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**Government  
of South Australia**

# DEPARTMENT FOR EDUCATION

## **2024 Annual Report**

DEPARTMENT FOR EDUCATION

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ISSN:	1835-1530
Date presented to Minister:	31 March 2025

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To:

Hon Blair Boyer MP

Minister for Education, Training and Skills

This annual report will be presented to Parliament to meet the statutory reporting requirements of *the Public Sector Act 2009*, *the Public Finance and Audit Act 1987*, and *the Education and Children's Services Act 2019* and the requirements of Premier and Cabinet Circular *PC013 Annual Reporting*.

This report is verified to be accurate for the purposes of annual reporting to the Parliament of South Australia.

Submitted on behalf of the Department for Education by:

Professor Martin Westwell

Chief Executive

Date 31/3/25

Signature 

## From the Chief Executive

In 2024, we implemented significant reforms under the Strategy for Public Education, making progress towards enhancing student outcomes, meeting community needs and building a world-leading public education system. Our strategy supports all children and young people by driving excellence in foundational skills like literacy and numeracy, developing capabilities and dispositions for learning, and building skills for a fulfilling life.

While system change and shifting education outcomes take time, we're seeing positive signs just a year into our strategy. We maintained high preschool quality, achieved stable academic outcomes, generally high student wellbeing, and improved SACE completions. We've also identified areas of focus, such as improving year 5 NAPLAN reading results, closing equity gaps in SACE completions, and increasing student engagement and sense of belonging.

We opened the first of five Technical Colleges, with students at Findon being supported to complete their SACE while undertaking vocational education and training in a state-of-the-art facility. Enrolments are also open for Tonsley, Port Augusta, The Heights and Mount Gambier Technical Colleges. These colleges will offer important vocational pathways for students across South Australia and help meet the state's future skills needs.

Mid-year intake for reception students commenced, with more than 4,000 students starting at over 400 government primary schools, providing children with greater learning opportunities and families with greater flexibility.

As part of our response to recommendations by the Royal Commission into Early Childhood Education and Care, we commenced a Kindy Care trial at 10 government preschool sites. Kindy Care will help support families who increasingly need care outside of the regular preschool hours and will allow children to maintain continuity, reduce transitions and engage in out-of-hours care appropriate to their developmental needs.

We introduced the new South Australian Curriculum for Public Education, adapted from the Australian Curriculum version 9. It supports our Strategy for Public Education and will ensure students can develop their knowledge in traditional critical learning areas, alongside capabilities and dispositions essential for effective learning and future employment. As part of this work, we've also expanded our award-winning EdChat artificial intelligence offering by launching 'CurriculumChat'. This tool helps teachers familiarise themselves with the curriculum and develop, adapt, and refine lesson plans tailored to curriculum changes and students' needs.

Our emphasis on improving equity continued with strengthened supports for students with additional needs. Building on the Autism Inclusion Teacher initiative in public primary schools, we commenced a trial to build autism inclusion in standalone public secondary schools. We also announced a \$48 million investment over three years for the statewide delivery of Tailored Learning, which will support young people at risk of disengaging from secondary school.

Further minimising violence and bullying remains an ongoing focus. Following extensive consultation, including 20 student forums and a major student summit, the Safe and Supportive Learning Environments – Plan of Action was released. This contains 15 key actions designed to create and maintain environments in schools that are safe, positive and inclusive.

Expanded funding to breakfast programs from 2023-24 has helped support families facing cost-of-living challenges and supported students to be ready for learning. From late 2023 to the latest 2024 data, the number of sites delivering a breakfast program increased by 9%, while participating schools offering a 5-day breakfast service (rather than fewer days) increased from 56% to 71%.

Attracting and retaining a strong and capable workforce remained a focus in the face of a national teacher shortage. We've worked hard to reduce the number of hard-to-fill positions in our system, resulting in just 57 vacant positions at the start of 2025, down from 68 in 2024 and 86 in 2023. We have also converted more than 1,800 temporary contract teachers to permanent positions since 2022, a 230% increase in the rate of teacher conversions, with nearly 50% being young teachers.

As part of our commitment to meeting community needs, we refreshed our Country Education Strategy with \$13.5 million in new funding to bolster teacher numbers, expand subject choice and post-school pathways for students, and provide financial assistance for country students to access camps and excursions.

We also launched 'Every School a Great School', a 20-year infrastructure plan to optimise investment and provide learning environments and facilities that are engaging, inclusive, and meet the needs of students and their communities.

As we reflect on a year of progress and achievement, I extend my gratitude to all Department for Education staff, partners, and community members for their contribution to helping South Australian children and young people learn and thrive.



Professor Martin Westwell

**Chief Executive**

Department for Education

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## Overview: about the agency

### Our strategic focus

Since the launch of the [Strategy for Public Education](#) in July 2023, significant work has been undertaken to deeply understand, consider and align effort across the system to the purpose and strategy.

Work is well underway at a corporate, local education team and site level to deliver on the intent of the strategy and create the greatest impact for all learners in South Australia's public schools and preschools.

<b>Our Purpose</b>	<p>Public education is for every child and young person in every community across our state.</p> <p>Educators and staff work in partnership with families and communities to nurture, develop and empower all South Australian children and young people with the knowledge, skills and capabilities they need to become fulfilled individuals, active, compassionate citizens and lifelong learners.</p> <p>Our preschools and schools are the heart of local communities. They are safe, inclusive, and collaborative – a place where every child and young person is encouraged to contribute, develops positive relationships, has a say in their learning, and where their needs, interests, languages and cultures are recognised and supported.</p> <p>We are relentless in our ambition for all children and young people to enter the world beyond the classroom ready to learn and create opportunities to live a satisfying and fulfilling life of their choosing.</p> <p>When our children and young people thrive so does South Australia.</p>
<b>Our areas of impact</b>	<p>Our 4 areas of impact are interrelated and are underpinned by a series of domains.</p> <p><b>Wellbeing</b></p> <p>Our learners feel safe, included, and valued. They have access to support, experiences, teaching, and resources to build their resilience and social and emotional skills to positively and confidently engage in learning.</p> <p>We are focusing effort across the domains: belonging and safety; resilience and persistence and cognitive engagement.</p> <p><b>Equity and excellence</b></p> <p>We strive for excellence including foundational capabilities such as literacy, numeracy and digital literacy in all learners, by providing varied, challenging, and stimulating experiences. As well as opportunities that enable all learners to explore and</p>



	<p>build on their own abilities, interests, culture and experiences. We seek out inequity, eliminate barriers to opportunities and support all students to learn and thrive.</p> <p>We are focusing effort across the domains: knowledge, skills, competencies, and capabilities; Aboriginal learners; Inclusion and breaking the link between background and excellence.</p> <p><b>Effective learners</b></p> <p>Education must develop children and young people who can learn, not only when they are being taught. At preschool and school and throughout their lives, learners need to develop the skills to be effective learners so that they can make the most of future opportunities and respond to changes in their worlds.</p> <p>We are focusing effort across the domains: curiosity; creativity; meaning making; strategic awareness; and metacognition and self-regulation.</p> <p><b>Learner agency</b></p> <p>Our learners are empowered to develop a sense of identity and responsibility as they participate in their preschool and school community and are supported to play a role in shaping their learning experiences.</p> <p>We are focusing effort across the domains: voice to agency; partners in learning; and discernment and judgement.</p>
<b>Our levers for impact</b>	<p>We will make change and impact through the most influential parts of our system: our people and the ways we work together. These 7 key levers will be used to make the most impact across our work.</p> <p>People levers: Our people are our strongest levers for impact, particularly those working alongside our learners to support their capacity to thrive.</p> <ul style="list-style-type: none"> <li>• Effective teaching</li> <li>• Empowered leadership</li> <li>• Partnering with families and communities</li> <li>• Engaging children and young people</li> </ul> <p>System levers: As a system we have a strategic advantage in that we have teams and inputs that can support our preschools and schools to deliver impact for all learners in every community in South Australia.</p> <ul style="list-style-type: none"> <li>• Strengthening supports</li> <li>• Resourcing and investment</li> <li>• Improvement and responsibility</li> </ul>

<p><b>Our guiding principles</b></p>	<p>Our guiding principles describe how we make decisions and approach our work in ways that best use the levers to achieve our areas of impact:</p> <ul style="list-style-type: none"> <li>• Collective responsibility</li> <li>• Learning system</li> <li>• Evaluate for impact</li> <li>• Tight and flexible</li> <li>• Trust and verify</li> </ul>
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## **Our organisational structure**

As at 31 December 2024, the department was comprised of the following divisions:

- Office of the Chief Executive
- Curriculum and Learning
- Finance
- Information and Communication Technology Services
- Infrastructure
- People and Culture
- Preschools and Early Childhood Services
- Schools and Preschools
- Strategic Policy and External Relations
- Student Pathways and Careers
- Support and Inclusion
- System Performance

## **Changes to the agency**

During 2024 there were the following changes to the agency's structure and objectives as a result of machinery of government changes.

- Effective 1 July 2024, the Skills SA function transferred to the Department of State Development (DSD).

## **Our Minister (s)**

The Hon Blair Boyer MP is the Minister for Education, Training and Skills.

**Our Senior Executive team**

As at 31 December 2024, the Senior Executive Group comprised:

Professor Martin Westwell	Chief Executive
Ben Temperly	Deputy Chief Executive, Strategy and Corporate Services
Peter Kelly	Deputy Chief Executive, Schools and Preschools
Chris Bernardi	Chief Operating Officer
Dan Hughes	Chief Information Officer, Information and Communication Technology Services
Bill Glasgow	Executive Director, Infrastructure
Clare Feszczak	Executive Director, Student Pathways and Careers
Darren Humphrys	Executive Director, Support and Inclusion
Julia Oakley	Executive Director, System Performance
Kathryn Jordan	Executive Director, Preschool and Early Childhood Services
Luke Fraser	A/Executive Director, Strategic Policy and External Relations
Marina Elliott	Executive Director, People and Culture
Rod Nancarrow	Executive Director, Curriculum and Learning
Bronwyn Milera	Director, Aboriginal Education
Amy McDonald	Director, Communications

**Legislation administered by the agency**

*Education and Children's Services Act 2019*

*Education and Children's Services Regulations 2020*

*South Australian Skills Act 2008\**

\*Specific functions of the Minister and Training and Skills Commission were undertaken by the agency under delegation until Skills SA moved to the Department of State Development under machinery of government changes.

