Babinda P-12 State School: Annual Improvement Plan

In all schools in the FNQ Region in 2012 school improvement planning will focus on:
1. *Improving teaching:*
   - a. *Explicit teaching practices in all classrooms*
   - b. *The teaching of reading, writing and numeracy*
   - c. *Teachers implementing the C2C curriculum and foundational learning programs*
   - d. *Leaders coaching and supervising teachers and giving relevant feedback*
2. *Refining and embedding data based decision making:*
   - a. *Using data to set school benchmarks, targets and short term individual student goals*
   - b. *Measuring and monitoring school and student improvement*
3. *Refining and embedding Planning & Accountability Systems at all leadership levels.*
   - b. *Performance and Accountability Systems: SRD, DPF, WPR, ISR*
   - b. *Attendance Systems*
   - c. *Behaviour System*
   - d. *Student Support Systems*
   - d. *Task assignment tool*
4. *Connecting parents and caregivers in their children's learning.*

Babinda State School — Strive to Excel

ONE No Appreciable Start	TWO Limited Progress	THREE Planning and Implementation Exists	FOUR Significant Progress	FIVE Embedded in Practice

School Improvement Priorities and Strategies for 2013 - Principal Agreed performance Plan

Priority 1: Improving Teaching

Task	Performance Indicators	Key School Documents	WHO	T1	T2	T3	T4	Embeddedness Measures
Strategy 1.1- Explicit teaching practices in all classrooms								
Enhance and embed Babinda P-12 Explicit Teaching Model through coaching and classroom walkthroughs - Specific focus on improving "Warm up"	100% staff receiving minimum 8 classroom observations and coaching sessions per year plus classroom walkthroughs	School Wide Pedagogical Framework	Exec					
Enhance Model for "Warm Up" and undertake focussed PD	Elements of Babinda P-12 "Warm up" embedded and observable in		Mark					
Develop KLA Specific Explicit Teaching appendices/ Plans	KLA led Explicit teaching Plan created		Matt					
Enhance classroom and school wide displays including Bookwork	Engaging classroom environments for students and high expectations of bookwork evident		Mark					
Strategy 1.2 - The teaching of reading, writing and numeracy								
Implement Foundation Learning Programs P-7 (ability streamed) - focus on reducing need to stream	100% of classes P-7 implementing foundation learning programs in spelling and maths	School Wide Pedagogical Framework	Alison					
Reading included as one of the school's Focus Five core achievement areas			Matt					
Targeted Professional development -particular focus on enhancing support for ATSI students (TRS and registrations)	In-house and external PD -		Matt					
Develop and implement KLA plans - Including: Reading, Writing and Number	Plan includes Key Elements, Explicit Organisation and School Recommended Resources		Matt / Alison					
Strategy 1.3 - Teachers implementing the C2C curriculum and foundational learning programs								
Support ongoing review and professional development for planning continued through faculty meetings - limited teacher release to enhance differentiation and contextualisation through planning for ATSI students	Utilise Planning for Learning Interviews to support teacher understanding	Babinda P-12 SS CARO	Mark /Karen					
Quality assurance through consensus and expert moderation - Senior Panel Verification	Consensus moderation occurs P-12 - 4 Staff meetings		Mark					
Enhance Curriculum, Assessment and Reporting overview	Completed Babinda P-12 Curriculum Assessment and Reporting		Mark					
Sequence and overview of all units c2c and QCAR to be included BP-12 CARO	Create and Publish Year teaching and learning overviews		Alison / Mark					
Strategy 1.4 - Leaders coaching teachers and giving relevant feedback.								86
Role Descriptions and Supervision Matrix to ensure line management and focus on data monitoring, coaching model and Developing Performance Framework Meetings	SRDs Develop and 100% staff receiving 8 coaching sessions per year	Coaching and Accountability tool	Matt					
Implement Developing performance Framework for all teaching staff wk. 7 of each term - 2 way conversations - DPF	Term Based DPF Conversations occur		Exec					91
Student Performance Data, Focus Five and Babinda Way used to reflect on performance through DPF - Balanced report Card and goal setting model used for Individual Development Plans	All teaching Staff IDPs, 5 Weekly data tracking occurs		Matt/ Karen					
Pre-planned meeting organisation developed as part of PD Plan - sector, faculty, staff and DPF as required	Meeting Organisation occurs	Intranet site	Matt					
Strategy 1.5 - Professional Assurity/ Support processes to ensure adherence to role description and program of improvement	Completion of tasks in strategy		Matt					
Leaders set expectation and communicate school-wide mantras vigorously - At Babinda P-12 we offer. "Personalised Attention to reach your Personal Best" & "We guarantee your child's learning isn't being left to chance!"	Mantras communicated and internally marketed		Matt					
Develop and enhance the "Babinda Way" to clarify and enhance the work of teaching staff - Enhance and implement linked professional support tools to target support, audit use and measure performance.	Performance tools regularly utilised (4 - 8 times per year minimum)	Babinda P-12 SS CARO	Matt					
Develop "Babinda Way" Induction video - link to teaching and learning audit requirements	Video developed		Matt					

