

# VILLAGE SCHOOL STRATEGIC PLAN

2022-2024

## MISSION

**Our mission is to sensitively nurture children's growth, curiosity, independence, creativity and critical thinking, so that they can thrive at school and lay a solid foundation for lifelong learning and a positive future.**

**We provide an inspiring, progressive, evidence-based education within a vibrant learning community. We dare to be different.**

## VISION

**Our vision is that Village School will be a beacon of educational excellence. It will be a thriving school where every child's learning and personal growth is skilfully and compassionately fostered by a highly professional staff. We will work within a lively, cohesive and inclusive school community supported by outstanding leadership and responsible governance.**

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<b>STRATEGIC PRIORITY 1</b> Teaching and learning	<b>STRATEGIC PRIORITY 2</b> Community and communication	<b>STRATEGIC PRIORITY 3</b> Wellbeing and resilience	<b>STRATEGIC PRIORITY 4</b> Finance and sustainability	<b>STRATEGIC PRIORITY 5</b> Leadership, governance, and planning
<b>A vital learning community with the child at the centre</b>	<b>A vibrant cohesive inclusive community</b>	<b>Valuing and nurturing the whole child</b>	<b>Financial strength and sustainability</b>	<b>Excellence in leadership and governance</b>
<u>Strategic Vision</u> The school curriculum and pedagogy will be exemplary, underpinned by the latest research and evidence, and supported with ongoing targeted staff PD, critical reflection, and professional learning teams.	<u>Strategic Vision</u> There will be a vibrant, coherent, informed, empowered school community with minimal parent dissatisfaction.	<u>Strategic Vision</u> The school will be safe place for children to grow and learn.	<u>Strategic Vision</u> Village School will be a financially disciplined, proactive, and sustainable organisation enabling strong enrolment and vibrant community.	<u>Strategic Vision</u> The Board will exercise care, skill and diligence in governance and leadership fulfilling all management and regulatory requirements to the highest level.
<p><i>Goal 1</i> Village School's Curriculum will thoroughly integrate the Victorian Curriculum with a progressive approach to education using thematic and learner-initiated projects as a vehicle for learning.</p> <p><b>Actions</b></p> <ol style="list-style-type: none"> <li>VS will develop detailed curriculum documentation that shows the scope and</li> </ol>	<p><i>Goal 1</i> To optimize internal communication at Village School.</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>Identify and implement a singular, centralized method of communicating with village families.</li> <li>A communication plan will be</li> </ol>	<p><i>Goal 1</i> Village school's will focus on strengthening inclusivity to recognize all members of our diverse community.</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>The board will ensure compliance with legislative requirements with regards to disability access within the school.</li> </ol>	<p><i>Goal 1</i> Village School will be financially sustainable.</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>Maintain committees (Planning, Finance, Marketing) for the sustainability of the school.</li> <li>Identify and document terms of reference for all committees.</li> <li>Committees report monthly to the board.</li> </ol>	<p><i>Goal 1</i> The Village School board must include appropriately skilled people and must be structured to enable it to effectively manage and lead the school financially, in its strategic direction and in its compliance with the school's legal obligations.</p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>Audit and collate the skills of current board members.</li> </ol>

