


# School plan 2015 – 2017

## Fairvale High School - 8456



Wellbeing and  
Personal  
Development of all  
Staff and Students

Achieving Academic  
Excellence

Developing Strong  
Community  
Partnerships



## School vision statement

### **The community of Fairvale High School shares a vision which is committed to:-**

- ▶ Quality learning and teaching in a traditional, caring and supportive environment.
- ▶ Respect for all, in a culturally diverse context.
- ▶ Equal opportunity of participation in all aspects of school life.
- ▶ Success for all students.

### **Our vision for the school will be achieved by:-**

- ▶ Effective teacher professional learning.
- ▶ Leadership and management which supports learning and teaching.
- ▶ Effective and efficient school administration.
- ▶ Strong discipline and welfare structures which promote self-discipline, including the wearing of our school uniform with pride.
- ▶ Staff, Students and Parents/Carers work together to create a safe and harmonious learning environment.
- ▶ Tradition, Care and Innovation

## School context

Fairvale High School has an enrolment of 1400 students, including 87% from a non-English speaking background. The 107 teaching staff, 30 administrative staff and two deputy principals are highly motivated and experienced. This is a high performing and high demand school with a strong learning culture and high expectations of students. The school has outstanding outcomes in the Higher School Certificate and gifted and talented enrichment programs. Excellent student welfare programs operate with highly successful student leadership. The school has strong links with local communities and partner primary schools.

## School planning process

The school has undertaken an extensive evaluation and consultation process in the development of this plan. This has included an executive review of the strategies and outcomes from the 2012-2014 school plan. Student survey data from the whole school Tell Them From Me Survey, SRC consultation, and student conferences. Community consultation through the school P&C, Community Liaison Officers, and extensive feedback through the 2014 Whole School 2 Day Conference that focused on community partnerships. Staff survey data from the Focus on Learning teacher survey and a series of whole school, executive and senior executive focus group consultations that followed to interrogate this data. The school has also extensively evaluated both internal and external academic data including Year 7 and 9 NAPLAN results and HSC results.



## STRATEGIC DIRECTION 1

Wellbeing and  
Personal  
Development of all  
Staff and Students

### **Purpose:**

Fairvale High School is located in one of the lowest socio-economic status communities in NSW. The wellbeing of students and staff aims to maximise the opportunities for quality teaching through the delivery of confident, expert teaching and learning practices.

## STRATEGIC DIRECTION 2

Achieving Academic  
Excellence

### **Purpose:**

The Fairvale School Community is aspirational and has high expectations for an educational experience that provides the best possible opportunities for their children. Through a strong focus on literacy and numeracy we are committed to ensuring that every Fairvale High student has the best opportunity possible to achieve academic success.

## STRATEGIC DIRECTION 3

Developing Strong  
Community  
Partnerships

### **Purpose:**

Fairvale High School represents an inclusive culturally diverse community. Fairvale prides itself on incorporating all stakeholders in the delivery of a holistic approach to developing an education for our clientele, culminating in a connected, cohesive community.

# Strategic Direction 1: Wellbeing and Personal Development of all Staff and Students

## Purpose

Fairvale High School is located in one of the lowest socio-economic status communities in NSW. The wellbeing of students and staff aims to maximise the opportunities for quality teaching through the delivery of confident, expert teaching and learning practices.

## Improvement Measures

- ❖ Improve whole and partial day student attendance by at least 2%
- ❖ Increase the number of positive incident on Sentral by at least 100%
- ❖ Increase the percentage of students who indicate that they have a positive sense of belonging in the Tell them From Me survey from 69% to at least 74%
- ❖ Survey level of staff satisfaction at FVHS and increase by 10% the areas that are identified as requiring improvement.

## People

**Staff:** To be supported through appropriate professional development to respond to student needs and school administrative requirements

**Student Welfare Team:** To develop an attendance reward and recognition system that creates and maintains a positive school culture and contributes towards a positive sense of student belonging

**WHS Team:** To be supported by the executive team to develop and implement a range of strategies that support staff wellbeing

## Processes

- Implementation of strategies to improve student attendance monitoring and reduce whole and partial day absences to include the development of a term by term 100% attendance reward and recognition system. The creation of a lateness coordinator role and a policy statement. Additional staff professional learning in the areas of PxP roll marking and the recording of morning lateness.
- Develop a positive culture around the use of Sentral by promoting and encouraging staff in the use of positive incidents.
- Implementation of strategies to support a positive sense of student belonging through an improved range of opportunities for student voice and an improvement of the House system to include a House Coordinator role.

