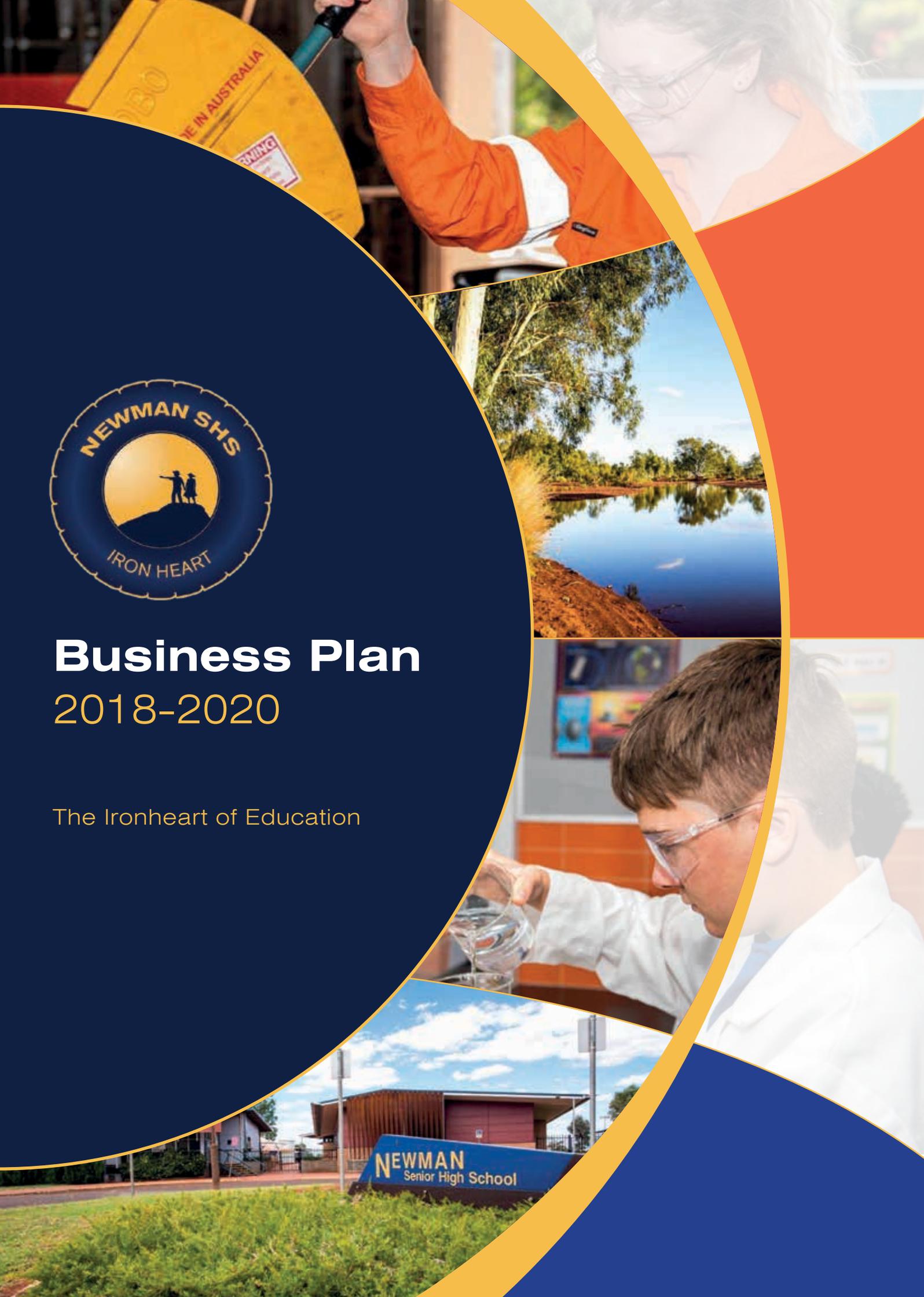




Business Plan

2018-2020

The Ironheart of Education



OUR MISSION

Newman Senior High School has high expectations for students and will deliver engaging and innovative curriculum pathways to meet their present and future academic or vocational aspirations and social and emotional needs.



The Ironheart of Education



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Context

Newman Senior High School is the Iron Heart of Education in the mining town of Newman in the Pilbara. The school opened in 1974 to service the local mining industry. As an Independent Public School, the school aims to provide a locally distinct education, in partnership with parents and the community.

The school has approximately 300 students in Years 7 to 12. Students come from a wide range of cultural backgrounds and this dynamic mix is an essential part of the school's culture.

