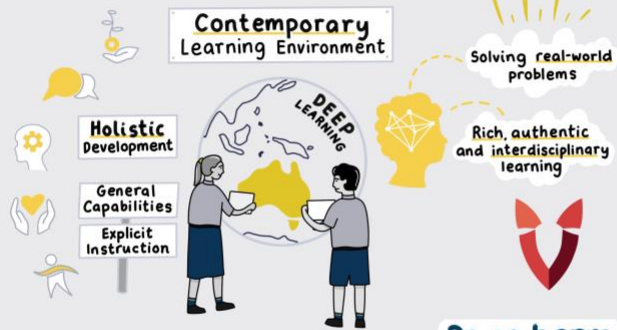


## Products



**Our Vision**  
Create a community of agile learners who are bold, resilient and kind.

## People



## Welcome

Do no harm

It's never too late to learn

## Philosophies



Choice words

Best school in the universe



## Processes



## Positioning



# FORTITUDE VALLEY STATE SECONDARY COLLEGE

**Purpose**  
Create a culture where we are all good at learning and good at life.

## Strategic Plan 2022-2025



## Partners



# 2023 FORTITUDE VALLEY STATE SECONDARY COLLEGE ANNUAL IMPLEMENTATION PLAN

## EQUITY AND EXCELLENCE - EDUCATIONAL ACHIEVEMENT

### AIP Priority - Alignment of the FVSSC Signature Practices and the three levels of planning as required by the P-12 CARF

#### *FVSSC Strategic Plan link – Products*

Strategies	Actions	Target/Success Indicators
<ul style="list-style-type: none"> <li>Differentiated information/ induction/onboarding sessions for staff, students and the community as outlined in the <i>FVSSC Signature Practices</i> including use of flexible spaces and technology</li> <li>Curriculum approach which is focussed on the holistic development of the child, solving real-world problems and rich, authentic, interdisciplinary learning.</li> <li>Pedagogical approach: Agency, Agility and Accessibility.</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of FVSSC Signature Practices</li> <li>Teachers provide opportunities for students to engage in real world learning experiences to support them to be “good at learning and good at life”</li> <li>Teaching Staff engage in moderation conversations after each phase of learning</li> <li>Partner, Parent and Community Events including co-creation opportunities with QUT critical friends and community</li> </ul>	<ul style="list-style-type: none"> <li>Signature Practices at FVSSC aligned with the Australian Curriculum and evidenced in classroom practice.</li> </ul> <p><b>NAPLAN achieve 100% NMS in all domains:</b></p> <ul style="list-style-type: none"> <li>Year 7 NMS results 2022 – Reading – 97%; Writing 95.5%; Spelling 96.2%; G&amp;P 95.4%; Numeracy 93.8%</li> <li>Year 9 NMS results 2022 – Reading – 93.8%; Writing 86.5%; Spelling 92.9%; G&amp;P 88.2%; Numeracy 97.6%</li> </ul> <p><b>Improve U2B in all domains:</b></p> <ul style="list-style-type: none"> <li>Year 7 results 2022 - Reading – 33.1%; Writing 28.8%; Spelling 38.2%; G&amp;P 30.5%; Numeracy 30.8%</li> <li>Year 9 results 2022 - Reading – 29.7%; Writing 18.3%; Spelling 18.1%; 25.2%; Numeracy 15.2%)</li> </ul> <p><b>A-C Achievement Data</b> &gt;85% student in all subjects and year levels:</p> <ul style="list-style-type: none"> <li>2022 Semester 1 – 90.1%</li> <li>2022 Semester 2 – 89.3%</li> </ul> <p><b>A-C Effort and Behaviour</b> 95% student data in all subjects and year levels:</p> <ul style="list-style-type: none"> <li>2022 Semester 1 – Effort - 93%; Behaviour 97.2%</li> <li>2022 Semester 2 – Effort 93.4%; Behaviour = 97.3%</li> </ul>

