



ANNUAL REPORT

2024-2025

Acknowledgement of Country

Speld Qld acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respects to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.



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OUR HISTORY

Speld Qld was founded in 1969 by Patricia Savage, an inspirational woman who wanted to ensure her child received the very best education. Since its inception, Speld Qld has grown and developed ensuring the needs of its members are met. In October 2014, Speld rebranded and refocused its attention, with a promise to ensure our services and professional development are accessible for those in regional, rural and isolated areas of the State. Speld Qld is a non-for-profit working with State, Catholic and Independent schools and also offering services to training organisations and workplaces. Working with families and teachers, our not-for-profit organisation provides evidence-based advice and services to assist students to meet their individual educational needs.

Speld Qld Inc Supporters



**Queensland
Government**

Through the Non-State Special Needs Organisation Program and the Kindy Inclusion Project, the Queensland Department of Education continues to provide invaluable support to Speld Qld.



Civic Solutions is a not-for-profit organisation and a leading provider of employment, training, and support services to individuals and businesses in the community.



The WORTH Foundation is a not-for-profit that supports individuals' development as active and informed citizens through civic education and leadership training.



The Matana Foundation is a Private Ancillary Fund (PAF) whose goal is to assist disadvantaged young people in Australia in order to give them the opportunity to reach their full educational and social potential.



OUR HISTORY

Speld Qld Inc Supporters



The Mazda Foundation is a public charitable trust. They assist Speld Qld in the form of providing financial aid so we can subsidise assessments for our clients on low-income concession cards.



The Courier-Mail Children's Fund was established to help Queensland children in need. They assist Speld Qld in the form of providing financial aid so we can subsidise assessments for our clients on low-income concession cards.



Easts Leagues Foundation Community Benefit Fund provides direct grants for community welfare through charitable organisations to help make local communities a better place to live, work and play. Their donations assist Speld Qld to purchase picture books with a focus on Maths to add to our library.



Queensland Gives is at the heart of Queensland community giving who make a lasting difference to Queenslanders. They provide assistance to Speld Qld through donations that allow us to purchase resources to better support those experiencing learning difficulties.



OUR MISSION

Speld Qld supports and empowers Queenslanders experiencing learning difficulties to realise their full potential.

OUR VISION

To lead the delivery of high-quality services that enhance learning outcomes for Queenslanders experiencing learning difficulties.

OUR AIMS

To increase community awareness of learning difficulties and provide opportunities for improved access.

To seek, utilise, promote, and share evidence-based research and best practice regarding learning difficulties.

To provide support and services for students and adults experiencing learning difficulties, their families, and professionals.



OUR VALUES



Compassion

In all that we do, we embody compassion, fostering empathy, understanding, and dignity to empower and uplift the lives of individuals we support.



Accessibility

We believe that accessibility is a fundamental right that ensures equal opportunities, inclusion, and dignity for all individuals, regardless of their abilities.



Respect

Respect is the cornerstone of our organisation, as we honour and value the inherent worth, diversity, and contributions of every individual we encounter.



Integrity

Integrity is our guiding principle, as we consistently uphold honesty, transparency, and ethical conduct, earning the trust and confidence of those we support and collaborate with.



Perseverance

We are committed to supporting people to overcome their challenges, embrace resilience and pursue personal growth. We believe that perseverance is an invaluable virtue that empowers individuals to achieve their highest potential.



PRESIDENT'S REVIEW



Ian Chapman
President

As we approach with Annual General Meeting of Speld Qld, this Annual Report allows me to reflect on the past year's achievements and challenges within the organisation. The financial results show the impact of the cost of living crisis with significant reduction in the number of assessments that we were engaged to deliver and the Teacher shortage also impacting our training courses. After several years of growth and additional government funding in areas such as Regional and Remote and the Kindy Program plus the addition of several new Speld Qld offices to facilitate service delivery, the reduced demand was confronting. But we know the need of Supporting People Experiencing Learning Difficulties is great and so we adjusted our response and focused on our mission.

The Management Committee would like to thank our recently departed CEO, David Oliver, for his hard work during his tenure and his many significant achievements. These include the growth years mentioned above while also establishing an effective leadership structure and team, getting a favourable ATO ruling on the psychology services, and initiating an Employee Assistance Program.



PRESIDENT'S REVIEW

Within the Management Committee (MC), we have added new members with significant and relevant experience to help guide us forward. This includes Cherie Smith with significant experience in NFP fundraising and Kylie Ellis with education and learning difficulties expertise. I would also like to recognise the hard work of Jane Lewin on the fundraising sub committee, Peter Geraghty and Michelle Kinnane on the finance subcommittee, and Emma Rees, Rachel Connors and Robin Mack who are leading a full review of our strategy moving forward. The full MC is engaged with aspects of the hunt for our new CEO and in the meantime, we have full confidence in the abilities of Nick Parker as our Interim CEO.

As I will be handing the reins to a new President at the 2025 AGM, I would like to thank all past, present, and future members of the Management Committee and all the Speld Qld staff members for their dedication, passion, and professionalism. The mission to assist all Queenslanders experiencing learning difficulties is close to my heart and I believe we are well placed for significant growth and success.



MANAGEMENT COMMITTEE



Ian Chapman

President

Owner/Founder of VMP and VMP eLearning. Career in radio, television, and media production. Joined the committee in 2018.



Emma Rees

Vice President

Head of Communications and Engagement at Endeavour Foundation. Extensive experience in service-based environments communicating with varied stakeholder groups. Joined the committee in 2022. Appointed Secretary in 2023



Peter Geraghty

Treasurer

Retired chartered accountant who has been involved in several community-based organisations for many years. Joined the committee in 2024.



Rachel Connors

Secretary

Lawyer and Knowledge Manager at Hopgood Ganim Lawyers and casual academic faculty member of T.C. Beirne School of Law, UQ. Joined the committee in 2022.



MANAGEMENT COMMITTEE



Jane Lewin

Committee Member

An experienced lawyer currently working in-house for a financial services company in Brisbane as a Regulatory Change Lead. Joined the committee in 2022.



Michelle Kinnane

Committee Member

National Manager - New Initiatives - Edmund Rice Education Australia Flexible Schools. Passionate educator with experience in governance, change management, and developing schools which meet the unmet needs of young people. Joined the committee in 2024.



Robin Mack

Committee Member

Founder & CEO at Innovation Transformation and Non-Executive Director at Deaf Connect. Over 25 years' experience in technology and education. Joined the committee in 2024.



SPELD QLD CEO REFLECTION

The Speld Qld team has remained steadfast in its commitment to providing high-quality services that align with our mission to support people experiencing learning difficulties. Our dedicated leadership team, along with our compassionate and highly skilled psychologists, speech pathologists, educators, advisors, literacy trainers, and specialist teachers, continue to focus on the needs of individuals with specific learning difficulties and those who teach and care for them.

This year also marked a significant leadership transition, with the appointment of myself as an interim Chief Executive Officer. We extend our thanks to our outgoing CEO, David Oliver, for his contributions to Speld Qld's growth and impact. I hope to bring a fresh perspective and a strong commitment to inclusive education, and we look forward to the continued evolution of our services under their leadership.

Financial sustainability is critical to our ability to employ experienced staff and deliver the support services our community depends on. The funding we receive enables us to operate our Education and Advisory team, conduct regional and remote assessments, and provide targeted support through initiatives such as the Kindy Inclusion Project.

We are especially grateful for the ongoing support of Education Queensland. This partnership is essential to ensuring the continued advancement of education and wellbeing for individuals with specific learning difficulties. Additionally, we extend our heartfelt thanks to our generous sponsors and supporters. Their financial contributions make it possible for us to offer subsidised services and reach those who need us most.



SPELD QLD CEO REFLECTION

Throughout 2025, Speld Qld has actively participated in a range of conferences and expos across Queensland. These events have provided valuable opportunities to share our expertise, connect with educators and allied health professionals, and stay informed about emerging trends and innovations in inclusive education. Our presence at these events reinforces our commitment to collaboration, professional development, and advocacy for individuals with specific learning difficulties.

