



LEEMING SHS ESC







LEEMING SHS  
HARMONY-EXCELLENCE



**Everyone shines,  
given the right lighting**

Susan Cain



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## Leeming Education Support Centre

The Leeming SHS Education Support Centre 2020 – 2022 Business Plan, demonstrates our commitment to the individual student and the importance of authentic learning and quality teaching. Meaningful learning experiences in a safe, supported and nurturing learning environment are essential for student success. This plan has been developed by reviewing what is important in shaping student success within our context as a school community.

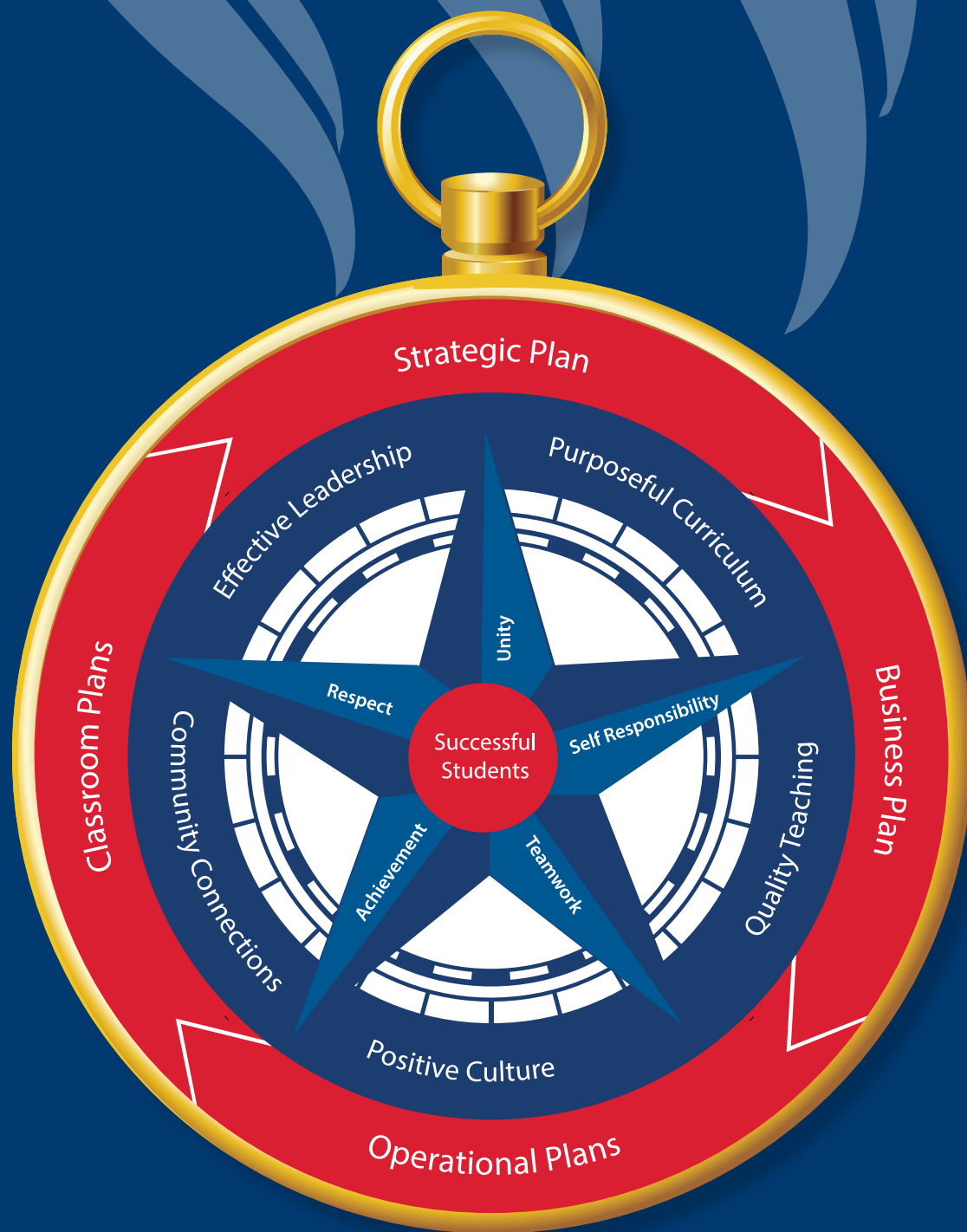
The Leeming SHS ESC Compass illustrates key areas of focus within the 2020-2022 Business Plan. All elements are connected and shape our strategic directions to support students navigating an increasingly complex world. The Compass guides us in developing student confidence, skills and resilience to reach their potential and become productive members of the community.

