

Personalised Learning Pathways Guidelines

Aboriginal Outcomes and Partnerships Directorate



Acknowledgment of Country

We acknowledge the Land, Country and Waterways of all Aboriginal Language Groups, Clans and Nations across NSW.

We acknowledge Elders past and present for their leadership, guidance and strength.



'All Aboriginal and First Nations students, parents, caregivers, community members and employees, have the basic human right to feel culturally safe across all living and non-living entities, workplaces, educational settings and within the wider community in which they live.'

Source: NSW AECG Inc. Position Statement on Cultural Safety

Table of contents

Personalised Learning Pathways (PLPs) for Aboriginal and/or Torres Strait **Islander students Guidelines**

1. Background and context	4
2. Personalised Learning Pathways (PLPs) for Aboriginal and/or	Torres Strait
Islander students	5
What are PLPs?	5
Why are PLPs important?	5
What are the key features of an effective PLP?	5
3. Personalised Learning Pathways implementation process	7
Engaging Families	7
PLP Implementation Process Model	8
PLP Templates	9
Ongoing monitoring and review of PLPs	9
PLPs in conjunction with other student plans	9
4. Contextualising Personalised Learning Pathways to your scho	ool setting 10
PLPs in the Primary settings	10
Transition Points	12
PLPs in Secondary settings	12
Critical roles and responsibilities	14
5. Support Resources	16
6. Templates	17

1. Background and context

Personalised Learning Pathways were a formal recommendation from the 2004 Aboriginal Education Review, in genuine partnership and collaboration with the NSW Department of Education and NSW Aboriginal Education Consultation Group Incorporated (NSW AECG).

Recommendation 28 of the review noted that each Aboriginal student have a "personalised plan that will be developed by the school in partnership with parents/caregivers and include targets for learning against syllabus outcomes and agreed family support strategies, e.g., home reading strategies, attendance, transition from primary to secondary education".

Central to the implementation of this recommendation were the voices of Aboriginal families and community. Through strong relationships, collaboration, and partnerships with schools, staff and families we will see Aboriginal students achieve their aspirations and educational potential.

These guidelines provide schools with the key information to support the effective development and implementation of Personalised Learning Pathways (PLPs) for Aboriginal and/or Torres Strait Islander students.

2. Personalised Learning Pathways for Aboriginal and/or Torres Strait Islander students

What are PLPs?

PLPs are an active and continuous process. They are developed in consultation and collaboration with the student, their families/carers and teachers, to identify, organise and apply personal approaches to learning and engagement for success.

PLPs can have short term and/or long-term goals. Short term goals can be specific steppingstones to reach long term goals. Essential to this process is the monitoring, reviewing and celebration of goals achieved and setting of new goals to ensure our Aboriginal and/or Torres Strait Islander students are always progressing in a forward motion.

Why are PLPs important?

It is highly recommended that all Aboriginal and/or Torres Strait Islander students have a PLP that is tailored to the student and is regularly reviewed, updated and celebrated.

To enable teachers to provide tailored support for each student's learning, it is important that PLPs be developed for all Aboriginal and/ or Torres Strait Islander students, including those who have additional learning needs or have high potential and/ or gifted and talented (SEF reference: Learning Domain- Student Performance measures). PLPs for high potential and/ or gifted and talented students should record the implementation of appropriate educational strategies and differentiated curricula needed to support exceptional learners to fulfil their potential. (SEF reference: Teaching Domain-Effective Classroom Practice)

Aspirational goals and the mapping of learning pathways are an important part of PLPs. 'An Aboriginal student with high aspirations has a 71% chance of attaining an HSC compared to 49% for an Aboriginal student with low aspirations' (CESE 2021).

What are the key features of an effective PLP?

The holistic nature of PLPs allows students' academic, social/emotional, wellbeing and cultural needs to be addressed. PLPs aim to enhance outcomes for Aboriginal and/or Torres Strait Islander students, with a focus to improve student engagement, attendance, retention, transition points, HSC

attainment and post- schooling options.

