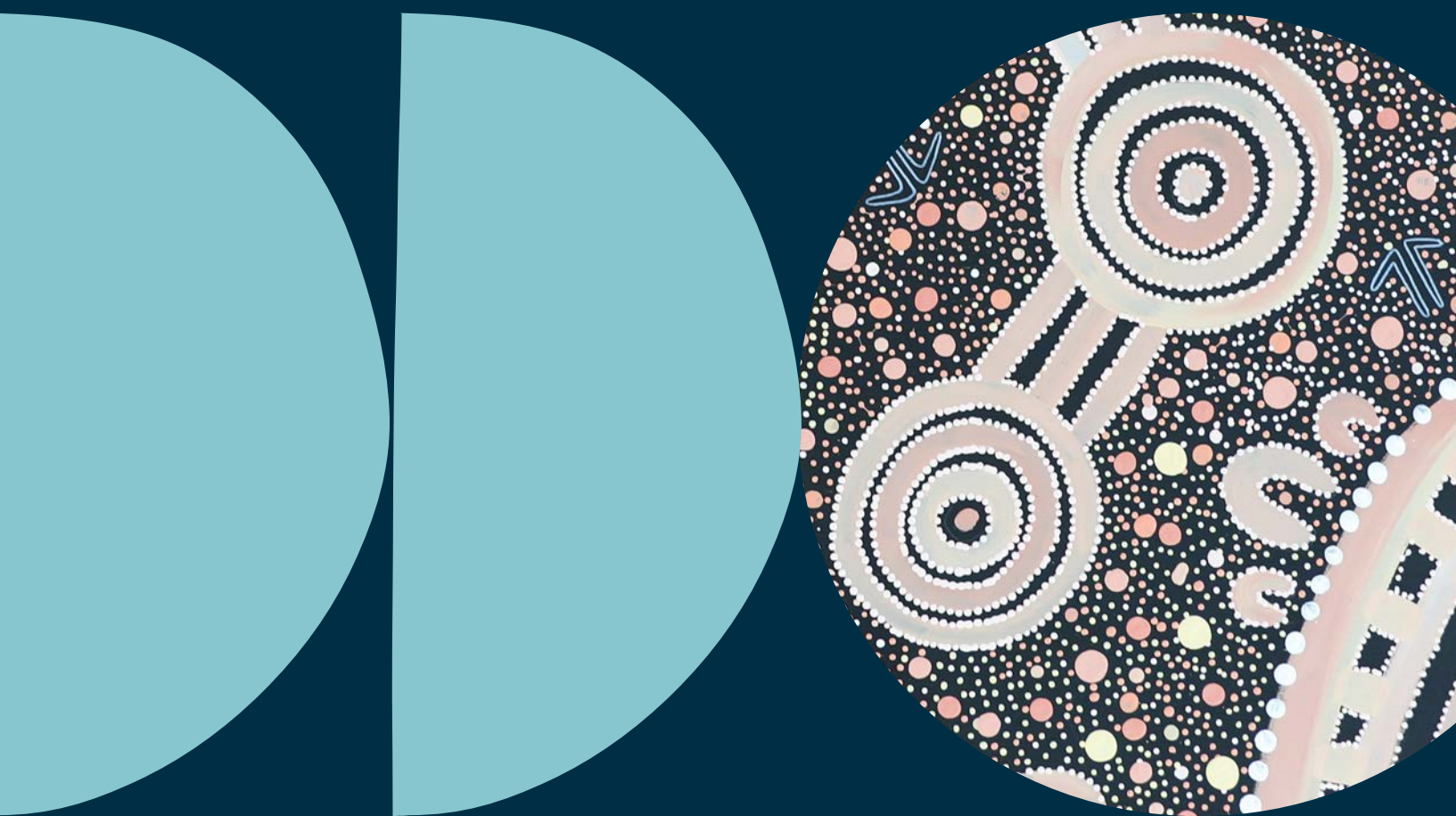


ST PHILIP'S CHRISTIAN COLLEGE DYNAMIC LEARNING

Reconciliation Action Plan

NEWCASTLE CAMPUS



**Dynamic Learning
College**
FOR THE WHOLE OF LIFE



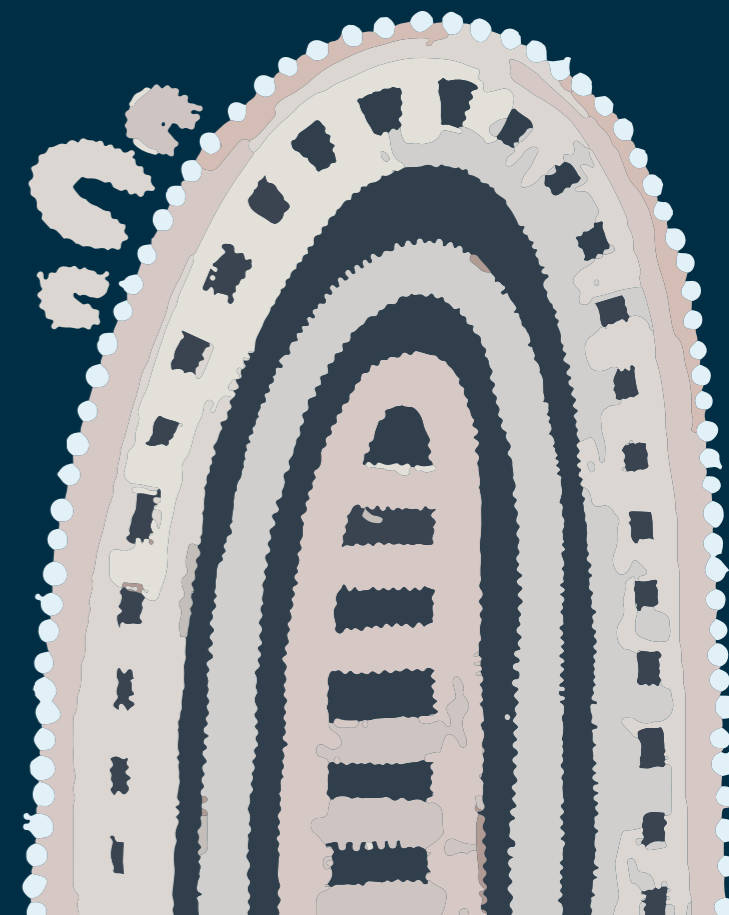
Vision for Reconciliation

A reconciled Australia actively acknowledges and values the cultural diversity of all people, including the diversity of Aboriginal and Torres Strait Islander peoples. It recognises the injustices experienced by Aboriginal and Torres Strait Islander peoples since colonisation and works towards healing. There is a spirit of unity, and a commitment to and shared understanding of the importance of embarking on a collective journey of reconciliation as we work together to accept the truths of our nation's history and embrace the continued significance of culture and community. Dynamic Learning College promotes an understanding of and respect for diverse cultures, histories, and perspectives. We commit to live out our Christian values of inclusivity, recognition of the strength of the diversity, and ensuring all individuals are welcomed, respected, and valued.

"Reconciliation is more beautiful than victory,"

Aunty Loretta Boney

Proud Kamilaroi Woman.



A message from our Principal

As the Principal of St Philip's Christian College, Dynamic Learning, it is a privilege to share our inaugural Reconciliation Action Plan (RAP). At SPCC Dynamic Learning, we recognise the importance of fostering a community built on respect, understanding and inclusivity. We are committing ourselves to supporting a journey of reconciliation across each of our campuses.

