



MALANDA STATE HIGH SCHOOL

'A Place to Excel'

2017 Annual Implementation Plan

Principal: Gary Toshach

Authorised 17/02/17

Annual Implementation Plan 2017

High Standards – achieving success through an intentional approach to improving the progress of every student. Know your *strategies* and *data*.

Accountability:

Performance indicators:

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Principal Leadership School leaders delivering extraordinary and sustained improvement and achievement</p>	<p>Lead teaching & learning</p> <ul style="list-style-type: none"> • Build a shared belief through Purpose Statement that all students can learn and all teachers can teach • Quality assure teacher development and effectiveness • School performance quality assured through data analysis and system design <p>Develop self and others</p> <ul style="list-style-type: none"> • Utilise Australian Professional Standards for Principals and staff to guide improvement • Recruitment of all staff within an IPS construct • Maintain effective staffing roster across all school systems • Maintain effective school governance through Breakthrough methodology • High quality organisational health maintained through high staff morale • High quality range of school celebration and events • Development of aspiring leaders across all school systems <p>Lead improvement, innovation and change</p> <ul style="list-style-type: none"> • Implement line management systems that: <ul style="list-style-type: none"> ➢ Develop & review Specific Role Descriptions ➢ Ensure all classified officers have Annual Action Plan ➢ Implement Annual PD flowchart ➢ Apply systems leadership theory ➢ Systems design and application of Task Assignments via Organisational Chart ➢ Quality assure systems/flowcharts using the 20 Questions • Internal School Review processes • Local decision making is inclusive of school council strategic input 	<ul style="list-style-type: none"> • Staff Opinion Survey confidence data target 90% • Teaching System phase 3 • Headline Indicators are all green. <ul style="list-style-type: none"> • Staff Opinion Survey PD data target 90% • Staff recruitment & leave processes to schedule • Effective leadership management processes and complaint register targets • Staff Opinion Survey moral – 95% target <ul style="list-style-type: none"> • Calendar of events • Aspiring leaders program completed to schedule <ul style="list-style-type: none"> • Organisational Chart & School leader SRDs. • 100% compliance through line meeting structure - AAPs, APDP • PD systems/flowcharts completed to schedule • Existing systems quality assured to schedule <ul style="list-style-type: none"> • ISR processes completed to schedule • School Council minutes
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Teaching quality Teachers employing high quality, evidence based teaching practices focussed on success for every student</p>	<p>An Expert Teaching Team</p> <ul style="list-style-type: none"> • PD Plan/flowchart linked to the SOPs and CDCs • Observation and coaching process for teachers through the Teaching System • Mentoring program available for staff • Induction process for all new staff • Teacher development and deployment across sub-schools <p>Systemic Curriculum Delivery</p> <ul style="list-style-type: none"> • 2017 Curriculum Plan implemented in response to data profile • Curriculum System and flowchart design • Ongoing National Curriculum and QCA developments implemented <p>Effective Pedagogical Practices and Differentiated Teaching and Learning</p> <ul style="list-style-type: none"> • Implement the MSHS Teaching system <ul style="list-style-type: none"> ➢ Standards of Practice ➢ Explicit Teaching Practices across school ➢ Focus on Consolidation phases of lessons ➢ Focus on Differentiation practices in 2017 • Quality assurance of teacher effectiveness through teaching system and PD system 	<ul style="list-style-type: none"> • Staff Opinion Survey PD data target 90% • Line management processes and CDC reporting targets • Completed to schedule • Completed to schedule • Timetable reflecting shared practices <ul style="list-style-type: none"> • Completed to schedule • Completed to schedule for term 3 • Completed to schedule for timed deployment <ul style="list-style-type: none"> • Teacher CDC targets achieved • CDC targets achieved • Shared practice in 2017 • Developed SOP in 2017 • Academic Headline indicators reflecting school and department determined targets

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Successful learners Students engaging in learning and achievement, and successfully transitioning to further education, training and employment</p>	<ul style="list-style-type: none"> • Implementation of the MSHS Student Support System and sub-systems <ul style="list-style-type: none"> - Differentiated Teaching and Learning <ul style="list-style-type: none"> ➢ Learning support plans implemented for Upper 2 Band and Lower 2 Band ➢ Standards of Practice for Student Support System <ul style="list-style-type: none"> ▪ Home group ▪ Agents ➢ School Wide Positive Behaviour Systems Application: <ul style="list-style-type: none"> ➢ Transition AAP ➢ Student Leadership sub - system ➢ Attendance sub – system – '95 to Thrive' ➢ Enrolment sub – system ➢ Differentiation sub – system ➢ Support sub – system ➢ Referrals sub – system ➢ SWPBS sub – system • International Student Program certification 	<ul style="list-style-type: none"> • A-C data improvements • Developed and authorised to schedule • Developed and authorised to schedule • OneSchool Behaviour referral data • Completed to schedule • Student Leadership Program success • Completed to schedule • Completed to schedule • Completed to schedule • Completed to schedule • Completed to schedule • Completed to schedule • Completed to schedule • Certification obtained • Number of international students & tours • Profit made to offset HR cost to school
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Local Decision Making Ensuring that community needs are central to decision making processes, autonomy and</p>	<p>Embrace autonomy and create partnerships (Connecting Parents and Caregivers with their children's learning)</p> <ul style="list-style-type: none"> • Parent Engagement Plan • Community Links Program for senior students • Communication and Marketing Plan: <ul style="list-style-type: none"> ➢ Internal communications ➢ School newsletters ➢ Website & social media (Facebook) ➢ Local newspaper articles ➢ Parent Information Sessions ➢ Parent/ Teacher Meetings ➢ P&C Committee ➢ Broader community interaction & events 	<ul style="list-style-type: none"> • Plan authorised in term 1 • AAP developed and implemented semester 1 • Parent Opinion Survey data 90%
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Business Services</p>	<p>Finance</p> <ul style="list-style-type: none"> • Alignment of school budget with the Annual Implementation and 4 Year School Improvement Plans • Effective financial management systems, procedures and practices <p>Facilities</p> <ul style="list-style-type: none"> • Facilities plan for 2017 implemented School maintenance is identified and completed • Communication systems and Infrastructure audited <p>Human Resources</p> <ul style="list-style-type: none"> • School staff recruitment, induction, exit and staff welfare systems implemented • Development of aspiring corporate staff • Lead WH&S <ol style="list-style-type: none"> 1. Ensure compliance with CARA 2. WH&S Officer employed and trained 3. Whole of school audits conducted 4. Evacuation and Lockdown procedures completed, reported and reviewed 5. Regular monitoring for hazards within the school • Variation to School Routines comply with standard and completed in accordance with time restraints 	<ul style="list-style-type: none"> • Budgets accurately and completed to schedule • Financial Audit - practices meet EQ requirements • All grants acquitted on time • Major projects completed and acquitted • Planned and unplanned maintenance completed to schedule • Communication protocols actioned • HR protocols completed for all staff • Professional Development Plan completed with aspirational goals included for staff • WH&S audit compliance • Records of practices are available • All completed to schedule • All completed to schedule • All completed to schedule

- CDC** *Capability Development Continuum*
CARA *Curriculum Activity Risk Assessment*
SOP *Standards of Practice*
AAP *Annual Action Plan*
APD *Annual Performance Development*
EQI *Education Queensland International*
WH&S *Work Place Health & Safety*