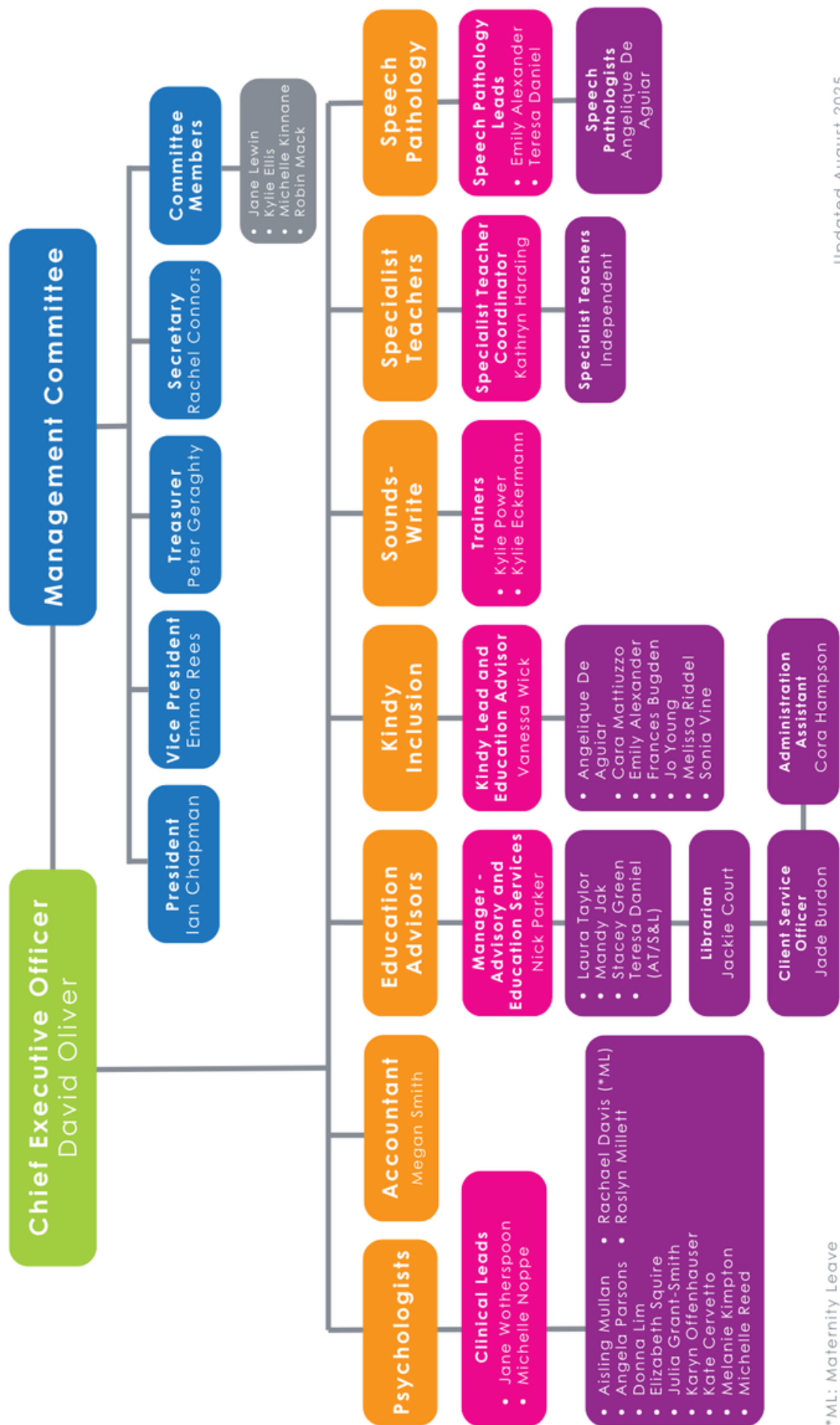


Together, we remain focused on creating inclusive, accessible, and impactful educational opportunities for all.

Interim Chief Executive Officer,
Nick Parker



ORGANISATIONAL CHART



*ML: Maternity Leave

Updated August 2025

AT A GLANCE

Assessment Service

1318 assessments have been conducted for children and adults.



Specialist Teachers

Our Specialist Teacher/Tutor Network currently has 62 teachers supporting over 165 families across Qld.



Workshops

Speld Qld facilitated 38 Sounds-Write workshops, training a total of 802 participants. Speld Qld also facilitated 4 UFLI workshops, with a total of 79 participants.



Kindy Inclusion Service

Speld Qld Kindy Inclusion Service has provided 559 workshops, 567 targeted support sessions, and 198 service visits to Queensland Kindys.



AT A GLANCE

Library

9119 resources were borrowed from the Speld Library.



Professional Development

A total of 61 workshops were conducted, attended by 2066 participants.



SPELD QLD MEMBERSHIP

During the 2024–25 reporting period, Speld Qld recorded a total of **1,174** Family memberships, with Family Concession memberships reaching **116**. Memberships from Schools totalled **24**, while Corporate/Organisation memberships accounted for **6**.

Monthly data showed consistent engagement, with Family memberships peaking in August (**206**). These figures reflect ongoing demand for Speld Qld's services and the importance of tailored support for families, educators, and schools across Queensland.

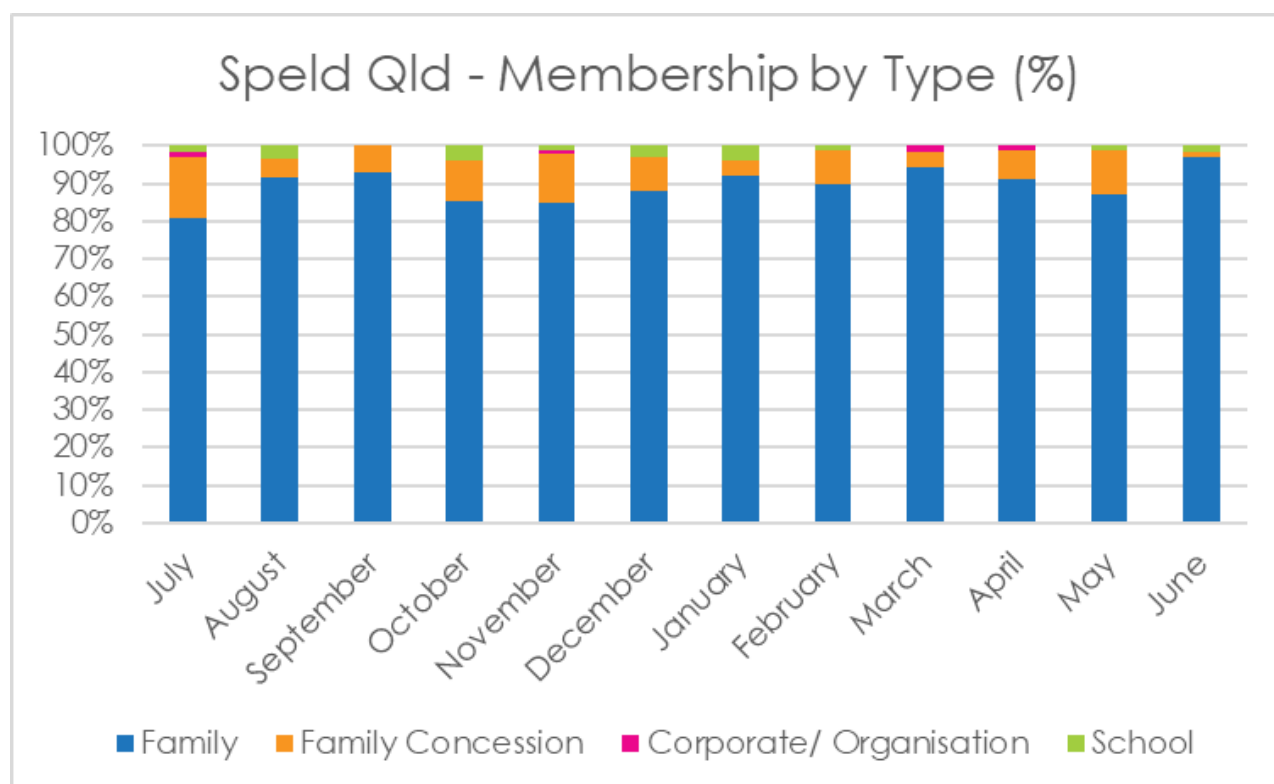
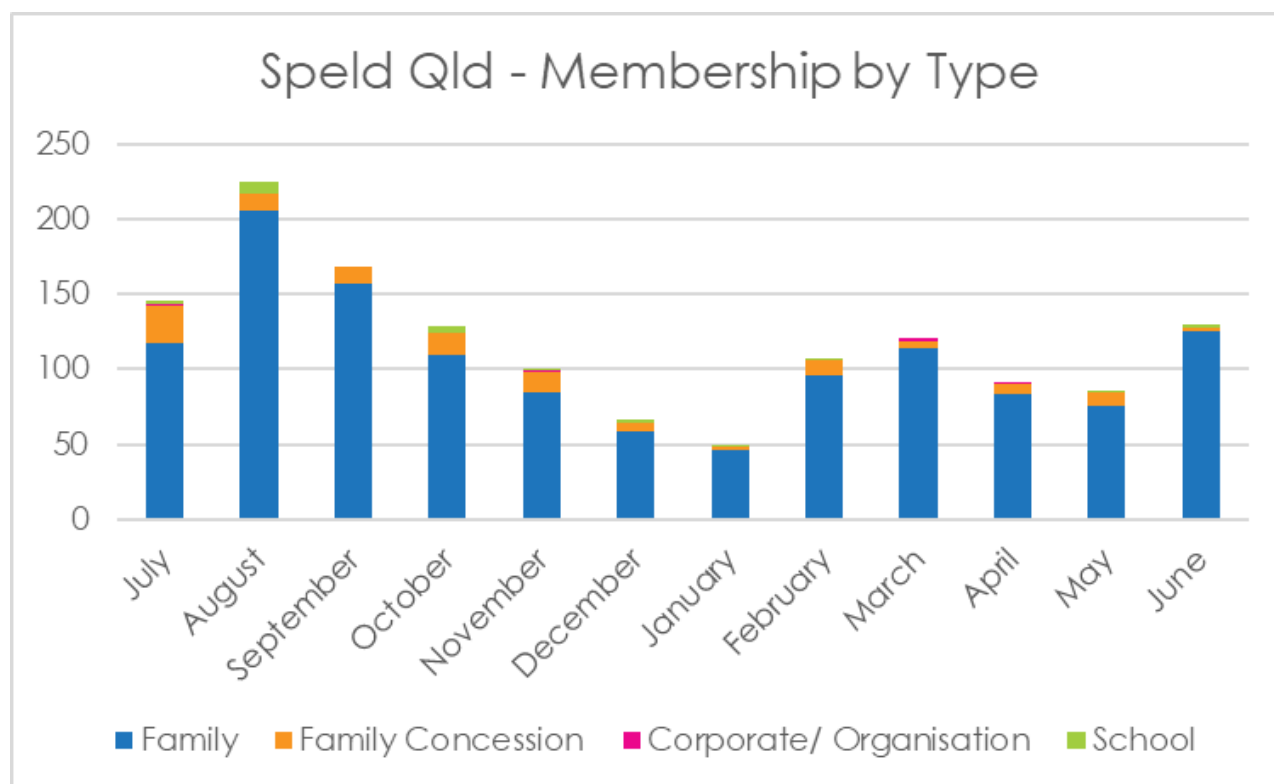
This data informs Speld Qld's strategic planning and highlights the growing need for inclusive educational support and community engagement.

Table 1 - Membership Types

Family	Includes all immediate family living in a household.
Family (Concession)	For holders of a current Government issued concession card.
School	Covers all teaching, support, and administrative staff on one campus.
Corporation/ Organisation	Covers all staff within a corporation/organisation.
Speld Qld Specialist Teacher	For our Speld Qld registered Specialist Teachers. They must meet annual requirements and be approved by the Specialist Teacher Coordinator.



