

**Holland Park State High School
2025 ANNUAL IMPLEMENTATION PLAN**

<p>School priority 1:</p> <p>Identified Priority: Teaching and Learning Excellence</p> <p>At Holland Park SHS, staff expertise is enhanced through purposeful collaboration and professional learning, fostering a shared responsibility for student success. Teaching is research-informed, data-driven, and inclusive, ensuring all students receive high-quality, targeted instruction. Teachers feel empowered to innovate and lead a culture of learning excellence. Students benefit from a clear understanding of their progress and have a strong sense of agency in their educational journey.</p>	<p style="text-align: center;">Monitoring</p> <table border="1"> <thead> <tr> <th>Term 1</th> <th>Term 2</th> <th>Term 3</th> <th>Term 4</th> </tr> </thead> <tbody> <tr> <td>Establish school-wide pedagogical framework</td> <td>Conduct teaching and learning survey with students.</td> <td>Embed signature practices across all faculties.</td> <td>Conduct teaching and learning survey with students.</td> </tr> <tr> <td>Continue professional development on evidence-informed teaching practices and data literacy.</td> <td>Share practice to support the implementation of pedagogical framework</td> <td>Collect evidence of pedagogical framework in action. Review progress, celebrate success.</td> <td>Evaluate success of pedagogical responses to student data.</td> </tr> <tr> <td>Implement consistent approach to data collection across the school.</td> <td>Review data to track student progress and inform teaching</td> <td>Review data to track student progress and inform teaching.</td> <td>Review end-of-year results, celebrate successes and refine processes for 2026.</td> </tr> </tbody> </table>	Term 1	Term 2	Term 3	Term 4	Establish school-wide pedagogical framework	Conduct teaching and learning survey with students.	Embed signature practices across all faculties.	Conduct teaching and learning survey with students.	Continue professional development on evidence-informed teaching practices and data literacy.	Share practice to support the implementation of pedagogical framework	Collect evidence of pedagogical framework in action. Review progress, celebrate success.	Evaluate success of pedagogical responses to student data.	Implement consistent approach to data collection across the school.	Review data to track student progress and inform teaching	Review data to track student progress and inform teaching.	Review end-of-year results, celebrate successes and refine processes for 2026.	<p>Long term measurable/desired outcomes:</p> <ul style="list-style-type: none"> ✓ Increased student achievement across all year levels, with improvements in ATAR and non-ATAR pathways. ✓ Improved staff confidence and capability in evidence-informed, data-driven teaching practices. ✓ Enhanced student agency, as evidenced by higher levels of student engagement and ownership in learning. ✓ Observable consistency in the implementation of pedagogical framework practices across all faculties. 	<p>AIP measurable/desired outcomes:</p> <p>Year 7-12 Academic Reporting</p> <ul style="list-style-type: none"> ✓ 100% of students achieving a C or above across all subjects ✓ 60% of students achieving an A or B or across all subjects <p>Year 12 Exit Data</p> <ul style="list-style-type: none"> ✓ A median ATAR of 80+ ✓ 100% QCE & QCIA ✓ 100% of students engaged in work, training or study in the next steps survey. <p>SOS – Teachers 90% agreement</p> <ul style="list-style-type: none"> ✓ Staff are well supported at this school ✓ I have access to relevant professional development. <p>SOS – Students 90% agreement</p> <ul style="list-style-type: none"> ✓ My schoolwork challenges me to think. ✓ My teachers provide me with useful feedback about my schoolwork ✓ I understand how I am assessed at my school. <p>SOS – Parent 90% agreement</p> <ul style="list-style-type: none"> ✓ My child is making good progress at this school. ✓ Teachers at this school provide my child with useful feedback about their schoolwork. 				
