Advancing education
An action plan for education in Queensland
Providing new ways of learning languages at Maleny State School
Education changes lives for the better.
The State Government is determined that all Queensland children and young people will benefit from the opportunities of a quality education.

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.

During statewide consultations in late 2015, Queenslanders overwhelmingly confirmed their support for the direction we have set for education in this state. Queenslanders told us we must continue to innovate to meet the demands of a globalised world and that they are ready to be our partners in preparing students for the opportunities of changing technologies and new industries.

This requires continued effort so that children and young people become lifelong learners, connected global citizens and successful people engaged in their community.

Building a knowledge-based economy is important to create jobs for all Queenslanders.

More opportunities for students to study science, technology, engineering and mathematics – including coding and robotics – will prepare them for the challenges of the jobs of the future.

Queenslanders agreed that employing more teachers, supporting teachers to develop their practice and expertise, building better facilities and providing the resources our schools need to deliver an outstanding education are critical to the future success of young Queenslanders.

Working together we will make a difference for every child and young person.

The Honourable Annastacia Palaszczuk MP
Premier and Minister for the Arts

The Honourable Kate Jones MP
Minister for Education

“Schools have to prepare students for jobs that have not yet been created, technologies that have not yet been invented and problems that we don’t know will arise.”

Andreas Schleicher

“The overwhelming majority of participants in the community consultation process believe the action plan for advancing education in Queensland is moving in the right direction.”

Department of Education and Training
A better future

Supporting children to be competent and capable learners at Yeronga Park Kindergarten
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
- Queensland NAPLAN improvements are outpacing the nation, particularly in Year 3
- more Queensland students than ever before, including Aboriginal and Torres Strait Islander students, are successfully completing Year 12
- state schools continue to record high levels of parent and student satisfaction.

Children and young people are preparing for a very different future to that of their parents. Our schools are inspiring students to rise to the challenge of this future and 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 respect, are developing cultural capacity and able to connect locally and globally
- **Successful people** who have goals, who are resilient, able to create opportunities and are confident in pursuing their passions.

This plan builds on the progress we have already made, our conversation with Queenslanders about what is important, and outlines the actions we are taking now, and in the future, to deliver our long-term vision for advancing education.
Delivering our plan

Engaging Palm Beach Currumbin State High School students in digital technologies to prepare them for the future
We will monitor and report on our progress in delivering each action and the impact on achieving our long-term aspirations to create successful futures for all Queenslanders.

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

• Queensland’s literacy and numeracy outcomes match higher-performing states, including student achievement at the highest levels
• every state school has access to a specialist science, technology, engineering and mathematics (STEM) teachers
• the participation of vulnerable children in quality kindergarten programs lifts to more than 95 per cent
• more than 95 per cent of Aboriginal and Torres Strait Islander children engage in quality kindergarten programs
• Aboriginal and Torres Strait Islander students are engaged in their learning and achieve academic success
• 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 number of young people in education, training or employment after completing Year 12 exceeds 90 per cent
• the investment of resources and assets is based on need
• staff feel valued, have opportunities to develop their practice and have access to high quality evidence.

Developing resilience, problem solving and collaborative learning will help prepare our children for any future.

Forum feedback – Logan
Advancing education

More choices and better life outcomes for Queenslanders

Cohesive society and economic prosperity for Queensland

A confident start
Giving our young children a positive start to their early development and lifelong learning journey

Global schools through languages
Preparing young Queenslanders to engage in the new opportunities of a connected and global economy

Supporting student learning

Schools of the future
Becoming entrepreneurs of tomorrow, students will need to become problem solvers, critical and creative thinkers and innovators

Senior schooling pathways
Putting young Queenslanders on the right track for success in Year 12 and post-school education and work

Becoming entrepreneurs of tomorrow, students will need to become problem solvers, critical and creative thinkers and innovators

Supporting student learning
Partnering for success
Engaging and collaborating with parents, community, industry and tertiary providers to give opportunities for students and teachers to learn through real world experiences

Investing in schools
Making sure that schools have the resources they need to deliver quality learning experiences in every classroom

Valuing our teachers & educators
Supporting principals, teachers and support staff to make the difference to the quality of learning in our schools

