

# Narangba Valley State High School Annual Improvement Plan 2019



At Narangba Valley State High School, our learners are

- Inspired
- Resilient & Connected
- Innovative

School wide Improvement Priorities and Targets		
Priority	Targets	Measure
Inspired Learners	100% on Track QCE; Juniors 90% Pass;	Report Cards
Resilient and Connected Learners	<ul style="list-style-type: none"> <li>• Attendance 93%</li> <li>• School Opinion Survey "Above State"</li> </ul>	<ul style="list-style-type: none"> <li>• OneSchool</li> <li>• School Opinion Survey</li> </ul>
Innovative Learners	<ul style="list-style-type: none"> <li>• eLearning - 100% students developing 21<sup>st</sup> Century skills</li> <li>• BYOD take up &gt; 95%</li> </ul>	<ul style="list-style-type: none"> <li>• School data</li> </ul>

## INSPIRED LEARNERS

Improvement priority: Senior Outcomes

Strategy: Maximising OP, ATAR and QCE results			
Actions	Targets	Timelines	Responsible Officer/s
Combination of internal and external strategies for QCS preparation and other OP-focussed work	OP 1-15 –88% QCS A – 20% QCS D - <10%	All year	HOD SS and DP – Sen. Sec. performance (OP/QCE)
Continue to embed cognitive verbs in all assessment and explicitly plan for and teach them. CCEs continue to be embedded and explicitly taught in all assessment for Year 12s only	All faculties engaged	All year	All HODs
Continue to ensure that Student Performance Data Assessment meetings identify every student at risk in years 11 and 12 and deliver immediate intervention	100% QCE All Year 11s on track end of Unit 2	All year	All HODs and GOs
Teachers engage in developing differentiation practices for all students to maximise their potential within individual subject areas and link to student's goal setting targets.	A – C 90%	Ongoing	Every Teacher / SLT
Strategy: New QCE system 2019 / 2020			
Actions	Targets	Timelines	Responsible Officer/s
The New QCE – increased understanding of the new QCE, learning account point accumulation and AARA	Milestones achieved on time	December 2019	HOD SS and DP – Sen. Sec. performance (OP/QCE)

***Improvement priority: Junior Secondary Learners***

<b>Strategy : A focus on improving student results in literacy (specifically reading and writing) and numeracy in NAPLAN</b>			
<b>Actions</b>	<b>Targets</b>	<b>Timelines</b>	<b>Responsible Officer/s</b>
Implement strategies to continue lifting NAPLAN results, including U2B	Above Like Schools	July 2019	DP – Junior Sec performance
<b>Strategy: Process for tracking progress of all Junior Secondary Students</b>			
<b>Actions</b>	<b>Targets</b>	<b>Timelines</b>	<b>Responsible Officer/s</b>
Student Goal Setting - Ensure that students engage in reflection and feedback cycles based on their data.	A – C 90%	Each Term	Classroom Teachers / Faculty HODs / Line Managers
Continue to ensure that Student Performance Data Assessment meetings identify every student at risk in years 7 - 10 and deliver immediate intervention.	A – C 90% Attendance 93%	Term by Term	DP Data / Line Managers / SLT / All Staff
Teachers engage in developing differentiation practices for all students to maximise their potential within individual subject areas and link to student's goal setting targets.	A – C 90%	Ongoing	Every Teacher / SLT
<b>Strategy: ACARA alignment</b>			
<b>Actions</b>	<b>Targets</b>	<b>Timelines</b>	<b>Responsible Officer/s</b>
ACARA audit of JS (plus year 10) including: <ul style="list-style-type: none"> <li>Assessment Map</li> <li>Compliance</li> <li>Alignment to standards descriptors for reporting</li> </ul>	100% aligned	Term 1 2019	DP HOD JS
Analyse current moderation processes in Junior Secondary. Auditing and sharing of best practice.	Review process completed	Throughout 2019	DP HOD JS Faculty HODS

