



Caningeraba State School Strategic Plan 2014 – 2017

Success through Challenge...

Our Vision

Caningeraba is a community committed to educating happy, healthy, confident 21st century learners.



Our Beliefs

- The health and well-being of our school community is key.
- Literacy is the foundation for success in the 21st century.
- Students come first in all that we do.
- Every child deserves the opportunity to improve and succeed.
- Every teacher is a learner and can improve and succeed.
- Parents and community play a vital role.
- 21st century learning requires a renewed focus on pedagogy and a movement from teaching to learning where we teach the way children learn.

Our Values

Caningeraba State School fosters the National Program “*Nine Values of Australian Schooling*”

- Care and compassion
- Doing Your Best
- Fair Go
- Freedom
- Honesty and Trustworthiness
- Integrity
- Respect
- Responsibility
- Understanding, Tolerance and Inclusion

School Priorities 2014-2017

1. Enhance teacher efficacy through a genuine whole school commitment to embedding a **Pedagogical Framework** which will renew pedagogical practice and embrace opportunities for student engagement in **21st century skills**. This framework will be supported by an **instructional leadership** and **coaching model**.
2. Further align and embed the **Australian Curriculum** in English, Maths, Science and History, and implement Geography, Health and Physical Education, LOTE and the ARTS through Prep to Year 7. Aligning the curriculum intent, C2C resources, assessment, and reporting will be a key improvement agenda.
3. Build teacher capacity in sophisticated **data literacy** skills and further align and embed a **Personalised Learning Framework** underpinned by a **data driven** whole school performance based **culture**. *SMARTbook*, *SMARTgoals*, *SMARTplan* and *Learning Conversations* will be key improvement strategies.
4. Improve student outcomes in English and Maths with an explicit focus on **Spelling, Reading, Writing** and **Number** by embedding *Words Their Way*, *STRIVE*, *7 Steps to Writing Success* and *SMARTmaths* as key improvement strategies.
5. Maximise student learning through an authentic **Parent and Community Engagement Framework** to foster communication, learning partnerships, community collaboration, decision making and participation. *MidCoast Community of Schools*, *Flying Start Partner Schools*, *KidsMatter*, *Drumbeat* and the *Community Communication Collaboration (CCC) Program* will be key strategies.
6. Partner with the P&C and Education Queensland through *Direct to Market* to provide high quality, value for money and sustainable enhancements to **school facilities, infrastructure** and **resources** to directly benefit the school community.

Our Culture

A whole school community culture that through high expectations “*lives and breathes*”:

- Continuous improvement
- Consistency
- Clarity
- Celebration of success

Supported through:

- QUALITY Curriculum
- QUALITY Teaching & Learning
- QUALITY Data
- QUALITY Processes

“Through students’ eyes”



