

This strategic plan was reviewed in March 2022 and remains current.

Department of Education

# Strategic plan

2021–25

## Our purpose

We are giving all children a great start, engaging young people in learning, creating safe and inclusive workplaces and investing in communities for a stronger Queensland.

## Our human rights commitment

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

## Acknowledgement of Country

The Department of Education acknowledges the Traditional Owners of the lands from across Queensland. We pay our 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.

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

## Our vision

# A great future for every Queenslander

## We contribute to Queensland Government's objectives for the community by:



### Safeguarding our health

and jobs by supporting wellbeing and safety in the early years and schools, communities and workplaces



### Investing in skills

by educating young Queenslanders for the future of work and to prosper in the economy



### Backing frontline services

and our diverse workforce by engaging healthy, safe and capable people across Queensland communities



### Protecting the environment

for future generations by investing in energy-efficient and cleaner, greener technologies in schools and workplaces



### Building Queensland

by creating jobs and driving fit-for-future investment in social infrastructure and technologies



### Growing our regions

by driving economic prosperity and sustainable investment in services across our diverse and dispersed communities.

## Our objectives

- A great start for all children
- Every student succeeding
- Building Queensland communities
- Safe and capable people delivering our vision
- Fair and safe workplaces and communities
- A sustainable racing industry in Queensland

## Our principles



### Improvement

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



### Inclusion

Inclusive environments where diversity is valued, all are welcome and human rights protected



### Collaboration

Genuine partnerships with communities, stakeholders, families and young people



### Integrity

Accountability and commitment to the highest standards of ethical conduct and decision-making



### Safety

Safe learning and working environments and practices that strengthen health and wellbeing for all.

## Our challenges

### Safety and wellbeing

Addressing complex issues impacting the wellbeing and safety of children, students, communities and our workforce

### Overcoming disadvantage

Reducing the impact of disadvantage through targeted interventions and culturally appropriate support

### Fit-for-future investment

Investing for future generations and responding to the needs of our dispersed and diverse communities

### Contemporary practice

Leveraging technology and adapting our approach to advance teaching, learning and new ways of working

### Building resilience

Strengthening our prevention and preparedness approach and building resilience for disruptive events and climate impacts.

## Our opportunities

### Prepare young people for the future

Building lifelong learning and the skills to prepare young people for the future of work

### 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

### Workforce culture and leadership

Developing leadership at every level and a skilled workforce to deliver quality outcomes for Queenslanders

### Embrace diversity

Harnessing the experience, skills and perspectives of diverse cultures, languages, abilities and identities.



# Strategic plan 2021–25



Safeguarding our health



Backing our frontline services



Investing in skills



Building Queensland



Protecting the environment



Growing our regions

## A great start for all children

*Setting critical foundations for learning and wellbeing for every child through quality early childhood education and services.*



### Our strategies

- Invest to support access to kindergarten for all children in the year before school
- Support positive transitions that are inclusive, collaborative and responsive to community needs
- Deliver fair, consistent and effective regulation
- Work with our partners and communities to reduce vulnerability and improve wellbeing prior to school
- Engage families to play an active role in their child's wellbeing and learning
- Support culturally responsive learning for Aboriginal and Torres Strait Islander children
- Enhance early childhood sector capability to implement inclusive, age appropriate and child-centred approaches through a skilled and qualified early years workforce
- Develop and implement funding and service delivery models to support children's wellbeing.

### Our measures

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

## Every student succeeding

*Empowering confident and creative lifelong learners through a student-centred approach to learning and wellbeing.*



### Our strategies

- Empower every student to actively engage in learning of the Australian Curriculum and Queensland senior pathways, and achieve ongoing improvement each year
- Nurture student wellbeing so they are safe, valued and respected
- Engage learners through personalised, collaborative and integrated digital learning experiences
- Support schools to continually improve and make positive, evidence-informed decisions that support equitable learning opportunities for all students
- Engage families to play an active role in their child's learning and wellbeing
- Support culturally responsive learning for Aboriginal and Torres Strait Islander students through co-design with Indigenous students and communities
- 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.

### Our measures

- + Learning outcomes
- + Parent satisfaction
- + Student retention
- + Post-school destinations

## Building Queensland communities

*Investing in services and infrastructure to respond to the needs of Queensland communities.*



### Our strategies

- Invest in educational infrastructure and services responsive to the needs of communities
- Renew state schools to meet diverse and contemporary teaching and learning needs
- Maintain and optimise school assets ensuring they are fit-for-purpose and value-for-money
- Collaborate with partners and across government to deliver integrated services that support cohesive communities
- Leverage technologies to improve equity and advance learning, teaching and working
- Strengthen service delivery outcomes through targeted and sustainable investment and efficient financial management.

### Our measures

- + Financial management
- + Infrastructure investment

## Safe and capable people delivering our vision

*Developing the safety, wellbeing and capability of our people to deliver contemporary services for Queenslanders.*



### Our strategies

- Be an employer of choice with an inclusive, safe and capable workforce
- Strengthen cultural capability and employment pathways
- Build integrity and leadership capability at every level of our diverse organisation
- Support the health, safety and wellbeing of our staff in every workplace
- Design and deliver contemporary services in collaboration with communities and stakeholders
- Drive high performance and accountability through good governance and legislative compliance
- Enhance safety governance practices across the department.

### Our measures

- + Workplace health and safety
- + Frontline service delivery
- + Employee engagement
- + Workforce diversity

## Fair and safe workplaces and communities

*Promoting fair pay and safe working conditions that provide stability and confidence for a strong economy.*



### Our strategies

- Uphold the rights of all Queenslanders to safe and healthy workplaces and communities
- Deliver fair, consistent and effective regulation
- Manage Queensland's industrial relations framework and lead public sector bargaining.

### Our measures

- + Workplace and electrical incidents and injuries
- + Client satisfaction
- + Efficiency and effectiveness

## A sustainable racing industry in Queensland

*Supporting the viability and sustainability of the racing industry for the prosperity of Queensland communities, industry and regions.*



### Our strategies

- Administer the *Racing Act 2002* and manage community-focused programs and funding for infrastructure and country racing, including in regional communities
- Promote effective governance arrangements that support Racing Queensland to deliver its objectives.

### Our measures

- + Efficiency and effectiveness