



North Coast Region Gympie State High School



Our Vision:

Gympie High is a learning community where positive relationships are the foundation for achievement of everyone's personal best in all aspects of school life.

Our Values:

Resilience, Diversity, Success, Tradition

Our Expectations:

Respectful, Responsible, Safe, Learners

Our Goal:

Gympie State High School: the preferred secondary school for local families.

2017 Explicit Improvement Agenda:

Student Success	Quality Staff	Community Confidence
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> High Expectations for: Achievement, Attendance and Behaviour <input checked="" type="checkbox"/> Literacy and Numeracy Focus <input checked="" type="checkbox"/> Customised Junior Classes and Senior Schooling Pathways <input checked="" type="checkbox"/> Diverse Curriculum 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Targeted Professional Practice and Learning for all Staff <input checked="" type="checkbox"/> Professional Performance Review Processes <input checked="" type="checkbox"/> Learning Communities 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Parent, Community and Industry Engagement <input checked="" type="checkbox"/> Sustainable Partnerships <input checked="" type="checkbox"/> Positive Community Profile

2017 Annual Implementation Plan

ENDORSEMENT

This Annual Implementation Plan, and associated budget, was developed in consultation with the school community and states the key priorities and strategies that meet school needs and departmental requirements.

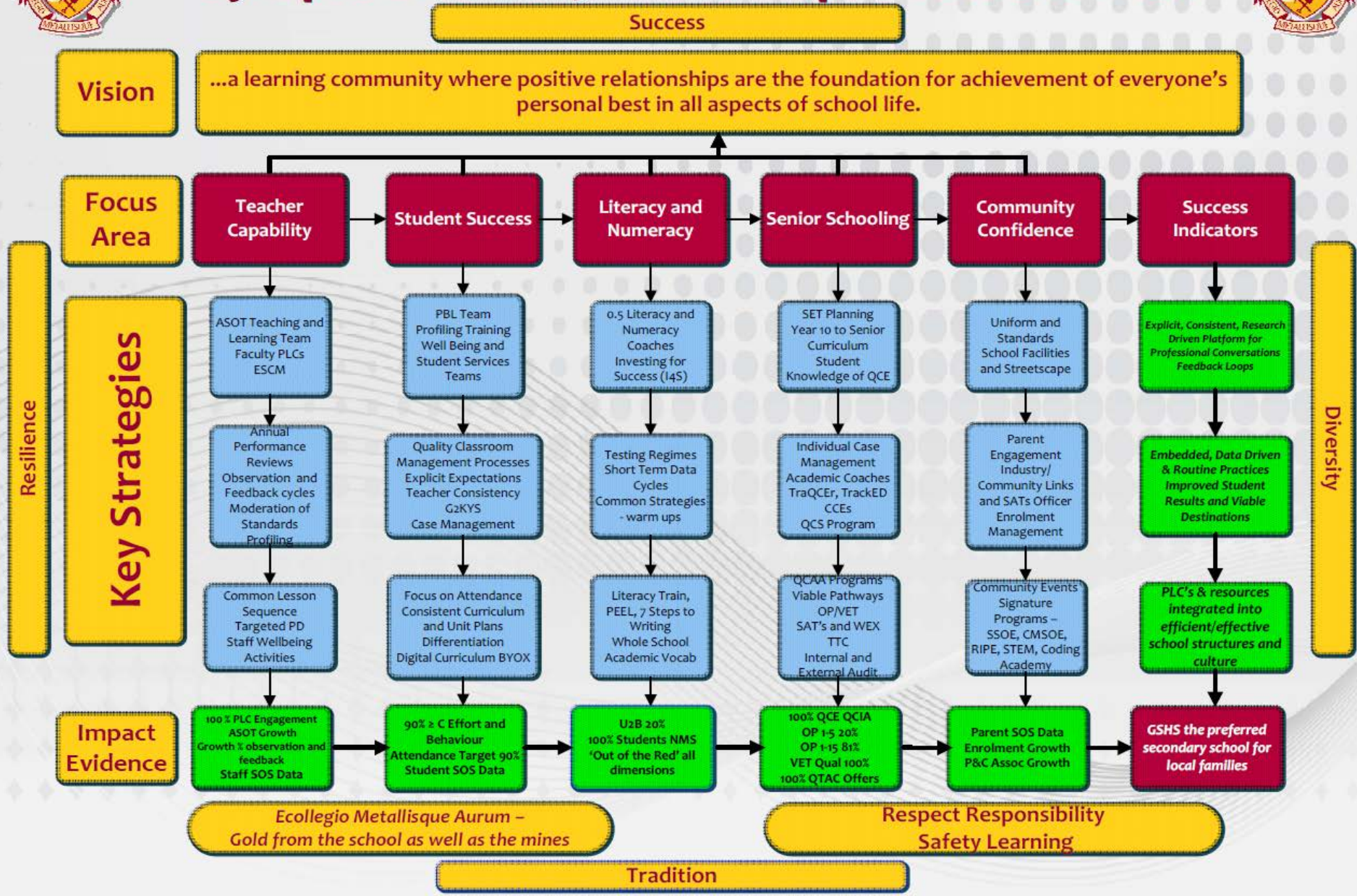
Anthony Lanskey
Principal
23/02/17

Michael Curran
P&C President
23/02/17

Mary Coverdale
Assistant Regional Director
/ /



Gympie SHS 2015 - 2018 Improvement Plan



FOCUS AREA	SCHOOL PRIORITIES 2017	IMPROVEMENT STRATEGIES AND ACTIONS 2016
Successful Learners	<ul style="list-style-type: none"> • Student Achievement • Literacy and Numeracy • Attendance • Behaviour • Senior Pathways 	<p><u>Literacy and Numeracy Priority</u></p> <ul style="list-style-type: none"> • Mentors in Literacy and Numeracy to support improvement agenda – Revisit Role Description • Success School Project in Numeracy – diagnostics, warm-ups and re-culturing of staff in whole school numeracy practices, Gympie Maths Alliance, Partnership with UQ in Research Project • Investigate Success Project with feeder primary school with focus on moderating writing standards • Embed explicit teaching of Writing through the “7 Steps to Writing Success” program; focus on improvement in reading through Literacy Train, QAR strategies, targeted classes in Junior Secondary and use of short term data cycles and warmups. • Continue data informed practices in identifying literacy and numeracy focus areas – access for staff through TracEd and School Literacy Database • Maintain testing regime of diagnostics (TORC) for entering Year 7 and distance travelled at end of year junctures • Utilise relative gain analysis from 2016 NAPLAN to inform curriculum focus. Continue to use online school-developed resources for access across school and at home • Support