Burrendah Primary
Independent Public School

School Business Plan

2019 – 2021

Burrendah Primary School is a well-respected and high performing Independent Public School.

We continue to celebrate and embrace our multicultural school population and we highly value our shared campus with Willetton Senior High School and Castlereagh School.

Our staff are committed to empowering every student through the delivery of high quality teaching and learning programs. The school recognises and responds to the varied needs of each student and their individual requirements for learning.

The staff and the School Board have acknowledged the importance of Burrendah Primary School delivering continuity of the programs and practices established over the last six years since our inception as an Independent Public School. This continuity will allow staff to refine and develop their knowledge and understanding of both system level and school level curriculum and policy.

We understand that partnering and collaborating with all members of our community is essential to fostering cohesive support, maximising our students' learning to ensure we remain a high performing school.

The key directions that will guide our success as an inclusive, vibrant and innovative learning community over the next three years (2019-2021) are:

Student Engagement

With a focus on individual student achievement and progress; and differentiation of the curriculum to meet individual learning needs. Mental health and wellbeing of students is a top priority.

Staff Engagement

Through the provision of relevant professional learning that builds teacher capacity, leadership opportunities and a collaborative culture amongst staff. A Mental Health focus to enable staff to work in an increasingly complex educational environment is paramount.

Families and Community Engagement

Building synergy between home, school and the wider community, extending partnerships beyond the immediate school.

We have highlighted the need for our school community to 'Connect, Collaborate and Commit' if we are to maintain and further enhance our results whilst nurturing our students' social and emotional development.

Connect

Connected and consistent practice across the school allows every child to experience consistent learning opportunities and be exposed to the same strategies and approaches to teaching and learning.

Collaborate

Staff, parents and the wider community work closely together as a team to promote and implement agreed strategies to achieve agreed targets.

Commit

Our school community commits to investing in our school and supporting our students to achieve optimal learning outcomes, measured by agreed school and Department of Education targets and key indicators.

With a very professional and capable staff, a collaborative and personable administration team, supportive parents and families and a strategic and cohesive School Board, this Business Plan provides us with a clear direction for the years 2019 - 2021.

OUR VISION

Empowering students to achieve their potential in a safe and supportive environment.

OUR MOTTO

Encourage, Endeavour, Excel

OUR PURPOSE

We equip students to reach their potential and contribute positively to society by providing relevant and engaging learning programs within a supportive and encouraging learning environment, preparing each student with the necessary academic, physical, social and emotional skills, understandings and values.

OUR VALUES

Our Values are underpinned by our Behaviour Expectations of Respect, Responsibility, Resilience and Reach. We refer to this approach as "Grow the Burrendah Way"

Respect

We show respect by being kind and caring.

Responsibility

We show responsibility by doing the right thing.

Resilience

We show resilience by bouncing back and trying again.

Reach

We show reach by aiming high.

Student Engagement

Students will be actively engaged through the motivating and innovative delivery of the Western Australian Curriculum using research supported teaching strategies that address the 'whole child'. Learning opportunities will be differentiated to meet individual student needs, with special consideration for English as an Additional Language/ Dialect (EAL/D), special needs, Students at Educational Risk (SAER), Aboriginal students and gifted and talented students.

CONNECT

We will connect students with optimal learning opportunities through:

- Using the Western Australian Curriculum as the basis of all teaching and learning programs
- Using a whole school approach to teaching and learning as articulated in learning area operational plans and frameworks
- Embedding guided reading across the whole school - Kindergarten to Year 6
- Addressing the mental and physical wellbeing of students through whole school initiatives, such as Positive Behaviour Support (PBS), Mindfulness and Mental Health in Schools Projects
- Progressing our PBS Action Plan to achieve full implementation within the next three years
- Enhancing learning through engagement in ICT and Technologies
- Integrating Science, Technology, Engineering & Mathematics (STEM) into relevant learning areas
- Implementing activities which demonstrate that the school appreciates and values the diverse cultural backgrounds of our students
- Implementing a consistent approach to teaching Writing across all year levels, as described in the English Operational Plan

COLLABORATE

We will partner with stakeholders in our school community to engage our students through:

- Parents and staff communicating and working together to enhance student learning environments
- Staff collaborating to monitor student achievement and progress
- Assessing and moderating student writing using Brightpath K - 6
- Moderating grade levels within cohorts and between 'like' schools
- Developing Gifted and Talented programs within the school
- Focusing on student goal setting using quality teacher feedback
- Collaborating with local schools to extend student learning opportunities
- Investigate and consult on a Bring Your Own Device (BYOD) Program
- Involving students in relevant whole school decision making
- Students performing and participating in community events
- Staff, parents and students working collaboratively to establish a common understanding of the school's Behaviour Expectations of Respect, Responsibility, Resilience and Reach

COMMIT

We will invest in and support the achievement of key student performance targets, including:

- Maintaining achievement in NAPLAN results, to be within the top 30% (or top 20 schools) of statistically similar 'like schools' (as per My School website data comparisons in all areas and year levels)
- Increasing or maintaining the percentage of students in the top two NAPLAN bands to equal or greater than 'like schools' in all literacy and numeracy areas and all year levels, according to WA schools data
- Increasing the percentage of students who have moderate/moderate assumed or greater progress in NAPLAN testing for all areas and all year levels, according to WA schools
- Maintaining Reading, Writing and Numeracy trend lines for Year 3 and improving for Year 5 by 2021
- Increasing the percentage of students who agree with the statement, "I like being at my school" from the category Neither Agree or Disagree (3.9 in 2018) to the category Agree (4.0 and above in 2020)

Staff Engagement

Staff performance will be maximised through the creation of a professional learning community where staff feel safe and supported and have access to targeted ongoing quality professional learning opportunities to increase their capacity to support the school's vision.

