

School Strategic Plan 2022-2025

Fairhills High School (7823)



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School vision	Inspiring and empowering members of our school community to achieve their full potential in an inclusive and support environment.
School values	Act Responsibly Build Relationships Show Respect
Context challenges	<p>A common culture of high expectations is yet to be embedded A limited range of pedagogical strategies e.g. teacher-directed with limited portions of class time utilised for students to actively learn. Curriculum documentation is not consistent across learning areas. Lacks continuum of learning across levels and subjects Classroom support and challenge inconsistent across classrooms Limited and inconsistent assessment for learning, catering for different learning abilities and targeted feedback Insufficient support to build classroom staff professional capabilities Limited opportunities for students to have input into individual learning and school improvement.</p>
Intent, rationale and focus	<p>The strategic plan's (SP) key focus is to provide every student with the learning environment to thrive in. Embedding our school values through the School Wide Positive Behaviour Framework, we will build and maintain respectful and positive relationships. The SP will support the development of high expectations and consistency of teaching practices via the FHS instructional model. These key objectives will enable a supportive and orderly learning environment for our students.</p> <p>Our focus will be on innovative and engaging learning strategies that capture each student's interests at their point of need. Our personal growth programs (THRIVE and Connect) will provide out students with the necessary learning and life skills to overcome any obstacles they will face at school and beyond.</p> <p>In year one and two of the strategic plan (SP) our main priorities will be ensuring preconditions for improvement are in place.</p> <p>These are:</p> <ol style="list-style-type: none"> 1) Supportive and orderly learning environment New sub school structure Continuation of School-Wide Positive Behaviours 2) Strategic, strong. stable and shared leadership Restructure of leadership Build middle leaders' capability

3) High expectations of all
A coaching culture
Support and Accountability framework

4) A focus on what matters
A sharp focus on the AIP goals and activities
Strategic leadership

As well as the above the school will focus on:

- Creating guaranteed and viable Year 7-10 curriculum
- Implementing the FHS Instructional model
- Developing student leadership and voice across the school

In Year 3 & 4 the school will prioritise:

- Feedback
- Differentiation
- Student agency

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Goal 1	Improve learning growth for all students
Target 1.1	By 2025 improve the percentage of Year 9 students in the top two bands of NAPLAN: <ul style="list-style-type: none">• Reading to 20% from 9% in 2021• Writing to 12% from 8% in 2021• Numeracy to 20% from 3% in 2021
Target 1.2	By 2025 improve the percentage of Year 9 students with NAPLAN at and above Benchmark growth in: <ul style="list-style-type: none">• Reading to 75% from 52% in 2021• Writing to 85% from 75% in 2021• Numeracy to 75% from 45% in 2021
Target 1.3	By 2025 improve the VCE English mean scores to 28 from 24.07 in 2021
Target 1.4	2025 improve the percentages of students achieving over 37 in: <ul style="list-style-type: none">• VCE English to 7% from 0% in 2021• VCE Further Maths to 7% from 3% in 2021
Target 1.5	By 2025 increase the positive response percentages on the Attitudes to School Survey: <ul style="list-style-type: none">• High expectations for success to 72% from 64% in 2021• Differentiated learning challenge to 58% from 47% in 2021

Target 1.6	<p>By 2025 increase the positive response percentages on the School Staff Survey:</p> <ul style="list-style-type: none"> • Instructional leadership to 60% from 50% in 2021 • Guaranteed and viable curriculum to 60% from 44% in 2021 • Academic emphasis to 40% from 28% in 2021 • Collective efficacy to 50% from 38% in 2021 • Understand how to analyse data to 50% from 38% in 2021 • Use evidence to inform teaching to 66% from 54% in 2021
Key Improvement Strategy 1.a Building practice excellence	Increase staff capability to deliver a data-informed effective pedagogy
Key Improvement Strategy 1.b Building practice excellence	Increase the capabilities of staff to deliver inspiring learning built upon a guaranteed and viable curriculum
Key Improvement Strategy 1.c Vision, values and culture	Develop a culture of high expectations
Goal 2	Empower students to be actively and positively engaged in their own learning growth
Target 2.1	<p>By 2025 the percentage of positive responses in the Attitudes to School Survey, to increase for:</p> <ul style="list-style-type: none"> • Student voice and agency to 44% from 34% in 2021 • Stimulated learning to 54% from 41% in 2021 • Motivation and interest to 57% from 47% in 2021 • Advocate at school to 64% from 59% in 2021 • Self-regulation and goal setting to 59% from 49% in 2021
Target 2.2	By 2025 decrease the student absence days per FTE to less than 14 from 16.31 days in 2021

Target 2.3	<p>By 2025 the percentage of positive responses in the School Staff Survey, to increase for:</p> <ul style="list-style-type: none"> • Understand how to analyse data to 46% from 38% in 2021 • Use student feedback to improve practice to 58% from 50% in 2021 • Promote student ownership of learning goals to 54% from 46% in 2021
Key Improvement Strategy 2.a Empowering students and building school pride	Build whole-school student voice and agency
Key Improvement Strategy 2.b Curriculum planning and assessment	Effectively use feedback to improve student outcomes
Key Improvement Strategy 2.c Intellectual engagement and self-awareness	Identify and build learner characteristics and dispositions
Goal 3	Improve the wellbeing and connectedness of all students
Target 3.1	<p>By 2025 the percentage of positive responses in the Attitudes to School Survey to increase for:</p> <ul style="list-style-type: none"> • Advocate at school to 64% from 59% in 2021 • Sense of connectedness to 50% from 39% in 2021 • Managing bullying to 54% from 45% in 2021 • Effective classroom behaviour to 56% from 48% in 2021 • Teacher concern to 40% from 31% in 2021

Target 3.2	<p>By 2025 the percentage of positive responses in the School Staff Survey to increase for:</p> <ul style="list-style-type: none"> • Staff trust in students and parents to 45% from 33% in 2021 • Staff trust in colleagues to 75% from 68% in 2021
Target 3.3	<p>By 2025 improve the retention and transition data on school-base measures:</p> <ul style="list-style-type: none"> • Year 7-10 real retention data to 75% from 57.3% in 2021 • Year 12 positive destination data to above 95% from 92.4% in 2021
Key Improvement Strategy 3.a Setting expectations and promoting inclusion	Develop and embed a collaborative commitment to Supportive and Orderly Learning Environment (SOLE)
Key Improvement Strategy 3.b Setting expectations and promoting inclusion	Support the needs of all students to progress their learning in a positive environment
Key Improvement Strategy 3.c Building communities	Further enhance extra-curricular and community initiatives