

BUSINESS PLAN 2017 – 2019

A FRAMEWORK FOR THE PURSUIT OF EXCELLENCE IN EDUCATION

Phase 2



inspiring self belief

BUNBURY SENIOR HIGH SCHOOL
an independent public school



From The Principal

I am proud to be the Principal of Bunbury Senior High School. Our school is highly regarded in the local community, which recognises academic, sporting and cultural achievement, as well as high-care service to students as distinguishing features of the school.

This Business Plan – The Pursuit of Excellence in Education: Phase 2 – is the third in our journey as an Independent Public School. The pursuit of excellence for all students at all levels is paramount in the things we do. Our commitment to this includes implementing unique programs that pursue excellence as well as utilising evidenced-based strategies to ensure that all students achieve at the level of which they are capable.

At Bunbury Senior High School, we are inspiring, positive and open to limitless possibilities. We understand that the work we do can be life changing and we hope to inspire our students to be courageous and to choose what is meaningful for them on their individual journey. We work within an environment which recognises that all people achieve their best when they are engaged in learning and nurtured to grow and develop.

This Business Plan, which links the Department of Education priorities to our locally identified areas of focus, will ensure that we continue our journey to being the best regional public school in Western Australia.

Craige Pettit
Principal



From The Board

The newly elected Board for 2017 looks forward to the role it will play, in achieving the priorities within the new Bunbury Senior High School Business Plan.

The school recognises and is proud of its place in Bunbury's history - many community members and their families have a past or current association with this well-known Bunbury facility of education. There will be significant focus on the school during the life of this Business Plan and during Bunbury Senior High School's 100 year anniversary in 2018. It's a great time for the school to build new and strengthen existing relationships with regional stakeholders, leaders and the school community and discover pathways for community involvement.

There are significant operational plans and strategies that underpin each component of the new Business Plan. Board members bring a variety of backgrounds, strengths and business acumen to support Bunbury Senior High School's leadership team in achieving these.

The School Board looks forward to the upcoming time of celebration, but most importantly, the Board will ensure school leadership remains focused on the priorities, that ensure the best outcomes for students during their education at Bunbury Senior High School.

Erin van Noort
Chair, School Board





Our Vision

For almost a century, Bunbury Senior High School has been helping students reach the heights of education.

Bunbury Senior High School was established in 1918. During its long and proud history, our school has enjoyed a very close relationship with the community, educating generations of students from throughout the South West.

In late 2016, we commenced a revitalisation process to renew our school vision and develop the framework for our new Business Plan.

'We go forward, inspiring self belief', our new vision statement, incorporates our historical motto – En Avant, meaning to go forward - with a powerful action statement. This vision will frame – and inspire – our work in the classroom and beyond, as we move deeper into the 21st Century and into an increasingly exciting era of educational opportunity.



Our global vision

We courageously support equal rights and help those in need.

We actively promote :

- Equal opportunities for ability, gender, race, status and sexuality
- Support for the homeless and hungry
- Support for those affected by mental illness
- Kids being fit and active
- World harmony





Our purpose

We are here to make our students feel inspired, prepared, supported and motivated to live their best life with purpose.

We are here to make our parents feel confident that their child is not only prepared for the future but will also enrich society.

We are here to make our teachers feel fulfilled by providing opportunities to develop professionally and personally, and by celebrating their successes.

Our values

Learning

As lifelong learners we extend ourselves, through active curiosity and self reflection, beyond what we already know and do.

Collaboration

We work together, share ideas and expertise, and support each other to achieve individual and collective excellence.

Diversity

We embrace and celebrate the people around us.

Courage

We give new things a go and challenge ourselves to explore our full potential.

Wellbeing

We believe life is about balance. We are mindful to make healthy choices for our mind, body and soul.





Our commitment to students

Personalised education

We offer you personalised education through specialised programs, fun and challenging extra-curricular activities and many opportunities that will help you achieve your potential.

Friendship

We offer you an environment where you will be part of a team of great teachers, staff and students. You will make and enjoy friendships that will last you a lifetime.

Self-belief

We offer you a school culture that is supportive and inclusive. We are here, through learning, to nurture your confidence and self-esteem.

Natural inspiration

We offer you a stunning school with ocean views to refresh you throughout the day and inspire you to enjoy the great outdoors.

Lifelong learning

We offer you knowledge, qualifications and life skills that will form the foundation for lifelong learning and your personal level of success.

Our commitment to parents

Progressive learning

We offer your child accomplished and passionate teachers who are continually upskilled in their fields of expertise.

Your child comes first

We offer your child an inclusive and safe environment where they feel connected and valued. We are mindful to cater to the unique individuals that make up our student body.

Connection

We understand that you are part of our school community so we ask you to collaborate with us throughout your child's high school journey. We share regular communications to keep you in touch with your child's progress, challenges and achievements.

Choice

We offer your child the freedom to choose their future by providing fun, challenging and diverse learning opportunities.



Understanding our Priorities and Targets

Our Business Plan – The Pursuit of Excellence: Phase 2 – is the next iteration of our strategy to ensure that Bunbury Senior High School remains the secondary school of choice in the South West.

Development of the Plan has been guided by feedback from our second IPS review, system initiatives, data, perceived local needs, and the current Delivery and Performance Agreement. At the school-level, it has involved hundreds of hours of meeting time, reflection, planning and preparation.

Our priority areas (Success for All Students, High Quality Teaching and Strong Leadership and Governance), are directly linked to the Department's Strategic Plan: *High Performance – High Care*. Our specific areas of focus within these priorities - our "We will..." statements - articulate in more detail our intended actions over the next three years. Within the first year of the Plan, each of these will be developed within an Operational Plan at the whole school or learning area level.

