School plan 2015 – 2017

Mount Annan High School 8286

Motivated, confident, creative and tolerant students who are striving for success

Excellence in Teaching and Dynamic Leadership

Inclusive and Collaborative Learning Community
## School vision statement
All within the school community share in a collective responsibility for the care and the education of our young people. By working closely together and supporting one another we can help our students by identifying their talents and ability and promoting and developing their strengths. We can also help our students to acquire the values, the skills and the knowledge that enable them to live rich and fulfilling lives and contribute actively to building better communities and societies.

## School context
Mount Annan High School is a comprehensive co-educational school offering an extensive curriculum. Our school motto is ‘Be the best you can be’ and our core values are: Strive, Respect and Co-operate. Student leadership is constantly supported through the SRC and our students have a very high positive profile in the community. Our school is situated on a beautiful treed site and was established in 2003. We are very well supported in our community by our parents and local organisations, our P&C continue to work tirelessly by raising funds to improve resources in our school for students and staff. Whilst we constantly strive for excellence, we test ourselves against our annual school targets and communicate via evaluation and feedback with our community on a regular basis. We aim to build a curriculum path that is as individualised as a student needs, striving to set attainable goals and moving all students forward to achieve these goals. Our school is committed to providing rich programs to develop higher order skills in analysing, critical thinking, problem solving and technology enabling all students to ‘Be the best they can be’.

## School planning process
The school plan is the result of a rigorous process of school communication and collection of data from all stakeholders.

A planning committee was established which consists of the Principal, Deputy Principals, Executive Representative, Parent Representative and Student Representatives. The school executive have been involved in leading staff through an evaluation process during staff meetings of existing whole school programs and activities. Staff have participated in surveys which centred around current school programs and practices and provided input through staff meetings. Students from the school representative council (SRC) were consulted on the school plan and planning process. Students gave input into areas of strengths and areas for development in existing whole school programs from this the students formulated a survey which went out to gather students thoughts. Parents were surveyed at key end of year events and through the school P&C. A survey developed by the planning team informed through staff and student responses was given to parents and their responses were included.

Data collected through staff, student and parent surveys was collated and presented to staff and the school plan committee from which strategic directions were developed. A writing team used data from surveys to draft the purpose of each strategic direction and the planning template.

Draft versions were then presented to all stakeholders for final feedback before publication,
Purpose: To provide all students with meaningful learning opportunities, which will enable them to achieve their potential and become life-long learners and active citizens. Students will strive for academic success and intrinsic and extrinsic motivation will be fostered. Students will engage in authentic learning experiences that will equip them for future pathways, with the skills to be confident, critical and creative adults.

Purpose: To build a dynamic culture of innovation and best practice in teaching and leadership through ongoing quality professional learning and mentoring. Leaders and teachers will maintain high expectations of themselves and their students in order to foster sustained school improvement and achieve ongoing improvements in student learning outcomes.

Purpose: To build an educational community that further develops the school's partnerships with the community through comprehensive educational experiences. Enhancing the profile of the school through meaningful community endeavours and building an understanding of diversity and inclusivity which will enrich cultural awareness, creating a stronger link between the school and the community.

STRATEGIC DIRECTION 1
Motivated, confident, creative and tolerant students who are striving for success

STRATEGIC DIRECTION 2
Excellence in Teaching and Dynamic Leadership

STRATEGIC DIRECTION 3
Inclusive and Collaborative Learning Community
### Strategic Direction 1: Motivated, confident, creative and tolerant students who are striving for success

<table>
<thead>
<tr>
<th>Purpose</th>
<th>People</th>
<th>Processes</th>
<th>Products and Practices</th>
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| To provide all students with meaningful learning opportunities, which will enable them to achieve their potential and become life-long learners and active citizens. Students will strive for academic success and intrinsic and extrinsic motivation will be fostered. Students will engage in authentic learning experiences that will equip them for future pathways, with the skills to be confident, critical and creative adults. | **Students**: Engage students to value education, life-long learning and achievement by recognising, reflecting and working to their strengths and continuously improving them to become independent learners.  
**Staff**: Continued application of authentic, interesting and relevant curriculum. Provide quality, differentiated professional learning to support all staff with their professional learning goals.  
**Parents/Carers**: Raise awareness about the opportunities provided by the school by communicating the School Plan and providing opportunities for parental feedback.  
**Community Partners**: Strengthen partnerships with providers of work placement/work experience opportunities building confidence in MAHS students, enabling students to gain successful employment.  
**Leaders**: Leaders will be mentored to use data available, and collect, via action research, data to promote student independence. | **Academic Improvement**  
A whole school focus on improving HSC and NAPLAN outcomes for all students.  
**Individualised learning**  
Extend gifted and talented students and support the growth of lower ability students through Individualised Learning Programs.  
**Real World Connections**  
Forming authentic links between the school setting and the wider world provides greater opportunities for students to succeed both at school and after school.  
**Evaluation Plan**  
Annual review of SMART and RAP data at executive and faculty level for HSC and NAPLAN results. Improvement in value added data will demonstrate achievement in this area. The number of Personalised Learning Plans for students will increase in each cohort. All plans are placed on Sentral with review dates.  
Significance and authentic learning experiences are highlighted during regular performance meetings.  
**Product**: An improvement in value added data across all subjects in the HSC by 10%  
**Product**: Personalised Learning Plans for 10% of each cohort for students who have specific needs to enhance their educational experience.  
**Product**: Student engagement in employment and training improved by 15% in Post-School destination survey.  
**Product**: NAPLAN data shows at 10% improvement in growth for Spelling, Writing, Punctuation and Grammar.  
**Practice**: All teachers are continuing to deliver engaging lessons linked to the Quality Teaching Framework using a model of continuous improvement. Programming development and registration highlight the Quality Teaching Elements  
**Practice**: All teachers provide differentiation of content to ensure that students are being challenged; student voice to provide evaluation of programs and to develop their own personal learning plan.  
**Practice**: All students engaged in significant and authentic learning experiences which are embedded in faculty programs. |  |

