



Statement of Purpose

Robertson State School provides students with a comprehensive, balanced and inclusive education which encourages them to pursue their full potential through quality learning. Robertson is an educational organisation that has developed a community of learners including students, parents and staff. The school aims to develop ethical, autonomous and life-long learners.

Summary of School Context and Role in the Community

Robertson State School is a niche primary school located on the south side of Brisbane. The school has reached its population capacity of 680 students and has a long waiting list for student entry. Our school motto 'Achievement through Effort' and our mission of 'creating brighter futures together' has resulted in a caring and supportive community embracing diversity and celebrating multiculturalism. Since the opening of Robertson in 1980, the school has built a strong reputation of excellence in behaviour, uniform presentation and academic achievement. The whole pedagogy around 'gifted education' is underpinned by differentiation and developing higher order thinking skills. Students are encouraged to be autonomous learners. Whole school literacy and numeracy programs develop consistency and sequential learning and reporting. Robertson has an outstanding classroom music program, three choirs, two bands and three levels of string ensembles. The school has a digital focus with 3 laptop classes and new technology and science spaces as well as a new library. A dedicated gymnastic facility brings another area of excellence for the school nurturing many state and national champions over the years. Parents take an active part in the life of the school through the Parents and Citizens Association and School Council.

Key Priorities and Strategic Activity Determined by School Self-Assessment Process (Local and Systemic Priorities)	Underlying Action Plans
Student Outcomes	
<ul style="list-style-type: none"> Implementation of National Curriculum in areas of English, Maths and Science and then other learning areas as they are released. 	Whole School Curriculum Plan; Curriculum Responsibilities Plan; Assessment & Reporting Plan
<ul style="list-style-type: none"> Develop quality feedback mechanisms for all students – to implement personalised learning goals. 	School English Plan
<ul style="list-style-type: none"> Review and align outdoor education (excursion and camps) program. 	Calendar of Events – Excursion & Camps
<ul style="list-style-type: none"> Expand development of the 1:1 laptop classrooms program in school. 	Pedagogical Plan - eLearning teachers & laptop classes
<ul style="list-style-type: none"> Investigation of different digital technologies to support learning. Train facilitators 	Technology Plan
<ul style="list-style-type: none"> Development of environmental/sustainable units of work for each year level in line with the National Curriculum. 	SEMP Plan.
<ul style="list-style-type: none"> Increase the number of students participating in outside academic competitions i.e. Tournament of Minds, Chess, Maths Team Challenge etc. 	Gifted Education
<ul style="list-style-type: none"> Ensure that resources match the National Curriculum so that there is high student engagement. 	Curriculum & Resourcing Plan
<ul style="list-style-type: none"> Consolidation of the You Can Do It (social and emotional) program. 	YCDI Curriculum Plan
<ul style="list-style-type: none"> Develop and implement quality assessment and rigorous moderation processes. 	Assessment & Reporting Plan
Workforce Planning and Deployment	

• Implement leadership roles to maximise delivery of curriculum and administration.	Aspiring Leaders Program
• Support staff in the investigation of relocation with Year 7s to high school	7/8 Transition Plan
• Staff training and mentoring in the teaching of multi-age gifted and digital classrooms.	Pedagogical Plan
• Development of role statements for specific positions in the school.	Teachers Handbook
Staff Performance and Development	
• Continue with individual performance plans for all staff.	Professional Development Plan
• Open classrooms program within the school to allow teachers to view each other's practices.	Implementation Pedagogical Plan.
• Offer school based professional development reflective of needs identified in annual performance plans.	Professional Development Plan Developing Performance Plans.
• Continue with feedback mechanisms to ensure that all expectations are explicitly stated and met.	Assessment & Reporting Plan
Financial Planning and Management	
• Rolling over from SMS to OneSchool	Professional development of office staff and BSM.
• Funding allocated for specific learning projects	AOP process
• Development of process for the allocation of funds to year levels.	Year Level Resourcing Plan
• Upskilling of office staff for flexibility of operations in financial management.	Professional Development Plan
• Continue sourcing grants to supplement school budget.	P&C
Other School Priorities	
• Developing a 21 st century vision for the direction of the school.	Technology Plan
• Review timetabling of school events to maximise quality teaching time.	Calendar
• Focus on the modification and implementation of C2C units as they are released.	Curriculum Plan
• Consolidate QCAR units in other KLAs for use until release of appropriate National Curriculum subjects.	Curriculum Plan Assessment & Reporting Plan.
• Investigation and possible implementation of an OSHC facility onsite.	P&C and Facilities Plan
• Enhancement of classrooms to ensure optimal learning conditions (i.e. air conditioning)	Facilities – airconditioning
• Explore possibility of development of a second drop off area for students.	Work with Queensland Transport around pick up drop off areas.