**Other related agencies (within the Minister's area/s of responsibility)**

Carclew Youth Arts

Child Death and Serious Injury Review Committee

Child Development Council

Commissioner for Aboriginal Children and Young People

Commissioner for Children and Young People

Education Standards Board

History Trust of South Australia

Office for Early Childhood and Development

SACE Board of South Australia

South Australian Skills Commission

TAFE SA

Teachers Registration Board of South Australia

## The agency's performance

### Performance at a glance

Highlights from the 2024 calendar year include:

- Implemented the first mid-year intake for reception students since 2013.
- Started the rollout of our South Australian Curriculum for Public Education.
- Received international and state-level recognition for our education-focused generative AI tool 'EdChat', winning in the Government and Public Sector category at the 2024 SA and NT iAwards, and receiving the 2nd runner-up award at the 2024 Asia Pacific ICT Alliance (APICTA) awards.
- Commenced the trial of Kindy Care following a recommendation from the Royal Commission into Early Childhood Education and Care.
- Released our 20-Year Infrastructure Plan for Public Education and Care to make every school a great school.
- Released our Safe and Supportive Learning Environments Plan of Action, which contains 15 targeted actions to improve student safety and belonging in our schools.
- Announced nation-leading reforms to safeguard democracy through public education in South Australia.
- Commenced a pilot to extend autism inclusion in public secondary schools following the initial success of Autism Inclusion Teachers (AITs) in public primary schools.
- Opened the new Morialta Secondary College and delivered additional capacity at Adelaide Botanic High School.
- Opened the first of five technical colleges – Findon Technical College – and commenced construction of the technical colleges located at Tonsley, The Heights, Port Augusta and Mount Gambier.
- Partnered with Flinders University to fast-track Findon Technical College students to complete their first year of university while in year 12.
- Launched our generative AI chatbot, CareerChat, expanding on our nation-leading public school AI tools, to give students personalised career advice and support for success after school.
- Announced the rollout of Tailored Learning support for all public secondary schools from 2025 following a successful trial in 12 secondary schools during 2024.

## Agency specific objectives and performance

Agency objectives	Indicators	Performance
7-point plan for teaching quality	Build a recruitment and placement system that works first and foremost for children and their education	<p>The government's election commitment to ensure principals have greater opportunities to select and shape their team through redesigning the recruitment and placement system was delivered during 2024.</p> <p>Improvements were piloted in 2022 with feedback from leaders, teachers, Australian Education Union (SA), and associations used to inform system design changes.</p> <p>A final report delivered recommendations on the system design changes moving forward for implementation from 2025.</p>
	Create a workforce plan that places teachers in subjects they are qualified to teach and creates incentives to teachers to gain qualifications in specialist subjects	<p>The government's election commitment has been delivered through the launch of a new Specialist Teacher Workforce Plan in February 2024.</p> <p>The Specialist Teacher Workforce Plan pulls together new and existing approaches that will:</p> <ul style="list-style-type: none"> <li>• Identify and recognise specialist teachers across our system</li> <li>• Support specialist teachers with curriculum capability building</li> <li>• Strengthen the pipeline of new specialists coming through.</li> </ul>
	Implement the commitment to increase teacher permanency by at least 10%	<p>The government's election commitment to increase teacher permanency by at least 10% has been achieved with more than 1,800 contract teachers converted to a permanent role since 2022.</p> <p>This has resulted in an approximately 230% increase in the rate of teacher conversions, rising from around 200 per year prior to the election to more than 650 per year currently.</p>

Agency objectives	Indicators	Performance
Autism reforms	Appoint an Autism Inclusion Teacher in every public primary school with clear accountabilities of outcomes	<p>All government primary schools continued to receive an allocation for an Autism Inclusion Teacher (AIT) in 2024. Over 420 schools had an appointed AIT during the year.</p> <p>Ongoing training and support continued to be provided for the AITs across the state's primary schools.</p>
	Increase the number of autism-qualified staff in preschools	<p>To increase the number of staff working in our preschools with experience in autism, a qualification in supporting children on the autism spectrum (or equivalent experience) has been added as a preferred criterion when employing preschool staff. This criterion is being used on all recruitment advertisements for preschool teachers across the state.</p> <p>Preschool staff can access professional development opportunities through a range of autism specific organisations that specialise in education and support.</p> <p>The department has also developed a new learning pathway titled "Autism in the Early Years" which contains a curated list of professional learning courses that staff can undertake.</p>
	Increase the number of service providers offering early intervention services in children's centres	<p>Inklings practitioners commenced in children's centres in key targeted locations from November 2024.</p> <p>The Inklings pilot program helps parents and carers to understand the needs of infants between the ages of six to 18 months who are showing early signs of social-communication delay, building the capacity of families to better support the child.</p>



Agency objectives	Indicators	Performance
Capital projects	Deliver the Adelaide Botanic High School Expansion project to increase capacity at the school by 700 students	Construction was completed in May 2024. The new accommodation takes the school enrolment capacity from 1,250 secondary school students to 1,950 students.
	Deliver the Roma Mitchell Secondary College Expansion project to increase capacity at the school by 180 students	Construction approached completion on a new gymnasium, additional learning areas and a canteen. The expansion was achieved in January 2025 in time for the commencement of term 1, 2025.
Local school infrastructure upgrades	Implement the commitment to deliver infrastructure upgrades at 24 sites across South Australia	<p>8 upgrades were completed in 2024, which included:</p> <ul style="list-style-type: none"> <li>• upgraded outdoor learning areas at Richmond Primary School, Redwood Park Primary School, Wandana Primary School and Woodville Primary School</li> <li>• upgrading and reopening Thebarton Aquatic Centre</li> <li>• new car park and kiss and drop at Salisbury East High School, delivered in partnership with the City of Salisbury</li> <li>• an administration building and electrical upgrade at Clovelly Park Primary School</li> <li>• upgraded playground and toilet facilities at Westbourne Park Primary School.</li> </ul> <p>These bring the total number of completed projects to 12.</p> <p>Planning, design and construction is continuing on the remaining 12 sites, with projects ranging from building new gymnasiums to upgrading existing learning areas.</p>

Agency objectives	Indicators	Performance
Mid-year intake for reception students	Introduce a mid-year intake in public primary schools from 2024	<p>In term 3, approximately 4,600 children started reception at more than 420 public schools. This is the first group of reception students to start in mid-year since 2013.</p> <p>They joined more than 12,000 reception students who started school in January.</p> <p>To support the mid-year reception students, over 200 additional teaching positions were filled in schools.</p>
Technical colleges	Construct 5 new Technical Colleges across South Australia - 3 in metropolitan Adelaide and 2 in regional South Australia	<p>Findon Technical College opened in January 2024 with 85 full-time and 150 part-time enrolments. Among Year 11 students, 90% (35 students) completed, with 71% of those entering apprenticeships or employment and 29% fast-tracking to university.</p> <p>Work continued on the 4 remaining technical colleges and partnerships with over 40 key employers were advanced in preparation for opening in 2025 and 2026.</p>
Wellbeing in schools	Provide support to students who experience mental health concerns that impact on their wellbeing and learning	<p>54 secondary schools had a School Mental Health Practitioner on site during 2024. Over 9,848 sessions were delivered to over 1,591 students. The School Mental Health Service provides a brief intervention service for students experiencing mild to moderate mental health concerns to support their psychological health and wellbeing and supports the development of mental health literacy of school communities.</p>
20-Year Infrastructure Plan for South Australian Public Education and Care: Every School a Great School	Deliver a new co-located preschool and primary school to support young families living in and moving to the Mount Barker area	<p>Planning commenced for the new preschool and primary school, which is expected to open in 2028.</p>

Agency objectives	Indicators	Performance
20-Year Infrastructure Plan for South Australian Public Education and Care: Every School a Great School	Deliver a new public secondary school to meet growing enrolment demand in the northern suburbs	Planning commenced for the new secondary school, which is expected to open in 2028.

Agency objectives	Indicators	Performance
Artificial Intelligence (AI) support for schools	Supporting schools to access and safely use generative AI	<p>The department continued to test and trial the nation-leading custom-built generative AI chatbot, EdChat, which has demonstrated high technical efficacy and value to teaching and learning.</p> <p>This success has led the department to roll out the chatbot to all staff across schools and corporate offices, reaching 40,000 users. The proof of concept for student use continues with more than 10,000 students participating into 2025.</p> <p>A suite of resources and supports has been developed and released to help staff engage with generative AI and use EdChat to support their work.</p> <p>Further enhancements to EdChat continue to be deployed. Most recently, EdChat was enhanced with an apps library feature.</p> <p>This enabled the creation and release of EdChat's first app, CurriculumChat, which integrates directly with the South Australian Curriculum for Public Education. The app helps teachers to explore and learn about the new curriculum, as well as develop, adapt, and refine lesson plans tailored to specific changes to the curriculum as well as students' needs.</p> <p>A second app is underway, to streamline the process for assessing students against the Learning English: Achievement and Proficiency standards to support English as an additional language or dialect learning, as well as funding to support schools in this. The app presents an opportunity to save a significant amount of teaching hours each year and is expected to be rolled out in 2025.</p>

Agency objectives	Indicators	Performance
Breakfast program and food security	Expand funding to school breakfast programs and supporting food security through schools	<p>The expanded funding to breakfast program providers, Foodbank SA &amp; NT and Kickstart for Kids, commenced in July 2023. Since this time, sites delivering a breakfast program have increased by 9% to 433 sites (mostly schools), with 71% of participating sites now offering a 5-day a week breakfast service, up from 56% in late 2023.</p> <p>The expanded funding also supported a Food Security Grants round, with 144 sites funded for projects addressing food security concerns within their school community. The most common projects funded were those focused on growing food and resourcing kitchen gardens.</p>
Career Education and Pathways Strategy	Increase awareness of VET careers in South Australia and providing support for students to start their pathway while in school	<p>Schools have more tools, resources and support to provide students with career awareness, guidance and preparedness than ever before.</p> <p>In 2024, quality VET in Schools continued to go from strength to strength. Over 5,100 students enrolled in Flexible Industry Programs and over 1,000 in stackable VET courses, our largest numbers yet.</p> <p>Connecting with and building strong partnerships with employers remains a key aspect of preparing young people for the jobs of the future. In 2024, there were over 240 employer immersion events with over 350 employers involving 12,000 students and 640 teachers.</p>

Agency objectives	Indicators	Performance
Consent and respectful relationships	Commence implementation of the Australian Government's Consent and Respectful Relationships (CRRE) measure across schools	<p>Consultation has commenced with key department stakeholders including students, teachers, school leaders, and corporate staff, and an Advisory Committee comprising key external stakeholders has also been established.</p> <p>Consultation will continue in 2025 to ensure CRRE resources and professional learning materials are high-quality, evidence-informed, and appropriate for the SA government school context.</p> <p>Direct school support through professional learning will commence in 2026 to support CRRE that is relevant, informative, and age and developmentally appropriate.</p>
	Release the third edition of the Keeping Safe: Child Protection Curriculum	<p>The Keeping Safe: Child Protection Curriculum (KS:CPC) third edition was released December 2024. The KS:CPC now includes 7 curriculum documents addressing child safety and respectful relationships for birth to year 12.</p> <p>The new edition has strengthened key concepts including online safety, consent and respectful relationships, abuse, and reporting, and includes updated and new activities. The updated full day KS:CPC Educator course to train teachers in the delivery of the KS:CPC will be available from January 2025.</p>