The school is fortunate to have the high levels of support from parents and the community. This is an important part of the school's success and capacity to provide innovative and engaging programs for students. Newman Senior High School is very fortunate to benefit from an exemplary school board, and quality partnerships which enrich and expand opportunities for students. These include:

- Pilbara Education Partnership with BHP
- Pilbara Partnership for Student Success
- Kicking and Shooting Goals with VSwans
- Graham Polly Farmer Foundation's Follow the Dream Program
- UWA's Aspire program
- The McClements Foundation Challenge,
- Shire of East Pilbara
- Local businesses and community groups.

The school aims to provide high quality education to all students regardless of ability, background or future career pathways. Vocational pathways include school based traineeships, certificate courses and the use of the Trade Training Centre. The Trade Training Centre has industry standard equipment. University pathway choices are enhanced by access to School of Isolated and Distance Education (SIDE) courses, and students can be involved in selective Gifted and Talented academic programs through online delivery.

As an Independent Public School, we are able to merit select staff. Staff have a range of experience and are supported by professional learning and development opportunities in Newman, through sister school arrangements and involvement in development programs.

OUR VALUES

Our values are captured in 'The Newman Way'

The Newman Way

Care and Compassion | Respect | Responsibility

Improvement Planning

The focus of planning, acting and reflecting is to improve student performance. Progress is routinely reported to the Board as part of formative self-assessment. The outcomes of the Business Plan are reported to the school community through our Annual Report.

Operational planning occurs at priority and department level. We assess our progress towards short-term and long-term goals annually and identify key improvements to implement in the following year. The operational plans state the relevant milestones, annual improvement targets and strategies. These are then the basis of work at a classroom level for teaching and support staff.

Every three years, Newman Senior High School participates in a Public School Review of the school's self-assessment. The school completes a self-assessment and the Public School Review team conducts the review.

The school strives to achieve the following student improvement targets by 2020:

1. The percentage of students, in every year group, attending 90% or more, to be closer to the state average.
2. The average scores in Year 9 NAPLAN reading, writing and numeracy to be equal to or above like schools.
3. The progress of the stable cohort from Year 7 to Year 9 in NAPLAN reading, writing and numeracy to be equal to or above like schools.
4. The percentage of students achieving the Western Australian Certificate of Education to be equal to or above like schools.
5. The percentage of Year 12 students achieving the Literacy and Numeracy standard through OLN to be closer to the state average.



Priority Areas and Strategies

PRIORITY AREA 1

Best Possible Teaching Practice

Building a collaborative professional culture of performance and development is the foundation for highly effective teaching.

We will:

- Develop a shared vision of high quality teaching.
- Maintain a strong focus on literacy and numeracy, including intervention strategies.
- Develop ongoing professional learning for teachers, focussing on common instructional practices.
- Provide opportunities for teachers to develop their instructional practices by providing feedback based on classroom observations and student surveys.
- Build practices to ensure routine use of relevant data and analysis of student outcomes to review teaching strategies.
- Investigate and apply technology that enhances student learning.

PRIORITY AREA 2

Positive Relationships and Well-being

Positive relationships underpin and enable our students to make progress.

We will:

- Continue to develop attendance processes and programs.
- Review the school's behaviour management procedures in line with a positive behaviour support focus.
- Create opportunities for students to demonstrate leadership and care in the school and wider community.
- Provide well-articulated pathways and programs to meet the needs of all students.
- Provide high quality programs and support for students with learning difficulties and disabilities, including quality Individual Education Plans.
- Implement the Aboriginal Cultural Standards Framework.

PRIORITY AREA 3

Positive Partnerships

Positive partnerships provide opportunity for our students and build their capacity.

We will:

- Implement school-wide procedures to enhance communication with parents.
- Implement innovative transition programs to high school.
- Develop a positive 'marketing' focus for high quality interactions with parents, community and business.
- Develop school networks to provide opportunities and support for our students.
- Incorporate perspectives of students, staff, parents and the community in reviewing and planning.

PRIORITY AREA 4

Effective Leadership

Building the capacity of our leaders will enhance the outcomes for all students.

We will:

- Establish and communicate a clear agreed strategic direction.
- Develop leadership capacity, with a focus on instructional leadership.
- Strengthen the performance management, development and feedback processes, based on our shared vision of high quality teaching.





P (08) 9175 8100
Gregory Ave, Newman WA 6753

www.newmanshs.wa.edu.au

NEWMAN
Senior High School