



Hervey Bay Special School Annual Implementation Plan 2018



School Improvement Priorities 2018

Improvement Priority 1: PBL (POSITIVE BEHAVIOUR FOR LEARNING)

Goal: Encouraging positive behaviour for lifelong learning, community engagement and maintaining successful and safe relationships.

Strategy			
Actions	Targets	Timelines	Responsible Officer
<p>1. Improve the induction process for new staff to include a brochure outlining our school PBL system and meet personally with coach.</p> <p>Strategic Plan: Collaboration</p> <p>NSIT: Targeted use of school resources A culture that promotes learning</p>	100% New Staff	Term 1 Week 1	Shellie Carmen
<p>2. PODD chat boards located in key locations and play areas across the school.</p> <p>Strategic Plan: Collaboration</p> <p>NSIT: A culture that promotes learning Targeted use of school resources Effective pedagogical practices</p>	100% students	End of Term 1	Tamara Nicci Shellie
<p>3. Video completed for each weekly explicit teaching focus to support behaviour curriculum delivery.</p> <p>Strategic Plan: Capabilities and empowerment</p> <p>NSIT: Systematic curriculum delivery A culture that promotes learning Effective pedagogical practices</p>	100% students	Ongoing	Carmen Marg
<p>4. Adopt and roster staffing in the Active Supervision Roster to deliver the Games Factory activities for lunchtime Active Supervision.</p> <p>Strategic Plan: Capabilities and empowerment</p> <p>NSIT: Systematic curriculum delivery A culture that promotes learning Effective pedagogical practices</p>	100% students	End of Term 1	Milanka Karen
<p>5. Daily PBL focus teaching timetabled every morning in every classroom.</p> <p>Strategic Plan: Accountability</p> <p>NSIT: Differentiated teaching and learning Systematic curriculum delivery A culture that promotes learning Effective pedagogical practices</p>	100% Students	Term1 Week 1	All Teachers

<p>6. No Play Areas mapped, highlighted with paint or signs and explicitly taught to all students.</p> <p>Strategic Plan: Capabilities and empowerment</p> <p>NSIT: Differentiated teaching and learning Systematic curriculum delivery A culture that promotes learning Effective pedagogical practices</p>	100% Students	End of Term 1	Ross Carmen Milanka All teachers
<p>7. Tier 2 Effective Classroom Practices team meet weekly and review student's Individual Behaviour Support Plans</p> <p>Strategic Plan: Collaboration</p> <p>NSIT: Effective pedagogical practices Analysis and discussion of data A culture that promotes learning An expert teaching team</p>	ODR Behaviour Data	Term 1 begin and ongoing	Shellie Esme Karen Classroom teachers
<p>8. All students with challenging behaviours have a Stages of Escalation Plan completed, displayed in classroom, shared with all staff and in relief teacher folder.</p> <p>Strategic Plan: Collaboration</p> <p>NSIT: An expert teaching team Differentiated teaching and learning A culture that promotes learning</p>	Behaviour Data Export	Term 1 Week 4	All Teachers
<p>9. Two PBL team members to attend termly coach meetings and supported by Lead Coach to complete and analyse all data and manage Curriculum across the school.</p> <p>Strategic Plan: Collaboration and accountability</p> <p>NSIT: Effective pedagogical practices School community partnerships An expert teaching team</p>	100% Students	Term 1 and ongoing	Carmen Milanka Shellie Reno
<p>10. Responsible Behaviour Plan updated with new whole-school rewards system information, reflection sheet and mental health/suicide information.</p> <p>Strategic Plan: Accountability</p> <p>NSIT: Effective pedagogical practices Analysis and discussion of data</p>	100% staff	End of term 1	Shellie Carmen Reno Keryn
<p>11. Continual focus about entering incident data onto OneSchool using FBA approach and ABC reporting.</p> <p>Strategic Plan: Accountability</p> <p>NSIT: Analysis and discussion of data An expert teaching team</p>	100% staff	Ongoing	Shellie Carmen Milanka
<p>12. Clarification and adoption of PBL team roles and responsibilities, sharing workload and responsibilities amongst the team.</p> <p>Strategic Plan: Collaboration</p> <p>NSIT: Targeted use of school resources An expert teaching team</p>	PBL Team	Ongoing	All PBL team members
<p>13. Continue building momentum of creating a Data Literate School with professional discussions of Behaviour, EBS, SET and BOQ data used to drive decision making through the Action Plan.</p> <p>Strategic Plan: Accountability</p> <p>NSIT: Analysis and discussion of data An expert teaching team</p>	100% staff	Ongoing	Shellie Sheree Carmen

