

# School Strategic Plan 2022-2025

## Summary

Williamstown High School (8475)



Submitted for review by Giorgio Catalano (School Principal) on 17 February, 2022 at 11:06 AM

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# School Strategic Plan - 2022-2025

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<b>School vision</b>	<p>A Williamstown High School education provides a dynamic learning culture that promotes integrity, innovation and the individual.</p> <p><b><i>WHS Behaviour Expectations</i></b></p> <ul style="list-style-type: none"><li>• Be Respectful</li><li>• Be a Learner</li><li>• Be Safe</li></ul>
<b>School values</b>	<ul style="list-style-type: none"><li>• Excellence and creativity in our achievements and ambitions.</li><li>• Integrity and honesty in our actions and relationships.</li><li>• Diversity in our curriculum, in each other and in our community.</li><li>• Strong and open communication between our school and our homes, and between our teachers, students and our families.</li><li>• A commitment to social justice and a passion to protect and improve our environment and our community.</li></ul>
<b>Context challenges</b>	<p>Williamstown High School was first established as a local council grammar school in 1867, later moving under the auspices of the state education department in 1914. At that time the world was at war and the school's identity, symbolised by its uniform and motto, was heavily influenced by current events. The school adopted the red, black and yellow colours of Belgium, then besieged by German troops. It took the motto 'Hold Fast' to encourage students to commit to their education and to inspire the community to stand optimistically defiant in the face of a changing world.</p> <p>More than a hundred years on, 'Hold Fast' continues to be our motto. Initially taken on to inspire commitment and solidarity, it now also speaks to the school's historical significance, its foundational role in the local community, its key values, and its on-going success at charting pathways for students.</p> <p>Williamstown High School caters for approximately 1,500 students from Years 7 to 12. The school is situated on two campuses that are within a ten-minute walking distance.</p> <p>Williamstown High School enjoys a strong sense of community, working together to develop supportive and strong home/school partnerships, depth in our extracurricular activities, a flourishing student leadership program with an emphasis on empowering student voice, outstanding performances in the arts, debating, sporting and artistic achievement. We encourage and demand the highest of standards from our students in the diverse pursuits for individual excellence.</p>

	<p>Williamstown High Schools four-year School Strategic Plan 2022-2025 has a clear focus on the continued improvement and commitment to;</p> <ul style="list-style-type: none"> <li>- Classroom and instructional practices</li> <li>- Curriculum and assessment</li> <li>- Teacher support and professional learning</li> <li>- Student leadership agency and voice</li> <li>- Classroom challenge</li> <li>- Feedback and differentiation</li> <li>- Wellbeing</li> <li>- Inclusivity and diversity</li> </ul>
<p><b>Intent, rationale and focus</b></p>	<p>Focus Area: Learning  1. Extend the achievement and learning growth of every student across the school</p> <p>Focus Area: Engagement  2. Enhance student engagement in their learning.</p> <p>Focus Area: Wellbeing  3. Strengthen the social and emotional wellbeing of all students.</p>

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<b>Goal 1</b>	Extend the achievement and learning growth of every student across the school.
<b>Target 1.1</b>	By 2025, improve the NAPLAN high relative growth percentages for Year 9 in numeracy from a four-year average of 22.5% to 28%, in writing from a four-year average of 25% to 27%, and in reading from a four-year average of 28% to 32%.
<b>Target 1.2</b>	By 2025, more than 40% of Year 9 students will be in the top two bands in reading and numeracy (from a four-year average of 36%), and more than 20% of Year 9 students will be in the top two bands in writing (from 12% in 2021).
<b>Target 1.3</b>	By 2025, improve the NAPLAN above benchmark growth for Year 9 students in writing from 19% in 2021 to 26%, and in reading from a three-year average (2018-19, 2021) of 28.6% to above 30%.
<b>Target 1.4</b>	By 2025, improve the percentages of students at Years 7-10 deemed above level by teacher judgements (semester 1) in writing from 14% in 2021 to 20%, and in number and algebra from 22% in 2021 to 25%
<b>Target 1.5</b>	By 2025 improve the percentage of 37+ scores in VCE (based on 2021 figures) for: <ul style="list-style-type: none"> <li>• English from the three-year average of 21% (2019-2021) to 22% in 2024</li> <li>• Business Management from the three-year average of 11% (2019-2021) to 14% in 2024</li> <li>• Further Mathematics from the three-year average of 28% (2019-2021) to 29% in 2024</li> <li>• Mathematical Methods from the three-year average of 12% (2019-2021) to 14% in 2024</li> </ul>

