Our purpose
Woorabinda State School is a school of Excellence in Indigenous Education - Walking the two ways: High in education, High in our culture and proud in our culture.

Providing high quality teaching, learning, and skilling focused on preparing every child with the knowledge, skills and confidence to participate effectively in the community and the economy.

Our values
Every Child
Creating positive experiences for every student every day, engaging their families, the community and other agencies through enabling choice, being responsive and providing inclusive services

Innovation
Recognising and cultivating innovation (implementing good and effective ideas) for better outcomes for all our students

High performance
Reflects that our kids are capable of anything and are achieving with the mainstream. Working efficiently and effectively, with high expectations of each other, our services and our students delivering a first class education to reach benchmarks of the year level or beyond.

Accountability to the Department, the school, every parent and the Community
An unrelenting focus on student results: academic, engagement, social, and transition

Our People
Develop, empower and organise our people through relationships based on respect. Value our people from Elders to young parents to grandchildren encouraging more of the old ways to compliment the new. Caring and sharing values especially spiritual ways.

Ongoing commitment to community consultation and implementation of agreed strategies.
## Our Focus

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| 1. High expectations for students will be made clear. (Literacy, Numeracy, Academic Achievement, Indigenous Perspectives, Roles, and Behaviour)  
2. There will be support to meet these expectations.  
3. There will be challenge to meet each and every expectation, and then go beyond them.  
4. Student Progress will be monitored and feedback will be provided.  
5. If students are working to meet the expectations, intervention will be provided to help them achieve. | Our partners can expect:  
1. Parents and carers will be involved in their child’s learning and development.  
2. Students, parents, carers, the community will be involved in planning and decision-making.  
3. Other agencies will be involved in prioritising the needs of the students that are to be met. | Our people will be:  
1. Skilled and committed to high quality care and education of every child.  
2. Professional and dedicated staff and volunteers focussed on each student’s wellbeing, learning and achievement. | Our community has high expectations, we will deliver through high standards of:  
1. Performance information focussed on improving the effectiveness of services and the outcomes of the students.  
2. Policy and procedure implementation across the school.  
3. Safe, disciplined, inclusive, tolerant, and orderly classrooms.  
4. Guaranteed curriculum and prescribed teaching methods.  
5. Leadership and management of the school. |

All people in the Woorabinda school community can expect:

**SUCCESSFUL STUDENTS**

1. High expectations for students will be made clear. (Literacy, Numeracy, Academic Achievement, Indigenous Perspectives, Roles, and Behaviour)
2. There will be support to meet these expectations.
3. There will be challenge to meet each and every expectation, and then go beyond them.
4. Student Progress will be monitored and feedback will be provided.
5. If students are working to meet the expectations, intervention will be provided to help them achieve.

Our students will:

Receive strong foundations (Handwriting, Literacy, Numeracy, Learning Areas, Good behaviour, Indigenous perspectives) for learning and life. They will:

1. Be knowledgeable with good vocabulary and knowledge of the world – on this base they will be analytical, critical and creative thinkers
2. Learn the core curriculum through inspiring and challenging learning experiences presented through effective teaching.
3. Progress with the mainstream, expecting improved learning outcomes as they progress through the school.
4. Experience rich and appropriate transition programs into other schools at the end of their schooling at Woorabinda SS.

**ENGAGED PARTNERS**

Our partners can expect:

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2. Students, parents, carers, the community will be involved in planning and decision-making.
3. Other agencies will be involved in prioritising the needs of the students that are to be met.

