

2024 ORBIS YEAR IN REVIEW

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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge and pay our respects to the Kurna people whose ancestral lands we gather on at Orbis. We also pay respects to the cultural authority of Aboriginal people from other areas of South Australia that Orbis visits.

OUR DIRECTOR

Niina marni

Welcome to the 2024 Orbis Year In Review

Since stepping into the role of Director, Workforce Capability in June 2024, I've been inspired by the breadth of opportunities Orbis offers, the diverse range of professional learning we facilitate, and the meaningful connections and partnerships we've built. Grounded in evidence, everything we offer reflects our commitment to excellence.

We focus on empowering educators and leaders to create meaningful change in their practice. Our professional learning continues to evolve to meet the needs of our people, enabling us to work together toward realising the vision of our Strategy for Public Education in South Australia

As we continue to review and refine our offerings at Orbis, our goal remains clear: supporting all educators to get the most out of their professional learning, and most importantly, to ensure our children and young people thrive.

Thank you for being part of this journey with us!

Ngaityalya

Jacqui van Ruiten

Director, Workforce Capability

MORE FROM JACQUI ▶

ABOUT ORBIS

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 our department's own education experts to co-design and facilitate contextualised professional learning—empowering leaders and teachers to improve their knowledge, skills and practice, supporting learners to thrive.

Our collaborative approach and range of partners enables us to draw on expertise both within the department and beyond. This ensures our professional learning is innovative, relevant and reliable.

OUR JOURNEY

We looked back at our Orbis Roadmap, 2022-2024. Let's check in to see how we tracked...

Expand

Accelerate

Equip

THEN

Increase the number of teachers achieving national certification as Highly Accomplished or Lead teachers.

Expand the Leader Advisor program to strengthen induction and support for new site leaders.

Co-design a middle leader program to equip teachers as they step into their first leadership role.

NOW

National certification is now more streamlined and accessible while upholding high standards, leading to a 179% increase in certified teachers in 2024.

In response to feedback, we redesigned the New Site Leader Welcome Day and enhanced professional learning for Leader Advisors to ensure consistent coaching and mentoring. Expanding eligibility has led to a 22% increase in leaders supported since 2022.

Launched in 2023, the Middle Leadership program expanded to regional areas, supporting over 250 middle leaders so far, with 330+ expected to graduate by 2025.



Empower



Reimagine



Engage

THEN

Increase the number of teachers and leaders participating in Orbis leadership and numeracy programs.

Redesign the Early Career Teacher Development program to support our newest teachers to achieve proficiency.

Deliver Orbis Digital, including digital learning resources for in-school professional learning.

NOW

After extensive training of talented teachers, we took our Mathematics programs to regional schools.

Our first leadership program, Instructional Leadership, evolved to meet the changing educational landscape. We co-designed Leading Future Learning, ensuring leaders receive research-based professional learning aligned with our Strategy for Public Education.

We successfully redesigned the Early Career Teacher Development program by introducing a Year 2 program and developing professional learning specifically for mentors, enabling them to better support beginning teachers.

We launched 6 new online courses and introduced livestreaming for the first time for our AI session. As a result 25% of our overall engagement in 2024 was online.

2024 IN REVIEW

It's been a productive year at Orbis. We launched **6 NEW PROGRAMS** for leaders, preschool educators and mentors of early career teachers.

260+ PARTICIPANTS took part in our first **ARTIFICIAL INTELLIGENCE SESSION** to explore the opportunities AI offers in education together. Our online resources have attracted hundreds more, with engagement continuing to grow.

We **TRAVELLED FAR AND WIDE TO REGIONS** across the state and introduced streaming technology for enhanced and timely access to Orbis events, to ensure increased access for all.

PARTICIPANT ENGAGEMENT:
3100+ attended Orbis programs (face-to-face, hybrid and online models) and **1900+** participated in online sessions – overall more than **5000** teachers and leaders engaged with Orbis offerings in 2024.



INSPIRING EDUCATOR INSIGHTS



SHARING THE LEARNING

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

99%

(97% in 2023)

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

98%

(97% in 2023)

TAKEAWAYS AND RECOMMENDATIONS



Our participants are extremely likely to recommend Orbis professional learning to a friend or colleague with a Net Promoter Score of

74

(70 or more is considered outstanding)

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

97%

(95% in 2023)

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

99%

(91% in 2023)

QUALITATIVE INSIGHTS



Impact on Practice

Specific examples include improved lesson planning, integration of new teaching methods, and enhanced teacher-learner relationships.

Participants frequently noted increased reflection and strategic alignment in their professional approach.

Impact on Schools and Preschools

While some participants observed immediate changes in culture or practices, others indicated long-term plans for implementation, such as whole-staff sessions or strategic embedding of learned methods.

