Director-General’s Message

Our Corporate Plan for 2006-2008 outlines where we will concentrate our efforts over the next few years and how we will measure our success. Our aim is to achieve outcomes that meet the needs and expectations of our partners and lead to sustainable improvements in the social and economic wellbeing of the people of NSW.

Our Plan provides a focus to help shape and maintain a world class public education and training system underpinned by our principles and supported by our partners. It concentrates on strengthening the capabilities of the organisation to achieve excellent results for students, meet Government policy and provide fairer access to resources and better value.

The intent of the Plan is to strategically and systematically focus on the things that we have identified as priorities for change and improvement. Schools, TAFE and areas within state office will each develop their own plans to build and expand upon these strategic directions and priorities and make explicit their contribution to achieving long term sustainable improvements in public education and training for their local communities and for the people of NSW as a whole.

Over the next few years, significant changes to public education and training across Australia will impact on our organisation and how we do business. Given the changing environment, I will regularly provide a brief Corporate Plan Update on significant new developments.

Andrew Cappie-Wood
DIRECTOR-GENERAL OF EDUCATION AND TRAINING
MANAGING DIRECTOR OF TAFE NSW

OUR PRINCIPLES
- Learner Centred
- Innovative
- Collaborative
- Responsive
- Equitable
- Accountable

OUR PARTNERS
- Students
- Parents
- Staff
- Community
- Industry
- Government
Our Vision – To improve the social and economic wellbeing of the people of NSW through a responsive and sustainable education and training system

Our Corporate Plan

**GOALS**

- Create learning environments that are relevant and engaging and that prepare students, in all their diversity, to succeed in the modern world
- Collaborate with students, parents and local partners to elevate expectations, address core values and social needs and provide challenging experiences that set high standards for achievement
- Implement the Aboriginal Education Strategy in partnership with the NSW Aboriginal Education Consultative Group
- Develop technological capacity to monitor student progress and achievements
- Consistent with our principle of learner centred learning:
  - Develop and implement the literacy and numeracy plan with a strong focus on the early years and the achievements of Aboriginal students
  - Develop and implement the middle years strategy
  - Strengthen innovative provision for 15-19 year olds in schools and TAFE NSW
- Strengthen quality teaching practices

- Improved performance for all students
- Reduced disparity in performance, especially for Aboriginal students
- Flexible options available to meet diverse learning needs
- Improved accountability and reporting on student performance
- Enhanced community satisfaction with a public education and training system that addresses values education and the social needs of students
- Teaching that is engaging and motivates students to learn

**STRATEGIES**

- Build leadership capacity throughout DET
- Create working environments and infrastructure that attract staff, support their work and sustain job engagement
- Promote collaborative networks that reinforce excellence in teaching and learning
- Provide access to resources and professional development to build staff capability
- Develop capability frameworks that encourage improved service delivery and support
- Support and promote the Institute of Teachers Accreditation Framework

- Motivated and skilled staff that demonstrate leadership in improving outcomes for students
- High quality teaching and professional standards
- Improved decision making at the local level through increased flexibility for school principals
- Knowledge about best practice is shared amongst all staff through online professional learning communities
- Effective partnerships with industry that enhance professional learning opportunities

- Increased employer and graduate satisfaction with vocational education and training and that addresses skill shortages and improves employment opportunities
- Improved VET opportunities and outcomes for school students
- Improved skill and qualification levels of the NSW population

- Improved ability to invest in core educational strategies
- Working and learning environments that are safe and ecologically responsible
- Information management systems that efficiently support teaching, learning, reporting and corporate services
- Improved and responsive corporate and support services aligned to the business needs of NSW public schools and TAFE NSW
- A sustainable public education and training system that is accessible to the people of NSW

**OUTCOMES**

- Create a culture of customer service that ensures the needs of students and our partners come first
- Develop accountability for service and efficiency outcomes, including improved financial planning and management of budgets, to local and regional areas
- Implement Learning Management Business Reform
- Use performance and financial information more effectively in planning and organisational improvement
- Leverage capital assets to achieve improved return on investment
- Introduce more flexible human resource policies tailored to match current and future requirements
- Embed quality assurance and risk management processes in all levels of the organisation
- Align asset and facilities to current and future needs of the system
- Reinforce environmentally sustainable operational and educational practices

- Develop, implement and promote learner centred learning and high expectation initiatives
- Review statewide assessment processes
- Undertake rigorous evaluation of programs and initiatives to ensure effectiveness, transferability and value for money
- Establish strategic research and development partnerships to strengthen educational innovation in NSW
- Provide strengthened diagnostic data and information to schools and parents
- Promote school and TAFE policies and practices that support collaboration, innovation, and evaluation of success
- Shape national resourcing and accountability arrangements for education and training in NSW

- NSW positioned to shape national reforms for school education and VET
- National policy supports quality outcomes in NSW
- Teaching and learning strengthened through innovation and best practice
- Quality innovative practices based on a well-founded evidence base
- NSW a leading state in achieving successful outcomes for students
- Delivering a dynamic and responsive system of public education and training

- Statewide average class sizes of 20 in Kindergarten, 22 in Year 1 and 24 in Year 2
- Proportion of students meeting the expected standard in literacy and numeracy
- Proportion of students completing Year 12
- Module completion rates for students in TAFE NSW
- Proportion of students participating in and completing qualifications at higher AQF levels in TAFE NSW
- Proportion of young people participating in education, training and/or work

- Proportion of staff who participate in professional development
- Proportion of teachers accredited by the NSW Institute of Teachers
- Proportion of teacher appointments made at the local level
- Growth in professional learning communities on the Teaching and Learning Exchange (Tale)
- Growth in partnerships with industry that enhance professional learning opportunities

- Proportion of employers and graduates satisfied with VET in NSW
- Number of students commencing, participating in and completing Apprenticeships and Traineeships
- Proportion of Registered Training Organisations participating in NSW compliance audits that meet quality assurance requirements
- Proportion of school students participating in school and TAFE delivered VET
- Proportion of the NSW population participating in education, training and/or employment

- Proportion of NSW public schools, TAFE NSW Institutes and Support Directorates that demonstrate value add and continuous improvement
- Reduction in Occupational Health and Safety claims
- Cost of service delivery per student
- Proportion of DET budget spent on corporate services
- Satisfaction with the quality and usability of the Department’s online resources
- Proportion of major capital projects delivered on time and within budget
- Utilisation rate of facilities
- Improved environmental indicators

**INDICATORS**

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**PLANNING AND REPORTING**

- Our Vision – To improve the social and economic wellbeing of the people of NSW through a responsive and sustainable education and training system
- Our Corporate Plan
- Goals
- Strategies
- Outcomes
- Indicators

Results and Services Plan and Strategic Enabling Plans (HR, ICT, Assets)
School and TAFE Institute Plans
Annual Reports
Performance Agreements