

2021 - 2023

BUSINESS PLAN

Comet Bay College | Comet Bay Primary School

Golden Bay Primary School | Secret Harbour Primary School



Comet Bay Professional Learning Community (CBPLC) is a strategic school improvement initiative between Comet Bay College, Comet Bay Primary School, Golden Bay Primary School and Secret Harbour Primary School.

There is growing consensus that the most promising strategy for sustained, substantive school improvement is developing the capacity of school personnel to function as a professional learning community.

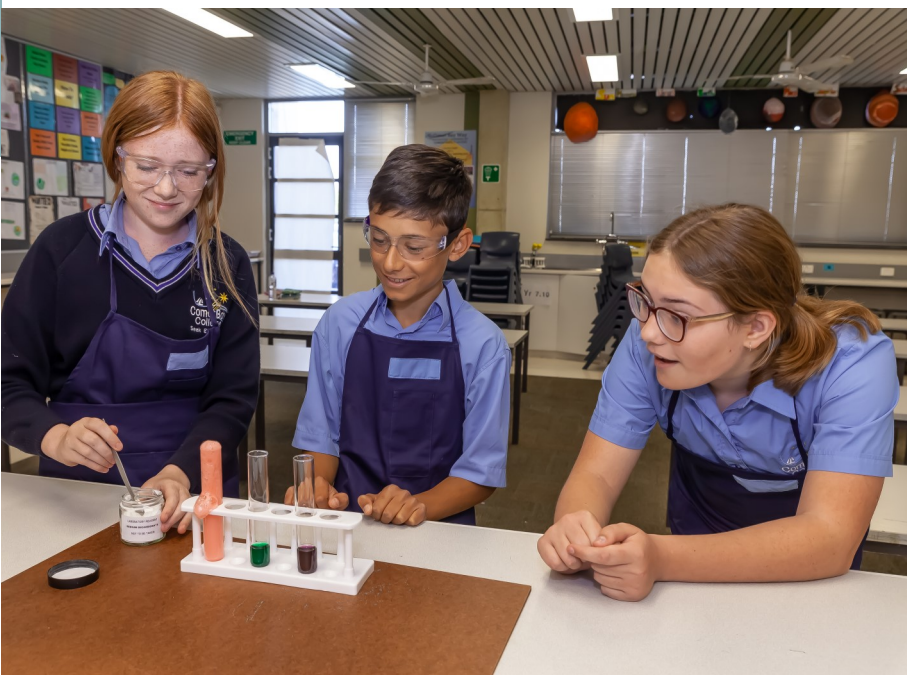
The professional learning community is an ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve.

Professional Learning Communities operate under the assumption that the key to improved learning for students is continuous, job-embedded learning for educators. Collaboration has a powerful effect in magnifying and spreading the benefits of professional learning and adds a new and valuable dimension to the learning undertaken by individuals. It connects teachers and leaders to their colleagues within and across schools and to external experts.

Effective collaboration involves more than simply working together. It demands a disciplined and purposeful approach to collaborating, to solve the challenges that are most important to improving student outcomes. Therefore, we need to look for professional learning that: develops professional learning communities within and between schools.

The three big ideas that drive the work of the Comet Bay Professional Learning Community:

- 1. A Focus on Learning** – the purpose of our CBPLC schools is to ensure all students learn at high levels. We accept learning as the fundamental purpose of our school and therefore are willing to examine all practices in light of their impact on learning.
- 2. A Focus on Collaboration** – helping students learn requires a collaborative and collective effort. We are committed to working together to achieve our collective purpose. We cultivate a collaborative culture through development of high-performing teams. We work together interdependently to achieve common goals that are directly related to improved student learning. We are mutually accountable for achieving those goals and teams are provided with the time, resources and support essential to their effectiveness.
- 3. A Focus on Results** – to assess the effectiveness in helping all students learn we must focus on results (evidence of student learning), and use results to inform and improve our professional practice, and respond to students who need intervention or enrichment. We assess our effectiveness on the basis of results rather than intentions. Individuals, teams, and the schools, seek relevant evidence and information and use that information to promote continuous improvement across the CBPLC.



