

PRAIRIEWOOD HIGH SCHOOL - SCHOOL PLAN FOR 2009-2011

as reviewed 8 November 2010

School and Context

Prairiewood High School has been serving the educational needs of its local community since 1984 and is part of the Hoxton group of schools in the South Western Sydney Region, located in the Fairfield Local Government Area. Of the current enrolment of 920 students, 73% are from non-English speaking backgrounds, with 18 children of Aboriginal/Torres Strait Islander background and 20 students enrolled in Special Education classes.

School Purpose

"To strive for excellence in classroom teaching with students supported by wide-ranging experiences and opportunities which enable them to develop as productive, effective and valued members of the community."

STRATEGIC DIRECTIONS FOR 2009-2011

PRAIRIEWOOD HIGH SCHOOL PRIORITY and FOCUS AREAS	S.W.S. REGIONAL PRIORITIES	DET PRIORITIES
1. INCREASED FOCUS on LITERACY and NUMERACY WITH IMPROVED TEACHING and LEARNING OUTCOMES <i>PRIORITY AREA: Quality Teaching with Students Engaged in Active Learning</i>	1. LITERACY	1. Literacy
2. A RENEWED FOCUS ON TECHNOLOGY SUPPORT AND RESOURCES IN TEACHING and LEARNING PROGRAMS <i>PRIORITY AREA: Teachers Using ICT Resources And Systems To Enhance Student Learning Outcomes</i>	2. NUMERACY	2. Numeracy
3. ENHANCED CURRICULUM SUPPORT FOR STUDENTS THROUGH BUSINESS, INDUSTRY and COMMUNITY LINKS <i>PRIORITY AREA: Reinforcing Classroom Teaching with Enrichment Experiences Beyond the School</i>	3. STUDENT ENGAGEMENT and RETENTION	3. Student Engagement and Retention
4. STUDENTS STRIVING FOR THEIR PERSONAL BEST: RECOGNISING, REWARDING and CELEBRATING SUCCESS <i>PRIORITY AREA: Reinforcing Positive Student Attitudes, Recognising Success and Celebrating Achievement</i>	4. TEACHER QUALITY	4. Teacher Quality
5. SCHOOL IMPROVEMENT THROUGH PROFESSIONAL LEARNING and STRATEGIC LEADERSHIP DEVELOPMENT <i>PRIORITY AREA: Staff as Leaders and Learners Developing Enhanced School Management Systems and Procedures</i>	With the following priority areas in each: a. Aboriginal Education b. Connected Learning c. Young Learners d. Middle Years e. 15 - 19 years	5. Aboriginal Education and Training
<p style="text-align: center;"><i>This plan has been endorsed and approved by RAY PALMER, School Education Director</i></p>		6. Connected Learning
<p>Signed: _____ Date: _____</p>	Principal: John Pickering	

School Strategic Direction 1: INCREASED FOCUS on LITERACY and NUMERACY WITH IMPROVED TEACHING and LEARNING OUTCOMES

School Priority Area: Quality Classroom Teaching with Students Actively Engaged in Learning

