2024 Annual Implemntation Plan

VARSITY College

School Priority
Teaching & Learning

Teaching and Learning

Teaching and learning at Varsity College is dynamic, engaging, data informed and researched based. It fosters creativity and collaborative thinking while acknowledging academic excellence, personal growth and innovation.

Link to School Review Strategy:

- Collaboratively review, refine and monitor the implementation of an agreed pedagogical approach in order to provide clarity, a common language and established P-12 expectations.
- Further develop teacher capability through structured observation and feedback processes that involve ongoing support from instructional leaders.

Strategy/ies:

We Are:
- Using a teaching and learning cycle that uses data to inform differentiation and feedback.
- Selecting, developing and implementing a whole college pedagogical approach - NASOT
- Developing an inclusive model to cater, support and differentiate for the diverse needs of all

Phase:
- Implemention
- Familiarisation
- Collaboration

Actions Including Responsible Officer(s):

Actions Include:
- Review the teaching and learning cycle: Data, Differentiation and Feedback for the VCIM to shift focus to Data Differentiation and Digital Practice (P – 12) in alignment with Equity and Excellence.
- Enhance the use of TRACK ED data practices (P -12) including putting faces to the data - class mats, student profiles, data walls and class builder.
- Build NASOT knowledge and capacity within the College Leadership Team.
- The College Leadership Team using Inquiry Cycle to prioritise areas to highlight NASOT pedagogical practice informed by data: including structured observation and feedback processes.
- Develop capacity with all teachers to utilise digital pedagogies and platforms to familiarise how to effectively implement QLEARN for consistent online curriculum delivery and alignment of practice across faculties to enhance student learning in 2025.
- Enhance the embedded practice of P-12 Professional Learning Teams to ensure the focus is measurable impact.
- Review the current P-12 inclusive model using the Inquiry Cycle in the view to have a research-based model for implementation in 2025.
- Key personnel and clear timelines documented and shared to ensure P-12 alignment and line of sight.

Resources:

Financial, human, physical or virtual resources required:
- Targeted resource allocation to facilitate reviews, research & design.
- NASOT Resources as physical and online resources.
- New HOD structure Secondary campus with a focus on Instructional Leadership, Digital Pedagogies, Data management,
- TRACK ED licenses to all Leadership teams
- Adaptive PAT testing P - 9
- Professional Learning Plan P -12
- Data Plan P – 12

Measurable Outcomes:

- LOA Data: A – C Academic achievement 95 %, A – B Academic achievement 70%, Attendance 90%
- Inter-assessment Agreement NAPLAN vs LOA spread to be nearest the centre line for alignment of LOA.
- 100% QCE attainment. Maintaining 75% ATAR eligibility in Senior Schooling, School retention rates, review of Next Step destination survey.
- Using PAT Adaptive data to triangulate student progress: Stanine 9-4 95%, 9-7 70%
- Reduction of 10% in total behaviour incidences (defiance, disrespect, disruption) and SDA percentage.

Success Criteria Behaviourally:

Varsity College Students can/will:
- Respond to the 5 Questions for students (Sharatt)
- Achieve a C or more for English and Mathematics in their current year level
- Attend school above 90% of the time and use digital technologies effectively for their learning
- Attain a QCE on completion of Senior Schooling

Varsity College Staff can/will:
- Articulate how they use data, differentiation and feedback to improve student outcomes.
- Select and implement NASOT pedagogical practices to cater for their students.
- Confidently use digital pedagogies to enhance learning experience including QLEARN as a digital platform to ensure accessible to all learners.
- Use PLT as a way of improving pedagogical practice that has a measurable impact.
- Articulate a shared vision of what inclusive practices look like for the future across the college.

Artefacts:

- Professional learning Plan P -12
- Data Plan P – 12
- V9 Curriculum implementation P – 12
- Whole College Literacy and Numeracy approach
- Next Step Destination Survey
- SORDS Data analysis
- QCAA Analytical Dashboard
- School Opinion Survey
- 2024 Action Plans

School Priority

Leadership

Leadership

Leadership at Varsity College empowers students and staff to foster a supportive, innovative culture, celebrate contribution and invest in growth, shaping a thriving community of leaders.

Link to School Review Strategy:

- Undertake a review of organisational structures, processes, practices and documentation to further develop achievable P-12 alignment and college responsibilities.
- Review leadership roles, responsibilities and accountabilities to build the profile of all leaders in supporting staff, and monitoring and quality assuring teaching and learning across the college.
- Further develop a structured, agenda-driven and quality assured line management process aligned to college priorities, leadership plans and accountabilities.

Strategy/ies:

We Are:
- Refining our Leadership Charter, setting clear expectations for leadership excellence.
- Amplifying student voices, encouraging active involvement and decision-making in shaping our school's direction.