SPELD QLD MEMBERSHIP



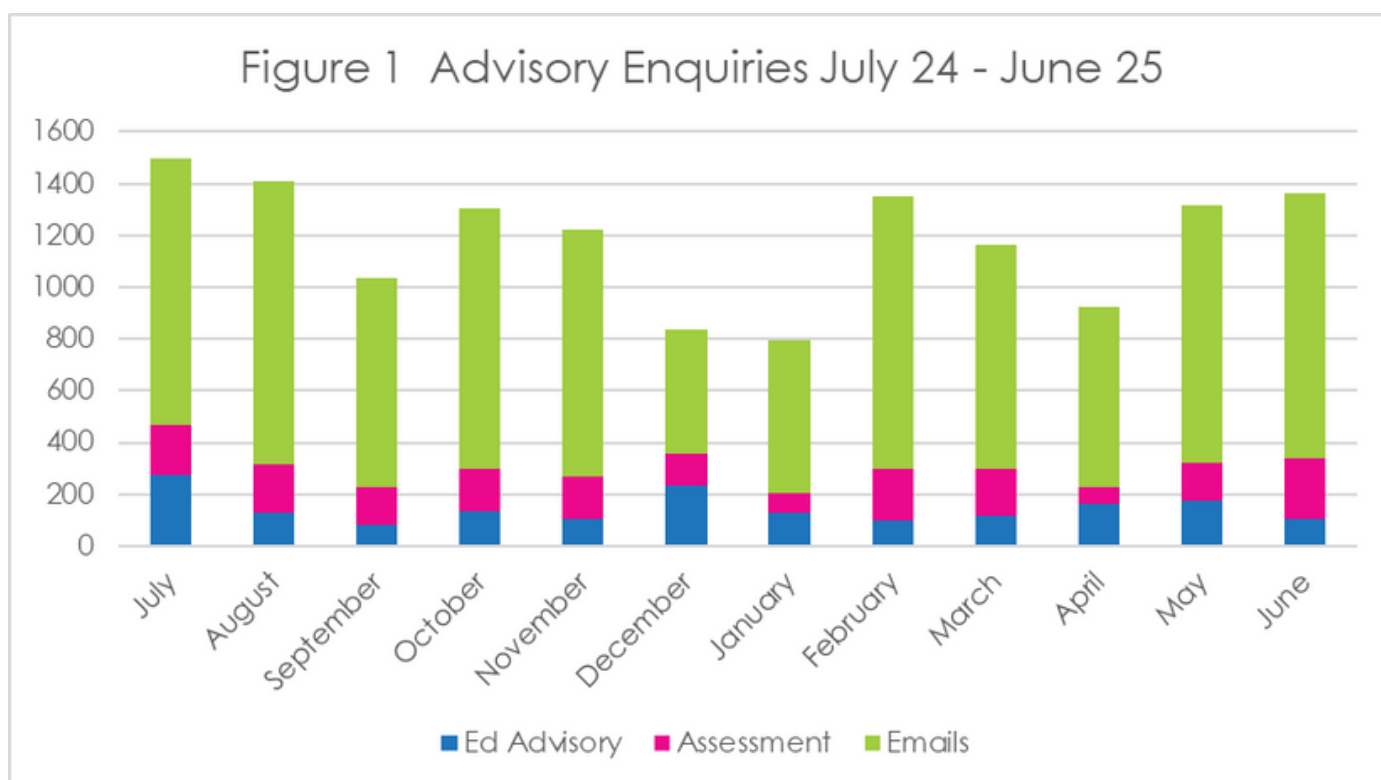
SPELD QLD MEMBERSHIP

Year 2024-25	Family	Family Concession	Corporate/ Organisation	School
July	118	24	2	2
August	206	11	-	8
September	157	12	-	-
October	110	14	-	5
November	85	13	1	1
December	58	6	-	2
January	46	2	-	2
February	96	10	-	1
March	114	5	2	-
April	83	7	1	-
May	75	10	-	1
June	126	2	-	2
Total	1274	116	6	24



ADVISORY AND EDUCATION SERVICES

Speld Qld continues to provide free support, information, and advice to parents, teachers, and professionals through our telephone advisory line and email service. The Advisory and Education team is available Monday to Friday, 8:00am – 4:00pm. Enquiries received outside these hours are managed via email or voicemail, with responses provided on the next working day.



Enquiry Volume and Trends

Initial contact for assessments is typically made via email, which explains the higher proportion of email enquiries compared to phone calls. On average, over 1,380 enquiries per month were received this year, with August, November, and February being the busiest months. These peaks align with key points in the school calendar, such as parent-teacher interviews, semester reports, ATAR exam accommodations, and student transitions.



ADVISORY AND EDUCATION SERVICES

Enquiry Types

The most common enquiry categories were:



Advice / Information: 7,235 enquiries



Assessment: 3,698 enquiries



Special Interest Programs: 1,643 enquiries

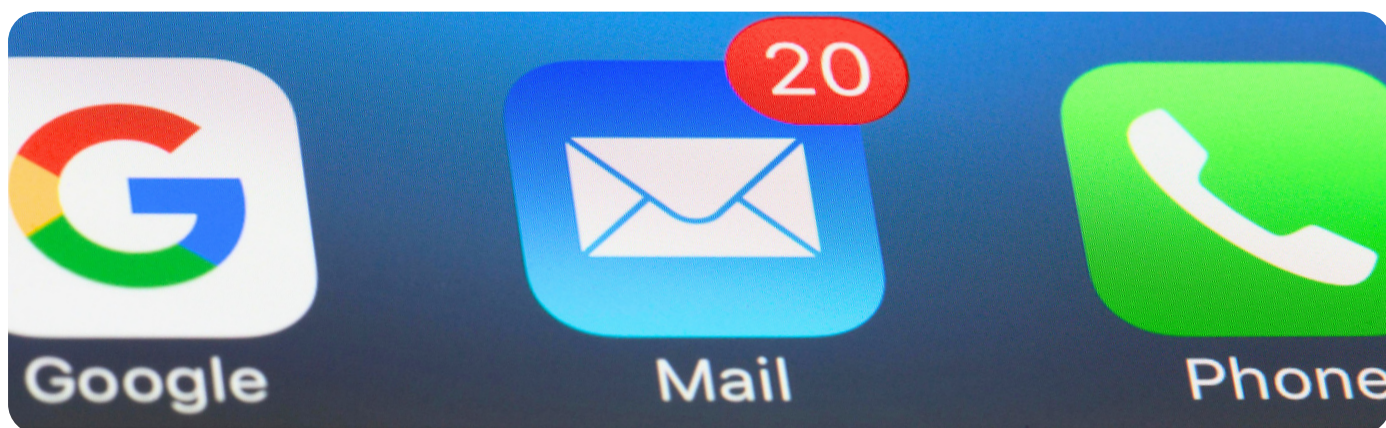


Professional Development: 970 enquiries



Resources / Library: 212 enquiries

Email remains the dominant communication method across all categories, especially for Advice/Information and Special Interest Programs.

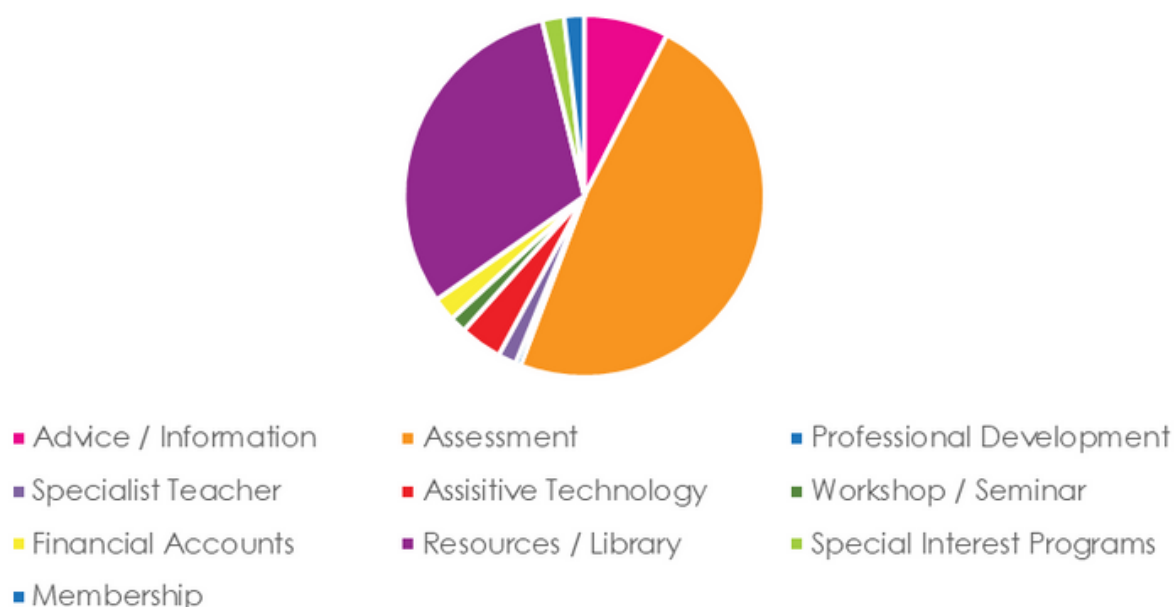


ADVISORY AND EDUCATION SERVICES

Monthly Patterns

Assessment-related enquiries consistently remained high throughout the year, peaking in February and June. Resources/Library enquiries saw notable spikes in May and October, while Professional Development and Specialist Teacher support showed steady engagement across months.

