# 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