**School background 2015 - 2017**

### School vision statement

We are a vibrant and innovative learning community that is committed to delivering excellence within a rich and diverse learning environment.

Every student has the opportunity to achieve their personal best through engaged, active learning in a safe, respectful and supportive school.

We are committed to creating highly accomplished staff who collaborate within a culture of excellence to prepare students to be creative and confident, active and informed citizens.

We co-operate closely with the community to develop and maintain partnerships to achieve these aims for our students.

### School context

Darcy Road Public School has a current enrolment of 584 students. The school has a proud heritage and is looking to the future, celebrating learning and learners.

The skilled and dedicated staff, at various career stages, provides a balanced and diverse curriculum developing 21st Century learners in a safe, secure environment.

Darcy Road Public School’s enrolment is 88% EAL/D students. Students come from 44 different nationalities. The school population began to dramatically increase in 2013.

The school runs a variety of programs to enhance the learning and development of its students.

The school has a very supportive and active parent community.

The school life of Darcy Road Public School is active and inclusive. The school has a strong emphasis on student welfare and has started implementing Positive Behaviour for Learning as a means of ensuring a safe environment for all. As a result all students develop behaviours inside and outside the classroom that increase the potential for high level learning opportunities.

### School planning process

The school has participated in an authentic and consultative planning process. This process has included key stakeholders which includes parents, all staff and the school leadership team. The process involved several public forums and data collection from various sources.

The analysis of the data gathered was used to create the school’s vision and strategic goals. It has helped form the milestones of the plan. Data will continue to be gathered during the implementation of the school plan to continue informing milestones.

The process examined school context, culture, organisation and diversity. Staff collaborated to explore and analyse student outcome data from NAPLAN and PLAN.

Areas of improvement have been identified and agreed upon. These areas have formed the strategic directions and milestones for the plan. Improvement measures have been designed.

The leadership team and school learning hubs developed the 5P planning directions. These were communicated to the whole school community for feedback and input. Milestones were developed and refined through this process.
Purpose:
To provide all students the opportunity to become literate, numerate, skilful technology users and embrace learning for the 21st Century.

As confident and creative individuals, with personal resources for future success and well-being, students will have the knowledge, understanding and skills to be active and informed citizens.

Teachers will use evidence based teaching strategies to create individual learning paths and foster a joy in learning through nurturing, inspiration and challenge.

Students will be encouraged to play an active role in their own learning, to build their skills and understanding and make sense of their world.

Purpose:
To build capacity through relevant, focused, evidence-based professional learning and development to create a culture for the school where every staff member is engaged in learning around professional practice at an individual and collective level.

To support the ongoing improvement of student outcomes through continuous development of a skilled, effective and professional teaching workforce where staff positively influence each other and their students.

All teachers are committed to identifying, understanding and implementing the most effective teaching methods, using data to drive instruction. High expectations, explicit teaching of skills and content, and individualised feedback will guide student progress.

Purpose:
To work together as a learning community to build capacity of all students so that they develop knowledge creativity and expertise to achieve their personal goals and lead successful lives in the 21st Century.

By accessing intellectual, physical and other community resources, strategic partnerships with the broader community will be further developed creating a community of learners and improved student learning outcomes.

To acknowledge and embrace the vast range of partners supporting their learning and wellbeing.
## Strategic Direction 1: Student Learning

### Purpose

To provide all students the opportunity to become literate, numerate, skilful technology users and embrace learning for the 21st Century.

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### Improvement Measures

- NAPLAN 2017 – all students performing at or above state average
- PLAN – 100% of students actively engage in and achieve learning expectations.

### People

#### Students:

Develop their ability to reflect on their learning, use feedback to set goals to take steps towards addressing their own learning needs and use flexible thinking and learning skills.

#### Staff:

Engage in evidence-based pedagogical practices to improve teaching within their classroom.

Demonstrate a sophisticated collegial understanding of student assessment data to make decisions to support the individual learner.

#### Parents/Carers:

Parents and students are valued as partners in student learning and work together in a mutually supportive way through the sharing of knowledge.

### Processes

#### Resourcing for learning

Developing expertise within the school to ensure effective use of available resources to enhance student learning outcomes.

#### Data driven practice

Teachers demonstrate a sophisticated understanding and use of student assessment data to make judgements about personalised teaching and learning.

### Products and Practices

#### Product:

NAPLAN 2017 results show all students performing at or above state average.

PLAN results show all students actively engage in and achieving individual learning expectations.

#### Practice:

- Learning intentions and success criteria are visible and transparent to improve student learning outcomes.
- Teachers engage in research-based pedagogical practices that promote a deep understanding for students in all key learning areas.
- Teachers develop and use a range of assessment strategies and feedback to inform teaching and learning programs and differentiate learning.

### Evaluation Plan

- Analysis of NAPLAN/PLAN data to determine future directions.
- Evidence to demonstrate that teachers give all students effective feedback which helps them to improve their learning.
- Review and monitor teaching programs and practices.
### Strategic Direction 2: Staff Professional Learning

#### Purpose
To build capacity through relevant, focused, evidence-based professional learning and development to create a culture for the school where every staff member is engaged in learning around professional practice at an individual and collective level.

To support the ongoing improvement of student outcomes through continuous development of a skilled, effective and professional teaching workforce where staff positively influence each other and their students.

