

Our Vision

A successful, skilled and innovative Tasmanian community.

Our Mission

To provide every child, young person and adult in Tasmania with the opportunity to continue to learn and reach their potential, to lead fulfilling and productive lives and to contribute positively to the community.



Our Values

Learning	Excellence	Equity	Respect	Relationships
People in Tasmania are engaged in positive, productive and supported learning experiences, and encouraged towards lifelong learning.	We have high expectations for our learners and a strong commitment to the pursuit of excellence and innovation in our people, in our programs and in our resources.	We all have the right to challenging and engaging learning opportunities.	Positive and effective interactions, with each other and with our environment, are conducted on the basis of responsibility, integrity and accountability.	We achieve growth and strength through partnerships and connections with our learners, their communities and the world.

Our Key Drivers

Successful Learners	A Skilled Workforce	Empowered Leadership	Positive Environments	Community Partnerships
<ul style="list-style-type: none"> Engage and retain learners through creative, innovative and supportive programs and environments. Empower learners to set high expectations and reach their potential through tailored learning. Establish balanced, flexible and responsive pathways to encourage lifelong learning. Empower people by providing information and opportunities to acquire the knowledge and skills they need. 	<ul style="list-style-type: none"> Attract, create and retain a qualified, motivated and innovative workforce that has high expectations of all learners. Develop a strong feedback culture to support and enhance the performance of all staff. Value health and wellbeing of our staff through targeted programs across the organisation. Build workforce capacity for quality teaching and instruction informed by data, evidence and best practice. 	<ul style="list-style-type: none"> Provide professional learning, coaching and mentoring opportunities for aspiring, newly appointed and experienced leaders. Equip leaders with the skills to manage and encourage innovation and continuous improvement. Develop a framework for the whole organisation that empowers decision making and the development of leadership skills and strategies. 	<ul style="list-style-type: none"> Strengthen a culture of respectful workplaces based on understanding of, and compliance with, the department's behavioural expectations. Foster the growth of sustainable networks to deliver learning outcomes through continuous improvement. Provide resources, facilities and infrastructure that support dynamic lifelong learning and teaching and business practices. Provide spaces where all community members feel comfortable, welcome and included. 	<ul style="list-style-type: none"> Effectively communicate the value of public education and lifelong learning as key to improving the social and economic wellbeing of Tasmanians. Support parents and carers as key partners and stakeholders in a child's education. Develop meaningful partnerships with community, business and industry to collectively achieve positive outcomes for all Tasmanians. Preserve and make available Tasmania's documentary heritage to inform current and future generations.

Our Way of Working*

An explicit improvement agenda	Using data and evidence	A culture that promotes learning	Targeted use of resources	Partnerships
Our leadership teams establish and drive a continuous improvement agenda, grounded in evidence from research and practice.	We prioritise the analysis, communication and discussion of systematically collected data and other evidence to improve outcomes.	We are driven by a deep belief that every person is capable of successful learning and we foster a strong collegial culture of mutual respect, trust and support across the organisation and with families and community.	We apply our resources in a targeted way to flexibly meet the learning and wellbeing needs of the community.	We actively seek ways to enhance learning and wellbeing by partnering with parents, carers and families, other services, business and community organisations.

Our Priorities

Early Years	Respectful Schools and Workplaces and Positive Environments	Literacy and Numeracy	Engagement and Support	Purposeful Learning
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* Adapted from the National School Improvement Tool at <https://www.acer.edu.au/school-improvement/>

