Maclean High School

School Plan

2009-2011
### School context

Students from Maclean High School have a diverse range of academic abilities and emanate from a wide variety of socio-economic backgrounds. The school has a significant Indigenous population. The curriculum, class structures and education programs are therefore designed to accommodate these diverse needs. There is a considerable amount of extracurricular activity supporting the learning opportunities provided to students. The staff profile is characterised by experienced, talented teachers, with a very low turnover of staff. Teaching staff meet the professional requirements for teaching in NSW public schools.

### Priority Areas (3 year horizon)

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<th>1) Literacy</th>
<th>4) Teacher and Leader Quality</th>
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<td>2) Numeracy</td>
<td>5) Aboriginal Education</td>
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<td>3) Student Engagement and Retention</td>
<td>6) Connected Learning</td>
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### Intended Outcomes (Summary)

- Consolidate literacy and numeracy as a whole school focus.
- Provide opportunities that increase student engagement and retention.
- Build teacher capacity through quality teaching.
- Empower to use technology in the classroom.
- Increase understanding and appreciation of local Aboriginal culture.

### Targets

1. Increase the percentage of students achieving at or greater than minimum expected growth in Year 7 to 9 NAPLAN writing from 82% to 86%.
2. Increase the percentage of students achieving at proficiency level in Year 9 NAPLAN numeracy from 18% to 23%.
3. Increase the Year 10 to Year 12 retention rate by 3% from 65% to 68%.
4. The DET Quality Teaching survey will indicate that teachers, on average, ‘mostly’ employ aspects of quality teaching and feedback in their teaching.
5. Increase the Year 7 to Year 10 retention rate for Aboriginal students by 2% from 93% to 95%.
6. Increase the percentage of students achieving in the Highly Competent band in the School Certificate Computing skills examination by 3% from 54% to 57%.

The plan has been endorsed and approved by:

<table>
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<tr>
<th>Principal:</th>
<th>Date:</th>
<th>School Education Director:</th>
<th>Date:</th>
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Principal’s initials: __________  School Education Director’s Initials__________
## School Plan

### School Priority Area: Literacy

**Intended Outcomes:** Consolidate literacy as part of a whole school focus. Increase proficiency results in writing in NAPLAN for Year 9.

**Target:** 2011 – Increase the percentage of students achieving at or greater than minimum expected growth in Year 7 to 9 NAPLAN writing from 82% to 86%.

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<th>Responsibility</th>
<th>Time Frame 09 10 11</th>
<th>Resource Allocation and Funding Source 2010</th>
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</table>
| Annual literacy targets met as per results in NAPLAN | 1. Build teachers’ capacity to identify and address all student literacy needs.  
- Intensive school developed Literacy Program  
- Liaise with feeder schools via provision of TPL funds to allow for improved Quality Teaching – enhanced Community of Schools  
- QT support for staff via Literacy Support Mentors  
- Resources for implementation | Reform 4, Reform 1,3,6, Reform 1,2,5, Reform 3 | Intensive Literacy Co-ord, STLA, P Mentors (Lit and QT)  
NP Mentor  
NP Mentor Lit. Mentor | X X X | $149,836 (NP) |
| Survey results in the Analytical Framework will show a shift in teacher confidence in using SMART data. | 2. Consolidate whole school approach to Literacy within:  
- Team Leadership Program as part of staff, faculty meetings and SDD days  
- All staff involved in Whole School approach to Literacy (including attendance at TPL opportunities) | Reform 1,5 | Principal  
Deputy Principal  
TL facilitators  
Reps from KLAs  
All staff | X X X | $7,000 (NP) |
| Students achieve above past results | 3. Writing Workshops Years 9 and 10  
- Focus on GATS and middle group  
- Identify students not reaching benchmarks  
- Implement school based literacy program | Literacy Mentor, All staff  
STLA Co-ordinator | X X X | Included from funding above |
| Improved accuracy and rate of reading in Year 10 | 4. Developing skills to improve reading benchmarks | STLA/ASLSO/ SLSO | X X X | Included from funding above |
### School Priority Area: Numeracy

**Intended Outcomes:** Staff embrace that numeracy is a whole school responsibility. Student outcomes increase with the development of a greater appreciation of the significance of Mathematics. Opportunities for professional learning to strengthen teacher capacity and improve student learning outcomes.

**Target:** 2011 – Increase the percentage of students achieving at proficiency level in Year 9 NAPLAN numeracy from 18% to 23%.

