



Killarney P-10 State School

Strategic Plan 2016 - 2019

School Profile

Killarney P-10 State School is located within South East Queensland nestled into the eastern slopes of the Great Divide and in close proximity to the Queensland/New South Wales Border.

Killarney P-10 State School draws its enrolments from within the small town of Killarney (population around 1000), the surrounding rural area focusing farming and a rural lifestyle and the nearby 'cross the border' area of Legume.

The majority of students transition from Year 10 at Killarney P-10 State School to Year 11 at Warwick State High School located in Warwick 35 km away. Supported transitions to further learning and earning are highly effective in promoting the preferred pathways of our students.

Our school continues to perform on National Tests favourably when compared to schools like ours.

Students appreciate access to technological devices and eLearning within the school context.

A significant effort has been mobilised to support and maintain a culture of high levels of attendance.

A conscientious, focused and largely experienced staff choose to work at Killarney P-10 State School. Staff turnover is low. The aim is to continuously rejuvenate our workforce when inevitable change occurs.

Staff, parent and student satisfaction levels are high.

The school community is supportive of its school with an active P&C. Involvement of the community in the educational program of the school is our continuing focus.

Our improvement plan 2016-2019 places Learner Agency as its central focus. This focus will support more of our students achieving at the highest levels and will assist them in taking an active role in their chosen future pathway.

We define learner agency as:

Highly structured, strategic learning environments that focus the learner on sustained and thoughtful engagement. In doing so, they empower students to take active responsibility for their learning through defining learning goals, feedback, continuous improvement, asking questions, anticipating the structure of curriculum experiences, and self-monitoring learning. This approach emphasises teaching and learning experiences that are collaborative and cooperative in nature and embed and enable metacognitive strategy where the students do the 'heavy intellectual lifting'. Student evidence is at the core of making decisions about teaching and learning and ensuring that the learning needs of all students are addressed.

Vision

Killarney P-10 State School – Building on Success

Our vision is that every student engages successfully in purposeful and individually challenging learning to create well-rounded students who feel part of the school ethos and can compete academically in comparison to any student anywhere in our country enabling them to take full advantage of future pathways options available to them.

Values

- Caring
- Improving
- Our Learning Community

Priorities

School Priority: Learner Agency - Curriculum

Measures	Targets
1. School wide implementation of the school's Reading Framework	Walk throughs based on the negotiated non-negotiables indicate full implementation of the Reading Framework.
2. Percentage of students at or above the National Minimum Standard in Reading, Writing and Numeracy in Years 3, 5, 7 and 9 of NAPLAN	
3. Percentage of students in the Upper 2 Bands in Reading, Writing and Numeracy Years 3, 5, 7 and 9 of NAPLAN	Student U2B performance cohort improvements in Reading, Writing and Numeracy over time at NAPLAN junctures - Target 10% improvement by 2019.
4. Increase in Mean Scales Score in Reading, Writing and Numeracy in Years 3, 5, 7 and 9 of NAPLAN	90% of students at time of test make at least the standard progression rate on National Tests in Reading, Writing and Numeracy.
5. School wide curriculum delivery in Math and English that enables students to think critically and creatively	At least 75% of students receive a C or higher for achievement in Math and English.
Strategies	2016 2017 2018 2019
Review current Reading Framework	✓
Work with staff to negotiate the non-negotiables for reading implementation	✓
Utilise walk throughs based on the non-negotiables to indicate support needed for implementation of the school's reading framework	✓ ✓ ✓ ✓
Develop across the staff a common understanding of effective, research proven strategies for the teaching and learning of writing	✓
Consult staff to negotiate the non-negotiables for the teaching and learning of writing	✓
Utilise walk throughs based on the non-negotiables for writing implementation to indicate support needed for the implementation of the school's writing framework	✓ ✓ ✓
Explore and trial innovative curriculum delivery and design for promoting critical and creative learners in Math and English	✓ ✓
Negotiate with staff the non-negotiables with regard curriculum delivery for critical and creative learners in Math and English	✓
Utilise walk throughs based on the non-negotiables for curriculum delivery in Math and English to indicate support needed for program implementation	✓ ✓
Implement action research trials at each learning phase and across curriculum areas (focus English and Math) to create curriculum that builds high levels of learner agency, in particular promoting critical and creative thinking in students	✓
Develop and implement a school wide curriculum delivery in English and Math that embeds the school vision focusing on learning agency and critical and creative thinking	✓ ✓ ✓

School Priority: Learner Agency - Learning and Teaching

Measures	Targets
1. Annual Teacher Performance Plans are aligned to the key components of the school's professional learning plan	100% of teachers have a Annual Teacher Performance Plan aligned to the school's professional learning plan.
Strategies	2016 2017 2018 2019
Partner with a consultant to support staff in developing the concept of a 'meta-teacher' - the thinking required for a highly effective teacher	✓
Negotiate, implement and monitor school wide learning and teaching strategies that focus on supporting high levels of creative and critical thinking in students	✓ ✓ ✓ ✓
Explicitly align Teacher Annual Performance Plans to the school's professional learning agenda	✓ ✓ ✓ ✓

Priorities

School Priority: Learner Agency - Relationships and Culture

Measures	Targets			
1. High levels of instruction leadership at all levels of the school	Each semester Professional Learning Communities demonstrate progress of their aspirational, school priority aligned SMART goals.			
2. Alignment of vision, values and priorities				
Strategies	2016	2017	2018	2019
Explore best practice in building highly effective staff learning teams	✓			
Engage staff in professional learning around highly effective teams	✓			
Design and implement systems for harnessing school wide instructional leadership processes	✓	✓	✓	✓
Align and embed the strategic plan within the current school vision, values and priorities through collaborative and consultative processes	✓			
Celebrate our progress with the learning pathway agenda each semester with our school community, cluster and system with regard to outputs and outcomes reflecting student, staff and school level	✓	✓	✓	✓
Implement strategies to assist students in exploring inspirational pathways as they transition towards senior secondary	✓	✓	✓	✓

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