



CARE • ENGAGE • EXCEL



Business Plan

2023 - 2025

engage

excel

care



Care Engage Excel

Duncraig Senior High School provides a caring, engaging and supportive learning community, which fosters a culture of excellence to produce resilient, life-long learners in a rapidly changing world

The school motto 'CARE ENGAGE EXCEL' is recognised by the community and used as a common language across the school.

CARE

At Duncraig, we value respect for our self and others, show empathy, are inclusive and build positive relationships.

ENGAGE

At Duncraig, we learn through connection, participation, contribution, and self-reflection.

EXCEL

At Duncraig, we set goals, maintain high expectations and embrace challenges that allow us to be the best version of ourselves.

Context

This is Duncraig Senior High School's fourth Business Plan as an Independent Public School. It continues to have a strong focus on High Quality Teaching and Learning. Staff and Student Wellbeing, Student Voice and whole-school evidence-based approaches to school improvement have been identified as critical foci going forward. As with the previous Plan, we have set aspirational targets that highlight our commitment to the values embodied in our motto, Care, Engage, Excel.

Duncraig SHS continues to be well known in the community as an inclusive and caring school where supportive staff, families, School Board, Parents and Citizens Association and other partners work together to ensure that all students thrive.

Our staff and student leaders care about every student and want them to experience success.

- Our specialist Gifted and Talented Program (G&T), selective School Based Academic Extension Program (SBAE) and other programs such as Year 11-12 Breakfast Club, academic support courses and French and Indonesian language clubs provide enriched educational programs for high performing students.
- Our Vocational Education and Training (VET) and Careers Team offers a host of opportunities for students wishing to complete Certificate courses, pursue further studies at TAFE or with private training providers, or undertake traineeships or apprenticeships.
- Our Student Services Team provides early support to students through a Primary Transition Program, then from Year 7 works hard to acknowledge and reward student effort and excellence, and prioritise the resilience, mental health and well-being of all students.
- Our Literacy and Numeracy Team works hard to ensure that all students are equipped with the skills they need to achieve WACE.



The school provides a host of selective and other programs, in which all students are encouraged to participate.

- The Triathlon Academy accepts up to 24 in-area, high performing athletes into the sports program each year - and remains at the forefront of State and National triathlon competitions.
- Since 2008, the Bush Ranger Cadet Program has promoted environmental understanding, conservation actions along with team and leadership development.
- The selective Music Program, run through Instrumental Music School Services (IMMS), includes class music, instrumental studies and ensemble performance.
- Students can participate in a number of extra-curricular clubs and activities, including Drama and Dance Clubs, which regularly produce musicals and other performances, the student-led Climate Crew, which runs a school-wide sustainability program with the school's Sustainability Co-ordinator, Follow the Dream with our Indigenous Support Officer, the A2Z (LGBTQI+ Advocacy) Club, Chess Club, IT Club, Graphics Art Club, Numero Club, Coding Club, Debating Club and many sporting clubs.

Duncraig SHS's Teaching and Learning Team has created a world-class bespoke model for learning at Duncraig, in addition to a 5-day Professional Learning Program for staff that supports best practice, based on international research.

The school has invested heavily in creating the best conditions possible for students to learn and thrive. As the school grows past 1800 students and with an exciting school building program underway, we will continue to create an environment to make our school community proud.



Overview of Self-Assessment

Our rigorous self-assessment focuses on those aspects of school performance defined in research literature as being central to school effectiveness; that is, student achievement and progress; high quality teaching; strong school leadership; a safe and supportive learning environment; effective school relationships; and good resource management. For each of the above area's information and data is collected from a range of sources and is used to inform our decision-making.

The school sets achievable yet challenging student improvement targets and has identified four whole-school focus areas.

All operational plans from Learning Areas/Teams reflect the Business Plan intent and focus areas. The analysis of school and student performance occurs throughout the year, with comparative judgements made against like-schools and State-wide benchmarks informing our practice.

Progress in meeting the student improvement targets articulated in the Business Plan is routinely reported to the Duncraig SHS Board and are reported in the school's Annual Report.



High Quality Teaching and Learning

Duncraig SHS is committed to High Quality Teaching and Learning in every classroom, every day. This will be achieved by improving the School's pedagogical practices embedded within our Teaching & Learning Framework.

We will:

- Provide on-going professional learning and support for teachers relevant to the Teaching & Learning Framework practices across the school.
- Establish a holistic Teaching & Learning Framework, representing our shared vision in developing high quality teaching and learning.
- Drive the widespread use of the Duncraig Teaching & Learning Model, which is embedded within the Teaching & Learning Framework, in all classrooms across the school.

