



Redlynch State College Annual Implementation Plan 2018

School Improvement Priorities 2018

- Improvement priority 1 – A school wide commitment to the importance of developing a growth mindset in students, staff, leaders, parents, and the wider school community*

Strategy			
Actions- Staff and students having a deep understanding of mindsets and actively develop their own growth mindset	Targets	Timelines	Responsible Officer/s
<ul style="list-style-type: none"> Staff to complete the growth mindset online modules James Anderson to present to all staff in term 2 	All teaching staff	Term 1	Leadership team
<ul style="list-style-type: none"> Introduce growth mindset skills into the student wellbeing program and general curriculum across both campuses 	All students	Ongoing	HOD of T&L, HOD of Student Services, Deans
Strategy			
Actions- Invest in staff wellbeing	Targets	Timelines	Responsible Officer/s
<ul style="list-style-type: none"> Develop and implement staff wellbeing strategy 	Increase staff morale to 90%	Term 1	Wellbeing Committee
<ul style="list-style-type: none"> Establish a wellbeing committee for both campuses 		Term 1	Wellbeing Committee
Strategy			
Actions- Growing the culture for adoption of the new pedagogical framework- 8 teaching and learning practices	Targets	Timelines	Responsible Officer/s
<ul style="list-style-type: none"> Teachers develop confidence in application of the 8 T&L Practices. Have a compulsory focus in all teacher PDP's (differentiated approach) 	All teaching staff	Term 1	Leadership team
<ul style="list-style-type: none"> Ensure supervision of processes at all levels of line management 	All PDP's actioned	Ongoing	Principal
<ul style="list-style-type: none"> HOD's, DP's and Pedagogical coach supporting implementation and use through curriculum planning days 	All curriculum areas	ongoing	HOD's and P-6 DP's
Strategy			
Actions- Invest in growing staff capacity	Targets	Timelines	Responsible Officer/s
<ul style="list-style-type: none"> PDP's formally reviewed each semester Upskill staff in developing smart goals Each Teacher PDP to have 3 focuses: <ul style="list-style-type: none"> Literacy Pedagogical framework Personal goal / career goal 	Weekly informal contact and 1 Formal meeting / sem	ongoing	Line Managers
<ul style="list-style-type: none"> PDP Goals collated and the College PD schedule developed to address goals- differentiated approach where appropriate. 	Term plans	ongoing	Leadership team

<ul style="list-style-type: none"> Schedule a 2018 professional development plan using SFD time, staff meeting time, and funded class time. Focus on: <ul style="list-style-type: none"> 8 Teaching and Learning Practices Classroom profiling Curriculum planning time Mentoring Literacy Numeracy Learning management system 	All classroom teachers engaged	Ongoing	Principal
<ul style="list-style-type: none"> Start the PDP process with all non-teaching staff 	All engaged	By end of term 3	Vicki Mauger Mike Bruno Annie Muri
<ul style="list-style-type: none"> Implement comprehensive induction programs for all new teaching and non-teaching staff 	High satisfaction levels	Ongoing	Heads of Campus

Strategy

Actions- Grow staff and student confidence in behavioural systems across the College	Targets	Timelines	Responsible Officer/s
<ul style="list-style-type: none"> Implement new behavioural systems and structures for secondary campus including an additional Student Services HOD 	Increase SOS satisfaction to 85%	Implemented at start of 2018	Principal
<ul style="list-style-type: none"> Review the Primary Campus PBL processes 		Ongoing	Head of Campus
<ul style="list-style-type: none"> Continue to invest in pro-active wellbeing programs to support identified students 		Ongoing	HOD of Student Services and Wellbeing Officer

Strategy

Actions- Provide systems and resources to ensure staff confidence and deep understanding of the curriculum	Targets	Timelines	Responsible Officer/s
<ul style="list-style-type: none"> Continue to build a deeper understanding of the Australian Curriculum with teaching staff- achievement standards, assessment tasks, guides to making judgement, content descriptions, unit plans, moderation, reporting 	All teachers	Ongoing	P- 12 HOD's and DP's
<ul style="list-style-type: none"> Build opportunities for team planning for curriculum implementation and working efficiently together 	Planning meeting scheduled	Ongoing	P-12 HOD's
<ul style="list-style-type: none"> Support transition to new QCAA senior syllabuses 	As per 2 year implementation plan	Ongoing	Secondary Head of Campus

Strategy

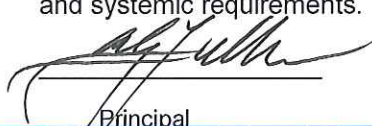
Actions- Students engaging as lifelong positive contributors to the community.	Targets	Timelines	Responsible Officer/s
<ul style="list-style-type: none"> Develop a range of extra-curricular strategies to enhance the citizenship skills of all students across the College (based on the School Council vision) 		2017/18	All leadership positions

Improvement priority 2- A whole College focus on strengthening Literacy Strategies

Strategy			
Actions- Broaden the "student writing" cluster project to engage all P-12 teachers under the mentorship of Allison Davis	Targets	Timelines	Responsible Officer/s
<ul style="list-style-type: none"> Complete the action research project in collaboration with Allison Davis. Promote project strategies and outcomes to region and state. 	Action research document published	Term 4	Allison Davis
<ul style="list-style-type: none"> P-6 Classroom teachers will teach writing every day with mini focus writes. 	100% engagement	Ongoing	Literacy coaches
<ul style="list-style-type: none"> Focus on motivation and stamina in writing and set NAPLAN writing goals for students 		Ongoing	Literacy coaches
<ul style="list-style-type: none"> Continue to provide focussed intervention strategies to close the gap in Indigenous writing outcomes 		Ongoing	LS team
<ul style="list-style-type: none"> Continue literacy learning partner program to develop teacher capacity 			Literacy coaches
<ul style="list-style-type: none"> Increase collaboration between primary and secondary campuses and cluster schools. (FSS, SSSHS, ASHS) 	Meet monthly		Literacy coaches
<ul style="list-style-type: none"> Ensure a seamless transition for development of writing skills from Prep to year 9 including a targeted writing program for year 6 and 7 teachers 			Literacy coaches
<ul style="list-style-type: none"> Induct new and returning staff on the College writing focus 		Ongoing	Literacy coaches
Strategy			
Actions- Enhance literacy strategies across all elements of the curriculum	Targets	Timelines	Responsible Officer/s
<ul style="list-style-type: none"> HOD's to lead literacy development with their teams 	100% engagement	Ongoing	HOD's
<ul style="list-style-type: none"> Literacy coach to attend collaborative planning with faculties teams 		Ongoing	Literacy coach
<ul style="list-style-type: none"> Professional development for classroom teachers on incorporating writing in all curriculum areas 		Ongoing	Literacy coach
<ul style="list-style-type: none"> Encourage teachers to identify and display literacy goals for every lesson 		Ongoing	HOD's
<ul style="list-style-type: none"> Literacy coach observing and supporting teachers teaching literacies across the curriculum 		Ongoing	Literacy coach
<ul style="list-style-type: none"> Continue to focus on staff uptake of consolidation activities for English lessons 	100% engagement	Ongoing	English HOD
<ul style="list-style-type: none"> Reduce assessment in the junior secondary years to align with the new Senior curriculum, allowing more time to focus on core literacies 			All HOD's
<ul style="list-style-type: none"> Promote value of NAPLAN to parent group 		Term 1	Principal
<ul style="list-style-type: none"> Set individual NAPLAN goals for each year 3/5/7/9 student. Implement rewards program to support achievement 		Week 1-3	Literacy coaches

Endorsement

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



Principal



School Council