Babinda P-12 State School: Annual Improvement Plan

In all schools in the FNQ Region in 2012 school improvement planning will focus on:

1. Improving teaching:
- *a. Explicit teaching practices in all classrooms*
- *b. The teaching of reading, writing and numeracy*
- *c. Teachers implementing the C2C curriculum and foundational learning programs*
- *d. Leaders coaching and supervising teachers and giving relevant feedback*

2. Refining and embedding data based decision making:
- *a. Using data to set school benchmarks, targets and short term individual student goals*
- *b. Measuring and monitoring school and student improvement*

3. Refining and embedding Planning & Accountability Systems at all leadership levels.
- *b. Performance and Accountability Systems: SRD, DPF, WPR, ISR*
- *b. Attendance Systems*
- *c. Behaviour System*
- *d. Student Support Systems*
- *d. Task assignment tool*

4. Connecting parents and caregivers in their children's learning.

Babinda State School — Strive to Excel

ONE No Appreciable Start	TWO Limited Progress	THREE Planning and Implementation Exists	FOUR Significant Progress	FIVE Embedded in Practice

School Improvement Priorities and Strategies for 2013 - Principal Agreed performance Plan

			WHO				
Consensus moderation and Expert moderation of planning, modifications and assessment	4 times per year minimum		Matt				
Centralised student Profile developed to track student performance and inform teachers work	Profile exists and is completed	Student Data Profile	Alison				
Maintain commitment and involvement in "Fleming" Network	Visits and instructional rounds undertaken		Matt				
See Strategy1.4							
Strategy 1.5: Working to increase quality teaching time							
Attempt to develop Interruption free teaching blocks through enhancing organisation of events			Matt				
Maintain structure of timetable to increase effective teaching time and increase frequency of teacher contact			Mark				

Priority 2: Refining and embedding data based decision making:

Embeddedness Measures

Task	Performance Indicators	Key School Documents	ISR - Report Card				
			2013				
			WHO	T1	T2	T3	T4
Strategy 2.1 - Using data to set school benchmarks, targets and short term individual student goals			Matt				
Develop, track, target and publish - Babinda Focus Five - Core School-Wide achievement priorities	**Focus 1**: 90% of students on track to achieving their personal learning goals **Focus 2:** 90% of students displaying outstanding behaviour **Focus 3:** 90% of students attending 90% attendance **Focus 4:** 90% of students achieving end of year reading benchmarks **Focus 5:** 100% of year 12 students achieving a QCE/ QCIA & leaving with a real life pathway - Earning, Learning or Training	Weekly update	Matt				
Create and include targets and benchmarks in Babinda P-12 SS CARO	Term and year based benchmarks developed		Alison				
Implement student goal setting to develop learning targets - either Teacher / Student or Teacher/ Parents	Student Goal Setting occurs	Babinda P-12 SS CARO	Matt, Alison				
Professional development of data usage and include in "Babinda Way"			Matt, Alison				
Strategy 2.2 - Measuring and monitoring school and student improvement	Completion of tasks in strategy 4% increase in Mean NAPLAN		Matt				
Utilise Standardised testing E.g. PAT M, R as well as foundation learning programs and c2c assessments to create student data profile	Achievement of Focus five School-wide goals		Alison				
Public sharing of student performance data by student, year and class			Alison				
5 Week data based performance collection checkpoints and reviews			Matt				
Data is a focus of all DPF conversations and will lead to the school work goal	More than 15% of Students achieving in U2B in Numeracy, Reading and Writing	Babinda P-12 SS CARO	Matt, Mark, Karen				
Implement Data officer to enhance availability of data across and outside of school - develop SRD			Matt				
Strategy 2.3 - Distinctive Offering to target resources and drive performance - Babinda Performance Pact	12 Student overall increase in enrolments Implement Babinda						
Vision - No excuses accountability for student achievement of personal learning goals - when students attend 90% or more	More than 15% of Students achieving in U2B in Numeracy, Reading and Writing		Matt				
Information strategy - Goals are set, Data Collection - as part of Performance Measurement – 5 week cycle: Parents and students are informed and involved at all junctures	85% of Students achieving C or better in every subject		Matt				
Learner Esteem Strategy - Focus on celebrating improvement and "on-trackness" to build student belief in their ability through rewards, celebrations and promotion		Babinda P-12 SS CARO	Alison				

