



Westminster Education Support Centre



Strategic Plan
2013– 2018

2013-2018 Strategic Plan

This Strategic Plan builds on the strengths and successes of our past plans and journey towards the future.

The 2013-2018 Strategic Plan recognises the need to progress Classroom First, embracing the Australian Curriculum and the developing shift towards Learning Technologies. The key goals that guide initiatives over the next 5 years are:

- Student Success – Students leave school well prepared for their future, equipped for thriving, are happy and secure in themselves, and ready to contribute to society.
- Teaching and Learning – Learning relationships and pedagogy, enhancing developmental learning transition and students to experience success achieve their potential.
- Leadership – Distributive Leadership practices to maximise educational, resource, organisational, and operational leadership capacity, competence, confidence and accountability.
- Values and School Spirit – Affirm and uphold our ethos, values, pride and active participation, together as a whole school community.
- Resources and Organisation – Acquisition & provision of the best possibly human; fiscal and physical resources to deliver the vision.

Accountability – Cyclic and open accountability for student, staff and school development and performance.

Annual Operational Reviews, Plans and Reports will guide our directions in educational programs, curriculum development, student services, teacher development, research, community participation and the ongoing development of our plans.

	Goals			
		1. Student Success Students leave school well prepared for their future, equipped for thriving, are happy and secure in themselves, and ready to contribute to community.	2. Teaching & Learning Inclusive Education – Learning relationships and pedagogy, enhancing developmental learning transition and students to experience success achieve their potential.	3. Leadership & Governance Distributive Leadership practises to maximise education, organisational, and operational leadership capacity, competence, confidence and accountability.
Focus	School Continue to promote learning, diversity, innovation, and success to remain at the forefront of education within special educational needs.	1.1 Engages students through tailored and personalised teaching and learning. 1.2 Embracing Specialist and Diverse education programs and Learning technologies.	1.1 Provide students with tailored and personalised learning. Adopt new pedagogies and technologies to meet the changing needs of students. 1.2 Diverse academic & extra-curricular programs enrich and foster life-long interest in learning, well being and creative expression. 1.3 Develop a Early Childhood centre for Kindy & PP students	1.1 Foster distributive leadership opportunities via the School Structure & school operations & Procedures. 1.2 Foster a culture of volunteer leadership responsibilities 1.3 Acknowledge & support leadership.
	Students Prepare students for a future where they can actively participate and contribute within their community and become valued members of society.	1.1 Students nurtured to be: excited to learn; excellent communicators; environmentally; socially responsible; fit & healthy; express themselves creatively; independent & confident learners; 1.2 Ensure Core skills are the foundation to thriving	1.1 Students are nurtured to be: ICT users; decision makers; problem solvers; collaborative, creative learners; adaptable & flexible; responsive to change; able to thrive in a inclusive society.	1.1 Leadership programs foster vital social & emotional literacies for success: Student Council; Faction Captains; Ambassadors; including partner school and classroom leadership opportunities
	Staff Highly professional culture which goes the 'extra yard' embraces change, is innovative, promotes progressive teaching – learning relationships, and achieves success.	1.1 Our teachers speak the language of today's children and work together with them and their parents 1.2 Equip them with vital literacies so they can become valued members of their community and society.	1.1 Provide a diversity of programs and go the extra yard to ensure Westminster Education Support Centre students are engaged and excited to learn in the classroom and beyond.	1.1 Promote leadership via collaborative professional cultures 1.2 School Innovation and reform led by staff through decision making groups & management 1.3 Curriculum & Services leadership
	Community Engage the Community and Parents in making key decisions about the direction of the school, enhancing and ensuring its reputation as a first class provider of education support for students with special needs.	1.1 Westminster programs, school staff, community and culture combine to provide Outstanding experiences that develop student citizenship.	1.1 Provide information & opportunity to develop community skills and understanding of new technologies & cyber safety	1.1 Foster community participation in decision making through school involvement 1.2 Develop strong and active School Council and P&C 1.3 Meet local community expectations and needs, investigating Independent Public School status.
	Partners Productive partnership networking is crucial to the vision; Whether they be government, public, systemic, industry, business.	1.1 Foster and expand community engagement to support programs. 1.2 Encourage connected learning and performance opportunity outside school	1.1 Develop & foster links with networks and partnerships to enhance teaching and learning.	1.1 Promote system & professional associations/ network support for leadership 1.2 Develop National professional standards for teachers, school leaders and other staff.

	Goals			
		4. Values and School Spirit Affirm and uphold our ethos, values, pride and active participation, together, as a whole school community.	5. Resources & Environment Acquisition & provision of the best possibly human; fiscal and physical resources to deliver the vision	6. Accountability Cyclical and open accountability for student, staff and school development and performance.
Focus	School Continue to promote learning, diversity, innovation, and success to remain at the forefront of education within special educational needs.	1.1 Foster values of difference; diversity and multiculturalism 1.2 Foster a learning culture that promotes, values, & acknowledges achievement 1.3 Zero bullying tolerance.	1.1 Master plans for: post BER program needs & facilities; & Early Childhood centre 1.2 Sustainability plans for IT, equipment and plant.	1.1 Implement 2013-2018 Strategic and Operational Plans for Teaching & Learning 1.2 Foster open, evidence based accountability 1.4 Triennial Review???
	Students Prepare students for a future where they can actively participate and contribute within their community and become valued members of society.	1.1 Foster an environment where all students feel safe & valued 1.2 Foster commitment to a inclusive community 1.3 Instil a commitment to school ethos, spirit and community.	1.1 Integrate the latest technologies and programs & applications, experiential opportunities which engage student learning. 1.2 Provide quality facilities and aesthetic learning environments.	1.1 Achieve high standards of literacy & numeracy 1.2 Achieve to the best of one's ability 1.3 Acknowledgement & support for excellence and progress 1.4 Foster independent & collaborative learning skills & cultures.
	Staff Highly professional culture which goes the 'extra yard' embraces change, is innovative, promotes progressive teaching – learning relationships, and achieves success.	1.1 Model and value the school's culture of high professionalism and collaboration 1.2 Provide for staff and organisational well being.	1.1 Develop a Workforce Plan to support professional development, engagement and succession planning.	1.1 Adopt a Performance Management culture embracing national standards focusing on three tiers of interactions: peer to peer; sub school and accountability 1.2 Support development of new teaching & learning Pedagogies and technologies.
	Community Engage the Community and Parents in making key decisions about the direction of the school, enhancing and ensuring its reputation as a first class provider of education support for students with special needs.	1.1 Maintain a vibrant school spirit and a strongly connected community. 1.2 Commitment to spirit of inclusion and support for the school.	1.1 Continue to promote and develop the P&C and its school support programs 1.2 Provide regular opportunities for community involvement.	1.1 'Open door' policy to community interactions 1.2 Annual reporting to school community 1.3 Provide opportunities for involvement in decision making & feedback.
	. Partners Productive partnership networking is crucial to the vision; Whether they be government, public, systemic, industry, business.	1.1 Ongoing public relations partnership to promote Westminster ESC & its strategic programs.	1.1 University and Tafe Partnership to provide training opportunities for teachers and education assistants in training. 1.2 Collaborative grant applications – ongoing 1.3 Continue to collaborate with partner schools.	1.1 Compliance with system and government policies and procedures 1.2 Accountability to School Council.