



Brighter futures

Delivering excellence in every state school, for every student

DELIVERING
FOR QUEENSLAND



Queensland
Government

Contents

Minister's foreword	4
Our commitment to every student and every school	6
Our focus	8
Excellence in every state school	13
Our priorities	14
• High expectations for every student	14
• Local decision-making within our system	16
• Digital innovation and responsive systems	18
• A confident and professional workforce	20
Our plan for excellence in teaching and learning in every state school, for every student	22
• Starting strong	23
• Building on foundations	24
• On track for success	25
• Ready for the future	26
Our impact	27



Minister's foreword



Our schools play a central role in communities across this great state and are critical to building Queensland's future.

The Crisafulli Government is *Delivering for Queensland* by ensuring our state schools are supported to have high expectations for every student.

We know education changes lives.

I have seen right across Queensland, passionate school leaders, teachers, teacher aides and support staff committed to making a positive difference in the lives of children, young people, their families and communities.

Brighter futures: Delivering excellence in every state school, for every student recognises the critical role state schools play in every Queensland community, and outlines the actions we will collectively undertake to lift outcomes and support excellence in every school.

We have already started to deliver on these actions.

We are providing specialist support for teachers and students through the Queensland Government's *More Teachers, Better Education* plan. This includes more teachers, teacher aides and specialist resources, and expanded professional development opportunities.

We will free up teachers to teach through delivery of a plan to reduce red tape, informed by extensive consultation with teachers and principals right across the state.

We are delivering a workforce strategy which will further detail our collective actions to develop and support our people.

All staff and students have the right to learn and work in safe and disciplined environments.

Through our ongoing *Behaviour Boost*, we are supporting every primary, special and secondary state school in Queensland to implement behaviour management strategies.

We have also invested in anti-bullying initiatives including raising community awareness and joint action; creating safe and disciplined schools; and delivering more support for families, students and schools.

Our commitment to provide Workplace Health and Safety Officers is another critical step supporting schools to create safe teaching and learning environments.

We are delivering infrastructure for the future, building 15 new schools, including new primary schools and six special schools where they are needed most.

The Crisafulli Government is delivering on the promise to help kids catch up, keep up and stay in school. In addition to getting back to basics with the literacy and numeracy skills students need, young people at risk of disengagement will get the support they need to re-engage in education, training or employment and achieve their full potential.

Our *Back to School Boost* will also deliver cost-of-living relief and educational support for families with \$100 for every Prep to Year 6 student to help parents cover the cost of books, stationery, sports and arts activities.

While we have commenced a number of important commitments to support our students, teachers, schools and families, we know there is more work to do.

This is our plan for a fresh start for Queensland state schools.

John-Paul Langbroek
Minister for Education
and the Arts





Our commitment to every student and every school

Across our system, we are unified in our commitment to see every student excel.

Achieving our vision requires a collective understanding of what we stand for and how we will make it a reality.

We know that excellence cannot be achieved without equity.

What this means is welcoming every student into our schools and offering them the opportunity to achieve great things. It means every state school embedding excellence in everything they do and working with their local community to continue to create a strong and positive culture of learning.

Achieving our vision requires positive and safe workplaces where our multi-disciplinary workforce lift outcomes together, and are empowered to learn and grow throughout their careers.

It's a shared belief that no matter their background, culture or ability, **every student** can achieve and realise their potential.

We encourage every young person to hold high expectations for their behaviour and their educational achievements, preparing them to be active and informed members of their communities and global citizens of the world.

It means that we deliver excellence in teaching and learning for every young Aboriginal student and Torres Strait Islander student. Together, we will work to close the gap so they can achieve and reach their full potential.

We recognise individual needs and empower students to overcome barriers and grow in their learning. We are united in our efforts to remove entrenched barriers that may stand between a student achieving excellence.

From the smallest schools in our most remote communities, to our largest schools across Queensland, we strive for excellence so that every school is a school of choice, excelling at what they do.



Education is a truly equalising force – empowering young people with opportunities for their future

Our focus

To achieve our vision, delivering excellence in every state school, for every student, we must maintain a focus on educational achievement and belonging and engagement. As we deliver our priorities and actions, everyone at every level considers these areas of focus.