In this plan, we outline specific actions and initiatives that we will undertake across our four campuses. These actions encompass various aspects of our educational approach, community engagement and celebration of culture. We are committed to listening to and learning from Aboriginal and Torres Strait Islander peoples to foster meaningful relationships to ensure culture can be authentically embedded.

Central to our mission is the acknowledgement of the inherent value and diversity of all individuals as part of God's creation. Our commitment stems from our desire to create an equitable Australia where all members of society can thrive and for us to lead and learn with Christ's love towards a reconciled Australia.

Alison Warran
Principal



About the Artist

Working closely with the young parents at St Phillips Christian College, we constructed the idea and theme for family and togetherness, expressing this through a visual and traditional lens. It was an honour to partake in such a heartfelt day with both students and teachers. Thank you to all those who participated and came to sit, listen, learn and teach.

Mikaela Cameron
Badagarang - Indigenous Artist



RAP Working Group

RAP WORKING GROUP

Name	Position
Loretta Boney	Community member
Shaona Folwell	Staff (teaching)
Michelle Cairelli	Staff (teaching)
Alison Warran	Principal / Director
Brooke Collins	Parent/carer
Wayne Clare	Parent/carer
Deb Gregory	Staff (non-teaching)
Kirsty Wann	Parent/carer
Fiona Searls	Staff (teaching)
Dan Folwell	Community member
Matt Wann	Parent/carer



RAP ACTIONS

Relationships in the classroom

ACTION

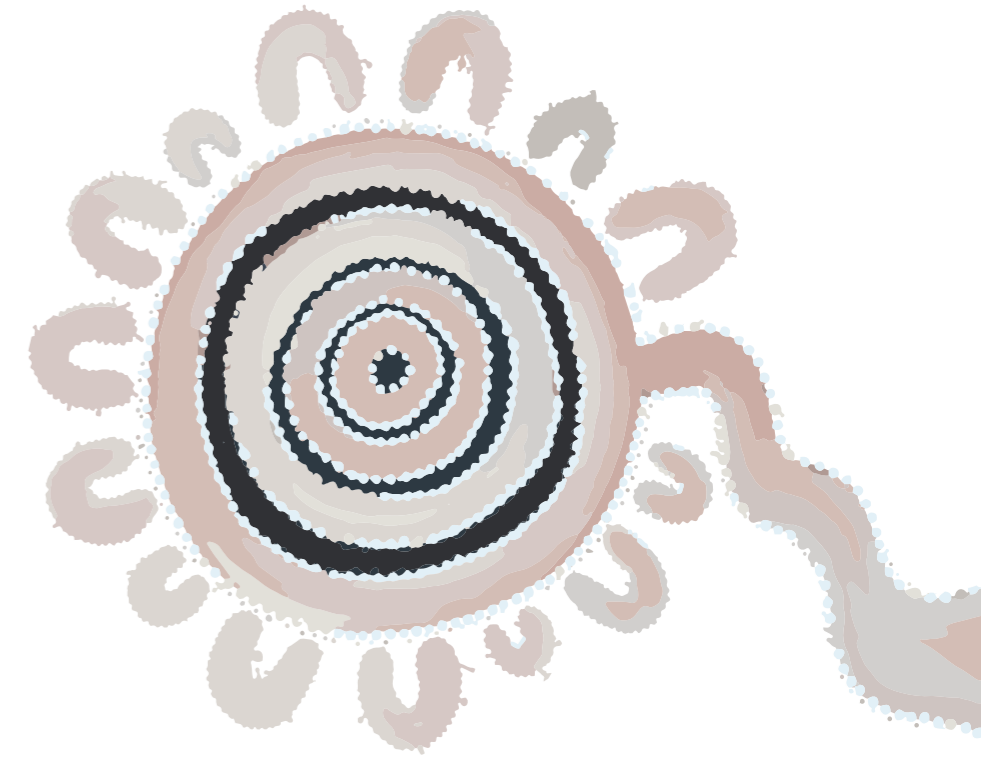
Aboriginal and Torres Strait Islander People in the Classroom

COMMITMENT

We are committed to engaging Aboriginal and Torres Strait Islander people in our learning activities. Having Aboriginal and Torres Strait Islander voices in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.