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<p>Strategies and Actions:</p> <ul style="list-style-type: none"> □ Finalise the Pedagogical Approach: Develop and implement a clear, consistent, and research-informed school-wide pedagogical framework to guide teaching and learning practices across all faculties.. □ Develop a Comprehensive Data Plan: Establish a robust and systematic data plan that outlines the specific data required, key collection timelines, and the processes for analysing and sharing insights. Ensure data is communicated in a clear and actionable format to inform teaching practices and improve student outcomes effectively. □ Engage with Data Regularly: Build staff capacity in data literacy through regular engagement with data sets. Use these sessions to strengthen teachers' ability to interpret and apply data effectively in their instructional planning and decision-making. □ Implement QLearn: Integrate QLearn to provide a guaranteed and viable curriculum, streamline learning processes, and reduce students' cognitive load. Leverage the platform to enhance digital pedagogy, support learning continuity, promote differentiation, and foster student agency. □ Provide Additional Collaboration Time: Establish regular, structured opportunities for staff to engage in rigorous calibration, benchmarking, and moderation processes. These sessions will ensure consistency in assessment standards and foster professional growth through collaboration. 		<p>Resources:</p> <p>Financial: Funding for professional development and staff release time. Human: Allocation of pedagogical coaches, data specialists, and teaching staff. Physical: Access to data tracking systems and analysis tools that are fit for purpose. Digital: Online platforms for data management, professional development, and collaboration</p>																					
<p>School priority 2:</p> <p>Identified Priority: Promoting a Culture of Learning</p> <p>Our school is driven by a belief in every student’s ability to succeed. We foster a sense of belonging, inviting all students into learning with the conviction that it’s never too late to learn. Unconditional positive regard anchors the community, creating a strong foundation for learning and personal development. Diversity is valued and celebrated, cultivating a supportive and inclusive environment.</p>	<p style="text-align: center;">Monitoring</p> <table border="1"> <thead> <tr> <th>Term 1</th> <th>Term 2</th> <th>Term 3</th> <th>Term 4</th> </tr> </thead> <tbody> <tr> <td>Establish systematic attendance tracking systems to monitor whole-school and individual student attendance rates weekly.</td> <td>Maintain attendance tracking.</td> <td>Maintain attendance tracking.</td> <td>Maintain attendance tracking.</td> </tr> <tr> <td>Commence Academic Coaching with all students in Years 10-12.</td> <td>Continue Academic Coaching.</td> <td>Continue Academic Coaching.</td> <td>Continue Academic Coaching.</td> </tr> <tr> <td>Monitor Behaviour Referrals provide intervention</td> <td>Review behaviour and effort results provide intervention and celebrate student success.</td> <td>Review behaviour and effort results provide intervention and celebrate student success</td> <td>Review behaviour and effort results provide intervention and celebrate student success</td> </tr> <tr> <td>Celebrate student success.</td> <td>Conduct teaching and learning survey with students.</td> <td></td> <td>Conduct teaching and learning survey with students.</td> </tr> </tbody> </table>	Term 1	Term 2	Term 3	Term 4	Establish systematic attendance tracking systems to monitor whole-school and individual student attendance rates weekly.	Maintain attendance tracking.	Maintain attendance tracking.	Maintain attendance tracking.	Commence Academic Coaching with all students in Years 10-12.	Continue Academic Coaching.	Continue Academic Coaching.	Continue Academic Coaching.	Monitor Behaviour Referrals provide intervention	Review behaviour and effort results provide intervention and celebrate student success.	Review behaviour and effort results provide intervention and celebrate student success	Review behaviour and effort results provide intervention and celebrate student success	Celebrate student success.	Conduct teaching and learning survey with students.		Conduct teaching and learning survey with students.	<p>Long term measurable/desired outcomes:</p> <ul style="list-style-type: none"> ✓ Increased student engagement as evidenced by higher attendance rates, fewer behavioural incidents, and greater participation in extracurricular activities. ✓ A measurable increase in students and staff reporting a sense of belonging and feeling valued ✓ Consistent implementation of inclusive, student-centred teaching practices across all faculties. ✓ A school environment where diversity is visibly celebrated and contributes to student and staff well-being. ✓ High levels of staff satisfaction and retention, reflecting a positive and supportive workplace culture. ✓ Stronger connections with families and the community, demonstrated by increased participation in school events and positive feedback on school culture. 	<p>AIP measurable/desired outcomes:</p> <p>Attendance Data</p> <ul style="list-style-type: none"> ✓ Whole school attendance rate 90% or higher ✓ 100% of students with an attendance rate of 85% or higher <p>Year 7-12 Behaviour and Effort Reporting</p> <ul style="list-style-type: none"> ✓ 100% of students achieving a C or above across all subjects ✓ 60% of students achieving an A or B or across all subjects ✓ Reduction in students with multiple behaviour referrals and SDA's <p>SOS – Teachers 90% agreement</p> <ul style="list-style-type: none"> ✓ This school fosters respectful relationships among all students. ✓ This school has an inclusive culture where diversity is valued and respected. <p>SOS – Students 90% agreement</p> <ul style="list-style-type: none"> ✓ My teachers are interested in my wellbeing. ✓ My teachers motivate me to learn. <p>SOS – Parent 90% agreement</p> <ul style="list-style-type: none"> ✓ My child likes being at this school. ✓ This school fosters respectful relationships among all students.
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Principal  P&C/School Council  Leah Williamson School Supervisor  Samatha Knowles