



HERITAGE COLLEGE



School Improvement Plan 2019

2019 College Snapshot



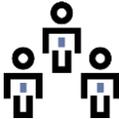
Education Offered:

Foundation to Year 12 classes delivering the Australian Curriculum within the ethos of the College, providing an increasing range of options across Secondary in partnership with Marden Senior College and various VET providers



Students

412 Students
244 in Primary and 168 in Secondary



Staff

53 Staff with 32 Teachers (17 Primary and 15 Secondary) supported by 6 SSO and 13 Non-Teaching Staff



Achievement

100% Minimum 2018 NAPLAN standards in Year 3, 96% in Year 5 & 7 and 93% in Year 9.
100% achieved 2018 SACE with 4 Merits



Satisfaction

All staff are approachable, professional and helpful Learning is balanced and well-structured encouraging excellence in students. A safe God-centered environment where facilities and grounds are well maintained



History

Celebrated 20 years of operation in 2016

Heritage College

In 1993, a working committee formed to investigate the feasibility of establishing a Christadelphian school in Adelaide. The School acquired the site of the former Hillcrest Hospital. The main building on the 3.5-hectare site was renovated in 52 days and opened in late January 1996 as an R-7 School with an enrolment of 105 students.

In the second year, a Secondary School (with Years 8-10) was added, bringing the total enrolment to 238. Over the subsequent two years, Year 11 and then Year 12 classes were added.

As the College developed, more sections of the original building were renovated to provide a number of specialist subject teaching areas, the grounds were developed and more classrooms and specialist facilities built. In 2010, as a result of the Australian Government's Building the Education Revolution program, the College erected a \$2M multipurpose Sports Centre with facilities for assemblies, concerts and drama productions. In 2015 a new Design and Technology Centre was opened and 2016 a new staff car park has been completed in line with the Building Master Plan.

In 2017 there was construction of a new classroom block to form a courtyard area. In 2018, an open learning area providing a thoroughfare to the Oval from the courtyard, was built. Additional and improved toilet facilities were also completed.

In 2019 we aim to complete the Courtyard development for multi-use and build a specifically designed Junior Primary block providing direct access to outdoor learning and the College site.

Plan context

Why a School Improvement Plan?

In 2013 the Australian Government enacted the *Australian Education Act* which created a legislative framework that puts an excellent education for every child at the heart of how Australia delivers and funds schooling. The Act enshrines a national commitment to ensuring that all Australian children can equitably access the high-quality education to which they are entitled. The Act sets out a national vision for schooling reform and for the development of the National Plan for School Improvement.

There are principles in the Act such as an "excellent education" and they are intended to mark a level of ambition for this reform, recognising that "excellent education" will allow all students to reach their full potential.

As part of this Act, the Australian Government looks to schools to improve school performance through developing and implementing a School Improvement Plan.

Specifically, the National Reform Agenda describes the following as the directions that are proven to make a difference in schools and to students.

The five reform directions are:

1. quality teaching;
2. quality learning;
3. empowered school leadership;
4. transparency and accountability; and
5. meeting student needs.

Our approach

Following a School Improvement Framework

A School Improvement Plan requires a three stage process

1. Self-Assessment
2. Improvement Identification Planning
3. Annual Review of progress

Heritage College has identified a Plan to guide the Schools improvement. These areas reflect the College's Council's approved 2014 – 2016 Strategic Plan and the thinking driving the creation of the 2017-2019 plan. The School Improvement Plan (SIP) is an important tool to assist in driving continued improvement in the quality of teaching and learning at Heritage College.

