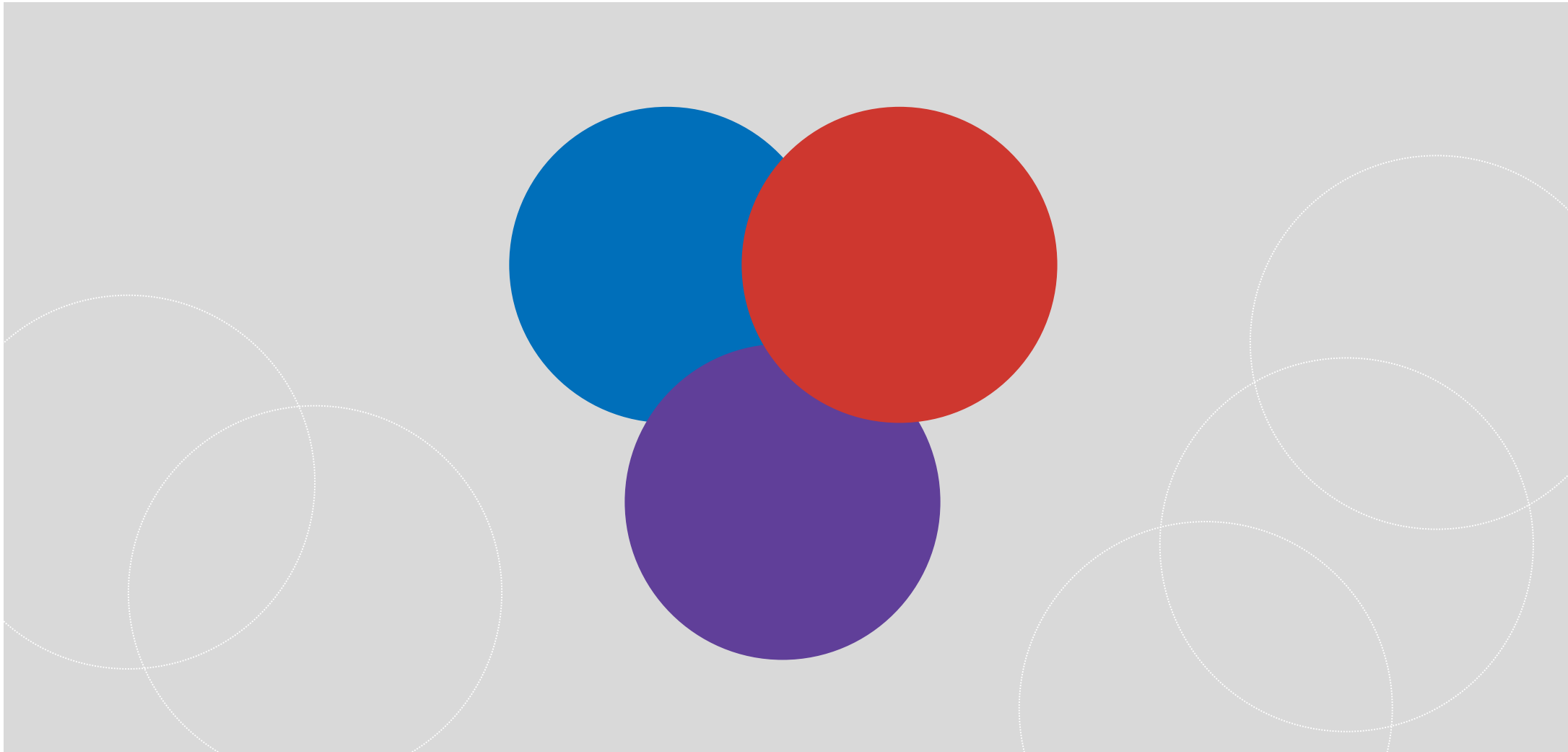


# School plan 2015 – 2017

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**Cowra High School 8148**





## School vision statement

To provide an educational experience which meets the current needs of students while equipping them to be lifelong learners in a constantly evolving world environment.

