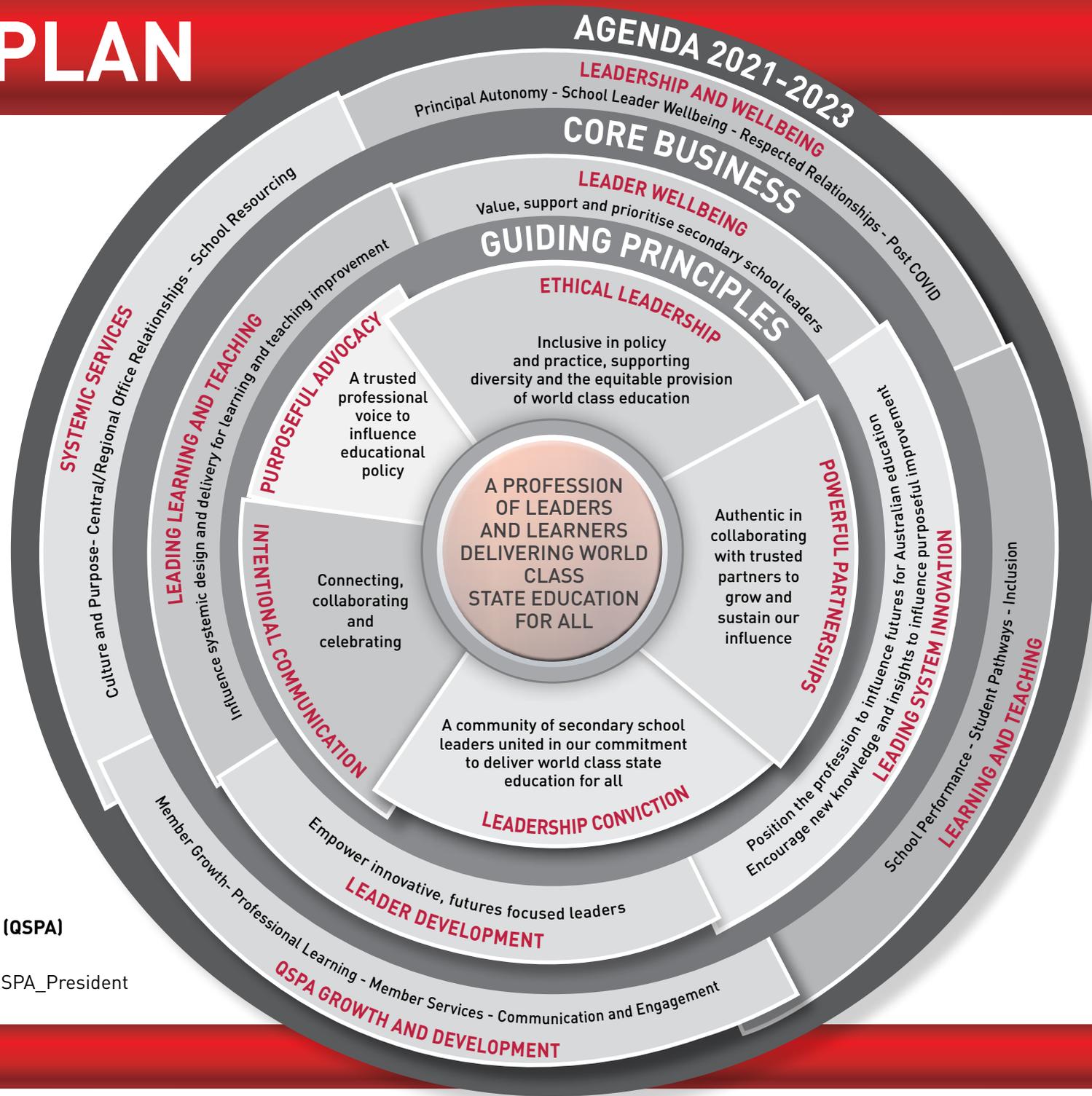
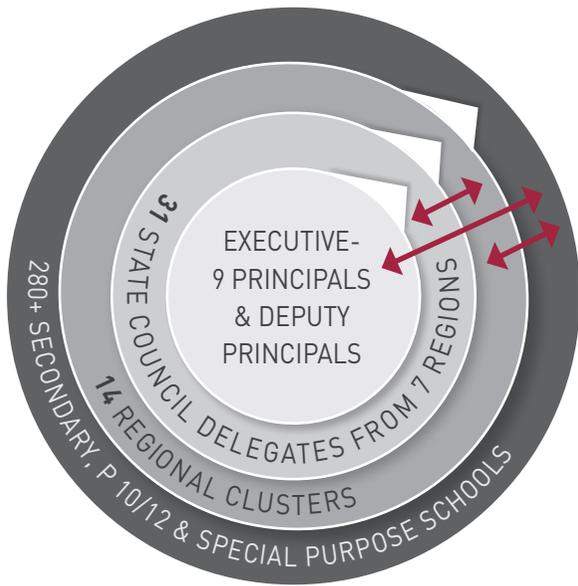


