

## In scope use of Kindy Uplift funding

Funding must only be used for programs, resources, educational supports and professional development that build teacher and educator capability to support inclusion and improve children's learning and development, with a focus on one or more of the priority areas. It is expected that when engaging professional support to embed Aboriginal and Torres Strait Islander perspectives, the following **must** be observed in order to be considered in-scope:

- select an Aboriginal and Torres Strait Islander business that is at least 50% owned by an Aboriginal person or a Torres Strait Islander person.

Online search tools such as [Black Business Finder](#) and [Supply Nation](#) cover a wide range of goods and services and can help to identify potential suppliers. Aboriginal and Torres Strait Islander resources should be purchased authentically to support Aboriginal and Torres Strait Islander communities, with proper acknowledgement given to the artists and their cultural contributions.

## Staffing

Kindy Uplift funding can be used for wages (including internal mentoring and coaching) that have a direct correlation to planned Kindy Uplift priorities, such as:

- backfill for teachers and educators to attend professional development within rostered hours, and
- remuneration for teachers and educators to attend professional development outside of rostered hours.

This does **not include** staffing required for a service's normal operational obligations under the National Law.

Funding can be allocated to the employment of the following specialist staff to support building teacher and educator capability:

- bi-cultural support workers,
- cultural advisors,
- Elders-in-Residence,
- family support workers,
- experienced early childhood experts and/or coaches to mentor and guide educators, strengthening their professional knowledge, pedagogical practice, and confidence in delivering high-quality early learning programs.

## Teacher and educator training and development

Allocating funding to improve the skills and knowledge of teachers and educators, to better address educational need and create an inclusive learning environment aligned to the priority areas identified by the service, is acceptable under the spending rules of the program.

## Educational resources and materials

Kindy Uplift funding can be used to purchase resources and educational supports that strengthen the professional development of teachers and educators. Expenses must be aligned to the services identified priority areas, address specific needs and enhance the learning experiences of children in the kindergarten cohort. Resources or materials must **build on** any professional learning or capability undertaken by teachers and educators. Purchasing standalone materials and resources that are not aligned to Kindy Uplift priorities/professional learning is out of scope.

## Attendance at conferences

Attendance at Queensland-based conferences is considered in scope if the conference content aligns with the Kindy Uplift priority areas and supports complementary expenditure outlined in Kindy Uplift planning for the same priority area. It is expected that all attendees are representing a service that has identified a priority area covered during the conference and that there will be a measurable outcome as a result of attendance, including evidence of the distribution of new learning to other staff at the service, for which they are representing.

Research suggests that one-off professional learning sessions can be ineffective in driving practice change. This includes conferences, which can be effective for professional development, however, the impact varies significantly based on factors such as relevance of content, participant engagement, follow-up activities and embedding learnings into practice. The size of the conference can also have an impact on these factors.

## Out-of-scope use of Kindy Uplift funding

While Kindy Uplift gives agency to services to determine the best way to address educational need, there are a range of funded activities that Kindy Uplift funding **cannot** be used for, including:

- 'school readiness' programs, checklists, screening or health-related assessments,
- individualised child-specific programs for assessment, intervention, therapeutic support or referral services,
- individual/targeted support for children,
- compliance, management or financial-related expenses that are normal operational costs of a service,
- provision of family support services,
- expenses related to a regulatory Assessment and Rating process,
- prescribed/mandated staff training,
- supplementing teachers and educators for daily planning,
- 'stand-alone' IT application and/or tool targeted at individual use by children,
- attendance at large conferences where the content **does not** align with Kindy Uplift priorities of a service and where there is no ongoing practice change or distribution of learning planned as an outcome of attendance.
- Interstate and international conferences.