



**ROSEWORTH**

EDUCATION SUPPORT CENTRE

TOGETHER WE CAN DO IT

**ROSEWORTH  
EDUCATION SUPPORT CENTRE  
STRATEGIC PLAN  
2024-2026**

## OUR SCHOOL

Roseworth ESC has a diverse student population. Our students come from a variety of multi-cultural backgrounds and this diversity encourages a stimulating range of learning opportunities. Sharing our school site with Roseworth Primary School, together we create a caring and supportive environment that provides for the best possible educational and social outcomes for all students. All ESC staff work collaboratively with our parents and external service providers to ensure our students achieve optimal educational success. Current technology gives our students the opportunity to express themselves and show their achievements in new and exciting ways. Our primary commitment is to identify and provide opportunities for our students to develop their individual potential.

## OUR SELF-ASSESSMENT

Ongoing self-assessment is fundamental to our school improvement cycle. A rigorous process ensures we make continuous judgements about our school's performance and that we plan and implement strategies for ongoing improvement. We implement whole school self-assessment using The Public School Review Standard, continuously assessing against the domains of Quality Teaching, Student Progress and Achievement, Leadership, Relationships & partnerships, Use of Resources, and Learning Environment. Annually we conduct an audit against the National Quality Standard, and in addition to this, we engage in disciplined dialogue interrogating the data from the National School Opinion Survey (NSOS) and the School Culture Survey.

We underwent a Public School Review (PSR) in term 4, 2023. We were found to be meeting expectations across all domains. Priorities in this school plan have been informed by our self-assessment, The NSOS, the School Culture Survey, and recommendations from the PSR.

**These priorities align with the Department of Education's Strategic Directions 2020-2024.**

### KEY PRIORITY AREAS 2024-2026



- 1. TEACHING & LEARNING EXCELLENCE**
- 2. RELATIONSHIPS & PARTNERSHIPS**

## OUR VISION

To provide purposeful and relevant learning programs for all students to thrive within a safe and caring learning environment.

## OUR PURPOSE

We support our students to reach their full potential.

We foster an inclusive environment which caters for individual educational, social, and emotional needs and abilities.

We provide opportunities to develop the relevant skills, attitudes, values, and understandings which will allow students to thrive, develop independence for life and actively contribute positively to society.

## OUR COMMITMENTS

### We Believe *Every Student Matters*

- ❖ We promote the dignity, independence, individuality, and self-esteem of every student.
- ❖ We provide individualised evidence-based learning programs, underpinned by high quality teaching, supported by rigorous, coordinated, and authentic assessment strategies.
- ❖ We challenge students to develop their potential in academic, social, emotional, and physical domains.
- ❖ We welcome and collaborate with external service and support agencies.
- ❖ We create and foster an environment in which the safety and dignity of all individuals is respected.
- ❖ We are committed to providing our staff with current best practice professional learning opportunities.
- ❖ We value the health and wellbeing of our staff.
- ❖ We value & encourage the involvement of parents, carers, and the wider community.
- ❖ We acknowledge and respect our diverse community.

## OUR PLANNING

<b>STRATEGIC PLAN</b>	This Strategic Plan is aligned with the Department Directions; it outlines in broad terms the long term (3 year) strategic directions of the school. This plan identifies two priority areas, improvement targets within these areas, and strategies that will underpin improvement to be implemented during this planning cycle.
<b>OPERATIONAL PLANS</b>	The schools Operational Plans are shorter term (1 year) and will detail how strategies identified in the Strategic Plan will be implemented in the given year. The operational plans will identify priorities for that planning period, strategies and evaluation, and data collection methods.
<b>CLASSROOM PLANS</b>	Classroom plans will be aligned to the Strategic and Operational Plans. They are documented actions that staff take to meet the learning needs of our students. Classroom planning is managed through performance Management.

## Priority Area 1: Teaching and Learning Excellence

*At Roseworth ESC we value high quality teaching and learning. We support our students to achieve their best and develop to their full potential.*

