



Virginia State School

Strategic Plan 2018 - 2021

School Profile

Virginia State School has an excellent reputation in the community as a school with outstanding academic results, regional and state sport representatives and an extensive co-curricular program. As a School of Excellence in music our students have access to a range of instrumental music teachers and perform a numerous community events. We have professional, skilled and dedicated staff; a parent community that places great value on a high quality education; and, a teaching and learning program that ensures every student has the opportunity to succeed.

Vision

Through a supportive and inclusive environment, with a focus on high expectations, our school encourages each student to engage in learning and achieve personal success.

Values

Our community values excellence in teaching and learning; strong relationships between students, staff and parents; and a focus on the future when supporting all our students.

Improvement Priorities

Implement an explicit improvement agenda

Success indicators

1. Statement of roles and responsibilities that includes accountabilities, key actions and implementation timelines for all staff developed and communicate with all staff.
2. Implementation of improvement agenda and School Assessment Overview

Strategies

	2018	2019	2020	2021
Develop a statement of roles and responsibilities that includes accountabilities, key actions and implementation timelines for all staff and communicate with all staff.	✓	✓	✓	✓
Regularly monitor, in teaching cohorts, the implementation of the improvement agenda and progress towards established targets that detail specific improvements sought in student performance.	✓	✓	✓	✓



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Improvement Priorities

Analysis and discussion of data

Success indicators

1. Teaching staff have increased skills in data literacy and engage in professional learning activities.
2. Implementation of the School Assessment Overview.

Strategies

	2018	2019	2020	2021
Refine and develop data literacy skills of teaching staff through School Professional Learning Plan.	✓	✓	✓	✓
Build a culture of data literacy across the school to promote genuine ownership of outcomes for students and the collaborative development of strategies for continuous improvement in the teaching and learning process.	✓	✓	✓	✓

A school culture that promotes learning

Success indicators

1. High level of satisfaction on the School Opinion Survey from staff, students and parents.

Strategies

	2018	2019	2020	2021
Continue to maintain the ethos built around high expectations and a commitment to excellence.	✓	✓	✓	✓
Collaboratively develop, implement and monitor strategies to continually enhance the professional culture of the school and promote well-being.	✓	✓	✓	✓

Targeted use of school resources

Success indicators

1. Staff and students have access to appropriate digital technologies.
2. Staff access professional learning opportunities through the School Professional Learning Plan.

Strategies

	2018	2019	2020	2021
Review the effectiveness of all human resource allocations to ensure they are targeted and maximising student outcomes.	✓	✓	✓	✓
Review the use of digital devices to ensure appropriate levels of teacher and student access to support genuine integration into the teaching and learning process.	✓	✓	✓	✓



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Improvement Priorities

An expert teaching team

Success indicators

1. Annual Developing Performance Plans implemented for all staff.
2. Staff access professional learning opportunities through the School Professional Learning Plan.

Strategies

	2018	2019	2020	2021
Refine the School Professional Learning Plan, aligned to the school priority areas and Annual Performance Development Plans to provide a range of learning opportunities for all staff members.	✓	✓	✓	✓
Continue to provide opportunities for all teachers to be involved in formalised, regular and timetabled planning and coaching processes with the school.	✓	✓	✓	✓

Systemic curriculum delivery

Success indicators

1. Implementation of the Curriculum, Assessment and Reporting Plan aligned to the Australian Curriculum.

Strategies

	2018	2019	2020	2021
Further develop and implement the curriculum planning cycle, aligned to the Australian Curriculum.	✓	✓	✓	✓
Quality assure the school's enacted curriculum through the School Moderation Plan and planning meetings to ensure horizontal and vertical alignment of the curriculum within year levels and across years of schooling.	✓	✓	✓	✓

Differentiated teaching and learning

Success indicators

1. Students with a disability and diverse learning needs are catered for through development of individual curriculum plans and adjustments to support their learning.
2. School annual budget targets support for identified students and cohorts of students.

