



Beerwah State High School

2021 Annual Implementation Plan

Improvement Priority 1. Together we Learn - Leadership and Community

Targets

Targets: School opinion survey, 360 Feedback surveys and other qualitative data. Alignment, Precision and Intentional collaboration

Strategy: Develop School Leadership - Vision and Values

Actions	Timeline	Responsible Officer(s)
Explicit use of Vision and Values including the explicit teaching of the values in PBL lessons and on assemblies	Ongoing	Principal, Deputy Principal, Guidance Officer, HOD, HOSES
Explicit communication to parents, community, staff and students of the vision and values	Ongoing	Principal, Deputy Principal

Strategy: Develop School Leadership - Leadership and Capability

Actions	Timeline	Responsible Officer(s)
Leadership development – Meyers briggs, 360, fierce conversations, quality assurance and accountability to ensure a diverse and strong supply of leaders and effective recruitment, induction, performance	Ongoing	Principal, Deputy Principal
Ensure clearly defined roles and responsibilities	Ongoing	Principal, Deputy Principal
Ensure transparent merit processes for recruitment of leadership positions	Ongoing	Principal, Deputy Principal

Strategy: Promote Parent and Community Engagement - Positive leadership

Actions	Timeline	Responsible Officer(s)
Embed a culture of Success for all through positive leadership	Ongoing	Principal, Deputy Principal
Increase the positive reputation of the school and involvement in local community and industry	Ongoing	Principal, Deputy Principal
Ensure effective communication between parents and community and staff, students and school is inclusive and positive	Ongoing	Principal, Deputy Principal
Collaborate and communicate the strategic plan at P and C, in newsletter, on website and via other means of communication.	Ongoing	Principal, Deputy Principal





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Improvement Priority 2. Individually we grow - Student and Staff Health and Wellbeing

Targets

Targets: improved attendance rate, improved academic achievements, improved QCE data, increase in health and wellbeing of staff and students

Strategy:	Enhance positive Student Culture - High Expectations		
Actions		Timeline	Responsible Officer(s)
Increase expectations of student culture including uniform, behaviour and attendance		Ongoing	Principal, Deputy Principal
Strategy:	Enhance positive Student Culture - Attendance		
Actions		Timeline	Responsible Officer(s)
Review attendance processes to evaluate effectiveness of existing attendance management processes		Ongoing	Principal, Deputy Principal
Strategy:	Enhance positive student culture - Positive Behaviour for learning		
Actions		Timeline	Responsible Officer(s)
Principal and Admin to implement PBL policies as lead learner, involve more staff in the PBL committee and attend professional development		Ongoing	Principal, Deputy Principal
Regularly promote actions, data from PBL action plan		Ongoing	Principal, Deputy Principal
Strategy:	Prioritise Student Engagement and Wellbeing - Positive relationships		
Actions		Timeline	Responsible Officer(s)
Positive relationships - Focus on the development of positive relationships		Ongoing	Principal, Deputy Principal
Strategy:	Prioritise Student Engagement and Wellbeing - Student services		
Actions		Timeline	Responsible Officer(s)
Review and ensure clear roles and responsibilities in relation to leadership of student support		Ongoing	Principal, Deputy Principal
Implement FlexiSpace and alternative program options,		Ongoing	Principal, Deputy Principal
Strategy:	Prioritise Student Engagement and Wellbeing - Health and Wellbeing support		
Actions		Timeline	Responsible Officer(s)
Mental health and wellbeing – differentiation of roles and responsibilities		Ongoing	Guidance Officer, HOD
Deliver focused support in relation to health and wellbeing and anxiety		Ongoing	Guidance Officer





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Improvement Priority 3. Success for all - Collaborative Teaching and Learning

Targets		
Targets: 100% staff engaged in PD for Australian Curriculum and school wide moderation processes; A-C data: A - 10%, A-C 90%		
Strategy: Align Curriculum - Curriculum, Assessment, Reporting Framework/Plan		
Actions	Timeline	Responsible Officer(s)
CARP, whole school curriculum map, year level overviews and unit plans fully aligned, planning and assessing	Ongoing	Principal, Deputy Principal, Guidance Officer, HOD, HOSES
Tailored for the local context and cohorts, future workforce	Ongoing	Deputy Principal, HOD
Strategy: Align Curriculum - Moderation processes		
Actions	Timeline	Responsible Officer(s)
Assessment following achievement standards with feedback, moderation documented in unit plans	Ongoing	HOD
All Teachers are moderating in at least one learning area before teaching and assessment takes place	Ongoing	HOD
Strategy: Align Curriculum - Senior Curriculum		
Actions	Timeline	Responsible Officer(s)
Review 5 subject model / senior QCE tracking to increase QCE success	Term 1	Principal, Deputy Principal, Guidance Officer, HOD
Effective implementation of QCAA and SATE processes incl submission internal assessments and external examination requirements	Ongoing	HOD
Strategy: Effective Teaching and Learning - Case management		
Actions	Timeline	Responsible Officer(s)
Every school has developed and implemented a student case management process by the end of 2020 Review the Year 11/12 student process towards the QCE or QCIA	Ongoing	Principal, Deputy Principal, Guidance Officer, HOD, HOSES
Review the Year 11/12 student process towards the QCE or QCIA	Ongoing	Principal, Deputy Principal, HOD, HOSES, Year Coordinator





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Improvement Priority 3. Success for all - Collaborative Teaching and Learning

Targets

Targets: 100% staff engaged in PD for Australian Curriculum and school wide moderation processes; A-C data: A - 10%, A-C 90%

Strategy: Effective Teaching and Learning - Academic Success for All

Actions	Timeline	Responsible Officer(s)
Set high expectations around academic achievements for all students and staff	Ongoing	Principal, Deputy Principal, Guidance Officer, HOD, HOC, HOSES, Year Coordinator
Co-planning to ensure curriculum alignment with teachers implementation of assessment standards	Ongoing	Principal, Deputy Principal, HOD

Endorsement

This plan was developed in consultation with the school community and meets school needs and systemic requirements.

Principal

P and C / School Council

Assistant Regional Director

