



KARRATHA SENIOR HIGH SCHOOL

# BUSINESS PLAN

## 2021-2024



## Moral Purpose

We strive to shape futures, by developing the potential of every student and empower them to make positive choices in their lives, as contributing citizens.





## Our Vision

At Karatha SHS every student can embrace opportunities, overcome adversity, and contribute positively to society.

## Our Mission

As a school, we offer our community a broad range of educational opportunities which reflect the social, academic, and vocational needs and aspiration for every student.

We want every student to achieve, experience success and access the pathway that helps them fulfil their aspirations.

## Our Values

Towards Tomorrow

- **Respect** – respect each other, the school and the wider community.
- **Responsibility** – take personal responsibility for the choices you make.
- **Rigour** – work to the best of your ability at all times and strive for success in all you do.
- **Inclusivity** – be inclusive and compassionate in all of your actions.



## Our Aspiration

Improving student outcomes in NAPLAN, OLNA, WACE and Attendance from below or at like-schools, to at or above like-schools and reduce the gap between Karatha SHS and WA public schools.

## Our Priorities

**Curriculum and Teaching:** Develop high quality teaching and learning in all classrooms.

**Conditions for Learning:** Develop an inclusive learning environment to support students' learning and engagement.

**Build Staff Capability:** Through a motivated workforce supported by high quality leadership.

**Strong Community Partnerships and Relationships:** Enhance engagement practices with parents, families, community stakeholders and external agencies.







## Student Improvement Targets 2021 – 2024

- The progress of students from Year 7 to 9 in NAPLAN reading, writing and numeracy is greater than like-schools and the gap between Karratha SHS and WA public schools is reduced.
- The percentage of students achieving at, or above Band 8 in Year 9 NAPLAN reading, writing and numeracy is greater than like-schools and the gap between Karratha SHS and WA public schools is reduced.
- The percentage of students achieving 90% or above attendance, increases each year and the gap between Karratha SHS and WA public schools is reduced.
- The Median ATAR to be maintained above like-schools and the gap between Karratha SHS and WA public schools is reduced.
- Increase the percentage of Year 12 students meeting the Online Literacy and Numeracy Assessment (OLNA) standards.
- The percentage of students with their WACE, is at or above like schools, and the gap between Karratha SHS and WA public schools is reduced.
- Students on Special Education Needs (SEN) plans, achieve 50% or more of SEN goals each reporting cycle.
- The National School Opinion Survey reflects positive satisfaction regarding safety, care and feeling valued.
- The National School Opinion Survey demonstrates a positive upward trend in the rating of teachers as good teachers by students.

Karratha SHS is embarking on a whole school improvement program supported by our involvement in the Fogarty EDvance. This program continues to drive school planning and decision-making processes using valid, evidence based strategies and data. We are guided by our aspiration, focus areas, objectives, and initiatives.

## Priorities

**Curriculum and Teaching:** Develop high quality teaching and learning in all classrooms

What we are trying to achieve	Key Strategies
<ul style="list-style-type: none"><li>Reduced variability in teaching practice between classrooms</li><li>Improved performance in NAPLAN, OLNA &amp; WACE</li><li>Teachers demonstrate a common understanding about what constitutes quality teaching and the impact on students' learning</li><li>Students demonstrate a positive attitude towards their learning and achievement</li></ul>	<ul style="list-style-type: none"><li>Review and implement an agreed whole school instructional model to ensure consistency of quality teaching practice across the entire school</li><li>Implement identified targeted teaching strategies to improve all students' progress and achievement in Literacy and Numeracy</li><li>Implement coaching observation and feedback protocols and processes to support teacher development and growth</li><li>Implement strategies to capture student voice and feedback</li></ul>







**Conditions for Learning:** Develop an inclusive learning environment to support student learning and engagement



What we are trying to achieve	Key Strategies
<ul style="list-style-type: none"> <li>Demonstrated high expectations and consistent and effective implementation of school processes</li> <li>Demonstrated active cultural awareness and inclusivity</li> <li>Effective strategies are in place to improve student attendance towards 80% - 89 % category</li> <li>Positive relationships are evident between staff and students across the school community</li> <li>Create a culturally safe and inclusive school for everyone</li> </ul>	<ul style="list-style-type: none"> <li>Review current school data and implement an evidence based whole school behaviour management system (e.g. PBS)</li> <li>Develop and implement accountability processes to ensure consistency in using documented Student Plans</li> <li>Identify and implement initiatives that support building staff and student relationships and wellbeing</li> <li>Implement whole school programs and initiatives to strengthen the support around student health and wellbeing</li> <li>Review and refine case management approach for students in the 80% - 89% attendance category</li> <li>Develop and implement appropriate cultural and inclusive approaches to support students' learning and growth</li> </ul>

**Build Staff Capability:** Through a motivated workforce supported by high quality leadership

What we are trying to achieve	Key Strategies
<ul style="list-style-type: none"> <li>Effective distributed leadership across the school</li> <li>Increased staff confidence and capacity to consistently analyse, monitor, and respond to student performance data</li> <li>A culture of professional growth and accountability is established</li> </ul>	<ul style="list-style-type: none"> <li>Monitor and refine whole school processes for consistency and alignment</li> <li>Develop clear role clarity and accountability processes for staff, including performance development and management</li> <li>Provide staff with professional learning and support to develop data literacy and effectively engage in disciplined dialogue</li> <li>Develop and continue to build leadership capability through identification of aspirant staff</li> </ul>

**Strong Community Partnerships and Relationships:** Enhance engagement practices with parents, families, community stakeholders and external agencies

What we are trying to achieve	Key Strategies
<ul style="list-style-type: none"> <li>Work collaboratively with local primary schools, families, and external organisations to help ensure a positive transition and start to secondary schooling for all students.</li> <li>Work collaboratively with external agencies, families, and other identified stakeholders to support all students through their schooling.</li> </ul>	<ul style="list-style-type: none"> <li>Enhance engagement practices with parents and families that are responsive to their needs and concerns.</li> <li>Strengthen community, industry, and tertiary partnerships to enrich the curriculum and implement a range of learning pathways for all students.</li> <li>Work collaboratively with parents and the community to maintain an effective School Board and P&amp;C Association</li> </ul>

