

DEPARTMENT OF EDUCATION AND TRAINING LEADERSHIP CHARTER

Our strategic intent

TOGETHER WE GIVE EVERY VICTORIAN THE BEST LEARNING AND DEVELOPMENT EXPERIENCE, MAKING OUR STATE A SMARTER, FAIRER AND MORE PROSPEROUS PLACE

Our promise:

- WE WORK AS ONE
- WE ARE ACCOUNTABLE, AND WORK WITH INTEGRITY
- WE INVEST IN AND EMPOWER STAFF
- WE ALWAYS FOCUS ON THE WELLBEING AND OUTCOMES OF THE CHILDREN, YOUNG PEOPLE, ADULTS AND FAMILIES WE SERVE

As leaders we:

SUPPORT CHILDREN AND LEARNERS BY:



- Meeting their individual wellbeing, learning and development needs through place-based service delivery
- Supporting the participation and engagement of all children and young people without exception
- Empowering and supporting staff in schools, early years services and training providers to achieve outcomes
- Addressing disadvantage

IMPROVE SERVICE DELIVERY BY:



- Applying evidence and data to service design and implementation
- Basing evidence on people and their lived experiences
- Identifying and sharing best practice
- Building and sustaining partnerships
- Being responsive, agile and open to change
- Taking a system-wide (birth to adulthood) approach to decision making

LEAD OUR PEOPLE BY:



- Living the public sector values and requiring staff to do so
- Building a culture of high performance
- Prioritising and investing in staff development and wellbeing
- Empowering staff to innovate
- Building inclusive and culturally aware workforces with diverse backgrounds and experiences

BUILD AND SUSTAIN PUBLIC TRUST BY:



- Demonstrating ethical leadership and exemplary professional conduct
- Being accountable and holding each other to account
- Building a culture of continual, open and honest feedback
- Raising concerns and supporting staff to speak up
- Contributing to good governance

Capabilities: Our skills & attributes

Strategic thinking
Leading change
Leading with integrity
Business acumen

Working collaboratively
Building partnerships
Influence & negotiation

People management
Delivering results
Self-mastery & awareness



DET Leadership Charter





DET

Leadership

Charter