

MANY WAYS TO EXCELLENCE

Explicit Improvement Agenda

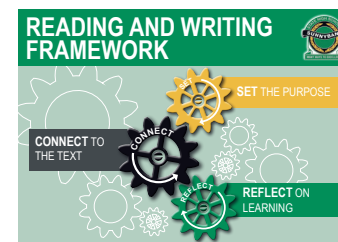


As a community we will *Aspire, Grow and Achieve* through an unrelenting focus on:

CULTURE OF EXCELLENCE
Positive Behaviour for Learning



TEACHING AND LEARNING EXCELLENCE
Reading and Writing Framework



BUILDING EXCELLENCE
Inquiry



Signature Sunnybank

Positive Behaviour for Learning

New Art & Science of Teaching

Building Professional Capacity

Team Culture

Data Informed Decision Making

Inclusive Education

MANY WAYS TO EXCELLENCE DEMONSTRATED BY:

92%
ATTENDANCE

100%
QCE/QCIA


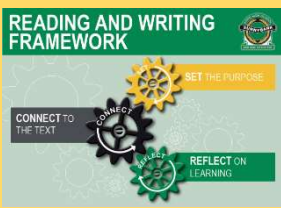

85%
A to C

NAPLAN
EFFECT SIZE &
RELATIVE GAIN
COMPARABLE TO LIKE
SCHOOLS

SCHOOL OPINION SURVEY SATISFACTION



2022 EXPLICIT IMPROVEMENT AGENDA

Priority	Focused Improvement Practice	Our School's Performance Strategies	Evidence of School Improvement	Targets	
CULTURE OF EXCELLENCE	Positive Behaviour for Learning 	Positive Behaviour for Learning – Tier 1 <ul style="list-style-type: none"> Improve positive reinforcement using acknowledgement and correction ratio of greater than or equal to 4:1 Continue to build an environment of high expectations for every student Further develop collective ownership of Tier 1 processes (universal intervention) as part of the PBL High Expectations Framework including classroom expectations, Zones of Behaviour and the VIVO positive reinforcement system Positive Behaviour for Learning – Tier 2 & Tier 3 <ul style="list-style-type: none"> Communicate to relevant staff PBL data practices inclusive of existing Professional Learning Teams to 'close the loop' and enhance the implementation of Tier 2/3 processes (targeted/intensive interventions) as part of the PBL High Expectations Framework and alignment with the Student Code of Conduct Develop PBL processes around behaviour support intervention (staff and student) Document, communicate and enact Student Support Framework in line with the Student Code of Conduct Staff Development and Wellbeing <ul style="list-style-type: none"> Continue to build on and strengthen Sunnybank Team Culture Document Whole School Staff Development Program eg. Beginning & New/Return to school, Aspiring Leaders Develop a Staff Wellbeing framework as part of the school's Workplace, Health and Safety protocols School Spirit <ul style="list-style-type: none"> Review, re-envisage and document the Year Coordinator team structure approach. Revise, develop and document whole school student leadership program Attendance <ul style="list-style-type: none"> Continue to refine and reinforce attendance strategies 	<ul style="list-style-type: none"> School Opinion Survey – increased satisfaction in areas of student behaviour and strong sense of community Student Disciplinary Absences (SDA) and Minor/Major behaviour data – Downward trajectory in minor, major and SDAs in response to implementation of targeted strategies Upward trajectory in VIVO data – positive behaviour reinforcement system EBS PBL data – Upward data trajectory Consistent, documented and regularly communicated agreed upon PLT data Behaviour support processes implemented Student Support Framework Creation and embedding of whole school team culture values Whole School Staff Development Program – An evidenced based staff development/leadership program available to all staff, aligned to their aspirations/leadership goals Staff Wellbeing Framework – Staff engaged in wellbeing program to support staff work/life balance, morale and collegiality Aligned and documented Year Coordinator approach Developed Student Leadership Program – student leaders actively engaging in leadership development to fulfil their leadership goals Attendance Data – Upward trend in student attendance data (school target 92%) 	92% Attendance 100% QCE/QCIA	<div>Signature Sunnybank</div> <div>Inclusive Education</div> <div>Data Informed Decision Making</div> <div>Team Culture</div> <div>Building Professional Capacity</div> <div>NASOT</div> <div>Positive Behaviour for Learning</div>
