



Caloundra State High School

STRATEGIC PLAN

2023-26

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 to maintain Caloundra State High School as a school of first choice.

ACKNOWLEDGEMENT OF COUNTRY

Caloundra State High School 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 HUMAN RIGHTS COMMITMENT

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

OUR MOTTO

Lighting the way to broad horizons and bright futures.

OUR VISION

Encouraging our students to find their path in an ocean of possibilities and igniting their passion for learning in pursuit of excellence where everyone shines.

OUR VALUES

The foundational values underpinning the Caloundra State High School community are:

RESPECT INTEGRITY KINDNESS

OUR GOALS

Confident & Courageous

To develop the self-assurance and resilience to face challenges and uncertainties while maintaining a positive outlook and willingness to take risks.

Curious & Creative

To embrace a passion for learning and understanding. Seeking knowledge, exploring innovation and experiencing new opportunities.

Connected & Committed

To actively engage with their community, peers or goals, and display a dedicated and steadfast approach to their responsibilities and aspirations.

OUR PRINCIPALS



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.

EQUITY & EXCELLENCE

PEOPLE & PARTNERSHIPS

Building trust, connections, and a sense of belonging for all those who work and learn at Caloundra State High School. Investing in dynamic partnerships across the school community.



QUALITY & PRECISION

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



KEY IMPROVEMENT STRATEGIES

- Review values and beliefs at Caloundra State High School
- 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

KEY IMPROVEMENT STRATEGIES

- Establish a clear understanding of High Expectations across the Caloundra State High School 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.

OUR KEY MEASURES

- Increase the number of students who live in catchment area attending Caloundra State High School
- 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 School Opinion Survey data
- Increase in % of respondents indicating 'This is a good school'
- Increased productive partnerships
- Facility upgrades