Educational achievement

Knowing and responding to each student's learning needs is essential to making sure they are on track to achieve their educational goals.

Our common goal is for every student to progress in their learning each year to achieve individual excellence, and to invest in the capability and expertise of our people to support them.



Belonging and engagement

Welcoming every student and supporting their unique needs creates a positive culture that promotes a sense of belonging, wellbeing and safety to support their engagement in learning.

Our common goal is to create positive and inclusive teaching and learning environments where all staff and students feel confident, resilient and supported to thrive.



*A fresh start and
brighter future
for Queensland
students*

Our priorities



High expectations for every student

Responding to each student's learning needs, with high expectations for every student to grow in their learning and achieve.



Local decision-making within our system

Setting priorities and clear expectations to enable schools to make local decisions as active and accountable members of our system.



Excellence in every state school



Digital innovation and responsive systems

Leveraging digital innovation and enhancing corporate systems and processes to unleash innovation in schools.

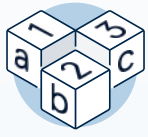


A confident and professional workforce

Supporting and building our multi-disciplinary workforce to deliver what matters for every student.

Connections to communities enrich the learning of every student and strengthens all of our work

Every student's learning journey



Starting strong

Kindy to Year 2

Focusing on the foundational skills that set every child up for a positive learning journey.



Building on foundations

Years 3 to 6

Embedding foundational skills for lifelong learning and nurturing the confidence of every student to thrive.



Excellence in every state school



On track for success

Years 7 to 9

Responding to the changing needs of adolescent learners to support every student to stay on track.



Ready for the future

Years 10 to 12

Preparing every student for their future and supporting meaningful post school pathways.

Underpinned by quality curriculum, teaching and learning



With the foundations of a performing education system and a united vision, schools are supported to focus on what matters most – supporting every student to learn, achieve and be empowered to realise their potential

Excellence in every state school



Every Queensland state school is a school of choice, where every student of every background, ability or culture is empowered to realise their full potential. True excellence is only possible when founded in equity.

Clear and consistent performance and accountability expectations support a shared understanding of how schools, regions and the centre work together to improve outcomes for every student.

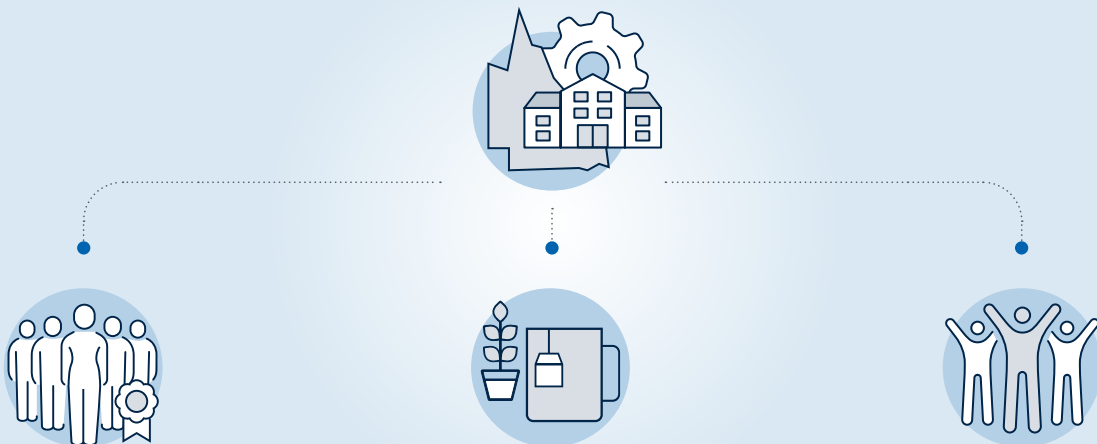
Within a connected system, every school will deliver excellence through high expectations, a positive learning culture and quality teaching and learning across each phase of a student's learning journey.

Our goals for every state school include:

- responsive and effective school leadership as part of a connected system
- promoting a positive culture of learning
- differentiating quality teaching and learning
- building an expert teaching team supported by a contemporary workforce
- driving an explicit improvement agenda, informed by data and insights
- targeting school resources to where they have the greatest impact
- leading curriculum implementation and getting back to basics
- implementing effective pedagogical practices
- providing mechanisms to acknowledge and be responsive to student voice
- collaborating within and across the school and broader community, including building school-community partnerships.

