



Achieving Today for Tomorrow

**Newton Moore**  
Senior High School

# Business Plan 2021-2025

## Student Engagement



# FROM THE PRINCIPAL

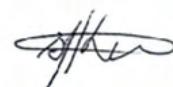
Our new Business Plan 2021-2025 represents significant collaboration and input by the school community (staff, students, school board, parents and members of the broader community) into the future direction of the school, as well as those areas where improvement is desired.

I wish to thank members of the School Leadership Team (Deputy Principals and Level 3 Heads of Learning Areas) and staff for the hours of meeting and planning time they have invested in this plan and their future operational plan. I would also like to thank members of the School Board for their input and involvement in challenging and refining aspects of our plan and related processes.

Our Business Plan has a student focus with our key priorities being Belonging and Academic. We have ten specific student achievement targets that are considered to be both aspirational and achievable. Our Workforce Management Plan complements our Business Plan with a strong focus on the growth and development of staff.

We understand that the successful pursuit of the school's future directions depends on a team effort, which in turn depends on strong, purposeful relationships between all members of the school community as well as on strong school partnerships.

Our Business Plan will ensure that we strive for excellence in all aspects of our school operations, allowing our students to **Achieve Today for Tomorrow, we can we will.**



**Susan Kerr** M.Ed.Admin.B.Ed,Dip Teach  
PRINCIPAL



# SCHOOL BOARD REPORT

The Business Plan presents a wonderful opportunity to target and drive improvement in specific areas while maintaining the already high standards of teaching, learning and pastoral care. The Plan will determine the nature and delivery of a range of educational strategies and the deployment of significant resources to meet our priorities and targets as well as the current and emerging needs of our school community.

The Plan is also an opportunity to embed outstanding processes of self-review and an ethos of continuous self-reflection and improvement throughout the school. The School Board's role is to take part in establishing and reviewing the school's objectives, priorities and general policy directions, and to evaluate the school's performance in achieving these.

The Board has been actively involved in guiding the development of the new 2021-2025 Business Plan and enthusiastically endorses the proposed strategies.

New Priorities:

**Belonging**

**Academic**

The Business Plan, in committing the school to actions and targets, will be instrumental in shaping our future leaders and citizens. The Business Plan will ensure that the school strives for excellence in all aspects of its school operations, allowing our students to achieve to the best of their ability and develop skills and values that will enable them to transition successfully into further education, training or employment. The plan provides a sustainable vision for the direction of Newton Moore SHS during the next five years.



Lynette Farrell  
ECU Dean  
Board Chairperson





# SCHOOL

# CONTEXT

The broad range of our students' interests are catered for through a variety of programs and experiences. We have:

- Engineering and Science Horizons Specialist Programs
- Engaging and diverse Vocational Education Programs
- MASH (Moore Academy of Sport and Health)
- Sister school partnerships with schools in Japan, Singapore and Indonesia
- South West Clontarf Academy
- Girls Academy - The STARS Foundation
- Bushranger Cadets
- Performing Arts (band, drama, dance) programs culminating in memorable school productions.
- Supportive pastoral care programs.

Newton Moore Senior High School provides students with personalised support ensuring a successful educational experience. The school has a strong sense of community and we provide strong wrap around support for our diverse student population.

Student achievement incorporates more than academic success. We focus on nurturing academic, emotional and social capabilities ensuring students are well prepared, happy and ready for further learning and the workforce.

Our students choose to enrol at our school because of the programs we offer and for the positive, challenging and dynamic learning environment we provide. We offer an award winning education supported by two science specialist programs: Science Horizons and Engineering. These programs attract students from afar providing a diverse

student population. We have a strong focus on STEM (Science, Technology, Engineering and Mathematics) education supported by our new STEM building. Through STEM we inspire ingenuity, creativity and problem solving skills.



