

School Strategic Plan 2023-2027

Bayswater Secondary College (7560)



Submitted for review by Elizabeth Swan (School Principal) on 16 February, 2024 at 08:51 AM
Endorsed by John Roberts (Senior Education Improvement Leader) on 17 February, 2024 at 02:37 PM
Endorsed by Ben Graham-Nellor (School Council President) on 28 February, 2024 at 05:35 PM

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<p>School vision</p>	<p>Bayswater Secondary College's vision is to cultivate a secure and supportive learning environment, fostering active and engaged students who embody our HEART values of Honesty, Excellence, Acceptance, Respect and Teamwork. We prioritize both vocational and academic pathways, aiming to provide enriched opportunities for students to explore interests and develop skills for success in and beyond their school years. Our objectives are integral to our strategic planning process, reflected in the School Strategic Plan, and operationalized through an Annual Implementation Plan.</p>
<p>School values</p>	<p>Bayswater Secondary College's values are Honesty, Excellence, Acceptance, Respect and Teamwork – our values are at the H.E.A.R.T. of everything we do.</p> <p>Honesty: Being honest with ourselves, and one another in everything we do.</p> <p>Excellence: Striving for excellence and our personal best at all times by always giving our best effort</p> <p>Acceptance: Accepting one another for who we are and recognizing that our differences are what make us unique and interesting, and ensuring we treat ourselves and one another with kindness</p> <p>Respect: For ourselves, one another and our surroundings</p> <p>Teamwork: Working together and supporting one another helps us strive for excellence and achieve successful outcomes.</p>
<p>Context challenges</p>	<p>As we chart our course forward, we recognize and embrace the richness of diversity within our student body, which includes a growing neuro-divergent cohort, varying socio-economic backgrounds, and diverse gender identities. Effectively leveraging DIP funding is crucial to supporting students with learning difficulties. The challenge of managing growth encompasses considerations for student numbers, staffing, facilities, and resources, with a particular focus on adapting senior school provisions to accommodate changing dynamics. Addressing fluid enrolments throughout the year, including elective and extra-curricular program adjustments, is imperative for maintaining stability and effective resource allocation. Our commitment to inclusive education extends to reach all members of our community, meeting the needs of Koorie students, fostering cultural diversity, and supporting English as an Additional Language (EAL) students as we continue to grow in size and diversity in these areas. Concurrently, we aim to continue improve attendance rates and effective differentiated pathways, ensuring both support and challenge for all students. By prioritizing interventions to boost student confidence, we strive to create a holistic and inclusive learning environment that caters to the diverse needs of our entire student cohort.</p>
<p>Intent, rationale and focus</p>	<p>The College has prioritised two key overarching goals that will drive school improvement and continue to lift student outcomes over the next four years. Our first goal is to improve the learning growth and achievement of every student, with the second being to empower every student to be actively engaged partners in their own learning and wellbeing. These goals go hand in hand, with growth respective to each, having a positive influence on the other and reflect our commitment to providing a high-quality education</p>

