

# Forest Lake State High School Annual Implementation Plan 2020

## School Improvement Priorities 2020

### 1. Successful Learners

Strategy - Implement school wide goal setting program that empowers students to take personal ownership of their learning and progress.

Actions	Timelines	Responsible Officer/s
Continue staff development of data informed goal setting and feedback	Term 1/2	Deputy Principal
All students set targets in each subject area which are recorded and reviewed each term.	Ongoing	KLA HoDs/Teachers

Strategy - Develop school leaders' data analysis skills to lead the improvement of learning outcomes.

Actions	Timelines	Responsible Officer/s
Access targeted professional development for leadership team.	Term 1/2/3	Principal/DP
Facilitate collaborative discussions based on effective data analysis practices	Term 2/3/4	Principal/DP

Strategy – Focus on Writing as a school-wide Literacy/Numeracy improvement agenda.

Actions	Timelines	Responsible Officer/s
Continue involvement in Professional Development for Writing through Write that Essay	Ongoing	Leadership Team/ WTE PLC
Embed Write that Essay strategies across years 7 and enact in 8.	Term 3/4	WTE PLC
Prepare students and staff for implementation of NAPLAN Online	Yr 7/9 – T1/2 Yr 8 – T3/4	DP/HoDs

Strategy - Embed consistent teaching strategies tailored to meet the specific learning needs of individual students

Actions	Timelines	Responsible Officer/s
Enact consistent implementation of the ASoT 'Agreed Professional and Consistent Practices of Pedagogy'	Ongoing	Deputy Principal/ ASoT Team
Upskill staff with skills to make data informed decisions to select appropriate personalised learning experiences for students in their classes	Ongoing	Deputy Principal/ ASOT Team



## 2. Excellence in Teaching and Learning

**Strategy - Plan and implement the delivery of a whole school curriculum in response to emerging Australian Curriculum and New QCE programs.**

Actions	Timelines	Responsible Officer/s
Deliver and review New QCE curriculum for year 11/12 students	Ongoing	DP – Curriculum HODs
Enact a planning schedule to write year/unit plans for New QCE in year 12	Ongoing	DP - Curriculum
Communicate and enact our Learning to Assessment policy - including actioning AARA processes.	Ongoing	DP – Curriculum DP - Inclusion
Upskill staff in pedagogy required for delivery of New QCE with emphasis on Cognitive Verbs, Ways of Learning and revisiting learning.	Ongoing	DP-Curriculum HODs
Review 2020 curriculum and processes, including the development of Year Level Plans and Assessment Alignment Planners	Term 3/4	DP – Curriculum HOD – T&L

**Strategy - Develop school assessment and moderation protocols to ensure that student results reflect curriculum standards.**

Actions	Timelines	Responsible Officer/s
Quality Assure implementation of Assessment protocols to ensure consistency of practice across the whole school.	Term 1	Leadership Team
Provide PD to staff to support the effective implementation of protocols.	Term 2/3	Leadership Team
Implement and review whole-school protocols for moderation.	Term 1-4	DP – Curriculum HOD – T&L

**Strategy - Develop, implement and monitor a whole school Professional Learning Plan focused on supporting the attainment of the key school priorities.**

Actions	Timelines	Responsible Officer/s
Review 2020 plan to inform the development of 2021 plan.	Term 4	Principal

**Strategy - Collaboratively develop and implement a systematic and deliberate approach to coaching, observation and feedback to improve teaching practice which is aligned with the school's pedagogical model of ASoT.**

Actions	Timelines	Responsible Officer/s
All staff actively engage in Annual Performance Review process.	Term 1-4	Leadership Team
Focussed classroom observations and coaching conversations held each term to support the development according to goals identified in the APDP.	Ongoing	Leadership Team



### 3. Positive School Identity

**Strategy - Develop and communicate a School Leaders Accountabilities Framework which clarifies the roles and responsibilities for achieving school improvement priorities.**

Actions	Timelines	Responsible Officer/s
Review the 2020 Leadership Roles and Responsibilities Framework with focus on HOD, Subject Coordinator, Year Coordinator, PoE roles.	Term 2/4	Leadership Team
Continue Leadership Team PD to create a High Performing Team	Sem 1	Leadership Team

