

United in our pursuit of excellence

At a glance

Independent Public Schools at a glance

The *Independent Public Schools* initiative aims to increase autonomy in decision making, cut red tape and remove layers of management to improve outcomes for students.

There will be a total of 120 *Independent Public Schools* rolled out across the state over the next four years.

Building on the high degree of autonomy already afforded to all Queensland state schools, the key features of *Independent Public Schools* are outlined below.

Enhanced local governance

All *Independent Public Schools* will be required to establish a school council.

A school council will enable greater involvement of the school community and other stakeholders such as industry in setting the strategic direction for the school.

School councils will approve and monitor the school's strategic direction, strengthening local decision making.

Independent Public Schools will be provided with the following additional autonomies over governance and administration:

- the principal will have a performance agreement directly with the Director-General
- there will be an independent review of the school's progress every four years.

For more information read the *Queensland school councils Fact Sheet*.

Advancing innovation

By using local expertise and having more freedom to respond to local community needs, *Independent Public Schools* will be able to embrace innovation to maximise student learning outcomes.

Independent Public Schools will have:

- increased autonomy to work in new ways with local businesses, industry and community organisations. This could lead to creative models of sponsorship, industry partnerships and infrastructure partnerships
- increased flexibility to approve curriculum offerings that suit the needs of students e.g. International Baccalaureate programs, extracurricular programs, gateway programs and centres of excellence.

Locally tailored workforce

Independent Public Schools will be able to shape their workforce to meet strategic directions set at a local level that respond directly to the needs of their students.

The principal of an *Independent Public School* may develop workforce plans in consultation with their local workforce committees. The school's workforce plan will be submitted to the school council for approval.

Principals at *Independent Public Schools* will be able to choose between directly recruiting teachers (where vacancies exist) or filling vacancies through existing internal applicant pools or the transfer and relocation systems.

The transfer system will be retained and strengthened.

Financial flexibility

Independent Public Schools will:

- receive a one-line school budget that includes school grants and a staffing budget expressed in both full-time equivalent (FTE) staff and notional monetary terms
- receive an FTE allocation directly from central office for student support staff, such as support teachers for literacy and numeracy, English as a second language teachers, guidance officers, behaviour management teachers and students with disability support.

Building for the future

Independent Public Schools will:

- be able to plan joint facilities with local councils, industry and community
- have the freedom to contract and manage their own maintenance using QBuild or contractors
- be able to develop and implement a *Strategic Infrastructure (Assets) Plan* directly with central office
- submit requests for capital works projects directly to central office.

Support, accountability and transparency

Independent Public Schools must still comply with state legislation, industrial instruments, directives, delegations, whole-of-government policy and national agreements.



Independent Public Schools will be required to:

- participate in an independent review every four years
- enter into a performance agreement between the principal and the Director-General
- have an annual principal performance review
- operate in accordance with *United in our Pursuit of Excellence 2011-2015*
- participate in system audits
- provide systemic data and use the department's systems e.g. OneSchool and MyHR
- purchase IT products that are compatible with the department's managed operating environment.

Independent Public Schools will receive a \$50 000 grant to assist with their transition. This funding will enable schools to seek expertise and advice about the establishment and effective functioning of their school council. In addition, schools will be eligible to receive a further \$50 000 in funding each year for administration purposes following an annual performance review.

Independent Public Schools will continue to benefit from the strengths of the Queensland state education system through access to:

- existing liability insurance
- legal and media advice
- financial and purchasing advice
- industrial relations advice and support
- Curriculum into the Classroom
- OneSchool
- MyHR
- Workcover support
- central and regional office support.

Selection process

All Queensland state schools will be able to apply to be selected as an *Independent Public School*. A departmental selection panel will consider all applications. Schools that are in the best position to use the increased autonomy to improve student outcomes will be selected. Additionally, the schools selected will represent the diversity of state schools across Queensland.

Want to know more?

For more information about the *Independent Public Schools* initiative visit the Education Queensland website at www.education.qld.gov.au/schools/independent-public-schools/index.html or email IPS@dete.qld.gov.au

