

Our Plan for NSW Public Education

Transforming lives through learning

2024-27





Acknowledgement of Country

We recognise the Traditional Custodians of the lands where we learn, work and live, paying respect to Elders past and present as teachers of knowledge, songlines and stories. We strive to ensure every NSW Aboriginal and/or Torres Strait Islander learner achieves their potential through education.

Every child in NSW deserves an outstanding education and this is our driving ambition.

We want every young person in our state – no matter where they live or their family circumstances – to have the opportunities and experiences they need to achieve ambitious outcomes and reach their potential. We want students to feel known and cared for at school so that they are well prepared for life beyond – informed, curious citizens, confident and well equipped to contribute to the modern world.

Young people are our future. It is our duty to prepare them well. Our goal is for NSW public schools to be the first choice for young people and their families. The way to do that is by rebuilding our public education system – and this is what our plan for public education does. It outlines our direction for an equitable and outstanding education system.

With a clear focus on strengthening trust and respect for the teaching profession, we are committed to ensuring our teachers and staff feel valued and supported to perform at their best. We are backing the workforce with fair wages, and we are taking action to address teacher shortages, reduce workload and give teachers more time to do what they do best: deliver outstanding teaching and learning for our students.

To improve student outcomes, teachers will be supported to implement effective evidence-based programs and explicit teaching methods. We will have high expectations of every student in every classroom.

We are also committed to driving equitable outcomes, opportunities and experiences for all students to ensure every learner receives a high-quality education with strong co-curricular activities.

By addressing inequity and the needs of the teaching workforce, we will deliver the best possible education for all our students – from preschoolers to young adults moving onto university, TAFE and work.

Public education is the cornerstone of a fair society. It is the key to our ongoing economic success. It has the power to open doors and change lives for the better. If we work together, I'm confident our plan for public education will do that.

With the dedication of our staff and in collaboration with families, we are committed to delivering an outstanding public education for every student.

Prue Car

Deputy Premier and Minister for Education and Early Learning





Public education for me has always been a personal story of hope and inspiration. As a former public school student, teacher and principal – and a current parent – I have seen firsthand how public education transforms lives through learning.

In the pages that follow, we present our plan for NSW public education. This plan represents our goal for an equitable and outstanding education system where every student learns, grows and belongs.

We strive to provide learners with high-quality education, opportunities and pathways. We want to inspire young people to be curious and creative, with a lifelong love of learning.

Equity and inclusivity lie at the heart of public education. The plan is for our entire education community – students, parents and carers, teachers, school leaders, and all staff supporting schools. It acknowledges that diversity is our strength and recognises the need to embed equity to drive equitable outcomes, opportunities and experiences.

Our strength and success come from our people. Our strongest enablers are our teachers, leaders and school support staff. We are determined to lift the status of the teaching profession. We have already made headway with teachers receiving a historic wage increase. We are committed to improving the wellbeing of all staff by addressing workload pressures. We want our teachers and staff to feel valued, included and supported to perform at their best.

This plan is a living document. It is a roadmap with key actions and measures. It is also a call to action, to challenge ourselves to remain ambitious and ensure all our work is relevant to students, teachers and school staff.

To ensure we hold ourselves accountable for the delivery of the plan, we are committed to providing updates.

With more than 175 years of public education in NSW, our plan builds on a strong foundation of teaching and learning excellence provided by generations of teachers, principals, and school support staff.

I extend my deepest gratitude to all those who have contributed to the development of this plan. I look forward to continuing to work with you towards our mission where every individual has the opportunity to fulfill their potential.

Murat Dizdar

Secretary
NSW Department of Education



About our plan

Our plan is built on the power of public education to provide opportunities for all and to transform lives through learning.

Our Plan for NSW Public Education sets our direction and priorities for the coming years, and harnesses the commitment of our teachers and schools to provide an outstanding education for every learner.

We believe in every student and support them to achieve their potential by enabling lifelong learning. Students will be prepared for life as informed, critical thinkers with a love of learning – ready to contribute to the world as active citizens.

