



CARINE

SENIOR HIGH SCHOOL

Seeking Excellence in Education



**Business Plan
2018 - 2020**

Vision

“Seeking Excellence in Education”

Carine Senior High School is an outstanding Independent Public School in Western Australia. We are a professional school community where every staff member pursues excellence in order to support our students to realise their personal potential, both educationally and socially to become mature, responsible and active citizens.

Values

“Service”

Carine Senior High School has a rich tradition of service to the local, national and international community. We support and challenge our students to foster and demonstrate their commitment to service through their personal pursuit of quality and display of respect to self, others and the environment.

“Overarching School Priority”

Focus on wellbeing for all.



Principal Statement A Snapshot Of Our School Context

In 2017, Carine Senior High School was recognised as the WA Secondary School of the Year in the prestigious WA Education Awards. For the third consecutive year Carine has been ranked in the top 50 ATAR Schools and our median ATAR has risen to 83.18 – the highest in our school’s history. Equally as significant 90% of our ATAR students achieved an ATAR of 80 or higher and 28% an ATAR of 90 or higher with four students achieving membership in the 99 Plus club. In 2017 students in our general and VET pathways equally performed exceptionally well and for the first time Carine featured as a Top VET school with a 100% completion rate. Attainment at Carine has improved from 69% in 2014 to 100% in both 2016 and 2017.

The improved performance across Carine from 2015 to 2017 has been reflected in a culture of acceptance, positivism and an emphasis on overall wellbeing. Education Awards Panel judge and Regional Executive Director, Jim Webb, describes Carine as having “such a cultural sense around school improvement...there’s a real and deep cultural commitment from everyone, from the principal down, to provide the best education for students.”

This is very different to the setting four years ago where Carine was under-performing in a number of areas: students were not achieving as expected; 70% of the school’s computer fleet were older than 4 years and the grounds and buildings required significant upgrades. The staff, students and community have worked tirelessly together on a very strategic improvement agenda and our students have reaped the rewards in improved performance. The significance of this is that our improvement has not only been sustained, it has been built upon consecutively each year. It is anticipated that the 3-year cycle of this Business Plan will also be witness to ongoing improvements at Carine.

Extensive work has been completed to improve the grounds and buildings at Carine. In addition to these school-funded improvements, Carine has commenced a Department of Education 17.7 million dollar building program offering a state of the art STEM centre, 300 seat lecture theatre, new classroom block and extensive refurbishments of the original school. This program is due to be completed by 2019 in time for Carine’s commencement of a Gifted and Talented STEM program in 2020.

This school context snapshot aims to provide the reader with a sense of how the school is going. We are very pleased with our performance over the past three years, and now strive to further imbed good practice and improved student results.

Damian Shuttleworth
Principal



Understanding The Key Words In This Plan

Priorities:

The school improvement focus.

Strategies:

The methods taken to achieve school improvement.

Measurement Tools:

The way the school will measure school improvement.

Target:

The result the school aims to achieve.

Milestones:

Significant enablers leading towards achievement of school targets.



Priority 1:

Focus on academic rigour that recognises achievement and effort

Strategies	Measurement Tools	Target	Milestones
<p>Semesterised data analysis of ABE descriptors to identify, monitor, support & mentor students at risk and data analysis of grades to identify, monitor, support students in academic improvement.</p> <p>Subsidised WACE revision support for Year 12.</p> <p>Review transition from Year 10 to 11 with focus on difference in study workload and student expectation. School wide emphasis on student responsibility.</p> <p>Enhance and increase opportunities for student achievement and effort recognition.</p> <p>Introduction of school-wide reward point system based on achievement and effort linked to House system.</p>	<p>Year 12 results.</p> <p>Year 12 Destination data.</p> <p>Semester report analysis.</p> <p>NAPLAN results.</p> <p>90's Club membership data.</p> <p>National School Survey 2018 and 2020.</p> <p>Encouragement awards system data.</p> <p>Colours and Honours award system data.</p> <p>House system data.</p> <p>Student Representative Council feedback.</p> <p>Anecdotal community feedback.</p> <p>Attendance at parent and student information sessions and school assemblies.</p>	<p>Increase WACE attainment rate.</p> <p>Increase student median ATAR.</p> <p>Lower % differences between Predicted and Actual ATAR.</p> <p>Lower % ATAR students with <75 ATAR.</p> <p>Increase % students in Mid and High Tricile data.</p> <p>Increase completion rate of Certificate programs.</p> <p>Improve ranking in WA annual schools ranking.</p> <p>Increase % students to achieve English language competency.</p> <p>Improve performance in Year 10 Semester 1 exams over time.</p> <p>Improve performance in General Courses in Year 12 over time.</p> <p>Reduce student movement from Year 11 ATAR to Year 12 General.</p> <p>Improvement in Year 9 NAPLAN results.</p> <p>Increase percentage of students receiving awards over time.</p>	<p>Differentiated and flexible curriculum delivery across learning areas.</p> <p>Capacity of teachers to use and understand data analysis (first cut/SAIS).</p> <p>Ongoing employment of expert teachers.</p> <p>Staff consistency in use of school processes.</p> <p>Implementation of revised Elevate Education across Years 7 to 10 focused on student op-in model.</p> <p>Implementation of Year 9 and Year 10 exams with focus on preparation and study skills.</p> <p>Review and implementation of parent information session program across all year groups.</p> <p>Increased parent involvement at school.</p> <p>Successful implementation of efficient reward point system based on achievement and effort linked to House.</p> <p>Implementation of semester based Year Group Encouragement awards alongside existing Principal Academic awards.</p> <p>School culture of positive competition where success and effort is regularly acknowledged.</p> <p>Ongoing review of school structure to ensure appropriate resources are focused on achieving targets of this priority.</p>