# SCHOOL VISION

**Achieving Today for Tomorrow,  
Knights of the Moore, we can, we will.**

Newton Moore Senior High School has established itself as a school of excellence in teaching and learning, and in the promotion of a safe environment. Our focus is on providing a high level of support for all students to ensure their learning journey is successful. We support all students to achieve through the provision of an outstanding wrap around service.

Our guiding principles are:

**Newton Moore students will be engaged and successful**

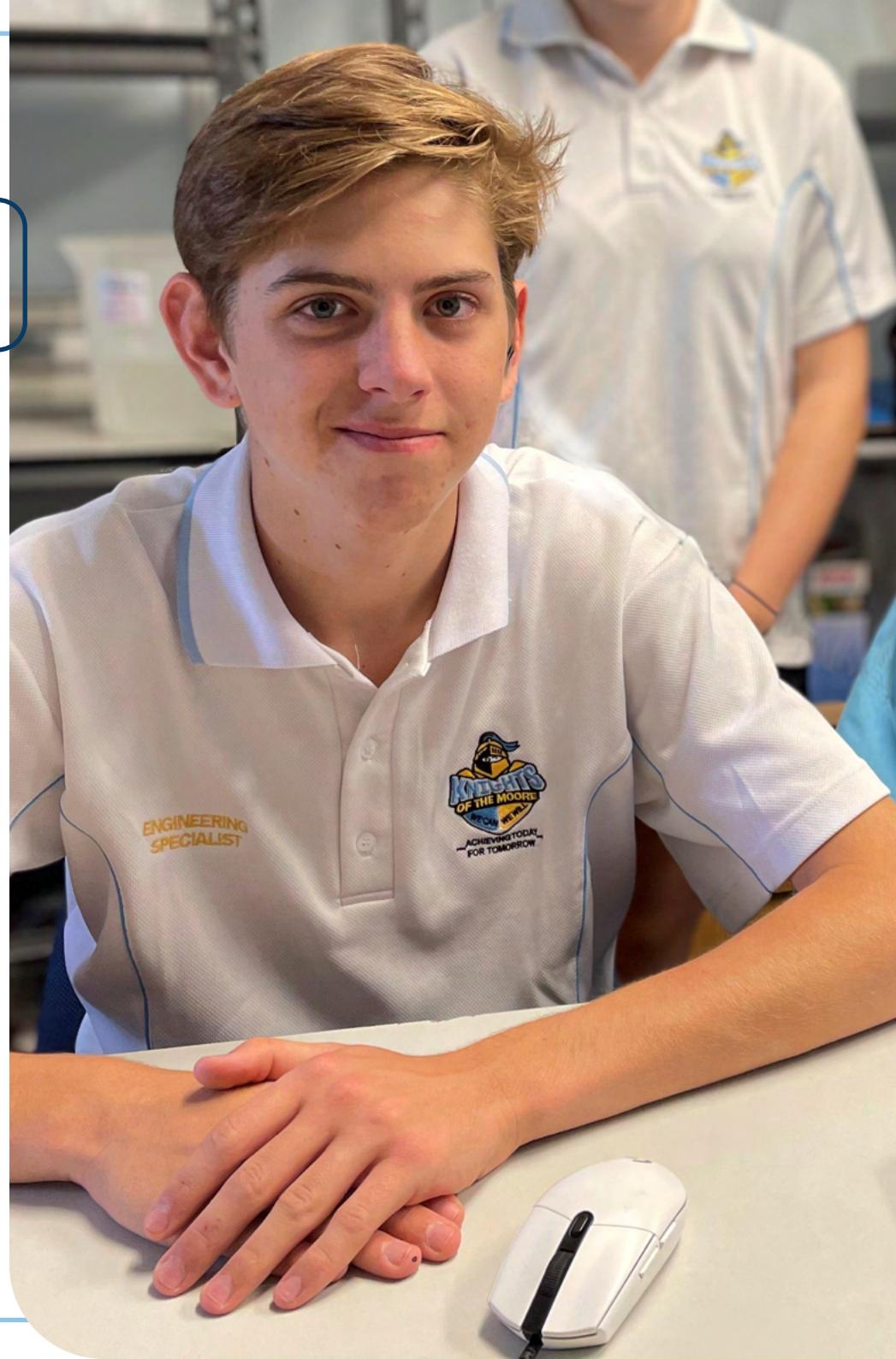
- Every student has a pathway
- Every classroom is conducting engaging, rigorous lessons and activities
- Every student is working to their potential