## School context

Cowra High School is a comprehensive school with an enrolment of 600 students, including approximately 20% Aboriginal students. The school is located in the town of Cowra, situated in the Central West of NSW. Students have a broad range of socio-economic backgrounds. The school embraces the Positive Behaviour for Learning (PBL) ethos. Cowra High School runs a selective Gifted and Talent stream in Stages 4 and 5. There is also a Support Unit, consisting of four classes for students with mild and moderate intellectual disabilities and challenging behaviours. The school has a proud history of outstanding academic, sporting, cultural, creative & performing arts achievements and has strong ties with our parents and the Cowra community. Cowra High School is part of the Lachlan Trade Training Centre with facilities in Metal & Engineering and Primary Industries and the Lachlan Valley Learning Community. We offer a broad and innovative curriculum and deliver both academic & vocational courses.

## School planning process

Our school planning team consisted of representatives from the School Executive, Staff, AECG executive, and non-indigenous parents. Consultation was with the school executive and school staff through a number of specific workshops. Input from community stakeholders has occurred on several occasions through various mediums.



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## STRATEGIC DIRECTION

1

Continued development of a positive culture for learning

## STRATEGIC DIRECTION

2

Active participation of our school community

## STRATEGIC DIRECTION

3

Development and delivery of a broad, flexible and inclusive curriculum

### Purpose:

To develop respectful and responsible members of the school community who value lifelong learning.

### Purpose:

To build a culture of collaboration and communication in order to improve learning outcomes and life opportunities for our students.

### Purpose:

To deliver an innovative curriculum that meets the needs and expectations of our school community

# Strategic Direction 1: Continued development of a positive culture for learning

## Purpose

To develop respectful and responsible members of the school community who value lifelong learning.

## Improvement Measures

- ❖ Attendance rates maintained at state level, reduced truancy
- ❖ 10% reduction in discipline referrals for support students

## People

### Students:

- more engaged in all school activities
- accept ownership/ responsibility
- a sense of belonging

### Staff:

- value and embrace the core values of our school

### Parents/Carers:

- value the ethos and ethics of our school

### Community Partners:

- recognise that their contribution is valued and has a positive impact on student achievement and culture

### Leaders:

- recognise the value of positive school spirit and to actively work towards achieving that goal
- aspiring school leaders to recognise that their involvement has a positive impact on school culture

## Processes

### Increased learning of respectful and responsible actions by embedding our core values in everyday practice.

- All classroom staff will be consistently using the PBL language and practices in teaching and learning activities.
- All staff and students are proactive in maintaining the core values across the whole school.
- HT TL review induction procedure for new staff

### Increased participation and engagement in leadership and cultural development by indigenous students

- Through promoting leadership and cultural opportunities for all Indigenous students

### Developing structures which promote a positive school spirit within the student body

- through promotion of leadership opportunities for all students
- Reinvigorating PBL function in the school

## Products and Practices

### Product

- Progression of PBL towards Tier 2.
- 10% reduction in discipline referrals for support students.
- 20% increase in students at gold levels

### Practice

- All classroom staff will be consistently using the PBL language and practices in teaching and learning activities.
- The development of individual behaviour plans for students with 4 or more suspensions.
- Increased and regular TPL for PBL
- Growth of Positive Reward System

### Product:

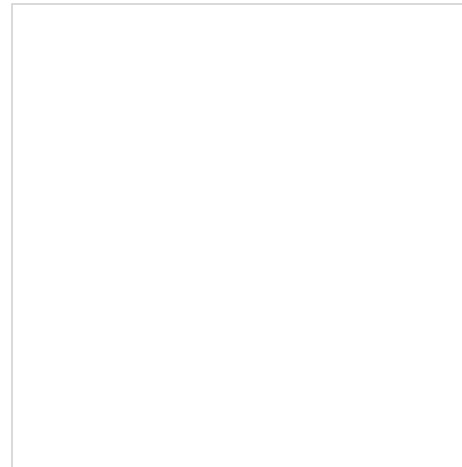
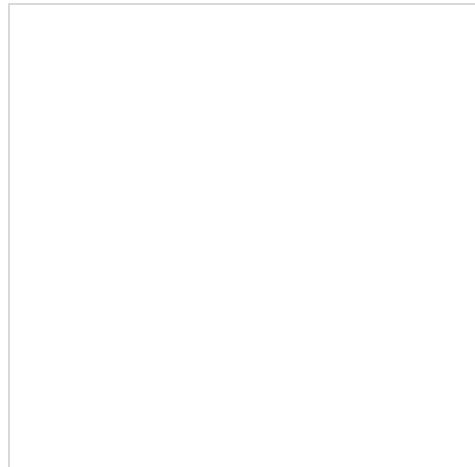
- Junior AECG operational.
- Dance group
- Evaluate the structure and operation of the school Homework Centre so that it can evolve as a learning environment for the school community.
- Evaluate the use of social media