Figure 2 Advisory Telephone Requests



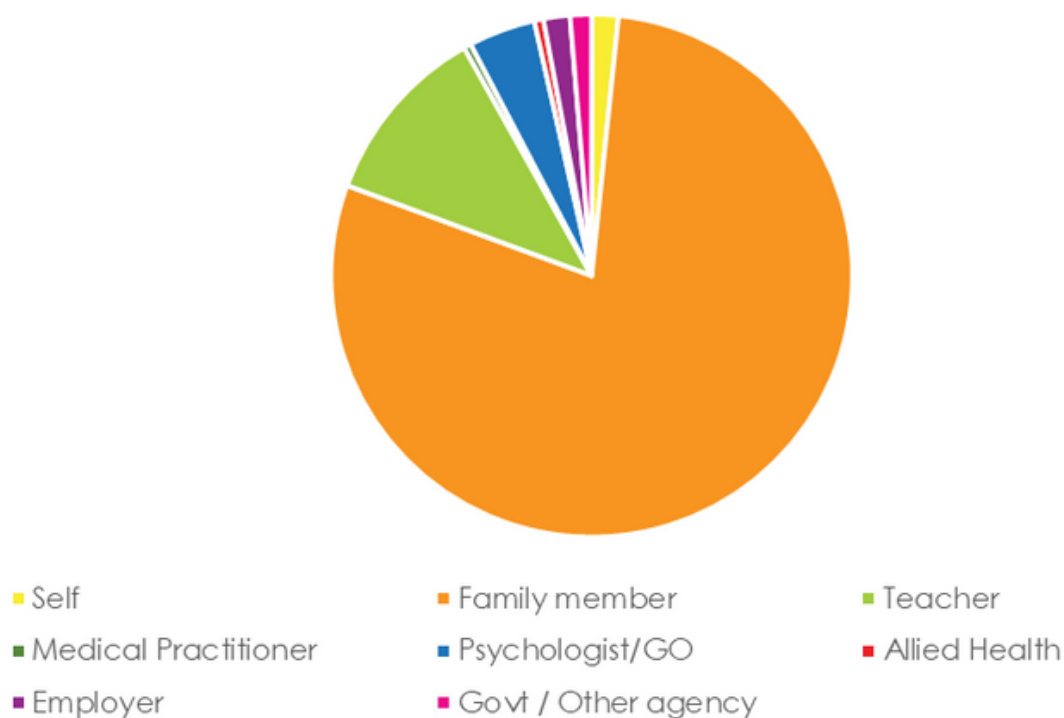
Caller Demographics

Family members made up 77% of all callers, followed by teachers (16%), and adults/workplaces/government agencies (6%). This year saw increased engagement from teachers, driven by interest in workshops, training, and resources to support specific students.



ADVISORY AND EDUCATION SERVICES

Figure 3 Advisory Enquiries by Caller



Source of Enquiries

The majority of enquiries came from:



This reflects strong collaboration between families, schools, and allied professionals in supporting individuals with learning difficulties.



ASSESSMENT SERVICE

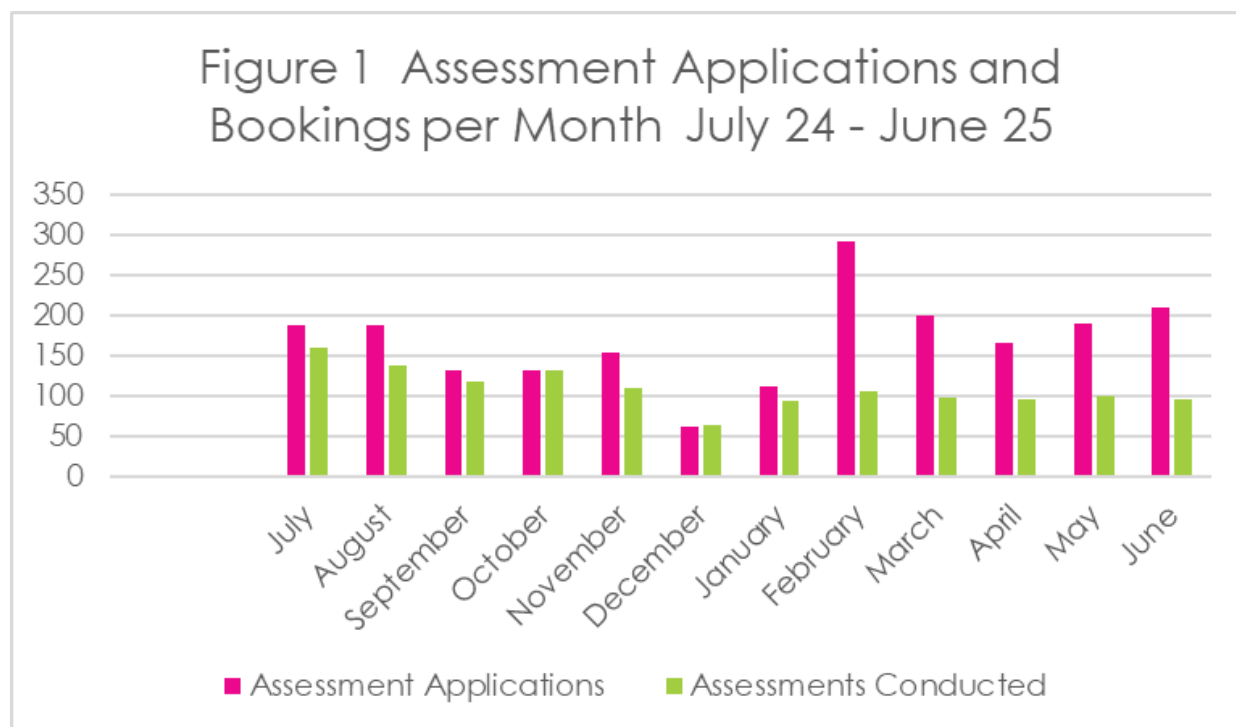
Over this period there were **2,032** applications for assessment with **1,318** conducted. As seen in Figure 1 below, there was significant correlation between assessment applications and bookings each month following the pattern of the school year.

Our team of psychologists conduct assessments at our Brisbane, Dayboro, Gold Coast and Bundaberg offices.

Thanks to specific regional and remote funding from Education Queensland we have visited schools in regional towns including Mackay, Sarina, Mount Isa, Taranganba, Cairns and Gladstone among others.

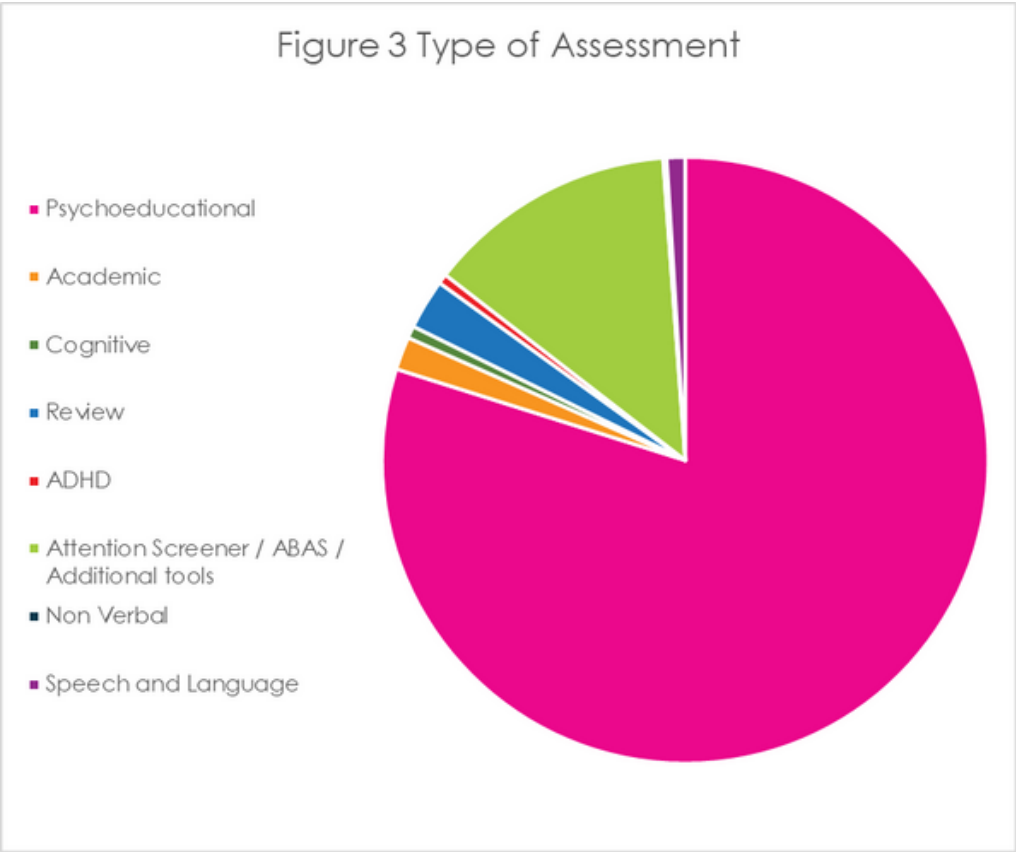
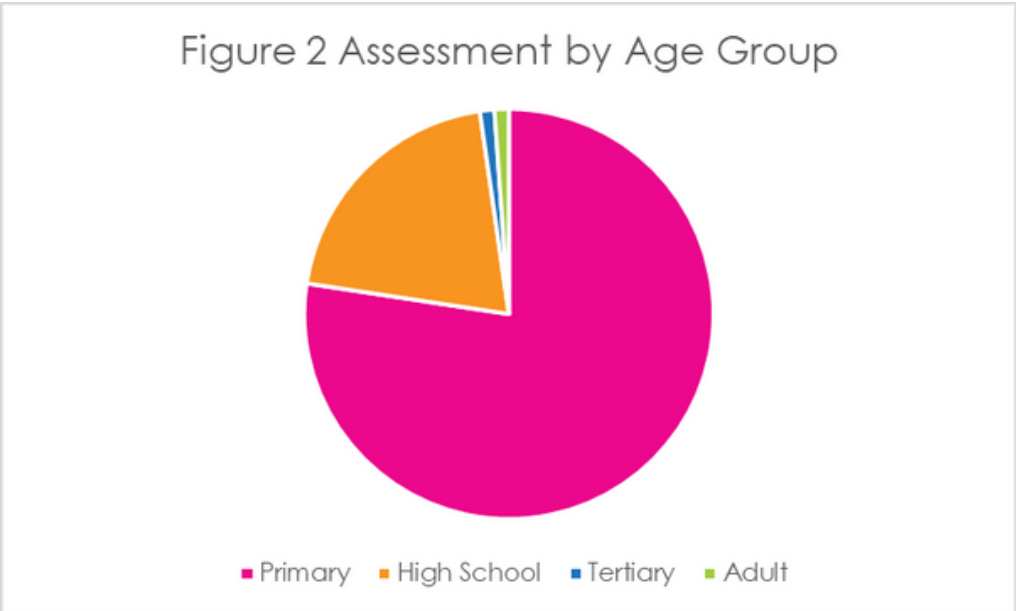
As in previous years, where the situation warrants, we have also conducted online assessments for clients.