## Products and Practices

**Product:** Improve whole and partial day student attendance by at least 2%.

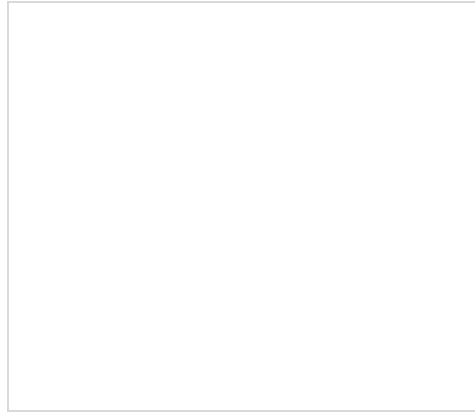
**Product:** Increase the number of positive incidents on Sentral by at least 100%.

**Product:** Increase the percentage of students who indicate that they have a positive sense of belonging at school in the Tell them From Me survey from 69% to at least 74%.

**Product:** Survey level of staff satisfaction at FVHS and increase by 10% the areas that are identified as requiring improvement.

**Practice:** Students are highly engaged in their learning through the creation of a nurturing learning environment that is rich with opportunities to personally contribute to the school and excel in their areas of strength.

**Practice:** Staff are supported and personally developed through a strong leadership structure that promotes a culture of performance development leading



- Implementation of strategies to improve and develop the areas identified in the FVHS staff satisfaction survey as needing improvement. Provision of opportunities to enhance professional practice in a supportive environment.

to expert teaching and learning practices.

## Strategic Direction 2: Achieving Academic Excellence

### Purpose

The Fairvale School Community is aspirational and has high expectations for an educational experience that provides the best possible opportunities for their children. Through a strong focus on literacy and numeracy we are committed to ensuring that every Fairvale High student has the best opportunity possible to achieve academic success.

### Improvement Measures

- Increase the percentage of HSC courses that are above State average to at least 50%"
- Increase the percentage of above State average growth in Year 9 NAPLAN Reading and Numeracy to at least 40%"
- To increase the percentage of students who indicate in the Tell Them From Me survey that they feel "interested and motivated" from 35% to at least 40% and feel their school work

### People

**Staff:** Develop a skill base within the school to implement reading strategies, interpret assessment data and support students to set and attain learning goals

**Students:** Develop an understanding of the use of reading strategies to improve literacy skills. Develop skills in setting and working towards learning goals to achieve academic success.

### Processes

- Develop and implement specific strategies to improve student literacy and to target students who are below the National Benchmarks in Reading and Numeracy. These strategies will include a whole school Reading to Learn, a withdrawal remedial reading program, and a targeted numeracy strategy.
- Develop in all teaching staff a more sophisticated understanding of the use of internal and external assessment data to inform teaching practice and performance development. Achieved through the development of HSC , ESSA and NAPLAN data analysis strategies, as well as a review of the use of internal assessment data and feedback to inform teaching practice.
- Develop a connected curriculum that encourages excellence and striving for personal best through high levels of student

### Products and Practices

**Product:** To increase the percentage of HSC courses that are above State average from 39.45% (over the past 3 years) to at least 50%

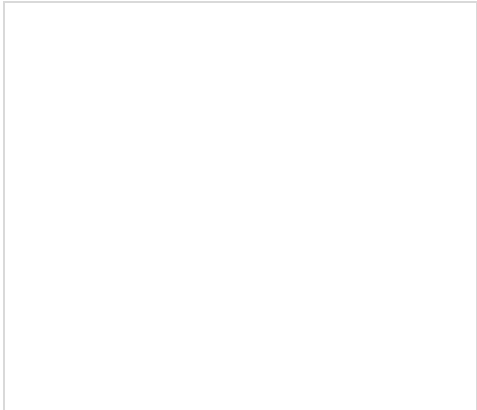
**Product:** To increase the percentage of above State average growth in Year 9 NAPLAN Reading and Numeracy from an average of 26.2% (over the past 3 years) to at least 40%

