



ROCKHAMPTON STATE HIGH SCHOOL – DRAFT STRATEGIC PLAN OVERVIEW 2016 - 2019



Respect, Opportunity, Challenge, Knowledge, Success

School Vision	Domain	Key Principle	KEY STRATEGY *2016 Priority SIU *Other identified priority SIU School identified priority	PERFORMANCE MEASURE/TARGET	INITIATED IMPLEMENTED REVIEWED			
					2016	2017	2018	2019
RESPECT	✓ A culture that promotes learning	<ul style="list-style-type: none"> Every child has the right to learn in an environment that supports high expectations 	<ul style="list-style-type: none"> Engage full school community in review of BEHAVIOUR MANAGEMENT policy (see Behaviour Plan) High expectations are supported through clear routines and expectations School based resources produced to explicitly educate students re appropriate behaviour Investigate Professional Learning Communities Improve Attendance Rate 	<ul style="list-style-type: none"> Behaviour Action Plan completed including full consultation and review Improvement in SDA, cancellation, exclusion (SDA<100 per 1000 per term, Exclusions <0.5% per 1000 Cancellations< 0.7 per 1000). Rewrite RBP4S Embed and publish new teacher colleague referral system Reduction in incidents involving breaches of school policy (mobile phone, bullying, truancy, refusal to comply etc.) 100% of classrooms and staff handbook contains reviewed rules Publication Explicit Anti-Bullying materials and e.g. and non-e.g. of appropriate behaviour Continued annual student satisfaction: 'This is a safe school', 'Student behaviour in this school is well-managed' (>80%) 				
				<ul style="list-style-type: none"> Reference group to investigate PLC feasibility – research, best practice. Recommendations published and implemented 				
				<ul style="list-style-type: none"> Attendance Officers– new position & Indigenous support – role description and checklists, attendance office. Attendance rate indigenous and non-indigenous (90%) Reduce unexplained absences to 20% (from 37% 2015) Comprehensive Attendance Strategy – completed and published 				
OPPORTUNITY	<ul style="list-style-type: none"> Targeted use of school resources School-community partnerships 	<ul style="list-style-type: none"> We attend to the needs of all students and provide additional support where required We are an important part of our community and form strong partnerships with our community 	<ul style="list-style-type: none"> Restructure Learning Support and SEP Department Refine HOD, DP and YLC roles and responsibilities Review use of targeted resources Centenary 2019 Develop a communication and marketing strategy to promote the school's excellence agenda 	<ul style="list-style-type: none"> Successful combination of SEP and LSUP into LEC – Learning Engagement Centre New management structures, roles, policies, procedures, communication, database 				
				<ul style="list-style-type: none"> New role descriptions published and disseminated in Organisational Chart 				
				<ul style="list-style-type: none"> Complete long-term Support plan which includes review of Guidance, Learning Support, Behaviour allocation, combining 14S funding strategy & WSS-SLR Development of committee and Action Plan for Centenary 				
				<ul style="list-style-type: none"> Marketing and promotion strategy including marketing and promotion officer, advertising schools of excellence. Increased enrolment in Writing Excellence. Investigate other options such as Ag, Music 				
CHALLENGE	✓ Effective Pedagogical Practice	<ul style="list-style-type: none"> Students need to be engaged and challenged in every class 	<ul style="list-style-type: none"> Complete and refine Pedagogical Framework Professional development plan links to Pedagogical Framework 	<ul style="list-style-type: none"> Framework completed and disseminated electronically with hyperlinks Pedagogical Framework unpacked through the school's Professional Development Plan 				
KNOWLEDGE	<ul style="list-style-type: none"> Analysis and Discussion of Data An Expert Teaching Team Systematic Curriculum Delivery 	<ul style="list-style-type: none"> Qualitative and quantitative data is regularly collected, reviewed, analysed, shared to inform school improvement Every staff member is a learner who can make a difference to students' learning Our curriculum is consistent, engaging and challenging 	<ul style="list-style-type: none"> WRITING PLAN including handwriting (see Writing Plan) Develop explicit literacy and numeracy plan Review and embed Data Plan Expand on Teacher Lesson Observation Schedule Fully implement and review new moderation procedures 	<ul style="list-style-type: none"> Improved NAPLAN WRITING results as per targets Literacy and Numeracy Plans completed 				
				<ul style="list-style-type: none"> Data Plan includes CQ3S actions, NAPLAN & EMS (SDP), links to PD plan, QCE tracking and new OS interim report feedback and analysis Teacher Observation Schedule expanded to 4 observations per year 				
				<ul style="list-style-type: none"> Whole School Curriculum Plan includes assessment strategy Included in Staff Handbook and linked to line management and calendared dates 				
SUCCESS	<ul style="list-style-type: none"> An Explicit Improvement Agenda Differentiated Teaching and Learning 	<ul style="list-style-type: none"> Respect Opportunity Challenge Knowledge Success Every child can be a successful learner We know our students 	<ul style="list-style-type: none"> Develop a STEM school of Excellence Streaming – 7,8,9,10 Restructured Learning Support (combined with SEP); Learning Engagement Centre Model best practice differentiated pedagogy in classrooms and provide PD 	<ul style="list-style-type: none"> Increase EMS 60% (2016) 70% (2017) 75%(2018) Focussed differentiated support through streaming In 2015- 2017, develop and resource a complete STEM school of Excellence to be opened 2017 Evidence in timetable 				
				<ul style="list-style-type: none"> Data Plan includes revised Student Improvement and Faculty Improvement Plans Differentiated learning apparent in restructured Learning Support & SEP (Learning Engagement Centre) and streaming of classes 				
				<ul style="list-style-type: none"> Differentiation strategies apparent in Professional Development Plan & Ped F 				