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<p>sequence of content as it unfolds throughout the years</p> <p>2. VS will generate curriculum documents and plans that identify where each of the Victorian Curriculum's Content statements is addressed and how (in what context) learners will be assisted to progress towards and achieve the typical standards.</p> <p>Goal 2 <i>Village School will adopt the most effective pedagogical model and teaching strategies supported by the most reputable contemporary evidence-based research.</i></p> <p>Actions</p>	<p>developed and disseminated to Village community. This will include ways to capture insights and suggestions, submit positive feedback, and to make a complaint.</p> <p>3. Will ensure that parents have information about the pedagogy and curriculum of the school.</p> <p>Goal 2: <i>We will develop strategic partnerships that will enhance learning opportunities or the school community.</i></p> <p>1. We will establish partnerships with secondary schools for learners to transition out of Village School that align with Village ethos.</p>	<p>2. The board will ensure inclusivity for LGBTQIA+ learners and community, including through staff PD, age appropriate education, resources and fostering a culture of kindness.</p> <p>3. The Principal and teachers will enable technological and physical resources for learners of different abilities or additional needs.</p> <p>4. The planning committee will seek input from the learners and broader community into new physical spaces. They will endeavour to enable inclusivity of spaces for learners.</p> <p>Goal 2: <i>Village School will engage with local Indigenous community members to</i></p>	<p>4. Develop and annually review the school's Business Plan.</p> <p>Goal 2 <i>Village School will have financial management that is disciplined and proactive.</i></p> <p>Actions:</p> <ol style="list-style-type: none"> <li>To operate the school within revenue limitations.</li> <li>Manage and optimise financial assets.</li> <li>Monitor the return on investments.</li> <li>The school will take advantage of opportunities to increase revenue.</li> </ol> <p>Goal 3 <i>Village School will have strong enrolments.</i></p> <p>Actions:</p> <ol style="list-style-type: none"> <li>Sustain an optimal level of enrolments.</li> <li>Develop, execute and monitor a comprehensive marketing plan.</li> </ol>	<p>2. Identify the ideal range of skills needed to manage the school.</p> <p>3. Ensure that each Board member has a role description.</p> <p>4. Recruit ordinary members to the board to ensure a full complement of skills.</p> <p>5. Develop and annually review a succession plan for the Board.</p> <p>Goal 2 <i>Aim to be a robust school that is well known in the local community as a beacon of educational excellence.</i></p> <p>Actions:</p> <ol style="list-style-type: none"> <li>Receive and review reports from all committees, the Principal, the staff representative and the parent representative.</li> <li>Approve actions based on reports received.</li> </ol> <p>Goal 3</p>
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<p>1. The VS staff will plan and undertake a PD program aimed at developing teachers' explicit knowledge of evidence-based pedagogical models and teaching strategies</p> <p>2. The VS will document the details of the evidence-based pedagogy used across the school.</p> <p>3. The VS staff will implement, practice, reflect upon and refine the pedagogical model.</p> <p><i>Goal 3</i> <i>The VS Curriculum enables learners to develop knowledge, skills and attitudes relevant to living in the contemporary and future world.</i></p> <p><b>Actions</b></p> <p>1. Continually educate staff about contemporary</p>	<p>2. We will establish partnerships with kindergarten, that align with Village ethos, to facilitate transition to Village School.</p> <p>3. We will establish partnerships with external community groups to enhance physical and educational resources. (Ex: Stephanie Alexander Bush Kitchen, Backyard Beekeeper, Ceres, OT/PT/Psych)</p> <p>4. We will maintain and support the P&amp;F in enhancing the social connections within Village community.</p>	<p><i>develop and implement a Reconciliation Action Plan.</i></p> <p>1. The board will form a RAP Committee, including local Indigenous advisors, to work towards development of the RAP.</p> <p>2. The board will maintain an Indigenous scholarship plan.</p> <p>3. The teachers will enable Indigenous learning incursions or excursions.</p> <p>4. The teachers will undertake regular First Nations PD.</p> <p>5. Where possible, the planning committee will consider and consult with external Indigenous community members in the planning of physical</p>	<p>3. Develop, execute and monitor the implementation of a communications practices, including a style guide and rebranding.</p> <p><i>Goal 4</i> <i>Village School will have a vibrant school community and environment.</i></p> <p><b>Actions:</b></p> <p>1. Identify and apply for grants available to the school</p> <p>2. Monitor and plan for the continual development of the school grounds and facilities.</p> <p>3. Provide opportunities for the school community to engage in social activities.</p>	<p><i>Board management will be rigorous and will consider and mitigate risks.</i></p> <p><b>Actions:</b></p> <p>1. The board will be vigilant about potential risks and support the Principal and community to maintain best practice.</p> <p>2. The board will identify risks as they arise and make timely decisions that fit within the best interests of Village School, considering all complexities.</p> <p>3. The board will identify and formalise delegations.</p> <p>4. The board will develop a policy review schedule with the Principal to ensure regulatory compliance.</p> <p>5. The board will ensure community access to all relevant policies.</p> <p><i>Goal 4</i></p>