Our Priorities

Our Ongoing Strategies

Our 2017 Focus

<p>Early Years Evidence shows that high quality early learning experiences benefit all children and improves education and life outcomes We are committed to delivering strategies, services and programs to ensure our youngest learners have the best possible start in life</p>	<p>Delivering high quality early learning and family engagement across a range of educational settings, including Child and Family Centres, schools and LINC's, and through the <i>Launching into Learning</i> and <i>Learning in Families Together (LIFT)</i> initiatives Facilitating smooth and supported transitions for young children pre- and post-school entry Teachers working with children from birth to five years and transitioning to school are guided by the Belonging, Being and Becoming: The Early Years Learning Framework for Australia Providing regulation and support of education and care services through the ongoing implementation of the <i>National Quality Framework for Early Childhood Education and Care</i> across early childhood education and care settings</p>	<p>Development of a Birth to 8 Early Years Strategy to redefine our work in the early years and connect early years service delivery across different settings and sectors Preparing to implement the National Quality Framework in Kindergartens (to be assessed under the National Quality Standard from 2020) Strengthening partnerships between CFCs, schools, early childhood education and care services, parents/carers and community services to support high quality early years service provision and smooth transitions Establishing the B4 Early Years Coalition to connect people and organisations who are committed to supporting children from pre-birth to age 4</p>	<p>STRATEGY & PERFORMANCE, LEARNING, SUPPORT & DEVELOPMENT, CORPORATE & BUSINESS SERVICES, STRATEGY & PERFORMANCE, SUPPORT & DEVELOPMENT, CORPORATE & BUSINESS SERVICES, STRATEGY & PERFORMANCE, STRATEGY & PERFORMANCE</p>
<p>Respectful Schools and Workplaces and Positive Environments Respectful schools and workplaces and positive environments are critical to the success and wellbeing of learners and professionals We prioritise positive and effective interactions that are conducted on the basis of mutual respect, responsibility, integrity and accountability</p>	<p>Implementing the Respectful Schools and Workplaces Framework and accompanying resources to support an evidence-based whole-school approach to ensure safe and respectful learning environments Implementing the Safe Homes, Safe Families whole-of-government action plan to respond to family violence and support children, families and employees Ensuring that DoE Conduct and Behaviour Standards and the Professional Standards for Staff are reflected in our practice Delivering the Capital Investment Program to provide contemporary and safe environments for school communities</p>	<p>Implementing a Respectful Relationships birth-Year 12 resource aligned to the <i>Early Years Learning Framework</i> and the <i>Australian Curriculum</i> Working towards accreditation under the White Ribbon Australia Workplace Accreditation Program, to contribute to the creation of an Australian society in which all women can live in safety, free from violence and abuse Implementing the Combatting Bullying initiative to address bullying, including cyber-bullying, and continue to create safe and supportive school communities</p>	<p>SUPPORT & DEVELOPMENT, LEARNING, CORPORATE & BUSINESS SERVICES, LEARNING, SUPPORT & DEVELOPMENT, STRATEGY & PERFORMANCE, SUPPORT & DEVELOPMENT, LEARNING</p>
<p>Literacy and Numeracy Literacy and numeracy are the foundational skills for life and learning that provide every child, young person and adult the chance to succeed and contribute fully to the community We prioritise continuous improvement in literacy and numeracy across all ages and learning settings</p>	<p>Developing and implementing whole-school plans that prioritise evidence based approaches to literacy and numeracy Using data to monitor and assess student progress to inform teaching and learning, including Progressive Achievement Tests and the NAPLAN Toolkit Delivering quality interventions in targeted schools to improve literacy and numeracy achievement, including Literacy and Numeracy Coaches and Literacy and Numeracy Specialists and the <i>Learning in Families Together</i> initiative Implementing the 26TEN framework, targeted grants and training, to enable business, community and government to work together to improve adult literacy and numeracy skills in Tasmania</p>	<p>Implementing the Literacy and Numeracy Support initiative to support schools to embed improved literacy and numeracy teaching practice with a focus on Years 4 to 8 Commencing an Independent Review of Literacy Pedagogies to identify effective practices to improve literacy outcomes, through the Peter Underwood Centre for Educational Attainment</p>	<p>LEARNING, SUPPORT & DEVELOPMENT, SUPPORT & DEVELOPMENT, LEARNING, STRATEGY & PERFORMANCE</p>