STRATEGIC PLAN

2021-2023



QUEENSLAND SECONDARY PRINCIPALS' ASSOCIATION (QSPA)

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Queensland Secondary Principals' Association

LEADERSHIP AND WELLBEING

PRINCIPAL AUTONOMY

Principal autonomy should be authentic and reflective of individual context, purpose and capacity. Supervisory relationships based on mutual trust and a commitment to a shared vision will enable and enhance principal autonomy.

SCHOOL LEADER WELLBEING

Reducing workload and increasing resources are foundations for improving school leader wellbeing. Improving wellbeing is a responsibility shared by individual school leaders, the Department of Education and the Government.

RESPECTED RELATIONSHIPS

QSPA is respected for providing authentic and expert school-based knowledge. QSPA stakeholder relationships are defined by purpose, trust and a commitment to deliver world class state education for all.

POST COVID

The pandemic identified challenges and opportunities for schools, education systems and broader society. QSPA seeks to learn from this experience; challenging existing practices to help craft new and improved approaches to Queensland secondary education.

LEARNING AND TEACHING

SCHOOL PERFORMANCE

Improving school performance is a focussed exercise in building capacity. Assessing school performance should be based on a broad range of measures that are reflective of school context. Secondary school leaders understand learners and learning and are best placed to determine goals and strategies for improving performance.

STUDENT PATHWAYS

Successful transition to an authentic post-school destination is a goal that secondary school leaders have for all students. Pathways to that goal must be diverse and flexible; respectful of individual student abilities, interests and post school aspirations. School and system monitoring of progress must inform and build capacity to achieve this goal.

INCLUSION

Queensland state secondary schools provide an inclusive environment in which all students are encouraged and enabled on their learning journey. Attitudes and practices are respectful and evidence based; with the individual learner and their needs at the core of all decision making.

SYSTEMIC SERVICES

CULTURE & PURPOSE

QSPA seeks to enable and embed a positive system culture, one based on mutual trust and respect. In high performing systems, clarity of purpose is evident; policies and practices are transparent and people challenge themselves and others to improve. High standards of integrity, accountability and compliance are strengthened through authentic collaboration and consultation.

CENTRAL/REGIONAL OFFICE RELATIONSHIPS

QSPA actively seeks to develop and sustain strong and respected relationships throughout our system. QSPA members bring knowledge and experience that informs and improves decision making. QSPA collaboration and consultation is authentic and purposeful and we seek for that to be reciprocated.

SCHOOL RESOURCING

Resourcing 21st century schools is complex and costly. Allocative models for resourcing-financial, human resource and infrastructure must reflect changing contexts and enable school based flexibility and autonomy. Recognising that funding is finite, QSPA will help inform and enable clarity around the financial responsibilities of schools and of the system.

QSPA GROWTH AND DEVELOPMENT

MEMBER GROWTH

QSPA members have confidence that the Association is respected as the professional voice of secondary school leaders. Target 600 provides a focus for attracting and retaining members. Informed advocacy, influence and service are key attractors for prospective members.

PROFESSIONAL LEARNING

The QSPA Conference is the flagship professional learning experience for members of the Association; one that engages, challenges and affirms the profession of school leadership. The QSPA Regional Enhancement Fund supports a variety of locally designed approaches that enable leadership learning. QSPA Leadership Development Scholarships support individuals in their continued professional growth.

MEMBER SERVICES

QSPA Executive, State Council and Regional clusters provide significant opportunities for members to engage and inform the work of the Association. Executive portfolios reflect the priorities of secondary school leaders and provide a structured approach to addressing issues and advancing priorities.

COMMUNICATION AND ENGAGEMENT

Timely and regular communication to QSPA members is a hallmark of the Association. *The President's Pen* provides regular updates while other point in time communications ensure that important information is delivered to secondary school leaders as it is needed. The QSPA website provides a comprehensive focal point for members, stakeholders and business partners. The QSPA President actively engages with members across the state each year.



AGENDA

2021-2023