

HARRIS FIELDS STATE SCHOOL

STRATEGIC PLAN 2022-2025



To Give... To Question.... To Excel...

All students can achieve to a high standard given the right time, support and intervention.

HARRIS FIELDS STATE SCHOOL

STRATEGIC PLAN 2022-2025

KEY PRIORITY AREAS



FEEDBACK CULTURE

Strengthen a culture of high expectations and collective ownership for student learning by co-creating aspirational targets for student achievement aligned to the Explicit Improvement Agenda (Review 2021)

Refine goal setting processes to build student ownership and understanding of their learning goals.



EXPERT TEACHING TEAM

Drive and maintain consistent pedagogical approaches across the school through Explicit Instruction, Visible Learning, Age Appropriate Pedagogies.



WELLBEING




Prioritise student attendance within the EIA to develop a comprehensive whole-school approach (review 2021)

Investigate strategies to connect and build relationships with families of children aged 0-5 years to facilitate successful transitions to school (Review 2021)

HFSS VISION

All students can achieve to a high standard given the right time, support and intervention.

Our expectations

-  Be Safe
-  Be Respectful
-  Be a Learner



FEEDBACK CULTURE



OUR STRATEGIES

Use HFSS vision and expectations as the key to enhancing a feedback culture.

Deepen student and teacher understanding of a student-centered approach using intentions, success criteria and next steps in learning.

Create a highly effective teaching team that invites feedback through all ways of working.

Create a feedback culture in PLT's reflecting on current practices and using a next steps approach.

All staff engage in WOW time to provide feedback to the learner.

Continue to grow a culture of professional growth, reflecting on ways to improve skills and relationships with students of trauma.

Continue to use profiling strategies as part of everyday practice.

OUR AIM

- ✓ Create a student-centered learning approach that empowers students to take ownership of their learning
- ✓ Collaborate with other schools to improve teaching practices that enhance outcomes for all students
- ✓ Build a culture of professional growth with staff and students
- ✓ Embed learning walls in English, Maths and Science

MEASURES OF SUCCESS

- 5 Question for Students
- 5 Questions for Teachers
- Improved School Opinion Survey
- APR
- PLT reflections
- Learning walls
- WOW time (feedback to the developer)
- Profiling

SUPPORTING POLICIES, FRAMEWORKS & INITIATIVES

HFSS vision and expectations

HFSS Data Plan

HFSS Professional Learning Teams (PLT's)

HFSS Every Student Succeeding Framework

HFSS Staff Handbook

HFSS Professional Development Plan

HFSS Annual Implementation Plan

HFSS Induction Plan

HFSS Beginning Teachers Program

EXPERT TEACHING TEAM



OUR STRATEGIES

Use HFSS vision and expectations as the key to enhancing an expert teaching team.

Create a learning environment that is reflective, creative and stimulating to all.

Create and embed a coaching cycle to inform and improve teaching practices, pedagogy and understanding of the AC.

Develop explicit instruction, visible learning and Age Appropriate Pedagogies that engage and inspire learners.

Deepen curriculum clarity through PLT's.

Continue to embed Digital technologies across school.

Engage with local/outer area schools in moderation.

Create cycles of inquiry to ensure quality of work and student outcomes.

Deepen understanding and clarity of the 14 Parameters.

Embed a deep dive approach to understanding data.

Deepen student/teacher understanding of a student-centered approach using learning intentions, success criteria and next steps in learning approach.

Monitor and quality assure all practices to maximise impact on student learning.

OUR AIM

- ✓ Create an innovative expert teaching team
- ✓ Promote an advanced curriculum designed for HFSS students
- ✓ Craft highly effective, evidence-based teaching and learning practices
- ✓ Strengthen the culture of high expectations and collective ownership for student learning

MEASURES OF SUCCESS

- 5 Questions for Teachers
- Improved School Opinion Survey
- APR
- PLT reflections
- Learning walls
- WOW time
- Professional Development
- School targets aligned to the EIA
- Improved LOA data
- Evidence of AC in student work and outcomes
- Increased alignment of AC units of work (KLA's)
- Moderation cycle (Before, After, After, End)

SUPPORTING POLICIES, FRAMEWORKS & INITIATIVES

HFSS vision and expectations

HFSS Data Plan

HFSS Professional Learning Teams (PLT's)

HFSS Every Student Succeeding Framework

HFSS Staff Handbook

HFSS Professional Development Plan

HFSS Annual Implementation Plan

HFSS Induction Plan

HFSS Beginning Teachers Program

HFSS Reading Program

HFSS Writing Program

WELLBEING



OUR STRATEGIES

Promote expectations and vision of the school using the same language and voice.

Deepen the practices and approach to PBL.

Develop a school-wide complex case managing approach to tier 2 and 3 intervention.

Develop a school-wide approach to wellbeing for students and staff using evidence, research, data and the AC personal and social capabilities.

Embed inclusive practices policy in all aspects of learning.