GOAL

At Dynamic Learning College we will ensure cultural integration into the Curriculum. We will integrate Indigenous histories, cultures, and contemporary lives into the lessons. We will develop age-appropriate and culturally sensitive learning materials that accurately represent Aboriginal and Torres Strait Islander perspectives.



DELIVERABLES

Staff will be supported to build relationship with local Aboriginal and Torres Strait Islander people and organisations to strengthen knowledge and culture. Curriculum will be designed with these relationships in mind to embed into the learning. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.

Dynamic Learning College will preserve Indigenous Language and support the revitalisation and preservation of Aboriginal and Torres Strait Islander languages through language programs and resources integrated into the educational curriculum. The College will work with local Indigenous community members to help incorporate Native Language around the community space e.g. 'Garli' for water at the bubblers. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.

At Dynamic Learning College we aim to embrace and apply authentic Indigenous Perspectives. To do this we will engage with local Indigenous communities and invite elders, storytellers, artists, and other knowledge holders to share their perspectives, histories, and cultural practices with children. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.



RAP ACTIONS

Relationships in the classroom

ACTION

Opportunities for Aboriginal and Torres Strait Islander Students and Children

COMMITMENT

We commit to providing opportunities for our Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities positively impact the wellbeing of Aboriginal and Torres Strait Islander students and children, and create shared pride for Aboriginal and Torres Strait Islander cultures, contributions, identities and histories in the wider school community.

GOAL

Dynamic Learning College aims to create a supportive and inclusive environment that offers opportunities for Aboriginal and Torres Strait Islander students to celebrate their cultural identities. We are committed to positively impacting the wellbeing of these students and fostering shared pride in Aboriginal and Torres Strait Islander cultures, contributions, identities, and histories within the wider school community.



It has been a privilege to be part of the RAP Working Group. As a Wiradjuri man who is early in the journey of learning about my culture, *to sit and learn with passionate, generous, and knowledgeable Indigenous community members has been amazing.*

Dan (Wiradjuri)

DELIVERABLES

Dynamic Learning College will provide ongoing professional development and training for all staff to enhance their cultural competency and ensure they possess the knowledge and skills to teach Indigenous cultures effectively.

Dynamic Learning College will preserve Indigenous Language and support the revitalisation and preservation of Aboriginal and Torres Strait Islander languages through language programs and resources integrated into the educational curriculum. The College will work with local Indigenous community members to help incorporate Native Language around the community space e.g. 'Garli' for water at the bubblers. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.

All students to be involved in cultural celebration days including Reconciliation Week, NAIDOC Week and Sorry Day.

Ensure the practice of Acknowledgment of Country as an essential ritual in all educational settings, fostering a sense of belonging and respect for the traditional custodians of the land.

Dynamic Learning College to hold community events to highlight the significance of valuing and respecting Aboriginal and Torres Strait Islander cultures and the role of education in achieving reconciliation and social cohesion. Eg NAIDOC Week, Reconciliation Week, Sorry Day.

Dynamic Learning College will arrange cultural performances and storytelling sessions that showcase Indigenous traditions and achievements, emphasising the importance of reconciliation in celebrating diversity.

Dynamic Learning College will implement individualised Personalised Learning Pathway Plans for all Aboriginal and Torres Strait Islander students. These tailored learning plans will be designed to address the unique learning styles, abilities, interests, and aspirations of each student, providing a customised educational experience that fosters culture, academic growth, personal development, and lifelong learning skills.

RAP ACTIONS

Relationships around the school

ACTION

Cultural Responsiveness for Staff

COMMITMENT

We are supported to reflect on and build our cultural responsiveness to improve our practice and best support the needs of Aboriginal and Torres Strait Islander students. We are provided with a range of opportunities to build our knowledge and understanding of our own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures.

GOAL

At Dynamic Learning College all staff will integrate Indigenous histories, cultures, and contemporary lives into the Units of Work for all educational levels. Staff will develop age-appropriate and culturally sensitive learning materials that accurately represent Aboriginal and Torres Strait Islander perspectives.

DELIVERABLES

All staff will be provided with ongoing professional development and training for staff to enhance their cultural competency and ensure they possess the knowledge and skills to teach Indigenous cultures effectively.

Trauma Informed Care professional development training for staff.

Dynamic Learning College will secure adequate funding and resources to sustain and expand the implementation of culturally inclusive education initiatives.



RAP ACTIONS

Relationship with the community

ACTION

Welcome to Country

COMMITMENT

Where appropriate, significant events at our school commence with a Welcome to Country. Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. By incorporating these protocols into formal events and important occasions, we recognise Aboriginal and Torres Strait Islander peoples as the First Australians and Custodians of the Land.

GOAL

Dynamic Learning College will promote the regular practice of Acknowledgment of Country in school gatherings and events to show respect for the traditional custodians of the land and deepen students' understanding of the local Indigenous heritage. These events will include - Reconciliation and NAIDOC events, Community events, Chapel, Assemblies, Presentation, Formals, Welcome Days, ANZAC services etc.

DELIVERABLES

Dynamic Learning College will practice the Acknowledgment of Country as an essential ritual in all educational settings, fostering a sense of belonging and respect for the traditional custodians of the land. A staff members running an event will be responsible for confirming a student/community member/staff member to deliver the Welcome or Acknowledgement of Country.



RAP ACTIONS

Relationship with the community



ACTION

Celebrate National Reconciliation Week

COMMITMENT

Our school community celebrates National Reconciliation Week (NRW) which is held from 27 May to 3 June each year by talking about reconciliation in the classroom and around the school, and celebrating with the community. NRW is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.

GOAL

Dynamic Learning College aim to empower staff to collaboratively design and implement a diverse range of activities during Reconciliation Week that promote a deeper appreciation of the shared histories, cultures, and contributions of Aboriginal and Torres Strait Islander Peoples among students, staff, and the broader school community.



