

Equity and Excellence

*Realising the potential
of every student*



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Contents

- 4** Landscape of Learning
- 5** Acknowledgement of Country
- 6** Foreword
- 8** Our commitment
- 9** Our focus
- 10** Realising the potential of every student
- 11** A progressive, high performing education system
- 12** Schools making an impact
- 14** A stronger system
- 16**
 - Educational leadership and teaching expertise
- 18**
 - Digital innovation in teaching and learning
- 20**
 - Educational performance and support
- 22**
 - Integrated responses and educational precincts
- 24**
 - Revitalised educational infrastructure
- 26** Find out more



Landscape of Learning

The Landscape of Learning design uses oceans, rivers, land and ecology to represent the interconnected systems that combine to create the Queensland Department of Education and the complexity of the work that we do.

The design reflects the flow of the learner and the different ways in which we experience the education journey. The north bank represents the systems, steps and milestones within education, while the southern bank refers to the relationship between students and staff

and knowledge sharing. From the bank, a tree emerges with roots that extend downwards representing the ancient wisdom and knowledge from elders, teachers and the land itself.

The ocean draws attention to the journey flowing out into the vast fields of tertiary education and beyond. Acknowledging the Torres Strait Islands and ocean peoples, five shapes represent the distinct language and cultural groups of the region.

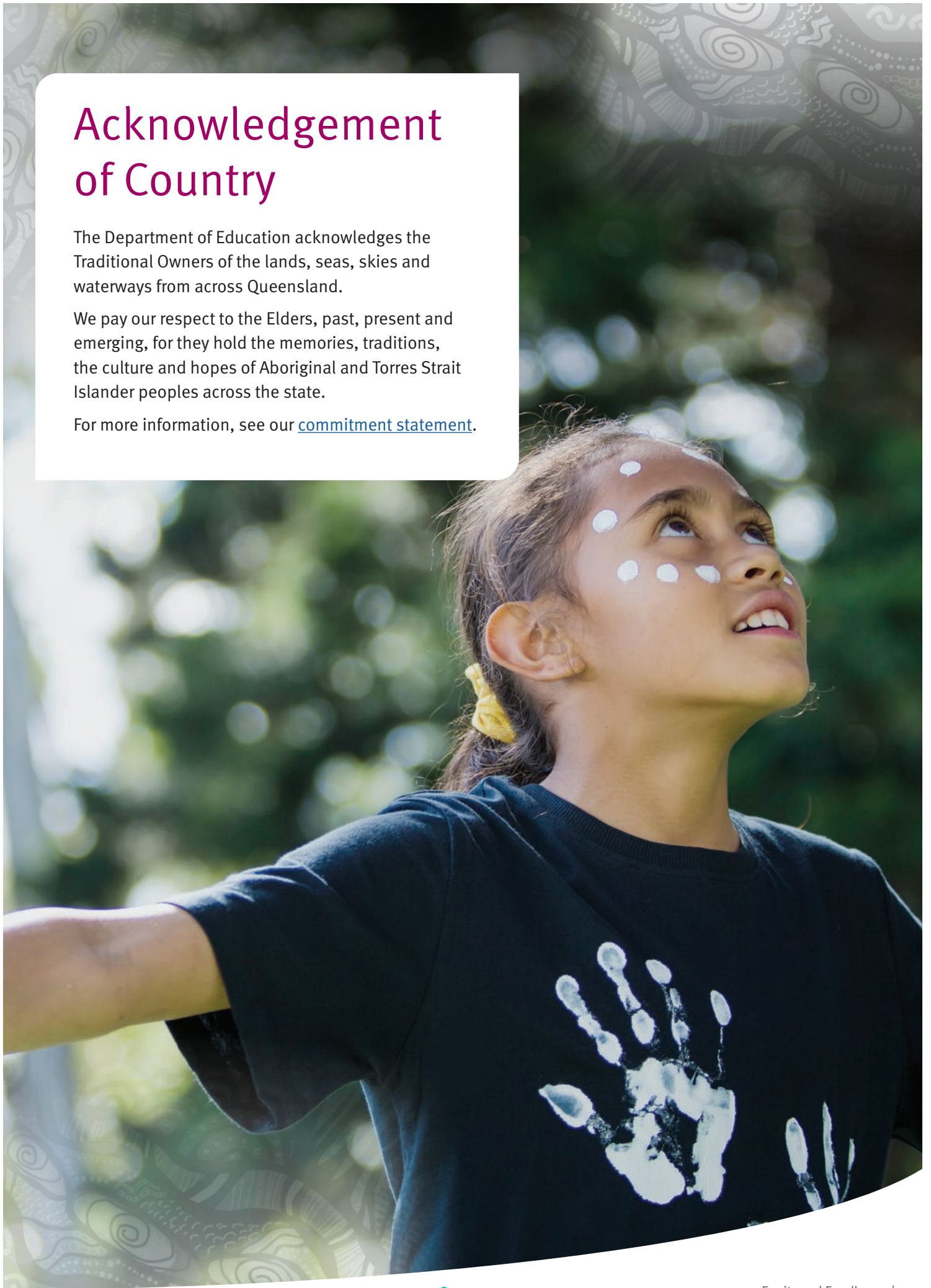
The Landscape of Learning is a custom embodied design for the Queensland Department of Education, produced in collaboration through a co-design process with Iscariot Media (IM) in 2022.

