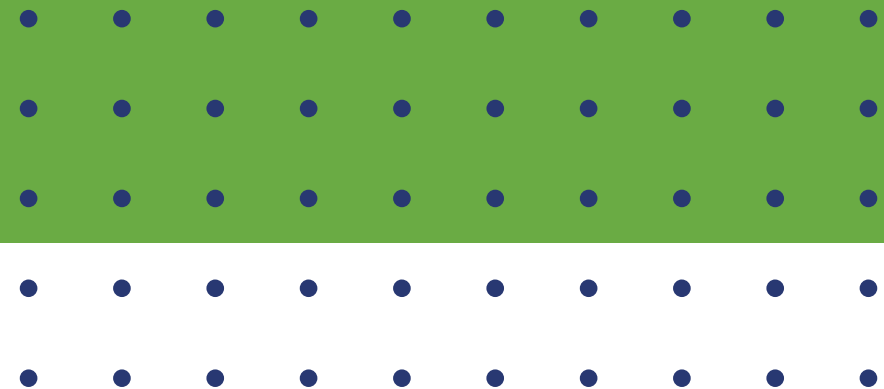


06.

FLEUR JOHNSTON PEOPLEBENCH

The Most Urgent Sustainability Challenge in Education



What if the most urgent sustainability challenge in education has nothing to do with buildings?

TOMORROW'S LEARNING ENVIRONMENTS · LEA QLD

PEOPLEBENCH





44

**MILLION
K-12
TEACHERS**

the world
will fall short by 2030.

UNESCO, 2025

QUEENSLAND · RIGHT NOW

40%

of teachers
over 50 years old

40%

of early-career
leave in 5 years

>50%

Principals express intent
to quit*



A retirement wave is coming. The talent pipeline is already under enormous strain.

*National statistic

This is not
a failure of individuals.
**It is a systemic and
structural gap.**





80%

of school running
costs is
its workforce.

Teacher quality is the single greatest in-school predictor of student outcomes. OECD 2019

THE QUESTION

What makes a school workforce sustainable?

Supply · Retention · Wellbeing

1

S U P P L Y



Can we attract enough of the right people into our schools?

Reputation of the profession · Pipeline from training · Speed to hire

2

RETENTION

**Can we keep the people
we've worked so hard to
attract?**



Workload · Culture · Leadership · Flexibility · Career pathways

PB

It's not just teachers.

“It only takes one grumpy receptionist to put a pin in your school culture.”

3

WELLBEING



Every adult in the school matters.

Teachers · Leaders · Support staff · HR · Administrators · Business managers

No shared data.
No benchmarks.
No strategy.

Leaders are navigating their
greatest challenge without the
right instruments.

Not their fault.
Entirely fixable.

OUR THEORY OF CHANGE

**Make workforce strategy
normal practice
in every school.**

Not a luxury. A standard.

REAL WORLD EXAMPLE

30 schools.

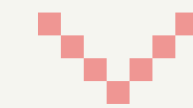
Rising turnover.
Lots of hunches.
Insufficient data to act.

Core Metrics + Resilience + Culture
+ Strategy

Leaders CoPs and 1:1 Coaching.



**Resilience up inside 12 months.
Turnover trending down 24 months.**



Data doesn't create the problem.
It creates the permission to solve it.

Give local leaders the tools.



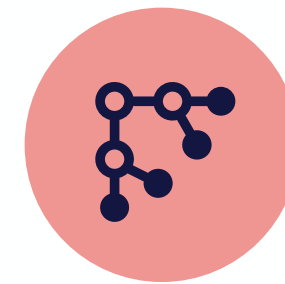
Benchmark

Compare on metrics
that matter



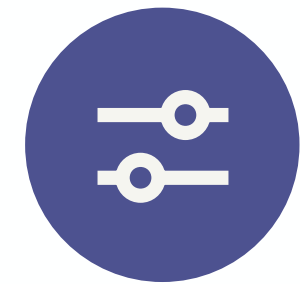
Strategise

Data-informed
workforce roadmap



Track

Monitor what's
changing



Adjust

Continuously
improve

Connect the system.

No leader ~~can~~ should have to figure this out alone.

Schools

Start with data.

Build a strategy that's locally relevant.

Adjust.

Systems

Embed workforce capability in leadership prep.

Respond to patterns proactively.

Invest wisely for change.

Policy Makers

Fund research.

Remove data silos.

Reward sharing.



**One school improves retention.
Their insight should help
thousands of schools.**

We are building a global community of collaborators.



WHAT SUCCESS LOOKS LIKE

- 1 Workforce strategy is a core governance and leadership capability
- 2 Every adult in every school is enabled to be at their best
- 3 Great places to work = great places to learn
- 4 Supply recovers as the experience and reputation of the profession is restored

Education transformed through better decisions, & better places to work.

Sustainable, healthy school
workplaces are the norm, not the
exception.



What can we do - together?

1

Ask the real questions

How are the adults doing?

2

Demand systemic response

Workforce strategy belongs in leadership training and policy settings.

3

Share what works

Sing the wins from the rooftops!

4

Start with one step

One measurement. One honest conversation. One success story to tell.

Building sustainable school workforces.

High impact schooling starts with the adults in the room.