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| **Students achieve annual numeracy targets.** | 1. Identify students not reaching National benchmarks  
   - Introduce Quick Smart Program (Resources, training and tuition)  
   - Liaise with Primary Schools also using QuickSmart | Reform 1,2,3,4,5,6 | STLA HT, STLA, Maths Staff QS Co-ord | X X X | $160008 (NP) |
| **Raise inclusivity and profile of Numeracy across the curriculum** | 2. Use of resources purchased in 2010 as explicit teaching tools through:  
   - Professional Development of Executive (Team Leadership)  
   - Promotion of Numeracy across the whole school  
   - Embed Mathletics in the school | Reform 4,6 | HT STLA/Maths All Staff | X X X | $6200 (NP) |
| **Increased number of students achieving higher bands across all areas of Numeracy** | 3. Analysis of NAPLAN, SC and HSC results  
   - Explicit teaching for identified areas of need  
   - Enrichment of extension classes through outside mentors  
   - Training of staff in SMART data analysis  
   - Year 9/10 Enrichment days : 1 per term.  
   - Explicit education of cross curriculum approaches for areas of numeracy not reaching benchmarks  
   - COS – provision of funds to foster numeracy _ Gulmarrad/Yamba = 0.2 staff  
   - Small Schools 2 days/term | Reforms 1,2,3,4,5,6 | Maths staff, STLA KLA’s, QT Mentors Numeracy Mentor Literacy Mentors | X X | $4000 (TPL) |

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Maclean High School  
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**School Priority Area: Student Engagement and Retention**

**Intended Outcomes:** Consolidate the opportunities for students to engage in VET courses. Ensure the whole school community feels that they have an active and valued role within the school. Provide extensive experiences that will encourage students to be life-long learners.

**Target:** 2011 – Increase the Year 10 to Year 12 retention rate by 3% from 65% to 68%.

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| Obtain more accurate destination data | 1. Review of retention and destination data:  
- Revise destination information sheets providing more relevant detail  
- Yr 12 and Staff “destination” meeting | Reform 3,5 | CA, YA, TA | 09 10 11 | $1000 (NP) |
| Numbers selecting and completing VET courses increases | 2. Identify and promote structures to support increased retention rates through:  
- Survey Stage 5 to include VET metals and wood  
- Establishment of Trade Training Centre  
- TVET courses offered at Maclean TAFE Animal Care, Child Studies, Metals and Auto and Coxswain  
- Consolidate summer schools in Aged Care, Metals, Electro technology  
- Processes to identify students at risk of non-completion eg. CA interviews with parents/students  
- Promoting and monitoring School Based Traineeships and Apprenticeships  
- Mentoring students Yrs 10 -12. TA to facilitate and implement programs and support students at risk.  
- Careers Express class | Reforms 1,2,3,4,5,6 | P, CA, TAS, YA, P, CA, HT Admin, TAS, P, CA, HT Admin, HT Admin, CA, PM, CA, HT Admin, TAS, Staff Transition Advisor, TA | X X X X X X X | $1500000 (TTC) $1000(*) $71282(NP) |

