



Northam Senior High School

Business Plan

2020-2024

Our Plan

At Northam Senior High School, we are committed to the success of each student. We have a capacity to embrace diversity and provide innovative educational programs catering for all students. To determine our progress, we have established measures of our success in academic and non-academic outcomes.

Our Plan is linked to the Department of Education's priorities and focus areas as set in:

- Every student, every classroom, every day – Strategic directions for public schools 2020 - 2024
- Building on Strength – Future directions for the Western Australian public school system
- Department of Education Focus Documents
- Classroom First Policy
- Western Australian Public School Leadership Tool
- Performance Improvement Tool

Our Context

Northam Senior High School stands on the bank of the Avon River and has a proud and rich history of providing a comprehensive curriculum to students in Years 7-12 from the Northam and surrounding Wheatbelt districts. At Northam Senior High School, we build positive, honest and connected relationships to ensure that our students can contribute to their current and future communities. Our vision is 'A Community United' and the four values that underpin our vision are Courage, Collaboration, Connection and Communication.

With over 700 students, we are the largest school in the Wheatbelt region of Western Australia. Northam Senior High School is a school where everyone matters and where we want all our students to leave the school with clear pathways and opportunities for success.

Northam Senior High School's teaching and learning programs are always improving, providing our students with access to quality teachers and resources. We work in partnership with students, staff and parents/carers to achieve the best results for all.

Northam Senior High School has a focus on a safe and orderly learning environment. Led by the Student Services team, all staff provide excellent pastoral care by building positive relationships and establishing and maintaining high standards in their classrooms and school yard.

Northam Senior High School is a culturally responsive school and there is a strong relationship with our Aboriginal community, in particular the Elders, and through our programs including the Clontarf Academy, Wirrpanda Girls Academy and Follow the Dream Partnerships for Success.

With opportunities to prepare for university or TAFE through an ATAR pathway or apprenticeship, traineeships or employment through General and Vocational Education and Training pathways, the school has excellent facilities. These include a Trade Training Centre, delivering Hospitality and Kitchen Operations certificates, and a modern and well-resourced Performing Arts Centre. Commencing in 1921 as one of the first schools in Western Australia, we also have impressive heritage listed buildings.

Our Vision

A Community United

We work together as a community building positive, honest and connected relationships that ensure all students grow to become contributing members of their present and future communities.

Our values are:

- Courage
- Collaboration
- Connection
- Communication

The Executive team, staff and students have developed agreed behaviours they commit to under each of these values.

By living these behaviours in our day to day work at school we aim to make our vision a reality.

Foundations of our Business Plan

An extensive consultative process with the staff, students and community members created our vision and values.

Our Business Plan has been informed through a range of evidence based processes that provided the background information and data.

The Northam Senior High School staff commit to enacting this vision by:

COURAGE

- seeking support when we need it and offering support to others.
- speaking up to ensure everyone upholds the school vision.
- challenging ourselves regularly, to be the best we can be as members of the Northam Senior High School community.

COLLABORATION

- networking with colleagues and talking about how we teach, how students learn and sharing plans, information and resources
- utilising the breadth and depth of our staff expertise and that of our community and seek their support so we can improve our teaching and learning
- role modelling best practice and mentoring others to improve the behaviour and academic outcomes for our students

CONNECTION

- engaging and developing relationships with all staff, students and community by modelling positive interactions and being present in our teaching.
- actively offering support to our colleagues including the celebration of events, achievement and milestones.
- being open, frank and sensitive in communication with all our colleagues.
- proactively including parents/carers in the learning journey of their child.

COMMUNICATION

- respectful and supportive interactions with staff, students and parents/carers to achieve positive outcomes.
We do this by:
 - having clear expectations for assessments and behaviours.
 - communicating clearly in words and body language.
 - giving and receiving feedback in a professional way.
 - having the best intentions of the person involved.
- having a willingness to engage and initiate discussions.
We do this by:
 - actively modelling listening
 - communicating for the good of others and ourselves.
- accessing and interacting using technology.
- sharing information in a timely manner and accessing communication between stakeholders.

Our School Priorities

Successful Students

At Northam Senior High School each and every student is welcomed, encouraged, and celebrated and their diversity is recognised and valued. There is a place and pathway for every student at Northam Senior High School. Successful students have a strong sense of belonging, with a commitment to learning and growth, and a connectedness to the school and community values.

We are focussed on providing our students with the opportunity to learn and succeed by:

- 1.1 Developing and embedding a Literacy Improvement Plan and Numeracy Improvement Plan.
- 1.2 Embedding a Senior School Improvement Plan.
- 1.3 Embedding an Attendance Improvement Plan
- 1.4 Develop Positive Behaviour Support within the school.
- 1.5 Develop Engagement effective pathways for all students.

Teaching and Learning

At Northam Senior High School, we believe that high quality teachers are skilled in connecting curriculum content knowledge, pedagogical understandings, instructional strategies, and effective classroom management. At the same time teachers and allied professionals build positive relationships that form the foundation of learning. Our teachers and allied professionals remain students of their own practice with a commitment to continuous improvement.

At Northam Senior High School, we understand that building high quality teaching culture requires:

- ♦ Having a shared language and understanding of a teacher's role in student learning.
- ♦ Collaborating with other staff, students, parents and the wider community to provide rich learning opportunities for all students.
- ♦ Knowing our students and how they learn.
- ♦ An ability to reflect on and analyse our impact on student learning.
- ♦ The giving and receiving of quality, growth-centred feedback for both staff and students.

Our teachers plan for positive and effective learning experiences by:

- 2.1 Developing and using a Northam Senior High School Instructional model and instructional strategies to impact student learning.
- 2.2 Embedding high quality Performance Development and Management processes.
- 2.3 Sharing and collaborating how to improve teaching and learning outcomes by using data to inform practices.
- 2.4 Observe the practice of colleagues through Classroom Observations and provide quality feedback on practice.

Relationships and Partnerships

At Northam Senior High School, we promote a safe, supportive, inclusive and positive learning environment. We focus on students achieving personal success by developing positive and resilient relationships across the school and community, based upon the values of courage, collaboration, connection and communication.

Our relationships ensure sustainable partnerships with parents, families, local businesses and community organisations to improve opportunities and outcomes for students.

All students and staff to have a strong sense of belonging, where all parents and community are welcomed and all speak highly of the school.

Our relationships and partnerships are fostered by:

- 3.1 Promoting positive, respectful relationships and positive behaviour reflecting the school values of Courage, Collaboration, Connection and Communication.
- 3.2 Using approaches and strategies to improve the emotional health, well-being and resilience of our staff and students.
- 3.3 Increasing communication with the community and raising awareness of the school, its programs and facilities through regular communication, marketing of educational partnerships, classroom, student and school success.
- 3.4 Strengthening connections with families and stakeholders in the community by increasing opportunities for our community to engage in activities, events and meetings.

Targets

By 2024, we will:

Target One

Increase WACE achievement from 79%* to 85% or higher.

Target Two

Increase attendance rates to 85% or higher.

Target Three

Increase positive behaviour as indicated by the decrease in number of days lost to suspension.

Target Four

Have all teachers use agreed teaching practises to improve student performance. This is evident through improved SAIS and RTP data.

Target Five

Show in School Surveys an increased satisfaction rate across the school in communication and safe and orderly learning environment.

* Results achieved at the end of 2019 school year