



Advancing education

An action plan for education in Queensland





Encouraging students to embrace their cultural heritage at Glenala State High School, Brisbane

A message for Queensland



Education changes lives for the better.

The State Government is determined that all Queensland children and young people benefit from the opportunities a quality education brings.

We will advance Queensland through a world-class education system that supports students to develop the knowledge, skills and qualities they need for the future.

We know we are on the right path. However, there is still much to do to lift education outcomes for every child and young person.

We must continue to innovate to meet the demands of new industries, changing technologies and a globalised world.

Building a knowledge-based economy is important in creating jobs for all Queenslanders and we must invest in our young people.

With more opportunities for students to study science, technology, engineering and mathematics – including robotics and coding – we will prepare them for the challenges of tomorrow.

We are employing more teachers, building better facilities and providing the resources our schools need to deliver an outstanding education.

By working with and supporting our principals, teachers, early childhood educators and school staff, we can ensure we make a difference for every child.

The Honourable Anastacia Palaszczuk MP
Premier and Minister for the Arts

The Honourable Kate Jones MP
Minister for Education



A better future

Reforms to education in Queensland are making a difference. We have delivered greater access to kindy, a full-time Prep year, Year 7 in high school and the Queensland Certificate of Education. As a result:

- ✓ more Queensland children take part in kindy than ever before
- ✓ NAPLAN improvements are outpacing the nation, particularly in Year 3
- ✓ more Queensland students, including Aboriginal and Torres Strait Islander students, are successfully completing Year 12
- ✓ state schools continue to record high levels of parent and student satisfaction.

Our plan will build on these reforms to deliver a world-class education system.

Children and young people are preparing for a very different future from that of their parents and schools are changing to meet these new demands.

Our schools will inspire students to become:

- **Lifelong learners** who are knowledge creators, technology savvy, problem solvers, innovators and effective communicators who share ideas with others and respond positively to change
- **Global citizens** who have relationships based on fairness and tolerance, are culturally competent and able to connect locally and globally
- **Successful people** who set goals, are resilient, able to create opportunities and are confident in pursuing their passions.

This plan builds on the progress we have already made and outlines the actions we are taking now, and in the future, to deliver our long-term vision for Queensland.





Delivering our plan

We will monitor and report on our progress in delivering each action and the impact on achieving our long-term aspirations to create a successful future for all Queenslanders.

Our plan will advance Queensland's education system so that:

- Queensland's literacy and numeracy outcomes match higher-performing states, including achievement at the highest levels
- the participation of vulnerable children and Aboriginal and Torres Strait Islander children in quality early childhood programs lifts to more than 95 per cent
- every state school has access to specialist science, technology, engineering and mathematics (STEM) teachers
- every state school offers the *Digital Technologies* curriculum, including coding and robotics
- all state schools offer languages other than English from Prep with a focus on Asian languages
- the improvement in learning outcomes for Aboriginal and Torres Strait Islander students matches the achievement of all students
- the number of young people in education, training or employment after completing Year 12 exceeds 90 per cent
- the allocation of resources and assets is planned, with investment based on need
- staff feel valued and have opportunities to develop.





Our plan

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*Students at Ilfracombe State School
"strive for excellence" every day*