The Business Plan underpins our belief in working closely as a school community, collaborating with families, agencies and providers to enhance student learning. We embrace and support the unique individual, and value their diverse abilities, identities and strengths. To foster these qualities, we create a warm welcoming and respectful school environment centred on student learning and wellbeing. Our aim is to provide students with access to high quality learning opportunities, focusing on their needs and building resilience for learning and life. We also ensure staff have the training and support they need to provide quality teaching, so that students are engaged in learning and achieve personal growth.

We encourage students to have a voice and be actively involved in shaping and designing their future pathways through a diverse curriculum. Students are guided in their learning, developing skills to prepare them for future directions, confidently progressing from school to post school pathways.

Our Business Plan is a dynamic working document which aligns with the WA Public Schools Strategic Plan. As part of our school improvement and self-assessment cycle, the Business Plan will be reviewed annually to measure how well our goals are reflected and achieved through our operational and classroom plans, ultimately improving outcomes for students.

# Leeming SHS ESC Compass





## **Purpose** Building Bright Futures

Our purpose is 'building bright futures' by empowering students to reach their full potential and become active members of the community.



## **Vision** A warm welcoming and connected community

Our vision is to be a warm, welcoming and connected community, recognised for our innovative programs and excellent school - to - community transition.



## **Mission** Inspiring minds to Shine

Our mission is to inspire minds to shine by empowering individuals to find their strengths and build resilience.

## **Values USTAR**

At Leeming SHS ESC we value:

- U** Unity
- S** Self-Responsibility
- T** Teamwork
- A** Achievement
- R** Respect



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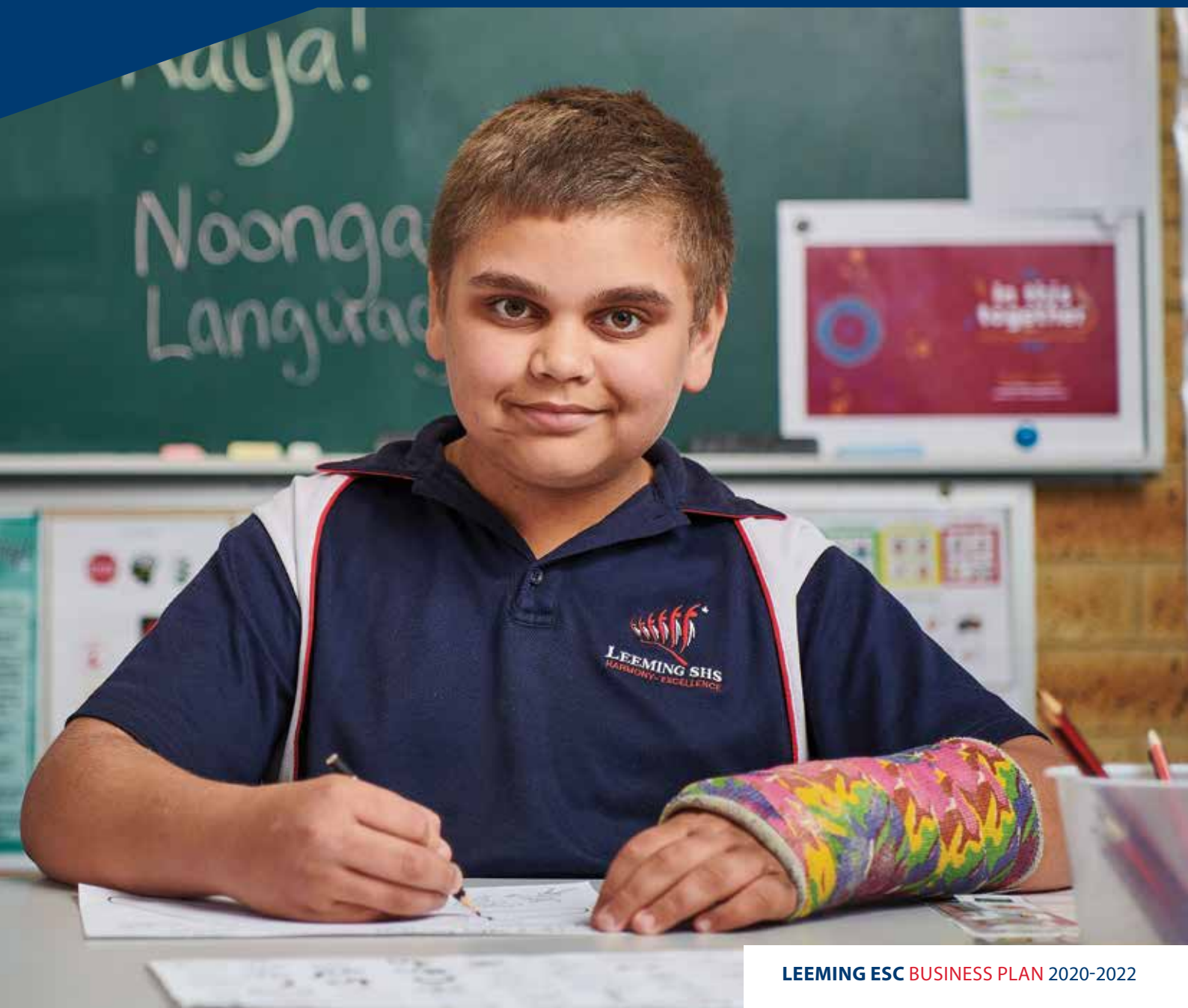
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## Priority Areas:

