National Partnerships Low SES School Plan 2010
Irrawang High School Plan for 2010

School context

The school is one of two Government High schools in Raymond Terrace. Irrawang High School has four main partner primary schools which include Irrawang PS, Grahamstown PS, Medowie PS and Wirreanda PS. At the commencement of 2009 the school had a population of 930 students. The enrolment includes a significant number of students who need and receive some financial assistance for school essentials. 120 students from service families attend the school whilst 80 Aboriginal are enrolled. The major employment centres near Raymond Terrace are the RAAF base and Tomago Aluminium. Many parents and caregivers travel to Newcastle city and the coalfields and vineyards for work. The unemployment level in this area is higher than the national average. The school is recognised for its many cultural co-curricular activities. There is a very positive perception in the school community of our student welfare programs. In particular the thoughtful, compassionate and caring student welfare policies and practices. Lifting literacy and numeracy performance and striving for academic excellence for all students in every classroom is a key priority for the next four years. We aim to increase school retention rates, but this will require us to continue to provide multiple pathways and diverse learning experiences to keep students engaged in the senior years.

Priority Areas (4 Year horizon)

1. Literacy/numeracy  
2. Attendance and Retention  
3. Quality teaching  
4. Aboriginal education  
5. School and community partnerships  
6. Internal reviews

Targets (1 year horizon)

See individual plans

The plan has been endorsed and approved by:

| Principal: Colin ELLIOTT | Date: 1/12/2009 | School Education Director: Graeme VALLER | Date: 1/12/2009 |

Principal’s signature:  
School Education Director’s signature
**Irrawang High School National Partnerships Plan 2010**

**School Priority Area:** Literacy / Numeracy  
**Intended Outcomes:** Student improvement is evident in literacy and numeracy outcomes  
Implement actions to support teachers to improve literacy/numeracy outcomes for all students

**Target/s:** NAPLAN Overall literacy 2010 for year 9 - 13% students in bands 9 & 10, 54% students in bands 7&8  
NAPLAN Numeracy 2010 for year - 9 19% students in bands 9 & 10, 55% students in bands 7&8

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Strategies</th>
<th>Timeframe 2010</th>
<th>Responsibility</th>
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</tr>
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| For NAPLAN results decrease the % of students in the bottom two bands and increase the % of students in the top two bands | Establish a professional learning team led by current DP to:-  
- evaluate existing school practices,  
- evaluate smart data to build the capacity of staff to improve literacy and numeracy outcomes  
- Provide professional learning for all staff to participate in Smart workshops in order to inform teaching and learning programs  
- Build the capacity of teachers to explicitly teach literacy and numeracy strategies using the QT Framework  
- Identify and provide targeted individual intervention for those students not meeting minimum standards and/or in top two bands.  
- Train staff in use of Newman's analysis for the design of teaching and learning practices and/or assessment tasks or students years 7 - 10  
- Train staff in use and implementation of the accelerated literacy program  
- Conduct exchange visits with partner primary schools to develop knowledge and understanding of stage 3 & 4 syllabus outcomes and literacy/numeracy teaching and learning strategies used in primary/high school | T1 T2 T3 T4 | Principal/ DP  
- DP higher duties allowance $17000  
- HT higher duties allowance $13000  
- Replace CRT $87132  
- Admin resources for DP & 5.6 staff $4200  
- Electricity / phones $1000  
- Teacher release $24000  
- Global funds $5000  
- Targeted intervention $87132  
- Newman's Analysis training $20,000  
- AL resources $2000 & consultant $1800  
- Staff training AL program 5x4x360 $7200  
- Lit / numeracy Resources $5000  
- Staff release exchange visits $23562  
- Casual relief for Partner primary staff exchange $3600  
- Year 10 TAFE Peer support training $1200 | NPLSES Total: $297826 | 1, 2, 4, 5 |
## Irrawang High School National Partnerships Plan 2010

### School Priority Area: Attendance and retention

### Intended Outcomes: Increased student attendance and numbers of students completing year 12

### Target/s: Improve the average attendance rates of all students by 2% in 2010
- 85% students entering year 11 complete year 12 or equivalent

