

School Strategic Plan 2018-2022

Gisborne Secondary College (7857)



Submitted for review by Jon Morley (School Principal) on 05 December, 2018 at 07:41 AM

Endorsed by Leonie Roberts (Senior Education Improvement Leader) on 05 December, 2018 at 08:35 AM

Endorsed by Samantha Fisher (School Council President) on 17 December, 2018 at 02:18 PM

School Strategic Plan - 2018-2022

Gisborne Secondary College (7857)

School vision	“At Gisborne Secondary College we recognise that we may learn in different ways, in different spaces and places, in teams and individually. Learning is each student’s responsibility. Teachers and parents provide support and guidance. Our lives are enriched intellectually, socially, emotionally and culturally by our College experience. Students will develop independence and a readiness for future pathways, while becoming responsible members of our community.”
School values	'Gisborne Secondary College values respect, achievement, innovation and diversity. Through a wide range of learning opportunities, students develop fulfilling and independent lives.'
Context challenges	<p>Gisborne Secondary College (SC) is a Year 7 -12 coeducational college established in 1981. It is situated in the south end of the Macedon Ranges Shire (MRS) and, together with Kyneton Secondary College (at the north end of the Shire), provides the main government secondary school options for the Shire residents. The College is located on the outskirts of Gisborne which is the largest town in the Macedon Ranges. Ninety percent of students travel to the College by bus which means that it is an important social focal point for students.</p> <p>Gisborne, the town, has experienced significant population growth over recent years. This pattern will certainly continue and accelerate under the MRS new planning overlays where the town has been designated as a higher growth area compared to some other locations in the Shire including, for example, Woodend. To the south, Sunbury has been burgeoning for some time and it, too, is designated for significant growth under new planning initiatives, including expansion to its north (towards Gisborne). Clearly there is a healthy platform for potential student enrolment growth at Gisborne SC, other things being equal. Current Gisborne SC enrolments of about 1123 will increase to approximately 1230 in 2019. Over the past few years we have seen increasing interest in enrolments from areas outside the Macedon Ranges. Following discussion between the Department of Education and Gisborne Secondary College, it was determined that we should restrict our enrolments to the limits imposed by accommodation constraints. Accordingly, a new Enrolment Policy ensures that we service a defined area, called the 'Designated Neighbourhood Area'.</p> <p>The College was redeveloped over recent years. The first stage saw three blocks built containing 12 classrooms. The second stage provided two new buildings that provided space for four Learning Communities to be set up for Years 7 and 8 students. Other facilities include a Library, a Victorian Certificate of Education (VCE) Study Centre, a Food Technology centre, a Science wing and canteen as well as two indoor courts of The Stadium (shared with the community) and the newly refurbished Performing Arts Centre, including the Barcham Theatre. The grounds include space for active and passive pursuits, including a number of sports courts and an oval.</p>

	<p>The College provides a comprehensive, broad based curriculum currently delivered through Learning Centres at Years 7 and 8 (prior to 2014 these were described as Neighbourhoods which were established in 2008); a Year 9-10 Middle Years program; and a Senior School program Year 11-12 with most students enrolled in VCE and a comprehensive VCAL program, supported by enrolments in VET courses.</p> <p>The staffing profile includes 74 equivalent full-time (EFT) staff, with four Principal Class, 80 teachers (both full and part-time) and 24 Education Support (ES) staff.</p> <p>We currently have a Student Family Occupation (SFO) Index of 0.3910. 86% of our students were born in Australia, 0.62% are non-English speakers, 3.37% have a disability, and none are refugees. 1.5% have an indigenous background. The College has a strong focus on student wellbeing and students are supported by the work of the wellbeing team and the links that have been developed with local support agencies.</p> <p>Our key challenges are to:</p> <ul style="list-style-type: none"> - improve student learning outcomes with a focus on literacy and numeracy - improve student engagement and motivation
<p>Intent, rationale and focus</p>	<p>Gisborne SC is trying to achieve improvement in student learning growth across the whole curriculum, in particular literacy and numeracy. We are especially focussed on improving our VCE study scores. We are also aiming to develop our students social, emotional and academic engagement, and build a collaborative, accountable learning community culture. We will begin by embedding an agreed Gisborne Secondary College Instructional Model, which integrates high impact teaching strategies, to ensure consistent, high quality instruction in every classroom. At the same time, we will strengthen the capacity of individual teachers and teams to analyse and use assessment data in high-functioning PLCs. We will also prioritise improving levels of student voice and agency and embed a College-wide positive behaviours program. These will be the foundations of our improvement program.</p>

School Strategic Plan - 2018-2022

Gisborne Secondary College (7857)

