



Bay View State School

2020 Annual Implementation Plan

Improvement Priority 1. Learning Environment

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy: Extend the use of Age Appropriate Pedagogy through the whole school P-Yr6.

Actions	Timeline	Responsible Officer(s)
Extend the roll out of Age Appropriate Pedagogy to include implementation across the school; PD for all staff - include research, professional development, collegial observations and coaching	Ongoing	Principal, Deputy Principal, HOD, HOC
Develop a framework with links to current school strategic documents with explicit links to Age Appropriate Pedagogies.	Term 1	Principal, Deputy Principal, HOD, HOC
Raise awareness and understanding of Age Appropriate Pedagogies with staff, parents and community through information sessions and professional discussion.	Term 2	Deputy Principal, HOC

Strategy: Develop age appropriate pedagogical practices to enhance the transition from Pre-Prep to Prep. Introduce and enhance the use of the Abercedarian approach through Pre-Prep Prep and Playgroup.

Actions	Timeline	Responsible Officer(s)
Re-establish the Bayview Playgroup. Use the practices of AAP and 3a in the routines of the Bayview Playgroup.	Term 1	Deputy Principal
Develop knowledge and understanding of AAP and 3a through the EYE-Connect network group. (EYE-Connect is a neighbourhood Network group consisting of 3 schools & 6 ECECs. EYE-Connect meets 1 per term)	Ongoing	Deputy Principal, HOC

Strategy: Develop skills in the Abecedarian Approach in Prep to enhance oral language teaching and learning

Actions	Timeline	Responsible Officer(s)
Train Prep staff (teachers and Teacher Aides) in the Abecedarian Approach (3a). Embed 3a within AAP - language rich & dialogic characteristic.	Ongoing	Deputy Principal





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 1. Learning Environment

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy: Finalise the development of a BVSS eLearning Strategy which details the expectations for digital technologies with a focus on the development of teacher pedagogy. Implement the BVSS eLearning Strategy including digital technologies.

Actions	Timeline	Responsible Officer(s)
Integrate and embed the eLearning strategy into Teaching and Learning, linked to ACARA. Make explicit links with the BVSS Pedagogical Framework.	Term 2	Deputy Principal, HOD, HOC
Embed the Cyber Safety framework	Ongoing	Deputy Principal, HOD, HOC
Continue working with staff to extend understanding of the Digital Technologies and Design and Technologies Curriculum	Ongoing	Deputy Principal, HOD, HOC

Strategy: Implement the gradual roll out of a BYO ipad program across the school beginning with Yr3 (2017) , Yr 2, 3, 4 (2018), Yr 2, 3, 4, 5 (2019) and Yr 2, 3, 4, 5, 6 (2020). The intent of the program is to embed the use of ipads as part of the pedagogical choices of teachers.

Actions	Timeline	Responsible Officer(s)
Develop pedagogical strategies re using the iPad as an eLearning tool to enrich teaching and learning practices.	Term 1	HOD
Strengthen differentiation by allowing students to choose ways to present their understanding of learning and assessment using digital technology	Ongoing	HOD, HOC
Provide opportunities for students, teachers, parents and the community for learning, skills and iPad capabilities.	Ongoing	HOD





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 1. Learning Environment

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy: Embed a focus on student, staff and community safety and well being through the implementation of a school wide Safe and Supportive Wellbeing Framework

Actions	Timeline	Responsible Officer(s)
Continue to embed common strategies, language and practical approaches with the Zones of Regulation across the school.	Ongoing	Principal, Deputy Principal, Guidance Officer, HOC, HOSES
Deliberately engage staff with using the key domains of the Safe and Supportive Wellbeing Framework, through self-reflection, pedagogy and practical outputs.	Term 1	Deputy Principal, Guidance Officer
Wellbeing Team to research and unpack requirements behind the social wellbeing capabilities document and form links to students' wellbeing.	Term 2	Deputy Principal, Guidance Officer
Continue to work with SER Mental-Health Coach, in delivering onsite professional development, coaching and positive schools support for staff, students and the community.	Ongoing	Deputy Principal, Guidance Officer
Offer professional development to train in the Glasser Basic Intensive course for staff.	Term 3	Guidance Officer
Continue to work with teachers and offer basic practicum to those who have completed the Basic Intensive Training. (Glasser Institute)	Ongoing	Guidance Officer
Strategy: Invest in infrastructure to maintain learning environment to cater for continued growth		
Actions	Timeline	Responsible Officer(s)
Continue to enhance and build relationships with Ventia and EQ regional facilities team re the provision and maintenance of resources, teaching and learning spaces.	Ongoing	Principal
Review and monitor maintenance of digital hardware and infrastructure across the school.	Ongoing	Principal, HOD
Implement protocols for ensuring the adequate resourcing of all classes to cater for growth in enrolments.	Term 1	Principal, Deputy Principal
Participate in a process to establish a facilities Master Plan to cater for continued enrolment growth.	Ongoing	Principal





