

# School Strategic Plan 2022-2026

Mill Park Secondary College (8775)



Submitted for review by Tim Natoli (School Principal) on 14 December, 2022 at 04:43 PM

Endorsed by Pauline Rice (Senior Education Improvement Leader) on 15 December, 2022 at 02:24 PM

Awaiting endorsement by School Council President

# School Strategic Plan - 2022-2026

Mill Park Secondary College (8775)

<p><b>School vision</b></p>	<p>Mill Park Secondary College's vision is to work in partnership with students, families and the community to maximise academic, social and emotional growth. Achievement and growth are supported through excellence in teaching and learning and building positive relationships.</p>
<p><b>School values</b></p>	<p>Mill Park Secondary College's values are Achievement, Respect, Responsibility and Enjoyment.</p> <p><b>Achievement</b> In valuing achievement, students and staff work collaboratively to improve learning growth and to strive for their own personal best in the pursuit of excellence. We have high expectations, create rigorous learning goals and implement plans to achieve our best. With our community, we work hard, respond to feedback, raise aspirations and celebrate success.</p> <p><b>Respect</b> We value the diversity of our community and build positive and respectful relationships to support social and emotional growth. Unconditional positive regard is shown to all members of the community. Student agency is considered essential in respecting students as active partners in the success of the school.</p> <p><b>Responsibility:</b> Students, staff, parents and community members are accountable for their own actions. They resolve conflicts in peaceful ways, contribute to our school and society and take care of the environment. We take responsibility for making decisions and setting priorities that support achievement and growth . We work together to help all community members build their capacity through a positive lens of taking responsibility.</p> <p><b>Enjoyment</b> We foster enjoyment through engaging and effective teaching and learning that promotes curiosity. We provide a broad range of co-curricular opportunities that enhance college-wide connectedness and enjoyment.</p>
<p><b>Context challenges</b></p>	<p>The key challenges for the college are to raise outcomes for students in the areas of learning and engagement. Performance against a number of measures is lower than desired and has been static over time. Whilst there are positive outcomes in some areas, the overall picture is inconsistent and variation between classes and cohorts means that students are not able to progressively build their skills and understandings, develop their capacity to manage themselves and their own learning and are not always supported to achieve their best.</p>
<p><b>Intent, rationale and focus</b></p>	<p>The school is looking to achieve a number of key aims across the life of this School Strategic Plan:</p> <ul style="list-style-type: none"> <li>- It is looking to reset and re-establish consistency and quality of students' experience in the classroom through supporting teachers</li> </ul>

to use the key Teaching and Learning and Student Engagement Models which underpin the approach to learning and engagement - the key elements of FISO 2.0.

- It is looking to review and reflect on the current curriculum offering to students, and re-structuring to ensure that the curriculum and programs are meeting the needs of our students; supporting and challenging them in their learning at each stage of their journey through the college.

-It is looking to build a stronger focus on student agency and student voice, in particular to support students to become more independent and active in driving their own learning.

-It is looking to create stronger partnerships with its community, including parents and carers, as well as organisations and institutions to support students in their learning.

To support this work the school will be looking to harness a number of key drivers of improvement: In particular the development of teacher capacity and shared understandings around teaching, curriculum, assessment and engagement. It is working to support the development of leadership capacity to support this professional growth will be important. It is also planning to implement tools and systems that will support consistency and efficiency - allowing teachers to collaborate effectively and build the quality of our offering to students. It is also actively planning to rebuild engagement between the school and its community which has been challenged during the disruption created by covid-19.

The school is working to use its own internal resources to drive this change, however it is also looking to engage with the supports and guidance available through the Department, but also external expertise such as coaching and consultancy where applicable to support the organisation in its journey of growth.

# School Strategic Plan - 2022-2026

Mill Park Secondary College (8775)

<b>Goal 1</b>	Empower all students to be active, self-regulating and independent learners.
<b>Target 1.1</b>	By 2026, increase the overall per cent positive responses on the AToSS for Years 7–12 for: <ul style="list-style-type: none"><li>• Student voice &amp; agency from 45% in 2021 to 65%</li><li>• Sense of confidence from 59% in 2021 to 65%</li><li>• Self-regulation and goal setting from 60% in 2021 to 65%</li></ul>
<b>Target 1.2</b>	By 2026, increase the per cent positive endorsement on the SSS for the following factors: <ul style="list-style-type: none"><li>• Use evidence to inform teaching practice from 62% in 2021 to 65%</li><li>• Parent and community involvement to from 53% in 2021 to 65%</li><li>• Use of student feedback to inform teaching practice from 66% in 2021 to 70%</li></ul>
<b>Target 1.3</b>	By 2026 increase the percentage of Year 11 and 12 student positive endorsement for the College provided Careers/Pathways/Course advice to 70 per cent or above from baseline data to be gathered through a college developed survey tool in 2023.
<b>Target 1.4</b>	By 2026, increase the per cent positive endorsement in the Parent Opinion Survey (POS) for the following factors: <ul style="list-style-type: none"><li>• Teacher communication from 58% in 2021 to 65%</li></ul>

