

Question on Notice

No. 29

Asked on 23 February 2021

DR C ROWAN ASKED MINISTER FOR EDUCATION, MINISTER FOR INDUSTRIAL RELATIONS AND MINISTER FOR RACING (HON G GRACE)

QUESTION:

Will the Minister advise what progress has been made in the implementation of the 7 recommendations of the Evaluation of the Independent Public Schools Initiative Report 2018?

ANSWER:

On 25 October 2018, I announced that the Department of Education would establish the Independent Public Schools (IPS) Strategic Directions Steering Committee (the Committee). The Committee was chaired by the Director-General and worked with stakeholder groups to consider the recommendations of the *Evaluation of the Independent Public Schools Initiative Report 2018* (evaluation report).

The evaluation report recommendations, and subsequent consultation, highlighted the need for the department to invest in principal wellbeing, a statewide leadership strategy, an examination of the current human resources systems, and differentiated support for school leaders in all Queensland state schools.

The Committee worked through the seven recommendations of the evaluation report and endorsed an Implementation Plan comprised of a suite of initiatives.

I am pleased to advise the department has progressed a range of activities to address the recommendation outcomes in line with this Implementation Plan. These include:

- changes to the recruitment process for classified teaching roles;
- implementation of a guaranteed teacher transfer (teacher mobility) process;
- development and implementation of an overarching leadership strategy;
- development and implementation of a principal health and wellbeing strategy, including:
 - workload reduction initiatives including two pilot projects to trial a principal support hotline and complex matters referral service, and establishment of a Workload Advisory Council;
 - support services including wellbeing coaching and expansion of a stress and resilience program;
 - initiatives to foster safe and respectful workplaces, including a new complaints management process and development of a respectful school communities communications strategy;
 - investment in leader capability, including through strengthened principal induction and essential training for principals and school leaders; and
- development and implementation of a Principal Engagement Strategy providing school leaders with an opportunity to inform statewide policy development and deepen their understanding of system leadership.

The IPS initiative has encouraged local and system-wide innovation to improve school performance and strengthen school leadership. Much of this has then been scaled up to all schools, such that the remaining difference between IPS and non-IPS is negligible.