



Plan Strategic

2024-2027



Our plan for the future

Kedron State High is a proud educational environment committed to providing education of the highest quality to our school community.

This Strategic Plan 2024-2027 has been developed following the completion of the School-Led Review process conducted throughout 2023.

As a culmination of the School-Led Review (SLR) process and through the School-Led Review Validation Report, a range of key affirmations and key improvement strategies have been identified to outline future strategic directions and priorities. The Kedron State High School SLR Executive Summary 2023 is able to be viewed through the school's website.

In alignment to the SLR process, this Strategic Plan 2024 - 2027 has been developed utilising an extensive consultation process and comprehensive analysis of the school's achievements and performance over the life of the previous strategic plan, including:

- Analysis of previously implemented strategic agendas against a range of school success measures and benchmarks;
- Evaluation of the school's performance against the nine domains of the National School Improvement tool;
- Comprehensive consultation with the following stakeholder groups:
 - School administration, teaching and non-teaching staff;
 - Student cohorts within the school;
 - Parents, guardians and community members;
 - The Kedron State High School Council;

This Strategic Plan 2024-27 will guide strategic endeavor over the life of the plan. It includes a record of the strategic priorities and a broad outline of the strategies that will be developed and implemented in the continuous pursuit of improving the standard of education offered at Kedron State High School.



Blair Hanna, Principal



Kedron State High School Community

Our Vision

Our vision is to create a culture where all students and staff strive to shine through:

- › learning with and from each other;
- › actively contributing to the whole school community and building life-long connections;
- › valuing, respecting and listening to each other;
- › being curious, creative and innovative.

Our Purpose

At Kedron, our learning community is committed to inspiring all students to strive to shine so that they:

- › nurture their individual talents;
- › reach their full potential;
- › contribute positively to society and thrive as well-informed global citizens.


Our Motto

Niti Est Nitere - To Strive is to Shine

Our Guiding Principles

At Kedron, we:

- › respect our traditions whilst driving innovation;
- › are disciplined in our approach to improving ourselves and our commitment to learning;
- › support and challenge each individual student to reach their personal and academic best;
- › embrace and celebrate our diverse community where all members are valued and belong.

A photograph of three students in a science laboratory. Two students, a girl and a boy, are in the foreground wearing white lab coats and safety goggles. The girl is looking at a microscope, and the boy is looking at a laptop. A third student is partially visible in the background, also wearing a lab coat and goggles. The background shows shelves with various lab equipment and a bright, modern lab environment.

Respecting our past to create a better future...

Kedron State High School was established in 1956. Located within the traditional lands of the Turrbul and Yuggera People and backing on to the beautiful Kedron Brook, our school sits on approximately 30 acres of expansive grounds. The site was used as a racecourse from the 1880s until the secondary school was developed as a co-educational environment for the Kedron community and surrounding inner northern suburbs of Brisbane.

Kedron State High School symbolises and exemplifies excellence in education each and every day. Kedron offers a unique, safe and enriching learning environment for all of our students where they are constantly surrounded by possibility and opportunity. Our aim is for all students to become the best versions of themselves in both their learning and their own personal development, and in doing so, play their part to embody our '*Kedron Way*'. The Kedron Way is that 'special' feeling that grabs you when you enter our school gates.

At Kedron, we fundamentally believe that, whilst innovating for the future, we must respect the diversity and traditions of the school and ensure we are continually embedding self-discipline and academic improvement as our key drivers. Through these actions we create a sense of belonging for our students to enable them to develop, flourish and achieve in their individual talents and prepare them for a successful future.

Our school culture is driven by our motto "***To Strive is to Shine***" which compels all students and staff to do their best in all school endeavours. We inspire students to ***strive*** to follow their passions and meet challenges with the same levels of determination, resilience and effort each and every day. Students are also taught to ***shine*** with dignity and humility through their actions and demonstrate the honourable qualities of being honest, fair and compassionate human beings.

Learning values at Kedron



Our Pedagogical Signature Practices

At Kedron, we...

- › Create a culture of learning;
- › Maintain high expectations for success;
- › Plan for explicit and targeted teaching;
- › Check for skills and understanding;
- › Collaborate.



Our Student Practices

At Kedron, we guide our students to:

- › Act with respect, kindness and integrity;
- › Think, reflect and connect;
- › Take responsibility;
- › Learn together;
- › Strive.



Our Focus for Improvement

At Kedron, we are all:

Committed to *Learning and Development*:

Implementing researched and collegial engagement strategies to build staff capability and capacity to improve student learning outcomes.

Striving to strengthen student *Engagement* and our school *Culture*:

Implement innovative and intentional strategies to collaboratively strengthen the school culture and student engagement in our learning community to improve student learning outcomes

Focused on *Wellbeing* and *Inclusion*

Implementing accessible and differentiated strategies to support the wellbeing and inclusion of all members of our school community to improve student learning outcomes.

