



2021-2024 Business Plan



LEEMING SHS

HARMONY ~ EXCELLENCE

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Leeming Senior High School aims to be the school of choice through the achievement of **Harmony and Excellence**.

Vision and values

- We seek to achieve harmony and strive for excellence.
- We encourage all individuals to reach their potential.
- We value mutual respect, tolerance, inquiry and participation.
- We value and are committed to fairness, personal responsibility and a safe, friendly and supportive learning environment.

Context

Leeming Senior High School provides a personalised and contemporary approach to achieve outstanding results for all students. We are large enough to provide comprehensive opportunities in a range of courses in a relatively small nurturing environment. We pride ourselves in knowing every student and providing every student with support to achieve on a pathway to success beyond school. Embedded in our culture is our focus on the whole child ensures everyone matters in a trusting and accepting environment.

Challenging curriculum and specialist programs

A futures-focused vision for education recognises that today's learner will face a very different future from generations past. Our teaching staff work collaboratively to develop programs that make cross-curricular links and help students see the connections across traditional subject areas.

Our Specialist Academy Programs are designed to challenge our students and extend their knowledge through a personalised learning approach to reflect individual student needs. Through these programs, 21st Century skills such as critical thinking, communication, connection and creativity will greatly contribute to developing and maintaining a whole school culture that aspires to and celebrates academic excellence.

Co-curricular programs

To achieve our vision, we have the priority areas of successful students and highly effective staff. This business plan, our third as an Independent Public School, is the overall planning document for 2021-2024. Under this sits operational plans for every learning area and key whole school focus areas. The plans are reviewed annually and progress against targets will be set out in annual reports.

The school has developed a strong focus on self-review and annual improvement planning. Each priority area has a series of operational plans that outline strategies and the targets are clearly broken down.

Successful students who have a strong sense of purpose, connection to the school community and achieve their very best.

Focus area	Targets	Key Strategies	Key milestones
Literacy and numeracy	<ul style="list-style-type: none"> A minimum effect size of 1.4 from 7 to 9 in NAPLAN Numeracy, Reading and Writing. 	<ul style="list-style-type: none"> Implementation of whole school literacy and numeracy plan. Whole staff data analysis. Staff professional learning as outlined in literacy and numeracy plan. 	<ul style="list-style-type: none"> Review plan targets every semester. NAPLAN data to remain above like schools. Review NAPLAN targets annually. Review alignment of NAPLAN to student achievement annually.
Year 12 results	Continue to improve all measureable year 12 achievements.	<ul style="list-style-type: none"> Implementation of whole school academic plan. Strengthen academic and support programs. Expand study skills program. 	<ul style="list-style-type: none"> Monitor and plan for improvements in: <ul style="list-style-type: none"> ATAR Graduation OLNA Teacher judgements. NAPLAN & OLNA data analysis.
STEM	Expand student involvement in STEM programs.	<ul style="list-style-type: none"> Year 7-9 focus in STA to build year 9-10 options. STEM room. Develop and expand cross curricular opportunities. 	<ul style="list-style-type: none"> 2021 – STA. 2023 – expand year 9 and 10 options. By 2023 – STEM room.

Pathways	Develop and monitor pathways for all students 7 – post school.	<ul style="list-style-type: none"> • Implementation of whole school academic plan. • Expand role of Workforce Coordinator. 	Trial 2021.
Health and wellbeing	<ul style="list-style-type: none"> • Every student to receive positive feedback or recognition. • Implementation of the Aboriginal Cultural Standards Framework. • Safe and inclusive learning environment that values everyone. 	<ul style="list-style-type: none"> • Continue ABC focus and promotion. • Improve the house points so every student achieves points. • Whole school events and information sessions. • Development of a monitoring system through house groups. • Continue to expand student services support. • ABC committee • Positive psychology program. 	<ul style="list-style-type: none"> • House point monitoring system in place by 2022. • Track use of house points. • PSB and Good Standing annual review. • Positive Psychology across implementation by 2024.
Attendance	<p>Attendance to be 7% above state average.</p> <p>Decrease unexplained absences to 10%.</p>	<ul style="list-style-type: none"> • Student attendance policy implementation • Good Standing policy implementation 	Analysis of data every semester by year group.
Specialist Programs	Increase and maintain the number and engagement of students across the programs.	<ul style="list-style-type: none"> • Promote success in the community. • Monitor student achievement in class and in extracurricular programs. 	Track student pathways back from Year 12.

Highly effective staff are committed, connected, engaged, highly skilled and celebrated to develop successful students.

Focus area	Targets	Strategies	Key milestones
Build capacity through a whole school teaching and learning focus	<ul style="list-style-type: none"> All teaching staff to show measurable development in AITSL standards. By 2023 demonstrated greater than .6 effect size in student achievement over one year. 	<ul style="list-style-type: none"> Effective teaching at Leeming document. Continue visible learning program. Implementation of literacy and numeracy plan. Focus on formative assessment. Continue peer observation. CMS Professional learning plan. Data analysis by all staff. Performance management. Recruitment processes. 	<ul style="list-style-type: none"> PIVOT survey. Community survey results. Student survey data. ACER yearly testing. Development and implementation of whole school PL plan.
Health and wellbeing	Full implementation of positive psychology program with staff by 2023.	<ul style="list-style-type: none"> Upskill staff leaders. Develop and implement program with staff. 	<p>Semester 1 2022</p> <p>Semester 2 2022</p>

Leadership	Positive measurable improvement in NSIT and survey data relating to school leadership	<ul style="list-style-type: none"> • Plan and action strategies to cover existing and aspirant leaders. • Coaching programs for leaders and aspirants. • Develop leadership opportunities. 	<ul style="list-style-type: none"> • Annual staff survey • Annual NSIT survey
ICT	<ul style="list-style-type: none"> • Measurable improvement in survey data relating to staff and student use of ICT. • Measurable improvement in BYOD uptake. 	<ul style="list-style-type: none"> • ICT plan • BYOD 	<ul style="list-style-type: none"> • Survey results • Monitor BYOD rates annually
Communication	Improve communication both internally and externally.	<ul style="list-style-type: none"> • Ongoing Connect professional learning • Ongoing Compass professional learning • Improve Consistency of expectations in Communications Policy 	<ul style="list-style-type: none"> • Consistent whole school use of Connect. • Consistent whole school use of Compass. • Develop Compass as a parental communication tool