

## Implementation Plan: MacGregor 2021

**Our Vision: Leading education, building futures.**

**We value: Respect Integrity Diversity**

Our purpose is to challenge each person, enabling potential through academic excellence that builds self-efficacy and global awareness so that our students are equipped with the skills required for the future of work.

School Pillar: Our People		
School Actions	6 Months	12 Months
<p>Our people at MacGregor State High School are valued for their contribution to our school community. A check in via staff pulse app. Enhancing staff well-being through deliberate staff recognition and celebrations.</p> <p>Enablers: Information Technology: Platforms, Use of digital forms, SharePoint, OneNote, OneDrive for all HR processes.</p> <p>Communication: Microsoft Teams</p> <p>Professional learning: Use of IT Platforms and process revisit</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Staff Pulse Tool developed Term staff lunches DAOK schedule (ELT) Staff of the week</p> <p><b>Outcomes &amp; Targets:</b> Staff pulse application developed Question sets (staff pulse) designed collaboratively</p> <p><b>Measure:</b> Pulse data: Progress, marginal gains Jan-June</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Staff Pulse Tool implemented Staff years of services recognition World Teachers Day / Staff Awards</p> <p><b>Outcomes &amp; Targets:</b> Staff pulse application implemented 90%+ staff utilising pulse</p> <p><b>Measure:</b> Pulse data: Progress, marginal gains Jul - Dec</p>
<p>In leading education, valuing our people, a review, refine of following systems and structures:</p> <ul style="list-style-type: none"> <li>▪ Staff Welcome and Introduction</li> <li>▪ New and Beginning Teachers (NBT)</li> <li>▪ Staff Leadership Program</li> <li>▪ Pre Service Teachers (PST)</li> <li>▪ Staff Mandatory Annual Training Program</li> </ul>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Welcome package NBT program/support PST in school</p> <p><b>Outcomes &amp; Targets:</b> Increased staff satisfaction NBT confidence</p> <p><b>Measure:</b> Pulse data</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Leadership Program</p> <p><b>Outcomes &amp; Targets:</b> % Pre Service Teachers % Staff in Leadership Program</p> <p><b>Measure:</b> Evidence in PLP's.</p>
<p>School Timetable and Operations that support pillar intentions of Learning; Whole Student; Pathways. School staffing evolving to be responsiveness to the growing needs to the school community</p> <ul style="list-style-type: none"> <li>▪ Employee recruitment meeting evolving needs</li> <li>▪ Current timetable responsive to change</li> <li>▪ Future (2022) timetable construction</li> <li>▪ New processes for Absences and Leave implemented to optimise daily supervisions</li> </ul>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Operational T'table Efficient staff absence and leave processes</p> <p><b>Outcomes &amp; Targets:</b> Future timetable 2022 draft – subjects, line setup, line structure Needs based staffing reflective in recruitment SBS approved (term 1) Staffing tracker and SBS accurate</p> <p><b>Measure:</b> OneSchool – SBS 95%&lt; credits/usage accuracy Pulse data</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Operational T'Table Staffing needs met</p> <p><b>Outcomes &amp; Targets:</b> 95%&lt; engagement Increase workforce diversity/agility SBS 2022 draft complete (term 4)</p> <p><b>Measure:</b> OneSchool: Timetable 2022 active (Jan 2022) Pulse data</p>
<p>Roles and responsibilities are clearly defined, communicated and understood by school leaders, staff, students and parents.</p> <ul style="list-style-type: none"> <li>▪ A school leadership structure refined annually for efficiency and effectiveness.</li> <li>▪ Our people have operational certainty and clarity</li> <li>▪ A school leadership structure that is open and transparent</li> </ul>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> R&amp;R Documentation Refined responsibilities for allocated positions</p> <p><b>Outcomes &amp; Targets:</b> Relevant leadership structure</p> <p><b>Measure:</b> Pulse data</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> R&amp;R Documentation</p> <p><b>Outcomes &amp; Targets:</b> Relevant leadership structure 100% leadership roles allocated Greater operational certainty</p> <p><b>Measure:</b> Pulse data</p>
<p>Review school council processes with reflection tool and conduct elections as per constitution. Seek diversity in experience with council members.</p>	<p><b>Who:</b> Pillar DP / Principal</p> <p><b>Outputs:</b> Strategic Planning Meetings Business partnerships</p> <p><b>Outcomes &amp; Targets:</b> Constitutional Council 2021</p> <p><b>Measure:</b> School Plan Document</p>	<p><b>Who:</b> Pillar DP / Principal</p> <p><b>Outputs:</b> Strategic Planning Meetings Business partnerships</p> <p><b>Outcomes &amp; Targets:</b> 2022 Council elected</p> <p><b>Measure:</b> School Plan Document</p>

