

Minister's Office File Ref:	
Department File Ref:	12/218040

## Briefing Note

The Honourable John-Paul Langbroek MP  
Minister for Education, Training and Employment

### Action required: For Approval

Action required by: 18/06/2012

Critical – To enable the launch of the *Independent Public Schools* initiative.

SUBJECT: INDEPENDENT PUBLIC SCHOOLS

### Summary of key objectives

To seek that the Minister:

- Approve the scope of the Queensland Government's *Independent Public Schools* initiative outlined in the prospectus (Attachment 1) and the principles outlined in *Independent Public Schools at a glance* (Attachment 2)
- Note the associated promotional material and research summary (Attachments 3 – 7)
- Approve the package of materials that has been prepared for the media including the prospectus (Attachment 1), *At a glance* (Attachment 2), a media Q&A (Attachment 8), and a media release (Attachment 9)
- Approve the attached letter be forwarded to the Premier seeking his endorsement of the Foreword in the *Independent Public Schools* prospectus (Attachment 10).

### Key issues

1. The proposed scope of the *Independent Public Schools* program is outlined in:
  - ***Independent Public Schools prospectus*** – the key document providing an overview of the initiative, key areas of additional independence and the expression of interest form (Attachment 1).
  - ***At a glance*** – a brief summary of all components of the *Independent Public Schools* initiative (Attachment 2).
2. These characteristics have been discussed and have in-principle support from stakeholders such as the principals' associations and Queensland Council of Parents and Citizens Associations (QCPCA).
3. Stakeholders have raised five key issues. The key issues and the department's responses are:
  - Stakeholders do not want:
    - i. the Queensland *Independent Public Schools* initiative to establish a culture of the 'haves' and 'have nots' in state schools, which has reportedly occurred in Western Australia. Their preference is that all schools are able to become *Independent Public Schools*.

Response: *Independent Public Schools* is shaped to ensure there is not a two-tiered system.

- ii. *Independent Public Schools* to be able to brand themselves as such.

Response: *Independent Public Schools* will not be used as a brand however schools will be able to brand their innovative programs.



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- Stakeholders are concerned that the *Independent Public Schools'* capacity to recruit teachers outside of the department's processes will undermine the existing transfer system.

*Response: The existing transfer system will be strengthened and maintained.*

- Stakeholders have identified that there is not conclusive evidence to prove the effectiveness of *Independent Public Schools*.

*Response: Independent Public Schools draws on large scale studies such as that conducted by the OECD in 2011, and learnings from the implementation of autonomous schools approaches in Singapore, Hong Kong, United States, Canada and the United Kingdom, as well as in Western Australia and other Australian jurisdictions. An overview of the evidence base and possible questions is provided in Research on increased autonomy in schools (Attachment 3).*

- The Unions have identified a number of industrial issues where the current certified agreements provide guarantees around school based management. The key issue is that the workforce plan that includes a change to the staffing mix in the school will be endorsed by the School Council rather than the central Education Consultative Committee where unions currently have a right of veto.

i. The current position is that:

- Enterprise Bargaining processes are continuing towards finalising replacement of school teachers and core (school based non teaching staff excluding teacher aides and cleaners) certified agreements. The government's proposed replacement agreements will facilitate the implementation of IPS through the removal of matters of policy and impediments to managerial prerogatives. However these current certified agreements continue to apply beyond their normal expiry date until a replacement agreement/determination comes into effect. As such there are industrial obligations arising from the agreement that are highly likely to impede the implementation of the IPS.
- It is also noted that the teacher aides and school cleaners agreements will continue to embody policy matters and some constraints on managerial prerogatives for the coming three years, having been certified late 2011/early 2012. Departmental officers are meeting with United Voice to seek cooperation in the implementation.

*Response: The flexibility of schools to manage their workforce to meet their student needs is critical to the success of the Independent Public Schools initiative. Schools will engage in broad consultation with their employees with the proposals being considered by the school's workforce consultative committees.*

#### Promotional material

- A range of material has been developed to promote the initiative to Queensland state schools and to explain components to the general public and stakeholders. The range includes:
  - Frequently Asked Questions Fact Sheet** – a comprehensive list of questions and answers that have been drafted based on issues raised by each of the stakeholders throughout the consultation process (Attachment 4).

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- **School Councils Fact Sheet** – an overview of the composition and role (in accordance with current legislation) of Queensland school councils (Attachment 5).
- **Human Resources Fact Sheet** – an overview of the human resources provisions that will exist in *Independent Public Schools* (Attachment 6).
- **Legislation and policy Fact Sheet** – a brief overview of the legislative requirements that will remain for *Independent Public Schools* and the interaction of these with existing department policy. *Independent Public Schools* will receive further detailed information on this issue as part of the transition process (Attachment 7).

### Proposed launch

5. The Department is in a position to support the launch date determined by the Minister.
6. Officers from Corporate Communications and Marketing have been consulted and will assist with launch and communication strategy.
7. It is anticipated the launch of the initiative will attract significant media attention.

### Media Pack

8. A media pack has been prepared for distribution to selected media representatives. It will consist of the prospectus (Attachment 1), At a glance (Attachment 2), a media Q&A (Attachment 8), and a press release (Attachment 9).

### Letter to the Premier Queensland

9. A letter to the Premier has been drafted to seek his formal approval of his Foreword in the prospectus, and to inform him of the launch on Friday. It is understood that informal discussions have already occurred with the Premier's office (Attachment 10).

### Timelines

10. The proposed implementation timelines for *Independent Public Schools* initiative are as follows:
  - a. **Thursday 21 June** – Program launch (expressions of interest open and online material made available)
  - b. **Friday 7 September 2012** – Expressions of Interest close
  - c. **Monday 8 October 2012** – *Independent Public Schools* announced
  - d. **Throughout term 4, 2012** – Transition support provided to schools
  - e. **Term 1, 2013** – 30 *Independent Public Schools* commence

### Interaction with the Australian Government *Empowering Local Schools National Partnership*

11. The Australian Government's *Schools Empowering Local Schools National Partnership* is occurring at a similar time as the *Independent Public Schools* initiative.



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12. There are some key differences between the two programs, such as:

	Independent Public Schools	Empowering Local Schools
Recruitment	Expression of Interest	Selection based on set of criteria and inviting to participate
Funding amount	\$50,000 one-off transition grant \$50,000 recurrent for the duration of the initiative	Up to \$50,000 one-off for community engagement
Commencement	2013 school year	Semester 2, 2012
First year intake	30 schools	131 schools
Total intake	120 schools	131 schools
Level of autonomy	Additional autonomy provided	No additional autonomy provided
Governance	School Council required	School Council optional
Reporting	Performance agreement with DG	No change to reporting arrangements

### Background

13. The LNP election commitment stated that around 120 State schools could opt to become *Independent Public Schools* over the next four years, with 30 schools transitioning each year.
14. The election commitment cited references to the Western Australian Independent Public Schools program as a successful model upon which to build Queensland's approach.
15. In 1996 to 1997, Queensland implemented the *Leading Schools* program focused on implementing school based management. This program attracted opposition from the Queensland Teachers Union (QTU) due to the perceived inequalities flowing from the perception of a two-tiered schooling system and increased management responsibilities for principals.

### Right to information

16. I am of the view that the contents or attachments contained in this brief are **not suitable** for publication.



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## Recommendation

That the Minister

**Approve** the scope of the Queensland Government's *Independent Public Schools* initiative outlined in the Prospectus (Attachment 1) and the principles outlined in *Independent Public Schools* at a glance (Attachment 2)


**Note** the associated promotional material and research summary (Attachments 3 – 7)

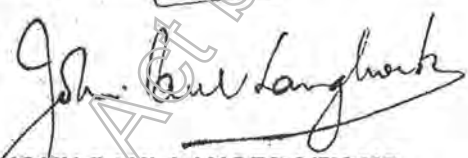
**Approve** the package of materials that has been prepared for the media including the prospectus (Attachment 1), At a glance (Attachment 2), a media Q&A (Attachment 8), and a media release (Attachment 9)

**Approve** the attached letter be forwarded to the Premier seeking his endorsement of the Foreword in the *Independent Public Schools* prospectus (Attachment 10).

NOTED

APPROVED / NOT APPROVED  
ENDORSED / NOTED

  
Fiona Crawford *Tim Rawlinson*  
Chief of Staff *Senior Policy Advisor*  
Office of the Hon John-Paul Langbroek MP  
Minister for Education, Training and  
Employment

  
JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and  
Employment

☐ Copy to Assistant Minister

## Minister's comments

APPROVE EXCEPT FOR THE LETTER. APPROVE ALREADY GIVEN 17/2.

Action Officer

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Operations and  
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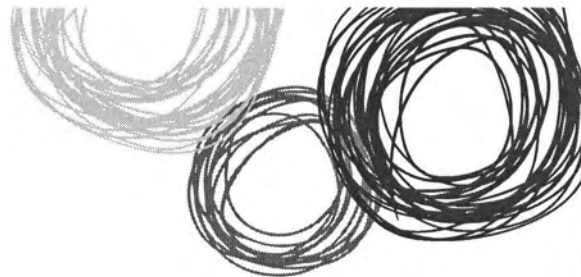


Tel:

Mob:

Date: 18/6/12

United in our pursuit of excellence



## *Independent Public Schools*

Driving local decision making and innovation

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Queensland Government



## Premier's Foreword

*The Independent Public Schools* initiative delivers on the LNP Government's election commitment to give Queensland principals, teachers, parents and local communities greater control and ownership of their schools as well as greater input into decisions that affect them.

The LNP Government knows that there is a great diversity of communities throughout Queensland. We want schools to have greater freedom to work with parents, businesses and industry to make decisions that best meet the needs of their local community to improve outcomes for students.

*The Independent Public Schools* initiative will cut red tape, remove layers of management and give local communities a greater say in decision making.

This Government is committed to lifting education standards for all students. Our focus is on providing a strong education system and giving our children the best possible start.

Our state schools play a vital role in delivering education for families across Queensland, wherever they reside and whatever their circumstances. *Independent Public Schools* will make our state school system even better.

I look forward to working with you to deliver stronger outcomes for our most precious resource – our young people.

**The Hon. Campbell Newman MP**  
Premier of Queensland



## Minister's Foreword

Education is the foundation of our future and I am focused on improving outcomes for all Queensland school students – we owe it to them to provide the best possible stepping stones to help them realise their full potential.

Queensland has an impressive state school system. It is one of our greatest strengths. It's a system that can be further improved by giving principals, staff and local communities greater ownership of their schools and greater autonomy in decision making.

Building on the high degree of autonomy already afforded to all state schools, *Independent Public Schools* will have the freedom to determine their staffing profile as well as the departmental policies and procedures that best suit their individual environments. Principals will have direct communication with the Director-General as well as additional autonomies focused on cutting red tape and opening up new opportunities for innovation.

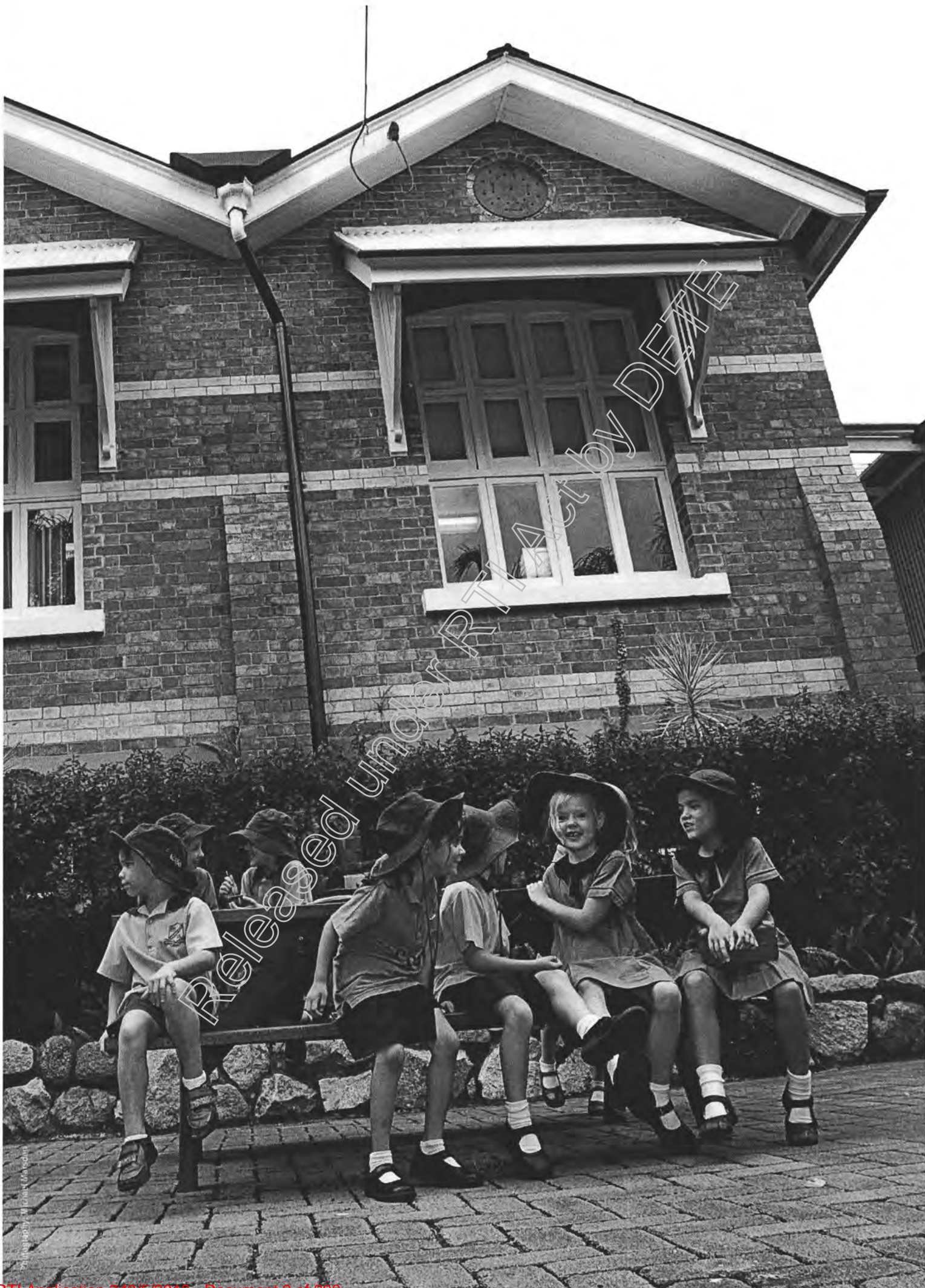
This Government is committed to getting the basics right and getting Queensland back on track. The best way to do this is to enable the people closest to their communities to make decisions affecting them.

This prospectus outlines the opportunities that will be provided to *Independent Public Schools*. I welcome the interest of those school leaders, teachers and school communities who are considering an application to participate in this important initiative.

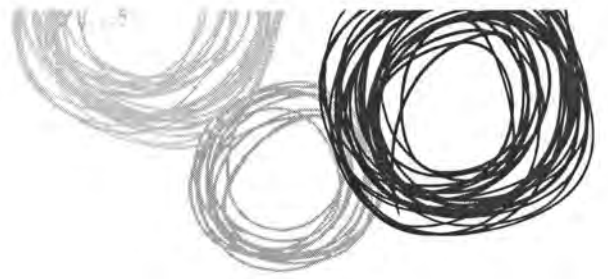
**The Hon. John-Paul Langbroek MP**  
Minister for Education, Training and Employment

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## Maximising possibilities

The *Independent Public Schools* initiative recognises the best decision making often occurs at a local level through direct response to local community needs and aspirations.

It will reduce red tape, giving schools more opportunities to achieve the best possible outcomes for their students and local communities.

From 2013, 30 *Independent Public Schools* will have the opportunity to embrace a range of additional autonomies to enable:

- increased innovation
- stronger partnerships with industry
- further tailoring of local school programs.

Queensland is a diverse state with diverse school communities to match. *Independent Public Schools* will have the freedom to be responsive and open to the broader range of possibilities their communities can offer.

Queensland state schools already have a range of autonomies. The *Independent Public Schools* initiative will build on these autonomies.

## Autonomies currently available to all Queensland state schools

Queensland state schools can:

- drive the implementation of the Australian and Queensland Curriculum
- adopt a range of curricula
- plan the school's learning program including setting flexible school hours
- offer differentiated learning programs
- determine the timing of their student free days
- determine their staffing with endorsement from local workplace committees
- recruit non-teaching staff
- select their own deputy principals and heads of department when vacancies occur
- select casual and temporary teachers through departmental processes
- manage minor maintenance and minor capital works projects up to \$100 000
- manage school utilities and retain savings
- expend the school bank account to a maximum of \$250 000
- sign or vary contracts with procurement approval and dispose of plant and equipment up to the expenditure delegation.







## Enhanced local governance

All *Independent Public Schools* will be required to establish a school council.

School councils will enable greater involvement of the school community and other stakeholders, such as industry, in setting the strategic direction for the school.

School councils will approve and monitor the school's strategic direction, further strengthening collaborative local decision making.

As well as the range of existing autonomies afforded to state schools, *Independent Public Schools* will have additional autonomies over governance and administration. These include:

- the principal will have a performance agreement with the Director-General
- an independent review of the school's progress will be based on a four-year cycle

## The role of the school council

The school council will:

- approve strategic plans and policies that set the future direction of the school
- approve other strategic documents such as those relating to school revenue and expenditure
- monitor the school's strategic direction
- advise the school's principal about strategic matters
- approve workforce plans.

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## Advancing innovation

By utilising local expertise and responding directly to local community needs, *Independent Public Schools* will be able to embrace enhanced innovation to further maximise student learning outcomes.

### Opportunities for innovation

Maximised autonomy will enable *Independent Public Schools* to find exciting new ways to do business. Enhanced innovation will drive improved outcomes for Queensland's students. On offer is:

- a direct line of communication with the Director-General and other senior executives who will help prioritise innovation by paving a smooth path through departmental processes
- the freedom to directly recruit staff and to build a team that is fit-for-purpose to drive innovation
- more autonomy to manage and utilise infrastructure, financial resources and human resources
- more autonomy to work in new ways with local businesses, industry and other community organisations
- an option to pursue creative models of sponsorship, industry partnerships and infrastructure partnerships
- increased flexibility to shape curriculum offerings that suit the needs of their students e.g. international Baccalaureate programs, extracurricular programs, gateway programs and centres of excellence
- freedom to shape and deliver innovative educational practices that maximise outcomes for students.

*Independent Public Schools* will use their additional autonomies to enable them to better respond to the unique potential of their students and communities.



## Locally tailored workforce

*Independent Public Schools* will be able to shape their workforce to best meet their school's strategic direction.

Principals of *Independent Public Schools* may develop a workforce plan in consultation with their local workforce committees. This plan will be submitted to the school council for approval.

*Independent Public Schools* will have additional autonomy to provide greater flexibility in staffing options.

*Independent Public Schools* will be able to recruit all school staff including classroom teachers (where vacancies exist) without using the department's existing transfer system.

## Increased financial flexibility

*Independent Public Schools* will be able to utilise their full budget, providing them with the flexibility to direct resources to best meet their students' individual needs.

*Independent Public Schools* will receive a one-line school budget that includes school grants and a staffing budget expressed in both full-time equivalent staff and notional monetary terms.

## Building for the future

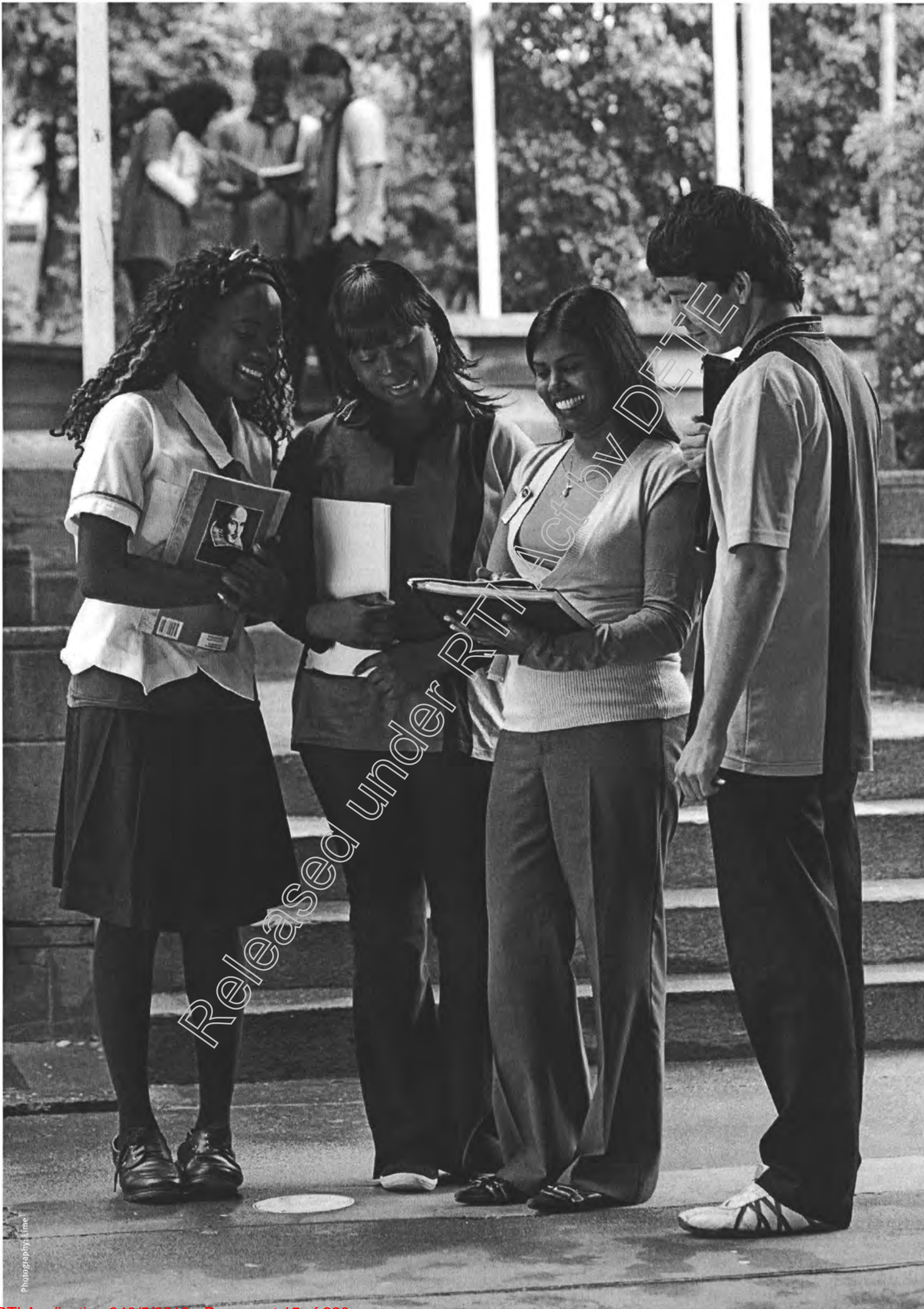
*Independent Public Schools* will be able to formulate infrastructure plans and industry links to shape a physical environment that best matches the strategic vision for their school.

