



SCHOOL MANAGEMENT PLAN 2013 TO 2014

SCHOOL CONTEXT

Lake Illawarra High is a comprehensive high school situated in the southern suburbs of Wollongong. Lake Illawarra High offers a broad curriculum including the most challenging academic subjects in addition to a range of vocational educational programs. Many students' access TAFE (Technical and Further Education) courses as part of their senior studies and some students undertake School Based Traineeships. Each year one of our finest achievements is the high percentage of Year 12 students who gain University entry. The school offers very successful programs in the creative and performing arts and sport.

The school population has a wide range of ethnic diversity including more than 10% Aboriginal students. The local community is extremely supportive of the programs run at the school for the benefit of their children.

At Lake Illawarra High each student is regarded as an individual and we strive to cater to meet individual differences. The Principal and relevant staff meet with each Year 10 student and their parents to provide support for senior years of study.

Our commitment to ensuring all students achieve their potential is evident by our unique monitoring program. Every five (5) weeks the progress of every student is monitored in every subject. This provides the opportunity for the school to intervene early if a student is not performing at a satisfactory level, but also to recognise those students who are doing their best at school.

The school is supported by many external organisations who offer a variety of supporting programs. These include the Smith family, our Partnership Brokers, Illawarra Workplace Learning, University of Wollongong, In2Uni and Links to Learning. These agencies provide us with vital support in ensuring all our students achieve a positive outcome when they leave school.

We will be striving to develop closer ties with our Partner primary schools, which will involve not only excellent transition initiatives but also the ability to track student performance from K-12.

Principal's Signature: _____ Date: _____ SED Endorsement: _____ Date: _____



Intended Outcomes 2013 - 2014

- Improve the literacy of all students.
- Improve levels of Numeracy achievement for all students.
- Significantly improve student learning through consistent explicit teaching and curriculum alignment in preparation for the National curriculum.
- Lift expectations of staff and students through recognising positive behaviour and acknowledgement of student achievement.
- Improve overall academic achievement of aboriginal students.
- Develop and enhance leadership skills of all staff.
- To continue to strengthen understanding of the National Professional Standards for teachers.
- Improve student engagement in schooling.



School Identified Priority Areas	Summary of Targets/Intended Outcomes
<p style="text-align: center;">Literacy</p>	<p>Intended Outcomes</p> <ul style="list-style-type: none"> • Improve the literacy of all students, particularly Years 7-9 students. <p>Targets</p> <ul style="list-style-type: none"> • For 50% or more of Year 9 students to achieve expected growth or greater in reading in 2013 in NAPLAN. • For 65% or more of Year 9 students to achieve expected growth or greater spelling in 2013 in NAPLAN. • For 60% or more of Year 9 students to achieve expected growth or greater in Grammar & Punctuation in 2013 NAPLAN • Decrease the percentage of students in the bottom two bands in NAPLAN Reading from 31% in Year 7, 2011 to 20% in Year 9 2013. • Decrease the percentage of students in the bottom two bands in NAPLAN Writing from 40.7% in Year 7, 2011 to 30% in Year 9 2013.



Number	Strategies	Indicators	Timeframe 2013-2014		Responsibility	2013 Resources (Allocation & Funding Resources)
1.1	NAPLAN analysis of Year 5, Year 7 & Year 9 students.	NAPLAN data accessed from feeder schools & analysed to inform teaching.	✓	✓	P.L.Team KLA's	
1.2	Staff professional learning in ways to explicitly teach text types paragraph writing & how to use brain storming tools.	Professional learning in regards to text types, paragraph writing & brainstorming tools.	✓	✓	P.L. Team KLA's	
1.3	Explicit teaching of interpreting text, including things such as identifying key terms & structure.	Students applying skills & embedded in curriculum.	✓	✓	P.L. Team KLA's	
1.4	Embed role of LST in allocating resources to identified students.	Identified student performance improves in literacy.	✓	✓	All staff LST	
1.5	LaST working with specific students in small groups, team teaching with staff of low ability classes & supporting staff to differentiate curriculum for individual students.	LaST playing active role in developing staff & student literacy skills	✓	✓	All staff LAST	G&T days with feeders Quicksmart LST
1.6	ALARM in Year 7 – basic					
1.7	ESES students identified and LST allocates resources.					