## School Pillar: Learning

School Actions	6 Months	12 Months
<p>Learners at MacGregor are challenged to become critical, creative and reflective people of character, equipped to contribute to their communities.</p> <p>Actioned through the development and implementation of our MacGregor State High School Framework for Learning.</p> <ul style="list-style-type: none"> <li>▪ Vision</li> <li>▪ Principles</li> <li>▪ Capabilities + Strategies</li> </ul> <p>Professional learning:</p> <ul style="list-style-type: none"> <li>▪ individual, faculty and whole school</li> <li>▪ facilitated by learning focus group</li> <li>▪ aligned to Learning Insights Series</li> <li>▪ evidence-based strategies</li> <li>▪ integrating use of IT platforms</li> </ul> <p>Enablers: Information Technology: Learning Management System, SharePoint, OneNote, OneDrive, BYOX.</p> <p>Communication: Microsoft Teams, SLT collaboration (line 4)</p>	<p><b>Who:</b> Pillar DP &amp; LFG</p> <p><b>Outputs:</b> Learning Focus Group operational. Learning Insights Series.</p> <p>Professional Learning Sessions Staff &amp; Students.</p> <p><b>Outcomes &amp; Targets:</b></p> <p>Principles of Framework for learning evidenced in:</p> <ul style="list-style-type: none"> <li>▪ Faculty meeting planning</li> <li>▪ Unit planning</li> <li>▪ Lesson planning and implementation</li> </ul> <p><b>Measure:</b> Breadth in representation of faculties and students in learning focus group.</p> <p>% Local, National, Global input into Learning Insights Series.</p>	<p><b>Who:</b> Pillar DP &amp; LFG</p> <p><b>Outputs:</b> Learning Focus Group operational. Learning Insights Series.</p> <p>Professional Learning Sessions Staff &amp; Students.</p> <p><b>Outcomes &amp; Targets:</b></p> <p>Capabilities and Strategies of Framework for learning evidenced in:</p> <ul style="list-style-type: none"> <li>▪ Faculty meeting planning</li> <li>▪ Unit planning</li> <li>▪ Lesson planning and implementation</li> </ul> <p>Students able to articulate learning process.</p> <p><b>Measure:</b> Evidence in student learning outcomes.</p>
<p>Review and refine School, Faculty and Individual Professional Learning Plans that are aligned with intention of Framework for Learning and promote reflection.</p> <p>Effective and efficient use of school systemic structures that promote opportunities for alignment of professional learning intentions.</p> <ul style="list-style-type: none"> <li>▪ Whole of school meetings</li> <li>▪ Faculty and combined faculty meetings</li> <li>▪ Individual Professional Learning Plans</li> </ul>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Professional Learning Plans</p> <ul style="list-style-type: none"> <li>- School &amp; Faculty</li> <li>- Individual</li> <li>- Meeting Structure</li> </ul> <p><b>Outcomes &amp; Targets:</b></p> <p>Presence of strategies and language from Framework in professional learning plans.</p> <p>Alignment of professional learning to researched and documented capabilities and strategies in Framework.</p> <p><b>Measure:</b> PLP documentation Student Learning Outcomes</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Professional Learning Plans</p> <ul style="list-style-type: none"> <li>- School &amp; Faculty</li> <li>- Individual</li> <li>- Meeting Structure</li> </ul> <p><b>Outcomes &amp; Targets:</b></p> <p>Presence of strategies and language from Framework in professional learning plans.</p> <p>Alignment of professional learning to researched and documented high impact strategies in Framework.</p> <p><b>Measure:</b> PLP cycle completion Student Learning Outcomes</p>
<p>Evolution of Student leadership program Refinement in ways of working, an understanding of service leadership with a tangible legacy.</p>	<p><b>Who:</b> Pillar DP &amp; CLT</p> <p><b>Outputs:</b> Purpose, process understood by school Legacy Actions</p> <p><b>Outcomes &amp; Targets:</b> Student involvement in school governance &amp; planning</p> <p><b>Measure:</b> % std applications, staff survey</p>	<p><b>Who:</b> Pillar DP &amp; CLT</p> <p><b>Outputs:</b> Legacy Actions</p> <p><b>Outcomes &amp; Targets:</b> Student Legacy</p> <p><b>Measure:</b> Tangible Legacy delivered</p>

