

# *Mango Hill State School*

## Strategic Plan 2018 - 2021



### **Purpose**

The School Planning, Reviewing and Reporting Cycle (SPRRC) outlines the requirements for Queensland state schools to implement state and national reforms, and to meet the objective of the Department of Education and Training's (DET) Strategic Plan to drive improved learning outcomes for all students.

The guiding principles of SPRRC are:

- collaborative engagement in the school improvement planning process;
- being consultative and data-informed in reviewing performance; and
- accountability for outcomes.

All state schools develop a four-year plan (School Strategic Plan) to implement the strategic direction of the Department. The [School Strategic Plan](#) has a four-year outlook, which informs the [Annual Improvement Plans](#) (AIP). The School Strategic Plan is reviewed and updated annually to maintain currency and alignment. Every four years, schools review their plan in order to maintain an informed long-term strategic focus that reflects the priorities, initiatives and performance measures of the DET Strategic Plan. The Every Student Succeeding [State Schools Strategy 2017-2021](#) is the improvement agenda that identifies key strategies to lift performance across the system to ensure every student succeeds.

### **Alignment**

The DET Strategic Plan highlights the following key outcome:

***Queensland students engaged in learning, achieving and successfully transitioning to further education, training and work.***

# Our focus

*Every student succeeding* is the shared vision of Queensland state schools. This strategy underpins regional and school planning to ensure every student receives the support needed to belong to the school community, engage purposefully in learning and experience academic success.

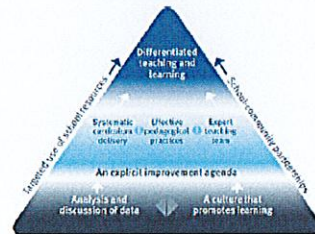
## State Schools Strategy

Our strategic priorities



## School Improvement Hierarchy

Where we are



## School improvement model

### Inquiry cycle

How we learn



## Standards of Evidence

What impact we have

	Design	Impact	Scalability	Investment
Strategic	Strategic vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Strategic vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Strategic vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Strategic vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.
Systemic	Systemic vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Systemic vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Systemic vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Systemic vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.
Operational	Operational vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Operational vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Operational vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Operational vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.
Individual	Individual vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Individual vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Individual vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.	Individual vision and purpose, aligned with the school's vision and mission, and the Queensland State Schools Strategy.

## The School Strategic Plan

The 2018 – 2021 School Strategic Plan is a succinct four-year outlook document detailing:

- the school's strategic direction
- priorities and strategies in response to reviews undertaken.

The review of the 2014-2017 School strategic Plan included;

- The detailed findings from the school review
- Additional consultation with the school community



## School Context

Mango Hill State School opened in 2012 to service the growing Mango Hill community. We are an Independent Public School that welcomes all families who live within the catchment. In 2018 we anticipate 1075 students and enrolments are expected to grow further over the next four years.

Mango Hill State School offers quality programs with a focus on using innovative teaching and technology. Our vision is to ensure **Every Student Succeeds** and we collaborate with parents and the community to focus on a quality education for all students in a safe, supportive learning environment. We want to ensure we are **Growing, Learning, Achieving Together!**

Our five core values are:

- Excellence – celebrating success in academic, sporting and cultural pursuits
- Respect – treating self and others with kindness, tolerance, care and compassion
- Innovation – finding clever, creative ways of working
- Teamwork – developing partnerships, co-operation and collaboration for success
- Commitment – striving to achieve through persistence and determination

These values are used to guide decision-making for the school and are explicitly taught to children through the code of school behaviour.

Our master planned school is an engaging learning community with state of the art technology and facilities, quality staff and outstanding resources. We are focused on teaching and learning to assist each child to reach their potential.

