



Education  
& Training  
North Coast

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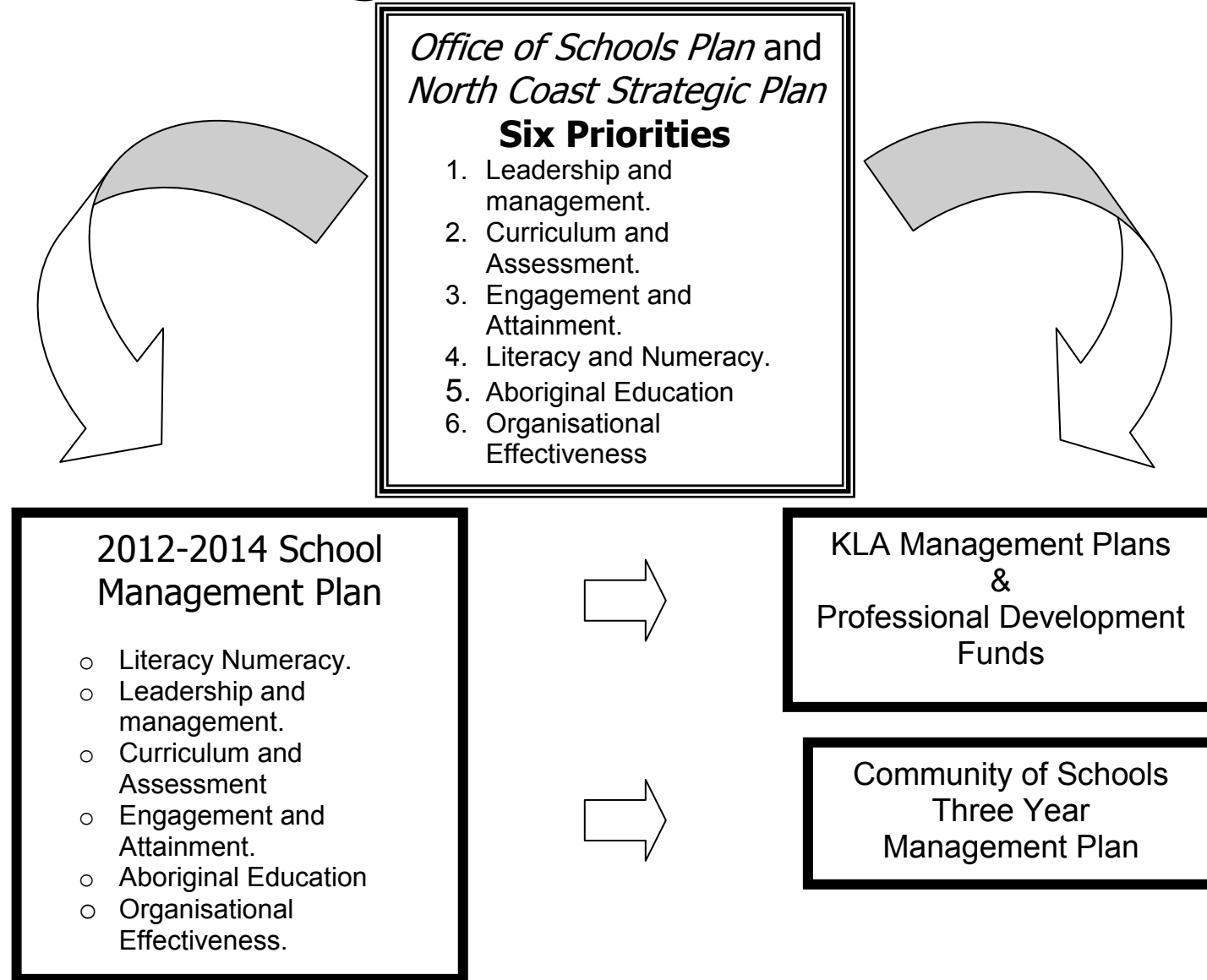
# Wauchope High School



## 2012 – 2014 School Plan

*Core Values: Care & Respect: Best Effort: Safety At All Times*

# Three Year Strategic Plan



# ***Wauchope High School School Plan 2012-2014***

## **School context**

Wauchope High School is a comprehensive, coeducational learning community set on the riverbank in the Hastings River Valley. The school has a broad curriculum with a strong academic focus, vocational education programs, sporting and performance arts achievements. We have an outstanding agricultural program, extensive vocational education experience and positive student welfare and student leadership programs.

