



Holland Park State High School-Annual Implementation Plan 2021

Holland Park SHS is a boutique smaller high school with a personalised approach to the education of all of its students. Under our Strategic Master Plan 2018 – 2027, we will focus on our Three Pillars of *Learning, Growth and Connectedness* to deliver a high quality education and equip our students with an understanding of and ability to demonstrate our *Graduate Student Attributes* by the time they graduate at the end of year 12.

School Improvement Strategies 2021:

- **Student Learning and Achievement**-Embracing a **high expectation Teaching and Learning Focus**, continuing collaborative curriculum planning and review, within the Australian Curriculum and Senior Secondary phase.
- **Engagement and Growth**-Continue to build teacher capacity to “**know their learners**”, and know the next steps for student improvement.
- **Wellbeing within our community**-Supporting staff and student wellbeing, focusing on the complete student who can demonstrates high resilience, and displays good character.

Ben Jack
A/Principal

Endorsed ARD

Katrina Marschke
School Council Chair

Strategy –Student Learning and Achievement			
Actions	Targets	Timelines	Responsible Officer/s
Continue to build teacher capacity by engaging teachers deeply in “Know Your Learner” processes <ul style="list-style-type: none"> Setting realistic individual class targets with respect to achievement, effort and behaviour Creating strategies to ensure every student is improving in their learning Establish school wide class data placemats format Planning and Implementation of differentiation strategies for each learner Implementing individual student improvement strategies including academic, effort and behaviour 	Decrease % of N ratings School target 95% A-C results 20% A results School Data Placemat	2021 Ongoing Class targets set after term 1	Executive Team HODS All staff
Continue to implement a targeted case management approach for individuals/class groups/year level groups <ul style="list-style-type: none"> Attendance (refine processes) Behaviour Achievement, including ICP’s Wellbeing and AARA’s 	Clear communication of adjustments Data is analysed each fortnight/and or term Strategies shared	2021 Ongoing	Executive Team Go’s All teaching staff
Improve HOD data literacy , analysing data at each reporting juncture, promoting discussions on student performance and improvement within faculties. Each term data is used to inform.	All HODS trained in TrackEd.	2021 Ongoing	HOD’s
Cognitions are evident in curriculum planning document and are explicitly taught in all classrooms	Evident in all assessment tasks and unit plans	2021 Ongoing	Executive Team HOD’s/All teaching staff
Continue to build Learn How to Learn Strategies (LHTL) into lesson delivery, and improve communication of strategies to whole community	Parent Info Sessions	Sem 1	DP SS All teaching staff
Continue to use Write that Essay to support student writing and feedback process-Year 8 and 9 Focus, including Science and Maths	Improvement in writing	2021 Ongoing	HOD T and L
Focus on ASOT DQ’s 1 -Learning goal progression DQ7 -Engagement strategies DQ8 -Rules and Procedures	DQ-8 Re-focus Sem 1 DQ-1 and 8 Sem 2	2021 Ongoing	DP JS-100% staff
Develop and publish Whole School Curriculum Plan 7-10	Mid 2021	End 2021	Executive Team/HODS
Develop and Publish whole school Data plan	Draft end Sem 1	End 2021	Executive Team/HODS
Support BYOD program -Improved pedagogy and student engagement	Year 8-12 BYOD fully implemented	2021 Ongoing 2022-Year 7	Executive Team-HOD Tec All teaching staff
Review, refine, alignment of Australian Curriculum and Senior Subject offerings (Planning, implementation, assessment)	Yr 7-10 units refined and aligned	2021 Ongoing	Executive Team All teaching staff
Implement TrackEd Program to improve data literacy-exploring the use of data walls to promote discussion and improvement strategies	All HODS trained in TrackEd, Data Walls.	2021 Ongoing	Executive Team All teaching staff

