Context

Warwick Senior High School is committed to providing a high standard of education for secondary students as part of the public education system of Western Australia. As a school community we will plan and work to achieve the three pillars of the public education system:

• Warwick Senior High School is a good public school;
• Every teacher at Warwick Senior High School is an effective teacher; and
• Every student at Warwick Senior High School is a successful student.

The teaching and learning program in place at Warwick Senior High School is designed to be meaningful and engaging, ultimately providing students with the opportunity to achieve success through appropriate pathways to employment and/or further studies with a State Training Provider or tertiary institution.

This business plan details our school’s vision, together with the agreed values, priorities and targets for whole school improvement. Working together as a school community, focusing on shared goals and strategies for success, is the foundation for our school improvement.

Vision

Creating Positive Futures

Warwick Senior High School aims to deliver a world class education through its programs and services, to facilitate positive futures for our students.

Our Beliefs

At Warwick Senior High School our staff:

• Believe that our students can do better and that teachers make a difference.
• Acknowledge that whoever dares to teach, must be prepared to learn.
• Have stated a commitment to: helping others, building character, providing opportunity for all, and learning for life.

Staff aim to foster positive relationships with students and colleagues to make the school community happier and more productive.

Our Motto

Aspire, Learn, Grow

Aspire: Believe to achieve
Strive beyond our limits

Learn: Acquiring new knowledge, skills, understanding and behaviours
Creating possibilities for your future

Grow: Have courage to take risks
Treat our mistakes as learning experiences
Build your personal portfolio
Develop positive relationships
Strive to be the best person we can be
Our Values

Warwick Senior High School aims for commitment, integrity and excellence in every endeavour. Staff, students and parents can work together to make a difference and help to ensure that every young person achieves to their maximum potential.

Our core values underpin all aspects of our school:
• Respect
• Caring
• Responsibility
• Environmental sustainability

Teaching and Learning

Our teaching practices are centered on four pillars that we expect to be able to observe in classroom practice and in the day-to-day operations of our school community.

1) Creating Independent Learners

We aim to well prepare our students for life beyond school. Teachers need to ensure that students acquire the skills to become independent learners. This will involve developing thinking skills as well as improving functional literacy and numeracy. Teachers will set high expectations and engage students to succeed. In doing so, this will ensure that students are engaged, committed and accountable for their learning outcomes.

2) Making Real World Connections

At Warwick, teachers will ensure that students are able to relate learning in their lessons to life situations.

3) Fostering Respectful Relationships

Within a classroom or learning environment, teachers will establish working relationships based on mutual respect. A focus on a positive school ethos and the use of restorative practices will serve to promote acceptable behaviour, respectfulness towards others and empathy.

4) Promoting Emotional Wellbeing

Within lessons and the learning environment, teachers will foster a sense of community and belonging. These are key ingredients for students to grow in maturity within a safe, nurturing school community. Teachers must ensure that all students are included in the learning opportunities and that they are active participants.

Our Instructional Model

The model that we embrace at Warwick involves classroom practices that produce effective classroom management by using invisible discipline practices and visible learning instructional strategies.

Invisible discipline means that teachers should win the students over by building positive and productive relationships. Within every day classroom practice, teachers should be aware of the activity in the classroom and to employ low-key responses and proximity to minimise behaviour infractions.

Visible learning is about using instructional strategies that are proven to improve student results. First and foremost we recognise the integral role of the classroom teachers – their knowledge, passion for teaching and their skills set. Teachers will express clear learning intentions and share with students what they are expected to do to experience success.

In teaching lessons, teachers will check for student understanding via effective questioning, seeking feedback from students and use of formative assessment. The final practice that teachers should build into lesson delivery is a focus on the process of thinking and learning (i.e. metacognition) and we will seek to develop such skills in our students.

How Our Business Plan Works

This School Business Plan is supported and/or underpinned by operational plans and other documents including:
• School Budget
• Learning Area Plans for Mathematics, English, Science, History and Social Sciences (HASS), Health and Physical Education, and the Technologies and Arts
• VET (Vocational Education and Training)
• Literacy
• Numeracy
• Attendance
• Student Services
• ICT
• Year 6 Student Transition
• Communication and Marketing
• Workforce Plan
### Student Improvement Targets

