

School Strategic Plan 2019-2023

Warragul Regional College (8827)



Submitted for review by Nicole Pryor (School Principal) on 21 November, 2019 at 10:12 AM
Endorsed by Julie Curtis (Senior Education Improvement Leader) on 30 November, 2019 at 04:50 PM
Awaiting endorsement by School Council President

School Strategic Plan - 2019-2023

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School vision	Warragul Regional College will be the school of choice for our community because we will develop talents, nurture curiosity and empower individuals to follow their passion. To do this we will be more like a garden than a factory- we will nurture the learning experience suited to each student. We believe learning is growing.
School values	Community- we take care of each other Achievement- we strive for excellence Respect - we respect people and property Effort- we work hard
Context challenges	The key challenge is to make a cultural shift to collective ownership of all of our students. There needs to be significant work into creating a collaborative and improvement cycle culture as well as agreed expected behaviours across the school. There is a lack of high expectation and consistency and therefore clear roles, supports, rewards and consequences need to be developed so that we are all accountable.
Intent, rationale and focus	<p>WRC wants to lift achievement and positive pathways for all of our students. We want our students to feel connected and welcome at school. We want our staff to feel connected, welcomed, and focused on collaboration and continual improvement.</p> <p>We believe all students should grow and learn whilst with us and be prepared for the future challenges, and uncertainties they face in the workforce. Therefore our students need to feel supported in their learning to take risks and be challenged now in the school environment so they can self-manage and take risks in the future.</p> <p>Our strategic plan has a lot of significant key areas for development. In 2020 the key focus will be on developing the instructional and distributed leadership across the school, role clarity and supports for staff; developing whole school agreed expected behaviours with agreed and consistently followed behaviour management practices; and a high fidelity attendance plan. The underpinning work through 2020 and into 2021 will be the development of all staff in their pedagogy using an agreed instructional model; developing the collaborative culture using PLCs; a clear and differentiated adult learning plan that evolves and responds to staff need over the four years. The school has already worked in developing student voice and agency across the school and the 2021 focus will be on the development of agency in the classroom.</p> <p>A careful monitoring of culture and accountability over 2020 and 2021 will then provide the focus for 2022-2023.</p>

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Goal 1	Improve student achievement and learning growth in literacy and numeracy across the curriculum
Target 1.1	<p>By 2023 increase the percentage of students at Year 9 achieving above and at expected benchmark growth on NAPLAN:</p> <ul style="list-style-type: none">• Reading from 51% (2019) to 70%• Writing from 79% (2019) to 85%• Numeracy from 65% (2019) to 80%
Target 1.2	<p>By 2023 increase the percentage of students at Year 9 in the top two bands in NAPLAN:</p> <ul style="list-style-type: none">• Reading from 12% (2019) to 20%• Writing from 9% (2019) to 10%• Numeracy from 11% (2019) to 20%
Target 1.3	<p>By 2023 improve VCE mean scores:</p> <ul style="list-style-type: none">• All studies mean score from 26.57 (2018) to 28 or greater• English mean score from 25.02 (2018) to 28 or higher Further Maths mean score from 26.2 (2018) to 28 or higher.
Target 1.4	<p>By 2023 increase the percentage of Year 12 students with positive exit destinations (further education and full-time work) from 77% (2018) to 90%</p>

Key Improvement Strategy 1.a Curriculum planning and assessment	Collaborate to design and continuously evaluate data-informed sequential curriculum
Key Improvement Strategy 1.b Evidence-based high-impact teaching strategies	Embed agreed research-based pedagogy through adult learning and feedback cycles
Key Improvement Strategy 1.c Evaluating impact on learning	Develop data literacy for teachers to effectively use evidence and assessment to differentiate teaching and learning
Key Improvement Strategy 1.d Setting expectations and promoting inclusion	Develop and embed agreed policies and practices for high expectations and rigour for student learning in the senior years
Goal 2	Build high expectations for student engagement and connectedness to learning
Target 2.1	<p>By 2023 improve the percentage of positive responses to the Attitudes to School Survey Years 7-12:</p> <ul style="list-style-type: none"> • Stimulated learning from 43% (2019) to 55% • Sense of connectedness from 41% (2019) to 55% • Student voice and agency from 40% (2019) to 55% • Differentiated learning challenge from 49% (2019) to 60% • Learning confidence from 50% (2019) to 60%
Target 2.2	By 2023 reduce the average absence days per student from 19.16 days (2018) to 17 days.
Key Improvement Strategy 2.a Empowering students and building school pride	Build student voice and agency in learning

Key Improvement Strategy 2.b Setting expectations and promoting inclusion	Implement an attendance plan with rigor and fidelity
Goal 3	Develop shared responsibility for a positive learning environment for all students
Target 3.1	<p>By 2023 improve the percentage of positive responses to the Attitudes to School Survey Years 7-12:</p> <ul style="list-style-type: none"> • High expectations for success from 60% (2019) to 70% • Advocate at school from 55% (2019) to 60% • Classroom behaviour from 47% (2019) to 60% • Managing bullying from 43% (2019) to 60% • Respect for diversity from 36% (2019) to 60%
Target 3.2	<p>By 2023 improve the percentage of positive responses on the School Staff Survey – Climate module:</p> <ul style="list-style-type: none"> • Academic emphasis from 22% (2018) to 55% • Collective efficacy from 25% (2018) to 55% • Collective focus on student learning from 42% (2018) to 60%
Key Improvement Strategy 3.a Instructional and shared leadership	Build distributed and instructional leadership capability to develop a culture of high expectations, empowerment and shared responsibility
Key Improvement Strategy 3.b Health and wellbeing	Implement agreed whole-school approaches to foster positive behaviour and wellbeing
Key Improvement Strategy 3.c Parents and carers as partners	Build parent/carers and community partnership to enhance learning

