

# CENTRAL MIDLANDS Senior High School



*Commitment, Pride, Encouragement*

# BUSINESS PLAN 2023 - 2025

# CENTRAL MIDLANDS SENIOR HIGH SCHOOL



Commitment, Pride, Encouragement



## CONTEXT

Central Midlands Senior High School is a small regional school with approximately 180 students from Years 7 - 12, and is located in the Wheatbelt town of Moora which is just a 2 hour drive north of Perth. Staff at the school have the opportunity to know families and to develop close working relationships with their students in a safe and supportive environment. The school caters for students in Years 11 and 12 who wish to study ATAR and General courses, and has a strong Vocational Education and Training (VET) program, and in partnership with the local Central Regional TAFE, offering a range of Certificate II courses including: Horticulture, Building & Construction, and Engineering, as well as Certificate IV Preparation for Nursing.

The smaller numbers in our classes gives teachers, in all year groups, the capacity to work on a more individual basis with their students, providing a high quality education to every student. In Year 11 and Year 12, a variety of delivery methods are utilised including face-to-face, on-line and video conferencing, enabling us to offer students the broadest range of subject choices possible. Each student's performance is monitored, and consultation with parents and students is on-going.

The school plays an important and active role in the community with many of the staff involved in sporting and service clubs such as Rotary, SES and others. Local businesses provide students with opportunities for work placement and traineeships, and are supportive of the school wherever and whenever possible. Central Midlands Senior High School continually strives to develop good relationships with all its stakeholders including that of the local Aboriginal population.

The student demographics are diverse with representation from Aboriginal, Asian, New Zealand, South African, European and Australian nationalities and the school caters for a wide range of socio-economic backgrounds. The Aboriginal student population fluctuates from 25% to 30%. Students from outlying towns who are not within daily commute to the school have the opportunity to board at Moora Residential College. This facility has an excellent reputation due to the care provided by the College staff, and it has recently undergone a major rebuild and refurbishment. Central Midlands Senior High School staff provided additional support to residential students during the transition and building phase, as well as continuing to provide guidance for their educational needs.

# OUR BELIEFS AND CULTURE

At Central Midlands Senior High School, we seek to develop young adults who will contribute to the community with respect and pride. Our students are encouraged to be socially responsible citizens who respect themselves and others, and are actively and positively contributing to our community. We feel that, as students develop a

sense of pride in their achievements, they will be driven to greater success, supported along the way by our highly skilled and dedicated staff. We encourage and welcome the support of parents, care-givers and the broader community as our students engage in their educational journey.

## Growth

We foster an environment where both students and staff are encouraged to pursue their potential, becoming lifelong learners.

## Students

The development of students' academic, social and emotional needs are at the centre of all decisions made at our school.

## Team Work

Staff and students work collaboratively in a positive manner, to successfully achieve goals.



## Diversity

We welcome and include all members of the school community and respect everyone's cultural heritage.

## Communication

Effective and proactive communication through our website, Facebook and Compass with our community promotes CMSHS as the school of choice.

## Resources

We effectively use resources to enhance student learning.

## Safe Environment

We provide a safe, professional environment that values, nurtures and supports all members of the school community.