	Reading and Writing Framework 	Whole School Pedagogical Approach <ul style="list-style-type: none"> Continue roll out of Reading and Writing Framework with a focus on explicit teaching of the reading and writing demands within the curriculum Continue to grow Instructional Coaching to further develop teachers use of high yield teaching strategies in alignment with the school's Explicit Improvement Agenda Define systematic quality assured approach to collegial engagement that aligns to our school's Signature Sunnybank approach and Explicit Improvement Agenda Develop a student goal setting process to be rolled out in 2023 across the school to support each student to engage in feedback cycles and improve their abilities in self-directed learning Grow leaders and teachers' capabilities to analyse student data to address the specific learning needs of individual students – Challenge, Extend and Support (including alignment of processes) As part of the Inclusion model, implement newly structured literacy (FLI) and EALD intervention support. Continue to develop staff's capacity to implement ICP processes. Plan and enact a responsive curriculum <ul style="list-style-type: none"> Engage in a cycle of collaborative curriculum renewal that ensures our programs are of a high quality, address all relevant curriculum requirements, provides engaging learning experiences for students and adheres to agreed documentation processes Continue to develop staff capacity to utilise moderation processes through collaboration at all levels Further extend moderation quality assurance processes through the investigation of external moderation opportunities to quality assure teacher judgements 	<ul style="list-style-type: none"> Teachers and students utilising the Reading and Writing Framework Increased teacher engagement with Instructional Coaching Academic outcomes (85% A to C) are valid, reliable and comparable NAPLAN effect size and relative gain is comparable to like schools. Clear alignment of NAPLAN measures to A-E data All students achieving or exceeding literacy and numeracy targets (PAT M/R) School Opinion Survey – increased satisfaction in areas of teaching and learning Whole School Curriculum Plan Collegial Engagement Policy – developed Student Goal Setting processes agreed upon and developed School Data Plan – Staff read, use and interpret data to differentiate their teaching practice Fully implemented FLI and EALD intervention support ICP's in place for all identified students Documented and Endorsed Curriculum Units and Assessments Teaching teams refine and reflect upon their assessment and learning plans Moderation is scheduled and reflections are documented to ensure an effective assessment and moderation cycle External moderation opportunities investigated 	85% A-C NAPLAN Effect size & relative gain comparable to like schools	
	EIA- Inquiry 	Strategic Planning <ul style="list-style-type: none"> Review, refine and communicate an Explicit Improvement Agenda (EIA) stating the key priorities and accountabilities of all stakeholders Collaboratively review and redesign the school's 2023 timetable structure to explore opportunities to further enhance student engagement and wellbeing Regular and aligned analysis of performance towards attainment of whole-school targets at a school, year, faculty and class level Develop and implement a targeted professional learning plan to align with priorities as identified in the EIA Allocation of resources and funds to meet the collective needs of school-wide priorities Collaboratively develop and enact Sunnybank SHS Whole School Inclusion Policy Advance school leaders through ongoing PD to be agile, instructional experts with an unrelenting focus on school culture, improvement and growth Partnerships <ul style="list-style-type: none"> Further develop innovative and strategic partnerships (eg. primary feeder schools, parents, industry and community) that expand opportunities beyond the school gates Review and refine current school partnerships to ensure alignment with current school vision, direction and EIA 	<ul style="list-style-type: none"> All students graduate with a Queensland Certificate of Education or Queensland Certificate of Individual Achievement Next Step Data – All student graduates are engaged in further education, training or in the workforce School Opinion Survey – Improved Satisfaction in all areas Documented EIA's, accompanying Action Plans and Tracking Tools Documented and Implemented targeted Professional Learning Plan Targeted use of school resources – Budget aligned to school priorities, annual expenditure of target funding, decisive use of human resources, workforce planning Whole School Inclusion Policy Implemented and Documented Parent Partnerships – Increased levels of parent/caregiver's engagement in community events eg parent teacher interviews, awards events, information sessions Meet the improvement strategies of the 2022 EIA 2023 timetable structure developed based on priorities/needs Increased student enrolments 	Increase in School Opinion Survey satisfaction rates	

Endorsement – This plan was developed in consultation with the school community and meets identified school needs and systematic requirements

Principal

P & C President

Assistant Regional Director