Country Education Strategy	<p>Deliver initiatives under the Country Education Strategy to support South Australian country:</p> <ul style="list-style-type: none"> <li>• schools and preschools</li> <li>• workforce</li> <li>• learning and pathways</li> </ul>	<p>In 2024, we relaunched the Country Education Strategy with an additional \$13.5 million proposed investment over 3 years. The updated strategy was co-designed with country educators and leaders from our system.</p> <p>In 2024 we delivered:</p> <ul style="list-style-type: none"> <li>• The Country Relief and Capacity program which supports schools to employ temporary relief teachers (TRT) for a period where all local options have been exhausted.</li> <li>• The Professional Experience Placement program which supports university students to undertake their professional experience placements in country regions.</li> <li>• Teach First in Country which provides additional support for teachers starting their career in the country.</li> <li>• Support for the Country Education Reference Group and Rural Youth Ambassadors Program.</li> <li>• Improved housing outcomes for educators through the expansion of the country housing pilot program for teachers and leaders relocating to all country schools or preschools during the 2024 school year.</li> <li>• New houses were constructed as part of the Key Regional Worker Housing Scheme. These are dedicated houses for our teachers to live in country areas with low housing supply.</li> <li>• The development of the Subject Access and Choice program to identify the desirability, viability and feasibility of alternative delivery models to enhance</li> </ul>
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Agency objectives	Indicators	Performance
		access to subject choices for country students.
Curriculum in South Australia	Commence the phased release and refinement of a new South Australian Curriculum for Public Education	<p>The department developed a South Australian Curriculum for Public Education, which is adapted from the Australian Curriculum V9.0 to align with our purpose and strategy.</p> <p>Learning area prototypes were released to public schools over 2 rounds:</p> <ul style="list-style-type: none"> <li>• Term 2, 2024 – Maths, English, The Arts, Languages.</li> <li>• Term 3, 2024 – Science, Humanities and Social Sciences, Technologies and Health and Physical Education.</li> </ul> <p>Over 1,500 SA public education teachers and leaders were involved in sharing their views through consultation activities and feedback sessions.</p> <p>A new online space was made available for public education teachers and leaders housing the new curriculum, informative videos, learning design resources, and to facilitate connection, collaboration and co-creation of resources.</p> <p>Over 3,000 public education teachers and leaders participated in awareness and familiarisation events.</p> <p>Over 5,000 pieces of feedback were received through these processes and feedback continues to be invited through the Curriculum website.</p> <p>New iterations incorporating feedback from educators and associations were released in term 4, 2024 for public education teachers and leaders.</p>



Agency objectives	Indicators	Performance
Digital Strategy	Support children and students to have access to devices and internet connectivity for learning when they need it	<p>The Student Device Program continued for its second year in 2024. The program has seen 344 participating schools and the deployment of over 14,700 devices to students across the state, ready for the commencement of the 2025 school year.</p> <p>The Student Home Internet Program continued for students who do not have access to reliable internet outside of school, providing students with a no-cost, reliable and secure internet dongle to be used for educational purposes at home.</p> <p>In 2024 the program supported 78 participating schools and deployed free internet solutions to over 200 students across the state.</p>

Agency objectives	Indicators	Performance
Early years reform	Prepare for staged rollout of universal 3-year-old preschool in government sites from 2026 including planning for capital works to deliver 3-year-old preschool including expansion of sites where necessary	<p>Key policy settings to inform the rollout and delivery of 3-year-old preschool have been finalised with the Office for Early Childhood Development (OECD).</p> <p>Based on the approved policy settings, system and site-level planning is underway to support the rollout.</p> <p>Priority site level planning is underway for the sites that will be delivering 3-year-old preschool in 2026 (first government integrated hub, 41 remote and regional sites, and 3 metropolitan demonstration sites).</p> <p>The program of identified infrastructure suitability works for 2026 sites has started.</p> <p>For sites rolling out in 2027 and beyond joint work is underway with the OECD to determine required expansions and new builds, including early scoping processes.</p> <p>Change management and communications planning for supporting site implementation activities has also commenced.</p>

Agency objectives	Indicators	Performance
Early years reform	Implement and evaluate the preschool out of hours care (Kindy Care) trials with a view to expanding	<p>10 government operated Kindy Care sites commenced in week 3, term 3 2024, with 1 additional site to commence in week 1, term 1 2025.</p> <p>A third party provider was engaged in term 4, 2024 to commence Kindy Care at 7 sites in week 1, term 1 2025.</p> <p>Evaluation data is being collected from 1 preschool service where families access out of hours care provided by a neighbouring out of school hours care service and an additional preschool service is due to commence bespoke out of hours care in 2025 through a Family Day Care in-venue service model.</p> <p>Formal evaluation of the Kindy Care trials will occur in the first half of 2025 to inform broader rollout.</p>
	Prepare for Out of School Hours (OSHC) reforms to improve accessibility for families who need care, and to improve service areas where there is currently unmet demand	<p>Quantified unmet demand for OSHC through:</p> <ul style="list-style-type: none"> <li>conducting surveys with families of children in government schools without an OSHC service on-site.</li> <li>engaging with existing providers to identify and analyse waitlists for care.</li> </ul> <p>Developed a comprehensive 10-year strategic plan aimed at ensuring all children in government schools across South Australia have access to a quality OSHC service.</p> <p>Conducted a detailed cost analysis of the 10-year plan and submitted a budget proposal to secure investment for expanding access to high-quality OSHC, with a focus on supporting disadvantaged communities.</p>

Agency objectives	Indicators	Performance
<p>Improve the experience of educators and leaders within the South Australian public education system</p>	<p>Deepen understanding of the challenges faced by educators and leaders to inform the design of sustainable and impactful solutions</p>	<p>Engaged with over 170 educators from across South Australia, including those in metropolitan Adelaide, regional South Australia, and in some of the state's most socio-economically disadvantaged communities.</p> <p>Partnered with South Australia's professional educator and leader associations, and the Australian Education Union (SA Branch), and South Australian leaders and teachers.</p> <p>Identified the key challenges faced by the profession that are contributing to career dissatisfaction, and retention and attraction challenges.</p> <p>Started to address some of the identified challenges including:</p> <ul style="list-style-type: none"> <li>• Rollout of additional non-instructional time for teachers</li> <li>• Legislative reform to manage unacceptable parent behaviour</li> <li>• Further investment in country education</li> <li>• Centralised approach to annual playground audits.</li> </ul>

<p>Improve outcomes for Aboriginal children and young people</p>	<p>Support our Aboriginal students to thrive academically, culturally and socially through our Aboriginal Education Strategy (2019 to 2029)</p>	<p><i>Aboriginal Voice Framework</i></p> <p>Over 100 Aboriginal staff are now enrolled on the Voice register, bringing a broad range of experience, expertise, perspectives and knowledge to inform department policy and projects.</p> <p>65 consultations were undertaken during 2024, ensuring that policies and projects benefit from Aboriginal knowledge, perspectives and expertise.</p> <p><i>Aboriginal Funding Model</i></p> <p>A new 3-year funding model for schools to support outcomes for Aboriginal children and young people was implemented in 2024. The new model replaces the former annual funding approach, providing greater consistency and predictability for schools.</p> <p>The model also enables schools to make local decisions about the best use of dedicated resourcing for Aboriginal children and young people, responsive to their learning needs and the advice of their community.</p> <p><i>Aboriginal Workforce Plan</i></p> <p>An evaluation of the first 3-year tranche of our 10-year Aboriginal Workforce Plan was completed in March 2024.</p> <p>Based on the findings and changes in our strategic and operational settings, the department has refreshed its workforce strategy. This new approach includes flexibility to address new priorities and opportunities, and enables ongoing monitoring to assess impact.</p> <p><i>Priority learners (Aboriginal learner achievement)</i></p> <p>Tailored support to Local Education Teams and schools increased in 2024 and continued to support quality, culturally responsive practices, systems and processes.</p>
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		<p>At a local level there is emerging evidence of increased Aboriginal family and community engagement within these school communities, more effective school-wide structures and systems, and culturally appropriate learning interventions for Aboriginal learners.</p> <p><i>Teaching Aboriginal learners of English as an additional language or dialect (EALD)</i></p> <p>During 2024, the project continued to support the development of educators' skills and knowledge in EALD approaches for Aboriginal learners. Now in its 5th year of implementation, the project is having a demonstrable impact on educator capability and confidence, with local evidence of improved outcomes for Aboriginal children and young people.</p> <p><i>Strengthening Aboriginal languages</i></p> <p>During 2024, 7,000 students participated in an Aboriginal languages program at school, spanning 9 South Australian Aboriginal languages.</p> <p>Curriculum resources for Aboriginal languages continue to be developed in partnership with Aboriginal language communities.</p> <p><i>Supporting Pitjantjatjara, Southern Pitjantjatjara and Yankunytjatjara languages and cultures in Anangu schools</i></p> <p>High quality first language teaching materials and resources continue to be developed and used with and by Anangu, to support culturally affirming and meaningful education for Anangu children and young people.</p> <p>First language phonics program and assessment is being rolled out in a number of Anangu schools, led by Anangu educators.</p> <p><i>Aboriginal contexts in the curriculum</i></p>
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Agency objectives	Indicators	Performance
		<p>Teaching and learning resources across multiple learning areas continue to be developed in collaboration with South Australian First Nations, showcasing Aboriginal knowledges and ways of knowing. Feedback from trial schools indicates that these resources are empowering Aboriginal students to see themselves, their identities and cultures reflected in their learning experiences</p> <p><i>Aboriginal student pathways</i></p> <p>632 students from over 69 regional and metropolitan schools participated in the Workabout Program, delivering 1,021 accredited and non-accredited training outcomes (some students taking up a number of training opportunities) and 14 employment outcomes for Aboriginal learners.</p> <p>1,139 Aboriginal learners participated in South Australian Aboriginal Secondary Training Academy Programs across regional and metropolitan schools.</p> <p>24 Aboriginal secondary learners were engaged in the new pilot Aboriginal Pathways Arts program.</p> <p>52 year 11 Aboriginal learners enrolled for VET courses following their participation in Immersion Week the year prior.</p>

Agency objectives	Indicators	Performance
Preventing and responding to challenging behaviour and violence	Introduce legislation to better protect schools and preschools against abusive behaviour	<p>The <i>Education and Children's Services (Barring Notices and Other Protections) Amendment Bill 2024</i> was introduced into State Parliament on 28 November 2024.</p> <p>The Bill will amend the <i>Education and Children's Services Act 2019</i> to strengthen protections for teachers, other staff, students and community members from violence, harassment and abuse at all South Australian schools, preschools, children's services centres and education and care services.</p>
	Provide learning environments that are safe and supportive for children and young people to grow, thrive and learn	<p>The Safe and Supportive Learning Environments Plan of Action (2024 to 2026) was released in April 2024 with 15 key actions designed to create and maintain environments in schools that are safe, positive and inclusive.</p> <p>Over \$1 million in Safe Spaces grant funding was provided to 78 schools for projects designed to address areas of lower safety inside and outside the classroom.</p> <p>In addition to the Plan of Action, a range of school-based services and programs are available in government schools including student wellbeing leaders, dedicated staff training options relevant to behaviour and violence, a Positive Behaviour for Learning Framework in 40 schools, and a School Mental Health Service.</p>



