



# Centenary Heights State High School

## Strategic Plan 2021 - 2024

### School Profile

Centenary Heights State High School comprises students in years 7 to 12. Safety, Respect and Learning are the key underpinnings of the manner in which 'business is done'. Academic and Traineeship outcomes are consistently very high as such underpinnings provide the platform for this achievement. The links we have created with our primary partners enable our staff to know our students new to year 7 as people and learners before they even begin secondary school. This makes for a smooth transition for students and families. Relationships are the key! Our students enjoy a wide variety of curricular and extracurricular opportunities none the least being our acclaimed music, instrumental and sporting programs. All learners are different - students in need of learning support or extension are identified early and receive programs through our Learning Facilitation Centre. TAFE and University programs are a feature of the diversity on offer to our students while still at school. High quality information technology facilities enhance learning. Our staff access significant professional development so as to best create and deliver the most relevant programs for our students. Great culture!

### Vision

Centenary Heights State High School aims to provide a quality education underpinned by Safety, Respect and Learning. Within a caring and supportive environment students undertake learning experiences intended to motivate them to progress towards full attainment of their academic potential. In recognition of the diversity of the student population our school also offers a wide range of extra curricular programs to enrich the social, physical and cultural development of each and every student. Staff at CHSHS believe in high expectation, engaged learning and focussed teaching. In respect of individual learning styles our young people are encouraged to undertake creative and divergent pathways to achieve their goals. Every emphasis is placed on the development of our students as people and as learners. The school has developed a focus on multi cultural education which has led to the provision of programs and activities to celebrate diversity and promote harmony for all students.

### Values

- Individual growth, encouraging all students to reach their potential
- Excellent opportunities for tertiary preparation
- Staff dedicated to their own learning and to our students and families
- A comprehensive range of academic, vocational, cultural and sporting activities
- A safe, secure and non threatening environment
- Self discipline and encouragement to accept personal responsibility



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### Improvement Priorities

#### Peer development and staff development in the teaching craft

Success indicators				
1. 100% of teaching staff will underpin their pedagogy with the mantra 'I do, we do, you do'.				
2. Completion of a year 7 to 12 CHSHS Curriculum Plan building on the existing successful year 7 to 10 Curriculum plan.				
Strategies	2021	2022	2023	2024
Deployment of our Mentoring budget towards ALL staff benefiting from collegial feedback in the form of class visits and one on one debrief conversations.	✓	✓	✓	✓
Continuing with the use of our trained in school Classroom Profilers following a structured timetable visiting classrooms and feeding back to teachers regarding identified focus points.	✓	✓	✓	✓
Deployment of a component of the Mentoring funding to position retired excellent teachers into a coaching role for teachers identified by Heads of Department as benefiting from their knowledge in planning/pedagogy.	✓	✓	✓	✓
Targeted employment of supply teachers to allow for the release of CHSHS teachers to view class pedagogy of identified experienced and highly successful teachers.	✓	✓	✓	✓
Continuing HOD and teaching staff awareness of and compliance with the delivery of the Australian Curriculum and its link into the year 11/12 Queensland Certificate of Education (QCE).	✓	✓	✓	✓
Collaboratively review and implement a collegial engagement framework that engages all staff in a formal observation process with written feedback on a regular cycle.	✓	✓	✓	✓

#### Highlight specific data targets within the school community

Success indicators				
1. Clear awareness for all staff and wider school community as to specific attainment targets.				
Strategies	2021	2022	2023	2024
Develop, communicate and monitor explicit whole school targets aligned to the schools Annual Implementation Plan (AIP).	✓	✓		

#### Enhance the depth and quality of leadership practices throughout our school

Success indicators				
1. Each Line Manager will follow a structured plan for his/her faculty meetings/line meetings. The goal is to feature reflection and forward thinking/planning into each meeting whether it be Faculty or Line.				
Strategies	2021	2022	2023	2024
Principal to communicate the required structure of each faculty and line meeting to Heads of Department and Deputy Principals. Consult on that structure will occur beforehand.	✓			



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#### Continuing to target the development of digital literacy skills and subject discipline literacy for teachers and teacher aides

Success indicators	2021	2022	2023	2024
1. Students are extremely well supported in digital classroom pedagogy because every effort is made for the teacher to be the 'first learner'.				
2. All teachers are aware of and skilled in the delivery of reading and writing within the specific requirements of their subject syllabi both junior and senior. We understand that 'one size does not fit all' and that it is every teachers responsibility to teach the literacy demands of the subject.				
Strategies	2021	2022	2023	2024
Maintaining the position of time supported staff ICT Coach who will work with staff individually in small groups and in their classrooms. The Coach will also devise a menu of after school optional digital literacy PD engaging existing staff as presenters to colleagues.	✓	✓	✓	✓

#### Maintaining and continuing to enhance the capacity of staff to deal with difficult and confronting circumstances

Success indicators	2021	2022	2023	2024
1. A feeling for staff that ones emotions are both clinical and empathic and under control in the face of difficult conversations.				
Strategies	2021	2022	2023	2024
Continuing to provide annual PD in restorative justice training and revisiting the core principles of our whole school Trauma Informed Practice training 2019/2020.	✓	✓	✓	✓
Building into Line meeting structure real time debrief/discussion around confronting situations, how they were dealt with and how they might have been dealt with.	✓	✓	✓	✓

#### Continuing to enhance community partnerships with rural schools and cluster schools

Success indicators	2021	2022	2023	2024
1. Quite a number of staff are involved with these partnerships with the success being in their own reciprocal learning. For CHSHS staff the reciprocal learning is shared in a structured way with other staff.				
Strategies	2021	2022	2023	2024
Continue initiating joint training sessions (primary and secondary colleagues together) in Maths 'Givens' and cognitive verbs. Emphasis on the basics for Maths working and subject literacies preparing primary students to enter CHSHS secondary classrooms.	✓	✓	✓	✓
Continue the curriculum knowledge and staffing development partnership with Chinchilla SHS. Previous successful partnerships have been with Mitchell P-10, Miles SHS and St George SHS. Funding for this comes from the Mentoring budget and Whole staff PD budget.	✓	✓	✓	✓





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### Improvement Priorities

#### Continue the capital works and refurbishment of school facilities with the projected school growth

##### Success indicators

1. The best of resources of facilities are provided for students and staff.

##### Strategies

2021 2022 2023 2024

Continue to work with regional facilities staff and QBuild to project the next capital growth within the school and the ordered refurbishment of classroom blocks and facilities.

✓ ✓ ✓ ✓

##### 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

