



Strategic Plan 2017–2021

Acknowledgement of Country

The Department of Education and Training acknowledges the traditional owners of the lands from across Queensland and pays respect to the Elders – past, present and emerging – for they hold the memories, traditions, the culture and hopes of Aboriginal and Torres Strait Islander peoples across the state.

A better understanding and respect for Aboriginal and Torres Strait Islander cultures develops an enriched appreciation of Australia's cultural heritage and can lead to reconciliation.

This is essential to the maturity of Australia as a nation and fundamental to the development of an Australian identity.



Message from the Director-General

Every day across the state we are meeting the diverse needs of over one million Queenslanders through our early years, schooling and training services.

In a constantly changing world, our challenge is to prepare every Queenslander to take advantage of the many opportunities a knowledge-based economy offers, and to contribute to the prosperity and diversity of their community.

Our performance in recent years makes it clear that we are already well on the journey of delivering the high-performing system that Queensland needs for a successful future. Every day we are supporting and inspiring students to become successful lifelong learners.

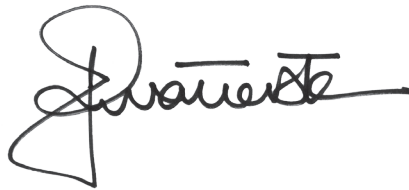
The demands of our changing world and the increasingly complex communities in which we live mean that now, more than ever, we will be called upon to work in new ways to keep on the improvement journey we have started.

Our greatest asset is always our people and working together is our greatest strength.

Our plan for the next four years will build on the foundations of how we deliver our services through alignment, capability, accountability, empowerment and collaboration.

This phase will see us bring these foundations together through teaming. Across the organisation leaders must be focused on coaching, mentoring and developing our people to connect and collaborate with partners and stakeholders to make sure every Queenslander is prepared for the future.

By working together we will lift learning and skilling outcomes for every Queenslander.



Dr Jim Watterston
Director-General



Education = Queensland's future

Working together to lift learning and skilling outcomes for Queensland.



We want:

**Every
child**
making a
confident start

- participating in quality early childhood education programs
- having positive transitions between home, early childhood and school

**Every
student**
succeeding

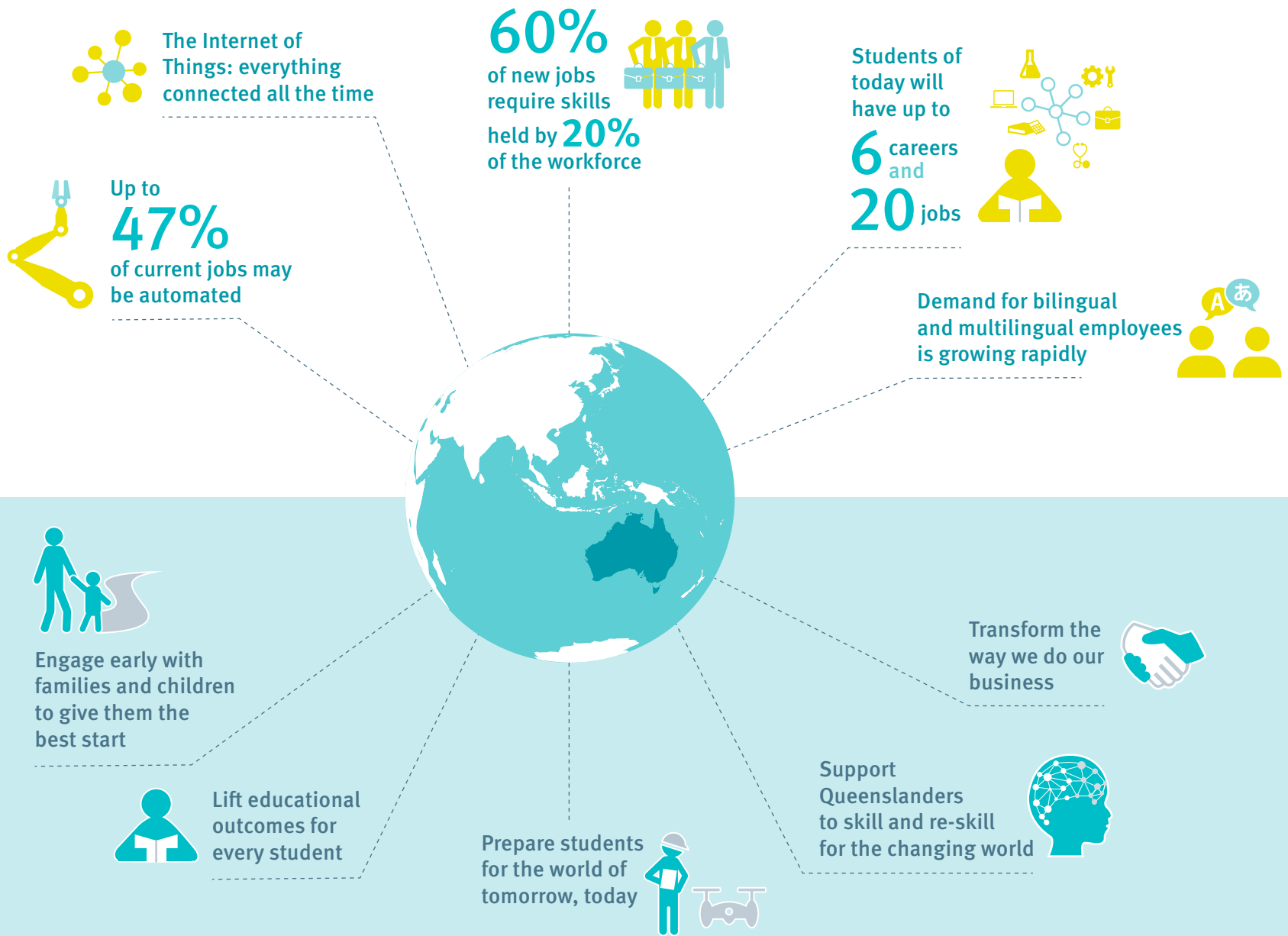
- engaged and supported in their learning
- having positive transitions through schooling to further learning and work

**Every
Queenslander**
prepared for
the future

- making positive choices about training and skilling
- accessing quality training in priority skill areas for Queensland

Our world is changing

We must change





Engage early with families and children to give them the best start

An accessible, high quality early years sector which gives children the best start to learning and families the confidence to engage in their child's learning journey.

