

Annual Action Plan 2024

Strategic Priority 1



1. ACADEMIC & PERSONAL ACHIEVEMENT

Ensuring improved educational outcomes for each student according to their aspiration and abilities



Outstanding Collegial & Professional Staff

Student & Community Engagement

Long-term Sustainability & Stewardship

OBJECTIVES



STRATEGIES & PROJECTS



MEASURES



	1.1 Academic Rigour	1.2 Curriculum	1.3 Assessment & Reporting	1.4 Student Aspirations	
<ul style="list-style-type: none"> ● A culture of academic aspiration throughout the school ● Students equipped with values, skills and knowledge to contribute to and flourish in an increasingly complex world ● Creativity and agility recognised as hallmarks of all teaching and learning endeavours at Highview College 	<p>Deeper Learning Build a culture where staff are informed about the diversity of student learning data available and understand how to use this data to tailor in-depth learning experiences that will improve learning outcomes and results.</p> <p>Homework Policy Ensure the homework policy is</p>	<p>Promotion of STEM Provide both curricular and cocurricular experiences in STEM.</p> <p>The VCE Vocational Major Program Implementation and review of this program</p> <p>Curriculum Mapping The upskilling of curriculum managers</p>	<p>Quality Rubrics Improve quality and rigour of assessment</p> <p>SEQTA upskilling Improve the provision and quality of pre and post-assessment information and feedback</p> <p>Reporting Explore ways to enhance the provision of student achievement and progress information</p>	<p>Careers Education Review and rethink the concept of careers advice, taking a more holistic approach in light of societal changes, evolving working arrangements and the impact of technology</p>	<ul style="list-style-type: none"> ● Develop and publish a shared vision to ensure all staff are data informed ● Plan and document study and revision strategies that are covered at each year level and reinforced through homework activities. ● Investigate and utilise specific programs that can measure achievement and provide targeted

- Effective teaching and learning leading to improved student results

embedded across the College.

to ensure relevance and currency of the curriculum progression from years 7 - 12 (from both a learning area perspective and a whole school perspective).

resources to improve learning.

- Increase in number of students participating in STEM subjects and experiences
- Publish samples of rubrics for all learning areas
- Percentage of Senior students gaining entry into preferred post-secondary courses
- Documented expansion of the Careers Program

Strategic Priority 2



2. OUTSTANDING COLLEGIAL & PROFESSIONAL STAFF

Investing in and supporting all staff to build their capabilities, foster a collaborative learning environment and to inspire students to achieve their personal aspirations



OBJECTIVES



STRATEGIES & PROJECTS



MEASURES



<ul style="list-style-type: none"> ● High calibre, committed staff who inspire and motivate students ● A positive culture among all staff ● Reputation that Highview College is a fair and attractive place to work 	<p>2.1 Leadership Capacity Raising Efficacy of Leadership Develop position descriptions and frameworks that provide clarity for leaders and staff while also improving collaboration and communication across the College.</p>	<p>2.2 Professional Development Professional Learning Provide innovative professional development opportunities based on the latest research. Ensuring PL opportunities are also tailored to the specific needs of groups and individuals</p>	<p>2.3 Collaboration & Support Staff Wellbeing In collaboration with staff, identify and implement initiatives that will improve self-awareness, resilience and productivity in a healthy and safe work environment.</p>	<ul style="list-style-type: none"> ● Staff satisfaction rating over time ● Number of staff achieving professional goals ● Staff participation in staff wellbeing programs and professional learning activities
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Strategic Priority 3



3. STUDENT & COMMUNITY ENGAGEMENT

Creating a sense of pride and belonging and creating and consolidating meaningful and productive relationships within and beyond the school

Academic & Personal Achievement	Outstanding Collegial & Professional Staff	Long-term Sustainability & Stewardship
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OBJECTIVES



STRATEGIES & PROJECTS



MEASURES



<ul style="list-style-type: none"> ● An inclusive culture where everyone's achievements and contributions are celebrated ● Nurturing a sense of responsibility in every student to actively serve in their community and beyond ● Positive perceptions within the catchment area and reputation as an excellent regional school ● Higher level of awareness of the students of their place and responsibility within 	3.1 Student Wellbeing	3.2 Student Leadership	3.3 Partnerships	3.4 Shaping community perceptions	<ul style="list-style-type: none"> ● Track students involvement in support structures such as one on one support from HOY, support from Learning Diversity Team, support from College Counsellor, support from First Aid and Student Reception ● Monitor student involvement in leadership roles ● Track community partnerships in which the school participates ● Parent involvement in information sessions,
	<p>Student Wellbeing Review, identify and address health and welfare needs of students</p>	<p>Student Voice Review and enhance all elements of student voice with a focus on the roles of Year 12 students, leadership roles of Year 11 students, the Year 7/11 Peer Support Program and the effectiveness of Student Representative Councils</p>	<p>Educational and Community Partnerships More proactively foster links with civic organisations, the local Police, founding churches Federation University and other teacher-training institutions to share practices and knowledge, provide expanded opportunities for students and staff and to attract top quality teachers</p>	<p>Profile of the College Enhance overall community perception, boost online presence and strengthen branding through website and social media.</p>	

Highview, the broader community and their future

Parent Engagement
By means of information sessions, forums, working groups seek to engage parents more fully in partnering with the school in the education of their children

forums and working groups

- Implement targeted social media campaign and improved website engagement to increase reach and interaction

Strategic Priority 4



4. LONG-TERM SUSTAINABILITY & STEWARDSHIP

Providing resources, technology and facilities that are aligned with our strategic direction and teaching & learning

Academic & Personal Achievement	Outstanding Collegial & Professional Staff	Student & Community Engagement
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OBJECTIVES



STRATEGIES & PROJECTS



MEASURES



<ul style="list-style-type: none"> ● A well-maintained and inviting campus ● Cost-effective implementation of the Master Plan ● Maintain financial sustainability ● Ensuring the Board is composed of an appropriate mix of suitably qualified and experienced members 	<p>4.1 Improved facilities & Resources</p> <p>Building and Grounds</p> <ul style="list-style-type: none"> ● CIA upgrade inc ICT ● Library Refurbishment ● Science Labs and storage upgrade ● Basketball courts resurfaced ● Improved livability outdoor spaces. <p>Business Practices</p> <ul style="list-style-type: none"> ● Human Resource department creation and implementation. 	<p>4.2 Prudential Financial Management</p> <p>Financial Sustainability</p> <ul style="list-style-type: none"> ● Review and document Financial Controls to ensure tighter control of income, costs and risk. <p>Business Plan</p> <ul style="list-style-type: none"> ● 5-10 year business plan to cover potential changes in the funding environment, financial and HR risks. <p>Enterprise Bargaining Agreement (EBA)</p> <ul style="list-style-type: none"> ● Consultative committee to create a foundation for the next EBA negotiation. 	<p>4.3 Governance</p> <p>Board Communication</p> <ul style="list-style-type: none"> ● Promote and review the whistle blowing policy. ● Maintain two opportunities each year for staff to meet with the Board Chair. 	<ul style="list-style-type: none"> ● Completion of projects within Building and Grounds ● Achieve a surplus ● Board participation
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