

Yanchep Secondary College – School Improvement Plan 2024 to 2026

Vision Statement/ Moral Purpose: **Preparing young people to be active and productive adults.**

Aspiration (2024-2026): **To achieve at like schools or above for: achievement in Year 7 & 9 NAPLAN numeracy, writing and reading, the progress and achievement metric for Year 12 cohort based on OLNNA performance and regular attendance.**

Focus Areas:	Description:	Objectives:			
A	Building Leadership capacity of leaders and staff	1.1: To have a Senior Leadership team and other leaders with the capacity to lead high impact teaching strategies	1.2: To have our Leaders effectively lead and build collaborative teams and continue to build a culture of professional growth and shared ownership.	1.3: To develop the capacity of staff to use data effectively to monitor the effectiveness of programs and student progress.	
B	Conditions for learning and student voice	2.1 Support and build student loyalty across the college.	2.2 To build a positive school culture.	2.3 To increase confidence and capacity of all students, staff and the community to collaborate on student wellbeing, engagement and behaviour.	2.4 To be better informed by student voice in making decisions regarding classroom instruction and learning environment
C	Curriculum clarity and high-impact teaching	3.1 Define and embed an instructional model based on high impact teaching practices across the school.	3.2 To develop a high-quality curriculum delivery model across all learning areas.	3.3 Develop three tier curriculum courses based on student needs identified in data for all students across learning areas	

Initiatives (Major work Streams)

A. Building Leadership capacity of leaders and staff	
Owner: Carolyn Butler	
A1 Senior leaders to develop their capacity to lead the implementation of high impact teaching strategies (obj 1.1)	Owner: Brett Lewis
A2 Formalise a professional learning culture, including effective accountability processes and protocols (obj. 1.2)	Owner: Peter Scrivens
A3 Develop consistent planning across all school operations (obj. 1.3)	Owner: Katie Elkington
A4 Develop and implement strategies to increase the effectiveness of collaborative team meetings and decision making (obj 1.2)	Owner: Carolyn Butler
A5 Build capacity in data literacy to tailor programs to meet student needs and monitor student progress (Obj 1.3)	Owner: Sally Mathews & Bev Heesters
B. Conditions for learning and student voice	
Owner: Sharon Taylor	
B1 Design and implement a positive Behaviour support model that builds student loyalty. (obj. 2.1).	Owner: Adam Lewis & Robyn De Fraine
B2 To identify and develop evidence-based strategies to support the Yanchep Approach. (obj 2.2)	Owner: Adam Gatti
B3 Staff and the community to collaborate on student wellbeing, engagement and behaviour. (obj 2.3)	Owner: Tracey Kilkelly
B4 Implement processes to seek feedback from students regarding their teaching and learning and their learning environment (obj. 2.4)	Owner: Shellee Attwood
C. Curriculum clarity and high-quality teaching	
Owner: Julie Clarke	
C1 Implement agreed high impact teaching strategies (Yanchep model) (Obj. 3.1)	Owner: Julie Clarke
C2 Implement a guaranteed tier 1 and tier 2 viable curriculum delivery model (Obj. 3.2)	Owner: Amanda Fleming
C3 Implement a tier three curriculum delivery model. (Obj. 3.3)	Owner: Lisa Greenwood

Yanchep Secondary College – KPIs Table

Moral Purpose/ Vision Statement: Preparing young people to be active and productive adults

Aspiration (for 2024 - 2026): To achieve at like schools or above for: Achievement in Year 7 & 9 NAPLAN numeracy, writing and reading; the year 9 to12 metric and regular attendance.

KPIs for Overall Aspiration	Metric Used to Measure Progress	Baseline Performance 2022/2023	2024 Interim Targets	2025 Interim Targets	2026 Final Targets
	Year 9 to 12 Metric	Below like schools	At like schools	Above Like Schools	Above Like schools
	NAPLAN	7 reading @ like schools 7 writing @ like schools 7 Numeracy @ like schools 9 reading < Like schools 9 writing < like schools 9 numeracy < like schools	At the like schools	At like schools	Above like schools
	Regular Attendance	Semester 1 2023 38% > like schools	Greater than like schools	Greater than like schools	Above like schools

Focus Areas	Description	Objectives
A	Building Leadership capacity of Leaders and staff.	1.1: To have a Senior Leadership team and other leaders with the capacity to lead high impact teaching strategies 1.2: To have our Leaders effectively lead and build collaborative teams and continue to build a culture of professional growth and shared ownership. 1.3: To develop the capacity of staff to use data effectively to monitor the effectiveness of programs and student progress.
B	Conditions for learning and student voice	2.1 Support and build student loyalty across the college. 2.2 To build a positive school culture. 2.3 To increase confidence and capacity of all students, staff, and the community to collaborate on student wellbeing, engagement and behaviour. 2.4 To be better informed by student voice in making decisions regarding classroom instruction and learning environment
C	Curriculum clarity and high-quality teaching	3.1 Define and embed an instructional model based on high impact teaching practices across the school. 3.2 To develop a high-quality curriculum delivery model across all learning areas. 3.3 Develop three tier curriculum courses based on student needs identified in data for all students across learning areas.

