



# Yarraman State School

## Strategic Plan 2020 - 2023

### Vision

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Developing lifelong learners who embrace opportunities.

### Values

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Safe

Trustworthy

Active Learners

Respectful

Successful.





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### School Priorities

#### Positive culture of teaching and learning

##### Long-term targets/desired outcomes

1. School Assessments 80% A – C English Maths and Science

2. School Opinion Survey 80% staff, Students and Parents 90%

3. Student Attendance - Over all 92% 25% less the 85%

##### Strategies

	2020	2021	2022	2023
Collaboratively develop and embed an explicit strategic planning and change management process to drive the school's AIP, whole-school initiatives and priorities with quality assurance practices to measure impact.	✓	✓	✓	✓
Develop and embed a school process for data analysis and discussions to monitor student progress over time and to support teachers to make targeted adjustments to their teaching practice.	✓	✓	✓	✓
Review, develop and enact Responsible Behaviour Plan for students to Student Code of Conduct (2020)	✓			
Review and enact school wide positive behaviour matrix to ensure that the preconditions for learning are optimised.	✓	✓		
Develop and enact a statement of secondary non negotiables through staff collaboration and delivery	✓	✓		
Introduce and enact Tier 2 Positive Behaviour for Learning whole school strategies and processes	✓	✓		
Employ a Youth Support worker to assist with student engagement in the secondary school	✓	✓	✓	✓
Employ an Attendance Officer to assist the tracking and rewarding of student attendance and implement strategies for improvement	✓	✓	✓	✓
Build staff capacity to differentiate and support staff according to their capacity to carry out the desired work.	✓	✓		
Build capacity of staff to further develop their ability to manage student behaviour through collaboration and shared communication.	✓	✓		
Collaboratively embed a shared commitment to collegial engagement and professional learning through the creation of processes and plans		✓	✓	✓
Introduce, develop and enact Lyn Sharrat's 5 Questions for students and teachers to support whole school coaching and feedback		✓	✓	✓
Collaboratively review the school's pedagogical framework to develop, implement and monitor a precise and consistent school-wide practice.		✓	✓	✓





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### School Priorities

#### Life-long, agile and aligned curriculum

Long-term targets/desired outcomes	2020	2021	2022	2023
1. Implementation of the Australian Curriculum – 100% of Unit plans are complete, enacted, aligned to achievement standards and reviewed each year.				
2. Regional Benchmarks - 100% of students demonstrate improvement targets. 75% of students at or above regional benchmarks				
3. School Assessments - 80% of all students A – C English, Maths and Science. 90% of ICP students A – C English and Maths.				
4. NAPLAN – 100% of students meet NMS Reading, 80% meet DDSW relative Gain targets across all areas, 20% in U2B in Reading				
Strategies	2020	2021	2022	2023
Develop a whole-school curriculum plan aligned to the AC, including associated learning area plans that make clear what teachers should teach and what students need to know and do.	✓	✓		
Embed a clear alignment of what students need to know and do while being visible in classrooms each and every day		✓	✓	✓
Continue and enhance collaborative processes to support whole-school curriculum planning, with an emphasis on all class teachers developing a deep understanding of the AC.	✓	✓		
Enact a whole school approach of unit planning that meets the needs of all students while articulating what students need to know and do for each unit of work	✓	✓		
Enact Explicit Instruction Methodologies for teaching of all new content with a focus on gradual release of responsibility phases and consolidation episodes	✓	✓		
Collaboratively establish and implement a process for the moderation of student work through school and cluster opportunities.	✓	✓		
Collaboratively develop an evidence-based school-wide consistent pedagogy to teach reading based on high-yield strategies		✓	✓	✓
Review and enact alignment of students development against the literacy continuum specific to reading and the demands within the Australian Curriculum	✓	✓		
Further, strengthen the data literacy of teachers and the skills in teaching reading to enable a differentiated approach to support the range of students within their classrooms.		✓	✓	✓
Employ a Head Of Curriculum to enact the whole school curriculum plan lead curriculum priorities.	✓	✓	✓	✓
Employ Speech language Pathologists to improve oral language in the early years and intention for identified students	✓	✓	✓	✓
Develop and engage Teacher Aides to enable their assistance in delivering intervention programs and curriculum support	✓	✓	✓	✓
Where appropriate use existing CARA guidelines in the risk assessment process.	✓	✓		





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#### Sustainable School Systems and Processes

Long-term targets/desired outcomes				
1. School Opinion Survey 80% believe communication in the school is effective				
2. School Finance and Systems Review 100% staff complete WHS incidences and Risk assessment processes in line with school and ACARA guidelines.				
Strategies	2020	2021	2022	2023
Systematically monitor, review and evaluate the effectiveness of human and financial resource allocations in priority areas, to ensure they are maximising outcomes for all students.	✓	✓	✓	✓
Establish a clear, documented process for referral of students educationally at risk.	✓	✓		
Establish clear role descriptions that articulate responsibilities of the various members of the support team and the class teacher in relation to the development of ICPs and associated unit plans and assessment tasks for identified students.	✓	✓		
Ensure all staff log WHS incidences in MyHR WHS by the next business day.	✓	✓	✓	✓
Excursion planners are completed in a timely manner with each occasion identifying the location, dates, costs and students attending while ensuring risks are appropriately considered and managed so as school leaders and the Principal can approve before the commencement date.	✓	✓		
The training of Curriculum activity risk assessment process to be reviewed to ensure that Teacher Aides are provided with mandatory CARA training as per the requirements of the 2020 Ready Reckoner	✓	✓		





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#### Parent and Community Engagement

Long-term targets/desired outcomes				
1. School Opinion Survey 90% parents and 90% students				
2. Enrolment Retention/Confidence - 100% of Yarraman P – 9 Year 6 students transition to Yarraman secondary.				
3. 100% of students and parents participate in transition opportunities for Prep, Junior Secondary and Senior schooling at NSHS.				
4. Student Attendance - Over all 92% 25% less the 85%				
5. Community participation - Increase parent and community participation in celebration events, parent teacher interviews and cluster/feeder school events				
Strategies	2020	2021	2022	2023
Continue to identify and build strategic partnerships that are sustainable and have become an accepted part of the culture of the school and community.	✓	✓	✓	✓
Continue to develop innovative ways to communicate, celebrate and publicise the school's many achievements.		✓	✓	✓
Strengthen and enact partnership with feeder primary schools and Nanango SHS	✓	✓	✓	✓
Review and enact increased opportunities for students in Sport, Music and various extra curricula experiences			✓	✓
Review and enact Parent and Community Engagement Framework			✓	✓

#### Endorsements and Approvals

*This long-term plan was developed in line with the School performance policy and procedure. Consultations, endorsements and approvals have taken place as per the policy and procedure and the plan's status has been accurately recorded in OneSchool.*

Principal

P and C / School Council

Assistant Regional Director



**Queensland  
Government**