Finally, our six Targets represent the key outcomes we seek from this Plan and they will be central to informing teaching, learning and assessment, together with the deployment of our resources, over the life of the Plan. The Targets are specific, measurable, achievable and realistic within the period 2017 - 2019. In addition, for some Targets, we have stated an aspirational goal. Essentially, this is an ambitious objective which, while it may be out of reach currently, clearly demonstrates our intended direction in the context of the Target.

Collectively, the Priorities and Targets will ensure that we continue to meet the educational needs of the Bunbury Senior High School community at a level commensurate with our previous 100 years of outstanding service.





Our priorities

Success For All Students

High Quality Teaching

Effective Leadership And
Governance



Success For All Students

We will:

Ensure that students are recognised for their role in our school community.

Strengthen the use of teaching and learning strategies that meet students at their individual point of need.

Increase our focus on learning activities linked to STEM, creativity, collaboration, problem solving and other skills necessary for engaging with emerging industries and employment opportunities of the future.

Maintain our strong focus on high care and strengthen initiatives to support resilience, and mental, social and emotional wellbeing.

Ensure that more students attend regularly (90%+).

Continue to reduce the gap between Aboriginal and non-Aboriginal student attendance.

Set high expectations for students in senior school and provide a range of programs and initiatives to support individual student achievement.

Maintain a strong focus on student achievement in literacy and numeracy, with a particular emphasis on improving writing and spelling performance across the school.

Strengthen our programs for gifted students in academics, visual arts and sport.

Explore the use of Big Picture education and/or similar as a strategy to increase student engagement and achievement.





High Quality Teaching

We will:

Review and improve the BSHS Principles of Teaching and learning and strengthen their role in defining our school-wide pedagogy.

Expand the established concept of Professional Learning Communities in our school to include whole-of-faculty and whole-of-school PLCs.

Routinely engage in a process of collegial observation, professional reflection and targeted feedback designed to improve our classroom practice.

Increase the use of student feedback as a mechanism to improve the quality of our teaching.

Consolidate our use of data to inform school decision making and classroom planning.

Ensure that all staff involved with our specialist programs have access to targeted professional learning opportunities.

Increase the profile of Classroom Management Strategies (CMS) to ensure a consistent approach to behaviour management.

Target appropriate professional learning to maintain and progress high quality, innovative teaching and assessment.

Continue to create opportunities for cross-school collaboration to support targeted initiatives.

Increase staff capacity to use ICT in ways that engage students and allow for learning to be more efficient and effective.

Prepare for full implementation of the Western Australian Curriculum in Humanities and Social Sciences, and Health and Physical Education for Semester 1, 2017; and, full implementation of The Arts, Languages and Technologies for Semester 1, 2018.





Effective Leadership and Governance

We will:

Ensure the development of positive, whole-school relationships that enhance learning, through the provision of optimistic, invitational classrooms and extensive extra-curricular opportunities.

Increase the focus of school leaders on strategic aspects of their role.

Provide professional support processes for aspirant Level 3 teachers and Level 3 administrators, with a view to increasing the number of staff in these categories.

Develop and implement a whole-school plan to support student's ICT competencies.

Improve the provision of instructional leadership for technologies in the classroom.

Harness the capabilities of staff to provide innovative learning opportunities for students.

Consolidate the importance of research-based responses to improving teaching, learning and assessment using BSHS data and contexts.

Ensure effective and timely communication processes with all members of the school community.

Actively build positive relationships with parents, carers and the wider community.

Focus on staff wellbeing, including implementing sustainable approaches that support the physical, mental and social welfare of staff.

Ensure that the School Board has access to data and information which enables effective monitoring of the Business Plan implementation.

Ensure the capacity of the School Board to fulfil its duties (as set out in the Education Act and the DPA) by supporting its operations and by training, development and renewal.

Incorporate the use of high-level strategic targets within school planning processes.





Targets

In the period 2017 – 2019:

1. Based on Schools Online data, the percentage of students with 'regular attendance' (90%+), consistently exceeds Like Schools. Aspirational goal – the percentage of students with regular attendance approaches 70%.
2. The number of students qualifying for a Bunbury SHS Kingia Award for citizenship maintains an improvement trend each year for the life of the Plan.
3. The median ATAR of the top 67% of ATAR students will be equal to or better than 80. Aspirational goal – achieve in the Top 50 schools for ATAR achievement each year.
4. Year 12 Attainment (ATAR \geq 55, or Certificate II or higher) will maintain an improvement trend each year for the life of the Plan. Aspirational goal – achieve 100% Attainment each year.
5. Year 9 student Progress and Achievement will be equal to or better than Australian Schools in all aspects of NAPLAN.
6. The percentage of students qualifying for OLN by the end of Year 10 exceeds Like Schools. Aspirational goal – 80% of students achieve OLN requirements by the end of Year 10.



Planning and review process

Ongoing planning and review at classroom and whole school level

Each Semester: • Strategic Planning Review • Classroom Reports

Each year: • Annual Report • Report to School Board

Every Three Years: • Independent Review • Principal's Performance Review

Glossary

STEM: Science, Technology, Engineering and Mathematics

Big Picture: A student-centred curriculum delivery model that focuses on real world tasks and involves work internships.

ICT: Information and Communications Technology

Kingia Award: School citizenship award that recognises 95% attendance and exemplary behaviour.

ATAR: Australian Tertiary Entrance Rank

NAPLAN: National Assessment Program – Literacy and Numeracy

OLNA: Online Literacy and Numeracy Assessment

DPA: Delivery and Performance Agreement



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