

# STRATEGIC HUMAN RESOURCES PLAN

## HIGHEST QUALITY STAFF IN ALL LOCATIONS

To attract, manage and retain high performing, committed staff in all locations and support continuous improvement in their capacity to deliver excellent outcomes, we will:

- Attract the best and brightest people into our workforce
- Strengthen capabilities of staff to deliver improved services to students and communities across NSW
- Continue to implement performance planning, management and development for all staff to ensure organizational success.
- Continue to develop quality teaching and leadership practices aligned to professional standards to improve student success

## EMPOWERED AND CAPABLE LEADERS AND MANAGERS

To empower and develop innovative and effective leaders and managers who will improve learning outcomes for our students and better contribute to the NSW economy, we will:

- Attract high performing leaders and managers in all locations
- Develop leadership and management capabilities to build a high performing organization
- Develop leader capabilities to inform, shape and implement education reform and strengthen communities
- Increase commercial acumen capabilities of leaders and managers and improve management practices

## NEW AND BETTER WAYS OF DOING BUSINESS

To innovate and improve our ways of doing business through evidence-based workforce planning, flexible recruitment and management practices and streamlined processes, we will:

- Expand our strategic partnerships to support the organization in achieving its priorities
- Expand workforce planning capabilities and practices across the organization
- Promote flexibility in recruitment, management and retention practices
- Develop innovative pathways into teaching to address workforce challenges.

## A HIGH PERFORMING, INCLUSIVE WORKPLACE

To ensure a workplace that is high performing, fair, safe and accountable and reflects the diversity of our communities, we will:

- Increase the diversity of our workforce to better engage and partner with communities across NSW
- Ensure that the workplace is fair, safe and inclusive and that all staff are culturally aware

Motivate and inspire staff by fostering a culture of collaboration, engagement and innovation