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 1. Learning Environment

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy: Maintain and enhance strong relationships and partnerships with the BVSS P&C

Actions	Timeline	Responsible Officer(s)
Continue to build and enhance relationships with the BVSS P&C association through transparent communication and support.	Ongoing	Principal, Deputy Principal, Guidance Officer, HOD, HOC, HOSES

Strategy: Develop community partnerships with international schools

Actions	Timeline	Responsible Officer(s)
Deliberately foster and enhance a partnership with our sister school in China - Nantong No2.	Ongoing	Principal, Deputy Principal, HOC

Strategy: Finalise and implement a BVSS Whole School Support Framework which aligns with EQ's Inclusion Policy. This Framework will cover Targeted Learning Centre, Special Education Program, EALD, U3B and Kids in Care.

Actions	Timeline	Responsible Officer(s)
Introduce the BVSS Whole School Support Framework to all staff across the school.	Term 1	Principal, Guidance Officer, HOD, HOSES
Implement the processes as outlined in the Whole School Support Framework.	Ongoing	Principal, Deputy Principal, Guidance Officer, HOD, HOC, HOSES





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 2. Curriculum and Pedagogy

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy:	Embed the BVSS Pedagogical Framework, which reflects the Art and Science of Teaching, across all aspect of teaching and learning. Embed the integrated and focused BVSS Curriculum Framework across key curriculum areas. Use the AC as the expectation for curriculum planning across the school.
------------------	--

Actions	Timeline	Responsible Officer(s)
Continue to use the BVSS Pedagogical Framework as a central decision making tool for curriculum.	Ongoing	Principal, Deputy Principal, HOD, HOC, HOSES
Use the BVSS Pedagogical Framework and Australian Curriculum for integrated planning across all cohorts.	Ongoing	Deputy Principal, HOD, HOC, HOSES

Strategy:	Develop the concept of Critical Thinking as a Whole School Framework through inquiry learning links through all curriculum areas.
------------------	---

Actions	Timeline	Responsible Officer(s)
Research and build leadership knowledge of Critical Thinking as a teaching and learning tool which focussed on the application of knowledge.	Term 1	Principal, Deputy Principal, HOC, HOSES
Use research into Critical Thinking to develop a BVSS Inquiry Framework for use across all learning areas.	Term 2	Principal, Deputy Principal, HOD, HOC, HOSES
Use Critical Thinking strategies in professional learning opportunities with staff.	Ongoing	Principal, Deputy Principal, HOD, HOC, HOSES





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 2. Curriculum and Pedagogy

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy: Extend the use of Age Appropriate Pedagogy through the whole school P-Yr6.

Actions	Timeline	Responsible Officer(s)
Extend the roll out of Age Appropriate Pedagogy to include implementation across the school; PD for all staff - include research, professional development, collegial observations and coaching	Ongoing	Principal, Deputy Principal, HOD, HOC
Develop a framework with links to current school strategic documents with explicit links to Age Appropriate Pedagogies.	Term 1	Principal, Deputy Principal, HOD, HOC
Raise awareness and understanding of Age Appropriate Pedagogies with staff, parents and community through information sessions and professional discussion.	Term 2	Deputy Principal, HOC

Strategy: Develop age appropriate pedagogical practices to enhance the transition from Pre-Prep to Prep. Introduce and enhance the use of the Abercedarian approach through Pre-Prep Prep and Playgroup.

