

## Strategic Plan 2019 to 2022

<b>Our Learning and Wellbeing</b>			
<b>Goals</b>	<b>Targets</b>	<b>Strategies</b>	<b>Measures</b>
To continue to improve individualized education, wellbeing/support programs and allied health services to meet the needs of students with social/emotional challenges.	<ul style="list-style-type: none"> <li>To employ allied health specialists to implement school program unique to Currajong needs.</li> <li>To develop and clarify school allied health programs and protocols.</li> <li>To review current practices for IEPs and collection of student data.</li> </ul>	<ul style="list-style-type: none"> <li>Advertise according to established Currajong criteria and need.</li> <li>Principal and psychologist meet to establish guidelines for allied health practitioners.</li> <li>School Improvement Team to identify duplication of information and data.</li> </ul>	<ul style="list-style-type: none"> <li>Allied Health providers are engaged and working within agreed guidelines.</li> <li>Students are making positive gains as a result of the goals set by practitioners.</li> <li>IEPs and Reports are condensed to reduce duplication of information.</li> <li>IEPs and Reports are in a central location.</li> </ul>
To improve enrolment and transition procedures to maximise the success of students in the program	<ul style="list-style-type: none"> <li>To review the enrolment policy and procedures.</li> <li>To review transition arrangements.</li> </ul>	<ul style="list-style-type: none"> <li>Increase data gathering before enrolment.</li> <li>Develop a checklist before child can be enrolled.</li> <li>Develop a criteria and ongoing review process to determine continued enrolment.</li> </ul>	<ul style="list-style-type: none"> <li>Checklists are developed and used by relevant staff.</li> <li>Data gathering, and in some circumstances, school visits have taken place prior to admission.</li> <li>Clear and transparent pathways are used to exit students not responding to the program.</li> </ul>
To promote positive student engagement through a framework of Positive Behaviour Supports (PBS).	<ul style="list-style-type: none"> <li>To introduce the use of a Positive Behaviour Supports framework.</li> <li>To define a set of expectations for students, staff and the whole school community.</li> <li>To create a safe and supportive learning environment.</li> </ul>	<ul style="list-style-type: none"> <li>Staff and students collaborate to develop a matrix that identifies the school's values.</li> <li>Staff and students collaborate to define the expected behaviours that demonstrate each of the school's value.</li> <li>Explicitly teach expected behaviours.</li> <li>Utilise evidence-based positive reinforcement practices.</li> <li>Provide visible and predictable structures and routines.</li> </ul>	<ul style="list-style-type: none"> <li>A visual representation of the matrix is posted throughout the school.</li> <li>The values and expectations are understood by students, staff and the wider school community.</li> <li>Staff activities celebrate and acknowledge the achievements of students.</li> </ul>

## Strategic Plan 2019 to 2022

<b>Our Staff</b>			
<b>Goals</b>	<b>Targets</b>	<b>Strategies</b>	<b>Measures</b>
To provide structured staff feedback and professional development opportunities to build and maintain high level of professionalism for all staff.	<ul style="list-style-type: none"> <li>To develop a professional learning plan.</li> <li>To develop a process for staff feedback.</li> </ul>	<ul style="list-style-type: none"> <li>Create a template for a professional learning plan to be used by staff at Currajong.</li> <li>Review professional learning plans used by other educational organisations.</li> <li>Develop a staff feedback policy.</li> <li>Timetable 1:1 meetings to discuss feedback.</li> <li>Provide PD opportunities for teachers to visit other schools.</li> </ul>	<ul style="list-style-type: none"> <li>Each staff member has a professional learning plan that is reviewed annually.</li> <li>90% of staff receive a feedback meeting biannually.</li> </ul>
To improve communication across the school.	<ul style="list-style-type: none"> <li>Establish a process for sharing information about student care</li> </ul>	<ul style="list-style-type: none"> <li>Introduce morning briefings.</li> <li>Explore options for online information sharing portals.</li> </ul>	<ul style="list-style-type: none"> <li>Staff survey to identify satisfaction regarding communication about student care.</li> </ul>
To develop documented and transparent employment practices.	<ul style="list-style-type: none"> <li>Establish a place where workplace information can be sourced</li> </ul>	<ul style="list-style-type: none"> <li>Gather all employment related documentation and inform staff where they can access this</li> <li>Update staff handbook to reflect the information</li> <li>Review layout of pay-slips to reflect personal information</li> <li>Hold employment practices briefing once a term</li> </ul>	<ul style="list-style-type: none"> <li>Information will be available and accessible.</li> <li>Survey of staff to determine that staff know where to find information regarding employment practices.</li> <li>Pay-slips include information regarding annual and long service leave.</li> </ul>