Babinda P-12 State School: Annual Improvement Plan

In all schools in the FNQ Region in 2012 school improvement planning will focus on:
1. *Improving teaching:*
   a. *Explicit teaching practices in all classrooms*
   b. *The teaching of reading, writing and numeracy*
   c. *Teachers implementing the C2C curriculum and foundational learning programs*
   d. *Leaders coaching and supervising teachers and giving relevant feedback*
2. *Refining and embedding data based decision making:*
   a. *Using data to set school benchmarks, targets and short term individual student goals*
   b. *Measuring and monitoring school and student improvement*
3. *Refining and embedding Planning & Accountability Systems at all leadership levels.*
   b. *Performance and Accountability Systems: SRD, DPF, WPR, ISR*
   b. *Attendance Systems*
   c. *Behaviour System*
   d. *Student Support Systems*
   d. *Task assignment tool*
4. *Connecting parents and caregivers in their children's learning.*

Babinda State School
Strive to Excel

ONE No Appreciable Start	TWO Limited Progress	THREE Planning and Implementation Exists	FOUR Significant Progress	FIVE Embedded in Practice

School Improvement Priorities and Strategies for 2013 - Principal Agreed performance Plan

			WHO				
Organisational Strategy – Targeted resource allocation based on Pact Students (Off-track - signed up students): Tuition Support for students, Increased school and teacher focus, Students have ILP developed	Achievement of Focus five School-wide goals		Matt				
Strategy 2.4 - NAPLAN intervention and preparedness Strategy	See Data inventory for targets		Mark				
Full Dress-rehearsal and analysis of results			Mark				
NAPLAN preparedness classes timetabled in secondary		Babinda P-12 SS CARO	Mark/ Alison				
Plan for improvement on analysed results and short term-strategy sharing			Mark				
Strategy 2.5 - FNQ Service Commitment - Compliance	Completion of tasks in strategy		Mark				
Data collection of senior students both current and past students to ensure compliance and on track progress	100% of year 12 students achieving SC		Mark				
Market and promote commitment to wider community			Matt				
Offer(cold call) and provide assistance to past students to ensure compliance		Babinda P-12 SS CARO	Mark				
SC compliance included as one of the school's Focus Five core achievement/ Foci			Mark				

Priority 3: Refining and embedding Planning & Accountability Systems at all Leadership levels.

Task	Performance Indicators	Key School Documents	ISR - Report Card					Embeddedness Measures
				2013				
			WHO	T1	T2	T3	T4	
Strategy 3.1 -Planning and Accountability Systems: Specific Role Descriptions for Admin, Teaching staff, Teacher Aide Staff	Completion of tasks in strategy		Matt					
Utilise development of the "Babinda Way" to align roadmap, job tasks and attitudes, audit measures and school wide programs through curriculum Assessment and Reporting Overview(CARO)			Matt					
Adapt and improve role descriptions to simplify and enhance role performance		School Wide Pedagogical Framework	Matt					
Rationalise job descriptions of admin, teacher aides, senior teachers etc. to ensure systemic hierarchy and accountabilities			Matt					
Role descriptions form part of induction process			Matt					
Strategy 3.2 - Implement new attendance improvement program – "Learning Safe at School"	Increase whole school attendance by 2% overall		Matt					
Implement role of Student welfare worker/ truancy officer with relevant support programs		Parent and Community Engagement Framework	Matt					
5 week analysis of "watch list" - 10 lowest attenders - case management put into effect	Achievement of Focus five School-wide goals		Georgina					
Develop stepwise approach to responding to non-improvement of "watch list"			Matt					
Implement role of Community engagement officer and develop SRD			Matt					
Text(SMS) based notifications of 2 days unexplained absence per week students			Pauline					
Strategy 3.3 - SWPBS process	Completion of tasks in strategy		Karen					
Reinvigorate SWPBS team and approach			Mark, Karen,					
Positive Behaviour included as one of the school's Focus Five core achievement Foci		Responsible Behaviour Plan for Students	SWPBS Team					
Term based - rewards programs developed and implemented	Achievement of Focus five School-wide goals							
Continue successful golden apple programs etc. and enhance as need arises								

