

# Nowra High School Annual Report



2016



8201

## Introduction

The Annual Report for **2016** is provided to the community of **Nowra High School** as an account of the school's operations and achievements throughout the year.

It provides a detailed account of the progress the school has made to provide high quality educational opportunities for all students, as set out in the school plan. It outlines the findings from self-assessment that reflect the impact of key school strategies for improved learning and the benefit to all students from the expenditure of resources, including equity funding.

Gerald Buckley

Principal (Relieving)

### School contact details

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## School background

### School vision statement

Our students are given the opportunity to achieve their personal best through inclusive and equitable education while meeting their diverse learning and wellbeing needs.

Students are supported by a cohesive team of caring professionals and quality leaders who develop and implement a differentiated curriculum, enriched by productive community partnerships and effective communication.

Nowra High School promotes a safe and positive environment that encourages a sense of belonging for students, staff and community.

### School context

Nowra High School is located on the South Coast in the Shoalhaven Region. We have 1040 students supported by more than 100 teachers and support staff who work collaboratively to provide the best possible educational outcomes for all students.

Nowra High School is a highly successful, comprehensive school with a long history of academic achievement together with cultural and sporting excellence. Our school fosters a strong school spirit, within broad, creative and relevant programs that encourages students from Year 7 to 12 to reach their full potential.

Our school ensures students achieve individual academic success by recognising differences in ability and talent and encouraging all students to achieve their personal best. We are committed to preparing students to take their place as responsible and active community members within our democratic society.

The school ICSEA (Index of Community Socio– Educational Advantage) value is 971 (against a state mean of 1000). 9% of our students are Aboriginal or Torres Strait Islander.

Nowra High School is home to a Metals and Engineering Trade Training Centre. We also host six regional support classes catering for the special education needs of students in the Shoalhaven.

The school is well supported by an active Parents and Citizens Association that play an important role in setting directions for the school.

## Self-assessment and school achievement

### Self-assessment using the School Excellence Framework

This section of the Annual Report outlines the findings from self–assessment using the School Excellence Framework, school achievements and the next steps to be pursued.

This year, our school undertook self–assessment using the School Excellence Framework. The framework supports public schools throughout NSW in the pursuit of excellence by providing a clear description of high quality practice across the three domains of Learning, Teaching and Leading.

In the domain of Excellence in Learning our school was able to demonstrate a commitment to strengthen and deliver on school learning priorities. Positive, respectful relationships are evident among students and staff, promoting student well–being and good conditions for student learning. Our processes, policies and programs identify, monitor and address student learning needs. Our self–assessment processes and performance data indicates our school is delivering on this domain of the School Excellence Framework.

In the domain of Excellence in Teaching our school was able to demonstrate teachers who are actively engaged in professional learning, and reflect on their teaching with colleagues on regular basis. Teachers receive constructive feedback from their peers and school leaders to improve teaching practice. Teachers take pride in developing programs that are meaningful and engaging for students. There is a particular focus on the development of literacy and numeracy skills across all areas of the curriculum. Early career teachers are supported by an intensive induction program and ongoing mentoring in their first years of teaching. Experienced staff are committed to helping develop the next generation

of outstanding public school teachers. Use of data to inform planning and practice is improving, and will be a focus as our school moves forward. Our self-assessment processes and performance data indicates our school is delivering on this domain of the School Excellence Framework.

In the domain of Excellence in Leading our school enjoys the confidence of the local school community that we are providing an outstanding education that meets the needs of all learners. We are responsive to community expectations and aspirations. Our self-assessment processes and performance data indicates our school is delivering on this domain of the School Excellence Framework.

Our self-assessment process will assist the school to refine the strategic priorities in our School Plan, leading to further improvements in the delivery of education to our students.

For more information about the School Excellence Framework:

<http://www.dec.nsw.gov.au/about-the-department/our-reforms/school-excellence-framework>

## Strategic Direction 1

Engaged learners and active citizens

### Purpose

To develop, engage and inspire learning partnerships by differentiating the curriculum and setting high expectations through the delivery of quality teaching and learning programs that are relevant and meaningful.

Students develop creativity, confidence and resilience to become productive citizens who value education for all.

### Overall summary of progress

Nowra High School continued to excel in a range of academic areas in 2016. Close analysis of external data including HSC and NAPLAN results highlight not only the significant strengths and student gains, but also the areas for continued improvement. Nowra High School NAPLAN results were strong, particularly in reading which was above DoE schools and boys above the state average. There was significant growth in top bands in reading which demonstrates success in previous focus areas. Spelling highlights included 35.5 point average growth for boys (highest in region), however, writing continues to follow state trends with some need for improvement in all aspects of writing. With this identified need, Nowra High School has consulted with literacy experts and developed a whole school strategy with a focus on improving student writing. In 2016 NHS began staff training on implementing the literacy continuum as a whole school strategy for student improvement and data collection. Focused instruction in punctuation, grammar conventions, sentence editing and assessing student capabilities is a key component of staff training. Staff are able to review items from NAPLAN that were identified as 'problematic' to inform their teaching practice and are given clear, systematic approaches to improve student writing.