Strategy –Engagement and Growth			
Actions	Targets	Timelines	Responsible Officer/s
Implementing Classroom Profiling/ESCM training <ul style="list-style-type: none"> Faculty Based/Individual Volunteering Classroom Profiling Beginning/Establishing Teacher Mentors 	Staff trained Beginning Teachers	2021 Ongoing	Executive Team HODS All teaching staff
Implement collegial observation program <ul style="list-style-type: none"> Formal Pre/Post feedback Video Selfies 	100% staff participation	Sem 1 and Sem 2	Executive Team HODS/HOD T and L All teaching staff
Refine behaviour processes , explicitly taught to students <ul style="list-style-type: none"> Behaviour Zones Onechool behaviour entries Detention Processes 	Clear and defined behaviour management process	Implement 2021 Review end Sem 1	Executive Team HODS All teaching staff
Graduate Student Attributes explicitly taught to students (Yrs 7-12) Improve the profile of all GSA's	GSA topics discussed in classrooms/assembly	2021 Ongoing	Executive Team HODS All teaching staff
Implement strong Line Management Processes to align with strategies and school priorities	Consistent approach to LM-trial triads	2021 Ongoing	Executive Team HODS All teaching staff
Uniform process and monitoring standards to build positive school identity in community	Uniform detentions decreased	2021 Ongoing	Executive Team HODS/Year Co's All teaching staff
Explore Work Experience opportunities for students	Improve student opportunities	Sem 1-Reviewed Sem 2-Implement	Executive Team HODS/Transitions
Gold Card Scheme Fully implemented whole school	Implement school wide positive rewards system	2021 Ongoing	Executive Team HODS/HOD HPE All teaching staff
Continued celebrations of student attendance, behaviour and effort every term Continued academic celebrations every Semester	Term awards for all Year levels, Semester academic awards	2021 Ongoing	Executive Team HODS and Year Co's All teaching staff
Continue to implement and refine Personal Learning Plans for all students	Plans created and revisited every term	2021 Ongoing Every Term	Executive Team HODS and Year Co's All teaching staff
Continue to foster positive relationships with feeder primary schools <ul style="list-style-type: none"> Open mornings Visits to Primary Schools Showcase Days 	Forge positive relationships with feeder school	2021 Ongoing Showcasing programs	Executive Team

Explore increased marketing strategy , promoting success and signature programs (Japanese Masterclass, Proficiency class, International Students, Music, Volleyball, Gymnastics)	Variety of platforms explored including social media	2021 Ongoing Regular articles e.t.c	Executive Team
Improve Indigenous Outcomes -Attendance/Academic	Attendance target 90% Increase A-C Decrease D's 18% to 5%	2021 Ongoing	Executive Team HODS All teaching staff
Student Leadership Opportunities-Junior Secondary Leaders/Peer Mentor Program	Implement leadership opportunities Yrs 7-12	2021 Ongoing	Executive Team HOD's
QMEA activities complement and enhance school programs	Explore opportunities to create partnership	2021 Ongoing	Executive Team
Explore opportunities for STEM to be integrated into curriculum areas	Explore opportunities to incorporate STEM	2021 Ongoing	Executive Team HOD's

Strategy – Staff/Student Wellbeing (Community)			
Actions	Targets	Timelines	Responsible Officer/s
Resilience Program , extend resources, explore more time and opportunities in weekly timetable	Topics explicitly taught in all classrooms. Increase profile	2021 Ongoing	Executive Team HODS-HOD-PE All teaching staff
Beginning Teachers Group Established and meet regularly	Create and maintain a Beginning teachers group	2021 Ongoing Regular meetings	Executive Team
Continue to implement staff wellbeing strategies	Wellbeing Snacks Staff events	2021 Ongoing	Executive Team GO's
Induction process implemented for new staff	Create a standard induction process for new students and staff	2021 Ongoing	Executive Team
Develop Aspiring Leaders Group	Create and maintain an aspiring leaders program	2021 Ongoing Regular Meetings	Executive Team
Leadership and coaching activities for HOD's to Principal level to assist in strategies to best support explicit improvement agenda	Executive Team and middle leaders participate in coaching	2021 Ongoing	Executive Team HOD's
Case management process and referral process for students requiring academic/social and wellbeing support	Explore referral process by end Term 1	2021 Ongoing	Executive Team HODS/GO's All teaching staff
Create Lunchtime Activities to enhance student wellbeing and connectedness	Create and implement variety of lunchtime activities	2021 Ongoing By end Term 1	Executive Team HODS/GO's All teaching staff
Continue afternoon Homework Club initiative	Weekly opportunities for students to study	2021 Ongoing	Executive Team