Comet Bay College

Comet Bay College, catering for in excess of 1800 students in Years 7- 12, is located in the coastal suburb of Secret Harbour in the South Metropolitan Region. Founded in 2006 and built on this site in 2007, the College is a large, modern, state of the art educational facility. The College became an Independent Public School in 2012. Comet Bay College's motto is "Seek Excellence" and the College focuses strongly on this, with excellence being reflected and aspired to in every aspect of the school. Ensuring our aim of achieving excellence for every student, in every classroom, everyday enables the College to achieve the highest educational objectives.

The College has a highly successful Senior School Program with students performing to a high standard in ATAR as well as gaining access to a very successful Vocational Education Program (VET) that allows students access to Cert II, III and IV qualifications and real world work placement opportunities. Students in Years 7-10 have access to a number of educational pathways including enrichment, mainstream and extension.

Comet Bay College is a leader in the STEM education field utilising industry standard ICT infrastructure and resourcing as we expose students to an innovative 21st century learning approach that supports and encourages students to engage in a focus on critical thinking, problem solving and creativity. Comet Bay's expertise in the STEM education field has been recognised with the College being granted STEM Teacher Development School (TDS), STEM Enterprise School and STEM Mentor School status.

The College has built a best practice professional learning culture that is relevant, collaborative and future-focused. The PROPELL (Providing Real Opportunities for Professional, Education, Learning and Leadership) targeted professional learning strategy, underpinned by a coaching approach and supported with a focus on classroom observation and feedback develops individual and collective capacity across the College; supporting staff to 'seek excellence' as they reflect on, and consciously improve their teaching practice. The implementation of an explicit pedagogical framework ensures a consistent approach to teaching and learning in the classroom at Comet Bay College.



Comet Bay Primary School

Comet Bay Primary School has embraced its motto 'Growing Together', ensuring parents and the school work together to improve student outcomes. We believe in developing the whole child (socially, academically, emotionally, creatively and physically) so that all our students leave school well prepared for their future.

We have an agreed set of values, a school vision and a school-wide teaching methodology. The combination of these three components provide the school community with both the direction and structure necessary to provide our students with the knowledge, understanding and skills to become lifelong learners and thrive in an ever changing world.

Our use of the Tribes social model helps us create positive relationships between teachers, students, parents and the wider school community. This enhances our inclusive classrooms where students feel safe, have a voice and collaborate positively. The Comet Bay Agreements (attentive listening, appreciations-no putdowns, the right to pass and mutual respect) are modelled and explicitly taught in all classrooms to support our positive school and classroom environment.

Our community takes great pride and care of all our school facilities, which includes an offsite kindy annexe, an out of school hours' care program and our impressive produce gardens and kitchen, where our children discover how fruit and vegetables are grown, harvested, cooked and best of all, eaten! Our sustainability focus has seen the installation of 350 solar panels on our buildings with a monitoring system installed to educate our students and community in sustainable practices.



Secret Harbour Primary School

Secret Harbour Primary School has always been known for innovation starting when the school opened in 1997 as Australia's first ever 'School in Shops'.

Now, operating for over 20 years, Secret Harbour Primary School has long occupied the regular classroom and school buildings, but has retained the 'community school' feel. Opening in 1997 with approximately 160 students, Secret Harbour Primary School now has 700 students and attracts enrolments from South Africa, United Kingdom, New Zealand, Japan, Switzerland, Uruguay, Malaysia, Thailand and The Philippines. In addition, there are students from all parts of Australia with many parents working within Defence Forces. The school employs a Defence Force Mentor to support Defence Force families.

Being the first established school in Secret Harbour, Secret Harbour Primary School has supported and worked in partnership with, three more schools as they were planned for, introduced and built. These being; Comet Bay Primary School, Comet Bay College and Golden Bay Primary School. The group of schools work together as the CBPLC, Comet Bay Professional Learning Community which has secured a positive, strong reputation as a PLC and network of schools.

Secret Harbour Primary School works closely with parents and the wider school community to collectively realise our goals of 'excellence and life-long learning' and 'developing the whole child'. This focus demands a strong emphasis on literacy and numeracy skills while also providing a safe environment that supports each child's physical, social and emotional development.

Staff, students and the wider community are encouraged to work together to fulfil each child's needs both socially and academically, provide appropriate challenges and allow them to reach their full potential in all respects. Our beliefs inform how we do this.

We believe that:

- In addressing the social, emotional, artistic, physical and academic needs of each student; developing the whole child.
- Knowing our students individually, culturally and developmentally is as important as knowing the content we teach.
- Relationships are the key to success. Forming connections with our students, families and wider community is vital for long term success.



