

ELTHAM HIGH SCHOOL – 7805 - Strategic Plan 2017-2020

For schools in the 2016 review cycle, the SSP must finish in 2020. School in the 2017 review cycle will finish in 2021.

Endorsement	Re-Endorsement (if a Goal, KIS or Target is changed)	Re-endorsement (if a Goal, KIS or Target is changed)
Principal: VINCENT SICARI..... [date: 18 October 2017][name].....[date][name].....[date]
School council: NICKY HAUSER..... [date: 18 October 2017][name].....[date][name].....[date]
Delegate of the Secretary: Silvana Sena..... [date: 16/11/17][name].....[date][name].....[date]

School vision	School values	Context and challenges	Intent, rationale and focus
To develop creative students who are active seekers, users and creators of their own knowledge, who have a strong sense of responsibility towards society and the environment and who act with integrity and show that 'Deeds Count'.	<p>At Eltham High School each person feels safe to be themselves and challenged to think critically, to work in teams, show leadership and achieve success along many pathways.</p> <p>Our School Values</p> <p>Pursuit of Excellence Individuality Creativity</p> <p>The Deeds that Count</p> <p>Social and Environmental Responsibility RESPECT FOR DIVERSITY Integrity</p>	<p>Eltham High School is a large, single campus, co-educational, Year 7-12 School on the urban rural fringe of north-eastern Melbourne. The school offers a wide range of curricula and co-curricular programs at all levels. High profile co-curricular opportunities include the school's performing and visual arts programs and the elite sports program.</p> <p>Nearly all students come from English speaking backgrounds and the Student Family Occupation and Education (SFOE) index of 0.2350 reveals a high socio-economic profile for the school. However, the school demographics include 15 Aboriginal students, a high level of single parent families and students living independently. The school has a EFT of 92.5, consisting of the Principal, 3 Assistant Principals, and 9 Leading Teachers. The school also had 19.4 ES staff.</p> <p>Our School Vision and Values are very strongly embedded in the day to day work of the school. Whether this is in the learning and teaching that takes place, the way that we work with our young people, the way in which we employ our staff, the development job descriptions, the development of school policies and procedures, the work of the various teams that operate within the school, the role modelling that takes place throughout the school, the work of the School Council and its various Teams, the way in which we engage with both our local and wider communities and the support that we provide for one another.</p> <p>The school works on the basis of the mixed ability classroom providing both support and extension opportunities for students within this framework. The school is working on STEM initiatives developing strong relationships with tertiary institutions, private organisations and the Banyule/Nillumbik Tech School.</p>	<p>The intent of the school is to prepare students for the 21st Century. More specifically, to equip students with the skills and knowledge to not only function but thrive in a changing world and to do this ethically and with integrity in order to contribute positively to both a local and global society.</p> <p>This is important because current research predicts an uncertain future. A future where our current young people will be required not only to engage with a range of professions and fields of work but also to do so in a range of different ways, which are continuously changing. Therefore, in addition to being numerate and literate our young people need a range of other literacies. They also need the skills and knowledge to be reflective, innovative, adaptable and resilient.</p> <p>Our priorities:</p> <ul style="list-style-type: none"> • A culture of continuous improvement through reflection and the use of data to identify where the learner is at and inform the next steps in the learning journey. • A focus on student academic and personal growth. • A continued focus on curriculum review and documentation with the inclusion of 21st century skills. • Excellence in teaching and learning through the implementation of a whole school instructional model. • Building learner agency in developing students' capacity to actively engage with and reflect on their learning. • Engaging parents in their children's learning.

