



Humpybong State School

2018 Annual Implementation Plan

Improvement Priority 1. Effective Learning

Targets		
95% of students achieving NMS in NAPLAN. 80% of all students achieving C or higher (A-E reporting). U2B - Year 3: Reading - 45%; Numeracy - 35% U2B - Year 5: Reading - 35%; Numeracy - 30%		
Strategy:	1.1.1 Review and update the School's Pedagogical Framework to reflect current practice and desired direction.	
Actions	Timeline	Responsible Officer(s)
Use release time to work with teachers to start reviewing the school's current pedagogical framework as it aligns to practice.	Ongoing	Melanie Wetton
Strategy:	1.1.2 Focus on the full implementation of key pedagogical practices eg. Explicit Instruction; Inquiry based learning, problem solving strategies, peer coaching, elearning, etc.	
Actions	Timeline	Responsible Officer(s)
Provide Inquiry Skills PD to all class teachers: tools/activities	Term 3	Melanie Wetton
Creating PLC 1 hr per week for year level teams to access PD	Term 4	Melanie Wetton
Develop the age appropriate pedagogies with NPDL lens within Prep Classrooms to develop engaged enquiry based learning	Term 3	Melanie Wetton
Strategy:	1.1.3 Develop Quality Standards for pedagogical practices to support teaching and learning.	
Actions	Timeline	Responsible Officer(s)
Write quality standards using evidence-based research to cater for our signature pedagogy.	Ongoing	Melanie Wetton, Melissa Wood
Strategy:	1.2.1 Review and enhance assessment practices to ensure appropriate and consistent practices that improve student outcomes.	
Actions	Timeline	Responsible Officer(s)
Pre and Post assessment of students around Character/Citizenship and subject knowledge	Term 3	Melanie Wetton
Strategy:	1.2.2 Continue a culture of high quality formative assessment through Professional Development.	
Actions	Timeline	Responsible Officer(s)
Curriculum leaders to engage with QCAA and other providers to build an understanding of high quality of formative and summative assessment.	Ongoing	Melanie Wetton, Melissa Wood
Strategy:	1.3.1 Review and implement a Data Plan which identifies data sources, timelines and review and discussion processes.	
Actions	Timeline	Responsible Officer(s)
Conduct a review of the current school data plan to align with practice and purpose of data collected.	Term 4	Melanie Wetton





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 U2B - Year 5: Reading - 35%; Numeracy - 30%

Strategy: 1.3.2 Implement effective student ownership of goal setting and tracking performance.

Actions	Timeline	Responsible Officer(s)
Create a bank of writing and maths learning goals; collect evidence of student learning to determine goals through release time	Term 3	Melissa Wood

Strategy: 1.3.3 Deliver differentiation through providing skilled staff to meet the Explicit Improvement Agenda.

Actions	Timeline	Responsible Officer(s)
Implement differentiated teaching groups in Reading and Maths according to data	Term 3	Melissa Wood
Organise student participation and recognition of achievement in ICAS	Term 4	Melanie Wetton
Organise student academic recognition through annual academic awards YR 3-6	Term 4	Melanie Wetton

Strategy: 1.4.1 Maintain currency of the Whole School Curriculum Plan as NPDL units roll out.

Actions	Timeline	Responsible Officer(s)
Extend school NPDL team to include interested teachers	Term 2	Melanie Wetton
Release team members to attend NPDL days each term	Term 4	Melanie Wetton
Release and fund team members to attend NCR NPDL conferences		
Provide identified resources to facilitate NPDL student learning	Term 3	Melanie Wetton
Change Book Study texts for Years 3 and 4 to allow for composite classes	Term 3	Melissa Wood
Purchase Literacy texts around themes of courage, bravery (year 5)	Term 3	Melissa Wood
Update maths boxes and warm up boxes	Term 3	Melanie Wetton

Strategy: 1.5.1 Develop an ICT Plan to deliver digital resources, personnel and support to improve whole school practices.

Actions	Timeline	Responsible Officer(s)
Collate and align with the Australian Curriculum the digital and ICT pedagogy and resources required throughout units of work.	Ongoing	Reid Moule
Purchase of ICT hardware and software according to ICT rollover plan to ensure all classrooms have IWB technology, access to ipads in Prep - Year 3, laptops in Yrs 4-6.	Ongoing	Catherine Waldron, Kathryn Watterson

Strategy: 1.5.2 Implement staff training in effective digital pedagogies within the pedagogical framework.