### Progress towards achieving improvement measures

Improvement measures (to be achieved over 3 years)	Progress achieved this year	Funds Expended (Resources)
Improve attendance data to above state average.	In 2016 student attendance was 89.4%, and increase of 0.7% from 2015. Average attendance is 0.3% below the state average.  Average attendance for Years 7, 8 and 9 is above state average, however, in Years 10, 11 and 12 our attendance is below state average.	\$40,000 Attendance Officer
Improved literacy and numeracy data in NAPLAN	A team has been formed to train staff in use of the Literacy Continuum for tracking student progress in key aspects of literacy.  The initial focus has been on Stage 4.	\$10,000

### Next Steps

Nowra High School now has a motivated literacy team dedicated to building capacity of school leaders and teachers that will focus on strategies for improving student writing.

## Strategic Direction 2

Innovative staff dedicated to excellence

### Purpose

To foster a culture of collegiality that highly values professional learning in order to deliver quality teaching and learning experiences for all. Staff contributions to leadership and whole school initiatives are encouraged. Staff are innovative, creative, feel valued and find their work rewarding.

### Overall summary of progress

Nowra High School has developed a whole school Professional Learning Plan that is linked to the School Plan 2015–2017. It will require ongoing review and evaluation by the school's Leadership Team. Innovative and informed teachers who work collegially are being further enhanced through targeted PL areas.

A formal and effective school Induction Program has been identified and developed to assist new and Early Career Teachers. This will be reviewed on a regular basis to recommend future improvements.

### Progress towards achieving improvement measures

Improvement measures (to be achieved over 3 years)	Progress achieved this year	Funds Expended (Resources)
<ul style="list-style-type: none"><li>• Whole School Professional Learning Plan</li></ul>	<ul style="list-style-type: none"><li>• Nowra High School understands the importance of ensuring quality teaching practices are instrumental to improve student outcomes. Identifying professional learning opportunities and developing whole school professional plans are essential for directing future growth and ongoing teaching excellence.</li><li>• In 2016 an analysis of teaching and learning at Nowra High School was undertaken through the Tell Them From Me survey, NAPLAN data, HSC results and teacher feedback to identify areas for improved teaching practice and specialist areas of need. Staff were trained in observation rounds as part of the Performance and Development Plans and Teacher Professional Learning was tracked throughout the year and assessed for focus areas of improvement.</li><li>• All staff were introduced to the Australian Professional Teaching Standards and the accreditation process to be undertaken by all staff from 2018.</li><li>• NHS is developing a comprehensive Professional Learning and teacher development plan for 2017 implementing 'Twilight' Professional Learning nights.</li></ul>	\$76,960
<ul style="list-style-type: none"><li>• New staff to complete Induction Program</li></ul>	<ul style="list-style-type: none"><li>• In 2016 a comprehensive induction program was introduced for early career teachers to assist with integration into the school and ensure teachers are supported in the accreditation process.</li><li>• Weekly meetings and training sessions were held for casual, temporary and permanent staff by a teacher mentor to build the capacity of early career teachers.</li><li>• Communication of programs and teaching opportunities has improved through better systems and process.</li></ul>	\$6000

### Next Steps

Nowra High School has reviewed and restructured school teams for 2017, aligned to the School's Excellence Framework in order to see through the final year of the School Plan.

Targeted areas for 2017 will be reintroducing Positive Behaviour for Success aligned to the school's Discipline Policy and Merit System and Project Based Learning.

## Strategic Direction 3

Positive community partnerships

### Purpose

To enhance current and forge new partnerships, which benefit the whole school community. This collaboration enriches relationships between the school and wider community and will be underpinned by effective communication.

### Overall summary of progress

Effective communication systems have been reviewed and evaluated in 2016 which have led to the employment of a Community Liaison Officer, who works extremely close with the school executive to communicate with the school community using a range of platforms such as the school's website, Facebook page and the Skoolbag App.

Nowra High School has continued their close partnership with the University of Wollongong through their Masters of Teaching Immersion Program (PIP) and Shoalhaven Student Support (SSS) meetings.

In 2016, to enhance opportunities for parents/carers of Year 7 students to engage with the school, a Parent Meet and Greet afternoon was held.

### Progress towards achieving improvement measures

Improvement measures (to be achieved over 3 years)	Progress achieved this year	Funds Expended (Resources)
<ul style="list-style-type: none"><li>School website restructured and updated</li></ul>	The school website has been rationalised to include less content that is regularly updated and more relevant to parents and the community.	\$3000
<ul style="list-style-type: none"><li>Enhanced opportunities for parents/carers, community and business organisations to engage and interact with the school</li></ul>	<p>The school has lifted its social media profile to enable positive and responsive communication with the school community.</p> <p>A School Promotions Team has been formed to actively engage the local businesses and community organisations.</p>	N/A

### Next Steps

Nowra High endeavours to increase their communication with the community through promoting student achievements in the local South Coast Register as well as their new technology platforms of Facebook and Skoolbag.