<table>
<thead>
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| Improve the average attendance rates of all students by 2% in 2010 | Increase monitoring of attendance through:  
- implementing a quality monitoring and follow up attendance program  
- training staff in utilising the attendance management software  
- celebrating and rewarding attendance above 95%  
- improve staff responsibilities through the introduction of roll call tutor groups | T1 T2 T3 T4 | DP/HT Admin/ SAO  
HT Admin  
HT Admin  
HT Admin /CRT’s Year Advisers | Purchase appropriate program $3000  
Global funds $2000  
0.4 Personnel release time $34853  
0.4 SAO to assist with monitoring attendance $19250  
Admin resources $3000  
Electricity / phone $800  
Computer SAO position $1200 | 2, 3, 5 |
<table>
<thead>
<tr>
<th>Increased retention in Year 7 and the senior years.</th>
<th>Careers Adviser</th>
<th>Beacon Foundation costs $2000 + Global funds $1000</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>DP/Stage 6 action planner</td>
<td>0.4 Action planner / mentor - stage 6 students &amp; coordinator stages 5 &amp; 6 $34853</td>
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<tr>
<td></td>
<td>Stage 5/6 coordinator</td>
<td>Action planneradmin resources $1100 &amp; consumables $1500 (includes $400 bus hire HSC study day)</td>
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<td>DP NSP/RTWPLC</td>
<td>DP/RTWPLC</td>
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<td>DP/RTWPLC</td>
<td>DP/Admin/RTWP</td>
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<td>DP /RTWPLC</td>
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<td>DP</td>
<td>DP /Transition coordinator</td>
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<td></td>
<td>DP /Transition coordinator</td>
<td>HT CAPPA</td>
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<td></td>
<td>DP</td>
<td>Scholarships Year 6-7 $3000 Year 10-11 $3000</td>
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<td></td>
<td>DP</td>
<td>0.4 transition coordinator year 6 - 7 $34853</td>
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<tr>
<td></td>
<td>HT CAPPA</td>
<td>Musical $6000 + Global funds $3000</td>
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</table>

- Foster industry links and develop work experiences and long term goal setting strategies for students through participation in the Beacon Foundation Program
- Mentor stage 6 students in the development, implementation and follow up of individual action plans to ensure successful completion of senior high school.
- Develop a flexible curriculum structure to suit the needs of Stage 5 and 6 students allowing for broader choices in subject areas
- Provide access to Stage 5 vocational education courses eg SBATS
- Increase % of students accessing non ATAR pathways.
- Identify the range of post school destinations for stage 6 students through use of Student Tracking Tool.
- Collaborate with HRHS to broaden curriculum options and flexible learning opportunities using interactive technologies to improve stage 6 student access to their first choice subject.
- Increase number of students in School based Apprenticeships and Traineeships
- Provide student scholarships for Year 6 into 7 Year 10 into 11
- Provide responsive, comprehensive transition programs to increase retention from partner primary schools
- Expand Showcase to include a Stage 1/2 performance, and a Stage 3.4 & 5 musical

Irrawang High School NPLSES plan 2010
Irrawang High School National Partnerships Plan 2010

School Priority Area: Quality teaching

Intended Outcomes: Increased student engagement in learning is enhanced and reflected in increased attendance and decreased suspensions. Use technology and the Quality Teaching Framework to transform teaching and learning.

Target/s:
- % of School Certificate students to appear in bands 5/6 in English (21%), Science (16%), Math (8%), Geography (12%) and History (9%)
- In HSC 40% of courses are at or above state average in raw and value added terms.
- Reduce negative value added for bands 1 & 2 to minus3.