Agency objectives	Indicators	Performance
Preventing and responding to challenging behaviour and violence	Review of the suspension, exclusion and expulsion of students procedure to improve procedural clarity and safeguards for priority equity groups	<p>The department released a revised Suspension, Exclusion and Expulsion Procedure in term 1, 2024 which:</p> <ul style="list-style-type: none"> <li>• improves clarity and guidance for principals</li> <li>• strengthens consistency of good practice</li> <li>• improves accessibility of information</li> <li>• maintains students' connectedness to school.</li> </ul> <p>Training was provided to site staff and online training modules have been made available in 2025.</p>
Safeguarding democracy through public education	Implement the suite of announced curriculum and professional development measures providing all students opportunity to learn how to think, reason, converse and engage as active citizens	<p>Civics and citizenship professional learning for years 9 and 10 non-HASS teachers and teacher specialisation for years 7 and 8 HASS teachers has been developed for delivery from February 2025.</p> <p>The inaugural Active Citizenship Convention for public school students will be held in 2025.</p>
Support learning improvement across learning areas	Undertake a trial of a numeracy check in schools utilising the Mathematics Assessment Interview (MAI) in terms 2 and 3 2024	<p>In term 2 and 3 2024 a trial was undertaken in 95 public schools with 319 teachers assessing over 7,000 students which found more than 60% of participating year 3 and 4 students were 'mathematically vulnerable'.</p> <p>Planning has commenced for a numeracy check to be implemented from term 1, 2026 for all year 1 students to provide opportunities for intervention at an earlier point in student learning.</p>

Agency objectives	Indicators	Performance
Support learning improvement across learning areas	Provide resources, professional learning and support to educators for improving mathematics and numeracy	The 2024 Numeracy Summit was held in March 2024 with over 1,300 leaders in attendance. Academic speaker presentations were made into online professional learning with 4,872 registrations across 16 courses.
	Implement the Phonics Screening Check for all year 1 students in government schools	The Phonics Screening Check was implemented for 11,884 year 1 students in government schools in term 3, week 3 to week 6. 70% of students scored at or above the expected achievement score.
	Provide resources, professional learning and support to educators for improving reading, writing and oral language	<p>An online Literacy Summit was held in 2024 providing educators with academic presentations targeting reading improvement. The 7 online courses have had 3,122 registrations since being launched in August 2024.</p> <p>The Literacy Guarantee Unit, a team of 28 literacy coaches with expertise in teaching reading, phonics and differentiating for students with dyslexia and other learning difficulties, provided direct support to classroom teachers and leaders.</p>

### Corporate performance summary

- Progressed delivery of the department's stretch Reconciliation Action Plan (2023 to 2026). As of the last report in December 2024, 22 deliverables had been completed (23%), 65 were on track (68%) and 9 were identified as controlled risks (9%). Key achievements include:
  - forming or maintaining partnerships with 48 Aboriginal organisations in 2023-24, up from 26 in 2022-23
  - 2,555 staff had undertaken an e-learning cultural program in 2023-24
  - membership of the Department's Aboriginal Workforce Network (DAWN) increased to 262 members.
- Collaborated with the South Australian Community Controlled Organisation Network (SAACCON) and its member organisations, including the SA

Aboriginal Education and Training Consultative Committee (SAAETCC) and Tauondi Aboriginal College, to finalise actions within our scope for inclusion in South Australia's refreshed Closing the Gap Implementation Plan for 2024 to 2026.

- Signed a new enterprise agreement for education staff – the largest package ever finalised for South Australian teachers worth an estimated \$1.6 billion over 3 years.
- Refreshed our Workforce Strategy approach to support the delivery of the Strategy for Public Education, incorporating insights from evaluation of previous workforce plans and workforce consultation. The refreshed approach:
  - articulates a broad framework to align workforce priorities and support delivery of the Strategy for Public Education
  - advances priorities and reforms across the entire workforce, incorporating all employee cohorts
  - embeds flexibility to adapt to emerging priorities and opportunities
  - enables continuous impact monitoring, allowing for refinement and response based on gathered insights.
- Improved teacher supply and graduate preparedness by collaborating with initial teacher education (ITE) providers in South Australia and delivery of National Teacher Workforce Action Plan priorities.
- Led the Cross-Sector ITE Steering Committee to collectively influence change in the ITE system and address teacher shortages. Key areas of focus in 2024 included securing the continuation of the Special Authority to Teach category for final year ITE students to work as TRTs, and enabling employment-based initial teacher education pathways in SA.
- Piloted employment-based pathway programs to create environments that support for better preparation, attraction, retention and support for diverse cohorts of participants in the teaching profession. This included partnering with Flinders University on the 'Career Starter' program, and with the University of South Australia on the 'Teaching Futures' program.
- Partnered with South Australia's professional educator and leader associations, along with the Australian Education Union (SA Branch), to establish a new, more collaborative approach to ensure that educators' voices are heard, understood and responded to. This approach is critical for enabling a shared understanding of the challenges educators face and for co-designing solutions that lead to sustained and impactful change. Our efforts have included:
  - Designing and hosting a symposium where educators discussed their daily challenges. The insights gained were validated by over 100 educators from more than 20 sites across the state.

- Identifying 22 problem statements, each with a set of drivers that contribute to their prevalence. This work positions us to develop solutions over time that address the root causes of the problems.
- Developing a draft conceptual model to convey the complex challenges faced by educators.
- Through collaboration, the Empowering Educators to Thrive initiative has supported the experience of educators by:
  - Commencing the rollout of additional non-instruction time (NIT) for teachers with additional guidance around its usage.
  - Committing to legislative reform to provide sites with greater authority to manage unacceptable parent behaviour.
  - Further investing in country education to boost the number of teachers living and working in the country and increase support for educators to access housing.
  - Streamlining the camp and excursions policy to reduce administrative burden.
  - Establishing a centralised approach for annual playground audits, reducing administrative tasks in sites while ensuring playgrounds are fit-for-purpose and compliant to Australian standards.
  - Introducing centralised management of preschool finance administration.
  - Improving the Inclusive Education Support Program (IESP) funding model to simplify application processes for schools and preschools and provide clearer guidance and transparency around how to use it.
  - Implementing new candidate management practices to assist leaders with educator recruitment.
  - Streamlining HR practices, including open recruitment processes and the Permanent Teacher Register.
  - Strengthening the scale and reach of the 2024 myWellbeing survey for all site based staff, capturing feedback from 15,433 staff, representing 53% of our site-based workforce.

**Employment opportunity programs**

<b>Program name</b>	<b>Performance</b>
Amy Levai Aboriginal Teaching Scholarship Program	<p>32 Aboriginal people were supported through the Amy Levai Aboriginal teaching scholarship program in 2024 (6 new recipients in 2024).</p> <p>This cohort is inclusive of the following:</p> <ul style="list-style-type: none"> <li>• 21 people completing an initial teacher education degree (of which 10 were employed by the department)</li> <li>• 11 early career teachers currently employed by the department.</li> </ul>
Adult Traineeships	The department employed 27 adult trainees under a training contract in 2024 (25 site based and 2 corporate based).

**Agency performance management and development systems**

<b>Performance management and development system</b>	<b>Performance</b>
<p>The department's approach is guided by the Performance and Development policy, guideline, online learning, example templates and webinars.</p> <p>Employees and their managers are expected to engage in regular performance and development conversations, including bi-annual reviews.</p> <p>Implementation is monitored via the Human Resource System (HRS). Employee surveys measure the experience about the process every two years.</p>	<p>The department launched its refreshed framework focusing on learning, career fulfilment, wellbeing, and cultural responsiveness goals.</p> <p>Guidelines, templates, and training has also been refreshed to support the new framework.</p> <p>As of 19 December 2024, 75% of eligible employees had a current performance and development review (corporate staff 79% and site based staff 73%).</p>

**Work health, safety and return to work programs**

<b>Program name</b>	<b>Performance</b>
WHS Incident and Hazard Management System	<p>A substantial redevelopment of the department's incident and hazard reporting platform, Incident 360, was undertaken during 2023 to ensure an intuitive user friendly interface.</p> <p>A pilot run of Incident 360 was undertaken in March 2024 involving 2 sites (Craigmore High School and Paralowie R-12). A broader pilot program is scheduled for 2025.</p>
WHS Internal Audit program	<p>The WHS Internal Audit program was undertaken throughout 2023. The WHS Unit provided support to sites to complete identified corrective actions throughout 2024.</p>
Risk Based Review Concurrent Duties	<p>In 2023, the Office of the Commissioner for Public Sector Employment (OCPSE) conducted a risk-based review which examined the department's WHS processes for engagement with contractors and Across Government Facilities Management Arrangements (AGFMA) service providers. The review contained a total of 8 findings with accompanying recommendations for improvement.</p> <p>The department has developed an action plan to address the report's recommendations and is engaging an external consultant to ensure the recommendations are implemented in 2025.</p>
Mandating WHS training	<p>WHS has undertaken an extensive review of safety training to ensure that the department is providing appropriate training for all staff and is meeting its legislative obligations. In March 2024, the Chief Executive approved a suite of mandated safety training for all departmental employees, and work is currently being undertaken to improve department IT systems to allow monitoring and reporting of all mandated training.</p>
Review of First Aid arrangements	<p>The Workforce Relations and Safety Directorate has reviewed the department's First Aid policy and made the following changes:</p> <ul style="list-style-type: none"> <li>• All employees in special education settings must have current training in first aid.</li> <li>• All other education settings must have an increased ratio of 1 qualified first aider for every 50 people on site.</li> <li>• First aid training must include an up-to-date certificate in an appropriate first aid qualification and an annual CPR refresher.</li> </ul> <p>Implementation of these recommendations is on track for December 2025.</p>

Program name	Performance
Installation of Automated External Defibrillators (AEDs)	<p>The <i>Automated External Defibrillators (Public Access) Act 2022</i> (AED Act) came into effect from 8 December 2022 and requires the installation of AEDs in designated buildings or facilities by 1 January 2025. This includes schools.</p> <p>An AED was provided to every school and standalone preschool by the end of term 4, 2024. Preschools co-located with a school can access the AED at the adjacent school.</p>
Playground and Nature Play Safety	<p>The department is implementing a centralised approach to risk management of outdoor learning environments (OLEs) by incorporating annual inspections of OLEs into the annual preventative maintenance program for sites. An extension to the department's current agreement with Kidsafe SA is in place until January 2025 at which time the new approach will be implemented.</p>
COVID-19 guidance	<p>Regular reviews of the department's COVID-19 guidance for corporate and education sites have been completed to ensure alignment with the most up-to-date advice from SA Health. The reviews have focused on positive case management, testing and isolation recommendations, and site outbreak response.</p> <p>The department's COVID-19 vaccination policies are due to be deleted by the start of the 2025 school year, following consultation with relevant stakeholders in the second half of 2024. The policies will be replaced with guidance encouraging all staff to maintain up-to-date vaccination in line with SA Health and ATAGI recommendations.</p>
Enforceable Undertaking (EU)	<p>The department entered into an enforceable undertaking with SafeWork SA on 26 March 2024 in relation to an incident at Urrbrae Agricultural High School in November 2020.</p> <p>This involves the department implementing effective safety initiatives within agreed timeframes.</p> <p>The department is on track to deliver the program of work agreed by SafeWork SA.</p>



Workplace injury claims	Current year 2023-24	Past year 2022-23	% Change (+ / -)
Total new workplace injury claims	734	643	+14.1%
Fatalities	0	0	N/A
Seriously injured workers*	2	1	+100%
Significant injuries (where lost time exceeds a working week, expressed as frequency rate per 1000 FTE)	11.7	10.4	+12.5%

\*number of claimants assessed during the reporting period as having a whole person impairment meeting the relevant threshold under the Return to Work Act 2014 (Part 2 Division 5)

