

BUSINESS PLAN

2024 -2027

MEANINGFUL PATHWAYS

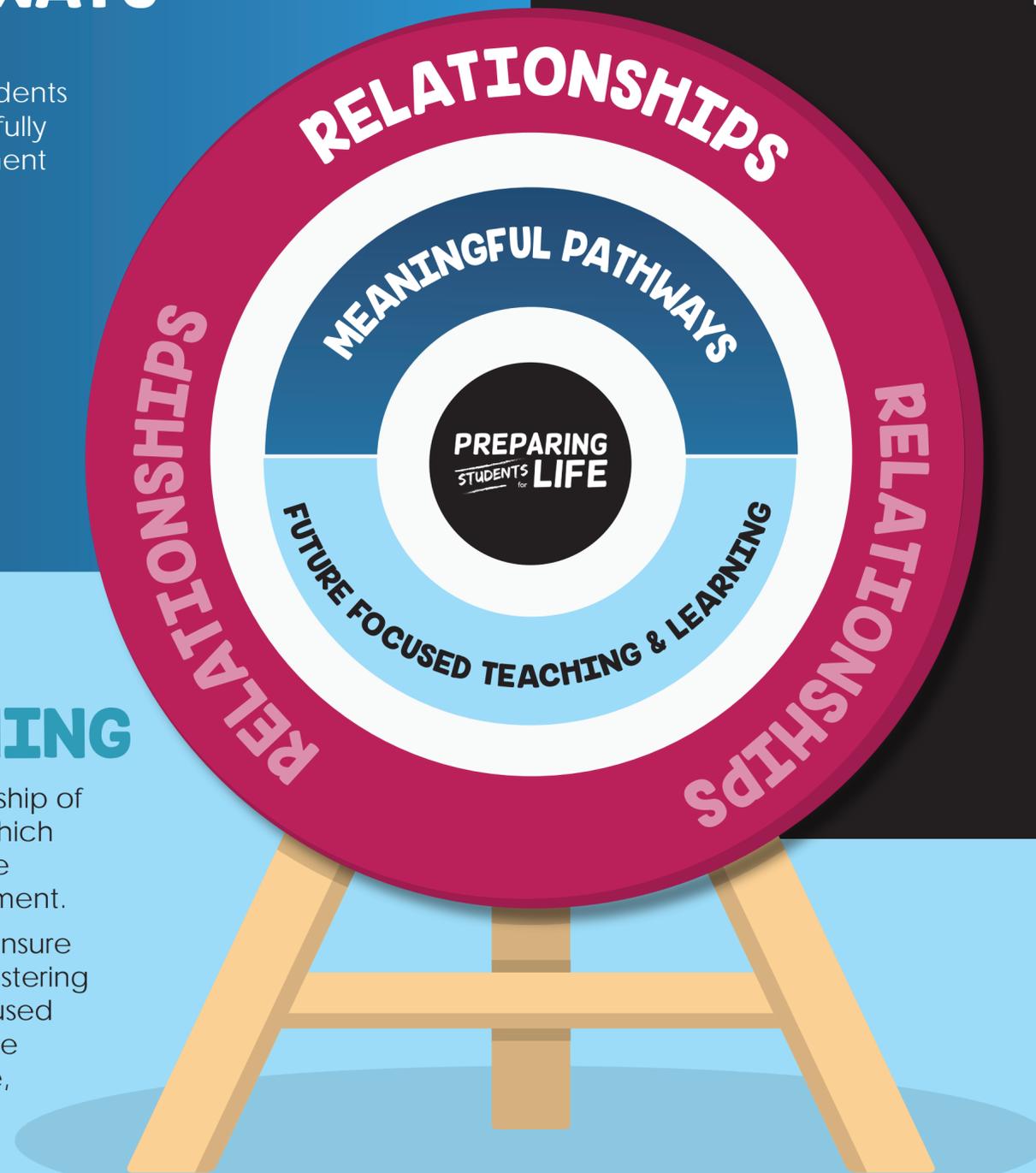
At Manea Senior College, we recognise our broader role as a transitional space where students learn the transferable skills required to successfully navigate their future worlds of study, employment and life. Our work supports students to:

- Understand their future pathways, and what they require to get there;
- Take part in a wide offering of educational experiences that facilitate future pathways: and
- Obtain the levels of achievement, qualifications and skills required to successfully take their next step.