Looking from their perspective



Caningeraba State School Strategic Plan 2014-2017

School Priority	Pedagogical Framework							
SMARTgoal	Strategy	2014	2015	2016	2017	Measure/Target	Notes	
Pedagogical Framework	1.1 Improve teacher levels of pedagogy, including expert knowledge of evidence based teaching strategies, to enhance student learning based on a clear, consistent and well-known school-wide pedagogy framework.	Redesign a more relevant <i>Pedagogical Framework</i> to support the newly developed Caningeraba State School vision statement and to reflect 21 st century learning principles, current research, local and international best practice and community consultation.	 	 	 	 	Outstanding result in “ <i>Effective Teaching Practices</i> ” and “ <i>An Expert Teaching Team</i> ” on Teaching & Learning Audit.	Caningeraba’s vision statement has been developed during 2013 after an extensive school wide consultation process.
	1.2 Further build teacher capacity, confidence and expertise in developing new pedagogies and the use of emerging technologies to enhance 21 st century learning within the context of a school-wide pedagogy framework.	Facilitate ongoing trial of new digital pedagogies and latest technologies: <ul style="list-style-type: none"> Implement blended iPad & Windows SurfaceRT platform. Implement BYOx trial in 2015/16 based on trial recommendations. 	 				BYOx implemented with equity platform. <i>School Opinion Survey</i> : S1007 & S2052-2055 exceeds Region and ARD schools.	iPad trial commenced in 2012. 2014: iPads Prep – Year 3, Microsoft SurfaceRTs Years 4-7. (6 devices in each classroom).
	1.3 Improve instructional leadership capacity and teacher pedagogy through a consistent whole school framework which includes modelling, evaluating and providing formal written and verbal feedback on teaching practice.	Embed <i>National Partnership Program</i> with Numeracy Coach utilising 5 stage coaching model. Investigate, design and implement <i>Instructional Leadership Framework</i> e.g. peer coaching, instructional rounds, 3 minute walkthrough.					Pat Maths Pre & Post Test ROI >Region. Outstanding result in Teaching & Learning Audit “ <i>Effective Teaching Practices</i> ”. SOS: Staff SO24 92%	National Partnership coaching will be risk managed for 2014 within the context of recurrent funding and staffing methodology.
	1.4 Enhance teacher capacity and skills in actualising self-reflective practice aimed at achieving genuine professional growth aligned to systemic, school based and personal goals and improvement agendas.	Embed <i>Developing Performance Framework</i> for both teaching and non-teaching staff. Strong focus on self-reflective practice and alignment with explicit school improvement agendas outlined in <i>Annual Implementation Plan</i> .					Outstanding result in “ <i>An Expert Teaching Team</i> ” and “ <i>Effective Teaching Practices</i> ” on Teaching & Learning Audit.	
	1.5 Commit to a strong learning organisation which demonstrates a very high priority on the ongoing professional learning of all staff to develop a school-wide, self-reflective improvement culture.	Embed ongoing <i>Professional Development Plan</i> utilising: <ul style="list-style-type: none"> Sharing With Other Teachers SWOT <i>Learning Days & Aligning Days</i> – Prep – Year 7 targeted weekly professional development. SFDs & targeted Yr level meetings. 					Outstanding result in “ <i>An Expert Teaching Team</i> ” and “ <i>A Culture That Promotes Learning</i> ” on Teaching & Learning Audit.	
	Implementation Legend	Raising Awareness, Research & Consultation 	Design and Implementation 	Monitoring, Review and Evaluation 	Embedded in School Culture 			



Caningeraba State School Strategic Plan 2014-2017

School Priority	Australian Curriculum							
SMARTgoal	Strategy	2014	2015	2016	2017	Measure/Target	Notes	
Australian Curriculum	<p>2.1 Implement a consistent curriculum delivery plan to achieve vertical alignment of the curriculum so that there is continuity and progression of learning across Prep to Year 7, with teaching in each year building on to extend learning in previous years.</p>	<p>Further implement and embed the <i>Australian Curriculum</i> utilising Aligning Days and <i>SMARTplan</i>. Ensure enacted curriculum matches intended curriculum i.e. content descriptions provide key explicit whole school focus when aligning to C2C Unit Plans.</p>	 	 	 	 	<p>Outstanding result in “<i>Systematic Curriculum Delivery</i>” on Teaching & Learning Audit.</p>	<p>The SMARTplan was developed in 2013 to enhance teacher knowledge of curriculum intent to inform differentiation of <i>Aust. Curriculum</i> content descriptions.</p>
	<p>2.2 Increase teacher expertise in personalised learning to facilitate differentiation of the curriculum, both formal and informal, to ensure that every student is engaged and is learning successfully.</p>	<p>Embed <i>Whole School Intervention Model</i> through targeted Learning Support, Gifted and Talented and EQ initiated Programs e.g. TOMS, Creative Days of Excellence, Project 600. Resource GEMS professional development and dedicated Gifted & Talented Enrichment Program</p>					<p>Outstanding result in Teaching & Learning Audit. “<i>Differentiated Classroom Learning</i>”. Below NMS% < Nation and Relative Gain > State across all strands.</p>	<p>Currently 4 GEMS have been trained at Caningeraba. Dedicated G&T Coordinator 0.2 FTE. Two staff moderators in Project 600 Web Conferencing.</p>
	<p>2.3 Further build teacher capacity in developing consistent, valid, reliable and transparent assessment and reporting practices which provide timely and appropriate feedback to students and parents.</p>	<p>Facilitate professional development to develop and document an <i>Assessment and Reporting Framework</i> which better aligns the <i>Australian Curriculum</i> intent, C2C resources, summative assessment, teacher judgments and QSA policy.</p>					<p>Outstanding result in Teaching & Learning Audit “<i>Systematic Curriculum Delivery</i>”. SOS: Staff: SO50 85%, SO51 85%.</p>	
	<p>2.4 Develop and implement whole school strategies to Close the Gap between indigenous and non-indigenous students in the areas of academic achievement.</p>	<p>Further align EATSIPS with <i>Australian Curriculum</i> intent to embed ATSI histories, cultures and perspectives from Prep to Year 7. Continue to resource indigenous Teacher Aide to provide targeted support for students.</p>					<p>SOS Staff Survey: Items SO69, SO70, SO74, SO75 exceed Like, State, ARD and Region. ATSI SMARTbook goals achieved/targets met.</p>	<p>2012 SOS: SO74 CSS 71.2% exceeded Region 47.9% by 23.3% SO75 CSS 67.8% exceeded Region 45.8% by 22%.</p>
	<p>2.5 Provide opportunities for students to further develop and experience cross cultural understandings and understand the importance of languages in a global context.</p>	<p>Sustain St Jean Baptiste Sister School Exchange Program. Participate in inaugural <i>Bonjour French Festival</i> at Emerald Lakes 23 November 2014. Participate in MLTAQ Speech Contest.</p>					<p>MLTAQ Awards Successful Sister School exchange program. School Opinion Survey.</p>	
Implementation Legend	<p>Raising Awareness, Research & Consultation </p>	<p>Design and Implementation </p>		<p>Monitoring, Review and Evaluation </p>		<p>Embedded in School Culture </p>		