### AIP Priority – Implementation of agreed practices for sharing/analysing data to inform teaching and learning

#### *FVSSC Strategic Plan link – Products, Processes*

Strategies	Actions	Target/Success Indicators
<ul style="list-style-type: none"> <li>Implementation of the whole school data plan.</li> <li>School-wide strategies to collect and analyse school-wide data.</li> </ul>	<ul style="list-style-type: none"> <li>School-wide process to collect, assess, action and review student academic achievement data that encourages teacher accountability for individual student achievement.</li> <li>Support staff collate data to provide to Student Support and teaching teams for analysis and action.</li> </ul>	<ul style="list-style-type: none"> <li>School leaders work with teams to review achievement data relating to their areas.</li> <li>Teaching staff are using data to inform planning, teaching and learning.</li> </ul>

## AIP Priority - Implementation of the Collegial Engagement Framework and Whole-school Professional Learning Plan

### *FVSSC Strategic Plan link – People, Positioning*

Strategies	Actions	Target/Success Indicators
<ul style="list-style-type: none"> <li>Expert Teams Action Team lead the development of the Collegial Engagement Framework (CEF)</li> <li>CEF implemented to enhance a culture of continuous professional improvement including mentoring and coaching opportunities for all staff.</li> <li>Develop and implement a Whole-school Professional Learning Plan informed by individual APDPs and aligned to the FVSSC improvement strategies.</li> <li>Early Career and Pre-Service teachers supported through induction, mentoring and coaching.</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of Performance Development Plans - using the AITSIL standards for teaching staff and the Learning Capabilities Framework for Support Staff</li> <li>Continuation of High Performance Teams program</li> <li>Professional learning through regular Collegial Cafés</li> <li>Scheduled time for collaborative unit and lesson design</li> <li>All staff provided with an iPad and regular professional learning and technical support.</li> <li>Implementation of early career teacher mentor program</li> </ul>	<ul style="list-style-type: none"> <li>100% of staff have a completed APDP and a clear set of (self-identified) professional learning goals for 2023</li> <li>Whole-school Professional Learning Plan developed and implemented</li> </ul> <p>Improvement in Staff School Opinion Survey Data:</p> <ul style="list-style-type: none"> <li>Staff “have access to relevant professional development” from 70% to 80%</li> <li>“This school encourages coaching and mentoring activities” from 58% to 70%</li> <li>“I receive useful feedback about my work at this school” from 46% to 65%</li> </ul>

## EQUITY AND EXCELLENCE - CULTURE AND INCLUSION

## AIP Priority - Embed a culture of achievement (based on the work of Fisher, Frey and Pumpian)

### *FVSSC Strategic Plan link – Purpose, Philosophies, People, Positioning*

Strategies	Actions	Targets/Success Indicators
<ul style="list-style-type: none"> <li>Enact the “Culture of Achievement” pillars for all members of the FVSSC community: <i>Welcome, Choice Words, Do No Harm, It’s never too late to learn, Best School in the universe</i></li> <li>Develop a culture based on actions, traditions, symbols, ceremonies and rituals that align to our vision</li> <li>Embed the FVSSC Student Code of Conduct into the culture of the school and clarify expectations regarding the application of classroom management systems and practices.</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of school culture centered on six houses, which will build and maintain positive and caring relationships between staff, students and parents</li> <li>Refine Deputy Head of House positions to provide additional support for students and staff</li> <li>Build staff capacity to implement Restorative Practices in classroom management</li> <li>Embed protocols for incident management, data entry into OneSchool, positive behaviours and student referrals for minor, major incidents</li> </ul>	<ul style="list-style-type: none"> <li>Full implementation of the Student Code of Conduct</li> <li>Clear and actionable processes to support teachers and ESOs in classroom management.</li> <li>Increased student participation and increased co-curricula offerings to students</li> </ul> <p>Improved Student School Opinion Survey data:</p> <ul style="list-style-type: none"> <li>“The expectations and rules are clear at my school: 62% to 100%</li> <li>“Teachers at my school treat students fairly” from 71% to 100%</li> <li>“Student Behaviour is well managed at my school” from 71% to 85%</li> </ul> <p>Improved Staff School Opinion Survey data:</p> <ul style="list-style-type: none"> <li>“The expectations and rules are clear at my school: from 56% to 100%</li> <li>“Students are treated fairly at this school” from 72% to 100%</li> <li>“Student Behaviour is well managed at my school” from 41% to 75%</li> </ul>