Priority 2:

Raised expectations and standards for all

Strategies	Measurement Tools	Target	Milestones
<p>School wide emphasis on student responsibility.</p> <p>Explicit sanctions for any breaches of protocol and school Code of Conduct.</p> <p>Explicit identification of expectations and standards across all school communication.</p> <p>Introduction of school-wide reward system based on achievement and effort linked to House system.</p>	<p>National School Survey 2018 and 2020.</p> <p>Attendance data.</p> <p>SIS behaviour data.</p> <p>Connect usage data.</p> <p>Encouragement awards system data.</p> <p>Colours and Honours award system data.</p> <p>House system data.</p>	<p>Consistency in communication processes, including provision of feedback to staff following issues.</p> <p>Consistency in communication and feedback processes.</p> <p>Increase % whole school attendance.</p> <p>Increase % students with 90+%.</p> <p>Increase in authorised vs unauthorised absence.</p> <p>Decrease % of unexplained absence.</p> <p>Reduction in suspension.</p> <p>Reduction in SIS behaviour reported negative incidents.</p>	<p>Staff consistency in use of school processes and provision of feedback.</p> <p>Surveys reflect high level of satisfaction in school progress and operations.</p> <p>Ongoing review of school structure to ensure appropriate resources are focused on achieving targets of this priority.</p> <p>Successful school wide usage of Connect.</p>

Priority 3:

Whole school approach to STEAM with a focus on pedagogy which recognises effort, promotes student engagement, problem solving, critical thinking, creativity and independent learning

Strategies	Measurement Tools	Target	Milestones
<p>Formation of STEM Committee and appointment of STEM Coordinator.</p> <p>Identify, train and develop staff responsible for STEAM whole school implementation and endorse school wide approach towards critical thinking and problem solving.</p> <p>Provision of time for sharing professional learning.</p> <p>Professional learning for staff regarding independent learning and problem solving for students.</p> <p>Primary Curriculum Transition Network to focus on STEAM in 2018.</p>	<p>National School Survey 2018 and 2020.</p> <p>STEM Committee feedback.</p> <p>School professional learning records.</p> <p>Semester report analysis.</p>	<p>School wide understanding of STEAM pedagogy.</p> <p>Provision of equitable professional learning opportunities in STEAM.</p> <p>Provision of shared DOTT for shared professional learning.</p> <p>Increase in student enrolment in STEAM courses.</p> <p>Overall improved whole school student performance across all learning areas over time.</p>	<p>Ongoing employment of expert teachers.</p> <p>Successful implementation of highly capable STEM Committee.</p> <p>Successful implementation of 2020 STEM Gifted and Talented program.</p> <p>School based surveys which reflect high level of staff, student and parent satisfaction in STEAM teaching and learning opportunities.</p> <p>Implementation of timetabled school-wide DOTT to enable shared professional learning opportunities.</p> <p>Capacity of staff is increased through professional learning opportunities.</p> <p>Professional learning community exemplified by mentoring and classroom observation.</p> <p>Smooth curriculum transition for Year 7 students in 2019 and 2020.</p>



Priority 4:

All staff and student having access to ICT and development of ICT capabilities

Strategies	Measurement Tools	Target	Milestones
<p>Review and prioritise IT support.</p> <p>Review IT infrastructure to ensure facilities can support ICT teaching and learning needs.</p> <p>School-funded provision ratio of one PC to one student.</p> <p>Creation of comprehensive ICT Capabilities Plan for all members of school community.</p> <p>Improved procedure for management of computers.</p> <p>Professional learning for staff in ICT.</p>	<p>National School Survey 2018 and 2020.</p> <p>School developed targeted surveys.</p> <p>Connect usage data.</p> <p>School professional learning records.</p>	<p>Replacement of out-of-warranty computer stock by late-2018 resulting in a one to one ratio of student/computer.</p> <p>Increase % classrooms using ICT effectively.</p> <p>Decrease % IT equipment repairs.</p>	<p>Creation of two IT Network Support roles.</p> <p>Improvement to reliability of IT hardware and infrastructure.</p> <p>High levels of staff and student satisfaction in IT infrastructure and support.</p> <p>Successful implementation of NAPLAN Online.</p> <p>Ongoing review of school structure to ensure appropriate resources are focused on achieving targets of this priority.</p> <p>High standards in ICT capability by staff and students.</p>

Priority 5:

Improve building, work environment and facilities for staff and students

Strategies	Measurement Tools	Target	Milestones
<p>Creation of OSH role.</p> <p>Prioritise OSH issues within school.</p> <p>Prioritise Sports and Physical Education facilities for upgrade and refurbishment.</p> <p>Ongoing leadership from Grounds and Buildings Committee.</p>	<p>Grounds Improvement register.</p> <p>Asset register.</p> <p>National School Survey 2018 and 2020.</p>	<p>Compliance with DoE policy.</p> <p>All classrooms equipped with interactive technology.</p> <p>All remaining classrooms refurbished.</p> <p>Improve staff amenities.</p> <p>Increase to staff parking.</p>	<p>Successful management of Grounds and Buildings Committee budget.</p> <p>Refurbishment/ upgrade to areas around school including physical education facilities and science classrooms in M block and C block.</p> <p>Refurbish outdated areas remaining in school.</p> <p>Student locker installation.</p> <p>Successful completion of \$18.77 million school expansion project.</p> <p>Ongoing review of school funding to ensure appropriate resources are focused on achieving targets of this priority.</p>



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