Independent Public Schools

Mount Lawley Senior High School Delivery and Performance Agreement

Commencement date: Monday, 2 April 2012
Review date: Wednesday, 1 April 2015
Introduction

This Agreement is between the:
- Principal, Mount Lawley Senior High School
- Chair, Mount Lawley SHS School Board¹
- Director General, Department of Education.

The Agreement sets out the:
- performance and accountability expectations of Mount Lawley SHS to the Director General; and
- resourcing and support that Mount Lawley SHS can access.

The agreement is part of a suite of instruments and processes through which Mount Lawley SHS will demonstrate accountability for the quality of its learning environment and the standard of students’ learning.

These are as follows:
- Delivery and Performance Agreement;
- Business Plan²;
- school self assessment;
- reports to the School Board;
- annual school report;
- principal professional review; and
- independent school review.

¹ The School Board is equivalent to the School Council as defined in the School Education Act 1999.
² The business plan is a long term strategic plan that outlines strategies to achieve student improvement targets.
Section 1: Resourcing and support

Financial resources

Mount Lawley SHS will be resourced in accordance with the Department’s allocative mechanism. The resources will be placed in a one-line budget so the school can allocate the resources in ways that best enable it to implement its Business Plan.

The resource allocation statement is based on the school classification, the context of the school, the number of students and the student profile. A salary component is allocated within the one-line budget which allows the school to determine the staffing profile that best meets its needs.

The principal is required to

- articulate how the financial and human resources will be used to deliver the education program; and
- develop a workforce plan encompassing future needs.

The Director General is accountable for meeting Government cross-agency targets. The workforce plan needs to consider strategies to support the achievement of the Equal Employment Opportunity (EEO) targets, including increasing the number of women in leadership positions and employment of people from culturally diverse backgrounds, Indigenous Australians and people with disability.

School support

The Department will provide support to Mount Lawley SHS that includes but is not limited to:

- student support services including attendance, participation, student exclusions and managing student behaviour;
- support for the management of critical incidents;
- curriculum support, including access to professional learning for system initiatives and programs;
- information and communication technology programs and support for system approved programs and software;
- buildings, maintenance and infrastructure, including provision of transportable classrooms in growth areas;
- financial services;
- workforce management, including graduate teacher support and induction;
- legal advice;
- employee support service; and
- central reporting and management of allegations of misconduct.

The Department will also represent Mount Lawley SHS in industrial negotiations and provide support on legal and industrial matters.
Section 2: Program delivery

Mount Lawley SHS will:

- deliver education programs that meet the needs of students and are in accordance with requirements of the *School Curriculum and Authority Act (2012)*; and
- ensure the safety and welfare of students on school premises, and away from the school premises but on school activities, so far as can be done reasonably.

Mount Lawley SHS is provided funding or has endorsement to deliver additional programs as varied from time to time. The Principal will be accountable for their effective implementation that is outlined in the school’s Business Plan and for meeting the reporting requirements. These programs are as follows:

- **Gifted and Talented Language Program** - To provide excellence in learning programs leading to outstanding attainment for selected students in the Gifted and Talented Program.

- **Special Visual and Performing Arts Program** - To provide educational opportunities for selected students through extension and enrichment within the Specialist Program domain.

- **Jazz Music Program** - To provide educational opportunities for selected students through extension and enrichment within the Specialist Program domain.

- **Follow the Dream (FTD) Outreach Program** - To improve the educational attainment of high achieving Aboriginal students in selected metropolitan schools who participate in Follow the Dream.

- **Aboriginal Tutorial Assistance Scheme (ATAS)** - To improve the educational attainment of Aboriginal students who participate in the Aboriginal Tutorial Assistance Scheme.

**Addendum to School Business Plan (18 March 2013)**

- **Aboriginal Excellence Program** – This is a unique specialist program but not an Approved Specialist Program (ASP) that was approved on the 25 February 2013. This provides for a range of opportunities for a small number of ATSI students through a specific school program and mentoring provided by ECU.