Self-Assessment

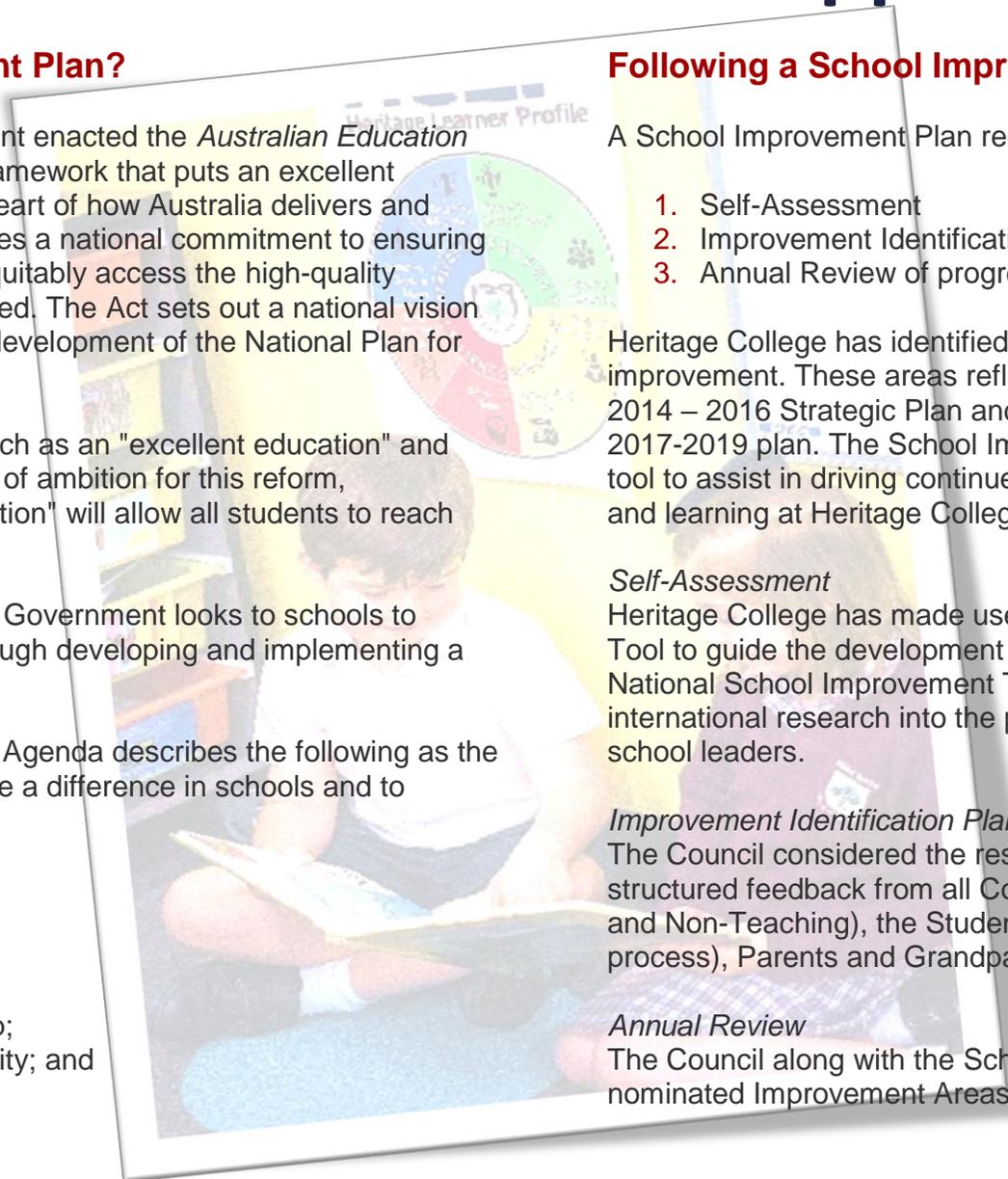
Heritage College has made use of the National School Improvement Tool to guide the development of the School Improvement Plan. The National School Improvement Tool brings together findings from international research into the practices of highly effective schools and school leaders.

Improvement Identification Planning

The Council considered the result of the Self-Assessment, along with structured feedback from all College Staff (Leadership Team, Teaching, and Non-Teaching), the Student needs (via the Student Council process), Parents and Grandparents (via Surveys and interviews).

Annual Review

The Council along with the School Leadership team look to the nominated Improvement Areas for progress during the life of this plan.