1. Quality Teaching
2. Purposeful Curriculum
3. Effective Leadership
4. Positive Culture
5. Community Connections



# Quality Teaching

Expert, passionate and connected staff



## 1.1 Implement a school based Instructional Model

### Strategies

- Research and implement Instructional Model for Leeming ESC context
- Review and update Peer Observation Implementation Plan to include Instructional Model

### Measures and Milestones

- There is a clearly documented and implemented school based Instructional Model
- Instructional Model is embedded into classroom practice



## 1.2 Build capacity of staff to analyse student assessment data to improve teaching and learning

### Strategies

- Staff engage in professional learning on assessment
- Staff use assessment data to inform teaching and learning based on individual student needs
- Documented assessment plan for Literacy and Numeracy

### Measures and Milestones

- Professional Learning is used to inform teaching practice
- Student assessment and achievement data
- Teachers use data on student achievement as evidence of successful teaching

## 1.3 Implement Self Reflection tools and processes to improve teaching and learning

### Strategies

- Review performance management processes and documents to reflect strategic objectives
- Formalise moderation practices to create opportunities for professional dialogue
- Streamline moderation plans and timelines

### Measures and Milestones

- Increase in achievement of staff performance management goals over 3-year cycle
- Moderation plan and timeline implemented
- Peer Observation survey
- Student achievement data



# Purposeful Curriculum

Excellent student outcomes



## 2.1 Develop, implement and embed a school based curriculum planning model

### Strategies

- Documented curriculum pathways plan for sequential learning
- Establish Middle and Senior School Curriculum Instructional Coordinator roles
- Update and standardise subject area Scope and Sequence documents and planned implementation

### Measures and Milestones

- There is a clearly documented whole school plan for curriculum delivery
- Curriculum pathway plan is reflected in classroom timetables and programs
- Curriculum scope and sequence is linked to data collection cycle over a 3-year period and used to inform teaching and learning



## 2.2 Deliver an integrated curriculum relevant to individual student pathways

### Strategies

- Staff use Leeming ESC Integrated Curriculum Framework to reflect breadth and depth of curriculum in their classroom planning
- Technology is used to enhance multi modal curriculum delivery e.g. Connect, SeeSaw
- Research future industry pathways and identify employability skill requirements to inform curriculum

### Measures and Milestones

- Integrated curriculum is embedded in classroom planning
- Increase usage of IT, e.g. Connect, Seesaw
- Increase in technology skills of students reflected in ICT skills assessment
- Curriculum reflects skills required for future employment pathways

## 2.3 Use evidence based practice to inform whole school mathematics programs

### Strategies

- Develop and implement a school based mathematics scope and sequence
- Research and implement functional mathematics programs that cater for student needs
- Students have opportunities to apply mathematics skills in real life context

### Measures and Milestones

- Improved student achievement data in PAT Maths and ABLEWA assessments
- Students achieve 80% or more of mathematics goals in their documented plans
- Mathematics is integrated across the curriculum



## Effective Leadership

Capable, motivated and effective leaders in our school community



### 3.1 Build a culture that supports professional growth of staff

#### Strategies

- Documented leadership structure stating clear roles and responsibilities
- Utilise staff strengths to implement instructional leadership across the curriculum using Future Leaders Framework
- Committee coordinators lead the development and review of operational plans
- Streamline mentoring and feedback process for graduate and new teachers
- Opportunities for targeted professional learning

#### Measures and Milestones

- Documented promotional/aspirant activity
- Increase in instructional curriculum leaders within the school
- Achievement of operational targets over 3-year cycle
- Upwards trend in collegiality within the Triage Culture Survey
- Professional learning is clearly linked to school priorities and performance management goals



### **3.2 Students are provided with opportunities to become leaders within their school community**

#### **Strategies**

- Leadership roles identified and promoted within the school community
- Student leadership plan outlining roles and responsibilities

#### **Measures and Milestones**

- Leadership plan implemented
- Increased active participation in leadership responsibilities

