

# Centenary Heights State High School

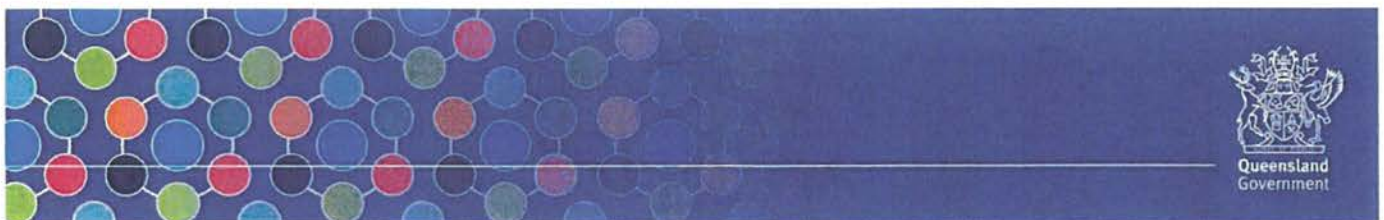
## 2019 Annual Implementation Plan

### Improvement Priority 1. Peer development and Staff development in the teaching craft

<b>Strategy:</b>	Deployment of a component of I4S funding: - Position recently retired excellent Teachers into a coaching role for Teachers identified by Heads of Department as benefiting from their knowledge	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Using Mentoring funds to employ quality retired teachers and existing high quality teachers to work with graduates/staff identified by HODs, or self-identified, as benefiting from a boost in practice	Ongoing	HOD
Now having 24 trained Classroom Profilers these staff will permeate classrooms throughout the school feeding back to teachers on their practice	Ongoing	Principal, HOD
Pair new and beginner Teachers with a mentor colleague in or outside their faculty.	Ongoing	Jodie Beauchamp, Michael Bowden, Joanne Brennan, Emma Castles, Kathleen Hannant, Sandra Hearnden, Amy McAleer, David McMillan, Julie Nobbs, Tim O'Connell, Melissa Rohde, Alex Van Dorsselaer, Andrew Warrell
YuMi Maths - is now partly implemented at Flexi and Main Campuses. Staff training, designed to service the learning of highest and lowest level learners, continues throughout 2019.	Ongoing	HOD
Further training in the implementation of the new QCE continues in 2019 inclusive of embedding cognitive processes from the outset of year 7.	Ongoing	HOD
Maintaining a focus on subject literacies through continued Literacy training and monitoring of the embedding of exemplars in every year level.	Ongoing	HOD

### Improvement Priority 2. Target the development of Digital Literacy Skills in Teachers and Teacher Aides

<b>Strategy:</b>	Ongoing training for staff in One Note as a consistent form of student note taking with the aim that it is embedded as practice across both campuses. This ensures BYOD is a student focussed learning strategy.	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
A real focus in 2019 ensuring every teacher understands the 7 basic skills required for students, beginning 2020 to perform confidently in NAPLAN online.	Ongoing	HOD



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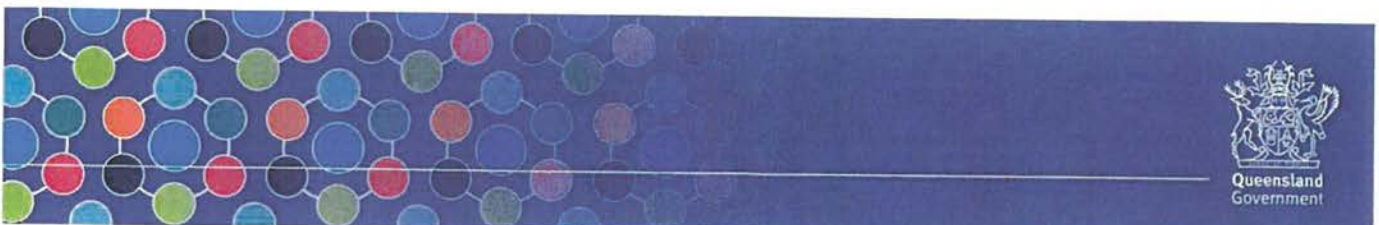
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### Improvement Priority 3. Growing capacity of staff to deal with difficult and confronting circumstances