School Identified Priority Ideas	Summary of Targets/Intended Outcomes
<p style="text-align: center;">Numeracy</p>	<p>Intended outcomes</p> <ul style="list-style-type: none">• Improve the numeracy performance of all students, especially from Years 7-9. <p>Targets</p> <ul style="list-style-type: none">• Increase the percentage of Year 9 students achieving expected growth in NAPLAN numeracy from 52.3% in 2011 to 56% in 2013• Using the Numeracy Continuum K-10 document in the Counting as a Problem Solving Process & Place Value areas;• Increase number of Non-Aboriginal Year 7 students at the expectation level or above from 43 students to 55 students.• Increase the number of Aboriginal Year 7 students at the expectation level or above from 1 student to 4 students.• Increase the number of Non-Aboriginal Year 8 students at the expectation level or above from 66 students to 75 students.• Increase the number of Aboriginal Year 8 students at the expectation level or above from 4 to 8 students.



Number	Strategies	Indicators	Timeframe		Responsibility	2013 Resource (Allocation & Funding Resource)
			2013	2014		
2.1	NAPLAN analysis of Year 5, 7 & 9 students.	NAPLAN data accessed and analysed to inform teaching.	✓	✓	PL Team KLA's	
2.2	Explicit teaching of problem solving techniques in numeracy.	Consistency of mathematical language is used across school.	✓	✓		
2.3	Employ a Numeracy Coordinator to implement across the school professional learning for staff in identified areas of Numeracy Continuum.	Staff to be trained in Numeracy Continuum & to support staff to develop numeracy focussed lessons.	✓	✓	Principal All staff	\$125,000 N.P. Numeracy Release days.
2.4	Utilise Numeracy Coordinator to work with partner primary schools in analysing their practice & mapping of students on the Numeracy Continuum.	LIHS staff to have improved understanding & tracking of Year 6 students.	✓	✓	Numeracy Coordinator All staff	Release \$10,000
2.5	Create a Scope & Sequence between Stages 3 & 4 for the Numeracy Continuum in conjunction with programming for the new Maths syllabus.	Improved transition for numeracy between primary & high school.	✓	✓	Numeracy Coordinator Maths staff	Release \$10,000
2.6	Employ SLSO to work with Year 7 students in the identified areas of the numeracy continuum.	Improved results.	T4	T1	Principal	\$20,000
						G&T days with feeders Quicksmart LST



School Identified Priority Ideas	Summary of Targets/Intended Outcomes
Curriculum & Assessment	Intended Outcomes <ul style="list-style-type: none">• Teachers trained in Quality Teaching Framework.• Teachers align curriculum pedagogy, Assessment & reporting to incorporate Quality teaching in programming & classroom practice.• Teachers reflect on & improve the effectiveness of their use of ICT in the classroom.• Teachers enthusiastically participate in the “Curriculum Networks Illawarra” (CNI) initiative & the professional learning activities associated with this.



Number	Strategies	Indicators	Timeframe		Responsibility	2013 Resource (Allocation & Funding Source)
			2013	2014		
3.1	Quality Teaching workshops conducted at whole school staff meetings.	Quality teaching the focus of whole school professional learning & targeted staff meetings.	✓	✓	DP KLA's HT's	
3.2	Professional Learning to continue to be responsibility of Deputy Principal.	Maintain high profile of the importance of professional learning.	✓	✓	Principal HT's KLA's All teachers	CNI Funds
3.3	All teachers to participate in development of new Australian Curriculum Networks Illawarra (CNI).	All teachers develop Scope & Sequences programmes & assessments for new curriculum or update & align for current curriculum.	✓	✓	Principal HT's KLA's All teachers	
3.4	All staff to be provided support in the effective use of technology in the classroom.	Improved skills of staff & greater engagement of students. Greater use of DER laptops.	✓	✓	PL Team HT's KLA's	



School Identified Priority Ideas	Summary of Targets/Intended Outcomes
Engagement & Attainment	<p>Intended Outcomes</p> <ul style="list-style-type: none">• Improve student attendance in Years 7-12.• Investigate introduction of Positive Behaviour of Learning (PBL).• Increase the number of band 5&6 in all subjects in HSC in 2013.• Improve value adding for low, middle and high achieving students in all subjects in the HSC. <p>Targets</p> <ul style="list-style-type: none">• All staff to be trained in the ALARM initiative.



