



## Holland Park State High School Annual Implementation Plan 2023

### Positive learning culture enacting high levels of teacher efficacy

At HP we are fostering a community of engaged learners, well supported by our shared collective belief all students will accomplish great things.

School Improvement Priorities					
Curriculum Expertise	Targets			Responsible Officer/s	Resources
	3-6 months	9 months	End of 2023		
Collaboratively develop a <b>whole school approach to moderation</b> to enhance curriculum oversight and improve student outcomes, with a clear focus on the <b>BEFORE</b> .	Review current BEFORE moderation processes. Create signature BEFORE whole school agreed processes.	Whole school review and feedback provided, to create school wide BEFORE moderation checklist.	A school wide approach to moderation formally adopted and documented, focusing on the BEFORE process	Leadership Team All teachers TL HOD	Moderation Policy Moderation PD Flexible Hours School Budget
Excellence in Teaching and Learning					
Enhance the <b>data literacy skills of staff</b> and further develop a systematic approach for the sharing, analysis and use of data at all levels.	Review current school data plan Clear data roles and responsibilities outlined including Teacher to Principal. Explore consistent approach when engaging with data.	Data literacy requirements are documented for Teacher, HOD, and DP. Data is shared by HOD to teaching staff, DP to staff. Leadership team developed consistent approach to data	Marker student data analysis is documented. Head of Department and DP's have systematic approach to analysing faculty data Teachers develop confidence using data to impact pedagogy	Leadership Team All teachers TL HOD	Whole School Data Plan revised and published Data analysis processes documented PD opportunities
Community Connection, Wellbeing and Inclusion					
<b>Whole School Wellbeing Framework</b> – Staff engaged in wellbeing program to support staff work/life balance, morale and collegiality.	Whole school wellbeing model is created, shared and distributed for feedback. Wellbeing framework 4-year road map published Initial staff PD is provided.	Staff have been trained in HP well-being framework. Staff provided with opportunities to engage in wellbeing initiatives.	Whole School Wellbeing Framework that is supported by all staff and community Student connection to the Well-being Framework is planned for 2024	Leadership Team GO All teachers	HP Wellbeing Framework School Budget PD and materials provided to all staff
Develop and implement a <b>marketing plan</b> to promote and enhance our school profile.	Whole School marketing and communication plan is created.	Marketing initiatives reviewed and outstanding strategies executed.	All key marketing strategies have been implemented with success and impact	Principal BM All Staff	School Budget Allocation  Key artefacts



KEY TARGETS and Initiatives				
Percentages of A's	2022 (Sem 1)	2023 (Sem 1)	THE HP WAY	Other key initiatives
Year 7		20%	<ul style="list-style-type: none"> <li>• Strong Leadership from the classroom to the executive team</li> <li>• High levels of expectations and teacher efficacy</li> <li>• Creating a supportive environment for staff and students</li> <li>• Focus on what matters</li> <li>• Build our teaching and leadership expertise</li> </ul>	Familiarisation of Australian Curriculum Version 9
Year 8	19.5%	25%		Connections with local Universities strengthened
Year 9	19.1%	25%		100% data placemats created-2 marker students per class
Year 10	16.5%	20%		Case management process refined and communicated Yrs. 7-12
Attendance	88%	94%		Whole school literacy framework reviewed with recommendations
Staff profiled	70%	90%		Collegial engagement framework - other observation types documented
SOS-Wellbeing is a priority	77.6%	90%		Opportunity for student extension is explored, particularly in JS
SOS-Student behaviour is well managed	64.9%	80%		Continue embedding NASOT design areas 1 and 7
				Student Behaviour Team consult community to create new matrix
				Behaviour management processes continue to be refined (zones)
				Review STRIVE program, creating meaningful year plan per year level
				Continue to build and foster HP Cup spirit to support positive culture

**Endorsement**

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

**Ben Jack**  
Principal

**Katrina Marschke**  
School Council Chair