A confident start

Highlights

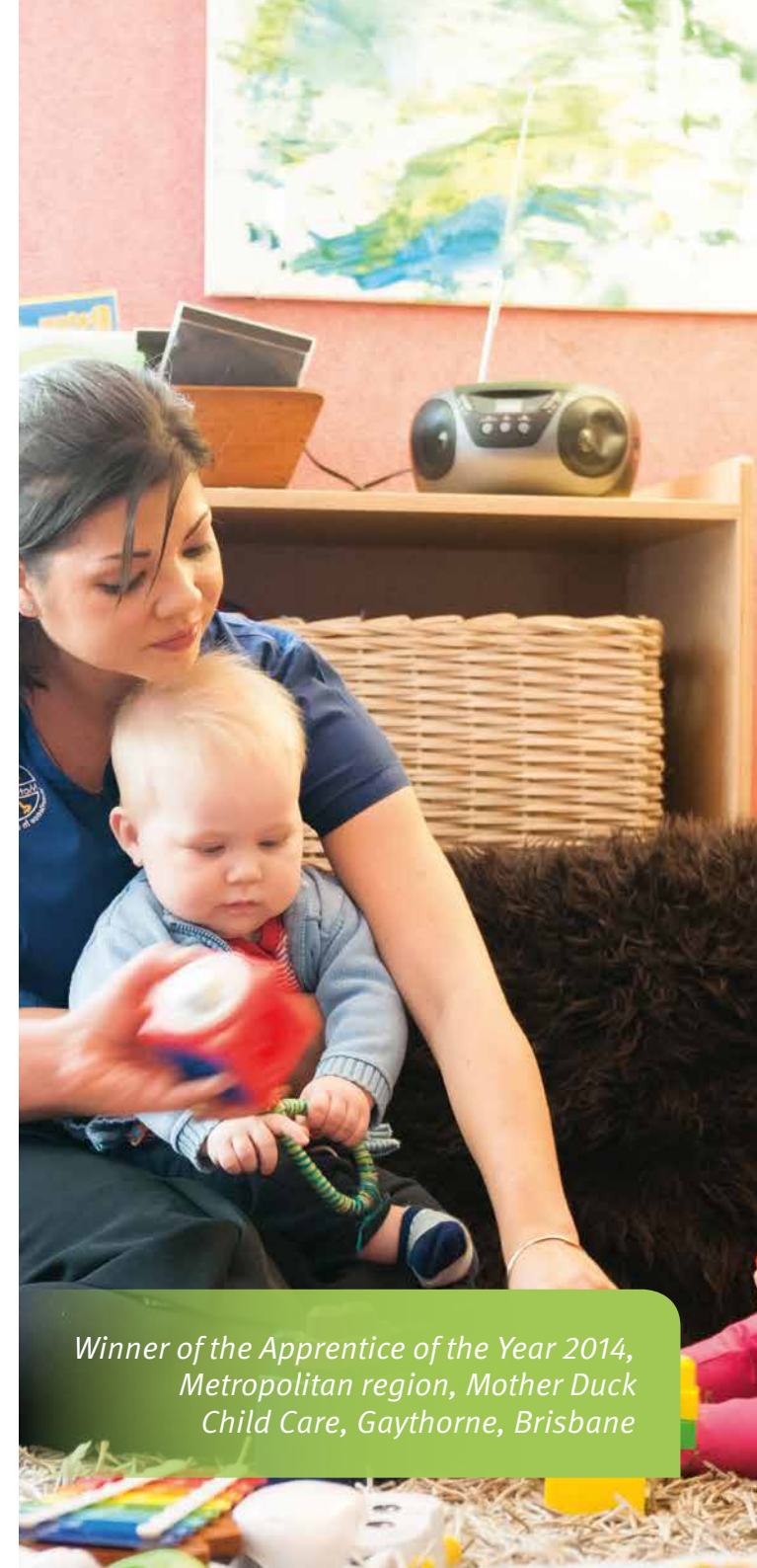
- ✓ make sure children have a positive transition into school
- ✓ support age-appropriate learning in Prep in state schools
- ✓ support more children with disability to engage in early learning
- ✓ invest in new integrated early years services in areas of need

Queensland has made a great start to improving early learning and lifting the participation of children in kindy. Increasing access to services, supporting quality and promoting the importance of early childhood education are making a difference.

A continuing focus on increasing participation by Aboriginal and Torres Strait Islander children and vulnerable children remains important. We will support families through integrated services focused on the cultural and developmental needs of each child.