Speld Qld psychologists have also been able to conduct 93 subsidised assessments thanks to our generous supporters.



ASSESSMENT SERVICE

Figures 2 and 3 provide a snapshot of the sectors and type of assessments conducted throughout the July 2024 - June 2025 period.

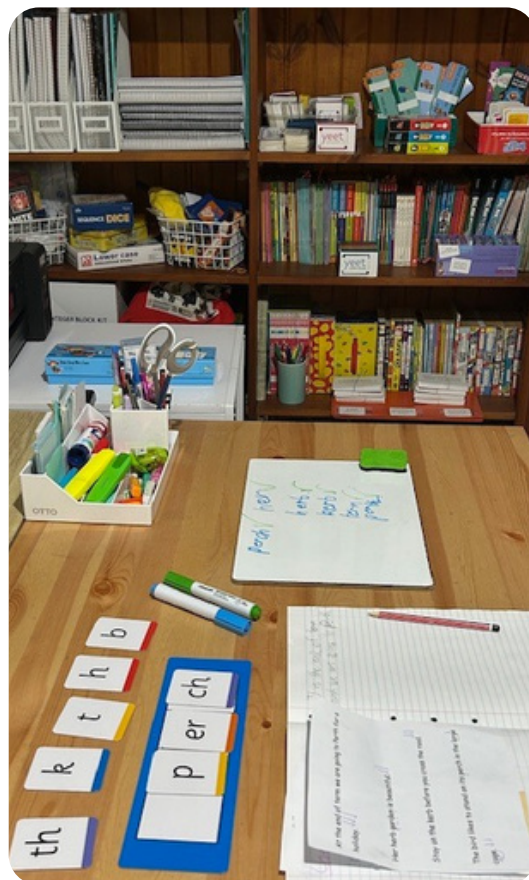


SPECIALIST TEACHER SERVICE

It's been another busy year within our Specialist Teacher network, with several teachers moving on to new opportunities and many new teachers joining our team. In Semester 1, we focussed heavily on recruitment, interviewing and onboarding new teachers, with **26** new teachers joining us. We now have **62** teachers supporting students across Queensland. Our online services have also expanded, with **38** teachers providing sessions online, including **4** teachers located in New South Wales and Victoria.

Between September 2024 and June 2025, we received enquiries from over **266** families through the updated website, in addition to the many contacts via email and phone. At the time of writing, **165** of these families have been successfully connected with a teacher and commenced support. Due to high demand, most of our teachers are now operating at capacity, particularly for the most requested before and after-school times.

The launch of our new website and referral system now involves a direct conversation between the co-ordinator and individual families. This personalised process has enhanced our ability to match students with appropriate teachers and respond to individual needs. With only 18% of enquiries received from members after an assessment, most families are referred to our service by schools, speech therapists, or paediatricians and join Speld Qld specifically to access our Specialist Teacher network. This more personalised approach has also opened opportunities for families to learn about our other services, including the Educational Advisory Service and Library resources. Many parents have expressed their appreciation for the guidance and support they were previously unsure how to access.

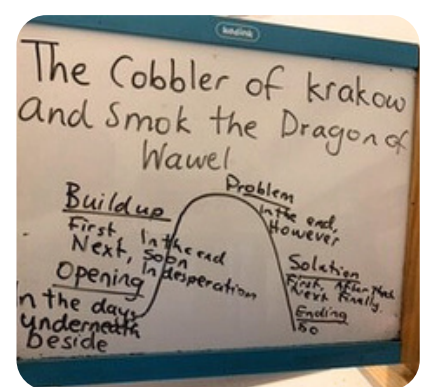


SPECIALIST TEACHER SERVICE

Our teachers have continued their commitment to professional growth, participating in several Professional Learning opportunities this year. These included:

- An evening online session on DIBELS, delivered in collaboration with Speld SA.
- An in-person gathering at the Holland Park office, featuring a presentation by our Kindy team Speech Therapists.

We continue to share our expertise as a network of passionate teachers providing a high-quality service to children, adult learners, and their families throughout Queensland.



SPECIALIST TEACHER SERVICE

Quotes from Specialist Teachers and Families

"Being a Speld Specialist Teacher has been an incredibly valuable experience—I've not only grown in my own practice, but I've seen real, measurable improvements in my students' learning. The professional development opportunities provided by Speld, along with the shared expertise across the network, have had a direct and positive impact on how I teach. The results have been both inspiring and deeply rewarding. I truly love being a part of this organisation."

"I am really enjoying my journey as a Speld Specialist Teacher. There are so many components that have enriched my role of Literacy Tutor in my private business. I feel like I am no longer an island, instead part of a team which has a fantastic co-ordinator at the helm to reach out to when needed. I am very grateful for the networking and PD opportunities, the library access and the insurance coverage. All of this is so helpful when you are running a very small business."

"Accessing specialist services can be a challenge for families living outside the urban hubs. It has been a real honour for me to meet the needs of one of our rural Queensland farming families through a weekly online literacy session. Not only have I seen outstanding progress in the development of foundational literacy skills, but the weekly touchpoint has also allowed me the opportunity to connect with what life and learning looks like for country families."

"As a Teacher in Queensland, I witnessed many students at risk of reading failure, and I felt powerless to help them. After extensive re-training and as a Specialist Teacher for Speld Queensland, I now make a difference in the lives of students who have learning difficulties. It is a highly rewarding and endlessly fascinating job that I love!"

"I wish I had found you years ago. After just a few lessons, my child's confidence has grown in all areas and because my child is measuring his success against himself, he is so much happier."



SPECIALIST TEACHER SERVICE

"The Specialist Teacher has been working with my son for the past nine months, and I am incredibly grateful for his dedication, passion and commitment. His patience and deep knowledge have profoundly impacted my son's learning journey. His ability to make complex topics understandable and his genuine enthusiasm for teaching has truly set him apart. I am thankful for all the effort he puts into supporting my son's growth and access. We feel very fortunate to have him as a tutor".

"My daughter is loving the classes. She is now having fun learning maths. Thankyou."



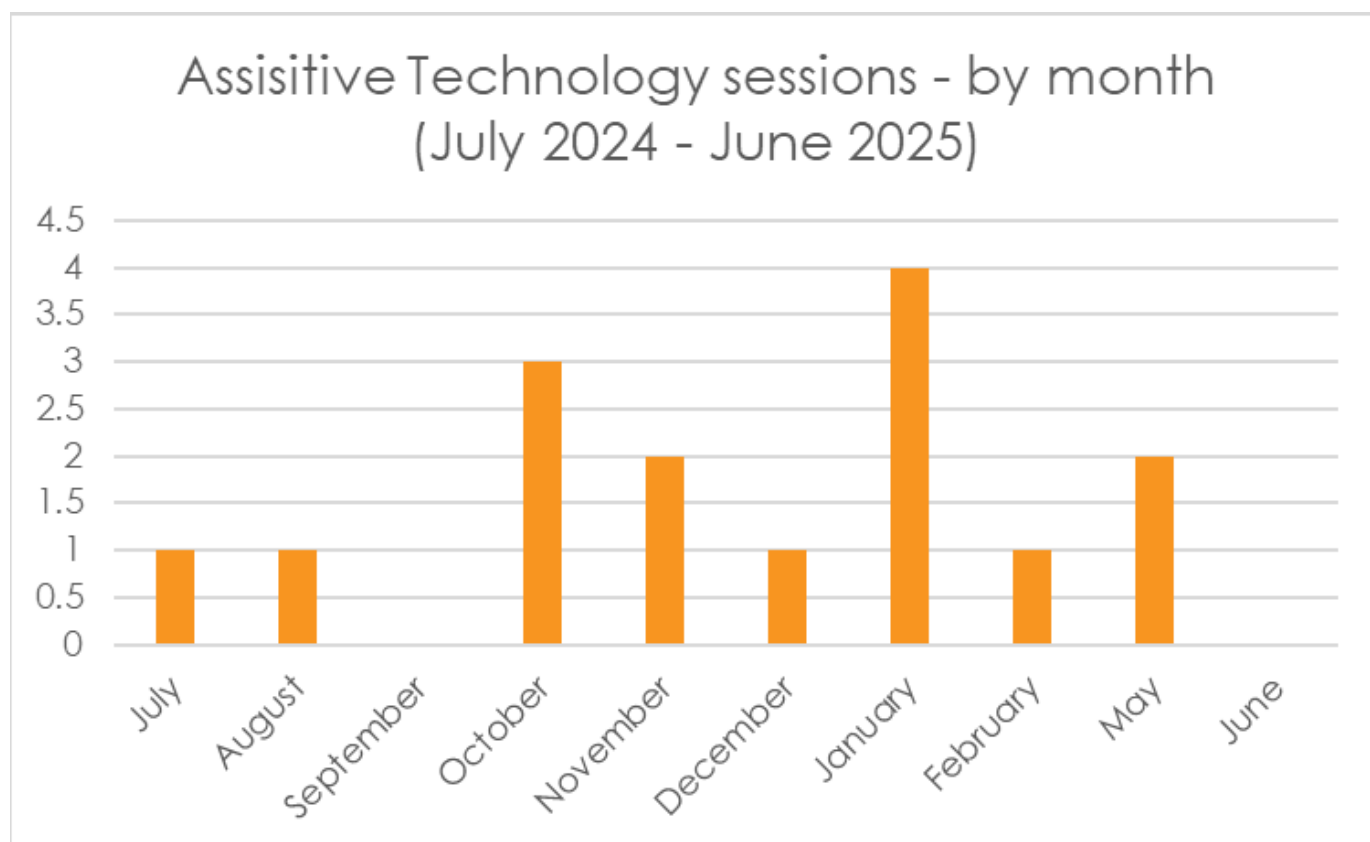
Specialist Teacher Home Set-Ups



ASSISTIVE TECHNOLOGY

Speld Qld Education Advisors conduct thorough research into available assistive technologies through a variety of sources, including assistive technology providers, internet searches, and support agencies for learning differences. They also trial available options and attend relevant Professional Development events, such as the **Australian Assistive Technology Conference** hosted by the **Australian Rehabilitation and Assistive Technology Association (ARATA)**.

