



Clever • Skilled • Creative

Highland Reserve State School
STRATEGIC PLAN 2019 – 2022



CREATING SUCCESSFUL LEARNERS

READING EXCELLENCE

STRATEGY

- Maintain the precision and consistency in teaching practices to maximise reading progress for every student
- Further develop the school community Reading Centre (HIVE) to enhance student transitions to school, targeted early years learning programs and community involvement
- Continue to map student reading progression on the Literacy Continuum to inform targeted teaching approaches such as the iRead strategy

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Achievement of school reading targets and benchmarks

EARLY YEARS SUCCESS

STRATEGY

- Continue to embed Age Appropriate Pedagogies throughout early years classrooms
- Utilise the Early Start assessment tool to track student progression and inform teaching practice
- Enhance students' oral language through targeted school programs

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ 140+ students enrolled in Prep each year
- ✓ Achievement of school Early Years targets and benchmarks

ACADEMIC ACHIEVEMENT

STRATEGY

- Implement an updated, whole school numeracy approach with a focus on problem solving and mathematics warm-ups
- Implement an updated, whole school approach to the teaching and learning of writing
- Maintain the precision in teaching and learning of spelling aligned to school Spelling Program
- Create an explicit range of annotated A and C level exemplars and 'Learning and Bump It Up' walls for relevant tasks and units of work
- Enhance moderation processes to include vertical and across schools moderation of student achievement both within and beyond the school.

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Achievement of school Numeracy NAPLAN mean targets
- ✓ Achievement of school Literacy NAPLAN mean targets
- ✓ Achievement of school A-C % achievement level targets

INCLUSIVE LEARNING

STRATEGY

- Develop a school action plan and program approach to providing an inclusive education for all students
- Embed data tracking systems for targeted student groups to ensure program alignment meets identified needs

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ No gap between targeted student group means to school achievement levels

INSPIRING SKILLED STAFF

QUALITY TEACHING PRACTICE

STRATEGY

- Embed school wide expectations for student goal setting, feedback for learning and providing clear learning intentions with success criteria
- Provide high quality induction, mentoring and coaching programs for staff aligned to school signature practices and individual development plans
- Review and refine the school's Pedagogical Framework based on latest research

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Students' individual goals identifiable and tracked
- ✓ Improved frequency and quality of feedback on student progress

KNOWLEDGEABLE STAFF

STRATEGY

- Develop a deeper staff knowledge and understanding of the Australian Curriculum including updated and newly released KLAs
- Increase the differentiated, professional learning opportunities available to staff aligned to school improvement priorities and individual development plans

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Enhanced Staff Opinion Survey data for relevant questions

STRATEGIC LEADERSHIP

STRATEGY

- Develop a staff Leadership Framework to support the performance development of current and aspiring leaders
- Implement a school based leadership development program for aspiring leaders
- Provide opportunities for teachers to achieve Highly Accomplished and Lead teacher levels

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Evidence of staff successfully achieving leadership aspirations

DIFFERENTIATED TEACHING & LEARNING

STRATEGY

- Enhance school data tracking, analysis and response processes to ensure clear links between school targets and benchmarks to the classroom response to teaching
- Develop whole school processes for documenting differentiated teaching strategies within short and long term planning
- Increase the range of strategies and programs available across the school to ensure success for high achieving students through the use of diverse resources and exemplar practices

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Increase in the % of students achieving in the upper two bands for NAPLAN
- ✓ Evidence of student learning progression and achievement of individual goals

STRENGTHENING SCHOOL CULTURE

SCHOOL VALUES

STRATEGY

- Embed explicit, weekly teaching of the Positive Behaviour for Learning rule of the week within every classroom
- Embed Tier 2 Positive Behaviour for Learning systems and processes across the school
- Develop and implement school wide Tier 3 Positive Behaviour for Learning systems and processes

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Reduction in minor and major behaviours and an increase in number of students achieving Silver and Gold levels.
- ✓ Reduction in number of students at Tier 2 and 3 behaviour levels and number of student disciplinary absences

PARENT AND COMMUNITY ENGAGEMENT

STRATEGY

- Enhance opportunities that encourage parental involvement in all aspects of their child's schooling
- Enhance the level of collegial relationships with other high performing schools and Early Education Centres
- Develop cluster school relationships to enhance teaching practices and student opportunities

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Increase in the range of opportunities available to students as a result of cluster programs
- ✓ Increase in parent satisfaction levels in school survey

CELEBRATING SUCCESS

STRATEGY

- Acknowledge student, staff and school achievement through nominations within State wide recognition programs
- Create engaging spaces throughout the school that showcase staff and student achievement
- Update school promotional materials to connect the community to the range of programs available to students

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Achievement of School Opinion Survey targets that HRSS is a good school

STAFF AND STUDENT WELLBEING

STRATEGY

- Implement supportive and creative strategies to enhance student attendance rates
- Increase the range of staff wellbeing programs across the school year
- Increase the range of student wellbeing programs that include strategies embedded into classroom practices and engagement of external providers

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

2019	2020	2021	2022

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ School target of 95% attendance achieved on an annual basis
- ✓ Achievement of School Opinion Survey targets for questions relating to wellbeing

DEVELOPING GLOBAL CITIZENS

FUTURE FOCUSED LEARNING

STRATEGY

- Embed innovative STEAM (Science, Technology, Engineering, Arts & Mathematics) approaches into student learning programs
- Embed the Technologies curriculum into all year level learning programs
- Transition the iLearn@HRSS BYOD iPad program into all classes from Years 3 to 6
- Enhance the quality of Digital Technologies programs, including Coding and Robotics, through further increases of resources available and the number of programs conducted within the school Maker Zone

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Increase in the number of students entering STEAM pathways in Year 7
- ✓ Increase in the number of students engaging in HRSS STEAM programs
- ✓ School targets achieved for number of students successfully participating in iLearn program

CREATING INNOVATIVE THINKERS

STRATEGY

- Map the general capabilities outlined within the Australian Curriculum across school learning programs
- Develop a clear understanding of the intent of the general capabilities and teach with rigour across all learning areas
- Enhance the range of Inquiry projects that allows students creative opportunities to apply general capabilities

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Evidence of general capabilities mapped across curriculum tasks

SECONDARY SCHOOL PATHWAYS

STRATEGY

- Enhance partnerships with local Secondary Schools to ensure successful transitions for students
- Backward map learning expectations and language from Secondary Schools into upper primary programs

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Increase in the number of students receiving direct entry into Secondary School of choice

MAXIMISING OPPORTUNITIES

STRATEGY

- Enhance the Academic and Music Programs of Excellence pathways across Year 1 to Year 6
- Develop Community and Sports Programs of Excellence options
- Enhance the number and range of competitions and enrichment programs available to students
- Develop global partnerships through involvement in Education Queensland International programs

TIMELINE FOR STRATEGY IMPLEMENTATION

2019	2020	2021	2022

PERFORMANCE MEASURES

- ✓ Increase in number of students participating in Programs of Excellence
- ✓ Increase in number of International programs

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** students 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’