It has been an absolute pleasure to be a part of the RAP committee, to listen, to learn and to pave a way forward for the SPCC community.

Reconciliation is everyone's business; we all play a part in raising awareness and strengthening relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples. I hope that my contribution is a small step in the right direction.

Brooke (Wiradjuri)

DELIVERABLES

Dynamic Learning College to hold community events to highlight the significance of valuing and respecting Aboriginal and Torres Strait Islander cultures and the role of education in achieving reconciliation and social cohesion. Eg NAIDOC Week, Reconciliation Week, Sorry Day.

All students to be involved in cultural celebration days including Reconciliation Week, NAIDOC Week and Sorry Day.

Dynamic Learning College will organise commemorative activities, such as assemblies, workshops, and art projects, to engage students in understanding the historical context and significance of reconciliation days. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.

Dynamic Learning College will create and embed inclusive learning materials by developing age-appropriate learning materials and resources that authentically represent Indigenous perspectives and histories, with a focus on reconciliation days' themes and messages. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding curriculum coordinators and teaching staff to ensure the successful execution of this action.

Dynamic Learning College will invite Indigenous elders, cultural representatives, and community members to share their experiences and insights related to reconciliation days with the students. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.



RAP ACTIONS

Relationship with the community

ACTION

Build Relationships with Community

COMMITMENT

We commit to building relationships with our local Aboriginal and Torres Strait Islander community that are built on mutual respect, trust and inclusiveness. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, students, children and community members.

GOAL

Dynamic Learning College aims to establish authentic and long-lasting relationships with the local Indigenous community and organisations. We strive to connect on a deep level, engaging in respectful dialogue, collaboration, and mutual support. Through these connections, we aspire to contribute positively to the preservation and promotion of Indigenous cultures, traditions, and aspirations.



Developing our Reconciliation Action Plan provided a rich opportunity to build relationships with our community. Our RAP has created a framework for our students to *accept, respect and embrace different cultures and histories.*

Fiona - Head of Campus - DLC Newcastle



DELIVERABLES

Dynamic Learning College will adopt and embed authentic Indigenous Perspectives into classrooms, teaching programs, wellbeing programs and community events. We will engage with local Indigenous communities to invite elders, storytellers, artists, and other knowledge holders to share their perspectives, histories, and cultural practices with children. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.

Dynamic Learning College will form partnerships by collaborating with Indigenous organisations, community leaders, and elders to co-design culturally relevant educational resources and ensure the appropriate representation of Indigenous knowledge and perspectives. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.

At Dynamic Learning College we will create partnerships and collaborate with Indigenous organisations, community leaders, and elders to co-design culturally relevant educational resources and ensure the appropriate representation of Indigenous knowledge and perspectives. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.

Ensure Aboriginal and/ or Torres Strait Islander peoples are active members on the RAP working team.

Ensure Aboriginal and Torres Strait Islander perspectives inform decision-making processes by respecting the experiences and knowledge that Aboriginal and Torres Strait Islander peoples can bring to committees.



RAP ACTIONS

Respect in the classroom

ACTION

Teach about Reconciliation

COMMITMENT

Our school community is committed to learning about reconciliation in Australia. Having an understanding of the concept, history and progress of reconciliation is an important part of continuing the reconciliation journey. This understanding also helps to strengthen engagement with our school's RAP by positioning it within the broader story of reconciliation in Australia.

GOAL

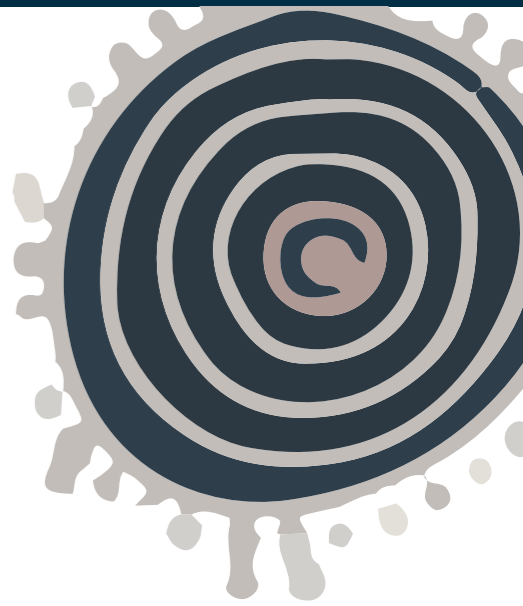
Dynamic Learning College commits to implementing a comprehensive reconciliation education program that fosters understanding, respect, and active engagement in the reconciliation process among students and staff. Through this program, we aspire to contribute to a more inclusive and unified society that values and embraces the histories, cultures, and contributions of Aboriginal and Torres Strait Islander peoples.

DELIVERABLES

All staff and programs will integrate reconciliation themes and content across all subjects and grade levels, ensuring that students learn about the history of Indigenous Australians, the impacts of colonisation, and ongoing efforts for reconciliation. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding curriculum coordinators and teaching staff to ensure the successful execution of this action.

Dynamic Learning College will provide ongoing cultural competency training for all staff members, enabling them to deliver reconciliation education effectively and respectfully.

Dynamic Learning College will integrate the significance of reconciliation days, such as National Sorry Day, National Reconciliation Week, and NAIDOC Week, into the school curriculum across all year levels and subjects. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding curriculum coordinators and teaching staff to ensure the successful execution of this action.



RAP ACTIONS

Respect in the classroom



ACTION

Explore Current Affairs and Issues

COMMITMENT

We commit to knowing the news and being responsive to current issues significant to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. We will do this through delivering our curriculum, policies and procedures, and integrating it into the way our school operates.

GOAL

Dynamic Learning College aims to create a learning environment where all students are actively encouraged to explore and understand current affairs and issues that affect Indigenous Australians. We seek to foster social awareness, empathy, and a sense of responsibility towards advocating for positive change and reconciliation within the wider community.

