

# School Strategic Plan 2018-2022

Korumburra Secondary College (7960)



Draft

Awaiting for review by School Principal  
Awaiting endorsement by Senior Education Improvement Leader  
Awaiting endorsement by School Council President

# School Strategic Plan - 2018-2022

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<b>School vision</b>	To develop lifelong learners, who are respectful, resilient, strive for excellence and are productive members of their community.
<b>School values</b>	<p>The school follows the department's values:</p> <p>Frank and honest conversations and have the courage to challenge the status quo.            Acknowledge the great ideas of others that improve the way we work.            Help others to be accountable for their actions, decisions, and their own development.            Act in a genuine and authentic way.            Walk the talk and keep our promises.</p> <p>These are enacted by staff, we will seek to develop these values further in 2019.</p>
<b>Context challenges</b>	<p>The school's key challenges are to improve literacy across the College and to build student voice and agency. The school has a strong imperative to improve its VCE results. The school has prioritised like ability groupings in English and Mathematics from Years 7-10. Korumburra Secondary College will also be in their second year of the Like Minds Program (7-10). This has received positive feedback from the community, parents, and students. This program has developed from one class to two. The College has committed to resourcing this with a position of responsibility for Like Minds Coordination. The College has done significant work on developing and implementing an Instructional Model and teachers are able to articulate how teachers teach at Korumburra Secondary College.</p> <p>We have a significantly larger cohort in Year 10 (2019) than any other year level. Many of these students are undertaking VET. Consequently, there are some financial pressures on the College. Predominantly, our cash budget. Parent payment sits at about 52%, which further places a burden on programs. Student numbers continue to fluctuate between 318-328 on any given day.</p> <p>The school will be part of a SIP (School Improvement Partnership) in 2019 with Foster Secondary College. We are excited about the potential to work with a like school and develop our middle leaders to engage in work which will improve VCE results. The school will also be in next year's PLC (Professional Learning Community) intake. We are sending a team to the Harvard Data Wise course in January. We have also resourced Student Voice, Student Wellbeing, and Study Skills, our ACE mentoring program in line with the FISO improvement strategies.</p>
<b>Intent, rationale and focus</b>	Our intent is to develop lifelong learners, who are respectful, resilient, strive for excellence and are productive members of their community and beyond. We see improving the literacy of our students as paramount to their success in senior pathways. Improved literacy skills will increase retention and students ability to access not just VCE but also VCAL, whilst remaining at school for longer.

Student voice and agency is a key component to engaging our students in the school, their career pathway, and for their development as respectful, resilient, and productive members of their community and beyond.

The Instructional Model (IM) and the High Impact Teaching Strategies (including peer observation) are key strategies that we will utilise to develop the literacy teaching of all teachers in all curriculum areas. An underlying strategy that the literacy focus will achieve, is the building of teacher and learner behaviours in the outer circle of the IM: Effective Learning Behaviours, and Effective Teaching Behaviours. The school will be focusing on Study Skills across the College in all ACE classes. At the start of the year, ACE teachers will be meeting with each of their students and completing Individual Learning Plans. The school will privilege this with two days at the start of the year. The school has employed a psychologist to work with students and families to complete testing and ensure that students who qualify for additional support receive it. Staff will be undertaking the Leading Literacy course via Bastow in 2019, with a view to doing the Leading Numeracy course in 2020. A team from the school is already enrolled in the Harvard Data Wise course in January 2019.

We see collaboration as being the vehicle for school improvement at KSC. Utilising the data wise improvement cycle, we will build assessment literacy to inform the work over the next four years. Collaboration will be built through character cores and competency cores (Stephen Covey Junior, The Speed of Trust) and the development of a shared purpose.

Over the four years, we anticipate that the school's focus will go from Vocabulary and Writing to Reading. The strategies at VCE and Junior school will converge. A continuous improvement cycle will be implemented to ensure that we continue to refine and focus on our Strategic goals.

