

State govt pay deferral: proposals in response to QTU concerns



SCHOOL ACCOUNTABILITY REGIME

The state government's proposal to review the school accountability regime has at its core the specific intention to reduce workload. In agreement with the government, the review will cover but not be limited to:

- a) school reviews and the processes associated with them
- b) annual performance reviews
- c) school opinion surveys
- d) school annual reports
- e) general data collection for the department
- f) the setting of multiple objectives for schools and teachers by different levels of the bureaucracy – i.e. cascading priorities set through system and regional accountability measures.

To effect a genuine reduction in workload, the department will need to support the revised school accountability regime and set maximum and minimum standards in relation to these elements.

The QTU believes the review of the school accountability framework should consider the following.

- School reviews to cease.
- School opinion surveys to be sent to parents electronically as an opt-in. Data from school opinion surveys should be for internal use only, not published. Comparison of Pulse Check 2020 to previous year parent returns.
- An opt-in annual performance review, e.g. for those who want to apply for HAT and lead teacher, then a streamlined process consisting of one end-of-year discussion. No lesson observations for annual performance reviews.
- School annual reports pre-populated centrally and distributed to schools.

- Region priorities to align to system priorities and not create additional data collection or check points other than those required by the system. Regional priorities should be publicly available and subject to consultation with the QTU.
- New initiatives to be referred to the Workload Advisory Council (WAC) for review in relation to impact on workload.
- Data:
 - o clear statement about mandatory data sets, their frequency of collection, purpose and use
 - o clear outline of responsibility of roles to input data, i.e. use of teacher and school leader hours to input data should be minimised
 - o cessation of data walls, “bump it up walls” or data walls by other names.
- OneSchool:
 - o student progress to be in reporting only, i.e. school is not required to contact parent in relation to student progress in other forms.
 - o OneSchool reporting of incidental/all parent contact to cease.
 - o Cessation of multiple entry data points – data to be recorded in one place only.

The Union has advised the department and the Education Minister that the outcomes of the changes as a consequence of these reviews will require immediate implementation to effect genuine workload reduction.