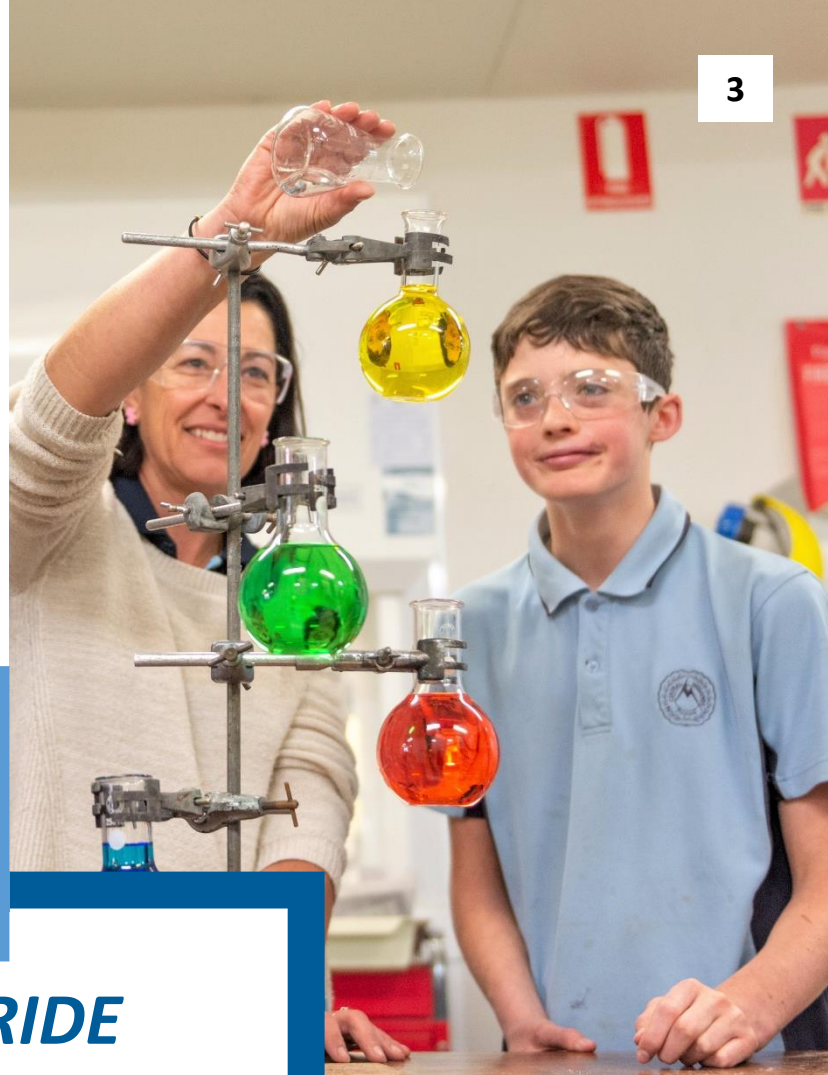
# OUR VISION

Central Midlands Senior High School students, staff, parents, the community and other stakeholders, strive together to provide an innovative, respectful and inclusive learning environment which enables all to achieve their potential and be responsible, proactive citizens.

**COMMITMENT**

**PRIDE**

**ENCOURAGEMENT**





## OUR KEY FOCUS AREAS

The Central Midlands Senior High School Business Plan has three key Focus Areas for School Improvement with each one being underpinned by specific targets. We commit to:

### High Quality Teaching & Learning

- a) Create learning pathways for all students
- b) Continue to embed targeted intervention initiatives
- c) Promote staff development and retainment
- d) Consolidate consistent teaching framework
- e) Initiate whole school literacy and numeracy plan

# 1

### Attendance Engagement and Positive Environment

- a) Improvements to student engagement and attendance
- b) Implementation of PBS
- c) Improve Cultural Responsiveness at school

# 2

### Positive Community Partnerships

- a) Improve communication with stake holders
- b) Consolidate partnerships with parents and local community
- c) Improve parent involvement in the learning process

# 3

# FOCUS AREAS AND STRATEGIES

## 1a) *Create learning pathways for all students*

- Obtain feedback and input from ATAR teachers to complete counselling session
- Students at risk from year 10 onwards are provided the opportunity to complete 2 certificates and or short courses and endorsed programs and experience work placement
- Focus on including real life examples and relevance into all courses
- Develop a career partnership with Northam to organise a careers curriculum throughout all years
- Exploring ways to provide progression in ATAR electives to cater to student interest
- Close monitoring and support provided to year 10, 11 & 12 students to assist them in achieving their appropriate pathway

## 1b) *Continue to embed targeted intervention initiatives*

- Targeted support provided to 10, 11 & 12 students using Education Perfect/OLNAWA to assist in the achievement of their OLNA
- Targeted support provided to year 7, 8 & 9 students using MacQlit, 7 Steps writing, Maths Mastery, IXL
- Progress the peer observation process over Term 1 & 3 with completion and reflection documents provided to line managers. Time to be allocated to assist staff in completing the peer observation process

