

National School Reform Agreement

Queensland Bilateral Agreement: 2023 Progress Report

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Executive Summary

This report outlines the collective progress made by all schooling sectors in Queensland towards the reform areas outlined in Queensland's Bilateral Agreement for the 2023 calendar year.

In 2023, the Queensland Government continued to progress a number of significant activities, including: implementation of both the Beginning Principal Program and the Aspiring Principal Program pilot; the Education Futures Institute; and further expansion of the Transition Support Service for Aboriginal and Torres Strait Islander students. Queensland also continued implementation of actions under the successful Equity and Excellence strategy, our vision for a progressive high performing education system realising the potential of every student.

In 2023, the Queensland Catholic Education Commission (QCEC) facilitated a range of centralised activities for all Queensland Catholic schools to engage in, and Catholic School Authorities managed supplementary activities to progress reform priorities in their local contexts. The centralised activities included the Nationally Consistent Collection of Data on School Students with Disability (NCCD), NAPLAN Online, Highly Accomplished and Lead Teacher (HALT) certification, and a pilot to explore support for the implementation of intergenerational learning programs to increase school engagement with communities. Localised activities coordinated by Catholic School Authorities ensured the ongoing implementation of priorities from the Queensland Bilateral Agreement.

During 2023, Independent Schools Queensland (ISQ) facilitated activities across a range of reform areas. These activities included support for: Aboriginal and Torres Strait Islander education; curriculum and assessment; wellbeing; Highly Accomplished and Lead Teacher certifications; Nationally Consistent Collection of Data on School Students with Disability (NCCD); governance and financial management; and school improvement activities. ISQ also continued to deliver their suite of high-quality leadership and development programs over the course of the year improving the leadership capabilities of their new and aspiring Principals.

Queensland has met its requirements for reform activity in 2023, with details of progress achieved outlined below.

Progress Against Each Reform Direction

Reform Direction A - Support students, student learning and achievement

Literacy and numeracy in the early years

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Review and extend use of the <i>Early Start</i> screening tool to all government primary schools	Government	From 2019	This action was completed in 2022. This action is complete .
Review and extend early years screening tools in Queensland Catholic schools	QCEC	From 2019	In 2023, Catholic School Authorities continued to implement targeted programs to support Early Years screening tools in Queensland Catholic schools. This included actions to support Early Years teachers to effectively respond to student learning data, and programs designed to ensure responsive teaching and support for every student. This action is implemented at the local Catholic School Authority level and programs supporting the direction are ongoing .

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Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Support schools to utilise the <i>Early Start</i> screening tool or like-measures	ISQ	2019-2021	This action was completed in 2022. This action is complete .

Senior assessment and tertiary entrance reform

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Implement Queensland's new senior assessment and tertiary entrance system	All sectors	Life of Agreement	This action was completed in 2021. This action is complete .

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Indigenous Education

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Expand the Transition Support Service for Aboriginal and Torres Strait Islander students transitioning to and from boarding schools	All sectors	Life of Agreement	In 2023, TSS supported families and students in the Northern Peninsula Area for the first time and also worked with students and families in the communities of Doomadgee and Mornington Island. More regular visits have occurred in support of Palm Island students attending boarding schools and residential facilities and TSS have worked in partnership with Tagai State College in the Torres Strait to support a newly created position focused Year 6 to Year 7 transition in the boarding context. Formal support has also been extended to the Kaziw Meta boarding facility on Thursday Island for students and their parents/guardians. This action is ongoing.

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Reform Direction B – Support teaching, school leadership and school improvement

Governance and finance

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Embed structural and professional autonomy in Queensland government schools, within a framework of system accountability and collaboration and in partnership with the broader school community	Government	From mid-2019	This action was completed in 2022. This action is complete .
Support school leadership and school improvement through initiatives aimed at enhancing school governance and financial management	QCEC	From 2019	Throughout 2023, QCEC continued its engagement with the Brown Collective to deliver a customised executive leadership program to build the governance and financial management capabilities of school leaders. Additionally, QCEC continued an information series to develop school governance capabilities which included a webinar focused on providing guidance to all Queensland Catholic schools on the appropriate management of information, data breaches and privacy in schools.

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Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
			This action is implemented and ongoing .
Provide support and services to schools through activities for governors, business managers and school leaders	ISQ	Life of Agreement	In 2023, a range of activities continued to provide support and services to independent schools, including: • governance short course modules for directors and senior leaders; • induction courses for new directors; • online governance induction modules; and • online finance induction modules. This action is ongoing.

