



Inspiring Successful Learners

Highland Reserve State School
STRATEGIC PLAN 2017 – 2020

CONNECTING TO THE REAL WORLD

MAXIMISING OPPORTUNITIES

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">Enhance student pathways in Academics, Sport, The Arts and Community to provide a diverse range of learning experiences connected to student strengths, interests and learning stylesEstablish learning opportunities that link learning to real life contexts and world issues	2017	2018	2019	2020	<ul style="list-style-type: none">Increase in the number and range of learning experiences within each pathway
	D	I	E	E	
	2017	2018	2019	2020	
	D	I	E	E	

INNOVATIVE TECHNOLOGIES

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">Enhance the IT Platform and available resources to support future based learning within a digitally rich learning environment	2017	2018	2019	2020	<ul style="list-style-type: none">Annual stocktake shows an increasing range and number of available resourcesIncrease in School Opinion data for questions relating to the access and use of technologies
	D	I	E	R	

SECONDARY SCHOOL PATHWAYS

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">Provide diverse pathways and create strong partnerships with Secondary School staff to enhance student access, transition and success within future schooling pathways	2017	2018	2019	2020	<ul style="list-style-type: none">Increase in the number of students receiving first preference placements into Secondary SchoolIncrease in the number of students entering Secondary School Excellence pathways
	E	E	R	R	

EVIDENCE BASED RESEARCH

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">Challenge current practices through research, data, performance analysis and feedback	2017	2018	2019	2020	<ul style="list-style-type: none">Evidence of research based practice responding to student learning needs throughout the school
	D	I	E	E	

The typical cycle of a strategy



Research & Development



Implementation & Analysis



Embed & Measure



Reflect & Enhance

SCHOOL INFORMATION

570 Reserve Road
 Upper Coomera 4209
 Ph 07 5588 3333
office@highlandreservess.eq.edu.au



Clever • Skilled • Creative

Be a Learner

Be Respectful

Be Responsible

Be Safe

At Highland Reserve State School, we value Learning, Respect, Responsibility and Safety. We believe that everyone has the right to learn, be safe and respected, and have the responsibility to respect themselves, others and property.

We aspire to nurture **CLEVER** / **SKILLED** / and **CREATIVE** learners who are inspired to become life-long learners. Our aim is to prepare our students for life with high levels of literacy and numeracy, and as confident, happy and caring individuals who strive to achieve personal goals and aspirations and develop a love of learning.

Highland Reserve State School strives to build positive relationships that value difference. We believe that education is a shared responsibility between school, families and the wider community.

We provide a safe and supportive environment that optimises student success and well-being through a Positive Behaviour for Learning approach. We promote a spirit of fun, belonging and cooperation amongst students, staff, parents and the community.

It is our goal to create an environment that encourages students to take pride in themselves and their school.

Aspiration:

‘Every Student Succeeding’



CREATING SUCCESSFUL LEARNERS

READING EXCELLENCE

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">• Embed excellence in Reading practices through ongoing staff research and development and implementation of best practice• Establish a Community Reading Centre to support and enhance reading excellence beyond the school	2017	2018	2019	2020	<ul style="list-style-type: none">• Improved Reading NAPLAN data• Creation of a developmental program and approach to teaching reading• Increase in trained parent and community volunteers to support at school and home reading
	I	E	E	R	
	2017	2018	2019	2020	
	I	E	E	R	

EARLY YEARS SUCCESS

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">Engage students in a quality Early Years Program through age appropriate teaching and learning, evidence based programs, strong partnerships and positive transitions	2017	2018	2019	2020	<ul style="list-style-type: none">Improvement in A-E data in Prep and Year 1 for English, Mathematics and Science100% feeder Early Years Centres attending planning sessions
	I	E	R	R	

DIGITAL LITERACY & STEM FOCUS

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">Embed a STEM (Science, Technology, Engineering and Mathematics) approach and Digital Curriculum into everyday curriculum delivery	2017	2018	2019	2020	<ul style="list-style-type: none">Increase in number of students entering STEM Excellence pathways in Year 7 and engaged in school STEM programsDigital Curriculum developed and embedded within school learning programs
	D	I	E	R	

ACADEMIC ACHIEVEMENT

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">• Embed school wide expectations for student goal setting, feedback for learning, and providing clear learning intentions with success criteria• Deliver a curriculum that allows students to excel in Literacy and Numeracy• Implement whole school Spelling, Writing and Mathematics programs based on research and evidence of best practice	2017	2018	2019	2020	<ul style="list-style-type: none">• Improved frequency and quality of feedback on student progress• Student personal goals identifiable and tracked• Whole school approach to embedding Literacy and Numeracy across all learning areas• School performs above State and National averages
	D	I	E	E	
	2017	2018	2019	2020	
	D	I	E	R	
	2017	2018	2019	2020	
	D	I	E	R	