## Improvement strategies

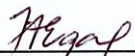
Domains of National School Improvement Tool	Improvement Strategies
<b>An Explicit Improvement Agenda</b>	<ul style="list-style-type: none"> <li>• Build on current strategic planning processes to ascertain and action the school priorities over the next strategic cycle to support sustainable growth.</li> <li>• Continue to review and closely monitor the effectiveness of high-yield programs to ensure they are achieving improvement in the priority areas</li> <li>• Implement, monitor and review attendance, behaviour, retention and attainment strategies for continuous improvement</li> <li>• Plan with intent to improve student outcomes through an inquiry cycle.</li> <li>• Provide opportunities for teaching staff to collaborate to focus on EIA</li> </ul>
<b>Analysis and Discussion of Data</b>	<ul style="list-style-type: none"> <li>• Collaboratively investigate the relationship between LOA, systemic and other school-wide assessment data to ensure alignment of outcomes against agreed standards.</li> <li>• Consider the development of appropriate data collections to track student well-being and the effectiveness of social and emotional learning programs.</li> <li>• Strengthen data literacy of teachers and their confidence to share best practice within and beyond the school</li> <li>• Analyse student data regularly to monitor progress, guide teaching practices, transitions and prompt early intervention.</li> <li>• Ensure consistency of teacher judgment and accurate reporting against the Australian Curriculum achievement standards by improving assessment and moderation processes and practices.</li> </ul>
<b>A culture that promotes learning</b>	<ul style="list-style-type: none"> <li>• Continue to assist students to develop a Growth Mindset to foster dedication, resilience and a love of learning.</li> <li>• Continue to monitor and support staff member wellbeing across the campus to maintain the workplace culture of the school amid rapid enrolment growth.</li> <li>• Explore innovative and creative ways to promote a culture of inquiry and high academic achievement across the school</li> <li>• Create a culture of engaging learning that improves wellbeing and achievement, values diversity and responds to student needs and interest.</li> <li>• Develop specific roles and responsibilities to develop for social/emotional wellbeing</li> <li>• Further embed Positive Behaviour for Learning across the school</li> </ul>

<b>Domains of National School Improvement Tool</b>	<b>Improvement Strategies</b>
<b>Targeted use of School Resources</b>	<ul style="list-style-type: none"> <li>• Consider future resource allocations to enable the sustainability of roles critical to the improvement of student achievement, curriculum and teaching.</li> <li>• Develop clear roles and responsibilities of the expanding leadership team to ensure sharp alignment to improved learning outcomes.</li> <li>• Develop plans for the sustainability of the rich student engagement and extracurricular programs as enrolment increases.</li> </ul>
<b>An expert teacher team</b>	<ul style="list-style-type: none"> <li>• Further refine and embed PLC and RTI (Target Teaching) processes to plan, implement, monitor and assess high-yield teaching strategies that are differentiated to meet individual student needs.</li> <li>• Continue to place a high priority on building staff member capacity across the school and ensuring succession plans are established for key roles.</li> <li>• Support career and capability development using collaborative evidence-informed priorities and the Annual Performance Review process.</li> <li>• Lead and model student-centred professional learning communities</li> </ul>
<b>Systemic Curriculum delivery</b>	<ul style="list-style-type: none"> <li>• Investigate opportunities to make the curriculum locally relevant and accessible to all students</li> <li>• Complete processes to review and implement programs in mathematics aligned to the AC that reflect understanding, fluency, problem-solving and reasoning across all strands.</li> <li>• Align the teaching, assessing and reporting of the Australian Curriculum.</li> <li>• Provide regular opportunities for students to access digital devices to enhance their learning experiences across the school</li> <li>• Create the next generation of global citizens and entrepreneurs by valuing student voice, embedding STEM opportunities and expanding the study of languages.</li> </ul>
<b>Differentiated teaching and learning</b>	<ul style="list-style-type: none"> <li>• Further develop teacher capacity to collaborate with students to set goals that are regularly monitored and clearly identify next steps for learning</li> <li>• Continue the systematic approach to support teachers in planning for and delivering differentiated teaching for all students.</li> <li>• Support classroom teachers in the planning and delivery of differentiated learning experiences for the range of student abilities in their classrooms</li> </ul>

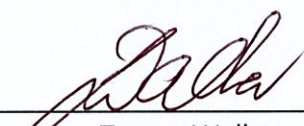
Domains of National School Improvement Tool	Improvement Strategies
Effective Pedagogical practices	<ul style="list-style-type: none"> <li>Continue to provide professional learning for all staff members to build capacity in providing a range of quality feedback to students.</li> <li>Create a systematic approach to collaborative inquiry based professional learning, coaching, mentoring and feedback to improve teaching practices.</li> <li>Engage in evidence informed inquiries about effective practices drawing on the Australian Professional Standards.</li> </ul>
School Community Partnerships	<ul style="list-style-type: none"> <li>Build on partnerships with early childhood providers and local secondary schools to promote seamless transitions for learning.</li> <li>Implement review processes to monitor current and future partnerships to ensure they maintain relevance and contribute positively to enhancing student learning.</li> <li>Explore additional opportunities for partnerships that provide opportunities for improved students wellbeing or attainment.</li> <li>Establish strong, innovative and strategic partnerships that expand opportunities and contribute directly to greater student success.</li> </ul>

### Approval /Endorsement Process

A Review of the Strategic Plan 2014 – 2017 was conducted and provides a meaningful statement of school achievement and future direction. The subsequent 4 Year Strategic Plan 2018 -2021 details the strategic direction that meets school needs and systematic requirements and I therefore endorse/approve.

 21/11/17  
Tracy Egan  
Principal

  
Mark Blackman  
School Council Chair

  
Trevor Walker  
Assistant Regional Director