TARGETS	INDICATORS	STRATEGIES	2009	2010	2011	RESPONSIBILITY	BUDGET	SOURCE	SWS	DET	
Intended Outcome: Improved literacy and numeracy outcomes for students. Targets 1. Improved skill levels in Literacy and Numeracy	SC and HSC results and trends over 3-5 years.	More detailed faculty and whole school analysis of SC, HSC and NPLAN results with appropriate changes made to teaching and learning programs.	X	X	X	HTs AND SENIOR EXEC.			1,2,4	1,2,4	
		Literacy and numeracy PL activities to be a focus area for PL across all faculties.	X	X	X	HTs AND SENIOR EXEC.			1,2,4	1,2,4	
		Reinforce Quality Teaching strategies across all KLA areas.	X	X	X	ALL STAFF			1,2,4	1,2,4	
		Expansion of Peer Tutoring Program to include readers of low ability in Years 7 & 8.		X	X	LS TEAM	PHS 3K	SCHOOL	1,3	1,3	
		Proactive expansion of the Learning Support Team's Role in empowering all classroom teachers to better meet the learning needs of students identified as requiring learning support.			X	X	SENIOR EXEC			1,2,3 4	1,2,3 4,5
		Staff to have opportunities to attend school-initiated PL workshops relating to "how children learn".			X	X	SENIOR EXEC		TPL	4	4
2. Improved student achievement levels in the SC and HSC	Results achieved by students in NAPLAN tests – especially in terms of value-added indicators.	Two-day whole school conference with a focus on developing skills in data analysis and the use of this information to build more effective classroom programs and teaching practices. Data consultant session at staff meeting & individual faculty groups inserviced to focus on KLA specific information & areas for improvement. Executive & Staff meeting to review 2010 naplan results - staff taken through the data analysed. A Naplan orientation task to be given to staff similar to the online 'how to use & understand Naplan'.		X X	X	DP - Team Leader Professional Learning	5K	NP4,5	1,2,4	1,2,4	
		Provide all staff with access to all available data related to student achievement and performance levels including NAPLAN, transition data, SC and HSC data. Done (2009 results) Done (2010 Naplan results - through DET portal)		X X	X	HT Teaching and Learning	122K	NP4,5	1,2,4	1,2,4	
3. Increased Literacy and Numeracy focus in all teaching and learning programs	Increased staff involvement in PL programs.	All year 7 & 8 staff, across all subjects, analyse and use NAPLAN results (Item Analysis) to develop a program of explicit teaching skills and strategies in literacy with a particular focus on reading (in partnership with Sefton HS). At Prairiewood HS level NOT in conjunction with Sefton. Individual KLA faculty programming + learning support for targeted students using Multilit program		X X	X	DP - Team Leader Professional Learning		NP2,6	1,2,4	1,2,4	

4. Staff involved in a range of Quality Teaching and Learning workshops and professional learning programs	Evidence of QT and Literacy and Numeracy focus embedded in pedagogy/TL programs and classroom practice.	<p>Work in partnership with partner primary schools (William Stimson, Smithfield West and Horsley Park) to improve the quality of teaching of literacy for students in stages 3 and 4</p> <p>Habits of the mind training days (Complete)</p> <p>Financial assistance provided for primary schools for planning days (Completed)</p> <p>A program of exchange between PHS and primary schools re literacy and numeracy in term 4. (being developed)</p>		X	X	HT Teaching and Learning	60K (Surplus funds from 2010)	NP4,6	1,2,4	1,2,4
		<p>Share NAPLAN data with partner primary schools (William Stimson, Prairievale and Horsley Park) and develop joint programming and teaching strategies Done (Semester 1)</p> <p>2010 Naplan data, SC & HSC to be forwarded at start of 2011</p>		X	X	Learning Support Teacher		NP 2,4,6	1,2,4	1,2,4

Monitoring & Evaluation

School evaluation team to monitor NAPLAN and SC/HSC results. Senior Exec. to monitor via HT Mentoring, Faculty Reviews and TARS.

School Plan 2009-2011 ... as revised for 2011 in Nov., 2010

School Strategic Direction 1: INCREASED FOCUS on LITERACY and NUMERACY WITH IMPROVED TEACHING and LEARNING OUTCOMES

School Priority Area: Quality Classroom Teaching with Students Actively Engaged in Learning