REGIONAL ENGAGEMENT

We're committed to supporting teachers and leaders in regional areas, ensuring they have access to world-leading professional learning. In 2024, we visited regional schools and preschools to facilitate tailored programs for early career teachers, primary and secondary educators, and leaders at all levels. We covered travel expenses for regional educators attending sessions at our state-of-the-art facilities in Hindmarsh. We also offered a range of hybrid and fully online programs, ensuring flexible learning options for everyone.

1 ●

Locations that Orbis travelled to facilitate professional learning:

1. Murputja – Anangu Pitjantjatjara Yankunytjatjara (APY) Lands
2. Ceduna – Wirangu and Kokatha Countries
3. Streaky Bay – Wirangu Country
4. Elliston – Wirangu Country
5. Wudinna – Barngarla and Wirangu Countries
6. Port Lincoln – Barngarla Country
7. Kimba – Barngarla and Wirangu Countries
8. Roxby Downs – Kokatha Country
9. Whyalla – traditionally belonging to the Nharungga people, also known as the Narungga people
10. Port Augusta – Nukunu and Barngarla Countries
11. Port Pirie – Nukunu Country
12. Peterborough – the land of the Ngadjuri people
13. Murray Bridge – Ngarrindjeri Country
14. Kingston – Meintangk and Ngarrindjeri Countries
15. Loxton – Ngawait Country (also associated with the Ngarrindjeri people)
16. Berri – Ngawait Country
17. Naracoorte – Bindjali and Boandik Countries
18. Mount Gambier – Boandik Country
19. Renmark – Ngawait Country
20. Coonawarra – Bindjali and Boandik Countries

170

regional schools and preschools accessed funding for travel expenses (142 in 2023)

