

# SOUTHERN RIVER COLLEGE

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Business Plan 2021 - 2023

A young woman with long dark hair, wearing a dark blue polo shirt with light blue trim on the sleeves and a matching skirt, is seated and playing a silver flute. She is looking down at her instrument with concentration. In front of her is a black music stand with a perforated sheet of music. To her right, a microphone on a stand is positioned. The background is a solid blue color. The text "OUR VISION" is overlaid in the top left corner in white, bold, sans-serif font.

# OUR VISION

We inspire every child,  
everyday  
in everything we do.



# OUR PLAN

Southern River College has been in operation since 1976 and became an Independent Public School in 2015. Over the years we have grown and enjoyed helping our students and community flourish.

*Our Business Plan 2021 to 2023 builds upon the past, embraces our today while developing future aspirations.*

There is a large focus in this plan on School Culture, Wellbeing, Pedagogy and Community that are guided by the River Way Principles.

We have worked with our school community, staff, students, parents and school board to create our plan. We are aligned to the Department of Education planning: Focus documents and Strategic Plan for Public School Building on Strength 2020 – 2024 and expectations.

Our plan helps us to target key areas that are lines of inquiry and a call to action based upon our data and analysis of self.

Our priorities and milestones reflect this as we inspire and grow our school community.





# THE RIVER WAY

The River Way guides our beliefs and expectations of our college community. We set high expectations and are proudly visible in achieving our guiding principles.

R

We use RESEARCH and data to inform our practice so we can learn and grow together

I

High IMPACT Teaching Strategies support our focus on excellence in teaching and learning

V

VISIBLE LEARNING enhances our capacity to understand effectiveness and progress

E

We ENGAGE our community to create authentic opportunities for students

R

The RIVER ROAD Centre supports students using the Berry Street Model

W

The WELLBEING Centre uses a growth mindset to support all students

A

ATTITUDE reflects our RIVER VALUES

Y

The WHY informs practice, actions and the purpose of our vision as we seek to inspire every student, every day in everything we do



# OUR FRAMEWORK

Aligns our priorities, targeting the policies and strategies required to help support our endeavours.

INSPIRED STUDENTS	INSPIRING TEACHERS
The Wellbeing Centre	The Centre for Pedagogy
Attendance & Engagement Strategy	Impact & Data Strategy
Inspire & Enrichment Programs	Framework for Teaching & Learning
Careers Centre Work Skillset Strategy	High Impact Strategies
Cultural Centre Initiative	Visible Learning Strategy
INSPIRE CULTURE	INSPIRATIONAL COMMUNITY
Business Plan	The River Road Centre
College Handbook & Policies	Aboriginal Strategy & RAP
Leadership Strategy	Our RIVER Values
Our Code of Conduct	Our House System
School Board & Committees	Parent & Community Education Strategy



# PRIORITY AREAS & TARGETS | 2021 - 2023

## 1. Inspired Students

We support every student to develop holistically and engage positively with their school community.

We inspire students to be challenged, to grow and succeed, to achieve their full potential on their individual learning journey.



Attendance & Engagement	Students at Educational Risk	Student Pathways
<p>1.1 Review data and implement school processes for attendance, enrolment and transition plan</p> <p>1.2 Improve the percentage of regular attendance across all year groups, ATSI and non ATSI through the analysis of data and implementing whole school processes and strategies according to the identified need</p> <p>1.3 Target sub groups who need greater interventions to improve school engagement</p> <p>1.4 Identify and implement whole engagement and attendance programs to increase targeted support for students</p>	<p>1.5 Develop the functions and interagency supports for the River Road Centre to assist with Tier 3 interventions and case management</p> <p>1.6 Reduce suspensions by establishing lines of enquiry to support at risk year groups and students</p> <p>1.7 Use data to identify students who require academic interventions via educational plans and strategies</p> <p>1.8 As a culturally responsive school identify and support Indigenous and EALD equity by providing opportunities for positive engagement and learning</p>	<p>1.9 Deliver a seamless education pathway that is supportive of student's aspirations and strengths 7 to 12</p> <p>1.10 Career Education is promoted and resourced to improve student's understandings of career pathways, and the New Work Order skillset</p> <p>1.11 Provide opportunities for students to engage in STEM Pathways and the STEM capabilities</p> <p>1.12 Promote and implement extra-curricular extension programs to support deeper levels of learning</p> <p>1.13 We use real life experiences to help our students apply their learning and use the General Capabilities</p>
Targets		
<ul style="list-style-type: none"> <li>Improved attendance to over 90% by 2023</li> <li>Full implementation of our Careers Centre and Work Skillset Strategy</li> </ul>	<ul style="list-style-type: none"> <li>Survey results show pre testing to post testing data measuring improved wellbeing and academic progress</li> <li>Student data shows suspension below 10%</li> </ul>	<ul style="list-style-type: none"> <li>ATAR to mean of 75% + and WACE Achievement 95% +</li> <li>Improved NAPLAN results all to high progress and achievement</li> <li>Improved OLNA above 90%</li> </ul>

# PRIORITY AREAS & TARGETS | 2021 - 2023

## 2. Inspiring Teachers

We engage our knowledge of curriculum and pedagogy to inspire creativity, collaboration, empathy and innovation in a safe and supportive environment. We celebrate progress and achievements throughout the school community.

