



# Tamborine Mountain State School

## 2023 Annual Implementation Plan

### School Priorities

#### School Strategic Plan - 1. Equity and Excellence - Educational leadership & teaching expertise / Digital Innovation in T&L - Implement new pedagogical framework - High Impact Teaching Strategies (HITS)

##### Long-term targets/desired outcomes

- Clear line of sight from the intended to curriculum - delivery - assessment and reporting.
- Staff develop a deep knowledge and understanding of HITS
- Staff utilising HITS to improve pedagogies related to the use of assistive technologies and devices across the school to improve staff skillset and maximise student engagement.
- Staff implementing HITS to maximise student learning outcomes for high potential and high performing students (Upper 3 Bands - U3B).

##### AIP targets/desired outcomes

- 100% of teachers & teacher aides confidently implementing a variety of HITS by the end of the year.
- 100% of teachers and teacher aides implementing Effective Feedback Practices with students, colleagues and mentors across a range of teaching and learning practices.

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| <b>School Strategic Plan Strategy:</b>   | See Action Plan updated annually or as required - HITS PD, implementation, review and feedback roadmap for success |  |
| <b>Actions</b>   | <b>Responsible Officer(s)</b>  |  |
| Create opportunities for staff to reflect on current HITS practices through WOW experiences and coaching & mentoring cycles guided by TMSS's Through Line model. | Scott Bunch,<br>Joanne De Bruyn,<br>Nick Kennon,<br>Jason Smith,<br>Rosemary Wolff                                 |  |
| Shape the Professional Development schedule to flow consecutively from one strategy to another.  | Scott Bunch,<br>Joanne De Bruyn,<br>Nick Kennon,<br>Jason Smith,<br>Rosemary Wolff                                 |  |

#### School Strategic Plan - 2. Equity and Excellence - Educational Achievement - To implement a whole school program to improve Reading, Writing & Spelling proficiency for all students.

##### Long-term targets/desired outcomes

- Targets updated in Annual Implementation Plan

##### AIP targets/desired outcomes

- English A-C P-6 Semester 2 2023 93% C or above, A/B 45%
- NAPLAN 100% meeting NMS Reading - Yr 3 U2B 50%, Yr 5 U2B 40% Writing - Yr 3 U2B 40%, Yr 5 U2B 25% Spelling - Yr 3 U2B 40%, Yr 5 U2B 40% G and P- Yr 3 U2B 50%, Yr 5 U2B 30%
- 90% of students achieving at or above a stanine 4 in PAT Reading
- 100% of teaching staff implementing agreed practices in literacy pedagogy across the school.



**Queensland  
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| <b>School Strategic Plan Strategy:</b>  | *See Action Plan updated annually or as required<br><br>*Reading - Science of Reading Framework. Early Years Oral Language Program, Heggerty - Phonemic Awareness Program<br>*Writing - 6+1 Traits, Writers' Toolbox -12 Ways to Write a Sentence (consistent meta-language)<br>*Spelling- SSP, WTW, HFW<br>*CAFE |
| <b>Actions</b>  | <b>Responsible Officer(s)</b>   |
| PD on the Science of Reading - Prep - Year 2.   | Joanne De Bruyn, Rosemary Wolff   |
| Further develop the scope and sequence of SSP & Quality Assured assessments associated with P-2 Reading | Joanne De Bruyn, Rosemary Wolff   |
| Review and ongoing development of oral language in Prep.  | Joanne De Bruyn, Rosemary Wolff   |
| Coaching of classroom teachers in the teaching of reading.  | Rosemary Wolff  |

**School Strategic Plan - 3. Equity and Excellence - Educational leadership - Strengthen the ongoing facilitation of leadership opportunities for all leaders across the school, including aspiring leaders, to develop and enhance their instructional leadership skills.**

### Long-term targets/desired outcomes

- Deep distributed leadership across the school to support an Explicit Instruction model to support teacher capability and improve student learning outcomes, as well as utilising a range of differentiation strategies through co-teaching and coaching opportunities.

### AIP targets/desired outcomes

- Continue developing depth of leadership at TMSS using the Leadership Challenge Coaching model







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| <b>School Strategic Plan Strategy:</b>   | See Action Plan updated annually or as required   |  |
| <b>Actions</b>   | <b>Responsible Officer(s)</b>   |  |
| Continue to use The Leadership Challenge as a guide to leadership practices, principles and shared opportunities at TMSS | Jason Smith   |  |
| Provide learning opportunities through targeted release time sessions for Aspiring Leaders with their mentors.           | Scott Bunch,<br>Joanne De Bruyn,<br>Nick Kennon,<br>Jason Smith,<br>Rosemary Wolff                  |  |
| Continue to offer Aspiring Leaders DP real professional experiences through the DP Special Project.                      | Scott Bunch,<br>Joanne De Bruyn,<br>Nick Kennon,<br>Jason Smith,<br>Joyce Stokes,<br>Rosemary Wolff |  |

### School Strategic Plan - 4. Equity and Excellence - Wellbeing & Engagement - Inclusive Practices - Deepen support processes, opportunities and stakeholder connections to strengthen support for students experiencing trauma, mental health issues and social emotional requirements.

#### Long-term targets/desired outcomes

- A whole school approach is collaboratively developed and implemented to embed a safe and inclusive learning culture and environments that underpins student welfare & wellbeing.
- Students will flourish in their education journey, build resilience against adversity, develop protective factors from mental ill-health and feel confident to use evidence-based personalised skills and strategies to self-seek help for early intervention.

#### AIP targets/desired outcomes

- 100% teaching staff have Wellbeing & Trauma training in Phase One & No Triangles. Engage a Trauma Specialist to provide PD on site and follow-up review phases.





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| <b>School Strategic Plan Strategy:</b>   | See Action Plan updated annually or as required               |  |
| <b>Actions</b>   | <b>Responsible Officer(s)</b>                                 |  |
| Staff Wellbeing - Provide PD to all staff & P&C volunteers & staff - No Triangles (Rachael Robertson)  | Maria Gallaher,<br>Kathlyn Howsan,<br>Jason Smith             |  |
| TMSS Welfare Team to engage with SER support wellbeing staff for advice around PD and strategic planning & also connect with other schools on a similar path.                                      | Nick Kennon   |  |
| Zones of Regulation:<br>Semester 1- Targeted student intervention.<br>Semester 2 - Begin implementation in targeted cohorts across the school.   | Scott Bunch,<br>Nick Kennon,<br>Nicola Reed,<br>Sarah Stevens |  |
| Investigate opportunities for a Wellbeing & Trauma PD session for staff in phases focussing on the effects of trauma of academic achievement, social-emotional well-being and behavioural choices. | Nick Kennon,<br>Tomoko Nakanishi,<br>Sarah Stevens            |  |

### Endorsements and Approvals

*This long-term plan was developed in line with the School performance policy and procedure. Consultations, endorsements and approvals have taken place as per the policy and procedure and the plan's status has been accurately recorded in OneSchool.*

Principal

P and C / School Council

  
 Daniel Duke  
 Assistant Regional Director

9/3/23

