DICKSON COLLEGE
excellence opportunity community
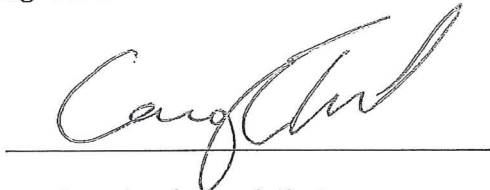
Dickson College School Strategic Plan 2015-2020
North Canberra/Gungahlin Network

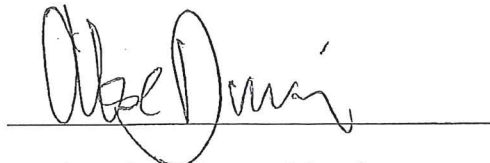**Endorsement by School Principal**

Name: Craig Edwards

Signed _____ Date: _21/03/2017_

Endorsement by School Board Chair

Name: Alex Dunnin

Signed _____ Date: _20 March 2017_

Endorsement by School Network Leader

Name: Judith Hamilton

Signed _____ Date: _21 | March 2017_

School Profile

Dickson College is committed to providing a supportive, innovative and educationally enriched learning environment for all students. At the core of our ethos is the notion that we will work together to develop informed, caring, creative and confident global citizens. This ethos is underpinned by the core values of excellence, opportunity and community, and we see our role as supporting the learning of each and every student, so that they can achieve their best, every day.

In 2015 the school completed a summative self-evaluation using our previous school plans, targets and the National School Improvement Tool (NSIT). The views of staff, students and parents were gained through staff meetings, forums, emails, and student meetings. This assisted in the development of a School Summative Report which was presented to an external validation panel.

The external panel reviewed our findings against the NSIT and also spoke with staff, parents and students prior to providing the school with an External Validation Report. This report is on our website. The recommendations from the report provided the basis for the development of this Strategic Plan that was developed in consultation with the school community and staff.

Strategic Priority 1: Enhance educational outcomes for all students

Outcomes to be achieved:
- Continued growth in educational outcomes for all students
- Evidence informed measures for capturing and improving student outcomes
- A functional contemporary learning environment that supports learning
- Innovations in learning and student engagement are established

Targets

By the end of 2020 the college will achieve:

- an ACT Senior Secondary Certificate or Vocational Qualification completion rate of 95% (91.5% in 2015)
- an ACT Senior Secondary Certificate or Vocational Qualification completion rate of 75% for Aboriginal and Torres Strait Islander students (62.5% in 2015)
- a school-wide system of collecting and analysing evidence that provides greater understanding and visibility of student performance by teachers and students
- a school-wide system for supporting ongoing innovation at the college

Key Improvement Strategies	Key Performance Indicators
Develop and implement whole-school processes to support effective teaching and student achievement through evidence informed practice.	75% of staff on School Satisfaction survey report that "teachers at this school use the results from system testing and system processes to inform planning" 80% of students report that "My teachers provide me with useful feedback about my school work" on School Satisfaction survey.
Strengthen staff capacity through a differentiated professional learning program which; includes collaborative planning and evaluation, addresses the relevant career stages of teachers, and allows the sharing of effective teaching practice within the school and across networks.	100% of Professional Practice Teams (PLC) goals linked to measurable student outcomes School based PL program accredited by TQI 100% of all new staff participate in a College induction program 100% of all early career educators, contract and probationary teachers have a formalised mentoring relationship. 70% of teachers agree with "My professional achievements are celebrated at this school" on school satisfaction survey.

Increase the use and effectiveness of learning technology in pedagogical practice	80% of parents agree that "Computer technology is an integral part of learning and teaching at my child's school". On school satisfaction survey. (72% in 2015) 80% of staff report that "The use of learning technology is an integral part of teaching and learning at this school"(73% in 2015)
Increase opportunities for students, staff and the community to explore ideas and initiatives that support innovation and personal growth	85% or more students agree or strongly agree with "My school gives me opportunities to do interesting things." (76% in 2015) on school satisfaction survey
Develop clear and transparent communication with students and parents regarding student progress, attendance, wellbeing and achievement	A reduction in V grades to 12% in 2017(currently 13%) 70% of parents agree that "This school works with me to support my child's learning." 75% of parents agree that "My child is making good progress at this school."

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Strategic Priority 2: A thriving school community

Outcomes to be achieved:
-Increased student engagement and participation in education
-Increase student involvement in educational decision making
-Increased parental and community engagement
-Improved mental health and wellbeing outcomes for young people

Targets
By the end of 2020 the college will achieve:
- An increase in student retention by 3% between Year 11 and 12 (Currently 90%)
- A reduction in V grades by 3% (currently 13%)
- a systematic approach to collecting and analysing data relating student wellbeing and the most vulnerable young people enrolled at our school

Key Improvement Strategies	Key Performance Indicators
Develop and implement whole school strategy to support community engagement	School Satisfaction survey question 80% of parents and students agree or strongly agree that "Community partnerships are valued and maintained." (63% & 61% in 2015)
Strengthen and improve existing school-wide practices for supporting student wellbeing.	Increase student response to greater than 5 on School Climate Survey question "I feel a strong connection with this school" (currently 4.5) Increase student response to greater than 5 on School Climate Survey question "I feel I can talk to teachers about problems at school" (currently 4.5)
Improve students agency through increased opportunities for leadership, individual involvement and voice	School Satisfaction Survey question 75% of students agree or strongly agree that "My school takes students' opinions seriously" (63% in 2015)

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