



ACT
Government
Education and Training

quality learning
 inspirational teaching
 high expectations
 high performance
 connecting with the community
 supporting teaching and learning
 parents
 connecting with families
 training
 community teachers
 literacy, numeracy and science
 early years education
 vocational education
 and training
 students learning
 comprehensive literacy
 care services leadership
 innovation and improvement
 develop
 learning environments
 implement strategies to improve
 high expectations, high performance



ANNUAL REPORT 2013 2014

EDUCATION AND TRAINING DIRECTORATE



high expectations, high performance
 care services leadership
 performance
 inspirational quality learning
 strategies to improve
 inspire early years education teachers
 connecting with the community
 quality learning supporting
 education high expectations connecting with families
 leadership
 achievements high performance
 community learning

quality learning
inspirational teaching
education leadership
high expectations
parents
inspirational leadership
high performance
connecting with the community
supporting teaching and learning
community teachers
innovation and improvement
develop
learning environments
early years education
literacy, numeracy and science
vocational education
and training
achievements
implement strategies to improve
students learning
comprehensive literacy
care services leadership
performance
inspirational quality learning
strategies to improve
students early years education teachers
quality learning
connecting with the community
supporting

ANNUAL 2013 REPORT 2014

EDUCATION AND TRAINING DIRECTORATE

students learning comprehensive literacy
high expectations, high performance care services leadership
performance inspirational quality learning
students early years education teachers
strategies to improve
quality learning connecting with the community
supporting
education high expectations connecting
leadership with families
comprehensive literacy achievements high performance
learning environments community teaching teaching
leadership
teachers quality learning
inspirational teaching high expectations leadership
high performance parents
strategies to improve inspirational leadership connecting with the community
supporting teaching and learning
connecting with the community supporting teaching and learning
engaging innovation and improvement develop
community teachers education
literacy, numeracy and science learning environments
early years education vocational education
achievements implement strategies to improve and training

Accessibility

The ACT Government is committed to making its information, services, events and venues accessible to as many people as possible. If you have difficulty reading a standard printed document and would like to receive this publication in an alternative format – such as large print and audio – please call the Canberra Blind Society on (02) 6247 4580.

If English is not your first language and you require the translating and interpreting service, please call the Telephone Interpreter Service on 131 450. If you are deaf or hearing impaired and require assistance, please call the National Relay Service on 133 677.

This report is also available online at <http://www.det.act.gov.au>

Inquiries about this publication should be directed to:

Education and Training Directorate

220 Northbourne Ave
Braddon ACT 2612
Telephone: (02) 6205 9185
ETDAnnualReport@act.gov.au

Postal address

Education and Training Directorate
GPO Box 158
Canberra ACT 2601
Australia

Produced for the ACT Education and Training Directorate.

© Australian Capital Territory, Canberra, September 2014

Material in this publication may be reproduced provided due acknowledgement is made.

Acknowledgement

The Directorate acknowledges the work of the Planning and Performance Branch in the preparation of the 2013-2014 Annual Report.

Table of contents

Accessibility	i
Table of contents	ii
SECTION A: TRANSMITTAL LETTER	
Transmittal letter	3
SECTION B: PERFORMANCE REPORTING	
Director-General's reflection	7
B1 Organisational overview	8
B2 Performance analysis	46
B3 Community engagement and support	57
B4 Ecologically sustainable development	67
SECTION C: GOVERNANCE AND ACCOUNTABILITY REPORTING	
C1 Internal accountability	74
C2 Risk management and internal audit	76
C3 Fraud prevention	77
C4 Legislative Assembly inquiries and reports	78
C5 Auditor-General and Ombudsman reports	83
SECTION D: LEGISLATION BASED REPORTING	
D1 Public interest disclosure	86
D2 Freedom of information	87
D3 <i>Human Rights Act 2004</i>	89
D4 <i>Territory Records Act 2002</i>	91
D5 Legal Services Directions	94
D6 Notices of non-compliance	95
D7 Bushfire risk management	96
D8 Commissioner for the Environment	97
SECTION E: HUMAN RESOURCES MANAGEMENT REPORTING	
E1 Human resources management	100
E2 Learning and development	103
E3 Work health and safety	106
E4 Workplace relations	110
E5 Staffing profile	112
SECTION F: FINANCIAL MANAGEMENT REPORTING	
F1 Financial management analysis	116
F2 Financial statements	121
F3 Capital works	197
F4 Asset management	203

F5 Government contracting	206
F6 Statement of performance	215

ANNEX REPORTS

G1 Board of Senior Secondary Studies	228
G2 Government Schools Education Council	248
G3 Non-government Schools Education Council	256
G4 ACT Teacher Quality Institute	262

APPENDICES

Appendix 1 List of tables	284
Appendix 2 List of figures	286
Appendix 3 Abbreviations and acronyms	288
Appendix 4 Index	290

Reader's guide

This report provides information on achievements, challenges, performance, outlook and financial position of the Directorate for the financial year ending 30 June 2014.

The report is organised in the following seven sections:

A. Transmittal letter	3
B. Performance reporting	7-72
C. Governance and accountability reporting	74-84
D. Legislation base reporting	86-98
E. Human resources management reporting	100-114
F. Financial management reporting	116-224
G. Annex reports and appendices	228-295

SECTION A

TRANSMITTAL LETTER

quality learning
teaching
parents
education leadership
high expectations
high performance
inspirational leadership
connecting with the community
supporting teaching and learning
connecting with families
innovation and improvement
training
learning environments
literacy, numeracy and science
early years education
vocational education
and training
achievements
implement strategies to improve
students learning
comprehensive literacy
care services leadership
performance
inspiration quality learning
students early years education teachers
strategies to improve
quality learning
connecting with the community
supporting
education high expectations
connecting with families
leadership
comprehensive literacy achievements high performance
learning environments leadership community teaching teaching
teachers quality learning
inspiration teaching high expectations parents
high performance
strategies to improve inspirational leadership connecting with the community
supporting teaching and learning
connecting with the community
supporting teaching and learning
engaging innovation and improvement
develop
community teachers learning environments
literacy, numeracy and science
early years education vocational education
and training
achievements implement strategies to improve
parents learning comprehensive literacy
care services leadership
performance inspiration quality learning
inspire early years education teachers
strategies to improve
quality learning connecting with the community
supporting
education high expectations
connecting with the community
supporting teaching and learning
leadership families
achievements high performance
community learning



Ms Joy Burch MLA
Minister for Education and Training
ACT Legislative Assembly
London Circuit
CANBERRA ACT 2601

Dear Minister

This Report has been prepared under section 5(1) of the *Annual Reports (Government Agencies) Act 2004* and in accordance with the requirements under the Annual Report Directions.

It has been prepared in conformity with other legislation applicable to the preparation of the annual report by the Education and Training Directorate.

I certify that the attached Annual Report is an honest and accurate account and that all material information on the operations of the Education and Training Directorate during the period 1 July 2013 to 30 June 2014 has been included.

I hereby certify that fraud prevention has been managed in accordance with Public Sector Management Standards, Part 2.

The Annual Reports of the following are included in this report:

- Board of Senior Secondary Studies
- Government Schools Education Council
- Non-government Schools Education Council
- ACT Teacher Quality Institute.

Section 13 of the *Annual Reports (Government Agencies) Act 2004* requires that you cause a copy of the Report to be laid before the Legislative Assembly within three months of the end of the financial year.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Diane Joseph', written over a faint, larger version of the same signature.

Diane Joseph
Director-General
12 September 2014