Notes:  
- NP: Not Provided  
- TTC: Total Teaching Cost

**Resource Allocation and Funding Source 2010**
## School Priority Area: Student Engagement and Retention

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| Decreased numbers attending Discipline Meetings on Friday | 3. Investigate Positive Behaviour for Learning  
- Professional Learning Co-ordinator  
- Implementation of PBL- resources  
- Integration of PBL into whole school  
- Student Welfare Program Co-ordinator to identify and implement programs in conjunction with HT-Welfare and Year Advisers | Reform 1,2  
Reform 1,2  
Reform 1,2,5,6  
Reform 3,4 | P, PM Team  
All staff  
PM, PBL Co-ordinator | 09  
10  
11 | $72558 (NP)  
$ 1500 (*)  
$3500 (TPL) |
| Decreased numbers placed on sanction lists | Increase attendance rate identified by SAMS | | | | |
| Increase attendance rate identified by SAMS | 4. Consolidate attendance procedures for students below 85% attendance  
- Increase awareness of staff responsibilities  
- Increase parent awareness via letters and newsletters  
- Increase student awareness via assemblies  
- Structures in place to support Senior students  
- Partial attendance co-ordinator | Reform 1,2,5,6 | HT Welfare, Dear staff YA, DP | 09  
10  
11 | $6000 (GB) |
| Increase in number of explanations for absences from parents | | | | | |
| Decreased number of unexplained absences | Survey indicates Transition Program meets needs of Year 6 students and allows for a smooth transition from Year 6 to Year 7  
Reduced ROB’s by 3% for Yr 7 | 5. Evaluation and modification of Year 6 Transition Program  
- Survey Year 7 students (2009/2010)  
- Year 6 to 7 Transition Co-ordinator (0.2)  
- Modify areas identified (2010)  
- Consolidation of Transition program  
- Peer Support  
- Core Group consultation  
- COS consultation day | Reform 1,2,3,6 | Principal, HT Welfare, DP, Transition Co-ordinator (6 to7) | 09  
10  
11 | $17320 (NP)  
$10800 (Tied Grant)  
$ 12800 (*)  
$ 2000 (*) |
| Survey indicates connectedness of students  
Explicit teaching to enable independent learning  
Greater involvement of primary and secondary teachers within our Learning Community | 6. Consolidate GAT’s program  
- Evaluate Year 7 GATS program (2009)  
- Modify to include IT co-ordinator  
- Professional Learning for Staff  
- Incorporation of program into COS | | Student Welfare Co-ordinator, HT Welfare, YA | | |
| Establish School Transition Advisory Group (Yrs10-12) | 7. Co-ordinated meetings to determine needs for students:  
- Needs identified  
- Programs monitored | 8. Promotion of positive culture:  
- Increased publicity through designated publicity officer  
- Increase SRC input through the attendance at and feedback via SRC and Year meetings. | VA, DP, Parent Rep, SRC Rep, Publicity Officer, TA | Included in strategy 2 |
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<td>Students acknowledged for excellence in curriculum, cultural and sporting activities through wide range of media.</td>
<td>Student engagement via SRC, SLIKK and Junior AECG</td>
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| Parents/ community members attend P and C meetings and information meetings | 9. Clear and advanced warning of school activities and programs via:  
- Newsletter  
- Webpage  
- Phone calls  
- Letters  
- Students  
- Publicity Officer  
- School sign | Reform 5,6 | Principal, HT's, NP mentor, TA, CA, All staff | $1600 (NP) |
| Employers feel valued and willing to take on students on work placement/work experience | 10. Continued feedback provided to and received from employers via:  
- Meetings at school  
- Visits to work placements  
- Letters to employers  
- Surveys undertaken | VET staff, CA, TA | VET staff, CA, TA |  |
| | | | | |
**School Priority Area: Teacher and Leader Quality**

Intended Outcomes: Maclean High School will continue to provide structures for continuous school improvement through professional learning at a personal and whole school level. Development of a program to provide positive support for all staff entering the NSW Institute of Teachers. Implementation of A Guide by the Side mentoring program to staff.

**Target:** 2011 – The DET Quality Teaching Survey will indicate that teachers, on average, ‘mostly’ employ aspects of quality teaching and feedback in their teaching.

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| Increased numbers of staff attending at TPL opportunities | 1. Attendance at Quality Teaching Professional Learning  
   - in-service all staff at staff meetings and at faculty level – Team Leadership  
   - Attendance outside school Professional Learning according to PLP’s  
   - Team attending QT conference.  
   - Consultants visits throughout year. | Reform 1,2,5,6 | DP – TPL  
         TL facilitators  
         NP Mentor  
         QT Mentor, PM | X X X | $4000 (TPL)  
                     $4000(∗) |
| Increased elements of QT in class | 2. QT Mentor to work with staff individually, within classroom and at faculty level.  
   - professional learning to address elements of QT  
   - QT Mentor – A Guide by the Side mentoring program | Reform 1,2,3,4,5 | DP - TPL  
         HT – PDHPE  
         All Staff | X X X | $17320(NP) |
| Policies will reflect issues identified in SDD | 3. School Development Day(s)  
   - Focus on Quality Teaching and Explicit feedback  
   - Identifying issues across school/faculty  
   - SDD to incorporate Community of Schools (T3) | Reform 1,2,3,4,5,6 | P, DP – TPL, HT’s  
         staff  
         QT co-ordinator | X X X | $3000 (NP) |
Lessons evaluated and interfaculty dialogue occurs.
Increased student engagement and increased attendance.
Equity of assessment tasks and increased number of students submitting on time.

4. Across and within faculties:
   - Evaluation of assessment tasks and lessons
   - Reflection of lessons delivered
   - Use card system
   - Focus on consistent teacher judgement
   - Develop strategies that provide equity in presentation of lessons
   - KLA workshops with focus on Explicit Teaching and feedback

   Reform 1,2,3,4,5

   | P, HT's | DP | All Staff | X | X | X |
   | QT Mentor | HT's | | X | X | X |

   $18000 (NP)
   $2000 (TPL)

Increased number of teachers satisfying requirements for accreditation for NSW Institute of Teachers at all levels

5. Development of a mentor program to:
   - Formalise QT co-ordinator
   - Ensure requirements are met.
   - Provide guidance

   Reform 1,2,4,5

   | PM, SDC | QT Mentor | X | X | X |

   $64258 (NP)

Strengthened teacher capacity.
A guide by the Side mentor program implemented to staff.
Team Leadership Program introduced to all staff.
Information is provided to whole school community.