## 1c) *Promote staff development and retainment*

- The first phase of PMP is completed before the end of Term 1 and the second phase is completed during Term 4
- Encourage EOI for leadership positions every year.
- Collecting and responding to staff feedback from the national opinion survey
- Wellbeing focus for staff during GSM and staff development days
- Where possible, hire locally and upskill staff to train in roles to manage staffing within the school
- Provide opportunities for teachers to teach upper school ATAR courses and develop their skill level

## 1d) *Consolidate consistent teaching framework*

- Induction of all new staff in the use of the Instructional Framework and regular revision during GSM on the implementation of the Instructional Framework, observations completed by Executive team
- Staff encouraged to share their success and observations on the use of the Instructional Framework
- Create a whole school Literacy & Numeracy plan
- Upskill staff in the implementation of the Science of Reading, 7 Steps writing, with regular review and classroom orientation
- Develop common frameworks / templates and language across the school (essays, assignments etc)
- Improve sharing of professional learning and development through CONNECT staff page, at learning areas and general staff meetings
- Use data to monitor and track impact and progress of programs
- Pre analysis of NAPLAN diagnostic data to target areas of common weakness for students below minimum standard



# FOCUS AREAS AND STRATEGIES

## 2a) *Improvements to engagement and attendance*

- Continue 'Try a Trade' day every second year to allow students to explore career opportunities
- Regular revision of CMS strategies and sharing of successes and learning experiences
- Regular student services meetings (minimum 2 per team)
- Regular Learning Support meetings – 2 per year
- Create and implement a NCCD plan for the school
- Regular case conferencing with students for 'at risk' in regard to attendance, behaviour and academics.
- Reward for students for attendance above 90%
- Rewards for students who improve their attendance by 25% or more in Terms 2, 3 and 4
- Continued implementation of Follow the Dream to support the academic improvement and engagement of Aboriginal students

## 2b) *Implement PBS*

- Collaborate to create PBS strategies and processes
- Source and implement a SEW program and activities to support the social and emotional needs of our students
- Continue with social events as per the school calendar to enhance a sense of belonging at the school
- Use house points system across the school to reward positive behaviour / attendance, academics and sporting participation

## 2c) *Improve Cultural Responsiveness*

- Form a committee to collaborate on developing an Aboriginal Education Plan
- Embed cultural traditions and content into all curriculum plans
- Source PL to improve the cultural responsiveness of the school

- Continue the focus of NAIDOC day as a community celebration
- Create indigenous signage murals around the school to create a culturally inclusive environment
- Investigate attendance opportunities for Aboriginal students to engage with elders and learn their cultural connections.

## 3a) *Improve communication with stake holders*

- Regular information about the need for work placement in the newsletter and on Facebook
- School representation on the Chamber of Commerce to develop and strengthen existing partnerships with local businesses

## 3b) *Consolidate partnerships with parents and local community*

- Establish a work portfolio for social media / parent communication to improve social presence and communication
- Establish regular student council meeting with principal to encourage student voice in decision making (once a term)
- Parent BBQ meet and greet at start of year for Year 7
- Ensuring transparency with school decision making through consultation with school council (e.g. special calendar days)

## 3c) *Improve parent involvement in the learning process*

- Provide incentive (sausage sizzle) to encourage parents to attend parent evenings
- Implementation of parent access through COMPASS to encourage parent involvement in the learning process (attendance, positive rewards and newsfeeds)



