



Kedron State High School

Annual Implementation Plan 2022

23/05/2022

Endorsed by: Assistant Regional Director (Paul Pengelly)

Priority Area 1: Expert Teaching

Four Year Vision: Differentiated and inclusive teaching and learning to engage all learners

Key Strategy – Within our supportive professional learning culture build the collective capability of staff to further develop their expertise to engage and differentiate for all students, align and refine curriculum planning (7 – 12) and collegially engage to learn with and from each other.

Actions	Success Measures	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> Develop an agreed systematic and schoolwide approach to observation, feedback, coaching and modelling to support staff to effectively and reflectively embed the agreed pedagogical practices. 	External review of school collegial engagement practices completed with sustainable improvement recommendations provided for actioning. Development of Kedron SHS Collegial Engagement Policy document and implementation plan.	End of 2022	External Agency in consultation with Collegial Engagement Guiding Committee
<ul style="list-style-type: none"> Research, identify and commence the implementation of an agreed schoolwide curriculum planning approach that aligns to the revised P-12 Curriculum, Assessment and Reporting Framework (CARF), the consistent schoolwide application of evidence of mapping differentiation for students and moderation practices. 	Agreed schoolwide curriculum 7 – 12 planning approach finalised and implementation commenced.	End of 2022	Formation of Curriculum Planning Guiding Committee led by DP Middle
<ul style="list-style-type: none"> Continue to build the capability of staff to further enhance the impact and effective classroom implementation of learning intentions, success criteria and feedback strategies as key drivers to support successful learning for all students. 	Level of Achievement (LoA) data demonstrates trend improvements.	Ongoing	L&T DP/ HOD, SLT and Champions
<ul style="list-style-type: none"> Continue to utilise the professional capital of champions and key teachers across K'ASOT (feedback focus), Literacy (writing focus) to lead faculty specific staff engagement and quality assurance of agreed high impact and Inclusive (differentiation focus) strategies to be embedded in both curriculum planning and classroom practices. 	Increase in staff professional sharing opportunities. Level of Achievement (LoA) data demonstrates trend improvements.	Ongoing	DP Senior & Eng HOD, L&T DP/ HOD, SLT and Champions

Priority Area 2: Tracking Students for Success

Four Year Vision: Established system of student tracking that leads to personal and academic growth whilst sustaining and nurturing wellbeing

Key Strategy – Collaboratively develop and implement the use of an agreed, sustainable and purposeful whole school system of tracking students for success.

Actions	Success Measures	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> Implement the schoolwide digitalised student tracking system that is effective, efficient and user friendly and supports staff in the review and monitoring of student academic achievement, learning progress and personalised differentiation requirements. Provide ongoing professional development opportunities for staff to build their understanding and use of the digitalised student tracking system and data literacy strategies. 	Utilisation of whole school digitalised student tracking system by all staff.	End of 2022	DP/HOD Senior, Student Tracking Coordinator and SLT
<ul style="list-style-type: none"> Continue to develop teacher curriculum expertise and strategies to capture the evidence of differentiation for students within curriculum planning. 	Professional development opportunities presented	Ongoing	DP Special, L&T HOD and SLT
<ul style="list-style-type: none"> Implement, within an annual review cycle, the whole school data plan that focusses on sustainable practices and clearly articulates parameters such as what data is tracked (eg academic, welfare, behaviour, attendance), why and when is it tracked, and who manages this and how is it shared and used. 	Review completed and presented to whole school	End of 2022	DP Senior and Exec
<ul style="list-style-type: none"> Active utilisation of Wellness Hub data, to support student wellbeing case management through the sectors to facilitate broader wellbeing initiatives. 	Data shared at sectors to support case management. Wellbeing initiatives established.	Ongoing	Wellness Hub Team and Sectors

Priority Area 3: Quality Pathways to a Successful Future

Four Year Vision: High Quality futures oriented pathways for all students

Key Strategy – Continue to refine and consolidate the transition into high school and through the three sectors to ensure the student pathway is clear, seamless and supported.

Actions	Success Measures	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> Review the alignment of the 7 – 12 curriculum subject offerings, pathway offerings, timetable and class composition structures and develop a list of recommendations to best serve student and school needs into the future. 	Recommendations completed by end of Sem 1 for potential implementation in 2023.	Term 3 onwards	L & T DP
<ul style="list-style-type: none"> Continue to refine and develop a clearly articulated and sequential approach through KEDCARE that is personalised to student needs in each sector. 	Sequential KEDCARE curriculum model	End of 2022	Sector DPs
<ul style="list-style-type: none"> Design and implement the Link and Launch strategy to support at-risk Year 13 students' post-school 	Continued improvements in post school Year 12 destination outcomes.	Ongoing	DP Senior and L&L Officer
<ul style="list-style-type: none"> Investigate opportunity to utilise student pathway ambassadors to increase parent and student engagement with the many opportunities available beyond university entrance. 	Trial of ambassadors launched	Ongoing	DP Senior School and team

Priority Area 4: Staff Professional and Personal Wellbeing

Four Year Vision: A strong, supported, united and healthy staff achieving their personal and professional goals.

Key Strategy – Endorsement and implementation of wellbeing framework for staff that incorporates specific strategies available for staff to meet professional and personal goals.

Actions	Success Measures	Timelines	Resp' Officer/s
<ul style="list-style-type: none"> Continue to implement the Kedron SHS staff wellbeing framework, prioritising psychological and physical wellbeing. 	Action plan reviewed and implemented.	Ongoing	Wellness Hub Team
<ul style="list-style-type: none"> Continue to increase the use of MyHR Annual Performance Review (APR) tools to identify continual opportunities for individualised professional development that aligns to the school priorities and personal reflections. 	Increased percentage of use of MyHR APR tool and becomes school model of APR development	End of 2022	SLT
<ul style="list-style-type: none"> Faculties to develop and implement a staff sharing of practice model within meetings to increase staff collaboration and collective ownership and efficacy. 	Increase in Faculties implementing staff sharing of practice model into FAC A/B meetings	Ongoing	SLT

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

Principal (Blair Hanna)

Date: 23/03/22

P&C President and School Council Chair (Tony Howell)

Date: 23-3-22