ROCKHAMPTON STATE HIGH SCHOOL – DRAFT AIP 2016

Respect, Opportunity, Challenge, Knowledge, Success



School Vision	Domain and Principle	KEY STRATEGY *2016 Priority SIU *Other identified priority SIU School identified priority	PERFORMANCE MEASURE/TARGET	ACTION	WHO	INITIATED IMPLEMENTED REVIEWED			
						Term 1	Term 2	Term 3	Term 4
RESPECT	<p>✓ A culture that promotes learning</p> <p><i>Every child has the right to learn in an environment that supports high expectations</i></p>	<ul style="list-style-type: none"> Engage full school community in review of BEHAVIOUR MANAGEMENT policy (see Behaviour Plan) High expectations are supported through clear routines and expectations School based resources produced to explicitly educate students re appropriate behaviour Investigate Professional Learning Communities Improve Attendance Rate 	<ul style="list-style-type: none"> Behaviour Action Plan completed including full consultation and review Improvement in SDA, cancellation, exclusion (SDA<100 per 1000 per term, Exclusions <0.5% per 1000 Cancellations< 0.7 per 1000). Rewrite RBP4S Embed and publish new teacher colleague referral system Reduction in incidents involving breaches of school policy (mobile phone, bullying, truancy, refusal to comply etc.) 100% of classrooms and staff handbook contains reviewed rules Publication Explicit Anti-Bullying materials and e.g. and non-e.g. of appropriate behaviour Continued annual student satisfaction: 'This is a safe school', 'Student behaviour in this school is well-managed' (>80%) Reference group to investigate PLC feasibility – research, best practice. Recommendations published and implemented Attendance Officers– new position & Indigenous support – role description and checklists, attendance office. Attendance rate indigenous and non-indigenous (90%) Reduce unexplained absences to 20% (from 37% 2015) Comprehensive Attendance Strategy – completed and published 	Behaviour Action Plan	DP and Principal				
				Anti-bullying resources developed through school Drama dept. and prof film-maker Posters –outsource. Check against latest DETE -	DP, Arts HOD				
				Review process for monitoring and checking bookwork, homework, uniform, punctuality, equipment, electronic device, class rules and routines including HOD feedback – consistent appearance of policies in staff handbook, classrooms, planner	DP				
				Hyperlink above to Ped Framework	DP				
				CCM training	DP, GO				
				ESCM training	DP	SFD			
				11s and 12s–incomplete return block exams	HOD SS				
				Seek in-service PLCs, draft action plan for implementation develop team protocols	Principal				
				Attendance Officer role description	DP, BSM, Principal				
				Attendance Strategy including role SBPO	DP, CEC, SBPO				
OPPORTUNITY	<p>✓ Targeted use of school resources</p> <p>✓ School-community partnerships</p> <ul style="list-style-type: none"> We attend to the needs of all students and provide additional support where required <p><i>We are an important part of our community and form strong partnerships with our community</i></p>	<ul style="list-style-type: none"> Restructure Learning Support and SEP Department Refine HOD, DP and YLC roles and responsibilities Centenary 2019 Review use of targeted resources Develop a communication and marketing strategy to promote the school's excellence agenda 	<ul style="list-style-type: none"> Successful combination of SEP and LSUP into LEC – Learning Engagement Centre New management structures, roles, policies, procedures, communication, database New role descriptions published and disseminated in Organisational Chart Development of committee and Action Plan Complete long-term Support plan which includes review of Guidance, Learning Support, Behaviour allocation, combining 14S funding strategy & WSS-SLR Marketing and promotion strategy including marketing and promotion officer, advertising schools of excellence. Increased enrolment in Writing Excellence. Investigate other options such as Ag, Music 	Restructure Learning Support	HOSES & T&L				
				Organisational Chart and role description	Principal				
				Support Plan – WSS	Principal HOSES GO BSM				
				Lunch activities 8 & 9	HOD JS				
				House points process	Sports Co-ord				
				Parent forums	Principal				
				PGD roster on staff timetables. Reissued pigeonholes each change	DP-MB				
				Development Past Students Association Fundraising via Facebook/social media	Principal BSM				
				Further embed ROCKS Respect Opportunity Challenge Knowledge Success through marketing, in all school documents and explicit teaching	Marketing Officer				
				Marketing and Promotion Plan	Marketing Officer				