Focus Areas

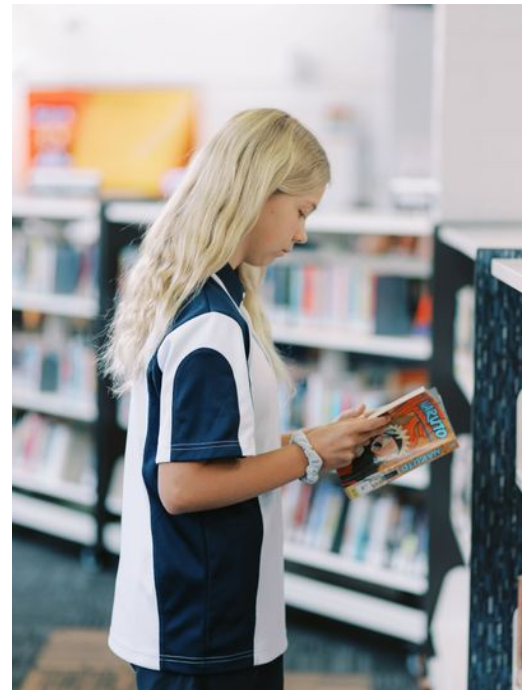
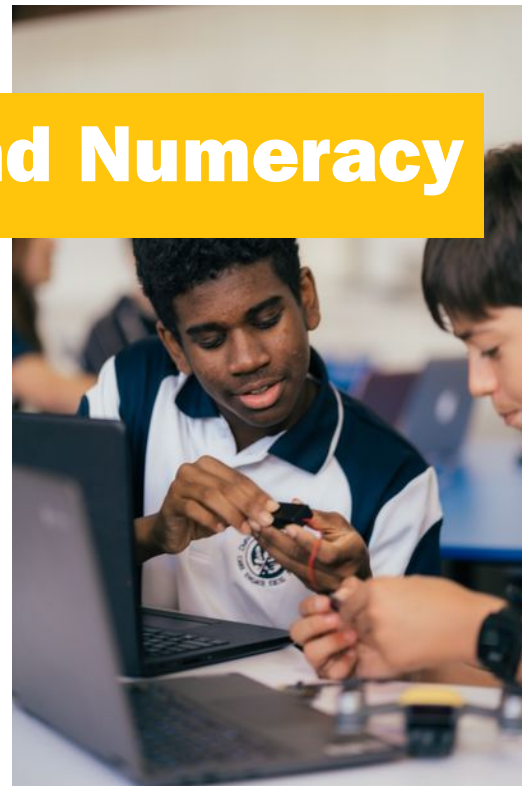
Whole School Literacy and Numeracy

Duncraig SHS will establish a whole school literacy and numeracy approach that will be supported by all Learning Areas. This approach will be designed to assist our students to develop the literacy and numeracy skills necessary for their success whilst at school, and in their various post-school pathways.

We will:

- Create a Whole School Literacy & Numeracy Plan that provides guidance for the school community with regards to how the school supports and develops Student's Literacy & Numeracy skill development
- Ensure a Whole School Literacy & Numeracy Committee actively oversees the successful implementation of the Whole School Literacy & Numeracy Plan in every classroom
- Provide support within the school to prepare students to achieve their full potential in NAPLAN and OLNA

Focus Areas



Focus Areas

Leadership

Leadership at Duncraig SHS is aligned with the ability to empower staff and students to embody our school motto of Care, Engage, Excel in the management of classrooms, Learning Areas, Support Teams, Student Leadership Groups and our wider school community.

We will:

- Ensure there is a clear student voice that provides leadership for the wider school community
- Continue to build the capacity of classroom teachers to lead the learning within their own classrooms and actively contribute to their Learning Area and the School to ensure positive educational outcomes for every student
- Identify and develop high performing staff and students who are interested in, and demonstrate a suitability for, pursuing school leadership
- Encourage school leaders at all levels to identify and pursue professional development that equips them with the skills to provide high quality leadership for the school community



Wellbeing

Wellbeing at Duncraig SHS will focus on developing a wellbeing culture that connects, supports, develops and empowers our community to strengthen their own personal wellbeing and contribute to the wellbeing of others.

We will:

- Provide opportunities for students to engage in school representation, extra-curricular activities, clubs and interest groups within the school community.
- Successfully blend the Staff Social and Wellbeing Committees to facilitate regular opportunities for staff to gather and engage with one another collegiately.
- Make use of survey data to identify target areas to support wellbeing across the school.

Focus Areas



Improvement Targets

1. The percentage of Year 12 students achieving WACE to be 98% or above
2. Percentage of Year 12 students who achieve an ATAR score higher than the minimum entrance requirement for university in WA (70 ATAR) to be 75% or greater
3. The Year 12 Gifted and Talented Cohort will show, on a three-year moving average, an increase in median ATAR
4. The percentage of Year 9 students achieving Band 8 or above in NAPLAN Reading, Writing and Numeracy to be same or above that of like schools
5. The mean progress from Year 7 to Year 9 in NAPLAN Reading, Writing and Numeracy to be greater than that of like schools
6. The regular attendance rate for all year groups to be at least 20% higher than the State's regular attendance rate
7. Positive school survey data around perception of the level of connectedness, the supportive nature of the school community and the sense of being valued.





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