



## Talent Development Program - Policy and Procedure

### Rationale

The Talent Development Program (TDP) at Orange High School is an opportunity for students with talents to work in a supported learning environment which is differentiated to meet their individual learning needs. This will be based on the development and application of individual learning plans. Students in the Talent Development Program classes will be placed in learning environments with alternative instructional modes and flexible learning spaces.

The aim of the program is to enrich the learning experiences of the students and to develop critical and creative thinking skills. Students in this program will be inspired to learn through innovative teaching practice which includes the explicit teaching of design thinking principles and 21<sup>st</sup> Century skills. Curriculum will be individualised through differentiation which will be informed by the student plans. Students will devise their own learning goals and be supported with systems and structures to assist them in achieving their goals. Data will drive the development of programs to assist student learning. Students will be assessed using a range of assessment strategies that will guide the development of these plans and inform teaching practice.

The fundamental objective is to develop students who are able to personally engage with the learning experience. They will develop into confident critical thinkers who develop their talents and explore new ones.

### Structure

The Talent Development Program is driven by the individual needs of students and seeks to enrich their academic needs through a planned and coordinated approach to their learning. Students will have a personalised Learning Plan to ensure identified talents are recognised and challenged. Learning will be based on research and strategic planning which is informed by evidence and data.

Students in the Talent Development Program will be selected and placed in one class for all subjects. For Year 7 English, Mathematics and Science the Talent Development Program students will form a class of 55-60 students. This will be taught by two teachers who will team teach and drive innovative teaching practices.

Each year group will complete a project based assessment task that is developed by utilising design thinking principles. This will help them to develop skills in research, reflection and problem solving. Where possible, the tasks will be developed as cross curricular projects.

Workloads will be balanced to ensure that students are completing rich tasks rather than additional tasks. Assessments and coursework will be differentiated to maximise the learning opportunities for students. Where possible, homework will be coordinated and designed to enrich student learning.

### ***Staffing structure***

The Talent Development Program will be led by a committee that includes a Deputy Principal, Head Teacher of Teaching and Learning and an executive staff member. This team will be responsible for:

- Reviewing applications and selecting students for the program.
- Coordinating team meetings for TDP teachers.
- Leading professional learning for the TDP teachers and extended staff to develop teaching and learning strategies that meet the needs of high achievers.
- Leading the development of individualised learning plans for students.
- Leading the design and implementation of project based learning for cross curricular outcomes.

The teachers of the Talent Development Program classes will be responsible for:

- Reviewing current assessment tasks and developing differentiation processes.
- Embedding authentic cross curricular learning and assessment opportunities across the curriculum.
- Reviewing and monitoring the progress of students – track data, set goals.
- Coordinating homework as an authentic learning experience.
- Integrating design thinking principles into teaching programs and assessment tasks.
- Explore opportunities for authentic project based learning experiences.

### **Guidelines**

#### ***Application process***

An application form for the Talent Development Program will need to be completed in order for a student to be considered for the program. Applications are due to Orange High School's front office by Monday 20<sup>th</sup> March 2020 . Applications are to be emailed to [alison.mclennan4@det.nsw.edu.au](mailto:alison.mclennan4@det.nsw.edu.au)

#### ***Communication***

The application form will be made available through the school website and Facebook page. A hard copy of the application form will also be available for parents/caregivers to pick up from the front office.

Partner primary schools will be sent the application form to include in their school newsletter/website.

### ***Selection process***

For a student to be selected in the Talent Development Program they must complete the following steps:

1. Reside within the Orange High School zoning area. For further information parents are advised to look at the School Finder website. <https://my.education.nsw.gov.au/school-finder>
2. Complete the application form including having the application supported by the current primary school. Applications will be reviewed by the committee.
3. Attend a student workshop held at the school. Students will be assessed on their ability to apply the 21st Century skills of critical thinking, creativity, collaboration and communication.
4. Attend student and parent interviews held at Orange High School.

### **Selection criteria**

The application forms will be assessed by the Talent Development Program selection panel.

Students will be selected into the program based on the following criteria:

- NAPLAN results.
- Successful completion of a range of cognitive aptitude activities.
- Communication skills during the interview process.
- Quality of the written application.

OHS reserves the right to add/modify selections based on the individual learning needs of the student.