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## SCHOOL IMPROVEMENT PLAN 2019

### Hurstbridge Learning Cooperative Ltd

#### SWOT Chart:

The context for this SWOT analysis is the situation as per late 2018, and the following key improvement strategies outline the main areas in which we will be focusing our efforts over the next 2 years. This is an ongoing process which is reviewed annually by each current Board of Director, alterations or additions made as necessary, and actions undertaken to ensure the school continues to meet all its responsibilities.

<b>Strengths (internal)</b>	<b>Weaknesses (internal)</b>
<ul style="list-style-type: none"> <li>• Students love going to school</li> <li>• Parent body who are highly committed and willing to input an extraordinary amount of energy to 'run' the school</li> <li>• Continuing strong enrolments in the lower half of the school</li> <li>• Highly Participatory, multi-age atmosphere</li> <li>• High level of opportunity for parental involvement and a strong supportive community.</li> <li>• Diverse parent body enables:               <ul style="list-style-type: none"> <li>○ Modeling to children different personalities working together to achieve a common goal</li> <li>○ Children access to adults with different interests, aptitudes and personalities</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing education of the continuously evolving parent body about governance structures, role and responsibilities of board members, and the legal obligations inherent in running a school.</li> <li>• Ongoing education of said parent body in the operational procedures for office and general management tasks.</li> <li>• High work load and commitment required from parent body</li> </ul>

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<p><b>Strengths (internal)</b></p> <ul style="list-style-type: none"> <li>○ High parent to child ratio (lots of personal attention)</li> </ul>	<p><b>Weaknesses (internal)</b></p>
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<p><b>Threats (external)</b></p> <ul style="list-style-type: none"> <li>• Lack of affordable housing</li> <li>• Increasingly busy lifestyles which may reduce the number of people able to commit the time required to have their child attend co-op and the amount of spare time current parents have to devote to running the Learning Co-operative.</li> </ul>	<p><b>Opportunities (external)</b></p> <ul style="list-style-type: none"> <li>• increase in families with children in area</li> <li>• parents willing to drive long distances to access our unique learning environment</li> <li>• improved information in the community around who we are and what we do.</li> <li>• a community which contains a high proportion of people who are interested in sustainability, environment, and indigenous studies</li> <li>• a VRQA registered increase in families opting for home-schooling; this is one of our key prospects</li> </ul>
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## Self-Assessment

The parent group and the staff meet every fortnight on a Monday evening to discuss a broad range of issues relating to the school. This is an opportunity for every participant to give feedback on the school's management and the day-to-day running. All decisions are consensus based following in-depth discussion. It is the Chair's task to ensure that all voices are heard. Daily children's meetings allow for discussion of any aspects which directly affect the children and feedback is then taken to the adult meeting.



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## Reform Areas - The Five National Reform Directions

*(This section outlines how the five national reform directions were considered during the development of the School Improvement Plan).*

The five national reform directions are:	Strategies we are using to address reform directions:
1. Quality Teaching (enhancing the performance of teachers)	<ul style="list-style-type: none"> <li>Internal and external quality professional development for coordinators and parents focusing on learning styles and current trends in education.</li> </ul>
2. Quality Learning (improving students' learning)	<ul style="list-style-type: none"> <li>Ongoing development of a curriculum based on Australian Curriculum that ensures that all learning areas are covered.</li> </ul>
3. Empowered School Leadership (building Leadership capacity)	<ul style="list-style-type: none"> <li>Providing ongoing quality professional development for the coordinator and teachers to ensure their roles are clear and support the ethos of the Co-op.</li> </ul>
4. Meeting Student Need (providing for the needs of all students)	<ul style="list-style-type: none"> <li>The small size of our school continues to allow us to attend to the children on an individual basis where needed. The needs of all students are well supported by having a coordinator/teacher and four part time teachers engaging in meaningful learning experiences with children. Continuation of twice daily focus times where all students are engaged in learning activities relevant to the Australian Curriculum is under constant refinement and aims to provide a completely integrated learning experience.</li> </ul>
5. Transparency and Accountability (providing data on school performance and student outcomes for the community).	<ul style="list-style-type: none"> <li>Ongoing examination of the best practice method for recording daily activities, focus time activities and parent led programs, including levels of student participation and their achievements.</li> <li>Ongoing discussion to ensure that the method is clear and transparent for parents and other stakeholders to interpret.</li> </ul>



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### Priority Areas for the School Improvement Plan

1. Curriculum design, recording of children’s participation and achievements, streamlining of learning activities with a focus on a particular area of the curriculum each year. In 2019 we plan to focus on science.
2. Training for staff and parents in the area of student welfare.
3. Training and support for parents in the supervision of children.

### School Improvement Goals

This school improvement plan is linked very closely to our school’s current Strategic Plan. We have selected some areas from our Strategic Plan that were highlighted in the self-assessment as being a priority for improvement.

- Goal 1: To invigorate our science program
- Goal 2: To further educate parents and particularly staff in the areas of student welfare.
- Goal 3: To further educate parents in the supervision of children outside class.

#### Goal 1

Strategic Area	Student Learning
3 Year Goal	To fully develop a science curriculum specific to the philosophy of our learning cooperative that by the richness and breadth of the activities offered will broaden the children’s scientific thinking and ability.
2019 Goals	<p>To develop a rich resource of activities, games and resources with the aim of increasing the children’s interest in science.</p> <p>To work on projects with the children where science is an integral part of the process.</p> <p>To overview activities offered by parents and staff so they are more streamlined and consistent.</p>

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Strategic Area	Student Learning
Review	<p>The Science curriculum offered at Co-op is based on Australian Curriculum and offered during Focus times and molded to each individual child through ILPs targeting their areas of interest and passions. The children are exposed to activities, observations and discussion about environmental science on a daily basis, mainly due to our surrounding bushland and our camping program. We plan next year to extend their interest in the environment as well as focusing on other areas of the science curriculum.</p> <p>Ongoing assessment of the Day Book recording student activities, participation and achievements.</p> <p>Continued refinement of the Chronicle recording the children's' reflections on each day's activities and as a record of their learning. Anecdotal evidence and observational notes have been introduced to ensure that each child is moving forward with their scientific learning.</p>

## Goal 2

Strategic Area	Student welfare
3 Year Goal	To further educate parents and staff in the areas of student welfare.
2019 Goals	<p>To attend training sessions in student welfare to ensure that children with emotional and welfare needs are identified early and receive appropriate help and that government requirements are met.</p> <p>To set in place stronger pathways for dealing with welfare issues that arise at the Learning Co-operative.</p>
Review	<p>Ensure all staff and parents are aware of their roles and responsibilities in regards to student welfare.</p> <p>Ensure all staff and parents clearly understand the process of reporting and following through with student welfare issues.</p>

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## Goal 3

<b>Strategic Area</b>	<b>Student supervision</b>
3 Year Goal	To further educate parents on appropriate levels of supervision of children during outside play.
2019 Goal	For the staff of the Learning Co-operative to run training sessions for the parents on the supervision of students outside of class time.
Review	Newer and more experienced adults will work together on a regular basis so skills and knowledge are passed on. There will be regular discussions at our meetings to assess the effectiveness of the training.

The School Improvement Plan 2019 was discussed at our regular Monday night meeting attended by the parents and staff of the Hurstbridge Learning Cooperative on December 10<sup>th</sup>, 2018. The plan will be reviewed by the staff and the parent body on an annual basis, though discussions around each of these goals will be ongoing at our fortnightly evening meetings.

**Date: 14<sup>th</sup> December 2018**