TARGETS	INDICATORS	STRATEGIES	2009	2010	2011	RESPONSIBILITY	BUDGET	SOURCE	SWS	DET
		<p>Timetable explicit teaching of reading skills in Years 7/8 across all KLAs based on content-relevant material (in partnership with Sefton HS)</p> <p>NOT in partnership with Sefton HS</p> <p>Multilit program implemented for targeted yr 7 & 8 as well as yr 9</p> <p>Multilit Program highly successful & to be continued in 2011. Yr 9 program very effective with the students targeted.</p>		X X	X	Literacy Team + HT Teaching and Learning	*	NP3,6	1,2	1,2
		<p>Additional Learn. Support staff appointed (3.6 Teachers + 1.0 SLSO + 0.4SAO) to assist with literacy/numeracy programs.</p> <p>Done</p> <p>Appointment of CLOs to also assist with learning support and home/school liaison - days to be increased to 3 per week.</p>		X X	X	HT Teaching and Learning + LST	380K	NP3	1,2	1,2
		<p>Grouping of classes in Years 7 and 8 based on ability in numeracy and introduction of numeracy-based in-school program with support from partnership school – Sefton HS</p> <p>being developed</p> <p>being developed - whole school strategy for 2011 implementation with aim to produce a PHS KLA numeracy resource of teaching strategies</p>		X	X	Learning Support Teacher + Year Adviser + Counsellor		NP4,6	2,4	2,4
		<p>Investigate programs to meet the needs of students who are not meeting minimum standards - such as <i>Quick Smart</i></p> <p>Multilit program introduced and staff trained</p> <p>Senior study support workshops</p> <p>Semester 2 Continuation - effective with individualised ESL support to students struggling with demands of assessment tasks & poor yearly exam results</p>		X X	X	Numeracy Team Leader		NP4,6	1,2,5	1,2,4 5
		<p>Learning Support Team to provide teachers with cohort information based on Item Analysis of Year 7 and Year 9 data</p> <p>Testing results provided in hard copy for all testing undertaken</p> <p>Formal presentation at executive meeting re findings and implications</p>		X	X	Learning Support Teacher		NP3,4	1,2,4	1,2,4
		<p>Learning Support Team develop a tracking and monitoring system for monitoring and evaluating student achievement and progress; particularly for students who did not meet minimum standard in literacy and numeracy</p> <p>Development of data base on profiler for all test results which will represent a summary of student strengths and weaknesses as well as support being provided.</p>		X	X	Learning Support Teacher		NP4	1,2,4	1,2,4

as listed above	<p>Establish an after-hours Learning Support Centre for targeted low-achieving students Done Students, staff & parents surveyed as to effectiveness of program . Additional tutors employed to ensure optimum delivery of the program</p>	X	X	X	Learning Support Teacher	55K	NP4,6	1,2	1,2,5
	<p>Organise parent/community workshops aimed at making parents more aware of home-based strategies to support student learning, especially for low-achieving students of Aboriginal or high-need ESL background Program development when we have the CLOs in conjunction with the HT Teaching & Learning? Provide training for parents in the multilit program Term 3 appointment of Assyrian/Arabic, Pacific islander CLO + Term 4 W4 Aboriginal CLO. Thus far their input has been very effective and they have made contact with the all the students and parents. They are also assisting in the classroom with learning support and facilitating parent meeting s at school. 3 days a week for 2011</p>	X	X	X	3 x CLOs (1.8 FTE)	128K	NP6	1,2	1,2,5
	<p>Introduce numeracy strategies across all KLAs (partnership - based on Sefton HS model) Being developed Being developed</p>	X		X	Numeracy Team Leader + HT Teaching/Learning		NP3,6	2	2
	<p>Work in partnership with partner primary schools (William Stimson, Prairievale, Smithfield West and Horsley Park) to develop a transition program based on the teaching of numeracy skills Term 4 teacher exchange program</p>	X		X	Numeracy Team Leader + HT Maths		NP4,6	2	2
	<p>Share NAPLAN data with partner primary schools (William Stimson, Smithfield West, Prairievale and Horsley Park) and develop joint programming and teaching strategies in numeracy Term 4 teacher exchange program</p>	X		X	Principal		NP 2,4,6	2	2

"Monitoring & Evaluation

School evaluation team to monitor NAPLAN and SC/HSC results. Senior Exec. to monitor via HT Mentoring, Faculty Reviews and TARS."

School Plan 2009-2011 ... as revised for 2011 in Nov., 2010

School Strategic Direction 1: INCREASED FOCUS on LITERACY and NUMERACY WITH IMPROVED TEACHING and LEARNING OUTCOMES

School Priority Area: Quality Classroom Teaching with Students Actively Engaged in Learning