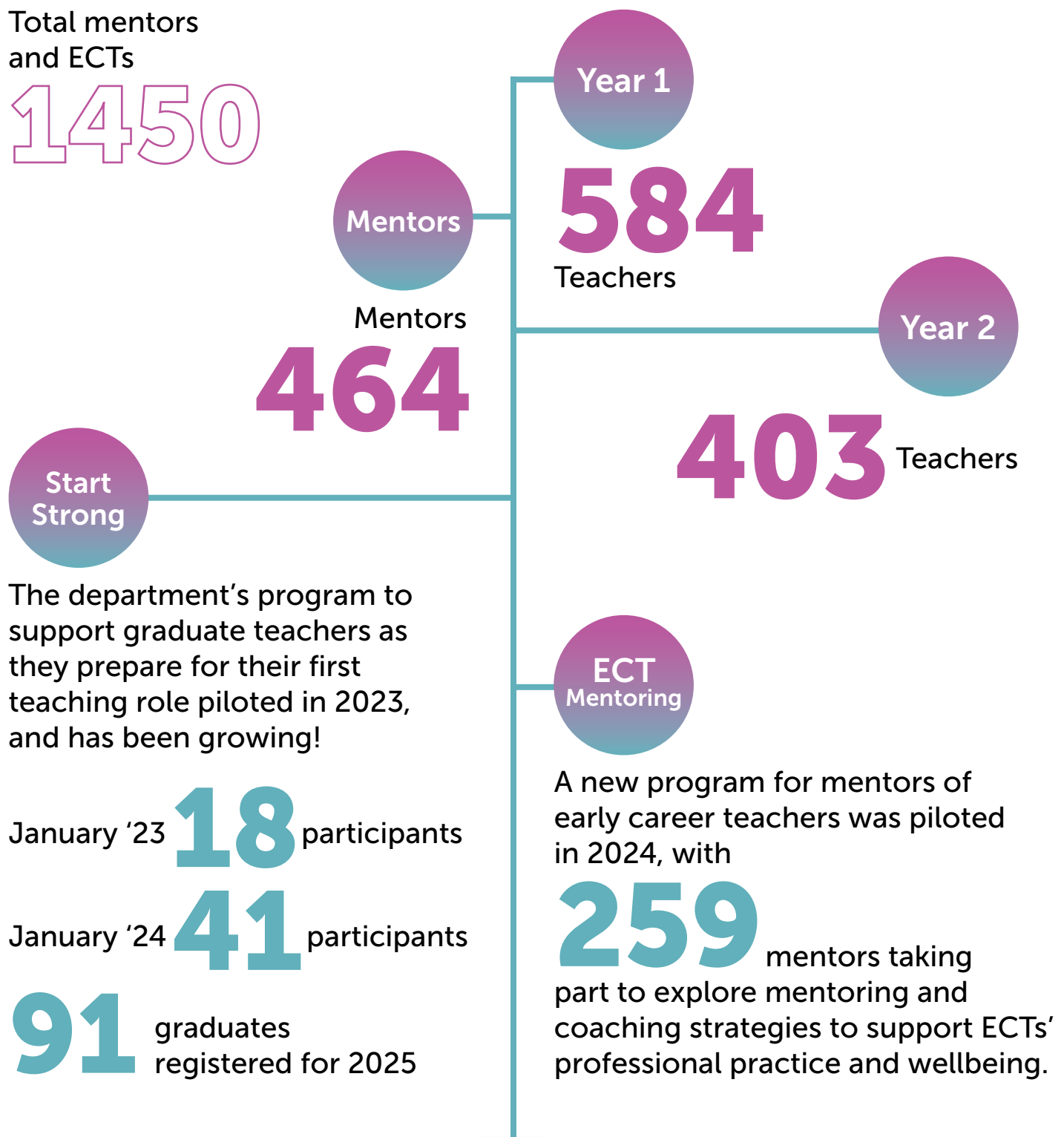
344

regional teachers and leaders used funding to attend Orbis in person (292 in 2023)

EARLY CAREER TEACHER DEVELOPMENT

Total mentors
and ECTs

1450



NATIONAL TEACHER CERTIFICATION

In 2024, Orbis' National Teacher Certification team worked as part of the South Australian Teacher Certification Committee (SATCC) to design and streamline a refreshed process for Highly Accomplished and Lead teacher certification. The new streamlined approach has had an incredible impact, leading to a remarkable increase in teacher certifications since 2023.

This surge in teacher engagement has led to a significant growth in our number of assessors —offering exciting professional development opportunities for teachers. This not only enhanced their own expertise but empowered them to support and inspire their colleagues to continually improve their teaching practice.

Learners benefit from being taught by these highly skilled educators, while the expertise and knowledge these teachers share with their peers strengthens the entire educational community, building a culture of excellence and continuous growth.


28

certified
in 2023

78

certified in 2024



A woman is speaking at a podium on a stage. Behind her is a large screen displaying the Catholic Education South Australia logo and the text "Public education is for every child and your person". To the right of the screen, there are blue and white balloons. The audience is seated in rows of chairs, facing the stage. The room has large windows on the sides, letting in natural light. The stage is lit with professional lighting equipment.

The streamlined process makes certification more accessible and achievable for teachers, as it connects directly to their everyday work.

Teachers feel confident engaging with certification because they can see themselves in the process.

Natasha Dunn
Principal, Clare High School
and nationally trained assessor

This year we celebrated teachers recognised as Highly Accomplished and Lead teachers at our 10-year anniversary celebration.

EMPOWERED LEADERSHIP



In 2024, Orbis launched a range of dynamic new programs for leaders, each designed to drive positive change and lasting impact. **These programs focused on key areas such as wellbeing, and equity and excellence, along with powerful topics like coaching, building a culture of collaboration, driving innovation, restorative practices, and empowering change.** These programs equip leaders with the tools, strategies, and mindset to inspire and lead with purpose.



**BE WELL
FOR SCHOOL
& PRESCHOOL
LEADERS**



**LEADERSHIP
COACHING**



**RESTORATIVE
PRACTICES**



**LEADING
FUTURE
LEARNING**



**PRESCHOOL
LEADERSHIP**

NEW SITE LEADERS

140

new principals and preschool directors took part in 2024, building valuable professional networks, accessing expert-led webinars and engaging in regular, one-to-one coaching and mentoring to accelerate their growth.



ONLINE LEARNING

Orbis online learning was launched this year.

With the introduction of streaming capability, we see these numbers growing significantly in 2025 and beyond, allowing us to connect more broadly across the department and continue to increase our impact.

Hit play for trailers—full sessions available for department employees on plink.

OBSERVATION FOR TEACHER GROWTH

Learn how to observe teaching and learning effectively, build skills to complete observations and have professional conversations that contribute to improve teaching practices.

SPOTLIGHT – EQUITY AND EXCELLENCE IN PRACTICE

Professor Pasi Sahlberg outlines what equity and excellence look like in practice, mapping out new opportunities that make education fairer and better for all.

LET'S TALK – ABORIGINAL STORIES OF LEADERSHIP

Examine leadership through the view of Aboriginal stories, as told by Mickey Kumatpi Marrutya O'Brien. Teachers can use it with their learners, and leaders can also use it for staff learning.

LET'S TALK – TAILORING EDUCATION FOR STUDENTS WITH DISABILITY

Dr Jane Jarvis looks at planning for differentiated learning in this short course for teachers who use the Australian Curriculum framework for students with disability and complex needs.

Total online
participants

1906

ARTIFICIAL INTELLIGENCE ONLINE LEARNING SERIES

In 2024 Orbis facilitated a new session exploring AI in education, which was timed to align with the statewide implementation of EdChat across schools. The session can be watched on the link below. It's supported by bite-size activities where 3 teachers showcase practical strategies for improving work efficiencies using EdChat.