An effective PLP must:

- Honour the voices of students and their families/carers
- Be owned by the student, and engage the student's voice in the development monitoring, review and celebration processes.
- Authentically be developed in genuine partnership with families and support staff where required.
- Record student's academic goals and aspirations in a context that takes into account the student's spiritual, cultural, emotional, social and physical health and wellbeing.
- Ensure schools and community include cultural goals that provide opportunities that engage students to create a deep sense of identity, connection and belonging.
- Contain specific, measurable, achievable, realistic, time bound, evaluative and rewarding (SMARTER) goals that support students to realise their goals and potential.
- Discuss all relevant transition points and post schooling pathways.
- Be easily accessible and regularly communicated to students, families and staff.
- Ensure that during the development and monitoring of PLPs staff utilise language that respects the integrity and beliefs of families/ carers, avoiding educational jargon and acronyms where possible.
- Include a literacy and numeracy component for all students to support and enhance student learning outcomes, and
- Foster an opportunity for high expectations across all areas and promotes leadership experiences.

Where possible schools should utilise the knowledge and expertise of their Local/Regional NSW AECG in the development and consultation of their PLPs. Under the NSW AECG and NSW Department of Education Partnership Agreement, schools are expected to genuinely consult with the AECG on all matters relating to Aboriginal Education.

Personalised Learning Pathways implementation process

Engaging Families

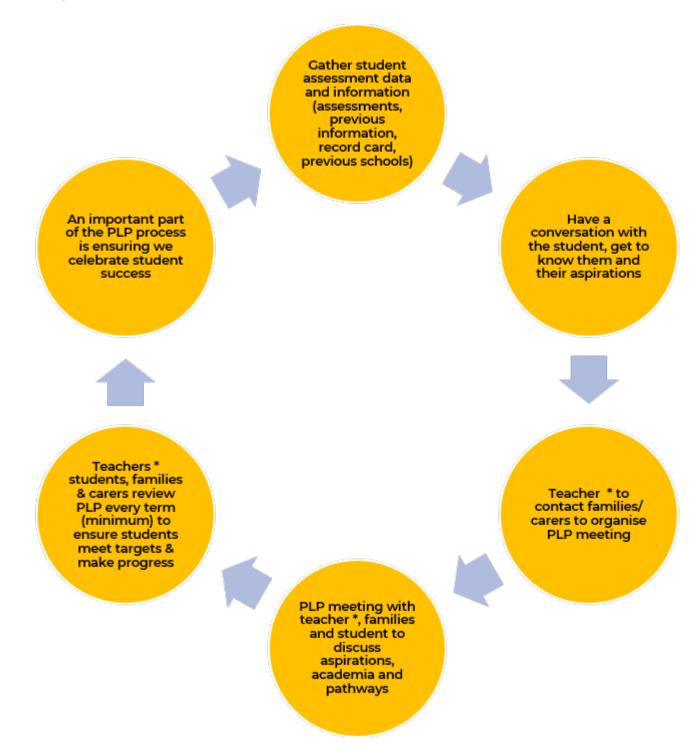
The PLP document is used by schools to ensure Aboriginal and/or Torres Strait Islander students and their families are actively engaged in meaningful planning and decision-making in education. PLP conversations are of great importance as they identify and strengthen shared understandings of aspirational goals, expectations and responsibilities.

Research shows that families and teachers have a significant influence on students' aspirations, goals and motivation (Gemici 2014).

These conversations need to be respectful and genuine. Maintaining confidentiality and privacy is critical to building trust and respect among Aboriginal and/or Torres Strait Islander families.

It is important that families understand *why* schools need to gather specific information and *how* it will be used to support the PLP process.

PLP Implementation Process Model



^{*} Teacher - refers to Classroom teacher and PLP Mentor

There are multiple entrance points into the PLP monitoring and review process:

- An effective PLP is owned by the student. Engaging students in the monitoring and review process promotes active learning and personal empowerment.
- Through the continuous assessment process, teachers, PLP mentors and specialist support staff may refer to the PLP document throughout the year and make annotations outlining evidence of goals achieved. This evidence can be discussed with the student and family/ carers during informal and formal conversations.

PLP Templates

There is no statewide PLP template. It is highly recommended that schools create their own PLP template in partnership which their local community and where possible Local AECG. It is crucial that this template is localised and contextualised to the community and students. Please refer to Section 6 for recommended sample templates.

Ongoing monitoring and review of PLPs

It is strongly recommended that PLPs be reviewed, and monitored at least once a term with students, teachers, PLP mentors and families/ carers. Regular check-ins are key to the success of the process. This can involve informal conversations with students and families. Engaging students in the monitoring and review process promotes active learning and personal empowerment.

PLPs in conjunction with other student plans

It's critical that students who require additional plans have a PLP that supports and includes all relevant learning plans to ensure successful learning outcomes.

