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

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

Creative, connected, engaged
# Strategic Plan | 2020–2024

## 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.

- 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

## 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.

- 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

## Safe and fair workplaces and communities

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

- 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
- Support the health, safety and wellbeing of our staff in every workplace

## 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.

- 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

## Building Queensland communities

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

- Invest in new schools 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

- Workplace and electrical incidents and injuries
- Frontline service delivery
- Financial management

- Kindy participation
- Learning outcomes
- Client satisfaction

- Quality of early years services
- Parent satisfaction
- Employee engagement

-Post school destinations
- Student retention
- Workforce diversity