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Orange High School

*Honour the past, create
the future*

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. Students in the Talent Development Program classes will be placed in learning environments with varied 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 21st Century skills. Curriculum will be individualised through differentiation. Students will devise their own learning goals and be supported with systems and structures to assist them in achieving their goals. A range of 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. Learning will be based on research and strategic planning which is informed by evidence and data.

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, Learning and Support Teacher 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.

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.

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 as indicated on the application form.

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:

- 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>
- Complete the application form. Applications will be reviewed by the committee.

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:

- Quality of the written application
- School report
- NAPLAN results
- Possible workshops and/or interview

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