FOCUS	STRATEGIES	TARGETS
<b>1.1 Provide every student with a pathway to a successful future.</b>	<ul style="list-style-type: none"> <li>Investigate and implement a Social and Emotional Learning (SEL) program appropriate for students in Education Support Settings.</li> </ul>	<ul style="list-style-type: none"> <li>Investigate, trial, and implement SEL program by end of 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Investigate and implement whole school phonics &amp; reading program.</li> </ul>	<ul style="list-style-type: none"> <li>Investigate, trial, and implement phonics and reading program by end of 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Develop contemporary learning opportunities for students.</li> </ul>	<ul style="list-style-type: none"> <li>Establish Technology Learning Framework &amp; Plan by end of 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Continue to implement KIDDO program to develop students' physical literacy skills.</li> </ul>	<ul style="list-style-type: none"> <li>Establish baseline physical literacy data 1 2024.</li> <li>Show upward trend in physical literacy data by 2026.</li> </ul>
<b>1.2 Strengthen support for teaching and learning excellence in every classroom.</b>	<ul style="list-style-type: none"> <li>Develop phase of learning collaborative groups.</li> </ul>	<ul style="list-style-type: none"> <li>Phase of learning groups established by 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a whole school approach to teaching phonics and reading.</li> </ul>	<ul style="list-style-type: none"> <li>Whole school approach to phonics and reading will be formalised and embedded by 2026.</li> </ul>
<b>1.3 Build the capability of our principals, our teachers, and our allied professionals.</b>	<ul style="list-style-type: none"> <li>Formalise feedback to teachers after performance development meetings to develop teacher capabilities and leadership opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Formalised performance development feedback in place by 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Formalise mentoring program for teachers &amp; allied professionals.</li> </ul>	<ul style="list-style-type: none"> <li>Formalised mentoring framework embedded by 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Develop education assistant peer observation and feedback process.</li> </ul>	<ul style="list-style-type: none"> <li>Education assistant peer observation and feedback trialled by 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Implement Future Leaders Framework (FLF), develop and support aspirant leaders.</li> </ul>	<ul style="list-style-type: none"> <li>FLF implemented by 2026.</li> </ul>
<b>1.4 Use evidence to drive decision-making at all levels of the system.</b>	<ul style="list-style-type: none"> <li>Review behaviour data in a systematic way.</li> </ul>	<ul style="list-style-type: none"> <li>Establish baseline and collate and review behaviour data by semester, by Semester 2, 2024.</li> </ul>
	<ul style="list-style-type: none"> <li>Create data display.</li> </ul>	<ul style="list-style-type: none"> <li>Identify location and display data by 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Develop a rubric to support self-assessment against The Standard, self-assess annually.</li> </ul>	<ul style="list-style-type: none"> <li>The Standard will be embedded as a whole school annual self-assessment tool by 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Complete NSOS &amp; School Culture surveys biennially, on alternating years.</li> </ul>	<ul style="list-style-type: none"> <li>Improved ratings in NSOS and School Culture surveys</li> </ul>
	<ul style="list-style-type: none"> <li>Collaboratively analyse Behaviour data, self-assessment data (The Standard), NSOS &amp; School Culture surveys responses using disciplined dialogue.</li> </ul>	<ul style="list-style-type: none"> <li>Disciplined dialogue fully embedded by 2026.</li> </ul>

## Priority Area 2: Relationships & Partnerships

*At Roseworth ESC we value strong community partnerships. We actively seek ways to enhance student learning and well-being by partnering with families, outside agencies and our local community.*

FOCUS	STRATEGIES	TARGETS
<p><b>2.1 Strengthen collaborative relationships between school and parent community.</b></p> <p><b>2.2 Support the development of relationships between Roseworth ESC families.</b></p>	<ul style="list-style-type: none"> <li>Build opportunities for parents to share expertise with the school.</li> </ul>	<ul style="list-style-type: none"> <li>2025 National School Opinion Survey will demonstrate an improved rating in “relationships with the local community”.</li> </ul>
	<ul style="list-style-type: none"> <li>Increase opportunities for parents to share in their child’s learning journey:                             <ul style="list-style-type: none"> <li>Speech pathologist info sessions.</li> <li>Open afternoons – 1 per term.</li> <li>Mother’s and Father’s Day events.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>2026 Staff School Culture Survey will demonstrate improved rating in Relationships domain.</li> </ul>
	<ul style="list-style-type: none"> <li>Continue to invite expressions of interest for parent representation on the P&amp;C and School Council.</li> </ul>	<ul style="list-style-type: none"> <li>Increase parent representation on our P&amp;C and School Council by 2026.</li> </ul>
	<ul style="list-style-type: none"> <li>Build staff knowledge and understanding of school council roles and function.</li> </ul>	<ul style="list-style-type: none"> <li>Improve rating on Staff School Culture Survey in Relationships domain.</li> </ul>
	<ul style="list-style-type: none"> <li>Increase staff membership on school council.</li> </ul>	<ul style="list-style-type: none"> <li>Invite EOIs from staff when parent and community representation exceeds 4 people.</li> </ul>
<p><b>2.3 Increase focus on cultural, safety and intercultural understanding.</b></p>	<ul style="list-style-type: none"> <li>Continue to reflect against Aboriginal Cultural Standards Framework (ACSF) and implement strategies to enhance cultural responsiveness.</li> </ul>	<ul style="list-style-type: none"> <li>Improve rating on ACSF continuum for identified focus area.</li> </ul>
	<ul style="list-style-type: none"> <li>Staff may utilise Performance Development process to set goals at a personal &amp; classroom level that align to the ACSF.</li> </ul>	<ul style="list-style-type: none"> <li>Staff that choose to include goals aligned to ACSF in Performance Development Plan, beginning in 2025.</li> </ul>
	<ul style="list-style-type: none"> <li>Source intercultural sensitivity PL.</li> </ul>	<ul style="list-style-type: none"> <li>Complete cultural sensitivity PL before the end of 2025.</li> </ul>
	<ul style="list-style-type: none"> <li>Consider culture-based incursions and excursions.</li> </ul>	<ul style="list-style-type: none"> <li>A minimum of 1 culture-based excursion/incursion per year.</li> </ul>
	<ul style="list-style-type: none"> <li>Survey parents to find out significant cultural events/holidays, incorporate information into school and classroom planning.</li> </ul>	<ul style="list-style-type: none"> <li>Cultural Celebration Calendar developed by end of 2024.</li> </ul>
<ul style="list-style-type: none"> <li>Create AIEO position for RESC.</li> </ul>	<ul style="list-style-type: none"> <li>AIEO position in school by end of 2024.</li> </ul>	
<p><b>2.4 Continue and strengthen relationships with other schools, network and regional.</b></p>	<ul style="list-style-type: none"> <li>Increase opportunities for staff to visit other schools to observe best practice.</li> <li>Continue to engage in Network shared activities.</li> </ul>	<ul style="list-style-type: none"> <li>Visits to other schools to be included in PD Agreements for all graduate teachers by 2026.</li> <li>Roseworth ESC will be represented at all network shared activities.</li> </ul>