



BRACKEN RIDGE STATE HIGH SCHOOL STRATEGIC PLAN 2020-2023



BRSHS AT A GLANCE

BRACKEN RIDGE STATE HIGH SCHOOL —2023—

*An admired community
school that knows each
child and their path.*

Our school motto **Strive to Accomplish** articulates our collective belief that accomplishment is the result of hard work. Our dedicated team of teaching staff instils in our students that while you can't always be **the best**, success comes from always doing **your best**. It is this passion and drive that sets our students up for success in the future.

Being part of the Bracken Ridge family means something special. Our community talks with passion about their school and the opportunities and support we provide. This passion stems from our ongoing commitment to our core values: **Commitment, Cooperation, Courtesy, Consideration and Common Sense**. These values enrich our students' lives each day.

Our growing school is committed to providing the breadth and depth of study options for all students, at the same time we value the community ethos, ensuring that we know each child, their strengths and what we can do to help them achieve their aspirations.

OUR MOTTO: STRIVE TO ACCOMPLISH

OUR VALUES: COMMITMENT COOPERATION COURTESY CONSIDERATION COMMON SENSE

OUR PRIORITIES



Written and Enacted Curriculum



Community



Growth



Culture of Wellbeing

OUR ACTION AREAS

- Pedagogical Framework
- Written Curriculum
- Targeted Intervention

- Partnership (primary, industry, community)
- Inclusion (pathways, post-school success)
- Values and Standards (behaviour and uniform)

- Staff Professional Development
- Professional Learning and Feedback
- Student Development/Growth (leadership, goal setting, academic coaching)

- Professional
- Personal
- Teamwork

OUR MEASURES

- Student achievement
- Curriculum implementation
- Effectiveness of teaching
- Performance of priority groups

- Community engagement and satisfaction
- Commitment to values
- Student management
- Student presentation
- Post-school destinations

- Student improvement
- Teacher professional learning
- Leadership development
- Employee engagement

- Wellbeing at school
- Attendance and retention
- Engagement with school community

HISTORY

Bracken Ridge State High School has a proud tradition as a school that caters for individual students and their pathways. Our school collaborates with the community and enjoys wide-ranging support from the local area.

ACADEMIC

- Focus on individual excellence
- Diverse range of subjects and activities
- Nurturing student development programs
- Specialist staff teaching in their area of expertise
- Inclusive curriculum catering to a range of pathways

STUDENT

- Students are known and understood
- Well-rounded student development programs
- Extensive leadership program
- High student retention rate
- Successful alumni

CULTURE

- A range of opportunities for excellence in the Arts
- Instrumental music program with concert and stage bands
- Language program with international travel opportunities
- Champion debating program

SPORT

- Football development program
- High levels of participation in all sporting opportunities
- Regional, state and national representation
- Interschool Sport Champions across a number of sports

WELLBEING

- Small enough to care for the individual; big enough to provide future options for all
- Supportive multidisciplinary Wellbeing Team
- Strong leadership pathways and opportunities
- Buddy program for junior secondary students

NOTABLE ALUMNI

- Bruce Sullivan (Inspirational Speaker)
- Trent Dalton (Author and Journalist)
- Sandy Landers (Politician)

OUR PRINCIPLES



COLLABORATION



CLARITY AND
COMMUNICATION



SEEING THINGS
THROUGH



SYSTEMS
THAT WORK



IDEAS INTO
ACTION



BRACKEN RIDGE STATE HIGH SCHOOL

STRATEGIC PLAN

2020-2023



OUR STRATEGIES



Written and Enacted Curriculum



Community



Growth



Culture of Wellbeing

— Pedagogical Framework

- Expand the pedagogical framework to include evidence based pedagogical approaches through the lens of Visible Learning
- Expand the pedagogical framework to include pedagogies that differentiate between the needs of senior and junior students
- Provide a strong induction program that incorporates pedagogical approaches
- Ensure a seamless transition from junior to senior through aligned pedagogical practice and a focus on the General Capabilities and 21st Century Skills
- Implement whole school quality assurance protocols

— Written Curriculum

- Provide a range of curriculum offerings that caters for our students' learning needs
- Deliver the Australian Curriculum with fidelity across all learning areas in 7-10
- Deliver SATE curriculum across Year 11 and 12 offering General, Applied and VET courses
- Focus on engagement, rigour, creativity across the depth and breadth of curriculum offerings
- Develop school assessment and moderation (including involvement in Cluster) protocols to ensure that every student's results reflect curriculum standards
- Develop consistent whole school quality assurance protocols to ensure curriculum planning and assessment are aligned