Work health and safety regulations	Current year 2023-24	Past year 2022-23	% Change (+ / -)
Number of notifiable incidents ( <i>Work Health and Safety Act 2012, Part 3</i> )	86	109	-21%
Number of provisional improvement, improvement and prohibition notices ( <i>Work Health and Safety Act 2012 Sections 90, 191 and 195</i> )  Note: The significant increase in legislative notices for the 2023-24 FY resulted from a SWSA playground audit program accounting for 91% of notices issued. These were primarily minor issues related to soft fall and equipment wear/maintenance. As of the publication of this report, these notices have been actioned and closed.	283	26	+988%

Return to work costs**	Current year 2023-24	Past year 2022-23	% Change (+ / -)
Total gross workers compensation expenditure (\$)	\$23,997,832	\$21,477,384	+11.7%
Income support payments – gross (\$)	\$9,988,434	\$8,858,680	+12.7%

\*\*before third party recovery

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/work-health-and-safety-and-return-to-work-performance-reporting-by-the-department-for-education>



**Executive employment in the agency**

<b>Executive classification</b>	<b>Number of executives</b>
Chief Executive	1
SA Executive Services Level 1	66
SA Executive Services Level 2	20
SAES Specialist	3
Principal Band A-2	57
Principal Band A-3	151
Principal Band A-4	102
Principal Band A-5	97
Principal Band A-6	58
Principal Band A-7	31
Principal Band A-8	21
Principal Band A-9	27
Principal Band A-9 plus	11
Education and Children's Services Act Section 121 Negotiated Conditions	253
Preschool Director Band A-2	11
Preschool Director Band A-3	50

*Workforce Information Collection as at the last pay day in June 2024 and includes Skills SA executive appointments.*

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/executive-employment-in-the-department-for-education>

The [Office of the Commissioner for Public Sector Employment](#) has a [workforce information](#) page that provides further information on the breakdown of executive gender, salary and tenure by agency.

## Financial performance

### Financial performance at a glance

The following is a brief summary of the overall financial position of the agency. The information is unaudited. Full audited financial statements for 2023-2024 are attached to this report.

<b>Statement of Comprehensive Income</b>	<b>2023-24 Budget* \$000s</b>	<b>2023-24 Actual \$000s</b>	<b>Variation \$000s</b>	<b>Past year 2022-23 Actual \$000s</b>
Total Income	4 622 145	4 664 809	42 664	4 414 861
Total Expenses	4 656 716	4 791 383	(134 667)	4 358 068
<b>Net Result</b>	<b>(34 571)</b>	<b>(126 574)</b>	<b>(92 003)</b>	<b>56 793</b>
<b>Total Comprehensive Result</b>	<b>(34 571)</b>	<b>454 927</b>	<b>489 498</b>	<b>484 484</b>

*\*reflects original budget reported in the 2023-24 State Budget*

### Our income – where it comes from

The total income received by the department and schools from controlled operations for the 2023-24 financial year was \$4.7 billion, which was an increase of \$249.9 million from the previous financial year.

Key factors contributing to the movement include:

- Appropriations from the State Government increased by \$196.9 million, including funding for indexation, the introduction of mid-year intake for preschool and reception students, and continuing investment in strategies.
- Revenue from the Australian Government increased by \$10.2 million, predominantly relating to increases associated with the National Schools Reform Agreement, offset by decreases in funding towards Preschool Reform Agreement, Student Wellbeing Boost and Skills Job Trainer and Skills Agreement.
- A \$22.2 million increase in grant funding provided to the department for recent staff Enterprise Agreement and childcare subsidies received by schools.
- Sales of goods and services revenue increased by \$7.1 million, mainly due to schools' camp and excursion activities and the return international student following the relaxation of COVID-19 restrictions.
- Interest received increased due to higher interest rates paid on invested funds.

### Our expenditure – how our funds were spent

Total operating expenses of the department and schools for controlled activities increased by \$433.3 million to \$4.8 billion compared with the previous financial year.

The increase in expenditure from the previous financial year is predominantly attributed to:

- Employee benefit expenses increased by \$246.2 million, with \$166.1 million mainly attributable to enterprise agreement salary increases, increased annual leave and skills and retention leave expenses, and FTE increases. There was also a \$62.9 million increase in long service leave expense and a \$41.6 million increase in superannuation and payroll tax costs, partly offset by a \$23.2 million reduction in workers compensation expenses.
- An increase of \$74.1 million due to the return of cash to the Department of Treasury and Finance under the Cash Alignment Policy in 2023-24, reflecting the amount deemed surplus to the department.
- Supplies and services increased by \$70.3 million, mainly from increased expenditure on cost of goods sold, vehicle and travelling expenses, information and communications technology, utilities, security, contractors and other outsourced services, copyright, student learning materials, minor works maintenance and equipment, management fees and charges, legal costs, cleaning, bus contractors, Shared Services SA charges and excursions and camp-related costs.
- Grants and subsidies payments increased by \$23.2 million, with \$21.8 million of this amount relating to an increase in grants paid by the Skills SA division of the department.

### Comprehensive result – changes in asset valuations

The comprehensive result includes the impact of the revaluation of non-current assets which occurred in 2023-24.

Statement of Financial Position	2023-24 Budget* \$000s	2023-24 Actual \$000s	Variation \$000s	Past year 2022-23 Actual \$000s
Current assets	1 271 656	1 406 865	135 209	1 581 351
Non-current assets	6 324 177	7 247 072	922 895	6 615 751
<b>Total assets</b>	<b>7 595 833</b>	<b>8 653 937</b>	<b>1 058 104</b>	<b>8 197 102</b>
Current liabilities	568 602	531 766	(36 836)	676 453
Non-current liabilities	1 060 373	1 090 411	30 038	1 063 274
<b>Total liabilities</b>	<b>1 628 975</b>	<b>1 622 177</b>	<b>(6 798)</b>	<b>1 739 727</b>
<b>Net assets</b>	<b>5 966 858</b>	<b>7 031 760</b>	<b>1 064 902</b>	<b>6 457 375</b>
<b>Equity</b>	<b>5 966 858</b>	<b>7 031 760</b>	<b>1 064 902</b>	<b>6 457 375</b>

\*reflects original budget reported in the 2023-24 State Budget

**Summary of our assets – what we own**

The value of assets for the department and schools totalled \$8.7 billion as at 30 June 2024, representing an increase of \$456.8 million compared with the previous financial year.

Property, plant and equipment increased by \$642.5 million, resulting primarily from the revaluation of assets and additional capital expenditure on construction projects, partly offset by depreciation expenses.

Cash and cash equivalents decreased by \$185.4 million, and receivables were \$11.2 million higher than the previous financial year.

**Summary of our liabilities – what we owe**

The value of liabilities for the department and schools totalled \$1.6 billion as at 30 June 2024, a decrease of \$117.6 million compared with the previous financial year.

This reduction was mainly due to decreased payables of \$169.9 million and provisions of \$20.4 million, partly offset by an increase of \$81.6 million in employee-related liabilities as at 30 June 2024.

**Materials and services charges**

The materials and services charge set by each governing council is for materials and services used or consumed by individual students during the course of their study and shall reflect the cost of the materials and services provided.

For 2024, the prescribed amount, as determined in accordance with the Education and Children's Services Regulations 2020, was \$287 for primary students and \$379 for secondary students. Governing councils are able to poll their school communities to seek majority support to charge an amount greater than the prescribed amount, as well as including specific subject charges where applicable.

For the 2023-24 financial year, the actual amount recorded by schools for material and services charges was \$65.2 million. It is noted that for the 2024 school year, eligible families were provided with a rebate of the 2024 materials and services charge.

**Consultants disclosure**

The following is a summary of external consultants that have been engaged by the agency, the nature of work undertaken, and the actual payments made for the work undertaken during the 2023-24 financial year.

**Consultancies with a contract value below \$10,000 each**

Consultancies	Purpose	\$ Actual payment
All consultancies below \$10,000 each - combined	Various	\$3,875

**Consultancies with a contract value above \$10,000 each**

Consultancies	Purpose	\$ Actual payment
ACER	Provide an evaluation and recommendations specific to the first year of implementation of the Autism Inclusion Teacher initiative.	\$47,021
Aurecon Australasia Pty Ltd	Develop a business case relating to the establishment of new high school accommodation within the Adelaide central business district (CBD) and Inner North areas to meet future enrolment demand. This consultancy commenced in 2022-23.	\$117,440
Brown Falconer Group Pty Ltd	Provide a planning study for Modbury Schools.	\$42,900
Brown Falconer Group Pty Ltd	Provide a planning study for Berri Primary School.	\$40,364
Deloitte Access Economics	Undertake a review of the education landscape for students with disabilities across different jurisdictions in relation to inclusive education.	\$47,091
Deloitte Access Economics	Prepare an overview and mapping of Early Childhood Education and Care initiatives and reviews.	\$46,913
Deloitte Access Economics	Review and provide a report with findings and recommendations for the department to further support schools in the area of work health and safety.	\$25,000

<b>Consultancies</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Deloitte Financial Advisory	Develop a business case for Sustainable Infrastructure Investment. This consultancy commenced 2022-23.	\$485,000
Deloitte Financial Advisory	Provide an analysis, including long-term preschool and school demand modelling, and report to support the development of the department's long-term infrastructure plan.	\$399,850
Ernst & Young	Review and provide a report with findings and recommendations for the department to further support schools in the area of work health and safety.	\$24,908
JPE Design Studio Pty Ltd	Provide a feasibility study for the Adelaide High School Gymnasium.	\$45,722
Kerry Dollman	Implement and evaluate an Aboriginal Strategy funding model.	\$63,000
KPMG	Design of the future operating model for the Out of School Hours Care system in South Australia building on recommendations of the Royal Commission into Early Childhood Education and Care.	\$351,576
KPMG	Provide accounting treatment in relation to the arrangement between Flinders University and the department to build the Tonsley Technical College.	\$23,998
Mercer Consulting (Australia) Pty Ltd	Manage the Band A Review and Contemporary School Leadership Structures Project. This consultancy commenced in 2022-23.	\$80,000

Consultancies	Purpose	\$ Actual payment
Murdoch Children's Research	Researcher in residence model providing advice to the department consistent with best practice for early childhood development.	\$46,049
Nation Creative Pty Ltd	Develop an employee value proposition and narrative.	\$135,252
PricewaterhouseCoopers	Review the Education Management System (EMS) training approach and provide an independent report with recommendations for future processes and policies.	\$48,500
Scyne Advisory Pty Ltd	Undertake a review of Children and Students with Disability Program to provide future delivery options and funding models.	\$50,000
Thomson Rossi Associates Pty Ltd	Provide Learning Environment Opportunity Studies for schools on the Eyre Peninsula.	\$54,629
University Of Adelaide	Evaluate and provide recommendations on the department's Country Education Strategy.	\$90,800
	Total	\$2,266,013

Data for previous years is available at:

<https://data.sa.gov.au/data/dataset/consultants-engaged-by-the-department-foreducation>

See also the [Consolidated Financial Report of the Department of Treasury and Finance](#) for total value of consultancy contracts across the South Australian Public Sector.

### Contractors disclosure

The following is a summary of external contractors that have been engaged by the agency, the nature of work undertaken, and the actual payments made for work undertaken during the financial year.

