



Newton Moore  
EDUCATION SUPPORT CENTRE

School Advancement Plan 2023 - 2025



# SCHOOL ADVANCEMENT PLAN

Our Advancement Plan has been designed to meet the challenges faced in an ever-changing school and cultural environment, and then plan for success.

It identifies the strategic direction of the school and contains key statements about the beliefs and values that underpin our operations and commitment to quality teaching and learning.

Through reflection and consultation it seeks to ensure we are continually looking for improvements to better the outcomes for every student, every day in every classroom.

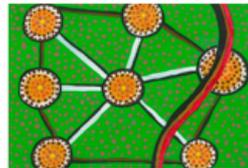
Through self-reflection against the Public School Standards and the National School Opinion's Survey results from staff, students and community, key areas of growth have been identified and the impact of change highlighted. Areas of growth identified in the School Improvement Plan are supported by the Workforce Plan, Financial Plan and Operational Plans for each key area.

Key understandings / foundation in our plan, include:

- A focus on things that matter;
- A strong culture of staff education and growth;
- A need to work toward achieving wellbeing for all;
- Collaboration, mentoring and feedback;
- Sustained professional development;
- Culture of continuous improvement.

In forming our plan, we acknowledge that schools are not places where we can set out predictable, always consistent and repeatable strategies for the same result. Consequently, our Improvement Plan and aligned plans are dynamic working plans that will be routinely reviewed to ensure ongoing relevance and progress towards.

The plan champions and builds upon the school's strengths and articulates our continued commitment to innovation, communication, excellence and building relationships with our families and the wider school community.



**1** Provide every student with a pathway to a successful future.

**2** Strengthen support for teaching and learning excellence in every classroom.

**3** Build the capability of our principals, our teachers and our allied professionals.

**4** Support increased school autonomy within a connected and unified public school system.

**5** Partner with families, communities and agencies to support the educational engagement of every student.

**6** Use evidence to drive decision-making at all levels of the system.



# Newton Moore

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## Our Vision

Our **VISION** is to see young people with disabilities living a life of their choice, embraced and supported by the community around them.

## Our Purpose

Our **PURPOSE** is to grow and enrich the educational, social and vocational potential of students by providing a caring and supportive specialised learning environment.

## Our Priority

Our **PRIORITY** is to equip students with the skills they need to meet the challenges (and succeed in ) they will face in our fast paced world.

## Our Success

Our **SUCCESS** is to ensure our students are empowered to live the life of their choice.



# Focus Area One : Our People and Place

Newton Moore ESC values strong connections with each other, our students, families and greater community to foster a safe, positive and supportive learning environment for all. Together we are able to build opportunities in an environment that allow students to succeed in school and beyond. Building on already existing practice will allow Newton Moore ESC to engage more fully with those who are seeking the same outcomes for our community

Our focus will be in building our external partnerships with parents and the business community and an environment that is culturally responsive with improved physical facilities that increase indolence and accessibility.



## Together we will

### Relationships and Partnerships

Increase our relationships with employers in our community to expand the opportunities for students beyond school.

Increase opportunities for employment post- schooling for students with a disability.

### Relationships and Partnerships

Welcome more of our local community into our learning spaces to share our celebrations and learning.

### Learning Environment

Build a culturally responsive environment focusing on developing mutually respectful and collaborative relationships with Aboriginal students, families and communities.

### Learning Environment

Reinvigorate our physical environment to create a modernised, inclusive space that value adds to learning.

### Learning Environment

Improve opportunities for student voice across the school

### Learning Environment

Embed PBS Tier 3 practices to support students most at risk.

## Our Success will look like

Greater proportions of our graduating students engaged in meaningful employment and activities when they leave NMESC. They will be active members of their communities, with the skills to achieve.

Parents and carers receiving more information and feedback on how their child is succeeding in school to support them in planning pathways for their child.

Collaboration between staff, students and families will create an environment, driven through learning, where staff feel empowered to support aboriginal students and learning of culture for all.