*Independent Public Schools* will:

- have autonomy to participate with local government authorities, industry and community to plan joint facilities
- have the opportunity to contract and manage their own maintenance using QBuild or contractors
- develop a *Strategic Infrastructure (Assets) Plan* in direct consultation with central office
- submit requests for capital works projects directly to central office.

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## Public accountability and transparency

As part of Queensland's strong state education system, *Independent Public Schools* will still comply with state legislation, industrial instruments, directives, delegations, whole-of-government policies and national agreements.

While *Independent Public Schools* will not be required to follow a number of operational procedures, they will be required to operate within the following parameters:

- participate in an independent review based on a four-year cycle
- enter into a performance agreement between the principal and the Director-General
- have an annual performance review
- operate in accordance with *United in our Pursuit of Excellence 2011-2015*
- participate in system audits
- provide systemic data and use corporate systems e.g. OneSchool and MyHR
- purchase IT products that are compatible with the department's managed operating environment.

## Supporting our *Independent Public Schools*

*Independent Public Schools* will receive a one-off \$50 000 grant to assist with their transition. This funding will enable the schools to seek expertise and advice about the establishment and effective functioning of their school council. In addition, schools will be eligible to receive a further \$50 000 in funding each year for administrative purposes following an annual performance review.

*Independent Public Schools* will continue to benefit from the strengths of the Queensland state education system through access to:

- existing liability insurance
- legal and media advice
- financial and procurement advice
- industrial relations advice and support
- Curriculum into the Classroom
- OneSchool
- MyHR
- Workcover support
- central and regional office support.



## How to become an *Independent Public School*

All Queensland state schools can apply to become an *Independent Public School* by:

- registering their interest via the Expression of Interest (EOI) Form
- submitting a short written application of no more than three A4 pages with their EOI (see below).

Applications to become an *Independent Public School* in 2013 close 7 September 2012.

A departmental panel will consider all applications.

### Written applications

Schools need to prepare a written application to support their EOI.

The application needs to:

- demonstrate broad consultation has occurred with:
  - staff, including the Local Consultative Committee
  - parents, including the Parents & Citizens' Association (P&C)
  - the wider community, including local businesses and industry
- demonstrate the school's capacity to assume greater responsibility for their affairs
- outline the potential benefits for students and the broader school community
- outline the innovative educational programs or practices the school will implement.

School staff and relevant community members should be consulted prior to applying. Consultation should occur in a number of ways to ensure the whole school community is engaged and has an opportunity to provide input.

To become an *Independent Public School*, a school council must already exist, or there must be an explicit commitment to establish one.

### Future opportunities

There will be a total of 120 *Independent Public Schools* rolled out across the state over the next four years.

There is a diverse range of communities throughout Queensland and increased independence will not suit everyone.

Not all schools will be in a position to utilise the autonomies on offer from 2013, however many may wish to consider the option of applying in future years.

Further opportunities to express interest to become an *Independent Public School* will be provided each year, with 30 schools to be selected annually.



## Expression of Interest (EOI) Form to become an *Independent Public School* in 2013

Name of school:	
Principal: <sup>1</sup>	
Principal's signature:	
Contact email:	

### Written application

In no more than **three A4 pages** demonstrate:

- broad consultation has occurred with:
  - staff, including the Local Consultative Committee
  - parents, including the Parents and Citizens' Association (P&C)
  - the wider community, including local businesses and industry
- the school's capacity to assume greater responsibility for their affairs
- the potential benefits for students and the broader school community
- outline the innovative educational programs or practices the school will implement.

For more information about the EOI process visit the Education Queensland website at [www.education.qld.gov.au/schools/independent-public-schools/index.html](http://www.education.qld.gov.au/schools/independent-public-schools/index.html)

### Application checklist

- ☐ EOI form completed
- ☐ school staff, parents and local community consultation completed
- ☐ maximum three A4 pages written application attached
- ☐ commitment to establish the school council
- ☐ school council already established
- ☐ name and signature of substantive principal submitted (if applicable)
- ☐ application submitted by 7 September 2012.

### Submissions

Please send your EOI form and written application to [IPS@dete.qld.gov.au](mailto:IPS@dete.qld.gov.au) by 7 September 2012 for consideration in the 2013 *Independent Public Schools* selection process.

<sup>1</sup> Where there is an acting principal, the name and signature of the substantive principal must also be submitted.



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## Independent Public Schools at a glance

The *Independent Public Schools* initiative aims to increase autonomy in decision making, cut red tape and remove layers of management to improve outcomes for students.

There will be a total of 120 *Independent Public Schools* rolled out across the state over the next four years.

Building on the high degree of autonomy already afforded to all Queensland state schools, the key features of *Independent Public Schools* are outlined below.

### Enhanced local governance

All *Independent Public Schools* will be required to establish a school council.

A school council will enable greater involvement of the school community and other stakeholders such as industry in setting the strategic direction for the school.

School councils will approve and monitor the school's strategic direction, strengthening local decision making.

*Independent Public Schools* will be provided with the following additional autonomies over governance and administration:

- the principal will have a performance agreement directly with the Director-General
- there will be an independent review of the school's progress every four years.

For more information read the *Queensland school councils Fact Sheet* [\[insert link to fact sheet\]](#)

### Advancing innovation

By using local expertise and having more freedom to respond to local community needs, *Independent Public Schools* will be able to embrace innovation to maximise student learning outcomes.

*Independent Public Schools* will have:

- increased autonomy to work in new ways with local businesses, industry and community organisations. This could lead to creative models of sponsorship, industry partnerships and infrastructure partnerships
- increased flexibility to approve curriculum offerings that suit the needs of students e.g. International Baccalaureate programs, extracurricular programs, gateway programs and centres of excellence.

### Locally tailored workforce

*Independent Public Schools* will be able to shape their workforce to meet strategic directions set at a local level that respond directly to the needs of their students.

The principal of an *Independent Public School* may develop workforce plans in consultation with their local workforce committees. The school's workforce plan will be submitted to the school council for approval.

Principals at *Independent Public Schools* will be able to choose between directly recruiting teachers (where vacancies exist) or filling vacancies through existing internal applicant pools or the transfer and relocation systems.

The transfer system will be retained and strengthened.

### Financial flexibility

*Independent Public Schools* will:

- receive a one-line school budget that includes school grants and a staffing budget expressed in both full-time equivalent (FTE) staff and notional monetary terms
- receive an FTE allocation directly from central office for student support staff, such as support teachers for literacy and numeracy, English as a second language teachers, guidance officers, behaviour management teachers and students with disability support.

### Building for the future

*Independent Public Schools* will:

- be able to plan joint facilities with local councils, industry and community
- have the freedom to contract and manage their own maintenance using QBuild or contractors
- be able to develop and implement a *Strategic Infrastructure (Assets) Plan* directly with central office
- submit requests for capital works projects directly to central office.

### Support, accountability and transparency

*Independent Public Schools* must still comply with state legislation, industrial instruments, directives, delegations, whole-of-government policy and national agreements.





*Independent Public Schools* will be required to:

- participate in an independent review every four years
- enter into a performance agreement between the principal and the Director-General
- have an annual principal performance review
- operate in accordance with *United in our Pursuit of Excellence 2011-2015*
- participate in system audits
- provide systemic data and use the department's systems e.g. OneSchool and MyHR
- purchase IT products that are compatible with the department's managed operating environment.

*Independent Public Schools* will receive a \$50 000 grant to assist with their transition. This funding will enable schools to seek expertise and advice about the establishment and effective functioning of their school council. In addition, schools will be eligible to receive a further \$50 000 in funding each year for administration purposes following an annual performance review.

*Independent Public Schools* will continue to benefit from the strengths of the Queensland state education system through access to:

- existing liability insurance
- legal and media advice
- financial and purchasing advice
- industrial relations advice and support
- Curriculum into the Classroom
- OneSchool
- MyHR
- Workcover support
- central and regional office support.

### Selection process

All Queensland state schools will be able to apply to be selected as an *Independent Public School*. A departmental selection panel will consider all applications. Schools that are in the best position to use the increased autonomy to improve student outcomes will be selected. Additionally, the schools selected will represent the diversity of state schools across Queensland.

### Want to know more?

For more information about the *Independent Public Schools* initiative visit the Education Queensland website at [www.education.qld.gov.au/schools/independent-public-schools/index.html](http://www.education.qld.gov.au/schools/independent-public-schools/index.html) or email [IPS@dete.qld.gov.au](mailto:IPS@dete.qld.gov.au)



### **Attachment 3 - Research on increased autonomy in schools**

Research on the effectiveness of school autonomy is varied. The lack of conclusive evidence arises from the different way in which autonomies are implemented, different contexts in which they are implemented, and the lack of ability to isolate variables such as the nature of the student cohort.

With these constraints in mind, there are some key themes worth noting. They are:

**There is evidence that increased autonomy yields increased outcomes in some areas**

A large scale study recently conducted by the OECD (2011) found when the conditions are right (such as appropriate accountability), autonomy is associated with better student performance.

**There are some variables that appear to be more effective in autonomous schools**

Autonomy in implementing curriculum and student assessment has been found to be effective.

Where schools have greater autonomy in resource allocation they can show better student performance than those with less autonomy. However, accountability arrangements are important with respect to resource allocation. Where there are no accountability arrangements, schools with greater autonomy in resource allocation tend to perform worse.

**There are some studies that show no positive effect of autonomy**

Autonomy may be conducive to student achievement in well-developed systems but detrimental in low-performing systems.

Where there is a lack of accountability, increased autonomy may not yield any improved outcomes.

**Autonomy enables schools to respond to the unique mix of student learning needs**

In his review of school autonomy, Australian researcher Caldwell (2004) reports that it is no longer possible for the needs of schools to be determined at the centre, whether it be for the standard allocation of staff or the determination of how money should be spent on supplies, equipment and services.

**The State School Teachers' Union of Western Australia (SSTUWA) commissioned research into autonomous schools that was negative.**

The SSTUWA, commissioned an independent study by the Curtin University Graduate School of Business into Independent Public Schools. The study conducted by Dr Scott Fitzgerald and Professor Al Rainnie reported that:

- The drive behind the move is primarily financial, aimed at cutting public sector spending, particularly wage costs;
- There is disturbing evidence from the UK and other parts of Australia that the policy threatens standards of service delivery, as well as terms and conditions of employment of both teachers and principals within the public education system;
- Self-managed schools do not improve student learning outcomes;
- Financial inducements to move to self-managed status rapidly disappear, reinforcing existing inequality within and between schools;
- Principals have increased workloads and are increasingly required to be managers rather than educators;
- The combined drivers of managerialism, marketisation and performance management have led to a decline in the proportion of women in senior management positions, including as principals; and
- Teachers experience corrosion in the culture and character of teaching.



Possible questions and answers

**Q. If some of the research shows that increased autonomy does not improve outcomes in schools, how can you justify introducing it?**

A. We have carefully scanned the research to identify what does work, and what doesn't. What the research *does* show us is that under the right conditions, increased autonomy can improve schools' responses to student needs.

For example, from a large scale study conducted by the OECD in 2011, we know that autonomy needs to be mixed with accountability. We believe that the *Independent Public Schools* initiative has a good mix of autonomy and accountability. This includes a performance agreement with the Director-General.

We also know that parent and community engagement is a powerful influence on student achievement. Local decision-making strengthens the role of parents and community in the school and forms a valuable partnership. *Independent Public Schools* will be required to establish a school council which will work with school stakeholders to set the strategic direction.

Common sense also prevails. It is clear that for schools to be responsive to the needs of their students and communities, it is important for decisions to be made at a local level, and not at the centre. *Independent Public Schools* is about removing levels of management, cutting red tape and placing the decision making at the local level.

**Q. Studies throughout the world have shown that increased autonomy in schools creates inequality between schools. Why are you introducing a system that fosters inequality?**

A. Experience of autonomous schools initiatives throughout the world indicates that it is important not to create a tiered system within public schools. *Independent Public Schools* aim to ensure that the *Independent Public Schools* are representative of the wide range of schools throughout Queensland (e.g., large, small, metropolitan, regional, low SES, primary, secondary, P-10, special etc.). The schools selected will be those that are in a position to utilise increased autonomy in order to drive improved student outcomes. *Independent Public Schools* will continue to be a part of our strong state schooling system, building upon the excellence already established.

**Q. Why can't all schools be *Independent Public Schools*?**

A. Queensland state schools already have a great deal of autonomy. This initiative is not designed for all schools in Queensland. This Government is working to reduce red tape and remove layers of bureaucracy for all schools. That work will continue.

This initiative will be focused where it can gain maximum effect. This initiative will be rolled out carefully, with an evaluation conducted in Term 3, 2013.

**Q. Studies show that school autonomy creates unrealistic workloads for principals and their staff in terms of red tape and administration**

A. *Independent Public Schools* will have access to support from central and regional office where required. They will also continue to have access to: the existing transfer system; existing liability insurance; legal and media advice; financial and procurement advice; human resources and industrial relations advice; OneSchool; MyHR; Workcover support etc.

The *Independent Public Schools* initiative will not suit every school, however, there are many who seek greater autonomy and the opportunity to work innovatively to meet the needs of their students.

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**Q. Studies show that school autonomy fails where there are financial inducements to choose less experienced staff or reduce staff**

A. That's why *Independent Public Schools* will not be required to manage the actual human resources salary budget and therefore, the actual salaries will not have any bearing on staffing decisions. The *Independent Public Schools* initiative is not aimed at cost saving. It is aimed at supporting schools to be more centred on the needs of their students and their local community.

**Q. The autonomy to directly recruit teachers will undermine the quality of the workforce in other schools, particularly in remote and isolated schools where it is already hard to recruit teachers**

A. Schools benefit when staff have security of employment combined with the flexibility to mix staff in a way that meets the specific needs of their cohort of students. That's why the *Independent Public Schools* initiative provides schools with the autonomy to recruit their own teachers without going through the department's transfer or relocation processes. However *Independent Public Schools* will also have access to the department's recruitment and transfer processes should they choose to use them. The goal is to provide maximum flexibility, whilst ensuring that all Queensland schools have access to a strong teaching workforce.

**Q. This system hasn't worked in other states. What is being done to avoid the pitfalls that others have experienced?**

A. The implementation of the *Independent Public Schools* will be closely monitored. An evaluation will be conducted to identify the strengths and weaknesses of the initiative, and to recognise any improvements that can be made. The first phase of the evaluation will be conducted in third term 2013. This will inform the roll-out of the next 30 *Independent Public Schools* in 2014.

**Q. A study was conducted of the Western Australia model, and it found that the Independent Public Schools had detrimental effects. Given that the Queensland initiative is modelled on Western Australia, how will Queensland mitigate against these outcomes?**

A. The Queensland *Independent Public Schools* model has been developed following analysis of the elements from Western Australia, as well as other Australian and international experiences. We have learnt from the mistakes of others and have built our model to avoid these pitfalls.

Queensland is seeking to strike the right balance of autonomy through the *Independent Public Schools* initiative – this may differ from school to school, depending on a range of factors, such as collective capability and the student and community needs.



## Independent Public Schools – Questions and answers

### How will Queensland *Independent Public Schools* differ from other state schools?

Queensland's state schools already have a good deal of autonomy. *Independent Public Schools* will be provided with an opportunity for greater involvement of their school community in scoping their strategic direction to embrace innovation and tailor school programs to meet the individual needs of their community.

### How can schools become an *Independent Public School*?

All Queensland state schools will be invited to become an *Independent Public School* through an open Expression of Interest (EOI) process. It will be important for schools to have the support of their school community in submitting their application.

The application needs to:

- demonstrate broad consultation has occurred with:
  - staff, including the Local Consultative Committee
  - parents, including the Parents & Citizens' (P&C) Association
  - the wider community, including local business and industry
- demonstrate the school's capacity to assume greater responsibility for their affairs
- outline the potential benefits for students and the broader school community.
- outline the innovative educational programs or practices the school will implement.

### How will schools be involved in the initiative?

A departmental selection panel will consider all applications. Schools that are in the best position to use increased autonomy to improve student outcomes will be selected. Additionally, the schools selected will represent the diversity of state schools across Queensland.

### How many schools will be involved?

Up to 30 *Independent Public Schools* will be selected to commence in 2013. A total of 120 *Independent Public*

*Schools* will be involved in the initiative – 30 each year from 2013 to 2016.

### What will school governance look like in an *Independent Public School*?

*Independent Public Schools* will be required to have a school council. This will enable greater involvement of the school community in setting the strategic direction of the school. School councils will inform and monitor the school's strategic direction, strengthening local decision making. In addition, principals will have a performance agreement with the Director-General.

### How will staffing processes differ for *Independent Public Schools*?

Principals at *Independent Public Schools* will be able to choose between directly recruiting teachers (where vacancies exist) or by filling vacancies through existing department applicant pools or the transfer system. Principals at *Independent Public Schools* will also be able to recruit classified teachers without having to go through the relocation process.

### Will *Independent Public Schools* have to follow departmental policies?

While *Independent Public Schools* will not be required to follow a number of operational procedures, they will be required to operate within legislation, industrial instruments, directives, delegations, whole-of-government policy and national agreements.

### What autonomies will be on offer to *Independent Public Schools*?

*Independent Public Schools* will have the freedom to directly recruit teachers and to build a team that is able to shape and deliver innovative educational practices. They will also have more autonomy to manage and utilise infrastructure and financial resources. *Independent Public Schools* will have a direct line of communication with the Director-General and other senior executives who will cut red tape and help prioritise innovation.





# Independent Public Schools – Queensland school councils

Under the *Education (General Provisions) Act 2006* the chief executive may establish a school council for a state school.

## Composition

- The number of members of a school council must be at least six and not more than 15.
- A school council must include **at least**:
  - one elected parent member
  - one elected staff member (the number of elected parent members and elected staff members of a school council must be equal).
- A school council must include **not more than**:
  - two elected student members
  - two appointed members.
- A school council must include **at least**:
  - one elected student member (if the state school provides Years 10, 11 or 12).
- The official members of a school council are:
  - the school's principal
  - the Parents & Citizens' (P&C) Association president.

All members of a student council (except co-opted student members – that is students not in Years 10, 11 or 12) are able to vote at council meetings.

## Chairperson

A school council must elect one of the council's members as chairperson of the council. The school's principal may not be elected as chairperson, however the president of the P&C is eligible.

## Functions

The role of a school council is to:

- Monitor the school's strategic direction.
- Approve:
  - plans and policies of the school of a strategic nature
  - other documents affecting strategic matters, including the annual estimate of revenue and expenditure for the school.

- Monitor the implementation of the plans, policies and other documents mentioned above.
- Advise the school's principal about strategic matters.

The council must perform its functions in a way that achieves the best learning outcomes for the school's students.

## Term of office

- Each elected member, or appointed member, of a school council holds office for the term, not longer than two years, stated in the council's constitution.
- However, if newly established, the council's constitution may provide for half of the first elected members to hold office for a term of not longer than three years.

## Meetings

- A school council must meet at least twice in each semester.
- The school council's chairperson must preside at all council meetings at which the chairperson is present.
- A question at a school council meeting, other than a question about an amendment of the council's constitution, must be decided by a majority of the votes of the council members present.

## Legal accountabilities

- A member of a school council does not incur civil liability for an act done, or omission made, honestly and without negligence under the *Education (General Provisions) Act 2006*.

## Role of the P&C

- School councils will have the responsibility to approve the strategic documents that set the direction, culture and tone of the school. The P&C president will be on the school council to represent the views of the P&C Association.
- The *Independent Public Schools* initiative will not have any impact on the functions of P&Cs.





## Out-of-scope

A school council cannot:

- Interfere with management by the school's principal of day-to-day operations of the school and its curriculum.
- Make operational decisions about the use of teaching or learning resources at the school.
- Make decisions about the individual teaching style used, or to be used, at the school.
- Make a decision that is contrary to law or a written policy of the department.
- Have control of funds.
- Enter into contracts.
- Acquire, hold, dispose of or deal with property.
- Sue or be sued.
- Establish a committee or subcommittee.

