



Mackay North State School

Strategic Plan 2015 - 2018

School Profile

It is 99 years since North Mackay was opened with enrolments of 68 students on 23 March 1915. The school experienced a period of growth as the North Mackay area grew and, as further schools opened, the population has moved away, leaving a smaller community. Currently the school caters for Prep to Year 7 as well as a Special Education Program and has had an enrolment of nearly 400 children for many years now. Mackay North prides itself on the quality education that is offered through our strong academic focus. While we offer students a full range of learning experiences we don't deviate from the fact that our number one priority is student academic growth and improvement. All children are encouraged to do their very best in all academic pursuits. Teachers set high expectations for students and willingly assist them to meet these expectations. We have an extensive Literacy and Numeracy Program, with a modern ICT program. Every child has extensive access to computers. While we offer extensive support programs for students who need extra assistance with their learning, we also offer extension programs for students who excel in academic areas. Student have an opportunity to participate in events like Opti-MINDS, McDonald's Maths and Interschool Chess. Sport has always played a large part in Mackay North and we are represented each year by a large number of children in hockey and basketball. Many of our children have gone on to regional and state competitions in a variety of sports. There have even been students who have represented national teams in the past. A strong focus on music has produced one of the few primary school recorder marching bands in the district. Each year level has a choir and they are encouraged to participate each year in the local eisteddfods. The school focuses on performing arts and has a Drama group which performs in such events as Wakakirri. Our performance groups have amassed an extensive trophy collection that is on display in the school foyer. Tradition in our school is evident by the naming of the school as a Rats of Tobruk School. Students are encouraged to participate with the community in the regular Rats of Tobruk Ceremonies and student leaders are expected to assist in conducting these ceremonies. Our school presents a Spirit of Rats of Tobruk award to a Year 7 student each year. Our Responsible Behaviour Plan for Students echoes our school motto, 'Learning, Caring, Sharing', in that we expect students to be responsible for their actions and to accept consequences for mistakes. We have developed a community accord which outlines the shared responsibility we all have for student behaviour and it also outlines student behaviours that will not be tolerated by our entire community. All of our behaviour management structures are designed to support children in making the right choice about behaviour.

Vision

Every Child is motivated to Learn and Improve

Values

- Every student sets learning goals every term
- To be living with dignity
- To be tolerant and accepting of all
- Everyone is committed to improvement
- Digitally literate individuals
- To be a participant in the global community
- Every individual is experiencing success
- All community members value and support learning
- Demonstrated strong numeracy skills
- Teachers want to teach here
- Children want to be here
- Parents want their children to be here
- Everyone is striving to reach his or her personal potential

Priorities

School Priority: Successful Learners

Measures	Targets
1. Achievement of all Performance Measures outlined in Reading, Writing, Spelling and Numeracy.	
Strategies	2015 2016 2017 2018
See Strategy list in Core Priorities - Reading, Writing, Spelling and Numeracy.	✓ ✓ ✓ ✓

School Priority: Great People

Measures	Targets
1. SOS - S2085 - I feel professional development processes help me to improve my work at this school.	SOS (Staff) - Total Agreement >95%
2. SOS - S2081 - I feel I have the necessary skills to do my job effectively at this school.	SOS (Staff) - Total Agreement >95%
3. SOS - S2077 - The looks for way to improve.	SOS (Staff) - Total Agreement > 95%
Strategies	2015 2016 2017 2018
Using Great Results Guarantee funding to employ a Literacy coach to work with staff.	✓
Ensure all staff complete PDP interviews with administration and have agreed professional development agenda.	✓ ✓ ✓ ✓
Develop a whole school Professional Development Plan.	✓ ✓ ✓ ✓

School Priority: Engaged Partners

Measures	Targets
1. SOS - S2032 - This school has a strong sense of community.	SOS (Parents) - Total Agreement > 95%
2. SOS - S2022 - The staff at this school are approachable.	SOS (Parents) - Total Agreement >95%
3. SOS - S2009 - I can talk to my child's teacher about my concerns.	SOS (Parents) - Total Agreement > 95%
Strategies	2015 2016 2017 2018
Continue to use all communication modes available to keep the community informed.	✓ ✓ ✓ ✓
Ensure all curriculum partnerships are completed in timely fashion (ie EAP, ICP,etc).	✓ ✓ ✓ ✓
Continue to offer community engagement strategies that have been successful ie Communication books, Ready Set Go program and Indigenous Homework program.	✓ ✓ ✓ ✓

School Priority: High Standards

Measures	Targets
1. Achievement of all Performance Measures outlined in Reading, Writing, Spelling and Numeracy.	
Strategies	2015 2016 2017 2018
See Strategy list in Core Priorities - Reading, Writing, Spelling and Numeracy.	✓ ✓ ✓ ✓