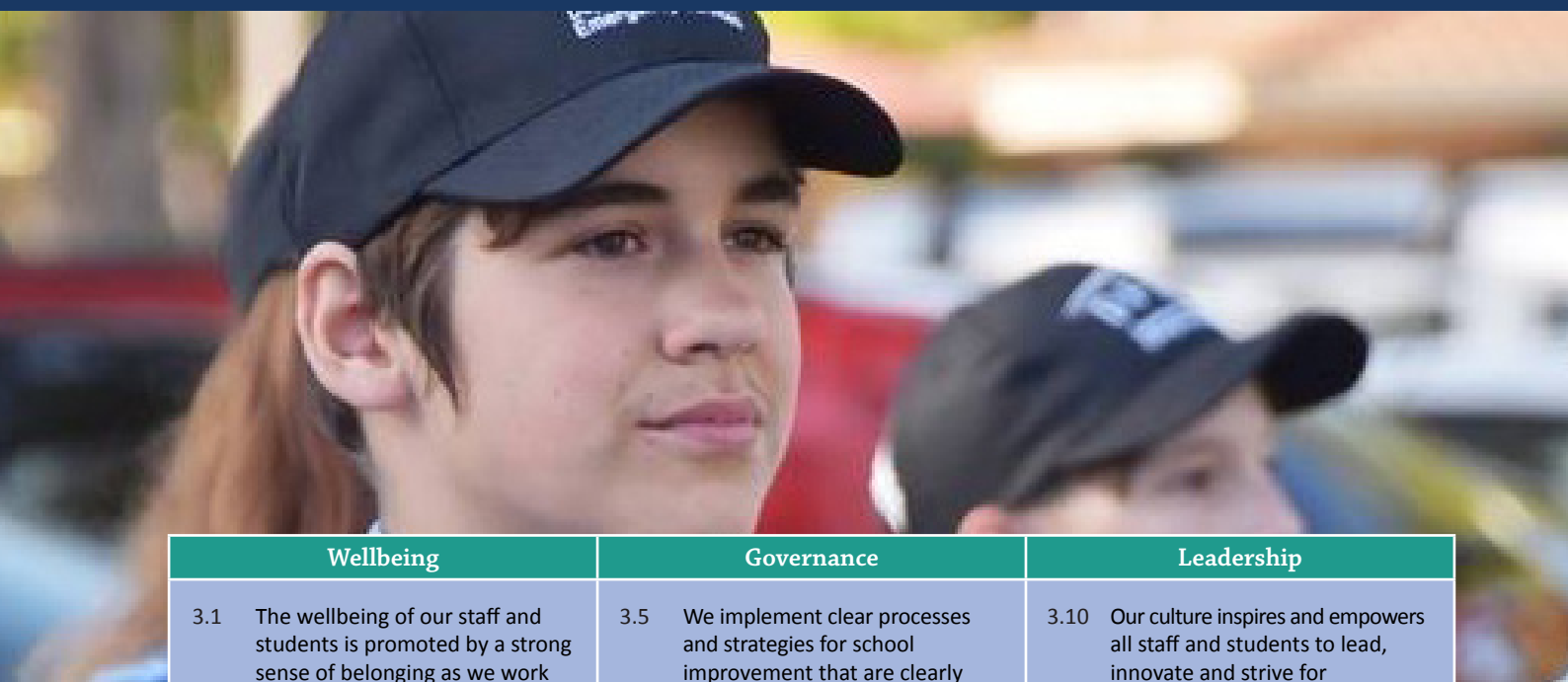


Pedagogy	Learning Environment	Teacher Environment
<p>2.1 Visible Learning is used to underpin the impact of teaching and learning across the school</p> <p>2.2 Staff regularly collect and utilise data to inform pedagogical and classroom practice</p> <p>2.3 Classroom observations are used to help support pedagogy</p> <p>2.4 Assessment review and strategies are used to monitor and inform impact and progress</p>	<p>2.5 Promote and share positive teaching and learning experiences and practices</p> <p>2.6 Teachers are supported to foster positive relationships and a safe learning culture within their classrooms</p> <p>2.7 We embed a positive learning culture in a safe learning environment that demonstrates a growth mindset approach</p> <p>2.8 All staff use CMS, Berry Street modelling and restorative practices in their classrooms</p>	<p>2.9 Instructional rounds are used to provide feedback to teachers</p> <p>2.10 Our framework for teaching uses common language and delivery methods across all learning areas</p> <p>2.11 Professional learning provides opportunities for collaboration, mentoring and coaching experiences</p> <p>2.12 We engage all staff in STEM and Digital Technologies, literacy and capabilities</p>
Targets		
<ul style="list-style-type: none"> <li>Visible Learning surveys show a positive shift in understanding the impact of teaching and learning</li> <li>SAIS, OLNA, NAPLAN and PAT data show better than like school's achievement in all learning areas.</li> </ul>	<ul style="list-style-type: none"> <li>In the national School Survey, students and teachers will identify with a positive score of 50% or higher in relation to teaching and learning characteristics</li> <li>Full implementation of Berry Street and CMS model.</li> </ul>	<ul style="list-style-type: none"> <li>Our Teaching and Learning FLOW and Centre for Pedagogy is fully operational and part of our culture for teaching and learning</li> </ul>

# PRIORITY AREAS & TARGETS | 2021 - 2023

## 3. Inspire Culture

We believe that the culture of our school and system is the foundation of our practice, driven by outstanding governance, strong leadership, students and their aspirations.