## Want to know more?

For more information about the *Independent Public Schools* initiative visit the Education Queensland website at [www.education.qld.gov.au/schools/independent-public-schools/index.html](http://www.education.qld.gov.au/schools/independent-public-schools/index.html) or email [IPS@dete.qld.gov.au](mailto:IPS@dete.qld.gov.au)



# Fact Sheet

## Independent Public Schools – human resources

### Staff management

- *Independent Public Schools* will be directly allocated their primary, secondary and Special School resources as well as student support resourcing such as behaviour management, support teachers for literacy and numeracy, English as a second language, students with disability support and guidance officers.
- Employees at *Independent Public Schools* retain their leave entitlements (e.g. sick leave, long service leave and recreation leave) and the same conditions of employment as employees at all other state schools.
- *Independent Public Schools* will manage the return from extended leave of employees based at their school.
- *Independent Public Schools* will continue to manage short-term teacher absences as per the current *Teacher Relief Scheme* management system.
- The *Independent Public Schools* initiative will not impact upon permanency. If permanent staff do not wish to remain in an *Independent Public School*, they will be required to provide notification within one month of the school being advised it will be included in the *Independent Public Schools* initiative. Teachers will have the opportunity to transfer to another state school within the same geographic area.
- Permanent non-teaching employees will remain at their current location until a permanent position at a new location is found.

### Recruitment and selection

- *Independent Public Schools* will have the opportunity to recruit all teachers without going through departmental processes. *Independent Public Schools* can also continue to use the current recruitment and transfer systems.
- Principals of *Independent Public Schools* will continue to follow the current processes to manage unsatisfactory performance of staff.
- The transfer system will be retained and strengthened for all state schools.
- The transfer system will continue to be available for teachers at *Independent Public Schools* who wish to apply for a transfer to other locations.

### Staffing profile

- *Independent Public Schools* will have the capacity to plan their workforce (administrative staff, teaching staff and school support staff). There will need to be a strong consultative process when developing a proposal. The workforce plan will be approved by the school council.
- *Independent Public Schools* will not be managing an actual salary budget i.e. the actual salaries of teachers have no impact on staffing decisions.
- *Independent Public Schools* will be provided with a one-line school budget that includes school grants and a staffing budget expressed in both full-time equivalent (FTE) staff and notional monetary terms. The notional FTE budget will be based on average salary costs. This will facilitate the capacity of the schools to determine the appropriate staffing mix during workforce planning.
- *Independent Public Schools* will have the same staffing entitlement as all other state schools. There will be no difference in respect to permanent and temporary positions.
- Local workforce committees will continue to operate to ensure a strong local consultative process in *Independent Public Schools*.

### Principal positions

- A school will be selected to become an *Independent Public School*, rather than a principal. The principal will not have a contract. The conditions and tenure of principals will not be affected by the *Independent Public Schools* initiative.
- The *Independent Public Schools* initiative will not impact on the banding of the principal position or the principal's capacity to apply for a relocation or promotion.
- The selection of a new principal of an *Independent Public School* will follow the current system-wide process for the appointment of Executive Principals. The only difference will be that the school council chair will be included on the selection panel.





## Independent Public Schools – legislative and policy requirements

While *Independent Public Schools* will not be required to follow a number of operational procedures, they will be required to operate within legislation, industrial instruments, directives, delegations, whole-of-government policy and national agreements.

### Policies and procedures

Queensland state schools have a range of procedures that are published on the department's *Procedure Register* [www.education.qld.gov.au/strategic/epr/index.html](http://www.education.qld.gov.au/strategic/epr/index.html). The majority of these procedures are based on guiding legislation, such as the *Education (General Provisions) Act 2006* or *Education (General Provisions) Regulation 2006*, however the procedures generally provide more detail and prescription of responsibilities aimed at assisting school decision making and operation.

*Independent Public Schools* will still operate within the bounds of legislation but will have the flexibility to determine local approaches if desired, and as appropriate.

### Education legislation

The most significant pieces of guiding legislation for Queensland schools are the *Education (General Provisions) Act 2006* (the Act) [www.legislation.qld.gov.au/LEGISLTN/ACTS/2006/06AC039.pdf](http://www.legislation.qld.gov.au/LEGISLTN/ACTS/2006/06AC039.pdf) and the *Education (General Provisions) Regulation 2006* [www.legislation.qld.gov.au/LEGISLTN/CURRENT/E/EducGenPrR06.pdf](http://www.legislation.qld.gov.au/LEGISLTN/CURRENT/E/EducGenPrR06.pdf). The Act sets out the conditions and requirements for the provision of education to children and young people in Queensland. A number of the powers or

conditions set out in the Act refer to decisions that can only be made by the Minister or the Director-General, for example the power to establish or change the name of a state school.

However, there are also many sections of the Act that place conditions on the daily operation of Queensland state schools (including *Independent Public Schools*), for example, in relation to enrolment processes, mature age students, applying fees and charges, religious instruction, school councils and parents & citizens' associations.

### Other legislation

There are aspects of other state and national legislation that place conditions on the operation of Queensland state schools. For instance, legislation that impacts on privacy, information sharing, anti-discrimination, workplace health and safety and financial management, to name a few.

### Support for schools

*Independent Public Schools* will be provided with access to professional development materials to assist with understanding their ongoing legislative requirements. *Independent Public Schools* wishing to design local policies and procedures will have access to support from central office to ensure local approaches remain compliant with existing legislation, industrial instruments, directives, delegations, whole-of-government policy and national agreements.

### Want to know more?

For more information about the *Independent Public Schools* initiative visit the Education Queensland website at [www.education.qld.gov.au/schools/independent-public-schools/index.html](http://www.education.qld.gov.au/schools/independent-public-schools/index.html) or email [IPS@dete.qld.gov.au](mailto:IPS@dete.qld.gov.au)





## Independent Public Schools – Frequently Asked Questions

### How will Queensland *Independent Public Schools* differ from other state schools?

Queensland's state schools already have a good deal of autonomy. *Independent Public Schools* will be provided with an opportunity for greater involvement of their school community in scoping their strategic direction to embrace innovation and tailor school programs to meet the individual needs of their community.

### How can schools become an *Independent Public School*?

All Queensland state schools will be invited to become an *Independent Public School* through an open Expression of Interest (EOI) process. It will be important for schools to have the support of their school community in submitting their application.

Schools need to prepare a written application to support their EOI.

The application needs to:

- demonstrate broad consultation has occurred with:
  - staff, including the Local Consultative Committee
  - parents, including the Parents & Citizens' (P&C) Association
  - the wider community, including local business and industry
- demonstrate the school's capacity to assume greater responsibility for their affairs
- outline the potential benefits for students and the broader school community.
- outline the innovative educational programs or practices the school will implement.

### How will schools be involved in the initiative?

A departmental selection panel will consider all applications. Schools that are in the best position to use increased autonomy to improve student outcomes will be selected. Additionally, the schools selected will represent the diversity of state schools across Queensland.

Schools that have already been identified to participate in the *Empowering Local Schools National Partnership* program will still be able to apply to become an

*Independent Public School*. Should they be selected, they will shift to the *Independent Public Schools* initiative, and a replacement school for the *Empowering Local Schools National Partnership* program will be identified.

### How many schools will be involved?

Up to 30 *Independent Public Schools* will be selected to commence in 2013. A total of 120 *Independent Public Schools* will be involved in the initiative – 30 each year from 2013 to 2016.

### What will school governance look like in an *Independent Public School*?

*Independent Public Schools* will be required to have a school council. This will enable greater involvement of the school community in setting the strategic direction of the school. School councils will inform and monitor the school's strategic direction, strengthening local decision making.

In addition, principals will have a performance agreement with the Director-General.

### Will *Independent Public Schools* be funded differently?

*Independent Public Schools* will receive \$50 000 to assist in the change. In addition, schools will be eligible to receive a further \$50 000 in funding each year for administrative purposes.

All other funding amounts will remain the same; however *Independent Public Schools* will be provided with a one-line school budget that includes school grants and a staffing budget expressed in both full-time equivalent staff and notional monetary terms.

### How will staffing processes differ for *Independent Public Schools*?

Principals at *Independent Public Schools* will be able to choose between directly recruiting teachers (where vacancies exist) or by filling vacancies through existing department applicant pools or the transfer system. Principals at *Independent Public Schools* will also be able





to recruit classified teachers without having to go through the relocation process.

*Independent Public Schools* may choose to undertake workforce planning to determine their staffing mix. Local workforce committees will continue to operate to ensure a strong local consultative process, and the final workforce plan will be approved by the school council.

The *Independent Public School* initiative will not impact upon permanency of staff. If a permanent employee does not wish to remain in an *Independent Public School*, the employee will have the opportunity to transfer to another state school within the same geographical area.

All permanent employees will be required to confirm in writing if they are opting out from their school within one month of the notification that the school will be included in the *Independent Public Schools* initiative. Teaching staff will be managed within the current teacher transfer process. Non-teaching employees will remain at their current location until a permanent position at a new location is found through the normal relocation processes of the department. Transfers will only be considered within the employee's current geographical area.

The transfer system will continue to be available for teachers at *Independent Public Schools* who wish to apply for a transfer to other locations.

## Will the transfer system be affected?

The transfer system will be retained and strengthened for all Queensland state schools.

## How will the management of school facilities differ for *Independent Public Schools*?

*Independent Public Schools* will have the opportunity to participate with local councils, industry and community to plan joint facilities. In addition, *Independent Public Schools* will be able to submit requests for capital works directly to central office and will have the opportunity to develop and implement their *Strategic Infrastructure (Assets) Plan* directly with central office.

*Independent Public Schools* will also be able to contract and manage their maintenance using QBuild or contractors.

There will be no change to the level of funding for facilities provided to *Independent Public Schools*.

## How will principals of *Independent Public Schools* be affected?

Principals of *Independent Public Schools* will be employed under existing conditions. This means they will still be able to apply for relocations or promotions through existing processes. The *Independent Public Schools* initiative will not impact on the banding of the principal position.

The selection of a new principal of an *Independent Public School* will follow the current statewide process for the appointment of Executive Principals. The only difference will be that the school council chair will be included on the selection panel.

## How will *Independent Public Schools* remain accountable?

As part of Queensland's strong state education system, *Independent Public Schools* will be required to comply with all national and state legislation, industrial instruments, directives, delegations, whole-of-government policy and national agreements. They will also be required to participate in all departmental audits.

For *Independent Public Schools*, a school review will be conducted independently every four years.

Accountabilities and targets for principals will be negotiated through a performance agreement with the Director-General and monitored through annual performance discussions.

## What will be included in a principal's performance agreement?

The agreed outcomes and their indicators of achievement for each *Independent Public School* will be identified in a performance agreement between the principal and the Director-General.

The agreement will include the key priorities for the school, such as student and school performance and workforce planning, effectiveness of governance arrangements, compliance, leadership development, resourcing and support and reporting against school plans.

The school's four-year strategic plan and annual implementation plan will have the same elements as currently required under the *School Planning, Reviewing and Reporting Framework 2012-2015*, with all school plans being approved by the school council.





## What will the annual performance review involve?

The annual performance review will be a conversation between the *Independent Public School* principal and a delegate of the Director-General, based on the agreed outcomes and measures identified in the performance agreement.

## Will *Independent Public Schools* have to follow departmental policies?

While *Independent Public Schools* will not be required to follow a number of operational procedures, they will be required to operate within legislation, industrial instruments, directives, delegations, whole-of-government policy and national agreements.

Further information can be found in the *Legislative and Policy Requirements Fact Sheet*.

## Will *Independent Public Schools* deliver the same curriculum?

Within a curriculum framework approved by the Minister, *Independent Public School* principals will be able to plan the learning experiences offered to students at a school. This means continuing to implement the Australian Curriculum, the Queensland Studies Authority syllabuses and mandatory languages other than English in Years 6, 7 and 8.

## Will enrolment processes differ for *Independent Public Schools*?

*Independent Public Schools* will continue to manage their enrolments within existing capacity and enrolment management plans. Special School principals involved in the *Independent Public Schools* initiative will make decisions regarding the enrolment of students at their school.

## Will *Independent Public Schools* be able to charge additional fees?

*Independent Public Schools* will continue to determine student resource scheme amounts, voluntary contributions or to set fees for specialised programs.

## Will *Independent Public Schools* be able to change their name?

*Independent Public Schools* will not be able to rename their school. The authority to change the name of a state school remains with the Minister.

## What support will be provided to *Independent Public Schools*?

*Independent Public Schools* will receive a \$50 000 grant to assist with their transition. This funding will enable schools to seek expertise and advice about the establishment and effective functioning of their school council. In addition, schools will receive a further \$50 000 in funding each year.

*Independent Public Schools* will continue to benefit from the strengths of the Queensland state education system through access to:

- existing liability insurance
- legal and media advice
- financial and purchasing advice
- industrial relations advice and support
- Curriculum into the Classroom
- OneSchool
- MyHR
- Workcover support
- central and regional office support.

## How will school councils operate?

School councils in *Independent Public Schools* will operate under the existing legislation as applied to all state schools. The establishment of school councils will allow greater involvement of the school community in determining the school's strategic direction.

School councils will comprise at least six, but not more than 15 members. A school council must include at least one elected parent member and one elected staff member (the number of elected parent members and elected staff members of a school council must be equal).

A school council (for a school that provides Years 10, 11 and 12) must include at least one but not more than two elected student members and two appointed members. Elected student members can only be students from Year 10, 11 or 12 at the school. Schools may appoint coopted students from younger year levels, however these students are unable to vote.

In general, the school council will play a role in monitoring and informing the school's strategic direction in a way that achieves the best learning outcomes for the school's students. The size of the school will determine representation of staff and students on the school council.

For more information read the *Queensland school councils Fact Sheet*.





## How will the role of a school council differ to that of a P&C?

The *Independent Public Schools* initiative will not have any impact on the functions of P&Cs.

School councils will have the responsibility to approve documents that set the strategic direction of the school, but will not be involved in daily operational aspects. The P&C president will be included on the school council to represent the views of the P&C Association.

## Is the *Independent Public Schools* initiative supported by research?

Research on this subject shows that the success of school autonomy relies on a range of factors such as what support is provided, types of autonomy, accountabilities, etc. However, research also shows that while there should not be a 'one-size fits all' model for autonomy, there is a link between principal autonomy and school effectiveness. In addition, a recent study by the Organisation for Economic Cooperation and Development reports that a combination of autonomy and accountability is related to better student outcomes.

The level of autonomy required by schools is dependent on a complex mix of variables such as community aspiration, student cohort, geography, etc. The increased level of autonomy that will be offered by the *Independent Public Schools* initiative has the potential to enable local solutions for better learning and ultimately, improving student outcomes.

## Will the *Independent Public Schools* initiative be evaluated?

The implementation of the *Independent Public Schools* initiative will be closely monitored. An evaluation will be conducted to identify the strengths and weaknesses of the initiative, and to ensure that any opportunities for improvement are identified. The first phase of the evaluation – to be conducted in Term Three, 2013 – will

inform the roll-out of the next 30 *Independent Public Schools* in 2014.

## What is the difference between the Queensland Government's *Independent Public Schools* initiative and the Australian Government's *Empowering Local Schools National Partnership* program?

While the *Independent Public Schools* initiative and the *Empowering Local Schools National Partnership* program both recognise the benefits of increasing local decision making and principal autonomy, they are different. The Queensland Government's *Independent Public Schools* initiative will provide selected schools with a range of additional autonomies, whereas the *Empowering Local Schools National Partnership* program will drive system reforms to improve community engagement and local decision making for all Queensland state schools.

*Independent Public Schools* will receive \$50 000 as a transitional grant to assist in the change, and then a further \$50 000 in funding each year for administrative purposes.

Schools selected under the *Empowering Local Schools National Partnership* program will receive a one-off \$40 000 – \$50 000 grant to implement local strategies that will inform how the department can increase autonomy across the system resulting in improved student outcomes and community engagement.

In addition, some of the schools involved in the *Empowering Local Schools National Partnership* program will be invited to form a guiding coalition to work with the department to advise on system reforms to reduce red tape and enable greater local autonomy for all Queensland state schools.

The *Empowering Local Schools National Partnership* program will commence in Semester 2, 2012 and the *Independent Public Schools* initiative will commence in 2013.

## Want to know more?

For more information about the *Independent Public Schools* initiative visit the Education Queensland website at [www.education.qld.gov.au/schools/independent-public-schools/index.html](http://www.education.qld.gov.au/schools/independent-public-schools/index.html) or email [IPS@dete.qld.gov.au](mailto:IPS@dete.qld.gov.au)



Queensland Government

**INDEPENDENT PUBLIC SCHOOLS SET TO COMMENCE IN 2013**

Education Minister John-Paul Langbroek today moved to give state schools greater autonomy and slash red tape by introducing up to 30 Independent Public Schools next year.

"This initiative, which delivers on our election commitment to lift education standards by allowing schools more control over their decision making, will be extended to 120 schools during the next four years," Mr Langbroek said.

Launching a prospectus inviting all state schools to apply to be among the first Independent Public Schools, Mr Langbroek said the selection process would ensure representation for both regional and metropolitan schools.

"This initiative will increase autonomy in decision making, cut red tape and remove layers of management to improve outcomes for students.

"Independent Public Schools will have the freedom to directly recruit teachers and to build a team that is able to deliver innovative educational practices and have more autonomy to manage infrastructure and financial resources.

"We've done our homework and borrowed from the best examples of autonomous schools across Australia and in countries including Singapore, Hong Kong, Canada, the US and the UK..

"Research tells us that parent and community engagement with schools can have a powerful impact on student achievement.

"Participating schools will be required to establish a school council through which the principal and staff can work with parents and the community to make local decisions about issues impacting on school performance and community."

Independent Public Schools would receive \$50,000 as a transitional grant to assist in the change with a further \$50,000 in funding each year for administrative purposes.

Expressions of Interest are open for all Queensland state schools until 7 September 2012 to be considered to be one of the first 30 Independent Public Schools. For more information about Queensland's Independent Public Schools initiative visit the Education Queensland website at <http://education.qld.gov.au/schools/independent-public-schools/index.html>

**Media contact: Danyelle Nolan 3237 1000**

22 June 2012



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Released under RTI Act by DETE



Hon John-Paul Langbroek MP  
Member for Surfers Paradise



Minister for Education, Training  
and Employment

The Honourable Campbell Newman MP  
Premier  
Department of the Premier and Cabinet  
Executive Building  
PO Box 15185  
CITY EAST QLD 4002

Dear Premier

I am writing to seek your approval of the Premier's foreword to the *Independent Public Schools* prospectus, and to inform you that I will launch the initiative at Rainworth State School on Thursday, 21 June 2012.

This announcement will deliver the Queensland Government's election commitment to improve outcomes for Queensland's students by giving principals, teachers, parents and communities greater autonomy and a stronger capacity to make decisions at a local level.

Attached is the prospectus inviting school communities to apply to become *Independent Public Schools*, and the *At a Glance* document which will be published on the website. A range of other information and support will be provided to school communities to assist their application for *Independent Public Schools*. This will include an invitation to a weekly webconference with principals in the period leading up to the closing of applications.

The *Independent Public Schools* initiative is in line with the election commitment made by this government. The details have been finalised in consideration of research of autonomous school initiatives in Australia, and internationally. I believe that Queensland's *Independent Public Schools* initiative provides the right balance between increased autonomy and an appropriate level of accountability. This initiative will be carefully monitored during 2013, with an evaluation commencing in Term 3, 2013.

I am pleased to deliver on this commitment within the first 100 days, and I look forward to working with my Department to implement *Independent Public Schools*.

Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/221231

Enc

Level 22 Education House  
30 Mary Street Brisbane  
PO Box 16033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
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Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)  
Website  
[www.education.qld.gov.au](http://www.education.qld.gov.au)  
[www.training.qld.gov.au](http://www.training.qld.gov.au)  
[www.employment.qld.gov.au](http://www.employment.qld.gov.au)



Minister's Office File Ref:	
Department File Ref:	12/349199

## Briefing Note

The Honourable John-Paul Langbroek MP  
Minister for Education, Training and Employment

### Action required: For Approval

### Action required by: 14/09/2012

**CRITICAL** – Approval is sought of the schools selected to take part in the Queensland Independent Public Schools program for 2013 ahead of an expected announcement.

## SUBJECT: INDEPENDENT PUBLIC SCHOOLS

### Summary of key objectives

- An announcement around the Queensland Independent Public Schools election commitment is expected prior to Term 4, 2012.
- A total of 30 applications were received statewide.
- The Minister's approval of the selected schools is sought.
- Approval and signature is sought of the notification to successful schools, their Parents and Citizens' Associations, and their local members.

### Key issues

1. Thirty schools submitted an expression of interest to take part in the Queensland Independent Public School program.
2. Applications were received from a variety of school types, bandings and geographical locations as follows:

School Type	
1	Special school
1	Outdoor Education
2	P-12
10	Primary
16	Secondary

Banding	
1	Band 5
1	Band 7
3	Band 8
5	Band 9
9	Band 10
11	Band 11

Regional Breakdown	
1	Darling Downs South West
3	Far North
8	Metropolitan
11	North Coast
1	North Queensland
6	South East

3. The 26 recommended schools to become the first Queensland Independent Public Schools from 2013 are:

School Name	Region	Banding
Aldridge SHS	North Coast	10
Ashgrove SS	Metropolitan	9
Aspley SHS	Metropolitan	10
Banksia Beach SS	North Coast	10
Belmont SS	Metropolitan	10
Brightwater SS	North Coast	8
Brisbane SHS	Metropolitan	11
Calamvale Community College	Metropolitan	11
Cleveland District SHS	South East	11
Darling Point Special School	Metropolitan	9

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School Name	Region	Banding
Kenmore SHS	Metropolitan	11
Kirwan SHS	North Queensland	11
Mango Hill SS	North Coast	8
McDowall SS	Metropolitan	10
Miles SS	Darling Downs South West	7
Mountain Creek SHS	North Coast	11
Murrumba State Secondary College	North Coast	9
Nambour SHS	North Coast	11
Narangba Valley SHS	North Coast	11
Noosa District SHS	North Coast	11
Palm Beach Currumbin SHS	South East	11
Peregian Springs SS	North Coast	8
Smithfield SHS	Far North QLD	10
Southport SHS	South East	10
Tagai State College	Far North QLD	11
Tallebudgera Outdoor Education School	South East	9

4. All schools conducted extensive consultation with staff and community primarily through the Local Consultative Committee (LCC) process and with their P&C Association.
5. In some schools, the LCC process was not used however alternative consultation mechanisms were employed.
6. The schools were assessed at both the regional and central level to establish any risks or issues associated with their applications.
7. Four school applications were not progressed as they presented some risk including:
  - Atherton State High School - ongoing industrial action
  - Kin Kin State School – beginning principal
  - Miami State High School – level of staff support
  - Norfolk Village State School – level of staff support

### Implications

8. It is expected that there will be significant public interest around the announcement.

### Background

9. The Newman Government outlined an election commitment for 120 state schools to become Independent Public Schools over the next four years, with 30 schools transitioning each year from 2013.
10. Schools would be selected following an open expression of interest process.
11. The commitment further outlined that participating schools will receive up to \$50,000 as a transitional grant to assist in the change and will be eligible to receive up to a further \$50,000 in funding each year for administrative purposes.

