

Strategic Plan 2026-2031

# Derby District High School



## Introduction

This School Business Plan outlines our vision, strategic priorities, and operational commitments for 2026–2031. It reflects our dedication to providing high-quality education, expanding student opportunities, and strengthening partnerships that support the success and wellbeing of every learner. Our plan is built on three core pillars: Pathways to Success, Quality Teaching and Learning, and Educational Partnerships.





## Vision

**Sharing knowledge.** Understanding it is the combination of high expectations relationships , positive school culture and shared experiences that help create a supportive and harmonious learning environment. Through behavioural expectations of Respect and Responsibility, positive role modelling, safe environments for challenge and celebrating successes Derby DHS students will develop into engaged and active global citizens.

## Mission

To create a safe, inclusive, and challenging learning environment that nurtures growth, celebrates diversity, and builds strong foundations for lifelong success.

## **Core Values**

- **Diligence**
- **Courage**
- **Strength**

## 1. Educational Pathways to Success

We are committed to supporting every student to discover and pursue meaningful educational and career pathways. Over the next five years, our focus will be on empowering students with the skills, knowledge, and opportunities they need to thrive.

### Strategic Priorities

#### ▪ **Develop Clear Learning Pathways**

- Strengthen transition programs from early childhood to primary, primary to secondary, and secondary to post-school destinations.
- Expand vocational, academic, and cultural pathway options aligned to student learning interests and labour market needs.

#### ▪ **Enhance Student Career Development**

- Implement comprehensive career education from Years 4–12.
- Partner with local industries, training organisations, and cultural groups to offer real-world learning experiences.

#### ▪ **Support Student Wellbeing and Engagement**

- Increase attendance through targeted support strategies.
- Provide wellbeing programs that develop confidence, emotional literacy, positive behaviour and align to our core values of Courage, Diligence and Strength.

### Measures of Success

- Improved student attendance across all year levels.
- Increased percentage of students achieving literacy and numeracy benchmarks.
- Higher participation in VET, work experience, and extension programs.
- Positive student feedback on engagement and future readiness.



## ▪ 2. Quality Teaching and Learning

▪ High-quality teaching is at the heart of student achievement. Over the next five years, we aim to strengthen instructional practices, improve consistency, and build a culture of continuous improvement.

### ▪ **Strategic Goals**

#### ▪ **Strengthen Pedagogical Practice**

- Embed evidence-based instructional strategies across all learning areas.
- Regularly analyse student data to inform planning, differentiation, and intervention.

#### ▪ **Build Staff Capability**

- Implement ongoing professional learning focused on literacy, numeracy, assessment, cultural responsiveness, and wellbeing.
- Establish coaching and mentoring models to support teacher growth.

#### ▪ **Improve Learning Environments**

- Develop engaging, culturally safe classrooms.
- Integrate digital technologies to enhance learning and future-ready skills.

### ▪ **Measures of Success**

- Consistent implementation of whole-school instructional models.
- Increased staff confidence and capability (measured through surveys and performance reviews).
- Improved student academic outcomes and growth over time.
- Enhanced use of digital tools across curriculum areas.



### 3. Educational Partnerships

- Strong partnerships enrich learning, strengthen culture, and improve student outcomes. From 2026–2031, we will deepen relationships with families, community groups, industry partners, and Aboriginal organisations.

#### Strategic Goals

- **Strengthen Community and Cultural Partnerships**
  - Work closely with ACCO partners ( ENAC, WNAC, CB, Ngunga, Walalakoo, Darmingarri) to support student wellbeing, identity, and engagement and ensure the actions of the school reflects the voices of Aboriginal parents and parents in our community.
  - Expand cultural learning programs that build respect, understanding, and pride for Derby students.

#### **Enhance Family Engagement**

- Improve communication between school and home through accessible platforms and events.
- Provide parent workshops on literacy, numeracy, wellbeing, and transition pathways.

#### **Build Industry and Agency Connections**

- Partner with local businesses, training providers, and government agencies to expand learning opportunities.
- Strengthen access to wraparound services supporting health, attendance, and social development.
- Engage and celebrate student engagement in community events.

#### Measures of Success

- Increased participation of families in school activities and communication.
- Growth in cultural programs and community-led initiatives.
- More external learning and training opportunities for students.
- Positive feedback from partners and stakeholders.



## Implementation Timeline (2026–2031)

- **2026:** Establish baseline data; launch new pathway programs; begin staff professional learning and inductions.
- **2027:** Strengthen partnerships; expand digital learning; embed attendance initiatives.
- **2028:** Mid-cycle review; refine the strategies based on data; upgrade the learning environments (aspirational).
- **2029:** Introduce additional vocational and cultural pathway options; expand community engagement (partnership in enterprise education).
- **2030:** Consolidate improvements; continue staff leadership development.
- **2031:** Final review of business plan; prepare next strategic planning cycle.



Three young boys in green and white polo shirts are standing in front of a wall with traditional Indigenous art. One boy in the center is giving a thumbs up. The art on the wall features stylized figures and symbols in earthy tones.

## Conclusion

Our 2026–2031 School Business Plan sets a clear, ambitious, and achievable roadmap. By focusing on educational pathways to success, high-quality teaching, and strong educational partnerships, we will empower every student to reach their full potential and contribute meaningfully to their community.

Together—with staff, families, students, and community partners—we will build a strong future for our school.