Wellbeing	Governance	Leadership
<p>3.1 The wellbeing of our staff and students is promoted by a strong sense of belonging as we work together to celebrate, support and care for each other</p> <p>3.2 In collaboration with the Centre for Wellbeing we target positive behaviours aligned to pastoral care activities, celebration and sense of place</p> <p>3.3 Wellbeing programs are used to provide strategies to engage students. Positive education, trauma-informed and wellbeing practices enable students' academic and personal growth</p> <p>3.4 Staff work-life balance, social connection and engagement in our school is promoted</p>	<p>3.5 We implement clear processes and strategies for school improvement that are clearly communicated, responsive, agile and informed by systemic and school-based data</p> <p>3.6 Our Code of Conduct structures are clearly defined, shared and implemented</p> <p>3.7 Our College Board is kept informed of the school's business and financial management processes and the impact on strategic planning and student learning</p> <p>3.8 Committees and learning communities share and support school practice, students and teacher's development</p> <p>3.9 Workforce, budget and resource management practices support school planning and priorities and the Funding Agreement for Schools</p>	<p>3.10 Our culture inspires and empowers all staff and students to lead, innovate and strive for excellence in committees and teaching and learning focus groups.</p> <p>3.11 Student voice and vertical structures are used to support student leadership, mentoring, house and pastoral care programs</p> <p>3.12 The Future Leaders Framework is used to identify, develop and support staff and students with opportunities to lead using the FLOW Strategy.</p> <p>3.13 Performance development and review are used to provide feedback for staff to improve their efficacy and growth.</p>
Targets		
<ul style="list-style-type: none"> <li>Our surveys show shift in positive school culture and organisational health</li> <li>In the National School Opinion Survey, students will identify with a positive score of 50% or higher in regards to student wellbeing domains</li> </ul>	<ul style="list-style-type: none"> <li>Our National School Opinion Survey shows 70% or higher in relation to our ability to look for ways to improve and our teachers are well supported in this school</li> <li>Our policies and strategies are fully accessible, reviewed and utilised throughout the college.</li> </ul>	<ul style="list-style-type: none"> <li>Leadership Framework created for teachers and students – The FLOW</li> <li>Our surveys show improved data in relation to school culture and leadership opportunities.</li> </ul>



# PRIORITY AREAS & TARGETS | 2021 - 2023

## 4. Inspirational Community

We celebrate our sense of community, interest, action and country.  
We value the past, present and future of our students.

Our community inspires and nurtures students with partnerships, pathways of connection and learning for the future.



Attendance & Engagement	Students at Educational Risk	Student Pathways
4.1 Families are engaged in the education of their child, involved in programs and activities that support positive communication and relationships	4.4 We build collaborative partnerships that promote and enhance student learning and pathways	4.8 We value our rich history and alumni and seek ambassadors by inviting connection and celebration of our school community.
4.2 Our families are offered programs that help support understanding parenting and adolescent issues	4.5 Local community partnerships are encouraged and promoted to help create a sense of connection and pride	4.9 We celebrate our Aboriginal culture as part of our past, present and future
4.3 Our P&C and local community helps to support our families and the parent voice	4.6 Educational networks and partnerships are developed to improve outcomes for students and our school community	4.10 We develop a college communication and marketing strategy to celebrate and promote our successes
	4.7 Commence partnerships that support Chinese and Noongar language programs in 2022	
Targets		
<ul style="list-style-type: none"><li>Our National Schools Opinion Survey for parents shows improvements to scores at 60% and above in all domains</li></ul>	<ul style="list-style-type: none"><li>Partnerships are aligned to classroom enrichment, curriculum and improving student outcomes</li><li>Increase the retention of students from our local primary schools.</li></ul>	<ul style="list-style-type: none"><li>Our Aboriginal Cultural Framework and Reconciliation Plan is fully implemented showing improved outcomes for students and their culture as evidenced by our data in attendance, suspension, celebration and retention for aboriginal students</li><li>Our National Schools Opinion Survey for sense of community and values shows improvements to scores at 70% and above</li></ul>



# OUR RIVER VALUES

**Relationships**  
**Identity**  
**Virtues**  
**Excellence**  
**Respect**

We build relationships with care, collaboration and courtesy

Our identity creates confidence, individuality and pride

We use virtues to show honesty, responsibility and trust

We are motivated by excellence and apply diligence to seek our aspirations

We show appreciation, and understanding of adversity

**SOUTHERN RIVER COLLEGE**

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