

24 MAY 2013

Ms Rosemary Menkens MP  
Chair  
Education and Innovation Committee  
Parliament House  
George Street  
BRISBANE QLD 4000



Department of  
Education, Training and Employment

Dear Ms Menkens

Thank you for your letter dated 29 April 2013 regarding the Auditor-General's Report No. 2 for 2012-13 – *Follow-up of 2010 audit recommendations*.

The Department of Education, Training and Employment strives to lift the performance of all students through the ongoing refinement of our processes. Our commitment is demonstrated through the continued, considered and effective implementation of the recommendations outlined in the original audit report, *Report to Parliament No. 6 for 2010 – Using student data to inform teaching and learning*.

I am pleased to advise the Committee that, since the tabling of the Auditor-General's Report No. 2 on 30 October 2012, the Department has made further progress toward implementing recommendations four and seven, as detailed below.

**Recommendation four – *Strengthen existing performance management processes to ensure feedback is provided to teachers on their skills, competencies and development needs to implement the school's curriculum plans.***

The Department acknowledges that performance feedback is an essential element in any profession, in particular the teaching profession, to drive professional engagement and continuous improvement. The Department also acknowledges that the mechanism we currently have in place to evaluate the performance of our teachers, and provide them with important feedback and support, requires further development.

In response, the Queensland Government has recently released *Great teachers = Great results: A direct action plan for Queensland schools*, which focuses on two critical areas for action in Queensland schools: professional excellence in teaching, and boosting school autonomy.

The action plan recognises our hard working teachers and principals, and targets our additional investment in the areas that will have the greatest impact on student performance. Additionally, *Great teachers = Great results*, aims to pair new teachers with experienced mentors; recognise high performing teachers and school leaders; boost the qualifications of teachers, principals and deputy principals; and deploy high performing teachers to those areas in which they are most needed.

A key action within the plan is the introduction of a structured annual performance review process to be made available for teachers and school leaders from 2014. The review process will involve a formal performance appraisal between the teacher or school leader, and their supervisor, and for teachers it will include direct classroom observation. The review process will result in a report with a rating given for each individual's overall performance for that year.

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It is anticipated that full implementation of the annual performance review process will occur from 2016, following the next round of enterprise bargaining negotiations.

**Recommendation seven – Revise the requirements for School Annual reports to ensure that information reported allows stakeholders to assess the effectiveness and efficiency of school performance.**

The Department has actioned revisions to the reporting requirements for School Annual Reports, as recommended in the Auditor-General's Report No. 2 for 2012-13, and as a result stakeholders are provided with more valuable information to better assess the effectiveness and efficiency of school performance.

Revisions to the 2012 School Annual Report template include:

- under 'School progress towards its goals in 2012', schools are now requested to outline Annual Implementation Plan priorities from 2012, and indicate the progress made on these priorities; and
- where available, schools are also now required to report performance data for the three prior years to allow stakeholders to compare quantitative information against previous years.

The School Annual Reporting template for Queensland state schools exceeds the National Education Agreement annual reporting requirements. Schools are also required to develop a strategic four-year School Plan under the requirements of the School Planning, Reviewing and Reporting Framework (SPRRF), and following a consultative quadrennial review (self-evaluation) with the school community.

The Annual Implementation Plan outlines key actions and specific improvement strategies to be taken over the course of the school year to reflect the strategic priorities of the School Plan. The School Plan and Annual Implementation Plan are endorsed by the School Council and/or Parents and Citizens' Association and the Assistant Regional Director.

Currently, the planning and improvement goals, objectives and priorities are aligned with the Department's Strategic Plan 2012-2016, and Education Queensland's '*United in our pursuit of excellence*' agenda for improvement 2012-2016.

I appreciate the opportunity to update the Education and Innovation Committee on the Department's progress in implementing the recommendations of the audit.

If you would like further information, I invite you to contact Mr Jeff Hunt, Acting Deputy Director-General, Corporate Services by email at [jeff.hunt@dete.qld.gov.au](mailto:jeff.hunt@dete.qld.gov.au) or on telephone 3405 6329.

Yours sincerely



**DR JIM WATTERSTON**  
Director-General