Phase:
- Embedded
- Implemention

Actions Including Responsible Officer(s):

Actions Include:
- Review, refine and embed Varsity College's Leadership Charter.
- Review current research on age-appropriate student voice and agency.
- Develop and implement P-12 structures, processes and systems that effectively action student voice.
- Key personnel and clear timelines documented and shared to ensure P-12 alignment and line of sight.

Resources:

- P-12 Leadership Charter
- Current research on student voice and agency – school visits

Measurable Outcomes:

- Meaningful and actionable Varsity College Leadership Charter.
- Positive feedback on student voice structures, processes and systems from all stakeholders.
- Staff are actively seeking student voice & implementing this in their practice.
- Increase in student leadership and active citizenship participation.

Success Criteria Behaviourally:

Varsity College Students can/will:
- Articulate being heard and listened to.
- Articulate the difference between student voice & agency and be an active participant in both.
- Participate in wide range of citizenship programs.

Varsity College Staff can/will:
- Actively use student voice to shape learning and college experiences.

Artefacts:

- Research Based Approaches
- Leadership Charter

End of Term 4

School Priority
Culture

Culture

School Culture at Varsity College thrives on our values, celebrating each individual to create a thriving learning community. Our strength is in our character, reflected in conscious mindsets, data-driven wellbeing, and holistic education for every student's success.

Link to School Review Strategy:

- Undertake a review of organisational structures, processes, practices and documentation to further develop achievable P-12 alignment and college responsibilities.

Strategy/ies:

We Are:
- Addressing needs of students and staff through data-drive wellbeing framework, promoting mental health awareness, stress management and emotional resilience.

Phase:
- Implemention

Actions Including Responsible Officer(s):

Actions Include:
- Working collaboratively with Region on developing and implementing the:
  - P-12 Staff Wellbeing & Needs Assessment Action Plan
  - P-12 Student Wellbeing & Engagement Plan
- Implementing Respectful Relationships for all staff and students.
- Investigating P-12 Wellbeing & Engagement Approach to be implemented Term 3 2024.
- Building systems to capture authentic, student, carer, community voice to enhance positive school culture.
- Provide staff, students and families opportunities to engage and learn from professional wellbeing experts.
- Provide staff, students and families opportunities to provide authentic insight into wellbeing, engagement & safety to support the needs of their child.
- Implement 'O' Week / Transition Programs to build connection and sense of belonging.
- Key personnel and clear timelines documented and shared to ensure P-12 alignment and line of sight.

Resources:

- Student Code of Conduct
- P-12 Wellbeing Coordinator
- Regional Wellbeing Coordinators
- Year Level Dean
- Professional Wellbeing Experts
- School Nurse
- Regional Respectful Relationship Coordinators
- Research Based Approach

Measurable Outcomes:

- Attendance target 90%
- Reduction in student school refusal.
- Improvement in college-based survey (targeting parents/carers) results focussing on student wellbeing and safety.
- Positive engagement in wellbeing professional expert sessions – attendance / feedback.
- Positive feedback from staff and students on 'O' Week program.
- Reduction in staff absent absences by 15%.
- Targeted improvement of data in SWNA & QEW, Student Needs Assessment.
- Reduction of 10% in total behaviour incidences (abusive language, fighting, harassment, bullying, physical aggression) and SDA percentage.

Success Criteria Behaviourally:

Varsity College Students can/will:
- articulate and demonstrate:
- behaviours that promote wellbeing, positive mental health and safety.
- Their purpose and connection to positive college culture.

Artefacts:

- Student Code of Conduct
- Research Based Approached
- VC Wellbeing Framework
- Surveys

School Priority

Corporate Services

Corporate Services

Corporate Services is dedicated to working in synergy with the teaching and learning team. Our focus is to foster a robust infrastructure that empowers educators, drives innovation, and nurtures an inclusive and supportive learning environment.

Link to School Review Strategy:

- Review leadership roles, responsibilities and accountabilities to build the profile of all leaders in supporting staff, and monitoring and quality assuring teaching and learning across the college.
- Undertake a review of organisational structures, processes, practices and documentation to further develop achievable P-12 alignment and college responsibilities.

Strategy/ies:

We Are:
- Implementing and supporting health, safety and wellbeing strategies and initiatives.
- Strategically providing and maintaining resources.
- Building and maintaining safe and secure facilities and infrastructure.
- Creating a robust college governance and compliance system.
- Recruiting and developing a highly capable, diverse and inclusive workforce.
- Leveraging innovative and emerging technology solutions to enhance learning experiences, information security and digital skills.
- Fostering community relationships and partnerships.
- Celebrating achievement, diversity and excellence through the delivery of high-quality college events.