Golden Bay Primary School

We are committed to providing learning in a safe and caring environment that fosters each learner's specific abilities and interests. Each unique individual is encouraged to develop pride of place and self, while respecting and contributing to the world around them.

Our dedicated staff seek continuous improvement. We consistently strive to make learning an engaging and purposeful experience while achieving excellence through setting high standards, expectations and achievable goals for all learners at Golden Bay Primary School.

Our knowledgeable staff deliver deep learning and high quality inclusive programs. Our programs encompass critical and creative higher order thinking skills to engage children and facilitate learning. All learners use and apply thinking fluencies to positively interact with others as part of their learning experience. Learners at Golden Bay Primary School have a sense of ownership of their learning.

Our learning community engages with real world problems; developing an inquiring mind and the capacity to have an impact on the world around them. Learners develop a positive attitude to school, staff, and others in their community while building confidence and resilience in themselves and their own capabilities. Our beliefs inform how we work together as a learning community.

We believe that:

- Every child can be a successful learner using twenty-first century fluencies and critical and creative thinking routines.
- Self-regulation and resilience develops positive self-esteem and connects learners.
- Achievement, motivation, persistence with tasks, and responsibility for self, helps to improve task performance.
- Families and community members are essential partners to enrich learning and engage children with authentic real world experiences.
- Responsiveness to cultural diversity and inclusivity strengthens our curiosity, acceptance, creativity, and sense of belonging.



Our Overarching Goal:

The goal of our collective actions is to enhance our effectiveness as educators so that all of our students benefit.

The CBPLC continuously seeks out and shares learning, and then acts on that learning. We are a cohesive K-12 professional learning community organised into interdependent collaborative teams, united by a professional learning community foundation. Higher order thinking strategies as a joint focus support the whole community of students to develop future focused skills leading to post school pathways.

CBPLC is committed to the ongoing sharing of resources and expertise across all areas of schooling; including STEM, transition, early childhood education and leadership.

The Targets and Strategies set out in this Business Plan to achieve the overarching goal, are founded in our collaborative effort to contribute to the National Agreement on Closing the Gap (July 2020), and The Future of Education and Skills Education 2030 (OECD) documents.



Targets

- System Progress data in literacy and numeracy is at or above 'like schools' based on average ICSEA.
- Teachers progress along the CBPLC HOT *Development to Mastery* Scale to highly engage students in their learning. This forms part of the annual self-rated assessment.
- K-2 programs in the CBPLC primary schools to meet requirements of the National Quality Standard areas.
- Regular Attendance cohort (students attending >90%) be equal to, or greater than 'like schools'.
- CBPLC schools meet individually set targets as identified in each respective Business Plan.

Our Focus Areas

1. Student Achievement

We will:

Collect, analyse and use a range of student achievement and well-being data and track student achievement and progress over all years of schooling inclusive of system and school data and information.

Develop teacher capacity to implement General Capabilities and Essential Fluencies to positively impact student outcomes using higher order thinking.

2. Teaching and Leadership

We will:

Continue to implement a targeted professional learning strategy to develop high quality educators.

Continue to develop coherent, sequenced plans for integrated curriculum delivery and targeted curriculum areas to align common language and skillsets around HOT and Essential Fluencies to support seamless transitions.

Continue a strong focus on the development of cross curricula skills and attributes such as literacy, numeracy, information and communication technology and critical and creative thinking skills.

Engage all students in challenging and relevant work that matters to them now and in the future.

Allocate human, physical and financial resources in alignment with the CBPLC Business Plan.

Develop CBPLC Operational Plans and CBPLC Team Plans aligned to the focus areas.

Be united in our commitment to improve the quality of teaching and learning throughout the schools.

Continue the Comet Bay Professional Learning Community (CBPLC) K-12 strategic improvement initiative.

3. Culture and Learning Environment

We will:

Continue development and implementation of a teaching and learning culture that communicates clear and consistent understandings, common language and expectations.

Promote and maintain an environment reflective of our high standards that all students will engage and progress in their learning.

Address the need to embrace diversity, inclusivity and cultural responsiveness.

Work to build mutually respectful relationships across school communities.

