

We respectfully acknowledge the past and present traditional owners and custodians of this land, the Yawuru people. It is a privilege to be on Yawuru country. We also pay our respects to the elders both past, present, and future for they hold the memories, the traditional, the culture and hopes of Aboriginal Australia. We also acknowledge the contributions of Aboriginal Australians and non-Aboriginal Australians to the education of all children and people in this country we all live in and share together – Australia.



# **BUSINESS PLAN**

**2023 - 2027**

**On Yawuru Country**

# School vision

Broome Senior High School is a school of excellence that nurtures student wellbeing, enhances engagement, delivers high quality teaching and learning. Broome Senior High School promotes cultural responsiveness to create an inclusive and supportive learning environment that prepares students with the skills and knowledge for success in the global community.

## Wellbeing and Engagement

### *Mabu Liyan*

#### Objective

Sustain and enhance a comprehensive wellbeing approach to foster the holistic development of both staff and students at Broome Senior High School.

#### Why?

Promote motivation and a sense of purpose for attending school within a safe and supportive environment for both staff and students.

#### What are we going to do about it?

- Implement specific programs focused on Wellbeing and Engagement.
- Conduct regular wellbeing and engagement surveys to gather valuable insights into student and staff needs.
- Provide training for teachers in Positive Behaviour Support (PBS), encompassing curriculum integration and language use, incorporating Classroom Management Strategies (CMS) and Restorative Practices.

#### How will we measure it?

- Analyse attendance data for impact on school participation.
- Biannual evaluation of student achievement data to assess academic progress and success.
- Leverage data from parent and student surveys to understand community perspectives on wellbeing and engagement.
- Utilise Behaviour Management in School (BMiS) data to monitor and enhance behaviour-related outcomes.
- Biannual assessment of the success of whole staff wellbeing activities and survey outcomes.

#### Targets

- Attendance target of 80% (2024).
- Learning Area review meeting conducted biannually.
- All students have the opportunity to participate in a Wellbeing event, each term.
- Reduce Minor behaviour incidences (by reports) by 50%.
- All staff have regular opportunities to reflect, review and reduce workload through staff meetings and surveys.



# Excellence in Teaching and Learning

## *Yinyjulgan, Walalangga*

### Objective

Cultivate a culture of continuous development for both staff and students at Broome Senior High School, emphasizing the promotion and utilisation of best practices in teaching and learning.

### Why?

To be a school of excellence with high expectations for professional development, teaching structures, and performance standards.

### What are we going to do about it?

- Develop school wide model illustrating the standards of Quality Teaching and Learning specific to BSHS.
- Adopt evidence-based approaches to professional learning for staff.
- Conduct regular reviews of teaching practices for quality assurance.

### How will we measure it?

Analysis and evaluation of achievement data from:

- Learning Area grade distributions.
- NAPLAN Yea7 and 9 data.
- OLN data Years 10-12.
- Positive Behaviour Support (PBS) data.
- Individualised Education Programs (IEP's).
- Post-school data.
- Registered Training Organisation - (RTO).
- anecdotal and community feedback.
- Year 12 attainment, and student retention data.

Assess Positive Community Perception:

- Utilise surveys and meetings to understand and respond to the community's perception of the school's commitment to excellence in teaching and learning.

Implement Classroom Observations and Peer Mentoring:

- Utilise staff expertise to observe and enhance teaching practices within the school.

### Targets

Assesment

- 80% of students in each year level achieve C, B or A grades.

OLNA

- 50% of Year 10 cohort achieve by the end of each year.
- 80% of Year 11 cohort achieve by the end of each year.
- 100% of Year 12 cohort achieve by the end of each year.

Graduation

- 100% of students in General and Foundation pathways achieve WACE.
- 100% of students in Foundation pathway complete the year with a concrete post-school pathway.
- Median ATAR => 80.00.

Staff

- 100% of staff use the Quality Teaching Framework.
- 100% of staff are involved in Peer Coaching.



# Cultural Responsiveness

## *Waligarra*

### Objective

Implement strategic initiatives to prioritise and improve cultural responsiveness and inclusivity within the school community.

### Why?

To ensure that all students feel valued, and respected, enabling them to concentrate on learning, personal growth, and achieve success.

### What are we going to do about it?

Foster a culture of Cultural Responsiveness through:

- Celebrations highlighting the richness of all cultural backgrounds.
- Enhanced community involvement.
- Engagement initiatives.
- Providing staff with Cultural Responsiveness training.

### How will we measure it?

Evaluate the impact through:

- Analysing attendance of all students:
  - Monitor attendance data to assess the positive effects on student engagement.
- Retention Rates and Graduation:
  - Track retention rates and graduation statistics to analyse the success of Broome Senior High Schools cultural responsiveness.
- Decrease in racism and discrimination at Broome Senior High Schools:
  - Measure the effectiveness of initiatives through a reduction in reported incidents of racism and discrimination, creating a safer and more inclusive teaching and learning environment.
- Establishment of the Aboriginal Advisory Committee and Student Voice.
- Regular surveys/meetings with ATSI staff and students about school's improvement.

### Targets

#### Staff

- 100% of staff complete Cultural Responsiveness training over 3 years

#### Curriculum

- 50% of Learning Areas embed ATSI content in 2024
- 75% of Learning Areas embed ATSI content in 2025
- 100% of Learning Areas embed ATSI content in 2026

#### Behaviour

- Reduce incidences of racism and discrimination to Zero.

