



2019 ANNUAL IMPLEMENTATION PLAN

Thuringowa State High School

Key Priorities for 2019

At Thuringowa State High School, **Student Engagement** is evident when students attend every day, in a supportive learning environment, leading to improved academic outcomes.

Every lesson students will be *'In class, on task'*.

We will achieve this through:

- **Academic Success:** Building literacy skills for learning and achieving.
- **Teaching & Learning:** Establishing highly effective teaching teams that develop 21st century student learners.
- **School & Community:** Valuing attendance *'every day'*, positive behaviour and strong community partnerships.

'At Thuringowa State High School we believe all students can achieve high standards.'

Supporting Documents

- 2019 Budget Overview Report
- Investing for Success 2019

Certification

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


School Principal


Parents & Citizen's President


Assistant Regional Director

State and Regional Priorities

State Schools Strategy 2018-2022

- Collaborative empowerment
- Successful Learners
- Teaching Quality
- Principal Leadership and Performance
- School Performance
- Regional Support
- Local Decision Making

NQR Priorities 2019

- Build Principal and other Leaders' capability to facilitate the *school improvement model* to identify and enact their school explicit improvement agenda in alignment with the State School Strategy
- Support Principal and other School Leaders to build capability of staff
Develop strong collaboration between schools/regional teams and other agencies.



SUCCESSFUL LEARNERS
'Student engagement'

| School Strategies | Actions | Performance Measures | | | Responsible Officer | Resource/Evidence |
|---------------------------------|--|---|---|--|---------------------|---|
| | | Description | Target | Date | | |
| Student Attendance | Implement: <ul style="list-style-type: none"> - clear roles & responsibilities - school attendance policies, - school procedures and strategies - monitor, track and report | Overall School attendance Student attendance 90-100% Student attendance < 85% Indigenous student attendance Non-Indigenous student attend Specific Year level targets | > 83% 45% 40% > 75% > 89% Data sheet | Semester One | | School Profile OneSchool ID Attend I4S Clontarf Stars |
| Literacy, Reading & Writing | Develop and implement school literacy strategies. <ul style="list-style-type: none"> - School literacy committee - Cluster and school writing strategy - School classroom programs - Case management approaches - Coaching and professional development | Year 7 - 12 "C" LOA or better English, Maths & Science Specific subjects Year 7 & 9 NAPLAN <ul style="list-style-type: none"> - Reading (NSM, U2B) - Writing (NSM, U2B) - Numeracy (NSM, U2B) | >80% jnr >90% snr Data sheet ≥ Like schools | Each Term Semester One | | School Profile OneSchool NAPLAN I4S |
| 21 st Century Skills | Develop and implement school 21 st century skills strategies <ul style="list-style-type: none"> - Coaching and professional development | Develop schoolwide integration plan | 100% | Semester One | | Aust Curriculum QCAA |
| Senior Attainment | <ul style="list-style-type: none"> - Implement new SATE & QCE - QCE case-management - Vocational outcomes opportunities | QCE/QCIA achievement OP 1-15% QCE/QCIA, Cert II-III or OP1-15 | 100% > 60% > 100% | Each Semester EOY 2019 EOY 2019 | | School Profile OneSchool I4S |
| Positive Behaviour for Learning | Further develop and implement PBL with emphasis on student engagement through: <ul style="list-style-type: none"> - School and cluster consistent approach - Explicit PBL teaching sessions - ESCM & managing student behaviour - Restorative Practices training - Classroom profiling - Inclusive strategies including ICP, ALPS and co-teaching - Cluster Berry Street approach | Student Wellbeing and Engagement framework. Restorative Practices approaches Berry Street implemented <i>'Student behaviour is well managed' S2012</i> | Completed Completed Initiated 80% staff 60% stdts | Semester One Semester One Semester Two Term Three | | School Profile OneSchool I4S School Opinion Clontarf Stars |



