

# Strategic Plan

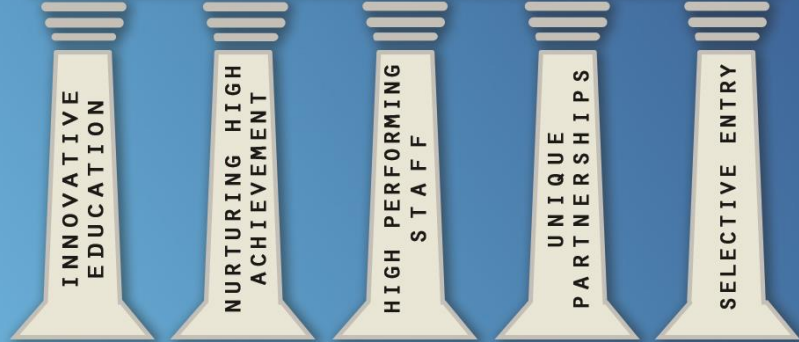
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## Our Vision

QASMT is committed to providing world-class education that nurtures excellence, fosters innovation and celebrates diversity.

## OUR STRATEGIC PRIORITIES



## IB MISSION STATEMENT

The International Baccalaureate aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect. To this end the organization works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment. These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

## CORE BELIEFS

- All students are capable of success
- Our students' academic achievements and wellbeing come first

## CORE VALUES

- Inquirers - Knowledgeable - Thinkers
- Communicators - Principled - Open-Minded
- Caring - Risk-Takers - Balanced - Reflective

## COMPETITIVE ADVANTAGE

- Independent Public School
- Selective entry
- Consortium of three Academies
- International Baccalaureate
- Our reputation for academic success
- University Partnerships
- Recruitment and selection of teaching staff

## CRITICAL SUCCESS FACTORS

- High expectation mindset for students and staff
- Visible Learning
- Continuity of exceptional leadership
- Consistent high quality pedagogical practices
- Student Achievement Outcomes
- Professional, energetic, committed staff
- Productive partnerships – internal/external
- Public Confidence

## Outcomes and Milestones by 2017

- ✓ All members of community enacting the Academy values and IB Learner profile
- ✓ Student achievements recognised nationally and internationally
- ✓ Achieved targets from Explicit Improvement Plan
- ✓ Pedagogies that are problem-centred, engaging students, more integrated (DoL)
- ✓ Students and staff are engaged in digitally rich pedagogies
- ✓ Personalised and visible learning (DoL, Evidence based Practice, Class Data Action Plans, Data Walls)
- ✓ A culture of coaching and feedback implemented for students (PLPs and staff (WOW, Instructional Snapshots, Student Voice, POP)
- ✓ Culture of staff collegiality in planning and delivery where staff are valued and Professional Growth Plans (IDPs) are regularly completed and reviewed
- ✓ Provide opportunities for professional growth and ensure staff are highly competent practitioners
- ✓ 2016 IB Review sees further commendations and recommendations addressed.
- ✓ Achieve full enrolment capacity with waiting list
- ✓ QTAC treatment of IB is aligned with international university entrance
- ✓ Student achievement targets are met
- ✓ Balanced CAS and extracurricular program
- ✓ Breadth and strength of reputation is enhanced
- ✓ Staff, parent and student satisfaction and standing
- ✓ Invited to conduct self review as opposed to SIU review
- ✓ All green on 'Headline Indicators'
- ✓ Improved General Audit results

## ACADEMY STRATEGIC PRIORITIES, GOALS AND PROJECTS

Our Strategic Priorities	Creating a Visible Learning Community	Enhancing our Expertise	Strengthening our Partnerships
<b>Our Goals</b>	<i>To provide and inspire innovative learning opportunities in and beyond the classroom ensuring every student is able to pursue an academic pathway of choice</i>	<i>To build capacity of all staff to ensure effective delivery of the College priorities</i>	<i>To engage the entire community to be actively involved in driving student outcomes and to strengthen partnerships that lead to authentic pathways for every child</i>
<b>Our Projects</b>	<ul style="list-style-type: none"> <li>• <b>QASMT MO</b> (modus operandi) - Develop and embed an explicit set of teaching strategies including digital technologies to be consistently implemented across the Academy to ensure world's best practice in pedagogy</li> <li>• <b>Data Responsive Culture</b> – Heighten teacher and student expectations through the use of evidence-based practice, feedback and personalised learning plans with particular focus on improving literacy, numeracy and IBD results</li> <li>• <b>Project Diversity</b> - Create a wide range of opportunities aimed at developing balanced internationally minded individuals and enhancing academic, global and extracurricular interests to enable students to optimise their life journeys.</li> <li>• <b>Middle Years Project</b> – Consult with our community on how we will introduce a middle years program to cater for high performing year 7 – 9 students. Our program will support middle years students in their transition into the IB Diploma. Viable options for implementation will result from the consultation and an action plan for introduction will be developed.</li> <li>• <b>Timetable Review</b> – Investigate best practice in optimising resources to ensure the QASMT timetable best meets the learning needs of our students.</li> <li>• <b>Whole Academy Curriculum Framework</b> – revise the 10-12 framework to ensure a curriculum that meets the needs and aspirations of our students and makes explicit the teaching of higher order thinking processes necessary to engage and challenge all students</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Coaching and Feedback Model</b> (Passionate Teachers/Passionate Learners)– Refine the current QASMT coaching and feedback model to ensure it aligns with the National professional Standards for Teaching and is embedded across the Academy. Expand this model to include collaboration and mentoring opportunities enabling teachers to share best practice and model a culture of reflective self-improvement</li> <li>• <b>Acts of Alignment-</b> Develop teams that encompass the whole Academy to ensure that an informed and comprehensive understanding is based on the educational needs and developmental differences underpinning everybody's role within the Academy leading to better holistic decision-making</li> <li>• <b>Instructional Leaders</b> – Create and sustain high performing teams that lead the Academy vision and core priorities within, across and beyond subjects and faculties</li> <li>• <b>Aspiring Leaders</b> – Develop leadership capacity of staff to effectively lead and deliver on the Academy priorities</li> <li>• <b>Whole Academy Professional Learning Framework</b> - Develop and implement a plan aligned with the Strategic Plan to maximise the use of resources and enhance skill sets</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Growth Mindset</b>– Collaboratively develop a holistic approach to creating a growth mindset leading to effectively engaged students. This includes implementing strategies that are proactive as well as consistent with the IB Learner Profile and Academy Responsible Behaviour Plan</li> <li>• <b>Instep Plus Project</b> - Review the Instep program and welfare processes to provide effective support in academic, social and emotional areas to assist our students to develop a love of learning and the attributes of the IB Learner Profile.</li> <li>• <b>SEP/SWD Review</b> – Conduct a review of SEP/SWD policies and procedures to determine the way forward when making proactive changes</li> <li>• <b>Brand Renewal</b> – Develop a marketing strategy for the Academy to clearly articulate our unique position within the market</li> <li>• <b>Parent and Community Engagement</b> – Produce and implement a framework to encourage parent and community engagement</li> <li>• <b>Wellness and Welfare Programs</b>– Introduce holistic programs for staff and students, to relieve stress and promote good health, leading to higher productivity and satisfaction.</li> <li>• <b>Cultural Integration</b> – Develop an alignment strategy with the community and EQI to ensure QASMT is the international school of choice</li> <li>• <b>University Enrichment</b> – Progress a wide range of unique partnerships with universities to enrich the learning opportunities for our students on all levels i.e. local, national &amp; international.</li> </ul>