<table>
<thead>
<tr>
<th>Target</th>
<th>Target Area</th>
<th>2018 Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Target 1</td>
<td>NAPLAN</td>
<td>Year 9 students to have better progress from Year 7 to 9, than LIKE schools.</td>
</tr>
<tr>
<td>Target 2</td>
<td>NAPLAN</td>
<td>Increase the percentage of Year 9 students in Bands 8 or higher&lt;br&gt;Decrease the percentage of Year 9 students at or below the NAPLAN National Minimum Standard:</td>
</tr>
<tr>
<td>Target 3</td>
<td>OLNA Attainment</td>
<td>For Reading and Writing, Year 12 students to achieve the state mean or better.&lt;br&gt;For Numeracy the achievement rate increases to 94% in 2018 and equal to the state mean or better by 2020.</td>
</tr>
<tr>
<td>Target 4</td>
<td>ATTENDANCE</td>
<td>In the Regular Attendance category increases to between 63-65%&lt;br&gt;In the Indicated Attendance category decreases to 20-22%.&lt;br&gt;The overall attendance for Aboriginal students to be better than WA and LIKE schools.</td>
</tr>
<tr>
<td>Target 5</td>
<td>YEAR 12 Attainment</td>
<td>All Warwick SHS ATAR course means to increase to be better than LIKE schools, and working towards equalling the state mean.</td>
</tr>
<tr>
<td>Target 6</td>
<td>Year 12 Achievement</td>
<td>Increase the percentage of Year 12 students in General subjects achieving A or B grades, to improve students' post school options.</td>
</tr>
<tr>
<td>Target 7</td>
<td>Year 7 Intake</td>
<td>Increase the percentage of in-boundary student enrolments for Year 7, 2019&lt;br&gt;Increase the overall Year 7 enrolment for 2019.</td>
</tr>
</tbody>
</table>
## Our Priorities

<table>
<thead>
<tr>
<th>PRIORITY 1</th>
<th>Quality Teaching and Learning</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal</strong></td>
<td>Warwick Senior High School promotes a culture of reflection and supports our staff through performance management and professional development, as well as shared teaching and learning strategies, ensuring preparedness to meet the requirements of curriculum change.</td>
</tr>
</tbody>
</table>

### What we will do:

#### Quality Teaching and Learning
To improve the quality of the teaching and learning and ultimately student outcomes at Warwick SHS, we will:

- Provide staff with opportunities to reflect on and improve their teaching practices, to improve classroom performance
- Incorporate the use of the Warwick Way, our school wide pedagogy and a wide range of instructional strategies into classroom planning
- Use of data analysis to underpin lesson planning
- Invest in targeted professional learning to support high quality and innovative teaching.

**Operational plans will address this through:**

- Reflective practices including peer classroom observation and classroom walk throughs, to provide professional feedback
- Use of student feedback to staff on classroom practices and pedagogy
- Building staff capacity and competency to use a variety of instructional strategies
- Build capacity to use technology for:
  - i. teaching and learning
  - ii. administration and communication
- Provide professional learning to support targets and priorities in the business plan

#### Professional Development and Growth
As the teacher is the key to improving student performance we will create an environment that values the development of all staff and provides opportunities for development and advancement. We will:

- Use workforce planning to attract and retain quality staff
- Employ AITSL Standards as the basis for staff reflection and review.

**Operational plans will address this through:**

- Workforce planning that addresses: STEM/STEAM, ICT, and specialist teacher needs
- PM processes allow staff to make performance judgements and plan for self-improvement
- Linking professional learning to targeted areas for improvement in each teacher’s performance
- Supporting staff professional and career development
<table>
<thead>
<tr>
<th><strong>Priority 2</strong></th>
<th><strong>Success for all students</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Goal</td>
<td>Warwick Senior High School promotes a culture of developing young people to be confident in taking opportunities, being persistent in their endeavour and achieving success through a focus on continued improvement. Staff, students and parents can work together to make a difference and help ensure that every student achieves to their maximum potential.</td>
</tr>
</tbody>
</table>

### What we will do:

**Successful Learning**

We will develop students’ academic abilities to be able to engage fully into their learning program and be successful.

- We will aim to develop knowledge and skills in foundation subjects for students to progress in all subjects while at school.

**Operational plans will address this through:**

School wide focus on school priorities of:

- Literacy
- Numeracy
- ICT

- Student skill development through:
- Specific student programs to develop key skills required in literacy and numeracy
- revision and study skills program for all students

**Pathways For Success**

We will maintain a range and variety of programs and pathways to develop talent and student aspirations and ensure future employment.

- We will ensure successful transitions occur at all key stages of a students’ schooling.