Our collective accountability

In schools, regions, and across our system we will monitor:



**Workforce composition,
attraction and retention**

**Health, safety
and wellbeing**

**Staff
morale**

High expectations for every student



Responding to each student's learning needs, with high expectations for every student to grow in their learning and achieve.

Outcomes for students, families, staff and communities are strengthened when we work together to ensure every student—no matter what school they attend—has access to the best education.

We know our schools can make the biggest impact in a young person's life. They are at the centre of their communities, working with young people, families and the community to make a real difference.

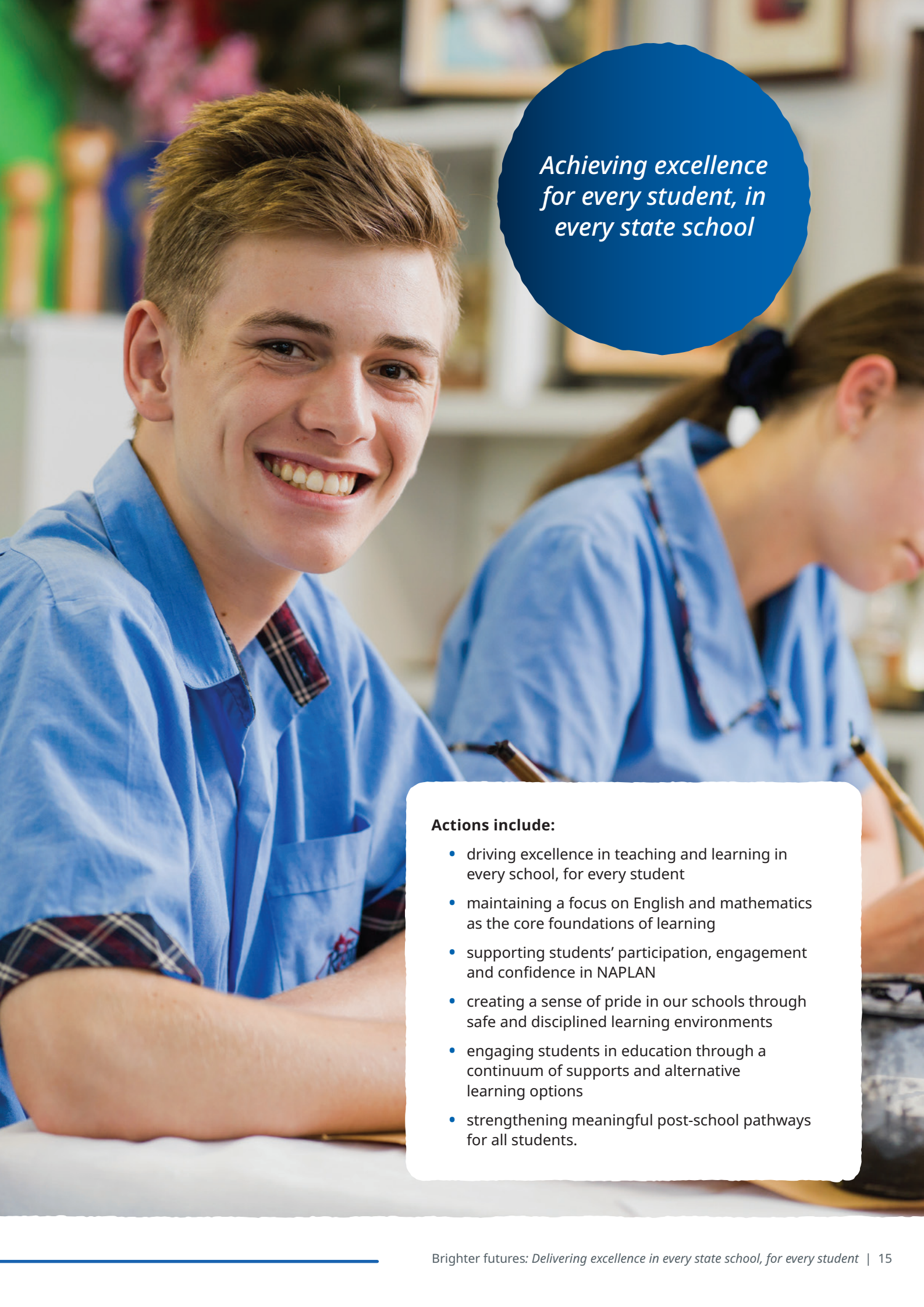
Access to high-quality education is fundamental to the future employment, health and wellbeing of every young Queenslander. Lifting educational outcomes for every student delivers significant benefits for students' life outcomes.