***Improvement priority: Pedagogical excellence***

<b>Strategy: Continue to embed New ASoT as our Pedagogical Framework</b>			
<b>Actions</b>	<b>Targets</b>	<b>Timelines</b>	<b>Responsible Officer/s</b>
Continued consolidation of NASoT: Engagement	All teachers attend WoWs; PD delivered each term	MBT end of 2019	DP, HOD T/L
Introduction of new coaching / PLC program	Trial and refine new coaching program	June 2019 review of coaching program	DP, HOD T/L
Investigate High Reliability Schooling (Marzano)	Determine if HRS is a preferred pathway.	End Term 3	DP Pedagogy, HOD T/L
Continue ESCM development	50% or more of staff complete voluntary ESCM profile	End 2019	DP, HOD T/L
Continue to employ coaches in literacy, numeracy pedagogy and eLearning.	Coaches in place	Term 1 2019	DP JS

*Improvement priority: Professional Development*

Strategy: Developing the skilled work force through a responsive PD program			
Actions	Targets	Timelines	Responsible Officer/s
ELearning and NASoT as priorities	Whole school PD plan created and published to teachers.	End term 1 2019 Term 1 2019 ongoing	DP, HOD T/L
Continue to develop partnerships and opportunities to host PD at the school	Similar or more than 2018	All year	DP, HOD T/L
Simplify PD form	New PD form trialled	Term 1	DP (PD)
Develop clear expectations for PD approval	Approval within 7 days of submission to HoD	Term 1	DP (PD)
Whole school PD plan by end of term 1	Plan developed	Term 1	DP (PD)
Review school leadership (aspirants) program	Aspirant teachers engaged	Ongoing 2019	DP JS
MBT program reviewed and sustainability established	Clear and sustainable MBT program	End 2019	DP, HOD T/L

*Improvement priority: Vocational Pathways*

Strategy: Implementing an effective and valuable Vocational program			
Actions	Targets	Timelines	Responsible Officer/s
Ensure that all VET requirements are met, partnerships are productive, students are tracked for completion (including the new student management system) and VET futures are responsive to industry	100% QCE, 100% students complete a qualification	Ongoing	DP – Sen. Sec. VET
Agility with strategic VET approaches – responsiveness to employment trends and VET demand; close linkages with local industry	Create new opportunities for students resulting in an increase in Work Experience and SAT participation rates	Ongoing	DP – Sen. Sec. VET, HOD Senior schooling (VET Pathways)
Develop and implement a planned pathway for disengaged Year 9/10 students leading to successful post compulsory education or work.	Documented Pathway Pilot Program	Sem 1, 2019 Sem 2, 2019	DP VET

## RESILIENT & CONNECTED LEARNERS

### Improvement priority: Attendance

Strategy: A focus on improving attendance rates			
Actions	Targets	Timelines	Responsible Officer/s
Create and embed a clear policy on following up attendance where all staff, parent and student roles are defined and responsibilities are clear.	93% whole school attendance  100% accuracy	Ongoing	Principal DPs
Clear and transparent policy publicised regarding exams/work missed when students are away (authorised versus approved)	All staff implement	End Sem 1	DPs, HODs, teachers
Improve attendance on sports days and final days of terms.	75% attendance on Sports days	All year	Sports master, House leaders
Investigate the creation of a special home group for school refusal / special cases	Nil enrolments in class by Dec	December	DP, GOs, BSU

### Improvement priority: School Culture

Strategy: Implementing processes to develop school culture and pride			
Actions	Targets	Timelines	Responsible Officer/s
Continue to solidify house structure	Planned documented activities for each term for house spirit	June 2019	Admin HoD I&C
Determine and embed methods to systematically re-enforce school expectations and reward positive behaviour.	Transparent, fair and sustainable reward system developed	All year	DP, HOD T/L
Refining and increasing roles of home group teachers (pastoral) through PD	Documentation of roles developed	June 2019	DP Culture, HOD I&C

### Improvement priority: Well-being program

Strategy: Ensuring a comprehensive well-being program is implemented			
Actions	Targets	Timelines	Responsible Officer/s
Well-being Coordinator appointed	Position filled, position recognized positively.	End 2018	Executive Team
Whole school well-being plan created and implemented	Whole school well-being plan	End 2019	HOD I&C Well-being Coordinator