DELIVERABLES

Staff will facilitate regular discussions and debates on current affairs related to Indigenous communities, promoting critical thinking and empathy among students.

At Dynamic Learning College all staff will integrate Indigenous perspectives and contemporary issues facing Indigenous Australians into the curriculum across various subjects and grade levels. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding curriculum coordinators and teaching staff to ensure the successful execution of this action.

Staff will invite Indigenous guest speakers and representatives to share their insights and experiences, providing students with firsthand knowledge of the challenges faced by Indigenous Australians.

As part of learning activities, staff will encourage students to analyse media representations of Indigenous Australians, helping them recognise and challenge stereotypes and biases. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding curriculum coordinators and teaching staff to ensure the successful execution of this action.

Programs and teaching activities will incorporate news articles, documentaries, and multimedia resources that highlight current issues and events relevant to Indigenous Australians. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding curriculum coordinators and teaching staff to ensure the successful execution of this action.

RAP ACTIONS

Respect around the school

ACTION

Acknowledgement of Country

COMMITMENT

Our school recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the Country on which we live, work, learn and grow. All staff and students have the opportunity to show respect to Traditional Owners and Custodians by regularly conducting an Acknowledgement of Country at meetings and events throughout the year.

GOAL

An Acknowledgement of Country is an act of respect for the continuing connection of Aboriginal or Torres Strait Islander Traditional Owners and Custodians to the land on which your school stands. Dynamic Learning College aims to establish a consistent practice of Acknowledgment of Country at every event, gathering, and official occasion. We are committed to fostering a culture of respect, recognition, and appreciation for the traditional custodians of the land on which we gather.



Having the opportunity to lead the Reconciliation Action Plan working group at Dynamic Learning Newcastle has been an unforgettable learning journey. *Together, we have embarked on a mission to weave Aboriginal and Torres Strait Islander perspectives into the very fabric of our school community.* Recognising the importance of embracing cultural differences, we have dedicated ourselves to creating a space where all people learn and celebrate diversity.

Working alongside a dedicated team, I've discovered the profound significance of collaboration in fostering a united vision. Each step we take towards incorporating Indigenous perspectives into our curriculum and school community brings us closer to realising a more inclusive Australia. It's been an honour to contribute to the Reconciliation Action Plan and to learn from the wisdom of the team. *Together, we're striving for a future where First Nations peoples' culture is not only learned but cherished and celebrated.*

Shaona (Proud wife and mother of Wiradjuri people)



DELIVERABLES

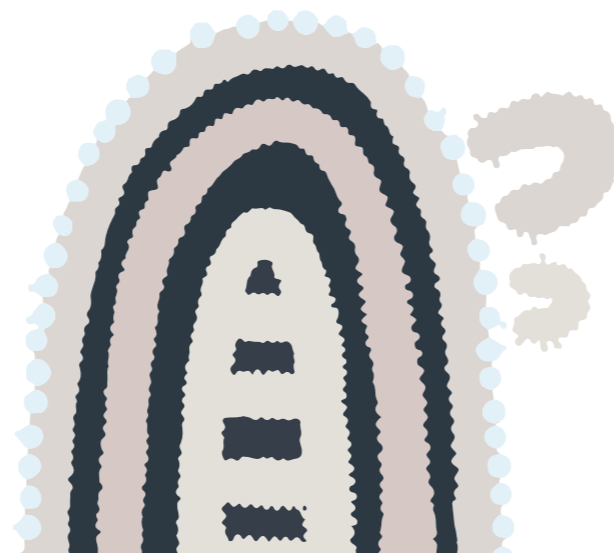
Dynamic Learning College will incorporate the acknowledgment process into event planning from the outset, ensuring it becomes an integral part of the event agenda.

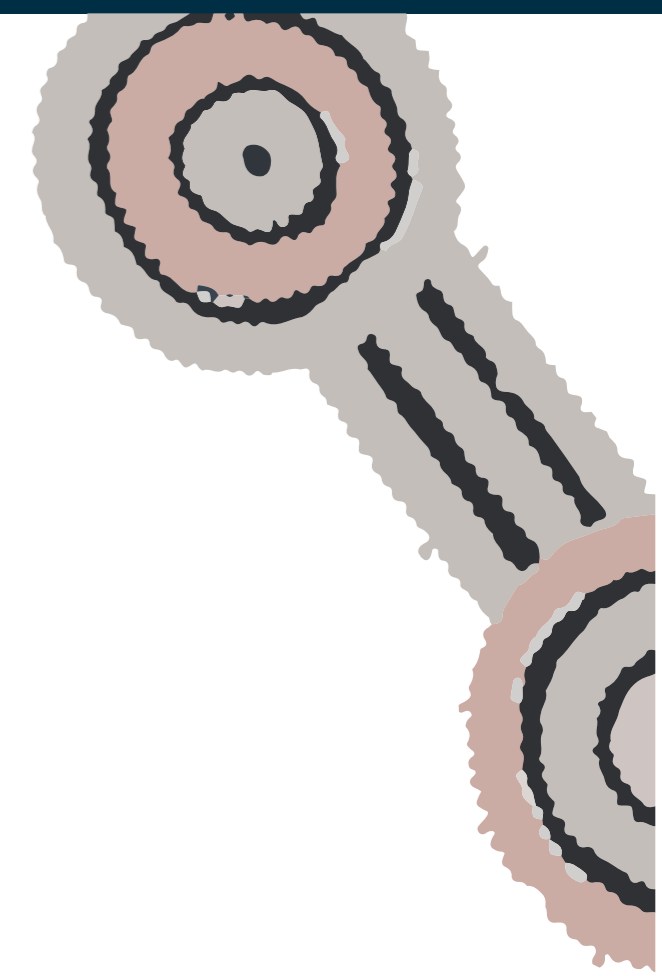
Dynamic Learning College will integrate Acknowledgment of Country into the organisation's policies and guidelines, making it a standard practice for all events.