School Pillar: Whole Student		
School Actions	6 Months	12 Months
<p>Aligned, documented and sequential whole school MacGregor State High School Clan Program, Years 7 – 12</p> <p>Education on school attendance processes to support effective implementation for staff and students</p> <p>Enablers: Information Technology: Learning Management System, Daymap, Sharepoint, OneNote, OneDrive, BYOX.</p> <p>Communication: Microsoft Teams.</p> <p>Professional learning: Use of IT Platforms, leveraging high performing teams.</p>	<p><b>Who:</b> Pillar DP and CLT</p> <p><b>Outputs:</b> Draft of a flexible whole school holistic clan program with evidence of integration of Framework for Learning, Wellbeing and Skills. Professional Learning for Staff relevant to skills required to deliver Clan Program.</p> <p><b>Outcomes &amp; Targets:</b> Improved Student Attendance. Improved Student Learning Outcomes.</p> <p><b>Measure:</b> Student LOA, Effort Student Attendance Student Survey</p>	<p><b>Who:</b> Pillar DP and CLT</p> <p><b>Outputs:</b> Flexible whole School holistic clan program with evidence of integration of Framework for Learning, Wellbeing, Skills. Students and staff can articulate how Clan Program is meaningful in assisting them to understand how they learn.</p> <p><b>Outcomes &amp; Targets:</b> Improved Student Learning Outcomes Reduction in Late to School. Increase % of student at &gt; 90% attendance Decrease % of students at &lt;80%</p> <p><b>Measure:</b> Student LOA, Effort Student Attendance Student Survey</p>
<p>MacGregor State High School Communication Strategy.</p>	<p><b>Who:</b> Pillar DP &amp; Marketing Officer</p> <p><b>Outputs:</b> Refined communication strategy.</p> <p><b>Outcomes &amp; Targets:</b> Improved efficiency and consistency in communication to families across year levels. Alignment across faculties in communication.</p> <p><b>Measure:</b> Implementation, communication structure evident in faculty and clan planning.</p>	<p><b>Who:</b> Pillar DP &amp; Marketing Officer</p> <p><b>Outputs:</b> Refinement of documented Communication Structure and System.</p> <p><b>Outcomes &amp; Targets:</b> Improved efficiency and consistency in communication to families across year levels. Alignment and refinement across faculties in communication.</p> <p><b>Measure:</b> Implementation, communication structure evident in faculty and clan planning.</p>
<p>Student, teacher, parent and caregiver reflection process.</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Reflection Process Sem 1. Staff Professional Learning.</p> <p><b>Outcomes &amp; Targets:</b> Assessment map 7-12 published</p> <p><b>Measure:</b> Student Level of Achievement Progress. % Students and Families engaged in reflection process: LMS. Student Survey.</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Reflection Process Sem 2. Staff Professional Learning.</p> <p><b>Outcomes &amp; Targets:</b> Assessment map refinement</p> <p><b>Measure:</b> Student Level of Achievement Progress. % Students and Families engaged in reflection process: LMS. Student Survey.</p>
<p>Maintain and enhance International Student Programs and opportunities for global engagement.</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Chinese Immersion Program Staffed and Resourced 7 – 10. IP &amp; EQI Events.</p> <p><b>Outcomes &amp; Targets:</b> MOU with Shanghai No 4 Middle School.</p> <p><b>Measure:</b> % Students enrolled in CIP. % Students enrolled in IP.</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Chinese Immersion Program Staffed and Resourced 7 – 10. IP &amp; EQI Events.</p> <p><b>Outcomes &amp; Targets:</b> Robertson, UQ and MacGregor International Schools alliance.</p> <p><b>Measure:</b> % Students enrolled in CIP. % Students enrolled in IP.</p>