	<ul style="list-style-type: none"> <li>• Parent participation and involvement from 55% in 2021 to 65%</li> </ul>
<b>Key Improvement Strategy 1.a</b> Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school	Develop staff capacity to activate student agency in classroom learning experiences.
<b>Key Improvement Strategy 1.b</b> Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school	Improve transitions and pathways programs and procedures to enhance students' sense of engagement with their learning and destinations.
<b>Key Improvement Strategy 1.c</b> Activation of student voice and agency, including in leadership and learning, to strengthen students' participation and engagement in school	Embed a culture of partnership with parents and carers and community to enhance student learning.
<b>Goal 2</b>	Improve achievement and learning growth of every student at all year levels across all learning areas.
<b>Target 2.1</b>	By 2026, increase the VCE: <ul style="list-style-type: none"> <li>• Median all study score from 24 in 2021 to 28</li> <li>• Mean English study score from 23.8 in 2021 to 27</li> <li>• Mean Further Mathematics study score from 24.94 in 2021 to 27</li> </ul>

<b>Target 2.2</b>	<p>By 2026, increase the percentage of students meeting or above benchmark growth in Year 9 NAPLAN:</p> <ul style="list-style-type: none"> <li>• Reading from 72% in 2021 to 80%</li> <li>• Numeracy from 50% in 2021 to 60%</li> <li>• Writing from 61% in 2021 to 65%</li> </ul>
<b>Target 2.3</b>	<p>By 2026 decrease the percentage of students performing in the bottom two bands of Year 9 NAPLAN:</p> <ul style="list-style-type: none"> <li>• Reading from 28% in 2021 to 15%</li> <li>• Numeracy from 21% in 2021 to 15%</li> <li>• Writing from 45% in 2021 to 25%</li> </ul>
<b>Target 2.4</b>	<p>By 2026, increase the overall per cent positive responses on the AToSS for Years 7–12 for Stimulated learning from 53% in 2021 to 60%.</p>
<b>Target 2.5</b>	<p>By 2026, increase the per cent positive endorsement on the SSS for:</p> <ul style="list-style-type: none"> <li>• Collective efficacy from 44% in 2021 to 65%</li> <li>• Understand how to analyse data from 28% in 2021 to 65%</li> <li>• Use high impact teaching strategies from 59% in 2021 to 65%</li> <li>• Professional learning through peer observation from 24% in 2021 to 65%.</li> </ul>
<b>Key Improvement Strategy 2.a</b>	<p>Develop and implement whole school structures and processes that support staff collaboration and growth to maximise student learning.</p>

<p>The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment</p>	
<p><b>Key Improvement Strategy 2.b</b> Documented teaching and learning program based on the Victorian Curriculum and senior secondary pathways, incorporating extra-curricula programs</p>	<p>Build teacher capacity to consistently implement the college TLM including HITS.</p>
<p><b>Key Improvement Strategy 2.c</b> Systematic use of assessment strategies and measurement practices to obtain and provide feedback on student learning growth, attainment and wellbeing capabilities</p>	<p>Develop, document and implement a whole school model for the teaching of literacy and numeracy.</p>
<p><b>Goal 3</b></p>	<p>Improve student wellbeing and engagement in learning.</p>
<p><b>Target 3.1</b></p>	<p>By 2026, increase the per cent positive endorsement on the School Staff Survey (SSS) for the factor 'academic emphasis' from 68% in 2021 to 75%.</p>
<p><b>Target 3.2</b></p>	<p>By 2026, increase the overall per cent positive endorsement on the AToSS for Years 7–12 for the following factors:</p> <ul style="list-style-type: none"> <li>• Teacher concern from 45% in 2021 to 70%</li> <li>• Managing bullying from 49% in 2021 to 70%</li> <li>• Respect for diversity from 44% in 2021 to 70%</li> </ul>

<b>Target 3.3</b>	By 2026, increase the per cent positive endorsement on the Parent Opinion Survey (POS) for the factor 'general school satisfaction' from 72% in 2021 to 75%.
<b>Target 3.4</b>	By 2026, reduce average absence days per full time student for Years 7–12 from 24.3 days in 2021 to fewer than 20 days.  By 2026, reduce the average number of days of unapproved absences from 18.2 days in 2021 to 10 days or fewer.
<b>Key Improvement Strategy 3.a</b> The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Embed a safe, orderly and positive school culture focused on learning.
<b>Key Improvement Strategy 3.b</b> The strategic direction and deployment of resources to create and reflect shared goals and values; high expectations; and a positive, safe and orderly learning environment	Build capacity of staff to implement a whole school approach to health, wellbeing, inclusion and engagement.