<p>14. Lift the profile of 'Hervey the Whale' through activities and competitions (e.g. colour-in competition, weekly Hervey visits to classroom).</p> <p>Strategic Plan: Collaboration and accountability</p> <p>NSIT: Effective pedagogical practices School community partnerships An expert teaching team</p>	100% staff and students	Ongoing	Carmen Milanka Shellie
<p>15. Ensure that all staff are interactive with the school's PBL data wall, using the school data discussion template to discuss 1. What do you see? 2. What does that tell you? 3. What could improve? and 4 What is going well?</p> <p>Strategic Plan: Collaboration and accountability</p> <p>NSIT: Effective pedagogical practices School community partnerships An expert teaching team</p>	100% staff	Termly	Shellie Carmen Milanka

Improvement Priority 2: CURRICULUM

Goal: To deliver a highly individualised curriculum which caters for diverse learners and that promotes success.

Strategy			
Actions	Targets	Timelines	Responsible Officer/s
<p>1. Develop and implement a whole school numeracy program and assessment kit. (Explore whole school approaches to Maths with other schools).</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: School Community Partnerships Systematic Curriculum Delivery A culture that promotes learning Effective pedagogical practices.</p>	100% students	Commence Semester 1	Master teacher: Shellie P Belinda
<p>2. Create a sharp and narrow focus on students working on Highly Individualised Curriculum 1a-1d:</p> <ul style="list-style-type: none"> ➤ All students on Highly Individualised Curriculum to have evidence collected and stored on Evidence Hub ➤ Develop Guide to making Judgement template for use with students working on a Highly Individualised curriculum ➤ All students on a Highly Individualised Curriculum to be moderated twice per year ➤ Further upskill teachers in understanding of planning and curriculum delivery for students working on a Highly Individualised Curriculum <p>Strategic Plan: Collaboration Accountability</p> <p>NSIT: Systematic Curriculum Delivery Targeted Use of Resources Expert teaching team Differentiated Teaching and Learning</p>	100% students	End Semester 1	Belinda Teachers

Analysis and discussion of data			
<p>3. Develop staff expertise in P-12 Different Year Level Partial: All students to have evidence collected on Evidence Hub</p> <p>Strategic Plan: Accountability</p> <p>NSIT: Systematic Curriculum Delivery Expert Teaching Team</p>	100% students	End Semester 2	Belinda Shellie P Teachers
<p>4. Continue our focus on creating a data literate school: All assessment data for Literacy and numeracy to be recorded on OneSchool biannually</p> <p>Strategic Plan: Accountability</p> <p>NSIT: Analysis and discussion of data Expert teaching team</p>	100% students have literacy data entered on OneSchool	Semester 1	Shelley Teachers
<p>5. Observation and feedback focus across school: Continue building on school's professional capital by strengthening our school culture of improvement implementing our "Inquiry Cycle" on our Four Blocks literacy approach with a focus on Working With Words block</p> <p>Employ a Literacy Coach to work with teachers in classes to provide professional feedback and modelling of best practice in implementing Four Blocks to Literacy</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: Systematic Curriculum Delivery A culture that promotes learning Differentiated teaching and learning Effective pedagogical practices.</p>	25% improvement in student achievement level across school	Semester 1	Belinda Nicci N Teachers
<p>6. Investigate phonics programs and possible utilisation throughout school.</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: Systematic Curriculum Delivery</p>	100% students	Commence Semester 1	Belinda
<p>7. Enrich school curriculum by implementing specialist curriculum areas: Maths, Science, Health and Social development, Visual and performing arts, Stephanie Alexander Kitchen Garden Program and strategically rotate areas to maximise student outcomes.</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: Systematic Curriculum Delivery Targeted Use of Resources</p>		Semester 1	Belinda (specialist teachers)
<p>8. Implement Literacy continuum P-2. Professional development for teachers in use of continuum.</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: Systematic Curriculum Delivery A culture that promotes learning</p>	100% students P-9	By end of semester 1	Belinda Nicci N

