School Strategic Plan 2019-2023

Springside West Secondary College (8784)

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School vision	Springside West Secondary College seeks to be a high achieving school for students by insisting on high standards and evidence based practice in the classroom. This is the foundation of all work undertaken at the school and high achievement is an inclusive concept encompassing achievement in academic subjects, the arts, sport and the pursuit of technological vocations.
School values	In 2018 the school developed its three values: Growth: We are motivated learners, always striving for personal development and academic excellence; Challenge: We take responsibility for our learning and seize new opportunities with determination and optimism; Community: We treat all members of our community with respect and are responsible for our actions and environment. These values guide decision making, goal setting and most importantly form the basis of our day to day relationships with students.
Context challenges	Springside West Secondary College is a new school being established in the growth corridor of the north western suburbs in the new suburb Fraser Rise. It is anticipated that the school will grow to an enrolment of over a thousand students in the coming years.The school opened at the beginning of the 2018 school year with an enrolment of 171 students- 35 in Year 10 and 136 in Year 7. In 2019 the enrolment profile of the entire school grew to over 400 students, with cohorts at Years 7, 8, 10 and 11. Stage 1 of the building program was completed at the start of 2018. Stages 2 and 3 were completed in April of 2019. In 2020 our enrolment profile will grow from 440 students to 753. This massive year on year growth presents very significant challenges with staffing, program development, course accreditation, administrative process design and implementation, management of departmental initiatives and insufficient staffing resources for the implementation of a range of tasks in the early development of the school.
Intent, rationale and focus	Springside West Secondary College is working to become a standout high achieving government secondary school for the families of Fraser Rise and the surrounding suburbs. This is important as the families and students of the community deserve no less and if successfully undertaken having a school with this level of credibility in the community will give public education with its rightful standing and arrest any drift in enrolments to the private system. The priority of the plan is the building if basic literacy and numeracy skills in a range of programs to achieve VCE excellence and provide growth for all students.

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Goal 1	Improve literacy and numeracy growth for every student
Target 1.1	Drafting note: for each of the targets, please consider specifying numerical benchmarks and targets; suggest separating out each of measures into different sub targets By 2023, achieve 80% benchmark growth in reading, writing and numeracy, from Years 7 - 9 (NAPLAN).
Target 1.2	Increase annually, for each year of the strategic plan, the % of students in the top two bands in reading, writing and numeracy in Year 9 to above state percentages (NAPLAN).
Target 1.3	Achieve annual median growth in reading, mathematics, science, vocabulary, grammar & punctuation and spelling to be at or above the norm sample in PAT assessments for years 7, 8, 9 and 10.
Target 1.4	Increase enrolments to conduct viable Unit 3/4-year 12 Physics, Chemistry and Mathematics Methods subjects each year. ***This is an important strategic priority of the school- is this the best way to ensure that it is followed over the four Years?***
Target 1.5	Achieve median all study score of 28 (for the 2019 year 8 cohort).
Target 1.6	Achieve 5% of students scoring above 37 in VCE by 2023.
Target 1.7	By 2023, increase positive staff endorsement in the the Staff Opinion Survey for the following domains: - Guaranteed and viable curriculum from 60%(2019) to 64%(2023) - Collective efficacy from 53% favourable responses (2019) to 57% (2023).
Key Improvement Strategy 1.ay Building practice excellence	Develop and implement professional learning communities, including a focus on building teacher capacity
Key Improvement Strategy 1.by Evidence-based high-impact teaching strategies	Build a school culture of collaboration to ensure a consistent approach to teaching and assessment of student learning growth
Key Improvement Strategy 1.cy Empowering students and building school pride	Build on the guaranteed and viable curriculum and increase opportunities for student voice and agency
Goal 2	Improve student engagement in learning
Target 2.1	Drafting note: for each of these Targets, please specify numerical benchmarks and targets All(100%) VCAL students achieve a VCAL certificate or pathway into further study or employment.

Target 2.2	Maintain student attendance at or below 15 days absence per year per student for each year of the review period.
Target 2.3	By, 2023 increase student positive endorsement in the domains (Attitudes to School Survey): • Student voice and agency: from 38% (2019) to 43% • Stimulated learning: from 52% (2019) to 57% • Motivation and interest: from 61% (2019) to 66% • Differentiated learning: from 62% (2019) to 67%
Target 2.4	Improve staff positive endorsement in the *collaboration* domain from 48% in 2019 to 58% in 2023 as per the Staff Opinion Survey.
Key Improvement Strategy 2.ay Building practice excellence	Develop staff capacity to understand, deliver and share practice in line with the school instructional model
Key Improvement Strategy 2.by Intellectual engagement and self-awareness	Develop student learning opportunities that are challenging, engaging and promote curiosity
Key Improvement Strategy 2.cy Curriculum planning and assessment	Develop appropriate data informed pathways for all students that seeks to cater for the learning needs of all students.
Goal 3	Strengthen the wellbeing and connectedness for all students
Target 3.1	By 2023, increase *Parent Satisfaction* reported in the Panorama Report from 83% (2019) to 85% (to be finalised).
Target 3.2	By 2023, raise student *Sense of Connectedness* reported in the Panorama Report from 66% (2019) to 70%(2023)
Target 3.3	By 2023, increase student positive endorsement in the following domains: (Attitudes to School Survey): • Respect for diversity: from 39% (2019) to 44% • Classroom behaviour: from 55% (2019) to 60%
Key Improvement Strategy 3.ay Setting expectations and promoting inclusion	Implement and monitor effective SWPBS framework
Key Improvement Strategy 3.by Setting expectations and promoting inclusion	Develop a culture that promotes inclusion and diversity
Key Improvement Strategy 3.cy Networks with schools, services and agencies	Build partnerships with community services/agencies to promote and develop student wellbeing

Key Improvement Strategy 3.dy Parents and carers as partners	Strengthen relationships with parents/families