WANNEROO SECONDARY COLLEGE
An Independent Public School

BUSINESS PLAN
2013-2015

Revised for 2015

INTRODUCTION

Wanneroo Secondary College is dedicated to the pursuit of excellence and the development of a supportive and challenging learning environment. We aim to ensure that all students have the opportunity to achieve their full potential and be positive and effective members of society. The College has a vision that students will develop an awareness of where they fit in the global community. This is relevant because their futures will ultimately be shaped by a rapidly changing world.

We recognise that parents are the most powerful educative influence in the life of the child. The home and school are complementary forces in the child’s education and therefore parental involvement and interest at all levels is encouraged and appreciated.

Please Note: The term “Like Schools” refers to Like Schools in Western Australia. (My School data is not timely enough to be used in the analysis of data)
Student Improvement

Key Achievement Targets

- To increase the overall student progress in Years 7 & 9 NAPLAN Tests so students are achieving at or above the expected level and the value added to each student’s score is the amount equal to the Australian mean for improvement.

- To increase attendance in all year levels to at or above state attendance levels for all Department of Education schools.

- Improve the engagement of students in their education programs by providing a variety of educational pathways that meet the diverse needs of the students.

- To increase the percentage of students successfully completing an ATAR program to 30% of the cohort.

- Ensure that students have every opportunity to attain qualify for WACE by supporting students with appropriate programs.

- Increase the year 12 attainment rate to 95%, i.e. students who attain an ATAR score of 55+ and or a VET Certificate II.

- Ensure that students who complete Specialist Programs develop their skills and talents to the highest standards and are able to access post school destinations in these fields at the higher levels.

As the priorities in this plan are implemented 2013-2015, we will maintain our commitment to the belief that every student is entitled to a quality education and to be equipped to meet all future challenges.

By focusing on these priorities and our vision of “Dream, Believe, Learn, Succeed” we believe that Wanneroo Secondary College will make a real difference to our students and the local community.
OUR PRIORITIES

PRIORITY 1:

Excellence in Teaching and Successful Learning

Through targeted professional learning the skill sets of teachers will be enhanced to align with the needs of our students. The staff will underpin lesson planning with analysis of data, the use of cooperative learning strategies and computer technologies in the classroom. Embedded in school practices will be the school-wide pedagogy “Our Way of Teaching & Learning”. We want all our students to be challenged, to maximize their talents and abilities and to be well prepared for their future when they leave school, and equipped to prosper economically.

PRIORITY 2:

Engaging and Safe Learning Environment

We will provide a safe and welcoming environment with programs that challenge and engage our students. The college will identify areas that require attention and develop measures to address them. We will provide opportunities for students to engage in college life and to demonstrate pride in their college. Ultimately we want our students to be happy and secure in themselves and ready to contribute to their community.

PRIORITY 3:

A Range of Curriculum Pathways, Collaborations and Partnerships

To meet the needs of all students, the college will provide a variety of programs and pathways so that students can develop their individual talents and aspirations. We will work collaboratively with other schools and educational institutions to enable us to offer a wide range of courses and opportunities. We will also seek to raise the profile of the school in the community by engaging students in activities, performances and competitions that enable them to display and advertise their talents and abilities to the wider community. The ongoing success of students will assist in creating a positive college profile in the community.
Priority 1: Excellence in Teaching & Successful Learning

Through targeted professional learning the skill sets of teachers will be enhanced to align with the needs of our students. The staff will underpin lesson planning with analysis of data, the use of cooperative learning strategies and computer technologies in the classroom. Embedded in school practices will be the school-wide pedagogy “Our Way of Teaching & Learning”. We want all our students to be challenged, to maximize their talents and abilities and to be well prepared for their future when they leave school, and equipped to prosper economically.

### PRIORITY

#### CLASSROOM INSTRUCTIONAL STRATEGIES

The analysis of data will underpin the direction and nature of the instructional strategies employed, in particular the work of John Hattie, Visible Learning. The school will invest in targeted professional learning to support high quality and innovative teaching. Well-planned lessons will have clear learning intentions. Teachers will use formative assessment to give effective feedback to enhance student performance. Teachers will set success criteria that challenge students.

#### ACADEMIC ACHIEVEMENT

Students will engage in learning in a meaningful way so that they are best able to take advantage of the opportunities placed before them. The class teacher will encourage students to meet targets by keeping accurate records, monitoring performance and initiating action when required.

Students will meet the desired targets in external tests and examinations. On completion of their schooling they will be able to access their desired post school destinations.