### Right to information

12. I am of the view that the contents or attachments contained in this brief are suitable for publication.



Minister's Office File Ref:	
Department File Ref:	12/349199

**Recommendation**

That the Minister

**Approve** the first schools become Queensland Independent Public Schools from 2013.**Approve** the content of letters of notification (**Attachments 1, 2 and 3**) for distribution.**NOTED****APPROVED/NOT APPROVED  
ENDORSED/NOTED**

*1-13*  
**FIONA CRAWFORD** *Tim Rtwlcs*  
**Chief of Staff** *S.P. 4*  
 Office of the Hon John-Paul Langbroek MP  
 Minister for Education, Training and  
 Employment

*John-Paul Langbroek*  
**JOHN-PAUL LANGBROEK MP**  
 Minister for Education, Training and  
 Employment

*14/9/2012*☐ Copy to Assistant Minister*14/9/12***Minister's comments**

Action Officer  
 Helen Lucas  
 Executive Director  
 Education Queensland  
 Tel: 3237 0932

Endorsed by:  
 DDG  
 Lyn McKenzie  
 Education Queensland  
 Tel: 3237 0618  
 Mob:  
 Date: 14/09/2012

Endorsed by:  
 DG  
 Julie Grantham

Date:



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Michael Latter MP  
Member for Waterford  
Shops 13/14 Waterford Shopping Centre  
22 Loganlea Road  
WATERFORD WEST QLD 4133

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Latter *Mike,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

The Independent Public Schools initiative is part of the Newman Government's commitment to improving outcomes for all Queensland state school students.

This initiative recognises that the best decision-making often happens at the local level.

By taking this step, we will strengthen autonomy in decision-making, cut red tape and remove unnecessary layers of management in our schools so principals and teachers can get on with the job of educating Queensland students.

Over the next four years, 120 Independent Public Schools will be introduced across the state, with 26 Independent Public Schools to start next year.

A list of the schools is enclosed for your information.

I look forward to your ongoing support of this important initiative.

Yours sincerely

*J. Langbroek*  
JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Jason Costigan MP  
Member for Whitsunday  
Suite 2, Federation House  
20 Chapman Street  
PROSERPINE QLD 4800

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
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Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Costigan

*Jason,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Desley Scott MP  
Member for Woodridge  
PO Box 2486  
LOGAN CITY DC QLD 4114

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mrs Scott

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Carl Judge MP  
Member for Yeerongpilly  
3/116 Beaudesert Road  
MOOROOKA QLD 4105

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Judge *Carl,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Trevor Watts MP  
Member for Toowoomba North  
Suite 2, ABC Building  
297 Margaret Street  
TOOWOOMBA QLD 4350

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr. Watts *Trevor,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable John McVeigh MP  
Minister for Agriculture, Fisheries and Forestry  
Member for Toowoomba South  
Suite 2, Commercial Union Arcade  
566 Ruthven Street  
TOOWOOMBA QLD 4350

Level 22 Education House  
30 Mary Street Brisbane 4000  
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Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister

*John,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr John Hathaway MP  
Member for Townsville  
PO Box 1101  
TOWNSVILLE QLD 4810

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Hathaway *John,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Howard Hobbs MP  
Member for Warrego  
PO Box 945  
ROMA QLD 4455

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Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Hobbs Howard,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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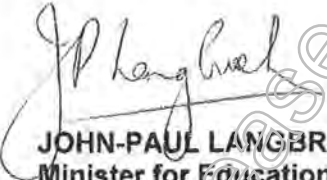
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Yours sincerely

  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Mark Stewart MP  
Member for Sunnybank  
Suite 4, 309 Mains Road  
SUNNYBANK QLD 4109

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30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Stewart *Mark,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

*J. Langbroek*  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Sam Cox MP  
Member for Thuringowa  
Unit 8B, 48 Thuringowa Drive  
KIRWAN QLD 4817

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Cox *Sam,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc.



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Robert Cavallucci MP  
Assistant Minister for Multicultural Affairs  
Member for Brisbane Central  
Unit 2, Hill House  
541 Boundary Street (Corner Bradley Street)  
SPRING HILL QLD 4000

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister *Rob,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346620

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Jon Krause MP  
Member for Beaudesert  
PO Box 95  
JIMBOOMBA QLD 4280

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email: education@ministerial.qld.gov.au

Dear Mr Krause

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

The Independent Public Schools initiative is part of the Newman Government's commitment to improving outcomes for all Queensland state school students.

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Yours sincerely

  
JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Michael Trout MP  
Member for Barron River  
Unit 7, Stanton Place  
Captain Cook Highway  
SMITHFIELD QLD 4878

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Trout *Michael,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

The Independent Public Schools initiative is part of the Newman Government's commitment to improving outcomes for all Queensland state school students.

This initiative recognises that the best decision-making often happens at the local level.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Honourable Tracy Davis MP  
Minister for Communities, Child Safety  
and Disability Services  
Member for Aspley  
Shop 2, 1315 Gympie Road  
ASPLEY QLD 4034

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email: education@ministerial.qld.gov.au

Dear Minister *Tracy,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

The Independent Public Schools initiative is part of the Newman Government's commitment to improving outcomes for all Queensland state school students.

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I look forward to your ongoing support of this important initiative.

Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346620

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Honourable Steve Dickson MP  
Minister for National Parks, Recreation,  
Sport and Racing  
Member for Buderim  
PO Box 187  
BUDERIM QLD 4556

Level 22 Education House  
30 Mary Street Brisbane 4000  
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Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister *Steve,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Miss Verity Barton MP  
Member for Broadwater  
PO Box 644  
LABRADOR QLD 4215

Level 22 Education House  
30 Mary Street Brisbane 4000  
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Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Miss Barton *Verity,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Aaron Dillaway MP  
Member for Bulimba  
901 Wynnum Road  
CANNON HILL QLD 4170

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Dillaway Aaron,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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I look forward to your ongoing support of this important initiative.

Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Honourable Jack Dempsey MP  
Minister for Police and Community Safety  
Member for Bundaberg  
PO Box 935  
BUNDABERG QLD 4670

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email: [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister

*Jack,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

*John-Paul Langbroek*

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Jo-Ann Miller MP  
Member for Bundamba  
PO Box 122  
GOODNA QLD 4300

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mrs Miller

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Rosemary Menkens MP  
Senior Whip  
Member for Burdekin  
Shop 30, Centrepoin Arcade  
Queen Street  
AYR QLD 4807

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mrs Menkens

*Rosemary,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Michael Hart MP  
Member for Burleigh  
PO Box 2093  
BURLEIGH BC QLD 4220

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Hart *Michael,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Stephen Bennett MP  
Member for Burnett  
Shop 7, Bargara Beach Plaza  
BARGARA QLD 4670

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Bennett *Stephen,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Gavin King MP  
Assistant Minister for Tourism  
Member for Cairns  
Office 1, "McLeod South"  
78-84 Spence Street  
CAIRNS QLD 4870

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister *Gavin,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Honourable Jeff Seeney MP  
Deputy Premier and Minister for  
State Development, Infrastructure and Planning  
Member for Callide  
PO Box 559  
BILOELA QLD 4715

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Deputy Premier

*Jeff*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

*JP Langbroek*

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/343820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Mark McArdle MP  
Minister for Energy and Water Supply  
Member for Caloundra  
PO Box 3998  
CALOUNDRA DC QLD 4551

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister *Mark,*

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/345820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Steve Davies MP  
Member for Capalaba  
Shop 60, Capalaba Park  
Mt Cotton Road  
CAPALABA QLD 4157

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Davies *Steve,*

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Steve Minnikin MP  
Assistant Minister for Public Transport  
Member for Chatsworth  
Unit 1, Millennium Business Centre  
Millennium Bvd  
CARINDALE QLD 4152

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister *Steve,*

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**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Honourable Tim Nicholls MP  
Treasurer and Minister for Trade  
Member for Clayfield  
PO Box 281  
CLAYFIELD QLD 4011

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Treasurer *Jim,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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*John-Paul Langbroek*  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Dr Mark Robinson MP  
Member for Cleveland  
PO Box 1399  
CLEVELAND QLD 4163

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Dr Robinson *Mark,*

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**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Ray Hopper MP  
Member for Condamine  
14A Cunningham Street  
DALBY QLD 4405

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Hopper Ray,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Mark Boothman MP  
Member for Albert  
2 Rochester Drive  
MT WARREN PARK QLD 4207

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Boothman *Mark,*

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JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Anthony Shorten MP  
Member for Algester  
Shops 3&4, 137 Parkwood Drive  
HEATHWOOD QLD 4110

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Shorten *Anthony,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Campbell Newman MP  
Premier  
Member for Ashgrove  
Ashgrove Central  
221 Waterworks Road  
ASHGROVE QLD 4060

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email: education@ministerial.qld.gov.au

Dear Premier

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/345820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr David Kempton MP  
Assistant Minister for  
Aboriginal and Torres Strait Islander Affairs  
Member for Cook  
PO Box 2251  
MAREEBA QLD 4880

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister *David,*

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346829

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Michael Crandon MP  
Member for Coomera  
PO Box 80  
OXENFORD QLD 4210

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Crandon *Michael,*

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Jann Stuckey MP  
Minister for Tourism, Major Events,  
Small Business and Commonwealth Games  
Member for Currumbin  
PO Box 751  
CURRUMBIN QLD 4223

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister

*Jann,*

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**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Shane Knuth MP  
Member for Dalrymple  
PO Box 1667  
ATHERTON QLD 4883

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Knuth

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JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Tim Mander MP  
Assistant Minister for Sport and Racing  
Member for Everton  
1st Floor, 510-520 South Pine Road  
EVERTON PARK QLD 4053

Level 22 Education House  
30 Mary Street Brisbane 4000  
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Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email: [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister *Tim,*

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Yours sincerely

*John-Paul Langbroek*  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Dale Shuttleworth MP  
Member for Ferny Grove  
Shop 14, Ferny Grove Shopping Village  
51 McGinn Road  
FERNY GROVE QLD 4055

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email: education@ministerial.qld.gov.au

Dear Mr Shuttleworth

*Dale,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346320

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Dr Alex Douglas MP  
Member for Gaven  
PO Box 1140  
NERANG QLD 4211

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Dr Douglas Alexander,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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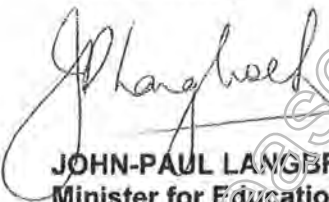
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**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Liz Cunningham MP  
Member for Gladstone  
PO Box 1592  
GLADSTONE QLD 4680

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mrs Cunningham *Liz,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Andrew Powell MP  
Minister for Environment and Heritage Protection  
Member for Glass House  
PO Box 727  
MALENY QLD 4552

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister *A.P.*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

*J. Langbroek*  
JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/345820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Ian Kaye MP  
Member for Greenslopes  
358 Old Cleveland Road  
COORPAROO QLD 4151

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Kaye *Ian,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Vaughan Johnson MP  
Chief Whip  
Member for Gregory  
PO Box 444  
EMERALD QLD 4720

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Johnson V.G.,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/345820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr David Gibson MP  
Member for Gympie  
PO Box 1277  
GYMPIE QLD 4570

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Gibson *David,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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*J. Langbroek*  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Ted Sorensen MP  
Deputy Whip  
Member for Hervey Bay  
PO Box 5049  
TORQUAY QLD 4655

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Sorensen *Ted,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Andrew Cripps MP  
Minister for Natural Resources and Mines  
Member for Hinchinbrook  
PO Box 1515  
INGHAM QLD 4850

Level 22 Education House  
30 Mary Street Brisbane 4000  
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Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister *Andrew,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





**Hon John-Paul Langbroek MP**  
**Minister for Education, Training and Employment**

19 SEP 2012

**Ms Anastacia Palaszczuk MP**  
Member for Inala  
PO Box 75  
INALA QLD 4077

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Ms Palaszczuk

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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**Minister for Education, Training and Employment**

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Scott Emerson MP  
Minister for Transport and Main Roads  
Member for Indooroopilly  
Suite 1, 49 Station Road  
INDOORROOPILLY QLD 4068

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister *Scott,*

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Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Ian Berry MP  
Member for Ipswich  
The Booval Professional Centre  
125 Brisbane Road  
BOOVAL QLD 4304

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Berry

*Jan,*

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Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Mr Sean Choat  
Member for Ipswich West  
PO Box 5273  
BRASSALL QLD 4305

Dear Mr Choat *Sean,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Minister for Education, Training and Employment

Ref: 12/345820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Trevor Ruthenberg MP  
Member for Kallangur  
Shop 1, Aldi Centre  
15 Goodfellows Road  
KALLANGUR QLD 4503

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Ruthenberg *Trevor,*

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JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Jarrod Bleijie MP  
Attorney-General and Minister for Justice  
Member for Kawana  
PO Box 1200  
BUDDINA QLD 4575

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Attorney-General J.B.,

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Minister for Education, Training and Employment

Ref: 12/345820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Bruce Young MP  
Member for Keppel  
Shop 3, Evia Building  
3 Normanby Street  
YEPPOON QLD 4703

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Young *Bruce,*

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JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Ian Rickuss MP  
Member for Lockyer  
Shop 1, 47 North Street  
GATTON QLD 4343

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Rickuss *Jan,*

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Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Michael Pucci MP  
Member for Logan  
Maxima House  
1/3 Helen Street  
HILLCREST QLD 4118

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Pucci *Mike,*

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JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Neil Symes MP  
Member for Lytton  
100 Edith Street  
WYNNUM QLD 4178

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Symes *Neil,*

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*John-Paul Langbroek*  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

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Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Tim Mulherin MP  
Member for Mackay  
PO Box 1238  
MACKAY QLD 4740

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Mulherin

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Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Ian Walker MP  
Assistant Minister for Planning Reform  
Member for Mansfield  
12 Mt Gravatt-Capalaba Road  
UPPER MOUNT GRAVATT QLD 4122

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister Ian,

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Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Ms Fiona Simpson MP  
Member for Maroochydore  
Suite 1, Cnr First & Memorial Avenues  
MAROOCHYDORE QLD 4558

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Ms Simpson *Fiona,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

The Independent Public Schools initiative is part of the Newman Government's commitment to improving outcomes for all Queensland state school students.

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I look forward to your ongoing support of this important initiative.

Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Anne Maddern MP  
Member for Maryborough  
Shop 1, Comet Place  
133 Lennox Street  
MARYBOROUGH QLD 4650

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mrs Maddern *Anne,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Ray Stevens MP  
Manager of Government Business  
Member for Mermaid Beach  
PO Box 1056  
BROADBEACH QLD 4218

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Stevens *Raymond,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Ted Malone MP  
Member for Mirani  
PO Box 56  
SARINA QLD 4737

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Malone *Ted,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Dr Bruce Flegg MP  
Minister for Housing and Public Works  
Member for Moggill  
PO Box 328  
KENMORE QLD 4069

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister *Bruce*,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/345820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Darren Grimwade MP  
Member for Morayfield  
Unit 3, 67 Morayfield Road  
CABOOLTURE SOUTH QLD 4510

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Grimwade *Darren,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Saxon Rice MP  
Assistant Minister for  
Technical and Further Education  
Member for Mount Coot-tha  
76 MacGregor Terrace  
BARDON QLD 4065

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister *Saxon,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Robert Katter MP  
Member for Mount Isa  
Mt Isa Trades & Labour Council Bldg  
74 Camooweal Street  
MOUNT ISA QLD 4825

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerlat.qld.gov.au](mailto:education@ministerlat.qld.gov.au)

Dear Mr Katter

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/348820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Tarnya Smith MP  
Deputy Whip  
Member for Mount Ommaney  
Unit 6A, Level 1, Mount Ommaney Centre  
171 Dandenong Road  
MOUNT OMMANEY QLD 4074

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mrs. Smith *Tarnya,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Ros Bates MP  
Minister for Science, Information Technology,  
Innovation and the Arts  
Member for Mudgeeraba  
PO Box 897  
MUDGEERABA QLD 4213

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister Ros,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Curtis Pitt MP  
Member for Mulgrave  
PO Box 314  
GORDONVALE QLD 4865

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Pitt *Curtis,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable David Crisafulli MP  
Minister for Local Government  
Member for Mundingburra  
Shop 3, 198 Nathan Street  
AITKENVALE QLD 4814

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister *David,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Reg Gulley MP  
Member for Murrumba  
Shop T28, Deception Bay Shopping Centre  
Cnr Deception Bay Road & Bay Avenue  
DECEPTION BAY QLD 4508

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email: education@ministerial.qld.gov.au

Dear Mr Gulley,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Deb Frecklington MP  
Assistant Minister for Finance,  
Administration and Regulatory Reform  
Member for Nanango  
Shop 2/34A Alford Street  
KINGAROY QLD 4610

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister *Deb,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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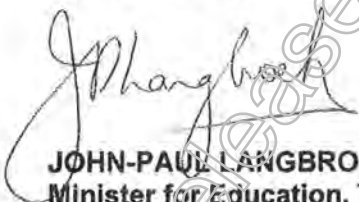
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Yours sincerely

  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346520

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Peter Wellington MP  
Member for Nicklin  
PO Box 265  
NAMBOUR QLD 4560

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Wellington

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Glen Elmes MP  
Minister for Aboriginal and Torres Strait Islander  
and Multicultural Affairs and Minister Assisting the Premier  
Member for Noosa  
PO Box 1849  
NOOSAVILLE DC QLD 4566

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister *Glen,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346620

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Jason Woodforth MP  
Member for Nudgee  
Cnr Toombul and Melton Roads  
PO Box 419  
NORTHGATE QLD 4013

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Woodforth

*Jason,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

*J. Langbroek*

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Seath Holswich MP  
Member for Pine Rivers  
Shop 5A, 199 Gympie Road  
STRATHPINE QLD 4500

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Holswich *Seath,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346620

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Lisa France MP  
Assistant Minister for  
Natural Resources and Mines  
Member for Pumicestone  
1/43 Benabrow Avenue  
BELLARA QLD 4507

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email: education@ministerial.qld.gov.au

Dear Assistant Minister *Lisa,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Scott Driscoll MP  
Member for Redcliffe  
Suite 35, Level 1, Bluewater Square Shopping Centre  
Cnr Anzac Avenue & Sutton Street  
REDCLIFFE QLD 4020

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Driscoll *Scott,*

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/345820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Peter Dowling MP  
Member for Redlands  
PO Box 3667  
VICTORIA POINT WEST QLD 4165

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Dowling Peter,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Yours sincerely

  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Bill Byrne MP  
Member for Rockhampton  
Shop 3, 7 Denham Street  
ROCKHAMPTON QLD 4700

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Byrne

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

The Independent Public Schools initiative is part of the Newman Government's commitment to improving outcomes for all Queensland state school students.

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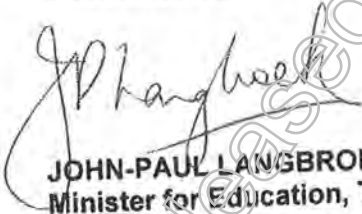
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I look forward to your ongoing support of this important initiative.

Yours sincerely

  
JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346920

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Ms Kerry Millard MP  
Member for Sandgate  
Shop 2, Fifth Avenue  
SANDGATE QLD 4017

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Ms Millard *Kerry,*

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Yours sincerely

*JP Langbroek*  
**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Ms Jackie Trad MP  
Member for South Brisbane  
Suite 1/90 Vulture Street  
WEST END QLD 4101

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Ms Trad

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Yours sincerely

**JOHN-PAUL LANGBROEK MP**  
Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

The Honourable Lawrence Springborg MP  
Minister for Health  
Member for Southern Downs  
PO Box 444  
STANTHORPE QLD 4380

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Minister *Lawrence*,

I am pleased to share with you the Queensland state schools selected to become our first Independent Public Schools in 2013.

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Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Rob Molhoek MP  
Assistant Minister for Child Safety  
Member for Southport  
Shop 2, 24 Musgrave Avenue  
CHIRN PARK QLD 4215

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister *Rob,*

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Yours sincerely

JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346620

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr John Grant MP  
Member for Springwood  
Shops 4-6, Springwood Road Business Centre  
71-73 Springwood Road  
SPRINGWOOD QLD 4127

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Grant

*John,*

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JOHN-PAUL LANGBROEK MP  
Minister for Education, Training and Employment

Ref: 12/346320

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Dr Chris Davis MP  
Assistant Minister for Health  
Member for Stafford  
Shop 3, Rode Road Shopping Centre  
Cnr Rode and Appleby Roads  
STAFFORD QLD 4053

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Assistant Minister *Chris,*

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Minister for Education, Training and Employment

Ref: 12/346820

Enc





Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mrs Freya Ostapovitch MP  
Member for Stretton  
Unit 5, 62 Pinelands Road  
SUNNYBANK HILLS QLD 4109

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mrs Ostapovitch *Freya,*

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Minister for Education, Training and Employment

Ref: 12/346820

Enc



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Ross Higgins  
Principal  
Aldridge State High School  
PO Box 3061  
PALLAS STREET QLD 4650

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Higgins

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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In the meantime, should you have any questions, I invite you to contact Ms Lyn McKenzie, Deputy Director-General, Education Queensland, on telephone 3237 0337 or by email at [lyn.mckenzie@dete.qld.gov.au](mailto:lyn.mckenzie@dete.qld.gov.au).