CONNECT

We will connect staff with optimal pedagogy through:

- An agreed whole school approach as reflected in learning area operational plans and frameworks
- Implementing the Western Australian Curriculum as the basis of all teaching and learning programs
- Holding weekly lunch time meetings and regular communication via Connect and other channels to facilitate consistent and informative internal communication
- Acknowledging staff achievements, successes and contribution to the culture of the school
- Supporting new staff members to become active and positive members of the school through a comprehensive induction process
- Committing to sharing and collaborating with local schools
- Key teacher leaders supporting teachers to implement whole school approaches to teaching and learning
- Establishing a critical and creative thinking coach to support teachers embed best practice into their classrooms
- Establishing a coach who supports staff embed best practice into the classroom for students diagnosed with autism
- Establishing a cooperative learning coach to support teachers developing effective cooperative learning strategies in their daily practice

- Establishing writing coaches to support teachers to embed best practice into their classrooms
- Providing leadership opportunities for staff aspiring to and actively seeking to grow their leadership capacity and capability
- Ensuring all professional learning is linked with the school's Business Plan or the Department of Education's policies and strategic planning documents with special consideration of the following:
  - Guided reading and literacy circle instructional strategies
  - Numeracy block and associated strategies as outlined in the whole school approach to Mathematics
  - Whole school approach to Aboriginal Cultural Standards Framework delivered through HASS
  - Embed National Quality Standards (NQS) Kindergarten - Year 2
  - Differentiation of the curriculum to enhance student learning
  - Quality teacher feedback to enhance student goal setting
  - Implementation of a Mindfulness program for staff
  - Enhancement of Education Assistants' skills to further support the delivery of SAER and special needs programs
  - Utilise the 'Growth Coaching' model to provide effective feedback to peers and define goals established within performance management
  - Support graduate teachers through school based mentors and the Graduate and Grow Program
  - Embed assessment skills in teacher practice using PM Bench Marks or Fountas and Pinnell, Brightpath, ACER PAT, CNAP and Data HUB

COLLABORATE

We will support our staff to achieve high levels of professionalism by:

- Establishing a professional learning community focus within collaborative cohort groups
- Fostering commitment from staff to participate in and contribute to cohort planning using available collaborative planning time
- Conducting expert moderation within year levels and 'like' schools, including improving consistency and alignment of report grades to system test results
- Using Connect as a standard platform to share information with staff, parents and students
- Utilising expertise within the school to address individual professional learning needs
- Developing a baseline for staff mental health and wellbeing through the Mental Health in Schools Project

COMMIT

Our school community will invest in and support staff to achieve key school performance targets, including:

- Meeting five NQS standards by 2021
- Ensuring all teachers achieve a rating of proficient or higher to design and implement effective teaching strategies for teaching Aboriginal and Torres Strait Islander students (AITSL 1.4)

Families and Community Engagement

Families and the wider community will be actively engaged in the school through school based programs and initiatives to enhance student learning and create a strong sense of community and belonging.

CONNECT

We will connect families and the community with our school by:

- Implementing online communication with parents through Connect, including semester reports
- Establishing an electronic newsletter as a source for enhanced parent communication
- Establishing year level curriculum expectations for Term 1 classroom parent meetings
- Enhancing parent communication through parent-teacher interviews during half day school closure
- Promoting individual classroom and school events to encourage parental and community involvement in learning programs
- Utilising parent surveys to monitor parent satisfaction and provide feedback to inform future planning
- Building and maintaining partnerships with key stakeholders within the school and wider community to support class and school based programs
- Encouraging School Board and P&C representation of the school community demographics
- Establishing an Out of School Hours Care Service
- Gaining support for an ongoing Chaplaincy program

COLLABORATE

We will partner with families to be active and supportive members of our school community by:

- Promoting parent engagement using the Engaging and Working with Your Community Framework
- Strengthening the relationship between the School Board, P&C and the school community
- Promoting the EAL/D Team within the school and wider community to extend the connections with students and families with English as an Additional Language/Dialect
- Establishing a Parent Class Representative process
- Maintaining and building upon university partnerships such as teacher practicums and Curtin Speech partnership

COMMIT

We will invest in and support the engagement of families in school life, which will be evident through:

- Increasing the percentage of parents who agree with the statement, “This school takes my opinions seriously” by moving from the category Neither Agree or Disagree (3.8 in 2018) to the category Agree (4.0) in 2020
- Increasing the percentage of parents completing school surveys such as the National School Opinion Survey by 10%
- Increasing the number of nominations for positions on the School Board and P&C

Burrendah Primary
Independent Public School

Castlereagh Close,
Willetton WA 6155

(08) 9266 6200
burrendah.ps@education.wa.edu.au

www.burrendahps.wa.edu.au