



## Strategic Plan 2020 – 2023







## The Plan

This Strategic Plan has been developed to inform the direction of the school between 2020 and 2023. In collaboration with the school community, our school review and school council have directed and defined key strategies, success indicators and targets.

This plan will provide a basis in shaping the school's Improvement Plan in each focus area.

The Plan will be monitored by the School Council through an annual cycle of reporting for each strategic focus area. It will also be reported on annually to the wider community by the Principal.

In the last Strategic Plan, strategic priorities were based around empowerment and cohesive strategies to build a suite of signature practices, as well as developing and celebrating a school with a long tradition with innovation, vibrancy, and moving towards a greater learner centred community.

There was priority work on student achievement, on embedding teaching practice, tightening and developing the Australian Curriculum, building Leadership and School Capability through sustained learning programs, student wellbeing and local decision making.



The concept of Knowing our students; Knowing our Curriculum; Knowing our Teaching Practices and Knowing our Community, with an umbrella strategy of inclusion is structured to form the right work to achieve two global achievements across the four years: For our students to know where their learning sits, and the know how to take the next step in their journey; and secondly, for teachers to have the capability to ensure this occurs for all students.

Our community is committed to see students and staff entrusted to it to grow, develop and progress these goals in order to make significant gains in improvement. Our work in the Leading Learning Collaborative is to enact the concept of clarity to ensure we have alignment, precision and the distributed leadership to make this a reality.

We seek to have signature practices in our classrooms and activities that enhance and extend learning priorities in a high achieving school of choice in the Redlands.

Our school has a rich history and significant traditions. This strategic plan is designed to honour the past while embracing the realities of a world of change.

Mark Ionn  
Principal

Malcolm Lack  
School Council Chair

# Our Strategic Planning Map

## VISION

**A DEDICATED FOCUS ON STUDENT LEARNING AND  
PERSONAL SUCCESS**

**TOGETHER—Every Child, Every Chance, Everyday.**

## VALUES

**Learning**

**High Expectations**

**Relationships**

**Respect; Inclusive; Positive**



**EVERY CHILD SUCCEEDING**

**Signature  
Practices**

**Cleveland  
Way**

**SUPPORT PLANS FOR  
STUDENTS**

**INVESTING FOR  
SUCCESS**

**P&C STRATEGY**

**SCHOOL COUNCIL**

**Strategic  
Plan**

**2020-2023**

**Annual  
Improvement  
Plans**

2021  
2022  
2023

**Learning  
Policies**

Curriculum Plan  
Workforce Plan  
Professional Learning Plan  
Roles and Responsibilities

**Overall Lens**

**Umbrella Strategy:**  
Inclusion

**Pillars:**

Know the Curriculum

Know our Students

Know our Teaching  
Practices

Know our Community

# Priorities

## UMBRELLA STRATEGY

### "Every Child Succeeding"

**Inclusion** (across all areas – curriculum, learning, pedagogy, students) use the 'Sign Post' practices

Know the Curriculum	Know our Students	Know our Teaching Practices	Know our Community	Outcomes
<ul style="list-style-type: none"> <li>Continue to refine and implement Unit Planning including the use of AC General Capabilities to plan for appropriate curriculum and assessment adjustments for supported students</li> <li>Use Cross-Curricular Priorities and support the adoption of integrated cross-curricular contexts for learning</li> <li>Define, adopt and enact a set of agreed CSS Moderation Protocols</li> <li>Use curriculum alignment practices to refine and enact high-quality, comparable, summative reading assessments</li> <li>Learning Wall Pedagogy – support CT 'lead learners' to work with colleagues through the Collegial Engagement Framework</li> </ul>	<ul style="list-style-type: none"> <li>Using the CSS Pedagogical Framework (based on Marzano N-ASOT) redesign, reinvigorate and enact a CSS Differentiation Model (first implemented in 2008 and last updated in 2011-2013)</li> <li>Student well-being (the whole child)</li> <li>Train staff and then enact consistent, school-wide processes for recording student differentiation/adjustments – Support Provisions, PLR's, ICPs</li> <li>Develop and enact a whole school model for Inclusion Education</li> <li>Clarity (Lynn Sharratt) over three years - know each student's journey</li> <li>Student Directed Goals</li> <li>Monitoring Student gain</li> </ul>	<ul style="list-style-type: none"> <li>Pedagogical Framework (Marzano – N-ASOT)</li> <li>Collegial Engagement (including WOW)</li> <li>EYLC work – phonics, reading, spelling, writing</li> <li>Signature Practices</li> <li>Sounds Write</li> <li>Replacement Strategy for Words Their Way</li> <li>Blended Learning</li> <li>BYOD—Senior School</li> </ul>	<ul style="list-style-type: none"> <li>Staff well-being committee work</li> <li>Ngali Gunara</li> <li>forums to hear parent views</li> <li>utilise expertise in the community</li> <li>Know our school events (purpose, precision, roles)</li> <li>revisit the Three Way Partnership model</li> <li>Global Engagement</li> <li>A real sense of Spirit</li> <li>Student/Staff/Parent Voice</li> <li>Pastoral Care</li> <li>Knowledgable School Council</li> <li>P&amp;C Strategy</li> <li>Bayside Cluster</li> </ul>	<p>Academic performance is in the top 30% of Australian Primary Schools.</p> <p>Students 'own' their learning and can articulate how they have improved their work and their next step</p> <p>Attendance rates, behaviour and effort are very high.</p> <p>Students are highly challenged and well supported.</p> <p>Our curriculum and pedagogy is cutting edge.</p> <p>All teachers deliberately target teaching to ensure there is impact on every learner.</p> <p>All staff seek professional growth through processes of feedback, collaborative practice and planning.</p> <p>There is a strong sense of community and identity for students, staff, parents, alumni and volunteers.</p>