Actions	Timeline	Responsible Officer(s)
Re-establish the Bayview Playgroup. Use the practices of AAP and 3a in the routines of the Bayview Playgroup.	Term 1	Deputy Principal
Develop knowledge and understanding of AAP and 3a through the EYE-Connect network group. (EYE-Connect is a neighbourhood Network group consisting of 3 schools & 6 ECECs. EYE-Connect meets 1 per term)	Ongoing	Deputy Principal, HOC

Strategy: Develop skills in the Abercedarian Approach in Prep to enhance oral language teaching and learning

Actions	Timeline	Responsible Officer(s)
Train Prep staff (teachers and Teacher Aides) in the Abercedarian Approach (3a). Embed 3a within AAP - language rich & dialogic characteristic.	Ongoing	Deputy Principal





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 2. Curriculum and Pedagogy

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy:	Differentiation for all students including U3B, TLC, SEP and EALD is evident in teacher planning and assessment
------------------	---

Actions	Timeline	Responsible Officer(s)
Build teacher capability in differentiating for students through professional discussion, coaching and modelling.	Ongoing	Principal, Deputy Principal, HOD, HOC, HOSES
Build teacher capability to make appropriate adjustments to teaching, learning and assessment enabling all learners to demonstrate their knowledge, skills and competencies.	Ongoing	Principal, Deputy Principal, HOD, HOC, HOSES
Ensure collaborative and early planning, with classroom teachers, for any adjustments to ensure multiple opportunities for students to demonstrate what they know and can do.	Ongoing	Deputy Principal, HOD, HOC, HOSES

Strategy:	Finalise and implement a BVSS Whole School Support Framework which aligns with EQ's Inclusion Policy. This Framework will cover Targeted Learning Centre, Special Education Program, EALD, U3B and Kids in Care.
------------------	--

Actions	Timeline	Responsible Officer(s)
Finalise the BVSS Support Plan including workflows, role descriptions, access trails for SEP, TLC, EALD, U3B and KIC. Implement processes for applying and monitoring support provisions.	Term 1	Principal, Deputy Principal, Guidance Officer, HOD, HOC, HOSES
All staff to be aware of and implement the BVSS Support Plan.	Term 2	Principal, Deputy Principal, Guidance Officer, HOD, HOC, HOSES





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 2. Curriculum and Pedagogy

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy:	Develop clear and measurable school targets and expectations for assessment including systemic, class and individual.
------------------	---

Actions	Timeline	Responsible Officer(s)
Review systemic data collection tools used across all cohorts - is the data collection purposeful?	Term 1	Deputy Principal, HOD, HOC
Review previous targets and data as an audit of the effectiveness of the data collection tools. Research alternatives if necessary.	Term 1	Deputy Principal, HOD, HOC
Maintain clear and transparent expectations across the whole school which are aligned with the BVSS Pedagogical Framework. Set clear targets using agreed systemic data.	Term 1	Deputy Principal, HOD, HOC

Strategy:	Use the Achievement Standards from the AC to develop student assessment. Develop an enhanced understanding and use of formative and summative assessment
------------------	---

Actions	Timeline	Responsible Officer(s)
Continue to build capabilities of staff using formative and summative assessment.	Ongoing	Deputy Principal, HOD, HOC
Trial the use of assessment task development supported by the use of QCAA marking guides across all areas.	Term 1	Deputy Principal, HOD, HOC

Strategy:	Use of student learning goals and success criteria as a method of targeting student learning across all cohorts.
------------------	--

Actions	Timeline	Responsible Officer(s)
Embed the use of Student Learning Goals and Success Criteria as an expectation in all classrooms as an aspect of the BVSS Pedagogical Framework.	Ongoing	Principal, Deputy Principal, HOC, HOSES
Enhance a consistent understanding and implementation of student learning goals including the difference between an Instructional Goal (Declarative) and a Learning Goal (Procedural).	Ongoing	Deputy Principal, HOD, HOC





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 2. Curriculum and Pedagogy

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy:	Continue the focus on collaborative inquiry through the use of PLT's focusing on Problem Solving and Reasoning
------------------	--

Actions	Timeline	Responsible Officer(s)
Explicitly implement a PLT process which reflects the Inquiry Cycle. Focus the PLT process on Problem Solving and Reasoning in Maths.	Ongoing	Principal, Deputy Principal, HOD, HOC, HOSES
Deliberately plan for professional learning and conversations re Problem Solving and Reasoning. Reflect on previous Mathematical work and engage teachers in the BV coaching model.	Term 1	Principal, Deputy Principal, HOD, HOC, HOSES
Develop teacher skills and understanding when interrogating data as a planning and teaching tool.	Ongoing	Principal, Deputy Principal, HOD, HOC, HOSES

Strategy:	Use Proficiency Scales in Mathematics as a tool for planning teaching and learning across the year.
------------------	---

Actions	Timeline	Responsible Officer(s)
Implement the use of Proficiency Scales in Mathematics to plan for teaching and learning of the G&V curriculum across the year.	Ongoing	Deputy Principal, HOD, HOC

