



*Every Learner
Every Voice*

**Strategic Plan
2026-2029**



Mission

We are a community that encourages excellence, applauds achievement and celebrates diversity.

Promoting our values of integrity, diligence, compassion and respect, we serve our school community by nurturing and challenging students and staff to reach their personal best. As global citizens, we are guided by these school values to empower our school community with the knowledge and skills to: think globally and act locally ~ acknowledge, respect and celebrate diversity ~ serve the community ~ protect the environment ~ champion human rights

Vision

Many Pathways
~
No Limits

Values

Compassion
Diligence
Integrity
Respect

2025 School Review

Affirmations

The school community members consistently describe a proud legacy of quality education and high performance. Students not only celebrate their academic outcomes but also demonstrate pride in being part of a school that encourages achievement in all arenas, from cultural pursuits to sporting endeavours. Staff communicate this shared culture of excellence is underpinned by a belief in the school motto, 'Many pathways – No limits', and is visibly reinforced through recognition and celebration of students' success. Leaders speak of a culture of excellence, pride and high achievement across academic, cultural, and sporting domains.

Staff and students describe a strong sense of belonging and connection, cultivated through positive relationships, collegial staff culture, and student voice. Student leaders indicate they are actively engaged in regular forums and leadership projects, fostering genuine ownership for and input into school life. The principal articulates programs like 'Legacy Projects' and weekly principal meetings empower students and contribute to a cohesive and inclusive school culture that values every voice. The teaching team indicates the school is characterised by a deep sense of collegiality among staff, and a visible commitment to caring relationships that enhance wellbeing and teamwork.

Staff, students and parents speak enthusiastically about the breadth of the curriculum and the deep engagement in learning it inspires in students. With a wide array of excellence programs, co-curricular and extracurricular activities, and subject pathways ranging from Marine Studies and Science, Technology, Engineering and Mathematics (STEM) to The Arts and Languages, students indicate they are supported to pursue their passions and talents. Staff members convey these opportunities strengthen classroom learning and equip students with skills that connect to real-world contexts and future aspirations.

Leaders indicate the school's strong identity and commitment to student support underpins a safe, inclusive and aspirational learning environment. The Benowa Redbacks is a unifying symbol embraced by staff and students, who express it fosters school spirit and pride. The principal also highlights the Student Support Hub for providing targeted multi-tiered wellbeing interventions, ensuring all students are supported emotionally and socially. Leaders indicate this dual focus on both identity and inclusion creates a balanced environment where students feel safe, valued, and encouraged to achieve their personal best.

Recommendations



Domain 6: Leading systematic curriculum implementation

Sharpen monitoring processes, to quality assure the full and consistent enactment of the intended curriculum across Years 7 to 10.



Domain 2: Analysing and discussing data

Systematically enact a school-wide approach for regularly analysing and collaboratively responding to data, to ensure achievement data informs unit planning and pedagogical, curriculum and assessment decisions.



Domain 1: Driving an explicit improvement agenda

Prioritise ongoing opportunities for all members of the Leadership Team (LT) to grow their instructional leadership capability, to enhance collective efficacy for continuous school improvement.



Domain 5: Building an expert teaching team

Build staff knowledge of evidence-informed approaches to the teaching of reading, to support effective planning for, and delivery of, reading instruction across the AC.



Domain 8: Implementing effective pedagogical practices

Clarify for staff all elements of the school's pedagogical approach, to inform consistent use of evidence-informed classroom practices, underpinned by a shared understanding.

School Priorities

2026-2029

1 Learning without Limits

Our school environment fosters a culture where students are encouraged to be curious, courageous and committed to their growth. We value learning that challenges, builds resilience and drives continuous progress, empowering every student to achieve success without limits.

2 Community and Culture

At Benowa, we foster a strong sense of community where students, staff, and families feel connected, supported, and valued. Through meaningful relationships and a holistic approach to wellbeing, we nurture pride, purpose, and personal growth. Empowering everyone to thrive individually and together.

3 Innovation and Infrastructure

By prioritising both infrastructure renewal and digital innovation, we aim to enhance learning outcomes and ensure our students are equipped with the skills and capabilities needed to thrive in a rapidly changing, globally connected world.



7 Learning without Limits

Our school environment fosters a culture where students are encouraged to be curious, courageous and committed to their growth. We value learning that challenges, builds resilience and drives continuous progress, empowering every student to achieve success without limits.

