School Plan 2015 – 2017

Illawarra Hospital School 5551
### School vision statement

NSW Hospital Schools are committed to providing an inclusive, stimulating and supportive environment enabling students in exceptional circumstances to maintain educational continuity. Our schools advocate for students and provide a conduit to their multidisciplinary teams, census schools and community. We develop positive relationships to support engagement in learning, leading to successful outcomes and transitions.

**The wellbeing of our students is our highest priority.**

### School context

The Illawarra Hospital School is a Kindergarten to Year 12 school that supports the education of students admitted to Wollongong Hospital. The school provides a supportive and engaging environment assisting students to maintain their educational program. Students are either inpatients of Wollongong Hospital or outpatients and as such form part of our Day Student Program. This program allows students, on the advice of their specialist doctor, to attend school after discharge.

Our students are an extremely diverse group, coming from a range of cultural backgrounds and all sectors of schooling.

While the school is situated in the Children's Ward, it also caters for older students who may be admitted into other wards.

The school operates as part of a multidisciplinary team that includes parents and family members, medical staff, therapy teams and social workers.

### School planning process

In 2014 our school used a wide range of tools to evaluate the priorities of the 2012-2014 School Plan.

Tools used included:

- Surveys designed specifically for our students, parents/carers, medical/clinical staff (nurses, doctors, ward clerk), and school staff (SAS and teaching)
- Informal discussions with other members of our community including Allied Health (social workers, physiotherapists, speech pathologists, occupational therapists) and census schools of our students.

The results of these surveys and discussions are included in our Annual School Report 2014 available at: [www.illawarhos-s.schools.nsw.edu.au](http://www.illawarhos-s.schools.nsw.edu.au)

A strategic planning consultation survey was developed to inform planning for the strategic directions for the 2015-2017 cycle. This survey was shared between NSW Hospital Schools and our individual results were discussed during our planning days held in late 2014 and early 2015. Principals School Leadership (PSLs) from the High Performance Unit guided our Hospital School Principals through the 5P Planning process to create a shared vision statement and strategic directions. In all Hospital Schools, student wellbeing was of the highest importance to all stakeholders.

The school community will be invited through surveys to contribute feedback during our annual evaluation process to inform future directions.
**Purpose:**

To actively engage all students in meaningful and challenging learning experiences that are personalised and differentiated.

To promote students’ intellectual, social, emotional development and wellbeing in challenging circumstances.

**Purpose:**

To promote, build and sustain professional practice which enables staff to successfully address diverse learning and welfare needs of all students.

**Purpose:**

To ensure that the health, wellbeing and educational outcomes of students are optimised within a multidisciplinary learning environment.
## Strategic Direction 1: Excellence in personalised learning

### Purpose
To actively engage all students in meaningful and challenging learning experiences that are personalised and differentiated.

To promote students’ intellectual, social, emotional development and wellbeing in challenging circumstances.

### People

<table>
<thead>
<tr>
<th><strong>Students:</strong></th>
<th>Empowered and supported to direct their learning.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Staff:</strong></td>
<td>Develop understanding and capabilities of teachers in QT, differentiated learning, and developing Individualised Learning Programs (ILPs).</td>
</tr>
<tr>
<td><strong>Leader:</strong></td>
<td>Role model best practice in supporting students, staff and families to ensure the continuity of education. Engage in professional learning to develop understanding in areas related to the projects.</td>
</tr>
<tr>
<td><strong>Multidisciplinary Team, Parents/Carers:</strong></td>
<td>Communicate and collaborate in all processes to support student learning.</td>
</tr>
</tbody>
</table>

### Processes
Build staff capacity to construct and evaluate high quality individual learning plans and refine existing frameworks to measure student engagement and learning.

**Personalised and Differentiated learning:**
- General Capabilities framework
- Differentiation
- New Curriculum
- Student wellbeing
- Mental Health

**Engagement and Learning:**
- Quality teaching
- Observational practice
- Student Wellbeing framework
- Construction of Rubric

**Evaluation Plan:**
Regular monitoring of ILP database, Learning and Engagement Rubric documentation and observational practise data.

