



NORTHAM SENIOR HIGH SCHOOL

2019 SCHOOL PLAN

VISION

Northam Senior High School creates opportunities for success.

OUR SCHOOL

Northam Senior High School is a school where students matter and teachers work in partnership with students and their parents to cater for each individual's needs.

Northam SHS is a school made up of a committed, cohesive staff who work collaboratively to improve the outcomes and opportunities for its students.

The school has a strong Pastoral Care program and uses this as a foundation to provide a comprehensive education. This program is made up of a suite of courses to prepare students for further study at university or TAFE, training and apprenticeships or employment. The choice of pathways includes ATAR, General and VET.

Engagement programs including School Based Alternative Education and Bushranger Cadets, together with partnerships incorporating the Clontarf Foundation Northam Academy, Wirrpanda Foundation Girls Program, Follow the Dream and the Northam Residential College are all providing opportunities for success.

Northam SHS is steeped in history, being established in 1921, and continues to provide a comprehensive education for the future within excellent facilities.

WHAT WE HOPE TO ACHIEVE

In 2019 we will be working towards having a school where:

- All students attend regularly
- All students are engaged in their learning and behaving appropriately and respectfully
- All students have the opportunity to achieve successful outcomes
- All parents/carers and the wider community work in partnership with the school

Focus Area 1: Safe and Orderly Environment

To ensure effective processes are in place and are resourced to provide a safe and inclusive learning environment, where we elicit positive student behaviour, build respectful relationships and make students accountable for their conduct.

Objectives	Strategies	Who	Progress	Targets
<p>1. Increase Overall Attendance</p> <ul style="list-style-type: none"> - Target an improvement in attendance across Year 7-12. We see improved attendance as a crucial step in enabling NSHS students to improve academic achievement throughout their school career. 	<p>Develop and implement Targeted Attendance plan for 2019</p> <ul style="list-style-type: none"> - Defined roles and responsibilities for all key staff - Clear and defined processes for attendance follow up 	<p>Teaching staff HoLAs Year Coordinators SS Manager Support Staff</p> <ul style="list-style-type: none"> - Clontarf - Wirrpanda - AIEOs - SSOs <p>Deputy Principals</p>	Term 1 2019	Plan in place for 2019 (with defined roles and processes)
		<p>External Support -through SS channel</p>	Term 4 2019	<p>Improve upon 2018 overall school attendance (81%) and make first steps in working towards 90% overall attendance</p>
	<p>Increased Case Management of Students in <60% category</p> <ul style="list-style-type: none"> - Students who fall into the 'severe' range of attendance will be individually case managed by the Student Services team. Case conferences, Individual Attendance Plans, home visits, referrals to Regional Office and involvement of outside agencies will all be part of the strategy we use to seek improvements in the attendance and well-being of these 'at risk' students. 	SS Team Teachers	Term 4 2019	<p>Overall increase in Aboriginal student attendance (64%)</p> <p>Overall decrease in 'at risk – severe' category (16%)</p> <p>(as above)</p>
	<p>Ensure sufficient school officer/clerical support is in place for 2019</p> <ul style="list-style-type: none"> - School based attendance officer resourced for 0.4 	Admin	Term 1 2019	<p>(as above)</p>

	<p>Development of Student Services Plan</p> <ul style="list-style-type: none"> - Overarching umbrella encompassing all facets of Student Services with clear vision & direction 		Semester 1 2019	<p>student surveys/attendance %)</p> <p>Draft Plan in place Semester 1</p>
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Focus Area 2: Pathways

Provide all students with appropriate access to curriculum and learning opportunities to gain skills and abilities to achieve successful futures

