

SOUTHERN RIVER
COLLEGE



2018-2020 BUSINESS PLAN

inspire



Our Plan

provides the strategic direction for the College's operation planning and helps us to achieve our vision.

Our plan is linked to the Department of Education's priorities and focus areas as set in:

- Strategic Plan for Public Schools 2016 – 2019
- Department of Education Focus Documents
- Classroom First Policy
- Western Australian Public School Leadership Tool
- Performance Improvement Tool

Our Context

Southern River College was established 1976. The College became an Independent Public School in 2015 and is recognised as a school making a real difference to its diverse population and aspiring students. Southern River College runs an academic and general education program: this includes Academic Enrichment 7 to 12, ATAR and Vocational Education Pathways and STEM option programs in mechatronics and electronics. The College operates Inspire programs in Music, Netball and Soccer. At Southern River College we recognise that not all students learn at the same levels and provide support programs via our Teaching and Learning Centre (TLC), Literacy and Numeracy Development Classes and Specialist Autism Extension Program (SALP).

The College aligns itself to the resource and industry sector with a focus on Minerals and Energy and STEM understandings. We are supported by the Chamber of Minerals and Energy, Chevron Australia, The Smith Family, The Petroleum Club, The Beacon Foundation, Curtin and UWA Universities and local industries and businesses. We believe Partnerships help our school grow with our greater community and provide unique learning opportunities for our students. We have been deliberate in seeking partnerships to help enrich our learning programs and opportunities for our students to experience a global context. We embrace technologies and STEM capabilities to allow our students to understand universal shift. We inspired our students through challenge and academic rigor and are committed to the ethos of a positive school environment. As an independent public school Southern River College is empowering the school community to be far more responsive to finding local solutions.



The college encourages collaboration while learning together with our teachers, students, parents and partnerships who are at the forefront of our community.

Our aim is to build quality teachers and learning programs via explicit and higher order instruction. The College has been recognised for its outstanding leadership and innovation many times achieving numerous awards both at a national and local level. Our previous business plan focused on the interconnected areas of Quality Teaching and Learning, Curriculum Differentiation, Positive School and Positive Culture. Leading directly from these has been the focus on how we teach and how we learn. This connects with our Motto INSPIRE leading to our new focus areas of Inspired Students; Inspiring Teachers; Inspirational Leaders and Inspire Community as our framework for growth. Southern River College is committed to making a difference to its students and community. The College has been achieving this over the last few years, creating a learning environment that understands the social context, the students' needs and is working with its community to achieve positive outcomes for all.

Our leaders and teachers are working together to improve classroom practice using best practice research to help build students understanding of curriculum content. Reflection and differentiation in the classroom setting is planned for with teachers working together to ensure they are meeting the needs of students. We seek to inspire and promote the great work of our teachers and students while closing the gap of social equality, creating a school that has something for everyone to achieve success.

Our Vision

Southern River College seeks to inspire students to become confident and active global citizens by creating opportunities as they progress through educational pathways. Our College promotes academic excellence and vocational aspirations for students, celebrating their diversity while inspiring their ambitions.

We are guided by the **principles** of:

- Every Child Matters
- Exemplary Practice
- Quality Leadership Fostering Best Practice
- Enduring Partnerships

Our Learning Framework

Southern River College supports the AITSL STANDARDS for TEACHERS and LEADERS

- Know students and how they learn
- Know the content and how to teach it
- Plan for and implement effective teaching and learning
- Create and maintain safe and supportive learning environments
- Assess, provide feedback and report on student learning
- Engage in professional learning
- Engage professionally with colleagues, parent/carers and the community

Our expectation for leaders in our College is based on the five AITSL Standards for Principals:

- Leading teaching and learning
- Leading improvement, innovation and change
- Developing self and others
- Leading the management of the school
- Engaging and working with the community



RIVER VALUES

Our college is a **Positive Behaviour Support School** (PBS School) embracing values and a positive learning environment that is shared by all. We focus on students reaching their potential and becoming positive contributors and leaders in their communities.

We give back and teach our students the importance of community and we inspire our students to be the best they can and we achieve this collaboratively.