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<tr>
<td>Increased students’ level of intellectual engagement with their learning programs evident in improvements in value adding in NAPLAN, SC and HSC results.</td>
<td>• DP Low SES to focus on leading professional learning for staff on teaching and learning in the middle years to improve students’ literacy, numeracy achievement, engagement and retention</td>
<td>T1</td>
<td>Principal/DP</td>
<td>Purchase smartboard $64000</td>
<td>1,2,3,4,5,6</td>
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<td></td>
<td>• Provide professional learning and mentor support for teachers in the development of ICT strategies to support student learning and to develop communication networks</td>
<td>T2</td>
<td>DP</td>
<td>Purchase PC’s &amp; data cabling $9500</td>
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<td>• DP &amp; Head Teachers regularly monitor the progress and performance of teachers to encourage continual evaluation and revision of their classroom practice.</td>
<td>T3</td>
<td>DP / Computer coordinator</td>
<td>ICT release TPL budget 30 x 1 x 360 $10,800</td>
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<td></td>
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<td>T4</td>
<td>DP/ HT’s</td>
<td>ICT release 60 x 2 x 360 $43200</td>
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<td>ICT computer skills CDS3300</td>
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<td></td>
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<td>Executive training in monitoring and supervisory practices 13 x 2 x 360 $9360</td>
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<tr>
<td>Programs, practices, registrations &amp; assessment.</td>
<td>Surveys and observations indicate increased teacher understanding of the Quality Teaching Framework and increased student engagement in their learning</td>
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<td>• Provide professional development that builds the capacity of teachers to continuously evaluate and revise their classroom practices to improve student outcomes</td>
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<td>• Provide more opportunities for teachers to observe each other and evaluate one another’s instruction to raise the overall quality of teaching.</td>
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<td>• Recognise outstanding teachers and teaching practice within the school and build the capacity of teachers to implement an approach to teaching and classroom management that supports an engaging and productive learning environment through the introduction of an effective mentoring program</td>
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<td>• Assist with payment of student entry fees into state wide competitions in English, Mathematics, Science, HSIE.</td>
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<td>• Purchase whole school student achievement data management system</td>
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<td>• Invite students to attend regional GATS camp</td>
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<td>• Alignment of the TARS process to the NPLSES school plan and the professional learning needs of teachers.</td>
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**Irrawang High School National Partnerships Plan 2010**

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<tr>
<th>DP/ HT’s</th>
<th>Principal/DP</th>
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<tr>
<td>Executive supervision 13x8x360 $37440</td>
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<td>IDEAS conference $330</td>
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<tr>
<td>Mentoring Program 60 x 2 x 360 $43200</td>
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<tr>
<td>Teacher training in evaluation, observation and revision of classroom practice 60 x 3 x 360 $64800</td>
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<tr>
<td>Competition fees $2000</td>
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<td>Data management system $3500</td>
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<td>Regional GATS camp -4 students and a staff member $1500</td>
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<td>Catering and hire of facilities $3000</td>
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<tr>
<td>NPLSES Total: $285130</td>
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Irrawang High School NPLSES plan 2010
**School Priority Area:** Aboriginal Education  

**Intended Outcomes:** Foster strong students, strong results and strong futures for Aboriginal students and close the gap in educational outcomes.  
Improved attendance, retention, and engagement.

**Target/s:**  
- NAPLAN Overall literacy 2010 for year 9, 2% of students in bands 9 & 10,  
- NAPLAN Numeracy 2010 for year 9, 2% of students in bands 9 & 10,  
- 70% students entering year 11 complete year 12 or equivalent  
- Improve the average attendance rates by 2% in 2010

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| Improved attendance, retention, and engagement of Aboriginal students | • AEW to:  
- establish and lead regular network meetings for teachers  
- support the implementation of the new Aboriginal policy  
- support the implementation of the school plan  
- assist with the implementation of the Stronger Smarter Indigenous engagement program  
- organise annual cultural camps linked to attendance  
- link with HRHS to organise common programs  
- develop a cultural dance program  
- support the local AECG in their endeavours  
- Assist with NAIDOC celebrations in conjunction with LMG  
- Improve the implementation of Personal Learning Plans through teacher mentor regular meetings with students & parents to meet personal goals set  
- Increase cultural awareness amongst staff to improve classroom offerings for Aboriginal students | T1 | T2 | T3 | T4 | Principal / DP McCord & AEW | 1.0 AEW= $37838  
Advertising AEW $800  
Administration resources – computer, phone installation / network cabling, consumables $3000  
Electricity / phones $1495  
Network meetings release time 2 x 4 x 360 = $2880  
Stronger Smarter Course fees $8800, additional relief 8 x $320 = 2560  
Stronger / smarter program – relief 3 x 9 x 360 = $9,720  
Cultural camp = $4000  
Purchase resources $2000  
NAIDOC week relief costs 4 x 1 x 360 = $1440  
Casual relief for PLP interviews $3240  
Release time for PLP follow up 5 x 2 x 360 = $3,600  
NPLSES Total:81373 | 3, 5, 6 |

