



Coombabah State High School Strategic Plan 2009-2011

Coombabah SHS is the “School on the Move”. This Strategic Plan will significantly change the look and feel of our school over the next three years.

LEARNING

Curriculum will be changed to encompass the P-12 framework and the increasing demand to utilise technology. Specialist support and guidance will be provided to students experiencing difficulty in literacy and numeracy as well as those identified as gifted students. Ensuring every student is on a pathway to success will drive future curriculum decisions and assistance provided through the support team.

SCHOOLS

At 22 years of age the facilities are ready to be regenerated to meet the needs of the technology age that we are a part of. A detailed plan for grounds and facilities will be developed. Positive behaviour management of students will always be at the forefront of developing a culture where students value the opportunities they have and respect the rights of themselves and others.

WORKFORCE

Leadership development and continual growth is the focus. The school is characterised by a middle management team that has seen major change and a staff that has a large percentage of teachers who have spent most of their career at Coombabah SHS. The time is here to move forward, identify growth priorities for staff and create the opportunities to allow the training to occur.

VERIFICATION:

This School Strategic Plan was developed in consultation with the school community.

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Learning

Implement a learning framework to prepare students for living in complex, multicultural, networked societies

Learning: Student achievement	EQ YEAR 9	SCHOOL YEAR 9	Source
National Assessment Program Literacy and Numeracy NAPLAN for Years 9	Reading % Writing % Number %	Reading % Writing % Number %	NAPLAN
Number of students with a disability who have achieved a Queensland Certificate of Individual Achievement	540		QSA
Percentage of OP 1-15	64%	70 %	QSA
Percentage of students awarded a Senior Statement and awarded a VET qualification	50%	60 %	QSA
Percentage of students awarded a Senior Statement with OP eligibility or awarded a VET qualification	92%	100%	QSA
Percentage of QTAC applicants receiving an offer	95%	95 %	QSA
OUTCOME LE1: Improved learning outcomes for the diverse range of students in Education Queensland schools.			
OUTCOME LE2: Improved alignment of curriculum, planning, teaching, assessment and reporting that engages our diverse range of students in learning.			
Outcome LE3: An increased number of students completing the Senior Phase of Learning.			
AREA	IMPROVEMENT ACTIONS		LEADER
Literacy	Strategy reviewed and improved		HOD Middle School
Numeracy	Strategy reviewed and improved		HOD Middle School
The career pathway plan project (Yr 8 - 12)	From start to finish students must be aware of the pathway they are on and where it leads. A map of this program is to be developed to bring the pieces together		Guidance

Learning Support	Review. Research other schools' models and implement an improved model that is an integral part of the curriculum and not a separate entity.	Principal
QCAR	Implement the junior curriculum plans built on the Essential Learnings, Standards and Ways of Working	HOD Middle School
Leadership program	Develop across all Year levels	Year Coordinators
Academic : Honours Program	Implement a program of support and guidance to our high achieving students	Deputy Principal
Academic : Academic Rich Curriculum	A curriculum program that identifies high achieving academic students in primary school and provides a targeted curriculum	HOD Middle School
Academic : Mighty Minds	Engage the services of Mighty Minds to provide support, training and resources to improve QCS results and academic achievement.	Principal
Performing Arts	Upgrade the facilities and develop programs to promote the Performing Arts as a leading aspect of Coombabah SHS	HOD : Arts
ICT	Strategic Plan developed and the application of Computers for Schools program	HOD IT
P-12	Primary school partnerships are critical. This program builds on real curriculum alignment with our four main feeder primary schools.	HOD Middle School
Community, Health and Environment (CHE)	This unique subject will become a stable component of the weekly timetable and deliver a wide range of skills including values education to students	Year Coordinators
Rugby League Excellence	Objectives, selections, monitoring strategies and presence on website	RL Director
Pan Pacific Project	A trial program supporting the needs of Pan Pacific cultural background students.	HOD Snr Schooling
Indigenous Students	A program of in-class support with out of class tutorial support to ensure the literacy and numeracy needs of indigenous students in Yr 8 – 10 are met	Principal
High Performing Schools	Living the document	Principal
Tertiary Links	Expanding partnerships with Griffith and Bond University	Principal

SCHOOLS

Create learning communities that meet diverse student, parent and community needs

Schools : Satisfaction Percentage of students and parents/caregivers satisfied that they are getting a good education at school	EQ Students 80% Parents 80%	SCHOOL Students 80% Parents 80%	Source SOS
Percentage of parents/caregivers satisfied that the school is a good school	88%	80 %	
Schools: Retention Apparent retention of students from Year 8 to Year 12	72%	72 %	Enrol data

Outcome SC1: Schools have innovative and distinctive strategies responsive to student, parent and community needs.