	We build RELATIONSHIPS <i>Caring Collaborative Courteous</i>	We build an IDENTITY <i>Confidence Individuality Pride</i>	We show VIRTUES <i>Honesty Responsibility Trust</i>	We show EXCELLENCE <i>Aspiration Diligence Motivation</i>	We show RESPECT <i>Appreciation Equality Understanding</i>
CLASSROOM	<p>We:</p> <ul style="list-style-type: none"> cooperate with one another help each other take turns to speak and listen actively to one another make amends and solve problems together 	<p>We:</p> <ul style="list-style-type: none"> show pride in our work value each other and our differences celebrate our individual successes 	<p>We:</p> <ul style="list-style-type: none"> are responsible for our learning are diligent in our work show enthusiasm for our learning 	<p>We:</p> <ul style="list-style-type: none"> do our best seek feedback to improve and learn from our mistakes are on time and prepared ask for help set goals 	<p>We:</p> <ul style="list-style-type: none"> use manners and appropriate language follow instructions value everyone's contribution create and maintain a safe learning environment
TECHNOLOGY	<p>We:</p> <ul style="list-style-type: none"> communicate positively share ideas and information work together are fair and considerate 	<p>We:</p> <ul style="list-style-type: none"> are confident to develop new skills protect our identity maintain our privacy speak positively of the College on the internet 	<p>We:</p> <ul style="list-style-type: none"> practice self-discipline are honest in our work show responsibility for equipment build and show trust around technology 	<p>We:</p> <ul style="list-style-type: none"> take positive action when we see inappropriate use of technology seek opportunities to use technology in the classroom discover and share resources 	<p>We:</p> <ul style="list-style-type: none"> show safe behaviours use technology for learning purposes
BREAK TIMES	<p>We:</p> <ul style="list-style-type: none"> speak appropriately wait patiently resolve conflicts together are considerate of others 	<p>We:</p> <ul style="list-style-type: none"> are inclusive keep our school grounds clean 	<p>We:</p> <ul style="list-style-type: none"> are responsible and care for our environment can be trusted to stay in our area 	<p>We:</p> <ul style="list-style-type: none"> make safe choices report any problems encourage and support others show punctuality 	<p>We:</p> <ul style="list-style-type: none"> follow instructions show fairness treat others with respect
COMMUNITY	<p>We:</p> <ul style="list-style-type: none"> help visitors show courtesy use good listening skills include others by sharing about our school and progress 	<p>We:</p> <ul style="list-style-type: none"> are proud to represent our College support College and community programs celebrate the achievements of others 	<p>We:</p> <ul style="list-style-type: none"> show integrity help others in our community are responsible for our behaviours 	<p>We:</p> <ul style="list-style-type: none"> celebrate our achievements make wise choices show leadership skills 	<p>We:</p> <ul style="list-style-type: none"> are thoughtful about others' cultures understand and follow the expectations of different settings wear school uniform

We build **RELATIONSHIPS** that are: *Caring Collaborative Courteous*

We build **IDENTITY** by displaying: *Confidence, Individuality Pride*

We show **VIRTUES** by using: *Honesty Responsibility Trust*

We show **EXCELLENCE** by developing our: *Aspirations Diligence Motivation*

We show **RESPECT** through: *Appreciation Equality Understanding*

OUR COLLEGE PRIORITIES

INSPIRED STUDENTS

Every Student Matters

At Southern River College we want to inspire our students to be the best they can be. We want our students to have every opportunity to learn and succeed. We do this by investing in our student's potential and diversity. We want our students to be well rounded, global and positive young people. Our attitude is you can succeed and we are here to help you. Every student matters. We are focused on how students learn best and work towards this by:

- 1.1 Developing student potential through academic, cultural and sporting pursuits.
- 1.2 Encouraging and supporting individuals who require curriculum differentiation.
- 1.3 Academic and ATAR pathways are targeted to help support student's aspirations.
- 1.4 Supporting those students studying vocational pathways to achieve full WACE and/or Certification at the completion of their studies.

INSPIRING TEACHERS

Exemplary Practice

At Southern River College we believe inspiring teachers are ones that build effective relationships with students and understand their core needs. We want our teachers to immerse themselves in best practice, building a culture that uses visible learning teaching and learning strategies to understand their impact. We want our teachers to understand their curriculum content and know how to teach it.

Our teachers plan for positive and effective learning experiences by:

- 2.1 Using best practice pedagogy and Visible Learning to reflect their impact on student learning.
- 2.2 Structuring lessons using explicit and instructional strategies 7 to 12.
- 2.3 Sharing and collaborating how to improve teaching and learning outcomes.
- 2.4 Partnerships supporting real world experiences to improve STEM outcomes.

INSPIRATIONAL LEADERS

Quality Leadership

At Southern River College we believe inspirational leaders guide teachers and students to be engaged and enthusiastic about education. The learning culture in our school builds reflective and effective strategies that set high expectations. Our leaders promote, develop and lead teachers and students by understanding best practice research and plan collaboratively.

We know that leadership is collective and purposeful. We understand and promote a positive learning culture by:

- 3.1 Leaders using effective methods of planning to improve curriculum and learning area outcomes.
- 3.2 Shared practices using technology to enhance teaching and learning.
- 3.3 Support staff to foster an orderly and supportive teaching and learning environment.
- 3.4 Students, teachers and aspirant leaders are given opportunity to mentoring, coaching and leading school projects.

INSPIRE COMMUNITY

Enduring Partnerships

At Southern River College we understand that by connecting with our community we can achieve better outcomes for our students as they seek opportunities and future pathways. We understand that local solutions are defining and collaborative in our context. We want our students to have empathy, resilience and a positive self-concept. Partnerships that support our school community help us to grow. We work together to raise standards by understanding our community both in and out of the college

We achieve this through collaboration, mutually supportive and positive relationships to:

- 4.1 Ensure students attend regularly and are engaged at school.
- 4.2 Promote our Positive Behaviour Values and Growth Mindset ethos.
- 4.3 Engage parents and carers in the educative process.
- 4.4 Support the wellbeing of staff and students.