### Products and Practices

<table>
<thead>
<tr>
<th><strong>Product:</strong></th>
<th>100% of long term or recurrent students have quality constructed and evaluated ILPs.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Collaboratively designed NSW Hospital Schools Engagement and Learning rubric.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Practice:</strong></th>
<th>All students are actively engaged in ILPs to achieve their learning goals.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Consistent application of the NSW Hospital Schools Engagement and Learning rubric across all NSW Hospital Schools.</td>
</tr>
</tbody>
</table>

### Improvement Measures
- Increase student engagement in their learning experiences demonstrated through successful implementation of Individual Learning Plans.
- All students achieve the learning goals identified in their Individual Learning Plans.
- Student learning and engagement is measured against a collaboratively designed rubric.
### Strategic Direction 2: High quality innovative, resilient and collaborative staff

#### Purpose
To promote, build and sustain professional practice which enables staff to successfully address diverse learning and welfare needs of all students.

#### People

**Students:**
Will be engaged and connected to their learning environment.

**Staff:**
Experts in specialised settings in which they work, have high levels of confidence in their practices and are eager to engage in professional learning to improve their current area of expertise.

**Leader:**
Place a very high priority on ongoing professional learning of all staff and on the development of a school wide, self-reflective culture focussed on improving classroom practice and performance.

**Multidisciplinary Team, Parents/Carers:**
The school identifies potential community partners on the basis of their capacity to contribute to improve student achievement and/or wellbeing.

#### Processes
Build high quality teaching and learning practices through the development of professional learning plans and the implementation of a performance and development framework.

**Performance and Development:**
Including:
- Australian curriculum
- Classroom observation and feedback
- Quality Teaching framework
- Australian Professional Standards for Teachers
- Staff wellbeing
- Performance and Development framework
- Australian Professional Standards for Principals
- BOSTES
- Key DEC reforms
- WHS for DEC and NSW Health.

#### Products and Practices

**Product**
100% of staff are empowered to achieve meaningful performance and development goals aligned with the school plan and DEC key reforms.

**Practice:**
All staff take responsibility for their professional growth and practice on an annual basis following three distinct yet interdependent phases
- Plan
- Implement
- Review

A collaborative and supportive workplace committed to a positive culture of ongoing learning by individuals and teams.

#### Improvement Measures

- All staff have developed and achieved authentic performance and development goals aligned with the school plan and key DEC reforms.

#### Evaluation Plan:
Regular monitoring of teacher performance and development documents, MyPl records and observational practise data.
## Strategic Direction 3: Strong, positive, respectful community partnerships

<table>
<thead>
<tr>
<th>Purpose</th>
<th>People</th>
<th>Processes</th>
<th>Products and Practices</th>
</tr>
</thead>
<tbody>
<tr>
<td>To ensure that the health, wellbeing and educational outcomes of students are optimised within a multidisciplinary learning environment.</td>
<td><strong>Students:</strong> Engage in positive and respectful relationships within our specialised setting. <strong>Staff:</strong> Develop and maintain positive relationships with students, families, schools and multidisciplinary teams through ongoing consultation. <strong>Leader:</strong> Initiates and maintains contact with community members and is committed to achieving optimal staff participation within our school and broader school community. <strong>Multidisciplinary Team, Parents/Carers:</strong> Support, respect and participate in collaborative partnerships which are sustainable and become an accepted part of the school culture.</td>
<td>Build a positive culture of collaboration and develop priorities for improving community relationships. <strong>Community relations</strong>  - Communicating and engaging with our community  - Communication, planning and research  - Social media  - Consultative decision making  - Principal leadership</td>
<td><strong>Product:</strong>  - At least 10% increase in satisfaction with the collaborative practices between school and medical staff, allied health services, parents and carers.  - At least 5% increase in hospital staff awareness of the purpose of our specialised setting. <strong>Practice:</strong>  - High levels of quality communication and emotional intelligence.  - Quality meaningful relationships with all community members. <strong>Evaluation Plan:</strong> Regular monitoring of multidisciplinary meeting minutes. Annual use of a SWOT analysis tool developed to measure collaborative practices and a Hospital School Awareness Questionnaire.</td>
</tr>
</tbody>
</table>

### Improvement Measures
- Increase in collaborative practices between all multidisciplinary partners and carers.