**Strategy - Refine PRIDE strategies, as part of ASOT implementation, to maximize student engagement and improved learning outcomes.**

Actions	Timelines	Responsible Officer/s
Review and embed the implementation of the Teacher PRIDE Handbook in the school with view to ensuring impact and consistency.	Ongoing	Deputy Principal PRIDE Team
Upskill staff with school PRIDE practices to develop consistency.	Ongoing	DP + PRIDE PLC
Upskill new staff in the Essential Skills of Classroom Management.	Ongoing	DP + PRIDE PLC
Formalise the buddy/mentor processes for new staff	Ongoing	DP - HR
Provide professional development to staff to support their own wellbeing as well as that of others (staff and students).	Ongoing	DP - HR

**Strategy - Develop and implement a plan for continued improvement of classroom learning environments.**

Actions	Timelines	Responsible Officer/s
Develop an expert team that will provide support, guidance and professional advice to staff using Classroom Profiling as a feedback, reflection and growth tool.	Sem 1	DP - HR
Clarify roles/responsibilities of, and referral mechanisms to, the Student Services team so staff can seek guidance and support of student wellbeing concerns.	Sem 1	DP - HR

**Strategy - Develop/review formalised agreements for all agencies that work with students to ensure the clarity of roles, responsibilities and accountabilities.**

Actions	Timelines	Responsible Officer/s
Review agreements with outside agencies who provide additional learning opportunities for students – ie VET Certificates/Diplomas, T2S programs.	Term 1/2	DP + HOD - SS

**Strategy - Promote and communicate positive student achievement and wellbeing outcomes to the wider community.**

Actions	Timelines	Responsible Officer/s
Enact and review the Forest Lake Implementation Plan to support staff wellbeing and morale	Term 1-4	Principal/Leadership Wellbeing committee
Further develop productive relationships with feeder primary schools.	Ongoing	Principal/ DP Special HOD - JS
Develop and begin implementation of a Transition Plan for yr 4 and 5 students from feeder schools through KLA based activity days.	Term 2/3	HOD - JS

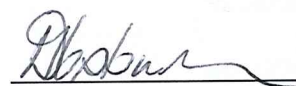


(2019 actual)

TARGETS 2020 (current data in brackets)	Evidence Source	Target %
Increase Attendance Rate (87.9)	OneSchool	90
Percentage of students engaged in Post School learning or earning (77.5)	Next Step Survey	83
Tertiary aspirants receiving a university offer (97.1)	QTAC Report	100
QCE or QCIA attainment (99.5)	QTAC Report	100
Increase in C or better in English, Mathematics and Science in Yr 7-9.	OneSchool	↑2
"This is a good school." (Parents/students/staff - 2018 – 84/78/69)	School Opinion Survey	89/82/73
"The school encourages me to participate in school activities." (Parents/students) (73/80)	School Opinion Survey	75/83
"My child's English skills are being developed at this school." (Parent/Students -89/88)	School Opinion Survey	93/93
"Teachers at this school treat students fairly." (Parents/students – 74/67)	School Opinion Survey	80/76
"My school has an inclusive culture where diversity is valued and respected." (Staff - 82)	School Opinion Survey	95
"I have access to quality professional development." (staff -65)	School Opinion Survey	75
"Staff at my school are actively involved in the Developing Performance process." (Staff - 65)	School Opinion Survey	84
"I feel that staff morale is positive at my school." (Staff – 45)	School Opinion Survey	70
Increase in C or better for Effort and Behaviour in Yrs 7-12	OneSchool	↑2
Increase in catchment enrolments from local schools.	OneSchool	↑5
Increase in Positive Behaviours recorded in OneSchool	OneSchool	↑5
Increase attendance at Parent/Teacher evenings.	SOBS bookings	↑5
NAPLAN RESULTS	National Minimum Standards	Upper Two Bands
- Percentage of students reaching ....	Yr 7	Yr 9
Reading	95 (92)	95 (88)
Writing	90 (84)	80 (77)
Spelling	97 (90)	94 (92)
Grammar & Punctuation	96 (87)	95 (87)
Numeracy	96 (89)	98 (94)

## Endorsement

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



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Principal



David Wiseman  
School Council Chair