TARGETS	INDICATORS	STRATEGIES	2009	2010	2011	RESPONSIBILITY	BUDGET	SOURCE	SWS	DET
as listed above		Conduct a program audit, across all KLAs, to determine where relevant numeracy skills can be embedded into subject-specific content <i>Being developed</i>		X	X	Numeracy Team Leader		NP 2,3,5	2	2
		Review ESL program organisation and delivery to maximise support to ESL students across KLAs in Years 7-12 <i>Additional ESL teacher appointed</i> <i>Senior study program with targeted students and ESL teacher</i>		X	X	HT Teaching and Learning		NP 2,3,4	1,2,4	1,2,4
		TPL for all staff: ESL Education (including educational needs of ESL and refugee students, mode of program delivery) and principles of effective ESL pedagogy, including use of <i>ESL Scales</i> <i>Training commencing term 3 to upskill additional support - TELL 3 staff trained</i>		X	X	ESL Teacher		NP1,2	1,2,4	1,2,4
		Analyse ESL student NAPLAN data to identify ESL student performance and KLA based teaching and learning strategies <i>Program developed to support in particular senior students</i>		X	X	Learning Support Teacher	4K	NP 3,4,6	1,2,4	1,2,4
		Develop staff understanding and skills in: collaborative teaching models; backward mapping and assessment task design; scaffolding of content; English language learning; and program development <i>COS4 programming - ongoing development</i>		X	X	DP - Professional Learning		NP1,3	4	4
		Employment of additional ESL staff to facilitate the introduction of <i>Teaching English Language Learners</i> and provide additional support for the implementation of a revised ESL program in the school <i>Done</i>		X	X	Principal	10K	NP1,3	4	4

"Monitoring & Evaluation

School evaluation team to monitor NAPLAN and SC/HSC results. Senior Exec. to monitor via HT Mentoring, Faculty Reviews and TARS."

Monitoring & Evaluation

Evaluation of statistical data available re staff involvement in professional learning opportunities and programs with feedback to all staff.

Monitoring & Evaluation

Review, evaluation, feedback and monitoring as part of the school self-evaluation process each year. Review and evaluation of excursions and G&T data.

School Strategic Direction 4: STUDENTS STRIVING FOR PERSONAL BEST: RECOGNISING, REWARDING and CELEBRATING SUCCESS

School Priority Area: Student Engagement: Reinforcing Positive Student Attitudes, Recognising Success and Celebrating Achievement

TARGETS	INDICATORS	STRATEGIES	2009	2010	2011	RESPONSIBILITY	BUDGET	SOURCE	SWS	DET
Intended Outcome: Students and staff working together, with students striving to achieve their personal best. Targets 1. Increased recognition and celebration of student achievement	Greater number of students receiving awards and recognition at teacher, faculty, whole school and student level for their achievements.	Revised whole school Student Reward Scheme introduced for 2009.	X			STUDENT WELFARE TEAM			3	3
		Teachers across the school encouraged to make use of student merit card system and recognize deserving students in class each day.	X	X	X	ALL TEACHING STAFF			3	3
		Reward Scheme database to be set up – to include recognition for students participating and achieving success as part of extra-curricular programs and in half yearly and yearly assessment and reporting periods.	X			STUDENT WELFARE TEAM			3	3
		Increase the incidence of opportunities to recognize and promote student works in the school and wider community.		X	X	ALL TEACHING STAFF			3	3
	Improved results in School Certificate and HSC exams.	Employ part-time CLOs (Aboriginal and Assyrian/Arabic) to develop stronger links between school and home with a particular emphasis on concerns related to attendance, subject selection, achievement and performance. Ongoing search for CLO availability - Cabramatta HS contacted Done		X	X	X	Principal		NP1,6	3