# School Pillar: Pathways

School Actions	6 Months	12 Months
<p>All students at MacGregor State High School are engaged in a meaningful pathway Years 7 – 12.</p> <p>Enablers: Information Technology: Learning Management System, Daymap, SharePoint, OneNote, OneDrive, BYOX.</p> <p>Communication: Microsoft Teams &amp; School Communication Systems.</p> <p>Professional learning: Use of IT Platforms, leveraging high performing teams.</p>	<p><b>Who:</b> Pillar DP &amp; JS, SS HoD</p> <p><b>Outputs:</b> Clear communication on Junior Secondary processes. Clear communication on QCAA processes. Communication through Junior Secondary and Senior School Bulletin. Learning Program Intervention and Adjustments process.</p> <p><b>Outcomes &amp; Targets:</b> 100% students articulate with curriculum, learning program and assessment expectations.</p> <p><b>Measure:</b> Faculty Unit Planning. Junior Secondary Student Data. Senior School Data - Student tracking. And LPA/LPII data</p>	<p><b>Who:</b> Pillar DP &amp; JS, SS HoD</p> <p><b>Outputs:</b> SETP Pathways Information events. TrackEd process. QCAA &amp; Student Portal. Refinement of Learning and Assessment Policy to support LPA and LPI.</p> <p><b>Outcomes &amp; Targets:</b> Improved Student Outcomes. Consistency in 7-12 learning program adjustments.</p> <p><b>Measure:</b> 100% QCE attainment 100% QCIA attainment 20% ATAR 90.00-99.95 10% A in Applied/Applied Essential subjects Cert attainment (100%) and future use data QTAC % of first preferences and offer acceptance 25% staff engaged with QCAA roles (19% 2020)</p>
<p>Alignment of learning program implementation and processes Years 7 - 12 School curriculum plan and learner planner map</p> <p>Revise strategies and data analysis processes for measuring targets and achievements.</p> <ul style="list-style-type: none"> <li>Refine gathering, analysis, discussion of data and action to ensure that at all levels efficient and effective practices exist to support improved student learning.</li> </ul>	<p><b>Who:</b> Pillar DP JS &amp; SS HoD</p> <p><b>Outputs:</b> Learning Planner: Documented, published to staff/students, Yrs7- 12</p> <p><b>Outcomes &amp; Targets:</b> Improved consistency in implementation of Junior Secondary curriculum across all faculty areas. Consistency in implementation of Senior School curriculum.</p> <p><b>Measure:</b> Evident in: Professional Learning Plans Faculty Action Plans. Faculty Unit Planning. Student destination data.</p>	<p><b>Who:</b> Pillar DP JS &amp; SS HoD</p> <p><b>Outputs:</b> Curriculum Plan. JS &amp; SS Assessment task template Documented, Australian Curriculum aligned, Years 7 – 10 curriculum.</p> <p><b>Outcomes &amp; Targets:</b> Senior Curriculum consistently implemented across the faculty areas, aligned with QCAA requirements. Junior Curriculum consistently implemented across all faculty areas, aligned to Australian Curriculum Improved Student Outcomes.</p> <p><b>Measure:</b> QCE data. ATAR data. VET data. Improvement in LOA Whole-school averages:  <ul style="list-style-type: none"> <li>17% A</li> <li>33% B</li> <li>34% C</li> <li>11% D</li> <li>3% E</li> <li>2% N</li> </ul>                     Improvement in Effort data                      Whole-school averages:  <ul style="list-style-type: none"> <li>40% A</li> <li>32% B</li> <li>18% C</li> <li>7% D</li> <li>3% E</li> </ul>                     Evident in:                      Professional Learning Plans                      Faculty Action Plans.                      Faculty Unit Planning.                      Student destination data.</p>
<p>Community engagement in support of Years 7-12. Local,, national and international business, individual and alumni with membership and partnership opportunities that:</p> <ul style="list-style-type: none"> <li>Enrich school curriculum program through innovation</li> <li>Create opportunities for additional resource support to enhance the learning programs at MacGregor State High School</li> </ul> <p>Create opportunities for additional resource support to enhance the Senior School Pathways at MSHS.</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Professional Learning for students and staff.</p> <p><b>Outcomes &amp; Targets:</b> Improved Student Outcomes.</p> <p><b>Measure:</b> Student destination data.</p>	<p><b>Who:</b> Pillar DP</p> <p><b>Outputs:</b> Professional Learning for students and staff.</p> <p><b>Outcomes &amp; Targets:</b> Improved Student Outcomes.</p> <p><b>Measure:</b> Student destination data.</p>



Elizabeth Foster : Principal

Endorsed ARD




Gail Gibson: School Council