

Annual Implementation Plan 2025

Culture & Capability

Statewide school culture

Build a state-wide identity that reflects our culture, purpose and values, and is recognisable to our community and stakeholders across Queensland.

Actions	Targets	Timelines	Lead
Engage Queensland hospital schooling stakeholders in consultation phases to create a recognisable state-wide identity.	Identity confirmed (Name and branding)	T1 – Consultation T2 – Consultation and Decision-making	DP IP

Enact the Learning and Wellbeing Framework state-wide.

Actions	Targets	Timelines	Lead
Systematically enact a QHEP induction program supporting all positions to establish consistency of practices across all sites.	100% of new staff engage with the induction process.	T1 – 100% of new staff across QHEP complete 90-day induction. T1-T4 – All line managers are able to enact induction process with new staff.	DP SSW

Staff capability

Develop and embed processes and opportunities for the leadership team to build self-awareness and collective efficacy as instructional leaders.

Actions	Targets	Timelines	Lead
Build the instructional leadership capability of the state-wide full leadership team to implement the agreed practices aligned to the 'Leading Collective Efficacy' framework.	100% FLT actively engaged and complete the PD.	Commence Feb 2025	CP QCH

Teaching, Learning & Transitions

Pedagogies

Research, identify and embed evidence-based pedagogical practices that consider the principles of pedagogy (curriculum, learning, learner) in the context of hospital education

Actions	Targets	Timelines	Lead
Formalise and enact the agreed pedagogical practices that support diverse learners to engage with curriculum.	100% teachers have knowledge of and select appropriate pedagogical practices for their students.	Completed Oct 2025	DP CTL

Student data

Explore ways to monitor and reflect on the learning gains made by our students across the state during and after their engagement with QHEP

Actions	Targets	Timelines	Lead
Investigate options to record distance travelled for day program students to measure impact on learning.	100% QHEP GOs/ teachers tracking and analysing data to measure impact of learning.	Semester 2	DP SEGS

Access to learning

Expand and improve delivery of the Virtual hospital education program to regional and rural hospitals where there is a need for an education program			
Actions	Targets	Timelines	Lead
Investigate potential regional hospital sites and identify viable locations to expand VHEP.	New sites identified for 2026	Semester 2	CP QCH
Work with Department of Health (DoH) and Hospital and Health Service (HHS) to proactively plan for and deliver new hospital education programs alongside new and expanding health services			
Actions	Targets	Timelines	Lead
Collaborate with DoH MHAODB and NGO to establish the Cairns Youth Alcohol and Other Drug Residential Rehabilitation service.	Agreements with DoH and NGO signed. Curriculum offerings enacted for commencement of service.	Term 3	CP Cairns

Leadership, Governance & Partnerships

Health and Education partnership

Investigate, determine and implement best practice information sharing practices that support the provision of quality services, while meeting information privacy and legislative requirements			
Actions	Targets	Timelines	Lead
Determine best practice for information sharing that identifies and locates students in hospitals.	Draft information sharing agreement	End of 2025	EP
Promote and commit to a one-team multidisciplinary approach to the development and operation of hospital education programs			
Actions	Targets	Timelines	Lead
Collaborate with DoH MHAODB to clarify best practices in delivering adolescent day programs.	Agreed Model of Service	End of 2025	EP

Partnerships & Innovation

Continue active membership of our international hospital education networks (HELP, HOPE, HEAL) to share best practice			
Actions	Targets	Timelines	Lead
Present QHEP strategic leadership and governance model at 2025 HOPE Conference to share international best practice and showcase Queensland's innovative ways of working.	Abstract acceptance and attendance at HOPE conference	May 2025	EP

Leadership team acronyms

BM	Business Manager
CP Cairns	Campus Principal, Cairns
CP JP	Campus Principal, Jacaranda Place
CP QCH	Campus Principal, Queensland Children's Hospital
DP SSW	Deputy Principal, Student and Staff Wellbeing
DP CTL	Deputy Principal, Curriculum, Teaching & Learning
DP ISP	Deputy Principal, Information, Systems & Processes
DP IP	Deputy Principal, Identity & Partnerships
DP SEGS	Deputy Principal, Student Engagement and Guidance Services
EP	Executive Principal
PPO	Principal Project Officer

Other acronyms

DoE	Department of Education
DoH	Department of Health
QHEP	Queensland Hospital Education Programs
VHEP	Virtual Hospital Education Program
HERG	Hospital Education Reference Group
HSAC	Hospital Schooling Advisory Council
HELP	Health Educators Learners and Parents
HOPE	Hospital Organisation of Pedagogues in Europe
HEAL	Heal Education Australia Limited
MHAODB	Mental Health Alcohol and Other Drugs Branch
NGO	Non-Government Organisation
YETI	Youth Empowered Towards Independence

Endorsement

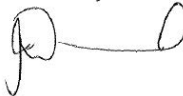
This plan was developed in consultation with the school community and meets identified school needs and systemic requirements.




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