

School Strategic Plan 2019-2023

Castlemaine Secondary College (8824)



Castlemaine
SECONDARY COLLEGE

Submitted for review by Paul Frye (School Principal) on 17 December, 2019 at 07:27 AM
Endorsed by Leonie Roberts (Senior Education Improvement Leader) on 17 December, 2019 at 07:31 AM
Awaiting endorsement by School Council President

School Strategic Plan 2019-2023

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School vision	<p>Students, Staff and Parents of Castlemaine Secondary College are resilient, responsible, creative and engaged in our local and global community. We are independent learners, striving to reach our potential.</p>
School values	<p>Pride We take pride in our classrooms as places where we actively participate and strive for our personal best. Our behaviour shows we are proud of our school. We strive for excellence, try our personal best and take pride in everything we do.</p> <p>Respect We treat others as we would like to be treated. We work, learn and participate in an environment of mutual respect. We value individual and collective diversity. We play and work safely at all times.</p> <p>Responsibility We take responsibility for our own behaviour and understand the logical consequences that follow. We are responsible for our learning. We will endeavour to be self-motivated learners. We take care of our own and others' personal property and space.</p>
Context challenges	<p>During the term of our last School Strategic Plan (2016-2019), our school experienced a significant period of transition which included our consolidation as a predominantly one campus school (Years 7-12) at our Blakeley Road site. For the first time in the history of CSC, almost all staff and students were together on one site as a Years 7-12 school after operating as separate Senior and Junior Campuses for 25 years. Over these past few years of transition there were also significant changes in school leadership, including at the Principal and Assistant Principal levels, and a major school rebuild occurring. A challenge for our school over the past few years and into our next SSP is developing a cohesive and consistent approach to teaching and learning. In developing such consistency of teaching practice, we aim to improve student learning achievement results for all students.</p>
Intent, rationale and focus	<p>During this SSP we will be aiming to ensure that all CSC students experience a guaranteed and viable curriculum which is delivered in a consistently effective manner. Staff will collaborate more effectively to design curriculum and develop teaching practices which enable all students to achieve maximum learning growth. In 2020, Professional Learning Communities will be introduced at CSC to ensure that teacher professional learning is focused on improving teaching in a reflective and collaborative context. At the same time, staff will be collaborating to develop, implement and embed a consistent instructional model, and to ensure that all curriculum consistently documented. These teaching and learning priorities will be addressed while at the same time implementing strategies to improve student wellbeing and engagement.</p>

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Goal 1	Improve student learning outcomes																																																																																																																																																																																																																																																										
Target 1.1	<p>Increase the percentages of students who achieve results in the top two bands in NAPLAN at Year 9 in:</p> <ul style="list-style-type: none"> • Reading from 25% to 28% • Writing from 11% to 20% • Numeracy from 16% to 22% <p>Increase the percentages of students achieving benchmark learning growth in NAPLAN at Year 9 in:</p> <ul style="list-style-type: none"> • Reading from 68.5% to 75% • Writing from 74.1% to 80% • Numeracy from 68.2% to 75% 																																																																																																																																																																																																																																																										
Target 1.2	<p>Teacher judgement growth – increase the percentages of students who are at or above expected level in all areas (See table for subject targets)</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th rowspan="2">Year Level</th> <th colspan="5">2019 Baseline</th> <th colspan="4">2023 Target</th> </tr> <tr> <th>7</th> <th>8</th> <th>9</th> <th>10</th> <th>AVE</th> <th>7</th> <th>8</th> <th>9</th> <th>10</th> </tr> </thead> <tbody> <tr> <td rowspan="3">English</td> <td>Reading & Viewing</td> <td>85</td> <td>83</td> <td>75</td> <td>85</td> <td>82.0</td> <td>89.3</td> <td>87.2</td> <td>78.8</td> <td>89.3</td> </tr> <tr> <td>Speaking & Listening</td> <td>90</td> <td>89</td> <td>76.8</td> <td>86.3</td> <td>85.5</td> <td>94.5</td> <td>93.5</td> <td>80.6</td> <td>90.6</td> </tr> <tr> <td>Writing</td> <td>79</td> <td>81</td> <td>73</td> <td>75</td> <td>77.0</td> <td>83</td> <td>85.1</td> <td>76.7</td> <td>78.8</td> </tr> <tr> <td>Civics & Citizenship</td> <td>Civics & 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Business	100	77	90	73	85.0	105	80.9	94.5	76.7	Geography	98	92	90	100	95.0	103	96.6	94.5	105	History	91	89	89	94	90.8	95.6	93.5	93.5	98.7	Languages	French	100	96	91	94	95.3	105	101	95.6	98.7	Indonesian	100	100	86	82	92.0	105	105	90.3	86.1	Health and PE	Health Education	100	100	100	-	100.0	105	105	105	TBC	Physical Education	99	100	100	100	99.8	104	105	105	105	Mathematics	Measurement & Geometry	86	-	69	22	59.0	90.3	TBC	72.5	23.1	Number & Algebra	85	93	83	75	84.0	89.3	97.7	87.2	78.8	Statistics & Probability	86	-	59	88	77.7	90.3	TBC	62	92.4	Science	Science	97	90	94	92	93.3	102	94.5	98.7	96.6
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Target 1.3	<p>Improve VCES Study score mean result from 28.12 (2018) to 28.8.</p> <p>improve the English Group Study Score mean from 30.71 (2018) to 31.2 by 2022.</p> <p>Improve the English Study Score mean from 30.71 (2018) to 31.2.</p>																																																																																																																																																																																																																																																										
Target 1.4	<p>Improve positive endorsement by 2023 of staff opinion measures of:</p> <ul style="list-style-type: none"> • Collective efficacy from 40% to be at 70 per cent • Guaranteed and viable curriculum from 30% to be at 60 per cent • Teacher collaboration from 40% to be at 60 per cent • Academic emphasis from 38% to be at 55 per cent. 																																																																																																																																																																																																																																																										
Key Improvement Strategy 1.ay Instructional and shared leadership	Develop, implement, monitor and embed an agreed, whole school instructional model																																																																																																																																																																																																																																																										

