



A Fresh Start

Talent Identification Framework

A Talent Identification Framework will help the Department of Education, Training and Employment attract and recruit the best teachers for employment in Queensland state schools, ensuring that they are ready to work in the classroom and school community.

The *A Fresh Start: Improving the preparation and quality of teachers for Queensland schools* strategy, details a number of initiatives to improve the quality of teaching in schools.

One of the state schooling specific initiatives within the strategy is the development of a Talent Identification Framework, which will enable the department to more effectively attract and identify the best teachers for employment in Queensland state schools.

The development and implementation of a Talent Identification Framework will:

- ensure the highest quality candidates are identified for employment in Queensland state schools
- effectively manage the significant number of applications for teacher employment received each year
- assist in meeting current workforce needs
- influence the quality of teacher graduates in Queensland, and
- more efficiently utilise departmental resources.

The Talent Identification Framework will also better position the department as the employer of choice for quality teaching candidates in Queensland.

Talent Identification Framework

As the largest employer of teaching graduates in Queensland, the department receives many thousands of applications for teacher employment each year. We need to be able to more effectively and efficiently prioritise candidates for teaching appointments. This requires confidence in the preparation of graduates and processes that differentiate applicants according to capability and performance.

A Talent Identification Framework, to be developed by the department in consultation with key stakeholders, will:

- use a range of filters to assess graduate teacher's ability to demonstrate the capabilities, competencies and attributes required for effective teaching in Queensland state schools
- implement processes and policies to enable better alignment between school needs and applicants' teaching capabilities and location preferences, and
- enhance transparency in teacher recruitment.

A working group will be established to develop the framework and to ensure the integrity of the department's teacher recruitment processes.

Implementation

Development of the Talent Identification Framework will commence in 2013.

It is expected that the adoption and implementation of all aspects of the Talent identification Framework will be in place from the start of 2015.

The framework will be supported by a communication plan to ensure all potential candidates have clear information about how they can best position themselves for employment.

Further information

More information about *A Fresh Start: Improving the preparation and quality of teachers for Queensland schools* strategy is available at: www.flyingstart.qld.gov.au