### PERFORMANCE TARGETS & INDICATORS

**WE WILL:**

- Build staff capacity to use a variety of cooperative learning strategies to enhance learning.
- Ensure that formative assessment is used to assist to give feedback to students and evaluate their own Performance.
- Provide staff with opportunities to reflect on and improve their teaching practice.

**PERFORMANCE TARGETS & INDICATORS:**

- Set up Professional Learning Teams & develop Peer coaching. Teachers involved increases to 60% over three years.
- Source professional development to support the priority.
- A balanced curriculum is offered with an emphasis on formative assessment.

**WE WILL:**

- Promote a learning environment that is conducive to successful learning.
- Deliver stimulating & appropriate lessons that challenge & engage.
- Ensure courses & programs are completed to a high standard.

**PERFORMANCE TARGETS & INDICATORS:**

- Student performance will be monitored & remediated as required.

### Lower School:

NAPLAN results:-

- Value Added, (Twice tested): A student improves by a "year" every year. Value added in NAPLAN by the median improvement for all Australian schools.
- The percentage of students below the benchmark to decrease to that of like schools.
- By 2015 percentage of students in

<table>
<thead>
<tr>
<th>Top 20%</th>
<th>Middle 60%</th>
<th>Bottom 20%</th>
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</thead>
<tbody>
<tr>
<td>Numeracy</td>
<td>Reading</td>
<td>Writing</td>
</tr>
<tr>
<td>4%</td>
<td>46%</td>
<td>50%</td>
</tr>
<tr>
<td>10%</td>
<td>65%</td>
<td>25%</td>
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<tr>
<td>15%</td>
<td>65%</td>
<td>25%</td>
</tr>
</tbody>
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As the NAPLAN Targets had largely been met in 2014 they have been revised to be more challenging.
## ACADEMIC ACHIEVEMENT continued

**Senior School**
- OLNA. 95% of students to qualify for WACE through the successful completion of OLNA
- Graduation: Maintain 100% for 2 out of 3 years (up to 2015)
- Attainment Rate: The percentage of students attaining an ATAR of 55+ and or a VET certificate II will increase to 95%, and then be maintained at or above 95%.
- All measures of performance in the Senior School to be monitored closely in the Learning Areas and reported on annually.

## WORKFORCE DEVELOPMENT.

1. **MEETS NATIONAL PROFESSIONAL STANDARDS**
   Teachers have an obligation to adhere to the accepted standards of their profession. The new National Professional Standards for Teaching outline the dimensions of practice for teachers at all phases of their careers, this will be the basis for reflection & review.
   Its adoption will ensure that pedagogy is formally grounded by shared professional understandings.

2. **ATTRACT & RETAIN QUALITY STAFF**
   The teacher is the most important element in improving student performance. The aim is to create an environment in which every staff member is professionally valued and has opportunities for career advancement.

**WE WILL:**
- Develop and implement an appropriate workforce plan.
- Support staff professional and career development
- Assist teachers to use the standards to provide improved educational outcomes for students
- Implement Conferencing

**PERFORMANCE TARGETS & INDICATORS:**
- Evidence that teachers are continually evaluating and improving their classroom practice. All staff engaged in the Cooperative Triads
- Teachers will demonstrate professional growth within the career stage that is appropriate to their experience.
- Staff fulfilling their obligations under the "Our Way of Teaching & Learning”.
- The level of staff satisfaction evaluated from staff surveys.

## AUSTRALIAN CURRICULUM

Students need to develop a set of knowledge, skills, behaviors and dispositions that will allow them to become lifelong learners.

The syllabus content, as outlined in the Australian Curriculum, will be adopted by our teachers, together with the General Capabilities: Literacy, Numeracy, ICT, Personal and Social Capability, Ethical Behaviour and Intercultural Understanding.

Students will successfully engage with all aspects of the Australian Curriculum.

**WE WILL:**
- Adhere to the Department of Education timeline for the implementation of the Australian Curriculum
- Support teachers through the provision of relevant resources and support initiatives
- Embed the general capabilities and three cross- curriculum priorities in all learning areas together with curriculum content

**PERFORMANCE TARGETS & INDICATORS:**
- The extent to which teachers’ programs target literacy, numeracy, ICT, thinking, creativity, teamwork and communication to complement curriculum content
- The number of students meeting or exceeding the standards outlined in the Australian Curriculum

## TECHNOLOGY

To participate in a knowledge-based economy and to be empowered within a technologically sophisticated society, our students need the knowledge, skills and confidence to make ICT work for them.

It is essential that students learn to investigate, create and communicate with ICT; make the most of the technologies available to them; adapt to new ways of doing things as technologies evolve; and limit the risks to themselves and others in a digital environment.