## AIP Development and implementation of the FVSSC Inclusion Framework (as part of Signature Practices)

### *FVSSC Strategic Plan link – Processes, Positioning*

Strategies	Actions	Target/Success Indicators
<ul style="list-style-type: none"> <li>Inclusion Framework to outline the legislative underpinnings, Inclusive Education Policy and a range of support processes to support learning for every student.</li> <li>“Accessibility” Learning Principle to enable learners to excel in their personalised learning pathway in an environment that champions safety, well-being and inclusion.</li> <li>Use learner data to inform professional development and explicit learning opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>A Co-teaching model is developed to extend the range of differentiation strategies in targeted classes.</li> <li>Upskilling staff in co-teaching (equal sharing of planning, instructing and monitoring of all students)</li> <li>ESOs participate in professional learning to enhance their understanding of support processes for students.</li> </ul>	<ul style="list-style-type: none"> <li>The FVSSC Inclusion Framework is fully developed and evident in classroom practices.</li> <li>Teachers and ESOs are confident in implementing differentiated approaches to support students.</li> </ul>

## AIP Implementation of the FVSSC Parent and Community Engagement Framework

### FVSSC Strategic Plan link – People, Partners, Philosophies

Strategies	Actions	Targets/Success Indicators
<ul style="list-style-type: none"> <li>Actively seek ways to enhance student learning and wellbeing by partnering with parents, families and community partners</li> <li>Strategically establish partnerships to address identified student needs.</li> <li>Collaborate with QUT in the Australian Research Council (ARC) project “Thriving in Vertical Schools” in conjunction with a range of community partners, locally, nationally and internationally.</li> </ul>	<ul style="list-style-type: none"> <li>Parent Consultation Sessions each term (either face-to-face or through written feedback)</li> <li>Provide parents with regular updates following consultation sessions including strategies for improvement.</li> <li>Provide learning Opportunities for parents (Apple, Microsoft, Stymie, Compass, School-based digital platforms)</li> <li>Provide parents and community partners with regular updates on the ARC research project, Thriving in Vertical Schools”</li> <li>Establishment of staff/student mentoring program</li> </ul>	<ul style="list-style-type: none"> <li>Parent and Community Engagement Framework completed and implemented.</li> <li>Established partnerships are acknowledged and recognized as key contributors to student learning.</li> </ul> <p>Improved Parent/Caregiver School Opinion Survey data:</p> <ul style="list-style-type: none"> <li>“This school keeps me well informed” from 82% to 90%</li> <li>“This school asks for my input” from 82% to 90%</li> <li>“This school takes parents’ opinions seriously” from 77% to 90%</li> <li>“This school has a strong sense of community” from 87% to 95%</li> </ul>

## EQUITY AND EXCELLENCE - WELLBEING AND ENGAGEMENT

## AIP Implementation of the Health, Safety and Wellbeing Plan (HSWP)

### FVSSC Strategic Plan link - People, Purpose

Strategies	Actions	Targets/Success Indicators
<p>Action Team meets regularly and proactively implements strategies to support Health, Safety and Wellbeing for all members of the FVSSC community.</p>	<ul style="list-style-type: none"> <li>Wellbeing Team to review Happy Schools modules for staff and lead rollout to full school implementation</li> <li>Engage SoundOff for Schools to provide professional learning for staff and training for students and to support students and staff to design their own meditation sessions to deliver an engaging and relevant experience.</li> <li>Engage appropriate online tool for staff to provide and receive feedback and to monitor and support staff wellbeing.</li> <li>Neil Carrington to provide professional learning opportunities for the College Leadership Team to engage in professional growth with a focus on the desired skills and behaviours to accomplish the FVSSC purpose, deliver on the vision and live out the values.</li> </ul>	<ul style="list-style-type: none"> <li>HSWP completed and actioned</li> <li>Implementation of PIVOT to track and support staff wellbeing</li> <li>Mindfulness consistently practiced during the course of each day</li> </ul> <p>Improved Staff School Opinion Survey Data:</p> <ul style="list-style-type: none"> <li>“Wellbeing of employees is a priority for this school” from 50% to 75%</li> <li>“This school’s culture supports people to achieve a good work-life balance” from 76% to 85%</li> <li>“I feel this is a safe place in which to work” from 77% to 100%</li> </ul> <p>Improved Student School Opinion Survey Data:</p> <ul style="list-style-type: none"> <li>“I feel safe at my school” from 62% to 100%</li> </ul>