



# Narrogin Senior High School

Business Plan 2024-2026



*Respect*

*Responsibility*

*Tolerance*





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## Acknowledgement of Country

We respectfully acknowledge the traditional custodians of this land, the Willman Noongar people, and pay our respects to past, present and emerging elders. It is a privilege to meet, live and learn on Noongar Country.





Narrogin Senior High School is situated in the heart of Willman Noongar Country, which is nestled within the Wheatbelt, one of Western Australia's richest agricultural areas. The school emblem depicts the 'Dryandra sessilis', commonly known as the 'Parrot Bush'. This represents our ongoing connection to the region as our school draws students from the wider Upper Great Southern region and beyond, with some choosing to board at the Narrogin Residential College, situated adjacent to the school grounds.

Our school values are **respect, responsibility, and tolerance.**

Narrogin Senior High School is a genuine comprehensive educational institution which reflects the aspirations and desires of its community. We offer strong academic programs, a broad variety of ATAR subjects, VET pathways and individual support through our upper school Independent Learning Facility. Career development is an ongoing focus with pathway planning commencing in Year 7, encouraging all students to set goals and connect their current learning to future opportunities.





# Overview: The Integral Framework

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Narrogin Senior High School's Business Plan is a testament to our commitment to the success and wellbeing of our staff and students. By focusing on educational performance, diversity, and wellbeing we aim to build an environment where individuals flourish, contribute to the school's improvement journey, and thrive in an ever changing world. This goes hand in hand with our purpose:

*"Together we motivate lifelong learning that provides relevant opportunities for students to strive for excellence as positive community members."*

The Integral Framework works hand in hand with our motto **Advance with Integrity** which empowers our school community to move forward towards our moral purpose.

Our definition of Integrity : adhering to a core set of values and ethical principles. This involves taking responsibility for one's actions, showing respect for all members of the community and maintaining a positive attitude.





The **Integral Framework** exemplifies our school motto through the four domains:

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**Care with  
Integrity**

**Lead with  
Integrity**

**Teach with  
Integrity**

**Learn with  
Integrity**

The **belief statements** outlined in each of the framework's domains have been compiled in consultation with staff and students. These are also aligned with the Department of Education's various documents including Strategic Plans and Teaching For Impact.

Each Integral Framework Domain incorporates what we will be **focusing on**, and **targets** to measure our performance, guiding us in our actions to ensure every student achieves success. This will be ultimately reflected throughout our departmental data sets: WACE achievements, ATAR achievements, NAPLAN, OLNA and attendance.





# Domain 1: Care with Integrity

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At Narrogin Senior High School we believe:

- In equity and reconciliation
- Student and staff wellbeing and engagement is essential to student achievement

We will focus on enhancing the quality of physical, social, and emotional environments at school by:

1. Creating a calm and orderly environment and developing a school wide culture of positive behaviour where students feel safe and have a sense of belonging
2. Improving student engagement by partnering with families and agencies (including Clontarf, Shooting stars, Holyoake, Youth Focus, Department of Child Protection & Family Support, Stephen Michael Foundatin, Hilltop Cafe)
3. Improving student attendance
4. Staff valuing the expertise of Aboriginal Staff and allocating resources to support the learning needs of all Aboriginal students

**TARGETS**  
By the end of 2026

- **90%** or better of students feel safe at school
- **80%** or better of all staff engage in professional learning on trauma informed practice
- Increase student regular attendance to at or above **60%**
- **80%** or better of all staff engage in PL on Aboriginal and/or Teen Mental Health





# Domain 2: Lead with Integrity

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## At Narrogin Senior High School we believe:

- In inclusion and the value of student diversity
- We all share the responsibility for student success with schools, families and the broader community
- We all have the responsibility to evaluate the impact of our practice and seek to improve

## We will focus on enhancing strong leadership across the school by:

1. Imbed models of distributed leadership (pedagogical, pastoral and administrative)
2. Building staff knowledge and understanding of the evidence of HITS and cognitive science
3. Build Senior Leadership Team's knowledge, understanding and capability to use evidence-based practices which lead to whole school practices
4. Provide aspirational opportunities for staff to engage in enhancing their leadership capacity
5. Implement school wide data collection and analysis model that monitors school performance and guides decision making



## TARGETS By the end of 2026

- All school leaders to be trained in Instructional Strategies for Engagement
- School Leadership Team set and achieve one set goal per fortnight aligned with Instructional Leadership KPI's
- Survey data will have strong growth (**10%** or better per year) for School Leadership
- All School Leaders and aspirants deliver instructional workshops to staff at least once per year
- School Leadership Team members to engage in GROWTH coaching workshops, utilising these skills to build capacity of our teaching staff





# Domain 3: Teach with Integrity

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## At Narrogin Senior High School we believe:

- Effective teaching (from us all) unlocks the learning potential of every student and encourages a growth mindset
- In valuing all staff contributions to student learning

We will focus on implementing with fidelity a Whole School Instructional Model including building on current practices by:

1. Maintaining a consistent school-wide approach to pedagogical practices that are highly effective, observable, and evident based
2. Implementing pedagogical strategies that improve student engagement
3. Having Learning Areas operate as teaching Professional Learning Teams providing support to strengthen teaching and learning
4. Utilising mechanisms to monitor and measure teaching practice and its impact on learning

## TARGETS By the end of 2026

- **90%** or better of staff participate in peer observation at least once per term using the school's framework
- **90%** or better of staff trained in classroom management and instructional strategies
- At least 2 staff members attend conferences on educational leadership each year and develop staff at school
- **80%** or better of staff are using the Hight Impact Teaching Strategies in more than **80%** of their lessons



# Domain 4: Learn with Integrity

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## At Narrogin Senior High School we believe:

- In preparing students to become their own teachers and successful life-long learners
- When students are presented with opportunities they should be open to consider these
- Students strive and are accountable for their learning with a growth mindset

## At Narrogin Senior High School all school staff and students are accountable for their own learning by:

1. All staff and students engaging in Positive Behaviour Strategies (PBS) lessons that promote and value student diversity
2. Providing an option for students to develop plans and/or pathways to a successful future
3. Using discipline dialogue and GROWTH coaching techniques to track the progress of students and identify areas for target and intervention
4. Promoting Good Standing Guidelines to encourage students to engage in their learning
5. Embedding feedback in classroom practice in a timely manner

## TARGETS By the end of 2026

- All staff and students engage in PBS lessons as led by the PBS Committee at least once a term
- **100%** of students have an Individual Pathway Plan within first semester of each year
- **100%** of staff access ELASTIK for intervention techniques and targets for achievements
- Good Standing of students is consistently over **95%** or better for at least a term
- Whole school practice of feedback is provided to students for each assessment and is explicitly addressed in all classes





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