The typical cycle of a strategy



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Implementation & Analysis



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INSPIRING SKILLED STAFF

QUALITY TEACHING PRACTICE

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION	PERFORMANCE MEASURES																
<ul style="list-style-type: none">Renew the school’s pedagogical framework and embed into teaching practiceProvide high quality induction, mentoring and coaching programs for all staff	<table><tr><td>2017</td><td>2018</td><td>2019</td><td>2020</td></tr><tr><td>D</td><td>I</td><td>E</td><td>R</td></tr></table> <table><tr><td>2017</td><td>2018</td><td>2019</td><td>2020</td></tr><tr><td>E</td><td>R</td><td>R</td><td>R</td></tr></table>	2017	2018	2019	2020	D	I	E	R	2017	2018	2019	2020	E	R	R	R	<ul style="list-style-type: none">All staff demonstrate evidence of pedagogical practice aligned to school frameworkEvery Beginning Teacher assigned a trained mentorAll teachers actively engage with sector Pedagogical LeadersEvery new teacher to complete induction program
2017	2018	2019	2020															
D	I	E	R															
2017	2018	2019	2020															
E	R	R	R															

TARGETED TEACHING

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION	PERFORMANCE MEASURES								
<ul style="list-style-type: none">Embed a Targeted Teaching for Learning approach using informative data to map and plan for individual student learning progression	<table><tr><td>2017</td><td>2018</td><td>2019</td><td>2020</td></tr><tr><td>E</td><td>E</td><td>R</td><td>R</td></tr></table>	2017	2018	2019	2020	E	E	R	R	<ul style="list-style-type: none">Improved % of students in upper two bands in NAPLAN100% of students to achieve above minimum standardsAchievement of green Headline Indicators for all areas of Literacy and Numeracy
2017	2018	2019	2020							
E	E	R	R							

STRATEGIC LEADERSHIP

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION	PERFORMANCE MEASURES								
<ul style="list-style-type: none">Provide opportunities that support leadership development and pathways that are strategic and entrepreneurial	<table><tr><td>2017</td><td>2018</td><td>2019</td><td>2020</td></tr><tr><td>D</td><td>I</td><td>E</td><td>E</td></tr></table>	2017	2018	2019	2020	D	I	E	E	<ul style="list-style-type: none">Increase in the number of staff assuming leadership responsibilities for student and school improvement areasIncrease in opportunities for staff involvement through an enhanced team / committee structure
2017	2018	2019	2020							
D	I	E	E							

KNOWLEDGEABLE STAFF

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION	PERFORMANCE MEASURES																
<ul style="list-style-type: none">Develop a deep knowledge of the Australian Curriculum and quality assessmentEnhance professional learning opportunities for staff aligned to school priorities and personal development plans	<table><tr><td>2017</td><td>2018</td><td>2019</td><td>2020</td></tr><tr><td>E</td><td>E</td><td>R</td><td>R</td></tr></table> <table><tr><td>2017</td><td>2018</td><td>2019</td><td>2020</td></tr><tr><td>I</td><td>E</td><td>E</td><td>R</td></tr></table>	2017	2018	2019	2020	E	E	R	R	2017	2018	2019	2020	I	E	E	R	<ul style="list-style-type: none">Curriculum Framework and assessment profile endorsed by external reviewersAll staff to have current and active personal development plans
2017	2018	2019	2020															
E	E	R	R															
2017	2018	2019	2020															
I	E	E	R															

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STRENGTHENING SCHOOL CULTURE AND COMMUNITY ENGAGEMENT

SCHOOL VALUES

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">Underpin all school operations with the school values to create a safe and supportive learning environmentEmbed the Positive Behaviour for Learning philosophy into school and community routinesCreate an explicit approach to staff and student wellbeing	2017	2018	2019	2020	<ul style="list-style-type: none">Achievement of green Headline Indicators for all areas of Satisfaction and Attendance
	E	E	R	R	
					<ul style="list-style-type: none">High ratings achieved in external review processes
	2017	2018	2019	2020	
	E	E	R	R	
					<ul style="list-style-type: none">Decrease in incidences being reported to support staff
2017	2018	2019	2020		
D	D	I	E		

PARENT AND COMMUNITY ENGAGEMENT

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">• Create a school Parent and Community Engagement Plan to expand opportunities for parents and community members to directly contribute to greater student success• Enhance the number and diversity of strategic school partnerships that can support the delivery of commitments	2017	2018	2019	2020	<ul style="list-style-type: none">• High levels of Parent Satisfaction in School Opinion Survey• Increase in financial sponsorships and number of school partnerships to support learning and school improvement
	D	I	E	E	
	2017	2018	2019	2020	
	D	I	E	E	

INSPIRING SUCCESS

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">Enhance school processes that support, celebrate and inspire student, staff, community and school achievement	2017	2018	2019	2020	<ul style="list-style-type: none">Increase in school communications, media reports and parent and community feedback to recognise successful performance in diverse fields
	D	I	E	E	

FOCUS ON IMPROVEMENT

STRATEGY	TIMELINE FOR STRATEGY IMPLEMENTATION				PERFORMANCE MEASURES
<ul style="list-style-type: none">Establish a clear and concise improvement plan that meets the expectations and needs of a growing school and changing world	2017	2018	2019	2020	<ul style="list-style-type: none">Long term Facility, HR and Financial plans in place to meet ongoing school demandsAnnual Strategic Plans explicitly aligned to 2020 strategic direction
	I	E	E	R	

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