



MacGregor State School

2021 Annual Implementation Plan

Improvement Priority 1. Our Students

Targets

100% classroom teacher participate in regular 1-1 & group data conversations with colleagues & school leaders to determine entry points/next steps in learning and intervention strategies

Strategy: Establish and implement rigorous processes and line of sight to leadership for discussing student achievement data and next steps for teaching.

Actions	Timeline	Responsible Officer(s)
Establish a working party to collaboratively develop protocols for case management and data discussions	Term 1	Principal, Deputy Principal, HOD, Year Coordinator
Schedule cyclical meetings for data discussions in year level teams and between individual teachers and leaders. Meetings to occur minimum 2x per term	Term 2	Principal, Deputy Principal
Deputy Principals to meet 1-1 with Principal 2x per term to feed back on student achievement data with a focus on identified students not making expected progress.	Term 1	Principal, Deputy Principal

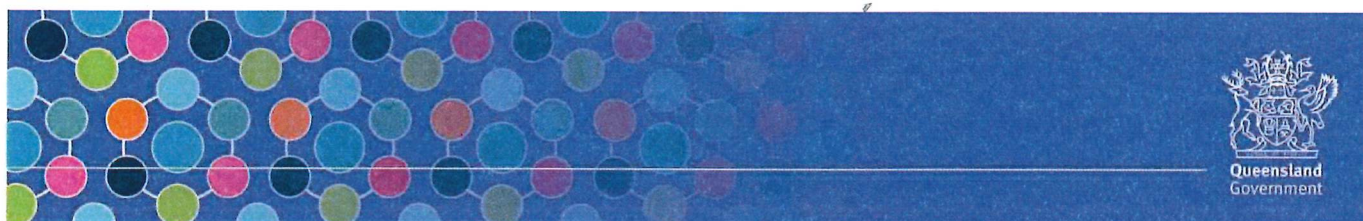
Improvement Priority 2. Our People

Targets

School Opinion Survey (SOS) *I feel that staff morale is positive at this school >85% *The wellbeing of employees is a priority >85% *I have access to quality professional development > 80%
 *100% staff participating in Annual Performance Development Plan (APDP) *I receive useful feedback about my work >80% *I am satisfied with opportunities for career development >80%
 *There is good communication between all staff >80%

Strategy: Everyone has a voice and all ideas are encouraged and valued through genuine and respectful relationships between all staff.

Actions	Timeline	Responsible Officer(s)
*Continue to prioritise opportunities for meaningful staff collaboration and feedback (& feed forward) in enacting the Explicit Improvement Agenda	Ongoing	Principal, Deputy Principal, Guidance Officer, HOD, Year Coordinator





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 *There is good communication between all staff >80%

Strategy:	Embedding a comprehensive, differentiated whole school professional learning plan that includes coaching, mentoring, observation & feedback ensuring that all staff have access to quality professional learning development aligned to the Explicit Improvement Agenda (EIA), AITSL standards & their APDP		
Actions	Timeline	Responsible Officer(s)	
Enact the Collegial Engagement Framework to ensure that all teachers and support staff receive regular formal and informal observations and feedback (both verbal & written) linked to their APDP & EIA	Term 2	Principal, Deputy Principal, HOD	
Implement the Professional Development Plan to provide timely and targeting professional learning to all staff	Ongoing	Principal, Deputy Principal, HOD	

Improvement Priority 3. Our Learning

Strategy:	Continue to implement and embed the School Curriculum Plans aligned with the Australian Curriculum including a whole School Assessment, Moderation and Reporting Framework using rigorous planning processes.		
Actions	Timeline	Responsible Officer(s)	
Continued sharp focus on implementation of the Australian Curriculum (AC) in English including rigorous planning, assessment & moderation processes.	Ongoing	Principal, Deputy Principal, HOD, Year Coordinator	
Quality assure the implementation of the EIA through regular observation and feedback loops.	Ongoing	Principal, Deputy Principal, HOD	





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Improvement Priority 4. Our Resources

Targets

100% of staff are able to articulate the correlation between the school priorities and resourcing relevant to their role

*There is good communication between all staff >80%

Strategy: Embed communication of explicit links between the school budget processes and school improvement priorities with school staff and the wider community.

Actions	Timeline	Responsible Officer(s)
Continue to develop and embed accountable and transparent budgetary practices including termly updates to ELT, staff and the wider community (School Council & P&C)	Ongoing	Principal, Deputy Principal

Improvement Priority 5. Our Pathways and Opportunities

Targets

SOS Student and Staff survey items % satisfaction maintained or exceeded.

*Increased proportion of students participating in extension, excellence and extra-curricula activities

Strategy: Maintain the cyclic review of current and future community & business partnerships to evaluate whether they are delivering improved learning and wellbeing outcomes for students.

Actions	Timeline	Responsible Officer(s)
Collaborate with School Council and P&C to document a Parent and Community Engagement Plan including a plan and prospectus for enriching and growing mutually beneficial partnerships.	Ongoing	Principal, Deputy Principal

Strategy: Explore additional opportunities to refine and enhance the school's enrichment, extension & extra-curricular programs. Giving both staff and students an opportunity to grow and excel.

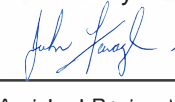
Actions	Timeline	Responsible Officer(s)
Additional pilot signature programs planned for 2021 include iPad e-Learning P-1, Music Excellence and continued focus on extension program	Ongoing	Principal, Deputy Principal, HOD

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