All teachers are committed to identifying, understanding and implementing the most effective teaching methods, using data to drive instruction. Further, high expectations, explicit teaching of skills and content and individualised and timely feedback will guide student progress.

#### People

**Students:**
Master core subjects, think deeply and critically and make relevant connections to become actively engaged in their learning, using feedback to improve outcomes.

**Staff:**
Staff will participate in performance and development processes that facilitate professional growth and the provision of quality teaching and learning.

Demonstrate best practice in ICT.

Actively plan, engage and reflect on their professional learning with clearly articulated goals in line with their Performance and Development Plan.

**Parents/Carers:**
Parents understand the importance of continuing staff professional learning.

Parents recognise that successful student learners benefit from staff professional learning. Teachers and thus students gain the essential skills in literacy and numeracy and are creative and productive users of technology, especially ICT. Teacher professional learning will build the foundation for successful learners in all learning areas.

**Leaders:**

#### Processes

**High Performing Learning Culture**
Implement high quality professional learning that focuses on the academic and student wellbeing needs of our students. School leaders place a very high priority on the provision of professional learning around evidence-based research to ensure quality teaching practice in all classrooms.

All teaching staff use the Performance and Development Framework to create Personal Development Plans that build on existing strengths and support career aspirations. All teaching staff have documented professional learning plans and the school has arrangements in place for mentoring support to ensure the ongoing development of all staff.

All staff contribute to professional learning communities within the school that enhance and improve school culture.

Increase staff capacity to provide consistent teacher judgement of student assessment to align with state standards.

**Evaluation Plan**
Staff surveys/data analysis and program monitoring.

Performance Development Framework plans will be guided and monitored for success.

#### Products and Practices

**Product:**
All teachers support the ongoing improvement of student outcomes through continuous engagement in their professional learning.

Assessment data is used to drive instruction in all classrooms.

Darcy Road Public School learning hubs improve student learning outcomes.

All teaching and learning programs reflect the ways students effectively share, use, develop and process information and technology including digital media.

**Practice:**
Teachers explore a broad range of technologies to ensure students are highly skilled and confident in the use of ICT across all areas of their learning.

Teachers closely monitor individual students and continually adjust their teaching in response to the collection and analysis of evidence based data.

All staff are engaged in planning, implementing and reviewing their professional practice to develop a deeper insight onto the effectiveness of their own teaching practice.

All teaching staff regularly engage in professional learning in accordance with their professional learning plans to support the strategic directions in the school plan.

#### Improvement Measures
- Assessment data is used to drive instruction in 100% of classrooms.
- All staff will have Performance and Development Plans implemented.
# Strategic Direction 3: Community Partnerships

## Purpose
To work together as a learning community to build capacity of all students so that they develop knowledge, creativity and expertise to achieve their personal goals and lead successful lives in the 21st Century.

By accessing intellectual, physical and other community resources, strategic partnerships with the broader community will be further developed creating a community of learners and improved student learning outcomes.

To acknowledge and embrace the vast range of partners supporting their learning and wellbeing.

## Improvement Measures
- Increased/enhanced community satisfaction with the school’s wellbeing and communication strategies
- The register of community partners demonstrates the successful implementation, updating and evaluation of the program.

## People
### Students:
Develop skills and capabilities to achieve their potential.

### Staff:
Staff ensure that schooling contributes to a socially cohesive society that respects and appreciates cultural, social and religious diversity, promoting personalised learning that aims to fulfill the capabilities of each young Australian.

Through professional learning staff develop and engage in community partnerships to provide diverse learning opportunities.

Staff actively engage in the learning opportunities offered by the school and are positive and respectful members of the community.

Staff are trained effectively to implement PBL theory and practice in all settings.

### Parent/Community Members:
Parents and carers who feel welcome and comfortable will engage with the school community.

### Community Partners:
External organisations have a greater awareness of Darcy Road Public School enabling them to enhance and promote a positive learning environment.

## Processes
### Safe, effective community
Implement school systems and processes that promote a safe and respectful learning environment and enhanced effective communication.

Develop a register of all partners involved in supporting teaching and learning at our school.

### Enhance school partnerships
Increase the participation of partners in student learning and in school life.

### Strengthened learning community
The ‘Partnerships Hub’ will meet regularly to plan, implement and evaluate programs to strengthen partnerships and community events to enhance student learning.

## Evaluation Plan
Impact milestones will be monitored to ensure the register of community partners is successfully implemented, updated and evaluated.

## Products and Practices
### Product:
A database (the ‘Partnerships Register’) will be available, listing names, contact details, skills and areas of expertise of community partners.

Video clips, photographs, newsletter and blog articles will demonstrate and promote active participation in student learning activities by community partners.

A demonstrable increase will be evident in the number of parent and volunteer hours spent in classrooms and in the school directly supporting student learning.

Students have built relationships with the school partners which they will use to develop and maintain their own life skills and wellbeing.

Ongoing learning community hubs established and contributing to school plan.

### Practice:
Community partners will be involved in planning, implementing and evaluating programs, events and activities which will enhance student learning.

The Partnerships Hub will liaise with other hubs as appropriate (e.g. Events Hub, Performance Arts Hub, Welfare Hub) to increase the frequency and the direct impact on learning of partnership events.

All staff to contribute to a tier 1 and tier 2 hub.