AI: WORKING SMARTER, NOT HARDER

Teachers from the department share how they're using EdChat to streamline their work. You'll also hear our Chief Executive, Martin Westwell share his vision for South Australian schools embracing artificial intelligence. [Register on plink](#)

GENERATING IMAGES USING EDCHAT

This microlearning will help you to generate images from text using EdChat— making your ideas more creative, clear and impactful. [Register on plink](#)

DESIGNING EFFECTIVE PROMPTS

Engage in this microlearning to master the art of crafting effective prompts for EdChat. Develop this essential AI skill, valuable in both the education and corporate settings. [Register on plink](#)

In 2025 the AI sessions will continue, offering deeper insights into AI in education and using EdChat to enhance student learning.



PRESCHOOL

Orbis is proud to have developed and piloted a Preschool Leadership program tailored for leaders new to their roles, as well as an engaging new 2-day masterclass, Exploring Play and Self-Regulation.

While these offerings are specifically designed for preschool educators and leaders, Orbis also provides a suite of leadership programs that can be accessed by all leaders, including Be Well, Leading Future Learning, and the renowned Harvard series.



CO-DESIGN APPROACH

Co-design has been part of the Orbis model from the beginning, but with our rapid growth over the past 5 years, it was time to revisit our approach and make sure it was still fit for purpose. Orbis partnered with TACSI – The Australian Centre for Social Innovation – to deepen our team’s understanding of co-design and refine our model.

The approach continues to evolve as it’s applied to programs including Leadership for School Excellence. In 2024, our cohort of experienced leaders co-designed their learning with Harvard faculty after attending the sessions in Sydney. We were delighted that Orbis alumni, Adrienne Conley (Victor Harbor High School) and Maddy Stewardson (Blackwood Kindergarten), were successful in being selected to represent South Australia for the first time as Harvard facilitators, in Sydney, in 2025.

In semester 2, Orbis hosted a summit and webinar series, bringing together teachers, leaders and corporate staff to explore current and future professional learning experiences. Refreshing the department’s professional learning strategy is a key priority in 2025.

ORBIS & SA PUBLIC EDUCATION AWARDS

We're thrilled to celebrate the achievements of our Orbis alumni! Big congratulations to Lynette, Hayley, Jacqui, and Gordon for being named finalists in the 2024 South Australian Public Education Awards. Your dedication and impact are inspiring—what an outstanding recognition of your hard work and leadership.



LYNETTE CORLETT

Naracoorte High School

SA Public Education Award finalist:

Excellence in Leadership Award

Orbis programs: Leadership for School Excellence, 2024 and Future Leaders, 2021



HALEY PRZIBILLA

Yankalilla Area School & Willunga High School

SA Public Education Award finalist:

Outstanding Safety Initiatives Award

- Escape the Vape

Orbis programs: Restorative Practices, 2024, Leading Future Learning, 2023, Future Leaders, 2022, Instructional Leadership, 2021



JACQUI THOMAS

West Lakes Shore School

SA Public Education Award finalist:

Outstanding Safety Initiatives Award

- Regulation Champions

Orbis program: Instructional Leadership, 2023



GORDON COMBES

The Briars Preschool

SA Public Education Award finalist:

Excellence in Leadership Award

Orbis program: Leadership for School Excellence, 2024



ACKNOWLEDGEMENT & THANKS

While Orbis continues to partner with universities and world-leading experts in education: it's our own public educators who truly make Orbis professional learning exemplary. Thank you to the many teachers and leaders who have contributed to the growth of others through Orbis in 2024, including:

Mentors and Partnership Leads supporting early career teachers

Peer Leader Advisors coaching and mentoring new site leaders

Design and technology teachers facilitating work shadowing experiences

National Teacher Certification assessors who have enabled robust standards to be maintained when assessing teachers at the Highly Accomplished or Lead career stage

In-field teachers facilitating maths programs regionally

Leaders learning together and empowering each other through Orbis' Harvard sessions and the Leading Future Learning program

A diverse group of teachers, leaders and corporate staff who dedicated their time to engage in co-design sessions to shape professional learning at Orbis.



WHAT'S NEXT?

Over the coming year Orbis will:



Continue our blended approach to professional learning facilitation, drawing on in-field expertise to facilitate maths programs and Leadership for School Excellence follow up sessions



Launch the Curriculum and Learning led, Safeguarding Democracy through Public Education 7-10



Expand the series of sessions exploring AI in education using EdChat



Lead the development and implementation of the department's professional learning approach in support of our Strategy for Public Education in South Australia



GET IN TOUCH



Scan the QR code for
Orbis contact information.

At Orbis, we have a dedicated team who are committed to supporting your professional learning. If you have any questions or would like more information, please get in touch.

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