Formalising parent representatives on the new school teams will be addressed, whilst also utilising local resources such as the PCYC to assist in designing and delivering new and engaging programs for students.



Key Initiatives	Impact achieved this year	Resources (annual)
<b>Aboriginal background loading</b>	<p>Indigenous students have been involved in the Australian Indigenous Mentoring Experience (AIME), working in partnership with the University of Wollongong. Students were actively engaged in the program and became more engaged and motivated, leading to improved attendance rates.</p> <p>Nowra High School has continued to complete Aboriginal Personal Learning Plans, with the majority of students plans in place. Biannual reviews linked to Educational stages will now be followed.</p>	\$18,800
<b>English language proficiency</b>	Nowra High School has employed a qualified teacher to target students to develop their literacy skills through small group and individual tutoring sessions.	\$18,056
<b>Low level adjustment for disability</b>	In 2016, Employment of SLSOs has provided in class support of a wide range of students and classroom teachers. The Learning and Support Teacher and SLSOs work extensively with the Learning Support Team to assist teachers in provided appropriate support, professional learning and appropriate learning adjustments for students.	\$82,262
<b>Socio-economic background</b>	<p>The employment of a Student Engagement Officer assists with:</p> <ul style="list-style-type: none"> <li>– supporting attendance monitoring</li> <li>– roll marking monitoring and reports</li> <li>– Updating staff registers for PL and mandatory training</li> <li>– Daily timetabling and casual staff organisation and induction</li> <li>– Links to Learning, Y Quest, Shine, BUPA program organisation</li> </ul> <p>Nowra HS has continued to provide extra curricular programs for G&amp;T students and work experience opportunities for interested and disengaged students</p>	\$92,072

## Student information

### Student enrolment profile

Students	Enrolments			
	2013	2014	2015	2016
Boys	519	543	523	493
Girls	551	517	487	516

### Student attendance profile

School				
Year	2013	2014	2015	2016
7	92.2	93.4	92.8	93.8
8	92.2	92.3	92.2	91.7
9	89.8	90	88.8	91.3
10	88	88.6	87.6	85.3
11	88.9	87.4	85.4	87.1
12	89.6	87.6	84.9	87
All Years	90.2	90.1	88.7	89.4
State DoE				
Year	2013	2014	2015	2016
7	93.2	93.3	92.7	92.8
8	90.9	91.1	90.6	90.5
9	89.4	89.7	89.3	89.1
10	87.7	88.1	87.7	87.6
11	88.3	88.8	88.2	88.2
12	90.1	90.3	89.9	90.1
All Years	89.9	90.2	89.7	89.7

### Management of non-attendance

Nowra High School employed an Attendance Officer in 2016, who worked collaboratively with Deputy Principals, the Wellbeing Team and the school's Student Engagement Officer. This team reviewed the Attendance Policy, and implemented improved, streamlined processes and strategies to assist students and their families to improve attendance at Nowra High School.

## Post-school destinations

Proportion of students moving into post-school education, training or employment	Year 10%	Year 11%	Year 12%
Seeking Employment	0	0	13
Employment	1	13	36
TAFE entry	2	11	12
University Entry	0	0	44
Other	0	0	22
Unknown	4	8	27

### Year 12 students undertaking vocational or trade training

In 2016, 62 Year 12 students undertook Vocational or Trade training.

### Year 12 students attaining HSC or equivalent vocational education qualification

In 2016, 131 out of 153 of our students successfully attained their HSC or equivalent vocational educational qualification, with 61% of students qualifying for an ATAR. 26 students successfully completed a TVET (TAFE) course and 3 students completed a School Based Traineeship.

## Workforce information

### Workforce composition

Position	FTE*
Principal	1
Deputy Principal(s)	2
Head Teacher(s)	12
Classroom Teacher(s)	51.3
Learning and Support Teacher(s)	2
Teacher Librarian	1
School Counsellor	0.9
School Administration & Support Staff	19.77
Other Positions	3.4

\*Full Time Equivalent

Nowra High School has 3 FTE and 1 PTE Aboriginal staff members – one Executive, one Teaching, one

### Teacher qualifications

All teaching staff meet the professional requirements for teaching in NSW public schools.