We cater for approximately 700 students which includes a support unit. Wauchope High School has 55 highly experienced and committed teachers who support strong educational partnerships with our rural community members.

## **Priority Areas (3 year horizon)**

- Over the next 3 years Wauchope High school plans to position itself as the leading comprehensive high school in all round education in our geographical area.
- Embed in school culture a heightened student engagement in learning and creative engagement in learning and creative teaching practices that cater for learning needs of our students.
- We will evaluate, refresh and expand our student welfare programs to ensure our students are challenged, happy, respected, engaged, safe and supported.
- All school policies will be reviewed and renewed to reflect school direction and focus.
- Our quality teaching strategy is to professionally grow staff expertise to attain the highest skills and provide them with the latest technology and training.
- Over the next three years we intend to deliver leading edge learning, professional development and a caring environment that is firm but flexible in its administration and creative and disciplined in its organisation.

## **Targets:**

- Improve the literacy and numeracy achievement for every student.
- Develop a school culture and teaching practice that respects and responds to aspirations, needs, culture and learning potential of every student in our care.
- Explicitly employ Quality Teaching practices for the benefits of every student.
- Design and implement personalised learning plans for targeted students.
- Improve the social and emotional well being of every student through strong policy implementation, effective welfare and assured, strong and disciplined classroom teaching.
- Strengthen teacher's capacity to improve student learning outcomes.
- Develop a vibrant professional development program that is built around teacher needs and wants.
- Increase the number of teachers accredited with the Institute of Teachers.

***Wauchope High School  
School Plan 2012-2014***

**The plan has been endorsed and approved by:**

Principal	Robert Henry	Date:		School Education Director	Mark Youngblutt	Date:	
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Principal's Initials: \_\_\_\_\_

School Education Director Initials: \_\_\_\_\_

## **Wauchope High School School Plan 2012-2014**

<b>School Priority Area:</b>	<b>Literacy and Numeracy</b>	
<b>Intended Outcomes:</b>	<ul style="list-style-type: none"> <li>• All KLA's will support LRN committee targets to embed quality literacy and numeracy practices into curriculum. This will incorporate evidence based literacy and numeracy practices and programs, and quality evaluation processes.</li> <li>• Students continue to focus on the value of literacy and numeracy in all KLA's.</li> <li>• Improved overall NAPLAN results through a whole school approach.</li> <li>• Professional learning for staff to incorporate interactive technologies and ICT in delivery of literacy and numeracy focuses in all KLA's</li> <li>• Curriculum across KLA's reflects a whole school focus on LRN.</li> <li>• Students establish and value Literacy and Numeracy links across KLA's.</li> <li>• Value adding for Writing, spelling and numeracy in Year 9 NAPLAN results for 2012.</li> <li>• Increased use of technology in classrooms across all KLA's.</li> </ul>	<p><b>Data:</b></p> <ul style="list-style-type: none"> <li>• NAPLAN results for WHS since 2008 indicate significant gap (up to 2 bands) between student performance and state/like school average in reading, vocabulary, spelling, linking words and paragraphing.</li> <li>• WHS students fail to recognise the links between literacy and numeracy strategies/targets in each KLA.</li> </ul> <p>WHS students are developing into reluctant reader/writers. This is demonstrated by lack of or brief examination responses.</p>
<b>Targets:</b>	<ul style="list-style-type: none"> <li>• Students' NAPLAN results in writing and numeracy are closer to state averages</li> </ul>	