4. Community Relationships

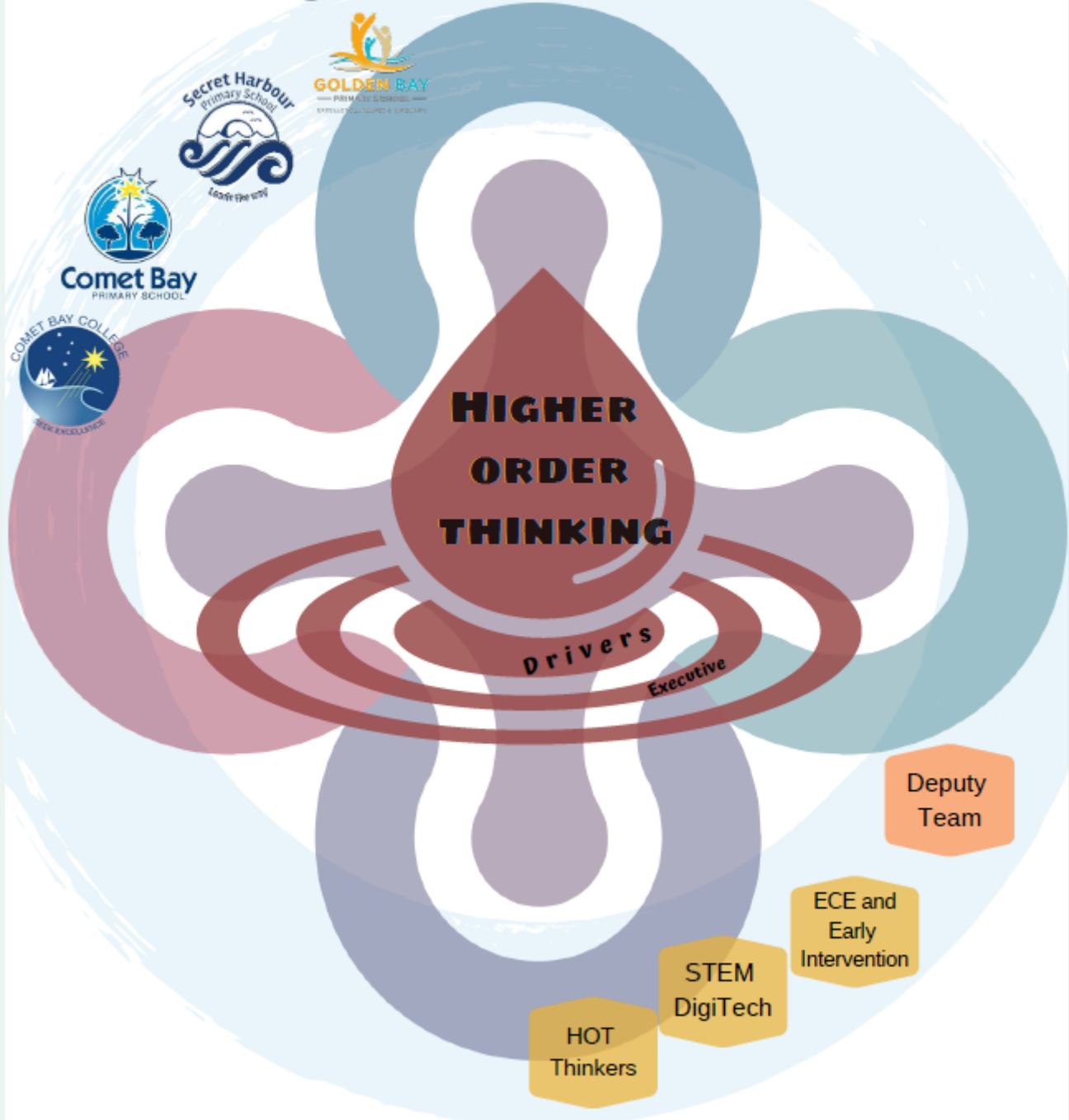
We will:

Continue to identify and develop potential community partnerships to improve opportunities and outcomes for staff and students.

Understand and respond to the needs of stakeholders now and in the future.

Develop a collective stance to communicate the importance of regular attendance and engagement to our communities.





Glossary

CBPLC

Comet Bay Professional Learning Community

HOT

Higher Order Thinking

ICSEA

Index of Community Socio-Educational Advantage

PLC

Professional Learning Community

OECD

Organisation for Economic Co-operation and Development

STEM

Science, Technology, Engineering, Mathematics