



Canberra High School Inspire Program

Policy and Procedures

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Our Policy

This policy and the associated procedures are developed in line with those of the ACT Directorate of Education. In particular, the work of François Gagné in his Differentiated Model of Giftedness and Talent 2.0, as this highlights the process by which a gifted student, with the chance of a developmental process can develop talents to serve them in life.

Canberra High School provides gifted students a developmental process in the form of the Inspire Program ('Inspire'). The foundations of Inspire are based on the following core values:

- A genuine thirst for knowledge and passion for learning
- A growth mindset, specifically the willingness to try and fail
- A desire to improve and work hard

Processes

To achieve these values, the Inspire Program has the following processes:

- Students are selected for the Program based on testing and/or school performance (see [Procedures](#)).



- Students choose at least one subject from the following selection:

- Maths
- Science
- English
- HaSS
- Arts
- Languages
- Technology

This selection results in a focus in this field and the requirement to undertake enhancement activities (see [Procedures](#)). Students must engage in at least 3 subjects during their time in the Inspire program. They do not need to be concurrently, but they are able to do so from year 8 onwards if they choose.

- Students remain in the program based on the following factors:
 - Academic achievement and Effort in the subject(s) they select (see the decision matrix in [Procedures](#)).
 - Attendance and active participation in the majority of Inspire sessions where ideas can be explored, and skills built, with no consequence on students academic record. This class enhances the Program and as such, only students in the Program can participate.
 - A consistent display of CHS' CARES values (Community, Attitude, Respect, Excellence and Safety) in and out of the classroom.
- Progress of the students in the Inspire Program are reported to the student and families each Semester through the End of Semester Reports.

Procedures

Below are a range of procedures that are followed in relation to the Inspire Program. These procedures also outline the expectations and requirements for students. If these are not followed, participation in the Program can be ceased.

Selection for the Inspire Program

Year 7s

To enter the program starting in year 7, the following suite of data is reviewed:

- Primary school recommendations and/or involvement in primary school G&T programs
- Parental recommendations
- NAPLAN testing results (held in Term 1 of year 7)



- PAT English and Maths testing results (held in Term 1 of year 7)
- Secondary school teacher recommendations (at the end of Semester 1)

Year 7s are not invited into the program until the end of Semester 1. Our priority is for year 7s to enjoy a smooth, stable and supported transition into high school with as fewer disruptions as possible.

Years 8-9

Students may be invited into the program in year 8-9, based on the following suite of data:

- Academic excellence over the course of a full academic year using reporting data. All subjects other than SHAPE are reviewed for academic excellence, whereby students with a majority of A grades may be invited into the program.
- Secondary school teacher recommendations using the Renzulli's Scales for consistency.

Students may be considered for the program throughout the year on expressions of interest, review of grade, wellbeing data and teacher feedback.

Invitations are not issued to current year 10 students as they are unable to receive the full benefit of the program in such a short period of time. The cut-off for invitations is therefore the end of Semester 2 of year 9.

Expectation requirements

At the end of each semester, Inspire students' grades are reviewed based on their:

- Subject achievement grade - this is the student's grade based on general work completed in the subject (the same as their peers)
- Inspire achievement grade - this is the student's grade based on the Inspire components completed
- Inspire effort grade - this is the student's grade based on their attitude and mindset towards their subject area, specifically the Inspire components



Decision matrix

Decisions on the review are based on the following matrix:

Subject achievement grade	Inspire achievement grade	Inspire effort grade	Response after first semester	Response after second semester
A	Any	Consistently	Remain in the program.	Nil.
		Usually	Documented discussion.	Probation if no improvement.
		Sometimes or Rarely	Probation.	Cessation if no improvement.
B	Outstanding	Consistently	Remain in the program.	Nil.
		Usually, Sometimes or Rarely	Documented discussion.	Probation if no improvement.
	High	Consistently	Remain in the program.	Documented discussion.
		Usually, Sometimes or Rarely	Probation.	Cessation.
	Satisfactory	Any	Probation.	Cessation.
	Developing	Any	Cessation.	
C	Any	Consistently	Probation.	Cessation.
		Usually, Sometimes or Rarely	Cessation.	
D or E	Any	Any	Cessation.	



The following definitions are provided in relation the above matrix:

- *Remain in the program* - Students will remain in the Inspire program indefinitely.
- *Documented discussion* - A documented discussion acts almost as a 'yellow card' before moving to probation. This additional level allows for student wellbeing issues to be addressed where their achievement and effort is close to allowing them to remain in the program without disheartening them. A discussion will be had with the student where they set a goal for the following semester which is then communicated to parents.
- *Probation* - Probation lasts for a semester in that student's subject area, not the program overall. If students increase their achievement and/or effort, they are taken off probation and remain in their program area as normal. If they do not increase their achievement and/or effort, they are no longer eligible to seek enrichment in that subject area.
- *Cessation* - Students are no longer eligible to seek enrichment in that subject area. For example, if a student chooses Maths and Science as their enrichment area, but fails probation for Maths, they will not be able to choose Inspire Maths again. They can, however, continue in the program as a Science Inspire student. Alternatively, if the student only chose one enrichment subject and failed their probation, they would be out of the program entirely. There is no capacity for them to choose another subject at that stage. Where students require repeated documented discussions and/or probations, they will have their place in the program reviewed.

The reason an A grade is not mandatory to remain in the program is to encourage students to attempt subjects outside their gifted area and possibly not achieve their usual personal goals.

There may be circumstances where consideration of a students' particular situation is required in relation to compliance with any of the requirements. On these occasions, liaison with the GATLO, family, student, and Executive will occur to decide on the most appropriate course of action. This may result in some students staying in the Program irrespective of compliance. These will be exceptional circumstances and only upon agreement with all parties.

Further requirements

In addition to the above matrix, students' overall commitment to the program, attendance and contribution at Inspire sessions, and exhibition of CARES values, will be reviewed. It is at the GATLO's discretion to place students on probation, or confirm their cessation, based on repeated non-compliance with the CARES values or a lack of attendance at the majority of Inspire sessions each semester.



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Subject-based expectations

Each faculty, and subject, has different expectations to be met by each student. These expectations are outlined to students at the start of the year (or for year 7s, the start of semester two). Students are to ensure they meet all the requirements for each of the subjects they select for Inspire.

Executive endorsed: 24 October 2025

Board Approved: 28 October 2025