FUTURE FOCUSED TEACHING & LEARNING

Empowering students and staff to take ownership of their learning, by providing an environment which creates a culture of deep thinking, knowledge acquisition and opportunities for skill development.

We engage with the broader community to ensure relevant and real-world learning along with fostering global responsibility. By embracing future focused teaching and experiential learning we prepare students for opportunities beyond the College, with transferrable skills.



RELATIONSHIPS

Strong relationships with students, staff, and community are essential. Through communication and active engagement, we aim to create a supportive learning environment that fosters growth and long-term success with a focus on:

Student-Student Relationships

What is it about my connections to fellow students that makes me want to attend College each day?

Staff-Student Relationships

What is it about my relationships with students that make them want to see me each day?

Staff-Staff Relationships

What is it about my relationships with my colleagues that makes them value working with me each day?

College-Community Relationships

What is it about our relationship with the wider College community that fosters connection to the real world?



Our Values

Choice, Respect, Responsibility, and Success

The culture at Manea Senior College is reflective of a young adult environment with workplace expectations, where positive and productive behaviours are acknowledged, valued, and celebrated. The Manea Community is embodied by four key values - Choice, Respect, Responsibility and Success.

CHOICE: Manea students are coached, supported, and encouraged to make adult, pro-active choices, take ownership of their decision making and understanding how it affects their future. At Manea, students conduct themselves with maturity and self-discipline, and their choices reflect these qualities.

RESPECT: At Manea, we produce global citizens who care for their environment and value the opinions and experiences of others. Respect for self, others and the environment are essential attributes, allowing the Manea Community to operate in a highly focused, cooperative manner.

RESPONSIBILITY: The Manea Community values personal conduct characterised by high levels of responsibility. Manea students are organised, self-motivated learners and conduct themselves according to this approach.

SUCCESS: Manea students learn that success looks different for each individual and extends beyond grades and academic achievement. They are motivated to embrace opportunities and push their limits, striving for their personal best. Students are expected to engage in opportunities and to challenge themselves to try new things.



OUR PURPOSE

Preparing Students for Life

PREPARATION FOR LIFE BEYOND COLLEGE

Manea is dedicated to preparing students not just for academic success but for life itself. The focus is on developing skills, values, and independence that will serve them well in the future.



TREATED AS YOUNG ADULTS

At Manea, students are treated with respect and responsibility. They are empowered to make informed choices and take ownership of their decisions, fostering maturity and self-discipline.

A GLIMPSE INTO WORKPLACE EXPECTATIONS

Manea offers a unique environment that reflects the principles of workplace expectations. Students get a head start in understanding professional conduct, organisation, and motivation, setting them up for future success.



A PATHWAYS APPROACH

Manea has a strong moral purpose to provide quality teaching and learning experiences, as well as other opportunities that enable personal development and skill building for the future.

Students can access a range of pathways that enable them to create post school opportunities for themselves and work towards the Western Australian Certificate of Education (WACE), with courses at general and university pathway level, nationally recognised qualifications and endorsed programs that enhance the student experience.

DOMAIN: MEANINGFUL PATHWAYS

STRATEGIC FOCUS

Support students to understand their future pathways, and what they require to get there.

- **Pathway Awareness:** Provide opportunities for students to explore a range of future options, including further education, training, and employment.
- **Decision-Making Skills:** Equip students with strategies to make informed choices about their next steps.
- **Goal Setting and Planning:** Support students to set realistic goals and develop actionable plans.
- **Access to Information:** Ensure students have reliable resources and tools to understand requirements for different pathways.
- **Ongoing Support:** Offer regular opportunities for reflection and adjustment of plans.
- **Check ins:** explore student mentoring and check-in opportunities that help students feel supported, stay on track, and build confidence in their learning journey.

STRATEGIC FOCUS

Support students take part in a wide offering of educational experiences that facilitate future pathways.