During individual consultations, advisors demonstrate a range of programs, apps, and device settings that serve similar functions. Recommendations are then tailored to the student's or teacher's preferences and capacity to apply the technology in a practical way that enhances educational participation and outcomes. These recommendations are reviewed approximately one month later, with adjustments made based on evolving functional needs.



ASSISTIVE TECHNOLOGY

In Professional Development sessions, more generalised advice is provided. Advisors outline available options across different aspects of accessibility, demonstrate how each tool works, and explain where and how to access them.

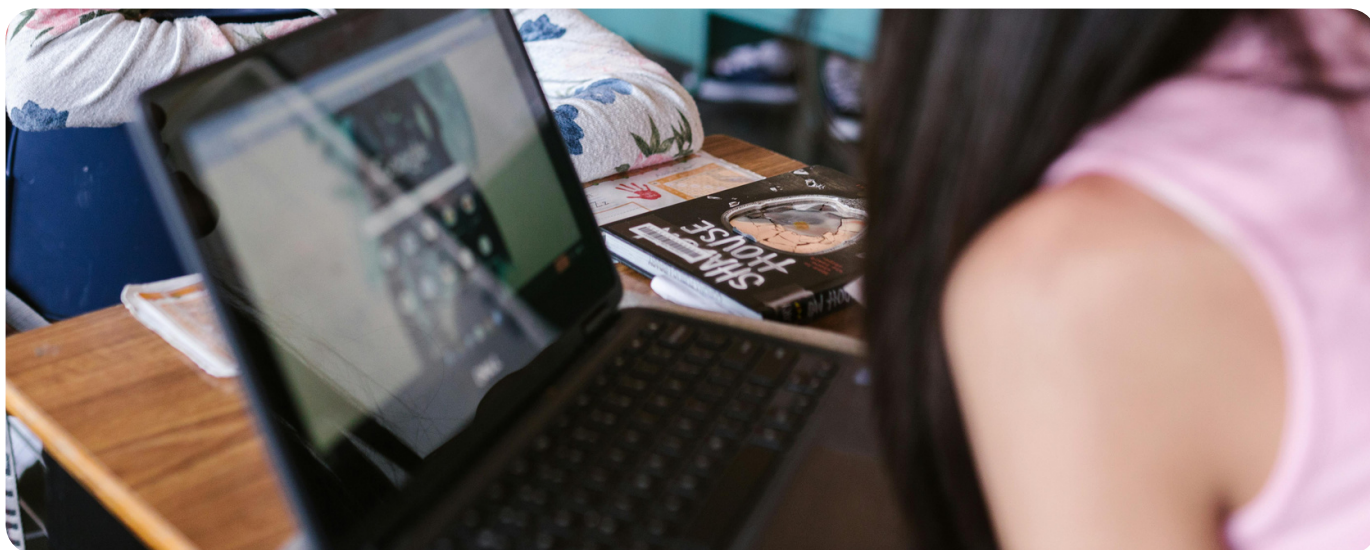
Recent Professional Development has focused on the growing role of **Artificial Intelligence (AI)** in assistive technology. AI is increasingly recognised as essential for ensuring equitable access for students with **Specific Learning Disorders**. Practical guidance is offered on integrating assistive technologies and leveraging AI to support students in demonstrating their knowledge effectively.

Wherever possible, Speld Qld prioritises recommending **inbuilt device technologies** to help reduce costs for students and teachers.

Following consultations or Professional Development sessions, families and schools receive **video tutorials and how-to guides** to support the implementation of recommended assistive technologies.

Speld Qld's recommendations are closely aligned with those provided by the **Queensland Department of Education**:

[Assistive Technology – Queensland Department of Education](#)



ASSISTIVE TECHNOLOGY

As the needs of individuals and the capabilities of technology evolve, Speld Qld updates its recommendations annually to reflect the most effective and accessible tools available. During this reporting period, the following resources were recommended:

- **Windows Immersive Reader**
- **OCR Software and Apps** – including **Apple Live Text** and **Google Lens**
- **Dictation Software and Apps** – Windows, Google, Android, Chrome and Apple built-ins, **Read and Write Gold**, **Ghotit**, **Notability**
- **Text-to-Speech Software and Apps** – Windows, Android, Google, Apple and Chrome built-ins, **Read and Write Gold**, **Ghotit**
- **Planning and Researching Tools** – including **OneNote** and Chrome extensions such as **OneNote Web Clipper**, **HelperBird**, **DOM Distill Mode**, **Read and Write Gold**
- **Mind Mapping Tools** – **Simple Plan**, **Mindomo**, **Popplet**, **Kidspiration**, **Inspiration**
- **Writing Tools** – **Immersive Reader**, **Grammarly**, **rewordify.com**, **Co-Write**, **Read and Write Gold**, **Tools4Noobs Online Summarise Tool**, **Clicker DocsPlus**, **Apple Pencil**, **Microsoft Stylus**
- **iPad – SnapType Pro 2**: For students who receive hard copy worksheets and need a device to read and complete them using typing or dictation.
- **All Platforms – DocsPlus**: For students who require support with constructing grammatically correct sentences with increasing complexity; suitable for upper primary and high school students.
- **AI Integration**: As an alternative to online summarising tools such as Tools4Noobs or Quillbot, Speld Qld now recommends using built-in AI features like **Copilot** and **Apple AI** for summarising and accessibility support.

These tools are selected based on their ability to support functional learning outcomes, accessibility, and ease of use across different educational contexts.



SOUNDS-WRITE AND UFLI

The Queensland Government's Department of Education reading position statement says that, ***'Reading is the process of decoding and making meaning from text. Unlike speaking and listening, reading is not a naturally developing skill – all students need to be explicitly taught to read.'*** To assist teachers with the implementation of evidence-based practices for teaching reading and spelling, Speld Qld trainers offer two synthetic phonics workshops, Sounds-Write and UFLI.



Sounds-Write
FIRST RATE PHONICS

Sounds-Write is an intensive four-day workshop designed to equip participants with essential background knowledge about why we need to change our approach to the teaching of reading, as well as in depth knowledge of the program itself. This focus on educating the person is a feature of Sounds-Write. Sounds-Write recognises that the teacher is the most valuable resource in the classroom. The four-day format allows the trainers the opportunity to answer questions and clarify any misconceptions about the teaching of reading and spelling.

Teachers from all sectors attend Sounds-Write training including, primary, secondary, special schools, flexible school environments and home-schooling parents. A significant number of our attendees are speech pathologists, along with teacher aides/school officers.

Four of the schools who have trained in Sounds Write through Speld Qld have contributed "Success Stories" to the Sounds-Write website. They are Dutton Park, Clifford Park Special School, Cleveland and Springfield Central. This document outlines the school's journey implementing the program and illustrates their success through the data they have collected. One of these schools also contributed sessions at the recent online symposium that is accessed by educators all around the world. The Success Stories can be accessed via this link: <https://sounds-write.co.uk/success-stories/>



SOUNDS-WRITE AND UFLI

The second synthetic phonics programs offered by Speld Qld is UFLI – University of Florida Literacy Institute. This is a one-day workshop and as such, may suit regional and remote schools due to the difficulty of releasing teachers for longer workshops. UFLI Foundations targets the following foundational reading skills:

- Phoneme blending and segmentation practice.
- Accuracy and automaticity of grapheme-phoneme correspondences.
- Decoding automaticity of words with previously learned concepts.
- Explicit introduction of new concepts.
- Decoding and encoding practice.
- Reading and spelling connected text.
- Reading and spelling irregular words.

UFLI Foundations strikes the perfect balance between structure and responsiveness to students' needs. The program features ample opportunities for students to practice along with built-in gradual release. It provides teachers with detailed lessons plans, an instructional slide deck to accompany each lesson, and downloadable materials for homework or centre activities.

Another key component of the UFLI program is the professional development available. Teachers can take advantage of webinars, videos of lesson components being taught, and other online resources that will help you make the most of UFLI Foundations.

Teachers from primary schools, secondary schools and flexible learning environments have attended UFLI face-to-face training days with the Speld Qld trainers.

The UFLI Team



Kylie Power



Kylie Eckermann



SOUNDS-WRITE AND UFLI

During this reporting period, Speld Qld facilitated **38** Sounds-Write workshops, training a total of **802** participants. These workshops were held at many different locations including regional areas. Speld Qld trainers travelled to Mackay, Hervey Bay, the Sunshine Coast, Townsville, Toowoomba, Caboolture, Ingham, and the Gold Coast. Speld Qld continues to ensure regional areas of Queensland receive face-to-face training in evidence-based phonics programs and currently have plans to travel to Hervey Bay and Bundaberg during the upcoming school term.

Speld Qld trainers have facilitated **4** UFLI workshop during the reporting period, training a total of **79** participants. AS UFLI is a very recently developed program, awareness of the benefits of UFLI is still growing throughout school communities. Speld Qld has received a number of requests to deliver whole staff training in UFLI in 2026. Delivering this workshop to local schools should help grow the awareness of this excellent phonic approach.



