

Annual Implementation Plan - 2026

Castlemaine Secondary College (8824)



Submitted for review by Justin Hird (School Principal) on 29
January, 2026 at 04:59 PM

Endorsed by Kim Saddler (Senior Education Improvement Leader)
on 08 February, 2026 at 06:16 PM

Select annual goals and KIS

Four-year strategic goals	Is this selected for focus this year?	Four-year strategic targets	Key Improvement Strategies	Is this KIS selected for focus this year?																																																																																															
Improve student learning outcomes	Yes	Increase the percentages of students who achieve results in the top two bands in NAPLAN at Year 9 in: <ul style="list-style-type: none"> • Reading from 25% to 28% • Writing from 11% to 20% • Numeracy from 16% to 22% Increase the percentages of students achieving benchmark learning growth in NAPLAN at Year 9 in: <ul style="list-style-type: none"> • Reading from 68.5% to 75% • Writing from 74.1% to 80% • Numeracy from 68.2% to 75% 	Develop, implement, monitor and embed an agreed, whole school instructional model	No																																																																																															
		Teacher judgement growth – increase the percentages of students who are at or above expected level in all areas (See table for subject targets) <table border="1" data-bbox="421 1034 1792 1428"> <thead> <tr> <th colspan="2"></th> <th colspan="5">2019 Baseline</th> <th colspan="4">2023 Target</th> </tr> <tr> <th></th> <th>Year Level</th> <th>7</th> <th>8</th> <th>9</th> <th>10</th> <th>AVE</th> <th>7</th> <th>8</th> <th>9</th> <th>10</th> </tr> </thead> <tbody> <tr> <td rowspan="3">English</td> <td>Reading & Viewing</td> <td>85</td> <td>83</td> <td>75</td> <td>85</td> <td>82.0</td> <td>89.3</td> <td>87.2</td> <td>78.8</td> <td>89.3</td> </tr> <tr> <td>Speaking & Listening</td> <td>90</td> <td>89</td> <td>76.8</td> <td>86.3</td> <td>85.5</td> <td>94.5</td> <td>93.5</td> <td>80.6</td> <td>90.6</td> </tr> <tr> <td>Writing</td> <td>79</td> <td>81</td> <td>73</td> <td>75</td> <td>77.0</td> <td>83</td> <td>85.1</td> <td>76.7</td> <td>78.8</td> </tr> <tr> <td>Civics & Citizenship</td> <td>Civics & Citizenship</td> <td>98</td> <td>79</td> <td>89</td> <td>89</td> <td>88.8</td> <td>103</td> <td>83</td> <td>93.5</td> <td>93.5</td> </tr> <tr> <td>Design and Technologies</td> <td>Design and Technologies</td> <td>99</td> <td>92</td> <td>96</td> <td>96</td> <td>95.8</td> <td>104</td> <td>96.6</td> <td>101</td> <td>101</td> </tr> <tr> <td>Digital Technologies</td> <td>Digital Technologies</td> <td>-</td> <td>90</td> <td>100</td> <td>-</td> <td>95.0</td> <td>TBC</td> <td>94.5</td> <td>105</td> <td>TBC</td> </tr> <tr> <td>The Arts</td> <td>Drama</td> <td>100</td> <td>100</td> <td>100</td> <td>100</td> <td>100.0</td> <td>105</td> <td>105</td> <td>105</td> <td>105</td> </tr> </tbody> </table>			2019 Baseline					2023 Target					Year Level	7	8	9	10	AVE	7	8	9	10	English	Reading & Viewing	85	83	75	85	82.0	89.3	87.2	78.8	89.3	Speaking & Listening	90	89	76.8	86.3	85.5	94.5	93.5	80.6	90.6	Writing	79	81	73	75	77.0	83	85.1	76.7	78.8	Civics & Citizenship	Civics & Citizenship	98	79	89	89	88.8	103	83	93.5	93.5	Design and Technologies	Design and Technologies	99	92	96	96	95.8	104	96.6	101	101	Digital Technologies	Digital Technologies	-	90	100	-	95.0	TBC	94.5	105	TBC	The Arts	Drama	100	100	100	100	100.0	105	105	105	105
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			Media Arts	-	-	-	-		TBC	TBC	TBC	TBC		
			Music	100	64	90	96	87.5	105	67.2	94.5	101		
			Visual Arts	100	96	82	97	93.8	105	101	86.1	102		
			Visual Communication Design	100	100	-	87	95.7	105	105	TBC	91.4		
		Humanities	Economics & Business	100	77	90	73	85.0	105	80.9	94.5	76.7		
			Geography	98	92	90	100	95.0	103	96.6	94.5	105		
			History	91	89	89	94	90.8	95.6	93.5	93.5	98.7		
		Languages	French	100	96	91	94	95.3	105	101	95.6	98.7		
			Indonesian	100	100	86	82	92.0	105	105	90.3	86.1		
		Health and PE	Health Education	100	100	100	-	100.0	105	105	105	TBC		
			Physical Education	99	100	100	100	99.8	104	105	105	105		
		Mathematics	Measurement & Geometry	86	-	69	22	59.0	90.3	TBC	72.5	23.1		
			Number & Algebra	85	93	83	75	84.0	89.3	97.7	87.2	78.8		
			Statistics & Probability	86	-	59	88	77.7	90.3	TBC	62	92.4		
		Science	Science	97	90	94	92	93.3	102	94.5	98.7	96.6		
		<p>Improve VCES study score mean result from 28.12 (2018) to 28.8. improve the English Group Study Score mean from 30.71 (2018) to 31.2 by 2022. Improve the English Study Score mean from 30.71 (2018) to 31.2.</p>											Establish a whole school professional learning community approach which enables high quality teaching and learning	No
		<p>Improve positive endorsement by 2023 of staff opinion measures of:</p> <ul style="list-style-type: none"> Collective efficacy from 40% to be at 70 per cent 												