- **Broad Learning Experiences:** Encourage participation in diverse academic and co-curricular activities that build transferable skills, including the use of student PL sessions for clubs, workshops and life skill development opportunities.
- **Practical Exposure:** Provide authentic learning experiences such as projects, workshops, and community engagement.
- **Skill Development:** Promote programs that strengthen personal and professional capabilities.
- **Collaborative Opportunities:** Foster partnerships with external organisations to enhance student experiences.

STRATEGIC FOCUS

Support students to obtain the levels of achievement, qualifications and skills required to successfully take their next step.

- **Academic Support:** Implement strategies to help students achieve their learning goals.
- **Personalised Learning:** Use tailored plans and interventions to address individual needs.
- **Progress Monitoring:** Regularly review student progress and provide constructive feedback.
- **Holistic Development:** Emphasise attitudes, behaviours, and effort (ABE) as key components of success.
- **Targeted Assistance:** Identify students at risk and connect them with appropriate support mechanisms.
- **Personalised Learning Plans:** implement individualised learning plans (as required) tailored to each student's identified areas for improvement.

DOMAIN: RELATIONSHIPS

STRATEGIC FOCUS

Cultivating positive and respectful relationships between students.

What is it about my connections to fellow students/class members that makes me want to come to college?

- Inclusive Student Support Services: provide a safe and inclusive support service for all students.
- Student Wellbeing Program: develop and implement a comprehensive program addressing mental, emotional, and social health.
- Counselling and Guidance: link students to external counselling services to support emotional and mental well-being.
- Peer Support Programs: establish peer mentoring and support groups to foster a sense of community.
- Extracurricular Activities: promote involvement in clubs, sports, and arts programs to develop diverse skills.
- Interest-Based Groups: provide opportunities for staff and students to join groups, clubs and teams in areas of interest (e.g., Out on Country, PATT, Storm Chasers, Music).
- Student Voice: utilise Student Voice to identify and develop opportunities for students.
- Student Leadership: strengthen the Student Executive team to provide leadership opportunities and develop skills.
- Leadership Workshops: conduct workshops and training sessions for student leaders.
- Cultural and Societal Awareness: enhance understanding of cultural, gender, neurodiversity, and societal issues.
- Out on Country Program: sustain and enhance the Out on Country program as a cultural awareness initiative.
- Student Diversity: emphasise the importance of understanding and valuing student diversity, including linguistic, cultural, religious, and socioeconomic backgrounds.
- Diversity and Inclusion Initiatives: organise events and activities celebrating diversity and promoting inclusion.
- Recognition Programs: implement programs to celebrate student achievement and positive attitude, behaviour and effort (ABE).
- Celebrating Achievements: celebrate and promote student achievements within and outside the classroom.

STRATEGIC FOCUS

Building of positive relationships between staff and students.

What is it about my relationships with students that make them want to see me each day?

- Communication and Expectations: establish strong communication and clear expectations.
- Regular Feedback: provide regular feedback to help students understand their progress.
- Staff-Student Interaction: promote informal interactions to build rapport and trust.
- Staff Involvement: encourage staff participation in whole College events and activities.
- Positive Reinforcement: encourage positive reinforcement of desired attitude, behaviour and effort (ABE).

DOMAIN: RELATIONSHIPS

STRATEGIC FOCUS

Maintenance and development of positive and ongoing relationships between the College and wider community and fostering new connections.

What is it about my relationship with the wider College community that fosters connection to the real world?

- **Parent Partnerships:** develop strong partnerships with parents to support student learning and well-being.
- **Parent Engagement Programs:** organise workshops and events to engage parents in the educational process.
- **Industry and Community Connections:** maintain and develop partnerships with industry, business and agencies to create opportunities for scholarships, sponsorship, work placements and other value add partnerships.
- **Community Voice:** continue to work with the College Board to advocate for MSC and in doing so develop a set of indicators on 'Board effectiveness' to measure impact.
- **Community Projects:** encourage student participation in community service projects.
- **Leadership Opportunities:** strengthen student leadership opportunities and provide platforms for leading college and community initiatives.
- **Alumni Engagement:** strengthen connections with Alumni for mentorship and networking opportunities.
- **Track Pathways Data:** audit current systems and create a database for tracking Alumni and post-college pathways.
- **Community and Global Responsibility:** design learning experiences that foster community involvement, global responsibility, and sustainability, encouraging students to contribute meaningfully to society and the planet.