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School Leadership			
Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Implement a comprehensive leadership capability program for government school leaders	Government	From 2019	In 2023, the Education Futures Institute (EFI) continued to empower educators, departmental staff, school and system leaders to build their professional expertise and wellbeing by engaging in high quality, targeted capability development at key career stages. Key actions during 2023 included: • a partnership with Deloitte, delivering the Courageous Principals Program to experienced principals; • implementation of the Beginning Principal Program, a two-year program for first-time newly appointed principals; and • implementation of the Aspiring Principal Program pilot, a twelve-month program for high performing educators.

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			This action is ongoing .
Support school leadership and school improvement through initiatives aimed at enhancing strategic leadership for existing and aspiring school leaders and for school boards	QCEC	From 2019	Throughout 2023, QCEC continued to promote engagement with the Future Leaders program facilitated by Teach for Australia, which supports current and aspiring leaders from outer regional and remote Queensland Catholic schools with a low Index of Community Socio-Educational Advantage (ICSEA) value. In addition, high quality professional development opportunities continued to be provided on a local level by Catholic School Authorities. Programs delivered across the state included the following: • Aspirant Leaders' program • Leading from within program • 7 Habits of Highly Effective Leaders program • Instructional leadership programs for middle, aspiring and senior leaders • Small school-based grants to support teacher pathways in local school contexts.

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			This action is implemented at the local Catholic School Authority level and programs supporting the direction are ongoing .
Provide high-quality leadership development and support through: • New Principals Program – for principals in their first two years of school leadership • Aspiring Principals Program – for developing future school leaders • Middle Leaders Program.	ISQ	Life of Agreement	In 2023, ISQ continued to provide high-quality leadership development and support through a suite of leadership development programs, with: • 100% of participants in the New Principals Program (16 participants) reported the program had improved their leadership skills. • 100% of participants in the Aspiring Principals Program (19 participants) reported the program was excellent and had increased their leadership capacity This action is ongoing.

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School improvement

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Expand the scope of the School Improvement Unit to ensure line of sight between schools, education regions and the education system	Government	From mid-2019	This action was completed in 2022. This action is complete .
Enhance school improvement processes and planning with Catholic schools	QCEC	From 2019	In 2023, initiatives supporting school improvement and planning processes in Catholic schools continued to be progressed on a local level by Catholic School Authorities. Initiatives focused on embedding evidence-based and data-informed practices and included the progression of Multi-Tiered Systems of Support, the development of data dashboards to improve data analysis and decision making, and the collection of data to inform student engagement through the PIVOT survey tool. This action is implemented and ongoing .

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Deliver the Self-Improving Schools Program to support schools to assess their effectiveness, plan for continuous improvement and embed new processes	ISQ	Life of Agreement	In 2023, 100% of new schools sent team members to the Self-Improving Schools Program launch day and all participants could articulate at least one clear message of understanding of school improvement. This action is ongoing.
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Highly accomplished and lead teachers

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Recognise the explicit value of teaching experience and proven ability in the classroom by rewarding highly accomplished and lead teachers	All sectors	Life of Agreement	In 2023, national teacher certification continued across all Queensland school sectors. As at 31 December 2023, there were 309 certified Highly Accomplished Teachers and 94 Lead Teachers in Queensland schools. In 2023, Independent Schools Queensland and the Queensland College of Teachers were the certifying authorities for Independent school teachers, and for teachers employed in state schools and the Catholic schooling sector respectively.

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			Following the release of the National Teacher Workforce Action plan in December 2022, in 2023 the Queensland College of Teachers (QCT) conducted stakeholder consultation and commissioned an external review of the Highly Accomplished and Lead Teacher certification process in Queensland. A refreshed model is expected to be in place for 2025 This action is ongoing.
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Rural and remote wellbeing

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Establish a network of learning and wellbeing centres in key locations to take into account the additional challenges for rural and remote schools	Government	From 2019	This action was completed in 2022. This action is complete.
Facilitate support to school communities in rural and remote areas to enhance student wellbeing	QCEC	From 2020	In 2023, support for student wellbeing in school communities in rural and remote areas continued to be provided on a local level by Catholic School Authorities, supported centrally by QCEC through the Student