— Targeted Intervention

- Utilise available data to make informed decisions around student support and intervention
- Target resources and interventions as determined by student need
- Expand the range of individual intervention strategies used to support all students
- Embed consistent teaching strategies tailored to meet the specific learning needs of individual students, including extension opportunities for high achieving students and support intervention for students in the lower two bands
- Build capability in delivering high level outcomes for indigenous and EAL/D students
- Implement systems to assist with the collation and analysis of data for improved performance

— Partnership *(primary, industry, community)*

- Develop strong relationships with family and communities by strengthening communication channels
- Increase positive parental engagement by fostering shared responsibility of student growth
- Foster positive partnerships with feeder schools and industry by allocating time and resources to partnership managers
- Utilise a Year 6 YLC to engage with feeder schools and foster primary cluster partnerships

— Inclusion *(pathways, post-school success)*

- Create an environment of high expectations for every child
- Utilise Individual Curriculum Plans to cater for students learning above or below the year level
- Utilise external partnerships to support student development
- Develop mentoring and coaching system across the school to support each student in their pathways

— Values *(behaviour and uniform)*

- Strengthen values culture through consistency of practice in the implementation of revised behaviour and uniform policies
- Provide clear and consistent communication to staff, students and parents around expectations
- Collaboratively develop a more explicit values structure to enhance the impact of the 5Cs
- Further develop and embed classroom management – rules and procedures as developed collectively by staff
- Continue to embed and enhance CARE program

— Staff Professional Development

- Provide the time and space for staff to engage in staff personal development and professional conversation (APR process)
- Target personal development support for staff in all stages of their career (Pre-service, graduate, aspiring leaders, HAT/LT)
- Implement Aspiring Leaders program incorporating a 'shadow leadership' structure to provide opportunities for BRSHS staff to gain experience in leadership positions
- Enhance and expand upon culture of collaboration, modelling and sharing of practice through structured programs around classroom observation and feedback

— Professional Learning and Feedback

- Develop an Annual Professional Learning Plan focusing on supporting the attainment of key school priorities and staff identified needs through the APR process
- Provide opportunities for staff to engage in instructional coaching/observation/feedback to improve teaching practice with aligns to school's pedagogical model
- Allocation of resources and funds to meet the collective needs of school wide priorities

— Student Development / Growth

(leadership, goal setting, academic coaching)

- Shift the culture to focus on student personal and educational growth
- Provide students with access to their data so that they can identify successes, deficiencies and areas for improvement
- Track Senior Students for QCE/ATAR/Certificate attainment
- Streamline school wide goal setting procedures that empowers students to take personal ownership of their learning and progress
- Implement academic coaching in senior years
- Foster a culture of academic integrity across the school
- Enhance Junior Secondary intervention and mentoring program
- Implement and review Junior Certificate of Education
- Enhance and expand leadership opportunities/training for cohorts beyond Year 8 and 11
- Increase functionality and create an identity for the student council
- Create mentoring system for individual student leadership positions

STAFF

— Professional

- Build a staff wellbeing framework
- Share examples of best practice and resources
- Promote a positive and collegial culture
- Health, Safety and Wellbeing Committee with representation from across the school
- Professional Profile – promotional pathway, valued and skilled
- Provide time and resources for school priorities

— Personal

- Embed wellbeing model through Health, Safety and Wellbeing Committee
- Welcome package for new staff
- Continue to develop and promote whole staff events
- School support of staff run wellbeing activities

— Teamwork

- Modified meeting structure to allow more collaboration
- Encourage an active LCC and WHSW
- Enhanced opportunities for staff to contribute their expertise, ideas and opinions
- Celebrate achievements
- Increased use of open communication strategies to promote improved feedback to school learning and leadership teams

STUDENT

— Professional

- Continue to support the maintenance and development of appropriate behaviour management strategies
- Implement processes to maximise attendance, retention and transition, and achievement of all students
- External Opportunities provided to senior students e.g. school based apprenticeships, traineeships, university courses

— Personal

- Ensure student wellbeing processes appropriate to the age and needs of the student are incorporated into school life
- Provide a range of support services to assist students and families when required

— Teamwork

- Develop planned and coordinated school celebrations and events across the school year incorporating all year levels
- Investigate opportunities to introduce personal development opportunities across the whole school
- Leverage the buddy system to enhance cohort cohesion