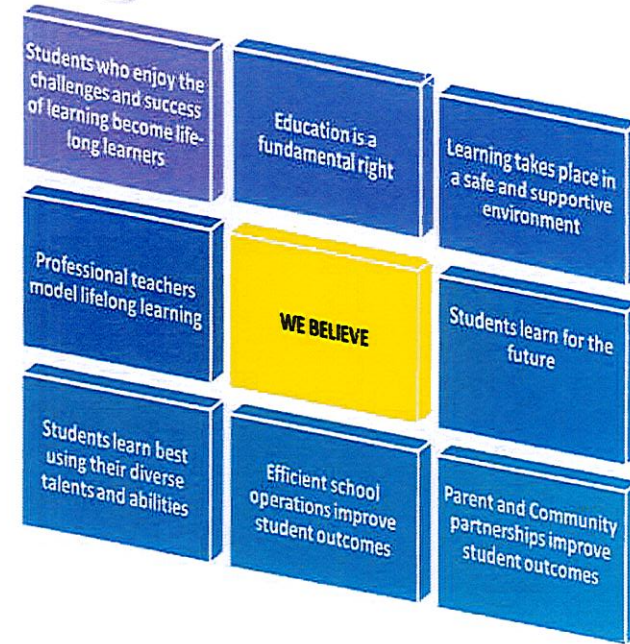


Bundaberg North State High School

2013 - 2016 Strategic Plan



“Outstanding Learners, Outstanding Achievements, Outstanding Futures”

ENDORSEMENT

This Strategic Plan was developed in consultation with the school community and states the key priorities and strategies that meet school needs and departmental requirements.

Ross Robertson
Principal

27/2/14

Roger Burt
P&C President/School Council Chair

27/2/14

Colin Allen-Waters
Assistant Regional Director

26/3/14



EQ	Focus Area	Actions	Officer Responsible	2013	2014	2015	2016
Empowered Leaders	Engagement with feeder schools and community	Revitalise the Northern Alliance cluster and develop a P to 12 approach to education in Bundaberg North	Principal	D	I	C	R
	Collaboration with secondary schools and industry	Work collaboratively with other state secondary schools and industry to develop opportunities in Vocational Education, alternative education program accessing community resources and strategic partnerships.	Principal HOD - VET	D	I	C	R
Engaged partners;	Vocational Education: Participation in school to work programs: School Based Apprenticeships, work experience, TAFE Programs etc	Develop a Vocational Education Strategic plan	HOD - VET	D	I	C	R
		Consolidate the leadership of Vocational Education into one clear leader	Principal and Deputy Principals	I			
		Conduct a review of Vet subject offerings	DP - Senior School and HOD -VET	D	I	C	R
		Increase the opportunities for students to participate in school to work programs	HOD - VET	D	I	C	R
	Engagement of Parents in school decision making and student learning	Develop a parent and community engagement strategy	HOD – SOSE DP - Junior School	D	I	C	R
		Increase the range of mediums used to communicate with parents & community	HOD – SOSE DP - Junior School	D			R
Successful Learners	Literacy and Numeracy Improvement	Develop a literacy and numeracy action plan.	HOD – ENG HOD - MATHS	D	I	C	R
		Establish a Literacy and Numeracy Action Group	Principal	I			
		Consolidate the leadership of each program to one responsible person	Principal & DPs	I			
		Review the effectiveness of foundation classes at improving student literacy and numeracy. skills	DP - Junior School & Relevant HODS	R	I	C	R
		Review the effectiveness of extension classes at extending student literacy and numeracy skills in the Upper two NAPLAN bands.	DP - Junior School & Relevant HODS	R	I	C	R
		Develop the data analysis and response skills of the teaching staff.	Principal and Deputy Principals	D	I	C	R
		Create a culture of high expectations in academic performance, behaviour student effort across the school.	Principal/DPs and All HODs	On Going			
	QCE Attainment Improvement	Implement a comprehensive QCE monitoring system.	HOD – Sen School DP – Senior School	I			
		Develop a whole school target setting process.	Principal/DPs and All HODs	D	I	C	R
		Investigate ways to improve VET subject outcomes.	DP – Senior School HOD - VET	D	I	C	R
		Review the curriculum to ensure it provides adequate choice and meets Australian Curriculum requirements	All Relevant HODS	D	I	C	R
		Continue to refine the SET Planning process to ensure students make appropriate choices	HOD- Senior School DP – Senior School	D	I	C	R
	Continue to implement the Australian Curriculum	Principal DP – Senior School		D	I	R	