Acknowledgement of Country

The Department of Education acknowledges the Traditional Owners of the lands, seas, skies and waterways from across Queensland.

We pay our respect to the Elders, past, present and emerging, for they hold the memories, traditions, the culture and hopes of Aboriginal and Torres Strait Islander peoples across the state.

For more information, see our [commitment statement](#).



Foreword

Queensland is a state of boundless opportunities. That's why we are investing in education – so our youngest minds can realise their full potential at school, setting them up to live happy, healthy lives and make a positive contribution to our future.

Equity and Excellence is our plan for every state school student, focusing on educational achievement, wellbeing and engagement, and culture and inclusion. We want parents, communities – and most importantly students – to know that we will give them every possible opportunity to succeed.

Informed by research and targeted consultation, our strategy sets a new direction for schools and Queensland's state schooling system with the aim of lifting educational outcomes across the board, particularly in the key subject areas of English and Maths. Our aim is to enable every young Queenslanders to achieve great things no matter their background, circumstances, or postcode.

Equity and Excellence is about reducing barriers for all learners, including our First Nations students and their communities. We know that we enrich all of our lives when we value the knowledge and voices of Aboriginal and Torres Strait Islander peoples in our teaching and learning.

Equity and Excellence focuses on preparing the students of today for a more diverse and global world. We know that many of the jobs of tomorrow haven't yet been created, so it is critical that our strategy unlocks students' potential to become healthy, productive, life-long learners and job-ready citizens.

World-class schools with world-class skills. *Equity and Excellence* includes a significant investment in building the leadership and teaching expertise of our staff including partnering with the Australian Institute for Teaching and School Leadership, to lead the nation in the development of a professional standard for middle leaders in our schools.

We're also investing in digital enhancements to teaching and learning, including boosting internet speeds by up to 40 times to all schools in 2023, and up to 200 times in 2026 and reducing barriers to learning through the provision of digital devices to those students who require one.

Record investment in world class schooling infrastructure not only delivers even better educational services and revitalises how we teach and learn, it also boosts connectivity and access to information and skills for all Queensland communities.

It's an exciting time in education. Through *Equity and Excellence*, we will build a progressive high performing education system that delivers our vision of realising the potential of every student.

The Honourable Anastacia Palaszczuk MP
Premier and Minister for the Olympic and
Paralympic Games



The Honourable Grace Grace MP
Minister for Education, Minister for
Industrial Relations and Minister for Racing





Our commitment

Equity and Excellence is our promise

As a nation, through the Alice Springs (Mparntwe) Education Declaration, we have committed to equity and excellence in education – that all children and young people are confident, creative lifelong learners active in their community.


Equity and excellence is our promise.

In Queensland our communities will see this commitment in action in our state schooling system through our:

- shared understanding of what matters
- belief that every student can achieve
- responsive and diverse curriculum and teaching
- collective responsibility for every student's learning
- collaboration with students, families, communities and school staff to design the future.

Everyday our schools welcome their students into a world of opportunity. An opportunity to see, hear and to achieve great things. Our commitment to equity and excellence will empower our students, teachers, principals and all our staff to take the next step, to overcome the barriers and to realise the potential that working together can bring for Queensland.

How will you put equity and excellence into action?



“Equity is... identifying the barriers in one's life that may impact their wellbeing, inclusion or educational achievement and... providing opportunities to overcome those barriers.”

– Ministerial Student Advisory Committee member

“Excellence in schools is talking about how a school can provide every student a purpose and place for them to feel like they can excel.”

– Ministerial Student Advisory Committee member

Our focus

To achieve our vision of equity and excellence, we will all focus on:

Educational achievement



Knowing each student's learning progress is essential to making sure they are on track for positive educational outcomes. Setting clear expectations for every student and every school supports them to achieve. This means we:

- have a common goal that every student achieves at least one year of learning growth each year
- have clear expectations for schools and help them to differentiate support so every student realises their potential.