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<p>knowledge, skills, and attitudes necessary for living in society today and in the future.</p> <ol style="list-style-type: none"> <li>2. Identify opportunities for integrating the learning of these contemporary and future-oriented knowledge, skills, and attitudes into the VS curriculum</li> <li>3. Develop and implement learning activities through which VS learners will develop these contemporary and future-oriented knowledge, skills, and attitudes.</li> <li>4. Develop and implement assessment strategies of contemporary and future-oriented knowledge, skills, and attitudes.</li> <li>5. Report on the learners' development of contemporary and future-oriented</li> </ol>		<p>spaces at Village School.</p> <p><i>Goal 3</i>  <i>We will develop a wellbeing program that celebrates individuality.</i></p> <ol style="list-style-type: none"> <li>1. We will identify and embed the values we wish to encourage at Village School.</li> <li>2. The teachers will embed the values of Village School within the learning curriculum.</li> <li>3. All staff will model the values of Village school in their interactions with the learners and community members.</li> <li>4. Village school will provide continuing education or workshops for parents on how to reinforce Village</li> </ol>		<p><i>Engage in reflective practices as part of the cycle of continuous improvement.</i></p> <p><b>Actions:</b></p> <ol style="list-style-type: none"> <li>1. Annually invite staff to respond anonymously to a Pulse Survey.</li> <li>2. Annually invite parents to respond anonymously to a survey.</li> <li>3. Ensure exit interviews are offered to all families that are leaving Village School.</li> <li>4. The executive will collate survey and interview data and propose actions to the board.</li> <li>5. The board will report initiatives and updates quarterly to the school community.</li> <li>6. At least one board member will attend all community events.</li> </ol>
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<p>knowledge, skills, and attitudes.</p> <p><i>Goal 4</i>  <i>VS will optimise learning for each child, enabling them to make steady progress and providing opportunities to excel in their areas of strength and interest.</i></p> <p><b>Actions</b></p> <ol style="list-style-type: none"> <li>1. Use regular testing/assessment to gather data to inform teaching and learning approaches for individual learners.</li> <li>2. VS keeps updated records will show that learners are making ongoing progress</li> <li>3. VS will cooperatively plan opportunities for learners to excel in interest and talent areas.</li> </ol>		<p>School values at home.</p> <ol style="list-style-type: none"> <li>5. The school will provide 1:1 or small group psychological wellbeing initiatives.</li> </ol> <p><i>Goal 4: We will develop practices that nurture and enable sound physical wellbeing for the learners at Village School.</i></p> <ol style="list-style-type: none"> <li>1. We will keep the physical environment conducive to keeping Village learners physically active.</li> <li>2. We will continue to enable primary health services at Village School.</li> <li>3. We will aid learners in maintaining physical health by providing comprehensive</li> </ol>		
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<p><i>Goal 5</i>  <i>The curriculum will make optimum use of the school's extensive natural physical assets, including wetlands, gardens, and farm animals</i></p> <p><b>Actions</b></p> <ol style="list-style-type: none"> <li>1. Produce a review of Outdoor Learning literature and exemplary practices used by other schools.</li> <li>2. Opportunities to further enhance Outdoor Learning in Village School Curriculum</li> <li>3. Introduce a well-established, resourced, and supported gardening and cooking program.</li> <li>4. Implement outdoor learning activities based on exemplary practices and learners' input.</li> </ol>		<p>education about nutrition.</p> <p><i>Goal 5: We will support the wellbeing our broader community.</i></p> <ol style="list-style-type: none"> <li>1. We will implement a wellbeing support program for school staff.</li> <li>2. The P&amp;F will implement a wellbeing program for the parent community that focuses on social inclusion and connection.</li> </ol>		
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<p><i>Goal 6</i> <i>Reports will communicate essential and current information referring to the learner's work samples and collected assessment data.</i></p> <p><b>Actions</b></p> <ol style="list-style-type: none"><li>1. Provide staff with timely PD on assessment and reporting.</li><li>2. Review assessment schedules - the timing, implementation, and parent feedback.</li><li>3. Implement school-wide Student-Led Conferences to be held during the year.</li></ol> <p><i>Goal 7</i> <i>Each staff member has an individualised Professional Development plan designed for their personal professional growth and aligned with the needs and</i></p>				
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<p><i>strategic directions of the school.</i></p> <p><b>Actions</b></p> <ol style="list-style-type: none"><li>1. Set individual and group learning goals with staff.</li><li>2. Review the learning needs of individual learners and align specific PD to respective staff.</li><li>3. Ensure that PD plans provide staff with the knowledge and skills to implement the strategic plan.</li><li>4. Personal PD plans will be documented for each staff member and reviewed annually.</li></ol> <p><i>Goal 8</i> <i>The latest technology will be used to optimise teaching, learning, and reporting.</i></p>				
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<p><b>Actions</b></p> <ol style="list-style-type: none"><li>1. Audit technology within the school.</li><li>2. Replace the IWB</li><li>3. Complete a staff audit on individual use of technology and provide suitable and relevant PD to upskill.</li><li>4. Devise a strategy for learners to have the most cost-efficient access to appropriate IT devices for their learning.</li></ol>				
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