<b>2011 Indicators</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>2011 Resource Allocation and Funding Source</b>	<b>Timeframe</b>		
				<b>2012</b>	<b>2013</b>	<b>2014</b>
Writing Year 7 2011– increase school average from 495 (Year 7 2011) to 510 (Year 9 2013) Year 9 – increase the 2012 Year 9 average mark from 488 (Year 7 2010) to Year 9	<ul style="list-style-type: none"> <li>• Maintain spelling focus from 2011 strategies and expand to include transitional words.</li> <li>• Each KLA to conduct pre and post spelling test results each term and given to the LRN team for analysis. Add words and increase difficulty throughout the year.</li> <li>• Continued focus on paragraphing, identifying</li> </ul>	H/T & C/T  H/T & C/T  H/T & C/T	Nil  Nil  Nil			

## **Wauchope High School School Plan 2012-2014**

2011 Indicators	Strategies	Responsibility	2011 Resource Allocation and Funding Source	Timeframe		
				2012	2013	2014
2012	and composing topic sentence, and deconstructing paragraphs. <ul style="list-style-type: none"> <li>• Linking words continue to be explicitly taught across all KLA's.</li> </ul>	H/T & C/T				
100% of KLA Head Teachers access SMART data to inform their KLA literacy and numeracy plans	<ul style="list-style-type: none"> <li>• Use professional learning time in Executive meetings to analyse SMART data Demonstrate navigation of NAPLAN data and resources during a staff meeting or on SDDs</li> </ul>	P/L & Literacy/Numeracy teams.	Nil			
100% of KLA programs reflect a literacy and numeracy focus.	<ul style="list-style-type: none"> <li>• As evidenced in programs across KLA's in ERAS discussions</li> </ul>	H/T & C/T	Nil			

## ***Wauchope High School School Plan 2012-2014***

<b>School Priority Area:</b>	<b>Aboriginal Education</b>	
<b>Intended Outcomes:</b>	<ul style="list-style-type: none"> <li>• Teaching and learning strategies in Aboriginal education strengthened through the implementation of evidence based programs and initiatives across the curriculum.</li> <li>• Further the integration of Aboriginal related material into teaching and learning programs, units and lessons across the curriculum.</li> <li>• Continue to focus upon improving the learning and post school outcomes for Aboriginal students</li> <li>• Build upon the impressive engagement with the school of parents of Aboriginal students.</li> </ul>	
<b>Targets:</b>	<ul style="list-style-type: none"> <li>• Increased frequency of interactions between Aboriginal students engaging in and succeeding with their learning and with their parents engaging and participating with the school and with the educational outcomes of their children.</li> <li>• Increase the school profile, education and social outcomes for Aboriginal students.</li> <li>• Aboriginal students' learning outcomes matching the outcomes of the broader student population.</li> </ul>	

Indicators	Strategies	Responsibility	Resource Allocation and Funding Source	Timeframe
Increase Aboriginal community representation on the school Aboriginal Education from zero to 1 in 2012, 2 in 2013 and 3 in 2014.	Involve Mentors from Community within the school.	DP Aboriginal Education Committee	Norta Norta funding	T1-T4
	At least 3 times in the year invite parents and community members to be an active part of the student support initiatives listed below.	DP	\$100.00	1-4
Increase Wauchope Aboriginal Community representation on the local AECG from 1 to 2. 1 in 2012 2 in 2013 3 in 2014	Work with TAFE to develop the relevance of Deadly Days to Wauchope High School students	DP and team members	PLfunds \$300	2
	Continued regular publication of 'INDIGI-News' with a development towards student involvement		School resources	1-4
	Regular contact with families to celebrate	DP plus		