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**Irrawang High School National Partnerships Plan 2010**

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**Irrawang High School NPLSES plan 2010**
**School Priority Area:** Internal reviews

**Intended Outcomes:** Commonwealth and State planning and reporting requirements are met requirements for NPLSES communities are met

**Target/s:** An annual internal review carried out to evaluate effectiveness of 2010 practices

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| **Strengthened accountability through rigorous Internal Reviews**          | • Region delivers *Internal Review Training*, three part program to gain the skills necessary to undertake rigorous self evaluation.  
• Staff participate in *Internal Review Training*  
• Participation in the 3 x 3 hour sessions provides skills and knowledge to undertake internal reviews  
• Conduct internal reviews to evaluate effectiveness of current practice and determine future directions. | T1 T2 T3 T4 | Regional Coordinator  
Principal  
Regional Coordinator  
Principal  
SED, Regional Coordinator, Principal | 3 x 1 day relief @ $360 per half day x 5 participants to attend  
workshops = $5400  
$360 per day x 3 days x 5 participants = $5400 | 2,5 |
| **Appoint support staff to assist SAM with coordination, administration and monitoring and financial alignment of NPL funds**  
• Provide release time term 4 2009 to conduct situational analysis  
• Provide 3% of funds for Regional Coordinator 2010  
• fund meeting time to identify strategic direction 2011 | Principal  
Principal / Executive  
Principal | 2,5 |

**Irrawang High School National Partnerships Plan 2010**

**School Priority Area:** Community Satisfaction and Engagement

Irrawang High School NPLSES plan 2010
**Intended Outcomes:** Increased whole school community involvement and participation in the school. Relationships with families, students and wider community will foster a shared responsibility to increase student opportunities to learn and achieve goals.

**Targets:** Student and parent involvement, participation and satisfaction with the school have increased as measured by the school satisfaction survey.

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| Evidence of increased student participation and ownership over the learning process | • Establish a school improvement team (SIT) consisting of students parents and staff  
• Provide resources for students to develop and implement a school environmental plan  
• Increase student participation in community service activities  
• Extend student leadership opportunities through participation in leadership programs with a specific focus on stage 5 students.  
• Conduct in school academic competitions designed to enhance student learning outcomes. | T1 T2 T3 T4 | HT HSIE  
HT HSIE  
Principal /HT HSIE  
HT HSIE /SIT  
HT HSIE /SIT | 0.3 release time  
$26140  
Catering Global funds $200  
Resources $5000  
P & C fund bus hire $600 per day  
Release time  
4 x 2 x $360  
$1440  
Prizes & trophies $600  
Catering $600 | 3,4,5, 6 |

Increased student and parental satisfaction and engagement in whole school programs so that they value and share their success with staff, other students, family and the community. | • Recognise student excellence, e.g. attendance, academic excellence & community participation  
• Conduct formal school community celebration ceremonies via catered school community functions  
• Conduct annual quality of school life surveys  
• Respond to surveys by restructuring the way student success is identified, measured and rewarded.  
• Meet with stakeholders to review and | HTHSIE  
Principal  
Principal/ HT HSIE  
Principal/ HT HSIE /SIT  
Principal /HT HSIE | Certificates, Catering & Stationery $3000 | 3,4,5, 6 |
| Improved communication between the school, parents and community. | enhance current forms of communication.  
- Purchase a professional quality colour printer and supporting resources to improve the presentation and standard of all school documentation received by students and parents.  
- Provide the community with detailed and current information regarding curriculum and social aspects of the school.  
- Redesign the school website in order to enhance school image and community engagement  
- Provide students and parents with data relevant to their child.  
- Purchase LED school sign  
- Provide appropriate front of school signage | Principal / HT HSIE  
Principal/DP  
Principal /CRT HSIE  
DP’s  
Principal /P&C | Printer $3800, Cartridges $1200, paper costs $3000  
Website:  
Release for development and ongoing maintenance $3600  
Moodle implementation $1000  
Website administration course $400.  
LED sign $17000  
Front of school signage $5000 | Irrawang High School NPLSES plan 2010  
NPLSES $66780 |