

Piara Waters Senior High School focuses on providing employees with a workplace that is supportive, challenging, innovative and rewarding.

As a new school we will expand one-year group at a time until our full complement of students is reached (Year 7-12 by 2028). Opportunities to display initiative, participate in leadership and grow professionally will be a feature of our staff profile. Adaptability, flexibility and the ability to respond to the needs of our students is a core focus. Piara Waters Senior High School staff will understand and commit to high expectations and standards as part of our commitment to excellence. All teaching and support staff will share the school's values and work toward attaining the school's vision.

The recruitment of staff for 2025 will be a major focus in Term 2 & 3 of 2024. This includes teaching, corporate services staff and allied professionals.

### **OUR VISION**

We are committed to:

#### *Ensuring a Pathway to Success for Every Student*

We will create a school culture where every student is inspired, motivated, and encouraged to achieve at the highest level. Excellence in teaching and learning, excellence in leadership, positive relationships and connection to culture and community will drive a pathway to success for every student.

This will be achieved by:

#### *A Rigorous Curriculum*

Excellence in teaching will result in high levels of student engagement and learning. Teachers will set high standards whilst delivering a rigorous curriculum which is both challenging and rewarding for all students. Programs will be relevant and link to the 'real' world experiences. An Academic Excellence Program leading to a university pathway will be a feature from our foundation year. Specialist teachers for Mathematics, Science, English, Humanities and Social Sciences, as well as The Arts, Technologies and Health & Physical Education will form the basis of our recruitment. There will be a significant emphasis on Digital Technologies and Specialist Sport.

#### *A 21<sup>st</sup> Century Education*

Students will receive 21<sup>st</sup> century education in state-of-the-art facilities, an education that combines a rich curriculum with high expectations and an encouragement to thrive. Student voice will be a significant feature of our school culture and will include feedback to teachers. We will leverage digital to enhance learning experiences (blended learning) as well as communicate with parents and key stakeholders.

#### *Connection to Culture and Community*

Our school is multicultural and our connection to land, water and culture will drive our engagement with community. We practice mutual respect and will develop and maintain positive relationships with all stakeholders. Student learning and achievement is maximized when there is a shared goal of success for each student – 'it takes a village to raise a child'.

### *Learning Environment*

Flexible learning spaces will enable teachers to personalise learning for our student and create an environment which fosters curiosity, enhances creativity, and engenders critical thinking. We embrace diversity and provide an inclusive learning environment where all students are valued. Learning will be visible with clear lesson intentions and success criteria a feature of our instructional framework.

### *Staff*

Staff wellbeing will be prioritised with high levels of support accompanying a framework of high accountability. Teaching staff will commit to an agreed instructional framework and a regime of classroom observations. Professional learning and a culture of continual reflection and feedback will form the basis of our work. Teaching staff will lead and promote co-curricular programs to create opportunities for all students. All staff will set and maintain high standards of professionalism, including that of professional communication and professional dress as we strive to develop a culture of excellence.

### *Leadership*

Leadership will be visible and 'connected to the classroom'. Collaboration, support and feedback will be strong feature in our foundation year (and ongoing) with a focus on creating and embedding a culture that values each individual. Transparency, equity, collegiality and integrity will be cornerstones as we seek to 'be the best we can be' and foster a 'you can do it' culture.