



Queensland Curriculum and Assessment Authority

Cultural Capability Action Plan

2026–29



QCAA
Queensland Curriculum
& Assessment Authority



For all Queensland schools

Acknowledgment of Country

The QCAA acknowledges the Traditional Owners and Traditional Custodians of the lands on which we operate.

We pay our respects to their Elders and their descendants, who continue cultural and spiritual connections to Country, and we extend that respect to all Aboriginal people and Torres Strait Islander people.

We thank them for sharing their cultures and spiritualities and recognise the important contribution of this knowledge to our understanding of this place we call home.



Artwork 'QCAA's journey'
by Chern'ee Sutton, Kalkadoon

This artwork was commissioned by the Queensland Curriculum and Assessment Authority in 2023. As described by the artist, the artwork represents lifelong learning, growth, connection and collaboration across Queensland's education community. Through symbols of Country, pathways, people and knowledge systems, it reflects the QCAA's commitment to equity, diversity, cultural connection and a future focused education system.





Message from the Chief Executive Officer

I am pleased to introduce the *QCAA Cultural Capability Action Plan 2026–29*.

The Queensland Curriculum and Assessment Authority (QCAA) supports every Queensland school. With that comes a clear responsibility — to ensure our services genuinely and respectfully reflect the cultures, histories and experiences of Aboriginal peoples and Torres Strait Islander peoples.

This plan outlines how we will strengthen that commitment over the next three years.

We will build meaningful partnerships through wide-ranging actions including:

- forming an Aboriginal and Torres Strait Islander Education Reference Group and clearer engagement framework
- embedding culturally responsive practice across our policies, systems and resources
- supporting culturally safe assessments
- authentically embedding Aboriginal and Torres Strait Islander perspectives across teaching and learning in Kindergarten–Year 10
- promoting Aboriginal & Torres Strait Islander studies in the senior secondary phase through the Aboriginal & Torres Strait Islander General Syllabus, Aboriginal & Torres Strait Islander Languages Short Course, and new Cultural Learning Short Course.

We will also invest in our people. Permanent employees will undertake cultural capability training, supported by ongoing professional learning and practical guidance. Just as importantly, we are fostering a culturally safe and inclusive workplace where Aboriginal and Torres Strait Islander histories and cultures are valued, respected and celebrated.

I thank our employees and partners for walking this journey with us.

Claude Jones

Chief Executive Officer



What is Aboriginal and Torres Strait Islander cultural capability?

Cultural capability is the understanding of Aboriginal cultures and Torres Strait Islander cultures and their history, the integration of those cultures into work practices, and an appreciation of those cultures in our decision-making and service delivery. Cultural capability is fundamental to ensuring Aboriginal peoples and Torres Strait Islander peoples enjoy the same opportunities as all Queenslanders.

Cultural Capability Action Plan

The *QCAA Cultural Capability Action Plan 2026–29* is our second plan. The plan aligns with the Queensland Government Cultural Capability Framework (the Framework) which provides strategic direction for Queensland Government agencies' cultural capability planning.

The Framework's strategic vision is to provide efficient, effective and responsive services to Aboriginal peoples and Torres Strait Islander peoples by ensuring their perspectives are an inherent part of core business across all agencies, and is underpinned by five principles:

1. valuing culture
2. leadership and accountability
3. building cultural capability to improve economic participation
4. Aboriginal and Torres Strait Islander engagement
5. culturally responsive systems and services.



Our commitment

The *QCAA Cultural Capability Action Plan 2026–29* demonstrates our commitment to playing our part to strengthen cultural capability in meaningful ways across the agency. The plan recognises the importance of becoming more representative, inclusive and culturally responsive to Aboriginal people and Torres Strait Islander people and their cultures. Our plan establishes clear and effective actions, aligned to the Framework’s five principles, and provides a pathway to build capability, embed inclusive practices and support culturally safe workplaces and environments.

Our priority

Culturally responsive workforce, systems and services to support inclusive curriculum resources and assessment materials that respectfully and authentically reflect Aboriginal and Torres Strait Islander cultures, histories and experiences.