STRATEGIC FOCUS

Relationships between staff are respectful, professional and generate collegiality.

What is it about my relationships with my colleagues that makes them **value** working with me each day?

- **Leadership and Communication:** Leadership Team to establish expectations and model communication standards.
- **Collaborative Culture:** foster a culture of collaboration to achieve common goals through the use of the Bullshift Professional Learning program for staff.
- **Team Building:** organise opportunities to strengthen relationships, socialisation, communication and teamwork.
- **Staff Wellbeing Plan:** establish a plan to support individual and collective well-being.
- **Wellbeing Programs:** implement programs promoting physical, mental, and emotional well-being across the college.
- **Recognition and Appreciation:** foster a culture where staff feel genuinely valued through meaningful recognition of their contributions and achievements.
- **Leadership Development:** establish a Manea shared leadership model to build capacity from within the college.

DOMAIN:

FUTURE FOCUSED TEACHING & LEARNING

STRATEGIC FOCUS

Authentic Learning

- Provide meaningful learning experiences that emphasises real-world relevance, deeper understanding, and practical application of knowledge.
- Provide experiential learning opportunities that promote purposeful learning and enhance student's transferrable skills and knowledge.
- Provide impactful learning experiences that connect with the community, promote global responsibility, contribute to the community and the planet, all while emphasising sustainability.

- **Authentic and Experiential Learning:** provide meaningful learning experiences that emphasise real-world relevance, deeper understanding, and practical application of knowledge through hands-on, inquiry-based approaches.
- **Cross-Curricular Projects:** promote cross-curricular collaboration and interdisciplinary projects that connect learning across subjects and reflect the complexity of real-world challenges.
- **Student Agency:** provide opportunities for student agency and voice in the learning process, empowering them to take ownership of their learning.
- **Skill Identification:** conduct workshops with staff to clarify and elaborate on the Manea Senior College essential skills of communication, teamwork, digital skills, thinking skills and resilience.
- **Skill Development:** educate students and staff on the importance of skill development and offer professional development and other opportunities to enhance these skills.
- **Digital Credentials:** recognise student learning in the skills area with digital credentials.
- **Technology Integration:** expertly select and apply technologies to maximise student learning and progress.
- **Design Thinking:** upskill and improve staff knowledge and application of design thinking for problem-solving.
- **Higher-Order Thinking:** develop student capacity for higher-order thinking and deep learning through problem-solving and inquiry-based approaches.
- **Culturally Responsive Pedagogies:** integrate culturally responsive pedagogies that build on the strengths of diverse student backgrounds, particularly Aboriginal students.

DOMAIN:

FUTURE FOCUSED TEACHING & LEARNING

STRATEGIC FOCUS

Teaching and Learning Culture

- Create flexible learning environments that enhances teaching and learning by encouraging deep thinking and skill development.
- Develop and implement an understanding of how we learn, process information, and store knowledge (cognitive process).
- Create diverse assessments, including diagnostic, formative, summative and self-assessments to ensure that students can apply their knowledge and skills effectively.
- Encourage and promote constructive feedback as a learning tool to foster deep learning.
- Provide staff and students opportunities to share good practice and demonstrate skill acquisition.
- Utilise data to enable teachers to review patterns and trends and set target goals.

- **Learning Spaces:** Design and provide flexible, collaborative, and diverse learning environments that support deep thinking, skill development, and a range of teaching and learning styles, including quiet study, group work, and whole-class instruction
- **Wireless Connectivity:** ensure easily accessible wireless connectivity from laptops to high-quality TV screens.
- **Cognitive Process Understanding:** develop and implement an understanding of how we learn, process information, and store knowledge (cognitive process).
- **Cognitive Load and Metacognition:** promote metacognitive awareness across the school by providing professional development for staff on cognitive load and metacognition, and by

equipping students with strategies to understand themselves as learners and set goals for future growth

- **Feedback Culture:** create a culture where feedback is valued and seen as constructive.
- **Constructive Feedback:** encourage and promote constructive feedback as a learning tool to foster deep learning.
- **Data Utilisation:** use data to enable teachers to review patterns and trends and set target goals.
- **Personalised Learning Plans:** develop individualised learning plans (as required) tailored to each student's identified areas for improvement.
- **Study Skills Programs:** Deliver study skills programs (e.g., Reach) that teach students effective strategies for time management, exam preparation, and transferring information into long-term memory.