4. Contextualising your Personalised Learning

Pathways to your school setting

Schools should have an Aboriginal Education Committee that includes Local AECG representation and supports a culture of high expectations and community engagement, resulting in sustained and measurable whole-school improvement.

Building a relationship between schools and local families/ carers and communities will enhance the learning experience of students and promote reconciliation through better understanding. PLPs enable Aboriginal and/or Torres Strait Islander students to actively participate in decision-making at school on matters which shape their educational experiences.

To be successful, schools must value the perspectives and opinions of students and act on them in a way that genuinely shapes learning and decision-making.

PLPs in Primary settings

Implementation

1.1.8 These commitments affirm the inherent right of Aboriginal students to fair, equitable, culturally inclusive and significant educational opportunities so that all students obtain a high-quality education as a platform for enriching their life chances and achieving their full potential. Aboriginal Education Policy.

The PLP process must adhere to the 2004 review recommendations which are to ensure active relationships are built between classroom teachers*, students and their families/carers. In all primary settings a three-way process must be established by the student's classroom teacher, with an active voice and ownership by the students and strongly supported by their families/carers.

Classroom teachers need to identify a locally developed PLP proforma that is contextualised to the needs of the school community and families. Contact must be made with families/carers to attend an initial meeting with the classroom teacher and the student.

It is the responsibility of this meeting to follow the PLP process (page 8) to identify SMARTER, cultural and aspirational goals for students. If required, classroom teachers are encouraged to invite appropriate staff, including learning and support teams and Aboriginal education staff to participate in the PLP process. Accountability must sit with the classroom teacher to ensure effective implementation of PLPs.

Regular review meetings must occur termly as well as regular check-in meetings.

PLPs are a genuine process whereby students have a strong voice, that is supported by families/carers and guided by classroom teachers.

* Classroom teacher is the designated teacher the student spends most of their time.

Roles and Responsibilities

Classroom Teacher

- The process of the PLP is initiated and implemented by the classroom teacher
- PLPs are a three-way process whereby teachers establish genuine relationships with students and their families/carers
- Teachers meet with students and families/ carers to identify, discuss and record student strengths and aspirations
- Establish clear, concise and meaningful goals that are monitored, reviewed and celebrated,
 and
- Establish and ensure a culturally safe environment that supports and enhances educational pathways.

Support Teachers/other Staff

- PLPs are not the responsibility of the Support team.
- Their role is not to drive the process but to support and enhance.
- Where and when possible, Aboriginal education support staff are to support the process only.

Executive Level

 Drive school systems and processes to ensure that PLPs are regularly implemented, monitored, reviewed and celebrated.

Aboriginal Education Officers/Workers/ Aboriginal Student Learning Support Officer

 Actively support teachers and school staff in strengthening community links with families/ carers, students and schools.

Aboriginal Education Committee

Facilitates conversations with executive members and staff around key decision making, cultural opportunities and supports school PLP processes.

Aboriginal Community Liaison Officers

- Support schools in making genuine connections with their local Aboriginal Community/organisations.
- Provide cultural support and advocacy for students and families.

Transition Points

- PLPs provide a solid foundation to support Aboriginal and/or Torres Strait Islander students as they transition through their schooling. From school readiness to post-school pathways, each journey is unique and must be underpinned by the individual student.
- Planning to support Aboriginal and/or Torres Strait Islander students at each transitional milestone not only provides stability and continuity, but also improves student confidence.
- A successful PLP needs to acknowledge potential challenges experienced by our Aboriginal and/ or Torres Strait Islander students as they transition through their educational journey. Schools need to ensure a personalised approach to this process. One way this can be achieved through developing positive partnerships with students, families/ carers and community.
- Ensuring student readiness and preparedness is also key to this process.
- High quality, culturally inclusive early childhood education services and schools work with families and communities to set a strong foundation for early learning, including a child's transition to school.

PLPs in the Secondary setting

Implementation

The PLP Mentor

The PLP Mentor plays a crucial role in developing, implementing and reviewing of PLPs. This role can be undertaken by a school staff member who has a positive relationship with the student and is passionate about ensuring the aspirations and learning outcomes of the student are achieved. It is essential that the PLP Mentor has a deep understanding of the student's cultural, social, emotional and academic aspirations to ensure they can collaboratively support them in setting and achieving their goals.