SOUNDS-WRITE AND UFLI

A snapshot of feedback for the Sounds-Write program is provided below:



Which parts of the course were most helpful?

'I liked the length of the course which allowed the trainer to comprehensively go through each section of the program including the foundational theory. I like how Speld is willing to send trainers to regional and remote schools. I like how our group was small and friendly which allowed for more interaction and less anxiety. I like how a revision course is included. I like how detailed the manual is.'

'I valued the modelling of lessons and the opportunity to practice and the videos. I also liked the discussion amongst trainer, educators and speech pathologists.'

'I found learning the theory behind the program and getting to practice the lessons the most valuable parts of the training.'

'Actually, practicing the lesson, because we were able to find little hiccups and clarify with a trainer.'

'The practice of how to deliver the lessons, error corrections and the specific script plus the resource banks that are provided. Loved the take home tasks, they were a great way to refresh concepts.'

'Taking turns to practice the lessons with each other was so helpful because we got to try the scripts ourselves, and it helped the words feel less alien as time went on. I'm excited to implement Sounds-Write with my clients and to see growth and improvement in their reading efficiency and confidence, as well as in spelling.'



SOUNDS-WRITE AND UFLI

If someone you knew was considering coming to the course, what advice would you give?

'Go, go go! Be prepared to take in a lot of information but you will learn a lot about how children learn to read and write.'

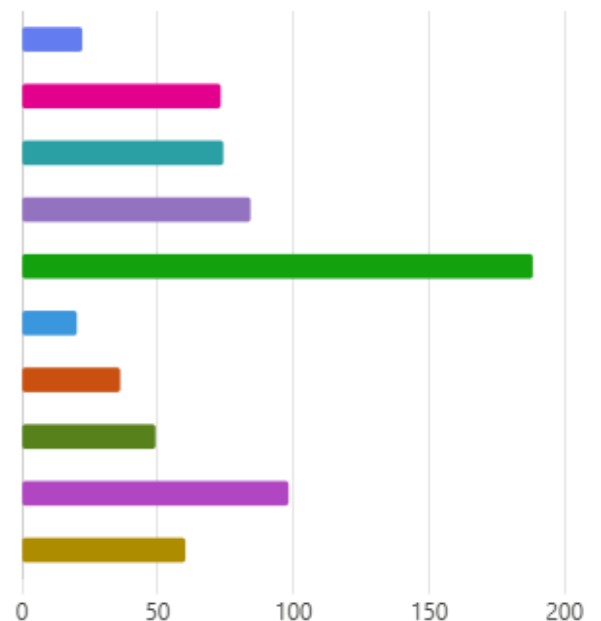
'Absolutely worth it. I think all speechies should be trained.'

'Highly recommend, a very efficient and informative course that does exactly what it says it will do.'

'Go, its great and makes you question why it has taken so long to get to here, to aid children in reading.'

Sample of participants completing the survey:

principal or deputy principal	22
prep teacher	73
year 1 teacher	74
year 2 teacher	84
teacher in other years (please say which)	188
literacy/phonics lead	20
special ed coordinator	36
teaching/educational assistant	49
speech pathologist	98
other (please specify)	60



WORKSHOPS AND PROFESSIONAL DEVELOPMENT

During the 2024–25 reporting period, Speld Qld delivered a diverse range of workshops and professional development sessions across Queensland, attracting strong participation from educators, families, and professionals. A total of **61** workshops were conducted, attended by **2,066** participants.

Key offerings included:

- Accommodating Students with Learning Difficulties in all Classrooms held in multiple locations including Brisbane, Jimboomba, Springfield, and online, with **527** attendees.
- Dyscalculia in Gladstone, Gold Coast, and Caboolture with **170** attendees.
- Sounds-Write Speld Qld trainers travelled to Mackay, Hervey Bay, the Sunshine Coast, Townsville, Toowoomba, Caboolture, Ingham and the Gold Coast with **802** attendees.
- Online sessions such as Executive Function and Parent Support Group engaged **14** and **51** participants, respectively.
- Brisbane hosted targeted workshops on Implementing PLD for both Junior (**14** attendees) and Upper Primary (**32** attendees), as well as the UFLI Foundation Implementation Workshop with **79** attendees.

These sessions reflect Speld Qld's commitment to accessible, high-quality professional learning across urban and regional communities.



WORKSHOPS AND PROFESSIONAL DEVELOPMENT

Table 1

Workshop	Location	Attendees
Accommodating Students with Learning Difficulties in all Classrooms	Brisbane, Jimboomba, Springfield, Fig Tree Pocket, Gladstone, Hervey Bay, Caboolture, Childers, Across Queensland (online)	527
Dyscalculia	Gladstone, Gold Coast, Caboolture	170
Executive Function	Online	14
Implementing PLD - Junior Primary	Brisbane	14
Implementing PLD - Upper Primary	Brisbane	32
Parent Support Group	Online	51
Sounds-Write	Brisbane, Mackay, Hervey Bay, the Sunshine Coast, Townsville, Toowoomba, Caboolture, Ingham and the Gold Coast	804
UFLI Foundation implementation Workshop	Brisbane	79



KINDY INCLUSION PROJECT

During 2024/2025 financial year the Speld Kindy Team have continued to provide kindergarten services with support within the Speld Kindy Inclusion Service. From Townsville to Mt Isa, to Rockhampton, Emerald, Toowoomba, the Gold Coast and many cities and towns in between, the service has planned and implemented high quality early learning support.

Through service visits, workshops, targeted support and resources, educators have received capability-enhancing support within the areas of oral language and early literacy. These areas are critical and foundational areas of development in early childhood. Whilst all children require intentional learning experiences in these areas, children with a potential learning or language disorder are particularly vulnerable and significantly benefit from this work as they transition to formal schooling.

Speld Kindy's support has been universal and targeted, assisting educators to enhance their inclusive practices and ensure all children in their care receive high quality language and early literacy experiences. In the period from July 2024 to June 2025, support has been delivered in the following ways.

Type of Support	Number
Workshops (face to face and online)	559 workshops
Targeted Support sessions (face to face and online)	567 sessions
Service Visits (planning and discussion)	198 visits
Resource Provision through Speld Kindy Library	691 resources borrowed



KINDY INCLUSION PROJECT

The Speld Kindy Inclusion Service has had regular internal reviews, with our team of speech pathologists and education advisors reflecting on practices and procedures. This review process during the last twelve months has seen a refinement of workshops and refining of products specifically in response to the needs of kindergarten services and the desire to improve efficiency within the team itself. This has resulted in the addition of new workshops, changes to existing workshops and improved targeted support procedures. The current offering of support services is shown below:



Speld Qld Kindy Inclusion Service

Register Here! 

Advisory Service

- Phone or email
- Support from Education Advisors and Speech Pathologists

Professional Development

- Workshops
- Delivered on-site or online
- Flexible delivery times

Targeted Support

- Service visits (on-site or online)
- Modelled sessions
- Resources
- Co-planning

Resource Library

- Professional library
- Children's library books, games, resources

Workshops and Support in these areas:

- The Early Years Bridge to Literacy
- Phonological and Phonemic Awareness
- Language Development
- Building Vocabulary
- Speech Sound Development
- Shared Book Reading
- Multilingual Language Learners
- Exploring Numeracy - more than just numbers
- Enhancing Communication Through Visual Supports

FREE!
To Approved Kindergarten Programs

 **Queensland Government**
Proudly funded and supported by the Queensland Government.

 kindy@speld.org.au  07 3391 7900  www.speld.org.au



KINDY INCLUSION PROJECT

A new initiative implemented by the Speld Kindy Team in 2025 has been the “Books from Douglas” Program. Recognising the importance of oral language for future learning and literacy, the “Books from Douglas” initiative was developed to support early childhood education centres to enhance early oral language development through improving access to high-quality literature and supplementary materials. The Speld Kindy Inclusion Service Library now offers over 800 curated, age-appropriate texts, each with teaching notes targeting key language areas such as vocabulary, syntax, phonological awareness, and comprehension.

Initially hindered by low borrowing rates, the library initiative was reimaged with the introduction of Douglas the Bear, a character who personally “sends” books to kindergarten services. This created a meaningful, child-friendly engagement tool. Educators receive books with associated teaching notes, and children are encouraged to interact with Douglas through questions, drawings, and letters—integrating language development with play-based learning. Since its February 2025 launch, the initiative has seen rapid uptake, now active in over 160 centres statewide.



KINDY INCLUSION PROJECT

Strengths of the Initiative

- By embedding high-quality, intentional language learning experiences, this program directly supports all children—especially those with additional learning needs—to build foundational language and literacy skills.
- Services across Queensland, regardless of location or financial means, can access high-quality books free of charge. Books from Douglas is now active in over 160 kindergartens across Queensland.
- The Douglas character fosters genuine interest in literature and motivates children to communicate for real purposes.
- Speld Queensland offers professional development and on-the-floor support to all kindergartens engaging in the Books from Douglas program to further support building educator capacity in oral language development.
- Children interact with books and Douglas via letters and email, modelling real-life uses of language and digital communication.
- Books from Douglas enhances kindy programs by supporting embedding evidence-based oral language practices and providing educators with specialised resources and training.
- With free access to resources, statewide participation, and culturally responsive professional support, the initiative meets the needs of diverse learners, including children with disability.



KINDY INCLUSION PROJECT

Feedback from educators over the twelve six months has continued to be very strong. Educators value the support from Speld Kindy for its relevance to their work, practicality of implementation of new knowledge and skills and on-going support and resources offered. The Speld Kindy Team continues to prioritise meeting the needs of centres and their staff, contextualising support across a wide range of settings and geographical locations throughout Queensland. A sample of educator feedback is given below.

'Very informative session. Great ideas and strategies provided to support our educators with implementing a more inclusive program.'

'Thank you, the training was very practical and gave great strategies to use both in the classroom and when talking to families.'

'The examples to use within practice were amazing and presented with so much clarity, even compared to what I learnt at Uni. Thanks so much.'

