



# Beerwah State School

## 2022 Annual Implementation Plan

### School Priorities

**School Strategic Plan - 1. Develop a clear and precise Explicit Improvement Agenda (EIA) informed by student data, grounded in research and supported by a collaborative approach to improvement.**

#### Long-term targets/desired outcomes

- 85% of staff, students and parents agree that students are interested in their school work.
- 85% of students achieve C+ in English.
- 95% of staff agree that the school encourages coaching and mentoring activities.
- 95% of staff agree that they receive useful feedback about their work.

#### AIP targets/desired outcomes

- 83% of students achieve C+ in English.
- 85% of staff, students and parents agree that students are interested in their school work.
- 95% of staff agree that they receive useful feedback about their work

<b>School Strategic Plan Strategy:</b>	Collaboratively develop, implement and review an Explicit Improvement Agenda(EIA) informed by student data and guided by research-informed practice.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Implement Structured Literacy Blocks to improve C+ English data.		Principal, HOD
<b>School Strategic Plan Strategy:</b>	Establish roles, responsibilities and accountabilities for leaders, senior teachers and key staff aligned to the Annual Implementation Plan (AIP) and EIA.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Use Data from Staff Wellbeing survey to collaboratively identify areas for workload reductions.		Principal
LCC to finalise revised role responsibilities after consultation and feedback.		Principal
Implement EST2 Performance Planning processes.		Principal
<b>School Strategic Plan Strategy:</b>	Build targets, timelines for implementation, checkpoints for review and celebration and Quality Assurance (QA) strategies to embed a school-wide understanding and commitment to the EIA.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Continue to implement school-wide approach to moderation through use of variable Student Free Day time and teacher release for Pre-moderation meetings.		Principal, HOD
<b>School Strategic Plan Strategy:</b>	Implement Data Literacy Framework.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Implementation PD for all teachers.		HOD
Fund class release for teaching teams to action data plan cycles to inform planning for Structured Literacy Blocks.		Principal, HOD



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<b>School Strategic Plan Strategy:</b>	Further enhance the interrogation of data to provide an in-depth understanding of school progress and to assist in the strategic planning process.
<b>Actions</b>	<b>Responsible Officer(s)</b>
Build collective teacher efficiency to analyse class behaviour to improve student engagement.	Principal, HOC, HOSES
Participate in Collaborative Assessment of Student Work (CASW) Network.	Principal, HOD
<b>School Strategic Plan Strategy:</b>	Identify and address the learning needs of individual students ( including learning difficulties) including: close monitoring of progress to differentiate classroom activities and implement personalised learning as required.
<b>Actions</b>	<b>Responsible Officer(s)</b>
Align whole school approach to differentiation to updated P-12 Curriculum, Assessment and Reporting Framework.	Principal, HOD, HOSES
Continue to contribute to the provision of the Managing Young Children's Behaviour Program (MYCP).	Principal, Guidance Officer
<b>School Strategic Plan Strategy:</b>	Review school budgeting processes, school structures, systems and the utilisation of human resources to enable the implementation of the EIA and provide timely and effective support for students in classrooms.
<b>Actions</b>	<b>Responsible Officer(s)</b>
Review teacher aide support of Structured Literacy Blocks.	HOD
Review front office business processes to align with implementation of School Schools' Business Manager position.	Principal
<b>School Strategic Plan Strategy:</b>	Review the school case management process including the roles and responsibilities of different staff members to ensure the learning needs of students are met.
<b>Actions</b>	<b>Responsible Officer(s)</b>
Complete inquiry process into case management of students requiring supplementary, substantive or extensive adjustments to update school processes.	Principal, HOSES



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<b>School Strategic Plan Strategy:</b>	Review QA practices to ensure the intended programs to meet the range of student learning needs are being implemented with fidelity and accountability.	
<b>Actions</b>	<b>Responsible Officer(s)</b>	
Develop shared understanding of role of quality assurance in curriculum programs.	Principal, HOD	
Conduct PBL quality assurances processes as per PBL Action Plan.	Principal	
Review and consult on classroom, student services and Special Education Program record keeping for differentiation and NCCD.	Principal, HOSES, Year Coordinator	



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**School Strategic Plan - 2. Provide a range of professional learning opportunities to build teacher knowledge and understanding of the full breadth of the Australian Curriculum, including content descriptions, achievement standards, general capabilities and cross curriculum priorities.**

### Long-term targets/desired outcomes

- 80% of students, staff and parents agree that student behaviour at the school is well managed.
- 85% of students achieve C+ in English.
- 80% of parents/carers agree that their child's learning needs are being met at this school.
- Benchmark achieved for Tier 1 Tier Fidelity Inventory (TFI) for Classroom PBL Systems.

### AIP targets/desired outcomes

- 95% of staff agree that the school encourages coaching and mentoring activities.
- 95% of staff agree that they receive useful feedback about their work.
- 83% of students achieve C+ in English.