Supporting students to be happy, confident, resilient and enhancing their capacity to learn

Using learner-centred approaches so every student can achieve

Improving literacy and numeracy to prepare students to become lifelong learners

Reconnecting disengaged or at-risk students to learning
A confident start

Highlights
- Prep for all children from 2017
- Age-appropriate learning in Prep in state schools
- Engage more children with disability in early learning
- Invest in new integrated early years services in areas of need

Child-led learning through purposeful play at Chapel Hill Community Kindergarten
Opportunities for every child
We will make it easier for all children to have quality early childhood experiences by:
• offering families a 12 month membership of Playgroup Queensland on the birth of their child
• supporting more children with disability to engage in early learning through extra funding to kindy services
• providing innovative options for quality kindergarten 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-based options
• 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 support early childhood educators and teachers through the Workforce Action Plan by:
• promoting early childhood career opportunities through the Inspire the future. Choose a career in early childhood campaign
• providing professional development, mentoring and support for Aboriginal and Torres Strait Islander educators, including for educators in remote communities
• rolling out a new ‘one-stop shop’ — Early Years Connect — providing online professional development and resources for early childhood educators working with children with disability 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, in partnership with families
• engaging every child in Prep by making it the first year of compulsory schooling from 2017
• supporting age-appropriate learning in Prep in state schools
• providing resources to inform the learning priorities for students on entry to Prep
• partnering with the Institute of Indigenous Urban Health to promote the importance of early childhood education through the Deadly Kindies program.

Quality early educational intervention makes significant long-term differences to IQ, social, educational and employment outcomes.4
Ramey, Sparling & Landesman

Early learning focus is important as this sets the child up for lifelong learning.
Forum feedback – Mount Isa

Increasing participation

Department of Education and Training Advancing education: an action plan for education in Queensland 10
Schools of the future

Highlights

- fast-track the implementation of the Digital Technologies curriculum and coding and robotic programs
- establish STEM virtual academies, including a specialist coding academy
- incubate the next generation of IT entrepreneurs
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
• Target under-represented groups, including Aboriginal and Torres Strait Islanders, to improve participation and achievement in STEM.

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
• improving access to technology for learning through better broadband connectivity for state schools.

Coding and robotics starts in schools – #codingcounts

We will develop every student’s digital literacy by:

• extending partnerships with industry, universities and researchers to connect students and schools with cutting edge innovation
• establishing a Queensland Coding Academy to provide learning opportunities for students and teachers
• supporting the teaching of digital technologies, coding and robotics through the provision of high quality and innovative curriculum resources
• developing the Entrepreneurs of Tomorrow through opportunities to work with industry to shape their ideas and business plans.

Everything is changing very, very fast. STEM education, robotics and coding skills are the innovation currency for the future. No longer should we ask students what they want to be; we should ask what it is they want to create...  

Dr Geoff Garrett, Queensland Chief Scientist

75% of the fastest growing occupations require science, technology, engineering and mathematics (STEM) related skills and knowledge.5

Becker & Park

Increasing demand

Employment in STEM growing 2x faster than other occupations
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 Queensland’s education sector internationally
An essential ingredient of global competence is foreign language proficiency and a deep understanding of other cultures.

Yong Zhao

By 2050, Asia is expected to provide more than 50% of global gross domestic product.

Asian Development Bank

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
- encouraging schools to offer immersion and bilingual programs
- supporting Aboriginal and Torres Strait Islander children’s access to their heritage by maintaining, learning or researching their traditional 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.

At least 50% of the world is bilingual or multilingual
Senior schooling pathways

Highlights

• introduce a new senior assessment and tertiary entrance system
• put students on the pathway to careers by expanding the number of Vocational Education and Training (VET) options in schools
Successful student outcomes
We will continue to 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
• working with 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.

Connections to training and skills
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 by 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.

Winner of the 2015 School-based Apprentice or Trainee of the Year for Darling Downs South West, Michael McCarthy’s passion for working with timber has inspired him to pursue a traineeship in a joinery and construction company. His goal is to become a tradesperson and share his expertise locally.
Supporting student learning

Highlights

- establish a statewide Reading Centre to provide specialist advice
- create an Autism Hub in partnership with experts
- provide additional guidance officers and mental health coaches
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 lift the reading outcomes for Aboriginal and Torres Strait Islander students
- helping improve the reading of disadvantaged students.