<p>9. Develop further curriculum partnerships with other special schools both within NC region and out of region.</p> <p>Strategic Plan: Collaboration</p> <p>NSIT: School community partnerships An expert teaching team</p>	<p>PLC meetings each term</p>	<p>Ongoing from term 1</p>	<p>Belinda Shellie Nicci N</p>
<p>10. Implement targeted Health and Physical education programs through sporting clinics e.g. Golf clinic, Ten Pin bowls clinic funded through sporting schools funding.</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: A culture that promotes learning Targeted use of school resources School community partnerships</p>	<p>Junior and Junior Secondary</p>	<p>Commence term 2</p>	<p>Belinda</p>
<p>11. Build curriculum expertise focused on pedagogical practices across the school through WOW (Watching Others Work) strategy.</p> <p>Strategic Plan: capabilities and Empowerment</p> <p>NSIT: Effective pedagogical practices An expert teaching team</p>	<p>100% teachers engage in WOW</p>	<p>Commence term 1</p>	
<p>12. Ensure that the Inquiry Cycle of Speech Language Communication framework aligns to School Student Performance targets 2018.</p> <p>Strategic Plan: Accountability</p> <p>NSIT: Analysis and discussion of data</p>		<p>Term 1</p>	<p>Tamara</p>

Improvement Priority 3: STAFF EXPERTISE

Goal: To develop school's professional, human, social and decisional capital.

Strategy			
Actions	Targets	Timelines	Responsible Officer/s
<p>1. Staff to complete training in the software programs 'Clicker 7' and 'Boardmaker Online'.</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: Differentiated Teaching and Learning Expert Teaching Team</p>	100% teachers	End of term 2 2018	Leadership Team, Teachers, ICT FIG Team
<p>2. Staff to complete training to maximise the use of interactive panels, including the software program 'Easy Teach'.</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: Expert Teaching Team</p>	100% teachers	End of term 1 2018	Leadership Team, Teachers, ICT FIG Team
<p>3. Staff to complete training in the set up and use of the alternative operational access equipment (eg. Tobi Eye gaze, Switches).</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: Expert Teaching Team</p>	Staff with students requiring specialised technology	End of term 2 2018	Leadership Team, Identified Teachers, ICT FIG Team
<p>4. Staff will implement aided language stimulation strategies to be effective communication partners with students who benefit from AAC.</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: Expert Teaching Team</p>	100% staff	Ongoing 2018	All staff SLP
<p>5. Establish four technology enhanced classrooms (one per Juncture) with upgrades of software, hardware, furniture fitout.</p> <p>Strategic Plan: Capabilities and Empowerment Accountability Collaboration</p> <p>NSIT: Expert Teaching Team</p>	Four classroom established	Ongoing 2018	Leadership Team, Teachers, ICT FIG Team
<p>6. Staff of designated Technology Enhanced Classes (one class per Juncture) are provided training in integration of technology in respective classes.</p> <p>Strategic Plan: Capabilities and Empowerment</p> <p>NSIT: Expert Teaching Team Effective Pedagogical Practices Differentiated Teaching and Learning</p>	Staff provided appropriate training	Ongoing 2018	

Endorsement

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



Principal



P and C President



Assistant Regional Director