

# School plan 2018-2020

## Endeavour Sports High School 8404



# School background 2018–2020

## School vision statement

At Endeavour we aim to provide a teaching and learning environment that establishes high expectations for all and delivers enhanced academic results. The core values of our school culture are academic excellence, personal best, commitment and respect.

## School context

Endeavour Sports High School is a coeducational school with 850 students enrolled in 2018. Endeavour Sports High School embraces academic excellence as its number one priority. Endeavour is a designated Sports High School situated in the south of Sydney. It is a comprehensive, co-educational high school which provides a caring, disciplined, well-resourced environment where all students can achieve their potential through quality teaching and learning. The school is dedicated to excellence in scholarship, citizenship, sport and the arts. The core values of our school are: academic excellence, personal best, commitment and respect.

Our 2018 NAPLAN results were our best on record. Our popular Extension Class and STEM programs are ensuring that we cater for our gifted and talented students, and our High Expectations Policy guarantees that all our students put learning first.

Endeavour provides a very broad curriculum and we have successful programs in the creative and performing arts, including dance, music and drama. We also have high achieving debating, public speaking and reading programs.

We currently offer 15 different sports as part of our Targeted Sports Program and have an incredible number of partnerships with elite sporting organisations including Sydney FC, the Sydney Swans, Netball NSW, Cricket NSW, Basketball NSW, Baseball NSW, Hockey NSW and the Cronulla Sharks.

## School planning process

The school has used a multifaceted approach to determine our future strategic directions including the utilisation of a range of academic data, community surveys and stakeholder consultation: Higher School Certificate, NAPLAN and VALID results have been extensively interrogated; students, staff and parent interviews were conducted; and staff, student and parent surveys undertaken.

The information gathered has been combined with research on world's best practice to develop the strategies to achieve our objectives. The Centre for Education Statistics and Evaluation report titled 'What Works Best: Evidence-based practices to help improve NSW student performance', as well as its research on the 'Six Effective Practices in High Growth Schools' have been invaluable throughout the planning process.

# School strategic directions 2018–2020

## STRATEGIC DIRECTION 1

A high quality teaching and learning environment

### Purpose:

To provide a teaching and learning environment that establishes high expectations for all, and delivers enhanced academic results.

## STRATEGIC DIRECTION 2

Successful citizens and strong community engagement

### Purpose:

To ensure our values of personal best, commitment and respect are displayed by students and staff, and communicated effectively to our entire community.

## STRATEGIC DIRECTION 3

An outstanding Targeted Sports Program

### Purpose:

We aim to have the best junior talent development program in Australia. Endeavour is one of seven designated sports high schools in New South Wales and therefore needs to be at the forefront of developing the sporting talent of young Australians. To achieve this we need to continue to deliver outstanding coaching and mentoring, provide exceptional facilities, foster our unique sporting partnerships and deliver the very best in sports science.

# Strategic Direction 1: A high quality teaching and learning environment

## Purpose

To provide a teaching and learning environment that establishes high expectations for all, and delivers enhanced academic results.

## Improvement Measures

Increased average NAPLAN scores for Years 7 and 9.

Increased HSC average value added.

Increased number of teachers undertaking practices identified for Strategic Direction 1.

## People

### Leaders

Establish structures and improve processes which build the capacity of the school community to understand data and engage in evidence-based practices to improve the learning environment, hence enhancing academic results.

### Staff

Maintain accurate records, documentation and data to evaluate and adjust their teaching strategies, to maximise the positive impact on student learning.

Work collaboratively to ensure their pedagogy aligns with practices that are proven to have a high probability of success.

### Students

Provide informed, honest and respectful feedback about their learning experiences. Positively engage with effective learning strategies.

### Parents/Carers

Develop a better understanding of the school's educational philosophy and demonstrate support for the school's processes and practices by being active participants in their child's learning (eg. attend information nights, pay subject fees, check diaries, complete surveys, communicate with staff)

## Processes

Effective learning strategies, learning intentions and success criteria are explicitly taught to all students.

Implementation of key teaching strategies across the school including effective Feedback and formative assessment, Direct Instruction, and Teaching for Academic Success.

A whole school writing strategy is implemented.

## Evaluation Plan

All data will be analysed collaboratively:

- NAPLAN Data
- HSC Analysis (SMART and RAP)
- Lesson Observations spreadsheets/data
- Faculty Evidence Folder
- Surveys – leadership, student surveys, parent surveys, TTFM.
- Writing samples

## Practices and Products

### Practices

Teaching strategies for HSC success are incorporated into all faculty HSC results analyses.

Lesson observations are delivered for Teaching for HSC Success/Teaching for Academic Success and Direct Instruction by all teachers.

Analysis of Feedback samples from all teachers undertaken by Head Teachers.

Mentoring of all HSC students identified as University bound.

'Elevate' deliver study skills to each year group.

Teachers engage in the explicit teaching of writing across the KLAs.

Whole school professional learning is delivered on writing strategies.

Quality Teaching and Learning Team analyses and evaluates the use of formative assessment across KLAs

### Products

Students manage their learning through diary use.

Positive and progressive teaching and learning environments.