**Product:** To increase the percentage of students who indicate in the Tell Them From Me survey that they feel "interested and motivated" from 35% to at least 40% and feel their school work provides them with both a "high level of skill and a high level of challenge" from 45% to at least 50%

**Practice:** High quality teaching practice that supports a connected curriculum, with a focus on excellence through student reflection on their personal learning goals

**Practice:** A sophisticated level of understanding of all staff in the

provides them with both a "high level of skill and a high level of challenge" from 45% to at least 50%



engagement and critical thinking. Achieved through the alignment of curriculum, introduction of a Gifted and Talented class and development of personal academic goal setting by students and staff.

analysis of student assessment data to inform teaching practice  
**Practice:** Demonstrated understanding and application by all staff and students in effective strategies to improve student levels of literacy and numeracy

## Strategic Direction 3: Developing Strong Community Partnerships

### Purpose

Fairvale High School represents an inclusive culturally diverse community. Fairvale prides itself on incorporating all stakeholders in the delivery of a holistic approach to developing an education for our clientele, culminating in a connected, cohesive community.

### Improvement Measures

- ❖ 20% increase in the aggregate number of students actively participating in extra-curricular and community activities.
- ❖ 10% more parents/carers attending the Parent Teacher evening.
- ❖ 15% more parent/carer participation in specific school functions and events including: P&C Meetings, Annual Academic and Sport Excellence Assemblies, Stage 5 and 6 Subject Selection Evening and Gamara-da celebration.
- ❖ Increase online interactions on school based social platforms.

### People

**Students:** Engage and actively participate in learning through a variety of curricula and extracurricular programs to achieve our purpose

**Staff:** Increase staff awareness of and participation in community projects through professional learning support, to provide appropriate structures to promote engagement.

**Parent/Carers:** Participate in school events to actively engage with their child's learning

**Community:** Work together to establish meaningful and proactive partnerships to engage our students in relevant educational activities and strategies.

### Processes

- Increase student participation and understanding of extra-curricular and community activities.
- Develop partnerships between parents/carers, communities and the school that promote student learning and high expectations for student success.
- Broaden our community partnerships to increase the involvement of community members in school based functions and events.
- Develop a range of marketing materials and communicative platforms such as social media to enhance school branding and connectedness.

### Products and Practices

**Product:** 20% increase in the aggregate number of students actively participating in extra-curricular and community activities.

**Product:** 10% more parent/carers attending the Parent teacher evening

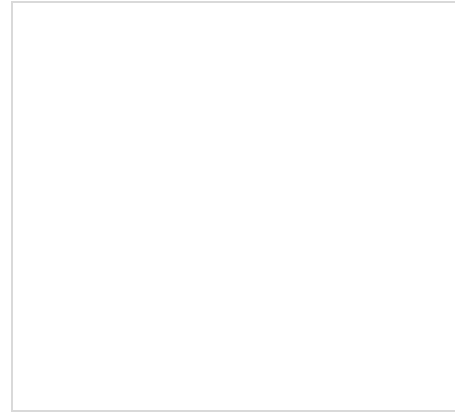
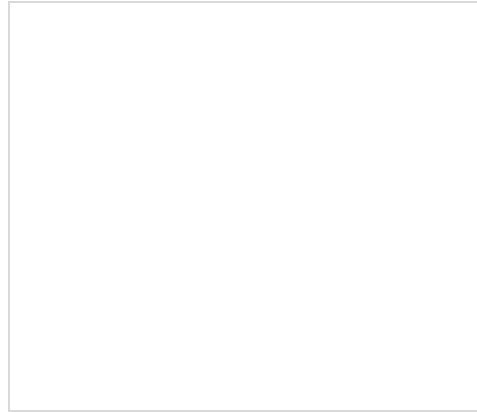
**Product:** 15% more parent/carer participation in specific school functions and events including: P&C Meetings, Annual Academic and Sport Excellence Assemblies, Stage 5 and 6 Subject Selection Evening and Gamara-da celebration.

**Product:** Increase online interactions on school based social platforms.

**Practice:** Students are receiving a broad educational experience that focuses on the whole child both inside and outside the classroom setting

**Practice:** Community members/ guest speakers and Parent/Carers are actively involved in the educational progress of their





children through a strong feeling of connectedness with the school

**Practice:** Community members, parents/carers have a strong understanding and connection to the school via strong communicative mediums.