of successful Learners Programs through I4S Strategy <p><u>NAPLAN Strategy</u></p> <ul style="list-style-type: none"> • Implement the Junior Secondary NAPLAN Improvement Agenda 2017 • NAPLAN preparation through Learning Enhancement Program in all Junior Secondary year levels to ensure development of key skills across Junior Secondary • Investing for Success (I4S) funding will primarily be focussed on moving the Year 9 NAPLAN performance mean scores in Reading, Numeracy and Writing towards the National Means <p><u>Upper 2 Bands Priority</u></p> <ul style="list-style-type: none"> • Specialised School of Excellence in Science and Maths in Year 7 and Masterclasses in 8 and 9 to extend U2B; Continue STEM focus and partnerships with tertiary institutions • Upper 3 Band project with focussed intervention in Year 7 and 9 to lift Upper 3 Band results <p><u>Positive Education for Learning</u></p> <ul style="list-style-type: none"> • Maintain school wide expectations - Respectful, Responsible, Safe, Learners – market and promote expectations across school community • Professionally develop Positive Education team in data analysis, essential skills for classroom management and profiling and roll out to staff through staff led PD and mentor exchanges <p><u>Attendance Improvement Strategy</u></p> <ul style="list-style-type: none"> • Whole, school focus on attendance – community awareness campaign, attendance incentives, case management of school refusers and high absentees; incentive system to reward students reaching attendance benchmarks – 90% and 100% <p><u>Differentiation Strategy</u></p> <ul style="list-style-type: none"> • HOSES and Learning Support to provide school leadership and support of continued differentiation strategies for students identified through the NCCD requiring ICPs • Continue Implementation of Data Informed Classrooms (Getting to Know Your Students G2KYS) – a GSHS approach to Individual Student Achievement and Success • Junior Curriculum Audit and consistent Unit Planner to implement National Curriculum • Implementation of class and faculty data walls to monitor and support student improvement • Continue dashboard strategies, rollout tracking software for staff to assist G2KYS and Individual case management – 2017 Focus • Support programs for Complex Case Students and students suffering trauma – Act for Kids Partnership and Reboot Training for Staff <p><u>Senior Secondary Priority</u></p> <ul style="list-style-type: none"> • Implement the 2017 QCE Improvement Plan – target 98% • Continue Year 10 to Senior Strategy • Academic Coaching model to case manage at risk students in Senior Secondary using TrackEd and OP Analyser – Need to Review 2017 early Intervention strategy and Academic Coaching • Utilise data walls to track student progress • OP 1-5 and 1-15 improvement strategy – QSC Preparation, Targeted Programs, Next Steps Survey Improvement • Continue to Embed Pathways, Empower Futures through the GSHS Senior Secondary Improvement Agenda, Successful VET Audit • Prepare staff and community for Senior Assessment and Tertiary Entrance (SATE) – 2019 implementation