The measure of our success will be improvement in student outcomes in data sets such as NAPLAN, VCE, VCAL satisfactory completion rates, and the Attitudes to School Survey.

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<b>Goal 1</b>	To improve student learning outcomes in Literacy.
<b>Target 1.1</b>	<p>Using 2018 data as a benchmark -</p> <p>NAPLAN - improve the percentage of students achieving high and medium growth as follows –</p> <ul style="list-style-type: none"> <li>• Year 9 Writing – increase from 49 per cent to 75 per cent.</li> <li>• Year 9 Reading – increase from 62 per cent to 75 per cent</li> </ul>
<b>Target 1.2</b>	<p>Teacher judgements – improve the percentage of students (Year 7-10 aggregated) achieving above expected levels as follows</p> <ul style="list-style-type: none"> <li>• Writing - 25 per cent</li> <li>• Reading - 30 per cent</li> </ul>
<b>Key Improvement Strategy 1.a</b> Curriculum planning and assessment	Plan, develop and implement a school-wide literacy program.
<b>Key Improvement Strategy 1.b</b> Building practice excellence	Build the capacity of staff to develop student literacy in all curriculum areas.
<b>Key Improvement Strategy 1.c</b> Evaluating impact on learning	Ensure data is used effectively to inform and strengthen school and classroom practice.

<b>Goal 2</b>	To improve student outcomes in the senior years of schooling.
<b>Target 2.1</b>	Using 2017 data as a benchmark- <ul style="list-style-type: none"> <li>• Improve the VCE English study score from 22.16 to 28.00</li> <li>• Improve the All Study mean from 24.07 to 28.5</li> <li>• Improve the percentage of study scores over 40 from 2.3 per cent to 5 per cent.</li> <li>• To improve performance on the GAT Report 10 to achieve 80 per cent at or above predicted score.</li> </ul>
<b>Target 2.2</b>	To improve VCAL satisfactory achievement rate from 50 per cent to 75 per cent
<b>Target 2.3</b>	To improve real retention rate for Years 7-12 from 48.3 per cent to 54 per cent.
<b>Key Improvement Strategy 2.a</b> Curriculum planning and assessment	Plan, develop and implement a school-wide literacy program.
<b>Key Improvement Strategy 2.b</b> Building practice excellence	Build the capacity of staff to develop student literacy in all curriculum areas.
<b>Key Improvement Strategy 2.c</b> Evaluating impact on learning	Ensure data is used effectively to inform and strengthen school and classroom practice.
<b>Goal 3</b>	To improve student engagement in learning.
<b>Target 3.1</b>	Using 2018 data as the baseline, improve positive responses on the AToSS year 7-12 outcomes –

	<ul style="list-style-type: none"> <li>• Motivation – from 49 per cent to 70 per cent positive responses.</li> <li>• High Expectations for Success – from 65 per cent to 75 per cent positive responses.</li> <li>• Student voice and agency – from 36 per cent to 50 per cent positive responses.</li> </ul>
<b>Target 3.2</b>	<p>Using the Staff Opinion Survey School Climate module to improve outcomes for –</p> <ul style="list-style-type: none"> <li>• Academic emphasis</li> <li>• Collective focus on student learning</li> <li>• Teacher collaboration</li> </ul> <p>Targets to be determined by the college when 2018 survey results are known</p>
<b>Key Improvement Strategy 3.a</b> Instructional and shared leadership	Align organisational structures and collaborative practice to support excellence in teaching and learning.
<b>Key Improvement Strategy 3.b</b> Empowering students and building school pride	Empower students to have ownership and agency in their learning through metacognition, gradual release of responsibility and use of Amplify strategies.
<b>Key Improvement Strategy 3.c</b> Empowering students and building school pride	Evaluate and revise the 'Like Minds' program to encourage motivation and engagement in middle years.
<b>Key Improvement Strategy 3.d</b> Building practice excellence	Action Plan to accelerate improvement

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