Caningeraba State School Strategic Plan 2014-2017

School Priority	Personalised Learning Framework and Data Culture							
SMARTgoal	Strategy	2014	2015	2016	2017	Measure/Target	Notes	
Personalised Learning & Data Culture	3.1 Further develop teacher capacity to understand, interpret and utilise whole school, cohort, class and individual student data to inform teaching and improve student learning in a sophisticated, consistent and meaningful way.	Continually monitor, review and value-add whole school approaches to school based, systemic and diagnostic data. <ul style="list-style-type: none"> • Data literacy • <i>Whole School Intervention Model</i> • <i>Diagnostic Assessment Overview</i> • NAPLAN Plan & October SFD 					Outstanding result in “ <i>Analysis and Discussion of Data</i> ” and “ <i>Targeted Use of resources</i> ” on Teaching & Learning Audit.	
	3.2 Improve student outcomes and increase student engagement by personalising learning through specific differentiated strategies which are sustainable, consistently documented, evident and effectively practised in English and Maths in every classroom.	Further develop implementation of <i>Personalised Learning Framework</i> incorporating Multiple intelligences, Bloom’s Taxonomy, Maker’s Model, <i>SMARTbook</i> , <i>SMARTplan</i> , and <i>SMARTgoals</i> .					Outstanding result in “ <i>Differentiated Classroom Learning</i> ” on Teaching & Learning Audit	
	3.3 Facilitate enhanced teacher efficacy and self-reflective practice in data literacy, data analysis, data conversations, development of specific <i>SMARTgoals</i> and explicit strategies to improve student learning outcomes.	Embed <i>SMARTbook</i> and <i>Learning Conversation</i> strategies with increasingly more sophisticated teacher skills in developing specific goals, explicit strategies and facilitating self-assessment through professional reflection.					Outstanding “ <i>Analysis and Discussion of Data</i> ”. 100% Teachers routinely utilise <i>SMARTbook</i> data and articulate improved outcomes in <i>Learning Conversations</i> .	
	3.4 Further develop sustainable consistent school wide approach to designing, documenting and actioning differentiation strategies contextualised to the Australian Curriculum to improve student outcomes in English and Maths.	Embed <i>SMARTplan</i> strategy in English and Maths to compliment <i>SMARTbook</i> <ul style="list-style-type: none"> • Curriculum intent – content descriptions – Bloom’s Taxonomy • <i>SMARTgoals</i> – class groupings • Maker’s Model – specific strategies • Embed strategies Toolkit e.g. cubing 					Outstanding result in “ <i>Differentiated Classroom Learning</i> ”. <i>U2B, MSS, NMS Improvement Relative to Nation</i> – top two quartiles.	
	3.5 Develop capacity for students to create and enact goals for individual growth in academic, social/emotional, personal and community domains.	Design, develop and implement an age appropriate school wide <i>SMARTgoals</i> program.					Outstanding result in “ <i>Differentiated Classroom Learning</i> ” on Teaching & Learning Audit.	
	Implementation Legend	Raising Awareness, Research & Consultation	Design and Implementation		Monitoring, Review and Evaluation		Embedded in School Culture	