Phase:
- Review & Implementing
- Imprementing & Embeded
- Reviewing
- Developing & Implenenting
- Developing & Implenenting
- Implementing & Reviewing
- Embed & Developing
- Implementing

Actions Including Responsible Officer(s):

Actions Include:
- Business Manager and AO6 Managers to review Corporate Services business model. Business Manager position on College Wellbeing Committee/working group.
  - HR – workforce review.
  - IT – technology alignment with T&L (fit for purpose).
  - Facilities – room data sheets.
  - Finance – commercial activities and potential revenue sources.
- Facilities – review planned maintenance schedules and grounds rosters/schedules.
- BM – develop college governance and compliance framework in order to commence implementation from 2025.
- BM – develop college workforce development and capability framework with HR Manager and HOS. HRM – plan and develop an annual schedule for TA mandatory
- PD in accordance with EB.
- IT – implementation of Compass. Explore opportunities for technology enhancement or improvements within T&L and Corporate Services (enrolments).
- Marketing & Events – embed college sponsorship program ('Partners In Education') and communicate to HODs, DP's, HOS, Corp Services Mgrs. Broaden "Partners In
- Education" program to include framework around a possible business partners program.
- Marketing & Events – events owners identified; event guide/plan developed for every event and maintained centrally for access by staff as required; facility improvements/upgrades to cater for events being held at the college in conjunction with the Operations Manager.

Resources:

Financial, human, physical or virtual resources required:
- Allocated time off-line to dedicate towards review.
- Funding to upgrade rooms per room data sheet specifications.
- Nil
- Nil
- Nil
- $30k compass. Funding for enrolment solution.
- Nil.
- $50k for facility improvements.

Measurable Outcomes:

- Decreased cost of staffing.
- Decreased number of facilities jobs logged for movement of furniture/set up.
- Annual planned maintenance fully funded and actioned.
- College Compliance & Governance Framework.
- College Workforce Development & Capability Framework.
- Decreased cost of events and marketing budget.
- Increased revenue through commercial activities and sponsorships.
- Increased student pathways through opportunities presented as a result of college partnership program(s).
- Increased automation and efficiencies through greater use and adoption of technology and systems improvements.

Success Criteria Behaviourally:

Corporate Services Managers can/will:
- Maintain artefacts centrally
- Impart communication to affected staff
- Provide updates/training as required and maintain current and sustainable systems, processes and procedures evidencing programs of work.

Corporate Services staff can/will:
- understand and share responsibility for maintenance and compliance of corporate services systems, processes and procedures.

Leadership team will:
- support corporate services managers in maintaining sustainable, efficient and compliant systems by permitting corporate services staff and managers to re-direct all staff to follow process, systems, procedures.

Artefacts:

- Compliance & Governance Framework.
- Workforce Development & Capability Framework.
- Events Guides.
- Facilities schedules/rosters.
- Maintenance & Infrastructure Plans.
- Sponsorship Package (Partners in Education).
- Workforce Plan. Budget.

School Priority

Community

Community

The Varsity College **Community** thrives through active engagement, uniting students, families, staff and the wider community in a collaborative partnership. Through shared values seek to promote learning, communication and mutual respect.

Link to School Review Strategy:

- Undertake a review of organisational structures, processes, practices and documentation to further develop achievable P-12 alignment and college responsibilities.

Strategy/ies:

We Are:
- Facilitating family involvement in teaching and learning, creating pathways for parents to actively engage and support their child's education journey.

Phase:
- Implemention

Actions Including Responsible Officer(s):

Actions Include:
- Scan & assess current family, carers and parents' involvement and engagement.
- Research models of other education jurisdictions & sectors.
- Investigate utilisation of digital platforms to support communication and consistency.
- Seek feedback and input from community.
- Develop and implement Community Engagement Action Plan – including supporting your child's education.
- Key personnel and clear timelines documented and shared to ensure P-12 alignment and line of sight.

Resources:

- Research-based models
- QLearn
- Compass

Measurable Outcomes:

- Digital platform implemented to allow parental engagement.
- Increased attendance and participation in community programs and education.
- A series of focussed information sessions designed to support parents in various stages of schooling.
- Community Engagement Action Plan informed by research & community feedback created, shared and implemented.

Success Criteria Behaviourally:

Varsity College Students can/will:
- Articulate how their parent's and carers support their engagement & leaning at school.

Varsity College Staff can/will:
- Actively promote the initiatives to families that support their child's learning and engagement.

Artefacts:

- Research Based Approaches
- QLearn
- Compass
- Community Action Plan.

End of Term 4

Approvals

This plan was developed in consultation with the school community and meets school needs and systemic requirements.

Principal

P&C/School Council

School Supervisor