Our commitment to equity and excellence means every student can learn, grow and belong at school. They do this in a safe and inclusive environment that celebrates the strength of our vibrant, diverse and multicultural community.

We are committed to improving the status of the teaching profession – as well as the wellbeing of our teachers and staff – by addressing workload concerns and supporting teachers to do their core job of teaching and leading students.

Our Plan for NSW Public Education outlines how we will create an equitable and outstanding education system, and strengthen trust and respect for the teaching profession. Our approach has been informed by evidence and insights from engagement with education community.

Our mission

Transforming lives through learning

Our commitment

Every student learns, grows and belongs in an equitable and outstanding education system.

Implementing the plan

We will be holding ourselves accountable to delivering on the actions and success measures identified in the plan over the next 4 years. We will build on the incredible work of teams within the department to deliver on our mission for education and to be successful. Our focus will be on prioritising work that will have the greatest impact on our students, teachers, staff and schools.

Our approach to taking action will be:

- transparent and collaborative – we have consulted widely in developing this plan, and we will provide regular updates on progress and opportunities to provide further input as we implement specific actions
- staged and integrated – to ensure we minimise disruption to our staff and schools
- specific and measurable – progress will be tracked annually to have visibility of impact.

We will use success measures to monitor our progress towards providing equitable and outstanding public education.

About NSW Department of Education



1.2 million+

Learners in early childhood, public schools and training



94,000+

Teaching staff



47,000+

School-based support staff



2,200+

Principals and schools



8,000+

Education support staff



6,000+

Early childhood education and care services

Schools by level of schooling

1,600+

Primary schools

92 have preschools attached

400+

Secondary schools

67

Central/community schools

4 have preschools attached

117

Schools for specific purposes

22

Environmental education centres

Schools by geographical location

Remote

38

Very remote

12

Not defined

2

Major cities

1,241

Inner regional

582

Outer regional

341



Our values



Excellence



Integrity



Equity



Accountability



Trust



Service

Our focus areas

For everyone



Advance equitable outcomes, opportunities and experiences

For our staff



Strengthen trust and respect for the teaching profession and school support staff

For our early learners



Give children the best start in learning

For our school students




Deliver outstanding leadership, teaching and learning


Strengthen student wellbeing and development

Provide meaningful post-school pathways

Enabled by

 **Support services** that are efficient, effective and easy to access



 **School infrastructure** that meets the needs of a growing population and supports improved student outcomes





Focus area

Advance equitable outcomes, opportunities and experiences

Driving equitable outcomes, opportunities and experiences for all learners and staff is critical to the development of an outstanding education system.

We know that equity gaps are increasing. We need to be relentless in our work to close these gaps by eliminating barriers to foster inclusive environments where all students can realise their education potential. A truly equitable education system lifts everyone up: it empowers all students to succeed, creates stronger communities, and promotes a more just and inclusive society.



Our agreed actions

- Foster a culture that values diversity by advancing reconciliation and eliminating barriers
- Ensure schools have access to the staff and specialists they need
- Prioritise resources where they are needed most
- Develop targeted, differentiated, evidence-informed initiatives and supports
- Embed diverse learner, family and staff voices in decision-making
- Provide broad, inclusive and rich curriculum with strong co-curricular activities

Our goal

Every learner receives a high-quality education that enables them to excel.

We'll measure success by

- Reducing gaps in student outcomes, due to structural inequities
- Increasing community confidence in public education

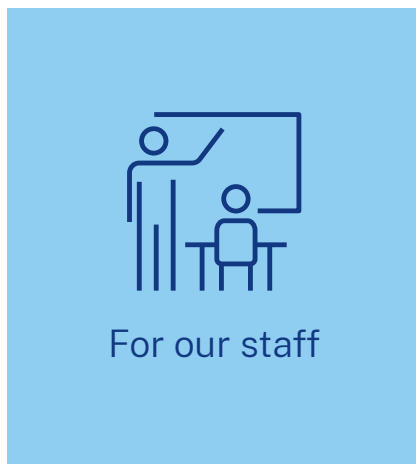


Focus area

Strengthen trust and respect for the teaching profession and school support staff

Our education workforce is the cornerstone of the public education system. Central to the success of this plan is taking care of our people who teach our students.