**GREAT EDUCATORS – everybody – great teachers, community educators, teacher aides and elders**

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OUR OUTCOMES: Woorabinda State School will be a Great School

1. Students will have well developed sets of general capabilities -
   a. Handwriting – Write 2Spell program, Queensland cursive script.
   c. Literacy – Student performance levels will match those of the Nation.
   d. Numeracy – Student performance levels will match those of the Nation.
   e. Using information and communication technologies for learning in the classroom and homework.
   f. Thinking skills in particular inquiry, analytical, critical, creative, and problem solving
   g. Strong, positive personal and social capabilities so they can work independently, in teams, and in groups, in class and in the playground.
   h. Ethical understanding that underpins their decision making – Three Way Strong program.
   i. Intercultural understanding with a heavy emphasis on Indigenous cultures (language, arts, science etc.) and other cultures of the world- Three Way Strong program

2. Students will receive passes in the curriculum learning areas of their year level, or on their Individual Learning Plan.

3. Students will have high attendance rates – with 100% cultural and sick leave approved absences by the principal.

4. High percentages of catchment enrolments.

5. Students will be satisfied with various aspects of their schooling at Woorabinda SS.

6. Staff will be satisfied with the various aspects of their work at Woorabinda SS.

7. Staff and community will share education and cultural knowledge cooperatively.

8. Parents will be satisfied with various aspects of their child’s schooling at Woorabinda SS.
GREAT SCHOOL: GREAT OPPORTUNITIES FOR OUR STUDENT, TEACHERS AND COMMUNITY

Pre-school education

- Support parents to enjoy their children in the pre-prep program, and support the children especially those with the greatest needs.
- WSS make links with Day-Care/Flaggroup.
- Focus on the nine general capabilities (pragmatics, language, writing, vocabulary, reading, writing, spelling, grammar and pronunciation) to ensure all students have strong foundations to effectively engage in the curriculum, their learning, and the community.
- Establish a specific and precise curriculum (all linked to the Australian Curriculum and the new extent to deliberately teach each of these general capabilities across the 6 years of schooling at Woorabinda SS.
- Support the development of an integrated curriculum for each of these general capabilities across the 6 years of schooling at Woorabinda SS.

Transition to early school

- Establish a data management system that tracks the progress of every child in each of these general capabilities and tracks decision making for the educational program for every child.
- Focus on co-education for all Students With Disabilities, transitional and temporary impairments.
- Develop and maintain transition classes for Students With Disabilities transitions, learning transitions and behavior transitions.
- Focus on the nine learning priorities (English, mathematics, science, history, geography, three-way strong, Indigenous perspective) to ensure all students have solid foundations to go to high school and beyond.

- Develop and maintain systems that track the progress of every child in each of these general capabilities and tracks decision making for the educational program for every child.
- Establish a three-way strong cultural activities – boys, girls and together.
- Establish a set of book pedagogies as part of Woorabinda as a School of Excellence in Indigenous education.
- Curriculum will include music, art and drama programs.

Whole school

- Support the pre-prep program infrastructure, facilities, and your role in the school.
- Support and challenge the principal, teachers, teacher aides, and volunteers to build their capabilities in administering and delivering an education program to every child.
- Establish a system of mentors in the school – mentors for the "Three Way Strong" of doing things, mentors for the way of teaching, and mentors for community and Indigenous education.
- Develop Expert Teaching Teams comprising membership of Elders, Community members, teachers and teacher aides.
- Establish a system of two-way feedback to ensure every staff member receives good and timely information about their performance, effectiveness and ways to improve.
- Establish "teacher, parent and community" education sessions to share what is being taught to the students and how it is being taught.
- Teachers and Teacher Aides to revisit and revise yearly with Essential Skills and School Wide Positive Behaviour Plan.

- Work with all child staff and parents to support their preparation of the students coming to Woorabinda SS.
- Work with the principal and a community person.
- School to prepare a parent/community pamphlet to summarise this Five Year Plan.
- Work cooperatively with the staff of destination schools to ensure smooth transitions for Woorabinda students.
- Work with the parents of students graduating from Woorabinda SS so that they better understand the changes they will experience when their child goes to a high school.