**Contractors with a contract value below \$10,000**

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
All contractors below \$10,000 each - combined	Various	\$1,728,103

**Contractors with a contract value above \$10,000 each**

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
3NA Pty Ltd	Professional services for ICT reform (Site Budget Planning Tool Enhancements)	\$202,011
ABC Multilingua Pty Ltd	Translation and interpreting services	\$342,211
Aboriginal Basketball Academy	Aboriginal Basketball Academy funding	\$42,045
Action OHS Consulting	Working at Heights External Risk Review	\$24,100
Aim To Succeed Tutoring	Professional tuition services for School Retention Program	\$31,295
Akkodis Australia Talent	Labour resources	\$677,315
Akkodis Australia Talent	Professional services for departmental initiatives (Digital Transformation)	\$123,881
Ana Tu Psychology	Department for Education Psychological Assessment	\$17,525
Anglicare SA Ltd	Professional mentoring services for School Retention Program	\$173,571
Ann Rieger	Professional services for departmental initiatives (New Site Leader Program)	\$13,541
Annette Shea	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$10,584



<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Aplo Enterprise Pty Ltd	Training for work health and safety Workabout Centre Program Students - Construction	\$237,375
Armadale Consultancy Limited	Labour resources	\$167,872
ASI Solutions	Professional services for ICT infrastructure	\$185,862
Adelaide Training & Employment Centre	Training for work health and safety Workabout Centre Program Students - Construction	\$11,365
Aurecon Australasia Pty Ltd	Professional services for strategic asset management	\$11,000
Auslan Services Pty Ltd	Translation and interpreting services	\$73,293
Austral Tree Services Pty Ltd	Professional services for bushfire safety	\$28,970
Autism CRC Ltd	Professional services to the department (research project to inform changes to Initial Teacher Education)	\$43,280
Bain Education Services	Behaviour support planning and implementation	\$21,497
Bain Education Services	Professional services for departmental initiatives (New Site Leader Program)	\$37,181
BDO Services Pty Ltd	Professional services for departmental initiatives (Procurement services)	\$30,722
Bee Squared Consultants	Assessment and recommendation of business requirements for ICT provision for Family day care and Guardianship family day care	\$32,250
Bee Squared Consultants	Family day care value stream map and improvement road map	\$26,500

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Benestar Group Pty Ltd	Psychological first aid leadership program	\$492,882
Blackash Bushfire Consulting	Review of South Australia's bushfire protection assessment	\$15,273
Bookipi Pty Ltd	Development of custom dashboard and features	\$36,500
Bright Space Psychology	Psychological assessment services	\$52,637
Broaden Psychology	Psychological assessment services	\$59,951
Broadtec Services Pty Ltd	Professional services for ICT infrastructure in schools	\$285,135
Bronwyn Custance Education	Professional services for departmental initiatives (Learning English: Achievement and Proficiency (LEAP) strategies, planning, support, and training)	\$58,850
Brown Falconer Group Pty Ltd	Data gathering/analysis	\$47,250
BTS Australasia Pty Ltd	Professional services for departmental initiatives (Future Leaders Program)	\$20,450
Budding Tutoring	Professional tuition services for School Retention Program	\$37,908
Bus & Coach Association SA	Professional services for the delivery of school bus safety program (BusSafe Program)	\$34,091
Cablelink Communications	Professional services for ICT infrastructure in schools	\$216,809
Capgemini Australia Pty	Professional services for departmental initiatives	\$34,448
Care Squared Pty Ltd	Professional assessment services	\$45,521
Career Employment Group Inc	Training for Workabout Centre Program - Hospitality	\$19,663

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Carmel O'Reilly	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$14,577
Centacare Catholic Family Service	National Student Wellbeing Program	\$200,735
Chamonix It Management	Professional ICT services for departmental initiatives	\$395,254
Chamonix It Management	Professional services for departmental initiatives (Digital Transformation)	\$43,750
Chamonix It Management	Professional services for departmental initiatives (Vocational Education and Training Data Streamlining)	\$222,300
Charles Fadel	Presentation on mathematics learning methods	\$16,335
Chatterbox Therapy Services	Professional assessment services	\$16,101
Chelsea Turner	Translation and interpreting services	\$12,818
Citron Early Childhood	Professional services for departmental initiatives (Leadership development)	\$18,850
CK Leadership Consultant	Behaviour support planning and implementation	\$50,073
Click Films Pty Ltd	Filming and video production	\$33,950
Cloudwerx Pty Ltd	Professional services for ICT infrastructure (Backup & maintenance)	\$84,000
COGS Project Therapy Pty Ltd	Professional services for the Education Management System (EMS) project	\$1,082,692
Colin Macmullin	Psychological assessment services	\$128,843

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Collab PM Services Pty Ltd	Project management services for the department	\$68,033
Communication Republic	Translation and interpreting services	\$68,581
Complete Hospitality Training	Delivery of training programs and events across the department	\$62,876
Complete Tutoring Solutions	Professional tuition services for School Retention Program	\$27,896
Computers Now Pty Ltd	Professional services for ICT infrastructure in schools	\$30,750
Connected Lives Psychology	Psychological first aid presentation delivery	\$17,500
Connected Self Pty Ltd	Professional mentoring services for School Retention Program	\$266,357
Connected Self Pty Ltd	Professional services for departmental initiatives (Transition Support Service)	\$317,625
Connected Self Pty Ltd	Professional tuition services for School Retention Program	\$74,391
Contemporary SA Incorporated	Custom design artwork	\$18,892
Continuum Psychological	Psychological assessment services	\$52,748
Cope Sensitive Freight	Relocation of IT equipment	\$18,483
Corporate Health Group Pty Ltd	Health assessment services	\$739,282
Corporated Scorecard Pty Ltd	Provision of financial viability assessment	\$10,935
Courts Administration Authority	Education Family Conferences Services	\$51,000
Creative Juice SA	Graphic Design and Freelance Services	\$43,275
Culturalchemy Pty Ltd	Business strategy workshop	\$17,800

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Custom Minds	Psychological assessment services	\$80,632
Dandolo Partners International	Implementation planning for 3 year old preschool	\$29,477
Dansie's Head To Toe Pty Ltd	Psychological assessment services	\$199,061
Data & Voice Pty Ltd	Cabling for primary school	\$49,370
Data 3 Ltd	Professional services for ICT infrastructure (Backup & maintenance)	\$778,326
David Best	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$10,917
David O'Brien Consulting	Professional services for departmental initiatives (Development Experiences Program)	\$10,147
David O'Brien Consulting	Professional services for departmental initiatives (New Site Leader Program)	\$16,936
Davies Stewart Recruitment	Labour resources	\$59,242
Deaf Services Limited	Translation and interpreting services	\$117,357
Dean Angus	Professional services for departmental initiatives (New Site Leader Program)	\$27,379
Deb Roberts	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$11,502
Deloitte Financial Advisory	Professional services for departmental initiatives (School Upgrade)	\$12,820

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Deloitte Financial Advisory	Development of a Digital Reporting Dashboard for the department	\$49,970
Deloitte Touche Tohmatsu	Professional services for departmental initiatives (Business Continuity Management - Resilience Framework)	\$28,406
Deloitte Touche Tohmatsu	Professional services for departmental initiatives (Digital Strategy)	\$48,500
Des's Adelaide Pty Ltd	School bus services (Bus hire)	\$108,040
DFP Recruitment Services Pty Ltd	Labour resources	\$246,993
Di Robertson	Professional services to the department (mentoring for new site leaders)	\$12,315
Dialog Pty Ltd	Enterprise Architect	\$108,000
DK Psychology	Psychological assessment services	\$139,349
Dream Engine Pty Ltd	2023 and 2024 Literacy Summit Video production	\$36,704
Dream Engine Pty Ltd	2024 Numeracy Summit Video production	\$34,400
DXC Enterprise Australia Pty Ltd	Professional services for ICT infrastructure in schools	\$329,089
DXC Enterprise Australia Pty Ltd	Professional services for ICT infrastructure (Backup & maintenance)	\$275,491
Edge Recruitment	Labour resources	\$563,015
Education Services Australia	Hosting and maintenance of the myfuture career information service 2024-25	\$97,858
Educators SA	Languages curriculum implementation 2024-2024	\$29,500

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Educentric Pty Ltd	Update of all modules for Workpro	\$23,183
Educentric Pty Ltd	Update of all modules for Workpro 2023	\$14,915
Elevate Management Consulting	Project services and implementation	\$476,023
Emanate Technology Pty Ltd	Labour resources	\$30,369
Emotous Pty Ltd	Coaching and training workshop	\$49,625
Ernst & Young	Work health and safety operating model assessment	\$15,000
Exelnet Pty Ltd	Test and tag training course	\$13,650
Exceptional Learners Assessment	Psychological assessment services	\$69,461
Expose Data Pty Ltd	Labour resources	\$77,600
Expose Data Pty Ltd	Professional services for departmental initiatives (edAnalytics)	\$1,743,372
Expose Data Pty Ltd	Professional services for departmental initiatives (Digital Transformation)	\$58,730
Expose Data Pty Ltd	Professional services for departmental initiatives (VET Data Streamlining)	\$62,208
First Five Minutes Pty Ltd	Creation and installation of an evacuation diagram on site	\$12,633
Flinders University	Professional services for departmental initiatives (Autism Education)	\$224,374
Fujifilm Data Management	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$935,989

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Fuller	Professional services for departmental initiatives (Location Sites and Services Promotional Campaign)	\$32,980
Galpins	Professional services for departmental initiatives	\$14,417
Graham Wood	Professional services for departmental initiatives (New Site Leader Program)	\$20,325
Greencap - NAA Pty Ltd	Asbestos awareness training	\$11,925
Grok Academy Limited	Digital maturity assessment	\$47,486
Growth Coaching International	Coaching masterclass program	\$11,900
Growth Coaching International	Professional services for departmental initiatives (Leadership development)	\$20,254
Guy Claxton	Professional services to the department (Empowering Effective Leaders)	\$25,761
Halcyon Knights Australia	Labour resources	\$259,065
Harrison Mcmillan Pty Ltd	Labour resources	\$266,925
Haymakr	Vocational Education Training (Location Sites and Services qualitative strategy research work)	\$36,000
Hays Specialist Recruitment	Labour resources	\$7,673,086
Heather Heading	Professional services for departmental initiatives (New Site Leader Program)	\$32,957
Hender Group Pty Ltd	Labour resources	\$46,075
Hendercare Pty Ltd	Psychological assessment services	\$13,396



<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Higher Logic Australia Pty Ltd	Community engagement portfolio and platform implementation work	\$33,332
Hoban Recruitment Pty Ltd	Labour resources	\$236,331
Hudson Global Resources (Aust)	Labour resources	\$10,879
Human Psychology	Psychological assessment services	\$825,277
Ian Carswell	Professional tuition services for School Retention Program	\$25,118
Idea Science Pty Ltd	Professional services for departmental initiatives (SalesForce solution build and configuration)	\$136,706
Idea Science Pty Ltd	Professional services for departmental initiatives (Digital Transformation)	\$60,400
Incompro Aboriginal Association	Professional mentoring services for School Retention Program	\$291,613
Inspired Psychology	Psychological assessment services	\$26,305
Insync Solutions Pty Ltd	Professional services for departmental initiatives (Education Internet Management Services deliverable)	\$676,384
Interpreting And Translating	Translation and interpreting services	\$63,444
IOT Tek	Professional audio visual support services	\$110,539
Iron Mountain Australia Group	Professional services for departmental services (Data Management)	\$23,440
J&D Early Math Inc	Multiple presentations for 2024 Numeracy Summit	\$44,600