We know that reducing workload and strengthening the wellbeing of our teachers is critical. We're committed to giving teachers the time they need to teach and support our students. We will continue to partner with our teachers and staff to deliver the right support for their learning, wellbeing and career development.



Our agreed actions

- Address staffing shortages
- Attract and retain more high-quality teachers, especially in high-need locations and specialist subject areas
- Ensure initial teacher education is fit-for-purpose by partnering with the university sector
- Improve staff wellbeing
- Address workload pressures to ensure a manageable workload for all staff
- Support staff development through high-quality and accessible professional learning
- Make public education a more attractive career with more quality career pathways
- Strengthen development for leaders at all stages of their careers

Our goal

Our teachers and staff feel valued, included and supported to perform at their best.

We'll measure success by

- Increasing the number of school staff so supply meets demand
- Increasing the proportion of teachers and school staff who feel valued, trusted and respected in their profession



Focus area

Give children the best start in learning

Children who participate in quality early childhood education programs are more likely to arrive at school equipped with social, cognitive and emotional skills needed to engage in learning.

We are strengthening support for families, as well as improving access, affordability and inclusivity for more young children to attend preschool. We are committed to delivering concrete steps to universal preschool. We want to enable our children to achieve developmental milestones and support their transition to primary school.



Our agreed actions

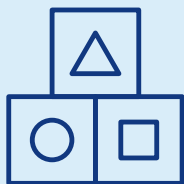
- Increase enrolment and participation in preschool for all children
- Build new public preschools co-located with public primary schools
- Create better transitions between early education and primary school
- Deliver the NSW Aboriginal Children's Early Childhood Education Strategy

Our goal

All children have the best start in life.

We'll measure success by

- Increasing the proportion of children enrolled in preschool
- Increasing the proportion of children who are developmentally on track



For our
early learners



Focus area

Deliver outstanding leadership, teaching and learning

Delivering outstanding teaching creates vibrant and inclusive learning environments that drive student success. It is critical for preparing students for rewarding lives and lifelong learning.

We are dedicated to providing outstanding learning experiences in every classroom where every student is valued, challenged and grows. We do this by developing effective leadership that supports and empowers teachers, systems that support evidence-based and effective teaching practices, and high-quality curriculum resources.



For our school students



Our agreed actions

- Support schools to deliver school excellence through continuous improvement
- Deliver effective teaching practices including explicit teaching and effective feedback underpinned by high expectations
- Strengthen educational and instructional leadership
- Provide high-quality, evidence-based curriculum resources
- Increase student literacy and numeracy
- Strengthen high-quality assessment
- Improve how data is used to inform teaching

Our goal

Every student achieves ambitious learning goals every year.

We'll measure success by

- Improving literacy and numeracy outcomes for all students
- Increasing the proportion of students completing Year 12 in public schools



Focus area

Strengthen student wellbeing and development

Student wellbeing is fundamental in fostering a thriving learning environment. When students feel safe, included and supported, they are better motivated to attend school and are better equipped to learn.

A focus on student wellbeing contributes to a positive school culture and enhances the educational experience. We are listening to the voices of our students and partnering with parents and carers to identify and connect them with the support they need for students' wellbeing and development.



Our agreed actions

- Implement evidence-informed, whole-school wellbeing approaches
- Create positive school cultures that value student voice
- Build partnerships with students and families to connect them with the support they need
- Provide equitable access to services by building partnerships across agencies
- Expand counselling services in schools
- Improve support for students at all transitions through school
- Ensure schools are inclusive and safe

Our goal

Every student is known, valued and cared for.

We'll measure success by

- Increasing the proportion of students reporting a sense of belonging
- Increasing attendance rates



Focus area

Provide meaningful post-school pathways

We are committed to equipping and empowering students with skills as they consider pathways that align with their goals and aspirations.

It is important that students finish school ready to engage as responsible citizens and succeed in university, training or work. We will inform, inspire and improve access to a range of opportunities that are available to our students. We recognise the crucial role we hold in helping students discover who they are and explore who they can become.