### Improvement Measures

1. Improved outcomes and success for all students by value adding across all subjects in the HSC improving school trends by 10%  
2. Personal Learning Plans developed for 10% of each cohort.  
3. Post-school destination survey demonstrates an increases in employment and training engagement by 15%  
4. Students will exceed expected growth in NAPLAN by value adding for Year 9 in Spelling, Punctuation and Grammar and Writing by 10%.
## Strategic Direction 2: Excellence in Teaching and Dynamic Leadership

### Purpose
To build a dynamic culture of innovation and best practice in teaching and leadership through ongoing quality professional learning and mentoring. Leaders and teachers will maintain high expectations of themselves and their students in order to foster sustained school improvement and achieve ongoing improvements in student learning outcomes.

### Improvement Measures

<p>| | |</p>
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<tbody>
<tr>
<td>1.</td>
<td>100% of staff members will be meeting their professional learning goals.</td>
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<tr>
<td>2.</td>
<td>School based professional learning programs will be increased by 10% and registered on MyPL.</td>
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<td>3.</td>
<td>10% of staff will achieve accreditation at the Highly Accomplished and Lead levels of the Professional Standards.</td>
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<td>4.</td>
<td>There will be a 10% increase in staff members taking up leadership roles within the school.</td>
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### People

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<td><strong>Students:</strong> Students will be provided with a stimulating learning environment where there will be an expectation that all students can succeed in learning. Students will be expected to take risks and be innovative in their learning.</td>
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<td><strong>Staff:</strong> Staff members will be supported to meet their learning goals. Teachers will draw upon and implement evidence based research to improve their performance and development.</td>
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<td><strong>Parents/Carers:</strong> Parents and carers will support a culture of positive professional learning for educational improvement. Extra-curricular learning opportunities will be valued by both parents and carers.</td>
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<td><strong>Community Partners:</strong> Community partners will work collaboratively with the school to ensure authentic learning experiences that provide continuity of learning.</td>
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<td><strong>Leaders:</strong> Purposeful leadership roles based on professional expertise will be provided. Leaders will support staff to meet their professional learning needs.</td>
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### Processes

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<tr>
<td><strong>Professional Learning</strong> Teachers improve and reflect on their practice to achieve improved school performance.</td>
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<td><strong>Excellence in Teaching</strong> High quality teaching maximises student learning outcomes.</td>
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<td><strong>Leadership</strong> Strong and effective leadership underpins school excellence and student achievement.</td>
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### Products and Practices

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<td><strong>Practice:</strong> Regular reviews will be undertaken to ensure professional learning goals are being met.</td>
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<td><strong>Practice:</strong> The Professional Learning Committee will develop school based PL. All team meetings will include a PL component.</td>
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<td><strong>Practice:</strong> All professional learning and development opportunities will be linked to the Teaching Standards.</td>
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<td><strong>Practice:</strong> Opportunities for purposeful leadership experience will be provided. Leadership learning and mentoring programs will be implemented and evaluated.</td>
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### Evaluation Plan

The school’s professional learning committee will coordinate school-based professional learning and will monitor the use of professional learning funds.

The Performance and Development Framework will be used to evaluate the achievement of staff learning goals.
## Strategic Direction 3: Inclusive and Collaborative Learning Community

### Purpose
To build an educational community that further develops the school partnerships with the community through comprehensive educational experiences. Enhancing the profile of the school through meaningful community endeavours and building an understanding of diversity and inclusivity which will enrich cultural awareness, creating a stronger link between the school and the community.

### People

**Students:** Enrich student appreciation of the multicultural society in which we live. Explicitly teach the skills of cooperation and collaboration through group tasks.

**Staff:** Utilise strengths and expertise to build a culture of trust and collegiality and encourage participation in community-focused events

**Parents/Carers:** Draw on parents expertise and skills to utilise in school programs

**Community Partners:** Continue to foster links with local community representatives such as our local member for parliament and local government representatives to further promote our school.

**Leaders:** Acknowledge and support inclusive teaching practices and collaboration amongst agencies.

### Processes

**Parent Involvement**
Parent involvement in the school community is important to ensure that families and the school work together.

**School Promotion**
School promotion through local news media is important to foster a positive school culture and promote student achievement

**Communication**
Focusing on communication between parents and the school is important to promote improved learning outcomes.

**Celebrating Diversity**
Celebrating diversity amongst students with the support of the community is important to further develop an inclusive school culture

### Products and Practices

**Product:**
An increase in parents supporting the school P&C and attending P&C meetings by 20%

**Product:**
School promotion in local media has increased by 10%

**Product:**
75% of parents indicate they have a good – excellent understanding of school processes and procedures.

**Practice:**
Parents are supported to participate in their child’s learning and are partners in their child’s education. Families develop their understanding of learning programs and expected student learning outcomes through excellent home-school communication

**Practice:**
Promotion of school-based events through enhanced community links and excellent communication with media outlets.

**Practice:**
A culture of welcome, inclusion and belonging for all families that reflects and respects diversity within the school’s community is built through inclusive school policies and programs

### Improvement Measures

1. To improve parent participation in our school-home partnerships by 20% increase in parents attending P&C meetings and supporting the P&C.
2. An increase in school promotion articles in local papers by 10%.
3. 75% of parents indicate they have a good – excellent understanding of school processes and procedures.
4. 75% of parents indicate they are happy - very happy with the schools culture of inclusion and respect.