

Shailer Park SHS - Annual Improvement Plan 2021



Our Vision: Lifting Aspirations through Big Plans and Bold Ambitions for a Bright Future.

Priority	How will we know we have been successful?
Future Ready Learners <i>We believe in preparing students for the future – the skills and dispositions (Literate, numerate, Resilient, Reflective, Resourceful and Relational) to live a life of choice.</i>	Achievement: In English and Maths ALL students achieve: 18% achieve an A; 40% achieve a B; 45% achieve a C. 80% of ALL years 7 & 8 students are reading at or above their reading age, with all remaining students engaged in intervention and support. Year 7-9 students demonstrate progress in PATM/PATR or corrective reading within 12 months. 100% NEXUS/ALTUM students achieve B or above in core subjects. 100% NEXUS/ALTUM students achieve B or above for effort and behaviour in core subjects. 60% of NEXUS/ALTUM students achieve an A in core subjects. 70% of year 7 NEXUS/ALTUM students achieve within U2B across all NAPLAN strands. Yr9 NEXUS/ALTUM students improve from year 7 NAPLAN results 100% QCE and QCIA attainment. 100% student subject choices are retained from years 11 to 12. 100% students enrolled in vocational packages achieving 'working towards' competency at every juncture. 100% year 12 student's graduate with vocational certificate 2 or above or ATAR. Improved SOS S2040, S2049, S2050. Attendance and participation: 80% CAST participation within school and/or beyond. 95% attendance rate. 90% retention of Academy students each year. Improved SOS S2064. Effort and Behaviour: 60% of students achieve a B or above in effort. 70% of students achieve a B or above in behaviour. Less than 2% of students achieve a D or below for behaviour. Less than 10% of students achieve a D or below for effort. Less than 5% of students face a Student Disciplinary Absence 1-10 days.
Our People <i>We are passionate about growing our people. We strive to engage our people, support them to achieve their best and nurture their meaningful contributions.</i>	95% retention of staff. Improved 'employer of choice' rating through Happy Schools. GALLUP Engagement survey shows high levels of staff engagement. Learner Placemats capture a complete picture of students and are routinely used for planning differentiation. Teachers engage in instructional rounds routinely. Teachers engage in collegial observations and feedback at least twice with a HOD and/or DP that is evidenced. All staff engage in routine and formal development and performance planning that is captured in one portal. The 4 guiding questions of a professional learning community are systematically used to guide collaboration. CAST directors and coaches demonstrate leadership and professional autonomy. Staff engage in a well-being experience once per term. Customer feedback about service and care indicates strong satisfaction. All staff and student leaders can articulate their own MBTI profile and that of their learning partners. Cultural groups are recognised, celebrated and offered routine opportunities to engage in cultural activities. Diverse student groups are recognised, celebrated and offered routine opportunities to engage in activities. Student leaders have specific portfolios, receive formal feedback at least once per semester and key performance indicators.
Our Partners <i>We believe our ability to develop future ready learners is based on the collective impact of an innovative and unique partnership approach.</i>	Purposeful university links that enhance student learning in NEXUS and ALTUM. Purposeful TAFE and Industry links that enhance student learning in Vocational training. All Academies have been endorsed by region. Continue to develop the number of Industry partnerships to build career pathway. Establish digital micro credentialing with Industry partners. IPS Council maintains partnerships. Increased regular parent/teacher communication. Increased parental involvement in conferencing, parent forums and surveys. We have established shared approaches to transitions and key events with our feeder primary schools, including a focussed numeracy collaboration with teachers. Expansion of alumni to include engagement and reunion activities. Expansion of junior chamber of commerce to include other high schools. Local cultural groups are actively involved in school activities and events.
Our Place <i>We believe the best part of our community is a sense of belonging. Our learning environment should be designed to enhance learning, social practices and interactions.</i>	Consistent, school-wide behaviour development expectations practiced including use of reboot room. Increased attendance in whole school events: swimming carnival and house carnival. An enrolments process plan documented and enacted including an enrolments officer. Technology in all classrooms supports enhanced teaching and learning. Opportunity centre supports student re-engage. Establishment of shaded outdoor learning areas and spaces to support social interactions. Refurbishment of amenities near MPS. Establishment of Arts and Academies Staffroom.

Principal Signature:

ARD:

IPS Chair: