

External School Review

Gladstone Primary School

Across our education system, we seek growth for every student, in every class, and in every school. The external school review value-adds and supports schools to raise student achievement and sustain high performance by providing an expert external perspective on school performance by verifying or challenging:

- a school's improvement planning and processes and its impact on student learning
- the impact of previous external school directions
- the rigour of a school's improvement practices
- the school's capacity to achieve or sustain learning improvement over time.

The external school review lines of inquiry focus on:

- quality school improvement planning
- expert teaching
- quality leadership
- conditions for optimal learning.

The overarching question in every external school review is: How well does the school improve achievement, growth, challenge, engagement, and equity?

Reported impact of directions from the previous External School Review in May 2019.

Staff have analysed agreed data sets to increase student achievement in focused areas. During the 2022 term, four student-free days, Kindy staff collaborated with early years teachers to analyse oral language and phonological awareness data to predict student future success. Early and primary years teachers' analysis looked deeply at trends, gaps in learning needing further development and individual student growth. In term 2, 2022, teachers measured the acquisition of literacy skills across the site and provided data to plan interventions. Staff implemented decodable readers in the junior primary years for students to master and extend their reading skills.

Greater coherence, continuity, and progression in learning across the years of schooling is supported through the revision and agreement of the Literacy statement. Staff engage in the Early and Primary Years learning teams three times per term to share and analyse student achievement data and plan strategies for improvement. As part of each team's action plan, a teacher's commitment to action guides learning sprints for review in later team meetings. Writing skills were identified as an area for further development supported by professional learning by the Portfolio Curriculum Lead at staff meetings. Several evidence-based programs allow staff to monitor learning growth and plan intervention.

High expectations and quality teaching for every student are well supported by performance development processes that supply regular feedback to staff for improvement. As a small school, discussions occur onsite between the principal and staff regularly and informally. However, formal classroom observations have recently been implemented with the principal using a standard observation tool and engaging teachers in pre- and post-conversation. Leadership and teacher capability have been enhanced through training programs aligned to national professional standards and observations at other sites.

The recent review of the student behaviour management procedures has strengthened conditions for optimal learning. As a result, agreements developed in the Behaviour, Interactions and Guidance code provide staff greater clarity and consistency of approach. This agreement is supported through a Wellbeing teachers' role, staff Learning teams focusing on year cohorts, recording and monitoring behaviours and contributions from the kindergarten staff, to ensure continuity of practice.

Outcomes from the External School Review held in July 2023.

The principal will work with the education director to implement the following directions:

- Direction 1** Further develop high impact strategies in the effective use of learning goals, learning intentions, and success criteria that support student ownership of learning.
- Direction 2** Build staff leadership capability in mentoring and coaching to support all staff to lead learning.
- Direction 3** Further strengthen school culture by reviewing teaching and learning statements to ensure they guide actions and practice.

These directions are published on the school improvement plan and will support the school's ongoing improvement work. **Based on the school's current performance, Gladstone Primary School will be externally reviewed again in 2026.**



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