Four-year goals (for improving student achievement, engagement and wellbeing)	Improvement Priorities, Initiatives and/or Dimensions	Key Improvement strategies	Targets (for improving student achievement, engagement and wellbeing)														
To ensure every student achieves continuous improvement across all curriculum areas, reaching or exceeding the expected level of annual growth in their learning.	<p>Excellence in teaching and learning.</p> <p>Building practice excellence.</p> <p>Curriculum planning and assessment</p>	<p>Build teacher and team practice excellence and capacity through:</p> <ul style="list-style-type: none"> • strengthening data literacy and the ability to evaluate data to better understand students' point of learning. • evaluating the impact of learning through analysis and assessment of student learning progress and growth and using this data to inform curriculum design, differentiation and planning for teaching. • consistently employing evidence-based, high impact teaching strategies based on the agreed Eltham HS instructional model. 	<p>NAPLAN Relative Growth: Numbers of students in the medium to high growth bands across the following domains Improve annually, equalling or exceeding the following targets of students achieving in medium and high growth bands by 2020.</p> <table border="1"> <thead> <tr> <th>Domain</th> <th>Percentage of students achieving in the medium and high growth band</th> </tr> </thead> <tbody> <tr> <td>Numeracy 5 - 7</td> <td>70</td> </tr> <tr> <td>Numeracy 7 - 9</td> <td>70</td> </tr> <tr> <td>Reading 5 - 7</td> <td>80</td> </tr> <tr> <td>Reading 7 - 9</td> <td>80</td> </tr> <tr> <td>Writing 5 - 7</td> <td>80</td> </tr> <tr> <td>Writing 7 - 9</td> <td>80</td> </tr> </tbody> </table> <p>Victorian curriculum Teacher Judgement data Years 7-10: Allocation of A's and B's improve annually in English, Mathematics and Science, equalling or exceeding 20% of students achieving at the 'A' and 'B' levels by 2020 in each area.</p> <p>Tracking Student Growth: Ensure an average growth of one Victorian Curriculum level per year or better from every student across Years 7 to 10 and all curriculum areas.</p>	Domain	Percentage of students achieving in the medium and high growth band	Numeracy 5 - 7	70	Numeracy 7 - 9	70	Reading 5 - 7	80	Reading 7 - 9	80	Writing 5 - 7	80	Writing 7 - 9	80
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			<p>VCE: Average Study Scores: All Studies, all English and all Mathematics Studies to improve annually, equalling or exceeding 31; Improvement in the % of scores over 40, with at least 7.5% (or better) over 40 by 2020.</p> <p>General Capabilities and 21st Century Skills: Develop data sets and identify benchmarks that measure:</p> <ul style="list-style-type: none"> - Critical and Creative Thinking - Collaborative skills. <p>School Climate - Staff Opinion Survey: Whole School endorsement in SOS to improve annually in the areas of <i>Collective Focus on Student Learning; Teacher Collaboration; and Guaranteed and Viable Curriculum</i> to meet or exceed 75%, 65% and 65% respectively by 2020.</p>
To enhance student engagement in their learning by providing a 21 st century learning environment.	<p>Intellectual Engagement and Self Awareness.</p> <p>Empowering Students and Building School Pride.</p> <p>Curriculum Planning and Assessment.</p>	<ul style="list-style-type: none"> • The provision of a guaranteed and viable curriculum, which is responsive to the needs of 21st century learners. • Identifying and engaging with opportunities for student voice and leadership in their learning. • Building learner agency in developing students' capacity to actively engage with and reflect on their learning. 	<p>Student Attitudes to School Survey: Improvement in student responses to <i>High Expectations for Success; Self-regulation and Goal Setting; and Student Voice and Agency</i>, for all students each year. For 2020, the School Mean Score (Positive %) be 75, 75 and 50 respectively for both male and female students (or all students).</p>
To work with parents and carers to highlight the importance of high expectations and challenging goals for students and how they can support these.		<p>Develop ways to engage parents / carers as co-contributors to their children's learning.</p> <p>Further development and implementation of effective processes to provide continuous, specific and meaningful feedback to parents / carers on all areas of the children's learning.</p>	<p>Parent Opinion Survey: School Means for the Parent Opinion Survey in School Improvement, Parent Input and Reporting to improve annually, equalling or exceeding 5.70 or better by 2020.</p>
To foster a high functioning and positive learning community of continuous school improvement.	<p>Instructional and shared leadership.</p> <p>Vision, values and culture.</p>	<p>Build the instructional leadership capacity of all leaders in the school, to lead change for school improvement and development of the culture of high expectations.</p> <p>Further develop and implement systems/programs (?) that focus on curriculum and professional learning that strengthens collaboration, shared responsibility and collective accountability within teams and across the school.</p> <p>Support the ongoing development of Eltham High School's conditions for learning through school established policies, protocols and programs as well as inclusion in DET initiatives where appropriate.</p>	<p>School Leadership - Staff Opinion Survey: Whole School endorsement in SOS to improve annually in the areas of <i>Leading Change; Cultural Leadership; Instructional Leadership</i> to meet or exceed 65% and <i>Visibility in the School</i> to meet or exceed 50% by 2020.</p> <p>Professional Learning - Staff Opinion Survey: Whole school percentage endorsement of Feedback, to improve annually, equalling or exceeding 65% by 2020.</p> <p>School Climate - Staff Opinion Survey: Whole School endorsement in SOS to improve annually in the areas of <i>Teacher Collaboration; Collective Focus on Student Learning; and Collective Responsibility</i> to meet or exceed 70%, 75% and 80% respectively by 2020.</p> <p>Student Attitudes to School Survey: Improvement in student responses to <i>High Expectations for Success; Self-regulation and Goal Setting; Respect for Diversity and Managing Bullying</i>, for all students each year. For 2020, the School Mean Score (Positive %) be 75, 75, 60 and 70 respectively for both male and female students (or all students).</p>