Focus Areas



Systematic curriculum implementation and enactment to support student pathways



Systematic use of data to maximise student achievement



Implementing effective pedagogical practices

Actions

- Design and implement a whole school approach to pedagogy
- Embed Accessible Assessment across all KLAs
- Implement signature practices to improve reading, writing and numeracy across all KLAs
- Expand Benowa's data focus "no marks left on the table" to ensure all students are achieving their best
- Enhance staff and HODs data literacy capability Improve leader and teacher understanding of the curriculum through effective moderation processes
- Employ tailored support that provide flexible learning opportunities for diverse learners
- Develop and implement a whole school explicit feedback model

Measures of Success

- 100% QCE/QCIA/VET qualification
- 95% or above of students at C standard level of achievement for all subjects combined
- 75% or above of students at A-B standard level of achievement for all subjects combined
- 20% of ATAR eligible students achieve an ATAR of 95.0 or above
- 30% of ATAR eligible students achieve an ATAR of 90.0 or above
- 90% of ATAR eligible students achieve an ATAR of 70.0 or above
- 35% of graduates have completed a Diploma
- 80% of graduates have completed a VET qualification
- NAPLAN/English/Maths inter-assessment Agreement remains aligned
- 95% or greater for Whole School Attendance
- All Teaching and Learning items in the School Opinion Survey continue to be more positive than referenced relevant data





2 Community and Culture

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Focus Areas

-  Promote a culture of learning
-  Continue to build an expert teaching team
-  Nurture a culture of wellbeing where students and staff feel supported, valued, and connected
-  Empower students to take ownership of their learning by fostering student voice, choice and active participation
-  Continue to develop school and community partnerships

Actions

Community

- Foster a strong sense of identity and belonging through the 'I am a Redback and I belong' initiative
- Partner with local organisations to extend wellbeing initiatives into the broader community
- Build regular opportunities for families, alumni, business partners, and sponsors to engage meaningfully with the school community
- Develop service learning programs that empower students to lead with purpose and impact society.
- Support successful student transitions through each stage of school

Measures of Success

- 15% of students with attendance less than 85%
- 18 % of students experiencing chronic absenteeism
- Less than 3% of students with SDAs
- All School Culture items in the School Opinion Survey continue

Actions

Culture

- Provide peer mentoring and buddy systems to support students
- Strengthen student, parent and staff voice by embedding regular forums that provide meaningful opportunities for feedback and active participation in school decisions-making
- Create a staff leadership framework that caters to different strengths and interests through providing training and mentoring, supporting the development of instructional leaders

- to be more positive than referenced relevant data
- Increase student, staff, and parent/carer attendance at school events by 25% by the end of 2026
- 25% increase in parent participation at the Redback Roundtable Feedback sessions



3 Innovation and Infrastructure

By prioritising both infrastructure renewal and digital innovation, we aim to enhance learning outcomes and ensure our students are equipped with the skills and capabilities needed to thrive in a rapidly changing, globally connected world.

Focus Areas

Invest in our staff, systems and infrastructure to create a modern, 21st Century learning environment that supports confident, capable educators and delivers improved student outcomes for the Benowa community.

Actions

Innovation

- Whole school approach to digital learning - building capabilities of all staff and students to be future ready
- Strengthen staff confidence to support student success in digital learning
- Professional learning for students and teachers so they are safely, ethically and responsibly using emerging technologies
- Curriculum renewal to include creative programs for real world learning

Measures of Success

Innovation

- School ICT and Digital Policies are updated and reflect current ethical standards and practice
- More than 90% of teaching staff will have completed targeted professional learning focused on safe, ethical and responsible use of emerging technologies
- Curriculum documentation reflects authentic connections to industry, community and global contexts
- Staff collaborate across faculties to design interdisciplinary projects that foster creativity, problem-solving and innovation

Infrastructure Priorities

- Sports Hall including a gym
- Performing Arts Centre renewal
- Continue with General Learning block refurbishments
- Support technology infrastructure as the scaffold for digital connection in teaching and learning
- Library renovation
- W Block infill
 - Innovation Hub
 - STEM Maker space
 - eSports
 - Flexible learning spaces

Measures of Success

Infrastructure

- New Sports Hall completed or planned for to service the demands of our growing school community
- Performing Arts refurbishment completed to meet the needs of our Arts Programs
- STEM Innovation Hub planned for to service the demands of our STEM/Science Programs

Phases of Implementation

Priority	2026	2027	2028	2029
Learning without Limits Systematic curriculum implementation and enactment to support students pathways				
Systematic use of data to maximise student achievement				
Implementing effective pedagogical practices				
Community and Culture Promote a culture of learning				
Continue to build expert teaching team				
Nurture a culture of wellbeing where students and staff feel supported, valued, and connected.				
Empower students to take ownership of their learning by fostering student voice, choice and active participation				
Continue to develop school and community partnerships				
Innovation and Infrastructure Invest in our staff, systems and infrastructure to create modern, 21 st century learning environment that supports confident, capable educators and delivers improved student outcomes for the Benowa community				



Progress Tracker



Developing Implementing Embedded Review