In all schools in the FNQ Region in 2012 school improvement planning will focus on:

1. Improving teaching:
- a. Explicit teaching practices in all classrooms
- b. The teaching of reading, writing and numeracy
- c. Teachers implementing the C2C curriculum and foundational learning programs
- d. Leaders coaching and supervising teachers and giving relevant feedback

2. Refining and embedding data based decision making:
- a. Using data to set school benchmarks, targets and short term individual student goals
- b. Measuring and monitoring school and student improvement

3. Refining and embedding Planning & Accountability Systems at all leadership levels.
- b. Performance and Accountability Systems: SRD, DPF, WPR, ISR
- b. Attendance Systems
- c. Behaviour System
- d. Student Support Systems
- d. Task assignment tool

4. Connecting parents and caregivers in their children's learning.

Babinda State School
Strive to Excel

| ONE No Appreciable Start | TWO Limited Progress | THREE Planning and Implementation Exists | FOUR Significant Progress | FIVE Embedded in Practice |

School Improvement Priorities and Strategies for 2013 - Principal Agreed performance Plan

Task	Performance Indicators	Key School Documents	WHO	T1	T2	T3	T4
Implement sem 2 goal setting as part of student improvement planning							
Ensure all staff have a Classroom Behaviour Management Plan reflective of school-wide expectations and it is enforced			Karen				
Target - Professional development in Better Behaviour Better Learning and profiling as required			Karen				
Strategy 3.4 Enhance School Support Service Provision, roles and visibility for parents and students	Completion of tasks in strategy		Alison				
Implement referral based Student Support Service Team - BELS focus (Behaviour, Emotional, Social and Learning issues)			Alison				
Create a TLC room as visible school element to support students and parents particularly through junior secondary.	Reduction in School SDA - decrease in incidents		Matt				
Implement case management approach to identified "at-risk" students		Babinda P-12 SS CARO	Alison				
SSS team will target In classroom support provided for students with diverse learning needs	Achievement of Focus five School-wide goals		Karen				
All ATSI students will have an Individual Learning Plan developed as part of investing in focus school's funding			Matt				
Strategy 3.5: Implement Practices to improve communication across school	Completion of tasks in strategy		Matt				
Implement seven channels of communication model for Babinda Way		Staff handbook	Matt				
Develop and implement a weekly update - relating to communication, attendance, behaviour	Achievement of Focus five School-wide goals		Matt				
Transition staff to Microsoft outlook and one portal use			Matt				
Continue briefings and implementation "staff" recognition/ commitment program			Matt				
Connect and maintain common school calendars in an electronic way - e.g. common outlook calendar, one portal site etc.			Matt				
Strategy 3.6 - Opportunities to Support students "at risk"	10% overall reduction in student behaviour referrals based on term 1 data.	Parent and Community Engagement Framework	Mark				
Implement and enhance Case management and monitoring of "at risk" students			Karen				
Community engagement officer to support students at risk through SSS			Pauline				
Welfafre worker to provide social skilling support as required			Georgina				

Priority 4: Connecting parents and caregivers in their children's learning.

Task	Performance Indicators	Key School Documents	ISR - Report Card 2013					Embeddedness Measures
			WHO	T1	T2	T3	T4	
Strategy 4.1 - Reducing Barriers to Entry	12 Student overall increase in enrolments		Matt					
a. Branding and Corporate Image development		Why Babinda? Brochure and	Matt					
Utilise modernised logo, brochures and packages			Matt					
Enhance school marketing penetration through various channels including social and online media and information materials			Matt					
Supporting as required low SES families to enrol before day 8			Matt					
b. Earlier and Enhanced Transition Programs			Matt					
Ensure seamless entry and support for highly transient students - include school gate testing post day 8			Mark					
Hold Open days for prep and year 6/7 students from the surrounding area			Mark/Tracy					
Implement Pre-prep program in term 4			Alison					
Information Nights/ Days - Prep, 7-8 and 10-11 Term 3/4 - Parent information sessions/ guest speakers to promote involvement			Matt/ Mark					