Actions	Timeline	Responsible Officer(s)
Digital coach to work with NPDL year levels during NPDL implementation	Term 3	Reid Moule





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Improvement Priority 2. Exceptional Staff

Targets

85% of teaching staff agree that they get the opportunity to develop new and better ways of doing their job.
85% of staff indicate that they feel encouraged to undertake leadership roles.

Strategy: 2.1.1 Review and update the Professional Development program (aligned with the Strategic Plan & AIP), inclusive of all staff.

Actions	Timeline	Responsible Officer(s)
Provide all staff with PD around Design Technology, Inquiry Pedagogical practices	Term 4	Melanie Wetton
Clearly defined roles and responsibilities of PBL/Sol team members	Term 3	Tina Burrows, Catherine Waldron
Whole school profiling sweep to inform PD program for school community including Teacher Aides in behaviour management	Term 3	Catherine Waldron

Strategy: 2.1.2 Enhance and enable pedagogical skills of staff through planned professional development activities, WOW, instructional coaching, mentoring, PLCs, Staff meetings.

Actions	Timeline	Responsible Officer(s)
Support teachers to utilise inquiry skills and student-led pedagogies through ongoing weekly meetings during NPDL units.	Ongoing	Melanie Wetton
Provide reading, writing and maths PD to teachers and teachers aides.	Ongoing	Melissa Wood
Maintain trained Profilers who can support pedagogical practices in behaviour management through classroom profiling	Ongoing	Melissa Wood

Strategy: 2.1.3 Ensure staff have high levels of data literacy and are engaging with data.

Actions	Timeline	Responsible Officer(s)
Maths diagnostic moderation/analysis	Term 4	Melanie Wetton
Writing moderation processes	Term 4	Melanie Wetton
Skilling PBL coach and Team members; Sol lesson Team members and staff in behaviour data analysis and trends	Term 3	Melanie Wetton

Strategy: 2.1.4 Ensure teachers have capacity to deliver the digital technology curriculum.

Actions	Timeline	Responsible Officer(s)
Maintain DigiTech Coach position at HOC level	Term 3	Catherine Waldron
Provide teachers with PD around Digital Technology curriculum	Term 3	Reid Moule
Ensure teachers engage with the weekly digitech lessons and Digital Technology curriculum, while accessing coaching from the DigiTech Coach.	Ongoing	Reid Moule
Implement Genius Hour across the Year 6 cohort.	Ongoing	Reid Moule





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Strategy:	2.1.5 Ensure teachers have capacity to plan, teach and assess NPDL units of work and embed definition of Deep Learning.	
Actions	Timeline	Responsible Officer(s)
Provide 1 day TRS for all teachers the term prior to their NPDL unit and provide reflection time at the end of the units	Ongoing	Melanie Wetton
Continue to provide whole school PD of NPDL, four pillars and 6 C's.	Ongoing	Melanie Wetton
Strategy:	2.2.1 Utilise the ARSIL standards and coach/mentor feedback to identify professional learning needs and develop an APP goal each term aligning with school priorities and student learning outcomes. Documentation of APP goals provided to Line Manager.	
Actions	Timeline	Responsible Officer(s)
Support teachers through use of ATSil and 'at my best' survey for goal setting	Term 4	Catherine Waldron
Strategy:	2.3.1 Embed Instructional Coaching/Mentoring program to reflect on and improve teaching aligned to pedagogical framework and Quality Standards.	
Actions	Timeline	Responsible Officer(s)
Provide Opportunities for teachers to WOW key teachers during NPDL lessons	Term 4	Melanie Wetton
Provide release for teachers and coaches.	Ongoing	Melissa Wood
Strategy:	2.3.2 Resource staff teams by providing opportunities to collaborate and develop programs as identified.	
Actions	Timeline	Responsible Officer(s)
SEP Team to maintain ownership of STEP Up implementation and conduct STEP Up program with children	Term 4	Catherine Waldron
Engage chaplain and music teacher to conduct regular weekly playgroup program for Pre-Prep families (build into Specialist Timetable)	Ongoing	Catherine Waldron
Strategy:	2.4.1 Identify aspirational teacher leaders to develop their leadership skills; and identify and support leadership opportunities within and external to the school.	
Actions	Timeline	Responsible Officer(s)
Provide Opportunities for ongoing training for coach training through external facilitator and networking	Ongoing	Catherine Waldron, Melissa Wood
Identify lead teachers within NPDL year levels to 'lead from the middle' and support this through WOW, release time to resource/plan	Ongoing	Melanie Wetton





