



## Bracken Ridge State High School Annual Implementation Plan 2021

### Improvement priority 1 – Written and Enacted Curriculum

- A clearly identified written and enacted curriculum 7-12

Action Area:			
<ul style="list-style-type: none"> <li>• Provide the time for collegial engagement to review existing curriculum documents and how these should be enacted in each classroom, with a focus on meeting the achievement standards and providing a clearly aligned 7 to 12 framework.</li> </ul>			
Strategies	Targets	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> <li>• Expand the explicit instruction framework to include evidence based pedagogical approaches through the lens of Visible Learning (2021).</li> <li>• Provide a strong induction program that incorporates pedagogical approaches (2021 – Build on in future years).</li> <li>• Review and refine the scope of subject and pathway offerings to reflect growing areas of strength and interest.</li> <li>• Embed consistent teaching strategies tailored to meet the specific learning needs of individual students, including extension opportunities for high achieving students – Focus on literacy and numeracy.</li> </ul>	<ul style="list-style-type: none"> <li>• Greater consistency of practice as evidenced through classroom observations.</li> <li>• 100% of beginning teachers reach full registration within expected timeframes.</li> <li>• Review completed with feedback from all stakeholders. Better balance between general, applied and VET offerings reflected in SEPs.</li> <li>• 88% A-C with 15% A (7-10) – Semester 2 2021</li> </ul>	Semester 1  Ongoing  Semester 2  Semester 2	HOD T&L  HOD T&L  Leadership team  Leadership Team

### Improvement priority 2 – Community

- A strong community that partners beyond the school to meet the needs of all students

Action Areas:			
<ul style="list-style-type: none"> <li>• Building connection and strengthening communication with partners through targeted, purposeful engagement</li> <li>• Focusing on inclusive practices and coaching to support each student in their pathway</li> <li>• Strengthening the values culture within the school through a more explicit focus on the 5Cs in classrooms</li> </ul>			
Strategies	Targets	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> <li>• Strengthening communication channels with parents, including reviewing and enhancing current strategies to ensure they are meeting the needs of the community.</li> <li>• Increase positive parental engagement by fostering shared responsibility of student growth.</li> <li>• Strengthen values culture through consistency of practice in the implementation of revised behaviour and uniform policies. Provide clear and consistent communication to staff, students and parents around expectations.</li> <li>• Build an inclusion framework that ensures that we maintain an environment of high expectations for all students. This framework would utilise ICPS and partnering with external organisations to support students to engage with learning.</li> </ul>	<ul style="list-style-type: none"> <li>• 90% SOS 'the school keeps me well informed'</li> <li>• 94% SOS 'the school encourages me to take an active role in my child's education'</li> <li>• 5% reduction in the number of behaviour incidents per 100 students.</li> <li>• 100% of ICPs reviewed every 6 months. Progress reviewed regularly using standardised testing measures.</li> </ul>	Semester 2  Semester 2  Semester 2  Semester 1	Whole School  Leadership Team  Whole School  HOSES and Leadership Team

## Improvement priority 3 – Growth

- Improve student and staff individual growth through targeted approaches in improvement and development

Action area: - Provide the opportunities for staff to give and receive feedback on teaching practice			
Strategies	Targets	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> <li>• Provide opportunities for staff to engage in an instructional observation and feedback process where they can both observe and be observed by peers.</li> <li>• Develop an Annual Professional Learning Plan focusing on supporting the attainment of key school priorities and staff identified needs through the APR process.</li> <li>• Implement Aspiring Leaders program incorporating a 'shadow leadership' structure to provide opportunities for BRSHS staff to gain experience in leadership positions.</li> </ul>	<ul style="list-style-type: none"> <li>• 100% of staff participate in reciprocal observations with other teachers.</li> <li>• PLP developed and implemented. Improved performance (90%) on SOS measures around access to professional development.</li> <li>• Shadow HODs in place across curriculum areas.</li> </ul>	Semester 1  Ongoing  Semester 1	Leadership Team  HOD T&L/HODs  Leadership Team
Action area: - Implement a range of strategies to improve educational growth of students			
Actions	Targets	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> <li>• Develop systems that allow students to have access to their data so that they can identify successes, deficiencies and areas for improvement.</li> <li>• Highlight and share strategies for improving relative gain performance for high achieving students.</li> <li>• Increase functionality and create an identity for the student council.</li> <li>• Enhance tracking for Senior Students for QCE/ATAR/Certificate attainment.</li> </ul>	<ul style="list-style-type: none"> <li>• Data system implemented for Semester 2.</li> <li>• Strategies shared regularly at staff and faculty meetings in Semester 1.</li> <li>• Student Council is able to give considered input into 5 school initiatives in 2021.</li> <li>• 100% of Year 11 and 12 students participate in coaching around their student profile.</li> </ul>	Semester 2  Semester 1  Semester 2  2021	Leadership Team  HOD T&L  Student Leadership  SS Team

## Improvement priority 4 – Culture of Wellbeing

- Strengthening staff and student professional and personal wellbeing

Action areas: - Have a clear focus on staff wellbeing through the work of the WH&S committee			
Strategies	Targets	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> <li>• Collaboratively build a staff wellbeing framework through an active Workplace Health and Safety Committee that has representation from across the school. (Ongoing)</li> <li>• Embed wellbeing model through Health, Safety and Wellbeing Committee (Develop 2021 for 2022)</li> <li>• Enhance the culture of regular sharing examples of best practice and resources.</li> <li>• Enhance opportunities for staff to contribute their expertise, ideas and opinions (Staff Meeting B).</li> </ul>	<ul style="list-style-type: none"> <li>• &gt;90% staff retention.</li> <li>• Improvement in more than 50% of measures from workplace surveys.</li> <li>• Sharing of practice regularly a part of staff and faculty meetings</li> <li>• Staff meeting B model formalised and implemented by Term 2</li> </ul>	2022  2022  Semester 2  Semester 2	WH&S Officer  Exec Team and WH&S  Leadership Team  Leadership Team
Action area - Have a clear focus on student personal and professional wellbeing			
Strategies	Targets	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> <li>• Review and revise strategies to maximise attendance, retention and transition of students.</li> <li>• Investigate opportunities to enhance personal development, academic and study skills across the whole school.</li> <li>• Develop planned and coordinated school celebrations and events across the school year incorporating all year levels (Planned 2021 for 2022).</li> </ul>	<ul style="list-style-type: none"> <li>• &gt;90% attendance – Whole school</li> <li>• Revised personal development plan completed – Goal setting CARE Coaching</li> <li>• Completed calendar incorporating the full range of celebration opportunities</li> </ul>	Semester 1 Semester 2  Semester 2	Attendance Team JS/MS/SS HoDs & Wellbeing Team Leadership Team

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

Principal Mr Ross Bailey



School Council Chair – Mr Michael Norton

