

Department of Education

Strategic Plan | 2020–2024

Acknowledgement of Country

The Department of Education acknowledges the Traditional Owners of the lands from across Queensland. We pay our respects to the Elders past, present and emerging, for they hold the memories, the traditions, the culture and hopes of Aboriginal and Torres Strait Islander peoples across the state.

For more information, see our [Commitment Statement](#)



Creative, connected, engaged

We are giving all children a great start, engaging young people in learning, creating safe and inclusive workplaces and building Queensland’s communities.

The first half of 2020 has brought many challenges as COVID-19 affected the lives of all Queenslanders. Our people and stakeholders worked together, at every level, to ensure our essential services continued to be delivered in every Queensland community.

Our recovery will focus on learning continuity and the wellbeing of children, students, families, our workforce and our communities. We will also look to leverage from the innovation that occurred during the disruption to enhance our service delivery.

The strength of our relationships will be the key to building an even stronger and more resilient Queensland as we all adapt to new ways of living, working and learning.

We each play a vital role in Queensland’s recovery.

Tony Cook
Director-General

Human rights commitment

We will create a stronger, fairer Queensland by respecting, protecting and promoting human rights in everything we do.

Our principles



integrity
commitment to the highest standards of integrity and conduct at every level



accountability
transparent decision making with individual and collective responsibility for outcomes



improvement
balancing opportunity and risk in the pursuit of innovation and continuous improvement



inclusion
inclusive environments where diversity is valued and human rights protected and promoted



collaboration
genuine partnerships with communities, stakeholders, families and young people

Our challenges

safety and wellbeing
addressing complex issues impacting the wellbeing and safety of children and students and our staff

future-focused investment
investing for future generations and responding to the needs of our dispersed and diverse communities

support for vulnerable groups
reducing the impact of disadvantage and inequality through targeted interventions and culturally appropriate support

workforce supply and capability
supporting a skilled and diverse workforce to deliver quality outcomes for Queensland

COVID-19 recovery
responding to the challenges and impacts of the COVID-19 disruption

Our opportunities

prepare young people for the future
building resilience and critical thinking skills to prepare young people for jobs in a changing economy

evidence-informed decisions
informing our approach using research, data and evidence to integrate new thinking into everyday practice

place-based responses
improving outcomes through the collaborative efforts of community, stakeholders, industry and government

technology
leveraging technology to engage modern learners and advance teaching and learning

embrace diversity
harnessing the experience, skills and perspectives of all cultures, languages, abilities and identities

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Unite and Recover: our contribution to the Government objectives for the community



Safeguarding our health



Backing our frontline services



Building Queensland



Investing in skills



Protecting the environment



Growing our regions

A great start for all children

We are setting the foundations for better life outcomes through quality early learning experiences.

Strong partnerships with early years' services, schools and communities will ensure all children have a great start.

Every student succeeding

We are inspiring creativity, critical thinking and building resilience in every student to confidently embrace the opportunities and challenges life brings.

Supporting the needs of each and every student remains at the heart of our approach as we explore new ways of learning and teaching.

Safe and fair workplaces and communities

We are fostering a culture of fairness, safety and innovation in every workplace to promote economic prosperity, sustainability and social justice for a stronger Queensland.

Our vision, where all Queenslanders have healthy and productive working lives in a prosperous economy is more important than ever.

Capable people delivering responsive services

Our teachers, school leaders and staff are adapting to new ways of working and responding to the diverse and changing needs of Queensland communities, workplaces and schools.

Their commitment, capability and agility are the building blocks upon which we will improve outcomes for Queenslanders and adapt to the changing world.

Building Queensland communities

We are investing in contemporary technologies and infrastructure to support growing and changing communities, diverse learners and new ways of working.

By embracing technology, we are enhancing learning experiences and creating new opportunities to serve Queensland better.

Our strategies

- Provide opportunities for every child to access quality kindy in the year before school
- Ensure the quality and safety of early childhood education and care services through effective and responsive regulation
- Nurture the wellbeing of all children, ensuring they are safe, valued and included
- Engage families to play an active role in their child's learning and development
- Support culturally responsive learning for Aboriginal and Torres Strait Islander children
- Collaborate with communities and across government to reduce vulnerability
- Work with the early childhood sector to facilitate a skilled and qualified early years workforce
- Support positive transitions from home to early education and into school



- Empower every student to engage in learning and achieve growth each year
- Nurture student wellbeing, ensuring they are safe, valued and respected
- Engage every learner through personalised, collaborative and integrated learning experiences for the digital generation
- Support schools to be inclusive and continually improve
- Engage families to play an active role in their child's learning and development
- Support culturally responsive teaching and learning for Aboriginal and Torres Strait Islander students
- Work with communities and across government to reduce vulnerability and strengthen outcomes for all students
- Support positive transitions from early education, to school and further education, training and employment pathways



- Uphold the rights of Queenslanders to safe and healthy workplaces and communities
- Deliver fair, consistent and effective regulation
- Manage Queensland's industrial relations framework and public sector bargaining
- Administer the *Racing Act 2002* and manage programs that support a viable, prosperous racing industry in Queensland
- Support the health, safety and wellbeing of our staff in every workplace



- Be an employer of choice with a capable and confident workforce
- Design and deliver responsive services in collaboration with communities and our stakeholders
- Drive high performance and accountability through good governance, risk management and legislative compliance



- Invest in new schools and infrastructure for growing communities
- Renew schools across Queensland to meet contemporary learning needs
- Leverage new technologies to deliver advances in learning, teaching and working
- Strengthen service delivery outcomes through targeted and sustainable investment and efficient financial management
- Partner with stakeholders and communities to respond to local needs and deliver quality outcomes



Our measures

Wellbeing and development prior to school
Kindy participation
Quality of early years services

Learning outcomes
Parent satisfaction
Student retention
Post school destinations

Workplace and electrical incidents and injuries
Client satisfaction
Efficiency and effectiveness

Frontline service delivery
Employee engagement
Workforce diversity

Financial management
School infrastructure and clean energy investment

For more information, visit qed.qld.gov.au/publications/strategies/strategic-plan