**Newton Moore SHS staff will excel at their jobs**

- Staff will embrace and engage in professional learning
- Staff will provide quality feedback to students on how they are progressing
- Staff will regularly communicate with parents

**Newton Moore SHS will be a relevant learning community that is innovative, responsive and accountable**

- Our curriculum and teaching will be future focussed
- Our environment is tailored to meet each child's developmental levels
- We hold each other responsible for high standards of performance



# OUR PRIORITIES

## BELONGING

At Newton Moore Senior High School, Belonging is about the work we do in terms of making students and families feel connected and safe, and to feel secure in the knowledge that we care about them. It is about ensuring our students have the ability to see value in life and are able to cope with challenges.

A priority for us is wanting each student and family member to know there is a community behind them.

Together we will work proactively to build effective student, family and community partnerships that ensure a sense of belonging for all, promote positive student well-being, and foster a shared belief that every student is every person's responsibility.

### STRATEGIES

#### Social And Emotional Capabilities

Students develop the personal and social capabilities to demonstrate ongoing independence, resilience and self-belief.

#### Positive Behaviour Support

Students select and apply behaviour that positively adapts to varied social settings.

#### Connectedness

Students have a strong sense of identity and embrace diversity.



# MEASUREMENT

## BELONGING



Newton Moore Senior High School recognises that a safe, calm and caring learning environment is of the utmost importance and requires continual monitoring.

Staff and school leadership use the following measures to gauge and enhance students' health and wellbeing:

- Positive Behaviour Schools (PBS) survey material and data on PBS points system.

- National School Opinion Surveys (staff/student/parents)
- School based SIS, SEQTA, Reporting To Parents (RTP), On-line Student Information (OSI), student attributes and suspension, attendance, behaviour and upper school withdrawal information.
- Student Voice surveys/information.
- Feedback information/surveys from focus groups and parents following whole school events.

### TARGETS

#### Social and Emotional Capabilities

- The Annual Student School Culture survey shows year on year improvement for items related to Social and Emotional Capabilities.

#### Positive Behaviour Support

- Number of PBS points earned by students increases by 10% annually.

#### Connectedness

- The annual Student School Culture survey shows year on year improvement for items related to Belonging and Connectedness.
- By 2025, the percentage of Aboriginal students with a Semester One attendance rate of 90% or greater will exceed 40%.
- For each annual school community event the average satisfaction rating is greater than 50%.

# OUR PRIORITIES

## ACADEMIC

At Newton Moore Senior High School, we believe teaching and learning is at the heart of everything we do. This is achieved through strong learning relationships where teachers combine their own skills and knowledge with renowned research based practices. This ensures our students' learning experiences are specific to their individual needs.

We know academic achievement is important because it prepares students for future careers and pathways. We understand that academic achievement and critical thinking helps students effectively interpret the world around them.

**Together we will work proactively to help shape the minds and knowledge of our students.**

### STRATEGIES

#### Pathways

Students achieve success in a pathway that best meets their educational needs.

#### Literacy and Numeracy

Students continue to grow their numeracy and literacy capabilities through appropriate teaching and learning.

#### Thinking and Learning

Students use more complex thinking capabilities to take their learning to a higher level.



# MEASUREMENT

## ACADEMIC



Staff use data in the whole school context, in leadership meetings, learning areas and at individual teacher level to develop and refine programs and strategies.