- Staff Capability
- Pedagogical Framework
- Professional Learning
- Performance Review Process

Annual Performance Review Process

- Continue APR with all staff (teaching and non-teaching) ensuring an alignment to state-wide process, to school improvement priorities in the AIP and to individual staff needs.
- Teaching staff Performance Plans align with AITSL: National Professional Standards for Teachers
- Consultation and feedback structures are in place and occur in a timely manner
- Implement processes to monitor staff and personal wellbeing through Positive Education Philosophy

Teacher Capability – ASOT, Positive Education and Essential Skills for Classroom Management

- Continue implementation of overarching Curriculum Framework based on ASOT
- Continue roll out of Design Questions in line with school improvement agenda and Positive education
- Actively engage the ASOT team leaders to further and deepen understanding of staff
- Staff engage in PLCs using ASOT as a reflective framework
- Provide opportunities for staff training and use in Profiling and Mentor Exchanges
- Provide Coaching and Feedback through a focus on observational protocols and collegiality – continue use of common observation template based on ASOT Design Questions - & scheduled observations, quality assurance of practice & components
- Reboot Training for Jnr Secondary Staff including Support Staff
- SATE preparation – trial external examinations, assessment approval, actively source PD and information opportunities

Professional Learning Communities

- Regular Faculty meetings will continue to serve as PLCs where staff share practice and learn from each other
- Alignment of strategic agenda through all meetings and PLCs
- Target PD for staff aligned to systemic and school strategic
- Professional Development of Staff using National School Improvement Tool (NSIT)
- Moderation of Standards as focus for staff PD

- Community Partnerships
- Parent Communication
- Community Confidence

Partnerships – Region, Local, Schools, Industry, University and Community

- Transitions Improvement Agenda - Focus on providing engaging and meaningful transitions at key junctures 6 to 7, 9 to 10 & feeder schools & promoting state education.
- Gympie State Schools Administrators’ Alliance
- Online College of Coding – grow programs through local primary schools and gateway schools
- University Partnerships – USC, UQ and QUT
- Trade Training Centre, Coloola Schools Cluster
- Enhance partnerships for sport and community activities for students and staff
- Enhance relationships with local primary schools with visible presence and interaction with principals and schools.
- Continue communication strategies with community regarding relevant changes so as to develop market position that revitalises GSHS using SMS, Facebook to market GSHS, school signage
- Programs of Excellence – reviewed and renewed in 2017 – Gympie Music School Of Excellence (GMSOE), Specialised School of Excellence in Science and Maths (SSOE), Rural Industries School of Excellence (RISE), Online College of Coding, Centurions Sporting Academy

Community Confidence

- Continue rollout of new uniform with full implementation in 2017
- Continue to market school through local media, advertising and rebranding
- Continue renewal of school streetscape on Cootharaba and Everson Rd boundaries
- Progress upgrade of school facilities – Ag Farm, Gym, Hall and Performing Arts
- Further develop and progress School Strategic Infrastructure Plan for 5-10 vision of school facilities -

Parent and Community Engagement Strategy

- Promote parent participation in school events and provide opportunities for families to observe student learning and celebrate student achievement through the Gympie HIGHLIGHTS initiative, Learning Curve and Junior/Senior Student Planner initiatives.
- Use multiple communication channels to communicate with parents e.g. email, SMS, telephone, web portal, Facebook, Schoolzine Newsletter, School electronic signage and local media, 2017 Q Parents
- Provide programs and opportunities for parents to build their capacity to support their child’s learning – Parenting Programs, Classroom Volunteering, Parent Information Evenings
- Actively seek and sustain a wide range of community partnerships through SATs, Work Experience, Hospitality catering opportunities, Cooloola Schools Cluster, Gympie Schools Alliance, Gympie Regional Council, Broncos, Chaplaincy Committee, P&C, Australian Institute of Country Music, Academy of Interactive Entertainment Canberra, Gympie Times, Act for Kids, Reboot, Child Safety, QPS
- Paddock to Plate Luncheon partnering with Matt Gollensky and local business to showcase Agriculture and Hospitality Programs