### Improvement priority: Staff well-being

Strategy: Ensuring a range of support and well-being activities are undertaken			
Actions	Targets	Timelines	Responsible Officer/s
Continue Success in Action and other means of recognition of staff achievements / contributions.	SOS Morale	All year	SLT
Staff social committee continue to organise and promote activities to build staff cohesion	SOS Morale	All year	Adam Colley

***Improvement priority: Behaviour***

Strategy: Ensuring best practice behaviour policies and procedures exist			
Actions	Targets	Timelines	Responsible Officer/s
Review of Dem 2 process	100% student completion in 3 days	End 2019	DP, HOD T/L
Additional involvement of HL for positive behaviour	Documented analysed and sustainable behaviour/support programs	June 2019	DP, HOD T/L
Explore and embed positive behaviour programs and continue to develop programs for at risk students	Positive behaviour referrals greater than or equal to 5000	End 2019	DP, HOD T/L
Consistent methods for behaviour management are developed and implemented (e.g. consideration of Responsible Thinking)	Referrals to BSU reduced to ..	End 2019	DP, HOD T/L

**INNOVATIVE LEARNERS*****Improvement priority: eLearning***

Strategy: Embedding technologically based learning pedagogies			
Actions	Targets	Timelines	Responsible Officer/s
Clear direct and indirect teaching of eLearning skills and processes are embedded in years 7-11.	All teachers using OneNote or Learning place in the classroom	End Term 1	DP, eLearning Coach
eLearning plan (underpinned by departmental plans) has been developed.	Plan developed and implementation started	End Term 1	DP, eLearning Coach and committee
eLearning tutorials for students and parents are provided.	Out of class hours and/or online tutorials for students exist.  At least 2 parent tutorials in semester 1	Ongoing	eLearning Coach and committee


Strategy: Implementing a successful BYOX program			
Actions	Targets	Timelines	Responsible Officer/s
Continue the roll out the BYOX program in new Year 7 classes	BYOD uptake > 95%	Ongoing	DP (Technology) Every Teacher
Deliver multiple opportunities for teacher professional development on effective e-learning strategies in the classroom	Effective student engagement with personal devices as learning tools in the classroom	Ongoing	DP (Teaching and Learning); HOD T & L

*Improvement priority: Vision for the future*

Strategy: Focus on maintaining enrolment market share			
Actions	Targets	Timelines	Responsible Officer/s
Continue to enhance the school's marketing strategy including continuation of AO2 support	Active marketing plan	Ongoing	Principal and key staff (MARCOM)
Continue the program of school tours for prospective parents	Positive public perception	End term 2 plus term 3/4	Principal and key staff
Continue the high profile of the school's values of Respect, Integrity and Commitment as key planks	Espoused at every opportunity	Ongoing	All staff
Strategy: Promoting Connections and Partnerships with wider community			
Actions	Targets	Timelines	Responsible Officer/s
Continue to nurture existing partnerships with business, the tertiary sector and other learning providers, and look for opportunities to extend these in ways that positively influence learning outcomes for students.	Established list of partnerships developed.	Ongoing	Exec team, HOD SS, curriculum HODs / Coords of POEs and academies
Strategy: Strategic Planning & Visioning			
Actions	Targets	Timelines	Responsible Officer/s
Finalising and embedding the school wide "Pillars for success" as part of the visioning process.	Vision statements are publicly accepted and articulated.	All year	Principal
Develop a new 4 year strategic plan	Strategic plan finalised	March 2019	Principal
Implement all strategies outlined in the <b>Investing For Success</b> action plan	As per I4S Action Plan	As per I4S Action Plan	Various
Middle leadership and executive team are provided with quality professional development to enable focussed school and faculty improvement	Minimum 2 major PD activities held.	All year	Principal
Staff, parents, school council are actively involved in strategic decision making processes through Collaborative Inquiry Cycles	Evidence of CICs in place for strategic issues	All year	Exec Team
Strategy: Cultivating Innovation			
Investigate the expansion of the culture of innovation through a scan and assess of the SMA and the academies.	An innovation plan has been developed and implementation begun	End 2019	DP



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