School Improvement Area 1

Enhance teaching & learning by Technology

School Improvement Statement	To provide accessible, reliable ICLT which enables the integration of technology with pedagogy to maximise student learning outcomes
2019 Implementation Plan	<p>Developing the Digital Curriculum</p> <ul style="list-style-type: none">• Develop and embed the digital curriculum - Foundation to Year 9• Primary to have dedicated digital curriculum lessons in addition to keyboard skills lessons• Secondary to have dedicated digital curriculum lessons in Years 7- 9 progressing to Year 10 in 2021• Develop the use of ipads to support teaching and learning within Primary <p>Further Integration of Sentral Management System</p> <ul style="list-style-type: none">• Primary and Secondary timetable on Sentral• Pilot using champion teachers the use of Sentral insights module for tracking student progress• Pilot the use of Mark Book to automatically populate the academic reports to parents and help to identify the next step in the learning journey <p>Pilot Canvas Learning Management System</p> <ul style="list-style-type: none">• Pilot the use of Canvas, looking at the transfer of resources from Powerschool(Haiku) and identifying issues and ways to resolve them <p>Strengthening Parent Partnership</p> <ul style="list-style-type: none">• Sentral parent portal operational for student data collection, sharing student information with parents• Refine ICT agreement with parents and activation of Mobile Zone on devices <p>Developing Strategic Partnerships</p> <ul style="list-style-type: none">• Local network groups for access to shared knowledge of education systems, processes and contractors• Development of Family Zone partnership with increased metrics for monitoring internet use of individual students• Admin system knowledge shared between Heritage Colleges• External audit of the student/staff level of control on devices to improve security and safety

School Improvement Area 2

Advance professional teaching

School Improvement Statement	To advance teaching capabilities for professional fulfilment to provide a quality education so each student can develop to their full potential
2019 Implementation Plan	<p>Further Staff Professional Development</p> <ul style="list-style-type: none">• Embed Individual Development Plan targets to align with the School Improvement Plan and AITSL teacher skill survey results.• Embed the use of Blooms/Solo Taxonomy thinking skills.• Embed teachers implementing Student Individual Learning Plans in consultation with parents• Embed the sharing of learning outcomes on Professional Development Days. <p>Further Leadership Professional Development</p> <ul style="list-style-type: none">• Leaders accomplish a personal leadership objective• Leaders developing student progression for each of the learning behaviours related to HeLP• Embed leaders conducting review of team Individual Development Plans <p>Developing Testing Approaches</p> <ul style="list-style-type: none">• Undertake NAPLAN online testing in 2019• Use phonic screening in Junior Primary to provide a baseline to measure and plan progression• Refine the assessment tasks for secondary units linked to achievement standards <p>Celebration of Student and Staff Achievement</p> <ul style="list-style-type: none">• Celebrate achievement and values shown by students and staff through internal acknowledgement and communication to the College community

School Improvement Area 3

Pursue Academic Excellence

School Improvement Statement	Provide a quality education within a Biblical context that encourages each student to develop his or her full potential
2019 Implementation Plan	<p>Secondary - Improving Writing</p> <ul style="list-style-type: none">• Implement Writer's Workbench Initiative• Trained peer tutors to support students in their writing• Implement agreed terminology/vocabulary for consistency <p>Primary - Improving Maths</p> <ul style="list-style-type: none">• Maths scheme to be implemented to provide clarity of progression• Implement Mental Maths every day to improve accuracy and speed <p>PAT and NAPLAN Data</p> <ul style="list-style-type: none">• Upload historical NAPLAN data for tracking longitudinal progress• Embed the use of NAPLAN data to identify next steps for each cohort• Use early years PAT testing to baseline new Foundation students• Embed the use of PAT testing to track annual progress• Embed the use of PAT data analysis to identify next steps for each cohort• Embed the use of PAT testing resources to support students• Embed the use of PAT and NAPLAN results to identify students needing additional support or identify gifted and talented students• Embed the use of PAT and NAPLAN data to help evaluate the impact of intervention programmes <p>Reflective, Critical and Creative Thinking</p> <ul style="list-style-type: none">• Embed the use of reflective, creative and critical thinking skills within the curriculum• Develop teacher awareness of gifted and talented students <p>Developing Progression of Attainment</p> <ul style="list-style-type: none">• Develop and agree 5 levels of attainment within subject curriculum