We are all committed to *Learning and Development*:

Major Strategic Directions Towards 2027	Strategies and Actions
Implement the Signature Practices to ensure they are embedded consistently across the school, by:	<p>Learning with and from each other:</p> <ul style="list-style-type: none"> ➤ reviewing our current approach to observation, feedback, coaching and modelling to identify areas for further investigation and improvement; ➤ strengthening our sharing of practice model to build the knowledge and skills of all staff through deeper collaboration and sharing of practice within meetings, increasing collective ownership, wellbeing and efficacy; <p>Continuing to build the capability of staff to enhance the impact and effective classroom implementation of Kedron Signature Practices.</p>
Promote and facilitate Learning and Leadership by:	<p>Reviewing and refining the APDP process to align with identified strategic priorities;</p> <p>Reviewing and refining the school's professional learning plan to build capacity for all staff across all levels;</p> <p>Further refining the role of the Champions in order to support the consistent and effective school-wide implementation of our strategic priorities.</p>
Ensure that our Checking for Understanding and Accessible Assessment practices provide an invitation for students to demonstrate what they know and can do, by:	<p>Continuing to build the assessment literacy of staff to develop and implement formative and summative accessible and high-quality assessment, checking for understanding and moderation practices;</p> <p>Strengthening the assessment literacy of staff with a focus on:</p> <ul style="list-style-type: none"> ➤ developing relevant and engaging, real world assessment tasks for students; ➤ ensuring that learning is backward mapped and that exemplars and models are deconstructed; ➤ the effective use of study skills and retrieval practices to complement learning; ➤ understanding the research (including our work with QUT) underpinning accessible pedagogies and the formative assessment practices that align with accessibility of learning.
Ensuring school-wide Curriculum planning approaches are consistent and aligned, by:	<p>Continuing the implementation of the agreed school-wide curriculum planning approach that aligns to the revised P-12 Curriculum, Assessment and Reporting Framework (CARF) and AC V9.0 with QLearn as our school digital learning platform;</p> <p>Clarifying, communicating and monitoring the implementation of the Kedron CARF across all faculties to ensure the development of consistent school-wide approaches to moderation, collaborative review, planning and assessment, and curriculum delivery through QLearn.</p>

We are all striving to strengthen student
Engagement and our school *Culture*:

Major Strategic Directions Towards 2027	Strategies and Actions
Collaboratively strengthen and promote evolution of The Kedron Way to suit the changing needs of the community, by:	<p>Collaboratively developing a shared understanding of the school's commitment to the established values whilst embracing inquiry, innovation and opportunity;</p> <p>Continuing to review our behaviour and uniform standards and implementing strategies to support staff to proactively manage student cohorts and our high expectations;</p> <p>Reviewing the systems of school-wide positive acknowledgement and celebration to align these with our school vision and purpose.</p>
Strengthen our connection and engagement with our Parent and Community bodies , by:	<p>Reviewing, with the intent to modernise, our communication systems and social media platforms to ensure information is accessible and relevant for our parents and guardians;</p> <p>Developing a school-wide procedure for sharing curriculum with parents and families to increase clarity of expectations;</p> <p>Developing a strategic, school-wide partnership plan for the management of relationships, to maximise the positive impact on student outcomes.</p>
Investigate and implement ways to further develop Student Engagement and Agency , by:	<p>Further refining and developing the Kedron Connect program to develop processes to enable greater student ownership, agency and engagement with the school;</p> <p>Review the student leadership program with the view to implement a framework which provides multiple opportunities for students to develop a very broad base of leadership capability.</p> <p>Continuing to refine and develop a clearly articulated and sequential approach through a Kedcare program that is responsive to student needs in each sector;</p> <p>Investigating alternative models of pastoral care delivery and structure that provide opportunities to foster school spirit and a culture of learning.</p>

We are all focussed on
Wellbeing and Inclusion:

Major Strategic Directions Towards 2027	Strategies and Actions
Develop a shared understanding and commitment to Inclusive Education to be able to support, engage, challenge and extend the full range of students, by:	<p>Developing a school-wide Inclusive Education model in alignment with Education Queensland's Equity and Excellence plan;</p> <p>Embedding the Kedron Signature Practices as key drivers to support successful differentiation of learning and teaching for the diverse range of learners;</p> <p>Refining school data systems and case management to ensure consistency, transparency and accessibility and that we are tracking improvement for all students including our priority groups;</p> <p>Refining and enhancing existing practices to provide a culturally safe environment for staff and students;</p> <p>Strengthening a multi-layered approach to target and support the diverse learning needs of students;</p> <p>Reviewing current timetable structures to ensure that curriculum offerings are relevant, authentic, aligned, and fit for the purpose of preparing students for their preferred career pathway.</p>
Continue to focus on the wellbeing of all students and staff to create a sense of belonging, and a positive environment for learning, teaching and working, by:	<p>Leveraging the pastoral care program, Wellbeing Hub, and the development of a culture of learning to maximise student wellbeing, and identity as Kedron students;</p> <p>Investigating research based models of Positive Education with the view to implement appropriate components as part of the school curriculum and the school fabric;</p> <p>Researching relevant Care and House systems that support student wellbeing and connections;</p> <p>Embedding a school-specific Kedron State High School staff wellbeing framework, prioritising psychological and physical wellbeing;</p> <p>Promoting the role of the Staff Wellbeing Committee in fostering a sense of belonging and connection to our work.</p>

Our school outcomes by 2027:

- › **95%** or above of students at C standard level of achievement for all subjects combined
- › **70%** or above of students at A-B standard level of achievement for all subjects combined
- › **95%** of students achieve a Grade point average (GPA) of 3 or greater across their subjects
- › **92%** or greater attendance rate
- › **100%** of year 12 students attaining their QCE or QCIA
- › **35%** of ATAR eligible students achieve an ATAR of 90.0 or above
- › **85%** of ATAR eligible students achieve an ATAR of 70.0 or above
- › **40%** of year 12 students graduate with a completed Certificate II course or higher or a school based apprenticeship or traineeship

