




Speech By
Hon. John-Paul Langbroek

MEMBER FOR SURFERS PARADISE

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MINISTERIAL STATEMENTS

Education, Teacher Performance

 **Hon. JH LANGBROEK** (Surfers Paradise—LNP) (Minister for Education, Training and Employment) (9.53 am): Since day one of this government we have focused—relentlessly focused—on improving student outcomes. This is because we know the value of a great education and the transformative role that it can play in young people's lives. In our efforts to build the best education system in Australia, we have tackled this challenge from every angle. We are delivering money straight to schools through our Great Results Guarantee. We are giving principals and teachers greater powers to deal with disruptive students so that those children doing the right thing have a safe place to come to school. We are building the schools of the future so that Queensland children have access to great facilities to play and learn. We also introduced Greater Teachers = Great Results—our \$537 million action plan to improve teacher performance and reward teacher excellence.

We did this because there is an overwhelming body of evidence that says when it comes to ensuring our students are achieving all that they can our attention needs to be on the most important person in their classroom—the teacher. While the research and evidence is there, we need only to reflect on our school years to know that having a great teacher is what makes all the difference. We want all Queensland children to have this experience. That is why in Greater Teachers = Great Results we committed to introducing a structured, annual performance review process.

Today, I can announce that that is exactly what we will deliver from the beginning of next year in all Queensland state schools. We have done it with the support of the Queensland Teachers Union. The old performance review process was voluntary. It was ad hoc. It was unstructured. It pretended that all teachers and all schools were the same. Most importantly, it did very little to identify or link how a teacher's performance could be improved to better support their students' learning.

In almost every other profession there are clear and vigorous mechanisms for review of performance. Why should it be any different for the people to whom we entrust our child's education and, in doing so, their future. The new mandatory annual performance review process that we have introduced with the support of the Queensland Teachers Union is a sophisticated one. Every year teachers must come together with school leaders to develop a written plan that sets out their goals and professional practice and learning opportunities with ongoing opportunities for feedback and review.

Queensland state school teachers have a big job and it is an important one. This government has always acknowledged that. That is why we are providing them and their school leaders with the tools and the support to work together, in the context of their school, to focus on improving their performance and that of the children in their charge.

The approach of those opposite was always to say, 'That's good enough.' They would never have embraced a measure such as this because it would have been too hard to roll out with their top-

down, command-and-control approach to running schools from Mary Street. On this side of the House, we have listened and we are acting. Our new performance review process has the backing of mums and dads who want to see their child's teacher be the best they can be. It has been given the tick by principals who want to work with their staff to build a more collegiate environment and be able to link the teacher review process to the specific needs of their schools and the students within them. With the imprimatur of the QTU it has the full support of teachers because they too want their professionalism to be acknowledged and recognised. It is all part of our strong plan for a brighter future for education in Queensland.