

EDUCATION, TOURISM, INNOVATION AND SMALL BUSINESS COMMITTEE

REPORT No. 40

on the

MANAGING THE PERFORMANCE OF TEACHERS IN QUEENSLAND STATE SCHOOLS (AUDITOR-GENERAL'S REPORT 15: 2016–17)

QUEENSLAND GOVERNMENT RESPONSE

INTRODUCTION

The Auditor-General's report, *Managing the performance of teachers in Queensland state schools* (Report 15: 2016–17) (the Report) was tabled on 28 April 2017, and referred to the Education, Tourism, Innovation and Small Business Committee (the Committee) on 9 May 2017 for consideration.

Officers from the Queensland Audit Office briefed the Committee in private on 24 May 2017.

The Committee held a public briefing about the implementation of the Auditor-General's recommendations by the then Department of Education and Training on 9 August 2017.

The Committee tabled its report (No. 40) on 8 September 2017.

The Queensland Government response to the recommendations made by the Committee is provided below.

RESPONSE TO RECOMMENDATIONS

Recommendation 1

The Committee recommends that the Legislative Assembly note the Committee's report as an interim report on implementation of the Auditor-General's recommendations about the Department of Education and Training's annual performance review process for teachers.

Government response

The Government notes that this recommendation is directed to the Legislative Assembly.

Recommendation 2

The Committee recommends the Department of Education and Training provide a written update on its implementation of the Auditor-General's recommendations in the report *Managing teacher performance in Queensland state schools* (Report 15: 2016–17) to the portfolio committee responsible for the portfolio area of education by 28 September 2018.

Government response

The Government accepts this recommendation. The Minister for Education and Minister for Industrial Relations (the Minister) will support the Department of Education (the Department) providing a written update on its implementation of the Auditor-General's recommendations in the Report to the portfolio committee responsible for the portfolio area of education by 28 September 2018.

The Department is exploring how best to enhance the existing annual performance review process for teachers to reflect the Auditor-General's recommendations. A departmental working group will discuss the issues and develop a formal implementation plan for all enhancements in line with the Queensland Audit Office's recommendations, including revision of the current annual performance development plan template, provision of additional support resources, examination of the Queensland Audit Office's proposal to introduce a definition of unsatisfactory performance, and formal evaluation of program effectiveness to inform process enhancements.

Some recommendations may require a collective agreement negotiation as part of the next enterprise bargaining process to occur in 2019. The Department will consult on proposed changes to the process and its templates, working closely with stakeholders to ensure all enhancements are robust, beneficial and supportive of the teaching profession.

Recommendation 3

The Committee recommends the portfolio committee with responsibility for the portfolio area of education in the next Parliament further consider the Department's implementation of the Auditor-General's recommendations in the Report.

Government response

The Government notes that this recommendation is directed to the Education, Employment and Small Business Committee.