



ALKIMOS
COLLEGE

ASPIRE · ACT · ACHIEVE



Business Plan **2020-2022**

Our College

Located in the northern coastal suburb of Alkimos with sweeping ocean views, Alkimos College opened in 2020 with our foundation Year 7 cohort, providing local students with access to an exceptional secondary education in world-class learning facilities.

Alkimos College has high expectations of the student cohort to ensure all students are well prepared for their future, and have the opportunities to develop the skills, knowledge and confidence they need to achieve their potential. This is complemented by a strong focus

on student engagement and mental health and wellbeing.

Alkimos College is one of only eight secondary schools chosen to have a Specialised Autism Learning Program. The college has an academic extension pathway with our Alpha and Aspire classes

and will build a whole of college approach to STEM (science, technology, engineering, maths). In addition, we have a bespoke, explicitly taught wellbeing program – Anchor.



Our Vision

‘Creating resilient minds for a connected world.’

At Alkimos College, our students work together to foster creativity and innovation to create empowered individuals. We provide a safe and inclusive environment where ‘hands on’ and ‘minds on’ learning experiences are embedded in everyday college life. Our staff and students strive for excellence and grow with our community, to cultivate a culture of high quality teaching and learning.





Our Motto

ASPIRE

We will:

- inspire our students and staff to unleash a passion for learning, to realise their aspirations.
- build self-belief in their capacity to aim high, set goals and exceed their potential.

ACT

We will:

- support our students and staff in making plans that are acted upon, to work towards their goals.
- have high expectations and will challenge our college community to reach higher. Challenge and taking risks is sometimes accompanied by failure, which in itself is part of the learning process.
- build resilient minds to overcome any adversity.

ACHIEVE

We will:

- empower our students and staff to achieve their goals and celebrate success and achievement.
- foster pride in the college community, through the opportunity to recognise and share in the success of others.

Our Values

LEARNING

We will:

- have a positive approach to learning and encourage it in others. We believe that all members of the college community have the capacity to learn.

EXCELLENCE

We will:

- have high expectations of ourselves and others. We set standards of excellence and strive to achieve them.

EQUITY

We will:

- ensure the best possible outcomes for all, striving to create workplaces and learning environments that are fair and inclusive. Personal and social circumstances are not obstacles to achieving educational potential.

CARE

We will:

- treat all members of the college community with care. Our relationships are based on trust, mutual respect and the acceptance of responsibility.

Our Business Plan

The intent of this plan is to make Alkimos College a great school!

Our Business Plan is a long term strategy to shape improvement and deliver high standards of student achievement. Our plan references and implements the Department of Education Corporate Framework, including the Strategic directions for public schools 2020 – 2024: *Every student, every classroom, every day*, Building on strength: Future directions for the Western Australian public school system and annual Focus documents.

Our Business Plan forms part of a suite of documents including annual Operational Plans, Learning Area Plans, Workforce Plan and the Delivery and Performance Agreement.



Our Self-Assessment and Review

Ensuring success for every student is at the core of our work at Alkimos College.

Self-assessment is fundamental to establishing an effective school improvement cycle. The college will reflect on and evaluate performance in order to plan for and enact improvement. We recognise the Department's *School Improvement and Accountability Framework* and the Australian Council for Education Research *National School Improvement Tool*, as useful self-assessment tools in measuring our improvement as a college.

The college will build a thriving coaching culture where there is collective, shared responsibility for maximising the potential of staff and students alike. We will utilise a GROWTH coaching model for achieving systematic progress and as a framework for the development and review of all layers of college planning and assessment.

Alkimos College's improvement cycle contains three essential components that are dynamic and interactive:

ASSESS data and other evidence related to student achievement and college operations

PLAN to improve the standards of student achievement

ACT to implement planned strategies

Our Priorities

Creating a culture of:

'Success for all Students'

'High Quality Teaching and Leadership'

'Engagement and Wellbeing'

'Positive Relationships and Partnerships'

Within the plan, our *Priorities* are a statement of intent about what our college planning aims to achieve over the course of the Business Plan cycle.

At Alkimos College we believe in articulating high expectations of success for every student, every day. Our staff are united, passionate and explicit about their core objective – to improve outcomes for all students, thereby providing every student with a pathway to a successful future.

We believe that high quality teaching and leadership will make the difference and that a positive culture of engagement and wellbeing will ensure every student feels a strong connection and belonging. Strong relationships between students, staff, parents/carers and the community, will be the enduring platform upon which the college is built and we are committed to promoting a positive image of the college within the local community and education system.