'Jo [Speld Kindy Education Advsiior] was always welcoming, and her insightful knowledge was beneficial in our learning environment. The learning PD and the individual support always meet the needs of the staff and children. We thank Jo for her assistance. We also love the added Douglas books for our learning.'

I would like to extend my sincere gratitude for today's SPELD professional development session. The learning was truly invaluable, and I want you to know that it is amongst the most impactful professional development I have had the privilege of attending. As research consistently highlights, the foundation for lifting student achievement begins in Kindergarten. Today's session provided practical, evidence-based strategies that will directly enhance early learning and, ultimately, lead to improved student outcomes in the years ahead.



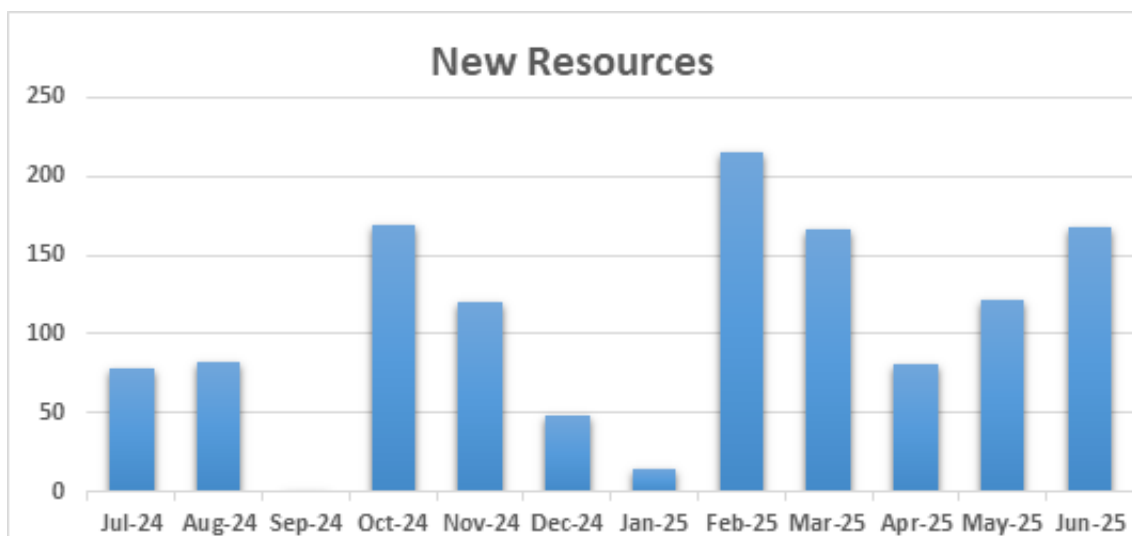
LIBRARY SERVICE

The Speld Qld library continues to offer a popular collection of decodable phonics books supporting learners of all ages—from beginners to teens and adults. Each set is available to borrow and comes with a companion workbook filled with fun, multisensory activities designed to enrich the reading experience and build skills with confidence.



New Resources

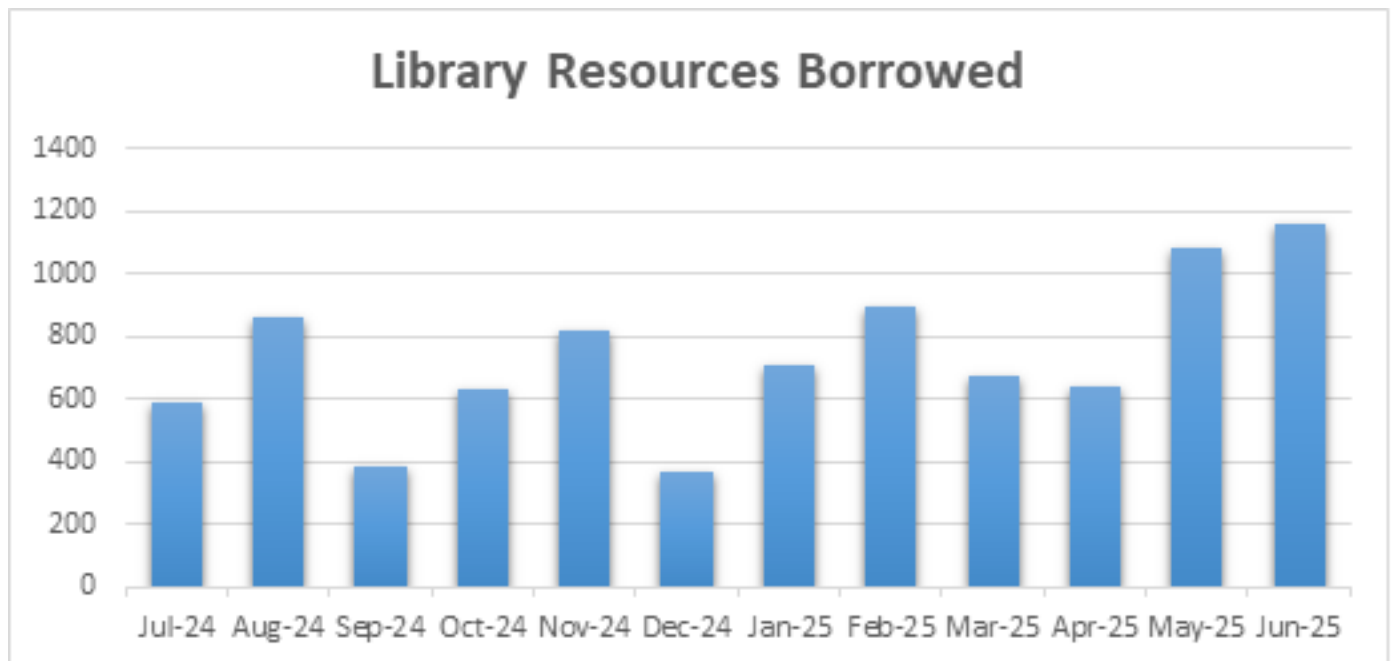
In February 2025, we experienced a significant boost in new resources, with an increase of 218 items compared to the previous period. Our collection has expanded to include a wide variety of numeracy and literacy resources—ranging from games and readers to interactive, hands-on materials—providing even more engaging resources for learners of all ages.



LIBRARY SERVICE

Items Borrowed

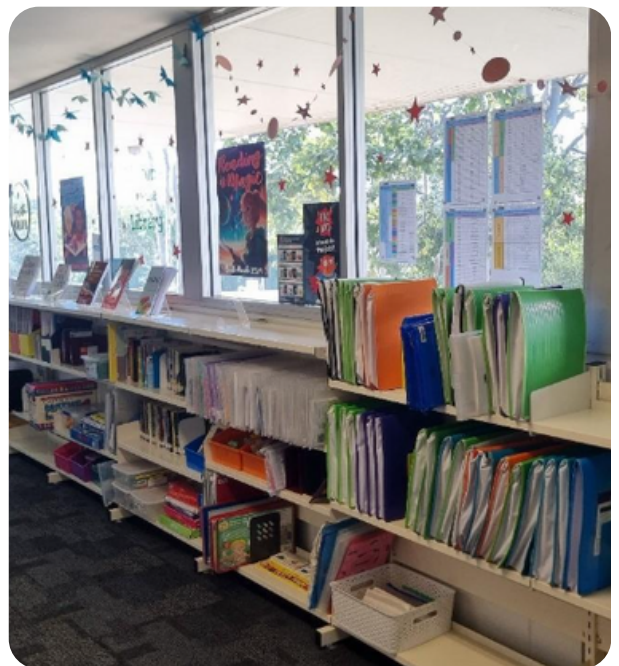
Borrowing activity varied over the year, reaching its highest point in June 2025. Between July 2024 and June 2025, a total of 9,119 resources were borrowed—an increase of 806 compared to the previous financial year.



Members

Speld Qld members can borrow up to six resources for a six-week period. You can browse and reserve items through our online library catalogue, and our friendly Speld staff are always happy to help with usernames, passwords, or navigating the system.

Once reserved, resources can be collected in person or conveniently posted to you, depending on your residential address. Reservations can also be made by emailing or phoning our office.



FINANCIAL STATEMENTS

SPELD QLD INC

Statement of profit or loss and other comprehensive income for the period of 1 July 2024 to 30 June 2025.

Income	2025	2024
Income from government (including grants)	1,600,366	1,279,710
Other grants	0	62,413
Contributions (members)	121,589	145,928
Donations	24,751	82,524
Revenue from providing goods or services	2,616,278	2,516,672
Revenue from investments	60,196	41,010
Other income	1,160	3,931
Total Income	4,424,340	4,132,187
Expenses		
Cost of goods and services provided	543,791	547,903
Employee expenses	3,653,690	3,001,971
All other expenses	506,030	397,572
Total Expenses	4,703,511	3,947,445
(LOSS)/PROFIT	(279,171)	184,742



FINANCIAL STATEMENTS

SPELD QLD INC

Statement of financial position as at 30 June 2025.

Assets		
Current Assets	30 June 2025	30 June 2024
Cash and cash equivalents	1,624,508	2,345,733
Trade and other receivables	136,285	172,180
Total Current Assets	1,760,792	2,517,913
Non-Current Assets	30 June 2025	30 June 2024
Deposits Held	8,367	8,367
Property, plant and equipment	43,604	65,576
Intangible assets	23,333	556
Total Non-Current Assets	75,305	74,499
TOTAL ASSETS	1,836,097	2,592,413



FINANCIAL STATEMENTS

SPELD QLD INC

Liabilities		
Current Liabilities	30 June 2025	30 June 2024
Trade and other payables	193,190	251,371
Other liabilities	499,990	918,952
Total Current Liabilities	693,180	1,170,324
Total Liabilities	693,180	1,170,324
Net Assets	1,142,917	1,422,089
Equity	30 June 2025	30 June 2024
Retained surpluses	1,142,917	1,422,089
TOTAL EQUITY	1,142,917	1,422,089



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Business Hours

Monday - Friday
8:00am - 4:00pm

