

School Strategic Plan 2020-2024

Richmond High School (8271)



Richmond
High School

Submitted for review by Lars Andersson (School Principal) on 14 July, 2021 at 10:34 AM

Endorsed by Pauline Rice (Senior Education Improvement Leader) on 21 July, 2021 at 12:42 PM

Endorsed by Megan Penfound (School Council President) on 24 July, 2021 at 03:22 PM

School Strategic Plan - 2020-2024

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School vision	Richmond High School will be an inclusive, high quality co-educational school, serving the children of its local area. Students from Richmond High School will be active and informed, creative thinkers, self-motivated, skilled and knowledgeable, lifelong learners, entrepreneurial, collaborative, critical thinkers and great communicators. They will also be resilient, self-confident, passionate and compassionate individuals, who will have developed beyond their expectations. They will be significant contributors to the life of our community.
School values	<p>Creativity - Young people need to be forever creative in an ever-changing world. We believe education should foster creativity and adaptability.</p> <p>Diversity - We emphasise inclusion and respect for all, embracing diversity and difference in all its forms, including ideas</p> <p>Intelligence - We aim to develop intellect, inspire imagination and encourage original thinking. We hope to develop a thirst for knowledge and learning for life.</p> <p>Expectation - We have high expectations for our students. We expect them to work hard, set high standards for themselves and strive to be their best.</p>
Context challenges	Our challenge is to make sure that all students are engaged and extended in their learning as we continue to grow. We need to complete the curriculum planning and mapping of all the coursework 7-12 by 2023, with our curriculum and pedagogy allowing for differentiation and modification as appropriate to the students at RHS. We also need to ensure that we explicitly promote our model of excellent teaching and learning as our staffing profile continues to evolve over the next few years; this will require significant professional learning, modelling and collaboration in order to achieve the best learning outcomes for our students. The varied learning needs of our students also require ongoing collaboration and learning to make sure that we meet the needs of our students, both within class and through our student wellbeing and support programs.
Intent, rationale and focus	We are trying to create an inclusive, high-quality school in which every student is engaged and extended during their time at RHS. In this new strategic plan, we are specifically aiming to achieve a more consistent and effective implementation of our teaching and learning model, so that students have great opportunities to learn in each lesson. We are also trying to achieve a greater sense of student agency, with students empowered to take ownership over their own learning and develop their own love of learning. This is important because every student at RHS deserves a great education, and excellence in pedagogy at RHS will mean that we can break the common link between social disadvantage and lower learning outcomes. Every student also deserves to be involved and engaged in their own learning, and be actively supported to monitor and reflect on their learning.

	<p>We are prioritising the upskilling of staff in effective teaching practices through the use of a rigorous, evidence-based professional learning program, as well as the promotion of data-informed collaborative practice based on the analysis of evidence of learning.</p>
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Goal 1	To maximise learning growth for all students.
Target 1.1	<p>NAPLAN – Benchmark growth</p> <p>By 2024, achieve the percentage of student achieving above NAPLAN benchmark growth:</p> <ul style="list-style-type: none">• Year 7 to 9 Reading 27%• Year 7 to 9 Writing 25%• Year 7 to 9 Numeracy 36%
Target 1.2	<p>NAPLAN – Band</p> <p>By 2024, the percentage of students achieving in the top two bands of NAPLAN:</p> <ul style="list-style-type: none">• Year 9 Reading 30%• Year 9 Writing 14%• Year 9 Numeracy 30%

<p>Target 1.3</p>	<p>VCE – Learning gain</p> <p>By 2024, achieve the percentage of students achieving at or above VCE predicted score at 80%</p> <p>By 2024, meet the state VCE mean study score of 28</p>
<p>Target 1.4</p>	<p>Staff Opinion Survey</p> <p>By 2024, the positive percentage endorsement rate in the Staff Opinion Survey factors to be:</p> <ul style="list-style-type: none"> • Academic emphasis 54% • Collective efficacy 58% • Guaranteed and viable curriculum 56%
<p>Target 1.5</p>	<p>Attitudes to School Survey (AToSS)</p> <p>By 2024, the positive percentage endorsement rate in the Attitudes to School Survey factors to be:</p> <ul style="list-style-type: none"> • Differentiated learning challenge 57% • Stimulated learning 53% • Effective teaching time 61%
<p>Key Improvement Strategy 1.a Building practice excellence</p>	<p>Develop and embed the effective and cohesive use of the agreed teaching and learning model.</p>

Key Improvement Strategy 1.b Instructional and shared leadership	Promote and embed a culture of collaboration.
Key Improvement Strategy 1.c Curriculum planning and assessment	Embed a whole school guaranteed and viable curriculum and assessment that meets individual student need.
Key Improvement Strategy 1.d Evaluating impact on learning	Build staff capacity to utilise data and a range of other assessment strategies to maximise student learning growth.
Goal 2	Strengthen student agency in learning.
Target 2.1	Attendance <ul style="list-style-type: none"> • By 2024, achieve average days absence as below 25 days
Target 2.2	Attitudes to School Survey (AToSS) By 2024, the positive percentage endorsement rate in the Attitudes to School Survey factors to be: <ul style="list-style-type: none"> • Motivation and interest 68% • Self-regulation and goal setting 68% • Student voice and agency 52% • Teacher concern 51%
Target 2.3	Staff Opinion Survey

	<p>By 2024, the positive percentage endorsement rate in the Staff Opinion Survey factors to be:</p> <ul style="list-style-type: none"> • Collective focus on student learning 70% • Trust in Students and parents 66%
Target 2.4	<p>Parent Opinion Survey (POS)</p> <p>By 2024, the positive percentage endorsement rate in the Parent Opinion Survey factors to be:</p> <ul style="list-style-type: none"> • Parent participation and involvement 75% • Student agency and voice 75%
<p>Key Improvement Strategy 2.a Empowering students and building school pride</p>	Embed the agreed teaching and learning practices to enable genuine student agency.
<p>Key Improvement Strategy 2.b Empowering students and building school pride</p>	Enable students to embody the schools vision and values.
<p>Key Improvement Strategy 2.c Empowering students and building school pride</p>	Build student capability to take ownership of their learning to support them to set, track and attain learning goals.
<p>Key Improvement Strategy 2.d Parents and carers as partners</p>	Strengthen the school engagement with parents as partners in their child's learning.