## **Wauchope High School School Plan 2012-2014**

<b>Indicators</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Resource Allocation and Funding Source</b>	<b>Timeframe</b>
	successes and to flag concerns.	committee		1
Hold the number of Aboriginal students who have a PLP at 100% and increase effective use of PLPs	<p>Set up PLP team with Careers Adviser, Norta Norta coordinator, Student Welfare person and community mentor.</p> <p>Ensure the structures and processes are known by all, that it is explained simply and that the process is completed by all.</p> <p>Provide support, a private space and follow up if required.</p> <p>Develop a feedback mechanism for staff evaluation</p>	DP Aboriginal Committee Norta Norta Co-ordinator	<p>School resources</p> <p>SDD with help of AECG</p> <p>Norta Norta funding</p>	1  2012- ongoing
Focus on writing section of NAPLAN to close the gap between Indigenous and non-Indigenous students by to a gap of 27 (year 9 2012) from a gap of 54 in Year 7 2010	<p>Identify areas of need and provide a concentrated focus on writing skills during term 1.</p> <p>Inform parents of strategies to be used and invite their participation.</p> <p>Offer Homework support for 1 hour/week (Monday period6). Students to have computer and technology access.</p>		<p>Norta Norta funding</p> <p>Norta Norta Funding</p> <p>School resources</p>	1 - 4  1  1



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<b>Indicators</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Resource Allocation and Funding Source</b>	<b>Timeframe</b>
<p>All KLA areas present Aboriginal cultural awareness in faculty programs, policies and teaching and learning strategies at EARS meetings with principal</p>	<p>Support local activities that increase student awareness</p> <p>Provide professional development activities, local input and consultancy assistance to support faculty</p>	<p>Aboriginal committee Principal DP in combination with all staff</p>	<p>Grants and submissions where applicable</p>	<p>2012 - ongoing</p>
<p>Increase Aboriginal school completion rates. 2012:</p> <ul style="list-style-type: none"> <li>• Year 12 – 100% completion (3 students)</li> <li>• Year 11 – 62% completion (5 students out of 8)</li> </ul>	<p>Teaching and learning strategies strengthened through implementation of evidenced based programs and initiatives across the curriculum.</p> <p>Counselling and monitoring support at major transition point.</p> <p>Remedial support, access and training in education processes and skills.</p> <p>Whole school celebration of success.</p>	<p>Head teachers Aboriginal Committee Principal DP in combination with all staff</p>	<p>School resources</p>	<p>2012 - ongoing</p>

## *Wauchope High School School Plan 2012-2014*

<b>School Priority Area:</b>	<b>Leadership and Management</b>
<b>Intended Outcomes:</b>	<ul style="list-style-type: none"> <li>• The provision of appropriate strategies, policies and practices that satisfy the needs of the whole school community.</li> <li>• Actions that ensures cutting edge leadership and management actions consistent with a school that values and respects such features</li> <li>• Build the capacity of staff to assume with confidence leadership positions.</li> <li>• Effective leadership and management underpinning quality learning and teaching and effective student outcomes.</li> </ul>
<b>Targets:</b>	<ul style="list-style-type: none"> <li>• Significant increase the number of staff accessing leadership training.</li> <li>• School based professional learning in programs that support succession training and leadership aspirations.</li> <li>• Increased numbers of staff accessing accredited professional learning activities that looks at flexible management and leadership styles for improved school outcomes</li> </ul>

Indicators	Strategies	Responsibility	2011 Resource Allocation and Funding Source	Timeframe
Improve the number of staff who actively participate in professional learning opportunities.	Formation of school improvement team. Utilise the personnel from the North Coast Leadership to inform staff and executive of professional and leadership opportunities.. Publicise School biz leadership readings and activities on Daily Notices.	School Improvement Team Principal SDD committee	School resources	2012 then ongoing
Survey 100% of staff  Obtain a Year 7 Year Adviser 2 years in advance	Survey staff to determine needs and wants of staff. Implement a plan utilising NC Leadership Centre to enhance the capacity for promotion, Committee leadership, year advising and succession training Advertise and publicise accredited and school based courses. Offer individual personal learning plans. Provide time for staff.	Personal Development Team Principal	School resources  Grants and submissions where applicable	2012 then program established and entrenched 2014
Maintain professional accreditation for 100% of new scheme teachers.	Survey staff to identify further T&D needs or accreditation opportunities. Provide a mentor for participating teachers. Principal and DP to meet applicants to review progress and documentation.	HT  DP Principal	School Resources	2012