This includes:

- WACE Achievement, graduation rates, attainment, median, ATAR scores, destination information,

moderation, EST, overall achievement rates for certificate courses.

- System based measures such as NAPLAN and OLNA.
- School based information through SAIS, SARS, Reporting to Parents grade distributions, Attribute Data, ATAR predictor and student progression.

### TARGETS

#### Pathways

- Each year, the percentage of students that meet WACE Attainment will equal or exceed 96% (WA public schools).
- By 2025, the percentage of Certificate III or IV qualifications achieved by students in their senior schooling years will be greater than or equal to 15% of the total number of qualifications achieved.
- The percentage of students that meet WACE Achievement each year will be equal to or exceed 92% (WA Public Schools).

#### Literacy and Numeracy

- The average progress made by the stable cohort from Year 7 to Year 9 will exceed 48 NAPLANs in Reading, 35 NAPLANs in Writing and 48 NAPLANs in Numeracy.

#### Thinking and Learning

- Observations conducted by CAT trained staff will see an annual increase in learning activities utilising analytical and evaluative skills.

At Newton Moore Senior High School we seek to provide an inclusive, supportive and learning environment. We have a strong focus on our school VALUES.



We value,

**K**nights of  
**N**ewton Moore

**I**nclusivity  
*(Unity, helping others, tolerance, being considerate of others, opportunities for all)*

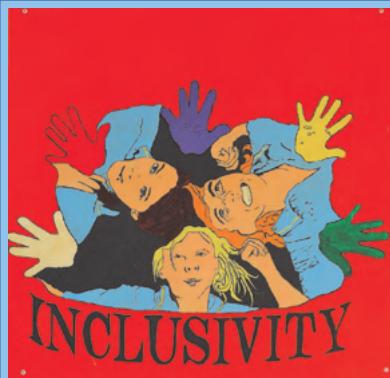
**G**lobal Awareness  
*(noticing and caring about what happens in our local and global communities, taking positive action in the wider world)*

**H**appiness  
*(enjoyment, respect, sense of humour, awareness of inner well-being, fulfilling individual potential, taking on challenges)*

**T**eamwork  
*(trust, courtesy, building relationships, working cooperatively, working together to achieve more, honesty)*

**S**uccess  
*(celebrating and recognising achievements, attaining personal goals, "having a go", the development of self-belief, creativity, quest for excellence, forging ahead)*

# SCHOOL VALUES



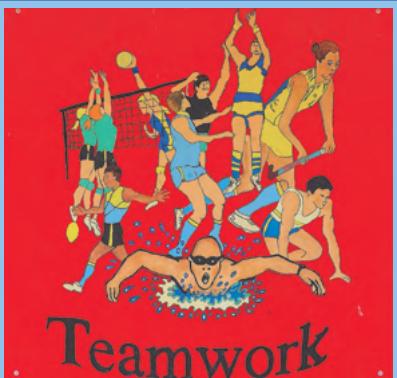
## INCLUSIVITY



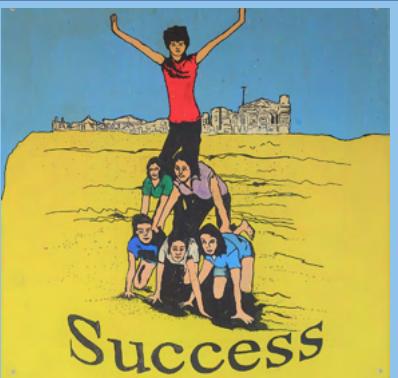
## Global Awareness



## Happiness



## Teamwork



## Success

Newton Moore SHS staff and students display inclusive behaviour by:

- Including and seeking input from people across a wide variety of backgrounds.
- Listening carefully to a person speaking until they feel understood and heard.
- Challenging behaviour and practices that exclude others.

Newton Moore SHS staff and students achieve teamwork by:

- Finding opportunities for collaborative discussions and by teaching collaborative skills.
- Ensuring that we offer a variety of extra curricular activities that encourage peer to peer interactions.