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Improvement Priority 3. Strong Partnerships

Targets		
85% of parents agree that the school asks for their input.		
88% of parents feel as though they are well informed.		
85% of parents agree that the school is well organised.		
Strategy:	3.1.1 Develop roles and responsibilities of School Council members and engage community partner representatives	
Actions	Timeline	Responsible Officer(s)
Provide opportunities for School Council members to attend IPS conference days.	Ongoing	Catherine Waldron
Through #qldtechschools engagement and commitment, partnerships with local businesses and schools will be created.	Ongoing	Reid Moule
Strategy:	3.1.2 Develop understanding and ownership of the strategic direction of the school	
Actions	Timeline	Responsible Officer(s)
Create a school vision which is inclusive of the school's current journey and practices.	Term 1	Catherine Waldron
Include the school vision in all communication throughout the school and community.	Ongoing	Principal, Deputy Principal, HOC, HOSES, Year Coordinator
Include the School Improvement Agenda and Strategic Vision and updates in all school community communications.	Ongoing	Principal, Deputy Principal, HOC, HOSES, Year Coordinator
Strategy:	3.1.3 Uphold the motto of "Sea of Learning for the Future"	
Actions	Timeline	Responsible Officer(s)
Provide information and continued updates of the school's vision, Strategic Plan and achievements towards targets to the school council.	Ongoing	Catherine Waldron
Continue to commit to New Pedagogies for Deep Learning global project.	Ongoing	Catherine Waldron





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Strategy:	3.2.1 Refine strategies to promote student and parent engagement within the school eg Parent Partnership Academy, Celebrations of Learning, 3 Way Reporting, Triple P, P&C, School/community events
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Actions	Timeline	Responsible Officer(s)
Promote NAIDOC week and Sorry Day activities with the assistance of Aunty Ray	Term 4	Kirsty Whitlock-King
Maintain Subscription for online interview bookings, school tours, 3 way reporting.	Ongoing	Tina Burrows
Conduct 2 Welcome to Prep Information sessions in term 2	Term 2	Robyn Davey
Conduct weekly Parent Sessions with STEP Up Parents in relevant Early Years information	Ongoing	Robyn Davey
Parent Partnership Academy Session - transition to Prep	Term 4	Melissa Wood
Develop and maintain enrolment processes from first contact in front office through Day 1 commencement.	Ongoing	Mary Bostock
Hold Celebrations of Learning at the end of Terms 1,2,3	Term 3	Catherine Waldron, Melanie Wetton
Maintain current parent representative and broaden school community representation on PBL committee - Guidance Officer, Non-teaching staff representative eg Teacher Aide	Term 4	Catherine Waldron
Implement school sporting events including Athletics Carnival, Tabloid games, Swimming carnival, FUN Run, Interschool and inter house sport.	Ongoing	Tina Burrows, Catherine Waldron

Strategy:	3.2.2 Develop a range of planned, positive, regular communication practices with parents
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Actions	Timeline	Responsible Officer(s)
Hold Prep Open Day on Saturday in Term 3 to promote the Prep Program and provide a transition opportunity for parent/child engagement in Prep	Term 3	Robyn Davey
Engage Pre-prep, Prep - Year 2 parents and carers in an early years celebration event to promote quality under 8s education practices	Term 4	Robyn Davey
Generate EMP letters of acceptance after interviews	Term 4	Robyn Davey
Year Level Term newsletters	Ongoing	Melanie Wetton
Increase sharing of information via School Newsletter, Facebook page, school Website. High Tide and SOL Connect to share SOL lesson content	Term 4	Tina Burrows