<b>School Strategic Plan Strategy:</b>	Collaboratively review school moderation and QA practices to ensure integrity of student Level of Achievement (LOA) data to better inform starting points for teaching and curriculum implementation.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Collaboratively review classroom feedback processes to monitor student progress between M1 and M2.		Principal, HOD
Develop systematic classroom feedback processes for teacher using the 5 questions.		Principal
<b>School Strategic Plan Strategy:</b>	Further develop opportunities for teachers to intentionally collaborate and use data to inform the next steps for teaching, tracking student progress and reflection on the effectiveness of teaching practice.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Review and update opportunities for collaborative review of data through meeting agendas and teacher release time.		Principal, HOD, HOSES
<b>School Strategic Plan Strategy:</b>	Create a culture of innovation and inquiry whereby creative exploration and independent learning are valued within classroom learning programs.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Support professional learning to build teacher capacity of inquiry approaches.		Principal, HOD
<b>School Strategic Plan Strategy:</b>	Establish consistent internal moderation processes across the school involving the four phases of moderation before, during and after unit delivery.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Trial marker student selection and moderation.		HOD
Participate in Leading the Learning Cluster PD		Principal, HOD







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<b>School Strategic Plan Strategy:</b>	Resource implementation of Classroom Positive Behaviour for Learning (PBL) Systems.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Provision release time for PBL Team leaders.		Principal
<b>School Strategic Plan Strategy:</b>	Implement 'Plan B' (North Coast Region) Curriculum Plan.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Collect teacher feedback on 'Plan B' units.		Principal, HOD
Participate in Curriculum Leaders Cluster Network.		HOD
<b>School Strategic Plan Strategy:</b>	Implement P-12 Curriculum Assessment and Reporting Framework (CARF) with 2022 Australian Curriculum requirements.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Implement revised time considerations for learning areas.		HOD







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## 2022 Annual Implementation Plan

**School Strategic Plan - 3. Collaboratively review and implement the school collegial engagement plan, formalising opportunities for coaching and mentoring and the timing of observation and feedback visits**

### Long-term targets/desired outcomes

- 70% Average Collective Team Efficiency from Staff e-pulse data (wellbeing)
- 80% of staff agree that staff morale is positive at this school.
- 80% of students, staff and parents agree that student behaviour at the school is well managed.
- 95% of staff agree that the school encourages coaching and mentoring activities.
- 95% of staff agree that they receive useful feedback about their work.

### AIP targets/desired outcomes

- Provide opportunities for coaching and mentoring in the implementation of Structured Literacy Blocks.
- Provide release time for PBL coaching as part of PBL Leader release.
- Consult on timing of observation feedback visits and align to CASW process.

<b>School Strategic Plan Strategy:</b>	Continue the operation of Strategic Teams to guide school improvement and development in the areas of : Positive Behaviour for Learning, Curriculum; School Culture and Wellbeing.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
continue to subscribe to epulse surveys for Culture and Wellbeing data.		Principal
develop new strategic guidelines for transition from Reading Team to Curriculum Strategic Teams.		HOD
<b>School Strategic Plan Strategy:</b>	Promote teacher practices that model the expectations of the Student Code of Conduct and school values.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
offer PBL Coaching through release for Team leaders.		Principal
provide staff PD before the implementation of each Classroom PBL stage.		Principal
Year Level Teams write and implement classroom expectations document.		Principal, HOD
<b>School Strategic Plan Strategy:</b>	Provide opportunities for members of the leadership team and key staff to further develop their capacity and abilities as instructional leaders.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
support staff attendance at Regional Network days for PBL and curriculum.		Principal
support staff attendance to PBL Conference.		Principal
Support professional development identified through Annual Performance Reviews that aligns with school priorities and role responsibilities.		Principal
<b>School Strategic Plan Strategy:</b>	Establish and review roles, responsibilities and accountabilities for leaders, senior teachers and key staff aligned to Collegial Engagement Plan.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Local Consultative Committee to conduct consultation and feedback on draft roles and responsibilities document.		Principal, HOSSES







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- 95% of staff agree that they receive useful feedback about their work.

### AIP targets/desired outcomes

- Provide opportunities for coaching and mentoring in the implementation of Structured Literacy Blocks.
- Provide release time for PBL coaching as part of PBL Leader release.
- Consult on timing of observation feedback visits and align to CASW process.

<b>School Strategic Plan Strategy:</b>	Embed the analysis of staff and student wellbeing data to inform reviews and updates of the collegial engagement framework.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
distribute annual Term 1 data snapshot for staff consultation and Strategic Team use.		Principal
provide opportunities for completion of annual staff wellbeing survey in staff meetings.		Principal, HOSES

### Endorsements and Approvals

*This long-term plan was developed in line with the School performance policy and procedure. Consultations, endorsements and approvals have taken place as per the policy and procedure and the plan's status has been accurately recorded in OneSchool.*

  
Principal

  
P and C / School Council

Assistant Regional Director



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