

Mission Statement

We will ensure that our students from a diverse range of backgrounds are on a pathway to achieve their academic and personal potential in a disciplined learning environment that embraces traditional values and innovative practices.

Philosophy

Our philosophy is enacted through our key beliefs.

Treasure education as both a right and a privilege
Honour the past whilst embracing the future
Expect mutual respect and kindness

Knowledge and skills are the keys to creating successful lifelong learners
Excellence is the goal for all of our students and staff
Disciplined learners on individual pathways will succeed
Respect the school's uniform, values and diversity
Opportunity for improvement every day is essential
Nurture the future active citizens of our global community

Work with each other, for each other, with passion
Actively embrace challenges and show resilience to overcome them
Youth and experience collaboratively driving innovation

Collectively these actions embody
“The Kedron Way”
It is what makes our school
unique, caring and successful.



Kedron State High School

TRADITIONAL ACADEMIC DISCIPLINED DIVERSE



To Strive is to Shine

Kedron State High School

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Strategic Plan 2016 - 2020

KEDRON STATE HIGH SCHOOL

Explicit Priorities (EP)

HIGH QUALITY TEACHING

Engaging and Differentiated teaching and learning embedded in daily practice

TRACKING STUDENTS FOR SUCCESS

Targeted and streamlined student tracking that leads to both personal and academic growth

QUALITY PATHWAYS FOR ALL STUDENTS

A senior pathways program which engages the diverse student population of our school