Existing Agreements made between the Department and the school specifying program delivery remains in place. This includes Shared Facility Use Agreements made between the Department and other organisations and/or Government departments.
Section 3: Compliance

The Principal recognises that the school must operate within the following parameters to meet its obligations as a public school:


- Whole of Government policies and initiatives that apply to all public schools such as the Accountable and Ethical and Decision Making program.

- Compliance with all agreements between the Australian and WA Governments, as outlined in the National Education Agreement.

- Provision of relevant data to enable the Department to meet state wide reporting obligations.

- Compliance with the Department's School Audit and formal approval processes such as travel and leave approval.

Modifying, replacing or opting out of Departmental policy and procedures is subject to compliance considerations. Independent Public Schools wishing to explore the development of alternative policy should contact the School Innovation and Reform Unit, which will facilitate the necessary processes with the relevant business areas.
Section 4: Governance

The Principal is responsible for the educational leadership, operation and management of the school.

Mount Lawley SHS must have an effective School Board that includes community and business/industry representation. To maximise the input of the School Board in developing school policies, the Principal will seek advice and receive recommendations from the School Board.

The School Board will participate in:
- endorsing the Delivery and Performance Agreement;
- endorsing and reviewing annually the school budget and Business Plan;
- processes to review the school’s performance;
- processes to determine satisfaction levels of parents, staff and students, with results reported in the annual school report;
- endorsing the annual school report; and
- the process for selecting the principal when a vacancy arises.

To enable the School Board to function effectively, the Principal will report regularly to the School Board on progress against the school's business plan.

In the event that the Principal and School Board are unable to reach agreement on developing recommendations made by the School Board, the School Board and/or Principal may call on the Director General to make a decision. The Director General will consult with the School Board and Principal before making a ruling. The decision of the Director General will be final.

Mount Lawley SHS will participate in an independent review in the final year of this delivery and performance agreement, with the report made public. The school's performance will be monitored through the school performance monitoring system. In the event that the school's performance is of concern, the Director General may respond in a variety of ways, including initiating an internal review or bringing forward the independent review. The school will be given up to three months to address the findings of the review.

Section 5: Student achievement

The Principal is accountable for ensuring appropriate standards of academic and non-academic achievement. Information on student achievement will be gathered from the school performance monitoring system, national and state assessments and the school's own assessment of student achievement. The monitoring of student performance should encompass the achievement of relevant student cohorts and subgroups of students.

This information will be considered in the school's self assessment process, resulting in judgements about the standards being achieved. These judgements will inform the school's improvement plans.

As part of the school improvement planning outlined in their Business Plan, the Principal and staff will set specific student academic and non-academic achievement improvement targets relevant to its context. The school will review annually the appropriateness of the improvement targets against the school's annual data collection and self assessment.
Section 6: Business Plan

The principal is accountable for ensuring that there is an effective Business Plan that outlines the long term strategic planning required to achieve the student achievement improvement targets. The Business Plan will describe key focus areas and strategies intended to have maximum impact on overall school performance and is to have the same time span as the Delivery and Performance Agreement.

The Business Plan will outline student achievement improvement targets and specify:
- what is to be improved – which outcomes and which students;
- the amount of improvement;
- how this will be measured; and
- by when.

The targets in the Business Plan will also reflect the Department’s Strategic Plan for Public Schools in Western Australia 2012-2015 and Australian Government accountability and reporting requirements which may vary from time to time. Schools receiving additional program funding may have specific targets or key performance indicators to achieve.

The Business Plan is to be endorsed by the School Board and signed by the Chair of the Board.

Section 7: Endorsement of agreement

Name of Principal: Milton Butcher

Signature of Principal: [Signature]

Date: 2 April 2012

Name of Chair, School Board: Carl Pekin

Signature of Chair, School Board: [Signature]

Date: 2 April 2012

Name of Director General: Sharyn O’Neill

Signature of Director General: [Signature]

Date: 11 July 2012

Please ensure that your school’s one-line budget Resource Allocation Statement is attached to your signed Delivery and Performance Agreement and returned to the Schools Innovation and Reform Unit by 2 April 2012.
## One Line Budget

Resource Allocation from the Department 2012

(as at 20 March 2012)

### Mount Lawley Senior High School

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<td>Cash School Grant and Special Purpose Payments</td>
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### Relief Flexible Salary Allocation

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