Wellbeing and engagement



Being healthy, confident and resilient is a foundation for engaging in learning. With a focus on wellbeing of all staff and students, we create a sense of belonging and a positive environment for teaching and working. Designing and delivering meaningful pathways for every student is key to lifting learning outcomes. This means we:

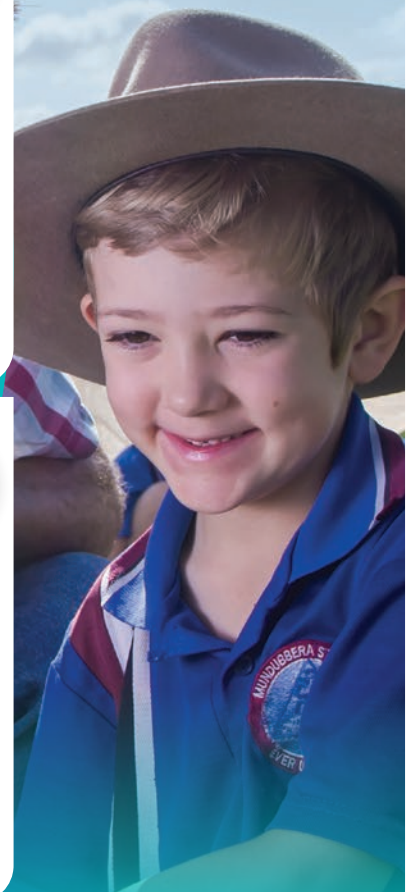
- know each student and understand what works best for them
- support staff and student wellbeing and engagement to establish a strong foundation for learning outcomes.

Culture and inclusion



The diversity of our staff, students and school communities is our greatest strength. By valuing culture and creating inclusive teaching and learning environments, we are driving equity and excellence across every state school. This means we:

- embrace diversity by creating welcoming, inclusive and accessible educational settings
- value student, parent/carer, community and stakeholder voice in our approach to teaching and learning.



Realising the potential of every student ...



Starting strong

Strengthening protective factors in the early years to improve outcomes and make a positive impact on young people's lives.



Building on foundations

Consolidating strong foundations for lifelong learning and nurturing confidence of students to thrive in their future schooling years.

Equity and excellence in schools



On track for success

Recognising changing needs and supporting every student to stay on track with positive transitions from upper primary through junior secondary.



Ready for the future

Preparing every student for their future and supporting positive transitions from school onto their next steps into further education and employment.

... a progressive, high performing education system



Educational leadership and teaching expertise

Empowering educators and leaders to build professional expertise across their career through high quality, targeted development opportunities.



Digital innovation in teaching and learning

Embedding future-focused learning practices that connect students and teachers across Queensland.

Equity and excellence across our system



Educational performance and support

Setting system priorities and clear expectations for schools with differentiated support targeted to each school's context and needs.



Revitalised educational infrastructure

Driving sustainable investment to optimise and renew educational infrastructure across the school network.



Integrated responses and educational precincts

Integrating planning, design and delivery of education across schools, early years services and community partners to respond to the changing needs of communities.

Schools making an impact

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

Starting strong in the early years supports lifelong wellbeing. It builds the foundation to put students on track for success and a better future. Schools are uniquely placed to partner with families, local communities and early years services to provide integrated and wrap-around support to ensure every child has the best possible transition to school.

Students who attend school regularly, are engaged in the classroom and progress in their learning are more likely to have better outcomes across their schooling journey.

Supporting wellbeing as students transition from primary through junior secondary is crucial to keeping young people engaged in learning and as they move onto their senior schooling years. Knowing each student's needs supports confident transitions and helps to keep them on track for positive schooling outcomes and post-school pathways.

Supporting our most vulnerable students to engage in education is essential for our young people to thrive. This means having an inclusive approach to learning that recognises every student must be supported to realise their potential. This includes supporting students with disability, students from culturally and linguistically diverse backgrounds, and students in out of home care.

Our priorities support every Aboriginal and Torres Strait Islander student to realise their potential. At each stage of learning, we know that connections to culture enrich the learning of every student and strengthens all of our work.

Through high expectations of academic achievement, engaging every student in learning, supporting wellbeing, and celebrating culture and diversity, we create equity and excellence in all our learning settings. This means every student can be equally confident that we will give them every opportunity to succeed and fulfil their enormous potential.

Supporting every child and student to be healthy, resilient and confident individuals as they create their future.



