



PURPOSE OF THE PLAN

This Strategic Plan aligns with the Department's vision of Equity & Excellence and underpins the planning, actions and targets that will guide us over the next 4 years at Caloundra SHS.

A CALOUNDRA SHS STUDENT IS:

- Respectful
- Resilient with a healthy mind and body
- Independent
- Critical and creative thinker
- Courageous
- Employable / Digitally Literate
- Kind and Compassionate
- Positive contributors to society
- Able to accept personal responsibility.
- Self-aware and inclusive of others
- Innovative and problem solvers

Our Human Rights Commitment

We will create a stronger, fairer Caloundra Community by respecting, protecting and promoting human rights in everything we do.

Acknowledgement of Country

Caloundra SHS acknowledges the Traditional Owners of the land upon which the school is situated, the Gubbi Gubbi/Kabi Kabi peoples groups. We pay our respect to the Elders, past, present and emerging. We recognise their connection to country and their role in caring for and maintaining Country over thousands of years. May their strength and wisdom be with us today.

OUR VISION

Lighting the way to broad horizons and bright futures

Caloundra State High School is a future orientated school underpinned by traditional values, where individual student growth and personal achievements are celebrated alongside academic success – students are our number one priority. Strong partnerships between students, staff, parents, industry and the broader community foster a sense of belonging and connectedness. Proactive leadership and dedicated staff, who value relationships with students, underpin a safe, positive and nurturing environment. Our diverse, innovative and relevant curriculum combined with high expectations and clear responsibilities delivers educational excellence and encourages students to reach their full potential in academic and vocational outcomes. With opportunities for cultural and sporting activities that leverage our unique location, the flexibility of our curriculum creates resilient, lifelong learners and global citizens. For our students, Caloundra State High School is Lighting the Way to Broad Horizons and Bright Futures. Together we imagine, believe and achieve.

OUR VALUES

Responsible, Respectful and Prepared

OUR PRINCIPLES



Continuous Improvement

If better is possible then good is not enough



Inclusion

Inclusive learning environments where diversity is valued, all are welcome and human rights protected



Teamwork and Collaboration

Working together to share knowledge and skills and lift performance



Integrity

Accountability and commitment to the highest standards of ethical conduct and decision-making that revolves around students being central to all we do.



Safety

Safe learning and working environments and practices that strengthen the health and well-being of all.



Commitment

A belief that all students can learn given the right support at the right time.

OUR CHALLENGES

New ways of working

Rethinking behaviours and practices that are aligned with shared values and beliefs about students and how they learn best

Bridging the gap

Reducing the impact of disadvantage on educational outcomes for target groups of students (First Nations and others)

Building Resilience

Strengthening our community's agility for change

Financial Resourcing

Securing the funds and resources to deliver outcomes for our community

Prioritising Time

Ensuring we spend time identifying and enhancing the relationships with our community partners

OUR OPPORTUNITIES

Prepare our students for the future

Set students up for a life of choice rather than a life of chance

Evidence-based practice

Using research, qualitative and quantitative data and other visual evidence to influence the way we work and learn

Respectful learning culture

Developing leadership and learning skills for both students and staff

Embrace Diversity

Harnessing the experience, skills and perspectives of diverse cultures, languages, abilities and identities.

Make school more enjoyable

Students and staff want to attend every day to work and learn and have fun.

Caloundra SHS to be the school of first choice

STRATEGIC PLAN 2023-26

QUALITY & PRECISION

Setting critical frameworks for collective accountability to ensure that the intended outcomes become the enacted outcomes.



PEOPLE & PARTNERSHIPS

Building trust connections and a sense of belonging for all those who work and learn at Caloundra SHS

Investment in dynamic partnerships across the school community.



KEY IMPROVEMENT STRATEGIES

- Establish a clear understanding of High Expectations across the Caloundra SHS community
- Foster the precise collection, analysis and response to student performance data
- Continue to expand Quality Assurance practices and processes to guide, measure and evaluate the systematic enactment of all school improvement strategies
- Enhance the instructional leadership skills of key members of staff to support a cohesive, coordinated and systematic approach to driving school improvement
- Ensure the consistent application of the student code of conduct processes and procedures according to the school's values and beliefs
- Ensure a stronger school-based case management processes to enhance student performance, behaviour and wellbeing.

KEY IMPROVEMENT STRATEGIES

- Review values and beliefs at Caloundra SHS
- Continue to collaboratively build staff capability to engage students using effective pedagogy
- Continue to build better relationships between staff and students
- Collaboratively develop and systematically enact a strategic approach to building staff understanding of and commitment to inclusive education
- Identify, promote and facilitate future focused career pathways for students
- Leverage the unique local natural and community assets/facilities for mutual benefit
- Review organisational structures to ensure accountability and build internal partnerships
- Review decision making processes within the school
- Reignite positive partnership with the community and parents
- Investigate opportunities that can flexibly address the ever-changing needs of all students
- Continue to improve teamwork, morale and wellbeing of staff
- Modernise Facilities and resources

OUR KEY MEASURES

- Increase the number of students who live in catchment area attending Caloundra SHS
- Increase annually over the next 4 years:
 - Student attendance
 - A-C & A-B data across key learning areas
 - The number of year 12 students who achieve an ATAR of 95 and above
 - The number of students with higher level VET qualifications and multiple qualifications
 - Increase the number of students in meaningful post school pathways
- Decrease the number of behaviours leading to suspension
- Documented Values and Belief Statement for Caloundra SHS 2023 -2027
- Improved staff morale
- Reduced academic achievement gap for target groups
- Increased student next step survey data
- Increase SOS data
- Increase in % of respondents indicating 'This is a good school'
- Increased productive partnerships
- Facility upgrades