While equity remains a strong focus, it underpins our belief that every student can achieve excellence. While excellence might look different from one student or school to another, strengthening mastery of the core curriculum, enhancing the use of borderless teaching and learning opportunities and encouraging innovation provides the foundations for all students to excel.

Our commitment to a culture of learning focuses on fostering positive transitions and meaningful participation and engagement in education. Attendance and behaviour serve as key indicators, offering valuable insights into the support each child needs to thrive academically, socially, and emotionally. By prioritising these areas and monitoring days of learning, every student is provided with opportunities to succeed throughout their schooling and future endeavours, empowering them to reach their full potential.

Our students, school communities and staff take great pride in their schools, working together to create and maintain safe and well-disciplined learning environments where everyone has the opportunity to thrive.

Engaging every student to stay on track in their learning is critical. We know that each student and school community has unique contexts and needs. By understanding these needs and responding with the right support, students have the greatest chance to engage and grow in their learning to achieve and excel.



*Achieving excellence
for every student, in
every state school*

Actions include:

- driving excellence in teaching and learning in every school, for every student
- maintaining a focus on English and mathematics as the core foundations of learning
- supporting students' participation, engagement and confidence in NAPLAN
- creating a sense of pride in our schools through safe and disciplined learning environments
- engaging students in education through a continuum of supports and alternative learning options
- strengthening meaningful post-school pathways for all students.

Local decision-making within our system



Setting priorities and clear expectations to enable schools to make local decisions as active and accountable members of our system.

A strong education system provides the necessary support structures for schools to operate effectively, while also recognising and responding to the unique local context of every school.

School leaders make a real difference when they are empowered to make local decisions and lead with confidence, clarity and support as active and accountable members of our state schooling system.

Recognising that a one-size-fits-all approach doesn't work, guidance and advice for schools about priorities, along with clear and consistent information around performance expectations and accountability, will support school leaders to have the greatest local impact, as a part of our connected system.

As part of a connected, world-class state education system, a focus on strong leadership and local decision-making will build on our renewed school supervision model to ensure every state school is empowered to operate at their best through differentiated and targeted support and resourcing.

Teachers play the most powerful role in shaping the future of our students. Simplifying, reducing and removing unnecessary administrative burden and red tape enables teachers to focus on time spent with students, putting teaching and learning first.

Place-based responses empower schools and their communities to respond to unique challenges through tailored solutions and shared decision-making, fostering trust and delivering sustainable outcomes.

Trust in the state school system is further strengthened when we work together, following consistent practices and transparent approaches, to achieve excellence within our system, making every state school a school of choice.

By providing schools with the supports they need, when they need them, we drive whole-school improvement and excellence across the state.



*A stronger system,
together*

Actions include:

- strengthening local decision-making and differentiated supervision and support by establishing a new performance and accountability framework
- implementing our plan to reduce red tape across the system, regions and schools
- streamlining state school resourcing so that schools have the supports and resources they need to deliver what matters
- developing guidance for place-based responses to support schools to respond to local need
- strengthening consistent enrolment practices and networked approaches that promote local state schools as schools of choice
- driving further transparency in our infrastructure investment prioritisation approach
- maximising opportunities in the lead up to the Brisbane 2032 Olympic and Paralympic Games.

Digital innovation and responsive systems



Leveraging digital innovation and enhancing corporate systems and processes to unleash innovation in schools.

We are making the most of digital innovation to connect every student and teacher in every classroom to boundless teaching and learning opportunities, no matter where they live in Queensland.

Building on the strong technology foundations we have established, we will continue to focus on connecting students and teachers to opportunities across the state through digital innovation in teaching and learning.

We are opening endless possibilities for students to learn and connect with each other and our great teachers across the state by expanding the Queensland Virtual Academy (QVA), Queensland's biggest classroom. Across our diverse and dispersed communities, the QVA offers more choice and opportunity to connect to innovations in teaching and learning than ever before.