### Teacher qualifications

Qualifications	% of staff
Undergraduate degree or diploma	100
Postgraduate degree	20

### Professional learning and teacher accreditation

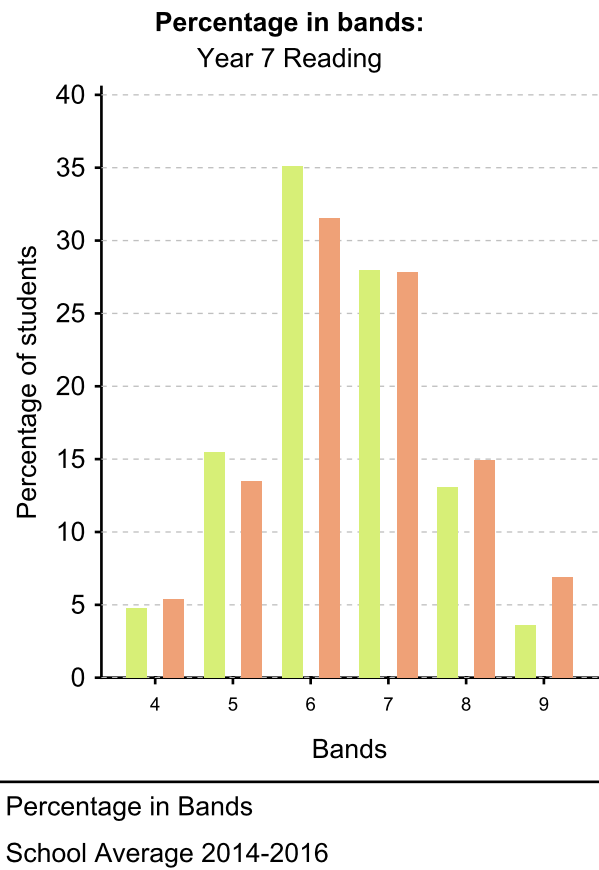
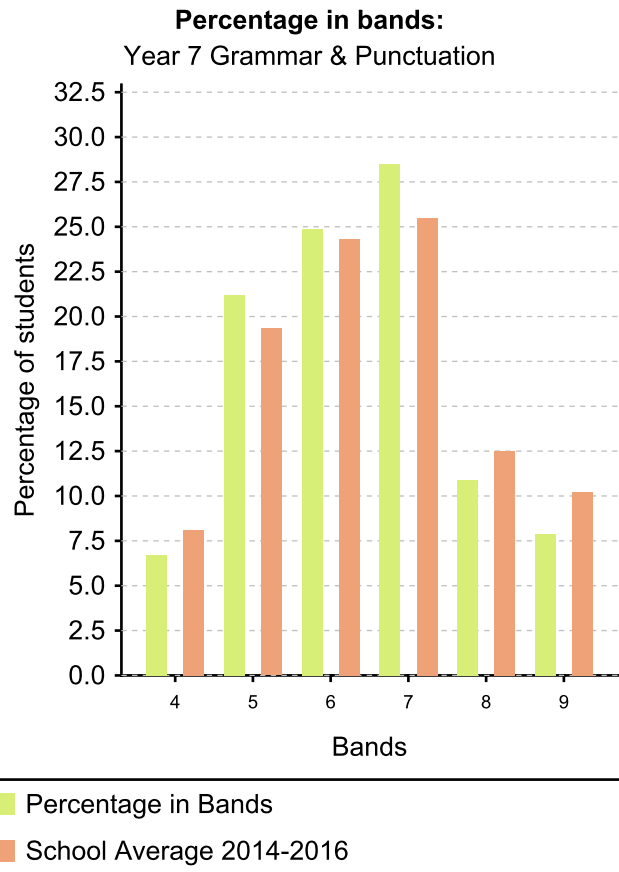
Nowra High School has seen 5 staff members successfully attain their accreditation at proficiency level in 2016. Early Career Teachers were supported by the newly appointed Teacher Mentor, HT Teaching and Learning and their respective Head Teachers through an induction program and targeted professional learning that addressed the National Teaching Standards.

Nowra High School also began the process of mapping a 4 year Whole School Professional Learning Plan to satisfactorily complete the final year of the current school plan and linking into the next School Plan 2018–2020, to accommodate the new changes for all Department of Education employees being accredited.

