

School Strategic Plan 2018-2022

Euroa Secondary College (7820)



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School vision	A united community where everybody has responsibility in preparing youth for their future.
School values	<p>Challenge: Every member of our school community supporting, motivating and challenging students and staff to achieve their best collectively and in individual pursuits.</p> <p>Empowerment: Every member of our school community promoting enterprise and initiative, empowering students to make decisions about their own learning and preparing them for the world beyond school.</p> <p>Resilience: Every member of our school community practising persistence, demonstrating flexibility in all learning endeavours.</p> <p>Respect: Every member of our school community respecting the rights and the individual contribution of students, staff and parents and acknowledging the responsibilities shared by each group.</p>
Context challenges	<p>The college faces significant challenges through the next strategic plan. As the only school in the Strathbogie Shire, the college must continually work to provide a diverse and engaging curriculum for all our students to ensure it caters for diverse pathways. The college has to continually work on our retention as our students explore trades/TAFE options in their senior pathways.</p> <p>Over the next four years there is increasing downward pressure on enrolments with increased competition from our neighbouring State School and Catholic School. This is exacerbated by the adverse outcome of the college student transport which will reduce student enrolment from the only two growth primary feeders. There is further pressure due to demographics for our remaining feeder primary school.</p> <p>Our new enrolments have extremely diverse literacy/numeracy, with a significant proportion who had low growth in NAPLAN. There is also a greater number of students incoming with individual learning needs. With this range, an innovative approach is required to ensure all our students remain engaged.</p> <p>To facilitate contemporary approach in learning the college facilities continue to be a barrier with a need of significant capital funding reflective of neighbouring school. The college is also in workforce transition with a greater of early career teachers joining the college. A focus is needed towards building workforce capabilities especially development of Middle Leaders.</p>

Intent, rationale and focus

Over the next Strategic Plan, there is a targeted focus on improving the rigour around consistent teacher practice and to ensure a consistent development of curriculum in the college. Through this work staff will have improved data literacy, consistent approach in pedagogy and in assessment. The college aims to firstly improve the development and delivery of consistent curriculum, planning and assessment. From analysis of the college's curriculum documentation it indicated inconsistent documentation of curriculum and assessment. Classroom observation and discussion with teachers and students suggested that the lack of rigorous documentation of curriculum and assessment was limiting teaching and learning and student expectations.

With a guarantee and viable curriculum in place we aim to improve consistent and quality implementation of the College's instructional model. Despite having a model, analysis of the implementation of the college's instructional model, classroom observation and discussion with teachers and students indicated the college's instructional model was not being consistently implemented, was not clearly understood and was not being translated into high impact teaching strategies or evidence based collaborative teaching practice.

In parallel the college will develop and embed the teaching of literacy strategies across the school. The school's NAPLAN data identified a high proportion of students demonstrating low growth in both reading and writing. Additionally, the school's Panorama report indicated lower growth compared to like-schools. Literacy was therefore identified as an area requiring focus for the next SSP, particularly in the areas of reading and writing.

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Goal 1	Improve the overall School Climate
Target 1.1	By 2022 the percentage of staff reporting positively on the Staff Survey- school climate factors for Guaranteed and viable curriculum, and teacher collaboration will be 50 per cent or greater. By 2022 average unexplained absences across all year levels will be reduced.
Key Improvement Strategy 1.a Curriculum planning and assessment	Develop a consistent whole school approach to plan and document curriculum that integrates assessment and pedagogy for lessons and units of work in all domains in Years 7-10.
Key Improvement Strategy 1.b Setting expectations and promoting inclusion	Develop strategies to reduce unexplained absences.
Goal 2	To improve consistent high quality instructional teaching practices.
Target 2.1	By 2022 the percentage of students in all domains with low growth from Year 7 to Year 9 will decrease. By 2022 the percentage of students in all domains with high growth from Year 7 to Year 9 will increase. By 2022 the VCE median study score will be 27 or greater. By 2022 the percentage of students gaining scores of 40 or more will increase to 5 per cent or greater. By 2022 the percentage of students above the line on Report 16 in VASS will increase.

Target 2.2	By 2022 the per cent of students with a positive attitude to the Parent Factor Effective teaching practice for cognitive engagement and each of the factors Differentiated learning challenge, Effective classroom behavior, Effective teaching time and Stimulated learning will be 50 per cent or greater for all year levels.
Target 2.3	By 2022 the percentage of staff reporting positively on the Staff Survey- school climate factors for academic rigour and collective efficacy will be 50 per cent or greater.
Key Improvement Strategy 2.a Building practice excellence	Build the capacity of all teachers to execute and embed the instructional model in all lessons.
Key Improvement Strategy 2.b Building leadership teams	To build the capacity of the School Improvement Team to lead and evaluate the impact of professional learning.
Goal 3	To improve the outcome of all students in literacy.
Target 3.1	<p>By 2022 the mean study score for English will increase to 27 or greater.</p> <p>By 2022 the percentage of students in NAPLAN reading and writing with low growth from Year 7 to Year 9 will decrease.</p> <p>By 2022 the percentage of students in NAPLAN reading and writing with high growth from Year 7 to Year 9 will increase.</p>

Target 3.2	By 2022 the percentage of staff reporting positively on the Staff Survey- school climate factors for Collective efficacy, Collective focus on student learning and collective responsibility will be 60 per cent or greater.
Key Improvement Strategy 3.a Building practice excellence	Build the capacity of all teachers to be explicit teachers of literacy through the use of the High Reliability Literacy Teaching Practice.
Key Improvement Strategy 3.b Building practice excellence	Build the capacity of teachers in the English Domain to improve the teaching of reading, writing, speaking and listening.