



Independent Schools
Queensland

choice & diversity

School Improvement Services

AN ISQ FLAGSHIP PROGRAM





School improvement
requires changes in
the work of a school –
particularly enhancements
that lead to better
outcomes for students.

PROFESSOR GEOFF MASTERS AO

*Author of Schools As Learning Organisations, 2016,
cited in ISQ's Self-Improving Schools Background Paper.*

Effective leaders continually evaluate their approach to the operations, teaching and learning practices and infrastructure of their school, to deliver high-quality experiences and programs.

The aim of Independent Schools Queensland (ISQ) School Improvement Services is to support improved school performance, student learning and teacher practice through two options:

- School Improvement Reviews
- Supporting School Improvement initiative.

A review will help answer questions about what your school is doing well, provide recommendations to further students' gains and achievements, and encourage quality practices.

Participation in the Supporting School Improvement (SSI) initiative assists school teams to identify priorities for change and to implement clear action plans for improvement using evidence-based strategies.

ISQ reviews are grounded in best practice. They serve to honour your school's progress, celebrate your strengths, and recommend next steps to support your school's future journey.

School Improvement Reviews

Improvement is at the top of every school's agenda, which is why a commitment to self-reflection and independent feedback is critical to improved student outcomes and positive cultural change.

ISQ recognises that all schools can benefit from receiving meaningful feedback. Independent reviews provide rich verification of school performance, identifying findings and recommendations to support schools improvement agendas. The review report provides valuable information to be considered in consultation with the school community, to prioritise future actions for improvement.

Performance, Teaching and Learning Review

The Performance, Teaching and Learning Review endorses improved school performance, student learning and teacher practice. Schools will access a team of highly experienced school leaders who gather and collate a range of school data, provide rich and honest feedback against identified domains, and share recommendations for continuous improvement.

The Performance, Teaching and Learning Review is particularly relevant to member schools that are:

- approaching the end of their strategic cycle and considering independent, external feedback to inform future planning
- commencing a new strategic plan and looking to create an improvement agenda, or
- seeking confirmation that key teaching and learning priorities are aligned, consistent, embedded and quality-assured.

This is a fee-for-service available to all ISQ member schools

Review Overview

Preparation for Review

STAGE 1:
Analysis and Visit Preparation

STAGE 2:
Review Visit

STAGE 3:
Findings Report



Other ISQ Review Services

An ISQ Review provides specialist consultants gain a comprehensive understanding of your school's position and goals, through data analysis and extensive interviews, before providing a confidential detailed report with strategies and recommendations. ISQ also offers ongoing support to implement the strategies you select. This is a fee-for-service offering that takes into account a school's particular circumstances.

Curriculum Reviews offer a variety of approaches for reviewing curriculum, for both compliance and improvement.

ICT Strategic Reviews evaluate the effectiveness and efficiency of systems and the associated change management required to implement them.

Governance Reviews assist boards to understand their effectiveness and explore ways to improve the positive contribution they make.

Learning Support Reviews enhance the model and structure for supporting students with additional needs.

Leadership Reviews assist aspects of performance and structure.

Operations and Compliance Reviews support a range of issues including misalignment between structure and dynamics, compliance related to child protection, or business models that need adjustment due to a negative funding or enrolment trend.

Supporting School Improvement

ISQ's Supporting School Improvement work is empowering independent schools to confidently shape their future.

All schools are required to have a systemic approach and ongoing process for school improvement. This includes deciding strategies, setting priorities, monitoring and annual reporting.

Through this flagship program, ISQ works with schools to develop and implement evidence-based strategies for improvement. Schools receive tailored one-on-one support to examine review recommendations or to conduct rigorous self-assessments, to implement a clear plan for improvement.

ISQ supports schools through the cycle of improvement by:

- school visits by an experienced educational leader who also offers phone and email support
- access to processes and tools to facilitate the improvement process
- assistance in selecting improvement areas of focus
- advice on where to access resources, support and processes for ongoing development
- Connection to ISQ expertise.

The majority of Queensland independent schools have participated in the program. External evaluations found that the program was well received and effective; impacts were broad ranging, positive and were the direct result of the specific improvement initiatives. Indirect impacts were achieved through exposure to new ideas and the prioritisation of school improvement.

This service is available free-of-charge to all ISQ member schools. Funding is provided to assist schools in developing their improvement agenda.

This activity is supported by funding from the Australian Government's Non-Government Reform Support Fund (NGRSF).

The Matrix: A proven approach, backed by research

In 2012, ISQ developed the Self-Improving Schools program following a literature review. An updated version was published in 2017 to ensure that ISQ's support continued to be underpinned by the most recent findings.

ISQ developed the Matrix to help Queensland independent schools select their strategic focus for improvement.

The Matrix is based on four domains identified in research as consistently applying to "great" schools:

- Leadership and Management
- Teaching and Learning
- Quality Curriculum
- Community.

Matrix Overview



Contact us

Schools wishing to participate in ISQ's School Improvement Services may do so by application at any time.

To find out more, visit

www.isq.qld.edu.au/schools/principals-school-leaders/school-improvement

Mark Newham

Director (School Improvement & Performance)

● 07 3228 1515 ● mnewham@isq.qld.edu.au

Eva Perry

Manager (School Improvement)

● 07 3228 1581 ● eperry@isq.qld.edu.au

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Independent Schools Queensland Ltd
ACN 614 893 140 ABN 88 662 995 577



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Queensland**

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Head Office

Level 1, 96 Warren Street, Spring Hill Q 4000
PO Box 957, Spring Hill Q 4004
P (07) 3228 1515 E office@isq.qld.edu.au

Professional Learning Centre

Level 5, 500 Queen Street, Brisbane Q 4000
P (07) 3228 1507 E events@isq.qld.edu.au

www.isq.qld.edu.au