Goal 1	Improve student achievement and learning growth across the whole curriculum, but in particular for literacy and numeracy.
Target 1.1	By 2022 the percentage of Year 9 students assessed in the top two bands of NAPLAN for: <ul style="list-style-type: none">• Numeracy will increase from 23.9% (2018) to 30% or above.• Reading will increase from 21.6% (2018) to 30% or above.• Writing will increase from 7.8% (2018) to 20% or above
Target 1.2	By 2022 the percentage of students across Years 7–9 (matched cohort) in NAPLAN: <ul style="list-style-type: none">• Numeracy assessed as medium and high growth increase from 70.2% (2018) to be 80% or above.• Reading assessed as medium and high growth increase from 75% (2018) to be 80% or above.• Writing assessed as medium and high growth increase from 66.4% (2018) to be 75% or above.
Target 1.3	By 2022 improve the: <ul style="list-style-type: none">• VCE mean study score from 25.95 in 2017 to be 29 or above.• VCE English study group score from 25.42 in 2017 to be 29 or above.
Key Improvement Strategy 1.a	Embed an agreed Gisborne Secondary College Instructional Model, which integrates high impact teaching strategies, to ensure consistent, high quality instruction in every classroom. (BPE).

Building practice excellence	
Key Improvement Strategy 1.b Curriculum planning and assessment	Strengthen the capacity of individual teachers and teams to analyse and use assessment data to plan a differentiated curriculum and a teaching and learning program that targets the learning needs of all students. (CPA).
Key Improvement Strategy 1.c Building practice excellence	Build the capability of teachers and teams to develop deeper understandings of the curriculum standards and to moderate to ensure more consistent and accurate assessment judgements inform targeted teaching. (BPE and CPA).
Goal 2	Develop students' social, emotional and academic engagement so that they are confident, activated and motivated learners.
Target 2.1	<p>Student opinion</p> <p>By 2022, the percentage of positive endorsement on the AToSS for Years 7–12 for these factors will be:</p> <ul style="list-style-type: none"> • Attitudes to Attendance—75 percent or above (from 62 percent in 2018) • Student Voice and Agency—80 percent or above (from 68 percent in 2018) • Self-regulation and Goal Setting—75 percent or above (from 55 percent in 2018) • Effective Classroom Behaviour—80 percent or above (from 71 percent in 2018)
Target 2.2	<p>Student attendance</p> <p>By 2022, improve student attendance so that absences across Years 7–12 are 18 days or less (from 28.33 days in 2017).</p>
Target 2.3	<p>Parent opinion</p> <p>By 2022, the percentage of positive endorsement on the Parent Opinion Survey (POS) for these factors will be:</p> <ul style="list-style-type: none"> • Student Voice and Agency—from 78% positive endorsement in 2018 to 85% positive endorsement or above.

	<ul style="list-style-type: none"> • Student Motivation and Support—from 51% positive endorsement in 2018 to 75% positive endorsement or above. • Effective Teaching—from 63% positive endorsement in 2018 to 75% positive endorsement or above.
Key Improvement Strategy 2.a Empowering students and building school pride	Raise levels of student voice and learner agency and build teacher knowledge and practice excellence in the use of learner centered teaching that enables the consistent use of High Impact Teaching Strategies and student voice and learner agency approaches in all classrooms. (ESBSP, IESA and BPE).
Key Improvement Strategy 2.b Setting expectations and promoting inclusion	Review the school’s attendance policy and implement more effective approaches, especially at Years 9 and 10. (SEPI)
Key Improvement Strategy 2.c Setting expectations and promoting inclusion	Embed a College wide positive behaviours program, enabling students to develop a growth mindset and to self regulate. (SEPI)
Goal 3	Create a collaborative, accountable learning community culture to improve student achievement, engagement and wellbeing.
Target 3.1	Staff opinion By 2022, the percentage of positive endorsement on the School Staff Survey (SSS) for these factors will be: <ul style="list-style-type: none"> • Collective Efficacy—from 38% positive endorsement in 2018 to 75% positive endorsement or above. • Academic Emphasis—from 30% positive endorsement in 2018 to 75% positive endorsement or above. • Teacher Collaboration— from 39% positive endorsement in 2018 to 75% positive endorsement or above. • Instructional Leadership— from 26% positive endorsement in 2018 to 75% positive endorsement or above.
Target 3.2	Parent opinion

	<p>By 2022, the percentage of positive endorsement on the POS for these factors will be:</p> <ul style="list-style-type: none"> • Parent Participation and Involvement—from 64% positive endorsement in 2018 to 75% positive endorsement or above. • Teacher Communication—from 56% positive endorsement in 2018 to 75% positive endorsement or above. • School Improvement—from 72% positive endorsement in 2018 to 90% positive endorsement or above.
<p>Key Improvement Strategy 3.a Instructional and shared leadership</p>	<p>Build instructional and shared leadership capacity in the School Improvement Team (SIT) and PLTs. (ISL).</p>
<p>Key Improvement Strategy 3.b Building practice excellence</p>	<p>Use a coaching, mentoring and a peer observation strategy to build leader, teacher and team capacity. (BPE).</p>
<p>Key Improvement Strategy 3.c Parents and carers as partners</p>	<p>Strengthen the learning partnership between home and school. (PCP).</p>