It is the passionate early childhood workforce that makes the difference. Supporting early childhood educators to work with children and families with complex needs is one of our key strategies. Continuing to build the confidence and skills of early childhood educators will translate to better outcomes for every child.

Positive transitions to school are essential. Partnerships between schools and early childhood services, focused on sharing information about children and how to support their learning, will turn a confident start into success at school.



*Winner of the Apprentice of the Year 2014,
Metropolitan region, Mother Duck
Child Care, Gaythorne, Brisbane*



We will deliver

Opportunities for every child

We will make it easier for all children to have quality early childhood experiences by:

- offering families 12 month memberships of Playgroup Queensland on the birth of their child
- supporting more children with disability to engage in early learning by providing extra funding to kindy services
- providing innovative options for quality early childhood programs in rural and remote communities
- upgrading physical early learning environments in remote Aboriginal and Torres Strait Islander communities.

Integrated services for families

We will provide support for children's learning and development by:

- investing in Children and Family Centres for Aboriginal and Torres Strait Islander families and new integrated early years services in areas of need
- expanding the footprint of early childhood programs using technology options such as eKindy
- piloting a program to deliver intensive early childhood development for children and families with multiple and complex needs.

A skilled and capable workforce

We will improve the quality of early childhood services by:

- implementing a contemporary early childhood Workforce Action Plan to lift capacity and capability
- providing professional development, mentoring and support for Aboriginal and Torres Strait Islander educators
- rolling out professional development and resources for early childhood educators working with children with multiple and complex needs.

Positive transitions to school

We will give children a positive start to learning by:

- implementing a collaborative, networked approach across schools and early childhood services
- supporting age-appropriate learning in Prep in state schools to help ensure a confident start to learning
- providing developmental assessments to inform the learning priorities for each student on entry to school.

Schools of the future

Highlights

- ✓ fast-track the *Digital Technologies* curriculum including coding and robotics
- ✓ establish STEM virtual academies, including a specialist coding academy, to boost student engagement and promote innovation
- ✓ incubate the next generation of IT entrepreneurs

Science and technology have truly changed our world by transforming the way we live, the way we work and who we are. Engaging with science, technology, engineering and mathematics (STEM) will prepare students to take advantage of the opportunities of a knowledge-based economy.

It is through a diverse STEM education that our students will develop a deeper understanding of our world and the skills needed for the jobs of the future. Our students must be at the cutting edge of innovation, becoming the technology architects of the future.

A building block to this future is the literacy of coding. Through the development of skills in coding, students can create solutions to real world challenges and explore how to apply technologies such as robotics to everyday life. Coding has quickly become the new literacy and a 'must have' for every student.

It is teachers who inspire our students to study STEM. Transforming the teaching of STEM and supporting our teachers to expand their knowledge, innovate and be confident in their ability is a critical part of our plan.

Partnering with universities, business and industry is important to make sure our teachers and students are connected to cutting edge developments. Strengthening these relationships will see students engaged with the rich world of the STEM community and inspired to be the creators of Queensland's future.





Students working on electronics in science class at Kawana Waters State College

We will deliver

Students engaged in STEM

We will inspire a passion for STEM in our students by:

- fast-tracking the *Digital Technologies* curriculum in state schools from 2016
- developing virtual STEM academies to deliver programs for the best and brightest in Years 5 to 9
- promoting the participation and high achievement in STEM for girls through initiatives like the *STEM Girl Power Camp*.

Coding and robotics starts in schools

We will develop every student's digital literacy by:

- fast-tracking the teaching of coding and robotics through the *Digital Technologies* curriculum
- establishing a Queensland Coding Academy to provide learning opportunities for students and teachers
- developing the *Entrepreneurs of Tomorrow* through opportunities to work with industry to shape their ideas and business plans.

Transform the teaching of STEM

We will lift the quality of STEM teaching by:

- improving teacher readiness in STEM through enhancing teacher preparation
- supporting teachers and principals through professional development, scholarships and mentoring by STEM champions
- promoting active partnerships with business, industry and universities
- improving access to technology for learning through better broadband connectivity for state schools.

