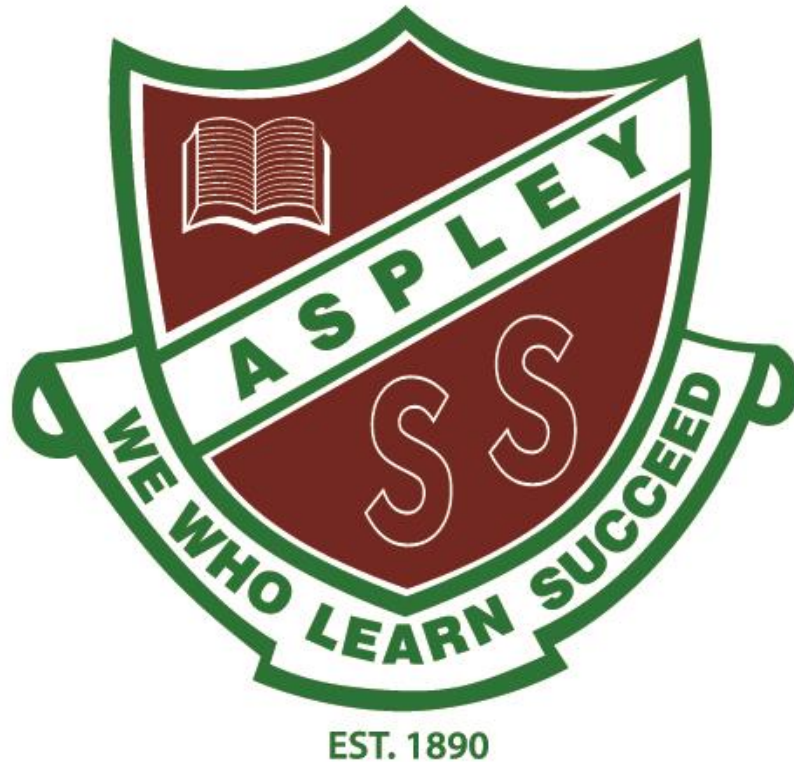


Aspley State School



Workforce Development Plan 2015

Our Shared Vision:

We who learn succeed

At Aspley State School, our school community strives to achieve **quality outcomes** through building **quality relationships**, developing students who are responsible, caring and **self-managed**.

The intent is that this vision applies equally to all members of the school community and in all activities.

Statement of Purpose

Aspley State School aims to:

- Provide leadership and guidance to support the development of effective self-management skills, through the choice of safe, responsible and caring ways of meeting personal needs
- Provide an environment in which learning, cooperation, self-esteem and success are valued and encouraged, thus enabling all Queensland students to become active citizens in a learning society – Great State, Great Opportunities.

Values and Beliefs

Aspley State School is committed to:

- **STUDENTS** – Is what I am doing promoting the best interests of students?
- **QUALITY** – Is it the very best I can do?
- **ACCOUNTABILITY** – Am I prepared to accept personal accountability for this?

The following concepts serve as guiding principles for the values and beliefs identified above:

- Personal accountability
- Every child can succeed
- Quality relationships
- Life-long learning
- Shared responsibility
- A safe, caring and supportive environment

Student Exit Statements

Students at Aspley State School will strive to achieve the following outcomes. It is intended that these outcomes provide an orientation for the planning, delivery and assessment of learning programs and in all activities.

These outcomes will be explicitly taught and implicitly reinforced throughout the delivery of the enacted curriculum.

The Aspley State School Exit Statements are:

<p>Self-managed Individual</p>	<ul style="list-style-type: none"> • Self identifies positively and realistically • Considers own learning style, strengths and limitations • Commits to personal excellence • Demonstrates personal life-skills reflecting values • Evaluates own behaviour and plans accordingly • Manages self appropriately in varying contexts
<p>Resourceful & creative Thinker</p>	<ul style="list-style-type: none"> • Inquires and investigates • Analyses and interprets information • Problem-solves and synthesises data to make informed decisions • Justifies and validates conclusions • Records and documents processes
<p>Effective Communicator</p>	<ul style="list-style-type: none"> • Chooses appropriate modes for purpose and audience • Comprehends a range of written, spoken and visual information • Communicates using appropriate mode and style • Responds to audience needs • Reflects on the effectiveness of communication
<p>Quality Producer</p>	<ul style="list-style-type: none"> • Operates effectively as an individual or group member • Investigates and analyses • Plans to achieve goals • Selects and utilises appropriate resources • Creates quality products or performances • Evaluates processes
<p>Active, responsible Group Member</p>	<ul style="list-style-type: none"> • Collaborates with others to achieve outcomes • Organises and plans • Listens actively for understanding, in order to participate effectively • Engages meaningfully • Empathises with others' points of view and opinions • Reflects on personal and group effectiveness

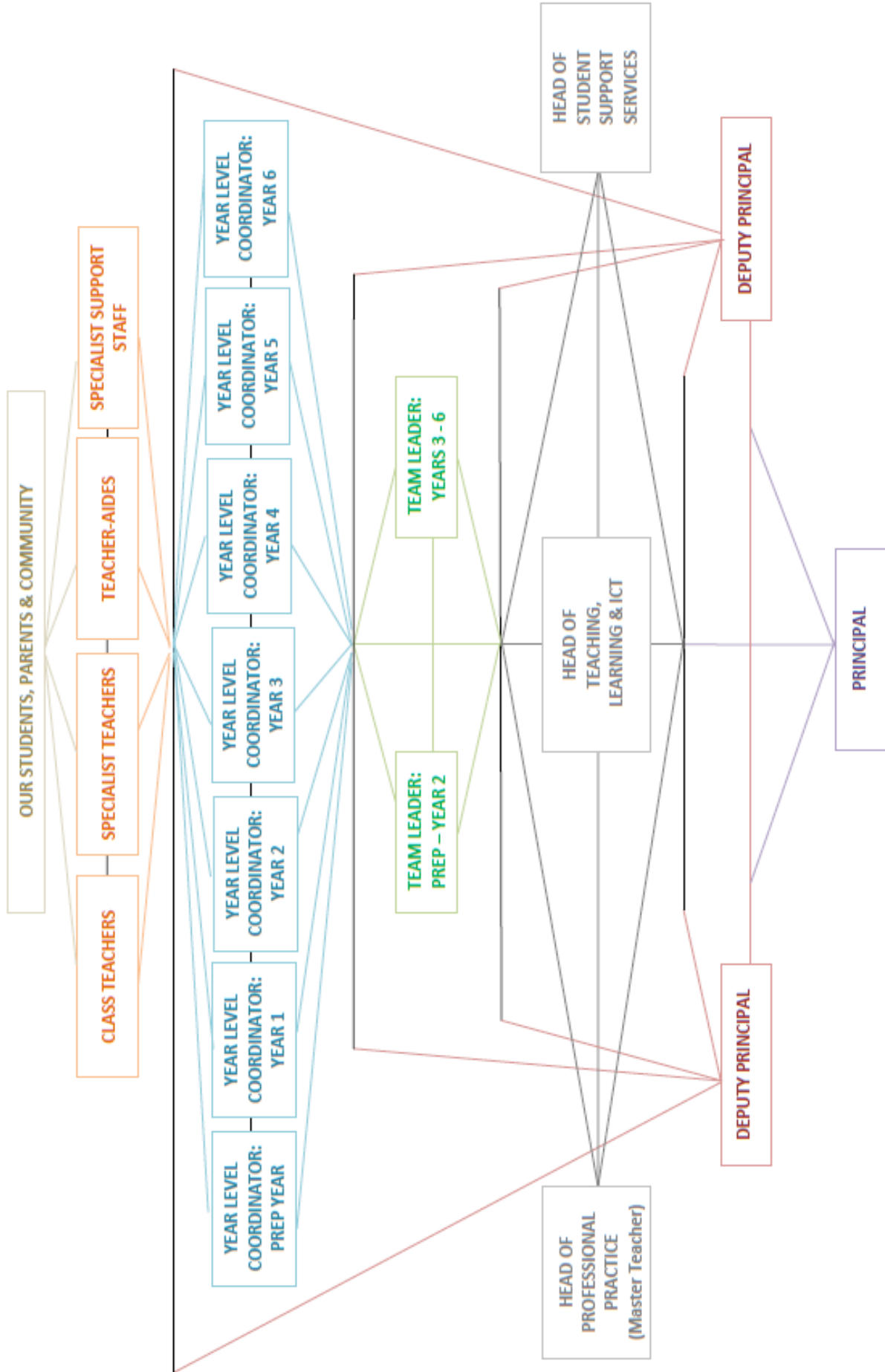
<p>OUR PURPOSE</p> <p>Aspley State School aims to:</p> <ul style="list-style-type: none"> Provide an environment in which learning, cooperation, self-esteem and success are valued and encouraged, thus enabling our students to become active citizens in a learning society Prepare our students with the knowledge, skills and confidence to participate effectively in the community and the economy Inspire minds, Create opportunities and Shape Queensland's future (DETE Strategic Plan 2014-8) 	 <p>ALP TARGETS 2015</p> <ul style="list-style-type: none"> Aspley SS students are comparable to and above 'like schools' comparisons in all areas Move more focus areas of Achievement Deciles (mean scale scores) into the 6th, 7th and 8th deciles 100% of students achieving at or above the NMS in Literacy and Numeracy U2B achievement is above the nation in each area of Year 3 and 5 NAPLAN
<p>OUR VALUES</p> <p>The Aspley State School is committed to:</p> <ul style="list-style-type: none"> Personal accountability Life-long learning Quality relationships Shared responsibility A safe, caring and supportive environment <p>The Aspley State School Exit Statements are:</p> <ul style="list-style-type: none"> Self-managed individual Effective Communicator Quality Producer Resourceful & creative Thinker Active, responsible Group Member <p>The State Schools Strategy 2014-2018 outlines Every Student Succeeding via a focus on:</p> <ul style="list-style-type: none"> Successful learners Great people Engaged partners High standards 	<p>SCHOOL PRIORITIES 2015</p> <ul style="list-style-type: none"> The explicit teaching of Reading, Writing and Spelling (Prep to Year 6) The continued implementation of The Aspley Way (Prep to Year 6) All staff being actively engaged in our professional learning community (Prep to Year 6)

WE WHO LEARN SUCCEED
Celebrating 125 years in 2015

THE ASPLEY ESSENTIALS: The 'uncluttered' implementation of the Australian Curriculum, demonstrating consistency and continuity from Prep to Year 6.

EXPECTATIONS FOR 'CORE' SUBJECTS:		EXPECTATIONS FOR 'ELECTIVE' SUBJECTS:	
<p>LITERACY (incorporating English):</p> <p>Time allocation:</p> <ul style="list-style-type: none"> 40 hours/week (2 hours/ day) - incorporating the explicit teaching of Literacy and English from Prep to Year 6 <p>Linkages:</p> <ul style="list-style-type: none"> Year Level Achievement Standards of the Australian Curriculum English Informed by the Australian Curriculum Cross-Curriculum Priority – Literacy The Aspley Way, using the Gradual Release of Responsibility <p>Instructional focus:</p> <p>A balanced program, including explicit teaching and learning of the following components of literacy:</p> <ul style="list-style-type: none"> Reading: guided, modelled, shared, reciprocal & independent reading Writing: daily writing opportunities, utilising the Seven Steps Spelling: using the full implementation of <u>Words Their Way</u> Comprehension: using <u>QAR</u> and <u>Cops & Stars</u> Grammar & Punctuation: explicit teaching 3 times per week Vocabulary: developing general and subject-specific vocab glossaries Speaking: opportunities for oral presentations at least monthly Genre analysis: as appropriate to students' age and development Handwriting: using the C2C Handwriting components as appropriate Existing C2C units: use as appropriate, with a maximum of 3 units per year <p>Curriculum support mechanisms:</p> <ul style="list-style-type: none"> Expectation for streaming opportunities across year levels to assist differentiation and personalisation Further consolidation of The Aspley Way, including the Gradual Release of Responsibility (warm-up, I Do, We Do, You Do Together and You Do Independently) PD: Words Their Way (2014); Guided Reading (2015); Seven Steps review (2015) Grammar & Punctuation Scope and Sequence to be provided (2015) Support via Master Teacher, HOC, Leadership Team 	<p>NUMERACY (incorporating Mathematics):</p> <p>Time allocation:</p> <ul style="list-style-type: none"> 2-2.7 hours/week (max. 1 1/2 hours/ day) - incorporating the explicit teaching of Numeracy and Mathematics from Prep to Year 6 <p>Linkages:</p> <ul style="list-style-type: none"> Year Level Achievement Standards of the Australian Curriculum Mathematics The Aspley Way, using the Gradual Release of Responsibility <p>Instructional focus:</p> <p>A balanced program, including explicit teaching and learning of the following components of numeracy:</p> <ul style="list-style-type: none"> Numberts: daily opportunities for consolidation and application, either via explicit teaching or as a warm-up (as part of the Gradual Release of Responsibility model) Problem-solving: explicit teaching and development of strategies we use Existing units: use as appropriate, however these must be aligned to the Australian Curriculum Mathematics <p>Curriculum support mechanisms:</p> <ul style="list-style-type: none"> Opportunities for streaming across year levels to assist differentiation and personalisation Further consolidation of The Aspley Way, including the Gradual Release of Responsibility (warm-up, I Do, We Do, You Do Together and You Do Independently) Additional support via the Numeracy Specialist under the GRG for 2015 Resources, including the Numberts Program already available Support via Master Teacher, HOC, Leadership Team, Numeracy Specialist 	<p>SCIENCE:</p> <p>Time allocation: max. 1 hr/ wk (P – Yr 4); max. 1 1/2 hrs/ wk (Yrs 5 & 6)</p> <p>Linkages:</p> <ul style="list-style-type: none"> Year Level Achievement Standards of the Australian Curriculum Science The Aspley Way, using the Gradual Release of Responsibility <p>HISTORY:</p> <p>Time allocation: maximum of 1 hour/ week (P – Year 6)</p> <p>Linkages:</p> <ul style="list-style-type: none"> Year Level Achievement Standards of the Australian Curriculum History The Aspley Way, using the Gradual Release of Responsibility <p>GEOGRAPHY:</p> <p>Time allocation: maximum of 1 hour/ week (P – Year 6)</p> <p>Linkages:</p> <ul style="list-style-type: none"> Year Level Achievement Standards of the Australian Curriculum Science The Aspley Way, using the Gradual Release of Responsibility <p>THE ARTS:</p> <p>** QCAA recommends 1 hr/ wk TOTAL for Art/Music/Dance/Drama**</p> <p>Music: Time allocation: (45mins or 1hr/ wk for 3 wks/ term)</p> <p>Visual Art: Time allocation: a maximum of 1 hour/ week (P–Yr6)</p> <p>LANGUAGES OTHER THAN ENGLISH:</p> <p>Japanese: Time allocation: a maximum of 1hr/ wk (Years 5 & 6)</p> <p>HEALTH AND PHYSICAL EDUCATION:</p> <p>PE: Time allocation: (45mins or 1hr/ wk for 3 wks/ term)</p> <p>Pro-Social Health: Time allocation: 30mins/ week (P – Year 6)</p> <p>** AC recommends 2 hrs/ wk across the school year – this includes PE, Friday Sport, Gala Days, School Carnivals & Pro-Social Health**</p>	

ASPLEY STATE SCHOOL – ORGANISATIONAL STRUCTURE 2015



2015 January Pupil Free Days Plan

2015 JANUARY PUPIL FREE DAYS				
	Tuesday 20 January	Wednesday 21 January	Thursday 22 January	Friday 23 January
Session 1 8:00am	MBTI Team Building Workshop <i>Elements of MBTI Self - scoring</i>	Whole Staff Meeting (8.00 – 9.00am)	Whole Staff Meeting One School Session <i>Class Dashboards Behaviour entries Record of Contact</i>	Year Level Planning or PDPs
		Management Group Meeting , (Admin, HOC, MT, HOSSS, Team leaders, Year Co) (9.00- 10.00am)	Whole Staff Meeting Curriculum <i>Data Profiles Uncluttering Curriculum</i>	
Morning Tea 10:00am				
Session 2 10:30am	MBTI Team Building Workshop <i>Group Activity</i>	Whole Staff Meeting (EIA)	Year Level Planning	Year level OR individual planning
		Year Level Meetings on Year Level EIA 2015		
Lunch 12:30pm				
Session 3 1.00pm <i>(Finish at 2.30pm)</i>	MBTI Team Building Workshop <i>Reflection Transfer of Skills</i>	Get to know Outlook 365 – Bring your laptop (Optional – otherwise own professional time)	PDPs for 2015 / Own professional time	Wavell State High School PD – Generation Y by Michael McQueen <i>(1.00pm)</i>
		Excursion Planning and Risk Assessments - Bring your laptop (Optional – otherwise own professional time)		

TERM ONE 2015

TIMELINE	DESCRIPTION	RESPONSIBILITY	PARTICIPANTS	ACTION PLAN
Week 1 27-30 Jan Australia Day				
Week 2 2-6 Feb	<ul style="list-style-type: none"> ➤ Staff Meeting includes Guided Reading/ Reciprocal Reading PD ➤ AST Survey Week ➤ Captain Speeches ➤ Parent Teacher Nights ➤ 125 birthday launch 	<ul style="list-style-type: none"> - Management Team - Class teachers 	All Teaching Staff	Day 8 - 2015 Operational Governance -IPS
Week 3 9-13 Feb	<ul style="list-style-type: none"> ➤ Staff Meeting includes Athletics and Spellodrome PD ➤ AST launch Horn Rd walk ➤ Captain Speeches ➤ Parent Teacher Nights ➤ Choir/ Band commence ➤ LCC Meeting/SMG 	<ul style="list-style-type: none"> - Management Team - Class teachers 	All Classroom Teachers Team Leaders/ Year Level Cos	Parent Teacher Night Planning Year Level EIA
Week 4 16-20 Feb	<ul style="list-style-type: none"> ➤ Staff Meeting includes WTW ➤ P&C AGM (17 Feb) 	<ul style="list-style-type: none"> - Sally Agnew - Principal / DPs 	All Teaching Staff	
Week 5 23-27 Feb	<ul style="list-style-type: none"> ➤ Year Level Meeting ➤ Yr 5 Tyalgum ➤ Induction - Captains ➤ School Council 	<ul style="list-style-type: none"> - Year Level Cos - Classroom teachers – Yr 5 - Management Team 	All Teaching Staff	Common Assessment Tasks Term One EIA – targets for 2015
Week 6 2-6 Mar	<ul style="list-style-type: none"> ➤ Staff Meeting 	<ul style="list-style-type: none"> - Management Team 	All Teaching Staff	
Week 7 9-13 Mar	<ul style="list-style-type: none"> ➤ Year Level Meeting ➤ Brainways ➤ Wicked ➤ Mad Hair Day 	<ul style="list-style-type: none"> - Year Level Cos - Classroom teachers - Year 6 leaders 	All Teaching staff	Extension Extra-curricular Fund raising
Week 8 16-20 Mar	<ul style="list-style-type: none"> ➤ Year Level Meeting ➤ Mandated face to face parent/teacher interviews 	<ul style="list-style-type: none"> - Year Level Cos - Classroom teachers 	All Teaching staff	
Week 9 23-27 Mar	<ul style="list-style-type: none"> ➤ Year Level Meeting ➤ Year Level Data Interrogation days ➤ Mandated face to face parent/teacher interviews ➤ Aspley X country ➤ P-2 Fun Run 	<ul style="list-style-type: none"> - Year Level Cos - MT/HOC - Classroom teachers - PE Teacher 	All Teaching Staff	
Week 10 30Mar – 2 Apr	<ul style="list-style-type: none"> ➤ Staff Meeting ➤ Mandated face to face parent/teacher interviews ➤ P-2 EASTER CONCERT 	<ul style="list-style-type: none"> - Management Team - MT/HOC - Classroom Teachers - DP(P-2) 	All Teaching Staff	Term Debrief ACARA Term 2 Planning, CAT's for term 2 Moderation of Term 1 CAT's

School Resumes Monday 20 April 2015

TERM TWO 2015

TIMELINE	DESCRIPTION	RESPONSIBILITY	PARTICIPANTS	ACTION PLAN
Week 1 21-24 Apr ANZAC Day	Staff Meeting Prep Puppet Show (23 Apr)	- Management Team - Prep teachers	All Teaching Staff	
Week 2 27Apr-1May	Year Level Meeting Junior Band Commences Gala Days	- Year Level Cos - Classroom teachers - PE Specialist	All Teaching Staff Yrs 4-6 teachers	
Week 3 4-8 May	Staff Meeting LCC /SMG Meeting PAT SCI Mother's day Albany Creek Uniting Church Mayfair (9 th May) Yr 5 Excursion – Environmental Centre	- Management Team - Chappy - Music Coordinator - Yr 5 Class Teachers	All Teaching Staff Year Level Cos/ Team Leaders	
Week 4 11-15 May NAPLAN	Year Level Meetings Yr 3 Camp – onsite/ Starlab – Yr 3 activity	- Year Level Coordinators - Yr 3 Class teachers	All Teaching Staff	Semester One Report comments
Week 5 18-22 May	Staff Meeting Under 8's Day Gala Days Chappy Week Bookfair Yr 5 Excursion – Environmental Centre	- Management Team - DP (P-2) - PE specialist - Chappy - Teacher Librarian Yr 5 Class Teachers	All Teaching Staff Prep, Year 1 and Year 2 teachers Yrs 4-6 teachers All Teaching Staff	Free dress day/dinner at coffee club
Week 6 25-29 May	Year Level Meeting Sem 1 Music Evening (27 May) National Simultaneous Storytime Bookfair	- Year Level Cos - Music Coordinator - Teacher Librarian	All Teaching Staff	Moderation of Term 2 CAT's
Week 7 1-5 June	Staff Meeting Gala days	- Management Team - PE specialist	All Teaching Staff Year 4-6 teachers	
Week 8 8-12 June Queen's Birthday	Year Level Meetings Reports due to admin Life Education Junior String Camp Northside Beginners Band Blitz	- Year Level Cos - All classroom and specialist teachers - Music Coordinator	All Teaching Staff	Reports due to Admin (Friday 13 June)
Week 9 15-19 June	Year Level Meetings Life Ed Year Level Data Interrogation Days School Photos	- Year Level Cos - All classroom and specialist teachers - All staff – teaching and non-teaching	All Teaching Staff	Term 3 Planning, CAT's for term 3
Week 10 22-26 June	Staff Meeting Life Ed Year Level Data Interrogation Days Twilight Session	- Management Team	All Teaching Staff	Term Debrief

School Resumes Monday 13 July 2015

TERM THREE 2015

TIMELINE	DESCRIPTION	RESPONSIBILITY	PARTICIPANTS	ACTION PLAN
Week 1 13-17 July	Staff Meeting Canberra Trip (Yr6)	- Management Team - Yr 6 class teachers	All Teaching Staff	
Week 2 20-24 July	Year Level Meeting PAT M	- Year Level Cos - Team Leaders Year Level Cos - Team Leaders - Classroom Teachers - Teacher Librarian - Classroom Teachers	All Teaching Staff	
Week 3 27-31 July	Staff Meeting LCC Meeting	- Management Team - Principal		
Week 4 3-7 August	Year Level Meeting	- Year Level Cos - Team Leaders - Classroom Teachers	All Teaching Staff	
Week 5 10-14 August EKKA Holiday	Year Level Meeting Jump Rope (14 Aug)	- Year Level Coordinators	All Teaching Staff	
Week 6 17-21 August	Staff Meeting Excursion to Ngatana-lui Yr 3 SINGFEST	- Management Team		
Week 7 24-28 August	Year Level Meeting Bookweek	- Year Level Cos - Team Leaders - Classroom Teachers - Teacher Librarian	All Teaching Staff	
Week 8 31 Aug-4 Sept	Year Level Meeting Alexandra Headlands Yr 4 Camp Mandated face to face parent/teacher interviews Year Level Data Interrogation Days Father's day	- Year Level Cos - Team Leaders - Classroom Teachers - Teacher Librarian - All Classroom Teachers - Chappy	All Teaching Staff	Moderation of Term 3 CAT's Term 4 Planning, CAT's for term 4 Overnight camp
Week 9 7-11 Sept	Mandated face to face parent/teacher interviews 125th Celebration Honours Music Camp	- All Classroom Teachers - Planning Committee - Music Coordinator	All Teaching Staff	
Week 10 14-18 Sept	Staff Meeting Year Level Data Interrogation Days Brainways	- Management Team - Year Level Cos - HOC	All Teaching Staff	Term Debrief Term 4 Planning, CAT's for term 4

School Resumes Monday 6 October 2015

TERM FOUR 2015

TIMELINE	DESCRIPTION	RESPONSIBILITY	PARTICIPANTS	ACTION PLAN
Week 1 6-9 Oct Labour Day	Friday Sport (Yrs 4-6) Footsteps (Yrs P-3)	- Music Coordinator - All Classroom Teachers		
Week 2 12-16 Oct	Year level meeting PAT R PAT V Friday Sport (Yrs 4-6) Footsteps (Yrs P-3)	- Year Level Cos - Team Leaders - All Classroom Teachers	All Classroom Teachers	. Semester Two Report comments
Week 3 19-23 Oct	Pupil Free Day- incorporates staff meeting Friday Sport (Yrs 4-6) Footsteps (Yrs P-3)	- Management Team - All Classroom Teachers	All staff	
Week 4 26-30 Oct	Year Level Meetings Friday Sport (Yrs 4-6) Footsteps (Yrs P-3)	- Year Level Cos - Team Leaders	All Classroom Teachers	2016 class lists
Week 5 2-6 Nov	Year Level Meeting Friday Sport (Yrs 4-6) Footsteps (Yrs P-3) Melbourne Cup Activity	- Year Level Cos - Team Leaders - All Classroom Teachers	All Classroom Teachers	2016 class lists
Week 6 9-13 Nov	Year Level Meeting Sem 2 Music Evening (11 Nov) Friday Sport (Yrs 4-6) Footsteps (Yrs P-3)	- Year Level Cos - Team Leaders - Music Coordinator - All Classroom Teachers	All Classroom Teachers	class lists(first draft) to admin Moderation of Term 4 CAT's
Week 7 16-20 Nov	Staff Meeting Friday Sport (Yrs 4-6) Footsteps (Yrs P-3)	- Management Team - All Classroom Teachers	All Teaching Staff	
Week 8 23-27 Nov	Reports due to admin – Friday 27/11 Friday Sport (Yrs 4-6) Footsteps (Yrs P-3)	- Year Level Cos - Team Leaders - All Classroom Teachers		class lists (second draft) to admin
Week 9 30 Nov-4 Dec	Staff Meeting Swimming Carnival Yr6 Seaworld P-3 Xmas Concert	Management Team	All Teaching Staff	Finalise classlists
Week 10 7-11 Dec	Staff Meeting Yr6 Disco, graduation Break Up Parties	Management Team	All Teaching Staff	End of Term procedures

School Resumes Monday 25 January 2016