"No significant learning can occur without a significant relationship" as noted by James Comer. The PLP Mentor allows Aboriginal and/ or Torres Strait Islander students to build real and meaningful connections with staff and promotes a culturally safe space that allows students be open, reflective and aspirational around their learning goals.

A PLP Mentor can be:

- A classroom teacher
- Aboriginal Education Officer
- Aboriginal Student Learning Support Officer
- Student Learning Support Officer
- Year Advisor
- Roll Call/ Pastoral Care teacher
- Learning Support Teacher
- Head Teacher

The role of the PLP Mentor:

- Develop, maintain, evaluate and celebrate the PLP in genuine partnership with the student and family/carer
- Ensure PLPs are a living, breathing document and communicated to relevant school staff
- Schedule regular ongoing formal and informal conversation that solidifies relational trust and ensures genuine implementation, reviewing and monitoring and promotes student engagement and improvement.

HSC Minimum Standard

Supporting Aboriginal and/ or Torres Strait Islander student HSC attainment is a key Departmental priority. Ensuring PLPs explicitly support the achievement of minimum standards in the following areas; reading, writing and numeracy is key to achieving higher rates of retention and attainment.

 To support Aboriginal and/ or Torres Strait Islander students to successfully complete the HSC minimum standard assessments, schools may need to provide small group support workshops, student access to a homework or learning centres where possible or Aboriginal SLSO in class support.

Setting Career Goals/ Post-school options

- Through the use of PLPs schools should ensure they engage Aboriginal/or and Torres Strait Islander students in high-quality vocational learning and VET programs. Doing this, supports successful transitioning from school to work.
- Through a personalised approach schools should tailor their programs to equip Aboriginal and/or Torres Strait Islander students with the knowledge and skills they need to make informed study and work choices, and to successfully transition to life beyond school.
- Raising the aspirations and self-esteem of Aboriginal and/ or Torres Strait Islander secondary students helps to better engage them in making informed post-school career or study decisions. An important aspect of the PLP process is linking their skills, talents and interests with potential vocational and workforce options.
- Engaging key personnel such as the Careers Advisor and/or Transition Advisor ensures students can access work experience, structured work placements and real post-school options.

Critical Roles and Responsibilities

Student

- Student voice and ownership is critical for the success of a PLPs
- Active participants in their PLP
- Regular termly check in and review meetings with classroom teacher/PLP mentor.

Families/carers and Community

- Central to the PLP process are the voices of our families and community.
- It is critical that we honour what families/ carers want for their children and what these students want for themselves.

The PLP process should actively seek to engage in genuine partnership and consultation with all key stakeholders to ensure they are meaningful, authentic living and breathing documents.

Principal

- Principal accountability and leadership are key to the success of the PLP process.
- Principals must ensure the implementation, support, release time and the monitoring by classroom teachers/PLP Mentor of the school's PLP process.
- Establish culturally safe classrooms and meeting spaces for students and their families Provide all staff with appropriate PLP professional learning.
- Ensure support staff are available to support classroom teachers/PLP mentors where and when possible.
- Ensure schools and staff celebrate student achievements and reaching desired goals.

Aboriginal Community Liaison Officers

- Support schools in making genuine connections with their local Aboriginal Community/organisations.
- Provide cultural support and advocacy for students and families/carers.

Aboriginal Education, Strategic Delivery Advisor

The role of the Aboriginal Education, Strategic Delivery Advisor in your area is to provide PLP professional learning to staff and schools.

Director/Executive Director

The Role of the Director and Executive Director in the PLP process is to encourage Principals to strengthen the capacity of their staff in the PLP process through professional learning and implementation, supported by their local Aboriginal Education, Strategic Delivery Advisor.

5. Support Resources

- Personalised Learning Pathways Implementation Checklist
- Personalised Learning Pathways Principal School Sign Off
- The NSW Department of Education, Aboriginal Education Policy
- Turning Policy into Action: Support guide for school implementation of the Aboriginal **Education Policy**
- Aboriginal Outcomes and Partnerships Directorate Website
- New South Wales Aboriginal Education Consultative Group Inc. Website
- School Excellence Framework
- **Universal Resources Hub**
- How can you engage with your local Aboriginal Community?
- Stronger strides together meeting the educational goals of Aboriginal and/or Torres Strait Islander students

For further information and support please contact the Aboriginal Outcomes and Partnerships Directorate or your local Aboriginal Education, Strategic Delivery Advisor.