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<b>Indicators</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>2011 Resource Allocation and Funding Source</b>	<b>Timeframe</b>
	Provide opportunities for those in the program to come together to support, share and plan			
Increase the number of teachers successfully preparing for and applying for promotions positions from two to three by 2014	Survey staff interest and intention. Provide program to support strengths and strengthen areas in need of augmentation. Provide resume writing and interview support and provide whole school or faculty opportunities to build experience and expertise.	HT DP Principal	School resources DET programs.	2012 - 2014
Develop a staff mentoring program and have 5 participants by 2014	Program explained, frameworks established [Point of need, negotiated, evaluation, follow up, review] Demonstrate how program may work. Participated supported.	Principal	School Resources	2014 fully in place

## ***Wauchope High School School Plan 2012-2014***

<b>School Priority Area:</b>	<b>Engagement and Attainment</b>
<b>Intended Outcomes:</b>	<ul style="list-style-type: none"> <li>• Reaffirm school Vision and Mission is reflected in the way the school functions.</li> <li>• Strengthened teacher capacity to improve student learning outcomes.</li> <li>• Enhanced school leadership capacity for school improvement.</li> <li>• Increased number of teachers accredited with the NSW Institute of teachers.</li> </ul>
<b>Targets:</b>	<ul style="list-style-type: none"> <li>• Wider and deeper school links with community.</li> <li>• Expanding learning strategies.</li> <li>• Build student completion rates.</li> <li>• Improve whole school attendance rates.</li> <li>• E learning and the connected classroom part of classroom practice.</li> <li>• Bullying rates decreased.</li> </ul>

2011 Indicators	Strategies	Responsibility	Resource Allocation and Funding Source	Timeframe
40% of students, 70% of staff and 20% of parents verify that the school culture and practice transparently respects and responds to every student's aspirations, culture, gender and learning potential	<ul style="list-style-type: none"> <li>• Staff, student and parent survey to set a baseline</li> <li>• Survey to data to verify or challenge the view that the school is viewed as a positive place, catering for wants and needs of its students.</li> <li>• Data used as a guide for future actions.</li> </ul>	Principal DP	<ul style="list-style-type: none"> <li>• School resources</li> <li>• Relief for formation, administration and collation of data.</li> </ul>	2012 –

## **Wauchope High School School Plan 2012-2014**

<p>By 2014 5 students will have completed a Certificate II VET qualification by the end of the Preliminary year.</p>	<ul style="list-style-type: none"> <li>• Investigate the possibilities to further extend VET opportunities with TAFE and local businesses.</li> <li>• Foster local business links, community based learning and volunteering particularly with stage 5 students.</li> <li>• Create a pilot of students in Year 9 to interact with areas in the local community: Mens' shed Senior Citizens Group Partner Primary Schools</li> </ul>	<p>Year Advisor</p>	<ul style="list-style-type: none"> <li>• Relief funds for set up, administering program.</li> </ul>	<p>2012 – 2012 then review</p>
<p>Maintain the focus on Quality Teaching dimensions. 2012 100% of staff surveyed re. out of school recent QT professional learning exposure 2013 5 staff attend regional QT conference 2014 another 5 attend regional QT conference</p>	<ul style="list-style-type: none"> <li>• Survey staff to determine those who have had not recent exposure to the North Coast Quality Teaching Professional Learning Conference.</li> <li>• Review KLA programs and management plans in terms their focus upon QT techniques in classroom teaching practices.</li> <li>• Teachers able to demonstrate this focus during TARS process.</li> <li>• Professional development activities used to reinforce</li> </ul>	<p>HTs TLQ team DP Principal</p>	<p>TPL funds DET resources</p>	<p>2012 then ongoing with other QT dimensions highlighted. Cycle completed 2014</p>

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	and enhance classroom QT strategies and techniques.			
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## *Wauchope High School School Plan 2012-2014*

