



Springbrook State School Annual Implementation Plan 2023

*Realising the Potential of Every Student through
Learning and Growing Together*



School Improvement Priorities 2023

At Springbrook State School our moral purpose is to be advocates who make a difference for every child to succeed, every day. To give our students agency and voice so they grow to become active citizens in an ever changing world.

Investing for Success Budget

\$14,474 + topped up with \$9951

All priorities are directly aligned with our school's strategic plan and the Department of Education's Equity and Excellence Plan

Priority 1: Educational Achievement: *Teaching and Learning:*

Intentionally collaborate to implement the signature practice of Deep Learning that enables teachers to identify the appropriate pedagogy that supports creative exploration and independent learning with precision and develop pedagogical sharing processes across networks.

Actions	Targets	Funding Required (I4S)	Timelines	Responsible Officer/s
Begin using SharePoint to collate strategies for toolkit.	Increase in staff and student confidence scans (5 staff – 6 staff, 100% limited understanding to 50% general understanding & application).	TRS for planning days to ensure co-designed learning experiences across all learning areas and year levels. – \$13944	Term 1, 2023 – ongoing	Principal
Formal moderation processes embedded.				Teaching Staff
Staff seeking and developing ideas for book club.				Support Staff
Development of resources for 2 Competencies.	Increase in SOS Data – I receive useful feedback in my work, this school encourages coaching and mentoring activities, I have access to quality professional development.			SER Teaching & Learning Team
Strengthen and refine the crafting of Deep Learning pedagogical practices within units of work and aligned to the Scenic Rim and Hinterland proposed signature practices tool kit.		Actively engage and lead the Scenic Rim and Hinterland Deep Learning Network including TRS, student transport and resources, leadership opportunities for students – \$1377		Parents and Caregivers
Co-designed coaching and feedback process with observable characteristics linked to 1 competency.	Increase in student attendance data (90% – 93%)			
Formalise process for documenting Scenic Rim and Hinterland Network Deep Learning Journey, inclusive of measuring student progress and distance travelled (6Cs)	P-2 Eng & Math, 100% @ C or above, 78% @ A/B Eng, 85% @ A/B Math			
	3-6 Eng & Math, 100% @ C or above, 58% @ A/B Eng, 85% @ A/B Math			
Intentionally collaborate with Lead Principal/ARDs to access SER support inclusive of SEOP, Project Officer Deep Learning, regarding formalisation of action research project.	Maintain 0 SDA in all Year Levels			

Priority 2: Educational Leadership & Teaching Expertise: *Staff and Capabilities*

Establish and enact collaborative professional learning, observation and feedback opportunities within cluster and like school networks for all staff members.

Actions	Targets	Funding Required (I4S)	Timelines	Responsible Officer/s
Staff Reflections and Feedback aligned with Deep Learning and Whole School Approach to Pedagogy	Increase in SOS Data – I receive useful feedback in my work, this school encourages coaching and mentoring activities, I have access to quality professional development. see table in strategic plan tracking document	TRS for planning days to ensure co-designed learning experiences across all learning areas and year levels. – \$13944	Term 1, 2023 – ongoing	Principal Teaching Staff Support Staff
Develop video bank of pedagogical strategies	Increase in student attendance data (90% – 93%)	Actively engage and lead the Scenic Rim and Hinterland Deep Learning Network including TRS, student transport and resources, leadership opportunities for students – \$1377		Parents and Caregivers
Ongoing professional development aligned to individual and whole staff need	P-2 Eng & Math, 100% @ C or above, 78% @ A/B Eng, 85% @ A/B Math	Purchase of additional teacher aide to develop support staff capabilities, release the business manager to work alongside teacher aides, connecting students to digital learning opportunities through increasing access to devices and technology. \$9104		
Develop protocols for WOW with other schools.	3-6 Eng & Math, 100% @ C or above, 58% @ A/B Eng, 85% @ A/B Math			
Align APR process with Deep Learning, Pedagogical Feedback and Watching Others' Work processes.	Maintain 0 SDA in all Year Levels Staff engagement in SOS – 8 staff			

Priority 3: Educational Performance and Support: *Assessment and Data*

Strengthen data display, interrogation and case management processes to deepen data analysis as a means to support student improvement.

Actions	Targets	Funding Required (I4S)	Timelines	Responsible Officer/s
Review & refine curriculum alignment to data collection to monitor student outcomes effectively.	Increase in SOS Data – I receive useful feedback in my work, this school encourages coaching and mentoring activities, I have access to quality professional development. (see table in strategic plan tracking document)	TRS for planning days to ensure co-designed learning experiences across all learning areas and year levels. – \$13944	Term 1, 2023 – ongoing	Principal Teaching Staff Support Staff
Review and refine data conversations with staff to ensure we know each child's needs across all junctures within the school.	Increase in student attendance data (90% – 93%) P-2 Eng & Math, 100% @ C or above, 78% @ A/B Eng, 85% @ A/B Math 3-6 Eng & Math, 100% @ C or above, 58% @ A/B Eng, 85% @ A/B Math	Actively engage and lead the Scenic Rim and Hinterland Deep Learning Network including TRS, student transport and resources, leadership opportunities for students – \$1377		Parents and Caregivers
Review and refine Early Start collection and analysis methods to strengthen proactive factors for a strong start to school from transitions.	Maintain 0 SDA in all Year Levels Staff engagement in SOS (see table in strategic plan tracking document)			

Priority 4: Culture and Inclusion: *Community Focussed Connections*

Enact sharing and information systems regarding the journey of Deep Learning to engage parents and community, advancing their understanding of contextually relevant curriculum and learning.

Actions	Targets	Funding Required (I4S)	Timelines	Responsible Officer/s
Refine and review learning fairs & open mornings to foster further partnerships between school and home.	Increase in SOS Data - Qs 1.I understand how my child is assessed. Qs 2. The school works with me to support my child's learning. Qs 3. Asks for my input. Qs 4. Students are treated fairly at this school. (see table in strategic plan tracking document)	TRS for planning days to ensure co-designed learning experiences across all learning areas and year levels. - \$13944	Term 1, 2023 - ongoing	Principal
Develop, train and introduce reading volunteers	Increase in student attendance data (90% - 93%)	Actively engage and lead the Scenic Rim and Hinterland Deep Learning Network including TRS, student transport and resources, leadership opportunities for students - \$1377		Teaching Staff
Consult, develop and introduce workshops for parents	P-2 Eng & Math, 100% @ C or above, 78% @ A/B Eng, 85% @ A/B Math			Support Staff
Review and refine student led conferencing	3-6 Eng & Math, 100% @ C or above, 58% @ A/B Eng, 85% @ A/B Math			Parents and Caregivers
Review "What we're learning" document and ways of communicating curriculum to the community	Maintain 0 SDA in all Year Levels			
	Parents participating in school led activities - 55% of families to 60%			

Endorsed By



Tilleea Hoskins
Principal



Greg Gosling
Lead Principal



Karen Bennell
P&C President