Oxley State School
Strategic Plan 2020 - 2023

School Profile

Oxley State School is a learning community focussing on educating individual students to interact meaningfully in society through the provision of a balanced and broad education. The school is committed to being an inclusive school with students coming from a diverse range of cultural backgrounds. The school articulates that respect for diversity is a major feature of school life. Essential to providing quality teaching and learning experiences is the provision of an intellectually challenging, safe and supportive learning environment which caters for the needs of each individual child. The facilities at Oxley State School are conducive to a supportive learning environment with well equipped grounds and buildings. Learning is supported by specifically planned indoor and outdoor learning areas. We provide avenues for our school community to work together in the provision of relevant and engaging educational opportunities and programs, through recognising and nurturing the innate potential of each child. The school community participates in collaborative decision making processes which guide the general operations and strategic direction of the school. The school community acknowledges its proud history beginning in 1870 and embraces its motto of *"Success through effort"*. The staff, students and families of Oxley State School work together, as a team, contributing to the learning outcomes of our students and school achievements whilst building positive and rewarding relationships.

Vision

Preparing active citizens for a changing world

Values

We value:

- The growth of the whole child
- The unique learning styles of individuals
- Quality relationships between all members of the school community.
- The belief that every student is capable of learning.

Oxley State School
Strategic Plan 2020 - 2023

Improvement Priorities

Inclusive Education

Success indicators				
1. Improvement in A-E data for diverse range of students				
2. Appropriate academic adjustments are evident in planning documents and in curriculum delivery				
3. High level of teacher confidence in their capability to engage in the Inclusive Framework				

Strategies	2020	2021	2022	2023
Provision of ongoing professional development for all staff in Inclusive Education.	✓	✓	✓	✓
Develop staff capacity to differentiate units of work	✓	✓		
Develop identified staff capability around leading the inclusive agenda	✓	✓	✓	
Develop a culture of data driven decision making to inform inclusive practices.	✓	✓	✓	✓
Develop and implement an inclusive education framework to strengthen and support practices for students with diverse needs	✓	✓		

Positive Culture for Learning

Success indicators				
1. All teaching staff engaged in the process of regularly and consistently delivering PCL lessons in accordance with school's PCL Framework				
2. Collaboratively developed and documented statement of values which align with the school's Well Being Framework				
3. Reduction in number of SDAs				
4. Improvement in EBS, SET and student attendance data				

Strategies	2020	2021	2022	2023
Develop a shared and enacted vision and set of values which underpin a culture of positive collaboration	✓	✓	✓	✓
Develop staff capability through targeted professional learning to build knowledge of evidence based practices.	✓	✓		✓
Rebranding of the school's artefacts to align consistency of implementation of PCL to the shared vision and values.			✓	✓
Supporting the implementation of PCL through observation and feedback processes as outlined in the school's Collegial Engagement Framework	✓	✓	✓	✓
Develop systems to ensure stakeholder involvement, targeted plans and agreed protocols when providing targeted support for students with individualised or highly diverse behavioural needs.	✓	✓		✓

Oxley State School
Strategic Plan 2020 - 2023

Improvement Priorities

Reading

Success indicators				
1. Consistent practice in line with the Reading Framework				
2. Data informed decision making				
3. 65% of students achieving in the upper two bands in Reading in Years 3 & 5 Naplan				
4. 85% of students in years 3 -6 achieving a Stanine 5 or better in PAT R				
Strategies	2020	2021	2022	2023
Provide ongoing PD to strengthen data literacy skills.	✓	✓	✓	✓
Develop and consistently implement a reading framework	✓	✓		
Embedding a consistent approach to the teaching of the reading demands of the Australian Curriculum			✓	✓

School Improvements

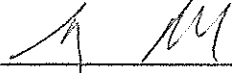| Improvement Name	Description
Drivers for Improvement	Consistency of practice Capability development Collaboration
Key improvement strategy 1	Maintain sharp improvement priorities with identified strategies, targets, pedagogical practices and success measures to enable all leaders, teachers and other staff members to commit collaboratively to a consistent and constant plan for ongoing success.
Key improvement strategy 2	Establish a culture of collaboration through agreed school-developed forums and representatives that share, discuss and evaluate ideas to support key staff and leaders in leading the next steps for school development.
Key improvement strategy 3	Develop processes that will allow staff members to collaboratively share best practice and build a collective understanding of the school's expectations and pedagogies in delivering priorities.
Key improvement strategy 4	Develop and implement an inclusive education framework to strengthen and support practices for students with diverse needs including those with highly individualised social and emotional needs.
Key improvement strategy 5	Enhance the school's collaborative planning processes to build teacher understanding of adapting, integrating and contextualising curriculum units aligned to the AC and ensure consistency of practice using a concise and relevant curriculum.

Oxley State School

Strategic Plan 2020 - 2023

Endorsement

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

_____
Principal

_____
P and C / School Council