		<ul style="list-style-type: none"> • Guaranteed and viable curriculum from 30% to be at 60 per cent • Teacher collaboration from 40% to be at 60 per cent • Academic emphasis from 38% to be at 55 per cent. 		
Increase student engagement with their learning	Yes	Increase percentage endorsement by 2023 in the student opinion measures of <ul style="list-style-type: none"> • Effective teaching time from 59% to be at 63% • Differentiated learning challenge from 62% to be at 66% 	Enhance teacher capacity to implement high impact teaching strategies which meets student learning at their point of need	Yes
		Increase percentage endorsement by 2023 in the student opinion measures of: <ul style="list-style-type: none"> • Student voice and agency from 40% to be at 52% • Motivation and interest from 56% to be at 62% • High Expectations for success from 67% to be at 75% 	Enable regular opportunities for student voice and agency in their learning	No
		Reduce student absence average days from 15.1 (2018) to be less than 13 days by 2022 Reduce unexplained absence average days from 9.2 (2018) to be less than seven days by 2022.	Ensure all students access personalised and viable student learning pathways	No
		Improve VCAL Intermediate completion rate from 0% (2018) to 100% Improve VCAL Senior completion rate from 75% (2018) to 100%		

		Improve percentage of VET units completed by all students in enrolled in VET subjects across the College to 70%.		
Enhance student wellbeing at the College	Yes	<p>Increase student opinion measures by 2023 of:</p> <ul style="list-style-type: none"> • Teacher concern from 38% to be at 45% • Advocate at school from 61% to be at 70% 	Enhance the impact of the College vision, values and cultures to strengthen shared responsibility for all students	No
		Increase the measure of student opinion by 2023 for Effective classroom behaviour from 51% to 62%	Develop a model of instructional and shared leadership with clearly defined expectations, structures, processes and non-negotiables	Yes
		<p>Increase the following Staff Opinion survey measures:</p> <p>Trust in colleagues from 67% to 73%</p> <p>Trust in students and parents from 49% to 55%</p> <p>Instructional leadership from 45% to 60%</p>		