Key Improvement Strategy 1.by Curriculum planning and assessment	Enhance collaborative curriculum planning and rigorous assessment practices, which enhance all students' literacy and numeracy
Key Improvement Strategy 1.cy Building practice excellence	Establish a whole school professional learning community approach which enables high quality teaching and learning
Goal 2	Increase student engagement with their learning
Target 2.1	Increase percentage endorsement by 2023 in the student opinion measures of <ul style="list-style-type: none"> • Effective teaching time from 59% to be at 63% • Differentiated learning challenge from 62% to be at 66%
Target 2.2	Increase percentage endorsement by 2023 in the student opinion measures of: <ul style="list-style-type: none"> • Student voice and agency from 40% to be at 52% • Motivation and interest from 56% to be at 62% • High Expectations for success from 67% to be at 75%
Target 2.3	Reduce student absence average days from 15.1 (2018) to be less than 13 days by 2022 Reduce unexplained absence average days from 9.2 (2018) to be less than seven days by 2022.
Target 2.4	Improve VCAL Intermediate completion rate from 0% (2018) to 100% Improve VCAL Senior completion rate from 75% (2018) to 100% Improve percentage of VET units completed by all students in enrolled in VET subjects across the College to 70%.
Key Improvement Strategy 2.ay Evidence-based high-impact teaching strategies	Enhance teacher capacity to implement high impact teaching strategies which meets student learning at their point of need
Key Improvement Strategy 2.by Empowering students and building school pride	Enable regular opportunities for student voice and agency in their learning
Key Improvement Strategy 2.cy Intellectual engagement and self-awareness	Ensure all students access personalised and viable student learning pathways
Goal 3	Enhance student wellbeing at the College
Target 3.1	Increase student opinion measures by 2023 of: <ul style="list-style-type: none"> • Teacher concern from 38% to be at 45% • Advocate at school from 61% to be at 70%
Target 3.2	Increase the measure of student opinion by 2023 for Effective classroom behaviour from 51% to 62%

Target 3.3	<p>Increase the following Staff Opinion survey measures:</p> <p>Trust in colleagues from 67% to 73%</p> <p>Trust in students and parents from 49% to 55%</p> <p>Instructional leadership from 45% to 60%</p>
Key Improvement Strategy 3.ay Vision, values and culture	Enhance the impact of the College vision, values and cultures to strengthen shared responsibility for all students
Key Improvement Strategy 3.by Instructional and shared leadership	Develop a model of instructional and shared leadership with clearly defined expectations, structures, processes and non-negotiables