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
J4RVIS Pty Ltd	Professional services for departmental initiatives (Salesforce)	\$883,985
Jade-Thelda Cleasby	Translation and interpreting services	\$110,888
Jodie Benveniste	Psychological first aid leadership program	\$20,000
Julia Atkin Pty Ltd	Learning and development consulting	\$70,094
Julie Dini	Psychological assessment services	\$15,425
K Welsh & Co Pty Ltd	Professional financial administration services to support Wiltja Residential Program	\$12,146
Kanga Coachlines Pty Ltd	Private charter student transportation	\$15,455
Karen Davies	Psychological assessment services	\$197,784
Karko Creations	Custom design artwork	\$10,000
Karl Richardson Pauligk	Data and analytics consulting	\$132,375
Keystone Negotiation Pty Ltd	Negotiation advice for Microsoft enterprise agreement	\$282,667
Kids First Australia	Professional mentoring services for School Retention Program	\$90,495
Kidsafe SA Inc	Playground safety inspections and workforce training	\$315,742
KIK Enterprises	Labour resources	\$35,845
KIK Innovation Ltd	Autism Pre Pathway Program assessment and development workshops	\$49,545
KJEX Pty Ltd	Adelaide Careers and Employment Expo 2024 preparation and implementation	\$68,000

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
KPMG	Fee for professional services (cleaning services review)	\$65,441
KPMG	Fee for professional services to support the edAnalytics project team	\$198,827
KPMG	Professional services for departmental initiatives (Digital Transformation)	\$25,000
KPP Ventures Pty Ltd	Labour resources	\$212,803
Kristy-Lyn Sinkovic	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$11,074
KWPX Pty Ltd	Professional services for departmental initiatives (Schools wordpress multisite development)	\$33,705
Latitude IT Pty Ltd	Professional services for departmental initiatives (Digital Transformation)	\$24,047
Level Electrical & Data	Supply and installation of cabling and circuits	\$34,985
Life Without Barriers	Professional mentoring services for School Retention Program	\$58,124
Life Without Barriers	Psychological assessment services	\$33,438
Lisa Williams	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$13,188
Luisa Sergi	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$15,411
Lumination Pty Ltd	Professional Services for department initiatives (Digital strategy)	\$359,182

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Lyn Langeluddecke	Professional services for departmental initiatives (New Site Leader Program and mentoring)	\$16,330
Make Learning Better	Professional services for departmental initiatives (Leader Advisor Program)	\$12,825
Manpower Services Aust Pty Ltd	Labour resources	\$34,421
Mantel Operations Pty Ltd	Technology implementation service	\$11,130
Mary-Anne Gale	Advice provided for Ngarrindjeri language version of the Scope and Sequence of the Australian Curriculum Framework	\$11,400
Matthew Nairn	Psychological assessment services	\$108,709
Maulfry Worthington	Preparation and delivery of pre-recorded presentation for the Department for Education 2024 Numeracy Summit	\$11,557
Maureen Hegarty	Professional services for departmental initiatives (Mathematic - Thinking Maths Program)	\$120,935
Max Solutions Pty Ltd	Labour resources	\$162,652
Maxima Training Group (Aust)	Labour resources	\$71,113
Maybo	Licensed programme agreement training	\$23,632
MEGT (Australia) Ltd	Labour resources	\$1,812,026
MEGT Services - People Now	Labour resources	\$26,243
Mental Health First Aid	Mental Health First Aid eLearning Training	\$10,572

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Mental Muscle Education	Professional services for departmental initiatives (music event planning and training)	\$38,074
Merkle ANZ Pty Ltd	Professional services for departmental initiatives (SalesForce solution architecture)	\$78,163
Merkle ANZ Pty Ltd	Professional services for departmental initiatives (Digital Transformation)	\$37,000
Mesh Learning	Professional tuition services for School Retention Program	\$25,211
Microsoft Pty Ltd	Unified Enterprise Support	\$118,000
Mindful Pathways Psychological	Psychological assessment services	\$53,430
Mindset Procurement	Labour resources	\$63,905
Monash University	Facilitation of workshop - Practice Guidance in Adelaide	\$17,144
Motion By Design Pty Ltd	Professional services for departmental initiatives (Skills SA Student Success and Wellbeing program)	\$44,300
Music Education Network Pty Ltd	Consultation, installation and documentation of performing arts audio visual lighting and control systems for Botanic High School	\$27,720
Nathan Dicker	Fencing installation	\$12,500
Nathan Rice	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$12,985
Nation Creative Pty Ltd	Professional services for departmental initiatives (Skills SA Student Success and Wellbeing program)	\$39,178

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
National Centre For Vocational	Labour resources	\$27,273
NEC Australia Pty Ltd	Professional services to support ICT delivery (Corporate site upgrades)	\$437,324
Neil White	School site visits, reporting and support services to sites	\$65,600
Nicholas Kingsley	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$12,889
North Eastern Metrostars Inc	Professional services for departmental initiatives (South Australian Aboriginal Secondary Training Academy - Indigenous Cup)	\$10,000
North Eastern Metrostars Inc	Professional services for departmental initiatives (South Australian Aboriginal Secondary Training Academy)	\$45,000
Nutshell Systems Pty Ltd	Professional services for departmental initiatives (edAnalytics)	\$182,560
Oncall Language Services Pty Ltd	Translation and interpreting services	\$19,939
Opex Nominees Pty Ltd	Professional services for departmental initiatives (Procurement services)	\$200,069
Pamela Grigg	Video production	\$14,100
Passel Pty Ltd	Video production	\$15,900
Pauline Carter Educational	Professional services for departmental initiatives (Mathematic - Thinking Maths Program)	\$129,333
Paxus Australia Pty Ltd	Labour resources	\$1,882,485

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Paxus Australia Pty Ltd	Professional services for departmental initiatives (Digital Transformation)	\$54,300
Peoplebank Australia Ltd	Labour resources	\$318,212
Pernix Pty Ltd	Professional services for the Education Management System (EMS) project	\$865,861
Pernix Pty Ltd	Professional services for departmental initiatives (Digital Transformation)	\$92,500
Peter Gandolfi	Precinct leader - Mount Gambier research, training and employment precinct	\$73,404
Peter Heydrich	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$14,838
Phil Jenkins	Professional services for departmental initiatives (Leader Advisor Program)	\$10,711
Phil Jenkins	Professional services for departmental initiatives (New Site Leader Program)	\$15,656
Pricewaterhousecoopers	EMS program assurance and compliance	\$30,708
Pricewaterhousecoopers	Professional services for the Education Management System (EMS) project	\$68,692
Pricewaterhousecoopers Indigenous Consulting	Professional services for departmental initiatives (Aboriginal Adult Education and Trainings Strategy)	\$15,214
Procurement Advisory Services	DFE procurement organisational model study and review	\$44,635
Project Green Pty Ltd	Professional services for bushfire safety	\$216,244

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Promind Psychology	Psychological assessment services	\$178,143
Psychmed	Professional assessment services	\$93,203
Rachael Furner Speech Path	Professional assessment services	\$33,463
Randstad Pty Ltd	Labour resources	\$5,235,587
Reconciliation SA Inc	Professional services for departmental initiatives (Reconciliation Action Plan)	\$15,000
Regional Development Australia	Funding to support a childcare needs assessment across the Eyre Peninsula	\$30,000
Resolve Strategy Pty Ltd	National Heavy Vehicle Regulator project	\$51,871
Richard Costi	PYEC Governance and Implementation project	\$56,234
Rita Lindsay	Language and cultural expertise to support the development of Australian Curriculum scope and sequence	\$11,200
RKM Consulting Pty Ltd	Professional services for departmental initiatives (Human Resources Management Information System Design)	\$300,994
RNTT Pty Ltd	Labour resources	\$129,195
Robert Eldridge	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$11,206
Robert Walters Pty Ltd	Labour resources	\$174,671
Rosa Enterprises	Professional services for departmental initiatives (Leader Advisor Program)	\$14,000



<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Rosa Enterprises	Professional services for departmental initiatives (New Site Leader Program)	\$45,750
Rosato Project Management	Project management services for capital programs and asset services	\$163,211
SA E & I Services Pty Ltd	Professional services for ICT communication installation and maintenance	\$61,063
SA Netball Assoc Inc	Professional services for departmental initiatives (South Australian Aboriginal Secondary Training Academy)	\$45,000
Sammy D Foundation	Professional mentoring services for School Retention Program	\$188,818
Sayers Advisory Pty Ltd	Professional services for departmental initiatives (ICT resources)	\$44,274
School Pals	Psychological assessment services	\$30,751
School Sport SA - Primary	Labour resources	\$262,938
Schools Ministry Group	National Student Wellbeing Program	\$5,678,712
Scyne Advisory Pty Ltd	EMS program assurance and management	\$246,298
Scyne Advisory Pty Ltd	Health Education Interface program evaluation	\$99,600
Scyne Advisory Pty Ltd	Procurement disclosure work in department financial statements	\$25,000
Scyne Advisory Pty Ltd	Professional services for departmental initiatives (new procurement reporting requirements)	\$58,699

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Scyne Advisory Pty Ltd	Review of operations of technical colleges	\$94,500
Scyne Advisory Pty Ltd	Strategic Risk Review work	\$47,794
Secureware Unit Trust	ICT cybersecurity work	\$11,636
Seedling Education Pty Ltd	Professional tuition services for School Retention Program	\$26,190
Semaphore Consulting	Professional services for departmental initiatives (data collection)	\$30,375
SFDC Australia Pty Ltd	Professional services for departmental initiatives (Digital Transformation)	\$1,132,100
Sharon Best	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$10,917
She Creative Pty Ltd	CE Dialogues week zero resources: Areas of impact work	\$16,785
Simfoni Analytics Ltd	Professional services for departmental initiatives (Procurement analytics)	\$52,015
Sitback Solutions Pty Ltd	Online Digital Edspark work	\$14,194
Smaart Pty Ltd	Labour resources	\$133,067
Smiles All Round	Psychological assessment services	\$27,987
Soji Pty Ltd	Coaching and training workshop	\$42,000
Sonder Care	Psychological assessment services	\$112,983
Sophie Scott	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$12,505
Spectur Limited	Solar powered security camera installation	\$15,917

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
SPELD SA Inc	Psychological assessment services	\$32,665
Square Holes	Market research conducted to inform policy development	\$30,000
ST Solutions Australia Pty Ltd	IT ticketing services	\$14,400
Stanislaw Pulgies	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$12,184
Stelladawn	Professional tuition services for School Retention Program	\$10,291
Stephanie Claire Rowland	Labour resources	\$28,500
Switch Education Recruitment	Professional services for departmental initiatives (Future Leaders Program)	\$31,074
Sysintegra Pty Ltd	ICT service delivery consulting	\$19,625
System Shift Labs Aps	Professional services to the department (Innovation in education implementation)	\$10,000
Tafe SA	Professional services for vocational education and training	\$517,217
Talent International (SA) Pty Ltd	Labour resources	\$1,229,480
Talent International (SA) Pty Ltd	Professional services for departmental initiatives (Digital Transformation)	\$155,809
Talent International (SA) Pty Ltd	Professional services for departmental initiatives (Vocational Education and Training Data Streamlining)	\$156,165
Talk Speech Pathology	Professional assessment services	\$196,292
Talking Matters	Professional assessment services	\$22,189