**WE WILL:**
- Provide staff and students with digital technology to enhance teaching and learning
- Equip staff and students to reduce the risk factors in using technologies
- Expand the opportunities for teacher professional learning

**PERFORMANCE TARGETS & INDICATORS:**
- Staff and students demonstrate control over how, where and when they learn
- Teachers routinely employ appropriate technologies to deliver relevant and engaging learning experiences
- Students are equipped to make effective use of ICT in both their learning and everyday lives
Priority 2: Engaging and Safe Learning Environment

We will provide a safe and welcoming environment with programs that challenge and engage our students. The college will identify areas that require attention and develop measures to address them. We will provide opportunities for students to engage in college life and to demonstrate pride in their college. Ultimately we want our students to be happy and secure in themselves and ready to contribute to their community.

**PRIORITIES**

**SAFE & WELCOMING ENVIRONMENT:**
Students can best learn in a safe & welcoming environment. Appropriate strategies that promote positive relationships between all members of the school community and a clear understanding of the schools vision & values are essential to achieving this priority.

**WE WILL:**
- Provide support to students with a skilled and enthusiastic student services team.
- Apply policies & procedures to minimise face to face & cyber bullying.
- Foster positive relations between students, staff & parents.
- Ensure the school community has a clear understanding of the vision & values of the college.

**PERFORMANCE TARGETS & INDICATORS:**
- Ensure all staff
  - Know and apply the Behaviour Management policy & procedures appropriately.
  - Use restorative practices to resolve conflict.
  - Use low-key strategies (Bennett & Smilanich) as the basis for classroom management.
- All staff & students inducted in “Our Way of Teaching & Learning”
- A Parent Handbook outlining major policies, Vision & Values distributed.

**ENGAGEMENT & SUCCESS:**
To be successful, students must attend school regularly, be prepared to learn and be enthusiastic about learning and challenged to set high goals.

**WE WILL:**
- Closely monitor attendance & truancy, and use strategies for improvement.
- Clearly state staff roles and the strategies to be used to achieve targets.
- Offer educational programs to support parents in improving attendance for their child.

**PERFORMANCE TARGETS & INDICATORS:**
- Attendance targets are met.

<table>
<thead>
<tr>
<th>Category</th>
<th>Range</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regularly</td>
<td>90%-100%</td>
<td>64%</td>
</tr>
<tr>
<td>At Risk</td>
<td>80%-89%</td>
<td>23%</td>
</tr>
<tr>
<td>Moderate</td>
<td>60%-79%</td>
<td>10%</td>
</tr>
<tr>
<td>Severe</td>
<td>0%-59%</td>
<td>3%</td>
</tr>
</tbody>
</table>

- Strategies supporting an improvement in attendance & reduction in truancy are used. These are:  
  - Additional staffing to:-
    - Monitor the Overall implementation of the Attendance Plan
    - Assistance to Homeroom Tutors to assist them to maintain accurate records.

- Staff use as a basis for classroom planning and organisation the following school documents:
  - “Our Way of Teaching & Learning”
  - The Preconditions for Learning
  - Homeroom Handbook
### BEHAVIOUR:
The STARS core values of Self Discipline, Trust, Adaptability, Respect, Success underpin the code of behaviour to which the college aspires. The campus should be well ordered with students endeavoring to uphold these values.

### WE WILL:
- Monitor the behaviour of students, (individually & statistically) and take remedial action when required.
- Induct new students & staff in the STARS values.
- Promote the development of leadership skills in the student body, particularly the Student Council.

### PERFORMANCE TARGETS & INDICATORS:
The widespread adherence to the Vision and Values of the college will be judged successful by the achievement of the following targets over the next 3 years.
The percentage of students:
- Who are suspended: Maintained at or below 8.5%
- Who verbally abuse or physically assault other students (N3, N4) is reduced to 10% (from 12%)
- Who verbally abuse or assault staff (N1, N2) is reduced to 8% (from 10%)
- Who breach school policies more than once will be reduced to 15% (N6)
- The STARS poster is displayed in all rooms and staff & students regularly set classroom targets.
- Students take up leadership positions.

### SOCIAL COMPETENCY & COMMUNITY ENGAGEMENT
The school will provide opportunities and activities that develop student leadership, social competency, employability skills and pride and connection to their school community. The community values a school that demonstrates successful outcomes for students, is professionally run and is aesthetically pleasing.

### WE WILL:
- Provide opportunities for students to engage in a wide range of extra & co-curricula activities.
- Ensure that the learning environment is stimulating and enhances learning & pride in the school.
- Run college functions in a manner that enhances the image of the school.
- Ensure students always wear their school uniform.