**Operational plans will address this through:**

Time table development will enable the school's key programs to operate and be sustainable:

- Specialist and elite programs
- ATAR, General and VET courses
- STEM/STEAM skills and abilities

- School focus on planning opportunities for innovation, creativity and entrepreneurial skills, building on STEM capabilities

- Policy, procedures and planned activities will ensure that students feel they belong and are comfortable with every transition while at high school including:
  - Year 6 to 7
  - Year 10 to 11
  - Year 12 to post school

**Engagement and Retention**

We will aim for our students to attend school regularly and be ready to learn and engage in school work, for successful learning to occur.

**Operational plans will address this through:**

Maintain and improve student attendance through:

- regular monitoring and follow up
- promotion of importance of regular attendance
- rewarding excellent attendance
- use of student engagement strategies
- highlighting of staff responsibilities at all levels

- Strengthening communication to parents:
  - regularly inform of attendance requirements and importance to student’s educational success.
## PRIORITY 3

### Enhancing Wellbeing

**Goal**

Warwick Senior High School endeavours to provide an environment which focuses on supporting and developing the whole child, and increasing student self-confidence. Students and staff will develop school pride and sense of belonging to the school.

<table>
<thead>
<tr>
<th>What we will do:</th>
<th>Operational plans will address this through:</th>
</tr>
</thead>
</table>
| **Positive and Safe Learning Environment**  
We will create a positive and safe learning environment that is conducive for all students to learn and achieve to their potential. | • focus on development of the Positive School ethos  
• use of effective student management techniques in all classrooms  
• implementing and sustaining a positive learning and working environment to maintain positive working relationships. |
| **Pastoral Care Program**  
We will develop an age appropriate pastoral care program, to meet the social and emotional needs of teenage students. | • promotion of the Positive School ethos  
• fostering positive relationships between student staff and parents  
• identifying students at risk and providing appropriate staff support and programs  
• programs to address risk taking behaviours  
• programs to combat bullying  
• building student resilience  
• prioritising meeting parents in person |
| **School Pride and a Sense of Belonging**  
Our students will develop a sense of belonging to our school community and pride in being a Warwick student, through a range of school activities which promote inclusion.  
We will aim to enhance the learning spaces and the external environment, to enhance student engagement and learning while at school. | • recognition and reward of positive behaviours  
• conducting whole school events that encourage participation and being part of a team  
• planning extra-curricular and cross-curricular activities  
• communicating school values to staff, students and parents  
• explicit displays of school vision and values  
• planning improvements to the external physical environment based on student needs  
• planning renewal of learning spaces for 21st century education |
| **Positive Health and Wellbeing**  
We will aim to develop initiatives in our school that support positive wellbeing for staff and students. | • development a range of student activities that raise awareness of physical and mental health, and assist social and emotional development  
• planning staff activities that acknowledge staff, promote personal health and wellbeing and develop collegiality between staff. |
<table>
<thead>
<tr>
<th><strong>PRIORITY 3</strong></th>
<th><strong>Strengthening Partnerships</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal</strong></td>
<td>Warwick Senior High School will provide distinctive learning opportunities for students through the development, enrichment and extension of our community partnerships.</td>
</tr>
</tbody>
</table>

**What we will do:**

**PR and Marketing**
Our PR and marketing focus will aim to:
- Increase parent knowledge of the school, and engagement and commitment to the school and its activities.
- Raise the profile of Warwick SHS in our partner primary schools and their communities, and the wider community.

Operational plans will address this through:
- An improved digital presence
- Staff engagement in PR and marketing strategies
- Encouraging parent and stakeholder participation in school events
- Increased events to widely promoting the school in the local community

**Collaborations and Partnerships**
- Our collaborations with key stakeholders and partners will be strengthened to allow us to offer a broad and comprehensive of experiences to our students.
- We will maintain and strengthen our links with networks of schools, and other educational institutions
- We will build and consolidate community partnerships that support student achievement and opportunity.

Operational plans will address this through:
- School Networks links
  - West Coast Curriculum Collaborative
  - BGW Network
  - Warwick Cluster schools
- Other educational institutions
  - Universities, TAFEs,
  - RTOs, SMYL
- Service organisations:
  - Karrinyup Rotary, Duncraig Lions

**Partnership with West Coast Secondary Education Support Centre**
We will aim to develop a strong partnership with the West Coast SESC that focuses on the success of students from both schools.

We will achieve this by:
- Developing a positive and inclusive culture
- Building positive relationships based on shared values.

Operational plans will address this through:
- promoting an inclusive school focus to all stakeholders
- development of a school culture accepting of differences
- planning joint school activities when appropriate
- sharing of school facilities to enhance outcomes
- staff professional learning
- student immersion and understanding of inclusivity
- ES staff induction program
- resource management