Dynamic Learning College will provide training and resources to all staff members and students to ensure they understand the significance and appropriate protocols of Acknowledgment of Country.

Dynamic Learning College will display culturally appropriate signage or symbols at event venues to remind attendees of the significance of Acknowledgment of Country.

Dynamic Learning College will ensure the regular practice of Acknowledgment of Country in school gatherings and events to show respect for the traditional custodians of the land and deepen students' understanding of the local Indigenous heritage.





RAP ACTIONS

Respect with the community

ACTION

Celebrate Days of National Significance

COMMITMENT

We commit to organising and participating in events to celebrate or commemorate days/ weeks of national significance for Aboriginal and Torres Strait Islander peoples and the reconciliation movement to show our pride in, and respect for, Aboriginal and Torres Strait Islander histories, cultures and contributions. We also commit to including Aboriginal and Torres Strait Islander perspectives when we commemorate other national days, such as January 26 (Australia Day) and Anzac Day.

GOAL

Dynamic Learning College commits to actively embracing and celebrating significant national celebrations of Indigenous Australians, including NAIDOC Week, National Reconciliation Week, and other relevant cultural events. Through these celebrations, we aim to promote cultural awareness, appreciation, and a sense of unity, fostering a deeper understanding of the histories, achievements, and contributions of Indigenous peoples.

DELIVERABLES

All students to be involved in cultural celebration days including Reconciliation Week, NAIDOC Week and Sorry Day.

Dynamic Learning College to hold community events to highlight the significance of valuing and respecting Aboriginal and Torres Strait Islander cultures and the role of education in achieving reconciliation and social cohesion. Eg NAIDOC Week, Reconciliation Week, Sorry Day.

Dynamic Learning College will develop a calendar of events and activities aligned with significant national celebrations of Indigenous Australians, ensuring diverse and engaging programs for participants.



As Non-Aboriginal parents to an Aboriginal child, we have found our involvement in the reconciliation group to be incredibly insightful. The Reconciliation Action Plan is significant for us because it's all about *fostering understanding and respect between Indigenous and non-Indigenous communities*. Witnessing our school intentionally integrate culturally appropriate practices into daily life has been meaningful for both of us. *It's not just about enhancing the educational experience; it's about nurturing a more inclusive society*. We're committed to this journey of reconciliation because we believe it's crucial for creating a better world for our child and future generations.

Matt and Kirsty

RAP ACTIONS

Respect with the community

ACTION

Aboriginal and Torres Strait Islander Flags

COMMITMENT

Our school flies or displays the Aboriginal and Torres Strait Islander flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.

GOAL

Dynamic Learning College will foster a welcoming and inclusive environment that recognises and honours the Indigenous peoples of our region. We will fly the Aboriginal and Torres Strait Islander flags on-site alongside our national flag to demonstrate our pride and respect for the histories, cultures and contributions of Australia's First Peoples to promote a sense of community partnership and a commitment toward reconciliation.

DELIVERABLES

Aboriginal, Torres Strait Islander and Australian flag is to be raised daily and lowered at the front of school.

All staff and students are to ensure proper maintenance of the flags, including routine inspection, replacement when required, and adherence to flag-flying protocols.



RAP ACTIONS

Respect with the community

ACTION

Take Action Against Racism

COMMITMENT

We will raise awareness of racism, its impacts and how to respond effectively when it happens. We will do this through an anti-racism strategy tailored to the needs of our school.

GOAL

Dynamic Learning College aims to actively combat racism and foster an inclusive environment, we will implement a comprehensive action plan focused on education, awareness, policy review, and community engagement.

DELIVERABLES

Dynamic Learning College will develop and integrate a robust diversity and inclusive curriculum that educates students about racism, biases, privilege, and the importance of cultural understanding. The curriculum will be age-appropriate and infused across all grade levels and subjects. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding curriculum coordinators and teaching staff to ensure the successful execution of this action.

The College's Principal will review and amend the existing school policies and disciplinary measures to ensure they do not disproportionately impact students from racially diverse backgrounds. Implement changes to create a fair and equitable disciplinary process..





RAP ACTIONS

Opportunities in the classroom

ACTION

Curriculum Planning

COMMITMENT

Aboriginal and Torres Strait Islander histories and cultures are a key, ongoing part of curriculum planning, development and evaluation across all year levels and learning areas. We will review curriculum documents to find out where we include Aboriginal and Torres Strait Islander histories and cultures, and to what extent and where we could include Aboriginal and Torres Strait Islander histories, cultures and contributions in the curriculum.

GOAL

Dynamic Learning College will promote cultural understanding, reconciliation, and respect for Aboriginal and Torres Strait Islander cultures, by embedding their perspectives into all curriculum documents when planning lessons and educational programs.



DELIVERABLES

Leadership and Curriculum coordinators will conduct a thorough review of existing curriculum documents to identify opportunities for incorporating Aboriginal and Torres Strait Islander perspectives across all subjects and grade levels. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding curriculum coordinators and teaching staff to ensure the successful execution of this action.

Staff will engage with local Aboriginal and Torres Strait Islander Elders, educators, and community members to gain authentic insights into their cultures, histories, and knowledge systems and embed the knowledge into curriculum documents and programs.

Staff members will source and create a collection of authentic and culturally appropriate resources, including stories, artworks, language materials, and historical accounts, to enrich the curriculum with Indigenous perspectives. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding curriculum coordinators and teaching staff to ensure the successful execution of this action.

Provide comprehensive training and professional development opportunities for teachers to enhance their cultural competence and confidence in integrating Aboriginal and Torres Strait Islander perspectives into their teaching practices

Encourage teachers to adopt teaching strategies that honour and celebrate Indigenous cultures, such as storytelling, art, music, and hands-on learning experiences.