Contemporary and responsive systems and processes create the conditions for schools to succeed. Good systems are pivotal in reducing red tape and streamlining how schools operate. By enhancing core systems, school planning processes and putting data insights and evidence in the hands of school leaders, schools are better placed to respond to the needs of their local communities, and most importantly, can focus on the classroom, where they can make the biggest difference in the lives of students.

Every school is unique and each school faces different challenges. Importantly though, every school needs the right resources that respond to the needs of their students, staff and communities. Through renewing our state school resourcing model and by giving schools access to the supports, digital devices and technologies they need, we empower every student and every school to be their best.



*Every school
connected and
supported*

Actions include:

- expanding the reach and offerings of the Queensland Virtual Academy, connecting more students and teachers to digital innovation in teaching and learning
- streamlining and improving core systems including information management, finance and human resource systems
- supporting schools and students to safely embrace new and emerging technologies to enrich teaching and learning opportunities
- providing targeted resourcing to improve access to digital devices and technology for schools and students
- enhancing data insights, evidence and capability to support school, region and system improvement.

A confident and professional workforce



Supporting and building our multi-disciplinary workforce to deliver what matters for every student.

A system that values and supports its workforce, with a focus on attracting high-quality candidates and retaining experienced staff, is best placed to meet educational priorities and system goals and support positive outcomes for every student.

Creating supportive, safe and healthy schools and workplaces, where educators and leaders feel valued and connected to their school communities, creates a sense of belonging and a positive environment for teaching and working.

The workforce needs of schools continue to change in response to the evolving nature of our local communities. Contemporary workforce design is critical to effectively respond to the current and future needs of Queensland. It considers the importance of a diverse workforce of allied professionals, specialists and support staff that each school needs. A well-planned multi-disciplinary workforce frees up teachers to focus on teaching and supports all staff to focus on driving continuous improvement across the system.

Working in education, alongside passionate and committed people, is one of the most rewarding careers. Attracting, inspiring and retaining a diverse and professional workforce who are supported to grow in their profession throughout their career and contribute to our system boosts student-to-teacher ratios and eases pressure on our valued workforce.

High-performing educational systems invest in their workforce—from educational leaders, teachers and school-based support roles, through to the regional and corporate workforce who are there to support every school—to build their capability, confidence and pathways for a rewarding career.

Recognising and valuing the incredible expertise of all our staff, flagship programs, delivered through the Education Futures Institute support our people at every step of their education career.

The role of educational leaders and teachers is constantly evolving, becoming increasingly broad and complex. Expert leaders and teachers build connections with their peers, provide guidance and share best practice of what works in their classrooms. Working collaboratively in partnership with teaching teams, allied professionals and specialist staff, they are the key to improved outcomes for every student.



*Providing safe
and respectful
teaching and working
environments and
valuing the skills
and expertise of
our workforce*

Actions include:

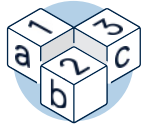
- strengthening the focus on safety and wellbeing in the workplace to protect and value our people
- supporting schools to utilise a range of roles through contemporary workforce design
- delivering responsive workforce strategies to attract and retain a professional, skilled and diverse workforce
- building the professional expertise of education and system leaders
- strengthening teaching expertise in priority areas to support excellence in teaching and learning.

Our plan for excellence in teaching and learning in every state school, for every student



Starting strong

Kindy to Year 2



Focusing on the foundational skills that set every child up for a positive learning journey.

Students who attend school regularly, are engaged in the classroom and progress in their learning are more likely to have positive outcomes through each phase of their schooling journey.

Experiences in the early years shape a child's wellbeing at every stage of their life and set the foundations for a better future. Schools are uniquely placed to partner with families, local communities and early years services to wrap support around children and families to ensure every child has the best possible transitions into school.

Establishing positive attendance and engagement in the earliest years sets a child up to positively transition throughout the phases of learning.

Our goals for Kindy to Year 2 are:

- positive transitions into schooling
- teaching and learning that sets the foundational skills for learning success
- a focus on literacy and numeracy
- supporting every child by valuing their unique needs, strengths, and interests to help them succeed
- achieving positive learning outcomes
- attending school and demonstrating positive learning habits and behaviour.