Please convey my congratulations and best wishes to your school community. I look forward to working with you, your teachers, parents and wider school community to deliver the very best education for your students.

Yours sincerely



**JOHN-PAUL LANGBROEK MP**  
**Minister for Education, Training and Employment**

Ref: 12/346805

Released under RTI Act by DETE



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Patrick Murphy  
Principal  
Ashgrove State School  
PO Box 2077  
ASHGROVE WEST QLD 4060

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Murphy

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Minister for Education, Training and Employment

19 SEP 2012

Level 22 Education House  
30 Mary Street Brisbane 4000  
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Telephone +61 7 3237 1000  
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Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Ms Jacquita Miller  
Principal  
Aspley State High School  
651 Zillmere Road  
ASPLEY QLD 4034

Dear Ms Miller

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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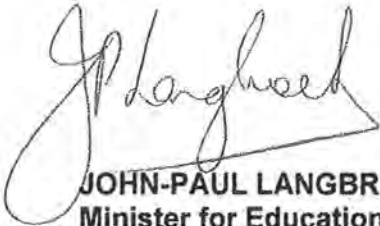
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**Minister for Education, Training and Employment**

Ref: 12/346805

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Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Level 22 Education House  
30 Mary Street Brisbane 4000  
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Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Mrs Jacqueline King  
Principal  
Banksia Beach State School  
PO Box 243  
BRIBIE ISLAND QLD 4507

Dear Mrs King

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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**Minister for Education, Training and Employment**

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Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Level 22 Education House  
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Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Mr Noel Seawright  
Principal  
Belmont State School  
Old Cleveland Road  
CARINDALE QLD 4152

Dear Mr Seawright

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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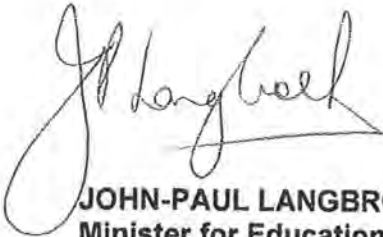
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Yours sincerely



**JOHN-PAUL LANGBROEK MP**  
**Minister for Education, Training and Employment**

Ref: 12/346805

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Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Mrs Robyn Taplin  
Principal  
Brightwater State School  
20 Dianella Drive  
MOUNTAIN CREEK QLD 4557

Dear Mrs Taplin *Robyn,*

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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Yours sincerely



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**Minister for Education, Training and Employment**

Ref: 12/346805

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Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Wade Haynes  
Executive Principal  
Brisbane State High School  
150 Vulture Street  
SOUTH BRISBANE QLD 4101

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Mr Haynes *Wade,*

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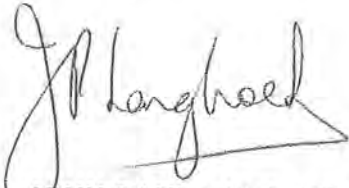
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**Minister for Education, Training and Employment**

Ref: 12/346805

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Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Ms Leanne Nixon  
Executive Principal  
Calamvale Community College  
PO Box 1653  
SUNNYBANK HILLS QLD 4109

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email: [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Ms Nixon

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**Minister for Education, Training and Employment**

Ref: 12/346805

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Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Mr Paul Bancroft  
Principal  
Cleveland District State High School  
PO Box 808  
CLEVELAND QLD 4163

Dear Mr Bancroft

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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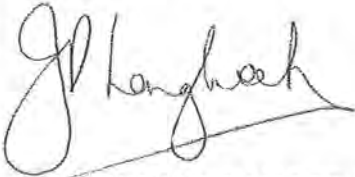
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Yours sincerely



**JOHN-PAUL LANGBROEK MP**  
**Minister for Education, Training and Employment**

Ref: 12/346805

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Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Ms Charmaine Driver  
Principal  
Darling Point Special School  
PO Box 5173  
MANLY QLD 4179

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dear Ms Driver

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Hon John-Paul Langbroek MP  
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19 SEP 2012

Mr John Fitzgerald  
Executive Principal  
Kenmore State High School  
PO Box 116  
KENMORE QLD 4069

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
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Mr John Livingston  
Executive Principal  
Kirwan State High School  
PO Box 33  
THURINGOWA CENTRAL QLD 4817

Dear Mr Livingston

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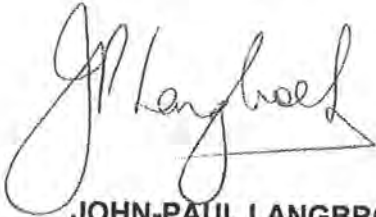
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Ms Tracy Egan  
Principal  
Mango Hill State School  
PO Box 1177  
NORTH LAKES QLD 4509

Dear Ms Egan

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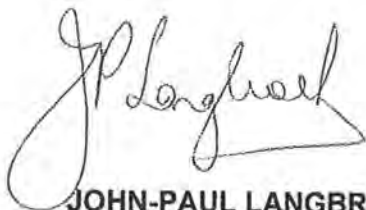
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Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Mr Bruce Fogarty  
Principal  
McDowall State School  
PO Box 493  
EVERTON PARK QLD 4053

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
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Mr Adam Myers  
Principal  
Miles State School  
PO Box 63  
MILES QLD 4415

Dear Mr Myers

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Mrs Cheryl McMahon  
Executive Principal  
Mountain Creek State High School  
PO Box 827  
MOOLOOLABA QLD 4557

Dear Mrs McMahon

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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Mr Paul Pengelly  
Principal  
Murrumba State Secondary College  
PO Box 675  
KALLANGUR QLD 4503

Dear Mr Pengelly

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Mr Wayne Troyahn  
Principal  
Nambour State High School  
PO Box 79  
NAMBOUR QLD 4560

Dear Mr Troyahn

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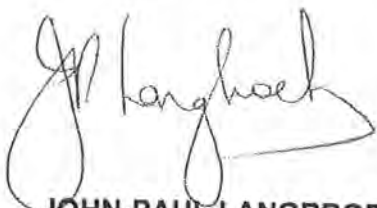
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Mr Ross Mackay  
Principal  
Narangba Valley State High School  
Harris Avenue  
NARANGBA QLD 4504

Dear Mr Mackay

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19 SEP 2012

Mr Christopher Roff  
Principal  
Noosa District State High School  
PO Box 564  
COOROY QLD 4563

Level 22 Education House  
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Mr Stephen Loggie  
Executive Principal  
Palm Beach-Currumbin State High School  
Locked Mail Bag  
PO CURRUMBIN QLD 4223

Dear Mr Loggie *Stephen*

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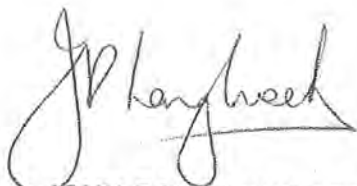
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Yours sincerely



**JOHN-PAUL LANGBROEK MP**  
**Minister for Education, Training and Employment**

Ref: 12/346805

Released under RTI Act by DETE



Hon John-Paul Langbroek MP  
Minister for Education, Training and Employment

19 SEP 2012

Level 22 Education House  
30 Mary Street Brisbane 4000  
PO Box 15033 City East  
Queensland 4002 Australia  
Telephone +61 7 3237 1000  
Facsimile +61 7 3211 8011  
Email [education@ministerial.qld.gov.au](mailto:education@ministerial.qld.gov.au)

Dr Gwendolyn Sands  
Principal  
Peregrine Springs State School  
191 The Avenue  
PEREGIAN SPRINGS QLD 4573

Dear Dr Sands

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

The Independent Public Schools initiative is part of the Government's commitment to improving outcomes for all Queensland state school students.

The initiative recognises that the best decision-making often happens at the local level.

By taking this step, we will strengthen autonomy in decision-making, cut red tape and remove unnecessary layers of management in our schools to improve outcomes for students.

As one of 26 Independent Public Schools, your school will be among the first Queensland state schools to benefit from:

- enhanced local governance;
- opportunities for innovation;
- locally tailored workforce; and
- increased financial flexibility.

It is a condition of the program that each Independent Public School has an established school council comprising staff, parents and representatives of the wider community.

To ensure your school has the best chance of success, you will receive a one-off \$50,000 grant to assist with your transition and the establishment of your school council.

You will also be eligible to receive a further \$50,000 in funding each year to cover administration costs.

Further information about the initiative, including material to help you communicate the changes to your school community, will be provided to you shortly.



In the meantime, should you have any questions, I invite you to contact Ms Lyn McKenzie, Deputy Director-General, Education Queensland, on telephone 3237 0337 or by email at [lyn.mckenzie@dete.qld.gov.au](mailto:lyn.mckenzie@dete.qld.gov.au).

Please convey my congratulations and best wishes to your school community. I look forward to working with you, your teachers, parents and wider school community to deliver the very best education for your students.

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Mr Barry Courtney  
Principal  
Smithfield State High School  
PO Box 500  
SMITHFIELD QLD 4878

Dear Mr Courtney

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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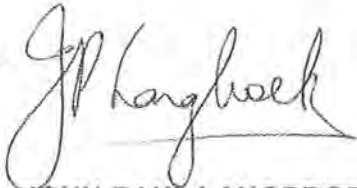
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Mr Steven McLuckie  
Principal  
Southport State High School  
PO Box 1726  
SOUTHPORT QLD 4215

Dear Mr McLuckie *Steve,*

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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*PS. Hi to the team!! jp*

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Mrs Judith Ketchell  
Executive Principal  
Tagai State College  
PO Box 1000  
THURSDAY ISLAND QLD 4875

Dear Mrs Ketchell

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

The Independent Public Schools initiative is part of the Government's commitment to improving outcomes for all Queensland state school students.

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Mr Allan Rafton  
Principal  
Tallebudgera Beach Outdoor Education School  
PO Box 909  
PALM BEACH QLD 4221

Dear Mr Rafton

I am pleased to inform you that your application to become an Independent Public School in 2013 has been successful.

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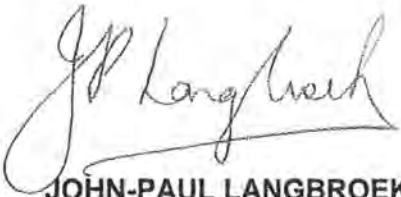
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DEPARTMENT OF EDUCATION, TRAINING  
AND EMPLOYMENT

GENERAL BRIEFING NOTE

TO: THE ACTING DIRECTOR-GENERAL

SUBJECT: SCHOOL COUNCIL MODEL CONSTITUTION AND PROCEDURE

Approved / Not Approved

A/Director-General

Date

12/12/12

Date Action Required By: 12/12/2012

☐ Copy to Minister's Office

RECOMMENDATION

It is recommended that the Director-General approve:

- the School Council Model Constitution (**Attachment 1**);
- the School Council procedure (**Attachment 2**); and
- the decommissioning of the Dissolution of School Councils procedure (**Attachment 3**). ]

Comments:

BACKGROUND

1. On 18 September the Government announced 26 schools which have been accepted into Round 1 of the *Independent Public Schools* initiative and will become *Independent Public Schools* from 2013.
2. It is expected that a total of 120 *Independent Public Schools* will be involved in the initiative — around 30 each year from 2013 to 2016.
3. A key element of the *Independent Public School* initiative is the commitment to give local communities a greater say in decision making.
4. All *Independent Public Schools* are required to establish a school council to enable greater involvement of the school community and other stakeholders, such as industry, in setting the strategic direction for the school.

KEY ISSUES

5. A model school council constitution has been drafted, in conjunction with the Legal and Administrative Law Branch, as provided for under section 96 of the *Education (General Provisions) Act 2006*.

Action Officer and Branch: Danielle McAllister Principal Policy Officer Operations and Reviews  
Telephone: 3405 6361  
TRIM No: 12/359624  
Date brief completed by Action Officer: 21/09/2012

6. The model constitution includes elements such as the composition of the council, eligibility for election or appointment, procedures for election or appointment, terms of office and other pertinent information which will support a school council to be established and run effectively.
7. A procedure has also been developed to step out the constitution.
8. Further supporting materials can continue to be developed and added to the procedure.
9. It is proposed that the Dissolution of School Councils procedure be decommissioned, as this process will be included in the overarching School Council procedure.

#### **CONSULTATION**

10. All Independent Public School principals have had the opportunity to provide feedback on the procedure and associated materials, including the model constitution. Comments received were complementary.
11. The principal associations and P&Cs Queensland have been consulted on the School Council and P&C codes of conduct.
12. The Legal and Administrative Law Branch have provided in-depth feedback on all documents, with all issues resolved.

#### **LEGAL IMPLICATIONS**

13. Sch. 3(7)

## RIGHT TO INFORMATION

14. I am of the view that the contents or attachments contained in this brief are **suitable** for publication.

Director: Hayley Stevenson

Signature: Sighted and signed	Date: 3/10/2012
-------------------------------	-----------------

Comments:

Executive Director: Tom Jumpertz

Signature: Approved by e-mail (12/443040)	Date: 23/11/2012
---	------------------

Comments:

Assistant Director-General: Marg Pethiyagoda

Signature: Sighted and signed	Date: 5/12/2012
Recommended - <input type="checkbox"/>	Not Recommended - <input type="checkbox"/>

Comments:

Deputy Director-General: Lyn McKenzie

Signature: Sighted and signed	Date: 7/12/2012
Recommended - <input type="checkbox"/>	Not Recommended - <input type="checkbox"/>

Comments:



## SCHOOL COUNCIL MODEL CONSTITUTION

FOR

<<INSERT NAME OF SCHOOL>>

PRINCIPAL: [Insert name of Principal]

DATE: [Insert Date of approval]

[THIS DOCUMENT IS A TEMPLATE ONLY]

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## Preamble

The *Education (General Provisions) Act 2006 (Qld)* (the "Act") provides for the establishment and operation of school councils for State schools with the object of improving student learning outcomes.

The Act states that school councils must have a constitution. The Chief Executive has prepared this model constitution, including elements required under the Act, as well as additional matters.

The Chief Executive may establish a school council for a State school by notice in the gazette.

## Functions and powers

### 1 Name of School Council

The name of the school council is the [name of school] Council or [if the name of the school does not end with 'school'] [name of school] School Council. [Delete the non-applicable name]

### 2 Functions of School Council

- 2.1 The school council has the following functions for guiding the broad strategic direction of the school:
  - a) monitoring the school's strategic direction;
  - b) approving plans and policies of the school of a strategic nature and other documents affecting strategic matters, including the annual estimate of revenue and expenditure for the school;
  - c) monitoring the implementation of the plans, policies and other documents mentioned above; and
  - d) advising the school's principal about strategic matters.
- 2.2 The school council must perform its functions in a way that achieves the best learning outcomes for the school's students.
- 2.3 The school council must have regard to the documents listed in Schedule 1 in performing its functions.
- 2.4 The school council may only perform its functions in relation to the school for which it is established.
- 2.5 The school council may not:
  - a) interfere with the management by the school's principal of the day-to-day operations of the school and its curriculum; or
  - b) make operational decisions about the use of teaching or learning resources at the school; or
  - c) make decisions about the individual teaching style used, or to be used, at the school; or
  - d) make a decision that is contrary to law or a written policy of the department; or
  - e) have control of funds; or
  - f) enter into contracts; or
  - g) acquire, hold, dispose of or deal with property; or

h) sue or be sued.

2.6 For the avoidance of doubt, the school council is not part of the department, is not a body corporate and does not have a separate legal identity.

## **Starting up**

### **3 Establishment of School Council**

3.1 The school council is established by the Chief Executive by placing a notice establishing the school council in the gazette.

3.2 For detail regarding initial establishment of a school council, refer to Schedule 2.

## **Membership and Officers**

### **4 Members of the School Council**

- 4.1 The school council must have at least 6 and not more than 15 members comprising:
- a) the principal as an official member;
  - b) the president of the Parents and Citizens' Association (if one exists) as an official member;
  - c) at least 1 elected parent member and the same number of elected staff members;
  - d) not more than 2 appointed members;
  - e) at least 1 and not more than 2 elected student members, if the school provides secondary education for year 10, 11 or 12; and
  - f) a maximum of 1 co-opted student member if the school is a primary school.

### **5 Official Members**

- 5.1 The school council's official members are:
- a) the principal; and
  - b) the president of the Parents and Citizens' Association (if one exists).
- 5.2 The president of the Parents and Citizens' Association may appoint another Parents and Citizens' Association member (the "alternative Parents and Citizens' Association member") to attend meetings of the school council when the president cannot attend the meetings, provided that:
- a) the president is permitted to appoint an alternative Parents and Citizens' Association member under the Parents and Citizens' Association's constitution;
  - b) the alternative Parents and Citizens' Association member is not an elected member or appointed member of the school council; and
  - c) the president gives notice to the chairperson as set out in clause 5.3.
- 5.3 If the president of the Parents and Citizens' Association has appointed an alternative Parents and Citizens' Association member, the president must give the chairperson written notice of:



- a) the alternative Parents and Citizens' Association member's name and address; and
  - b) the date on which the alternative Parents and Citizens' Association member's appointment starts and ends.
- 5.4 The notice must be given to the chairperson at least two days before the day of the first meeting after the alternative Parents and Citizens' Association member's appointment starts.
- 5.5 Despite start and end dates stated in the notice, the president may attend any meeting in the place of and instead of the alternative Parents and Citizens' Association member.
- 5.6 When attending a meeting of the council, the alternative Parents and Citizens' Association member has the same rights and duties as the president.
- 5.7 If the president revokes the appointment of an alternative Parents and Citizens' Association member, the president must give the chairperson written notice of the date of the revocation at least two days before the day of the next meeting following revocation.

## **6 Elected Parent Members**

- 6.1 To be eligible for election as an elected parent member, a person must:
- a) not be an official member;
  - b) not have been convicted of an indictable offence, unless the Minister gives approval under the Act;
  - c) attend a meeting called for the purpose of electing parent members;
  - d) be the parent of a child attending the school; and
  - e) submit a nomination in accordance with the election procedures described at Schedule 3.
- 6.2 A person is eligible to vote for an elected parent member if that person is eligible to be elected as an elected parent member.
- 6.3 Each elected parent member holds office for a term, not longer than two years, determined by the school council prior to conducting the election for that member.

## **7 Elected Staff Members**

- 7.1 To be eligible for election as an elected staff member, a person must:
- a) not be an official member;
  - b) not have been convicted of an indictable offence, unless the Minister gives approval under the Act;
  - c) attend a meeting called for the purpose of electing staff members;
  - d) be a member of staff of the school; and
  - e) submit a nomination in accordance with the election procedures described at Schedule 3.
- 7.2 A person is eligible to vote for an elected staff member if that person is eligible to be elected as an elected staff member.



- 7.3 When 2 or more staff members are included in the composition of the school council, this must include 1 teaching staff member and 1 non-teaching staff member.
- 7.4 Each elected staffmember holds office for a term, not longer than two years, determined by the school council prior to conducting the election for that member.

## **8 Elected Student Members**

- 8.1 To be eligible for election as an elected student member, a person must:
- a) not have been convicted of an indictable offence, unless the Minister gives an approval under the Act;
  - b) be present for an election called for the purpose of electing student members;
  - c) be a student attending year 10, 11 or 12 of the school; and
  - d) submit a nomination in accordance with the election procedures described at Schedule 3.
- 8.2 A person is eligible to vote for an elected studentmember if that person is eligible to be elected as an elected student member.
- 8.3 The term of office for an elected student member:
- a) starts on a day determined by the school council prior to conducting the election for that member; and
  - b) ends at the conclusion of the calendar year in which the student is elected.

## **9 Term of Office for First Elected Members**

- 9.1 Notwithstanding clauses 6.3, 7.4 and 8.3, and subject to clause 4.1, the following number of the council's first elected members may hold office for a term of not longer than 3 years:
- a) if one-half of the number of the first elected members is an even number, then one-half of the number of the first elected members;
  - b) if one-half of the number of the first elected members is an odd number, then the whole number next higher than one-half of the number of the first elected members.

## **10 Appointed Members**

- 10.1 To be eligible for appointment as an appointed member, a person must:
- a) not already be a member of the school council;
  - b) not have been convicted of an indictable offence, unless the Minister gives approval under the Act;
  - c) have knowledge and experience that would assist the school council to perform its functions; and
  - d) reflect the local community context.
- 10.2 The official and elected members present at a meeting of the school council may decide:
- a) who is to be asked to become an appointed member; or
  - b) to seek nominations from persons wishing to become an appointed member, before deciding who is to be asked to become an appointed member.

10.3 A person becomes an appointed member of the school council if:

- a) the school council asks the person to become an appointed member;
- b) the person agrees to become an appointed member; and
- c) the school council makes a decision to appoint the person at a school council meeting.

10.4 Each appointed member holds office for a term, not longer than two years, determined by the school council prior to deciding to appoint a person as an appointed member.

## **11 Coopted Student Member**

11.1 A school council established at a primary school may choose to coopt a year 7 student as a member of the school council.

11.2 The term of office for a coopted student member:

- a) starts on a day determined by the school council prior to the student being coopted; and
- b) ends at the conclusion of the calendar year in which the student is coopted.

## **12 Dispute Resolution**

12.1 The school council must endeavour to work together, with their community and with their school, in an open and collaborative manner.

