

East Hamersley Primary School

Business Plan 2018-2020

Inspiring a culture of excellence in all that we do



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Our Vision: *Inspiring a culture of excellence in all that we do*

Together we will work 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 maximises 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 seek to improve the daily experience and the outcomes of our students.



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This business plan prioritises our work over the next three years that we believe is underpinned by a culture that strives to deliver High Performance and High Care

Our FOUR FOCUS AREAS have been identified as:

- 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.



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Our Business Plan Targets

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| Target 1 | ◇ By 2020 Year 3 writing achievement will be equal to or above like schools |
| Target 2 | ◇ By 2020 Year 5 writing achievement will be equal to or above like schools |
| Target 3 | ◇ Annually 90% of Year 1 students will meet or exceed a Numeracy Development Point of 1.0 in On entry testing |
| Target 4 | ◇ Annually 80% of Year 1 students will meet or exceed a Literacy Progression Point of 1.0 in On entry testing |
| Target 5 | ◇ By 2020, at least 80% of the student population (PP to Year 4) responding to the school survey and the NSOS survey (Year 5-6) will agree or strongly agree that they feel safe at school |
| Target 6 | ◇ By 2020, at least 75% of students responding to the NSOS survey will agree or strongly agree that student behaviour is well managed |



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Our Values

Our shared values, based upon the Western Australian Values of Schooling and the Virtues Project provide the foundation upon which our vision has been built. Together with our students, their families and the community we work collaboratively to support one another on our journey to achieving a culture of excellence in all that we do.

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| Respect and concern for others and their rights | We are committed to encouraging our students to be sensitive to, and have concern for other people and respect for life and property. Our learning environment is emotionally and physically safe where we treat all people fairly, with respect and celebrate differences. |
| Pursuit of knowledge and commitment to achievement of potential | We are committed to our school vision of inspiring a culture of excellence in all that we do. Each student is encouraged to achieve his or her potential in all respects. |
| Self acceptance and respect of self | We are committed to a school environment that accepts and respects each other's individuality. We demonstrate respect towards one another and accept responsibility for our own actions. |
| Social and civic responsibility | We are committed to meeting individual needs without infringing on the basic rights of others. We encourage each student to participate in democratic processes, to value diversity of different cultures, to respect authority and promote social justice. |
| Environmental responsibility | We are committed to developing an appreciative awareness of the interdependence of all elements of the environment and taking care of our environment, encouraging a respect and concern for Australia's natural and cultural heritage. |



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East Hamersley Primary School will maintain a whole school approach to quality teaching and learning resulting in improved outcomes for students.

FOCUS 1

TEACHING AND LEARNING

In our teaching we will

- ◇ Maintain a whole school approach to teaching through instructional strategies and tactics with a focus on cooperative learning
- ◇ Continue to develop and maintain whole school approaches and plans for the implementation of the Western Australian Curriculum
- ◇ Continue to implement a whole school approach to English, Mathematics, Science, and HASS (History and Social Sciences)
- ◇ Utilise the Department's website to access the Western Australian Curriculum and utilise the Extranet resources
- ◇ Continue to build high professional standards utilising the National Standards for Teachers
- ◇ Continue to develop staff competencies in using technologies to improve student learning
- ◇ Continue to develop and implement operational plans to provide direction across key areas of learning
- ◇ Continue to utilise the Early Years Framework in Kindergarten to support student learning



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FOCUS 1 TEACHING AND LEARNING

In our learning environment we will

- ◇ Continue to revise and 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 values program through a targeted and systematic whole school approach to the explicit teaching of social skills

In our resources we will

- ◇ Align resources for the effective implementation of the Western Australian Curriculum and school priority areas



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FOCUS 1 TEACHING AND LEARNING

In our leadership we will

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

In our relationships we will

- ◇ Continue to work collaboratively with one another through a mentoring process and informal peer observations
- ◇ Continue to work collaboratively with one another in phase of learning teams to share best practice so as to improve teacher practice and pedagogy
- ◇ Continue to support teacher growth through targeted professional learning

Milestones

- ◇ Through their planning teachers demonstrate an understanding of essential skills and key understandings to teach English, Mathematics, Science, and History and Social Sciences
- ◇ Early Childhood teachers monitor and assess their teaching and learning programs against the National Quality Standards
- ◇ Student achievement and longitudinal growth is monitored using the whole school assessment schedule



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East Hamersley Primary School will continue to build an effective approach to assessment towards the individual student, classroom and whole school level in order to improve outcomes for all students

FOCUS 2 SUCCESSFUL STUDENTS

In our teaching we will

- ◇ Continue to improve teacher practice in analysing data to inform teaching and learning programs and to review whole school approaches
- ◇ Continue to implement intervention programs for students at educational risk at both low and high performing levels
- ◇ Continue to differentiate the Western Australian Curriculum for both low and high achieving students in English and Mathematics
- ◇ Continue to collaboratively plan and set targets in phase of learning teams

In our learning environment we will

- ◇ Use data to inform whole school and classroom teaching and learning priorities
- ◇ Provide quality feedback to students
- ◇ For 80% of Year 1 students to meet or exceed a Literacy Progressive Point and a Numeracy

In our resources we will

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



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FOCUS 2 SUCCESSFUL STUDENTS

In our leadership we will

- ◇ Continue to support targeted programs through effective and efficient deployment of student funding resources
- ◇ Continue to implement a whole school approach to assessment
- ◇ Continue to provide opportunities for Curriculum Leaders to mentor and develop the skills of teachers and support staff
- ◇ Continue to support and develop teachers in the planning and implementation of curriculum differentiation

In our relationships we will

- ◇ Continue to develop and foster positive relationships between teachers and students
- ◇ Continue to develop collaborative relationships with parents and carers through regular open door communication, parent surveys and information sessions

Milestones

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



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East Hamersley Primary School will maintain 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.

FOCUS 3 A PERFORMANCE AND DEVELOPMENT CULTURE

In our teaching we will

- ◇ Use highly effective teaching practices as evidenced through the Performance and Development process, engagement in SPELL and staff and student surveys
- ◇ Continue to provide opportunities for ongoing teacher reflection on professional practice
- ◇ Ensure a shared understanding of effective teaching as stated in the AITSL (Australian Institute for Teaching and School Leadership) Standards
- ◇ Provide evidence of impact of teaching on student achievement through NAPLAN, On-entry and the whole school assessment schedule
- ◇ Ensure the facilitation of direct observation of teaching and teacher self-assessment
- ◇ Ensure that students are given timely and relevant feedback
- ◇ Facilitate participation in targeted professional learning

In our learning environment we will

- ◇ Continue to develop a coaching approach in the performance and development process
- ◇ Continue to implement an effective performance and development cycle

In our resources we will

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



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FOCUS 3 A PERFORMANCE AND DEVELOPMENT CULTURE

In our leadership we will

- ◇ Continue to ensure that leaders engage in learning and lead the development of a learning culture within the school
- ◇ Continue to provide productive feedback to staff that supports improved practice
- ◇ Continue to provide support for professional learning through structures and explicit planning
- ◇ Continue to implement the school's Supporting Professional Educational Learning and Leadership (SPELL) strategy
- ◇ Continue to build the capacity of staff to apply for Senior Teacher, Level 3 Teacher status and leadership positions

In our relationships we will

- ◇ Support positive wellbeing and health for staff
- ◇ Highlight and celebrate deserving staff achievements through nominations for awards, newsletters, assemblies and feedback in the performance and development process

Milestones

- ◇ Teachers collaboratively plan for and address student improvement targets at phase of learning levels
- ◇ Teachers participate in classroom observations and feedback to inform and improve practice.



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East Hamersley Primary School will maintain positive and productive partnerships with a range of stakeholders to improve the learning outcomes of our students.

FOCUS 4 A CAPABLE AND RESPONSIVE ORGANISATION

In our teaching we will

- ◇ Continue to promote parent and community involvement in teaching and learning programs
- ◇ Continue to implement the Aboriginal Standards Framework
- ◇ Continue to develop an understanding of cultural diversity
- ◇ Continue to implement and maintain school processes for monitoring and following up of student absences

In our learning environment we will

- ◇ Continue to promote the importance of regular attendance for student learning
- ◇ Continue to promote a whole school approach to the Values program
- ◇ Continue to promote a 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, local health services and local businesses

In our resources we will

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



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East Hamersley Primary School will maintain positive and productive partnerships with a range of stakeholders to improve the learning outcomes of our students.

FOCUS 4 A CAPABLE AND RESPONSIVE ORGANISATION

In our leadership we will

- ◇ Continue to support and foster partnerships and community use of facilities
- ◇ Participate in the school review process to assess school performance
- ◇ Continue to foster collaborative relationships between staff, aboriginal students, their parents and families and communities to support student learning

In our relationships we will

- ◇ Continue to develop and improve the view of parents that the school provides a safe learning environment
- ◇ Continue to foster positive productive relationships with parents/caregivers
- ◇ Continue to develop a collaborative and cooperative culture with community members through surveys, parent forums, the P&C and School Board
- ◇ Continue to develop professional relationships with tertiary institutions
- ◇ Develop professional relationships with local schools, network schools and community groups

Milestones

- ◇ The school provides relevant education information sessions for parents
- ◇ Parents are provided with timely student progress reports and updates on classroom learning
- ◇ The school develops agreed behaviour standards through the Behaviour Management Policy
- ◇ The school provides regular feedback through the national opinion and school board effectiveness surveys



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