STAFF PROFESSIONAL AND PERSONAL WELLBEING

Strengthening staff professional practice and personal wellbeing

Focus Area	What this means to us	Link to EP	Strategies	Timeframes				Evidence
				KEY: Beg – Beginning / Con – Continuing and Consolidating/ Rev - Review				
Traditional Embedding the Kedron Way	Staff, students, parents and our community are committed to maintaining the culture and traditions which develop the next generation of exceptional adults and enhance the excellent reputation of our school. Everyone welcomed into the Kedron SHS family is inducted into the 'Kedron Way' as a mechanism for ensuring consistency of expectations and actions. A clear focus on respecting the traditions of the school and our community leads to enhanced pride in all that is achieved. At the same time a clear commitment to building new traditions is maintained as a way of ensuring the school continues to evolve and flourish. This all ensures that Kedron SHS is known as the school of choice on the north side of Brisbane.		<ul style="list-style-type: none"> Enhance and refine the induction programs at the school for students, staff and parents to ensure an understanding of and commitment to the 'Kedron Way' Maintain the traditions of the school such as Kedron Week – whilst seeking new traditions through student, parent and staff feedback and engagement Strengthen, refine and coordinate the KEDCARE program at the school to allow for the broad development of students in a personal and social emotional sense Develop a clear marketing approach to ensure the excellence that exists every day in the school is recognised and valued in our community Create a large whole school event to celebrate excellence at the school at the end of each year Develop a strong alumni that provides a framework to build links with past students and utilises their expertise and experiences to assist current students Review and consult on our continued involvement with CIS (Council of International Schools) and examine if a more localised accreditation approach is required Submit an application for IPS (Independent Public School) status and if successful continue to monitor IPS success through staff and parent engagement 	2016 Con Con Con Beg Beg Beg Beg Beg	2017 Con Con Con Con Con Con Con Con	2018 Con Con Con Con Con Con Con Con	2019 Rev Rev Rev Rev Rev Rev Rev Rev	<ul style="list-style-type: none"> Increase in-catchment enrolments Increase in case management of students (quantity and quality) through student welfare team Increase in alumni engaging in school programs Sustain and improve on already high School Opinion Survey results in key areas such as 'safe at school' and 'this is a good school' Improve School Opinion Survey results in key areas around 'parents having opportunities to engage in school activities' and 'Student opinion being heard' Reduction in School Disciplinary Absences
Academic Exceptional futures for all students	Staff, students, parents and our community are committed to a clear understanding that academic excellence is defined as a commitment to learning and improvement. Students have access to a broad curriculum which allows them to identify their pathway for the future. They also develop clear learning goals in both the short and long term. Staff utilise a clear teaching framework and develop specific actions for students based on the needs of each individual student, and informed by holistic reflection of key data. All students are tracked and supported to ensure they are on an improvement journey. Strong links are enhanced with our local primary schools through excellence programs, tertiary institutions through extension programs and industry partners through work placement programs - to ensure a seamless transition for students.		<ul style="list-style-type: none"> Strengthen our already proud reputation for delivering high calibre academic programs and achievements through an audit of existing approaches, leading to a coordinated and enhanced engagement in the use of the Common Curriculum Elements (CCE) and higher order thinking strategies across all year levels Broaden the subject and pathway options from Year 9 through to 12 to provide opportunities for all students to succeed, whilst continuing to enhance the SET Plan processes and career development programs in the school Formalise a seamless and engaging whole school curriculum plan with a focus on purpose and quality of assessment rather than quantity of assessment – informing a streamlined data plan that focusses on individual improvement Strengthen and contextualise the existing teaching framework (ASOT – Art and Science of Teaching) that provides engaging and targeted teaching for our students and opportunities for innovation for our staff Strengthen and embed a culture of peer observation, coaching and mentorship that provides opportunities to enhance the skills and practices of our strong teaching team – working toward engagement in the lead and highly accomplished teacher accreditation process Formalise and then embed a meaningful and easy to use data and tracking system for students in terms of ensuring they are progressing academically and personally toward a high quality outcome Utilise the data gathered to further refine and embed the use of student learning goals to focus improvement strategies Formalise, promote and commence a series of primary school targeted excellence programs (STEM, Music and Languages) that reflect the excellence of the school and attract students to Kedron Formalise school wide response to develop increased engagement in STEM (Science, Technology, Engineering and Maths) Commence planning, engagement and trials in the new Senior Tertiary Entrance system 	Con Con Beg Con Con Con Beg Beg Beg	Con Con Con Con Con Con Con Con	Con Con Con Con Con Con Con Con	Rev Rev Rev Rev Rev Rev Rev Rev	<ul style="list-style-type: none"> Decrease in subject changes in Term 1 Year 11 Increase in subject offerings to cater for diversity Improvement in QCE (QLD Certificate or Education) attainment and VET (Vocational Education Training) completion Improvement in QCS (QLD Core Skills Tests) mean scores and OP (Overall Position) results until final year of OP in 2018 Sustain and improve on already high School Opinion Survey results around 'teachers expect me to do my best' and 'teachers provide me with useful feedback' and 'getting a good education at this school' Continue to improve School Opinion Survey results in areas around 'staff access to quality professional development' and 'staff feeling the developing performance process is helping them improve their work at school' Improvement in NAPLAN (Year 7 and 9) – specifically in Upper Two Bands and Mean improvements. Improvement in student numbers choosing STEM subjects in senior years. Full enrolments into INFUSE primary programs of excellence – with waiting lists for each program
Diverse Promoting inclusivity, creativity and innovation	Staff, students, parents and our community are committed to promoting and valuing inclusivity within our school. All individuals are valued regardless of their background and heritage. This focus placed on nurturing each individual to achieve their best, leads to a strong commitment to promoting creativity and innovation. It is through creativity and innovation that the ideas that shape and change our world are formed. Kedron SHS is committed to being at the forefront of developing the life-long learners and change-makers of our future by providing a myriad of opportunities for students. The school's Arts, Applied Technology and Languages programs are leaders in this important space.		<ul style="list-style-type: none"> Strengthen the programs that already exist in the school which provide professional development and training - focussing on cultural diversity Utilise PLC's (Professional Learning Communities) to drive innovation through prototyping and testing new initiatives – scaling up the successful initiatives across relevant areas across the school Maintain and refine the events and activities at the school which highlight the wonderfully diverse nature of Kedron SHS – looking to open this up to parents and the community Continue to support and develop the existing International Student Program and strong languages program Continue to embed in practice whole school literacy and numeracy strategies (both stand-alone and embedded within curriculum areas) providing essential support for all students including those with learning difficulties, EAL/D (English as an Additional Language/ Dialect) students and Students with Disabilities. Develop further the partnerships with tertiary institutions, professional organisations and industry groups to ensure the innovative and creative programs at our school (which enable diversity) are formalised and recognised as an aspect of the school's enrolment guidelines Review the utilisation of targeted grouping of students in terms of benefits for student outcomes Explore continued opportunities to promote ecologically sustainable programs within the school and community Continue to develop and promote social justice groups working within and beyond the school to ensure continued student engagement with vulnerable groups in society 	Con Con Con Con Con Beg Beg Beg Beg	Con Con Con Con Con Con Con Con	Con Con Con Con Con Con Con Con	Rev Con Rev Rev Rev Rev Rev Rev	<ul style="list-style-type: none"> Improvement on already high Levels of Achievement in all learning areas Sustain and improve on already high School Opinion Survey results around 'students feeling safe' and 'students being treated fairly' Improved School Opinion Survey results in key areas around 'students talking to teachers about concerns' and 'staff wellbeing and work life balance' Improvement in school based results and NAPLAN NMS (National Minimum Standard) around Literacy and Numeracy Improvement on already strong attendance data Prototyped and tested innovations from PLCs are scaled up to support students, staff and the community
Disciplined Respectful learners, citizens and leaders of the future	Staff, students, parents and our community are committed to a clear view that individual success is driven by self-discipline. This is the ability to commit to a task and see it through regardless of the challenges. This is a crucial learning for all young people and it is something Kedron SHS has a deep commitment to instilling in each of our students. In addition to self-discipline, all members of the Kedron community understand that society operates most effectively when respect and compassion shape decisions. It is in committing to those values our students will be best prepared to be the active citizens and leaders of the future and our staff will flourish to be at their best each day. Discipline is at the core of our school and is a significant reason parents and students desire to attend Kedron SHS.		<ul style="list-style-type: none"> Review existing programs and then embed refined programs and opportunities for students to build resilience and self-discipline both within KEDCARE and identified curriculum programs Maintain the high expectations regarding behaviour and uniform that is consistently evident at the school through clearly defined expectations within classrooms and across year levels and sectors Review and refine the roles and responsibilities of key staff dedicated to student welfare and engagement in school - establishing clarity and consistency. Engage with the P&C on the potential for a review of some elements of the uniform to ensure comfort whilst not losing any impact on the professional look of our students. Continue to strengthen the culture of discipline and respect that is a strength within the school through refinement of consistent classroom practices (with a focus on utilising the Essential Skills for Classroom Management program) 	Beg Con Beg Beg Beg	Con Con Con Con Con	Con Con Con Con Con	Rev Rev Rev Rev Rev	<ul style="list-style-type: none"> Decrease in low level Behaviour Management statistics Increase in positive behaviours recorded in One-School data base Sustain and improve on already high School Opinion Survey results in key areas such as 'Management of student behaviour' and 'recommending this school to others' Improved School Opinion Survey results in key areas such as 'wellbeing' and 'effective communication'