School Support Contacts



Personalised Learning Pathways Implementation Checklist

PLP implementation fidelity checklist					
Elements	Task	A quality PLP	What does it look like?		
Gather student assessment data and information - assessments, previous	Prepare and plan	The teacher has prepared and planned a session tailored to each student, factoring in previous PLP goals and equipment such as a laptop is sourced if required	Tailoring includes flexibility and creativity and considers the: Previous PLP goals, aspirations and achievements Length of time involved in PLP Age/stage or school year Current interests, skills and aspirations Experiences Learning style Location and local community Culture Language, literacy and numeracy Needs The natural and physical environment. Cultural and PLP professional learning is undertaken and ongoing support is accessed.		
information, record card, previous school	Select and use informal and formal, diagnostic, formative and summative assessment strategies to gather background information on the student	The student's performance is progressing throughout their schooling from early years to post school option planning	Student's cultural and academic achievement is reviewed with strengths and development areas identified. Formative and summative assessment could include Best Start, reading and numeracy results, NAPLAN and other internal and external measures Where there is a change in performance the source is identified and included in tailoring the approach to the student. Review all PLP documents to inform the session.		
Have a conversation with the student, get to know them and their aspirations	Identify resources and supports	Student sessions include the identification of resources and supports – materials, culture, tutoring, mentoring, and finance	 Feels culturally safe in the school environment Knows how to find and access education resources and can identify people in the school system that can assist Has a career champion, role model or industry contact Has personal supports in place. 		
	Develop relationships with	Relationships include connecting with the student, their	Connection is built on regular contact, collaboration and conversation. The conversation is an exchange and includes: active listening		

	the student throughout their schooling journey Ensure the duration of a session is adequate	family/carer, their teacher and local community in a meaningful way Each student session is of a substantial time and includes the family/carers and student	respect being present and focused reflecting and checking understanding building ideas inclusion of others sharing knowledge and practical information. The student is engaged and responsive in the session and has time to ask questions and provide feedback
Teacher to contact families/carers to organise PLP meeting	Ensure the time, space and place for a session is appropriate	A culturally safe environment was provided at a time of mutual convenience	Establish and implement inclusive and positive interactions to engage and support culturally and academically. Students and their families/carers feel comfortable and culturally safe. This may not include the school grounds. Consider and communicate the number of staff attending meeting to ensure families/carers are not overwhelmed.
	Build a positive relationship through trust and rapport	The teacher, student and their family/carers are motivated and responsive, each is engaged and has confidence in the PLP process	The student has ownership and agency of the PLP. PLP sessions are culturally safe, aspirational, nurturing, useful, interesting and positive. The student understands the benefits of school and education. Families/Carers feel their voice is heard and staff are actively listening.
PLP meeting with teachers, students and their family/carer to discuss aspirations, academia and post school pathways	Ensure the purpose of a PLP is understood by students and families/carers	The teacher, student and their family/carers understand the process and importance of the PLP and ensure it meets the individual student needs.	Family/Carers and peers support student aspirations because they understand how important they are to achievement. Family/Carers have practical strategies to develop the students interest in careers. The student and family/carers readily engages in PLP sessions.
	Provide sessions regularly	Sessions are conducted each term or more frequently	Regular contact maintains connection and could be in a variety of forms such as phone contact, yarns and emails. This should be negotiated with families/carers.
	Link aspirations to interests and pathways to support life-long learning	The teacher, student and their family/carers share a mutual understanding of what is required at each level of schooling including knowledge of post school pathways and support to navigate the options	The student is: exploring their interests in learning from the early years through to post school pathways, and their knowledge and understanding is increasing developing a broad view of career and other opportunities and an understanding of how to navigate towards their aspirations.

NSW Department of Education



YEAR Personalised Learning Pathways confirmation

To be completed by the Principal

I confirm that at *Insert School Name* Personalised Learning Pathways (PLPs) have been developed for all Aboriginal and/or Torres Strait Islander Students using the PLP Guidelines (2022 update). In the development of the PLPs I confirm that:

- Student voice has been engaged in the development, monitoring, reviewing and celebration processes.
- Families and/or Carers have been involved in the development of their child's/young person's plan.
- Individual student's academic goals and aspirations have been discussed.
- Individual student's spiritual, cultural, emotional, social and physical health and wellbeing have been taken into account.
- The school and family have included cultural goals that provide opportunities that engage students to create a deep sense of identity, connection and belonging.
- Each PLP contains specific, measurable, achievable, realistic, time bound, evaluative and rewarding (SMARTER) goals that support students to realise their goals and potential.
- We discussed all relevant transition points and post schooling pathways.
- The PLPs are easily accessible and regularly communicated to students, families and staff.
- During the development and monitoring of PLPs staff utilised language that respects the integrity and beliefs of families, avoiding educational jargon and acronyms where possible.
- A literacy and numeracy component has been included for all students to support and enhance student learning outcomes.
- Our school's process fosters an opportunity for high expectations across all areas and promotes leadership experiences.
- All students and families/carers have been allocated a PLP mentor and are aware of the best contact details
 of their mentor.
- All mentors are aware of their responsibilities in supporting students and families in the PLP process.
- We are committed to reviewing all PLPs each term with students and families/carers and ensuring we celebrate student success.

Our school requests support in the development of Personalised Learning Pathways: YES / NO

	•
School:	
Number of Aboriginal and/or Torres Strait Islander Students:	
Principal's name:	
Principal's signature:	
Please ensure that this form is forwarded to your Director, Education	al Leadership by END of TERM 1

Insert Year.

_____'s

Who's yourfamily/mob?

Personalised Learning Pathway

What are you deadly at?





Student

Photo





Family connections





What do you aspire to do/be?



MyPersonal/Cultural Goal



Things I want my teacher to know about me





Things I might need help with

Family/Carers Commitment

Teacher Commitment



Student Commitment



Catch up Meeting (informal)





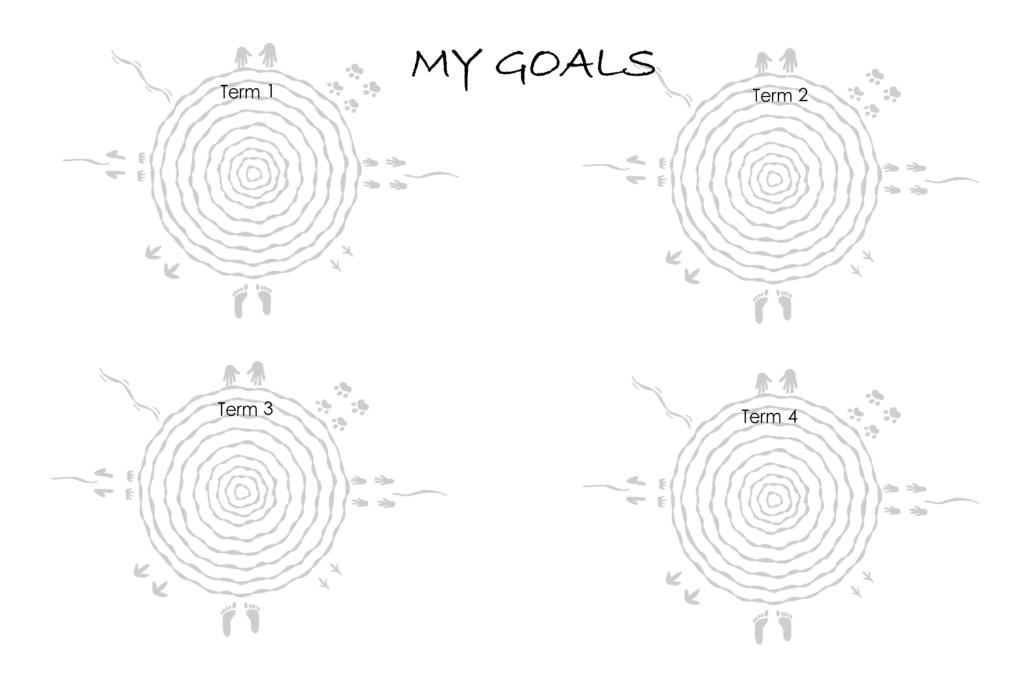
Check in Meeting (re-evaluate goals)

Personalised Learning Pathway

Planning areas		People involved in development of the PLP:
KLAs	Other Areas	
□ English	☐ Literacy	Teacher:
☐ Mathematics	☐ Numeracy	Family/Carers:
☐ Science	☐ Social skills	Others:
□ HSIE	☐ Leadership	
□ CAPA	☐ Debating	1 1
□ PDHPE	□ P/Speaking	art on
	o	
urrent strengths		
Stud	dent	Family/Carers Teacher
spirational goals		
	K	
		W W
		* * * * * * * * * * * * * * * * * * *
trategies to achie	ve goals	* *
trategies to achie	eve goals	Family/Carers Teacher
trategies to achie	eve goals lent	* *
trategies to achie	eve goals dent	* * * * * * * * * * * * * * * * * * *
trategies to achie Stu d	eve goals Jent	* *

Student:

What I am proud of? What I am good at / What would I like to do when I finish school? What I'd like to improve in? What I like doing?