More opportunities for Independence skills to be taught across the curriculum. The learning environment will improve student opportunities for independence, accessibility and engagement.

Students will be more engaged in their learning, with greater self-advocacy skills and confidence.

Staff and students will have the skills and strategies to enhance student learning and experiences.



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**5** Partner with families, communities and agencies to support the educational engagement of every student.

# Focus Area Two: Excellence in Teaching and Student Achievement

Newton Moore ESC is driven by the vision of our students being able to live the life of their choosing, embraced and supported by the community around them. To do this our purpose is to enrich the educational, social and vocational potential in our environment. They must leave with the skills to meet the challenges they may face post school. Quality teaching is how we achieve this and with the right measure we are able to recognise and acknowledge their progress and achievement. Following the "Believe", "Know", "Do" model we will create a culture for teaching excellence and student achievement.



## Together we will

## Our Success will look like

### Teaching Quality

Strengthen teaching practices in the school through the Quality Teaching Strategy and Leading Cultures of Teaching Excellence.

A shared belief and practices of teaching and learning which are clearly articulated and supported through the High-Quality Learning team. Educators will feel confident in supporting learning in the classroom. Our School Culture Survey will show that we are highly effective teachers.

### Teaching Quality

Continue to embed the scaffolded curriculum with milestone points of assessment to measure the impact on student progress.

Collaborative planning between educators to provide high quality learning experiences for students. Collaborative marking and moderation will promote shared language and beliefs around progress and achievement.

### Student Achievement and Progress

Routinely collect school-based data around student achievement using school specific tools that support the plan-teach-assess circular model.

Informative data that supports educators in driving forward achievement for individual students. Informed parents, who are aware of how their child is progressing. Students who know how they are achieving and what they need to do to improve. The analysis of whole school data will add value to resource planning.

### Student Achievement and Progress

Routinely evaluate and discuss assessments and progress recording to plan to improve achievement between staff and with students.

A shared understanding of what achievement looks like at different levels and planning to move forward for individuals.



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**2** Strengthen support for teaching and learning excellence in every classroom.



**3** Build the capability of our principals, our teachers and our allied professionals.



**6** Use evidence to drive decision-making at all levels of the system.



# Focus Area Three: Effective Leadership and Planning

Newton Moore ESC recognises and values leadership at all levels. By investing in the growth of each other's leadership skills, we continue to move the school forward in meeting student outcomes.

## Together we will

### Leadership

Grow opportunities for a distributed leadership team that supports the key areas of priority in the school, including PBS, High Quality Learning and our Work programs.

### Leadership

Strengthen leadership opportunities for staff, including EAs, as part of succession planning to maintain the integrity of the workplace learning program and key initiatives.

### Leadership

Strengthen the voice of students as advocates for themselves and their peers.

Provide opportunities for community leadership through connection and information.

## Our Success will look like

Program coordinators who are confident and skilled in driving change and growth at the classroom level, supported through the Future Leaders Framework and Level 3 classroom teacher process.

A depth of staff qualified and confident in delivering our Endorsed programs in Upper School. Students will have opportunities for accredited qualifications such as Certificate 1's and ASDAN certificates.

A platform on which students are able to be part of conversations around their schooling, their futures and their environment.

Parents and carers advocating for themselves and their child



**3** Build the capability of our principals, our teachers and our allied professionals.



**4** Support increased school autonomy within a connected and unified public school system.



**6** Use evidence to drive decision-making at all levels of the system.

## Together we will

### Our People and Wellbeing

Continue to embed a culture of trust through positive relationships with each other and with our students.

### Teacher Quality and Wellbeing

Develop a culture of continual growth for staff, both professionally and personally.

## Our Success will look like

An environment where wellbeing of all is valued, recognised and developed. Staff and students will have access to the needed supports and processes that ensures they are able achieve at their best.

All are encouraged to voice and lead continual improvement to build positive social, emotional, and academic / professional outcomes.

Staff that work with confidence through reflection in their learning programs, to allow our school to flourish within the Mentally Healthy Schools Framework.



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