### Practice

- further development of the indigenous dance group, enhancing cultural significance and involving partner schools
- further development of the Year 6 Aboriginal Transition program and the establishment of Bro speak and Sista speak

### Practice

- development of a whole school muster and roll call structure



- examination and refinement of the welfare structure

**Product:**

school spirit

- 20% increase in the number of service eagles presented
- academic awards promoted at assembly by all faculties
- grounds are well maintained and welcoming in appearance
- improved student playground facilities

**Practice**

- HT Administration to evaluate the school's attendance procedures

# Strategic Direction 2: Active participation of our school with the wider community

Purpose	People	Processes	Products and Practices
<p>To build a culture of collaboration and communication in order to improve learning outcomes and life opportunities for our students.</p>	<p><b>Students:</b></p> <ul style="list-style-type: none"> <li>• More engagement and willingness to participate in community events</li> <li>• More engagement and willingness to participate in leadership events</li> </ul> <p><b>Staff:</b></p> <ul style="list-style-type: none"> <li>• Seek out and create more opportunities for engagement in community and leadership events.</li> <li>• Promote all leadership and community opportunities to parents/carers.</li> </ul>	<p><b>Improved communication and promotion within the community</b></p> <ul style="list-style-type: none"> <li>• Utilisation of electronic media; Webpage, Facebook, Millennium Portal, CHS App</li> <li>• Utilisation of traditional local media; Newspaper.</li> <li>• Engagement of Aboriginal Elders through 'Yarn Ups'.</li> <li>• Engagement with parent organisations; P&amp;C and AECG.</li> <li>• Exploring a modern format for Newsletter</li> </ul>	<p><b>Product:</b></p> <ul style="list-style-type: none"> <li>• Increased number of users for Facebook/ Apps &amp; Millennium Portal.</li> <li>• An increase in 10 % of positive comments on social media.</li> <li>• 90% of invited elders attending Yarn Up.</li> <li>• 15% of parents and students returning 'Tell them from me' surveys.</li> <li>• Establishment of a School App that has a greater than 50% take up across the school community</li> </ul>
Improvement Measures			
<ul style="list-style-type: none"> <li>• Increased recognition of leadership &amp; recognition of staff and students through distribution of service eagles</li> <li>• Establishment of a School App that has a greater than 50% take up across the school community</li> </ul>	<p><b>Parents/Carers:</b></p> <ul style="list-style-type: none"> <li>• Value and support student participation in community and leadership events.</li> <li>• Recognise and support Cowra High as a member of the wider community.</li> </ul> <p><b>Community Partners:</b></p> <ul style="list-style-type: none"> <li>• Value our students as future employees.</li> </ul> <p><b>Leaders:</b></p> <ul style="list-style-type: none"> <li>• Recognise the school as a member of the community.</li> <li>• Promote and encourage opportunities as they arise.</li> </ul>	<p><b>Participation in the Wider Community</b></p> <ul style="list-style-type: none"> <li>• Involvement in Community events:             <ul style="list-style-type: none"> <li>○ Lions' Youth of the Year.</li> <li>○ Festival of International Understanding.</li> <li>○ Cowra Break Out commemorations.</li> <li>○ ANZAC commemorations</li> <li>○ National Youth Science Forum</li> </ul> </li> <li>• Student involvement in Cowra Youth Council.</li> </ul> <p><b>Industry Links</b></p> <ul style="list-style-type: none"> <li>• TVET/SVET -Tafe/School Vocational Education &amp; Training work placement</li> <li>• SBAT - school based apprenticeship training</li> <li>• Work Experience - yr 9 &amp; 10</li> </ul>	<p><b>Practice:</b></p> <ul style="list-style-type: none"> <li>• An increase in number of parents and students attending subject selection evening/Parent Teacher Evening. . Investigate PT bookings via millennium</li> </ul> <p><b>Product</b></p> <ul style="list-style-type: none"> <li>• Increased recognition of student leadership &amp; recognition by staff of students in community events through distribution of service eagles.</li> </ul> <p><b>Practice:</b></p> <ul style="list-style-type: none"> <li>• Embedding and Promoting a culture of community representation and involvement.</li> </ul> <p><b>Product:</b></p> <ul style="list-style-type: none"> <li>• 100% invited industry attendance at open Information evening</li> </ul> <p><b>Practice:</b></p> <ul style="list-style-type: none"> <li>• HT VET to organise and hold an industry information evening</li> </ul>