Priorities

Core Priority: Reading

Measures	Targets
1. Individual student improved reading data in NAPLAN testing program. Comparison of Relative Gain Data Yrs 03 - 05.	100% of students who complete years 3, 4 and 5 at Mackay North State School will demonstrate a positive gain.
2. Individual student improved reading data in NAPLAN testing program. Comparison of Relative Gain Data Yrs 03 - 05.	95% of students who complete years 3, 4 and 5 at Mackay North State School will demonstrate a positive gain greater than the gain demonstrated by the Nation for the same period of time.
3. The percentage of Yr 3 students in the U2B in Reading.	2015 - 30% of students in the U2B in Reading. 2016 - 35% of students in the U2B in Reading. 2017 - 40% of students in the U2B in Reading.
4. The percentage of Yr 3 students above National Minimum Standard.	2015 - 100% above NMS or attaining individual school based reading targets.
5. The percentage of Yr 5 students above National Minimum Standard.	2015 - 100% above NMS or attaining individual school based reading targets.
Strategies	2015 2016 2017 2018
Individual reading goals for all students, monitored each term.	✓ ✓ ✓ ✓
Focused Intensive Teaching (FIT) program focusing on reading comprehension strategies, targeting Yrs 3 and 5 students in Term 1 and Yrs 1,2,4 and 6 in Terms 2,3 and 4	✓ ✓ ✓ ✓
Consistent use of school based reading strategies throughout the school for developing improved reading comprehension. These will include; Into the Book, QAR.	✓ ✓
Consistent use of the school sight word program in all year levels	✓ ✓ ✓ ✓
Implementation of a reviewed whole school reading framework.	✓
Using Great Results Guarantee funding to employ a Literacy coach to work with staff and students on improving the teaching of reading comprehension by teachers and the reading comprehension ability of students.	✓

Core Priority: Writing

Measures	Targets
1. Individual student improved writing data in NAPLAN testing program. Comparison of Relative Gain Data Yrs 03 - 05.	95% of students who complete years 3, 4 and 5 at Mackay North State School will demonstrate a positive gain greater than the gain demonstrated by the Nation for the same period of time.
2. Individual student improved writing data in NAPLAN testing program. Comparison of Relative Gain Data Yrs 03 - 05.	100% of students who complete years 3, 4 and 5 at Mackay North State School will demonstrate a positive gain.
3. The percentage of Yr 3 students in the U2B in Writing.	2015 - 30% of students in the U2B in Writing. 2016 - 35% of students in the U2B in Writing. 2017 - 40% of students in the U2B in Writing.
4. The percentage of students who are receiving a "C" or higher rating in English on Semester report cards.	2015 - 80% 2016 - 85% 2017 - 87%
5. The percentage of Yr 3 students above National Minimum Standard.	2015 - 100% above NMS or attaining individual school based writing targets.
6. The percentage of Yr 5 students above National Minimum Standard.	2015 - 100% above NMS or attaining individual school based writing targets.

Priorities

Strategies	2015	2016	2017	2018
Development of Ravenous Writer Program in Years 1, 2 and 3	✓			
Introduction of Seven Step of Writing program across all year levels	✓			
Development of 2 staff members as a Seven Steps of Writing coach	✓			
Focused Intensive Teaching (FIT) program focusing on writing strategies, targeting Yrs 3 and 5 students in Term 1 and Yrs 1,2,4 and 6 in Terms 2,3 and 4	✓	✓	✓	✓
Consistent teaching of explicit daily writing.	✓	✓	✓	✓
Using Great Results Guarantee funding to employ a Literacy coach to work with staff and students on improving the teaching of writing by teachers and the writing ability of students.	✓			

School Priority: Spelling

Measures	Targets
1. Individual student improved spelling data in NAPLAN testing program. Comparison of Relative Gain Data Yrs 03 - 05.	100% of students who complete years 3, 4 and 5 at Mackay North State School will demonstrate a positive gain.
2. Individual student improved spelling data in NAPLAN testing program. Comparison of Relative Gain Data Yrs. 03 - 05.	95% of students who complete years 3, 4 and 5 at Mackay North State School will demonstrate a positive gain greater than the gain demonstrated by the Nation for the same period of time.
3. The percentage of Yr 3 students in the U2B in Spelling.	2015 - 28% of students in the U2B in Spelling. 2016 - 35% of students in the U2B in Spelling. 2017 - 40% of students in the U2B in Spelling.
4. The percentage of Yr 3 students above National Minimum Standard.	2015 - 100% above NMS or attaining individual school based spelling targets.
5. The percentage of Yr 5 students above National Minimum Standard.	2015 - 100% above NMS or attaining individual school based spelling targets.

