

## DISCIPLINE AUDIT

### EXECUTIVE SUMMARY - BUNKER'S HILL SS

**DATE OF AUDIT: 4 NOVEMBER 2014**



#### Background:

Bunker's Hill SS is a rural school established in 1899 and located 20 kilometres west of Toowoomba, within the Darling Downs South West education region. The P – 7 school services the district of Westbrook and has a current enrolment of 226 students. The Principal, Jim Tiernan, was appointed to the school in 1998.

#### Commendations:

- The Principal and staff members are committed to ensuring a safe, supportive and disciplined learning environment. They demonstrate a belief that student engagement, within a positive, values-based environment, is essential to improved student learning.
- The school has five positively stated and long standing school values which underpin the life of the school: *Community, Courage, Respect, Honesty, Learning*. These are readily identified, understood and owned by students. The values form the clear basis for student behaviour expectations.
- There is a strong sense of community at the school with a positive, friendly tone evident. There is a strong emphasis on valuing the whole child and providing a highly supportive environment.
- Parents speak positively of the school leadership and the quality communication and relationships with teachers.

#### Affirmations:

- The Parents and Citizens' Association (P&C) has endorsed the school's Responsible Behaviour Plan for Students (RBPS). Furthermore, the school has implemented a Learning and Wellbeing framework.
- Explicit Instruction is being implemented as the school's pedagogical framework.
- The school has established links with key Toowoomba high schools to prepare students for Junior Secondary.
- The school recognises appropriate behaviours and achievement through a range of positive rewards including: *Gold Values Certificates* and *Student of the Week*.
- Several programs have been implemented to develop the social skills and self-esteem of students including: *Shine program* for girls; and *A2B* and *Rock and Water* programs for boys.
- The school has implemented the Department's Developing Performance Framework (DPF) for teaching staff.

#### Recommendations:

- Continue to deeply engage the community in the positive developments and culture of the school. Communicate widely, utilising a range of forums, the school creed and guiding values to further embed understanding and ownership for sustainability into the future.
- Continue to implement Explicit Instruction as the school's pedagogical framework. Support consistent and high quality teaching through coaching, observation and developmental feedback.
- Further embed the process of DPF for all staff members, with a regular cycle of discussion, review, feedback and acknowledgement and celebration of success.
- Strengthen further the learning culture of the school through a whole school approach to goal setting, reflection and targeted developmental feedback with students.
- Utilise the scheduled review of the RBPS to detail, align and document behaviour processes to ensure transparency, understanding and consistency of practice in support of the school's approach.
- Review the school's Data Plan to include regular cycles of school wide analysis and discussion of systematically collected data on student behaviour and attendance. This data analysis should consider the overall school picture and trends in order to enact a continuous improvement process.
- Build staff members' capability in the use of OneSchool Dashboard, as a reference point for accessing and monitoring a range of individual and group data.
- Further develop a common understanding of what constitutes high standards and clear expectations for Effort and Behaviour in reporting through development of a school matrix linked to the school's values. Consider utilising this as a tool for student self-reflection, feedback and goal setting.
- Consider implementing, in collaboration with parents, a goal setting process for attendance and link recognition and positive reinforcement to the achievement of a widely communicated school attendance target.