Embed 4 Dimension (expectations, reinforcement, redirection, follow through) approach to quality assure best practices in every classroom.

Create and instil a culture of strong attendance.

Create a deep understanding in Trauma awareness schooling that provides the appropriate skills for staff.

Track student progress to maximise student outcomes across all learning areas including wellbeing.

Deepen partnership transitions.

OUR AIM

- ✓ Create an inclusive practice culture
- ✓ Promote attendance using a whole school approach
- ✓ Build a deep understanding and knowledge on trauma awareness schooling
- ✓ Connect and build relationships with families of children aged 0 to 5 years to facilitate successful transition to school.

MEASURES OF SUCCESS

- Improved School Opinion Survey
- APR
- PLT reflections
- Data wall
- Improved LOA data
- Evidence of AC (general capabilities)
- Increased alignment of the AC in units of work across all KLA's
- 85% attendance students and 93% region

SUPPORTING POLICIES, FRAMEWORKS & INITIATIVES

HFSS Data Plan

HFSS vision and expectations

HFSS Professional Learning Teams (PLT's)

HFSS Every Student Succeeding Framework

HFSS Staff Handbook

HFSS Professional Development Plan

HFSS Annual Implementation Plan

HFSS Induction Plan

HFSS Beginning Teachers Program

Measures and Targets...



FEEDBACK – measures of success...

5 QUESTIONS FOR STUDENTS			
2022	2023	2024	2025
85%	90%	95%	100%

5 QUESTIONS FOR TEACHERS			
2022	2023	2024	2025
85%	90%	95%	100%

SCHOOL OPINION SURVEY			
<i>Student: My teachers provide me with useful feedback about my school work. (96% in 2021)</i>			
2022	2023	2024	2025
100%	100%	100%	100%
<i>Staff: I receive useful feedback about my work at this school. (69% in 2021)</i>			
75%	80%	87%	92%
<i>Parents/Caregivers: Teachers provide my child with useful feedback about school work. (96% in 2021)</i>			
100%	100%	100%	100%

100% APR's align to the Strategic Plan/AIP
100% PLT attendance with reflection time
100% Learning Walls in English, Maths, Science
100% staff engage in WOW time to provide feedback to the developer
100% staff profiled



EXPERT TEACHING TEAM - measures of success...

School Opinion Survey			
<i>Student: My school challenges me to think. (88% in 2021) I am interested in my school work. (77% in 2021)</i>			
2022	2023	2024	2025
90%	90%	95%	95%
<i>Staff: I have access to relevant PD. (85% in 2021) Encourages coaching and mentoring (86%)</i>			
90%	95%	95%	100%

ENGLISH				
A-B	2022	2023	2024	2025
PREP	43%	45%	47%	49%
1	45%	47%	49%	51%
2	45%	47%	49%	51%
3	35%	35%	37%	39%
4	35%	37%	39%	41%
5	40%	44%	46%	48%
6	35%	38%	40%	44%

ENGLISH				
A-C	2022	2023	2024	2025
PREP	65%	68%	71%	76%
1	65%	68%	71%	76%
2	75%	78%	81%	86%
3	75%	78%	81%	86%
4	70%	73%	76%	81%
5	80%	83%	86%	91%
6	70%	73%	76%	81%

MATHS				
A-B	2022	2023	2024	2025
PREP	50%	52%	54%	60%
1	42%	44%	46%	51%
2	50%	52%	54%	60%
3	30%	32%	34%	39%
4	45%	47%	49%	55%
5	30%	32%	34%	40%
6	25%	27%	29%	34%

MATHS				
A-C	2022	2023	2024	2025
PREP	85%	87%	89%	95%
1	80%	82%	84%	90%
2	80%	82%	84%	90%
3	75%	77%	79%	84%
4	85%	87%	89%	95%
5	85%	87%	89%	95%
6	70%	72%	74%	80%

100% APR's align to the Strategic Plan/AIP
100% PLT attendance with reflection time
100% Learning Walls in English, Maths, Science
100% staff engage in WOW time to provide feedback to the developer
100% staff engage in Professional Development
100% units of work align to the Australian Curriculum
100% staff engage in moderation process (before, after, after, during)



WELLBEING

School Opinion Survey			
2022	2023	2024	2025
Students: Teachers at my school treat students fairly (72% in 2021)			
75%	80%	85%	90%
Students: I can talk to my teacher about my concerns (80% in 2021)			

100% APR's align to the Strategic Plan/AIP
100% PLT attendance with reflection time
100% data walls used as part of feedback culture
100% staff engage in WOW time to provide feedback to the developer
100% staff engage in Professional Development
100% units of work align to the Australian Curriculum

ENGLISH				
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4	35%	37%	39%	41%
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2	80%	82%	84%	90%
3	75%	77%	79%	84%
4	85%	87%	89%	95%
5	85%	87%	89%	95%
6	70%	72%	74%	80%

Student attendance <85%			
2022	2023	2024	2025
19%	16%	13%	10%
School and regional target 94%			
90%	92%	93%	94%