Our plan

The *QCAA Cultural Capability Action Plan 2026–29* aligns with our:

- Strategic plan 2025–29
- Diversity, equity and inclusion action plan 2024–26

Our goals

1. Establish and maintain meaningful partnerships with Aboriginal and Torres Strait Islander communities, businesses and organisations through the development and implementation of comprehensive engagement protocols and frameworks that foster trust, respect and collaboration.
2. Develop and implement policies, protocols and systems that embed culturally responsive practices, enabling the organisation to provide authentic and respectful support to schools in embedding Aboriginal and Torres Strait Islander perspectives.
3. Foster a culturally safe and inclusive workplace that attracts, retains and supports Aboriginal and Torres Strait Islander employees, providing opportunities for growth, development and celebration of their culture.
4. Build a workforce that is culturally capable and confident in delivering culturally responsive systems and services, through the provision of ongoing training, professional development and support, enabling staff to work effectively and respectfully with Aboriginal and Torres Strait Islander communities, businesses and organisations.

Cultural capability actions for 2026–29

Cultural capability principle	Operational action/s	Goal area	Responsibility	Timing
1. Aboriginal and Torres Strait Islander engagement	1.1.1 Establish a QCAA Aboriginal and Torres Strait Islander Education Reference Group	1	Governance and Policy and Cultural Intelligence	Y1
	1.1.2 Develop a QCAA Aboriginal and Torres Strait Islander engagement framework	1	Cultural Intelligence	Y1
2. Leadership and accountability	2.1.1 All permanent staff to undertake both online and face to face cultural capability training. All contract staff to complete online cultural capability training	4	People and Culture	Y3
	2.1.2 Develop a more in-depth cultural capability course focusing on embedding Aboriginal and Torres Strait Islander perspectives and frameworks	4	Cultural Intelligence	Y2
	2.1.3 Quarterly lunch and learn sessions on various Aboriginal and Torres Strait Islander themes and subjects	4	Cultural Intelligence	Y1, 2, 3
3. Culturally responsive systems and services	3.1.1 Explore opportunities to better present and use Aboriginal and Torres Strait Islander education data	2	All Units	Y2
	3.1.2 Develop resources, policy and procedure for managing and working with Aboriginal peoples and Torres Strait Islander employees	4	Cultural Intelligence/ People and Culture	Y2
	3.1.3 Include information about the strategic plan, cultural capability action plan and alignments in new staff inductions	4	People and Culture	Y2
	3.1.4 Identify opportunities for cultural competencies in professional development plans	4	People and Culture	Y1
	3.2.1 Adopt a position on the TAROCH (Towards a Recommendation on Open Cultural Heritage) Coalition initiative	4	Legal Unit	Y1
	3.3.1 Develop resources for enabling culturally safe assessment for Aboriginal students and Torres Strait Islander students	2	Curriculum Services and Assessment, Reporting and ICT Systems	Y2
	3.4.1 Create promotional materials about senior courses using QCAA artwork for schools and stakeholders	2	Publishing	Y2
	3.5.1 Explore and plan the introduction of a cultural learning short course	2	Curriculum Services	Y2
	3.5.2 Deliver professional learning and resources to support educators in actively embedding Aboriginal and Torres Strait Islander Histories and Cultures in the Australian Curriculum in Queensland (ACIQ)	2	Curriculum Services	Y2
4. Valuing culture	4.1.1 Hold annual Reconciliation in Education panel event	1	Cultural Intelligence	Y1, 2, 3
	4.1.2 Cultural activities during lunch hours in NAIDOC week	3, 4	Cultural Intelligence	Y1, 2, 3
	4.1.3 Email and Master Calendar updates on days of significance, i.e. Sorry Day, Mabo Day, Coming of the Light, Indigenous Literacy Day, Aboriginal and Torres Strait Islander Children's Day	3, 4	Cultural Intelligence/ People and Culture	Y1, 2, 3
5. Economic participation	5.1.1 Adopt Queensland Government Indigenous Procurement Strategy/Targets	2	Procurement and Contract Services	Y2

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