

Heatley State School

Strategic Plan 2016-2019

OUR VISION

We lead the way with innovative programs, inspired staff and learning success for every student.

OUR PURPOSE

Our school is built on a community that recognises and respects uniqueness and strives to support the growth of its members in their educational, emotional and social pursuits.

OUR VALUES

Respect
We show respect by listening, caring and celebrating difference.

Creativity
We nurture creativity as part of personal development.

Honesty
We value honesty and act with integrity.

Relationships
We build supportive relationships that promote cooperation and teamwork.

Personal Responsibility
We take personal responsibility and are accountable for our actions.

Optimism
We think positively and aim high.

OUR SHARED BELIEFS & UNDERSTANDINGS

- All students can achieve high standards, given sufficient time and the right support
 - High expectations and early and ongoing intervention are essential
 - All teachers can teach to high standards given the right assistance
- Teachers need to be able to articulate what they teach and why they teach the way they do

(adapted from Hill & Crevola 1999 in Sharratt & Fullan 2012)

OUR KEY STRATEGIC AREAS

SUCCESSFUL LEARNERS

Embed a consistent approach to positive behaviour support for the holistic development of every student

Embed our systematic processes and practices to identify, support and extend ALL students to achieve their best

Refine data analysis and monitoring to inform student learning goals and progress

Sustain our attendance strategy for improved student engagement

QUALITY TEACHING

Implement our curriculum plan that reflects systemic and local priorities with a focus on improving students' literacy and numeracy achievement

Implement our Pedagogical Framework and build teaching capacity to use high yield instructional strategies in good first teaching, case management and early intervention

Embed our collaborative approach to curriculum planning, assessment, reporting and monitoring of student learning

Expand and embed the coaching, observation and feedback cycle to improve teaching knowledge, practices and engagement

INNOVATION LEADERSHIP

Implement a Professional Learning Plan for all staff aligned to systemic and local priorities

Use the Australian Professional Standards for Teachers/ Principals to guide professional knowledge, practice and engagement

Lead and create opportunities to foster leadership capabilities

Sustain our explicit improvement agenda that is informed by and responsive to research, evidence-based practice and triangulated school data

Implement our collective school improvement agreement within and across collegial learning communities

ENGAGED PARTNERS

Strengthen and expand our connections with those local businesses, clubs and organisations that support student learning and well-being

Enact the Parent & Community Engagement Framework and continue to promote our school as a community hub

Strengthen and support our inschool volunteer program, the Heatley SS P&C Association and Yubu Yunga Indigenous parent reference group

Provide and refine our Transition Programs for students by supporting positive engagement of key stakeholders

PERFORMANCE MEASURES

- $\geq 80\%$ of all students achieve A-C level of achievement in English, Mathematics and Science
- The percentage of non-exempted Year 3 and 5 students who achieve NMS in NAPLAN is similar to or exceeds the nation
- The percentage of non-exempted Year 3 and 5 students who achieve in the upper 2 bands in NAPLAN is similar to or exceeds the nation
- Identified Early and Middle Phase EAL/D students move one level or more in the Bandscale speaking continuum
- Prep - 3 enrolment is maintained at ≥ 80 students per year level
- Indigenous and non-Indigenous student attendance rates (for all year levels) are in either the upper or mid upper state quartile
- 100% of teaching and non-teaching staff engage in professional learning program annually
- All teaching staff engage in collaborative professional learning opportunities within and across schools annually
- All permanent teaching & non-teaching staff engage in school wide annual performance review processes
- Levels of satisfaction in relevant dimensions of Student, Parent & Staff School Opinion Survey are similar to or above state means
- School Headline Indicators are green or orange for measures appropriate to the school

EVIDENCE SOURCES

- Classroom observation and feedback
- OneSchool student data
- School Data Profile
- Staff Annual Performance Plans
- CPD records on OneSchool and QCoT
- School Professional Learning Plan
- School Review Reports
- School Audit Reports
- Master Teacher Reports
- Various meetings' minutes
- School Budget and Financial Report

This plan was developed in consultation with the school community and is a statement of direction that meets school needs and systemic requirements. Signed and dated: