



Queensland Academy  
for Science Mathematics  
and Technology

# Queensland Academy for Science Mathematics and Technology

## 2022 Annual Implementation Plan

### Improvement Priority 1. Engage Learners

#### Targets

Achieve the 'Explicit Improvement Plan' targets and individual 'Subject Development Plan' targets for 2022

Strategy: IB Program		
Actions	Timeline	Responsible Officer(s)
Embed the MYP community project to include a service focus.	Term 3	Tanya Haggarty, Sara Johnston, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.
Implement the new IB Standards and Practices.	Term 4	Tanya Haggarty, Cath de Freitas Pessoa, Sara Johnston.
Review updated IB adverse circumstances policies and ensure assessment adjustments are available for students in line with IB and DOE requirements.	Term 3	Tanya Haggarty, Cath de Freitas Pessoa, Sara Johnston, Jane Manwaring, Katrina Judge, Tara Le Pla.
Nurture high achieving students by embedding the attributes of the IB Learner Profile.	Ongoing	Cath de Freitas Pessoa, Sara Johnston, Aileen Davis, Dean Fanning, Stacy Wallace-Cunningham, Ross Bray, Michael Colquhoun, Sam Weston, Rebecca Parker, Deva Prasad, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.



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<b>Strategy:</b> Digital Learning Environment		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Embed the use of online platforms for differentiated learning for students.	Ongoing	e-Learning Working Party, Madeleine Brookes, Jane Manwaring, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.
Develop a process for identifying our unique learners.	Term 2	Kath Kayrooz, Sandy Davey, Jane Manwaring, Cathryn Sarjito, Glenn Beaumont



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<b>Strategy:</b> Student-centred Data Informed Decision-making		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Each faculty to document quality assurance processes to ensure the use of manageable, valid and reliable assessment.	Term 4	Tanya Haggarty, Rebecca Skarszewski, Cath de Freitas Pessoa, Sara Johnston, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.
Refine processes for efficient and effective tracking and monitoring student achievement, engagement and behaviour to improve student learning outcomes.	Ongoing	Kath Kayrooz, Kerry Bullock, Tanya Haggarty, Rebecca Skarszewski, Russell Hams, Aileen Davis, Dean Fanning, Stacy Wallace-Cunningham, Ross Bray, Michael Colquhoun, Sam Weston, Rebecca Parker, Deva Prasad.
Enact the recommendations from the NAPLAN working party to ensure students demonstrate relative gain in Literacy and Numeracy in their NAPLAN score.	Term 4	Tanya Haggarty, Sara Johnston, Rebecca Skarszewski, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.
Implement improvements to Accelerus to ensure the reliability of all assessment data, enhancement of the term data cycle, continuous reporting for parents and students and calculation of student award programs.	Term 4	Tanya Haggarty, Rebecca Skarszewski, Russell Hams.
Further develop and embed processes to support inclusive education.	Ongoing	Jane Manwaring, Fiona Young, Danica Judge, Tara Le Pla, Aileen Davis, Dean Fanning, Stacy Wallace-



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	Cunningham, Ross Bray, Michael Colquhoun, Sam Weston, Rebecca Parker, Deva Prasad.
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Strategy:	Curriculum		
Actions	Timeline	Responsible Officer(s)	
Embed the Numeracy framework.	Term 4	Cath de Freitas Pessoa, Sara Johnston, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Birmingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.	
Embed the Language Policy.	Term 4	Cath de Freitas Pessoa, Sara Johnston, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Birmingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.	
Embed the Literacy Plan.	Term 4	Cath de Freitas Pessoa, Sara Johnston, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Birmingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.	
Students receive and implement feedback to improve their learning outcomes.	Term 4	Sandy Davey, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Birmingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.	



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<b>Strategy:</b>	STEM Focused Curriculum		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Nurture industry and university partners with particular emphasis on UQ to ensure the STEM Futures curriculum realises its vision.	Ongoing	Tanya Haggarty, Cath de Freitas Pessoa, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes.	
<b>Strategy:</b>	Learning Success		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Strengthen student agency in the classroom to ensure students have an opportunity to feed forward and back on student related matters. (SOS)	Ongoing	Cath de Freitas Pessoa, Sara Johnston, Rebecca Skarshewski, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.	



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### Improvement Priority 2. Empower Teachers

#### Targets

Achieve the 'Explicit Improvement Plan' targets and individual 'Subject Development Plan' targets for 2022

<b>Strategy:</b> A Professional Teaching Team		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Recognise the contribution of teachers who take an active leadership role beyond the classroom. (SOS)	Ongoing	Kerry Bullock, Jane Manwaring.
<b>Strategy:</b> Collective Responsibility		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Embed collective responsibility within daily operations led by House Deans. (SOS)	Ongoing	Rebecca Skarszewski, Aileen Davis, Dean Fanning, Stacy Wallace-Cunningham, Ross Bray, Michael Colquhoun, Sam Weston, Rebecca Parker, Deva Prasad.
Make visible the use of APR in providing opportunities for teacher agency to influence Synergy sessions. (SOS)	Term 4	Kerry Bullock, Sandy Davey, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes.
All staff consistently enact the student code of conduct. (SOS)	Term 4	Kerry Bullock, Cath de Freitas Pessoa, Sara Johnston, Aileen Davis, Dean Fanning, Stacy Wallace-Cunningham, Ross Bray, Michael Colquhoun, Sam Weston, Rebecca Parker, Deva Prasad. All Teachers.



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<b>Strategy:</b> Academy-wide Teaching Strategies		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Embed evidence-based teaching strategies by staying abreast of best practice pedagogy.	Ongoing	Sandy Davey, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.
Teachers to provide timely and effective feedback for students. (SOS)	Ongoing	Sandy Davey, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes. All Teachers.
Provide professional learning to all staff on the Positive Education toolkit within the Wellbeing Framework. (SOS)	Term 4	Jane Manwaring, Aileen Davis, Dean Fanning, Stacy Wallace-Cunningham, Ross Bray, Michael Colquhoun, Sam Weston, Rebecca Parker, Deva Prasad.
Provide professional learning to all staff on co-teaching.	Term 1	Kerry Bullock, Sandy Davey, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes.
Develop and implement the co-teaching project.	Term 4	Kath Kayrooz, Kerry Bullock, Sandy Davey, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes.
Determine methodology for evaluating the effectiveness of the co-teaching project.	Term 4	Kath Kayrooz, Kerry Bullock, Sandy Davey.





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<b>Strategy:</b>	Collegial Engagement Framework		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Review the visible learning schedule for teaching staff.	Term 1	Kath Kayrooz, Kerry Bullock, Sandy Davey. Co-teaching Working Party.	
Implement quality assurance processes for the visible learning schedule activities.	Term 2	Kerry Bullock, Sandy Davey, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes.	
<b>Strategy:</b>	Feedback and Continuous Improvement		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Provide leadership capability, development and learning for interested aspirant support staff. (SOS)	Ongoing	Sharon Prentice, Kelli Gallagher	



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### Improvement Priority 3. Ensure Success

Achieve the 'Explicit Improvement Plan' targets and individual 'Subject Development Plan' targets for 2022

<b>Strategy:</b>	Student Wellbeing		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Implement the Queensland Education Wellbeing (QEW) Survey and analyse and interpret the data to determine actions to improve student wellbeing and engagement. (SOS)	Term 1	Rebecca Skarszewski, Jane Manwaring, Aileen Davis, Dean Fanning, Stacy Wallace-Cunningham, Ross Bray, Michael Colquhoun, Sam Weston, Rebecca Parker, Deva Prasad.	
Strengthen student agency led by the ARC to ensure students have an opportunity to feed forward and back on student related matters. (SOS)	Ongoing	Kath Kayrooz, Sandy Davey, Jane Manwaring.	
Approved student leadership project plans are enacted throughout 2022.	Term 1 / Ongoing	Jane Manwaring. Student leaders and teacher coordinators.	
<b>Strategy:</b>	Nurturing High Achieving Students		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Improve student wellbeing through implementation of the Wellbeing Framework and recognition of the unique nature of high achieving students. (SOS)	Ongoing	All Teaching Staff.	
Improve 'my teachers are interested in my wellbeing' rating in Middle Years students by 20%. (SOS)	Term 3	Sara Johnston, Jane Manwaring, Aileen Davis, Dean Fanning, Stacy Wallace-Cunningham, Ross Bray, Michael Colquhoun, Sam Weston, Rebecca Parker, Deva Prasad. All Teachers.	
Improve 'I can talk to my teachers about my concerns' rating in Middle Years students by 20%. (SOS)	Term 3	Sara Johnston, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah	



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		Floridis, Madeleine Brookes. All Teachers.
Improve 'teachers at my school treat students fairly' rating in Middle Years students by 15%. (SOS)	Term 3	Sara Johnston, Aileen Davis, Dean Fanning, Stacy Wallace-Cunningham, Ross Bray, Michael Colquhoun, Sam Weston, Rebecca Parker, Deva Prasad. All Teachers.
Develop a house leadership program to build student leadership capacity.	Term 4	Kerry Bullock, David Bracken, Andrew Blumbergs, Lyle Fredericksen, Esme Hatchell, Vanessa Bermingham, Jane Gorman, Yanah Floridis, Madeleine Brookes.
Recognise and celebrate student achievements beyond the curriculum.	Ongoing	Jane Manwaring, Marketing Coordinator.



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<b>Strategy:</b>	Alumni Program		
<b>Actions</b>		<b>Timeline</b>	<b>Responsible Officer(s)</b>
Promote the LinkedIn site to build the alumni database.		Term 1	Sandy Davey, Marketing Coordinator.
<b>Strategy:</b>	Student Recruitment		
<b>Actions</b>		<b>Timeline</b>	<b>Responsible Officer(s)</b>
Implement the Student Recruitment Strategy to ensure we are the school of choice for highly capable and gifted students.		Term 4	Sandy Davey, Cathryn Sarjito, Glenn Beaumont.
<b>Strategy:</b>	University Partnerships		
<b>Actions</b>		<b>Timeline</b>	<b>Responsible Officer(s)</b>
Enhance our partnership with the University of Queensland to: - re-ignite successful programs - emerge new niche programs		Ongoing	Kath Kayrooz, Tanya Haggarty, UQ-QASMT Advisory Committee Members.
Enhance our partnership with the University of Queensland to improve the recognition of the IB diploma for our students.		Ongoing	Kath Kayrooz, Tanya Haggarty, Katrina Judge.