Each priority has a focus on Aboriginal and Torres Strait Islander student outcomes.

Curriculum, teaching and learning underpins each phase of the learning journey.



Starting strong

Strengthening protective factors in the early years to improve outcomes and make a positive impact on young people's lives.

Our school priorities from kindy to Year 2 are:

- knowing each child and student's needs to support positive and confident transitions into and through school
- achievement in English and mathematics
- maximising learning days.



On track for success

Recognising changing needs and supporting every student to stay on track with positive transitions from upper primary through junior secondary.

Our school priorities as students transition through junior secondary are:

- knowing each student's needs to support positive transitions into and through secondary school
- achievement in English and mathematics
- maximising learning days.



Building on foundations

Consolidating strong foundations for lifelong learning and nurturing confidence of students to thrive in their future schooling years.

Our school priorities in primary Years 3 to 6 are:

- knowing each student's needs through upper primary and as they prepare to transition to junior secondary
- achievement in English and mathematics
- maximising learning days.



Ready for the future

Preparing every student for their future and supporting positive transitions from school onto their next steps into further education and employment.

Our school priorities in senior secondary are:

- supporting every student with a plan to stay on track to attainment and meaningful post-school pathways
- positive transitions and knowing the post-school destination of every student.

A stronger system

Education changes lives. We have a real opportunity to make a difference.

Around the world, the undeniable case for better educational outcomes is increasingly recognised as the driver of economic and social outcomes. It makes sense to invest in education. The community quite literally is investing in its own future, and they are trusting us to make sure it pays off.

Well-educated children live healthier, longer lives. This is true even after accounting for differences in age, gender and income. By leveraging the collective strengths of communities, families and cross-agency collaboration, we are working together to improve the lives of young people. We have a rare privilege and responsibility – the better job we do, the better someone's life.

Real change is led in schools and classrooms by teachers and educational leaders. As our world is rapidly shaped by disruption and technology, it is our teachers who leverage innovations to connect young people to learning in a way that inspires them and prepares them for their future.

With the foundations of a high-performing education system and a united vision, schools are supported to focus on what matters most – educating, engaging and supporting the wellbeing of every student.

Education is a truly equalising force – sometimes the best chance for vulnerable children to emerge into adulthood with positive choices and opportunities for their future.



By working together, we can realise the potential of every student.

Passionate leaders, expert teachers, contemporary learning environments and a sustained focus on preparing every student for life in a changing and global world.

Our system initiatives are



Educational leadership and teaching expertise



Digital innovation in teaching and learning




Educational performance and support



Integrated responses and educational precincts



Revitalised educational infrastructure



“Effective leadership is one of the most powerful in school influences on outcomes, after teachers and teaching.”

— John Hattie

Inspirational educators leading learning for the future

Empowering educators and leaders to build professional expertise across their career through high quality, targeted learning opportunities.

Excellence in educational leadership plays a critical role in driving equity and excellence for every child and student. In partnership with their teaching teams, they are the key to improving outcomes.

Teachers change lives through learning. Great teachers can have a lasting impact on engagement and student achievement. Expert leaders and teachers build connections with their peers, provide guidance and share best practice of what works in their classrooms.


Creating 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.

Valuing Aboriginal and Torres Strait Islander cultures and building the cultural capability of all staff benefits every student and all our work.

High-performing educational systems invest in leaders and teachers to build their capability, confidence and pathways for a rewarding career. This is why we recognise and value the incredible expertise of our people and support them at every step of their education career.

Our system actions to build educational leadership excellence and teaching expertise

- bring together and align resourcing to deliver a world-class educational leadership and teaching institute
- partner to deliver educational leadership flagship programs across key career junctures
- partner to deliver teacher flagship programs with a focus on expertise in curriculum, teaching and learning
- implement strategies to support the health, safety and wellbeing of teachers, educational leaders and staff.



Inspiring excellence and empowering our people at every stage of their career.

“
The quality of an education system can never exceed the quality of its teachers.”

– Andreas Schleicher

*Every student, every
classroom, every school
connected to limitless
learning opportunities.*



**Digital innovation unlocking a
world of possibilities**

Embedding future-focused learning practices connecting students and teachers across Queensland.

Digital technologies are essential to respond and adapt to a changing world. We are empowering schools to prepare every child and student for a culturally diverse and digitally enabled future. This starts with ensuring every student has access to the technology they need to enhance their learning.


Our educators are strengthening their digital capability so they can take advantage of virtual teaching opportunities. Embracing the flexibility enabled by these technologies will give teachers access to a variety of teaching and learning options. Our digitally confident teachers will help students engage and thrive in a digital world.