All programs across the Stages at Dynamic Learning College will contain Aboriginal content and perspectives embedded. The school will implement an evaluation framework to assess the effectiveness of the educational initiatives, regularly seeking feedback from Indigenous communities, educators, and students.

RAP ACTIONS

Opportunities around the school

ACTION

Inclusive Policies

COMMITMENT

All staff at school are aware of policies referring to improving educational outcomes for Aboriginal and Torres Strait Islander people and building knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. When internal policies are reviewed and developed, we will ensure that they are inclusive of Aboriginal and Torres Strait Islander peoples and perspectives, and that there is a plan in place to ensure that all staff comply with these policies in their daily practice.

GOAL

The leadership team at Dynamic Learning College aim to promote equity, cultural respect, and academic success for Aboriginal and Torres Strait Islander students, the school will develop and implement inclusive policies that address their specific needs and foster a supportive learning environment.



DELIVERABLES

Dynamic Learning College will ensure that all staff are aware of the specific challenges and barriers faced by Aboriginal and Torres Strait Islander students in the current educational system in order. All teaching and wellbeing staff will collaborate with student's family and community to create PLPs for all Indigenous students.

Engage in meaningful consultation with local Aboriginal and Torres Strait Islander communities, Elders, and education experts to gather insights and perspectives that inform the development of inclusive policies.

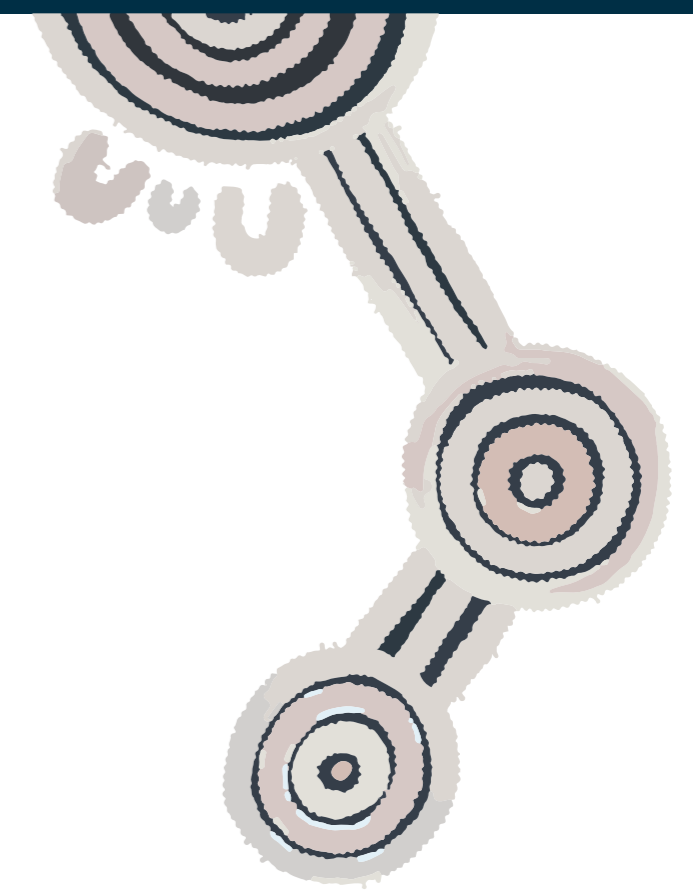
Strengthen communication and collaboration with Aboriginal and Torres Strait Islander parents, caregivers, and community members to involve them in their children's education and decision-making processes. All teaching and wellbeing staff are to work collaboratively with the family and community to create Personalised Learning Pathway Plans for all Indigenous students.

Dynamic Learning College will implement individualised Personalised Learning Pathway Plans for all Aboriginal and Torres Strait Islander students. These tailored learning plans will be designed to address the unique learning styles, abilities, interests, and aspirations of each student, providing a customised educational experience that fosters cultural goals, academic growth, personal development, and lifelong learning skills.

Dynamic Learning College's will amend their enrolment policy document to state the College is committed to providing a personalised learning program for all Aboriginal and Torres Strait Islander students.

Dynamic Learning College will integrate Acknowledgment of Country into the organisation's policies and guidelines, making it a standard practice for all events.

The College's Principal will review and amend the existing school policies and disciplinary measures to ensure they do not disproportionately impact students from racially diverse backgrounds. Implement changes to create a fair and equitable disciplinary process.



RAP ACTIONS

Opportunities around the school

ACTION

Staff Engagement with RAP

COMMITMENT

Commitment to the Reconciliation Action Plan (RAP) from all staff is essential for developing a RAP that is implemented in a meaningful and sustainable way. All staff will be involved in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the RAP Working Group.

GOAL

Dynamic Learning College aim to build a school community that is united in its commitment to reconciliation, we will strive to ensure that all staff members actively engage with and foster all actions outlined in the Reconciliation Action Plan.