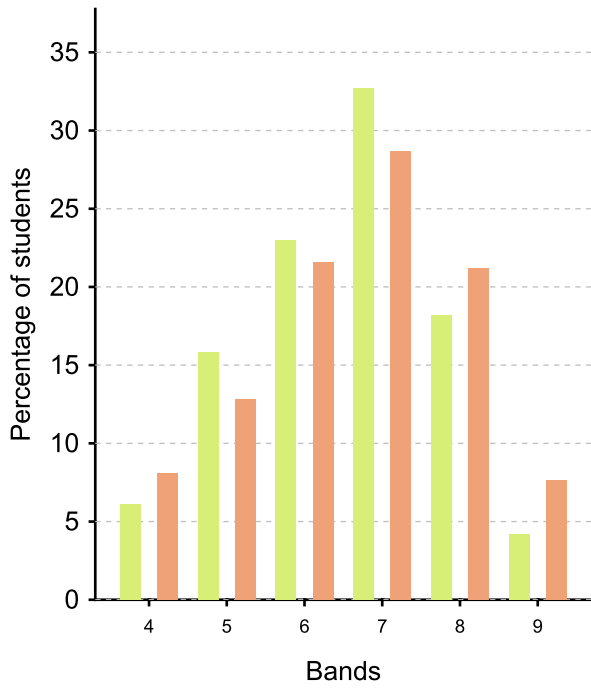
## School performance

### NAPLAN

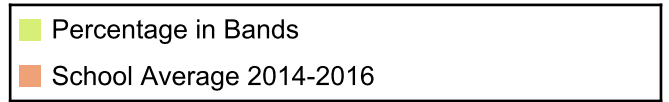
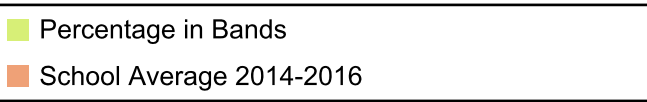
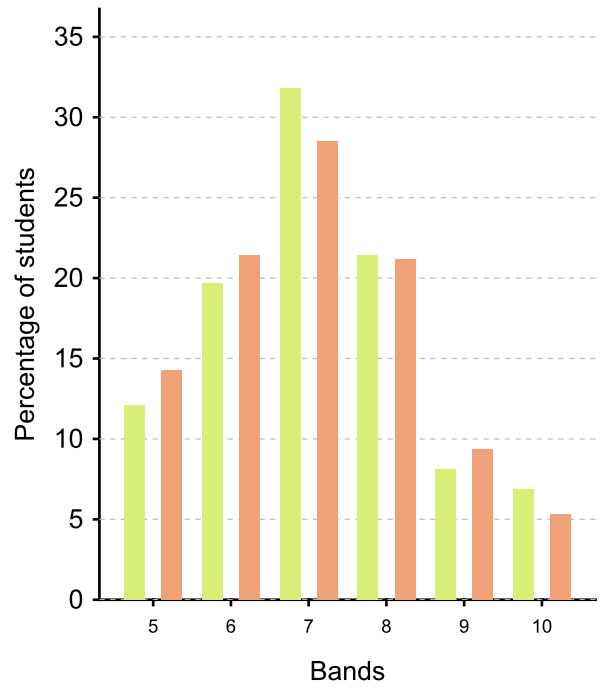
In the National Assessment Program, the results across the Years 3, 5, 7 and 9 literacy and numeracy assessments are reported on a scale from Band 1 to Band 10. The achievement scale represents increasing levels of skills and understandings demonstrated in these assessments.



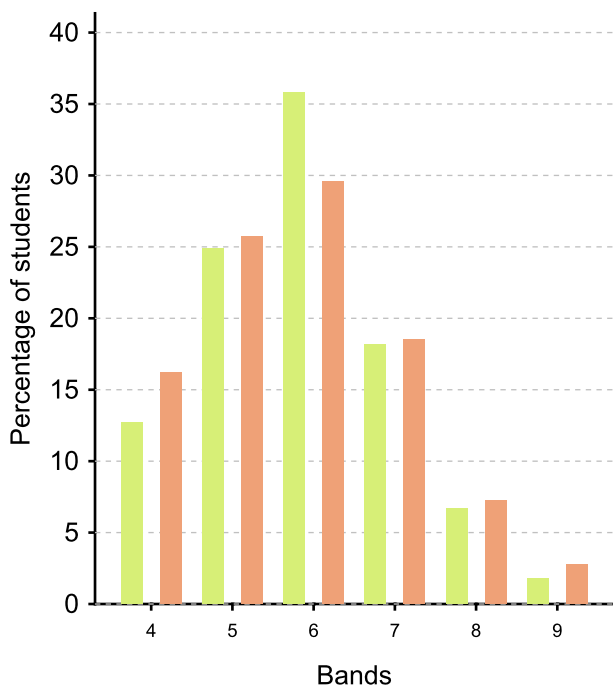
**Percentage in bands:**  
Year 7 Spelling



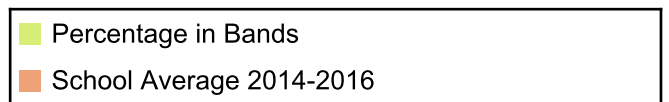
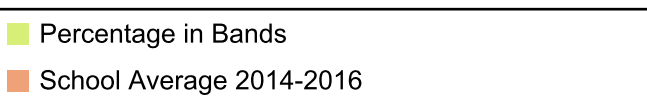
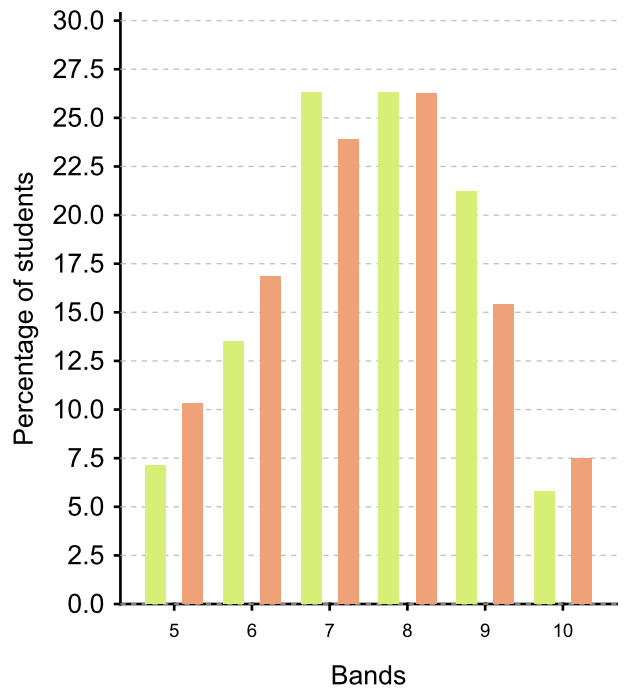
**Percentage in bands:**  
Year 9 Grammar & Punctuation



