

# Margaret River Senior High School



## Business Plan 2012- 2014

Endorsed by School Board on 6<sup>th</sup> July 2012

## School Context for Business Plan

Margaret River Senior High School is a vibrant school that aims to maximise the full potential of all our students. The school is regularly placed in the “top performing Schools” awards that recognises schools in Western Australia with exceptional student achievement, in both tertiary and non tertiary pathways of study.

At Margaret River Senior High School we believe that a quality education is not just about academic achievement but also about nurturing, encouraging and challenging our students to be active and responsible contributors to our community.

Our aims are to provide an education:

- ☀ For the whole person
- ☀ At levels above state standards
- ☀ That enables students to participate in the world beyond school.

Our experienced and dedicated staff provide an exceptional curriculum that is diverse, challenging and caters for the wide range of our student needs.

The School offers a comprehensive curriculum in lower school and has an extensive range on Tertiary and Non Tertiary courses in Year 11 and 12, including several Vocational Programs.

Our co-curricular programme is exceptional, providing challenging and enjoyable activities such as drama, debating, photography, dance, outdoor education, music, information technology and visual arts and an extensive range of sports.

We believe that our well planned, proactive Pastoral Care programs ensure that students feel safe, nurtured and supported; a vital prerequisites for learning. The School provides intensive and personal expert support services when required. Our teachers strive to recognise individuality, encourage personal excellence and provide learning relevant to each student's future life. Meeting individual needs is our number one priority.

A major strength of the School Community is its strong links and partnerships with parents and the local community. Parents play a key role in planning for the future and participate in all aspects of school life. The strong sense of community and quality of relationships makes Margaret River Senior High an exceptional School.

The school has established partnership with the members of the Margaret River Education Campus (MREC) which includes Edith Cowan University, Curtin University and Southwest Institute of Technology. Shared facilities and expertise have lead to new and innovative programs that enable students to link to TAFE studies, Universities and Workplace Learning.

# MARGARET RIVER SENIOR HIGH SCHOOL - BUSINESS PLAN 2012-2014

## School Ethos

*The purpose of our school is to ensure that the academic, creative, social and personal potential of each student develops to the highest possible level.*

## School Values / Attributes

We aim to achieve our purpose by developing and displaying the following values and attributes:

1. **Respect – Respect for self, others and the environment**
2. **Honesty**
3. **Independence**
4. **Motivated students**
5. **Literate and Numerate students**
6. **Resilient and adaptable students**
7. **Students who aspire for excellence**
8. **Prepared to successfully participate in community membership, education/training and work engagement**

## School Priorities: 2012 – 2014

1. **Academic Standards** – High standards of achievement for all students at MRSHS including Education Support and Indigenous students.
  - Enrichment
  - Student Engagement – Differentiated Curriculum
2. **Staff Development**
  - Peer Review
  - Instructional Intelligence
3. **Curriculum Planning and Development**
  - Australian Curriculum development
  - Year 7's into High School in 2015

### Maintenance

### School Promotion – Developing community confidence in MRSHS

- Quality Communication
- Increasing enrolment at MRSHS

## STAFF BELIEFS

1. At Margaret River Senior High School we will work together to enhance staff and student development.
2. We are proud of Margaret River Senior High School and will actively promote the school, students and wider community.
3. We will be enthusiastic, committed to excellence and respectful of self and others.
4. We will provide a wide range of learning opportunities to meet the needs of all our students.
5. We aim to develop positive life long learners who will actively contribute to our community

### Overview of self-assessment

Margaret River Senior High School holds regular self assessment reviews each semester to identify areas of strength, areas for improvement and areas that need strategic planning to cater for future educational trends. Student performance in the Upper School is monitored closely with students being provided with predicted ATAR scores regularly, WACE progress, VET progress and Individual Pathway progress.

The school focuses on encouraging and supporting staff and community members to continue to develop and maintain a wide range of School based and Community based programs and activities to attract and retain students to our school.

The Business Plan is a tool for the school's administration to move forward in the period 2012 -2014 and demonstrate that it is a highly successful school. While self-assessment will focus on gathering appropriate data to make judgements about our performance and inform our strategies for improvement in the indicated focus areas of the document, it will also aim to address the dimensions of a successful school which will form a construct for the external review.

This review will be reported to the board on a twice yearly basis and form data for the school's annual report.