Caningeraba State School Strategic Plan 2014-2017

School Priority	School Improvement							
SMARTgoal	Strategy	2014	2015	2016	2017	Measure/Target	Notes	
School Improvement	4.1 Implement a consistent whole school developmental spelling framework to improve spelling outcomes for students.	Embed the <i>Caningeraba Spelling Program</i> in the context of spelling concepts outlined within the <i>Australian Curriculum</i> and align with <i>Words Their Way</i> as a key strategy i.e. focus on developmental concepts and instructional approaches.					Year 3 5 7 NAPLAN <i>Spelling</i> Mean Scale Score equal to Nation MSS. <i>Effect Size Gain & Student Relative Gain</i> exceed Nation.	
	4.2 Implement a consistent whole school reading framework to improve reading strategies and comprehension for students.	Embed the <i>Caningeraba Reading Framework</i> including the <i>5 Aspects of Reading</i> (Fluency, a broad and deep vocabulary, comprehension strategies, knowledge of texts & knowledge of the world) and <i>STRIVE</i> as key strategies.					Year 3 5 7 NAPLAN <i>Reading</i> Mean Scale Score exceeds Nation MSS. <i>Effect Size Gain & Student Relative Gain</i> exceed Nation.	
	4.3 Implement a whole school writing framework to increase student efficacy in transference of writing skills across a diverse range of domains, text types and multi-modal platforms.	Embed <i>Caningeraba Writing Program</i> to include <i>7 Steps to Writing Success</i> as a key improvement strategy.					Year 3 5 7 NAPLAN <i>Writing</i> Mean Scale Score exceeds Nation MSS. <i>Effect Size Gain and Student Relative Gain</i> exceed Nation.	
	4.4 Implement a consistent whole school pedagogical approach to achieve fun, meaningful, hands-on, mathematical thinking and problem solving strategies to improve student outcomes in Mathematics.	Embed <i>SMARTmaths</i> program and support regional professional development e.g. <i>SLIM</i> Conference. <div style="text-align: center; margin-top: 10px;"> </div>					Year 3 5 7 NAPLAN <i>Numeracy</i> Mean Scale Score exceeds Nation MSS. <i>Effect Size Gain and Student Relative Gain</i> exceed Nation.	
	4.5 Increase indigenous and non-indigenous community awareness of strong links between student attendance rates and academic performance and future life success.	Monitor, review and value-add attendance and absenteeism policies and procedures. <ul style="list-style-type: none"> • Attendance passports • Agencies: <i>ACT for Kids, HOF, FSG</i> • Indigenous Teacher Aide liaison • <i>KALWUN</i> extra-curricular/cultural 					Indigenous attendance rates equal to non-indigenous rates. Non-indigenous attendance rates to exceed State.	
Implementation Legend		Raising Awareness, Research & Consultation	Design and Implementation	Monitoring, Review and Evaluation	Embedded in School Culture			



Caningeraba State School Strategic Plan 2014-2017

School Priority	Parent and Community Engagement							
SMARTgoal	Strategy	2014	2015	2016	2017	Measure/Target	Notes	
Parent and Community Engagement	5.1 Strengthen and develop effective strategies to engage in genuine community partnerships to maximise student learning outcomes.	Embed an authentic <i>Parent and Community Engagement Framework</i> to foster the five key elements of communication, learning partnerships, community collaboration, decision making and participation.					<i>School Opinion Survey</i> : Parents item S2011, S2022, S2024 and S2026 exceed Region, Like, and ARD Schools.	
	5.2 Raise awareness of mental health and well-being throughout the school community and develop educative and consultative programs which positively impact on the social and emotional health of parents, staff and students.	Implement the four components of <i>KidsMatter</i> as a key mental health and well-being strategy and form partnerships in the wider community.					<i>KidsMatter</i> Parent Survey pre and post results show improvement across all components 1-4 compared to Nation.	
	5.3 Foster relationships with parents through improved whole school and class based communication.	Continue to implement the <i>Community Communication & Collaboration (CCC) Program</i> to comprise a <i>Triple C</i> Coordinator and parent representatives for each class, Special Education Program and Music – publish monthly newsletter.					<i>School Opinion Survey</i> : Parents item S2024, SO2025 S2026 and SO2027 exceed Region, Like, and ARD Schools.	
	5.4 Commit to strengthening partnerships with external agencies and local early childhood providers to share resources for prevention, early identification and intervention to maximise educational outcomes.	Facilitate partnerships program with feeder early childhood providers: <ul style="list-style-type: none"> • Early identification through <i>PEDS</i> • Harness resources - <i>Gr8 Start Alliance</i> • Facilitate community parent education e.g. <i>Parent Ready Reader</i> 					Decrease in AEDI % of developmentally vulnerable children prior to enrolling in Prep.	AEDI 2012: 46 children developmentally vulnerable. (<i>PEDS</i>) Parents' Evaluation of Developmental Status
	5.5 Ensure a seamless and successful transition for students moving to Junior Secondary in 2015 and strengthen productive partnerships with Varsity College as partner trial pilot school and <i>MidCoast</i> high schools.	Implement <i>Flying Start</i> reforms: <ul style="list-style-type: none"> • <i>Flying Start</i> trial pilot with Varsity • Year 6/7 Leadership Program- <i>YLead</i> • <i>MidCoast</i> Community of Schools transition program for 2015. • Extra-curricular programs – Tallebudgera & Canberra Trip • Community awareness 					<i>Flying Start</i> reforms implemented.	Two teachers successfully transitioned to Junior Secondary 2013 and 2014 to Miami High and Southport High.
Implementation Legend	Raising Awareness, Research & Consultation	Design and Implementation	Monitoring, Review and Evaluation	Embedded in School Culture				