Outcome SC 2: Schools have productive partnerships with their parents and community, with business and industry, with other educational providers and other government agencies.

Outcome SC3: Schools provide safe, supportive and disciplined learning environments.

Outcome SC 4: Schools have effective school planning and reporting processes.

AREA	DESCRIPTION	LEADER
Becoming a Mind Matters school	A Mind Matters school is gained after meeting certain criteria and demonstrating a commitment to mental health	Mind Matters team
BM : Code of School Behaviour Review	Review and improvement to meet the future needs	Deputy Principal
BM :Harassment and Harm	Review and improvement to meet the future needs	Guidance
BM : Responsible Behaviour Plan Review	Review and improvement to meet the future needs	Deputy Principal
Facility Upgrade / Maintenance Plan	A detailed plan to publicise the schedule of improvement and maintenance including the development of the Coombabah Café	BSM / Sch Officer (Facilities)

Grounds Upgrade Plan	A detailed plan to publicise the schedule of improvement and maintenance	BSM / Sch Officer (Grounds)
Linking up the Community	Providing improved opportunities for the community to be linked to the school through communication strategies	HOD IT / BSM
E Learning Centre	The E Learning Centre focuses on ICTs as the learning tool including the staff Learning Lounge	HOD IT / Deputy Principal
Reducing our environmental footprint	Develop an educational program to align with the facility upgrades	HOD SOSE / HOD Science
Support team	Promotion of what this team offers to all students and parents.	Guidance Officer
Webpage upgrade	A complete rebuild of the website to make it an interactive and informative tool.	HOD IT
Trade Training Centre : Health	Investigate, plan and apply.	Principal
The Coombabah Top 40	Select and report on the list of 40 pieces of data that indicate progress. Each year this will drive discussion and review.	Principal
Promotion of Positives	Strategies are developed to promote the positive aspects of the school and are effective in reaching their target audience	Leadership Team
Safe Bus and Train Travel	A strategy built around the Safe Travel Plan to improve student behaviour on public transport	Deputy Principal
Northern Collegiate of Schools	The Northern Collegiate of Coombabah, Pacific Pines, Upper Coomera, Helensvale and Ormeau work together to provide cross campus programs and resource maximisation.	Principal
Healthy Lifestyle	Programs will be implemented to encourage positive choices in regard to health and well being	HOD HPE

WORKFORCE

Ensure the school workforce has the capability and flexibility to deliver the objectives of QSE-2010.

Workforce : Capability	EQ	SCHOOL	Source
Percentage of workforce engaged in professional development opportunities	83%	100 %	SOS
Percentage of school workforce satisfied with access to professional development opportunities that relate to school and systemic initiatives	75%	75 %	SOS
Percentage of staff members satisfied with morale in the school	80%	80 %	SOS
Percentage of general component of school grants budget or equivalent expended on professional development for school staff	10% of budget or equivalent	20 %	School/ HR info

Outcome WO1: A workforce that has the capability and flexibility to deliver the strategic objectives of the department through ongoing professional development opportunities.

Outcome WO 2: Leadership that drives educational reform, supports productive relationships and promotes innovation.

Outcome WO 3: A healthy workforce engaged in a safe and supportive work environment.

AREA	IMPROVEMENT ACTIONS	LEADER
Developing Performance Plan for all staff	The EQ initiative will be implemented across all staff and link clearly to Professional Development. This will include a reflection on practice process.	Deputy Principal
Leadership team development program	The leadership team is enthusiastic and committed to improvement. A structured program will guide their development into successful leaders	Principal
Professional Development promotion and opportunities	Professional Development opportunities continue to grow, filtering this information, promoting it and administering the process will require a detailed program	HODs
Organised electronic files	With the Managed Operating Environment implemented, file management and navigation is critical to an informed school community	HOD IT / Support

Staff facilities upgrade	Staff require facilities where they can be comfortable whilst preparing and marking. A plan of upgrade will guide the program and inform Facilities Branch	BSM / Principal
Workplace Health and Safety at the forefront	A strong team focused on regular meetings and a proactive approach to WH&S	BSM
Staff Matters	Building on the strength of Mind Matters, Staff Matters supports the mental health of staff members	Mind Matters team