For every student in the early years of school, we will monitor:

- relative proportion of students achieving in English and mathematics:
 - C and above
 - A or B
- days of learning.

Strengthening protective factors in the early years so that every student has the best possible start to their education



Building on foundations

Years 3 to 6



Embedding foundational skills for lifelong learning and nurturing the confidence of every student to thrive.

Early learning experiences inspire students to become lifelong learners. Building on the foundational skills in middle and upper primary sets them up for learning success.


By consolidating strong foundations for lifelong learning and nurturing confidence of students to thrive in their future schooling years, we can ensure students have the knowledge, self-belief and resilience they need to succeed.

Our goals for Years 3 to 6 are:

- a focus on English and mathematics
- teaching and learning that embeds the foundational skills for learning success
- supporting every child by valuing their unique needs, strengths, and interests to help them succeed
- achieving positive learning outcomes
- attending school and demonstrating positive learning habits and behaviour
- ready to transition to junior secondary.

For every student in middle and upper primary, we will monitor:

- relative proportion of students achieving in English and mathematics:
 - C and above
 - A or B
- NAPLAN participation and performance
- days of learning.



Students with the knowledge, self-belief and resilience to succeed

On track for success

Years 7 to 9



Responding to the changing needs of adolescent learners to support every student to stay on track.

Evidence tells us that maintaining engagement in learning in junior secondary is crucial to keeping students engaged and on track as they move into senior schooling and beyond.

Recognising and supporting the changing needs of adolescent learners is integral in supporting them to stay on track, both academically and personally.

Our goals for junior secondary are:

- positive transitions into secondary schooling
- a focus on English and mathematics
- adapting curriculum, teaching and learning to respond to adolescent learners
- achieving positive learning outcomes
- attending school and demonstrating positive learning habits and behaviour.

For every student in junior secondary, we will monitor:

- relative proportion of students achieving in English and mathematics:
 - C and above
 - A or B
- NAPLAN participation and performance
- days of learning.



Supporting positive transitions into and throughout junior secondary

Ready for the future

Years 10 to 12



Preparing every student for their future and supporting meaningful post-school pathways.

Having high expectations, understanding student's aspirations and supporting meaningful pathways for every student is key to achieving successful outcomes and a brighter future for every student.

We are preparing every student for life beyond school by supporting meaningful post-school pathways that align with each student's strengths, interests, and aspirations, whether that's further education, training or employment.

Our goals for senior secondary are:

- access to a range of subjects and learning options to ready senior students for the future
- preparing student as active citizens of the world
- a plan to stay on track to attainment
- achieving positive learning outcomes
- positive transitions to meaningful post-school pathways.

For every student in senior secondary, we will monitor:

- relative proportion of students in Year 10 achieving in English and mathematics:
 - C and above
 - A or B
- days of learning
- Years 10-12 pathways
- Year 12 outcomes and destinations.

Preparing every student for a bright future beyond school

Our impact

As we implement our education strategy, robust monitoring is critical to ensure we are on track to achieve outcomes, understand the impact we are having and identify areas for further focus and improvement.

We will embed a consistent evaluation approach to inform better decision-making and investment, identify emerging needs and priorities so we can adjust our approach, be transparent and accountable, and contribute to our evidence base about what works best.

Our impact will be assessed through a combination of:



Across our measures, we will monitor outcomes for a range of student cohorts, including Aboriginal and Torres Strait Islander students, and students with disability

Excellence in teaching and learning in
every state school, for every student

Acknowledgement of Country

The Department of Education acknowledges the Traditional Custodians of this land. We extend our respect to Elders, past and present, and Aboriginal and Torres Strait Islander peoples.



© State of Queensland (Department of Education 2025). Licensed under CC BY 4.0, with exception of the Government coat of arms, logos and images.

Attribution of third party materials:

- Icons adapted from iStock at www.istockphoto.com.



The Queensland Government is committed to providing accessible services to Queenslanders for all cultural and linguistic backgrounds. If you have difficulty understanding this publication and need an interpreter, please call the Translating and Interpreting Services (TIS National) on telephone 131 450 and ask them to contact the department on 13 QGOV (13 74 68).