Annual Implementation Plan

2016

Palm Beach Currumbin State High
Our Purpose

Our purpose is to nurture the talents of every student to position them to succeed in their preferred career and thrive in all dimensions of a balanced adult life including relationships, health, creativity, citizenship and recreation.

Our Tradition of Excellence

PBC has a proud history of high performance across academic, creative and sporting pursuits. It is our intent to continuously improve through developing quality relationships with local stakeholders to identify opportunities and priorities and to use educational research to guide professional practice.

The Cornerstones of PBC Success

Our culture is woven around our motto "Nil Sed Optima" which means "Nothing but the Best" which compels our students to work to the best of their ability, every day in every activity.

We Value

Our staff prides themselves on being leading professionals dedicated to student achievement. We are committed to ensuring that every student experiences success.

- a broad and diverse curriculum which enables all students to study in areas of their interest at their ability level
- a wide range of extracurricular activities that provide a rounded education beyond the classroom
- programs which challenge highly capable students to achieve personal excellence
- literacy and numeracy skills as fundamental to student achievement
- inclusivity and access to a quality education for all young people
- developing in students a strong sense of personal responsibility, initiative and commitment to PBC
- Middle schooling philosophy which fosters a distinctly student centred approach
- parents, community, business, government organisations and university as partners
## Our Plan

<table>
<thead>
<tr>
<th>Strategic Plan Reference</th>
<th>2016 Key Initiatives</th>
<th>Responsible Officer</th>
<th>Budget (School Cost Code &amp; $)</th>
</tr>
</thead>
</table>
| Learning                | Improve current phase plans to use current performance benchmarks to further improve student outcomes | • Introduce new literacy routines to enhance student engagement  
• Implement the targeted literacy and numeracy program (LAN) for students requiring additional support.  
• Implement Science, History and English school literacy approaches into the Australian curriculum. Provide support to class teachers in implementation  
• Implement intensive small group intervention program which targets students on the cusp of achieving National Minimum Standard (NMS)  
• Implement the strategy to increase the number of students’ performing at band 9 and 10 in NAPLAN | Head of School, Middle School (MS)  
Support Officer  
Head Of Department (HOD) MS | 203800  
$45,000  
203400  
$130,000  
203400  
$ 834,790* |
| Learning                | Improve current phase plans to use current performance benchmarks to further improve student outcomes | • Implement a system that ensures Core Curriculum Elements (CCE’s) are explicitly taught in Senior Subjects  
• Implement the revised Queensland Core Skills (QCS) strategy using external consultants to assist the personalising of every students QCS preparation  
• Broaden tutoring and support provided for students who have the potential to achieve OP 1 to 5’s  
• Review processes to ensure all students achieve a QCE  
• Develop training and a plan to embed elements of a comprehensive study skills program into curriculum planning, which builds teacher capability and student performance across a range of assessment types | Head of School, Senior School (SS)  
Support Officer | 205200  
$45,000  
203400  
$49,000 |
| Learning                | Implementing the Curriculum and Pedagogical Frameworks | • Implement processes that quality assure all units and summative assessment  
• Progress implementation of core pedagogy priorities with evidence in unit planning e.g. differentiation, integration of literacy & numeracy plans, Art and Science of Teaching (ASOT) design questions, higher order thinking skills  
• Implement and prepare for the expansion of the Australian Curriculum in the areas of PE, The Arts and Technology in 2016 | Dean of Studies | 203400  
$146,000 |

