



Gilston State School

Strategic Plan 2019 - 2022

Improvement Priorities

Safe and Supportive Environment

Success indicators

1. Behaviour committee established, including key stakeholders
2. Responsible Behaviour Plan reviewed, revised, published and enacted in line with Positive Behaviour for Learning
3. SOS data - 85% or above agree that 'behaviour is well-managed at school'
4. Inclusive practices implemented to support every student learning everyday
5. Student attendance data above 96% (OneSchool)
6. School Disciplinary Absences below 10 per year (short)

Strategies

2019 2020 2021 2022

Establish a behaviour committee to review and revise the Responsible Behaviour Plan	✓			
Access and interrogate data around behaviour trends to inform future intervention and behaviour support	✓	✓	✓	✓
Use Inclusion Review data to support inclusive practices within the school	✓	✓	✓	✓
Consistently monitor student attendance and promote within the school community an understanding that Every Day Counts	✓	✓	✓	✓
Implement Positive Behaviour for Learning strategies to promote a culture of high expectations towards behaviour and learning	✓	✓	✓	✓
Promote Growth Mindset as the foundation of our school culture and wellbeing framework	✓	✓	✓	✓

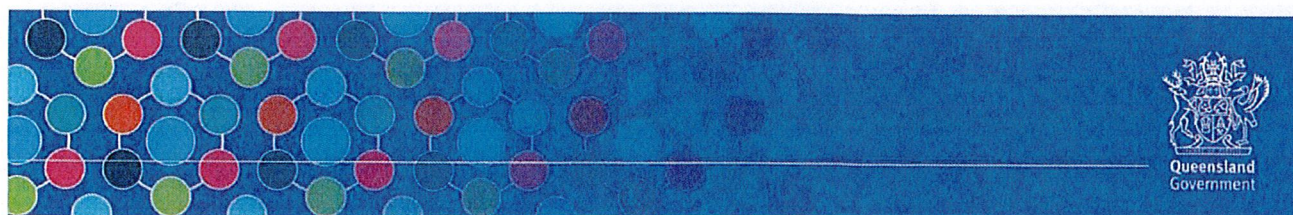
Endorsement

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





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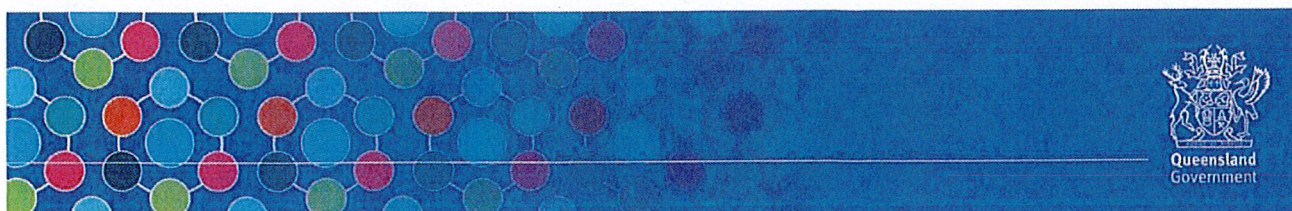
Pedagogical Consistency

Success indicators

1. Staff engage in frequent data conversation with CPMs and IMs to inform teaching and learning
2. Evidence of strategies being implemented in the classroom through Learning Walks
3. New school organisational structures are in operation
4. A culture of feedback and sharing of practice is established and are evidenced through formalised feedback opportunities
5. Clarity around vision. All staff can articulate school vision.
6. Pedagogical Framework is developed, endorsed, published and enacted to engage all learners
7. Teachers are supported with pedagogical practice by Curriculum Pedagogy Mentors
8. Action plan developed for successful implementation of BYOD in 2022
9. Students can articulate their learning goals, supported by home and school