Our responses to meet the unique learning needs of students and drive improvement in each school is strengthened by quality evidence

accessible through integrated data platforms. We are harnessing the power of data to connect insights, patterns and trends to inform school, regional and system responses.


Our system actions to embed digital innovation in teaching and learning

- enhance the capability and confidence of teachers in digital teaching and learning
- improve connectivity through bandwidth upgrades
- connect all students to digital learning opportunities through access to devices and technology
- establish a virtual academy to enhance access across the state to teaching expertise
- streamline access to data insights and evidence to inform system, regional and school planning and responses.

A photograph of a male teacher with a beard, wearing a purple patterned shirt and a bow tie, holding a tablet. A young girl with braided hair, wearing a blue and white checkered shirt, is looking at the tablet with him. They are outdoors with trees in the background.

A student's potential is global – no longer limited to what can happen within the school gates.

Digitally enabled teaching and learning to skill our students and teachers for the future.



*Where is the pride
in excellence if it's
not equitable?*

Every school focusing on
equity and excellence

Setting system priorities and clear expectations for schools with differentiated support targeted to each school's context and needs.

Through clear priorities and expectations, we assist schools to effectively plan local strategies to respond to student and community needs.

Queensland consists of diverse regions and communities with distinct characteristics which we celebrate and respect. Regional perspectives and school context play an invaluable role in identifying school support needs.


Our approach includes a focus on improving outcomes for First Nations students.

A strong understanding of each school's needs supports high expectations of equity and excellence and informs responsive, differentiated support.

Clear feedback helps schools know how they are going and where improvement efforts are best directed.

Our system actions to strengthen educational performance and support

- implement a renewed educational performance and support model
- provide differentiated support leveraging expertise across the system to assist all schools to lift outcomes
- align and streamline school planning processes
- revitalise the school review process to support systemic improvement
- review state schooling resourcing arrangements.



“Each individual child, regardless of their background, comes to school with a unique set of strengths that can be developed into great talent.”

– Yong Zhao



“The purpose of collaboration is to build thriving connected learning communities.”

– Maggie Farrar

Working together to strengthen communities

Integrating planning, design and delivery of education across schools, early years services and community partners to respond to the changing needs of communities.

Outcomes for children, students, families and communities are strengthened when government agencies, industry and communities partner to drive holistic, integrated responses.

Genuine collaboration between schools extends our reach to ensure every student – no matter what school they attend – has access to the best education.

Designated precincts and place-based approaches promote whole-of-government partnerships and leverage local strengths to give every child and young person the best opportunities to succeed.

They empower school communities to respond to unique challenges and support a whole-of-government, cross-sector and community commitment to improve educational and life outcomes for every young person.

Our system actions to deliver integrated responses and educational precincts

- trial dedicated educational precincts to implement targeted responses to local needs
- support schools in the most complex communities by collaborating with partners and across government to deliver locally responsive and integrated strategies
- deliver integrated school-based hub models that provide a full range of services to support children, students, families and communities.

We are shifting from the structural confines of schools to leading more dynamic, distributed and networked learning environments.

Schools are learning hubs, using the strength of communities to deliver collaborative learning.





*Re-imagining spaces
that inspire teaching
and learning.*

Contemporary environments enhancing teaching and learning

Driving sustainable investment to optimise and renew educational infrastructure across the school network.

Our school and early childhood infrastructure must continue to meet the needs of Queensland's diverse and growing communities. By prioritising efficient and sustainable investment we will revitalise schools across our state.

Modern learning demands contemporary environments that provide the space, technology and access for collaborative teaching. Through good design, we can create learning spaces that promote collaboration and positive relationships. Accessibility to our learning and administrative buildings by all members of the public, regardless of age and ability, improves equity, inclusion and a school's connection to its community.

Our system actions to revitalise educational infrastructure

- implement a future-focused and long-term infrastructure plan to ensure schools can meet the learning demands of the future
- deliver a clear investment prioritisation approach that effectively balances need for new schools and renewal of existing schools to meet contemporary learning needs
- enhance transparency and accountability in management of school enrolments to ensure the system can provide for growing student enrolments and changing communities.

“A first consideration is building environments where learning is safe, that fosters warm relationships among its members and is sensitive to cultural and functional diversity.”

– Organisation for Economic Co-operation and Development (OECD)







Working together – Realising the potential of every student

Find out more. 

To find out more about how we are delivering equity and excellence in Queensland state schools, visit www.qld.gov.au/equityandexcellence.