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Taysols Pty Ltd	Professional services for departmental initiatives (Financial Consolidation Project)	\$11,144
Telethon Kids Institute	Professional services for departmental initiatives (external evaluation)	\$65,344
Telethon Kids Institute	Professional services for departmental initiatives (validating wellbeing and engagement tools)	\$62,179
Telstra Corporation Ltd	Professional services to support ICT delivery (ICT and telecommunication expenses)	\$536,424
Terry Sizer	Professional services for departmental initiatives (New Site Leader Program)	\$39,016
The Big Middle Pty Ltd	Professional services for departmental initiatives (Digital Transformation)	\$164,780
The Eventful Learning Co	Professional services for departmental initiatives (Public Education Purpose Design)	\$27,800
Therabees	Psychological assessment services	\$39,382
Think Human Pty Ltd	Disability Inclusion Vision Project	\$38,980
Thirdera Aus Pty Ltd	ICT service delivery consulting	\$356,672
Tjindu Foundation Ltd	Facilitation of indigenous students education program - Tjindu / Australian Football League (AFL) Academy	\$150,000
Tony Wilson	Artist engagement for Adelaide Botanic High School	\$17,603
Translation Consultants	Translation and interpreting services	\$22,834

<b>Contractors</b>	<b>Purpose</b>	<b>\$ Actual payment</b>
Trisan Australia Pty Ltd	Testing and supply of electrical appliances	\$14,025
Turner Townsend Thinc Pty Ltd	Professional services for departmental initiatives (Department for Education modular review)	\$308,423
Unified Solutions Group Pty Ltd	Professional services for ICT infrastructure in schools	\$676,898
Uniting Country SA Ltd	Professional mentoring services for School Retention Program	\$210,259
Uniting Country SA Ltd	Professional services for departmental initiatives (School Retention Program)	\$82,770
University Of New England	Professional services for departmental initiatives (QuickSmart Numeracy Program)	\$81,254
University Of South Australia	Chinese Bilingual Quality Assurance	\$60,000
University Of South Australia	Early Years - Mobile App Review	\$20,220
University Of South Australia	Improving musical education of teachers	\$84,300
University Of South Australia	Leadership capability framework	\$88,000
University Of South Australia	Self Regulation Measurement review	\$58,926
Upstream Health Pty Ltd	Psychological assessment services	\$92,840
Valcorp Australia Pty Ltd	Valuation of various schools in metropolitan Adelaide and regional South Australia	\$28,000
Valcorp Australia Pty Ltd	Valuation of swimming pool assets	\$18,000
Victoria University	Labour market research	\$25,000

Contractors	Purpose	\$ Actual payment
Vincent Raymond Riviere	Professional assessment services	\$19,740
Vip Tone Aust	Education Department School Administration System (EDSAS) maintenance	\$67,200
Vivienne Wright	Professional services for departmental initiatives (Leader Wellbeing Program)	\$18,175
Vonnie Dolling	Professional services for departmental initiatives	\$22,491
Wattle Psychology Studio	Psychological assessment services	\$26,370
Whitelion Youth Agency Ltd	Professional mentoring services for School Retention Program	\$92,800
Women's & Children's Hospital	Professional services for departmental initiatives (Early learning strategy)	\$1,393,694
Work Health Consulting Aust	Professional assessment services	\$15,292
Xmplify Pty Ltd	Professional services for ICT communication installation and maintenance	\$35,153
Xtreme Kites & Paddle	Professional services for departmental initiatives (School Aquatics Program)	\$56,269
Yellow Cabs South Australia	Professional services for school bus contracts	\$196,877
Yorke Communications	Supply and installation of cabling and circuits	\$21,000
Your Dream Inc	National Student Wellbeing Program	\$601,300
Zed Management Consulting	Inclusive Education Support Program Funding Application Development	\$45,000

Contractors	Purpose	\$ Actual payment
Zed Management Consulting	Professional services to support delivery of National Assessment Program Literacy and Numeracy (NAPLAN)	\$157,725
Zed Management Consulting	Professional services to support delivery of policy review.	\$40,880
Zed Management Consulting	Professional services to evaluate the South Australian Micro-credentials Pilot program	\$79,337
Zertain Pty Ltd	Digital transformation work	\$29,250
	Total	\$61,715,800

Data for previous years is available at:

<https://data.sa.gov.au/data/dataset/contractors-reporting-by-the-department-for-education>

The details of South Australian Government-awarded contracts for goods, services, and works are displayed on the SA Tenders and Contracts website. [View the agency list of contracts](#).

The website also provides details of [across government contracts](#).

## Risk management

### Risk and audit at a glance

The Audit and Risk Committee (ARC) provides independent assurance and advice to the Chief Executive and the Senior Executive Group on the department's risk, control and compliance framework, and its external accountability responsibilities.

The ARC comprises three members from senior management and three independent external members. Representatives of the Auditor-General's Department attend as observers. The committee met on five occasions during 2024.

During 2024, the ARC has focused on the following matters:

- Corporate governance and risk management frameworks
- External accountabilities and financial legislative compliance
- Internal audit coverage and review of significant issues identified in audit reports and actions taken.
- External audit oversight of implementation and actions taken to address issues raised in Auditor General's audit reports.

### Fraud detected in the agency

Category/nature of fraud	Number of instances
Maladministration	-
Misconduct	8
Corruption	2

*NB: Fraud reported includes actual and reasonably suspected incidents of fraud.*

### Strategies implemented to control and prevent fraud

The Department for Education is committed to maintaining a working environment free of fraud and corrupt behaviour and prompts this position through the department's fraud and corruption control policy and framework. The policy and framework articulates the department's prevention, detection and response strategies and provides the processes for managing suspected and/or actual fraud or corruption.

Fraud control risks are reviewed and assessed annually to ensure that processes are in place to adequately manage potential fraud risks.

Any instances of misconduct are treated seriously by the department, and where these occur, prompt action is taken to ensure that they are thoroughly investigated and that those responsible are held to account.

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/fraud-detected-in-the-department-for-education>



## Public interest disclosure

Number of occasions on which public interest information has been disclosed to a responsible officer of the agency under the *Public Interest Disclosure Act 2018*:

1

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/public-interest-disclosure-for-the-department-for-education>

Note: Disclosure of public interest information was previously reported under the *Whistleblowers Protection Act 1993* and repealed by the *Public Interest Disclosure Act 2018* on 1/7/2019.

## Reporting required under any other act or regulation

### Reporting required under the *Carers' Recognition Act 2005*

The Department for Education supports carers who are employees and students.

Awareness: There is a system to ensure all management, staff, volunteers, parents and students have an understanding of the Act and Carers Charter.

Consultation: There is a system to ensure consultation with carers, or persons or bodies that represent carers, in the development and review of human resource department plans, policies, procedures and practice.

Practice: There is a system to ensure the principles of the Carers Charter are reflected in human resource department practices.

## Public complaints

### Number of public complaints managed by Customer Feedback about schools and preschools

Complaint categories	Sub-categories	Example of complaint type	Number of Complaints 2024
Professional behaviour	Staff attitude	Failure to demonstrate values such as empathy, respect, fairness, courtesy, extra mile; cultural competency	239
Professional behaviour	Staff competency	Failure to action service request; poorly informed decisions; incorrect or incomplete service provided	227
Professional behaviour	Staff knowledge	Lack of service specific knowledge; incomplete or out-of-date knowledge	1
Communication	Communication quality	Inadequate, delayed or absent communication with customer	83
Communication	Confidentiality	Customer's confidentiality or privacy not respected; information shared incorrectly	11
Service delivery	Systems/technology	System offline; inaccessible to customer; incorrect result/information provided; poor system design	11
Service delivery	Access to services	Service difficult to find; location poor; facilities/ environment poor standard; not accessible to customers with disabilities	32
Service delivery	Process	Processing error; incorrect process used; delay in processing application; process not customer responsive	130
Policy	Policy application	Incorrect policy interpretation; incorrect policy applied; conflicting policy advice given	132

Complaint categories	Sub-categories	Example of complaint type	Number of Complaints 2024
Policy	Policy content	Policy content difficult to understand; policy unreasonable or disadvantages customer	15
Service quality	Information	Incorrect, incomplete, out-dated or inadequate information; not fit for purpose	2
Service quality	Access to information	Information difficult to understand, hard to find or difficult to use; not plain English	2
Service quality	Timeliness	Lack of staff punctuality; excessive waiting times (outside of service standard); timelines not met	6
Service quality	Safety	Maintenance; personal or family safety; duty of care not shown; poor security service/ premises; poor cleanliness	206
Service quality	Service responsiveness	Service design doesn't meet customer needs; poor service fit with customer expectations	153
No case to answer	No case to answer	Third party; customer misunderstanding; redirected to another agency; insufficient information to investigate	17
		<b>Total</b>	<b>1,267</b>

*Note: Complaint categories and numbers are chosen through a Root Cause Analysis (RCA) by an Assessment and Resolution Officer at the review's conclusion, considering the complainant's reasons for escalation, not the outcome.*

Additional Metrics	Total
Number of positive feedback comments	39
Number of negative feedback comments	225
Total number of feedback comments	264
% complaints resolved within policy timeframes	94%

*Note: Feedback is a comment or opinion that does not require action in relation to a service or decision made by the department and/or school/preschool.*

Data for previous years is available at: <https://data.sa.gov.au/data/dataset/public-complaints-received-by-the-department-for-education>

## Service Improvements

Aligned with *PC039 – Complaint Management in the South Australian Public Sector*, the department's central complaint management system (CMS) has been instrumental in driving improvements through effective data capture, analysis, and reporting.

### Key Business improvements:

- **Enhanced system functionality:** Integration of the CMS with the telephony system has streamlined customer information recording.
- **Advanced Reporting Capabilities:** Improved reporting functionality for better analysis of information when undertaking reviews.
- **Continuous Professional Development:** Additional workshops held for school leaders on complaint handling and understanding legislative and policy requirements.

The department has made considerable improvements in enhancing school operations through the effective use of complaints and feedback.

### Key sites (school and preschool) business improvements:

- **Alignment with Department Policies:** A number of schools enhanced practices to meet departmental policies, including incident reporting, information handling and suspension processes.
- **Policy and Practice Reviews:** Several schools conducted full reviews focusing on safety, health care plans, sun safety, school maintenance, first aid responses to specific injuries and third-party engagement.
- **Training and Development:** As a result of reviewing practices, a number of staff engaged in refresher training to enhance services, focusing on disability access, student transport and responses to sexual behaviour.

**Compliance Statement**

Department for Education is compliant with Premier and Cabinet Circular 039 – complaint management in the South Australian public sector	Y
Department for Education has communicated the content of PC 039 and the agency's related complaints policies and procedures to employees.	Y

## **Appendix: Audited financial statements 2023-24**