**GHS Strategic Plan – An Overview (May 2014)**

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| **We have three broad goals*** Improve **learning outcomes** across all learning areas at all levels (particular focus on VCE)
* Improve student **engagement** in learning
* Improve student **transition** outcomes into, through and beyond the school
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| **We have three improvement strategies to achieve these goals*** Build a shared **vision** & values
* Implement strong & shared **leadership** at all levels of the school
* Grow & sustain a whole school **student-centred learning** **environment** that engages students as active participants in learning and encourages success
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| **What are the main actions we have implemented this year (AIP) to achieve these goals?**In order to improve learning outcomes, engagement and transition we will: | **Next step(s)- 2014** | **Progress in 2014** |
| * Develop a shared vision & values that informs and guides our practice
 | Publicise & promote Vision & values; build links into roles, policy & practice | Vision & values in all classrooms; referenced at all major school assemblies & information evenings; linked to all job descriptions |
| * Develop a fully documented curriculum that articulates what is to be learned
 | Work with Esther Weichert to build consistency of practice; Continue work in KLA teams on Common Assessment Tasks & quality tasks; build scope & sequence  | Curriculum Mapping using Understanding by Design; CATS, rubrics; moderation of CATS;  |
| * Develop an agreed Instructional framework & Instructional model
 | Continue focus on Assessment, feedback & data; Link in with KLAs around CATs; begin implementing Collaborative Work Teams (CWTs); Begin work on an agreed Instructional model ( e.g. e5 or GANAG) | CWTs formed & meeting – conducting Action Plans on 4-5 weekly cycle around Formative assessment |
| * Introduce a range of strategies to improve student engagement & VCE results –including a focus on evidence/data & the ownership of data
 | Review NAPLAN & VCE data from 2013 & evaluate strategies; seek ideas from other schools e.g. mentoring; Begin implementing Yr 9 Engagement program & plan for alternative program in yr 9 in 2015; Link with initiatives in Pos. Ed. | Year 9 Engagement program (GPEP) being piloted; planning for broader implementation in 2015 |
| * Revisit organisational structure to achieve closer links between work of House Leaders, work of Curriculum Leaders and Home Group Leaders to achieve a more student-centred approach
 | Look at operation of Home Group & how this might operate more effectively | Home Group operation being reviewed as part of the GPEP & Positive Education initiatives |
| * Develop the leadership capacity of all members of the learning community (commencing with PCOs, ELs, Middle Level leaders & student leaders) – Engage external facilitator (Mike Sherry)
 | Leadership Team to build capacity of staff – House Leaders in Positive Education- via Houses; Curriculum Leaders in Instructional Framework (via CWTs); Ed. Leaders work with KLA Leaders & Asst. House Leaders; Principal to work with Student Leaders to facilitate participation in committees | Leadership Coach working with Leadership Team in supporting them to give & receive feedback (related to Performance review process) & support KLA Leaders & Assistant House Leaders; Principal working with SRC to increase student voice |
| * Implement strategies to improve well-being such as Restorative Practices, Whole –school Approach to Student Management and Positive Education
 | Invite guest speakers from GGS in T 1 2014- Whole Day Pos. Ed. PD – All Staff; benchmark student well-being via survey; Restorative Practices PD for staff; clarify Pos Ed Leader role; develop plan for implementing Pos. Ed initiative | Pilot of Positive education in GPEP & yr 7 in Term 3; Planning for broader implementation in 2015; whole staff PD |
| * Develop a Performance Development Process that supports all staff in their work of improving learning outcomes of students
 | Begin to implement new P & D process via CWTs & StaffPD (documentation)  | Performance Development & Review process being developed – transition year in 2014 |
| * Build staff skills in literacy, numeracy and use of ICT
 | Implementation of Ipad program in 2014 (with on-going training of staff) | iPad program being implemented |
| * Build links with the community & improve communication across the school
 | Adoption of Compass platform | Compass being progressively rolled out; Review of communication strategies across the school  |