Strategy:	Implementation of the Writing Framework as common practice across the P-6 sector.
------------------	---

Actions	Timeline	Responsible Officer(s)
Roll out of the Writing Framework through explicit modelling of the Targeted Writing Program during the 2020 PFD.	Term 1	Deputy Principal, HOC
Assign a Writing Coach to year levels, to monitor, track and support consistent application of the Writing Program.	Ongoing	Deputy Principal, HOC
Writing Team to continue strengthening evidence of personal practice; as models of instruction to share during professional development presentations.	Ongoing	Deputy Principal, HOC
Track term by term progression of Writing Clusters, using Wk 1 and Wk 10 feedback review cycles.	Ongoing	Deputy Principal, HOC





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 2. Curriculum and Pedagogy

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy:	Whole school review of BVSS programs in all Specialist areas		
Actions	Timeline	Responsible Officer(s)	
Audit, review and align the BVSS Specialist Programs the AC and the BVSS Pedagogical Framework.	Term 1	Deputy Principal, HOC	
Strategy:	Whole school review of the following BVSS programs: Reading		
Actions	Timeline	Responsible Officer(s)	
Audit, review and align the BVSS Reading Program, the Australian Curriculum and the BVSS Pedagogical Framework.	Term 3	Deputy Principal, HOD, HOC	
Strategy:	Develop a clear and explicit understanding of Indigenous Perspectives and embed across key curriculum areas.		
Actions	Timeline	Responsible Officer(s)	
Introduce the Barna Jarjum Framework (BJC) to staff.	Term 1	Deputy Principal, HOC	
Utilise the BJC Framework as a resource to engage in professional learning, build staff's cross-cultural knowledge and understanding.	Ongoing	Deputy Principal, HOC	
Student Indigenous Profiles rolled out, attributing to levels of achievement, attendance and faces on the data across P-6.	Term 1	Deputy Principal	
Barna Jarjum Team to apply case studies of practice when utilising the Barna Jarjum Planning Tool for teaching and learning.	Term 2	Deputy Principal	
Barna Jarjum Team, to model, share and present evidence of practice through workshops and professional learning exchanges.	Ongoing	Deputy Principal	
Strategy:	Use the BVSS STEM Statement to advance learning in science, technology and mathematics.		
Actions	Timeline	Responsible Officer(s)	
Embed the BVSS STEAM Statement in the pedagogy of STEAM subjects. Explicitly link the BVSS STEAM Statement and the BVSS Inquiry Framework.	Ongoing	Deputy Principal, HOD, HOC	





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 3. Partnerships

Targets		
Informal staff surveys are conducted twice per year to track progress - High Reliability Schools. School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).		
Strategy:	Investigate a partnership with the IMPACT Centre (EQ) and UQ to develop a Critical Thinking project.	
Actions	Timeline	Responsible Officer(s)
Research and build leadership knowledge of Critical Thinking as a teaching and learning tool which focussed on the application of knowledge.	Term 1	Principal, Deputy Principal, HOD, HOC, HOSES
Strategy:	Strengthen partnerships with cluster schools through regular moderation processes.	
Actions	Timeline	Responsible Officer(s)
Continue working with Cluster Schools in partnerships on consistent assessment, reporting and moderation processes.	Term 1	HOC
Strategy:	Implement and enhance a consistent culture of feedback, modelling and coaching amongst all staff.	
Actions	Timeline	Responsible Officer(s)
Implement Leadership Structures which have clear responsibilities for coaching / feedback etc.	Term 1	Principal, Deputy Principal, HOD, HOC, HOSES
Implement a strategic process for coaching / feedback which aligns PST and APDP. Process to clearly link to ASoT and Pedagogical Framework. Explore the use of Learning Walks by the Leadership Team.	Term 1	Principal, Deputy Principal, HOD, HOC, HOSES
Strategy:	Enhance Early Years partnerships with external providers.	
Actions	Timeline	Responsible Officer(s)
Continue to enhance partnerships with key EY providers (including BVSS Playgroup) - exchange and sharing of practice, facilities, inclusion in BV "Special" days	Ongoing	Deputy Principal, HOC





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 3. Partnerships

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy:	Continue with the Beginning Mentoring Teachers Program.
------------------	---

Actions	Timeline	Responsible Officer(s)
Build pedagogical knowledge, skills and efficacy of beginning teachers through peer-teaching, modelling, observation and feedback.	Ongoing	Deputy Principal
Continue to strengthen mentee collegial networks through links with experienced/senior teachers and ongoing professional development.	Ongoing	Deputy Principal