Newton Moore SHS staff and students strive for happiness by:

- Understanding that each of us have important qualities and being accepting of these.
- Empowering our students to be leaders that can bring about positive change.
- Focusing on making our classrooms a safe and supportive environment.

Newton Moore SHS staff and students engage in global awareness by:

- Finding opportunities in classes to address current, local and global affairs.
- Celebrating and recognising international and local cultural events so we gain a greater global perspective.

Newton Moore SHS staff and students recognise successes by:

- Distributing positive behaviour points to students at every opportunity.
- Communicating the successes of our students and staff to our school community.
- Recognising students and staff at school events.

# POSITIVE BEHAVIOUR

## SUPPORT

Our priority at Newton Moore Senior High School is to support every student to succeed in life preparing them socially and academically for the future and as they enter the workforce.

Through the Positive Behaviour Support program, we teach and reinforce appropriate social skills and behaviours that will prepare students for life ahead, and support safe and orderly learning environments to provide students with the best opportunities for success at school.

Our PBS team is representative of all learning areas and is responsible for supporting staff in encouraging and teaching the consistent school expectations of learning, responsibility, respect and wellbeing.

**We expect every student, in every classroom, every day, to be responsible learners.**

NEWTON MOORE SHS

**Expectations**

**Wellbeing**

**Respect**

**Responsibility**

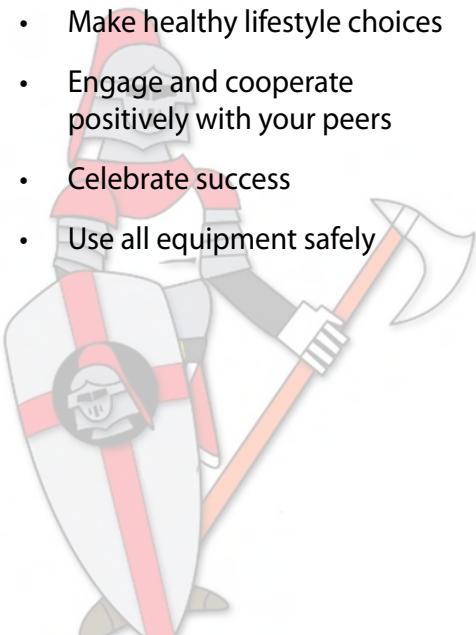
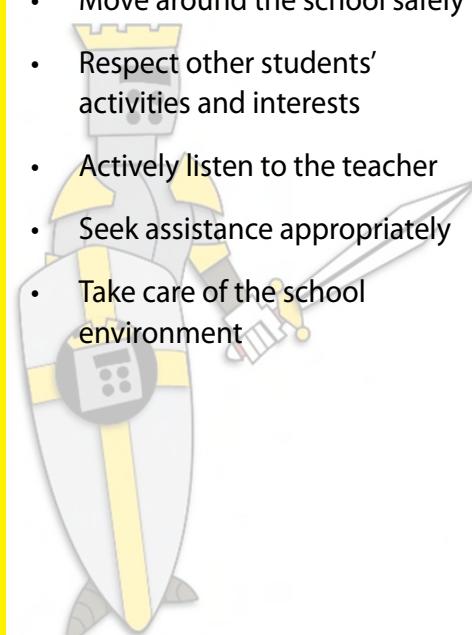
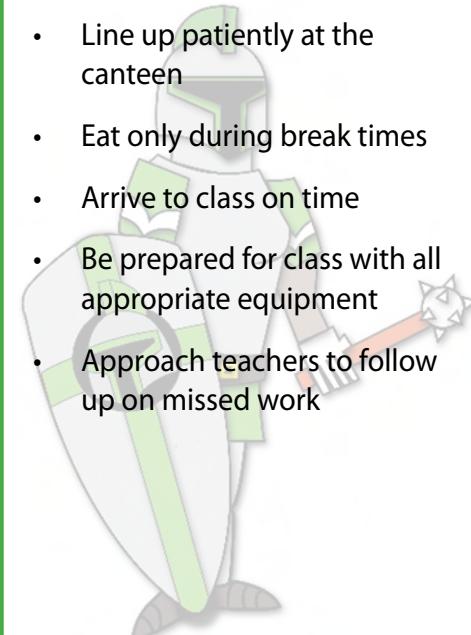
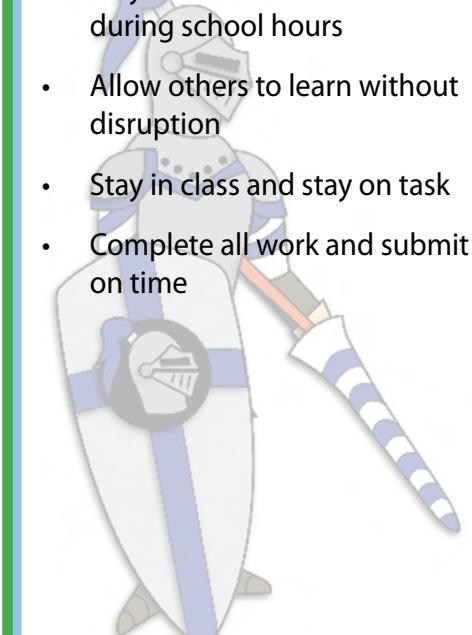
**Learning**