## Strategic Plan 2019 to 2022

<b>Our Community</b>			
<b>Goals</b>	<b>Targets</b>	<b>Strategies</b>	<b>Measures</b>
Increase parent involvement in school programs and events.	<ul style="list-style-type: none"> <li>Improve opportunities for increased parent participation.</li> </ul>	<ul style="list-style-type: none"> <li>Exploring in and out of class activities where parents may be involved.</li> <li>Introduce family-friendly events such as grandparents' morning tea, parents with expertise to give presentations to class groups, assembly, graduation, etc.</li> </ul>	<ul style="list-style-type: none"> <li>LEAD Survey shows an increase in parent satisfaction regarding parent participation in the school.</li> </ul>
Engage with external professional stakeholders and provide expertise back into the community.	<ul style="list-style-type: none"> <li>To explore options to provide services to the community.</li> </ul>	<ul style="list-style-type: none"> <li>Research areas where staff can provide input/resources/professional learning into other settings.</li> <li>Identify other settings/community stakeholders/agencies that our children would benefit from us engaging with.</li> </ul>	<ul style="list-style-type: none"> <li>Professional stakeholders have been identified and the school has established links with at least three external stakeholders who staff can name.</li> <li>Evidence of contact and engagement with other services.</li> </ul>

<b>Our Facilities</b>			
<b>Goals</b>	<b>Targets</b>	<b>Strategies</b>	<b>Measures</b>
Develop a masterplan to improve school facilities for staff, students and visiting practitioners.	<ul style="list-style-type: none"> <li>Develop an architectural masterplan.</li> </ul>	<ul style="list-style-type: none"> <li>Engage an architect to develop a masterplan.</li> <li>Consult with the Board at every stage in order to shortlist three architectural consultants to develop a master plan.</li> </ul>	<ul style="list-style-type: none"> <li>A ten-year master plan for building progress has been established.</li> </ul>
Provide the latest relevant technology to support our programs.	<ul style="list-style-type: none"> <li>Develop a three-year technology plan.</li> <li>Incorporate child safe standards into the technology use agreements for students.</li> </ul>	<ul style="list-style-type: none"> <li>Review current and future needs.</li> <li>Explore emerging technologies.</li> <li>Revise current student ICT agreements.</li> <li>Engage in regular eSmart activities and training.</li> </ul>	<ul style="list-style-type: none"> <li>A three-year technology plan is in place.</li> <li>Improved technology resources in the school.</li> <li>Student ICT agreements are reviewed.</li> <li>eSmart accreditation is current.</li> </ul>

## Strategic Plan 2019 to 2022

<b>Our Governance</b>			
<b>Goals</b>	<b>Targets</b>	<b>Strategy</b>	<b>Measures</b>
To build the Currajong Board members / directors.	<ul style="list-style-type: none"> <li>To increase board numbers to 7-9.</li> </ul>	<ul style="list-style-type: none"> <li>Set up a nominating committee.</li> </ul>	<ul style="list-style-type: none"> <li>Increased number of Board members.</li> <li>List of potential Board members.</li> </ul>
To have a Board that reflects the diversity of the school.	<ul style="list-style-type: none"> <li>More male members.</li> <li>To have members who are not associated with Currajong.</li> <li>To increase racial diversity.</li> </ul>	<ul style="list-style-type: none"> <li>Approach previous donors, local business leaders, outstanding young people &amp; active volunteers at other organisations, scan local media for interesting persons</li> </ul>	Diverse composition of Board members.
<p>Ensure that the composition of the Board has the appropriate skills. Should be assessed annually.</p> <p>Establish a process / policy for co-opting people to the board for special projects.</p>	<ul style="list-style-type: none"> <li>Define the skill set required with respect to the thought of major projects ahead.</li> </ul>	<ul style="list-style-type: none"> <li>Target potential members who have the skills that are currently absent on Board.</li> <li>Invite potential candidates for the Board to have a look / experience the Board, as well as getting skilled volunteers to help for particular projects without committing to a Board position.</li> </ul>	<ul style="list-style-type: none"> <li>List of required skills matched against skills of current Board members.</li> <li>List of required skills to seek in potential Board members.</li> </ul>
To ensure that succession planning and recruitment of new members is planned.	<ul style="list-style-type: none"> <li>To have a list of potential members that can be approached.</li> </ul>	<ul style="list-style-type: none"> <li>Use the following for leads:               <ol style="list-style-type: none"> <li>LinkedIn Board Connect</li> <li>"Volunteer Match"</li> <li>"TapRoot"</li> <li>"BoardSource"</li> <li>Hutton Consulting – pro bono</li> <li>ANZUK agency - pro bono ideas</li> <li>SeekVolunteer</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>List of potential Board candidates that can be updated as needed.</li> <li>Attendance of at least two potential candidates at a Board meeting to determine interest from both the candidate and the Board.</li> </ul>
To ensure that there is turnover of Board members to enable fresh ideas / skills.	<ul style="list-style-type: none"> <li>To have 3 groups of Board members who have served different lengths of time on the Board (members who have had 6+ years, members who have had 3-6 years and members 1-3 years of service).</li> </ul>	<ul style="list-style-type: none"> <li>"A person may be appointed as a Director for more than one term of office (3 years), subject to a maximum tenure of nine years, unless the Members pass a Special Resolution to permit the re-appointment of a Director beyond that point". [The Currajong School Constitution (Nov 2019)]</li> </ul>	<ul style="list-style-type: none"> <li>Board members' experience and terms of office can be split into three roughly equal groups.</li> </ul>