	<p>that meets the diverse needs of all our students while empowering students to be engaged partners in their own learning and wellbeing journey, aiming to foster a sense of responsibility, self-efficacy and a lifelong love for learning.</p> <p>The key areas of focus for us in our work towards achieving these goals centre around strengthening consistent whole-school high quality instructional and assessment practices and embedding effective Professional Learning Communities (PLCs) across the College with an aim to improve student learning growth. Further to this, our work will focus on continuing to build leadership capabilities across all staff roles that guide, support and enhance quality practice in all area in addition to strengthening staff and student knowledge and capabilities with respect to student voice and agency, and its importance to learning growth and positive outcomes overall. Finally, we will focus on strengthening existing partnerships and seeking new partnerships across educational settings and the community to continue to strengthen the positive work we have already begun, while we continue to embed evidence based approaches to consistently support and continue to grow and improve the positive culture we have developed at the College in recent years.</p>
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Goal 1	Improve the learning growth and achievement of every student
Target 1.1	By 2027 improve the VCE all study scores mean from 25 in 2022 to 27 or above
Target 1.2	By 2027 maintain the positive exit destinations at 90% or above
Target 1.3	By 2027 increase the percentages of students deemed at or above age expected level (semester 1), according to teacher judgments for: reading and viewing from 70% in 2023 to 75% or above, writing from 67% in 2023 to 75% or above, and for number and algebra from 66% in 2023 to 70% or above
Target 1.4	<p>By 2027 increase the percentage of positive endorsement in the School Staff Survey factors, based on 2023 figures, from:</p> <ul style="list-style-type: none">• 50% to 60% for academic emphasis• 72% to 75% for collective efficacy• 88% to 90% for teacher collaboration• 68% to 72% for promote student ownership of learning• 53% to 60% for understand how to analyse data• 82% to 90% for instructional leadership

<p>Key Improvement Strategy 1.a The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment</p>	<p>Strengthen consistent whole school high quality instructional and assessment practices</p>
<p>Key Improvement Strategy 1.a Documented teaching and learning program based on the Victorian Curriculum and senior secondary pathways, incorporating extra-curricula programs</p>	
<p>Key Improvement Strategy 1.a Systematic use of assessment strategies and measurement practices to obtain and provide feedback on student learning growth, attainment and wellbeing capabilities</p>	
<p>Key Improvement Strategy 1.b Documented teaching and learning program based on the Victorian Curriculum and senior secondary pathways, incorporating extra-curricula programs</p>	<p>Embed effective professional learning communities across the school to improve student learning growth</p>
<p>Key Improvement Strategy 1.b Systematic use of assessment strategies and measurement practices to obtain and provide feedback on student learning growth, attainment and wellbeing capabilities</p>	
<p>Key Improvement Strategy 1.c</p>	<p>Build leadership capabilities across all staff roles that guide, support, and enhance quality practice</p>

<p>The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment</p>	
<p>Key Improvement Strategy 1.c Documented teaching and learning program based on the Victorian Curriculum and senior secondary pathways, incorporating extra-curricula programs</p>	
<p>Goal 2</p>	<p>Empower every student to be actively engaged partners in their own learning and wellbeing</p>
<p>Target 2.1</p>	<p>By 2027 the percentage of positive endorsement in the Attitude to School Survey, based on 2023 figures, to increase from:</p> <ul style="list-style-type: none"> • 58% to 65% for sense of confidence • 60% to 65% for perseverance • 60% to 65% for self-regulation and goal setting • 63% to 68% for teacher concern • 62% to 67% for student voice and agency
<p>Target 2.2</p>	<p>By 2027 the percentage of positive endorsement in the Parent Opinion Survey (POS), based on 2022 figures, to increase from:</p> <ul style="list-style-type: none"> • 72% to 76% for student agency and voice • 75% to 78% for confidence and resiliency skills • 67% to 72% for student motivation and support

Target 2.3	By 2027 increase the response rate in POS from 5% in 2022 to 20%
Target 2.4	By 2027 reduce the percentage of students with 30+ absence days from 27% in 2022 to 24% or less
Key Improvement Strategy 2.a The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Strengthen staff and student knowledge and capabilities to activate student voice and agency
Key Improvement Strategy 2.a Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school	
Key Improvement Strategy 2.b The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Strengthen partnerships across educational settings and the community
Key Improvement Strategy 2.b Responsive, tiered and contextualised approaches and strong relationships to support student learning, wellbeing and inclusion	

<p>Key Improvement Strategy 2.c Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school</p>	<p>Embed evidence-based consistent approaches to supporting a positive culture</p>
<p>Key Improvement Strategy 2.c Responsive, tiered and contextualised approaches and strong relationships to support student learning, wellbeing and inclusion</p>	