**KNIGHTS OF THE MOORE**



# BEHAVIOUR MATRIX

WELLBEING	RESPECT	RESPONSIBILITY	LEARNING
<ul style="list-style-type: none"><li>Act in a safe manner</li><li>Be a positive bystander and seek adult assistance when required</li><li>Seek appropriate resolution when experiencing conflict</li><li>Make healthy lifestyle choices</li><li>Engage and cooperate positively with your peers</li><li>Celebrate success</li><li>Use all equipment safely</li></ul> 	<ul style="list-style-type: none"><li>Use appropriate manners and language</li><li>Use appropriate noise level for the situation</li><li>Respect the property of others</li><li>Move around the school safely</li><li>Respect other students' activities and interests</li><li>Actively listen to the teacher</li><li>Seek assistance appropriately</li><li>Take care of the school environment</li></ul> 	<ul style="list-style-type: none"><li>Take responsibility for your actions</li><li>Wear correct uniform to school</li><li>Use technology safely and appropriately</li><li>Line up patiently at the canteen</li><li>Eat only during break times</li><li>Arrive to class on time</li><li>Be prepared for class with all appropriate equipment</li><li>Approach teachers to follow up on missed work</li></ul> 	<ul style="list-style-type: none"><li>Follow instructions and participate fully in all school activities</li><li>Ask questions if you are unsure</li><li>Persist with challenging tasks</li><li>Stay within school boundaries during school hours</li><li>Allow others to learn without disruption</li><li>Stay in class and stay on task</li><li>Complete all work and submit on time</li></ul> 

