



Newman Senior High School

Business Plan

2022 - 2023

The Ironheart of Education



Moral Purpose and Vision

To educate and inspire students to become productive citizens and lifelong learners





Contents

Ironheart Futures 2022 - 2023	4
Targets	5
Focus Areas	6-7
Priority Area 1	
Positive Learning Environment	6
Priority Area 2	
Success for All Students	7
Priority Area 3	
Grow Staff Capacity	7



Ironheart Futures 2022 - 2023

Newman Senior High School's vision and moral purpose is to educate and inspire students to become productive citizens and lifelong learners.

We will focus on The Newman Way which emphasises the following values:

- Care and Compassion
- Respect
- Responsibility

Our aspiration in this Business Plan cycle is to move from a performance that is at level with Like Schools in Attendance, NAPLAN, OLNA, WACE and Attainment to progressing to achieving above Like Schools and advancing towards, or at, State performance.

The school's vision incorporates a strong school instructional model for Teaching and Learning. This includes embracing opportunities for flexibility and adaptability in a changing world. We welcome the support of partnerships with our local community, to ensure our students have pathway options beyond their schooling.

Through these partnerships we offer a diverse range of programs. The school is proudly supported by the BHP Pilbara Education Partnership, enhancing opportunities to ensure all students are supported to have a clear pathway from primary to secondary school and into training, further study and employment, with a focus on training and school based traineeships and university. This Business Plan also focuses on retaining students through to Year 12 and offering qualifications and credentials which engage all students.

Our commitment to a positive learning environment promotes student well-being, student voice, student inclusion and improved student engagement.

In a changing world, we will provide a caring and compassionate place of learning where there is respect for self and others, and high levels of responsibility for learning and growing together.





Targets

1 At the end of each year, the Student Attendance Module (SAM) data will show attendance rates at or above Like Schools.

2 In 2023, the percentage of Year 12 students who have qualified for all three components of the Online Literacy and Numeracy Assessment (OLNA) will be at or above Like Schools.

3 Senior School retention rates (returning to school) increases across the life of this plan.

4 Attainment, identified as the percentage of Year 12 students who achieve Certificate II or higher, or an ATAR score of 55 or higher, is above that for Like Schools.

5 The percentage of eligible Year 12 students who achieve WACE is at or above Like Schools.

6 2021 Year 7 to 2023 Year 9 stable cohort NAPLAN Writing, Reading and Numeracy progress and achievement is above that for Like Schools.

Focus Areas

1 Positive Learning Environment

A safe, consistent, orderly and positive learning environment provides a foundation for students to learn and grow. The Newman Way values of Care and Compassion guide our actions, reflections and planning to support our students' lifelong learning. We will involve student and staff voice, aiming to increase students' sense of belonging and positive relationships. We will focus on well-being and a caring culture to support our school community in a changing world.

At Newman Senior High School, our focus is to:

- Gather and act upon student and staff voice
- Refine school positive behaviour policy and procedures with a clear focus on a safe, consistent, orderly and positive learning environment
- Develop and implement attendance improvement strategies
- Support students at risk of not achieving





2 Success for All Students

Improving student retention through to Year 12, student engagement, and academic achievement is at the core of our purpose. We will focus on ensuring engaging and supportive pathways for all students, using innovation to make the most of our community strengths and partnerships.

At Newman Senior High School, our focus is to:

- Refine, communicate and follow up a process for collecting and analysing student performance data to inform planning for improved teaching and learning
- Identify and develop a consistent whole school instructional model
- Create alternative pathways for student retention, participation and engagement with a focus on Year 10 to 12 and Aboriginal and Torres Strait Islander students
- Implement a process for a tiered response to intervention for differentiation to key targeted groups or individual students

3 Grow Staff Capacity

Developing a competent, confident and highly motivated workforce supported by high quality leadership is central to developing a positive and collaborative school culture. A culture of collaboration and reflection, insights into best practice within and beyond the school, and developing collaborative teams to focus on the highest quality of education for our students underpins the way we work together. Our teachers will use student performance data to inform planning and work together to observe each other's practices in classes, to learn from and inspire each other.

At Newman Senior High School, our focus is to:

- Gain insight from best practice in other schools to provide quality instruction
- Develop and/or restructure the leadership team and accountability protocols
- Create school based teams focusing on coaching, modelling and experts
- Access professional growth and development opportunities for staff

This plan is aligned to the following:

- The Department of Education's Directions 'Building on Strength 2020 – 2024'
- Focus 2022 and 2023
- The school's Fogarty EDvance Strategic Directions document
- School annual operational planning
- The BHP Pilbara Education Partnership objectives
- Various Memorandums of Understanding and Service Level Agreements



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