Investing for Success
Under this agreement for 2020
Mackay State High School will receive

$569,516

This funding will be used to

1. **Build rigorous practices in the implementation and delivery of the Australian Curriculum and ensure consistency and integrity across three levels of planning**
2. **Enhance teacher and leader capability** through the employment of a two local Relieving Teachers that will support the release of curriculum leaders to engage in coaching conversations with teaching staff and to engage in professional development. Further the employment of an Executive Administration Officer to support line management and coaching (by removing administrative duties). Greater support and coaching of staff will lead to greater school wide consistent approaches in Australian curriculum implementation and student wellbeing (linked to the school’s Explicit Improvement Agenda and Annual Implementation Plan). Target: 100% of teachers believe they have access to quality professional development.
4. **Support the implementation of the new Queensland Certificate of Education (QCE), whilst maintaining 100% QCE completion. Provision of administrative support in new data management systems and Vocational Educational Training (VET) compliance will assist the Senior School team in delivery of courses linked to student’s (SET) Senior Education & Training Plan.**
5. **Track and case management students not in regular attendance at school** through the appointment of an attendance officer. This officer will track data and work with the Student Services team to provide support for students and parents to re-engage in regular attendance. Target: school wide attendance of 90%.
6. **Build case management processes to support at risk and vulnerable students** across the school (Target: All students seen by a member of the student support team will have a documented Support Plan). The appointment of an additional Guidance Officer will support the many at risk and vulnerable students currently without support plan at Mackay State High School.
7. **Lift the performance of students** through the provision of in-class teacher aides to target intervention and close the gap.

Our initiatives include

- Employment of 1 Local Relieving Teacher and administrative officer (to relieve Executive Leadership Team operational work) will enhance the capability of the Teaching and Learning Team at Mackay SHS to:
  - Developing teacher knowledge and understanding of the P-10 Australian Curriculum content descriptions and achievement standards by designing and supporting processes for robust intra-school and inter-school planning and moderation
  - Developing processes to map and embed literacy demands in units (vocabulary, writing) using the Literacy Continuum
  - Providing professional development, co-teaching and coaching to develop pedagogy using Explicit Instruction teaching model
  - Providing teacher release time to collaboratively plan quality units of work aligned to the Australian Curriculum with expert teachers coaching
  - Using classroom profiling to improve classroom and behaviour management
- Employing a full time behaviour support teacher to work with teachers Accrued Time Off (ATO) build capability and implement consistency support plans for students
- Utilising additional A02 support to enhance data tracking processes (through TrackEd) in both Junior Certificate of Education (JCE), QCE and Attendance
- Maximising Guidance Officer hours to assist in the case management of at risk and vulnerable students across the school through the appointment of an additional Guidance Officer (GO)
- Utilising in-class teacher aide support to lift the performance of students achieving below a C standard.

Our evidence will be based on:

- Department of Education P-12 Curriculum, Assessment, Reporting Framework
- Robert Marzano’s Art and Science of Teaching
- Hattie’s Visible Teaching, Visible Learning
- Anita Archer’s Explicit Instruction
- Department of Education (QLD) Literacy Continuum
- Department of Education (QLD) Student Learning and Wellbeing framework
- Learning Walks and Talks (Lyn Sharratt’s model)
- Staff survey pulse feedback
- Performance Data triangulated using TrackEd software

*Funding amount estimated on 2019 data. Actual funding will be determined after 2020 enrolment data are finalised. Actual expenditure may vary due to changes in finalised 2020 enrolment data and student learning needs.
Our school will improve student outcomes by

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Expenditure</th>
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<tbody>
<tr>
<td>2 x Local Relieving Teacher (1.0FTE) to provide release time for Curriculum leaders to collaborate with teachers to design/write newly aligned year level and unit plans under the Australian Curriculum. The Local Relief Teacher (LRT) will also support release time for staff to commence the school’s journey in Positive Behaviour for Learning (PBL) (with coaching support through modelled lessons and classroom profiling).</td>
<td>$100,000</td>
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<tr>
<td>Attendance Officer (A02) → student engagement and case management of non-attendees</td>
<td>$60,085</td>
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<tr>
<td>Guidance Officer → intensive case management of at risk and vulnerable students (supporting social / emotional wellbeing) – Semester 2 only</td>
<td>$59,000</td>
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<td>Creation of wellbeing spaces to facilitate a newly formed House structure (in line with PBL initiatives)</td>
<td>$40,000</td>
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<td>Purchase of TrackEd software and creation of a whole school data wall to commence data conversations in the school</td>
<td>$12,000</td>
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<td>Literacy and Numeracy (Maths OnLine etc) – need to list these</td>
<td>$15,000</td>
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<td>Positive Behaviour for Learning school wide signage and rewards system implementation</td>
<td>$15,000</td>
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<td>Development of “Zen Den” (sensory room) for students needing processing time</td>
<td>$5,000</td>
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<td>Speech Pathologist / Occupational Therapist support</td>
<td>$8,000</td>
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<td>Teacher Aides for in classroom support + additional learning support aide</td>
<td>$195,631</td>
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<tr>
<td>Executive Administration (A02) to complete Principal / Deputy Principal managerial tasks, enabling focussed time on instructional leadership and coaching / mentoring</td>
<td>$60,200</td>
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<td>TOTAL</td>
<td>$569,916</td>
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Felicity Roberts  
Principal  
Mackay State High School

Tony Cook  
Director-General  
Department of Education