Strategies

	2019	2020	2021	2022
Develop data literacy skills of all staff to inform teaching, differentiation and response to intervention	✓	✓	✓	✓
Improve knowledge and understanding of staff to implement effective teaching strategies (using the New Art and Science of Teaching) to ensure consistency in practice and support all students	✓	✓	✓	✓
Develop a clear line of sight through school organisational structures through Curriculum Pedagogy Mentors, Inclusion Mentors, Watching Others Work, Learning Walks and Talks, Data Conversations and collaborative planning	✓	✓	✓	✓
Build capacity in all staff through feedback; Watching Others Work, modelling (CPMs, IMs), mentoring, coaching and Professional Action Plans	✓	✓	✓	✓
Collaboratively develop a shared strategic vision using feedback from school review (2018), visioning workshop (2018) and consultation processes (2018)	✓			
Collaboratively develop Pedagogical Framework that is reflective of school review findings	✓			
Employment of 2 x Curriculum Pedagogy Mentors to support implementation of Pedagogical Framework	✓			
Implement personalised learning goals in the areas of Reading, Mathematics and Social Development	✓			
Research best practice and develop a process for implementing digital technologies to enhance student learning		✓	✓	
Implement a BYOD program to support student learning				✓





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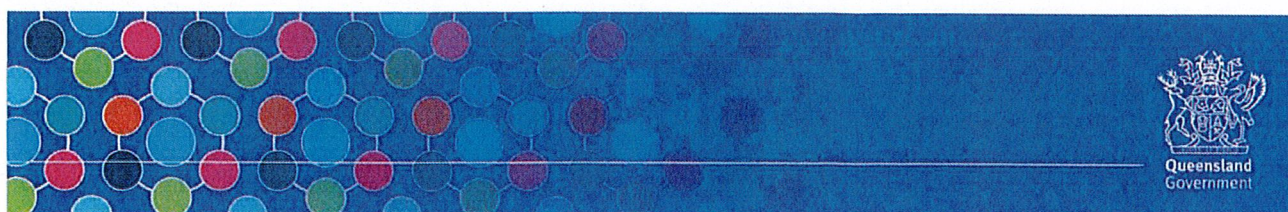
Curriculum Clarity

Success Indicators

1. Improved student achievement - 80% C or above
2. Improved U2B data in literacy and numeracy - 50% or above in Years 3 & 5
3. Full implementation of the Australian Curriculum by the end of 2020
4. Vertical and horizontal alignment of curriculum
5. Planning and differentiation documented on OneSchool
6. Evidenced differentiated curriculum in every classroom, supported by Inclusion Mentors
7. Teachers have a high level of knowledge and understanding of the Australian Curriculum, evidenced through alignment between the intended and enacted curriculum, moderation and collaborative planning
8. Excellence programs established to cater for high achieving students
9. 100% of teachers implemented rigorous instructional reading routines by the end of 2019: Guided, Modelled, Shared.

Strategies

	2019	2020	2021	2022
Employment of 2 x Curriculum Pedagogy Mentors	✓			
Develop a guaranteed and Viable Curriculum in Mathematics		✓		
Facilitate and support teacher planning and assessment	✓			
Implement the Reading Framework developed in 2018 in collaboration with regional support staff	✓	✓		
Develop clear processes to identify students with gifts and talents and high performing students	✓			
Evaluate effectiveness of Curriculum Pedagogy Mentors		✓		
Develop a Guaranteed and Viable Curriculum in English			✓	
Implement a differentiated curriculum in every classroom		✓		
Develop a central location for curriculum storage and access			✓	





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School Profile

Gilston State School, with the support of its parent body and community, endeavours to fulfil the inherent potential of each child in its care. The school was originally opened in 1881 to service the needs of Upper Nerang and was relocated to the current larger site in 1986 to accommodate the growing student population. Whilst the demographic breakdown is changing with increasing residential development, rural traditions influence daily life at Gilston with an emphasis on promoting family values. High standards are an integral feature and apply to all people and facets of our school. Our staff provide opportunities for our students to develop the skills to become creative, healthy and informed citizens who are capable of building positive relationships. All members of the Gilston school community are expected to take responsibility for their actions. Gilston is a school of choice with strong social capital and school community support.

Vision

We create a flexible and innovative learning environment that promotes critical and creative thinking and success for all learners.

Values

- High expectations
- Inclusivity
- Community Partnerships
- Lifelong Learning
- Resilience
- Growth Mindset