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Strategy:			
3.3.1 Maintain Current, quality profile in traditional and social media.			
Actions		Timeline	Responsible Officer(s)
Continue to update the school website with curriculum, staffing and event information at least monthly.		Ongoing	Melanie Wetton
Continue to jointly manage, with the P&C, the school Facebook page.		Ongoing	Tina Burrows
Continue to provide information to the school community via the online school newsletter 'Sol Connect', newspaper articles and QParents.		Ongoing	Rebecca Barnes, Janice Coyne
Strategy:			
3.3.2 Maintain and enrich engagement with prominent community events, organisations and other education facilities.			
Actions		Timeline	Responsible Officer(s)
Facilitate student attendance at Voices on the Coast		Term 4	Stacey Pye
Attend district level sport competitions including Cross Country, Athletics and swimming		Ongoing	Tina Burrows
Strategy:			
3.4.1 Build strong links with local high schools with shared activities in academic, sporting and culture activities.			
Actions		Timeline	Responsible Officer(s)
Continued attendance at step up High School Program excellence programs.		Term 4	Tina Burrows
Through #qldtechschools project, engage with local high schools to share curriculum and professional learning opportunities.		Ongoing	Reid Moule
Continue to provide opportunities for Year 6 students to attend high school transition opportunities.		Ongoing	Tina Burrows
Strategy:			
3.4.2 Continue to develop strong links with early childhood centres incorporating transition processes; providing support through PELS.			
Actions		Timeline	Responsible Officer(s)
Continue to support the PELS network through attending management meetings, sign the MOU, advertise and offer staff attendance at PELS forums.		Ongoing	Catherine Waldron
Continue the adoption process of early learning centres, supporting through telephone contacts, MYCP visits and parent information visits.		Ongoing	Deputy Principal





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Strategy: 3.4.3 Embed real-world links to enhance student learning opportunities eg. Excursions, incursions, expert talks, Genius Hour.

Actions	Timeline	Responsible Officer(s)
Link NPDL units to UN Goals for Sustainability (where possible) Expand Learning Partnerships in NPDL units	Term 3	Melanie Wetton
Align excursions to curriculum and streamline to avoid clashes with camps	Term 3	Melanie Wetton

Improvement Priority 4. Wellbeing

Targets

Increase staff morale to 85% on School Opinion Survey.

85% of staff will agree that the well-being of employees is a priority for my school. (SOS)

Increase parent, student and staff agreement that student behaviour is well managed at this school.

Strategy: 4.1.1 Develop and implement whole-school plans that supports student and staff wellbeing.

Actions	Timeline	Responsible Officer(s)
Create a whole school approach that provides the right conditions to achieve excellence and lift learning outcomes. Create Safe, supportive and inclusive environments.	Ongoing	Kathryn Watterson
Building capability of Staff, students and the school community.	Ongoing	Kathryn Watterson
PBL Team agenda to include celebrations and feedback from year levels, minutes to be recorded in staff newsletter and G Drive	Term 3	Catherine Waldron
Creating, printing and purchasing of acknowledgement resources for students to support consistent engagement in PBL practices	Term 3	Tina Burrows
Consistent use of SOL books as one record of explicit teaching content and student responses to SOL lessons	Ongoing	Catherine Waldron
Contribute to development of Staff Wellbeing Action Plan through WPH&S & Well being committee	Ongoing	Kathryn Watterson
Continue to develop and implement the Cool and calm kids program that focusses on the brain and relaxation	Term 3	Tina Burrows





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 Increase parent, student and staff agreement that student behaviour is well managed at this school.

Strategy: 4.1.2 Identify and engage with external agencies which support the health and wellbeing of the school community eg. MYCP, Chaplaincy, Life Education

Actions	Timeline	Responsible Officer(s)
Implement Life Education Program P-6 and Talk about it Program Year 5 and 6	Term 4	Tina Burrows
Align Life Education curriculum with Health Units	Term 3	Melanie Wetton
Implement swimming program Year 1-4 at local pool utilising trained swim instructors	Term 4	Tina Burrows
Continue to manage the MYCP for local schools through providing budget allocation and staffing.	Ongoing	Catherine Waldron
Promote the Chaplaincy program with Chaplaincy week activities and increasing the number of people on the LCC.	Ongoing	Catherine Waldron

Strategy: 4.2.1 Continue to develop strategies to improve student attendance.

