

3L Program

PD cost analysis & implementation

Every school and system operates within its own calendar, staffing structure and budget cycle. This document is designed with that reality in mind. The investment scenarios outlined in this document are examples, not fixed packages. Timelines, cohort sizes and rollout pace are entirely flexible and your school can **customise delivery** to align with your staffing capacity, strategic priorities and financial planning process. Whether you prefer to:

- Launch quickly with a concentrated training window
- Phase implementation across semesters or school years
- Certify a small pilot group before expanding
- Spread costs across multiple budget cycles

Our train-the-trainer model is intentionally built for **flexibility** and can fit your context. Schools can determine:

- How many staff members participate in the Teacher Course
- When internal staff training occur (PD days, after school, virtual, etc.)
- The pace of school-wide or system-wide expansion

Additionally, investment can be structured to align with annual budgets or multi-year strategic initiatives, allowing you to build internal capacity without creating short-term financial strain. The goal is not to add pressure — it is to create **sustainable professional learning** that fits within your existing systems.

The following examples illustrate what different levels of investment can look like.

Example 1: Upskilling 25 teachers in 12 months

Investment: AUD 8,415

What's included:

- Phase 1: Tutor Training for one staff member: 1 x 3L Tutor (AUD 4,190)
- Phase 2: Teacher Course delivered by in-house 3L Tutor: 25 x 3L participant manuals (AUD 169 each)

What this enables:

- Ongoing internal expertise provided by 3L Tutor
- Rollout to 25 teachers over a period of 12 months (2 Teacher Courses – cohorts of 12 participants)
- Capacity to train additional staff in subsequent years for the cost of additional 3L manuals (1 per teacher)

Investment per teacher: AUD 323 for 20h of face-to-face PD + 18h of between module activities & readings

Cost per hour of PD: AUD 8

Example 2: Upskilling 45 teachers in 24 months

Investment: AUD 10,265

What's included:

- Phase 1: Tutor Training for one staff member: 1 x 3L Tutor (AUD 4,190)
- Phase 2: Teacher Course delivered by in-house 3L Tutor: 45 x 3L participant manuals (AUD 135 each)

What this enables:

- Ongoing internal expertise provided by 3L Tutor
- Rollout to 45 teachers over a period of 24 months (4 Teacher Courses – cohorts of 11 participants)
- Capacity to train additional staff in subsequent years for the cost of additional 3L manuals (1 per teacher)

Investment per teacher: AUD 223 for 20h of face-to-face PD + 18h of between module activities & readings

Cost per hour of PD: AUD 6

Example 3: Upskilling 60 teachers in 12 months

Investment: AUD 17,320

What's included:

- Phase 1: Tutor Training for two staff members: 2 x 3L Tutors (AUD 9,700)
- Phase 2: Teacher Course delivered by in-house 3L Tutors: 60 TEMC participant manuals (AUD 127 each)

What this enables:

- Ongoing internal expertise provided by 3L Tutor
- Rollout to 60 teachers over a period of 12 months (4 Teacher Courses – cohorts of 15 participants)
- Capacity to train additional staff in subsequent years for the cost of additional 3L manuals (1 per teacher)

Investment per teacher: AUD 279 for 18h of face-to-face PD+ 18h of between module activities & readings

Cost per hour of PD: AUD 7

Example 4: Upskilling 80 teachers in 3 years

Investment: AUD 19,860

What's included:

- Phase 1: Tutor Training for two staff members: 2 x 3L Tutors (AUD 9,700)
- Phase 2: Teacher Course delivered by in-house 3L Tutors: 80 TEMC participant manuals (AUD 127 each)

What this enables:

- Ongoing internal expertise provided by 3L Tutor
- Rollout to 80 teachers over a period of 3 years (6 Teacher Courses – cohorts of 13 participants)
- Capacity to train additional staff in subsequent years for the cost of additional 3L manuals (1 per teacher)

Investment per teacher: AUD 242 for 18h of face-to-face PD+ 18h of between module activities & readings

Cost per hour of PD: AUD 6

Important things to note:

- **Lifetime delivery licence:** Once certified, 3L Tutors are licensed to deliver the Teacher Course indefinitely at any school in which they are employed. There are no renewal fees or annual licensing costs.
- **Ongoing access to updates:** All certified Tutors receive complimentary access to future course updates, enhancements, and revised materials — ensuring your internal training stays current without additional investment. This means your initial investment continues to generate value year after year, with no hidden costs and no expiration on your internal expertise.
- **Certifying multiple Tutors strengthens sustainability:** While some schools begin with one Tutor, we recommend training two or more where possible. This approach:
 - distributes the delivery load
 - ensures continuity if one tutor is unavailable
 - protects against staff turnover or role changes
 - builds cross-departmental ownership and alignment
 - allows for simultaneous training across phases or campuses.