoring, professional learning, networking opportunities with peers, and additional professional support.
- *Flexible Working for Classroom Teachers*: grants to support classroom teachers to adopt flexible working arrangements, including job-share and part-time arrangements.
- *Victorian Academy of Teaching and Leadership*: delivers advanced professional learning for teachers and school leaders, including the Teaching Excellence Program.

Victorian lesson plans and supporting resources for teachers

Raised by the Committee to the Australian Education Union concerning teacher time outside of the classroom planning and preparing.

\$16.4 million was invested in the 2023-24 Budget to develop lesson plans to ease teachers' workload of duplicative lesson planning and strengthen the implementation of the Victorian Curriculum 2.0. The department's central team is supporting teachers through the delivery of over 4,000 Victorian Lesson Plans and 7,000 supporting resources, professional learning and practical guides and tools. As of 7 April 2026, the department has released 3,517 Victorian Lesson Plans, and over 6,000 supporting resources across English, Mathematics, Science, and Design and Technology³. All lesson plans are scheduled for release by the end of June 2026. Many schools are providing positive feedback on the effectiveness of the resources in reducing planning time.

³ Victorian Department of Education, [Lesson plans](#), Arc website, n.d. accessed 7 April 2026.