These dimensions include:-

1. Teacher Development
2. Curriculum Development
3. Academic Standards
4. School Promotion

### Target Areas 2012- 2014

Target Area	Benchmark Targets	Aspirational Targets
<ul style="list-style-type: none"> <li>• Year 9 NAPLAN</li>   <li>• Year 9 WAMSE</li>   <li>• WACE/ATAR</li> <li>1. Median ATAR</li>   <li>2. Graduation Rate</li>   <li>• VET – Completion Rate</li>   <li>• Attendance Rate</li>   <li>• National Attainment Rate</li> </ul>	<ol style="list-style-type: none"> <li>1. Above like schools mean in all 5 categories of NAPLAN testing.</li> <li>2. Above State mean in 4 out of 5 areas of NAPLAN testing.</li> <li>3. Above national mean in 3 out of 5 areas of NAPLAN testing.</li> </ol> <ol style="list-style-type: none"> <li>1. Above “like” schools on WAMSE Year 9 testing in the areas of Science and Society &amp; Environment for each Year 2012-2014.</li> </ol> <ol style="list-style-type: none"> <li>1. Median ATAR above like schools</li> <li>2. Median ATAR above Government Schools average</li> <li>3. Median ATAR above 77.</li> </ol> <ol style="list-style-type: none"> <li>1. Graduation rate above 97%</li> </ol> <ol style="list-style-type: none"> <li>1. 40% of whole Year 12 cohort (2011- 28%)to achieve full completion rate of Certificate II and above courses.</li> </ol> <ol style="list-style-type: none"> <li>1. Average attendance above state average.</li> </ol> <ol style="list-style-type: none"> <li>1. 5% of students achieving above national average</li> </ol>	<ul style="list-style-type: none"> <li>• Above Australian Mean in all 5 test areas.</li> <li>• Measure of progress as a Target</li>   <li>• 30% in top band</li> <li>• Less than 15 % in bottom band</li> <li>• At least one standard deviation above like schools</li>   <li>• Median ATAR above 79</li>   <li>• 100% graduation rate</li>   <li>• All non ATAR students to complete a Certificate II or above course</li>   <li>• Average attendance rate above 92%</li>   <li>• 70% national Attainment</li> </ul>

#1 VET completion rate may need to be revised as School has significantly increased Certificate II offerings 2011.

#2 National Attainment rate may need to be reviewed in line with increased Certificate II offerings from

Focus Area	Operational Strategies	Milestones / Indicators of Success
<p><b>Teacher Development</b></p>	<ul style="list-style-type: none"> <li>• In School Professional Development for teachers with a clear focus on:               <ol style="list-style-type: none"> <li>I. Instructional Intelligences</li> <li>II. Peer review</li> </ol> </li> </ul> <p>(75% of total PD budget expended in this area)</p> <ul style="list-style-type: none"> <li>• EBA meeting time linked to Peer Observation / Support / Review and Instructional Intelligences collaborative learning.</li> <li>• Use of both internal and external exemplar teachers.</li> <li>• Induction/Mentoring of new staff at MRSHS</li> <li>• Implementation of agreed staff commitment to school based procedures.</li> </ul>	<ul style="list-style-type: none"> <li>• 80% of staff incorporating Instructional Intelligences strategies in classroom practice on a weekly basis.</li> <li>• 60% voluntarily involved in Peer Observation / Peer Support Review.</li> <li>• Completion of Lesson observation protocol for Peer observation by 2013.</li> <li>• Development of resourcing plan for Peer Observation / Support / Review initiative</li> <li>• Each new staff member has been linked to an onsite mentor teacher in their first year at MRSHS.</li> <li>• Areas of focus will achieve:               <ol style="list-style-type: none"> <li>I. 95 % of students in uniform</li> <li>II. 95 % of students complying with electronic media policy</li> <li>III. 95 % of students completing assessment on time</li> <li>IV. 100% of staff meeting deadlines Eg Reporting timelines.</li> </ol> </li> </ul>
<p><b>Curriculum Development</b></p> <p>Australian Curriculum</p>	<ul style="list-style-type: none"> <li>• Development of whole school implementation plan for the Australian Curriculum</li> <li>• Targeted External Professional Development for Implementation of Australian Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• School to be prepared for the implementation of the Australian Curriculum across the lower school by the end of 2015.</li> <li>• Structured Overview of Implementation of Australian Curriculum completed by 2012.</li> </ul>