2. Students encouraged to achieve their personal best and take greater responsibility for their own learning.	Students taking greater responsibility for their own learning, with reduced numbers referred to Principal's Monthly Review meetings and/or Extended Study Program and/or receiving N Awards.	Identify like-schools with high attendance figures to investigate alternative strategies to improve attendance. SAO appointed to monitor and follow-up student attendance. Contact Canley Vale HS re very good general attendance and arrange meeting to view practice	X	X	HT ADMIN	20K (Surplus funds from 2010)	NP6	3	3
		More diligent follow-up of fractional truancy by the Student Welfare Support Team, especially for Stage 6 students Study periods withdrawn, no EARLY leave home and spend time with a designated HT on their own.	X	X	HT ADMIN	*	NP3,5	3	3
		Audit of feedback based on Steve Dinham research in partnership with Sefton High School. Book purchased for all executive - organise workshop on how to embed best practices in school at the end of term 3 ???	X	X	DP - Professional Learning	5K	NP6	1,2,3	1,2,3 5
		Develop a professional learning program based on the Curriculum Corporation website "Assessment for Learning" modules next year start as at present still working through selective reports	X⇒	X	DP - Assessment and Reporting		NP1,2	4	4
		Develop and investigate samples of explicit quality criteria for assessment tasks using Board of Studies developed support and resource materials Ongoing - a hyperlink to BOS ARC on PHS home page	X	X	DP - Assessment and Reporting		NP6	4	4
3. Improved student attitudes and greater commitment									

Monitoring & Evaluation

Staff, students and parents to be involved in full evaluation and review of new Student Recognition and Celebration of Achievement initiatives.

School Strategic Direction 5: SCHOOL IMPROVEMENT VIA PROFESSIONAL LEARNING and STRATEGIC LEADERSHIP DEVELOPMENT

School Priority Area: *Staff as Leaders and Learners: Developing Enhanced School and Staff Accountability Systems and Procedures*

TARGETS	INDICATORS	STRATEGIES	2009	2010	2011	RESPONSIBILITY	BUDGET	SOURCE	SWS	DET
Intended Outcome: To review and develop improved school systems and procedures to support student learning through staff leadership initiatives. Targets 1. To provide greater practical development opportunities in leadership support to staff.	Improved school-wide systems and procedures to supplement teaching and learning programs.	Conduct leadership training workshops for staff and encourage participation in PL activities available via DET on line.		X	X	SENIOR EXEC + PROF LEARN. TEAM			4	4,6
		Include leadership development initiatives as part of weekly executive meetings.		X	X	SENIOR EXEC			4	4
		Evaluate and review existing school systems and procedures with a view to school-wide improvement.	X	X	X	SENIOR EXEC			4	4
		Senior Executive staff to take on an increased support role working with HTs on whole school projects and organization.	X	X	X	SENIOR EXEC			4	4
	Evidence of greater involvement and understanding of school systems and procedures.	Review, evaluation and development of all Teaching/Learning programs by all staff.		X	X	ALL STAFF + SENIOR EXEC	5K	SCHOOL	4	4
		Development of DATA analysis skills and implementation of data-driven programming by all staff.		X	X	ALL HTs + SENIOR EXEC	5K	SCHOOL	4	4
		Teacher mentor program to incorporate regular review and monitoring of teaching and learning practices in the classroom Beginning teacher / New scheme teacher program		X	X	DP - New Scheme Teachers		NP1,2	4	4

2. To encourage all staff to actively participate in PL programs that will enhance students learning.	More executive and teaching staff participating in leadership development PL activities and workshops.	Appoint Head Teacher, Teaching and Learning, to work with Head Teachers to focus on professional learning and in-class support for the implementation of the Quality Teaching Framework Done		X	X	HT Teaching and Learning	*	NP1,2	4	4
		Review and further develop the TARS process to include monitoring of QT implementation with KLA and individual teacher professional learning plans included as key element. A structured timetable to be developed to include focus areas for discussion at faculty and whole school level		X	X	Principal	50K	NP2,5	4	4
All staff to be GERRIC trained (UNSW) to better accommodate the learning needs and provide improved T&L outcomes for all G&T students Ongoing Completed			X	X	X	DP - Selective Schools Program	10K (Surplus funds from 2010)	NP1,2	4	4
Continue TPL for staff to embed Quality Teaching and appropriate teaching, learning and assessment strategies in KLA programs and at a whole school level, including differentiated curriculum, negotiated curriculum and alternative structures e.g. reduced teaching load with Lit/Num/QT/ICT professional learning modules developed for all staff. Ongoing focus - staff / faculty meetings, workshops, TPLs Ongoing			X	X		DP - Professional Learning and QT	250K (Surplus funds from 2010)	NP1,4	4	4
Monitoring & Evaluation										
Senior Executive to monitor and evaluate progress in leadership development and work practices at whole school and faculty level.										