6.(a) National Partnership Mentor (NPM) will have ongoing consultation with staff to provide:
   - Quality Teaching advocacy within and outside the classroom
   - Implementation of A Guide by the Side mentoring program
   - Co-ordination of the implementation of the Team Leadership program to all staff
   - Co-ordination of National Partnership programs
   - Liaison with the wider community to improve dialogue and support

   Reform 1,2,3,4,5,6

   | Principal NP Mentor | Team Leadership Team | X | X | X |

   $110118 (NP)

6.(b) Process that allows information to be disseminated to the whole school community.
   - SAO
   - Utilities
   - Shared Regional costs

   - consumables

   $4000 (*)
### School Priority Area: Aboriginal Education

**Intended Outcomes:** To consolidate and further improve the retention rate of Aboriginal students. To continue to foster leadership and promote succession from school to work. To further enhance the local Aboriginal Cultural Program.

**Target:** 2011 – Increase the Year 7 to Year 10 retention rate for Aboriginal students by 2% from 93% to 95%.

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<td>All Aboriginal students Years 7 to 12 will have a PLP in place.</td>
<td>1. Develop and evaluate Personalised Individual Learning Plans. * All staff to have access to PLP’s through the intranet</td>
<td>CLO Ab. Ed. Co-ordinator HT Learning Support, All staff</td>
<td>X</td>
<td>Included in 3</td>
</tr>
<tr>
<td>Increased awareness of Aboriginal culture for all staff/students.</td>
<td>2. Local Aboriginal River of Learning Program: * Raise cultural awareness * Development of program, embedded in COGS * Integration of program via Year 7</td>
<td>P, AEO, DP, A.E.C.G. Elders</td>
<td>X</td>
<td>$7200(NP)</td>
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<tr>
<td>Aboriginal Education embedded in programs across KLAs</td>
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<td>Increased number of students undertaking leadership positions.</td>
<td>3. Identify and employ key personnel to support and mentor Indigenous students: * CLO * LSO * Programs Mentor * Cultural activities * Programs * Liaise with Norta Norta staff</td>
<td>Reform 1,2,3,4,5,6</td>
<td>X</td>
<td>$140700(NP)</td>
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<tr>
<td>Formation of Junior A.E.C.G. Increased retention attendance rates and connectedness with school and wider community.</td>
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School Priority Area: Connected Learning.

Intended Outcomes: Further develop a school that promotes the incorporation of ICT in the classroom through the provision of IT resources and appropriate training of staff. Improved student outcomes in all areas of ICT.

Targets: 2011 – Increase the percentage of students achieving in the Highly Competent Band in the School Certificate Computing Skills examination by 5% from 56% to 61%.

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| Increased and effective use of IT within the school. | 1. Establishment of an effective IT committee within the school.  
* Support revision of current policy statements and align these to DET policies  
* Representative of the whole school  
* Provide feedback to Executive and whole Staff identifying and support needs. | HT- IT          | X          | X                      | X                      |
| Reporting to parents. Increased staff confidence in using new system. | 2. Moving towards implementing School Based Reporting  
   - Evaluate Term 4 trial  
   - Survey staff quality reporting to parents and parents  
   - Formulate future plan for reporting  
   - Ongoing training for staff | HT-IT , CA HT – IT, CA HT – IT, CA | X          | X                      | X                      |
| Increased use of staff common IT share area which will further enhance communication within the school. | 3. Reconfigure server to include staff and student share area.  
* Liaise with staff to allow smooth transition  
* Develop a system that provides easy access to frequently required information(staff & students). | HT - IT, HT – Admin, P, TAS | X          |                                 |
| Incorporate Moodle into a resource for cross faculty sharing of resources. | 4. Staff to have the opportunity for training in a variety of ICT areas.  
* Provide training to all faculties so that staff can utilise Moodle for staff/students | Reform 2.3.4 IT Co-ordinator | X          | X                      | $11300 (NP) $6700 (*) |
Increased integration of ICT into the classrooms.

Evidence that students are more engaged in learning.

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<th>4. Provision of Professional Learning for staff to develop appropriate skills for interactive technologies.</th>
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<td>* IT-co-ordinators</td>
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<td>* Access to TPL both within and outside the school</td>
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<td>* Provision for interactive technology in every KLA.</td>
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<tr>
<td>* Provision for computer access for Year 12</td>
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Reform 1,2,3,4,5,6

| DP, PM |
| HT – IT, All staff |
| x x x |

| x x x |

$46240 (NP)

Increase numbers selecting IT in Years 11 and 12.

Student SC results above like schools and state average.

| 6. Develop strategies across school programs to link KLA’s to ICT skills. |

| HT – IT, HT’s, All staff |
| x x x |

Please note: (*) denotes Low SES NP 2010 unspent funds

Revised 30/11/10