



Deception Bay North State School

Strategic Plan 2015 - 2018

School Profile

Deception Bay North State School is committed to ensuring that all our students have a right to, and receive, a quality education. Our school works in close partnership with students, parents and the local community to draw together the resources - human, financial and physical - to meet our students' individual needs within an safe and supportive environment. At Deception Bay North State School we deliver a quality education by offering a curriculum based on the interests and needs of our learners. We actively foster positive partnerships between home, school and community. We diligently maintain a safe and supportive school environment. A particular focus for us is building the confidence and the resilience of our students to enable them to achieve their personal best. Our school vision was developed in consultation with our school community and is closely linked to our school motto 'Pride in Achievement'. We are proud of the achievements and successes which our students experience. Deception Bay North State School really is: 'A Great Place to Learn'

Vision

Deception Bay North State School Vision Statement -

Our Mantra:

A great place to learn

Our Aim:

Every day, in every classroom, every student is learning and achieving within a safe, supportive, inclusive and disciplined environment

Our Motto:

Pride in Achievement

Our Vision:

Deception Bay North State School provides a quality education by -

- * offering a curriculum based on the interests and needs of learners
- * fostering positive partnerships among home, school and the community
- * maintain a safe school environment
- * building confidence to achieve personal best

Our Curriculum:

Through our practices we -

- * provide a balanced curriculum across the KLAs over the school year
- * identify students' needs through data analysis and respond to this
- * cater for students' interests and learning styles
- * recognise that the development of social skills is part of a balanced curriculum

Our Partnerships:

Through our practices we -

- * encourage parent participation in the life of the school
- * utilise the skills of parents and members of the school community
- * provide opportunities for parents to share and enhance their skills

Our School Environment:

Through our practices we -

- * ensure all members of the school community uphold the school behaviour code
- * acknowledge that social behaviours fall in line with student development norms
- * ensure fair treatment of issues and mutual respect amongst persons
- * ensure workplace practices meet workplace health and safety standards
- * positively promote our school

Our Confidence to Achieve:

Through our practices we -

- * motivate students and staff to achieve their personal best
- * encourage students and staff to set their own goals
- * recognise that students' needs and interests vary
- * acknowledge that all people have talents and abilities
- * believe that everyone can learn
- * develop confidence in students through a positive approach to achievement
- * have high expectations of ourselves and others

This statement focusses on the achievement of personal best for all those who learn or teach within our school and recognises that achievement of expertise is an ongoing incremental process.

Values

- The current Deception Bay North State School values are -
 - * Responsibility
 - * Respect
 - * Resilience
 - * Relationships
 - * Learning.

From 2016 it has been agreed these values will be restated as the School Rules. Staff and community will collaborate on the development and embedding of a new set of values.

Priorities

Core Priority: Writing

Measures	Targets
1. NAPLAN	10% more students in the Upper 2 Bands for Year 3 NAPLAN Writing 2016-2018 10% more students in the Upper 2 Bands for Year 5 NAPLAN Writing 2016-2018
2. NAPLAN	100% of students attain National Minimum Standards 2016-2018
3. NAPLAN Year 3 to Year 5 2016-2018	All students show relative gains in Writing comparable to or higher than peers
Strategies	2015 2016 2017 2018
Review writing strategies through research, and confirm a whole school approach to teaching Writing - DBay North Way	✓ ✓ ✓
Develop and document the school's approach to the explicit teaching of Writing - DBay North Way	✓ ✓ ✓
Implement a process for professional discussion and moderation of student writing	✓ ✓ ✓

Core Priority: Reading

Measures	Targets
1. NAPLAN	100% of students attain National Minimum Standards 2016-2018
2. NAPLAN Year 3 to Year 5 2016-2018	All students show relative gains in Reading comparable to or higher than peers
3. NAPLAN	10% more students in the Upper 2 Bands for Year 3 Reading 2016-2018
4. School and System Assessment Tools - PM, PAT, A-E attainments	All students attain C standard or above as per school benchmarks
Strategies	2015 2016 2017 2018
Review reading strategies through research, and confirm a whole school approach to the explicit teaching of reading - DBay North Way	✓ ✓ ✓
Extend school intervention program in Reading and Comprehension to Year 6	✓ ✓ ✓
Continue and further develop the Reciprocal Reading strategy Prep to Year 6	✓ ✓ ✓
Explore and develop the explicit teaching of vocabulary based on a bank of words in context, across the curriculum	✓ ✓ ✓
Audit reading resources	✓ ✓ ✓

Core Priority: Numeracy

Measures	Targets
1. NAPLAN	100% of students attain NMS 2016-2018
2. NAPLAN	10% more students in the U2Bs for Numeracy
3. NAPLAN Year 3 to Year 5 2016-2018	All students show relative gains in Numeracy comparable to or higher than peers
Strategies	2015 2016 2017 2018
Continue and further develop Success Schools Program	✓ ✓ ✓

Core Priority: Science

Measures	Targets
1. Student assessment data collection - Report Cards	80% of students receiving a C standard or higher

Priorities

Strategies	2015	2016	2017	2018
In partnership with QUT provide professional development for Teachers in the effective teaching of science Prep to Year 6		✓	✓	✓
Continue the teaching of science using Primary Connections program		✓	✓	✓

Core Priority: Retention

Measures	Targets
1. SOS - Items S2037, S2044, S2048, S2056, S2058	100% student satisfaction
2. SOS - Items S2001, S2002, S2003, S2012	100% parent satisfaction