Summary of Strategies

	Key Issues	Strategies	Planned Outcomes / Target	Milestones	Leadership	Budget
Shared Vision and Goals	Development of a 21 st century vision	Visioning day/s during the student free days of January – annually.	Whole school, agreed vision	Vision in place by Semester 1 2012 and reviewed annually after that.	External facilitator; shared implementation.	Professional Development
Explicit Improvement Agenda	<p>To have all students i 1.2 or more “Effect Size” in all areas of English and Mathematics.</p> <p>To have all classroom teachers skilled in current scientific teaching practices.</p> <p>Whole school improved learning outcomes for students in Science.</p>	<p>Refined teacher data analysis techniques. PD sessions on Hattie’s work and effect size</p> <p>Consolidation of 7 Steps to Writing, QAR reading strategies.</p> <p>First Steps to Number, First Steps Measurement.(Space)</p> <p>Science Spark to model science lessons with staff Plan visits to high school in-services.</p> <p>Implement PAT science testing or equivalent. Analyse science misconceptions</p> <p>Moderation of Science tasks and analysis of science data.</p>	<p>NAPLAN “effect size” to be 1.2.</p> <p>Writing steps to be evident in writing samples and assessment tasks. Reading goals to be refined and continued.</p> <p>Maths planning to include diagnostic tasks.</p> <p>Lessons modelled in 50% of classrooms.</p> <p>Consistent moderation practices embedded in the school.</p>	<p>2015 all teachers confident and responding to data in order to improve pedagogy. Whole school writing sample to implemented and moderation (Boshammer Shield)</p> <p>2014 all First Steps programs embedded.</p> <p>100% of teachers using the 5Es approach to teaching science Science lab used where appropriate.</p>	<p>Admin team Classroom teachers</p> <p>Year level coordinators</p> <p>HOC Trained facilitator</p> <p>HOC District Science Person</p>	<p>Curriculum budget</p> <p>Year level budget.</p> <p>PD Budget Curriculum Budget</p>

	Key Issues	Strategies	Planned Outcomes / Target	Milestones	Leadership	Budget
Teaching and Learning - Internal Monitoring - Curriculum - Differentiated Learning - Pedagogical Framework - Resource Alignment	Refinement of moderation processes.	PD on moderation practices and writing of test instruments	Consistent moderation practices embedded in the school.	Embedded by 2013	Admin and year level teams	Curriculum budget
	Implementation of C2C units with differentiation explicitly identified.	Whole school unit planning days with classroom teachers and HOC Implement, review and modify C2C units to National Curriculum and school community requirements	Successful implementation of C2C units with differentiation to meet student needs.	Ongoing according to implementation cycle	HOC	Curriculum budget
	Implement feedback cycles.	Formalise criteria around explicit feedback on student learning in the KLAs Identify the pedagogical practices for staff to view and give feedback to each other.	All students receiving quality feedback All teachers received quality feedback on teaching practices.	Embedded in 2012	Teacher teams	
	Data analysis from pre-post testing reflected in pedagogy	PD on data analysis with HOC, DP and Principal Analyse data from semester one to inform teaching and learning for semester two.	All teaching staff using data to inform planning	Embedded by end of 2012		PD budget
Resource National Curriculum.	As new units become available, analyse resource requirements and purchase.	All C2C units adequately resourced.	Ongoing according to implementation cycle	HOC and TL	P&C Curriculum budget	
Safe and Sustainable Environment	Develop and implement energy saving practices.	SEMP plan implemented Develop plan for energy efficiency with non-teaching staff	Decreased energy usage	Ongoing to 2015	Principal	Facilities
	Train a new workplace health and safety officer.	Identify interested staff to train in this role.	Trained WHSO	End of 2012	Principal	PD budget
	Train another rehabilitation officer.	Update current Rehab officer and identify another person to be trained in this role.	Second Rehab officer trained.	End of 2013	Principal	

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High Performing Teams - Feedback mechanisms - PD - Acknowledgement	Implementation of Open Classrooms for staff.	Continue classroom walk throughs Identify the pedagogical practices for staff to view and give feedback to each other. Mentoring programs – experienced teaches paired with beginning teachers.	Genuine feedback between teachers to improve classroom practices is part of school culture.	Ongoing throughout 2012	Admin, teaching teams	Curriculum budget
	Targeted PD for all staff as identified through performance plans.	Collate PD needs for staff and source on site PD as well as differentiated PD as needs arise.	Quality DPPs completed. All staff participate in quality PD.		HOC	PD budget
	Celebratory breakfasts once a term to acknowledge successes.	Continue with this practice	Increased staff morale.		DP	Special events
Partnerships - Networks - Collaborative Structures - Community	Continue with Science partnership – Sunnybank SHS.	Attend PD opportunities provided by high school. Work with high school to identify the students eligible of the science excellence program	Increased numbers of students participating in Science Excellence program.	Ongoing to 2015	HOC, science committee	Curriculum budget
	Continuing partnership with Splitz Gymnastics.	Utilize gym club to provide introductory gym program for Prep. Celebrate successes of Robertson students in the club. Support partnership for the excellence in rhythmic gymnastics	Quality state and national rhythmic gymnastics program.		Principal	Facilities rental
	Continue partnerships with IT business people/companies.	Term meetings to discuss IT innovations suitable for the school. Develop the P& C website	Current advice given to the school around ICT implementation		Principal	P&C

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Effective Resource Management - Workforce - Finance - Infrastructure	Provide classrooms conducive to learning.	Continue to air condition classrooms as money is available.	Teaching block 1 and remainder of teaching block 3 air-conditioned	End of 2015	Principal	International students P&C
	Investigate the development of a second drop off zone for students.	Involve facilities branch to identify suitable sites. Investigate funding sources.	Suitable area identified	End of 2013	Principal	Main Roads Grant Submissions
	Developing leadership density.	Explore the options for flexibility of staffing.	To release teachers for participation in school identified projects	Ongoing to 2015	DP	PD budget

CERTIFICATION

This Operational Plan was developed in consultation with the school community.

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Margaret Berry
Principal

/ / 2011

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Martin Unicomb
P&C President

/ / 2011

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Mike Kelly
Assistant/ Executive Director School Improvement

/ / 2011