School Priority Area	<b>Curriculum and Assessment</b>			
<b>Intended Outcomes</b>	Differentiated curriculum Explicitly employ Quality Teaching practices for the benefit of every student Strengthen teacher capacity to improve learning outcomes			
<b>Targets</b>	TARS interviews reveal that faculty/classroom programs differentiate for students and include QT strategies ACARA professional learning and planning is taking place to introduce new syllabuses as per timeline Professional learning targets Quality Teaching and differentiation Faculty and classroom programs reflect changing ROSA practices and accommodates for students at school due to RSLA legislation			
<b>2011 Indicators</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Resource Allocation and Funding Source</b>	<b>Timeframe</b>
<p>2012 Term 2 SDD focuses on differentiation for aboriginality and special needs</p> <p>2012 Term 3 SDD focuses on differentiation for GATs and mental health</p> <p>Begin whole school conversation on the use of differentiated learning strategies.</p>	<p>Various model frameworks. Use of: PLPs Flexible grouping Learning centres Open ended tasks Tiered learning tasks Head teachers to work with their staff in the use of differentiated strategies relevant to their discipline.</p>	<p>HT TLQ team DP Principal</p>	<p>TPL funds DET resources</p>	<p>2014</p>

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<p>Increase school completion rates from 72%, Year 11 (2011) into Year 12 (2012) to 75% Year 11 (2012) into Year 12 (2013). Students enrolled in Year 11 2012 is 90</p>	<p>Identify students at risk of non completion: Provide learning plans Attendance plans Curriculum modification Parent involvement School mentor</p>	<p>HT Student Services LST Faculty Head Teachers Year Advisors through Student Services Team</p>	<p>DET resources School funds Relief funds</p>	<p>2014</p>
<p>Foster an attendance culture; “It’s not OK to Stay Away” Increase attendance rates in Year 7 from 92% to 93%. Increase attendance rates in Year 8 from 87% to 88%. Increase attendance rates in Year 9 from 87% to 88%. Increase attendance rates in Year 10 from 87% to 88%. Increase attendance rates in Year 11 from 84% to 85%. Increase attendance rates in Year 9 from 85% to 89%.</p>	<p>Link attendance to success – publicise this link widely across school community. Explicitly show the relationship between regular attendance and: employability increasing risk of not completing school disadvantage in adult life Use school attendance data to target at risk students to find out: Why not coming to school To develop attendance plans Involve parents, let them know their responsibilities, Challenge parents when unacceptable absences are condoned.</p>	<p>HT Welfare Year Advisors DP Principal</p>	<p>DET resources School resources Relief funds</p>	<p>2012 – 2014 Review annually.</p>



## **Wauchope High School School Plan 2012-2014**

<b>School Priority Area:</b>	<b>Organisational Effectiveness</b>
<b>Intended Outcomes:</b>	<ul style="list-style-type: none"> <li>A school whose strong, effective and creative organisation drives the educational, social and emotional well being of all of its community.</li> </ul>
<b>Targets:</b>	<p>Surety in the confidence the school community has in the school's direction and performance.</p> <p>Creative procedures and processes that deliver effective student learning, supports students at risk, treats all equally and with respect.</p> <p>Creative use of data to inform and improve.</p> <p>Procedures to evaluate and act to improve all areas of school activity.</p>

Indicators	Strategies	Responsibility	Resource Allocation and Funding Source	Timeframe
Survey parents, students and staff twice a year in regards to quality of school life	Purchase Survey Monkey in order to survey students, parents and staff through the website Survey using QSL and School Map. P&C survey. Seek fuller opportunities to promotion of school within the local community, through technology.	Principal P&C Technology Committee.	School funds. Relief funds	2012
Increase the number of hits to the school webpage from 500 to 800 per month. Widen the scope of the web page.	Publicise what the web page offers the school community about the school, its direction, its successes. Explore ways to improve community engagement with the school via the website: Parent/ P&C Surveys Links to useful websites	Technology committee School web coordinator Principal	School funds	2012

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<b>Indicators</b>	<b>Strategies</b>	<b>Responsibility</b>	<b>Resource Allocation and Funding Source</b>	<b>Timeframe</b>
	Professional readings Forum School newsletter Student work			
Employ school data to identify areas where the higher achieving students can be improved.	Explore new ways of delivering the curriculum, tracking outcomes based learning, mastery learning, competency based learning, differentiating curriculum.	Principal HTs PL committee	DET resources School PL funds	2012 exploratory phase. 2013 -2014 implementation . 2014 Evaluation.