Constructive feedback is a feature of the teaching and learning environment.

Improved writing across KLAs.

Formative assessment is used across

# Strategic Direction 1: A high quality teaching and learning environment

Practices and Products
KLAs

# Strategic Direction 2: Successful citizens and strong community engagement

## Purpose

To ensure our values of personal best, commitment and respect are displayed by students and staff, and communicated effectively to our entire community.

## Improvement Measures

An increased number of PBL lessons are effectively taught across the school.

Increased social media engagement across the various platforms.

An improved process of reviewing and enhancing school policies.

## People

### Leaders

Adopt a coordinated approach to Positive Behaviours for Learning (PBL) and High Expectations where the models and practices are valued and underpin the behaviour and the interactions between students, staff and the community.

Drive and monitor the social media input and engagement throughout the school community.

Lead the creation and/or update of school policies.

### Staff

Utilise the PBL and High Expectations practices, language and strategies to develop student resilience, empathy, behaviour, engagement and improved learning outcomes.

Positively support the school's social media engagement strategy.

### Students

Will be respectful, responsible and committed learners, with a moral compass through, assisted through the PBL and High Expectations programs.

### Parents/Carers

Develop a better understanding of the school's PBL and High Expectations strategies and actively support their implementation.

Positively support the school's social media engagement strategy.

## Processes

The High Expectations culture – that reinforces the values of academic excellence, personal best, commitment and respect – is maintained through the implementation of the High Expectations Policy.

Delivery of an effective communication system to ensure strong community engagement.

Implementation of effective policies and procedures for greater school efficiency and efficacy.

## Evaluation Plan

All data will be analysed collaboratively:

- High Expectation review conducted twice per term utilising SENTRAL data.
- TTFM survey.
- Analysis of social media reach/impact.
- Monitoring achievement of school policy updates.
- PDP evidence folder and spreadsheet.

## Practices and Products

### Practices

The High Expectations review is undertaken twice per term.

PBL is explicitly taught to all students by all teachers.

The school's Facebook page, Instagram and Twitter accounts, and website are constantly updated.

Community member surveys are implemented.

The school's policies are regularly reviewed and updated or created when necessary.

### Products

Teachers' PDPs reflect the strategic directions and strategies of the school plan.

Three school policies that are either updated or created each year.

Community surveys demonstrate that the majority of stakeholders view the school's performance favourably.

The school's social media engagement is the most successful in the Sutherland Shire.

# Strategic Direction 3: An outstanding Targeted Sports Program

## Purpose

We aim to have the best junior talent development program in Australia. Endeavour is one of seven designated sports high schools in New South Wales and therefore needs to be at the forefront of developing the sporting talent of young Australians. To achieve this we need to continue to deliver outstanding coaching and mentoring, provide exceptional facilities, foster our unique sporting partnerships and deliver the very best in sports science.

## Improvement Measures

Increased number of students in the Targeted Sports Program.

Increased number of Memoranda of Understanding with elite sporting organisations.

Increased number of students in the Targeted Sports program participate in the University of Sydney Sports Science Project.

Increased number of students in the Targeted Sports Program have an individualised Talent Development Plan and engage in strength and conditioning.

## People

### Leaders

The Principal continues to play an important role in the NSW Sports High School Association as its Vice President. Director of Sport and High Performance Manager leads the development of the Targeted Sports Program Strategic Plan.

### Staff

Targeted Sports Program mentors and coaches implement the TSP Strategic Plan, work closely with partner organisations and develop Individualised Player Plans for students. Coaches maintain and upgrade their coaching qualifications when necessary and attend regular TSP meetings to share practice.

### Students

Build sporting skills by participating in the Targeted Sports Program's development sessions. Students in Years 7–10 develop a greater awareness of their development through their participation in the University of Sydney Sports Science Program.

### Parents/Carers

Parents and Carers pay their TSP fees to enable the program to be delivered.

### Community Partners

Sydney University delivers the Sports Science Program across Years 7–10. Our sporting partners demonstrate commitment to, and support for, the already established partnerships.

## Processes

Development and implementation of the Endeavour Sports High School Targeted Sports Program Strategic Plan.

Maintenance and enhancement of partnerships with elite sporting organisations.

Implementation and expansion of the University of Sydney Sports Science Program.

Strength and Conditioning has been delivered to all TSP students

### Evaluation Plan

- \* Number of Endeavour students in the TSP
- \* Number and quality of MOUs with elite sporting organisations
- \* Endeavour Sports High School Targeted Sports Program Strategic Plan
- \* Achievements of TSP students

## Practices and Products

### Practices

The TSP Strategic Plan is created and then reviewed annually.

Memoranda of Understanding (MOUs) between Endeavour and its sporting partners are maintained and created.

The University of Sydney Sports Science Program is delivered to all TSP students across Years 7–11

High quality strength and conditioning is delivered to the Targeted Sports Programs.

Endeavour is an active member of the NSW Sports High School Association

### Products

The Targeted Sports Program Strategic Plan

Memoranda of Understanding with elite sporting organisations.

Individual Performance Plans for athletes.

Achievements of TSP athletes.