	<ul style="list-style-type: none"> <li>• Biology from the three-year average of 29% (2019-2021) to 31% in 2024</li> <li>• Psychology from the three-year average of 19% (2019-2021) to 21% in 2024</li> <li>• Health &amp; Human Development from the three-year average of 17% (2019-2021) to 20% in 2024</li> <li>• Media from the three-year average of 26% (2019-2021) to 28% in 2024</li> </ul>
<b>Target 1.6</b>	By 2025 100% of VCAL students to either complete Year 12 certificate or move to employment or external studies.
<b>Target 1.7</b>	By 2025, increase the positive response percentages on the School Staff Survey for: <ul style="list-style-type: none"> <li>• Guaranteed and viable curriculum from 61% in 2021 to 65%</li> <li>• Academic emphasis from 53% in 2021 to 57%</li> <li>• Teacher collaboration from 66% in 2021 to 68%</li> <li>• Understand how to analyse data from 44% in 2021 to 50%</li> </ul>
<b>Key Improvement Strategy 1.a</b> Instructional and shared leadership	Strengthen a whole school approach to the improvement of teaching and learning.
<b>Key Improvement Strategy 1.b</b> Evidence-based high-impact teaching strategies	Enhance the whole school approach to the effective teaching of literacy.
<b>Key Improvement Strategy 1.c</b> Evidence-based high-impact teaching strategies	Enhance the whole school approach to the effective teaching of mathematics

<b>Goal 2</b>	Enhance student engagement in their learning.
<b>Target 2.1</b>	<p>By 2025, the percentage of positive responses in the Attitudes to School Survey, to increase for:</p> <ul style="list-style-type: none"> <li>• Student voice and agency from 39% in 2021 to 45%</li> <li>• Stimulated learning from 51% in 2021 to 56%</li> <li>• Self-regulation and goal setting from 57% in 2021 to 63%</li> <li>• Differentiated learning challenge from 54% to 58%</li> <li>• Motivation and interest from 54% in 2021 to 60%</li> </ul>
<b>Target 2.2</b>	By 2025, decrease the percentage of students with 20+ absence days from 26% in 2019 to 17% in 2025.
<b>Target 2.3</b>	<p>By 2025, the percentage of positive responses in the School Staff Survey, to increase for:</p> <ul style="list-style-type: none"> <li>• Believe evaluating impact improves practice from 59% in 2021 to 64%</li> <li>• Use student feedback to improve practice from 56% in 2021 to 61%</li> <li>• Promote student ownership of learning goals from 64% in 2021 to 68%.</li> </ul>
<b>Key Improvement Strategy 2.a</b> Empowering students and building school pride	Strengthen student voice and capabilities to be agents of their own learning.
<b>Key Improvement Strategy 2.b</b> Empowering students and building school pride	Enhance a culture of pride and achievement in learning.

<b>Goal 3</b>	Strengthen the social and emotional wellbeing of all students.
<b>Target 3.1</b>	By 2025, the percentage of positive responses in the Attitudes to School Survey to increase for: <ul style="list-style-type: none"> <li>• Advocate of school from 65% in 2021 to 68%</li> <li>• Respect for diversity from 43% in 2021 to 50%</li> <li>• Perceptions of LGBTIQ+ from 28% in 2021 to 38%</li> <li>• Managing bullying from 47% in 2021 to 54%</li> <li>• Teacher concern from 35% in 2021 to 40%</li> </ul>
<b>Target 3.2</b>	By 2025, the percentage of positive responses in the Parent Opinion Survey to increase for: <ul style="list-style-type: none"> <li>• Stimulated learning from a three-year average 2018-2020 of 76% to 80%</li> <li>• Student motivation from a three-year average 2018-2020 of 65% to 68%</li> <li>• Parent community engagement - parent participation and involvement from a three-year average 2018-2020 of 66% to 70%</li> <li>• Promoting positive behaviour from a three-year average 2018-2020 of 82% to 85%</li> <li>• Student voice and agency from a three-year average 2018-2020 of 75% to 78%</li> <li>• Teacher communication from a three-year average 2018-2020 of 65% to 68%</li> </ul>
<b>Target 3.3</b>	By 2025, increase the positive response percentages on the School Staff Survey for: <ul style="list-style-type: none"> <li>• Support growth and learning of whole students from 51% in 2021 to 60%</li> <li>• Believe student engagement is the key from 82% in 2021 to 85%</li> </ul>
<b>Key Improvement Strategy 3.a</b> Health and wellbeing	Refine and embed effective structures and processes to support student wellbeing.
<b>Key Improvement Strategy 3.b</b> Building practice excellence	Develop and implement a strategy to embed the wellbeing capabilities across the school.
<b>Key Improvement Strategy 3.c</b> Health and wellbeing	Strengthen and embed the Respectful Relationships initiative.