<p>Year 7's into High School.</p>	<ul style="list-style-type: none"> <li>• Development of OTLS across the school with a focus on sourcing Australian Curriculum resources and support.</li> <li>• Networking with contributory Primary Schools to share teaching resources and strategies.</li> <li>• Development of building concept plan to cater for increased enrolments in 2015</li> <li>• Parent tours and information evenings for 2015 intake.</li> <li>• Transition structure in place students entering High School in 2013-2014.</li> <li>• Development of school timetable and delivery mode for Year 7's into High School.</li> <li>• Identification and selection of appropriate staff for 2015</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant learning areas have fully developed implementation strategies and programs in place to deliver the Australian Curriculum by the end of 2015.</li> <li>• School to have completed concept plan for building infrastructure and resourcing to cater for Year 7 into secondary school.</li> <li>• Building infrastructure to be completed by 2014. (dependent on DOE funding)</li> <li>• Completion of timetable structure to cater for 7's into High School completed by end of 2013.</li> <li>• School to have completed a Staff Workforce Management Plan to cater for staff coming into the secondary school.</li> </ul>
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Focus Area	Operational Strategies	Milestones / Indicators of Success
<p>Academic Standards <b>Enrichment</b></p>	<ul style="list-style-type: none"> <li>• School Resources allocated to Enrichment/Engagement Coordinator Position.</li> <li>• Use of internal and external data systems to identify targeted students for enrichment.</li> <li>• Develop Annual Whole School Enrichment Opportunity Calendar.</li> <li>• Enrichment a Priority Focus for staff Development.</li> <li>• Learning Areas to develop procedures and strategies for student enrichment in context.</li> </ul>	<ul style="list-style-type: none"> <li>• The school has a clear definition of Enrichment through Differentiation.</li> <li>• Annual Whole School Enrichment Audit undertaken as part of school self assessment.</li> <li>• An increase in participation in Enrichment focused extra curricular activities and opportunities.</li> <li>• All school priorities embedded into staff Performance Management by end of 2012</li> <li>• Every Learning Area has developed strategies to meet the enrichment needs of identified students by 2014</li> </ul>



<p><b>Engagement</b></p>	<ul style="list-style-type: none"> <li>• School Resources allocated to Enrichment/Engagement Coordinator Position.</li> <li>• Use of internal and external data systems to identify disengaged students.</li> <li>• Engagement Matrix developed and embedded into Monitoring, Communication and Recording procedures across school.</li> <li>• Use of Good Standing Policy to support student engagement.</li> <li>• Development of whole school strategies to assist with Engagement of all students.</li> <li>• Develop Individual Pathway plans for identified students.</li> <li>• Development and implementation of Individual Behaviour Plans for targeted students.</li> </ul>	<ul style="list-style-type: none"> <li>• 90% of students complete class work / assignments / homework on a regular basis by end of 2013.</li> <li>• Engagement Matrix is imbedded into daily operational practices of all teaching and support staff/sectors by end of 2013</li> <li>• School Good Standing Policy implemented by end of Term 1 2012.</li> <li>• An increase in participation in extra curricular activities and opportunities.</li> <li>• Every Learning Area has developed strategies to meet the engagement needs of identified students.</li> <li>• Improve levels of attendance in line with the targets outlined in the business plans.</li> <li>• Reduction of negative referrals on the school's behaviour Management data system(DTR)</li> </ul>
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Focus Area	Operational Strategies	Milestones/ Indicators of Success
<b>School Promotion</b>	<ul style="list-style-type: none"> <li>• Develop range of promotional activities to increase enrolments at Margaret River Senior High School.</li>   <li>• Development of opportunities to increase parent participation in school activities.</li>   <li>• Marketing of school in local community events and newspapers.</li>   <li>• Creation of School Promotions Officer position.</li>   <li>• Use of school website as promotional and marketing tool for the school</li> </ul>	<ul style="list-style-type: none"> <li>• Increase enrolments on yearly basis by 2014 to 600 students.</li>   <li>• 90% transition from Primary Feeders to Year 7 by 2015.</li>   <li>• Target 500 interviews at school Reporting Night to Parents.</li>   <li>• Increase parental involvement in school activities.</li>   <li>• Maintain AMR Agricultural Show exhibition, Cabaret and Creating Identity Exhibition.</li>   <li>• Number of articles in Augusta-Margaret River Times.</li>   <li>• Increase in number of hits on School Website.</li> </ul>