# Strategic Direction 3: Development and delivery of a broad, flexible and inclusive curriculum

## Purpose

To deliver an innovative curriculum that meets the needs and expectations of our school community

## Improvement Measures

- 100% of Stage 6 teachers engage in a minimum of 10 hours of TPL directly related to Quality Teaching
- An increase in retention from Stage 5 to Stage 6.
- 

## People

### Students:

- Engaged in their own learning .
- Students striving to meet their potential.

### Staff:

- Teaching staff implementing best practise strategies whilst maintaining professional accreditation.

### Parents/Carers:

- Confident in the school delivery a quality and inclusive curriculum.

### Community Partners:

- A willingness to be involved in the learning experiences of students.
- To be aware of the delivery of a broad and challenging curriculum across all stages.

### Leaders:

- Building capacity in all teaching staff including maintaining accreditation.
- Constantly seeking awareness of innovative practice.

## Processes

### Maximization of Subject Choice

- Reform Stage 5 curriculum structures.
- 

### Quality Teaching & Learning

- Implementation of effective Literacy and Numeracy programs
- Utilisation of staff Performance & Development Framework
- Development of programed in-school professional learning.
- Implementation of new career teacher's professional learning program.
- Researching and implementing new strategies for GATS.
- BYOD - bring your own device.

## Products and Practices

### Product:

- Increase number of courses that run with Stage 5 including school based electives/interests and extension courses.
- An increase in retention from Stage 5 to Stage 6.
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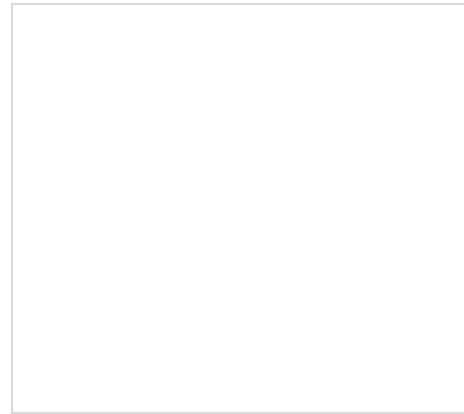
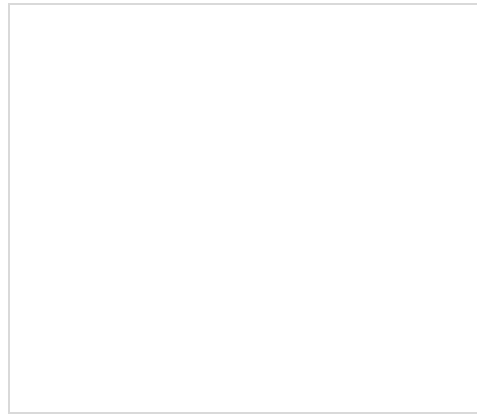
### Product:

- 100% of Stage 6 teachers implementing best practice teaching strategies being used.
- All teachers maintaining their accreditation.
- 100% new career teachers meeting Institute Standards.
- 100% of Stage 6 teachers engage in a minimum of 10 hours of TPL directly related to Quality Teaching

### Practice:

- Embed ALARM in Stage 6 and through to all years.
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### Practice:



- Implement MultiLit and Quicksmart and evaluate its effectiveness.
- Development of a whole school practice to increase literacy & numeracy skills in middle achieving students.