EQ	Focus Area	Actions	Officer Responsible	2013	2014	2015	2016
	QCS and OP performance improvement	Establish an OP Action Group with representation from each faculty to identify and address issues related to Senior School academic achievement.	HOD- Senior School DP – Senior School		I		R
		Review QCS program with a focus on the built in aspects of QCS preparation	HOD- Senior School DP – Senior School	R	I	C	R
		Develop a Senior School Curriculum Plan	HOD- Senior School DP – Senior School	D	I	C	R
		Develop a signature program from Year 4 to 12 that supports a culture of academic excellence.	HOD – Junior Sch DP – Junior Sch Relevant HODs	D	I	C	R
		Develop a self-reflective student learning culture	Principal / DPs / HODs	On Going			
	Attendance Improvement	Review all practices and procedures related to school attendance to address absenteeism, truancy, disengagement and school refusal	Principal and Deputy Principals	D	I	C	R
		Extend the use of ID attend to support attendance practices	DP – Junior School	I	C	C	R
	Assessment Practices: Target setting, student feedback and moderation	Development of a consistent system of target setting and student feedback.	Principal / DPs / HODs	D	I	C	R
		Develop consistent assessment and moderation practices - including A level exemplars, foregrounding of assessment and review of student performance.	Principal / DPs / HODs	D	I	C	R
	Effective use of Information Communication Technology	Develop an E Learning Strategic Action plan	HOD – E Learning	D	I	C	R
		Consolidate the leadership of ICT's and form an E Learning HOD position.	Principal & DPs	I			
		Revitalize the ICT working Party	Principal & HOD – E Learning	I			
		Create a schedule of predicted costs for maintenance and development of ICT devices and infrastructure	HOD – E Learning	D	I	C	R
		Increase the profile and support of the ICT Professional Learning Paperclip Group.	HOD – E Learning	I			
		Increase the utilization of One Portal, One School and commercially available software to support student learning and school operations	DP – Junior School HOD – E Learning	On Going			
Indigenous Education	Maintain the current successful practices and strategies to ensure student success.	HOD – Student Sup	I	C	C	R	
	Implement the 2013 EATSIPS plan	HOD – Student Sup	I	C	C	R	
Great People: Teaching practice	Teaching and Learning (Pedagogical Framework)	Investigate and implement the ART and Science of Teaching Pedagogical framework	Principal HOD – Junior Sch	D	I	C	R
	Differentiated Teaching and Learning	Develop teacher skills in the provision of differentiated teaching and Learning.	DP – Junior Sch HOD – Junior Sch	D	I	C	R
		Establish a set of teaching and learning expectations for Foundation, Core, Extension and Leap classes.	Principal/DPs/HODs	D	I	C	R
		Develop a system of quality assurance to ensure all resources to support learning are fully utilized.	HODs	I			



EQ	Focus Area	Actions	Officer Responsible	2013	2014	2015	2016
	Effective Data Analysis and response	Develop a whole school data plan which incorporates the use of PAT R , Pat M and any other relevant diagnostic assessment tool	Principal/DPs/HODs	D	I	C	R
		Develop teacher skill in accessing, analysing and responding to data	Principal/DPs/HODs	On Going			
	Professional Learning: Self-reflective culture including coaching and mentoring	Develop a self-reflective staff performance culture.	Principal/DPs/HODs	On Going			
		Develop a system of mentoring, coaching and feedback for staff as part of ongoing professional learning	ASoT Instructional Leaders	D	I	C	R
		Develop a professional learning calendar that also includes opportunities for support staff	DP – Junior School	D	I	C	R
High Standards: School Capacity	Enrolment Trends	Develop a marketing strategy to promote the school in the community	DP – Junior School	I	I	C	R
		Target and include other schools in Year 7 to 8 transition programs	DP – Junior School	I			
		Revitalise the Northern Alliance cluster and develop a P to 12 approach to schooling.	Principal DP – Junior School	I			
	Marketing	Develop a comprehensive marketing plan that incorporates the following features: <ul style="list-style-type: none"> • Branding of the schooling- Broad range of communication methods - <ul style="list-style-type: none"> ○ Advertising ○ Website ○ Facebook ○ Publicity 	DP – Junior School	I	I	C	R
	Behaviour Support Improvement: Structures, procedures and processes	Review the behaviour support structures and develop a new model.	Principal and DPs	D	R	C	R
		Utilize the One School Behaviour function as the school behaviour database.	HOD – E Learning	I			
		Review the responsible behaviour plan on a regular basis	Principal	On Going			
		Develop and implement a student rewards system.	DP – Junior School	D	I	C	R
		Implement the Art and Science of Teaching and incorporate elements of the School Wide Positive Behaviour Support program.	Principal HOD - Junior School	D	I	C	R
		Review student well- being programs (RAS) and the effectiveness of current strategies Better Buddies, Peer Mediation and develop revised programs.	DP – Junior School HOD - Junior School	D	I	C	R
Getting Ready for Secondary School	Investigate ways to provide opportunities for students to engage in extra curricula activities during lunch breaks	HOD – Junior School	D	I	C	R	
	Develop junior school identity with a distinct rationale, precinct , curriculum and leadership structure	Principal & DPs	D	I	C	R	
	Seek ways to include the school community in decision making related to the inclusion of Year 7.	Principal DP- Junior School	I	I	C	R	
Performance Development	Develop a junior school leadership program.	DP – Junior School HOD - Junior School	D	I	C	R	
	Review and re-develop the performance development process.	Principal	R	I	C	R	
	Engage the middle Management team in leadership development professional learning activities.	Principal	On Going				
	Engage the staff and school community in the program of renewal	Principal	I				