* Investing for Schools (I4S)
<table>
<thead>
<tr>
<th>Strategic Plan Reference</th>
<th>2016 Key Initiatives</th>
<th>Responsible Officer</th>
<th>Budget (School Cost Code &amp; $)</th>
</tr>
</thead>
</table>
| **Learning**             | Develop a learning and wellbeing framework which incorporates the school's social emotional curriculum, the approach to student goal setting and achievement and guides enhancement of support provided to students and families | Student Wellbeing Program  
- Implement the ME@PBC Program which promotes student self-efficacy  
- Implement the Social Emotional Learning Program (SEL)  
- Introduce the Positive Behaviour for Learning Program as part of the Learning and Wellbeing Framework  
DIFFERENTIATION  
- Implement the policy embedded in the Curriculum Framework in all courses.  
- Implement a range of intervention programs to support individual student learning needs.  
INDIGENOUS PLAN  
- Track and monitor indigenous students in relation to achievement and retention  
- Enhanced academic support through scholarship management, Quicksmart program and Indigenous Homework Club  
- Student participation in wellbeing programs such as Deadly Choices and Australian Indigenous Mentoring Experience (AIME) | HOS/Dean of Students | 203400 $79,500 |
<p>|                          |                      | Dean of Teaching and Learning | 203400 $90,000 |
|                          |                      | HOD Education Access Centre (EAC) | 202500 $8,900 |
|                          |                      |                                 | 203400 $45,000 |
| <strong>School Community</strong>     | Develop a community engagement strategy to broaden consultation regarding school direction and decision making | Implement the community engagement strategy and position the school as a hub for the Palm Beach Currumbin area and to identify opportunities for future collaboration. | Executive Principal | 203400 $18,000 |
| <strong>School Community</strong>     | Consolidate the incorporation of Year 7 students into high school | Implement a range of plans in the areas of curriculum, corporate services, facilities as well as policies and procedures that cater for the addition of Year 7 students. | Business Service Manager | 200700 $120,000 |</p>
<table>
<thead>
<tr>
<th>Strategic Plan Reference</th>
<th>2016 Key Initiatives</th>
<th>Responsible Officer</th>
<th>Budget (School Cost Code &amp; $)</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Community</td>
<td>Raising standards of student conduct and dress</td>
<td>Facilitate the Student Council to develop and implement action plans that address issues identified through the Quadrennial School Review.</td>
<td>Area of School Deputy Principal</td>
</tr>
</tbody>
</table>
| Workforce               | Implement Performance Review processes for all staff | PERFORMANCE DEVELOPMENT  
- Develop a work place agreement for the Teacher Performance Review Process  
- Develop a work place agreement for non-teaching staff performance development  
- Implement the agreed performance review processes  
- Review process for effectiveness | BSM Deputy Principal Middle School | 203400 $75,000 |
| Workforce               | Renew the Professional Development Plan to respond to the strategic priorities for 2014-17 | PROFESSIONAL DEVELOPMENT  
- Implement the professional learning framework which articulates the processes for all staff to further develop their capabilities through accessing quality induction and professional learning opportunities  
- Implement the new professional meeting schedule for 2016 | Dean of Studies | 204400 $150,000 |
## Performance Benchmarks for 2016

<table>
<thead>
<tr>
<th>Senior School</th>
<th>Middle School</th>
</tr>
</thead>
<tbody>
<tr>
<td>98% QCE attainment</td>
<td>In each of the 5 domains of NAPLAN, 22% of Year 9 students achieving Upper 2 Bands</td>
</tr>
<tr>
<td>25% of OP eligible students achieve an OP in the 1-5 range</td>
<td>In each of the 5 domains of NAPLAN, 30% of Year 7 students achieving Upper 2 Bands</td>
</tr>
<tr>
<td>90% of OP eligible students achieve an OP 1-15 range</td>
<td>PBC NAPLAN Mean Scores above National Mean Scores in 4 domains or more</td>
</tr>
<tr>
<td>80% of graduating cohort OP 1 to 15 and/or Cert 3 or above</td>
<td>PBC NAPLAN National Minimum Standard Scores above National Benchmarks in all 5 domains of NAPLAN</td>
</tr>
<tr>
<td>Queensland Core Skills test mean 5% above state mean</td>
<td>85% of PBC students achieve a similar or higher relative gain compared to the State School benchmark of 80% in their NAPLAN performance in all 5 domains</td>
</tr>
<tr>
<td>100% of university pathway students receive QTAC offer of university placement</td>
<td>13% of students achieving a GPA of 4.5 or higher</td>
</tr>
<tr>
<td>35% of students successfully complete a university program in their senior years</td>
<td>93% of students passing 5 or more subjects (including Learning Support students)</td>
</tr>
<tr>
<td>90% of OP students receive a direct entry into university</td>
<td>94% student attendance rate</td>
</tr>
<tr>
<td>20% of students complete a Cert 3, Cert 4 or Diploma in their senior program</td>
<td>10% reduction in disciplinary absences</td>
</tr>
<tr>
<td>30% of students graduate with either a completed traineeship or having commenced an apprenticeship</td>
<td></td>
</tr>
<tr>
<td>100% of students who undertake certificate course successfully complete</td>
<td></td>
</tr>
<tr>
<td>90% of Year 10 students passing their core subjects of maths, english, history and science</td>
<td></td>
</tr>
<tr>
<td>92% attendance rate in senior</td>
<td></td>
</tr>
<tr>
<td>5% reduction in senior school disciplinary absence frequency</td>
<td></td>
</tr>
<tr>
<td>70% of students awarded one or more VET Qualifications</td>
<td></td>
</tr>
<tr>
<td>100% of students graduate with a QCE or IBD or VET Qualification</td>
<td></td>
</tr>
</tbody>
</table>

### MEASURING TOOLS
- School based tracking data
- OneSchool class data
- NAPLAN results
- School Opinion Survey
- Senior Schooling exit data
- Program evaluations

### Endorsement

*This Annual Implementation Plan was developed in consultation with the school community and is aligned to the 4 year School Plan. It includes the Plan focusing on the key improvement strategies and outcomes for the next 12 months and is accompanied by a copy of the Annual Financial Report (AFR) and a copy of the Budget Overview Report (BOR).*

---

**Stephen Loggie**  
Executive Principal  
9/02/2016

---

**Andrew Budd**  
P&C President / School Council Chair  
9/02/2016

---

**Petrea Walton**  
Deputy Director-General  
/ / 2016