<p>Engagement and Support All learners have the right to challenging and engaging learning opportunities Timely and tailored interventions support learners with additional needs to engage and succeed in their learning We provide educational adjustments and differentiated curriculum to support children and young people to successfully engage in learning Our learning and workplace settings actively promote and support diversity</p>	<p>Developing and implementing strategies to support and improve student attendance, participation and engagement Delivering differentiated practice to meet the needs of all learners, including Learning Plans developed in consultation with parents/carers to respond to student learning needs Delivering Re-engagement Programs to provide flexible learning options for young people who need additional support to engage with an education or training pathway Providing prevention, early detection, health promotion and education support to schools, families and communities through the School Health Nurse Program Continuing to progress reforms under the Disability Taskforce to ensure all schools are disability ready and responsive, continuously improve high quality teaching and learning, work with communities in partnership and align resources to inclusive education practice</p>	<p>Implementing new measures under the Education Act 2016 to help resolve issues associated with non-attendance, including compulsory conciliation conferences Implementing the Student Health Initiative to promote student health and wellbeing in low socio-economic communities in partnership with community organisations Implementing the Student Wellbeing Initiative as part of <i>Strong Families, Safe Kids</i> to provide additional services and support to improve child wellbeing and safety All teachers and school leaders will be guided by the Good Teaching – Trauma Informed Practice to best support students affected by trauma Working with the Tasmanian Aboriginal Community to further develop the Tasmanian Aboriginal Histories and Cultures Framework and integrate it with the history and culture component of the <i>Australian Curriculum</i> Reviewing and implementing our Diversity Action Plan in line with the whole-of-government Workforce Diversity Framework which aims to improve the inclusiveness of the State Service's employment policies and practices</p>	<p>STRATEGY & PERFORMANCE, LEARNING, SUPPORT & DEVELOPMENT, SUPPORT & DEVELOPMENT, LEARNING, CORPORATE & BUSINESS SERVICES, STRATEGY & PERFORMANCE, LEARNING, SUPPORT & DEVELOPMENT, STRATEGY & PERFORMANCE, LEARNING, SUPPORT & DEVELOPMENT, LEARNING, SUPPORT & DEVELOPMENT, LEARNING, CORPORATE & BUSINESS SERVICES, STRATEGY & PERFORMANCE, SUPPORT & DEVELOPMENT, LEARNING</p>
<p>Purposeful Learning Purposeful learning informed by data, evidence and best practice supports the achievement and engagement of all learners Linking learning to meaningful pathways improves retention and attainment of senior secondary education We connect children, young people and adults with high quality learning and supported transitions, so they can develop the skills and knowledge to be lifelong learners We place a high value on recognising, rewarding and retaining highly skilled and motivated employees and ongoing professional learning that drives system improvement</p>	<p>Planning, delivering and assessing learning in line with age-appropriate curriculum and learning frameworks Prioritising data literacy to make informed decisions about learning programs and to maximise learning Implementing the My Education initiative to support a coordinated whole-school approach to career and life planning and a partnership between students, parents/carers, the school and the community Supporting the engagement and attainment of young people, including through Years 11 and 12 Extension Schools Facilitating the development of links between schools and industry and community, including in partnership with the Beacon Foundation Implementing the Developing our Workforce Strategy to support and develop our skills to drive improvement in performance and learner outcomes, including a focus on leadership development</p>	<p>Implementing reforms arising from the Education Act 2016 Extending the implementation of the My Education initiative in primary schools, including the roll-out of resources and professional learning opportunities for teachers Delivering high quality teaching and learning that connects young people to the world of work, including through the Science Technology Engineering and Maths (STEM) Framework and Agricultural Education Developing a response to the recommendations arising from the Years 9 to 12 Review Ensuring modern and capable IT services that support contemporary learning, pedagogy and business practices through the development, review and update of annual IT Plans to support School Improvement or Business Plans</p>	<p>STRATEGY & PERFORMANCE, SUPPORT & DEVELOPMENT, LEARNING, CORPORATE & BUSINESS SERVICES, SUPPORT & DEVELOPMENT, LEARNING, LEARNING, SUPPORT & DEVELOPMENT, STRATEGY & PERFORMANCE, SUPPORT & DEVELOPMENT, LEARNING, STRATEGY & PERFORMANCE, CORPORATE & BUSINESS SERVICES, LEARNING, SUPPORT & DEVELOPMENT, STRATEGY & PERFORMANCE</p>

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