




BIRKDALE STATE SCHOOL – ANNUAL IMPLEMENTATION PLAN 2024

	Our initiatives	Our strategies	Accountability	Timelines	Our measures of success
 Educational achievement	<p>Deliver the Australian Curriculum with fidelity and consistency across Prep – Year 6 classrooms in line with the:</p> <ul style="list-style-type: none"> P-12 Curriculum, Assessment and Reporting Framework (CARF) Birkdale Data Plan 2024 Birkdale signature pedagogical approaches, including BYOD collaborative planning, formative assessment and moderation cycles; and Staff <i>Reflective Practices Suite</i> and instructional feedback. 	<p>Build the capability of the teaching team through weekly CLM (Curriculum Leadership Meetings) led by the HODC and DPs, to collaboratively plan, assess and moderate to ensure depth of understanding, consistency of practice and alignment to the Australian Curriculum. *** (I4S: Employ 1.0 Deputy Principal Years 3-6)</p> <p>Implement Australian Curriculum v9 Mathematics from Prep – Year 6.</p> <p>Prepare to implement Australian Curriculum v9 English in 2025.</p> <p>Build staff capability through the BSS Reflective Practices Suite:</p> <ul style="list-style-type: none"> Leadership Team instructional feedback once per semester One Peer Observation/ Feedback cycle per semester - Maths Quick-data walkthroughs undertaken each term <p>Prioritise case management and monitoring of learning progress of identified students, to ensure that students are on track for success or have targeted processes to build success with their learning engagement.</p>	<p>Leadership Team HODC All teaching staff</p> <p>All teaching staff</p> <p>Leadership Team LIT</p> <p>Leadership Team Inclusion Team PBL Team Wellbeing Team All staff</p>	<p>Weekly CLMs Termly planning sessions</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Weekly/ Fortnightly meetings Ongoing</p>	<p>Prep – Year 6 student achievement targets (OneSchool Academic Reporting):</p> <ul style="list-style-type: none"> Starting strong (Prep – Year 2) <ul style="list-style-type: none"> English: 90% A – C achievement; 70% A – B achievement Mathematics: 95% A – C achievement; 70% A – B achievement. Building on foundations (Years 3 – 6) <ul style="list-style-type: none"> English: 90% A – C achievement; 50% A – B achievement Mathematics: 90% A – C achievement; 60% A – B achievement. <p>All staff delivering the Australian Curriculum through the Birkdale signature pedagogies and approaches to learning, utilising age-appropriate ICTs to support learning.</p> <p>100% of teachers actively engaged in the BSS Reflective Practices Suite each term/ semester as directed.</p> <p>Cyclic case management and monitoring of student academic progress in English and mathematics across Prep – Year 6, with specific tracking of identified 'marker students':</p> <ul style="list-style-type: none"> First Nations students Students with diverse learning needs and/ or captured in the NCCD Students in Out of Home Care (OOHC) Students with English as an additional language or dialect (EAL/D). <p>100% of classrooms have visible and enacted 'Bump it up walls' and Learning Intentions/ Success Criteria (P–6) being able to articulate how these strategies impact their learning progress and next steps for improvement.</p> <p>School Opinion Survey targets:</p> <ul style="list-style-type: none"> Student: My school celebrates student achievements >92% My teachers expect me to do my best >98% Parent: I understand how my child is assessed at this school >88% My child is making good progress at this school >95% This school celebrates student achievements >98% Staff: The school looks for ways to improve 100% This school takes staff opinions seriously >95%
 Wellbeing and engagement	<p>Deepen consistency of practice within the Birkdale Positive Behaviour for Learning (PBL) framework, with a focus on:</p> <ul style="list-style-type: none"> Implementing a student-centred Australian Curriculum (contextualised to local need), to activate students' prior knowledge and maximise student engagement with learning Explicitly teaching the expectations of behaviour, social/ emotional learning and wellbeing within our school community Undertaking high quality case management and activating networks to provide wraparound supports as required. <p>Maintain an ongoing explicit focus on the wellbeing of students and school staff (and student families where practicable), raising the awareness and status of wellbeing to be comparable to academic achievement.</p>	<p>Continue to build consistency of PBL practice across the school community, through targeted professional learning, communication and feedback processes for staff, students and parents/ carers.