TEACHING QUALITY AND PRINCIPAL LEADERSHIP AND PERFORMANCE
'Improved teaching and staff capabilities'

| School Strategies | Actions | Performance Measures | | | Responsible Officer | Resource/ Evidence |
|---|---|---|--------------|--|---------------------|---|
| | | Description | Target | Date | | |
| School Pedagogical Framework | Embed 2019 School Teaching and Learning handbook and strategies: <ul style="list-style-type: none"> - Clarity - Evidence driven instruction - Gradual release of responsibilities - Monitor learning | 2019 School Quality Teaching and Learning <ul style="list-style-type: none"> - Unpacking CARF - QTL team - Using data to inform teaching | 100% | Term One | | QTL Handbook Professional development |
| Coaching and Mentoring | Embed a classroom and feedback culture to build teacher capacity. <ul style="list-style-type: none"> - MBT / Beginning teachers - Classroom profiling (ESCMs) - Targeted staff instructional coaching | Staff engaged with process. <ul style="list-style-type: none"> - Shared with departments / staff meetings - Best practices - Schedules | 100% | Term One | | QTL Team Profilers MBT I4S |
| Professional Development and Engagement | Engage all staff in Annual Perform Reviews Deliver quality professional development : <ul style="list-style-type: none"> - Aligned prof dev schedule with APRs - Gradual release of responsibilities - Monitor learning strategies - Literacy & numeracy - Explicit instruction - Behaviour management - 21st Century Skills - QCAA - Inclusive strategies | Quality Professional Development Scheduled prof dev activities Professional Learning Circles | 100% | SFD Schedule Prof Dev Schedule Staff Meetings Workshops / Conferences | | Prof Develop Schedule External Providers |
| School Leadership team | Implement professional growth opportunities to strengthen collaboration <ul style="list-style-type: none"> - aligned role, responsibilities & accountabilities - Completed and enacted APRs - Constant shared beliefs & norms | Completed APR processes Leadership development HOD Educator Impact Principal + Dep Principal Leadership conferences (QELI, Principal Conference, QSPA) 'Shared beliefs and understandings' | 100% 100% | Term One Semester One | | Annual Perform Review ARD |



SCHOOL PERFORMANCE
'Consistent School-wide high yield practices'

| School Strategies | Actions | Performance Measures | | | Responsible Officer | Resource/Evidence |
|---|---|--|--------|--|---------------------|--|
| | | Description | Target | Date | | |
| Student engagement and school improvement | Establish teams to investigate, analyse and drive school performance: <ul style="list-style-type: none"> - Review school data sets and 'like-schools' - Develop strategies for LOA, Attend + BM - Cluster and transition activities - QSPA, PLC, Conferences & school visits | Data Team established | 100% | Term One | | School Profile OneSchool Enrolments I4S |
| Innovation | Evolve Global Tropics Future project: <ul style="list-style-type: none"> - JCU and other partnership - QVSA, CLAWS, iSee and virtual schools - iSTEM and school programs - Investigate international connections Alternate Learning Options <ul style="list-style-type: none"> - ALPs - Berry Street Prioritise school staffing | Global Tropics Future project Deliverables & Strategic Plan Programs to support disadvantage and trauma affected students Establish a strong school workforce | | Project Plan Timelines Cluster and contextual programs Liaise with HR. Develop networks | | GTF Strategic & Deliverables Regional SIS Team School Profile Regional HR |



REGIONAL SUPPORT AND LOCAL DECISION MAKING
'Engage parents and community'

| School Strategies | Actions | Performance Measures | | | Responsible Officer | Resource/Evidence |
|------------------------------------|---|--|----------------------------|--------------|---------------------|--|
| | | Description | Target | Date | | |
| Parent and Community Engagement | Develop and implement the Parent and Community Framework: <ul style="list-style-type: none"> - Promotion and celebration of the school - Align programs – Clontarf / Stars, PBL - Regular communication (newsletter, forums meetings, events, social media) - Elevate Parents & Citizens association | Parent and Community Framework <i>'This is a good school'</i> S2035 P&C Strategy | 100% ≥ Like schools | Semester One | | School Opinion Survey |
| Regional and Industry Partnerships | Strengthen DoE & industry partnerships: <ul style="list-style-type: none"> - Regional state schooling services(SIS) - Work Experience & SBTA - STEM linked, JCU, Defence, Industry | Senior student outcomes | Various | EOY 2019 | | School Profile QCAA Senior Outcomes Destination Survey |