A focus on student needs

We will strengthen learner-centred approaches by:

- creating an Autism 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.

Strong and resilient students

We will support student wellbeing by:

- promoting resilience and respectful relationship skills by 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 wellbeing, mental health and behaviour to inform future practice and policy.

Engaged students

We will prevent students from falling through the cracks by:

- identifying students at-risk of disengagement early to target prevention strategies more effectively
- 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
- developing innovative models through co-design with non-government partners of alternative schooling services.
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
Targeted resources to support learning

We will support learning in state schools by:

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

Contemporary learning environments

We will plan schools better 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 collaboration and innovation strategies
• developing a Queensland Evidence Hub to share best practice and research about school improvement.

A school review is a fantastic way to celebrate what’s going well in the organisation and look long and hard at the way you’re doing things and why.

Principal and Internal Reviewer

A new Health Trade Skills Centre at Innisfail State College has put students on the pathway to careers by creating opportunities for them to use state-of-the-art dental and health care facilities unparalleled in Queensland to respond to community needs while also gaining real world skills.
Partnering for success

Highlights

- state schools have active partnerships with industries or universities
- place successful partnerships at the centre of our school improvement agenda
- revitalise the Parent and Community Engagement Framework
Positive School Communities

Real world connections
We will connect teachers and students to cutting edge developments by:

- promoting active partnerships with business, industry and universities to lift the quality of STEM teaching and learning experiences
- supporting all state schools, individually or in clusters, to have active partnerships with industry or universities
- strengthening transitions to post-school training and employment through ongoing collaboration with industry and vocational education and training providers.

Engaging families and the community
We will work with families and the broader community to build positive school communities by:

- placing successful school and community partnerships at the centre of our school improvement agenda
- capturing the views of parents through engagement on school councils and Parents and Citizens’ Associations
- revitalising the Parent and Community Engagement Framework to support state schools to create positive partnerships with families and their communities
- establishing an Indigenous-specific parent and community engagement strategy to promote active partnerships with the Aboriginal and Torres Strait Islander community
- working with experts to help develop students’ understanding of broader community expectations and the skills they require to be successful citizens
- giving parents greater access to information about their child’s progress through QParents, a secure online portal.

QUT’s STEM High School Engagement program offers curriculum-linked workshops. Students and teachers learn to program robots using Arduino, Processing, RobotC and Python to skill them for their future careers.

Schools that foster communication and participation by parents, and encourage and assist parents to support their children with their school work tend to have better outcomes.11 OECD
Valuing our teachers and educators

Highlights

• establish a professional learning centre to strengthen teaching excellence
• put more teachers in state school classrooms with an extra 2500 teachers, including 875 above projected growth
• transform Human Resource management to attract and keep the best people in teaching
**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:

- establishing a centre for professional learning and teaching excellence for teachers and school leaders
- 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
- supporting preservice teachers to develop digital planning and assessment skills.

**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
- improved inductions for new and beginning principals.

**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.

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"Teachers strong on content and pedagogical knowledge, and who care deeply about learning and students are more effective." — Michael Fullan

"Provide quality, sustained professional development to improve pedagogy and content knowledge, which will ultimately impact student learning." — Survey respondent

"Investing in teacher effectiveness is the most potent reform to boost Australia’s economic growth." — Grattan Institute

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Investing in teacher effectiveness is the most potent reform to boost Australia’s economic growth.13

Grattan Institute
Staying connected

Encouraging creativity and play using technology at Inala Kindergarten and Community Pre-school
We need Queenslanders to work with us in advancing education.

We will be releasing further details about our plan in the future and reporting on our progress. Stay connected with Advancing education at www.advancingeducation.qld.gov.au

Working together we will make a difference for every child and young person.

References

5. Ramey, CT, Sparling, JJ, & Landesman, S 2012, Abecedarian: The ideas, the approach, and the findings, Sociometrics Corporation, Los Altos, CA.