12.2 If a dispute arises, the chairperson should lead a process acting as a facilitator to resolve the dispute through mediation.

12.3 If the chairperson is involved in the dispute, the principal should lead dispute resolution process.

12.4 If both the principal and the chairperson are involved in the dispute, a written request for mediation should be submitted to the principal's supervisor.

## **13 Vacancies**

13.1 The office of an elected or appointed member becomes vacant if the member:

- a) dies; or
- b) resigns the member's office by signed notice of resignation:
  - i) for the school council 's chairperson – given to the school principal's supervisor; or
  - ii) for another school council member – given to the school council 's chairperson; or
- c) is absent from 3 consecutive meetings of the school council, of which the member has been given notice, without the school council's leave and without reasonable excuse; or
- d) stops being eligible, under the Act or this constitution, for election or appointment to the office.



13.2 If a vacancy occurs in the office of an elected or appointed member during the currency of the member's term of office, another person must be elected or appointed to fill the vacancy for the remainder of the vacating member's term.

13.3 If the office of an elected or appointed member of a school council is vacant and, because of the vacancy, the membership does not comply with clause 4, the school council is taken to be validly constituted until the earlier of the following:

- a) the day the vacancy is filled;
- b) the expiry of 3 months after the day the vacancy arose.

#### **14 Chairperson**

14.1 The school council must elect one of the members as chairperson.

14.2 To be eligible for election as the chairperson, a person must:

- a) be a member of the school council;
- b) not be a coopted student member; and
- c) not be the principal.

14.3 The chairperson holds office for the term decided by the school council, unless the person's term of office as a member of the school council ends sooner than the chairperson's term.

14.4 The school council must elect the chairperson in accordance with the guidelines at Schedule 3.

#### **15 Secretary**

15.1 The council must elect one of the members as secretary of the school council.

15.2 To be eligible for election as the secretary, a person must:

- a) be a member of the school council;
- b) not be a coopted student member; and
- c) not be the principal.

15.3 The school council must elect the secretary in accordance with the guidelines at Schedule 3.

#### **16 Disclosure of interest**

16.1 This section applies to a member of the school council (the interested member) if:

- a) the interested member has a direct or indirect financial interest in an issue being considered, or about to be considered, by the school council; and
- b) the interest could conflict with the proper performance of the interested member's duties when considering the issue.

16.2 As soon as practicable after the relevant facts come to the interested member's knowledge, the interested member must disclose the nature of the interest to a meeting of the school council.



16.3 Unless the school council otherwise directs, the interested member must not:

- a) be present when the school council considers the issue; or
- b) take part in a decision of the school council about the issue.

16.4 No interested member may be present when the school council is considering whether the interested member can be a party to considerations.

16.5 If a member is not present at a school council meeting due to their disclosure of interest, and because of this absence the school council is one person less than required to meet the quorum requirements, quorum is deemed to have been met.

16.6 A disclosure under clause 16.2 must be recorded in the school council's minutes.

## **17 Disclosure of indictable offence**

17.1 If a person is convicted of an indictable offence while a member of a school council, the person must give written notice to the principal of the conviction within 7 days after the conviction.

17.2 If an elected member or appointed member is convicted of an indictable offence, then that member's office becomes vacant in accordance with clause 13.1d).

## **18 Comply with Code of Conduct**

18.1 School council members must comply with the code of conduct approved by the Chief Executive.

## **19 Conduct of business**

19.1 Subject to this constitution and the Act, the school council may conduct its business, including its meetings, in the way it considers appropriate.

19.2 However, the school council may only make decisions about how it will carry out its functions if it does so at a school council meeting at which a quorum is present.

## **20 Time and place of meetings**

20.1 A school council must meet at least twice in each semester.

20.2 School council meetings are at the times and places the school council decides.

20.3 However, a school council's chairperson:

- a) may call a meeting at any time; and
- b) must call a meeting if asked, in writing, to do so by the Minister, the chief executive, principal or at least the number of its members required to form a quorum for the school council.

20.4 The chairperson must, where possible, give written notice of the time and place of a meeting of the school council to each of the members at least 7 days before the day of the meeting.

20.5 A member who is permitted by the school council to take part in such a meeting is taken to be present at the meeting.

20.6 The school council may decide that any meeting or part of a meeting may be closed to observers.

## **21 Quorum**

21.1 A quorum for a school council is the number equal to two-thirds of the number of its members or, if two-thirds is not a whole number, the next highest whole number.

21.2 If the quorum is not present within 30 minutes after the advertised starting time of a school council meeting, the meeting must be adjourned to a time and place decided by the chairperson and notified to the members of the school council in accordance with clause **Error! Reference source not found..**

## **22 Presiding at meetings**

22.1 The school council's chairperson must preside at all council meetings at which the chairperson is present.

22.2 If the chairperson is absent from a school council meeting, another school council member chosen by the school council members present must preside.

22.3 An alternative Parents and Citizens' Association member may not preside at a meeting, unless they are the elected chairperson under clause 22.2.

22.4 A coopted student member may not preside at a school council meeting.

## **23 Conduct of meetings**

23.1 A question at a school council meeting, other than a question about an amendment of the school council's constitution, must be decided by a majority of the votes of the school council members present.

23.2 Each member present at a school council meeting has a vote on each question to be decided and, if the votes are equal, the member presiding has a casting vote.

23.3 A member present at a school council meeting who abstains from voting is taken to have voted for the negative.

23.4 A school council may hold meetings, or allow its members to take part in its meetings, by telephone, web-conference or another form of communication that allows reasonably contemporaneous and continuous communication between the members taking part in the meeting.



23.5 A school council member who takes part in a school council meeting under section 23.4 is taken to be present at the meeting.

23.6 A coopted student member does not have the power to vote on a matter before the school council.

23.7 Unless the school council members present at a meeting decide otherwise, the order of business at a school council meeting is:

- a) Apologies;
- b) Confirmation of minutes of previous meeting;
- c) Business arising from minutes of previous meeting;
- d) Correspondence;
- e) Business arising from the correspondence;
- f) Reports;
- g) Motions on notice;
- h) General business;
- i) Next meeting.

## **24 Minutes and records**

24.1 The school council must record particulars of all proceedings at meetings of the school council including:

- a) the names of the members present at each meeting of the school council; and
- b) the names of any persons who are not members present at each meeting of the school council; and
- c) the names of any members voting against a resolution carried at a school council meeting and any members abstaining from voting who wish to have their dissent or abstention recorded in the minutes of that meeting.

24.2 The minutes of each school council meeting must be submitted for confirmation at the next school council meeting.

24.3 A copy of the minutes of each meeting must be distributed to all members of the school council as soon as possible after the meeting.

24.4 The school council is a public authority for the purposes of the *Public Records Act 2002 (Qld)* and must deal with the school council's records (including all documents created or acquired in the course of the school council carrying out its functions) in accordance with that act and the Department of Education, Training and Employment's policy document "General Retention and Disposal Schedule for Administrative Records".

## **25 Attendance by proxy**

25.1 A member of a school council for a state school may not attend a meeting of the school council by proxy.

25.2 However, the principal may attend up to 2 meetings in each year by proxy.



25.3 An alternative Parents and Citizens' Association member appointed under clause 5.2 is not a proxy for the purposes of this clause 25.

## **Miscellaneous matters**

### **26 Amendments to the Constitution**

26.1 A school council may prepare and adopt an amendment to this constitution.

26.2 An amendment to this constitution has no effect unless it is approved by the Chief Executive or delegate authorised in writing by the Chief Executive.

26.3 Notice of a meeting to consider a proposed amendment must be given at least 30 days before the school council meeting to:

- a) the school council members;
- b) the parents and citizens' association (if one exists);
- c) the school's staff (including, for example, by displaying the proposed amendment in a staff room);
- d) the school's students (including, for example, by publishing the proposed amendment in the school's newsletter).

26.4 The amendment is required to be adopted by at least the quorum for the school council.

26.5 A proposed amendment must have regard to:

- a) providing for a membership that:
  - i) allows adequate representation by parents, staff, students and other members of the school community; and
  - ii) takes into account the demographics of the school community;
- b) providing for the school council to perform its functions in an effective and fair way;
- c) being adequate, clear and appropriate; and
- d) being consistent with the Act and otherwise lawful.

### **27 Application of laws**

27.1 The members of the school council must comply with all applicable laws.

27.2 For the application of the *Criminal Law (Rehabilitation of Offenders) Act 1986 (Qld)*, section 9A, to the office of an elected staff member, elected parent member or appointed member, of a school council, a person is taken to apply for the office if the person:

- a) consents to be appointed as an appointed member (whether or not the school council has decided to appoint the person); or
- b) stands for election as an elected member.

27.3 A school council is a public authority under the *Public Records Act 2002*.

27.4 For the application of the *Public Sector Ethics Act 1994 (Qld)*:

- a) a school council is a public sector entity; and

- b) a member of the school council is a public official of the entity;
- c) the Chief Executive is the chief executive officer of the entity; and
- d) a reference to the entity's annual report is a reference to the Department of Education, Training and Employment's annual report.

## **28 Dissolution of the School Council**

28.1 A school council is dissolved:

- a) if the school for which it was established is closed;
- b) if the Minister gives the school council a notice stating that the school council is dissolved;
- c) if the Chief Executive publishes a notice in the gazette stating that the school council is dissolved; or
- d) in other circumstances prescribed under the Regulation.

28.2 On dissolution, the members of the school council go out of office immediately before the dissolution.

28.3 As soon as practicable after the dissolution of the school council, the school's principal must ensure the school council's records, including all documents held by the school council that it has created or acquired in the course of performing its functions are given to the Chief Executive.

## **29 Subcommittees**

29.1 A school council must not establish a committee or subcommittee.

## SCHEDULE 1

DOCUMENTS TO WHICH THE SCHOOL COUNCIL MUST HAVE REGARD FOR THE PURPOSES OF CARRYING OUT ITS FUNCTIONS UNDER CLAUSE 2.3

- Quadrennial School Plan
- Annual Implementation Plans, including the school budget
- Workplace reform proposals, where relevant
- School Responsible Behaviour Management Plan
- Other documents relevant to the school's strategic direction



## **SCHEDULE 2**

### **ESTABLISHING A SCHOOL COUNCIL**

#### **Initial Constitution**

1. The principal must prepare a draft constitution.
2. In preparing the draft constitution, the principal:
  - must consult with:
    - the parents of children attending the school; and
    - the school's staff and students; and
  - may consult with other appropriate entities.
3. In preparing the draft constitution, the principal must have regard to this model constitution.
4. A draft constitution must:
  - provide for a membership that—
    - allow adequate representation by parents, staff, students and other members of the school community; and
    - take into account the demographics of the school community;
  - provide for the school council to perform its functions in an effective and fair way;
  - be adequate, clear and appropriate; and
  - be consistent with the Act and otherwise lawful.
5. If a Parents and Citizens' Association exists for the school, the president of the Parents and Citizens' Association must, under the Parents and Citizens' Association's constitution call a special meeting of the Parents and Citizens' Association to approve the draft constitution by secret ballot.
6. The principal must call the following meetings for approving the draft constitution by secret ballot:
  - if there is no Parents and Citizens' Association formed for the school—a meeting of the parents of children attending the school (the parent meeting);
  - a meeting of the school's staff (the staff meeting).
7. The draft constitution has no effect unless it is approved by the Chief Executive or delegate authorised in writing by the Chief Executive.

#### **Initial membership**

8. On its establishment, the school council consists only of its official members.
9. However, a school council consisting only of its official members may only perform the functions necessary for the election of the school council's elected members.

10. As soon as practicable after a school council is established, its official members must, under the school council's constitution, organise the election of the school council's elected members.
11. The term of office for elected or appointed members must not exceed two years. However, the following number of the council's first elected members may hold office for a term of not longer than 3 years:
  - a. if one-half of the number of the first elected members is an even number, then one-half of the number of the first elected members;
  - b. if one-half of the number of the first elected members is an odd number, then the whole number next higher than one-half of the number of the first elected members.
12. The written notice of the results of the first election for the school council must show clearly which of the elected offices are to be held for a term other than 2 years and this detail must be recorded.
13. After the election, the school council, as constituted by its official members and elected members, may appoint the council's appointed members.



## **SCHEDULE 3**

### **Staff and Parent Election Procedures**

- For staff and parent elections, the official members must appoint a returning officer for the election.
- The returning officer must give public notice (e.g. school newsletter) of the holding of an election not less than 28 days before the date of the election.
- The notice must name the date of the election and the final date for the receipt of nominations.
- The final date for receipt of nominations must not be less than 14 days after the date of giving of the public notice and not less than 14 days prior to the date of the election.
- Also, the notice must name the meeting venue at which the election is to be conducted, the day or days on which the meeting is to be held, and the start and end times for the meeting, including any time when the meeting is to be adjourned.
- After the final date for receipt of nominations, the returning officer must, without unreasonable delay, prepare voting papers by setting out the names of the candidates in an order determined by lot.
- At the meeting at which the election is to be conducted, the returning officer must give a voting paper to every person entitled to vote at the election.
- The returning officer must record the name of each person to whom a voting paper is given at the meeting at which the election is conducted.
- Each voter must deposit their completed voting paper into a sealed ballot box before leaving the meeting.
- The returning officer must take such steps as considered necessary to ensure that only persons entitled to vote at an election have voted and that the secrecy of the ballot is preserved.
- If there are fewer nominations than required elected members, then the nominees are elected

### **Post Ballot Procedures**

- Each candidate may appoint by written notice to the returning officer, one scrutineer for the examination of the voting papers received by the returning officer, to be present when the returning officer opens the ballot box containing the voting papers on the day of the election.
- A notice of an appointment of a scrutineer by a candidate must be received by the returning officer not less than 5 days prior to the day of the election.
- No election is invalid by reason of the failure of any candidate to appoint a scrutineer or the failure of a person appointed as a scrutineer to carry out the duties of a scrutineer.
- After the meeting at which the election was conducted and on the day of the election, the returning officer must, in the presence of the scrutineers but not the candidates, and with the aid of any assistants who are not candidates, open the ballot box containing the voting papers.
- If, in examining a voting paper, the returning officer forms the opinion that the intention of the voter cannot with certainty be ascertained, the voting paper must be rejected by the returning officer and no votes on that voting paper may be counted.
- If, in examining a voting paper, the returning officer forms the opinion that a vote is indicated on other than a voting paper in the form approved by the returning officer, the vote must not be counted.
- If, in examining the voting papers, the returning officer forms the opinion that:



- i) the number of voting papers in the ballot box is not equal to the number of persons who have been recorded as having voted in the election; or
- ii) any voting paper has been altered or otherwise interfered with after being placed in the ballot box and prior to the ballot box being opened by the returning officer or at the returning officer's instruction,

the returning officer must declare the ballot to be invalid and make arrangements for the holding of another ballot to determine the result in the election.

- After examining the voting papers, the returning officer must ascertain the number of votes received by each candidate.
- The candidate who receives, or the candidates who receive more votes than any other candidates in the election must be declared by the returning officer to have won the election.
- Where two or more candidates have received an equal number of votes, the returning officer must determine by lot which of the candidates is to be declared elected

### **Declaration of Result**

- When the returning officer has determined which of the candidates is to be declared elected, he or she must prepare, sign and date a written statement, which may be countersigned by any scrutineers who are present, containing the numbers in words as well as figures of the votes for each candidate and declaring the result of the election.

*No election is invalid by reason of:*

- any formal error or defect in any declaration made, or in giving public notice under this constitution
- the giving of any such public notice being out of time
- any delay in holding the election at the time appointed
- any inadvertent failure to give to any person entitled to vote at the election any notice or ballot paper
- any other error or defect of a purely formal nature, which is not relevant to the outcome of the election.

### **Student Election Procedure**

- For a student election, the principal is the returning officer, or must appoint another person to be the returning officer for the election.
- A student election may take place at the same time as, or combined with, other elections at the school involving students, including, for example, the election of the school's student leaders.

### **Election of Office Procedure**

- Members must self-nominate in person at the relevant meeting.
- If there is only one nomination for a position, the nominee will be elected to the relevant office.
- If there is more than one nomination for a position, the nominee who receives the majority of the votes will be elected to the relevant office.
- Voting is held by a show of hands.

**SCHEDULE 4**

## Nomination for [Insert name of school] School Council Elected Member for 2013

Name: .....

Address: .....

..... Postcode .....

Phone: ..... Mobile: .....

Email: .....

Elected Position	Eligibility	Nomination (please X)
Staff	All persons on staff at the school, with the exception of the principal	
Parent	All parents of current children at the school, with the exception of the P&C president	
Student	All persons who are students of the school in Years 10, 11 or 12	

I agree to be bound by the constitution of the school council. I agree to work within the boundaries of the *Education (General Provisions) Act 2006*. I agree to be bound by the Code of Conduct for School Councils. I hereby state that I have not been convicted of an indictable offence.

Signature: .....

Date: .....

Please return this nomination form by *[insert closing date and time for nominations]*. This can be done by:

- delivering to the school front desk during school hours
- e-mail to *[insert e-mail address of returning officer]*
- fax to *[insert fax number]*
- mail to Returning Officer, c/- *[school name and address]*

A person is ineligible to be an elected parent member, elected staff member or appointed member of a school council if the person has been convicted of an indictable offence, unless the Minister gives approval, in accordance with the *Education (General Provision) Act 2006* for that person to be elected or appointed to the council.

**If you have any queries regarding the school council election process, please contact the principal.**

Returning Officer Use

Date received: ...../...../.....



**SCHEDULE 5****Possible School Council composition (Min 6; Max 15)****For primary schools**

Member type	Min															Max
Principal	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
P&C president	*	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Parent*(voted by parents) (min.1)	2	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6
Staff*(voted by staff) (min. 1)	2	1	2	2	2	3	3	3	4	4	4	5	5	5	6	6
Appointed members *(max. 2)	1	2	0	1	2	0	1	2	0	1	2	0	1	2	0	1
<b>TOTAL</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>14</b>	<b>15</b>

**For secondary schools (or schools with yr 10, 11 or 12 students)**

Member type	Min																				Max	
Principal	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
P&C president	*	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Parent*(voted by parents) (min. 1)	1 or 2	1	1	2	2	2	2	2	2	3	3	3	3	3	3	4	4	4	5	5	5	5
Staff*(voted by staff) (min.1)	1 or 2	1	1	2	2	2	2	2	2	3	3	3	3	3	3	4	4	4	5	5	5	5
Appointed members (min. 0 - max.2)	1 or 2	1	2	0	1	2	0	1	2	0	1	2	0	1	2	0	1	2	0	1	0	2
Student (voted by yr 10, 11 or 12) (min. 1 – max. 2)	1 or 2	1	1	1	1	1	2	2	2	1	1	1	2	2	2	2	2	2	1	1	2	2
<b>TOTAL</b>	<b>6</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>15</b>	<b>15</b>

\*Where there is no P&C, an extra parent member will need to be elected. The number of elected staff members will need to equal the number of elected parents.

Coopted (non-voting) student members are additional to the minimum composition.

Student members must be in either Years 10, 11 or 12.

School councils with 2 or more staff members must include 1 teaching staff member and 1 non-teaching staff member. Staff can be union members or not union members.

\*There must be the same number of parent and staff representatives.





## Policy and Procedure Register

Department of Education, Training and Employment

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### School Councils

#### Version Number

1.0

#### Implementation Date

21/01/2013

#### Scope

All state schools

#### Purpose

Under the *Education (General Provisions) Act 2006* (the "Act") (s.79), the chief executive may establish a school council for a state school with the purpose of improving student learning. This procedure outlines processes for the establishment, operations and dissolution of school councils.

#### Overview

School councils can be established in state schools and will enable greater involvement of the school community and other stakeholders, such as industry, in setting the strategic direction for the school.

The functions of a school council (s.81 of the Act) are to:

- monitor the school's strategic direction;
- approve plans and policies of the school of a strategic nature, or other documents affecting strategic matters including the annual estimate of revenue and expenditure for the school;
- monitor the implementation of the plans, policies and other documents mentioned above; and
- advise the school's principal about strategic matters.

The council must perform its functions in a way that achieves the best learning outcomes for the school's students (s.81(2) of the Act).

A school council may not:

- interfere with management by the school's principal of day-to-day operations of the school and its curriculum;
- make operational decisions about the use of teaching or learning resources at the school;
- make decisions about the individual teaching style used, or to be used, at the school;
- make a decision that is contrary to law or a written policy of the department;
- have control of funds;
- enter into contracts;
- acquire, hold, dispose of or deal with property;
- sue or be sued; or
- establish a committee or subcommittee.

School councils will comprise of at least six, but not more than 15 members. A school council

must include at least one elected parent member and one elected staff member (the number of elected parent members and elected staff members of a school council must be equal).

A school council may include at least one but not more than two elected student members and two appointed members. Elected student members can only be students from Years 10, 11 or 12 at the school. A school council may appoint a coopted student from Year 7 in primary schools, however these students are unable to vote.

The size of the school will determine the number of parent, staff and student members on the school council.

School council elections should be held at the beginning of the year, either in February or March.

Each elected member, or appointed member, of a school council holds office for two years unless the school council decides otherwise as stated in the council's constitution. However, if newly established, half of the first elected members may hold office for a term of not longer than three years.

A member of a school council does not incur civil liability for an act done, or omission made, honestly and without negligence under section 117 of the Act.

A school council will be dissolved if:

- a school (for which a school council is established) closes (s. 112 of the Act); or
- the Minister dissolves the school council for noncompliance with a written direction (s. 55 of the Regulation); or
- the Chief Executive dissolves the school council because the school council is not satisfactorily performing its functions or the school community generally supports the dissolution of the school council (s. 56 of the Regulation).