TARGETS



TARGET ONE

NAPLAN data from Year 7 to 9 moves to High Achievement High Performance showing sustainable value adding in in Reading, Numeracy, Writing, Spelling, Grammar and Punctuation in comparison to like schools.

INSPIRED STUDENTS

- 1.1. Developing student potential through academic, cultural and sporting pursuits.
- 1.2. Encouraging and supporting individuals who require curriculum differentiation.

INSPIRING TEACHERS

- 2.1. Using best practice pedagogy and Visible Learning to reflect their impact on student learning
- 2.2. Structuring lessons using explicit and instructional strategies 7 to 12.

INSPIRATIONAL LEADERS

- 3.1. Leaders use effective methods of planning to improve curriculum and learning area outcomes.
- 3.2. Share practices using technology to enhance teaching and learning.

KEY PERFORMANCE INDICATORS:

- Grades and achievement 7 to 10 in comparison to like schools. SAIS are comparable or better.
- Surveys and feedback from students are positive.
- NAPLAN data improves.
- TLC and Development classes results show consistent improvement in results and feedback surveys.
- School online data shows consistent data improvements.
- CAR Policy is aligned to SRC reporting and assessment policy.
- Moderation of grades shows limited deviation in senior school.
- Explicit teaching is evident in all classrooms 7 to 10.

TARGET TWO

Increase the number of student's successfully pursuing academic pathways from 22% in 2017 to 30% and a median ATAR of 60 plus by 2020.

INSPIRED STUDENTS

- 1.3. Academic and ATAR pathways are targeted to achieve help support student's aspirations.

INSPIRING TEACHERS

- 2.2. Structuring lessons using explicit and instructional strategies 7 to 12.

KEY PERFORMANCE INDICATORS:

- Senior school achievement results show improved.
- ATAR performance above 60 achievement.
- Attainment continues above 90%.
- WACE achievement improve with students achieving better outcomes in Certification and OLN results.
- Student feedback is positive in regards to supports offered.
- ATAR teachers 11 to 12 use explicit teaching to enhance content and course delivery resulting in better results in ATAR performance and counselling processes.

TARGET THREE

Increase WACE Achievement targets to 90% plus 2020 by improving OLN and Certification results.

INSPIRED STUDENTS

- 1.4. Supporting those students studying vocational pathways to achieve full WACE and/or Certification at the completion of their studies.

INSPIRING TEACHERS

- 2.4. Partnerships supporting real world experiences to improve STEM outcomes.

KEY PERFORMANCE INDICATORS:

- WACE achievements over 90%.
- Partnerships in the community support STEM pathways and careers.
- OLN Data rates above 75%.

TARGET FOUR

National and school surveys show improved levels of satisfaction in school culture, leadership and organisational health based on the surveyed opinions of teachers, parents and students.

INSPIRATIONAL LEADERS

- 3.1. Leaders use effective methods of planning to improve curriculum and learning area outcomes.
- 3.2. Share practices using technology to enhance teaching and learning.
- 3.3. Support staff to foster an orderly and supportive teaching and learning environment.
- 3.4. Students, teachers and aspirant leaders are given opportunity to mentoring, coaching and leading school projects.

INSPIRE COMMUNITY

- 4.2. Promote our Positive Behaviour Values and Growth Mindset ethos.
- 4.3. Engage parents and carers in the educative process
- 4.4. Support the wellbeing of staff and students

KEY PERFORMANCE INDICATORS:

- Leaders in the school take on key roles.
- Surveys 360 and School Improvement Tool reflect best practices in leadership.
- Aspirants are applying and successful at attaining higher level positions in the school or system.
- Students take on a variety of planned leadership roles across the College.
- Community Service is part of the school culture and aligns to our RIVER Values.
- Parents as Partners Policy formulated.
- Surveys show positive uptake of parent and community interactions.

TARGET FIVE

Increase regular attendance to 80% across all cohorts and improve attendance drop off from semester one to semester two by 5% by 2020.

INSPIRE COMMUNITY

- 4.1. Development of strategic engagement and attendance plan targeting areas of need.

KEY PERFORMANCE INDICATORS:

- Improved attendance data each year.
- Staff and parents understand processes involved in attendance



TARGET SIX

Suspension data levels remains below 10% as a baseline figure for 2020.

INSPIRATIONAL LEADERS

- 3.1. Leaders use effective methods of planning to improve curriculum and learning area outcomes.
- 3.3. Share practices using technology to enhance teaching and learning.
- 3.4. Support staff to foster an orderly and supportive teaching and learning environment.

INSPIRE COMMUNITY

- 4.2. Promote our Positive Behaviour Values and Growth Mindset ethos.

KEY PERFORMANCE INDICATORS:

- Surveys show positive trends
- PBS data collection.
- All staff inducted and given opportunities for CMIS training.
- SAIS and SIS data trends.



INSPIRE WHEEL