Empowerment

- Work with the early childhood staff, and parents to support their preparation of the students coming to Woorabinda SS.
- Transition program.
- Work with the principal and a community person.
- School to prepare a parent/community pamphlet to summarise this Five Year Plan.
- Establish specific partnerships with each receiving high school.

Engaged partners

- Support the pre-prep program staff in delivering effective programs.
- Establish productive partnerships with parents, carers, community, the WIC, and community agencies to support improved student learning outcomes for every student.
- Community Information Programming including:
  a. Handwriting – Write 2 Write program, Queensland cursive script.
  b. Vocabulary – Three Way Strong program – Traditional Language, Home Language and SAEEC.
  c. Literacy
  d. Numeracy
  e. Information and communication technologies for learning.
  f. Thinking skills in particular inquiry, analytical, creative, and problem solving.
  g. Strong, positive personal and social capabilities including nutrition, sleep, movement, health.
  h. Ethical understanding that underpins decision making – Three Way Strong program, behavior.
  i. Intercultural understanding with a heavy emphasis on Indigenous culture (language, arts, science).  
  j. Boys and girls cultural activities.

- Welcome parents to actively engage in their child’s learning, e.g. New Baby Package from the school to welcome new parents and school age children.
- School to produce a booklet that articulates support strategies for individual children in individual learning areas for parents to use the child is being supported.
- School to redesign report card to provide parents with the information they need in Term 2 and 4.
- Teachers to meet with all parents, face to face, to discuss student performance every term.
- Establish specific partnerships with each receiving high school.

High expectations

- Set clear and pre-prep program related a set of standards for an student to learn prior to entering kindergarten.
- Develop a rigorous curriculum and high expectations for every student through consistent curriculum and teaching and learning arrangements throughout the whole school, whole class, and individual student improvement strategies.
- Ensure every classroom and the playground is a safe and disciplined environment in which the teacher can teach and all students can learn, and every student and their parents know and understand the expectations of their school and their responsibilities as members of the school community.
- Write an implementation plan for each year of this plan, and review its implementation and effectiveness each year, and adjust resources, practices, procedures, and processes in the next plan.

- Establish two schools to provide a parent/community pamphlet to summarise this Five Year Plan.
- Support every student graduating from Woorabinda SS to the experience in a high school, and employment option before they graduate from Woorabinda SS.
RESOURCING AND CAPABILITY

| WORKFORCE | Promote a welcoming and performance culture to attract and retain quality, agile, skilled and professional workforce (including Teacher Aides – development, training and increased capacity)  
Empower all staff to be child focused, high performing, and accountable for the students’ learning outcomes  
Promote safe, healthy and inclusive work environment |
| --- | --- |
| PARENTS AND COMMUNITY | Promote a welcoming culture to attract parents and community into the school to participate in students’ learning and school activities  
Community volunteer program for classrooms, homework club and transition classes. |
| STUDENTS | Promote a culture of student participation in planning, decision-making, and running school activities. |
| FINANCIAL SUSTAINABILITY | Strengthen outcomes by ensuring the budget is focused on maximising value for spend. |
| INFRASTRUCTURE | Ensure that grounds and all assets and facilities are maintained in excellent order. |
| ICT’S | Ensure that every staff member and every student has good access to ICT’s for management, teaching and learning. |
| GOVERNANCE AND PERFORMANCE | Drive improved service provision through persistent involvement of staff, students, parents and the community in the business of improving student learning outcomes.  
Strengthen evidence informed decision-making using performance data, budgets, plan reviews, and research. |

Our Key Performance Indicators

1. Participation rates and attendance rates in the early childhood program.
2. Percentage of students in the catchment who attend Woorabinda SS.
3. Attendance rates.
4. Literacy and numeracy measures for every child in every year level.
6. Wellbeing measures for every child.
7. Student, staff, parent, and community satisfaction.
8. Successful graduations from Woorabinda SS.

We the undersigned celebrate and commit to working together in partnership to implement the agreed goals and strategies contained within this 5 year implementation plan: