

EAST HAMERSLEY PRIMARY SCHOOL



BUSINESS PLAN

2015 - 2017





OUR BUSINESS PLAN

2015 - 2017

East Hamersley Primary School is a high performing school that is renowned for its exemplary practice. The school has been a state finalist in the Education Awards for "School of the Year" and was recognised by the Director General as a school that delivers excellence in public education.

Our School

East Hamersley Primary School is a Government School and part of the North Metropolitan Region. The school was established in 1979 and became an Independent Public School in 2015. The school has a collaborative culture and is proud of its inclusive partnerships with parents and community agencies.

East Hamersley Primary School is committed to providing a safe, caring and responsive environment in which students are exposed to high quality teaching and learning and given every opportunity to achieve success.

Our Vision

Inspiring a culture of excellence in all that we do.

We will work together to fully develop the academic, social and emotional potential of every student. We will promote equity and excellence as well as provide students with ongoing opportunities to build their capacity to become confident and effective members of society.

Achieving Our Vision

Consistent with the *School Improvement and Accountability Framework (2008)*, East Hamersley Primary School places successful students at the core of everything we do. This is achieved through an evidence-based approach to the planning and implementation of all academic and non-academic programs, and evaluation of all outcomes in relation to their impact on student achievement and progress.

East Hamersley Primary School continually strives to be responsive to students' individual needs while also building a sense of community through cooperative and collaborative endeavour. We aim for consistently high achievement, and a supportive school culture that maximizes the opportunities of all students to reach their academic, social and personal potential.

The school has developed structures and processes to monitor our progress through a cycle of planning, implementation and evaluation of all programs as we constantly seek to improve the daily experience and the long-term outcomes of our students.





OUR BUSINESS PLAN

2015 - 2017

Our Vision is underpinned by a culture that strives to deliver:

- 1) High Quality Teaching and Learning
- 2) Successful Students
- 3) A Performance and Development Culture
- 4) A Capable and Responsible Organisation

The school has a strong professional learning community with a focus on school improvement and shared responsibility for the success of all students.

We utilise a performance and development process that continually builds upon classroom practice to ensure the successful implementation of school and systemic priorities.





OUR FOCUS AREAS

FOCUS 1: TEACHING AND LEARNING

2015 - 2017

GOAL

By the end of 2017 East Hamersley Primary School will have a whole school approach to quality teaching and learning resulting in improved outcomes for students.



East Hamersley Primary School has well established processes in place that involve continual self reflection and collaboration in order to further develop best practice. Teachers have high expectations of themselves and their students.

In our teaching we will:

- ◇ Implement a whole school approach to teaching through instructional strategies and tactics with a focus on cooperative learning
- ◇ Develop a whole school plan for the implementation of the Australian Curriculum
- ◇ Implement a whole school approach to Literacy, Numeracy, Science, and History and Social Sciences
- ◇ Utilise the WA Curriculum and Assessment Outline
- ◇ Continue to build high professional standards utilising the National Standards for Teachers
- ◇ Develop staff competencies in using technologies to improve student learning
- ◇ Develop and implement operational plans to provide direction across key areas of learning

In our learning environment we will:

- ◇ Implement the school's Behaviour Management Plan
- ◇ Encourage staff to think innovatively and use technology to improve learning opportunities for students
- ◇ Continue to implement the school's virtues and values program through a targeted and systematic whole school approach to the explicit teaching of social skills

In our resources we will:

- ◇ Align resources to implementation of the Australian Curriculum and school priority areas

In our leadership we will:

- ◇ Implement a distributed leadership model across the school
- ◇ Provide targeted professional learning for aspirant leaders
- ◇ Provide high quality professional learning opportunities in order to build capacity for best practice



OUR FOCUS AREAS

FOCUS 1: TEACHING AND LEARNING

2015 - 2017

MILESTONES

- ◇ Teachers demonstrate through their planning an understanding of essential skills and key understandings to teach Literacy, Numeracy, Science, and History and Social Sciences.
- ◇ Early Childhood teachers assess and monitor oral language and pre-reading skills. They also monitor and assess their teaching and learning programs against the National Quality Standards.
- ◇ Teachers have a sound understanding of the achievement standards of the Australian Curriculum in English, Mathematics, Science, and History and Social Sciences in order to report effectively.





OUR FOCUS AREAS

FOCUS 2: SUCCESSFUL STUDENTS

2015 - 2017

GOAL

By the end of 2017 East Hamersley Primary School will have built an effective approach to assessment towards the individual student, classroom and whole school level in order to improve outcomes for all students.



East Hamersley Primary School has well established quality assessment and decision making processes that enable areas for ongoing attention and improvement to be identified with confidence.

In our teaching we will:

- ◇ Develop intervention and support programs for students
- ◇ Develop teacher practice at interrogating data to inform teaching and learning programs and to review whole school approaches
- ◇ Develop a whole school approach to address differentiating of the curriculum for both low and high achieving students
- ◇ Provide opportunities for teachers to collaboratively plan and set targets in Phase of Learning teams
- ◇ Teach, assess and report on year level specific Phase One Australian Curriculum content

In our learning environment we will:

- ◇ Support and develop teachers in the planning and implementation of curriculum differentiation
- ◇ Use data to inform teaching and learning priorities
- ◇ Implement a synthetic approach to phonics instruction with a focus on oral language in the early years

In our resources we will:

- ◇ Distribute human, physical and financial resources to support success for all students

In our leadership we will:

- ◇ Develop intervention and support programs for students
- ◇ Implement a whole school approach to assessment
- ◇ Provide opportunities for English and Mathematics Curriculum Leaders to develop the skills of all teaching staff



OUR FOCUS AREAS

FOCUS 2: SUCCESSFUL STUDENTS

2015 - 2017

MILESTONES

- ◇ Teachers demonstrate curriculum differentiation through their planning and the school's Performance and Development process
- ◇ Teachers collaboratively plan for and address student and school improvement targets in phase of learning teams
- ◇ School provides effective and timely reporting to parents
- ◇ School staff successfully implement a whole school assessment regime





OUR FOCUS AREAS

FOCUS 3: A PERFORMANCE AND DEVELOPMENT CULTURE 2015 - 2017

GOAL

By the end of 2017 East Hamersley Primary School will have built an effective culture where teachers and school leaders are active learners.

They reflect on, receive feedback on and improve their pedagogical practice, and by doing so improve student outcomes.



East Hamersley Primary School has built a whole school approach to providing and developing professional learning and leadership opportunities for teachers. There exists a strong ownership of shared responsibility for all students across the school and procedures are in place that encourage the development and improvement of teacher practice that include classroom observation, mentoring and coaching.

In our teaching we will:

- ◇ Ensure a shared understanding of effective teaching as stated in the AITSL (Australian Institute for Teaching and School Leadership) Standards
- ◇ Ensure that there are opportunities for ongoing teacher reflection on professional practice
- ◇ Provide evidence of impact of teaching on student achievement
- ◇ Ensure the facilitation of direct observation of teaching and teacher self-assessment
- ◇ Ensure that students are given timely and relevant feedback
- ◇ Facilitate participation in professional learning

In our learning environment we will:

- ◇ Implement an effective Performance and Development Cycle
- ◇ Develop a coaching approach in performance and development processes
- ◇ Highlight and celebrate staff achievements through nominations for awards, newsletters, assemblies and feedback in the performance and development process

In our resources we will:

- ◇ Ensure effective coaching, training and self-reflection tools are made available to staff

In our leadership we will:

- ◇ Ensure that leaders engage in learning and lead the development of a learning culture within the school
- ◇ Provide support for professional learning through structures and explicit planning
- ◇ Implement the East Hamersley Primary School Supporting Professional Educational Learning and Leadership (SPELL) strategy
- ◇ Build the capacity of staff to apply for Senior Teacher, Level 3 Teacher status and leadership positions



OUR FOCUS AREAS

FOCUS 3: A PERFORMANCE AND DEVELOPMENT CULTURE 2015 - 2017

MILESTONES

- ◇ Teachers collaboratively plan for and address student improvement targets at Phase levels
- ◇ Teachers participate in classroom observation and feedback





OUR FOCUS AREAS

FOCUS 4: A CAPABLE AND RESPONSIVE ORGANISATION

2015 - 2017

GOAL

By the end of 2017 East Hamersley Primary School will have in place positive and productive partnerships with a range of stakeholders to improve the learning outcomes of our students.



East Hamersley Primary School has well established processes and procedures in place that enables the school to maximise the use of both human and physical resources. Targeted areas of need are identified in order to meet the learning, social and emotional needs of our students. Compliance with department and government policy is assured through the establishment of school wide policies, structures and processes.