### **3.3 Provide high quality resources and facilities that meet the needs of students and support the delivery of exemplary programs**

#### **Strategies**

- Develop a 3-year plan for capital and minor works projects
- Consultation and updates with partner school through monthly building and maintenance reports
- Improved and well maintained facilities and resources catering for growing school population

#### **Measures and Milestones**

- Capital and minor works planning document and completed projects
- National School Opinion Surveys, parent, staff and student



## Positive Culture

A vibrant, connected and supportive school culture



### 4.1 Staff, students and parents participate and contribute towards creating a positive school culture

#### Strategies

- Planned school community events e.g. Family Day, disco, Pop Up Shops, assemblies
- Develop STAR Guide to assist new staff to embrace the Leeming ESC culture

#### Measures and Milestones

- Number of community events and participation rate
- National School Opinion Surveys, parent, staff and student





## 4.2 Maintain the health and wellbeing of staff and students

### Strategies

- Implement initiatives and professional learning that support positive staff health and wellbeing e.g. NESLI, Be You and MAPA
- Implement programs and initiatives that support positive student wellbeing, e.g. Peaceful Kids, Leeming Link, Drumbeat, and after school programs

### Measures and Milestones

- Upward trend in self-determination/efficacy within the Triage Staff Culture survey
- Staff and student National School Opinion Survey
- Number of student engagement programs and participation rates
- Increase in student attendance over three-year cycle

## 4.3 Provide safe, effective and high quality learning environments

### Strategies

- OSH Committee refine processes and procedures to support staff and student safety and wellbeing
- Maintain safe, friendly and welcoming learning environments

### Measures and Milestones

- H&WB/ National School Opinion Survey
- Meet requirements of OSH Team school visit checklist
- Improved staff retention and attendance
- National School Opinion Surveys staff & students



## 4.4 Whole school implementation of Positive Behaviour Support

### Strategies

- Create and implement a school based Positive Behaviour Support framework
- School values aligned to Positive Behaviour Support (PBS) Awards and Reporting to Parents (RTP)

### Measures and Milestones

- Positive Behaviour Support data demonstrating a reduction in behaviour referrals
- Upward trend in positive behaviour and attitude as measured by RTP and PBS data
- PBS is embedded into classroom and whole school practice

## Community Connections

Develop community connections to improve outcomes for students



### 5.1 Promote awareness in the community of our purpose and programs

#### Strategies

- Shared community events with partner school e.g. Autism Awareness and Multicultural days
- Formalise transition and enrolment model
- Implementation of technology platforms to communicate with school community

#### Measures and Milestones

- Increased visits from parents, schools, community members
- Increased Connect and Seesaw usage
- Facebook visits and likes





## **5.2 Build partnerships and programs to improve open employment pathways and community engagement**

### **Strategies**

- Develop an Open Employment Community Partnership strategic plan
- Research future industry employment pathways
- Strengthen community relationships and partnerships that support cross curriculum learning: Aboriginal Cultural Standards Framework, Bush Rangers

### **Measures and Milestones**

- Improved open employment opportunities
- Student destination data reflects open employment has increased over 3-year cycle
- Increased community engagement opportunities
- Increase in student attendance over three-year cycle

## **5.3 Develop resources and processes to guide families connecting with supports and services to achieve individual student goals**

### **Strategies**

- Establish Transition and Pathways Coordinator role
- Develop, implement and update resources to support families e.g. NDIS Toolkit and Provider Toolkit
- Facilitate Parent Network Meetings, Employment and Support Services Expo and Information sessions
- Identify and engage professionals to provide current information to the school community

### **Measures and Milestones**

- Increased parent engagement in information sessions and community events
- IEP and My Plan's reflect involvement of all stakeholders
- Destination data reflects an upward trend in engagement with community supports and services
- Parent surveys reflect increased knowledge and access to support services



## Glossary of Terms

<b>PCP</b>	Person Centred Planning	<b>EA</b>	Education Assistant
<b>IEP</b>	Individual Education Plan	<b>ICT</b>	Information and Communications Technology
<b>PL</b>	Professional Learning	<b>ESSN</b>	Education Support South Network
<b>VET</b>	Vocational Education and Training	<b>NESLI</b>	National Excellence in Schools Leadership Initiative
<b>NDIS</b>	National Disability Insurance Scheme	<b>MAPA</b>	Management of Actual and Potential Aggression
<b>AAC</b>	Augmentative and alternative communication	<b>RTP</b>	Reporting to Parents
<b>PAT</b>	Progressive Achievement Tests	<b>PBS</b>	Positive Behaviour Support
<b>ABLEWA</b>	Ability Based Learning Education, Western Australia	<b>AITSL</b>	Australian Institute for Teaching and school Leadership



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