



Focus	Actions	Responsible Officer	Target	Timeline			
				Term 1	Term 2	Term 3	Term 4
INNOVATE	Implement a research based innovative Teaching Framework (pedagogical framework).	HOD Teaching and Learning HOD Junior Secondary HOD Senior School All HOD's	<ul style="list-style-type: none"> Evidence of systematic and effective use of "learning behaviours". 100% of staff engaged in HOD led systematic professional learning (including coaching, observation and feedback) through implementation of ASOT. Increase rate of improvement for each student evidenced through improved level of achievement data. Departmental tracking and intervention evident though data wall process. Develop the schools reading, numeracy and thinking strategies to define common language, practice and posters for implementation in 2018. 	✓	✓		
	To collaboratively design and implement a school wide data plan valued by all staff and used to share, implement, and deepen their understanding of student needs to improve every individual's outcomes.	HOD Teaching and Learning HOD Teaching and Learning Classroom Teachers All staff	<ul style="list-style-type: none"> Data plan 100% of classes monitored through data placemat process. 100% of staff to participate in professional development targeted at using data to inform teaching. Increase rate of improvement for each student evidenced through improved level of achievement data. Professional learning calendar clearly identifies time for staff planning with data placemat that further supports faculty time planning. Professional learning calendar clearly identifies time for support staff planning with data placemat that drives continuous improvement. 	✓ ✓	✓		
	Develop, implement and monitor a whole school professional learning plan that integrates 21 st century professional learning opportunities and is explicitly linked to the school strategic plan.	HOD Teaching and Learning and Business Services Manager All HOD's Guidance Officers DP's / HOD's	<ul style="list-style-type: none"> 100% of staffs APR's linked directly to the 2017 Strategic Plan focus. 100% of teachers demonstrate understanding of practice through a competency based differentiated model of teacher learning with minimum expectation of two design questions from ASOT and at least one 21st century skill. 100% of support staff engage in appropriate professional development and demonstrate improved outcomes in their area of responsibility. A process that recognises and rewards professional growth. 	✓			✓ ✓



CULTIVATE	Develop a staff wellbeing and communication strategy that enables collaboration and communication with all members of the school staff community.	<p>Develop a staff wellbeing support strategy in collaboration with staff members.</p> <p>Define the roles and responsibilities of all staff and communicate these with staff and the wider community.</p> <p>Define and develop a whole school communication strategy process for communicating with all stakeholders.</p>	<p>Guidance Officers</p> <p>Executive Leadership Team / Human Resource Manager</p> <p>Deputy Principal's</p>	<ul style="list-style-type: none"> Wellbeing support strategy documented. Increased positive feedback from staff in School Opinion Survey (SOS) data; Increased presence on social media. Improved Social-Emotional Wellbeing Data in the Guidance Officer surveys. Improved staff attendance. <ul style="list-style-type: none"> Clear role descriptions and outlined responsibilities. Incorporate all staff in communication and offer opportunities to wider community to contribute. <ul style="list-style-type: none"> A communication process that delivers consistent and effective information directly to all stakeholders. 	✓	✓	✓	✓
	Develop a strategic facilities master plan to manage the provision of facilities in light of increased enrolments and that caters for the wellbeing and learning needs of the 21st century learner.	<p>Work with Heads of Department to facilitate the development of faculty based 4 year strategic facilities plan.</p> <p>Research state of the art facilities. Engage with architect.</p> <p>Facilitate consultation with school leaders and school community.</p> <p>Develop a ten year master plan.</p>	Business Services Manager	<ul style="list-style-type: none"> 4 year strategic faculty facility master plans that consider; timetable, enrolments, specialist facilities and the needs of 21st century learners. A priority list for facilities improvements. Top 3 priorities from the master plan actioned by the conclusion of 2017. 	✓	✓	✓	✓



GENERATE	Develop and implement pathway education programs for the entire school community that ensures valid and viable pathways selection leading to post-secondary success for all students.	Investigating and defining our educational philosophy through the development of a SSHIPS learner profile to maximise post-secondary success.	HOD Teaching and Learning HOD Junior Secondary HOD Senior Secondary Deans	<ul style="list-style-type: none"> Educational philosophy that articulates how we plan our students learning opportunities to support post-secondary success. 				✓
		Develop and implement pathway education programs across the whole school.	HOD Junior Secondary HOD Senior Secondary Deans	<ul style="list-style-type: none"> Pathway center. Expansion of the JETP and SETP process. All students setting academic and future orientated goals that are reviewed systematically. 	✓		✓	
		Define valid and viable pathway at SSHIPS from 7-12 to support student decision making.	HOD Junior Secondary HOD Senior Secondary	<ul style="list-style-type: none"> Statement around what a valid and viable pathway constitutes at each year juncture. 				✓
		Develop and implement professional learning plan that explicitly focuses on the new senior assessment system.	HOD Teaching and Learning HOD Senior Secondary	<ul style="list-style-type: none"> Every senior teacher to participate in explicit QCAA and school based training pertaining to the new senior assessment system. 				✓
		A whole school data set that is tracked to monitor continuous improvement.	Director Junior Secondary Director Senior Secondary	<ul style="list-style-type: none"> 95% student attendance; Increased % of students achieving A – B level of achievement; Increased % of students and parents that believe their child is receiving a 'good education' (SOS); Increased % of students showing improved relative gain in level of achievement across all subjects; Increased % of students in upper two bands (U2B) in <i>National Assessment Program – Literacy and Numeracy</i> (NAPLAN); Increased % of students above national minimum standard (NMS) in NAPLAN; Improved correlation of LOA for external assessment with LOA for internal assessment; Enact programs targeting 21st century skill development including - 'Project 2019', STEAM (integration), Project and Challenged Based Learning; Create SSHIPS learner profile; 100% of school leavers (year 13) engaged in employment or further training (Next Step Destination Data). 	✓	✓	✓	✓
						✓	✓	✓