

Milpera State High School—AIP — 2025

Clear communication, clearly defined roles and consistent and culturally appropriate practices

Strategy	Outcomes	Staff Lead
1.1 Strategy – Develop high performing teams		Julie Peel
1. Leadership team develop clear processes and ways of working in teams.	<ul style="list-style-type: none"> Clear communication, practices, consistent ways of working. 	
2. Lead consistent and systematic delivery of signature pedagogies and curriculum.	<ul style="list-style-type: none"> ≥ 2 bandscale improvement across the macro skills for 90% of the student cohort who are enrolled for 40 weeks upon exit. 	

1 Enhanced Curriculum Delivery

Strategy	Outcomes	Staff Lead
1.1 Enhance moderation and assessment knowledge		Felicity Radcliffe Irena Sopic Zdral Romy Stevens Huda Faraid
1. Facilitate one bandscaling PD session at Milpera.	<ul style="list-style-type: none"> 100% of Teachers are able to accurately bandscale language learners, and student data is entered on One School on entry and exit. 	
2. Provide opt-in bandscaling sessions to support teachers, three times during the year.	<ul style="list-style-type: none"> 100% of students on exit have been bandscaled accurately twice during their enrolment at Milpera. 	
1.2 Establish PLC to review, research and identify key early literacy areas for EAL/D learners.	<ul style="list-style-type: none"> A suite of resources and a structured program will have been developed by Term 3. 	
1. Establish a Professional Learning Community (PLC) to lead review and implement practice.		
2. Engage academic to collaborate with PLC to ensure evidence-based best practice.	<ul style="list-style-type: none"> A process of assessing students will have been developed by Term 3. 	
1.3 Continue to enhance Milpera’s resource delivery on SharePoint, leveraging an additional HoD to lead process	<ul style="list-style-type: none"> 100% of staff are using SharePoint to access resources, planning documents and information by Term 4. 	
1.4 Develop an additional Milpera Live Program	<ul style="list-style-type: none"> The Secret Kite will be ready to trial with Milpera Live Students by end of Term 3. 	

2 Milpera’s Signature Pedagogies

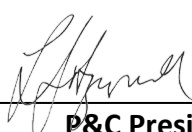
Strategy	Outcomes	Staff Lead
2.1 Embed Signature Pedagogies in all classrooms		Sam Dilly Jared Stegman Irena Zdral
1. Deliver TEMC in Terms 2 and 3 for Teachers.	<ul style="list-style-type: none"> 100% of staff have completed the TEMC program. 	
2. Continue to develop staff capacity to deliver Signature Pedagogies.	<ul style="list-style-type: none"> 100% of staff have fully embedded Milpera’s Signature Pedagogies into their practice, collaborating and observing practice. 	
3. Further define and embed Teacher Mentor roles: Differentiation, Supportive Classrooms and EAL/D pedagogy.	<ul style="list-style-type: none"> A high level of reported satisfaction on staff-led workshops on Signature Pedagogies. 	
2.2 Culturally Responsive Pedagogies		Julie Peel Jared Stegman
<ul style="list-style-type: none"> Develop a shared understanding of culturally responsive, trauma informed pedagogies. Establish a Professional Learning Community (PLC) to investigate culturally responsive teaching practices and make settlement pedagogies more explicit. Deliver Trauma Informed Professional Development sessions to staff. 	<ul style="list-style-type: none"> PLC identify approach to professional development delivery for all staff in culturally responsive practices by Term 3. Milpera Care resources reviewed and shared with staff through professional development by the end of Term 4. 100 % of staff will have attended a minimum of one professional development session on Trauma Informed Practice. 	
2.3 Enhance Coaching and Mentoring		Julie Peel Jared Stegman
1. Enhance Coaching and Mentoring to provide staff with opportunities to align their APDP with the AIP and School Priorities.	<ul style="list-style-type: none"> 100% of Staff participate in Coaching and Mentoring aligned with School Priorities. 	
2. Employ HOD for 12 months to grow teacher capacity to deliver EAL/D curriculum and pedagogies in classrooms.	<ul style="list-style-type: none"> Up to 10 teachers to participate in Teacher Rounds. Teachers will report improved communication, mentoring and collaboration between HODs and Teaching Staff. 	

3 Many Voices: School Culture and Community

Strategy	Outcomes	Staff Lead
3.1 Student Well-being and Voice		Jacki Howlett Sam Dilly
1. Grow staff Cultural Competence.	<ul style="list-style-type: none"> 100% of staff attend two cultural presentations. 	
2. Grow student voice through presentations.	<ul style="list-style-type: none"> All Milpera events include a student presentation. Grow student presence at Staff Meetings, Advisory Group and P&C 	
3.2 Parent voice and engagement		Jacki Howlett Sam Dilly Julie Peel
1. Continue to grow parent connection to school.	<ul style="list-style-type: none"> 100% parents will attend a minimum of 80% of school information sessions and events. 	
2. Empowerment through continued education sessions and Parent Link days.	<ul style="list-style-type: none"> Expand Family Festivals to grow access to Alumni as role models. 	
3.3 Indigenous Perspectives		Sam Dilly Julie Peel Hannah Turner Janelle Paterson
1. Create a “Circle” that advocates for the inclusion of First Nations’ perspectives within the curriculum and at school cultural events.	<ul style="list-style-type: none"> An increased number of staff report growing confidence on embedding indigenous perspectives. 	



Principal



P&C President



School Supervisor