



# Coombabah State High School

## 2022 Annual Implementation Plan

### School Priorities

#### School Strategic Plan - 1. Pedagogy

##### Long-term targets/desired outcomes

- Improvement in A-C and A-B LOA Data.
- Improvement in relative gain NAPLAN data, particularly in the U2B.
- 100% of students agree with SOS questions relating to pedagogy.
- 100% of teachers agree with SOS questions regarding feedback and professional development.
- 100% of parents agree with SOS questions S2003 'My child's learning needs are being met at this school' and S2004 'My child is making good progress at this school'.
- 100% of staff agree with SOS question S2071 - 'I receive useful feedback about my work.'

##### AIP targets/desired outcomes

- Contribution to LOA: A-C (>85% Jnr/ >95% Snr) A-B (>40%).
- Imbedded and valued Learning Walks and Talks.
- Articulate and consistent Learning goals and success criteria understood by students and used as an integral learning tool.

<b>School Strategic Plan Strategy:</b>	Professionally support and quality assure the consistent implementation of the pedagogical framework (ASOT) to ensure a deep understanding and commitment to agreed teaching practice.	
<b>Actions</b>	<b>Responsible Officer(s)</b>	
To develop a whole-school approach to learning goals and success criteria to provide clarity for teachers and students. This will be achieved through the following actions.	Deputy Principal, HOD	
Establish working team and collective understanding of the importance of creating and using learning goals and success criteria with students.	Deputy Principal, HOD	
Collaboratively develop shared beliefs and understanding of the importance and process of learning goals and success criteria with staff.	Deputy Principal, HOD	
Support staff in the creation and pedagogy of learning goals and success criteria through existing processes such as TLAP development, moderation and consistent teacher actions.	Deputy Principal, HOD	
Use learning walks and talks to monitor student clarity of learning goals and success criteria to enhance teaching and learning.	Deputy Principal, HOD	







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#### AIP targets/desired outcomes

- Contribution to LOA: A-C (>85% Jnr/ >95% Snr) A-B (>40%).
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- Articulate and consistent Learning goals and success criteria understood by students and used as an integral learning tool.

<b>School Strategic Plan Strategy:</b>	Build on the school's observation and feedback model to engage all staff in a formal systematic approach to observation, feedback, supervision, mentoring and coaching.	
<b>Actions</b>	<b>Responsible Officer(s)</b>	
Expand learning walks and talks to gain insight into how classroom teachers are supporting students to be productive learners through the following actions.	Principal, Deputy Principal, HOD	
Build staff capability and a shared understanding regarding Sharratt's 5 Questions and the protocols around learning walks and talks.	Deputy Principal, HOD	
Establish a regular and achievable timetable for learning and talks.	HOD	
Support school leaders at all levels to conduct and document meaningful learning walks and talks and gradually release the responsibility to DP and HOD teams.	Deputy Principal, HOD	
Use the retell, relate and reflect conversation protocol to guide conversations and inform next strategic steps for Heads of Department.	HOD	
Reflect and embed the qualitative data from learning walks and talks into the data presentations school leaders present each term to inform their practice.	Deputy Principal, HOD	







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### School Strategic Plan - 2. Curriculum

#### Long-term targets/desired outcomes

- All teachers engage with the 3 levels of curriculum planning.
- Schoolwide agreement and understanding on the purpose and use of TLAPs.
- Embedded schoolwide quality assurance processes involving all teaching staff.

#### AIP targets/desired outcomes

- Contribution to LOA: A-C (>85% Jnr/ >95% Snr) A-B (>40%).
- A visible, documented school wide moderation system in action.
- 100% teachers engaged in moderation system through entire cycle.

<b>School Strategic Plan Strategy:</b>	Comprehensive whole school Curriculum Plan - including the way in which numeracy support, assessment and moderation processes occur.
<b>Actions</b>	<b>Responsible Officer(s)</b>
Whole school implementation of Moderation System achieved through the following actions.	Deputy Principal, HOD
Develop and implement a plan for whole school moderation processes to occur.	Deputy Principal, HOD
HODs develop Department Moderation Plans, using consistent moderation plan template, and identify their department's professional development needs.	Deputy Principal, HOD
Create Moderation OneNote that centralises moderation records.	HOD
The Arts and HPE Departments will be supported by the Director of Curriculum to introduce and commence implementation of the new moderation system.	HOD







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### School Strategic Plan - 3. Engagement

#### Long-term targets/desired outcomes

- Improvement in student effort and behaviour.
- Improvement in student attendance.
- Improvement in student and staff agreement to SOS behaviour questions.

#### AIP targets/desired outcomes

- Contribution to SOS "Behaviour is well managed": agree (>80%).
- Contribution to attendance: >92%.
- Contribution to Tier 1 PBL: > 85%.
- Increased House Spirit is evidenced by carnival participation, extra curricular events participation, House points implemented and visible house promotion.
- Student Wellbeing Framework completed and communicated to the school community.
- Student Wellbeing Framework reflects current practice and future strategies.

<b>School Strategic Plan Strategy:</b>	Engage the school community in actions to improve unity and house spirit.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Formalise and enhance the school-wide extra-curricular program a. Develop a timetable of activities on offer b. Develop a communication strategy to raise awareness across school community.		Deputy Principal, HOD
Fostering belonging in classrooms CTA, using ASOT and PBL strategies and the ownership of learning spaces a. HODs to work with teachers re: room timetables, learning spaces and teaching partner.		Deputy Principal, HOD
Evaluate the current acknowledgement system a. Evaluate the effectiveness of Posbee Points b. Implement a needs-based system for students going 'above and beyond'.		Deputy Principal, Year Coordinator
Create a dynamic house system across the school a. Continue to leverage opportunities to create house spirit in current school operations/events b. Investigate house system use in other schools.		Deputy Principal, HOD, Year Coordinator
<b>School Strategic Plan Strategy:</b>	Student wellbeing framework.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Using the schoolwide Framework template, student wellbeing activities are documented.		Deputy Principal
Student Wellbeing Framework published and communicated across the school community.		Deputy Principal
Review the current activities through a consultative process to identify future opportunities.		Deputy Principal







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### School Strategic Plan - 4. Identity, Governance and systems

#### Long-term targets/desired outcomes

- Community commitment to a unifying school vision.
- Content plan and marketing plan implemented.
- Facilities Plan that is clearly aligned to the school vision.
- Organisation chart published with underlying role description and accountabilities.
- Strategic meetings that focus on the accountabilities of school leaders.

#### AIP targets/desired outcomes

- School community informed and knowledgeable of our key strategic documents including Frameworks, Systems and Role descriptions.
- Contribution to "This is a good school": agree (>95%).


<b>School Strategic Plan Strategy:</b>	Collaboratively develop and enact systems, policies and procedures that focus on roles, responsibilities and accountabilities of school and program leaders.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Communicate the Frameworks, systems and role descriptions widely across the school community highlighting their alignment to our Explicit Improvement Agenda and key targets.		Principal
<b>School Strategic Plan Strategy:</b>	Parent and community engagement framework.	
<b>Actions</b>		<b>Responsible Officer(s)</b>
Using the schoolwide Framework template, current parent and community activities are documented.		Deputy Principal
Review the current activities through a consultative process to identify future opportunities.		Deputy Principal

### 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



**Queensland  
Government**