Creating a culture of ‘Success for all Students’

Strategies

Together we will:

- ▶ Collect, analyse and use a range of student achievement and wellbeing data to track individual student achievement and progress, improving engagement and connection to learning.
- ▶ Build staff capacity in analysing, interpreting and using a range of student performance data to inform teaching and learning programs.
- ▶ Provide flexible, engaging and enriching learning pathways in Years 7-9 eg Academic Extension, Mainstream, SALP.
- ▶ Implement targeted approaches to successfully engage identified students at risk.
- ▶ Develop a whole of college approach to literacy and numeracy.
- ▶ Develop a whole of college approach to STEM.
- ▶ Implement the Elevate Study Skills Program.
- ▶ Implement a personal pathway planning strategy that ensures all students are achieving the building blocks on which their future success will be built.

Creating a culture of ‘High Quality Teaching and Leadership’

Strategies

Together we will:

- ▶ Develop a whole of college instructional framework as part of the ‘Alkimos Approach’.
- ▶ Develop an engaging, challenging and increasingly specialised curriculum across all learning areas.
- ▶ Implement appropriate assessment practices and moderation processes across all learning areas.
- ▶ Embed a thriving coaching culture.
- ▶ Identify and develop existing and future leaders through the use of effective mentoring and coaching strategies.
- ▶ Prioritise the ongoing professional learning of all staff and the development of a college-wide culture of self-reflection, growth and development.
- ▶ Build a Classroom Observation and Feedback culture.
- ▶ Embrace technology and innovation and enhance our skills to improve work practices.



Creating a culture of 'Engagement and Wellbeing'

Strategies

Together we will:

- ▶ Implement a whole of college health and wellbeing program (Anchor) for all students in Years 7-9.
- ▶ Establish a college 'House' system to embed rewards and recognition for positive academic and behavioural choices.
- ▶ Provide ongoing opportunities for student voice.
- ▶ Develop student leadership roles and responsibilities.
- ▶ Establish a whole of college approach to attendance.
- ▶ Provide students with access to a range of enrichment activities to develop opportunities for academic and social growth eg Academies, excursions/incursions.
- ▶ Support the college vision, values, motto as part of the 'Alkimos Approach'.
- ▶ Provide support for staff physical, mental and emotional wellbeing.

Creating a culture of 'Positive Relationships and Partnerships'

Strategies

Together we will:

- ▶ Implement a whole of college Positive Behaviour Plan and associated supporting policies and strategies.
- ▶ Develop effective transition and orientation processes.
- ▶ Identify and begin to develop community, education and business partnerships, to support improved student achievement and/or wellbeing.
- ▶ Develop the Alkimos College Board to be an effective leadership group to support and promote the college in the community.
- ▶ Establish a college communications and marketing plan.
- ▶ Promote cultural responsiveness aligned to the Aboriginal Cultural Standards Framework.
- ▶ Establish an effective P&C Association.
- ▶ Develop a positive community reputation for excellence.

Our Targets

Alkimos College is developing a robust process of self-review that is based upon collaborative use of evidence related to the strategic improvement targets. The inclusion of a broad array of targets encompassing achievement, progress and engagement is an approach that will build a whole of college improvement culture. This will be further enhanced by strategic targets for college staff and parent/community members. The college applies its resources (staff time, expertise, funds, facilities, materials) in a targeted manner to meet the learning and wellbeing needs of all students.

Student Improvement Targets

1. NAPLAN achievement will be at or above 'like schools' in all test areas.
2. Teacher judgement data and distribution of A - E grades in formal reporting to be at or above 'like schools' in all learning areas.
3. 75% of students to achieve 'consistently' across attribute data in all learning areas.
4. Attendance rate will be at or above 90%.
5. NSOS student satisfaction data to be 4.0 or higher.

Staff Improvement Targets

6. NSOS staff satisfaction data to be 4.0 or higher.
7. All staff participate in Performance and Development processes using a coaching approach.
8. All teaching staff will implement the college instructional framework as evidenced through engagement in professional learning and classroom observation and feedback models.

Community Improvement Targets

9. NSOS parent/carer satisfaction data to be 4.0 or higher.
10. College Board survey data indicates high level of effectiveness.



Glossary

AIP
Alkimos Instructional Program

ALPHA & ASPIRE
Academic Extension Classes

ANCHOR
Health and Wellbeing Program

GROWTH
Goals, Reality, Opportunities, Will, Tactics, Habits

ICSEA
Index of Community Socio-Educational Advantage is a scale which allows for fair and reasonable comparison among schools with similar students and is used to determine a list of 'like schools' with data provided as a point of comparison

MESH
Mathematics, English, Science, Humanities and Social Sciences

NAPLAN
National Assessment Program in Literacy and Numeracy

NSOS
National School Opinion Survey

SALP
Specialised Autism Learning Program

STEM
Science, Technology, Engineering and Mathematics



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