

Dickson College

Network: North/Gungahlin

School Improvement Plan 2021-2025

The purpose of school improvement planning

This plan establishes a strong improvement agenda to be driven by school leaders over the next five years. It was informed by the Directorate's Strategic Plan and system-level and school-based analysis of multiple sources of evidence. Analysis of these multiple sources of evidence is supported by an annual provision to each school of a data summary as a key enabler of our improvement planning and implementation.

Each school participates in School Review as an integral component of its five-year improvement planning cycle. Review findings support annual improvement planning (Action Plan) and are an important component of Directorate monitoring and support of school improvement. Reviews provide schools with quality and independent feedback, tailored to the school's context. Each school is reviewed at least every five years, providing valuable opportunities for self-reflection, planning and improvement. The school improvement planning process is below. This representation is used in the footer of all school-based improvement documents to indicate the stage of planning or implementation.

Analysis ⇒ Priorities ⇒ Strategies ⇒ Actions ⇒ Impact (for student)

Our school improvement planning is grounded in evidence from research and practice and expressed in terms of improvements in measurable student outcomes. Explicit five-year targets for improvement have been set and will give life to monitoring, evaluation and communication of progress to teachers, families and students.

Our school's improvement agenda positioned within the Directorate's Strategic Plan

Vision

Directorate's vision: We will be a leading learning organisation where people know they matter.

School's vision: To provide a supportive, innovative and enriched learning environment for everyone.

Purpose

Directorate's purpose: We develop and deliver educational services to empower each child and young person in the ACT to learn for life.

School's purpose: Work together to develop informed, caring, creative and confident global citizens.

Values

Directorate's Values: Respect, Integrity, Collaboration, Innovation.

School's values: Excellence, Opportunity, Community

Education Directorate's Strategic Goals for 2018-2021

- Schools where students love to learn
- Investing in early childhood
- Evidence informed decisions

- Learning culture
- United leadership team

Education Directorate's Strategic Indicators for 2018-2021

- To promote greater equity in learning outcomes in and across ACT public schools
- To facilitate high quality teaching in ACT public schools and strengthen educational outcomes
- To centre teaching and learning around students as individuals

The Directorate annually publishes progress against its Strategic Indicators. Our school's contributions to these Strategic Indicators are detailed in our annual Impact Reports.

Multiple sources of evidence

Evidence informing this School Improvement Plan includes:

- analysis of system-level data
- analysis of school-based evidence over time (past 4/5 years)
- for schools with a preschool setting, Quality Ratings from assessment against the National Quality Framework.*

**For schools with a preschool setting their Quality Improvement Plan (QIP) is revised each year as part of the annual planning process.*

Our improvement priorities

- **Priority 1:** Increase students' ability to demonstrate 21st Century skills
(4 Cs - Communication, Creativity, Critical Thinking, & Collaboration)

The statement below details our vision for how this priority will change the experience of school for our students.

Students will demonstrate the skills to think independently and respond to various situations in informed and creative ways. They will become strong communicators and be able to work productively with others, ensuring an openness to life-long learning and an ability to adapt to a changing world.

Students will demonstrate this through:

- *communicating and reasoning about ideas, concepts and opinions*
- *discerning information and making informed decisions*
- *adapting or formulating ideas and apply them to a range of situations*
- *working with others to synthesise multiple perspectives and utilise skills sets.*

Targets/Measures to be achieved by 2025

Student learning data

Measure	Starting Point (2021)	Target (2024)
Develop further measures for Communication, Creativity, Critical Thinking, and collaboration.	Establish and develop measures in College Data Plan.	Add measures and targets to School Improvement plan at end of 2021.
Growth in student performance on in AST writing task	142.4 - Year 12 AST WT Performance in 2020	> 150 by 2024
Growth in Year 12 Scaled results in English T	152 – 5 Year average of Year 12 performance in English T	> 160 by 2024 in Maths and English T
Growth in Year 12 Scaled results in Mathematics T	153 – 5 Year average of Year 12 performance in Mathematics T	
Growth in GPA English across all courses	3.08 – Average GPA 2019 – 2020 for Graduating cohort	> 3.3 All courses
Growth in GPA Maths across all courses	3.20 - Average GPA 2019 – 2020 for Graduating cohort	

Growth in GPA across all courses	2.82 - Average GPA 2019 – 2020 for Graduating cohort	
Growth for SIEC in the English Language Continuum over three terms	Setting baseline	100% of students at 'Developing' stage of English Language continuum after three terms
Growth in Mathematics for SIEC students over three terms	Setting baseline – using pre and post testing in Mathematics	100% of students 'at standard' for appropriate year level in Mathematics

Perception data

Measure	Starting Point (2020)	Target (2024)
Student School Climate/Satisfaction items:		
'Students at this school are being equipped with the capabilities to learn and live successfully'	64.1% of students agree or strongly agree 62.9% of parents agree or strongly agree	>76%
'My school gives me opportunities to do interesting things'	64.3% of students agree or strongly agree	>75%
Increase in 'School Identification'	3.7	>4.0
Increase in 'Emotional Engagement'	3.9	>4.2

- **Priority 2: Improve students' self-management capability**

The statement below details our vision for how this priority will change the experience of school for our students.

Students will be able to regulate, manage and monitor their own emotional responses, and persist in completing tasks, utilising help seeking behaviours and overcoming obstacles.

Students will demonstrate:

- *organisational skills*
- *an ability to identify the resources needed to achieve their goals*
- *the skills to work independently and to show initiative*
- *an ability to apply self-discipline, delay gratification and persevere in the face of setbacks and frustrations*
- *confidence, resilience and adaptability.*

Targets/Measures to be achieved by 2025

Student learning data

Measure	Starting Point (2019)	Target (2024)
Number of assessment items not submitted per student in Semester 2 each year compared to Semester 1.	Starting point to be identified Term 1 2021 using 2019 submission data	To be set at the end of 2021.
Increase in assessment submission rates across all courses	87% Submission rate over all units in 2019.	>95%
Class attendance	2019 average 'in class attendance' was 84%	>90%

Perception data

Measure	Starting Point (2021)	Target (2024)
Work independently and show initiative element:		
End of unit evaluation survey 'I performed to the best of my ability in this class'	S2 2020 survey 36% of students agreed with statement in survey	100%
End of unit evaluation survey 'My teacher presented learning activities that were challenging but achievable'	S2 survey 58% of students agreed with statement in survey	100%
Student School Climate items:		
Increase 'Resilience'	3.1	>3.5
Increase 'Positive affect'	3.3	>3.5

Endorsement

This School Improvement Plan has been endorsed electronically by our Principal, Director School Improvement and Board Chair.

Principal

Name: Craig Edwards

Date: 3/5/2021



Director School Improvement

Name: Judith Hamilton

Date:

Board Chair

Name: Chris Johnston

Date: 3.5.21