Strategies	2015	2016	2017	2018
Consistent use of sight word strategies in all year levels	✓	✓	✓	✓
Consistent use of School Spelling Strategies.	✓	✓	✓	✓
Using Great Results Guarantee funding to employ a Literacy coach to work with staff and students on improving the teaching and learning of spelling.	✓			

Core Priority: Numeracy

Measures	Targets
1. Individual student improved numeracy data in NAPLAN testing program. Comparison of Relative Gain Data Yrs 03 - 05.	95% of students who complete years 3, 4 and 5 at Mackay North State School will demonstrate a positive gain greater than the gain demonstrated by the Nation for the same period of time.
2. Individual student improved numeracy data in NAPLAN testing program. Comparison of Relative Gain Data Yrs 03 - 05.	100% of students who complete years 3, 4 and 5 at Mackay North State School will demonstrate a positive gain.
3. The percentage of students who are receiving a "C" or higher rating on Semester report cards.	2015 - 77% 2016 - 80% 2017 - 83%
4. The percentage of Yr 3 students in the U2B in Numeracy.	2015 - 28% of students in the U2B in Numeracy. 2016 - 35% of students in the U2B in Numeracy. 2017 - 40% of students in the U2B in Numeracy.
5. The percentage of Yr 3 students above National Minimum Standard.	2015 - 100% above NMS or attaining individual school based numeracy targets.
6. The percentage of Yr 5 students above National Minimum Standard.	2015 - 100% above NMS or attaining individual school based numeracy targets.

Priorities

Strategies	2015	2016	2017	2018
Implementation of Problem solving strategies in daily mathematics lessons.	✓			
Ensure all staff have a clear understanding of the value of number facts to numeracy development.	✓			
Continue internal monitoring schedule relating to mathematics and ensure teachers analyse and respond to the collected data.	✓			
Whole school involvement in Phase 2 CQR Numeracy Project.	✓			

Core Priority: Science

Measures	Targets			
1. The percentage of students who are receiving a C standard or higher rating on Semester report cards.	2015 - 85%			
Strategies	2015	2016	2017	2018
Implementation of C2C science units.	✓	✓	✓	✓

Core Priority: Retention

Measures	Targets			
1. The percentage of students progressing from year to year at this school.	90% progression			
Strategies	2015	2016	2017	2018
Exit discussions held with transferring students to ascertain what the school did well and where we could improve.	✓			

Core Priority: Attainment

Measures	Targets
None	
Strategies	2015
None	

Core Priority: Transition

Measures	Targets			
1. All SWD student participate in a transition program to the chosen State High School during term 4 of the their final year of primary school.				
2. Offer Pre-Prep Program, Ready Set Go to all pre-prep student during terms 3 and 4 of the year preceding enrolment into the prep program.				
Strategies	2015	2016	2017	2018
Continue to offer Ready Set Go program to pre-prep students in Terms 3 and 4.	✓			
Continue to liaise with State High School SWD staff in order to make transition from Primary to High school as smooth as possible.	✓	✓		

Core Priority: Attendance

Measures	Targets
1. Increased the daily average attendance of all students.	Semester 1 2015 - 93% Semester 2 2015 - 94%
2. Increase the daily average attendance of indigenous students.	Semester 1 2015 - 91% Semester 2 2015 - 91.5%
3. Decrease the daily absence rate for all students.	2015 - 6%

Priorities

Strategies	2015	2016	2017	2018
100% attendance rewards program conducted and celebrated each term.	✓	✓	✓	✓
Maintain attendance manager process for all indigenous students.	✓	✓	✓	✓
Administration staff to actively pursue and acquire absence explanations for all student absences.	✓	✓	✓	✓
Maintain weekly rewards program in recognition of the class with the highest attendance rate.	✓	✓	✓	✓

Core Priority: Closing the Gap between attendance and outcomes of indigenous and non-indigenous students

Measures	Targets
1. Indigenous attendance will improve to match All Students attendance rate each year.	Indigenous attendance rate will grow by 1% each year between 2015 and 2018.
2. Reduce the learning gap between Indigenous and Non-Indigenous students. Gap to be reduced in A-E data and NAPLAN, NMS and U2B.	Raise the "A-E Average Achievement" for indigenous students from a "D" rating to a "C" rating.

Strategies	2015	2016	2017	2018
Maintain attendance manager process for all indigenous students.	✓	✓	✓	✓
Maintain weekly rewards program in recognition of the class with the highest attendance rate.	✓	✓	✓	✓
Continue to advertise the importance of Every Day Counts campaign.	✓	✓	✓	✓
Individual learning goals for all indigenous students, monitored each term.	✓	✓	✓	✓

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