

Strategic Plan 2013–17

Engaging minds. Empowering futures.

Our purpose

Providing high quality learning and skilling focused on preparing Queenslanders with the knowledge, skills and confidence to participate effectively in the community and the economy

Our values

Customer focus

Creating positive experiences for children, students, families, communities and industry through enabling choice, being responsive and providing inclusive services

Innovation

Recognising and cultivating innovation for better outcomes

High performance

Working efficiently and effectively, with high expectations of each other, our services and our students

Accountability

Promoting evidence informed decision making, transparency and accountability

Our people

Developing and empowering our people through relationships based on trust, respect and valuing diversity

Our focus

Successful learners

Strong foundations for lifelong learning and global citizenship
 Creative thinkers shaped by inspiring and challenging learning experiences
 Improved outcomes for all students
 Successful transitions to further learning and work
 Skilling to enhance employability

Engaged partners

Parents and carers involved in their child's learning and development
 Students, parents, carers, the community and industry involved in decision making
 Employers engaged in identifying and prioritising the critical skills for the economy
 Strong cross-sector relationships



Empowerment

Autonomous schools delivering improved outcomes
 Empowered leaders making local decisions in consultation with communities, business and industry
 Evidence informed practice and collaboration driving innovation and improvement

Great people

Skilled and committed workforce focused on high quality care for each child
 Professional and dedicated teachers focused on each student's learning and achievement
 High quality industry experienced trainers focused on student and apprentice completions

High standards

Performance information focused on improving services and outcomes
 Quality standards and regulation
 Safe and inclusive learning and working environments

Our outcomes

Early years

Queensland families accessing quality early years services

School education

Queensland students engaged in learning and successfully transitioning to further education, training and work

Skills and employment

Queenslanders skilled to successfully participate in the economy and broader community

Resourcing and capability

Resources targeted to improve learning and skilling outcomes

Our priority actions

	Early childhood education and care	School education	Skills and employment
Successful learners	Support Queensland families to enrol their children in kindergarten programs, with a focus on those families with most need	Focus on the core learning priorities (reading, writing, numeracy and science) to ensure all students have solid foundations to effectively engage in the community Improve attendance, retention, attainment and transition of students at key points in their schooling journey Support whole-of-school approaches that effectively target resources to meet the needs of every student	Implement the <i>Certificate 3 Guarantee</i> providing Queenslanders with access to government subsidies for training up to and including their first Certificate III in priority skilling areas Improve student choice through better information about training and career options and providing flexible and relevant pathways to qualifications
Great people	Support the early childhood education and care workforce through up-skilling programs, teacher scholarships, fast-track skilling programs and targeted training	Support teachers to build their professional capacity, provide meaningful feedback on their performance and identify those performing at the highest level Ensure every school has consistent and effective teaching and learning practices that include a focus on enhancing students' digital capability	Enhance the capability of the Vocational Education and Training workforce to deliver high quality training and assessment
Empowerment	Work with the early childhood sector to ensure early years initiatives are effectively targeted and inclusive	Drive autonomy and empower school principals to make decisions to address the learning needs of their school community with an unrelenting focus on improvement	Enable providers to be responsive to local skilling needs and economic demands through enhanced contestability
Engaged partners	Work with parents and carers to be actively engaged in their child's learning and development Integrate early years service delivery by funding 'wrap around' models such as Early Years Centres and Children and Family Centres	Develop productive partnerships with parents, carers and the community to support improved student learning opportunities Welcome parents to be actively engaged in their child's learning	Develop a genuine partnership with industry through the Ministerial Industry Commission to identify skilling and funding priorities Work with employers to increase apprenticeship and traineeship commencements, streamline and simplify processes for employers and develop more flexible training pathways
High standards	Implement the National Quality Framework (NQF) and equivalent regulatory requirements for non-NQF services	Improve learning outcomes through consistent curriculum and analysis of student data to inform whole-of-school and individual improvement strategies Conduct reviews to ensure processes, school supports and regulation are best practice Ensure every school offers a safe and disciplined environment, where student and their parents understand the expectations of their school and their responsibilities as members of the school community Focus on efficient and effective registration services to ensure consistency of standards across schooling options	Deliver high quality training outcomes directly linked to employment through creating a fully contestable and diverse training market

Resourcing and capability

Workforce	Promote a performance culture to attract, retain and develop a high quality, agile, skilled and professional workforce Empower leaders to be customer focused, high performing, innovative and accountable Promote safe, healthy and inclusive work environments
Financial sustainability	Strengthen service outcomes through maximising value, driving efficiency and planned and targeted investment
Infrastructure	Deliver high quality, fit for purpose and future focused infrastructure through innovative delivery models
Information technologies	Support business solutions and better educational outcomes through improved delivery of high quality, cost efficient, contemporary ICT
Governance and performance	Drive improved corporate service provision through a focus on business improvement, contestability and innovation Strengthen evidence informed decision making using performance data, research, review and evaluation Promote accountability through good governance and ethical decision making

Our performance indicators

Participation in early childhood education programs
 Regulatory compliance
 Literacy and numeracy achievement
 Year 12 or equivalent attainment
 Student and parent satisfaction
 Outcomes for Indigenous Queenslanders
 Transitions to further education, training or employment
 Participation in further education and training
 Successful completions
 Graduate and employer satisfaction
 Efficiency and effectiveness of services
 Staff satisfaction