## Responsibilities

### Principal

- Prepare an initial draft constitution, in consultation with parents and school staff and/or other appropriate entities, for the establishment of a school council for the Director-General or delegate to approve (s.109 of the Act).
- Ensure that a parents and citizens' association (P&C) meeting and school staff meeting are held for approving the draft constitution. If the school does not have a P&C, a meeting of the parents of children attending the school must be held.
- Assume the position of an official member of the school council.
- Inform the school council of legislation and departmental policies.

### School Council members

- Establish strategic direction and priorities of the school.
- Develop relationships between the school and the community, and between the school and community organisations.
- Approve the school's strategic plan.
- Comply with the code of conduct.

## Process

School councils are to ensure that appropriate processes are followed, as outlined in the:

- School Council Handbook



The following may apply when School Councils are not appropriately performing functions or the school is closing:

- [Minister's Direction and Show Cause](#)
- [Dissolution of School Council](#)

## Online Resources

### Supporting documents

- [Student Council Handbook](#)
- [Getting started flowchart](#)
- [Model Constitution](#)
- [School memo for dissolution of school council](#)
- [Dissolution approval letter to school](#)

## Review Date

21/01/2015



## Definitions

### **Appointed Member (s.77 of the Act)**

A local community, business or industry person appointed without election by the council.

### **Chairperson (s. 77 of the Act)**

A member of the council who presides at meetings, manages the business of and provides leadership to the council.

### **Constitution (s. 94 of the Act)**

The school council constitution that provides for membership, elections, conduct of business, the way that the council performs its functions and other appropriate matters.

### **Co-opted student member (s.77 of the Act)**

Where a school council is established for a primary school, a Year 7 student may be co-opted as a member of the council under the council's constitution.

### **Elected parent member (s. 77 of the Act)**

A parent of a child at the school, elected by other parents to be a member of the school council.

### **Elected staff member (s. 77 of the Act)**

A member of staff at the school, elected by other staff members to be a member of the school council.

### **Elected student member (s.77 of the Act)**

Means a student in Year 10, 11 or 12 who is elected by a poll, held under the council's constitution, in which only those students may vote.

### **Official member (s.77 of the Act)**

The school's principal and the P&C president.

### **Quorum (s.99 of the Act)**

A quorum for a council is the number equal to two-thirds of the number of its members or, if two-thirds is not a whole number, the next highest whole number.



### Returning officer

A person who is responsible for overseeing the election process for school council elected members.

### Scrutineer

Scrutineers are appointed by candidates for election as elected members to observe the voting, and counting of the votes. Scrutineers have the right to be present when the ballot boxes are sealed and opened and when the votes are sorted and counted so that they may check any possible irregularities.

### Secretary

A member of the council who undertakes all administration regarding the council, and creates and maintains records. The secretary assists the chairperson in facilitating the effective operation of the council's business.







### Authority

- Education (General Provisions) Act 2006 (Qld) Chapter 6
- Education (General Provisions) Regulation 2006 (Qld) Part 7

### Related Policy Instruments

- School Planning, Reviewing and Reporting Framework 2012-2015

### Attachments

-  Dissolution approval letter to school from region or DDG EQ
-  Getting Started Flowchart - School Councils
-  Ministers Directions and Show Cause Process - School Councils
-  Process for Dissolution of School Councils
-  Regional Contact List
-  School memo for dissolution of school council

### Contact

For further information, please contact your closest regional office.

DETE employees, please contact:

Principal Policy Officer  
Education Queensland  
Phone: (07) 3405 6361

### Uncontrolled Copy Disclaimer

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## Dissolution of School Councils

### Version Number

2.0

### Implementation Date

9/07/2012

### Scope

All state schools

### Purpose

Outlines process for state schools wishing to dissolve their school councils

### Overview

School councils (that is, with an approved constitution), will be dissolved if:

- a school, for which a school council is established closes, or
- based on functionality considerations, school communities decide to dissolve their school council.

In the second instance, school communities will undertake a period of consultation (28 days) coordinated by the Principal with:

- school council
- school administration
- school staff
- Parents and Citizens Association
- students (if secondary school)
- other key community groups.

The Regional Director approves the dissolution of a school council and notifies Education Queensland Division to place a notice in the Queensland Government Gazette.

### Responsibilities

#### Principal:

- recommends the dissolution of a school council to the Regional Director

#### Regional Director:

- approves the dissolution and notifies Education Queensland of the decision.

### Process

#### Principal:

- facilitates notice of intent to dissolve school council and outlining opportunities for input in

school newsletter

- sends a memo School memo for dissolution of school council to Regional Director for consideration
- after dissolution of school council, forwards any school council records to the Information Officer, Document and Records Management, Document Management Services, Education House.

#### Regional Director:

- approves dissolution
- forwards School memo for dissolution of school council, to Senior Executive Officer, School Operations, Education Queensland Division.

## Online Resources

### Forms

- Dissolution approval letter to school
- School memo for dissolution of school council

### Review Date

8/07/2013



### Definitions

Not Applicable

### Authority

- Education (General Provisions) Act 2006 (Qld) Part 9, sections 113-114
- Education (General Provisions) Regulation 2006 (Qld) Part 7

### Related Policy Instruments

Not Applicable

### Attachments

Dissolution approval letter to school

School memorandum

### Contact

For further information about dissolving school councils, please contact:

Senior Executive Officer  
Education Queensland  
Phone: (07) 3237 0849  
Fax: (07) 3247 4069

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**DEPARTMENT OF EDUCATION, TRAINING  
AND EMPLOYMENT**

**GENERAL BRIEFING NOTE**

Approved / Not Approved

Director-General .....

Date .....

18/9/12

Date Action Required By: 18/09/2012

☐ Copy to Minister's Office

**TO: THE DIRECTOR-GENERAL**

**SUBJECT: INDEPENDENT PUBLIC SCHOOLS – ADVICE TO  
UNSUCCESSFUL APPLICANTS**

**RECOMMENDATION**

It is recommended that the Director-General:

- **approve** and **sign** the attached letters to the unsuccessful Independent Public Schools (IPS) applicants (**Attachment 1**)
- **approve** the associated e-mail message to key stakeholder organisations (**Attachment 2**).

**Comments:**

**BACKGROUND**

1. The Newman Government outlined an election commitment for 120 state schools to become Independent Public Schools over the next four years, with up to 30 schools transitioning each year from 2013.
2. Schools would be selected following an open expression of interest process.
3. The commitment further outlined that participating schools will receive up to \$50,000 as a transitional grant to assist in the change and will be eligible to receive up to a further \$50,000 in funding each year for administrative purposes.

**KEY ISSUES**

4. Thirty (30) schools submitted an expression of interest to take part in the Queensland Independent Public School program.
5. On 14 September 2012 the Minister endorsed the 26 schools recommended to become the first Queensland Independent Public Schools from 2013.
6. Four school applications were not progressed as they presented some risk including:
  - Atherton State High School - ongoing industrial action
  - Kin Kin State School – beginning principal
  - Miami State High School – level of staff support
  - Norfolk Village State School – level of staff support

Action Officer and Branch: Helen Lucas, Executive Director, Education Queensland

Telephone: 3237 0932

TRIM No: 12/349215

Date brief completed by Action Officer: 14/09/2012

7. The successful schools will be notified of the outcome by letter from the Minister for Education, Training and Employment.
8. Parents and Citizens Associations and local members of parliament will also receive a letter from the Minister.
9. It is proposed that principals of the unsuccessful schools and key stakeholder organisations will be notified by the Director-General of Education, Training and Employment (**Attachments 1 and 2**).

#### LEGAL IMPLICATIONS

10. There are no legal implications.

#### FINANCIAL IMPLICATIONS

11. There are no financial implications.

#### MEDIA IMPLICATIONS

12. Media releases have been prepared by CCM.

#### RIGHT TO INFORMATION

13. I am of the view that the contents or attachments contained in this brief are **suitable** for publication.

Executive Director, Education Queensland: Helen Lucas

Signature: <i>Sighted and signed</i>	Date: 14/09/12
--------------------------------------	----------------

Comments:

Assistant Director-General, State Schooling Implementation: Mark Campling:

Signature: <i>Sighted and signed</i>	Date: 14/09/12
Recommended - <input checked="" type="checkbox"/>	Not Recommended - <input type="checkbox"/>

Comments:

Assistant Director-General, State Schooling Operations and Strategy: Marg Pethiyagoda:

Signature: <i>Sighted and signed</i>	Date: 14/09/12
Recommended - <input checked="" type="checkbox"/>	Not Recommended - <input type="checkbox"/>

Comments:

Deputy Director-General, Education Queensland: Lyn McKenzie

Signature: <i>[Signature]</i>	Date: / /
Recommended - <input type="checkbox"/>	Not Recommended - <input type="checkbox"/>

Comments:

---

Action Officer and Branch: Helen Lucas, Executive Director, Education Queensland  
 Telephone: 3237 0932  
 TRIM No: 12/349215  
 Date brief completed by Action Officer: 14/09/2012



18 SEP 2012



Mr James Baker  
The Principal  
Miami State High School  
PO Box 242  
NOBBY BEACH QLD 4218

Department of  
Education, Training and Employment

Dear Mr Baker

Thank you for your interest in becoming an Independent Public School.

The Independent Public Schools initiative is part of the Government's commitment to improving outcomes for all Queensland state school students and recognises that the best decision-making often happens at the local level.

Over the next four years, 120 Independent Public Schools will be introduced across the state, with 26 Independent Public Schools to start in 2013.

A number of schools expressed their interest in the initiative and it was extremely difficult to select our first schools.

Unfortunately your school was not successful this round, however, I would personally like to thank you and your school community for the time and effort in preparing your application.

With more schools set to join the Independent Public Schools initiative each year until 2016, I strongly encourage you to apply for future rounds.

As your school community has indicated support for increase local decision making, I would like to offer you the opportunity to participate in the Empowering Local Schools National Partnership program in 2013. Further information is available at <https://oneportal.deta.qld.gov.au/EducationDelivery/Stateschooling/EmpoweringLocalSchools/Pages/default.aspx>.

Should you wish to discuss your school's future involvement in the Empowering Local Schools National Partnership program please contact Ms Hayley Stevenson, Acting Executive Director, Operations and Reviews by email at [Hayley.Stevenson@deta.qld.gov.au](mailto:Hayley.Stevenson@deta.qld.gov.au) on telephone 3237 0588.

Once again, thank you for your commitment to delivering the very best education for Queensland students and your support of this important initiative.

Yours sincerely

A handwritten signature in black ink, appearing to read "Julie Grantham".

Julie Grantham  
Director-General

Ref: 12/346815

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30 Mary Street Brisbane 4000  
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Website [www.deta.qld.gov.au](http://www.deta.qld.gov.au)  
ABN 76 337 613 647



18 SEP 2012



Mr Chris Capra  
The Principal  
Norfolk Village State School  
83 Halfway Drive  
ORMEAU QLD 4208

Department of  
Education, Training and Employment

Dear Mr Capra *Chris*

Thank you for your interest in becoming an Independent Public School.

The Independent Public Schools initiative is part of the Government's commitment to improving outcomes for all Queensland state school students and recognises that the best decision-making often happens at the local level.

Over the next four years, 120 Independent Public Schools will be introduced across the state, with 26 Independent Public Schools to start in 2013.

A number of schools expressed their interest in the initiative and it was extremely difficult to select our first schools.

Unfortunately your school was not successful this round, however, I would personally like to thank you and your school community for the time and effort in preparing your application.

With more schools set to join the Independent Public Schools initiative each year until 2016, I strongly encourage you to apply for future rounds.

I would like to take this opportunity to confirm that Norfolk Village State School will be included in the Empowering Local Schools National Partnership program in 2013. I am confident your involvement in this program will provide the school community with further opportunities to embrace existing autonomies and local decision making.

Should you wish to discuss your school's future involvement in the Empowering Local Schools National Partnership program please contact Ms Hayley Stevenson, Acting Executive Director, Operations and Reviews by email at [Hayley.Stevenson@dete.qld.gov.au](mailto:Hayley.Stevenson@dete.qld.gov.au) on telephone 3237 0588.

Once again, thank you for your commitment to delivering the very best education for Queensland students and your support of this important initiative.

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Director-General

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ABN 76 337 613 647

18 SEP 2012



Mr Trent Shaw  
The Principal  
Kin Kin State School  
Main Street  
KIN KIN QLD 4571

Department of  
Education, Training and Employment

Dear Mr Shaw *Trent*

Thank you for your interest in becoming an Independent Public School.

The Independent Public Schools initiative is part of the Government's commitment to improving outcomes for all Queensland state school students and recognises that the best decision-making often happens at the local level.

Over the next four years, 120 Independent Public Schools will be introduced across the state, with 26 Independent Public Schools to start in 2013.

A number of schools expressed their interest in the initiative and it was extremely difficult to select our first schools.

Unfortunately your school was not successful this round, however, I would personally like to thank you and your school community for the time and effort in preparing your application.

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As your school community has indicated support for increase local decision making, I would like to offer you the opportunity to participate in the Empowering Local Schools National Partnership program in 2013. Further information is available at <https://oneportal.deta.qld.gov.au/EducationDelivery/Stateschooling/EmpoweringLocalSchools/Pages/default.aspx>.

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Once again, thank you for your commitment to delivering the very best education for Queensland students and your support of this important initiative.

Yours sincerely

Julie Grantham  
Director-General

Ref: 12/346815

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ABN 76 337 613 647



18 SEP 2012



Mr Anthony Whybird  
The Principal  
Atherton State High School  
PO Box 574  
ATHERTON QLD 4883

Department of  
Education, Training and Employment

Dear Mr Whybird *Lony*

Thank you for your interest in becoming an Independent Public School.

The Independent Public Schools initiative is part of the Government's commitment to improving outcomes for all Queensland state school students and recognises that the best decision-making often happens at the local level.

Over the next four years, 120 Independent Public Schools will be introduced across the state, with 26 Independent Public Schools to start in 2013.

A number of schools expressed their interest in the initiative and it was extremely difficult to select our first schools.

Unfortunately your school was not successful this round, however, I would personally like to thank you and your school community for the time and effort in preparing your application.

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Once again, thank you for your commitment to delivering the very best education for Queensland students and your support of this important initiative.

Yours sincerely

A handwritten signature in black ink, appearing to read "J Grantham".

Julie Grantham  
Director-General

Ref: 12/346815

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ABN 76 337 613 647



**Email from: DG**

**Email BC to:** Hilary Backus QASSP [hilary@qassp.org.au](mailto:hilary@qassp.org.au)

Norm Fuller Queensland Secondary Principals Association [president@qspa.org.au](mailto:president@qspa.org.au)

Ches Hargreaves Queensland Association of Special Education Leaders

Inc. [charh6@eq.edu.au](mailto:charh6@eq.edu.au)

Shaun Kanowski Queensland State P-10/12 School Administrators'

Associations [skan02@eq.edu.au](mailto:skan02@eq.edu.au)

Neil McDonald Queensland School of Distance Education Principals [nmcd046@eq.edu.au](mailto:nmcd046@eq.edu.au)

Allan Rafton Outdoor & Environmental Education Principals' Alliance [earaft2@eq.edu.au](mailto:earaft2@eq.edu.au)

Margaret Leary Queensland Council of Parents and Citizens' Association

Inc [MargaretLeary@qcpca.org.au](mailto:MargaretLeary@qcpca.org.au)

Kevin Bates Queensland Teachers' Union [kbates@qtu.asn.au](mailto:kbates@qtu.asn.au)

Alex Scott Together [alexp.scott@together.org.au](mailto:alexp.scott@together.org.au)

Gary Bullock United Voice [gary.bullock@unitedvoice.org.au](mailto:gary.bullock@unitedvoice.org.au)

### **Dear State Schooling Sector Stakeholders**

On 14 September 2012 the Honourable John Paul Langbroek MP, Minister for Education, Training and Employment, announced the first Queensland state schools selected to become Independent Public Schools in 2013.

The Independent Public Schools initiative is part of the Government's commitment to improving outcomes for all Queensland state school students.

Over the next four years, 120 Independent Public Schools will be introduced across the state, with 26 Independent Public Schools to start next year.

A list of the successful schools is enclosed for your information.

This initiative recognises that the best decision-making often happens at the local level.

By taking this step, schools will receive greater autonomy in decision-making, red tape will be cut and unnecessary layers of management in our schools will be removed with the aim of improving outcomes for Queensland students.

I welcome the support of your organisation of this important initiative.

Together, we can focus on providing a strong education for all Queenslanders.

Yours sincerely

Julie Grantham  
**Director General**

Ref: 12/346818  
Enc

## 2013 Independent Public Schools

School Name	Region	Banding
Aldridge SHS	North Coast	10
Ashgrove SS	Metropolitan	9
Aspley SHS	Metropolitan	10
Banksia Beach SS	North Coast	10
Belmont SS	Metropolitan	10
Brightwater SS	North Coast	8
Brisbane SHS	Metropolitan	11
Calamvale Community College	Metropolitan	11
Cleveland District SHS	South East	11
Darling Point Special School	Metropolitan	9
Kenmore SHS	Metropolitan	11
Kirwan SHS	North Queensland	11
Mango Hill SS	North Coast	8
McDowall SS	Metropolitan	10
Miles SS	Darling Downs South West	7
Mountain Creek SHS	North Coast	11
Murrumba State Secondary College	North Coast	9
Nambour SHS	North Coast	11
Narangba Valley SHS	North Coast	11
Noosa District SHS	North Coast	11
Palm Beach Currumbin SHS	South East	11
Peregian Springs SS	North Coast	8
Smithfield SHS	Far North QLD	10
Southport SHS	South East	10
Tagai State College	Far North QLD	11
Tallebudgera Outdoor Education School	South East	9

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 the  
 Official  
 Information  
 Act



# Director-General Meeting

## BRIEF

FOR: DG MEETING WITH ASSOCIATION PRESIDENTS –  
23.05.2012

### AGENDA ITEM: INDEPENDENT PUBLIC SCHOOLS

#### RESPONSE:

- Consultation has occurred with the Principals' Associations on the development of the Queensland Independent Public Schools program (24 April and 16, 17 May 2012).
- Principal Associations have advocated for a continuum approach, so as to not create an environment of the 'haves' and 'have nots', and would like to see a model that would work should it be rolled out to all state schools in Queensland.
- A number of questions were posed by the Queensland Secondary Principals Association at the first meeting. It appears that most of the questions or issues have been addressed to QSPA's satisfaction.
- The main issue that remains a concern for both the QSPA and QASSP, is the proposed ability for Independent Public (IP) schools to be able to recruit staff directly. The Principals' Associations have concerns this will negatively impact on the difficult to staff schools and may undermine the effectiveness of the transfer process.
- A clear message that the IPS is limited to 120 schools and a commitment to the transfer process should allay these concerns.
- QSPA also raised a number of questions regarding the proposed performance agreements that IP principals would have with the Director-General, these include:
  - implications should the Principal not meet the key performance indicators in the performance agreement
  - practical considerations such as who would complete references for these principals, and



- practicality of the Director-General managing 120 performance agreements.
- EQ will work with QSPA and other stakeholders to identify processes to support the effective implementation of the IP schools.

Released under RTI Act by DETE

**ADG Signature:**

**Date:**

Author: Hayley Stevenson

Branch: Operations and Governance

Phone: 3237 0588

## BACKGROUND:

- The LNP Government committed to providing 120 Queensland state schools over four years with the opportunity to become an Independent Public School.
- The department is currently consulting with key stakeholders to develop a model that was initially based on the Western Australian model.
- It is anticipated the first 30 IP schools will commence in 2013.

## RIGHT TO INFORMATION:

- I am of the view that the contents or attachments contained in this brief **are suitable** for publication.

Released under RTI Act by DETE

**ADG Signature:**

**Date:**

Author: Hayley Stevenson

Branch: Operations and Governance

Phone: 3237 0588

# Director-General Meeting

## BRIEF

FOR: MEETING BETWEEN DETE AND QTU - 10 JULY 2012

### AGENDA ITEM 1: INDEPENDENT PUBLIC SCHOOLS (SELECTION PROCESS)

#### RESPONSE:

- All Queensland state schools have been invited to apply to become one of 30 *Independent Public Schools* in 2013.
- Schools will have approximately nine weeks to consult with their communities, including:
  - staff, including the Local Consultative Committee
  - parents, including the Parents and Citizens' Association
  - the wider community, including local businesses and industry.
- A short written application of no more than three A4 pages is required to be submitted.
- Applications close 7 September 2012, which allows ample opportunity to consult in a number of ways, engaging the whole school community.
- A departmental selection panel will consider all applications.
- Schools that are in the best position to use the increased autonomy to improve student outcomes will be selected. Additionally, the schools selected will represent the diversity of state schools across Queensland.
- Schools that have already been identified to participate in the *Empowering Local Schools National Partnership* program can still apply to become an *Independent Public School* and would transition into the initiative, if successful.



## BACKGROUND:

- The Minister announced the Independent Public Schools initiative on 21 June 2012.
- The three page application needs to demonstrate that broad consultation has occurred. It also needs to demonstrate the school's capacity to assume greater responsibility for their affairs; outline the potential benefits for students and the broader school community; and outline the innovative educational programs or practices the school will implement.
- It is anticipated selected schools will be announced early in Term 4, 2012.
- The QTU issued a newsflash on Tuesday 6 June signalling their intention to *oppose the creation of independent public schools until there are satisfactory guarantees concerning their operation.*
- This is aligned with Agenda Item 3 – EB7 negotiations.

## RIGHT TO INFORMATION:

- I am of the view that the contents or attachments contained in this brief **are suitable** for publication.