Global schools through languages

Highlights

- ✓ expand the study of culture and languages from Prep to Year 12 in state schools with a focus on Asian languages
- ✓ develop new ways of teaching languages including using technology
- ✓ market internationally Queensland's education sector as the premier provider

Technology is driving rapid change and creating new ways of doing business no longer bound by borders. Preparing young Queenslanders to engage in the new opportunities of a connected and global economy is critical for their future.

By 2050, Asia is expected to provide more than 50 per cent of global Gross Domestic Product.¹ Queensland is well placed by our location and existing international relationships to connect with our neighbours in the Asian region. We need to prepare our young people for the jobs that engage with our strongest trading partners such as China and Japan.

There are also broader community benefits that come from developing intercultural understanding. Queensland has a diverse population with many of us from across the globe. Culturally competent citizens will support inclusive and tolerant communities.

Queensland students must be a part of this interconnected world. Our schools play a key role in helping students build their confidence to interact with other cultures and become fluent in languages.

Building these skills requires schools to form partnerships across the globe. These new partnerships will take our students to the world and bring the world into our schools.



Asian language studies in Queensland state schools



Queensland's first Primary Japanese Bilingual program for Year 1 students at Wellers Hill State School

We will deliver

Languages for every student

We will set our students up for success as global citizens by:

- expanding the study of cultures and languages from Prep to Year 12 in state schools with a focus on Asian languages
- embedding international perspectives to learning across the curriculum
- promoting schools to offer immersion and bilingual programs
- celebrating and valuing Aboriginal and Torres Strait Islander cultures and languages.

Teaching for a global world

We will build global schools by:

- supporting quality teaching of languages through innovative delivery models including the use of technology
- providing professional learning and targeted scholarship programs for teachers to enhance language and teaching skills
- promoting international language assistant programs in state schools
- creating international opportunities through student and teacher exchange, sister school relationships and student scholarship programs.

International education

We will increase the number of international students by:

- working collaboratively across education sectors and government agencies to develop products and market Queensland's educational services
- identifying and engaging with emerging student markets.

Valuing our teachers and educators

Highlights

- ✓ transform Human Resource management by attracting and keeping the best people in teaching
- ✓ reward the expertise of teachers by developing a new classification system
- ✓ put more teachers in state school classrooms with an extra 2500 teachers, including 875 above projected growth

Dedicated principals, teachers and support staff across Queensland make the difference to the quality of learning in our schools. We are committed to supporting our education workforce and promoting respect for the teaching profession.

Queensland faces unique challenges in attracting teachers with the right skills in the right locations. We will focus on getting a better balance between teacher supply and demand, particularly for specialist teachers.

Boosting support for beginning teachers and improving their skills will give them the confidence to develop their professional expertise. We must give teachers opportunities to continually refresh and reinvigorate classroom practice throughout their careers.

Every staff member plays a role in our world-class education system and either directly or indirectly impacts the lives of children and young people.



Teaching marine science in the aquaculture centre at Palm Beach Currumbin State High School



Caring for student wellbeing at Western Cape College, Weipa

We will deliver

Improved pathways into teaching

We will prepare teachers for the classroom by:

- developing initiatives to promote teaching as a profession of choice and creating innovative pathways into teaching
- improving the preparation of preservice teachers and mentoring beginning teachers, including those in rural and remote locations
- reinvigorating recruitment and teacher transfer processes in state schools.

Support for teachers

We will develop professional expertise in teaching by:

- informing professional practice using feedback, coaching and Master Teachers
- establishing a new classification system for teachers that rewards their expertise
- putting more teachers in state school classrooms with an extra 2500 teachers, including 875 above projected growth
- providing better support in state schools by reviewing the model used to allocate administration and support staff.