Our agreed actions

- Enhance access to high-quality vocational education and training (VET) in schools, school-based apprenticeships and traineeships, and HSC pathways
- Support, inform and inspire all students to choose post-school pathway options aligned to their goals
- Improve access, opportunities and choice across post-school pathways including university, training and work for all students

Our goal

Every student finishes school ready to succeed in their chosen pathway as an informed, responsible citizen.

We'll measure success by

- Increasing the proportion of students who take up university, training or work in the year after school

Enablers

Support services

The department aims to deliver efficient and effective support services for our schools to allow them to run smoothly.

We all work to ensure teachers and school staff are supported to perform their best. We are continuously working on simplifying tasks and processes to deliver on our commitment to reducing administrative workload. We recognise the value in giving school staff more time for teaching while also promoting the wellbeing of our staff.



We'll measure success by

- Improving staff satisfaction with support services
- Resolving enquiries more quickly
- Reducing the number of transfers per service request

Outcome

Our support services are efficient, effective and easy to access.

School infrastructure

Across NSW, we are delivering new and upgraded facilities to ensure every student has access to high-quality, inclusive, sustainable learning environments at their local public school. We are continually working to maintain and renew school facilities, keeping them safe and fit-for-purpose for teaching and learning.

We are committed to making schools the centre of local communities through initiatives designed to bring people together and create opportunities for learning, work and play. As we build and renew schools across NSW, we partner with industry to provide employment and training opportunities in local areas.



We'll measure success by

- Ensuring infrastructure investments are data-driven and informed by improved educational outcomes
- Improving school maintenance response times and efficiency

Outcome

Our school infrastructure meets the needs of a growing population and supports improved student outcomes.



Thank you

Our plan is a product of varied and extensive consultation with the education community and partners. The draft plan was launched by the Deputy Premier and Minister for Education and Early Learning Prue Car and the Secretary Murat Dizdar in July 2023.

The draft plan was on public exhibition for 6 weeks until 25 August 2023. We heard from teachers, principals, school staff, education partners and experts, parents and carers, and students during the consultation period.

The feedback we received has been valuable in shaping the final plan.

We would like to thank everyone for sharing their thoughts and insights on our plan.

Our staff, students and communities

- 7,000 submissions on the Have Your Say online tool (public feedback from teachers, school leaders, school administrative and support staff, parents and carers, education support staff, academic experts, education peak body members, early childhood educators, and students)
- Approximately 20,000 submissions to the Ideas Hub (feedback from NSW Department of Education staff)
- All Directors, Educational Leadership
- All Principals, School Leadership
- Principal networks
- Student and parent focus groups, including Department of Student Voices in Education and Schools (DOVES)
- Parents and carers from across NSW including language group sessions in Mandarin, Hindi, Arabic and Vietnamese

Education partners and experts

- Andy Hargreaves, Research Professor, Boston College
- Australian Education Research Organisation
- Disability Strategy Reference Group
- Federation of Parents and Citizens Associations of New South Wales
- Geoff Gallop, Former WA Premier, Emeritus Professor, University of Sydney
- Martin Westwell, Chief Executive, South Australia Department for Education
- Dr Mary Jean Gallagher, former Chief Student Achievement Officer and Assistant Deputy Minister of the Ontario Ministry of Education
- Michael De'Ath, Director-General Queensland Department of Education
- NSW Aboriginal Education Consultative Group
- NSW Primary Principals' Association
- NSW Secondary Principals' Council
- NSW Teachers Federation
- Organisation for Economic Cooperation and Development
- Public Service Association of NSW
- School Administrative Support Staff Professional Association
- Special Education Principals' and Leaders' Association of NSW
- Ted Noon, Principal and Adjunct Fellow, Western Sydney University
- The Y NSW
- Tom Carey, Teachers and Teaching Research Centre, University of Newcastle

Contact us

Our Plan for NSW Public Education:
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is available on the department's
website: education.nsw.gov.au

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NSW Department of Education

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