KPI TABLE

A. Building Leadership capacity of Leaders and staff.

Objective	Metric Used to Measure Progress	Baseline Performance 2022/2023	2024 Interim Targets	2025 Interim Targets	2026 Final Targets
1.1	TTFM/Staff: Leadership: 3,4,7	6.8/6.8/7.8	6.8/6.8/7.8	>7/7.8 for all	
1.2	Effective Teams Survey	Focus areas show improvement	Focus areas show improvement	Focus areas show improvement	
1.3	OHI: External Orientation, Ques Cust focus & Comp insight	85/75			
1.3	Like-it Survey data use				

B. Conditions for learning and student voice

Objective	Metric Used to Measure Progress	Baseline Performance 2022/2023	2024 Interim Targets	2025 Interim Targets	2026 Final Targets
2.1	OHI: Student Loyalty TTFM/Students: Belonging	24% agree. 40/cohort 67	Improvement	Improvement	
2.2	OHI: Work Env Outcome Questions TTFM: Students who are interested and motivated	46/62 14/cohort 30	Improvement	Improvement	
2.3	TTFM/Students: Effective learning time	5.6/cohort 6.7	Improvement	Improvement	
2.4	TTFM/students: effort, rigor	Effort: 47 Rigor: 5.5	Improvement	Improvement	

C. Curriculum clarity and high-quality teaching

Objective	Metric Used to Measure Progress	Baseline Performance 2022/2023	2024 Interim Targets	2025 Interim Targets	2026 Final Targets
3.1	OHI Work Envir/operationally disciplined: standards of teaching	93	Maintain/improve	Improve	
3.2	OHI Consultative Leadership: agreed good teaching practice	75	Improve	Improve	
3.3	TTFM/teachers/Inclusive school	7.9/cohort	Reduce distribution of responses	Improve	

Yanchep Secondary College – Project Management Plan

	2024				2025				2026			
	T1	T2	T3	T4	T1	T2	T3	T4	T1	T2	T3	T4
A. FOCUS AREA NAME – BUILDING LEADERSHIP CAPACITY OF LEADERS AND STAFF (FOCUS AREA OWNER: CAROLYN BUTLER)												
A1. Senior leaders to develop their capacity to lead the implementation of high impact teaching strategies. Owner: Brett Lewis												
Learning Area leaders complete EDI training												
Learning Area leaders implement learning area instruction action plans aligned to SDD.												
HOLAs and PCs observe Instruction from Teach Well graduates and other schools.												
HOLAs/PCs trial and embed instructional model aligned with SDD and observed by expert teachers.												
A2. Formalise a professional learning culture, including effective accountability processes and protocols Owner: Peter Scrivens												
Develop Triad observation model												
Develop 3-year PD plan to support classroom management												
Engage local schools network												
Develop staffing plan to support class observation Decide on effective feedback processes and protocols (observation; student feedback)												
Implement an effective and collaborative performance development process including agreement of non-negotiable deliverables for all staff. (Statement of Intent).												
A3. Develop consistent planning across all school operations Owner: Katie Elkington												
Use Monday.com for all organisational planning and monitor progress												
Review communication loops												
Refine communication loops												
Develop and embed accountability processes through performance and development discussions.												
A4. Develop and implement strategies to increase the effectiveness of collaborative team meetings and decision making. Owner: Carolyn Butler												
Team leaders complete middle leader training												
Team leaders develop action plans, meeting agendas and assess team effectiveness.												
Team leaders complete reporting in line with school self-assessment												
Develop Decision making model												
A5. Build capacity in data literacy to tailor programs to meet student needs and monitor student progress Owner: Sally Matthews and Bev Heesters												
Building data literacy amongst school leaders												
Establish Data Review schedule and meetings												
Develop Teaching staff data analysis reporting plan												
Develop schedule for teaching staff reviewing student data												

C. FOCUS AREA NAME – CURRICULUM CLARITY AND HIGH-QUALITY TEACHING												
(FOCUS AREA OWNER: JULIE CLARKE)												
C1. Implement agreed high impact teaching strategies (Yanchep model)												
Owner: Julie Clarke												
Lead and/or revisit research and background review with staff												
Establish and lead review committee												
Construct Yanchep Instructional Model												
Implement Yanchep Instructional model												
C2. Implement a guaranteed and viable Curriculum delivery model												
Owner: Amanda Fleming												
Develop a guaranteed and viable curriculum for all learning areas for Years 7 to 10 to be collated as a full document.												
Tier 1/2 curriculum map completed in all learning areas for years 7 – 10.												
Daily review plans to be developed for senior school courses												
Implement guaranteed and viable curriculum across all learning areas												
C3. Implement a Tier Three curriculum delivery model.												
Owner: Lisa Greenwood												
Create a pathway plan for Year 7 to Year 12 tier 3 students.												
Establish and implement a solid and consistent curriculum outline for tier 3 students in all MESH areas.												
Equip staff with the tools and knowledge to modify and adjust curriculum content for tier 3 students.												
Establish an understanding around IEP's and SEN reporting.												