### PERFORMANCE TARGETS & INDICATORS:
- Facilities & infrastructure are well maintained.
- Funding is sought to:
  - Upgrade staff offices
  - Build new facilities, Yr. 7 Block, Canteen & Lecture Theatre
- Grounds: A Landscape Gardener employed to develop a site plan to be implemented over 3 years.
  - Classrooms:
    - Are clean & tidy
    - have displays of student work
    - display posters & charts relating to whole school strategies.
- The school will offer:
  - overseas and interstate trips
  - lightning Carnivals
  - after school sport.
  - Specialist Programs and Learning Area programs.
- Regularly canvass the school community to refine functions such as the Presentation Evening and the Visions Art Exhibitions.
### Priority 3: A Range of Curriculum Pathways, Collaborations and Partnerships

To meet the needs of all students, the college will provide a variety of programs and pathways so that students can develop their individual talents and aspirations. We will work collaboratively with other schools and educational institutions to enable us to offer a wide range of courses and opportunities. We will also seek to raise the profile of the school in the community by engaging students in activities, performances and competitions that enable them to display and advertise their talents and abilities to the wider community. The ongoing success of students will assist in creating a positive college profile in the community.

<table>
<thead>
<tr>
<th>Priority</th>
<th>Performance Targets &amp; Indicators</th>
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<tbody>
<tr>
<td><strong>Specialist &amp; Elite Programs:</strong>&lt;br&gt;The college will offer a variety of Specialist and Elite Programs. These will be designed to challenge students to excel in particular fields. Students who are challenged and engaged have better attendance and behaviour.</td>
<td><strong>WE WILL:</strong>&lt;br&gt;○ Offer Specialist Programs in Performing Arts &amp; Australian Rules Football.&lt;br&gt;○ Offer Elite programs in Instrumental Music, Academic Extension and Robotics (2014)&lt;br&gt;<strong>PERFORMANCE TARGETS &amp; INDICATORS:</strong>&lt;br&gt;○ Students completing the programs gain above expected results (SAIS). (A – E) Lower &amp; Senior School.&lt;br&gt;○ Students’ post school destinations reflect the special interest programs.&lt;br&gt;○ The courses are valued in the community &amp; students seek selection.&lt;br&gt;○ Attendance rates are better than the whole school targets</td>
</tr>
<tr>
<td><strong>Joondalup Campus (SSEP):</strong>&lt;br&gt;The college will cater for students who wish to follow an educational pathway that leads directly to Technical &amp; Further Education or the workforce. The students will be located at their own campus and complete a combination of school, traineeships, TAFE &amp; work experience.</td>
<td><strong>WE WILL:</strong>&lt;br&gt;○ Negotiate with the government of the day to maintain occupancy of the Joondalup Campus.&lt;br&gt;○ Select staff with the required skill set to engage the students.&lt;br&gt;○ Run a selection process for student selection into the program. The process will identify those whose needs will be met at the Joondalup campus.&lt;br&gt;○ Ensure that the attainment of a WACE is the key goal.&lt;br&gt;<strong>PERFORMANCE TARGETS &amp; INDICATORS:</strong>&lt;br&gt;○ WSC maintains the Joondalup Campus or a similar venue.&lt;br&gt;○ Students gain a WACE and at least one VET Certificate II.&lt;br&gt;○ Attendance equals that of the main campus.&lt;br&gt;○ Student engagement and commitment is measured by behavioural referrals at least equal to that of the main campus.</td>
</tr>
<tr>
<td><strong>Vocational Education &amp; Training:</strong>&lt;br&gt;Students enrolled at the Wanneroo Campus will be expected to engage in vocational education unless they are following a clear university pathway.</td>
<td><strong>WE WILL:</strong>&lt;br&gt;○ Regularly review and reflect on the range of VET certificates that are offered to the students and update and refine as required.&lt;br&gt;○ Select staff of the highest calibre to deliver the program.&lt;br&gt;○ Present all programs offered at the school to have equal status.&lt;br&gt;○ As part of our counselling process we recommend and promote VET courses.&lt;br&gt;<strong>PERFORMANCE TARGETS &amp; INDICATORS:</strong>&lt;br&gt;○ WSC has a VET completion rate of Certificate II or better of more than 90%.&lt;br&gt;○ Students gain a WACE and at least one VET Certificate II.</td>
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**COLLABORATIONS & PARTNERSHIPS**

These are essential to providing opportunities for students and raising the profile of the college in the community. Use every opportunity to promote the school in the community.