<b>Strategy:</b>	Providing PD in restorative justice and trauma informed practice to skill staff		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
January 2019 2 x SFDs dedicated to the first two days of the four day training package in Trauma Informed Practice (TIP) through Berry Street Childhood Institute. Third day on October SFD.	Ongoing	Principal	
Continue the commitment to training, firstly of HODs, DPs and Heads of Year (HOYs) in restorative practice (3 day program) designed to skill key stakeholders in difficult conversations	Term 2	HOD	
<b>Strategy:</b>	Supporting our staff at Flexi School to focus more on the teaching of the child as opposed to absorbing and dealing with the daily fallout of high level dysfunction associated with either home and/or mental and emotional ill health.		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
A Wellbeing Worker (WW) was appointed in 2018/19 - an 'outside' worker who tends to ensuring that students are connected to and follow through with treatments and agency link. Intent to fund further.	Ongoing	Principal	

### Improvement Priority 5. Enhance and strengthen community partnerships with cluster schools and rural schools

<b>Strategy:</b>	Continue initiating joint training sessions (primary and secondary colleagues together) in Maths 'givens'. Similarly cognitive verbs. These are basics for Maths working and subject literacies thereby preparing primary students to enter CHSHS secondary classrooms		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
HOD Resources plots agreed after school short sessions with primary and secondary Maths teachers. These occur throughout the year	Ongoing	HOD	
CH Staff Literacy Coach will bring to cluster cognitive processes focused on at CH with a view to linking the start of those processes to the primary settings.	Ongoing	HOD	
<b>Strategy:</b>	Continue the curriculum knowledge and staffing development partnership with Miles SHS and begin a similar partnership with St George SHS.		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Continue reciprocal site visits with Miles SHS and begin with St George SHS where staff trade curriculum knowledge, develop assessment pieces and moderate together.	Ongoing	HOD	
Continue with CHSHS deploying relevant staff to Miles SHS and now St George SHS within the guidelines of the two year Boomerang Program	Ongoing	Principal	



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### Improvement Priority 6. Continuing the capital works and refurbishment of facilities in line with school projected growth

<b>Strategy:</b>	Continue to work with regional facilities staff for the building of a Performing Arts block (2018) and major refurbishment of Hospitality facilities and Art precinct (2018) - 10.5 million. 2020 a further 12 classroom building is projected.		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Regular meetings with the Project team and regional facilities officers. Principal liaison ongoing with Central office staff	Ongoing	Principal	
Deployment of HOD acting as Project officer for CHSHS	Ongoing	HOD	

### Improvement Priority 7. Wider community involvement

<b>Strategy:</b>	Cement CHSHS involvement in the community driven organisation Study Toowoomba.		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Principal and HOD International representation ongoing. Future intent to contribute teacher FTE to the Community Language Immersion Hub.	Ongoing	Principal	
<b>Strategy:</b>	Initiate with community organisation Toowoomba Together Incorporated (TTI) the development of student driven leadership within secondary schools, across all sectors, the issue of domestic and family violence (DFV).		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Begin awareness raising around DFV with student leaders of the 22 secondary schools in Toowoomba and an understanding of the role leaders might play in support of affected students.	Ongoing	Principal	
<b>Strategy:</b>	Successful transition of the Head of Campus role at our Toowoomba Flexi School.		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Implement processes to support the incoming Head of Flexi Campus and the outgoing HOD into a Guidance role at the main campus.	Ongoing	Principal	

#### Endorsement

This plan was developed in consultation with the school community and meets school needs and systemic requirements.

  
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 Principal

  
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 P and C / School Council

  
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 Assistant Regional Director