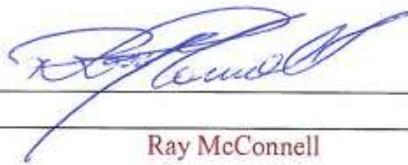


Caningeraba State School Strategic Plan 2014-2017

School Priority	School Enhancements							
SMARTgoal	Strategy	2014	2015	2016	2017	Measure/Target	Notes	
School Enhancements	6.1 Provide a play space which will increase participation of approximately 160 Prep students in structured play to develop balance, coordination, cross patterning, spatial awareness and body strength.	Design, resource, tender and construct a fit for purpose Prep playground adjacent to existing playground structure. Scope of Works approximately \$90,000.					Scope of Works completed within agreed budget and timelines.	
	6.2 Manage ongoing whole school maintenance program in compliance with the Maintenance Activity Report (MAR) to ensure high value for money, high quality and sustainable public assets.	Facilitate Maintenance Activity Report prioritised scope of works to progress major repair of building fascias, soffits and external painting in accordance with allocated funding. Manage Direct to Market to ensure high quality, high value.	 	 	 	 	All Scope of Works successfully tendered and completed in accordance with Direct to Market guidelines & Asbestos Management Plan.	
	6.3 Provide an enhanced community facility to promote greater school pride and to enhance service provision to external agencies, Parents and Citizen's Association and school based programs.	Facilitate community support, design, tenders and construction for hall upgrade to include stage wings, rear mezzanine, sound and lighting booth, ticket booth, P&C office, hirer storage and systems upgrade. Approx \$100,000.					Scope of Works scheduled pending Treasury loan approval and sponsorship agreements.	
	6.4 Provide a comprehensive age appropriate play space to increase participation and access for approximately 850 Years 1 to Year 7 students to further develop body strength, agility, coordination, and social play based behaviour.	Develop staged concept plan for Middle Adventure Playground (approximately \$300,000) on original copper log site. Raise community support, secure funds through community grants, fundraising and sponsorship, and manage tendering process and progress scope of works.					Scope of Works completed according to budgeted funds from fundraising, grants and annual recurrent budget.	
	6.5 Promote enhanced community pride and public confidence in Caningeraba State School as a well maintained, aesthetically attractive and modern education facility.	Facilitate comprehensive beautification project through landscape concept plan. Entry aspect to main entrance and school hall via carpark and rejuvenation of 26 year old gardens are the key priorities.					Scope of Works completed according to staged concept plan.	
Implementation Legend		Raising Awareness, Research & Consultation	Design and Project Management	Fundraising and Tendering	Scope of Works Completed			

Assistant Regional Director Feedback

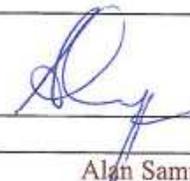
Endorsement *This 4 Year Strategic Plan was developed in consultation with the school community and outlines Caningeraba State School's core priorities, goals, strategies and improvement measures for 2014-2017.*



Ray McConnell
Principal
8 / 11 / 2013



Marsha Graham
P&C President / School Council Chair
8 / 11 / 2013



Alan Sampson
Assistant Regional Director
8 / 11 / 2013