We will:

- collaborate to build and review evidence-based strategies that make the most difference to learning, including age-appropriate pedagogies
- develop targeted approaches to lift the participation of Aboriginal and Torres Strait Islander children in kindy
- deliver connected services that offer families an integrated response to their needs
- support children's early learning by sharing information across learning settings and identifying developmental learning needs in the early years of school
- apply risk-based regulation practices to assess and monitor the quality of early years services.

Lift educational outcomes for every student

Every child and student supported to succeed regardless of their background, postcode, personal circumstances or ability.



We will:

- use the school improvement model to build the capability of teachers and school leaders to use evidence-based teaching practices right for Queensland students
- support every state school to develop a school improvement plan, with school reviews targeting the effectiveness of school improvement practices
- implement the recommendations of the review of education for students with disability to ensure all students reach their potential
- enhance the quality, range and accessibility of learning experiences for students in rural and remote locations to lift their learning outcomes
- use targeted strategies to support Aboriginal and Torres Strait Islander students to excel in their learning
- reconnect students at risk of disengagement through new models of teaching and learning.
- foster the wellbeing of every student to ensure they can learn, participate in school and grow into productive, healthy adults.

Prepare students for the world of tomorrow, today

Queensland students solving real world challenges through critical thinking, teamwork, co-design, innovation and entrepreneurship.

We will:

- prepare our students for the future through engagement in science, technology, engineering and mathematics including coding and robotics
- develop our students' creative and entrepreneurial skills through design, technology and the arts
- connect students and schools globally through languages, student exchange, sister school arrangements and welcoming international students
- implement new Senior Assessment and Tertiary Entrance systems that build on the strengths of the current system
- work with every student to identify a post-school pathway that supports them to transition successfully to further study and work.

Support Queenslanders to skill and re-skill for the changing world

An agile training sector meeting the current and future needs of students, industry and employers.



We will:

- engage with community and key agencies to identify skilling needs, inform training investment and direct resources
- respond to environmental and economic issues by directing training investment to support industry and community recovery
- evolve capability in data analytics to forecast and model training and skilling priorities
- engage consumers to better inform them about their skilling and training options
- use technology to deliver self-service portals for training providers and students
- set clear expectations for providers through the Queensland Vocational Education and Training Quality Framework.

Transform the way we do our business

Contemporary, high quality services meeting the changing needs of Queenslanders through a culture of innovation and continual improvement.

We will:

- implement a comprehensive workforce strategy to attract and retain the best talent in our classrooms
- support teachers through professional feedback on teaching practice and provide opportunities for development
- leverage emerging technologies to improve our classrooms and services to enhance the teaching and learning experience
- create a culture of innovation and continual improvement to lift outcomes through a focus on the skills of leaders across the system
- deliver contemporary and fit-for-purpose infrastructure and integrated information and communication technology solutions to maximise learning outcomes for each community
- lift capability in governance to drive successful innovation and evidence-informed decision making
- collaborate with stakeholders and use research to develop policy focused on improving outcomes
- use strategic partnerships to deliver innovative and agile solutions to complex problems
- foster a high performance service delivery culture through inclusiveness, continual improvement, and a focus on safety and wellbeing.



We **measure** our success:

- participation in early childhood education programs
- early years services meeting National Quality Standard
- school attendance and retention
- literacy and numeracy achievement
- attainment of Year 12 or equivalent
- learning outcomes for students with disability
- outcomes for Aboriginal and Torres Strait Islander Queenslanders
- transitions to further education, training and employment
- parent satisfaction
- training participation and completions
- training graduate, employee and employer satisfaction
- staff satisfaction.

We **prioritise** managing areas of critical risk:

- safety of children and students
- safe and healthy workplaces
- security of information
- prevention of fraud and corruption
- compliance with legislation and regulation.

We **contribute** to the Government's objectives:

- creating jobs and a diverse economy
- delivering quality frontline services
- building safe, caring and connected communities.

A key focus of the department in contributing to these objectives is the shared responsibility, across service areas, for the creation of connected and accessible learning and skilling pathways for children, young people and students.



Customers first



Ideas into action



Unleash potential



Be courageous

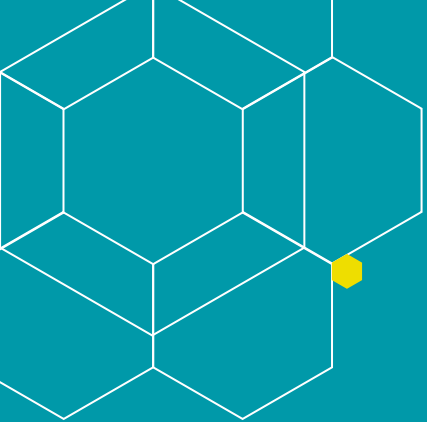


Empower people



Work safe, Learn safe,
Be safe





To learn more about our vision for early years and schooling go to **www.advancingeducation.qld.gov.au**