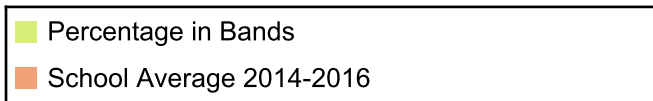
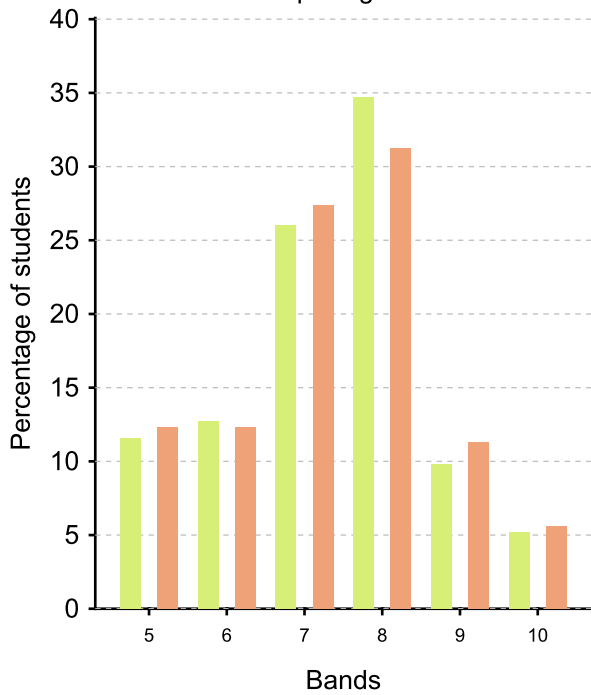
**Percentage in bands:**  
Year 7 Writing



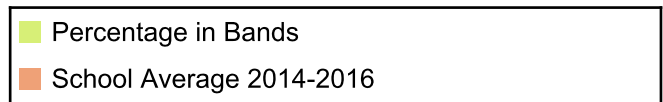
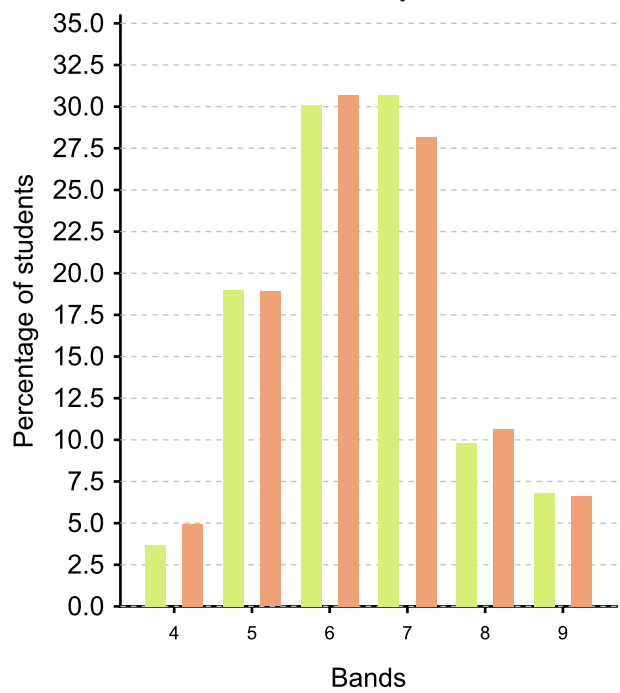
**Percentage in bands:**  
Year 9 Reading



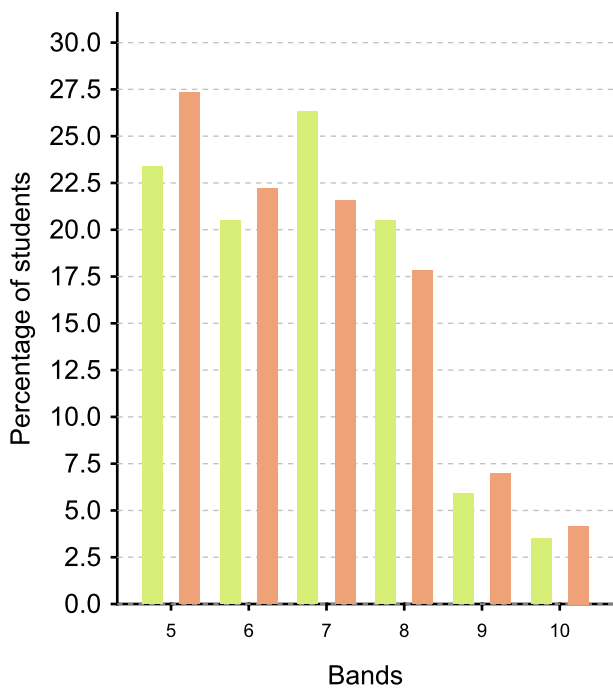
**Percentage in bands:**  
Year 9 Spelling