**ADG Signature:**

**Date:**

Author: Danielle McAllister

Branch: Operations and Policy

Phone: 34056361

# Deputy Director-General EQ Meeting

## BRIEF

FOR: DDG EQ MEETING WITH SCHOOL BUSINESS MANAGERS' ASSOCIATION – FRIDAY 10 AUGUST 2012

### AGENDA ITEM: 2 – INDEPENDENT PUBLIC SCHOOLS

#### RESPONSE:

- The introduction of *Independent Public Schools* (IPS) is a key election commitment of the Queensland Government.
- The *Independent Public Schools* initiative gives schools greater autonomy, reduces red tape and removes layers of management with the aim to improve outcomes for students.
- The key features of *Independent Public Schools* are:
  - enhanced local governance;
  - advancing innovation;
  - locally tailored workforce;
  - financial flexibility;
  - building for the future; and
  - support, accountability and transparency.
- A total of 120 *Independent Public Schools* will be rolled out over the next four years.
- Up to 30 schools will be selected to commence in 2013.
- All schools are invited to apply through an open Expressions of Interest process.

- Applications close on 7 September 2012.
- Schools selected will receive funding of \$50,000 to support initial start-up with further funding of \$50,000 each year for administrative costs.
- Principals at *Independent Public Schools* will be able to plan their workforce, including administrative staff, teaching staff and support staff, to best meet their school's needs.

Released under RTI Act by DETE

**ADG Signature:**

**Date:**

Author: Belinda Groenendyk

Branch: GRFSS

Phone: 32278880



## BACKGROUND:

- Independent public school models are already operating successfully in Western Australia and internationally.
- The Western Australian model has been in operation since 2009.
- The Department of Education, Training and Employment has undertaken a high level analysis of increased powers for Independent Public Schools.
- The Queensland model has been extensively consulted with key stakeholders.

## RIGHT TO INFORMATION:

- I am of the view that the contents or attachments contained in this brief **are suitable** for publication.

**ADG Signature:**

**Date:**

Author: Belinda Groenendyk

Branch: GRFSS

Phone: 32278880

# Deputy Director-General Meeting

## BRIEF

FOR: QUEENSLAND SECONDARY PRINCIPALS' ASSOCIATION  
– 21.08.12

AGENDA ITEM 2: UPDATE ON INDEPENDENT PUBLIC SCHOOL (Are there any changes to the process?)

### RESPONSE:

- There has been no change to the process for selection to become an *Independent Public School* which is specified in the prospectus.
- Schools have been supported to consult with their school community through access to various materials e.g. consultation powerpoint, frequently asked questions, fact sheets.
- Additionally, a number of information sessions have been held via web conferences to extend understanding of the *Independent Public Schools* initiative and allow principals to receive direct answers to any questions.
- To apply, schools need to prepare a written application which:
  - demonstrates broad consultation has occurred with:
    - staff, including the Local Consultative Committee
    - parents, including the Parents & Citizens' (P&C) Association
    - the wider community, including local business and industry
  - demonstrates the school's capacity to assume greater responsibility for their affairs
  - outlines the potential benefits for students and the broader school community
  - outlines the innovative educational programs or practices the school will implement.
- A Departmental selection panel will consider all applications. Schools that are in the best position to use increased autonomy to improve student outcomes will be selected.

Additionally, the schools selected will represent the diversity of state schools across Queensland.

- If Empowering Local Schools are selected they will shift to the *Independent Public Schools* initiative, and a replacement school for the *Empowering Local Schools National Partnership* program will be identified.

Released under RTI Act by DETE

**ADG Signature:**

**Date:**

Author: Danielle McAllister

Branch: Operations and Reviews

Phone:

3405 6361



## BACKGROUND:

- The purpose of the initiative is to lift education standards for students by allowing schools more control over their decision making, cutting red tape and removing layers of management.
- *Independent Public Schools* will receive \$50 000 as a transitional grant to assist in the change. In addition, schools will receive a further \$50 000 in funding each year for administrative purposes.

## RIGHT TO INFORMATION:

- I am of the view that the contents or attachments contained in this brief **are suitable** for publication.

**ADG Signature:**

**Date:**

Author: Danielle McAllister

Branch: Operations and Reviews

Phone: 3405 6361

## BRIEFING NOTE

**Date:** 13 September 2012

**Record No:** 12/348336

**SUBJECT:** ISOLATED CHILDREN'S PARENTS' ASSOCIATION STATE CONFERENCE 2012

**MOTION:**  
(including  
explanation)

S15 CLARKE CREEK BRANCH

**"That ICPA (Qld) Inc liaise as a matter of priority with DETE and the Queensland Teachers Union to seek further information and clarification about the potential impact the Independent Public Schools initiative will have upon small schools and communities prior to schools lodging applications to participate in the Independent Public school initiative."**

Explanation: Schools are currently being invited to apply for Independent Public School status, with 30 schools expected to be accepted in 2013. Additional schools will be added in subsequent years.

Whilst the somewhat sparse information on the Education Qld website promotes the initiative as positive, specific details are lacking, particularly with regards to its implementation in small, geographically isolated schools.

\$50 000 is promised as an incentive to those schools embracing the initiative. With this however, comes additional autonomy and responsibility such as the payment of wages. In small schools, Principals are often very inexperienced. If the budget is tight, will a school principal transfer an experienced teacher who is entitled to a superior wage in exchange for a first year teacher whose minimal wage is locked in for the first 3 years, in order to satisfy budgetary constraints?

There is also grave concern that principals in small schools whose workload is already excessive, that their priority will become balancing the books as the alternative to teaching our children.

The independent public school initiative also asks that a school board be established and take responsibility for school based decisions, including hiring and firing of staff. In small communities the pool of potential board members will be limited, and decisions will potentially result in community division.

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Act 2009

## Background

- The Independent Public Schools initiative delivers on the LNP Government's election commitment to give Queensland principals, teachers, parents and local communities greater control and ownership of their schools as well as greater input into decisions that affect them.
- The initiative allows for a total of 120 school to nominate to become Independent Public Schools over a four year period. In 2012 up to 30 schools will be able to participate in Round 1.
- The Clarke Creek Branch has expressed concerns about the suitability of the IPS initiative for small, geographically isolated schools.

## DET's Response:

(What is currently occurring or planned to occur in & around this issue)

- Schools in Queensland already have significant autonomy including the capacity to:
  - drive the implementation of the Australian and Queensland Curriculum
  - adopt a range of curricula
  - plan the school's learning program including setting flexible school hours
  - offer differentiated learning programs
  - determine the timing of their student free days
  - determine their staffing with endorsement from local workplace committees
  - recruit non-teaching staff
  - select their own deputy principals and heads of department when vacancies occur
  - select casual and temporary teachers through departmental processes
  - manage minor maintenance and minor capital works projects up to \$100 000
  - manage school utilities and retain savings
  - expend the school bank account to a maximum of \$250 000
  - sign or vary contracts with procurement approval and dispose of plant and equipment up to the expenditure delegation.
- The IPS initiative provides additional autonomies for schools to enable increased innovation, stronger partnerships with industry and further tailoring of school programs to meet students' needs.
- IPS is not mandatory for schools. Schools choose whether or not to nominate following consultation within staff (including the Local Consultative Committee), parents (including the P&C) and the wider community including local businesses and industry.
- Schools wishing to become Independent Public Schools must demonstrate the capacity to assume greater responsibility for their affairs, the potential benefits for students and the broader school community and outline the innovative educational programs or practices the school will implement.
- With regards to the concern that Principals of Independent Public Schools may opt to employ teachers on lower salary levels and that they will be



burdened with the additional responsibility of the payment of wages, Independent Public Schools will not manage the actual human resources salary budget but will manage the position. All staff wages will continue to be paid centrally.

- School councils approve documents of a strategic nature but will not be involved in the day to day operations of the school. Schools will be able to access training for their school council members to ensure all members are aware of their responsibilities.
- There is a diverse range of communities throughout Queensland and increased independence will not suit everyone. Not all small, geographically isolated schools will be in a position to utilise the additional autonomies offered through IPS in 2013. Expressions of Interest to become an Independent Public School in 2013 closed on Friday 7 September 2012.
- Some schools may wish to consider the option of applying in future years.

Do you believe this is a hot/contentious topic?

<input checked="" type="checkbox"/>	Yes
<input type="checkbox"/>	No

I am of the view that the contents or attachments contained in this brief **are suitable** for publication.

12/370894

**Estimates Question on Notice**

**No. G3**

**Asked on 2 October 2012**

The **Education and Innovation Committee** asked the Minister for Education, Training and Employment (Mr Langbroek) –

**QUESTION:**

Can the Minister please report on the first round of Queensland schools to be granted Independent Public Schools status as outlined on page 4 of the Service Delivery Statement?

**ANSWER:**

I thank the Committee for the question.

The *Independent Public School* initiative delivers on the Government's commitment to improve opportunity for autonomy in schools, cut red tape and allow schools to make more decisions about issues that directly affect them.

The Government is investing \$21m over four years for 120 state schools to participate in the Independent Public Schools initiative, with the first round of schools commencing in 2013.

Every *Independent Public School* will receive an initial transition grant of \$50,000 and a further \$50,000 each year for administration purposes.

Expressions of Interest were invited from Queensland state schools to participate in Round 1 of the initiative. I am pleased to advise that the following 26 schools have been selected:

Aldridge State High School	McDowall State School
Ashgrove State School	Miles State School
Aspley State High School	Mountain Creek State High School
Banksia Beach State School	Murrumba State Secondary College
Belmont State School	Nambour State High School
Brightwater State School	Narangba Valley State High School
Brisbane State High School	Noosa District State High School
Calamvale Community College	Palm Beach Currumbin SHS
Cleveland District State High School	Peregian Springs State School
Darling Point Special School	Smithfield State High School
Kenmore State High School	Southport State High School
Kirwan State High School	Tagai State College
Mango Hill State School	Tallebudgera Outdoor Education School

The schools selected represent a wide range of schools throughout Queensland including large, small, metropolitan, regional, low socioeconomic status, primary, secondary, Prep-Year 10, and special schools. The schools selected are in a position to use their independence to drive improved student outcomes. *Independent Public Schools* will continue to be a part of Queensland's strong state schooling system, building upon the excellence already established and continuing to have access to support provided by the system.

In their expression of interest, schools were required to detail the consultation that had occurred with staff (including the Local Consultative Committee), parents (including the Parents and Citizens Association), the broader school community, and local business and industry.

The expressions of interest also showed that the schools which applied are interested in a range of innovations that will be enabled through greater local decision making. These include innovations in curriculum and teaching practice, partnerships with local community and local businesses, shared facilities, and the capacity to develop local staffing plans that allow them to meet the needs of their students.

An induction forum for the initial 26 Independent Public School Principals is planned for 1 November 2012.

Released under RTI Act by DETE



**Question on Notice****No. 643****Asked on 14 September 2012**

**Mr Stevens** asked the Minister for Education, Training and Employment (Mr Langbroek) –

**QUESTION:**

Will the Minister advise if the Teachers Union campaign against self-determination in public schools by school principals has affected the take up of this innovative scheme?

**ANSWER:**

I thank the Member for his question and interest in the Newman Government's initiative to increase autonomy in decision making for schools, cut red tape and remove layers of management to improve outcomes for students.

In a Queensland Teachers' Union Newsflash to all members on 5 September 2012, the Union strongly advised that schools should not nominate or submit an expression of interest to become an Independent Public School (IPS).

However, following an expressions of interest process, I recently announced that 26 schools were selected to become Queensland's first IPS in 2013. These schools are:

Aldridge SHS  
Ashgrove SS  
Aspley SHS  
Banksia Beach SS  
Belmont SS  
Brightwater SS  
Brisbane SHS  
Calamvale Community College  
Cleveland District SHS  
Darling Point Special School  
Kenmore SHS  
Kirwan SHS  
Mango Hill SS  
McDowall SS  
Miles SS  
Mountain Creek SHS  
Murrumba State Secondary College  
Nambour SHS  
Narangba Valley SHS  
Noosa District SHS  
Palm Beach Currumbin SHS  
Peregian Springs SS  
Smithfield SHS  
Southport SHS  
Tagai State College  
Tallebudgera Outdoor Education School

A number of schools have indicated they would consider applying in future years after further consultation with their school community.

Over the next four years, up to 120 Independent Public Schools will be rolled out across the State.

**Question on Notice****No. 580****Asked on 11 September 2012**

**Mr Knuth** asked the Minister for Education, Training and Employment (Mr Langbroek) –

**QUESTION:**

With reference to the Atherton State High School which has submitted an expression of interest for the Independent Public Schools program and as staff, students and parents, as well as the broader community of Atherton have expressed reservations with the timing of the program conflicting with the rollout of the National Curriculum and the frustration with the lack of information being provided and grave concerns with the short timeframe given to schools to conduct community consultation—

Will the Minister advise what mechanisms are in place to ensure the transition of any school in Queensland to an Independent Public School has the support of the broader school community?

**ANSWER:**

I thank the Member for his question.

The *Independent Public Schools* initiative delivers on the Government's election commitment to give Queensland principals, teachers, parents and local communities greater control and ownership of their schools as well as greater input into decisions that affect them. The *Independent Public Schools* initiative will cut red tape, remove layers of management and give local communities a greater say in decision making.

All Queensland state schools were invited to apply to become an Independent Public School through an Expression of Interest process. This process included submitting a short written application which demonstrated broad consultation has occurred with staff, including the Local Consultative Committee; parents, including the Parents & Citizens' Association and the wider community, including local businesses and industry.

The 26 schools that were successfully selected as *Independent Public Schools* in the first round for 2013 demonstrated strong support from stakeholders, and the capacity to take up the opportunities offered.

Released under  
RTI Act by DEED



**Question on Notice****No. 325****Asked on 21 June 2012**

**Mr Davies** asked the Minister for Education, Training and Employment (Mr Langbroek) –

**QUESTION:**

Will the Minister provide an update on the rollout of independent state schools and what can schools in my electorate of Capalaba do to formally lodge expressions of interest to opt into this program?

**ANSWER:**

I thank the Member for his question.

On 21 June 2012, I announced that expressions of interest to become one of 30 Queensland *Independent Public Schools* in 2013 are now open.

This Newman Government initiative delivers on our election commitment to lift education standards by giving schools more control over their decision making.

Queensland state schools in the electorate of Capalaba, like all Queensland state schools, have the opportunity to apply to become an *Independent Public School* by registering their interest through an expression of interest form and submitting a short written application of no more than three A4 pages.

A school's application needs to demonstrate broad consultation has occurred with staff (including the Local Consultative Committee), parents (including the Parents and Citizens' Association) and the wider community (including local businesses and industry). Applications also needs to demonstrate the school's capacity to assume greater responsibility for their affairs, outline the potential benefits for students and the broader school community, and outline the innovative educational programs or practices the school will implement.

To become an *Independent Public School*, a school council must already exist, or there must be an explicit commitment to establish one.

Applications to become an *Independent Public School* in 2013 close on 7 September 2012.

Up to 30 *Independent Public Schools* will be selected to commence in 2013, with a total of 120 *Independent Public Schools* rolled out across the State over the next four years.

This Government is committed to working with principals, teachers, parents and the wider school community to deliver the very best education for Queensland school students and I welcome the interest in this initiative from across our State.



### Question on Notice

No. 280

No. 280

Asked on 19 June 2012

**Mr Cox** asked the Minister for Education, Training and Employment (Mr Langbroek) –

QUESTION:

Will the Minister advise what stage the department is at in relation to opening expressions of interest for Independent Public Schools?

ANSWER:

I thank the Member for his question.

On 21 June 2012, I announced that expressions of interest to become one of 30 Queensland *Independent Public Schools* in 2013 are now open. Up to 30 *Independent Public Schools* will be selected to commence in 2013, with a total of 120 *Independent Public Schools* rolled out across the State over the next four years.

All Queensland state schools can apply to become an *Independent Public School* by registering their interest through an expression of interest form and submitting a short written application of no more than three A4 pages. The expression of interest form and all relevant material is available of the Department of Education, Training and Employment's website.

This Government is committed to working with principals, teachers, parents and the wider school community to deliver the very best education for Queensland school students and I welcome the interest in this initiative from across our State.

Applications to become an *Independent Public School* in 2013 close on 7 September 2012.

Independent Public Schools:

Member for his question.

In 2012, I announced that expressions of interest to become one of 30 *Independent Public Schools* in 2013 are now open. Up to 30 *Independent Public Schools* are expected to commence in 2013, with a total of 120 *Independent Public Schools* in the State over the next four years.

Queensland state schools can apply to become an *Independent Public School* by expressing their interest through an expression of interest form and submitting a statement of no more than three A4 pages. The expression of interest form and information is available of the Department of Education, Training and Employment's website.

The Government is committed to working with principals, teachers, parents and the community to deliver the very best education for Queensland school students. The interest in this initiative from across our State.

Applications to become an *Independent Public School* in 2013 close on 7 September 2012.

**Question on Notice**

**No. 266**

**Asked on 19 June 2012**

**Mr Dillaway** asked the Minister for Education, Training and Employment (Mr Langbroek) –

**QUESTION:**

Will the Minister advise on the timeline for implementation, the process for applying and the selection criteria used for schools who wish to become Independent Public Schools?

**ANSWER:**

I thank the Member for his question.

On 21 June 2012, I announced that expressions of interest to become one of 30 Queensland *Independent Public Schools* in 2013 are now open. Up to 30 *Independent Public Schools* will be selected to commence in 2013, with a total of 120 *Independent Public Schools* rolled out across the State over the next four years.

All Queensland state schools can apply to become an *Independent Public School* by registering their interest through an expression of interest form and submitting a short written application of no more than three A4 pages. The expression of interest form and all relevant material is available on the Department of Education, Training and Employment's website.

A school's application needs to demonstrate that broad consultation has occurred with staff (including the Local Consultative Committee), parents (including the Parents and Citizens' Association) and the wider community (including local businesses and industry). It also needs to demonstrate the school's capacity to assume greater responsibility for their affairs; outline the potential benefits for students and the broader school community; and outline the innovative educational programs or practices the school will implement.

To become an *Independent Public School*, a school council must already exist, or there must be an explicit commitment to establish one.

This Government is committed to working with principals, teachers, parents and the wider school community to deliver the very best education for Queensland school students and I welcome the interest in this initiative from across our State.

Applications to become an *Independent Public School* in 2013 close on 7 September 2012.

Released under the RTI Act



## INDEPENDENT PUBLIC SCHOOLS REPORT CARD

### Evaluation

- The Department will undertake a formal evaluation of Independent Public Schools. This is expected to be completed by December 2016. The first interim report is due in August 2013. A copy of the report will be provided to the Minister.
- A number of informal and formal mechanisms will monitor and review the progress of the Independent Public Schools.
- Principals have been provided a direct contact within Central Office to provide feedback and this information will be used to identify any issues or areas requiring attention.

### Progress to date

- Several resources have been produced and distributed to Independent Public Schools to assist implementation, including separate fact sheets for human resources, legislative and policy requirements, grant budget, staffing budget, philanthropy and partnerships.
- Frequently Asked Questions have been developed following extensive consultation with both IPS and non-IPS schools, principals and staff.
- An analysis of all departmental policies and procedures was completed and Independent Public School principals provided with guidelines around responsibilities and delegations.
- An induction forum for the first 26 Independent Public School principals was held in November 2012 to provide information and support ahead of the 2013 implementation.
- Principals also worked with departmental senior officers through a series of online OneChannel programs prior to the beginning of the 2013 school year.
- The 26 Independent Public Schools started Day One, 2013 with no reported issues.
- Local Consultative Committee training was hosted by the State Schools Alliance in February 2013. The Deputy Director-General Education Queensland (EQ) with a key speaker.
- A draft School Council Model Constitution has been developed and is being accessed by schools in their establishment of school councils.
- Ongoing support is being provided to IPS principals through the regions and direct contact with the Executive Director, State Schooling Implementation within EQ.
- In Partnership with Tender Bridge (the Australian Council for Educational Research's national research and development service) Independent Public Schools will be (or are being) provided with resources and support to improve school-community partnerships with a focus on exploring philanthropic opportunities.
- Work is continuing with unions following their support of the initiative and the endorsement of a Memorandum of Agreement with the Department.

### Performance Agreements

- In accordance with the IPS Prospectus, all IPS principals are required to enter into a performance agreement with the Director-General.
- Delegation to conduct EQ IPS principal's performance agreements was granted to the Deputy Director-General in February 2013.



- IPS principal's performance agreements are in the process of being conducted, for completion by the end of March 2013.

#### Selection process

- The original selection process is being reviewed and feedback will be used to shape the 2014 process.
- One enhancement will be that evidence being about consultation undertaken with staff and community will be sought in greater detail from applicant schools.
- Expressions of Interest for Round 2 are expected to open at the end of Semester 1 2013 for the 2014 Independent Public Schools.
- It is anticipated that up to 34 schools will be selected to take part from 2014.

#### Issues

- A review of the Employees Requiring Placement whole-of-government directive in relation to Independent Public Schools may need consideration.
- Amendment to the whole-of-government print media process and in-principle approval for IPSs to authorise their own staff vacancies was sought from the Department of Premier and Cabinet. A response is yet to be received.

#### Background

- The introduction of Independent Public Schools (IPS) is a key election commitment of the Queensland Government.
- The initiative aims to increase autonomy in decision making, cut red tape and remove layers of management to improve outcomes for students.
- There will be a total of 120 Independent Public Schools rolled out across the state over four years.
- Following an expression of interest process, 26 state schools were selected to become the first Queensland Independent Public Schools. They are:

Aldridge SHS	McDowall SS
Ashgrove SS	Miles SS
Aspley SHS	Mountain Creek SHS
Banksia Beach SS	Murrumba SSC
Belmont SS	Nambour SHS
Bright water SS	Narangba Valley SHS
Brisbane SHS	Noosa District SHS
Calamvale CC	Palm Beach Currumbin SHS
Cleveland District SHS	Peregian Springs SS
Darling Point Special School	Smithfield SHS
Kenmore SHS	Southport SHS
Kirwan SHS	Tagai State College
Mango Hill SS	Tallebudgera OES

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