Student Name							
School Name							
Year Group							
Term							
Date							
Check in dates							
Termly review dates	s						
_	? Identifyin	g what st	udents already knowy y can do it)	w, what tl	hey need to	data say? What is the	
□ Literacy	□ Numer	racy	□ Attendance	□ Cul	tural	□ Wellbeing	
	Curric	ulum Fo	cus			ort: People involved	
KLAs		Other A	Areas		Teacher/N	ment of the PLP: lentor:	
☐ English/EAL/D		☐ Cult	ural		Family/Ca	rers:	
☐ Mathematics		☐ Leadership			Others:		
□ Science		☐ Extra	a-Curricular Activities	3	Others:		
☐ Social Sciences		☐ Soci	ial EmotionalWellbei	ng			
☐ Creative Arts		☐ Clor					
☐ Industrial Arts			Academy				
☐ PDHPE		L Abo	riginal LEC				
☐ Careers/Transition	ns						
Students Interests) :						

Current Strengths

(Identify factors that contribute to success. Highlight student strengths, what they need to do to reach their potential, and how best they can do it).

Student	Family/Carers	Teacher	

Goal Setting (Set goals that are specific, measurable, attainable, relevant, time based, evaluative and rewarding) What are the check points to achieving our bigger goals? How do we celebrate our success?

Student	Family/Carers	Teacher
(commitment to achieve the goal)	(commitment to achieve the goal)	commitment to achieve the goal)

Strategies to achieve these goals (This includes, how do we engage students and strengthen relationships with Aboriginal families and teaching strategies)				
Student	Family/Carers	Teacher		

PLP Meeting Documents:

Insert school logo

Personalised Learning Pathway (Secondary) Student

Student:	Date of Pathway:/_/

My Schooling		
ENGAGEMENT	CULTURE AND COMMUNITY	SUPPORT NETWORKS
Favourite Subject	Mob	Cultural
What subject do you enjoy the most and why?	Who are your mob? Who lives with you? Siblings?	Are there community services supporting your family? ☐ Aboriginal Health Services ☐ Aboriginal Land Councils ☐ Elders Groups ☐ FACs ☐ Other
Least <u>Favourite</u> Subject	What do you know about your Culture?	Physical
What subject do you enjoy the least and why?	What do you know about your own culture? What do you want to know about your culture?	Has your child had any of the following assessments? ☐ Vision ☐ Hearing ☐ Mobility ☐ Speech Pathology ☐ Early Intervention ☐ OT ☐ Counselling ☐ Other
Barriers	Community Connections	Medical
Is there anything stopping you from learning or attending class?	Is there anyone that your child is particularly connected to within the community?	Is there any other medical or wellbeing issue about your child we need to know? \square Yes \square No \square NA e.g Medical, school counsellors, access.
Aboriginal Education at _HS	Cultural Activities	School History
Do you engage and why/why not? Is this connection: □ Improving □ Decreasing □ Maintaining Why? Do you feel culturally connected and supported at school? □ Yes □ No □	Are there any cultural activities you wish your child to learn or take part in? Is there anyone in the family that can support the school with Aboriginal culture, Aboriginal history, Dance, Language, Art etc?	Have you attended any other school? If yes, last school? Did the previous school have any of the following plans in place for your child? ☐ PLP ☐ Health Care ☐ Behaviour ☐ Attendance ☐ Out of Home Care

Insert school logo

Personalised Learning Pathway (Secondary) My Goals

Student:	Date of Pathway://
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SCHOOL GOALS		
Do you want to?	What do you want to do when you leave school?	What will help you achieve this? Any barriers going to stop you?
□ Complete HSC □ University □ TAFE □ Trade		
ACADEMIC	ATTENDANCE	SPORT / SOCIAL / LEADERSHIP
GOAL	GOAL	GOAL
STRATEGY	STRATEGY	STRATEGY
SUPPORT	SUPPORT	SUPPORT
DATE ACHIEVED	DATE ACHIEVED	DATE ACHIEVED
COMMENTS		