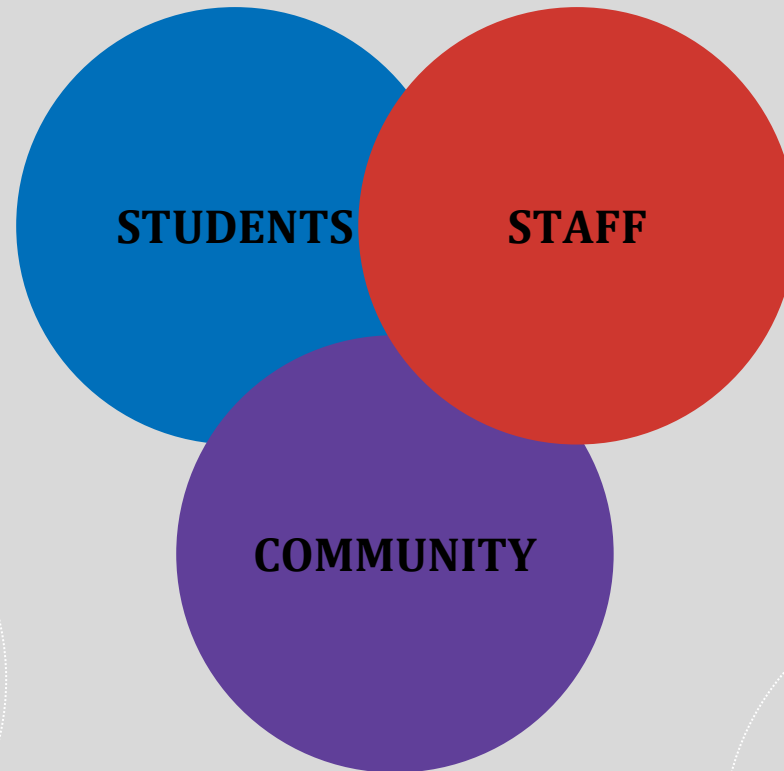


# Collegiate plan 2015 – 2017

## Nirimba Collegiate



**Widening Horizons Through Innovative Education**



## School vision statement

Nirimba Collegiate of Schools meets the individual needs of young people through the provision of a wider and enhanced curriculum delivered by a professional team of educators in a multi-campus environment.

## School context

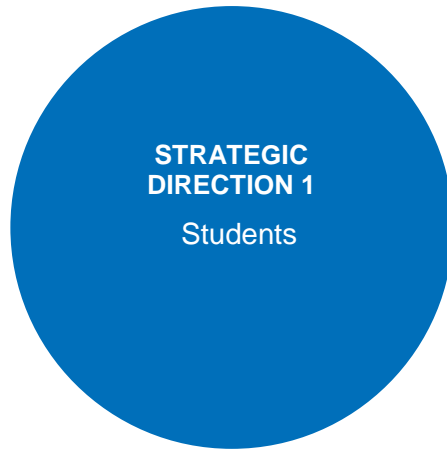
The Nirimba Collegiate of Schools comprises four schools, three 7-10 high schools (Quakers Hill, Riverstone and Seven Hills) and one 11-12 senior college (Wyndham College). The Collegiate Group has over 200 teaching staff and 50 support staff. The Collegiate has approximately 2500 students. All campuses have vibrant and enthusiastic staff who work effectively with the school community to provide a quality learning environment. The student population represents young people from a variety of language other than English backgrounds with over 100 indigenous students.

The Nirimba Collegiate is designed to meet the educational and welfare needs of students in both Stage 4/5 and Stage 6 environments, encouraging all students to be lifelong learners and become active citizens of the world. The 11-12 campus follows the principles of andragogy and promotes an adult learning environment for its clientele. The schools of the Collegiate Group aim to provide a diverse and comprehensive curriculum responsive to the needs and aspirations of students, with a focus on teaching, learning and teacher quality. The Nirimba Collegiate is committed to embedding literacy, numeracy and technology into all aspects of professional practice. Inter-campus collegial links provide a broad extra-curricular program for students with a focus on sport and physical activity together with creative and performing arts. Student leadership and gifted and talented initiatives remain a priority. All four schools have Support Classes catering for students with intellectual and physical disabilities.

## School planning process

Throughout 2014, each Collegiate school undertook a comprehensive consultative process to review current practices and products. This led to the development of three strategic directions for each school, and following on from this the development of the 2015-2017 School Plans.

Late in semester 1 2015, the Collegiate Management Group met to develop a Nirimba Collegiate Plan from the four School Plans. This was then communicated to the Collegiate community for consultation.



**Purpose:**  
To develop successful, independent and responsible students in an inclusive environment that fosters lifelong learning and global citizenship

**Focus:**

- Collegiate SRC
- Collegiate PBL (campus values – SMART, PRIDE, ROAD and the Wyndham Way)

**Purpose:**  
To deliver excellence in teaching and leadership practice in a collaborative and well supported environment

**Focus:**

- Nirimba Learning Community
- Collegiate mentoring

**Purpose:**  
To create sustainable partnerships which actively engage all members of the community in a meaningful educational journey

**Focus:**

- Effective transition K-12 and beyond
- Nirimba Collegiate Promotion

# Strategic Direction 1: Students

## Purpose

To develop successful, independent and responsible students in an inclusive environment that fosters lifelong learning and global citizenship

## Improvement Measures

- ❖ Increase in the number of Collegiate SRC activities
- ❖ Increase in the participation of students in Collegiate SRC activities
- ❖ Increase in the number of students seeking leadership roles in the Collegiate
- ❖ Improved understanding of shared PBL values across the Collegiate and the wider community