- Explicit Expectations
- Consistency of Standards
- Personal Responsibility

Consistency of Standards

- Revise and renew Responsible Behaviour Plan for Students to reflect the Expectations for a Disciplined School Environment and Strengthening discipline – Learning Curve Positive Education focus
- Explicit Expectations used to guide discussions regarding student behaviour and teacher consistency of practice
- Continue BM structure implemented in 2016 with clarity of student behaviour management process
- Continue utilising Audit Improvement Plan following successful 2016 Audit
- Ensure WHS processes are compliant
- Complete mandatory annual training for all staff

Opinion Survey Priorities

- Refer to 2016 SOS Review
- Improve results across key question – “Is this a good school?”
- The top priority to work on for BOTH students and parents is “Student behaviour is well managed at this school”, and for Staff “This school is well maintained”. This supports the focus on community confidence.
- Improved communication to all parents of the community

School Improvement Targets 2015-2018

Gympie State High School

Strand	Year Level	Measure	School Targets			
			2015	2016	2017	2018
Reading	Year 7	NMS	97	98	99	100
		U2B	19	20	21	22
	Year 9	NMS	93	95	97	100
		U2B	15	17	20	20
Writing	Year 7	NMS	80	85	95	100
		U2B	12	15	18	20
	Year 9	NMS	80	85	95	100
		U2B	10	15	17	20
Spelling	Year 7	NMS	90	95	87	100
		U2B	22	23	24	25
	Year 9	NMS	89	93	95	100
		U2B	20	22	24	25
Grammar & Punctuation	Year 7	NMS	90	94	98	100
		U2B	16	18	20	22
	Year 9	NMS	90	94	98	100
		U2B	12	15	18	20
Numeracy	Year 7	NMS	97	98	99	100
		U2B	15	18	20	22
	Year 9	NMS	98	99	100	100
		U2B	19	20	21	22

Measure	Annual Target Increase for State Schools ²	Dimensions of Measure	School Targets			
			2015	2016	2017	2018
YEAR 12 OUTCOMES	An increase of at least 1% pa.	Percentage of students awarded a QCE by the end of Year 12	94%	96%	98%	100%
		Percentage of Year 12 OP/IBD-eligible students with OP 1–15 or an IBD	70%	75%	80%	81%
		Percentage of Year 12 students who are completing/completed a SAT or awarded — QCE, IBD, VET qualifications	95%	96%	98%	100%
		Destinations: Percentage of Post Year 12 in education, training or employment	78%	80%	83%	85%

Measure	Annual Target Increase for State Schools	Dimensions of Measure	School Targets			
			2015	2016	2017	2018
INDIGENOUS EDUCATION	The gap in reading and numeracy	The gap between Indigenous and non-Indigenous student reading and numeracy mean scale scores				
		Reading	15	10	5	0%
	Numeracy	10	5	2	0%	
	Close the gap in student attendance	The gap between Indigenous and non-Indigenous attendance rates.	5	4	3	0%
ATTENDANCE AND RETENTION	An increase of 1% pa.	Average attendance rate for students	90%	91%	92%	93%
SATISFACTION MEASURES	An increase of 1% pa	Percentage of students satisfied that they are getting a good education at school. (S2048)	92	93	94	95

	Percentage of parents/caregivers satisfied that their child is getting a good education at school. (S2016)	93	94	95	96
	Percentage of parents/caregivers satisfied with their child's school. (S2035)	90	91	92	93
	Percentage of school staff who agree that they have access to quality professional development. (S2086)	80	81	82	83
	Percentage of school staff who agree that staff morale is positive at the school (S2084)	79	80	81	82

CRITICAL REFERENCE:

- Gympie State High School Investing for Success
- 2016 School Data Profile and Headline Indicators
- P-12 Curriculum, Assessment and Reporting Framework
- State Schools Strategy 2014-2018
- 2014 Gympie SHS Teaching and Learning Audit Report
- 2015 Quadrennial School Review