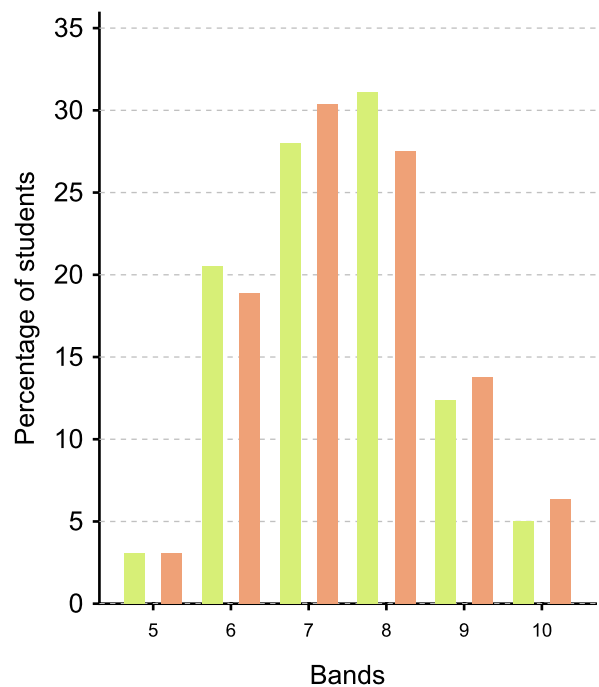
**Percentage in bands:**  
Year 7 Numeracy



**Percentage in bands:**  
Year 9 Writing



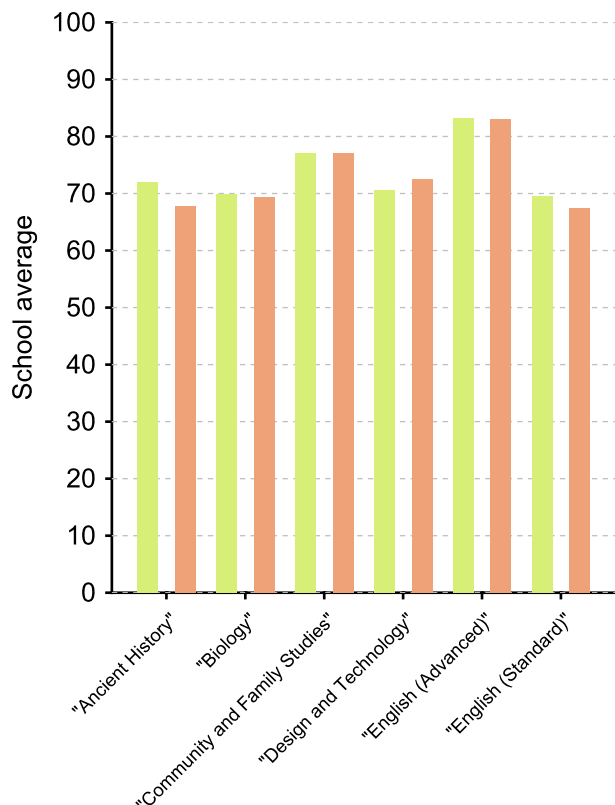
**Percentage in bands:**  
Year 9 Numeracy



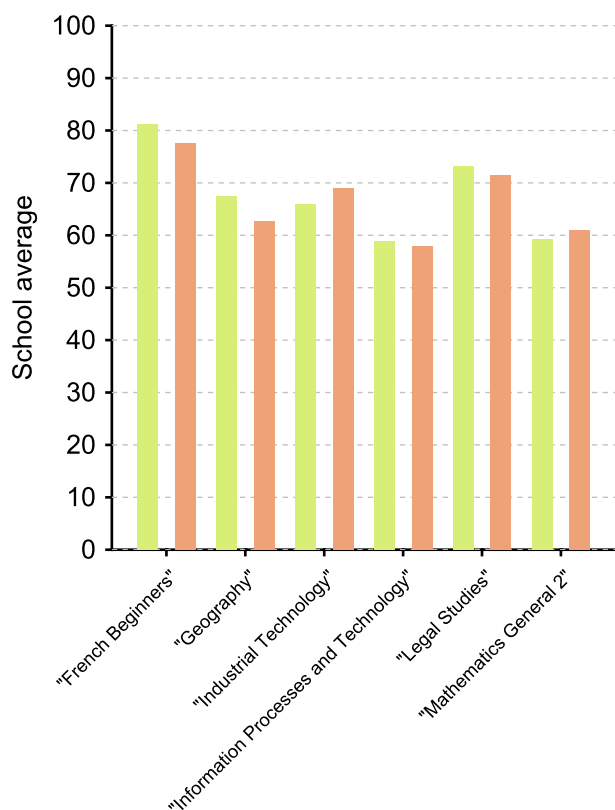
The My School website provides detailed information and data for national literacy and numeracy testing. Click on the link <http://www.myschool.edu.au> and insert the school name in the Find a school and select GO to access the school data.