Objectives	Strategies	Who	Progress	Targets
1.Improve Quality Teaching	Upskill teachers through Professional Development, Performance Management, Classroom Observation, mentoring, coaching and student feedback to improve performance.	Principal Deputy Principals HoLAs SS Manager Teachers	Term 4 2019	PD plan developed.
	<u>Increase WACE Achievement</u>		End of 2019	Staff Surveys indicate satisfaction with types of PD offered.
	<ul style="list-style-type: none"> • Provide Professional Development to build capacity of teachers • Implement Senior School Improvement Plan (SSIP) – teachers to focus on students through: <ol style="list-style-type: none"> a) developing IEPs for students b) teaching study techniques c) having appropriate level of teacher knowledge d) utilisation of Connect groups e) moderation with other teachers and schools f) developing support structures to assist failing students 	Principal Deputy Principals HoLAs Year Coordinators Teachers FTD Coordinator	Term 1 2019	100% completion of 2 class feedback surveys per teacher and semester(1 lowerschool and 1 upperschool)
	<u>OLNA</u> <ul style="list-style-type: none"> • Provide support structure for students who have not achieved OLNA in 2018 • Purchase online program to be used in Mathematics and English classes • Introduce Foundation Mathematics and Foundation English courses for mainstream and Alternative Programs students 	Deputy Principals HoLAs Maths and English Teachers FTD Coordinator	Term 1 2019	90% WACE achievement. SSIP written and implemented 90% achievement of eligible students
	<u>NAPLAN</u> <ul style="list-style-type: none"> • Implement plan for improvement in Writing in Year 7 	Deputy Principals HoLAs Teachers Support Teachers FTD Coordinator	Term 1 2019	NAPLAN Writing Average Score of 500 – 510 in 2021 Year 9

Focus Area 3: Communication

At Northam SHS we communicate in an open and honest manner ensuring all voices are heard

Objectives	Strategies	Who	Progress	Targets
1. Improve communication with parents and carers	Continue to communicate with parents/carers using a personal approach such as phone calls or meetings to build a positive rapport.	Deputy Principal HoLAs Teachers	Term 1 2019	100% of staff are communicating with parents/carers.
	Develop a template for staff use for communicating to Parents/Carers along with protocols of how to use the template.		Term 1 2019	
	Promote the use of Connect as a tool to communicate with staff and the school. Encourage the uptake of Connect through Newsletters and SMS to parents/carers. Provide information sessions with parents/carers to allow them to learn about how to use Connect.		Term 2 2019	
	Communicate policies and procedures to parents/carers in an easy to understand and use format.		Term 4 2019	
	Develop a new school website that is updated regularly.	MCS	Term 1 2019	The Website and Facebook are updated on a weekly basis. A prospectus is written.
	Regularly update Facebook with school news and events.	School Officer	Term 1 2019	
	Develop a prospectus for the school for incoming parents/carers.		Term 1 2019	
	Respond to parents/carers communication with the school in a timely and appropriate manner		Term 4 2019	
2. Improve communication with staff	Staff to check emails regularly and at least once per day.	All staff	Term 1 2019	100% of staff check emails on a daily basis during the working week.
	Ensure contribution to the planning/operation of the school by each staff member being on a school committee.			
	Providing opportunity for staff to contribute to discussion through School Development Day and Staff Meeting structures.		Term 4 2019	100% of staff check emails at the end of a vacation period prior to commencing term.
	Email and Connect groups is the preferred tool for "bulk" communication. Ensure staff have set up groups and use these to communicate (eg, Learning Areas, Faculty Meetings, Committees etc)		Term 1 2019	

				<p>Every staff member is on a committee.</p> <p>Each Learning Area/Portfolio Area has set up email and Connect groups.</p> <p>At least one session on every SDD will provide staff with an opportunity for discussion and feedback.</p>
3. Improve communication with students	<p>Ensure every student has a DoE student email address when they enter Year 7 or are new to the school. Teachers/Student Services/Admin use this email to alert students to curriculum requirements, activities, excursions, etc</p> <p>Ensure every teacher uses Connect in their classroom and communicates requirements to their students.</p>	<p>School Officers</p> <p>Deputy Principals</p> <p>HoLAs</p> <p>Year Coordinators</p> <p>Teachers</p>	Term 4 2019	100% of staff are communicating with students using Connect and/or email.

<p>4. Improve communication with the community</p>	<p>Develop a new school website that is updated regularly.</p> <p>Regularly update Facebook with school news and events.</p> <p>Contact the <i>Avon Advocate</i> when significant school events are taking place or provide photos and details of the event to the paper.</p> <p>Contact the XXX at DoE when significant school events are taking place and provide photos and details of the event for inclusion on the intranet.</p>	<p>MCS School Officers</p> <p>All staff</p>	<p>Term 1 2019</p>	<p>At least one item is added to the Facebook page every week.</p> <p>At least one newspaper article is written once per fortnight.</p> <p>The school website is updated once per week.</p>
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