Strong school leaders

We will support state school leaders by:

- identifying and mentoring emerging leaders including emerging Aboriginal and Torres Strait Islander leaders
- targeting career pathways and incentives for principals to lead where they are needed most
- lifting professional practice through coaching and mentoring
- implementing new ways of gathering the views of principals to inform policy and practice.

Positive workplaces

We will create working environments that promote health, safety and wellbeing by:

- implementing a strategy focused on supporting all staff to respond to the complex demands of their working lives
- engaging with staff about their views and implementing strategies that respond to their feedback.

Investing in schools

Highlights

- ✓ develop models for resourcing state schools based on need
- ✓ boost maintenance funding and introduce an efficient school maintenance system for state schools
- ✓ better integrate planning for new schools and the redevelopment and maintenance of existing facilities

Making sure that schools have the resources they need to deliver quality learning experiences in every classroom is essential for students' success. Effective and efficient allocation of resources to schools requires an integrated and planned approach across staffing, funding, infrastructure and technology.

Schools must have access to the right tools and support so they can plan and deliver programs over the short, medium and longer term. This ensures every available resource is used to maximise the learning outcomes for all students.

Our approach must focus on student and school need and use evidence to direct investment to strategies that make the most difference to outcomes. This will target investment to deliver quality learning experiences, taking into account the context and attributes of the school and its community.

Making the next leap in improvement for Queensland means we must continue to innovate. We know there are creative approaches already happening in our schools. Opening the doors of the classrooms where exemplary practice is occurring so all students and teachers can learn from each other is the greatest opportunity we have for improvement.



Brainstorming at Clifton State High School to lift student outcomes



We will deliver

Targeted resources to support learning

We will support learning in state schools by:

- developing a model for resourcing which is simpler, predictable, flexible and based on need
- resourcing the teaching of English as an additional language through needs-based allocations to schools
- providing an online solution for improving school budgeting over multiple years.

Contemporary learning environments

We will plan better schools by:

- integrating planning for new schools and the redevelopment of existing facilities to achieve better value for money
- boosting funding for maintenance and trialling new models of delivery in state schools, including preventative maintenance approaches
- improving access to a greater range of curriculum content and resources supported by improved bandwidth for state schools.

Innovation to improve outcomes

We will support schools to lift outcomes by:

- undertaking independent reviews of state schools to provide feedback on improvement strategies and sharing innovative practices across the system
- driving innovation in schools through the Collaboration and Innovation Fund
- developing a Queensland evidence hub to share best practice and research about school improvement.

Supporting student learning

Highlights

- ✓ establish a statewide reading centre to provide specialist advice
- ✓ employ specialist coaches to improve Aboriginal and Torres Strait Islander students' reading
- ✓ create an Autism Education Hub in partnership with experts
- ✓ provide additional guidance officers and mental health coaches

Literacy and numeracy will always be a critical focus for schools. Literacy and numeracy development prepares students to engage in all aspects of learning and sets them up to become successful lifelong learners. Teachers, principals and parents must work together to design the learning strategies best suited to their students and school community.

We know the best outcomes can be achieved through learner-centred approaches that respond to individual and group differences, promote collaborative learning and harness students' interests. A learner-centred approach challenges each student to reach their potential.

The wellbeing of each student is essential in getting them ready to learn. Helping students develop the necessary skills to recognise and manage their emotions, develop care and concern for others, make responsible decisions and establish positive relationships, enhances their capacity to learn.

Happy, confident, resilient and responsible students are more engaged in their learning, are positive class members and more active in their school and community.





Using technology to support literacy and numeracy development at Brightwater State School

We will deliver

Improved literacy and numeracy

We will enhance literacy and numeracy development by:

- investing in success by providing resources directly to schools to develop local evidence-based responses
- establishing a statewide reading centre to provide specialist advice to teachers and parents on how to teach and support reading, including strategies for students with dyslexia
- employing specialist coaches in literacy or English as an Additional Language or Dialect (EALD) to help improve the reading of disadvantaged students and Aboriginal and Torres Strait Islander students.

