

The Windsor Way

Windsor State School Strategic Plan 2016 - 2019



Our School

Windsor State School is a dynamic school community with a proud history of providing high quality educational outcomes for its students. There is a common belief that for children to learn they need to feel safe, have a love of life and be provided with life skills that will enable them to experience success.

The school culture or 'The Windsor Way' is achieved through the community's embracing of and adherence to the School Values of Respect for Self, Respect for Others and Respect for Our School.

The heritage listed school campus is a wonderful mix of magnificent old architecture, modern buildings and quality facilities surrounded by well-maintained grounds and stunning gardens. There is a general belief that the standard of teaching and learning must emulate the quality of the school facilities.

Our Purpose

All students achieve social, emotional and academic success in an inclusive and challenging learning environment.

Our Values

Our school culture is built on our core values of:

RESPECT FOR SELF • RESPECT FOR OTHERS • RESPECT FOR SCHOOL

The values are evident in our students when they are:

- engaging in their learning,
- behaving in accordance with the School's Code of Behaviour,
- representing the school with pride.

Parents uphold the values by:

- maintaining their own knowledge of the school's policies and procedures,
- supporting their child's learning endeavours,
- participating in the life of the school.

Our staff act as role models of the core values by:

- maintaining their own professional growth,
- treating students as individuals and supporting their learning needs,
- promoting the school reputation and culture.

The school leadership promotes the school values by:

- demonstrating deep personal knowledge of educational trends and agendas,
- exhibiting high levels of integrity, interpersonal skills, and maintaining unity,
- having the courage to make a difference.



Windsor State School, as an Independent Public School, acknowledges its role in providing excellent educational opportunities to support our students to develop the knowledge, skills and qualities they need for the future. We will achieve this by aligning our school improvement agenda with the goals of the Department of Education and Training, State Schools Strategy 2016–2020.

WSS Strategies (aligned with DET State Schools Strategy 2016–2020)		WSS Actions 2016–2019
Successful Learners	Developing an informed approach to differentiation supporting student engagement.	Develop consistent approach to analysis of student data informing: <ul style="list-style-type: none"> -Defined individual student learning goals. -Student specific early intervention strategies & case management. -School targets that reflect school improvement agenda.
	Fostering the social and emotional wellbeing of students.	Review & enhance the school pastoral care program linking student wellbeing to student learning. Incorporate the language of positive psychology into pedagogical practice.
	Maintaining high levels of Literacy & Numeracy achievement for all students.	Refine consistent approach to recognition of student effort as integral to student success. Develop whole of school programs and review/embed existing programs to support student achievement: <ul style="list-style-type: none"> -Writing, Reading. -Numeracy, Problem solving & STEM (including coding & robotics).
High Standards	Developing deep understandings of the Australian Curriculum and implementing an innovative approach to implementation.	Review defined and explicit benchmarks that demonstrate achievement. Develop timelines for full implementation of Australian Curriculum by 2020 (as per industrial agreements). Review pedagogical framework and enhance range of practice to engage students and enhance learning: <ul style="list-style-type: none"> -Integration of a wide range of ICT's & digital technologies. -Explicit approach to teaching higher order thinking skills within the curriculum. -Expand the study of languages across WSS.
Great People	Investing in the skills and knowledge of the leadership team to drive school improvement and student achievement. Advancing the skills and knowledge of our teaching team to drive student success.	Refine consistent and uniform approach to criterion-based formative and summative assessment: <ul style="list-style-type: none"> -Assessment & Moderation plans that validate student achievement and inform learning targets. -Consistent and standardised feedback process to inform teaching and learning goals.
	Cultivating a team approach to improving quality teaching practices.	Create school professional development plan to support school priorities and staff individual needs from annual performance review process using the Australian Professional Standards for Teachers (APST). Drive timely and quality professional development for all staff. Develop a workforce plan that supports school priorities and provides for future requirements of WSS.
Engaged Partners	Fostering an active and involved parent body engaged in the learning process.	Utilise a variety of instructional/peer coaching and mentoring strategies to develop individual practice and enhance school consistency and effectiveness. Build and advance a School Council that drives school improvement by committing to measurable short and long term goals to increase accountability and effectiveness.
Quality Resources	Advancing strong out of school partnerships supporting school initiatives. Providing quality learning resources.	Encourage and sustain our active P&C that supports school initiatives and student learning. Enhance communication strategies to inform and encourage participation in school initiatives. Augment established partnerships and forge new partnerships to support successful transitions to WSS. Plan for and purchase library and teaching resources to support school, priorities, initiatives, enhanced pedagogy and successful student learning.
	Maintaining a positive school environment.	Develop an ICT plan for the purchase of digital resources to engage student and improve learning outcomes. Improve school physical environment to improve learning outcomes for all students.
	Delivering appropriate human resources.	Implement WSS facilities master plan; maintain and continue to develop existing school facilities. Uphold and maintain a safe and constructive workplace. Utilise school staffing allocations appropriately and innovatively. Provide quality additional personnel to support teachers and boost student success. <ul style="list-style-type: none"> -Teacher aides; Administrative; Ancillary and Advisory staff.

This Strategic Plan has been collaboratively developed by members of staff, parents and P&C Association. It is endorsed by Windsor State School Council


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Chair School Council/P&C President


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