In our teaching we will:

- ◇ Promote parent and community involvement in teaching and learning programs
- ◇ Develop cultural diversity, incorporating a whole school Focus Week
- ◇ Develop, implement and maintain school processes for monitoring and following up student absences

In our learning environment we will:

- ◇ Promote the importance of regular attendance for student learning
- ◇ Implement a whole school approach to the Virtues and Values program

- ◇ Implement whole school approach to behaviour management
- ◇ Develop and foster community involvement in teaching and learning programs through the development of partnerships with Edith Cowan University, speech and occupational therapists and local health services

In our resources we will:

- ◇ Develop and improve the view of parents that the school provides a safe learning environment
- ◇ Foster positive and productive relationships with parents/caregivers that exist in the school
- ◇ Develop a collaborative and cooperative culture with community members through surveys, parent forums, the P&C and School Board
- ◇ Develop professional relationships with Edith Cowan University
- ◇ Develop professional relationships with local schools and community groups

In our leadership we will:

- ◇ Continue to support and foster partnerships and community use of facilities



OUR FOCUS AREAS

FOCUS 4: A CAPABLE AND RESPONSIVE ORGANISATION

2015 - 2017

MILESTONES

- ◇ The school provides relevant education information sessions for parents
- ◇ Parents are provided with timely student progress reports, updates on classroom learning, and open nights are conducted
- ◇ The school develops agreed behaviour standards through the “Good Standing” policy
- ◇ The school provides regular feedback through the national opinion surveys





OUR IMPROVEMENT TARGETS

2015 - 2017

Student Academic Targets by 2017

NAPLAN - Reading, Writing, Spelling, Grammar and Punctuation and Numeracy

- ◇ To sustain Year 3 and 5 students' group mean at or above like schools (WA) in all five test areas
- ◇ For 80% or more of Year 3 and 5 students to be above the National Minimum Standard in all five test areas
- ◇ For Year 3 and 5 average scores to be at or above the average for similar schools (Australia)
- ◇ For Year 3 and 5 progress to be on a positive trajectory

ON-ENTRY ASSESSMENT– Literacy and Numeracy

- ◇ For 80% of Year 1 students to meet or exceed a Literacy Progressive Point and a Numeracy Development Point of 1 at the beginning of Year 1.

Student Non - Academic Targets

- ◇ Increase the percentage of students regularly attending to 90% or more
- ◇ Decrease the percentage of students in the indicated risk attendance category to 8% or less
- ◇ Decrease the percentage of students in the moderate risk attendance category to 0%
- ◇ Maintain the percentage of students in the severe risk attendance category at 0%
- ◇ For 80% of students to maintain good standing annually





OUR IMPROVEMENT TARGETS

2015 - 2017

Staff Improvement Targets

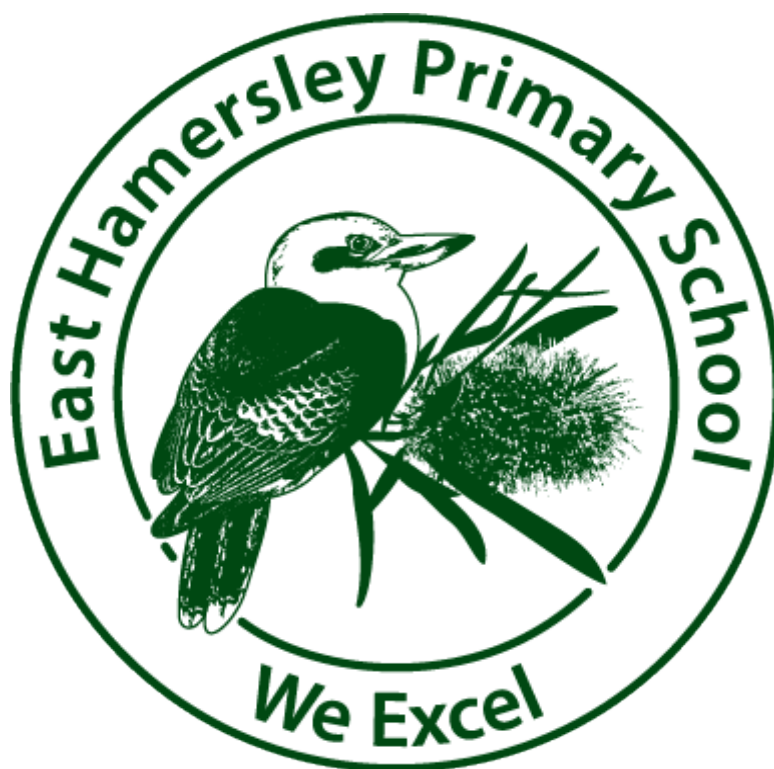
- ◇ Teachers use highly effective teaching practices as evidenced through the Performance and Development process, engagement in SPELL and staff and student surveys

Organisation Targets

- ◇ Maintain a positive response from parents and students across all areas surveyed







20 Doon Way, HAMERSLEY WA 6022

T: (08) 9342 2002

F: (08) 9342 8992

E: easthamersley.ps@education.wa.edu.au

W: easthamersley.wa.edu.au