A focus on student needs

We will strengthen learner-centred approaches by:

- creating an Autism Education Hub in partnership with experts to support teachers and parents across the state with strategies to help students with autism
- building the capability of teachers to support students with disability
- providing targeted curriculum resources and professional development for teachers to extend gifted and high-achieving students

- providing quality practical and adaptable curriculum resources for teachers in the classroom
- giving parents greater access to information about their child's progress through QParents, a secure online portal.

Strong and resilient students

We will support student wellbeing by:

- promoting resilience and respectful relationship skills addressing bullying, domestic and family violence, youth suicide, radicalisation and other social issues
- providing additional guidance officers and mental health coaches focused on student wellbeing
- responding to the wellbeing needs of students in remote and rural schools using telepresence technology
- using the views of students about their wellbeing, mental health and behaviour to inform future practice and policy.

Senior schooling pathways

Highlights

- ✓ put students on the pathway to careers by expanding the number of Vocational Education and Training (VET) options in schools
- ✓ re-connect disengaged or at-risk students to learning through better tracking of students, tailored support and quality alternative learning options
- ✓ introduce a new senior assessment and tertiary entrance system

Successfully completing Year 12 is a major milestone for young Queenslanders, providing more options for their future. Schools play a pivotal role in working with young people to get them on the right track for success in Year 12 and post-school education and work.

Making sure all students have access to the support and information they need to make positive choices about their learning is essential. Improving responses to young people at-risk of disengagement requires better monitoring of student progress, responding to the early indicators of disengagement and developing schooling models that meet a wide range of learning needs.

Post-secondary education and training gives young people the skills they need to drive innovation, engage in industry and contribute to building a stronger economy and vibrant communities. Encouraging young people to aspire to further learning and develop the skills to transition from school to training, higher education and employment is important for their success and Queensland's future.





*Students at Dalby State High School
engaging in the gateway to
industry program*

We will deliver

Senior schooling pathways

We will support student success by:

- working with students so they achieve a Queensland Certificate of Education or a Queensland Certificate of Individual Achievement
- providing career advice and supporting students after they leave school to connect with further learning or employment
- supporting Aboriginal and Torres Strait Islander young people to complete Year 12 and successfully transition post-school
- introducing a new senior assessment and tertiary entrance system for students, starting from Year 11 in 2018.

Engaged students

We will prevent students from falling through the cracks by:

- reconnecting disengaged or at-risk students to learning through better tracking of students and providing quality alternative learning options
- supporting alternative education providers to strengthen the quality of education and support for young people
- providing Success Coaches for at-risk students in state schools.

Real pathways

We will strengthen transitions to post-school training and employment by:

- developing a new suite of resources to advise students and their families about the range of VET options in senior schooling
- putting students on the pathway to careers through expanding the number of targeted VET options in schools, including providing extra funding for TAFE Queensland
- working with students to select the VET course right for them using regional labour market data, university entry requirements and their education and training plans
- establishing partnerships between schools, VET providers, industry and employers to increase the availability of work experience opportunities for students.

Join the conversation

We need Queenslanders to join the conversation about our plan for advancing education. We will be releasing further details about key parts of our plan in the future. The first of these is a discussion paper on coding and robotics.

We will be visiting communities across Queensland to have a conversation about the future of education. Your feedback is important in shaping our plans.

Locations include Brisbane North, Brisbane South, Logan, Gold Coast, Sunshine Coast, Rockhampton, Townsville, Cairns, Toowoomba, Mackay, Ipswich, Maryborough, Bundaberg, Charleville, Roma, Longreach and Mount Isa.

Visit the website for details of stakeholder forums and more information about how you can connect and share your ideas.



Join the conversation at www.advancingeducation.qld.gov.au



At North Lakes State College students are inspired to dream and succeed now and into the future