EQ	Focus Area	Actions	Officer Responsible	2013	2014	2015	2016
	Celebrate Success	Identify ways to celebrate staff achievement and success including - <ul style="list-style-type: none"> • Staff morning tea. • Good news at staff meeting acknowledging staff success. 	Principal				
	Refresh Revitalise Renew; Program of Renewal	Review and revise school vision values and beliefs Create a priority list of actions to be taken immediately and engage staff in actions. List to include <ul style="list-style-type: none"> • Review behaviour support, structures procedures and processes. • Consolidation of Leadership and whole school programs • Develop whole school Action plans • Revitalise North Alliance Cluster • Develop relationships with other state secondary schools in Bundaberg • Enact getting ready for Secondary Schools Action Plan. • Revision of values, vision and belief • Begin implementation of Art and Science of teaching 	Principal / DPs / HODs	I			



	Focus Area	Officer Responsible	Targets for 2016			
Empowered Leaders	Engagement with feeder schools and community	Principal	Increase in school enrolments			
	Collaboration with secondary schools and industry	DP – Senior School HOD - VET	Increase SAT's	Increase in Work Ex		
Engaged Partners	Vocational Education: Participation in school to work programs: School Based Apprenticeships, work experience, TAFE Programs etc	DP – Senior School HOD - VET	60 SAT's	Destination study -Uni 25%- TAFE 27%- Work48%		
	Engagement of Parents in school decision making and student learning	DP – Junior School HOD - SOSE	S2035 – 97%	S2034 – 98%	S2036- 907%	S20368- 90%
Successful Learners	Literacy and Numeracy Improvement	HODs – English, Maths, Science, SOSE	<ul style="list-style-type: none"> - NAPLAN U2B above National percentages - NAPLAN above National Means - NAPLAN above National and minimum standards percentages 			
	QCE Attainment Improvement	DP – Senior School HOD – Senior School	100%			
	QCS and OP performance improvement	DP – Senior School HOD – Senior School	85% of students OP1-15			
	Attendance Improvement	Principal	95% - 100%			
	Assessment Practices: Target setting, student feedback and moderation	Principal / DPs / HODs	S2006 – 90%	S2028- 95%		
	Effective use of Information Communication Technology	DP – Junior School HOD – E Learning				
	Indigenous Education	DP – Senior School HOD – Student Support	Gap between attendance rate of indigenous and non-indigenous – 0%	Closing the Gap in Year 12 retention- 0%		
Great People	Teaching and Learning (Pedagogical Framework)	Principal / DPs / HODs	S2017 – 90%	S2018 – 90%		
	Differentiated Teaching and Learning	Principal / DPs / HODs	S2006 – 95%	S2028 – 95%		
	Effective Data Analysis and response	Principal & DPs	S2006 – 95%	S2040 – 90%		
	Professional Learning: Self-reflective culture including coaching and mentoring	Principal and ASoT Instructional Leaders	S2006 – 95%			
Higher Standards	Enrolment Trends	Principal	Increase enrolment 900			
	Marketing	DP – Junior School	Increase enrolment 900			
	Behaviour Support Improvement: Structures, procedures and processes	Principal	S2012- 90%	S2021- 95%	S2044- 80%	S2063-85%
	Getting Ready for Secondary School	Principal DP – Junior School	<ul style="list-style-type: none"> - Junior curriculum modified for year 7 - Parent forums held - Revised transition program implemented - P-12 North Alliance curriculum plan implemented - Northern Alliance Cluster functioning 			



Performance Development	Principal	DPP aligned to school and state priorities
Refresh Revitalise Renew; Program of Renewal	Principal / DPs / HODs	Increased enrolments