- **Skill-Building Workshops:** conduct workshops focused on essential skills such as communication, teamwork, digital skills, and resilience.
- **Explicit Teaching:** staff use the Lesson Design Framework to scaffold lessons and make learning intentions explicit in every lesson (Purpose, Action, Reflection).
- **ABE Rubric:** develop an Attitude, Behaviour, Effort (ABE) rubric based on College Learner Responsibilities and educate stakeholders on expectations and assessment protocols.
- **Assessment Understanding:** ensure staff have a clear understanding of all assessment terms and how to develop various assessment types.
- **Diverse Assessments:** create diverse assessments, including diagnostic, formative, summative, and self-assessments, to ensure students can apply their knowledge and skills effectively.
- **Sharing Practice:** encourage staff to present professional development opportunities for their colleagues and to share their professional practice.
- **Professional Development:** encourage staff to undertake professional development to stay updated on changes in pedagogy in teaching and learning.
- **Performance Development Planning:** utilise the PDP process with staff to review and refine courses including data analysis, assessment reviews and reflection on curriculum delivery, teaching practice and learning experiences.

DOMAIN:

FUTURE FOCUSED TEACHING & LEARNING

STRATEGIC FOCUS

Empowering Student and Teacher Agency

Foster a lifelong learning environment where students and teachers are empowered to view challenges as opportunities for growth, discover their purpose and actively engage in their learning journey.

- **Digital Portfolios:** promote the use of e-portfolios to showcase skill achievement and highlight areas of growth.
- **Professional Development:** encourage staff professional development to maintain currency with changes in teaching and learning pedagogy and digital literacy (e.g. joining educational groups, attending workshops, undertaking webinars, professional reading).
- **Industry and Community Connections:** promote staff and students to connect with industry and community organisations to ignite engagement and create purpose in curriculum learning, both within and outside the classroom.
- **Guest Speakers:** engage guest speakers to the College to spark interest in areas of further exploration and development.
- **Cultural Responsiveness:** encourage staff to critically reflect on their own cultural background, values, and beliefs, and use this knowledge to respond to the diverse needs of students.

STRATEGIC FOCUS

Pedagogical Innovation

Research and apply future-focused pedagogical practices for meaningful learning and increased digital literacy.

- **Future-Focused Practices:** research and apply future-focused pedagogical practices for meaningful learning and increased digital literacy.
- **Professional Development:** encourage staff to undertake professional development to stay updated on changes in teaching and learning pedagogy and digital literacy.
- **GenAI Tools:** support teachers in using GenAI tools to aid in teaching and learning through a clear and maintained GenAI policy.
- **Collaborative Software:** utilise collaborative software to foster teamwork and collaboration among staff and between staff and students.
- **Document Accessibility:** improve accessibility of documents, data, and feedback from outside the college using platforms like Microsoft Teams.
- **Pedagogical Innovation Team:** offer opportunities for staff to collaborate on changes and improvements in pedagogical innovation (eg: Pedagogy and Technology Team - PATT).

COLLEGE BUSINESS PLAN

PERFORMANCE TARGETS

DATA	TARGET
ATAR Data	Target 70% of ATAR students achieving 70+ ATAR
ATAR Data	Target 20% of ATAR students achieving 90+ ATAR
VET Data	Target 45% of VET students achieving Cert III or higher
OLNA Data	Target 100% of students meeting literacy/numeracy standards
WACE Attainment	Target 95% of students achieving WACE
Attendance rates	Target 65% of students attending at 90% or above
Student Voice Surveys	College Target 4.0+ (5 Point Scale of 1 Strongly Disagree to 5 Strongly Agree)
Parent Voice Surveys	College Target 4.0+ (5 Point Scale of 1 Strongly Disagree to 5 Strongly Agree)
Staff Voice Surveys	College Target 4.0+ (5 Point Scale of 1 Strongly Disagree to 5 Strongly Agree)