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			Wellbeing and Aboriginal and Torres Strait Islander Networks featuring representatives from Queensland Catholic School Authorities. Throughout 2023, localised activities to deepen relationships between schools, students, communities and support services such as the Transition Support Services and Be You ensured the support of student wellbeing for students in rural and remote areas and students from remote communities attending a boarding school. Throughout 2023, a project facilitated in rural schools by the Archdiocese of Brisbane continued to be implemented in schools in North & South Burnett, Wide Bay, Maryborough and Gympie regions. This program built the capacity of staff to develop prevention and early intervention responses to promote positive student wellbeing. This action is implemented at the local Catholic School Authority level and programs supporting the direction are ongoing.
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Prioritise support for rural and remote schools to access professional learning opportunities offered in student wellbeing	ISQ	2019-2021	This action was completed in 2022. This action is complete .
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Parent, community and industry engagement

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Roll out a suite of new resources and professional development opportunities to support parent and industry engagement, including tailored resources for specific cohorts	Government	From 2020	This action was completed in 2022. This action is complete .
Provide professional learning opportunities and resources to enhance parent, community and industry engagement with Catholic schools	QCEC	From 2020	In 2023, QCEC hosted the annual VET forum themed Classroom to Career. The forum featured presentations from a wide variety of speakers including The Honourable Di Farmer, Queensland Minister for Employment and Small Business, Minister for Training and Skills Development and Minister for Youth Justice; Professor Lee Anne Perry AM from Queensland University of Technology, Saxon Phipps of Year13, Mel Ireland of AI Group, the Department of Employment, Small Business and Training on the Queensland Workforce Strategy 2022-2032; Joel Sardi of The Field, Peter Lausberg of the Queensland Curriculum and

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			Assessment Authority; and Dr Sarah Fischer of the University of Tasmania. Catholic School Authorities also hosted and participated in a wide range of localised industry, parent and community engagement events to strengthen engagement with schools. This action is implemented and ongoing.
Increase support for schools through resources and professional development to sustain and improve parent engagement strategies	ISQ	2019-2021	This action was completed in 2022. This action is complete.

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Reform Direction C – Enhancing the national evidence base

Nationally Consistent Collection of Data on School Students with Disability

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Conduct moderation of Nationally Consistent Collection of Data on School Students with Disability across Queensland schooling sectors	All sectors	Life of Agreement	In 2023, the Department of Education, Independent Schools Queensland and Queensland Catholic Education Commission co-delivered seven face-to-face Nationally Consistent Collection of Data on Students with Disability (NCCD) cross-sector moderation sessions. The moderation sessions were conducted in Brisbane, Ipswich, North Lakes, Toowoomba, Cairns, Rockhampton and Southport. This action is ongoing.

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Data literacy and development

Actions	Sector(s)	Timing	Progress towards implementation of actions (including progress of non-government sector actions)
Develop a data literacy framework for government school leaders and teachers	Government	From mid-2019	This action was completed in 2021. This action is complete .
Develop strategies to enhance data literacy among Catholic school leaders and teachers, support development of data tools and frameworks to inform planning and development of education policy and practices in Catholic schools, and support roll out of NAPLAN Online to Catholic schools	QCEC	From 2019	In 2023, initiatives enhancing the data literacy of Catholic school leaders and teachers continued to be facilitated on a local level by Catholic School Authorities. QCEC provided additional support centrally through a series of presentations throughout the year designed to build school leaders' understanding of key metrics and to promote engagement with data to inform practice. Data presentations focused on a variety of topics including NAPLAN results, Year 12 Outcomes, Initial Enrolments, State Census, Federal Census, Religion of Students and Teachers, Student Attendance,

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			Closing the Gap, and others. Data tools, support and analysis was also provided to Catholic School Authorities. While all schools completed the transition to NAPLAN Online in 2022, QCEC continued to provide centralised support for Queensland Catholic School Authorities for the administration of NAPLAN testing in 2023 and represented the sector on the Queensland Online Assessment Working Group chaired by the Queensland Curriculum and Assessment Authority. This action is implemented and ongoing. The roll out of NAPLAN Online in Catholic schools is complete.
Utilise educational data for school improvement through the increased provision of support and online learning opportunities for teachers	ISQ	Life of Agreement	In 2023, educational data modules continued to be available on ISQ's professional learning hub, Connect & Learn, to support leaders and teachers to use data to improve student outcomes. This action is ongoing.