



Biloela State High School Annual Implementation Plan 2019



School Improvement Priorities

Improvement priority: A Culture the Promotes Learning

| | Strategy | Responsible Officer | Timeline | Success Indicator | Evidence Source |
|------------|--|--|----------|---|---|
| Attendance | Implement an attendance policy. | Principal Deputy Principals Year Coordinators | T1 | Attendance Policy and support measures implemented and embedded. ≥92% attendance rate for all students. ≥ 85% attendance rate for indigenous students. ≤18% student absenteeism in 0% to 85% rate. 95% student absences explained. | School Data Profile |
| | Implement a Responsible Behaviour Plan for Students. | Principal | T1 | Responsible Behaviour Plan for students implemented and embedded. | Responsible Behaviour Plan for Students |
| Behaviour | Develop protocols for incident management including data entry into One School and student referrals for minor, major and positive behaviours. | Principal | T1 | ≥75% of parents indicate satisfaction that 'Student behaviour is well managed at this school'. | Positive Behaviour for Learning Action Plan |
| | Explicitly teach behaviour expectations to students. | Teachers | T1 | ≥80% of students indicate satisfaction that 'Student behaviour is well managed at this school'. | School Opinion Survey |
| | Implement acknowledgment systems for the demonstration of behaviour expectations by students. | PBL Committee | T2 | ≥80% of staff indicate satisfaction that 'Student behaviour is well managed at this school'. | School Opinion Survey |
| | Provide behaviour management professional development for teaching staff. | Principal | T1 | ≥80% of staff indicate satisfaction that 'Student behaviour is well managed at this school'. | School Opinion Survey |
| | Continue to implement classroom profiling. | HOD Teaching and learning | Ongoing | ≥95% students indicate satisfaction that, 'My school celebrates student achievements'. | School Opinion Survey |
| | Develop and implement a whole school wellbeing framework. | Principal | T3 | Whole school wellbeing program implemented and embedded. | Wellbeing Framework |
| Wellbeing | Develop and implement student wellbeing program. | DP Junior Secondary HOD Junior Secondary DP Senior Secondary HOD Senior Secondary | T1 | ≥90% of parents indicate satisfaction that 'Teachers at this school are interested in my child's wellbeing'. ≥90% students indicate satisfaction that 'My teachers care about me'. ≥80% staff indicate satisfaction that 'Staff at my school are interested in my wellbeing'. | Student Wellbeing program Staff Wellbeing Program School Opinion Survey |
| | Develop and implement a staff wellbeing program. | DP Junior Secondary | T3 | ≥80% staff indicate satisfaction that 'The wellbeing of employees is a priority at my school'. | ACER Surveys |

Improvement priority: Systematic Curriculum Delivery

| | Strategy | Responsible officer | Timeline | Success Indicator | Evidence Source |
|------------|--|----------------------------------|----------|--|--|
| Curriculum | Develop and implement a whole school curriculum, assessment and reporting plan based on the Australian Curriculum (P to 10) and the Queensland curriculum (11 to 12). | DP Junior Secondary | Ongoing | Whole School Curriculum Assessment and Reporting Plan implemented and embedded across the school. | Whole School Curriculum Assessment and Reporting Plan |
| | Develop professional learning communities to provide school leaders and teachers opportunities to: <ul style="list-style-type: none"> discuss the implementation of the Australian and Queensland Curriculum. analyse results across year levels, faculties and the school and develop strategies for improvement. | DP Senior Secondary | T2 | Professional Learning Communities implemented and embedded across the school. ≥80% of students achieving a C or above in English in years 7 to 10. ≥85% of students achieving a C or above in Mathematics and Science in years 7 to 10. | Curriculum Professional Learning Teams School Data Profile |
| | Develop assessment literacy in teachers and students. <ul style="list-style-type: none"> QCAA Assessment Modules 1 to 3 Know and Do Tables Learning Intentions and Success Criteria | Heads of Department | T3 | ≥85% of parents indicate satisfaction that 'My child's English skills are being developed at this school'. ≥92% of parents indicate satisfaction that 'My child's Mathematics skills are being developed at this school'. ≥88% of students indicate satisfaction that 'My English skills are being developed at my school'. ≥90% of students indicate satisfaction that 'My Mathematics skills are being developed at my school'. | School Opinion Survey |
| Moderation | Develop professional learning communities to provide opportunities for school leaders and teachers to moderate and review student work. | Principal Heads of Department | T2 | Whole School Curriculum Assessment and Reporting Plan implemented and embedded across the school. Professional Learning Communities implemented and embedded across the school and cluster. | Whole School Curriculum Assessment and Reporting Plan Curriculum Professional Learning Teams School moderation Cluster moderation |

Improvement priority: Effective Pedagogical Practices

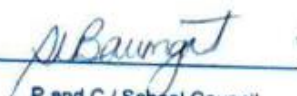
| | Strategy | Responsible Officer | Timeline | Success Indicator | Evidence Source |
|-----------------------|--|--|----------|---|--|
| Pedagogy | Create a systematic approach to coaching, mentoring and feedback, to improve teaching practices. | DP Senior Secondary | T1 | Mentoring Beginning Teachers Program implemented and embedded. | Mentoring Beginning Teachers Program |
| | Develop digital practices for teaching and learning. | Mentoring Beginning Teacher Coordinator HOD Teaching and Learning Teachers | | Classroom Profiling implemented and embedded. Coaching Model implemented and embedded. ≥85% of staff indicate satisfaction that 'I receive useful feedback about my work at this school'. ≥95% of staff indicate satisfaction that 'My school encourages and coaching and mentoring activities'. ≥90% of parents indicate satisfaction that 'I understand how computer and other technologies are used at this school to enhance my child's learning'. ≥90% of students indicate satisfaction that 'I use computers and other technologies at my school for learning'. | Classroom Profiling Data Sweeps Coaching Framework School Opinion Survey |
| Literacy and Numeracy | Provide challenging learning experiences that further develop literacy and numeracy through all learning areas of the Australian Curriculum. | HOD Literacy | Ongoing | Whole School Curriculum, Assessment and Reporting Plan implemented and embedded. | Whole School Curriculum Assessment and Reporting Plan |
| | Implement literacy classes for students in years 7 to 9. | HOD Numeracy | T1 | Professional Learning Communities implemented and embedded across the school. | Literacy classes |
| | Continue to implement Collins Writing Program. | Teachers | Ongoing | ≥80% of students achieving a C or above in English in years 7 to 10. | Numeracy classes |
| | Implement numeracy classes for students in years 7 to 9. | | T1 | ≥85% of students achieving a C or above in Mathematics and Science in years 7 to 10. | School Data Profile |
| | Develop professional learning communities to provide school leaders and teachers opportunities to: <ul style="list-style-type: none"> discuss the implementation of the Australian and Queensland Curriculum. analyse results across year levels, faculties and the school and develop strategies for improvement. | | T2 | Improvement in students achieving NMS and U2B in NAPLAN. Improvement in student relative gain in NAPLAN. | |

Endorsement

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



Principal



P and C / School Council



Assistant Regional Director