</p> <p>Support the PBL Coach to further embed the work of the PBL Team and staff capacity to implement PBL with fidelity in line with an updated Birkdale SS Student Code of Conduct 2024-2026.</p> <p>Continue to promote wellbeing as a high priority to all stakeholders within the school community, through targeted communication and events:</p> <ul style="list-style-type: none"> School Newsletter (fortnightly) Staff newsletter (weekly) QEW surveys (yearly) <p>Develop student-friendly surveys to respond to the feedback contained in the 2023 Student SOS.</p> <p>Further embed the work of the BeYou Action Team to deliver the 2024 Action Plan to maintain positive staff morale.</p>	<p>Leadership Team All staff PBL Coach PBL Team</p> <p>Leadership Team PBL Coach PBL Team</p> <p>Leadership Team BeYou Action Team All staff</p> <p>Leadership Team LIT</p> <p>Leadership Team BeYou Action Team</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing Committee Meetings</p>	<p>Prep – Year 6 student attendance rate of 95%.</p> <p>10% increase in positive behaviour acknowledgements in OneSchool.</p> <p>10% reduction in OneSchool negative behaviour referrals and SDAs.</p> <p>All members of staff have the opportunity to engage with focus groups to provide feedback to inform the school's operational and strategic direction.</p> <p>School Opinion Survey targets:</p> <ul style="list-style-type: none"> Student: My teachers expect me to do my best >98% My teachers motivate me to learn >90% I am interested in my school work >70% My teachers are interested in my wellbeing >88% Parent: Teachers at this school motivate my child to learn >95% Teachers at this school are interested in my child's wellbeing >95% Staff: Students are encouraged to do their best 100% The wellbeing of employees is a priority at this school >90% Staff morale is positive at this school >93% <p>QEW Surveys show 80% (high) responses for 'clarity of expectations', 'fairness' and 'safety', with demonstrated growth in comparison to the 2022 survey results.</p>
 Culture and inclusion	<p>Further develop a safe, supportive and collaborative school culture that is inclusive, encourages feedback, has clear communication and expectations, and celebrates success.</p> <p>Further embed researched-informed case management, intervention and enrichment processes, to track and monitor the progress of all learners.</p> <p>Collaboratively review, develop and articulate clear roles and responsibilities for school staff, students and parents/ carers with specific targets, measures and accountabilities that are regularly reviewed and published.</p>	<p>Continue Celebration of Learning sessions in all classrooms (Prep – Year 6) each term, to build community confidence and engagement with classroom learning.</p> <p>Undertake evidence-based targeted case management/ complex case management to monitor progress of identified students in order to:</p> <ul style="list-style-type: none"> Track attendance, engagement, behaviour and/ or wellbeing Build connections with parents/ carers and other agencies Complex case management <p>Refine school processes to ensure a smooth start at BSS for all members of the community, creating a clear and consistent process for enrolment, parent/ carer engagement and staff induction.</p> <p>Roles and responsibilities of students and parents/ carers to be developed, in line with the DoE Community Engagement Framework</p>	<p>HODC All teaching staff</p> <p>Leadership Team Inclusion Team PBL Team</p> <p>Principal Deputy Principals Leadership Team Admin Officers</p> <p>Principal/ DPs Leadership Team P&C Association</p>	<p>End of each Term</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Celebration of learning sessions undertaken across Prep – Year 6 each Term.</p> <p>All stakeholders in the community are aware of the specific roles, responsibilities and expectations of school staff, students and parents/ carers and all three layers work in unison to support student learning progress.</p> <p>School Opinion Survey targets:</p> <ul style="list-style-type: none"> Student: I feel safe at my school >85% I feel accepted by other students at my school >80% My school takes students' opinions seriously >80% Parent: This is a good school >96% My child feels safe at this school >95% This school keeps me well informed >90% This school has a strong sense of community >95% The school takes parents' opinions seriously >90% The school looks for ways to improve >95% Staff: This is a good school >97% The school has an inclusive culture >98% I receive useful feedback about my work >90%