CHALLENGE	<ul style="list-style-type: none"> ✓ Effective Pedagogical Practice <p><i>Students need to be engaged and challenged in every class</i></p>	<p>*Complete and refine Pedagogical Framework</p> <ul style="list-style-type: none"> Professional development plan links to Pedagogical Framework 	<ul style="list-style-type: none"> Framework completed and disseminated electronically with hyperlinks Pedagogical Framework unpacked through the school's Professional Development Plan Prepare students for QCAA External Exams –long-term plan 	<p>Pedagogical Framework completed</p> <p>Master Teacher Principal</p>				
				<p>Pedagogical Framework in PD plan</p> <p>MT DP-PD</p>				
				<p>Introduce <i>Rigour</i> C2C HOT strategies or similar</p> <p>MT</p>				
				<p>External exams – develop plan</p> <p>Develop protocols and guidelines for students in preparation</p> <p>HOD Sen Sch &HODs</p>				
KNOWLEDGE	<ul style="list-style-type: none"> ✓ Analysis and Discussion of Data ✓ An Expert Teaching Team ✓ Systematic Curriculum Delivery <p><i>Qualitative and quantitative data is regularly collected, reviewed, analysed, shared to inform school improvement</i></p> <p><i>Every staff member is a learner who can make a difference to students' learning</i></p> <p><i>Our curriculum is consistent, engaging and challenging</i></p>	<p>*WRITING PLAN including handwriting (see Writing Plan)</p> <p>*Develop explicit literacy and numeracy plan</p> <ul style="list-style-type: none"> Review and embed Data Plan Expand on Teacher Lesson Observation Schedule Fully implement and review new moderation procedures 	<ul style="list-style-type: none"> Improved NAPLAN WRITING results as per targets Literacy and Numeracy Plans completed Data Plan includes CQ3S actions, NAPLAN & EMS (SDP), links to PD plan, QCE tracking and new OS interim report feedback and analysis Teacher Observation Schedule expanded to 4 observations per year Whole School Curriculum Plan includes assessment strategy Included in Staff Handbook and linked to line management and calendared dates 	<p>Complete Writing Plan</p> <p>Master Teacher</p>				
				<p>Implement program <i>Reading to Learn</i> within PD plan</p> <p>Master Teacher</p>				
				<p>Continue to implement <i>Seven Steps in Writing</i></p> <p>Master Teacher</p>				
				<p>Incorporate EMS-NAPLAN SDP functionality into school Data Plan -</p> <p>DP</p>				
				<p>Implementation AITSL in PD plan</p> <p>Link to Observation Schedule</p> <p>ATL</p>				
				<p>Moderation-validity</p> <p>Proformas given to line manager</p> <p>DP-MB</p>				
				<p>New 'Student Improvement Plan' procedures linked to data plan</p> <p>DP</p>				
				<p>Investigate <i>Teachscape</i>/Marzano i-observation tool</p> <p>DP</p>				
				<p>Implement Performance Plan changes for Principals, DPs and HODs</p> <p>DP-MB</p>				
				<p>TAFE/RTO for yr. 10 Vocational class</p> <p>HOD SS</p>				
				<p>Review OP/Authority Registered offerings</p> <p>HOD SS</p>				
				<p>Planning time available to identify critical content and narrow and sharpen curriculum - ACARA</p> <p>DP-MB Principal</p>				
				<p>Level 2 school planning on Website (common format)</p> <p>DP-MB</p>				
				<p>Aspirants guidelines and process</p> <p>Principal</p>				
SUCCESS	<ul style="list-style-type: none"> ✓ An Explicit Improvement Agenda ✓ Differentiated Teaching and Learning <ul style="list-style-type: none"> Respect Opportunity Challenge Knowledge Success Every child can be a successful learner <p><i>We know our students</i></p>	<ul style="list-style-type: none"> Develop a STEM school of Excellence Streaming – 7,8,9,10 Restructured Learning Support (combined with SEP); Learning Engagement Centre Model best practice differentiated pedagogy in classrooms and provide PD 	<ul style="list-style-type: none"> Increase EMS 60% (2016) 70% (2017) 75% (2018) In 2015- 2017, develop and resource a complete STEM school of Excellence to be opened 2017 Focussed differentiated support through streaming evidenced in timetable Data Plan includes revised Student Improvement and Faculty Improvement Plans Differentiated learning apparent in restructured Learning Support & SEP (Learning Engagement Centre) and streaming of classes and support mechanisms Differentiation strategies apparent in Professional Development Plan & Ped F 	<p>STEM school excellence</p> <p>ADP -PP</p>				
				<p>Expansion excellence program in Writing – timeline, budget</p> <p>A DP -P P</p>				
				<p>Introduce streaming Timetable</p> <p>DP-MB</p>				
				<p>Restructure Learning Support Dept.- including Electronic booking for students needing exam support/review</p> <p>HOSES and LE HOD</p>				
				<p>Differentiation strategies in Ped Framework and enacted through PD Plan</p> <p>Master Teacher</p>				
				<p>Reviewed DIPs and SIPs in Data Plan</p> <p>DP</p>				