School Improvement Area 4

Increase Student Safety and Welfare

School Improvement Statement	To create a safe, happy and spiritual environment where each member of the school community feels loved, valued and respected
2019 Implementation Plan	<p>Enhancing Student Leadership and Welfare</p> <ul style="list-style-type: none">• Develop student leadership opportunities• Appointment of College Captains and vice captains• Embed the use of Sentral Wellbeing module <p>Embed E-Safety and Child Protection</p> <ul style="list-style-type: none">• Regular E-safety contribution to newsletter• Embed use of Mobile Zone app• Embed Child Protection/E-Safety/Anti-bullying units in home group• Embed agency visits and acknowledge E-Safety Week• Embed online activity expectations• Review current school uniform <p>Reporting Heritage Learner Profile</p> <ul style="list-style-type: none">• Report on Secondary student HeLP profile• Review the HeLP requests from students <p>Improving Curriculum Organisation & Provision</p> <ul style="list-style-type: none">• Physical activity at the start of the day for primary students• Themed buddy classes each term• Human reproduction units for Year 8 Biology• Year 9 - 10 elective subjects offered• Feasibility of interstate camp in conjunction with other Heritage Colleges

How does this link to our College Mission?

The mission since the beginning of the College has been to assist student reach their full potential

Our Mission

Heritage College is dedicated to providing a God-centred educational environment that assists all students to achieve their full potential by encouraging them to strive for excellence, to use their talents in the service of others and for the glory of God.

The SIP embeds a formal process to ensure the school stays relevant and contemporary in its methods to help students towards this mission.

Our Objectives

- To assist the development of godliness in children based on the Word of God, in support of the role of parents.
- To provide a quality education within a biblical context to encourage each student to develop his or her full potential (intellectual, social and emotional).
- To create a safe, happy and spiritual environment where each member of the school community feels loved, valued and respected.
- To assist with the development of skills necessary to earn a living and for a life in Christ.
- To encourage respect for authority and the standards of the College.
- To operate the College in a manner which makes it accessible to as many Christadelphian children as practicable.

The SIP touches on each of these points in terms of the assessment and as the plan is developed in consultation with many stakeholders the Objectives are important reference points for the plan.

Self-Assessment Process

Nine Strategic 'Domains' for School Improvement

A key resource used to develop the SIP has been the National School Improvement Tool which was developed by the Australian Council for Educational Research. It indicates that highly effective schools are ensuring that:

1. There is a strong and explicit improvement agenda for the school which sets measurable improvements in outcomes for students
2. Hard data on student outcomes is tracked, monitored, discussed and is the basis of planning.
3. The school culture promotes learning – high expectations of every learner and a commitment to academic excellence permeates the entire school.
4. The school applies its resources in a targeted manner to meet the learning needs of all students.
5. Teachers are experts in the subjects they teach and have very high levels of pedagogical knowledge.
6. There is systematic curriculum delivery and the Curriculum Plan makes explicit what (and when) teachers should teach and students should learn.
7. Differentiated teaching used as a strategy for engaging every student in learning is promoted.
8. There is a commitment by every teacher and every leader in the school to identify and implement better teaching methods.
9. The school actively seeks partnerships with parents, families, and other education institutes, businesses, and community organisations to enhance student learning

Judgment of performance at the end of 2016 is 3 domains are high and the remaining are at medium. Our desire is that through improvement all domains will be rated high.

School Improvement Plan Components

The School Improvement Plan represents the immediate priorities based on the College Mission, Objectives, Building Master Plan, Strategic Plan, the National Assessment Framework and Community Input, as indicated in the diagram below.

The school has chosen Four Improvement Areas (Not in any order of priority) as a result of this plan.



Annual Review Process

This is a description of the annual review process.

1. Leaders review overall progress that is evidence based from relevant sources
2. Leadership decide what has been achieved
3. Leadership suggest school improvement plan priorities for the following year based on stakeholder feedback gained informally through the year (Every 3rd year when a new strategic plan is due large scale formal consultation with all stakeholders)
4. Council review evidence of progress and question the reasons for non-achievement and concur or alter the priorities for the following year at annual planning day
5. Annual report against the School Improvement Plan created and shared with staff
6. Annual report against School Improvement Plan is published on the website with a paper copy on request
7. New School Improvement Plan created with Leadership and Council and shared with staff and published