Strategy:	Embed the Chaplaincy Program in the culture of Bayview State School
------------------	---

Actions	Timeline	Responsible Officer(s)
Maintain an active SU LCC Committee, to govern, promote and build awareness for Chaplaincy.	Ongoing	Deputy Principal
Utilise the Chaplain to provide pastoral, social and emotional support, using A2B, Friendship Circles, Hi Jump and Leaders without Badges Program.	Ongoing	Deputy Principal, HOD
Strengthen partnerships with school volunteers, churches, the food bank centre, kindly connect and other networks, to promote learning and engagement.	Ongoing	Deputy Principal, HOD

Strategy:	Use the BVSS STEM Statement as a basis to build partnerships with High Schools and Universities.
------------------	--

Actions	Timeline	Responsible Officer(s)
Establish partnerships with feeder high schools to support the implementation of the BVSS STEAM Statement.	Term 2	Principal, Deputy Principal, HOD, HOC

Strategy:	Promote the inclusion of Indigenous Perspectives through networks, community engagement and strengthening partnerships
------------------	--

Actions	Timeline	Responsible Officer(s)
Continue partnerships with Deadly Choices, Yulu-Burri-Ba, VPSHS/CDSHS and MMEIC elders.	Ongoing	Deputy Principal
Link with SER Indigenous leaders and local elders to host professional development in Hidden Pictures, Banaam, I/EALD and Indigenous STEM for BVSS staff.	Term 2	Deputy Principal
Strengthen students' involvement with Indigenous Perspectives, through 2020 NAIDOC Showcase, Student-Cluster Writing, EYE-Connect and hosting celebratory events.	Ongoing	Deputy Principal
Continue partnerships with SER Indigenous Coaches, to assist with embedding correct protocols and practices.	Ongoing	Deputy Principal





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 3. Partnerships

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy: Enhance partnerships with parents through access to supportive parenting sessions

Actions	Timeline	Responsible Officer(s)
Encourage parents active involvement in parenting sessions - Soulcollage Parenting, Story Massage, Parent Trail, Yoga.	Ongoing	Guidance Officer
Engage with new parents through BVSS Playgroup.	Ongoing	Guidance Officer

Strategy: Establish and enhance partnerships with high schools to support transition to high school.

Actions	Timeline	Responsible Officer(s)
Establish partnerships with high schools Guidance Teams to support transition to high school for students.	Ongoing	Guidance Officer

Improvement Priority 4. Policy and Procedure

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy: Embed eLearning policy

Actions	Timeline	Responsible Officer(s)
Establish a working team to review effectiveness of the iPads to be used as a tool to support differentiation for students.	Ongoing	HOD
Provide opportunities for professional learning for understanding of Cyber Safety.	Ongoing	HOD

Strategy: Review and evaluate the BVSS Responsible Behaviour Plan including cyber safety

Actions	Timeline	Responsible Officer(s)
Establish a working team to review research and effective practice re supporting student behaviour including cyber safety.	Term 1	Principal, Deputy Principal, HOC
Align the BV Responsible Behaviour Plan with research and best practice. Provide opportunities for teacher professional learning and conversation to build capability.	Term 2	Principal





Bay View State School

2020 Annual Implementation Plan

Improvement Priority 4. Policy and Procedure

Targets

Informal staff surveys are conducted twice per year to track progress - High Reliability Schools.
School Opinion Survey results and HRS survey results demonstrate a continuous rate of improvement (3% per year).

Strategy:	Implement a focus on student, staff and community safety and wellbeing through the enhancement of a school wide Wellbeing Framework		
Actions	Timeline	Responsible Officer(s)	
Deliberately engage students, staff and community with using the key domains of the Safe and Supportive Wellbeing Framework, through self-reflection, pedagogy and practical outputs.	Ongoing	Deputy Principal, Guidance Officer	
Strategy:	Review Homework and Dress Code Policies		
Actions	Timeline	Responsible Officer(s)	
Establish a working team to review and make recommendations re BVSS student dress code.	Term 2	Principal	
Strategy:	Implement an eLearning strategy which details the expectations including the development of teacher pedagogy using digital technology.		
Actions	Timeline	Responsible Officer(s)	
Establish a working team to review research and effective practice re eLearning and digital technology	Term 1	HOD	
Develop an eLearning Strategy which details the expectations including the development of teacher pedagogy using digital technology.	Term 2	HOD	

Endorsement

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

Principal

P and C / School Council

Assistant Regional Director