Strategies	2015	2016	2017	2018
Employ full time Indigenous School Community Liaison Officer and Pan Pacific School Community Liaison Officer		✓	✓	✓
Establishment of a Focus Room and wrap-a-round student services approach		✓	✓	✓
Actively market and promote school successes and events via various multi media channels		✓	✓	✓

Core Priority: Transition

Measures	Targets
1. Enrolment data - school of choice	10% increase in enrolment each year
2. Student and parent feedback on transition from Year 6 to high school	100% satisfaction

Strategies	2015	2016	2017	2018
Review and refine school transition programs in relation to early years and primary to secondary school		✓	✓	✓

Core Priority: Closing the Gap between attendance and outcomes of indigenous and non-indigenous students

Measures	Targets
1. Attendance and retention data	The gap is closing in attendance by 10% per year
2. NAPLAN	Improvement in Reading and Writing of Indigenous students reaching NMS across all NAPLAN years
3. NAPLAN 2016-2018	10% more Indigenous students in the U2Bs across all strands

Strategies	2015	2016	2017	2018
Employ full time Indigenous School Community Liaison Officer		✓	✓	✓
Promote and action 'Every Day Counts' - DBay North Way		✓	✓	✓
Consolidate ongoing links with community, government and non government organisations, and develop further links with other agencies		✓	✓	✓

School Priority: Positive Behaviour for Learning

Measures	Targets
1. SET survey	100% staff and students know and can articulate school rules and processes
2. EBSurvey	Areas identified in the EBSurvey are prioritised and in place
3. OneSchool behaviour data	10% reduction in office referrals each year
4. SOS - Items S2012, S2044, S2074	100% parent, student and staff satisfaction that student behaviour is well managed at this school

Priorities

Strategies	2015	2016	2017	2018
Establishment of a new PBL Team with membership from each area of the school		✓		
Formal PBL training for new Team - Tier 1, Tier 2, Tier 3		✓	✓	✓
Establishment of a Focus Room and wrap-a-round student services approach		✓		
Employment of a full time Guidance officer		✓	✓	✓
Employ full time Focus Room Coordinator - Teacher position		✓	✓	✓
Employ full time Indigenous School Community Liaison Officer and Pan Pacific School Community Liaison Officer to support the Focus Room processes		✓	✓	✓
Ongoing professional development for all staff		✓	✓	✓
Continue Classroom Profiling once per Semester all Teachers		✓	✓	✓
Continue to implement the Friendly Schools Program across the school		✓	✓	✓
Consolidate the timetable and weekly teaching of Social Skills lessons and Friendly Schools lessons		✓	✓	✓

School Priority: Attendance and Engagement

Measures	Targets
1. Attendance Dashboard	All students improve school attendance from previous year
2. Disciplinary absences	Number of 1-10 short term suspensions reduce by 25% in four years
3. SOS Items	100% student satisfaction
4. SOS Items	100% staff satisfaction
5. SOS Item	100% parent satisfaction

Strategies	2015	2016	2017	2018
Review and consolidate formal processes in place to manage and follow up unexplained and frequent, regular absences		✓	✓	✓
Early education programs continued and promoted ie ECDP, Playgroups		✓	✓	✓
Extra curricula activities established and or continued ie Lunchtime Clubs, Homework Club, Breakfast Clubs, Mimi's House, Chaplaincy Programs and others		✓	✓	✓
Development of a Student Services flowchart		✓		

School Priority: Coaching, purposeful reflection and feedback for Teachers

Measures	Targets
1. Classroom Profiling	All Teachers profiled twice per year by Class room Profiler
2. Classroom Profiling data	Increase in positive support strategies and a decrease in redirective strategies
3. Developing Performance Framework	100% of staff have an active and up to date PDP
4. Coaching and feedback for Teachers	100% of Teachers actively engaged in formal coaching and feedback aligned with their PDP and school priorities

Priorities

Strategies	2015	2016	2017	2018
Develop professional learning communities in Year Level Teams		✓	✓	✓
Continue Classroom Profiling once per Semester all Teachers, discussion of data and planning for improvement		✓	✓	✓
Curriculum Conversations with Senior Leaders per Term		✓	✓	✓
Formal lesson observations by Senior Leaders per Term - align with Curriculum Conversations		✓	✓	✓
STLandN led Team sharing of student achievement data per Term		✓	✓	✓
Classroom Walkthroughs by Senior Leaders including formalised feedback		✓	✓	✓
Master Teacher position in school		✓	✓	

School Priority: Parent and Community Involvement

Measures	Targets
1. SOS - item S2035, S2024, S2026, S2027	100% parent satisfaction
2. 3-Way Conferences per semester	10% improvement in the number of parents/caregivers attending Conferences
3. Attendance at PandC meetings and various school functions and special events	10% improvement in attendance and support by parents and community
4. Attendance at Indigenous Parents' Group	10% increase in the number of families represented each year

Strategies	2015	2016	2017	2018
Establish Indigenous Parents' Group		✓		
Implement 3-Way Conferences per semester		✓	✓	✓
Continue to refine and develop school-community communication processes to ensure that every effort is made to inform parents of school activities		✓	✓	✓

School Priority: Pedagogy

Measures	Targets
1. Consistent practice as observed in lesson observation and feedback	100% of Teachers implementing ASOT
2. Curriculum Discussions and feedback	100% of Teachers using student achievement data to inform their teaching practice and planning

Strategies	2015	2016	2017	2018
Continue to use the design questions from the Art and Science of Teaching to inform pedagogical practice		✓	✓	✓
Formal partnership with Dr Judy Smeed, QUT - data literacy, research based effective teaching strategies		✓	✓	✓

Endorsement

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

Principal

P and C / School Council

Assistant Regional Director