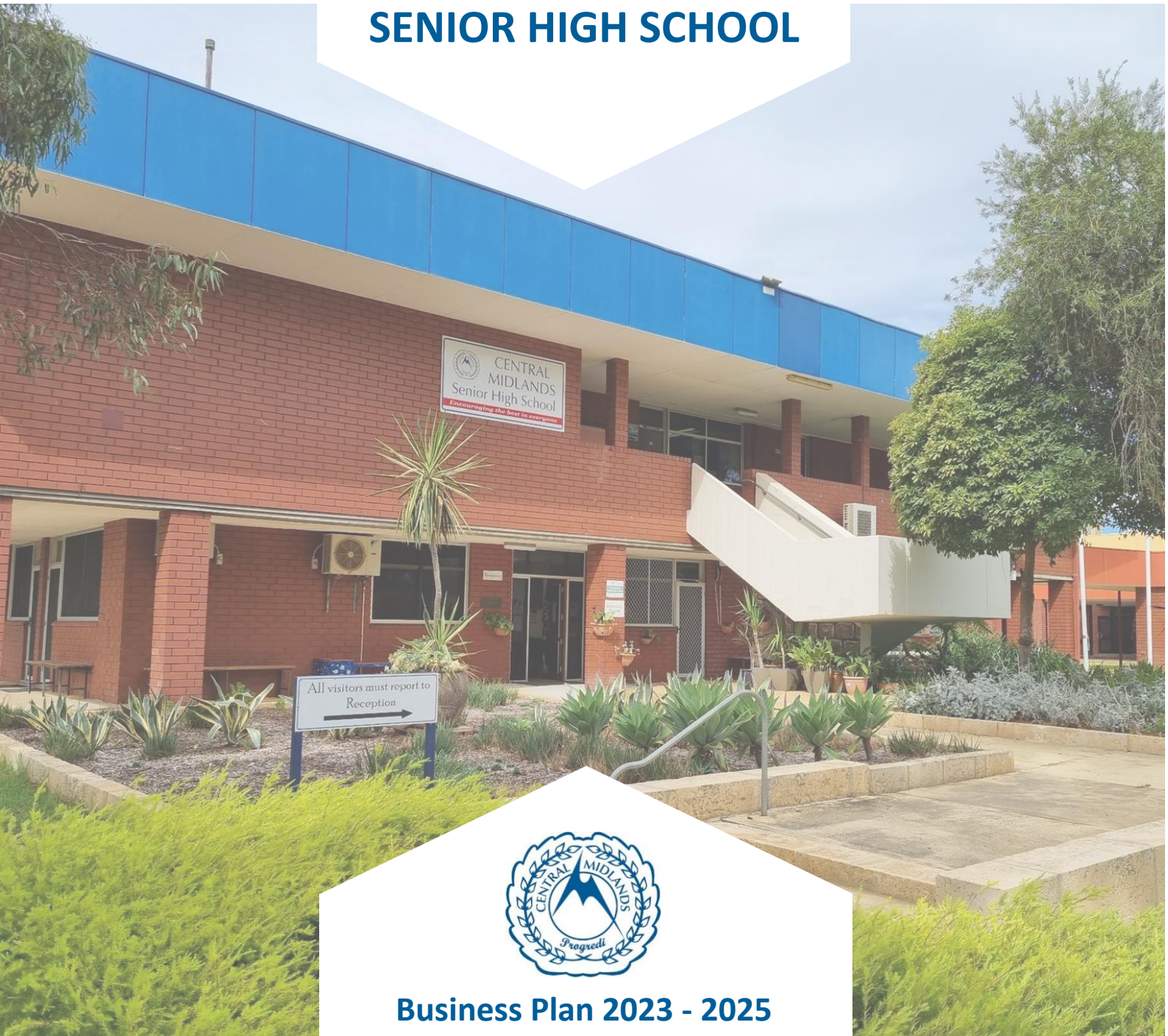


# IMPROVEMENT TARGETS

- For at risk Year 10 students to have the opportunity to complete year 12 with either:  
90% students leaving with WACE  
90% students leaving with a Cert II or higher
- All students supported with an appropriate pathway from Year 10
- 50% increased improvement in achievement of OLNA for students in year 9-10
- 75% increased improvement in achievement of OLNA for students in Year 10-11
- 85% increased improvement in achievement of OLNA for students in Year 11-12
- 85% of regular attending students completing and qualifying OLNA before leaving school
- All students who receive intervention in Year 7 – 9 showing at least 1 Band improvement in NAPLAN for literacy
- 100% staff involved in peer coaching twice a year
- 100% staff involved in Performance Management process
- Maintain 85% staff retainment each year
- Promote staff leadership through providing opportunities and training
- 100% uptake of Instructional Framework in classrooms
- Introduce and implement Science of Reading across the school, by the end of 2023 with 75% staff utilising reading of science strategies
- 75% staff using the Seven Steps in their learning areas
- 75% staff using whole school numeracy plans
- Promoting and developing common frameworks/templates and language across the school



# CENTRAL MIDLANDS SENIOR HIGH SCHOOL



**Business Plan 2023 - 2025**

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