



2023 Annual Implementation Plan

Culture

Curriculum

Pedagogy

Focus Area: - Culture (Equity and Excellence focus: Culture and Inclusion)

Our culture is **who we are**. With a completely new and evolving leadership team, this focus area takes precedent for the school and community. St. George SHS will aspire to a culture of mutual respect and trust based on honest communication. This will ensure we are an inclusive outward facing organization who collaborate in decision making.

Strategy	Actions/Targets	Timeline	Responsibility
Support staff wellbeing through transparent and documented protocols	<ul style="list-style-type: none"> Develop a point-of-truth for Process and Procedure document storage and accessibility Develop a transparent system for the allocation and expenditure of the budget (<i>Review 4.2</i>) SOS – Staff +10% average <ul style="list-style-type: none"> School Culture (+85%) Staff Wellbeing (+70%) Workplace Culture (+80%) 	Term 1 Term 4	Principal
APR carried out with fidelity (<i>Review 4.1</i>)	<ul style="list-style-type: none"> New APR process from Term 4 for 2024 Principal to hold first APDP meeting with every staff member - 100% of staff complete an ADPD <ul style="list-style-type: none"> Improved SOS (Feedback, PD, Opinions) 	Term 1 Ongoing Term 4	Principal All Staff
Develop staff capability (<i>Review 4.1</i>)	<ul style="list-style-type: none"> St. George MBT Program enacted Aspirant leader Program SOS - Staff Development Category (+85%) 	Ongoing Sem 2	DP / Mentor(s) Principal
Develop & Strengthen Aspirational Leaders program	<ul style="list-style-type: none"> Understand aspirations through APR Create systems leaders through school partnership program SOS - Staff Development Category (+85%) 	Ongoing	Principal
Develop & Strengthen school and community partnerships	<ul style="list-style-type: none"> Develop a year 6/7 transition program Collaboratively plan and carryout signature days with P&C Work with community partners to strengthen Agriculture program # HOD- Agriculture Work with community partners to ensure successful post-school transitions # TPO 	Term 4 Ongoing	DP/HOD

Focus Area: Curriculum (Equity and Excellence focus: Educational achievement)

Curriculum is **what we do**. It is the product we deliver to our customers (students). With version 9 of the Australian Curriculum (AC) being rolled out from 2023, this will be a year of reflecting on the fidelity of our current curriculum practices to ensure alignment to the AC moving forward.

Strategy	Actions/Targets	Timeline	Responsibility
Engage in Moderation practices internally, with the cluster and QCAA (<i>Review 6.2</i>).	<ul style="list-style-type: none"> Creation of moderation schedule / whole-school / cluster practice guide <ul style="list-style-type: none"> "before" moderation (January - Cluster) "after" moderation (September – Cluster) curriculum discussions in meetings. Evidence of 3 levels of planning Evidence of differentiation for targeted students in planning (<i>Review 7.1</i>) 	Ongoing	HODs / DP Staff



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Explicit Teaching of Behaviours (<i>Review 7.2</i>)	<ul style="list-style-type: none"> Dedicated classroom time for explicit teaching of behaviors (PBL & Resilience Project) 100% of staff understanding PBL program 100% of teachers participate in moderation and 	Term 3 Ongoing	Classroom Teachers Teacher Aides
Develop a culture of planning to support the implementation of the Australian Curriculum	<ul style="list-style-type: none"> 2024 Readiness for implementation of AC Ver 9 # - Planning Time / Professional Development Teachers supported to plan for adjustments and modifications of curriculum to differentiate for student needs (<i>Review 7.7</i>). 100% of QCAA training completed by Senior School staff 	Term 2	All Staff Specialist Staff HODs DPs

Focus Area: Pedagogy (Equity and Excellence focus: Wellbeing and Engagement)

Pedagogy is **how we do it**. If curriculum is our product, pedagogy is our service. State School Strategy and the new Equity and Excellence rollout are in place to ensure we are putting the student at the center of our decision making.

Strategy	Actions/Targets	Timeline	Responsibility
Develop of a culture of collegial engagement and feedback (<i>Review 5.1</i>)	<ul style="list-style-type: none"> Collegial engagement plan agreed and enacted Provide targeted PD with the CLAW, Language and Literacy Team +90% of SOS on encouraging coaching and mentoring activities 	Term 2	Principal
Use Data to inform decision making (<i>Review 1.1</i>)	<ul style="list-style-type: none"> Strengthen Case Management framework Collaboratively develop a school-wide data plan <ul style="list-style-type: none"> 100% of teaching staff using OneSchool to record and monitor Data 100% engagement with NCCD collection SOS – Students (+10%) <ul style="list-style-type: none"> I like being at this school +52% I am interested in my school work +53% Attendance + 75% 	Ongoing	All Staff Leadership Team All Staff
Reduce class variation by enacting a school-wide pedagogical approach (<i>Review 7.2</i>)	<ul style="list-style-type: none"> Increase in staff trained in classroom profiling #PD 100% of Staff implement strategies from Essential Skills for Classroom Management (ESCM) & Teach Like a Champion (TLAC) 	Ongoing	All Staff

Adam Myers 18/04/2023

Adam Myers
Assistant Regional Director
Darling Downs South West
Region

Thomas J. McKenna

Thomas J. McKenna
Principal
St. George State High School

Julie Adams

P&C Association