Strategies

	2018	2019	2020	2021
Further embed strategies to ensure inclusive education practices at the school support an integrated approach for students with a disability and other students with diverse learning needs within the classroom setting.	✓	✓	✓	✓
Support classroom teachers in planning differentiated learning experiences using a school-wide consistent approach to ensure students are appropriately engaged, challenged and extended in their classroom learning.	✓	✓	✓	✓





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Improvement Priorities

Effective pedagogical practices

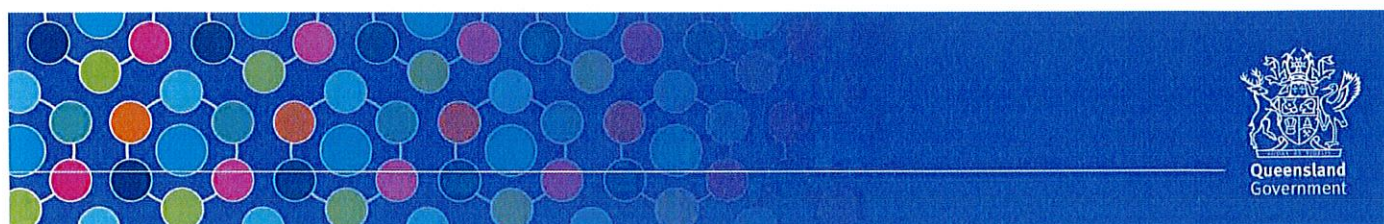
Success indicators				
1. Coaching and feedback process are embedded in school culture.				
2. Pedagogical Framework is enacted within the school.				
Strategies	2018	2019	2020	2021
Further refine and continue to implement the school's pedagogical framework across the school.	✓	✓	✓	✓
Further develop and implement the school's observation and feedback process that involves all teaching staff members and school leaders.	✓	✓	✓	✓

School-community partnerships

Success indicators				
1. Increased use of school facilities by community groups and organisations.				
2. Robust transition programs in place for students entering Prep and moving to secondary education.				
Strategies	2018	2019	2020	2021
Continue to promote transitional activities into the school and into secondary education for students.	✓	✓	✓	✓
Formalise partnerships for community use of school facilities with an emphasis on the benefits for students.	✓	✓	✓	✓

Staff Wellbeing

Success indicators				
1. School is committed to supporting the health and wellbeing of its workforce.				
Strategies	2018	2019	2020	2021
Develop and implement Staff Wellbeing Framework	✓	✓	✓	✓





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Improvement Priorities

Department of Education and Training Priorities

Success indicators

1. Successful learners - Students engaging in learning and achievement, and successfully transitioning to further education, training and employment.
2. Teaching quality - Teachers employing high quality, evidenced-based teaching practices focused on success for every student.
3. Principal leadership and Performance - School leaders delivering extraordinary and sustained improvement and achievement.
4. School performance - Schools achieving success through an intentional approach to improving the progress of every student.
5. Regional support - Regions providing a renewed focus on supporting performance and outcomes across the three sectors.
6. Local decision making - Schools ensuring community needs are central to decision making processes, autonomy and accountability.



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Improvement Priorities

Strategies	2018	2019	2020	2021
School data plan and processes				
Attendance Policy and processes				
At-risk identification and intervention programs				
Strategic deployment of staff	✓	✓	✓	✓
School Pedagogical Framework				
School assessment policy				
Literacy and Numeracy Framework				
Case management practices to support ATS				
Pedagogical Framework				
Professional Learning Program				
Coaching and mentoring framework	✓	✓	✓	✓
School Curriculum, Assessment and Reporting Framework				
School Literacy and Numeracy framework				
Performance Development processes				
Principal PDP	✓	✓	✓	✓
Professional Learning Program				
Literacy and Numeracy framework				
I4S Strategy				
School Data Plan				
Professional Learning Program				
Engagement with external review processes	✓	✓	✓	✓
ATSI strategy				
Explicit Improvement Agenda				
Wellbeing Framework				
Cluster activities				
Engagement with regional PD and support	✓	✓	✓	✓
Engagement with supervisor				
P&C Committee structure				
Parent Support Group Structures	✓	✓	✓	✓
Key partnerships				
Parent and Community engagement Strategy				

Endorsement

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

Regan Stuchman
Principal

Principal

21/11/2017

Handwritten signature of School Council member

22/11/2017

James
Assistant Regional Director

Assistant Regional Director

21/11/2017

