

THE EMERGING LEADERS INCENTIVE SCHEME IS BASED ON THREE PILLARS:

Attendance

Academic Improvement

Engagement & Application

Attendance Pillar:
Only reasonable absences will be used to determine Incentive Levels. This requires all absences to be communicated with the school. Excessive absences (including explained) will be escalated to Coordinators and pastoral care teams to implement a support plan.

Academic Improvement:
Students can attend homework class/club even if they don't have homework! This is an opportunity to do assessments, receive feedback on drafts or other academic support from staff.

Engagement & Application:
Each school has different activities they use for engagement. The important thing is to encourage your Emerging Leader to show up, get involved and try their best!

Incentive Levels

Towards the end of the year, Coordinators and Mentors will review how each student has tracked against their goals, and if they are eligible for Personal Incentive Goal (PIG) reimbursement, or their chosen Incentive Pack.

Incentives	Attendance	Academic	Engagement & Application	
Gold \$1000	96%+	Pass all subjects	Gold, Silver & Bronze activities that demonstrate engagement and application at a LEADERSHIP level	OUTSTANDING effort and behaviour as per school Report Cards and Incentive Level Vetting
Silver \$750	93%	Pass 5 subjects (including English and Maths)	Silver & Bronze activities that demonstrate engagement and application at a COMMITMENT level	GOOD effort and behaviour as per school Report Cards and Incentive Level Vetting
Bronze \$500	90%	Pass a minimum of 3 subjects (one must be English or Maths)	Bronze activities that demonstrate engagement and application at a PARTICIPATION level	SATISFACTORY effort and behaviour as per school Report Cards and Incentive Level Vetting

There will be two options for Emerging Leaders to access Incentive Level Funding:

option 1

PIG - REIMBURSEMENT:

- Students and families can nominate their own Personal Incentive Goal (PIG) on their PLA.
- **Receipts must be provided** to the school for these costs throughout the year.
- If the Emerging Leader successfully reaches an Incentive Level, the school will reimburse families the cost of these expenses, in line with the incentive level that the student achieves (Bronze - \$500, Silver - \$750, Gold - \$1000).
- If a **student does not attain an Incentive Level**, there will be no reimbursement of funds, even if receipts are provided.



option 2

PIG - INCENTIVE LEVEL PACK:

- Students and families can nominate to receive an Incentive Level Pack.
- These will work on a **bursary system** - which means that families will not have to supply receipts in order for their child to receive their Incentive Level pack.
- If a **student does not attain an Incentive Level**, they will not be eligible for a pack.

There will be 6 incentive packs offered:

- Sports
- Music
- Technology
- Outdoors
- Art
- Work/Study



Once students have set their PIG, any changes to this can only be approved by the Emerging Leaders Project Team, via the school's Emerging Leaders Coordinator.



2026 marks the last fully funded year of our current NIAA IAS scholarship agreement. TCE project team will ensure we communicate any updates to families throughout the year on the future of Emerging Leaders!



What is the Emerging Leaders Incentive Scheme?

The Emerging Leaders Incentive Scheme is an Indigenous Advancement Strategy project funded by the National Indigenous Australians Agency and developed by Townsville Catholic Education (TCE). Funding has been extended to December 2026.

All Aboriginal and Torres Strait Islander secondary students are eligible to apply. The Emerging Leaders Incentive Scheme provides a holistic and equitable approach to scholarships and student development and works with TCE systemic secondary schools to improve student outcomes.



The Emerging Leaders Journey

As part of the Emerging Leaders' Journey, students will participate in leadership, cultural and well-being experiences. These activities aim to equip our students with the tools they need to meet the challenges of schooling and adolescence.

Entry Level

All Aboriginal and Torres Strait Islander students are eligible for Entry Level funding, which is comprised of a uniform/school supplies subsidy. This Entry Level funding is not available until the Emerging Leader's Personal Leadership Agreement (PLA) is signed and returned to their Emerging Leaders Coordinator.

SCHOOL FEES = UP TO \$500 PER TERM

UNIFORMS AND SCHOOL SUPPLIES SUBSIDY = UP TO \$500 PER YEAR

**Reimbursement is only for uniform and school supplies according to current booklist.*

Personal Leadership Agreements

The most important part of the Emerging Leaders Incentive Scheme is having students set their own goals and take an active role in their school and community. These goals are set within the Personal Leadership Agreement (PLA), which forms a link between the student, their family and the school.

Each school has an Emerging Leaders Coordinator who makes sure that students are supported in their academic and pastoral needs. Every Emerging Leader has a mentor who will guide them on their journey.



In 2026:

Compulsory Events

Last Year of Funding

Emerging Leaders Student Council

Personal Incentive Goals (P.I.G.)

WHAT IS THE P.I.G.?

A PIG is an additional cost or costs related to schooling that you may incur over the course of the year. Each PIG is **personalised**, because each student will have their own idea of what would be considered success. The main part of Emerging Leaders is that it's an **Incentive** Scheme, as students are rewarded for their high attendance, improving academically, growing their confidence to engage more in their school and wider community and being a role model both inside and outside of the classroom. Being a **goal**, this is something we would work towards, and we do this by encouraging Participation for bronze, Commitment for silver, and Leadership for gold.

REMEMBER...

1. Keep your receipts for your Personal Incentive Goal (not for Pack option).
2. Hand them into the office or give to your Coordinator.
3. If you reach Bronze, Silver or Gold you will be reimbursed the amount for the Incentive Level.

Please note: Unspent Incentive Level funds cannot be applied to school fees. In 2026, an Incentive Pack option will continue.

COMPULSORY attendance at Emerging Leaders Project Events

Compulsory

Each year, as a part of the program requirements, our team organises wonderful events for all of our Emerging Leaders to engage with. We therefore require **compulsory** attendance at these events such as Parent Information Night (PIN), Blak Excellence (Year 12 students), the Mental Health & Wellbeing Roadshow and the school's Emerging Leaders Showcase.



What the Emerging Leaders Incentive Scheme looks like...

