

Showcase

Caloundra State High School

On Track for Success (Years 7 to 9)

At Caloundra State High School, the focus on making small shifts in daily practices led to school-wide improvements for students and staff. In 2023, Caloundra State High School's review report recommended enhancing their approach to driving an improvement agenda. The school needed to build a shared understanding of what they were seeking to improve in classroom practices. They also needed to enhance the culture of accountability. In response, leaders and staff analysed data, and together they decided to promote a new approach to improvement—'one per cent at a time'.

North Coast



1322
students



Years 7 to 12



Action

Some of the actions that led Caloundra State High School to be showcased in this category:

- Leaders sought student, parent and staff voice to shape school improvement plans. This further informed the school's approach to student behaviour, high school transitions, and school values.
- Staff analysed school data to identify improvement opportunities and set specific, achievable goals. They worked collaboratively in faculties to target one improvement at a time and implement small changes.
- Students and teachers co-designed the Behaviour Expectations Matrix, which guides students in making positive choices.
- The school enhanced student belonging through several programs. Behaviour Beacons includes fortnightly explicit teaching about positive behaviour choices. Students share their perspectives on positive behaviour in videos.
- Transition partnerships with feeder primary schools help the school identify individual student needs early to inform their start into high school.
- The 'Caloundra Way' guided teachers in classrooms, offering an evidence-informed teaching framework with shared language and processes.
- Students, parents and teachers co-developed Learning Walls that help students understand what they know, what they still need to learn, and how they can achieve it.
- Leaders modelled new pedagogies with teachers, learning together through experience before implementing in classrooms.

Impact



Improved student behaviour

- A 32% decrease in behaviour incidents from 2023 to 2025
- A 54% decrease in Student Disciplinary Absences from 2023 to 2025



Improved English achievement in Years 7 to 9

- A 37% increase in As and Bs from 2023 to 2024



Improved mathematics achievement in Years 7 to 9

- A 25% increase in As and Bs from 2023 to 2024



Clearer improvement direction

- A 14% increase in staff beliefs that this school looks for ways to improve from 2022 to 2024

Effectiveness

Research into highly effective schools supports Caloundra State High School's actions.

Highly effective schools:

- communicate vision for improvement
- develop data-informed improvement agenda
- formulate clear improvement goals and targets
- involve stakeholders in planning for improvement
- develop evidence-informed improvement strategies
- articulate expectations for teachers to use effective pedagogy

Teachers and leaders in highly effective schools:

- draw on evidence to improve teaching
- align staff professional learning with school priorities
- lead and/or participate in school-based professional learning
- explain success criteria clearly to guide students' learning
- value and seek student voice
- create orderly learning environment.



'Sustainable improvement happens from daily and collective commitment. We do small things well, every day and refine them over time.'

Ms Natasha Wicks, Principal