# SELF

## REVIEW

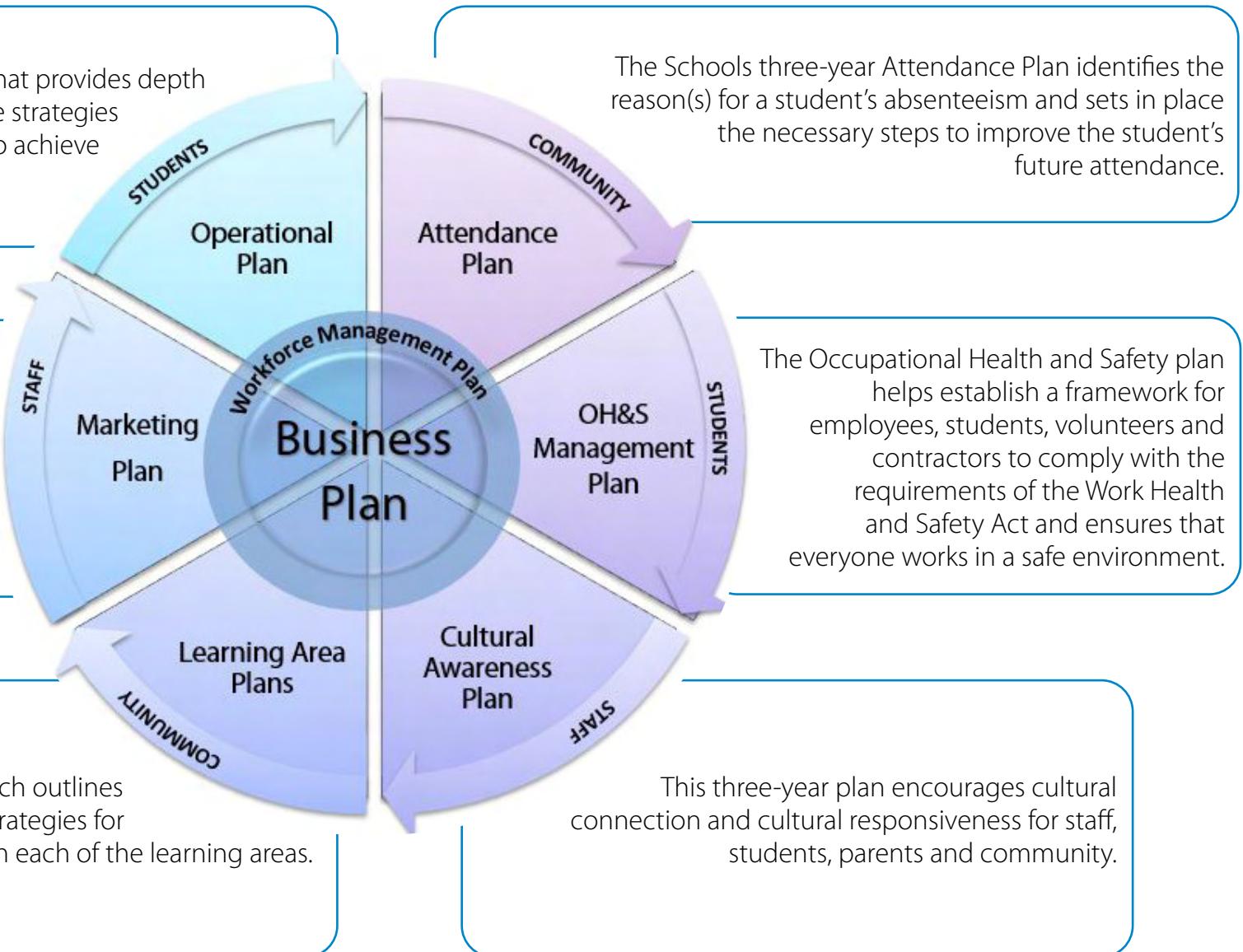
The school undertakes an ongoing cycle of review, reflection, planning and action. It prepares the Business Plan, identifying focus and direction for this time frame, along with student achievement targets.

- 1.** Targets are monitored regularly and adjusted annually.
- 2.** Operational Plan is monitored, implemented and reviewed annually.
- 3.** Learning Area Plans are developed in line with the Business Plan and monitored and adjusted annually.
- 4.** The school conducts an internal school review using an external person and leadership team on a biennial basis.
- 5.** Data is collected from a range of sources to inform decisions and public accountability is made through the publishing of the school's Annual Report.
- 6.** Key data informing this Business Plan's Student Achievement Targets and Annual Report is examined.



# OUR PLANNING CYCLE

Operational Plan is an annual plan that provides depth and clarity and clearly articulates the strategies which demonstrate how we hope to achieve each priority from the Business Plan.





Achieving Today for Tomorrow

# Newton Moore Senior High School

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