## People

**How do we develop the capabilities of our people to bring about transformation?**

**Students improve interpersonal and leadership skills by:**

- communicating effectively to a range of audiences
- developing sustained and productive relationships within and beyond the Collegiate
- effectively representing their school's student body

**Staff will:**

- facilitate and support student leaders to work collaboratively
- recognise, promote and build the leadership capacity of students

**Parents/Carers will be encouraged to:**

- work collaboratively with the Collegiate schools to encourage and promote student involvement and leadership
- support students to develop high expectations
- promote Collegiate PBL values

**Community Partners:**

- Nirimba Collegiate will maintain, expand and improve relationships and programs involving community partners

**Leaders will:**

- Foster and promote effective collaborative practices and processes

## Processes

**How do we do it and how will we know?**

- Create opportunities for student leaders to work together to develop activities through planned meetings and shared experiences
- Develop and maintain collaborative teams of staff and students to share ideas and practices across the Collegiate

**Evaluation Plan**

Regular SRC and PBL Team meetings and activities occurring across the Collegiate

Increased student involvement in leadership opportunities in the areas of SRC and PBL

## Products and Practices

**What is achieved and how do we measure?**

**Products:**

- SRC working collaboratively across the Collegiate to develop shared programs and processes to promote student leadership and increase student involvement
- Students know, understand and demonstrate Collegiate PBL values, sharing ideas and practices

**What are our newly embedded practices and how are they integrated and in sync with our purpose?**

**Practices:**

- Active student involvement in Collegiate SRC activities – planning, organising, promoting and participating
- Student PBL Committee working together across the Collegiate sharing processes and practices to promote Collegiate values

# Strategic Direction 2: Staff

## Purpose

To deliver excellence in teaching and leadership practice in a collaborative and well supported environment

## Improvement Measures

- ❖ All staff will engage in professional learning within the NLC and the Collegiate
- ❖ Mentoring programs support staff in all faculty areas across the Collegiate

## People

**How do we develop the capabilities of our people to bring about transformation?**

### Staff will:

- participate in professional learning within the Nirimba Collegiate and the Nirimba Learning Community that aligns with their Professional Learning Plan

### Students & Parents/Carers:

- will be informed about professional learning practices within the Nirimba Collegiate and the Nirimba Learning Community through collegiate/school newsletters and websites

### Community Partners:

- will maintain and develop collaborative practices to ensure relevant and meaningful professional learning opportunities

### Leaders will:

- develop and sustain professional learning communities

## Processes

**How do we do it and how will we know?**

- Maintain and build networks through the NLC meetings
- Encourage and support staff to be involved in delivering and/or being involved in NLC professional learning opportunities
- Teachers new to teaching and/or new to the Collegiate become active and involved members of their school and the Collegiate
- Staff share teaching practices and professional dialogue to inform and improve teaching practice

### Evaluation Plan

Collegiate senior executive are actively involved in development of NLC professional learning activities and Collegiate staff participate in professional learning opportunities, either as a participant or presenter/facilitator Professional dialogue and shared practice occurs in cross-Collegiate teams

## Products and Practices

**What is achieved and how do we measure?**

### Products:

- Strengthen and develop professional learning opportunities within the Nirimba Learning Community to support Collegiate staff to achieve their professional development goals
- Establish effective mentoring processes and practices within the Collegiate to support professional growth of staff

**What are our newly embedded practices and how are they integrated and in sync with our purpose?**

### Practices:

- Collegiate senior executive, together with other senior executive in the Nirimba Learning Community, will plan, organise and evaluate regular professional learning experiences for staff within the NLC
- Staff continue to develop professional practice through mentoring processes and practices across the Collegiate

# Strategic Direction 3: Community

## Purpose

To create sustainable partnerships which actively engage all members of the community in a meaningful educational journey

## Improvement Measures

- ❖ Increased student satisfaction with transition experiences
- ❖ Reduced levels of subject changes at the start of Year 11
- ❖ Increased number of enrolment enquiries in Collegiate schools

## People

**How do we develop the capabilities of our people to bring about transformation?**

### Students will:

- have a better understanding of BoSTES Stage 6 curriculum requirements
- be empowered to make effective Stage 6 subject selections

### Staff will:

- be confident in advising students about BoSTES requirements for the Preliminary and HSC courses
- recognise, promote and build the leadership capacity of students

### Parents/Carers will be:

- informed about BoSTES Stage 6 and HSC requirements and be better able to support students in their decision-making processes

### Community Partners:

- will be invited to participate in evaluation of transition processes

### Leaders will:

- assist in developing links with community and other schools and in the development of programs to support the successful transition of students

## Processes

**How do we do it and how will we know?**

- Programs at each school to strengthen 6-7 transition
- Collegiate dialogue to empower staff at middle schools to provide effective subject selection advice to Year 9/10 students
- Develop Year 10 subject selection process to provide students with HSC Curriculum Requirements in Term 1
- Development and ongoing review of Collegiate promotional brochures, website and other advertising

### Evaluation Plan

Student and parent surveys to evaluate transition programs and processes  
 Staff, student and community surveys  
 Analysis of website page visits  
 Surveys of new enrolments

## Products and Practices

**What is achieved and how do we measure?**

### Products:

- Positive and strengthened links with feeder primary schools
- Positive and strengthened transition program for Year 10 students preparing for senior studies
- Positive promotion of Nirimba Collegiate and public education within the wider community

**What are our newly embedded practices and how are they integrated and in sync with our purpose?**

### Practices:

- Effective transition programs in place for 5/6 into 7, and 10 into 11 transitions
- Strengthen links with TAFE and UWS to improve opportunities for students moving out of Nirimba Collegiate
- Develop, evaluate and review Collegiate promotional material to ensure current and positive publicity for the Collegiate