Number	Strategies	Indicators	Timeframe		Responsibility
			2013	2014	
4.1	Conduct school attendance audit & evaluate school attendance plan.	Modify plan where necessary.	✓	✓	Principal District Office
4.2	Student attending monitoring through electronic roll marking & improved communication with parents.	Monitoring of attendance to show decrease in unexplained absence.	✓	✓	Principal Attendance Officer
4.3	Ongoing training for staff about improved roll marking & attendance follow up procedures.	Increase efficiency of roll marking by staff. Sentral data to show evidence of follow up by staff for absences.	✓	✓	Principal All staff
4.4	Develop improved strategies for truancy.	Reduce truancy rates.	✓	✓	Principal All staff
4.5	Investigate the possibility of becoming a PBL school.	Introduction of PBL.	✓	✓	Principal Interested staff
4.6	In2Uni, Links to Learning, TAFE & other programs to continue.	Increased participation in alternative programs.	✓	✓	Careers Adviser Principal
4.7	Teaching staff to attend subject specific professional learning to continue to improve skills in specific subject content areas.	Improved student engagement PLP to summarise activities.	✓	✓	All staff
4.8	Professional Learning in Newman's Analysis & Blooms Taxonomy to inform teaching & how to develop student skills in answering higher order questions.	Improved students results in assessment tasks and the HSC.	✓	✓	All staff
4.9	Develop Anti-Bullying Plan based on Bullying survey.	Improved student attendance, decrease suspensions.	✓	✓	Principal
4.10	Participate in "Tell Them From Me" survey.				
<ul style="list-style-type: none"> • Review of Welfare/Discipline system • Do bullying survey • Do student/parent/teacher satisfaction survey • Rewards for attendance • Review merit system • Work experience • Links with Wollongong University 					



School Identified Priority Ideas	Summary of Targets/Intended Outcomes
Aboriginal Education	Intended Outcomes <ul style="list-style-type: none">• Create effective Aboriginal Education team.• Improve the performance of Aboriginal students in all areas of literacy.• Improve the performance of Aboriginal students in numeracy.



Number	Strategies	Indicators	Timeframe		Responsibility
			2013	2014	
5.1	Formation of Aboriginal Education team that meets twice a term to discuss & plan for aboriginal education.	AET meets twice a term to plan & review policies & targets.	✓	✓	Aboriginal Education team
5.2	Introduce 8 ways of knowing to better cater for the learning needs/styles of Aboriginal students.	Literacy strategies used to enhance Aboriginal Learning Professional Learning focus & present action.	✓	✓	All teachers
5.3	Introduce PLP's for all Aboriginal students.	Collaborate communication between parents/students & the school to ensure student goals/issues are supported.	✓	✓	Principal Aboriginal Education team
5.4	Staff to undertake cultural awareness training.	Staff are aware of Aboriginal Cultural perspectives.	✓	✓	Principal Aboriginal Education team
5.5	Formalise role of Aboriginal Education Assistant.	Guidelines developed.	✓	✓	Principal Aboriginal Education Assistant.



School Identified Priority Ideas	Summary of Targets/Intended Outcomes
<p style="text-align: center;">Leadership & Management</p>	<p>Targets</p> <ul style="list-style-type: none"> • Ensure 100% of Aboriginal students have PLP's by end of 2013. • Retention rates of Aboriginal students are equal to or better than whole school retention rates. • All staff trained to in Cultural awareness. • All staff to be made aware of our Aboriginal students. <p>Intended Outcomes</p> <ul style="list-style-type: none"> • Develop leadership skills for all staff. • Improve the management of school resources. <p>Targets</p> <ul style="list-style-type: none"> • All staff to be trained in the National Professional Standards for Teachers document. • All staff to develop individual Professional Learning Plans based on school & KLA Plans. • Create a Finance team to oversee allocation of resources.



Number	Strategies	Indicators	Timeframe		Responsibility	2013 Resource (Allocation & Funding Source)
			2013	2014		
6.1	All teachers to develop IPLP's based on Professional Teaching standards.	All teachers have completed IPLP's & given to DP Professional Learning for implementation & review.	✓	✓	All teachers	
6.2	Provide leadership training opportunities for executive staff & aspiring leaders.	More executive leading professional learning whole school & KLA programs.	✓	✓	Principal All teachers	Professional Learning Funds
6.3	Evaluate & review structure of KLA meetings to incorporate meaningful professional learning & accountability.	Evaluation & restructure of KLA meetings. Scope & sequence for KLA professional learning developed. Minutes kept of KLA meetings.	✓	✓	Principal HT	
6.4	Evaluate & improve the TARS/EARS process of accountability.	TARS/EARS process evaluated & embedded in school culture.	✓	✓	Principal Executive	
6.5	Evaluate management of whole school resources.	School planning team analyses data, evaluates strategies for improved school management.	✓	✓	Principal Executive	