Actions	Timeline	Responsible Officer(s)
Monitor School culture and wellbeing engagement through year level meetings, staff meetings and student behaviour.	Term 4	Tina Burrows, Robyn Davey
Provide attendance information in Enrolment Packs, promoting importance of attendance from enrolment interview.	Ongoing	Robyn Davey
Engage students in a celebration of being '100 days smarter' through acknowledging 100 Days of Prep	Term 2	Robyn Davey
End of Term celebrations in Terms 1, 2, 3 with parents and family members invited	Term 3	Tina Burrows, Robyn Davey, Catherine Waldron
Promote and acknowledge class attendance statistics on assembly and through trophy	Ongoing	Tina Burrows, Robyn Davey, Catherine Waldron
Promote and acknowledge individual attendance 4 times per year on assemblies with certificates	Ongoing	Tina Burrows, Robyn Davey, Catherine Waldron
Promote and acknowledge individual attendance on birthday with 'gotcha' and iceblocks	Ongoing	Janice Coyne





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 Increase parent, student and staff agreement that student behaviour is well managed at this school.

Strategy: 4.2.2 Enhance support programs, resources and communication systems for vulnerable students.

Actions	Timeline	Responsible Officer(s)
Continue to follow up on student referrals through SSS meetings and develop student profile documentation and support for verified students as required through the SEP.	Ongoing	Joanne Ruddell, Kirsty Whitlock-King
Continuation of literacy and numeracy support programs for students on ISP's, ICP's. ICP parent/teacher meetings	Ongoing	Joanne Ruddell, Kirsty Whitlock-King
Continuation of literacy/English support programs for EAL/D students.	Ongoing	Joanne Ruddell, Kirsty Whitlock-King
Continue support of Speech programs	Ongoing	Joanne Ruddell, Kirsty Whitlock-King
Continue Finger Gym and Perceptual motor programs	Ongoing	Kirsty Whitlock-King
Continue reading intervention programs for all year levels	Ongoing	Kirsty Whitlock-King
Continue to support the Chaplaincy Program (chappy lunches, playgroup, hampers)	Ongoing	Catherine Waldron
Fund an extra one day per week of Guidance Officer time.	Ongoing	Catherine Waldron
Continue to use the Brigance Screener as a tool to identify and then provide Step Up support for pre-prep students.	Ongoing	Robyn Davey, Joanne Ruddell

Strategy: 4.3.1 Understanding of and consistent application of our school policies, routines and practices including our Responsible Behaviour Plan and Respect Project

Actions	Timeline	Responsible Officer(s)
Provide ongoing professional development and training sessions for all staff, with focussed new staff induction, on all school policies and procedures.	Ongoing	Principal, Deputy Principal, HOC, HOSES
Support school PBL Coach role to attend training and offer of release time as required.	Ongoing	Susan Carey, Catherine Waldron
Include Respect Project messages on all school communication and provide this information during Parent Induction.	Ongoing	Principal, Deputy Principal, Guidance Officer, HOC





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Increase staff morale to 85% on School Opinion Survey.
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 Increase parent, student and staff agreement that student behaviour is well managed at this school.

Strategy:	4.3.2 Review, investigate and enhance student leadership programs which highlight opportunities internal and external to the school		
Actions	Timeline	Responsible Officer(s)	
Continue Student Council committees: Sports; Environment; Charities; Social	Ongoing	Tina Burrows	
Continue to provide training days for student leaders: Peer Mediators and School Council/leaders.	Term 1	Tina Burrows, Kirsty Whitlock-King	
Strategy:	4.3.3 As a White Ribbon School, educate the whole school community on Respectful Relationships		
Actions	Timeline	Responsible Officer(s)	
Continue to implement White Ribbon activities and sharing of information throughout the school and community and attend training sessions and workshops.	Term 4	Principal, Guidance Officer	
Strategy:	4.1.1 Develop and maintain a whole-of-school facilities plan in consultation with key stakeholders		
Actions	Timeline	Responsible Officer(s)	
Maintain High Levels of cleanliness and continually monitor grounds and facilities ensuring safe for use for students, staff and external stakeholders	Term 4	Catherine Waldron, Kathryn Watterson	

Endorsement

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

Principal

P and C / School Council