**WE WILL:**
- Be an active member of the Small Schools Collaborative, WCCC.
- Host the Visions Art Exhibition in partnership with the Wanneroo City Council.
- Maintain our business partnership with KPMG & membership of the ABCN.
- Work collaboratively with West Coast Technology & ECU.
- Maintain a Marketing Plan that markets the school in the community.

**PEFORMANCE TARGETS & INDICATORS:**
- Mathematics Specialist taught in collaboration at ECU.
- The Art Exhibition occurs and there is an increase in number of primary schools involved to 3.
- Twice yearly meetings with the CEO of KPMG.
- Select students for involvement in the GOALS program and any other program that ABCN offers.
- Improved profile of the school will be reflected in enrolments and information from parent surveys.

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**LEARNING CENTRE**

The college will provide opportunities for students, regardless of academic or social capital, to engage in a challenging learning environment and be able to access a range of post school options.

**WE WILL:**
- Support students will a skilled and enthusiastic workforce.
- Programs that enable students to learn skills & maximize their talents.
- Provide opportunities for students to attain VET Certificates.
- Assist students to engage in work experience.
- Ensure access to mainstream programs.

**PEFORMANCE TARGETS & INDICATORS:**
- Students complete or are engaged in-
  - Work experience
  - Certificate 1, where appropriate
  - Horticulture
  - Information Technology
- Value add for literacy & numeracy as already detailed.
- Students are able to enter the workforce as is appropriate to their skills and abilities.
## Our Way of Teaching & Learning

### Students

<table>
<thead>
<tr>
<th>Self Discipline</th>
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<tbody>
<tr>
<td>Attend school all day, everyday</td>
</tr>
<tr>
<td>Get to all classes on time and ready to work</td>
</tr>
<tr>
<td>Follow all staff instructions, classroom and college rules</td>
</tr>
<tr>
<td>Take responsibility for my actions within the college and community</td>
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<table>
<thead>
<tr>
<th>Trust</th>
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<tbody>
<tr>
<td>Uphold the college’s Vision and Values</td>
</tr>
<tr>
<td>Behave with honesty and integrity at all times</td>
</tr>
<tr>
<td>Cooperate with others to make decisions in the best interests of all</td>
</tr>
<tr>
<td>Use technology and social media responsibly</td>
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<table>
<thead>
<tr>
<th>Adaptability</th>
</tr>
</thead>
<tbody>
<tr>
<td>Think about where I am and always respond appropriately</td>
</tr>
<tr>
<td>- Right time, right place, right response</td>
</tr>
<tr>
<td>Believe in myself and have a positive approach to everything that I do</td>
</tr>
<tr>
<td>Continue working hard even if there are changes or disruptions in the day</td>
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<table>
<thead>
<tr>
<th>Respect</th>
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<tbody>
<tr>
<td>Respect myself and treat people with dignity, equality and fairness</td>
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<tr>
<td>Value a teacher’s right to teach and my classmates’ right to learn</td>
</tr>
<tr>
<td>Respect my work and property and the work and property of others</td>
</tr>
<tr>
<td>Accept the right of others to be different and to have different views</td>
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<table>
<thead>
<tr>
<th>Success</th>
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<tbody>
<tr>
<td>Set high standards and challenging targets and work hard to achieve them</td>
</tr>
<tr>
<td>Be proud of my achievements as well as those of others</td>
</tr>
<tr>
<td>Track my progress in my subjects and take responsibility for my learning</td>
</tr>
<tr>
<td>Use all resources and opportunities to help me achieve my targets</td>
</tr>
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Our Vision Statement is “Star in Your Future... Dream, Believe, Learn, Succeed!”

The College vision is underpinned by the following five key values:-

- At Wanneroo Secondary College we:

  **Dream** of:
  - Success achieved by all.
  - A motivated and enthusiastic school community.
  - A safe and happy environment.

  **Believe** in:
  - Yourself.
  - A school which encourages all to reach their potential.
  - Empowering students to make informed decisions.
  - Inspiring individuals to be active members of the global community.

  **Learn** when:
  - The learning environment is safe, stimulating and happy.
  - Instruction is meaningful, clear and challenging
  - There is mutual respect and cooperation between all individuals.

  **Succeed** through:
  - Encouragement and guided support.
  - Diverse educational opportunities.
  - Resilience, persistence and striving for continued improvement.
  - Giving it a fair go.

  **Lead** when:
  - The College fosters a culture of confidence and embraces leadership opportunities for all.
Principal: Mrs Pauline White

Date: 3/2/2015

Chair of School Board:

Date: 3/2/2015

Wanneroo
Secondary College
An Independent Public School

56 Quarkum St
Wanneroo 6065