## Higher School Certificate (HSC)

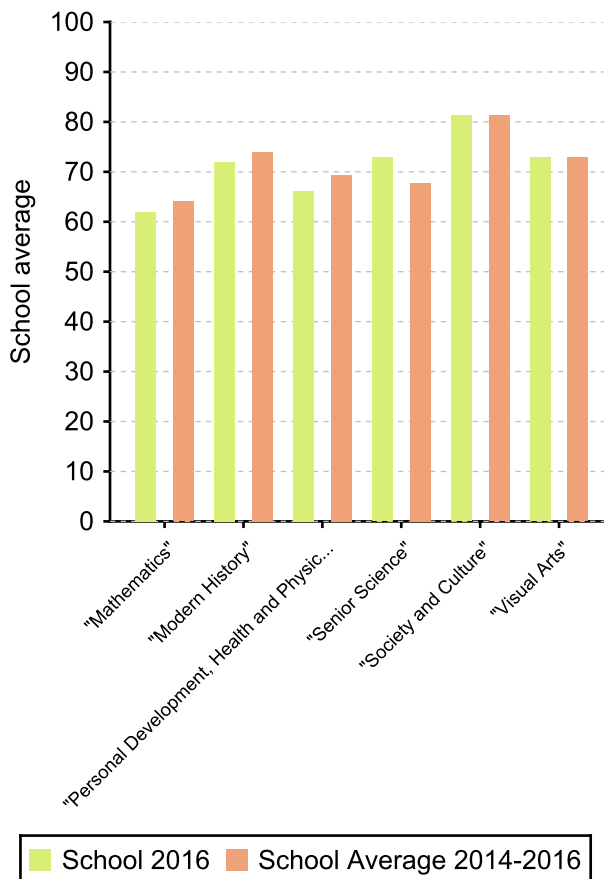
The performance of students in the HSC is reported in bands ranging from Band 1 (lowest) to Band 6 (highest).



■ School 2016 ■ School Average 2014-2016



■ School 2016 ■ School Average 2014-2016



■ School 2016 ■ School Average 2014-2016

## Parent/caregiver, student, teacher satisfaction

Tell Them From Me surveys highlighted teacher, student and parent/carer satisfaction with Nowra High School and the opportunities and achievements of both students and staff.

Teachers acknowledge that there were eight drivers of student learning, data informing practice, learning culture, teaching strategies, and having an inclusive school, while they recognised that the four dimensions of classroom and school practices of challenging and visible goals, planned learning opportunities, quality feedback and overcoming obstacles to learning led to educational success for both themselves and their students.

Students identified the importance of having a sense of belonging, positive relationships and valuing school outcomes in order to successfully achieve positive results.

Student's results in Maths, English and Science highlighted academic outcomes equal or above state average, with girls slightly outperforming boys.

Students of Nowra High School also recognised the vast extra curricular opportunities provided by the school and the extensive subject choices on offer. Parents recognised the need to be partners in their child's learning. They felt welcome, identified the importance of supporting learning at home, believed that the school supports their children/s learning, and provides positive behaviour and that Nowra High School is a safe school.

Parents acknowledged their strong belief in the great reputation Nowra High School has in the community and would categorically recommend the school to incoming year 7 parents for the future.

Parents also acknowledged the significant improvements the school has made in regularly communicating with the broader school community.

## **Policy requirements**

### **Aboriginal education**

Nowra High School has a strong Aboriginal Education Team who leads the implementation of Aboriginal Education directions identified in our School Plan 2015–2017.

Our Aboriginal students have been actively involved in the AIME (Aboriginal Indigenous Mentoring Experience) program, with one of our Year 10 students being selected as a Top 12 national finalist in 'AIME's Got Game'. Students also successfully participated in the Bangarra Dance Theatre Rekindling Youth Program where two students were selected for a role in the NSW Department of Education School's Spectacular.

Our school employs an Aboriginal Education Officer (AEO) through RAM funding and is our key link to liaise between the school and the local Aboriginal community, supports student learning and works in consultation on the organisation of school events to encourage community involvement.

Norta Norta funding continues to provide assistance for Aboriginal students in the junior school, aimed at improving literacy and numeracy levels and provides ongoing support for senior students studying their Preliminary and HSC Courses.

### **Multicultural and anti-racism education**

Nowra High School has two Anti-Racism Contact Officers (ARCO) who handle any issues of racism or discrimination in consultation with the Senior Executive of the school.