<b>Strategy:</b>	Staff satisfaction and wellbeing		
<b>Actions</b>		<b>Timeline</b>	<b>Responsible Officer(s)</b>
Continue the work of a wellbeing team led by teachers and support staff to develop annual action plan addressing staff wellbeing and morale. (SOS)		Ongoing	Kath Kayrooz, Jane Manwaring, Wellbeing Working Party.
Implement the 2022 wellbeing action plan to: - ensure staff wellbeing is a priority - > 80% target - improve staff morale by 6%. (SOS)		Ongoing	Kath Kayrooz, Jane Manwaring, Wellbeing Working Party.
Provide a range of forums to enhance opportunities for staff agency on school related priorities. Working Parties, Faculty meetings, House meetings, Collaborate agenda & other teacher and student teams.		Ongoing	Kath Kayrooz, Kerry Bullock, Tanya Haggarty, Rebecca Skarshewski.
Publicise each term areas that the school has been addressing from the School Opinion Survey. (SOS)		Ongoing	Kath Kayrooz.



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<b>Strategy:</b>	Transport		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Continue to work with Brisbane City Council & Translink to develop a traffic management plan.	Term 1	Kath Kayrooz, Kelli Gallagher.	

<b>Strategy:</b>	Marketing and Media		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Review the school website and implement changes to ensure QASMT is well placed to succeed in an increasingly competitive and complex global market.	Ongoing	Kerry Bullock, Russell Hams, Marketing Coordinator.	
Increase social media posts celebrating student and staff achievements.	Ongoing	Marketing Coordinator.	
Manage community complaints.	Ongoing	Media & Comms Coordinator, Kelli Gallagher, Sandy Davey, Kath Kayrooz, Tanya Haggarty, Kerry Bullock.	

<b>Strategy:</b>	QASMT Infrastructure and Innovation		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Deliver IT infrastructure as per the 10-year Master Plan. <ul style="list-style-type: none"> <li>- Intel Unite upgrade in all remaining blocks</li> </ul>	Term 4	Kerry Bullock, Kath Kayrooz, Kelli Gallagher, Russell Hams.	
Deliver infrastructure and resources to align Workplace Health and Safety standards, create an environment that supports students and Staff Health and Wellbeing: <ul style="list-style-type: none"> <li>- Replace and improve security for students install boundary fence</li> <li>- Continue to implement shade structure area to align and support the School Sun Safety Strategy</li> <li>- Oval Amenities Upgrade design and construct a new Health, Wellbeing and Fitness Centre</li> <li>- Install air purifiers</li> </ul>	Term 4	Kath Kayrooz, Kelli Gallagher.	

<b>Strategy:</b>	2023 – 2028 Strategic Plan		
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>	
Develop the 2023 – 2028 Strategic Plan action plan.	Term 1	Kath Kayrooz, Tanya Haggarty, Kerry Bullock. David Curran.	



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Implement the 2023 – 2028 Strategic Plan action plan, including stakeholder consultation.	Term 4	Kath Kayrooz, Tanya Haggarty, Kerry Bullock. David Curran.
Develop, endorse and publish the 2023 – 2028 Strategic Plan.	Term 4	Kath Kayrooz, Tanya Haggarty, Kerry Bullock. School Council.



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Targets		
<b>Strategy:</b>	Sustainable Futures	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Continue to develop school wide sustainable practices.	Ongoing	Kath Kayrooz, Kelli Gallagher, Sustainable Futures Working Party.
<b>Strategy:</b>	International Science School Network (ISSN); International Student Science Fair (ISSF)	
<b>Actions</b>	<b>Timeline</b>	<b>Responsible Officer(s)</b>
Implement the ISSF action plan.	Various	Tanya Haggarty, Kath Kayrooz, Sandy Davey, Kirsten Hogg.
Seek sponsorship for ISSF including applying for grants.	Ongoing	Tanya Haggarty, Kath Kayrooz, Sandy Davey, Kirsten Hogg.
Nurture a wide range of partnerships to support the implementation of ISSF 2023.	Ongoing	Tanya Haggarty, Kath Kayrooz, Sandy Davey, Kirsten Hogg.
Recruit a project manager for ISSF 2023 to work with the sustainable future team and create an action plan.	Term 3	Tanya Haggarty, Kath Kayrooz.
Working with sustainable future working party activities and enrich the ISSF 2023.	Ongoing	Sandy Davey, Sustainable Futures Working Party.
Achieve carbon neutral by 2023.	Ongoing	Kelli Gallagher, Sandy Davey, Sustainable Futures Working Party.

### Endorsement

This plan was developed in consultation with the school community and meets school needs and systemic requirements.

Principal

School Council Chair