



**DENMARK
SENIOR HIGH
SCHOOL**

An Independent Public School

Strive to Achieve



Business Plan

2024 - 2028

Strive to Achieve



Respect | Resilience | Aspiration

Our Self-assessment Process

Our five-year Business Plan 2024 – 2028 provides clear direction for the future of Denmark Senior High School, focusing on four key pillars and associated initiatives as identified as part of our self-assessment process.

They are as follows:



**Student
Success**



**Teaching
Excellence**



**Health and
Wellbeing**



**Relationships and
Partnerships**

We align with the Department of Education Strategic Directions for Public Schools 2020 - 2024, the Building on Strength: future directions for the Western Australian public school system, and associated Focus documents. We also acknowledge and embrace the views of our parents, caregivers, and broader community. We actively seek evidence-based interventions that will further our planned intentions for continuous improvement and engage in regular and robust review processes to monitor our progress and respond to findings.



Class of 2023

Respect | Resilience | Aspiration

School Improvement and Accountability Framework Conceptual Model



This Business Plan articulates the overarching priorities, targets and milestones that inform our teaching and learning. At the centre of all we do is a focus on success for our students – academically, socially, and emotionally. This is supported by our strategic plan that identifies specific interventions and strategies to be incorporated, as well as resources to be committed over the five-year life of this plan. Operation planning at the Learning Area level occurs annually. Teachers incorporate agreed upon strategies into their classroom planning in accordance with their Learning Area Specific Operational Plan. Our rigorous bi-annual self-review cycle (plan – act – assess) ensures we respond to the evolving needs of our school community. We measure ourselves against both quantitative and qualitative performance targets and milestones which we report on a regular basis to our School Board and through the Annual Report.

Kath Ward
Principal

School Mission

Our mission is to encourage the development of a confident sense of self through belonging to a community which values excellence, creativity, and responsible citizenship.

We strive to develop students' critical thinking, a sense of justice, resiliency, and generosity of spirit to support making a positive difference in their future endeavours.

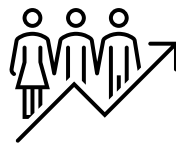
Teaching and Learning Mission

We seek to engage students in learning that is challenging, rewarding, and meaningful.

School Values



Respect



Aspiration



Resilience

School Motto

Strive to Achieve

Our Key Priorities for 2024 - 2028



At Denmark Senior High School, our commitment to supporting our students to **‘strive to achieve’** is embedded in everything we do. We seek to provide every student with a pathway to a successful future.

Quality student outcomes are the result of our fostering the qualities of resilience and social capability: literacy and numeracy competency; and through developing teamwork, critical and creative thinking; and innovative and entrepreneurial skills. Further, our focus on staff development serves to both enhance their practice and models the value of being life-long learners to our students.

Our four pillars work together to create the conditions for our students to thrive.

PILLAR ONE – Student Success

In consolidating a whole-school culture of active learning, we will implement targeted approaches to:

- support students to take increased responsibility for their learning,
- demonstrate contextually appropriate progress in literacy and numeracy: and
- pursue personalised learning pathways in preparation for post-school options.

PILLAR TWO – Teaching Excellence

In embracing a whole-school culture of excellence in teaching, we will:

- actively reflect on our practice to maximise learning outcomes,
- build the capacity of our staff with a focus on collaborative practice to embed evidenced-based high-impact teaching strategies in all classrooms, and
- create a learning environment that promotes high engagement and accountability.

Our Key Priorities for 2024 – 2028 continued



PILLAR THREE – Health and Wellbeing

In consolidating a whole-school culture of wellbeing, we will:

- support students to attain and maintain regular attendance,
- foster a proactive approach to wellbeing by providing opportunities that create a sense of belonging, empathy, and value diversity,
- strive to develop capable and empowered students with resilience, and strong emotional competence, and
- develop initiatives that prioritise the physical, mental, and emotional health of teachers and allied professionals which lead to overall wellbeing.

PILLAR FOUR – Relationships and Partnerships

In fostering positive and productive relationships and partnerships to attain goals that improve student performance, we will:

- actively encourage respectful staff, student, and parent relationships,
- foster a pro-active approach to community engagement,
- strive to establish and/or maintain sustainable partnerships, and
- continue to build upon our positive reputation as a school of choice.

PILLAR ONE: Student Success

Targets and Milestones

Every student to demonstrate contextually appropriate progress in Literacy as evident in school and system-wide data on an annual basis for the duration of this business plan.

Every student to demonstrate contextually appropriate progress in Numeracy as evident in school and system-wide data on an annual basis for the duration of this business plan.

Provide every student with a pathway to a successful future, ensuring that they gain the skills, qualifications and knowledge needed to experience success by the end of Year 12.

The percentage of Western Australian Certificate of Education (WACE) eligible Year 12 students who achieve their WACE will be equal to or better than like schools on an annual basis for the duration of this business plan.



PILLAR TWO: Teaching Excellence

Targets and Milestones

By the end of 2028, every teacher will have fully embedded our school-wide pedagogy for teaching and learning across all year levels.

To enhance the effectiveness of our pedagogy, we aim for every teacher to actively participate in at least one learning walk and/or feedback cycle per semester, each year, with a primary focus on facilitating student-centred learning.

By the end of 2024, every teacher will have incorporated a structured mechanism for student feedback into their reflective practice at the conclusion of each unit of work.

To better support high achieving students, all Learning Areas will embed differentiated learning opportunities into their programs, ensuring year on year growth for the duration of this business plan.

By the end of 2025, the school will achieve a high level of consistency across all Learning Areas in implementing Special Educational Needs (SEN) planning and reporting practices, effectively addressing the diverse learning needs of our SEN students.



Denmark Senior High School Learning Walks

Staff participating in Learning Walks through the school as part of reflective practice.

PILLAR THREE: Health and Wellbeing

Targets and Milestones

Our attendance data will improve regular attendance rates to be better than like schools for each year of this business plan.

All Learning Areas will have clear links to the Aboriginal Cultural Standards Framework in their courses and implement them in curriculum by the end of this business plan.

There will be clearly documented processes supporting the educational and transitional needs of Students at Educational Risk (SAER) for each year of this business plan.

A range of whole school wellbeing initiatives will be embedded to ensure a safe and inclusive learning environment for students in each year of this business plan.

A range of staff wellbeing initiatives will be embedded in the school calendar through professional learning, staff recognition and social opportunities in each year of the business plan.



NAIDOC Week Activities

Students engaged in a variety of activities throughout NAIDOC week including a range of cultural Arts experiences including painting, dance and storytelling.

PILLAR FOUR: Relationships and Partnerships

Targets and Milestones

Forge and maintain productive relationships between staff, and with students and parents/caregivers to ensure a positive school climate for each year of this business plan.

Embed community engagement value adding opportunities in each Learning Area as appropriate to curriculum delivery for each year of this business plan.

Forge and maintain sustainable partnerships with employers, community groups and other agencies to increase the school's capacity to ensure that all students experience success for the duration of this business plan.

Actively seek and engage parents and community members in the environmental sustainability focus of the school for the duration of this business plan.

By the end of 2025, we will have established and implemented a formal marketing strategy to showcase Denmark Senior High School and further our positive reputation as a school of choice in our local community.



\$20 BOSS Market Day

Year 10 Economics students work together to design, create, and sell products as part of their business studies, raising funds for local charities.



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