Director-General’s message

The New South Wales Department of Education and Training provides world class public education and training for the people of New South Wales. Our students and trainees achieve excellent results. We can be proud of the great achievements of our students, teachers and support staff but we still have a lot of work to do to ensure the best results for all our students.

The NSW State Plan provides overall direction for further improvement and is a major influence on our 2008 – 2011 Corporate Plan.

The NSW State Plan priorities for education and training are:

- Make sure children have the skills for learning by school entry.
- Support students to reach their full potential at school.
- Engage students in learning for longer.
- Improve access to jobs and training.
- Increase access to knowledge and skills in partnership with universities.

Overall our students are high performers, but within these statewide achievements there are some groups who lag behind. We are progressively raising the bar and closing the gap but still need to drive up overall achievement.

We want to provide students with the right options and pathways into further education, training and work.

The Department has a key role to play in skills development. We are working closely with industry and employers and exploring a number of options to develop state of the art skills for a modern world.

Our staff are our greatest asset. We try to provide a working environment that promotes professional and personal growth and acknowledges contributions. We want to attract and retain the very best people to work in public education and training.

The Corporate Plan for 2008 – 2011 provides us with the direction to keep building on our achievements.

Michael Coutts-Trotter
Director-General of Education and Training
Managing Director of TAFE NSW
Students successfully make the transition to further education and work
More students complete Year 12 or recognised vocational education
More people participating in education and training throughout their lives
Improved access to training in regional and rural NSW

**Strategies**

- Ensure children have the skills for learning by school entry
- Support students to reach their full potential
- Engage students in learning for longer
- Implement and provide support to improve outcomes for all students and a system wide focus on effective transitions for at risk groups
- Provide parents with better access to information and materials to support their children’s learning
- Provide more school based apprenticeships and traineeships
- Support continuous improvement in teacher quality

- Increase proportion of children ready for school (as measured by the Best Start literacy and numeracy assessment when children start school)
- A lift in the proportion of Year 3, 5, 7 and 9 students performing at the highest National standards in literacy and numeracy
- A reduction in the proportion of Year 3, 5, 7 and 9 students achieving at or below the minimum standard
- Increase proportion of 20-24 year olds in NSW achieving Year 12 or a Certificate III qualification or above
- Increase proportion of 20-24 year olds in NSW achieving Year 12 or a Certificate III qualification or above
- Close the gap for Aboriginal students in literacy and numeracy
- At least a halving of the gap for Aboriginal students in Year 12 attainment or equivalent attainment rates
- Enhancing state-wide access to online learning resources
- Increased parental engagement in supporting their child’s learning
- Establishing Trade Schools, Trade Training Centres and Industry Training Centres and increasing school based apprenticeships and traineeships
- Improved teacher quality
- Reconceptualised delivery of student services to schools including future counselling workforce structure
- School learning support program implemented in all schools

- A drop in 20–64 year olds without Certificate III level or above qualifications
- Increased number of people achieving diploma and advanced diploma qualifications
- Increased participation in green skills training (TAFE NSW and other publicly funded training)
- Establishment of 10 Skills Centres by 2010/11
- Increased workplace training
- Increased Recognition of Prior Learning
- Increased training places in regional and rural areas to meet the demand for skills
- More people commenced, participated in and completed apprenticeships and traineeships
- Increased participation in training by targeted specific population groups
- Increased satisfaction with training delivery and outcomes

**Outcomes**

- Improved social and economic wellbeing of the people of NSW through provision of high quality education and training
- Delivering better services and growing prosperity across NSW

- Drive development of workforce capability and continuous improvement throughout DET and TAFE NSW which operate in a culturally diverse society
- Establish Better Services and Values strategies
- Introduce more flexible human resources policies to match current and future priorities and requirements
- Maintain a safe workplace
- Support staff to access professional development opportunities and expand online professional development
- Work with other states to implement online professional development programs regarding learning difficulties and disabilities
- Promote the Institute of Teachers Accreditation framework and the transition to national standards
- Implement TAFE NSW Workforce Development Guarantee

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- Delivering better services and growing prosperity across NSW

- Improved access to training in regional and rural NSW

**Indicators**

- Proportion of NSW public school kindergarten students who achieve Level 1 or higher on one or more aspects of the Best Start Assessment
- Proportion of students in Years 3, 5, 7 and 9 achieving in the top two NAPLAN bands for literacy and numeracy between 2008-2016
- Results for Years 3, 5, 7 and 9 for both Indigenous and non-Indigenous students in NAPLAN in literacy and numeracy
- Proportion of young people in the 20-24 year old age group who have achieved Year 12 or a Certificate IV or above between 2008-2015
- Proportion of young people in the 20-24 year old age group who have achieved Year 12 or a Certificate IV or above between 2008-2020
- Proportion of Aboriginal and non-Aboriginal young people in the 20-24 year old age group who have achieved Year 12 or a Certificate IV or above
- Alignment of School leaving age reforms with strategies to keep students learning for longer
- Level of NSW performance on national and international tests of student achievement
- Average retention rates from Years 10 to 12
- Number of students enrolled in school-based apprenticeships and traineeships
- Proportion of people in NSW aged 20-64 without qualifications at Certificate III level and above between 2009-2020
- Number of higher qualifications completions (diploma and advanced diploma)
- Proportion of vocational education and training students enrolled in at least one module of competency leading to environmentally sustainable outcomes
- Recognition of Prior learning through qualifications currently held
- Proportion of students achieving the national minimum standard under NAPLAN in literacy and numeracy
- Proportion of staff who participate in the TAFE NSW Senior Leadership Capability Development Program
- Proportion of staff who participate in professional development
- Number of students commencing and completing apprenticeships and traineeships
- Number of Skills Centres established
- Programs and initiatives implemented to meet State Plan and CSAG priorities and targets
- Cross agency collaborative arrangements to meet State Plan and CSAG targets
- Cost of service delivery per student benchmarked against other states
- Learning Management and Business Reform student registration number implemented
- Flight of the Education Revolution infrastructure package on track
- Digital Education Revolution program on track
- Connected Classrooms program on track
- Ongoing improvement in public infrastructure and equipment in schools and TAFE NSW Institutes
- Efficiencies implemented through Better Services and Values strategies
- Proportion of staff who participate in professional development
- Proportion of teachers accredited by the NSW Institute of Teachers
- Number of workplace injuries and average cost of claims
- Number of staff who participate in the TAFE NSW Senior Leadership Capability Development Program
- Contractual and capitation services and courses
- Percentage of DET budget spent on central corporate services
- Performance and accountability of the Department’s online resources
- Proportion of major capital projects delivered on time and within budget
- Utilisation rate of facilities
- Improved environmental indicators
- Efficiencies implemented through Better Services and Values strategies
- Proportion of staff who participate in professional development
- Proportion of teachers accredited by the NSW Institute of Teachers
- Number of workplace injuries and average cost of claims
- Number of staff who participate in the TAFE NSW Senior Leadership Capability Development Program
- Statewide strategic evaluation of the Smarter Schools National Partnerships
- Recognition of NSW as a national leader in education policy and practice
- Reflection of NSW programs and initiatives in National Education and Skills Agreements
- Recognition of innovation in online support for teachers, students and parents
- Development of national policies and partnerships with higher education institutions

**NSW Department of Education and Training Corporate Plan 2008 – 2011**