Babinda P-12 State School: Annual Improvement Plan

In all schools in the FNQ Region in 2012 school improvement planning will focus on:

1. *Improving teaching:*
   a. *Explicit teaching practices in all classrooms*
   b. *The teaching of reading, writing and numeracy*
   c. *Teachers implementing the C2C curriculum and foundational learning programs*
   d. *Leaders coaching and supervising teachers and giving relevant feedback*
2. *Refining and embedding data based decision making:*
   a. *Using data to set school benchmarks, targets and short term individual student goals*
   b. *Measuring and monitoring school and student improvement*
3. *Refining and embedding Planning & Accountability Systems at all leadership levels.*
   b. *Performance and Accountability Systems: SRD, DPF, WPR, ISR*
   b. *Attendance Systems*
   c. *Behaviour System*
   d. *Student Support Systems*
   d. *Task assignment tool*
4. *Connecting parents and caregivers in their children's learning.*

Babinda State School
Strive to Excel

ONE No Appreciable Start	TWO Limited Progress	THREE Planning and Implementation Exists	FOUR Significant Progress	FIVE Embedded in Practice

School Improvement Priorities and Strategies for 2013 - Principal Agreed performance Plan

Strategy 4.2 - Strengthen Pathways and Product Mix	Completion of tasks in strategy		Mark				
Maintain purposeful pathway subjects 8-12 supplemented by ELC			Mark				
Maintain TAFE offerings and enhance School based traineeships and apprenticeships, expand on-line opportunities particularly for high achieving students through opportunities like unify or learning 21 and early entry to university		Babinda P-12 SS CARO	Mark				
Provide free of charge - Instrumental music for students years 4 -10			Matt				
Support and Implement active afterschool programs for students			Matt				
Provide on-site practical/ work ready training opportunities as well as off campus pathways orientation activities			Mark				
Strategy 4.3 - Customer Service Focus - An Intentionally Inviting School	Increased satisfaction levels across all domains of student and parent satisfaction areas		Matt				
a. Enhanced focus on being Intentionally inviting to parents and kids		Parent and Community Engagement Framework	Matt				
Develop an engagement strategy - Focus on creating the right attitude and atmosphere, providing the right activities and celebrating achievement			Matt				
Increase staff wellness and morale through team building Activities			Matt				
b. Forging stronger ties through "in-house" community events and volunteering opportunities	An increase of 20 connected community organisations and		Pauline				
Develop Formal and Active Partnerships through forums - Investing in focus school's forum Agree to meet regularly with group to continue enhance service delivery for indigenous kids		Parent and Community Engagement Framework	Matt				
Implement a Community engagement officer position			Matt				
Maintain connection with community business to implement a partnership connected to "pact"			Pauline				
Strategy 4.4 - Increasing Switching "costs"	12 Student overall increase in enrolments Implement Babinda Performance Pact 4% increase in Mean NAPLAN results - Numeracy, Reading and Writing		Matt				
a. Enhance Distinctive Identity/ offering for Babinda P-12 State School			Matt				
Implement and enhance Babinda Performance Pact - Personalised Attention to reach your Personal Best!		Babinda P-12 SS CARO	Matt				
Enhance technology Rich Learning Vision - P-12: Individualised Access, Enriched Learning, Connected	More than 15% of Students achieving in U2B in Numeracy, Reading and Writing 85% of Students achieving C or better in every subject		Matt				
b. Various Opportunities for students - resource based	12 student increase in enrolments		Matt				
XO laptop Program for All prep aged students, I pads, laptops for secondary students etc.			Matt				
Scholarship Program for high performers		Babinda P-12 SS CARO	Matt				
Free of Charge - Instrumental Music program			Matt				
c. Strengthen student – staff relationships	Increased satisfaction levels across all domains of student and staff satisfaction areas	Parent and Community Engagement Framework	Matt				
Building strong relationship PD			Matt				
Utilise student council and executive to provide activities for staff/ student involvement			Mark, Julie				
Strategy 4.5 - Pursue Marketing Opportunities	12 Student overall increase in enrolments		Matt				
Advertise and photograph results, events and successes within community			Michelle, Julie,				
Enhance Newsletter look			Kay				
Maintain website appeal and corporate image			Matt				