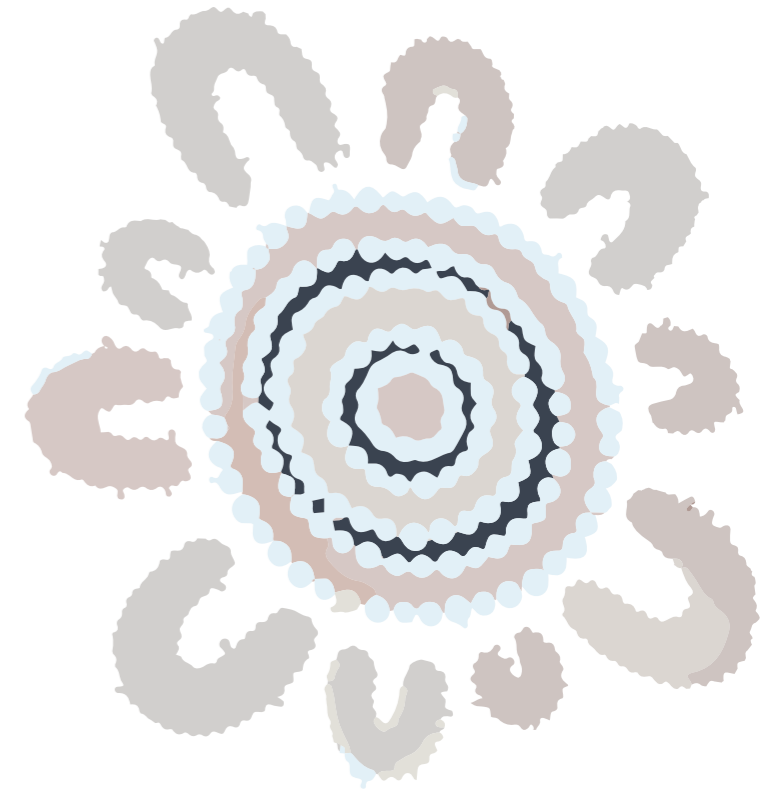


Reconciliation is important because you can *represent your culture* of being a Worimi person. I want people to know about my culture and the food and dancing. I want to *learn everything* about my culture.

Sofia – Worimi (Student)

DELIVERABLES

Staff to be engaged and implement the deliverables and actions outlined in the Reconciliation Action Plan.
Provide all staff members with comprehensive training on the significance of reconciliation, the content of the Reconciliation Action Plan, and their role in its successful implementation.
As part of staff professional goal setting, all staff members are to create an individual action plan that aligns with the goals and objectives of the RAP, outlining their personal commitment and contributions to reconciliation efforts.
Integrate cultural respect and understanding into everyday practices, such as incorporating Indigenous perspectives in lesson planning and acknowledging traditional custodianship at school events. The Working Group Coordinator and Facilitator for this action will be responsible for overseeing and guiding all staff members to ensure the successful execution of this action.
The College’s Head of Campus will establish a system for regularly monitoring the progress of the RAP’s implementation, providing feedback, and identifying areas for improvement.
Facilitate opportunities for staff members to engage with local Indigenous Elders and community members, fostering understanding and building authentic relationships.
The College’s Head of Campus to conduct regular staff reviews and evaluations of the RAP’s impact by reflecting on and preparing progress reports for the school community to evaluate successes and future actions.



RAP ACTIONS

Opportunities with the community

ACTION

Celebrate RAP Progress

COMMITMENT

We are committed to reflecting on the progress made in the growth of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of our RAP, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future.

GOAL

We are committed to reflecting on the progress made in the growth of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of our RAP, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future.

DELIVERABLES

College Head of Campus is to conduct regular evaluations of the RAP's impact, preparing progress reports for the school community and stakeholders to maintain transparency and accountability.

Dynamic Learning College will celebrate the support networks or working groups of staff members that collaborated and shared ideas, resources, and best practices while implementing the RAP.

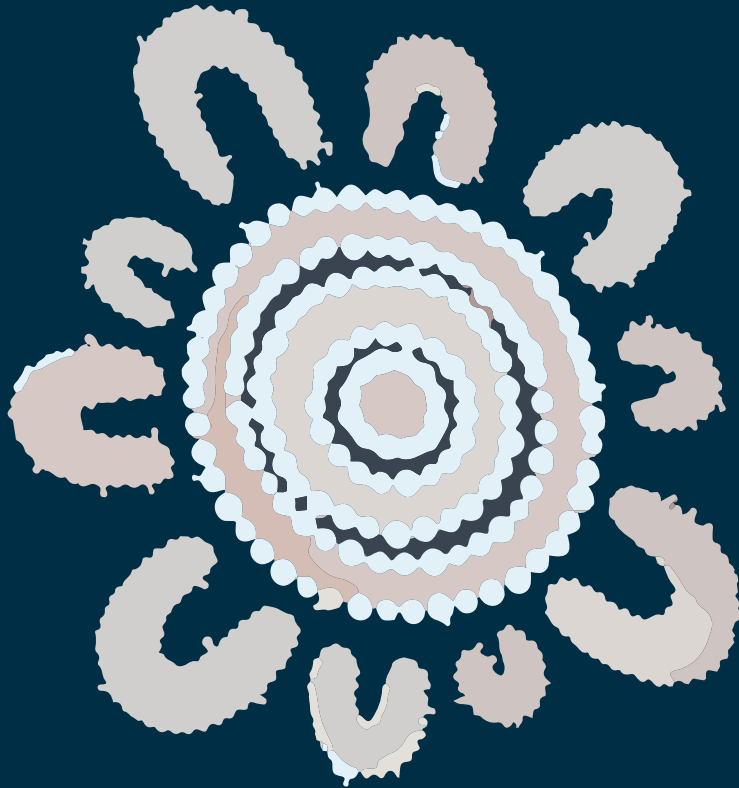
Dynamic Learning College will recognise and celebrate the achievements of staff members and the school community in advancing reconciliation, fostering a positive and encouraging environment.

Reflect on the evaluation system used regularly for monitoring the progress of the RAP's implementation, providing feedback, and identifying areas for improvement

Each staff member to reflect on their individual action plan that aligned with the goals and objectives of the RAP, outlining and reflecting on their personal commitment and contributions to reconciliation efforts.

Ensure Aboriginal and/ or Torres Strait Islander peoples are active members on the RAP working team.

Dynamic Learning College is to publish and launch the school's Reconciliation Action Plan (RAP) to our staff and the broader community. This initiative aims to inform the community of the RAP's goals and actions to promote awareness of reconciliation, cultural understanding, and inclusivity, fostering positive relationships with Aboriginal and Torres Strait Islander communities.



**Dynamic Learning
College**

FOR THE WHOLE OF LIFE